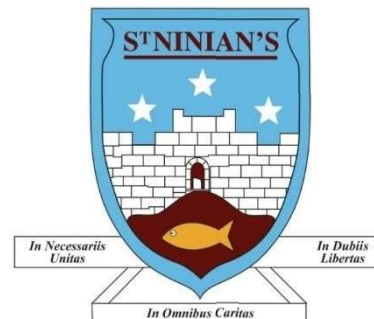




SCHOOL IMPROVEMENT PLAN

2022 - 2023

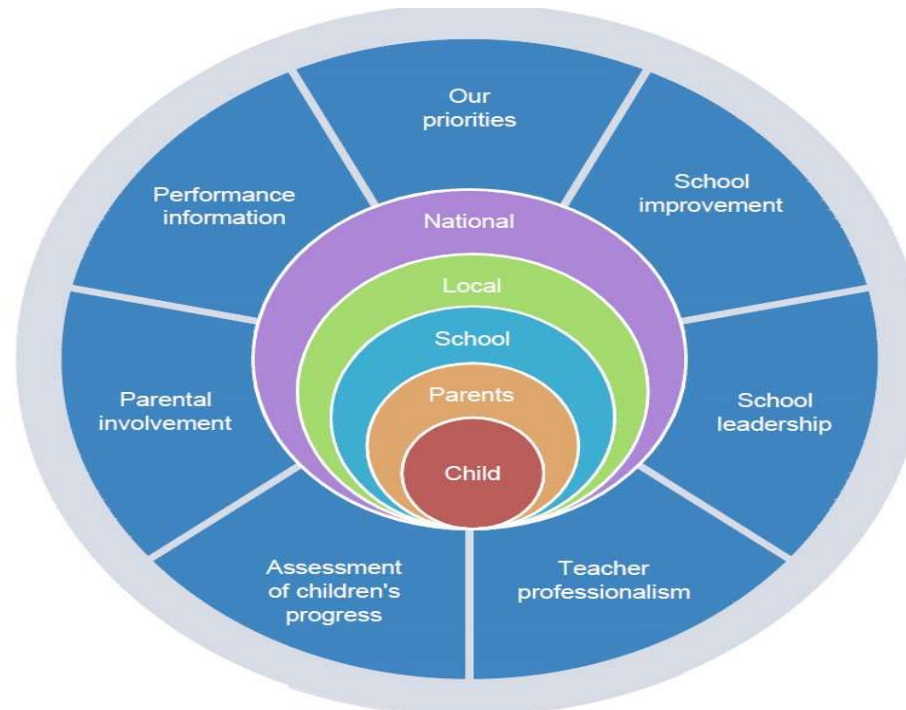


National Improvement Framework (2022)

The National Improvement Framework detailed the following priorities:

- Placing the human rights and needs of every child and young person at the centre of education
- Improvement in children and young people's health and wellbeing
- Closing the attainment gap between the most and least disadvantaged children and young people
- Improvement in skills and sustained, positive school-leaver destinations for all young people
- Improvement in attainment, particularly in literacy and numeracy

The Drivers for Improvement are as shown:



Context

St. Ninians's High School has benefited from a long-standing strategic partnership with Columba 1400. We share the same values and we have worked collaboratively to develop a sustainable leadership programme for staff and young people.

Columba 1400 published **Be the Change** as a discussion paper for Scottish Education post Covid-19. The pandemic presented schools with many challenges, but this period also provided school leaders and teachers the opportunity to reflect on the moral purpose of education in the broadest sense.

Using the **Be the Change paper**, staff at St. Ninians's worked collaboratively to develop priorities appropriate to the context of the school community. It was clear that the status quo was no longer an option. Our **Be the Change** priorities, agreed in consultation across the wider school community, has informed the School Improvement Plan in 2022-2023, reflecting National Priorities.

Be the Change focused on key areas identified from self-evaluation: **Digital Learning, Outdoor Learning, Leadership** and **Developing Young Workforce (DYW)**. The priorities for **Wellbeing, Equality and Inclusion** were implemented through the school's innovative **Light Up** programme. This has resulted in a curriculum that has provided high quality learning experiences across all stages, but in particular within the Broad General Education (BGE).



Improvement Plan Summary: NIF Strategic Priority (2022) / Education Service Plan (2022-2025)

No.	National Priority	Actions at School Level
1	Improvement in attainment, particularly in literacy and numeracy	Be the Change: Leadership <ul style="list-style-type: none"> Review approaches to Learning & Teaching to support achievement in the BGE and attainment in the Senior Phase Further develop digital learning to upskill staff and evidence good practice through appropriate technologies and software Implement a learning observation calendar & establish departmental learning partners Develop a Professional learning programme to upskill staff focusing on leadership, pedagogy and inclusion Further develop approaches to enhance reading skills in the BGE to raise attainment Provide a pupil voice calendar to capture views on learning experiences
2	Closing the attainment gap between the most and least disadvantaged children and young people	Be the Change: Outdoor Learning & Skills Academy <ul style="list-style-type: none"> Implement the Skills Academy curriculum across the BGE to enhance learning using relevant contexts Review and further develop residential opportunities to ensure equity for all Provide Professional Learning opportunities to upskill all staff to support the Skills Academy and Outdoor Learning curriculum Extend the coaching programme to provide support for pupils in the BGE and Senior Phase
3	Placing the human rights and needs of every child and young person at the centre of education Improvement in children and young people's health and wellbeing	Be the Change: Light Up <ul style="list-style-type: none"> Implement Phase 2 of the Light Up, Wellbeing, Equalities and Inclusion programme Develop parental involvement through workshops focused on Mental Health and Wellbeing Review policies, practice and ethos across the school to fully embed children's rights based on the UNCRC Further development of Professional Learning programme to support Light Up Phase 2 Implement resources within the Skills Academy/ Supporting Learners curriculum

No.	National Priority	Actions at School Level
4	Improvement in skills and sustained, positive school-leaver destinations for all young people	Be the Change DYW <ul style="list-style-type: none"> • Review of Senior Phase provision to support SCQF Award programme • Provide a work experience placement for all S4 pupils • Development of alternative pathways for each subject area to support skills development in the senior phase • Implement digital enterprise awards to develop skills in BGE for S1 and S2 • Implement revised celebration of success / wider achievement events

Priority 1	NIF Priority/ Education Service Plan Improvement in attainment, particularly in literacy and numeracy	NIF Drivers: Teacher Professionalism Parental Involvement Assessment of Children's progress		
Target	Actions	Timescales	Responsible	
Be the Change: Leadership Improvement in attainment, particularly in literacy and numeracy	<ul style="list-style-type: none"> Implement a learning observation calendar to support high quality learning experiences 	Sep 2022 - Mar 2023	M Kerr PTs Curriculum	
	<ul style="list-style-type: none"> Establish departmental learning partners to share practice 	Oct 2022 - Feb 2023	M Kerr PTs Curriculum	
	<ul style="list-style-type: none"> Develop an establishment training plan to support professional learning on leadership, pedagogy and inclusion 	Aug 2022 - Apr 2023	D Sheerin D Killin J Stone, A Marks	
	<ul style="list-style-type: none"> Upskill staff in digital learning through appropriate technologies and software 	Sep 2022 - Mar 2023	M Craig B McQuillan All Staff	
	<ul style="list-style-type: none"> Further develop approaches to enhance reading skills in the BGE to raise attainment, including accreditation at Reading Schools Scotland Gold Award. 	Aug 2022 - Mar 2023	P McLean, A Marks M Doherty All Staff	
	<ul style="list-style-type: none"> Establish a pupil voice calendar to capture views on learning experiences 	Sep 2022 - Mar 2023	S Boyle PTs Curriculum	
	<ul style="list-style-type: none"> Develop a Columba1400 leadership programme for staff and pupils 	Aug 2022 - May 2023	D Sheerin M McKean F Satti	

Resources / Costs	Staffing – Pupil Equity Fund: Literacy, Digital Learning Numeracy resources, software purchase Professional Learning costs
Monitoring and evaluation	Ongoing review of Monitoring and Tracking data CfE levels, SNSA data, Reading Age Documentation - Lesson Observations Staff engagement in professional learning / PRD process / Minutes
Progress update	

Priority 2	NIF Priority/ Education Service Plan Closing the attainment gap between the most and least disadvantaged	NIF Drivers: Performance Information School Improvement, Parental Involvement		
Target	Actions	Timescales	Responsible	
Be the Change: Outdoor Learning & Skills Academy Closing the attainment gap between the most and least disadvantaged children and young people	<ul style="list-style-type: none"> Implement the Skills Academy curriculum across the BGE to enhance learning using relevant contexts 	Aug 2022 - May 2023	D Killin, D Sheerin ARC Team Staff Team	
	<ul style="list-style-type: none"> Develop curricular resources to support the Skills Academy and Outdoor Learning 	Sep 2022 - Dec 2023	PTs Curriculum All Staff	
	<ul style="list-style-type: none"> Review and further develop residential opportunities as outlined in the Outdoor Learning Calendar, ensuring equity for all. Review accreditation of wider achievement awards 	Sep 2022 - May 2023	M Kerr , F Satti M McKean F Johnston C McMenamin	
	<ul style="list-style-type: none"> Provide Professional Learning opportunities to upskill all staff to support the Skills Academy and Outdoor Learning curriculum 	Oct 2022 - Mar 2023	D Sheerin M Kerr F Satti	
	<ul style="list-style-type: none"> Establish a network of providers to support Outdoor Learning programme 	Aug 2022 - Apr 2023	F Satti F Johnston Staff Team	
	<ul style="list-style-type: none"> Further development of Sustrans Partnership to promote cycling skills and bikeability awards at Levels 1-3 	Aug 2022 - May 2023	G Graham D Hale	
	<ul style="list-style-type: none"> Extend the Teach Mindset coaching programme to provide support for pupils in the BGE and Senior Phase 	Oct 2022 - Apr 2023	M Kerr Pupil Support Team	

Resources / Costs	Pupil Equity Fund - Staffing - Raising Attainment Teach Mindset partnership Outdoor Learning - Equity costs Skills Academy Curriculum - costs / Staff training costs Outdoor Learning Calendar
Monitoring and evaluation	Pupil engagement Attendance data Partnership evaluations Pupil surveys
Progress update	

Priority 3	NIF Priority/ Education Service Plan Improvement in Mental Health and Wellbeing	NIF Drivers: School Leadership Teacher Professionalism School Improvement, Parental Involvement		
Target	Actions	Timescales	Responsible	
<p>Be the Change: Light Up</p> <p>Placing the human rights and needs of every child and young person at the centre of education</p> <p>Improvement in Mental Health and Wellbeing</p>	<ul style="list-style-type: none"> Implement Phase 2 of the Light Up, Wellbeing, Equalities and Inclusion programme 	Aug 2022 - Mar 2023	D Killin J Stone, A Marks All Staff	
	<ul style="list-style-type: none"> Review policies, practice and ethos across the school to fully embed children's rights within the Rights Respecting School framework. Evidence practice for accreditation at Gold level 	Aug 2022 - Apr 2023	D Sheerin G Hughes, M Craig All Staff	
	<ul style="list-style-type: none"> Implement the Universal and targeted engagement of parents through Light Up workshops with partner agencies to tackle issues that impact on Mental Health and Wellbeing 	Sep 2022 - Mar 2023	G Graham, D Hale, A Marks, J Stone Pupil Support Team	
	<ul style="list-style-type: none"> Review the opportunities for pupils to engage with developing their health and wellbeing through prayer and reflection activities within the school. 	Sep 2022 - Mar 2023	D Killin S Rance Pastoral Team	
	<ul style="list-style-type: none"> Further development of Professional Learning programme to support Light Up Phase 2 	Sep 2021 - Mar 2022	D Killin A Marks, J Stone G Graham, D Hale	
	<ul style="list-style-type: none"> Implement resources within the Skills Academy/ Supporting Learners curriculum 	Aug 2022 - Apr 2023	D Killin, D Sheerin, G Graham, D Hale ARC Team	
	<ul style="list-style-type: none"> Refine and enhance the role of Mental Health Ambassadors in supporting the delivery of the and wider life of the school 		D Killin G Graham, D Hale	

Resources / Costs	Pupil Equity Fund --Teach Mindset partnership Light Up Phase 2 – costs / guest speakers - costs Professional Learning -costs
Monitoring and evaluation	Questionnaires - staff, pupils and partners Pupil focus groups, feedback on revised SL curriculum
Progress update	

Priority 4	NIF Priority/ Education Service Plan Improvement in employability skills and sustained, positive leaver destinations	NIF Drivers: School Leadership, Teacher professionalism, School Improvement		
Target	Actions		Timescales	Responsible
Be the Change DYW Improvement in skills and sustained, positive school-leaver destinations for all young people	<ul style="list-style-type: none">Review of Senior Phase provision to support SCQF Ambassador Award programme in recognising learner pathways that support wider achievement. Evidence to support accreditation at bronze level		Sep 2022 - Dec 2022	S Boyle S McCahill, J Stone
	<ul style="list-style-type: none">Implement digital enterprise awards to develop employability skills for S1 and S2 pupils. Evidence to support wider achievement at bronze and silver levels		Oct 2022 - Feb 2023	M Craig PTs Curriculum
	<ul style="list-style-type: none">Targeted intervention by Youth Worker to support positive destinations. Supports awards including Prince’s Trust, Dynamic Youth, Saltire and John Muir. Employability pathways programme and Young Scot schools programme		Aug 2022 - Apr 2023	S Boyle C McMenamin
	<ul style="list-style-type: none">Development of alternative pathways for each subject area to support wider achievement / skills development in the Senior Phase		Sep 2022 - Dec 2022	PTs Curriculum All Staff
	<ul style="list-style-type: none">Implement Gen + in the BGE and metaskills language across the curriculumPartnership working with SDS and employers to provide a work experience placement for all S4 pupils.		Aug 2022 - Jun 2023	D Killin S McCahill, J Stone S McCahill, J Stone
	<ul style="list-style-type: none">Further development of Well-Bean Café to develop employability skills		Aug 2022 - Apr 2023	M McKean D Boland
	<ul style="list-style-type: none">Further develop recognition and celebration of wider achievement events			F Satti Staff Team

Resources / Costs	Staffing – Pupil Equity Fund Recognition of Achievement Awards – costs Travel costs
Monitoring and evaluation	Pupil and staff evaluations, Pupil focus groups, tracking data Insight data - positive destinations
Progress update	