



# SCHOOL IMPROVEMENT PLAN

2018 - 2019



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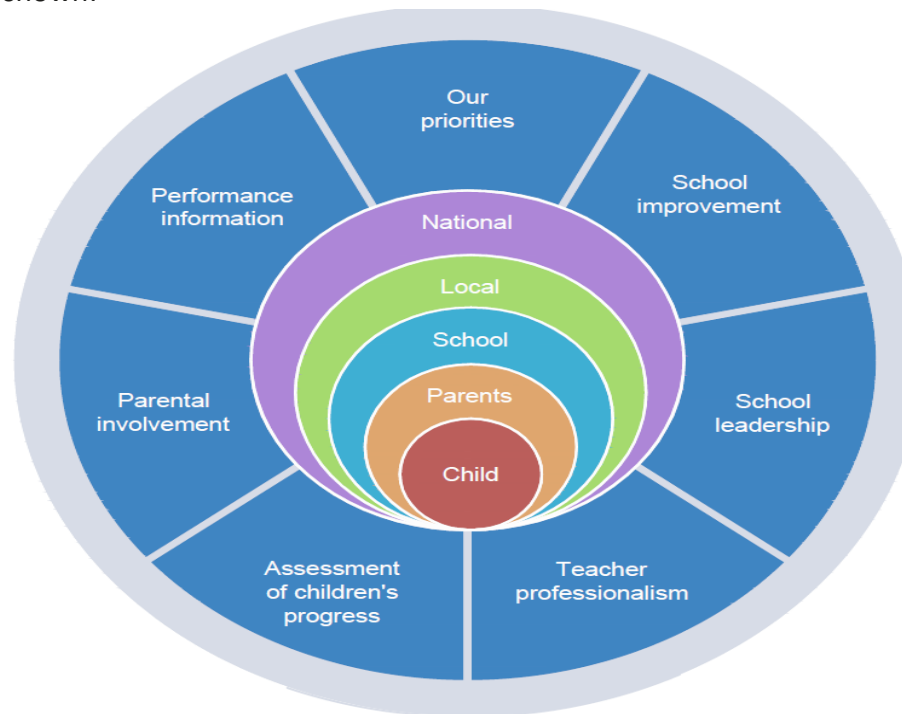
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# National Improvement Framework

The National Improvement Framework detailed the following priorities:

- Improvement in attainment, particularly in literacy and numeracy;
- Closing the attainment gap between the most and least disadvantaged children;
- Improvement in children and young people's health and wellbeing; and
- Improvement in employability skills and sustained, positive school leaver destinations for all young people.

The Drivers for Improvement are as shown:



## Vision, Values and Aims

### VISION

#### *Our Shared Vision... In Omnibus Caritas "Love in all Things"*

We strive to ensure that our young people are fully prepared for life in the 21<sup>st</sup> century. We encourage pupils to be ambitious in their achievements, confident in their abilities, responsible within their community and effective in their learning by promoting the Gospel values and developing the talents of each individual.

### VALUES

- Being aware of our faith and recognising the needs of our community.
- Pursuing innovative ways to respond to change whilst upholding our commitment to our faith tradition.
- Focusing on our Catholic beliefs and Gospel values.
- Remaining true to our Catholic beliefs and promoting respect for self and others.
- Pursuing excellence through the development of each person's God-given talents.
- Responding to the needs of our community by promoting social justice and opportunity for all.

### AIMS

- To use our Catholic beliefs as the basis for developing good values which promote respect for self and others.
- To provide a broad range of experiences which develop successful learners, confident individuals, effective contributors and responsible citizens.
- To provide a curriculum which encourages enthusiasm and motivation for learning, enabling each individual to reach the highest standards of achievement.
- To utilise enterprising learning and teaching practices which encourage self-reliance and ambition.

## Overview of Whole School Priorities and Targets

No.	Improvement Priority	Targets
1	Raising attainment for all, with a specific focus on Literacy and Numeracy, through ongoing improvement in the learning provision.	<ul style="list-style-type: none"> <li>To provide learners' further opportunities for independent and active learning including high quality questioning.</li> <li>To further develop approaches to differentiation to ensure appropriate pace and challenge for all learners.</li> <li>To increase the percentage of learners achieving Levels 3 and 4 in literacy and numeracy by the end of S3, and Level 5 by the end of S4.</li> <li>To improve learners' attainment in National Qualifications at N5 and Higher level.</li> </ul>
2	Closing the attainment gap between the most and least disadvantaged learners to ensure equity for all.	<ul style="list-style-type: none"> <li>Ongoing review of tracking data with a focus on learners within the equity group.</li> <li>To further develop employability skills in the BGE.</li> <li>To further develop approaches to parental engagement to support learners' progress.</li> <li>To improve the percentage of learners in positive leaver destinations.</li> </ul>
3	Improving the Health & Wellbeing of learners.	<ul style="list-style-type: none"> <li>To further develop approaches to Growth Mindset (including coaching) to raise the aspirations of learners and promote resilience and self-belief.</li> <li>To engage and support parents through the Parental Empowerment Programme.</li> <li>Ongoing development of GIRFEC policies and procedures in relation to Health &amp; Wellbeing.</li> </ul>
4	Further develop the Catholic Ethos across the contexts for learning.	<ul style="list-style-type: none"> <li>Continued engagement to embed 'Developing in Faith'.</li> <li>Develop the theme of 'Serving the Common Good' across all curricular areas.</li> </ul>

<b>Improvement Priority 1</b>	Raising attainment for all, with a specific focus on literacy and numeracy, through ongoing improvement in the learning provision.
<b>Link to NIF Priorities and Drivers / EDC NIF Implementation Plan</b>	<b>NIF:</b> School Leadership/School Improvement/Assessment of Children's Progress/Performance Information/Teacher Professionalism. <b>EDC:</b> Attainment, Achievement & Equity/CfE Strategic Plan

<b>Target</b>
<ul style="list-style-type: none"> <li>To provide learners' further opportunities for independent and active learning including high quality questioning.</li> <li>To develop approaches for differentiation to ensure appropriate pace and challenge for all learners.</li> <li>To increase the percentage of learners achieving Levels 3 and 4 literacy and numeracy by the end of S3, and Level 5 by the end of S4.</li> <li>To improve learners' attainment in National Qualifications at N5 and Higher level.</li> </ul>

<b>Action</b>	<b>Timescale</b>	<b>Responsibility</b>	<b>Progress update</b>
<ul style="list-style-type: none"> <li>L&amp;T Improvement team to share good practice and opportunities for professional learning.</li> </ul>	Refer to improvement team calendar / in-service activities	D. Sheerin / L&T Improvement Team	
<ul style="list-style-type: none"> <li>Continued development of learning &amp; teaching through planned approaches to differentiation.</li> </ul>	Refer to MLT calendar	PTs / Staff	
<ul style="list-style-type: none"> <li>Develop and implement Literacy and Numeracy action plan to raise attainment. PUPIL EQUITY</li> </ul>	September 2018	PT Literacy PT Numeracy	
<ul style="list-style-type: none"> <li>Further develop approaches to the cycle of moderation using curricular benchmarks to develop consistency in professional judgements.</li> </ul>	Refer to MLT calendar	M. Kerr / PTs / Staff	
<ul style="list-style-type: none"> <li>Monitoring of learner progress using tracking data.</li> </ul>	Monthly	SMT / PTs / Staff	

Department	Priority	Target
SMT	1	<ul style="list-style-type: none"> <li>Raising attainment for all, with a specific focus on literacy and numeracy, through ongoing improvement in the learning provision.</li> </ul>

Tasks	Timescale	Person Responsible	Monitoring/Evaluation Arrangements	Progress Update
Develop resources to support approaches to active learning and high-quality questioning to support learner progress.	August 2018 - February 2019	D. Sheerin	QI machine departmental returns - HGIOS	
Analysis of insight data for Literacy & Numeracy - implement advice from action plan. PUPIL EQUITY	September 2018	M. Kerr PT Literacy PT Numeracy	Pupil focus groups MLT calendar	
Implementation of S2 Numeracy and S3 Literacy courses. PUPIL EQUITY	August 2018 - April 2019	PT Literacy PT Numeracy	Observation of learning Moderation activities of improvement teams / in-service provision	
Further development of moderation in literacy & numeracy across learning using streamlined benchmarks. PUPIL EQUITY	August 2018 - February 2019	PT Literacy PT Numeracy	Analysis of Insight / standardised assessment data	
Develop further staff awareness of moderation cycle to support understanding.	August 2018 – October 2018	M. Kerr	Staff / Pupil Questionnaire PT Focus groups	

<b>Improvement Priority 2</b>	Closing the attainment gap between the most and least disadvantaged learners to ensure equity for all.
<b>Link to NIF Priorities and Drivers / EDC NIF Implementation Plan</b>	<b>NIF:</b> School Leadership/School Improvement/Assessment of Children's Progress/Performance Information/Teacher Professionalism/Parental Engagement <b>EDC:</b> Attainment, Achievement & Equity/CfE Strategic Plan

<b>Target</b>
<ul style="list-style-type: none"> <li>• Ongoing review of tracking data with a focus on learners identified within the equity group.</li> <li>• To further develop employability skills in the BGE.</li> <li>• To further develop approaches to parental engagement to support their child's learning.</li> <li>• To improve the percentage of learners in positive leaver destinations.</li> </ul>

Action	Timescale	Responsibility	Progress update
<ul style="list-style-type: none"> <li>• Ongoing review of tracking data to monitor progress of learners, with a focus on the equity group. PUPIL EQUITY</li> </ul>	Monthly	SMT Pupil Equity Team PTs / Staff	
<ul style="list-style-type: none"> <li>• Further develop BGE courses to provide opportunities for learners to develop employability skills. PUPIL EQUITY</li> </ul>	Refer to MLT calendar	PTs / Staff PT DYW	
<ul style="list-style-type: none"> <li>• Further develop the BGE parental engagement programme of workshops – literacy, numeracy and ICT. PUPIL EQUITY</li> </ul>	August 2018 - January 2019	M. Kerr PT Literacy PT Numeracy	
<ul style="list-style-type: none"> <li>• Assertive mentoring programme to support learners within equity group, and others identified through tracking. PUPIL EQUITY</li> </ul>	August 2018 - April 2019	SMT PTs Raising Attainment Mentors	
<ul style="list-style-type: none"> <li>• Targeted intervention to improve attainment &amp; achievement in literacy &amp; numeracy / national Qualifications. PUPIL EQUITY</li> </ul>	September 2018 - April 2019	Pupil Equity Team	



Department	Priority	Target
SMT	2	<ul style="list-style-type: none"> <li>Closing the attainment gap between the most and least disadvantaged learners to ensure equity for all.</li> </ul>

Tasks	Timescale	Person Responsible	Monitoring/Evaluation Arrangements	Progress Update
Equity profile to be shared with all staff to support learners' progress. PUPIL EQUITY	August 2018 - April 2019	SMT	QI machine departmental returns - HGIOS	
Analysis of tracking data to review progress with appropriate intervention. PUPIL EQUITY	Monthly	SMT PTs Raising Attainment PTs Pupil Support Staff	Analysis of tracking data  Parental evaluation of workshops  Staff feedback - mentoring programme	
Assertive mentoring programme to support learners at risk of under-achieving. PUPIL EQUITY	August 2018 - April 2019	SMT PTs Raising Attainment	Supported study uptake	
Timetabled programme of BGE parental workshops in Literacy, Numeracy, and ICT. PUPIL EQUITY	August 2018 - January 2019	PT Literacy PT Numeracy		
Assertive mentoring training for staff mentors. PUPIL EQUITY	September 2018	A. Taylor PTs Raising Attainment		
Targeted supported study programme and interventions to support equity group. PUPIL EQUITY	September 2018 - April 2019	M. Kerr Pupil Equity Team		

<b>Improvement Priority 3</b>	Improving the health & wellbeing of learners.
<b>Link to NIF Priorities and Drivers / EDC NIF Implementation Plan</b>	<b>NIF:</b> School Leadership/School Improvement/Assessment of Children's Progress/Performance Information/Teacher Professionalism/Parental Engagement <b>EDC:</b> Attainment, Achievement & Equity/CfE Strategic Plan

<b>Target</b>
<ul style="list-style-type: none"> <li>To further develop approaches to Growth Mindset (including coaching) involving learners, parents and staff to raise the aspirations of learners and promote resilience.</li> <li>Engage and support parents through the Parental Empowerment Programme.</li> <li>Ongoing development of GIRFEC policies and procedures in relation to Health &amp; Wellbeing.</li> </ul>

Action	Timescale	Responsibility	Progress update
<ul style="list-style-type: none"> <li>Further develop staff opportunities for professional learning on Growth Mindset. PUPIL EQUITY</li> </ul>	August 2018 - October 2018	A. Taylor	
<ul style="list-style-type: none"> <li>Continued provision of Growth Mindset / Coaching workshops for learners, with follow up sessions for the equity group.</li> <li>Develop parental awareness on Growth Mindset language PUPIL EQUITY</li> </ul>	September 2018 - June 2019	A. Taylor / M. Kerr PTs Raising Attainment	
<ul style="list-style-type: none"> <li>Review BGE courses to develop Growth Mindset language and approaches.</li> </ul>	Refer to MLT calendar	PTs / Staff	
<ul style="list-style-type: none"> <li>Engage parents in the Parental Empowerment Programme. PUPIL EQUITY</li> </ul>	November 2018 - December 2018	M. Kerr / D.Killin PTs Pupil Support	
<ul style="list-style-type: none"> <li>Implement and monitor HWB Improvement team recommendations.</li> </ul>	August 2018 - April 2019	D. Killin / M.Kerr HWB Improvement Team	

Department	Priority	Target
SMT	3	<ul style="list-style-type: none"> <li>To further develop approaches to Growth Mindset involving learners, parents and staff to raise the aspirations of learners and promote resilience.</li> <li>To engage and support parents through the Parental Empowerment Programme.</li> <li>Ongoing development of GIRFEC policies and procedures in relation to Health &amp; Wellbeing.</li> </ul>

Tasks	Timescale	Person Responsible	Monitoring/Evaluation Arrangements	Progress Update
Implement coaching workshops for learners to develop resilience and self-belief. PUPIL EQUITY	August 2018	M. Kerr	QI machine departmental returns - HGIOS	
Provide workshops to further develop learners' understanding of growth mindset strategies. PUPIL EQUITY	September 2018-June 2019	PTs Raising Attainment	Pupil Focus Groups Pupil evaluations	
Provide a parental information session to raise awareness of growth mindset and how this can be used to support learning. PUPIL EQUITY	October 2018	SMT PTs Raising Attainment	Analysis of tracking data Parental feedback Parental empowerment evaluation	
Liaise with Pupil Support Team to identify families for the Parental Empowerment Programme. PUPIL EQUITY	October 2018	M Kerr / D. Killin PTs Pupil Support	Attendance data	

<b>Improvement Priority 4</b>	Promotion of Catholic Ethos.
<b>Link to NIF Priorities and Drivers / EDC NIF Implementation Plan</b>	<b>NIF:</b> School Leadership/School Improvement <b>EDC:</b> Attainment, Achievement & Equity

<b>Target</b>
<ul style="list-style-type: none"> <li>Continued engagement to embed 'Developing in Faith' across the contexts for learning.</li> <li>Develop the theme of 'Serving the Common Good 'across all curricular areas.</li> </ul>

Action	Timescale	Responsibility	Progress update
<ul style="list-style-type: none"> <li>Ongoing engagement to embed 'Developing in Faith'.</li> </ul>	September 2018 - March 2019	D. Killin PT RE PTs / Staff	
<ul style="list-style-type: none"> <li>Develop the theme of 'Serving the Common Good 'across all curricular areas.</li> </ul>	September 2018 - March 2019	D. Killin PT RE PTs / Staff	

Department	Priority	Target
SMT	4	<ul style="list-style-type: none"> <li>Continued engagement to embed 'Developing in Faith' across the contexts for learning.</li> <li>Develop the theme of 'Serving the Common Good' across all curricular areas.</li> </ul>

Tasks	Timescale	Person Responsible	Monitoring/Evaluation Arrangements	Progress Update
Review of BGE courses to identify areas of development for embedding Catholic Social Teaching.	August 2018-April 2019	PTs Staff	QI machine departmental returns - DIF	
Develop further opportunities to incorporate 'Serving the Common Good' across the life and ethos of the school.	August 2018-April 2019	D. Killin Pastoral Team	Pupil Voice DM Minutes	
Ongoing development of the staff retreat programme.	March 2019 - April 2019	PT RE Pastoral Team	Pastoral Team minutes Pastoral calendar SCES evaluation	
Evaluation of 'Developing in Faith' at in-service day 5.	May 2019	D. Killin PT RE Staff	Staff evaluation	