



SCHOOL IMPROVEMENT PLAN

2019 - 2020



The banner features the 'tes' logo in white on a dark blue background with yellow stars. Below the logo, it says 'schools awards 2019' in yellow. To the right, the text 'Shortlisted:' is followed by 'Head Teacher of the Year' and 'School Business Manager of the Year' in white. The background of the banner is decorated with several large yellow stars of varying sizes.

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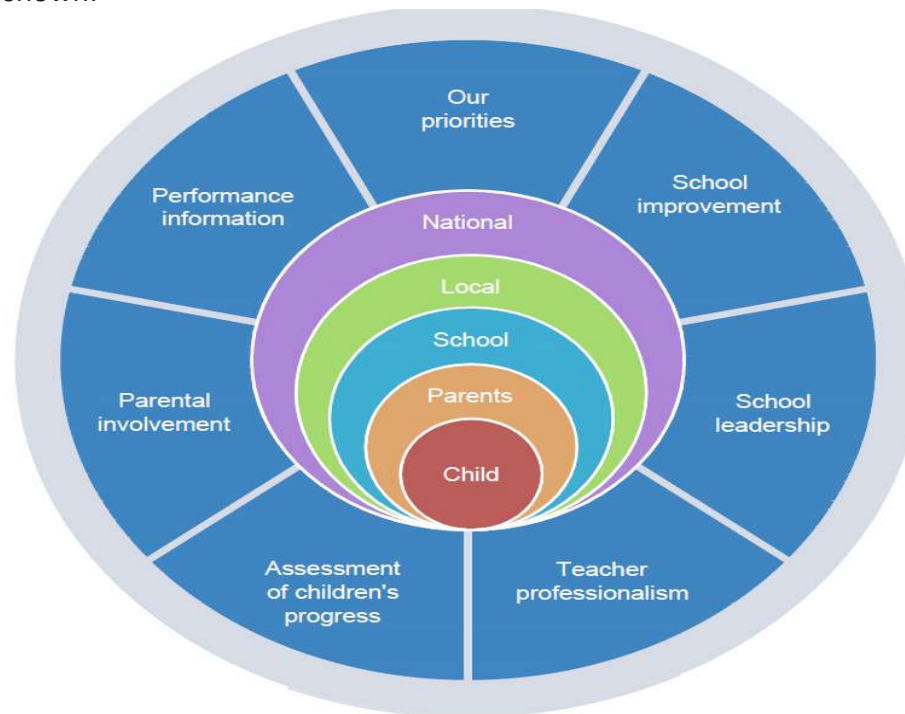
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National Improvement Framework

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 21st 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 that 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 through collaborative approaches to learning & teaching.	<ul style="list-style-type: none"> • To develop planned learning opportunities within BGE courses to ensure pace and challenge for all learners. • To develop active learning experiences through the use of higher order questions. • Ongoing development of professional judgements in the moderation of literacy and numeracy.
2	Focus on equity to close the attainment gap between the most and least disadvantaged learners.	<ul style="list-style-type: none"> • Further develop interventions to support the attainment of learners within the equity profile. • To extend approaches to family learning to support learners in the BGE. • 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. • To further improve attainment in National Qualifications at N5 and H Level.
3	Improving the Health & Wellbeing of learners.	<ul style="list-style-type: none"> • Raise awareness and understanding of mental health and the impact on wellbeing. • To develop resilience in learners through approaches to coaching and growth mindset language. • Ongoing development of GIRFEC policies and procedures in relation to Health & Wellbeing.
4	Promoting the Catholic Ethos.	<ul style="list-style-type: none"> • Continued engagement to embed 'Developing in Faith'. • Develop the theme of 'Promoting Gospel Values' across all curricular areas.

Improvement Priority 1: School	Raising attainment for all through collaborative approaches to learning & teaching.
Link to NIF Priorities and Drivers / EDC NIF Implementation Plan	NIF: School Leadership/School Improvement/Assessment of Children’s Progress/Performance Information/Teacher Professionalism. EDC: Attainment, Achievement & Equity/CfE Strategic Plan

Target
<ul style="list-style-type: none"> To develop planned learning opportunities within BGE courses to ensure pace and challenge for all learners. To develop active learning experiences through the use of higher order questions. Ongoing development of professional judgements in moderation (literacy and numeracy).

Tasks	Timescale	Responsibility	Monitoring/Evaluation Arrangements	Progress Update
Plan and implement a programme of professional learning activities on pace, challenge and the use of higher order questions to further develop staff capacity and approaches to raising attainment.	August 2019 - February 2020	S. Boyle D. Sheerin / L&T Improvement Team	In-service feedback MLT calendar	
Develop and implement a programme of learning rounds to share good practice and develop consistency in learners’ experiences.	October 2019 - February 2020	S. Boyle D. Sheerin / L&T Improvement Team	Observation of learning Staff feedback from learning rounds	
Provide guidance in relation to CfE updates.	September 2019	M. Kerr	Pupil focus groups DM minutes	
Develop moderation activities to develop a shared understanding of assessment in literacy and numeracy.	August 2019 - February 2020	M. Kerr PT Literacy PT Numeracy	QI machine departmental returns - HGIOS	
Implement Literacy and Numeracy action plan. PUPIL EQUITY	September 2019 - November 2019	Improvement Teams Literacy & Numeracy		

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

Target
<ul style="list-style-type: none"> • Further develop interventions to support the attainment of learners within the equity profile. • To extend approaches to family learning to support learners in the BGE. • 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. • To further improve attainment In National Qualifications at N5 and H Level.

Tasks	Timescale	Person Responsible	Monitoring/Evaluation Arrangements	Progress Update
Produce monthly updates of equity profile to target interventions and monitor pupil progress. PUPIL EQUITY	August 2019 - April 2020	M Kerr	QI machine departmental returns - HGIOS	
Provide curricular workshops in the BGE to develop family learning. PUPIL EQUITY	September 2019 – February 2020	PT Literacy PT Numeracy PTs	Analysis of tracking data Parental evaluation of workshops	
Review and update BGE courses in Literacy and Numeracy.	October 2019 – November 2019	PT Literacy PT Numeracy	Staff feedback - mentoring programme Supported study uptake	
Implement Talk 4 Writing Programme for S1 and S2 pupils. PUPIL EQUITY	August 2019 – April 2020	S. Boyle PT Literacy		
Further development of targeted intervention strategies to improve attainment in NQ Courses. PUPIL EQUITY	August 2019 – September 2020	SMT PT Raising Attainment / PT DYW		

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

Target
<ul style="list-style-type: none"> • Raise awareness and understanding of mental health and the impact on wellbeing. • To develop resilience in learners through approaches to coaching and growth mindset language. • Ongoing development of GIRFEC policies and procedures in relation to Health & Wellbeing.

Tasks	Timescale	Person Responsible	Monitoring/Evaluation Arrangements	Progress Update
Provide staff opportunities for professional learning on aspects of mental health.	August 2019 - March 2020	PT HWB PTs Pupil Support	QI machine departmental returns – HGIOS	
Extend coaching opportunities for staff and pupils. PUPIL EQUITY	September 2019 - October 2019	M. Kerr	Pupil evaluations of workshops	
Further develop growth mindset language and outdoor learning experiences to support resilience in pupils. PUPIL EQUITY	September 2019 - March 2020	PT Raising Attainment (BGE)	Pupil focus groups	
Develop wellbeing indicators across curricular areas.	August 2019 - February 2020	PT HWB PTs	Staff evaluations	
			DM Minutes	
			In-service provision	

Improvement Priority 4: School	Promoting the Catholic Ethos.
Link to NIF Priorities and Drivers / EDC NIF Implementation Plan	NIF: School Leadership/School Improvement EDC: Attainment, Achievement & Equity

Target
<ul style="list-style-type: none"> Continued engagement to embed 'Developing in Faith'. Develop the theme of 'Promoting Gospel Values' across all curricular areas.

Tasks	Timescale	Person Responsible	Monitoring/Evaluation Arrangements	Progress Update
Ongoing engagement to embed 'Developing in Faith'.	September 2019 - March 2020	D Killin Pastoral Team PTs / Staff	QI machine departmental returns - Developing in Faith	
Develop the theme of 'Promoting Gospel Values' across all curricular areas.	September 2019 - March 2020	D Killin Pastoral Team PTs / Staff	Pupil Focus groups DM Minutes	
Develop retreat programme for staff and pupils.	September 2019 - May 2020	PT RE Pastoral Team	Pastoral Team minutes Pastoral calendar	
			SCES evaluation Staff evaluation	