



Merkland School Improvement Plan 2018 -

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Visions Values and Aims

Our School Code and Values

We promote our School Code **'to be the best we can'** by working towards our core values of:

- believing in ourselves and never giving up,
- getting involved and challenging ourselves,
- caring for ourselves and others.

Our Aspiration

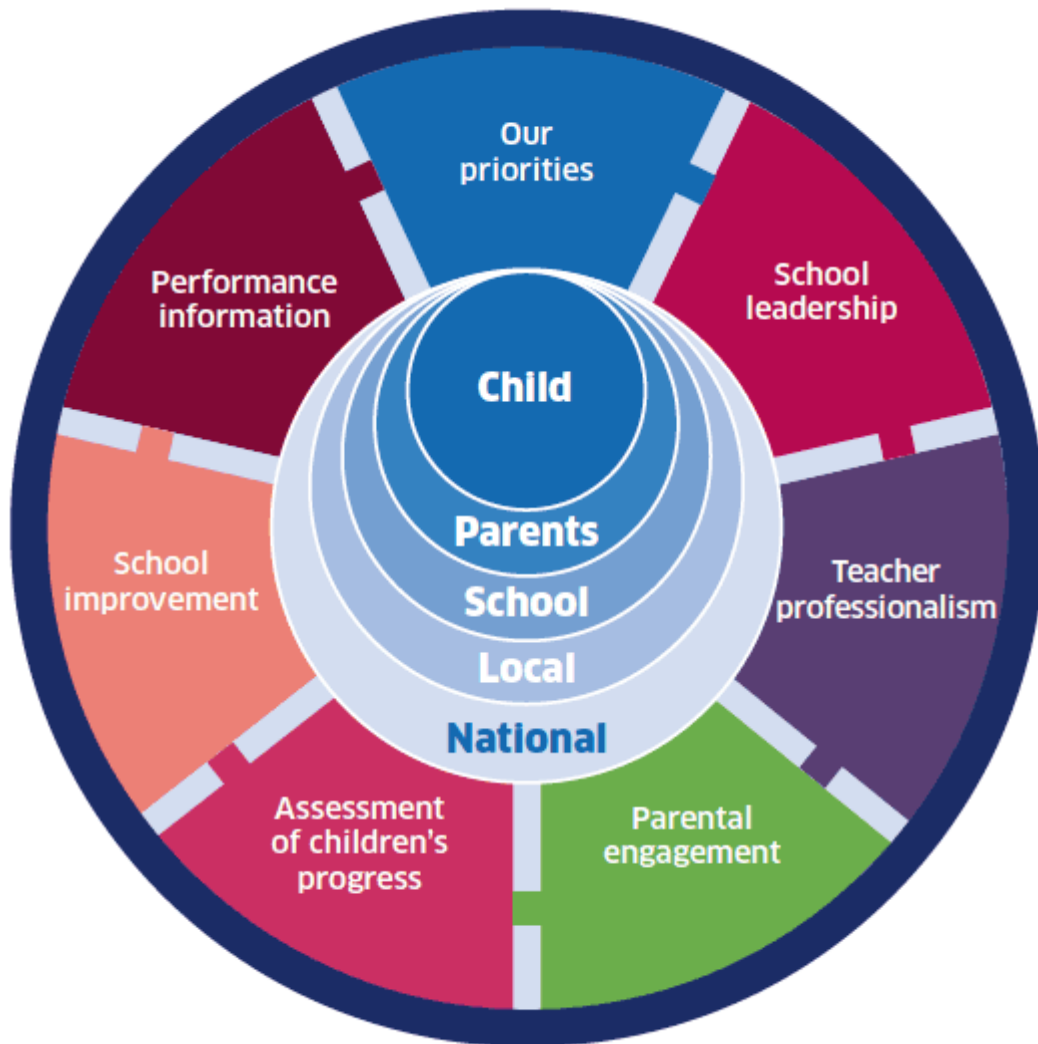
As a staff we have a shared aspiration for all our pupils which is that:

- 'every young person is supported and nurtured to achieve their potential as a learner and as a unique individual by developing the capacities and skills necessary for them to lead fulfilling lives now and in the future' .

Through commitment to our vision and values and to achieve our aspirations ensure that our young people:

- enjoy a broad, balanced and coherent curriculum which can provide challenges and motivation in learning and develops skills for learning, life and work,
- achieve success in their learning through a curriculum which provides continuity and progression and is individualised to meet their needs,
- contribute effectively to their own learning through the provision of teaching and self - assessment approaches which directly engage pupils in their own progress,
- build positive attitudes, resilience and well-being through developing the knowledge, skills and understanding of a healthy lifestyle,
- develop increasing levels of confidence through a school ethos which celebrates curricular and personal achievements and shares them with the school's wider community and partners,
- belong to a community which is caring and giving.

National Improvement Framework Drivers



Key Priorities of the National Improvement Framework

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

Section 2

Overview of Whole School Priorities and Targets

No	Improvement Priority	Target
1	To improve attainment in literacy across the whole school	- all children and young people will make incremental progress in their literacy learning across the next school year
2	To extend the Developing the Young Workforce and Wider Achievement Curriculum across the school	- all children and young people will be given the opportunity to take part in a range of planned, structured activities and events in order to develop their skills for learning, life and work
3	To meet learner need through personalisation of the delivery of the curriculum	-all children and young people will be supported to meet their potential through learning and teaching appropriate to their academic, personal and social needs
4	To develop the health and wellbeing curriculum to ensure all aspects of the learner's wellbeing is considered	- all children and young people will be included in a range of experiences which support them to make informed choices around their own health and wellbeing

Section 3

Improvement Priority Link to NIF Priorities and Drivers / EDC NIF Implementation Plan	Improvement in attainment, particularly Literacy Closing the attainment gap between the most and least disadvantaged children (Drivers – performance information, parental involvement, assessment of children’s progress, school improvement)
Target	
All children and young people will make incremental progress in their literacy learning across the next school year.	

Action	Timescale	Responsibility	Progress update
<ul style="list-style-type: none"> - baselines assessments undertaken for all learners in Merkland to identify those requiring specific intervention - intervention programme timetable to be developed for both registration and curriculum time - library spaces to be developed in all primary classes - appropriate resources to be implemented in S1-3 for teaching of literacy skills - SLA training to take place to support use of Toe by Toe and Teodorescu - Whole school literacy resources to be catalogued and explained to staff - Development of Scottish Studies /Scots Language qualifications in Senior Phase - Parent training in supporting literacy in the home to be delivered - Accessing volunteers for paired reading - Celebration of World Book Day - Year-end assessment and evaluation 	By 26 th September	Pat Orr	
	By 1 September (for young people known to need intervention already), by 26 th September for others	Pat Orr / Fraser McGuiness	
	By October break	Vicky McDowell	
	By October break	Siema Ashrif / Pat Orr / Amanda Murray / Fraser McGuiness	
	August In-service	Kay Hunter / Pat Orr	
	By December break	Kay Hunter / Pat Orr	
	By October	Amanda Murray / Stewart Cochrane	
	November 2018	Kay Hunter	
	December 2018	Vicky McDowell	
	May 2019	Kay Hunter, Vicky McDowell, Pat Orr, Fraser McGuiness, Amanda Murray	

Resource Requirement	
Amount allocated from Pupil Equity Fund	£3000 (plus £600 from Merkland Funds)
Staffing (Specify the post and exact costs)	No additional staffing costs
Resources	Training resources, assessment tools, timetabling to ensure that time available to deliver
Other	

Professional Learning
<ul style="list-style-type: none"> - Collegiate working opportunity as literacy groups - Opportunities to meet with other authority schools to discuss literacy - Professional dialogue around progression of children and young people - Use of data analysis tools to evaluate progress - Opportunities for teaching staff to deliver training to other peers / parents

Improvement Priority	Improvement in employability skills and sustained, positive school leaver destinations for all young people (Drivers – National priorities, our priorities, school leadership)
Link to NIF Priorities and Drivers / EDC NIF Implementation Plan	
Target	
<p>All children and young people will be given the opportunity to take part in a range of planned, structured activities and events in order to develop their skills for learning, life and work.</p>	

Action	Timescale	Responsibility	Progress update
- Partnership with Advance construction to begin, one day per week placement	August 2018	Lynsey O'Donnell	
- Supporting EDC modern apprentices in working with young people with ASN	Discussions July 2018 with view to take forward thereafter	Kay Hunter	
- Development of DYW annual calendar	August 2018	Lynsey O'Donnell / Kay Hunter	
- DYW Showcase / business breakfast	February 2019	Lynsey O'Donnell	
- DYW Teachmeet	March 2019	Lynsey O'Donnell	
- Development of courses to support DYW across senior phase	September 2018	Lynsey O'Donnell / Stewart Cochrane / Jim Paterson	
- Development of skills tracker to look at DYW through the BGE	October 2018	Lynsey O'Donnell / Kay Hunter	
- Producing booklet to share with parents the value of DYW	November 2018	Lynsey O'Donnell / Kay Hunter	
- Careers carousel for BGE	January 2019	Lynsey O'Donnell / Stewart Cochrane/ Amanda Braid	
- Extension of Wider Achievement Awards – authority training	Throughout session	Lynsey O'Donnell / Stewart Cochrane	
- Team building project for senior phase pupils	September 2018	Lynsey O'Donnell / Stewart Cochrane	
- Celebration of Success	March 2019	Lynsey O'Donnell / Stewart Cochrane	

Resource Requirement	
Amount allocated from Pupil Equity Fund	£11050
Staffing (Specify the post and exact costs)	Acting PT post £11050
Resources	
Other	Fee from Glasgow University has been given to pay towards resources for outdoor education and Wider Achievement within this which will pay for tents / waterproofs to ensure that all young people can take part.

Professional Learning
<p>Both Lynsey O'Donnell and Stewart Cochrane will apply for professional recognition in this area. Both staff are taking part in the authority programme for middle managers and Lynsey will continue to lead on DYW With the Career Education Standard document Lynsey will deliver to all staff training Any appropriate courses being offered will be attended if possible Continue to build relationships with authority and out-of-authority peers</p>

Improvement Priority	Closing the attainment gap between the most and least disadvantaged children and young people (Drivers – Teacher Professionalism, parental involvement, performance information)
Link to NIF Priorities and Drivers / EDC NIF Implementation Plan	
Target	
All children and young people will be supported to meet their potential through learning and teaching appropriate to their academic, personal and social needs as evidenced through effective tracking and monitoring procedures across the school.	

Action	Timescale	Responsibility	Progress update
<ul style="list-style-type: none"> - Emotion coaching training - SPELL training - CALM training 	August 2018 August 2018 August / October / December 2018 then rolling programme through year	Educational Psychologists Kay Hunter / Gillian Morrison Kay Hunter / Julie Docherty	
<ul style="list-style-type: none"> - Opening of duty room - Tracking of children and young people out of class 	August 2018 August 2018 (ongoing)	PTs PTs	
<ul style="list-style-type: none"> - Learning and teaching calendar developed 	August 2018	Leadership team	
<ul style="list-style-type: none"> - Pupil profiles developed - Wellbeing assessment plans completed 	September 2018 October 2018	Raymond Poli Kay Hunter / Jim Paterson / Amanda Braid / Raymond Poli	
<ul style="list-style-type: none"> - Emotion works training / emotion works planner developed 	January 2019	Stewart Cochrane plus 2	
<ul style="list-style-type: none"> - Inclusion at St Ninian's High School - Inclusion at Gartconner Primary - Develop opportunities for residential trips for children and young people 	Ongoing through session Ongoing through session Ongoing through session	Kenneth Stewart Stuart McRae Kay Hunter/ Amanda Braid / Jim Paterson	
<ul style="list-style-type: none"> - Opportunity for team building and leadership activities through outdoor education 	September 2018 onwards	Kay Hunter / Lynsey O'Donnell	
<ul style="list-style-type: none"> - Active play introduced and impact measured 	August 2018-December 2018	Kay Hunter with Glasgow University	

Resource Requirement	
Amount allocated from Pupil Equity Fund	Majority of resources purchased. Additional training in Emotion works to be accessed – cost TBC approx. £120 per person (3 people)
Staffing (Specify the post and exact costs)	
Resources	Staff training in EmotionWorks. All other training delivered in house
Other	

Professional Learning
<p>Opportunities for all staff to develop new skills in Emotion Coaching, SPELL and CALM. Throughout the session all staff will have these opportunities</p> <p>Stewart Cochrane and 2 other staff to attend Emotion Works training and then plan the implementation of this across the school</p> <p>Opportunities to share knowledge with staff in Gartconner Primary and St Ninian's High School</p>

Improvement Priority	Improvement in children and young people's health and wellbeing (Drivers – teacher professionalism, assessment of child's progress)
Link to NIF Priorities and Drivers / EDC NIF Implementation Plan	
Target	
<p>All children and young people will be included in a range of experiences which support them to make informed choices around their own health and wellbeing (maintenance agenda). This will be evidenced through individualised support appropriate to the strengths and needs of each learner, feedback from teachers regarding engagement, from learners regarding experiences and from parents regarding provision of education.</p>	

Action	Timescale	Responsibility	Progress update
<ul style="list-style-type: none"> - Ongoing nurture training - - Child protection training - Rights Respecting School Award - LGBTI awareness - Healthy promoting school - - healthy snack club - - cross country club - - registration year plan - - sports team development - family activity opportunities to be developed - Extension of extra-curricular activities 	<ul style="list-style-type: none"> Collegiate session in term 1 In-service day 1 / 2 June 2019 December 2018 Ongoing through session August 2018 / September 2018 October 2018 November 2018 onwards October 2018 	<ul style="list-style-type: none"> Raymond Poli / Stewart Cochrane Jim Paterson Steven Kenny Steven Kenny Kay Hunter /Kirsten Murray Kirsten Murray Jim Paterson Kay Hunter / Raymond Poli SLT SLT All interested staff 	

Resource Requirement	
Amount allocated from Pupil Equity Fund	£500 club fees / ski lessons £1000 sailing
Staffing (Specify the post and exact costs)	
Resources	
Other	

Professional Learning
Teaching staff have expressed being keen to lead on these opportunities. They will be supported by the Senior Leadership Team in these.