

Staff Comments - Evaluation Survey March 2019			
	Subject	Comment	If more than 1
Ethos and Continuous Improvement			
ELC	Capacity ELC	Due to the rise in numbers of children this year, we are working best we can to provide the best possible care and learning for all children. This has been a challenge this year for us as a team.	x 2
LC	Behaviour	Behaviour with some pupils causing concern. Table manners in the dining hall are lacking. Language used by some pupils is concerning. The way some children speak to adults is not good. Children barging past on the stairs is a health and safety concern to the children I work with, who have mobility issues. Support staff are not included in ongoing discussion about improving achievement.	
Teaching	Vision and Aims	Further clarification of Vision, Values and Aims required for both staff and children.	
Teaching	Budget SfL	Support for children with additional needs - due to budget cuts meaning lower tariff children not receiving support they previously had. With the recent cuts by the authority, there is an increased demand on support staff.	x2
Teaching	Ethos	As a newer member of staff, I would have liked access to a staff handbook on my arrival. However, I know that there is now a working document in the making which I can refer to. I love being part of the school team and my class are a fantastic and inspiring group of children to work with. I feel that staff both in the school and ELC work well together as a team, and that staff generally are committed and want to do their best for the children. Issues which cause concern are usually things outwith the control of the school.	x2
Teaching	CPD	CPD is a joint responsibility between school and teaching staff	
Relationships and Teamwork			
ELC	Teamwork	Would like the nursery to be more involved within the life of the school.	
ELC	Parental Involvement	I feel that this year in particular, our parental involvement has been excellent. We have/are providing a range of different opportunities for our parents to be more actively involved in their child's learning within the Nursery and surrounding areas.	
LC	H&S	We have ongoing concerns regarding the car park, playground behaviour, general behaviour, coats and jackets lying on the floor in classes.	
ELC	Teamwork	I've always felt teamwork is at the forefront of being able to deliver the best possible care and experiences to the children.	
Teaching	Teamwork	Lovely culture within the school, respect between both staff and pupils is evident. Staff communicate well and children are polite to all staff e.g. holding doors, saying hello/ please/ thank you. Everyone is treated with equal respect no matter their position within the school and everyone who works here is very friendly and approachable.	
Teaching	Teamwork	In general I think that we are running a pretty well-oiled ship. However, we can probably never say that we 'always' do all of the above. I recognise that there is room for improvement within my own practice as much as it applies to whole school progression.	
Teaching	Teamwork	Can't say always for all questions as in some cases this is not within the school's control.	
Teaching	Teamwork	I have answered this section based mainly on my experience within the ELC. I do feel we have very positive relationships with parents, families and other agencies, and are a good team. Due to constraints, mainly time, outwith our control I do feel we do not have as much involvement with the rest of the school as we used to, and that as things change in the ELC sector this will only become more apparent. As a 'department' we are quite isolated as our children are with us from before school starts until after school finishes.	
Teaching	Teamwork	There is a high level of communication between staff and very positive relationships.	

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Learning Experiences			
ELC	Outdoor Learning	I feel we are very lucky at this school as we have access to numerous outdoor learning experiences providing a range of learning opportunities.	
LC	Behaviour Teamwork	There is no sheltered area for children in the playground. Within the learning centre communication is really good but as a whole school I don't feel included.	
ELC	Budget	I think the school tries the best it can with what is available to them. Unfortunately with the current climate and cuts it's going to become increasingly difficult to be able to offer a variety of extra experiences and opportunities.	
Teaching	Outdoor Learning	Nature garden and playground are great learning resources, lots of good opportunities for trips/ people coming into school.	
Teaching	Curriculum and Planning	The school offers a fantastic range of learning opportunities. It is refreshing to know that trips are easily organised with the backing of management, giving teachers the freedom to extend learning outside the classroom. I also like how easy it is to access the playground from the classrooms enabling us to provide outdoor learning opportunities. I think the planning lends itself well to CfE and I'm relieved that layers haven't simply been added to old planning formats. I think that yearly training in using Microsoft Excel would be beneficial as it's a software programme that I do not feel hugely skilled in using.	
Teaching	Learning Environment	The school generally provides a positive learning environment, with lots always going on. My impression is that staff generally seem keen to make use of the wider community, embrace new ideas, involve parents etc. Although I am not in the main school as much these days. Most children seem happy and engaged. However, it is mainly the younger children that I come across.	
Strengths			
Teaching	Teamwork Pupil Opportunities	One of the major strengths of this school is how hard everyone works to ensure children are provided with a wide and varied curriculum such as concerts, assembly and global play days. also after school activities such as show club and breakfast club	
Teaching	Outdoor Learning Achievements Parent Involvement	The school makes very good use of the outdoor environment and the local community to enhance the learning. We share the children's achievements at assemblies and on our weekly news. Parents are invited to support the school regularly, although not all take up the opportunity.	

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What Could We do Better?			
ELC	Teamwork	<p>Would be good for the nursery staff to be able to feel like they are a bit more part of the school. No idea on how this could be achieved but we often feel stuck out on our own at the end of the school and often don't see any other members of staff, and with it being so busy and us only being able to grab a quick break when we can it's not at the same time as the rest of the school.</p> <p>It would be nice to see the Nursery working more alongside the school and being involved in activities.</p>	x2
Teaching	ICT Playground	<p>ICT suite - more computers or more reliable laptops would be beneficial as children end up having to go round classes asking for a working laptop or laptops are not charged/ do not work so uses up learning time, children become anxious about having to use a laptop in ICT.</p> <p>Playground - often children come into class upset about what has happened in the playground. I try to not let it affect class learning time but also feel some things should be dealt with appropriately e.g. when children are not nice to each other. When I ask them if they told an adult outside they say that yes but nothing happens. Maybe a log book for children to write in in the playground so that they feel they are being listened to outside and the matter will be dealt with if it is felt necessary by playground staff or given to class teacher to deal with if necessary? Then children may not feel the need to bring things up after the bell has gone if they have not written in the log book. Or have a chart outside for children to see what is a 'big' or 'small' problem and they can work out how they should deal with it or if they can sort it out themselves within their friendship group.</p>	
Teaching	Resources	<p>I'm relieved that the reading cupboard is now in the process of being updated as some of the books were really needing to be removed. I am also relieved that more maths resources have been ordered as I was having to source a lot of classroom aids myself.</p> <p>Areas where the school can improve are really outwith its control e.g space, finance, time</p>	x2
Teaching	Budget Resources	<p>The areas which concern me are those over which the school itself has limited control.</p> <p>I am concerned about the large numbers of children with ASN spread across every already full class, often without the level of support that they should have.</p> <p>In the ELC I am concerned about the amount of documentation expected for each child, and admin, paperwork and bureaucracy generally, which eats significantly into time which would be far better spent engaging with the children in a meaningful way. (Examples include PLPs, Care Plans, Next Steps, Tracking, recording curriculum planning, multiagency working including multiple meetings, IEP, Child Plan and Transition reviews and form filling).</p>	
Teaching	Sharing Practice	<p>I would like to be given the opportunity to observe my peers for the purpose of sharing good practise. I would in turn be happily observed. Being relatively new to the school, it would be hugely beneficial for me to see teaching aids such as "Samson" delivered, which were not used in my previous council. I would also be happy to share resources such as "Big Maths" with other teachers who were interested in seeing it in action.</p>	
ELC	Teamwork	Continue to look for opportunities to work together across the Early Level.	
LC	Budget	Staffing levels are a concern.	
Barriers to Improvement			
Teaching	ICT	More class iPads once D&G council allows wifi on them. There are lots of apps that would be beneficial for classrooms which are unable to be used at the moment.	
Teaching	Budget	<p>Of course, our biggest enemy is the ever tighter school budget. I think that the loss of Carlingwark Outdoor Centre will also massively impact our delivery of quality outdoor education.</p> <p>Barriers are the same as above - finance space and time.</p> <p>Lack of funding in years to come. We also have large numbers in every class which greatly impacts on learning and attainment.</p> <p>Local authority cuts on support has a significant impact on meeting learners needs.</p>	x4
ELC	Budget	Looking again at the ELC situation I have real concerns about maintaining quality provision with an assumption of 60 or more children attending at the same time, as is agreed from August 2020. The large numbers attending at present already cause significant challenges to all of us, and we are exhausted each day.	
Teaching	Environment	Lack of space for small groups to work quietly	