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Bellsbank Primary School and Early Childhood Centre Improvement Plan 2024/25





School Improvement Plan	Bellsbank PS and ECC
Head Teacher	Fiona Greig
Date Submitted	Submitted to Chief Education Officer on : 26.6.24

School/ Centre Vision and Values	<ul> <li>At present, our vision is to become:-</li> <li>'A centre of excellence for learning which is a driving force for positive change across the community'</li> <li>Our core values of honesty, respect, responsibility, equality, inclusion, fairness and compassion are at the heart of everything we do</li> <li>We aim to:- <ul> <li>Provide challenging and inspiring opportunities that enable our children to maximise their potential in life.</li> <li>Provide a safe, secure and nurturing learning environment.</li> <li>Provide high quality learning experiences that engage children fully in their learning.</li> <li>Provide a well-planned and progressive curriculum that meets the needs of all children.</li> <li>Value and develop strong trusting relationships with parents from an early stage.</li> <li>Develop a sense of pride which has a positive impact on our community.</li> </ul> </li> </ul>

In line with the Standards in Scotland's Schools etc. Act 2000 (amended 2016), the following checklist is designed to assist Heads of establishment with whole school/centre improvement planning that fulfils statutory duties in accordance with the Act. This must be completed prior to submission.



Consultation on improvement plan includes the following stakeholders:	Completed
Children and Young People	✓
Parent Council and Forum	✓
Teachers, practitioners and ALL school/centre staff	✓
Volunteers/ Community partners	✓
Local bodies representing teachers, staff, volunteers and any parent bodies further associated to the school/centre.	✓

Content of plan	Completed
Takes account of strategic priorities outlined in the education authority's Annual Plan.	✓
Takes account of the strategy for parental involvement under section 2 (4A)	✓
An audience-friendly summary of the SIP is available and contained in this document and will be provided to parents, children and young people.	$\checkmark$
Appropriate cognisance has been made of the links between the plan and the working time agreement for teaching staff	×
Scottish Government Tackling Bureaucracy working group recommendations have been considered when planning for improvement and in the improvement activities specified	~
HGIOS 4 and HGIOELC are used as the frameworks to inform the content of SIPs	$\checkmark$
There is clear focus throughout the plan on measures to reduce of inequalities of outcome as a result of socio-economic disadvantage.	~



Head Teacher / Head of Centre Signature: F. Greig

## Pupil and parental strategic involvement

For session 2024-5, please describe below how children and young people will be involved in decisions relating to the operation of the school/centre	For session 2024-5, please describe below how parents will be involved in decisions relating to the operation of the school/centre
Every term a theme from HGIOURS will be chosen. The HT will meet with the Pupil Council to explore key questions and related activities. Pupil Council will interact with other pupils and gather views through GLOW Forms and GLOW Teams	GLOW Forms will be used to issue questionnaires and gather feedback. Information will be shared via School App, School blog and School Twitter Account, as appropriate.
<ul> <li>Pupil Council will be involved in recruitment of staff when possible.</li> <li>The Pupil Council is formed from 2 children from each class. The Pupil Council will improve teaching and learning in Literacy &amp; Numeracy within the school by evaluating learning and teaching activities.</li> <li>Pupil Council will lead consultation on PEF plan using participatory budgeting. This will involve pupils and parents.</li> </ul>	<ul> <li>Priorities for improvement will be shared in school 'monthly round up' and GLOW blog.</li> <li>HT to attend Parent Council Meetings.</li> <li>Progress on priorities for improvement shared at Parent Council Meetings and via school app.</li> <li>"You said, We did" will be displayed in school and shared via the school app.</li> </ul>



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To monitor progress, at appropriate points throughout the session, all children will traffic light code the child friendly improvement plan display. All children are members of a committee which meet fortnightly to share ideas and work together on school improvement Pupils will work in assembly circles once a month to share their views about the school and how it can be improved. ECC children will share their views through their learning journals and their working wall.	Share impact of PEF at Parent Council Meetings and via school app. Gather parent suggestions for PEF Plan 2024/5. School Improvement Plan Consultation. Parent Focus groups to develop engagement with the parent forum.
Education Service Improveme We actively support, promote and enact leadership at all levels. Our you centres, schools and wider life experiences. All staff have ready access classroom, playroom and centre.	ng people are supported to be leaders of their learning in our
Education Service Improvement Plan Prior	ity 2: Teaching and Learning Together
Our young people should experience a teaching, learning and curriculum context. All staff should be supported to deliver in new and innovative v young people.	

We want all of our young people to feel supported by people who know them well, and feel included in all of our schools and centres. Our staff need to be supported in their working with our young people, especially in times of adversity. As a key universal service, it is our vision that all young people attend our establishments on a full-time and regular basis to support them in their development at all stages.



**Education Service Improvement Plan Priority 4: Our Attainment, Destinations and Achievements** 

We want the very best for all of our young people in East Ayrshire. We aim to ensure that all young people secure a positive destination through excellent achievement and attainment at all levels.

Improvement Priorities	Education Service Improvement Plan 1: Our Leadership
Vision, Values, Aims	
• All children's voices will be listened to and acted on to develop their full participation in school life.	
<ul> <li>All learners will develop their knowledge and skills through a creative and innovative curriculum which develops children's understanding of local and global issues.</li> </ul>	Education Service Improvement Plan Priority 2: Teaching and Learning Together
• All learners will participate in high quality learning experiences across the totality of the curriculum.	Education Service Improvement Plan Priority 4: Our Attainment, Destinations and Achievements
<ul> <li>We will improve parent confidence, knowledge and understanding in supporting their child's learning</li> </ul>	
across the wider curriculum. Pupil groups were re-establis developed further and staff to develop their leadership are refresh our Vision, Values and Aims and our Curriculum R	il voice as an area for development to ensure pupil motivation and the opportunity to achieve shed in term 4 of session 2023-2024 and their continuation will allow pupil leadership to be a within the school's context. Further recommendations from our learning visit was that we cationale. At present children aren't experiencing learning in the outdoors regularly within the regulate their behaviour as well as give a context for parents to participate in children's

What actions are required to reach the desired outcome?	Who	When



Vision, •	Values Aims Bellsbank PS Vision, Values and Aims to be refreshed in consultation with pupils, staff, parents and partners.	FG, all staff	Oct 2024
•	Bellsbank ECC Vision, Values and Aims to be refreshed in consultation with pupils, staff, parents and partners.	FG, DM, DM	Oct 2024
•	Monthly pupil voice assemblies to listen to and respond to pupil views	AM, all staff	Throughout session 2024-2025
•	Develop the Voice of the Child using the Steps to Participation document	FG, DM, DM, LR Working Party	Oct 2024
•	Pupil leadership will be developed through pupil committees and upper school prefect system.	FG, AM	Sept 2024 Throughout
•	Quality Assurance processes to be reviewed and HGIOURS to be used to develop pupil voice in the QA process.	FG, AM	session 2024-2025
•	Parental Engagement to be developed: create a calendar of Parent Council meetings; develop a Parent Empowerment Group	FG, AM, HLW	Mar 2025
	Ilum Rationale	FG, AM, DM, DM all staff	Nov 2024
•	Refresh our Curriculum Rationale in the school and ECC to reflect the refreshed Curriculum for Excellence and Realising the Ambition through consultation with staff, pupils, parents and partners <b>School and ECC</b>	LB, GF, all staff GF	Mar 2025
•	Develop Learning for Sustainability, STEM and the World of Work within our curriculum framework School and ECC	Gr	Sept 2024
•	Engage with the The National Robotarium Transition event and develop digital learning experiences linked to robotics across all stages	MW, All staff GF	May 2025 March 2025
•	We will work towards our UNCRC RRS Silver Award School and ECC	All staff	Aug 2024 –
•	Staff will develop their digital skills working towards accreditation within the incubator programme		June 2025
Buildir	g Capacity	All staff	Sept 2024
•	Plan and carry out Critical Collaborative Professional Enquiry with a focus on professional reading and enquiry around – feedback/differentiation across the curriculum. This will be based on the Power Up Your Pedagogy	FG, AM	Sept 2024
	book.	All staff	Oct 2024 – June 2025



•	Develop Lesson Evaluation Toolkit for SLT and peer observations across the curriculum (Excellent lesson)	All staff	Sept 2024
•	Quality Assurance processes to be reviewed and HGIOURS to be used to develop pupil voice in the QA process.	Teaching staff	Sept 2024
•	Collaborate with Education Group schools to moderate learning, teaching and assessment. School and ECC	All ELCPs	Feb 2025
•	Assess pupils' progress across the curriculum using the progressive assessment of meta skills	DM, DM	
•	In the ECC, monitoring and tracking of the curriculum to be developed using the EAC Early Level Monitoring and Tracking Tool on Learning Journals		
•	Develop the Champions roles in the ECC to develop a Professional Learning Framework		

PEF - What actions are required to reach the desired outcome?	Desired outcome and impact data / evidence that will be collected to track impact	Who	When
<ul> <li>Parental Empowerment groups to be developed – parents/carers will be invited to join our parent empowerment groups. Parents and carers of children who are care experienced; children whose attendance is a cause for concern and children who are on the ASN log will be identified to join these groups.</li> </ul>	<ul> <li>80% of parents/carers of care experienced children will attend</li> <li>80% of parents/carers whose children have attendance of below 90% in session 2023-2024 will attend</li> <li>80% of parents/carers who are on the ASN log will attend.</li> <li>90% of children will attend over 90% of the time</li> <li>The number of children attending less than 80% of the time will be below 5%</li> </ul>	FG, CS, HLW, JW	March 2025



Evidence of Impact against outcomes for learners.

- PRD/FACETime documentation
- Quality assurance documentation
- Record of moderation conversations
- Evidence of moderated work
- Monitoring and tracking data
- Pupil and staff questionnaires
- Prefect applications/timetables
- Learning Journals
- ECC Working Wall
- UNCRC Gold Accreditation evidence
- Staff, pupils, parents and partners questionnaires
- Completed curriculum rationale
- Pupil and parent focus group discussions
- HGIOURS Theme 2 and 3 evaluation
- Learning Journals
- Q.I.1.1, 1.2, 1.3, 1.4, 1.5, 2.2, 2.3, 2.6, 2.7, 3.3 self-evaluation
- Care Inspectorate Quality Framework (CIQF) Key Question 1 (1.3, 1.4) Key Question 2 (2.1) Key Question 3 (3.1, 3.2, 3.3) Key Question 4 (4.1, 4.3)
- Learning for Sustainability self-evaluation document
- PRD evaluations
- Professional discussions
- Practitioner enquiry academic posters
- Lesson observations
- Learner work evidence
- Leuven scale
- Meta skills assessments



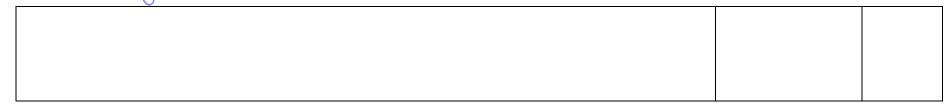
Improvement Priorities	Education Service Improvement Plan 1: Our Leadership
Pupil and Parent Engagement	
80% of children will attend at least	
90% of the time	Education Service Improvement Plan Priority 2: Teaching and Learning Together
All children feel safe and motivated at	
school with a passion for learning and	
a drive to succeed	Education Service Improvement Plan Priority 3: Our wellbeing and belonging
We will support parent confidence,	
knowledge and understanding in	
supporting their child's learning	
Rationale	
Continuing to develop Communication Friendly	approaches will benefit all children. We have identified a correlation between children whose attendance is
below 80% and those who have gaps in learning	ng or are significantly behind. Increasing attendance should maximise positive outcomes for children.
	due to social, emotional and behavioural needs. The East Ayrshire Relationships and Behaviour Framework
	Idren's social, emotional and behavioural needs while developing targeted approaches due to changes in
	tified as an area to be further developed to ensure all parents have the opportunity to play a full part in the
life of the column	

## key staff. Parental enga

What actions are required to reach the desired outcome?	Who	When
Communication Friendly Environments		
Consolidate our Communication Friendly Environments in classes and playrooms School and ECC	LR, all staff	Aug 2024
<ul> <li>All staff will undertake Communication Friendly CLPL and implement universally and in targeted approaches e.g. Talk Boost</li> </ul>	SLT, LR, AM	Nov 2024
e.g. Taik boost	FG, AM	Jan 2025
Supportive Learning Approaches, Adult interaction Styles and Nurturing Approaches will be a key focus for		
SLT observations in classrooms and playrooms. School and ECC	DM, DM, AH, CYPIC	May 2025
<ul> <li>Use Improvement Science to lead an enquiry into the impact of Communication Friendly Approaches on Children's development in Early Learning.</li> </ul>	AM, MW, DM, DM	
Children's development in Early Learning.	Parent Council	Oct 2024
	DM, DM	



<ul> <li>Review our approaches to ongoing, regular communication to parents in the school and ECC through development of Learner Journals and the School/ECC blog School and ECC</li> </ul>		Sept 2024
<ul> <li>Develop universal learning programmes around social and emotional wellbeing: e.g. Colour Monster, PATHS, Zones of Regulation and Learning about Neurodiversity at School (LEANS) to introduce pupils aged 8-11 years to the concept of neurodiversity, and how it impacts experiences at school.</li> </ul>	FG, AM, all staff	Feb 2025 Nov 2024
<ul> <li>Develop Parent Groups in the ECC with a focus on communication friendly approaches and wellbeing.</li> </ul>	DM, DM	
<ul> <li>Professional Learning with the Educational Psychologist around the 6 core skills of children with a focus on rhythm to support self-regulation</li> </ul>	DM, DM, Educational Psychologist FG, AM	Feb 2025
mythin to support sen-regulation	AM	Sept 2024 Jan 2025
<ul> <li>Wellbeing Assessment</li> <li>Develop universal wellbeing assessment process</li> </ul>	FG	Sept 2024
Introduce the dysregulation tracker	FG	Oct 2024 Oct 2024
Develop wellbeing group support for targeted children which is based on BOXALL assessments	FG, AM, JW, HLW	Oct 2024
Wellbeing Policy review and development		001 2024
<ul> <li>Attendance and Engagement policy to be developed in line with IEI Parts 1 and 2</li> <li>Review our Health and Wellbeing policy in light of IEI Part 3 in terms of Physical intervention, restraint and</li> </ul>	DM, DM	Feb 2025
<ul> <li>Review our realth and weilbeing policy in light of ET Part 5 in terms of Physical Intervention, restraint and seclusion.</li> </ul>	FG, AM DM, DM	Feb 2025 May 2025
<ul> <li>Staff engagement with The Promise to evaluate how we better meet the needs of our care experienced children and young people at establishment and EG levels</li> </ul>		
Attendance tracking procedures to be developed in line with Attendance and Engagement policy		
Develop an ECC Relationships policy		
<ul> <li>Develop a staff Wellbeing policy</li> <li>PB vote to focus on poverty proofing the school day</li> </ul>	FG, AM	Apr 2025



PEF - What actions are required to reach the desired outcome?	Desired outcome and impact data / evidence that will be collected to track impact	Who	When
<ul> <li>Develop wellbeing group support for targeted children which is based on BOXALL assessments. Key staff plan health and wellbeing interventions linked to the BOXALL assessment and the resilience toolkit.</li> <li>Review the children's progress at key points throughout the session</li> </ul>	<ul> <li>90% of children will show improvements in their BOXALL assessments</li> <li>90% of children will show improvements in their universal wellbeing assessment</li> <li>90% of the children in the groups will have over 90% attendance</li> </ul>	AM, LR, GF	Sept 2024 Dec 2024 May 2025

Evidence of Impact against outcomes for learners

Official

- Universal health and wellbeing assessments
- Pupil, parents questionnaires
- Pupil, parent focus groups
- Monitoring and tracking data attendance
- BOXALLS
- Resilience Toolkits
- Circle Framework assessments environment and pupil participation scales
- Lesson observations
- Professional discussions
- Pupils evaluation using HGIOURS Theme 1 and 4
- Self-evaluation of 1.1, 1.2, 1.3, 1.4, 1.5, 2.1, 2.3, 2.4, 2.6, 2.7, 3.1



• Care Inspectorate Quality Framework (CIQF) Key Question 1 (**1.1**, 1.2, 1.4) Key Question 2 (2.1, 2.2) Key Question 3 (3.1) Key Question 4 (4.1, 4.3)

N.B. Self-evaluation of this priority should be reflected in the Standards and Quality Report for this academic session



## Improvement Priorities Raising Achievement in Literacy and Numeracy

- All children's attainment in literacy and numeracy in P1, P4 and P7 2024/2025 will increase by at least one pupil for each measure of Literacy and Numeracy for each stage P1/P4/P7.
- Improve children's attainment in writing at P4 from 64% to 79% by June 2025 (2 additional children who are not on track will be on track)

Education Service Improvement Plan 1: Our Leadership

Education Service Improvement Plan Priority 2: Teaching and Learning Together

Education Service Improvement Plan Priority 4: Our Attainment, Destinations and Achievements

## Rationale

The P1, P4 and P7 cohorts have the following levels of children on track: P1 Literacy attainment 2023 –2024: Reading 81%; Writing 75%; Listening and Talking 88%;P1 Numeracy attainment 2023-2024: 75% P4 Literacy attainment 2023 –2024: Reading 86%; Writing 64%; Listening and Talking 92%;P4 Numeracy attainment 2023 – 2024: 86% P7 Literacy attainment 2023 – 2024: Reading 78%; Writing 78%; Listening and Talking 72%; P7 Numeracy attainment 2023 –2024: 67%

. In line with East Ayrshire's stretch aims, we will aim to increase the levels of attainment by at least one pupil for each measure of Literacy/Numeracy for each stage P1/P4 and P7. Our literacy self-evaluation showed that we could provide more opportunities to develop children's listening and talking skills.

What actions are required to reach the desired outcome?	Who	When
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Robust assessment and intervention approaches	FG, AM, all	Sept 2024
<ul> <li>Develop an assessment framework incorporating diagnostic use of SNSA and SOFAs for all other stages.</li> </ul>	staff	
	FG, AM, SR	Sept 2024
Review tracking and monitoring processes to identify children requiring early intervention. School and ECC		3ept 2024
• Review tracking and monitoring processes to identify children requiring early intervention. School and Loo	FG, DM,	Sept 2024
Monitoring and tracking conversations to take place with the ECC and P1 teacher to moderate practitioner and	MW, MR	
teacher judgements at early level School and ECC		
	FG, AM	Sept 2024
<ul> <li>Develop a programme of literacy and numeracy interventions to raise attainment – including pre/post</li> </ul>	FG, Alvi	3ept 2024
assessments; learning activities and evaluation of children's targets School and ECC		
Literacy and Numeracy Curriculum Development	FG, DM,	
<ul> <li>Review approaches to listening and talking assessment – Listening and talking tool/Teaching Children to Listen</li> </ul>	FG, Divi,	Oct 2024
assessment/Oracy listening and talking tools. Link to the Moderation Programme School and ECC		0012024
Develop Oral Storytelling in the ECC to develop listening and talking skills and the development of narrative		
	DM, DM	NA 0005
<ul> <li>Book Study – Play is the Way – Numeracy School and ECC</li> </ul>	DM,DM all ELCPs	May 2025 Feb 2025
	SK, GS	Feb 2025
<ul> <li>Develop mathematical vocabulary in ECC with a focus on key concepts</li> </ul>	AM, all staff	Feb 2025
Participation in the National Improving Writing programme		
	P4 teaching	Jan- June 2025
	staff and	2023
Attendance at the CYPIC National Improving Writing (NIW) sessions Cohort Two: January 2025 – June 2025)	SLT	
	member(s)	
Creating the environment for sustained improvements	(LB and FG)	
	CYPIC     National	
· Developing and implementing Quality Improvement knowledge so they can understand and apply tools and techniques	Improving	
that have been rigorously tested and work.	Writing	
	team,	
· Implementing the 'writing bundle' in full, including sharing run charts with pupils.	alongside	
	Education	
	Scotland	1



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· Children will experience the 'writing bundle'	Literacy colleagues ·	
Collecting data regularly on children's writing progress with a clear focus on improving one aspect of writing at a time – use a run chart to gather data over time.	EA leads (L. Bull, G. Elder, D.	
Children will be involved in collecting and analysing data.	McMahon, S. Rae)	
Developing and implementing self and peer assessment approaches to writing to provide learners with the knowledge and skills to identify improvements in their own/others' writing - with a particular focus on Tools for Writing and vocabulary		
Using data to inform stretch aims and teaching aims.		
• Using a Fishbone tool to analyse the reasons behind continued non-attainment and work with AHPs and other experts to consider ways of further supporting pupils. (There will be sessions with other professionals who can provide advice)	VL, Doon	
<ul> <li>Moderation of planning, learning, teaching and assessment improving shared understanding of writing to inform teacher judgements and to identify strengths and next steps for learners (including sharing practice; visiting colleagues' classrooms to observe how others implement the writing bundle)</li> </ul>	Education Groups Numeracy leads, SWEIC	
Gather pupil voice throughout (qualitative feedback). Pupils will be able to talk about their progress and next steps both individually and as a class.	SWEIC	
· (Provide opportunities for parents/carers to engage with the writing pedagogy)		
· Regular tracking and monitoring meetings between the senior leadership team and class teachers.		
Building an infrastructure for sustainable spread beyond the initial programme timeline, supported by the CYPIC and EA teams.		
Create a quality improvement poster		
Participation in the SWEIC Sharing Pedagogies to Enhance Mathematical Practice in the BGE		Sept 2024- June 2025
Lead teacher attends SWEIC sessions on TEAMS in order to		



<ul> <li>Demonstrate an understanding of and develop appropriate teaching strategies for the mathematical concepts and procedures required.</li> <li>Engage in professional reading in preparation for online sessions.</li> <li>Plan and deliver learning experiences focussing on the themes of developing algebraic thinking, task design and assessment and developing numeracy and mathematics within inter-disciplinary learning.</li> <li>Share learning from the planning and delivery of learning experiences across these themes within the TLC</li> <li>Work with colleagues across the Education Group to plan a coherent approach at a local level with a focus on P6-S2 transition.</li> </ul>	
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PEF - What actions are required to reach the desired outcome?	Desired outcome and impact data / evidence that will be collected to track impact	Who	When
<ul> <li>Develop an assessment framework incorporating early use of SNSA and SOFAs for all other stages.</li> </ul>	All children's attainment in literacy and numeracy in P1, P4 and P7 2024/2025 will	FG,AM	Sept 2024 – June 2025
<ul> <li>Review tracking and monitoring processes to identify children requiring early intervention.</li> </ul>	increase by at least one pupil for each measure of Literacy and Numeracy for each stage	FG, AM, all staff AM, MR, SR	
<ul> <li>Develop a programme of literacy and numeracy interventions to raise attainment – including pre/post assessments; learning activities and evaluation of children's targets</li> </ul>	<ul> <li>P1/P4/P7.</li> <li>90% of children who have interventions will be 'on track' by the end of the session</li> </ul>		

Evidence of Impact against outcomes for learners

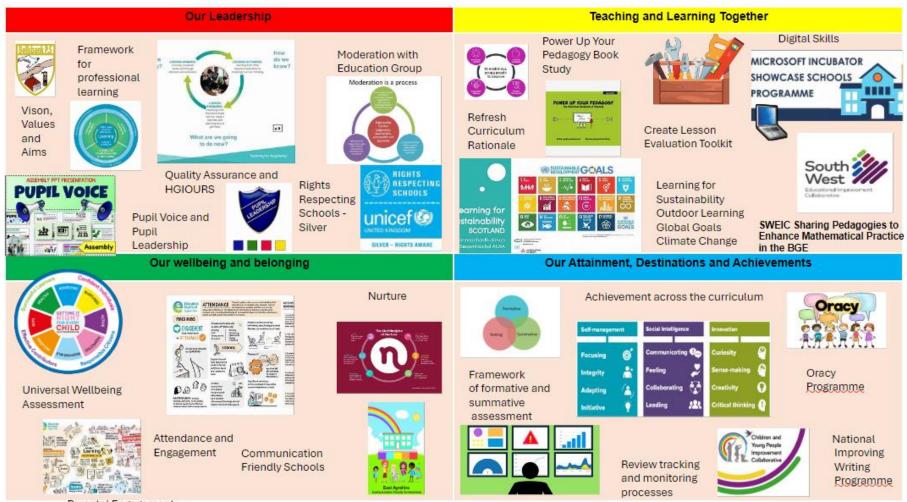
- Monitoring and tracking tool
- Class assessments
- SOFAs/SNSAa
- Literacy and Numeracy Benchmarks
- Pupil focus groups
- Pupil SE against HGIOURS Theme 2 and 5
- Self-evaluation 1.1, 1.2, 1.3, 1.4, 1.5 2.2, 2.3, 2.4, 2.5, 2.6, 2.7, 3.2, 3.3
- Care Inspectorate Quality Framework (CIQF) Key Question 1 (1.3, 1.5) Key Question 2 (2.1) Key Question 3 (3.1, 3.2, 3.3) Key Question 4 (4.1, 4.3)
- Lesson observations



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- Pupils' work PRD/FACE time discussions ٠
- Moderation discussions •

N.B. Self-evaluation of this priority should be reflected in the Standards and Quality Report for this academic session.





Parental Engagement