East
Ayrshire
Council
Education
Service

Newmilns Early Childhood Centre









Establishment Improvement Plan 2025-26

ECC Improvement Plan	Newmilns ECC
Head Teacher/Head of Centre	Jillian McCracken
Date Submitted	Submitted to Chief Education Officer on : 25/06/2025



It is our vision that all children attending Newmilns Primary and Early Childhood Centre will flourish in all aspects of their life.

We are committed to developing a culture and ethos in which all our pupils fulfil their potential by nurturing confident individuals and developing responsible citizens who are provided with opportunities to contribute effectively as successful, lifelong learners.

Our school values are important in our school, every day we try to enact our values. Our core values are Cooperation, Determination, Hope and Ambition, Friendship, Honesty, Respect.

School / Centre Vision and Values Our school motto, Believe and Achieve, Raise the Bar and Be the Best You Can Be, helps us in our endeavours to enact our values and our Golden Thread of Kindness joins all of our actions together.









Checklist

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.

SIP Consultation	Complete
included the following	
stakeholders:	
Children and Young	✓
People	
Parent Council and Forum	√
Teachers, practitioners and ALL school/centre staff	√
Volunteers/ Community partners	√
Head Teacher / Head of Ce	ntre
Signature:	

Content of plan	Complete
Taken apparent of strategic priorities outlined in the Education Consider	√
Takes account of strategic priorities outlined in the Education Service	v
Improvement Plan. https://www.east-ayrshire.gov.uk/Resources/PDF/E/Education-2	
Service-Improvement-Plan.pdf	
HGIOS 4 and EYQF are used as the frameworks to inform the content of SIPs.	√
Where appropriate.	
https://education.gov.scot/media/v5sh3dqt/frwk2_hgios4.pdf	
https://education.gov.scot/inspection-and-review/inspection-frameworks/quality-	
improvement-framework-for-the-early-learning-and-childcare-sectors/	
There is clear focus throughout the plan on measures to reduce of inequalities of	✓
outcome as a result of socio-economic disadvantage.	
PEF: https://www.gov.scot/publications/pupil-equity-funding-national-operational-	
guidance-2023/documents/	
CEF: https://www.gov.scot/publications/care-experienced-children-young-people-	
fund-operational-guidance-2023-24/documents/	
SEF: https://www.gov.scot/publications/strategic-equity-funding-national-	
operational-guidance-2023/documents/	
Appropriate cognisance has been made of the links between the plan and the	✓
working time agreement for teaching staff.	
An accessible summary of the SIP is available and contained in this document and	✓
will be provided to parents, children and young people.	

Pupil and parental strategic involvement

For session 2025-26, please describe below how children and young people will be involved in decisions relating to the operation of the school/centre

For session 2025-26, please describe below how parents will be involved in decisions relating to the operation of the school/centre

Through

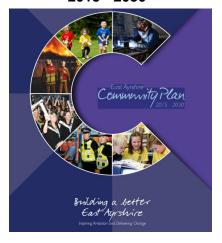
- A total communication approach within our ECC, allowing us to gather the views of children through our observations of their actions and emotions, further supported by visuals, Makaton, BSL, different technology and their spoken words
- Observations of children allow us to plan and be responsive to their individual needs, interests and prior learning
- Children have regular opportunities to contribute, plan and evaluate their learning using their individual Learning Journals, selecting their own work and photos to upload and share with their families
- Children can contribute to the displays within the ECC, celebrating their work and their achievements
- Children will be involved in evaluating the ECC to ensure we're getting it right for every child and supporting them to achieve their full potential
- Children to develop self-assessment techniques to discuss and evaluate their own learning (learning journals, discussions during together time).
- Children's work is displayed throughout the centre.
- Child- Led Learning and Planning (Responsive Planning)
- Re-introduce zones of regulation in everyday practice

Through

- Open door policy regular feedback from families.
- Consultation with Parent Council to ensure effective partnership working
- Questionnaires and surveys throughout the year
- Key Questions at Parent and Carer events on relevant matters

- Staff will check in with all children on their feelings
- Children will be given the opportunity to lead their own learning which will be documented in planning cycle and learning journals.
- Rights respecting school work on playroom charters, all children involved.

Community Plan East Ayrshire 2015 - 2030



Together, in achieving our Vision, Partners will demonstrate:

Effective leadership

We will provide clear leadership in Community Planning and engage effectively with our employees and communities **Collective ownership**

We will take collective ownership for delivering on the Community Plan, the associated Single Outcome Agreement and the Community Plan Delivery Plans, and work hard to improve outcomes for local people and communities **Good governance**

We will implement clear operating arrangements to support effective strategic direction, scrutiny and accountability **Democratic accountability**

We will measure and report on the impact of our activities to demonstrate how effectively we are improving outcomes for local people and communities, and all partners will be held to account for their contribution.

Our Partnership will continue to work to meet the needs of the people who live in our communities. Our guiding principles will be reflected in all that we do and should be evident for all to see.

Our Vision

"East Ayrshire is a place with strong, safe and vibrant communities where everyone has a good quality of life and access to opportunities, choices and high quality services which are sustainable, accessible and meet people's needs."

We will:

- Promote lifelong learning.
- Promote equality and tackle inequality;
- Adopt a preventative approach;
- Ensure effective community engagement in the planning and delivery of local services;
- Utilise the strengths and resilience within communities;
- Drive efficiency and performance improvement;

National and Local Priorities

The Scottish Government's vision for education in Scotland:

- Excellence through raising attainment and improving outcomes
- Achieving equity

Key priorities of the National Improvement Framework:

- Placing the human rights and needs of every child and young person at the centre of education
- Improvement in children and young people's health and wellbeing
- Closing the attainment gap between the most and least disadvantaged children and young people
- Improvement in skills and sustained, positive school-leaver destinations for all young people
- Improvement in attainment, particularly in literacy and numeracy

NIF drivers of improvement in the outcomes achieved by children and young people are:

- 1. School and ELC leadership
- 2. Teacher and practitioner professionalism
- 3. Parent/carer involvement and engagement
- 4. Curriculum and assessment
- 5. School and ELC improvement
- 6. Performance information



Scottish Attainment Challenge (SAC)

Scottish Attainment Challenge: framework for

recovery and accelerating progress

Scottish Attainment Challenge Logic Model -

Tackling the Poverty-Related Attainment Gap – Our Theory of Change

SAC organisers:

- · Learning and teaching
- Leadership
- Families and communities

	East Ayrshire Plans											
Key Priorities	Education Service Improvement Plan:	Children's Services Plan:	Community Learning and Development Plan:									
1: Our Leadership	We actively support, promote and enact leadership at all levels. Our young people are supported to be leaders on their learning in our centres, schools and wider life experiences. All staff have ready access to appropriate CLPL and experiences to promote leadership in every classroom and centre.	Priorities for 2023-26: 1. Our children and young people feel respected, listened to and influence	Outcomes: Growth Wellbeing Fairness									
2: Teaching and Learning Together	Our young people should experience a teaching, learning and curriculum offer that meets their needs, and those of our local and national context. All staff should be supported to deliver in new and innovative ways by accessing CLPL relevant to their needs and those of our young people.	change 2. We are working collaboratively, reducing	 Sustainability Action areas 1. Youth voice and participation 									
3: Our Wellbeing and Belonging	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.	children and young people 3. Our children and young people feel safe 4. Our children and young people have the best start in life 5. Our children and young	2. Lifelong learning and skills development3. Empowering communities4. Wellbeing and inclusion									
4: Our Attainment, Destinations and Achievements	We want the very best for all of our young people in East Ayrshire. We aim to ensure all young people secure a positive destination through excellent achievement and attainment at all levels.	people's mental health is improving										

Our Leadership: Improvement priority:

Quality assurance process updated to align with new framework, with staff leadership further developed, supporting a consistent high quality learning experience leading to imporved engagement and attainment and achievement for all children.

Rationale:

Work was undertaken last session to strengthen our quality assurance processes, as the new quality improvement framework will be officially launched in September 2025 this work must be aligned to this and used for all scrutiny activity. All staff also began to explore leadership opportunities to support continuous improvement, this needs to be developed further to ensure sustainability in our improvement journey and ensure outcomes for children are improved in respect of engagement and attainment and achievement.

NIF key drivers:	School & ELC leadership School & ELC improveme			orovemen	ıt							
QIF ELC:	mana staff a	ership and gement of and irces CI	Staff skill knowledg and deplo	•	continu	ship of uous ement ES	Play and learning Cl		Learning, teachi and assessment ES			
ESIP key priorities:	Y T	eaching & Lea	arning		•		N		Our We	llbeing	N	Our attainment
Outcomes for o learners	ur	Our action	s/Approach	nes/Intervei	ntions	PEF	Who		Меа	asures		Review/milestones
By June 2026 all childrexperience high qualitand learning experience and consistent pedago approaches across the	y play ces, gical	A refresh sessi framework, wi knowledge of	II take place	to refresh sta	•		HT SELCP All staff		 Training record Staff will be a the new fram understanding the Quality In 	ble to speak a ework, g the key cont		August 2025 (In Set)
centre almost all of the (ESIP 1.1, 1.2, 1.3, 1.4,	Quality assura will be refresh framework an Experience. To agreed with standard implemented practice and not shared timeour reviewed.	ed in line wit d our Exceller his calendar v aff. surance caler to support id ext steps. Fe	h the quality nt Play Learn will be shared ndar will be fo entification c edback will b	ing d and ully of good		HT SELCP All staff		 Quality assuradirectly to new Regular and reassurance prohigh quality per documentation of further improcentre. 	w framework. obust quality ogramme foculay and learnion highlighting isstency and	sing on ng with g areas	August 2025 Termly QA processes	

Self-evaluation work will for framework, and be tied into programme and in-service denable staff to become family new framework.	the team meeting ay schedule to All staff liar with using the	 Strategic self-evaluation planner updated to reflect the new quality framework. Annual calendar and in-service day agenda highlighting self-evaluation activity. Self-evaluation records and documentation, with updates to areas of improvement recorded. 	Termly October 2025
All staff will further enhance learning environment through practice and key leadership framework to benchmark be undernoted areas will be key development and considera Communication and the use of Makaton Numeracy Outdoor Forest Creativity and curios UNCRC	gh day to day roles using the new est practice. The y aspects of tion. I literacy including	 Face and supervision records showing staff strengths and development areas. Record of leadership roles. Planning documented showing a balance of child led play and learning, adult initiated and led play and learning experiences. Learner journal used to record children's play and learning journey. With at least one observation per child per week. Learner Journal used to record learning stories highlighting whole group or centre experiences. Regular and robust quality assurance programme focusing on high quality play and learning with records highlighting strengths, 	October 2025 (Face/leadership records) Termly QA processes

		consistency and areas of further	
		improvement across the centre.	

Teaching and Learning Together: Improvement priority:

Children will experience high quality play and learning experiences, and consistent pedagogical approaches across the centre supporting better play and learning leading to increased engagement, attainment and achievement.

Rationale

Last session we created our Excellent Play and Learning Expectations. This must now be embedded. Considerable work was undertaken in further developing our indoor space, this must be regularly reviewed and refreshed as we move into the new session. Involvement in the pilot inspection process with the Care Inspectorate highlighted areas of further improvement in relation to the use of real life skills.

NIF key drivers:	Curriculum & asse	culum & assessment Sch		Curriculum & assessment School &			ELC improvement		Parent/carer involvemengagement			
QIF ELC:	Learning, teaching and assessment ES	hing and experienc		•				Wellbeing inclusion equality E	and			
ESIP key priorities:	Y Our Leader	ship				N	Our We	ellbeing	Y	Our attainment		
Outcomes for o	our Our action	ns/Approacl	nes/Interve	entions	PEF	Who	Me	asures	•	Review/milestones		
By April 2026 all childres benefit from high quainteractions, spaces are experiences almost all time. (ESIP 1.3, 2.1)	lity Play and Lear nd within our in	ensure all asp ining Experien door and outd oport planning	ice are clearl loor environ	ly evident		SECLP All staff	 The different excellent play experience are centre. Routine of the needs of all of the needs of the needs	y and learning re visible across the day meets the hildren. The hild centred arning. Will be able to bout the excening experient umented show ild led play ar it initiated an	ess the the and o speak ellent ace. wing a and d led	Day to day observations Planning cycle Termly QA processes		

				Regular and robust quality assurance programme focusing on high quality play and learning with documentation highlighting strengths, consistency and areas of further improvement across the centre.	
By June 2026 all children will make progress in their literacy and numeracy development. All children will have achieved a minimum of 2-3 next steps each term. (ESIP 2.1, 2.3, 2.4, 2.6, 4.1)	Ensure the environment is numeracy rich. A clearly defined, welcoming numeracy and mathematical area should be maintained with opportunities to develop numeracy and mathematic skills across the indoor and outdoor environment. ICT used to support early numeracy skills.	✓	SECLP ALL Staff	 Opportunities to develop numeracy and maths visible across the playroom Clearly defined numeracy and mathematics area Regular and robust quality assurance programme focusing on high quality numeracy and maths spaces and experience with records clearly highlighting strengths, consistency and areas of further improvement. 	Termly Audits/Review Fortnightly at planning meetings Termly QA processes
	Intentional planning will include a numeracy, and literacy focus each cycle. Staff will ensure this is balanced across each term. Experiences will be planned indoors and out to develop children's literacy and numeracy skills.		SECLP ALL Staff	 Displays documenting learning in literacy and numeracy. Learner journal used to document learning and next steps in literacy and numeracy. Planning discussions and documentation. Regular and robust quality assurance programme focusing on literacy and numeracy with documentation highlighting strengths, consistency and areas of further improvement across the 	Planning cycle Termly QA processes

	Staff facilitate parent/carer workshops and play and stay sessions to raise awareness of the importance of providing fun, stimulating, play activities at home with a focus on literacy and numeracy.		SECLP ALL Staff	 centre in respect of literacy, numeracy and creativity. Play and stay calendar Workshop calendar Invites Attendance details Feedback from parents 	Termly
By April 2026 all children will have opportunities to develop real life skills through participation in a range of high interest, engaging activities. (ESIP 1.3, 2.1, 2,2)	Sewing, weaving, planting and baking will be introduced within our environment to support development of real life skills, while promoting further development of fine motor and concentration skills. Planting work will link to sustainable development and Clean Green and ECO work.	✓	SECLP ALL Staff	 Real life experience evident in planning documentation. Real life activities evident in day to day observations Displays documenting play and learning allowing the development of real life skills. Regular and robust quality assurance programme focusing on experiences linked to real life skills with documentation highlighting strengths and areas of improvements. Sustainable development work highlighted in Clean Green accreditation documentation. 	Planning documentation Day to day observation Termly QA processes Clean Green action plan and audits (Sept/June)
	Practitioners re-engage with My World Outdoors and My Creative Journey to support planning across the curriculum and ensure learning experiences support engagement and wellbeing.		SECLP ALL Staff	 Face review reflects this reengagement In-service day agenda 	Oct (In Set) Feb (In Set)

		Mind maps highlighting areas of good practice and areas for development.	
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Our Wellbeing and Belonging: Improvement priority:

All pupils will experience a culture of respect where they feel safe, included and nurtured, allowing them to be ready to learn.

Rationale

There is an increasing range of needs being catered for within the centre. It is important that practice is adapted to meet these needs and ensure that all children feel safe and included allowing all children to develop resilience and positive health and wellbeing, allowing them to develop their capacity as successful learners now and in the future. It is therefore important that we continue to focus on Health and Wellbeing, and ensure our environment enhances play and learning for all children. This will support children being more likely to engage, achieve and flourish both academically and personally.

NIF key drivers:		er & practitio sionalism	ner	School &	School & ELC improvement							
QIF ELC:	Staff skills, knowledge, QIF ELC: values and deployment CI		Children experienc quality sp		Nurturing care and support Cl							
ESIP key priorities:	Υ	Our Leaders	hip	N Teacl	ning & Lo	earning	Y		Our attainme	ent		
Outcomes for o learners	ur	Our actions	s/Approach	es/Interver	ntions	PEF	Wh	10	Mea	asures		Review/milestones
By February 2026 all care experienced young per are supported to reach full potential by comm "Promise" aware skille staff. (ESIP 1.1, 3.3)	ople o their oitted,	Raise awarene staff are aware			_		All Sta within EG group	n	 All staff in the an awareness All schools wil "Promise" tra 	of the "Promi Il keep a recor	have se" E	ug (In set) G meeting Jan and May
By June 2026, all childr will consistently experi a calm, nurturing play learning environment indoors and out almos the time. (ESIP 3.1, 3.6)	ience and both t all of	Staff will foster with children, safe and secur. Relationships value playroom qual shared with sta	to help suppo e. will remain a ity assurance	ort children t focus within and feedbac	o feel all ck		HT SELCF All sta		 Visible across interactions b children. Quality assura experience of children. 	etween staff a	and T	ermly QA processes

		Regular and robust quality assurance programme where all observations	
All staff will implement effective routines for children to support them in understanding everyday events and learn what is expected of them, making their environment more predictable. Staff will ensure children are given prior warnings before all transitions/changes where possible. Good attendance will be encouraged to support consistency in children's routines.	SELCP All sta	 meet the needs of all children. Clear day to day routines and expectations explicitly taught with 	Day to day observation of routines Routine is standing item of staff meeting
Further develop strategies to meet children's needs using the improvement science model.	HT SELC Relevi staf	CP record Improvement Science data showing improvements in	Planned CYPIC sessions Staff Meetings Oct, Feb, May Inset

	Review the recently updated Positive Relationships policy, ensuring this aligns with authority guidance on Positive Relationships and Inclusive Practice relevant to age a stage of children attending ELC.		HT SELCP		Updated policy documentation Copy shared with parents on blog	Nov 2025
By May 2026 all children will make progress across the HWB outcomes levels via evidence based, impactful HWB programmes which address their needs. (ESIP 3.5, 4.2)	Ensure consistent use of the authority Planning, Learning, Teaching and Assessment Guidance and the HWB Progression Frameworks to ensure continual ambitious progress, inclusive practice.	SI	ELCP	•	HWB tracker on Learner Journal completed and shows progress for all children. Use of ELC early level topics evident within planning.	Tracking periods (Nov and May)

Our Attainment, Destinations and Achievements:

To improve attainment and achievement of all children through high quality playroom practice and targeted intervention.

Rationale

Over the course of session 24-25, SLT began to scrutinise Learner Journal data more carefully. This data was also scrutinised as part of the local authority audit and highlight a few areas of improvement which could be easily addressed through a more robust approach to how all staff monitor children's progress, allowing for further opportunities to be identified for focused small group work and in turn raise attainment and achievement.

opportunities to be identified for focused small group work and in turn raise attainment and achievement.											
NIF key drivers: QIF ELC:	i i ann accaeamant i		Nurturi	ng care pport Cl	Wellbeing, inclusion and equality ES		Children's progress ES				
ESIP key priorities:	N	Our Leaders	hip	Y Teach	n <mark>ing & L</mark>	earning	N		Our Wellbeir	ng	
Outcomes for o learners	our	Our actions	s/Approach	nes/Interver	ntions	PEF	Who		Mea	asures	Review/milestones
By June 2026 all childred have made progress in learning. All children whave achieved a mining 2-3 next steps each termine will evident for all children using the + function will have achieved a mining the steps.	their vill num of rm.	A consistent are learning will be underpinned be Experience'. Practice will be agreed.	e evident wit y our 'Excello	hin the centr ent Play and I	e Learning		SLT All staff	•	and practice Regular and re assurance pro high quality p documentation strengths, cor	ayroom observation obust quality ogramme focusing or lay and learning with on highlighting asistency and areas orovement across the	Tracking periods (Nov and May)
Learner Journal. (ESIP 2.2, 2.5, 4.1, 4.2)		Together time children. Expe ensuring approchallenge is protheir needs an EAC monitorin measure programmes	riences will kopriate targe ovided for ald interests.	pe differentia ted support a I children bas g tool will be	ted, and ed on used to		SELCP All Staff	•	and challenge Learner Journ progression to targets and ge	showing n offering support	Termly QA processes Tracking periods (Nov, May)

planning. Data will be used to measure success, over time.		 Children's individual next steps monitored regularly to ensure appropriate progression, with these altered if necessary. Regular and robust quality assurance programme focusing on planning and delivery of together times with documentation highlighting good practice and areas of development. 	
Teaching talking assessments will be used by staff when concerns are noted with a child's development. Assessment information will then be used to plan targeted support and share information with parents/carers and other professionals. Teaching Talking assessments will be reviewed to monitor progress and measure the impact of support provided.	SELCP Relevan t staff	 Teaching Talking assessments show starting point and are updated regularly to evidence progress My Plans updated to reflect changing needs 	Termly As required





Summary of Improvement Plan

Our Leadership Quality assurance process updated to align with new framework, with staff leadership further developed, supporting a consistent high quality learning experience leading to imporved engagement and attainment and achievement for all children. School Priority Links to: ESIP 1.1, 1.2, 1.3, 1.4, 2.1	Teaching and Learning Together Children will experience high play quality learning experiences, and consistent pedagogical approaches across the centre supporting better play and learning leading to increased engagement, attainment and achievement. School Priority Links to: ESIP 1.3, 2.1, 2.2, 2.3, 2.4, 2.6, 4.1, 4.4
 Develop staff awareness and understanding of the new quality framework. Link quality assurance processes and self-evaluation processes to the new quality framework and Excellent Pay and Learning Experience to ensure children have access to a high quality environment, experiences and interactions. Staff further develop leadership roles, particularly in relation to; Communication and literacy, numeracy, outdoor, forest, creativity and curiosity, to further support our journey of continuous improvement. 	 Excellent Play and Learning Experience is used to support practice within the centre. The environment is literacy and numeracy rich ensuring children can develop key early literacy and numeracy skills. Opportunities for Parents and Carers to attend play and stay experiences and workshops are created to promote the importance of literacy and numeracy skill development at home. Experiences are introduced to develop real life skills, e.g. sewing, baking, planting. Staff engage with relevant documents e.g. My Creative Journey to support personal development and ensure experiences are high quality, relevant and engaging.
Our wellbeing and belonging All pupils will experience a culture of respect where they feel safe, included and nurtured, allowing them to be ready to learn. School Priority Links to: ESIP 1.1, 3.1, 3.3, 3.5. 3.6, 4.2	Our Attainment, Destinations and Achievements To improve attainment and achievement of all children through high quality playroom practice and targeted intervention School Priority Links to: ESIP 2.2, 2.5, 4.1, 4.2,
 Staff develop trusting, nurturing relationships with children, to help support children to feel safe and secure. Relationships will remain a focus within all playroom quality assurance and feedback shared with staff to ensure consistency. All staff will implement effective routines for children to support them in understanding everyday events and learn what is expected of them, making their environment more predictable Good attendance will be encouraged to support consistency in children's routines. All care experienced young people are supported to reach their full potential by committed, "Promise" aware skilled staff. 	 Excellent learning and play experience evident across the setting, using this as a basis to support increased achievement and attainment. Children supported and challenged in their learning to maximise achievement and attainment.