



School Improvement Plan
Bearsden Primary 2017-2018



Section 1- A Statement of the School's/Establishment's Vision: Values: Aims

Our vision at Bearsden Primary is:

'Challenging a community of learners to achieve excellence'

Our values are:

Honesty

Fairness

Respect

At Bearsden Primary we aim to:

- *Provide opportunities for every child to develop skills for lifelong learning. (Article 28)*
- *Create a nurturing environment which embraces and celebrates diversity. (Articles 3,8)*
- *Foster effective partnerships with pupils, parents and the wider community to ensure a sustainable future. (Articles 12, 29)*



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Section 2 - Overview of Whole School/Establishment Priorities and Targets

No	Improvement Priority	Target	Measures	PEF
1	Attainment - Play, Literacy (Growth Mindset)	To improve attainment in literacy. To extend learning through play into P2 and build on the attainment made in P1.	Ferre levers scale of engagement 90% of children at stages P1, 4 and 7 will be secure at their reading levels. NGRT results in P2 and P6-gains on previous year.	Yes
2	Assessment - profiling as part of children's work, STINT paperwork	To ensure a clear progression through curricular areas. Children will be able to discuss their learning and next steps. Teachers will have clear evidence of a child's learning journey, ensuring appropriate challenge/ support provided.	Discussions with children with learning journeys. Parent questionnaire at end of terms.	
3	HWB – resilience/PATHs, RRS, leadership – children	Children will be able to use differing strategies to deal with issues as they arise. Children will take further opportunities to be leaders of their learning. Children will be able to relate the Rights of the Child to their own situation, and as a result make improvements to the school ad wider community.	Reduction in incidents of children needing adults to mediate for them. Pupil groups are led by children across the school, and all children from P1-7 involved in committees. Achievement of Level 1 RRS award.	
4	Cluster work - SEALs training in numeracy, Growth mindset in numeracy	Teachers will be more confident in the teaching of maths and numeracy, and strategies across the school will be consistent. Children will develop a can do attitude to their learning and apply it in their work.	90% of children at stages P1, 4 and 7 will be secure in numeracy. PTM results in P2 and P6-gains on previous year. Children's attitudes over the year will have improved towards numeracy.	Yes



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Section 3

Improvement Priority 1		
Attainment - Play, Literacy (Growth Mindset)		
Link to NIF Priorities and Drivers / EDC NIF Implementation Plan		
<p>NIF Priority: Improvement in attainment, particularly in literacy and numeracy</p> <p>NIF Driver: Assessment of children's progress</p>	<p>HGIOS?4 QIs</p> <p>2.3 Learning, teaching and assessment</p> <p>2.6 Transitions</p> <p>3.2 Raising attainment and achievement</p>	<p>EDC NIF Implementation Plan</p> <p>Improvement and attainment in literacy</p>
Target		
<p>To improve attainment in literacy.</p> <p>To extend learning through play into P2 and build on the attainment made in P1.</p>		

Action	Timescale	Responsibility	Resource Requirement	Progress update
<p><u>PLAY</u> Select teachers for P2, allowing time to observe and liaise with current P1 staff. Consideration to be given to location of classes.</p>	May- June 2017	SLT and P1/2 staff	August INSET Day 2- Teachers to attend training.	
<p>Audit resources we currently have for play and draw up list of requirements to extend into P2</p>	June 2017	Class teachers Support Assistants	Wishlist drawn up- funding required from current budget, apply for grants to support.	
<p>Increase of allocation of Classroom Assistant time, allowing for planning time between teacher and CA.</p>	August 2017	SLT- timetabling Class teachers Support Assistants	Timetables for SLAs	
<p>Additional training for support assistants on learning through play</p>	August /September 2017	SLT Support Assistants	Release SLAs to attend authority training if available Opportunities to all work in	



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			P1/2	
All teaching staff to look at current planning and plan opportunities where the learning could be outdoor learning. Incorporate outdoor learning into play - using current planning and taking opportunities from these.	October 2017	All teaching staff	October Inset Day 3 Time for curriculum development WTA	
Weekly planners and termly planners to be continued into P2, taking into consideration the move into introducing more formal learning as year progresses.	Ongoing throughout session	P2 staff SLT		
Ongoing evaluation of attainment compared with previous years and next steps identified.	Teaching and Learning meetings/ Tracking Meetings	P1/2 Staff SLT		
LITERACY Audit reading with all children to devise areas of target.	September 2017	SLT Class teachers	Questionnaire on reading attitudes	
Focus of personal writing for assessment and use this for moderation sessions in school, and across cluster.	September/ December/ March/ May	Class teachers SLT		
Develop use of school library, and links with Bearsden Library, to increase focus on personal reading.	September 2017	SLT Parent group		
Use of growth mindset to encourage positive attitudes to reading.	January- March 2018	Whole staff Teachmindset Ltd	Collegiate time	
Consistency of teaching approaches to reading across P1-3, leading to whole school literacy policy.	March 2018	SLT Teacher representatives Pupil representatives	Curriculum development time from WTA	

Amount allocated from Pupil Equity Fund	To be decided after initial cluster mindset work- January 2018.
Staffing (Specify the post and exact costs)	



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Other	
Professional Learning P2 teachers to form a learning community with other schools who are taking play into P2. SLAs to receive training from one another and authority training where available. Training for parents in library system.	



Section 3

Improvement Priority 2		
Assessment - profiling as part of children's work, STINT paperwork		
Link to NIF Priorities and Drivers / EDC NIF Implementation Plan		
<p>NIF Priority: Improvement in attainment, particularly in literacy and numeracy</p> <p>NIF Driver: Performance information</p>	<p>HGIOS?4 QIs</p> <p>2.2 Curriculum</p> <p>2.3 Learning, teaching and assessment</p> <p>2.4 Personalised support</p> <p>3.2 Raising attainment and achievement</p>	<p>EDC NIF Implementation Plan</p> <p>Improvement in attainment in literacy</p> <p>Improvement in attainment in numeracy</p>
Target		
<p>To ensure a clear progression through curricular areas.</p> <p>Children will be able to discuss their learning and next steps.</p> <p>Teachers will have clear evidence of a child's learning journey, ensuring appropriate challenge/ support provided.</p>		

Action	Timescale	Responsibility	Resource Requirement	Progress update
All children in school to have a learning journey created to share with parents. Staff to devise clear guidelines on what to include.	August 2017	SLT	August Inset day 1 Jotter for every child	
Staff to issue brief note on class dojo over focus for term 1 in learning.	August 2017, October 2017, January 2018, April 2018	Teaching staff	WTA- reporting to parents time	
All staff to use jotter for term 1 and evaluate/ moderate jotters in October,	October 2017	Teaching staff	October Inset day 3	



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and make changes as necessary.				
All jotters to be sent home to parents at start of term 2 for comment and discussion on learning.	October 2017	Teaching staff		
Jotters to be used for conversation at Parents Evening with parent and child.	November 2017/ March 2018	Teaching staff		
<u>Staged Intervention</u> All staff to be trained in new paperwork.	August 2017	Aileen Wilson DHT	August Inset Day 1	
Staff to use new paperwork and review any changes	August-October 2017	Teaching staff		
Develop use of sharing strategies used in different classes- area created on shared system to share different ideas and referred to at staff meetings.	ongoing	DHT	Collegiate meetings- WTA calendar	

Amount allocated from Pupil Equity Fund	0
Staffing (Specify the post and exact costs)	
Other	
Professional Learning	
Peer learning and moderation of jotters across the school for consistency.	



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Section 3

Improvement Priority 3		
HWB – resilience/PATHs, RRS, leadership – children		
Link to NIF Priorities and Drivers / EDC NIF Implementation Plan		
<p>NIF Priority: Improvement in children's and young people's health and wellbeing</p> <p>NIF Driver: Assessment of children's progress</p>	<p>HGIOS?4 QIs</p> <p>1.2 Leadership of Learning</p> <p>2.1 Safeguarding and Child Protection</p> <p>2.2 Curriculum</p> <p>3.1 Ensuring Wellbeing, Equality and Inclusion</p>	<p>EDC NIF Implementation Plan</p> <p>Improvement in children and young people's health and wellbeing</p>
Target		
<p>Children will be able to use differing strategies to deal with issues as they arise.</p> <p>Children will take further opportunities to be leaders of their learning.</p> <p>Children will be able to relate the Rights of the Child to their own situation, and as a result make improvements to the school and wider community.</p>		

Action	Timescale	Responsibility	Resource Requirement	Progress update
All staff to be introduced to PAThS materials and given time to familiarise themselves with this resource.	August 2017	R. Cameron/ L Stewart to lead	August Inset day 1	
Staff to trial use of PAThS materials throughout session.	August 2017 onwards	Teaching staff		
Parents workshop on use of PAThS	October 2017	SLT	Let for hall	
Evaluate use of resource and impact on children.	February 2018	All staff		



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Leadership Develop programme of study for ensuring every child is part of a committee.	August 2017	SLT	Timetable for Friday afternoon developed and introduced in August Inset Day 1	
House system revamped and relaunched with focus on children leading assemblies and other areas within the school.	September 2017	House captains/ Vice captains L Stewart	Captains/ Vices to gather opinions on their priorities for the session from parents/ children.	
Children to lead areas of priority throughout the school.	September 2017 onwards	House captains/ Vice captains L Stewart		
Staff to continue to develop lessons for all areas such as Rights, Eco, Enterprise, Citizenship.	October 2017	Teaching staff	October Inset Day 3	
A leadership award scheme to be devised within the school to recognise leadership contributions and wider achievements.	October 2017	SLT Working group	Supply teachers to release staff to work on award system.	
Rights respecting schools to be part of the progressive curriculum from P1-7. Weekly focus on Right of the week for whole school and communicated to parents.	Ongoing	Teaching Staff A Templeton PT	Friday afternoon curriculum plans.	
Rights respecting school committee to focus on gathering evidence for accreditation of Level 1.	Ongoing	RRS committee A Templeton		



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Amount allocated from Pupil Equity Fund		0
Staffing (Specify the post and exact costs)	Supply teachers for 2-3 days to release teachers to develop programme of study and leadership programme.	
Other		
Professional Learning		
All staff to be trained PATHs and resources supplied.		
Staff training required for the progressive Citizenship programme of study.		

Section 3

Improvement Priority 4		
Cluster work- To raise attainment in numeracy		
Link to NIF Priorities and Drivers / EDC NIF Implementation Plan		
<p>NIF Priority: Improvement in attainment, particularly in literacy and numeracy</p> <p>NIF Driver: Assessment of children's progress</p>	<p>HGIOS?4 QIs</p> <p>2.2 Curriculum</p> <p>2.3 Learning, Teaching and Assessment</p> <p>3.2 Raising Attainment and Achievement</p>	<p>EDC NIF Implementation Plan</p> <p>Improvement in attainment in numeracy. Closing the attainment gap between the most and least disadvantaged.</p>
Target		
<p>Teachers will be more confident in the teaching of maths and numeracy, and strategies across the school will be consistent.</p> <p>There will be better progress for learners, and higher attainment for all.</p> <p>Children will develop a can do attitude to their learning through Growth Mindset (GM) and apply it in their work.</p>		

Action	Timescale	Responsibility	Resource Requirement	Progress update
<p>Resources</p> <ul style="list-style-type: none"> • Complete audit of teaching and learning resources • SEAL 'toolkits' to be established and made accessible to all classes/staff. • Where required SEAL resources to be purchased. 	June 2017	SLT	Rainbow Education 2 red boxes- £390 2 blue boxes- £700 1 green box - £1250 Total= £2340 - 10% discount for cluster =£2106	
<p>Professional Learning</p> <ul style="list-style-type: none"> • Deliver SEAL CLPL to teaching staff. • Initial sessions delivered by 	August- October 2017	P1 and P2 teaching staff PT and DHT to be trained also and lead.	Rainbow Education 5x 2hr sessions from WTA Total for 6 staff= £437.50	



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SEAL specialist team and reinforced by 'champion'. Purchase SEAL teaching guides 'Teaching Number in the Classroom with 4-8 year olds'				
Strategy <ul style="list-style-type: none"> • Prepare/Amend Maths Position Statement for Raising Attainment <ul style="list-style-type: none"> ○ Aims/Rationale ○ Roles/Responsibilities ○ Pedagogy/Teaching Approaches ○ Resources ○ Assessment Quality Assurance	August- September 2017 Review May 2018	SLT/ Staff representatives	WTA meetings 2 x 1.5hrs	
Identify children from P4-7 to target with SEAL approach	September 2017 Ongoing until May 2018	PT/ DHT	PT allocated to maths through fully-funded probationer	
Communication and Parental Engagement <ul style="list-style-type: none"> • PPT for parents/carers during Meet the Teacher • Create Parent/carer information leaflet – main aspects of SEAL, how to support at home 	September 2017	SLT	Cost of let for school	
Audit Planning Structures <ul style="list-style-type: none"> • Review Maths & numeracy progressive planners for early, first and second 	October 2017	Staff split into Early, First, Second Level	Inservice Day 3- October	



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<ul style="list-style-type: none"> ○ incorporate SEAL approaches. ○ Include numeracy and Maths benchmarks in planners 				
<p>Quality Assurance</p> <ul style="list-style-type: none"> ● Monitoring & Tracking Meetings ● Learning and teaching meetings ● Classroom Visits. <p>Tracking records for all classes to be reviewed. Pupil progress, next steps and planned targeted intervention to be noted.</p>	November 2017 – March 2018	SLT and individual teachers	WTA for meetings	
<p>Peer Observations</p> <ul style="list-style-type: none"> ● Teaching staff engage in peer visits and/or learning walks (in school) ● Visits across cluster 	Jan- March 2018	All teaching staff	WTA for peer monitoring Staff cover for cluster release?	
<p>Professional Learning – Support Staff</p> <p>Provide CLPL for support staff on SEAL to enhance impact of support intervention.</p>	October 2017 February 2018	PT/DHT	During support staff meeting time	
<p>Review progress</p> <ul style="list-style-type: none"> ● Finalise Position Paper as approved Strategy ● Embed quality assurance processes <p>Create next steps</p>	May 2018	All staff	Inset day May 2018	



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Growth Mindset All teaching, support, early years and office staff to attend GM conference launch with Teachmindset	Aug inset (1/2 day)	Teachmindset staff and cluster HT/DHTs	Inset day 1	
Professional learning for staff from P3-7 and secondary staff on GM and numeracy. 5 x times twilights with enquiry based planned activities between sessions. Online platform for support and sharing.	Aug - Oct	Teachmindset staff and teachers	Collegiate meetings	
Pre and post measures to assess impact for pupils (and staff?)	Aug 17 and May 18	Teachmindset staff and HT/DHTs		
Individual schools taking forward aspects of GM in own context:	Sharing developments at cluster management group - monthly. First Friday of each month at 9.15 in Bearsden Academy			
Sharing the learning event ?	May inset ½ day	HT/DHTs		
Leadership team triad support/challenge	Sept - May	C Smith and HT/DHTs		
Maintenance/other activities: Writing moderation Spanish topic – teaching P5-7 (Jan- Mar). Meet to evaluate end Mar 18. Digital Leaders to support primary ICT (ipad) developments linked to iTeach	Cover costs to release staff Cover costs to release staff Planning to be finalised	HT/DHTs (AMcC) HT/DHTs		

Resource Requirement

Equipment ordered from Rainbow Education
Staff CPD, cover and meeting time
Attendance at cluster group – some staff Staff professional enquiry – some staff



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Amount allocated from Pupil Equity Fund		£2543.50- SEAL PEF – as required by individual schools. Cluster Budget: £ 10 000
Staffing (Specify the post and exact costs)	Use of PT to support SEAL in lower school and with target groups. This is supported by the fully-funded probationer. Teachmindset staff costs £5000 Cover costs £5000	
Other		
Professional Learning		
P1 and P2 staff trained by SEAL trainer 5 x 2hr PT/DHT trained and will work alongside teachers and support staff to train/ team teach/ focus intervention Staff development to ensure consistent understanding of Growth Mindset language and approaches.		