

EASTWOOD HIGH SCHOOL



# SCHOOL IMPROVEMENT PLAN 2022-23

## The National Improvement Framework (NIF)

The NIF is designed to help deliver the twin aims of excellence and equity. The NIF priorities are:

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

The NIF sets out six key drivers for improvement which provide a focus and structure for gathering and analysing evidence:

1. **School and ELC leadership**
2. **Teacher and practitioner professionalism**
3. **Parent/carers involvement and engagement**
4. **Curriculum and assessment**
5. **School and ELC improvement**
6. **Performance Information**

### HGIOS 4 Categories

1. **Leadership and Management** – How good is our leadership and approach to improvement? QIs 1.1 – 1.5
2. **Learning Provision** – How good is the quality of care and education we offer? QIs 2.1 – 2.7
3. **Successes and Achievements** – How good are we at ensuring the best possible outcomes for all our learners? QIs 3.1 – 3.3

### ERC Vision Statement

***Everyone Attaining, Everyone Achieving through Excellent Experiences***

### ERC Capabilities

1. Prevention
2. Community Engagement
3. Data, evidence and benchmarking
4. Modernising how we work
5. Digital

## Our Vision

*The whole school community works together to create an inclusive environment where everyone is treated equally, all young people thrive, and they develop the knowledge, skills and resilience required to achieve their full potential.*

## Our Values

- Respect
- Kindness
- Honesty
- Responsibility

## SCHOOL IMPROVEMENT PLAN 202/23

**Our aim at Eastwood high school is to provide a high quality education based on inclusion and equality.**

<b>School Improvement Priorities for 2022-23</b>
<b>1. To ensure effective leadership and approach to improvement.</b>
<b>2. To ensure learning provision of the highest quality.</b>
<b>3. To improve the levels of successes and achievements of all pupils.</b>

<b>School Improvement Priorities for 2022-25</b>
<b>1. To ensure effective leadership and approach to improvement.</b>
<b>2. To ensure learning provision of the highest quality.</b>
<b>3. To improve the levels of successes and achievements of all pupils.</b>

*This is a brief summary grid of priorities over a 3-year period. Priorities may span one, two or three years within this. Expected future improvement priorities will be reviewed and where appropriate revised based on annual self-evaluation activities. Identifiable priorities for future sessions may be fewer.*

<b>Improvement Priority 1: To ensure effective leadership and approach to improvement.</b>	
<b>NIF Priority: P1, P2, P3, P4, P5</b>	<b>QIs: 1.1, 1.2, 1.3, 1.4, 1.5</b>
<b>NIF Drivers: School and ELC Leadership, Teacher and practitioner professionalism, Curriculum and assessment, School and ELC improvement.</b>	<b>LIP – Expected Outcome / Impact: Everyone Attaining/Everyone Achieving/Excellent Experiences</b>

<b>Impact &amp; Outcomes</b>	<b>Action</b>	<b>Personnel</b>	<b>Timescale</b>	<b>Resources</b>	<b>Monitoring &amp; Evaluation</b>
<u>Leadership</u> Staff recognise their role as leaders of learning within their classroom, department and across the school.	All teaching staff will participate in collegiate learning groups with a focus on learning & teaching.  Teaching staff will have the opportunity to lead a collegiate learning group (CLG).  PTs will offer opportunities for staff to take on lead roles within departments.  Leadership development programmes will continue this session for promoted and unpromoted staff.	C McKenna, L Baillie, All Staff.  C McKenna,L Baillie, CLG Leaders  PTs  C McKenna	CLGs will start in September 2022.	Staff Time  Reading materials on the different aspects of learning & teaching  Programme of CLPL	Staff questionnaires  Staff focus groups  Whole school peer observations  Progress discussed during meetings of SLT with link PTs C McKenna will evaluate the leadership programmes by focus groups of staff.
Pupil voice is recognised as being listened to and having an impact on planning, decision making and operation within the school community	Pupils will be consulted on resources/interventions related to PEF as part of Participatory Budgeting (PB). <b>*PEF</b>  A programme of quality assurance measures will be produced to ensure pupil voice is recorded and acted on,	SLT/PT Development Attainment  C Morris	By October 2022  Throughout the whole session	Staff Time  PEF resources – still to be identified	PT Dev will seek views of staff/pupils/parents  This will be evaluated during reviews of school improvement plan

	relating to the school and departmental improvement plans.				
Pupils will have an enhanced role in leading learning within the classroom and the school.	<p>All S6 pupils will take on a leadership role within the school as part of their curriculum.</p> <p>All S6 pupils trained in Mentors in Violence Prevention (MVP).</p> <p>S6 MVP Mentors will deliver lessons to S1 &amp; S2 classes in PSHE.</p> <p>Staff will provide opportunities for pupils to lead learning at classroom / department level.</p>	<p>R Williams</p> <p>L McCarron</p> <p>PTs</p>	<p>By end of August 2022</p> <p>June 2022</p> <p>By December 2022</p> <p>Throughout the session</p>	<p>Staff responsible for each area of leadership</p> <p>Time for staff training</p> <p>Time for pupils to develop lessons with staff support</p>	The impact of the new S6 leadership roles will be evaluated at the end of the session using questionnaires and focus groups of staff/[pupils,
Leadership skills of SLT and PTs Curriculum are supported and developed.	<p>SLT will work with the Mudd Partnership on leadership CLPL.</p> <p>Sessions will be arranged to allow PTs Curriculum to work together in leadership CLPL.</p>	<p>K Sinclair</p> <p>K Sinclair</p>	Dates throughout the year – Nov/Mar/May	A Sherry Time Financial support	Each session from MUDD Partnership is evaluated by A Sherry.
<p><u>Self-evaluation</u></p> <p>Staff employ self-evaluation processes in a consistent manner across departments/faculties/whole school</p>	<p>A school/departmental quality assurance calendar produced and implemented.</p> <p>A programme of whole school lesson observations will be linked to the calendar.</p>	<p>K Sinclair</p> <p>K Sinclair/L Baillie</p>	August 2022	<p>Time</p> <p>Staff/Class cover may be required</p>	<p>SQR reports from departments.</p> <p>A written report will be produced on peer lesson observations</p>
<p><u>Equality</u></p> <p>Secure the LGBT Chartermark Gold status.</p>	To develop CLPL opportunities and raise staff awareness in order to improve staff and pupil leadership and enhance the curriculum.	E Gordon	June 2023	Collegiate time	Professional dialogue with staff. Pupil focus groups. Monitoring & tracking

<b>Improvement Priority 2: To ensure learning provision of the highest quality.</b>	
<b>NIF Priority: P1, P3, P4, P5</b>	<b>QIs: 2.1, 2.2, 2.3, 2.4, 2.5, 2.6, 2.7</b>
<b>NIF Drivers: Teacher and practitioner professionalism, Curriculum and assessment</b>	<b>LIP – Expected Outcome / Impact: Everyone Attaining/Everyone Achieving/Excellent Experiences</b>

<b>Impact &amp; Outcomes</b>	<b>Action</b>	<b>Personnel</b>	<b>Timescale</b>	<b>Resources</b>	<b>Monitoring &amp; Evaluation</b>
<u>Learning &amp; Teaching</u> Staff and pupils benefit from the sharing and implementation of best practice in learning & teaching.	Collegiate learning groups with a focus on learning & teaching will be established.  Staff will identify/share good practice in topics such as questioning, growth mindset, active learning, collaborative learning, retrieval practice, study skills, digital learning, outdoor learning, feedback, literacy & numeracy.	L Baillie  All Staff	Established Sept 2022	Collegiate time	L Baillie will evaluate this by consulting with staff through questionnaires and focus groups.
<u>Digital</u> Learning experiences for all pupils are enriched by effective use of digital technologies.  Pupils have improved awareness of on-line safety and cyber security.	Staff will be offered a programme of digital CLPL relating to learning & teaching.  Audit will take place on lessons currently being delivered on cybersecurity and on-line safety.  Work towards gaining the Digital Wellbeing Award.	J Boulton-Jones  J Boulton-Jones  J Boulton-Jones	By June 2023	Time Staff	J Boulton-Jones will evaluate through Consultation with staff/pupils/parents

<p><u>Formative Assessment</u> Teachers and pupils effectively use formative assessment strategies.</p>	<p>All teaching staff across the Cluster will attend a half-day session on exploring Formative Assessment. *PEF</p> <p>All teaching staff will be provided with a copy of 'Formative Assessment' by Shirley Clarke. *PEF</p> <p>Review and enhance our study skills programme to empower pupils to become independent learners.</p>	<p>Shirley Clarke</p> <p>K Sinclair</p> <p>L Baillie</p>	<p>October 2022</p> <p>October 2022</p> <p>Throughout session</p>	<p>Copies of 'Formative Assessment' by Shirley Clarke</p> <p>Time for relevant staff</p>	<p>This will be evaluated through whole school peer observations</p> <p>Pupil consultation will be carried out.</p>
<p><u>Assessment &amp; Moderation</u> Assessment is more closely integrated with the learning &amp; teaching process and includes a greater variety of styles.</p> <p>Teachers will demonstrate improved consistency and rigour in their judgments of pupil progress through high quality moderation, leading to greater confidence in their teacher judgements within the BGE and senior phase.</p>	<p>To work in collaboration with ERC to build on good practice in assessment and moderation to further increase confidence and accuracy in teacher judgements across curricular areas, in BGE and senior phase.</p> <p>All staff participate in moderation procedures under the direction of their PT.</p>	<p>PTs</p> <p>All staff</p>	<p>Throughout session</p> <p>Throughout session</p>	<p>Subject Group Meetings Departmental meetings In-service Days</p>	<p>Evaluated by PTs at departmental level Focus groups Consistency of results/judgments</p>
<p><u>Nurture</u> Nurturing approaches are embedded in the school and pupils are fully supported.</p>	<p>Staff training in Nurture will be delivered in the August In-service Days. *PEF</p> <p>Develop innovative approaches in nurture in line with recommendations from ASL review to ensure vulnerable pupils are supported and their needs are met by the school and partners. *PEF</p>	<p>A MacKinnon /Pupil Support</p> <p>A MacKinnon / PTs Pupil Support</p>	<p>Aug 2022</p> <p>Throughout session</p>	<p>Time – in-service Relevant staff</p>	<p>A MacKinnon will review nurturing approaches by consulting with staff/pupils/parents</p>

<b>Improvement Priority 3: To improve the levels of successes and achievements</b>	
<b>NIF Priority: P2, P3, P4, P5</b>	<b>QIs: 3.1, 3.2, 3.3</b>
<b>NIF Drivers: School and ELC leadership, Teacher and practitioner professionalism, Parent/carer involvement and engagement, School and ELC improvement, Performance information</b>	<b>LIP – Expected Outcome / Impact: Everyone Attaining/Everyone Achieving/Excellent Experiences</b>

<b>Impact &amp; Outcomes</b>	<b>Action</b>	<b>Personnel</b>	<b>Timescale</b>	<b>Resources</b>	<b>Monitoring &amp; Evaluation</b>
<p><u>Attainment – Excellence &amp; Equity</u> The school demonstrates a strong continuing commitment to excellence and ensuring equity for all.</p> <p>Every young person achieves the highest qualifications and the appropriate range of skills to allow them to succeed.</p> <p>Staff are aware of the impact of key equity factors and know the pupils affected by them. These pupils are supported by the implementation of the appropriate interventions.</p>	<p>Appoint a PT Development (PEF Attainment Strategies). *PEF</p> <p>Attainment Group established and meet regularly to review data. *PEF</p> <p>Pupils at risk of not achieving are identified. Appropriate strategies and interventions are identified and implemented. *PEF</p> <p>Staff analyse the full range of attainment data and use other available information.</p> <p>A Cluster Equity &amp; Inclusion Group will be set up with a lead practitioner in each school. (PB)*PEF</p>	<p>C McKenna</p> <p>K Sinclair/PT Developments (Attainment)</p> <p>PT Developments (Attainment)</p> <p>PTs/All staff</p> <p>S Clark (IMS), PT Dev (Attainment)</p>	<p>June 2022</p> <p>By Sept 2022/meet throughout the session</p> <p>Throughout the session</p> <p>By Oct 2022</p>	<p>Staff time</p>	<p>.By analysing tracking data/standardised test results/Teacher Judgements/prelim data/final SQA results</p> <p>The group will evaluate by seeking vies of all stakeholders</p>

<p><u>Curricular Pathways</u> All pupils will have access to meaningful and achievable curricular choices.</p> <p><u>Attendance/SLDR</u> An improvement in attendance and positive school leaver destination statistics is evidenced.</p>	<p>Appoint a DYW Support Worker to support pupil attendance and progress towards positive school leaver destinations. *PEF</p> <p>Investigate and implement more flexible pathways for targeted young people. *PEF</p>	<p>A MacKinnon, G McGeogh, I Brown, Ross Williams.</p> <p>All PTs</p>	<p>By Sept 2022</p> <p>By June 2023</p>	<p>Finance</p> <p>SQA resources</p>	<p>The impact of this post will be evaluated by monitoring &amp; tracking SLDR figures</p> <p>New courses will be in place for Aug 2023</p>
<p><u>Wider Achievement</u> Wider achievement is recognised and rewarded across the school.</p> <p>The whole school community are involved in the House System.</p>	<p>Appoint a PT Development (Recognising Wider Achievement).</p> <p>Develop procedures to recognise and reward wider achievement. *PEF</p> <p>Review and extend the House System to include input from all departments.</p>	<p>C McKenna/E Gordon</p> <p>E Gordon/All PTs</p> <p>T Bryson, PT Dev Recognising Achievement, R Williams, G Kennedy</p>	<p>June 2022</p> <p>By October 2022</p> <p>By December 2022</p>	<p>Finance</p> <p>Time</p> <p>Time</p>	<p>Achievement data</p>
<p><u>Health &amp; Wellbeing</u> Pupils, parents and staff feel confident and supported in their Health &amp; Wellbeing.</p>	<p>Continue our Health &amp; Wellbeing Event for Parents.</p> <p>Organise staff/pupil HWB Events.</p> <p>Offer CLPL for staff in areas of HWB.</p>	<p>L McCarron</p> <p>PTs Pupil Support</p>	<p>Throughout the session</p>	<p>Finance</p> <p>Partner agencies</p>	<p>Events will be evaluated.</p>