

Mearns Castle High School  
Draft Improvement Plan 2012-2013

Interim Review Date:

Final Audit Date:

# Mearns Castle High School

## Vision Values and Aims 2012-2013

### **Our Vision**

The Mearns Castle High School community will work together to sustain a safe, inclusive and high quality learning environment that enables us to develop fully our capacities as successful learners, confident individuals, responsible citizens and effective contributors to society.

**Our Vision, based on our Values, will be realised through the achievement of Our Aims**

### **Our Values**

Respect: show self-respect and be considerate of the needs, wishes and feelings of others.

Inclusion: treat all people fairly and enable them to feel included.

Integrity: be honest and sincere.

Responsibility: be accountable for your actions and make a positive contribution to society.

Ambition: show a pride in your school and have high expectations of what you can achieve.

Achievement: be enthusiastic and show a determination to succeed in all you do.

### **Our Aims**

We will be motivated and enthusiastic in our learning and teaching and determined to reach the highest standards of attainment and achievement.

We will be confident and ambitious, build positive relationships and pursue a healthy and active lifestyle.

We will show initiative and be enterprising, creative and responsible citizens.

We will show respect for others, care for our environment and make a positive contribution to society.

## **Mearns Castle High School**

### **School Improvement Plan 2012-2013 Self-evaluation Evidence**

#### **Mearns Castle High School**

**Audit of Improvement Plan 2011-2012  
Lesson Observation Evidence 2011-2012  
Teaching Staff Self-evaluation 2011-2012  
Support Staff Self-evaluation 2011-2012  
Pupils Self-evaluation 2011-2012  
Parents Self-evaluation 2011-2012  
Whole School Audit of Roles and Responsibilities in CfE Assessment 2012  
Responsibilities for All Progress Report June 2012  
Eco-Schools Green Flag Assessment June 2012**

#### **ERC Education Department and other documentation**

**ERC Education Department Outcome Delivery Plan 2011-2014  
ERC Education Department Local Authority Plan 2012-2015  
ERC Education Department CfE Planning Framework 2012-2017  
ERC Education Department Recognising Achievement and Raising Attainment  
strategy  
ERC Education Department Attainment Targets 2012-2014  
ERC Education Department Minority Ethnic Parent Consultation  
Education Scotland CfE documentation  
ERC Investors in People Interim Review Report May 2012**

## Mearns Castle High School

### Improvement Plan 2012-2013 Summary

Target	School Aim	HGIOS 3 QIs
1 Develop our curriculum in line with A Curriculum for Excellence (ACfE)	We will be motivated and enthusiastic in our learning and teaching and determined to reach the highest standards of attainment and achievement.	5.1, 5.2, 5.3, 5.4, 1.1, 2.1, 3.1
2 Improve the quality of Teaching and Learning	We will be motivated and enthusiastic in our learning and teaching and determined to reach the highest standards of attainment and achievement.	5.2, 5.3, 5.4, 5.7, 1.1, 2.1, 3.1, 4.1
3 Develop further our current strategies for raising attainment and recognising achievement	We will be motivated and enthusiastic in our learning and teaching and determined to reach the highest standards of attainment and achievement.	5.5, 5.7, 1.1, 2.1, 3.1, 4.1
4 Improve the effectiveness of parental involvement in Learning	We will be motivated and enthusiastic in our learning and teaching and determined to reach the highest standards of attainment and achievement.	5.3, 5.5, 5.6, 5.7, 5.8, 1.1, 2.1, 2.2, 3.1, 4.1
5 Establish a culture of self-evaluation that is focussed on improving Teaching and Learning	We will be motivated and enthusiastic in our learning and teaching and determined to reach the highest standards of attainment and achievement.	5.7, 5.9, 1.1, 2.1, 3.1, 4.1
6 Improve our arrangements for the Care, Welfare and Development of our pupils	We will be confident and ambitious, build positive relationships and pursue a healthy and active lifestyle. We will show initiative and be enterprising, creative and responsible citizens.	5.3, 5.5, 5.6, 5.8, 9.1, 1.1, 2.1, 3.1, 4.1
<b>Outcome</b>	We will sustain a safe, inclusive and high quality learning environment that enables us to develop fully our pupils' capacities as successful learners, confident individuals, responsible citizens and effective contributors to society.	

<b>School Aim</b>	<b>We will be motivated and enthusiastic in our learning and teaching and determined to reach the highest standards of attainment and achievement.</b>
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<b>Target 1</b>	<b>Develop our curriculum in line with Curriculum for Excellence (CfE)</b>
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IMPACT	ACTION / RESPONSIBILITY / TIMESCALE	RESOURCES	EVALUATION	AUDIT
Our curriculum is in line with National and Local curriculum guidance and meets the needs of all pupils	Keep our curriculum architecture under review in relation to the ERC Education Department's policy on Curriculum Design 3-18 and National advice <b>D Smith and SLT December 2012</b>	Collegiate time for meetings, appropriate budgets, Replacement Teacher Cover, appropriate CPD training, QIO Team Support, Teaching and Learning resources, Reprographics	Documentation CPD records, audit materials, programmes of study, minutes of meetings, analysis of pupil course choices attainment data  People's Views team meetings, improvement teams, staff/pupil/parent surveys  Direct Observation lesson observation, collegiate working	
All the Es and Os up to and including the 3rd level are accessible to all young people and are used to plan and deliver high quality, challenging learning experiences	Evaluate and improve our CfE experiences and outcomes in S2 including Lit, Num and H and W taking account of the ERC Skills framework <b>Principal Teachers Curric/Development May 2013</b>			*
Effective assessment and moderation procedures which inform and support the progression in learning are in place for S1 and S2 pupils	Continue to improve CfE S1/2 Assessment and Moderation based on self-evaluation and Ed Dept advice contributing to the LAR as appropriate <b>D Smith/IT/SLT / Principal Teachers Curric/Dev May 2013</b>			*
Effective tracking procedures which inform and support the progression in learning are in place for S1 and S2 pupils	Continue to improve arrangements for tracking pupils' progress through S1/2 CfE experiences and outcomes taking account of Education Department advice <b>A Dick/GS/ IT/SLT / Principal Teachers Curric/Dev May 2013</b>			*
Effective reporting arrangements that inform and support the progression of learning are in place for S1 and S2 pupils	Continue to improve CfE reporting procedures for S1/2 pupils including Lit, Num and H and W RfA and IDL and taking account of the ERC Education Department advice <b>J McKenna/ Improvement Team/SLT / Principal Teachers Curric/Development May 2013</b>			*
Staff share and develop best practice in CfE Assessment, Moderation, Tracking and Reporting to inform and support the progression in learning for S1 and S2 pupils	Use ELT meetings to provide support and share best practice around CfE Assessment, Moderation, Tracking and Reporting <b>SLT/ELT May 2013</b>			
Staff share, understand and consistently apply standards and expectations in performance at CfE Levels ensuring progressive learning experiences for pupils	Work with our Cluster Partners to develop CfE Assessment and Moderation strategies at all levels taking account of the ERC Ed Dept advice on Assessment, Moderation <b>CLT/Relevant PTCs May 2013</b>			

<b>Outcome</b>	<b>We will sustain a safe, inclusive and high quality learning environment that enables us to develop fully our pupils' capacities as successful learners, confident individuals, responsible citizens and effective contributors to society.</b>
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<b>School Aim</b>	<b>We will be motivated and enthusiastic in our learning and teaching and determined to reach the highest standards of attainment and achievement.</b>
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<b>Target 1 (ctd)</b>	<b>Develop our curriculum in line with Curriculum for Excellence (CfE)</b>
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IMPACT	ACTION / RESPONSIBILITY / TIMESCALE	RESOURCES	EVALUATION	AUDIT
All the Es and Os up to and including the 3rd level are accessible to all young people and are used to plan and deliver high quality, challenging learning experiences	Continue to improve our arrangements for delivering Lit, Num and H and W RfA including implementing recommendations in RfA Progress Report 2012 <b>A Dick/GS/AMacP/SLT / Principal Teachers Curriculum/Development May 2013</b>	Collegiate time for meetings, appropriate budgets, Replacement Teacher Cover, appropriate CPD training, Teaching and Learning resources, Reprographics	Documentation CPD records, audit materials, programmes of study, minutes of meetings, analysis of pupil course choices attainment data  People's Views team meetings, improvement teams, staff/pupil/parent surveys  Direct Observation lesson observation, collegiate working	*
The core skills of Literacy and Numeracy retain a high profile in the school and are central to the CfE learning experience of S1 and S2 pupils	Evaluate and improve our Literacy and Numeracy initiatives in S1 and S2 to ensure an ongoing focus on these core areas <b>A Dick/G Stewart June 2013</b>			
The core skills of Health and Wellbeing retain a high profile in the school and are central to the CfE learning experience of pupils	Evaluate and improve our focus on Health and Wellbeing across the school <b>A Dick/A MacPhee June 2013</b>			
The learning experiences of pupils are enhanced through enterprising and interdisciplinary learning	Continue to develop opportunities for enterprising interdisciplinary work at all stages, including interdepartmental work and an opportunity for mixed-stage learning <b>A Dick/PT Development/Principal Teachers Curric May 2013</b>			
The learning experiences of pupils are enhanced through enterprising and interdisciplinary learning	Improve our arrangements for assessing, tracking and reporting on interdisciplinary learning <b>A Dick/PT Development/Principal Teachers Curric May 2013</b>			
Our curriculum is in line with National and Local curriculum guidance and meets the needs of all pupils	Implement new arrangements for the provision of PE in S6 in line with national guidelines and statutory requirements <b>D Smith/SLT/ PT PE August 2012</b>			
Our curriculum is in line with National and Local curriculum guidance and meets the needs of all pupils	Implement new arrangements for the provision of RME in S5 in line with national guidelines and statutory requirements <b>D Smith/SLT/ PT RMPS August 2012</b>			

<b>Outcome</b>	<b>We will sustain a safe, inclusive and high quality learning environment that enables us to develop fully our pupils' capacities as successful learners, confident individuals, responsible citizens and effective contributors to society.</b>
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<b>School Aim</b>	<b>We will be motivated and enthusiastic in our learning and teaching and determined to reach the highest standards of attainment and achievement.</b>
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<b>Target 2</b>	<b>Improve the quality of Learning and Teaching</b>
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IMPACT	ACTION / RESPONSIBILITY / TIMESCALE	RESOURCES	EVALUATION	AUDIT
Current policies and procedures are in place that are used to guide the work of the school. They feature action to remove barriers to participation and learning, eliminate discrimination and promote equality	Review, update and equality impact assess our school policy documentation to ensure that policies are fit for purpose and compliant with equalities legislation <b>D Smith/SLT May 2013</b>	Collegiate time for meetings, appropriate budgets, Replacement Teacher Cover, appropriate CPD training, Teaching and Learning resources, ICT resources, reprographics	Documentation CPD records, programmes of study, course materials, minutes of meetings, analysis of attainment data  People's Views team meetings, improvement teams, staff/pupil/parent surveys  Direct Observation lesson observation, collegiate working	
The skills of our teachers continue to improve and our pupils benefit from consistently high quality learning and teaching approaches across all curriculum areas	Further develop our Learning and Teaching Intranet as a mechanism for sharing best practice to ensure a consistently high quality pupil experience across the school <b>BO'D/Principal Teachers Curric/Development May 2013</b>			*
The skills of our teachers continue to improve and our pupils benefit from consistently high quality learning and teaching approaches across all curriculum areas	Continue to improve the quality of pupils' learning experiences based on Faculty/Department self-evaluation <b>Principal Teachers Curric/Development May 2013</b>			*
Our pupils experience a stimulating learning environment with skilful and well-paced teaching approaches, including effective use of ICT	Continue to improve the quality of pupils' learning experiences by further developing and improving our use of ICT I <b>Cairns/Improvement Team/ SLT/ Principal Teachers Curric/Development May 2013</b>			*
Our pupils experience high quality homework tasks and activities that provide appropriate support and challenge and enable all pupils to maximise their progress and subsequent attainment	Develop an improved Homework policy ready for implementation in August 2013 <b>I Cairns/Improvement Team/ SLT/ Principal Teachers Curric/Development May 2013</b>			*
The skills of our teachers continue to improve and our pupils benefit from consistently high quality learning and teaching and assessment approaches across all curriculum areas	Utilise involvement in the ERC Ed Dept/Tapestry Teacher Learning Communities initiative to establish collegiate structures to support teachers to effectively implement the CfE Framework for Assessment through developing and sharing best practice. <b>BO'Donnell/ Improvement Team/SLT/Leaders of Learning June 2013</b>			*

<b>Outcome</b>	<b>We will sustain a safe, inclusive and high quality learning environment that enables us to develop fully our pupils' capacities as successful learners, confident individuals, responsible citizens and effective contributors to society.</b>
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<b>School Aim</b>	<b>We will be motivated and enthusiastic in our learning and teaching and determined to reach the highest standards of attainment and achievement.</b>
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<b>Target 2 ctd</b>	<b>Improve the quality of Learning and Teaching</b>
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IMPACT	ACTION / RESPONSIBILITY / TIMESCALE	RESOURCES	EVALUATION	AUDIT
Our pupils experience high quality courses that provide appropriate support and challenge and enable all pupils to maximise their progress and subsequent achievement	Introduce a programme of elective course options to futher improve the quality of learning experience for our S6 pupils <b>A</b> <b>Dick/SLT/ Principal Teachers Curric August 2012</b>	Collegiate time for meetings, appropriate budgets, Replacement Teacher Cover, appropriate CPD training, Teaching and Learning resources, ICT resources, reprographics	<b>Documentation</b> CPD records, programmes of study, course materials, minutes of meetings, analysis of attainment data  <b>People's Views</b> team meetings, improvement teams, staff/pupil/parent surveys  <b>Direct Observation</b> lesson observation, collegiate working	

<b>Outcome</b>	<b>We will sustain a safe, inclusive and high quality learning environment that enables us to develop fully our pupils' capacities as successful learners, confident individuals, responsible citizens and effective contributors to society.</b>
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<b>School Aim</b>	<b>We will be motivated and enthusiastic in our learning and teaching and determined to reach the highest standards of attainment and achievement.</b>						
<b>Target 3</b>	<b>Develop further our current strategies for raising attainment and recognising achievement</b>						
IMPACT	ACTION / RESPONSIBILITY / TIMESCALE	RESOURCES	EVALUATION	AUDIT			
Teaching staff start to develop a familiarity and confidence with the new qualifications in preparation for their future introduction based on Local Authority and National timelines	Continue to engage with Unit and Course specification for new national qualifications at SCQF levels 1-7 to prepare for introduction from June 2013 onwards <b>SLT/Principal Teachers May 2013</b>	Collegiate tme for meetings, appropriate budgets, reprographics	Documentation newsletters, minutes of meetings	*			
Teaching staff start to develop a familiarity and confidence with the new qualifications in preparation for their future introduction based on Local Authority and National timelines	Develop Course and Assessment materials for new national qualifications at SCQF levels 1-5 to prepare for introduction from June 2013 onwards <b>SLT/Principal Teachers May 2013</b>			People's Views team meetings, improvement teams, staff/pupil/parent surveys	*		
Teachers use a range of approaches to assess the outcomes of different types of learning and use assessment information effectively to support progression and attainment	Continue to improve our formative and summative assessment procedures to ensure that pupils are presented at the most appropriate levels in SQA exams <b>SLT/Principal Teachers Curriculum May 2013</b>		Direct Observation noticeboards and plasma screens				
Pupils' achievements are encouraged, supported, recorded, recognised and celebrated across all aspects of the curriculum including out of school learning	Further develop our arrangements for RARA in line with Education Department strategy, in particular by implementing the use of e-portfolios in preparation for producing S3 Profiles in 2012 - 2013 <b>S Sorley May 2013</b>						
Pupils' achievements are encouraged, supported, recorded, recognised and celebrated across all aspects of the curriculum including out of school learning	Further develop our arrangements for RARA in line with Education Department strategy, in particular by further developing our use of external Awards to recognise and accredit achievement <b>S Sorley May 2013</b>						
Our approaches to tracking, recording and reporting on personal achievement ensure that appropriate progress is being made by all learners	Futher improve our arrangements for tracking, recording and reporting on information on pupils' achievement utilising Click and Go as appropriate <b>S Sorley/S Gooch May 2013</b>						
<b>Outcome</b>	<b>We will sustain a safe, inclusive and high quality learning environment that enables us to develop fully our pupils' capacities as successful learners, confident individuals, responsible citizens and effective contributors to society.</b>						

<b>School Aim</b>	<b>We will be motivated and enthusiastic in our learning and teaching and determined to reach the highest standards of attainment and achievement.</b>
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<b>Target 3 ctd</b>	<b>Develop further our current strategies for raising attainment and recognising achievement</b>
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IMPACT	ACTION / RESPONSIBILITY / TIMESCALE	RESOURCES	EVALUATION	AUDIT	
We are effective in supporting our vulnerable pupils to achieve success in school and through the transition to a positive post-school destination	Continue to improve our strategies for providing More Choices and More Chances for our vulnerable learners to ensure a post-school transition to a positive destination <b>A Lewis/E Gordon May 2013 ongoing</b>	Collegiate time for meetings, appropriate budgets, reprographics	Documentation newsletters, minutes of meetings		
Pupils and teachers are effectively supported to ensure that all pupils are challenged to maximise their attainment	Continue to improve our arrangements for tracking pupil progress in all Year Groups, using Click and Go as appropriate <b>McKenna/ Improvement Team/SLT/Principal Teachers May 2013</b>			*	
Pupils and teachers are effectively supported to ensure that all pupils in S5-S6 are challenged to maximise their attainment	Further improve our approach to Target Setting in S5 and S6 as a strategy for tracking and raising attainment <b>A Dick/A Lewis/GS/SLT/Principal Teachers May 2013</b>			*	
Pupils and teachers are effectively supported to ensure that all pupils in S4 are challenged to maximise their attainment	Introduce Target Setting in S4 as a strategy for tracking and raising attainment <b>A Dick/J McKenna/GS/SLT/Principal Teachers May 2013</b>			*	
The SB enhances our range of high quality learning experiences for pupils and contributes effectively to meeting pupils' needs and raising attainment	Further increase the number of S6 pupils presented for the Scottish Baccalaureate <b>S Sorley/Relevant Principal Teachers Sept 2012 ongoing</b>			Direct Observation noticeboards and plasma screens	
Pupils involved in the mentoring programme will have heightened expectations of themselves and be increasingly motivated to do well leading to improvements in their attainment	Review and improve our arrangements for pupil mentoring, giving consideration to involving pupils from earlier school stages <b>S Sorley/SLT/Volunteer Teachers Sept 2012</b>				

<b>Outcome</b>	<b>We will sustain a safe, inclusive and high quality learning environment that enables us to develop fully our pupils' capacities as successful learners, confident individuals, responsible citizens and effective contributors to society.</b>
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<b>School Aim</b>	<b>We will be motivated and enthusiastic in our learning and teaching and determined to reach the highest standards of attainment and achievement.</b>
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<b>Target 4</b>	<b>Improve the effectiveness of parental involvement in Learning</b>
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IMPACT	ACTION / RESPONSIBILITY / TIMESCALE	RESOURCES	EVALUATION	AUDIT
Parents are confident in their understanding of CfE and feel equipped to support their child's learning	Continue to raise parental awareness of Curriculum for Excellence and the New National Qualifications including arrangements for Assessment and Reporting <b>SLT/Principal Teachers May 2012</b>	Collegiate time for meetings, appropriate budgets, Replacement Teacher Cover, appropriate CPD training, Teaching and Learning resources, ICT resources, reprographics	Documentation CPD records, programmes of study, course materials, minutes of meetings, analysis of attainment data  People's Views team meetings, improvement teams, staff/pupil/parent surveys  Direct Observation lesson observation, collegiate working	

<b>Outcome</b>	<b>We will sustain a safe, inclusive and high quality learning environment that enables us to develop fully our pupils' capacities as successful learners, confident individuals, responsible citizens and effective contributors to society.</b>
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<b>School Aim</b>	<b>We will be motivated and enthusiastic in our learning and teaching and determined to reach the highest standards of attainment and achievement.</b>
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<b>Target 5</b>	<b>Establish a culture of self-evaluation that is focussed on improving Teaching and Learning</b>
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IMPACT	ACTION / RESPONSIBILITY / TIMESCALE	RESOURCES	EVALUATION	AUDIT	
Our values and aims clearly guide the work of the school and contribute to the delivery of our shared vision	Continue to use our Vision, Values and Aims as a framework for evaluating the work of our school <b>D Smith May 2013</b>	Collegiate time, appropriate budgets, appropriate CPD training, reprographics	<b>Documentation</b> calendars, observation programmes, self-evaluation records, minutes of meetings		
Our arrangements for self-evaluation are evidence based and continue to improve resulting in a clearer focus on how to improve our school	Return to our use of Journey to Excellence as a tool to evaluate the work of our school <b>D Smith May 2013</b>				
The quality of Learning and Teaching in our school continues to improve ensuring a consistently high quality learning experience for our pupils	Review and further develop our lesson observation policy as a mechanism for developing and sharing best practice in Learning and Teaching through high quality professional dialogue focussing on pedagogy <b>SLT/Principal Teachers May 2013</b>			<b>People's Views</b> team meetings, improvement teams, staff/pupil/parent surveys	*
Our arrangements for self-evaluation, particularly those involving focus groups, are evidence based and continue to improve resulting in a clearer focus on how to improve our school	Further improve the use of focus groups of teaching staff, support staff, pupils and parents to evaluate the work of our school <b>D Smith May 2013</b>				*
				<b>Direct Observation</b> lesson observation, collegiate working	

<b>Outcome</b>	<b>We will sustain a safe, inclusive and high quality learning environment that enables us to develop fully our pupils' capacities as successful learners, confident individuals, responsible citizens and effective contributors to society.</b>
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<b>School Aims</b>	<b>We will be confident and ambitious, build positive relationships and pursue a healthy and active lifestyle. We will show initiative and be enterprising, creative and responsible citizens.</b>
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<b>Target 6</b>	<b>Improve our arrangements for the Care, Welfare and Development of our pupils and staff</b>
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IMPACT	ACTION / RESPONSIBILITY / TIMESCALE	RESOURCES	EVALUATION	AUDIT	
Pupils' motivation, enthusiasm, commitment and contribution to the school will increase as will leadership opportunities for pupils thereby further improving our school ethos	Continue to develop and improve our House System <b>E Crilley/PTs PSP/A Lewis June 2013</b>	Collegiate time for meetings, appropriate budgets, Replacement Teacher Cover, Appropriate CPD training, Teaching and Learning resources, reprographics	Documentation analysis of attendance / latecoming data, behaviour data, attainment data, minutes of meetings,  People's Views team meetings, improvement teams, staff/pupil/parent surveys		
The STINT framework is implemented effectively to ensure that the needs of all learners are met and that all learners experience continuity and progression in their learning and development	Review our arrangements for Classroom Management ensuring an emphasis on promoting positive behaviour, the implementation of STINT 1/2 procedures and identifying alternatives to exclusion <b>B O'Donnell A Lewis Improvement Team May 2013</b>				
In line with our Values all of our pupils will feel safe and included in our school and incidents of bullying behaviour will reduce to zero	Implement our new Anti-bullying policy <b>A Lewis/PS Team May 2013</b>				
In line with our Value of Ambition pupils will show a greater pride in the school by wearing their school uniform to a consistently higher standard.	Implement our new policy on School Uniform <b>SLT/PS Pastoral Team May 2013</b>				
Pupils will develop their leadership and presentation skills and will have increased opportunities to take responsibility for and influence the work of our school	Continue to improve our Assembly programme ensuring more regular opportunities for pupils to lead Assemblies <b>A Dick May 2013</b>			Direct Observation lesson observation, collegiate working	
Pupils are consulted more effectively on the work of the school and the results of this consultation are shared on a regular basis with all pupils in the school	Continue to improve our arrangements for pupil leadership particularly for our Pupil Council and improve the mechanisms for publicising their work <b>A Dick/SLT May 2013</b>				

<b>Outcome</b>	<b>We will sustain a safe, inclusive and high quality learning environment that enables us to develop fully our pupils' capacities as successful learners, confident individuals, responsible citizens and effective contributors to society.</b>
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<b>School Aim</b>	<b>We will show respect for others, care for our environment and make a positive contribution to society.</b>
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<b>Target 6 ctd</b>	<b>Improve our arrangements for the Care, Welfare and Development of our pupils and staff</b>
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IMPACT	ACTION / RESPONSIBILITY / TIMESCALE	RESOURCES	EVALUATION	AUDIT
Teaching staff experience improved arrangements for their professional development resulting in enhanced opportunities to develop their professional capacity and leading to further school improvement	Participate, with our Cluster schools, in the ERC Education Department's PRD pilot based on GTCS Professional Update <b>I Cairns/SLT/ELT June 2013</b>	Collegiate time for meetings, appropriate budgets, Replacement Teacher Cover, Appropriate CPD training, Teaching and Learning resources, reprographics	Documentation analysis of attendance / latecoming data, behaviour data, attainment data, minutes of meetings,  People's Views team meetings, improvement teams, staff/pupil/parent surveys  Direct Observation lesson observation, collegiate working	
Staff experience improved arrangements for their professional development resulting in enhanced opportunities to develop their professional capacity and leading to further school improvement	Based on the recommendation in the IIP Interim Report develop a programme to further involve School Support Staff in Inservice Day training <b>DS/BO'D/A Beattie/E McDonald May 2013</b>			
Teaching staff experience improved arrangements for their professional development resulting in enhanced opportunities to develop their professional capacity and leading to further school improvement	Based on the recommendation in the IIP Interim Report explore setting up a programme of joint CPD with our partner Cluster schools <b>D Smith/I Cairns May 2013</b>			
Pupils awareness of sustainable development issues is increased and the school contributes towards the development of a sustainable lifestyle in both the local and wider community	Implement the recommendations of our Eco-Schools Scotland Assessment 2012 <b>A Dick/E Ferguson May 2013</b>			
Pupils awareness of sustainable development issues is increased and the school contributes towards the development of a sustainable lifestyle in both the local and wider community	Continue the work of our school 'Energy Team' to develop an 'Energy Policy' with a view to becoming more energy efficient and reducing the school's carbon footprint <b>A Dick Improvement Team May 2013</b>			

<b>Outcome</b>	<b>We will sustain a safe, inclusive and high quality learning environment that enables us to develop fully our pupils' capacities as successful learners, confident individuals, responsible citizens and effective contributors to society.</b>
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