

**Mearns Castle High School  
Improvement Plan  
2015-2016**

**Interim Evaluation Date:**

**Final Evaluation Date:**

# Mearns Castle High School

## Vision Values and Aims 2015-2016

### **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 to 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 2015-2016 Self-evaluation Evidence

### Mearns Castle High School

Audit of Improvement Plan 2014-2015  
Standards & Quality Report 2014-2015  
Lesson Observation Evidence 2014-2015  
Teaching and Support Staff Self-evaluation 2014-2015  
Pupils Self-evaluation 2014-2015  
Parents Self-evaluation 2014-2015  
Evidence from School Improvement Teams 2014-2015

### ERC Education Department and other documentation

East Renfrewshire Council	ERC Five Capabilities documentation
ERC Education Department	Local Improvement Plan 2015-2018
ERC Education Department	CfE Planning Framework 2015-2018
ERC Education Department	Recognising Achievement and Raising Attainment strategy
ERC Education Department	Attainment Life Choices of the Lowest Performing 20% - Opportunities for All Action Plan
ERC Education Department	GIRFEC and Children and Young People's (Scotland) Act 2014 documentation
ERC Education Department	Report on Vocational Education in East Renfrewshire Schools 2015
ERC Education Department	Developing the Young Workforce Strategy
ERC Education Department	1 + 2 Languages Strategy
ERC Education Department	Literacy and English Thematic Review Report
Education Scotland	CfE documentation including National Expectations: Self-evaluation resource
Education Scotland	Follow up report CfE Working Group on Tackling Bureaucracy 2015
Education Scotland	Inspection Advice Note 2014-2015
Scottish Government	Curriculum for Excellence Implementation Plan 2015-2016
Scottish Government	Education Working for All!
Scottish Government	Teaching Scotland's Future
Joseph Rowntree Foundation	Closing the Attainment Gap in Scottish Education

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<b>ERC Organisational Development Capacity</b>	<b>Improvement Activity</b>	<b>Lead Staff / Timescale / Resources</b>	<b>Outcome / Impact</b>	<b>Interim Evaluation</b>	<b>Final Evaluation</b>
<p><b>Modernising how we work:</b> modernise our administrative and educational processes to empower staff and improve experiences and outcomes for pupils.</p> <p><b>Data, evidence and benchmarking:</b> effective and accurate analysis of data to improve experiences and outcomes for pupils.</p> <p><b>Prevention:</b> Improve educational experiences to better meet the needs of all pupils, leading to successful outcomes and positive sustained post-school destinations.</p>	Keep our curriculum architecture under review in relation to the ERC Education Department's policy on Curriculum Design 3-18 and National advice	<p><b>D Smith / SLT</b> <i>May 2016</i> Collegiate time for meetings.</p>	Our curriculum is in line with National and Local Curriculum guidance, meets the needs of all pupils, and facilitates the highest quality of educational experiences leading to the highest levels of attainment and achievement and positive sustained destinations for all pupils.		
<p><b>Data, evidence and benchmarking:</b> effective and accurate analysis of data to improve experiences and outcomes for pupils.</p>	* Continue to improve the quality of pupils' experiences in the CfE Broad General Education and our arrangements for assessment, moderation and understanding standards of pupil attainment.	<p><b>Principal Teachers Curriculum / Development</b> <i>August 2015 ongoing</i> Collegiate time for meetings, appropriate CLPL activities, Replacement Teacher cover, QIO Team support.</p>	CfE Experiences and Outcomes up to and including the 4 <sup>th</sup> level are used to plan and deliver high quality, challenging learning experiences. Effective assessment and moderation procedures which inform and support progression in learning are in place.		
	Actively and successfully continue to participate in the implementation of the Education Department's 1+2 Languages policy.	<p><b>M Brennan (PT Modern Languages)</b> <i>May 2016</i> Collegiate time for meetings, QIO support.</p>	There will be an improvement in the language skills of our pupils and in their knowledge and understanding of other cultures. Pupils' Attainment in Modern Languages will improve.		

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<b>Data, evidence and benchmarking:</b> effective and accurate analysis of data to improve experiences and outcomes for pupils.	Work with our Cluster partners to continue to improve pupils' experiences, progression and attainment in the CfE Broad General Education (see Cluster Plan 2015-2016 for more detail).	<b>Cluster Leadership Team / relevant Cluster Staff</b> <i>May 2016</i> Collegiate time for meetings, appropriate CLPL activities, Replacement Teacher cover, QIO Team support, Cluster budget.	Cluster staff share best practice and understand and consistently apply standards and expectations in performance at CfE levels ensuring progressive learning experiences for pupils.		
<b>Data, evidence and benchmarking:</b> effective and accurate analysis of data to improve experiences and outcomes for pupils.	Implement our new arrangements for tracking pupils' progress through the CfE Broad General Education.	<b>D Smith / SLT / All Principal Teachers</b> <i>August 2015 ongoing</i>	Pupils and teachers are effectively supported to ensure that all pupils are challenged to maximise their attainment.		
<b>Modernising how we work:</b> modernise our administrative and educational processes to empower staff and improve experiences and outcomes for pupils.	* Continue to review, develop and implement new National Qualifications at SCQF levels 1-7 based on the school's timeline, including the development of an effective assessment, moderation and verification strategy.	<b>SLT / All Principal Teachers / Improvement Team</b> <i>August 2015 ongoing</i> Collegiate time for meetings, appropriate CLPL activities, Replacement Teacher cover, QIO Team support, appropriate budgets.	Teaching staff continue to develop an expertise and confidence in delivering the new National Qualifications and consequently pupils are engaged in consistently high quality learning and assessment experiences that lead to the highest level of attainment.		
<b>Data, evidence and benchmarking:</b> effective and accurate analysis of data to improve experiences and outcomes for pupils.	* Continue to improve our formative and summative assessment procedures to ensure that pupils are presented at the highest appropriate levels in SQA Exams.	<b>SLT / All Principal Teachers</b> <i>August 2015 ongoing</i> Collegiate time for meetings.	Teachers use a range of approaches to assess the outcomes of learning and use assessment information effectively to support progression and attainment. Pupils are presented at the highest appropriate level in SQA Exams.		

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<p><b>Data, evidence and benchmarking:</b> effective and accurate analysis of data to improve experiences and outcomes for pupils.</p> <p><b>Prevention:</b> Improve educational experiences to better meet the needs of all pupils, leading to successful outcomes and positive sustained post-school destinations.</p>	<p>* Continue to strive to improve our levels of pupil attainment and achievement and increase the proportion of pupils in positive sustained destinations. In particular continue to improve the quality of SQA examination results for <b>Boys</b> at all levels.</p>	<p><b>SLT / All Principal Teachers / Improvement Team / All Teaching Staff</b> <i>August 2015 ongoing</i></p>	<p>We are effective in supporting and challenging all of our pupils to achieve the highest possible levels of success in school and to make the transition to a positive, sustained post-school destination. In particular there is an improvement in the attainment of Boys in S4 and S5.</p>		
<p><b>Prevention:</b> Improve educational experiences to better meet the needs of all pupils, leading to successful outcomes and positive sustained post-school destinations.</p>	<p>Continue to improve our strategies for providing Opportunities for All for our vulnerable learners by ensuring flexible achievement pathways to meet the needs of all pupils and ensure that post-school transition is to a positive, sustained destination.</p>	<p><b>SLT / PTs Pupil Support</b> <i>August 2015 ongoing</i> Collegiate time for meetings.</p>	<p>We are effective in supporting our vulnerable pupils to achieve success in school and to make the transition to a positive, sustained post-school destination.</p>		
<p><b>Prevention:</b> Improve educational experiences to better meet the needs of all pupils, leading to successful outcomes and positive sustained post-school destinations.</p>	<p>Implement the recommendations of the Education Department's Developing the Young Workforce Strategy including developing and sustaining appropriate business partnerships with employers to support our development of pupils' skills for work.</p>	<p><b>SLT</b> <i>May 2016</i></p>	<p>We are effective in supporting and challenging all of our pupils to achieve the highest possible levels of success in school and to make the transition to a positive, sustained post-school destination.</p>		

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<b>Prevention:</b> Improve educational experiences to better meet the needs of all pupils, leading to successful outcomes and positive sustained post-school destinations.	* Review and improve our arrangements for recording pupils' wider achievements and continue to increase our use of External Awards to recognise and accredit pupils' achievement.	<b>SLT / All Principal Teachers</b> <i>August 2015 ongoing</i>	Pupils' skills are developed and their achievements are encouraged, supported, recorded, recognised and celebrated across all aspects of the curriculum, including out of school learning, leading to excellent experiences and high levels of attainment.		
<b>Modernising how we work:</b> modernise our administrative and educational processes to empower staff and improve experiences and outcomes for pupils.	* Continue to develop our Teacher Learning Communities or an equivalent initiative as a strategy for developing and sharing best practice in Teaching and Learning.	<b>SLT / Leaders of Learning / Principal Teachers Curriculum / relevant Teaching staff</b> <i>May 2016</i> Collegiate time for meetings, Replacement Teacher cover.	The pedagogical skills of our teachers continue to improve and our pupils benefit from consistently high quality teaching and learning approaches across all curriculum areas, leading to excellent experiences and high levels of attainment.		

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<b>Data, evidence and benchmarking:</b> effective and accurate analysis of data to improve experiences and outcomes for pupils.	<p>* Continue to improve the quality of pupils' learning experiences based on Faculty/Department and Whole School self-evaluation with a particular focus on</p> <ul style="list-style-type: none"> <li>• Differentiation of tasks, activities and resources</li> <li>• AifL strategies including sharing Learning Intentions and Success Criteria</li> <li>• Personalisation and Choice in learning</li> <li>• Active Learning strategies</li> </ul> <p>Feedback to pupils on how to improve their learning</p>	<p><b>SLT / All Principal Teachers / All Teaching Staff</b> <i>August 2015 ongoing</i> Collegiate time for meetings, appropriate budgets, appropriate CLPL activities, Replacement Teacher cover, Teaching and Learning resources, ICT resources.</p>	The pedagogical skills of our teachers continue to improve and our pupils benefit from consistently high quality teaching and learning approaches across all curriculum areas, leading to excellent experiences and high levels of attainment.		
<p><b>Modernising how we work:</b> modernise our administrative and educational processes to empower staff and improve experiences and outcomes for pupils.</p> <p><b>Data, evidence and benchmarking:</b> effective and accurate analysis of data to improve experiences and outcomes for pupils.</p> <p><b>Digital:</b> develop and increase our use of digital technologies to improve experiences and outcomes for pupils.</p>	<p>* Continue to improve the quality of pupils' learning experiences through the use of ICT, in particular the implementation of Wifi/BYOD arrangements and the increased use of GLOW.</p>	<p><b>SLT / Relevant Staff / Local Authority support</b> <i>August 2015 ongoing</i> Collegiate time for meetings, appropriate CLPL activities, ICT resources, QIO Team support</p>	Our pupils experience a stimulating learning environment with skilful and well paced teaching approaches including the effective use of ICT.		



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	* Implement our new Literacy strategy.	<b>PT Development (L&amp;N) / Curriculum PTs / All Teaching Staff</b> <i>August 2015 ongoing</i> Collegiate time for meetings.	A more consistent and effective approach to teaching and learning Literacy skills is implemented across the school leading to improvements in pupils' literacy skills and associated attainment.		
	* Continue to implement, and where possible improve, our policy on Interdisciplinary Learning.	<b>PT Development (IDL) / SLT / Principal Teachers Curriculum / All Teaching Staff</b> <i>August 2015 ongoing</i> Collegiate time for meetings, appropriate budget.	The quality of learning experiences for pupils is enhanced through enterprising and interdisciplinary learning.		
<b>Modernising how we work:</b> modernise our administrative and educational processes to empower staff and improve experiences and outcomes for pupils. <b>Data, evidence and benchmarking:</b> effective and accurate analysis of data to improve experiences and outcomes for pupils. <b>Digital:</b> develop and increase our use of digital technologies to improve experiences and outcomes for pupils.	* Continue to improve our arrangements for S1-S6 pupil e-profiling across the school.	<b>SLT / S Gooch</b> <i>August 2015 ongoing</i> Collegiate time for meetings.	Pupils are supported to take responsibility for their learning and their achievements are recorded, recognised and celebrated across all aspects of the curriculum, including out of school learning.		
	* Finalise and implement our new Home Study policy.	<b>SLT / Improvement Team / Principal Teachers Curriculum</b> <i>May 2016</i> Collegiate time for meetings.	Our pupils experience high quality homework tasks and activities that compliment their coursework and effectively contribute to improved learning and attainment.		

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<b>Data, evidence and benchmarking:</b> effective and accurate analysis of data to improve experiences and outcomes for pupils.	* Keep our self-evaluation arrangements under review to ensure that they are effectively contributing to school improvement including the use of How Good Is Our School Version 4	<b>D Smith / SLT / All Principal Teachers</b> <i>August 2015 ongoing</i>	Our arrangements for self-evaluation are evidenced based and generate a clear focus on how to improve our school.		
<b>Data, evidence and benchmarking:</b> effective and accurate analysis of data to improve experiences and outcomes for pupils.	Review and improve our arrangements and processes for School Improvement Planning.	<b>D Smith / SLT</b> <i>August 2015 ongoing</i>	Our arrangements for self-evaluation are evidenced based and generate a clear focus on how to improve our school.		
<b>Data, evidence and benchmarking:</b> effective and accurate analysis of data to improve experiences and outcomes for pupils.  <b>Digital:</b> develop and increase our use of digital technologies to improve experiences and outcomes for pupils.	Continue to develop our skills in the use of the Insight Senior Phase Benchmarking Tool, as a self-evaluation strategy, contributing to school improvement.	<b>D Smith / SLT / Principal Teachers / All Teaching Staff</b> <i>August 2015 ongoing</i> QIO Team support Appropriate CLPL activities	The use of Insight will enhance our self-evaluation arrangements and make a further effective contribution to school improvement.		
	* Fully implement our revised and improved Lesson Observation policy.	<b>D Smith / SLT / All Principal Teachers</b> <i>October 2015 ongoing</i> Collegiate time for meetings.	The quality of Teaching and Learning in our school continues to improve ensuring a consistently high quality learning experience for our pupils, leading to high quality attainment.		
<b>Community engagement:</b> actively engaging with our local community to improve experiences and outcomes for pupils.	* Continue to raise parental awareness of Curriculum for Excellence and the new National Qualifications including arrangements for Assessment and Reporting.	<b>SLT / Principal Teachers</b> <i>May 2016</i>	Parents are confident in their understanding of CfE and the new National Qualifications and feel well equipped to support their child's learning.		

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<p><b>Prevention:</b> Improve educational experiences to better meet the needs of all pupils, leading to successful outcomes and positive sustained post-school destinations.</p> <p><b>Community engagement:</b> actively engaging with our local community to improve experiences and outcomes for pupils.</p>	Implement ERC GIRFEC Framework including any guidance relating to the Children and Young People (Scotland) Act 2014.	<p><b>SLT / Pupil Support Team</b>  <i>August 2015 ongoing</i>            Collegiate time for meetings            Appropriate CLPL activities            GIRFEC Schools Group and QIO Support</p>	We are effective in meeting the needs of all pupils, through the provision of high quality educational experiences, leading to positive sustained post-school destinations.		
<p><b>Prevention:</b> Improve educational experiences to better meet the needs of all pupils, leading to successful outcomes and positive sustained post-school destinations.</p> <p><b>Community engagement:</b> actively engaging with our local community to improve experiences and outcomes for pupils.</p>	Identify and implement an effective strategy for improving the mental health and resilience of our pupils	<p><b>SLT / Pupil Support Team</b>  <i>August 2015 ongoing</i>            Appropriate CLPL activities            Support from QIO Team and Partner Agencies</p>	A positive culture of health and wellbeing exists in our school where pupils are experiencing the highest standards of mental health and are supported to make healthy, safe choices.		
<p><b>Prevention:</b> Improve educational experiences to better meet the needs of all pupils, leading to successful outcomes and positive sustained post-school destinations.</p>	Audit our Health and Wellbeing arrangements, leading to the development of a whole school Health and Wellbeing strategy.	<p><b>A MacPhee / SLT</b>  <i>August 2015 ongoing</i>            Collegiate time for meetings.</p>	Curriculum arrangements in school make a contribution to positively enhancing the Health and Wellbeing of pupils and staff.		

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<b>Modernising how we work:</b> modernise our administrative and educational processes to empower staff and improve experiences and outcomes for pupils.	* Continue to implement the GTCS Professional Update PRD procedures.	<b>SLT / Principal Teachers / All Teaching Staff</b> <i>May 2016</i> Collegiate time for meetings.	Teaching staff experience improved arrangements for their professional development resulting in enhanced opportunities to develop their professional capacity and leading to further school improvement.		
<b>Data, evidence and benchmarking:</b> effective and accurate analysis of data to improve experiences and outcomes for pupils.  <b>Modernising how we work:</b> modernise our administrative and educational processes to empower staff and improve experiences and outcomes for pupils.  <b>Prevention:</b> Improve educational experiences to better meet the needs of all pupils, leading to successful outcomes and positive sustained post-school destinations.  <b>Digital:</b> develop and increase our use of digital technologies to improve experiences and outcomes for pupils.	* Further implement the new Click & Go registration and attendance procedures.	<b>SLT / Principal Teachers Pupil Support Pastoral / A Beattie / All Staff</b> <i>August 2015 ongoing</i>	Further improvements are made to the recording, monitoring and levels of pupils' attendance and timekeeping contributing to improved learning and increased attainment.		

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	Continue to improve our arrangements for ensuring that the 'Pupil Voice' makes an effective and important contribution to the work and improvement of the school.	<b>SLT / Improvement Team</b> <i>August 2015 ongoing</i>	Pupils are consulted effectively on the work of the school and the results of this consultation have a positive impact on school improvement. Pupils develop their leadership skills and have increased opportunities to take responsibility for and influence the work of the school.		
<b>Prevention:</b> Improve educational experiences to better meet the needs of all pupils, leading to successful outcomes and positive sustained post-school destinations. <b>Community engagement:</b> actively engaging with our local community to improve experiences and outcomes for pupils.	Commence our involvement in the Unicef Rights Respecting Schools Award	<b>SLT / J Thomson</b> <i>August 2015 ongoing</i>	The wellbeing and relationships of pupils and staff in the school are improved and the school's positive ethos is further enhanced.		

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<p><b>Prevention:</b> Improve educational experiences to better meet the needs of all pupils, leading to successful outcomes and positive sustained post-school destinations.</p> <p><b>Community engagement:</b> actively engaging with our local community to improve experiences and outcomes for pupils.</p> <p><b>Modernising how we work:</b> modernise our administrative and educational processes to empower staff and improve experiences and outcomes for pupils.</p> <p><b>Digital:</b> develop and increase our use of digital technologies to improve experiences and outcomes for pupils.</p>	Explore and develop opportunities to introduce a more creative and innovative approach to education in our school.	<b>S Lightbown / Improvement Team</b> <i>August 2015 ongoing</i>	The development of a more creative and innovative approach to the work of our school improves the educational experiences and outcomes for our pupils and staff.		
	Review, update and equality assess our school policy documentation to ensure that policies are fit for purpose and compliant with equalities legislation.	<b>D Smith / SLT</b> <i>August 2015 ongoing</i>	Appropriate policies are in place to inform and guide the work of the school. They feature action to remove barriers in participation and learning, eliminate discrimination and promote equality.		