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| Leadership and Management | |
| How good is our leadership and approach to improvement? | |
| Quality Indicator | Themes |
| 1.1 Self-evaluation for self-improvement | * Collaborative approaches to self-evaluation |
| 1.2 Leadership of learning | * Impact of career-long professional learning |
| 1.3 Leadership of change | * Developing a shared vision, values and aims relevant to the school and its community |
| 1.5 Management of resources to promote equity | * Management of resources and environment for learning |

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|  | Outcome/ Impact | Action | Responsibility | Timescale | Resources | Monitoring/ Evaluation | GIRFEC | Capabilities |
| **A** | A culture of self-evaluation and continuous improvement | Revisit practices in self-evaluation using [*How Good Is Our School? 4*](http://www.educationscotland.gov.uk/resources/h/hgios4/introduction.asp?strReferringChannel=educationscotland&strReferringPageID=tcm:4-615801-64&class=l1+d86716), [*How Good is our Early Learning and Childcare?*](http://www.educationscotland.gov.uk/learningandteaching/earlylearningandchildcare/selfevaluation/index.asp) *and* [*Building Ambition*](http://www.gov.scot/Resource/0045/00458455.pdf)*,* [*National Care Standards*](http://www.educationscotland.gov.uk/Images/NationalCareStandards_tcm4-739026.pdf)   * Steps taken to raise attainment and achievement * Progress in priorities set out in National Improvement Framework (NIF):- * Improvement in attainment, particularly in literacy and numeracy * Closing the attainment gap between the most and least disadvantaged children * Improvement in children’s health and wellbeing * Improvement in employability skills | SMT Class Teachers CDO  PSA | August 2016-  June 2017 | [HGIOS 4](http://www.educationscotland.gov.uk/resources/h/hgios4/introduction.asp?strReferringChannel=educationscotland&strReferringPageID=tcm:4-615801-64&class=l1+d86716) [HGIOELC](http://www.educationscotland.gov.uk/learningandteaching/earlylearningandchildcare/selfevaluation/index.asp)  2020 Learning and Teaching in ER Schools  [National Improvement Framework (NIF)](http://www.gov.scot/Publications/2016/01/8314) | \*Professional learning record.  \*Portfolio of evidence. \*Self-evaluation.  \*Moderation of teacher judgements \*Quantitative data, \*People’s views, \*Direct observation [*HGIOS Pg 21*](http://www.educationscotland.gov.uk/resources/h/hgios4/introduction.asp?strReferringChannel=educationscotland&strReferringPageID=tcm:4-615801-64&class=l1+d86716)  [HGIOELCPg 12](https://education.gov.scot/improvement/Documents/Frameworks_SelfEvaluation/FRWK1_NIHeditSelf-evaluationHGIELC/HGIOELC020316Revised.pdf) | Healthy, Achieving, Active, Included | Prevention; Data, Evidence and Benchmarking. |
| **B** | All staff routinely engage in career-long professional learning (CLPL) and develop enquiring and coherent approaches which build and sustain practice | Commitment to CLPL using the model of [professional learning](http://www.educationscotland.gov.uk/professionallearning/clpl/modelforclpl.asp):   * reflection on practice * experiential learning * cognitive development * collaborative learning | DHT 3  Teaching Staff APTC Staff Wrap Staff | June 2016 (PRD) then from August 2016-ongoing | CLPL Room [Staff Website with Literature Research Policy](https://blogs.glowscotland.org.uk/er/MearnsPrimaryStaffWebsite/cpd/)  [Standards](http://www.gtcs.org.uk/standards/)  [CPD Manager](http://eastrenfrew.cpdservice.net/)  [My Insider](http://intranet.erc.insider/index.aspx?articleid=1)  Assembly Focus  Staff development [Education Scotland](http://www.educationscotland.gov.uk/professionallearning/clpl/index.asp)  [Model of professional learning](http://www.educationscotland.gov.uk/professionallearning/clpl/modelforclpl.asp)  [SCEL](http://www.scelscotland.org.uk/)  HGIOS Pg 23  [TSF (2010)](http://www.gov.scot/resource/doc/337626/0110852.pdf)  [Evaluation of TSF (2016)](http://www.gov.scot/Resource/0049/00495410.pdf) | CLPL Plan,  CLPL Record  Portfolio of Evidence  Peer learning visits  Quality Assurance Calendar activities  [HGIOELCPg 14](https://education.gov.scot/improvement/Documents/Frameworks_SelfEvaluation/FRWK1_NIHeditSelf-evaluationHGIELC/HGIOELC020316Revised.pdf) | Achieving,  Active,  Responsible | Data, evidence and benchmarking.  Modernising how we work. |
| **C** | Create, sustain and enhance a motivating environment for effective learning | Manage digital technologies proactively and efficiently.  Create an ICT Store.  Monitor use of resources to ensure all learners experience digital technologies | PT 1 Class Teachers  PSAs Office Staff | From August 2016 | ICT Store Online Booking | Termly audit using online booking data. | Safe, Achieving, Responsible, Included | Digital; Modernising how we work |