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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
 | SMTClass TeachersCDOPSA | 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 StaffAPTC StaffWrap Staff | June 2016 (PRD) then from August 2016-ongoing | CLPL Room[Staff Website with LiteratureResearchPolicy](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 EvidencePeer learning visitsQuality 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 1Class TeachersPSAsOffice Staff | From August 2016 | ICT StoreOnline Booking | Termly audit using online booking data. | Safe, Achieving, Responsible, Included | Digital; Modernising how we work |