

DYW Plan 2021/2022

The first page of this document identifies the aspects of the School Improvement Plan that our DYW plan will feed into.

The DYW plan is detailed from p2 onwards.

Everyone Achieving

National Priorities: Improvement in employability skills and sustained, positive school-leaver destinations for all young people & personal achievement		
NIF Drivers	Expected Outcome / Impact (what we will measure and report on)	Activities (what we will do to bring about improvement)
Assessment of Children's Progress	<ul style="list-style-type: none"> Improve % of leavers in positive, sustainable destinations. Increase % of pupils, school leavers with well-developed employability skills Increase in the percentage of pupils agreeing they have opportunities to celebrate achievement, be recognized through school awards, confident learners. Collate the added value to pupil wellbeing, achievement, and attainment through bespoke SfL Courses, SCQF personal development awards, pupil volunteering, and subject NPAs Evaluate pupil engagement in Parents' Evening dialogue on wider achievement, personal progress, and health and wellbeing matters 	<ul style="list-style-type: none"> Offer SCQF Awards in Leadership, Volunteering, Mental Health and Wellbeing, NPAs, PDAs, Caritas, <i>DofE</i>, Saltire Awards and enrichment opportunities to promote the all-round development of pupils Utilise school and ERC PL to support improvement in learners' experiences and outcomes utilising the DYW additional support Partnership with SDS & post school services to improve +ve destinations involving colleges, vocational providers, community work placements, and third way partnership working. Intervene for pupils at risk of not achieving a positive destination through Positive Pathway Programme. Promote the Career Education Standards across departments Increase engagement in flexible work placements, virtual work experience, and mock interviews Develop pupil skills for recording and articulating their achievements PL to develop a workforce recognised as skilled, confident, achieving high professional standards and making a difference to pupil outcomes Identify common areas of interest with partners and collaborate to ensure the successful delivery of curricular courses and inserts Gather feedback on what we are doing well and where improvements can be made for the benefit of learners and teachers and partners Offer opportunities for pupils to enrich their education in/out of school encouraging pupils to be successful, confident, responsible, effective Implement the Parental Engagement and Involvement Strategy Identify using digital tools to further impact on improving teaching & learning, knowledge of pupil progress Young people with ASN proactively and fully considered in policy making
Teacher Professionalism	<ul style="list-style-type: none"> Staff, pupil and parent satisfaction levels identified through questionnaires, evaluations of events, and focus group discussions 	
School Leadership	<ul style="list-style-type: none"> Evaluate and analyze teacher & staff engagement in school matters and contribution to professional leadership networks which facilitate the sharing of best practice in pedagogy and assessment. 	
Parental Engagement	<ul style="list-style-type: none"> Evaluate and measure levels of parental engagement across all aspects of school life Use national measurement framework for ASfL to ensure no reduction in aspiration and ambition for young people to achieve their learning potential. 	

Action	Tasks	Actioned by	Timescale	Intended Outcome
Create an Employee link Database/spreadsheet	<ul style="list-style-type: none"> MS Form to be sent to all parents. Use Marketplace on MyWOW. Actively seek new links. Spreadsheet will include contact details for who would be available for: <ul style="list-style-type: none"> Work placements Mock interviews Career talks Mentoring Workshops 	K Gourlay/ C Ward/ F Kennedy/M Gallagher	Ongoing	<p>Comprehensive resource that will allow us to support pupils</p> <p>Pupils are well informed, supported and skilled in their intended career choice.</p>
Data Hub	<ul style="list-style-type: none"> Gathering data and update the data hub Use data hub to target and arrange the following (using the above spreadsheet) <ul style="list-style-type: none"> Work placements Career talks Mentoring Mock interviews Workshops 	F Kennedy K Gourlay M Gallagher	Data Hub Calendar	Accurate data that will allow us to provide targeted support
Monthly OFA meetings	<ul style="list-style-type: none"> Work with colleagues and partners using the national data hub to assist with early identification of gaps and support young people's transition to education, employment or training resulting in improved and sustainable positive destinations Download reports. Attend pastoral meeting and liaise with pastoral support to gather updates and info of support available 	C Ward/F Kennedy K Gourlay	<p>Monthly Regular agenda item at pastoral meeting</p> <p>OFA meeting to be raised at Pastoral support meeting 2 weeks before.</p> <p>Phone calls to take place 1 week before OFA meeting</p>	<p>Use opportunities/resources available to provide targeted support for those most at risk and therefore achieve positive outcomes</p> <p>Maintain the high standard and increase the school leaver destinations further</p>

	<ul style="list-style-type: none"> Feedback to OFA meeting to seek additional support. Negative Destinations follow up <ul style="list-style-type: none"> Phonecalls home 			
Link with Career Advisors	<ul style="list-style-type: none"> Risk Matrix Link with SDS to arrange class/group work Pastoral to inform Katrina of pupils wanting to access Interviews Appointments to be sent to K Gourlay and issue slips 	C Ward/ F Kennedy	<p>Risk Matrix established in August</p> <p>Ongoing support</p>	<p>Pupils fully informed and supported</p>
Career Education Standard	<ul style="list-style-type: none"> Promote and implement the Career Education Standards across the school (see Department and MyWOW section) 	R Green		<p>Increase pupil understanding of the CES</p> <p>Increased knowledge of labour market information and Career Management Skills</p>
Departments	<ul style="list-style-type: none"> DYW staff link for each department Promote the Career Education Standards Develop Department DYW webpages Provide CLPL. Refresh regarding lesson inserts Each department to make links with employers (support could come from Employee link spreadsheet) Identify skills from their subjects – use the DYW icons to form the Skills Matrix Pupils to use the DYW icons checklist in PSHE book/OneNote on Teams 	C Ward/ F Kennedy	<p>DYW staff link to be establish by end of August</p> <p>Ongoing</p>	<p>Established link between curriculum and the real world.</p> <p>Staff and pupils can articulate the skills being developed</p>
MyWOW	<ul style="list-style-type: none"> Promote the Career Education Standards in PSHE. Lessons and booklet to be reviewed and modified. Increase MYWOW registrations Incorporate lessons into PSHE to increase usage <ul style="list-style-type: none"> CV Writing 	Pastoral Support F Kennedy/G Lannigan		<p>Improve pupils confidence in articulating skills and achievements</p> <p>Increase pupils engagement with MyWOW to increase</p>

	<ul style="list-style-type: none"> ○ Profiling ○ Career research ○ Complete modules ● Monitor the Monthly reports ● MyWOW Ambassadors training 			their skillset and support their career journey
Wider Achievement	<ul style="list-style-type: none"> ● Promote and support the various programmes eg Reach/ Top up ● Analyse impact and success 	C Ward/ F Kennedy		Close the equity gap
UCAS/college/employment	<ul style="list-style-type: none"> ● Liaise with Colleges , Universities and external partners ● Arrange speakers/mock interviews ● Arrange PL for staff ● Promoting different apprenticeship pathways (Graduate, Foundation, Modern) ● College application day ● Pastoral to keep a record of pupil progress before leaving eg what they are applying for, is additional support required? Etc ● Targeted support to be put in place for pupils at risk of negative destinations ● Collation and editing references 	M Gallagher /C Ward/R Green Pastoral K Gourlay (+ another office staff)		<p>Improve pupils' knowledge and understanding of pathways and application procedures.</p> <p>Ensure pupils are in the right pathway</p>
Choice Programme	<ul style="list-style-type: none"> ● Gather information from PTs regarding options for their departments ● Produce Information regarding choice <ul style="list-style-type: none"> ○ Booklet ○ Lessons linked with PSHE booklet ○ MS Forms for pupils ● Organise SDS input: <ul style="list-style-type: none"> ○ S1 groupwork ○ S1 interviews ○ S5/6 interviews ● University of Glasgow programme 	S McMaster F Kennedy	<p>S5/6 booklet October</p> <p>Options programme feb/march</p> <p>S1</p>	<p>Smooth transition where pupils and parents are confident with the outcome.</p> <p>Pupils in correct courses</p>
Work Placements	<ul style="list-style-type: none"> ● Promote the work placement standards ● Attend Work placement meetings ● One Week and flexible placements 	R Green/ C Ward	<p>It is still to be confirmed if the 'one week' work placement will take place</p>	Increase pupils opportunities and skillset

	<ul style="list-style-type: none"> Link with Gateway Form to be set up on the DYW website Keep a record of work placements that pupils undertake (on site and virtual). 		Flexible: Ongoing – promote and record data	
Vocational	<ul style="list-style-type: none"> Link with Jillian Davis Attend Vocational meetings Link with SLC/Glasgow Clyde Class link/registers/assist Liaise with pastoral support – provide information regarding courses, application procedure, pupil progress Update Vocational MS Team Collate and distribute transport information 	R Green K Gourlay J Merrigan	<p>Recruitment begins in March</p> <p>Set up in August</p> <p>September deadline to withdraw pupils</p> <p>Ongoing monitoring</p>	<p>Increased opportunities and success for pupils</p> <p>Increased employability skills</p>
DYW Website/Twitter	<ul style="list-style-type: none"> Update with various opportunities available and advertise on Twitter Update regarding pupil progress Help market and improve awareness of Foundation Apprenticeships, Modern Apprenticeships and Graduate Apprenticeships in schools 	K Gourlay/F Kennedy	Ongoing	<p>Regular promotion of labour market information that is accessible for pupils and parents to explore.</p> <p>Increase in positive destinations</p>
Careers' Evening	<ul style="list-style-type: none"> Contact employers Organise evening (stalls and talks) Thank you letters 	F Kennedy/ P McLuskey/K Gourlay	Date TBC February	Continue to deliver a highly successful evening
EMA	<ul style="list-style-type: none"> Promotion to pupils PL for Pastoral staff Administration 	A Low K Gourlay	Weekly	<p>Pupils supported in their studies.</p> <p>Equity – assist to close the attainment gap</p>
KPI document	<ul style="list-style-type: none"> To collect the data required to report against Scottish Government Key Performance Indicators (dates TBC) 	F Kennedy/K Gourlay All staff to feed in to this document	Quarterly – Dates TBC	
Consultations	<ul style="list-style-type: none"> Gain feedback from pupils, parents and employers following DYW inputs 	F Kennedy	At key times throughout year	Pupils have the opportunity to lead their learning