



KINDNESS

AMBITION

RESPECT



**School Improvement Plan 2022-2025**

<b>OUTCOME (Everyone Attaining)</b>	<b>Actions</b>	<b>Aligned to: Person(s)</b>	<b>Aligned to: NIF, QI,</b>
<p><b>CURRICULUM, LEARNING, TEACHING, AND ASSESSMENT</b></p> <ul style="list-style-type: none"> <li>Improved attainment levels across all curricular areas in the Senior Phase</li> <li>Outperform our virtual comparator school in all areas within Insight</li> <li>Improved literacy and numeracy attainment throughout the BGE years</li> <li>All teachers understanding and engaging with our Gradient of Learning to increase confidence in teacher judgements in the BGE years</li> <li>Equip young people with the skills required to increase the percentage of leavers entering a positive, sustainable destination</li> <li>Improved attainment of disadvantaged young people</li> </ul>	<ul style="list-style-type: none"> <li>Review and develop the Williamwood High School Learning, Teaching and Assessment vision, policy and practices.</li> <li>Review and refresh the range of assessment approaches across the curriculum.</li> <li>Enhance our culture of looking inwards, outwards and forwards to improve Learning and Teaching.</li> <li>Provide further opportunities for staff at all levels to develop their knowledge and understanding of relevant data.</li> <li>Understand and use data to increase attainment of key equity groups.</li> <li>Build staff capacity in developing and offering alternative curricular pathways that suit the needs of all learners.</li> <li>Provide planned opportunities for collegiate working to achieve a shared understanding of levels at BGE and Senior phase.</li> <li>Develop a shared understanding across the cluster to increase confidence and accuracy in teacher judgements in Literacy, Numeracy and Health and Wellbeing across all curricular areas.</li> <li>Develop and promote a Bronze, Silver, Gold levelling system.</li> <li>Collaborative working to co-create the gradient of learning from nursery to S6</li> <li>Embed a DYW strategy to enhance skills for learning, life and work.</li> <li>Create a Williamwood High School Digital Learning vision and policy.</li> <li>Promote digital literacy to pupils and staff to enhance engagement, relevancy and interactions throughout Williamwood High School.</li> </ul>	<p>All teaching staff</p> <p>Staff School Improvement Networks (SINs)</p> <p>PTs of Literacy, Numeracy, H+W</p> <p>Insight leaders</p> <p>Stakeholders</p> <p>Senior Leadership Team</p>	<p>1.1, 1.2, 1.3, 1.5, 2.3, 2.6 3.2</p> <p>GTCS Standards</p> <p>Transitions</p> <p>Performance information</p> <p>National and ERC targets</p>

**SELF-EVALUATION FOR SELF-IMPROVEMENT**

- A culture of self-evaluation and continuous improvement in all faculties
- An ethos of ambition and achievement in all faculties
- A skilled and confident staff body engaging with HGIOS 4, HGIOURS and other National toolkits
- All staff provided with the opportunity to look inwards, outwards and forwards

- Review and develop the Williamwood High School self-evaluation for self-improvement vision, policy and practices.
- Refine the self-evaluation for self-improvement school calendar in line with whole school improvement priorities.
- Building on our collaborative approach to ensure all staff, learners and partners are actively engaged in self-evaluation activities.
- Implement a range of systems and approaches for quality assuring learning and teaching across the school (tiered approach, evidence, data).
- Interrogate a range of data to monitor and track progress of our young people (Insight, databases).
- Develop and enhance all staff knowledge and understanding of interventions for key equity groups to ensure raised attainment and achievement for all.
- Further implement opportunities to consult and share with staff, learners and partners on how their views have changed or informed our progress (you said, we did).
- Enhance our culture of looking inwards, outwards and forwards to identify next steps in our improvement planning

All teaching staff

Staff School Improvement Networks (SINs)

Pupils

Parents/Carers

Stakeholders

Middle Leadership Team

Senior Leadership Team

1.1, 1.2, 1.3, 1.4, 2.3, 2.5, 2.7

School improvement

Performance information

Assessment of children's progress



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**School Improvement Plan (SIP)**

<b>OUTCOME (Everyone Achieving)</b>	<b>Actions</b>	<b>Aligned to: Person(s)</b>	<b>Aligned to: NIF, QI,</b>
<p><b>LEADERSHIP</b></p> <ul style="list-style-type: none"> <li>• A culture of empowerment and leadership across all faculties</li> <li>• An increase in opportunities for staff to collaborate and work together across the school</li> <li>• An increase in the percentage of young people leading change across the school community</li> </ul>	<ul style="list-style-type: none"> <li>• Enrich our culture of leadership at all levels through planned opportunities.</li> <li>• Realign the PRD process to the GTCS standards for Full Registration or Standard for Middle Leadership.</li> <li>• Use the PRD process to inform a whole school CLPL programme.</li> <li>• Fully establish Young Leaders of Learning (YLL) teams to ensure pupil voice becomes an integrated part of Williamwood High School improvement planning.</li> <li>• Our YLL will use a Participatory Budgeting approach to promote and enhance our shared values within the Williamwood community.</li> </ul>	<p>All teaching staff</p> <p>Middle Leadership Team</p> <p>Pupils</p> <p>Senior Leadership Team</p> <p>Parents/Carers</p>	<p>1.1, 1.3, 1.4, 1.5</p> <p>HGIOURS</p> <p>GTCS Standards</p>

**PUPIL PARTICIPATION AND SUCCESSES**

- All young people participating in House activities, achievements and successes
- An increase in the number of opportunities afforded to young people to 'have their say'
- An increase in the percentage of pupils agreeing they have opportunities to celebrate their personal achievements and have a greater sense of belonging to our school community
- A curriculum which enables young people to be successful, confident, responsible and effective in our school community and society in general
- Learners' experiences support them to develop their skills and abilities to the full

- Develop equitable strategies for recognising and sharing pupil successes and achievements across all departments, utilising a range of platforms.
- Create a climate of promoting success and achievement for all our young people.
- Embed the strategic vision for implementation of a Williamwood House System.
- Provide further opportunities to develop the skills in all young people in articulating their thoughts and feelings on a range of school priorities
- Review and refresh all BGE courses linking to core skills and the 4 capacities
- Increase the number of opportunities to develop transferrable skills outwith the classroom

All teaching staff  
 Middle Leadership Team  
 Senior Leadership Team  
 School Improvement Networks

3.1, 3.2  
 HGIOURS  
 Assessment of children's progress

**Parental Engagement**

- An ethos of community inclusion and involvement
- Promotion of our school values through effective engagement in family learning opportunities
- Higher levels of parental engagement with improved communication, collaboration and consultation in their child(ren)'s learning and wider life of the school

- Our parents and carers, alongside our YLL, will use a Participatory Budgeting approach to promote and enhance our shared values within the Williamwood community.
- Develop further opportunities to work in partnership with families through family learning opportunities, enabling families to fully engage and participate in School Improvement Networks.
- Enhance family learning to support families through changes and choices.
- Establish strong partnerships with families and the local community through family learning programmes.

Middle Leadership Team

Parent Council

2.5, 2.6, 2.7

Parental engagement

HGIOURS



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School Improvement Plan (SIP)

OUTCOME (Excellent Experiences)	Actions	Aligned to: Person(s)	Aligned to: NIF, QI,
<p><b>Ensuring Wellbeing, Equality and Inclusion</b></p> <ul style="list-style-type: none"> <li>A culture based on our school vision and values in line with Getting It Right for Every Child</li> <li>Partnership arrangements which ensure all pupils experience a smooth transition at all key points in their school life</li> <li>Interventions and resources allocated to improve outcomes for all learners</li> <li>Develop all staff knowledge and understanding of wellbeing policy and practice and their duties within that</li> <li>An increase in activities which support early interventions to reduce inequalities</li> </ul>	<ul style="list-style-type: none"> <li>Continue to promote and embed the UNCRC in class and across the wider school.</li> <li>Review and develop the Williamwood High School cost of the school day vision, policy and practices, with all stakeholders, to ensure all staff and faculties are aware of their role in providing equitable experiences for all pupils.</li> <li>Enhance the PEF strategy, continuing to remove barriers to learning and experiences for families in need of support.</li> <li>Review and develop the Williamwood High School Wellbeing, Equality and Inclusion vision, policy and practices enhancing staff knowledge and understanding of their responsibility in meeting the government commitment to Get It Right for Every Child.</li> <li>Provide increased opportunities for staff to work collegiately to enhance the shared language for promoting, supporting and safeguarding the wellbeing of all young people.</li> <li>Analyse and track attainment data across the school in order to identify trends and next steps, including that of key equity groups.</li> <li>Provide bespoke curricular opportunities which support attainment and early intervention to improve outcomes for all our young people.</li> <li>Strengthen our communication with all stakeholders in providing a bespoke transition experience for all young people at each relevant stage of their education</li> </ul>	<p>Staff School Improvement Networks (SINs)</p> <p>Middle Leadership Team</p> <p>Pupils</p> <p>Parents</p> <p>Stakeholders</p>	<p>1.1, 1.5, 2.4, 2.7, 3.1, 3.2, 3.3</p> <p>UNCRC</p> <p>National Improvement Framework</p>