2018-2019

St Clare's Primary School Improvement Plan

East Renfrewshire COUNCIL

Vision, Values and Aims

VISION

Everyone in St Clare's will feel happy, nurtured and safe.

Everyone will be encouraged and challenged to always be their **best self.**

Together we will promote a love of learning, in an innovative environment, creating memories that will last a lifetime.

VALUES

We will **"Love God, Serve God"** and through our actions and words we will show our values:

FAITH

RESPECT

LOVE

FAIRNESS

HONESTY

FRIENDSHIP
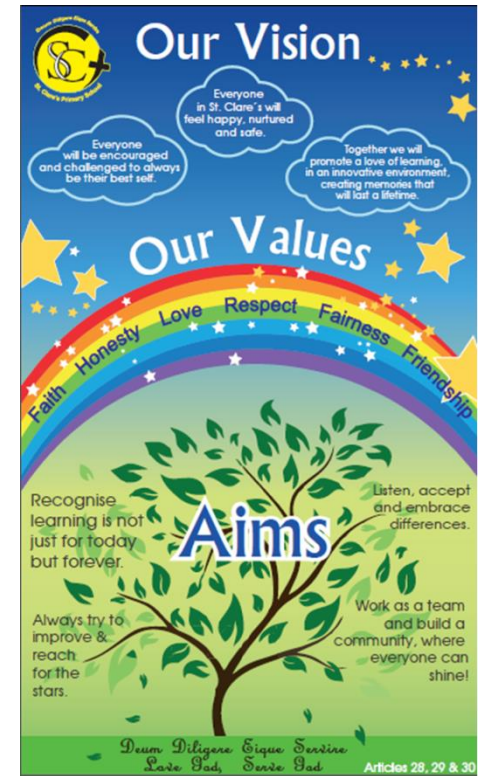
AIMS

In St Clare's we aim to:

- Work as a team and build a community, where everyone can shine

- Listen, accept and embrace differences

- Recognise learning is not just for today but forever

- Always try to improve and **reach for the stars**

Our Vision, Values and Aims have been created in conjunction with the UN Convention on the rights of the child and we believe these rights underpin our practice.

Article 28 You have the right to good quality education
Article 29 Your education should develop your talents and abilities
Article 30 You have the right to practise your own faith

Three Year Improvement Priorities

School Improvement Priorities 2017-2020		
Year 1 **2017-18**	**Year 2** **2018-19**	**Year 3** **2019-20**
Vision, Values and Aims	Self-Evaluation through Pupil Participation	Learning for Sustainability
Curriculum Rationale	Playful Pedagogy Science Digital Profiling	Expressive Arts
Literacy and English Language *Reading and Talking and Listening* Mathematics and Numeracy *Mental Maths and Active Approaches* Religious Education in Roman Catholic Schools *Developing in Faith – Developing as a community of faith and learning.* Family Friendly Approaches - Bronze	Mathematics and Numeracy Pedagogy Literacy and English Language *Spelling, Grammar & Comprehension* Religious Education in Roman Catholic Schools *Developing in Faith – Promoting Gospel values* Family Friendly Approaches - Silver	Interdisciplinary Learning Literacy and English Language *Writing* Religious Education in Roman Catholic Schools *Developing in Faith - Celebrating and worshipping*
Health and Wellbeing *Enterprise and Creativity*	Developing the Young Workforce	Health and Wellbeing Developing the Young Workforce

2018-19 School Improvement Priorities

Develop a coherent approach to self-evaluation across our school community.

In keeping with the aims of our school we will foster a collaborative climate, where everyone can demonstrate that learning is not just for today but forever.

Implement the Cluster approach to Developing the Young Workforce.
Raise attainment and deliver excellent teaching and learning experiences focused in the curricular areas –Mathematics and Numeracy/ English Language and Literacy.

Further develop our family centred approach throughout our school community.

Through digital technology, learners will develop their skills for learning, life and work and the impact this has on their place in the World of Work.

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 • Analysis and evaluation of intelligence and data
1.2 Leadership of Learning	• Professional engagement and collegiate working • Children and young people leading learning

PRIORITY: Develop a coherent approach to self-evaluation across our school community.
PRIORITY: Foster a collaborative climate, where everyone can demonstrate that learning is not just for today but forever.
NIF Priority: Improvement in attainment particularly in literacy and numeracy.
NIF Drivers: School leadership/ Teacher professionalism/ Assessment of children's progress/School Improvement/ Performance Information/Parental engagement

	Outcome/ Impact	Activities	Responsibility	Timescale	Resources	Monitoring/ Evaluation
APPROACHES to SELF-EVALUATION & COLLABORATION	LIO/ A culture of self-evaluation and continuous improvement in our school. LIO/ An ethos of high expectations and achievement in our school. LIO/ Improved reading, writing and mathematics attainment throughout the years of the broad general education. LI/O An improvement in the percentage of young children reaching all of the expected developmental outcomes on entry to primary school. Confident learners, who can make decisions, lead their learning whilst demonstrating and articulating the impact on our school. Engaged parents who feel valued and listened to. LIO/ A culture of professional enquiry in our establishment. Informed practitioners who are willing to learn and develop their skill set.	**SELF-EVALUATION** Explore the purpose of self-evaluation for self-improvement. Validate the purpose and formalise the process across the whole school. Collaborate to establish a formal structure which empowers learners and staff across our school in the process of self-evaluation. Produce a parent friendly version of SIP Produce a parent friendly version of Standards and Quality Access data from a variety of sources and use this to identify patterns and trends to raise attainment. Implement a programme of in-house moderation across levels. **COLLABORATION** Establish regular opportunities within each class for children to lead and reflect on their learning. In P1 and P2 embed Big Book Planning Approach Create a digital profile to capture the learning journey. All staff support and facilitate learners in P6 and P7 to lead school committees supported by children in P3 to P5. P1 & P2 learn about different aspects of committees through active approaches. Committees devise an annual calendar of events and involvement. Committee Leads share progress through assembly forum. Produce an overview of staff expertise and leadership roles. Provide planned opportunities for staff to share expertise with colleagues with a particular focus on Playful Pedagogy /Science and Technology/Digital/Numeracy and Mathematics	All staff HT and learners in P7 & class teacher Parents Parents All staff Moderation Facilitators All staff and learners Digital Leader & learners DHT, all staff and learners SLT Learning Champions	August to October 18 All year August to June 19 Begin September 18 Begin September 18 August to June 19	Learner Participation Resource Education Scotland: HGIOS4: How Good is OUR School? PART ONE Printworks and G-Suite SNSA, CfE Benchmark Tracking Tool ERC STD results common themes Curriculum Development Google classroom Digital devices Curriculum Development – working groups Assembly Focus Group- collegiate time ERC: STEM/Numeracy /Digital Strategy Playful Pedagogy Cluster Group	P7 Leadership Team Meetings – agenda and minutes. Audit and action plan. Annual Overview of Self-Evaluation procedures "Cuppa and chat "parent session feedback Professional Dialogue Tracking Meetings Staff manipulation of Tracking Tool data Agreed plan and focus for moderation Planning overview G suite Big Book Planning Learning and Peer Visits Digital Profiles P7 Leadership Team Committee Meetings Committee Annual Calendar Leadership at All Levels Grid Staff Meetings

	Learning Provision
	How good is the quality of care and education we offer?

Quality Indicator	Themes
2.2 Curriculum	• Skills for learning, life and work
2.3 Learning, teaching and assessment	• Learning & engagement/ Quality of teaching/Planning, tracking & monitoring
2.5 Family learning	• Engaging families in learning

PRIORITY: Implement the Cluster approach to Developing the Young Workforce.
PRIORITY: Raise attainment and deliver excellent teaching and learning experiences focusing on Mathematics and Numeracy, Comprehension & RERC.
PRIORITY: Further develop our family centred approach throughout our school community.
NIF Priority: Improvement in attainment, particularly in literacy and numeracy. Improvement in employability skills & sustained positive school leaver destinations for all.
NIF Drivers: School leadership/ Teacher professionalism/ Parental engagement/ Assessment of children's progress/School improvement/Performance information

	Outcome/ Impact	Activities	Responsibility	Timescale	Resources	Monitoring/ Evaluation
SKILLS FOR LEARNING, LIFE &	LIO/An ethos of high expectations and achievement in our school. LIO/ A curriculum which enables all children to be successful, confident, responsible and effective in school. Learners can identify and explain DYW icons and the relevance to real life learning and the WOW.	Embed into teaching practice the 'Cluster DYW Inspiration Packs' at each level and stage. Pilot Cluster DYW posters and evaluate impact of these over the session. Liaise with St Ninian's to encourage senior pupils to share their learning, aspirations and expertise with different classes.	All staff	August In-service August to December 18 - evaluate	Inspiration Pack DYW I can overview for each level DYW Representative from Cluster Standing Committee (HT)	Forward Plans Cluster DYW Google Teams Learning Conversations Learner Digital Profiles Big Books SLT Learning Visit
LITERACY & ENGLISH LANGUAGE	Learners enjoy learning through dynamic, innovative and engaging experiences. Increased accuracy and confidence in teacher professional judgements. Increased teacher confidence in data analysis and the ability to use data to raise attainment. A coherent whole school approach to teaching the tools of English. LIO/ An increase in activities which support prevention and early intervention, improve outcomes and reduce inequalities.	Take cognisance of our newly formed Vision, Values & Aims and our Curriculum Rationale when delivering high quality learning experiences for our children. Use and apply the benchmarks in Literacy and English Language when planning, assessing and moderating learner progress. Use SNSA data to: Evaluate whole school approaches to teaching phonics/spelling and grammar across the school and amend accordingly. Staff work collaboratively to create a robust approach to teaching comprehension, throughout the school, incorporating unseen texts. Implement Reading Recovery Approach to targeted group of learners in P2	All Practitioners Moderation Facilitators Working Group Literacy Lead on Standing Committee DP	August 18 to June 19 Term One September 18 to May 19	Vision, Values & Aims CfE Benchmarks SNSA database and tools of analysis Std Test results and breakdown of questions QI Support St Clare's Phonic & Spelling Guidance for Staff Specific Reading Scheme & resources PEF Funding	Observations and feedback from SLT and Peer Learning Visits Tracking and target setting meetings. Professional Dialogue Tracking Tool and Overview of charts/tables, notes and action plans Forward Plans Progression Planner Reading Scores Pupil Dialogue Professional Learning Journey through self-reflection, observation &dialogue.

QUALITY OF TEACHING - NUMERACY AND MATHEMATICS	LIO/ Improved numeracy and mathematics attainment throughout the years of the broad general education. Increased staff confidence in delivering consistently high quality learning experiences. Learners report that learning is engaging and enjoyable. Learners report an increase in confidence in approaching maths. Increased Teacher confidence in accessing and analysing data in order to raise attainment for their learners. Parents report that they can use guidance to support their child's learning. Numeracy and Mathematics is enjoyed, embraced and celebrated by all learners, staff and their families.	Collaboratively look at the pedagogy of maths to enhance knowledge and skills. Audit teacher and learner confidence in teaching/learning in different aspects of maths. Work with maths teacher from St Ninian's to target specific components highlighted from Standardised test results. Use this data to support and challenge groups of learners. Draw from expertise of Second and Third level concepts to share the pedagogy of maths. Produce a coherent Mental Maths Strategy across the whole school. Produce succinct guidance which can be accessed and implemented by all staff when planning high quality learning experiences for all. Integrate use of new ERC maths framework into planning and practice. Use and apply the benchmarks in Numeracy and Mathematics when planning, assessing and moderating learner progress. Use Numeracy and Mathematics as a focus of moderation. Share guidance with parents in parent friendly language. Raise the profile and appeal of Numeracy and Mathematics across the school through the second national Maths Scottish Week.	Numeracy & Maths Lead (HT) on Standing Committee and Maths Champion P5,P6 & P7 learners and teachers Working Group All practitioners Moderation Facilitators	August 18 to June 19 Term One October In - service August 18 to June 19 Term Two Term Two Making Maths Count Week	ERC Numeracy and Mathematics Review (2012-13) Sway - forms Tracking Database Standardised Test & SNAS Components PEF Funding Active Maths/SEAL Maths ERC Numeracy and Mathematics Strategy Updated ERC Skills Framework Numeracy and Mathematics Benchmarks Education Scotland: Achievement of a Level and Assembly Focus Group ERC PMT Template and documentation Making Maths Count Report Website.	Data from Forms Professional reading and associated dialogue. Baseline Assessments to target and track progress Small tests of change Digital Learner Profiles Learning Conversations St Clare's Strategy Paper Forward Plans Teacher Judgements PMT Parental Feedback Photos, twitter, website, verbal and written feedback.
RERC	LIO/ Learners' experiences support them to develop their personalities, talents and spiritual abilities to their potential An inclusive ethos which aims to honour the life, dignity and voice of each person, made in the image of God All staff, children and parents are fully involved in contributing to the spiritual life and work of the school. LIO/ A culture of GIRFEC LIO/ maintain and where possible reduce the number of children reporting they experience bullying and/or racist behaviour.	As a school community actively coordinate and participate in different events at school, cluster, and diocesan level, to celebrate 100 years of Catholic Education in Scotland. **Developing in Faith – Promoting Gospel values** Parent and Pupil Pastoral Committee provide opportunities throughout the year for sharing the Gospel as a community through a lunch or after school club. Introduce Monday morning family prayer sessions – 8.45am till 9.00am. Ensure religious lessons celebrate Gospel values and how our children apply these to their own life. Introduce Christian Meditation across the whole school.	Staff and learners Pupil and Parent Pastoral Committee Practitioners CM leading with P6 volunteers	 Focus for peer visit in T1 – October to December September 18	This Is Our Faith Developing in Faith: *Promoting Gospel Values* Sacred spaces New iconography in main entrance RE Diocesan Adviser Parish Chaplain: Monsignor Monaghan This Is Our Faith Contemplative CD and narrative	 Pastoral Programme of events Verbal feedback Lesson observations and feedback

FAMILY FRIENDLY	Increased staff confidence and understanding of good practice in delivering family centred approaches. LIO/ Higher levels of parental engagement in their children's learning and in the life of the school. Parents report that they feel that they have been listened to and that their voice has influenced policy and practice. Parents and children work together and learn new skills. LIO/ A curriculum which enables all children to be successful, confident, responsible and effective in school and in their community.	Devise and deliver an action plan to achieve Silver Family Centred Approaches recognition. Deliver a series of Curriculum workshops for parents– Cluster common language and methodology/ maths approaches/digital profile. Establish a "Family Friends, Stars of St Clare's" to plan and implement a strategic approach in order to… Expand the team of parents who can effectively support, promote and contribute to the life and work of the school through… Parent Helpers Family Fitness Fun Go Gardening Gang Creative and Crafty Family Learning Fun Introduce Chat and share strategies e.g. coffee and cake sessions with a particular focus on parents of children who have ASN.	Working Group Staff DHT/HT Two key members of staff and parents DHT & ASN teacher	September 18 October 18 Launch November 18 Term Two	Parental Engagement and Involvement Strategy ERC Family Centred Approaches Guidelines Parent Forum 365 Forms Family Room Parent Group Leaders Overview of activities and programme Active Schools Co-ordinator Parent Friendly Guidelines for parents helping within St Clare's. Main Entrance Resources to create a warm and welcoming entrance to our school. Financial and pastoral support from PC	Audit and action Plan Silver Award Forms Feedback Analysis of feedback Comprehensive diary of events Parent Helper Timetables Parent and Pupil Feedback

Quality Indicator	Themes
3.1 Ensuring wellbeing, equality and inclusion	• Wellbeing/ Inclusion & equality
3.3 Creativity and employability	• Digital innovation & Increasing employability skills

PRIORITY: Promote the wellbeing of all children.
PRIORITY: Through digital technology, learners will develop their skills for learning, life and work and the impact this has on their place in the World of Work.
NIF Priorities: Improvement in children and young people's health and wellbeing and Improvement in employability skills and sustained, positive school leaver destinations for all young people.
NIF Drivers: School leadership/ Teacher professionalism/ Parental engagement

	Outcome/ Impact	Activities	Responsibility	Timescale	Resources	Monitoring/ Evaluation
WELLBEING AND CREATIVITY	LIO/ An increase in opportunities for young people to develop knowledge, understanding and the skills for life in a global multicultural society and Scotland's place in it.	Implement Action Plan for Silver Rights Respecting School Award	RRS Committee and working group	Term One	UNICEF Article of Children's Rights UNICEF Launchpad St Clare's Vision, Values and Aims St Thomas' Primary RRS Group	Action Plan and associated evidence through learning conversations, assembly presentations, agenda and minutes of meetings.
	Children understand restorative approaches and can apply these in order to resolve conflict.	RRS Class Charter to be displayed in every class. Formulate a Playground Charter				
		All staff to model rights respecting language in their class	All staff			Class Charters Playground Charter
	Children demonstrate respect to others at all times through their words and actions.	UNICEF/ Global Citizen topics to be planned and implemented giving children greater responsibility for planning this.	Teachers and Learners	Term Three		Forward Plans Learning Conversations
	LIO/ Maintain and where possible reduce the number of children reporting they experience bullying and/or racist behaviour.	Equalities Representatives from PC and RRS Committee work together to plan an International Week involving families and friends of St Clare's.	RRS Teacher Lead, and learners, parent reps	Term Two linked to OWR Week.	Visiting Cluster Primaries to share good practice – St Cadoc's and OLM.	Overview and programme for International Day.
	LIO/ An increase in the number of pupils, with well-developed employability skills	Learners use and manipulate their Digital Learning Profile to capture and demonstrate their ambitions, aspirations and achievements.	Teacher and Learners	September 18	Google Classroom Education Scotland Improvement Hub – profiling.	Digital Profiles Verbal discussion with learners about progress with teacher and SLT, twice per year.
	LIO/ An ethos of high expectations and achievement in St Clare's.	Coherent guidance is created to support learners in using their profile to ensure they are genuinely engaging in the process of reflection and evaluation.	Digital Leader and Working Group			
	Learners and teachers are stimulated, engaged and enjoy capturing their progress through a digital platform.					
	Confident learners who can clearly articulate their learning journey.	In conjunction with their teacher and peers, learners confidently discuss the progress they are making, linked to the Benchmarks and the impact this is having on their learning.			CfE Benchmarks	