

**Lourdes Secondary School**

**School Improvement Plan 2021 - 2022**

# 

|  |  |
| --- | --- |
| Establishment | **Lourdes Secondary** |
| Head of Establishment | **Gerry McGuigan** |
| Area/Local Improvement Group | South LIG 1 |
| Head of Service | Donnie McLeod |
| Area Education Officer/Quality Improvement Officer |  |

**CONTENTS**

1. Vision, Values and Aims

2. Summary of Self-Evaluation Process / Priorities for Improvement in the Current Session

3. Action Planning

**Action Plan Summary for Stakeholders**

| **1. Our Vision, Values and Aims** |
| --- |
| **Vision**  Lourdes Secondary is a community where the love of Christ directs our words, our actions and our relationships to reflect and promote School and Gospel Values.  **We Value**  **L**ove  **O**pportunity  **U**nderstanding  **R**espect  **D**iversity  **E**quity  **S**upport  **Aims**  Our school aims are straightforward. Our commitment to our pupils is that, like your parents and carers, we will:   * Love You * Teach You * Take Care of You |

| **2. Summary of our self-evaluation process.** |
| --- |
| **Strengths identified:**  Full details relating to our self-evaluation findings can be found in our Education Perspective Report. A brief summary of identified strengths includes:   * A shared vision, values and aims based on Gospel Values which shapes our distinct Catholic identity * A strong school culture of collegiality and collaboration among pupils, staff and parents * Systems, structures and high expectations which facilitate high standards as we aim for excellence in all aspects of the work of the school * High quality learning and teaching in classrooms across the school * High quality support for learners focused on *the team around the child* * An upward trend in improving outcomes, both academic and personal, for all learners |
| **Priorities for development:**  1: COVID Recovery  2: Continue to develop leadership capacity at all levels (Q.I 1.3)  3: Continue to improve the quality of Learning and Teaching (Q.I 2.3) & improve the attainment and achievement of all pupils (Q.I 3.2)  4: Continue to improve our work supporting pupils (Q.I 3.1)  5: Revisit our Curriculum Rationale focusing on curricular pathways (Q.I 2.2)  6: Ensure we have a programme of online learning available should we need to move to a model of blended learning (Q.I 2.2) |

|  |
| --- |
| **3. Action Planning** |

|  |  |  |
| --- | --- | --- |
| **No.** | **Quality Indicators** | **Priority - Continue to develop leadership capacity at all levels** |
| **1** |  | COVID Recovery |

| **Tasks to achieve priority** | **Timescale**  **and checkpoints** | **Evidence of Impact - (data, observation, views)** |
| --- | --- | --- |
| Restructure the whole-school timetable to minimise movement around the building while extending time in class to enable greater depth to learning | August 2021 – June 2022 | * Collegiate Working * INSET Days * Focus Groups * Professional Dialogue * Questionnaires * CLPL/PRDs * Classroom Visits * Parent Council * PT Meetings * Whole School Meetings * Year Group Assemblies * Nurture CPD * GWMP records * JST minutes * SIIM minutes * Planning meeting minutes * Information sharing (informal) * Case conferences * GIRFEC profiles * Planned Learning * Insight Data * Reporting * Parents’ Nights * Prelim Scores and Prelim Review meetings * Curriculum Reviews * Moderation activities |
| Introduce timetabled Recovery Planning Periods (RPPs) |
| Identify lost learning through effective diagnostic assessment |
| Use data to identify pupils who require targeted interventions to support lost learning |
| Continue to support the mental and emotional wellbeing of pupils |
| Plan activities to facilitate greater opportunities for social interaction among pupils |
| Continue to employ the following PEF funded posts:   * PT Numeracy * PT Parental Engagement * Additional Counsellors * PT Nurture * Admin Support * PT Development (Science) |  |  |
| Consider additional PEF funded posts to support recovery |  |  |
| Refocus on achieving excellence in Learning, Teaching and Assessment to support recovery of learning |  |  |

|  |  |
| --- | --- |
| **Staff leading on this priority – including partners** | **Resources and staff development** |
| * SLT * PTCs * PTPCs * Class Teachers * All support staff | * Professional Learning Time * Whole-school and departmental collegiate time * CLPL opportunities * CLPL Budget * PEF |

|  |  |  |
| --- | --- | --- |
| **No.** | **Quality Indicators** | **Priority - Continue to develop leadership capacity at all levels** |
| **2** | **1.3**  **1.1** | Leadership of Change  Self-Evaluation for Self-Improvement |

| **Tasks to achieve priority** | **Timescale**  **and checkpoints** | **Evidence of Impact - (data, observation, views)** |
| --- | --- | --- |
| Continue to develop staff capacity and confidence in the use of Insight data. | August 2021 – June 2022 | * Collegiate Working * INSET Days * Focus Groups * Professional Dialogue * Questionnaires * CLPL/PRDs * Classroom Visits * Parent Council * PT Meetings * Whole School Meetings * Year Group Assemblies |
| Continue to use Professional Learning Periods for all staff to support research-based and evidence-led approaches to improving pedagogy. |
| Facilitate a planned programme to assist in the use of I-pads for all staff in preparation for “roll out” in 2020. |
| Increase opportunities for staff to develop leadership skills at all levels across the school. |
| Continue to develop and enhance partnerships with outside agencies. |
| Continue to develop our whole-school culture of positive engagement with self-evaluation leading to self-improvement. |

|  |  |
| --- | --- |
| **Staff leading on this priority – including partners** | **Resources and staff development** |
| * Insight – SLT & PTs * Professional Learning – All staff * I-pads – Digital Learning Strategy Team/ SLT * Leadership roles- SLT/ PTs * Partnerships – All staff | * Professional Learning Time * Whole-school and departmental collegiate time * CLPL opportunities * CLPL Budget |

|  |  |  |
| --- | --- | --- |
| **No.** | **Quality Indicators** | **Priority - Continue to improve the quality of Learning and Teaching & improve the attainment**  **and achievement of all pupils** |
| **3** | **2.3**  **3.2** | Learning, Teaching and Assessment  Raising Attainment and Achievement |

| **Tasks to achieve priority** | **Timescale**  **and checkpoints** | **Evidence of Impact - (data, observation, views)** |
| --- | --- | --- |
| Continue to develop and embed research-based classroom strategies as appropriate in all departments. | August 2021 – June 2022 | * Classroom Visits * Pupil Questionnaires * Focus Groups * Professional Dialogue * CLPL Programme/PRDs * Self-Evaluation work * Tracking Data * SEEMIS Referrals * PT Meetings * Attainment Data * Planned Learning * Insight Data * Reporting * Parents’ Nights * Prelim Scores and Prelim Review meetings * Curriculum Reviews * Moderation activities * Number of pupils participating in activities outwith classrooms * Wider Achievement Programmes and Award-Bearing courses * Senior Options Programmes * Awards Ceremonies * Positive destination figures |
| Continue to develop and enhance further opportunities for parental engagement. |
| Further develop staff understanding and practice of moderation procedures. |
| Continue to develop opportunities for effective feedback to pupils and parents. |
| Raise the attainment and achievement of all pupils at all stages. |
| Enhance tracking and monitoring systems through the introduction of “On the Button”. |
| Review the use of PEF in closing the poverty-related attainment gap. |

|  |  |
| --- | --- |
| **Staff leading on this priority – including partners** | **Resources and staff development** |
| * PTCs * SLT * PT of Parental Engagement * All staff | * Working Time Agreement * Whole-School Collegiate and Departmental meetings * CLPL as required * Additional Parents Information Evenings * INSIGHT/ BGE/ Pastoral reviews * Opportunities for sharing best practice |

|  |  |  |
| --- | --- | --- |
| **No.** | **Quality Indicators** | **Priority - Continue to improve our work supporting pupils** |
| **4** | **2.1**  **2.4**  **2.5**  **2.6**  **3.1** | Safeguarding and Child protection  Personalised Support  Family Learning  Transitions  Improving Wellbeing, Equality and Inclusion |

| **Tasks to achieve priority** | **Timescale**  **and checkpoints** | **Evidence of Impact > (data, observation, views)** |
| --- | --- | --- |
| Enhance the school’s approach to Nurture. | August 2021 – June 2022 | * Nurture CPD * GWMP records * JST minutes * SIIM minutes * Planning meeting minutes * Information sharing (informal) * Case conferences * GIRFEC profiles * Memorandum updates on young people * School trips * After school clubs * School shows * Faith celebrations * Attendance at after school events * Discipline / behaviour referrals * PPR policy * Round Robins * Attendance statistics * Wellbeing referrals * Discipline / behaviour referrals * Counselling referrals * Evaluative questionnaires * Observations * Pupil Voice * PTPC reviews * Extended pupils support team meetings * Personal support curricular content * RE curriculum content * PRD records * SDS enhanced group work * Positive destinations |
| Further develop staff understanding of trauma and resilience. |
| Enhance our whole school approach to GIRFEC by further developing partnerships with external agencies to improve outcomes for young people. |
| Increase opportunities to celebrate the achievements and successes of our pupils. |
| Develop pupil understanding of mental health, emotional well-being and resilience. |
| Complete a full review of Promoting Positive Relationships policy. |
| Continue to enhance transition programmes at all stages of the pupil journey. |

|  |  |
| --- | --- |
| **Staff leading on this priority – including partners** | **Resources and staff development** |
| * DHT – Pupil Support * Extended Pastoral Support Team * PT DYW * PT Nurture * Educational Psychologists * Other 3rd sector organisations as appropriate * PTs | * Meeting time * Whole school collegiate time * Awards Ceremonies * Praise Cards/Letters * Website/Twitter/Newsletters/Tannoy * Funding for rewards as required * CLPL as required * Raise Awareness of policy among new members of staff |

|  |  |  |
| --- | --- | --- |
| **No.** | **Quality Indicator** | **Priority - Revisit our Curriculum Rationale focusing on curricular pathways** |
| **5/6** | **2.2** | Curriculum |

| **Tasks to achieve priority** | **Timescale**  **and checkpoints** | **Evidence of Impact - (data, observation, views)** |
| --- | --- | --- |
| *Pathways*   * Increase opportunities for pupils to undertake Wider Achievement awards across the curriculum at all levels. * Use data to direct pupils into the most appropriate curricular pathways | August 2021 – June 2022 | * Curricular Structures * Planned Learning * Classroom Visits * Calendared Events (Eg. Health Day) * Questionnaires * Focus Groups * Attendance and engagement in liturgical events * Collegiate working * INSET Days * Professional Dialogue * Whole-school meetings * PT Meetings |
| *Literacy*   * Raise awareness of literacy as a responsibility of all * Begin strategic planning by gathering evidence to develop a holistic picture of progress across this curricular area |  |
| *Numeracy*   * Raise awareness of numeracy as a responsibility of all * Embed common methodologies and strategies across all curricular areas |
| *Health and Well-Being*   * Continue to have a consistent approach to GIRFEC across the school * Continue to develop and improve our Personal Support curriculum |
| *Digital Learning*   * Support pupils, parents and staff in development of new digital learning strategies * Ensure blended learning is available to pupils at all levels to allow for home learning to occur in the event of school closure/lockdown |
| *Chaplaincy*   * Promote and support faith life and Gospel values of the school |

|  |  |
| --- | --- |
| **Staff leading on this priority – including partners** | **Resources and staff development** |
| * SLT * PT Maths and PT Numeracy * PT English * Digital Strategy Team * DHT – Pupil Support and PTPCs * PT RE and Chaplaincy Team | * CLPL as required * Collegiate Time * Funding as required |