

**AIRPORT HOUSE IMPROVEMENT PLAN**

SESSION 2023-24

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| **Overview of National and Local Priorities** | | | | | | | | | |
| **National Improvement Framework Key Priorities**   * Placing the human rights and needs of every child and young person at the centre of education * Improvement in children and young people’s health and wellbeing * Closing the attainment gap between the most and least disadvantaged children and young people * Improvement in skills and sustained, positive school-leaver destinations for all young people * Improvement in attainment, particularly in literacy and numeracy | | | | | **National Improvement Framework Key Drivers**   * School and ELC leadership * Teacher and practitioner professionalism * Parent/carer engagement and involvement * Curriculum and assessment * School and ELC improvement * Performance information | | | | |
| **HGIOS/HGIOELC/**  **HGIOURS** | | **Highland Council Education Priorities** | | | **GME Priorities** | | | **Health and Social Care Standards** | |
| * 1.1 Self-evaluation for self-improvement * 1.2 Leadership of learning * 1.3 Leadership of change * 1.4 Leadership and management of staff * 1.5 Management of resources to promote equity * 2.1 Safeguarding and child protection * 2.2 Curriculum * [2.3 Learning, teaching and assessment](https://docs.google.com/document/d/1Occ6YWZCMgr2xB89mP6PwE-uUP0p9NkH/edit?usp=sharing&ouid=101946458387621747709&rtpof=true&sd=true) * 2.4 Personalised support * 2.5 Family learning * 2.6 Transitions * 2.7 Partnership * 3.1 Ensuring wellbeing, equality and inclusion * 3.2 Raising attainment and achievement/Securing children’s progress * 3.3 Increasing creativity and employability/Developing creativity and skills for life and learning   Theme 1 Our relationships  Theme 2 Our learning and teaching  Theme 3 Our school and community  Theme 4 Our health and wellbeing  Theme 5 Our successes & achievements | | * We will raise attainment and achievement for all, especially for those children from disadvantaged circumstances including rural deprivation. We will focus relentlessly on improving standards and the quality of learning and teaching, to ensure that entitlement, equity and excellence are delivered across the system. * We will develop leadership skills at all levels of the system for now and the future, building a culture of empowerment and professional capital. * We will maximise health and wellbeing for all children and young people to give them the best possible start in life. We will ensure every child and young person feels part of the community they live in. * We will maximise opportunities for our children and young people, and for the wider Highland community and its visitors, through provision of high-quality services. | | | * Education Scotland Advice on Gaelic Education focus:   high quality immersion experiences  improving fluency  Gaelic ethos   * Secondary – Increasing immersion curriculum opportunities in BGE and Senior Phase * Initiatives that promote and support the use of Gaelic in the home, in communities and extra-curricular experiences * Activities to support Gaelic language and culture (arts, media, creative industries, workplace) * Local Authority Gaelic Language Plan priority | | | * I experience high quality care and support that is right for me. * I am fully involved in all decisions about my care and support. * I have confidence in the people who support and care for me. * I have confidence in the organisation providing my care and support. * I experience a high-quality environment if the organisations provides the premises. | |
| **Establishment Improvement Priorities** | **Linked NIF Priority** | | **Linked NIF Driver** | **Linked Highland Priority** | | **Linked QI** | **Linked GME Priority** | | **Linked H&SCStandard** |
| **Trauma Informed Practice** | Improvement in children and young people’s health and wellbeing | | Teacher and practitioner professionalism | We will maximise health and wellbeing for all children and young people to give them the best possible start in life. We will ensure every child and young person feels part of the community they live in. | | 1.3 Leadership of change  3.1 Ensuring wellbeing, equality and inclusion | Choose an item. | | Choose an item. |
| **Raising attendance levels** | Placing the human rights and needs of every child and young person at the centre of education | | Parent/carer engagement and involvement | We will maximise opportunities for our children and young people, and for the wider Highland community and its visitors, through provision of high-quality services. | | 2.1 Safeguarding and child protection  2.4 Personalised support  2.7 Partnerships | Choose an item. | | Choose an item. |
| **Improving partnerships** | Improvement in skills and sustained, positive school-leaver destinations for all | | School and ELC leadership | We will raise attainment and achievement for all, especially for those children from disadvantaged circumstances including rural deprivation. We will focus relentlessly on improving standards and the quality of learning and teaching, to ensure that entitlement, equity and excellence are delivered across the system. | | 2.7 Partnerships | Choose an item. | | Choose an item. |
| **Qualifications and wider achievement** | Improvement in skills and sustained, positive school-leaver destinations for all | | Curriculum and assessment | We will maximise opportunities for our children and young people, and for the wider Highland community and its visitors, through provision of high-quality services. | | 3.3 Increasing creativity and (employability)/developing creativityand skills for life | Choose an item. | | Choose an item. |

**Airport House Action Plans**

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| **Improvement Priority 1 Action Plan:** | *Embedding Trauma Informed Practice* | | | **Lead: Kimberley Sinclair ASN PT (Manager)** | | |
| **Please detail the information/data which has prompted this work:** Almost all of the young people attending Airport House have experienced trauma. Staff have engaged in Trauma Informed training and have reflected on the ability to be a Trauma Informed Practitioner. This now needs to be embedded in to the policies and procedures of Airport House, with our young people and their parent/carers’ involvement. | | | | | | |
| **Expected outcomes:** To improve the mental wellbeing of our young people through relationships built on safety and trust with Trauma Informed Practice at the heart of all of our interactions with the young people who attend Airport House. | | **Measures:**  Pupil feedback  Staff feedback  Parental feedback  Well-being data | | | **QI**  **1.3**  **3.1** | **When? Who?**  Session 23/24  Airport House team |
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|  | | **QI 1.5 Management of Resource** | **QI 1.3 Leadership of Change** | | | **QI 1.1 Self-evaluation for self-improvement** |
| **Implementation/Actions** | | **Time Resource** | **Who?** | | **When?** | **Progress** |
| * Whole Centre self-evaluation questionnaire created for staff to complete in regard to how well Airport House supports Trauma Informed Practice. * Well-being web completed with all young people at the beginning of Term 2 and again at the beginning of Term 4. * Information shared with young people, parents/carers and partner organisations regarding implementation of Trauma Informed Practice in Airport House * Find and agree on a framework for implementation of Trauma Informed Practice for staff to follow * Update policies and procedures, aims and values to reflect Trauma Informed Practices used in Airport House * Create feedback questionnaire for staff, pupil, parent/carer and partner organisations to share their views on the development of Trauma Informed Practice in Airport House. | | 1 hour  Learning time  1 hour  Staff meeting  INSET day  1 hour | Manager  CSW  Manager  Airport House staff  Airport House staff  Manager | | October 2023  October 2023 and April 2024  November 2023  November 2023  February 2024  June 2024 |  |

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| **Improvement Priority 2 Action Plan:** | *Raising attendance levels* | | | **Lead: Kimberley Sinclair ASN PT (Manager)** | | |
| **Please detail the information/data which has prompted this work:** Attendance levels last year were extremely high for almost all of our young people. There has however been a sustained drop in attendance levels due to a range of circumstances and this impacts on the levels of learning and teaching that is delivered to our young people. | | | | | | |
| **Expected outcomes:** Attendance levels will raise and young people will be able to access their academic learning sessions along with the social and emotional sessions regularly. This will in turn raise attainment.  Partnerships with parents/carers will be stronger due to joined up working to help raise attendance. | | **Measures:**  Attendance level data  Parent/carer and CSW phonecalls | | | **QI**  2.1  2.4  2.7 | **When? Who?**  Session 23/24  Airport House Staff |
|  | | **QI 1.5 Management of Resource** | **QI 1.3 Leadership of Change** | | | **QI 1.1 Self-evaluation for self-improvement** |
| **Implementation/Actions** | | **Time Resource** | **Who?** | | **When?** | **Progress** |
| * Procedure created for staff to follow for support offered to parents/carers and young people to raise attendance using trauma informed practices * Review of young people attendance % at end of term 1 * Procedure implemented and support offered to those with attendance levels of less than 80% * Review of young people attendance % at end of term 2 * Collaborative Problem Solving review – link with attendance * Review of attendance support procedures – staff feedback – update if % of pupils attending not increasing * EBSA resources photocopied and packs made for home visits to young people who have less than 25% attendance * Continued review of % attendance at end of term 3 and 4. | | Staff meeting  1 hour  CSW time  1 hour  Staff meeting  Staff meeting  CSW time  2 hours | Airport House staff  Manager  CSW  Manager  Airport House staff  Airport House staff  CSW  Manager | | October 2023  October 2023  November 2023  December 2023  December 2023  December 2023  January 2024  By June 2024 |  |

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| **Improvement Priority 3 Action Plan:** | *Improving Partnerships* | | | **Lead: Kimberley Sinclair ASN PT (Manager)** | | |
| **Please detail the information/data which has prompted this work:** This follows on from advancements made with this priority from last year and self-evaluation through the standards and quality report. | | | | | | |
| **Expected outcomes:**  Stronger links with guidance teachers with improved outcomes for young people  More young people attending base High School in conjunction with attending Airport House | | **Measures:**  Staff feedback  Pupil feedback  Young people timetables | | | **QI**  2.7 | **When? Who?**  Session 23/24  Airport House Staff |
|  | | **QI 1.5 Management of Resource** | **QI 1.3 Leadership of Change** | | | **QI 1.1 Self-evaluation for self-improvement** |
| **Implementation/Actions** | | **Time Resource** | **Who?** | | **When?** | **Progress** |
| * Information gathered from CSWs during caseload meetings regarding young people and support required from school * Attendance at guidance teacher meetings in both Wick High School and Thurso High School 1x per term with agenda of items gathered from parents, young people and CSWs if appropriate * Guidance pack created outlining referrals procedure and joint planning procedures * Meetings with Depute Heads 1x per month * Contact maintained with school via e-mail when planning * Termly reviews and action plans shared with guidance teachers for their perusal | | Caseload meetings  Guidance meetings  2 hours  11 hours  CSW/Manager time  2 hours | Manager  Manager  Manager  Manager  CSW/Manager  CSW | | August 2023 and ongoing  Term 2,3 and 4  November 2023  August 2023 and ongoing  August 2023 and ongoing  Term 1,2,3 and 4 |  |

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| **Improvement Priority 3 Action Plan:** | *Qualifications and Wider Achievement* | | | **Lead: Kimberley Sinclair ASN PT (Manager)** | | |
| **Please detail the information/data which has prompted this work:** This follows on from advancements made with this priority from last year and self-evaluation through the standards and quality report. | | | | | | |
| **Expected outcomes:**  More young people working towards and completing a range of qualifications and awards suited to their interests | | **Measures:**  SQA data  Awards presented | | | **QI**  3.3 | **When? Who?**  Session 23/24  Airport House Staff |
|  | | **QI 1.5 Management of Resource** | **QI 1.3 Leadership of Change** | | | **QI 1.1 Self-evaluation for self-improvement** |
| **Implementation/Actions** | | **Time Resource** | **Who?** | | **When?** | **Progress** |
| * Manager to support CSW staff to find qualification links to activities that young people are interested in * Group activity to be used towards a ‘Personal Development Award’ for young people as a trail run of delivering this award. * Termly meetings with SDS, DYW and MFMS to be re-established to discuss potential opportunities for young people | | Caseload meetings  CSW/Class time  3 hours | Manager  CSW/Class Teacher  Manager/CSW | | August 2023 and ongoing  December 2023  October 2023 and ongoing |  |