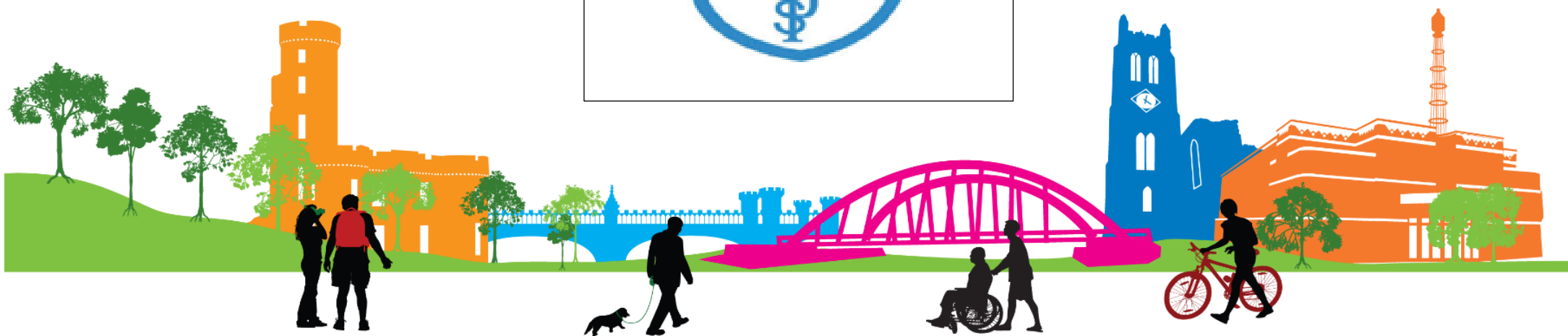




North Ayrshire Council
Comhairle Siorrachd Àir a Tuath

Education Directorate
St Luke's Early Years
Improvement Plan
2024-2025



Vision, Values and Aims

Vision, Values, Aims & Catholic Ethos

Vision

Our new child-friendly Vision statement:

“Together we will work to secure an outstanding future for St. Luke’s Primary. We will set high expectations for all staff and pupils. We will work in partnership with parents and our community to help all children to reach their full potential.”

Values

- Respect
- Effort
- Kindness & Friendship

Aims

- Aim High
- Celebrate Success
- Respect Each Other
- Promote Health
- Encourage Curiosity

Motto

“If you believe, you can achieve.”

NORTH AYRSHIRE COUNCIL: EDUCATION

School/EYC Improvement Plan 2024-25

EDUCATION SERVICE: IMPROVEMENT PLAN SUMMARY 2023/4 – 2025/6

The Education Service Improvement Plan is aligned to the 5 priorities of the National Improvement Framework. Individual establishments should create their own plan under these 5 priorities, based on rigorous self-evaluation and analysis of performance evidence. Stakeholders should be fully engaged in the development of the plan. In the diagram below, the orange boxes show the thematic areas under each priority which the service intends to focus on in the year ahead.



NORTH AYRSHIRE COUNCIL: EDUCATION

School/EYC Improvement Plan 2024-25

PRIORITY 1 EYC – To recruit and develop a team of dedicated, skilled and passionate practitioners that will enhance the quality of EY provision.

Strategic Objective: To recruit and develop a group of dedicated, skilled and passionate practitioners, who are aligned to our core values of inclusivity, creativity and excellence in early education. By providing continuous professional development, encouraging collaborative practices, and creating a supportive and innovative work environment, we aim to enhance the quality of our nursery provision.

Highlight your KEY drivers for this improvement priority

Service Priorities

1. Improvement in attainment, particularly in literacy and numeracy
2. Closing the attainment gap between the most and least disadvantaged children and young people
3. Improvement in skills & sustained, positive school-leaver destinations for all young people.
4. Improvement in children & young people's health & wellbeing
5. Placing human rights & needs of every child & young person at the centre of education

- 1.1 Self-evaluation for self-improvement
- 1.2 Leadership for learning
- 1.3 Leadership of change
- 1.4 Leadership & management of staff (practitioners)
- 1.5 Management of resources to promote equity

HGIOSO & HGIOS ELC

Language specific to HIGIOELC is in green

- 2.1 Safeguarding & Child Protection
- 2.2 Curriculum
- 2.3 Learning, teaching & assessment
- 2.4 Personalised Support
- 2.5 Family Learning
- 2.6 Transitions
- 2.7 Partnerships
- 3.1 Ensuring wellbeing, equality and inclusion
- 3.2 Raising attainment & achievement (Securing children's progress)
- 3.3 Increasing creativity and employability (Developing creativity and skills for life and learning)

NIF Drivers of Improvement

1. School & ELC Leadership
2. Teaching & Practitioner Professionalism
3. Parent/carer involvement & engagement
4. Curriculum & Assessment
5. School & ELC Improvement
6. Performance Information

- 1.1 Nurturing care and support
- 1.2 1.2 Children are safe and protected
- 1.3 Play and learning
- 1.4 Family engagement
- 1.5 Effective transitions

Care Standards - Care Inspectorate Quality Indicators

Applicable within all early years settings

- 2.1 Quality of the session for care, play and learning
- 2.2 Children's experience high quality facilities
- 3.1 Quality assurance and improvement are led well
- 3.2 Leadership of play and learning
- 3.3 Leadership and management of staff and resources
- 4.1 Staff skills, knowledge and values
- 4.2 Staff recruitment
- 4.3 Staff deployment

NORTH AYRSHIRE COUNCIL: EDUCATION

School/EYC Improvement Plan 2024-25

Rationale for Change – Due to the current review of Early Learning and Childcare across North Ayrshire we will have 7 new members of staff, 1 returning EYP (part time) alongside the Senior EYP and EY Manager. Due to staff movement and redeployment we must spend time forming and developing as a new team. New staff need to become familiar with our policies, procedures and core vision and values of St Luke's Primary School. SMT will work with the new team to identify areas of strength and areas of improvement to ensure our staff provide the quality service our young people deserve. Interests and strengths will be used to allow staff to lead development opportunities with the EYC.

PRIORITY 1 EYC: Action Plan

Pupil Outcomes	Implementation Plan	Timescales/ Responsibility	Measurement of Impact	Analysis & Evaluation of Progress	Cost (PEF)
<i>Specifically, what will change for our learners?</i>	<i>How will we achieve this? What do we plan to do?</i>	<i>What are our timescales? Who will lead?</i>	<i>How will we know the change is an improvement? Can you quantify this? What data will be collated and analysed to demonstrate progress? Consider baseline data.</i>	<i>How do we know that the experiences & outcomes for learners have improved? What does the data tell us which demonstrates impact?</i>	<i>Please enter the cost to the nearest £</i>
By staff becoming more familiar with our setting's policy and procedures will allow them to increase their confidence, work alongside our vision, values and aims and therefore increase the quality of care and learning our young people receive.	Staff allocated time out weekly to become familiar with policies, procedures and our vision, values and aims.	Aug 24-Dec 24 Senior EYP	<ul style="list-style-type: none"> Individual transition plan for staff??? Questionnaires from staff after transition period Regular settling in meetings with new staff. 		N/A
By staff having ownership of a leadership role within our setting will ensure children receive a high quality service and high quality environment. Supporting staff's areas of development and seeking training on this will increase staff skills therefore staff will be more skilled in their role as EYP. These will be identified through PPD reviews.	PPD's and termly meetings with new staff to support their transition period. Strengths and areas of development will be identified to allow staff to take the lead role in an area within the EYC. PPD's will allow opportunity to identify areas of development and seek training opportunities.	Aug 24-June 25 HT & EY Manager	<ul style="list-style-type: none"> PPD paperwork Plan of leadership roles Before and after evidence eg photos Pre and post questionnaires for staff on developments 		N/A

NORTH AYRSHIRE COUNCIL: EDUCATION

School/EYC Improvement Plan 2024-25

SMT to complete staff observations. Thought feedback and mentoring, will support staff to become confident in delivering a quality lesson.	Observations to be completed by HT and EY Manager. Feedback to be given to all staff with positive feedback and areas of improvement. SMT to support and mentor staff if required.	Jan 25-June 25 HT & EY Manager	<ul style="list-style-type: none"> • Staff observations • Observation feedback paperwork 		

NORTH AYRSHIRE COUNCIL: EDUCATION

School/EYC Improvement Plan 2024-25

PRIORITY 2 EYC – Embed global goals and metaskills into our planning through floorbooks and trackers.

Strategic Objective: We aim to improve the quality of our floor books to ensure they show accurate evidence and the planning journey across our playroom that reflects the high quality learning and planning journey that our children receive. We will become more confident in using the global goals, and metaskills throughout the floorbooks. Tracking of the metaskills through each child's individual trackers will give accurate data to evidence what metaskills the EY children have experienced.

Highlight your KEY drivers for this improvement priority

Service Priorities

6. Improvement in attainment, particularly in literacy and numeracy
7. Closing the attainment gap between the most and least disadvantaged children and young people
8. Improvement in skills & sustained, positive school-leaver destinations for all young people.
9. Improvement in children & young people's health & wellbeing
10. Placing human rights & needs of every child & young person at the centre of education

- 1.1 Self-evaluation for self-improvement
- 1.2 Leadership for learning
- 1.3 Leadership of change
- 1.4 Leadership & management of staff (practitioners)
- 1.5 Management of resources to promote equity

HGIOSO & HGIOS ELC

Language specific to HIGIOELC is in green

- 2.1 Safeguarding & Child Protection
- 2.2 Curriculum
- 2.3 Learning, teaching & assessment
- 2.4 Personalised Support
- 2.5 Family Learning
- 2.6 Transitions
- 2.7 Partnerships

- 3.1 Ensuring wellbeing, equality and inclusion
- 3.2 Raising attainment & achievement (Securing children's progress)
- 3.3 Increasing creativity and employability (Developing creativity and skills for life and learning)

NIF Drivers of Improvement

7. School & ELC Leadership
8. Teaching & Practitioner Professionalism
9. Parent/carer involvement & engagement
10. Curriculum & Assessment
11. School & ELC Improvement
12. Performance Information

- 1.6 Nurturing care and support
- 1.7 1.2 Children are safe and protected
- 1.8 Play and learning
- 1.9 Family engagement
- 1.10 Effective transitions

Care Standards - Care Inspectorate Quality Indicators

Applicable within all early years settings

- 2.1 Quality of the session for care, play and learning
- 2.2 Children's experience high quality facilities

- 3.1 Quality assurance and improvement are led well
- 3.2 Leadership of play and learning
- 3.3 Leadership and management of staff and resources

- 4.1 Staff skills, knowledge and values
- 4.2 Staff recruitment
- 4.3 Staff deployment

NORTH AYRSHIRE COUNCIL: EDUCATION

School/EYC Improvement Plan 2024-25

Rationale for Change – After analysis of the data from priority 2 (improving the quality of our floorbooks) in last sessions SIP, it was identified that staff were not fully confident incorporating the global goals and metaskills into our planning. This will be our main focus in further developing our floorbooks. We will also support our new staff to become familiar with our planning and on our journey to incorporate the metaskills and global goals into our planning.

PRIORITY 2 EYC: Action Plan

Pupil Outcomes	Implementation Plan	Timescales/ Responsibility	Measurement of Impact	Analysis & Evaluation of Progress	Cost (PEF)
<i>Specifically, what will change for our learners?</i>	<i>How will we achieve this? What do we plan to do?</i>	<i>What are our timescales? Who will lead?</i>	<i>How will we know the change is an improvement? Can you quantify this? What data will be collated and analysed to demonstrate progress? Consider baseline data.</i>	<i>How do we know that the experiences & outcomes for learners have improved? What does the data tell us which demonstrates impact?</i>	<i>Please enter the cost to the nearest £</i>
Increase staff confidence to ensure our floorbooks show our children's learning journey and accurate evidence of what the children have been learning. This will ensure staff have the skills to support our children's learning journey and evidence individual's learning journey.	Floorbook expectations to support staff. Training during an inservice date will be given if required.	Aug 24-June 25 Senior EYP	<ul style="list-style-type: none"> Staff questionnaires – pre and post Floorbook audits 		
Support new staff with the introduction of metaskills and global goals. This will increase staff skills to support our children using a skills based curriculum where we can track these skills of every child.	Training to be given to staff to support metaskills and global goals. Since we have a new staff team who were not involved in this training from last year.	Aug 24-June 25 EY Manager	<ul style="list-style-type: none"> Staff questionnaires – pre and post. Folder audits Floorbook audits 		

NORTH AYRSHIRE COUNCIL: EDUCATION

School/EYC Improvement Plan 2024-25

NORTH AYRSHIRE COUNCIL: EDUCATION

School/EYC Improvement Plan 2024-25

PRIORITY 3 – EYC - To increase children's awareness of their learning and be confident in using the language learning.

Strategic Objective: We aim to involve our children more in their learning. We want our children to be confident in using the language of learning. We want them to be aware of their PLP targets and aware of what they are learning in all experiences that they experience. We want our children to be confident in talking about their learning.

Highlight your KEY drivers for this improvement priority

Service Priorities

16. Improvement in attainment, particularly in literacy and numeracy
17. Closing the attainment gap between the most and least disadvantaged children and young people
18. Improvement in skills & sustained, positive school-leaver destinations for all young people.
19. Improvement in children & young people's health & wellbeing
20. Placing human rights & needs of every child & young person at the centre of education

- 1.1 Self-evaluation for self-improvement
- 1.2 Leadership for learning
- 1.3 Leadership of change
- 1.4 Leadership & management of staff (practitioners)
- 1.5 Management of resources to promote equity

HGIOSO & HGIOS ELC

Language specific to HIGIOELC is in green

- 2.1 Safeguarding & Child Protection
- 2.2 Curriculum
- 2.3 Learning, teaching & assessment
- 2.4 Personalised Support
- 2.5 Family Learning
- 2.6 Transitions
- 2.7 Partnerships
- 3.1 Ensuring wellbeing, equality and inclusion
- 3.2 Raising attainment & achievement (Securing children's progress)
- 3.3 Increasing creativity and employability (Developing creativity and skills for life and learning)

NIF Drivers of Improvement

19. School & ELC Leadership
20. Teaching & Practitioner Professionalism
21. Parent/carer involvement & engagement
22. Curriculum & Assessment
23. School & ELC Improvement
24. Performance Information

- 1.16 Nurturing care and support
- 1.17 1.2 Children are safe and protected
- 1.18 Play and learning
- 1.19 Family engagement
- 1.20 Effective transitions

Care Standards - Care Inspectorate Quality Indicators

Applicable within all early years settings

- 2.1 Quality of the session for care, play and learning
- 2.2 Children's experience high quality facilities
- 3.1 Quality assurance and improvement are led well
- 3.2 Leadership of play and learning
- 3.3 Leadership and management of staff and resources
- 4.1 Staff skills, knowledge and values
- 4.2 Staff recruitment
- 4.3 Staff Deployment

NORTH AYRSHIRE COUNCIL: EDUCATION

School/EYC Improvement Plan 2024-25

Rationale for Change –

After analysing data from SIP (session 2023-2024) it was identified from staff and parents that a high percentage of children are not aware of their targets. We need staff to be more explicit in the language they use while offering experiences to children. Keyworkers will continue to meet every 12 weeks to share learning with the parents and this will involve the children to support their awareness of their targets.

PRIORITY 3 EYC: Action Plan

Pupil Outcomes	Implementation Plan	Timescales/ Responsibility	Measurement of Impact	Analysis & Evaluation of Progress	Cost (PEF)
<i>Specifically, what will change for our learners?</i>	<i>How will we achieve this? What do we plan to do?</i>	<i>What are our timescales? Who will lead?</i>	<i>How will we know the change is an improvement? Can you quantify this? What data will be collated and analysed to demonstrate progress? Consider baseline data.</i>	<i>How do we know that the experiences & outcomes for learners have improved? What does the data tell us which demonstrates impact?</i>	<i>Please enter the cost to the nearest £</i>
Children will be more confident learners and be able to share what they are learning.	Staff on the floor will increase their language to ensure children are aware of what they are learning.	Aug 24-June 25 EY Manager & Senior EYP	<ul style="list-style-type: none"> Children will be able to confidently share their learning and targets with staff and visitors. PLP Paperwork Folder audits Questionnaires to parents. Observations on staff 		N/A
Children will be aware of what their PLP targets are and confidently share these and strive to achieve them. They will be praised and be able to share with their peers what they did to achieve their fantastic news.	Keyworkers will complete PLP meetings with the parents/carers and children. These targets will be shared with each child and achievements with the children shared so they are aware of their learning.	Aug 24-June 25 EY Manager & Senior EYP	As above <ul style="list-style-type: none"> PLP paperwork Fantastic News tracker 		N/A

NORTH AYRSHIRE COUNCIL: EDUCATION

School/EYC Improvement Plan 2024-25

SMT to complete staff observations. Thought feedback and mentoring, will support staff to become confident in delivering a quality lesson.	Observations to be completed by HT and EY Manager. Feedback to be given to all staff with positive feedback and areas of improvement. SMT to support and mentor staff if required.	Jan 25-June 25 HT & EY Manager	<ul style="list-style-type: none"> Staff observations Observation feedback paperwork 		

NORTH AYRSHIRE COUNCIL: EDUCATION

School/EYC Improvement Plan 2024-25