



UNCRC Article 29 **I have the right to an education which develops my personality, respect for others' rights and the environment** Article 29 of the UNCRC says that a child or young person's education should help their mind, body and talents be the best they can. It should also build their respect for other people and the world around them.

<p>Nurture Base</p> <p><b><u>DIP Target</u></b></p> <p>Nurture and Expectations Policy</p> <p><b><u>DIP Target</u></b></p>	<p><u>Claire O'Neill lead with Nurture Improvement Group</u></p> <p>Develop this learning space for vulnerable pupils which supports them with their learning and social and emotional needs</p> <p>Create an identity (name and vision) for this learning space</p> <p>This learning space will be used to promote inclusion and reduce whole school exclusions. Pupils will be targeted based on need and via an agreed set of operational guidelines. (guidelines will be modified as and when required)</p> <p><u>Claire O'Neill / Donna Jacobs / Martin Anderson lead</u></p> <p>Policy out for consultation with clear guidance on embedding Nurture into learning and also clear guidance on expectations with pupil choices.</p>	<p>All PTs Pupil Support to support pupils in their caseload who require this intervention and liaise closely with pupils' parents' staff and partner agencies on their learning plans</p> <p>All SMT and acting PEF promoted postholders to support the vision of this project and the operational running of this new learning space.</p> <p>All PTCs to ensure that pupils in receipt of targeted nurture support (accessed in line with the agreed operational guidelines) are being supported with appropriate curricular resources. And their progress is closely monitored including the monitoring of merits and demerits</p> <p>Full consultation with staff pupils' parents</p>	<p><i>Ongoing August 2022 to June 2023</i> <i>(will be included in further improvement cycles)</i></p> <p>All staff Nurture Teacher PTs Curriculum PTPS HSPO Management Time Additional staffing SMT Senior Pupil Mental Health Ambassadors Nurture Improvement Group All acting PEF Postholders All PT's Curriculum to support vulnerable pupils who require additional support by providing resources that meet their needs.</p> <p>Policy Introduced by January 2024</p>	<p>Review progress termly in session 2022-23</p> <p>Monitor / Track progress of each pupil's attendance achievement engagement and overall progress and provide ongoing support as required.</p>

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<p>Continue to reduce exclusions</p> <p><b><u>WHOLE SCHOOL TARGET</u></b></p>	<p>Build on the success of our 2022-23 Target – exclusions were reduced by 25%</p> <p>Aim for a further reduction in whole school exclusions this session in comparison with 2022-23 openings</p>	<p>Exclusions for session 2023-24 reduced by 25% compared with 2022-23 exclusion openings.</p>	<p>All staff utilise nurture principles and de-escalation techniques in supporting pupils.</p>	<p><u>Reducing exclusions target</u> 25% reduction each year over the next 3 years: (2023 125 openings – met target) <i>By June 2024 target 100 openings or less</i></p>
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<b>Priority 2: Long Term Outcome</b> What do you hope to achieve? What is going to change? For whom? By how much? By When?	<b>2023-24 Learning Teaching &amp; Innovation</b>
Person(s) Responsible Who will be leading the improvement?	<b>Graeme Nolan DHT, Jo Lilly DHT, Martin Anderson HT, PT's Curriculum</b>

(Please insert the relevant information below using the codes above)	
<b>NIF Priority: 2,3</b>	<b>NIF Driver:1,2,4,5,6</b>
<b>NLC Priority:1,2,4,5</b>	<b>QI:2.2, 2.3, 3.2</b>
<b>PEF Intervention:1, 5, 7, 11, 12</b>	<b>UNCRC:28,29</b>
If you used any aspect of your PEF fund to support this priority; please detail the expenditure here. <u>Acting PEF PT DYW / Employability £13000</u>	
<b>RATIONALE (WHY?)</b> Why have you identified this as priority? What data did you have to support this? We will continue to refine our pedagogy and continue to aim for excellence in learning and teaching – the Airdrie Effective Lesson aims to build consistency into our pedagogy and support pupils and staff with clear expectations and routines	
<b>Resources:</b> Please include costs and, where relevant, state where cost is being met from, specifically if using PEF. <b>Please denote PEF/or colour code if preferred, to indicate where PEF spend aligns with targets.</b> PEF, staffing, mainline budget, management time, DM's, INSET days, whole school meetings, cover	

<b>Outcome(s) / Expected Impact</b> Detail targets, %, etc.	<b>Tasks/ Interventions to achieve priority</b>	<b>Measures</b> What ongoing information will demonstrate progress? (Qualitative, Quantitative – short/medium/long term data)	<b>Timescale</b> What are the key dates for implementation? When will outcomes be measured? Checkpoints?	<b>Progress Updates</b>
All faculties to continue to: develop digital / online learning, develop teaching resources which support curriculum delivery  <b><u>DIP Target</u></b>	<u>PTs Curriculum / All staff lead and share best practice:</u>  All staff support learning via online platforms to support in class and home learning for all year groups. - Focus at DMs as required	Class and revision materials available for pupils to access via online platforms in school and at home,	Ongoing August 2023 to June 2024  All faculties to contribute to digital pedagogy showcase in February 2024	Digital pedagogy and practice developed, and faculties support the digital showcase.

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<p>Learning and Teaching Group</p> <p>"Airdrie effective lesson" "Learning and Teaching Policy"</p> <p><b><u>DIP Target</u></b></p>	<p><u>Graeme Nolan / Learning and Teaching Group to lead:</u></p> <p>All staff to follow the new Learning and Teaching Policy and plan lessons in line with these expectations.</p> <p>Visuals of "The Airdrie Effective Lesson" will be displayed in all classrooms around the school, the school website and this will be shared with all parents</p>	<p>"The Airdrie Effective Lesson" is displayed across the school and this is used to support classroom visits / discussions on learning</p> <p>"The Airdrie Effective Lesson" will be incorporated into the School Quality Assurance policy</p> <p>A poster display / visual will also be produced and displayed showing clear pupil expectations and teacher expectations</p>	<p><i>Ongoing August 2022 to June 2024</i></p> <p>Learning and Teaching working Group All teaching staff PTs Curriculum Pupil focus groups Top 10 meetings</p>	<p>Policy introduced and reviewed in December 2023 by the learning and Teaching Group via consultations with all faculties.</p>
<p>Developing the Young Workforce</p> <p>All staff to continue to support the delivery of DYW experiences within the curriculum and continue to make business links.</p> <p><b><u>DIP Target</u></b></p>	<p><u>PT DYW / employability to lead-</u> support and deliver training for pupils and staff. Signpost key employment resources for staff which (in partnership with SDS and NLC) support classroom learning.</p> <p>Arrange DYW focussed visits and experiences for groups of pupils.</p> <p>Whole school audit of faculty business partners.</p> <p>All faculties to complete NLC DYW reports as required / meet deadlines.</p> <p>All PT's Curriculum / faculties to incorporate Meta Skills language into the language of the classroom</p>	<p>Training identified and delivered to staff.</p> <p>Visits and experiences arranged and delivered for pupils</p> <p>Whole school audit of DYW business partners collated and shared with staff and pupils.</p> <p>All paperwork / reports completed on time</p> <p>All staff deliver DYW as part of their curriculum (supported by PT DYW / Employability) and incorporate Meta Skills in classroom delivery</p>	<p><i>Ongoing August 2023 to June 2024 (will be included in further improvement cycles)</i></p> <p><i>Business partners established by PTC's / faculties Ongoing August 2023 to June 2024 (will be included in further improvement cycles)</i></p>	<p>PT/ SMT link meetings will focus on DYW / employability progress and delivery</p> <p>PT DYW / employability to produce reports on DYW delivery that is delivered across the school which will include pupil staff partner and parental feedback – this will support next steps in DYW planning</p> <p>Business partners continue to influence classroom learning</p> <p>Meta Skills is a focus in all faculties and this is being monitored by SLT, PTs Curriculum and PTs Pupil Support.</p>
<p>Learning walks – ALL STAFF</p> <p>All staff encouraged to complete a learning walk in their own faculty and across other departments at a</p>	<p>All teaching staff encouraged to complete a learning walk in their own faculty and a learning walk (as agreed with colleagues in other departments)</p>	<p>Learning walks completed and pedagogy discussed at faculty meetings</p>	<p>All staff in all faculties</p>	<p>Completed by May 2024.</p>

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time agreed with their PT Curriculum  <b><u>DIP Target</u></b>				
Faculty Review Program  Support / challenge colleagues and review HGIOS QI 2.3,  <b><u>WHOLE SCHOOL TARGET</u></b>	<i><u>Martin Anderson HT lead</u></i> – Faculty Reviews Team spend a full day working with a selected department and produce a report on the quality of learning and teaching visited.	Learning visits Staff focus groups Pupil focus groups Report produced providing feedback and advice Volunteer colleagues to support the review process	Social Subjects September 2023 Science October 2023 English February 2024	Complete reports and discuss progress with each faculty as part of the Faculty review process.

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Priority 3: Long Term Outcome What do you hope to achieve? What is going to change? For whom? By how much? By When?	<b>2023-24 Curriculum and Achievement</b>
Person(s) Responsible Who will be leading the improvement?	<b>Craig Spencer DHT, PT's Curriculum</b>

(Please insert the relevant information below using the codes above)	
<b>NIF Priority: 1,4</b>	<b>NIF Driver:1,2,5,6</b>
<b>NLC Priority:4</b>	<b>QI: 1.3 2.2 3.2</b>
<b>PEF Intervention:10, 11</b>	<b>UNCRC:28,29</b>
If you used any aspect of your PEF fund to support this priority; please detail the expenditure here.	
<b>RATIONALE (WHY?)</b> Why have you identified this as priority? What data did you have to support this? Developing a staff leadership post covid is a key priority – building leadership capacity across the school and supporting colleagues to take on new challenges / opportunities.	
<b>Resources:</b> Please include costs and, where relevant, state where cost is being met from, specifically if using PEF. <b>Please denote PEF/or colour code if preferred, to indicate where PEF spend aligns with targets.</b> PEF, staffing, mainline budget, management time, DM's, INSET days, whole school meetings, cover.	

Outcome(s) / Expected Impact Detail targets, %, etc.	Tasks/ Interventions to achieve priority	Measures What ongoing information will demonstrate progress? (Qualitative, Quantitative – short/medium/long term data)	Timescale What are the key dates for implementation? When will outcomes be measured? Checkpoints?	Progress Updates
<b>(FACULTIES)</b> Scottish Credit and Qualifications Framework <b>SCQF</b> :  All faculties to continue to identify relevant pathways for pupils which supports them to gain SCQF qualifications.(planning may be the main focus for session 2023-24 with implementation the following session)  <u><b>DIP Target</b></u>	All staff to continue to engage in discussions and planning using SCQF and “bank “qualifications  PT's Curriculum adapt their A4 visual for the pathways of achievement / attainment in their respective faculties. This work will be ongoing.	Discussions take place with staff – led by PT's Curriculum. Establish alternative pathways for pupils  A4 visual adapted as required, displayed in each classroom in each department and this visual faculty pathway added to the school website for each subject in the senior phase.	<i>Ongoing August 2023 to June 2024 (will be included in further improvement cycles)</i>  SCQF pathways identified by PT's Curriculum which can be introduced into Options planning for session 2024-25 (and beyond)  DMs INSET	Updates and new pathways integrated into the curriculum rationale / options information.  PT/ SMT link meetings will focus on SCQF pathways

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			Whole school meetings CPD SCQF Contacts	
Tracking and Monitoring in the BGE  SQA course updates  <b>DIP Target</b>	<u>All PTs Curriculum / SMT Links</u> Review BGE departmental and whole school tracking systems, share best practice and use data to raise attainment. All staff to engage in learner conversations that support pupils to know their BGE working levels  <u>All PT's Curriculum</u> To ensure that the re-introduction of all SQA course assignments and assessments (for all levels as required) has been planned and that all staff are aware of their responsibilities in delivering SQA coursework tasks.	All teaching staff involved in reviewing and developing (as required) BGE departmental tracking systems / SMT review and develop BGE tracking (as required)  All PT's Curriculum and all teaching staff are aware of relevant SQA course content, timelines, methods of assessment and internal. / external course assignments All staff to ensure that pupils are fully aware of course demands and assignments that are to be completed and the deadlines for completing these tasks.	Ongoing throughout session 2023-24  All staff SLT	All SQA course work successfully reintroduced and completed as required
Whole school attainment targets  <b>BGE / ACEL – S3</b>  <b>(Draft) stretch aims – based on all leavers data INSIGHT</b>  <b>Aim for 1 % increase in all leavers achieving 1 at level 5 and 1 at level 6</b>  <b><u>WHOLE SCHOOL TARGET</u></b>	Aim for 1% increase in S3 cohort achieving level 3 in Numeracy and Literacy  TARGET 89.5% of all leavers achieving 1 at level 5  TARGET 58% of all leavers achieving 1 at level 6	Numeracy 2023 L3 87% TARGET 2024 L3 88% Literacy 2023 L3 82% TARGET 83%	Ongoing monitoring and tracking of literacy and numeracy levels in the BGE – focus on S3	Targets achieved.  Targets achieved.



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<p>(SMT) Scottish Credit and Qualifications Framework SCQF:</p> <p><b><u>WHOLE SCHOOL TARGET</u></b></p>	<p><u>C Spencer DHT leading on this:</u></p> <p>UNIVERSAL accreditation is planned for S4 pupils (an additional qualification as part of the S4 Curriculum e.g., 1<sup>st</sup> Aid, or Mental Health)</p>	<p>S4 C Spencer</p>	<p><i>Ongoing August 2023 to June 2024 (will be included in further improvement cycles)</i></p>	<p>UNIVERSAL offer / accreditation reviewed for S4 year group – with an additional course planned and ready for delivery June 2024.</p>
<p>Positive Leaver destinations</p> <p><b><u>WHOLE SCHOOL TARGET</u></b></p>	<p>Claire O Neill DHT lead</p> <p>Target 96.5% positive leaver destination figures for February 2024 leavers data</p>	<p>All staff support: Issuing Merits Nurture and inclusion agenda DYW and SCQF pathways</p>	<p>All staff PT Pupil Support SLT SDS HSPO Community Police Officer FESA CIIL</p>	<p>Target of 96.5% positive leaver destinations achieved (or bettered)</p>

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Priority 4: Long Term Outcome What do you hope to achieve? What is going to change? For whom? By how much? By When?	<b>2023-24 School Ethos / 175<sup>th</sup> Celebrations</b>
Person(s) Responsible Who will be leading the improvement?	

<b>(Please insert the relevant information below using the codes above)</b>	
<b>NIF Priority: 1,2</b>	<b>NIF Driver:1,2,5</b>
<b>NLC Priority:3,4,5</b>	<b>QI:3.1</b>
<b>PEF Intervention:2,5,9,10</b>	<b>UNCRC:4,13,28,29</b>
If you used any aspect of your PEF fund to support this priority; please detail the expenditure here. <b>Acting PEF PT Mental Health and Families £13000</b>	
<b>RATIONALE (WHY?)</b> Why have you identified this as priority? What data did you have to support this? Staff surveys / Pupil Top 10 information. New House groups have been established for the new school session and beyond – pupil and staff leadership roles will be redefined and pupil voice will be important in leading changes in the school,	
<b>Resources:</b> Please include costs and, where relevant, state where cost is being met from, specifically if using PEF. <b>Please denote PEF/or colour code if preferred, to indicate where PEF spend aligns with targets.</b> PEF, staffing, mainline budget, management time, DM's, INSET days, whole school meetings, cover.	

<b>Outcome(s) / Expected Impact</b> Detail targets, %, etc.	<b>Tasks/ Interventions to achieve priority</b>	<b>Measures</b> What ongoing information will demonstrate progress? (Qualitative, Quantitative – short/medium/long term data)	<b>Timescale</b> What are the key dates for implementation? When will outcomes be measured? Checkpoints?	<b>Progress Updates</b>
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<b><u>Airdrie Academy 175<sup>th</sup> Birthday</u></b>  <b><u>DIP Target</u></b>	"175th Committee" to be established which will include pupils' parents' staff and relevant partners	"175th Committee" Plan and coordinate the delivery of celebration events throughout the school session.	January – June 2024 Pupil Parliament Charity Committee All staff Parent Council	175 <sup>th</sup> events calendar produced and committee members take responsibility in leading planning and delivering events January 2024-June 2024.
<b><u>UNCRC Towards Gold Charter Status</u></b>	<b><u>Lesley Lennox Lead</u></b> Audit the delivery of UNCRC across the curriculum. Complete and gather the evidence to achieve the silver	Audit / evidence gathered Rights Respecting Schools Awarding body accept evidence for Silver Award.	Ongoing August 2022 to June 2024	Termly review on progress provided to SMT

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<b>DIP target</b>	UNCRC charter. Then begin the accreditation work for gold charter status. Deliver UNCRC events Promote Children's Rights in school / learning and via social media and showcase what we are doing to incorporate UNCRC as a school. All staff to deliver UNCRC rights as part of pupil learning	Gold charter process begins. Time at INSET days Working group supports this initiative Time at DMs Whole staff meetings Parent Council		
Future Fridays / extra-curricular Activities  <b><u>DIP Target</u></b>	<u>PT Future Fridays lead</u> – plan arrange and deliver a program of events across the school year for Friday afternoons. All staff surveyed and asked to contribute to ideas / resources / and activities that could support the Future Fridays Program	PT Future Friday arranges and develops our program of events across the year.  All staff surveyed for ideas and where they can support program delivery	<i>Ongoing August 2023 to June 2024</i>	Audit and report on pupils engaged in the FF program and track and monitor the engagement of vulnerable groups including (SIMD 1-2, FME and care experienced pupils)
Merit / Reward System]  <b><u>DIP Target</u></b>	<u>Jo Lilly / Promoting Positive Behaviour Group lead</u> Review our current pupil reward system and adapt as required.	ALL staff to consider our current Merit / Reward system and review what's working well? And what needs to change? Full consultation with staff pupils' parents	August to December 2023	System revamped in light of feedback

Quality Indicators for session 2023-24

- QI 1.3 Leadership of change
- QI 2.2 Curriculum
- QI 2.3 Learning Teaching and Assessment
- QI 3.1 Ensuring wellbeing, equality, and inclusion
- QI 3.2 Raising attainment and achievement