

## Theme 1: Developing a Shared Vision, Values and Aims

# 1.3 Leadership of Change

## Theme 2: Strategic Planning for Continuous Improvement



Our vision is well established and reflected on throughout the year. All stakeholders are involved in shaping and sustaining our vision, values and aims and there are processes in place to ensure that there is a platform to hear the voices of our community.

Ongoing discussions and coaching conversations demonstrate that all staff are committed to their professional learning and appropriate targets are decided on and aligned with the relevant standards and school priorities.

2024-2025



There is effective engagement in our evidence and data by all staff. This is used as a catalyst for our improvements and development of our vision. Evidence is our engine for change and all staff use our current data and intelligence to create re-thinking and to focus on overlooked possibilities when deciding on our priorities for improvement.

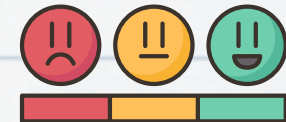
Ongoing self-evaluation processes and our comprehensive calendar for self-evaluation are robust and allow for continuous improvement driven by data and evidence.



## Theme 3: Implementing Improvement and Change



These are some of our highlights – scan the QR code to see the full self-evaluation.



All staff feel empowered to initiate well informed change and are supported in this process through Professional Learning and our Collaborative Action Research (CAR) projects. We are now in year 7 of our CAR cycle having worked with Glasgow University to develop this improvement approach. Professional dialogue with staff demonstrates that they feel more confident in critically engaging in current research in order to take action on change and improvement.

Senior leaders effectively guide and manage the direction and pace of change. Our Leadership Team, promote and support innovation, creativity and practitioner enquiry through driving improvement in our curriculum content and rationale. They work collaboratively with all of our stakeholders and partners to develop bespoke pathways creating equity for learners.

Our stakeholders are supported in understanding our vision and are able to articulate and demonstrate their commitment to it. All CTs review this annually with their class to gain feedback on future direction. The PC and wider community are consulted using digital platforms. Our vision, values and aims are a weekly focus in assemblies and are aligned to our Relationship Policy/RespectMe Policy/RRS and L & T Policies

Our staff have an in-depth understanding of the community we serve and this knowledge and insight allows us to shape our vision accordingly in order to meet the needs and improve outcomes for our children and families. This local knowledge and understanding is contributing to our work on curriculum content creation. We use a range of data including data usage from working with the Tackling Poverty Team around the impact of poverty on our local context and our families.

Our staff are involved in annual PRDs focussed on the standards which are aligned to our vision, values and aims. All monitoring activities allow us to track and demonstrate staff commitment to shared values and the impact on our learners. All staff are involved in our ongoing self evaluation, in the tracking and monitoring of our priorities and regularly measure impact.

