

<u>St Cuthbert's Primary</u> School Improvement and Recovery Plan 2020/21

Article 28 Every child has the right to an education.Article 3 The best interests of the child must be a top priority in all things that affect children.

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We aim for every child to have a safe, happy, active and creative primary education in an environment that is caring and supporting. We encourage our children to be independent and successful learners, developing into confident individuals, effective contributors and responsible citizens.

AIMS

- To foster a meaningful understanding of the Catholic Faith.
- To encourage positive and supportive . relationships between pupils, staff and parents.
- . To create an ethos of inclusion, respect and support to ensure pupils feel welcomed and nurtured.
- To provide a safe, caring and nurturing . environment promoting achievement and attainment for all.
- . To ensure that every child feels valued and supported and has equal access to all opportunities within the school.
- . To have high expectations of all learners.
- To create a culture of responsible citizenship where our children take ownership of their behaviour and attitudes and make good choices allowing them to develop healthy, active and positive lifestyles.

VALUES

FAITH RESPONSIBILITY RESPECT OPPORTUNITY



HONESTY



- Our children
- Our staff
- Our location and community
- Wider achievement opportunities

OUR KEY DRIVERS

Raising attainment and achievement for all

- Continuous improvement
- Partnership working
- Leadership at all learners

"The curriculum is the totality of experiences which are planned for children and young people through their education, wherever they are being educated. It includes the ethos and life of the school as a community; curriculum areas and subjects; interdisciplinary learning; and opportunities for personal achievement." BTC3

w	E WILL:	OUR CHILDREN WILL BE:				
•	Support	•	Safe			
	Be pupil centred		Healthy			
	Nurture		Нарру			
•	Include	•	Achieving			
	Provide opportunities		Nurtured			
	Be positive	•	Active			
	Meet learners needs		Respected			
•	Develop effective partnerships	÷	Responsible Included			
•	Access outdoor opportunities		Resilient and tolerant			
	Have high expectations	•	Compassionate			
	Be ambitious	•	Risk takers			
	Work with the	•	Numerate and literate			
	community	•	Challenged			
	Reflect	•	Creative			
	Improve	•	Innovative			



Local and National Improvement Priorities

	la	Maximise the potential of our children and families.
South Ayrshire	1b	Improve the way we work as a council.
Council Plan	1c	Maximise the potential of our economy.
	1d	Maximise the potential of our adults and older people.
	le	Maximise the potential of our communities.
	lf	Maximise the potential of our environment.
	2a	Ensure South Ayrshire's children get the best start in life, it is the best place to grow up, and all children and young
		people are successful learners, confident individuals, responsible citizens and effective contributors.
	2b	Reduce the gap in outcomes between the most deprived and least deprived children and young people in South
Children's Services		Ayrshire.
Plan	2c	Ensure children and young people who are looked after or are care leavers are cared for and supported to improve
i iuri		their life experiences and life chances.
	2d	Ensure children and young people are supported to achieve and maintain good emotional and physical health and
		wellbeing.
	2e	Ensure young people have a voice in influencing service delivery that affects their lives.
National	3a	Improvement in attainment, particularly in literacy and numeracy.
Improvement	3b	Closing the attainment gap between the most and least disadvantaged children.
-	3c	Improvement in children and young people's health and wellbeing.
Framework	3d	Improvement in employability skills and sustained positive school leaver destinations for all young people.
National	4a	School Leadership
	4b	Teacher Professionalism
Improvement	4c	Parental Engagement
Framework Drivers	4d	Assessment of Children's Progress
	4e	School Improvement
	4f	Performance Information

***Priorities highlighted in Yellow, link to the school's priorities for improvement.

NIF: Improver Closing the attainment ga HGIOS 4 Qis - 1.2 Leade 2.3 Learning, Teaching an	ement in attainment, particularly in Literacy and Numer ement in attainment, particularly in literacy and nume ap between the most and least disadvantaged childre ership of Learning 1.3 Leadership of Change 2.2 Curr nd Assessment 2.4 Personalised Support 2.5 Family L Equality and Inclusion 3.2 Raising attainment and ach	neracy ren rriculum Learning			
What Outcomes Do We Want To Achieve?	How Will We Achieve This? (Intervention Strategies)	Lead Person	Start and Finish Dates	How Will We Measure Impact On Children and Young People? (Include Where Possible Current Measure and Target)	
Almost <u>Almost aA</u> all children in the school to show improvement in Numeracy attainment. 85% of all children to be	 Learners' needs are identified through assessment information - Term 1, 2 and 4 using the Basic Numeracy Screener for all learners following COVID-19 school. SNSA Assessments (Full profiles) used with targeted groups of children to: identify next steps in 			 Baseline assessments will provide pupils with a standardised score. This will be used to identify school, class and group averages for comparisons and be used to measure value added and impact of interventions 	Commented [MK1]: This is a target so should be in the last
attaining at an age and stage appropriate level Children in most deprived and disadvantaged background will make progress from their previous levels of attainment in maths/numeracy.	 Iearning for pupils; track pupil progress; monitor and evaluate the impact of interventions: assessment diet of - P7 in December and P1 and P4 in May. Data rich school and staff - Staff use GL, SNSA and school based assessments with professional dialogue to identify next steps for individual children Attainment meetings with staff Targeted intervention such as Catch-Up Numeracy implemented to increase children's Numeracy skills. School Assistant Training in Catch Up Numeracy and 5 minute Numeracy boxes. Continuation of number talks across the school and introduce Numicon where required. Moderation of Mental Agility with RAFA schools with staff identifying tests of change. Continue professional enquiry, supported by Gavin Stalker, Educational Psychologist, linked to an aspect of literacy or numeracy – learning from this will be shared within the school and across St. 	Mark Whole Staff Support Staff	Aug- June	 Initial baselines and tests of change identify the impact of each and forms basis of accountability discussion in attainment meetings 85% of all children to be attaining at an age and stage appropriate level Teachers Professional Judgements Holistic assessments SNSA Mental agility assessments Staff feedback on CLPL training Teejay Mental Agility Diagnostic Assessment pre and post Ensure all new staff in the school are trained in the use of these measures Each class will have a third year of baselined assessment to compare impact 	Formatted: [Firt]: This is a larger so should be in the last column Formatted: No Spacing, Bulleted + Level: 1 + Aligned at: 0.63 cm + Indent at: 1.27 cm Formatted: Font: (Default) Maiandra GD, 10.5 pt Formatted: No Spacing, Bulleted + Level: 1 + Aligned at: 0.63 cm + Indent at: 1.27 cm Formatted: No Spacing, Bulleted + Level: 1 + Aligned at: 0.63 cm + Indent at: 1.27 cm Formatted: Indent: Left: 0 cm

	John's, St. Ninian's, Sacred Heart and St. Patrick's. This will be an important tool particularly with blended learning and teaching approaches.			progressioAim to rai the gap be	nool for pup on within the ise attainme etween P1 a d from P4 to CFE – Att	pils and stat neir learning ent in P1 by and P4 atta o P7 by 4% tainment o	aff to see the ng y 4 %, close ainment by % over time		
	I			2017/18 2018/2019 2019/2020	P1 100 100	P4 100 100	P7 82 60		
Almost Almost allAall children in the school to show improvement in Literacy attainment. 80% of all children to be attaining at an age and stage appropriate evel Children in most deprived and disadvantaged background will make progress from their previous levels of attainment in Reading.	 Continue to embed Talk For Writing to deliver all Literacy within each classroom. Follow up TFW sessions to be arranged throughout the session. British Sign Language training delivered to all staff within the school to be used in line with Talk For Writing signposting. Three Read Approach to be delivered to targeted groups of children from support assistants. Attainment meetings with staff Authority level moderation of Literacy is the focus for this session. Baselines and Tests of change to be used throughout the session. School Assistant Training in Catch-Up Literacy. Track the progress of children within the P1 and P2 stages with the play based learning approach. Single homework focus on reading and reading activities to continue. 	Mark Whole Staff Support Staff	Aug- June	Baseline a: a standard identify sc compariso added and Initial base the impact accountab meetings. <u>80% of al</u> <u>and stage</u> Ensure all the use of Each class baselined	dised score. chool, class a ons and be u d impact of elines and te t of each an oility discussi <u>Il children to</u> appropriate	This will I and group used to me f intervention tests of char nd forms basis sion in attain to be attain to be attain te level n the school sures. a second ye to compar	o averages for easure value ions. ange identify pasis of ainment ning at an age ol is trained ir ear of are impact.	r * e *	Formatted: List Paragraph, Bulleted + Level: 1 + Aligned a 0.63 cm + Indent at: 1.27 cm Commented [MK2]: This is a target so should be in the last column Formatted: Font: (Default) Maiandra GD, 10.5 pt, Font color: Custom Color(RGB(64,49,82)) Formatted: Bulleted + Level: 1 + Aligned at: 0.63 cm + Indent at: 1.27 cm

				READING - CFE – Attainment over time (%)			
					P1	P4	P7
				2017/18	100	100	82
				2018/2019	100	100	60
				2019/2020			
				WRITING - (%)	CFE – At	tainment c	over time
					P1	P4	P7
				2017/18	100	100	74
				2018/2019	100	100	89
				2019/2020			
				LISTENING			PE —
				Attainment			
					P1	P4	P7
				2017/18	100	100	91
				2018/2019 2019/2020	100	100	80
Continue to <u>l</u> increase pupil participation in Gaelic from Primary 1 and Primary 2.	 Gaelic programmes of study implemented into the Primary 1, 2 and 3 stages. Develop planning programme for Gaelic delivery throughout the school to show progression. 	Dympna Melody	Oct- Feb	 Verbal Assessments Pupils will be able to answer questions in a complete sentence and set question. 			

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NIF: HGIOS 4 QIs : 1.2 Leadership 2.4 Personalise	in children and young people's health and wellbeing in attainment, particularly in literacy and numeracy ainment gap between the most and least disadvantag of Learning 1.3 Leadership of Change 2.2 Curriculum d Support 2.5 Family Learning 3.1 Ensuring Wellbein ainment and achievement	n 2.3 Learnin		ion
What Outcomes Do We Want To Achieve?	How Will We Achieve This? (Intervention Strategies)	Lead Person	Start and Finish Dates	How Will We Measure Impact On Children and Young People? (Include Where Possible Current Measure and Target)
Covid-19 Recovery Priority Building Mental Health and resilience <u>in all children</u>	 Pupils will have access to nurture and one to one support from our wellbeing champions. Signposting children and families to wider services. Develop digital nurture groups with families. Develop digital pupil voice groups. Growth Mindset Champion to track and monitor impact of initiative and RAFA group priorities and lead CLPL across Sacred Heart and St Cuthbert's Primary Schools. Celebrate failures every week and with a focus week throughout the year rescheduled from previous session Further develop better movers thinkers programme in school and digitally for families to engage with their children. 	Mark Ingram Jamie Moan Dympna Melody Raqual Harper- Titchener Marco Sisi Chris Crookston	Aug- June	 Pupil survey Staff survey Parent survey Wellbeing Web CEM/GL/National assessments. Boxall profiles SNSA Results Baseline in August – December Boxall Profiles completed by Nurture teacher and by class teacher at the beginning of the year and at the end of year-Boxall results to be compared. 2 years of data available for comparative purposes. Strengths and difficulties questionnaire (SDQ) Self-esteem Questionnaire

Mindfulness Matters	 Mindfullness + Mental Health First Aid Champion to track and monitor impact of initiative. All staff trained as mental health first aiders Lead CLPL in house and across cluster. Anxiety focus group identified/drop in sessions for pupils made available as and when required. Mental Health First Aid Training for identified staff and cascade to all staff. 	Dympna Melody <i>liaising with</i> Linsey McKinney	Aug- June	 Boxall profiles/Wellbeing Web and pupil survey. Staff focus groups Pupil focus groups
Increase-Maintain participation in residential trips for children in Deciles 1 and 2 or children in receipt of free school meals.	 PEF money used to support children and families to access residential trips Support families with other financial needs throughout the year Continue to evaluate the reduction on costs of the school day Continue to identify and use PEF money to support children and families to access residential trips Work with Active Schools to see how we can support free access for some children to attend clubs in their local area out with school All residential trips and activities will take place, if appropriate, following government guidelines. 	Mark	May- June	 Parental and pupil surveys/meetings School residential School trips Community activities data Residential Participation for those in receipt of FME + in SIMD Quintile 1 2016/17 80 2017/18 100 2018/2019 100 *finances were sorted for all children to participate in the residential trips this session before cancellation due to Covid-19.

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Improved and sustained attendance of targeted pupils	 Attendance monitored weekly by SLT using South Ayrshire management guidance on attendance. Use the request for assistance process to access supports for families who require outside agency support. 	Mark	Aug- June	Attendance data for school, authority and nationally <u>Year Attendance 2018/19 97.2 % 2019/20 93.3% 2020/21 97% - Target </u>
Whole school community understand SHANARRI and Wellbeing and how to identify record and request assistance when required.	 Wellbeing wheel used to measure wellbeing of identified pupils. In-house and cluster CLPL with teachers, pupil support staff and school assistants to support the implementation of new staged intervention process. Pupil voice groups to take a lead role in consulting with peers, staff, Parent Council and parents and feedback through school newsletter and Twitter. 	Mark	Aug- Jun	 Wellbeing web Wellbeing Assessments Questionnaires
Will commence when guidelines allow. Ensure equity for all learners and support families in breaking	 Will commence when guidelines allow. Track Extra Curricula Activities from Active Schools and School 	Mark Whole Staff Active Schools Staff Chris	Aug- June	 Will commence when guidelines allow. Track attendance at extra curricula activities for all children Track attendance to breakfast club and discuss with families

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pupils participating in certain activities. FME, LAC and SIMD1-2 children will be specifically targeted. Increase participation of all children in activities	 Funding Breakfast Club – target specific families to support and check in with those known to staff <u>Support families such as FME,SIMD a & 2, LAC to</u> reduce barriers which may prevent their children taking part in activities 		
Will commence when guidelines allow. Improve most children's self – confidence, self-esteem and resilience	Will commence when guidelines allow. Centrestage: to will deliver 2 x 60-minute tailored activities for children each week for 30 weeks, 2019- 20. This will comprise of 3 blocks of 10 weeks, culminating in a celebration event at the end of each block. All children will have an experience, with primary 1-3 and primary 4-7 in groups of approximately 20. The Centrestage team build relationships through an appreciative, accepting style using a mixed variety of engagement approaches. The workshops are highly engaging, participative and fun enabling children to learn through discovery, self- expression and group activities, comprising of dance, music and games. The outcomes will be measured in terms of a growth mindset approach to increase self- confidence and self-esteem. Centrestage will be responsive to the needs of the school. Several case studies will be developed for me by Centrestage evidencing children's progress for my identified cohort. Where there is a need, children identified through PEF	Centrestage Staff Mark	 Will commence when guidelines allow. Wellbeing Webs Case studies produced by Centrestage Increased number of children representing the school and participation in all curricular areas Observation My Self As A Learner Self-Esteem Pre and Post Questionnaires Motivation for Learning Pre and Post Questionnaires

	may access this for 30 sessions instead of 10 or in smaller groups where a need is identified.			
NIF: Closing the a HGIOS 4 Qis: 1.2 Leadership 2.4 Persona	t in employability skills and sustained positive sch attainment gap between the most and least disac o of Learning 1.3 Leadership of Change 2.2 Curric lised Support 2.5 Family Learning 3.1 Ensuring W attainment and achievement	lvantaged childre culum 2.3 Learni	en ng, Teachin	g and Assessment
What Outcomes Do We Want To Achieve?	How Will We Achieve This? (Intervention Strategies)	Lead Person	Start and Finish Dates	How Will We Measure Impact On Children and Young People? (Include Where Possible Current Measure and Target)
Children will take greater responsibility for planning and managing their own learning. Development of leadership skills, presentation skills, communication skills,	 Children must have some say over what they learn; additionally, the senses play a big role in the learning process. Children must be able to touch, move, listen, see and hear in order to fully process something. 	RRS – Dympna Melody STEM – All Staff	August – June	 RRS – Gold Award Green Flag achieved Participate in Court for schools mock court case Participate in authority and cluster STEM events Pupil Questionnaire Staff survey

negotiation skills and confidence.• Children are encouraged to interact with other children and explore the world through material items and relationships.Eco Schools – Jamie Moan• Parent surveyPupils Cehildren developing ability to identify their own strengths, skills and areas for development• Children should be encouraged to always express themselves and be given infinite means and opportunities to do so.Eco Schools – Jamie Moan• Parent survey• Development Mark• Children are encouraged to interact with other children and explore the world through material items and relationships.• Parent survey • Development of key transferable skills for employment• Children should be encouraged to always development• Children should be encouraged to always express themselves and be given infinite means and opportunities to do so.• Parent survey • Development• Children should be encouraged to always express themselves and be given infinite means and opportunities to do so.• Pupil Council – Mark• Making connections between classroom learning and the wider				
Children and staff use external enhance learning. Will commence when guidelines allow. Whole Staff + Partnets world of work whilts starting to develop carer management skills • Weekly Elective Activities – as part of 2 rd year in our behaviour management strategy, 8 elective activities will be infered on a rotational basis that will be infered of eveloping skills for the world of work DF - Whole staff Participation in 1 can activities' ignites informed discussion on careers from an early age in school and at home DYW Mapping - Chris Grookston Pereloging computing skills or chris Crookston DF - Whole staff Developing computing skills through using the digital tools • Pupil Voice Groups – Eco, RRS/DFS, STEM, Pupil Council Reflection RSP – Croup to deliver RRS focussed assembly every month and next accreditation – Achieve Silver Reflection Room – SLT Pereloping computing skills through using the digital tools • Develop links with local primary schools and businesses Develop links with local primary schools and businesses Perelop links with local/National business that contributes/enhances the quality of lessons delivered within the school for all children Build long lasting relationships with the business community Build long lasting relationships with the business community	confidence. <u>Pupils_Cehildren</u> developing ability to identify their own strengths, skills and areas for development Children and staff use external partnerships to broaden and	 other children and explore the world through material items and relationships. Children should be encouraged to always express themselves and be given infinite means and opportunities to do so. Will commence when guidelines allow. Weekly Elective Activities – as part of 2nd year in our behaviour management strategy, 8 elective activities will be offered on a rotational basis that will be linked to developing skills for the world of work Reflection room created for 1-to-1 discussions with pupils that have not achieved full elective time – Pupil Support Room Pupil Voice Groups – Eco, RRS/DFS, STEM, Pupil Council RRS – Group to deliver RRS focussed assembly every month and next accreditation – Achieve Silver Eco Group to organise and deliver activities throughout the year as appropriate and achieve a Green Flag Develop links with local primary schools and businesses Founders 4 Schools – 1 Business leader in per term for whole school and focussed group work. Develop links with local/National business that contributes/enhances the quality of lessons delivered within the school for all children Build long lasting relationships with the 	Jamie Moan Pupil Council – Mark Electives – Whole Staff + Parents DFS – Whole Staff DYW Mapping – Chris Crookston Reflection	 Development of key transferable skills for employment Evidence for Wider Achievement Awards, personal statements Making connections between classroom learning and the wider world of work whilst starting to develop carer management skills Participation in 'I can activities' ignites informed discussion on careers from an early age in school and at home Developing computing skills

	 DYW – Scotland's Website. Map the standards with CFE Use of: <u>http://enterprisings</u> <u>https://www.myw</u> 	DYW Career outcomes.	education	
improvement. Consider the imp NIF: Improvement Closing the atta HGIOS 4 Qis: 1.2 Lead 2.3 Lear		e wellbeing, e eracy and nu and least dis rship of Cha nt 2.4 Persc	equality and in imeracy advantaged inge 2.2 Cu onalised Sup .2 Raising a	rriculum port 2.5 Family Learning
What Outcomes Do We Want To Achieve?	How Will We Achieve This? (Intervention Strategies)	Lead Person	Start and Finish Dates	How Will We Measure Impact On Children and Young People? (Include Where Possible Current Measure and Target)
4.1 To promote Life and dignity of the human person	 God's loving plan to be delivered to all classes from P1-7 Restorative Practice 	Mark (Sacred Heart/St. Cuthbert's)	Aug-June	Through questionnaires all staff, visitors and members of the school community can clearly see that our anti bullying practice is based on the faith life of the school. Parents and Pupils feel that bullying is dealt with well.

		Louise (St				Parent survey		Pupil Sur			
		John's) Jackie(St Ninian's) Lynsey (St Patrick's)			May 18	19	Targe Targe 2 <u>1</u> 0	+ 18	May 19	Target 2 <u>1</u> 0	
				The school deals well with bullying	89%	80419 agree 20599 N/A	again		<u>100</u> 73% agree 24% N/A	100% again	
				Other pupils treat me fairly and with respect				92%	9 <u>5</u> 8%	100%	
				I feel that my child is safe in school	<u>100</u> 94%	6 100%	100%				
4.2 An increased call to family, community and participation • Parent and child workshops M H Workshops • Pope Francis Faith Award Jacobic (S Cluster Carols by Candlelight – COP Jacobic M	M.I (St. Cuthbert's) M.I.(Sacred		Increased attendance at parent workshops. Increased number of children achieving Pope Francis Faith Award.								
	workshopsPope Francis Faith Award	Heart) R.P (St John's) L.M (St.	Aug-June			Лау		<u>Target</u> <u>21</u> May 20 Target21	Attenda May 18	nce at Clu May 19	May 20
	Patrick's), J.McP (St. Ninian's)		% of pupils achieved	55% 1	00%		100%	<u>100</u> 30%	60 65 %	<u>100%</u> 70%	
4.3 Children will have a greater understanding of their rights and responsibilities in relation to the charter for Catholic schools.	 COP – further information to follow Education Scotland 'Recognising and realising children's Rights Pupil groups Playground buddies Missio work P1-6 	J.W (St. John's) N.McN (St Ninian's) L.M.+ A.M (St. Patrick's) M.I. (St Cuthbert's + Sacred Heart)	Aug- December	COP 2020 evaluation P7 /S1 links established through SCIAF joint working. Children feel supported through Playtimes and lunchtimes by peers or buddies.					ers or		
4.4 Children understand the dignity of work and the rights of workers	 Parent workshops Industry visits Vocations week Catholic Education Week 	R.L. (St. Ninian's) MI, Sacred Heart + St. Cuthbert's)	Aug-June	Workshops a Children hav Children and aptitudes and leading to fur	ve a grea d parents d interes	ater awa s have a sts withi	ireness greater	underst	anding of	the links b	etween

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	 Rights Respecting School DYW 	J.W (St. John's) T.McF (St. Patrick's)		
4.5 Option for the poor and vulnerable	 Breakfast club Uniform bank 'Donations' for school trips Saint Vincent De Paul Missio God's Loving plan PEF 	R.P (St. John's) with N.McN (St. Ninian's), L.M. (St. Patrick's) and MI(Sacred Heart + St. Cuthbert's)	Aug - June	Greater knowledge of families coming in to school in P1 and any barriers to their achievement. Daily breakfast club improving learner readiness and late coming Feedback from parents that families who require financial support given timely support or advice.
4.6 Solidarity	 R.E. Lessons SCIAF and Missio Pupil Groups Assemblies Aid to the Church in Need Laudato Si' 	R.P/JW/TŔ (St. John's) with J.McPeak (St. Ninian's), L.M. (St. Patrick's) and MI(Sacred Heart + St. Cuthbert's)	Aug - June	Increased involvement with Aid to the Church in Need both within school and within their own time. Reflected in the Pope Francis Faith Award.
4.7 Care for God's creation Laudato Si' pledge	 Further information from SCES when resources and advice are published. 	R.PJJW/TR (St. John's) with E.D (St. Ninian's), L.M. (St. Patrick's) and MI(Sacred Heart + St. Cuthbert's)	Aug-June	Enrol for Laudato Si Schools