



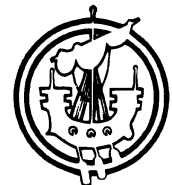
# SGOIL A' BHAC

## SCHOOL IMPROVEMENT PLAN



*Signature of Headteacher*

*Date*



*Comhairle nan Eilean Siar*



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## **SECTION 1: SCHOOL AIMS**

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The over-arching vision of the school is “to develop happy, ambitious people who care about others”.

In Sgoil a' Bhac we aim to give you:

- a very good all-round education
- a safe and happy place in which to work and play
- the opportunity to fulfil your true potential
- guidance on how to become a responsible citizen
- an appreciation of the local environment and culture
- an appreciation of what makes a healthy lifestyle

Ann an Sgoil a' Bhac tha sinn a' strì ri:

- foghlam math, farsaing a thoirt dhuibh
- àite sàbhailte, sona a bhith agaibh airson ionnsachadh agus cluiche
- cothrom a thoirt dhuibh dèanamh cho math sas urrainn dhuibh
- ur stiùireadh gu bhith nar deagh dhaoine anns an sgìre
- eòlas a bhith agaibh air ur n-àrainneachd agus ur cultur
- tuigse a thoirt dhuibh air dòigh beatha fhallain



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## **SECTION 2: AUDIT FOR 2008/2009**

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### **WHOLE SCHOOL & FOCUSED**

The school underwent an Assisted Self Evaluation (ASE) by CNES staff in March 2008. The outcomes and recommendations of that report form a key part of the School Improvement Plan (SIP) for 2008 /09. Discussions at staff meetings, corporate evaluation and the self - evaluation by individual members of staff have further informed the SIP priorities for 2008 / 09

### **IMPROVEMENT PRIORITIES FOR 2008/09**

After careful consideration of the ASE report and taking cognisance of the need to set a manageable number of development priorities, attainable within school resources the following were identified as priority developments for session 2008 / 09.

#### **Ensure AiFL is applied consistently across the curriculum**

- The ASE team clearly stated that:  
“There was capacity to extend and embed the good practice observed in most classrooms by refocusing on the principles and strategies of AiFL. This need had already been identified by the school”

#### **Embed ICT into the curriculum across the school**

- The ASE team stated that:  
“The school was very well resourced in terms of ICT and pupils were developing their ICT skills in many areas of learning. However, staff must ensure that the use of ICT is more fully embedded in lessons.”

#### **Curriculum for Excellence**

Following staff discussion it was agreed to:

- Investigate and research examples of best practice in relation to planning for a CfE.
- Incorporate a CfE findings into a whole - school pilot project.

#### **Enterprise in Education (EinE)**

- Plan and deliver a whole - school cross - curricular E in E project through which the key capacities and outcomes of a CfE will be developed and the main recommendations in the HMIe report ‘Improving Enterprise in Education’ are piloted.

#### **Sgoil Araich Loch a Tuath**

- Sgoil Araich Loch a Tuath will be relocated to new premises on campus and work towards full integration with the school in terms of curricular planning, use of resources and shared activities.



**SECTION 3: REVIEW OF KEY PROJECTS IN SCHOOL  
DEVELOPMENT PLAN 2007/2008**

<b>Project 1</b>	<b>A Curriculum for Excellence</b>
Target 1	Familiarise staff with the broad aims and outcomes of the Curriculum for Excellence Programme.
Target 2	Conduct an audit to evaluate how the schools' curriculum provision current curriculum reflects the principles of A Curriculum for Excellence.
Target 3	Draw up an action plan that will enable key aspects of a CfE to be implemented.
Evidence of impact on school / pupils	<p>Staff from both Primary and Secondary departments have undertaken inservice training on CfE at school, local authority and national level. They are now more aware of the philosophical underpinning and general aims and outcomes of the new curriculum. Several teachers are members of Local Authority focus groups and have attended launches on a CfE outcomes. They have shared their experiences and information with colleagues. Local Authority, CfE focus group meetings have also been hosted by the school.</p> <p>Staff are presently reviewing their practice in groups to enable them to plan a specific cross-curricular whole-school CfE project for next session.</p>

<b>Project 2</b>	<b>Support and encourage greater parental involvement in line with the requirements of the Parental Involvement Act 2006</b>
Target 1	Audit school's policy and current practice with regard to parental involvement and consultation.
Target 2	Establish a Parent Council in the school.
Target 3	Find ways to further promote and support the involvement of parents in the school.
Target 4	Develop the school policy on parental involvement taking account of the Authority Parental Involvement Strategy.
Target 5	Promote contact with parents and prospective pupils including parents of feeder pre-school groups.
Evidence of impact on school / pupils	<p>Parent Council has been established and regular meetings have been held throughout the sessions. The Parent Council has taken a key role in:</p> <ul style="list-style-type: none"> <li>• Representing the Parent Forum in relation to the proposed discontinuation of S1/S2 provision.</li> <li>• Fundraising for 'Class in a box' in order to enhance ICT in learning and teaching across the school.</li> <li>• Assisting the school in a range of events and activities and providing information for parents.</li> </ul> <p>The Parent Council is engaging with parents to further enhance parental involvement in school activities and increase the number of parents/co-optees on the Parent Council.</p>



<b>Project 3    Devise and Implement a PHSE Programme for P1-S2</b>	
Target 1	Evaluate the current programme of study.
Target 2	Re-draft the programme of study in line with current guidelines.
Target 3	Ensure programme of study has continuity and progression for all the key transition stages.
Evidence of impact on school / pupils	<ul style="list-style-type: none"> <li>• A formal audit was conducted by a working group and a programme of study devised in order to ensure continuity and progression in pupils' experience, especially at key transition stages.</li> <li>• PHSE plans and overviews are now available to all staff on the sharefile.</li> <li>• Folders of evidence for pupil performance have been collated for discussions with line managers and parents.</li> <li>• PHSE resources and the programme of study will be available for parents to view at Parents' Evenings, in June 2008. Staff have undertaken inset training in key aspects of PHSE which impact significantly on classroom delivery e.g. Calm Training.</li> <li>• Staff have undertaken training on CNES Child Protection Policy and have also undertaken familiarisation sessions with regard to revised ASN documentation.</li> </ul>

<b>Project 4    Devise and implement policy and procedures for assessment P1-S2</b>	
Target 1	Evaluate the current provision.
Target 2	Develop a concise robust and transparent system for assessment throughout the school.
Target 3	Present revised policy to staff for approval / amendment.
Target 4	Implement the programme throughout the school.
Evidence of impact on school / pupils	A review and evaluation of current practice was conducted by SMT. A staff working group developed a standardised system of conducting and recording assessments throughout the school. The new system will be explained to parents at Parents' Evenings and their views sought on the clarity of the revised system. The system will be evaluated through session 2008/09 and amendments made in the light of findings. The system has been revised in order to enhance clarity and to enable appropriate comparisons to be made particularly at transition stages.



**SECTION 4: ACTION 2008/2009**

The following are our main projects for session 2008/2009.

<b>Project 1</b>	<b>Ensure AiFL is applied consistently across the curriculum</b>	
<b>Quality Indicator</b>	<b>5.2, 5.4</b>	
<b>National Priority</b>	<b>1, 2</b>	
<b>Local Objective</b>	<b>1.1</b>	
Target 1	To enhance learning and teaching through the consistent use of AiFL strategies across the school.	
Target 2	To ensure that all staff in all sectors of the school are conversant with best practice in AiFL.	
Target 3	To ensure that AiFL strategies are fully implemented through classroom observations and feedback	
Impact on school/pupils	<ul style="list-style-type: none"> <li>• Pupils are clear about learning outcomes in all classes.</li> <li>• AiFL strategies will be implemented throughout the school as appropriate to enhance the learning and teaching experience.</li> <li>• Pupils' will learn to evaluate their own work and set targets for learning.</li> </ul>	

<b>Project 2</b>	<b>Embed ICT into the curriculum across the school</b>	
<b>Quality Indicator</b>	<b>5.2</b>	
<b>National Priority</b>	<b>1, 2, 5</b>	
<b>Local Objective</b>	<b>1.1</b>	
Target 1	Use of class in a box will enable more pupils to access ICT more often.	
Target 2	Nintendo DS to be piloted in P6 to enhance attainment in mental maths.	
Target 3	Smartboard will be used increasingly for interactive teaching.	
Target 4	The use of IPods will be shared to improve the teaching of language in the primary.	
Impact on school/pupils	<ul style="list-style-type: none"> <li>• Pupils to be more proficient in the use of different technologies.</li> <li>• Improved numeracy skills and in particular mental maths.</li> <li>• ICT to be deployed in a more cross-curricular manner to encourage awareness of the use of ICT in a range of contexts.</li> <li>• Attainment in language to be enhancement through use of a range or technologies.</li> </ul>	



<b>Project 3</b>	<b>Curriculum for Excellence - Investigate &amp; research examples of best practice to planning for a CfE</b>	
<b>Quality Indicator</b>	<b>2.1, 5.1</b>	
<b>National Priority</b>	<b>1 &amp; 2</b>	
<b>Local Objective</b>	<b>2.1, 2.3</b>	
Target 1	Set up a working group to study and disseminate examples of best practice in planning for a CfE.	
Target 2	Working group to share findings with staff who will begin to implement these across the school.	
Target 3	Implement revised planning format in a whole-school cross-curricular project. (see project below)	
Impact on school/pupils	<ul style="list-style-type: none"> <li>• Pupils will experience L&amp;T in a variety of contexts which will develop the 4 capacities of a CfE.</li> <li>• Shared planning will allow staff to engage with a CfE as a team.</li> <li>• Cross-curricular, inter-disciplinary approaches to planning, learning and teaching will enhance pupil experience.</li> </ul>	

<b>Project 4</b>	<b>Further develop Enterprise in Education as a key component in delivering a quality learning experience for all pupils</b>	
<b>Quality Indicator</b>	<b>2.1, 1.2, 8.1</b>	
<b>National Priority</b>	<b>1, 2, 3, 4, 5</b>	
<b>Local Objective</b>	<b>1.1</b>	
Target 1	Enhance pupils' learning experience through further involvement in E in E.	
Target 2	Set up a working group to provide outline planning for a whole-school, cross-curricular project in line with the aims set out in 'Improving Enterprise in Education'	
Target 3	Develop dispersed leadership skills amongst staff and pupils.	
Impact on school/pupils	<ul style="list-style-type: none"> <li>• Pupils' learning experiences will be improved and their appreciation of the four capacities of a CfE enhanced through involvement in a project with an international dimension.</li> <li>• Staff will become more proficient in planning and delivering cross-cutting projects.</li> <li>• Staff will become more conversant with the four capacities and outcomes of a CfE.</li> <li>• Learning experiences for pupils and staff will be enriched through working with a range of partner agencies.</li> </ul>	

<b>Project 5</b>	<b>Full integration of Sgoil Araich Loch a Tuath on school campus</b>
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<b>Quality Indicator</b> [Child at the Centre]	<b>6.3, 8.3</b>
<b>National Priority</b>	<b>1, 2, 3, 4, 5</b>
<b>Local Objective</b>	<b>1.1</b>
<b>Target 1</b>	Relocate to new purpose built premises on campus.
<b>Target 2</b>	Further develop links between Primary 1 pupils and Sgoil Araich pupils through sharing of facilities, resources and selected activities.
<b>Target 3</b>	Embed AiFL teaching and learning strategies in Sgoil Araich practice.
<b>Target 4</b>	Integrate Sgoil Araich in schools' extra-curricular activities.
<b>Impact on school/pupils</b>	<ul style="list-style-type: none"> <li>• A greater sense of belonging to the school is instilled in Sgoil Araich pupils, staff and parents.</li> <li>• A seamless transition from pre-school to S2 is provided.</li> <li>• Resources and facilities are deployed to maximise benefit to all pupils across the 3-14 spectrum.</li> </ul>

## **MAINTENANCE AREAS**

The main projects do not represent the full range of improvement work which the school will undertake in the course of the session. There are aspects of the work of the school that require adjustment and fine-tuning from year to year. These are referred to as maintenance areas and, although they do not constitute new developments, they do affect the overall workload implicit in the improvement plan.

In session 2008/2009 the principal tasks under this heading are set out below.

<b>MAINTENANCE AREAS 2008/2009</b>		<b>Local Objective</b>
1	Continue the programme of reviewing and updating School Policies.	2.1
2	Identify and implement opportunities for Study Support for all pupils.	1.1
3	Continue to manage the Professional Review and Development process for all teaching and non-teaching staff.	1.1
4	Increase the use of the sharefile [ASE recommendation].	1.1
5	Promoted staff to continue monitoring teachers' plans and evaluating pupils' learning experience on a regular basis.	1.1
6	Review Setting procedures in Secondary 1& 2 [ASE recommendation].	1.1
7	Continue familiarising staff with the updated Child Protection Procedures and Additional Support Needs documentation and practice.	1.2
8	Relocate Sgoil Araich Loch A Tuath to new accommodation on school campus.	1.1

## **SUMMARY OF IMPROVEMENT PLAN 2008/2009**



- 1.1 The Scottish Executive Education Department requires all schools to produce an Improvement Plan each year setting out targets for the improvement of the educational services offered. The process of formulating our improvement plan involved the following procedures.
- An Audit of the Key Areas of the school’s work using HGIOS-3 Quality Indicators to identify strengths and weaknesses and how well the school is performing in relation to aims.
  - An evaluation of national and local authority development initiatives and how these impact on the school.
- 1.2 The outcome of this process is that we were able to identify five targets which we intend addressing in Session 2008/2009. We believe this will improve educational provision in the school and provide long-term benefits for all our pupils.
- 1.3 A full copy of our improvement plan is available to parents and other interested parties on our website. [[www.sgoilabhac.org.uk](http://www.sgoilabhac.org.uk)]

The following table constitutes our intended improvements over the next three years.

<b>THE THREE YEAR PLAN</b>		
<b>2008/2009</b>	<b>2009/2010</b>	<b>2010/2011</b>
A Curriculum for Excellence	A Curriculum for Excellence	A Curriculum for Excellence
Expand collaborative working with the Nicolson Institute for delivery of S1/S3 curriculum	Expand collaborative working with the Nicolson Institute for delivery of S1/S3 curriculum	Work Collaboratively with The Nicolson Institute to standardise provision in stage 3 CfE
Address action points arising from Assisted Self Evaluation.	Review Child Protection and Additional Support Needs policies and practice	Review Child Protection and Additional Support Needs policies and practice
Raise awareness of GLOW and how it can impact on learning and teaching.	Continue familiarisation and utilisation of GLOW	Implement / utilise GLOW facilities

**SECTION 5: ACTION PLAN 2008/2009**

The following are our main projects for session 2008/2009.



<b>Project 1</b>	<b>AiFL</b>
<b>Overall Aim</b>	<b>Ensure AiFL is applied consistently across the curriculum</b>
<b>Target 1</b>	To enhance learning and teaching through the consistent use of AiFL strategies across the school.
<b>Target 2</b>	To ensure that all staff in all sectors of the school are conversant with best practice in AiFL.
<b>Target 3</b>	To ensure that AiFL strategies are fully implemented through classroom observations and feedback
<b>Quality Indicator</b>	<b>5.2, 5.4</b>
<b>National Priority</b>	<b>1, 2</b>
<b>Local Objective</b>	<b>1.1</b>
<b>Implementation Strategies</b>	<ol style="list-style-type: none"> <li>1. Conduct staff meetings to discuss how AiFL is to be incorporated at all stages.</li> <li>2. Promote peer observation to disseminate best practice.</li> <li>3. Use classroom observations to ensure that AiFL is consistently used across the school.</li> </ol>
<b>Success Criteria</b>	<ul style="list-style-type: none"> <li>• Staff dialogue and practice demonstrate understanding of AiFL strategies.</li> <li>• Peer observations / evaluations confirm that strategies are developed and implemented.</li> <li>• Classroom observations – formal and informal – validate usage of AiFL.</li> </ul>
<b>Timescale</b>	Terms 1 – 4 Session 2008/2009
<b>Resources</b>	1. Staff time for meetings & dialogue
<b>Impact on school/ pupils</b>	<ul style="list-style-type: none"> <li>• Pupils are clear about learning outcomes in all classes.</li> <li>• AiFL strategies will be implemented throughout the school as appropriate to enhance the learning and teaching experience.</li> <li>• Pupils' will learn to evaluate their own work and set targets for learning.</li> </ul>

<b>Project 2</b>	<b>ICT</b>
<b>Overall Aim</b>	<b>Embed ICT into the curriculum across the school</b>
<b>Target 1</b>	Use of class in a box will enable more pupils to access ICT more often.



<b>Target 2</b>	Nintendo DS to be piloted in P6 to enhance attainment in mental maths.
<b>Target 3</b>	Smartboard will be used increasingly for interactive teaching.
<b>Target 4</b>	The use of IPods will be shared to improve the teaching of language in the primary.
<b>Quality Indicator</b>	<b>5.2</b>
<b>National Priority</b>	<b>1, 2, 5</b>
<b>Local Objective</b>	<b>1.1</b>
<b>Implementation Strategies</b>	<ol style="list-style-type: none"> <li>1. Re-timetable “Class in a Box” and ICT suite to increase access to ICT for all pupils.</li> <li>2. Pilot use of Nintendo DS on a daily basis with P6.</li> <li>3. Increase interactive use of Smartboards in all areas and all stages.</li> <li>4. Promote dialogue on ICT teaching strategies to share best practice.</li> </ol>
<b>Success Criteria</b>	<ul style="list-style-type: none"> <li>• Improved access to ICT for all stages.</li> <li>• Improved ICT strategies used at all stages.</li> <li>• Enhanced attainment in mental maths.</li> <li>• Classroom observations to indicate enhanced use of Smartboards for interactive teaching.</li> </ul>
<b>Timescale</b>	Term 1 – 4 Session 2008/2009
<b>Resources</b>	<ol style="list-style-type: none"> <li>1. Furniture and Equipment Budget to be used to purchase “Class in a Box”.</li> <li>2. Fundraising in conjunction with Parent Council for additional technologies.</li> <li>3. Staff time for sharing best practice.</li> </ol>
<b>Impact on school/pupils</b>	<ul style="list-style-type: none"> <li>• Pupils to be more proficient in the use of different technologies.</li> <li>• Improved numeracy skills and in particular mental maths.</li> <li>• ICT to be deployed in a more cross-curricular manner to encourage awareness of the use of ICT in a range of contexts.</li> <li>• Attainment in language to be enhancement through use of a range or technologies.</li> </ul>

<b>Project 3</b>	<b>CURRICULUM FOR EXCELLENCE</b>
<b>Overall Aim</b>	<b>Investigate &amp; research examples of best practice to planning for a CfE</b>
<b>Target 1</b>	Set up a working group to study and disseminate examples of best



	practice in planning for a CfE.
<b>Target 2</b>	Working group to share findings with staff who will begin to implement these across the school.
<b>Target 3</b>	Implement revised planning format in a whole-school cross-curricular project. (see project below)
<b>Quality Indicator</b>	<b>2.1, 5.1</b>
<b>National Priority</b>	<b>1, 2</b>
<b>Local Objective</b>	<b>2.1, 2.3</b>
<b>Implementation Strategies</b>	<ol style="list-style-type: none"> <li>1. Set up working groups to study and share outcomes of a Curriculum for Excellence.</li> <li>2. Staff to engage in cross-cutting and collaborative work.</li> <li>3. Staff and pupils to engage in a whole-school cross-curricular project.</li> </ol>
<b>Success Criteria</b>	<ul style="list-style-type: none"> <li>• Staff attending and contributing to planning and discussion sessions in a CfE.</li> <li>• Staff engaging in Inset training and private study of a CfE.</li> <li>• Staff and pupils engaging in whole-school cross-curricular projects.</li> </ul>
<b>Timescale</b>	Terms 1 – 4 Session 2008/2009
<b>Resources</b>	<ol style="list-style-type: none"> <li>1. Staff time - teaching &amp; non teaching</li> <li>2. A CfE funding</li> <li>3. Teaching materials</li> </ol>
<b>Impact on school/ pupils</b>	<ul style="list-style-type: none"> <li>• Pupils will experience L&amp;T in a variety of contexts which will develop the 4 capacities of a CfE.</li> <li>• Shared planning will allow staff to engage with a CfE as a team.</li> <li>• Cross-curricular, inter-disciplinary approaches to planning, learning and teaching will enhance pupil experience.</li> </ul>

<b>Project 4</b>	<b>ENTERPRISE IN EDUCATION</b>
<b>Overall Aim</b>	<b>Further develop Enterprise in Education as a key component in delivering a quality learning experience for all pupils</b>
<b>Target 1</b>	Enhance pupils' learning experience through further involvement in EinE.



<b>Target 2</b>	Set up a working group to provide outline planning for a whole-school, cross-curricular project in line with the aims set out in 'Improving Enterprise in Education'
<b>Target 3</b>	Develop dispersed leadership skills amongst staff and pupils.
<b>Quality Indicator</b>	<b>2.1, 1.2, 8.1</b>
<b>National Priority</b>	<b>1, 2, 3, 4, 5</b>
<b>Local Objective</b>	<b>1.1</b>
<b>Implementation Strategies</b>	<ol style="list-style-type: none"> <li>1. Set up working group to plan whole-school E in E project focussing on link with Stefan cel Mare (school), Nisporeni, Moldova.</li> <li>2. Suspend formal timetable for last fortnight of term two in order to undertake research and study related to project.</li> <li>3. Host community open day and evening concert to showcase outcomes.</li> <li>4. Review planning and delivery of project in relation to CfE outcomes.</li> </ol>
<b>Success Criteria</b>	<ul style="list-style-type: none"> <li>• Joint planning sessions are productive.</li> <li>• A CfE outcomes are clearly addressed.</li> <li>• Meaningful links with Stefan cel Mare are established.</li> <li>• Showcase evening is well-attended by parents and friends of the school.</li> </ul>
<b>Timescale</b>	Term 1 & 2 Session 2008/2009
<b>Resources</b>	<ol style="list-style-type: none"> <li>1. Staff time</li> <li>2. A CfE funding for staff CPD</li> <li>3. School resources</li> </ol>
<b>Impact on school/ pupils</b>	<ul style="list-style-type: none"> <li>• Pupils' learning experiences will be improved and their appreciation of the four capacities of a CfE enhanced through involvement in a project with an international dimension.</li> <li>• Staff will become more proficient in planning and delivering cross-cutting projects.</li> <li>• Staff will become more conversant with the four capacities and outcomes of a CfE.</li> <li>• Learning experiences for pupils and staff will be enriched through working with a range of partner agencies.</li> </ul>

<b>Project 5</b>	<b>SGOIL ARAICH LOCH A TUATH</b>
<b>Overall Aim</b>	<b>Full integration of Sgoil Araich Loch a Tuath on school campus</b>
<b>Target 1</b>	Relocate to new purpose built premises on campus.
<b>Target 2</b>	Further develop links between Primary 1 pupils and Sgoil Araich



	pupils through sharing of facilities, resources and selected activities.
<b>Target 3</b>	Embed AiFL teaching and learning strategies in Sgoil Araich practice.
<b>Target 4</b>	Integrate Sgoil Araich in schools' extra-curricular activities.
<b>Quality Indicator [Child at the Centre]</b>	<b>6.3, 8.3</b>
<b>National Priority</b>	<b>1, 2, 3, 4, 5</b>
<b>Local Objective</b>	<b>1.1</b>
<b>Implementation Strategies</b>	<ol style="list-style-type: none"> <li>1. Transfer and lay out materials, furniture and equipment in new premises.</li> <li>2. Acquire Care Commission certification for new premises.</li> <li>3. Arrange meetings between Sgoil Araich staff and infant staff to ensure a seamless transition.</li> <li>4. Conduct meetings to share teaching strategies, resources and facilities.</li> </ol>
<b>Success Criteria</b>	<ul style="list-style-type: none"> <li>• Smooth transfer to new premises for August 2008.</li> <li>• Successful Care Commission certification.</li> <li>• An ethos conducive to collaborative working is created.</li> <li>• Seamless transfer from Sgoil Araich to P1 in August 2009.</li> </ul>
<b>Timescale</b>	Terms 1 – 4 Session 2008/2009
<b>Resources</b>	<ol style="list-style-type: none"> <li>1. Input from contractors and Technical Services</li> <li>2. Staff time</li> <li>3. School resources for equipment and teaching materials</li> </ol>
<b>Impact on school/pupils</b>	<ul style="list-style-type: none"> <li>• A greater sense of belonging to the school is instilled in Sgoil Araich pupils, staff and parents.</li> <li>• A seamless transition from pre-school to S2 is provided.</li> <li>• Resources and facilities are deployed to maximise benefit to all pupils across the 3-14 spectrum.</li> </ul>