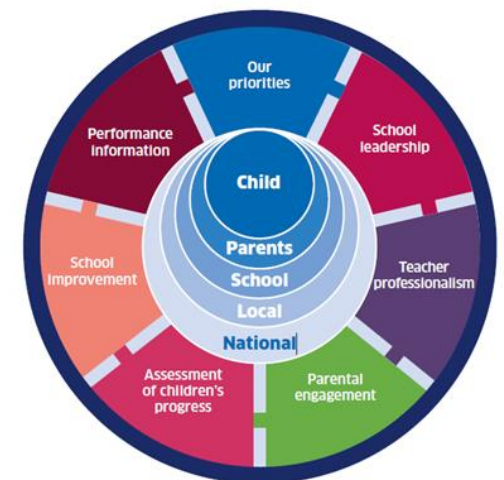


South Ayrshire Council



Girvan Academy

School Improvement Plan (Year 2) – Session 2019/20



Strategic Objectives:

South Ayrshire Council Plan	<ul style="list-style-type: none"> • Effective leadership that promotes fairness. (SAC 1) • Reduce poverty and disadvantage. (SAC 2) • Health and care systems that meet people's needs (SAC 3) • Make the most of the local economy. (SAC 4) • Increase the profile and reputation of South Ayrshire and the Council. (SAC 5) • Enhanced environment through social, cultural and economic activities. (SAC 6)
Children's Service Plan	<ul style="list-style-type: none"> • 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. (CS 1) • Reduce the gap in outcomes between the most deprived and least deprived children and young people in South Ayrshire. (CS 2) • Ensure children and young people who are looked after or are care leavers are cared for and supported to improve their life experiences and life chances. (CS 3) • Ensure children and young people are supported to achieve and maintain good emotional and physical health and wellbeing. (CS 4) • Ensure children and young people have a voice in influencing service delivery that affects their lives. (CS 5)
Education Services Plan and National Improvement Framework	<ul style="list-style-type: none"> • Improvement in attainment, particularly in literacy and numeracy. (ESNIF 1) • Closing the attainment gap between the most and least disadvantaged children. (ESNIF 2) • Improvement in children and young people's health and wellbeing. (ESNIF 3) • Improvement in employability skills and sustained positive school leaver destinations for all young people. The proportion of young people and adults with relevant qualifications is increased. (ESNIF 4)
National Improvement Framework - Drivers	<ul style="list-style-type: none"> • School leadership (NIFD 1) • Teacher professionalism (NIFD 2) • Parental engagement (NIFD 3) • Assessment of children's progress (NIFD 4) • School improvement (NIFD 5) • Performance information (NIFD 6)

Our Vision:

- To **motivate** and **inspire** all of our young people.
- To **equip them** with the attributes, capabilities and experiences to be **successful in life** and to **reach their true potential**.
- To be a learning organisation where all of our young people are **healthy, happy and achieving**.

Our Aims:

- To provide the **highest quality learning experiences** for all of our young people in an **inspirational environment**.
- To promote an **ethos** where young people are **listened to, respected and supported** to reach their potential.
- To promote learners **who lead** and take an **active role in their learning, life and community**.
- To **enable** each of our young people to become:
 - successful learners
 - confident individuals
 - responsible citizens
 - an effective contributors

Our Values:

Respect, responsibility, ambition and community

Overview: Year 2

Priority: 1	Priority: 2	Priority: 3	Priority: 4
Improving Attainment for All	Closing the Poverty Related Attainment Gap	Improving Health & Wellbeing	Improving Employability Skills & Positive Destinations
<ul style="list-style-type: none"> We want to improve consistency in the quality of learning, teaching and assessment across departments and faculties. We want to improve tracking and monitoring procedures to allow greater opportunity for intervention and increased attainment for young people. We want to embed a mentoring programme linked to high aspiration for all. We want to further develop and update self-evaluation processes in line with HGIOS 4 part 2. 	<ul style="list-style-type: none"> We want to provide targeted young people with additional opportunities to support their achievement and attainment. We want to increase attainment for targeted young people in literacy/numeracy. We want to embed tracking and monitoring procedures that track progress for targeted young people and allow for planned interventions and support. 	<ul style="list-style-type: none"> We want to ensure all young people feel valued and part of the school community We want our young people to develop a can do attitude to learning life and work by promoting a 'Growth Mindset' approach. We want to embed tracking and monitoring procedures that track progress for targeted young people and allow for planned interventions and support. We want our young people to be able to cope with the demands of modern life and develop practices that ensure mental toughness and resilience. 	<ul style="list-style-type: none"> We want to embed a skills framework for our learners to ensure they leave Girvan Academy with a skill set need for life, learning and work. We want to further develop Girvan Skills Academy to offer young people diverse and flexible learning pathways to suit their needs and career aspirations. We want to help young people plan for their future by further developing career planning and preparation for life, post Girvan Academy.

Priority 1: Improving Attainment for All

Expected Outcomes for Young People
(SAC 1, ES NIF1, CS4, NIFD1, NIFD3, NIFD5)

What Outcomes Do We Want To Achieve?	How Will We Achieve This? (Intervention Strategies)	Lead Person (Group)	Start/Finish	Intended Outcomes
<p>1. We want to improve consistency in the quality of learning, teaching and assessment across departments and faculties.</p>	<ul style="list-style-type: none"> • Update strategy for each of the following areas detailed. Identify and share targets and expectations <ul style="list-style-type: none"> ○ Literacy, numeracy & HWB responsibility of all ○ Learning, Teaching & Assessment ○ Digital Schools Award ○ Self-evaluation • Review procedures to that monitor progress in relation to attainment and achievement at department and whole school level • Digital School Award – registration and evaluation of practice – linked to award to enhance the digital learning experience of young people • Enhance leadership at all levels – implement Leadership Matters programme with PTs/aspiring PTs 	<p>Literacy – EMcE Numeracy – JF HWB – AS MTV – EMcE +working party Moderation - EMcE +working party Digital Schools Award – GR/JF Pace, Challenge & Consistency – Leadership Programme - EMcE</p>	<p>Aug 18-Jun 21 Strategy development and implementation</p>	<ul style="list-style-type: none"> • Visible consistency across classrooms • Increased pace and participation within lessons. • Visible challenge within lessons • Digital school award achieved and ICT used creatively to enhance learning and teaching • Staff reflective in their practice and able • In-house CLPL Programme linked to PRD process to supplement external CLPL opportunities for staff
<p>2. We want to improve tracking and monitoring procedures to allow greater opportunity for intervention and increased attainment for young people.</p>	<ul style="list-style-type: none"> • Updated BGE Tracking system linked to progress and achievement module in SEEMIS • Updated Senior Phase tracking system linked to T&M periods that will track • Identify and implement appropriate strategy • Point of exit tracking 	<p>BGE – EMcE S4-S6 - JF/AS</p>	<p>Aug 18 – Dec 21 Agreed systems implemented</p>	<ul style="list-style-type: none"> • Robust BGE System in place to support young people in S1-S3 with evidence informed interventions. • Increased attainment at key measures and point of exit: <ul style="list-style-type: none"> ○ 100% 5@3 ○ 90% 5@4 ○ 45% 5@5 ○ 15% 5@6 • Increased parental engagement in relation to attainment at BGE. Robust tracking data available detailing attainment and achievement throughout learner journey. Plan interventions and support.

<p>3. We want to embed a mentoring programme linked to high aspiration for all.</p>	<ul style="list-style-type: none"> • Identify target groups • Identify intervention mentoring strategies • Allocated mentors • Parent clinics 	<p>BGE – EMcE</p>	<p>Aug 18-Jun 21</p>	<ul style="list-style-type: none"> • Increased attainment • Robust attainment conversations • Positive relationships across learning community • Increased parental engagement
<p>4. We want to further develop and update self-evaluation processes in line with HGIOS 4 part 2.</p>	<ul style="list-style-type: none"> • Introduce use of How Good is OUR School to involve young people to encourage them to share their voice in relation to self-evaluation. 	<p>EH/EMcE + Learning Council</p>	<p>Aug 19 – Jun 21</p>	<ul style="list-style-type: none"> • Young people leading self-evaluation and contributing to school improvement <ul style="list-style-type: none"> ○ Increase pupil voice ○ Increase role of learning council • Focused self-evaluation leading to key improvements in key 5 themes • Greater pupil participation in core self-evaluation.

Priority 2: Closing the Poverty Related Attainment Gap

Expected Outcomes for Young People

(SAC 2, CS2, CS3, ESNIF2)

What Outcomes Do We Want To Achieve?	How Will We Achieve This? (Intervention Strategies)	Lead Person	Start/Finish	Intended Outcomes
5. We want to provide targeted young people with additional opportunities to support their achievement and attainment.	<ul style="list-style-type: none"> • Self-evaluation of current process within school/wider community • Survey young people and collate responses • Identify young people not involved in activities • Identify gap in provision • Link with outside agencies re: additional opportunities • Use of T&M data to identify target groups • SMHW application – support sessions (allocated days) 	AS JF + PTs	Aug 18 – Jun 21 Aug 18 - Jun 21	<ul style="list-style-type: none"> • Increased attainment for identified cohorts of young people • Increased participation and engagement identified cohorts of young people • Increased parental engagement • Enhanced partnership working • Alternative qualifications • Increased attainment • Increase pupil engagement • Increased parental engagement
6. We want to increase attainment for targeted young people in literacy/numeracy.	<ul style="list-style-type: none"> • Use of SNSA and BGE tracking data to identify target groups • Intervention groups within literacy and numeracy classes • Young people extracted from classes for targeted support 	EMcE – Literacy JF – Numeracy Linked with CL	Groups identified annually	<ul style="list-style-type: none"> • Increased attainment in Literacy and Numeracy • Transfer of skills across subject areas • Enhanced use of tracking data to inform improvement
7. We want to embed tracking and monitoring procedures that track progress for targeted young people and allow for planned interventions and support.	<ul style="list-style-type: none"> • Identify targeted tracking groups based on attainment data • Identify appropriate mentors 	SLT/PTs	Groups identified annually	<ul style="list-style-type: none"> • Increased attainment at key measures and point of exit • Increased pupil engagement • Increased parental engagement

Priority 3: Improving Health & Wellbeing

Expected Outcomes for Young People
(CS5, ESNIF3,)

What Outcomes Do We Want To Achieve?	How Will We Achieve This? (Intervention Strategies)	Lead Person	Start/Finish	Intended Outcomes
8. We want to ensure all young people feel valued and part of the school community	<ul style="list-style-type: none"> Columba 1400 sub group will lead consultation on updating our vision, values and aims and these will be launched in August/September 2019 Use Bronze data from Bronze application to work towards Rights respecting school Silver Award. 	<p>Columba 1400 Group</p> <p>EMcE</p>	<p>May 2019 - September 2019</p> <p>June 2019 – Dec 2020</p>	<ul style="list-style-type: none"> Updated vision, values and aim as identified by all stakeholders Achieve bronze award within RRS programme. Linked to values and updated school ethos. Develop links to sustainable learning
9. We want our young people to develop a can do attitude to learning life and work by promoting a 'Growth Mindset' approach.	<ul style="list-style-type: none"> Continue to develop universal and targeted approach to embed positive mindset across the school Develop cluster initiative linking with associate primary colleagues Resilience pathway strategy for each year group to demonstrate progression and skills development 	EMcE/SI	Ongoing throughout session	<ul style="list-style-type: none"> Reduction in young people reporting anxiety/stress Young people trained as mindset mentors Key skills delivered at appropriate stages Clear progression in resilience development and appropriate inputs Young people equipped with the skills and knowledge to deal with challenges as they arise
10. We want our young people to be able to cope with the demands of Modern Life and develop practices that ensure mental toughness and resilience.	<ul style="list-style-type: none"> Introduction of holistic assessments linked to updated PSE programme Wellbeing strategy group Tracking & monitoring and referral system of interventions 	AS + Guidance Team	June 2019 - June 2021	<ul style="list-style-type: none"> Updated strategy/school guidelines in place Tracking linked to interventions Referral system in place for counselling service for young people

Priority 4: Improving Employability Skills & Positive Destinations

Expected Outcomes for Young People

(ESNIF4)

What Outcomes Do We Want To Achieve?	How Will We Achieve This? (Intervention Strategies)	Lead Person	Start/Finish	Intended Outcomes
11. We want to embed a skills framework for our learners to ensure they leave Girvan Academy with a skillset need for life, learning and work.	<ul style="list-style-type: none"> Identify core skills in line with Education Standard at department and whole school level. Further develop online profiling tool using MyWorldofWork 	JF/PTs	Aug 18 – Jun 21	<ul style="list-style-type: none"> Increased understanding of key skills relevant to LLW Young people able to self-reflect and identify development needs in relation to skills Subject specific skills promoted within subjects areas
12. We want to further develop Girvan Skills Academy to offer young people diverse and flexible learning pathways to suit their needs and career aspirations.	<ul style="list-style-type: none"> Introduce additional SCQF qualifications Increase number of young people participating in SCQF courses. 	JF	Aug 18 – Jun 21	<ul style="list-style-type: none"> Staff trained in SCQF qualifications Widen opportunities for success and respond to identified local needs. Enhance employer links Point of exit opportunities to enhance portfolio of qualification obtained by young people
13. We want to help young people plan for their future by further developing career planning and preparation for life, post Girvan Academy.	<ul style="list-style-type: none"> Further develop parent clinics to discuss Career inputs via SDS Visiting speakers linked to subject specific areas/careers for each department GIRFEC groups and PSE inputs 	JF	Aug 18 – Jun 21	<ul style="list-style-type: none"> Increased awareness of potential career paths Appropriate learning pathways identified Young people interview ready and confident in their choices and career planning