

# St. Joseph's RC PS - School Improvement Plan Session 2019/20 – High Level Messages

Improvement Priority 1: Leadership and Management				
“We will improve our leadership and approaches to improvement”				
HGIOS 4 QIs	Outcomes (What we are going to achieve)	Strategic Aim (What we are going to do)	Lead	Time Scale
1.1	<ul style="list-style-type: none"> <li>We will further embed learner voice and leadership throughout our school</li> <li>Through discussion with learners, staff, parents and partners, we will ensure that ambitious targets are set for pupils / groups of pupils</li> </ul>	<ul style="list-style-type: none"> <li>We will use ‘wee HGIOS’ <b>to further embed learner voice and leadership</b>, involving learners in self-evaluation discussion with other stakeholders</li> <li>We will ensure that target setting by educators and pupils is embedded across the school and that <b>effective ongoing feedback</b> remains a key feature of driving forward improvements</li> </ul>	SLT	Dec 2019
1.3			<ul style="list-style-type: none"> <li>We will continue to create conditions for effective leadership at all levels and all staff will undertake leadership roles which focus on leading learning</li> <li>We will ensure that all staff have consistent high expectations for all learners</li> <li>We will continue to listen to the feedback and views of all stakeholders to bring about positive change/ improvements</li> </ul>	<ul style="list-style-type: none"> <li>We will <b>embed opportunities</b> for staff to lead and share their learning, including “Campus Connect”, “P,P,P” nights, visits to other schools within the LA, TRIC and beyond.</li> <li>We will engage in professional discussion around <b>shared expectations</b> and <b>consistency in our approaches</b> and practices. We will create “shared expectation” documents to support new members of staff joining our team.</li> <li>We will continue to use a range of approaches to self-evaluation including HGIOS4? / Temperature Checks/ GLOW Surveys/ Focus Groups/ Professional Dialogue</li> <li>We will revisit and <b>review our Anti-Bullying Policy</b></li> </ul>
			HT	June 2020

Improvement Priority 2: Learning Provision				
“We will continue to strive to provide excellent quality of care and education”				
HGI OS4 QIs	Outcomes (What we are going to achieve)	Strategic Aim (What we are going to do)	Lead	Time scale
2.2	<ul style="list-style-type: none"> <li>All pupils will benefit from consistent high quality Learning &amp; Teaching experiences across the school</li> <li>Our school will have a Standard for Learning, aligned with the Dundee Standard, taking cognisance of BTC, AifL, Birth to 6 (LTiD) and DYW</li> </ul>	<ul style="list-style-type: none"> <li><b>A clear Learning and Teaching policy</b>, followed by all educators, will be in place, in line with existing DCC Policy.</li> <li>Identified staff will undertake collaborative research in improving pupil feedback to raise attainment in Writing</li> <li>Learning &amp; Teaching Working Group will be set up as the main workstream for this</li> <li>Our Learning &amp; Teaching Policy will take cognisance of our school’s unique curriculum rationale, approaches to pedagogy, <b>effective feedback</b>, differentiation, <b>outdoor learning</b>, use of <b>digital technologies</b> and personalised support</li> </ul>	L&T Group P	June 2020
2.3				

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	<ul style="list-style-type: none"> <li>We will ensure that everyone can articulate our school's curriculum rationale</li> <li>Learners will experience appropriate pathways through a BGE in all curricular areas, using standard Local Authority formats</li> <li>We will continue to support the development of emotional and academic resilience for all</li> </ul>	<ul style="list-style-type: none"> <li>Curriculum Working Group will be set up as main workstream lead on reviewing our existing Curriculum Rationale. Group to consult with wider staff and raise profile of this amongst all so that everyone can articulate <b>what</b> we want for our learners, <b>why</b> we want this and <b>how</b> we will achieve / support this.</li> <li>Our Curriculum Rationale document will include our approaches to supporting learners to develop skills necessary for future life and work, and will feature our plans for DYW and preparing pupils in line with Career Education Standard</li> <li>We will adopt and embed <b>Dundee City's Progression Framework / Pathways</b> as our planning tool, making explicit and consistent our expectations around planning, learning, teaching and assessment.</li> <li>We will investigate how Voice 21 can supplement <b>listening &amp; talking skills</b> through our current literacy programme and continue to develop a <b>consistent approach</b> in our post Learning to Read programme.</li> <li>HWB working group will be set up as the workstream lead on reviewing Positive Relationships Policy and identifying how we wish to improve <b>emotional and academic resilience</b> across the school. This group will work in partnership with DEPS and CAMHS Innovation Fund partners</li> </ul>	<p>Curr Group</p> <p>June 2020</p> <p>Ongoing</p> <p>HWB Group</p> <p>March 2020</p>
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## Improvement Priority 3: Successes and Achievements

### “We will ensure the best possible outcomes for all learners”

HGIOS 4 QIs	Outcomes (What we are going to achieve)	Strategic Aim (What we are going to do)	Lead	Time scale
3.1	<ul style="list-style-type: none"> <li>We will ensure that we continue to improve outcomes for all pupils, including those with complex additional support needs</li> </ul>	<ul style="list-style-type: none"> <li>We will build upon and increase our school's capacity to support a number of children with complex ASN joining our school in August 2020. We will do this through being part of “Dundee Autism Plan” Team with DCC centre staff, our partners from OT, SALT, DEPS, FRPSC and two other schools within the city.</li> <li>We will ensure that our SLT review TATC processes to ensure alignment with DCC Guidelines.</li> <li>We will ensure that all TATC minutes (Level 2 and above) are recorded on Mosaic</li> <li>Our CP Officer (Lead) will attend DCPO Forum sessions</li> <li>Coherent PEF plan in place with clear rationale for improving outcomes for disadvantaged individuals/groups.</li> <li>We will <b>embed</b> our current planning, tracking and monitoring system to support reporting on learner pathways / progress / academic and wider achievements.</li> </ul>	PT SL	June 2020 Ongoing
3.1	<ul style="list-style-type: none"> <li>We will ensure that DCC staged intervention process (Team Around the Child) is used consistently and effectively to support children and families</li> </ul>			
3.2	<ul style="list-style-type: none"> <li>We will ensure that Authority-wide planning, recording and referral systems are used consistently</li> <li>Ensure equity – We will keep focus on targeted children and on improving outcomes for targeted groups: LAC, ASN, Young Carers, SIMD1&amp;2, CP register (including attendance, late coming and exclusions)</li> </ul>		SLT	June 2020