



Stromness Academy School Improvement Plan 2018 - 2019

Summary of Key Objectives

A. Raising attainment and achievement	Use data consistently to track pupil progress and lead to effective intervention
	Raise attainment in numeracy
	Raise attainment in literacy
	Increase the range of opportunities for recognising young people's achievements
	Implement an attendance policy
	Ensure high-quality teaching and learning with appropriate personalisation
	Increase pupils' responsibility for their own learning
	Increase parental engagement with pupils' performance
B. The Curriculum	Provide a coherent and planned curriculum which meets local and national guidelines and makes a wide range of learning pathways available to pupils
C. Ensuring Wellbeing, equality and inclusion	Ensure Child Protection and safeguarding procedures are up-to-date and compliant
	Promote positive behaviour and relationships in school
	Enable pupil participation in extra-curricular activities
	Improve partnership working on pupil health and well-being
	Increase staff confidence in responding to mental health issues in pupils
D. Developing the Young Workforce	Develop provision for supporting pupils' transition to sustained positive destinations beyond school
	Develop further leadership roles for pupils
E. Leadership and Management	Create a shared culture of improvement
	Ensure compliance with new General Data Protection Regulations
	Review the school's media presence

The following pages give details of planned actions under each of these areas and link them to Education Scotland priorities based on the following documents:

National Improvement Framework 2018 <http://www.gov.scot/Resource/0052/00528872.pdf>

How good is our school? 4th Edition (HGIOS 4) <https://education.gov.scot/improvement/self-evaluation/HGIOS4>

A Raising attainment and achievement

Objective	Planned Actions	Led by	Involving	Measures of Success
Use data consistently to track pupil progress and lead to effective intervention	Building on work done in 2017-18 on a common format for attainment reviews and analysis of reports and prelim results, establish a coherent process for the use of data for tracking progress	Head Teacher with SMT	PTs with all teaching staff	Fully implemented spreadsheet that is workable and actionable Use of spreadsheet in attainment reviews with PTs Use of spreadsheet to target intervention Use of data with pupils in tracking conversations
	Continue to embed the use of target grades with Senior Phase pupils	SMT with link PTs	All teaching staff	Staff training completed Staff use aspirational target grades, working grades and next target in reports, in tracking conversations with pupils, and in Parents' Evening Discussion Raised attainment
	Use profiling and target-setting effectively across the curriculum	Head Teacher	Depute Heads (in Year Head role) Guidance Manager/PTs, Skills Development Scotland staff, Class teachers	Plan for rollout created and year 1 implemented
Integrate use of data from Scottish National Standardised Assessments into analysis	Integrate use of data from Scottish National Standardised Assessments into analysis	Depute Head S1-3 (in Year Head role)	PTs /Literacy group/ Numeracy group	P7 data successfully transferred to Stromness Academy for S1, and used by Maths and English departments to inform teaching and learning S3 data from 2018 analysed and used to target intervention S3 assessments for 2018-19 carried out in November and used to target intervention for those in danger of not achieving level 3, and those who should be stretched to achieve level 4
	Provide staff training on the interpretation of data and associated software skills	Head Teacher/ Computing Teacher	All teaching staff	Training made available to all staff
	Establish a presentation policy	Head Teacher	SMT / PT	Policy produced and used to inform September Senior Phase tracking conversations and November SQA entries
	Implement planned updates to Seemis system (Progress and Achievement module for S1-3)	Business Manager and SMT	All teaching staff	

A Raising attainment and achievement (contd.)

Objective	Planned Actions	Led by	Involving	Measures of Success
Raise attainment in numeracy	Co-ordinate work on numeracy across the curriculum, mapping which skills are taught when	Head Teacher	Numeracy Working Group	Curriculum map produced and areas for improvement in 2019-20 Schemes of Work planned
Raise attainment in literacy	Embed assessment of literacy across the curriculum in S3	Depute Head Teacher	Literacy Working Group	Updated curriculum map for Literacy benchmarks created, ensuring that all benchmarks are being assessed at level 3 and level 4; this should include integration of SNSA data Staff training carried out Assessment data gathered in an appropriate format and a timely manner to make level judgements for national data collection Percentages of pupils achieving level 3 and level 4 literacy in S3 are in line with national averages and/or appropriate comparator schools
	Embed the Accelerated Reader programme	PT English	Literacy Working Group	Initial review of the programme is carried out Programme continues with S1 and moves into S2 All staff are fully informed as to the aims and workings of the programme Data is used to target intervention across the curriculum
	Review the effectiveness of the Fresh Start Programme and ensure timely intervention on literacy where needed	PT Support for Learning and PT English	Literacy Working Group	Review carried out, action plan created and implemented
	Co-ordinate work on literacy across the curriculum	Depute Head Teacher	Literacy Working Group	Action Plan created – this should include insights from the BGE toolkit
Increase the range of opportunities for recognising young people's achievements	Pilot Princes Trust Achieve Programme	Depute Head Teacher (JW)		Participating pupils achieve the award at an appropriate level Project evaluated
	Pilot Leadership qualifications for S6 pupils	Depute Head Teacher (JW)	CLD staff Head of Year	Appropriate qualification identified Action plan created
	Review the re-introduction of the Duke of Edinburgh Award and establish a forward plan	DofE Co-ordinator (PB)	PB/JW/ DofE Leaders	Staff in place 3 year plan in place Training program in place for staff Awards proceeding (participants involved)
	Introduce a prizegiving	SMT Team	All PTs	Event takes place

A Raising attainment and achievement (contd.)

Objective	Planned Actions	Led by	Involving	Measures of Success
Implement an attendance policy	Participate in production of the OIC attendance policy	Head Teacher/ Guidance Manager	PT Guidance/Business Manager	Policy produced
	Implement the policy at school level	SMT	All Staff	School level policy produced and communicated to pupils, parents and staff Appropriate monitoring and intervention takes place Improvement in attendance data
Ensure high-quality teaching and learning with appropriate personalisation	Review and re-establish the teaching quality assurance programme	Depute Head	All teaching staff	Policy in place Documented evidence of quality assurance activity taking place and appropriate action plans resulting at individual, department and whole-school level
	Review mechanisms for ensuring staff are aware of individual pupil needs	Guidance Manager, PT SfL	PT Guidance/ PT SfL All teaching staff	Review completed and actions implemented
	Make ASN and staged intervention a standing item on department meeting agendas	Head Teacher	All PTs	Minutes show these items are being discussed
Increase pupils' responsibility for their own learning	Implement a Senior Phase Induction Programme	Depute Head (Head of Year S4-6)		Induction takes place Teaching staff are aware of messages received by pupils Impact reviewed
	Include activities leading to pupil responsibility in teaching quality assurance programme	Depute Head	All teaching staff	Activities assessed as part of teaching quality assurance programme
Increase parental engagement with pupils' performance	Review introduction of online parents' evening bookings	Depute Heads	All teaching staff	Review carried out, action plan created and implemented
	Establish a stable calendar of communication to parents on pupil performance	SMT		Calendar created and communicated
	Improve access to information on pupil progress for Hoy parents	Head Teacher	Guidance Manager, all teaching staff	Parents consulted and action plan created

B The Curriculum

Objective	Planned Actions	Led by	Involving	Measures of Success
Provide a Coherent and planned curriculum which meets local and national guidelines and makes a wide range of learning pathways available to pupils	Establish the school curriculum rationale	Head Teacher	Pupils, parents and staff consulted	New curriculum rationale agreed and used when making curriculum planning decisions
	Introduce S3 Modern Studies Course	PT History	Social Subjects teachers	The course will be ready for the 4 th of June.
	Introduce S3 Drama Course	PT English	English teachers	The course will commence on the 4 th of June. Drama offered to other year groups.
	Continue to roll out national 1 + 2 Languages programme	PT MFL	Modern Languages teachers	Both French and German taught in S1 and S2 Pupil feedback on engagement with both languages sought, attainment and uptake into S3 language courses measured to establish a baseline for future evaluation.
	Create a plan to evaluate the impact of changes made to the course choice process in 2017-18	Depute Head	PTs	Plan created and year 1 data gathered
	Participate in the development of the Orkney Offer	SMT	Guidance teachers, relevant PTs	Stromness Academy represented at all meetings and a strong voice in development planning

C Ensuring Wellbeing, equality and inclusion

Objective	Planned Actions	Led by	Involving	Measures of Success
Ensure Child Protection and safeguarding procedures are up-to-date and compliant	Review roles and remits in Child Protection and safeguarding	School Improvement Officer, Head Teacher, Guidance Manager	Child Protection Officer	Clear roles and remits defined Pupils, parents and staff aware of roles and remits
	Ensure staff at all levels have appropriate training for their roles	Child Protection Officer	All staff	Training carried out Improved record-keeping and referrals, and subsequent actions taken
	Ensure safeguarding concerns is a standing item on all department meeting agendas	Head Teacher	All PTs	Minutes of Department Meetings contain safeguarding
	Review and improve available toilet facilities	Business Manager		Appropriate facilities provided ensuring that staff and pupils have separate access
Promote positive behaviour and relationships in school	Establish a behaviour policy	Depute Head	Behaviour Working Group	Policy created Policy communicated to pupils, parents and staff Policy implemented
	Create a school level Anti-Bullying policy in consultation with pupils, parents and staff, building on the Education, Leisure and Housing policy	Depute Head	Anti-bullying Working Group, Guidance PTs	Policy created Policy communicated to pupils, parents and staff Policy implemented Anti-bullying work included in PSE curriculum
Enable pupil participation in extra-curricular activities	Increase pupil engagement with extra-curricular activities	Depute Head	Staff running activities, Prefects	Engagement monitored Activities available publicised to pupils and parents Pupils not engaging targeted for intervention
Improve partnership working on pupil health and well-being	Implement the Extended Pupil Support Team guidance from Education, Leisure and Housing Dept.	Head Teacher	Guidance Manager Depute Heads External agencies	Appropriate meeting schedule established and identified persons attend
Increase staff confidence in responding to mental health issues in pupils	Survey staff concerns and seek appropriate training	School Improvement Officer, Head Teacher	Guidance Manager	Survey created and fed back to Education department for planning of staff training

D Developing the Young Workforce

Objective	Planned Actions	Led by	Involving	Measures of Success
Develop provision for supporting pupils' transition to sustained positive destinations beyond school	Co-ordinate work on "Developing the Young Workforce" across the curriculum and with the DYW Officer and board	Head Teacher	Skills Development Scotland, PT Guidance Librarian, My World of Work Ambassadors	Careers provision across the school reviewed New partnership agreement with Skills Development Scotland Staff, parents and pupils are aware of the Careers provision in school Increased self-referrals
	Increase contacts with employers	Guidance PT, DYW Officer	Interested staff	More employers involved in activities in school, such as assemblies and careers events Involvement in Scottish Apprenticeship Week Attendance of pupils at Careers Fair Uptake of work experience in Senior Phase increased
	Review support given to pupils applying to university	PT Guidance	Guidance staff, PTs Skills Development Scotland	Targeted support provided
Develop further leadership roles for pupils	Introduce S6 Prefects	Depute Head	House Champions, PT Music, PT PE, all staff	Recruitment process established, involving pupil and staff voice Roles defined Implemented in year 1 and reviewed for year 2
	Involve S2 pupils in leading primary transition	Depute Head	Guidance Manager	Pupils identified Pupils leading and supporting groups
	Involve pupils in leading assemblies	SMT/DYW	Registration teachers, S6 pupils	S6 pupils attached to S1-5 registration classes Assembly rota established S6 pupils trained in how to produce an assembly
	Implement "Speakers Bank" training in S3	YPI Co-ordinator	Interested staff	All S3 pupils engage and participate in this
	Provide "World Host" training for pupils carrying out appropriate roles	Guidance Manager	Interested pupils, Public Events Prefect	Pupils identified and trained Funding secured Pupils active as hosts at public events in school

E Leadership and Management

Objective	Planned Actions	Led by	Involving	Measures of Success
Create a shared culture of improvement	Share school improvement plan with pupils, parents and staff	Head Teacher	Pupils, parents and staff	Assemblies for pupils Shared at Parent Council Shared at Staff Meeting Shared on School Website Working Groups established and making progress on key areas of School Improvement Plan
Ensure compliance with new General Data Protection Regulations		Business manager	All staff	All staff complete iLearn training course. Ensure procedures within school are compliant
Review the school's media presence		Business Manager	Media Prefect, Media Working Group	In consultation with pupils, parents and staff: Refresh school website Review use of Social Media Increase school presence in print media and on radio