



St Margaret's Academy

School Improvement Plan 2017-2018

(Abridged Version)

St Margaret's Mission Statement

We, the community of St. Margaret's Academy, with the help of God's grace, will be a school of justice, wisdom, integrity and compassion.

- ☞ We will always value and respect each other, as we teach and learn, in the way Jesus taught us.
- ☞ We will celebrate and give thanks for each other, especially in prayer and in the Eucharist.
- ☞ We will support everyone in need of help, in the spirit of St Margaret.
- ☞ We will create a happy, peaceful and joyful school community, where all will be welcome.
- ☞ We will help each other as we journey to our full potential.

School Improvement Plan Session 2017-2018

Ensuring Excellence & Equity in St Margaret's Academy

The plan is informed by:

- The National Improvement Framework
- Delivering Excellence and Equity in Scottish Education
- *Moving Forward in Learning*-West Lothian Strategy
- West Lothian's Attainment strategy
- Developing the Young Workforce-Career education Standard 3-18
- *Getting it Right for Every Child* (Girfec) legislation
- St Margaret's Self Evaluation –addressing action points from 2016-17

Our



- ∞ Excellence through raising attainment: ensuring every child achieves the highest standards in literacy and numeracy, set out within *Curriculum for Excellence* (CfE) levels, and the right range of skills, qualifications and achievements to allow them to succeed: and
- ∞ Achieving equity: ensuring every child has the same opportunity to succeed, with a particular focus on closing the poverty-related attainment gap.

School Improvement Plan Themes

- ∞ Raising attainment for all
- ∞ Improvement in literacy for all
- ∞ Improvement in numeracy for all
- ∞ Improvement in all children and young people's wellbeing
- ∞ Improvement in employability skills and sustained, positive school leaver destinations for all young people.
- ∞ In addition: Pupil Equity Fund plan



- Review and revise our Learning & Teaching policy.
- Measure the extent that learning experiences are excellent using classroom observations.
- Deliver an In-house professional learning programme – becoming experts in teaching Numeracy, Literacy, Health & Well Being.
- Teachers will undertake class enquiry research projects.
- The community will discuss and share our Catholic school mission.
- Review and further develop the Broad General Education (BGE) & reporting to parents.
- Further collaborate with colleagues in approaches to assessment.
- A new Data team will train staff in use of information to support individual pupils progress needs.
- A review of Core RE & Technologies will identify strengths and development needs, leading to next steps for improvement.
- A review will consider the delivery of Pupil Support and identify improvement needs and action points.

Improvement in Literacy for All



- Share timelines and resources with parents/carers; point of contact, email updates, workshops.
- Literacy Professional Learning sessions for all staff.
- Develop a St Margaret's school culture of reading.
- Improve pupils' technical accuracy & consistency.
- Launch Literacy coaches to support individual pupils.
- Improve data and sharing transition information from P7 to S1.
- Use Bright Track attainment & learning discussions to better inform pupil progress.
- Ensure all young people have adequate resources.
- Introduce additional support programmes for pupils who have English as an additional language (EAL), and Additional Support Needs (ASN).
- Undertake a school literacy review in the final term.

Improvement in Numeracy for All



- Nurture a positive culture and confidence in numeracy.
- Introduce a new Maths event during National Maths week.
- Share timelines and resources with parents/carers; point of contact, email updates, workshops.
- Numeracy Professional Learning sessions for all staff.
- Provide numeracy coaches to support individuals.
- Improve data and sharing transition information from P7 to S1.
- Use Bright Track attainment & learning discussions to better inform pupil progress.
- Ensure all young people have adequate resources.
- Introduce additional support programmes for pupils who have English as an additional language (EAL), and Additional Support Needs (ASN).
- Use the West Lothian *Make Maths Count* policy to build consistent approaches to teaching mathematics.

Improvement in all children and young people's wellbeing



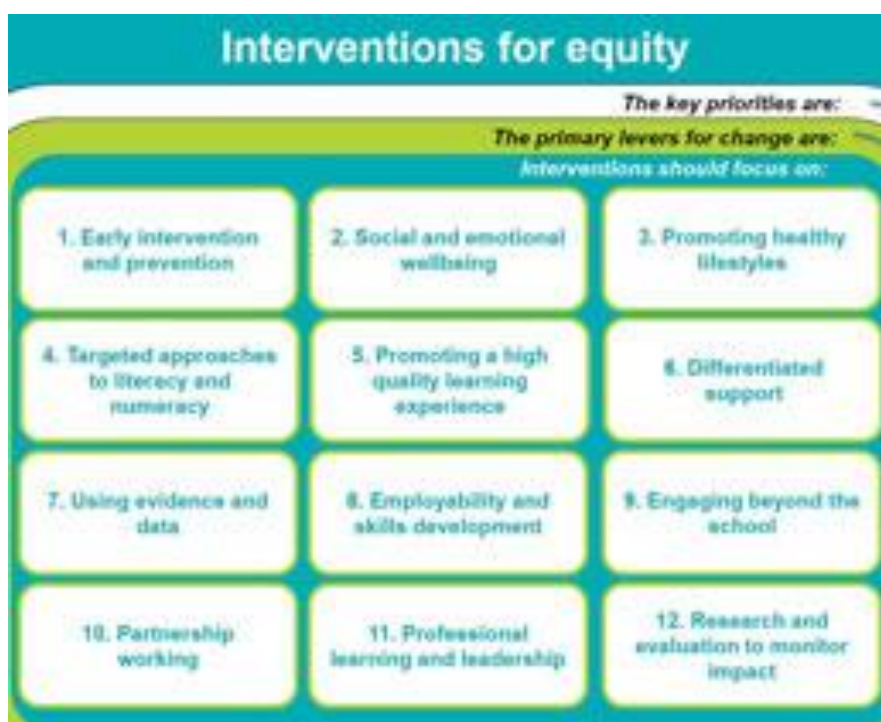
- Review mission statement-aims, values & ethos as a community of faith and learning.
- Continue to build partnerships with parents.
- Undertake a survey of our young people's Health & Well Being.
- Deliver Mental Health training to staff.
- Review and refresh the Personal and Social Education (PSE) programme.
- SMART time lessons will support pupils in building resilience, anti-bullying and further developing values.
- Further develop the school youth club & wider curriculum activities.
- Measure and improve PE participation, supported by a new outdoor education plan.
- Provide a Nurture Professional Learning programme for all staff supported by a new working team.
- Introduce a new series of retreats, pilgrimage, and engaging in the faith life of the school.
- Initiate a new *Rights Respecting Schools* (RRS) team that will progress towards achieving accreditation.
- Review the *Playing our Part* policy, and further develop restorative practice in building relationships between staff, parents and pupils.
- Appoint an attendance support officer and implement our new attendance strategy to improve attendance of targeted groups of pupils.

Improvement in employability skills and sustained, positive school leaver destinations for all young people.

- Revise and introduce further *Skills for Work* options in the curriculum.
- Review progress with *Developing Young Workforce* (DYW) Careers Standard.
- Further share information on Career Education with parents/carers and introduce new careers portal.
- Develop an apprenticeship strategy with partners (Foundation, Modern, Graduate).
- Provide professional learning activities on DYW to support class discussions.
- Address equality and gender imbalance in the curriculum & career pathways.
- Use profiling with pupils starting from S1 to discuss future career choices.
- Explore a possible mentor scheme with employers/business links.
- Focus on Science, Technology, Engineering and Mathematics (STEM) subjects to ensure up to date skills for the work place.

Pupil Equity Plan

- Identify targeted groups to ensure that all achieve their attainment potential.
- Develop extensive Numeracy & Literacy strategies to target specific groups of young people to improve their attainment and support the attainment of all in the areas of numeracy and literacy.
- Develop a Health and Well Being strategy that focuses on improving attendance, providing extra- curricular activities that all can access, support and fund counselling, introduce a new resilience programme, further develop nurturing approaches in all classrooms, deliver mental health training for staff, introduce a new outdoor education programme.
- Enhance data sharing with staff to improve support and intervention strategies to improve learner engagement and participation in the life of the school.
- Engage in high quality learning conversations during SMART time between teachers and pupils that support progression in learning, understanding pathways through the curriculum and attainment/achievement success.
- Create resource packs that support parents/carers in managing the cost of the school day.
- Research and develop a school holiday programme for young people that will support reducing the poverty related attainment gap.



Professional Learning Teams

Our improvement planning will be supported by a number of teams who will drive plans forward throughout the session in the following areas:

- ☞ Family learning
- ☞ Peer Learning Rounds
- ☞ Digital Learning & Teaching
- ☞ Equity
- ☞ Assessment & Moderation
- ☞ Creative classrooms
- ☞ Numeracy
- ☞ Literacy
- ☞ Health & Well Being
- ☞ Rights Respecting Schools
- ☞ Learning & Teaching Policy
- ☞ Playing our Part Policy
- ☞ Data team
- ☞ Mission, Values and Aims

If you are interested in contributing to the work of any of the teams, please contact Mrs McGarty through the school office.