

BANNOCKBURN HIGH SCHOOL IMPROVEMENT PLAN 2018-19





Bannockburn High School | Improvement Plan 2018-19



National Improvement Framework Priorities	HGIOS 4 Quality Indicators	Regional Improvement Collaborative Priorities
<p>Improvement in attainment, particularly in literacy and numeracy.</p> <p>Closing the attainment gap between the most and least disadvantaged children.</p> <p>Improvement in children and young people's health and wellbeing.</p> <p>Improvement in employability skills and sustained, positive destinations.</p> <p>Key drivers of improvement</p> <ul style="list-style-type: none">• School leadership• Teacher professionalism• Parental engagement• Assessment of children's progress• School improvement• Performance information	<p>1.1 Self-evaluation for self-improvement</p> <p>1.2 Leadership for learning</p> <p>1.3 Leadership of change</p> <p>1.4 Leadership and management of staff/practitioners</p> <p>1.5 Management of resources to promote equity</p> <p>2.1 Safeguarding and child protection</p> <p>2.2 Curriculum</p> <p>2.3 Learning teaching and assessment</p> <p>2.4 Personalised support</p> <p>2.5 Family learning</p> <p>2.6 Transitions</p> <p>2.7 Partnerships</p> <p>3.1 Improving/ensuring wellbeing, equality and inclusion</p> <p>3.2 Raising attainment and achievement</p> <p>3.3 Increasing creativity and employability</p>	<ul style="list-style-type: none">• Develop collaborative approaches which build staff capacity to deliver high quality literacy learning experiences for all.• Work together to strengthen and improve teacher confidence, understanding and teaching of numeracy.• Work as a collaborative to strengthen the quality of the ELC workforce to support the quality dimension of the expansion.• Provide professional learning that helps drive forward collaborative leadership at all levels.• Ensure performance information and improvement approaches support raising attainment for all.
Bannockburn Learning Community (BLC) Priorities		Children's Services Plan Outcomes
<ul style="list-style-type: none">• Improve and build on shared strategies to support young people in their Health and Wellbeing through the production of a BLC Health and Wellbeing Toolkit• Improve numeracy outcomes for learners through working together to agree a BLC approach to Numeracy• To ensure all learners are supported to make progress and achieve positive destinations through the developing and embedding a BLC culture, shared values and ethos		<p>Some key outcomes are:</p> <ul style="list-style-type: none">• The attainment gap relating to poverty, additional support needs and looked after children and young people is reduced.• All children thrive as a result of nurturing relationships and stable environments in their own school and community.• Children, young people and their families are respected as equal partners in decision making and planning.• Children's and young people are mentally and emotionally healthy.

Improvement Priority 1

- Improvement in attainment, particularly in literacy and numeracy

Outcomes for Learners

- Learners demonstrate enhanced literacy skills, leading to improved levels of attainment
- Learners demonstrate enhanced numeracy skills, leading to improved levels of attainment
- Senior learners will perform better in National Qualifications
- The BGE will ensure that learners are prepared for the Senior Phase
- Learners will have more opportunities to participate in Outdoor Learning



Key Actions	Priority Leader	Milestones Dates	PEF	Evaluation/Analysis of Progress and Impact
Literacy (SIG) <ul style="list-style-type: none"> Audit of Literacy across subject areas Production of Literacy Snap faxes, posters etc 	BM/MR	Nov 2018 Feb 2018		
Numeracy (SIG) <ul style="list-style-type: none"> Production of Numeracy Snap faxes, posters etc Introduction of a Learning Community approach to Numeracy 	BM/SH	Nov 2018 May 2018		
Review and update of BGE Courses <ul style="list-style-type: none"> Faculties to undertake a review of BGE courses and present findings during Feb In-set Days 	VS	Feb 2019		
Whole School Assessment & Moderation Policy <ul style="list-style-type: none"> Faculties to ensure BGE courses are linked to benchmarks to enable confident teacher judgements making use of suitable assessment and moderation processes Creation and implementation of whole school policy in this area 	BM	Feb 2019		
Whole School BGE Tracking & Monitoring System <ul style="list-style-type: none"> Introduction of BGE T & M system 	BM	June 2019		
Whole School Learning & Teaching Policy (SIG) <ul style="list-style-type: none"> L & T Group to develop policy and good practice guidance to ensure increased consistency across our school 	VS	June 2019		
CLPL <ul style="list-style-type: none"> Introduction of programme for Students & Probationers Introduction of in-house CLPL Programme Introduction of Middle Leadership Conference Set up staff CLPL Hub 	VS	Sept 2018 Sept 2018 May 2019 May 2019		
ICT <ul style="list-style-type: none"> Introduction of Chromebooks for S1 year group Introduction of Chromebooks as whole school resource Organisation of Google classroom training 	VS/SK	Oct 2018 Aug 2018 Aug 2018		
Learning for Sustainability & Outdoor Learning <ul style="list-style-type: none"> Installation of Market and Kitchen Gardens, Wild Flower Meadow Collaboration with Stirling Rangers to make better use of outdoor space 	KH/JH/ AS	Feb 2019 Feb 2019		

Improvement Priority 2

- Closing the attainment gap between the most and least disadvantaged children

Outcomes for Learners

- Learners' needs are met as staff make effective use of pupil profiles
- Young people's potential barriers to learning and participation are minimised
- Family learning will lead to stronger home-school links
- Learners requiring additional support have high-quality meaningful progression pathways



Key Actions	Priority Leader	Milestones Dates	PEF	Evaluation/Analysis of Progress and Impact
Extra staffing to support Numeracy <ul style="list-style-type: none"> Maths teacher employed on a flexible basis to support Numeracy for pupils who require additional support primarily from SIMD 1-4 	KH/SH/RS	Aug 2018	£19,200	
Introduction of Pupil Profiles (including SIMD, Care-experienced and FME data) <ul style="list-style-type: none"> Creation of Pupil Profiles detailing ASN for all pupils on Staged Intervention SIMD data shared with all staff to allow for removal of barriers to participation in aspects of school life such as trips, clubs and events 	GB	Aug 2018		
Masterclasses <ul style="list-style-type: none"> Masterclasses to support study in lead up to SQA examinations 	GB	Aug 2018	£1,935	
Cost of School Day Strategy <ul style="list-style-type: none"> Introduction of a free breakfast for pupils on FME Free haircut vouchers provided for pupils on FME Introduction of Study Café with access to printing facilities 	GB/KH	Aug 2018	£1,250 £ £ 15,504	
Family Learning <ul style="list-style-type: none"> Learning Festival – Pupil Support Extended use of Study Café for parents and carers 	GB/KH	June 2019 Feb 2019		

Improvement Priority 3

- Improvement in children and young people's health and wellbeing

Outcomes for Learners

- All learners are included and engaged in the life of the school
- Young people are fully involved in decision making process in school and can influence change and improvement
- Provision of universal and targeted support for young people is improved
- Our young people have an increased sense of pride in their school



Key Actions	Priority Leader	Milestones Dates	PEF	Evaluation/Analysis of Progress and Impact
Participation Strategy <ul style="list-style-type: none"> Sports Leaders increased involvement in leading clubs and activities Introduction of June Activities Day Introduction of more co-curricular clubs and activities Introduction of S6 Conference Introduction of Wider Achievement Assemblies Investigate possibility of partnership with Barnardos to run alternative to exclusion – Time for Reflection (TfR) 	GB/KH/VS VS HWB SIG KH KH/GB GB GB	Aug 2018 June 2019 Oct 2019 June 2018 Aug 2018 Aug 2018 Aug 2018		
Pupil Voice <ul style="list-style-type: none"> Reconstitution of S6 & Pupil Council 	GB		£7,728	
New Pupil Support Team <ul style="list-style-type: none"> Creation of Pupil Support Centre (PSC) Development of role of Health and Wellbeing Officers Implementation of Back on Track programme to support students with SEBNs Implementation of Teaching & Learning Centre (TLC) Employment of School Counsellor 1 day per week 	GB	Aug 2018 Aug 2018 Aug 2018 Aug 2018 Aug 2018	£33,529	
PSHE <ul style="list-style-type: none"> Introduction of HWB Days S1-S5 Review and adaptation of existing PSHE Programmes to ensure progression, challenge, coherence, breath. Use of wellbeing indicators with all young people through PSHE programme 	LC LC	Aug 2018 - June June 2019	£4,200	
HWB (SIG) <ul style="list-style-type: none"> Introduction of the use of Nextbikes for pupils Whole school focus on Mental Health 	JT/GB PC KH	Oct 2018 June 2019		
Improvements to Social Area		Aug 2018		
Rights Respecting Schools <ul style="list-style-type: none"> Work towards achieving RRS Gold Award 	JMc/KH	Oct 2018		

Improvement Priority 4

- Improvement in employability skills and sustained, positive destinations

Outcomes for Learners

- Young people will benefit from high quality work based and work linked learning.
- Increased learner opportunities for vocational learning and flexible pathways
- Young people better supported to choose an appropriate pathway to a positive, sustained destination
- Increasing parental engagement and supporting parents understanding of employability, worked-related learning and vocational pathways to support learners
- Support colleagues in the primary and early years sectors in the BLC to further develop their knowledge and understanding of learning for employability and the world of work to support young people



Key Actions	PL	Milestones Dates	PEF	Evaluation/Analysis of Progress and Impact
Embed CES into curriculum planning in BGE and Senior Phase <ul style="list-style-type: none"> CES Audit Nov Inset Day input – Ken Edwards Partnerships Audit Embed Founders4Schools and SDS Marketplace in curriculum areas and PSHE Develop work linked learning through partnerships Ensure progression of inputs in S1-S5 PSHE to increase confidence in student pathway decision making 	KG/D YW	June 2019		
Skills Framework Pilot <ul style="list-style-type: none"> Creation of BBHS Skills Framework Wider Community Engagement through sharing with Parent Council and BLC Profiling of the skills framework in the BGE Introduction of skills based IDL in BGE – e.g. Mico Tyco and YPI 	KG/L C	June 2019		
My World of Work (MWOW) <ul style="list-style-type: none"> Introduction of MWOW Ambassadors All staff (Nov Inset) and pupils registered on MWOW PTsPS, PSHE teachers trained on MWOW, F4S, Marketplace 	KG/D YW	Nov 2018		
Learner Pathways <ul style="list-style-type: none"> DYW Opps for All Learner Profiles created to track aspirations and experiences (work experience, projects, wider achievement) and to align pupils with opportunities and support planning Increase participants on SCOTS, Skills for Work Foundation Apprenticeship programmes Introduction of School Leavers Mentor Programme Introduction of 10 week Pre-apprenticeship Programme Jan – April 2019 Continued development of Robertson Partnership 	KG/D YW	June 2019		
Increased Pupil, Staff and Parent Engagement <ul style="list-style-type: none"> S2 Careers Event to support Options Skills Scotland Event S5 Apprentice Information Evening Development of Future Pathways Event Development of Learner Pathways website – Beyond Bannockburn HS Beyond Bannockburn HS Twitter feed 	KG/D YW	Aug 2018- June 2019		
Work Experience <ul style="list-style-type: none"> Review S3 Work Experience in line with WP Standard, Explore SQA Work Placement Award Further development of S4 Exam Leave Programme 	KG/D YW	June 2019		

Improvement Priority 5

- Self-evaluation for self-improvement

Outcomes (for Learners)

- Improvement in learner participation in self-evaluation and school improvement
- Ensure that we are inward, outward and forward looking in our evaluation and improvement activities
- Consistent approach to self-evaluation and quality assurance across the school
- Focussed attention on monitoring and evaluating learning and teaching and children's achievements, and to taking improvements forward

Key Actions	Priority Leader	Milestones Dates	PEF	Evaluation/Analysis of Progress and Impact
Whole School Quality Improvement <ul style="list-style-type: none"> • Implementation of QI Policy • Introduction of Faculty S & Q Reports • Introduction of Faculty Partners, Looking Inwards, Looking Outwards Records • Investigate and implement innovative, creative ways to record classroom observations and collation of evidence relating to QIs 	KH/VS	Aug 2018 Aug 2018 Aug 2018 Feb 2018		
Whole School Self-evaluation <ul style="list-style-type: none"> • Feedback/focus group/collation of evidence timeline • Explore online options for self-evaluation 	KH	Feb 2018		
How Good is OUR School? (SIG) <ul style="list-style-type: none"> • Promotion and shared understanding of Learner Participation in Education Settings (3-18) • Evaluation of our school's ethos and culture against what is currently considered as strong practice in learner participation and children's rights • Investigate the possibility of creating BGE Team and Senior Phase Team Learner School Improvement Teams 	KH/SE SIG	Feb 2019 Feb 2019 June 2019		



What is our capacity for improvement?		
Leadership and management	Learning provision	Successes and achievements
How good is our leadership and approach to improvement?	How good is the quality of the care and education we offer?	How good are we at ensuring the best possible outcomes for all our learners?
1.1 Self-evaluation for self-improvement 1.2 Leadership of learning 1.3 Leadership of change 1.4 Leadership and management of staff 1.5 Management of resources to promote equity	2.1 Safeguarding and child protection 2.2 Curriculum 2.3 Learning, teaching and assessment 2.4 Personalised support 2.5 Family learning 2.6 Transitions 2.7 Partnerships	3.1 Improving wellbeing, equality and inclusion 3.2 Raising attainment and achievement 3.3 Increasing creativity and employability

