

What is a School Improvement Plan?

As part of Children's Services, St Andrew's Academy has developed this establishment improvement plan which provides a framework for how we intend to achieve Children's Services' vision of *working together to get it right for children, families and communities – Protecting, learning, achieving and nurturing.*

Children's Services has an agreed set of priorities which we will work towards:

- We are reducing inequalities and delivering improved outcomes for children and young people;
- High quality learning and teaching and quality of care is taking place in all our schools and establishments;
- Self-evaluation and performance improvement are embedded throughout services;
- Levels of attainment and achievement are improving for all children and young people;
- High numbers of our young people are entering positive and sustainable post-school destinations; and
- Vulnerable children and adults live as safely as possible within local communities

We also have to take account of the Scottish Government's national improvement framework which provides a vision for education in Scotland, namely to:

- improve attainment, particularly in literacy and numeracy;
- close the attainment gap between the most and least disadvantaged pupils;
- improve children's health and wellbeing; and
- improve children and young people's employability skills so that they move into positive and sustained destinations

The priorities within this plan take into account both national and local priorities and also the needs of our school.

Who did we consult?

In developing this plan, we sought the views of learners, parents and staff. We also used a variety of methods of obtaining the views of those who are involved in the life and work of St Andrew's Academy such as Parent Council Meetings, Extended Management Team meetings, Pupil Focus Groups, Evaluations of Parental Surveys.

The School Improvement plan is used by SMT and Principal Teachers/Faculty Heads as a working document. Arrangements for monitoring and evaluation are included in the Quality Assurance Calendar. These arrangements include discussion of the plan with the Pupil Council as well as staff and parent focus groups.

How we will know if we are achieving our aims?

We will monitor and evaluate the progress we are making to achieve the key outcomes set out in this plan. All parents will receive a copy of the summary of the main action points for information and comment. The full School Improvement Plan will be available on the school website. Each year we also complete a self-evaluation profile and will ask parents to participate in the self evaluation process.

If you would like to be more involved in our plans for improvement, please contact our Parent Council via

Or join us at Parent Council Meetings detailed in the school App calendar & School Website.

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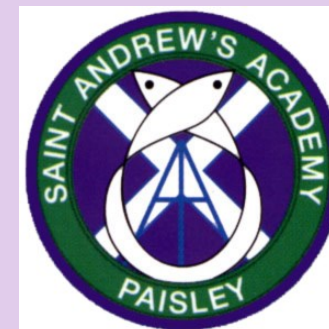
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St Andrew's Academy

School Improvement Plan

2019-20



Strategic Improvement priorities

- Improve attainment, particularly in Literacy and Numeracy
- Close the Attainment Gap across our school community
- Improve children's health and Wellbeing
- Improve children and young people's employability skills, so that they move into positive and sustained destinations.

Our vision and aims

The aims of Saint Andrew's Academy are:

- ◆ Encouraging the whole school community to be living witnesses of Christianity through activities and experience designed to develop a caring attitude which shows concern and respect for all individuals regardless of gender, race or religion.
- ◆ Promoting education as an active partnership and developing effective home, school, parish and community links.
- ◆ Providing for our pupils a suitable curriculum and a full range of experiences which will promote their full intellectual, moral, spiritual, physical and social development.
- ◆ Preparing our pupils for the responsibilities, challenges and experiences of adult life.
- ◆ Fostering an ethos which will promote mutual respect for one another within a disciplined and industrious environment.
- ◆ Evaluating constantly our performance as an improving school by setting ourselves agreed targets to achieve the highest standards possible for all our pupils.
- ◆ Developing all our staff on an on-going process to enable them to deliver education of the highest quality to our pupils.
- ◆ Furnishing a physical environment which is conducive to a happy working atmosphere and which provides the best and most up-to-date resources (including high technology).
- ◆ Engendering a working ethos of high expectations and high achievement.
- ◆ Recognising and praising achievement at every level .

Action Plan

1. Improvement in attainment, particularly in Literacy and Numeracy

Task: To improve the involvement of all stakeholders (staff, Associate Primaries, pupils and parents) to enhance literacy and numeracy skills.

Task: Further Development of Literacy and Numeracy Action plans. Our main literacy focus this year is Reading at BGE level across the curriculum.

Task: Continue to develop approaches to tracking and monitoring young people's progress from S1 to S3 to ensure appropriate pace and challenge, and to support young people into suitable learning pathways.

Task: Use student tracking data to raise levels Level 4 Literacy and Numeracy in S4 and for school *leaving cohort*.

Task: Continue to improve Learning and Teaching to ensure all young people experience consistently

2. Close the attainment gap between the most and least disadvantaged pupils

Task: Increase parental/carer engagement with school and promote home learning

Task: Implementation of Show My Homework

Task: Incorporate data from National Standardised Tests to support student progression

Task: Implement Pupil Equity Fund Plan with a focus on increased staffing, resources and specialist support for pupil attendance and wellbeing



3. Improve children's health and wellbeing

Task: Develop and embed a shared vision and culture for the St Andrew's Academy; this will be produced with and shared with school community

Task: Fully implement the school's new Promoting Positive Learning and Behaviour Policy with a focus on Restorative practice and Nurture.

Task: Review Health and Well Being (PSE) Programme across all stages

Task: Ensure appropriate arrangements are in place for all young people who require support plans.

4. Improve children and young people's employability skills so that they move into positive and sustained destinations

Task: Review Senior Phase Curriculum to ensure that appropriate pathways exist for all learners

Task: Promote wider education achievement and attainment through accredited and non-accredited awards

Task: Develop accreditation for pupil leadership programmes

