



St Andrew's Academy

Summary School Improvement

Plan

2023/24

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*.

National Priorities

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

- 1. place the human rights and needs of every child and young person at the centre of education.**
- 2. improve attainment, particularly in literacy and numeracy.**
- 3. close the attainment gap between the most and least disadvantaged pupils.**
- 4. improve children's health and wellbeing; and**
- 5. improve children and young people's employability skills so that they move into positive and sustained destinations.**

Renfrewshire's Education Priorities

Our priorities will also align with the Renfrewshire Council Plan and Education Improvement Priorities listed on pages 3 and 4.

Pupil Equity Funding

Our school receives Pupil Equity Funding (PEF) to provide targeted interventions in literacy, numeracy and health and wellbeing to close the poverty related attainment gap. This funding enables us to plan additional interventions to those which were already planned. These interventions are highlighted throughout this improvement plan using the (PEF) abbreviation.

The priorities and actions within this improvement plan address the needs of our school and articulate with local and national priorities.

Our Vision, Values and Aims

Our Vision

As a Catholic School, Saint Andrew's Academy seeks to create a community of Faith and Learning, by providing excellence in education and promoting the values of the gospel in our formation of young people, in order to develop their full capacities for the common good.

Our Values are:

FAITH

RESPECT AND RESPONSIBILITY

LOVE AND COMPASSION

EQUALITY AND TOLERANCE

KINDNESS AND HONESTY

Improvement Priority 1- Getting it Right for Every Child

What we aim to do:

1, Although the school makes their own improvement plan, there are national and local policies we must introduce. As part of this year's plan, we must fully implement the Circle Framework (The Circle Framework is about building an inclusive learning environment to support all learners)

2. We are fully committed to implementing the Promise Scotland strategy. The aim of this is to ensure that children and families in Scotland "grow up loved, safe and respected so that they realise their full potential".

To help make sure that this happens for care experienced children, the UN Convention on the rights of the child says there should be extra protections for them.

Improvement Priority 2- Closing the Attainment Gap

What we aim to do:

1. We will focus on improving learning and teaching in every classroom. We want all learners to be more independent in their learning. To help them achieve this, we will use more digital learning tools, more adaptive teaching and high-quality feedback so that learners know where they are at in their learning and what they need to do better.

Last year we introduced Retrieval practice. We will continue to build on this. (Retrieval Practice is a way of helping learners to recall facts, concepts or events in order to make learning better)

2. We will promote wider education achievement and attainment -not just through SQA Exams

Improvement Priority 3- Improving Attainment

What we aim to do:

We will continue to build on positive results in Literacy and Numeracy at Broad General Education BGE (S1-S3) and ensure that pupils develop these skills further at Senior Phase (S4-S6)

Improvement Priority –4 Pupil and Parent/Carer Voice

What we aim to do:

1. The school's Community Charter and values were implemented last year. To ensure its continued success and consistency, we will evaluate this together with pupils and parents/carers.

2. Parental, carer and learner participation in evaluating our school and school improvement planning is fundamental to ensuring children's rights within our community.

Improvement Priority 1 – Getting it Right for Every Child; universal and individualised support

NIF (National Improvement Framework) Priorities

- Placing the human rights and needs of every child and young person at the centre of education
- Improvement in attainment, particularly in literacy and numeracy
- Closing the attainment gap between the most and least disadvantaged children
- Improvement in children's and young people's health and wellbeing
- Improvement in employability skills and sustained, positive school leaver destinations for all young people

What we aim to do	Outcome and Expected Impact	How we will do this
<p>1. Although the school makes their own improvement plan, there are national and local policies we must introduce. As part of this year's plan, we must include fully implement the Circle Framework (The Circle Framework is about building an inclusive learning environment to support all learners)</p> <p>2. We are fully committed to implementing the Promise Scotland strategy. The aim of this is to ensure that children and families in Scotland “grow up loved, safe and respected so that they realise their full potential”.</p> <p>To help make sure that this happens for care experienced children, the UN Convention on the rights of the child says there should be extra protections for them.</p>	<p>We will fully introduce the Circle Framework. This is a way of organising and supporting all learners and its aim is to be as inclusive as possible.</p> <p>This will mean changes in our meetings, evaluation and discussions about how we can best support learners, especially those who are most vulnerable or at risk. Learners will be more involved in discussions about how best to support them.</p> <p>Over a 24-month period we will create a Promise Team, comprising of a Principal Teacher Promise and support staff. They will introduce a suite of interventions and support packages to enhance transitions processes, promote engagement and limit exclusions.</p> <p>The Promise Team will have a key focus on closely monitoring and building relationships with our Care Experienced young people.</p>	<p>We will update our attendance policy-“Be here, Be Kind, Be you, Belong” and guidance for parents/carers in line with our Community Charter.</p> <p>We will adapt our curriculum to encourage young people who cannot attend class or school to access their education. This may mean working with partner agencies and looking at alternative pathways; this could be learning outside of school or different school courses based in St Andrew's.</p> <p>We will fully support learners to achieve a Positive destination, especially those at risk of missing out. (this means pupils who may be care experienced, are non-attenders or have barriers to learning)</p> <p>The school was successful in a bid for additional funding to help us keep “The Promise”. That funding for additional staffing, interventions and our partnerships with Citizen's Advice, Who Cares Scotland, Cluster Primaries (St Peter's, St Charles', St Fergus', St Paul's, St James', St John Ogilvie and St Mary's) and new partners to ensure an innovative and bespoke package are available for all young people.</p>

Improvement Priority 2 – Closing the Gap; achievement and attainment

NIF Priorities (National Improvement Framework Priority)

- Placing the human rights and needs of every child and young person at the centre of education.
- Improvement in attainment, particularly in literacy and numeracy
- Closing the attainment gap between the most and least disadvantaged children
- Improvement in children's and young people's health and wellbeing
- Improvement in employability skills and sustained, positive school leaver destinations for all young people

What we aim to do	Outcome and Expected Impact	How we will do this
<p>1. We will focus on improving learning and teaching in every classroom. We want all learners to be more independent in their learning. To help them achieve this, we will use more digital learning tools, more adaptive teaching and high-quality feedback so that learners know where they are at in their learning and what they need to do better.</p> <p>Last year we introduced Retrieval practice and will continue to build on this. (Retrieval Practice is a way of helping learners to recall facts, concepts or events in order to make learning better)</p> <p>2. We will promote wider education achievement and attainment through - not just through SQA Exams</p>	<p>We will produce a range of support to allow high quality feedback, through a variety of means across all curricular areas. This will allow learners to plan future learning targets and support their independence in their learning.</p> <p>We will enhance learning and teaching, delivering a meaningful, relevant curriculum that supports a wide range of learner pathways. We will increase our current curriculum structures and introduce new courses; this will include National Progression Awards, Skills for Work and Group Awards and individualised curriculum planning.</p>	<p>Pupil voice will support independent learning and feedback strategies. They will support us to use what best for them.</p> <p>We will ensure that young people have a clear understanding of Learning Intentions and Success Criteria, Learning Intentions are stated at the start of each lesson e.g... what skills students will learn, and success criteria is how learners will know they have achieved these skills. Students will have a clear understanding of the purpose of their learning and what they will have to do to improve</p> <p>New curricular subjects will be introduced and promoted for example, Mental H & WB Award, Employability (45), Internet Safety, Leadership, Lab Skills, Furniture Making, Media, Lit/Comms Award, People and Society, Scottish Studies, Tenancy and Assisting with an Event. Support will be put in place for learners who may not have full access to participate learning. This will be done through partnership working with the Princes 'Trust, Street League, The John Muir Award and BeActive</p> <p>We will widen our curriculum planning, enhance pathway support and guidance. We will use some of our successful bid money to help fund our projects.</p>

Improvement Priority 3 – Improving attainment, particularly in literacy and numeracy

NIF Priorities (National Improvement Framework Priority)

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- Improvement in attainment, particularly in literacy and numeracy
- Closing the attainment gap between the most and least disadvantaged children
- Improvement in children's and young people's health and wellbeing
- Improvement in employability skills and sustained, positive school leaver destinations for all young people.

What we aim to do	Outcome and Expected Impact	How we will do this
<p>We will continue to build on positive results in Literacy and Numeracy at Broad General Education -BGE (S1-S3) and ensure that pupils develop these skills further at Senior Phase (S4-S6)</p>	<p>Pupils will be fully supported to improve their Literacy and Numeracy skills. Some pupils may be identified for further support. This support may take the format of small group learning, Transition support, Mentor groups or Supported Study, Achieve group and individual departments giving additional support.</p> <p>There will be an increase of pupils attaining Level 4 and Level 3 at BGE. There will be an increase in percentage of students achieving Level 4 &5 Literacy and Numeracy (at Senior Phase) A support timetable for individual pupils who require this will be introduced.</p>	<p>We will raise Level 4 Literacy and Numeracy in S4 and for those leaving school at the end of the academic year. Our focus will be on interventions, supporting pupils with learning to ensure appropriate progression.</p> <p>We will fully utilise BGE and Senior Phase tracking reports to support learning and identify learners who may need support or mentoring. We will focus on key skills, and assessment data including National Standardised Assessment Data. National Standardised assessments are the assessments pupils sit digitally at the end of P1, P4, P7 and S3.</p>

Improvement Priority 4 – Pupil and Parent/Carer Voice

NIF Priorities (National Improvement Framework Priority)

- Placing the human rights and needs of every child and young person at the centre of education.
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- Improvement in children's and young people's health and wellbeing
- Improvement in employability skills and sustained, positive school leaver destinations for all young people.

What we aim to do	Outcome and Expected Impact	How we will do this
<p>1.The school's Community Charter and values were implemented last year. To ensure its continued success and consistency, we will evaluate this together with pupils and parents/carers</p> <p>2.Parental, carer and learner participation in self-evaluation and school improvement planning is fundamental to ensuring children's rights within our community.</p>	<p>Pupils and parents/carers will be fully aware of the new Charter and our values. They will become more aware of the language we use in our expectations:</p> <ul style="list-style-type: none"> • Faith • Respect and Responsibility • Love and Compassion • Equality and Tolerance • Kindness and Honesty <p>Pupils will receive more Merits and Parents and carers will consistently be notified about their child's good behaviour.</p> <p>Pupil voice is key to continuous school improvement; therefore, we will establish the St Andrew's Academy Pupil Parliament which will grounded in Article 12 of the UNCRC (United Nations Convention on the Rights of the Child) which states: "our learners have the right to have their opinions considered when we are making decisions about things that will affect them."</p>	<p>We will increase our focus on positive behaviour and the number of Merits, Pupils of Week/Month and Praise postcards and recognition in termly awards. Positive behaviour will be communicated to parents via Satchel One and text message.</p> <p>A Pupil Parliament, building on our current Pupil Leadership team, will be established, with representatives from both a Senior and Junior Leadership Team. Pupils from each House will be elected to represent the student body. The Parliament will consist of representatives from 6 Houses from S1-S3 and S4-S6</p> <p>Pupils, parent/ carer voice will be actively developed to engage them in the life and development of the school and any future planning. Next session, pupils, parents and carers will have their own improvement priorities included in the School Improvement Plan.</p>