



**IMPROVEMENT PLAN
2015 - 2016**

FOR

Kemnay School



Aberdeenshire Council Education & Children's Services

"Our vision is for an Aberdeenshire in which everyone is able to develop the skills and confidence needed for learning, life and work."

Kemnay Primary School

Learning Together To Be The Best We Can Be

In Kemnay School, our vision is the driving force behind all our improvement activity.

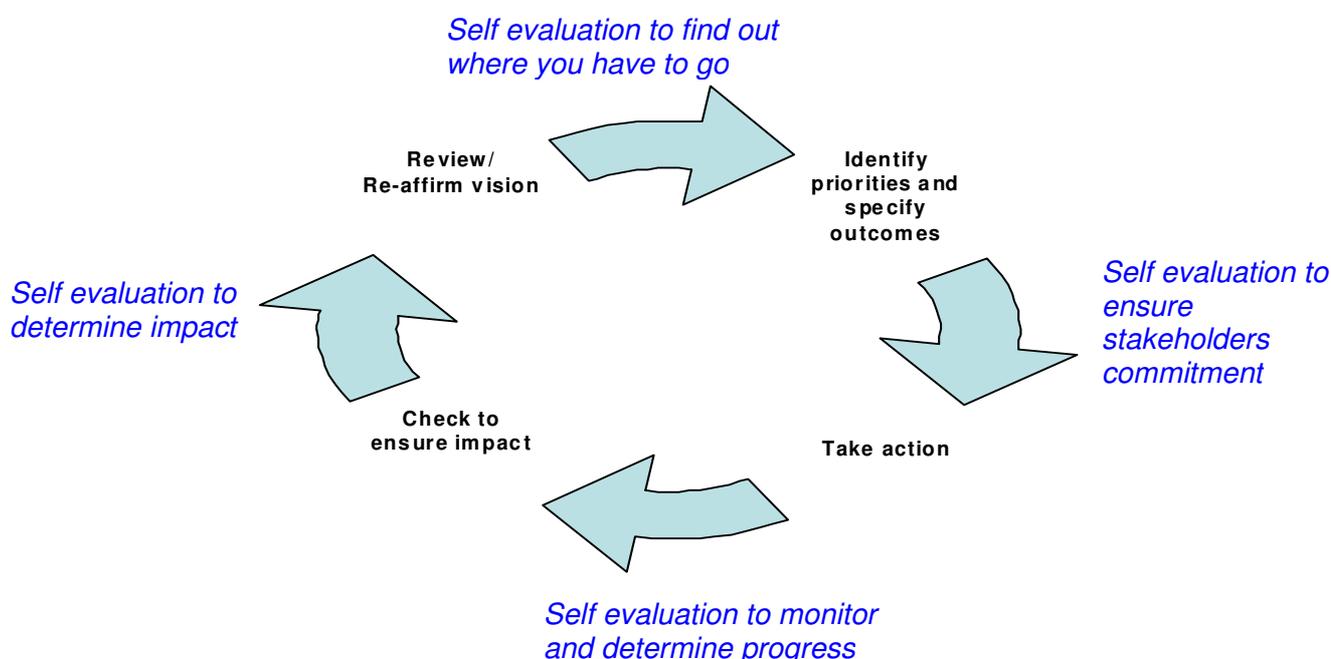
Education & Children's Service's Quality Improvement Framework, is the overarching strategic management tool which directs and supports school improvement in establishments across Aberdeenshire. At the heart of the framework is the belief that self evaluation in each school drives improvement and all improvement is aimed at delivering positive outcomes for children and young people.

"Self evaluation is a reflective, professional process through which schools get to know themselves well...Improvement Planning builds on that self knowledge by involving us in understanding and valuing the best of that which already exists, deciding how good we can really be, and identifying the best way forward.

The Journey to Excellence Part 4: Planning for Excellence, HMLe, 2007

Self-evaluation is an on-going process and involves all stakeholders, including our pupils. It is reported annually to parents/carers in our Standards and Quality Report.

Education & Children's Service Improvement Cycle



The priorities for improvement contained in the Improvement Plan for 2014 – 15 reflect this process and the priorities identified locally and nationally.



Improvement Plan

Improvement Priority No.	1	Improvements in Performance	
Intended Outcome (s) / Impact		Actions / Lead member of staff	Timescales
<p>To improve monitoring and tracking procedures at Kemnay Primary School</p>		<p>To use “Stepping Up Tool” with all staff to evaluate current practice. (Initial focus to be literacy and numeracy.)</p> <p>To introduce a Tracking record incorporating a range of assessment evidence. This will clearly identify the top and bottom 20% of learners and will inform support and challenge support/interventions. Consider including pupil and parent comments.</p> <p>Review “One Jotter Week” comments to include specific literacy and numeracy comments.</p> <p>Classroom observations to focus on 5.4 Assessment for Learning.</p> <p>Continue to work on moderation and assessment activities with Alehousewells school.</p> <p>Calendar of learning visits to be created with specific areas of focus identified and agreed. (Needs to be a greater focus for SMT.)</p> <p>POLAAR literacy assessments to be introduced.</p> <p>Opportunities for sharing good practice to be developed through videoing lessons.</p> <p>To engage with HGIOs 4 and lead/support briefing sessions with CSN colleagues.</p> <p>To issue information gathering questionnaire to parents and act appropriately on feedback.</p> <p><i>Responsibility of all staff.</i></p>	<p>By July 2016</p>
<p>How will you measure success?</p>			





Improvement Plan

- New tracking tool introduced with clear links to pupil learning plans being demonstrated. Monitoring and Tracking Stepping Up Tool to be used to evidence improvement and next steps.

Progress Check / Comments / Next Steps

Date:

Date





Improvement Plan

Improvement Priority No.	2	The Curriculum	
Intended Outcome (s) / Impact		Actions / Lead member of staff	Timescales
<p>To clearly communicate the rationale for our curriculum, improve transitions, and begin to embed curriculum progression frameworks.</p>		<p>Stepping Up Curriculum Rationale & Design Tool will be used to evaluate our practice and provide a benchmark for improvement.</p> <p>The curriculum map that was begun last session will be completed. (Mrs Young) Gaps will be identified and resources provided.</p> <p>Framework for Literacy to be evaluated and reviewed to ensure consistency across the school. (Mrs Anderson.) Authority Literacy Framework to be used to support.</p> <p>Framework for Numeracy and Health & Wellbeing also to be reviewed. Authority Frameworks to be used to support.</p> <p>Progression frameworks for other curriculum areas to be developed at Education Scotland input days in November 2015.</p> <p>Curricular transitions from P7 to S1 to be improved. (Monitoring and tracking information to be shared.) S1 staff and particularly SFL staff to be invited to team teach with P7 staff prior to transition to familiarise themselves with learning and teaching approaches as well as pupil learning attainment. (Action research opportunity for P7 staff.)</p> <p>Little Learners project to be developed with EP to support transition from pre-school into P1. Plan to ensure this development becomes sustainable in the longer term.</p> <p>To engage with HGIOs 4 and lead/support briefing sessions with CSN colleagues.</p> <p><i>Responsibility of all staff.</i></p>	<p>By July 2016</p>
<p>How will you measure success?</p>			





Improvement Plan

- Curriculum map agreed and completed.
- Curriculum rationale and design agreed and completed.
- Frameworks for literacy, numeracy and health and wellbeing agreed and completed.
- Professional dialogue evidence to be gathered from S1 colleagues.

Progress Check / Comments / Next Steps

Date:

Date

Improvement Priority No.	3	Meeting Learning Needs	
Intended Outcome (s) / Impact		Actions / Lead member of staff	Timescales





Improvement Plan

To further improve Meeting Learning Needs at Kemnay Primary School.

Staff to commit to new ILP, GLP and IEP writing and share with pupils and parents.

By July 2016

Further communication with parents about the roles and functions of support staff in schools and how support is deployed.

School to audit practice in working towards accreditation as a dyslexia and autism friendly school and identify next steps towards accreditation.

Implications of Named person legislation to be communicated to parents and information event planned if necessary.

Visible Learning approach to be developed through CPD and incorporated into practice.

Staff to familiarise themselves with revised authority ASN framework and resources.

Further work with Outreach services through Kintore Enhanced Provision and St Andrews to further develop staff skills in supporting pupils with ASD (focus on sensory support).

Plan induction and familiarisation of pupil need with new I&P teacher.

Whole staff development of social stories methodology.

Whole staff development of Speech & Language Therapist input using emotional literacy characters leading to a consistent approach. E.g. Bossy Betty.

Responsibility of all staff.



Improvement Plan

How will you measure success?

- Staff will feel better equipped and resourced in meeting the needs of a greater range of pupils with additional support needs.
- Pupil needs will be better met.

Progress Check / Comments / Next Steps

Date:

Date





Improvement Plan

Improvement Priority No.	CSN Film Project	Kemnay CSN	
Intended Outcome (s) / Impact		Actions / Lead member of staff	Timescales
<p>To develop MIE (Moving Image Education) in the Kemnay CSN using 1+2 Policy Implementation as a focus.</p> <p>To develop a self-sustaining community of practice in the use of film and the moving image education (MIE) approaches to support literacy.</p> <p>To reinforce and enrich curricular learning.</p> <p>To provide contexts through which children and young people can develop confidence, self esteem and interpersonal, planning and creative problem solving skills and abilities.</p>		<p>Lead Members of Staff – Audrey Gregor HT Kemnay Primary Graham Still DHT Kemnay Primary Colin Wilson ICT Teacher Kemnay CSN Primaries Member of staff from Kemnay Academy</p> <p>Lead members of staff to meet with Phillip Donnelly (Education Manager at Scottish Film Education) for planning purposes.</p> <p>Lead members to communicate requirements with CSN colleagues and invite expressions of interest for CLPL involvement.</p> <p>CLPL events to be planned in line with participant requirements (twilight, CPD day, project support etc).</p> <p>Pupils to be involved in the planning process and asked to contribute their ideas as to what should be filmed in the schools.</p> <p>Filming to commence supported by MIE practitioner.</p> <p>Opportunities to be provided for participants to communicate ongoing progress (practitioners and pupils to decide how they would like to do this in consultation with SMT).</p> <p>Film launch to Kemnay CSN community and to wider authority stakeholders communicating Kemnay CSN approach to 1+2 language learning being enhanced by MIE.</p>	<p>By July 2016</p>



Improvement Plan

How will you measure success?

- A self-sustaining MIE group will exist in the Kemnay CSN.
- There will be commitment to ongoing MIE projects.
- Project will have been valued by Kemnay CSN community.
- Enhanced enjoyment and commitment to 1+2 language learning.

Progress Check / Comments / Next Steps

Date:

Date





Improvement Plan