

Lochies School
School Improvement Plan

2015-2016



Introduction

All schools are required to have an annual school improvement plan (SIP) which sets out what the school hope to achieve across the academic year. The plan has targets designed to improve our work with our children and to enhance and enrich learning. This takes account of our school aims and local and national priorities set by the Scottish Government for all schools. This Standards and Quality Report evaluates the work carried out during session 2014-15 towards achieving the targets set out in the School Improvement Plan. Throughout the year school staff evaluate their work with more formal evaluations at the end of the year.

Context

Lochies is a school for children aged between 3-12 years who have severe and complex additional support needs. The school is within the Deerpark Primary campus in Sauchie. In January 2011 the school received accreditation from the Care Commission to extend into an Early Years Establishment for a small number of pupils with Severe and Complex physical impairments. This session the nursery had 1 pupil who attended Lochies for her statutory early years education. We have 30 pupils on our school role this academic session. A new pupil started with us on 3rd May 2016

Staffing:

| | |
|---------------------------|--|
| Head Teacher | Rhoda MacDougall |
| Principal Teacher | Donna Wheeler |
| Class teachers | Jennifer McMillan, Heather Wadkin, Vicky Stobie, Kirsty Gillies Silvia Anestikova (0.4 RCCT) |
| Learning Assistants | Joanna McEwan, Linda Boyle, Helen Boyd, Liz Brown (0.6), Nancy Rodgers, Mandy Reynolds, Elizabeth Smith, Annette Robertson, Nikki Harkness, Mandy Lindsay, Sabera Patel, Tanya Richmond, Silvia Anestikova (0.6), Jane Bray (0.6), |
| Support Workers | Diane Lindsay, Wilma Stark |
| Home School Link Officer | Val McInroy |
| Administrator | Fiona Graham |
| Speech & Language Therapy | Lynn McKerron, Una O'Mahony |
| Occupational Therapy | Sarah Dove (started 19 th May 2016) |
| Physiotherapist | Rachael Livingston |
| Nursing Team | Annmarie King (Complex Care Sister), Gillian Boyle and Mel Robertson |

Our Shared Vision for Lochies School

We are a nurturing school community who are committed to the education and wellbeing of our children and their families. We are striving for excellence in all aspects of our school and we recognise the challenges faced by our children and their families. We are highly skilled in building positive relationships to ensure that we are meeting the needs of every child in our school. We are committed to working with our children, parents, staff and partners to ensure that our school offers engaging, motivating and inspiring learning experiences for all.

Throughout last session we consulted with all staff, parents and agencies who work with us at Lochies to review our school values.

Our Shared Values for Lochies School

- Happiness
- Trust
- Respect
- Commitment
- Independence
- Dignity

Our Shared Aims for Lochies School

- To support each child through their unique challenges to achieve the best learning experiences possible in their individual circumstances, so that their needs are met
- To have a school that is an exciting and fun place to learn, where everyone is respected and achievements are celebrated
- To promote positive and solution focused attitudes throughout the school community. At Lochies "We can..."
- To have a skilled staff who are creative and flexible in their approaches to learning and teaching
- To have individualised and differentiated learning conversations with our pupils about their learning and progress
- To positively engage with our children, families and the team around each child so that we can work in effective partnerships and collaboratively plan bespoke plans for every child
- To expect the very best standards for and of our pupils and ensure that they are challenged and achieving
- To provide a total communication environment which enables our children opportunities to spontaneously interact with those around them
- To work in partnership with the team around our children and collaboratively create effective children's plans for each child
- To create and foster a staff team who bring a variety of skills, viewpoints and experiences in order to remain proactive in planning engaging, innovative, inclusive and individualised learning for every child
- To ensure that the children are at the centre of the learning and that we listen to our children and use this to guide learning pathways

4 YEAR AUDIT CYCLE

| | Priority Area | Session 2013-14 (Y1) | Session 2014-15 (Y2) | Session 2015-16 (Y3) | Session 2016-17 (Y4) |
|-----|--|-------------------------|-------------------------|-------------------------|-------------------------|
| 1.1 | Improvements in performance | | ✓ | | ✓ |
| 2.1 | Learners' experiences | ✓ | ✓ | ✓ | ✓ |
| 2.2 | The school's success in involving parents, carers and families | | | ✓ | |
| 3.1 | The engagement of staff in the life and work of the school | ✓ | | | ✓ |
| 5.1 | The curriculum | | ✓ | | ✓ |
| 5.2 | Teaching for effective learning | ✓ | | ✓ | |
| 5.3 | Meeting learning needs | ✓ | ✓ | ✓ | ✓ |
| 5.5 | Expectations and promoting achievement | ✓ | | ✓ | |
| 5.6 | Equality and fairness | | ✓ | | ✓ |
| 5.8 | Care, welfare and development | | ✓ | | |
| 5.9 | Improvement through self-evaluation | ✓ | ✓ | ✓ | |
| 8.3 | Management and use of resources and space for learning | ✓ | | ✓ | |
| 9.3 | Developing people and partnerships | ✓ | | ✓ | |
| 9.4 | Leadership of improvement and change | | | | ✓ |

Achieving
Respected

1.1, 5.5, 5.7,
5.9

Lochies School Improvement Plan 2015-2016

Wellbeing Indicators

Quality Indicators

PRIORITY: To further develop self-evaluation across the school, Alloa Learning Community and ASN Learning Community

| Specific Action | Personnel Responsible | Timescale | Progress check by | Resources including External Support |
|---|---|---------------------------------------|--------------------|--|
| <ul style="list-style-type: none"> All stakeholders will have opportunities to give feedback about the work of the school and how we can improve. | Pupils, parents, carers, staff and visiting staff | Ongoing with strong focus in May 2016 | Oct, Dec, May | Comments box, questionnaires, Pupil Council and pupil evaluations from ongoing SI reviews |
| <ul style="list-style-type: none"> To collate and complete the work around our shared vision, values and aims for Lochies and publish | SMT | Sept 2015 | Dec 15 | Time. Vision, values and aims published and communicated to all stakeholders |
| <ul style="list-style-type: none"> Update school policies in accordance with the shared vision, values and aims. Priorities agreed to review Learning and Teaching Policy and Curriculum Rationale | SMT and all staff | June 2016 | Ongoing | Collegiate time |
| <ul style="list-style-type: none"> To create new PRD form for all staff to ensure that more in-depth self evaluation across the school | SMT | May 2016 | Feb 2016 | PT to attend coaching and mentoring CLPL. HT to ensure all PRD goals from 2015 are addressed in CLPL and INSET courses. Timetable of PRDs for 2016 to be set |
| <ul style="list-style-type: none"> All children are given support to reflect on their own learning where possible. | SMT and teaching staff | Ongoing | Throughout session | AiFL strategies |
| <ul style="list-style-type: none"> All children are prepared for their Staged Intervention Reviews using the My Meeting pack. | SMT and teaching staff | Ongoing | Throughout session | All classes to implement the My Meeting pack with children prior to SI reviews. Classes to adapt as necessary to suit individual pupil needs. |
| <ul style="list-style-type: none"> HT to further improve self-evaluation skills through Associate Assessor work with HMIE | HT and Education Scotland link | Throughout session | Throughout session | HT to attend induction with Educ Scot for Associate Assessor training |

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|---|-----------------------|--------------------|---|--|
| <ul style="list-style-type: none"> To discuss and begin to work with How Good is Our School 4 document | SMT and teaching team | Throughout session | Throughout session | Collegiate sessions throughout session Working with Centre Working with Partnership Schools HT meetings |
| <p>Impact on Learners All stakeholders are working consistently within the school vision, values and aims to ensure that all children who attend Lochies benefit from a shared and consistent approach</p> | | | <p>Monitoring and Evaluation</p> | |

Safe Nurtured
Healthy

2.1, 2.2, 5.6,
5.7

Lochies School Improvement Plan 2015-2016

Wellbeing Indicators

Quality Indicators

PRIORITY: To further develop partnership and networking across the school, Alloa Learning Community and ASN Learning Community

| Specific Action | Personnel Responsible | Timescale | Resources including External Support |
|---|-----------------------------|--------------------|---|
| <ul style="list-style-type: none"> To continue to build and review partnerships with parents, carers, other professions and agencies to support the learning, pastoral and emotional needs of the learners and families | HT and Our school community | Throughout session | Parent Council meeting organised and agendas agreed with chair. Termly meetings with Allied Health Professionals. Monthly meetings between Lochies and Deerpark SMTs Alloa Learning Community meetings and joint events. Lochies, Working with School Improvement Partnership Schools |
| <ul style="list-style-type: none"> Regular opportunities for Parents and Carers to attend our school and be part of our community <p>This will include:</p> <ul style="list-style-type: none"> Parent Coffee Mornings Makaton Workshops Christmas Concert, Open Day, Fun Day, Special Assemblies, End of Session Celebration of Achievement Staged Intervention Reviews, Parent/Carer Consultations, Body Mapping session with Andy Dalziell | HT and Our school community | Throughout session | Workshop for parents Lochies Open Day 25 th Jan 2016 Organisation of parent workshops and guest speakers for Open Day Termly Parent Council meetings and ongoing PC events across session Termly meetings and joint assembly and events across the year Collegiate Sessions |
| <ul style="list-style-type: none"> Our children to take part in regular opportunities to 'Share the Learning' during weekly assemblies and at special events | All staff | Ongoing | Weekly Assemblies, Spacefest Nov 2015, Makaton Christmas Concert Dec 2015, Burns Day Jan 2016 |

| | | | |
|---|--|--|---|
| <ul style="list-style-type: none"> • Development of networking with colleagues at Severe and Complex schools out-with Clackmannanshire and Stirling • Development of leadership within staff team <ul style="list-style-type: none"> ○ Introduction of monthly staff team working lunch for each class team ○ Introduction of Support Worker weekly support meetings | <p>HT and ASN Colleagues throughout both authorities</p> <p>All staff</p> | <p>Throughout Session</p> <p>October and onwards throughout session</p> | <p>Discussion with centre staff about development of ASN Learning Community</p> <p>Organisation to support monthly meetings for each class team meetings</p> |
| <p>Impact on Learners</p> <p>All children are supported by a highly skilled staff who are aware of their needs and are able to confidently implement shared strategies to support those needs.</p> <p>All children within the school are given opportunities for a broad general education within the school context, Alloa Learning Community and the ASN Learning Community</p> | | | <p>Monitoring and Evaluation</p> |

Achieving
Included

1.1, 2.1, 5.1,
5.2, 5.3

Lochies School Improvement Plan 2015-2016

Wellbeing Indicators

Quality Indicators

PRIORITY: To ensure appropriate curriculum design & planning are developed to meet the learning & pastoral needs of all learners

| Specific Action | Personnel Responsible | Timescale | Progress check by | Resources including External Support |
|--|-------------------------|---------------------------|----------------------------------|--|
| <ul style="list-style-type: none"> • Audit of curriculum and redefine the curriculum rationale for Lochies • Designing a curriculum map for Lochies School including progression pathways for <ul style="list-style-type: none"> ○ Literacy and Language ○ Numeracy policy ○ Health and Well-being | All staff | Throughout session | Jan | Collegiate sessions and work within Partnership Schools. Links with Severe and Complex Schools within Clacks and Stirling Links with Carolynne McDaid and to schools who have already established curriculum rationale Links with other ASN Schools who have similar pupil populations Access to various Attainment Challenge sessions across the session |
| | All staff | Nov - March | Jan | |
| | SMT & literacy leader | Oct | | |
| | SMT & numeracy Leader | Nov | | |
| | SMT & HWB Leader SMT | Jan | | |
| Impact on Learners Children will have effective and appropriate curricula, which will effectively meet their needs. | | | Monitoring and Evaluation | |

Lochies School Improvement Plan 2015-2016

PRIORITY: Meeting Learners needs

Included, Respected,
Achieving, Nurtured,
Healthy

Wellbeing Indicators

1.1, 2.1, 5.3,

Quality Indicators

| Specific Action | Personnel Responsible | Timescale | Progress check by | Resources including External Support |
|--|--|---|-----------------------|--|
| <ul style="list-style-type: none"> To build upon and improve the total communication environment throughout the school to ensure children have maximum opportunities to express themselves and contribute | All staff, SLT and Parents | Throughout session | Ongoing | Staff attending CALL centre courses specific to communication needs for school |
| <ul style="list-style-type: none"> All teaching and support staff to achieve Makaton Foundation level and 2 members of staff to achieve Makaton Enhancement level. | Teaching staff, Support Workers and 3 LA staff | September-Nov weekly twilight sessions | Ongoing | Makaton tutor, school budget installation of plasma screen to show Makaton signs on film |
| <ul style="list-style-type: none"> To build capacity in staff to ensure that the emotional well-being needs of all children are being met through: Staff attending the Body Mapping INSET Nov and Feb and Andy Dalziell training with children in March | All staff | Nov and Feb INSET Tutor training in March | Nov, Feb then ongoing | Funding gained from successful Core PE Fund bid for Andy Dalziell INSET |

| | | | | |
|--|--------------------|---|---|---|
| <ul style="list-style-type: none"> To introduce Parents and Carers to Body Mapping techniques its philosophy and benefits particular to their child | Parents and Carers | Introductory Coffee Morning and Tutor training in March | Feb and March | Funding from school budget to have Andy Dalziell in school working with children, parents and staff |
| <p>Impact on Learners Children have the best support from a highly skilled staff. Children have the best opportunities possible within an effective learning environment that is tailored to their needs Children feel safe and confident in our school Children will have greater body awareness and coordination, which will improve their ability to attend and focus on learning, their cognitive skills, memory and concentration.</p> | | | <p>Monitoring and Evaluation</p> | |