

IMPROVEMENT PLAN 2016 - 2017

FOR



Banchory Primary School



BANCHORY NURSERY



Supported to Achieve Real Success

Aberdeenshire Council Education & Children's Services

"Education & Children's Services works to improve the lives of children and young people, families and communities through the delivery of high quality services across Aberdeenshire"

BANCHORY PRIMARY SCHOOL

'Powerful Learning through Quality Teaching'

The following school values are at the heart of all we do:

Honesty – Respect – Responsibility – Kindness
(updated Dec '16)

'At Banchory Primary School we aim to be an exceptional and inclusive learning community where powerful learning is attainable through high quality teaching'.

- We believe that all learners are entitled to a wide and empowering range of knowledge, skills and values.
- By ensuring a positive learning culture and ethos, learners are encouraged to develop as: successful learners; effective contributors; responsible citizens; and confident individuals.

In Nursery, we express the above value and visions through our 'STARS' statement, where every child is **'Supported to Achieve Real Success'**.



BANCHORY NURSERY



Supported to Achieve Real Success

E&CS Services

Aberdeenshire Council and Education and Children's Services is committed to improvement through effective self-evaluation. The significant relationship between effective self-evaluation and school improvement can also be seen as an "inwards, outwards, forwards" approach to help you and your partners answer the questions which remain at the heart of self-evaluation:

- **How are we doing?**
- **How do we know?**
- **What are we going to do now?**

Effective self-evaluation involves a level of reflection and critical enquiry which is best achieved through a blend of internal and external analysis. Making sound judgements about the impact on learners should be central to self-evaluation. The BPS Nursery team will refer to 'How Good is Our Early Learning and Childcare' and 'Building the Ambition' to support self-evaluation.





Improvement Plan

Evidence of Progress/Comments/Next Steps

Date: 27.06.16	PC meeting focus on discussion of 'values'. Followed up with a consultation with pupils/staff to ascertain current knowledge of existing vision, values and aims.
Nov '16	Staff work on values.
Dec '16	Pupil Council devised survey. Results collated. Pupil Council/Joint Parent Council collaboration on results.
January '17	Pupil Council final work with PC to design updated logos/statement & media etc to 'share and promote' the VVAs.
Feb '17	Staff in-service feedback. Launch by PC.
March '17	Review by Pupil Council.





Improvement Plan

Improvement Focus No.	2	Learning Provision (Including Improving Transitions)			
Identified Theme (From S&Q / Self-Evaluation)	QI 2.3 – Learning, teaching and assessment <ul style="list-style-type: none"> • Learning and engagement • Quality of interactions • Effective use of assessment • Planning, tracking and monitoring 				
Actions	Who?	Intended Outcome(s)/Impact	How will we measure progress & success?	Timeline	Progress check
<p>1. Effective use of assessment: Q.A. calendar will incorporate a structured plan for the collation of a balanced range of formative & summative assessments of every learner’s progress over the session.</p> <p>2. Moderation: Collaboration across Early level/P1 and with EYs partners.</p> <p>3. Planning & Tracking Tool: New profiling tool will be implemented. <i>This is in response to collated feedback and evaluation of current tool.</i></p> <p>4. Tracking & Monitoring: Q.A. calendar will detail more structured plan for monitoring quality of interactions & observations. Transition review & improvements.</p>	SLT EYLP N staff EYs Ps.	<p>1. Clear plan for an improved quality of interactions, observations and assessments which will link in with: the school plan; the Aberdeenshire frameworks & benchmarks; support the planning system; and enable the staff to plan more effectively for all learners. The online profiling tool will more effectively build a quality body of evidence for each learner. This will be accessible to staff & parents.</p> <p>2. Staff will be willing to share in professional dialogue, showing increased confidence in their own judgement of learning progression. Moderation opportunities across EY settings will boost staff expertise and skills.</p> <p>3. A proportionate, reliable and consistent planning and profiling system will be in place to enable staff to more accurately identify and evaluate next steps in learning.</p> <p>4. Clear information will be accessible on the attainment of all learners. This information will be shared effectively to improve planning and transitions.</p>	<p>Evidence of increased staff confidence in making informed judgements regarding all learners’ progress will be available through professional dialogue & monitoring activities.</p> <p>Quality of positive feedback from staff following moderation opportunities.</p> <p>Evidence of increased EYPs’ confidence during EYPs shared meetings.</p> <p>Quality of professional dialogue during planning meetings will reflect EYPs’ increased confidence in using the profiling tool.</p> <p>More consistent information and improved quality of interactions will be evidenced through the content of the online profiles and professional dialogue between SLT, staff and parental feedback.</p>	<p>Start: Aug ‘16</p> <p>Nov ‘16 – Jan ‘17</p> <p>Aug ‘16 – ongoing</p> <p>Aug ‘16</p> <p>Check Feb ‘17</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>
Evidence of Progress/Comments/Next Steps					
Date: Aug ‘16	Q.A. calendar devised for school, adapted for Nursery and updated regularly. (Ongoing)				



Improvement Plan

Nov '16	Links with partner Nurseries established. Ongoing dates set – for more detail, check calendar.
Jan/Feb '17	Review of system to date. Results of 'survey monkey' – relevant questions to this IP analysed, will be shared with staff on Feb in-service days.
March '17	Complete Self-Assessment work with all stakeholders.





Improvement Plan

Improvement Focus No.	3	Success and Achievements			
<p>Identified Theme (From S&Q / Self-Evaluation)</p>	<p>QI 3.2 Securing children's progress</p> <ul style="list-style-type: none"> •Progress in communication, early language, mathematics, health and wellbeing •Children's progress over time •Overall quality of children's achievement •Ensuring equity for all children 				
Actions	Who?	Intended Outcome(s)/Impact	How will we measure progress & success?	Timeline	Progress check
<p>1. A professional development plan to be put in place to ensure all staff develop a clearer understanding of the pedagogy behind successful early learning and development approaches/philosophies.</p> <p>2. New planning system will be developed to: facilitate a more integrated approach towards learning; ensure an emphasis on the importance of planning for high quality experiences and individual challenge; more effectively provoke staff into providing an inclusive, nurturing and purposeful environment.</p> <p>3. Ensure equity for all. Increase the range of holistic approaches, knowledge and skills deployed by the staff to enhance the quality of learning, and to improve outcomes for all learners.</p>	<p>SLT M.A. Partners N staff</p> <p>SLT EYPs EYLPs</p> <p>Cluster Partners</p> <p>M.A. Partners N staff SLT</p>	<p>Through professional dialogue and recorded observations staff will be able to demonstrate that almost all learners are making very good progress through an improved quality of experiences - focussed on promoting a holistic approach to learning.</p> <p>Clear information accessible by parents/carers, staff and learners (where appropriate) to demonstrate progression of social, emotional, physical and cognitive skills.</p> <p>Ethos of high quality and appropriately challenging play to promote and enhance learning for all. High aspirations for all learners to achieve from all staff.</p>	<p>EARs Monitoring & QA activities will provide feedback and evidence.</p> <p>Ongoing professional dialogue, feedback from all stakeholders and QA (SLT) against self-evaluation frameworks.</p> <p>Evidence from a range of sources. Learners' progress as benchmarked against appropriate developmental benchmarks.</p>	<p>Aug '16 Review March '17</p> <p>Oct '16 Review March '17</p> <p>Feb '17 Review June '17</p>	<p>✓⇒</p> <p>✓⇒</p>



Improvement Plan

Evidence of Progress/Comments/Next Steps

Date: Aug '16 :	Implementation of plans – will be reviewed in March, following ongoing regular meetings (see working copy of NIP for more details)
March '17	Staff self-evaluation work, following on from in-service day review.