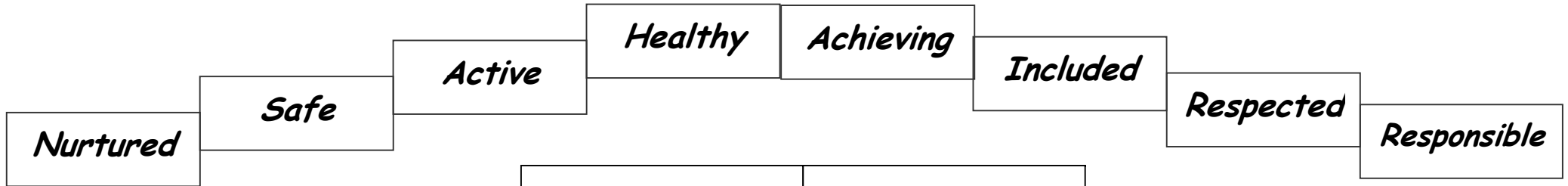


Inveralmond Community High School

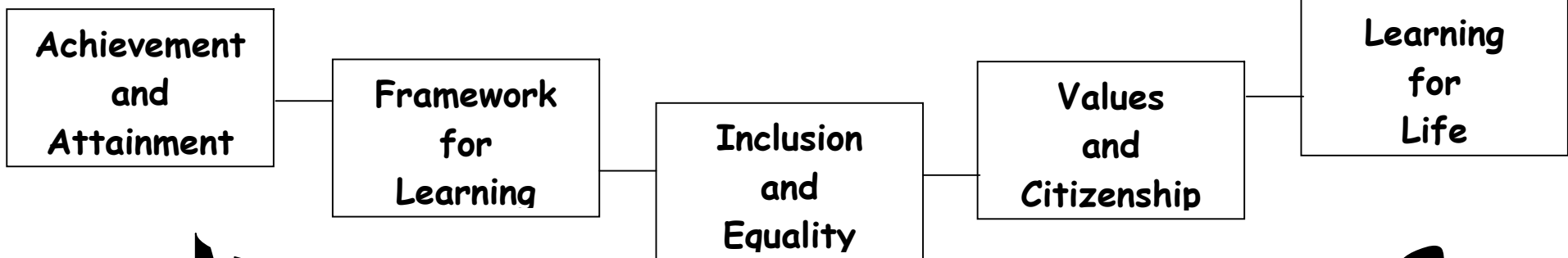
**SCHOOL IMPROVEMENT PLAN
2009-2010**

"Learn Develop Achieve"

VISION FOR CHILDREN



Successful Learner	Confident Individual
Responsible Citizen	Effective Contributor



NATIONAL PRIORITIES

Mission Statement

With West Lothian Council we are Striving for Excellence -

Working with and for our community to improve the quality of education

VALUES

We are striving for excellence in:

- 1 Focusing on our customers' needs
- 2 Being honest, open and accountable
- 3 Providing equality of opportunities
- 4 Investing in employees
- 5 Making best use of our resources
- 6 Working in partnership

AIMS

West Lothian Council aims to:

- A Develop a quality management culture
- B Give priority to policy development and strategic planning
- C Assure quality and set targets
- D Put in place systems for consulting customers and staff
- E Provide quality learning opportunity to tackle disadvantage
- F Ensure best value
- G Invest in high quality staff development

Factors Influencing the Improvement Plan

School factors

- Improving pupils' attainment and achievement
- The Inveralmond Standards and Quality Report 2008/2009
- The Inveralmond Learning Community Cluster Improvement Plan 2009/2010
- The Inveralmond Locality Plan
- The Implementation of Succeeding Together
- Refurbishment

Education Authority factors

- WL Education Services Local Improvement Plan
- LEA School Review
- Locality Planning
- A Continuum of Support Strategy
- Health promoting schools
- Attainment Targets

National factors

- National Priorities
- Integrated Children's Services
- A Curriculum for Excellence
- The Journey to Excellence
- Child at the Centre
- Determined to Succeed - Enterprise Education
- National Legislation including the ASL Act
- HGIOS 3
- More Choices More Chances

Mission Statement

To provide education of the highest quality for all pupils which will meet their educational, personal and spiritual needs and which will enable them to be successful learners, confident individuals, responsible citizens and to make an effective contribution to society in their present and future lives

School Aims - 2009/2010

1. Attainment and Achievement

- To ensure a broad and balanced curriculum, developing to provide our pupils with the best possible learning opportunities and experiences.
- To ensure that all learners are able to realise full potential through the promotion and recognition of achievement and excellence.
- To provide the highest quality of learning and teaching experiences to enable our pupils to enjoy their education and develop positive attitudes towards learning.

Through: Continuing to focus on formative assessment and develop active learning strategies to offer enhanced teaching and learning, and by developing a Curriculum for Excellence with appropriate accreditation to meet the needs of our pupils.

2. Framework for Learning

- To provide a welcoming, safe and caring environment enhanced by refurbishment and new community facilities in which each learner is valued and supported.
- To improve the quality of educational experiences for learners through a programme of continuing professional development for all staff.
- To ensure that all learners are able to experience a calm, positive and safe environment that promotes good behaviour, self-discipline and respect for others.
- To provide a PSE programme designed to meet the changing needs of our pupils.

Through: Developing the behaviour and rewards policy 'Aspire', continuing the development of the pupil tracking system, and through the building and refurbishment plans and the expansion and upgrading of the ICT resources.

3. Inclusion and Equality

- To provide an effective support system for all learners, including an appropriate personal and social programme of study, recognising the need for 'Healthy' pupils, and so support academic achievement.
- To implement and interpret the guidance contained within the Authority's 'Continuum of Support' in order to provide for our most disadvantaged youngsters.
- To provide enhanced support to the increasing numbers of EAL pupils.

Through continued awareness-raising of the ASL act, and by providing staff with the training to meet the gaps in our provision, by carrying out a revision of the PSE programme, and an ongoing commitment to the Health Promoting Schools initiative.

4. Values and Citizenship

2007-2008	To Raise the attainment of all pupils through enhanced learning and teaching	1.1 5.1-5.6	1	Successful Learners	To continue to raise expectation and develop a 'success' culture by celebrating achievement and developing the SOS. Focus on underachievement by girls	1.1,2.1	1	Confident individuals
					Increase to 4 subjects the early entry and fast track opportunities	5.1,5.6	1,3	Successful Learners
					Develop the management structure to improve the monitoring and tracking, and target-setting processes	5.5	1,2,3	
					Continue to develop the ASPIRE rewards system	5.5	2	
					Solution Orientated School development	5.2	4	Effective Contributors

2007-2008	To Review and further develop the curriculum relevant to the needs of all pupils	5.1-5.8	1,2,3,4,5	All	Respond and implement ACE outcomes	5.1	1,3	Effective Contributors
					Develop new vocational links courses with FE - Skills for Work/Healthcare Academy	5.1	1,3	
					Provide alternative curriculum courses for high tariff pupils in S3/4/5	5.6	1,3	Responsible Citizens
					Continue to focus on Closing the gap attainment and coordinator MCMC.	5.8	1,3	
					Develop the S5 Christmas leavers' course introducing 'Access to Employment'	5.3	3	
	Promoting Learning for Life, Values and Citizenship	2,4,5	3,4,5	Effective Contributors	Promote relevance through work related topics within the curriculum/industry links	5.3	4,5	Confident Individuals
				Confident Individuals	Use DTS initiatives to support pupil development - Enterprise and Study Skills	5.5	3,5	
					Promote community focus through voluntary work and charity initiatives	4.1	4	
					Continue to develop the Pupil Council and the ILC Pupil Council and use pupil feedback	2.1	4,5	Effective Contributors
					Focus on Global Issues e.g. Fair Trade, Energy, Conservation	4.2	5	Responsible Citizens

2008-2009	To Raise the attainment of all pupils through enhanced learning and teaching	1.1 5.1 - 5.6	1	Successful Learners Effective contributors	Improve teaching strategies by encouraging active learning, cross-curricular projects and by revising programmes of study to include the Curriculum for Excellence outcomes A focus on pace and challenge and sharing good practice To develop improved learning opportunities by using formative assessment and to encourage individual learning and self-supported study Identify and support under-performing areas Develop ICT	1.1 5.2 5.3 5.4 2.1 5.2 - 5.5 6.2	1,2,3,4 1 3 1 1,2,3	Successful learners Successful contributors Responsible citizens Successful Learners
	To Promote Health and Well being throughout the school	4.1	2,4	All	Curriculum developed by incorporating the Health and well-being Outcomes into programmes of study Development of Health promoting targets Curriculum developed to support the less academic with vocational courses and MCMC Skills for Work Christmas leavers course Extended work experience Alternative accreditation Sports initiatives	4.1 5.3 5.8 5.6 4.1	2,4 4,5 1,3,5 1,3,5 3,5	Effective Contributors Responsible citizens Confident individuals Successful learners Effective contributors

2009/2010

Main Focus for Improvement	Attainment and Achievement	
Priority 1	Actions:	Expected Outcomes and Evidence
<p>To raise the attainment of all pupils through enhanced learning and teaching</p>	<p>Implement a programme of challenge and support to improve pupils' experience in every subject area</p> <p>Assessment for learning strategies will continue to be implemented and a variety of assessment strategies should be employed to ensure that effective assessment impacts positively on pupil learning</p> <p>Pace and challenge will be addressed to ensure the needs of all learners are being met.</p> <p>A strategic approach to continuous improvement adopted to implement policies and procedures, timelines, assessment calendars etc. to ensure a consistency of approach and enable effective monitoring and evaluating procedures to be implemented</p> <p>Low level disruption will be challenged consistently and in line with whole school policy</p> <p>Review the use of the HUB and consider the issue of continuity of learning for students sent there during class time. Review the Local Safety procedures to ensure continuity of learning for all students.</p> <p>Pupil work will be differentiated to ensure that all pupils are able to successfully access the curriculum</p> <p>Rigorously use the homework policy to ensure a more consistent consolidation of pupil learning. Homework tasks will be appropriate and monitored regularly.</p> <p>Implement a structured approach to the dissemination of best practice in Active Learning, AiFL, differentiation, ICT and CfE</p>	<p>CfE outcomes and experiences integrated into programmes of study. Cross-curricular and inter-disciplinary themes developed</p> <p>AiFL in every lesson. Pupils set and achieve ambitious targets leading to raised attainment</p> <p>Effective differentiation and ALN support will engage pupils in effective learning</p> <p>Departments committed to continuous improvement by creating and sharing timelines. Supporting quality assurance strategies in place.</p> <p>Reduced disruption will improve the classroom learning environment and raise attainment</p> <p>HUB policy and procedures revised and work sent by departments to ensure pupils progress</p> <p>Clear evidence of differentiation to support pupil learning</p> <p>Homework policy and practice revised to encourage independent learning</p> <p>Classroom observations focus on ACfE and using HGIOS 3 in self-evaluation will identify and share good practice</p>

	Develop and reinforce current transition arrangements with particular regard to information on students' prior learning and attainment	Departments delivering the ILC Annual Plan
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Main Focus for Improvement	Inclusion and Equality	
Priority 2	Actions:	Expected Outcomes and Evidence
To Promote Inclusion and Equality	<p>Develop strategies to promote the Curriculum for Excellence's Four Capacities</p> <p>Promote a positive learning environment by reducing low level disruption</p> <p>Provide appropriate support for pupils for whom English is a second language</p> <p>Equip pupils with the skills and knowledge to prosper in a changing society</p>	<p>Raised Staff and Pupil Awareness and increase relevance to motivate</p> <p>Evidence in teaching, pupil work and enhanced Classroom displays</p> <p>Positive behaviour in all classes and reduced disruption</p> <ul style="list-style-type: none"> • Fewer negative referrals • Reduction in the use of LSN and Duty Officer calls • More positive referrals <p>Effective integration strategies to promote effective learning in all classes</p> <p>Staff CPD to support EAL pupils' learning</p> <p>Collaborative teaching with Teaching Assistants to engage pupils in learning</p> <p>Development of supportive teaching styles to raise achievement</p> <p>Study skills developed to encourage independent learning outside school</p> <p>Determine to succeed activities in every subject area to promote enterprise</p>

		<p>PSE content revised and updated to ensure relevance to pupils' everyday life</p> <p>Transition to work/training/HE/FE supported to improve <i>MCMC</i> statistics</p>
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Main Focus for Improvement	Raising Attainment and Achievement				
Priority 1	Action to be taken	Whom	When	Improvement Expected (What would we hope to see)	Action Enquiry (how will we know this has made a difference)
<p>To Raise the attainment of all pupils through enhanced learning and teaching</p>	<p>Implement a programme of challenge and support to improve pupils' experience in every subject area</p>	<p>PTCs</p>	<p>August 2009</p>	<p>Revised Programmes of study and preparation for 8/10</p>	<p>Staff teaching CfE outcomes and experiences</p>
	<p>Assessment for learning strategies will continue to be implemented and a variety of assessment strategies will be employed to ensure that effective assessment impacts positively on pupil learning</p>	<p>All staff</p>	<p>Ongoing</p>	<p>Variety of AiFL strategies improving teaching and learning</p>	<p>Pupil participation in lessons Raised achievement</p>
	<p>Pace and challenge will be addressed to ensure the needs of all learners are being met.</p>	<p>PTCs/All staff</p>		<p>Active learning and differentiation</p>	<p>Pupil engagement and successful learners</p>
	<p>A strategic approach to continuous improvement adopted to implement policies and procedures, timelines, assessment calendars etc. to ensure a consistency of approach and enable effective monitoring and evaluating procedures to be implemented</p>			<p>Effective planning and sharing of good practice</p>	
	<p>Low level disruption will be challenged consistently and in line with whole school policy</p>	<p>All Staff</p>	<p>September 2009</p>	<p>Less disruption</p>	<p>Fewer negative referrals And exclusions</p>
	<p>Review the use of the HUB and consider the issue of continuity of learning for students sent there during class time. Review the Local Safety procedures to ensure continuity of learning for all students.</p>	<p>PTC ALN</p>	<p>Ongoing</p>	<p>Better continuity of learning</p>	<p>Raised achievement</p>
	<p>Pupil work will be differentiated to ensure that all pupils are able to successfully access the curriculum</p>	<p>All Staff</p>	<p>October 2009</p>	<p>Staff CPD improving differentiation skills</p>	<p>More pupil engagement and successful learning</p>
	<p>Rigorously use the homework policy to ensure a more consistent consolidation of pupil learning. Homework tasks will be appropriate and monitored regularly.</p>		<p>Ongoing</p>	<p>Effective homework policy and practice</p>	<p>Pupils are independent learners</p>
	<p>Implement a structured approach to the dissemination of best practice in Active Learning, AiFL, differentiation, ICT and CfE</p>			<p>Sharing and developing good practice</p>	<p>Improvement in teaching methods and support for a variety of learning styles</p>
<p>Develop and reinforce current transition arrangements with particular regard to information on students' prior learning and attainment</p>		<p>Maths Staff</p>	<p>September 2009</p>	<p>Cross-phase working group delivering ILC Action Plan priority</p>	<p>Enhanced transition and cross-phase staff CPD</p>

Main Focus for Improvement	Inclusion and Equality				
Priority 2	Action to be taken	Whom	When	Improvement Expected (What would we hope to see)	Action Enquiry (How will we know it made a difference)
<p>To promote inclusion and equality</p>	<p>Develop strategies to promote the Curriculum for Excellence's Four Capacities</p>	<p>All staff</p>	<p>August 2009</p>	<p>Focused lessons and enhanced classroom display</p> <p>Successful Learners with raised achievement</p> <p>Confident Individuals participating in group activities</p> <p>Responsible Citizens taking advantage of their educational opportunities</p> <p>Effective Contributors responding in lessons to appropriate teaching</p>	<p>Classroom observation</p> <p>Attainment statistics</p> <p>Pupils confident to respond and participate in lessons</p> <p>Attendance and exclusion data - staying on rates</p> <p>Active learning/group work</p>
	<p>Promote a positive learning environment by reducing low level disruption</p>	<p>SMT</p>	<p>Ongoing</p>	<p>Improved teaching and learning and classroom management</p>	<p>Pupils participating in their own learning with little or no distraction</p>
	<p>Use SOS approach</p>	<p>All staff</p>		<p>SOS techniques in use to overcome barriers to learning</p>	<p>Improved partnership</p>
	<p>Provide appropriate support for pupils for whom English is a second language</p>	<p>ALN/PTCs</p>	<p>August 2009</p>	<p>Effective integration and inclusion</p> <p>Staff CPD</p> <p>Raised achievement</p>	<p>Pupil and parent feedback</p> <p>Improved SQA results</p>
<p>Equip pupils with the skills and knowledge to prosper in a changing society</p>	<p>All staff</p>	<p>Ongoing</p>	<p>Determined to succeed activities in every subject</p> <p>Study skills promoted</p>	<p>Pupils involved in enterprise activity</p> <p>Attendance at study support</p>	

Plan for Additional Tasks

Development Tasks	Responsibilities
• Review PSE programme	Deputy Head (Pupil Support)
• Building the Curriculum	Deputy Head(Curriculum)
• More Choices More Chances	MCMC Coordinator
• Health and Well-being	Health Coordinator
• Dreams and Teams/Connecting Classrooms	International Coordinator
• Determined to Succeed	Enterprise Coordinator
• Refurbishment Liaison	Deputy Head (SLO)
• Solution Orientated Schools Development	Deputy Head (Learning and Teaching)
• Community Education Development	Community Education Manager
• Deliver ILC Annual Plan	SMT/Mathematics Department
• Develop CEEMIS	Senior Administrator
• Development of the Parent Council	Head Teacher
• Locality Planning	Head Teacher
• Develop Staffing Structure/Model	Head Teacher
• Resource/Budget Management	Head Teacher/Business Support Manager

These tasks will be incorporated within existing school management procedures and remits. Care will be taken to ensure that the undertaking of development tasks does not impact negatively on the priority projects. Staff responsible will develop action plans around main developments (These do not need to be submitted along with School Improvement Plan)