



NORTH AYRSHIRE
COUNCIL

EDUCATIONAL SERVICES

IMPROVEMENT PLAN

Planning Session: 2008-2009

Garnock Academy

School Aims

Achievement and Attainment.

The school seeks to provide *good quality teaching* in as wide a range of *high quality courses* as possible. This will allow pupils the opportunity of developing their intellectual abilities to the full and to *maximise their overall standards of attainment*. Pupils will leave school with the skills, knowledge and qualifications required by society. To carry this out, the school will promote and enhance the professionalism of staff *to provide the highest standards of teaching and learning* whilst seeking always to improve the quality of pupils' learning experiences. This will be done through staff development review and by providing opportunities for in-service and further training in areas identified by staff review.

Learning for Life.

The school has an important role to play in *developing skills for life* – academic, vocational and recreational. This will be carried through in the case of academic and vocational skills by being taught by subject departments in classrooms or practical rooms. Recreational skills will be promoted through extra-curricular experiences eg Musical Activities, Sport, and appropriate curricular experiences eg in PE, Art and Music, to ensure that pupils will, as adults, be able to use their leisure time profitably.

Values and Citizenship

The school will encourage every pupil to play a useful part in, value and take pride in his/her community. This will be done by ensuring that all staff encourage pupils to accept responsibility for their actions, to show initiative and to become responsible adults. The school will develop and encourage pupil councils to allow pupils to play a part in school developments.

It will also seek to *develop a meaningful partnership with parents* to enable them assist us with our aims. This will be done through formal mechanisms eg Parent Council, and informal mechanisms, eg seeking comments on pupil reports, seeking views via parent bulletins and questionnaires.

Framework for learning.

The school will try to provide *an appropriate, disciplined environment* where all pupils can develop their potential without undue stress, distraction or worry. The school will do this by developing agreed good pupil supervision procedures, good pupil-pupil relationships and good pupil-staff relationships. The school will strive to *have good pupil support mechanisms* and *discipline code*, understood by all. The school will try to provide all specialist resources, equipment and accommodation needed to provide a balanced education appropriate to the needs of a modern society.

Values and Citizenship.

Pupils will be taught, through PSE, RE and other activities, self-respect, self-discipline, morality and respect for others. They will be taught the religious beliefs of others to encourage understanding and tolerance. They will also *be taught and see democratic processes in action*. Staff will also encourage these qualities and processes by personal example.

Table 1 – Key Priorities Session 2008/2009

Priority 1: Continue to Improve Attainment in S5/6			
Task	QI	Outcomes	Monitoring/ Evaluation/ Evidence
Raise attainment across all S5/6 subjects and levels.	1.1 & 2.1	<p>Improved % attainment in S5 in one, three and five Higher passes.</p> <p>Improved Relative values in Higher and Intermediate 2 subjects.</p> <p>Increased pace of progress through S3 and S4 courses.</p> <p>Improved Work ethic in S5 and S6</p>	<p>STACs data on single and three year cumulative measures.</p> <p>STACs data on single and three year cumulative measures.</p> <p>Through class observation, and analysis of pupil estimate exam results.</p> <p>Staff pupil and parent perception through questionnaires.</p>
Priority 2: Continue to Improve Teaching and Learning			
Task	QI	Outcomes	Monitoring/ Evaluation/ Evidence
Further develop current department approaches to teaching and learning.	5.2, 5.3 & 5.5	<p>Critical Skills methodology developed and applied in teaching (also cluster initiative)</p> <p>Greater use of individual Target Setting</p> <p>Better use of Assessment in shaping future teaching provision.</p> <p>Greater variety in teaching methods.</p> <p>Better Questions.</p> <p>Better Homework practices</p> <p>More effective use of existing ICT</p>	<p>Training statistics. Observation in practice by SMT and PTs.</p> <p>Teaching observation by SMT and PTs</p> <p>Teaching observation by SMT and PTs</p> <p>Teaching observation by SMT and PTs</p> <p>Teaching observation by SMT and PTs</p> <p>Teaching observation by SMT and PTs</p> <p>Teaching observation by SMT and PTs</p>
Priority 3: Prepare for National Developments in Curriculum and Assessment			
Task	QI	Outcomes	Monitoring/ Evaluation/ Evidence
Review and consider alterations to assessment and course levels in light of changing requirements from National Review of Curriculum and Assessment.	5.1, 5.3, 5.4 & 5.5	<p>Staff are aware and well-informed of national proposals for Curriculum and assessment.</p> <p>Proposals are developed by SMT and PTs on the way forward for department courses and assessments</p>	<p>Discussion, reflected in minutes of SMT meetings, PT meetings and Department meetings.</p> <p>Written evidence from memos, discussion papers and minutes of the above meetings.</p>

Table 2 - Maintenance Tasks covering a three year period

Session	Maintenance Tasks
2008 – 09	<ul style="list-style-type: none"> Continue to raise expectations, as in sessions 2006 – 2008 Continue to focus on improving attainment in S1 to S4 Continue to share good practice at Department and PT meetings. Continue to review pupil discipline procedures as circumstances require Additional Support for Learning requirements Continue to develop a Curriculum for Excellence
2009 – 10	<ul style="list-style-type: none"> National Developments in Curriculum and Assessment Continue to develop a Curriculum for Excellence Continue to focus on Improving Attainment in S4 to S6 Initiatives as defined by local and national priorities Review self-evaluation practices
2010 – 11	<ul style="list-style-type: none"> Initiatives as defined by local and national priorities National Developments in Curriculum and Assessment Continue to develop a Curriculum for Excellence Continue to focus on Improving Attainment in S4 to S6

Further detail re Above Key Priorities

Priority: Continue to Improve Attainment in S5/6				
Tasks	Timescales (and milestones where appropriate)	Who is responsible	Success criteria/expected impact	Monitoring/evaluating/evidence
Dept. staff to review 2008 S5/6 SQA results with STACs analysis	By end of Sept. 2008	PTs	All departments S5/6 SQA results critically examined by staff	D.M. minutes Department notes re STACs discussions
From (i) any improvement strategies identified, to be actioned in Dept. Plan	October 2008	PTs	Improvements recommended to teaching and learning activities.	Advice and guidance on improvement strategies in Dept. Plan.
Dept. staff to review S5/6 teaching and learning activities including pace and resources where applicable	May 2009	PTs	Enhanced pupil learning experience. Increased pace of learning.	Alteration to teaching and learning activities evident in class observation. Notes of discussions. D.M. minutes.
Dept. staff to review 2008/09. Estimate results with any action points included in next few weeks.	February 2009	PTs	Attainment matches pupil ability. Overall standard of attainment satisfactory.	Analysis of Prelim results. (Notes and minutes of discussion.)

Priority: Continue to Improve Learning & Teaching

Tasks	Timescales (and milestones where appropriate)	Who is responsible	Success criteria/ expected impact	Monitoring/evaluating/ evidence
To continue to train staff in 'Critical Skills'.	September 2008 - June 2009	SMT, Cluster	Four staff fully trained in 'Critical Skills' techniques	Notice of Attendance at training. Observation of C.S. processes in teaching of trained staff.
Increase use of target setting with individual pupils	September 2008 - June 2009	SMT, PTs	Pupil knows targets for attainment in subjects studied. Improved pupil motivation.	Pupil questionnaires
Use assessments to shape next teaching strategies	September 2008 - June 2009	PTs	Teaching and learning shaped to needs of pupil. Improved pupil learning.	Class observation Pupil questionnaire
Use appropriate, varied teaching methods	September 2008 - June 2009	SMT, PT.s	Teaching methods altered as appropriate to best meet needs of pupils	Class observation
Improve homework Practices	December 2008	PTs	Homework, routines closely Support learning in class	Observation of pupil homework. Dept. homework plans and calendar
Further Develop use of ICT in teaching	September 2008 - June 2009	PTs	ICT being used widely to enhance learning experiences	Class observation

Priority: Prepare for National Development in Curriculum & Assessment

Tasks	Timescales (and milestones where appropriate)	Who is responsible	Success criteria/ expected impact	Monitoring/evaluating/ evidence
Staff read and discuss proposals issued by the Scottish government and NAC re developments in Curriculum and Assessment.	May 2009	SMT PTs	Staff are well aware of national and local proposals for Curriculum and Assessment.	Discussions reflected in minutes of SMT meetings. P.T. meetings and Department meetings.
Statements for taking these proposals forward are developed for future school plans and future department plans	May 2009	SMT, PTs	Statements for inclusion in School Plan developed by SMT. Statements for inclusion in Department Plans developed by P.T's.	Written evidence from memos, discussion papers and minutes of SMT, PT, Department Meetings. Statements for inclusion agreed.

