James Gillespie's High School
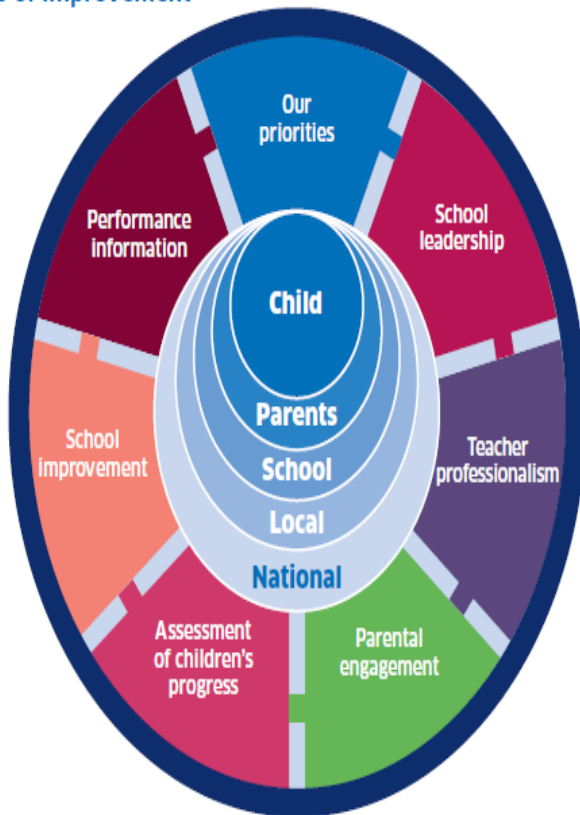

School

Improvement Plan

2023/24 Session

Key drivers of improvement

Key priorities of the National

Improvement Framework

1. Improvement in attainment, particularly in literacy and numeracy.

2. Closing the attainment gap between the most and least disadvantaged children.

3. Improvement in children and young people's health and wellbeing*; (including ongoing autism training for staff)*

4. Improvement in employability skills and sustained, positive school leaver destinations for all young people

5. Placing the human rights and needs of every child and young person at the centre of education.

What is our capacity for improvement?

Leadership and management	Learning provision	Successes and achievements
How good is our leadership and approach to improvement?	How good is the quality of the care and education we offer?	How good are we at ensuring the best possible outcomes for all our learners?
1.1 Self-evaluation for self-improvement	2.1 Safeguarding and child protection	3.1 Improving wellbeing, equality and inclusion
1.2 Leadership of learning	2.2 Curriculum	3.2 Raising attainment and achievement
1.3 Leadership of change	2.3 Learning, teaching and assessment	3.3 Increasing creativity and employability
1.4 Leadership and management of staff	2.4 Personalised support	
1.5 Management of resources to promote equity	2.5 Family learning	
	2.6 Transitions	
	2.7 Partnerships	

Priority 1 – Leadership of Change								Overall Responsibility: N McCallum		
QI 1.3 Strategic planning for continuous improvement QI 1.3 Developing a shared vision, values and aims relevant to the school and its community QI 1.3 Strategic planning for continuous improvement QI 1.3 Implementing improvement and change										

Tasks	Year 1	By Whom	Resources	Timescale	Evaluation (YR1)			Evidence	Impact	PEF
					Oct 23	Dec 23	Mar 24			
Self-evaluation calendars to be reviewed and updated to better link department and whole school.		SLT	Time	Oct '23				.		
Training effective use of EDICT and use of data to drive improvement and target support.		SLT	Time In-service CAT CLPL	Oct '23					.	

Review and update systems for reporting to parents and carers.		SLT	Time In-service CAT CLPL	Oct '23					
Review of protected time to reflect school priorities and the school vision and values.		NG / DO / LB	Time	Oct '23					
UNCRC embedded into planning, practice and priorities.		TP / Rights Respecting Working group	Time	May '24					
Promotion of vision and values and embedding within the curriculum and whole school policies and practice.		SLT	Time Key adult Presentations Assemblies	May '24					
Launching and raising the profile of the new equality principles whole school.		NM / IP	In – Service CAT CLPL	Oct '24					

Use of EDICT to identify and target support through positive action etc.		SLT / CLs	Time Edict CLPL	May '24						
Continuing to further develop and strengthen in house CLPL and sharing of good practice (focusing on coaching and mentoring processes and PRD consistency)		LS	Time CLPL Edinburgh Learns	May '24						
Sharing feedback from each INSET/CAT to summarise key points and next steps.		LS	Time Forms	May '24						

Next Steps (to be completed during session at review points):

Priority 2 – Curriculum							Overall Responsibility: DO		

QI 1.1 Analysis and evaluation of intelligence and data	QI 2.2 Rationale and Design	QI 3.2 Attainment in literacy and numeracy
QI 1.3 Strategic planning for continuous improvement	QI 2.3 Development of the curriculum	QI 3.2 Overall quality of learners' achievement
QI 1.5 Management of resources to support equity	QI 2.2 Learning pathways	
	QI 2.2 Skills for learning life and work	

Tasks	Year 1	By Whom	Resources	Timescale	Evaluation (YR1)			Evidence	Impact	PEF
					Oct 23	Dec 23	Mar 24			
Development of a pathways driven choice process.		DO / SLT	Time CLPL SCQF	May '24				.		
Engagement with SCQF ambassador programme.		DO / SLT	Time CLPL SCQF	May '24						
Evidence based review of courses offered in relation to attainment/progression and retention.		DO / SLT	Time SIP team	May '24						

Using feedback from LGBTI training and Equalities review to review and update course material and content across all departments.		NG / SLT	Time CLPL CAT In-service	Jan '24					
Developing anti-racist approaches consistently across the school.		IP / CLs / SLT	In-service CLPL CAT Time	May '24					
Curriculum design to consider UNCRC principles.		TP / SLT / Working group	Time In-service CAT	May '24					
Sustainability Integrating the Sustainable Development Goals (SDGs) Across the Curriculum Increase staff understanding of the SDGs in an engaging manner, then give opportunities to plan for how sustainability can be integrated into a particular lesson or unit in a way that is		All Staff	Time In-service CAT	May '24					

manageable but has an impact.									
Sustainability - 1.5Max We will engage with the three phases of the 1.5Max summit: *1.5 Investigate*: a significant number of pupils learn about climate and biodiversity emergencies. *1.5Max Summit*: a group of pupils from the school –in the S1-3 age-group – participate in an online 1-day climate summit with schools from other parts of Scotland and schools from climate-vulnerable countries in order to solve local climate and biodiversity-related problems. *1.5Max Projects*: a significant number of pupils develop, lead and implement projects to tackle climate and biodiversity problems,		CM and Eco groups	Time Excursions Visit to other schools	May '24					

working with a variety of partners									
Wilding Wee Spaces We will develop a rewilding project local to the school under the umbrella of Wilding Wee Spaces. This will be pupil-led, but adult-enabled. Pupils will develop skills and knowledge across the curriculum in an outdoor and indoor setting, for instance: The project will provide an opportunity for learners in the lowest 20% attaining to acquire SCQF-tariff points/qualifications. It will provide leadership opportunities and help to reduce climate anxiety for all participants.		CM and Eco groups	Time Excursions Visit to other schools	May '24					

Next Steps (to be completed during session at review points):

Priority 3 – Learning Teaching and assessment									Overall Responsibility:		
			QI 2.3 Quality of teaching QI 2.3 Learning and Engagement QI 2.3 Effective use of assessment QI 2.3 Planning, tracking and monitoring QI 2.6 Transitions						QI 3.1 Ensuring Wellbeing, Equality and Inclusion		

Tasks	Year 1	By Whom	Resources	Timescale	Evaluation (YR1)			Evidence	Impact	PEF
					Oct 23	Dec 23	Mar 24			
Review current classroom observations and embed dept and whole school processes for this.		SLT	Time In -service CAT	Dec '23				.		
Monthly L & T SIT meetings and termly good practice information sheets from this.		LS	Time	May '24						
Review key adult conversations and plan how best to link these with the new tracking and monitoring systems on EDICT.		IP / NC	Time In-service CAT	Dec '23						

Review what makes a good lesson at JGHS to include four phase model and AiFL/Differentiation.		LS L&T Working group	Time In-service CAT	Dec '23					.	
All staff must link their CLPL to at least one aspect of the teachers' charter for the year.		All	Time PRD process	Oct '23					.	
Developing digital pedagogy and in house CLPL		SLT	Time In-service CAT Edinburgh Learns / My Learning Hub	May '24						

Next Steps (to be completed during session at review points):

Priority 4 – Ensuring Wellbeing, Equality and Inclusion.		Overall Responsibility:

QI 1.1 Analysis and evaluation of intelligence and data	QI 2.3 Learning and engagement	QI 3.1 Wellbeing
QI 1.3 Strategic planning for continuous improvement	QI 2.3 Quality of teaching	QI 3.1 Fulfillment of statutory duties
QI 1.5 Management of resources to support equity	QI 2.5 Engaging families in learning	QI 3.1 Inclusion and equality
		QI 3.2 Attainment in literacy and numeracy
		QI 3.2 Overall quality of learners' achievement

Tasks	Year 1	By Whom	Resources	Timescale	Evaluation (YR1)			Evidence	Impact	PEF
					Oct 23	Dec 23	Mar 24			
Review and update of rainbow sheets to create a live document to reflect feedback from staff to improve communication regarding learners needing support and August launch.		PSL / SFL	Time IT Admin support	Oct '23				.		

The school should continue to review and revise its procedures for preventing and responding to bullying and equalities incidents.		SLT	Time In-service CAT CLPL	Oct '23					
Development of religious observance		SLT	Time Forms CLPL	May '24					
Embed equalities principles and values.		All	Time In-service CAT	Oct '23					
Whole staff training on protected characteristics		IP / SLT	In -service CAT	Dec '23					
Embed UNCRC into whole school practice.		TP / SLT	In-service CAT IT resource	May '24					

								.		
Continuing to develop support across the whole school community.		IP / NM / DM	Time	Dec '23						
Linking with primaries		NM / IP / TP	Time Cluster meetings	May '24						
Improving supports for parents		IP / NM / TP / NG	Time Courses CLPL	May '24						

Next Steps (to be completed during session at review points):

<table>
<tr><td colspan="2">Priority 5 – Raising Attainment and Achievement.</td><td>Overall Responsibility:</td></tr>
<tr>
<td>QI:

QI 1.1 Analysis and evaluation of intelligence and data

QI 1.3 Strategic planning for continuous improvement

QI 1.5 Management of resources to support equity</td>
<td>QI:

QI 2.3 Learning and engagement

QI 2.3 Quality of teaching

QI 2.5 Engaging families in learning</td>
<td>QI:

QI 3.2 Attainment in literacy and numeracy

QI 3.2 Equity for all learners

QI 3.2 Overall quality of learners' achievement</td>
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Tasks	Year 1	By Whom	Resources	Timescale	Evaluation (YR1)			Evidence	Impact	PEF
					Oct 23	Dec 23	Mar 24			
Targeted support for those at risk of not attaining via positive action S3-5.		TP / NC	Time Edict CLPL	Dec '23				.		yes
Resource in place to facilitate small group/individual tutoring.		TP	Time Rooming Staffing Stationary	Dec '23						yes

SLT to attend department attainment reviews meetings each year (include focus on lowest 20%).		SLT	Time Faculty meetings	Oct '23						
Faculty links (SLT) to identify patterns in course attainment and use this to drive pathway planning within faculties.		SLT	Time Faculty meetings Insight CLPL	Oct '23						
Targeted support for our care experience community and other identified cohorts at risk of not attaining.		IP / TP	Time Data Resources to facilitate support. Rooming	Dec '23						Yes
Sharing data e.g., SNSA P7 and English and Math		LS / NM	Time In-service	Oct '23						

department working level data into EDICT and all staff tracking this throughout the BGE.			CAT						.	
S3-6 attainment data collated through EDICT.		NC	Time CAT In-service	Dec '23						
CLPL for effective use of EDICT and data sources to support learning and teaching in classes.		NC	In-service WTA time	Oct '23						
Increasing awareness of L&N levels and use of this data across the school and linked to targeted interventions / support		NC / TP	In-service CAT	Dec '23						yes

/differentiation in class and when reporting to parents.									
Review how achievement is celebrated within the classroom, faculty, whole school.		DO / NM	Time Support for monthly newsletter Forms Admin support for collation of information.	Dec '23					

Next Steps (to be completed during session at review points):