



**IMPROVEMENT PLAN
2016 - 2017**

FOR

ANNA RITCHIE SCHOOL



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”

Anna Ritchie School

Our shared vision is to make our school the best by involving, responding to and enabling young people to achieve their potential and become confident contributors in their local and wider communities.

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 priorities for improvement contained in the Improvement Plan for 2016 – 17 reflect this process and the priorities identified locally and nationally.



Improvement Plan

Improvement Focus No.	1	Leadership and Management	
Identified Theme (From S&Q / Self-Evaluation)		1.3 Leadership of change.	
Actions		Intended Outcome (s) / Impact	How will you measure success?
Replacement of the school values with a motto which is accessible to all pupils, staff and the wider community.	Teaching staff to take leadership of working groups supporting the improvement plan.	All pupils will engage with the new simplified statement at an appropriate level. The wider community will be invited to help choose the new motto promoting the shared vision of Anna Ritchie. Staff to feel empowered and responsible for school improvement.	Success with raising the school profile in the local media. Engagement in the choice process. Pupil engagement in terms of developing a shared and meaningful understanding of the schools' vision and values. Working groups will agree and achieve outcomes which support the overall vision of the school.
Continue to support staff to engage in the GTCS/EAR self-evaluation process.		Staff to identify areas for personal development. A skilled workforce with the confidence to share learning and strategies.	Collation of and provision of staff training opportunities. Assessment of the impact of staff training using classroom monitoring as well as personal reflection and evaluation.
Evidence of Progress / Comments / Next Steps			
Date 15/1/17	Classes prepared potential mottoes, staff voted for preferences at August Inservice. Parents invited to submit their ideas – good response received. Working groups set up class teachers as chairs. 1. Parental engagement 2. Recognising achievement/Raising Attainment 3. Total communication. EAR commenced to be completed in the next 2 weeks.		



Improvement Plan

Date 05/04/17

HH has made great progress collating and promoting CLPL for all staff.

Review of curriculum rationale undertaken by all staff.

EAR delayed by very high staff absence rate, to be continued and completed in May



Improvement Plan

Improvement Focus No.	2	Learning Provision (Including Improving Transitions)	
Identified Theme (From S&Q / Self-Evaluation)		2.3 Learning, Teaching and Assessment	
Actions		Intended Outcome/ Impact	How will you measure success?
Consultation events to be incorporated into existing whole school events. Continued emphasis on parental and pupil engagement in curriculum rationale and planning and target setting for individual education plans.	Continued emphasis on blended placements where appropriate, evaluation of progress to date, with focus on pupil and parent voice.	Personalisation and choice will be reflected in pupil experiences. Parents will gain confidence in contributing to IEP's. Improved attainment. Improved protocols for planning transition to blended placements.	Parental feedback will improve as measured in the questionnaires. NIF Joint working with Educational Psychology and Speech and Language (My Voice Pilot)to capture pupil and parent voice.
Implementation of new Curricular Frameworks Implementation of pre-early curriculum			
Evidence of Progress / Comments / Next Steps			
Date: 15/1/17	Dedicated time at August In-service to facilitate engagement with Curriculum frameworks. My voice pilot implemented.		
Date:05/04/17	My voice pilot completed and feedback given, pupil engagement was reasonable, it was an easily useable tool, planning required to embed this in practice. Ongoing review and development of blended placement CM Class teacher very motivated to carry this forward and has been supporting and planning jointly with stage partners in mainstream schools. Work required to link new frameworks to existing planning schemes.		



Improvement Plan

Date:	
Date	



Improvement Plan

Improvement Focus No.	3	Success and Achievements	
Identified Theme (From S&Q / Self-Evaluation)		3.2 Raising Attainment and Achievement	
Actions		Intended Outcome/ Impact	How will you measure success?
Implement Children's University	Wider recognition of pupil achievement, celebration of success.	Pupils will achieve awards. Pupils and Parents will be involved and engaged in the process.	NIF/ year on year evaluation of achievements.
Continued monitoring of planning, target setting, tracking & evaluating and classroom practice.	Pupils will achieve their full potential in as a wide a curriculum as possible. High standards of Learning and Teaching will be evident throughout the school.		
Foster links with all possible post school destinations for pupils. Ensure those planning for post school provision are fully informed of pupils approaching transition.	All pupils will move to sustained positive destinations post school. Anxiety for parents and pupils will be reduced.	Leaver destination statistics. Parental and pupil evaluation via questionnaire and during transition planning meetings.	
Evidence of Progress / Comments / Next Steps			
Date: 15/1/17	Tracking halted in line with EIS advice. Plans monitored termly. Classroom observations planned for week commencing 24 th Jan. Meeting with Adult services planned for 17 th Jan.		



Improvement Plan

Date 5/4/17	Extensive consultation with Adult Services has resulted in a draft guidance document being produced for parents. Parental questionnaires to be distributed in May. Classroom monitoring revealed areas of good practice which were shared at Feb in service. A range of post school destinations are in place, awaiting confirmation of college placements for next session. Successful work placements ongoing for DR's class, travel has been an issue however host businesses and pupils have been excellent.
Date:	
Date	