



SCHOOL IMPROVEMENT PLAN 2021 - 2022

Excellence and Equity

Turnbull High School

St Mary's Road, Bishopbriggs, Glasgow, G64 2EF
Head Teacher - Eileen Kennedy



Eco Schools
Award 2004


International
School Award
INTERMEDIATE

 sustainable thriving achieving
East Dunbartonshire Council
www.eastdunbarton.gov.uk

VISION STATEMENT

As a community of faith and learning, centred on Christ, we will value each person as an individual, enabling our students to fulfil their potential as young men and women, prepared to meet the challenges of life and committed to serving Christ in others.

OUR VALUES

The values of the Gospel will direct the work of the school. Our community will aspire to:

- grow in faithfulness to God
- encourage hope in each person
- reach out in compassion to others
- respect the dignity of all
- treat others fairly
- act with honesty.

OUR AIMS

We will strive to achieve our vision by:

- providing high quality Catholic education based upon Gospel values
- providing experiences which meet the individual needs of our young people and enable them to achieve their full potential
- fostering a strong sense of community within the school and developing productive links with the wider community
- valuing and developing all members of the school community.

Our curriculum seeks to provide our young people with a wide range of opportunities across all four of the following contexts of learning (from Curriculum for Excellence) in order to support their future effective contributions to their families, their wider communities, and Scotland's economic and social well-being.

1. LEARNING THROUGH SUBJECTS

Our curriculum map provides the framework upon which our subject learning is provided. On an annual basis straw polls are conducted by the Senior Management Team and the information derived from these is used to inform the column structure that best meets pupil demands within timetabling constraints. In addition to this framework, flexible pathways are negotiated in partnership with young people, their parents and third sector organisations to meet individual needs.

2. ETHOS AND LIFE OF THE SCHOOL

Our curriculum promotes aspirations for both attainment and achievement. Opportunities exist for participation and leadership at all stages.

These opportunities include:

- *Liturgical Calendar and Retreat Programme*
- *On-going development of school groups in response to pupil voice (SSVP, Pro-Life, Aid to the Church in Need, Book Club)*
- *Extensive Volunteering Programme*
- *Pupil Council and Student Leadership Teams*
- *Charity/Fundraising campaigns led by Fundraising Captains*
- *Holocaust Memorial Day*

3. INTER-DISCIPLINARY LEARNING

Programmes are in place to promote inter-disciplinary learning at both BGE and in Senior Phase. In addition, all departments promote literacy and numeracy across learning. Whole school events provide a focus on sustainability and citizenship.

4. OPPORTUNITIES FOR WIDER ACHIEVEMENT

Throughout the BGE and Senior Phase the school, departments and individual staff provide extensive opportunities for personal achievement. The P7 and S3 Profile are used to record these achievements within the BGE. In the Senior Phase, students create and develop a personal statement that reflects their development of skills for life, learning and work and their personal achievements. Opportunities provided include:

- *Caritas Programme*
- *Saltire Award*
- *Duke of Edinburgh*
- *School, county and national sporting competitions*

	IMPROVEMENT PRIORITY	TARGETS
1	Improvement in attainment, particularly in literacy and numeracy	<ul style="list-style-type: none"> • Continued positive trends in literacy and numeracy data within the BGE and Senior Phase • Increase in percentage of pupils achieving level 3 by the end of S2 • Increase in percentage of pupils achieving level 4 by the end of S3 • Increase in average total tariff score for senior phase cohorts
2	Closing the attainment gap between the most and least disadvantaged children and young people	<ul style="list-style-type: none"> • Decrease in the literacy gap between pupils in SIMD 1 and 2 and SIMD 9 and 10 at the end of S3 • Decrease in the numeracy gap between pupils in SIMD 1 and 2 and SIMD 9 and 10 at the end of S3 • Continued improvement in attainment v deprivation data within Insight
3	Improvement in children and young people's health and wellbeing	<ul style="list-style-type: none"> • Improvement in school attendance • Improvement in wellbeing indicators from baseline measure in August 2021
4	Improvement in employability skills and sustained, positive school leaver destinations for all young people	<ul style="list-style-type: none"> • Positive and sustained destinations in place for all leavers • Improvement in pupil understanding of Career Standard
5	Further develop collegiate working across our school community.	<ul style="list-style-type: none"> • Increase in number of engaging in leadership activities at all levels • Increase in levels of parental engagement and involvement

Improvement Priority	NIF Priority	NIF Drivers	EDC NIF Action Plan	Overall Responsibility	
1	Improvement in attainment, particularly in literacy and numeracy	Teacher Professionalism Parental Engagement Assessment of Children's progress	Improvement in attainment, particularly in literacy and numeracy	SMT	
Tasks/Action Required	Action	Timescale	Person Responsible	Monitoring and Evaluation Arrangements	Progress
Continue to assess and address learning loss	Assessment and Forward planning	Aug- May	PTs Curriculum	As per tracking and Monitoring Calendar	
	Study Skills Programme	Sept - Apr	PTs Pastoral Care L Thomson	Pupil Evaluations	
Continue to develop Digital Learning across the curriculum	Re-establish SAG to take forward Digital Learning	Aug - May	D Mitchell	CLPL evaluations PRD Records Stakeholder Surveys SAG minutes	
	Develop plan to meet the standard required for Digital School Award	Aug - May	D Mitchell	Termly Update	
To promote effective strategies to support dyslexic pupils across the curriculum	Staff development programme to be developed and implemented	Aug - May	C Bray	Monitoring & Tracking Data Pupil Profiles	

	Develop plan to meet the standard required for Dyslexia Friendly Quality Mark	Aug - May	C Bray	Termly Update	
Continue to review and develop assessment and reporting procedures to inform pupil involvement	Literacy Across Learning Assessment Tags	Aug – May	L Thomson	Staff Returns Staff Focus Groups Literacy SAG minutes	
	Review of Reporting Procedures	Aug – Dec	D Mitchell	Parent Council Minutes Stakeholder Surveys Findings Report	
Develop independent learning through the continued implementation of Building Learning Power	Staff PLCs	Aug - May	L Thomson	Collegiate Evaluations Departmental Minutes Practitioner Enquiry Records	
	Teaching & Learning Community Group	Aug - May	L Thomson	Minutes of meetings Stakeholder Surveys	

Leadership and Parental and Learner Engagement Opportunities		
Pupil BLP Ambassadors Parent BLP Group Pupil Focus Groups – Reporting Parent Reporting Group		
Resource Requirements	Costs	Professional Learning
Inset Time Development Days Curricular Materials Photocopied Materials – study skills Photocopied Materials – BLP Live 'n' Learn Mission Dyslexia resources	BLP Keyrings - £50 Live 'n' Learn - £4225	BLP Professional Learning Communities Professional Reading – Education Scotland – Reporting CLPL – digital learning CLPL - dyslexia

Improvement Priority	NIF Priority	NIF Drivers	EDC NIF Action Plan	Overall Responsibility	
2	Closing the attainment gap between the most and least disadvantaged children and young people	Performance Information School Improvement	Closing the attainment gap between the most and least disadvantaged children and young people	SMT	
Tasks/Action Required	Action	Timescale	Person Responsible	Monitoring and Evaluation Arrangements	Progress
Improve literacy attainment within equity cohort	Literacy Intervention Programme	Aug- May	E Kennedy	Termly Reports Individual Pupil Records	
	Equity Reading Programme	Aug – May	L Thomson	Reading age data analysis and progress charts	
Improve numeracy attainment within equity cohort	Numeracy Intervention Programme	Aug – May	E Kennedy	Termly Reports Individual Pupil Records	
Increase opportunities for equity cohort to develop skills for learning, life and work	Operation Freedom	Aug – May	C Jordan	Pupil Evaluations Parent Surveys	
Develop independent learning and maximise success within S3 equity cohort	BLP enhancement group	Aug – May	H Hart	Pupil Evaluations S3 Monitoring and Tracking	

Leadership and Parental and Learner Engagement Opportunities		
Peer support programme within equity cohort		
Resource Requirements	Costs	Professional Learning
TRT Resource Red/Green Box Reading Programme Numeracy in STEM Programme TOK – Treehouse resource Kindles	PT Equity Funding 0.4 FTE – Literacy 0.6 FTE – Numeracy 14hrs SLA	Professional Reading - Tree of Knowledge - Treehouse

Improvement Priority	NIF Priority	NIF Drivers	EDC NIF Action Plan	Overall Responsibility	
3	Improvement in children and young people's health and wellbeing	School Leadership Teacher professionalism School Improvement	Improvement in children and young people's health and wellbeing	SMT	
Tasks/Action Required	Action	Timescale	Person Responsible	Monitoring and Evaluation Arrangements	Progress
To continue to review our mental health curriculum to promote pupil wellbeing	Develop and implement Mental Health Action Plan	Aug - May	C Bray	SAG minutes Stakeholder focus groups Stakeholder surveys Termly Updates	
	Complete baseline assessment using agreed wellbeing assessment tool	September	C Bray	Update and review of baseline – January & May	
To develop a whole school approach to Restorative Thinking	Develop & implement staff training programme	Aug - May	C McLaughlin	Update and review of baseline data gathered in session 2020/21	
To continue to promote our Catholic ethos and develop a strong sense of community	Conduct implementation plan to review of our school vision, values and aims	Aug - May	E Kennedy/ C McLaughlin/ F Pearce	Stakeholder responses throughout consultation period Termly Updates	
To continue to promote the spiritual development of staff	Further development of	Aug - May	E Kennedy/ C McLaughlin/ F Pearce	Staff feedback	

as teachers in a catholic School	Spiritus Programme				
	Review of Developing in Faith, Theme 5 Celebrating & Worshipping	Aug - May	C McLaughlin	DIF Self Evaluation grid Termly Update	

Leadership and Parental and Learner Engagement Opportunities

Parent members and student leaders will be involved in leading in our review of our vision, values and aims.

All stakeholders will be involved in this process.

Resource Requirements	Costs	Professional Learning
Partnership working – Gillean McCluskey (Edinburgh University) Partnership working – Australian Catholic University Partnership working – Barbara Coupar (SCES) Inset time Development Days	SCES Journals – approx. £10 per journal SPIRITUS Programme - TBC	MHFA Training Course CLPL – Restorative Thinking

Improvement Priority	NIF Priority	NIF Drivers	EDC NIF Action Plan	Overall Responsibility	
4	Improvement in employability skills and sustained positive destinations for all young people	Performance Information School Improvement Assessment of Children's progress	Improvement in employability skills and sustained positive destinations for all young people	SMT	
Tasks/Action Required	Action	Timescale	Person Responsible	Monitoring and Evaluation Arrangements	Progress
To further develop skills for life, learning and work through the totality of the curriculum	Establish and mentor targeted leavers group	Aug- May	S Brown	Pupil Profiles Pupil Evaluations Destination Statistics 16+ data hub	
	Provide timetabled BGE skills/ DYW programme	Aug - May	S Brown	S1 Monitoring & Tracking Careers Standard Data Pupil Evaluations	
To provide appropriate pathways and opportunities for all pupils to maximise success and move into a positive destination	Review of curriculum rationale and structure	Aug - May	D Mitchell	Stakeholder Surveys Termly Update Report Findings	

Leadership and Parental and Learner Engagement Opportunities		
myWOW ambassadors		
Parent business contacts		
Resource Requirements	Costs	Professional Learning

IT for DYW Hub	DYW Co-ordinator – from DYW funding	SDS Training myWOW familiarity

Improvement Priority	NIF Priority	NIF Drivers	EDC NIF Action Plan	Overall Responsibility	
5		School Leadership Parental Engagement		SMT	
Tasks/Action Required	Action	Timescale	Person Responsible	Monitoring and Evaluation Arrangements	Progress
Further develop sense of belonging and collegiate working across our school community	Develop and deliver in-house leadership training opportunities	Aug - May	PTs / SMT	Staff Evaluations PRD Records	
	Conduct a whole school review of QI 1.3	Aug - Feb	SLT	Termly Update Findings Report QI Evaluation	
	Review ES Parent Toolkit section 3 and devise action plan	Aug - Jan	E Kennedy	PC minutes Termly Update Parent engagement & involvement data	
	Review ES Parent Toolkit section 5 and devise action plan	Feb - May	E Kennedy	PC minutes Termly Update Parent engagement & involvement data	

Leadership and Parental and Learner Engagement Opportunities		
Parent Council will be involved in the review of the Parent Toolkit and subsequent action plan		
Resource Requirements	Costs	Professional Learning

Inset Time SLT Meetings PC Meetings Photocopying – Parent Toolkit Resources		Professional Reading – Parent Toolkit