



Renfrewshire Council Children's Services

Gleniffer High School

Improvement plan (summary plan)

2016 - 2017

Vision

Renfrewshire's Council Plan and Community Plan sets out a vision for Renfrewshire, identifying the challenges and opportunities and provides a framework for improving outcomes for the citizens of Renfrewshire.

From this, Children's Services has developed an action plan setting out how it intends to achieve the outcomes identified in the Council and Community Plan.

As part of Children's Services, Gleniffer High School has developed this establishment improvement plan which provides a framework for how we intend to continue our work towards achieving better outcomes for those associated with our school community.

In both the national and local context, tackling poverty, getting it right for every child, closing the poverty attainment gap and providing our learners for life beyond school are the focus for education and responding to these priorities will be a central aspect for Gleniffer High School.

The priorities within this plan set out how we will improve our school and work towards achieving the vision for our school and for Renfrewshire.

Our vision and aims

The vision of Gleniffer High School:

- To provide a safe and welcoming school
- To raise and maintain expectations and standards
- To provide the highest quality of learning and teaching in all subject areas
- To provide appropriate and meaningful support for all pupils
- To provide professional and personal support for all staff
- The promotion and acceptance of our school values - Co-operation, Friendship, Honesty, Respect, Responsibility and Trust
- To be a successful, ambitious school that promotes high attainment and achievement for all pupils
- To provide opportunities for participation in extra curricular activities
- To work in partnership with parents, community members and agencies
- To create a positive climate of self evaluation and reflection

The aims of Gleniffer High School are:

1. Provide a high quality curriculum which is appropriate, balanced and stimulating for all pupils.
2. Ensure that all pupils achieve their highest level of attainment.
3. Develop and improve the quality of Learning and Teaching to meet the needs of all pupils.
4. Provide appropriate support for all pupils in personal, social, curricular and vocational development.
5. Create a welcoming, caring and safe environment for all users.
6. Make best use of available staff, resources, accommodation and school finances.
7. Maintain a high standard of management and leadership.

Who did we consult?

In developing this plan, we sought the views of staff, parents and pupils. We also used a variety of methods of getting the views of those who are involved in the life and work of Gleniffer High School such as:

Consultative groups:

Senior Management Team: Head Teacher consults with Depute Head Teachers and Business Support Manager on strategic school planning through the weekly Senior Management Team meeting and through regular formal and informal individual meetings

Extended Management Team: the Head Teacher and Depute Head Teachers meet with the Principal Teachers monthly to consult and discuss school administration, strategic planning and improvement planning

Departmental Meetings: Principal Teachers meet with their staff regularly through department meetings outside the pupil day to discuss learning and teaching, administration, performance management, behaviour management, strategic departmental planning and improvement planning

Extended Support Team: support staff; covering guidance, learning support, behaviour support and external agencies are consulted on the management and agreed provision of support for pupils through the extended support team procedures.

Senior Management and Principal Teacher meetings: individual department meetings continue to be held once per term to discuss Learning and Teaching, Attainment, Improvement Planning, Curriculum for Excellence, Quality Assurance, Behaviour Management and Staff Development

Staff Collegiate Working Groups: opportunities for shared responsibilities and distributed leadership are available to all staff through the school collegiate working groups. Agreed school improvements are divided amongst SMT and Principal Teachers while unpromoted staff are also offered the opportunity to volunteer for these groups if they have a particular interest or area of strength.

Staff Focus Group: meetings during prelim or SQA exams with staff to discuss specific issues relating to the school

Parent Council: the council meets once every month to discuss national, council and school issues and to hear the Head Teacher's report on school developments, improvements and successes

Pupil Councils: pupils elected from each class represent their year group in discussing pupil centred issues with their respective year group head

Pupil Focus Groups: Individual year group focus groups to discuss year group and whole school issues relating directly to pupil issues, learning and teaching and school improvement.

Parents: In-school surveys and Education Scotland Questionnaires (S1, S3 and S5)

Pupils: Whole school and individual department/faculty surveys through departments. Education Scotland Questionnaires (S1, S3 and S5)

How we will know if we are achieving our aims?

We will monitor and evaluate the progress we are making to achieve the key outcomes set out in this plan. We do this by then following methods during the course of the session:

- Whole school and departmental quality assurance calendars. Review of whole school calendar with changes to details and the inclusion of an agreed impact for each procedure.
- Review of the whole school and department quality assurance programme using the quality indicators from HGIOS indicators.
- Weekly Senior Management Team meetings to discuss; administration, school improvement planning and strategic actions.
- Monthly and specific after school Extended Management Team meetings with department and faculty Principal Teachers to discuss; administration, school improvement plans and strategic actions
- Regular department meetings, as agreed through the school negotiating committee, outside the pupil day to discuss administration and department improvement plans. Attendance by SMT is the expectation.
- Timetabled SMT and Principal Teachers' meetings once each term to discuss the school's agreed Planning Framework which includes attainment, learning and teaching, improvement planning, Curriculum for Excellence, quality assurance, behaviour management and staff development.
- A programme of staff meetings on each in-service day to monitor the developments within Curriculum for Excellence.
- Whole school collegiate working groups to develop the following areas:
Learning and teaching, Raising Attainment – BGE assessment, Pupil Support, HGIOS 4 development, Health and wellbeing, School promotion, Calendar planning
- In school programme of support, linked to Local Authority programme of support, for student teachers and Newly Qualified Teachers

- Staff Focus groups during prelim and SQA exam leave chaired by Head Teacher
- Regular review of pupil and departmental performance in certificated courses through attainment tracking using individual monitoring sheets and SEEMIS Click & Go management information system.
- Sixth year of individual year group focus group meetings with Head Teacher
- Pupil questionnaires and discussion groups on specific areas of development e.g. extra curricular activities, learning and teaching
- Invitation to parents and carers, through the end of term newsletter, to the Head Teacher Information meetings. Parent and carers feedback section 'Gleniffer High School Cares' in the end of term newsletter.
- Information evening with question and answers section to allow parents the opportunity to discuss issues relating to the implementation of Curriculum for Excellence
- The school continues to actively seek the views of pupils, parents and staff through the annual Education Scotland questionnaires issued to S1, S3, S5 and staff.

Each year we also complete a self-evaluation profile which is monitored by our link education officer within headquarters.

Scottish Government's

National priorities

- Improvement in attainment, particularly in literacy and numeracy
- Closing the attainment gap between the most and least disadvantaged children
- Improvement in children and young people's health and wellbeing
- Improvement in employability skills and sustained, positive school leaver destinations
for all young people

Renfrewshire Council's Children's Service Improvement Plan

Children's Service priorities

A Better Future: Place	Priority 1: Driving Physical and Economic Regeneration
	Priority 2: Building on our Culture and Heritage
	Priority 3: Protecting the Public
	Priority 4: Creating a Sustainable Renfrewshire
A Better Future: People	Priority 5: Reducing the Level and Impact of Poverty
	Priority 6: Raising Attainment and Closing the Attainment Gap
	Priority 7: Supporting and Sustaining People into Employment
	Priority 8: Improving Care, Health and Wellbeing
A Better Council	Priority 9: Supporting our Employees
	Priority 10: Continuing to be a Well-Run Council

Gleniffer High School Strategic Actions 2016 – 2017

Task No.	Strategic Actions	Responsibility
School strategic actions from Children's Services – Service Improvement Plan Actions		
1	Performance management (tracking) of attainment from S1 to S6	Evelyn Feggans Depute Head Teacher Helen McMunn acting Depute Head Teacher
2	BGE curriculum rationale, strategic course planning and assessment	Heather Pfrentice Depute Head Teacher
3	Increased support for young people through improved parental engagement	Evelyn Feggans Depute Head Teacher
4	Increased support for young people through improved parental engagement	Aileen Sangster Depute Head Teacher
5	Quality Assurance	Helen McMunn acting Depute Head Teacher
6	Customer Service Excellence - improvements	Jane Elliot Education Support Manager
School Collegiate Groups		
1	Raising Attainment	Collegiate Group
2	Learning and Teaching	Collegiate Group
3	Pupil Support	Collegiate Group
4	Health and Wellbeing	Collegiate Group
5	HGIOS 4 development	Collegiate Group
6	School Promotion	Collegiate Group
7	Calendar planning	Collegiate Group
Glenifer Cluster (pre five, primary and secondary)		
1	Continue to improve levels of attainment for all through an agreed vision - tasks incorporating pre five, primary and secondary needs	Gleniffer Cluster staff