



School/Educational Setting Improvement Plan 2022-23

Establishment: Barnhill Primary School









CFS Service Plan

External Link '170-2021 Children and Families Service Plan 2021-24.doc'

National Improvement
Framework
http://www.gov.scot/Publications/2016/01/8314

HGIOS 4 Self-evaluation https://education.gov.scot/imp rovement/Documents/Framewo rks SelfEvaluation/FRWK2 NIH editHGIOS/FRWK2 HGIOS4.pdf

Tayside Plan CFS

New plan to follow

Every Dundee Learner Matters
Strategy Paper

External Link '20210419 Dundee strategy FINAL VERSION.docx'

The aims of the School/Educational Setting are aligned to and informed by the National Improvement Framework Priorities, the C&FS Service Plan, 'Every Dundee Learner Matters' strategy and the Tayside Plan for Children, Young People and Families. They are further informed by self-evaluation and associated toolkits.

Believe Respect Include Learn and Achieve Look after each other

This Plan will be implemented via a cycle of planned activities including consultation with pupils and parents and liaison with partners to evaluate the impact of improvement activities. The Plan links directly to self-evaluation toolkit information.

External Link 'DundeeGuide May 2021.pdf'

NIF Priorities:

- 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, and;
- 4. Improvement in employability skills and sustained, positive School / Educational Setting leaver destinations for all young people

NIF Drivers:

- 1. School / Educational Setting Leadership
- 2. Teacher Professionalism
- 3. Parental Engagement
- 4. Assessment of Children's Progress
- 5. School / Educational Setting Improvement
- 6. Performance Information

Tayside Vision for Children, Young People and Families

"Our children and young people will have the best start in life and Tayside will be the best place in Scotland to grow up."

Dundee Vision for Children, Young People and Families

"Our children and young people will have the best start in life and Tayside will be the best place in Scotland to grow up."

"Every Dundee Learner Matters"

In order to provide a clearly defined improvement focus for individual children and young people, 'Every Dundee Learner Matters' focuses on 'Three Ps':

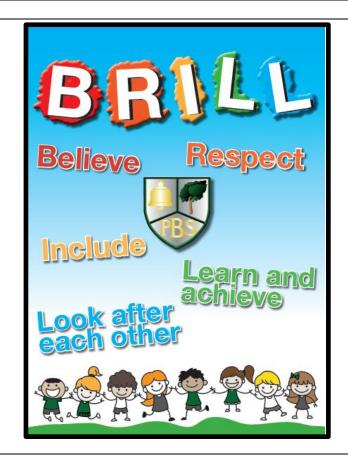
- **Presence** ensuring that all pupils attend regularly and promptly
- Participation creating a climate within schools where all pupils feel welcome and valued; and
- Progress developing policies and practices that maximise the achievement and ambitions of all pupils.

Tayside's Five Priorities for Children, Young People and Families

- 1. Our children will have the best start in life; they will be cared for and supported to live in nurturing environments.
- 2. Our children, young people, and their families will be meaningfully engaged with learning, and combined with high quality learning experiences, all children and young people will extend their potential.
- 3. Our children and young people will be physically and mentally and emotionally healthy.
- 4. Our children and young people who experience particular inequalities and disadvantage will achieve health, wellbeing and educational outcomes comparable with all other children and young people.
- 5. Our children and young people will feel safe and protected from harm at home, school and in the community.

School/Setting Vision, Values, Aims:

Believe
Respect
Include
Learn and achieve
Look after each other



Consultation and Collaborative Self-Evaluation Processes (examples below)

This Plan has been discussed with stakeholders and has been continued and updated from last session as we journey through our recovery period. Some of the processes we have used are as follows:

Pupils:

- 'How good is OUR school?' will be used to support learner participation in self-evaluation.
- Children leading learning Junior leadership Team, Digital Leaders, Respect Me Team, House Captains
- Feedback Friday will continue throughout the school
- Individual Children's Learning Journals in Nursery are steered very much by the children
- Regular pupil focus groups

Parents/Partners:

- Self-evaluation activities with Parent Council
- Parent focus groups to continue in the nursery and school settings
- Parking lot feedback at school events e.g. parent contact evenings, school shows, open afternoons etc.
- Whole parent body surveys (Microsoft Forms)

Staff:

- Self-evaluation activities and feedback sessions at staff meetings
- Challenge questions incorporated into professional dialogue meetings and attainment and achievement discussions
- Whole school surveys (Microsoft Forms)

Tools for Measurement of Progress:

Self-Evaluation - assessment of current position (inwards, outwards, forwards - HGIOS 4, HGIOEL&C) Evidence from:

- Teacher Professional Judgement
- Standardised Assessment Data/Pitfalls/ Benchmarking/Moderation/PandA
- Exclusions and Attendance Data
- Changing Trends and Profiles in any of the above data
- Feedback from parents, children and staff (evidenced through questionnaires & surveys
- Pupil learning plans, achievement and learning conversations

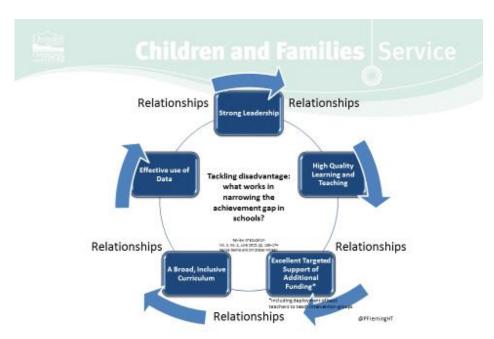
- Collaborative Action Research
- Interventions for Equity
- Model for Improvement activities
- Profile of outcomes for targeted groups: LAC; Young Carers; SIMD 1 and 2; FSM; Well-being Scotland Counselling Service
- Dundee School Improvement Framework
- Inspection Findings

2022-2023 RAISING ATTAINMENT & IMPROVING OUTCOMES FOR CHILDREN, YOUNG PEOPLE AND FAMILIES IN DUNDEE

As we 'Build Back Better' through our recovery period we must continue to raise attainment and close the outcome gaps that exist across our School/Educational Settings at pace, and with a sense of urgency.

This is the core business of all Dundee School/Educational Settings and establishments. There is, therefore, no such thing in Dundee as a 'non-attainment challenge School/Educational Setting'. Our strategy for Dundee is to ensure that 'Every Dundee Learner Matters'.

All School/Educational Setting Improvement Plans will include the Key Aims / Expectations / Actions outlined within the plan on the following pages. Whilst all establishments should feel free to add additional aims and actions specific to their own setting as required, all improvement activity should be designed to improve outcomes for all learners and close identified outcome gaps based on our core strategy for the city.



Dundee City Council Children and Families Service **IMPROVEMENT PRIORITY 1**

LEADERSHIP and MANAGEMENT



RAISING
ATTAINMENT PLAN
FOR SCHOOL/
EDUCATIONAL
SETTINGS

Session 2021/2022

Aims (what are we going to achieve?)	HGIOEL&C HGIOS4 QIs	Expectations	Actions (what will we do?)	Measurement (how will we know we are making a difference?)	Progress / Impact (what has improved?) BRAG – December, March & May	Timescale / Responsibility					
Revise Vision, Values and Aims in line with DCC aspiration/ambition to raise attainment, incorporating the vision and rationale from 'Every Dundee Learner Matters'	1.3	 The Vision, Values and Aims of all School/Educational Settings must promote a positive image of the child, ambition, aspiration, expectations, challenge and a focus on children first (constant message from Dundee School Inspections – our children are capable of much more) All practice across the school/ setting directly links to Vision, Values & Aims and is regularly re-visited. VVA conversations involve all stakeholders – pupils, families, staff, partners, community 	Continue to promote BRILL values with children, parents and wide community.	We will see and hear BRILL values being lived throughout the school community Continue to promote the aspirational aspect of BRILL whilst setting high standards for all. Continue to follow our Relationships Blueprint with children, parents and the community. When safe to do so, reinstate aspects of the Blueprint which had to be paused due to	Children speak with confidence about the Values Values discussed frequently in classes and at assemblies More parental engagement with values through Parent Focus Groups Fully reinstated	All staff Ongoing Parent Focus groups throughout session					

		 There is a consistent approach to relationships and restorative practice across the setting to promote presence and participation of all learners The guiding vision within Every Dundee Learner Matters creates a high performing system that ensures the progress of all children and young people, particularly those who are a cause for concern. 		Promote EDLM to the school community.	Parents updated at PC meeting & through weekly updates	Parent Council AGM (September) Wider parent body throughout session
Continue to follow planned robust self-evaluation procedures in relation to learning and teaching involving all stakeholders. Create a clear plan for Self-Evaluation for this session.	1.1 (2.3)	 All educators must have a clear understanding of the purpose of self-evaluation for improvement There is a culture of reflective practice and responsive, continuous improvement, using evaluative language All educators understand their role in the self-evaluation process and subsequent impact on children's progress. Educators have a clear understanding of the link with CLPL and improved outcomes for learners. An Annual Quality Assurance calendar is in place and is followed rigorously. Classroom/Playrooms visits and observations focus on the quality of learning and teaching within a high quality learning provision. 	QA calendar to include protected time for self-evaluation at class level. Create a Self-Evaluation plan alongside QA calendar. Expectation that after every piece of CLPL, staff identify next steps. Regular Attainment and Achievement discussions to continue with HGIOS4 challenge questions remaining the focus of these discussion Continue to have regular Attainment & Achievement discussions.	We will see the impact of CLPL in the classroom during PSVs and Learning Walks Teachers will be able to confidently discuss the impact of their teaching on children's progress during PDMs Improved practice in the classroom as a result of their visits, CLPL and professional reading. Targetted interventions will be implemented based on robust data.	PSVs reinstated – starting with environment. Link Self-Evaluation plan to QA calendar Better link between CLPL and PSVs All support for learning time will be used to support targeted individuals. Fresh Start will be delivered by Lois Robertson	SLT All Staff Ongoing

	•	Improvement Plans are consistent and focus upon high quality learning and teaching and positive outcomes for learners There are planned opportunities for sharing practice and for collaboration within and across schools, settings and networks supported by SIGs and the SIPs. Detailed tracking and monitoring is in place using agreed authority processes to support measuring progress Planned, regular and rigorous discussions of tracking data and pupil progress take place at SLT / departmental / class teacher / educator levels Self-evaluation and CLPL activities result in agreed actions and interventions which are recorded and followed up as appropriate – supported by the SIG.	Time will be allocated for SLT to track data and pupil progress at whole school level.		Teachers to input 'achievement of a level' data and SLT will monitor it.	
Increase/improve opportunities for listening and responding to children's/learners' voice/leadership of learning.	•	The guiding principle of listening and responding to children is embedded and included in the QI Calendar Continue to use 'wee HGIOS' to embed learner voice and leadership Communication/engageme nt with parents is tracked and monitored through	Continue to use 'wee HGIOS' through JLT, Respect Me Team, Digital Leaders & House Captains Continue Feedback Friday. Use Microsoft Forms to gather pupil feedback	Data from learner focus groups, JLT, Respect Me Team, Digital Leaders	Gather data electronically more regularly – using iPads. Children to share learning with home more regularly through use of Seesaw.	All staff Ongoing

		levels of participation across the school Motivation of young people is promoted – assemblies, PSE lessons etc. Learner Voice – there is regular feedback from learners re quality of learning provision Young people lead learning Young people are involved in school self-evaluation e.g. taking part in observations and self-evaluation discussions			Involve pupil groups in SIP by looking outwards to other schools to gather ideas and examples of good practice.	
Implement robust processes for use of data/analysis to monitor and track individual progress leading to improved outcomes (Early Years Electronic Screening Tool, Insight; BGE; SEEMIS)	2.3 (1.1)	 Regular and rigorous analysis of attendance data (focus on presence) and support for pupils to maintain good attendance takes place Children's learning and progress are regularly analysed and evaluated through the use of a wide range of sources e.g. documentation extracts, journal entries Appropriate data is used to identify areas for improvement at all levels Engagement in benchmarking activity within and across schools / settings and authorities is a regular feature as per School Improvement Framework) 	Regular dates identified in QA calendar for rigorous analysis of attendance data, linking with SFDW where appropriate Pupils' experiences are regularly shared with parents through SeeSaw (N-P7) Continue to discuss learning at Feedback Friday. EDLM – robust use of Data and control group to analyse impact of interventions.	Attendance for specific pupils will improve. Parents will be more informed about their child's learning and progress Better systems in place to collect and analyse data Staff will become more confident within their judgements and using benchmarks.	EDLM to analyse impact of Numeracy Ninjas – if successful to be rolled out across the school.	

Dundee City Council Children and Families Service IMPROVEMENT PRIORITY 2

LEARNING PROVISION

RAISING ATTAINMENT PLAN FOR SCHOOL / EDUCATIONAL SETTINGS

Session 2021/22



Aims (what are we going to achieve?)	HGIOEL&C HGIOS4 QIs	Expectations	Actions (what will we do?)	Measurement (how will we know we are making a difference?)	Progress/Impact (what has improved?) BRAG – December, March, & May	Timescale / Responsibility
Ensure provision of high quality learning and teaching and learner engagement and participation for all	2.3	A clear Learning and Teaching policy, followed by all educators, is in place and is in line with DCC Policy to promote a	Develop the Barnhill Standard to encompass an Assessment section. Implement the Numeracy and Writing	All pupils experience high quality learning and teaching Staff will engage	Oracy 21 Project to be led by Jenna and Anwi Staff to continue to lead Steering	Identified Staff Ongoing
(feedback; differentiation; learners leading learning)		strong culture of quality learning The school/setting has a Standard for Learning, aligned with the Dundee Standard, taking cognisance of	Standards. Through PRD process, SLT continue to encourage staff to lead their own learning.	with additional CLPL relevant to their identified development targets Teachers will share	Jenna and Lois to continue/begin Rising Stars programme	Ongoing
		BTC, AifL, Birth to 6 (LTiD) and DYW. Co-operative learning strategies are embedded across the school/setting to promote participation of all learners	Foster a culture of teacher enquiry through planned collegiate professional reading	their learning with all staff and will support colleagues with any new pedagogical strategies.		

		 All educators regularly attend professional learning opportunities which support reflective practice and improve pedagogical understanding, leading to improved outcomes for learners. Implementation of Leaders of Learning with a focus on leadership at all levels HR support is engaged at an early stage when supporting staff attendance Underperformance is challenged early, consistently and rigorously, using DNCT / GTCS / SSSC standards and procedures HR support is engaged at an early stage when challenging underperformance 	Continue to raise expectations of staff through the Barnhill Standard and GTC Standards Challenge underperformance, HR & Education Officer support where appropriate		Further aspects of Barnhill Standard to be moderated during PSVs.	SLT Ongoing
Provision of an engaging and exciting BGE which provides learner pathways through to the Senior Phase and beyond and meets the needs of all learners, developing the Skills for Learning, Life and Work and DYW	2.2	A clear curriculum rationale is in place that takes into account the contextual analysis of the school setting (Early Years Settings ensure the principles of Making Young Children's Learning Visible are reflected in their curriculum rationale.)	Curriculum Rationale to be fully implemented and shared with parents. Numeracy and Literacy pathways have now replaced Barnhill's progression pathways, other curricular areas will be introduced throughout the	Staff, pupils and parents will have a better understanding of what the Curriculum means to the Barnhill community. Evidence of differentiation can be seen during Learning visits/walks and also in	Work to continue with staff, pupils and parents on Curriculum rationale to ensure all stakeholders are familiar with it. Include all UNCRC developments.	Ongoing

	 Learning time is maximised with a focus on presence, participation and progress Differentiation is in place in all classes. Progressive pathways are in place in the BGE in all curricular areas, using standard Dundee formats 	session, starting with HWB and Social Subjects.	jotter/folio sampling. Differentiation is planned for. Planning documents will show appropriate progression of learning in all curricular areas.	Progression pathways in place and used for planning and tracking coverage. These are now on line. Discussion around planning held as part of QA procedures. Clear guidance in staff re QA and shared L&T expectations. Staff clear of expectations. Focus for PSVs agreed prior to QA weeks – linked to shared expectations of Barnhill Standard.	All staff Ongoing
Planned strategic implementation of moderation arrangements across stages and curriculum throughout the session	 Regular professional dialogue and networking develops a shared understanding of ages and stages of development and anticipated progress. Regular, planned opportunities for moderation are a priority throughout the year (as per DCC Moderation Strategy - planned into collegiate 	Regular Professional Dialogue meetings and Attainment and Achievement discussions ongoing and planned in QA calendar When safe to do so, begin networking with other schools. This can be done through Teams until actual	Staff will have a shared understanding of what achievement of a level looks like. Staff will become more confident within their judgements and using benchmarks.	Further moderation events to be planned and have been useful this session. Next session to involve Cluster groups.	All staff Ongoing Nov & Feb INSET Days

Fully implement robust	3.1	•	Children, staff and	Raise awareness of	Pupils, parents and	Pupils are familiar	All staff
assessment and			families understand	GIRFEC through Parent	staff will have a	with wellbeing	O
planning processes for			their entitlement to	Focus Group and	greater	indicators. This is	Ongoing
wellbeing in line with			and responsibilities to	Parent Council	understanding of	now to be	
National Practice			deliver GIRFEC.	meetings	GIRFEC and	discussed with	Parent Focus
Model (GIRFEC)		•	Involvement of all		SHANARRI and	Parent Focus	groups
			through networking	Continue to engage	discuss them	Groups	throughout
			and collaboration,	with HVs for TATC,	confidently.		session
			within and across the	supporting children		ABLe plans in	
			wider community, to	and their families	Outcomes for	place and	
			support our pupils		children will improve	reviewed. Focus	All staff
			who are most		following TATC/	now on sharing	
			vulnerable and at risk		staged intervention	with children and	Ongoing
			of underachieving,	Effective staged	process.	being used more	
			being left behind or	intervention		as a working	
			excluded	procedures will	SLT confidently	document.	
		•	Increased	continue.	accessing Mosaic.		
			engagement with				
			Health Visitors as the	Further Mosaic training			
			named person in Early	for SLT and Admin staff.			
			Years				
		•	Assessments of				
			wellbeing are				
			analytical and				
			focussed upon				
			improving outcomes				
			for children/families				
		•	DCC staged				
			intervention process				
			(Team Around the				
			Child) is used				
			consistently and				
			effectively to support				
			children and families				
		•	Agreed Authority-				
		•	•				
			wide planning,				
			recording and referral				
			systems are used				
			consistently				

Embed/implement	3.1	•	All	Continue to embed	Improved	Increased	All staff
Nurture Approaches			School/Educational	nurturing principles in	relationships	awareness and	
Framework across the			settings will be	Barnhill ensuring new	Less disruption to	confidence in	Ongoing
whole School /			working towards	staff are trained in	L&T	teaching and	
Educational Setting			becoming a	nurturing approaches	Reduced exclusions	support staff about	
(with reference to			'Nurturing Setting'	asap.	Reduced 'referrals'	meeting pupil	
Restorative		•	An Alternatives to		Improved	needs and	
Approaches)			Exclusion policy is in	Add an Alternative to	attendance	reducing barriers	
			place and	Exclusion Policy to the	Improved	to learning.	
Strengthen the			understood by all	Relationships Policy	attainment		
capacity of our schools			educators, learners	and share with parents.		Relationships	
to respond to pupil			and parents			policy in place	
diversity		•	Regular review of	Continue to work		and being put into	
			learners' attendance	closely with SFDW &		practice.	
The UNCRC / Children's			is undertaken, with	Well-being Scotland			
Rights / Nurturing			interventions	Counsellor to best		Nurture space well	
Approaches and			identified for targeted	support children and		used as needed.	
Restorative			individuals and	families.			
approaches underpin			groups			Restorative	
all policy and practice		•	Encourage new	UNCRC steering group		conversations	
			thinking and	to be established and		take place as a	
			experimentation with	all staff made aware of		matter of course	
			alternative ways of	new legislation.			
			working, ensuring			Work of UNCRC	
			engagement with all	UNCRC to be		group is ongoing.	October 22 –
			stakeholders' views to	embedded of the		Planned	June 23
			support progress of	Relationships Policy		Assemblies for	
			vulnerable groups of	and Curriculum		every class to	
			learners	Rationale. This could		share learning	
		•	Regular review of	be work for JLT, House		about a specific	
			school pupil	Captains.		Article has been	
			exclusions with			created and will	
			interventions	Anti-Bullying Policy to		start October 2022.	
			identified for targeted	be finalised and			
			individuals and	embedded through			
			groups	work with Respect Me			
		•	The curriculum	Team.			
			includes explicit				
			activity on the UNCRC	Re-visit the			
			e.g. through the	Relationships blueprint			

			Rights Respecting	and ensure it remains			
			School approach Focus is shifted from	at the heart of our ethos.			
			behaviour/discipline	011103.			
			to relationships				
			resulting in all				
			schools/settings having a Relationship				
			Policy in place.				
		•	Restorative practices				
			are used to resolve				
			conflict, to support self- regulation, to				
			reduce disruption and				
			on return from				
			exclusion				
Have robust processes for use of data/analysis	1.3	•	Focused discussions	Through Attainment and Achievement	Overall attainment	Most pupils, receiving targeted	
to monitor and track	(3.2) (2.3)		regularly take place on every individual	discussions – ongoing	improves.	support, showed	
individual progress			child, driven	and costion is chigoling		increased levels of	
leading to improved			collectively by leaders		Attainment raised	attainment. Work	
outcomes (including			and practitioners at	SLT to develop rigorous	for targeted	to be further	
attainment,			all levels. Ensure equity – keep	tracking of targeted children. (SIG group)	children.	developed this session.	
attendance,			focus on targeted	Crimarorii. (oro groop)		30331011.	
exclusions) in line with			children and on		Better systems in	Supporting	
our clearly defined			improving outcomes	Developing tracking	place for data	Learners staff to	
improvement focus,' Every Dundee Learner			for targeted groups: LAC, ASN, Young	processes with Locality Information Analyst	analysis. Data can be used to plan	continue with early interventions.	
Matters.'			Carers, SIMD1&2, CP	in ion ion ion ion ion	targeted	carry interventions.	
			register (including	Staff CLPL on data	interventions.	Lois Robertson to	
			attendance and	analysis with support		start Fresh Start	
			exclusions) An agreed core data	from Locality Information Analyst.		groups in P6 & P7	
			set is in place, which is	inionnanon Analysi.			
			used to monitor/track				
			progress under the				
			outcomes of the 'Three Ps': Presence,				
			11116613.116361166,				

			Participation and Progress.				
All schools are rigorous about the implementation of DCC policies re attendance and ensure the	1.3 3.2 2.3	•	All tracking and monitoring systems feature the key measures of attainment,	Make use of PandA tool to track and monitor children in different groups.	Staff are using data to plan interventions.	Attainment meetings are integral part of QA calendar.	All Staff Ongoing
strategy 'Every Dundee Learner Matters' supports the contextual approach to improvement		•	attendance, care experienced status, young carer status, SIMD, CP register, ASN Attendance of all pupils is promoted	Provide opportunities for all staff to utilise the PandA tool, with support from Locality Information Analyst.	Improved attendance for targeted groups of pupils.	Teachers now more confident in tracking pupil progress – this will now be done using SEEMIS P+A	
			through agreed DCC policy and resulting staged interventions, eg SDS risk matrix is 70% or below, absences total 20 days or more	Head Teacher to meet regularly with SFDW to analyse attendance data and put in support for families where appropriate.		for tracking data. Data updated by teachers three times per year.	
		•	Our policy and practices ensure the presence, participation and progress of all learners				
Wider Achievement is recognised and rewarded		•	Clear and consistent processes are in place for promoting, monitoring and tracking wider achievement for all	Staff to monitor and track wider achievements in electronic planning folder.	Children who have been missing out on wider achievement opportunities swill be identified.	Staff will continue to run extra curricular clubs over lunchtimes and after school.	All Staff Ongoing
		•	pupils Build upon successful experiences and partnerships in Dundee during our recent lockdown to foster improvements in health, social development and	Continue to share successes through Seesaw and Achievement Wall.		Active Schools Co-ordinator will continue to organise taster sessions and club input. Achievements are shared through	

well-being, as well as in relation to	Seesaw and on Achievement Wall.
educational	
achievement.	

Curriculum, Pedagogy and Performance Strategy and Action Group – On-going Priorities

- agree implementation and monitoring periods for use of the BGE tracking tool and SEEMiS Progress and Achievement Module for all city School / Educational Settings
- finalise curriculum rationale, design and progression work already started in key areas including literacy and numeracy
- support all School / Educational Settings to have an agreed curriculum rationale which drives improvement, including a BGE that transitions into the SP to ensure progression pathways for all learners and raises attainment
- finalise revised policy and arrangements re reporting to parents
- finalise revised learning and teaching policy
- strategically plan and deliver CLPL on evidence-based approaches to raising attainment to both primary and secondary sectors