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| **Improvement Priority title:**  **Leadership and Approach to Improvement: Visible Learning** |
| **Linked to QI/Theme:**   * Q.I 1.3 – Leadership of change * Q.I 2.3 – Learning, teaching and assessment * Q.I 2.5 – Family learning * Q.I 2.7 – Partnerships * Q.I 3.2 – Raising attainment and achievement |
| **Linked to National Improvement Framework Priority (check all that apply):**   * 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 ☒   **Linked to National Improvement Drivers (check any that apply):**  School Leadership ☒ Teacher Professionalism ☒ Parental Engagement ☒ Assessment of Children’s Progress ☒ School Improvement 🗵 Performance Information 🗵 |
| **What difference will it make for learners? (what impact do we expect to see? List specific expected outcomes):**  **Pupils as learners will:**   * Pupils more able to assess where they are in their learning and to target set effectively   **Staff as learners will:**   * Use data more effectively to inform their practice and target resources effectively |
| **Success criteria (how will we know if the change has been an improvement?):**  **Pupils as learners will:**   * Complete PLPs and Learning Logs showing greater understanding of their learning * Be more focused on their next steps and how they are going to achieve them * Be able to articulate learning intentions and whether they have met their success criteria.   **Staff as learners will:**   * be able to articulate the progress of each learner, based on robust evidence. * be able to articulate the impact the professional learning and collaboration is having on their practice. * Use the language of learning more effectively |

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| **What exactly are we going to do? (detail of specific actions)** | **Who will lead this? (detail of responsibilities and timescales)** |
| **Visible Learning – The 5 Strands**   1. **The Visible Learner**   ‘What makes a Good Learner?’ – quick class / group brainstorm   * Focus groups (p18) * Staff discussion using results from above and on what we think a good learner is, key messages (p15-16) * Monitoring visits, (p21) * The Learning Pit, James Nottingham  1. **Know Thy Impact**  * Discuss key Messages, p31, p34 (27/8/18) * Schonell Spelling assessment with P5 * Maths Academy Assess T1 and T4 * Maths assessments? Highland numeracy ones are in Staff Glow subsite under Highland Numeracy progressions * Calculate effect sizes for last year’s Emerging Literacy scores * Calculate effect sizes for this year’s Emerging Literacy scores * Big Writing? * Student voice – PLPs and Learning Logs (4 from each class, Sept, Nov)  1. **Inspired and Passionate Teachers**  * Student focus groups * Effective Teacher Dimensions Activity – match the effect sizes (p59-60) * Teacher Feedback Survey??  1. **Effective Feedback**  * Measure relational trust, p82 * Discuss Key messages p78, 79, 84, 80 * Feedback observations by peer teachers  1. **Aligned Systems and Processes**  * Complete matrix   Mindframes study on p11 for teachers Encourage more independent learners: 3 Before Me (Brain, Book, Buddy) | Teachers (Sept)  JS (27th and 28th Sept)  All Sept 18  JS Oct 18  ??  Oct 18  Sharon Delahunty (Aug and Nov)  EW and WW (T1 and T4)  ??  JS  JS  ??  All (17/9/18) All (by 9/11/18)  JS (Nov 18)  All (Nov 18)  ??  All staff (Aug)  All (Nov 18)  All (Nov 18)  JS (Aug) JS and staff (13th Nov)  All (13th Nov)  ?? |

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| **Equity implications:**  All children will be encouraged to see themselves as effective visible learners and to focus on their targets. |
| **Staff wellbeing and pastoral support implications: (how will you ensure that this improvement project does not impact negatively on staff wellbeing and workload?)**  Staff meetings and in-service days used. Observations as part of usual monitoring cycle. |

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| **Creativity opportunities:** |
| **Expected resource needs:**  * Osiris training materials and CPD funded through CPD budget |