

The James Young High School



STRATEGIC ACTION PLANS FOR SCHOOL IMPROVEMENT

2023-2024

ACTION PLAN FOR IMPROVEMENT: *IMPROVEMENT IN YOUNG PEOPLE'S WELLBEING*

QI	Key Area	Specific Actions	Action Date	Impact Measure	Lead
3.1, 3.2	Participation and Inclusion	<ul style="list-style-type: none"> ▪ Working group established to take forward opportunities for wider participation and celebration including praise postcards 	October 2023	Pupil Perspective Minutes Attendance at celebration of success events	SR/Pupils
		<ul style="list-style-type: none"> ▪ Phone free 'zones' and implementation of a consistent strategy across the school to regulate screen time and avoid disruption to learning 	October 2023	No referrals regarding misuse of phone Staff feedback	ELT
		<ul style="list-style-type: none"> ▪ Clear procedure to track wider achievement beyond Wellbeing check in process and to intervene where required 	June 2024	Increase in participation	CMT
		<ul style="list-style-type: none"> ▪ Utilising the work of Get the Gen to support the understanding of Generation Z for both staff and parents and carers 	March 2023	Attendance at sessions Exit questions on impact of understanding	CMT
3.1, 3.2	Data	<ul style="list-style-type: none"> ▪ Establishing how Health and Wellbeing dashboard can track improvement in wellbeing and attendance 	October 2023 March 2024	Power BI Follow up by House Team – actions and interventions recorded in Pastoral Notes.	ER/PTS
3.1	Inclusion	<ul style="list-style-type: none"> ▪ Continue to promote and embed LGBT Inclusive Education across the whole school. Gather evidence of departmental input 	May 2024	Evidence of curriculum input from departments on JYHS Sharepoint	GP/DS
		<ul style="list-style-type: none"> ▪ All teaching staff to have completed LGBT Inclusive Education Stage 2 CLPL. 	October 2023	Classroom observations Staff completed evaluation/Data from TIE on feedback	DS
		<ul style="list-style-type: none"> ▪ Work towards achieving LGBT Youth Scotland Charter GOLD 	Ongoing	Evidence folder/Surveys/Focus Groups	KW/GP/DS
		<ul style="list-style-type: none"> ▪ Work towards achieving RRS Gold Award 	June 2024	Achievement of Gold Award	SC/IK
		<ul style="list-style-type: none"> ▪ Young people feel that their voices are heard, sought and acted upon 	June 2024	You said – We did, GLOW Forms	SLT
3.1	Wellbeing	<ul style="list-style-type: none"> ▪ Launch of Mental Health Strategy Whole School – Policy into Practice 	February 2024	Focus groups of staff and students/	ER/SC

		<ul style="list-style-type: none"> ▪ Whole School Staff Trauma Informed Training 	Feb 2024 Inset Day	Evaluation and action plan from session to be implemented and reviewed	ER
3.1, 2.2, 2.3	Wellbeing, Equality & Inclusion, Learning and Teaching	<ul style="list-style-type: none"> ▪ MVP Refresher Training for S5/6 and Ambassadors identified ▪ Continue to embed MVP delivery in S1-4 ▪ MVP Delivery during induction for S5/6 ▪ Ongoing PSE programme review to ensure relevance and meeting curriculum benchmarks/guidelines 	September 2023 Session 2023.24 Session 2023.24 June 2024 Ongoing	Young people trained and leading sessions Delivery of sessions and evaluations by young people Evaluation Forms Focus Groups/In line with Local and National Guidelines	MB MB MB SC/GP/CMG
3.1, 3.2	Inclusion, Learning Provision	<ul style="list-style-type: none"> ▪ Review Tracking and Monitoring of I-Aspire ◇ i-thrive ◇ i-Learn ◇ ELR (formerly SGS) ◇ Resource ◇ Partners ◇ SfL 	Monthly	Attendance Statistics Qualifications Return to mainstream	ER/CMG

3.2	Responsibilities of All	<p>Strengthening our Responsibilities of All approaches</p> <ul style="list-style-type: none"> ▪ Create a Disciplinary Literacy Working Group to: <ul style="list-style-type: none"> ▫ consider joint methods and strategies to lead simple but impactful approaches in their own faculties such as use of AI to scaffold reading material ▫ create a portal of digital tools to support literacy from a pupil and teacher lens ▫ creation of a Disciplinary Literacy Pedagogy framework ▫ Liaise with Inclusive Pedagogy team to support CLPL in Literacy ▪ Cluster work with Dedridge PS; using Literacy Ambassadors to support reading levels ▪ Joint agreement on methods to support Numeracy between Science, Computing and Maths – including where Numeracy lives posters ▪ Explore family learning opportunities to supporting Numeracy and Literacy application – survey parents and carers prior to end of May 2024 ▪ Create an igrow toolkit to support igrow teachers which highlight resources, methods of assessment. ▪ Literacy and Numeracy CSI ▪ A review and completion of Literacy and Numeracy Strategies including the plan for Level 6 Numeracy and Accelerated Reader, English I+, Maths +I with a focus on QI in particular ▪ Clear processes developed to track progress in PSE ▪ Digital - Spotlight on how this is creatively supporting learning and teaching ▪ Introduce mixed ability classes in National English 	<p>August 2023</p> <p>September 2023 September 2023</p> <p>October 2023 November 2023 May 2024</p> <p>May 2024</p> <p>October 2023</p> <p>March 2024 October 2023</p> <p>June 2024</p> <p>June 2024</p> <p>June 2024</p>	<p>Consistent approaches to improving literacy across the curriculum visible in lesson visits and CSIs</p> <p>Common understanding and approaches used in Numeracy across Maths and Science</p> <p>S6 cohort level 6 Numeracy to increase by 10 percentage points to 35% by August 2024.</p> <p>SLT Capture</p> <p>Increase in % cohort achieving L5 Literacy and English</p>	<p>CMT, SD</p> <p>IC</p> <p>SD</p> <p>BW, BT</p> <p>BW</p> <p>BW, SD</p> <p>BW, SD</p> <p>DP Holder</p> <p>SD</p> <p>SD, BW</p>
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2.3	Learning & Teaching Assessment	<p>Clarity on the ELT evaluation of learning and teaching linking to our current structure.</p> <p>Linking our Pedagogy Framework to WL 2.3 Spotlights</p> <p>PTCs to lead exercise in department on highly effective questioning to check understanding and develop higher order thinking skills in students</p> <p>Embed our Pedagogy Framework in culture and practise</p> <p>Consider the impact of the Pedagogy Framework on consistency in learning and teaching</p> <p>Strategic Review of purpose and structure of:</p> <ul style="list-style-type: none"> ▪ BGE JYHS on Track – increasing functionality of data analysis and reporting capabilities ▪ Senior Phase Reports – data effectiveness delivering key messages to parents and carers ▪ Parents’ and Carer Evenings format <p>Trial Self Reporting in BGE and Senior Phase to Quality Assure feedback given by staff</p> <p>Explore ways for students to regularly record and reflect on feedback</p> <p>Revisit BGE assessment and moderation policy</p>	<p>December 2023</p> <p>August 2023</p> <p>May 2024</p> <p>May 2024</p> <p>May 2024</p> <p>September 2023</p> <p>May 2024</p>	<p>SLT pilot 2.3 capture form; frequency of gradings</p> <p>SLT Capture</p> <p>Staff surveys</p> <p>Frequency of gradings</p> <p>Parent surveys regarding satisfaction with communication and information</p> <p>Students able to identify and discuss feedback and how this improves learning and progression. Pupil focus groups</p>	<p>ELT</p> <p>CMT</p> <p>SLT</p> <p>IC, ELT</p> <p>IC, ELT</p> <p>CMT, ELT</p> <p>ELT</p>

ACTION PLAN FOR IMPROVEMENT: TACKLING THE ATTAINMENT GAP BETWEEN THE MOST AND LEAST DISADVANTAGED YOUNG PEOPLE

QI	Key Area	Specific Actions	Action Date	Impact Measure	Lead
3.1, 3.2	Participation	Strengthen the tracking and intervention in regard to participation	October 2023	The gap between Q1 v Q5 participation rates reducing by 50% to 12% maximum	DP Holder
1.5, 2.4, 3.1, 3.2	PEF Participatory Budgeting	Pupil Focus Group to establish what money should be allocated to. Increase in Q1 Pupil participation in school trips based on focus group response.	June 2024	Number of pupils funded and participating	MSA
2.4, 2.5, 3.1	Cost of the School Day	Raising staff, parent and pupil awareness on Cost of the School Day. Surveying staff, parents and pupils on COTSD. Engagement with Pupils Perspective and Parent Council on Survey questions before sending out the surveys to everyone.	January 2024	Survey responses	MSA
1.5, 2.4, 2.5, 3.1, 3.2	PEF Family Link Worker	FLW Supporting Targetted Pupils. Attendance between 50% and 75%. Calls home and visits. Bringing pupils into school. Soft start and use of iAspire as required. Summer school	August 2023	All Q1 Pupils with attendance between 50% and 75%. Attendance of these pupils will improve by 10% points by May 2024	MSA, GB
1.5, 2.4,	PEF Reading Intervention	English class teachers use Accelerated Reader to identify pupils needing a reading intervention, then put the intervention in place. All pupils assessed 4 times during the year.	August 2023	Improved S1 and S2 Reading Ages	MSA, SD

ACTION PLAN FOR IMPROVEMENT: IMPROVEMENT IN EMPLOYABILITY SKILLS AND SUSTAINED, POSITIVE SCHOOL LEAVER DESTINATIONS FOR ALL YOUNG PEOPLE

QI	Key Area	Specific Actions	Action Date	Impact Measure	Lead
2.2, 3.3	Curriculum Cluster Focus	<ul style="list-style-type: none"> Cluster curriculum focus on implementation and embedding of MetaSkills 4.0 Build further partnership work to co-create the curriculum in targeted subjects Work with Get the Gen – teachers and parents, carers 	May 2024	Pupil views through annual surveys	DYW Steering Board BT, KT
			May 2024	Increased number of partners	
			March 2024	Exit surveys	
2.2	Expanding Horizon	<ul style="list-style-type: none"> Net Zero Professional Discussion Forum 	June 2024	Exit question - pupils	DYW Steering Board
		<ul style="list-style-type: none"> Creation of a Sustainability Strategy including renewal of focus on Eco Schools 	October 2023	Eco Group in place Achievement of Green Flag	
		<ul style="list-style-type: none"> Use of DYW Learning Walk report to strengthen the DYW classroom mantra 	October 2023		DYW Steering Board
		<ul style="list-style-type: none"> Launch of an apprenticeship event to support employment opportunities and widen pupil horizons in this sustainable pathway 	October 2023	Exit question % of pupils in 2023-2024 leavers cohort who enter graduate or modern apprenticeships has increased	DYW Steering Board
3.2, 3.3	Positive Destinations	<ul style="list-style-type: none"> A monthly risk assessed overview should be provided by GP and ER to SLT Actions to ensure Q2-Q4 pupils are encouraged to apply for HE if it meets their aspirational pathway Ensure pupils with ASN and S4 leavers are supported further to enter a positive destination including becoming a priority for Key Worker support 	August 2023		GP/ER
			February 2024		House Heads
			May 2024		House Heads

ACTION PLAN FOR IMPROVEMENT: AREAS TO SUPPORT WORK OF THE SCHOOL

QI	Key Area	Specific Actions	Action Date	Impact Measure	Lead
1.2, 1.3	Vision and Values Refresh	<ul style="list-style-type: none"> ▪ Create a Vision Statement ▪ Embed our vision and values – staff, pupils, parents and carers - including the language used across the school ▪ Opportunities to exemplify/share enactment of the vision and values on INSET days ▪ Branding our new vision and values ▪ Launch of ‘Café Connect’ ▪ Capture vision and values ‘snippets’ in action ▪ Consider opportunities for family learning and connection – building our community evening events ▪ Re-establish P6 & 7 parent and carer evenings visits with members of JYHS team ▪ Strengthening parent council participation and presence 			
1.1, 1.3, 2.3, 2.7	Voice	Further development of i-voice strategy for pupils, parents and partners	October 2023	Pupil Improvement Plan creation and impact, number of pupils participating in i-voice, pupil survey 2024 Increase in number of parents involved in improvement planning and impact of specific actions, parental survey 2024	CMT
1.3	Strategic Direction	Complete the refresh of all Strategic Policies to ensure clarity of communication, vision and values <ul style="list-style-type: none"> ▪ Creation of A-Z for staff ▪ Strategic Snippet update for induction 	October 2023	Increase in positive response to communication questions in annual surveys	ELT