



"Mighty oaks from little acorns grow"

Williamwood High School School Improvement Plan



2022 - 2025

Respect

Ambition

Kindness



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Everyone Attaining

Outcome	Action	Aligned to person(s)	Aligned to NIF, QI
Curriculum, Learning, Teaching & Assessment			
Improved attainment levels across all curricular areas in the BGE and Senior Phase.	Build a practitioner toolkit of Learning and Teaching strategies to improve attainment and engagement of all young people.	All teaching staff	NIF National and ERC targets QI 3.2
Outperform our virtual comparator school in all areas within Insight.	Provide opportunities to increase staff knowledge, understanding and use of INSIGHT to improve attainment.	Insight leaders PTCs PTPS School Improvement Networks (SINs)	NIF National and ERC targets
Improved literacy and numeracy attainment throughout the BGE years.	Provide opportunities in Literacy and Numeracy across the totality of the curriculum.	PTs Literacy and Numeracy	NIF National and ERC targets
All teachers understanding and engaging with our Gradient of Learning.	Produce a Gradient of Learning in line with WWHS Bronze, Silver, Gold system, linked to Senior attainment, and utilised by all staff in ensuring correct curricular pathways.	PTD	Performance information
Greater confidence with and more robust teacher judgements in the BGE years.	Provide a programme of looking outwards in all faculties to broaden awareness of benchmarking across all BGE levels.	PTCs	National and ERC targets Performance information
Clear evidence of impact of interventions leading to improved attainment across all equity groups in both the BGE and Senior phase.	Streamline information sharing for all staff to support their equity pupils and refined systems for staff to create interventions and measure impact.	SINs PTD	Performance information

Outcome	Action	Aligned to person(s)	Aligned to NIF, QI
Self-Evaluation for Self-Improvement			
A skilled and confident staff body engaging with HGIOS 4, HGIOURS and other National toolkits.	Through the model of change, provide all staff with opportunities to critically engage with relevant policies and documentation.	All teaching staff SINs	HGIOS HGIOURS GTCS Standards
All staff committed to the virtuous cycle of improvement.	Empower all staff to look inwards, outwards and forwards through our model of change and Collegiate Activities.	All teaching staff	QI 1.1
Improvements at all levels through the use of evidence based evaluations and evaluative language.	Systems developed across the whole school to allow for data collection and analysis and improve data literacy in all staff to demonstrate impact of interventions.	SINs All PTs	QI 1.1, 1.3, 2.4, 3.1 & 3.2



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Everyone Achieving

Outcome	Action	Aligned to person(s)	Aligned to NIF, QI
Leadership			
All staff clear on their role in our model of change.	School improvement network strands broadened providing greater opportunities for all staff to be included and involve.	Senior Leadership Team (SLT) SINs	QI 1.3
A culture of leadership across all School Improvement Networks.	Opportunities provided to staff to take a leadership role, and to be provided with an experienced mentor if desired.	SLT SINs	QI 1.2 & 1.3
All staff engaging with and utilising current, relevant legislation, policies and national and local guidance.	Through professional reading, all staff engage regularly with relevant legislation, policies and guidance.	All teaching staff	GTCS 2.2.1

Outcome	Action	Aligned to person(s)	Aligned to NIF, QI
Pupil Participation & Parental Engagement			
Young people able to articulate their views and share their vision for change.	Establish a clear programme of pupil voice events throughout the year that focus on the 5 themes of HGIOURS.	SLT PTD PTPS	NIF HGIOURS QI 1.3
An increase in the percentage of pupils agreeing they have opportunities to celebrate their personal achievements and have a greater sense of belonging to our school community.	All departments showcasing pupil achievements that celebrate the school vision and values.	All teaching staff PTCs	HGIOURS QI 3.2
Higher levels of parental engagement with improved communication, collaboration and consultation in their child(ren)'s learning and wider life of the school.	New opportunities for parents to have their say through parents' evening pulse surveys, family learning events, and newsletters.	SLT PTPS PTD	QI 2.5 & 2.6



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Excellent Experiences

Outcome	Action	Aligned to person(s)	Aligned to NIF, QI
Curriculum Participation & Engagement			
A curriculum which enables young people to be successful, confident, responsible and effective in our school community and society in general.	Increase links to the community and external partners through departmental, whole school and alumni networks, leading to enhanced curricular experiences for all young people.	PTD PTCs	QI 1.2, 1.3, 2.2, 2.3, 2.4, 2.7, 3.1, 3.2 & 3.3
Enhanced outcomes through improved, progressive experiences across all faculties.	All faculties developing the responsibility of all through skills based learning opportunities.	PTCs PTD	QI 3.2 & 3.3
A culture based on inclusion and our school vision.	All staff and young people engaging together in our House system and the Williamwood Award scheme.	PTD All teaching staff	NIF QI 1.5, 3.1 & 3.2
An increase in opportunities for young people to develop skills for learning, life and work to be active participants in our school community and society in general.	An active DYW programme in all departments, at all stages, enhanced through the promotion of metaskills.	PTD SINs	NIF QI 2.2, 2.7 & 3.3 Career Education Standard
All young people understand the importance of developing their digital skills to be creative and solution focused at the same time as keeping themselves safe online.	All staff promote digital literacy and empower young people to make good choices online and use their digital skills to solve problems, and meet a personal or social need.	PTD All teaching staff	QI 2.3 & 3.3

Outcome	Action	Aligned to person(s)	Aligned to NIF, QI
Wellbeing, Equality & Inclusion			
A culture based on our school vision and values in line with Getting It Right for Every Child.	All staff engaging with relevant data and CLPL opportunities to ensure that all young people are supported and their individual needs met.	All teaching staff	GIRFEC QI 1.2, 1.5, 2.1, 2.4 & 3.1
Learners' experiences support them to develop their talents and abilities to the full.	Delivery of excellent lessons from all staff, ensuring young people are challenged in their own abilities whilst gaining new experiences.	All teaching staff	QI 1.2, 2.3, 2.4, 3.1 & 3.2
Young people equipped with the skills and opportunities required to move into positive, sustainable destinations.	Creation of a coherent DYW programme that utilises the expertise of the whole school community, external agencies and partners.	PTD Stakeholders	NIF QI 3.3 Career Education Standard
Interventions and resources allocated to improve outcomes for all learners.	Streamline a coherent and structured approach through data and actions to enable all young people to access the relevant interventions and resources at classroom, faculty and whole-school level.	All PTs	NIF QI 1.5, 2.4, 2.7 & 3.1
A positive culture in wellbeing, equality and inclusion in our school community.	All staff fully cognisant of their statutory duties in wellbeing, equality and inclusion, to promote a climate where all young people feel safe and secure.	All teaching staff	GIRFEC QI 2.4, 2.6 & 3.1

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