

Dunedin School Improvement Plan 2022-2023

(last updated 15/01/2023)

Part One

PRIORITY 1.1

<p>Reintroduce: 1) a cross-curricular focus on literacy and numeracy 2) activities which will support pupils with skills for learning, life and work.</p>		<p>OWNER and team Annie, Elaine, Helen, Anastasia,</p>
<p>NIF PRIORITY</p> <ul style="list-style-type: none"> Improvement in children and young people’s health and wellbeing Closing the attainment gap between the most and least disadvantaged children and young people Improvement in skills and sustained, positive school-leaver destinations for all young people Improvement in attainment, particularly in literacy and numeracy. <p>DRIVER:</p> <ul style="list-style-type: none"> Curriculum and assessment 	<p>HGIOS 4 Q.I. (if applicable)</p> <p>2.2 The Curriculum</p>	
<p>CURRENT POSITION (WHERE WE ARE NOW) Literacy and numeracy across the curriculum have largely gone by the wayside since the pandemic Pupils are less confident in listening and talking Previous initiatives in promoting literacy and numeracy across the curriculum were too bureaucratic, and took up valuable subject teaching time Reading for enjoyment is not well promoted We have a library that is under-utilised and which now needs audited Most interdisciplinary activities stopped as a result of the pandemic, and there are fewer opportunities for learning outside of the classroom As a result, pupils have fewer opportunities to develop skills for learning, life and work – including social skills - outwith academic subjects Most pupils face challenges, to varying degrees, in terms of social communication and relationships, and this can sometimes take up staff time The curriculum is largely subject-driven; staffing and time are barriers to introducing other activities that some pupils may benefit from</p>		
<p>TARGET/outcome (WHERE WE WANT TO BE) Moving towards sustainable, whole-school experiences and initiatives which improve the richness and diversity of literacy and social activities Pupils are given more opportunities to communicate what is going on in the school We gain accreditation as a Reading School</p>		
<p>DESIRED OBSERVABLE, MEASURABLE IMPACT The school has an improved reading culture More pupils are reading for enjoyment</p>	<p>EVIDENCE/MEASURES OF SUCCESS (HOW DO WE KNOW)</p>	
<p>EVALUATION (TO INCLUDE MEASURABLE IMPACT)</p>		

THIS UPDATE: 13 December 2022

UPDATE FORM

Priority	1.1 Cross Curricular focus on literacy and numeracy		
OWNER AND WORKING GROUP MEMBERS	Elaine, Annie, Anastasia, Helen		
DETAILED ACTIONS	Who	Target Dates	
Draft and agree scope at staff meeting	W/G	4/10/22	✓
Literacy Aspect 1: Talk/Social Communication:			
Integrate social communication into workplace and other visits by supporting pupils to prepare open questions to encourage (naturally occurring) discussion	All staff	Raise at next staff meeting 10/01/23	
Deliver opportunity for senior pupils to work together and produce a short presentation – DYW Group	Elaine	8/2/23	
Encourage discussion after activities	Anastasia		
Pupils to lead on creating Twitter/school blog content	Anastasia		
Encourage collaboration and discussion amongst pupils through one outdoor learning event per term	TBC		
Drama taster sessions	Anastasia		
Send out Listening and Talking Es&Os to all staff and encourage staff to incorporate these when appropriate and possible in their subject lessons. Any evidence collated by Elaine	Elaine	January -June 2023	
Literacy Aspect 2: Gain Accreditation as a Reading School			
Inform staff and pupils about the accreditation process	Elaine/Annie	January 23	✓
Complete self-evaluation	Elaine/Annie	January 23	
Form Reading Leadership Group	Elaine/Annie	January 23	
Develop and implement Action Plan	Reading Leadership Group	Feb 2023 ff	
Library audit	Reading Leadership Group	By Easter?	
Numeracy			
Organise a whole-school activity to promote numeracy	Helen	January-June 2023	
	PROGRESS AND IMPACT		
	NEXT STEPS AND TARGETS DATES		

PRIORITY 1.2 How we resource the school to best meet the needs of all our pupils

<p>SCOPE</p> <ul style="list-style-type: none"> • Identify the non-teaching tasks of teaching staff that can be done by another resource. • Identify the best allocation of support staff • Review the role of the administrator • Start to investigate a possible way for fairer remuneration based on the new model of resources <p><i>(Themes from WSE were -Allocation of current resources; Learners at the centre; Role and use of Classroom Assistants; Fairer way to pay for non-teaching work)</i></p>		<p>OWNER and team</p> <p>Vicky, Cathy, Gill, (Rosie)</p>
<p>NIF PRIORITY/DRIVER/</p>	<p>HGIOS 4 Q.I. (if applicable)</p> <p>1.3 Leadership of change 1.4 Leadership and management of staff 1.5 Management of resources to promote equality</p>	
<p>CURRENT POSITION (WHERE WE ARE NOW)</p> <ul style="list-style-type: none"> • Teachers role has increased: – increased class sizes, increased demands of qualifications with increasing pupil attendance and engagement • We have fewer number of teachers and tutors • Administrator is over tasked with managerial type tasks • Support needs of individual pupils has increased • Teachers pay does not reflect the increasing demand made of teachers at Dunedin • The needs for classroom-based assistance is not current being met by the support staff due to increased demands on their time. 		
<p>TARGET/outcome (WHERE WE WANT TO BE)</p>		
<p>DESIRED OBSERVABLE, MEASURABLE IMPACT</p> <ul style="list-style-type: none"> • . 	<p>EVIDENCE/MEASURES OF SUCCESS (HOW DO WE KNOW)</p> <ul style="list-style-type: none"> • 	
<p>EVALUATION (TO INCLUDE MEASURABLE IMPACT)</p>		

OWNER AND WORKING GROUP MEMBERS Vicky and Cathy (Gill and Rosie are contributors)	
DETAILED ACTIONS AND TARGET DATES	
Draft and agree scope at staff meeting	4 th October
Update staff with ideas to be discussed at Staff meeting	November
Meet to consider feedback from staff	January 2023
All staff meet to discuss next steps	Feb In-service day
Working group consider feedback to come up with proposals	Feb/March
Prepare proposals to present at Staff meeting and Governors' meeting	March 15 th and 23 rd
PROGRESS AND IMPACT	
<p>Initial idea presented to staff was to consider appointing a Co-ordinator/HR/Business Co-ordinator/Bursar type of role. We suggested a list of non-management tasks that could be ascribed to this role. *</p> <p>Following staff feedback, we drew up a more definitive list of tasks.</p> <p>At the in-service day, Staff discussed ways:</p> <ul style="list-style-type: none"> a) to reach a decision on how we resource some of our non-teaching tasks <ul style="list-style-type: none"> It was agreed that most of the tasks* could be outsourced We would still require a project manager/co-ordinator to facilitate the tasks b) to discuss better ways to resource our teaching/tutoring <ul style="list-style-type: none"> It was agreed that timetabled tutor could help It was agreed that timetabling should take size/cohort of classes into account <p>Following feedback from the IS day, the resource group is devising solutions to present at the next staff meeting and to present to the governors.</p>	
NEXT STEPS AND TARGETS DATES	
Meet with staff to reach a decision about a) and b) March 15th	

PRIORITY 1.3 Sustainability

<p>Scope:</p> <ul style="list-style-type: none"> • After a school wide discussion of an “Eco Code”, Steve will apply for the Eco Flag mid-November, confident that we have met the criteria for The Eco Flag. An Evaluation ought to be carried out prior to Steve leaving and scoping staff who may wish to take the Eco Flag for 2023/4. • Sustainability values for the school should be summarised (including using the Eco Code) and the Trustees informed about the importance of the inclusion of sustainability values to be included aspects of school policy and development. 	<p>OWNER and team Amanda Anne</p>
<p>NIF PRIORITY /DRIVER:</p>	<p>HGIOS 4 Q.I. (if applicable)</p>
<p>CURRENT POSITION (WHERE WE ARE NOW)</p> <ul style="list-style-type: none"> • Workshops with pupils were carried out during the Autumn term. Pupils engaged well and their current understanding of sustainability was captured as a base line. • An audit of single use plastic bottles has been carried out and work is being done to try to ensure that all staff and pupils are using reusable water bottles. • A video of how to make a wax wrapper has been made and will be on the blog. • The Eco Board has been created outlining the three Themes and Action Points (i.e. 1) Waste Minimisation (Single use plastics and Recycling Computers) 2) Biodiversity (Increasing Bird boxes and Wild flowers in new planters) 3) Litter Reduction (Improving local area recycling and reduction litter near school area). • Made initial contact with Cameron Toll, completed first litter pick, which we are hoping to do on a regular basis. 	
<p>TARGET/outcome (WHERE WE WANT TO BE) November – Create school wide Eco Code and apply for Eco Flag – by the end of this year December – Develop Whole school Sustainability values and inform Governors Meeting January – Receive Eco Flag (all well) and reapply for 2023/24</p>	
<p>DESIRED OBSERVABLE, MEASURABLE IMPACT</p> <ul style="list-style-type: none"> • Eco-flag displayed in school 	<p>EVIDENCE/MEASURES OF SUCCESS (HOW DO WE KNOW)</p> <ul style="list-style-type: none"> • Everyone aware of Dunedin Eco-Code and working towards achieving this. Log on Eco-Board/blog to update pupils, parents and staff on progress.
<p>Plan of action (desired):</p> <ul style="list-style-type: none"> • new extension may have a grass roof garden or solar panels and improved energy efficiencies such as triple glazing • food waste is composted and use of single plastics reduced • biodiversity of garden is given a high priority (e.g. wildflower garden; garden pond; red squirrel and bat nesting boxes) • sourcing items for school that are locally produced and have a reduced carbon footprint • energy efficiencies are factored into creating and maintaining heat within the building (e.g. self-closing doors; draught exclusion) • grants are sourced to place car electric charging ports in or near the school grounds • Bike to Work schemes are introduced to Dunedin so staff and pupils may receive grant subsidies to purchase bikes • Continue liaising with Cameron Toll for ongoing litter picks. • Evaluate and identify areas for staff planning at a subject level and a whole school level for next year to help embed LfS in the culture and curriculum of the school. 	

Priority 1.3 SUSTAINABILITY		
OWNER AND WORKING GROUP MEMBERS : Amanda, Anne (Steve previously)		
DETAILED ACTIONS AND TARGET DATES		
1. Define scope, discuss and agree at staff meeting	November 2020 - Complete	✓
2. Map the 17 sustainability goals with the outcomes/goals of the Eco Flag Award	November 2020 - Complete	✓
3. Plan and carry out a workshop with pupils to introduce them to LfS. Identify what pupils understanding of sustainability is and gather as a base line; Introduce them to the 17 goals through the lens of the Eco Flag initiative	December 2020 - Complete	✓
4. Roll out Eco flag plan and monitor progress	From December 2021 – Complete	✓
5. At February In Service do a presentation on LfS for all staff and how we can progress it within the Dunedin context and community for both education and management of a school	February 2021 - Complete	✓
6. Ask pupils about their understanding of sustainability. Compare against answers to this question from the December 2020.	Completed March 2021	✓
7. Evaluate Eco flag	Ongoing till February 2023	
8. Evaluate and identify areas for staff planning at a subject level and a whole school level for next year to help embed LfS in the culture and curriculum of the school. Agree and set targets for 2021-2022	June 2023 (as part of the WSE)	
PROGRESS AND IMPACT		
1. Scope defined and discussed at staff meeting in November– staff have a clear understanding of what the aims are and the plan for delivery		
2. Sustainability goals mapped		
3. Workshops with pupils were carried out during the Autumn term. Pupils engaged well and their current understanding of sustainability was captured as a base line.		

4. Due to further lockdown and home schooling none of the other action points have progressed with the exception of a Waste Minimisation audit and plan being drawn up for reduction of single use plastic. An audit of single use plastic bottles has been carried out and work is being done to try to ensure that all staff and pupils are using reusable water bottles. A video of how to make a wax wrapper has been made and will be on the blog.

August 2021: The Eco Board has been created outlining the three Themes and Action Points (i.e. 1) Waste Minimisation (Single use plastics and Recycling Computers) 2) Biodiversity (Increasing Bird boxes and Wild flowers in new planters) 3) Litter Reduction (Improving local area recycling and reduction litter near school area).

January 2023: The Eco Board has been updated to include our new Eco Code for Dunedin. This is part of our Eco Flag accreditation which should be complete within the next few weeks. Bird boxes and insect hotels have been built and installed in the garden. The garden also has a variety of vegetables and flowers grown by pupils. We have also installed a composter for use by the gardeners and the pupils and staff. Pupils and staff have participated in two litter picks with representatives of Cameron Toll shopping centre (June 2022, Dec 2022).

NEXT STEPS AND TARGETS DATES

Aug 2021: Once we are back in school we will continue work on the Eco School initiative and action points 1-8 above will be actioned with revised target dates.

January 2023: The Eco Flag should be completed in the next few weeks and we will display this in the school. Action points have been updated with revised target dates.