



# Milne's High School

## School Improvement Plan 2019-20 – Mid-term Report



Please find a brief summary of the progress to achieve the priorities set out in our improvement plan, under the areas for Moray Council priority: Learning and Teaching; Curriculum; Self-evaluation; Supporting learners; Attainment and achievement and Leadership at all levels.

**Learning and Teaching:**

Departments have been developing materials, often including digital resources, to meet the needs of all learners with particular focus on pushing the more able. Departments continue to work with each other and colleagues from our primary schools and other secondary schools to check the standard of work to report on pupil progress and plan learning. We have used in-service and staff meeting time to develop our skills and understanding particularly on pace and challenge and how to help pupils to lead their own learning.

**Curriculum:**

We continuously refresh the range of subjects available to pupils and we are offering more choice in a range of subjects and National Progression Awards to offer alternative pathways. We are continuing to develop the weekly period of *Wellbeing and Attainment* so that pupils are supported to receive this national entitlement. We are continuing to work towards the *Developing the Young Workforce* initiative and earlier this session delivered a well-attended Careers Fayre.

**Self-evaluation for self-improvement:**

We have a new policy on self-evaluation which includes greater emphasis on capturing the pupil voice. Departments have been gathering pupil voice in lessons and acting on their suggestions. Pupils' opinions and suggestions are sought on a wide range of activities through the Student Voice Ambassadors – representatives are provided from each registration group and their role is to obtain feedback from the class and report back. Our Parent Council act for the wider parent forum and input is sought on a wide range of school improvement priorities. We are always trying to improve communication to parents.

**Supporting learners:**

A group of pupils lead as part of the improvement plan and are developing a mental health strategy with our Wellbeing team who have led and facilitated training for staff, pupils and parents. We are continuing to implement our relational strategy and recently had staff training on the emotional kit bag and mentoring for pupils. We use our PEF (*Pupil Equity Funding*) to staff the 'comfy room' which is a part of the relational strategy to remove the barriers to pupils attending and achieving in school. We want to support pupils with the best environment and as such, have re-refreshed areas of the school and replaced broken items of equipment.

**Attainment and achievement:**

We have undertaken professional learning to understand why more able pupils, particularly boys, underachieve in comparison to other schools and have re-visited Growth Mind-set learning to promote an aspirational culture in school. Principal Teachers are creating a strategy to provide better tracking information to pupils and parents. We continue to work with our primary schools, getting together on in-service days to plan our 3-18 curriculum to improve attainment particularly focusing on numeracy and literacy. We continue to offer many out of class opportunities in terms of Sport, Dance, Music, Snooker, department clubs and competitions to promote wider achievement.

**Leadership at all levels:**

We have created more leadership opportunities for our young people, such as our 'BGE' (S1-3)) Ambassadors, S2 pupils presenting to S1 pupils as part of the Gordon Castle Project and the Hospitality group catering whole school events. Parents have written a Poverty Proof policy at the Parent Council and this is currently out for consultation to pupils and staff. We have delivered training sessions to staff and presented to the Parent Council and have created a steering group for our Rights Respecting School Award. All staff have a leadership role, over and above their teaching job with many new initiatives underway such as Celebrating Success and the re-design of our homework policy

**Next steps for parents:**

Please complete this survey (live from Thursday 13 February until Friday 21 February) to help us evaluate our work and gather priorities for future improvement

Part 1/4 – <https://www.surveymonkey.co.uk/r/GZLX372>

Part 2/4 – <https://www.surveymonkey.co.uk/r/BT79PBZ>

Part 3/4 – <https://www.surveymonkey.co.uk/r/BXSP8NQ>

Part 4/4 – <https://www.surveymonkey.co.uk/r/BNL7DZS>

Also, please consider being part of a focus group led by the parent council in March by giving your name at the school office or emailing the Parent Council directly on [mhsparentcouncil@gmail.com](mailto:mhsparentcouncil@gmail.com)