2018/2019

1. Increased staff engagement in CLPL linked to improving pedagogy and learning and teaching strategies in the classroom
2. Increased opportunities for reciprocal visits
3. Increased opportunities for collegiate discussion
4. Attainment in Literacy levels increases
5. Attainment in Numeracy increases

**Best outcomes:**

1. Staff feel supported and encouraged to develop their knowledge/skills in using a wider variety of pedagogical approaches in classroom
2. Staff feel empowered to develop and share good practice through attending CLPL events
3. Classroom observations/reciprocal visits are viewed as an opportunity to share and promote colligate discussion – these are productive in moving the agenda forward.
4. A consistent and committed approach exists across teams to further develop approaches in classroom
5. Discussions at collegiate meetings focus on the core purpose of learning and teaching and impact of new strategies/innovations
6. Feedback from learners is positive ad they become less reliant on teachers
7. Learners are increasingly engaged in classroom activities and there is a sense that pedagogy is improving in quality
8. Behavioural concerns diminish as well as a reduction in number of demerits/referrals
9. Parental feedback is positive
10. Tracking data shows an increase in number of ‘on track’ and above learners
11. Attainment and achievement improves
12. St Mungo’s Academy is a dynamic Learning Organisation

**Act to enhance:**

1. Staff to take ownership of the learning & teaching agenda and engage fully in Making Thinking Visible / Philosophy with Children/Other pedagogical focus.
2. Staff identify and provide CLPL opportunities for themselves
3. Classroom observations/reciprocal visit are regular purposeful and evaluative in nature for the purpose of quality assurance and raising attainment.
4. Newly formed Student Learning & Teaching council informs and influence next steps
5. Staff engage in the Improving Our Classrooms programme within our Learning Community
6. Parents became more engaged in life of the school attending information sessions and parents evenings
7. Parents became more knowledgeable in terms of how we are developing Literacy & Numeracy skills in our students through regular newsletter updates and information sessions

**Start action in these areas:**

1. Update Learning & Teaching Policy in line with GCC Guidelines & best practice
2. Contribute to CLPL calendar for 2018/19
3. Develop a communication strategy for staff/students and parents in relation to Making Thinking Visible (MTV)
4. Engage young people in the recruitment of peers for Learning & Teaching committee
5. Convene Student Leaning & Teaching Committee
6. Continue to support the core group of staff to become MTV Leaders of Learning
7. Provide opportunities for action research through MTV and PwC
8. Provide opportunities for teachers to share classroom practice and pedagogy within faculties through reciprocal visits
9. Provide opportunities for teachers to review practices in other establishments through IOC Programme
10. Teachers and learners work together to identify next steps and plan strategies which will inform good practice within classes/faculties
11. Create opportunities for parents to review good practice in action

Implemento



**Action for change:**

Improving our Learning Culture through a focused approach to improving pedagogy across the school.

**Must do:**

1. Devise statement of Learning & Teaching Practice/Class L&T Charter
2. Continue to develop framework in line with GCC and school plans
3. Contribute to the whole school CLPL Calendar which will to build capacity and share good practice.
4. Extend class observation and reciprocal visit protocols to include main themes from quality calendar/dept & faculty termly focus
5. Increase opportunities or staff to observe good practice in class observations & reciprocal visits across school
6. Increase opportunities for staff to engage in reciprocal visits across the L Community
7. Embed opportunities for collegiate discussion in relation to identified themes in Faculty & SLT quality calendar
8. Review moderation cycle and how it impacts in practice
9. Share information with staff on MTV (LOL & Practitioners)/ Philosophy with Children/ Improving Our Classrooms
10. Leadership of Quality Assurance of MTV
11. Increase opportunities for staff to engage in practitioner enquiry in relation to Learning & Teaching
12. Create CLPL Staff Hub/purchase appropriate resources for staff
13. **Continue to develop whole school**

 **Literacy Strategy**

1. **Continue to develop whole school Numeracy Strategy**

**Acts to recover:**

1. Subject Leaders to lead and direct pedagogical initiatives, ensuring high on agenda of collegiate discussions
2. Within reciprocal teams create ‘opportunities to observe and support the introduction of new pedagogical strategies within teams
3. Engage learners as part of the initiative process as described
4. Engage young people in the learning process as “learning champions”
5. Inform parents through newsletters/ bulletins/open evenings of new learning & teaching approaches.
6. Use available data/termly summary of classroom observations & reciprocal visits/tracking information and referrals to assess improvement in classes/departments etc
7. Create student focus groups to assess impact of new learning & teaching strategies on learner engagement

**Success measures**

**Worst outcomes:**

1. Quality of learning and teaching across the school does not improve
2. Pace and challenge in the BGE continues to be inconsistent
3. Little impact of differentiation is evident in classroom observation
4. Little impact of differentiation is raised in learner conversations/pupil focus groups etc
5. Pupil engagement diminishes
6. New strategies linked to making thinking visible and Philosophy with Children thinking skills are ignored
7. New strategies don’t work and have little impact on raising attainment
8. Teachers feel pressure to adapt or don’t take the discussions and CPD opportunities seriously.
9. Attainment/achievement plateaus or even dips
10. Behaviour issues increase and reduced pupil engagement
11. Lack of consistency in applying for new methodologies.

 Bottom of measure 2

1. Decreased staff engagement in CLPL linked to improving pedagogy and learning and teaching strategies in the classroom
2. Decreased opportunities for reciprocal visits
3. Decreased opportunities for collegiate discussion
4. Attainment in Literacy decreases
5. Attainment in Numeracy decreases