



*Confident
Individuals*

*Successful
Learners*

Knox Academy's

School Improvement Plan – Progress Report for:

Session 2019-20

Q1 1.3 Leadership of Change

Develop a collective vision for the school that links to our values – **This was achieved and our [new vision](#) established through consultation with pupils, parents/carers, staff and our community**

Practitioner Enquiry to improve practice – **This is ongoing and teacher research will continue throughout session 2020-21**

Develop leadership opportunities for our young people in S1-S3 – **There was some effective progress in this area with work started on S1/S3 House Captains; volunteering; representatives on groups**

Pupil feedback on learning will effect change in learning and teaching – **Faculties have embedded pupil feedback into their evaluations, and pupil focus groups have been involved in all our Faculty Review Processes.**

Q1 2.3 Learning, Teaching and Assessment

Ensure consistency of high quality learning and teaching – **the four phase lesson (to develop consistency across all lessons is embedding and will continue to be a focus in 2020-22). Our recent visit from [Education Scotland](#) reported good progress in this area and in our self-evaluation processes we used to identify our next steps for improvement**

Ensure assessment and moderation supports learning and next steps for our young people – **good progress has been made in this in senior phase and a further focus in Achievement of a Level at S1-S3 during 2020-22. All faculties are also revising their assessment and moderation policies for implementation in 2020/21.**

Ambition

Respect

Community

Q1 3.1 Ensuring wellbeing, equality and inclusion

To continue to develop a whole school approach to nurture/inclusion. **Our nurture base provision has been modified to create three separate spaces with a defined focus – learning zone, outdoor learning and bespoke individual and group work provision. We will continue to develop the use of these spaces to further enhance the provision. We will use the principles of nurture to reconnect pupils with their school community and address issues arising from the current situation. Our new [Equalities and Diversity](#) policy, which was consulted on with pupils, parents will also support this work**

To put positive relationships at the heart of Knox Academy – after professional learning by staff with PIVOTAL, and in consultation with pupils, the Parent Council and staff, we revised our whole school [Positive Relationships](#) policy and this has improved relationships and behaviour across the school ([as reflected in our recent inspection report](#) published in February 2020). This has resulted in a calm, purposeful environment for learning.

3.2 Raising attainment and achievement

Use robust tracking systems to identify, target and support our learners to achieve – **We developed a monitoring & tracking spreadsheet with inputs from all class teachers to work alongside our pastoral knowledge to target interventions where appropriate, hence improving outcomes for our young people. The updated reporting system was implemented, with further developments on this (including reporting on a level in all BGE subjects) which will take place next session.**

New termly [diligence certificates and achievement ties](#) will raise ambition – **the first term's certificates were issued and pupils and parents seem to value the recognition of staff recognising hard work and commitment across subjects. This will continue to embed in session 20/21. Thirteen Achievement Ties were awarded, for local and national level achievements in the areas of Arts, Sport, Enterprise and Citizenship.**

All faculties will be engaged in raising attainment in literacy and numeracy – **Curriculum Leaders have started focusing on this with their teams and identifying aspects within their subjects that they can improve L&N in subject areas.**

Improved attendance will raise attainment and achievement (Pupil Equity Fund). **We have introduced enhanced processes to monitor and address attendance issues, and will engage in the new SEEMis Matrix system (next session) which monitors live attendance statistics against other factors which may impact upon attainment and achievement.**

*Responsible
Citizens*



*Effective
Contributors*