

# KILLICOMAINE JUNIOR HIGH SCHOOL

## SCHOOL IMPROVEMENT PLAN 2024-2025

### APP/WEBSITE PUBLISHED SUMMARY

This is a summary of KJHS's School Improvement or Development Plan for 2024-25, the foundation of which has been in place since September 2020.

The COVID-19 pandemic significantly impacted our ability to meet all aspects of the original plan, requiring us to adjust the timeframe of our priorities as well as reassess them considering the impact of the pandemic on our school community.

Additionally, the period of teacher ASOSA (action short of strike action) affected staff engagement with the school development planning process.

Over the past three years (2021-22, 2022-2023, 2023-2024), we have adapted to a one-year plan model, aligning with the flexibility provided by DENI which allowed us to create a concise document that outlined our priorities for 2024-25, the actions and resources needed, and the key outcomes we aimed to achieve. Our approach incorporates consultation from staff, parents and pupils which took place during the summer term of 2024. Staff also had time to consider key documentation which included the latest research and relevant publications and guidance from external stakeholders such as ETI, DENI and EANI.

All this work, discussion and planning led to our original 5 key priority areas being merged and adjusted into 4 areas to provide a roadmap, focusing on our key priorities as identified through a comprehensive self-evaluation process.

This summary document therefore highlights the school's key priority areas for 2024-2025 and includes a detailed plan of actions to achieve these priorities. For each main school priority, we have provided a breakdown of our overall goals/targets for the upcoming year.

By focusing on these 4 key priority areas, KJHS aims to provide a high-quality educational experience for all our pupils while strengthening our connection with the community. Our commitment to effective leadership, innovative teaching, and a caring, supportive learning environment will help KJHS continue to thrive and achieve the best outcomes for our pupils.



More effective use of data at all levels – Tracking for improvement Use ICT to enhance learning – Improving numeracy – Improving literacy – Developing CEIAG opportunities - Promote an improve attendance above 95%  
 - Back to basics – KJHS What makes a great lesson? Building KJHS PLC – Establish and grow a NEW Curriculum and Assessment HOD Team – Develop further SEN provision

# KJHS School Development Plan 24-25

Working together for excellence in a caring community

### Improving our teaching, learning, curriculum & assessment

- Develop Thinking matters
- Improve and develop reporting comments
- Review and update subject assessment points across school
- Audit of TS/PC across the school.
- Raise pupil achievement using MER of data and target setting

### Improving our relationships and wellbeing

- Develop further use of PASS data
- Promote & embed positive noticing
- Use of data to address barriers to learning
- Explicit classroom routines and KJHS lesson formula
- Improve the form teacher role in PT.

### Improving our community links

- Improve opportunities for pupil voice across the school
- Develop further Dickson Plan collaboration

### Improving our leadership at all levels

- Improve collaboration opportunities and meeting schedules
- Manage the transition to BROMCOM
- Improve communication across school
- Develop middle leader role @ KJHS

## What additional priority actions can be adopted to progress the 4 key targets @ KJHS

Manage the post ASOSA landscape KJHS - Develop time budgets – staff voice Staff wellbeing focus To continue to review curriculum offer for KS3 and ensure that the offer is compliant with the NIC- Expand the SLT role- To further improve the learning environment- New Governors integrated into KJHS – Develop further systems of self-evaluation – Collaboration across CALC at different levels

Develop shared education- increase parent engagement opportunities – develop houses competitions- Greater communication channels with community – more regular pupil feedback opportunities – review of parent -staff and pupil voice 23-24

Develop pastoral programme – Review awards and behaviour system build staff capacity at all levels – Review salary policy and staff structure – sharing practice – increase bullying awareness- increase further opportunities for pupil leadership Develop role of form teacher – Develop Pupil Champion role- Further integrate Pastoral /Attendance Officer

Improving our teaching, learning, curriculum & assessment	Improving our relationships and wellbeing	Improving our community links	Improving our leadership at all levels
Provide an engaging and effective curriculum at KJHS supported by a desire for excellent teaching.	Focus on the overall well-being and development of all members of our school community – pupils and staff.	Strengthen the connection between the school and the community.	Develop strong leadership throughout the school to drive continuous improvement.
<b>What This Means for your child:</b>	<b>What This Means for your child:</b>	<b>What This Means for your child:</b>	<b>What This Means for your child:</b>
<ul style="list-style-type: none"> <li>✓ To build the capacity of our KJHS staff we regularly provide opportunities to improve our skills.</li> <li>✓ We endeavour to ensure the curriculum is exciting, relevant and meets pupil needs by encouraging active participation and engagement in learning.</li> <li>✓ Subject departments have schemes of work that are reviewed regularly and align to KS3 guidance. Digital technology helps to make subject learning at KJHS more interactive and fun. Part of our focus involves Knowledge Organisers, low level quizzing and Thinking Frames.</li> <li>✓ Teachers will incorporate creative and effective teaching methods such as – Thinking Matters – Magenta Principles- Retrieval Practice.</li> <li>✓ Metacognition - the act of thinking about how we think and learn. When equipped with the right teaching and learning strategies, pupils can be helped to develop metacognitive skills that allow them to plan, organise, and evaluate their own learning- called self-regulated learning.</li> <li>✓ We are informed by data to help our pupils improve and develop. Assessment in many forms play a key part of this.</li> </ul>	<ul style="list-style-type: none"> <li>✓ We prioritise the physical, emotional, and social well-being of pupils.</li> <li>✓ We offer a variety of activities to cater to different interests and talents.</li> <li>✓ We create a supportive and inclusive school culture.</li> <li>✓ We recognise the importance of relational learning and promote this in school</li> <li>✓ Develop programmes that promote pupil well-being and resilience.</li> <li>✓ Expand extracurricular activities and encourage student participation.</li> <li>✓ Foster an inclusive environment that supports diversity and equity.</li> <li>✓ Promote regular attendance</li> <li>✓ Attention given to staff wellbeing through staff voice and planning.</li> </ul>	<ul style="list-style-type: none"> <li>✓ We build strong partnerships with parents, local businesses, and community organisations.</li> <li>✓ KJHS ~parents and friends of group developed</li> <li>✓ We encourage community involvement in school activities and events.</li> <li>✓ We'll use community resources to enrich pupil learning experiences.</li> <li>✓ Communicate regularly with parents and community stakeholders.</li> <li>✓ Organise events and projects that involve the community. REACH ASPIRE CHURCH/YOUTHGROUPS</li> <li>✓ Collaborate with local organisations for real-world learning opportunities.</li> <li>✓ CEAIG Careers Fair</li> <li>✓ Enrichment week</li> <li>✓ Collaboration with partner schools in Dickson Plan and CALC.</li> </ul>	<ul style="list-style-type: none"> <li>✓ We cultivate leadership skills among staff and pupils.</li> <li>✓ We promote a collaborative approach to leadership.</li> <li>✓ We ensure decision-making is transparent and inclusive.</li> <li>✓ Provide leadership training for staff and pupils.</li> <li>✓ Encourage pupil leadership roles in school governance and initiatives.</li> <li>✓ Foster a culture of collaboration and shared responsibility.</li> <li>✓ Implementation and Monitoring:</li> <li>✓ Monitoring and Evaluation:</li> <li>✓ Set clear goals for each priority area.</li> <li>✓ Regularly review progress and adjust as needed.</li> <li>✓ Gather feedback from pupils, staff, and the community to guide improvements.</li> <li>✓ Opportunities for staff development supported by Board of Governors.</li> </ul>

