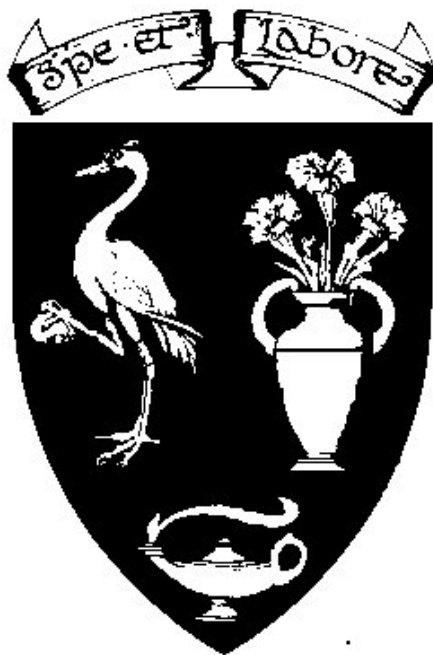


**Dundee City Council
Education Department**

Harris Academy



Dundee City Council Education Department

Harris Academy

School Improvement Plan 2012 - 2018

Audit

Previous Improvement Plan Update

Audit Outcome

Key Sources Of Evidence

Consultation

Dundee City Council Education Department

Harris Academy

School Improvement Plan 2012 - 2018

Statement Of School Aims

- 1 To ensure that all pupils fulfill their potential, academically, personally, socially and vocationally.**
- 2 To create a disciplined and caring environment in which all members of the school community can work happily and effectively.**
- 3 To maintain good links and relationships with parents and the community outwith school.**
- 4 To foster in pupils positive attitudes towards themselves, towards others and towards the school, and to inculcate good personal habits of dress, conduct, attendance and punctuality.**

Dundee City Council Education Department

Harris Academy

School Improvement Plan 2012 - 2018

Project List

No	Project Description	Planned Complete
1	Improving pupil performance	31/05/2013
2	Curriculum Development	30/06/2016
3	Supporting Learners	30/06/2016
4	Learners Experience	30/06/2015
5	Improvement through self evaluation	
6	Move to a new school	26/08/2016

Plan Overview - Project Aims & Objectives

Project 1 Improving pupil performance

Targets

1. Develop a whole school strategy for assessment within a Curriculum for Excellence
2. Review procedures for tracking pupil progress and prepare new guidelines for staff
3. Review procedures for reporting pupil progress and prepare new guidelines for staff.

School Aims

1. To ensure that all pupils fulfill their potential, academically, personally, socially and vocationally.

Project 2 Curriculum Development

Targets

1. Change way in which school plans for CfE
2. Ensure CfE S3 courses for session 2012 -13 are in place and appropriate
3. Ensure that appropriate curricular pathways are available for all pupils entering the Senior Phase, ensuring progression for pupils through Nat 4/5/ and Higher
4. Plan and make arrangements for all pupils to have an S3 Profile
5. Establish the use of e-portfolios for all pupils in S3
6. Support staff with regard to developing their knowledge and expertise of National Qualification at National 3 and beyond
7. Establish procedures for moderation of assessment with regard to CfE courses
8. Evaluate the experience of Nat 4 and Nat 5 for pupils and staff
9. Evaluate the pupil and staff experience of the Broad General Curriculum
10. Inter Disciplinary Learning Course
11. Inter Disciplinary Learning across the curriculum

School Aims

No Aims Found For Project!

Project 3 Supporting Learners

Targets

1. With reference to the GIRFEC framework,develop a strategy to allow ALL young people to access support which will enable them to achieve their potential through the opportunities provided within a CfE.
2. With reference to the GIRFEC framework,develop a strategy to provide the necessary targeted support to those young people who require this in order to overcome barriers in their learning.
3. Provide greater involvement for pupils with regard to what information should be shared,how this information should be shared and with whom

School Aims

1. To ensure that all pupils fulfill their potential, academically, personally, socially and vocationally.
2. To create a disciplined and caring environment in which all members of the school community can work happily and effectively.

Project 4 Learners Experience

Targets

1. Develop a clear understanding of the role of registration time and widen pupil involvement during this time
2. Achievement in its widest sense
3. Review of the use of IT to enhance learning and teaching.

School Aims

1. To ensure that all pupils fulfill their potential, academically, personally, socially and vocationally.

Project 5 Improvement through self evaluation

Targets

1. Introduce Professional Update
2. Build positive working relationships where staff feel supported and confident and have a clear picture of how to develop practice
3. Continue work of current GIRFEC Steering Group to provide steer for GIRFEC projects
4. Develop means for consultation with pupils and parents which will inform future decisions on school improvement
5. Strengthen systems for evaluation of learning and teaching

School Aims

No Aims Found For Project!

Project 6 Move to a new school

Targets

1. construct a timeline of events leading up to the decant of Harris to Rockwell in 2013
2. development of planned consultations to provide a new school fit for purpose on the Harris site by June 2016
3. construct a timeline of events leading to the decant into the new school in June 2016
4. contribute to release of information to staff pupils and parents to update them in key events and details of decant and rebuild.

School Aims

2. To create a disciplined and caring environment in which all members of the school community can work happily and effectively.

Dundee City Council Education Department

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School Improvement Plan 2012 - 2018

Improvement Project Outline

Improvement Project 1
Improving pupil performance

Targets

Target Description	Impact/Outcomes
1 Develop a whole school strategy for assessment within a Curriculum for Excellence	Considerable work has been done to prepare and develop courses for a CfE in terms of methodology as well as content. Because of the limited time available, assessment has not been a priority. Clearly there is a need to have a manageable and consistent approach to assessment which is in line with the principles of a CfE (including the cross curricular aspects). Pupils, parents and staff have to know how well each pupil is doing and whether progress is being made. Identifying appropriate strategies to bring about improvements in performance is also key to our assessment policy.
2 Review procedures for tracking pupil progress and prepare new guidelines for staff	CfE gives us the opportunity to review and improve current arrangements for tracking pupil progress and to build and extend the good work which already takes place. We plan to consult and inform staff of proposals during session 2012-2013 and to have a draft policy document ready for the seminars in session 2013.
3 Review procedures for reporting pupil progress and prepare new guidelines for staff.	Reporting arrangements to be reviewed to take more account of the principles of a CfE

Progress Check

Tgt	Target Start Date	Planned Complete	Actual Complete	Status
1	06/06/2012	31/05/2013		GREEN
2	06/06/2012	31/05/2013		GREEN
3	06/06/2012	31/05/2013		GREEN

Progress Check Comments

Improvement Project Outline

Improvement Project 2
Curriculum Development

Targets

Target Description	Impact/Outcomes
1 Change way in which school plans for CfE	Make CfE planning more efficient
2 Ensure CfE S3 courses for session 2012 -13 are in place and appropriate	Ensure staff are aware of the need to provide a curriculum which satisfies the broad general aspect but also starts to meet the needs of individuals in terms of future pathways with regard to National exams. Monitor progress throughout the course of the year through departmental plans
3 Ensure that appropriate curricular pathways are available for all pupils entering the Senior Phase, ensuring progression for pupils through Nat 4/5/ and Higher	Pupils will be appropriately placed in terms of assessment provision for all stages of the senior phase.
4 Plan and make arrangements for all pupils to have an S3 Profile	All pupils will have a statement of their learning to date at the end of S3
5 Establish the use of e-portfolios for all pupils in S3	Allow and encourage all pupils in S3 to construct an accessible electronic and manageable system of storing and presenting different types of evidence of their work
6 Support staff with regard to developing their knowledge and expertise of National Qualification at National 3 and beyond	Staff better prepared to ensure pupils are ready for new and revised National Qualifications
7 Establish procedures for moderation of assessment with regard to CfE courses	To ensure that all employed assessment is appropriate and provides opportunity for pupil achievement
8 Evaluate the experience of Nat 4 and Nat 5 for pupils and staff	To engage pupils in the process of review, evaluation and planning for improvements where needed.
9 Evaluate the pupil and staff experience of the Broad General Curriculum	Offering staff and pupils the opportunity to reflect on their experiences and ensure that our curriculum from S1 -3 offers breadth of experience and learning and also provides the foundation for moving into S4.
10 Inter Disciplinary Learning Course	Plan a discrete IDL course
11 Inter Disciplinary Learning across the curriculum	Audit current provision and facilitate development of new initiatives

Progress Check

Tgt	Target Start Date	Planned Complete	Actual Complete	Status
1	15/08/2012	29/06/2012	29/06/2012	GREEN
2	14/05/2012	31/05/2013	31/05/2013	GREEN
3	15/08/2012	29/05/2015		GREEN
4	15/08/2012	28/06/2013	28/06/2013	GREEN
5	15/08/2012	28/06/2013	28/06/2013	GREEN

Tgt	Target Start Date	Planned Complete	Actual Complete	Status
6	06/06/2012	30/06/2016		AMBER
7	06/06/2012	31/05/2016		AMBER
8	19/05/2014	18/05/2015		GREEN
9	19/05/2014	18/05/2015		AMBER
10	28/08/2015	28/06/2016		AMBER
11	28/08/2015	28/06/2016		AMBER

Progress Check Comments

Tgt	Planned	Comments	Actual
3		Results on the whole have demonstrated that pupils have been appropriately placed and this will continue to be monitored.	03/07/2015
8	19/05/2014	A series of pupil focus groups were held to discuss the experience of Nat3/4/5. PTs were also asked to evaluate this with their departments. Feedback from both groups was very similar and highlighted the following areas: assessment overload, the percetion of Nat 4, Communication and information, progression, and study leave	19/05/2014
8	24/06/2015	Implementation of the recommendations from the consultation	24/06/2015

Dundee City Council Education Department

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School Improvement Plan 2012 - 2018

Improvement Project Outline

Improvement Project 3
Supporting Learners

Targets

Target Description	Impact/Outcomes
1 With reference to the GIRFEC framework,develop a strategy to allow ALL young people to access support which will enable them to achieve their potential through the opportunities provided within a CfE.	ALL young people will have opportunity to access available support to achieve their potential.
2 With reference to the GIRFEC framework,develop a strategy to provide the necessary targeted support to those young people who require this in order to overcome barriers in their learning.	More staff will gain greater knowledge and experience in providing additional focused support in a wide range of contexts.
3 Provide greater involvement for pupils with regard to what information should be shared,how this information should be shared and with whom	Information sharing across school and with partner agencies will be strengthened,resulting in better outcomes for young people

Progress Check

Tgt	Target Start Date	Planned Complete	Actual Complete	Status
1	04/06/2012	30/06/2016		AMBER
2	04/06/2012	30/06/2016		AMBER
3	18/08/2014			GREEN

Progress Check Comments

Dundee City Council Education Department

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School Improvement Plan 2012 - 2018

Improvement Project Outline

Improvement Project 4
Learners Experience

Targets

Target Description	Impact/Outcomes
1 Develop a clear understanding of the role of registration time and widen pupil involvement during this time	Staff will develop greater confidence in their role as Class Mentor and pupils will develop leadership capacity as they engage more fully during Registration time
2 Achievement in its widest sense	Development of climate within which school community will recognise and celebrate wider achievements of pupils and staff
3 Review of the use of IT to enhance learning and teaching.	Improved learning and teaching by the use of modern wireless technology so IT can be embedded within all lessons as necessary rather than it being separate to the normal learning process.

Progress Check

Tgt	Target Start Date	Planned Complete	Actual Complete	Status
1	18/08/2014	30/06/2015		GREEN
2	18/08/2014			GREEN
3	11/08/2014	26/06/2015		AMBER

Progress Check Comments

Tgt	Planned	Comments	Actual
3	10/10/2014		

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School Improvement Plan 2012 - 2018

Improvement Project Outline

Improvement Project 5
Improvement through self evaluation

Targets

Target Description	Impact/Outcomes
1 Introduce Professional Update	Teaching staff will become familiarised with self evaluation process which will include Professional Update as a means to improve professional and personal development
2 Build positive working relationships where staff feel supported and confident and have a clear picture of how to develop practice	This will maximise opportunities for sharing good practice
3 Continue work of current GIRFEC Steering Group to provide steer for GIRFEC projects	Constitution of Steering Group will be reviewed and links established with BoS, Parent Council and Pupil Council
4 Develop means for consultation with pupils and parents which will inform future decisions on school improvement	Team of staff and pupils will be identified to develop The Pupil Voice
5 Strengthen systems for evaluation of learning and teaching	Development of model which will involve senior pupils working with staff to evaluate and develop learning for pupils and staff

Progress Check

Tgt	Target Start Date	Planned Complete	Actual Complete	Status
1	18/08/2014			GREEN
2	30/06/2015			GREEN
3	18/08/2014			GREEN
4	18/08/2014			GREEN
5	18/08/2014			GREEN

Progress Check Comments

Dundee City Council Education Department

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School Improvement Plan 2012 - 2018

Improvement Project Outline

Improvement Project 6
Move to a new school

Targets

Target Description	Impact/Outcomes
1 construct a timeline of events leading up to the decant of Harris to Rockwell in 2013	impact upon all aspects of life within the school due to the transition to a temp. School for 3 years
2 development of planned consultations to provide a new school fit for purpose on the Harris site by June 2016	program of consultation with all within the school community
3 construct a timeline of events leading to the decant into the new school in June 2016	key dates and events that will impact upon life within the school over the next 4 years
4 contribute to release of information to staff pupils and parents to update them in key events and details of decant and rebuild.	school community will be appropriately informed of stages and process of decant and rebuild of new school

Progress Check

Tgt	Target Start Date	Planned Complete	Actual Complete	Status
1	14/08/2012	16/08/2013	16/08/2013	GREEN
2	16/08/2010	15/08/2016		AMBER
3				AMBER
4	01/05/2012	26/08/2016		GREEN

Progress Check Comments

Tgt	Planned	Comments	Actual
1	17/08/2012	meeting arranged wk beginning 13th aug, Jan Mackie and Gordon laidlaw to gather information of current available key dates to put together an initial timeline for the current session.	14/08/2012
1		Sub Group created to enable final details of busing pupils to be considered then put to parents and pupils.	12/12/2012
1		School, Removals and Construction timelines all now in place from School, ECS, City Development and Capital projects.	11/01/2013
1		school working with DRS and capital project/city developments to agreed programme to enable school to decant into lawton road	18/04/2013
1		Decant has begun, Rockwell remains building site, information giving to all staff during may seminars	05/05/2013
1		Regular meetings to be held weekly on thursdays to assist in decant into Rockwell with ECS and Capital projects	06/05/2013
1		Building to be handed over to school on 05/08, staff allowed access during this time, planned visits for PT's to be programmed for end of may.	12/05/2013
1		school took ownership aug 2013	05/08/2013

Tgt	Planned	Comments	Actual
2		ongoing consultation with david mann and capital projects regarding new school design and development	16/08/2010
4	28/06/2012	school newsletter went out at end of term with additional section with current news on progress of both decant and new build	28/06/2012
4		Meetings held in school in September to update parents on progress for Decant and for New build.	18/09/2012
4		Public exhibition for design of New school held in Harris in November	03/12/2012
4		Newsletter to go out on a termly basis, meeting to be arranged after project board in late FEB/Early MARCH to update Parents on New school and Decant.	14/01/2013
4		Regular Newbuild newsletter to go out with school news on a termly basis	28/03/2013
4		planning proposal accepted at committee and go ahead given for complete demolition of current perth road site commencing Aug 2013	10/05/2013
4		Harris moved into lawton road site	16/08/2013
4		Robertson constuction took ownership of perth road site and begun demolition on buildings	02/09/2013
4		Site cleared and sewage works have commenced in anticipation of foundations going in.	08/11/2013
4		Final warrant submissions are being concluded this month. Currently architectural submissions of the New school building are being put together including first and second fix services shown in situ. The 3D model of the building is also being populated with furniture to allow suppliers to better understand the proportions and flexibility of spaces as well as identifying any problems ahead of the construction stages. On the Perth road site the majority of the buildings are now demolished, leaving only the central section of the north block. This will be taken down over the coming weeks in stages to allow preservation of the clock tower and carved stone around the main entrance. These will then be stored and sympathetically incorporated back into the new building. The war memorial was removed back in August and is also currently being stored. The first stage of drainage works for the new building has already been completed in area previously referred to as the south playground. Concrete piles are now being positioned in this area to take the initial formation of the lower level of the building and foundations.	02/12/2013
4		Constuction work on water and sewage is complete and retaining wall at south of site is near completion.	14/03/2014
4		A considerable amount of progress has been made since March. Tower cranes are in place, the second and third levels of the building are now under construction on the east of the site and the 6 meter high retaining wall is now completed at the south. New access paths are being created and infrastructure is being put in to support the roads and service areas. Construction work for the retaining walls is almost complete at the front of the school which will allow further infill at the north of the site. This will allow a deeper and more expansive break out space at the front of the school which was always problematic in the past.	12/06/2014

Tgt	Planned	Comments	Actual
4		<p>Progress on site now gives a dramatic presence as the top level of the building is now very obvious above the construction hoardings. The main external structure of the building is complete and access between each level within the building structure is now via cast stairwells. Already work is being undertaken to fit the windows and frames to the building. Over the next 10 weeks work will continue on this aspect to make the building wind and water tight. The remainder of temporary ground works will now be completed allowing movement of site personnel and traffic to enable preliminary work to begin within the internal structure of the building.</p>	01/10/2014
4		<p>The school build continues to be on track. Much of the insulation has now been fitted to the building and all but the Atrium windows are in. Work on the exterior brick work is well underway and sympathetic to the colour of the stonework from the previous building. Internal walls and the structure of classrooms and offices have begun which now gives a clearer indication of the levels and layout. As the year progresses opportunities may arise for some staff and pupils to get an initial look around the internal layout of the building.</p>	22/12/2014