

# GTCS Excellence in Professional Learning.

Alloa Academy

11 June 2019

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# Introduction

## GTCS Excellence in Professional Learning.

On the 11 June 2019, a panel from the General Teaching Council Scotland (GTCS) will visit Alloa Academy to audit our culture of Professional Learning.

During the visit, Alloa Academy staff will share how Professional Learning is at the heart of our school culture and how it has brought about school improvement.

Through this submission and the visit, we aim to demonstrate how professional learning has impacted on both individual teachers (at all levels) and how Professional Learning continues to bring about improvements. We also aim to demonstrate how collaborative approaches across Alloa Academy have developed a healthy culture whereby 'we are all learners'.

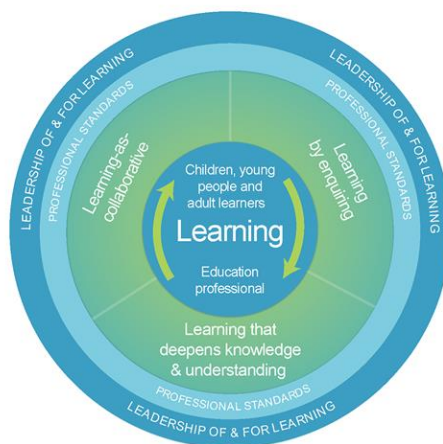
The timetable for the day will include over 40 teachers (55 FTE in Alloa) and staff who will talk to the visitors to demonstrate how excellence in Professional Learning is evident across the whole school. Partners and pupils will also be included.

During the visit staff will make reference to the use the relevant 'GTCS Standards' and to support the visit, this submission covers aspects of Professional Learning in Alloa Academy.

It is divided up into key areas to help the panel have information of the professional learning across the school.

Each of the areas covered within this document, link the GTCS Model for professional learning.

- *Learning that Deepens Knowledge and Understanding*
- *Learning as Collaborative*
- *Learning by Enquiry*



If any further information is required, please get in contact with myself.

I hope you enjoy your visit to Alloa Academy.

Colin Bruce

Headteacher

[clcbuce@Glow.sch.uk](mailto:clcbuce@Glow.sch.uk)

## Alloa Academy – 11/6/19

### GTCS Excellence in Professional Learning Award Visit

8.50 – 9.10 Welcome to Alloa Academy, C Bruce (Headteacher) and L Sanda (Improving Outcomes Manager)

9.10 – 9.40 Senior Management Team (DHTs) Our Culture of Professional Learning Presentation to Panel  
Any Questions from Panel

| Periods and Times         | Conference Room                                                                                                                                                                                                                                                                         | Meeting Room 0-012                                                                                                                                                                                                                                                                                                                            | Headteacher Office                                                                                                                                                                                  |
|---------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Period 2.<br>9.40 – 10.30 | <b><u>Leadership Academy</u></b><br><i>(Learning that Deepens Knowledge and Understanding)</i><br>PT Leadership Academy - E Paterson<br>PT Leadership Academy - S McCracken<br>PT Leadership Academy - L Ross<br>PT Leadership Academy - E Paterson<br>PT Leadership Academy - N Gibson | <b><u>Columba 1400</u></b> - Vision and Values<br><i>(Learning as Collaborative)</i><br>HT – C Bruce<br>DHT – I McGhee<br>PT Family Engagement - K McEwan<br>Teacher - S O’Neil<br>Pupil(s) - TBC                                                                                                                                             | <b><u>Pupil Led Enquiry</u></b><br><i>(Learning by Enquiry)</i><br>DHT - N Giuliani<br>PT - TA McNeil<br>Pupil(s) - TBC<br>Partner –Strathclyde Uni                                                 |
| Interval<br>10.30 10.45   |                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                     |
| Period 3<br>10.45 – 11.25 | <b><u>Progress</u></b><br><i>(Learning that Deepens Knowledge and Understanding)</i><br>DHT – G Barnes<br>PT – B West<br>PT - M D’Arcy<br>Teacher – E McGrouther                                                                                                                        | <b><u>Tapestry</u></b> – TLCs and AIFL in Alloa<br><i>(Learning as Collaborative)</i><br>DHT – N Giuliani<br>Teacher – L Connell<br>Teacher – S McCracken<br>NQT – L Hawkins<br>Teacher - L Bircher                                                                                                                                           | <b><u>Pupil Support</u></b> – Supporting staff to support our learners.<br><i>(Learning that Deepens Knowledge and Understanding)</i><br>DHT – J Bryce<br>PT – ASN K Jefferson<br>PT – ASN R McAdoo |
| Period 4<br>11.35– 12.25  | <b><u>Critical Collaborative Professional Enquiry - Masters Level Learning</u></b><br><i>(Learning by Enquiry)</i><br>HT – C Bruce<br>DHT – G Barnes<br>PT Teacher – R Murray<br>Teacher – L Miller<br>Partner - V Drew (Prof Stirling Uni)                                             | <b><u>Sharing Best Practice -CLPL Strategies and Padlet</u></b><br><i>(Learning as Collaborative)</i><br>PT Leadership Academy – E Paterson (CLPL)<br>PT English – J Adam (Literacy – Theatre links)<br>Teacher – H Irwin (Active Learning)<br>NQT – A Grant (UNICEF RRSA + Active Learning)<br>PT Leadership Academy ON Gibson (Skills Week) | <b><u>NQTs</u></b><br><i>(Learning by Enquiry)</i><br>PT Leadership Academy- S McCracken<br>NQT P Grivell<br>NQT A Grant<br>NQT C Currie<br>NQT L Hawkins                                           |
| Lunch<br>12.25 – 1.10     | Lunch – opportunity for Panel to catch up (Conference Room)<br>Drop In – Staff to share their examples of Professional Learning, if they wish (HT Office)                                                                                                                               |                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                     |
| Period 5<br>1.10 – 2.00   | <b><u>School Culture</u></b> – various professional learning<br><i>(Learning as Collaborative)</i><br>Panto – J Jack (PT)<br>Club Coffee – N Giuliani (DHT)<br>YPI – C Leppard (PT)                                                                                                     | <b><u>Nurture/ACES Project Team</u></b><br><i>(Learning that Deepens Knowledge and Understanding)</i><br>PT ASN – R McAdoo<br>PT – K Jefferson<br>Teacher – A Moore                                                                                                                                                                           | <b><u>Wellbeing</u></b> -Tracking and Supporting Wellbeing<br><i>(Learning that Deepens Knowledge and Understanding)</i><br>DHT - I McGhee                                                          |

|                         |                                                                                                                                                                                                                            |                                                                                                                                                                                                |                                                                                                                                                                                                                                                        |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                         | ECO Committee – A Moore (Teacher)<br>HWB SQA – C Jewell (PT)<br>H+S – L Collins (Technician)<br>Alloa Academy TV – J Robertson Teacher                                                                                     | PSA/LA – H Richardson<br>Partner – K Gibney (Syrian Support)                                                                                                                                   | PT Leadership Academy - L Weir<br>Partner – E McCrae (Wellbeing Scotland)<br>Young Carers – M Ross-McAllister                                                                                                                                          |
| Period 6<br>2.00 – 2.50 | <b><u>Duke of Edinburgh, Foundation Apprenticeships, Career Standards – Improving Pathways</u></b><br><i>(Learning as Collaborative)</i><br>DHT – G Barnes<br>PT Leadership Academy – K McEwan<br>Partner – D Irvine (SDS) | <b><u>Self-Evaluation– Snap Shots. 6 A Day, Learning Walks, Focus Groups</u></b><br><i>(Learning by Enquiry)</i><br>DHT - I McGhee<br>DHT - N Giuliani<br>PT – S Walker<br>PSA/LA – S Cummings | <b><u>Using Data Intelligently - Coaching and Mentoring</u></b><br><i>(Learning that Deepens Knowledge and Understanding)</i><br>DHT – L Thomson<br>PT – K Wilkes<br>Teacher – G English<br>Partner - E Douglas (SDS)<br>Pupil – TBC<br>LA – S Wallace |

3.05 – 3.35 Panel Discussion

3.35 – 4.00 Panel Feedback to SMT and Improving Outcomes Manager

# Leadership Academy

Alloa Academy have focused their efforts in developing leadership at all levels.

**The 'Leadership Academy' aims to deepen the Knowledge and Understanding of the teachers involved.**

This initiative stems from SMTs professional learning in Columba 1400 where they have developed a 'values based' approach to leadership and service.

Alloa Academy are committed to developing staffs learning by providing opportunities that enable them to become the best they can be. An important part of this has been empowering teachers through the Leadership Academy.

Through the use of PEF, changes were made to the school staffing structure to ensure that professional learning opportunities are made possible for aspiring leaders, whilst meeting the challenges set out in the National Improvement Framework. Ultimately, we agreed a focus developing 'leadership opportunities at all levels' as a key strategy to build capacity, whilst also working towards closing the poverty related attainment gap.

Each member of the 'Leadership Academy' has engaged in a professional learning programme that supports their understanding of Leadership. They have also been coached by an experienced DHT I (McGhee) to support them in their role.

There have been some immediate school improvements from the Professional Learning and work carried out in partnership with the Leadership Academy:

- Improved Positive Destinations data (16/17 87% vs 17/18 94%)
- Reduced Exclusions (16/17 29 vs 17/18 1)
- Reduced referrals (15% drop)
- Improved Attendance
- Improved attainment outcomes for S4 young people living in SIMD 1 (43% live in SIMD 1+2)
- Pupil presentations on relationships at The Scottish Learning Festival

Last but not least, staff who have engaged in the 'Leadership Academy' are now leading school improvements and are more self-aware of their own Leadership strengths, and areas that they can further development.

We are very pleased with the culture of professional learning the Leadership Academy has developed, as we continue work to close the attainment gap and raise attainment

The programme below (following page) demonstrates the Professional Learning Sessions delivered to the 'Leadership Academy'.

SMT have since shared how they use PEF for professional learnings ion Alloa Academy (Leadership Academy), at a national level and to John Swinney (Depute First Minister) at the BOSCH Conference in May 2019.

## **The Leadership Academy and Impact on Iain McGhee (DHT)**

The Leadership Academy was designed to meet the deficit in formal leadership opportunities which have accompanied the move to a Faculty based leadership model in the school. It is delivered and through a combination of theory based learning and on the job experience. This is complimented by fortnightly coaching/mentoring sessions and opportunities for formal reflection. This is a two year process and candidates are assessed at the end of year one and year two and are aiming for accreditation from Clackmannanshire Council, GTCS and an SQA level 8 qualification in Leadership and Management.

My learning from devising, researching and implementing this process has been immense. After I generated the initial idea, I then researched best practice in other establishments across the country. Next I made contact with the Local Authority with a suggestion about how this could be implemented across Clackmannanshire. I then devised a strategic plan for Alloa Academy which I presented to the Board of Studies for approval. The idea was approved and I then began developing the theory based element of the Academy, working collegiately with two Local Authority based colleagues. This involved a large amount of reading and research. Based on this research we came up with a one year Leadership programme delivered through monthly presentations/workshops (including one from the GTCS). Learning is assessed through portfolio presentations and learning visits. I hosted and attended all the workshops, and in doing so I have learned a great deal from these. The workshops are held monthly in Alloa Academy. As well as acting as host, I also delivered a workshop on 'The Change Process: Building Capacity and Evaluating Impact'. Researching and planning for this has also assisted me in my own reflection process in terms of my leadership of this initiative.

Within school I have coached/mentored our Leadership Academy participants. This is done through timetabled fortnightly meetings with pairs of participants. My attendance at the Columba 1400 HTLA this session has developed my practice in terms of coaching skills and given me new techniques to apply. The Columba experience also helped me to evaluate my own leadership and reinvigorated me in this respect.

Currently I am developing year two of this programme and this is involving a lot of research and planning.

In terms of developing the Leadership Academy participants, *'3.4.2 Engage in reflective practice to develop and advance career-long professional learning and expertise'* has been key. But the ultimate aim over the two years is to develop the participants to the stage where they can apply for GTCS accreditation towards meeting the standards in

*'The Standards for Leadership and Management – Middle Leaders'*

For my own part my learning in terms of this initiative has focussed mainly on the Standards for Leadership and Management for Head Teachers with particular reference to:-

4.1 Establish, sustain and enhance the culture of self-evaluation for school improvement;

And

4.2 Develop staff capability, capacity and leadership to support the culture and practice of learning.

The whole process has been an interesting, rewarding and successful one. During this time I have made changes to my own leadership style as a result of learning through the Academy, and I feel my own learning and resultant development has contributed to the overall success of this initiative. In addition as a direct result of this programme, I have made a network of contacts across the country with whom I can share ideas and best practice on a range of topics. This has been and will continue to be of benefit to the school.

## ***Working Title- Preparing for Leadership***

### **Proposed Programme Dates for 2018-19**

**Attendance is expected at all of the following events:**

| <b>Date</b>                          | <b>Programme Content</b>                                    | <b>Presenters</b>                                          |
|--------------------------------------|-------------------------------------------------------------|------------------------------------------------------------|
| <b>2 October, 2018<br/>4-6pm</b>     | <i>Understanding the Big Picture</i>                        | <i>Cathy Quinn &amp; Kaye Hills</i>                        |
| <b>6 November, 2018<br/>4-6pm</b>    | <i>What is Leadership?</i>                                  | <i>Colin Bruce</i>                                         |
| <b>?? November, 2018<br/>9am-4pm</b> | <i>Creating Effective Relationships</i>                     | <b>John Swan, Employee Dev. Team, Falkirk Council</b>      |
| <b>4 December, 2018<br/>4-6pm</b>    | <i>Working With Others to Bring About Improved Practice</i> | <i>Sec. DHT (Pastoral) J Bryce<br/>Pr. HT (Curriculum)</i> |
| <b>15 January, 2019<br/>4-6pm</b>    | <i>Leading and Managing the Process of Change</i>           | <b>tbc</b>                                                 |
| <b>5 February, 2019<br/>4-6pm</b>    | <i>Making Effective Use of Coaching</i>                     | <i>Elaine Napier, GTCS?</i>                                |
| <b>5 March, 2019<br/>4-6pm</b>       | <i>Effectively Managing Restorative Conversations</i>       | <b>Psychological Services</b>                              |
| <b>30 April, 2019<br/>4-6pm</b>      | <i>Critical Reflection of the Change Process</i>            | <b>tbc</b>                                                 |
| <b>28 May, 2019<br/>4-6pm</b>        | <i>Over to you..... Dissemination Session</i>               | <b>Anne Pearson<br/>Course Participants</b>                |

## Columba 1400



To support the Professional Learning of the Senior Management Team (SMT) In Alloa Academy the Head Teacher (Mr Colin Bruce), depute head teachers' (Iain McGhee, John Bryce, Gordon Barnes, Nicky Giuliani and Liz Thomson) and link Improving Outcomes Manager (Lorraine Sanda), participated in Columba 1400's Head Teachers' Leadership Academy.

Importantly the Alloa Academy SMT took part in this, one week professional learning retreat, over a 3 Month period (Sept – Nov 2018), this enabled the team to engage in the professional learning over a short period of time.

As the SMT was a new team (Headteacher and 2 x DHTs since Aug 2017), this development was an excellent Professional Learning experience for the team to reflect on their own values, prior to revisiting our school vision and values for the future. It was a coming together of our team.

This Columba experience is designed to support school leadership teams as they focus on the cultures we create through an understanding of core values. In doing so the team felt empowered for setting the standards for teachers, students, our community and the interface between all three in Alloa.

The Columba 1400's values based accredited Leadership Academy provided Alloa Academy SMT with a platform to make a real lasting difference for themselves, the young people, and the staff in our community.

Since this Professional learning the team SMT have engaged in consulting with our Vision and Values.

During the visit on 11 June we will share this professional learning work and how we are embedding our Values in everything we do in Alloa. The image below shows our new Values.



The Alloo Academy SMT and Teachers have maintained working with Columba 1400 through a Family Engagement Approach which is the first of its kind. Columba 1400 continue to support young people and families in Alloo Academy including Clax 1400 café, ran by parents.

## Pupil Led Enquiry

Alloa Academy's involvement in youth-led approaches has shifted the focus to pupils being the driving force in decision making and change within the school.

**The staff Professional Learning within this work has aimed to enable teachers to learn by enquiry.**

To develop staffs Professional Learning on 'Pupil Voice', staff have worked in partnership with Strathclyde University, Space Unlimited and Clackmannanshire Council Education Dept to develop their understanding of school-based approaches to improving health and wellbeing.

This Enquiry based Professional Learning by staff demonstrated how to develop approaches to include Young People in the school decision making.

The teachers learning on the programme developed:

- A deep exploration of how to identify methods to capture, how students think and feel about school-based approaches to health and wellbeing.
- Staff ability to develop and lead an action plan that is integrated with school improvement objectives.
- Strategy that enables a group of Pupil and Teacher leaders ready to stay engaged with on-going development and delivery of school approaches to health and wellbeing.
- Teacher's abilities in evaluating young people's skills and confidence to shape learning experiences.

The project involved:

- A half day event where teachers and pupils were introduced to the enquiry process, activities which introduced the concept of Health and Wellbeing and began to think about their priorities.
- A 2 day event working in 3 distinct enquiry groups with space unlimited staff and PDGE students to co-facilitate enquiry and action planning. The groups generated ideas of new approaches to health and well-being, including prevent and tackling bullying. Teachers and Pupils worked together to brief key staff about the enquiry process, to share health and wellbeing data in an engaging way, to launch and pitch ideas to interested parties within the school community.
- A full day event held at Strathclyde University Education Campus to review and plan next steps. This involved a presentation by Teachers and Pupils of each of their ideas generated and any action on their projects to date. They then worked in groups with space unlimited leaders to plan next steps for their projects to be taken back to schools.

The projects have been taken forward in various ways and continue to be embedded into school improvement planning.

- Anti-bullying, diversity – their presentations promoted the development of workshops as part of the PSE BGE Finale to address and explore issues further.
- Anti-bullying – Teachers and Pupils have been working closely with Brian Donnelly (previously 'Respect Me'), to develop the school's Anti-Bullying Policy. Their views have also been shared within the Anti-Bullying policy group at Local Authority level and representatives (Teachers and Pupils) presented their ideas at the Head of Establishment's Meeting. Pupils led focus groups to gather the views of each of the year groups regarding bullying.
- Peer Education 'Be More Donkey' – The activity was run as a workshop for all S1 and S2 pupils as part of the PSE BGE finale in addition to running sessions with feeder primary school Primary 7 classes.
- Equality – Teacher Leaders and pupils wanted to be able to feedback to teachers on their teaching to make it a more positive experience. This has been incorporated into the Learning and Teaching strategies within school improvement. Pupils are working alongside staff on a working group to develop 'Snapshot' period feedback forms.
- No More (pupil campaign seeking to challenge racism and homophobia) – have been working closely with the school Health and Well-being worker to develop and integrate 'diversity' within the school.
- The Thought Box – project led by young people where a box has been placed in the school where pupils can post suggestions/issues/comments to support teachers discover the range of sensitive issues young people are experiencing and potential personalised strategies for solutions.



This professional learning and development has created a forum and a culture where pupil voice is represented at a decision making level on issues which affect their daily lives. Pupils and staff have continue their engagement and development work on the projects e.g. presenting and sharing their ideas and experiences at the Scottish Learning Festival, and involvement at an event for Engage Strathclyde.

By teachers working in partnership with Strathclyde University and Space Unlimited, this promoted ambition and a sense of purpose out-with the school environment.

Teachers and Pupils alike have presented to SMT and to other interested parties which gave them a sense of importance and that their ideas, opinions and projects developed were

worthwhile and being taken seriously. This has promoted the value of mutual respect.

Teachers and Pupils presenting at primary schools, school assemblies, and Scottish Learning Festival and review conferences has really given pupils a sense of achievement. In addition, attending Strathclyde University for the review and planning conference gave pupils the experience and insight to attending university broadening horizons for some.

The projects being embedded within the school have led to improved outcomes for all learners:

- Changes to PSE programmes
- New Anti-bullying policy
- 'Thought Box' for all pupils
- All pupils able to feedback regarding learning and teaching via Snapshot period feedback forms leading to positive changes in learning and teaching
- Diversity Day

Along with other initiatives, the Pupil Led Enquiry programme has had a large impact on ensuring pupils have a voice within Alloa Academy. It has also had a major impact on the Professional Learning and enquiry based approaches for the teachers.



This work is shortlists for the Scottish Education Awards (5 June 2019)



## Progress



The Alloa Academy tracking and monitoring working group engaged in professional learning via enquiry based approaches that improved the way we track, report and communicate to Parents and Carers

The Tracking and Monitoring working group were involved in many researching into many different tracking and reporting systems across Scotland. They visited many schools and linked with many partners.

This enquiry based work has resulted in Alloa Academy working in partnership with Didbook – Progress. We have also established collaborate partnerships with other Schools (Bathgate Academy and Lornshill Academy) where we are both early adopters of Progress.

Staff have gained Professional Experience in developing Videos to Support Progress

Delivered training sessions to colleagues

Delivered training sessions to parents

Delivered training sessions to Pupil

All teacher in Alloa Academy have engaged in professional learning of this new system in 2018/19.

On the 11 June we hope to share the impact this new method of tracking, reporting and communicating with parent.

We will share our ongoing regular reflection/assessment of individual learner's academic progress rather than a yearly report plus Parent's Evening.

We will aim to discuss how this professional learnings has increased learning conversations and their quality.

## Tapestry



All teachers in Alloa Academy embarking on a 2 year programme Leading Learning - Improving Pedagogy and Equity which uses Learning Communities (TLC Model). In 2018 a Masterclass led by Dylan Wiliam was delivered to TLC Leaders in Alloa Academy.

The programme involved: Masterclass with Dylan Wiliam  
8 training sessions led by Tapestry  
8 Workshops led by **TLC** leaders (suggested 2 hours during in-service days/collegiate time) and collaborative updates

This professional learning has since been shared with every teacher in Alloa Academy through our TLC groups. The professional learning from staff has been fantastic to see and we are now seeing a real impact on the pedagogy, active leanings and AIFL strategies being used by teachers.

We will share this journey with you on 11 June 2018.

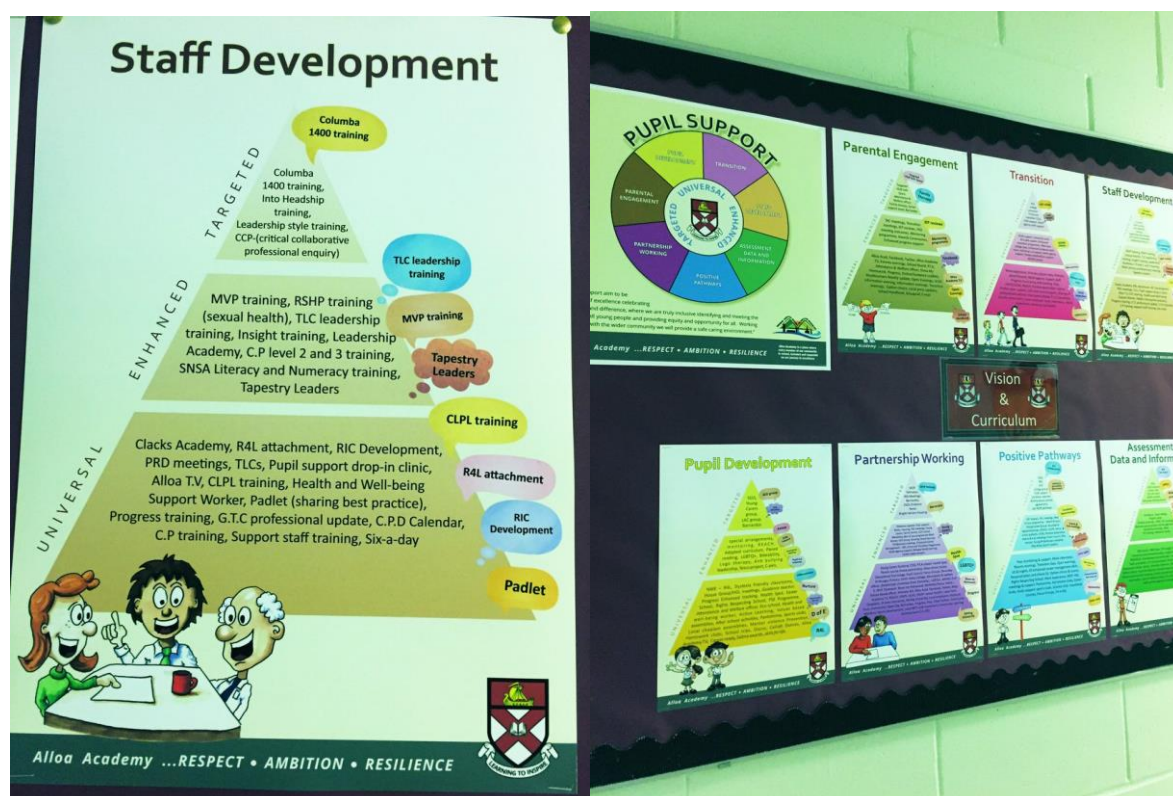
## Pupil Support

Pupil Support – Knowing your learners, has been a large amount of professional learning work that has taken place in 2018/19 the work aims to deepen staffs understanding of strategies to support our young people.

J Bryce (DHT) and his colleagues have visited every teacher and shared a professional learning presentation to ensure differentiation and excellence in support is realised.

The images below show the branding and work that the team have put in to communicate and share the strategy to colleagues in Alloa.

On the 11 June we will share this with the visitors and demonstrate how professional learning is at the heart of our improvements through a Universal, Enhanced and Targeted Approach.



## Critical Collaborative Professional Enquiry



Alloa Academy have relished the professional learning work which has been supported in partnership by Valerie Drew (Senior Lecturer in Professional Education and Leadership) and Mark Priestley (Professor – Education) from University of Stirling.

This Professional Learning is called - Critical Collaborative Professional Enquiry.

**The work is aimed at developing enquiry based approaches** that will support the ongoing developments of the Alloa Academy Curriculum.

The practice process of Critical Collaborative Professional Enquiry (CCPE) is a methodology drawn from Action Research.

This methodology embraces a number of distinctive elements: The learning for teachers included engaging with policies and purposes, engaging with practices and engaging in a contextual audit which analysed the Alloa Academy School curriculum.

Support from the leaders (Valarie and Mark) included critical questions that promote social justice and equity as well as critical engagement with policies, research and practices.

The Stirling model of CCPE comprises three phases: focusing, interrupting and sense-making.

During the first phase Alloa Academy participants identify an area of interest (IDL and Digital Learning) and we have immersed our self in academic reading and research to devise a conceptual framework to interrupt and change existing practices.

In the second phase of CCPE the Alloa Academy participants have worked collaboratively to interrupt existing practices though enacting the plan devised in phase one.

During this period the Alloa teachers have engaged data analysis to evidence potential impact on process and outcomes.

The Alloa CCPE team work together to critically analyse data and interpret evidence to evaluate the impact of their work on outcomes for children, young people and those involved in carrying out the enquiry.

At this stage the participants have modified our plans for Digital Learning and Interdisciplinary Learning in light of our analysis.

The key professional learning from the programme includes

1. We found our team had an enhanced understandings of the curriculum.

2. The team had a better grasp than previously of the core aims and principles of the curriculum Design including IDL.
3. Participants have developed better understanding of the potential links between purposes and practices including National Policy.
4. There is an increased familiarity with related and relevant concepts such as metacognition, IDL Approaches and National Policy

Finally, the research has created a culture of engaging enquiry through academic reading and through interrupting current perspectives. The team are now open to look at new ways of thinking, generating the ability to more readily consider multiple possibilities; and how they help to develop new ways of working.

## Sharing Best Practice

Sharing Practice in Alloa Academy is our a key strength

**We aim to develop professional learning though collaborative approaches** and sharing best practice.

We do this through a number of means including

- Digital Padlet (Professional Reading, learning and Teaching)
- CLPL Calendars
- CLPL Staff Skills Week
- Twitter

### Digital Padlets

We are increasingly using digital means to share our learnings. Padlets have been very popular for teachers in Alloa Academy

Elaine Paterson (Leadership Academy PT Sharing Practice) has developed an interesting approach to share best practice in the school (It is now used across Clackmannanshire).

Staff share lesson, tips, plans and resources online via Padlet.

There is a link on every teacher's dashboard for easy access and it is also now a desktop icon with a direct link to the padlet. Please click on the link to see this in action

<https://padlet.com/clepaterson3/3b6pcmdpq27a>

Janet Adam (PT Languages) has started a Professional Reading Padlet to enable staff to share interesting educational books and articles. Please click on the link to access this

<https://padlet.com/cljadam/2a8us9hynudr>

We can monitor the staff use of these padlets and we are really impressed at how many people are making use of them.

# Alloa Academy



## CLPL Calendar 2018/19

| CLPL theme                                                                            | Session Leader        | Time / Date            | Location               |
|---------------------------------------------------------------------------------------|-----------------------|------------------------|------------------------|
| Pupil Mentoring Training for staff supporters                                         | N Giuliani            | 3-3.30pm<br>7/11/2018  | Conference room        |
| An introduction to using Padlet                                                       | E Paterson            | 3-3.30pm<br>15/11/2018 | 2-011                  |
| Spreadsheets                                                                          | B. West               | 3-4pm<br>5/12/18       | TBC                    |
| Collaborative Learning                                                                | I McGhee / N Giuliani | 3-4.15pm<br>6/12/18    | Rm 1-059               |
| Improvement Science - How to test your 'theories' in the classroom                    | L Thomson             | 11/12/18               | TBC                    |
| Digital – classroom tips (bring your own device)                                      | K McEwan              | 4-5pm<br>21/01/19      | Rm 1-039               |
| Numeracy                                                                              | B. West               | 29/1/19                | TBC                    |
| SNSA                                                                                  | B. West / L Thomson   | 3-4pm<br>6/3/19        | TBC                    |
| Literacy – responsibility of all                                                      | J. Adam               | 4-5pm<br>12/3/19       | Conference Room / Hall |
| Insight                                                                               | B. West               | 21/3/19                | TBC                    |
| Introductory session on coaching conversations that aim to support colleagues/pupils. | C Bruce               | 18/4/19                | Conference Room        |
| Collaborative Professionalism - Working Collaboratively to Lead to Improvement        | L Thomson             | 1/5/19                 | TBC                    |
| Social Justice                                                                        | J. Adam               | 16/5/19                | Conference room/ hall  |
| Health and Well-being (TBC)                                                           | L Weir / E Macrae     |                        | TBC                    |

## CLPL Skills for Staff Week

This initiative saw all Alloa Academy staff engage in a Professional Learning skills week which directly ties in to GTCS Standards.

1. Professional Commitment as well as many of Standard(s)
2. The training offered was delivered by our staff, for our staff, with all members engaging in a minimum of two sessions.

Each session lasted 50 minutes and covered a wide and varied range of topics including self-care for staff, SNSA, Differentiation, Active Learning techniques and many more.

In total, 19 sessions were offered over the course of the week. Each session offered something different while all had the focus of improving Teaching and Learning within our establishment for our pupils.

### Skills Week – CLPL staff sessions

**All staff will opt in to at least 2 sessions.**

|                  | 1                                                                       | 2                                              | 3                                              | 4                                                                        | 5                                                             | 6                                              | 7                                                         |
|------------------|-------------------------------------------------------------------------|------------------------------------------------|------------------------------------------------|--------------------------------------------------------------------------|---------------------------------------------------------------|------------------------------------------------|-----------------------------------------------------------|
| <b>Monday</b>    | Spreadsheets<br><br>B West                                              | Equal Educational Opportunity<br><br>J Adam    | Padlet<br><br>E Paterson                       | Improvement Science<br><br>L Thomson                                     | SNSA<br><br>B West                                            | Differentiation<br><br>R McAdoo<br>K Jefferson | An Introduction to Collaborative Learning<br><br>I McGhee |
| <b>Tuesday</b>   | Revision Strategies through Active Learning<br><br>A Grant<br>A O'Neill | Self-care for Staff<br><br>E Macrae            | Managing Dynamics<br><br>E Macrae              | Coaching Conversations<br><br>C Bruce                                    | How to extract and print reports from Progress.<br><br>B West | Literacy Across Learning<br><br>M Sykes        | Insight<br><br>B West                                     |
| <b>Wednesday</b> |                                                                         | NME / Mini maps<br><br>K Jefferson<br>R McAdoo | Collaborative Professionalism<br><br>L Thomson | More Techniques for Collaborative Learning<br><br>I McGhee<br>N Giuliani | Board Games for Learning<br><br>H Irwin                       | Numeracy across Learning<br><br>B West         |                                                           |

## NQTs

Throughout Session 2018-19, Teacher in Alloa Academy NQTs have engaged in ongoing Professional Learning shown in the calendar below.

This CLPL is linked to the GTCS Standard for Full Registration:

- Effective Learning and Teaching
- Commitment to Pupil Health & Wellbeing
- Engaging Critically in Enquiry, Research and Evaluation

| DATE, TIME & VENUE                                                                 | COURSE CONTENT                                                                                                | FACILITATORS                                                                                                                  |
|------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| <b>13 June, 2018</b><br><br><b>Alloa Academy</b><br><br><b>9.00am - 12.00 noon</b> | <b>Induction Session</b>                                                                                      | <i>Members of<br/>Clackmannanshire Council Central and School-based Support<br/>Team</i>                                      |
| <b>29 August, 2018</b><br><br><b>Venue TBC</b><br><br><b>9.00am - 12.30pm</b>      | <b>Your GTCS Online Profile</b><br><br><b>Induction Modules</b><br><br><b>Building Positive Relationships</b> | <i>Centre-based Supporter<br/><br/>Alastair Hair, Organisational Development<br/><br/>Phil Arnold, DHT, Lornshill Academy</i> |
| <b>5 September, 2018</b><br><br><b>Venue TBC</b><br><br><b>9.00am - 12.30pm</b>    | <u><b>Commitment to Pupil Health &amp; Wellbeing</b></u><br><br><b>Child Protection / GIRFEC</b>              | <i>Helen Munro,<br/>Education Support Officer<br/><br/>HT Haley McMaihin (DHT? Lornshill)</i>                                 |
| <b>12 September, 2018</b><br><br><b>Venue TBC</b><br><br><b>9.00am - 12.30pm</b>   | <u><b>Effective Learning and Teaching</b></u><br><br><b>Literacy- Focus on Reading</b>                        | <i>Emma McFarland &amp; Emma Ritchie,<br/>Principal Teachers,<br/>Improving Outcomes Team</i>                                 |
| <b>19 September, 2018</b><br><br><b>Venue TBC</b><br><br><b>9.00am - 12.30pm</b>   | <u><b>Effective Learning and Teaching</b></u><br><br><b>Literacy- Focus on Writing</b>                        | <i>Lorna Murdoch<br/>Principal Teacher,<br/>Improving Outcomes Team</i>                                                       |
| <b>26 September, 2018</b><br><br><b>Venue TBC</b><br><br><b>9.00am - 12.30pm</b>   | <u><b>Commitment to Pupil Health &amp; Wellbeing</b></u><br><br><b>Working with Parents and Carers</b>        | <i>Diane Cherry,<br/>Improving Outcomes<br/>Engagement Officer</i>                                                            |
| <b>3 October, 2018</b><br><br><b>Venue TBC</b><br><br><b>9.00am - 12.30pm</b>      | <u><b>Effective Learning and Teaching</b></u><br><br><b>Making Effective Use of AfL Strategies</b>            | <i>Principal Teachers,<br/>Improving Outcomes Team</i>                                                                        |
| <b>10 October, 2018</b><br><br><b>Venue TBC</b><br><br><b>9.00am - 12.30pm</b>     | <u><b>Effective Learning and Teaching</b></u><br><br><b>Numeracy- Focus on ???</b>                            | <i>Leigh Graham &amp; Lynne McBain,<br/>Principal Teachers,<br/>Improving Outcomes Team</i>                                   |

|                                                                              |                                                                                                                          |                                                                                                           |
|------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| <b>24 October, 2018</b><br>Venue TBC<br><b>9.00am - 12.30pm</b>              | <u><b>Effective Learning and Teaching</b></u><br>Numeracy- Focus on ???                                                  | <i>Leigh Graham &amp; Lynne McBain Principal Teachers,<br/>Improving Outcomes Team</i>                    |
| <b>31 October, 2018</b><br>Venue TBC<br><b>9.00am - 12.30pm</b>              | <u><b>Effective Learning and Teaching</b></u><br>Pace and Challenge for All Pupils                                       | <i>Principal Teachers,<br/>Improving Outcomes Team</i>                                                    |
| <b>7 November, 2018</b><br><b>Own School</b><br><b>9.00am - 12.30pm</b>      | <u><b>Commitment to Pupil Health &amp; Wellbeing</b></u><br><b>Staged Intervention Guidance</b>                          | <i>Probationers Working on<br/>Clacks Academy Online Module<br/>Within Own School</i>                     |
| <u><b>Tue, 13 November, 2018</b></u><br>Venue TBC<br><b>9.00am - 12.30pm</b> | <u><b>Commitment to Pupil Health &amp; Wellbeing</b></u><br>Attachment and Relationships in Education                    | <i>Lesley Craig,<br/>Educational Psychologist</i>                                                         |
| <b>21 November, 2018</b><br>Venue TBC<br><b>9.00am - 12.30pm</b>             | <u><b>Commitment to Pupil Health &amp; Wellbeing</b></u><br>Relationships, Sexual Health and Parenting                   | <i>Jaki Reid,<br/>Principal Teacher,<br/>Improving Outcomes Team</i>                                      |
| <b>5 December, 2018</b><br>Venue TBC<br><b>9.00am - 12.30pm</b>              | <u><b>Engaging Critically in Enquiry, Research and Evaluation</b></u><br>Planning a Classroom-based Practitioner Enquiry | <i>Emma Ritchie,<br/>Principal Teacher,<br/>Improving Outcomes Team</i>                                   |
| <b>9 January, 2019</b><br>Venue TBC<br><b>9.00am - 12.30pm</b>               | <u><b>Engaging Critically in Enquiry, Research and Evaluation</b></u><br>Practitioner Enquiry Methodologies              | <i>Emma Ritchie,<br/>Principal Teacher,<br/>Improving Outcomes Team</i>                                   |
| <b>16 January, 2019</b><br>Venue TBC<br><b>4.00pm – 6.00pm</b>               | <b>Preparing for the Recruitment Process</b>                                                                             | <b>Secondary</b><br>Colin Bruce, HT, Alloa Academy<br><b>Primary</b><br>Alison Littlejohn, HT Banchory PS |
| <b>23 January, 2019</b><br><b>Lochies</b><br><b>4.00pm-6.00pm</b>            | <u><b>Commitment to Pupil Health &amp; Wellbeing</b></u><br>Supporting Children in Lochies                               | <i>Donna Wheeler,<br/>DHT, Lochies</i>                                                                    |
| <b>30 January, 2019</b><br>Venue TBC<br><b>9.00am - 12.30pm</b>              | <u><b>Effective Learning and Teaching</b></u><br>Assessment, Moderation, TPJ                                             | <i>Principal Teachers,<br/>Improving Outcomes Team</i><br><br><i>Debra Laird,<br/>HT, Clackmannan PS</i>  |
| <b>6 February, 2019</b><br>Venue TBC<br><b>9.00am – 12.30pm</b>              | <u><b>Effective Learning and Teaching</b></u><br>Challenging More Able Children                                          | <i>Veronica Cully<br/>HT, Strathdevon PS</i>                                                              |
| <b>20 February, 2019</b><br>Venue TBC                                        | <u><b>Effective Learning and Teaching</b></u><br>Leadership of Learning                                                  | <i>Principal Teachers,<br/>Improving Outcomes Team</i>                                                    |

|                                                 |                                                                                                                       |                                                                                                                          |
|-------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|
| 9.00am-12.30pm                                  |                                                                                                                       |                                                                                                                          |
| 27 February, 2019<br>Venue TBC<br>4.00pm-5.30pm | <b><u>Commitment to Pupil Health &amp; Wellbeing</u></b><br>Supporting Children in ???                                |                                                                                                                          |
| 6 March, 2019<br>Venue TBC<br>9.00am – 12.30pm  | <b><u>Effective Learning and Teaching</u></b><br>1 + 2 Languages                                                      | <i>Lorna Murdoch, Principal Teacher,<br/>Improving Outcomes Team</i><br><br><i>Caroline Bryden, Teacher, Menstrie PS</i> |
| 20 March, 2019<br>Venue TBC<br>4.00pm-6.00pm    | <b><u>Effective Learning and Teaching</u></b><br>PE in the Primary Classroom                                          | <i>Karen Grossart, Principal Teacher,<br/>Health and Fitness</i>                                                         |
| 27 March, 2019<br>Venue TBC<br>9.00am - 12.30pm | <b><u>Effective Learning and Teaching</u></b><br>Learning for Sustainability                                          | <i>Presenters tbc</i>                                                                                                    |
| 17 April, 2019<br>Venue TBC<br>9.00am - 12.30pm | <b><u>Engaging Critically in Enquiry, Research and Evaluation</u></b><br>Practitioner Enquiry - Mentor Meetings       | <i>Emma Ritchie, Principal Teacher,<br/>Improving Outcomes Team</i>                                                      |
| 1 May, 2019<br>Venue TBC<br>9.00am - 12.30pm    | <b><u>Engaging Critically in Enquiry, Research and Evaluation</u></b><br>Practitioner Enquiry - Dissemination Session | <i>Emma Ritchie, Principal Teacher,<br/>Improving Outcomes Team</i>                                                      |
| 8 May, 2019<br>Muckhart PS<br>1.00pm-3.00pm     | <b><u>Effective Learning and Teaching</u></b><br>Taking Learning Outdoors                                             | <i>Staff from Muckhart PS,<br/>led by<br/>Lesley McGlinchie, HT</i>                                                      |

## School Culture

Professional Learning is at the heart of everything we do in Alloa Academy and to demonstrate this there will be a variety of teachers (and staff) who will meet the GTCS visitors on the 11 June to share what they have been working on. Here are a few examples

**Panto** - Mr Jack will talk about his learning journey of set design which has led to our annual Panto.

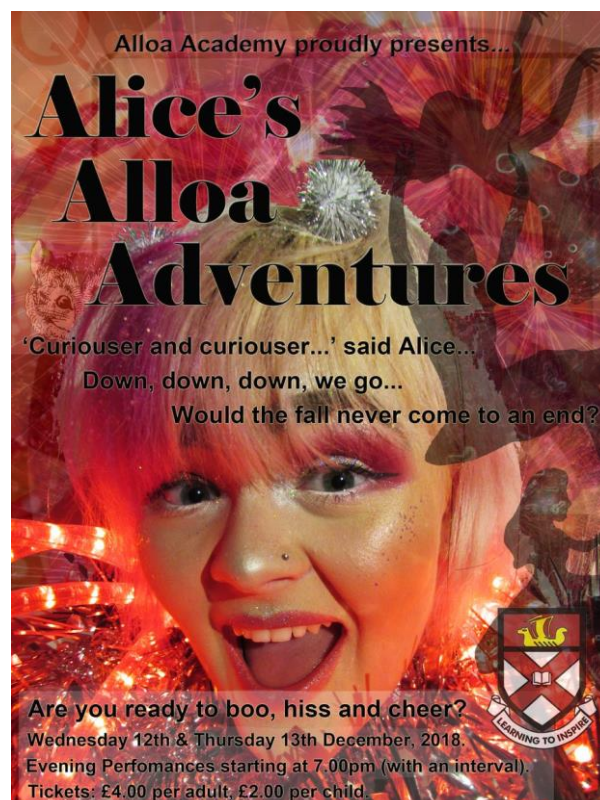
*'Alice's Alloa Adventures'*

*Wednesday 12th December, 2018.*

*Thursday 13th December, 2018.*

*(Day and Evening Performances)*

*'Curiouser and curiouser...' said Alice, who stumbled upon a secret entrance to another world. Was it Narnia or Hogwarts? Heavens above, no... There wasnae a budget for that! And did she find this portal in an amazing way? Yes, sort of, but that would spoil the fun... You see Alice, is a just a Sauchie lass at heart and she is a bit mental. All she really wants is to discover who she is and to make fantasy become a reality. Don't we all really? It all sounds very tempting does it not? Yes and we would never need to hear Dolly Parton singing 'working nine till five' ever again! But be careful what you wish for, as Alice is lured down a rabbit hole into the Wonderland Pantosphere... Daring to dream of a world beyond Clackmannanshire can take its toll. Especially when there is a whole host of madcap colourful characters and fantastical creatures who are there to party... Can Alice find love in a hopeless place? Can Alice find peace in a scary place? Or has Alice been eating too many apple tarts from Greggs the bakers and the sugar has went to her head? Come, join Alice on her panto-tastic adventures... Down and down we go... And further... Aye, even further than Cambus, Tullibody and Alva too... Gosh we really are on an adventure! Get*



**Club Coffee** - Miss Giuliani (DHT) will share her professional learning enquiry approaches to open up our very own pupil led coffee shop.



**YPI** – Mr C Leppard (PT Pupil Support) will share his collaborative leanings in working partnership with Youth Philanthropy Intuitive Scotland



**Alloa Academy TV** – Mr J Robertson will share his fantastic profession learning into Film and Photography which has enabled us to improve communication with parents. The following link takes you to our Alloa Academy TV channel.

<https://www.youtube.com/channel/UCR1NGPVBDRUwuhYYikAXgdQ>

[https://youtu.be/ykrs4U\\_r2RU](https://youtu.be/ykrs4U_r2RU)

There will be many more professional learning experience to report shared on the 11 June.

## Nurture/ACES

K Jefferson (PT Pupil Support) and R McAdoo (PT ASN) has **depended their knowledge and understanding on strategies to support our learners.**

Their depth of knowledge of has been shared with all teachers, Stirling University Students and we are now sharing our strategies via online videos. Linked below.

[https://www.youtube.com/watch?v=\\_QNKnw0STXk](https://www.youtube.com/watch?v=_QNKnw0STXk)



A key area of development is there professional learning has been focussed on 'Readiness for learning' strategies.

## Wellbeing

Miss L Weir (PT Health and Wellbeing) has used enquiry based learning to identify ways in which we can identify Wellbeing needs and she has then held sessions to train staff up on Wellbeing recovery.

From her professional learning, she has shared this with all teaching staff. They now have access to the school and individuals report on pupil's wellbeing to get to know their learners fully.

From the results of the wellbeing strategies are put in place to improve pupil's feelings towards school.

We also have our very own Wellbeing worker – Miss E McCrae. This support offers individualised or family support to pupils and staff alike.

### Impact

All teachers/learning assistants have engaged in professional learning on Mental Health First Aid importance and the need for early intervention. This awareness transfers to the classroom/school environment setting where staff can look out for early signs.

All pupils have had at least one additional form of Mental Health awareness other than their PSHE unit.

A rock band (who promote positive mind set) visited and grabbed the attention of the junior school and the messages are still prominent in their minds (89%) as well as the memorable performance. (Pupils questioned 5 months later)

**Clackmannanshire's ASN Fayre**  
6th October, Alloa Academy, 10am - 1pm

Does your child have any Additional Support Needs in school or nursery?

Would you like to find out more about how to help them and who can help you?

Come along to the ASN Fayre at Alloa Academy on Saturday the 6th of October and find out more

- 😊 Educational Psychology
- 🗣️ Speech and Language Therapy
- ✓ Volunteering Matters
- 📞 Enquire ASN Helpline
- £ Money Matters
- 🏃 Sports & Community Learning & more..

**Free Tea, Coffee and Cakes**

**Fun sports, crafts and a free crèche for children by Play Alloa**

Please register in advance to attend and for the crèche

E-mail [education@clacks.gov.uk](mailto:education@clacks.gov.uk)  
tel. (01259) 452436

 Clackmannanshire Council  
www.clacks.gov.uk

Comhairle Siorrachd Clackmannann

## Duke of Edinburgh, Foundation Apprenticeships, Career Education Standards

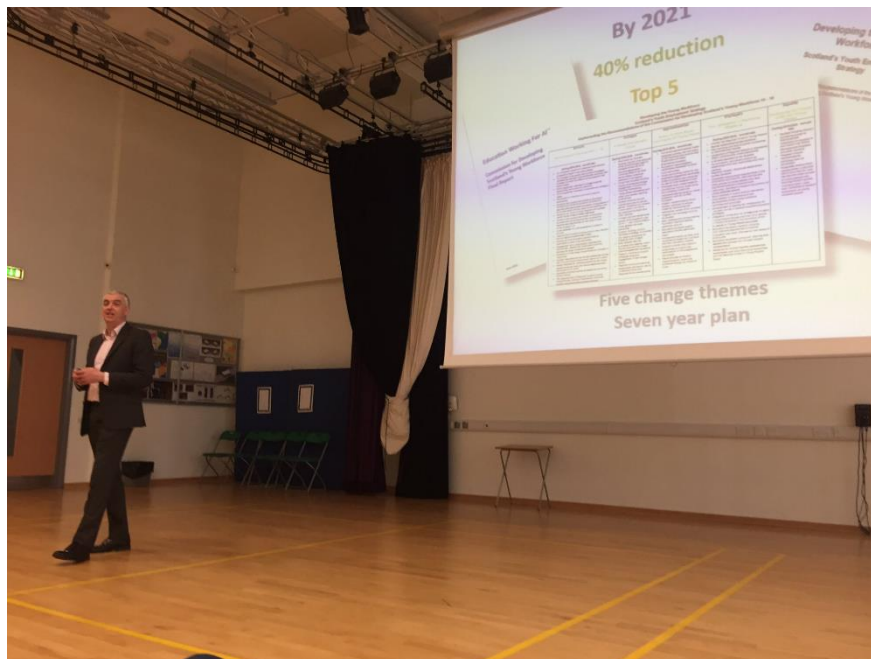
Staff have immersed themselves in professional learning to ensure they can deliver modern learning experiences and qualifications to our Young People.

Alloa Academy was acknowledge at Scottish Parliament in January 2019 following the school being the first Accredited School Centre to be able to deliver Duke of Edinburgh. It has since been rolled out in many other schools.



### Career Education Standard

Part of our professional learning has included inputs from SDS staff including (Ken Edwards -Below). All teachers in Alloa Academy learned about the Career Education Standard in Feb 2019



## Self – Evaluation

We have many ways we learning from reflecting and enquiring into our practice.

We will share many of the ways we self-evaluate and learn from feedback during the GTCS visit on 11 June. Our most recent means of enquiring is Snap Shot periods.

### Snap-shots

A focus in Alloa Academy this session has very much been on professional learning to bring about self-improvement.

We have enquiry ditto ways we can self-evaluate, learning and teaching, pupil leadership and pupil voice.

To bring these four priorities together a pupil focus group was formed, focusing on pupil experiences in the classroom, the strategies which support pupils best, and examples of good practice.

From our collaboration and enquiry, we have introduced “**snapshot periods**”. The purpose of this is to allow us as classroom teachers, and as a school to gain an overview of pupil experience, and from that to identify areas of strength and areas for development.

In a “snapshot period”:

- \* A tannoy announcement is made that this lesson is a “snapshot period”.
- \* Staff will issue all pupils in their class with a pre-printed “exit pass” which will focus on a particular aspect of learning.
- \* The class teacher will tally the results and pass them to the Faculty Head.
- \* The Faculty Head will enter the results on the appropriate spreadsheet.
- \* One pupil from the class will deliver the paper copies to the school office.

This is an excellent opportunity to enquire and reflect upon our own practice and to gain a greater insight into what works best for our pupils as well as tying into the work we are doing in TLCs and the areas you may have identified to work on from the School Improvement Plan.

### Impact

Through feedback from the exit passes staff at all levels are able to easily identify areas of strength and areas for development. This provides staff with the opportunity to focus on and enhance particular aspects of their practice which will in turn lead to higher levels of engagement and attainment. This professional learning and enquiry based approaches is helping to bring about improvement.

## Using Data Intelligently

### Closing the Gap

We introduced a DHT Attainment Advisor, using our PEF Funding to look intelligently at our data to ensure we were data rich AND information rich. The DHT is working with staff, especially the SLT, to support the professional learning of middle managers to understand their data and use it intelligently for improvement

Through the DHTs professional learning on a SCEL systems leadership approach she worked with colleges to develop approaches outline below to best meet the needs of the Staff learners and Pupil learners.

Staff worked collaboratively to identify interventions were chosen to meet the needs of every S4 pupil. The interventions were as follows:

- ✓ All S4 sitting 7 Nat 5's mentored by SMT
- ✓ Pupils underachieving in 3 or more Nat 5's mentored 1:1
- ✓ Pupils sitting 4 National 5's Mentored by LT
- ✓ Pupils with Dyslexia mentored on a 1:1 with LAs
- ✓ Pupils with ASN monitored by Pupil Support PTs
- ✓ Success Guides and Important Dates shared
- ✓ Pupils in SIMD 1 and 2 tracked by LT
- ✓ S4 Boys in lowest 20% - personalised programme with ASN staff to improve attainment

### Empowering Pupils

- ✓ All S4 pupils taking part in mentoring programme that meets their needs
- ✓ Pupils are engaged in 1:1 meetings with staff
- ✓ Pupils attending supported study and asking to move up a level
- ✓ Pupils taking responsibility for their own learning
- ✓ Success Guides and Important Dates for SQA shared with pupils
- ✓ Pupils working towards assignments and meeting deadlines
- ✓ Pupils generating ideas to support dyslexia

### Parental Engagement Strategies

- ✓ Success Guides shared with parents and carers
- ✓ Important dates for SQA deadlines shared with parents and carers
- ✓ Parents and carers reminded of deadlines for some young people, when required
- ✓ Home visits to pupils finding it difficult to attend to work with parents, including visits to secure placements for young people in care

### Impact to date

- Pupils in S4 sitting 5 or more Nat 5s at 45% (average attainment for Alloa S4 in SQA exams for last 3 years 28%)
- 36% of S4 live in SIMD 1 and 2—previously 30% in Aug
- 54% of the S4 presentations are at Nat 5 (previously 38%)

- Pupil comment - 'I got 68% in my Nat 5 prelim and I was sitting Nat 4 in October'
- Pupil comment - 'It's great to have someone just for you that you can talk to every week'
- Pupil comment - 'I failed Chemistry and Maths but I know where I went wrong and I am going to Supported Study with Mrs D'Arcy and Mr West'
- Pupil comment - 'I got 5 As and 1 B and failed my Art, but I did the Art exam wrong, I answered all the questions'
- 100% of S4 pupils with Dyslexia now have a Pen Drive – pupil idea – comment 'I love my pen drive, cause I was going home and couldn't read my notes'
- 1 pupil who was failing Graphics asked mentor for support with her notes. LT spoke to teacher to relay concerns. Colour coded notes, printed with large print and graphics were given to young lady. She received highest score in the year for Nat 5 exam
- 2 pupils sitting 4 Nat 5's in August now sitting 7 as they took responsibility and attended supported study and asked to be moved up a level
- All ESOL pupils in S4 sitting Nat 5 ESOL and feeling confident to pass
- S4 pupil with a diagnosed mental health difficulty, achieved 6 qualifications

During the visit on 11 June we hope to share how the professional learning role brought about many of these improvements.

## **Supportive Documentation and links.**

- General Teaching Council – Professional Learning

<https://www.gtcs.org.uk/professional-update/professional-learning/professional-learning.aspx>

- Alloa Academy Handbook

<http://alloaacademy.com/school-handbook/>

- Alloa Academy Website

<http://alloaacademy.com/>

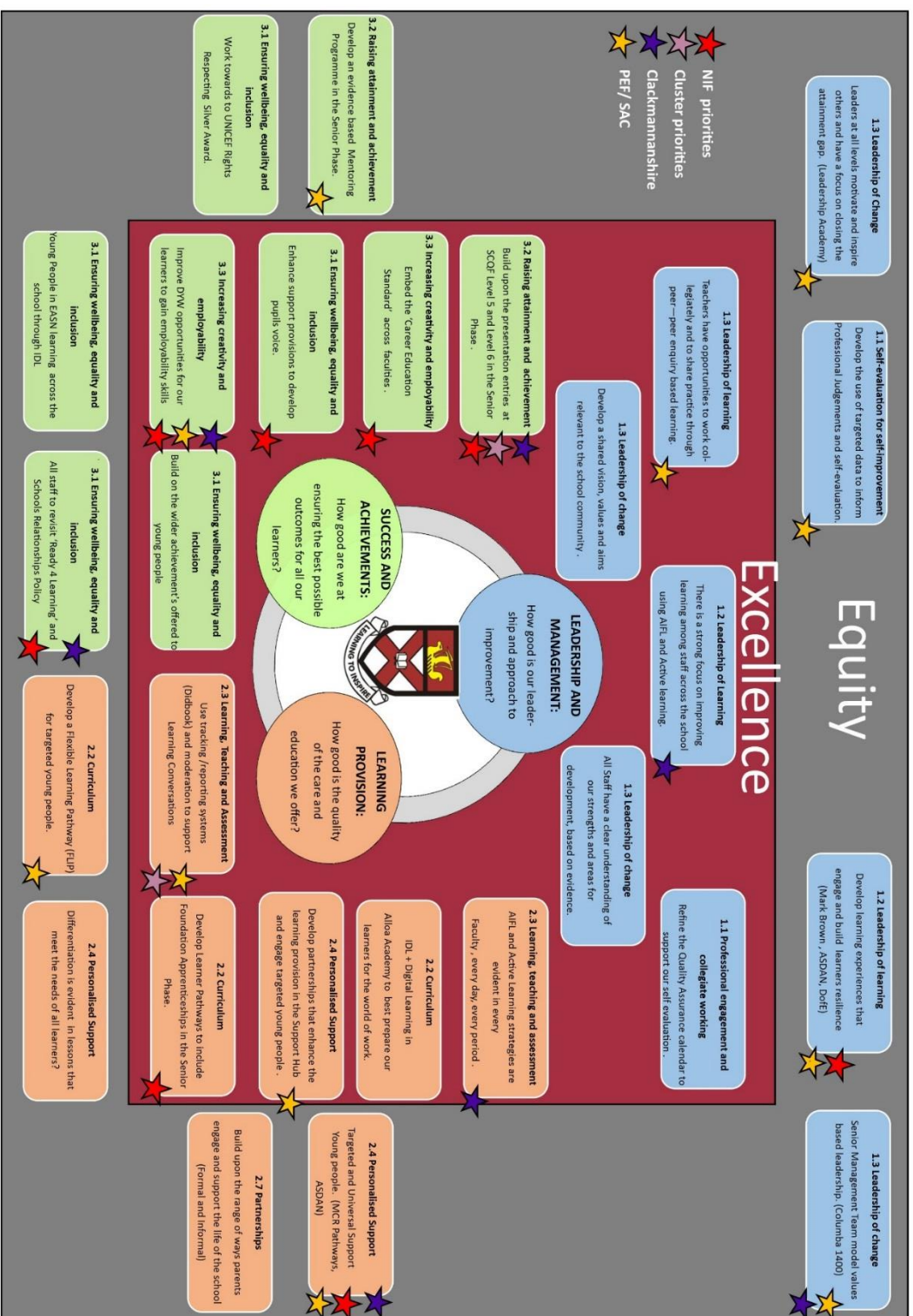
- Alloa Academy School and Parent Council twitter

<https://twitter.com/AlloaAcademy>

<https://twitter.com/AlloaAcadPC>

<https://twitter.com/AlloaAcadPC>

# School Improvement Plan



## **Interventions Staff Overview**

| <b>Parental Engagement</b>          | <b>Key staff /Pupils</b>              |
|-------------------------------------|---------------------------------------|
| Vision and Values                   | Mr McGhee and Pupils                  |
| Weekly Update and Twitter           | Mr Bruce                              |
| Clacks 1400                         | Mr Barnes and Mr English              |
| Leadership Academy                  | Mr McGhee and Mrs Paterson            |
| Progress Tracking an Monitoring     | Mr B West, Mrs M D'Arcy Mr G Barnes   |
| Pupil Participation Clacks 100      | Mr Bruce , CLD and Pupils             |
| Anti-Bullying                       | Mrs Giuliani and Mrs McNeil           |
| Panto                               | Mr Jack and Parent                    |
| Parent Council and Bingo Tea        | Mr Bruce and Parents                  |
| Alloa Academy You Tube              |                                       |
| Padlet                              | Mrs Paterson                          |
| EASN Values and Parental Engagement | Miss Wheater and Mr Bryce             |
| EASN Makaton                        | Miss Wheater                          |
| EASN - Transitions                  | Miss Wheater and Mr Bryce             |
| Syrian Family Leaning               | Mrs Jefferson and Miss Gibson         |
| <b>Pupil Participation</b>          |                                       |
| Pupil Led Enquiry                   | Miss Giuliani and Mrs McNeil          |
| Vision and Values                   | Mr McGhee and Pupils                  |
| Anti-Bullying                       | Mrs Giuliani and Mrs McNeil           |
| Snap Shot Periods                   | Mr McGhee, Miss Giuliani, Miss Walker |
| Rights Respecting School -          | Miss Grant and Mrs Giuliani           |
| Club Coffee                         | Miss Giuliani and Miss Richardson     |
| Pass - Health and Wellbeing         | Mr Bryce and Mrs Weir                 |
| Mentoring                           | Mrs Thomson and Mrs Giuliani          |

|                            |                                       |
|----------------------------|---------------------------------------|
| Success Guides             | Mrs Thomson and Parent                |
| Panto                      | Mr Jack and Parent                    |
| LGBT                       | Miss McCrae                           |
| Mental Health First Aid    | Mrs Weir and Mr McGhee                |
| Career Ready               | Mr McCracken and Mrs Gibson           |
| Theatre Links              | Dr Adam                               |
| Duke of Edinburgh          | Mrs McEwan, Mr Moore and Mr Frankland |
| Young Carers               | Mrs Jefferson and Mrs Ross McAllister |
| Numeracy Awards            | Mrs Ross                              |
| Helix and Top of the Bench | Mrs D'Arcy                            |
| Sports Gold Award          | Mr Jewell, Miss Rule and Mr Lynch     |
| Health Spot                | Miss McCrae and Mrs McFarlane         |
| Pupil Councils             | Mrs Guilaini and Mr Bruce             |
| School Colours             | Mr Jewell and Mrs McKeich             |
| Transition –Literacy links |                                       |
| Eco Schools                | Mr Moore                              |

# Alloa Academy



## CLPL Calendar 2018/19

| CLPL theme                                                                            | Session Leader        | Time / Date            | Location               |
|---------------------------------------------------------------------------------------|-----------------------|------------------------|------------------------|
| Pupil Mentoring Training for staff supporters                                         | N Giuliani            | 3-3.30pm<br>7/11/2018  | Conference room        |
| An introduction to using Padlet                                                       | E Paterson            | 3-3.30pm<br>15/11/2018 | 2-011                  |
| Spreadsheets                                                                          | B. West               | 3-4pm<br>5/12/18       | TBC                    |
| Collaborative Learning                                                                | I McGhee / N Giuliani | 3-4.15pm<br>6/12/18    | Rm 1-059               |
| Improvement Science - How to test your 'theories' in the classroom                    | L Thomson             | 11/12/18               | TBC                    |
| Digital – classroom tips (bring your own device)                                      | K McEwan              | 4-5pm<br>21/01/19      | Rm 1-039               |
| Numeracy                                                                              | B. West               | 29/1/19                | TBC                    |
| SNSA                                                                                  | B. West / L Thomson   | 3-4pm<br>6/3/19        | TBC                    |
| Literacy – responsibility of all                                                      | J. Adam               | 4-5pm<br>12/3/19       | Conference Room / Hall |
| Insight                                                                               | B. West               | 21/3/19                | TBC                    |
| Introductory session on coaching conversations that aim to support colleagues/pupils. | C Bruce               | 18/4/19                | Conference Room        |
| Collaborative Professionalism - Working Collaboratively to Lead to Improvement        | L Thomson             | 1/5/19                 | TBC                    |
| Social Justice                                                                        | J. Adam               | 16/5/19                | Conference room/ hall  |
| Health and Well-being (TBC)                                                           | L Weir / E Macrae     |                        | TBC                    |

## ***Working Title- Preparing for Leadership***

### **Proposed Programme Dates for 2018-19**

**Attendance is expected at all of the following events:**

| <b>Date</b>                          | <b>Programme Content</b>                                    | <b>Presenters</b>                                          |
|--------------------------------------|-------------------------------------------------------------|------------------------------------------------------------|
| <b>2 October, 2018<br/>4-6pm</b>     | <i>Understanding the Big Picture</i>                        | <i>Cathy Quinn &amp; Kaye Hills</i>                        |
| <b>6 November, 2018<br/>4-6pm</b>    | <i>What is Leadership?</i>                                  | <i>Colin Bruce</i>                                         |
| <b>?? November, 2018<br/>9am-4pm</b> | <i>Creating Effective Relationships</i>                     | <b>John Swan, Employee Dev. Team, Falkirk Council</b>      |
| <b>4 December, 2018<br/>4-6pm</b>    | <i>Working With Others to Bring About Improved Practice</i> | <i>Sec. DHT (Pastoral) J Bryce<br/>Pr. HT (Curriculum)</i> |
| <b>15 January, 2019<br/>4-6pm</b>    | <i>Leading and Managing the Process of Change</i>           | <b>tbc</b>                                                 |
| <b>5 February, 2019<br/>4-6pm</b>    | <i>Making Effective Use of Coaching</i>                     | <i>Elaine Napier, GTCS?</i>                                |
| <b>5 March, 2019<br/>4-6pm</b>       | <i>Effectively Managing Restorative Conversations</i>       | <b>Psychological Services</b>                              |
| <b>30 April, 2019<br/>4-6pm</b>      | <i>Critical Reflection of the Change Process</i>            | <b>tbc</b>                                                 |
| <b>28 May, 2019<br/>4-6pm</b>        | <i>Over to you..... Dissemination Session</i>               | <b>Anne Pearson<br/>Course Participants</b>                |

## CLPL Skills for Staff Week

This initiative saw all Alloa Academy staff engage in a Professional Learning skills week which directly ties in to GTCS Standards.

1. Professional Commitment as well as many of Standard(s)
2. The training offered was delivered by our staff, for our staff, with all members engaging in a minimum of two sessions.

Each session lasted 50 minutes and covered a wide and varied range of topics including self-care for staff, SNSA, Differentiation, Active Learning techniques and many more.

In total, 19 sessions were offered over the course of the week. Each session offered something different while all had the focus of improving Teaching and Learning within our establishment for our pupils.

### Skills Week – CLPL staff sessions

**All staff will opt in to at least 2 sessions.**

|                  | 1                                                                       | 2                                              | 3                                              | 4                                                                        | 5                                                             | 6                                              | 7                                                         |
|------------------|-------------------------------------------------------------------------|------------------------------------------------|------------------------------------------------|--------------------------------------------------------------------------|---------------------------------------------------------------|------------------------------------------------|-----------------------------------------------------------|
| <b>Monday</b>    | Spreadsheets<br><br>B West                                              | Equal Educational Opportunity<br><br>J Adam    | Padlet<br><br>E Paterson                       | Improvement Science<br><br>L Thomson                                     | SNSA<br><br>B West                                            | Differentiation<br><br>R McAdoo<br>K Jefferson | An Introduction to Collaborative Learning<br><br>I McGhee |
| <b>Tuesday</b>   | Revision Strategies through Active Learning<br><br>A Grant<br>A O'Neill | Self-care for Staff<br><br>E Macrae            | Managing Dynamics<br><br>E Macrae              | Coaching Conversations<br><br>C Bruce                                    | How to extract and print reports from Progress.<br><br>B West | Literacy Across Learning<br><br>M Sykes        | Insight<br><br>B West                                     |
| <b>Wednesday</b> |                                                                         | NME / Mini maps<br><br>K Jefferson<br>R McAdoo | Collaborative Professionalism<br><br>L Thomson | More Techniques for Collaborative Learning<br><br>I McGhee<br>N Giuliani | Board Games for Learning<br><br>H Irwin                       | Numeracy across Learning<br><br>B West         |                                                           |

## Alloa Academy – 11/6/19

### GTCS Excellence in Professional Learning Award Visit

8.50 – 9.10 Welcome to Alloa Academy, C Bruce (Headteacher) and L Sanda (Improving Outcomes Manager)

9.10 – 9.40 Senior Management Team (DHTs) Our Culture of Professional Learning Presentation to Panel  
Any Questions from Panel

| Periods and Times         | Conference Room                                                                                                                                                                                                                                                                         | Meeting Room 0-012                                                                                                                                                                                                                                                                                                                            | Headteacher Office                                                                                                                                                                                  |
|---------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Period 2.<br>9.40 – 10.30 | <b><u>Leadership Academy</u></b><br><i>(Learning that Deepens Knowledge and Understanding)</i><br>PT Leadership Academy - E Paterson<br>PT Leadership Academy - S McCracken<br>PT Leadership Academy - L Ross<br>PT Leadership Academy - E Paterson<br>PT Leadership Academy - N Gibson | <b><u>Columba 1400</u></b> - Vision and Values<br><i>(Learning as Collaborative)</i><br>HT – C Bruce<br>DHT – I McGhee<br>PT Family Engagement - K McEwan<br>Teacher - S O’Neil<br>Pupil(s) - TBC                                                                                                                                             | <b><u>Pupil Led Enquiry</u></b><br><i>(Learning by Enquiry)</i><br>DHT - N Giuliani<br>PT - TA McNeil<br>Pupil(s) - TBC<br>Partner –Strathclyde Uni                                                 |
| Interval<br>10.30 10.45   |                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                     |
| Period 3<br>10.45 – 11.25 | <b><u>Progress</u></b><br><i>(Learning that Deepens Knowledge and Understanding)</i><br>DHT – G Barnes<br>PT – B West<br>PT - M D’Arcy<br>Teacher – E McGrouther                                                                                                                        | <b><u>Tapestry</u></b> – TLCs and AIFL in Alloa<br><i>(Learning as Collaborative)</i><br>DHT – N Giuliani<br>Teacher – L Connell<br>Teacher – S McCracken<br>NQT – L Hawkins<br>Teacher - L Bircher                                                                                                                                           | <b><u>Pupil Support</u></b> – Supporting staff to support our learners.<br><i>(Learning that Deepens Knowledge and Understanding)</i><br>DHT – J Bryce<br>PT – ASN K Jefferson<br>PT – ASN R McAdoo |
| Period 4<br>11.35– 12.25  | <b><u>Critical Collaborative Professional Enquiry - Masters Level Learning</u></b><br><i>(Learning by Enquiry)</i><br>HT – C Bruce<br>DHT – G Barnes<br>PT Teacher – R Murray<br>Teacher – L Miller<br>Partner - V Drew (Prof Stirling Uni)                                             | <b><u>Sharing Best Practice -CLPL Strategies and Padlet</u></b><br><i>(Learning as Collaborative)</i><br>PT Leadership Academy – E Paterson (CLPL)<br>PT English – J Adam (Literacy – Theatre links)<br>Teacher – H Irwin (Active Learning)<br>NQT – A Grant (UNICEF RRSA + Active Learning)<br>PT Leadership Academy ON Gibson (Skills Week) | <b><u>NQTs</u></b><br><i>(Learning by Enquiry)</i><br>PT Leadership Academy- S McCracken<br>NQT P Grivell<br>NQT A Grant<br>NQT C Currie<br>NQT L Hawkins                                           |
| Lunch<br>12.25 – 1.10     | Lunch – opportunity for Panel to catch up (Conference Room)<br>Drop In – Staff to share their examples of Professional Learning, if they wish (HT Office)                                                                                                                               |                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                     |
| Period 5<br>1.10 – 2.00   | <b><u>School Culture</u></b> – various professional learning<br><i>(Learning as Collaborative)</i><br>Panto – J Jack (PT)<br>Club Coffee – N Giuliani (DHT)<br>YPI – C Leppard (PT)                                                                                                     | <b><u>Nurture/ACES Project Team</u></b><br><i>(Learning that Deepens Knowledge and Understanding)</i><br>PT ASN – R McAdoo<br>PT – K Jefferson<br>Teacher – A Moore                                                                                                                                                                           | <b><u>Wellbeing</u></b> -Tracking and Supporting Wellbeing<br><i>(Learning that Deepens Knowledge and Understanding)</i><br>DHT - I McGhee                                                          |

|                         |                                                                                                                                                                                                                            |                                                                                                                                                                                                |                                                                                                                                                                                                                                                        |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                         | ECO Committee – A Moore (Teacher)<br>HWB SQA – C Jewell (PT)<br>H+S – L Collins (Technician)<br>Alloa Academy TV – J Robertson Teacher                                                                                     | PSA/LA – H Richardson<br>Partner – K Gibney (Syrian Support)                                                                                                                                   | PT Leadership Academy - L Weir<br>Partner – E McCrae (Wellbeing Scotland)<br>Young Carers – M Ross-McAllister                                                                                                                                          |
| Period 6<br>2.00 – 2.50 | <b><u>Duke of Edinburgh, Foundation Apprenticeships, Career Standards – Improving Pathways</u></b><br><i>(Learning as Collaborative)</i><br>DHT – G Barnes<br>PT Leadership Academy – K McEwan<br>Partner – D Irvine (SDS) | <b><u>Self-Evaluation– Snap Shots. 6 A Day, Learning Walks, Focus Groups</u></b><br><i>(Learning by Enquiry)</i><br>DHT - I McGhee<br>DHT - N Giuliani<br>PT – S Walker<br>PSA/LA – S Cummings | <b><u>Using Data Intelligently - Coaching and Mentoring</u></b><br><i>(Learning that Deepens Knowledge and Understanding)</i><br>DHT – L Thomson<br>PT – K Wilkes<br>Teacher – G English<br>Partner - E Douglas (SDS)<br>Pupil – TBC<br>LA – S Wallace |

3.05 – 3.35 Panel Discussion

3.35 – 4.00 Panel Feedback to SMT and Improving Outcomes Manager