# Wellington School (Ayr)

# School Development Plan

# Session 2023 - 2024

## 1. Teaching and Learning: Critical Reflection of Classroom Practice
- Support and guide teaching staff in self-evaluation and planning for improvements using GTCS Professional Standards and HGIOS 4 quality indicators.
- Provide high quality opportunities for professional learning and collaboration.
- Promote outdoor learning opportunities throughout the school.
- Continue to build on the themes of creativity and challenge by considering the question, what should teaching and learning look like in my classroom?

## 2. Curriculum
- Develop a whole school IT strategy for the next 5 years.
- Provide ongoing IT support and collaboration opportunities for staff.
- Widen the opportunities for participation in sport through the Wellness at Wellington project.
- Development of the S1 and S2 PSE curricula to include dedicated units on Religious Education.

## 3. Campus Development and Sustainability
Campus development was restricted to essential maintenance and small scale projects during the Covid pandemic, from March 2020 until March 2022.  Since then, however, a number of significant upgrades have been completed.

Projects underway in 2023 include:
- The relocation of P1 and P2 to the main Drumley House building in order consolidate P1-P6 in a single building. This will free up the existing infant building and in a future development phase, it will make it possible to provide better study facilities for senior pupils.

Projects completed in 2022 include:
- Major programme of stone restoration at Craigweil House.
- The installation of an all-weather play surface behind Craigweil House and complete re-landscaping of the area.
- Conversion of PC1 and PC2 into new changing areas.
- Conversion of the old changing areas into a new PE office and teaching space.
- New flooring in some Science laboratories and the full refurbishment of classrooms in History and Modern Languages.

Projects previously completed include:
- Major renovation of the top floor of Craigweil House, home of the Mathematics Department.
- The installation of low cost, energy efficient lighting throughout the campus, managed by eLight.
- Modernisation of print, reprographics and scanning by means of a whole school managed print solution.

Sustainability aims and objectives include:
- Produce a campus action plan in partnership with the school Eco-Committee.
- Reduce the use of council landfill collection from existing levels, aiming to achieve a 33% reduction by June 2024.
- Complete a whole school energy and carbon audit by August 2024.

## 4. Marketing
- The school website is currently being maintained with a refresh of content scheduled for summer 2023.
- Continue to promote and align the school brand through campaigns via appropriate media channels including, print, radio and digital/online.
- Continue to share stories, news and updates with all members of the wider Wellington community through the use of the website, social media and the school magazine, The Turret.
- Refresh of the Former Pupil Association ahead of the Centenary Year, providing our former pupils with key dates and information.
- Develop the use of videos as a form of promotion that are shared online via various social media platforms.

- Refresh of all Wellington publications/literature including the Prospectus to include new/relevant information and up to date photos.

## 5. Pupil Welfare
- Continue to build resilience in the immediate aftermath of the Covid-19 pandemic. This will be delivered through PSE courses and visiting speakers, promoting the central themes of wellbeing and equality.
- PSE courses will be developed to include a focus on new risks surrounding substance abuse, including vaping and the use of e-cigarettes.
- Development of the S1 and S2 PSE curricula to include dedicated units on Religious Education with the central goals of promoting inclusion and equality in our school community.
- Provision of PSE will be extended to S5 and S6 pupils. The development of courses based on the key themes of promotion of mental, social and emotional well-being, planning for choices and changes, life skills and healthy relationships and consent will be ongoing throughout the academic year.
- Further Child Protection training will take place and streamlined internal reporting procedures will be updated in line with recent changes to national guidance.
- Policies to be updated related to safeguarding and pupil welfare.
- Further development of transition programmes will take place at all levels.

## 6. Careers Education
- Pastoral staff will seek to re-build links with external agencies to provide pupils with opportunities involving partners in the community.
- Careers support provision to be reviewed.

## 7. Quality Assurance, Readiness for Inspection and Self-Evaluation
- Consider ways of making more explicit use of HGIOS 4 in whole school and departmental review processes
- Continue to develop PRD procedures and respond to latest GTCS changes
- Maintain and further develop the active Professional Learning Group, ensuring that academic staff have the opportunity to engage in professional dialogue related to teaching and learning in order to enhance pupil experience and outcomes.

## 8. IT/MIS
- Develop the IT Strategy outlining the vision, goals, and actions to enhance the digital learning experience. The strategy will build on the successful implementation of Google Classroom and the feedback from staff and paupils during the Covid-19 pandemic, whilst also addressing the challenges and opportunities arising from the changing educational landscape and the evolving needs and expectations of learners.
- Introduction of the ICT Working Group to improve our digital and learning outcomes by using technology in innovative and effective ways. The working group will help guide and shape our ICT initiatives and projects.
- The Chromebook initiative, which provides each student from P4 to S4 with a personal device, will be expanded to cover S5 students from August 2023.
- Continue the use of Smoothwall Monitor and Classroom Monitor to help report and maintain our safeguarding practices. These tools help us protect our students and create a safe environment online.
- Rollout of Clevertouch Interactive whiteboards is 95% complete within our classrooms.
- The introduction of cloud technologies such as Office 365 and Google Classroom to develop and maintain electronic work practices in the curriculum.
- Enhance and maintain our ICT Systems with the introduction of a backup leased line that will ensure connectivity in case of any network disruptions.
- Continue the development of our eco status by analysing statistics on printing to find ways to reduce paper consumption and encourage digital working.
- Evaluate our current MIS needs and objectives and compare with other MIS systems available in the Education market.

## 9. Operations/HR
- Review of Risk Assessment documentation
- Finalisation of Critical Incident response plan
- Rolling review of policies and procedures

## 10. Public Benefit
- Maintain compliance of Bursary scheme with OSCR

- The school continues to offer a comprehensive Bursary scheme that enables a significant number of pupils to join Wellington, and to continue their education here.
- Continue to build mutually beneficial partnerships with local businesses, charities and associations

SPJ
May 2023