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# Headteacher Report

Friday, 10 February 2023



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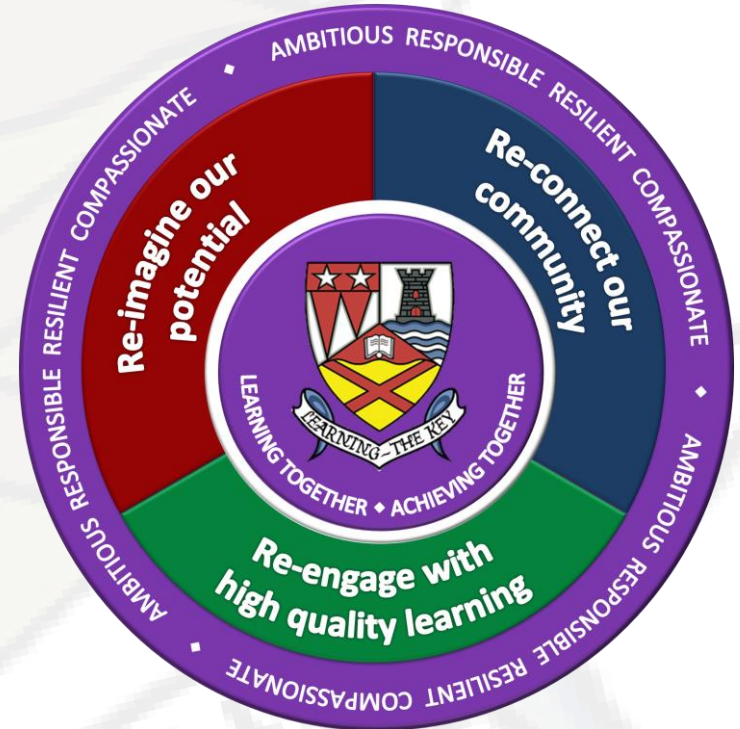




# Our plan for today...



- Staffing updates
- VSE feedback
- School Improvement Plan
- Creation of 4<sup>th</sup> House (AF)



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# Staff Changes

## Temporary Changes

Mr Bain (DHT) – Secondment Perth Academy

Dr Armstrong - Acting DHT

Mr Collier- Acting PT Science

## Staff Leavers

Ms Blair (Campus Management Officer)

Mrs Quinn (PT Pupil Support)

## New / Returning Staff

Mrs Opperman (Modern Languages)

Ms McLean (PCWO)

Miss Notman (Home Economics)

Mr McAdam (Maths)

Mr Baird (Maths)



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# Staffing

PKC Staffing  
Standard for  
Teachers

Allocation  
from  
standard  
~66 FTE  
(Reduction)

Capped roll  
Less pupils  
from  
catchment



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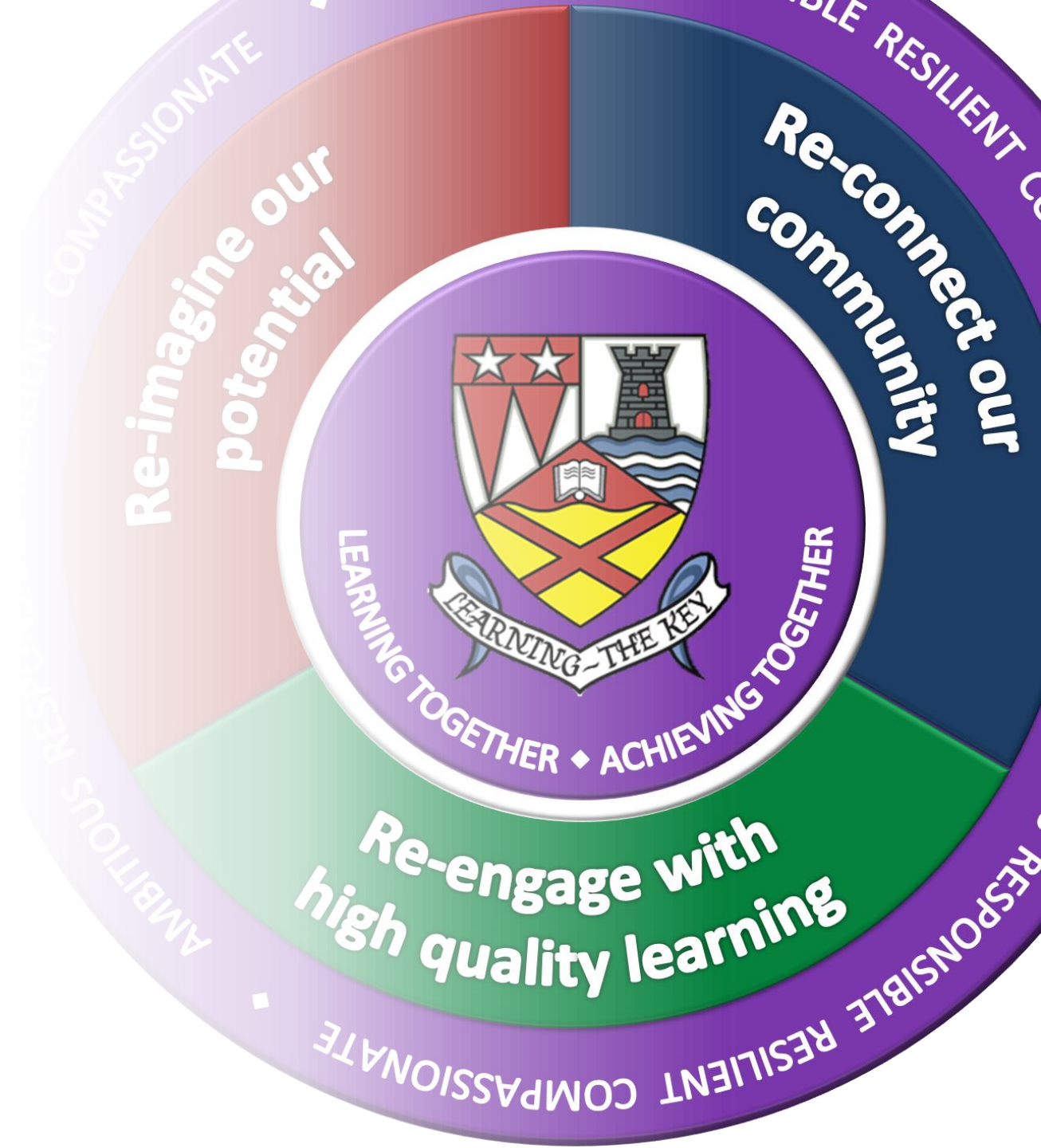


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**Validated Self  
Evaluation**





# Validated Self Evaluation (VSE)



- 2 x BGE Pupil Focus Groups
- 2 x SP Pupil Focus Groups
- 1 x Parent Council Focus Group
- 1 x Partner Focus Group
- 1 x Support Staff Focus Group
- 370 Pupil Survey Responses
- 64 Staff Survey Responses
- 30 lessons visited
- 5 x 1:1 SLT
- Variety of extra-curricular clubs visited
- 6 x Pupil Shadowing
- 1 S2 class followed
- Lunchtime drop in for staff
- Lunch with Pupils
- Informal interactions and conversations between staff, pupils, parents and partners.)





# VSE – Focus on Inclusive Practice



- Lead by HT Perth High School and included staff from the local authority and other schools.

## Strengths

- The school is positive and welcoming
- There are positive relationships across the school and within lessons
- Young people enjoy inclusive lessons which are purposeful and calm
- There is a clear understanding of the school's values
- Committed, hardworking staff who strive to ensure everyone is included
- Sharing of information which supports pupils with barriers to learning
- The recent work around learning and teaching is having positive results
- The school merit system is being used well to celebrate and recognise achievements

## Next Steps

- Continue to implement planned work from School Improvement Plan (learning and teaching and attendance).
- Further develop the relationship between classroom teachers and PSA's
- Review learner profiles to include more specific information on barriers to learning.



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# Well Done

CELEBRATING - THE



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# School Improvement Plan



KINROSS HIGH SCHOOL

## IMPROVEMENT PLAN 22-23



**By December 2022**, there will be an increase in young people demonstrating responsible behaviour as defined in our relationships policy.

**By February 2023**, a transformational plan for our curriculum will have been researched, developed and agreed with all stakeholders.

**By February 2023**, all of our workforce will have increased resilience supported through engagement with the PKC Health and Wellbeing framework.

**By April 2023**, all young people will consistently experience Very Good learning, teaching and assessment.

**By May 2023**, 98% of young people will be on track to achieve each qualification at or above their predicted level.

**By June 2023**, the average pupil attendance will be at least 93% with 98% arriving on time.



Learning Together; Achieving Together  
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# Our Relationships



- ***By December 2022, there will be an increase in young people demonstrating responsible behaviour as defined in our relationships policy.***

We have.....

- Launched our new relationships policy
- Held assemblies so that young people were aware of our expectations
- Reviewed data on a weekly basis
- Shared merit information with parents/carers
- Introduced excellence awards for young people who are responsible, compassionate, resilient and ambitious
- Introduced Head Teacher Awards for young people who gain excellence awards every term



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- Increased consistency of interventions
- 25000 merits (T1+2)
- 86% increase in merits
- 600% increase in excellence awards
- 50% reduction in exclusion incidents
- Declining trend in bullying incidents



# Our Curriculum



- ***By February 2023, a transformational plan for our curriculum will have been researched, developed and agreed with all stakeholders.***
  - Review complete with...
    - Parents
    - Staff
  - Scheduled...
    - P6/7 pupils this week
    - KHS Pupil Leadership Team
  - Report back end of February
    - Some new SP offers
    - Stepped change process: S1 → S2 → S3



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# Our HWB



- ***By February 2023, our workforce will have increased resilience supported through engagement with the PKC Health and Wellbeing framework.***
- We have been working on:
  - Increasing the training for all managers
  - Increasing wellbeing support through Health framework
  - Publicising staff wellbeing support (PAM Assist)
  - Increasing access to subject specialist supply
  - Increasing opportunities for inperson events



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- **50% reduction in the number of teaching days missed**



# Our Curriculum



- ***By May 2023, 98% of young people will be on track to achieve each qualification at or above their predicted level.***
  - Tracking system developed
  - Change of Level processes
    - Deadline 24.2.23
    - House scrutiny to look at best chances of success
  - Attainment mentors appointed
    - Focus on those on cusp of 5@5 (S4), 3@6 (S5)
    - S6 leavers struggling to make conditional offers
  - Pupil Support working with low attendance at risk pupils



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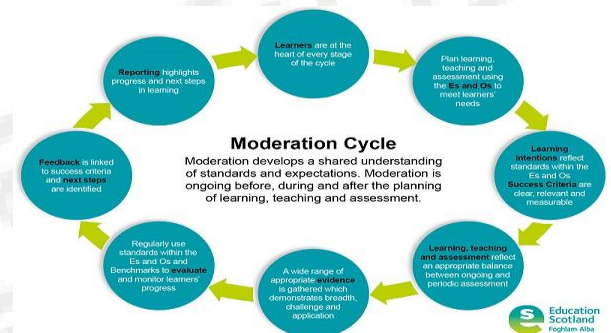


# Learning and Teaching



■ **By April 2023, all young people will consistently experience Very Good Learning, Teaching and Assessment**

- Continue to implement The Kinross Way
- Specific focus on the **Challenge** element
- Faculty Observations of L&T
- Review of progress as part of a L&T VSE



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# Attendance



- ***By June 2023, the average pupil attendance will be at least 93% with 98% arriving on time.***
- Policy review (PKC policy (2016) to be updated)
- Staff / Pupil / Parent Carer focus groups
- Shadowing activities
- SWOT analysis
- Parent Evening input (link to attainment)
- National picture
- Improvement activity will be undertaken in Term 4



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