

## Staff Member Parent Council Report

August 2017

Since the last meeting we had an inspection from the Head of Education, QIO and a Depute Head Teacher from NBHS. Staff were issued with the report the week after and our School Improvement Plan has been developed accordingly. All Faculties have been looking at the SIP and discussing how they are going to make an impact, with Faculty Heads creating individual Faculty Improvement Plans with key dates and names for action. Faculties meet fortnightly to discuss good practice and work collaboratively on school-related issues. A new addition to the way in which we drive the school forward is an expectation that all staff sign up to a working group – all of which contribute directly to the SIP. Initial meetings are being arranged for the next couple weeks.

One of our main points of focus has been our “Respectful Relationships for Learning” process which has had numerous consultation phases and will be reviewed on an ongoing basis. Staff, from next month, are keeping records of various RRL-related issues like the number of Restorative Exercises, Detentions and Faculty Head calls. Early feedback from staff suggests that the vast majority of pupils are engaging well and becoming more familiar with the processes, like the Knox 90, and raised expectations. Staff had good conversations during the Inservice days to iron out some early issues and queries so that we can be as consistent as possible. We are looking to develop a weekly theme to focus our thoughts on and highlight good practice. Our theme has been ‘being ambitious for yourself’ and staff are referencing this throughout their conversations with our young people.

We also have a “Sharing Classroom Experience” week of observations coming up before the September weekend. Members of the Management Team observe staff and discuss lesson planning and pupil progress with the Teacher; our theme for this particular set of observations is: ***Every individual learner is entitled to appropriate challenge and progression*** which is a Core Principle within our Learning and Teaching Policy. Feedback is provided, staff development needs identified and appropriate opportunities arranged to improve this. Last session members of our own teaching staff strong in, for example, questioning techniques and cooperative learning ran popular twilight sessions for staff to opt into.