



# Hamilton College

## Whole School Improvement Plan 2020-2021

Version dated June 2020

Progress Updates – 6 Nov 2020, 5 Feb 2021, 7 May 2021

### 2020-2021 Priorities

- Priority 1: Learning & Teaching
- Priority 2: Outdoor Learning
- Priority 3: Partnership Working
- Priority 4: Development Fund



**Hamilton College is an independent Christian School for pupils aged 2 – 18 years.**

## **Our Vision**

We believe by inspiring children, together can change their future, shape their society and make an impact on the world.

## **Our Purpose**

To be a centre of excellence in education, where children are encouraged to develop their own unique pathways preparing them for life and work for a changing future

## **Our Foundation**

To Grow in the grace and knowledge of our Lord and Saviour Jesus Christ.

II Peter 3:18

# Our Values

**GRACE • CONFIDENCE • WISDOM**

**INNOVATION • COMPASSION • REFLECTION**

## **Grace**

We aim to be humble, generous, and polite. To give willingly without expecting anything in return. To be aware of the consequences of our actions. To trust and forgive, valuing friendship and service.

## **Confidence**

We aim to be determined. To always do our best and celebrate achievements. To develop our communication skills so that we can express ourselves clearly and articulately. To work well independently and as part of a group.

## **Wisdom**

We aim to make responsible decisions founded on sound knowledge, considered understanding, and informed evaluation. To be balanced, expressing our views assuredly, while respecting other beliefs and opinions.

## **Innovation**

We aim to ask difficult questions and try new things. To dare to be different. To find joy in our learning, and to inspire others. To keep trying when things get tough and to work hard, actively seeking help when we need it.

## **Compassion**

We aim to be caring, empathetic and respectful. To be a welcoming and supportive family which contributes to local, national and international communities. To be principled, honest, and fair.

## **Reflection**

We aim to consider our strengths with self-awareness, while learning from our mistakes. To know ourselves, considering our relationship with God and with the wider world. To listen, think, and use our experiences to advise and support others.

## Senior Leadership Team

CEO Katie Morton		
Head of Junior School and Nursery Mrs Jenny Paterson	Head of Middle School Mr Stuart Ross	Head of Upper School and Temporary Director of Education Mrs Heather Stark

## Middle Leadership Team

### Education Staff

Head of Languages & Literacy  
Head of Maths & Numeracy  
Head of Sciences  
Head of Social Subjects  
Head of Music & RE  
Head of Art  
Head of Business & Technologies  
Head of PE  
Principal Teachers of Guidance  
Senior Teacher Junior School  
Nursery Manager

Mrs Duncan  
Mr Shields  
Mrs Pirie  
Mrs MacKay  
Mr Henderson  
Mr Wilson  
Mr Cunningham  
Mr Forrest  
Mrs Hewitt & Mrs Clark-Hewitt  
Mrs Tonner  
Ms Wallace

### Support Staff

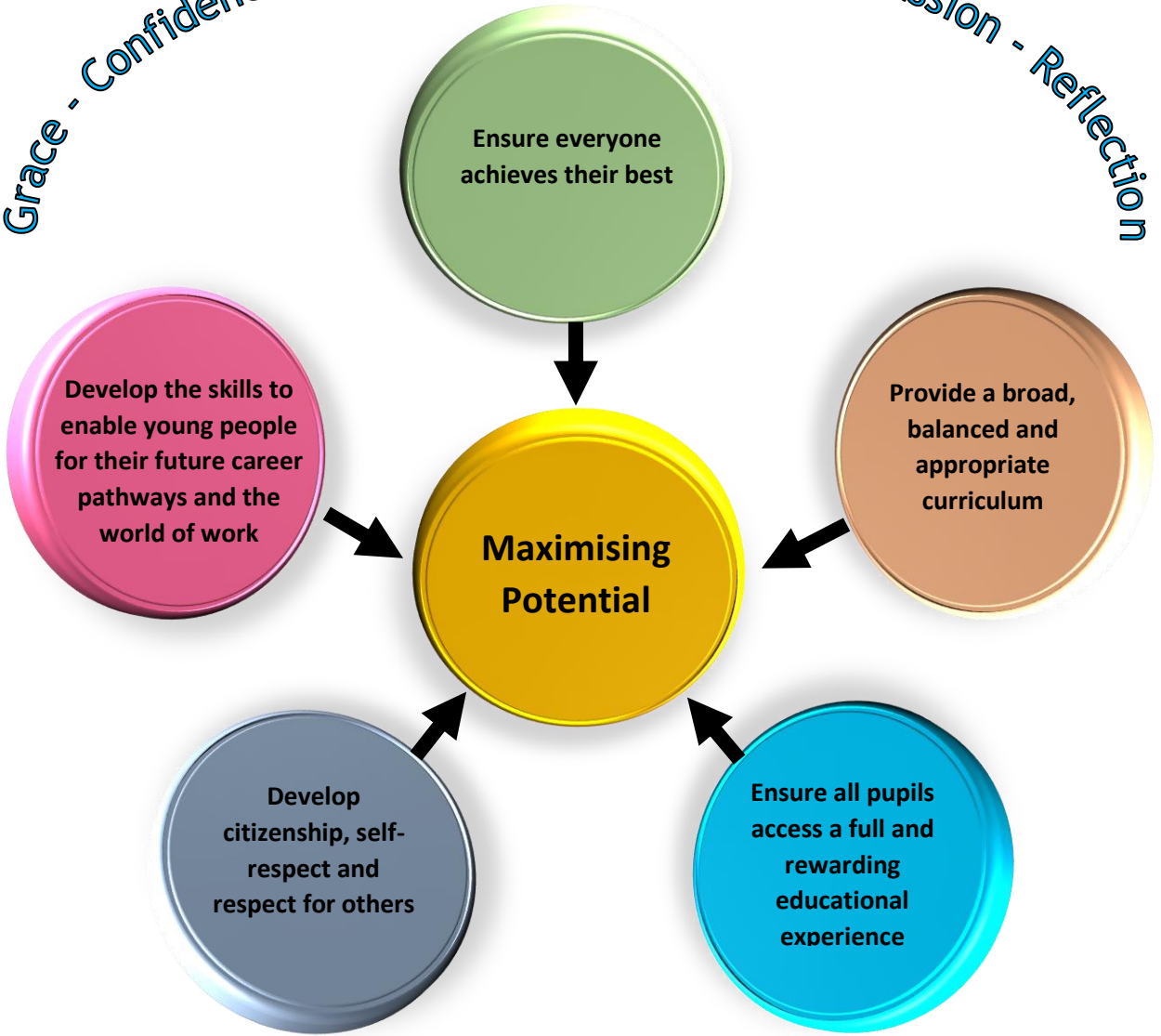
Office Manager  
IT Manager  
Finance Manger  
Marketing Manager  
Facilities Manager  
Catering Manager

Mrs Marshall  
Mr Macfarlane  
Mrs Spalding  
Mr McGinness  
Mr Gibson  
Mr Brown

## How Good is Our School v4 – Overview of Quality Indicators

What is our capacity for improvement?		
Leadership and management	Learning provision	Successes and achievements
How good is our leadership and approach to improvement?	How good is the quality of the care and education we offer?	How good are we at ensuring the best possible outcomes for all our learners?
<p>1.1 Self-evaluation for self-improvement</p> <p>1.2 Leadership of learning</p> <p>1.3 Leadership of change</p> <p>1.4 Leadership and management of staff</p> <p>1.5 Management of resources to promote equity</p>	<p>2.1 Safeguarding and child protection</p> <p>2.2 Curriculum</p> <p>2.3 Learning, teaching and assessment</p> <p>2.4 Personalised support</p> <p>2.5 Family learning</p> <p>2.6 Transitions</p> <p>2.7 Partnerships</p>	<p>3.1 Improving wellbeing, equality and inclusion</p> <p>3.2 Raising attainment and achievement</p> <p>3.3 Increasing creativity and employability</p>

*Grace - Confidence - Wisdom - Innovation - Compassion - Reflection*



**School Priority 1: Learning Provision**

- Education recovery from lock down for all pupils
- Deploy 1:1 devices to pupils from J6 to S6 as an additional learning tool.
- Introduction of foundation apprenticeships for S5 and S6
- New S2 course; Languages for Life and Work
- New Science classes for J7 delivered by specialist teachers when we return to a normal timetable post Covid-19
- Maintaining standards and keep abreast of changes to legislation and updating policies and practices accordingly regarding safeguarding and Child Protection
- Using a coaching model to enhance teacher PRDs to promote best practice

**NIF Priority:****NIF Drivers:**

Assessment of children's progress  
Teacher professionalism

**HGIOS 4 QIs:**

- 1.1 Self-evaluation for self-improvement
- 1.3 Leadership of change
- 1.4 Leadership of management and staff
- 1.5 Management of resources to promote equity
- 2.1 Safeguarding & Child Protection
- 2.2 Curriculum
- 2.3 Learning, teaching and assessment
- 2.4 Personalised Support
- 2.5 Family Learning
- 2.6 Transitions
- 3.1 Improving wellbeing, equality, and inclusion
- 3.3 Increasing creativity and employability

**Progress & Impact:**

## Nov '20 –

- Education recovery from lock down for all pupils
- Deploy 1:1 devices to pupils from J6 to S6 as an additional learning tool.
- Introduction of foundation apprenticeships for S5 and S6
- New S2 course; Languages for Life and Work
- New Science classes for J7 delivered by specialist teachers when we return to a normal timetable post Covid-19
- Maintaining standards and keep abreast of changes to legislation and updating policies and practices accordingly regarding safeguarding and Child Protection
- Using a coaching model to enhance teacher PRDs to promote best practice

## Feb '21 –

- Education recovery from lock down for all pupil
- Deploy 1:1 devices to pupils from J6 to S6 as an additional learning tool.
- Introduction of foundation apprenticeships for S5 and S6
- New S2 course; Languages for Life and Work
- New Science classes for J7 delivered by specialist teachers when we return to a normal timetable post Covid-19

- Maintaining standards and keep abreast of changes to legislation and updating policies and practices accordingly regarding safeguarding and Child Protection
- Using a coaching model to enhance teacher PRDs to promote best practice

May '21–

- Education recovery from lock down for all pupil
- Deploy 1:1 devices to pupils from J6 to S6 as an additional learning tool.
- Introduction of foundation apprenticeships for S5 and S6
- New S2 course; Languages for Life and Work
- New Science classes for J7 delivered by specialist teachers when we return to a normal timetable post Covid-19
- Maintaining standards and keep abreast of changes to legislation and updating policies and practices accordingly regarding safeguarding and Child Protection
- Using a coaching model to enhance teacher PRDs to promote best practice

**Evidence:**

**Next Steps:**



## School Priority 2: Outdoor Education

- Creation of outdoor education spaces to stimulate teaching and learning for all age groups
- Upgrade of playground resources and equipment suitable for 5-18 year olds
- Adaptation of teaching techniques to best use outdoor education
- Extend Forest Schools programme from the Nursery into Junior School classes

### NIF Priority:

### NIF Driver:

Assessment of children's progress

### HGIOS 4 QIs:

- 1.1 Self-evaluation for self-improvement
- 1.2 Leading learning
- 1.3 Leadership of change
- 1.5 Management of resources to promote equity
- 2.2 Curriculum
- 2.3 Learning, teaching and assessment
- 2.5 Family Learning
- 2.6 Transitions
- 2.7 Partnerships
- 3.2 Raising attainment and achievement

### Progress & Impact:

Nov '20 –

- Creation of outdoor education space to stimulate teaching and learning for all age groups
- Upgrade of playground resources and equipment suitable for 5-18 year olds
- Adaptation of teaching techniques to best use outdoor education
- Extend forest nursery programme

Feb '21 –

- Creation of outdoor education space to stimulate teaching and learning for all age groups
- Upgrade of playground resources and equipment suitable for 5-18 year olds
- Adaptation of teaching techniques to best use outdoor education
- Extend forest nursery programme

May '21–

- Creation of outdoor education space to stimulate teaching and learning for all age groups
- Upgrade of playground resources and equipment suitable for 5-18 year olds
- Adaptation of teaching techniques to best use outdoor education
- Extend forest nursery programme

**Evidence:**

**Next Steps:**

### School Priority 3: Partnership Working

- Stronger links with colleges to deliver foundation apprenticeships, where restrictions due to Covid-9 allows
- Greater parent involvement in school improvement groups
- Photo competition and calendar for 2021
- Family STEM event
- Annual event welcoming the community

#### NIF Priority:

#### NIF Driver:

School Improvement

#### HGIOS 4 QIs:

- 1.1 Self-evaluation for self-improvement
- 1.2 Leading learning
- 1.3 Leadership of change
- 2.2 Curriculum
- 2.5 Family Learning
- 2.6 Transitions
- 2.7 Partnerships
- 3.2 Raising attainment and achievement

#### Progress & Impact:

Nov '20 –

- Stronger links with colleges to deliver foundation apprenticeships, where restrictions due to Covid-9 allows
- Greater parent involvement in school improvement groups
- Photo competition and calendar for 2021
- Family STEM event
- Annual event welcoming the community

Feb '21 –

- Stronger links with colleges to deliver foundation apprenticeships, where restrictions due to Covid-9 allows
- Greater parent involvement in school improvement groups
- Photo competition and calendar for 2021
- Family STEM event
- Annual event welcoming the community

May '21–

- Stronger links with colleges to deliver foundation apprenticeships, where restrictions due to Covid-9 allows
- Greater parent involvement in school improvement groups
- Photo competition and calendar for 2021
- Family STEM event
- Annual event welcoming the community

**Evidence:**

**Next Steps:**

**School Priority 4: Development Fund**

- Establish a role within Hamilton College for a Development Fund

**NIF Priority:**

**NIF Driver:**

School Improvement

**HGIOS 4 QIs:**

- 1.1 Self-evaluation for self-improvement
- 1.3 Leadership of change
- 2.7 Partnership working

**Progress & Impact:**

Nov '20 –

- Establish a role within Hamilton College for a Development Fund

Feb '21 –

- Establish a role within Hamilton College for a Development Fund

May '21–

- Establish a role within Hamilton College for a Development Fund

**Evidence:**

**Next Steps:**