



Wellington School Nursery

In partnership with South Ayrshire Council

Improvement and Action Plan

2009-2010

At October 2009

Vision

In Wellington School Nursery it is our vision to:

Provide a happy, safe and stimulating environment to meet the needs of every child.

Our Nursery Values

Wisdom, Justice, Compassion and Integrity

And we aim to:

- Provide a coherent pre school learning experience based within a play context, for children in their pre school and ante pre school years which will enable them to progress to Primary 1 with confidence and ease.
- Develop the individual potential of each child working carefully with Parents.
- Provide a stimulating, supportive, secure and well resourced learning environment.
- Promote at all times the self-confidence and self-esteem of each child.
- Assist children to become more independent and to think for themselves.
- Teach children to care for their environment and to be aware of the needs of others.

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CHILDREN AND COMMUNITY

Directorate Objectives for 2009-12

Council Aim	Council Strategic Objective	Children and Community Directorate Objective
1. Businesses in South Ayrshire are enterprising, innovative and equipped to succeed in a changing world	1b. Develop and support the local Social Economy	1b(1) Provide support to young people and adults to enhance their employment prospects
5. Our children and young people are inspired, motivated and ambitious	5a. Increase the number of children and young people participating in positive and constructive activities	5a(1) Provide appropriate experiences, opportunities and support for young people in their communities
	5b. Improve educational achievement for all	5b(1) Through Curriculum for Excellence (CfE) our children and young people are given opportunities to become successful learners, confident individuals, responsible citizens and effective contributors
		5b(2) Ensure we secure continuous improvement in our schools
	5c. Narrow the gap between high and low achieving pupils	5c(1) Provide an appropriate level of personal support to all children and young people
5d. Ensure the needs of individual children and young people are met	5d(1) Ensure the delivery of appropriate, proportionate and timely interventions in Children's Services, based on "Getting it right for every child" (GIRFEC)	
	5d(2) Develop and implement South Ayrshire's Early Years Strategy	
6. The voices of our community, including those of young people, are heard and have influence	6a. Develop opportunities for all of our service users to influence decision-making	6a(1) Develop effective ways of engaging and consulting service users about the planning and delivery of services
		6a(2) Build the capacity of service users to maximise opportunities to influence change
7. All vulnerable individuals and families at risk are protected	7a. Identify and help keep safe all children, young people and adults at risk in our community	7a(1) Provide services to meet the needs of children and young people at risk
8. People in South Ayrshire enjoy the best possible health throughout their lives	8b. Promote healthy lifestyles	8b(1) Provide a range of physical activity and leisure opportunities for all age groups
		8b(2) Contribute to the delivery

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		of the Child Health Strategy	
11. South Ayrshire has sustainable and accessible amenities and services to meet the needs of all communities	11c. Ensure that all assets and services are sustainable and accessible and take account of the needs of all of our service	11c(1) Ensure our schools are appropriately staffed by suitably qualified and experienced personnel	
		11c (2) Ensure service users within Children and Community are satisfied with the services delivered	
		11c(4) Ensure all schools and nurseries are accessible	
12. South Ayrshire has attractive built and natural environments	12b. Preserve and enhance the natural and built environment	12b(1) Ensure our school estate meets the needs of a 21 st Century service	
14. Our public services are efficient, forward-looking and ambitious, reflecting the views of our stakeholders	14a. Improve people’s perceptions of how the Council: <ul style="list-style-type: none"> • Provides quality services • Deals with customers • Involves stakeholders • Keeps people informed • Promotes equality and recognises diversity 	14a(1) Improve the profile of the Children and Community Directorate	
		14d. Improve the strategic and operational management of resources to ensure they are stable, sustainable, and efficiently deployed towards the Council’s aims	14d (1) The strategic management of staffing in schools and nurseries meets our priorities
			14d (2) Ensure the effective deployment of resources within Children and Community
		14d (3) Ensure appropriate arrangements are in place for professional development of staff within Children and Community	
	14e. Improve the effectiveness, efficiency and sustainability of service delivery arrangements through systematic scrutiny, challenge and review, in conjunction with our partners	14e (1) Achieve efficiencies in service delivery within Children and Community	

Summary

	<i>What do we want to change or develop?</i>	<i>How will the children benefit form this?</i>
Number	Priority	Outcomes for children
1	A Curriculum for Excellence	<ol style="list-style-type: none"> 1. The curriculum takes full account of local and national advice and enables all children to make progress in key aspects of their learning and development. (Q.I. 5.1) 2. We provide clear information to parents on our developing curriculum to promote their impact on the children’s learning and progress. (Q.I. 5.7) 3. We have a clear and well-supported framework of CPD for staff which leads to recognisable improvements in the arrangements for supporting children’s learning. (Q.I. 7.3) 4. We have effective partnership working which makes a difference to the quality of support for children. (Q.I. 8.1)
2	Assessment	<ol style="list-style-type: none"> 1. Children’s learning experiences are enhanced by staff making effective use of assessment information. (Q.I. 5.4) 2. Staff collect and store data in order to improve children’s learning and raise achievement. This data is used and shared to improve outcomes for the children. (Q.I. 8.4) 3. Staff work alongside children to contribute effectively to their learning and development leading to recognisable improvements for children.(Q.I. 7.2)

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3	Self Evaluation	<ol style="list-style-type: none"> 1. We work together to evaluate provision in order to secure continuous improvement. Our self evaluation focuses on key aspects of our children’s successes, achievements and well-being (Q.I. 5.9) 2. Our self evaluation draws on a wide range of evidence and is rigorous and systematic (Q.I. 5.9) 3. Staff are empowered, challenged and supported to work alongside children having responsibility for a group of children, and their work is monitored and evaluated. (Q.I. 7.2)
4	Outdoor Learning	<ol style="list-style-type: none"> 1. Our children enjoy and are actively involved in learning through play. They are fully engaged, highly motivated and interact well during activities. (QI 2.1) 2. We use learning activities and resources, including natural materials, to promote children’s learning experiences in the outdoors. (QI 5.3)
5	Health Promoting Nursery	<ol style="list-style-type: none"> 1. Through partnership with the NHS the children’s health and wellbeing are promoted (Q.I. 8.1) 2. The children’s health is enhanced through our participation in the NHS accreditation scheme (Q.I. 5.9)

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What do we want to change or develop? (**priority**)

Curriculum for Excellence

Who is going to be responsible for this? (**person responsible**)

Mrs. A. Allan

How will the children benefit from this? (**outcomes for children**)

1. The curriculum takes full account of local and national advice and enables all children to make progress in key aspects of their learning and development. (Q.I. 5.1)
2. We provide clear information to parents on our developing curriculum to promote their impact on the children's learning and progress. (Q.I. 5.7)
3. We have a clear and well-supported framework of CPD for staff which leads to recognisable improvements in the arrangements for supporting children's learning. (Q.I. 7.3)
4. We have effective partnership working which makes a difference to the quality of support for children. (Q.I. 8.1)

What are we going to do?	When are we going to do this?	Who is going to work on this ?
Target/tasks	Timescale	Personnel
<ul style="list-style-type: none"> • CfE Outcomes and experiences (outcome 1 and 3) 		
Attend CPD session for literacy and numeracy outcomes and experiences	August 09	All staff
In house CPD for Health And Well Being outcomes and experiences	September 09	All staff
Integrate CfE outcomes and experiences into new planning format	From September 09	All staff
Integrate use of literacy, numeracy and Health and Well Being into assessments – observations, skills record, children's profiles	From September 09	All staff
Become aware of other CfE areas and integrate into new planning format	From September 09	All staff
<ul style="list-style-type: none"> • Building the Curriculum 3 (outcome 1 and 3) 		
Attend leaders CPD session	August 09	Mrs. A. Allan
Familiarise staff with BTC 3	November 09	All staff
Consider the implications of BTC 3 on the life of the Nursery	From November 09	All staff

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<ul style="list-style-type: none"> • Communication, CPD, GLOW (outcome 2 and 4) 		
Investigate use of GLOW, identify opportunities and develop innovative approaches to learning and teaching for use in nursery.	From September 09	All staff
Communicate developments in CfE to Parents and children by use of newsletters, website, workshop events and regular meetings.	From November 09	All staff

How are we going to evaluate this? (**Chose QIs and themes from Child at the Centre 2**)

- 5.1 The Curriculum
- 5.7 Partnership with Children and Parents
- 7.3 Staff Development and Review
- 8.1 Partnerships with the Community, Educational Establishments, Agencies and Employers

What are we going to look at as part of our evaluation? (**performance data**)

Number of parents attending workshops
 Monitoring of plans and staff working in playrooms
 Monitoring of children's skills records and skills profiles

How will we know what everyone thinks about this work? (**stakeholder views**)

Individual discussions with children
 Discussions with parents and staff
 Focus group of parents

What else might we look at as part of our evaluation (**other evidence**)

Questionnaire responses
 Children's audit

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What do we want to change or develop? (**priority**)

Assessment

Who is going to be responsible for this? (**person responsible**)

Mrs. A. Allan

How will the children benefit from this? (**outcomes for children**)

1. Children's learning experiences are enhanced by staff making effective use of assessment information. (Q.I. 5.4)
2. Staff collect and store data in order to improve children's learning and raise achievement. This data is used and shared to improve outcomes for the children. (Q.I. 8.4)
3. Staff work alongside children to contribute effectively to their learning and development leading to recognisable improvements for children.(Q.I. 7.2)

What are we going to do?	When are we going to do this?	Who is going to work on this ?
Target/tasks	Timescale	Personnel
<ul style="list-style-type: none"> • Children's profiles and skills records (outcome 1,2,3) 		
Discussion at leaders meeting	August 09	Mrs. A. Allan
Discussion and agreement reached on format for children's profiles and skills records	From August 09	Mrs. A. Allan
Staff to undertake a range of CPD to familiarise with new format for skills record and children's profile.	From September 09	All Staff
Implement new format for children's skills record and profile into nursery	September 09	All staff
<ul style="list-style-type: none"> • Building the Curriculum 5 (outcome 1,2,3) 		
Participate in CPD for leaders to familiarise with BTC 5	From September 09 Delayed	Mrs. A. Allan
All staff to participate in CPD to familiarise with BTC 5	From September 09 Delayed	All staff
Identify issues arising and plan to address	From September 09 Delayed	All staff

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<ul style="list-style-type: none"> • Assessment is for Learning (outcome 1,2,3) 		
Participation in CPD for leaders to familiarise with early level baseline	August 09	Mrs. A. Allan
Familiarise all staff with AiFL strategies	November 09	All staff
Implement greater use of formative assessment in nursery	From September 09	All staff

How are we going to evaluate this? (**Chose QIs an themes from Child at the Centre 2**)

- Q.I. 5.4 Assessment for Learning
- Q.I. 7.2 Staff Deployment and Teamwork
- Q.I. 8.4 Managing Information

What are we going to look at as part of our evaluation? (**performance data**)

Monitor staff working in playrooms
Monitor skills records and children's profiles

How will we know what everyone thinks about this work? (**stakeholder views**)

Children's views during discussion
Children's contributions to profiles

What else might we look at as part of our evaluation (**other evidence**)

Parental questionnaires

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What do we want to change or develop? (**priority**)

Self Evaluation

Who is going to be responsible for this? (**person responsible**)

Mrs. A. Allan

How will the children benefit from this? (**outcomes for children**)

1. We work together to evaluate provision in order to secure continuous improvement. Our self evaluation focuses on key aspects of our children's successes, achievements and well-being (Q.I. 5.9)
2. Our self evaluation draws on a wide range of evidence and is rigorous and systematic (Q.I. 5.9)
3. Staff are empowered, challenged and supported to work alongside children having responsibility for a group of children, and their work is monitored and evaluated. (Q.I. 7.2)

What are we going to do?	When are we going to do this?	Who is going to work on this ?
Target/tasks	Timescale	Personnel
<ul style="list-style-type: none"> • Self Evaluation (outcome 1,2,3) 		
Attend CPD for leaders	August 09	Mrs. A. Allan
Use SAC audit tool to identify current position	From August 09	All staff
A more focussed evaluation using SAC Q.I.'s involving all staff	Ongoing	All staff
Further develop the summary of self evaluation over year 2009-2010	From September 09	All staff
Use additional Q.I.'s as need arises, possibly 5.4 for assessment	Ongoing	All staff

How are we going to evaluate this? (**Chose QIs and themes from Child at the Centre 2**)

- Q.I. 5.9 Improvement Through Self Evaluation
- Q.I. 7.2 Staff Deployment and Teamwork

What are we going to look at as part of our evaluation? (**performance data**)

Monitor staff working in playrooms

How will we know what everyone thinks about this work? (**stakeholder views**)

Discussions with staff, individuals, groups and whole staff

Discussion with parents focus group

What else might we look at as part of our evaluation (**other evidence**)

Highlighted CAC2 sheets

Summary of above

SIP

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What do we want to change or develop? (**priority**)

Outdoor Learning

Who is going to be responsible for this? (**person responsible**)

Mrs. A Jamieson

How will the children benefit from this? (**outcomes for children**)

1. Our children enjoy and are actively involved in learning through play. They are fully engaged, highly motivated and interact well during activities. (QI 2.1)
2. We use learning activities and resources, including natural materials, to promote children's learning experiences in the outdoors. (QI 5.3)

What are we going to do?	When are we going to do this?	Who is going to work on this ?
Target/tasks	Timescale	Personnel
<ul style="list-style-type: none"> • Outdoor Learning (outcomes 1 and 2) 		
Review developments undertaken in outdoor learning	September 09	All Staff
Focus attention on outdoor activities to promote literacy, numeracy and health and well being	October 09	All staff including teacher from SA access project
Devise a programme of activities for outdoor learning in literacy, numeracy and health and well being	From October 09 Ongoing	All staff

How are we going to evaluate this? (**Chose QIs an themes from Child at the Centre 2**)

- Q.I. 2.1 Children's Experiences
- Q.I. 5.3 Meeting Learning Needs

What are we going to look at as part of our evaluation? (**performance data**)

Observation of children during outdoor play
Staff interaction with children outdoors

How will we know what everyone thinks about this work? (**stakeholder views**)

Discussions with children
Discussions with Parents

What else might we look at as part of our evaluation (**other evidence**)

Xxx

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What do we want to change or develop? (**priority**)

Health Promoting Nursery

Who is going to be responsible for this? (**person responsible**)

Mrs. K. Smith

How will the children benefit from this? (**outcomes for children**)

1. Through partnership with the NHS the children's health and wellbeing are promoted (Q.I. 8.1)
2. The children's health is enhanced through our participation in the NHS accreditation scheme (Q.I. 5.9)

What are we going to do?	When are we going to do this?	Who is going to work on this ?
Target/tasks	Timescale	Personnel
<ul style="list-style-type: none"> • Health Promoting Nursery (outcomes1 and 2) 		
HPS coordinator to review current plan	September 09	Mrs. K. Smith
HPS coordinator to investigate next level of HPS accreditation	October 09	Mrs. K. Smith
HPS coordinator to report to all Nursery staff	Ongoing	Mrs. K. Smith

How are we going to evaluate this? (**Chose QIs an themes from Child at the Centre 2**)

- Q.I. 8.1 Partnerships with the community, educational establishments, agencies and employers
- Q.I. 5.9 Improvement through self evaluation

What are we going to look at as part of our evaluation? (**performance data**)

Xxx

How will we know what everyone thinks about this work? (**stakeholder views**)

Discussions with staff, parents and children

What else might we look at as part of our evaluation (**other evidence**)

Health Promotion Accreditation paperwork