



Wellington School Nursery

In partnership with South Ayrshire Council

Improvement and Action Plan

2010-2011

At June 2010

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

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		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 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 (1) The strategic management of staffing in schools and nurseries meets our priorities
	14d. Improve the strategic and operational management of resources to ensure they are stable, sustainable, and efficiently deployed towards the Council's aims	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

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		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. Our children enjoy and are actively involved in learning through play. They are fully engaged and highly motivated. (Q.I. 2.1) 2. 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) 3. We use a wide range of challenging and enjoyable learning environments and teaching approaches which lead to creative and imaginative learning opportunities. (Q.I. 5.2) 4. Our teaching fully involves children and skilled questioning helps to fully extend learning and encourages effective contributions. (Q.I. 5.2) 5. 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) 6. 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 in our centre make very good progress in all aspects of their development and learning. (Q.I. 1.1) 2. Children's learning experiences are

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		<p>enhanced by staff making effective use of assessment information. (Q.I. 5.4)</p> <p>3. We have well planned opportunities for children to experience worthwhile achievement and everyone has high expectations of children’s achievement. (Q.I. 5.5)</p> <p>4. We celebrate children’s achievements beyond the Nursery. (Q.I. 5.5)</p> <p>5. 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)</p> <p>6. Staff work alongside children to contribute effectively to their learning and development leading to recognisable improvements for children.(Q.I. 1.1, 7.2)</p>
3	Self Evaluation	<p>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)</p> <p>2. Our self evaluation draws on a wide range of evidence and is rigorous and systematic (Q.I. 5.9)</p> <p>3. Policies reflect current legislation requirements, especially in risk assessment and care, welfare and protection of children. (Q.I. 6.1)</p> <p>4. 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)</p>

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4	Early Years Framework	<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 have productive partnership with parents and staff are skilful in working alongside parents. (Q.I. 5.7)3. 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 form this? (outcomes for children)

1. Our children enjoy and are actively involved in learning through play. They are fully engaged and highly motivated. (Q.I. 2.1)
2. 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)
3. We use a wide range of challenging and enjoyable learning environments and teaching approaches which lead to creative and imaginative learning opportunities. (Q.I. 5.2)
4. Our teaching fully involves children and skilled questioning helps to fully extend learning and encourages effective contributions. (Q.I. 5.2)
5. 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)
6. 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 1,2 and 3) 		
Through professional dialogue during daily informal meetings and planned weekly staff meetings staff will develop a deeper knowledge and understanding of experiences and outcomes in all curricular areas.	August 10 – June 11	All staff
Review planning documentation to ensure skills and all assessment opportunities are identified and embedded in the planning process.	September 10	All staff
Attend CPD session for health and	September 10	All staff

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wellbeing outcomes and experiences		
Attend Learning Festival	October 10	Mrs. A. Allan
<ul style="list-style-type: none"> • Adult:Child Interaction (outcome 3 and 4) 		
Review of quality of adult:child interactions to ensure questioning challenges children's thinking.	October 10	Mrs. A. Allan
Further develop system of staff peer assessment with a focus on adult:child interactions.	November 10	All staff
Monitor children's profiles to ensure they reflect children's individual needs and that learning opportunities are challenging all children.	October 10 February 11 May 11	Mrs. A. Allan
<ul style="list-style-type: none"> • Active Learning (outcome 1,3 and 5) 		
Further develop planning system to ensure individual key worker planning sheets focus on taking learning outdoors.	From August 2010	All staff
Through professional dialogue and in-house CPD ensure that all staff are extending their knowledge and skills in using the outdoors and indoors daily as an integrated environment.	From August 2010	All staff
<ul style="list-style-type: none"> • Consulting with Children (outcome 1 and 5) 		
In house and external CPD courses to deepen skills for staff and children in the use of 'Talking and Thinking Floor books'.	Ongoing	All staff
Develop a range of strategies to consult fully with children about all aspects of their learning.	Ongoing	All staff
<ul style="list-style-type: none"> • Outdoor Learning (outcome 1,2,3,5 and 6) 		
Familiarise all staff with 'A Curriculum for Excellence Through Outdoor Learning'	August 10	All staff
Consider the implications of 'A Curriculum for Excellence Through Outdoor Learning' on the nursery.	From August 10	All staff
Teacher from 'Teacher Access Project' to develop the integrated	From August 10	Suzanne Hughes

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approach to outdoor learning to include all curriculum areas.		
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How are we going to evaluate this? (**Chose QIs and themes from Child at the Centre 2**)

- 2.1 Children's Experiences
- 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
Monitoring teacher access project impact

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
Discussion with teacher from project

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 in our centre make very good progress in all aspects of their development and learning. (Q.I. 1.1)
2. Children's learning experiences are enhanced by staff making effective use of assessment information. (Q.I. 5.4)
3. We have well planned opportunities for children to experience worthwhile achievement and everyone has high expectations of children's achievement. (Q.I. 5.5)
4. We celebrate children's achievements beyond the Nursery. (Q.I. 5.5)
5. 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)
6. Staff work alongside children to contribute effectively to their learning and development leading to recognisable improvements for children.(Q.I. 1.1, 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 (outcome 1,2,3 and 4) 		
Continue to review and refine children's profiles to track children's progress and development.	From August 10	Mrs. A. Allan
Discussion and agreement reached on format for tracking children's achievements beyond the nursery	From August 10	All staff
Staff to re-visit AiFL strategies and fully incorporate into children's profiles	September 10	All Staff
<ul style="list-style-type: none"> • Building the Curriculum 5 (outcome 1,2,3) 		
All staff to participate in CPD to familiarise with BTC 5	From September 10	All staff

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Identify issues arising and plan to address	From September 10	All staff
Staff to become familiar with NAR.	From September 10	All staff
<ul style="list-style-type: none"> • Assessment is for Learning (outcome 1,2,3) 		
All staff to re-visit AiFL to further develop a range of peer and self assessment strategies.	September 10	Mrs. A. Allan with all staff
Implement an integrated system for assessment to be in-built to planning, to ensure that assessment is fully embedded into and aligned with the learning process to strengthen outcomes for the children.	From September 10	All staff

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

- Q.I. 1.1 Improvements in Performance
- Q.I. 5.4 Assessment for Learning
- Q.I. 5.5 Expectations and Promoting Achievement
- 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. Policies reflect current legislation requirements, especially in risk assessment and care, welfare and protection of children. (Q.I. 6.1)
4. 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 and 4) 		
Attend GLOW system CPD for leaders	Autumn term 10	Mrs. A. Allan
Implement GLOW system for storage of documentation	Autumn term 10	Mrs. A. Allan
Develop and implement a policy for tracking children's attendance and absence	September 10	All staff
Revise and update existing monitoring calendar to ensure a focus on children's learning	July – August 10	Mrs. A. Allan
Further develop the summary of self evaluation over year 2010-2011	Ongoing	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. 6.1 Policy Review and Development
- 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

Monitor effectiveness of policy

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

Policy

CIP

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

Early Years Framework

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

Mrs. A. Allan

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)
3. We have productive partnership with parents and staff are skilful in working alongside parents. (Q.I. 5.7)

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"> • Early Years Framework (outcomes 2 and 3) 		
Raise awareness with parents and staff about EYF	November 10	All Staff Parents
Update for staff on GIRFEC and SHNARI to ensure these are embedded in practice	August 10	All staff
Pre birth to 3 document – raise staff awareness of developments	January 11	All staff
<ul style="list-style-type: none"> • Outdoors Learning (outcomes 1 and 2) 		
See section under CfE		
<ul style="list-style-type: none"> • Developments in CfE (outcomes 1 and 2) 		
See section under CfE		

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
- Q.I. 5.7 Partnership with Children and Parents

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

Attendance at parents' workshop
Observation of children during outdoor play
Staff interaction with children outdoors

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

Parents workshop events
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	August 10	Mrs. K. Smith
HPS coordinator to submit paperwork for Commended Level of HPS accreditation	October 10	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)

Feedback from NHS Health Promotion Team

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

