



**LAXEY SCHOOL / DHOON SCHOOL  
SCHOOL IMPROVEMENT PLAN 2020 - 2021**

# LAXEY SCHOOL

## OUR VISION

Learning - It's Up To You!

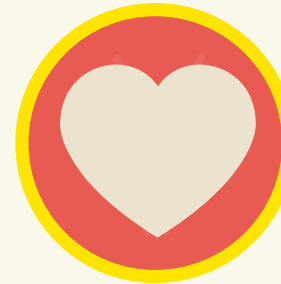
We believe in a growth mindset and the development of smart learning habits.



BE BRAVE



BE POSITIVE WITH YOURSELF AND OTHERS



BE HONEST



REFLECT



SMILE



SUSTAIN EFFORT



CHALLENGE YOURSELF



FAIL WELL

# DHOON SCHOOL

## OUR VISION

Dhoon School is a creative, innovative and dynamic learning community, built upon traditional values and strong community links; where everyone is encouraged, empowered and inspired to be happy and successful, to seek improvement and to strive for excellence.



CREATIVE



COMMUNITY



INNOVATIVE



VALUES



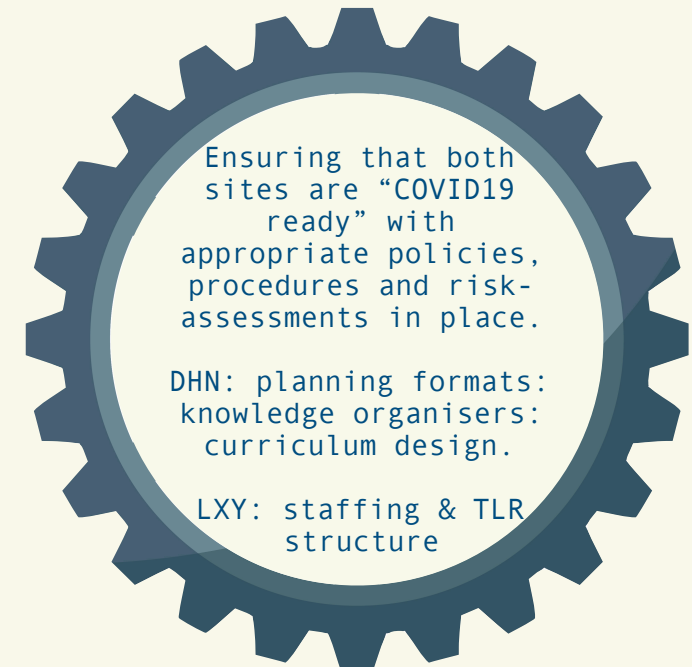
DYNAMIC



EXCELLENCE



WE ARE ALSO WORKING ON...



# SCHOOL IMPROVEMENT PLAN

# ACTION PLAN FOR PRIORITY #1

LEADER: MAX

## KEY ACTIONS

EVALUATE PARENTAL AND PUPIL FEEDBACK; CONSIDER OUR HOME-LEARNING OFFER DURING THE ORIGINAL LOCKDOWN; CONSULT AND COLLABORATE WITH DESC; AND PRODUCE A REMOTE LEARNING PLAN.

## SUCCESS CRITERIA

Has a review of the original home-learning offer been undertaken?  
Has parental feedback from the DESC survey been analysed?  
Has a remote learning plan been agreed with staff and shared with parents? Is it based on DESC minimum expectations?



## MONITORING ARRANGEMENTS:

- SIP
- Operational plans
- Digital learning strategy
- Planning
- Remote learning protocol

## KEY ACTIONS

ENSURE THAT THE REMOTE LEARNING PLAN AND ALL LINKED POLICIES ARE CLEARLY COMMUNICATED TO ALL SCHOOL PARTNERS, INCLUDING TEACHERS, PUPILS AND PARENTS.

## SUCCESS CRITERIA

Are there clear expectations to parents, children and staff about remote learning?  
Has a meeting or online webinar been arranged for parents to talk through the contingency plans?  
Have explanatory infographics been produced and shared?

## PRIORITY OBJECTIVE #1

Create a range of digital learning opportunities for pupils, that could be accessed remotely if necessary, that will develop and enhance pupils' collaborative learning skills.

## KEY ACTIONS

ENABLE TRAINING OPPORTUNITIES FOR STAFF SO THAT THEY ARE CONFIDENT AND PROFICIENT IN THE USE OF THE TECHNOLOGY AGREED UPON TO DELIVER REMOTE LEARNING.

## SUCCESS CRITERIA

Have staff attended focused training designed to develop their skills and understanding of a range of digital learning strategies?  
Has time been made available to the staff to familiarise themselves with the Zoom platform?



## IMPACT ON LEARNING

- Continuation of children's education and personal learning journeys in the event of COVID related disruption.
- Wellbeing and resilience is supported through a planned and structured approach.

## KEY ACTIONS

ENSURE THAT DIGITAL LEARNING IS TAKING PLACE IN CLASSROOMS SO THAT CHILDREN ARE FAMILIAR WITH THE TECHNOLOGY AND PLATFORMS IN CASE OF HAVING TO ACCESS IT DUE TO A FUTURE SCHOOL LOCKDOWN / CLOSURE.

## SUCCESS CRITERIA

Is digital learning taking place on a regular basis in classrooms?  
Are there opportunities for blended learning?  
Have "dry run" live online sessions taking place to help familiarise children with the digital learning process and plan?

# SCHOOL IMPROVEMENT PLAN

# ACTION PLAN FOR PRIORITY #2

LEADER: MAX

## KEY ACTIONS

CREATE A SHARED UNDERSTANDING OF THE CORE ELEMENTS OF OUTSTANDING TEACHING AND LEARNING BASED ON THE WORK OF MARK BURNS. ENSURE A CONSISTENCY IN APPROACH ACROSS DHOON SCHOOL AND LAXEY SCHOOL.

## SUCCESS CRITERIA

- Is there an action plan specific to both schools, based on their own needs?
- Is there a model of outstanding teaching based on 4 or 5 key elements defined by staff, based on the Mark Burns model?
- Have these been developed in consultation with staff?



## MONITORING ARRANGEMENTS:

- Lesson observations
- Staff surveys
- Staff interviews
- Learning walks
- Pupil interviews
- Staff meeting minutes

## KEY ACTIONS

LINK FACE (FEEDBACK, AUTONOMY, CHALLENGE AND ENGAGEMENT) TO STAFF APPRAISAL PROCESS TO ENSURE ACCOUNTABILITY AND PROGRESS TOWARDS EMBEDDING THE APPROACH.

## SUCCESS CRITERIA

- Has an agreed "whole-school target" been prepared and shared with staff?
- Have staff had their annual review and planning meetings as per the appraisal policy?
- \*Appraisal may be affected by the industrial action of some unions.

## PRIORITY OBJECTIVE #2

To further strengthen links across the federation through the development and provision of innovative learning opportunities across both schools, based on the work of Mark Burns.



## IMPACT ON LEARNING

- Does monitoring demonstrate that as a result of this SIP priority pupils have improved learning opportunities?

## KEY ACTIONS

RELAUNCH THE INNOVATION RECOGNITION SCHEME ACROSS THE FEDERATION TO ENCOURAGE STAFF TO TAKE RISKS AND INNOVATE THEIR PRACTICE TO ENHANCE LEARNING OPPORTUNITIES FOR PUPILS.

## SUCCESS CRITERIA

- Has the EHT talked to staff about the Innovation Recognition Scheme and spelled out how it works and how to access it?
- Are there opportunities for teachers to visit each school and share ideas about practice?
- Is there staff engagement with the scheme?

## KEY ACTIONS

AUDIT CURRENT PRACTICE AND PROVISION TO PROVIDE A BASELINE FOR IMPROVEMENT. INVOLVE THE ENTIRE STAFF TEAM IN THIS PROCESS TO ENSURE COLLECTIVE UNDERSTANDING AND BUY-IN.

## SUCCESS CRITERIA

- Is there an audit of current practice that highlights key areas for development?
- Is there a shared clarity across the schools around the core business of learning?
- Is there a revised learning and teaching policy for both schools?

# SCHOOL IMPROVEMENT PLAN

# ACTION PLAN FOR PRIORITY #3

LEADER: MAX

## KEY ACTIONS

LAUNCH THE "ABOVE AND BEYOND" THEME AT A STAFF INSERVICE SESSION. "ABOVE AND BEYOND" IS NOT DOING MORE OR WORKING HARDER - IT IS AN ATTITUDE AND COMMITMENT TO THE SCHOOL AND PROFESSION.

## SUCCESS CRITERIA

- Has the "Above and Beyond" staff meeting / inservice been planned and delivered?
- Is there a shared clarity around what it means to go "Above and Beyond" in the Laxey/Dhoon Federation?
- Have the links to Mark Burns' High Expectations been shared?



## MONITORING ARRANGEMENTS:

- Learning walks
- Playground observations
- Staff interviews
- Governor feedback
- Action plans

## KEY ACTIONS

ENHANCE THE LUNCHTIME EXPERIENCE FOR OUR PUPILS - INVOLVE KITCHEN AND ANCILLARY STAFF IN DIALOGUE AND PLANNED ACTION (ARISING FROM THAT DIALOGUE) BASED ON THE SCHOOL VALUES.

## SUCCESS CRITERIA

- Are there regular meetings planned between the leadership team and the lunchtime team?
- Are there notes taken at these meetings and follow up actions which are monitored and evaluated?
- Is pupil-voice captured in this process?

## PRIORITY OBJECTIVE #3

To continue to improve 'readiness for learning' in pupils and staff by everyone demonstrating and living the school's core values in all elements of school life, and embedding a sense of a school team.



## IMPACT ON LEARNING

- Readiness to learn is evident across the board and for children this means that learning can flourish through the right mindset and conditions in the school community.

## KEY ACTIONS

REVISIT THE VALUES FOR EACH SCHOOL WITH THE STAFF. WE USE THESE A LOT WITH THE CHILDREN - HOW CAN WE DEVELOP THESE ACROSS THE STAFF TEAM, GOVERNORS, PARENT BASE AND WIDER COMMUNITY?

## SUCCESS CRITERIA

- Are there staff meetings planned to develop a clear understanding of what the values look like in all elements of school life?
- Are all school staff, including ancillaries and cleaners aware of those values and have they participated in training and dialogue?

## KEY ACTIONS

CONTINUE OUR AFFILIATION WITH INCLUSION QUALITY MARK - BUILD ON THE REPORTS FROM THE MOST RECENT ASSESSMENTS TO CREATE INCLUSIVE SCHOOL ENVIRONMENTS WHERE OUR VALUES CAN GROW AND THRIVE.

## SUCCESS CRITERIA

- Has each school got an action plan for inclusion based on their IQM assessments?
- Has each school contributed to an IQM Cluster to share good practice and learn from other settings?
- Do both schools maintain IQM status?



LAXEY SCHOOL / DHOON SCHOOL  
SCHOOL IMPROVEMENT PLAN 2020 - 2021

Governing Body

Chair - Mr Robin Turton  
Co-opted - Mr Steve Rodan  
Co-Opted - Ms Pam Kerruish  
Parent - Mr Kristan King  
Parent - Mrs Ali Kinrade  
Teacher - Mrs Louise Stewart

Federation Leadership

Executive Headteacher - Mr Maxim Kelly  
Head of School (Dhoon) - Mrs Sarah Shimmin  
Head of School (Laxey) - Mr Craig Astin