

**Lossiemouth High School
School of Ambition
Transformational Plan
August 2007**

Leadership

Aim(s)			
<p>To continue to develop a cohesive multi level approach to shared leadership training for SMT, PTs, teachers, support staff, pupils and parents that includes:</p> <ul style="list-style-type: none"> • Dedicated training appropriate to the roles of each group. • Cross group training that embeds and expands the common understanding and language in developing leadership across all staff. • Leadership training for pupils alongside staff and interested parents, sharing skills and common language of leadership for sustainable change and improvement that resonates with the whole school community. 			
Action	Person Responsible	Timescale	Outcome/Impact
<p>Promote the Columba 1400 values.</p> <p>Arrange meetings with staff and pupils involved with Columba 1400 to ascertain priorities for development.</p> <p>Continue expansion of training for all staff, and pupils in the Columba Philosophy.</p>	<p>R Mcghee</p>	<p>June 07</p>	<p>Pupils taking leadership of the various initiatives which were distilled from the brainstorming exercise completed in June 07. Staff taking leadership of areas of development alongside pupils.</p>
<p>Establish and develop project groups according to shared priorities decided by pupils. Projects developed at appropriate timescale for each development.</p> <p>The promotion of leadership opportunities for staff and pupils.</p>	<p>R Mcghee to co-ordinate</p>	<p>August 07</p>	<p>Year group priorities established and managed by the core group of leaders in each year S1 to S4. A fund-raising cross year project managed by a group consisting of volunteers from each year and incorporating as many pupils as possible from S1 to S4.</p>
<p>S2 Pupils trained by Columba 1400 train P7</p>		<p>From August 07</p>	<p>On going development of the team of leaders in each year</p>

2. Pupil Focused Learning and Teaching

Aim(s)

- To improve the overall quality of learning and teaching by expanding initial progress made to establish an integrated whole school approach to curriculum development in keeping with Curriculum for Excellence.
- To improve classroom and whole school experience for staff and pupils by expanding and refining the optimum conditions in a Solution Oriented School.
- To continue to expand transformational ways of working in the school and community embedding this into all aspects of school life and new ways of thinking; allied with Columba 1400 and Values based working; continue to influence and nurture the growth of a new social community centred upon a "Can Do" culture.
- To build improvements in consistent application of best practice in learning and teaching, incorporating AifL and Emotional Literacy.
- To expand and develop initiatives designed by pupils and staff to improve learning experiences throughout the curriculum.
- To continue to offer opportunity and support for individuals and group activities proposed through transformational bidding.

Action	Person Responsible	Timescale	Outcome/Impact
<p>In partnership with Ioan Rees, the Lossiemouth SOS level 3 facilitators provide programmes of joint training for Max - Agents, peer supporters, new staff, NQTs and interested parents.</p>	HT/DHT	Oct 07-June 08	A shared common understanding by all stakeholders of the principles, language and skills of Solution Oriented Practice.
<p>1. Training for all peer supporters and Max Agents. Opportunities to liaise with Fraserburgh Academy and other SOA schools.</p>	HT/DHT Level 3 facilitators.	Oct 07-June 08	Solution Oriented working will continue to provide energy and empowerment throughout the school, constantly re-positioning relationships at the heart of our functioning.
<p>2. Level 1 SOS twilight CPD</p>	DHT Level 3	Oct 07 -Oct 08	Coaching skills learned

<p>sessions for all new staff and NQTs in partnership with ASG group staff.</p> <p>3. Level 3 facilitator training by Ed Psychology Team.</p>	<p>facilitators</p> <p>DHT</p>	<p>January 08</p>	<p>through the SOS approach will help peer supporters, staff and Max Agents to enhance capacity in others and empower individuals to engage with confidence in their own learning experiences throughout the school. By developing problem solving skills pupils will be able to effectively contribute to future school improvement.</p>
<p>Led by a DHT, a group of staff will organise a programme of twilight sessions in AifL and Emotional Literacy feature as CPD on school calendar.</p> <p>The group will further develop, monitor and support AifL, homework, classroom observations, sharing of good practice, coaching and mentoring needs and use of peer support to improve learning.</p>	<p>DHT and L&T group</p>	<p>Sept 07-June 08</p>	<p>Members of staff take responsibility for enhancing learning and teaching and work to enable all stakeholders to develop the skills that will improve consistent delivery, an increased sense of self worth and promote a positive "Can Do "attitude.</p>
<p>A curriculum development group consisting of staff, pupils and interested parents is established to expand curriculum innovation leading to increased curriculum</p>	<p>HT/ DHT AND Curriculum development group.</p>	<p>Oct 07-June 08</p>	<p>Teaching and Support staff will gain confidence from a structured training programme, designed to empower them to make choices and decisions that will lead to enhanced curricular experiences</p>

<p>choice for pupils at all stages and develop whole school capacity for cross-curricular curriculum delivery.</p> <p>The group will audit current curriculum provision and plan and design training to increase capacity and confidence amongst staff.</p>	<p>HT/DHT</p>	<p>Oct 07-June 08</p>	<p>for them and their pupils.</p> <p>Increased confidence will encourage the expansion of out of class experiences for pupils and staff and facilitate the breaking down of subject barriers leading to powerful interdisciplinary working and an increase in levels of motivation, pace and involvement.</p>
<p>The School of Ambition committee will continue to screen a range of transformational initiatives and requests from individuals and groups based upon the current bidding structure.</p>	<p>HT/ SOA committee & F Malcolm SOA evaluation.</p>		<p>Pupils and staff feel confident and empowered to instigate and lead new initiatives for improvement in the school. Translating training into practice, pupils and staff recognise and accept opportunities and responsibility for leadership at all levels and feels a sense of pride in personal and group achievement.</p>

3 Ethos and Relationships

Aim(s)			
<ul style="list-style-type: none"> To develop an ethos that values the contribution of all and establishes a powerful set of principles and strategies that continues the transformation of Lossiemouth High School into a place where there is a spirit of adventure and openness to challenge and new ideas. To continue to develop, together, a shared Core Professional Purpose that defines our interactions with people. To continue to develop the sense of energy and empowerment throughout the school. To further develop the transformation of the school into a "Place of Possibilities" where everyone gets the opportunity to enjoy discovering their abilities, learning to use them, sharing them and developing them to the full. 			
Action	Person Responsible	Timescale	Outcome/Impact
With support from Ioan Rees, the Moray Council Ed. Psychology team the level three SOS facilitators and Restorative Justice team, continue to develop the capacity of the strength based intervention team in school.	DHT/ HT and level 3 facilitators and Restorative Justice team.	Sept 07- June 08	Bringing together Solution Oriented Practice and Restorative Practice, increase the capacity of the school to address relationship and behavioural problems at all levels in the school. This way of working provides energy and empowerment in staff and pupils moving us away from labelling of children. It has moved everyone towards a way of working with others that honours abilities, efforts and achievements. Exclusion figures will continue to be reduced.
Establish the Max Agent pupil team. In collaboration with the pupils design and plan new and on-going additional training and strategies for pupil support. Liaison will be established between pupils across the	HT and Max Agent team.	Sept 07 - June 08	

<p>ASG with LHS pupils training Primary pupils.</p> <p>To engage wide group of partner agencies in dialogue to shape all future multi -agency working and submit plans that will enable early intervention in all the schools in the ASG group to the Moray council. This planning document will identify resources, including accommodation and underlying principles governing inter agency working for the future.</p> <p>A staff, pupils and parent group will continue to develop and enhance the Values driven work in the school. They will pursue the completion of the Investors in People Award an liaise very closely with the Columba 1400 staff and pupil teams and the Lead Coaches in order to tighten and reinforce</p>	<p>HT/ DHT and Multi - Agency team</p> <p>DHT/ Values group Columba 1400 teams and lead coaches.</p>	<p>Sept 07- June 08</p> <p>Sept 07-June 08</p>	<p>Classroom behaviour will continue to be improved. Timeout figures will continue to drop. Continuity in the approach to Behaviour support form 5-18</p> <p>Long term plans for early intervention will provide a clear structure for inter-agency working with an emphasis on shared responsibility and commitment this will help to ensure that planned multi -agency working is delivered more effectively and efficiently.</p> <p>The sense of well- being will increase amongst staff and pupils. Capacity for improvement will continue to grow through increased knowledge skill and involvement. Behaviour and attainment will improve.</p>
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cohesion between the various strands of people centred working in the school.

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