BERWICKSHIRE HIGH SCHOOL
2023-24 Improvement Plan (Draft)

Our PACE model guides our Improvement Plan: **Pedagogy**, **Attainment**, **Curriculum** and **Ethos**.

PEDAGOGY

1. Further develop pedagogy across the school via a focus on **Supported Self-Evaluation** and **Pedagogical Coaching**.
   Each teacher will have their own area(s) of focus, as set out in their Professional Learning Plan (PLP). Our whole-school focus will build on the work of the previous two years, to include:
   a. Questioning, discussion and 'spotlight assessment'
   b. Differentiation
   c. Cognitive Load Theory
   d. Behaviour management

   Across all areas, we will consider how digital technology (via the Inspire Learning Programme) can be used to enhance teaching and learning.

2. Continue to develop the use of **homework** to support learning, with a particular focus on homework as *independent practice*.
   As much as possible, home practice tasks should be informed by what we know about the Testing Effect, the Spacing Effect, and the Interleaving Effect.

3. Continue to improve **students' independent study skills** across all year groups, with a specific focus on '*active study*' (as opposed to 'passive study').

4. Further develop staff awareness and skills in relation to **neurodiversity**.

ATTAINMENT

1. Further develop our approaches to **data-driven instruction**, with a particular focus on:
   a. Professional learning from texts such as *Leverage Leadership*
   b. Running an effective 'Data Meeting' training for middle leaders
   c. Using assessment data in a responsive way with classes, and with targeted groups and individuals
   d. Tracking progress within levels in the Broad General Education

2. Continue to **review the senior phase macro-curriculum**, with a particular focus on:
   a. The success of our long/short course model using 2022-23 senior phase attainment data
   b. Progression pathways
   c. Our National 3 offer for Enhanced Provision students
   d. Additional accreditation opportunities, such as volunteering

3. Review the **change of timetable date** for S1-3 and **study leave thresholds** for S4-6.

CURRICULUM

1. Improve **literacy** in the Broad General Education, to include the development of:
   a. Explicit grammar teaching
   b. S1-3 Reading for Pleasure (with the added benefit of developing cultural literacy)
   c. Public speaking skills
   d. A community Shared Reading Programme

e. In-subject reading and discussion

2. Improve **numeracy** in the Broad General Education. This should include the development of interdisciplinary links, such as via maths, science & our greenpower car.

3. Continue to develop our **assemblies programme** as a driver to further improve ethos, identity, and a mind-set of ambition. Specifically, this should include:
    a. Weekly assemblies for S1-3s, with rotation of days
    b. Monthly assemblies for S4-6 in 'core' periods

4. Further improve the **Senior Phase macro-curriculum**, with a particular focus on:
    a. Exploring possibility of introducing additional new courses
    b. Ensuring progression pathways between courses
    c. A new electronic Course Choices booklet

5. Continue to work in partnership with our **Cluster primary schools** to develop the Second Level curriculum in English, maths, science and modern languages.

6. Continue to improve the quality of our **Enhanced Provision curriculum**, particularly:
    a. The subject range and interdisciplinary learning opportunities
    b. Enriching projects taught in partnership with other faculties
    c. Work experience opportunities

ETHOS
1. Continue to develop **students' mind-set** of ambition, including via:
    a. The assemblies programme
    b. Year-group teaching and in-subject reinforcement of study skills
    c. Recognition and celebration of success

2. Continue to improve **student behaviour** across the school, with a particular focus on ensuring:
    a. Interactions are guided by our 'warm-strict' approach
    b. There are consistently high expectations across our school
    c. Any low-level issues are addressed quickly
    d. Appropriate interventions are utilised in cases where behaviour is consistently poor

3. Further develop **student leadership opportunities**, to include:
    a. S6-led clubs
    b. S6 helping to teach in lessons
    c. Peer Tutoring
    d. A student-led cafe

4. Further develop **school-community links**, for example, via a Community Mentoring Programme.

5. Continue to develop **in-school professional learning opportunities for staff**, to include:
    a. Classroom Support Assistants (CSAs) and Additional Needs Assistants (ANAs)
    b. Middle leaders

6. Further develop the **learning environment** of the school, to include:
    a. The library space
    b. Study Hall
    c. Use of digital exams

7. Continue to improve **communication** within the school, with a particular focus on ensuring that all staff have up-to-date information about key pastoral and support for learning matters. This should include development of a Support for Learning bulletin.