St Thomas of Aquin's RC High School

School Improvement Plan 2024-26

Self-Discipline

Teamwork

Trust

High Expectations

Openness

Mutual Respect

Achieving Excellence

Success

St Thomas' is a learning community which ensures a safe, supportive and enjoyable environment where pupils, staff, and parents are inspired and motivated to work hard for one another to fulfil the God-given potential of all pupils.

There will be three progress reports on the school improvement plan:

1. **1st week in November 2024:**
2. **2nd week in February 2025:**
3. **3rd week in May 2025:**

The school improvement plan uses a "you asked, we are doing" section to support parents and staff identifying their voice in the improvement of the school

The school improvement plan is contextualised using the HMIe reporting Quality Indicators

March and April 2024 School survey improvement themes for session 2024-25

1.3 Leadership of change	1.5 Management of resources to promote equity	2.2 The Curriculum	2.3 Learning, teaching, and assessment	3.1 Improving wellbeing, equality, and inclusion	3.2 Raising attainment and achievement
The school takes our views into account	The school advises and organises activities to support parents/pupils' learning. **SDO Parent engagement evenings**	Pupils encouraged and to be healthy and take regular exercise	Learning conversations are embedded in the school.	The school supports pupils' emotional wellbeing	I have the opportunity to discuss my achievement Achievement surveys Termly Faculty Achievement boards
There are opportunities to be involved in agreeing priorities for the school. Pupil Parliament		The school supports pupils to make choices about subjects that are right for them	Pupils are leading their own learning. Pupil Parliament Learning, Teaching and Assessment working group	The school helps pupils to become confident **Wellbeing SLWG**	
There are regular opportunities to undertake leadership roles. Short Life Working groups Visting schools SQA Rights Respecting Group Climate Action Group Leading Sports Clubs		There are opportunities to help shape the curriculum at the school		The school deals effectively with bullying **Pupil Parliament action**	

1.1 Self-evaluation for self-improvement (CS) • Collaborative approaches to self-evaluation • Analysis and evaluation of intelligence and data • Ensuring impact on learners' successes and achievements				
Tasks	**By Whom**	**Resources**	**Timescale**	**colouring + Impact statements**
Pupil, Staff, and Parent Voice Enhance Staff, Parent, and Pupil voice in the school improvement planning by analysing 2024 surveys and incorporating themes into the school improvement plan via a "You asked, We did". SLT to support by focused surveys of pupils, parents, and staff (on a single topic) to support the improvement of the school experience.	SLT LT Staff Parents Pupils	SLT meetings Parent surveys Pupil Surveys Parent Council meetings Pupil Parliament meetings Equalities Group meetings HT Briefings Website	**June 2025**	
Essential Learning communication Enhance support for all staff in the context of annual Essential Learning updates through HT and BM communication; SLT and LT meetings; and Faculty meetings Children, families, and justice role specific learning – The City of Edinburgh Council Intranet	SLT LT Staff	SLT meetings LT meeting HT Briefings CEC Website	**June 2025**	

1.3 Leadership of Change (CS) • Developing a shared vision, values, and aims relevant to the • school and its community • Strategic planning for continuous improvement • Implementing improvement and change				
Tasks	**By Whom**	**Resources**	**Timescale**	**R A G + Impact statements**
Develop and enhance Staff Leadership Opportunities Support Staff with leadership opportunities in school, in St Thomas of Aquin's Learning Community, CEC South East Locality with opportunities to visit/work with colleagues. **SLWGs:** Communication at all Levels ; Excursions; Wellbeing; LTA; Chaplaincy Use PRDs, CLPL, PUs and the GTCS standards to support opportunities.	HT LT Staff QIEO CEC HTs	LT meetings Inservice's Faculty meetings Cover arrangements St Thomas of Aquin's building	**June 2025**	
Vision and Values analysis and update Survey staff, pupils and parents to support the continued collegiate aspirational vision and values of the school: Specifically, Safe, supported and Enjoyable + St Thomas values Use Developing in Faith document to focus on staff leadership in a Catholic school	HT SLT CL of RE LT Staff	Pupils and Parent Surveys Assemblies Key Adult classes SLT and PC meetings CAT session and Inservice days	**March 2025**	
Pupil Leadership opportunities Sustainability plan for St Thomas of Aquin's - The Climate Action Group Rights Respecting Schools – RRS Group Pupil Parliament – SDO to lead on BGE and SP programme using KAT to support pupil voice and action	SDO RRS Lead Sustainability Lead/Climate Acton Group	Climate Action Group meetings Pupil Parliament meetings RRS meetings Time allocation for Staff	**June 2025**	
Lunchtime and afterschool school Clubs plan: Update and enhance the annual lunchtime and afterschool clubs planning. Document. Advertise on a termly basis	SDO Staff S6 Leadership Team/ Sports Captains	Staffing Updated clubs document Marketplace planning Use of notice boards	**September 2024**	

1.5 Management of resources to improve Equity (PH & JR) • Management of finance for learning • Management of resources and environment for learning				
Tasks	**By Whom**	**Resources**	**Timescale**	**R A G + Impact statements**

Tasks	By Whom	Resources	Timescale	R A G + Impact statements
Tracking and supporting most disadvantaged cohort Share information regarding pupils in SIMD 1+2, FME, CE, YC and track these pupils' progress in classes and engagement in wider life of the school and community. Develop sustained supports for families to support with engagement in school and extracurricular activities. Increase staff awareness of how to support targeted groups (1 in 5 training)	SDO PSLs All Staff	Spreadsheet with data T&M system LT meetings In-services Faculty meetings/House meetings	**December 2024 + May 2025**	
Develop *Family Learning* opportunities Raising Teens with Confidence, Bring Your Parent to School Day, iPad support event for S1.	SDO DHTs PC	LT meetings Inservice's Faculty meetings Cover arrangements	**June 2025**	
Rising Pupil Rolls Planning and preparation for increasing pupil roll to ensure a positive impact on the learning community	BM HT DHT SDO All Staff	Communication Link with CEC Timetable Resources as necessary to support young people	**Planning from September 2024 for August 2025**	
Financial Management and Budgetary Control Continue to manage the Devolved School Management budget efficiently and effectively with relevant control measures and audit features to ensure best value	BM HT DHTs SDO CLs All staff	Pupil Weighting System Efficient CPD to budget holders Balance Sheets Support as necessary Effective communication	**August 2024**	

2.2 Curriculum (CS/SLT/LT) • Rationale and design • Development of the curriculum • Learning pathways • Skills for learning, life, and work				
Tasks	**By Whom**	**Resources**	**Timescale**	**R A G + Impact statements**

Tasks	By Whom	Resources	Timescale	
Daily Key Adult system at St Thomas Continue to develop Key Adult Time using the RAISE system to ensure consistency in delivery model.	SDO All Staff Pupils Parents	RAISE system House Captains Key Adult Time Calendar planning and communication	**June 2025**	
Curriculum planning Ensure the school has plans in place for capacity in curriculum delivery	HT SLT CLs Faculty Staff	SLT meetings HT/CL/Faculty curriculum meetings Staffing	**June 2025**	
Curriculum policy Update curriculum policy on school website	HT SLT CLs Faculty Staff	SLT meetings HT/CL/Faculty curriculum meetings Staffing	**October 2024**	

2.3 Learning Teaching and Assessment (SM)				
• Learning and Engagement, including use of digital technologies • Quality of Teaching • Effective use of Assessment • Planning, Tracking & Monitoring				
Tasks	**By Whom**	**Resources**	**Timescale**	**R A G + Impact statements**

Develop high quality learning and teaching across every classroom in line with St Thomas LEARNS policy. **2024-2025 key areas for whole school development:** 	DHT 2.3	• Learner visits programme with launch of mini faculty reviews • QI 2.3 LTA focused fortnightly Leadership meetings • St Thomas LEARNS staff MS Teams tool kit • LTA working group • CAT/In Service CLPL/ Opportunities for collegiate learning • Key current professional educational reading	**Review May 2025** **Fortnightly** **Launch Sep 2024** **Termly** **Ongoing**	
Digital learning skills development **Development of iPad skills and use of Apps to support. learning and Teaching** **Promethean boards**	DHT 2.3/HT/BM/CL Computing Science LTA & ICT group	• CAT/Faculty sessions • CEC CLPL • LTA group • Inservice • In house CLPL programme	**June 2025**	

		• St Thomas LEARNS staff MS Teams tool kit		
Fully integrate Learner Conversations whole school systematic approach in line with tracking and monitoring timeline. • All pupils to know their BGE/SP levels/working grade and next steps for improvement.	DHT 2.3 Curricular Leaders All staff	• Leadership meetings/ QI 2.3 LTA meetings • Faculty Meetings • iPads/OneNote • Pupil Support Leaders/PSE classes • Pupil Parliament • Faculty self-evaluation calendars	**June 2025**	
Implementation of new CEC tracking and monitoring system	DHT 2.3 SLT CL Computing Science All staff CEC	• CAT/In service time for training • Attendance at CEC meetings • MS Teams CEC support group/training	**June 2025**	

3.1 Ensuring wellbeing, equality and inclusion (IJP)				
• Wellbeing • Fulfilment of Statutory Duties • Inclusion and Equality				
Tasks	**By Whom**	**Resources**	**Timescale**	**Impact statements**

Tasks	By Whom	Resources	Timescale	Impact statements
The inclusive classroom Continued Faculty development of the inclusive classroom experience: 1. Circle Document - how does your classroom support all pupils 2. Adverse Childhood Experience – enhancing nurturing principles and techniques to meet the needs of our most vulnerable pupils	DHT 3.1 SLT Leadership Team All Staff	SLT meetings Leadership meetings CATs Pupil surveys	**May 2025**	
Communication from the Learning Development Support Faculty Develop a weekly OneNote communication system to support all colleagues understanding of pupil profile updates	DHT 3.1 SLT Leadership Team All Staff	SLT meetings Leadership meetings CATs Pupil surveys		
Decolonising the Curriculum Session 2024-25 theme – "Mirrors and Windows" – Inservice/CAT presentation Support all Faculties with 2024 survey return analysis and next steps Draft School Equalities curriculum Map	Lead on DtC DHT 3.1 SLT Leadership Team All Staff	SLT meetings Leadership meetings CATs Pupil surveys	**May 2025**	
Pupil rights and voice Rights Respecting Schools Gold award planning.	RRS lead DHT 3.1 SLT PSLs	SLT meetings IST Assembly times RRS Lead Pupil surveys	**April 2025**	
Update strategic and operation Attendance systems at St Thomas Lesson by lesson attendance Admin protocols for contacting parents Parents aware of CEC policy	DHT 3.1 & BM SLT Integrated Support Team and Admin Team Leadership Team All Staff	SLT meetings Leadership Team meetings CAT session Faculty meetings	**June 2025**	

Child Protection Folders and Health Care plans Embedding of PPR guidelines - rolling programme of updating S1 CP Folders coming into the school and S4-S6 Leaver CP folders moving away from the school. Review of Health Care Plans and medical information	DHT 3.1 SLT Integrated Support Team and Admin Team	SLT Meetings DHT 3.1 meetings CEC policy Integrated Support Team meetings	**June 2025**	
Improving wellbeing, equality, and inclusion policy	DHT 3.1 SLT LT Faculty Staff	SLT meetings LDS meeting LT meeting Inservice training Pupil Parliament	**December 2024**	
Assistant PSL proposal	HT SLT Business Manager All Staff	SLT/LDS meeting All Staff communication regarding this opportunity 2 periods per week House allocation		
3.1 SSE	DHT to organise & liaise with LDS	DHT led LDS meeting to organise 2-day visit. Time out for staff members Two Day itinerary for visit		
SLWG Wellbeing for pupils and parents	DHT Interested Pupils- Via Pupil Parliament Interested Parents-Via Parent Counsel	Pupil Parliament meeting Parent Counsel meeting Time Identified to meet		
Mental Health First Aiders Course	DHT Interested Staff Members	DHT to organise CPD session interested staff. Inservice session. Time.		

3.2 Raising attainment and achievement (CS) • Attainment in Literacy and Numeracy • Attainment over time • Overall quality of learners' achievements • Equity for all learners				
Tasks	**By Whom**	**Resources**	**Timescale**	**Impact statements**

St Thomas of Aquin's attainment strategy Maintain of St Thomas of Aquin's 5 @ Level 3 (95%), Level 4 (90%) in S4, and have an aspirational target of 65% of S4 pupils achieving 5 National 5 passes. In S5 have an aspirational target of 45% of S5 pupils achieving 5 Level 6 and 60%of S6 achieving 5 Level 6 by the end of S6 HT and Faculty Insight meetings September/October Insight Faculty Tracking of all SIMD 1-2 pupils; Care Experienced, and LAAC pupils – Termly updates by DHT 2.3	HT DHT LT Staff	SLT meetings LT meetings Inservice's Faculty meetings Tracking analysis 16 + Meetings	**June 2025**	
The Tracking of S1-S6 pupil achievement SDO post to implement a twice-yearly system via MS Forms, Key Adult, and Seemis to capture all S1-s6 achievement. Develop a consistency in termly Faculty achievement boards using CFE 4 Capacities to celebrate S1-S6 pupil achievement.	SDO HT LT Staff	SLT meetings Pupil surveys Key Adult Time	**June 2025**	
Attainment policy Develop an attainment policy and place on school website.	HT SLT CLs Faculty Staff	SLT meetings HT/CL/Faculty curriculum meetings Staffing	**June 2025**	

You asked, we are doing

Whom	Where	Asked for	We are doing	Evidence
Parents	Parent Surveys			
Pupils	Parent Surevys			

2024-25 Draft Collegiate Activity Time, Departmental Activity Times, and in-service sessions

7 DATs throughout the year which will be linked to the Faculty self-evaluation calendar: Each faculty to email SLT link a bullet point summary of each DAT completed work.

Possible themes for Inservice days:

2 August in-service: Day 1: Catholic Ethos. Attainment. Monitoring and Tracking.

Day 2: CP training. Pupil profiles. Autism training/circle document? Dependent on staffing

October in-service: Day 1: Autism training. LTA update. RRS Gold update and Sustainability plan. Time in Faculties. (Opportunity to complete Emergency First Aid training)

January in-service: Day 1: LTA update. Mental Health and Wellbeing update. Time in Faculties

May in-service: Day 1: Improvement planning and rising rolls. Staff Wellbeing walk. Time in Faculties.

Draft CAT sessions:

CAT 1: 2.3 LTA: Monitoring and Tracking

CAT 2: 2.3 LTA: iPad training

CAT 3: 1.5 1 in 5 poverty training and Closing the attainment gap in S1-S3 CfE Levels.

CAT 4: 3.2 Pupil Attainment and Achievement at St Thomas of Aquin's

CAT 5: 3.1 Wellbeing at St Thomas of Aquin's

CAT 6: SNC and WTA

CAT 7: WTA and School Improvement planning

The Quality Indicator 1.3 Leadership of Change focusses around 4 main areas

- Developing a shared vision, values, and aims relevant to the
- school and its community
- Strategic planning for continuous improvement
- Implementing improvement and change

Learning, Teaching, and Assessment: Lee Wilson, Hannah McGowan, Melissa Ross, Chris Wotherspoon, Jenny Cairns, Georgiana Luncanu, Lauren Stalker,

Better relationship, better behaviour, better learning: Christopher Santini

Equalities:

Equalities curriculum co-ordinator: Katie Hunter

Rights Respecting Schools: Hannah McGowan

Chaplaincy: Chris Wotherspoon, Margaret Winders, Marianne Patrick, Allan Whyte, Gordon Rouse

Timetabling: Lauren Stalker, Matt Wilson, and Stefania Mariani

Health and Safety: David Lodge, Matt Wilson, Lee Wilson

Pupil Council: Philippa Hastings; Melissa Ross;

Literacy:

Numeracy:

Health and Wellbeing:

Sustainability: Kristine Bogomazova

Developing the young workforce: Alison Sinclair

School Magazine: Elisha Harley