



In Partnership with East Renfrewshire Council

## Improvement Plan 2017 - 2018

### VISION

To offer an experience through which children can realise their individual potential in a safe, caring, stimulating environment which meets their individual needs. To deliver this via a curriculum which offers breadth as well as depth, which challenges children and enables them to make progress and choices about their learning, which is coherent and relevant to them and, above all, which is enjoyable for them.

### VALUES

Integrity, equality, respect, happiness

### AIMS

- To place the child at the centre of all we do
- To recognise the individuality of each child and meet their needs on an individual basis
- To work in partnership with the child, parents and other relevant bodies
- To provide a holistic experience which will set children on the path to being confident individuals, successful learners, effective contributors and responsible citizens.

A number of guidance documents are taken into account when we are deciding on the content of our improvement plan here in Clarkston Nursery. Firstly, we consider the advice given in East Renfrewshire Councils Local Improvement plan 2014 – 2017.

## East Renfrewshire's Vision

### Key Local Outcomes

All children in East Renfrewshire experience a stable and secure start to their lives and are supported to succeed. Parents provide a safe, healthy and nurturing environment for their families.

Our children are healthy, active and included.

East Renfrewshire residents are fit and active and have the skills for learning, life and work.

Children and young people are cared for, protected and their wellbeing is safeguarded.

Children and young people raise their educational attainment and achievement, developing the skills they need during their school years and into adulthood.

Residents have the skills to maximise employment opportunities.

We also consider the guidance put forward in the National Improvement Framework.

The publication sets out four key priorities that everyone in Scottish education should be working towards:

- Improvement in attainment, particularly in literacy and numeracy;
- Closing the attainment gap between the most and least disadvantaged children;
- Improvement in children's and young people's health and wellbeing; and
- Improvement in employability skills and sustained, positive school leaver destinations for all young people

You will see upon reading the content of our improvement plan that many of these identified target issues are being addressed in the nursery. We also consider input from Staff, parents and the children themselves, and again, you will see these points of view reflected in this document.

### Strategic Priorities (2017– 2018)

|   | <b>Work and Life of the Centre</b>                  | <b>Targets</b>   |
|---|---|--|
| 1 | Provision of Early Education                        | <ol style="list-style-type: none"> <li>1. Continue to build upon provision for Literacy and Numeracy</li> <li>2. Improve provision for the Pre Birth to Three Curriculum to improve experiences for our under threes.</li> </ol>   |
| 2 | Engagement with the wider community                 | <ol style="list-style-type: none"> <li>1. Celebrate the Nursery being 50 years old by mounting a photographic exhibition and hosting a celebration evening for the local community and former service users</li> </ol>   |
| 3 | Ensure the best possible outcomes for all children. | <ol style="list-style-type: none"> <li>1. Introduce new ways for younger children to express their needs and feelings within the setting.</li> <li>2. Embed adult led learning opportunities to ensure learning is being taken forward for each individual child in the setting.</li> <li>3. Provide adult education to aid parents in making nutritional choices for children and families</li> </ol> |
| 4 | Leadership  | <ol style="list-style-type: none"> <li>1. Proceed with the plans for the door to the garden area now that the church have given permission for us to build this. Apply for grants to commission the work required and to re-resource the outdoor area.</li> <li>1. Continue working towards the Family Friendly Gold award.</li> </ol>   |

Local Improvement Plan 2016-2019 – An ethos of high expectations and achievement in every school and Service  
 Service Priority – Improved provision of early education. Q.I 2.2,2.3, 2.4, 2.5, 3.2

- Build upon improved opportunities for literacy/numeracy by introducing adult led daily game/puzzle activity
- Improve provision for the children under three in the playroom.
- Introduce a 'Lending Library' to encourage an interest in literacy.

| Outcomes and Impact - What do we want to do?  | How will we do it?   | Resources/Personnel/Timescale   | Evaluating Success – what will we see when it's done?  |
|---|--|---|--|
| <p>We want to improve children's capacity for literacy and numeracy as well as their concentration skills and awareness of rules and turn taking by introducing adult led board game/ puzzles on a daily basis.</p> | <p>The CDO responsible for snack will lead this session once the snack area has been cleared each day.</p>             | <p>Snack CDO weekly – September 2017. New resources have already been purchased but can be added to if a need is identified.</p>  | <p>Children will be more able to settle to an activity for longer periods of time. The content of the game/puzzle on offer will in some way, reinforce the childrens literacy or numeracy skills. Children will become more aware of the social connotations of playing in a group and these skills – taking turns, waiting for their own turn etc. – will translate into other child led activities within the play room.</p> |
| <p>We want to ensure there is scope within the playroom for the under threes to revisit schemas and other stage appropriate methods of learning.</p>  | <p>We will visit other centres to see how they tackle this. Good practice observed can be adapted and implemented.</p> | <p>Term 1, 2017 – Marie and Eleni. Both have already undertaken training on providing enabling environments for under threes. Term 2, 2018 – After discussion with manager, good practice observed elsewhere can be implanted in the playroom. The impact of changes will be monitored and then discussed before permanent changes are adopted by term 3, 2018.</p> | <p>The nursery environment will better support the development of the under threes who attend the setting. Children's skills will develop more quickly as they have the opportunity to learn in ways appropriate to their stage of development.</p>  |

We want the children to be able to borrow books from the nursery as part of their weekly routine.

We already have a vast array of books which can be utilised for this project.

Each child will be given a plastic folder with their name on it which will act as their library 'ticket'. They must bring the folder to access another book. We will alternate the day each week when children can access the library, so that those who don't attend full time can still take advantage of it.

Maureen and Heather to organise books and prepare folders – Term 1, 2017.

Lending Library up and running by Xmas 2017.

Children will be more interested in books and parents will be encouraged by the children to read to them. We will see a cross over between the learning which happens in nursery and that which takes place in the home setting. Parents will be more involved with the nursery and children's literacy skills – retelling a story etc. – will increase.

Engagement with the community of Parents, and engagement with the wider community. Q.I 2.5, 2.7, 3.2

| Outcomes and Impact – What do we want to do?  | How will we do it?   | Resources/Personnel/Timescale   | Evaluating Success – What will we see when it's done?  |
|---|--|---|--|
| <p>We want to celebrate the nursery being 50 years old by mounting a photographic exhibition and hosting a celebration.</p> | <p>Initially, we will need to reach out to other local groups and to the local community to gather historical materiel about the nursery.</p> <p>A celebration evening will be hosted in the church hall and historical materiel will be displayed on the walls of the small hall.</p> | <p>Maureen – Term 1, 2017</p> <p>All staff and parent committee – Xmas 2017</p> | <p>The success of the nursery will be celebrated locally by the church, other community groups, former pupils, staff and parents of pupils and by the wider community as a whole. The reputation of the nursery will be spread further afield than it is currently, and this in turn may raise awareness of our existence and encourage potential service users to consider us for their pre-school provision.</p> <p>Children currently using the provision will be able to look back at how things were in the past at their nursery and will have the opportunity to think about how things were when their parents were their age. Children will gain a sense of time, how it passes and will have a better understanding of the effects of time on their lives and the lives of their important adults.</p> |

Local Improvement Plan 2016-2019 – A culture based on Getting It Right For Every Child  
 Service Priority – Introduce the concept of ‘Rights’ to the children Q.I 2.1, 2.4, 2.5, 3.1, 3.2

| Outcomes and Impact – What do we want to do?   | How will we do it?   | Resources/Personnel/Timescale   | Evaluating Success – What will we see when it’s done?   |
|--|--|---|---|
| <p>We want to provide a way for younger children within the nursery to express their needs and feelings, and to understand they have the right to be treated with respect.</p> <p>We want to be sure that staff are aware of each child's stage of development across the curriculum. Staff will provide learning opportunities specific to the particular children in their key group to ensure children are appropriately challenged or having their learning supported depending on their needs. AIFL techniques currently used will become embedded to allow children to take responsibility for their own learning.</p> | <p>Some of our team will visit other nurseries to see how this is approached. After discussion with the manager, Good practice will be adapted for our setting. These changes will be monitored and the effects on the behaviour of the children will be observed.</p> <p>The manager will provide an in house training course on how she would like this to be executed. Staff will be reminded of AIFL techniques.</p> <p>Maureen will support staff in deciding ‘what is needed and where’ for the children in their group.</p> <p>Maureen will monitor group AIFL observations and sit in on group activities until staff are confident with these techniques.</p> | <p>Eleni and Marie – Term 1, 2017</p> <p>September 2017</p> <p>October 2017</p> <p>Term 2</p> | <p>The younger children within the setting will be much more able to communicate their needs and feelings to nursery staff. This will reduce the frustration they sometimes display leading to increased attainment and closer relationships with staff.</p> <p>They will begin to grasp the concept of respect and this will improve their behaviour towards each other.</p> <p>The pace of children’s learning will increase with staff providing the correct learning opportunities at the right time. This will enhance the experience for the children and allow them to engage with meaningful activities relevant to their stage of development thereby deepening the learning gleaned from the experiences offered.</p> |

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|---|--|--|--|
| <p>We will provide learning opportunities for parents when it comes to making positive nutritional choices for their children and families.</p> | <p>We will work with a nutritionist already known to us 'Health Angel' to provide a series of workshops for parents to attend within the nursery. Parents will have the opportunity to cook healthy food in the setting and they'll be guided by the nutritionist regarding healthy choices for their families.</p> <p>Once parents have had the opportunity to take part in these workshops, We will work with our nutritionists to put together a pack which can be distributed to all future service users here in Clarkston Nursery.</p> | <p>Apply for Healthy Eating grant via education Scotland. Maureen - completed May 2017.</p> <p>Maureen and Hailey (Health Angel) Term 1 2017.</p> <p>Maureen and Hailey. Work on pack Term 2, 2018.</p> <p>Pack ready for distribution Term 3, 2018.</p> | <p>Our parents will be well informed and knowledgeable when it comes to making the right nutritional choices for their families.</p> <p>Children will benefit from a healthier diet which should in turn, see an increase in their overall health.</p> <p>All parents who use the nursery in the future will be given the pack produced during this project which should see a positive impact on the health of all families who come to Clarkston Nursery in the future. This project should leave a legacy for many years to come.</p> |
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Q.I 1.2, 1.3, 1.5, 2.2, 2.3,  
 Leadership Tasks - Develop the outdoor area and take the curriculum into the natural environment

| Outcomes and Impact – What do we want to do?   | How will we do it?   | Resources/Personnel/Timescale  | Evaluating Success – What will we see when it's done?  |
|--|--|--|--|
| <p>Staff will source and provide an engaging, positive learning environment in the outdoor area.</p> <p>Children will be offered the opportunity to engage with the curriculum outdoors.</p> | <p>Submit application for planning permission</p> <p>Source suitable grants to fund the carrying out of the building work and to buy suitable curricular resources for the garden.</p> <p>Oversee the building work, and on completions purchase new resources and oversee the refitting of the outdoor space.</p> | <p>Maureen and parent committee<br/>Term 1. 2017</p> <p>All staff and parent committee–<br/>resource catalogues</p> <p>Xmas 2017</p> <p>All staff and parent committee,<br/>Builders, Grant application<br/>committee</p> <p>Easter 2018</p> | <p>Children will engage in high level experiences using new resources purchased to enhance outdoor learning. This will allow them to hone and develop their skills in all areas of the curriculum leading to increased attainment.</p> <p>Children will benefit from (close to) free flow outdoor play which will install a sense of wellbeing and health in them.</p> |

Leadership Tasks – Work towards and attain the ERC Family Friendly Gold Award  
 QI 1.1, 1.2, 1.3, 1.4, 1.5,

| Outcomes and Impact – What do we want to do?  | How will we do it?  | Resources/Personnel/Timescale   | Evaluating Success – What will we see when it's done?   |
|---|---|---|---|
| <p>The nursery will build upon the Family Friendly silver award it already holds, and will meet the criteria required for the gold award.</p> | <p>Meet with local family friendly group to identify improvements needed.</p> <p>Work with staff to implement the improvements identified.</p> <p>Laisse with parents during the implementation of these changes to ensure they are consulted on any improvements being made.</p> | <p>Maureen, then all staff – Family Friendly Toolkit</p> <p>June 2018</p> | <p>The nursery will provide a higher standard of service which will benefit children, parents and staff alike.</p> <p>Staff will feel a sense of achievement as they implement the improvements identified and parents and children will notice an improvement of the service we offer.</p> |