

Here in St Francis Xavier's there are a number of factors that impact on the quality of teaching in classes and the learning opportunities for all learners.

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### Commitment

Staff are very committed to their own professional development and make the most of CLPL opportunities locally and nationally. Teachers are trained in action based research using the improvement study model (Plan, Do, Study, Act). Currently we are completing the Lesson Study Model to bring about improvement and a shared understanding of quality. All teaching staff take a lead role in school improvement within the school or cluster.

As a nurturing school and trauma informed practitioners, we are committed to remove barriers to learning to promote equity and social justice.

### Creativity

Passionate teachers in St Francis Xavier's engage pupils and families in active learning to promote depth of thought and make thinking visible, taking risks with high expectations and heaps of support.



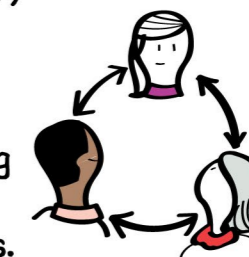
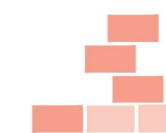
### Consistency and Clarity

We encourage and thrive on teacher autonomy in professional practice as this ensures creativity and variety but there are areas that require consistency and clarity.

Our mission, rationale and expectations of the resources, assessment, planning and pedagogy are clear. We all, including parents, ask learners the 5 critical questions based on the work of Lyn Sharratt (1. What are you learning? 2. How are you doing? 3. How do you know? 4. How can you improve? 5. Where do you go for help?)

### Collaboration

Stage partners planned together and including pupils in the process. Tracking and planning meetings ensure consistency across the stages. Focus weeks and our local to global contexts pull the learning together frequently across the session. Our cluster model has a shared improvement plan and we have opportunities for moderation. We enjoy visiting others to learn more from teachers across Scotland. We collaborate on shared digital platforms across schools and within.



Tina O'Neill, Headteacher