



Pine Trees Nursery Improvement Plan

2023-2024



Our Vision Statement

Our vision is to grow healthy happy children! We believe all children should have the opportunity to reach their full potential and we achieve this by providing a stimulating and challenging environment, rich in opportunity, where children are welcomed to feel safe, happy, loved and cared for. We strive to create a nurturing environment where our professionally trained staff can target individual needs of children to raise their self-esteem, confidence and attainment.

We recognise that family engagement in a child's education is a key factor in ensuring successful outcomes. In all aspects of their child's learning and development journey.

Through wider community links we aim to equip our children with the tools to develop skills for lifelong learning through exposure to new learning experiences driving individual ambition, creativity, curiosity, and fun!

We strive to be a centre of excellence and motivate our team to go the extra mile in all that we do, always looking to set example and one day be sector leading. Our common goal in line with local and national priorities is to achieve excellence and equity without exception.

As our setting has grown over the last couple of years, we are currently in the process of redoing our Vision, Values and Aims in partnership with our staff, service users and partners.

Our Values

-  Fairness
-  Equality
-  Understanding
-  Honesty
-  Knowledge
-  Fun

Our Aims

Within Pine Trees Nursery: Our aims were developed in 2013 and are based on the shared values of the nursery and its wider community. We review and refresh our aims annually, through questions, answers, displays and the use of the IConnect system. The aims were developed through consultation with staff, children, parents and where possible those who work in partnership with us.

- 🐝 We aim to provide an environment in which each child can become a successful, confident, and independent learner who is achieving across a wide range of areas.
- 🐝 Our priorities comply with legislation and are responsive to national and local guidelines and codes of practice.
- 🐝 We encourage child led development through purposeful play. They exercise choice and take responsibility for their own learning. Staff will listen to children and provide spontaneous learning opportunities.
- 🐝 We aim to provide a healthy, caring environment in which children are encouraged to enjoy physical activity, good hygiene practices and a balanced diet, while building positive relationships and encouraging respect for all people.
- 🐝 We aim to have a true partnership with parents and carers in all aspects of Early Learning and Childcare. We seek to provide additional support where needed to develop every child's potential. We promote equality and celebrate diversity and inclusion.
- 🐝 We value the importance of effective information sharing with parents and partners. We understand and follow protocols for information sharing to protect children's wellbeing and improve their learning experiences.
- 🐝 We seek to support our staff and value the direct impact they have on the provision of quality care and education. We aim to support and encourage staff, to promote positive relationships in the staff team, to help develop their skills and to acquire new ones. All staff should have access to high quality and meaningful training and by doing so continue their professional development.
- 🐝 We aim to foster very good working relations with other educational establishments and specialist agencies. Staff work with these teams to enrich the experience or target support for individuals or groups of children
- 🐝 We aim to ensure that the nursery is run competently and professionally promoting distributive leadership skills throughout the team. We promote and ethos of respect and celebrate staff achievements.
- 🐝 We aim to provide a supportive working environment in which people share a sense of responsibility for the success and achievements of the children and their colleagues. Continuous improvement is a key focus for all.



Centre	Quintile 1		Quintile 2		Quintile 3		Quintile 4		Quintile 5		Unknown
	Decile 1	Decile 2	Decile 3	Decile 4	Decile 5	Decile 6	Decile 7	Decile 8	Decile 9	Decile 10	
Pinetrees Early Years Centre	1.7	1.7	8.6	6.9	19	15.5	5.2	25.9	12.1	3.4	
Authority	10.4	11.8	11	16.4	14.1	9.7	2.2	8.3	8.1	7.7	0.7

Developmental Milestones (% of children achieving all elements of milestone).

Centre	2021-2022 (June)			2022-2023(June)		
	Health and Wellbeing	Comm. and Language	Maths and Numeracy	Health and Wellbeing	Comm. and Language	Maths and Numeracy
Pinetrees Early Years Centre	85	69	85	93	87	93
Authority	69.9	50.4	52.2	69.9	50.4	52.2

From the data collected we have noted that the centre roll has remained steady, the centre can accommodate 24 0-2's, 20 2-3's and 54 3-5's. 17 children live between deciles 1,2,3 with the higher percentage of our children living in deciles 4 & 8. We currently have no care experienced children in our care. Attendance in the last term has remained steady averaging 91%. We have noted an increase in our achievement of milestones, we can only presume this is due to having a higher number of pre-schoolers this year, year around these drop with more ante pre children being accommodated, this is above the local authority percentage. Milestones identified for improvement are like that of the local authority.

South Ayrshire Council Plan

- Maximise the potential of our children and families
- Improve the way we work as a council
- Maximise the potential of our economy
- Maximise the potential of our adults and older people
- Maximise the potential of our communities
- Maximise the potential of our environment

Children's Services Plan - Draft

- Ensure South Ayrshire's children get the best start in life, it is the best place to grow up, and all children and young people are successful learners, confident individuals, responsible citizens and effective contributors.
- Reduce the gap in outcomes between the most deprived and least deprived children and young people in South Ayrshire.
- Ensure children and young people who are looked after or are care leavers are cared for and supported to improve their life experiences and life chances.
- Ensure children and young people are supported to achieve and maintain good emotional and physical health and wellbeing.
- Ensure children and young people have a voice in influencing service delivery that affects their lives.

Educational Services Plan

- The proportion of young people and adults with relevant qualifications is increased.
- Effective early years and early intervention services are delivered
- More children and young people are successful learners, responsible citizens, confident individuals and effective contributors
- The gap between the highest and lowest achievers is narrowed
- We look after our most vulnerable children and families
- Land and building assets are well maintained, fit for purpose and affordable
- A flexible workforce with the skills and knowledge to deliver services efficiently and effectively

National Improvement Framework

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

Priority 1: Raising children's attainment and achievement in Literacy ensuring equitable experiences and opportunities for all.

Link to NIF: - Assessment of Children's Progress/Parental Engagement

HGIOELC:-2.3 & 3.2

What Outcomes Do We Want to Achieve?	How Will We Achieve This? (Intervention Strategies)	Lead Person	Start and Finish Dates	How Will We Measure Impact on Children and Young People? (Include Where Possible Current Measure and Target)
<p>Improve children's level of verbal and phonological skills aiming to close the poverty related attainment gap.</p>	<p>Implement evidence-based approaches to improve children's communication and language skills using.</p> <ul style="list-style-type: none"> Improved use of ICT - Matching pictures to other pictures, Matching pictures to sound-letter patterns. Partnership Working - SAC School Teacher Enhance pupils' learning through more effective use of assessment; emotional literacy; thinking and learning skills and appropriate levels of challenge. 	<p>Heather Lucas (Lead)</p> <p>Lorraine Fulton (Lead)</p> <p>Mary Emery (Lead)</p> <p>All staff</p>	<p>Aug 2023 - Aug 2024</p>	<p>Increase in % of children reaching milestones to what and over what timescale. National aim is 85%</p> <p>No milestones officially recorded 2020 due to COVID-19 closures, inhouse intel suggested that the percentage was 58.3%</p> <p>June 2021 69%, higher than projected.</p> <p>June 2022 87% achieving 8 or more milestones.</p> <p>Having a particularly younger group we will be targeting the following:</p> <p><i>"I can identify rhyming words" - 77% achieved 2023 aiming to increase this to 80%</i></p> <p><i>'I can identify and tap out syllables in words' -83% achieved 2023 aiming to increase to 85%</i></p> <p><i>'I can identify words that start with the same sound'.</i> -83% aiming to increase to 85%</p>
	<p>Continue to embed 'Making Thinking Visible' strategy within the 3-5 environments.</p>	<p>Lorraine Fulton (Lead)</p>	<p>Aug 2023 - Aug 2024</p>	<p>Most children will be able to share their thinking using the language of 'I see, I think, I wonder' and 'What makes you say that' as a prompt question. Children's responses recorded within planning books will signify higher order thinking skills.</p>
	<p>To embed our Teacher Talk training into practice throughout our playrooms</p>	<p>Mirren Eaglesham (0-2 Lead)</p> <p>Amy McLeod (2-3 Lead)</p> <p>Rosie Armour (3-5 Lead)</p>	<p>Aug 2023 - Aug 2024</p>	<p><i>Teacher Talk</i> covers the key principles of <i>Learning Language and Loving It</i>, providing educators with core strategies that will help them create rich and stimulating learning environments. The team should be able to think about and reflect on how we can use everyday conversations, play and daily routines to promote the communication and social development of all children within their early years setting, ultimately increasing the percentage of children achieving their milestones.</p>

	Staff to visit other local EYC's focussing on developing a literacy rich environment	Diane McCarrell (Lead)	Aug 2023 - Aug 2024	
	Continue to Embed Makaton across the centre	All Staff	Aug 2023 - Aug 2024	Recognition of Makaton Friendly Centre

Priority 2: To raise attainment in mathematics using a shared pedagogy to close the poverty related gap

Link to NIF: - Assessment of Children's Progress/Parental Engagement

HGIOELC:-2.3 & 3.2

What Outcomes Do We Want To Achieve?	How Will We Achieve This? (Intervention Strategies)	Lead Person	Start and Finish Dates	How Will We Measure Impact On Children and Young People? (Include Where Possible Current Measure and Target)
Improve children's understanding of mathematical concepts and close the poverty related attainment gap.	Implement evidence-based approaches to improve children's Maths and Numeracy using: <ul style="list-style-type: none"> Investigative Maths and Numeracy Improve Outdoor Experiences Continue to source additional resources to support exploration of specific milestones. Partnership Working - SAC School Teacher 	Emma White (3-5) Kara Boyd (2-3) All staff	Aug 2022 - Aug 2023	<p>Increase in % of children reaching milestones. No milestones officially recorded 2020 due to COVID-19 closures, inhouse intel suggested that the percentage was 58.3%, this was higher than anticipated at 85%. June 21 - 52.2% June 22 - 93% of all children achieving 8 or more milestones.</p> <p>Having a particularly younger group we will be targeting the following:</p> <p><i>'I can copy a simple pattern.'</i> - 93% achieved 2022 aiming for 95% <i>'I can understand information in simple graphs and charts.'</i> - 93% achieved 2022, aiming for 95%</p>
	Work collaboratively with P.1. Staff and nominated schoolteacher to ensure common use of mathematical language and age-appropriate concepts are used to support children's mathematical understanding.	Lorraine Fulton (3-5 Lead) Kingcase & Monkton Primary Teaching Staff SAC nominated schoolteacher	Aug 2023 - Aug 2024	Through meaningful scaffolding, we will empower mathematical minds, concepts and understanding.

	Staff learning visits to other EYC's will focus on developing numeracy rich environments.	Lorraine Fulton (3-5 Lead) Diane McCarrell	Aug 2023 - Aug 2024	Increase in % of children reaching milestones as stated above.
	Staff engage and use key document to support pedagogy an practice in early level: https://education.gov.scot/improvement/learning-resources/numeracy-professional-learning-resource/	All Staff	Ongoing from Aug 2023	Increase in % of children achieving all 10 Milestones - FROM 33% TO 50%
	One staff member to become numeracy lead for the setting	Emma White	Aug 2023 - Aug 2024	Increase in % of children reaching milestones as stated above.

Priority 3: To support our children and family's mental health and wellbeing to improve attainment and close the poverty related gap
Link to NIF: - 'Placing the human rights and needs of every child and young person at the centre of education.' HGIOELC: -2.4, 2.7 & 3.1

What Outcomes Do We Want To Achieve?	How Will We Achieve This? (Intervention Strategies)	Lead Person	Start and Finish Dates	How Will We Measure Impact On Children and Young People? (Include Where Possible Current Measure and Target)
Improve attainment in children's Health and Wellbeing skills by "delivering both excellence and equity" through a basket of interventions	Implement evidence-based approaches to improve children's Health and Wellbeing <ul style="list-style-type: none"> Continue to work with Lucy's Blue Hair Day and the Colour Monster, allowing our children to cope with and manage feelings in a positive manner, supporting emotional wellbeing and resilience. 	Diane McCarrell Heather Lucas (0-2) Mary Emery (2-3) Lorraine Fulton (3-5)	Ongoing as the centre improves itself as a Nurture Nursery.	Increase in % of children reaching H&WB milestones. June 2019 No milestones officially recorded 2020 due to COVID-19 closures, inhouse intel suggested that the percentage was 95.4% 85% of children achieving all H&WB milestones in June 2021 June 22 -85% of all children achieving 10 milestones. June 23 - 93% of all children achieving 10 milestones.

	<ul style="list-style-type: none"> All children will have daily access to a high quality outdoor, physically challenging learning environment. Staff 	Mirren Eaglesham (0-2) Emma White (3-5) Holly Hill (2-3)	Ongoing	Outdoor play allows children to develop self-confidence, independence, and self-esteem. They also become aware of limits, boundaries, and challenge in their play
	<ul style="list-style-type: none"> To support our children to understand their rights - Rights Assessor Continue to work towards our rights respecting bronze award. Staff to Register as 'Unfearties' 	Samantha McLure (Lead) All Staff	Ongoing from Aug 23-Aug 24	Increase of % of children reaching H & WB milestones

Priority 4: Improvement in Attainment, particularly in literacy & numeracy Link to NIF:- School Improvement				
HGIOELC:-1.2, 2.6 & 3.3				
What Outcomes Do We Want To Achieve?	How Will We Achieve This? (Intervention Strategies)	Lead Person	Start and Finish Dates	How Will We Measure Impact On Children and Young People? (Include Where Possible Current Measure and Target)
Improve children's outdoor learning	<ul style="list-style-type: none"> Create a STEM learning space outdoors 	Rosie Armour Samantha McLure	Aug 2023 -August 2024	Evidence will be recorded within planning/floor books throughout the centre.
	<ul style="list-style-type: none"> Use Digital Technologies outdoors more to improve literacy & numeracy. 	All Staff	Aug 2023 -August 2024	<ul style="list-style-type: none"> Gain personal and learning skills that enable individuals to become effective lifelong learners. Improve the % of children achieving literacy & numeracy milestones
	<ul style="list-style-type: none"> Continue with Spanish Lessons 	Diane McCarrell	Aug 2023 -August 2024	<ul style="list-style-type: none"> Raising children's values and perceptions of the world
	<ul style="list-style-type: none"> Improve the use of loose part play within the outdoors. 	All Staff	Aug 2023 -August 2024	<ul style="list-style-type: none"> Improve the % of children achieving literacy & numeracy milestones

Our Improvement Plan will be emailed out to our service users at the start of the new term, August 2023, our plan has been discussed with our parent and pupil council members as well-being clearly displayed around the environment. The plan will be published on our website.

Nominated staff will continue to monitor and review our improvement plan monthly, this has been embedded into our monitoring calendar.

Appendix 1

Maintenance Agenda Some of this is in as new priorities.

Continue to Support staff to access Child Protection Training (SAC- August 2023)

Continue to reflect upon and develop Outdoor Learning with staff using the 'My World Outdoors' document and any other key documents

Staff self-evaluation to continually improve practice, Key Worker Review, Peer Assessment & Annual PDR programme

Effective 0-2, 2-3 and 3-5 curricular planning which emphasises the children's rights to be heard.

Shared understanding from staff re level required for achievement of each milestone. (Moderation)

Provide a high standard of motivational and informative displays.

Quarterly Parent Council Meetings

Quarterly Pupil Council Meetings

Observation, Moderation and Assessment Activities

Audit & Review of ICT

STEM Co-Ordinator

Spanish Lessons

Music Lessons

Partnership working with a range of professionals.

UNCRC rights respecting school award.

Makaton recognition

Landscapes for learning loose parts play grant



'Growing Healthy Happy Children'

