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| **Operational Improvement Planning (Action Plan) for Establishment** | | **Gàidhlig** | **Session: 2023-2024** |
| **Strategic Priority: GME & GLE** | **Title: Further Promotion of the Gaelic Language and Culture within DGS Learning and Wider Community** | | |
| **National Improvement Framework Key Priorities 2022:**  Placing the human rights and needs of every child and young person at the centre of education**.** Improvement in children and young people’s health and wellbeing**.** Closing the attainment gap between the most and least disadvantaged children and young people**.** Improvement in skills and sustained, positive school-leaver destinations for all young people**.** Improvement in attainment, particularly in literacy and numeracy. | | **Bòrd na Gàidhlig National Gaelic Language Plan 2018-2022:**  Our aim is that Gaelic is used more often, by more people and in a wider range of situations. We will achieve this by focusing on the three headings below: Increasing the use of Gaelic, Increasing the learning of Gaelic & Promoting a positive image of Gaelic | |
| **National Improvement Framework Key Drives 2022:**  To promote the recruitment of Gaelic teachers, the Scottish Government is funding a Gaelic Teacher Recruitment Officer at Bòrd na Gàidhlig (BnG) to attract Gaelic speakers into the profession.  We will continue to ensure that the key role of parents, as partners in their children’s learning, is realised. We will identify additional avenues for engagement to develop and deliver ways of working together that support and promote positive relationships, communication and co-operation.  Scottish Government will continue to support improvement activity across the CfE subject areas. | **HGIOUS 4 and Early Learning and Childcare Indicators:**  1.3: Leadership of Change  2.3: Learning, Teaching and Assessment  3.2: Raising Attainment and Achievement | **Argyll and Bute Education Key Objectives:**  Carrying out initiatives to promote, establish and expand both GME and GLE at primary and secondary levels.  Providing a range of opportunities for young people in both GME and GLE to engage in activities that enhance their Gaelic skills through greater use. Ensuring that all steps are taken to secure the quality of both GME and GLE through National Guidance and other means. | **Scottish Government Gaelic Priorities (Consultation August 22):**  The Scottish Government has committed to make further progress with Gaelic medium education (GME) by means of a new strategic approach to Gaelic medium education. This will involve ensuring that the GME experience is truly immersive, aiming also to increase the range of subjects that can be taught in GME at both levels of broad general education and senior phase of secondary school. |
| **DGS Strategic Priority 1:** | Title: Raising Attainment with a maintained focus on Excellence, Equity, Learning, Teaching and Assessment | | |
| **Key Actions** | **Lead Person** | **Timescale** | **Success Criteria to Facilitate Evaluation of Learner’s Progress** |
| * Ensure our Gaelic Strategic Plans are included within the DGS School Improvement Plan for 2023-2024 | R. Kellow/ S. Darkins | October 2023 | Our Gaelic Strategic Plans are included within the DGS School Improvement plan and shared across all staff whilst being reviewed regularly throughout the session. |
| * Review and Revise Gaelic Rationale and Priorities Document for next session 2023-2025 | R. Kellow/ S. Darkins | October 2023 | Updated Rationale and Priorities Document accessible with new impact section included, detailing last session’s success. |
| * Organise a parental evening to discuss concerns regarding GME provision and to discuss strategies for parental engagement going forward. | R. Kellow/ D. Mitchell | October 2023 | Issue regarding timetable to be resolved and Parental Forum to be set up to offer an outlet for parents to discuss, share and be informed on the learning taking place in DGS and Sandbank Primary. Parents to have access to information regarding Gaelic events and opportunities in the wider community.  Evaluation sent out to parents to gain insight on effectiveness of these support strategies. |
| * Create a Gaelic 3-18 Pathway to support the growth of our Gaelic Community, outlining opportunities available through GME and information regarding purpose of GME. | R. Kellow, N. MacDonald and external local partners | June 2024 | GME 3-18 Pathway shared with all parents who have pupils in GME (3-18 curriculum) and accessible for parents/ carers who are thinking about putting young people through GME. Pathway document to be distributed as part of transition week and evaluation sent out to parents to gain insight on effectiveness of these support strategies. |
| * Brand new offering of Gaelic Ambassadors who are responsible for encouraging daily usage of Gaelic by all and raising the profile of Gaelic across the school. | R. Kellow | December 2023 | BGE Gaelic learners should be provided with the opportunity to be as immersed in experiences as GME pupils and this is proving equality for all pupils.  This will also allow pupils to be involved in using their Gaelic speaking skills in more contexts across the school and in wider learning communities. |
| **Strategic Priority 2:** | Title: Improve employability and support all our young people to enter positive and sustained destinations. | | |
| **Key Actions** | **Lead Person** | **Timescale** | **Success Criteria to Facilitate Evaluation of Learner’s Progress** |
| * Future Pathways for Seniors to be explored by organising work experience for Added Value periods and enrolled pupils on the apprentices courses being offered by Sabhal Mòr Ostaig. * This will be followed up with the continuation of the Gaelic Youth Club, Sradagan, run by the same senior pupils. | R. Kellow | December 2023 | Pupils to gain extra qualifications and experience working in an area of interest to them. This will support UCAS application and learn about benefits of Gaelic in the workplace. |
| * Ongoing collaboration with Sandbank Primary and Gaelic Toddler Group. * As well as regular visits as part of transition, Seniors will also lead a weekly extra- curricular activity | R. Kellow | June 2024 | Knowledge of GME learning from 3-18 which will support ongoing planning and assessment within DGS.  Young people to receive extra-curricular opportunities for immersive education and collaboration whilst developing language acquisition in multiple contexts. |
| * New Social Enterprise Dragon’s Den to run with all BGE GME pupils | R. Kellow | November 2023 | Pupils to learn life skills through the medium of Gaelic, learn about the world of work and pupils get to immerse Gaelic in the local community. |
| * Develop S2 Gaelic Learners Curriculum in collaboration with the Health and Wellbeing Department | R. Kellow | June 2024 | All S2 cohort to study Gaelic Learners class with potential of it being offered as an additional language in S3 and following into Senior Phase. Supporting in future pathways development as they progress through the school.  Evaluation to be completed with young people after each term for feedback of course. |
| * Ongoing planning and follow through of Gaelic-specific partner visits, both on online and in person, to facilitate alternative future pathways and opportunities. * Partner Visits to include lecture from Sabhal Mòr Ostaig, BnG, a 2 day transition activities with Spòrs Gàidhlig, FilmG and Social Enterprise Academy * Gaelic Department also to collaborate with other Gaelic medium Schools across Scotland and local businesses during Gaelic initiatives | R. Kellow | June 2024 | Young People are well informed of how Gaelic can benefit life after school and of the multiple career opportunities and future pathways available to them through Gaelic.  Evaluation conversations to be had with young people termly to allow them to reflect and improve on their learning. |
| **Strategic Priority 3:** | Title: Support the Improvement of Health and Wellbeing across the school community | | |
| **Key Actions** | **Lead Person** | **Timescale** | **Success Criteria to Facilitate Evaluation of Learner’s Progress** |
| * Collaboration with variety of subjects including Humanities, Business and Computing and Health and Wellbeing | R.Kellow | June 2023 | All pupils can see relation of Gaelic within other subjects and can strengthen their cross-curricular skills |
| * Gaelic Taster Classes to be offered to all staff as CPD within DGS and partner schools to encourage continuity of the language across all departments | R. Kellow | April 2023 | Gaelic Taster Classes to be offered to all staff during a CPD lunchtime. Gaelic is heard around the whole school, day to day (in meetings, social areas and classrooms), with staff feeling confident in using it with classes and with co-workers, with the aim of staff who have Gaelic already to potentially be co-delivering lessons with Gaelic input in session 24-25 |
| * Update signage across the school to ensure Gaelic is visible across and throughout the physical DGS environment | D. Mitchell | June 2024 | Gaelic is equally displayed throughout the school in ways such as door signs, staff bilingual ID badges, bilingual policies and procedure displays and e-mail signatures. |