

Autumn Newsletter – September / October 2018



“Together we make a family!”



Follow us on Twitter, Instagram and like us on Facebook!

Three great ways for you to keep up to date with all the latest news from the KingsWellies gang!

What have the Wellie Gang been up to this month?

As usual, we haven't stopped! We can't believe that it is Autumn already! Do you like our beautiful Autumn displays? I LOVE the clay hedgehogs!



Baking for a wedding, designing and posing for London Fashion Week, visits from Childsmile dental nurses, completing the Hands Up Travel Survey, Kids Rock for Autumn, Macmillan coffee mornings, music making, national fitness day, national literacy day, national country music day, smores on the fire pit, sausages on the bbq, tasting lots of new vegetables with Sparky, national good neighbour day, Entier BBQ, National Recycling week and elephant appreciation day! Phew – what a busy bunch!

Individual Care/Personal Plan

Aberdeen City Council have recently asked all nurseries to review their Individual Child Care Plans. We have done this and I am happy to say that we have only had to make minimal changes to ours.

We will however have to ask ALL parents to complete and submit the revised Individual Care / Personal Plan for your own child/ren. This is to ensure consistency for EVERY child across the nursery. It is very important that we have the SAME information for everyone. We will email these out to you very soon. Paper copies can also be found in reception.

Aberdeen City Council have also asked us to ensure that all Individual Care / Personal Plans are updated by parents at least every 8 weeks. Don't worry - we WON'T ask you to fill out ALL of this information every eight weeks! We WILL however ask you to provide us with any NEW information and to sign that you have updated the Plan.

We can only apologize for any inconvenience caused. We know that it is annoying to be faced with lots of documents to complete (especially when you have already done something similar) but we promise that we will keep it to a minimum and will make it as easy as possible.

Many thanks for your ongoing support. Please just ask if you require any additional information in the meantime.

Kids Rock!

We LOVE Kids Rock with Leanne! Leanne uses original songs and a range of music genres - from Beethoven to The Beatles to Baa Baa black sheep! This really helps to inspire our imaginations. It is great fun to work through the learning experiences and outcomes of the Curriculum for Excellence in a magical, musical way! Leanne will soon be working with our Wellie Tots and Wellie Babies too. We can't wait!



Look at us in our school uniforms all ready for Primary 1!

We all look sooooo grown up! Remember to keep in touch boys and girls and ALWAYS do your VERY best!



KingsWellies Nursery Uniform

Please see Kerryn if you would like an order form. Our uniform is very durable and it doesn't matter so much if it gets a bit messy! We can order any time for you.



Staffing Update

A huge welcome BACK to Hannah who decided that life in a dental surgery with fillings, extractions and veneers wasn't for her! She couldn't resist the lure of the Wellies gang and we are really delighted to have her back with us! Don't leave us again Hannah!



Best of luck go to Samantha, Lauren, Cari and Lisa who have all returned to university and college. They will all however still be working with us on a part-time basis.



Welcome also to Shona, Lynne, Danielle and Kirsten who have all joined us recently. Eibhlish will also be joining us from Ireland over the next couple of weeks. I am sure that you will make them MORE than welcome. We are really delighted to have so much new experience and expertise.



Marcia has also slightly changed her hours. Marcia will work Tuesday to Friday from 7.15am until 5pm as Depute / Duty Manager. Laura and Caroline will step up as our Duty Managers at the end of each day.

We are a number of staff OVER our ratio EVERY day. This is unlike most other nurseries. This ensures that we can easily accommodate lots of high quality staff training, holidays and any staff absences.

Congratulations and well done to Kerryn who has just completed her SVQ3 in Creative Skills. Kerryn is our "Starcatchers" expert and has been promoting creativity throughout the nursery. Great work Kerryn!



Huge congratulations also to Lucy who has just completed and passed her SVQ3 in Social Services (Children and Young People). Well Done Lucy! You have worked very hard and should be extremely proud of yourself! This is a very notable achievement! Great work!



Life Skills Awards

As this is the start of a new session, we will be focusing afresh on each of our Life Skills Awards in each of our rooms. During October, we will be focusing on the following:

Red Award (pre-school children): I can share my toys, I can follow the nursery rules, I can help to tidy up, I can help my friends



Pink Award (anti-pre school children): I can share my toys, I can help to tidy up, I can follow the nursery rules, I can help my friends



Blue Award (toddler children): I can share nicely with my friends, I can help to tidy up, I am aware of the room's basic routine

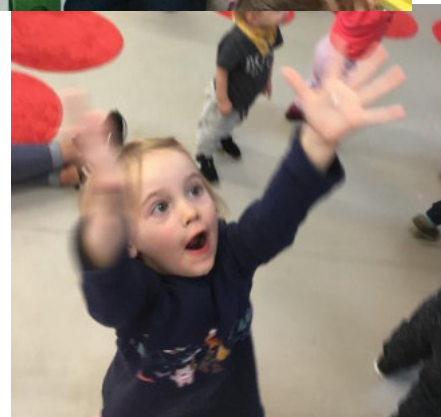
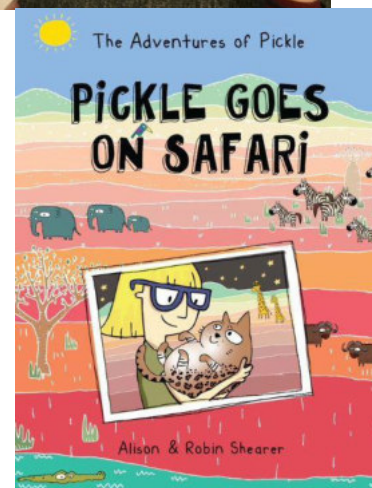
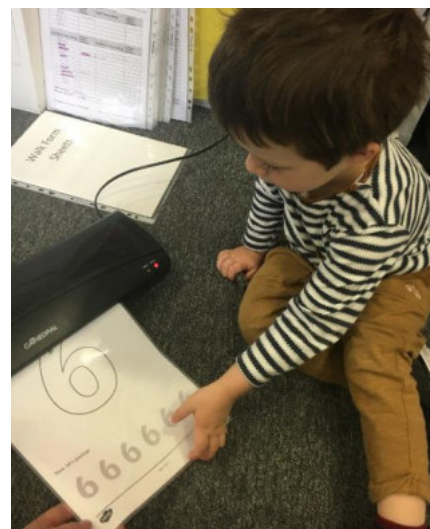
Purple Award (babies): I can recognise my own name, I can help to tidy up, I can share nicely with my friends

Please help us by reinforcing these very important life skills at home too.



Over the next few weeks, we will be focusing on a variety of topics in our playrooms. These will include:

- KINDNESS – Are you a bucket filler or a bucket dipper?
- The Scottish Daily Mile - we aim to jog, run or walk for up to 15 minutes every day! Laura will be sending you out more information shortly.
- Fun with forces – LOTS of Science experiments!
- LOTS of Reflection Time in our interest groups; talking about our learning and what we would like to learn with our key workers
- Child-led improvement groups – Eco group, kindness group, gardening group, planting group, playground group, charity group, celebrations group. We will keep working hard to improve our nursery.
- “Pickle Goes On Safari” by Alison and Robin Shearer. Visit from the authors. We can't wait!
- Seasons and Autumn
- Weather
- Hibernation – nocturnal, diurnal and crepuscular animals
- Festivals and traditions
- Halloween – **can we carve even BETTER Pumpkins this year? Look out for our yearly competition and celebrations**
- Grow well choices – making healthy decisions
- All about me!
- Visits to Dobbies, library, post office, community centre, Hazelhead Park and supermarket,
- World map project – **Where have you visited in the world? Have you got any photos or souvenirs for our display in reception?**
- Pyjama Drama, Yoga, PE, Jo Jingles, French and Kids Rock!
- **1st October** – International day of older persons
- **2nd October** – Jewish New Year
- **5th October** – World Teachers Day
- **6th October** – Mad Hatter Day. Alice in Wonderland and making our own mad hats!
- **7th October** – Grandparent's Day



- **7th October** –World Smile Day. Brushing our teeth and creating self-portraits. Visit from the dentist
- **9th October** – World Post Day. Visit to the post office.
- **9th October** – Fire Safety Day. Visit from the fire brigade.
- **10th October** – World Porridge Day. Goldilocks and the three bears. Learning about Mary's Meals and children who live in Malawi and how we can help them.
- **14th October** – National Favourite Dessert Day. Can we design our own whacky desserts with our new ice cream maker?
- **16th October** – World Food Day. Lots of tasting!
- **16th October** – Dictionary Day. Looking up the BIGGEST words that we can think of!
- **31st October** – Halloween. Lots of celebrations!
- **31st October** – World Cities Day. Learning all about Edinburgh, our capital city and London, the capital city of the UK.
- **3rd November** – Kindness day. LOTS of bucket filling! Have you got any ideas for us?
- **5th November** – Guy Fawkes Day! Marshmallows and songs round the bonfire.
- **11th November** – Diwali. Festival of lights.
- **11th November** – Remembrance Sunday. Making our own poppies.
- **20th November** – Universal children's day. What are the rights of the child?
- **21st November** – World hello day. How do we say hello in LOTS of different languages?
- **30th November** – St Andrew's Day. Celebrating the patron saint of Scotland. Learning about ALL things Scotland and being proud of our Scottish heritage!
- Literacy, Numeracy and Health and Wellbeing – **LOTS of exciting learning opportunities. Have you seen our home-link activities in reception? Please help yourself to our "sound" and "number bags" which are outside the Wellie Beans room and are available for anyone to borrow.**



Pyjama Drama

We are really devastated to announce that Kristine and Pyjama Drama will be leaving us soon. Kristine has bought a lovely new home in England and is excited to get back to teaching in schools. We will REALLY miss you Kristine! You have been a TOTAL inspiration to us and we love your PE and Pyjama Drama sessions. Thank you for ALL of your commitment, loyalty, enthusiasm and support! You have been utterly marvellous! Keep in touch and good luck for a very happy future! We will REALLY miss you and your great imagination!

A message from Kristine...

Dear KingsWellies Families!

As some of you already know I am sadly leaving the wonderful world of KingsWellies and relocating with my family. I want to thank you for all the love and support you have shown me over the past three years.

Kerry runs an incomparable nursery, and it certainly takes someone very special to be such a success. I've been truly blessed to be part of KingsWellies Nursery and working with such a phenomenal team. Guided by Kerry the staff are absolutely second to none, with the needs of your children at the centre of everything they do. Their enthusiasm is contagious! By creating the stability your children need in nursery I have seen them thrive and be 'school ready'. They make sure they understand the unique characteristics of all your children and go above and beyond in all areas and truly care for and love each child.

"How lucky am I to be part of something that makes goodbye so hard"... From Pyjama Drama to bucket filling, from sports days to carol singing, a sponsored dance in the summer to snowmen in the winter I wouldn't have missed any of it for the world. The time I have spent with your children has been the most wonderful and enjoyable time and I will keep all of your children in my heart always.

*With lots of Love
Kristine xxx*



KingsWellies £10 Snack Shopper – Would you like to do our snack shopping for us?

Number, Money and Measure: “I am developing my awareness of how money is used and can recognise and use a range of coins” MNU 0-079

Our children are learning all of the time. Our main focus for learning is through developing our **Literacy, Numeracy and Health and Wellbeing** skills. As part of the Scottish Curriculum for Excellence, we also develop skills, knowledge and understanding in:

Expressive Arts

Social Studies

Technologies

Sciences

Religious and Moral Education



We would like our KingsWellies children to develop a good understanding of money. The best way to do this is through using REAL money. If you would like to be one of our “**Snack Shoppers**” over the weekend, please sign the sheet in reception. Kerryn will give you our snack “Shopping List” and Scott will give you the £10 budget. It would be a huge help to us if you and your child could buy some of the items for our snack over the weekend. This will also be a hugely beneficial experience for your child. Why not make this their “weekend responsibility”? This will provide a vast range of learning opportunities right across the curriculum.

Please just take back the shopping, change and receipt at the beginning of the week. Please also fill out our “Snack Shopper Diary” so that we can share your shopping experiences with our other children! Feel free to add any photos and also your feedback. Thank you Isaac for doing our shopping for us!



Home-Link Opportunities

We have LOTS of home-link opportunities available throughout nursery for you and your child to enjoy at home. These include:

- Numeracy Bags
- Literacy Bags
- Health and Wellbeing Bags
- Kindness Bags
- Parent lending library
- Children lending library
- Rumpole and Ziggy bags
- Hermione – visit for the weekend
- Snack shopper
- Sequence books
- Home-link activity sheets

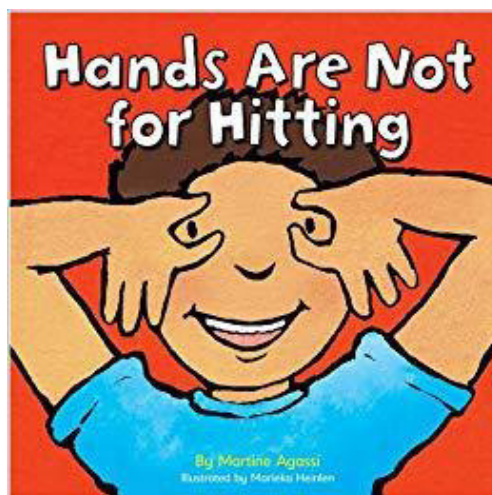
Please help yourself to these worthwhile learning resources.

Hands are not for hitting – range of books

We have also just purchased a range of books including:

- Hands are not for hitting
- Teeth are not for biting
- Words are not for hurting
- Feet are not for kicking

We will be delighted to share these with our parents and children for home reading too. We will be sending these home shortly. Please give us your feedback.



Pickle Goes On Safari by Alison and Robin Shearer (Fleur's mummy and daddy)

We were thrilled to receive copies of the wonderful "Pickle Goes on Safari", written by two of our very own parents! The book was inspired by a Safari holiday that the family went on and centres around their own pet cat, Pickle. It is educational and fun, with rhyming throughout. The children LOVE it and can't wait to invite Alison and Robin in so that they can interview the actual authors. We will be working on lots of curricular links around this book with a specific focus on animals and countries of the world.

I would highly recommend this lovely entertaining book. Currently you can order on Instagram @picklegoesonsafari or facebook.com/picklegoesonsafari. We will also be selling copies shortly – see Kerryn in the office. This would make a lovely Xmas present.



Macmillan Coffee Mornings

Thank you to everyone who attended our coffee mornings recently. The children loved baking, planning, organising, selling, serving and welcoming you all. We were delighted to raise the super amount of £190 which will go straight to this very worthwhile charity.



Lennon (new member of staff)

We have just employed Lennon (Laura's son) as our new expert "Lego Maker!" Lennon can turn his hand to anything and is always up for a challenge! Great work Lennon! We will have lots of building work for you towards Christmas!



Family Photo Day

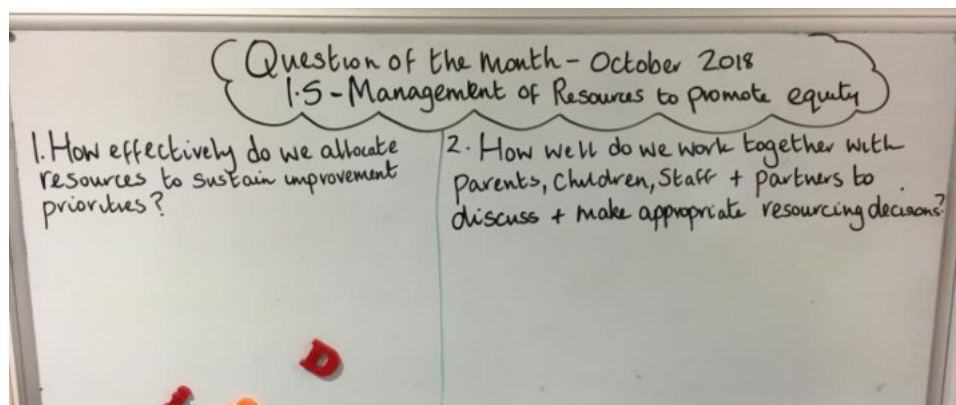
Many thanks also to everyone who attended our recent family photo day. The photos really were excellent and we got some super feedback. We raised a total of £380 which will go towards purchasing lots of new resources for our children.



Parental Consultation – Question of the month - October 2018

Each month we strive to self-evaluate our practice because we want to be a better nursery. We also need our parents to give us feedback.

Our October question of the month comes from How Good Is Our Early Learning and Childcare and focuses on Quality Indicator 1.5: Management of resources to promote equity. Please give us your comments. Your feedback means a lot to us.



Room Ages

Just a reminder to parents that our rooms are configured in the following ways:

- Babies – Birth to 2 years
- Toddlers – 18 months to 3 years
- Pre-School – 2.5 years to 5 years

Some children may move rooms earlier or later. These age ranges are a guide and we base all transitions around the individual needs of the child. Any questions, please see Marcia.

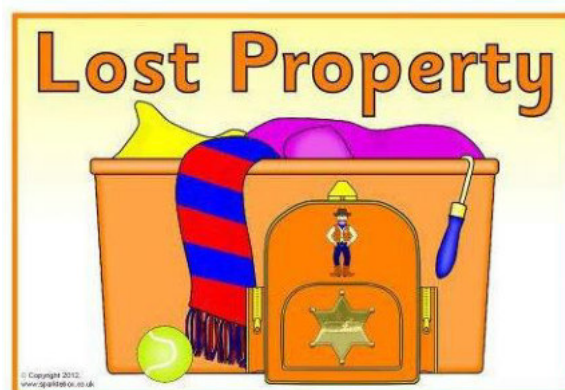
Staff Training

We are very busy with our training for Session 2018/19. Staff will be participating in the following courses during the next session:

Schemas, Curriculum for Excellence, Makaton, deaf awareness, information exchange, business watch, Children's Rights, Pre-Birth to 3 Curriculum, challenging behaviour, managing for excellence, observation and assessment skills, observing schemas in children's play, quality interactions, quality questioning, child protection and safeguarding, play and outdoor literacy, play and outdoor numeracy, family support, inclusion and diversity, attachment child development and learning, building the ambition, How Good is Our Early Learning and Childcare and lots of skills workshops!

Lost Property

Please label ALL clothes, toys and personal possessions. The nursery CANNOT take responsibility for lost articles which are not FULLY labelled.



Congratulations to Carole and Grant (Amber's mummy and daddy)

HUGE congratulations go to Carole (our Prime Four Events Manager) and Grant who got married recently at Coos Cathedral in Aboyne. We LOVED making the wedding cupcakes for the reception and EVERYONE got involved! It also gave us all an opportunity to learn lots about weddings and celebrations. Scott was also delighted to drive the beautiful bride to meet her groom, in Bunty!



KingsWellies Policies of the Month

This month we would like to provide you with the opportunity to review and consult on **our DRAFT IMPROVEMENT PLAN for 2018/19**. This is still a draft document. We **REALLY** want to know if we have missed anything. We have also included our **Quality Assurance and Collegiate Calendars** so that you can see how we monitor our practice and also plan our improvements throughout the year. We hope that you find this information useful. Please give us your feedback and suggestions with regards to these very important documents. Your feedback will shape our future priorities for improvement.

Health and Social Care Standards – My support, my life

The National Care Standards have been revised. These Standards are applicable to the NHS, as well as services registered to the Care Inspectorate (us) and Healthcare Improvement Scotland. These are the Government standards which have been set for us to ensure that everyone in Scotland receives the care and support that is right for them.

You can download the new Health and Social Care Standards at www.gov.scot

Additional copies are also be available in our reception area. We will be focusing on developing these as part of our Improvement Plan (2018/19). I hope that you find them informative.

Christmas Holidays

Just a reminder that we are closed for two weeks over the Christmas and New Year Period. We close at 6pm on Friday 21st December 2018 and reopen at 7.30am on Monday 7th January 2018. It will be here before we know it!



Festivals, Traditions, Harvest and all things Autumn

As part of our Festivals and Traditions topic, we will be celebrating Halloween. We will be holding lots of Autumnal festivities to ensure that all children can participate. We have lots of activities planned and we are all very excited! We asked the children what they wanted to do for our Autumn topic. They suggested a party, lots of games and dressing up!!

Throughout this topic we will also be learning about:

- Concepts of light and dark
- Seasons – Autumn and Winter
- Colours
- What is hibernation and which animals hibernate?
- Diwali – Festival of lights
- Animals – nocturnal, diurnal and crepuscular
- Pumpkins and tasty treats

All children are more than welcome to come to nursery wearing fancy dress during the week before Halloween. Nothing too scary though please and no masks.



Additionally, we will be holding a **Harvest pumpkin carving competition with prizes for our top six**. Please take your pumpkin in for display. We will be doing lots of baking and food tasting activities throughout the topic also.

We are looking forward to celebrating with you. If you have any questions, please feel free to ask a member of staff.



KingsWellies Nursery – Parent Consultation – New Staff

What would you like to see in a new member of staff? Please complete our attached consultation and hand in to Kerry in the office. Please also find the attached link to the Care Inspectorate Safer Recruitment document which we base all of our recruitment practices around. I hope that you find this useful.

<https://hub.careinspectorate.com/knowledge/safer-recruitment/>

Comments, Compliments and Concerns

Please give us your feedback – good and bad. It means a lot to us! We only want to keep improving in order to provide the BEST service possible. PLEASE make us your first port of call if you have any comments or concerns. If we work together, we will be able to achieve the very best for all of our children. Many thanks.

We also have Compliments slips available in reception in relation to our staff. The staff work very hard and we all know that it is nice to hear a compliment from time to time. Many thanks to those parents who have already paid staff members a compliment. We are always looking for Workers of the Week and Workers of the Month.

If you would like this newsletter or any other documentation from nursery translated in to another language or an alternate reading format, please do not hesitate to contact us.





KingsWellies Nursery

Improvement Plan

August 2018

Vision, Values, Aims and Mission

“Together we make a family!”

Our Mission

To transform the lives of the children and families we work with, through creating a nursery which feels like home with an extended and supportive family environment.

Our Vision

Positive, caring relationships based on trust and respect, are at the heart of our philosophy.

We have a clear vision of what we want to achieve at KingsWellies Nursery:

- to provide a safe, happy, caring, secure and stimulating environment for your child
- to enable all children to develop their capabilities as successful learners, confident individuals, responsible citizens and effective contributors to society.
- to help all children to prepare for the future.

KingsWellies Nursery: a place to learn, develop and grow ‘happy healthy children’

Our Values

We have a clear understanding of our values at KingsWellies Nursery:

- **HAPPINESS AND WELLBEING** – showing kindness
- **ENGAGEMENT** – being involved, responsive, interested and interesting
- **RESPECT** – promoting a culture of tolerance, inclusion, diversity, equality, fairness and opportunity
- **COMMUNICATION** – being genuine, open, honest and sincere
- **ACHIEVEMENT** – highest quality, high expectations, aiming high
- **INTEGRITY** – means doing the right thing, even when no one else is watching
- **PARTNERSHIP AND CARE** – being reflective and learning from parents as partners, developing strong nurturing relationships
- **CHALLENGING** – testing ourselves and those around us, not accepting the status quo
- **COMMITMENT TO EXCELLENCE** – developing skills for learning, life and work

Our Aims

At KingsWellies, we believe that every day is a learning day and that learning is all around us. As well as being a place of learning, we pride ourselves on ensuring that all children are coming in to a loving, caring environment where they are valued and listened to. We also involve children and parents in trying to continually improve.

At KingsWellies Nursery, we aim:

- to provide a safe, happy, caring, stimulating and secure environment for our children where everyone feels valued, included and respected
- to engage our children in the highest-quality teaching and learning and to maximise success for all
- to create a nursery which feels like home and to provide an extended family environment
- to develop a shared vision for the future of KingsWellies
- to foster high-quality leadership at all levels
- to work in partnership with other agencies and our communities to promote the welfare of our children
- to work together with parents as partners to improve learning and care

- to reflect on our work and fulfil our learning potential
- to value and empower our children and staff by recognising and celebrating successes and achievements
- to promote well-being and respect
- to develop a culture of ambition and achievement
- to equip our children with skills for learning, life and work, ready to actively grasp and follow their dreams in the future.

KingsWellies aims are based around Building the Ambition (2016) by the Scottish Government. These aims reflect our high aspirations and our commitment to excellence. Through effective teamwork, open lines of communication and in partnership with our parents, we will work towards the realisation of our vision, values, aims and mission statements.

Our guarantee to you

At KingsWellies Nursery, you can be confident that:

- Staff will actively promote our vision, values aims and mission statements
- We have clear policies, procedures and codes of behaviour, which are consistently applied by staff, parents, carers and children
- You and your child will be consulted about the service provided and your views and ideas valued
- All children are happy, confident, safe and secure
- All children will be in an environment where they are inspired, motivated, challenged and confident in achieving their full potential.



OUR CURRICULUM RATIONALE

We asked parents, staff and children what skills and qualities they felt were important to develop in our KingsWellies children. These form the smaller stars on route to the Gold North Star which was created by our staff.

- We have designed our curriculum around these skills, attributes and qualities.

We are on a
Learning Journey

To be aware of our emotions and why we are feeling or behaving in a certain way. To be able to express ourselves in order to problem solve in our relationships with our families and friends

To be kind, considerate and respectful of others.

We encourage all learners to be the best they can be. We provide a safe, caring and motivating learning environment where high quality learning and teaching experiences ensure a culture of success and achievement.

To be able to work with numbers in order to solve problems.

To be able to work independently as well as with others and show openness for new ideas.

To be confident learners who can successfully evaluate their learning and set targets for future

To be confident individuals

To develop knowledge of the world and Scotland's place in it.

To be responsible citizens.

To be able to think critically and solve problems.

To be effective contributors

To have good knowledge of KingsWellies and its place within the community.

To be resilient and recognise that making mistakes is part of learning and be able to take measured risks.

To be enterprising and creative.

To be able to set high standards for themselves and be aspirational about their future.

To demonstrate leadership skills and have integrity, self-respect and ambition

To be successful learners

To be able to read well and be able to understand texts as well as express themselves in writing.

KingsWellies
Nursery
Curriculum
Rationale
(April 2018)

KingsWellies Nursery – Curriculum Rationale

Rationale

We, the staff at KingsWellies Nursery, believe that all children deserve success in every form. In order to ensure that our children have ongoing, sustainable opportunities to achieve this success, we have built a curriculum which develops the whole person. Our curriculum strives to include (but is not limited by) the necessary knowledge, skills, understanding and attitudes which will drive their motivation for learning. It is lively and engaging for all ages whilst remaining flexible and responsive to the children's needs and interests.

At KingsWellies our rationale is to provide children with a sound basis for their development as lifelong learners with the capacity to develop skills for learning, skills for life and skills for work.

Our curriculum is based around the Scottish National Curriculum documents, "Pre-Birth to Three: Positive Outcomes for Scotland's Children and Families" and the Scottish "Curriculum for Excellence".

The promotion of Literacy, Numeracy and Health and Wellbeing underpins much of the curriculum to provide a supportive and inclusive learning environment for all children, whatever their age and stage of development.

Aims and Objectives

Curriculum for Excellence is about ensuring that we help develop and educate our children and invest in them to become:

- Successful Learners with enthusiasm and motivation for learning and openness to new ideas and determined to reach high standards of achievement.
- Confident Individuals with physical, mental and emotional wellbeing and self-respect and ambition.
- Responsible Citizens with respect for others and a commitment to participate responsibly in political, economic, social and cultural life whilst developing a knowledge of the world and Scotland's place in it.
- Effective Contributors with resilience and self-reliance, who can communicate, work in partnership and apply critical thinking, solve problems and be enterprising and creative.

Implementation

- Challenge and Enjoyment – To ensure the children find their learning challenging, engaging and motivating. The curriculum should encourage high aspirations and ambitions for all.
- Breadth – All children should have opportunities for a broad, suitably weighted range of experiences.
- Progression – The children should experience continuous progression in their learning from 3 to 18 within a single curriculum framework.
- Depth – There should be opportunities for children to develop their full capacity for different types of thinking and learning.
- Personalisation and Choice – The curriculum should respond to individual needs and support particular aptitudes and talents.
- Coherence – Taken as a whole, children's learning activities should combine to form a coherent experience.
- Relevance – Children should understand the purpose of their experiences. They should see the value of what they are learning and its relevance to their lives, present and future.

Improvement Plan 1: Key Development: Building our Nursery – Culture, Ethos and Expectations

How will we get there?	When will we get there?	Who will be involved?	Desired Impact
<p>Ongoing staff familiarisation with key documents:</p> <ul style="list-style-type: none"> • KingsWellies Vision, Value and Aims • KingsWellies Policies, Processes and Procedures • Pre-Birth to Three • Curriculum for Excellence • Health and Social Care Standards - FOCUS • How Good Is Our Early Learning And Childcare? • Building the Ambition • SSSC Codes of Practice • Getting it Right for Every Child • Learning Through Play in the Early Years • Setting the Table • Our Creative Journey – FOCUS • My World Outdoors - FOCUS • National and Local Policies and Procedures 	Ongoing	All staff	Improved staff knowledge, understanding and familiarisation of key KingsWellies policies and procedures and ALL Local and National documents
<p>Focus on updating KingsWellies Curricular Policy documents – consultation with all stakeholders. Staff to lead development</p> <p>Weekly curricular training for all staff – CfE and Pre-Birth to Three Curriculum</p>	Ongoing	All staff Stakeholder consultation	Increased knowledge, understanding and confidence with a focus on curricular documentation and KingsWellies Curricular Rationale
Monthly Staff Collegiate Meetings to be held with a focus on Improvement Plan, Care Inspectorate Action Plan and ongoing self-evaluation of nursery practices. Flexible Collegiate Calendar produced in consultation with all staff and to be fully implemented (see attached)	Monthly basis – first week of each month	All staff to attend. Director to lead meetings	Increased knowledge, understanding and confidence of staff when working with key documents Opportunity to share good practice and team work
<p>Ongoing staff training through Aberlour Futures, Aberdeen City Council training programme and own CPD. Staff to take responsibility for own learning journeys and see the importance of continuing professional development.</p> <p>Individual staff and Senior Management Team to discuss and plan individual staff learning journey with a focus on Improvement Plan and own development priorities. Make quality use of ACC Training Programme. Implement core training for all staff</p> <p>Fully implement KingsWellies CPD / Support and Supervision Programme. Share with all staff. Implement throughout the course of the session.</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing in line with CPD / Support and Supervision Programme</p>	<p>Aberlour Futures Aberdeen City Council Training Programme</p> <p>SMT</p> <p>SMT</p>	<p>Increased staff confidence in all areas of childcare with a focus on quality of interaction and curricular provision</p> <p>Improved staff development/training based on effective self-evaluation</p> <p>Improved staff morale</p>

Make clear KingsWellies Vision, Values, Aims and Aspirations. All staff to be fully aware of roles, responsibilities and the HIGH expectations of KingsWellies and SSSC.	Ongoing	Kerry	Improvement in the quality of experience, care, the curriculum, learning and teaching
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Evidence of Success	How will we find out?
<ul style="list-style-type: none"> • Staff have opportunity for distributive leadership , to lead whole nursery developments • Improved indoor and outdoor learning environment for all • Improved ethos of achievement and improved behaviour • Improvement in care, experiences, learning and teaching for all children • Regular professional discussions for all staff • Improvement in quality reflective dialogue • Improved understanding of key local and national documents with a focus on the curriculum 	<ul style="list-style-type: none"> • SMT to monitor progress through each development • Impact on playroom practice • Children's Individual Learning Journeys and Interactive Learning Diaries and setting of individual targets • Questionnaires, evaluations, surveys, consultations • Comments, compliments and concerns from parents, staff and children • Playroom observations by SMT • Care routine observations by SMT – ongoing basis • Sharing of good practice • Monitoring of resources • Monitoring of routines • Increased enjoyment, creativity, motivation and enthusiasm by staff and children • Making good use of Challenge Questions and Level 5 Illustrations within How Good Is Our Early Learning and Childcare?

Improvement Plan 2: Key Development - Self-evaluation

How will we get there?	When will we get there?	Who will be involved?	Desired Impact
Quality Assurance will continue as high profile. Involve staff in all aspects of self-evaluation. Take a closer look at appropriate Quality Indicators from How Good Is Our Early Learning And Childcare and identify priorities for improvement by staff and stakeholders through broad brush audit and ongoing consultation.	Ongoing	All staff	Improved awareness of KingsWellies' strengths and improvement priorities in consultation with all stakeholders – children, parents, friends, wider community, staff
Clearer focus on Learning and Teaching and Curriculum	Ongoing	Kerry and all staff	Improved use of variety of self-evaluation tools showing impact on playroom practice
Further engage with self-evaluation tools built in to Building the Ambition. Use and discuss the Case Studies as to how we should respond as best practice practitioners within KingsWellies.	Ongoing	Kerry and staff	Improved communication with parents and wider community
Use challenge questions and Level 5 Illustrations from How Good Is Our Early Learning And Childcare as examples of best practice. These are in line with the EXPECTATIONS of KingsWellies Nursery	Ongoing	SMT	Improvement in the quality of care, experiences, curriculum and learning and teaching
Provide opportunities for modelling of good practice and to engage with colleagues from other partner providers and services. Prioritise visits to school nurseries and schools with a focus on developing Early Level curriculum	September 2018	All staff	
Use Education Scotland/Care Inspectorate questionnaires with all stakeholders (parents, children, staff). Analysis of results to inform future improvement planning.	Term 2	All staff	
Review and implement KingsWellies Quality Assurance Calendar. Share with all stakeholders. Focus on peer monitoring and sharing of good practice within own establishment and across playrooms	Ongoing	All stakeholders	
Encourage increased parent/carer involvement – Focus on the development and implementation of a KingsWellies Parent Council. Involve all stakeholders in agreeing aims, objectives and role of Parent Council. Continue to focus on family learning opportunities inside and outside the nursery environment	January 2018	All stakeholders	
Staff to continue to self-evaluate own practice and set individual targets for improvement through Continual Professional Development (CPD) programme.	Ongoing	All stakeholders	
Use the Health and Social Care Standards as evaluation tools / broad brush audit with all staff in order to evaluate and assess our future priorities for improvement. What are we doing well? What do we need to improve? Focus on the evaluation and development of each Care Standard in order to realise our full potential.	Ongoing	All staff / stakeholders	

Each room to focus on one QI from HGIOELAC on a monthly basis. Staff teams to agree and prioritise important QI in relation to their own experiences and practices within their learning environment / room	Monthly	Supervisors	Increased pupil choice and participation in leading own learning
Safer recruitment – further involve children and families in the recruitment process	Term 2	SMT	
Ongoing development of floor books and use of PLODs to continue to develop high quality levels of interest, interaction, concentration and engagement in play.	Ongoing	Supervisors / Staff	
Increased opportunities for consultation with children. Ongoing focus on weekly reflection time with key workers. Further develop the use of child-led improvement groups eg. Eco group, outside play group, kindness group, Enterprise groups, Xmas group, Graduation group, celebration group, fundraising group, charity group etc.	Ongoing / Term 2		

Evidence of Success	How will we find out?
<ul style="list-style-type: none"> Improved staff familiarisation with key self-evaluation documents Improvement in children's experiences, adult/child interactions, curriculum and learning and teaching The development of quality reflective language and dialogue between staff and other stakeholders Regular professional discussions and peer observation opportunities for all staff – sharing of good practice and time to talk about learning Effective transition practices between ages, playrooms and P1 Enthusiastic and motivated children who are involved in determining next steps in own learning Increased openness to new thinking and ideas by staff and parents Heightened self-awareness of our performance by staff – aiming for EXCELLENCE with the determination to reach the highest standards! Improved quality of experience for all children 	<ul style="list-style-type: none"> Professional discussions – minutes, records, workshops, focus on sharing of good practice Questionnaires, evaluations, surveys, consultations, policies of the month, comments complements and concerns, newsletters, open days, stay and play days ECERS / ICERS / SSTEW – audits and scoring sheets to be used to evaluate practice and to determine improvement priorities Quality Assurance Policy and Annual Calendar Self-Assessment – Care Inspectorate Professional Development – staff annual reviews and appraisals Collegiate monthly meetings – minutes and agendas Staff training Observations / sampling of children's learning experiences Observations / sampling of care routines Observations / sampling of adult / child interactions Setting of individual targets Staff and parent discussion groups Increased enjoyment, creativity, motivation and enthusiasm from staff and children

Improvement Plan 3: Key Development – Provision of Early Education in KingsWellies Nursery

How will we get there?	When will we get there?	Who will be involved?	Desired Impact
<p>Staff familiarisation and focus on Provision of Early Education Quality Indicators from How Good Is Our Early Learning and Childcare? (February 2016), with a particular focus on:</p> <ul style="list-style-type: none"> • Leadership and Management • Safeguarding and Child Protection • Learning, Teaching and Assessment • Successes and Achievements <p>Ongoing staff familiarisation with CfE Outcomes and Experiences. All children's learning and play experiences to continue to be well-planned, tracked, assessed, evaluated and moderated around Experiences and Outcomes and Principles and Practice Papers for 3-5 playroom. This to include identification and implementation of informed next steps for individual children.</p> <p>Weekly curricular training with all staff.</p> <p>Increased awareness of the importance of “enabling learning spaces” and “contexts for learning” when planning creative and stimulating extended play experiences within each playroom. Focus on:</p> <ul style="list-style-type: none"> • Outdoor Education / Forest Schools - FOCUS • Real-life and meaningful contexts • Learning through play • Engagement and concentration in play • Focus on interest weeks eg. Health weeks, charity weeks • “Film Friday” – focus on technologies and sharing learning and achievements with parents and friends • Consultation with children • Enterprise Education /Child-led groups • Fully implement Cowgate Sequence Books and add to them with KingsWellies Sequence Books – full consultation with parents and children <p>Further make use of Edinburgh City Quality Circle Literacy, Numeracy and Health Audits / Assessment and Planning Trackers to identify improvement priorities</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Weekly</p> <p>Ongoing</p> <p>Term 2</p> <p>Ongoing</p>	<p>All staff / stakeholders</p> <p>All staff</p> <p>Kerry</p> <p>All staff / Kerry</p> <p>All staff</p> <p>SMT</p> <p>All staff</p> <p>Depute Managers to lead</p>	<p>Improved staff knowledge and understanding of key national documents and their importance in all that we do within our playrooms and practice</p> <p>Improvement in the quality of the experiences, care, curriculum, learning and teaching and meeting children's needs</p> <p>Improved use of variety of self-evaluation tools showing impact on playroom practice</p> <p>Improved awareness of KingsWellies' strengths and improvement priorities</p> <p>Improved knowledge and understanding and familiarisation of the content of Experiences and Outcomes and Pre-Birth to Three curriculums</p> <p>Improved relationships with all families as we get to know them well and consult at every opportunity</p> <p>Evidence of meaningful assessment and planning for individual next steps in Individual Learning Journeys, digital Interactive Learning Diaries</p>

<p>Ongoing development of good routines and processes within each playroom with a focus on behaviour, listening, tidying up and kindness. Kindness "Bucket Filler" initiative to continue within our ethos of achievement.</p> <p>Ongoing implementation of comprehensive and consistent Individual Care Plans and Chronologies for each child</p> <p>Ongoing implementation of high quality Learning Journeys for each individual child through use of digital ILD and engagement with children in their own learning</p> <p>Ongoing engagement with our local community through making effective use of community facilities eg. visits to local businesses, old folks home, local amenities, charity events. Provide opportunities for children to take part in wider community through dance, language lessons, jo jingles, PE lessons, yoga lessons, Kids Rock lessons, Moo Music, Pyjama Drama, visits from local musicians, dancers and artists, baby ballet, stargazers, engagement with parents from different cultures.</p> <p>Provide opportunities for children to take part in wider community through charity events, Eco Schools, Forest Schools and Rights Respecting behaviours. Focus: Forest Schools / Outdoor Education (session 2018/19) Rights Respecting Schools (session 2019/20)</p> <p>Literacy, Numeracy and Health and Wellbeing to continue as KEY focus for all staff throughout the session. Develop skills through more real-life contexts and across all areas of the playroom and outdoors.</p> <p>Strong focus on distributive leadership throughout the nursery. Development of Curricular Champions / Lead Practitioners to further develop skills and understanding in Literacy, Numeracy and Health and Wellbeing. Focus is to promote and extend more in-depth learning and to provide staff coaching.</p>	Ongoing	All staff / Supervisors / Depute Managers to lead	
	Ongoing		
	Ongoing	All staff Depute Managers	
	Ongoing	Depute Managers	
	Term 1/ngoing	Depute Managers	
	Session 2019/20	KR	
	Ongoing	All staff / Depute Managers / Supervisors to lead	
	Ongoing /Term 1	Curricular Champions	

Evidence of Success	How will we find out?
<ul style="list-style-type: none"> • Improved links with local, business and wider community • Children and staff pursuing a happy and active lifestyle • Improved indoor and outdoor learning environment for all • Increased motivation, self-esteem, enthusiasm for all staff and children • Staff and children will develop a sense of physical, mental and emotional wellbeing • Improved ethos of achievement and improved behaviour • Children will develop respect for the feelings, values and views of others • Improved quality of experiences and interactions for all children • Effective transition for all children – between age and stage and into P1 • Improvement of learning and teaching of all children • Improvement in quality of adult/child interaction • Heightened understanding of local and national policies and procedures • Regular professional discussions with a focus on being creative and reflective • All staff, children and parents know, understand and share a common vision, ethos, aspirations and set of aims for the nursery • Happy nurtured, safe, achieving children • Improved learning experiences for all children with a focus on Literacy, Numeracy and Health and Wellbeing • Improved opportunities for distributive leadership 	<ul style="list-style-type: none"> • Impact on playroom practice – monitoring by SMT and peer monitoring with a focus on sharing of good practice • Impact on learning and teaching for individual children • Feedback from staff, parents, children, partner agencies • Ongoing professional discussion • Collegiate minutes and agendas • Individual child progress reports • Questionnaires, evaluations, consultations, surveys, workshops • Feedback from Curricular Champions / Lead Practitioners

Session 2018/19

Improvement Plan 4: Key Development – Getting It Right for Every Child (GIRFEC)

How will we get there?	When will we get there?	Who will be involved?	Desired Impact
Ongoing staff familiarisation and keeping up to date with GIRFEC and GIRFEC for Aberdeen City Council Children	Ongoing	All Staff	Putting the child at the centre and developing a shared understanding across all practitioners in KingsWellies and all agencies
Ongoing Child Protection and Safeguarding training for all staff including an opportunity to discuss and review Nursery and Authority Policies	Ongoing / Term 1 Refresher with Aberlour futures	Aberlour Training / All staff	Staff will understand the central principles of Getting It Right For Every Child with a specific focus on GIRFEC for Aberdeen City Council children
Staff to continue to develop knowledge and understanding of well-being indicators in the SHANARRI wheel, My World Triangles and Resilience Matrix as audit tools to record and share information that may indicate a need or a concern and then take action as appropriate	Ongoing	Kerry to lead	Improved care and welfare for all children through effective use of improved communication systems with parents, all services and other agencies
Makaton training – all staff and children.	Term 1	Parent to lead	Enhanced awareness of the variety of needs of individual children and quicker and more cohesive action to meet these needs
Ongoing staff involvement in the compilation of IEPs, Care Plans, CSPs, IAFs, MAPs, Individual Care Plans, termly ASN audit and digital learning diaries as appropriate	Ongoing	Supervisors / Depute Managers to lead	Children and their families get the right help at the right time
Continue to develop and establish the use of Rights Respecting language and behaviour throughout the nursery. Work towards UNICEF Rights Respecting School Award (session 2019/20)	Ongoing RRSA - Session 2019/20	Supervisors / All staff	The removal of barriers to learning for children and families
Ensure effective transition for all children, between stages, playrooms, split placement nurseries, other partner providers and P1 schools. Review transitions pack and prospectus– can we improve processes?	Termly focus / ongoing Depute Managers to lead	All staff All staff	Committed to placing the rights of the child at the heart of our nursery ethos in order to improve wellbeing and to improve each child's own potential
Focus on further developing staff understanding of schemas and attachment issues and how we can best support each individual child in their individual learning programme	October – whole staff training with Aberlour Futures	Staff training – ACC, Aberlour Futures, in-house	Improved relationships between children and their peers with a focus on kindness and respect in every aspect of their lives

Ongoing focus on the development of positive behaviour through the Bucket Fillers Kindness and Respect project within each room and every area of the nursery.	Term 1 - focus	All staff / supervisors to lead	
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Evidence of Success	How will we find out?
<ul style="list-style-type: none"> Improved staff awareness of national, local and nursery policies and procedures Staff demonstrating a greater understanding of relevant legislation and the implications for individual children and the nursery Improved staff awareness of their role in relation to delivering GIRFEC for Aberdeen City children Happy, nurtured, safe, achieving children Enhanced working together with other agencies and other providers Improved learning experiences for all children Refined procedures for the planning, recording, tracking and storage of documentation relating to all children with a focus on individual care plans, chronologies, Individual learning journeys and Interactive Learning Diaries 	<ul style="list-style-type: none"> Impact on playroom practice Impact on quality experiences, learning and teaching for all children Staff training successfully completed impacting on adult / child interactions Monitoring of progress Feedback from staff, parents, partner agencies, children and training providers Ongoing professional discussion Individual child progress reports Questionnaires / evaluations / workshops

KingsWellies Nursery Improvement Plan

Maintenance Agenda – Session 2018/19

Improvement currently working on	Progress to date	Further developments planned

Collegiate Calendar

Session 2018/19

Staff Collegiate Meetings are to be held during the first week of every month. All staff must attend as part of their own Personal Continual Professional Development. All Collegiate Meetings are planned in relation to our KingsWellies Improvement Plan (session 2018/19). One SSSC Code and one Challenge question from HGIOELC to be focused on in each meeting.

Week of:	Focus	Improvement Plan Priority
01/10/18	<ul style="list-style-type: none"> • Child Protection Refresher • GIRFEC Update • Self-evaluation – Edinburgh City Circle Audits and BTA • Schemas • Improvement Plan (2018/19) 	2 + 4
05/11/18	<ul style="list-style-type: none"> • Schemas • Floorbooks and PLODs • Self-evaluation – Building The Ambition/ SSSC • Outdoor education 	1, 2, 3, 4
03/12/18	<ul style="list-style-type: none"> • Rights of the Child • Outdoor education • Self-evaluation – HGIOELC and BTA 	1, 3, 4
07/01/19	<ul style="list-style-type: none"> • Learning Environments • Learning and Teaching • Self-evaluation – HGIOELC • My World Outdoors • Our Creative Journey 	3

04/02/19	<ul style="list-style-type: none"> • GIRFEC • My World Outdoors • Our Creative Journey • Curriculum • Curricular Champions • Self-evaluation 	1, 3, 4
04/03/19	<ul style="list-style-type: none"> • Literacy across Learning • Curriculum • Self-evaluation – HGIOELC and BTA 	1, 3, 4
01/04/19	<ul style="list-style-type: none"> • Literacy across Learning • Curriculum • GIRFEC • Self-evaluation – HGIOELC and BTA 	2, 3, 4
06/05/19	<ul style="list-style-type: none"> • Numeracy across Learning • Curriculum • Child Development and Pedagogy • Self-evaluation – HGIOELC and BTA 	2, 3, 4
03/06/19	<ul style="list-style-type: none"> • Numeracy across Learning • Curriculum • GIRFEC • Self-evaluation – HGIOELC and BTA 	2, 3, 4

01/07/19	<ul style="list-style-type: none"> • Health and Wellbeing across Learning • Curriculum • Key National Documents • Self-evaluation 	2, 3
05/08/19	<ul style="list-style-type: none"> • Health and Wellbeing across learning • Curriculum • GIRFEC • Self-evaluation 	1, 2, 3, 4
02/09/19	<ul style="list-style-type: none"> • Improvement Plan – Staff Consultation (session 2019/20) • Self-evaluation – Edinburgh City Circle Audits • GIRFEC • Curriculum – Literacy, numeracy, health and wellbeing 	1, 2, 3, 4

KingsWellies Nursery
Quality Assurance
Annual Monitoring Programme – Session 2018/19



Ongoing

Process:-

1. Settling in of new children/families – Laura and Marcia – Ongoing/Supervisors
2. Parental Feedback/Consultation – Laura and Marcia – Ongoing/KR
3. Each Playroom – Weekly Planning – Laura, Marcia and Supervisors – Evaluate weekly
 - Focus on Pre-Birth to Three
 - Focus on CfE
 - Planning for group and individual learning
 - Evaluations
 - Next Steps
 - Tracking of Progress - Termly
4. Individual Child Care Plans – Marcia – Monthly
5. Individual Child Chronologies – Marcia – Monthly
6. Individual Child Learning Journey – Laura and Marcia – Monthly

7. Interactive Learning Diary – Focus on: - Laura – Weekly

- Planning Group and Individual Learning
- Observations
- Next steps
- Evaluations
- Links to Pre-Birth to 3
- Links to CfE
- Parental Log
- Tracking of Curriculum



Supervisors

8. Roles and Responsibilities – each member of staff – Laura/Marcia – Ongoing

9. Staff feedback/consultation – Ongoing – Laura and Marcia/KR

10. Teamwork – Ongoing – Laura and Marcia/Supervisors

11. Behaviour – Ongoing – Laura and Marcia/Supervisors

12. Attendance – staff and children – Ongoing

13. Progress in Improvement Plan – KR

14. Health and Safety Checks – Marcia – Ongoing

15. Structured playroom observations/monitoring visits. Focus on:

- Room layout
- Children's access
- Staff interaction and knowledge
- Meal/Snack times
- Playroom routines

Laura/Marcia/Supervisors
One per Month

* Peer Evaluations by Staff in other rooms also – one per month - Marcia

16. Setting The Table – Food and Nutrition Audit – Marcia – Termly

17. Quality Circle Audit, Assessment and Planning Tracker – KR – Termly

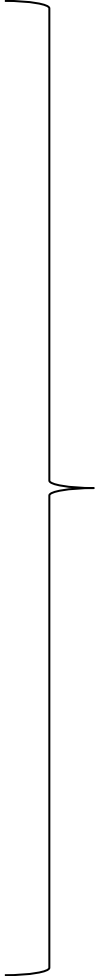
- Literacy
- Numeracy
- Health and Wellbeing

Termly – KR

18. Annual Individual Child Reports and Parent Evening – Marcia and KR – Annually

19. Spot Checks:-

- Nappy changing
- Medication procedures
- Hand washing
- Risk Assessments
- Infection Control – Cleanliness
- Kitchen Cleanliness
- Feedback to parents
- Health and Safety Checks
- Environmental Health Checks
- Temperature Recording
- General cleaning
- Breaks and time limits
- Use of phones
- Teamwork
- Staff absence
- Zoning
- Tidying up (children and staff)
- Reflection times (colour groups)
- Observation times



Marcia/Laura/
Supervisors –
Ongoing →
Daily

20.Snack and Lunch – Learning opportunities – Supervisors

21.Kindness/behaviour - all

22.Parental + child consultations - Kerry

23.Floorbooks - Supervisors

24.Learning through play - SMT

25.New staff – buddy system, mentor, CPD, setting – Marcia/Laura/Supervisors

New Staff Recruitment Consultation

What would you like to see in a new member of staff? _____

What skills? _____

What attributes? _____

What experience? _____

How could parents be more involved in the recruitment process? Suggestions?

How could our children be more involved in the recruitment process? Suggestions?

Additional comments? _____

Name _____ Date _____