



newsletter

Autumn Newsletter – September / October 2021



“Together we make a family!”

Follow us on Instagram and like us on Facebook!



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 time?

We can't believe that it is Autumn already! We have been as busy as usual. We have been completing the Hands Up Travel Survey, music making, national fitness day, national country music day, delicious bbqs, pizzas in the pizza oven, Recycling week, lots of planting, learning about the seasons, how to keep safe, creatures under the sea and exploring minibeasts and insects! We are like little sponges – never stop learning!



2021

graduates



We look sooooo grown up in our school uniforms!
Remember to keep in touch boys and girls and ALWAYS do your VERY best at school!

Graduation – Class of 2021

WE really really enjoyed our final graduation party. What a ball we had! We asked for a bouncy castle and popcorn machine – and we got them! It was a really lovely reunion before starting school! Parents and staff gave the boys and girls a very well-deserved standing ovation when they left the nursery for the last time. It really did bring a tear to our eyes.

Congratulations everyone!





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

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 staff absences. We are also able to ensure that all of our Covid 19 policies and procedures are stringently followed on a daily basis.



Elaine Ewen

We would like to say best wishes to Karla who has already started her maternity leave and is patiently waiting for the arrival of her new baby. Rachel and Lauren who will be leaving us soon to have their third baby and first baby (respectively). Can't wait to meet the new little ones ladies. Take good care of yourselves!

Congratulations also to Elaine who has recently been promoted to role of supervisor in the baby room. Elaine will join Emma and Katelyn in this role. Elaine has also taken on the role of mentor to all of our new and trainee staff. Well done Elaine!

Huge welcome back also to Eibhlish, Hannah and Natalie who will all be returning from maternity leave soon to resume their supervisor role. Can't wait to have you back ladies!



Eibhlish



Hannah



Natalie

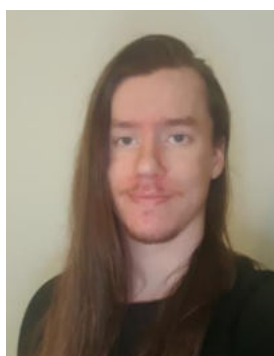


Michelle MacIntosh

We would like to welcome Molly, Connor and Maggie to the Wellies team. We are delighted to welcome them all. Also Michelle who is our new catering assistant at KingsWellies Too. We also have a number of 0 hour staff who have been helping us out over the Summer holidays. Most of whom will be going back to their studies soon. Great work from them all and we hope that they will join us again next Summer. Welcome back also to Sarah Milne who will be rejoining us in September. Sarah has been working in Turkey over the summer.



Molly McIntosh



Connor Stewart



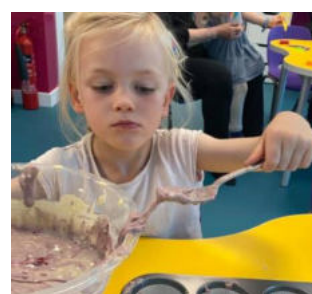
Maggie Thomson

Festivals, Traditions, Harvest and all things Autumn

As part of our Festivals and Tradition topic, we will be celebrating Halloween. We have lots of activities planned and we are all very excited! 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?
- Harvest thanksgiving
- Diwali – Festival of Lights
- Animals – nocturnal, diurnal and crepuscular
- Pumpkins and tasty treats

We will be doing lots of baking and food tasting activities throughout the week also. We will be dressing up, decorating our pumpkins and partying until we drop! Lots of great fun!



Learning and Teaching in KingsWellies

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, playground group, charity group, celebrations group, Xmas group, risk monitors, enterprise group. We will keep working hard to improve our nursery.
- Seasons – Autumn and Winter
- Weather
- Hibernation – nocturnal, diurnal and crepuscular animals
- Festivals, traditions and celebrations
- Grow well choices – making healthy decisions
- Guy Fawkes – Bonfire night and firework safety
- 8th September – international literacy day
- 13th September – Roald Dahl day
- 18th September – Jewish new year
- 22nd September – elephant appreciation day
- 28th September – national good neighbour day
- 4th October – Grandparents day
- 5th October – world teacher day
- 6th October – world mad hatter day
- 7th October – world smile day
- 9th October – fire prevention day
- 14th October – national dessert day
- 16th October – national dictionary day
- 16th October – world food day



- **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 and sparklers around the fire.
- **11th November** – Diwali. Festival of lights.
- **10th November** – Remembrance Sunday. Making our own poppies.
- **13th November** – International kindness day
- **15th November** – Children in Need Day. More information to follow
- **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! Remember to wear something Scottish this week.
- **3rd December** – International day of persons with disabilities
- **5th December** – World Soil day
- **9th December** – International Xmas Card day
- **10th December** – Human rights day
- **14th December** – International monkey day
- **24th December** – Hanukkah begins (Jewish)
- **25th December** – Christmas day
- **31st December** – New Years day
- Literacy, Numeracy and Health and Wellbeing – LOTS of exciting learning opportunities.



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 email Kerryn. 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.

Extra-Curricular Activities

We are also really delighted to be able to invite visitors back in to our nursery. We plan to start lots of our extra-curricular groups again in September. We are hoping to tempt Moo Music, Kids Rock, French and Yoga to come back to us. Fingers crossed! We will keep you all posted.

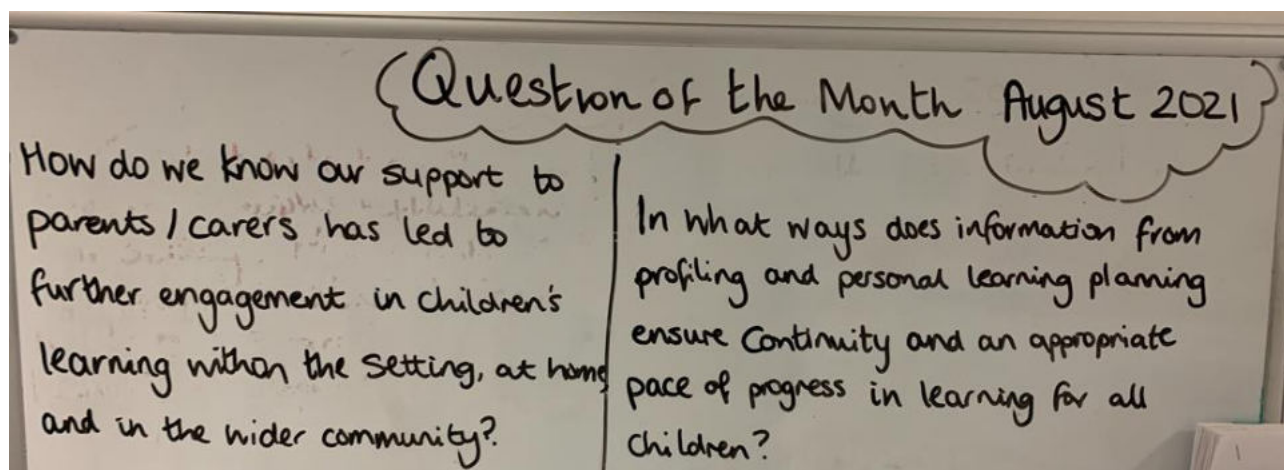


Happy 11th Birthday to our therapy Pet Ziggy!



Parental Consultation – Question of the month

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. Each month we have a new self-evaluation question which comes from How Good Is Our Early Learning and Childcare. 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 already very busy with our training for Session 2021/22. Staff will be participating in lots of training during the next session. Despite Covid restrictions, staff training is still of paramount importance to us.

We have also enlisted the support of an Educational Psychologist who will be conducting a number of staff training events with us. We are hoping to invite parents in later in the year (Covid permitting). These will include:

- Core cognitive skills
- Growth mind-sets
- Emotion coaching
- Self-regulation
- Mindfulness
- Positive behaviour management
- Attachment theory

Kerry will also continue in her role as a member of the Children's Panel for Children's Hearings Scotland. She has now qualified as a Chair of the panel. The training has been excellent and Kerry will continue to disseminate aspects of this to all staff within the nursery.

Covid 19 – Practices and Procedures

We continue to review our Covid 19 practices and procedures on a daily basis. Our latest Reopening Strategy (Version 12) has already been sent to you. This will be continue to be updated to coincide with all new guidance or changes in our procedures.

If you have any additional suggestions for us, please don't hesitate to give us your feedback.

Parent Tips, Ideas and Suggestions

This is a space for parents to communicate with each other. If you have any suggestions, please email us with your ideas so that we can include them in this section of our newsletter.

Lost Property

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

Please also ensure that your children are appropriately dressed in warm clothing for the colder weather. We will still be out and about in ALL weathers. Thank you.



KingsWellies Policies of the Month

This month we would like to provide you with the opportunity to review and consult upon our Draft KingsWellies Improvement Plan for 2021/22. Please find it attached for your information. Our Improvement Plan is utilised in order to continue to improve our service to you and your children. Please give us your feedback by 3rd September. We will then finalise our Improvement Plan 2021/22 and share with all stakeholders. Many thanks.

KingsWellies Nursery Vision, Values, Aims and Mission Statement

We are totally committed to an agreed shared Vision for our nursery and community. We want our Vision to reflect the aspirations of our children, parents/carers, staff and partners. We are highly committed to providing strong leadership in order to develop and sustain our Vision, Values, Aims and Mission. These are not just words.

We last reviewed these with all of our stakeholders in 2020. We would very much like your feedback again as these are very important to us. We have to get them right. Please see attached.

- **Are they still relevant?**
- **Are we getting these right?**
- **Are we achieving what we have set out to do?**
- **Is our vision ambitious and challenging?**
- **How well do these inform our daily practice?**
- **Do they have any impact on improving the quality of the learning, teaching and childcare within KingsWellies?**
- **How well do we communicate these?**
- **Have we missed anything?**

"Together we make a family!"

Your feedback means a huge amount to us and will always shape our future direction. Please give us your thoughts and comments. We will then review and amend our Vision, Values, Aims and Mission Statement for 2022.

Christmas Holidays

Just a reminder that we are closed for two weeks over the Christmas and New Year Period. We close at 6pm on **Tuesday 21st December** and reopen 7.30am on **Wednesday 5th January**. It will be here before we know it!



Aberdeen City Council Pre-School Funding

For all those of you who have children who are approaching aged three or are already three years old, you will be entitled to apply for pre-school funding from Aberdeen City/Aberdeenshire Council. Please see Kerryn or Scott in order to complete the appropriate forms. We can now also provide funding to MeTwo children. If you fall into this category please speak to Kerryn for more information.

KingsWellies Nursery Parent Council

Marcia will be in touch with you soon about this.

Parent Council Constitution

Objectives

The objectives of the parent council are: to develop and engage in activities which support the education and welfare of the nursery children and to represent the views of the parents in regards to the education and welfare of the nursery children. The role is to support and create a welcoming nursery that is inclusive for all parents and to promote relationships between the nursery, children, parents, carers and the wider community.

Aims

- To benefit the nursery with the ideas, skills, knowledge and opinions of its members
- To decide what actions to take
- To come to decisions everyone is happy with

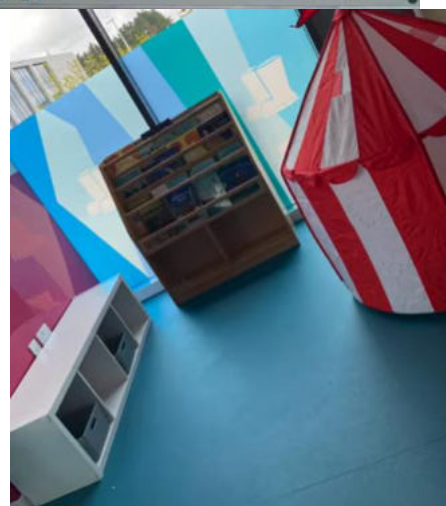
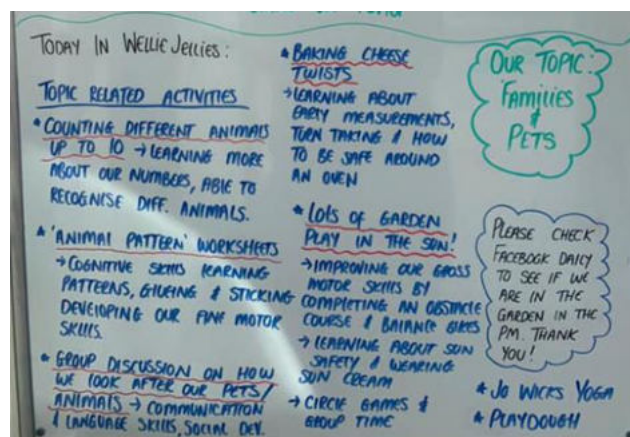
Projects

- Fundraising at nursery events
- Family photographs
- Extracurricular activities
- Staff feedback
- Consulting on recruitment process
- Consulting on snack/lunch menus
- Nursery improvement and planning
- Organising social events
- Steering the nursery vision for excellence
- Eco school awards
- Point of contact for parents/carers
- Maintenance of nursery grounds
- Forest Schools Award
- Outdoor Education
- UNICEF Rights Respecting School Award
- National Nursery Awards
- Nursery/Home links
- Ongoing Consultation
- Quality Assurance

KingsWellies Too and The Wellie Jellies

The opening of our new room has been a great success. We have received very positive feedback from children, parents and staff. The Wellie Jellies are VERY proud of their new room and have been very busy learning, learning and more learning!

Please give us your feedback as to how we can continue to improve operational aspects of this new room. We very much value your advice.



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 into another language or an alternate reading format, please do not hesitate to contact us.





KingsWellies Nursery

Improvement Plan

August 2021

Year 6 – Session 2020 / 21

BLUE TYPE - MAIN PRIORITY FOR DEVELOPMENT

Regular Font – Ongoing / Maintenance Priority for Development

Improvement Plan 1: Key Development: Building our Nursery – Culture, Ethos, Expectations and QUALITY OF PROVISION (post Covid recovery)

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 • How Good Is Our Early Learning And Childcare? • SSSC Codes of Practice • Getting it Right for Every Child • Learning Through Play in the Early Years • Setting the Table • A quality framework for daycare of children, childminding and school aged childcare (June 21 – Care Inspectorate) • Our Creative Journey • My World Outdoors • A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland • Delivering High Quality Play and Learning Environments Outdoors (Care Inspectorate) • Out to Play • Space to Grow • Care Inspectorate Improvement Strategy 2019-2022 • Realising the Ambition: Being Me (2020) – to ensure that we are meeting the needs of every child, post Covid recovery • Loose Parts Play – A Toolkit • Curriculum for Excellence – Broad General Education Progression (early level) • Early Learning and Childcare Programme – HUB – ongoing familiarisation to make use of online bitesize resources (2020), Care Inspectorate • National and Local Policies and Procedures 	Ongoing	<p>All staff</p> <p>Quality Assurance Group – Led by Managers - Marcia</p> <p>Outdoor Education Group – staff and children – LED by MANAGERS - Laura</p>	Improved staff knowledge, understanding and familiarisation of key KingsWellies policies and procedures and ALL Local and National documents
Make use of Curricular Benchmarks for each curricular area. Include in Policies and implement within nursery curriculum.	Ongoing	<p>All staff</p> <p>Stakeholder consultation</p>	Increased knowledge, understanding and confidence with a focus on

Monthly curricular training for all staff – CfE and Pre-Birth to Three Curriculum	Once monthly	KR to lead	curricular documentation and KingsWellies Curricular Rationale
Monthly Staff Collegiate Meetings to be held with a focus on Improvement 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 enhance team work
<p>Ongoing staff training through Aberlour Futures, Aberdeen City Council training programme, AZILLO and own CPD. Staff to take responsibility for own learning journeys and see the importance of continuing professional development. Make use of Zoom and other digital platforms as appropriate (Covid dependent)</p> <p>Focus also on staff welfare within the workplace. ALL staff to spend time in other rooms within nursery with a focus on sharing of good practice and own CPD. All staff to visit other nurseries and schools (Covid dependent)</p> <p>Azillo – staff to timetable CPD sessions in on weekly basis to ensure that ALL Core Training requirements are kept up to date</p> <p>Staff to participate in Food Hygiene, Makaton and Paediatric First Aid training</p> <p>Managers and supervisors – Leadership and management training</p> <p>CPD training to focus on meeting a wide range of additional support needs. Input from Aberdeenshire Educational Psychologist for ALL staff. Offer opportunity for parental training also.</p> <p>Record changes / developments / progress made as a result of CPD. How do we know that CPD is enhancing our practice? Reflect on impact on children. Are we getting it right?</p>	<p>Ongoing</p> <p>Ongoing in line with CPD / Support and Supervision Programme</p> <p>Ongoing</p> <p>Term 1</p> <p>Term 1</p> <p>Ongoing / Term 1</p> <p>Ongoing</p>	<p>Aberlour Futures Aberdeen City Council Training Programme Azillo, Zoom, IT platforms</p> <p>SMT / Marcia</p> <p>SMT / Staff / Led by Kerryn</p> <p>Marcia - to source appropriate training</p> <p>Marcia</p> <p>Aberdeenshire Educational Psychologist</p> <p>Staff / supervisors to lead</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> <p>Improvement in the quality of experience, care, the curriculum, learning and teaching</p> <p>Improvement in the quality of provision in all aspects of the nursery</p>

<p>Fully implement KingsWellies CPD / Support and Supervision Programme. Share with all staff. Implement throughout the course of the session.</p> <p>Make clear KingsWellies Vision, Values, Aims and Aspirations. All staff to be fully aware of roles, responsibilities and the HIGH expectations of KingsWellies, Care Inspectorate and SSSC.</p> <p>Use national and local documents to make better use of outdoor space including local community. Further develop our outdoor provision / areas in order to maximise opportunities for our baby room to fully utilise. Organise Literacy and Numeracy outdoor learning hubs to benefit all children regardless of age and stage. Focus also on Health and Wellbeing in outdoor environment</p> <p>1140 Hours Expansion of Early Learning and Childcare – Ongoing Development. What does this look like for KingsWellies Nursery? How do we ensure high quality provision for ALL children, parents and stakeholders? Are we consistently meeting the National Standard? How can we sustain this?</p> <p>Focus on quality of provision in ALL aspects within KingsWellies Too</p> <p>Continue to move towards Level 6 – Excellence – become a centre of excellence – sector leading across Scotland</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Term 1</p> <p>Ongoing</p>	<p>Director and share with all stakeholders</p> <p>Managers to lead (Laura)</p> <p>ACC / SMT / Consultation with all stakeholders and staff</p> <p>Managers / Laura to lead</p> <p>ALL</p>	
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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 and Quality Assurance

How will we get there?	When will we get there?	Who will be involved?	Desired Impact
Quality Assurance will continue as VERY 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
Clear focus on Learning and Teaching and Curriculum – use benchmarks to track and record learning experiences for individual children	Ongoing	Kerry and all staff	Improved use of variety of self-evaluation tools showing impact on playroom practice
Clear focus on keeping our stakeholders safe in line with all local and national COVID 19 guidance:	Ongoing	Kerry and staff	
Record changes and developments that we observe as a result of CPD. Make use of own room self-evaluation books. Reflect on impact on children.		SMT	Improved communication with parents and wider community
Further engage with self-evaluation tools built in to Realising the Ambition: Being Me. Use and discuss the Case Studies as to how we should respond as best practice practitioners within KingsWellies		All staff / KR to lead	Improvement in the quality of care, experiences, curriculum and learning and teaching
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	All staff	Increased pupil choice and participation in leading own learning
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. ALL staff to spend time in other rooms within nursery – focus on sharing good practice and own CPD (Covid dependent)	Term 1 / ongoing	All staff / Marcia to lead	
Use Education Scotland/Care Inspectorate questionnaires with all stakeholders (parents, children, staff). Analysis of results to inform future improvement planning.	Term 2	KR / stakeholders	
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. Develop a strong sense of CREATIVITY and ENTERPRISE within each room.	Ongoing	staff	
Encourage increased parent/carer involvement – Ongoing development and implementation of KingsWellies Parent Council. Continue to focus on family learning opportunities inside and outside the nursery environment. Make	Term 2 / 3	Marcia	

<p>use of IT platforms eg facebook (closed page and zoom). Plan annual Xmas Fun day (Covid dependent)</p> <p>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. Focus also on self-evaluation of STAFF WELFARE within the workplace</p> <p>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. Keep own Self-Evaluation books up to date and share at monthly collegiate meetings</p> <p>Safer recruitment – further involve children and families in the recruitment process</p> <p>Ongoing development of floor books and use of PLODs to continue to develop high quality levels of interest, interaction, concentration, CREATIVITY, ENTERPRISE and engagement in play.</p> <p>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, risk monitors. Focus on leadership opportunities for all children. Ongoing development of Bubble groups – which have worked well during Covid</p> <p>KR to continue to work with Children's Hearings Scotland in role as Children's Panel Member. Disseminate information to ALL KingsWellies staff</p> <p>Make use of A Quality Framework for daycare of children, childminding and school aged children – Care Inspectorate – June 2021</p> <p>Continue to move towards Level 6 Excellence Level – become a centre of Excellence</p> <p>Quality assurance and self-evaluation as high profile in KingsWellies Too – ALL aspects</p>	<p>Ongoing / Xmas 2021</p> <p>Ongoing</p> <p>Ongoing</p> <p>Term 2</p> <p>Ongoing</p> <p>Ongoing / Term 1</p> <p>Ongoing</p>	<p>Marcia to lead</p> <p>Staff</p> <p>Supervisors to lead</p> <p>Managers to lead</p> <p>SMT to lead</p> <p>KR</p> <p>KR to lead</p> <p>ALL staff</p> <p>Managers – Laura to lead</p>	
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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 / SSTEWS – 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 – High Quality Provision of Early Education in KingsWellies Nursery and KingsWellies TOO

How will we get there?	When will we get there?	Who will be involved?	Desired Impact
<p>Staff familiarisation and focus on A Quality framework for daycare of children, childminding and school aged childcare – Care Inspectorate (June 2021)</p> <ul style="list-style-type: none"> How good is our care and learning? How good is our setting? How good is our leadership? How good is our staff team? How good is our care and support during Covid 19 pandemic? 	Ongoing	All staff / stakeholders / SMT / KR to lead	<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>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. Make good use of benchmarks when planning progressions in learning</p>	Ongoing	KR to lead	<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>Staff Familiarisation with Benchmarks and Broad General Education Progression for Each curricular area. To be implemented within playrooms</p>	Ongoing	All staff	<p>Improved knowledge and understanding and familiarisation of the content of Experiences and Outcomes and Pre-Birth to Three curriculums</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 – Out to Play, My World Outdoors and Space to Grow Loose Parts Play My World Outdoors Real-life and meaningful contexts – focus on developing enterprising attitudes and abilities 		All staff	<p>Improved relationships with all families as we get to know them well and consult at every opportunity</p>
<ul style="list-style-type: none"> Outdoor Education / Forest Schools – Out to Play, My World Outdoors and Space to Grow Loose Parts Play My World Outdoors Real-life and meaningful contexts – focus on developing enterprising attitudes and abilities Learning through play CREATIVITY in play – Our Creative Journey Engagement and concentration in play Focus on interest weeks - Health week, charity week Consultation with children Enterprise Education /Child-led groups / leadership opportunities for children regardless of age and stage Links with the community 	Ongoing	KR / SMT	<p>Evidence of meaningful assessment and planning for individual next steps in Individual Learning Journeys, digital Interactive Learning Diaries</p>
		All staff	
		Managers to lead	

<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 high quality Learning Journeys for each individual child through use of digital ILD and engagement with children in their own learning and in their own colour learning groups. Focus on NEXT STEPS for key children and key colour groups. Detailed observations to be completed at least once fortnightly for EVERY child</p> <p>Ongoing engagement with our local community through making effective use of community facilities eg. visits to local businesses, Village Hotel, old folks home, Therapets, Keep Scotland Beautiful, local amenities, charity events (Covid dependent)</p> <p>Provide opportunities for children to take part in wider community through dance, language lessons, PE lessons, yoga lessons, Kids Rock lessons, Moo Music, visits from local musicians, dancers and artists, Starcatchers, engagement with parents from different cultures, Flashdance, Macs Results, Apache Honey Bee project, Abrabeats, French (Covid dependent)</p> <p>Provide opportunities for children to take part in wider community through charity events, Eco Schools, Forest Schools, Apache Bee Keeping Project and Rights Respecting behaviours. Focus:</p> <p style="text-align: center;">Forest Schools / Outdoor Education Rights Respecting Schools – Encourage rights respecting behaviours with ALL stakeholders</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 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> <p>Eco Schools Award – Ongoing development. Fully involve all parents and children. Lead by Eco Group. Apply for FOURTH Green Flag. Focus on increased partnerships with wider community. The Impact of Learning for Sustainability for Educational Outcomes – key document.</p> <p>Focus on KingsWellies Too – ALL Curricular aspects</p> <p>Move towards Level 6 – Excellence – sector leading across Scotland</p>	Ongoing	All staff / Supervisors to lead	
	Ongoing	All staff / supervisors	
	Ongoing	Managers to lead	
	Ongoing	Managers	
	Ongoing	Laura to lead – outdoor education Marcia to lead - RRSA	
	Ongoing	ALL / KR	
	Ongoing	SMT	
	Ongoing	Laura / Eco Group Managers ALL	

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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 2020/21

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
Operating an early learning and childcare setting during COVID 19 – Ongoing consultation with all stakeholders and self-evaluation using key question 5. We must continually gather information and continually evaluate progress in supporting staff, children and families to have confidence in our provision, whilst ensuring high quality and positive outcomes for all children. Keep Care Inspectorate records and notification reporting up to date	Ongoing / Term 1 review	Kerry to lead	Staff will understand the central principles of Getting It Right For Every Child with a specific focus on GIRFEC for Aberdeen City Council children Improved care and welfare for all children through effective use of improved communication systems with parents, all services and other agencies
Realising the ambition: Being Me – ongoing self-evaluation to ensure that ALL of our children reach their full potential in a high quality and positive environment (post Covid recovery)	Ongoing	Kerry to lead	Enhanced awareness of the variety of needs of individual children and quicker and more cohesive action to meet these needs Children and their families get the right help at the right time
Ongoing Child Protection and Safeguarding training for all staff including an opportunity to discuss and review Nursery and Authority Policies. Implement Child Protection Covid 19 Policy throughout the nursery. ALL staff to be familiar	Ongoing / Term 1	Kerry to lead	The removal of barriers to learning for children and families
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	Depute Managers to lead	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 Improved relationships between children and their peers with a focus on kindness and respect in every aspect of their lives
Makaton training – Continue to implement with staff and children.	Ongoing	All staff	
	Ongoing	All staff	

<p>Ongoing staff involvement in the compilation of IEPs, Care Plans, CSPs, IAFs, MAPs, Individual Care Plans, Chronologies, Medical care plans, medication forms, test and protect, termly ASN audit and digital learning diaries as appropriate</p> <p>Continue to develop and establish the use of Rights Respecting language and behaviour throughout the nursery. Work towards UNICEF Rights Respecting School Award</p> <p>Ensure effective transition for all children, between stages, playrooms, split placement nurseries, other partner providers and P1 schools. Childhood, Children and Families Transitions – Key document</p> <p>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</p> <p>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.</p> <p>CPD focus for all staff – training in how we can best meet a wide range of additional support needs. Training to be provided for ALL staff by Aberdeenshire Educational Psychologist. Opportunities for parent training also to be offered. This was carried over from last year due to COVID 19. Training to include:</p> <ul style="list-style-type: none"> • Core cognitive skills • Growth mindsets • Emotion coaching • Self-regulation • Mindfulness • Attachment Theory • Positive behaviour management <p>Staff and child welfare as priority. Utilise the Wellbeing Bingo Game to develop discussion. Improving Children and Young People's Understanding of their Wellbeing – Scottish Government (2020) – Key document</p>	<p>Ongoing / next session</p> <p>Term 1 / Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing – dates to be confirmed</p> <p>Term 1</p>	<p>All staff / supervisors to lead</p> <p>managers to lead - Marcia</p> <p>All staff / stakeholders</p> <p>All staff</p> <p>All staff</p> <p>Jen Sutherland – Educational Psychologist</p> <p>KR to lead</p>	
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<p>KR to work and train with Children's Hearings Scotland in her role as a Children's Panel Member. Implement training materials into training calendar with KingsWellies staff in order to increase understanding of GIRFEC and the importance of partnership working with other agencies.</p>	<p>Ongoing / term 1</p>	<p>KR</p>	
<p>Focus on staff welfare within the workplace</p>	<p>Ongoing</p>	<p>ALL</p>	
<p>Staff training – High quality discussion and handovers with parents</p>	<p>Term 1</p>	<p>Supervisors to lead</p>	
<p>Continue to move towards Level 6 – Excellence – become sector leading across Scotland</p>		<p>ALL</p>	

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

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.

