

newsletter

Autumn Newsletter – Term 2 October 2019



"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 time?

As usual, we haven't stopped! We can't believe that it is Autumn already! Do you like our beautiful Autumn displays? We have also been busy doing lots of planting!



Designing and posing for London Fashion Week, visits from Childsmile dental nurses, completing the Hands Up Travel Survey, Kids Rock for Autumn, Macmillan coffee morning, music making, national fitness day, national literacy day, national country music day, sausages on the bbq, national good neighbour day, Entier BBQ, National Recycling week, visits to Aldi, lots of planting, Apache Bee Keeping Project and elephant appreciation day! Phew – what a busy bunch we are!



P1 Photos

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



LOTS of messy play with our Wellie Babies!



Extra-Curricular Learning Opportunities

Kids Rock, Flashdance, Moo Music, Yoga, Mac's Results and French! Phew! We LOVE meeting our other teachers. We would also like to say a **HUGE** thank you to Leanne who has recently sold Jo Jingles. We LOVED our time with you Leanne. Thank you sooo VERY much!



We have also included our extra-curricular Term 2 timetable for your information



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 any staff absences.

Huge congratulations to Kerryn who has just completed and passed her SVQ3 in Social Services (Children and Young People). Well Done Kerryn!

A massive well done to Laura too who has just completed and passed her SVQ4 in Social Services (Children and Young People). You have worked very hard and should be extremely proud of yourself Laura! This is a very notable achievement! Great work Laura. We are really proud of you.

We would like to welcome Suzanne Cowieson, Gillian MacKenzie, Zora Zadori and Eilidh Watson who have all joined our staff team on an adhoc basis. We are delighted to welcome them all to the Wellies team.

Fund Raising

Our recent MacMillan coffee morning was a great success. We raised £167.22 for this very worthy cause. Many thanks to all who contributed.



Supporting
**WE ARE
MACMILLAN.
CANCER SUPPORT**

Our family photo shoot also raised a whopping £295 for the nursery. This will be going towards improving our playground. Some LOVELY photos! Thank you to those who participated.



Festivals, Traditions, Harvest and all things Autumn

As part of our Festivals and Tradition topic, we have been celebrating Halloween. We have been holding Halloween festivities all week to ensure that all the 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 Halloween. They suggested a party, lots of games and dressing up!!

Throughout this week we have been 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



Additionally we will hold our annual **pumpkin carving competition with prizes for our top three**. We will be doing lots of baking and food tasting activities throughout the week also. Lots of great fun!

Life Skills Awards

We have been busy working through our Life Skills Awards in each of our rooms. These are on display outside EACH playroom. Please help us by reinforcing these very important life skills at home too.

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. 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
- Christmas and festive traditions around the world
- The Nativity and birth of Jesus
- Visits to Dobbies, library, post office, community centre, Hazelhead Park and supermarkets
- **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.
- **30th November – KingsWellies Family Xmas Fun Day.** ALL KingsWellies families and friends are invited from 10am until 1pm
- **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. 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.

I have also attached our Xmas Dates for your diaries. We are very excited to celebrate with you all.

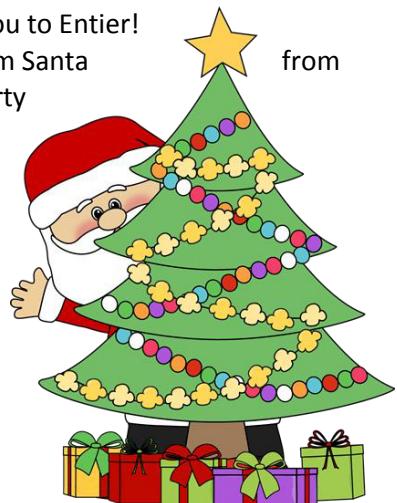
- **18th November** – Magic Santa Post Box! Our Christmas post box will be open and waiting for your letters to Santa from the 18th of November.
- **28th November** – Decoration time! We will have great fun decorating the nursery from top to bottom with Christmas delights! We have gone totally MAD this year!
- **30th November** – KingsWellies Christmas Family Fun Day! 10am-1 pm
- **30th November** – St Andrew’s Day - Remember to wear something tartan this week to celebrate ALL things Scottish!
- **1st December** – Advent! The countdown begins!
- **2nd December** – Frosty the KingsWellies Elf! Look out for Frosty, our very own KingsWellies Elf! I am sure that he will be getting up to lots of mischief in and around KingsWellies as he helps Santa to get ready for Christmas day!
- **2nd December** Cash for Kids Mission Christmas 2019. We need all donations by Tuesday 17th December please. We are collecting gifts and cash donations to support the less fortunate children in and around our local area. Please also remember teenagers (especially boys). The collection box will be in our main corridor. Many thanks in advance for your kind and generous donations.
- **9th December** – Xmas jumper week ALL week! Wear your Christmas jumpers and donate £1 to Cash for Kids Mission Christmas 2019. Come on Mums and Dads – we would love to see YOUR Christmas jumpers too!



- **4th December** – Baking and Decorating our Special Christmas cakes all week!
- **9th December** – International Xmas Card Day. Designing, making, giving and receiving!
- **Monday 9th December** – WellieBeans Christmas Performance – ALL Pre-School children and their parents are more than welcome to attend (even if you don't ordinarily attend on a Monday). The first performance will be at 10 am and the second at 2pm. Maximum of two adults per child please. You will be invited to attend one performance at either 10am or 2pm. Invites to come home soon.
- **Wednesday 11th December** – WellieTots Christmas Sing Song with Kids Rock – ALL toddlers and their parents are more than welcome to attend (even if you don't ordinarily attend on a Wednesday). The first performance will be at 10 am and the second at 2pm. Maximum of two adults per child please. You will be invited to attend one performance at either 10am or 2pm. Invites to come home soon.
- **Thursday 12th December** – WellieBabies Christmas Sing Song with Kids Rock – ALL babies and their parents are more than welcome to attend (even if you don't ordinarily attend on a Thursday). The first performance will be at 10 am and the second at 2pm. Maximum of two adults per child please. You will be invited to attend one performance at either 10am or 2pm. Invites to come home soon.
- **Monday 16th December** – WellieBabies Christmas Party and visit from Santa from 9.30-11am. ALL babies are invited to attend! Remember to wear your party outfits!
- **17th December** – We will be having our Xmas lunch this day! Thank you to Entier!
- **Wednesday 18th December** – WellieTots Christmas Party and visit from Santa 2-4pm. ALL toddlers are invited to attend! Remember to wear your party outfits!
- **Thursday 19th December** – WellieBeans Christmas Party and visit from Santa from 2-4pm. ALL pre-school children are invited to attend! Remember to wear your party outfits!
- **Friday 20th December** – Nursery closes at 6pm and reopens at 7.30am on Monday 6th January 2020!

Dates to be confirmed:

- Visit to Santa's Grotto at the Village Hotel
- Reverend McDonald to visit to tell us all about the Christmas Story
- All classes to enjoy carol singing around our friends at Prime Four
- Lots more Christmas fun and festivities!



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**

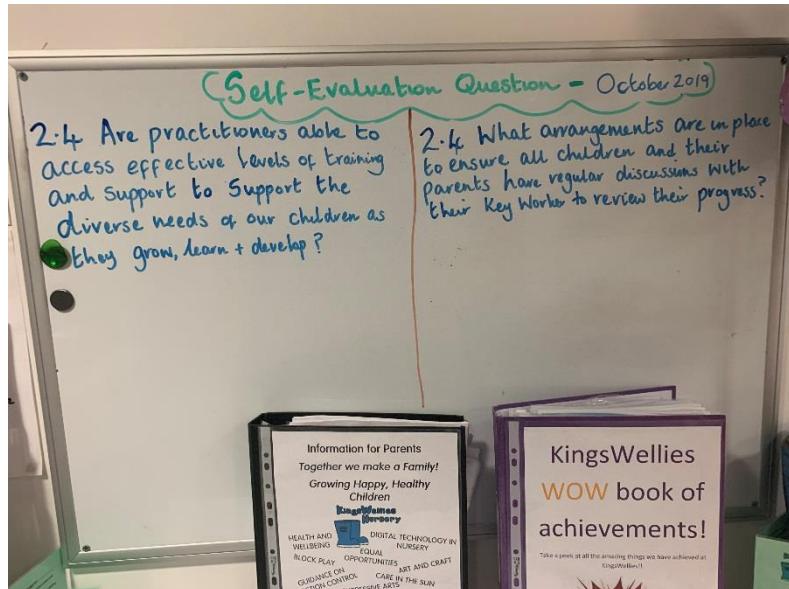


- Children lending library / book swap
- Rumpole and Ziggy bags
- Milo the hamster – visit for the weekend
- Snack shopper
- Sequence books
- Home-link activity sheets

Please help yourself to these worthwhile learning resources.

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. Please see our board in reception. 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.

As part of our Improvement Plan for this session, we will be focusing on improving our transition processes for all of our children. We will also be reviewing how we feedback to our parents. We will keep you posted on all developments.

Staff Training

We are very busy with our training for Session 2019/20. Staff will be participating in the following courses during the next session:

Curriculum for Excellence, Makaton, 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, creative skills, indoor and outdoor visual art, let's play outdoors, paediatric first aid, food hygiene, multi agency partnership working, storytelling and role play, child development, appreciating autism, infection control, making sense, inclusion and diversity, attachment child development and learning, building the ambition, How Good is Our Early Learning and Childcare and lots of skills workshops!

We have also enlisted the support of an Educational Psychologist who will be conducting a number of staff training events with us. These will include:

- Core cognitive skills
- Growth mind-sets

- Emotion coaching
- Self-regulation
- Mindfulness
- Positive behaviour management
- Attachment theory

There will also be an opportunity for a training event with parents which will focus on the importance of teaching core cognitive skills at home. More information to follow.

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

ECO SCHOOL SCOTLAND – GREEN FLAG!



We did it! We have achieved our 2nd green flag! We are totally delighted that our efforts have paid off. Our Eco Committee have been extremely busy ensuring that we are a sustainable nursery. Your hard work has had a very positive impact on our nursery environment. Well done everyone! We have a number of ongoing Eco projects happening at the moment. These include:

- Apache's Prime Four Honey Bees Project – we are learning about bees as pollinators
 - Trip to Aberdeen International Airport – we are hoping to visit the airport to see how they reduce and recycle their waste on a massive scale!
 - Wellie Beans book swap – bring an old book and swap for a new one
 - Muck N Brass – we want you to donate your small old plastic toys and old Xmas decorations. These will go to the innovative Muck N Brass who are making them into the most amazing wreaths!
- Please help us to stop all of these plastics from going to landfill.



This year KingsWellies Nursery are supporting Muck N Brass 'Upcycling Project' by collecting any old plastic toys and Christmas decorations you may be getting rid of in order to make room for new gifts this Christmas! This coincides with our Eco School aim to reduce plastic waste in our community. We want to make sure that we are recycling as much as we can! Let's all support our planet and be Eco Warriors!!

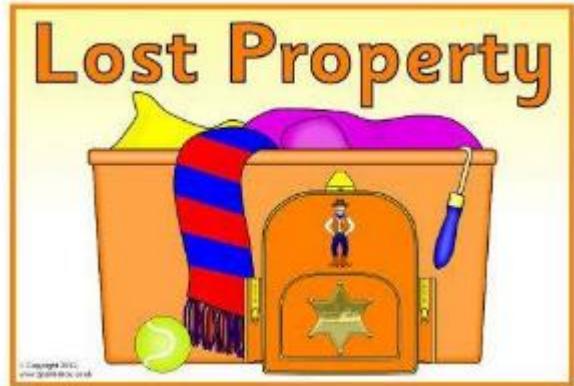


Lost Property

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 our **IMPROVEMENT PLAN for 2019/20**. Thank you to those who provided us with feedback on our draft document. I have taken this on board and have now amended and finalised our Improvement Plan. 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.

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 20th December 2019 and reopen at 7.30am on Monday 6th January 2020. It will be here before we know it!

KingsWellies Parent Council Christmas Family Fun Day – 30th November 2019, 10am until 1pm

A HUGE thank you to our very exuberant and enthusiastic Parent Council members who are organising this Christmas treat for us.

Come along and meet Santa in his grotto, magician shows, face painting, bouncy castle, Christmas movies, tea cakes and juice, Christmas crafts, Christmas stalls, raffles, lucky dip, Carol singing, Christmas games, mince pies and lots more.....

The friends and families of KingsWellies are more than welcome to come along and enjoy the Christmas spirit. Tickets and raffles will be on sale soon. More information to follow.

We are also in need of donations for our raffle. Please donate what you can. Raffle prizes so far include:

- Five free days of child care at KingsWellies
- Bistro Verde voucher (Thanks to Bistro Verde)
- 2 x £50 shopping vouchers (Thanks to Drum Property Group)
- Signed AFC football (Thanks to Claire Milne and Aberdeen Football Club)
- 4 x £10 vouchers for Four Mile Inn Restaurant
- £25 Marks and Spencers voucher (Thanks to Anderson, Anderson & Brown)
- 2 x £50 vouchers for Smyths (Thanks to Premier Oil)
- Family Ticket for 'Ice House' at the Lemon Tree (Thanks to Aberdeen Performing Arts)
- Hair Dazzle and Practice makes Perfect Hair class Vouchers (Thanks to Route 66)

- **Family pass for The Den and The Glen**
- **2 bows (Thanks to Minnie Bows)**
- **2 framed personalised photos (Thanks to Wellie Art)**
- **Water bottle (Thanks to MumMe Fit)**

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 Council. Please see Kerryn or Scott in order to complete the appropriate forms.

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.



Extra-Curricular Opportunities

Term 2 – October – December 2019

Look at all of our additional learning opportunities! We are very lucky to work with so many amazing teachers.

Babies

- Flashdance (Mon – pm)
- Moo Music (Tues – am)
- Kids Rock (Fri - am)

Toddlers

- Flashdance (Mon – pm)
- Moo Music (Tues – am)
- Mac's Results (Tues – am)
- Mac's Results (Thurs – am)
- Kids Rock (Fri - am)

Pre-School

- Flashdance (Mon – pm)
- Mac's Results (Tues – am)
- Yoga (Wed – am)
- Mac's Results (Thurs – am)
- French (Thurs – pm)
- Kids Rock (Fri - pm)



KingsWellies Nursery

Improvement Plan

August 2019

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 KingsWelles 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.
- KingsWelles Nursery: a place to learn, develop and grow 'happy healthy children'

Our Values

We have a clear understanding of our values at KingsWelles 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 guarantee to you

At KingsWelles 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 Aims

At KingsWelles, 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 KingsWelles 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 KingsWelles
- 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



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.

To be able to make good choices about physical and emotional health.

To be aware of our emotions or behaviour in a certain way. To be able to express problems with our relationships and friends in our families.

To be kind, and considerate 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 experiences and teaching ensure a culture of success and achievement.

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

To be successful learners

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

We're on a Learning Journey

To be enterprising and creative.

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

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.

Session: 2019/20

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

How will we get there?	When will we get there?	Who will be involved?	Desired Impact
Ongoing staff familiarisation with key documents: <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 • Building the Ambition • Learning Through Play in the Early Years • Setting the Table • Our Creative Journey • My World Outdoors - FOCUS • A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland – FOCUS • Delivering High Quality Play and Learning Environments Outdoors (Care Inspectorate) – FOCUS • Out to Play – FOCUS • Space to Grow – 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
Focus on updating KingsWellies Curricular Policy documents – consultation with all stakeholders. Staff to lead development.	Ongoing	All staff Stakeholder consultation	Increased knowledge, understanding and confidence with a focus on curricular documentation and KingsWellies Curricular Rationale
Weekly curricular training for all staff – CfE and Pre-Birth to Three Curriculum	SMT to lead	All staff Stakeholder consultation	Increased knowledge, understanding and confidence of staff when working with key documents Opportunity to share good practice and enhance team work
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 staff confidence in all areas of childcare with a focus on quality of interaction and curricular provision
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.	Ongoing	Aberlour Futures Aberdeen City Council Training Programme Azillo 2019	Aberlour Futures Aberdeen City Council Training Programme Azillo SMT
Focus also on staff welfare within the workplace			

<p>ALL staff to spend time in other rooms within nursery with a focus on sharing of good practice and own CPD</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>Ongoing in line with CPD / Support and Supervision Programme</p> <p>From October 2019</p> <p>SMT</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, Aberlour and Azillo Training Programmes. Implement core training for all staff</p> <p>All staff to participate in Food Hygiene, Makaton and Paediatric First Aid 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>Ongoing</p> <p>Improvement in the quality of experience, care, the curriculum, learning and teaching</p> <p>Improved staff morale</p> <p>All staff – Marcia to source appropriate training</p> <p>Aberdeenshire Educational Psychologist</p> <p>SMT</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</p>	<p>Improved staff development/training based on effective self-evaluation</p> <p>Improvement in the quality of provision in all aspects of the nursery</p> <p>All staff – Marcia to source appropriate training</p> <p>Aberdeenshire Educational Psychologist</p> <p>SMT</p> <p>Director and share with all stakeholders</p> <p>1140 Hours Expansion of Early Learning and Childcare – What is this going to look like for KingsWellies Nursery? How are we going to ensure high quality provision for ALL children, parents and stakeholders? Are we consistently meeting the National Standard? How can we sustain this?</p> <ul style="list-style-type: none"> • Early Learning and Childcare Expansion in <ul style="list-style-type: none"> ◦ Aberdeen City ◦ Early Learning and Childcare – National Induction Resource ◦ A Blueprint for 2020
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<ul style="list-style-type: none"> • Guidance for setting sustainable rates from August 2020 • Guidance on Meeting Criteria 7 – Business Sustainability • Transition Options Guidance on Contracting • Operating Guidance • Funding Follows the Child • Need for quality, flexibility, accessibility and affordability <p>Focus also on staff welfare within the workplace</p>	<p>ACC</p>
<p>Evidence of Success</p> <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 	<p>How will we find out?</p> <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?

Session 2019/20

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 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			
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 all staff	Improved use of variety of self-evaluation tools showing impact on playroom practice
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	Improved communication with parents and wider community
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	Ongoing	All staff	Improvement in the quality of care, experiences, curriculum and learning and teaching
Use Education Scotland/Care Inspectorate questionnaires with all stakeholders (parents, children, staff). Analysis of results to inform future improvement planning.	September 2019	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. Develop a strong sense of CREATIVITY within each room.	Term 2	All stakeholders	
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. Annual Family Fun Day to be established	Fun Day - 30/11/19	All staff / stakeholders	
Staff to continue to self-evaluate own practice and set individual targets for improvement through Continual Professional Development (CPD) programme.	Ongoing	Ongoing	
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	Ongoing	SMT	

and development of each Care Standard in order to realise our full potential. Focus also on self-evaluation of STAFF WELFARE within the workplace	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	Safer recruitment – further involve children and families in the recruitment process	Ongoing development of floor books and use of PLODs to continue to develop high quality levels of interest, interaction, concentration, CREATIVITY and engagement in play.	Increased opportunities for consultation with children. Ongoing focus on weekly reflection time with key workers. Further develop the use of child-led improvement groups e.g. Eco group, outside play group, kindness group, Enterprise groups, Xmas group, Graduation group, celebration group, fundraising group, charity group etc.	KR to continue to work with Children's Hearings Scotland in role as Children's Panel Member. Disseminate information to ALL KingsWelles staff	SMT	Supervisors / Staff	Increased pupil choice and participation in leading own learning
Safer recruitment – further involve children and families in the recruitment process	Ongoing development of floor books and use of PLODs to continue to develop high quality levels of interest, interaction, concentration, CREATIVITY and engagement in play.	Increased opportunities for consultation with children. Ongoing focus on weekly reflection time with key workers. Further develop the use of child-led improvement groups e.g. Eco group, outside play group, kindness group, Enterprise groups, Xmas group, Graduation group, celebration group, fundraising group, charity group etc.	KR to continue to work with Children's Hearings Scotland in role as Children's Panel Member. Disseminate information to ALL KingsWelles staff	Ongoing	Ongoing	Ongoing	KR	SMT – Marcia to lead

Session 2019/20

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
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: <ul style="list-style-type: none"> • Leadership and Management • Safeguarding and Child Protection • Learning, Teaching and Assessment • Successes and Achievements 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.	Ongoing	All staff / stakeholders	Improved staff knowledge and understanding of key national documents and their importance in all that we do within our playrooms and practice
Outdoor Education / Forest Schools – Out to Play, My World <ul style="list-style-type: none"> • Outdoors and Space to Grow (KEY FOCUS) • Real-life and meaningful contexts – focus on developing enterprising attitudes and abilities • Learning through play • CREATIVITY in play – Our Creative Journey (Focus) <ul style="list-style-type: none"> • Engagement and concentration in play • Focus on interest weeks - Health week, charity week • Consultation with children • Enterprise Education /Child-led groups • Links with the community Further make use of Edinburgh City Quality Circle Literacy, Numeracy and Health Audits / Assessment and Planning Trackers to identify improvement priorities	Weekly	Kerry	Improved use of variety of self-evaluation tools showing impact on playroom practice
	Ongoing	All staff	Improved awareness of KingsWellies' strengths and improvement priorities
		SMT	Improved knowledge and understanding and familiarisation of the content of Experiences and Outcomes and Pre-Birth to Three curriculums
		All staff	Improved relationships with all families as we get to know them well and consult at every opportunity
		All staff	Evidence of meaningful assessment and planning for individual next steps in Individual Learning Journeys, digital Interactive Learning Diaries
		Depute Managers to lead	

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.	Ongoing	All staff / Supervisors / Depute Managers to lead
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	Ongoing	All staff / supervisors
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.	Ongoing	Depute Managers to lead
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, Starcatchers, engagement with parents from different cultures, Flashdance, Macs Results, Apache Honey Bee project	Ongoing	Depute Managers
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: Forest Schools / Outdoor Education Rights Respecting Schools – Encourage rights respecting behaviours with ALL stakeholders	Term 1/ ongoing	All staff / Depute Managers / Supervisors to lead
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.	Session 2019/20 Ongoing	Curricular Champions
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.	Ongoing	
Eco Schools Award – Ongoing development. Fully involve all parents and children. Lead by Eco Group. Apply for second Green Flag. Focus on increased partnerships with wider community	Ongoing /Term 1 Laura / Eco Group	

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

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 KingsWelles 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	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 – Continue to implement with all staff and children.	Ongoing	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 / Deputy 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 2020/21)	Term 2	Depute Managers to lead	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– how can we improve processes? Consultation with ALL stakeholders. Look at alternatives to daily sheets.	Term 1 – focus	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	Term 1	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

support each individual child in their individual learning programme	<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.</p> <p>Training to be provided for ALL staff by Aberdeenshire Educational Psychologist. Opportunities for parent training also to be offered. 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>Ongoing</p> <p>Term 1 / Ongoing</p> <p>Kerry to continue 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>Focus on staff welfare within the workplace also</p>	<p>All staff / supervisors to lead</p> <p>Marcia to source training as appropriate</p> <p>Jen Sutherland – Educational Psychologist</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
Evidence of Success	How will we find out?		

KingsWellies Nursery Improvement Plan
Maintenance Agenda – Session 2019/20

Improvement currently working on	Progress to date	Further developments planned

KingsWellies Nursery Improvement Plan

Maintenance Agenda – Session 2019/20

Improvement currently working on	Progress to date	Further developments planned	

KingsWellies Nursery
Quality Assurance
Annual Monitoring Programme – Session 2019/20

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
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

} Supervisors

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

Collegiate Calendar

Session 2019/20

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 2019/20). One SSSC Code and one Challenge question from HGIOELC to be focused on in each meeting.

Week of:	Focus
01/10/19	<ul style="list-style-type: none">• Child Protection/Safeguarding Refresher• GIRFEC Update• Self-evaluation – Health and Social Care Standards• Azillo/CPD training• Transitions• Improvement Plan (2019/20)
05/11/19	<ul style="list-style-type: none">• Transitions• Self-evaluation –SSSC• Outdoor Education/ My World Outdoors• Educational Psychology Input – Care Cognitive Skills
03/12/19	<ul style="list-style-type: none">• Rights of the Child• Outdoor Education/Out To Play• Self-evaluation – HGIOELC and BTA• A Blueprint For 2020• Educational Psychology Input – Attachment Theory
07/01/19	<ul style="list-style-type: none">• Learning and Teaching• Self-evaluation – HGIOELC• Outdoor Education/Space To Grow• A Blueprint For 2020• Education Psychology Input – Growth Mindsets

04/02/20	<ul style="list-style-type: none"> • GIRFEC • Forest Schools/Outdoor Education • Curriculum • Self-evaluation • Educational Psychology Input – Emotion Coaching
04/03/20	<ul style="list-style-type: none"> • Literacy across Learning • Curriculum Policies - review • Self-evaluation – HGIOELC and BTA • A Blueprint For 2020 • Educational Psychology Input - Mindfulness
01/04/20	<ul style="list-style-type: none"> • Literacy across Learning • Curriculum policies - review • GIRFEC /ASN training • Self-evaluation – HGIOELC and BTA • Educational Psychology Input - Attachment
06/05/20	<ul style="list-style-type: none"> • Numeracy across Learning • Curriculum • ASN training • Self-evaluation – HGIOELC and BTA • Educational Psychology Input – Self - Regulation
03/06/20	<ul style="list-style-type: none"> • Numeracy across Learning • Curriculum • GIRFEC /ASN training • Self-evaluation – HGIOELC and BTA • A Blueprint For 2020 • Educational Psychology Input – Positive Behaviour Management

01/07/20	<ul style="list-style-type: none"> • Health and Wellbeing across Learning • Curriculum • Rights Respecting Schools Awards • Our Creative Journey • Self-evaluation
05/08/20	<ul style="list-style-type: none"> • Health and Wellbeing across Learning • Curriculum • GIRFEC/ASN training • Self-evaluation – Key national documents
02/09/20	<ul style="list-style-type: none"> • Improvement Plan – Staff Consultation (session 2020/21) • Self-evaluation – Edinburgh City Circle Audits • Rights Respecting Schools • A Blueprint For 2020 • Curriculum – Literacy, numeracy, health and wellbeing