



Hillhead High School



Experience of Inspection



KINDNESS



AMBITION



INTEGRITY



RESILIENCE



RESPECT

Overview of the School

- School roll 1072 pupils. 73.6 teaching staff. 4 associated primary schools but school receives a large number of placing requests from all over Glasgow and beyond.
- 40% of learners have English as an Additional Language (EAL).
- 25% of pupils registered for free school meals. 36% of pupils live in the 20% most deprived data zones in Scotland (SIMD 1&2)
- Two year senior phase pathway with almost all learners commencing presentations for qualifications in S5.

Leadership Team

Senior Leadership Team (SLT):

- Head Teacher and 4 Depute Head Teachers
- 3 of the team in current post for a year or less at the time of the inspection

Middle Leadership Team:

- 10 curricular leaders
- 7 Pupil Support leaders
- 3 temporary Principal Teachers of Raising Attainment – Pupil Equity Funding

Whole school focus on developing leadership at all levels over past few years.

Preparation for Inspection

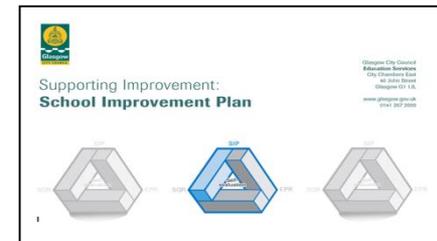
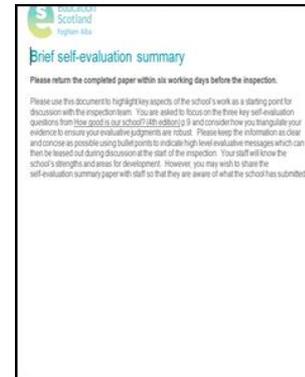
- Notification of Inspection – Wed 6th December.
Excellent communication from Education Scotland from the outset.
- Discussions with Managing Inspector (Aileen Monaghan) to make plans for the week.
- Staff meeting to share information on structure of the week.

Draft Meetings Timetable for Hillhead Secondary Glasgow
Monday 8th January 2018

Day	Period	Time	Location	Focus group/interview	School team	Inspection Team (to be completed by MI)
Monday 8 th January 2018	P3	11.45	HT's Office	MI arrives	SLT	Aileen Monaghan
	P4	12.20-12.30	HT's Office	Team arrive Inspection team meeting No lunch to be provided		Inspection team all arrive
	Lunchtime	13.40-13.50 13.50-13.55	Library Library	Voluntary meeting for school staff – introduction to inspection team followed by a voluntary short meeting with all support staff		Inspection team –DMI and MI to stay after introductions – learn to return to base.
	PS/6	14.00-15.55	HT's Office	Opening discussion Scoping meeting based on self-evaluation summary	SLT D. Byrne QIO	MI/DMI and selected team members Aileen Monaghan May Hoy Sheila Page Jane Renton
	PS/6			Inspection activities start – Tour of the school with a few pupils various class observations	Tour of school 13.55-2.25 – senior pupils for 4 Inspectors not in classes.	All team not at the scoping meeting to get into class observations Pauline Walker (maths, computing)

Preparation for Inspection

- Education Scotland checklist used by SLT to collate documents required
- Streamlined documentation – Education Scotland, Glasgow City Council and at school level
- Collaborative leadership
- What is our story?





Inspection Week



- **8th-12th January 2018**
- **12 members of the Inspection Team**
- **59 lessons visited**
- **Pre-inspection questionnaires - discussed**
- **Focus groups of parents, pupils, partners, staff**
- **Meetings with SLT, Chair of Parent Council, various members of staff**

Inspection Week



- **Discussion with Managing Inspector throughout the week.**
- **Feedback given to Senior Leadership Team on Friday morning.**
- **Draft report sent several weeks later.**
- **Final report published on 6th March 2018.**

Key Findings

Here are Education Scotland's evaluations for Hillhead High School

Quality indicators	Evaluation
Leadership of change	excellent
Learning, teaching and assessment	very good
Raising attainment and achievement	very good
Ensuring wellbeing, equality and inclusion	very good
Descriptions of the evaluations are available from How good is our school? (4th edition), Appendix 3: The six-point scale.	

Key Findings

- **Quality of leadership across the school having positive impact on pupils**
- **Relationships across the school and with wider school community – including parents and partners**
- **Quality of learning and teaching and Teacher Learning Communities**
- **Wellbeing and inclusion – staff know pupils well and pupils have opportunities to develop confidence and resilience. Lots of support / interventions for pupils**
- **Tracking / planning / target-setting - all have a very positive impact on pupil progress and attainment**

Staff Feedback on Inspection

- *All of the members of the inspection team were approachable and knowledgeable and happy to give up time to engage in professional dialogue. It was very useful to learn about examples of excellent practice across the country as this will allow us to continue to look outwards to improve our own work.*
- *Aileen was an excellent Managing Inspector: highly organised, incredibly well prepared and very thorough in her work – while at the same time being warm and human in her approach. I valued the conversations we had before and during the process.*
- *The team worked well with the SLT and also with the whole school community. The process itself was not bureaucratic but firmly focussed on what was actually happening in and beyond the classrooms to support all pupils to achieve and thrive.*

Staff Feedback on Inspection

- ***The whole process was extremely helpful to the school. Not only did it give us an opportunity to share the story of our school over the past few years, it also allowed us the time to have rich and purposeful dialogue about our evaluation of our strengths and areas for development. It was very clear the team were very well prepared and well briefed before they arrived and that allowed for the team to provide effective support and challenge. In turn, this validated a lot of our own evaluation and our approaches to strategic leadership while also providing a further bias for action on certain issues.***
- ***The supportive nature of the process.***
- ***The initial meeting with staff on the Monday was very positive and set the tone for the week. Staff felt comfortable speaking to all members of the team and were very appreciative of the advice given. Members of the team going round to thank staff on the last day was particularly valued and meant a great deal to staff!***

Impact of Inspection

- **Increased confidence in my own leadership skills and my approach to developing our school culture**
- **Excellent professional learning for all of the Senior Leadership Team**
- **Opportunity to engage with Education Scotland colleagues - share best practice and learn about practice across the country**

Impact of Inspection

- **Positive experience. Increased staff confidence and enthusiasm moving forward.**
- **Validated our approaches to self-evaluation. We had a accurate understanding of our strengths and next steps.**
- **Leadership of change – discussions on senior phase pathways provided support and challenge.**

Impact of Inspection

- **Feedback helped to inform school improvement priorities for this session –e.g. developing school website and taking forward skills for work.**
- **Greater awareness across whole school community (and beyond!) of our strengths.**