


Parent Council Meeting of Cults Academy
Monday 4th March 2019 7-9pm

Attendees: David Barnett (DB) Head, Rick Sansom (Chair)(RS), Robert Brew (Secretary)(RB), Jim Gauld (JG), Vannin Bloch (VB), Tony Brady (TB), Daniel Verhamme (Treasurer) (DV), Oma Okoliegbe, Sonya Angus, Martin Barker, Julie Baghurst, Liz Horgan, Tahar Kouider, Gill Flett, Callum Clubb (student), Amy Sinclair (student), Kalpa Tan (parent non-member)

Agenda items	<u>Updates and discussions</u>	Action
1.	<p><u>Introductions, welcome, apologies and confirmation of previous minutes</u></p> <p>Minutes approved</p>	RS
2.	<p><u>Head Teacher Update</u></p> <p><u>School Inspection</u> DB opened with news of the inspection that will take place the week commencing 18th March. The inspection begins with a school self-assessment of four indicators:</p> <ol style="list-style-type: none"> 1) Leadership of Change 2) Learning, teaching and assessment 3) Ensuring wellbeing, equality and inclusion 4) Raising attainment and achievement <p>The inspection team of approximately 10 arrives Monday lunchtime and conducts interviews and focus groups with parents, teachers and pupils. Feedback is given to the school on Friday morning, with the Council's Quality Improvement Officer in attendance too.</p> <p>The inspectors use data on examination performance and attendance, and also the results of the parental questionnaire. They conduct observations of learning and teaching.</p> <p>The school is given two and a half weeks' notice of an inspection. Preparation is aimed at ensuring data is readily available.</p> <p>It has been 13 years since the school was last inspected.</p> <p>The inspection is supportive and should feel like it is done with the school rather than being done to the school.</p> <p><u>Insight</u> Insight data is published September and again in February to allow for marker reviews and determination of positive destinations. The school was very pleased to see that 100% of pupils were moving on to positive destinations (e.g. work, higher education) which was indicative that the school was serving the needs of the full range of pupils. Only 16 schools in Scotland achieved this goal, and of these 16 only three schools were of comparative size.</p> <p>The Head presented data on Literacy and Numeracy attainment that compared Cults Academy with a Virtual Comparator. (see attachment).</p> <p>The Head and appropriate DHT meet with each of the Faculty Heads to discuss the results. Faculty Heads have data at the level of each class.</p> <p><u>Communication</u> There is little need for the termly newsletter now that updates are provided weekly. There has been good feedback on the Learning Updates that are designed to provide parents with both positive and negative information regarding their child.</p>	DB

	<p><u>Vision</u> The school will be consulting on renewing the vision for the school. The consultation will involve pupils and parents. The resulting vision needs to be something memorable.</p> <p><u>Pupil Voice</u> The school is consulting on pupil voice with the aim of drawing up a draft policy for hearing pupils' views on matters such as learning.</p> <p><u>Staffing</u> Biology – a Newly Qualified Teacher has been recruited to cover a maternity leave. Chemistry - a Maternity leave cover post has been advertised. Design and Technology – the vacancy will be re-advertised. Probationers are applying closer to home. Home Economics – an advert is being placed for a Home Economics teacher as the current incumbent is moving to Pupil Support to cover maternity leave English – all classes are currently covered with English specialists. The vacancy will be re-advertised. Aberdeen City Council has retained Timeplan, a recruitment agency, to widen the search for teachers. Skype interviews are taking place with teachers from Canada, South Africa, and Australia. A visit to Canada resulted in quite a number of jobs being offered, but predominantly for Primary teaching. Cults Academy will not be first in the queue for a new English teacher as, for example, St Machar currently has four vacancies in their English Department.</p> <p><u>Industrial Action</u> There was a brief discussion on the potential for industrial action given the EIS ballot on strike action and the EIS leadership recommendation that the Scottish Government/COSLA pay offer be rejected. The likely impact on the school is not known, although the day proposed for strike action falls within study leave and should not impact candidates for SQAs.</p> <p>Whether the school stayed open would depend on the numbers striking, which in turn would depend upon the proportion of teachers in the EIS rather than the other teachers' union, the SSTA. Guidance from Aberdeen City Council would also play a role in deciding on whether to keep the school open as safety is also a consideration.</p> <p>POST-MEETING UPDATE – a revised offer from the Scottish Government and COSLA has been recommended for approval and a strike is unlikely.</p> <p><u>Staff Allocation</u> The Head received an email from Derek Samson with a provisional allocation for August 2019 of 75.52 FTE based on a roll of 1080 (currently 70 with a roll of 980). Teacher allocation would be clawed back if the school roll was lower than 1080, and indeed the school roll is expected to be approximately 1040 translating to a staff allocation of 72.8 FTE. Unfortunately, this makes the allocation to Cults Academy even worse than the current position increasing the Pupil-Teacher Ratio from the current 14.0 to 14.3. If applied to the current roll of 980 pupils, this would represent a drop in staff from 70 to 68.5 FTE. This is one of the worst staff allocations in Scotland for a school of similar size.</p> <div data-bbox="248 1585 1366 1671" style="border: 1px solid black; padding: 5px;"> <p>Action: DB to seek clarification from the Council</p> </div>	DB
	<p><u>Review of Parent Council Actions</u> There was a brief discussion on improving the communication of the Parent Council</p> <div data-bbox="248 1832 1358 1917" style="border: 1px solid black; padding: 5px;"> <p>Action: RB to issue draft minutes by email between meetings and PC members to approve by email</p> </div> <p>LinkedIn, Parent Directory</p> <div data-bbox="260 1995 1374 2080" style="border: 1px solid black; padding: 5px;"> <p>Action: TB/KG/DB to schedule a separate meeting to discuss how best to use LinkedIn</p> </div>	RB/All PC TB/KG/DB
	<p>Action: Find current version of parent directory (Action on JB) – no parent directory exists – Action Closed</p>	

	<p>Former Pupils</p> <div style="border: 1px solid black; padding: 5px;"> <p>Action: JG noted that there was a Former Pupils Reunion advertised in the P&J for the 29th of April. JG to find contact name in order to ascertain if there was interest in the formation of a longer term FP Group.</p> </div> <p>Staffing Issue</p> <div style="border: 1px solid black; padding: 5px;"> <p>Action: PC to write to Angela Scott, Eleanor Sheppard and Education Convenor, John Wheeler, with a version of the letter previously sent to Derek Samson</p> </div> <div style="border: 1px solid black; padding: 5px;"> <p>Action: PC to write second letter to Derek Sansom to seek better understand timing of process and ask if additional allocated teachers could be provided to Cults Academy as an interim measure</p> </div> <p>Letter had been drafted but would not be issued until the school had more clarity on proposed allocation.</p> <p>Ideas on How to Support the School</p> <div style="border: 1px solid black; padding: 5px;"> <p>Action: An interim meeting to be set for the 4th of February – <i>meeting held - Action Closed</i></p> </div>	<p>JG</p> <p>RS/RB</p> <p>RS/RB</p> <p>RS</p>
<p>4.</p>	<p><u>AOB</u></p> <p><u>School Prom</u> Letter in preparation</p> <p><u>Projects and Deadlines</u> A query was raised on the enforcement of deadlines for projects, as enforcement appeared to be lax or lacking which was demotivating for pupils that strived to meet the deadline. This topic is likely to be subject to an offline discussion or email where the details of an individual case can be discussed more freely.</p> <p><u>Green Flag – Eco Group</u> There was a discussion on renewing the school’s eligibility for the Green Flag award.</p>	
<p>5.</p>	<p><u>DATE & TIME OF NEXT MEETING</u> <u>Next PC MEETINGS -</u> 7pm - Monday 29th April 2019 Cults Academy Room 1, DB to see if larger room available</p> <p>Outline agenda to be agreed in advance and circulated Local Councillors and student representatives will be routinely invited to all future meetings</p> <p>Any parent or guardian of a pupil at Cults Academy is welcome to attend any Parent Council meeting.</p> <p>The Parent Council can be emailed at PCCultsAcademy@aberdeen.npfs.org.uk</p> <div style="display: flex; align-items: center; margin-top: 10px;"> <div style="border: 1px solid blue; padding: 2px; margin-right: 10px;">  <p>Find us on: facebook</p> </div> <div> <p>fb.me/CultsAcademyPTA or https://www.facebook.com/CultsAcademyPTA</p> </div> </div>	