2022-23 Quarter to June – Education (Term 4)

Performance Report – Service Plan

STRATEGIC ACTIONS Improved attainment at both the Broad General and Senior Phase					
Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU STRAT 2.1	Continue to progress our Moray Education Raising Attainment Strategy with particular focus on closing the poverty related and wider attainment gaps	30-Jun-2022	Planned work for this session complete with planned sessions completed with Education Scotland Curriculum Innovation Team, Scottish Government Insight Advisor, planned work with Education advisors and review of data intelligence and approaches. Work on recruitment for QAMSO network to support moderation in the BGE and roll-out of Moderation plan and strategy with launch event and 65 new QAMSOs recruited from out school system. Senior Phase discussions with Secondary Head Teachers with partnership approaches under review. This will be captured in review of RA Strategy moving forwards as we look to IMPACT Moray next session – Improving Moray's Performance and Children's Talents as we consider how best to pull together all relevant areas for improvement and development. Cognisant of key National reviews informing next steps. Stretch Aims setting following ACEL data collection now complete via P+A and awaiting SQA Exam results for this session to further inform stretch aims setting (focus on SIMD Q2/Q5 and Q1/Q5 attainment gap differentials in discussion with Education Scotland and how we close poverty and wider attainment gaps. Initial Education Strategic meeting in planning stages for session 2022/2023 focusing on system wide involvement in raising attainment and achievement and 'closing the gap' as identified in data intelligence and revised systems.	100%	✅
EDU STRAT 2.2	Further build collaborative working across the Community Planning Partnership to support all learners	30-Jun-2022	Partnership strategic meetings and a range of additional meetings to support partnership working are growing with an ever increasing ask of the central team to support a wide range of groups across the partnership. This has an impact on officer time and availability for core education work. Health services have RAG rated their engagement work which is having an impact on Early years and school access to services. Key personnel have changed at different levels which means regrouping needs Next reporting period we will consider the multiple asks and RAG rate this based on priority and level of engagement required from Education.	100%	✅
EDU STRAT 2.3	Improve data literacy capacity across our system to support improvement in performance	30-Jun-2022	Linked to Raising Attainment, plans for full roll-out of P+A complete with roll-out scheduled for Term 1 by QIM in session 2022/2023. This will include refresh of data mapping, data literacy and refreshed ASG wide attainment discussions/analysis/next steps with QIMs. Scottish Government Insight sessions complete across our system involving messages for next steps to inform Curriculum breadth and delivery. Planning for year 2 undertaken with SG Insight advisor with further sessions planned for next session. Linked with data rigour and improvement plan linked to data, supporting target setting. Curriculum work with Education Scotland team underway, initial sessions including Insight/Curriculum partnership sessions now complete. Next steps planned.	100%	✅

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU STRAT 2.4	Develop a post-Covid Parental Engagement Strategy	30-Jun-2022	Strategy approved by strategic group and taken advice from LNCT to support submission in September, 2022. Case study information collated from schools and ELC.	90%	🔴

SERVICE ACTIONS
CURRICULUM (BV)

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU SERV C1.1	Further develop progressive Moray Learner pathways	30-Jun-2022	See 2.1/2.3 above. This is underway and key work is planned for next session with schools and the Education Scotland Curriculum Innovation team, supporting us through next phase of our improvement journey in ensuring best outcomes for our young people in Moray.	100%	✅
EDU SERV C1.2	Develop a responsive BGE Curriculum, particularly in literacy and numeracy	30-Jun-2022	The QIO has looked at all resources available and undertaken a review of all School Improvement plans to identify key areas to support. This work along with planned sessions with headteachers will inform the plan for next year.	25%	🔴
EDU SERV C1.3	Continue to extend collaborative approaches to curriculum delivery	30-Jun-2022	See update in EDUSTRAT 2.1/2.3/C1.1 above	100%	✅
EDU SERV C1.4	Further develop curricular transition approaches	30-Jun-2022	See update in EDUSTRAT 2.1/2.3/C1.1 above	100%	✅
EDU SERV C1.5	Fully implement and embed the Moray Play Strategy	30-Jun-2022	Plan for training in new academic session to support strategy. This will include further Primary schools across Moray. This will result in over half of Primaries in Moray engaging with training and Play based approach. Further input planned for HT sessions in new academic session. Potential for outsourced staff training in Nov 2022 and May 2023. Dovetails with LTA2.5.	75%	🔴

SERVICE ACTIONS
LEADERSHIP (BV)

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU SERV L3.1	Develop Professional Learning Strategy with full consultation	30-Jun-2022	Professional Learning and Leadership (PLL) Strategy being discussed with SLT and PLL Working Group during August 2022 to be finalised for LNCT in September 2022.	75%	🔴
EDU SERV L3.2	Promote and support implementation of new GTCS Professional Standards	30-Jun-2022	Plans are being drawn up at present to support Headteachers and other staff across Moray Education in working with the August 2021 Standards.	75%	🔴

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU SERV L3.3	Continue to revise the framework for professional development/career pathways	30-Jun-2022	PLL Strategy being discussed with SLT and PLL Working Group during August 2022 to be finalised for LNCT in September 2022	75%	🔴
EDU SERV L3.4	Review OECD and other national reviews for emerging themes in support of practitioners	30-Jun-2022	Recommendations being looked at and implications being worked out for the required actions across Moray Education. Officers are contributing to discussions nationally through ADES, Northern Alliance etc. and work locally needs to be progressed to discuss this with leaders across Education.	100%	✅

SERVICE ACTIONS
LEARNING, TEACHING and ASSESSMENT (BV)

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU SERV LTA2.1	Embed our Moray Standard with focus on key areas including tracking and monitoring	30-Jun-2022	Consultation with Headteachers complete –identified moderation/differentiation, pace and challenge as priorities for next session. Identified assets within the system and working with colleagues to further embed our Moray Standard. Shared session with EY teachers around tracking and monitoring. Agreed actions in terms of learning intentions and success criteria within the early/first level settings. Ongoing work with EY team.	70%	🔴
EDU SERV LTA2.2	Continue to strengthen approaches to assessment and moderation	30-Jun-2022	QAMSO recruitment complete with 65 QAMSOs supporting system wide moderation next session. Working with NIF Officer initial session complete and training schedule/moderation outline planned for next session (2022/2023). Work on Senior Phase curriculum and assessment/moderation continuing into next session.	100%	✅
EDU SERV LTA2.3	Support practitioner pedagogical developments in line with revised GTCS standards	30-Jun-2022	Easter 2022 Co-ordinated plan for development of key areas identified in mapping exercise is ongoing. 36 schools and the central team participated in WES – raising awareness of current pedagogical developments. Courses and sessions particularly relevant to Moray Council were highlighted for all participants.	50%	🔴
EDU SERV LTA2.4	Continue to promote use of digital approaches to enhance learning and teaching	30-Jun-2022	Development of digital approaches through ongoing work with IT and QIM	50%	🔴
EDU SERV LTA2.5	Develop play pedagogy approach – ELC and Primary	30-Jun-2022	Plan for training in new academic session to support strategy. This will include further Primary schools across Moray. This will result in over half of Primaries in Moray engaging with training and Play based approach. Further input planned for HT sessions in new academic session. Potential for outsourced staff training in Nov 2022 and May 2023. Dovetails with C1.5.	75%	🔴

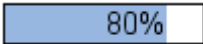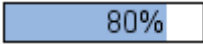| SERVICE ACTIONS SUPPORTING ALL LEARNERS (BV)					
Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU SERV SAL4.1	Develop Supporting all Learners strategy for Moray - contribute to and support ASN Review	30-Jun-2022	The final version of the strategy was presented by SC at LNCT in June 2022 (term 4), following further consultation with head teachers, educational psychologists and third sector providers. The strategy was approved and had been send to the design team to prepare with a distribution date of the 15th August 2022. There will be a paper copy and an electronic copy. The formal launch of the document will be on the November in-service days 2022. Teams are being formed, which included central officers and school staff, with Nurture UK training to deliver the 6 Principles of Nurture to all education and educational resources teams within the 8 ASG groups. This training will be followed up with further training opportunities offered through CPD gateway and e-modules, working in conjunction with Early Years Service and Hazel Sly.	90%	🔴
EDU SERV SAL4.2	Strengthen Curricular HWB offer across Moray	30-Jun-2022	Initial work has commenced at reviewing the Curricular HWB offer across Moray and how to support these progressions with appropriate training and teaching materials. Further discussion/collaboration has been held with the Quality Assurance QIOs to ensure that the offer reflects the feedback received through the wellbeing census and various questionnaires completed by parents/carers, pupils and professionals. This offer is to also to include how the Child's Planning process will support individual pupils, as well as a curriculum offer for all, linking with offers across Moray and working closely with the Wellbeing co-ordinators and locality groups.	40%	🔴
EDU SERV SAL4.3	Empower our system to consider children's rights across all aspects of educational delivery	30-Jun-2022	Schools are continuing to work on the RRSA with schools who have recently attained a level presenting at a good practice session to other schools and enabling others to see further opportunities to embed rights into all areas of practice. Overall, in the primary sector, 1 school was reaccredited gold, 2 further schools achieved gold, 1 school achieved silver, and 4 schools achieved bronze and 2 schools registered for the award. At the time of reporting no further awards have been given to secondary schools. There are a number of schools booking award visits for 2022/23. Further training will be offered next session through Education Scotland provider, Maxine Jolly, and in support of the delivery of The Promise.	80%	🔴
EDU SERV SAL4.4	Ensure Education fulfil requirements of "The Promise"	30-Jun-2022	This is fully incorporated into the final Supporting All Learners Strategy.	100%	✅
EDU SERV SAL4.5	Review of policy and practice in support of all learners	30-Jun-2022	The Anti-bullying policy was presented to LNCT in June 2022, and approved. It has been polished by the design team and is to be sent out to schools by the HoS with the return to school information for August 2022. Along with the policy there is guidance and support for school staff, parents and pupils, through the design of posters and leaflets. Further training will be offered to support school in completing the bullying tab on SEEMiS	100%	✅

SERVICE ACTIONS
SELF-EVALUATION FOR SELF-IMPROVEMENT

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU SERV SELF5.1	Reflecting on the impact of the pandemic, review approaches to supporting the wellbeing of all	30-Jun-2022	In discussion with the Learning Technologist around developing a wellbeing landing page which has a range of links and associated supports that can be accessed by Moray families.	80%	🔴
EDU SERV SELF5.2	Review and consolidate implementation of 1140 hours including quality of experience	30-Jun-2022	Care inspectorate have resumed scrutiny and moved to new quality framework for evaluations. 1140hrs fully implemented however National Standard grades still not all above grade 4 (reporting through ECLS) and with new framework variance may continue. 1140 hours - 100% complete Quality Grades - 87% (55/63 meeting national standards)	87%	🔴
EDU SERV SELF5.3	Continue to review approaches to self-evaluation in line with statutory requirements and emerging good practice	30-Jun-2022	Made contact with SPION colleagues to ask for information that colleagues were willing to share around validated self-evaluation. Currently undertaking a review of materials provided and other local authority approaches with a view to developing a trial approach in Moray starting January 2023. Aug – Sep 2022 – identify a target group in consultation with team.	80%	🔴