2022-23 Quarter to March – Education (Term 3)

Performance Report – Service Plan

STRATEGIC ACTIONS IMPROVING OUTCOMES FOR ALL					
Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU IOFA 2.1	Finalise Stretch Aims following interrogation and review of key attainment measures from SQA, SCQF and BGE ACEL, initiating revised support and scrutiny framework	30-Jun-2023	Stretch Aims continue to be reviewed and progress measured against this. Tri-annual report 2 has been completed with Education Scotland (ES) Attainment Advisor showing positive progress with Stretch Aims for identified measures. Further review with Research and Information Officer of Core and Core Plus Stretch Aims. Awaiting publication of revised Scottish Government/ES Framework for Recovery and additional guidance on Stretch Aims setting, post-year one. ACEL Early Indications have been gathered for Quality Improvement team follow up with schools in advance of June census. 2022 leaver data has been reported to Education, Children's and Leisure Services Committee on 19 April 2023. Revised Secondary Improvement Model continues to inform progress and scrutiny.	95%	▶
EDU IOFA 2.2	Implement iMpact Moray Strategy across our system in collaboration with Education Scotland, Insight, SQA and SCQF improving outcomes for all	30-Jun-2023	Insight Strategy component of iMpact Moray now completed. All schools continue to engage with SCQF Ambassador programme with achievements at Bronze and Silver SCQF level. Schools continue to review SQA catalogue for wider qualifications and accreditation options. ADES-Education Scotland Collaborative Improvement event has provided further rich self-evaluation to guide strategic developments moving forwards. Seven Secondary Improvement Model visits have now been completed, 3 final reports being drafted. Final school (8 of 8) to be visited in term 4, visit postponed due to Education Scotland Curriculum Thematic visit. Primary Visits are now almost complete with focus on QI 2.3 with self-evaluation and moderation to take place in term 4 across visit programme. Based on Care Inspectorate (QI) event feedback, further work is now required on QI framework and processes including feeding upwards approach to data analysis and scrutiny to complement LA processes.	85%	▶
EDU IOFA 2.3	Further enhance approaches to data tracking, monitoring, interrogation and literacy across our system	30-Jun-2023	Continuation of roll-out of Progress and Achievement and wider tracking tools where requested underway with 77% of schools reached to date. Continued work on roll-out to complete in term 4 in advance of ACEL census in June 2023.	80%	▶

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EDU IOFA 2.4	Through data intelligence, targeted focus on supporting the teaching of Literacy (Writing) and Numeracy in the BGE	30-Jun-2023	Further work underway following ADES-Education Scotland Collaborative Improvement event with identified workstreams / improvement groups in support of improvement. Officer support through moderation group and focus. May Inset planned for 4 tier approach to system collaboration and moderation for raising standards and practitioner confidence in ACEL learner level achievement.	80%	▶
EDU IOFA 2.5	Through data intelligence, task Secondary School Subject Groups with key improvement actions in order to add value to curriculum offer, uptake and attainment	30-Jun-2023	Secondary Subject Groups will meet during May Inset for collaboration with spotlight on the Broad General Education. Deputy HTs from each secondary hosting and aligned to each Secondary Subject Group to support and facilitate collaboration. Core agenda and support materials developed.	80%	▶
EDU IOFA 2.6	Extend and seek opportunities to continue and enhance partnership working to implement key legislative requirements	30-Jun-2023	ADES/Education Scotland Collaborative Improvement Visit provided considerable self-evaluation in order to guide future direction with Strategy and Priorities moving forwards. Colleagues from ADES and Education Scotland also provided critical messages for improvement which has supported formulation of action planning moving forwards. QI team to consolidate working and resume work in line with statutory duties and processes vis a vis SiSSA/EA. Key partners including SDS, DYW, College, 16+ all involved in formulating future priorities for improved learner outcomes.	80%	▶
EDU IOFA 2.7	Rejuvenate system-wide buy-in and contribution to improvement at all levels	30-Jun-2023	As action EDU IOFA 2.6, linked to Collaborative Improvement. System empowerment theme emerging resulting in revised approaches to developments as a result of Collaborative Improvement feedback and findings. Revised governance and reporting processes in draft at Education SLT, with CI event findings informing future direction as comprehensive/wider self-evaluation beyond Curriculum focus.	85%	▶

SERVICE ACTIONS
CURRICULUM

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU SERV CUR 1.1	Fully implement and embed the Moray Play Strategy and curriculum progressions	30-Jun-2023	Northern Alliance Play Pedagogy Collaborative opportunity shared with all ELC practitioners. Greg Bottrill child pedagogy training will be delivered in May in service. Numeracy, Literacy & HWB early level progressions will support pre-school child transitioning into P1.	75%	▶
EDU SERV CUR 1.2	Support the roll-out and implementation of Moray Curricular Progressions, ensuring cohesion with ELC and Senior Phase	30-Jun-2023	As well as maths, literacy and science progressions, RME, social studies and modern languages are available and schools have been invited to trial. Schools who are trialling have very positive feedback during drop in sessions. Regular updates are shared in HT Briefing and progressions are available from Sharepoint. Progressions have been shared with ELC. Working group to be established next session to take forward the progressions and curricular transitions.	100%	✔
EDU SERV CUR 1.3	Showcase and support development of Inter-disciplinary Learning (IDL) aligned with each school's unique context and Curriculum Rationale	30-Jun-2023	Schools who are developing IDL have been identified and encouraged to sign up to Day Dream Believers Pilot project. Quality Improvement Officer (QIO) is part of a national Education Scotland co-design group in IDL. QIO has met with CTs & HTs who are keen to deepen their practice in IDL and a training Sway is in development to allow for flexible access to training and to showcase quality IDL.	100%	✔
EDU SERV CUR 1.4	Review the Moray approach to Skills Progression	30-Jun-2023	QIOs attended Northern Alliance Professional learning in skills development. Next steps are to establish working groups to take forward reviewing current approaches to skills development and collaborative working on a skills framework.	100%	✔

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EDU SERV CUR 1.5	Development of Literacy and Numeracy strategies	30-Jun-2023	Information gathering and review is completed. Next step is for a working group to take forward and develop a Literacy and Numeracy Strategy. Draft Literacy Strategy source materials have been gathered in support of any future system improvement group.	75%	▶
EDU SERV CUR 1.6	Continue to consider with secondary school leaders and wider partners, curriculum and accreditation opportunities	30-Jun-2023	ADES-Education Scotland Collaborative Improvement event successfully complete with considerable self-evaluation gathered from key internal and external (partnership) stakeholders. Based on data, evidence and views, we have formulated reviewed system empowerment groups identified from our wider system to support work moving forwards. Initial meetings looking outwards in support of wider qualifications and accreditation.	85%	▶

SERVICE ACTIONS
LEADERSHIP

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU SERV LEADER 3.1	Complete and roll-out the reviewed Professional Learning and Leadership (PLL) Strategy	30-Jun-2023	The PLL Working Group were to refresh and work on a plan to roll out the PLL Strategy from February 2023 onwards. This has been delayed due to other commitments with schools etc. and may be actioned next term dependent on service priorities.	75%	▶
EDU SERV LEADER 3.2	Develop and share toolkits to support practitioner engagement at all levels with the PLL Strategy	30-Jun-2023	The 12 toolkits have been added to the Moray Education PLL Sharepoint site and are being updated and added to as required. Updates will add to the Moray Education PLL Padlet which we are now able to use.	100%	✓
EDU SERV LEADER 3.3	Review and further develop all Moray professional learning programmes (NQT, Middle Leadership, Aspiring and Senior Leadership)	30-Jun-2023	This is ongoing at present with the PLL Working Group, however has been delayed due to other commitments with schools etc. and may be actioned next term dependent on service priorities.	75%	▶
EDU SERV LEADER 3.4	Complete and initiate newly appointed Senior Leader Induction Programme and resources	30-Jun-2023	This is ongoing in the form of a SLT Induction Programme allied to the Moray Education Management Programme to commence in August 2023. Progress has been delayed due to other commitments with schools etc. and may be actioned next term dependent on service priorities.	75%	▶
EDU SERV LEADER 3.5	Support/extend external professional development programmes and partnerships	30-Jun-2023	This is ongoing and relevant information is sent to Moray Education colleagues when it is received through Bulletins, HT Briefings and the termly PLL Update. Responsible QIO works with various partner agencies to support Moray Education Professional Learning and Leadership activities such as UHI, GTCS, UoA, EDSPLL, The Coaching Collaborative etc.	100%	✓
EDU SERV LEADER 3.6	Support empowerment and system leadership through guidance, signposting and facilitation	30-Jun-2023	This is ongoing and relevant information is sent to Moray Education colleagues when it is received through Bulletins, HT Briefings and the termly PLL Update. Colleagues on the Moray Education Leadership Programme (MELP) and through their annual Professional Review and Development (PR&D). Review meetings are encouraged to seek opportunities for staff to be empowered through school and other working and improvement groups.	100%	✓

SERVICE ACTIONS
LEARNING, TEACHING AND ASSESSMENT

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU SERV LT&A 2.1	Continue to review and update training materials and resources to support 'Our Moray Standard for Learning and Teaching'	30-Jun-2023	Further work is underway in supporting NQTs with learning and teaching and pedagogical approaches. Following Collaborative Improvement visit, revised approaches to learning and teaching in line with Our Moray Standard are being developed and trialled for whole system ownership and empowerment.	100%	✅
EDU SERV LT&A 2.2	To promote and support the use of observation toolkits and extend towards Professional Learning Communities and Practitioner Enquiry approaches	30-Jun-2023	Work continues with further refresh and signposting of materials. School visit programme is informing next steps with revised format now in place for Secondary Improvement Model observations based on Our Moray Standard.	75%	▶
EDU SERV LT&A 2.3	Initiate small-scale Professional Enquiry for wider system participation	30-Jun-2023	Following Care Inspectorate visit, further work is underway in reviewing a system based approach to professional enquiry using recently published professional learning materials/text. Further work will progress as a system in term 4/term 1 next session.	75%	▶
EDU SERV LT&A 2.4	Support BGE Moderation and QAMSO network activities through the BGE Moderation Strategy	30-Jun-2023	The QAMSOs Network continues to be well attended and needs identified and resources and training provided. Schools have been asked to spend up to 4 hours on ASG moderation during Inset Days in May. A moderation Sway has been developed to support moderation for this and next session. QAMSOs can work collaboratively to develop this with their ASGs.	100%	✅
EDU SERV LT&A 2.5	Continue to develop play pedagogy approaches across ELC and Primary	30-Jun-2023	On school visits. QIO has been moderating the quality of play and meeting with the ELC team. QIO has been joining other QIOs for joint school visits to support and challenge the development play pedagogy in P1 and beyond. Key messages from visit are being used to consider next steps for a child centred pedagogy. Early Years Service Manager will deliver input at HT meeting in April.	75%	▶
EDU SERV LT&A 2.6	Roll-out and support the revised Parental Involvement and Engagement Strategy	30-Jun-2023	Committee approved the Parental Involvement and Engagement Strategy and work has taken place with the Steering Group in order to plan for roll out of the Strategy and ongoing support. The Steering Group have devised a case study template to capture work throughout Moray and have agreed to champion this within Associated School Groups.	100%	✅

SERVICE ACTIONS
SELF-EVALUATION FOR SELF-IMPROVEMENT

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU SERV SELF-EVAL 5.1	Increase and improve system-wide accountability and responsibility for improvement across the Education service	30-Jun-2023	School Improvement Model (SIM) visits have continued with all complete other than one school which has been postponed due to engagement with Education Scotland and a thematic inspection.

Primary school visits have taken place with targeted schools in relation to readiness for inspection focusing on themes within Quality Indictor 2.3 (Learning, Teaching and Assessment). Verbal and written feedback from visits provided to school leadership to support self-evaluation and identifying next steps. Central QIO/QIM team to engage in a programme of moderation to | 85% | ▶ |

			ensure consistency across school visit processes and reporting. School Self Evaluation profiles complete against core Quality Indicators and being scrutinised by central team for moderation and feedback. This data analysis process will inform School Improvement Planning and central support and challenge moving forward. Engagement with the Consultative Head teachers group proposed to take place in term 4 around a Primary school visit programme for session 2023/24. This Primary School visit programme is to build on the Secondary Improvement Model/Secondary Attainment.		
EDU SERV SELF-EVAL 5.2	Review approaches to self-evaluation for self-improvement across our system including updating guidance in line with statutory scrutiny and requirements	30-Jun-2023	Revised governance structure in draft form using visit programme as basis, moving forwards to provide clarity in strategy and school visit programme and approaches. Using revised framework for recovery and accelerating progress, Stretch Aims on key measures to be set in partnership with secondary schools for ongoing target setting and scrutiny.	75%	▶

SERVICE ACTIONS SUPPORTING ALL LEARNERS					
Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU SERV SUPPORT ALL 4.1	Roll-out and implementation of the Supporting All Learners Strategy with development of rubric to support 6-year plan	30-Jun-2023	Throughout the term 3 further training information and support materials have been developed for all schools. These have been shared with the initial core group to ensure that all aspects are covered and meet the needs of the identification of training needs completed by schools. The nurture rubric has not progressed as anticipated, further work on this is planned to be undertaken in April 2023	70%	▶
EDU SERV SUPPORT ALL 4.2	Continue to undertake the Additional Support Needs Review within key workstream areas	30-Jun-2023	Education Officer continuing to attend the ARG meetings, and work closely with Educational Psychology and MSEBN	60%	▶
EDU SERV SUPPORT ALL 4.3	Develop a cohesive single/multi-agency plan for full implementation of the UNCRC and 'The Promise'	30-Jun-2023	Education Officer is now part of the Promise Keepers working group, taking forward The Promise actions identified in the Children's Service Plan The Children's Services Plan is now complete and incorporates a multi-agency approach to the UNCRC and 'The Promise'. Education representatives attend a variety of groups which take forward aspects of the plan including the Health & Wellbeing Partnership; Corporate Parenting Group; Education and Employability Group; Child Poverty Group; Rights and Participation Group; Young Carers Group; Child Poverty Group; Child's Planning Group; GIRFEC Leaders Group and Child Protection Committee; Data and Evidence Group and the Learning and Development Group. The Children's Services Plan and core themes relating to the UNCRC and 'The Promise' will permeate our Strategic Priorities 2023/24. This is the subject of ongoing review and discussion and will take account of other relevant data sources including the recent Collaborative	80%	▶

			Improvement event attended by ADES and Education Scotland; review of school visits; HMiE feedback and Attainment data, the focus for the next Strategic Plan 2023-24. The next step in developing the 1 year Strategic Plan will be to identify priorities with HTs at the Education Strategic meeting in April. "Promise Keepers" have been appointed within the service who will be a key link to The Promise Team/Corporate Parenting Group. The Education and Employability Group had been provided with data by QIM (Data and Performance) around attainment for Care Experienced and Looked After Young People. The group will use this data set to inform future interventions to support children and young people. Following recent unsuccessful interviews for the post of Virtual Head the post will be re-advertised.		
EDU SERV SUPPORT ALL 4.4	Strengthen Curricular HWB offer across Moray	30-Jun-2023	Limited progress during term 3 due to the number of Support and Challenge school visits undertaken. This action will be on-going and continue into the 2023/24 service plan.	70%	▶
EDU SERV SUPPORT ALL 4.5	Review alternative and part-time timetable provision across Moray to maximise school attendance, participation and attainment and partner involvement	30-Jun-2023	Data analysis of flexi timetables has led to a review of the attendance policy by the secondary DHTs of Pastoral. This will be consulted on further next quarter with primary HTs/DHTs, including an LNCT representative. Further consultations will be taken into consideration along with embedding the UNCRC and The Promise. This also aligns with the work completed by the Child's Planning Thematic group regarding the Child's Planning process following the extensive audit undertaken during Quarter 1 and 2 with professionals, parents and pupils. A new format has been drafted by the group and shared with HoS and DHTs Pastoral for initial feedback. Further consultations are to be undertaken next quarter, with supporting guidance to be written. Solution Oriented training will be given across Education, Health and Social Work to support the implementation of the new Child's Planning Process, and to coherently align with the new Child Protection Child's Planning Process.	70%	▶