



2023-24 Quarter to June – Education (Term 4)

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 have been reviewed in line with ongoing data analysis and reporting as covered in Scottish Attainment Challenge Reporting (Triannual Report 1-3). Triannual Report 2 reported to Education, Children's and Leisure Services Committee in June 2023 highlighting progress and next steps in relation to Stretch Aims and Progress. Revised Framework for Recovery and Accelerating Progress has been received and work is underway in reviewing and streamlining Stretch Aims previously set in line with revised guidance. Recent meeting with Education Scotland in relation to this for support/challenge around Stretch Aims. School visit programme continues to inform progress along with wider data analysis (e.g. ACEL 2023 census overview).	<div><div>100%</div></div>	✓
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	Year one of iMPact Moray strategy complete with range of priorities progressed to milestone completion including curriculum, SCQF ambassadors, SQA developments, Curriculum Innovation and collaboration (resulting in Moray Improvement Groups and Curriculum Strategy group moving forwards), enhanced partnership links. Subject group networks re-established and renewed focus on assessment and moderation in the BGE supported by May Inset refocus on moderation. ASG plans developed and reviewing impact and progress. Now ready to review QIF and move to year 2 planning.	<div><div>100%</div></div>	✓
EDU IOFA 2.3	Further enhance approaches to data tracking, monitoring, interrogation and literacy across our system	30-Jun-2023	BGE Progress and Achievement roll-out complete. Working with the ES Attainment Advisor to plan data literacy sessions. Data analysis tool based on other SAC Local Authority good practice under development. Year one actions completed.	<div><div>100%</div></div>	✓
EDU IOFA 2.4	Through data intelligence, targeted focus on supporting the teaching of Literacy (Writing) and Numeracy in the BGE	30-Jun-2023	May inset successfully supported system-wide collaboration, subject/curriculum area and ASG working together. Increased rigour in moderation and understanding standards, supporting more evidence informed ACEL census data focus. Considerable work undertaken in ASGs on moderation with plans in place for new session.	<div><div>100%</div></div>	✓
EDU IOFA 2.5	Through data intelligence, task Secondary School Subject Groups with key improvement actions in	30-Jun-2023	Secondary Subject Groups have met (term 4) with new chairpersons and supporting SLT from each secondary school identified. Moray Improvement Group 10 will focus on Subject/Curriculum group structures and processes with draft outline for meetings to be issued along with key focus	<div><div>100%</div></div>	✓

	order to add value to curriculum offer, uptake and attainment		areas. Positive feedback received across subject groups with key actions identified for session 2023/2024.		
EDU IOFA 2.6	Extend and seek opportunities to continue and enhance partnership working to implement key legislative requirements	30-Jun-2023	Partnership working continues, most recently with work across partnership on Annual Participation Measure, initial positive leaver destinations, Moray Improvement Group/Curriculum Strategy planning and membership and wider developments in light of emerging national reform/reviews and actions. Key actions identified for moving forwards, session 2023/2024.	<div><div>100%</div></div>	
EDU IOFA 2.7	Rejuvenate system-wide buy-in and contribution to improvement at all levels	30-Jun-2023	Through all activities during the session including ADES-ES Collaborative Improvement, Curriculum Innovation, Partnership Working and Inset activities (multi-tier collaboration and moderation activities, subject group meetings), system wide collaboration has been extended, with a wide range of self-evaluation for service improvement gathered. Key actions derived from self-evaluation informing service direction and next steps in relation to collaboration across Moray.	<div><div>100%</div></div>	



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	Feedback from in service training was positive. All children that transitioned to P1 had supporting progressions to inform next steps. Learning, Teaching and Assessment guidance across Early level being developed to support approaches to child based pedagogy. (This action will continue into 2023-24)	<div><div>100%</div></div>	
EDU SERV CUR 1.2	Support the roll-out and implementation of Moray Curricular Progressions, ensuring cohesion with ELC and Senior Phase (all)	30-Jun-2023	All curricular progressions nearing completion, last two progressions (Technologies and Expressive Arts) nearing finalisation. Further roll-out and signposting in session 2023/2024 linked to assessment and moderation approaches. More work now planned on level 3 and 4 progression development next session. All linked to Sharepoint site created for progression sharing.	<div><div>100%</div></div>	
EDU SERV CUR 1.3	Showcase and support development of Inter-disciplinary Learning (IDL) aligned with each school's unique context and Curriculum Rationale (AB.LR)	30-Jun-2023	Per term 3 update. Continued support and signposting, including guidance on IDL. Further work now moving to supporting BGE Curriculum and IDL (particularly in regard to secondary). Following reviewed Education Strategic Plan post ADES-Education Scotland Collaborative Improvement Event, self-evaluation and actions identified, this work will now be taken forward by Moray Improvement Group 8 and 9 in session 2023/2024.	<div><div>100%</div></div>	
EDU SERV CUR 1.4	Review the Moray approach to Skills Progression	30-Jun-2023	Following reviewed Education Strategic Plan post ADES-Education Scotland Collaborative Improvement Event, self-evaluation and actions identified, this work will now be taken forward by Moray Improvement Group 6 in session 2023/2024.	<div><div>100%</div></div>	
EDU SERV CUR 1.5	Development of Literacy and Numeracy strategies	30-Jun-2023	Following reviewed Education Strategic Plan post ADES-Education Scotland Collaborative Improvement Event, self-evaluation and actions identified, this work will now be taken forward by Moray Improvement Groups 3 and 4 in session 2023/2024.	<div><div>100%</div></div>	
EDU SERV CUR 1.6	Continue to consider with secondary school leaders and wider partners, curriculum and accreditation opportunities	30-Jun-2023	All schools looking outwards, embracing SQA and SCQF qualifications. Further next steps identified in relation to extending curriculum offer in light of national reviews. SCQF Partnership keen to showcase local authority in relation to SCQF ambassador programme and a local authority embracing this.	<div><div>100%</div></div>	

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 sent out to schools via the Education Briefing in May 2023.	<div><div>100%</div></div>	
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. I will add to the Moray Education PLL Padlet which we are now able to use.	<div><div>100%</div></div>	
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 being completed at present. The NQT programme has been refreshed. Those wishing to access a Middle Leadership programme will be sign-posted to Education PLL. A Moray Leadership and Management Programme will be offered in 2023/24. Delay due to extra school commitments.	<div><div>90%</div></div>	
EDU SERV LEADER 3.4	Complete and initiate newly appointed Senior Leader Induction Programme and resources	30-Jun-2023	This is in the form of a SLT Induction Programme allied to the Moray Education Management Programme to commence in August 2023. This has been completed and due to start in September 2023.	<div><div>100%</div></div>	
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. WS works with various partner agencies to support Moray Education Professional Learning and Leadership activities such as UHI, GTCs, UoA, EDSPLL, The Coaching Collaborative etc.	<div><div>100%</div></div>	
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.	<div><div>100%</div></div>	





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	Work continues to signpost practitioners to the array of modules, resources and online materials in support of Our Moray Standard. Refreshed approaches for session 2023/2024 including refocus as a system on 'back to basics' through a key text (Power up your Pedagogy) with a range of school approaches planned including teacher learning communities, practitioner enquiries and wider meeting foci. Key actions will link to the service plan in session 2023/2024.	<div><div>100%</div></div>	
EDU SERV LT&A 2.2	To promote and support the use of observation toolkits and extend towards Professional Learning Communities and Practitioner	30-Jun-2023	School visit programme is informing next steps with revised format now in place for Secondary Improvement Model observations based on Our Moray Standard. Our schools continue to use local authority and school developed observation toolkits and approaches to support TLC/PLCs with one secondary school showcasing their approach to practitioner enquiry at a recent	<div><div>100%</div></div>	

	Enquiry approaches		Education Strategic Meeting. We will continue to extend approaches as we look to the new session in line with revised empowered system wide focus on power up your pedagogy with revised 1-year Strategic Plan and actions.		
EDU SERV LT&A 2.3	Initiate small-scale Professional Enquiry for wider system participation (RN)	30-Jun-2023	Schools continue to embrace professional enquiry/practitioner enquiry. Recent Education Strategic Meeting showcased example of our largest secondary school (Elgin Academy) and how they have embraced this across the school with teaching staff, linked to teaching walkthrus, with learning symposium sharing good practice and practitioner development.	<div><div>100%</div></div>	
EDU SERV LT&A 2.4	Support BGE Moderation and QAMSO network activities through the BGE Moderation Strategy	30-Jun-2023	QAMSO network continues with positive engagement. May Inset moderation event as noted above. BGE Moderation Strategy reviewed. Working with Education Scotland NIF officer to review next steps for new session with additional National QAMSO training to be offered to new cohort.	<div><div>100%</div></div>	
EDU SERV LT&A 2.5	Continue to develop play pedagogy approaches across ELC and Primary	30-Jun-2023	HT session delivered and Learning, Teaching and Assessment guidance across Early level being developed to support approaches to child based pedagogy. (This action will continue into 2023-24 and will link with Curriculum groups.)	<div><div>100%</div></div>	
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.	<div><div>100%</div></div>	

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	A revised Primary visit programme and Secondary Improvement Model programme across our system has now been completed, with officer absence delaying some school visits now complete. Visit programme will form part of a revised Education Quality Improvement Framework supported by revised officer governance and reporting arrangements in place by the Head of Service from August 2023.	<div><div>100%</div></div>	
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	Using revised framework for recovery and accelerating progress, Stretch Aims on key measures are being revised and further stretch aims at establishment level to be set in partnership with secondary schools for ongoing target setting and scrutiny. Existing stretch aims will be streamlined and prioritised as required by Scottish Government. Our improvement planning guidance has been reviewed with revised templates in place to reflect local and national priorities and with wider inclusion of maintenance overview for ongoing work in schools. Revised PEF, SEF guidance in place and governance in line with actions on SAC tri-annual reporting. Wider school improvement MQIF (Moray Quality Improvement Framework) under development with focus next session under new QIM governance arrangements.	<div><div>100%</div></div>	

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	Information and support materials have been shared with an SEBN consultative group for further scrutiny. A test of change is underway in 4 schools to support their identification of Nurture need in planning for children/young people's return in August 2023. For August 2023, all materials will be converted into a padlet that will be accessible to all teaching and support staff The rubric has not progressed this term, as the Core Supporting All Learners strategy group have been unable to meet regularly. This is a priority for completion by August 2023	<div><div>85%</div></div>	
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	<div><div>60%</div></div>	
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	Work continuing as per term 3 on a single agency and multiple agency basis. Service actions for this session complete with further work planned and underway for new session, working with wider Children's Services partners. VSHT in post from August 2023, supporting CECYP focussed supports and interventions.	<div><div>100%</div></div>	
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.	<div><div>70%</div></div>	
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 continues to recognise the attendance concerns across all sectors of education. There has been the appointment of a virtual head teacher to support the ongoing work of the UNCRC and The Promise. The QIO SAL will be working closely with the Virtual HT to ensure that the updated attendance policy aligns with the revised Child's Planning paperwork, so that identified supports are initialled in a timely manner, as well as continuing to develop alternative curriculums to support all learners A team of Solution Oriented Trainers have undergone 3 training sessions, with two further planning of delivery session to take place in September 2023. The training for name persons service, lead professionals and other identified staff involved in Child's Planning will take place in Term 2, between Oct and Dec. Training will be delivered in a multi-agency format and include Child's Planning paperwork and procedure update. Considerable work has been undertaken through a SLWG bringing together Child's Planning Thematic representative and Child Protection Group representative to ensure that the both procedures, guidance and policies align and give consistency across Moray and agencies	<div><div>85%</div></div>	