
















2023-24 Quarter to September - EDUCATION (Term 1) Performance Report – Service Plan (NIF)










EDUCATION STRATEGIC OUTCOMES IMPROVING OUTCOMES FOR ALL - L) Building a better future for our children & young people. (CP) Our People: Opportunity for people to be the best they can be					
Action Code	Action Title	Due Date	TERM 1 UPDATE	Progress	Status
EDU 2023-24 CUR 1.7	Develop our overarching Moray Literacy Strategy based on research and good practice identified from Moray, Scotland and beyond	June 2024	Literacy group has been formed and are due to meet first week back after October break. Northern Alliance	15%	
EDU 2023-24 CUR 1.8	Develop our overarching Moray Numeracy Strategy based on research and good practice identified from Moray, Scotland and beyond	June 2024	Initial fact finding undertaken with a survey to the group. First meeting dates have been set. Ongoing QIO attendance at National Numeracy Groups -initiatives/good practice highlighted to group and in education bulletin. Initial sourcing of existing numeracy strategies undertaken	15%	
EDU 2023-24 CUR 1.9	Explore and extend learner pathways for pupils to progress through the BGE onto Senior Phase and beyond including alternative accreditation, awards, NPAs, Foundation Apprenticeships, SQA and SCQF awards; maximising achievement for all by point of school exit	June 2024	Initial discussion held over improvement group meeting dates and alignment of work with Moray Improvement Group 7 (Collaborative Timetabling).	10%	
EDU 2023-24 CUR 1.10	Consider skills framework, skills progression and profiling, looking outwards in order to develop guidance, support materials and collate good practice exemplars for Moray schools in development of skills for learning, life and work	June 2024	Group leadership and membership established. Clear framework re. role and remit of group in place with key outputs agreed. Initial meeting organised to formulate robust plan with key short, medium and long term actions with whole group and individual responsibilities identified. A QIO is attending national profiling network meeting and feeding back to group/system.	20%	
EDU 2023-24 CUR 1.12	Review existing BGE Curriculum content and approaches, including timetabling, progression, project-based learning, play based learning and IDL to prepare strong foundations for pupils in Primary as they progress and transition to Secondary	June 2024	Group have a meeting on the first week back after the holidays and have an outline plan to discuss.	15%	
EDU 2023-24 CUR 1.13	Review secondary BGE Curriculum content and approaches, including S1-S3 progression, project-based learning, IDL, wider achievement and creativity to prepare strong foundations for pupils as they progress and transition to Senior Phase	June 2024	Initial meeting held on 27 September with review of group activities and consideration of two sub-groups to review 1 (IDL, project-based learning, partnership working) and 2 (BGE curriculum design, delivery models and Curriculum Rationale). Initial group action plan in place and next meeting planned for w/c 6 November.	25%	
EDU 2023-24 CUR 1.14	Bring together colleagues from across curriculum areas in order to develop widened curriculum approaches and broader delivery models.	June 2024	Termly overview in place for Subject Groups with Term 1 Subject Group meetings underway, with supporting DHTs, led by identified Subject Group Chairs. Term 1 focus on Senior Phase, Term 2 focus on BGE and Senior	30%	






			Phase assessment/course content adjustments. Term 2 Agenda about to be issued for meeting 2 with feedback incorporated to date.		
EDU 2023-24 LTA 1.7	Further develop across our schools and Associated Schools Groups, moderation practice based on key data intelligence and messages resulting from ACEL, National Standardised Assessments and wider formative/summative assessment	June 2024	Through Education Strategic Meetings, time to meet has been identified, building on May pan-authority Moderation sessions at Associated Schools Group level. November and May Inset Days with focus on moderation and targeted ASG action plans/Working Time Agreement time set aside for this.	30%	
EDU 2023-24 LTA 1.8	Review our approaches to strengthening tracking and monitoring of learner attainment and achievement, working with our system in embedding tracking and monitoring systems with support provided in data interrogation and analysis	June 2024	Continued support for data tracking and monitoring and central data sharing and approaches. BGE ACEL and Senior Phase SQA and post-Insight measures shared with wider HTs and system. Next steps identified with revised Secondary Attainment and Performance Framework issues along with setting of Stretch Aims at local authority and secondary school level. Primary Family Groups identified with data Stretch Aims setting underway as Quality Improvement reporting and interrogation/scrutiny support. Sessions with Attainment Advisor in planning for Term 2.	25%	
EDU 2023-24 ASN 1.1	Undertake baseline assessment of need across Moray using existing data intelligence and funding category information including central team structures and job roles	Nov 2023	Pilot moderation process, using draft identification framework, was undertaken in June with planned roll out continuing During Term 1 across all ELC, primary and secondary settings.	60%	
EDU 2023-24 ASN 1.2	Look outwards to other local authorities to seek good practice and learning from wider reviews including involvement in ADES-Education Scotland Collaborative Improvement activity focused on Additional Support Needs	Dec 2023	A desktop exercise of ASN services across LAs undertaken and contact made with key local authorities to support understanding of offer across Scotland. QIO ASN attends ADES ASN network and ESO attending national events eg PSA training workshop. Further to HoE attending Renfrew CI visit, QIO made contact with Renfrew for follow up visit in Term 2.	50%	
EDU 2023-24 ASN 1.7	Gather good practice form across our Moray Education System in meeting additional support needs, with extension of key programmes, resources and training to meet the universal and targeted needs identified through moderation processes	June 2024	Continued gathering of good practice through moderation visits across ELC, Primary and Secondary by moderation teams in place. Visioning exercises providing feedback/examples of good practice with needs analysis ongoing.	25%	
EDU 2023-24 ASN 1.9	Initial review of Additional Support Needs training across staged intervention levels, working with teaching and support staff to ensure they are fully equipped to support Moray's children and young people through a Moray training offer	June 2024	Ongoing review of training with draft schedule in place and identified training sessions underway, working in collaboration with Education, ASN and Education Psychology. Plans under further review for T2-4.	25%	
EDU 2023-24 ASN 1.10	Undertaking Additional Support Needs Visioning exercises with stakeholders across Moray's Education System to road map new provision and delivery model, engaging stakeholders across our system and ensuring pupil and parent voices are heard	Dec 2023	Initial visioning with officers taking learning estate strategy in to consideration then further exercise with HTs with enhanced provisions, nursery managers, learning estate team supported by Education Scotland. Exercise repeated with wider service managers and this is currently under review.	25%	






EDUCATION SERVICE OUTCOMES CURRICULUM					
Action Code	Action Title	Due Date	TERM 1 UPDATE	Progress	Status
EDU 2023-24 CUR 1.1	Continued engagement at local and national level in ongoing review activities as a system, with key messages from national discussion on Scottish Education and wider reviews guiding curriculum change and developments	June 2024	Head of Service took part in ADES/ES collaborative visit to Renfrew Council in June around ASN and has taken the learning back in order to support local ASN review. Subject Groups (Secondary) completion of the National discussion survey and reflection through Term 1 subject group meetings on proposals and vision. Schools continuing to take on board key messages, with change driven by Moray Improvement Groups moving forwards. Revised central visit programmes in place guided by national advice and ongoing reviews.	25%	
EDU 2023-24 CUR 1.2	Following review of all 2022-23 Education service self-evaluation, convene the Moray Curriculum Strategy Group as the overarching and governing strategy group for curriculum reform in Moray	Oct 2023	Group has been formed and had its first meeting to agree Terms of Reference (TOR's) and pattern of meetings for all Moray Improvement Groups. Second meeting on 26.10.23.	100%	
EDU 2023-24 CUR 1.3	Convene the Moray Improvement Groups with representation from across our Moray Education System and wider partners to take forward key developments	Oct 2023	Ten Moray Improvement Groups have been formed and Leads as well as Central Supporting Officers appointed. An annual calendar of meetings is being put in place along with reporting structures to Curriculum Strategic Group.	100%	
EDU 2023-24 CUR 1.4	Ensure intended outcomes are met by each Moray Improvement Group in guiding system improvement	June 2024	Leads from the Moray Improvement Groups have been established and provided with their TOR's. Two sessions have been held with Leads so that they have the opportunity to ask questions and explore the role. Leads have been asked to provide an update to the Curriculum Strategic Group in terms of progress towards intended outcomes.	20%	
EDU 2023-24 CUR 1.5	Review existing transition approaches from Nursery to P1, developing guidance and partnership working approaches in order to enable seamless learning and wellbeing	June 2024	Initial meeting of this group held 20 th Sep. Reviewed existing document for Early level transition and agreed way forward for future meetings. Focus on sharing of document with practitioners and families.	15%	
EDU 2023-24 CUR 1.6	Consider existing Primary-Secondary curriculum transition arrangements, developing guidance and models for curriculum transition, full cohort extended transition Primary-Secondary working	June 2024	Group leadership and membership established. Framework re. role and remit of group in place with key outputs agreed.	15%	
EDU 2023-24 CUR 1.11	Explore maximisation of the 33-period week, common column and consortia approaches and wider timetabling models to support a curriculum for the future, taking into account curriculum reform underway and further changes including class contact time reduction	March 2024	A secondary school timetabler now represents Moray on the national timetablers' forum and has been contributing to the wider discussion around curriculum reform and timetabling models led by Education Scotland's Head of Learning and Teaching. This is supporting gathering and fact finding in relation to the MIG activities. Provisional meeting date set.	15%	
EDU 2023-24 CUR 1.15	Through Curriculum Strategy Group reporting and guidance, undertake self-evaluation for system improvement of all Moray Improvement Group activities and impact, in order to direct future year focus and service delivery model as framed through Education Strategic Plan 2024-2025	June 2024	Initial meeting of Curriculum Strategy Group held with outline of Curriculum Innovation work to date and review of ADES-Education Scotland Collaborative Improvement activities. Next meeting planned with MIG updates and template/documentation provided. Curriculum Strategic Group have an identified Terms of Reference and have a second meeting arranged for	25%	

			26.10.23. At this meeting leads from each MIG have been invited to present an update on work associated with each MIG.		
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EDUCATION SERVICE OUTCOMES LEARNING, TEACHING and ASSESSMENT					
Action Code	Action Title	Due Date	TERM 1 UPDATES	Progress	Status
EDU 2023-24 LTA 1.1	Looking inwards, outwards and forwards and guided by service self-evaluation, review existing approaches to learning, teaching and assessment across our establishment for raising standards and strengthening core self-evaluation gradings	June 2024	Focus on key elements of learning, teaching and assessments including existing baseline overview (ACEL data) established with key priorities outlined through use of live survey. School visit programme with focus on SIP/SQR review and support and challenge as well as internal reviews. Professional Enquiry has been supported with information gathered through learning at Northern Alliance and Scottish Learning Festival inputs. Feedback from Moray Improvement Groups/Baseline survey to be analysed and fed back to team. Baseline for existing professional enquiry work to be established Professional Enquiry opportunities to be promoted	25%	
EDU 2023-24 LTA 1.2	Using 'Our Moray Standard for Learning and Teaching' as our agreed Learning and Teaching Strategy across Moray, reinforce essential messages across our system, supported by the range of resources available to support pedagogy and practice	June 2024	Ongoing signposting and support to our schools, with pre-existing strategy and resources in place. Schools continue to personalise and develop L&T Strategy in line with Our Moray Standard, further developing pedagogy and practice. Learning contexts have been invited to share ways that they are using our core text 'Power Up Your Pedagogy' to reinforce our 'Moray Standard for Learning and Teaching.' Based on this data and further data intelligence from QIO team schools will be encouraged to share their approaches and associated learning with Headteacher colleagues via Headteachers briefings/meetings as appropriate.	15%	
EDU 2023-24 LTA 1.3	Support our system through focus during identified Education Strategic meetings and wider meeting fora on agreed learning and teaching approaches based on research and practice	June 2024	Education Strategic Meetings held to date with focus on wellbeing and relational approaches, Additional Support Needs, data and evidence informed approaches to improvement. ELC Teaching & Learning team reviewing approaches to child centred pedagogy. Ongoing training and development offer across ELC. Continued engagement with "Play Pedagogy" drop in sessions every term. All central officers and less than half Head Teachers attended Northern alliance events on Learning, Teaching and Assessment with plenary to consider next steps next session. As a result there is a growing understanding of the definitions of key pedagogical approaches with need to consider this locally as well as opportunities for learning conversations.	25%	
EDU 2023-24 LTA 1.4	Invest in a key 'back to basics' core reference text – Power Up Your Pedagogy – as a reference tool and professional learning community resource across our schools, reinforcing practitioner skills and confidence in high quality learning and teaching	Sept 2023	All teachers were provided with books prior to the summer term and all new staff and newly qualified teachers in August. All schools have created either collegiate sessions as part of working time agreement or created professional learning communities. A few Headteachers shared their approaches with the system and progress will be monitored this session.	100%	
EDU 2023-24 LTA 1.5	Support our system through refocus on key observation toolkits and practitioner self-evaluation resource in order to aid self-reflection and agreed strengths and focus areas for professional and practice development	Dec 2023	Ongoing sharing and signposting of observation toolkits, self-evaluation resources and approaches. This includes through Quality Improvement Team Friday development sessions and visit programme with focus on data for improvement (BGE and Senior Phase), statutory documentation reviews and	25%	

			focus on QI 2.1 (Safeguarding and Child Protection) as term 1 focus. Strengths and next steps agreed, focussed support provided.		
EDU 2023-24 LTA 1.6	Continue work on moderation in the Broad General Education in order to further improve practitioner confidence in teacher professional judgements for learner level achievement (Achievement of Curriculum for Excellence levels)	June 2024	QIO attendance at national event. 2023/24 QAMSO training completed following delivery of twilight and in-person sessions by the National Improvement Framework Officer, Education Scotland. Ongoing information gathering from moderation in support of BGE ACEL. Moray Improvement Group BGE Curriculum –initial dates agreed.	25%	
EDU 2023-24 LTA 1.9	Baseline and measure progress in improving the consistency in quality of learning and teaching across our system, using key resources and back to basics approaches, aligned to Our Moray Standard for Learning and Teaching	June 2024	Baseline survey around Power up your Pedagogy agreed with SLT and sent to schools via briefing 29.9.23, ongoing completion by schools. Baseline data is being collated to inform next steps. This will inform future partnership working across schools.	15%	

EDUCATION SERVICE OUTCOMES REVIEWING ADDITIONAL SUPPORT NEEDS					
Action Code	Action Title	Due Date	TERM 1 UPDATES	Progress	Status
EDU 2023-24 ASN 1.3	Seek support from Education Scotland, working towards joint working, planning and co-delivery of professional learning activities and development sessions, in order to support our Moray Education System with focus on Additional Support Needs	Sept 2023	Virtual meetings held with HMIE and support wing of ES and as a result service has secured support from ES for this session with attendance at vision session, input at strategic meeting and ongoing advice and guidance.	100%	
EDU 2023-24 ASN 1.4	Refocus Strategic Education Meetings for session 2023/2024 with key focus of Inclusion and supporting all learners in order to meet their needs	Sept 2023	Agreed key focus with consultative group for session ahead and first strategic meeting included a session on inclusion in Scotland/Moray, Girfec principles and values, the four pillars of inclusion and two sessions to identify core universal training offer as well as vision for ASN service moving forwards.	100%	
EDU 2023-24 ASN 1.5	Alternative curriculum and strategic commissioning framework developed through procurement service to seek local and national education providers specialising in education provision for children and young people struggling in mainstream schooling or with attendance on a full-time basis, further supporting PEF intervention and planning	Dec 2023	Public session held in Elgin Town Hall in quarter one to gather interest and procurement processes advancing at pace.	20%	
EDU 2023-24 ASN 1.6	Review the Additional Support Needs Resource Allocation Model through review of school profiles of need, initiating ELC, Primary and Secondary Moderation across our establishments in order to consistently ascertain identified scale and level and of current need across Moray	Nov 2023	Moderation activities with identified ELC, Primary and Secondary teams is underway across all ELC and school establishments (Primary and Secondary). Moderation will inform resource allocation in future based on identification of current need with baseline for improvement.	25%	
EDU 2023-24 ASN 1.8	Review and roll-out of the Additional Support Needs Handbook and review of key policies in order to ensure statutory compliance and support for all learners with additional and wider social, emotional and behavioural needs	June 2024	ASN trainers are currently reviewing the handbook and updating links.	25%	

EDUCATION SERVICE OUTCOMES LEADERSHIP AND EMPOWERMENT					
Action Code	Action Title	Due Date	TERM 1 UPDATES	Progress	Status
EDU 2023-24 LEAD 1.1	Review approaches to developing leadership at all levels of our Moray system through appropriate professional learning and leadership opportunities delivered by our system, for our system	June 2024	Ongoing Professional Learning and Leadership sessions delivered through Moray Education Management Programme, Leadership and NQT programmes. PLL delivered through Education Strategic Meetings. Input from system leaders (HTs) on school approaches to pedagogy, wellbeing approaches, learning, teaching and assessment. ELC – Tree of Knowledge training planned (3 sessions) for local authority nursery managers. Plan to then cascade to all 24 local authority teams considering own role as leader and empowering staff to develop. Ongoing engagement with Partner nurseries at Forums to highlight support available and continue professional dialogue around leadership. ELC Improvement programme (cohort 6), run by Care Inspectorate being accessed by one partner nursery to support with learning and leadership.	25%	
EDU 2023-24 LEAD 1.2	Undertake senior leadership workforce planning as a service in order to identified leadership gaps and future needs, highlighting where planning for succession is required in order to maintain service delivery	June 2024	Continued planning through Recruitment and Selection processes and ensuring sufficiency in staffing. Fortnightly staffing meeting cycle in place with QIMs and Business Support Manager to review schools and leadership sufficiency/workforce planning as part of agenda.	25%	
EDU 2023-24 LEAD 1.3	Signpost and support colleagues to Education Scotland and wider provider professional learning and leadership development opportunities, building knowledge and leadership capacity	June 2024	Ongoing signposting and support through PLL newsletter and Education Friday briefings.	25%	
EDU 2023-24 LEAD 1.4	Support newly appointed Senior Leaders through appropriate induction activity, mentoring and coaching opportunities where appropriate in order to support immersion in new leadership role	June 2024	HT Mentors identified to support as requested by our system. Senior Leader Induction guide under development with further central officer supports.	20%	
EDU 2023-24 LEAD 1.5	Support our secondary schools to develop middle leaders through appropriate professional learning and development opportunities at school and system level	June 2024	Ongoing development with individual schools offering specific supports, individual school programmes in place to support e.g. Aspiring middle leaders. School level programmes.	20%	
EDU 2023-24 LEAD 1.6	Undertake migration of professional learning records and plans from CPD Gateway to MyGTCS as core platform	June 2024	Migration plan being developed, reviewed with central team and clear timescales for migration. Instruction guides under development. Contact with GTCS ongoing.	20%	