2024-2025 Quarter to March – EDUCATION (Quarter 4 / Term 3)

Performance Report – Service Plan

Action Status	
✖	Cancelled
🔴	Overdue; Neglected
🔺	Unassigned; Check Progress
▶	Not Started; In Progress; Assigned
✅	Completed

EDUCATION STRATEGIC OUTCOMES					
Action Code	Action Title	Due Date	Latest Status Update	Progress	Status Icon
EDU 2024-25 STRA 1.1	Early intervention addressing whole family well-being to ensure that children can reach their full potential	30-Jun-2025	(ELC T3) Focused work to support pre school children with appropriate interventions as part of transition planning for P1. Wider PEEP sessions are being reviewed as part of Moray Council contract with Action For Children. Performance monitoring continues across Primary and Secondary schools with universal and targeted visit programme to schools, supporting early intervention and actions for improvement. The service continues to be data led, collecting early indication data for Primary and Secondary in order to strengthen support and challenge visits and performance monitoring for in-year improvements. Scrutiny around wider contextual and pupil data continues in secondary, with additional funding including Attainment Scotland Funds, Strategic Equity Funding targeted following school approach for additional funding.	100%	✅
EDU 2024-25 STRA 1.2	Getting it right for every child so that we continue to improve attainment for all	30-Jun-2025	Continued reporting to Committee on performance and key actions underway to ensure we get it right for every child. Focus on Leadership of Change has supported schools to look inwards and outwards. Family Improvement Group activities are realising improvement through good practice sharing and focus on improving standards, raising attainment and achievement through targeted work and interventions. Education Strategic meeting focus this session on leadership of change has further enabled schools and ELC settings to look inwards, outwards and forwards in planning for improvement.	100%	✅

EDUCATION SERVICE LEVEL OUTCOMES CURRICULUM					
Action Code	Action Title	Due Date	Latest Status Update	Progress	Status Icon
EDU 2024-25 CUR 1.1	Further develop the curriculum in the BGE and Senior Phase taking account of the national review and international research including project based learning	30-Jun-2025	Work nationally continues on the Curriculum Improvement Cycle with Education Scotland releasing key national messages into next session. Schools continue to review their curriculum offer and BGE curriculum, with further work planned for next sessions in relation to SCQF level 7 consortia working and BGE curriculum review. Meeting held with Sports and Culture Manager and Principal Active Schools and Community Sports Officer to highlight Physical Education, Physical Activity and Sport Framework. The Active Schools resources are in the process of being added to the framework and will support schools in developing quality PEPAS experiences for learners. Active Schools are keen to engage with the framework which aligns with their work. An English PT is working collaboratively with colleagues across the Northern Alliance to further develop the Moray Literacy and English Framework at Level 3-4. QIO has been invited to be part of the National Curriculum Improvement Cycle Collaboration Group for Interdisciplinary Learning next term. This information will be shared with Moray schools.	100%	✅
EDU 2024-25 CUR 1.2	Further develop curriculum offer in senior phase including consortia arrangements	30-Jun-2025	Senior Phase course options processes are nearing completion with timetable construction underway for the new session. Within resources available, schools are continuing to review curriculum offer for Senior Phase and introducing e.g. Foundation Apprenticeships where appropriate. Short-life working groups involving Secondary Head Teacher representatives and the QIM have worked together to further develop consortia approaches and Foundation Apprenticeship offer in schools, with pilot next session with identified Foundation Apprenticeship opportunities (self-funded by schools) and consortia at SCQF level 7 offer for Senior Phase (S6) pupils.	100%	✅

EDUCATION SERVICE LEVEL OUTCOMES EQUITY and IMPROVING OUTCOMES FOR ALL					
Action Code	Action Title	Due Date	Latest Status Update	Progress	Status Icon
EDU 2024-25 EIO 1.1	Through renewed focus on the Scottish Attainment Challenge Logic Model with specific regard to outcomes at school / community and regional levels	30-Jun-2025	Continued monitoring against Stretch Aims continues, highlighted through Committee reporting and recent ACEL Committee paper. Ongoing engagement with SAC networks and support from ES Attainment Advisor with biannual reporting recording progress. Further allocation of SEF monies (uplift) for key projects across Moray for targeted intervention.	100%	✅
EDU 2024-25 EIO 1.2	Further develop Supporting all Learners strategy to incorporate ASN Review	30-Jun-2025	The ASN review continues with work progressing with key work areas including allocations review, further moderation activities and development of the ASN handbook and wider training activities well underway. The Supporting all Learners strategy will be realigned to incorporate key changes, with ongoing SEBN change management and wider local authority management restructure ongoing at this time.	65%	▶

EDUCATION SERVICE LEVEL OUTCOMES
LEADERSHIP and EMPOWERMENT

Action Code	Action Title	Due Date	Latest Status Update	Progress	Status Icon
EDU 2024-25 L&E 1.1	Ensure all establishments have a shared vision and values of whole school community, aspirational and relevant, underpinning the life and work of the school and Curriculum	30-Jun-2025	Our Moray Quality Improvement Framework (MQIF) school visit programme continues with focus on QI 1.3. Schools continue to be supported through access to a range of resources. Several schools have undertaken recent refresh of vision and values with positive outcomes noted through e.g. Secondary Improvement Model visit reports. School inspection reports and findings are also noting positive impact and embedding of school vision and values within establishments inspected.	100%	✅
EDU 2024-25 L&E 1.2	Strengthening leadership and empowerment at all levels	30-Jun-2025	(ELC) With budget proposals approved the creation of 2 additional CIO's will proceed to recruitment stages to support with leadership, continual improvement and ELC scrutiny. Link officers continue to engage with local and national networks, working with wider partners in support of improvement. QI 1.3 Leadership of Change visit focus this session for Primary Schools and SSiM follow-ups for secondary schools highlighting positive approaches to leadership at all levels with staff and pupils with next steps identified where appropriate.	100%	✅
EDU 2024-25 L&E 1.3	Improve self-evaluation for improvement at all levels to guide change and improvement	30-Jun-2025	(ELC T3) Continued development of SQR and SE reporting through forums and ASG network opportunities. Contract monitoring in Self Evaluation is achieving positive results in almost all ELC settings. Further MQIF developments as noted and through school visit programme. Education Strategic Meeting focus on Self-evaluation for Self-improvement with refocus on QI 1.1 Self-evaluation for Self-improvement, HGIOS4, Health Checks and reflection as Family Improvement Groups. Schools continue to gather evidence in support of school improvement aligned to QI 1.1 (SESI) with self-evaluation profile completion underway.	100%	✅
EDU 2024-25 L&E 1.4	Increase opportunities to lead learning by staff and pupils	30-Jun-2025	This is an ongoing action, where opportunities will be promoted as part of the Leadership programme and school visits.	100%	✅

EDUCATION SERVICE LEVEL OUTCOMES
LEARNING, TEACHING and ASSESSMENT

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU 2024-25 LTA 1.1	Build on early work with Power up your Pedagogy to improve consistency in high quality learning and teaching experiences for all	30-Jun-2025	Our Moray Standard is being developed into the hyperlinked resource with links to CLPL and resources to support schools in embedding it into practice. This resource will collate all the resources in one place for ease of access. Resources continue to be shared in the briefing.	100%	✅

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU 2024-25 LTA 1.2	Ensure pace, challenge and differentiation is improved to improve learner progression with greater focus on future pathways	30-Jun-2025	The Short Life Working Group are continuing to collate resources and the agreed format for assessment has been shared with QAMSOs for feedback. This work will continue into term 4. The next meeting of the SLWG is at the start of term 4 with the aim of finalising and collating resources. There are now 9 Primary schools formally engaging with the Process of the Northern Alliance Learning, Teaching and Assessment Toolkit and one Secondary. More schools are engaging in the CLPL and resources links independently. On 20th March two Moray schools will share their approach to learner participation and ownership of learning which will be recorded and added to the Toolkit. The filming of good practice in Moray schools has started and this will be uploaded as a resource. The aim of the NA LTA Toolkit is to build a shared understanding of good practice and consistency of approach which aligns with Our Moray Standard for Learning and Teaching.	100%	✅
EDU 2024-25 LTA 1.3	Continue to develop approaches to assessment and moderation to improve outcomes for learners	30-Jun-2025	The Literacy Strategy has been approved by LNCT and being presented to Committee in May with the aim that schools would adopt the Strategy in line with their own self-evaluation processes in session 25/26. The Numeracy Strategy is being presented to LNCT in May. The QAMSO Network is continuing to engage with the Assessment and Moderation Roadmap and Toolkit and have focussed on high quality assessment. The final meeting of the term, a school will showcase their approach to tracking, high quality assessment and their assessment overview. The final meeting of the session will focus on using a range of evidence for achievement of a level.	100%	✅
EDU 2024-25 LTA 1.4	Continue to support and improve approaches to data literacy for all staff to identify and address achievement gaps	30-Jun-2025	(ELC T3) Information sharing between Health and ELC has upscaled to include all ASG's. All Health visitors and ELC settings have accessed information about plans to continue to support ELC children. (Links to EDU 2024-25 ASN 1.5) Continued support from ES Attainment Advisor in building data literacy, outcomes and measures. Secondary AnalyseM Subject/Curriculum area positively received with further roll-out planned for term 4. Revised data map resources and tracking format in place.	100%	✅

EDUCATION SERVICE LEVEL OUTCOMES REVIEWING ADDITIONAL SUPPORT NEEDS					
Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU 2024-25 ASN 1.1	Continue to progress areas within ASN review	30-Jun-2025	Two further CALM Associates are enrolled in training – giving 4 in total. This will give greater capacity to support schools and reduce the costs associated with purchasing external training. SES and EAL CMPs in progress, scheduled for completion June 2025. Progress with FLR and MAC hindered by significant staff absence, providing staff cover in Elgin Academy enhanced provision and no capital spend available to complete work in MAC/FLR East. Decision to progress to recruitment and work the FLR model peripatetically in Moray East and West.	80%	▶

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU 2024-25 ASN 1.2	Roll out staged intervention training model	30-Jun-2025	Mandatory training questionnaires issued/returned/collated to review means of delivery, relevance to individual schools, impact on practice. RA, ASSIST, MVP, CCE and Safer People Handling courses completed. Visits to and assessment of Primary EP equipment and training needs Understanding Behaviour training delivered to ELC managers and recorded for all ELCs to access CIRCLE training delivered to 5 secondary and 4 Primary schools. Additional training delivered to 8 Primary, 1 Secondary and 2 ELCs. Observations and advice in partnership with ASN Resource Group. Boardmaker,FASD, Deaf & VI Trauma training and resources created. Communication Support Worker (Visuals) recruited. Education priority session 2025-2026 to be a year of embedding the current core training offer. ASN Handbook still awaiting dates for union review before going live	95%	▶
EDU 2024-25 ASN 1.3	Continue to focus on attendance including those on part-time timetables	30-Jun-2025	Flexible Framework: Education for all now active in schools supporting those on adapted timetables. Asset Map in development to facilitate school access to services. Meet the Providers meeting proposed date June 2025.	85%	▶
EDU 2024-25 ASN 1.4	Reduce Exclusions through well planned partnership interventions and approaches	30-Jun-2025	Schools have been completing the Keep the Promise Training through the recorded sessions or in person. All schools will have completed this by June 2025. Corporate Parent Lead Self-evaluation toolkit being piloted – 4 secondaries completed this. Children at risk Education Group is ongoing, meeting termly Continued support to schools to develop alternative to exclusions pathways – advice and guidance given to create alternatives as required. Attendance at Child's Planning, review meetings and Children's panel as required. Corra Funding – Work ongoing to start Promise Groups in BHS, New Elgin PS, Mortlach PS, Greenwards PS in phase 1. Moray College Promise group, Glenlivet, Tomintoul input has started. A further 4 groups being explored. Hearing the voice of CECYP project to be promoted through the Promise Groups. Partnership working to promote the range of supports available to schools is an offshoot of the Promise Group work.	70%	▶
EDU 2024-25 ASN 1.5	Expand information sharing work with Health colleagues	30-Jun-2025	(ELC) Term 3 has provided opportunity to upskill on information planning approaches.	75%	▶

EDUCATION SERVICE LEVEL OUTCOMES SUPPORT and CHALLENGE IMPROVEMENT					
Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU 2024-25 S&CI 1.1	Further review of our Moray Quality Improvement Framework, with development of Family Improvement Groups across our schools in order to strengthen peer support and challenge of school improvement, networking and sharing of resources and good practice	30-Jun-2025	MQIF continues to be reviewed with ongoing work through Education Strategic Meeting with Family Improvements Groups. Ongoing support and challenge and update of school risk matrix and supporting overviews. ADES Improvement Quad work with LGBF partner schools has also commenced, with joint working around improvement rubric development for QI 1.1 Self-evaluation for Self-improvement. This is enabling further sharing of good practice and looking outwards for continuous improvement.	100%	✅
EDU 2024-25 S&CI 1.2	Further review approaches to data for improvement including info management systems, approaches and data interrogation, building on good practice gathered through ADES Performance and Improvement Networks, SAC leads meetings and wider good practice	30-Jun-2025	Continued good practice gathered in support of Education data strategy looking forwards to session 2025/2026. Continued attendance at ADES CAQ/PIN network and meetings in support of continuous improvement and good practice identification. Please also see update above.	100%	✅