

National Outcome 3 – We are better educated, more skilled and more successful, renowned for our research and innovation

Local Outcome 6 – The community will develop and improve their learning and qualifications

KEY ACTION	Development and Implementation of a Moray Lifelong Learning Strategy	
SMART Targets for Key Action		
<p>To develop and implement a Moray Lifelong Learning Strategy, the following actions and targets have been determined –</p> <p>Actions:</p> <ul style="list-style-type: none"> • Improve interface between employers and training providers to better determine needs of employers and how this can be met by training providers. <p>Targets:</p> <ul style="list-style-type: none"> • Increase the number of adult learning opportunities across Moray. • Increase the number of pupils progressing to further or higher education. • Increase provision and resources for essential skills services • Increase learning options for those pupils who are at risk of becoming MCMC. <p>Add baseline to targets</p>		
Quarter 1 Milestone		Date
○ Publication of Employer Engagement Hospitality Skills Report		June 2009
Quarter 2 Milestone		Date
<ul style="list-style-type: none"> ○ Establish Lifelong Learning Forum reporting to Smarter Theme Group or Smarter Co-ordinating Group ○ Agree remit and membership and propose performance targets for Forum 		Sep 2009
Quarter 3 Milestone		Date
<ul style="list-style-type: none"> ○ Develop Lifelong Learning Strategy ○ Agree key SMART targets for action including determination of responsible partner and baseline evidence. ○ Publication of Employer Engagement Skills Report for identified sector 		December 2009

Quarter 4 Milestone	Date
<ul style="list-style-type: none"> ○ Establishment of the Lifelong Learning Action/Operational Plan for 2010/11 	March 2010
<p>Expected outcome/contribution to the local and national outcome</p>	
<p>The partnership has identified that attainment and achievement of adults in the working population needs to improve. Through the development of the Lifelong Learning Strategy and formation of the Lifelong Learning Forum the hope is to co-ordinate and achieve an:</p> <ul style="list-style-type: none"> ○ Increase in lifelong learning opportunities ○ Increase in essential skills ○ Improvement in early intervention methods to enable adults in Moray to seek more highly skilled employment. <p>This work will ultimately contribute to meeting National Outcome 3 where we are better educated, more skilled and more successful.</p>	
<p>Resources</p>	
<p>The resources required to form the Lifelong Learning Forum and develop the Lifelong Learning Strategy will come from existing resources. To achieve the 2010/11 actions to be established by the Forum future additional resources will need to be sought.</p>	
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National Outcome 3 – We are better educated, more skilled and more successful, renowned for our research and innovation

Local Outcome 7 – More young people will remain in learning post-16

KEY ACTION	Implement 16+ Learning Choices Action Plan	
SMART Targets for Key Action		
<p>Implementing the 16+ Learning Choices Action Plan improves the option for an individual to remain in learning through the following actions and targets –</p> <p>Actions:</p> <ul style="list-style-type: none"> Action plan devised for implementing 16+ Learning Choices in Moray and circulated to stakeholders by 30 September 2009. All secondary schools in Moray identifying learning choices for all 16+ leavers. Ongoing work towards target during this year, final results available after December 2010. <p>Targets:</p> <ul style="list-style-type: none"> No more than 12% of 2009/10 school leavers to be More Choices More Chances (MCMC) group. Percentage is for overall leavers for the year (winter and summer). Preliminary target based on performance since 2005. To be reviewed following exam results in Quarter 2 as if the number of young people not achieving 5+ Level 3 awards is much larger than previous years this would influence the number of learners liable to be in need of MCMC. Ongoing work towards target during this year. Review after results available August 2010. <p>Join with Fairer Scotland Fund</p>		
Quarter 1 Milestone		Date
<ul style="list-style-type: none"> Initial work on action plan: circulate draft, discuss at 16+ Learning Choices Strategic Group meeting Initial work in Keith Grammar School and Pinefield Parc on identifying the needs of leavers and possible provision of offers for learning. Feedback from schools to Educational Services on work undertaken. 		June 2009
Quarter 2 Milestone		Date
<ul style="list-style-type: none"> Action plan finalised. Circulate to stakeholders. Review SMART target for percentage of school leavers in MCMC group following exam results and latest Skills Development Scotland update (young people not achieving 5+ Level 3 awards). Amend SMART target if appropriate. Keith Grammar and Pinefield Parc submit feedback on needs of learners and possible provision of offers for learning to Educational Services. Experience gained summarised and sent to other secondary schools and also wider partners. Other schools begin planning based on Keith Grammar and Pinefield Parc experience. 		Sep 2009

<p>Quarter 3 Milestone</p> <ul style="list-style-type: none"> ○ Initial work undertaken from action plan – appoint secondee. ○ Feedback from Keith Grammar and Pinefield Parc on improvements to planning and coordination of possible 16+ learning choices for winter leavers based on their initial experience and with input from partners. Compare % of winter leavers made an offer at these schools with previous years' figures. 	<p>Date</p> <p>Dec 2009</p>
<p>Quarter 4 Milestone</p> <ul style="list-style-type: none"> ○ Ongoing work undertaken from action plan. ○ Review SMART target for percentage of school leavers in MCMC group based on experiences with winter leavers. ○ Educational Services to obtain feedback from all secondary schools on winter leavers' experience of 16+ learning choices and use information to plan for 2010 summer leavers for all schools. Circulate recommendations to all secondary schools. 	<p>Date</p> <p>March 2010</p>
<p>Expected outcome/contribution to the local and national outcome</p>	
<p>From the identified needs of young people improve the options for an individual to remain in learning. 16+ Learning Choices offers to be available to all leavers by December 2010.</p> <p>This work contributes towards Local Outcome 7 – More young people will remain in learning post-16 from National Outcome 3 – We are better educated, more skilled and more successful, renowned for our research and innovation. It also contributes towards Local Outcome 9 - More young people will develop to be successful adults, from National Outcome 4 - Our young people are successful learners, confident individuals, effective contributors and responsible citizens.</p>	
<p>Resources</p>	
<p>16+ Learning Choices Officer: Total £70K needed. £55K already obtained from Scottish Government funding, £15K from partners is needed to fund post (Fairer Scotland Fund application likely, Educational Services and Moray College budgets to be used if funding not granted). Officer, school and wider partner time in developing plans and working on identified needs. With the exception of the Officer, all resources are from existing departmental budget.</p>	
<p>Lead Officer, including contact details</p>	<p>George Sinclair x3519</p>

National Outcome 4 – Our young people are successful learners, confident individuals, effective contributors and responsible citizens

Local Outcome 8 – More young people will succeed in school

KEY ACTION	Attainment
SMART Targets for Key Action	
<p>Moray schools show an improving trend in attainment over time with the following actions being defined –</p> <p>Actions:</p> <ul style="list-style-type: none"> • All secondary schools receive Standard Tables and Charts (STACs) data and training is used to encourage use of examination data to inform practice. • All primary and secondary schools have Curriculum for Excellence and/or improving methodology in their plans for 2009/10. • All primary and secondary schools are tracking pupil progress to allow intervention and more frequent achievement of targets. <p>Look at targets to reflect “reducing those who do not achieve”</p>	
Quarter 1 Milestone	Date
<ul style="list-style-type: none"> ○ STACs data use training scheduled. ○ Tracking is made part of minimum specification for school self evaluation. 	June 2009
Quarter 2 Milestone	Date
<ul style="list-style-type: none"> ○ 100% of secondary schools have received STACs training. Targets for pupils sitting Higher Grade exams distributed to 100% of secondary schools. Collect number of pupils sitting 3 Highers from 100% of secondary schools. Review percentage against anticipated figure. ○ Improvement plans received from 100% of primary and secondary schools contain Curriculum for Excellence and/or improving methodology. ○ Feedback from 100% of primary and secondary schools that they are working on developing and implementing tracking of pupil progress. 	Sep 2009
Quarter 3 Milestone	Date
<ul style="list-style-type: none"> ○ (STACs training complete). 100% of secondary school head teachers to discuss exam results with departmental heads. 100% of head teachers to discuss school attainment with Educational Services. ○ 100% of primary and secondary schools to have a pupil progress tracking system in place. 	Dec 2009

Quarter 4 Milestone	Date
<ul style="list-style-type: none"> ○ Review carried out in 100% of secondary schools whether appropriate staff in post have received STACs training. ○ Feedback from Quality Improvement Officers (QIOs) on effectiveness of 100% of primary and secondary schools pupil tracking systems. 	<p>March 2010</p>
<p>Expected outcome/contribution to the local and national outcome</p>	
<p>Secondary schools are better equipped to assess examinations data and have improved their tracking of children's progress, where this was required. Secondary schools better placed to identify and deliver on targets for S5/6 pupils in August 2010 examinations.</p> <p>This work contributes towards Local Outcome 7 – More young people will remain in learning post-16 from National Outcome 3 – We are better educated, more skilled and more successful, renowned for our research and innovation. It also contributes towards Local Outcome 8 - More young people will succeed in school, from National Outcome 4 - Our young people are successful learners, confident individuals, effective contributors and responsible citizens.</p>	
<p>Resources</p>	
<p>Resources are from the annual departmental budget. Funding for courses for teachers and officer / school time for training in examination analysis and for tracking.</p>	
<p>Lead Officer, including contact details</p>	<p>George Sinclair x3519</p>

National Outcome 4 – Our young people are successful learners, confident individuals, effective contributors and responsible citizens

Local Outcome 8 – More young people will succeed in school

KEY ACTION	Wider Achievements	
SMART Targets for Key Action		
<p>Wider achievement will ensure that more young people succeed in school with the actions and targets having been defined –</p> <p>Actions:</p> <ul style="list-style-type: none"> Devise action plan following receipt of results of national pilots, which are investigating means of capturing and recognising other achievements. <p>Targets:</p> <ul style="list-style-type: none"> Maintain baseline for the number of pupils with a wider achievement in 2008/09, currently defined as completion of one of the following: Duke of Edinburgh Award, Dynamic Youth Award, Youth Achievement Award, Trinity College Arts Award, John Muir Award, Millennium Volunteers, work experience and community involvement. 		
Quarter 1 Milestone		Date
○ Define wider achievements suitable for data capture at this stage.		May 2009
Quarter 2 Milestone		Date
○ Devise collection mechanism for capturing wider achievement. Feedback from Fiona Mackay and Karen Delaney on proposed methods of capturing data. Improvements made where required and data capture methods finalised.		Sep 2009
Quarter 3 Milestone		Date
○ Number of pupils in Moray with a wider achievement recorded for 2008/09, Baseline established. ○ Wider Achievement Group meeting to discuss results of national pilots on additional recognition of wider achievements. Begin to devise action plan for additional data capture and recording. Revise milestone for Quarter 4 based on work to be done.		Dec 2009

Quarter 4 Milestone	Date
<ul style="list-style-type: none"> ○ Action plan devised and initial work undertaken– dependent on results of national pilots. To be revised at Quarter 3. 	<p>March 2010</p>
<p>Expected outcome/contribution to the local and national outcome</p>	
<p>Development of a method for capturing of aspects of wider achievement across Moray to ensure information other than attainment is available on pupils' progress in schools. National pilot information , due to be available in Quarter 3, will potentially result in work being carried out in Quarter 4 of the current year and beyond in order to expand data capture methods to include other achievements. This will result in a more complete picture of individual achievement.</p> <p>This work contributes towards Local Outcome 8 - More young people will succeed in school, from National Outcome 4 - Our young people are successful learners, confident individuals, effective contributors and responsible citizens.</p>	
<p>Resources</p>	
<p>Resources are currently from the annual departmental budget: Officer / administrative and school time to collect data and devise plans.</p> <p>Dependent on results and recommendations from the national pilots, resources may need to be redirected to work on capturing the other achievements of young people in Moray.</p>	
<p>Lead Officer, including contact details</p>	<p>George Sinclair x3519</p>