

2021-22 Quarter to September Education Performance Report – Service Plan



STRATEGIC ACTIONS Improved attainment at both the Broad General and Senior Phase

Action Code	Action Title	Due Date	Latest Update	Progress (%)
EDU STRAT 2.1	Continue to progress our Moray Education Raising Attainment Strategy with particular focus on closing the poverty related and wider attainment gaps	30-Jun-2022	Initial attainment visits have been completed at all secondary schools looking at Alternative Certification Model results. Schools have identified areas of strength and areas for improvement for the session ahead. Initial steps are being taken, in line with advice from SQA, to plan ahead for any disruption to SQA examination diet in 2022. The raising attainment targets to be reviewed in line with Covid disruption. ACEL data has been submitted to the Scottish Government.	33%
EDU STRAT 2.2	Further build collaborative working across the Community Planning Partnership to support all learners	30-Jun-2022	The Wellbeing Coordinators have taken up post and attended a session with HTs.	15%
EDU STRAT 2.3	Improve data literacy capacity across our system to support improvement in performance	30-Jun-2022	Quality Improvement Manager led a session with officers to interrogate school ACEL and SQA data to support discussions during school visits.	15%
EDU STRAT 2.4	Develop a post-Covid Parental Engagement Strategy	30-Jun-2022	The Quality Improvement Manager who is leading this work does not take up post until late October 2021 and so work will progress during quarter 3.	0%

SERVICE ACTIONS CURRICULUM

Action Code	Action Title	Due Date	Latest Update	Progress (%)
EDU SERV C1.1	Further develop progressive Moray Learner pathways	30-Jun-2022	The Quality Improvement Officer posts were re-advertised with interviews taking place in November. Work will not progress until appointees in place and likely to be in quarter 4.	0%
EDU SERV C1.2	Develop a responsive BGE Curriculum, particularly in literacy and numeracy	30-Jun-2022	Due to Quality Improvement Officer vacancies, the Chief Education Officer and Quality Improvement Manager planned the strategic HT meeting in Autumn 2021 taking recent research, reviews and Education Scotland advice in to consideration. This allowed school leadership teams to reflect on curriculum rationale and to plan	0%

			next steps for development. Work will progress once Quality Improvement Officer with responsibility for Curriculum takes up appointment which is likely to be quarter 4.	
EDU SERV C1.3	Continue to extend collaborative approaches to curriculum delivery	30-Jun-2022	Schools continue to make use of the National E-Learning Offer (NELO) and Esgoil and current collaborative approaches continue.	33%
EDU SERV C1.4	Further develop curricular transition approaches	30-Jun-2022	The Quality Improvement Officer posts were re-advertised with interviews taking place in November. Work will not progress until appointees in place and likely to be in quarter 4.	0%
EDU SERV C1.5	Fully implement and embed the Moray Play Strategy	30-Jun-2022	Play strategy has now been endorsed by committee/LNCT. Training plan to support strategy has been devised and T&L teacher has protected time to implement training videos with pilot group; Hythehill Primary, Logie Primary, Milnes Primary, Greenwards Primary, Cluny Primary, Seafield Primary, West End Primary. Training videos will be delivered to pilot group In service Nov 2021 with view to upscale delivery in Jan 2022.	25%

SERVICE ACTIONS LEARNING, TEACHING and ASSESSMENT

Action Code	Action Title	Due Date	Latest Update	Progress (%)
EDU SERV LTA2.1	Embed our Moray Standard with focus on key areas including tracking and monitoring	30-Jun-2022	NQT training provided (LTA1) A number of schools have come forward to trial tracking and monitoring in Seemis and work will progress with this in Quarter 3.	15%
EDU SERV LTA2.2	Continue to strengthen approaches to assessment and moderation	30-Jun-2022	The new Quality Improvement Officer who is leading in this area took up post in August and has spent time reviewing the current policies and advice.	0%
EDU SERV LTA2.3	Support practitioner pedagogical developments in line with revised GTCS standards	30-Jun-2022	The new standards have been shared with staff and a briefing session held with HTs to highlight changes.	15%
EDU SERV LTA2.4	Continue to promote use of digital approaches to enhance learning and teaching	30-Jun-2022	Schools continue to make use of Teams and other packages to ensure that digital skills developed during lockdown continue. The new Quality Improvement Officer will review advice to date and update schools. Confirmed DSAS status of schools across Moray	15%
EDU SERV LTA2.5	Develop play pedagogy approach – ELC and Primary	30-Jun-2022	Play strategy has now been endorsed by committee/LNCT. Training plan to support strategy has been devised and T&L teacher has protected time to implement training videos with pilot group; Hythehill Primary, Logie Primary, Milnes Primary, Greenwards Primary, Cluny Primary, Seafield Primary, West End Primary. Training videos will be delivered to pilot group In service Nov 2021 with view to upscale delivery in Jan 2022.	25%

SERVICE ACTIONS LEADERSHIP

Action Code	Action Title	Due Date	Latest Update	Progress (%)
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EDU SERV L3.1	Develop Professional Learning Strategy with full consultation	30-Jun-2022	The Professional Learning Strategy is currently being reviewed with initial thoughts shared with the central team.	20%
EDU SERV L3.2	Promote and support implementation of new GTCS Professional Standards	30-Jun-2022	The August 2021 GTCS Professional Standards were shared with the Headteachers. All PR&D documentation and the redrafted PLL Strategy have been changed to include these. Support is available to Headteachers and other Moray education staff as required. The NQT programme is being enhanced this session with input from the northern alliance.	50%
EDU SERV L3.3	Continue to revise the framework for professional development/career pathways	30-Jun-2022	This has been redrafted in consultation with Central Team Officers, and will be taken to the PLL Working Group for comment.	25%
EDU SERV L3.4	Review OECD and other national reviews for emerging themes in support of practitioners	30-Jun-2022	Both Organisation for Economic Co-operation Development reports have been reviewed with a paper going to November Committee. Officers will review the Scottish Government response to this and ensure that work locally is progressed to meet the recommendations. A further report will be taken to Committee with legislative changes in terms of the Morgan Review, The Promise and UNCRC with clear implications for Education identified.	33%

SERVICE ACTIONS SUPPORTING ALL LEARNERS

Action Code	Action Title	Due Date	Latest Update	Progress (%)
EDU SERV SAL4.1	Develop Supporting all Learners strategy for Moray – contribute to and support ASN review	30-Jun-2022	Developing Supporting All Learners strategy for Moray – a core working group and a Consultation Group have been formed and an identified vision agreed, along with specific areas of focus including relational. Alongside these areas, training needs for schools have been categorised as Universal, Universal with support and Targeted.	40%
EDU SERV SAL4.2	Strengthen Curricular HWB offer across Moray	30-Jun-2022	Agreed with Quality Improvement Manager to pause until Quality Improvement Officer Curriculum (Primary and Secondary) appointed.	25%
EDU SERV SAL4.3	Empower our system to consider children's rights across all aspects of educational delivery	30-Jun-2022	During Term 1 all schools have been asked to identify a UNCRC representative for the school, this rep may also be the RRSA lead depending on whether the school are following the RRSA Award system. Training was then offered on 3 different dates for the UNCRC lead – Train the Trainer – this was led by the QIO (SC), guest speakers from Aberdeenshire and support from Education Scotland, Maxine Jolly. 75% of schools attended, with a further session being offered training this term. RRSA achievements since last reporting session 4 schools have updated their silver action plan, and so are accredited with Bronze 1 school has achieved Silver 1 school has achieved Gold 86% of all schools are engaged in the RRSA Programme Teams group has been established, and all reps are members. This group shares training opportunities, materials and good practice	60%
EDU	Ensure Education fulfil requirements of "The	30-Jun-	During Term 1 all schools – head teachers and UNCRC leads were invited to attend a training session, Rights,	30%

SERV SAL4.4	Promise"	2022	The Reviews and The Promise, led by Maxine Jolly. This was very well attended, 64%. Further training sessions are to be offered in term two led by the QIOs (LR/SC) Education and Employability Group re-established with Quality Improvement Officer and Opportunities For All Officer co-chairing. Review of Terms of Reference and Action Plan. Corporate Parenting Strategy Group re-established. Quality Improvement Officer to attend for education and contribute to this group. Exclusion policy and School Child Protection Guidelines reviewed and updated in line with "The Promise"	
EDU SERV SAL4.5	Review of policy and practice in support of all learners	30-Jun-2022	School Child Protection Guidelines reviewed and updated in line with The Scottish Child Protection National Guidance, UNCRC and The Promise Exclusion policy reviewed and updated in line with UNCRC and "The Promise" Building Relationships: Morays' Anti-Bullying Approach for our Children and Young People developed in line with UNCRC, The Promise and national guidelines Attendance policy currently being reviewed	40%

**SERVICE ACTIONS
SELF-EVALUATION FOR SELF-IMPROVEMENT**

Action Code	Action Title	Due Date	Latest Status Update	Progress (%)
EDU SERV SELF5.1	Reflecting on the impact of the pandemic, review approaches to supporting the wellbeing of all	30-Jun-2022	Work has not progressed as Quality Improvement Manager not taking up post until October 2021.	0%
EDU SERV SELF5.2	Review and consolidate implementation of 1140 hours including quality of experience	30-Jun-2022	Services across Moray are now meeting legislative requirement by offering 1140hours to families and children of 3 and 4 year olds – this is at 100% progress. 55/63 are meeting national standard across quality themes and the remaining 8 are meeting Key question 5 requirements at grade 4 or above. Care Inspectorate have now resumed scrutiny across 4 quality themes. 8 outstanding services would expect to be scrutinised over course of the next year/18months.	87%
EDU SERV SELF5.3	Continue to review approaches to self-evaluation in line with statutory requirements and emerging good practice	30-Jun-2022	Schools have been provided with guidance relating to School Improvement Planning and Standards and Quality reporting processes. Term one visits to schools as part of Quality Improvement have been undertaken either in person or virtually due to Covid restrictions.	20%