

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








STRATEGIC ACTIONS





Improved attainment at both the Broad General and Senior Phase

Action Code	Action Title	Due Date	Latest Status Update	Progress	Status Icon
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	Further scrutiny of ACEL attainment data and SNSA testing underway in schools. Review of ACEL data against Northern Alliance Local Authorities as comparators with next steps identified. Insight release and post-Insight attainment meetings completed with secondary schools; data maps produced for each school against key local measures and next steps for improvement planning shared. Committee Reports prepared for January ECLSC for ACEL and Insight Attainment with review against Virtual Comparators and National performance for latter.	60%	
EDU STRAT 2.2	Further build collaborative working across the Community Planning Partnership to support all learners	30-Jun-2022	MASH processes and locality working are developing along with continued work with Social Work colleagues regarding identified families. Officers continue to seek ways to improve working with health and other services in order to better meet the needs of learners.	50%	
EDU STRAT 2.3	Improve data literacy capacity across our system to support improvement in performance	30-Jun-2022	The Quality Improvement Manager supported the roll out of Seemis tracking and monitoring across Primary Schools with bespoke support and training for schools as required. Secondary schools have been supported to analyse senior phase data and the QIM met with national insight training officers to further improve our own use of data. Committee papers continue to be developed and improved so that elected members are able to better scrutinise local data against a range of comparators.	50%	
EDU STRAT 2.4	Develop a post-Covid Parental Engagement Strategy	30-Jun-2022	November 2021 -Data analysis of SIP's to collate information on the categories of PIE being developed to provide data to inform the Strategic Group formulate next steps. Created outline action plan with associated timeline. Have had to deviate slightly from plan to accommodate challenges in accessing parents. February 2022- Data gathering - Have linked with CLD and community partners to work around challenges of accessing parents to create 3 joint community engagement sessions. These sessions will be used to gather qualitative data to present to the Strategic group. Interviews with Headteachers to gather data for case studies to sit within the strategy. Next steps - hold community engagement sessions and continue to collate examples of effective PIE (incorporate into a series of materials to sit with the Strategy and associated action plan). January 2022 - Organise diary dates during March April for 3 meetings of the Strategic Group and invite partners onto the group. May 2022- create draft strategy and consult with Strategic Group	25%	






SERVICE ACTIONS CURRICULUM (BV)

Action Code	Action Title	Due Date	Latest Status Update	Progress	Status Icon
EDU SERV C1.1	Further develop progressive Moray Learner pathways	30-Jun-2022	The Quality Improvement Officer (QIO) 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	A QIO Curriculum BGE has been appointed and takes up post in January. Work will progress in this area during quarter 4.	0%	
EDU SERV C1.3	Continue to extend collaborative approaches to curriculum delivery	30-Jun-2022	The QIM has continued to meet with the Senior Phase Curriculum Group in order to support discussions. Secondary Schools continue to work together in sharing curriculum development plans. Curriculum Group (Secondary) will meet in Term 3 to plan including widening SCQF offer in partnership with SQA Coordinators.	50%	
EDU SERV C1.4	Further develop curricular transition approaches	30-Jun-2022	QIO Curriculum Senior phase posts continues to be vacant and is being advertised in January 2022.	0%	
EDU SERV C1.5	Fully implement and embed the Moray Play Strategy	30-Jun-2022	Training videos completed. Cohort 2, including a further 11 Primary schools, delivery starts on 18th January and coincides with Education Scotland input in January 2022. EYES Learning & Teaching officer dedicating every Friday for Play support focus in Primary.	40%	


SERVICE ACTIONS LEADERSHIP (BV)



Action Code	Action Title	Due Date	Latest Status Update	Progress	Status Icon
EDU SERV L3.1	Develop Professional Learning Strategy with full consultation	30-Jun-2022	The PLL Strategy has been discussed by Moray Education SLT and feedback given to officers by QIM. Meeting with Education and Educational Resources to discuss interconnecting the PLL Strategy with Education and Educational Resources strategic planning, given the pandemic and capacity pressures on the system just now.	50%	
EDU SERV L3.2	Promote and support implementation of new GTCS Professional Standards	30-Jun-2022	August 2021 GTCS Professional Standards are being used in the Newly Qualified Teacher CPL programme, PR&D scheme and Moray Education Leadership Programme.	100%	
EDU SERV L3.3	Continue to revise the framework for professional development/career pathways	30-Jun-2022	As part of the PLL Strategy, this has been discussed by Moray Education SLT and feedback given to WS by RW. Meeting with Education and Educational Resources to discuss interconnecting the PLL Strategy with Education and Educational Resources strategic planning, given the pandemic and capacity pressures on the system just now.	50%	
EDU SERV L3.4	Review OECD and other national reviews for emerging themes in support of practitioners	30-Jun-2022	Officers engaged in the Ken Muir review at a number of levels including local engagement events which resulted in a central officer and HT return being made. The outcome of this is awaited. Committee has been updated	45%	

**SERVICE ACTIONS
LEARNING, TEACHING and ASSESSMENT (BV)**





Action Code	Action Title	Due Date	Latest Status Update	Progress	Status Icon
EDU SERV LTA2.1	Embed our Moray Standard with focus on key areas including tracking and monitoring	30-Jun-2022	A number of schools have come forward to trial tracking and monitoring in Seemis and work will progress with this in Term 3. Establish Moray creativity network postponed due to covid impact and other priorities in schools. NQT training provided LTA2 follow up. Development programme (short development sprints) established to be uploaded to Gateway: Learning Intentions & Success Criteria / Pace, Challenge & Differentiation / Assessment / Effective Questioning / Feedback - all training materials available to schools. Learning Intentions/Success Criteria development sessions taking place.	30%	
EDU SERV LTA2.2	Continue to strengthen approaches to assessment and moderation	30-Jun-2022	Mapping exercise has been completed and commonalities identified. QIO to work with QIM in development of moderation strategy for Moray.	30%	
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. Continue to highlight revised GTCS standards in training and development sessions.	25%	
EDU SERV LTA2.4	Continue to promote use of digital approaches to enhance learning and teaching	30-Jun-2022	e-sgoil is available and can be used to support secondary schools impacted by covid/current vacancies. CPLP Teaching and Learning for staff will be delivered via online sessions. Moray standard for online teaching and learning is available for all schools. Learning technologists continue to support the development of digital classrooms. Glow and Google Classroom as well as national offers are being used to support learners who are isolating at home. Work ongoing with colleagues to update the interface of the digital learning hub. 15 schools have registered for the digital schools award Scotland and Dallas Primary was the first to be awarded status. Work to promote DSAS is on hold in recognition of current pressures in schools.	30%	
EDU SERV LTA2.5	Develop play pedagogy approach – ELC and Primary	30-Jun-2022	Training videos completed. Cohort 2, including a further 11 Primary schools, delivery starts on 18th January and coincides with Education Scotland input in January 2022. EYES Learning & Teaching officer dedicating every Friday for Play support focus in Primary.	40%	

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

Action Code	Action Title	Due Date	Latest Status Update	Progress	Status Icon
EDU SERV SELF5.1	Reflecting on the impact of the pandemic, review approaches to supporting the wellbeing of all	30-Jun-2022	Nov/Dec 2021 - Orienteering and data collation - develop knowledge and understanding of the local and nationally context including participation in a number of joint agency groups including the CLD Strategic Partnership Group, Long Covid Working Group, Moray Wellbeing Partnership and SPION. Nov/Dec 2021 - Data collation - Reviews SIP's and use of PEF to identify aspects of wellbeing currently identified for improvement. Data will inform resources to be identified as supports. January 2022 - Draft action plan complete and ready to share with HoS at 1:1 in January and wider team for input. Liaise with colleagues in Aberdeenshire and City about approaches to data collection and support for long covid. Use this as an opportunity to find out about wider authority supports.	15%	

Action Code	Action Title	Due Date	Latest Status Update	Progress	Status Icon
EDU SERV SELF5.2	Review and consolidate implementation of 1140 hours including quality of experience	30-Jun-2022	Continued local scrutiny of services however 8 still awaiting quality theme visit from Care Inspectorate.	87%	
EDU SERV SELF5.3	Continue to review approaches to self-evaluation in line with statutory requirements and emerging good practice	30-Jun-2022	Term 2 visits have been completed across all schools in line with the agreed QA programme. This focussed on secondary school attainment post insight and leadership of change along with Covid-19 recovery and emerging school priorities. In Primary schools the focus was on learning, teaching and assessment with key discussions and learning on curriculum development also captured. These visits were virtual or where possible in person to support school improvement. Officers continued to populate central databases and data gathering on school intelligence. This has continued, in spite of increased Covid disruption. Term 2 visits to schools undertake with focus on Improvement Plan progress, data and attainment, progress and next steps. Moray Health Checks in use among schools to identify areas of strength/areas for further review and development to inform next steps.	40%	

SERVICE ACTIONS SUPPORTING ALL LEARNERS (BV)

Action Code	Action Title	Due Date	Latest Status Update	Progress	Status Icon
EDU SERV SAL4.1	Develop Supporting all Learners strategy for	30-Jun-2022	A draft strategy has been written to be presented to the core SAL Strategic group (including LNCT representation) on Friday 14th January 2022. A second draft, containing amendments will be presented to the HoS/QIMs/QIOs for further consultation. The third draft will be presented to HTs at a strategic head teachers' meeting on the 25th January. Further consultations with children, young people parents and partners will be undertaken by the core SAL strategic group members and their departments.	65%	
EDU SERV SAL4.2	Strengthen Curricular HWB offer across Moray	30-Jun-2022	Agreed with QIM to pause until QIO 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	Further training opportunities have been offered to the ELCs through Education Scotland network and the ELC officers. A further 2 schools have received their Gold award – Bishopmill and Logie.	65%	
EDU SERV SAL4.4	Ensure Education fulfil requirements of "The Promise"	30-Jun-2022	Education and Employability Pillar Group met and agreed next steps and actions required. Next meeting 20 January to update and review Action Plan. Supporting All Learners Strategy being developed in line with The Promise	50%	
EDU SERV SAL4.5	Review of policy and practice in support of all learners	30-Jun-2022	Anti-bullying policy to go to LNCT and then distributed to schools. Audit of all policies to be carried out to identify those that require updating in line with UNCRC, The Promise, refreshed GIRFEC approach etc.	50%	