







# 2021-22 Quarter to March 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	Following recent Scottish Attainment Challenge events led by Education Scotland and presentations by other Local Authorities, we continue to look outwards to good practice nationally with regards to closing the poverty related and wider attainment gaps. Meeting scheduled with another local authority identified as good practice in May and revision to commence on targets set pre-pandemic in line with Education Scotland move to local stretch aims. Catch-up session planned with Attainment Advisor for further discussion along with SRA later in term. ACEL Early Indication data and June projections collected for support of target setting and further school support and challenge. ACEL data collection planned for May/June 2022 for Scottish Government return. Positive destination data reviewed and analysed with further follow up by central team as required.	75%	
EDU STRAT 2.2	Further build collaborative working across the Community Planning Partnership to support all learners	30-Jun-2022	Partnership strategic meetings and a range of additional meetings to support partnership working are growing with an ever increasing ask of the central team to support a wide range of groups across the partnership. This has an impact on officer time and availability for core education work. Health services have RAG rated their engagement work which is having an impact on Early Years and school access to services. Key personnel have changed at different levels which means regrouping needs. Next reporting period we will consider the multiple asks and RAG rate this based on priority and level of engagement required from Education.	100%	
EDU STRAT 2.3	Improve data literacy capacity across our system to support improvement in performance	30-Jun-2022	Continued development of resources to support data literacy and analysis including sharing of key data sets in relation to ACEL and Senior Phase attainment/qualifications re. positive destinations. Insight sessions planned per pan-authority Strategy to support discussions around raising attainment and achievement for all learners, involving key stakeholders and partners. Sessions to run April-May involving schools leaders, central officers, middle leaders and partners across Moray. Further dialogue to follow with Curriculum sessions in June to maximise curriculum offer and attainment/tariff available from enhanced supports.	75%	

Action Code	Action Title	Due Date	Latest Status Update	Progress	Status Icon
EDU STRAT 2.4	Develop a post-Covid Parental Engagement Strategy	30-Jun-2022	<p>Draft strategy prepared linking strategy to key national and local priorities including the Raising Attainment Strategy.</p> <p>Strategy contains an action plan for authority, schools, parents and Parent Council's to support development of a personalised improvement plan for their unique context.</p> <p>Once comments have been received from the central team 29.04.22 will take draft to the PIE strategy group for consideration (May 2022). Strategy group contains union representation.</p> <p>Continue to liaise with schools who are providing information for case studies to highlight aspects of PIE which will be linked to the Strategy at relevant points.</p> <p>Continue to gather and develop a bank of self-evaluation materials to support school engage in self-evaluation for self-improvement.</p> <p>Once strategy is agreed take to LNCT and issue.</p> <p>Develop an online Teams page where practitioners can share learning. Once strategy is agreed take to LNCT and issue.</p>	75%	




**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	<p>Following on from Insight Strategy (above), revised Curriculum and consortia arrangements are to be planned following pan-authority discussions post-Insight sessions. These will be facilitated by Quality Improvement Manager for Performance and Education Scotland working in partnership to further review timetabling structures, curriculum offer and consortia working. Insight sessions will initially support discussions by looking outwards across Scotland and possible learner pathways/curriculum possibilities that may be achievable.</p> <p>Quality Improvement Officer for Curriculum post appointed but candidate successful in appointment for another Senior Leadership role in Moray. Post to be reviewed.</p>	25%	
EDU SERV C1.2	Develop a responsive BGE Curriculum, particularly in literacy and numeracy	30-Jun-2022	The Quality Improvement Officer has looked at all resources available and undertaken a review of all School Improvement plans to identify key areas to support. This work along with planned sessions with headteachers will inform the plan for next year.	25%	
EDU SERV C1.3	Continue to extend collaborative approaches to curriculum delivery	30-Jun-2022	Continue to plan collectively across Moray with curriculum structure finalisation and timetables under construction, nearing completion for all 8 secondary schools.	100%	
EDU SERV C1.4	Further develop curricular transition approaches	30-Jun-2022	See update in C1.1 above.	20%	
EDU SERV C1.5	Fully implement and embed the Moray Play Strategy	30-Jun-2022	Plan for 2022-2023 being developed including dedicated time at in-service for more Primary schools to engage. 17 schools engaging with EYES teacher and positive feedback being received from all about personalisation of approach. Links with SEBN service to consider where Play fits. Working with officers around how Play work dovetails with LTA and Curriculum work – this will be ongoing.	65%	

**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	Work ongoing with Headteachers/Early Years to establish priorities for development next session. Building sustainable development from assets within the system. Trial with tracking and monitoring ongoing.  Working with Quality Improvement Officer around Play Pedagogy and Our Moray Standard –developing a shared standard/understanding of expectations around key areas of LTA. Developing a wider approach across Moray.	50%	
EDU SERV LTA2.2	Continue to strengthen approaches to assessment and moderation	30-Jun-2022	Quality Assurance and Moderation Support Officer (QAMSO) for session 2021-2022 now concluded for all 8 local authorities within the north. Received evaluation and analysis of feedback –using this for next session. Continued support of QAMSO training and planned activities for next session include the establishment of a Moray QAMSO network. Work ongoing with curriculum lead and Education Scotland. Ongoing development of Moray Moderation Guidance –with QIM/Ed Scotland and AB (QIO Curriculum)	30%	
EDU SERV LTA2.3	Support practitioner pedagogical developments in line with revised GTCS standards	30-Jun-2022	Co-ordinated plan for development of key areas identified in mapping exercise is ongoing. 36 schools and the central team participated in WES – raising awareness of current pedagogical developments. Courses and sessions particularly relevant to Moray Council were highlighted for all participants.	25%	
EDU SERV LTA2.4	Continue to promote use of digital approaches to enhance learning and teaching	30-Jun-2022	16 schools have registered for the Digital Schools Award Scotland (DSAS) award. Ongoing support for pupils/staff impacted by covid/current vacancies. Ongoing work to promote use of digital approaches to enhance teaching and learning through Quality Assurance visits.	50%	
EDU SERV LTA2.5	Develop play pedagogy approach – ELC and Primary	30-Jun-2022	Plan for 2022-2023 being developed including dedicated time at in service for more Primary schools to engage. 17 schools engaging with EYES teacher and positive feedback being received from all about personalisation of approach. Links with SEBN service to consider where Play fits. Working with Roisin/Audrey around how Play work dovetails with LTA and Curriculum work – this will be ongoing.	65%	

**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	Professional Learning and Leadership (PLL) Strategy being discussed with SLT and PLL Working Group during May 2022 to be finalised for LNCT in June 2022.	75%	
EDU SERV L3.2	Promote and support implementation of new GTCS Professional Standards	30-Jun-2022	Plans are being drawn up at present to support Headteachers and other staff across Moray Education in working with the August 2021 Standards.	75%	
EDU SERV L3.3	Continue to revise the framework for professional development/career pathways	30-Jun-2022	PLL Strategy being discussed with SLT and PLL Working Group during May 2022 to be finalised for LNCT in June 2022	75%	

Action Code	Action Title	Due Date	Latest Status Update	Progress	Status Icon
EDU SERV L3.4	Review OECD and other national reviews for emerging themes in support of practitioners	30-Jun-2022	Recommendations being looked at and implications being worked out for the required actions across Moray Education. Officers are contributing to discussions nationally through ADES, Northern Alliance etc. and work locally needs to be progressed to discuss this with leaders across Educaiton.	75%	

**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 Moray - contribute to and support ASN Review	30-Jun-2022	A draft strategy has been presented to the core Supporting All Learners (SAL) Strategic group (including LNCT representation) on Friday 14th January 2022. A second draft, containing amendments was presented to the HoS/QIMs/QIOs for further consultation. The third draft was 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. Further goaling meetings have taken place to outline the 6 year plan, to ensure all aspects are embedded, evaluated and adjusted to meeting the needs of all learners (pupils, staff and wider stakeholders). The strategy is to be finalised for presentation to LNCT in term 4, with a launch in Term 1 and 2 in session 2022/23	75%	
EDU SERV SAL4.2	Strengthen Curricular HWB offer across Moray	30-Jun-2022	Initial work has commenced at reviewing the Curricular HWB offer across Moray and how to support these progressions with appropriate training and teaching materials.	35%	
EDU SERV SAL4.3	Empower our system to consider children's rights across all aspects of educational delivery	30-Jun-2022	A further school has received their Silver award – Kinloss Primary. Further training is to be offered to all schools through Education Scotland in term 4 relating to the use of clustered articles, and the language to be universal across all schools. The articles are starting to be embedded in the various policies	75%	
EDU SERV SAL4.4	Ensure Education fulfil requirements of "The Promise"	30-Jun-2022	Education & Pillar Group have agreed action plan for 2022–23 which aligns with the children's services plan. The Promise has been incorporated into the draft Supporting All Learners Strategy	100%	
EDU SERV SAL4.5	Review of policy and practice in support of all learners	30-Jun-2022	The anti-bullying policy is completed. It has been to LNCT, where Unions have requested a further meeting with representations form their side. Attempts to complete this have been ongoing since November 2021. The policy will now go to the Equalities and Diversity group in April, where union LNCT reps are present to be launched in August with all appropriate links and documentation to all schools. Draft Flexible Education Guidance developed. Amendments to be made before all stakeholders are consulted.	80%	

**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	Participation in term 3 recovery visit with HMIE which supported understanding of the local context and national expectations. Supporting another school with preparation for a HMIE recovery visit and sharing emerging data/practice. Continue to attend the Health and Wellbeing partnership, Long Covid Short Life Working Group, CLD Strategic Partnership and SPION to identify opportunities for collaboration nationally, locally and across partners. Working with a short life working group and central team to review Child Protection procedures with a view to ensuring that we have a plan to level 3 child protection training. Actions detailed above support a developing understanding of the local/national context which will enable an informed identification of next steps.	75%	
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 CI.	87%	
EDU SERV SELF5.3	Continue to review approaches to self-evaluation in line with statutory requirements and emerging good practice	30-Jun-2022	RW – engaging with a number of schools to identify methods of engaging partners in self-evaluation including parents, staff and pupils. Collated data will be used as part of a virtual share point which aims to develop collaborative approaches. Term 3 visits were carried out with a focus on QI 3.1 which provided rich data for officers to identify good practice and next steps. Due to capacity issues and also requests to undertake work not directly linked with the strategic plan, it has not been possible to review approaches to self-evaluation at this time.	75%	