




2022-23 Quarter to September – Education (Term 1)







Performance Report – Service Plan



STRATEGIC ACTIONS					
Improving Outcomes for All					
Action Code	Action Title	Due Date	Latest Status Update	Status Progress	Status Icon
EDU STRAT 2.1	Finalise Stretch Aims following interrogation and review of key attainment measures from SQA, SCQF and BGE ACEL, initiating revised support and scrutiny framework	30-June-2023	Stretch Aims have been drafted for further discussion at forthcoming meeting with Education Scotland Senior Regional Advisor, National Improvement Framework Officer and Attainment Advisor. These have been set in line with National Guidance and link to Broad General Education Achievement of Curriculum for Excellence levels, SCQF all candidates and leavers for key attainment measures as well as wider Health and Wellbeing measures linked to attendance, exclusions and FSM. Stretch aims are set at 'Core' and 'Core plus' identifiers in line with National guidance. Further review will follow in line with attainment key messages as year one of Stretch Aim setting in line with the NIF, with revisions to NIF reporting anticipated for next session. This links to our revised improvement pro-formas for reporting and revised Secondary Improvement Model implemented from this session following Head Teacher review and consultation over proposed approaches.	90%	
EDU STRAT 2.2	Implement Impact Moray Strategy across our system in collaboration with Education Scotland, Insight, SQA and SCQF improving outcomes for all	30-June-2023	Impact Moray Strategy underway with key components, linking in Quality Assurance and Moderation Support Officer training with the National Improvement Framework Officer for more robust teacher professional judgments moving forwards for BGE ACEL across our system, work with Scottish Government Insight Advisor with key staff groups for interrogation, analysis and benchmarking attainment and achievements of young people, working with Education Scotland Curriculum Innovation team on Curriculum and roll-out of SCQF Ambassador programme across our secondary schools. Positive progress to date on all aspects of Impact Moray identified key areas for improvement.	75%	
EDU STRAT 2.3	Further enhance approaches to data tracking, monitoring, interrogation and literacy across our system	30-June-2023	Continued roll-out of Seemis Progress and Achievement across our Moray Primary Schools, with roll-out to 40% of schools to date. Central data sets run for all SQA Qualifications and to SCQF level including key comparator datasets for secondary schools. Further work to follow on data analysis as part of Primary P+A roll-out and Secondary Improvement Model linked to Insight benchmarking.	50%	
EDU STRAT 2.4	Through data intelligence, targeted focus on supporting the teaching of Literacy (Writing) and Numeracy in the BGE	30-June-2023	Continued focus on this area supported by the BGE Curriculum lead has led to development of progression and toolkit for literacy and trials across pilot schools. Continued promotion and use of the Northern Alliance Numeracy framework.	75%	







EDU STRAT 2.5	Through data intelligence, task Secondary School Subject Groups with key improvement actions in order to add value to curriculum offer, uptake and attainment	30-June-2023	Following discussions through Impact Moray and with Secondary Head Teachers, work has been identified to progress with Subject Leaders and refocus the role and purpose of Secondary Subject Groups. Middle Leader event in planning stages.	50%	
EDU STRAT 2.6	Extend and seek opportunities to continue and enhance partnership working to implement key legislative requirements	30-June-2023	Partnership work continuing with key partners including DYW Moray, Skills Development Scotland and UHI Moray to ensure the opportunities available to all young people across our Moray Schools continues to reflect labour market and wider context intelligence. Curriculum Innovation Day held with all schools and representative school leaders, central team, partners noted above and Education Scotland Curriculum Innovation Team to ensure our Curriculum moving forwards is current, comprehensive, offers extensive choice and supports our young people in developing knowledge and skills to ensure they are on a level playing field with young people Nationally. Key projects and workstreams being planned with identified partnership working moving forwards.	80%	
EDU STRAT 2.7	Rejuvenate system-wide buy-in and contribution to improvement at all levels	30-June-2023	Work continues, with term 1 focus on Senior Leaders and Partners across our system, with strong commitment and promise made by all to contribute to developments moving forwards, linked to Impact Moray and Curriculum Innovation for raising achievement for all children and young people.	60%	

SERVICE ACTIONS CURRICULUM


Action Code	Action Title	Due Date	Latest Status Update	Status Progress	Status Icon
EDU SERV C1.1	Fully implement and embed the Moray Play Strategy and curriculum progressions	30-June-2023	All ELC services are using Early level progressions to transition to P1. Further review of these will be required to bring in line with Progress and achievement and work with EDU SERV C1.2 Over half of our Primary schools are now engaging and working with Moray Play and responsive planning approaches. Further training in November 2022.	40%	
EDU SERV C1.2	Support the roll-out and implementation of Moray Curricular Progressions, ensuring cohesion with ELC and Senior Phase	30-June-2023	Maths, Literacy and Science curricular progressions have been developed and are currently being trialled by 10 Primary schools and an ASG. Presentation to all Head Teachers highlighting what progressions are available and in development. The new literacy progression has been shared with ELC officers to plan how it can be used to support curricular between nursery and P1.	50%	
EDU SERV C1.3	Showcase and support development of Inter-disciplinary Learning (IDL) aligned with each school's unique context and Curriculum Rationale	30-June-2023	Three input sessions held with NQTs re. curriculum rationale and IDL. Three professional learning ways on curriculum rationale and transitions are available for schools to engage with flexibly.	25%	
EDU SERV C1.4	Review the Moray approach to Skills Progression	30-June-2023	QIO's attended Northern Alliance Professional training on embedding skills to disseminate to system. QIO completed audit of Pathway Planning Meetings. Skills Short Life Working Group established.	25%	
EDU SERV C1.5	Development of Literacy and Numeracy strategies	30-June-2023	This has been paused due to absence of the lead officer concerned.	0%	
EDU SERV C1.6	Continue to consider with secondary school leaders and wider partners,	30-June-2023	As EDU STRAT 2.1-2.7 highlights, considerable work is being progressed in line with Impact Moray and Curriculum review/innovation to extend partnership working, wider accreditation	75%	






	curriculum and accreditation opportunities		(working with Scottish Government Insight/SCQF partnership) and DYW Moray. This will enhance future offer moving forwards.		
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SERVICE ACTIONS LEADERSHIP



Action Code	Action Title	Due Date	Latest Status Update	Status Progress	Status Icon
EDU SERV L3.1	Complete and roll-out the reviewed Professional Learning and Leadership (PLL) Strategy	30-June-2023	LNCT was postponed due to HM funeral. Being presented at LNCT on Thursday 3 November.	75%	
EDU SERV L3.2	Develop and share toolkits to support practitioner engagement at all levels with the PLL Strategy	30-June-2023	The 12 toolkits have been added to the Moray Education PLL Sharepoint site and are being updated and added to as required.	100%	
EDU SERV L3.3	Review and further develop all Moray professional learning programmes (NQT, Middle Leadership, Aspiring and Senior Leadership)	30-June-2023	This is ongoing at present with consultations to former participants and newly appointed DHT and HTs on their Professional Learning requirements. Colleagues wishing to take on Leadership in the Classroom, Aspiring to Middle Leadership, Collaborative Middle Leadership, Into Headship, In Headship and Excellence in Headship (Core and Stretch) and Evolving Systems Change programmes are referred to Education Scotland PLL (EDSPLL).	50%	
EDU SERV L3.4	Complete and initiate newly appointed Senior Leader Induction Programme and resources	30-June-2023	This is ongoing in the form of a HT Induction Programme allied to the Moray Education Management Programme.	25%	
EDU SERV L3.5	Support/extend external professional development programmes and partnerships	30-June-2023	This is ongoing and relevant information is sent to Moray Education colleagues when it is received through Bulletins, HT Briefings and the termly PLL Update. WS works with various partner agencies to support Moray Education Professional Learning and Leadership activities such as UHI, GTCS, UoA, EDSPLL, The Coaching Collaborative etc.	100%	
EDU SERV L3.6	Support empowerment and system leadership through guidance, signposting and facilitation	30-June-2023	This is ongoing and relevant information is sent to Moray Education colleagues when it is received through Bulletins, HT Briefings and the termly PLL Update. Colleagues on the Moray Education Leadership Programme (MELP) and through their annual Professional Review and Development (PR&D) Review meetings are encouraged to seek opportunities to be empowered through school and other working and improvement groups.	100%	

SERVICE ACTIONS LEARNING, TEACHING and ASSESSMENT





Action Code	Action Title	Due Date	Latest Status Update	Status Progress	Status Icon
EDU SERV LTA2.1	Continue to review and update training materials and resources to support 'Our Moray Standard for Learning and	30-June-2023	Existing resources developed continue to be available and support Our Moray Standard, with further signposting undertaken.	50%	

	Teaching'				
EDU SERV LTA2.2	To promote and support the use of observation toolkits and extend towards Professional Learning Communities and Practitioner Enquiry approaches	30-June-2023	Observation toolkits developed and previously agreed by LNCT prior to National Lockdown continue to be used by schools and signposted where schools require support in this area. New GLOW Sharepoint site developed and will be populated with all key resources for Learning and Teaching developed for Our Moray Standard.	60%	
EDU SERV LTA2.3	Initiate small-scale Professional Enquiry for wider system participation	30-June-2023	This has been paused due to absence of the lead officer concerned.	0%	
EDU SERV LTA2.4	Support BGE Moderation and QAMSO network activities through the BGE Moderation Strategy	30-June-2023	QIO's and 60 practitioners across Moray attended national training for QAMSOs. Plan established for QIOs/QAMSOs to progress at a local level through networking and professional learning to support moderation in schools and ASGs across Moray.	50%	
EDU SERV LTA2.5	Continue to develop play pedagogy approaches across ELC and Primary	30-June-2023	QIO for BGE Curriculum joins regular meetings with ELC team to plan events, focus for networking, resources and consistency. QIO attends Moray Play network and presented at the last meeting on your rationale for play.	25%	
EDU SERV LTA2.6	Roll-out and support the revised Parental Involvement and Engagement Strategy	30-June-2023	Working group has finalised the Parental Involvement and Engagement Strategy which required to be approved by LNCT at next meeting. Forum created for uploading resources, structured thematically. Continuing to gather local and national exemplars and sharing across Moray system.	80%	

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

Action Code	Action Title	Due Date	Latest Status Update	Status Progress	Status Icon
EDU SERV SELF5.1	Increase and improve system-wide accountability and responsibility for improvement across the Education service	30-June-2023	Initial attainment meetings with Secondary Head Teachers took place in August 2022 resulting in clear actions for improvement identified as well as revised approaches to collaboration for school improvement. This includes School Improvement Partnerships and a revised reporting framework. Head Teacher meeting in September 2022 focused on system-wide sharing of practice and growing understanding of the contribution of each school to overall Moray performance. 'Takeaway activities' for ASGs focused around data for improvement and ASG wide collaboration for literacy and numeracy. Good practice exemplars showcased at this event supports system-wide changes for improvement. Initial work has been undertaken on Primary Improvement model with a view to a new universal, targeted and enhanced support approach based around data intelligence and quality assurance visits. HT Consultative Group has been re-established by Head of Education to advise and feedback on system wide challenges and changes including ASN.	50%	
EDU SERV SELF5.2	Review approaches to self-evaluation for self-improvement across our system including updating guidance in line with statutory scrutiny and requirements	30-June-2023	A review has been initiated of current guidance in line with changing national approaches and includes looking outwards to other LA Practices and with national SPION group contacts. Additional HMI Associated Assessors have been appointed and plans to share key messages are in place.	50%	

**SERVICE ACTIONS
SUPPORTING ALL LEARNERS**

Action Code	Action Title	Due Date	Latest Status Update	Status Progress	Status Icon
EDU SERV SAL4.1	Roll-out and implementation of the Supporting All Learners Strategy with development of rubric to support 6-year plan	30-June-2023	Supporting all Learners strategy has been approved at LNCT, with a print and web version ready for the launch in November. The SAL poster – Moray’s Nurture Principles for all has been delivered to all educational setting. The SAL core group continue to progress with the launch preparations of Moray’s Nurture Principles for All at the November In-service day, Monday 14th November, to all Education and Educational Resources staff, using the 8 secondary schools as venues. Following the In-service, evaluative toolkits for all settings will be submitted to support the development of rubric to support 6-year plan	30%	
EDU SERV SAL4.2	Continue to undertake the Additional Support Needs Review within key workstream areas	30-June-2023	Education PLL Lead Officer assists as requested. (Willem Smit) Supporting All Learners Officer attends when requested. (Susanne Campbell)	10%	
EDU SERV SAL4.3	Develop a cohesive single/multi-agency plan for full implementation of the UNCRC and ‘The Promise’	30-June-2023	The Children’s Service Plan and the Wellbeing partnership continue to progress the plan for this. Supporting All Learners Officers continues to deliver UNCRC training as part of the NQT programme and CPD updates throughout the year. The QIO responsible for The Promise is currently a vacancy.	15%	
EDU SERV SAL4.4	Strengthen Curricular HWB offer across Moray	30-June-2023	This has been paused due to absence of the lead officer concerned.	0%	
EDU SERV SAL4.5	Review alternative and part-time timetable provision across Moray to maximise school attendance, participation and attainment and partner involvement	30-June-2023	A new PT of Flexible education has been settling in to the new role and has been gaining familiarity with home education during the period of August and September. Further data analysis continues to be gathered to link flexible timetables to Child’s Planning, Attendance, Attainment and partner involvement through the Child’s Planning Thematic group.	30%	