

2023-24 Quarter to March – EDUCATION (Term 3)

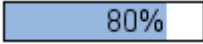



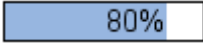

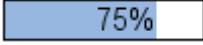

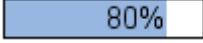

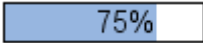

Performance Report – Service Plan

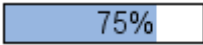

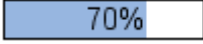



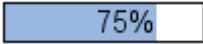

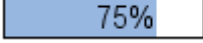

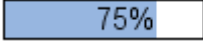



Action Status	
	Cancelled
	Overdue; Neglected
	Unassigned; Check Progress
	Not Started; In Progress; Assigned
	Completed

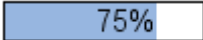





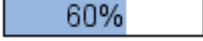

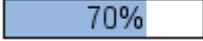

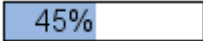

EDUCATION STRATEGIC OUTCOMES IMPROVING OUTCOMES FOR ALL



Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU 2023-24 ASN 1.1	Undertake baseline assessment of need across Moray using existing data intelligence and funding category information including central team structures and job roles	30-Nov-2023	New allocation model created and actioned for session 2024-2025. High level information shared at Education Strategic Meetings and HT Briefings and detailed information shared with each ELC and school setting. Effectiveness of new allocation model to be reviewed during session 2024-2025 (90%) Review of central ASN team structures completed for MSEBN and MAS teams. Change management in process. Review of remaining central ASN team structures (SES and EAL teams) scheduled for session 2024-2025 (60%)	<div style="width: 75%;"><div style="background-color: #4f81bd; color: white; padding: 2px;">75%</div></div>	
EDU 2023-24 ASN 1.2	Look outwards to other local authorities to seek good practice and learning from wider reviews including involvement in ADES Education Scotland Collaborative Improvement activity focused on Additional Support Needs	31-Dec-2023	Ongoing partnership work with Education Scotland/ADES colleagues to support inclusive practice at Universal level and effective ASN practice at Universal with Support and Targeted levels. ASN focus, activities and training delivered at Education Strategic Meetings and HT Briefings. Core training programme created Impact to be evaluated session 2024-2025	<div style="width: 80%;"><div style="background-color: #4f81bd; color: white; padding: 2px;">80%</div></div>	

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU 2023-24 ASN 1.7	Gather good practice form across our Moray Education System in meeting additional support needs, with extension of key programmes, resources and training to meet the universal and targeted needs identified through moderation processes	30-Jun-2024	Moderation data analysed, ASN funding model amended in light of this and related change management plans progressing. Training needs identified and incorporated into Education core training programme. (85%) Education core training programme agreed and aligned with NQT professional development programme. System roll out (from August 2024. (90%) Refresh and development of previous ASN Handbook ongoing in partnership with Learning Technologists. Existing ASN entries updated and uploaded on to Glow. Gaps identified and new materials being created and uploaded. Target date for launch October 2024. (75%)		
EDU 2023-24 ASN 1.9	Initial review of Additional Support Needs training across staged intervention levels, working with teaching and support staff to ensure they are fully equipped to support Moray's children and young people through a Moray training offer	30-Jun-2024	Education core training programme agreed in line with the Moray Staged Intervention model. Training and development programmes created to support universal level inclusive practice- this is mandatory for all Moray Education staff. Training and development options matched to 'Universal with Support' and 'Targeted' levels identified and resourced to allow ELC and schools to select training in line with their school improvement journey. Universal level launch August 2024, Universal with Support and Targeted offers rolled out to schools as required during session 2024-2025		
EDU 2023-24 ASN 1.10	Undertaking Additional Support Needs Visioning exercises with stakeholders across Moray's Education System to road map new provision and delivery model, engaging stakeholders across our system and ensuring pupil and parent voices are heard	31-Dec-2023	Review of ASN service delivery structure completed with Central ASN team PTs and priorities for future service delivery identified. Restructure of SEBN and Autism service launched session 2024-2025.		
EDU 2023-24 CUR 1.7	Develop our overarching Moray Literacy Strategy based on research and good practice identified from Moray, Scotland and beyond	30-Jun-2024	Draft Strategy prepared and ready for consultation once minor adaptations have been made. Future action plan being drawn up in order to ensure sustained action to support schools and ELC's engage with the Strategy.		
EDU 2023-24 CUR 1.8	Develop our overarching Moray Numeracy Strategy based on research and good practice identified from Moray, Scotland and beyond	30-Jun-2024	First draft of Moray Numeracy Strategy complete with feedback from Quality Improvement Manager. Edits and updates complete and draft ready for next meeting for wider feedback from Improvement Group. Quality Improvement Officer ongoing attendance at national network meetings and sharing messages and updated guidance to inform group.		
EDU 2023-24 CUR 1.9	Explore and extend learner pathways for pupils to progress through the BGE onto Senior Phase and beyond including alternative accreditation awards, NPAs, Foundation Apprenticeships, SQA and SCQF awards; maximise achievement for all by point of school exit	30-Jun-2024	Education-Employer event held with very positive feedback and partnership working. Supported by Education Scotland, DYW Moray, SDS, DYW National Lead, partner local authority representative. Exploring curriculum opportunities, work based learning and employer supported curriculum developments and wider inputs. FA meeting held with Aberdeenshire, exploring further options in Term 4 with Secondary HTs. Schools continuing to explore wider accreditation and offers. SQA Coordinators meeting consider wider SQA offer and SCQF ambassador links.		




Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU 2023-24 CUR 1.10	Consider skills framework, skills progression and profiling, looking outwards in order to develop guidance, support materials and collate good practice exemplars for Moray schools in development of skills for learning, life and work	30-Jun-2024	Link with SDS Education Executive around Skills 4.0/Metaskills with move towards this framework through ongoing work with MIG6.		
EDU 2023-24 CUR 1.12	Review existing BGE Curriculum content and approaches, including timetabling, progression, project-based learning, play based learning and IDL to prepare strong foundations for pupils in Primary as they progress and transition to Secondary	30-Jun-2024	Group have identified five key aspects of practice which they are using as a structure for the BGE Curriculum Rationale guidance: <ul style="list-style-type: none"> • Approaches to BGE in Moray (Curriculum Rationale) • Timetabling • Ensuring Entitlements • IDL/Project Based Learning and examples • Curriculum Mapping Group have collated examples of practice across Moray and are currently collating to share with the wider system. 		
EDU 2023-24 CUR 1.13	Review secondary BGE Curriculum content and approaches, including S1-S3 progression, project-based learning, IDL, wider achievement and creativity to prepare strong foundations for pupils as they progress and transition to Senior Phase	30-Jun-2024	Ongoing work through Moray Improvement Group 9 in relation to BGE Curriculum developments and project-based learning in line with national direction of travel in regard to curriculum reform. Continuing to look outwards to other local authorities in support of curriculum and developments.		
EDU 2023-24 CUR 1.14	Bring together colleagues from across curriculum areas in order to develop widened curriculum approaches and broader delivery models.	30-Jun-2024	Term 3 Subject Group Meetings complete with proposals submitted for Term 4 use of collegiate time. Secondary HTs discussion around next steps for following session with middle leadership development approach suggested, in discussion with Moray Secondary Head Teachers' Association.		
EDU 2023-24 LTA 1.7	Further develop across our schools and Associated Schools Groups, moderation practice based on key data intelligence and messages resulting from ACEL, National Standardised Assessments and wider formative/summative assessment	30-Jun-2024	Further development continues with moderation drop-ins planned and network meetings at local authority level. NSA training meeting planned with further sessions to be confirmed with national NSA trainer regarding term 4 activities. QIO supporting oversight of moderation and linking QAMSOs together for sharing practice.		
EDU 2023-24 LTA 1.8	Review our approaches to strengthening tracking and monitoring of learner attainment and achievement, working with our system in embedding tracking and monitoring systems with support provided in data interrogation and analysis	30-Jun-2024	Development of tracking and monitoring continues, with development of AnalyseM (Secondary) ongoing. Further work on planning/scoping wider achievement and skills tracking and review of tracking and monitoring strategy.		

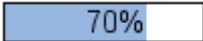

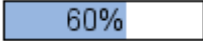

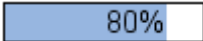

**EDUCATION
SERVICE LEVEL OUTCOMES
CURRICULUM 2023-24**

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU 2023-24 CUR 1.1	Continued engagement at local and national level in ongoing review activities as a system, with key messages from national discussion on Scottish Education and wider reviews guiding curriculum change and developments	30-Jun-2024	Continued engagement with networks and meetings. Most recent ADES joint CAQ/PIN highlight good practice in local authorities, wider Stretch Aims and monitoring and national reform agenda/change. Ongoing discussion and review as key messages/recommendations will emerge.		
EDU 2023-24 CUR 1.2	Following review of all 2022-23 Education service selfevaluation, convene the Moray Curriculum Strategy Group as the overarching and governing strategy group for curriculum reform in Moray	31-Oct-2023	Group has been formed and had its first meeting to agree Terms of Reference (TOR's) and pattern of meetings for all Moray Improvement Groups. Second meeting on 26.10.23.		
EDU 2023-24 CUR 1.3	Convene the Moray Improvement Groups with representation from across our Moray Education System and wider partners to take forward key developments	31-Oct-2023	Ten Moray Improvement Groups have been formed and Leads as well as Central Supporting Officers appointed. An annual calendar of meetings is being put in place along with reporting structures to Curriculum Strategic Group.		
EDU 2023-24 CUR 1.4	Ensure intended outcomes are met by each Moray Improvement Group in guiding system improvement	30-Jun-2024	CSG updated and appraised of MIG developments and guidance from CSG fed back to MIG leads. MIG leads with Strategy output have created a timeline for delivery of output for onward consultation.		
EDU 2023-24 CUR 1.5	Review existing transition approaches from Nursery to P1, developing guidance and partnership working approaches in order to enable seamless learning and wellbeing	30-Jun-2024	Strategy finalised and will be ratified through LNCT in term 4. Parent version of strategy developed, final review by MIG 17th April 2024. SLWG for development of progressions for Early Level that will sit as appendices in Strategy. Progressions to be trialled at St Gerardines and Hythehill in term 3 (23-24) with view to whole service roll out from August '24 – supported by Early Years Teaching and Learning team.		
EDU 2023-24 CUR 1.6	Consider existing Primary-Secondary curriculum transition arrangements, developing guidance and models for curriculum transition, full cohort extended transition Primary-Secondary working	30-Jun-2024	Moray Improvement Group has met to discuss key approaches and resources in support of Primary-Secondary transition. Linking with ELC-Primary transition group for common approaches. This is progressing as the capacity of school colleagues allows.		

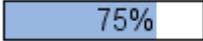

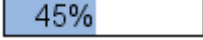

EDU 2023-24 CUR 1.11	Explore maximisation of the 33-period week, common column and consortia approaches and wider timetabling models to support a curriculum for the future, taking account of curriculum reform underway and further changes including class contact time reduction	30-Jun-2024	Continued development by secondary school timetablers of approaches and review of BGE and Senior Phase curriculum. SQA exams commence in late April 2024 with course options choices and finalisation underway.	<div style="width: 70%;"><div style="background-color: #4F81BD; color: white; padding: 2px;">70%</div></div>	
EDU 2023-24 CUR 1.15	Through Curriculum Strategy Group reporting and guidance, undertake self-evaluation for system improvement of Moray Improvement Group activities and impact, in order to direct future focus and service delivery model as in Education Strategic Plan 2024-25	30-Jun-2024	Curriculum Strategic Group have met twice and provided feedback for the MIG's This feedback has been provided to the MIG Leads and is being used to direct future work.	<div style="width: 60%;"><div style="background-color: #4F81BD; color: white; padding: 2px;">60%</div></div>	

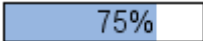



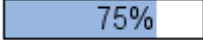

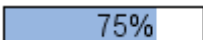

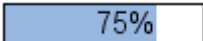

**EDUCATION
SERVICE LEVEL OUTCOMES
LEADERSHIP 2023-24**

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU 2023-24 LEAD 1.1	Review approaches to developing leadership at all levels of our Moray system through appropriate professional learning and leadership opportunities delivered by our system, for our system	30-Jun-2024	Care inspectorate ELC Improvement programme cohort 8 services agreed; Hop, Skip & Jump, Magic Roundabout, Lady Cathcart Nursery (starting late April '24). Central officers continue to support the Moray Leadership and Management programme, extending thinking and practice. Management programme has completed for this year with over 20 colleagues at most sessions. Programme evaluation being carried at present. Thursday briefing sessions providing opportunity for external speakers to present on key developments. Training opportunities offered with positive uptake (Circle training, solution-orientated training, tracking and monitoring). This is building collective capacity and system leadership in the system.	<div style="width: 70%;"><div style="background-color: #4F81BD; color: white; padding: 2px;">70%</div></div>	
EDU 2023-24 LEAD 1.2	Undertake senior leadership workforce planning as a service in order to identified leadership gaps and future needs, highlighting where planning for succession is required in order to maintain service delivery	30-Jun-2024	Continued monitoring of workforce and supporting leadership through gap identification and backfill including central supports. Wider development of opportunities and professional learning including aspiring senior leader programme under development. Contingency arrangements in place in identified schools based on unplanned absences.	<div style="width: 75%;"><div style="background-color: #4F81BD; color: white; padding: 2px;">75%</div></div>	
EDU 2023-24 LEAD 1.3	Signpost and support colleagues to Education Scotland and wider provider professional learning and leadership development opportunities, building knowledge and leadership capacity	30-Jun-2024	Professional Learning and Leadership Opportunities outwith Moray have been added to the Moray Education Professional Learning offer 2024-25.	<div style="width: 80%;"><div style="background-color: #4F81BD; color: white; padding: 2px;">80%</div></div>	





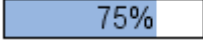



Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU 2023-24 LEAD 1.4	Support newly appointed Senior Leaders through appropriate induction activity, mentoring and coaching opportunities where appropriate in order to support immersion in new leadership role	30-Jun-2024	HT Mentors identified to support as requested by our system. Senior Leader Induction guide under development with further central officer supports, and this was offered as part of the Moray School Management Programme 2023-24. This is being evaluated at present.		
EDU 2023-24 LEAD 1.5	Support our secondary schools to develop middle leaders through appropriate professional learning and development opportunities at school and system level	30-Jun-2024	Ongoing development with individual schools offering specific supports, individual school programmes in place to support e.g. Aspiring middle leaders. School level programmes. A short life working group is being gathered at present to take this forward with the support of school staff.		
EDU 2023-24 LEAD 1.6	Undertake migration of professional learning records and plans from CPD Gateway to MyGTCS as core platform	30-Jun-2024	Migration plan being developed, reviewed with central team and clear timescales for migration. Instruction guides under development. Contact with GTCS ongoing. Moray teachers have been able to use GTCS MyPL portal since December 2023, this is going well at present.		

**EDUCATION .
SERVICE LEVEL OUTCOMES
LEARNING, TEACHING & ASSESSMENT 2023-24**

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU 2023-24 LTA 1.1	Looking inwards, outwards and forwards and guided by service self-evaluation, review existing approaches to learning, teaching and assessment across our establishment for raising standards and strengthening core self-evaluation gradings	30-Jun-2024	Ongoing collation of information from school visit programme. QAMSO network meetings reinstated, and team set up to support moderation which will include review of approaches to teaching, learning and assessment.		
EDU 2023-24 LTA 1.2	Using 'Our Moray Standard for Learning and Teaching' as our agreed Learning and Teaching Strategy across Moray, reinforce essential messages across our system, supported by the range of resources available to support pedagogy and practice	30-Jun-2024	Ongoing data collation and gathering of practice during school visits on Learning and Teaching with a view to sharing best practice and providing proportionate support and challenge. QIO/M team have used Northern Alliance/Education Scotland materials on school visits and to share feedback with schools. This acts to reinforce key messages about Learning & Teaching for central team and school leaders. 'Our Moray Standard' has been used to support development of a Moray Numeracy and Literacy strategy ensuring that this guidance directs future focus around improvement.		

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU 2023-24 LTA 1.3	Support our system through focus during identified Education Strategic meetings and wider meeting fora on agreed learning and teaching approaches based on research and practice	30-Jun-2024	Continued approaches through Subject Group Networks (Secondary), ASG activities and Education Meetings, with wellbeing and ASN focus through pedagogical activities undertaken. Central officer involvement in Northern Alliance Learning and Teaching focus. Education-Employer event undertaken as part of wider curriculum reform agenda and supporting developments/partnership working.		
EDU 2023-24 LTA 1.4	Invest in a key 'back to basics' core reference text – Power Up Your Pedagogy – as a reference tool and professional learning community resource across our schools, reinforcing practitioner skills and confidence in high quality learning and teaching	30-Sep-2023	Education Strategic Meetings held to date with focus on wellbeing and relational approaches, Additional Support Needs, data and evidence informed approaches to improvement. ELC Teaching & Learning team reviewing approaches to child centred pedagogy. Ongoing training and development offer across ELC. Continued engagement with "Play Pedagogy" drop in sessions every term. All central officers and less than half Head Teachers attended Northern alliance events on Learning, Teaching and Assessment with plenary to consider next steps next session. As a result there is a growing understanding of the definitions of key pedagogical approaches with need to consider this locally as well as opportunities for learning conversations.		
EDU 2023-24 LTA 1.5	Support our system through refocus on key observation toolkits and practitioner self-evaluation resource in order to aid selfreflection and agreed strengths and focus areas for professional and practice development	30-Jun-2024	Further signposting at March Education Strategic Meeting with redeveloped self-evaluation (schools) guidance and templates, signposting to key health checks and renewed focus on the three LNCT agreed learning and teaching toolkits. Education MS Team file folder revised to share key documentation and support materials including L&T Observation Guidance. Alignment of observation wheels to Power Up Your Pedagogy focus text this session.		
EDU 2023-24 LTA 1.6	Continue work on moderation in the Broad General Education in order to further improve practitioner confidence in teacher professional judgements for learner level achievement (Achievement of Curriculum for Excellence levels)	30-Jun-2024	QAMSO network re-established (Term 4) with drop-in and support sessions offered to colleagues. MS Team for support materials and sharing practice. ACEL Early Indications gathered with further follow-up at school level by the Quality Improvement team. Network programme to be confirmed for next session. ASGs currently planning own moderation work.		
EDU 2023-24 LTA 1.9	Baseline and measure progress in improving the consistency in quality of learning and teaching across our system, using key resources and back to basics approaches, aligned to Our Moray Standard for Learning and Teaching	30-Jun-2024	Inspection spreadsheet summary is now ready and will be updated intermittently. Schools can use this to support self-evaluation with key messages from HMIE. All officers collecting evidence as part of school visit programme.		

**EDUCATION
SERVICE LEVEL OUTCOMES
REVIEWING ASN 2023-24**

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
EDU 2023-24 ASN 1.3	Seek support from Education Scotland, working towards joint working, planning and co-delivery of professional learning activities and development sessions, in order to support our Moray Education System with focus on Additional Support Needs	30-Sep-2023	Virtual meetings held with HMIe and support wing of ES and as a result service has secured support from ES for this session with attendance at vision session, input at strategic meeting and ongoing advice and guidance.		
EDU 2023-24 ASN 1.4	Refocus Strategic Education Meetings for session 2023/2024 with key focus of Inclusion and supporting all learners in order to meet their needs	30-Sep-2023	Agreed key focus with consultative group for session ahead and first strategic meeting included a session on inclusion in Scotland/Moray, Girfec principles and values, the four pillars of inclusion and two sessions to identify core universal training offer as well as vision for ASN service moving forwards.		
EDU 2023-24 ASN 1.5	Alternative curriculum and strategic commissioning framework developed with procurement for education providers specialising in education for young people struggling in mainstream schooling or with full-time attendance, further supporting PEF intervention	31-Dec-2023	The proposed Project Officer (alternative curriculum commissioning framework) has been reviewed. Alternative proposal to subsume these duties into the existing Central ASN BSTL post are proposed in Phase 1 ASN Change Management Plan.		
EDU 2023-24 ASN 1.6	Review the ASN Resource Allocation Model through review of school profiles of need, initiating ELC, Primary and Secondary Moderation across our establishments in order to consistently ascertain identified scale and level and of current need across Moray	30-Nov-2023	Completed and outcomes incorporated into EDU 2023-24 ASN 1.1, 1.7.1.9		
EDU 2023-24 ASN 1.8	Review and roll-out of the Additional Support Needs Handbook and review of key policies in order to ensure statutory compliance and support for all learners with additional and wider social, emotional and behavioural needs	30-Jun-2024	Completed and outcomes incorporated into EDU 2023-24 ASN 1.7, 1.9	