2024-25 Quarter to June - EDUCATION (Term 4)

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	Change management plan consultation and implementation completed by end of June with redeployment of staff also completed. Due to capacity, Change Management deferred until August however work to transition young people to new provision is ongoing.	100%	
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	Ongoing discussion with parents/carers in action group including time with Interim Chief Exec and elected members. Plan to continue this next term and further build relationships. Draft consultation questionnaire has been completed for use next session.	100%	

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
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	Core training developed and ready to be implemented from August. ASN handbook updated, ready for sharing with system to support practitioners next session. Agreement to fund 10 practitioners for inclusive practice module level 1 and one for level 2. Ongoing engagement with Education Scotland and ADES ASN network	100%	
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	Refreshed ASN handbook upload to Glow progressing on target. Mandatory trainings completed and available for education staff use session 2024-2025. Actions completed for the session with August Inset planned training for teaching staff/schools and Pupil Support Assistant colleagues, using resources and training developed.	100%	
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. ASN handbook refresh progressing on target. Mandatory trainings completed and available for education staff use session 2024-2025 CALM Approach training underway – 11 staff trained as trainers to support delivery of the CALM approach across Moray Education establishments. Next steps - to timeline a Moray CALM Approach roll out Training facilitator appointed to support and train in Safer People Handling. Next steps - to timeline a Moray SPH roll out PSA training programme in place, delivered August 2024 in-service	100%	
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	Timeline and Action Plan for implementation completed. Moray Skills and Profiling Strategy completed. Early adopter schools identified for roll out of Moray Skills and profiling in August.	100%	

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
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	Action complete as far as practicable for this session with further developments ongoing at school level. Further review of key national messages on curriculum reform to be undertaken in new session, supporting future development of BGE curriculum in line with emerging national guidance. Group have identified five key aspects of practice which they are using as a structure for the BGE Curriculum Rationale guidance: • 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.	75%	
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	Initial group remit complete. Further work required following confirmation of next steps by Scottish Government and Education Scotland colleagues next session. Schools continuing new approaches and resources.	100%	
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	Subject groups across curriculum areas continued to meet and collaborate using different mechanisms (e.g. MS Teams). May Inset activities across all subject groups including assessment, moderation, resource development, sharing practice, understanding standards, verification, performance, improvement. Subject/curriculum group schedule complete this session with key actions taken forward.	100%	
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 Literacy strategy completed for final review and consultation across the system. Further review and modification based on feedback prior to LNCT/committee approval early in next session.	100%	
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	Draft Numeracy strategy completed for final review and consultation across the system. Further review and modification based on feedback prior to LNCT/committee approval early in next session.	100%	
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	Work continuing in discussion with Secondary HTs on this aspect supported by improvement group discussions. Pilot delivery in identified schools of new approaches continuing with FA introduction through partnership model in two schools. Further work ongoing with SCQF partnership in wider accreditation with extending offers in a number of schools. Further work required moving forwards.	100%	
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	Moderation activities continued during the session with established moderation group and QAMSO network sessions ongoing. This work will continue next session with further dataset runs continuing over the summer period (ACEL, NSA) in order to support and challenge school improvement where required.	100%	

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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	AnalyseM Primary feedback positive with further development of AnalyseM Primary (Curriculum) as requested by our system. Pilot in new session. AnalyseM Secondary development nearing completion with module 1 complete and module 2 in development. Sessions to be planned into development calendar next session for identified senior school colleagues, promoting further data analysis/literacy at all levels in schools from analysis stages to intervention.	100%	

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	Complete. Ongoing national messages with further guidance/announcements anticipated in the new session regarding Scottish Education and curriculum/national organisation reform.	100%	
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 such as class contact time reduction	31-Mar-2024	Actions completed for this session – further work ongoing in new session with maximisation of common column and consortia.	100%	
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	Draft strategies for Skills, Literacy and Numeracy completed and Strategy group consultation completed including summary and completed work for each MIG	100%	
EDU 2023-24 CUR 1.2	Following review of all 2022-23 Education service self-evaluation, 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.	100%	
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.	100%	
EDU 2023-24 CUR 1.4	Ensure intended outcomes are met by each Moray Improvement Group in guiding system improvement	30-Jun-2024	Summary of activity from each MIG was completed with draft strategies ready to be consulted on more widely in the system from August.	100%	

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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	July '24 – Progression documents trialled across Moray ELC from August '24. Strategy finalised but still awaiting ratification from LNCT. Information sharing project in year 2 in Speyside and year 1 in Buckie. Plan for Aug '25 for all ASG's.	90%	
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.	75%	

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 professional learning and leadership opps. delivered by our system, for our system	30-Jun-2024	Actions completed for this session. Aspiring Head Teachers programme also introduced and successfully completed, led by twelve Primary Head Teacher colleagues. July '24 - BAGA offer for ELC (system wide)	100%	
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	Moray Aspiring primary HT programme developed and implemented with over 10 colleagues completing. Federation Policy developed and agreed at Committee with 2 new pairings being consulted on and implemented.	100%	
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	Completed for 2023/24	100%	
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	Completed for 2023/24	100%	
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	Completed for 2023/24. Ongoing development with individual schools offering specific supports, individual school programmes in place to support e.g. Aspiring middle leaders. School level programmes.	100%	
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 of professional learning records and plans to MyGTCS completed.	100%	

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	Full school visit programme complete (revised Moray Quality Improvement Framework) and school intelligence updated in order to guide future support/challenge in strengthening learning, teaching and assessment. Positive Primary inspection findings through later inspection activity noted.	100%	
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	Completed – supported by ongoing work with Power Up Your Pedagogy across our schools and professional learning/teacher learning communities	100%	
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	Action complete for this session with review of Power Up Your Pedagogy engagement and practice development undertaken as part of Quality Improvement Team visits and review, sharing of good practice also completed through Strategic meetings/wider meeting fora. 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. Q3	100%	
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.	100%	
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	Toolkits further promoted and in place. Work now started in partnership with Northern Alliance, involving central QIO as our representative.	100%	

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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.	100%	
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	School visit programme complete for the session, key intelligence gathered informing improvement	100%	

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.	100%	
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.	100%	
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	Flexible Framework entering and being supported through statutory procurement process. Info booklet progressing and available to Education establishments start of session 2024-2025	85%	
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	100%	

Action Code	Action Title	Due Date	Latest Status Update	Progress Bar	Status Icon
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	100%	