

Departmental Performance Report for: Community Services	Period: FQ3 2017-18
Key Successes	
Business Outcome 16 - We wholly embrace our Corporate Parenting responsibilities	
<ol style="list-style-type: none"> 1. The Annual Performance Report on the attainment of our Looked After Children was well received when presented to the Corporate Parenting Board this quarter. The inclusion of the detailed statistical information highlighting attainment and achievement of young people was a key focus of the report. Additional information outlining the support arrangements for our young people was also discussed. 	
Business Outcome 17 - The support needs of children and their families are met	
<ol style="list-style-type: none"> 1. The Early Learning and Childcare (ELCC) trials currently underway in Mull and Tiree to deliver 1,140 hours of Early Learning and Childcare continue to evidence positive impact for children and families. One parent on Tiree stated that the additional ELC has enabled her to return to work as a midwife on the island. The impact of both trials was shared at the Early Years Conference held in November 2017. 	
Business Outcome 19 - All children and young people are supported to realise their potential	
<ol style="list-style-type: none"> 1. Across the Authority, attendance rates remain above the national average and the number of children and young people excluded from school is below national averages – <i>Source Education Scotland report into the Further Strategic Inspection of the Education Functions of Argyll and Bute Council, December 2017.</i> 2. Children’s progress in early learning and childcare centres has been sustained, with most children achieving their expected developmental milestones. In 2017, data provided by the Council demonstrates improvements in children’s progress across important stages of the broad general education. Most children at P1, P4 and P7 are making good progress in literacy and numeracy and achieve in line with national expectations. By the end of S3, the Authority data indicates that almost all young people achieve in line with national expectations. 3. Port Ellen Primary School have earned Digital School Award status, the first school in Argyll and Bute to do so. They also achieved another first when their validation visit was the first to be held virtually using Glow Meet. 4. The Education Vision - Our Children Their Future, was awarded a silver award at the Council Employee Awards for Tackling Inequalities and Improving Health. 	
Business Outcome 21 - Our young people participate in post-16 learning, training or work	
<ol style="list-style-type: none"> 1. Young people from Bute and Cowal were given the opportunity to get hands on and go behind the scenes at Sky Television when they visited the company’s Livingstone studios. The visit organised by Argyll and Bute Council’s Youth Services Team was part of Sky Academy’s Skill Studios – a unique learning experience that enables young people to work with members of the Sky team and see how their cutting edge technology works. The Young People have been working with Sky over the last six weeks on a cyberbullying project and, during their time at the studios, they were given the chance to develop and shoot their own news reels on the subject. 2. Developing the Young Workforce (DYW) – Small group provision has been piloted in 4 areas with young people in activity agreements or without 	

a positive destination with a view to developing employability skills.

Business Outcome 31 - We have a culture of continuous improvement

1. During FQ3, Education Officers visited almost all primary and secondary schools for a professional discussion around self-evaluation and school improvement as part of the planned quality improvement visits programme. Themes reviewed were around school improvement plan, Pupil Equity Funding, progress with the NIF, pupil voice, parent voice, digital technology and pastoral issues.
2. During FQ3 officers have carried out a School Review visit to Islay High School which involved central officers, managers, school staff and peer staff from other schools. These School Reviews provide helpful opportunities for sharing good practice and for ensuring that central officers are made aware of the strengths of educational provision as well as areas agreed with the head teacher for improvement.

Business Outcome 32 - Our workforce is supported to realise its potential

1. The quality of leadership at all levels is being developed through a programme of Continuing Professional Development (CPD) in leadership. Staff now have a wide range of good opportunities to develop leadership skills formally and informally, for example, through mentoring and access to National accredited programmes delivered by Scottish College of Educational Leadership (SCEL).
2. A group of teachers began a programme of professional enquiry in November 2017 with Professor M Priestly from Stirling University. The principle focus of the professional enquiry will explore improving practices within teaching and learning.
3. Kirsteen MacDonald, Head Teacher of Kirn Primary was awarded Manger of the Year.

Short-term Operational Challenges

1. Automation of return to works
2. PRDs

Key Challenges and Actions to address the Challenges

Business Outcome 19 - All children and young people are supported to realise their potential

Challenge - Continue to raise attainment for all of our children and young people, specifically in reading, writing and numeracy in line with the new National Improvement Framework for Education including:

- a) Continue to work to close the gap between the most and least disadvantaged children in school as outlined in the new National Improvement Framework.
- b) Introduction of new national standardised assessments in P1, P4, P7 and S3 which focus on progression on literacies and numeracy as part of the new National Improvement Framework.

Actions –

- a) All schools who have been allocated Pupil Equity Funding have been supported to prepare relevant action plans to meet the requirements set out by Scottish Government.

- b) Implementation of national standardised assessment and key priorities currently being developed are: Technical readiness, consultation with schools regarding timing and training programme.

Challenge – Continue to secure improvement in relation to the Strategic Inspection of the Education Functions of Local Authorities–Argyll and Bute Council published on 7 December 2017.

Actions –

- a) Continue to address the action points and embed improvements
- b) Report on successes and continuous improvements

Challenge – Northern Alliance Regional Improvement Collaborative

To become an integral part of the Northern Alliance Improvement Collaborative and to ensure the work of the collaborative adds value to the Education Service delivery of education.

Actions –

- a) Contribute to the Northern Alliance Action Plan to ensure added benefits for Argyll and Bute Education Services
- b) Ensure contributions to Northern Alliance working groups from staff in Argyll and Bute
- c) Allocate appropriate budget for collaborative working.

Challenge – continued contribution to the consultations on the governance review of Education in Scotland and the responses required to the new Education Bill.

Actions –

- (a) Consult with relevant members on the implications
- (b) Ensure schools are given support to take forward new duties
- (c) Ensure the central education team are leading and supporting collaborations

Business Outcome 21 - Our young people participate in post-16 learning, training or work

Challenge – Continue to increase positive destinations for young people in the current economic climate.

- a) Actions - Small group provision has been piloted in 4 areas with young people in activity agreements or without a positive destination with a view to developing employability skills.

Business Outcome 32 - Our workforce is supported to realise its potential

Challenge - Recruitment across the Service.

- a) Actions – All schools requested to identify specific staffing requirements earlier as part of the annual staffing exercise.

- b) Discussions with UHI in relation to secondary PGDE to extend the scope of subject availability to meet the individual rural demands for Argyll and Bute.
- c) The Educational Psychology Service supports trainee Educational Psychologists from Strathclyde University by providing high quality placements and promoting the attraction to work in a rural area.