

**SERVICE ANNUAL PERFORMANCE REVIEWS 2017-18 AND
PERFORMANCE REPORT – FQ1 2018-19 (APRIL-JUNE)**

1. EXECUTIVE SUMMARY

- 1.1 The Council's Planning and Improvement Framework sets out the process for presentation of the Council's Service Annual Performance Reviews (APRs) and quarterly performance reports.
- 1.2 This paper presents the Community Services Committee with the Service APR from Education for 2017-18 and the performance report with the scorecard for Education for FQ1 2018-19 (April-June).
- 1.3 It is recommended that the Community Services Committee endorse the Service APRs and reviews the scorecard as presented.

SERVICE ANNUAL PERFORMANCE REVIEWS 2017-18 AND PERFORMANCE REPORT – FQ1 2018-19 (APRIL-JUNE)

2. INTRODUCTION

2.1 The Planning and Improvement Framework sets out the process for presentation of the Service Annual Performance Reviews (APRs) and the quarterly performance reports.

2.2 This paper presents the Community Services Committee with the Service APR from Education for 2017-18 and the departmental performance report and associated scorecard for performance in FQ1 2018-19 (April-June).

3. RECOMMENDATIONS

3.1 That the Committee endorse the APR as presented.

3.2 That the Committee reviews the scorecard as presented.

4. DETAIL

4.1 The Service APR provides a summary of the key successes, improvements and case studies during the past year along with identified key challenges and actions to address the challenges. Every consultation that has occurred is recorded – “We Asked, You Said, We Did”. The results of consultation help inform future service delivery.

4.2 The performance scorecard for the Education Service was extracted from the Council’s Pyramid performance management system and is comprised of key performance indicators.

5. IMPLICATIONS

5.1 Policy None

5.2 Financial None

5.3 Legal The Council has a duty to deliver best value under the Local Government Scotland Act 2003.

5.4 HR None

5.5 Equalities None

5.6 Risk Ensuring performance is effectively scrutinised

by members reduces reputational risk to the Council.

5.7 Customer Services None

Appendix 1: Service APRs for Education

Appendix 2: Performance report and scorecard

Douglas Hendry, Executive Director – Customer Services

For further information contact:

Anne Paterson, Head of Education, Lifelong Learning and Support

Louise Connor, Head of Education, Learning and Teaching

Annual Performance Review 2017-2018

Education

KEY SUCCESSES

Key Improvements from previous year's annual performance review

Business Outcome 16 – We wholly embrace our Corporate Parenting responsibilities

1. We continue to improve the positive destinations for looked after children. Working with partner agencies we have ensured that we have in place relationship based support to encourage and promote care experienced young people to engage in further education, training and employment opportunities.

Business Outcome 17 – The support needs of children and their families are met

1. Appropriate Flexible Learning Plans are now in place for all young people following a flexible timetable across education establishments. Over 2017/18 we have ensured that we have in place a flexible learning plan for all children where appropriate.
2. We have successfully implemented a pilot programme for the delivery of 1140 hours pre-school education on Mull and Tiree. We had input and support from Psychological Services with the evaluation of impact on outcomes for children and their families. Both trials evidenced a positive impact on 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 our Early Years Conference in November 2017.

Business Outcome 18 – Improved lifestyle choices are enabled

1. We have increased the number of staff that are trained and delivering the PATHS (Promoting Alternative Thinking Strategies) programme. Staff are now more confident in supporting wellbeing in the classroom. The target of 75% was exceeded and 80% of qualifying staff were trained during the year.
2. Young people now have the opportunities to learn how to keep themselves safe online and how to report abuse through the delivery of internet safety sessions to S1s. All 10 secondary school have now delivered this training during 2017-18.

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

1. We have achieved the strategic priorities set out in the National Improvement Framework (NIF). Our Strategic annual plan has been our data on achieved outcomes in literacy and numeracy has been submitted to the Scottish Government.
2. In 2017 we improved the outcomes in performance within national qualifications at SCQF 5 (National 5). There has been an increase of A-C passes of 5% from 2016-17. This is 1.6% above the National average
3. We continue to improve outcomes in completion rates and performance within college courses. N 2017/18 there were 31 college courses

offered with 294 students starting and 273 completing.

Business Outcome 31 – We have a culture of continuous improvement

1. During 2017/18 we have revised and implemented a comprehensive programme of educational establishment reviews (early years, primary, secondary, youth services and education services). Which has ensured effective support and challenge to deliver continuous improvement.
2. We have undertaken a programme of Quality Improvement visits to each establishment to monitor the quality and impact of interventions on outcomes for Children and Young People. All establishments received two quality improvement visits throughout the financial year, three in total over the academic year. There have been 290 visits made in total in 2017/18.

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

1. All probationer teachers working within Argyll and Bute have been assigned a supporter and have submitted interim professional profiles. During the academic year two seminars (4 days altogether) were successfully delivered and well received.
2. During 2017/18 we produced a prospectus that details all of the leadership courses and modules offered by Argyll and Bute Council and Partners.

Other Key Improvements during 2017/18

Business Outcome 16 – We wholly embrace our Corporate Parenting responsibilities

1. We have increased staff knowledge of the research on Adverse Childhood Experiences through presentations at Head Teacher meetings, the Early Years' Conference and to the Children's Hearing Panel members who meet with our most vulnerable children and families. We purchased the license for the resilience film to support as many staff as possible to have access to this information. Since December 2017 10 schools have screened the film with a total audience of approximately 200.
2. Analysis of the 2017 leavers' data on Insight shows that there has been an improving trend in performance at Levels 4 and 5 literacy and numeracy. Performance at Level 4 Literacy and Numeracy is below the Virtual Comparator, but above The Northern Alliance, and National averages. Performance at Level 5 Literacy and Numeracy is above the Virtual Comparator, and above The Northern Alliance, and National averages.

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

1. Cross authority twilight sessions have continued to give class teachers the opportunity to engage in sessions with a focus on literacy, numeracy, STEM (Science, Technology, Engineering and Maths) and the effective use of implementation science to ensure interventions have maximum impact that can be measured over time.

Case Studies illustrating the positive contribution to our communities

Business Outcome 17- The Support Needs of Children and their Families are Met

Phasing in pilots of 1140 hours have commenced in some rural areas where there was no other form of childcare available. These areas have been in Tobermory, Tiree, Rothesay, Strachur, Rhunahoarine, Inveraray and Lismore and include Local Authority Provision, Partner Providers and Childminders. A positive feedback has been noted and the additional hours of Early Learning & Childcare have enabled families to be supported and in some situations has led to employment opportunities for parents. An evaluative questionnaire will be issued before the end of term to parents.

Business Outcome 32 – Our Workforce is Supported to Realise its Potential

Literacy and Numeracy twilights have been carried out across geographical clusters, these twilights have allowed staff to access local training to help and support the learning and teaching in literacy and numeracy. Comments received after the twilights have been:

- Very glad I attended.
- A good evening – thank you very much.
- This was really useful – thank you.
- Very enjoyable and useful session. Well organised and very well presented. Thank you so much for a super evening!
- Fun session - full of ideas we can carry out.
- Thank you for informative, well prepared and engaging evening.
- I loved Number talks – thank you!
- I have learned a lot.
- Very informative and good practical ideas that can be easily introduced to the classroom.
- Really good twilight sessions and good to meet up with other colleagues and know who to go to.
- Beneficial in preparing for a new stage.
- Very beneficial (especially for a probationer). Please continue these sessions.
- Interesting!

KEY CHALLENGES AND ACTIONS TO ADDRESS CHALLENGES

Key improvements from previous year's APR not completed plus any additional challenges that have been identified

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.

Action

- 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.

Completion Date: August 2018

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

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.

Action

- a) Continue to address the action points and embed improvements.
- b) Report on successes and continuous improvements.
- c) Preparation for the follow through inspection in May 2018.

Completion Date: May 2018

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

Challenge

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

Action

- a) Contribute to the Northern Alliance Strategic Plan and consult on the draft legislation.
- b) Consult with relevant members on the implications.
- c) Ensure schools are given support to take forward new duties.
- d) Ensure the central education team are leading and supporting collaborations.

Completion Date: December 2018

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.

Action

- a) 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.

Completion Date: February 2019

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

Challenge

Recruitment across the Service.

Action

- a) All schools are requested to identify specific staffing requirements earlier as part of the annual staffing exercise.
- b) Discussions are underway with UHI in relation to secondary PGDE to extend the scope of subject availability to meet the individual rural demands for Argyll and Bute.

Completion Date: February 2019

CONSULTATION AND ENGAGEMENT

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

We asked (focus of consultation)	You said (customer response)	We did (improvement actions)
Consultation on the provision of Gaelic Medium Education in Buessan on the Isle of Mull.	There was a desire for this to be provided in Buessan.	Followed national statutory guidance, assessed suitability and provided this provision. This will commence when a teacher is employed.

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

We asked (focus of consultation)	You said (customer response)	We did (improvement actions)
We have asked how to improve our Digital Learning Strategy.	There was a desire for an improvement in technology and improvement in a range of devices.	There have been pilots undertaken in Cardross which have been reviewed. Reviewing bandwidth in schools to ensure it is sufficient. As part of the review, we have also improved bandwidth in Tignabruaich Primary school.

Business Outcome 18 – Improved lifestyle choices are enabled

We asked (focus of consultation)	You said (customer response)	We did (improvement actions)
Educational Psychology service has undertaken a survey which looked at current practice and policies.	There are strong links between adverse childhood experiences, mental health issues and attainment, which was evidenced in this research.	The results of this survey helped to inform the approach to embedding PATHS. The research was also published in Educational Psychology in Scotland.

Anne Paterson, Head of Education

Date: 3rd May 2018

Education Scorecard 2017-20

Scorecard owned by: Anne Paterson

FY 17/18

[Click here for Full Outcomes](#)

[School Support Team Scorecard](#)

[Opportunities For All Team Scorecard](#)

[Quality Improvement Team Scorecard](#)

[Psychological Services Team Scorecard](#)

[Early Years Team Scorecard](#)

[Adult Learning and Community Development](#)

[Click here for Community Services Scorecard](#)

BO16 We wholly embrace our Corporate Parenting responsibilities [ED]

Aligns to ABOIP Outcome No. 4

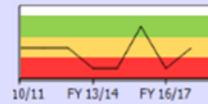
Success Measure **A** ↑



BO21 Our young people participate in post-16 learning, training or work [ED]

Aligns to ABOIP Outcome No. 3

Success Measure **A** ↑



BO17 The support needs of children and their families are met [ED]

Aligns to ABOIP Outcome No. 4

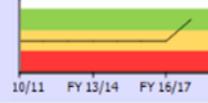
Success Measure **A** ↓



BO30 We engage with our customers, staff and partners [ED]

Aligns to Council Outcome MIH

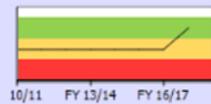
Success Measure **G** ↑



BO18 Improved lifestyle choices are enabled [ED]

Aligns to ABOIP Outcome No. 4

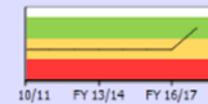
Success Measure **G** ↑



BO31 We have a culture of continuous improvement [ED]

Aligns to Council Outcome MIH

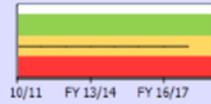
Success Measure **G** ↑



BO19 All children and young people are supported to realise their potential [ED]

Aligns to ABOIP Outcome No. 3

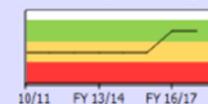
Success Measure **A** →



BO32 Our workforce is supported to realise its potential [ED]

Aligns to Council Outcome MIH

Success Measure **G** →



Management Information

RESOURCES

People	Benchmark	Target	Actual	Status	Trend
Sickness absence [LGE]		8.3 Days	10.2 Days	R	↓
Sickness absence [teachers]		6.0 Days	5.9 Days	G	↓
PRD's ED		90 %	24 %	R	↓
Financial		Budget	Forecast	Status Trend	
Finance Revenue totals ED					
Capital forecasts - current year ED					
Capital forecasts - total project ED					

IMPROVEMENT

		Total No	Off track	On track	Complete	Status Trend
ED Service Improvements 2017-20	Actions	7	3	1	3	
Education Audit Recommendations		Overdue	Due in future	Future - off target		
Health & Safety		Overdue	Rescheduled	Actions in Plan	Complete	
Service H&S Plan Actions	G	0	5	10	8	
H&S Investigation Actions	G	0	0	0	0	
Customer Service ED		Customer satisfaction				
Customer Charter		Stage 1 Complaints		0 %	R	↓
Number of consultations	1	Stage 2 Complaints		60 %	R	→

BO16 We wholly embrace our Corporate Parenting responsibilities [ED]

Aligns to ABCIP Outcome No. 4 **A** ↑ **Success Measure**

BO16 We wholly embrace our Corporate Parenting responsibilities - Net **£** Budget: £ 8,506,599 **R** Forecast: £ 8,705,505

ED16_01-Provide a Looked After Children - Annual Performance Report to the Corporate Parenting Board Actual: On track **G** Target: On track

ED16_02-Increase the number of looked after young people participating on the 2017 Summer Internship Programme Actual: 5 **R** Target: 10 Benchmark: 7

ED16_03-Increase positive destinations for looked after children Actual: 86.0 % **G** Target: 84.0 % Benchmark: ↑

BO18 Improved lifestyle choices are enabled [ED]

Aligns to ABCIP Outcome No. 4 **G** ↑ **Success Measure**

BO18 Improved lifestyle choices are enabled - Net **£** Budget: Forecast:

ED18_01-Increase the number of staff that are trained and delivering the PATHS programme Actual: 80.0 % **G** Target: 75.0 % Benchmark:

ED18_02-To effectively identify and respond to mental health issues deliver bespoke intervention training to all secondary establishments. Actual: 50.0 % **G** Target: 50.0 % Benchmark:

ED18_03-Delivery of internet safety sessions to S1s. Actual: 10 **G** Target: 10 Benchmark:

BO17 The support needs of children and their families are met [ED]

Aligns to ABCIP Outcome No. 4 **A** ↓ **Success Measure**

BO17 The support needs of children and their families are met - Net **£** Budget: £ 6,291,157 **G** Forecast: £ 6,291,157

ED17_01-Meet statutory timescales when opening co-ordinated support plans Actual: 75 % **G** Target: 75 % Benchmark: ↑

ED17_02-Appropriate Flexible Learning Plans are in place for all young people following a flexible timetable across establishments Actual: Complete **G** Target: Complete Benchmark: Complete

ED17_03-Develop a Parental Involvement Strategy to improve engagement and support with families and parents Actual: On track to revised plan **G** Target: On track

ED17_04-Deliver 1140 hours of early years child care by 2020 Actual: Green **G** Target: On track

ED17_05-Train school staff on the SEEMIS Wellbeing Application. Actual: 218 **G** Target: 200 Benchmark:

BO30 We engage with our customers, staff and partners [ED]

Aligns to Council Outcome MIH **G** ↑ **Success Measure**

BO30 We engage with our customers, staff and partners - Net **£** Budget: £ 20,860 **G** Forecast: £ 20,860

ED30_01-All secondary establishments have a minimum of 3 DYW partnership agreements Actual: 80.0 % **G** Target: 80.0 % Benchmark:

BO21 Our young people participate in post-16 learning, training or work [ED]

Aligns to ABCIP Outcome No. 3 **A** ↑ **Success Measure**

BO21 Our young people participate in post-16 learning, training or work - Net **£** Budget: £ 696,584 **G** Forecast: £ 696,584

ED21_01-Increase the number of young people on Activity Agreements progressing into positive destinations Actual: 49 % **R** Target: 63 % Benchmark: ↓

ED21_02-Reduce the number of young people recorded as unconfirmed on Participation Measure Actual: 4.20 % **G** Target: 4.50 % Benchmark:

BO31 We have a culture of continuous improvement [ED]

Aligns to Council Outcome MIH **G** ↑ **Success Measure**

BO31 We have a culture of continuous improvement - Net **£** Budget: £ 4,620,120 **G** Forecast: £ 4,620,120

ED31_01-Revise and implement a comprehensive programme of educational establishment reviews Actual: 1 **G** Target: 1 Benchmark:

ED31_02-Undertake a programme of Quality Improvement visits to each establishment *Academic Year* Actual: 303 **G** Target: 240 Benchmark:

Education Scorecard 2017-20

Scorecard owned by: **Anne Paterson** **FY 17/18**

[Click here for Full Scorecard](#)

[Click here for Business Outcome 19](#)

BO32 Our workforce is supported to realise its potential [ED]

Aligns to Council Outcome MIH **G** → **Success Measure**

BO32 Our workforce is supported to realise its potential - Net **£** Budget: £ 17,364 **G** Forecast: £ 17,364

ED32_01-Support probationer teachers working within Argyll & Bute Actual: Complete **G** Target: On track

ED32_02-All PRDs are undertaken for education staff *Annual Measure* Actual: On track **G** Target: On track →

ED32_03-Produce a prospectus that details all leadership courses and modules offered by A&B Council and Partners Actual: Target: On track

ED32_04-Audit & analyse CPD needs of all primary & secondary teaching staff in relation to the NIF Actual: Complete **G** Target: On track ↑

ED32_05-Increase no of staff accessing Teacher Leadership (100%), Middle Leadership (50%), and maintain no. participating in Into Headship prog. *Annual Measure* Actual: On track **G** Target: On track →

ED32_06-Improve the quality of leadership at all levels through....CPD leadership development Actual: 7 **G** Target: 6 Benchmark: ↑

Education Scorecard 2017-20

Scorecard owned by: **Anne Paterson**

FY 17/18

[Click here for Full Scorecard](#)

[Click here for Outcomes](#)

BO19 All children and young people are supported to realise their potential [ED]

Aligns to ABOP Outcome No. 3

Success Measure **A** →

BO19 All children and young people are supported to realise their potential - Net

£ Budget £ 53,522,180
Forecast £ 53,522,180

ED19_01-Annual audit of curriculum models across all secondary establishments with follow up support and challenge as required

Actual 100.00 % **G**
Target 100.00 %
Benchmark

ED19_06-Achievement of the strategic priorities set out in the National Improvement Framework (NIF)

Actual On track **G**
Target On track
Benchmark On track

ED19_11-Improve outcomes in performance within national qualifications at SCQF 5

Actual 81.10 % **G**
Target 79.00 %
Benchmark

ED19_16-All educational establishments routinely use click and go to monitor and track young people's progress

Actual 90.00 % **G**
Target 90.00 %
Benchmark

ED19_02-As part of Argyll and Bute's Children, - audit existing parenting provision and resources...for each point...

Actual On track to revised plan **G**
Target
Benchmark On track to revised plan

ED19_07-Include a curriculum discussion in quality improvement visits and school reviews

Actual 100.00 % **G**
Target 100.00 %
Benchmark

ED19_12-Improve outcomes in performance within national qualifications at SCQF 7

Actual 76.98 % **R**
Target 82.00 %
Benchmark

ED19_17-Increase the percentage of school leavers attaining vocational qualifications at SCQF level 5 and above

Actual 74.17 % **G**
Target 17.00 %
Benchmark 10.60 %

ED19_03-As part of Argyll and Bute's Children, develop and implement a parenting strategy

Actual Green **G**
Target Green
Benchmark Green

ED19_08-The opportunity for children and young people to experience relevant and wider achievement within the curriculum is offered...

Actual 100.00 % **G**
Target 100.00 %
Benchmark

ED19_13-Improve outcomes in completion rates and performance within college courses. **Annual Measure**

Actual 92.86 % **G**
Target 88.00 % ↑
Benchmark

ED19_18-All Early Learning and Childcare [ELC] settings to share development milestone progress **Academic Year**

Actual 100.00 % **G**
Target 100.00 %
Benchmark

ED19_04-Multi-agency guidance reviewed and implemented, leading to increased numbers of children have effective transitions

Actual On track to revised plan **G**
Target On track to revised plan
Benchmark On track to revised plan

ED19_09-As part of Argyll and Bute's Children, identify key stages within a parenting pathway from pre-birth to school leaving age

Actual On track to revised plan **G**
Target ↓
Benchmark On track to revised plan

ED19_14-Hold authority wide capacity building courses for young people

Actual Complete **G**
Target Complete →
Benchmark Complete

ED19_19-Improved reliability and consistency of teacher professional judgement in line with national expectations in order to raise attainment

Actual 75.00 % **G**
Target 75.00 %
Benchmark

ED19_05-Increase the number of Duke of Edinburgh (D of E) participants from the most deprived areas

Actual 9.27 % **G**
Target 8.00 %
Benchmark 4.00 %

ED19_10-All educational establishments routinely use click and go pastoral notes to record significant events/incidents

Actual 90.00 % **G**
Target 90.00 %
Benchmark

ED19_15-Increase the number of Youth Achievement and Dynamic Youth Awards achieved

Actual
Target 90
Benchmark

ED19_20-Local Youth Forums attend at least one Community Planning Partnership (CPP) Area Planning Group meeting per annum

Actual 0 **G**
Target 0 →
Benchmark

Key Successes

Business Outcome 16 - We wholly embrace our Corporate Parenting responsibilities

1. The Head Teachers meeting in April 2018 had a focus on health and well-being and Getting It Right For Every Child (GIRFEC). This included a focus on our responsibilities as corporate parents for our Looked After Children. The Scottish Government have announced attainment challenge funding for Looked After Children. Argyll and Bute have been allocated £880k, initial discussions have taken place between the chief social worker and the chief education officer in relation to allocation to schools.

Business Outcome 17 - The support needs of children and their families are met

2. The parental involvement strategy was approved by Community Services Committee in June 2018 and this will form the core elements for the delivery of parental engagement in relation to the National Improvement Framework.
3. We have successfully delivered phasing of 1140 hours early learning and childcare to 10 establishments. There has been positive feedback from parents and staff. A revised phasing plan has been confirmed for 2018 with an additional 19 settings delivering 1140 hours by June 2019.

Business Outcome 18 - Improved lifestyle choices are enabled

1. The Promoting Alternative Thinking Strategies (PATHS) programme is being successfully implemented. Staff in 56 primary schools, 10 partner providers and 2 stand-alone local authority nurseries have been trained to deliver the programme ensuring our children have the best start in life and are ready to succeed.

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

1. The vision and strategy of Our Children Their Future continues to be an important driver for the work of education staff and as a result staff at all levels are increasingly focused on outcomes for children and young people - comment by Education Scotland following visit in May 2018
2. Staff in Argyll and Bute were consulted in relation to the draft regional improvement plan. The two heads of education and two education managers attended a regional improvement collaborative planning session on 29 June in Inverness to contribute to the plan. The plan is due for completion in September 2018
3. Developmental Milestone progress has been shared with 100% of receiving schools (via SEEMiS - Click and Go) in preparation of children starting Primary One.
4. The service has built on its earlier progress on how it collects and uses data to drive improvements. Staff at all levels have continued to increase their skills and confidence in their use of data – feedback from Education Scotland May 2018
5. Bowmore Primary was shortlisted to the final three of the Gaelic education section of the Scottish Education Awards.
6. Two teams from Dunoon Grammar School were in the final three at the Apps For Good UK final
7. Paul Gallanagh was teacher of the year in the Apps For Good Awards

8. Primary 4-5 in Sandbank Primary were the winners in the Sum Dog UK competition in May 2018
9. Lochdonhead Primary were the Scottish regional winners in the Totally Active Category in the Better Education Awards 2018

Business Outcome 22 – Adults are supported to realise their potential

1. In June the new live system of “Find a Job” replaced “Universal Job match” - People who claim Job Seekers Allowance are making the transition over to the new system. Adult Learning Worked in partnership with Job Centre Plus/ DWP to provide digital assessments, 1:1 support and group workshops to assist learners transition from universal job match to find a job. Enabling learners to independently access and record job searching, write cover letter and CV, understand their own strengths and skills and relate these to specific applications.

Business Outcome 31 - We have a culture of continuous improvement

1. The Service now has a clearer shared understanding that rigorous and high quality data analysis in order to achieve and sustain improved outcomes for children and young people – comment by Education Scotland May 2018

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

1. Six of our staff members attained their Standards in Headship at an awards ceremony in Glasgow in May 2018. Four are now head teachers, one has been promoted within the central education team and the sixth is part of their school leadership team.
2. Three staff members attained their Masters in Education with UHI in May 2018.
3. We successfully recruited three new Education Managers in June, all vacancies were filled from the existing team.
4. 10 Primary and 2 Secondary probationers have successfully secured employment with the authority for 2018/19 out of a total cohort of 27 probationers for session 2017/18

Key Challenges and Actions Completed In Previous Quarter

All Education Services key challenges identified in previous quarter are ongoing

Short-term Operational Challenges

1. Staffing – current issues with availability of maths teachers nationally has led to significant challenges filling vacancies for maths teachers across the authority. To address this issue we are continuing to promote the opportunities to work in Argyll and Bute. We are also reviewing existing qualifications to see if we can identify any additional maths teachers. We have been selected as one of six local authorities to take part in an “Alternative Route to Teaching” programme which will allow existing staff to participate in a postgraduate diploma in STEM subjects. This will begin in December 2018.
2. Engagement by schools in the PRD process.
 - a) Reports are being sent quarterly to schools outlining those PRDs that are required that quarter and those that are outstanding requiring to be completed.

- b) Training is being offered centrally on completion of PRDs
- c) School Services Support Manager is working with Development Team on new PRD process moving forward
- 3. The projected allocation of ASN assistants for academic year 2018-19 was greater than anticipated which has led to some budgetary pressures within the service. Strategic Finance have highlighted this issue in their budget outlook report and we are also reviewing spend across all areas of ASN.
- 4. To ensure that we are fully engaged with the activities of the Northern Alliance as an active partner.
- 5. To engage and support the forthcoming inspection of Children's Services the preparation of which is scheduled to take place over the summer holiday period, a challenge for Education Services

Key Challenges and Actions to address the Challenges

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

- 1. 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

Actions –

- c) 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.
- d) Our principal teachers for literacy and numeracy are supporting teaching staff to improve the learning and teaching within these areas.
- e) We are using the data from the Curriculum for Excellence levels and the Scottish National Standardised Assessments to improve standards within literacy and numeracy
- f) We are working with the literacy workstream and the numeracy workstream in the Northern Alliance Collaborative to enhance the delivery of literacy and numeracy outcomes.

Carried Forward From Previous Quarter – Y/N

Yes

Completion Due Date:

Ongoing

Responsible Person

Louise Connor

Key Challenges and Actions to address the Challenges

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

- 1. Challenge – To build on the positive improvements noted in the follow through report of the Strategic Inspection of the Education Functions of Local Authorities–Argyll and Bute Council published on 7 December 2017

<p>Actions –</p> <ul style="list-style-type: none"> a) Continue to address the action points and embed improvements b) Report on successes and continuous improvements 		
<p>Carried Forward From Previous Quarter – Y/N Yes</p>	<p>Completion Due Date: Ongoing</p>	<p>Responsible Person: Anne Paterson / Louise Connor</p>
<p>Key Challenges and Actions to address the Challenges</p>		
<p>Business Outcome 19 - All children and young people are supported to realise their potential Challenge</p> <p>1. Challenge – Northern Alliance Regional Improvement Collaborative To ensure that the Northern Alliance Improvement Collaborative adds value to the Education Service to ensure that children and young people realise their potential.</p> <p>Actions –</p> <ul style="list-style-type: none"> a) Contribute to the Northern Alliance Action Plan to ensure added benefits for Argyll and Bute Education Services. b) Ensure that the learning and enhanced collaboration of the Northern Alliance is shared with staff and builds capacity across Argyll and Bute. c) As a collaborative continue to work closely with Scottish Government to ensure that head teachers and teachers are supported within the developing head teacher’s charter. 		
<p>Carried Forward From Previous Quarter – Y/N Yes</p>	<p>Completion Due Date: Ongoing</p>	<p>Responsible Person: Anne Paterson / Louise Connor</p>
<p>Key Challenges and Actions to address the Challenges</p>		
<p>Business Outcome 21 - Our young people participate in post-16 learning, training or work</p> <p>1. Challenge – Continue to increase positive destinations for young people in the current economic climate.</p> <p>Actions –</p> <ul style="list-style-type: none"> a) Small group provision continues in the 3 areas across Argyll and Bute (Helensburgh, Campbeltown and Lochgilphead) these groups will offer support to young people to develop personal and social skills focusing on health and wellbeing. Through consultation the young people will identify their strengths, abilities, wishes and highlight relevant support strategies they may require to progress into employment education or training. 		

Carried Forward From Previous Quarter – Y/N Yes	Completion Due Date: Ongoing	Responsible Person: Anne Paterson
Key Challenges and Actions to address the Challenges		
<p>Business Outcome 32 - Our workforce is supported to realise its potential</p> <p>1. Challenge - Recruitment across the Service.</p> <p>Actions –</p> <ul style="list-style-type: none"> c) All schools are requested to identify specific staffing requirements earlier as part of the annual staffing exercise. d) 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. e) Early discussions with Argyll College in relation to qualifications for Early Years staff to meet the demand for the workforce for 1140 hours for 2020. f) 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. 		
Carried Forward From Previous Quarter – Y/N Yes	Completion Due Date: Ongoing	Responsible Person: Anne Paterson / Louise Connor

Education Scorecard 2017-20

Scorecard owned by: Anne Paterson

FQ1 18/19

[Click here for Full Outcomes](#)

[School Support Team Scorecard](#)

[Opportunities For All Team Scorecard](#)

[Quality Improvement Team Scorecard](#)

[Psychological Services Team Scorecard](#)

[Early Years Team Scorecard](#)

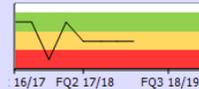
[Adult Learning and Community Development](#)

[Click here for Community Services Scorecard](#)

BO16 We wholly embrace our Corporate Parenting responsibilities [ED]

Aligns to ABOIP Outcome No. 4

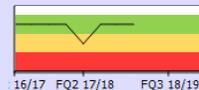
Success Measure **A** →



BO17 The support needs of children and their families are met [ED]

Aligns to ABOIP Outcome No. 4

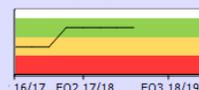
Success Measure **G** →



BO18 Improved lifestyle choices are enabled [ED]

Aligns to ABOIP Outcome No. 4

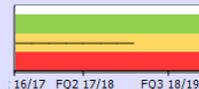
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BO19 All children and young people are supported to realise their potential [ED]

Aligns to ABOIP Outcome No. 3

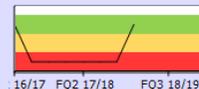
Success Measure **A** →



BO21 Our young people participate in post-16 learning, training or work [ED]

Aligns to ABOIP Outcome No. 3

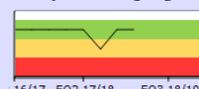
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BO22 Adults are supported to realise their potential [ED]

Aligns to ABOIP Outcome No. 3

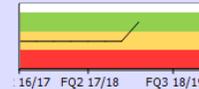
Success Measure **G** →



BO24 Waste is disposed of sustainably [ED]

Aligns to ABOIP Outcome No. 3

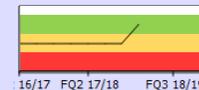
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BO27 Infrastructure and assets are fit for purpose [ED]

Aligns to ABOIP Outcome No. 3

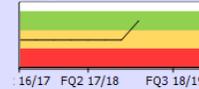
Success Measure **G** ↑



BO28 Our processes and business procedures are efficient, cost effective and compliant [ED]

Aligns to ABOIP Outcome No. 3

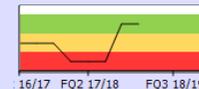
Success Measure **G** ↑



BO30 We engage with our customers, staff and partners [ED]

Aligns to Council Outcome MIH

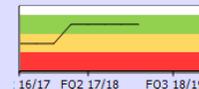
Success Measure **G** →



BO31 We have a culture of continuous improvement [ED]

Aligns to Council Outcome MIH

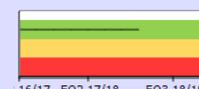
Success Measure **G** →



BO32 Our workforce is supported to realise its potential [ED]

Aligns to Council Outcome MIH

Success Measure **G** →



Management Information

RESOURCES

People	Benchmark	Target	Actual	Status Trend
Sickness absence [LGE]			2.4 Days	↑
Sickness absence [teachers]			1.2 Days	↑
PRD's ED		90 %	36 %	R ↓

Financial	Budget	Forecast	Status Trend
Finance Revenue totals ED	£K 74,330	£K 74,680	A ↑
Capital forecasts - current year ED			
Capital forecasts - total project ED			

IMPROVEMENT

	Total No	Off track	On track	Complete	Status Trend
ED Service Improvements 2017-20 Actions	6	1	3	2	A →
Education Audit Recommendations	Overdue	Due in future	Future - off target		

Health & Safety	Overdue	Rescheduled	Actions in Plan	Complete
Service H&S Plan Actions				
H&S Investigation Actions				

Customer Service ED	Customer satisfaction
Customer Charter	Stage 1 Complaints R
Number of consultations	0 Stage 2 Complaints R

