

Key Successes**Business Outcome 16 - We wholly embrace our Corporate Parenting responsibilities**

1. We have appointed a principal teacher with a remit for Looked After Children, their main remit is to ensure equity of provision across all of our schools and to work closely with each school to ensure we close the attainment gap for our Looked After Children. This post is funded by the Scottish Government attainment challenge funding for Looked After Children and the post holder will report to both Education and Social Work, working closely with colleagues from both services.
2. At the November meeting of the Corporate Parenting Board members of the board were presented with a report on educational attainment and positive destinations for our Looked After Children and former Looked After Children pupils. There has significant improvement in the attainment at Nat 5 by our cohort of Looked After Children.

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

1. The official launch of the Changing Lives initiative took place in November. Changing Lives is a 20 week programme for parents of children with ADHD or similar behaviours with parents participating in a 20 week Incredible Years Programme. There are groups already established in Dunoon and Oban, with Bute starting up shortly. Helensburgh, Campbeltown and Lochgilphead are on track to start in 2019.
2. As part of the phasing of 1140 hours early learning and childcare 22 establishments across Argyll and Bute are now delivering 1140 hours. We are on track for full roll out by 2020 and there is a comprehensive programme of improvement work in place to meet the implementation date.
3. Early Years family support workers have been undertaking quality assurance visits to local authority and partner settings to quality assure learning and development, and health and wellbeing and agree action plans as appropriate. The Early Years family support worker with strategic remit for outdoor learning has in partnership with our additional graduates been supporting establishments and practitioners to deliver on our aspiration of children receiving a minimum of 50% of learning outdoors.

Business Outcome 18 - Improved lifestyle choices are enabled

1. We have been able to include additional questions to this year's SALSUS survey which has been issued to all S3 and S5 secondary pupils across Argyll and Bute. We will analyse this information on the health and well-being of our young people in the autumn and this information will help inform our next Children and Young Peoples Services Plan.
2. We continue to deliver training and implement the PATHS (promoting alternative thinking strategies for schools) programme - A further 130 primary and early years staff were trained in FQ3 in the Helensburgh and Lomond area. The evaluations of the training

were very positive and all schools have an implementation plan. Curriculum materials have been distributed and all schools are ready to begin delivery. Further training has been requested for support assistant staff in two primary schools which will be delivered next quarter.

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

1. The Scottish Government published the Achievement of Curriculum for Excellence Levels for 2017/18 on 11 December 2018. This is starting to show a positive trend of improvement for literacy and numeracy in Argyll and Bute and each year we are performing very well compared to our Northern Alliance partners. There will be a detailed analysis of findings reported to Community Services committee in March.
2. Training was undertaken with all Head Teachers and practitioners on the Broad General Education benchmarking tool to help inform improvement in literacy and numeracy. This will be followed up with quality improvement visits from the central education team.
3. The work of the newly appointed principal teacher of assessment and moderation is further improving pedagogy and improving approaches to assessment and moderation across all schools through the issuing of guidance in early literacy and numeracy pedagogy.

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

1. Meetings have taken place with Skills Development Scotland and our secondary Head Teachers to discuss improving the equity of support and advice across schools and geographical areas.
2. Young people from across Argyll and Bute were given the opportunity to have their say on how the area is run, when they met with some of the area's key decision makers on the 7th November. 'The Big Conversation' was organised by the Youth Services team and provided a platform for young people to talk to the Council Leader; members of the Scottish Youth Parliament; Councillors; and Community Planning representatives, including Skills Development Scotland and Police Scotland. The event enabled young people aged between 11 and 25 to express themselves and voice their opinions, particularly those who are too young to vote.

Business Outcome 22 – Adults are supported to realise their potential

1. Learners and volunteers in Dunoon celebrated their learning achievements at an event in December 2018. Volunteers from both the Drop in Literacy and Recycling Craft Groups were in attendance, as well as young people from the "Help Employability Programme" who completed their SQA Health and Safety in Construction Environment Award in November. All learners were presented with certificates detailing their achievements over the last year, which included SQA Accredited Units in Employability Skills, Communication and Health and Wellbeing.
2. Learners in Mid Argyll marked their achievements with two very different events: The first was an 'Enchanted Garden; exhibition of

willow lantern lights held at the MS Centre with the Living Well Group who meet weekly and work with the Adult Learning team to develop their personal and social skills. The second was the 'Adult Learning Achievements Celebration' held at Lochgilphead Community Centre where achievements both big and small were on display for all to value and appreciate. This was also very well attended by our Adult Learners who access a variety of our learning and development groups. Partner agencies including Skills Development Scotland, Working Rite, MS Centre, Blarbuie Woods and Advocacy Services also attended.

Business Outcome 31 - We have a culture of continuous improvement

1. The INEA inspection follow up report was published on 26th November 2018 and as a result of the improvements made by Argyll and Bute Council Education Service. HM Inspectors reported that the council has now demonstrated that it has made positive and continued progress since the original inspection in September 2016. It has strengthened its arrangements for educational leadership, and central officers and school-based staff continue to work with commitment to bring about a wide range of improvements. The authority now has greater capacity to continue to drive improvement in the quality of its provision. HM Inspectors will make no further visits to Argyll and Bute Council in connection with the original inspection.
2. The two Heads of Education are increasing their involvement with the Northern Alliance to deliver the Northern Alliance Regional Improvement Collaborative Plan. This increasing involvement and support is strengthening the leadership across the Northern Alliance and promoting collaborative working and increased networking.
3. Each of our schools has received its first Quality Improvement visit for 2018/19 with the main focus on strategic improvement targets in line with Our Children Their Future.
4. The review of Lochgilphead High School is complete in line with our scheduled programme of validation of self-evaluation activity. Follow up visits have also taken place to Hermitage Academy and Campbeltown Grammar.
5. Secondary Head Teachers have presented their summary of achievement data at Area Committees using the new process offering continued consistency across all areas for elected members scrutiny.

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

1. Feedback from students participating in the national pilot for teacher education with Dundee University and UHI which started in December has been very positive and will continue to be evaluated for impact by officers.
2. The probationers' seminar in November saw 33 of our new probationers attend a two day development session which focused on the use of data for improvement, self-evaluation and How Good Is Our School.
3. Head Teachers met on 28th November at the second of their head teachers meetings to look at attainment and achievement and performance information.

Key Challenges and Actions Completed In Previous Quarter

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 Argyll and Bute Council published in July 2018.
HM Inspectors reported that the Education Service has now demonstrated that it has made positive and continued progress since the original inspection in September 2016. Strengthening arrangements for educational leadership, and central officers and school-based staff continue to work with commitment to bring about a wide range of improvements.

Short-term Operational Challenges

1. There are current shortages in primary teacher staffing. Creative solutions have had to be looked at to ensure provision is in place. Primary head teacher recruitment continues to be an area of challenge and two Education Officers are currently seconded into head teacher's posts at Inveraray and Taynuilt Primary Schools.
2. There are challenges in securing teachers to teach STEM subjects in our secondary schools. We are looking at creative solutions to address this including introducing virtual learning through e-Sgoil.
3. The timing of the Community Learning and Development inspection which begins in January with preparation underway in December coincides with the collation of information required for the Council's budget meeting and the time set aside to consider options to restructure the service.

Key Challenges and Actions to address the Challenges

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

1. Challenge - 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.

Actions

- a) Strategic Finance have highlighted this issue in their budget outlook report and we are also reviewing spend across all areas of ASN.
- b) The service looking to benchmark with other authorities, look for best practice and has developed and an action plan.
- c) The service is reviewing the process of ASN allocation and service demand and has identified areas that require realignment. For example pupil support teacher allocation, role of Principal Teachers ASN and available hours across the service.

Carried Forward From Previous Quarter – Y/N Yes	Completion Due Date: Ongoing	Responsible Person Anne Paterson
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 ensure that the Northern Alliance Regional Improvement Collaborative adds value to Argyll and Bute Education Service to ensure that children and young people realise their potential. Actions – a) Implement 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.		
Carried Forward From Previous Quarter – Y/N Yes	Completion Due Date: Ongoing	Responsible Person: Anne Paterson / Louise Connor
Key Challenges and Actions to address the Challenges		
Business Outcome 19 - All children and young people are supported to realise their potential 2. Challenge – Ensure that there is access to a wide and progressive curriculum which meets the needs of all of our young people and supports the economic development of Argyll and Bute across all of our schools. Actions - a) Working with partners including Argyll College UHI and business partners b) Utilising access to digital learning c) Planning the delivery of bespoke curriculum design packages for primary education		

d) Curriculum reviews in secondary schools continue as a rolling programme

Carried Forward From Previous Quarter – Y/N
No

Completion Due Date:
Ongoing

Responsible Person:
Anne Paterson / Louise Connor

Key Challenges and Actions to address the Challenges

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

1. Challenge – To increase the availability and uptake of foundation apprenticeships to support the workforce aspirations in Argyll and Bute’s proposed Rural Deal.

Actions –

- a) Improving the model of foundation apprenticeships by widening availability and by developing local models for delivery to meet the needs of our more remote and rural communities.

Carried Forward From Previous Quarter – Y/N
Yes

Completion Due Date:
Ongoing

Responsible Person:
Anne Paterson

Key Challenges and Actions to address the Challenges

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

2. Challenge - Recruitment and retention across the Service.

Actions –

- b) All schools are requested to identify specific staffing requirements earlier as part of the annual staffing exercise. This will commence in January 2019 for session 2019/20.
- c) Continued discussions with Argyll College in relation to qualifications for Early Years staff to meet the demand for the workforce for 1140 hours for 2020.

d) Delivery of a quality support programme for all probationer teachers which encourages them to apply to teach in Argyll and Bute when qualified.

Carried Forward From Previous Quarter – Y/N
Yes

Completion Due Date:
Ongoing

Responsible Person:
Anne Paterson / Louise Connor