

## Annual Performance Review 2018-2019

### Education Services

#### KEY SUCCESSES

##### Key Improvements from previous years' annual performance review

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

1. The Early Years' Service have phased in 1140 hours Early Learning and Childcare (ELC) in a total of 25 establishments across Argyll and Bute.

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

1. HM Inspectors reported that the Education Service has 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.
2. Overall, for SQA presentations, the results for pupils across National 4, National 5, Higher and Advanced Higher in 2018 are higher than the National Average for A-C and A-D results. Both Higher and Advanced Higher outcomes have improved from 2017 by 2.9% and 4.92% respectively.

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

1. The Annual Participation Measure records the "participation" of the 16-19 age group across an entire year as opposed to focusing on an individual's status on a single day. The 2018 figures were released in August
  - a. Participating in education, training or employment – 94.2% (up 1.2% from 2017 and 2.8% above the national average).
  - b. Not participating i.e. unemployed, seeking or not seeking employment – 2.7% (down 0.1% from 2017 and 0.7% below the national average).
  - c. Unconfirmed – 3.1% (down 1.1% from 2017 and 1.6% below the national average).

The 2018 Annual Participation Measure indicates a small but positive trend, comparing favorably with national averages and placing Argyll and Bute as 9th best performing local authority.

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

1. We were selected as one of six local authorities to take work with Dundee University and UHI in an “Alternative Route to Teaching” programme which will allow existing staff to participate in a postgraduate diploma in Science Technology Engineering Mathematics subjects. 5 applicants were accepted on to the programme which began in December 2018 and are making good progress.

**Other Key Improvements during 2018/19**

**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

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

1. Analysis of the Achievement of the 2017/18 CfE Levels for Argyll and Bute compared with 2016/17 data indicates that almost all levels have been maintained or improved.  
 Reading – P1, P4 and P7 have improved, S3 has maintained, and all are above 2017 national.  
 Writing –P4, P7 and S3 have improved, P1 has maintained, and all are above 2017 national.  
 Listening/Talking – P1, P4, P7 and S3 have improved and all are in line or above 2017 national.  
 Numeracy – P1, P4, and P7 have improved with a 2% dip in S3 and all are in line or above 2017 national.  
 Assessment and Moderation guidelines have also been reviewed with up to date guidance and issued to all primary and secondary schools. This will further support teacher professional judgement of literacy and numeracy

## KEY CHALLENGES AND ACTIONS TO ADDRESS CHALLENGES

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

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

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) There has been a focused drive on securing best value within ASN which has resulted in review across all areas.
- b) The allocation process and supporting documentation is being updated and circulated to schools.
- c) A monthly monitoring review has been established to ensure that ASN assistant allocation stays within budget for the coming financial year.
- d) The role and line management of the pupil support teachers is being reviewed to ensure greater flexibility to response to need.

Completion Date: August 2019

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

1. 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) All secondary schools have been involved in discussion, designing and planning virtual learning experiences through the use of online technology and learning packages. This work is currently being piloted in Tiree and Oban to further inform further roll out.
- c) Planning the delivery of bespoke curriculum design packages for primary education
- d) Curriculum reviews in secondary schools continue as a rolling programme

Completion Date: August 2020

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

Challenge: Recruitment and retention across the service

Actions:

- a) Vacant posts are particularly challenging to recruit to in rural areas. Continue to identify and advertise posts early and work with the Communications team to support advertising.
- b) There continue to be challenges in securing teachers to teach science, technology, engineering and mathematics (STEM) subjects in our secondary schools, which are being creatively tackled through the virtual school project. Secondary schools have been utilising the Esgoil to support curriculum delivery.
- c) 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.
- d) 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.

Completion Date: August 2020

<b>CONSULTATION AND ENGAGEMENT</b>		
<b>Supports Business Outcome 17- The support needs of children and their families are met</b>		
We asked (focus of consultation)	You said (customer response)	We did (improvement actions)
ELC 1140 funded hours parent survey	<p>This survey was created in order to further consult with parents as we enter our next delivery of phasing.</p> <p>The survey was open to all who has an interest/requirement of/for Early Learning and Childcare (ELC) across Argyll and Bute between: 21st February 2019 – Sunday 10th March 2019.</p> <p>A total of 455 responses were made.</p>	<p>Influenced ELC 1140 Phasing Plan going forward from August 2019.</p> <p>Re considered patterns of provision that will be offered in cluster areas.</p> <p>Outdoor Nursery Provision is being considered/pursued in urban areas.</p>
School holiday dates for 2020-2023	Views were collated and returned by HTs in collaboration with staff and Parent Councils.	School holiday dates for 2020-2023 were formed on the basis of this feedback. Further consultation took place with HT Advisory Group, JSC and LNCT. Proposed dates were agreed to be presented to Community Services Committee for approval in June 2019.

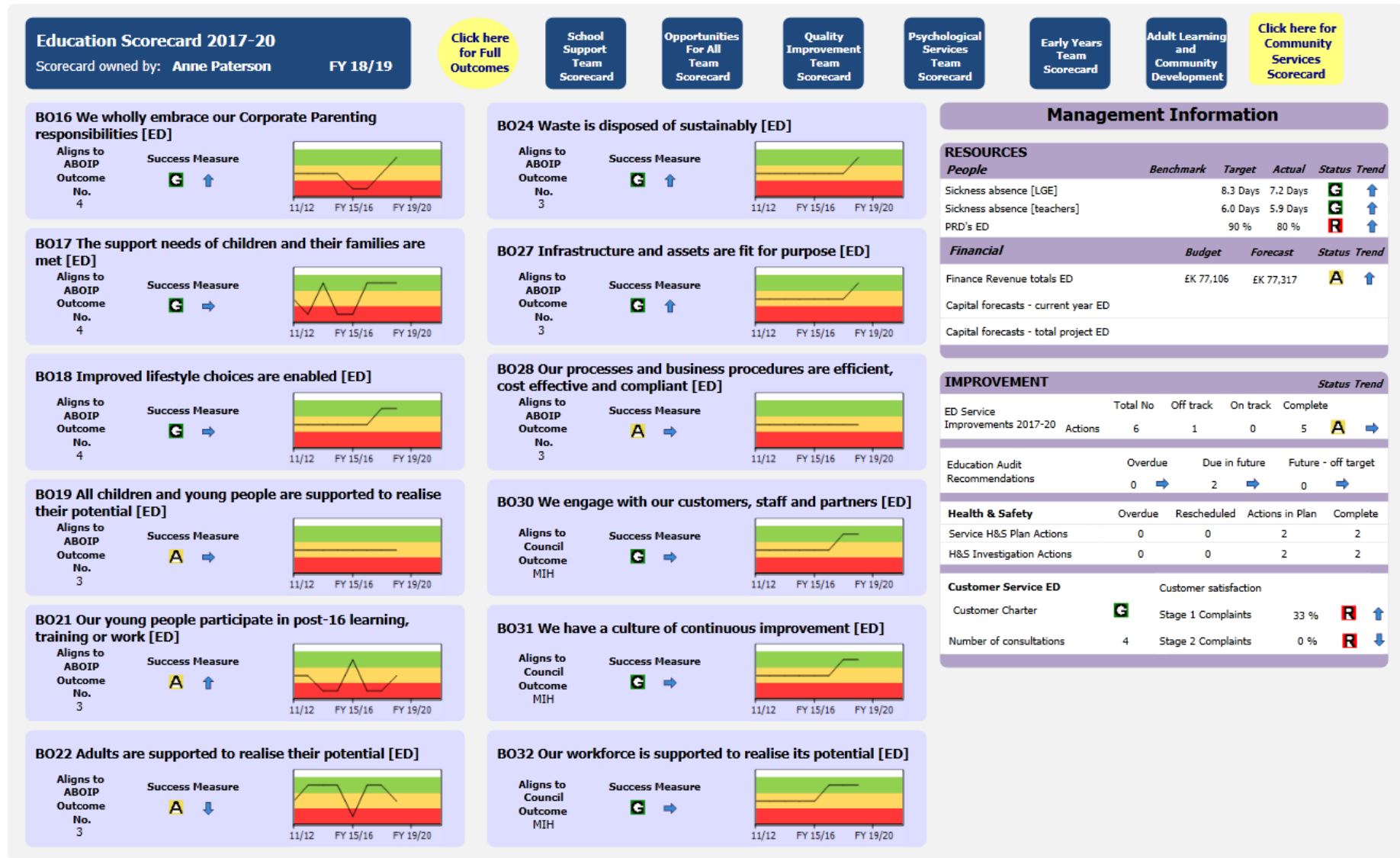
<b>Business Outcome 32 – Our workforce is supported to realise its potential</b>		
We asked (focus of consultation)	You said (customer response)	We did (improvement actions)
We asked schools for information on what languages they were delivering under the Scottish Government 1+2 languages policy	Head Teachers responded as to where they were in terms of implementation of the policy which is to be fully embedded by 2021. L2 (second language over and above mother tongue) languages, Gaelic and French were prescribed by the service. L3 (from P5 onwards) various languages with Gaelic being the most popular followed by French, Spanish, then BSL.	To monitor success, share learning and target support to ensure full implementation of the 1 + 2 languages policy across all schools in Argyll and Bute by 2021.  Updated Scottish Government as to our progress which helps to inform policy decisions at Scottish Government.
<b>Business Outcome 19 - All children and young people are supported to realise their potential</b>		
We asked (focus of consultation)	You said (customer response)	We did (improvement actions)
For improvements that we could make to the School Improvement Planning (SIP) Format	It could be reviewed to reduce repetition and to take account of shared headships.	Set up a working group of Head Teachers to evaluate, review and improve the SIP Format for 2019-20 academic session. This is complete and has been distributed to all establishment heads for use in academic session 2019-20.

**Louise Connor Head of Education: Learning and Teaching**

**Anne S Paterson Head of Education: Lifelong Learning and Support and Chief Education Officer**

**23rd May 2019**

## Education Annual Scorecard – 2018/19



**BO16 We wholly embrace our Corporate Parenting responsibilities [ED]**

Aligns to ABCIP Outcome No. 4 Success Measure C ↑

**BO16 We wholly embrace our Corporate Parenting responsibilities - Net** £ Budget £ 8,879,189 Forecast £ 9,099,189 R ↑

ED16\_01-Provide a Looked After Children - Annual Performance Report to the Corporate Parenting Board Actual Complete C Target On track ↑

ED16\_02-Increase the number of looked after young people participating on the Summer Internship Programme Actual 6 Target 10 Forecast 10 R ↑

ED16\_03-Increase positive destinations for looked after children Actual 93.0 % Target 0.0 % Benchmark C ↑

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

Aligns to ABCIP Outcome No. 4 Success Measure C →

**BO17 The support needs of children and their families are met - Net** £ Budget £ 6,778,118 Forecast £ 6,778,118 C →

ED17\_01-Meet statutory timescales when opening co-ordinated support plans Actual 100 % Target 100 % Benchmark C ↑

ED17\_02-Appropriate Flexible Learning Plans are in place for all young people following a flexible timetable across establishments Actual Complete Target On track Benchmark Complete C →

ED17\_03-Develop a Parental Involvement Strategy to improve engagement and support with families and parents Actual Complete Target Complete Benchmark Complete C ↑

ED17\_04-Deliver 1140 hours of early years child care by 2020 Actual Green Target On track C →

ED17\_05-Continue with training school staff on the SEEMIS Wellbeing Application. Actual Complete Target On track C →

ED17\_06-Youth Action Plan Actual Complete Target On track C →

ED17\_07-Child Protection Plan Actual Complete Target On track C →

ED17\_08-Education Improvement Plan Actual Complete Target On track C →

**BO18 Improved lifestyle choices are enabled [ED]**

Aligns to ABCIP Outcome No. 4 Success Measure C →

**BO18 Improved lifestyle choices are enabled - Net** £ Budget £ 0 Forecast £ 0 C →

ED18\_01-Evaluate the impact of the PATHS delivery Actual Complete Target Complete Benchmark Complete C →

ED18\_02-Evaluate the impact of increased skill and confidence in effectively identifying & responding to mental health issues...secondary schools Actual Complete Target Complete Benchmark Complete C →

ED18\_03-Delivery of internet safety sessions to S1s. Actual 10 Target 10 Benchmark C →

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

Aligns to Council Outcome 3 Success Measure A ↑

**BO21 Our young people participate in post-16 learning, training or work - Net** £ Budget £ 649,810 Forecast £ 649,810 C →

ED21\_01-Increase the number of young people on Activity Agreements progressing into positive destinations Actual 86 % Target 65 % Benchmark 69 % C ↑

ED21\_02-Increase the number of 16-19 year olds participating in education, employment and training Actual 94 Target 95 Benchmark 93 R →

**BO22 Adults are supported to realise their potential [ED]**

Aligns to Council Outcome MIH Success Measure A ↓

**BO22 Adults are supported to realise their potential - Net** £ Budget £ 595,372 Forecast £ 595,372 C →

ED22\_01-Number of participants in activities that improve literacy and numeracy levels Actual 468 Target 440 Benchmark C ↓

ED22\_02-Number of adults accessing Community Based Adult Learning. Actual 393 Target 325 Benchmark C ↓

**BO24 Waste is disposed of sustainably [ED]**

Aligns to Council Outcome MIH Success Measure C ↑

**BO24 Waste is disposed of sustainably** £ Budget £ 0 Forecast £ 0 C →

ED24\_01-ECO Schools Programme Actual On track Target On track Benchmark On track C →

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

Aligns to Council Outcome MIH Success Measure A →

**BO28 Our processes and business procedures are efficient, cost effective and compliant** £ Budget £ 0 Forecast £ 0 C →

ED28\_01-Customer Services Strategy Actual On track to revised plan Target Complete Benchmark On track to revised plan C →

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

Aligns to Council Outcome MIH Success Measure C →

**BO30 We engage with our customers, staff and partners - Net** £ Budget £ 55,333 Forecast £ 55,333 C →

ED30\_01-All secondary establishments have a minimum of 3 DYW partnership agreements Actual 100.00 % Target 100.00 % Benchmark C ↑

ED30\_02-Parental Involvement Strategy/Parental Involvement Act Actual 100 Target 100 Benchmark C →

**BO31 We have a culture of continuous improvement [ED]**

Aligns to Council Outcome MIH Success Measure C →

**BO31 We have a culture of continuous improvement - Net** £ Budget £ 4,571,759 Forecast £ 4,563,162 C ↓

ED31\_01-Continue with a comprehensive programme of educational establishment reviews Actual 4 Target 3 Benchmark C ↑

ED31\_02-Undertake a programme of Quality Improvement visits to each establishment Actual 290 Target 240 Benchmark 3 C ↓

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

Aligns to Council Outcome MIH Success Measure C →

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

ED32\_01-Support probationer teachers working within Argyll & Bute Actual Complete Target On track C →

ED32\_03-Review and amend the prospectus that details all leadership courses and modules offered by A&B Council and Partners / Secure accreditation for Middle Leadership Programme Actual Complete Target On track C →

ED32\_04-Audit & analyse CPD needs of all primary & secondary teaching staff in relation to the NIF Actual Complete Target On track C →

ED32\_05-Increase no. of staff accessing Teacher Leadership (100%), Middle Leadership (50%), and maintain no. participating in Into Headship prog. Actual Complete Target On track C ↑ Annual Measure

ED32\_06-Improve the quality of leadership at all levels through.....CPD leadership development Actual 5 Target 5 Benchmark C ↓

**Education Scorecard 2017-20**  
Scorecard owned by: **Anne Paterson** FY 18/19

[Click here for Full Scorecard](#) [Click here for Business Outcome 19](#)



### Education Scorecard 2017-20

Scorecard owned by: **Anne Paterson**

FY 18/19

[Click here for Full Scorecard](#)

[Click here for Outcomes](#)

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

Aligns to ABCIP Outcome No. 3

Success Measure **A**

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

Budget £ 55,558,881  
Forecast £ 55,558,881

ED19\_01-Annual audit of curriculum models across all secondary establishments with follow up support and challenge as required

Actual	100.00 %	
Target	100.00 %	
Benchmark		

ED19\_07-Continue to include a curriculum discussion in quality improvement visits and school reviews

Actual	100.00 %	
Target	100.00 %	
Benchmark		

ED19\_13-Improve outcomes in completion rates and performance within college courses. **Annual Measure**

Actual		
Target	88.00 %	
Benchmark		

ED19\_19-Improved reliability and consistency of teacher professional judgement in line with national expectations in order to raise attainment

Actual	100.00 %	
Target	100.00 %	
Benchmark		

ED19\_02-As part of Argyll and Bute's Children, - audit existing parenting provision and resources...for each point...

Actual	Complete	
Target	Complete	
Benchmark	Complete	

ED19\_08-The opportunity for children and young people to continue to experience relevant and wider achievement within the curriculum is offered...

Actual	100.00 %	
Target	100.00 %	
Benchmark		

ED19\_14-Hold authority wide capacity building courses for young people

Actual	On track	
Target	Complete	
Benchmark	On track	

ED19\_20-Local Youth Forums attend at least one Community Planning Partnership (CPP) Area Planning Group meeting per annum

Actual	1	
Target	1	
Benchmark		

ED19\_03-As part of Argyll and Bute's Children, develop and implement a parenting strategy

Actual	Green	
Target	Green	
Benchmark	Green	

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	Complete	
Target		
Benchmark	Complete	

ED19\_15-Increase the number of Youth Achievement and Dynamic Youth Awards achieved

Actual	92	
Target	90	
Benchmark		

ED19\_21-OCTF Implementation Plan

Actual	100	
Target	100	
Benchmark		

ED19\_04-Undertake a consultation on the revised Multi-agency guidance for post school transition

Actual	Complete	
Target	Complete	
Benchmark	Complete	

ED19\_10-All educational establishments routinely use click and go pastoral notes to record significant events/incidents

Actual	100.00 %	
Target	100.00 %	
Benchmark		

ED19\_16-All educational establishments routinely use click and go to monitor and track young people's progress

Actual	90.00 %	
Target	100.00 %	
Benchmark		

ED19\_22-Annual Education Plan

Actual	Complete	
Target		
Benchmark	Complete	

ED19\_05-Increase the number of Duke of Edinburgh (D of E) participants from the most deprived areas

Actual	23.00 %	
Target	8.00 %	
Benchmark		

ED19\_11-Improve outcomes in performance within national qualifications at SCQF 5

Actual	79.86 %	
Target	79.00 %	
Benchmark		

ED19\_17-Maintain the percentage of school leavers attaining vocational qualifications at SCQF level 5 and above

Actual	92.92 %	
Target	17.00 %	
Benchmark	10.60 %	

ED19\_23-Regional Improvement Collaborative Plan

Actual	Complete	
Target	Complete	
Benchmark	Complete	

ED19\_06-Achievement of the strategic priorities set out in the National Improvement Framework (NIF)

Actual	Complete	
Target	Complete	
Benchmark	Complete	

ED19\_12-Improve outcomes in performance within national qualifications at SCQF 7

Actual	81.90 %	
Target	82.00 %	
Benchmark		

ED19\_18-All Early Learning and Childcare [ELC] settings to share development milestone progress

Actual	100.00 %	
Target	100.00 %	
Benchmark		

*Academic Year*

ED19\_24-Pupil Equity Funding Plans

Actual	100	
Target	100	
Benchmark		