

Council Performance Report – Education	Period: FQ2 July - September
<p style="text-align: center;"><b>SUMMARY OF PERFORMANCE - No. of Success Measures: 38</b></p> <p style="text-align: center;">Green    33</p> <p style="text-align: center;">Red       2</p> <p style="text-align: center;">No Data   3</p>	
<b>Delivering Our Outcomes</b>	
<b>Corporate Outcome 3 - Children and young people have the best possible start</b>	
BO106 Our looked after young people are supported by effective corporate parenting	
<ol style="list-style-type: none"> <li>At the Scottish Learning Festival in Glasgow on the 25-26 September our Principal Teacher (PT) - Looked After Children presented information on her role and the support and challenge provided to schools, around the formal and informal exclusion of looked after children with positive outcomes. This work was favorably received and attracted a great deal of interest.</li> </ol>	
BO107 The support and lifestyle needs of our children, young people and their families are met	
<ol style="list-style-type: none"> <li>Phasing in of 1140 hours of Early Learning and Childcare (ELC) by 2020 is on track. 37 services out of 61 have now phased in and are delivering 1140 hours ELC. This includes 2 new settings (1 in Cardross and 1 in Campbeltown). These 37 services offer a total of 774 spaces for ELC. 100% of settings in Helensburgh and Lomond, Bute, Mid Argyll, Kintyre and Islay are now delivering 1140 hours.</li> </ol>	
<ol style="list-style-type: none"> <li>On Friday 13 September at the national sharing of practice event in Edinburgh hosted by the Scottish Governments Early Learning and Childcare Directorate two Argyll and Bute Education Officers led a workshop “Building Leadership At All Levels” which showcased the good work in Argyll and Bute.</li> </ol>	
<ol style="list-style-type: none"> <li>The Northern Alliance Early Years workstream is providing a platform for sharing of expertise and developing good practice across the 8 local authorities. This workstream is led by an Argyll and Bute Education Officer who is seconded 3 days a week to Northern Alliance. This work is being noted as leading practice for the Northern Alliance and is impacting on national best practice.</li> </ol>	
<ol style="list-style-type: none"> <li>The Educational Psychology Service has been central to successfully securing Argyll and Bute as one of three national delivery trials for the Scottish Psychological Trauma Training Plan. The purpose of the delivery trial within Argyll and Bute is to develop a trauma informed workforce across managers, practitioners and carers, leading to changes to practice that improve outcomes for children and young people while also building trauma aware workplaces. Over this period the Educational Psychology Service has met with third sector providers, liaised with Scottish Government to detail our local proposal as well as working with the steering group to plan a range of presentations to managers and senior leaders including a launch conference in December 2019.</li> </ol>	
<ol style="list-style-type: none"> <li>At Community Services Committee in September members approved the revised anti bullying policy and the continued commitment of the Education Service to build capacity, resilience and skills in children and young people and to prevent and deal with bullying in all of our schools.</li> </ol>	
<b>Corporate Outcome 4 - Education, skills and training maximise opportunities for all</b>	
BO108 All our children and young people are supported to realise their potential	
<ol style="list-style-type: none"> <li>The SQA examination results for pupils in academic year 2018/19 were: National 4 results are above the national outcome by 11.50%. National 5 results are above the national outcome by 1.2% in 2019.</li> </ol>	

2.	The Head Teachers meeting on the 10 September focused on self-evaluation in relation to learning and teaching. All Head Teachers were introduced to updated tracking and monitoring processes to improve outcomes for children and young people.
3.	On 24 September a workshop was carried out for Head Teachers in relation to self-evaluation of quality indicators used in the Education Scotland inspection process. This workshop provided support and challenge to all schools in reviewing learning and teaching.
4.	A targeted programme of support to schools which the service anticipate will be due for an inspection in the near future has been implemented. This will support HTs to lead self-evaluation activities with their staff.
5.	On 19 September Early Years Education Officers carried out Three Assets training with Early Years staff to provide improvements within the curriculum outcomes. Three Assets training focuses on our best assets, outdoors, partnership and culture and is a resource that supports schools or nurseries through developing the curriculum.
6.	The Helensburgh and Lomond cluster (11 primary schools and one secondary) planned and implemented their collegiate moderation work in Literacy and Numeracy. This coherent collaborative Moderation approach will underpin the future moderation model in the authority leading to shared standards and improved confidence in teacher professional judgement.
<b>Getting it right</b>	
BO116 We engage and work with our customers, staff and partners	
1.	We participated in a review of our Learning Estates and have worked with the Northern Alliance Sustaining Education workstream lead on 3 September to begin to develop our learning estates strategy to support 21 <sup>st</sup> century learning in Argyll and Bute. The Scottish Government have published guidance in September and this provides a framework for our own strategy linked to national priorities.
2.	On 11-12 September there was a 2 day leadership seminar providing support for Head Teachers, Depute Head Teachers and Principal Teachers leading the learning and teaching in schools. Input at these sessions was from external consultants, Northern Alliance leadership workstream and Scottish College of Educational Leadership and UHI. These sessions all evaluated very positively and the two day event was very successful.
3.	Following the restructure of Community Learning and a mapping exercise with partners and learners the key service priorities were identified as - Employability, Health and Wellbeing, Learner Voice, Accredited Learning, Digital Skills, Family Learning and Financial Literacy.
BO117 We encourage creativity and innovation to ensure our workforce is fit for the future	
1.	To support the shared headship of Castlehill, Drumlemble and Carradale Primary Schools we have recruited a new Depute Head Teacher for the cluster of 3 schools to provide leadership and continuity within curriculum development.
2.	We have 21 primary probation teachers and 5 secondary probation teachers in post for session 2019/20. On 19 and 20 September we held the first of 4 seminars and our probationers were welcomed to Argyll and Bute by the Chief Executive. They had an induction on education and teaching in a rural authority highlighting the challenges and opportunities for their development as effective teachers by the Chief Education Officer.
3.	To ensure succession planning in Early Learning and Childcare we have recruited 12 modern apprentices (including 2 Gaelic Medium) and 2 graduate apprentices. We also have 42 young people across 6 of our secondary schools enrolled in a Foundation Apprenticeship in Early Learning and Child Care.

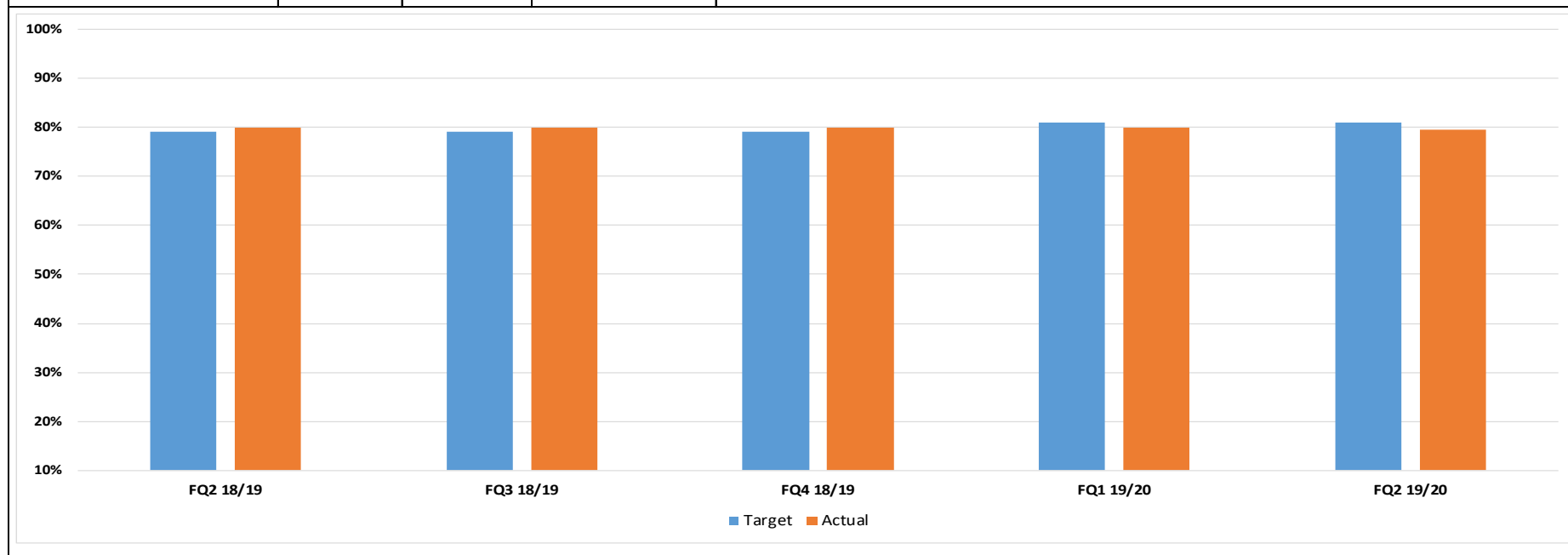
Our Challenges		
Current Short-term Operational Challenges <i>[Include Service id]</i>		
<ol style="list-style-type: none"> <li>1. This quarter has seen operational challenges in staffing, with shortages and long term absences in the central team. We are continuing to meet these challenges through short term contracts. Long term absences are also being monitored and appropriate actions being addressed.</li> <li>2. The phasing in of 1140 hours of Early Learning and Childcare is on track. The proposed projects to be implemented in Campbeltown, Oban and Salen are more complex. Oban provision requires to be increased through the creation of a new setting and repurposing of the Willowview office building in Oban. Salen requires the refurbishment and extending of the school to create separate English and Gaelic medium settings.</li> <li>3. The recruitment to the new structure of Community Learning and Development has concluded and staff are getting used to new roles and responsibilities. There will need to be significant capacity building to ensure that the he service can best support their priorities of Employability, Health and Wellbeing, Learner Voice, Accredited Learning, Digital Skills, Family Learning and Financial Literacy. Plans, resources and training are in place to support this.</li> </ol>		
Current Key Challenges and Actions to address the Challenges		
<b>Key Challenges and Actions to address the Challenges</b> Business Outcome 108 All our children and young people are supported to realise their potential <b>1. Challenge</b> - Ensure that there is access to a wide and progressive curriculum which meets the needs of all of our young people providing appropriate learning pathways to support the economic development of Argyll and Bute across all of our schools. The SQA examination results for pupils in academic year 2018/19 were: Higher results are below the national outcome by -1.6% in 2019. There is a national dip in the 2019 higher results. Advanced Higher results are below the national outcome by -3.7% in 2019. <b>Action Detail –</b> Scrutiny meetings with HTs <ol style="list-style-type: none"> <li>1. Each of our secondary schools has successfully constructed their timetable for 2019/20 academic year. Both in terms of the curriculum on offer and the recruitment of staff to deliver.</li> <li>2. Scrutiny meetings have taken place with all of our Secondary Head Teachers and the two Heads of Education and the Executive Director.</li> <li>3. To ensure a progressive learning journey for all pupils in secondary school, work is being undertaken with secondary Head Teachers to audit current practice and to review the learner journey in secondary schools.</li> <li>4. Assessment and moderation strategies are being put in place across all schools to provide a more rigorous approach to assessment and moderation including a greater use of data.</li> <li>5. Review current models of curriculum paths in primary schools.</li> </ol>		
<b>Carried Forward From Previous Quarter:</b> Y/N Yes	<b>Action Milestone Dates:</b> June 2020	<b>Responsible Person:</b> Louise Connor

<b>Key Challenges and Actions to address the Challenges</b>		
Business Outcome 108 All our children and young people are supported to realise their potential		
<b>2. Challenge</b> - To increase the availability and uptake of foundation apprenticeships to support the workforce aspirations in Argyll and Bute's proposed Rural Deal.		
<b>Action Detail</b> -		
<ul style="list-style-type: none"> <li>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.</li> <li>b) We have 42 young people across 6 of our secondary schools enrolled in a Foundation Apprenticeship in Early Learning and Child Care and it is our aspiration to grow this substantially.</li> </ul>		
<b>Carried Forward From Previous Quarter:</b> Y/N Yes	<b>Action Milestone Dates:</b> June 2020	<b>Responsible Person:</b> Anne Paterson
<b>Key Challenges and Actions to address the Challenges</b>		
Business Outcome 117 We encourage creativity and innovation to ensure our workforce is fit for the future		
<b>3. Challenge</b> - There continues to be challenges in securing teachers to teach science, technology, engineering and mathematics (STEM) subjects in our schools, which are being creatively tackled through the virtual schools project.		
<b>Action Detail</b> -		
<ul style="list-style-type: none"> <li>a) Secondary schools have been utilising the e-Sgoil (virtual learning) to support curriculum delivery.</li> <li>b) Each of our primary clusters has nominated a teacher to promote STEM activities within the curriculum for each area. Training has been delivered to support and promote this national development.</li> </ul>		
<b>Carried Forward From Previous Quarter:</b> Y/N Yes	<b>Action Milestone Dates:</b> June 2020	<b>Responsible Person:</b> Louise Connor
<b>Key Challenges and Actions to address the Challenges</b>		
Business Outcome 117 We encourage creativity and innovation to ensure our workforce is fit for the future		
<b>4. Challenge</b> – We will be reviewing the guidance on Devolved School Management (DSM) including any potential changes following the publication of new national guidance issued by the Scottish Government		
<b>Action Detail</b> -		
<ul style="list-style-type: none"> <li>a) We have set up a working group to consider the impact of the potential changes and a report will be prepared for Community Services Committee.</li> <li>b) A report for discussion will be presented to Joint Services Committee (Trade Unions) and the Local Negotiating Committee for Teachers.</li> </ul>		

Carried Forward From Previous Quarter: Y/N Yes		Action Milestone Dates: August 2020		Responsible Person: Louise Connor	
Key Challenges and Actions to address the Challenges					
Business Outcome 108 All our children and young people are supported to realise their potential					
5. Challenge – Future proofing the school estate and provision of education to all children and young people					
Action Detail –					
a) We are developing a Learning Estates Strategy and associated plans.					
b) Introduce high quality improved outdoor learning.					
c) Increasing accessibility to digital technologies to improve curricular access for children and young people across the authority and especially those in more rural areas.					
Carried Forward From Previous Quarter: Y/N Yes		Action Milestone Dates: June 2020		Responsible Person: Anne Paterson / Louise Connor	
Key Challenges Resolved In Previous Quarter					
All challenges have continued from the previous quarter.					
Our Off-Track Performance Indicators					
INDICATOR REF EDU107-09 Support the increase in uptake of available Grants, Allowances and Entitlements					
TREND	TARGET FQ2 19/20	ACTUAL FQ2 19/20	OWNER	COMMENTARY	
↓	10% increase from the 2017/18 baseline figures	Education Maintenance Allowance 224 against target 268 Free School Meals 869 against target 920	Susan Tyre	During the first 2 quarters of the year work has taken place with Revenue and Benefits to auto-enrol Free School Meals and Clothing Grants to those pupils entitled to them. This is work in progress and the main uptake will be reflected in Qtr3	

**Indicator Ref : EDU108\_02 [ED108\_02]-Continue to improve outcomes in performance within national qualifications at SCQF 5 (Natio (Authority Data))**

Trend	FQ2 19/20 Target	FQ2 19/20 Actual	Owner	Commentary
↓	81%	79.43%	Simon Easton	There has been a small decrease in pass rates from 2017/18. However the Argyll and Bute results are 1.2% above the national average for Nat 5s.



## Education Scorecard 2019-22

Scorecard owned by: Anne Paterson

FQ2 19/20

[Click here for Full Outcomes](#)

School Support Team Scorecard

Opportunities For All Team Scorecard

Quality Improvement Team Scorecard

Psychological Services Team Scorecard

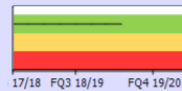
Early Years Team Scorecard

Adult Learning and Community Development

[Click here for Community Services Scorecard](#)

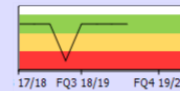
### BO106: Our Looked After Young People Are Supported By Effective Corporate Parenting [EDU]

Success Measures



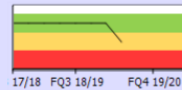
### BO109: All Our Adults Are Supported To Realise Their Potential [EDU]

Success Measures



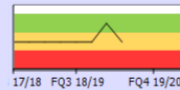
### BO107: The Support And Lifestyle Needs Of Our Children, Young People And Their Families Are Met [EDU]

Success Measures



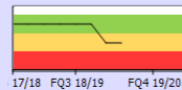
### BO116: We Engage And Work With Our Customers, Staff And Partners [EDU]

Success Measures



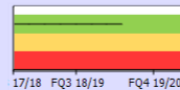
### BO108: All Our Children And Young People Are Supported To Realise Their Potential [EDU]

Success Measures



### BO117: We Encourage Creativity And Innovation To Ensure Our Workforce Is Fit For The Future [EDU]

Success Measures



## Management Information

### RESOURCES

People	Benchmark	Target	Actual	Status	Trend
Sickness absence [LGE]		2.1 Days	1.6 Days	<span style="color: green;">G</span>	<span style="color: blue;">↑</span>
Sickness absence [teachers]		1.5 Days	1.5 Days	<span style="color: red;">R</span>	<span style="color: blue;">↑</span>
PRD's ED		90 %	67 %	<span style="color: red;">R</span>	<span style="color: blue;">↓</span>

### Financial

Budget Forecast Status Trend

Finance Revenue totals ED

Capital forecasts - current year ED **The Financial information for FQ2 2019/20 will be available here shortly.**

Capital forecasts - total project ED

### IMPROVEMENT

Status Trend

EDU Service	Total No	Off track	On track	Complete	
Improvements 2017-20					
Actions	10	0	5	5	<span style="color: green;">A</span> <span style="color: blue;">→</span>
Education Audit Recommendations	<span style="color: red;">R</span>	Overdue	Due in future	Future - off target	
	3	<span style="color: blue;">↓</span>	12	<span style="color: blue;">↑</span>	0 <span style="color: blue;">→</span>

### Health & Safety

	Overdue	Rescheduled	Actions in Plan	Complete
Service H&S Plan Actions	0	0	10	2
H&S Investigation Actions				

### Customer Service ED

	Customer satisfaction
Customer Charter	<span style="color: green;">G</span> Stage 1 Complaints <span style="color: red;">R</span>
Number of consultations	1 Stage 2 Complaints <span style="color: green;">G</span>

## Education Scorecard 2019-22

Scorecard owned by: **Anne Paterson** FQ2 19/20

[Click here for Full Scorecard](#)

[Click here for Business Outcome 108](#)

### BO106: Our Looked After Young People Are Supported By Effective Corporate Parenting [EDU]

Success Measure **G** ➔

EDU106_01 [ED106_01]-Provide a Looked After Children annual performance report to the Corporate Parenting Board	Actual	On track	<b>G</b>
	Target	On track	➔
	Benchmark	On track	
EDU106_02 [ED106_02]-Increase positive destinations for looked after children in Argyll and Bute	Actual	89.3 %	<b>G</b>
	Target	79.0 %	⬆
	Benchmark		

### BO109: All Our Adults Are Supported To Realise Their Potential [EDU]

Success Measure **G** ➔

EDU109_01 [ED109_01]-Increase the number of adults engaging with Community Based Adult Learning	Actual	0	<b>G</b>
	Target	0	➔
	Benchmark	0	
EDU109_02 [ED109_02]-Increase the number of externally accredited learning outcome options available to adults	Actual	0	<b>G</b>
	Target	0	➔
	Benchmark	28	
EDU109_03 [ED109_03]-Increase the number of adults receiving dedicated literacy and numeracy support	Actual	0	<b>G</b>
	Target	0	➔
	Benchmark	0	

### BO116: We Engage And Work With Our Customers, Staff And Partners [EDU]

Success Measure **A** ⬇

EDU116_01 [ED116_01]-Work towards the completion of CS Excellence Standard	Actual	On track to revised plan	<b>G</b>
	Target	Complete	⬇
	Benchmark	On track to revised plan	
EDU116_02 [ED116_02]-Undertake a minimum of 3 surveys with pupils, staff and parents on the quality of education	Actual	On track	<b>G</b>
	Target	Complete	➔
	Benchmark	On track	
EDU116_03 [ED116_03]-Customer Service Strategy	Actual	On track	<b>G</b>
	Target	On track	➔
	Benchmark	On track	

### BO117: We Encourage Creativity And Innovation To Ensure Our Workforce Is Fit For The Future [EDU]

Success Measure **G** ➔

EDU117_01 [ED117_01]-Continue to expend the leadership programme to support growing our own leaders	Actual	On track	<b>G</b>
	Target	Complete	➔
	Benchmark	On track	
EDU117_02 [ED117_02]-Support probationer teachers working within Argyll & Bute	Actual	Complete	<b>G</b>
	Target	Complete	➔
	Benchmark	Complete	

### BO107: The Support And Lifestyle Needs Of Our Children, Young People And Their Families Are Met [EDU]

Success Measure **A** ⬇

EDU107_01 [ED107_01]-Improve our parental engagement in line with new Parental Engagement Strategy	Actual	On track	<b>G</b>
	Target	On track	➔
	Benchmark	On track	
EDU107_02 [ED107_02]-Phasing in 1140 hours of Early Learning and Childcare (ELC) by 2020	Actual	Green	<b>G</b>
	Target	Green	➔
	Benchmark	Green	
EDU107_03 [ED107_03]-To support and review the implementation of the wellbeing application in schools	Actual	On track	<b>G</b>
	Target	On track	➔
	Benchmark	On track	
EDU107_04 [ED107_04]-Develop and evaluate the use of guidance for partner agencies to enhance collaborative working with the Education Psychology Service	Actual	Complete	<b>G</b>
	Target	On track	➔
	Benchmark	Complete	
EDU107_05 [ED107_05]-Production and roll out of an Education Service mental health and wellbeing strategy	Actual	Complete	<b>G</b>
	Target	On track	➔
	Benchmark	Complete	
EDU107_06 [ED107_06]-Appropriate flexible learning plans and agreements are in place for secondary school pupils who are following this learning pathway	Actual	Complete	<b>G</b>
	Target	On track	➔
	Benchmark	Complete	
EDU107_07 [ED107_07]-Review community learning delivery model	Actual	On track	<b>G</b>
	Target	On track	➔
	Benchmark	On track	
EDU107_08 [ED107_08]-All Early Learning Centres and Primary schools that use PATHS have the appropriate tools and support for effective implementation	Actual	Complete	<b>G</b>
	Target	On track	➔
	Benchmark	Complete	
EDU107_09 [ED107_09]-Support the increase in uptake of available Grants, Allowances and Entitlements	Actual	Red	<b>R</b>
	Target	Red	⬇
	Benchmark	Red	
EDU107_10 [ED107_10]-Develop additional support needs training calendar for teachers and support staff	Actual	Complete	<b>G</b>
	Target	Complete	⬆
	Benchmark	Complete	
EDU107_11 [ED107_11]-Early level and childcare learners spend 50% of their funded time outdoors	Actual	60	<b>G</b>
	Target	50	⬇
	Benchmark	60	
EDU107_12 [ED107_12]-Organise and host a training and moderation session for Gaelic Medium teaching staff	Actual	On track	<b>G</b>
	Target	On track	➔
	Benchmark	On track	
EDU107_13 [ED107_13]-All Gaelic Medium primary school provision will have a rigorous system of assessment, track	Actual	On track	<b>G</b>
	Target	On track	➔
	Benchmark	On track	
EDU107_14 [ED107_14]-Educational Psychology Improvement Plan	Actual	On track	<b>G</b>
	Target	Complete	➔
	Benchmark	On track	



## Education Scorecard 2019-22

Scorecard owned by: **Anne Paterson**

FQ2 19/20

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Scorecard](#)

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Outcomes](#)

### BO108: All Our Children And Young People Are Supported To Realise Their Potential [EDU]

Success Measure

**A**



EDU108\_01 [ED108\_01]-Undertake an annual audit of curriculum models across all secondary establishments with follow up support and challenge as required.

Actual Complete   
Target Complete   
Benchmark Complete

EDU108\_02 [ED108\_02]-Continue to improve outcomes in performance within national qualifications at SCQF 5 [National 5]

Actual 79.43 %   
Target 81.00 %   
Benchmark

EDU108\_03 [ED108\_03]-Children achieve their appropriate developmental milestones by Primary 1

Actual 78   
Target 70   
Benchmark

EDU108\_04 [ED108\_04]-Children and young people reach their potential for their age and ability as per Scottish Government

Actual 0   
Target 0  
Benchmark

EDU108\_05 [ED108\_05]-Support and promote the uptake of non assessed SQA awards

Actual 0   
Target 0  
Benchmark 0

EDU108\_06 [ED108\_06]-Maintain the percentage of school leavers attaining vocational qualifications at SCQF level

Actual 29.50 %   
Target 28.00 %   
Benchmark

EDU108\_07 [ED108\_07]- Support/promote the uptake of wider achievement outcomes for your people as part of their curriculum package including Duke of Edinburgh, Dynamic Youth Awards, Youth Achievement.

Actual 92   
Target 90  
Benchmark

EDU108\_08 [ED108\_08]-Produce annual plan which sets out achievement of strategic priorities set out in the National Improvement Framework (NIF).

Actual Complete   
Target On track  
Benchmark Complete

EDU108\_09 [ED108\_09]-All schools engage in training to improve reliability of teacher professional judgements in line with national expectations in order to raise attainment.

Actual 100.00 %   
Target 100.00 %   
Benchmark

EDU108\_10 [ED108\_10]-Hold authority wide capacity building opportunities for young people to encourage involvement

Actual  
Target Complete  
Benchmark

EDU108\_11 [ED108\_11]-All establishments have a minimum of one community/business partner

Actual Complete   
Target Complete   
Benchmark Complete

EDU108\_12 [ED108\_12]-Develop and implement a nurture strategy for Argyll and Bute with an associated sustainable

Actual On track   
Target On track  
Benchmark On track

EDU108\_13 [ED108\_13]-Continue to train and support primary pupils to become digital leaders

Actual On track   
Target On track  
Benchmark On track

EDU108\_15 [ED108\_15]-Literacy & Numeracy Action Plans

Actual Complete   
Target On track   
Benchmark Complete