



## Response to the Inspection of the Education Functions of Argyll and Bute Council

**March 2017**

<b>INEA Action Plan</b>	
Improvement actions	Completion date
(Reference: MPFA – Main Point For Action)	
<p>1. The significant work of the Service in preparing and publishing the revised Education Vision and Strategy: Our Children, Their Future, with a clear focus on ambition, excellence and equality reflecting local and national priorities:</p> <p>1.1 Preparation of final Strategy document, poster and pocket guides for use by all education staff. Issued to all schools and services;</p> <p>1.2 Official launch of Our Children, Their Future at Tarbert Academy. Head Teacher, school staff and pupils provided focused input of the practical application of the 6 key objectives across the curriculum in a 3-18 establishment;</p> <p>1.3 All Authority Head Teachers (HTs) participated in workshop activities engaging HT's to identify the relevant actions required to support effective implementation of Our Children, Their Future within their own establishments;</p> <p>1.4 Preparation of an updated Education Central Team action plan using the improvement methodology driver diagram to support wider engagement in the delivery of the Strategy and Vision. Specified outcomes to be achieved by June 2017;</p> <p>1.5 Further paper presented to Community Services Committee noting the progress and actions taken to implement the Education Vision and Strategy;</p> <p>1.6 All teams within the Service now aligning all aspect of their work and actions to the strategic objectives of OCTF, and</p> <p>1.7 Education Services, Service Plan clearly aligned to the Vision and Strategy.</p> <p>(MPFA 5)</p>	<p>December 2016 and February 2017</p> <p>16<sup>th</sup> January 2017</p> <p>28<sup>th</sup> February 2017</p> <p>January - March 2017</p> <p>8<sup>th</sup> March 2017</p> <p>January - March 2017</p>
<p>2. New cohort of Assessment and Moderation Facilitators (AMF) have now been trained to ensure effective support for classroom practitioners in undertaking assessment and moderation activities. A further cohort are scheduled to attending further training due to be delivered in May 2017. As a result all schools will now have access to a member of staff trained in assessment and moderation by June 2017.</p> <p>(MPFA 1 &amp; 2)</p>	<p>January 2017</p> <p>Full completion expected by May / June 2017</p>
<p>3. The formation of a Head Teacher Advisory Group to support improved communication, engagement and relationships</p>	<p>Recommended approach shared with</p>

<p>between the Authority and schools.  3.1 Terms of reference for Group formally agreed, and  3.2 Work plan and meeting programme currently being formalised.  (MPFA 4 &amp; 5)</p>	<p>all Head Teachers in November 2016.  Initial meeting held 21 Feb 2017. Follow up meeting held 27 March 2017</p>
<p>4. Quality Assurance and Moderation representatives (teachers) have now been trained by Education Scotland to share the national standard amongst all teachers in the authority.  (MPFA 1 &amp; 3 )</p>	<p>October 2016</p>
<p>5. All Authority schools now required to provide the authority with evidence of standards of achievement across all levels of CfE. This evidence is then quality assured by officers to ensure consistency, measured against national benchmarks. Schools routinely provided with feedback to support improvement of teachers' professional judgement.  (MPFA 1, 2 &amp; 3 )</p>	<p>September 2016 – March 2017</p>
<p>6. Assessment and Moderation confirmed as an agreed priority for inclusion in all school improvement plans for session 2017/18. Programme of monitoring and evaluation of school improvement plans will assess the effectiveness of assessment and moderation activities by all schools.  (MPFA 1, 2 &amp; 3)</p>	<p>February 2016  Comprehensive programme of support and challenge of school plans scheduled for June / July 2017</p>
<p>7. Appointment of a dedicated Principal Teacher for Assessment now seconded to Education Services (March – June 2017) to support schools develop assessment and moderation strategies which meet agreed national criteria and expectations.  (MPFA 1, 3 &amp; 5 )</p>	<p>February 2017</p>
<p>8.  8.1 The role of centrally deployed officers have been further revised to ensure capacity to deliver increased support for schools and early years settings. This includes advice in curriculum areas such as literacy, numeracy and science, technology, engineering and mathematics (STEM);  8.2 Recruitment to the central team and subsequent realignment has increased capacity to support and challenge establishments. A key priority for school engagement activities is an increased emphasis on improving leadership at all levels;  8.3 Education Officers now have a remit for no more than 15 schools which is resulting in more regular engagement and increasingly robust challenge with Head Teachers and schools. An evaluation of the impact of these changes is scheduled to take place in May 2017, and  8.4 All local authority establishments have now received no fewer than two quality assurance visits. The focus of these visits have included: school improvement and self-evaluation.  (MPFA 3, 4 &amp; 5)</p>	<p>September 2016   September 2016   August 2016   <b>Visit 1:</b> September / November 2016  <b>Visit 2:</b> December 2016 / March 2017</p>

<p>9.</p> <p>9.1 Central Education staff recently participated in training with Education Scotland on the new quality framework: "How Good is Our School 4". This training has supported further improvement and the shared understanding of self-evaluation by Central Officers, and</p> <p>9.2 The successful appointment of a dedicated Education Support Officer: Gaelic from August 2016 has enabled the authority to respond to the newly introduced statutory requirements for Gaelic Education.</p> <p>(MPFA 3 &amp; 5)</p>	<p>16 March 2017</p> <p>August 2016</p>
<p>10. Delivery of a programme of professional learning events to improve teachers' knowledge and understanding of approaches to raising attainment in literacy and numeracy. Resources and training have been provided to schools to assist with this process.</p> <p>(MPFA 1 &amp; 3)</p>	<p>September 2016 – March 2017</p>
<p>11. The Education Scotland Attainment Advisor is currently engaging with schools across the HALCO area specifically focusing on raising attainment in reading through improved self – evaluation, and</p> <p>A similar initiative is planned to take place in Kintyre in April and May 2017.</p> <p>(MPFA 1, 2 &amp; 3 )</p>	<p>January - June 2017</p>
<p>12. A new website dedicated to raising attainment and improving outcomes in literacy has been created and will be available for all staff from April 2017.</p> <p>(MPFA 1)</p>	<p>Completion due April 2017</p>
<p>13. The successful appointment of two additional Principal Teachers, to support the development and improvement of Literacy and Numeracy of pupils across all schools in the Authority. Both PTs provided a successful and helpful input at the recent HT meeting.</p> <p>(MPFA 1 &amp; 3)</p>	<p>September 2016 – Jun 2017</p>
<b>Areas for further improvement</b>	<b>Timescales</b>
<p>1. Further develop the remit and focus of the Head Teacher Advisory Group to support improved communication, engagement and relationships between the Authority and Schools.</p> <p>(MPFA 4 &amp; 5)</p>	<p>January – June 2017</p>
<p>2. Taking further steps to increase the overall proportion of children and young people who achieve in line with national expectation in Literacy and Numeracy.</p> <p>(MPFA 1)</p>	<p>August 2016 - June 2018</p>
<p>3. Take further steps to increase the overall proportion of children and young people who achieve in line with national expectation in Gaelic Medium Education.</p> <p>(MPFA 1)</p>	<p>August 2016- June 2018</p>
<p>4. Implement revised approaches to ensure overall improvement in levels of attainment for Senior Phase pupils across all SQA examination levels.</p>	<p>August 2016- June 2018</p>

(MPFA 1)	
5. Prepare, in consultation with schools, a curriculum principles, entitlements and expectations paper for use by all schools. (MPFA 1)	June 2017
6. Take steps to ensure staff at all levels are sufficiently clear about the Authority's expectation for measuring and closing the poverty related attainment gap. (MPFA 2)	June 2017
7. Continue to monitor curriculum models across each of the ten secondary schools to ensure the average tariff scores for all Argyll and Bute young people are increased, as appropriate. (MPFA 1)	March – June 2017
8. Provide effective support to schools to ensure their appropriate use of data to secure further improvements in achievement and attainment for all children and young people. (MPFA 1 & 2)	August 2016 – June 2017
9. Further refine the Authority approach to Standards and Quality Reporting ensuring: (i) improved and more consistent use of all available data, and (ii) to support more accurate Service benchmarking of progress and improvement. (MPFA 2 & 5)	September 2017
10. Further improve the effectiveness of school support visits by Central officers to: (i) ensure greater consistency and challenge to all schools, and (ii) ensure the needs of all pupils are being effectively met. (MPFA 1 & 3)	August 2016 – June 2018
11. Review and update further the Authority Parental Involvement Strategy to ensure greater engagement and communication with parents and carers. (MPFA 4)	August 2017
12. Take steps to develop and strengthen strategic leadership across Education Services engaging all Senior Officers. (MPFA 5)	August 2017
13. Refine further steps taken to improve approaches to self-evaluation and planning for improvement and changes. (MPFA 5)	August 2017
14. Further develop approaches to assessment and moderation ensuring all staff are supported to effectively respond to the expectations arising from the National Improvement Framework (MPFA 1 & 2 & 3)	August 2016 – June 2018
15. Revise current arrangements to reporting of performance information at all levels to support Elected members to effectively undertake their scrutiny role. (MPFA 2 & 3)	September 2017
16. Identify a range of approaches to ensure that all young people are encouraged in making an effective contribution to decision making, self-evaluation and performance improvement processes at both school and Authority levels.	September 2017

(MPFA 1 & 4)	
17. Strengthen approaches to professional review processes for all Head Teachers. (MPFA 3 & 5)	August 2017