REPORT TO: CHILDREN AND YOUNG PEOPLE'S SERVICES COMMITTEE ON 21 NOVEMBER 2018

SUBJECT: A VISION AND STRATEGY FOR EDUCATION IN MORAY 2018-2021 – "AMBITIOUS TO ACHIEVE EXCELLENCE TOGETHER FOR MORAY'S CHILDREN AND YOUNG PEOPLE"

BY: ACTING CORPORATE DIRECTOR (EDUCATION AND SOCIAL CARE)

1. REASON FOR REPORT

1.1 For Committee to consider a new three year strategy to continue to improve outcomes for children and young people.

1.2 This report is submitted to Committee in terms of Section III (D) (1) of the Council's Scheme of Administration relating to exercising the functions of the Council as an Education Authority.

2. RECOMMENDATION

2.1 The Committee is asked to approve the three year strategy as the first of a series of reports about policy, strategy and capacity to continue to improve outcomes for children and young people.

3. BACKGROUND

3.1 The Scottish Government's recently revised National Improvement Framework identifies 4 key priorities for action:

1. Improvement in attainment, particularly literacy and numeracy
2. Closing the attainment gap between most and least disadvantaged children and young people
3. Improvement in children and young people's health and wellbeing
4. Improvement in employability skills and sustained, positive school leaver destinations for all young people

3.2 The Scottish Government has the aspiration that Scotland is the best place in Scotland to Grow up with an ambitious programme for Government which highlights the following areas of focus at this time:

- Getting the best start in life
- Early learning and childcare
- Outdoor learning and play
- Scottish Attainment Challenge

- Additional support for learning
- After-school and holiday childcare
- Putting teachers, parents and communities in the driving seat
- Science, Technology, Engineering and Maths (STEM)
- Choosing and staying on the right path
- Investing in looked after children, time, money and love
- Social work workforce
- Children's rights
- Incorporating the principles of the UN Convention on the Rights of the Child
- Adverse childhood experiences

3.3 A Strategy outlining a vision for Moray over the next three years to address these 4 priorities is attached as **Appendix 1**. In identifying key outcomes the Strategy takes account not only of the National Improvement Framework but ongoing delivery of Getting It Right For Every Child (GIRFEC), Curriculum for Excellence (CfE) and Developing the Young Workforce (DYW)

3.4 In addition, cognisance has been taken of the Moray Community Planning Partnership Local Outcome Improvement Plan (LOIP), the Moray Council Corporate Plan and Moray Children's Services Plan so that themes, priorities, actions and outcomes are linked.

3.5 The priorities/outcomes for the 2018-21 Strategy to be developed over the next three years are therefore:

1. raise attainment and achievement for all;
2. provide the highest quality learning and teaching experience delivered by our practitioners;
3. review and improve our Curriculum in the Broad General Education and Senior phase
4. strengthen our processes for self-evaluation for self-improvement;
5. meet the needs of all by supporting learners; and
6. build practitioner and learnership capacity through Leadership at all levels

These will be reviewed and updated regularly through the duration of the Plan.

3.6 This is a highly ambitious strategy requiring equally ambitious plans and governance to both support and implement expectations. The plan covers Education and also links with Integrated Children's Services. A separate Integrated Children's Services plan will be reported to a future Committee. The plan also includes the response to the National Improvement Framework with clear links to the drivers and priorities identified by the Scottish Government.

3.7 Lead Officers are allocated for each outcome. Action plans are being finalised for each of the outcomes. These plans will complement the ongoing delivery of GIRFEC, CfE and DYW to support the continuing achievement of improved outcomes across Moray.

3.8 It requires to be acknowledged, with the range of work to deliver these developments, there is a vast amount in the plans. With a small team this will require a prioritisation of what would have the greatest impact on the areas of

most development, with identification of risks against what is not prioritised for progress in order to focus on manageable plans. The plan will be reviewed regularly over the three years to ensure that it is still relevant and any emerging priorities are included.

3.9   Report on progress of the Strategy and evidence of impact will be developed and reported annually in a Standards and Qualities report the first of which will be reported to Committee by March 2019 in time to influence individual school improvement plans for session 2019/20.

3.10   Achievement of the Strategy will require collaborative working to continue with partners including The Scottish Government, Learning Directorate; Education Scotland, ALO, Education Scotland Attainment Adviser: The Northern Alliance: Skills Development Scotland; Moray UHI; UHI Highland; Aberdeen University; DYW Moray; NHS Grampian; CMT/SMT; Moray IJB; Police Scotland; Glasgow City Council; Association of Directors of Education; the Third Sector; the General Teaching Council Scotland; Moray LNCT and others to improve outcomes for Moray's children and young people.

3.11   Governance of the Strategy is being reviewed with a view to enabling school empowerment and distributive leadership, in particular to have school leaders and teachers leading priorities and actions over the next three years.

3.12   Engagement with parents/carers and our children and young people will continue with the aim of their voice being integral to the improvement agenda.

3.13   There are major interdependences between the Strategy and the subjects listed below in terms of the aim to achieve outcomes to best meet the needs of children and young people and, in a wider context, their families. These will be the subject of future reports as shown.

Subject	Education Strategy	Governance and Performance Reporting	Capacity	Children's Services Strategic Plan	A Sustainable School Estate
Task	Prioritisation of Action Plans	Review of governance and reporting arrangements	Identification of resources to meet current and emerging needs	Cross referencing of Education Strategy and Action Plans	Production of "Schools for the Future" Policy
Report	Progress Reports	Report to Committee	Report to Committee/ Council	Progress Reports	Report to Committee/ Council
Outcome	Improved attainment, achievement health and well-being and sustained destinations	Improved resource and governance with increased accountability to improve outcomes for	Improved integrated ways of working with increased capacity and flexibility to lead	Early identification of need, intervention and improved outcomes for our	Sustainable school estate with high quality environment, supporting integrated working, for

		children and young people	improve-ment for children and young people	children and young people	our children and young people to learn in

4. SUMMARY OF IMPLICATIONS

(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))
This report relates to the priority 'Provide a sustainable education service aiming for excellence' from the Corporate Plan and to 'Building a better future for our children and young people in Moray' from the Moray Community Planning Partnership Local Outcome Improvement Plan (LOIP).

(b) Policy and Legal
In terms of the Standards in Scotland's Schools etc Act 2000 the authority "shall endeavour to secure improvement in the quality of school education which is provided in the schools managed by them".

(c) Financial implications
The continuing change this Strategy envisages means the service will require the strategic and management capacity to deliver the change required to achieve improved outcomes in addition to "business as usual"

(d) Risk Implications
Inability to address the significant concerns Education Scotland has in terms of outcomes for children and young people.

Lack of strategic management capacity results in the Council being unable to deliver the transformation required to deliver improved outcomes.

(e) Staffing Implications
Not applicable.

(f) Property
Not applicable.

(g) Equalities/Socio Economic Impact
Outcome 2 in particular is about achieving equity; ensuring every child has the same opportunities to succeed, with particular focus on closing the poverty related attainment gap.

(h) Consultations

Corporate Management Team; Education and Social Care Senior Management Team; Quality Improvement Officers; Education Support Officers; Opportunities for All Officer; Paul Connor, Principal Accountant; Legal Services Manager (Litigation and Licensing); Equal Opportunities Officer; Senior HR Manager; Joint Secretaries of the Local Negotiation Committee for Teachers (LNCT); Schools and Curriculum Development Strategy Group and Tracey Sutherland, Committee Services Officer have been consulted and are in agreement with the contents of this report as regards their respective responsibilities.

5. CONCLUSION

5.1 The vision, priorities and drivers of improvement set out in the attached Strategy will underpin an improvement agenda for the three years ahead. This presents an opportunity to focus on excellence through raising attainment ensuing that every child achieves the highest standards in literacy and numeracy, set within Curriculum for Excellence levels, and the right range of skills, qualifications and achievements to allow them to succeed;

5.2 We need education in Moray to deliver both excellence in terms of ensuring children and young people acquire a broad range of skills and capacities at the highest levels, whilst also delivering equity so that every child and young person should thrive and have the best opportunity to succeed regardless of their social circumstances or additional needs; and

5.3 As resources have reduced and priorities and direction of travel have changed, the challenges and gaps have become ever more apparent with an urgent need to review and refocus the vision, strategy and governance in terms of the needs of the service going forward.

Author of Report: Vivienne Cross, Head of Schools and Curriculum Development
Background Papers:
Ref: