

SERVICE PLAN – Education 2023-2024

APPENDIX 1

1. Service Definition:	Delivering Education across Early Learning and Childcare, Primary, Secondary Education and support and challenge via a small central team of Officers
2. Service Resources:	Service Resources: FTE across schools and central team (FTE to be included) Budget: DSM; Revenue Central Budget Early Years and Education (figures to be included)

3. What have we identified for improvement in {Financial Year}?	What evidence did we use to identify this improvement? Please add benchmark information wherever available and relevant to the improvement.
Curriculum	Service self-evaluation including school and ELC settings self-evaluation School and ELC visit evidence Inspection evidence ACEL and other attainment data Collaborative improvement visit evidence Feedback from service managers
Learning, Teaching and Assessment	
Empowered Leadership	

SERVICE PLAN – Education 2023-2024

4. Strategic Outcome or Priority	Action	Planned Outcome	Outcome measures	Completion target	Lead	Priority Rating (1 high 3 low and 4 for ongoing, 5 for on hold?)
(L) Building a better future for our children & young people. (CP) Our People: Opportunity for people to be the best they can be	Improvement in attainment, particularly in literacy and numeracy	Improved attainment at both the Broad General and Senior Phase identified through ACEL and LGBF measures	Progress towards meeting the Scottish Government stretch aims for literacy and numeracy at P1, P4, P7 and S3 Consistent improvement across N5 children achieving expected developmental milestones in line with CfE using ELC progressions to track development in numeracy, literacy and wellbeing	June 2024	HS	1
			Stretch aims once agreed	June 2024	VC/SMcL	1

SERVICE PLAN – Education 2023-2024

5. Service Level Outcomes or Priorities	Action	Planned Outcome	Outcome Measures	Completion Target	Lead	Priority rating
Curriculum	To review and improve transition from nursery to P1	Improve learner progress to achieve early level	<ul style="list-style-type: none"> • % children achieving Literacy at early level • % children achieving numeracy at early level 	June 2024	HS	2
	To review and improve transition from P7 to S1	Improve curricular transitions	<ul style="list-style-type: none"> • 	March 2024	RW	2
	To develop a Moray literacy strategy	Moray literacy strategy in place	<ul style="list-style-type: none"> • Improvements in ACEL Literacy achievements 	June 2024	SMcL	1
	To develop a Moray numeracy strategy	Numeracy strategy in place	<ul style="list-style-type: none"> • Improvements in ACEL numeracy achievements 	June 2024	SMc	1
	To explore and extend learning pathways from BGE to senior phase	Maximise achievement for leavers in Moray	<ul style="list-style-type: none"> • Increase in overall tariff points for leavers 	February 2024	SMcL	1
	To develop guidance for skills , progression and profiling	Guidance in place and shared with establishments	<ul style="list-style-type: none"> • No of schools with framework in place 	March 2024	RW	2
	To explore maximisation of 33 period week	Increase collaborative and consortia approaches within the senior phase	<ul style="list-style-type: none"> • Increase in no of consortia arrangements • Increase in subject offer across Moray 	March 2024	SMcL	2
	To review BGE Curriculum content approaches in Primary	Improved BGE curriculum structure/approaches in line with emerging national reform/advice	<ul style="list-style-type: none"> • Improved timetabling, progression and approaches to Primary BGE curriculum, with revised Curriculum Rational guidance 	March 2024	RW	2
	To review BGE Curriculum in Secondary	Improved BGE curriculum structure/approaches in line with emerging national reform/advice	<ul style="list-style-type: none"> • Improved S1-S3 BGE curriculum structures across schools in line with revised Curriculum Rationale guidance, partnership working 	March 2024	SMcL	2
	To empower middle leaders in secondary to lead across curricular groups	Improved collaboration and networking across schools, sectors and with wider partners (e.g. College HoCs)	<ul style="list-style-type: none"> • Self-supporting network structure in place with collaboration leading to resource development, regular meetings across groups and 	March 2024	SMcL	2
Learning, Teaching and Assessment	To use Power up your Pedagogy as a stimulus and core reference text to improve the consistency of learning and teaching across Moray	<p>To support a professional learning networks</p> <p>To improve the quality of learning and teaching</p>	<ul style="list-style-type: none"> • % of schools with a good or better grading for HGIOS4 QI 2.3 • 	March 2024	RW	1

SERVICE PLAN – Education 2023-2024

5. Service Level Outcomes or Priorities	Action	Planned Outcome	Outcome Measures	Completion Target	Lead	Priority rating
	To further embed child centred learning approaches across Early Level	To further improve learning experiences across early level	<ul style="list-style-type: none"> • % of ELC settings with a grading of good or better for HGIOELC QI 2.3 • % of ELC settings with a Care Inspectorate national Standard grading of 4 or above 	March 2024	HS	2
Leadership	To support system wide empowerment at all levels	Increased opportunities to lead at all levels within the system	<ul style="list-style-type: none"> • % of ELC settings with a good or better for HGIOELC QI 1.3 • % of ELC settings with a good or better for key question 3 • % of schools with good or better HGIOS4 QI 1.3 grading 	March 2024	WS	1
	Continue to extend the system support for the implementation of the new GTCS Professional Standards	Practitioners understand the expectations in the standards	<ul style="list-style-type: none"> • % NQTs who achieve full standard for registration • % of NQTs who stay in Moray • No of staff promoted to middle leadership post • No of staff promoted to DHT post • No of Staff promoted to HT Post 	March 2024	WS	2
	Continue to develop a framework for professional development/career pathways	Programme in place to support professional learning at all levels including career progression	<ul style="list-style-type: none"> • Baseline of professional learning offer locally • Baseline of attendees on all programmes locally and nationally • Increase in no of people with <ul style="list-style-type: none"> ○ Into Headship ○ Standard for Headship ○ Excellence in Headship • Increase in the no of ELC staff completing BA ELC award 	March 2024	WS	2