

Improvement and Modernisation Programme: Transformation to Achieve

EDUCATION IMPROVEMENT AND TRANSFORMATION

The Council's Corporate plan sets a clear direction for providing a sustainable education service aiming for excellence under the Our People priority: provide opportunities where young people can achieve their potential to be the best they can be.

It commits to improvement work focused on the areas of:

- ✓ Reducing the impact of poverty
- ✓ Improvement in attainment, particularly literacy and numeracy
- ✓ Improvement in employability skills and sustained, positive school leaver destinations for all
- ✓ Reviewing and transforming the learning environment
- ✓ Improvement in children and young people's health and well-being

And indicates we will know we have made progress when:

- ❖ The attainment gap between most and least disadvantaged children will reduce
- ❖ Improved attainment at both the Broad General Education and Senior Phase
- ❖ Young people are better prepared for life beyond school and for the workplace
- ❖ A plan will be in place for an affordable, sustainable school estate
- ❖ Improved outcomes for our most vulnerable young people and families

This investment programme for Education has been developed to advance and accelerate the priorities set out in the corporate plan supported by the strategic education priorities of providing services that are fair, ambitious, improving and responsive in line with Council's values. In particular the investment proposals are targeted towards an overall strategic focus on improving attainment by:

- Early intervention and targeted resources to improve outcomes for all children, young people and their families
- Providing and enabling a digital learning environment to improve equity and access to curriculum
- Developing staff skills to improve learning and teaching, including digital
- Quality focus on improving learning and teaching
- Releasing and enabling leadership capacity

The Programme has been structured into 2 workstreams to reflect the main thematic areas of work: Raising Attainment for All Learners and Raising Attainment - Curriculum breadth.

Investment/New Proposal		Impact/Outcomes
Raising Attainment for All Learners (Well-being): Early intervention and targeted resources to improve outcomes for all children, young people and their families		<ul style="list-style-type: none"> ✓ Reducing the impact of poverty ✓ Improvement in attainment ✓ Improvement in health and well-being ❖ Attainment gap between most/least disadvantaged children will reduce ❖ Improved attainment at Broad General Education ❖ Young people better prepared for life beyond school ❖ Improved outcomes for our most vulnerable ➤ Developing staff skills to improve learning and teaching ➤ Quality focus on improving learning and teaching ➤ Releasing and enabling leadership capacity
Raising Attainment for All Learners	<p>Getting it right for every child (GIRFEC) by focusing on the wellbeing of every child to ensure they are safe, healthy, achieving, nurtured, active, respected, responsible and included. Providing support that is equitable, inclusive and timely will raise the attainment and achievements of all children and young people and impact positively on the delivery of consistently high quality learning and teaching experiences as outlined in "Our Moray Standard - Learning and Teaching Strategy." Research shows that achieving better outcomes for children and young people in health and wellbeing contributes to improvements in literacy, numeracy, and behaviour</p> <p>Support for targeted intervention Enhancing and developing staff skills ASN teachers Flexible Package to Support Unmet Need</p>	<p>All staff supporting children and young people in schools understand and engage with staged intervention and inclusive practice and are confident in relating to and working with all learners, whatever their needs.</p> <p>Where intervention/intensive support is required it can be offered in a timely manner using expert resources.</p> <p>All children and young people receive the support they need, when they need it, including pupils who cannot manage a full curriculum or class attendance.</p>

Investment/New Proposal		Impact/Outcomes
ASN	<p>Research Support for ASN Review. To support the effective delivery of the Moray ASN Strategy the ASN Review is ongoing and requires the development of a detailed business case by mid-2021, with the introduction/implementation of potentially new ways of working from August 2021.</p> <p>The proposed investment will also support the delivery of the 'Managing Challenging Behaviour Action Plan' developed by a corporate Health & Safety Working Group in response to increasing numbers of violent and aggressive incidents in schools (an outstanding action in the Health & Safety Annual Report).</p>	<p>Enhancing ASN Review resources</p> <ul style="list-style-type: none"> • An ASN review business case that is supported by robust evidence • A clear structure/measurement plan for evaluating the impact of any changes, • Well trained staff teams able to respond to behaviours that relate to ASN and supported to better support children and young people • The establishment of a Moray Standard for the delivery of ASN services in all settings through comprehensive ASN induction and training • A reduction in the number of Violent and Aggressive Incidents in schools • A reduction in school exclusions • An increase in school inspection gradings of 'very good' and above for HGIOS 4 QI 3.1 <p>Better targeting of ASN budgets to achieve the best possible outcomes</p>
Pastoral Care in Primary: Improving Outcomes for Learners and Early Years Intervention (All Groups)	<p>Promote and safeguard the health and wellbeing and safety of pupils in partnership with parents, support staff and partners to ensure all children, young people and their families receive the right support at the right time no matter the level of need.</p> <p>Key contribution to closing the attainment gap by monitoring attainment, attendance, inclusion, participation and engagement.</p> <p>Release school leadership time for strategic planning, school improvement, attainment and other outcomes</p> <p>This project could work in tandem with the All Learners project on a targeted basis to support the impact of both – reduced investment based on that approach</p>	<p>Links to All Learners; ASN and new Locality Management operating model</p> <ul style="list-style-type: none"> • Increased attendance at school for some children • Reduction in exclusions • Reduction in violence and aggressive incidents • Increased attainment and achievement

Investment/New Proposal		Impact/Outcomes
Raising Attainment - Curriculum breadth and Digital Delivery - Providing and enabling a digital learning environment to improve equity and access to curriculum		<ul style="list-style-type: none"> ✓ Improvement in attainment, ✓ Improvement in employability skills and sustained, positive destinations ✓ Reviewing and transforming the learning environment ❖ Improved attainment at both the Broad General Education and Senior Phase ❖ Young people are better prepared for life beyond school and for the workplace ➤ Providing and enabling a digital learning environment to improve equity and access to curriculum ➤ Developing staff skills to improve learning and teaching, including digital ➤ Quality focus on improving learning and teaching ➤ Releasing and enabling leadership capacity
Raising Attainment - Curriculum breadth	<p>Create a Virtual Innovation Academy aimed at raising attainment, strengthening learning and teaching and expanding curriculum offer to meet the needs of all learners in the senior phase to enable positive sustained and quality destinations based upon labour market intelligence</p> <p>invest in devices and technology to support and embed digital innovation and strengthen digital literacy for all</p> <p>increase the number of subjects available across Moray as well as increasing attainment</p> <p>(Note: Overlap with Digital Devices)</p>	<ul style="list-style-type: none"> • Raise attainment across BGE and Senior Phase • Broaden an accessible curriculum offer • Improve the quality of learning and teaching, integrating digital technologies to enhance and support pedagogy • Provide opportunities for school leavers to gain employment in a growing sector • Workforce development and career progression and additional capacity for digital use • Equitable digital access for learning

Investment/New Proposal		Impact/Outcomes
Schools Digital (Devices/Curriculum) <i>(overlap with VIA to be addressed)</i>	<p>Investment in Digital Devices to establish a pro-active programme to allocate pupils and teachers with an appropriate device to enable remote and distance learning.</p> <p>Roll out of devices to staff and pupils P6+ with a 4 year refresh (2100 devices per year)</p> <p>Ongoing Recurring Annual Costs for replacement of devices and staffing costs</p>	<ul style="list-style-type: none"> • Increase skills of staff • Increase the use of digital learning and innovation • Maximise use of technology in the classrooms • Increase opportunities for collaboration, extending access to learning and breadth of subject choices • A consistent experience for learners use of technology in Moray schools