

Report To: Education & Lifelong Learning Committee **Date:** 8 September 2009

Report By: Acting Director of Education **Report No:** EDUC/64/09/AH

Contact Officer: Elsa Hamilton **Contact No:** 01475 712824

Subject: Education Service Performance Report

1.0 PURPOSE

- 1.1 The purpose of the report is to inform members of the Education and Lifelong Learning committee of the progress that Education Services has made in relation to achieving its service objectives and how this contributes to the achievement of key corporate priorities.
- 1.2 The report is for the period May to July 2009.

2.0 SUMMARY

- 2.1 During the period May to July 2009, very good progress was made by Education Services, schools and early years establishments in overtaking service objectives.

3.0 RECOMMENDATIONS

- 3.1 It is recommended that the committee approve the report. Members may wish to ask for additional information on any aspect of the report at the next committee meeting.

Albert Henderson
Acting Director of Education

4.0 BACKGROUND

4.1 The Education Service Performance Report outlines the progress that Education Services has made in relation to achieving its service objectives.

5.0 PROPOSALS

5.1 None

6.0 IMPLICATIONS

6.1 Finance

From within budget.

6.2 Legal

Not applicable.

6.3 Personnel

Not applicable.

6.4 Equalities

Equalities is promoted at every level of the service in accordance with the council's employment policies.

7.0 CONCLUSION

7.1 The Education Service Performance Report outlines the very good progress made during the period May to July 2009.

8.0 EQUALITIES ISSUES

8.1 None

9.0 LIST OF BACKGROUND PAPERS

9.1 None

Table 1	
Service:	Education and Social Care Directorate
Indicator:	Teaching staff – equalities: Head and Deputy Head Teachers
Type of Indicator:	Statutory Performance Indicator
Relevance:	The delivery of quality services is dependent on a trained and motivated workforce and it is, therefore essential that council's employment policies reflect their commitment to equal opportunities. The indicator provides a picture of the current gender balance in promoted teaching posts, in relation to the overall gender balance within the profession in different types of schools.
Current Performance Level:	73.6%
Target Performance Level:	N/A
Frequency of Monitoring:	Annual
Analysis of Performance and Service Commentary:	The percentage of head and deputy head teachers who are women increased by 0.2% between 2007/08 and 2007/09
Trend:	Minor increase.

Table 2	
Service:	Education and Social Care Directorate
Indicator:	Teaching staff – equalities: All Teachers
Type of Indicator:	Statutory Performance Indicator
Relevance:	The delivery of quality services is dependent on a trained and motivated workforce and it is, therefore essential that council's employment policies reflect their commitment to equal opportunities. The indicator provides a picture of the current gender balance in promoted teaching posts, in relation to the overall gender balance within the profession in different types of schools.
Current Performance Level:	74.5%
Target Performance Level:	N/A
Frequency of Monitoring:	Annual
Analysis of Performance and Service Commentary:	The percentage of teachers who are women fell by 0.9% between 2007/08 and 2007/09
Trend:	minor decrease.

Table 3	
Service:	Education and Social Care Directorate
Indicator:	Sickness Absence
Type of Indicator:	Corporate Indicator
Relevance:	High levels of attendance lead to higher levels of service provision, heightened morale and, for the purposes of Best Value, the provision of competitive and effective services.
Current Performance Level:	3.6% (Quarter 2: April to June 2009)
Target Performance Level:	5% (Council Wide Target)
Frequency of Monitoring:	Monthly
Analysis of Performance and Service Commentary:	% levels of sickness absence increased from 3.2% in quarter 1. Overall well within council target.
Trend:	Meeting target for annual performance

APPENDIX 1: KEY PROGRAMMES/PROJECTS AND IMPROVEMENT ACTIONS

Corporate Plan Strategic Outcome 1: Education, Informed, Responsible Citizens

Project/Improvement Action	Key Performance Measures	Lead Officer	Timescale	Resources Allocated	Progress Made (up until July 2009)
<p>Improve attainment and achievement of all young people</p>	<p>Curriculum for Excellence developments</p> <p>HMIe reports</p> <p>Establishment Improvement Plans</p> <p>Establishment Standards and Quality Reports</p> <p>External Awards</p>	<p>Albert Henderson</p>	<p>May /June 2009</p>	<p>From within existing budget</p>	<ul style="list-style-type: none"> ▪ 2 On Track ▪ Inverclyde Music Services Summer Concert was held in Greenock Academy on Saturday 23rd May. ▪ Youth Music Initiative Team worked with every Primary 5 child in Inverclyde to produce Oliver and showcased their work in Greenock Town Hall over 3 afternoons in May. ▪ Arts Education Team in partnership with Scottish Opera and Inverclyde Schools developed a short opera about the life and legacy of James Watt entitled James Watt, Head of Steam. Three hundred pupils took part. Young Inverclyde musicians performed with Scottish Opera musicians. ▪ Routes to Roots project was steered and delivered by a partnership between Arts Education Team, McLean Museum, Inverclyde Libraries, 71/2 John Wood Street and the East End Adult Advisory Group and Newark Primary School . 93 Primary 7 pupils and their teachers worked with artists and the community to devise and lead a slavery tour and create a permanent resource about

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<p>Improve attainment and achievement of all young people</p>	<p>5-14 Attainment</p>	<p>Colin Laird</p>	<p>May/ June 2009</p>	<p>From within existing budget</p>	<p>2 On Track</p> <ul style="list-style-type: none"> ▪ Ongoing Dyslexia Advisor Training on collaborative assessment of dyslexia for all primary and secondary schools. ▪ Earnhill Primary awarded Dyslexia Friendly School Status ▪ Working group set up to establish meaning of terminology 'significant' for Social Work staff in relation to Coordinated Support Plans. This information will be shared with Maggie

Project/Improvement Action	Key Performance Measures	Lead Officer	Timescale	Resources Allocated	Progress Made (up until July 2009)
					<p>Smith Learning and Teaching Scotland for inclusion in the revised Code of Practice for the Additional Support for Learning Act.</p> <ul style="list-style-type: none"> ▪ Working group set up to streamline the paperwork for Integrated Assessment Framework in terms of GIRFEC and ASL Act. ▪ Research evaluating Key to Learning in Early Years establishments is continuing. ▪ Evaluation of 2008 – 2009 initiative of phonological awareness training with early years staff has been completed and disseminated. ▪ Inverclyde Psychological Service is continuing with the joint research initiative with Renfrewshire Psychological Service on evaluating the implementation of A Curriculum for Excellence.

Project/Improvement Action	Key Performance Measures	Lead Officer	Timescale	Resources Allocated	Progress Made (up until July 2009)
<p>Work in partnership with colleges, local employers and others as appropriate to provide children and young people with opportunities to experience vocational learning.</p>	<p>Leaver destinations SQA results</p> <p>Accreditation for adults with no or few qualifications</p>	<p>Colin Laird</p>	<p>July 2009</p>	<p>From within existing budget</p>	<ul style="list-style-type: none"> ▪ 2 On Track ▪ Inverclyde Alliance More Choices, More Chances Planual has been drawn up. ▪ Partnership with James Watt College and North Ayrshire Psychological Service to audit the development needs of college staff to support young people with additional support needs is underway. ▪ Psychological Service have agreed to evaluate the Community Learning and Development Youth Achievement Awards pilot initiative in Inverclyde Academy session 09 -10. ▪ Through the Council's fleet renewal programme, Invernet Bus 1 has been granted 150,000 for a replacement which should be operational by March 2010. This will ensure the continued provision of learning opportunities for young people in communities where there are few facilities. ▪ 272 learners were engaged in first steps learning programmes across Inverclyde in May and June. 117 gained qualifications as a result of their participation with 190 learners progressing to further learning, training or employment.
<p>Self Evaluation of Psychological Services</p>	<p>Impact of Psychological Services</p>	<p>Albert Henderson Colin Laird</p>	<p>July 2009</p>	<p>From within existing resources</p>	<ul style="list-style-type: none"> ▪ 2 ON TRACK ▪ Inverclyde Psychological Service has implemented the use of an electronic

Project/Improvement Action	Key Performance Measures	Lead Officer	Timescale	Resources Allocated	Progress Made (up until July 2009)
					<p>tool to support the self evaluation process.</p> <ul style="list-style-type: none"> ▪ A range of tools for measuring the impact of psychological services have been implemented - (Focus Groups, feedback questionnaires, review of practice level agreements which are targeting stakeholders parents, young people, Quality Improvement Officers and Head Teachers.

APPENDIX 1: KEY PROGRAMMES/PROJECTS AND IMPROVEMENT ACTIONS

Corporate Plan Strategic Outcome 2: Healthy Caring Communities

Project/Improvement Action	Key Performance Measures	Lead Officer	Timescale	Resources Allocated	Progress Made (up until July 2009)
<p>Develop Health Promotion across all establishments</p>	<p>Number of schools receiving Health Promoting Status</p> <p>Number of children and young people taking part in sporting activities</p> <p>Schools achieving Green Flag status</p> <p>Number of external awards achieved</p>	<p>Albert Henderson Colin Laird</p>	<p>May / June 2009</p>	<p>From within existing resources</p>	<ul style="list-style-type: none"> ▪ 2: On Track ▪ Twelve Schools gained health promoting schools accreditation meaning that all Inverclyde schools have now achieved this award. ▪ More than 100 young people took part in 12 minutes games at a Football Festival held in Battery Park. ▪ Over the session 2008/09 two hundred and fifty girls took part in girls football. ▪ A fitness club which targeted inactive pupils was set up in Newark Primary School. ▪ A physical activity initiative involving parents and carers in St Mary's Primary has been running for two years. ▪ Four hundred children have taken part in sporting festivals in hockey, rugby and badminton. ▪ Highlanders Academy gained Eco Schools Green Flag. ▪ Lady Alice achieved Green Flag status for the third time. ▪ Pupils from Overton and Glenburn schools visited IBM to mark United Nations World Environment Day ▪ St Kenneth's Primary school was

Project/Improvement Action	Key Performance Measures	Lead Officer	Timescale	Resources Allocated	Progress Made (up until July 2009)
					<p>awarded the Scottish Education Awards Health and Well Being Category on 16 June. They received a trophy and £1000.</p> <ul style="list-style-type: none"> ▪ St Kenneth's Primary school won four prizes in a Scotland wide competition organised by Relationships Scotland. The children and Head Teacher were invited to the Scottish Parliament on 18th June for the award ceremony.
<p>Promote inclusion and equality</p>	<p>Reduction in exclusions</p> <p>Reduce youth crime and anti –social behaviour</p>	<p>Colin Laird</p>	<p>July 2009</p>	<p>From within existing resources</p>	<ul style="list-style-type: none"> ▪ 2: On Track ▪ ASSIST courses for multi-agency groups to raise awareness of suicide prevention strategies. ▪ Seasons for Growth training and their implementation evaluated. ▪ Equally Well Project implemented. ▪ Training with whole school staff on the use of How Nurturing Is Our School? a self evaluation tool. ▪ Training on principles of attachment to a range of educational establishments has been delivered 08 – 09 and is planned for 2009-2010. Framework for Intervention Level 1 training took place for 19 education staff. ▪ FFI level 2 training took place for 10 education staff. ▪ Evaluation of Nurture Class Initiative with Professor Peter Farrell of Manchester University has been

Project/Improvement Action	Key Performance Measures	Lead Officer	Timescale	Resources Allocated	Progress Made (up until July 2009)
					<p>concluded. The results of the impact of Nurture Groups in the Inverclyde primary schools are in process of being written up.</p> <ul style="list-style-type: none"> ▪ Mellow Parenting groups to support some of the most vulnerable parents are being run regularly in conjunction with Health, Social Services and Integrated Children's Services. Evaluations of their impact have been completed. ▪ Training delivered to Community Learning Development staff on developing resilience in young people.
					<ul style="list-style-type: none"> ▪ The CLD Partnership has been awarded 392,962 by the Big Lottery for the Wider Opportunities for Older People in Inverclyde(WOOP!) initiative, which will benefit the health and well being of Inverclyde's 60+ population and includes inter – generational activities which help forge better relationships between young and young people. ▪ The Teenwide Inverclyde Initiative, co-ordinated by the CLD Youth Work Team offered sports and arts activities in 19 venues across Inverclyde.

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Corporate Plan Strategic Outcome 5: Modern Innovative Organisations

Project/Improvement Action	Key Performance Measures	Lead Officer	Timescale	Resources Allocated	Progress Made (up until July 2009)
<p>Develop the School Estate to provide a learning environment fit for the 21st century</p>	<p>School Buildings are replaced, refurbished and repaired.</p>	<p>Tom Reid</p>	<p>May / June 2009</p>	<p>From within existing resources</p>	<ul style="list-style-type: none"> ▪ 2 On Track ▪ Pupils and staff of Notre Dame High School moved to the former Wellington Academy Building at the beginning of June. ▪ Pupils and staff of St Columba's High School moved to the former Greenock High School on June 25th. ▪ A working group has been set up to co-ordinate developments for the joint campus in Port Glasgow. An advert for architects was placed in the European Journal in June. ▪ Newark Primary School was shortlisted in the Best Public Building Category at the Scottish Design Awards 2009. Newark was one of only two schools nominated. ▪ Architects who worked on Inverclyde Academy have won two prizes in the International Green Apple Awards 2009. They were awarded the National Gold Award and the National Green Champion Award by the Green Organisation which promotes environmental best practice around the world. ▪ A working party has been set up to look at future requirements of Additional Support Needs across Inverclyde. The group will report to committee in August.

Project/Improvement Action	Key Performance Measures	Lead Officer	Timescale	Resources Allocated	Progress Made (up until July 2009)
Develop leadership at all levels	Leadership Strategy prepared	Albert Henderson	June 2009	From within existing resources	<ul style="list-style-type: none"> ▪ Over the summer period work will be undertaken in eleven schools. ▪ Work has been ongoing on the accommodation schedule and design brief for St Gabriel's/Sacred Heart and for Overton/Highlander's Primary Schools. ▪ The construction of both Aileymill and All Saints Primary Schools are both on target to be completed by May 2010. ▪ Demolition of both Notre Dame High School and St Columba's High School has started and is on schedule. <ul style="list-style-type: none"> ▪ 2. On Track ▪ Leadership Strategy has been to Education and Lifelong Learning Committee and will be launched to schools next session.