

EAST RENFREWSHIRE COUNCILEDUCATION COMMITTEETHURSDAY 25 AUGUST 2016Report by Director of EducationEDUCATION DEPARTMENT END-YEAR REPORT 2015 – 2016**PURPOSE OF REPORT**

1. The purpose of this report is to inform the Education Committee of the end year performance of the Education Department (Schools) for 2015 - 2016. The report is based on performance indicators and activities in the Outcome Delivery Plan 2015-2018, approved by Cabinet in June 2015. Detailed performance results are attached in Appendix 1.

RECOMMENDATION

2. It is recommended that elected members comment on and approve this report as a summary of the Education Department's end-year performance (Schools) for 2015 – 2016.

BACKGROUND

3. Progress against the performance indicators and activities in the Outcome Delivery Plan are reviewed on a 6-monthly basis through departmental reports that are considered by the Chief Executive, Directors and Heads of Service as part of a regular set of performance review meetings.

REPORT

4. This report (see Appendix 1) sets out a high level summary of the performance of the Education Department (Schools and Department wide indicators) in 2015 – 2016 under the following organisers:

Outcomes	-	the results which have been delivered to the benefit of service users and the local community
Customers	-	customer perceptions of the services delivered
Efficiency	-	the delivery of services in an efficient way, making best use of the resources at our disposal
People	-	reporting on what we have done to ensure we have a well trained, motivated workforce.

5. The Education Department (Schools) continues to perform well at end-year 2015 – 2016. Key highlights include:

Outcomes

- ✓ 99% of parents of prefive children reporting that their child feels safe and cared for in nursery
- ✓ An increase in the proportion of P1 children who have reached all of their milestones on entry to school
- ✓ Best to date S4, S5 and S6 SQA results with all SQA ODP targets achieved
- ✓ The exclusion rate in primary schools remained very low and our secondary schools recorded the lowest rate to date
- ✓ Best to date percentage of young people leaving school to a positive destination (96.2%)

Customers

- ✓ All targets based on the time taken to respond to complaints were met
- ✓ Ongoing achievement of Customer Service Excellence standard
- ✓ 97% of parents reporting they are happy with their child's school
- ✓ Satisfaction levels as expressed through Citizens' Panel:
 - 86% for Nursery education
 - 96% for Primary education
 - 96% for secondary education

Efficiency

- ✓ Continued to deliver financial cash savings across all school sectors
- ✓ Efficient use of resources as evidenced by improved national ranking in terms of cost per pupil in prefive and secondary sectors; primary ranking maintained at previous year level and below national average
- ✓ Progressed various school estate projects including commencement of construction phase of new build Barrhead High School and new build Faith Schools' Joint Campus.
- ✓ Procured new online school payments system (ParentPay) which is now being piloted with positive feedback to date
- ✓ Successfully piloted bring your own device (BYOD) project at Mearns Castle High School with a planned rollout to the eleven schools that have infrastructure installed

People

- ✓ Reduction in the sickness absence days per employee for Local Government staff and teachers
- ✓ Agreement of a joint partnership advice note to highlight key messages around managing teacher workload
- ✓ Leadership and management development programme which supports staff development at all levels

6. Areas where further improvement / development is necessary include

- Continuing to take forward Family Friendly approaches in primary schools
- Attainment in reading, writing and mathematics in the Broad General Education
- Further improve the attainment of disadvantaged children and young people
- Implementation of new National qualifications
- Further improvement in the percentage of pupils reporting their school is helping them to become more confident
- Further improve attendance rates for looked after children
- The absence rate of Local Government employees and teachers

- Continue to progress ambitious department wide change programme to deliver financial savings and modernise how we work

FINANCE & EFFICIENCY

7. There are no specific financial implications arising from this report. Finance and efficiency implications are set out in Section 3 of Appendix 1.

CONSULTATION

8. Extensive consultation has been undertaken on preferred communication methods between home and school/department and also to seek parental/carer input on what should be prioritised in a new online payments system. The consultation was undertaken using the Council's "Citizen Space" online consultation tool in October and November 2015 and attracted approximately 1,500 responses, which were of great value in shaping what parents/carers wanted in the new online payments solution and also in helping to inform the departmental wide admin and clerical review in terms of modernising services.

9. In addition a consultation with parents of children under five years to review and determine a model for the delivery of 600 hours of early learning and childcare in East Renfrewshire from autumn 2017 was undertaken from January to April 2016; the results will be reported to a future Education Committee.

PARTNERSHIP WORKING

10. This report focuses on the Education Department's (Schools) contribution to the delivery of the Community Planning Partnership SOA, however many of the results could not have been achieved without excellent partnership working across the Council and with external partners.

IMPLICATIONS OF REPORT

11. The department will continue to self-evaluate its performance and take the necessary steps to improve those areas identified for improvement above.

CONCLUSION

12. This report summarises a high level overview of East Renfrewshire Council's Education Department's school performance at end-year 2015 - 2016. The information presented here shows a positive picture and areas where we will continue to drive for further improvement.

RECOMMENDATION

13. It is recommended that elected members consider and comment on this report as a summary of the Education Department's (Schools) end-year performance for 2015 – 2016.

Mhairi Shaw
Director of Education
25 August 2016

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Background papers

1. Outcome Delivery Plan 2015– 2018.

Key Words

This report sets out the performance at end year 2015-16 for the Education Department.

The keywords are:

Education Department; Performance; Outcome delivery Plan (ODP); End-year Report; 2015 - 2016

Education End Year Performance Schools

Generated on: 21 April 2016



This report includes an update on the Education Department's indicators and activities in the SOA, ODP, LGBF indicators and Service Standards.

Note: Following the national approach, school attainment, attendance and exclusion data in the plan refers to the relevant academic year rather than the financial year.

PI Status of last available data:	
	Off target
	Target still to be achieved
	On Target
	Data or target not available
	For information only (no target set)

Section 1- Single Outcome Agreement Outcomes

SOA1 All children in East Renfrewshire experience a stable and secure start to their lives and are supported to succeed.

01 Parents are supported to provide a safe, healthy and nurturing environment for their families.

PI Description	2014/15		2015/16		Status	Notes and benchmark
	Value	Target	Value	Target		
% of primary schools being awarded the 'Family Friendly' accreditation				50%		All schools have undertaken self-evaluation and generated action plans. Schools are working together in neighbourhood and cluster groups to share good practice. 75% of primary schools anticipate achieving bronze status by June 2016.
% of prefive establishments being awarded silver level 'Family Friendly' accreditation			51%	50%		51% of early years establishments have achieved silver 'Family Friendly' status.
Activity	Progress Bar		Due Date	Latest Note		
Implement East Renfrewshire Parenting Strategy	<div style="width: 75%; background-color: #4F81BD; height: 15px;"></div> 75%		30-Jun-2016	Staff trained on the Psychology of Parenting programme (PoPP) have started to deliver parenting groups in 4 locations across the authority, one of these is an evening group. Attendance and retention rates are excellent and have been described by the national PoPP team as 'gold-standard'. Testing continues to be a feature of the programme with consideration to geographical location, choice of venue, time of day in addition to the reported benefits of the programme. Parenting Key Change group will reconvene to take forward the action plan derived		

Activity	Progress Bar	Due Date	Latest Note
			from the Auchenback community engagement focus.

02 Our young children are healthy, active and included.

PI Description	2014/15		2015/16		Status	Notes and benchmark
	Value	Target	Value	Target		
Baseline Assessment Results of Primary 1 Pupils (% correct) - Literacy.	61.3%		59.5%	60%		The 2015-16 result was 0.5% below the target (equivalent to 0.14 marks out of 28). Results have been shared with nursery and primary establishments to identify strengths and areas for further improvement.
Baseline Assessment Results of Primary 1 Pupils (% correct) - Numeracy.	55.3%	56%	55%	56%		The 2015-16 result was 1% below the target (equivalent to 0.28 marks out of 28). Results have been shared with nursery and primary establishments to identify strengths and areas for further improvement.

Activity	Progress Bar	Due Date	Latest Note
Roll out family centre approaches across all nurseries		30-Jun-2016	All early learning and childcare settings provide opportunities for parents and children to play and learn together through varied programmes of workshops, stay and play sessions and other activities designed along with parents to meet their needs. Neighbourhood support groups continue to meet on a regular basis to share good practice. The Let's Play programme which focuses on school holiday periods is being scaled up from Neilston and Dunterlie to include Auchenback.

03 Our young children are safe and cared for.

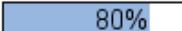
PI Description	2014/15		2015/16		Status	Notes and benchmark
	Value	Target	Value	Target		
% of parents of prefive children reporting their child feels safe and cared for in nursery	99%	98%	98.7%	98%		Target achieved.

Activity	Progress Bar	Due Date	Latest Note
Implement Behaviour Strategy across all East Renfrewshire Education establishments including nurseries.		30-Jun-2016	All establishments have now fully embedded Standard Circular 21 as the basis for responding and supporting social and emotional behavioural needs. Support will continue as required from Psychological Service through needs identified in establishments' service level agreements and from the Quality Improvement team.

SOA Outcomes						
PI Description	2014/15		2015/16		Status	Notes and benchmark
	Value	Target	Value	Target		
Proportion of P1 children who have reached all of the expected milestones on entry to school.	69%		73%			The 2015-16 results showed a 4% increase and were more consistent across the 22 primary schools than the previous year. Results have been shared with establishments to identify strengths, areas where staff can be further supported to improve their practices and to ensure greater consistency across the authority. As a result the 2016-17 results are expected to be closer to the 2017-18 target of 90%. Schools also recorded 93% of pupils as having no developmental milestone concerns.

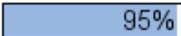
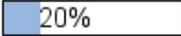
SOA2 East Renfrewshire residents are fit and active and have the skills for learning, life and work.

01 Children are confident, effective learners and achieve their full potential.						
PI Description	2014/15		2015/16		Status	Notes and benchmark
	Value	Target	Value	Target		
Percentage of pupils reporting that their school is helping them to become more confident. (Target of 93% by 2017-18)	90%	93%	90%			There was a 7% increase from the baseline in 2012-13. Currently, the department is 3% below its 2017-18 target. Establishments, particularly secondary schools, are being supported to ensure that staff reflect and improve approaches that lead to an increase in pupils reporting that they are becoming more confident.
Number of exclusions per 1,000 pupils - Primary. 3-year average (2013-2015) target of 2.	0					In 2014-15 there were no temporary exclusions within the primary sector. This compares very favourably with the national figure of 9 incidents per 1000 pupils. The Council achieved its 3-year average target for 2013-15 of 2 exclusions per 1000 pupils with an average of 0.1 incidents per 1000 primary pupils; this equates to 0.7 incidents per year over the three years.
Number of exclusions per 1,000 pupils - Secondary. 3-year average (2013-2015) target of 13.	2.3					The number of incidents of exclusion has decreased continuously since 2010-11 to the lowest recorded rate in 2014-15 of 2.3 incidents per 1000 pupils. The actual number of incidents of exclusions in 2014-15 was 18. The 2014-15 result compares very well to the national figure of 49.6 per 1000 pupils. The Council achieved the challenging 3-year average target (2013-2015) of 13 per 1000 pupils by the end of 2015 with an average of 3.8 incidents per 1000 pupils.

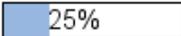
PI Description	2014/15		2015/16		Status	Notes and benchmark
	Value	Target	Value	Target		
Percentage attendance for Looked After Pupils (Primary and Secondary). 3-year (2015-17) target of 91%	91.4%					The percentage attendance for Looked After pupils (Primary & Secondary) increased in 2014-15 by 2.4% from 2013-14 to 91.4%; this is the highest recorded value to date. The Council is currently on target to achieve its 3-year average target (2015-17) of 91%.
Percentage of pupils in P6-S6 taking part in volunteering activities	54%	52%		55%		Schools continue to offer children and young people opportunities to be involved in volunteering activities within and out with school. A number of schools have been making closer links with local community groups which has resulted in increased opportunities to work with elderly residents and those with additional support needs. Schools are ensuring that the volunteering activities which children and young people are undertaking are tracked, monitored and celebrated as appropriate.
Percentage of Primary and Secondary Schools with Level 1 Rights Respecting Status			66%	50%		There are three levels of recognition; 3 schools have obtained 'recognition of commitment' status; 12 schools have Level 1 status and 7 schools have Level 2. We are experiencing a significant delay between application for status and this being awarded. Percentage recorded only includes those schools who have achieved Level 1 status or better.
Activity	Progress Bar		Due Date	Latest Note		
Support schools and services to continue to develop positive relationships through restorative and nurturing approaches			30-Jun-2016	All schools have been provided with support. Learning Centres continue in a number of primary schools supported by training from Psychological Services and practitioners' meetings. Staff from Psychological Services and secondary schools will attend training delivered by Education Scotland to support the further development of nurturing practices in this sector.		
Support all schools and services to implement Recognising Achievement and Raising Attainment (RARA) action plan			30-Jun-2017	All schools and centres continue to make very good progress with the RARA action plan. Attainment in SQA examinations for session 2014-15 was the best it has ever been across a number of key measures. Schools continue to ensure that pupils' achievements, in and out with school, are celebrated and recorded. The information being recorded is being used more effectively in terms of following up with pupils for whom nothing is recorded. There is now greater opportunity for parents and carers to provide information to schools about their children's achievements. There are also increased opportunities for pupils to have a say in what clubs/groups are on offer in schools and more pupils and parents are becoming involved in leading these.		

02 Children and young people raise their educational attainment and achievement, developing the skills they need during their school years and into adulthood.

PI Description	2014/15		2015/16		Status	Notes and benchmark
	Value	Target	Value	Target		
Primary Attainment: Reading - Percentage Attaining or Exceeding Expected Levels. 3-year average (2013-15) target of 87%	88.2%					In 2014-15 the Council achieved its highest percentage of primary pupils achieving/exceeding expected CfE levels in reading with a council average of 88.2%; this was an increase of 2.4%. The Council achieved its 3-year average target (2013-15) of 87% with a 3-year average of 87.1%.
Primary Attainment: Writing - Percentage Attaining or Exceeding Expected levels. 3-year average (2013-15) target of 84%	84.3%					In 2014-15 the Council achieved its highest percentage of primary pupils achieving/exceeding expected CfE levels in writing, with a council average of 84.3%; this was an increase of 1.8% on 2013-14. The Council missed its 3-year average target (2013-15) of 84% by 1% with a three year average of 83%.
Primary Attainment: Mathematics - Percentage Attaining or Exceeding Expected levels. 3-year average (2013-15) target of 87%	88.5%					In 2014-15 the Council achieved its highest percentage of primary pupils achieving/exceeding expected CfE levels in mathematics with a council average of 88.5%; this was an increase of 2.2% on 2013-14. The Council achieved its 3-year average target (2013-15) of 87% with an average of 87.3%.
Percentage of pupils achieving Literacy and Numeracy at Level 5 or better by the end of S6. 3-year average (2015-2017) target of 83.5%	86.9%					There was an increase of 2.4% of S6 pupils achieving literacy and numeracy at SCQF level 5 to 86.9%. Currently on target to achieve the 3-year average target of 83.5%.
S4: Average cumulative Insight points for most deprived 30%. 3-year average (2015-2017) target of 420 points	439					Data added from Insight local measure. The average Insight points for S4 SIMD 1-3 pupils in 2014-15 increased by 26 points. In 2014-15 the average insight points for S4 pupils in SIMD 1-3 was 19 points above the three year average (2015-17) target of 420.
Percentage of S4 roll with Insight points of 264 or fewer. 3-year average (2015-2017) target of 12%	6%					Data taken from results databases. 3-year average target 2015-17 of 11%; currently on target to achieve this.

Activity	Progress Bar	Due Date	Latest Note
Support all schools to implement new national assessment framework and new national 4 and 5 qualifications and Higher		30-Jun-2016	2016 is the first year of implementation of the new Higher and Advanced Higher qualifications in ERC. Across all SQA subjects secondary staff continue to participate in national training to support the implementation of the new qualifications across all levels. SQA nominees from ERC staff are supporting secondary subject teachers through subject groups and additional professional learning.
Support schools, services and partners to implement Curriculum for Excellence Action Plan.		30-Jun-2019	Further in-service day moderation event for pre-five and primary practitioners took place in February. Arrangements have been agreed to take forward moderation in secondary schools via subject groups starting in May 2016. Work has taken place throughout this session to promote the range of vocational pathways available in the Senior Phase (including Foundation Apprenticeships and the further development of HNCs) with pupils, parents, staff and partners. Future strategic planning for CfE in the broad general education will be informed by the 12 key recommendations following the recent review. This focussed on the leadership of CfE in ERC and its impact on learners' experiences.
Develop a council-wide literacy strategy		30-Jun-2016	Development work for strategy underway. Relevant partners identified to contribute to strategy and offer feedback on work already undertaken.
To prevent illiteracy by Primary 3, develop a reading strategy and support schools and services to implement		30-Jun-2016	Building on the successful implementation of Hanen, a new accreditation scheme has been introduced and piloted in 2 Family Centres. This will be rolled out in session 2016-17 as detailed in the Early Learning and Childcare Strategy.

03 Residents have the skills for employment through increased take up of education and training opportunities.

PI Description	2014/15		2015/16		Status	Notes and benchmark
	Value	Target	Value	Target		
Percentage of adults completing learning programmes, reporting that the learning has improved their ability to obtain, improve or sustain their employment.	96%	95%	96%	95%		Target achieved
Activity	Progress Bar		Due Date	Latest Note		
Move further towards all young people entering positive destinations on leaving school by implementing the Vocational Review and Developing the Young Workforce.			30-Jun-2021	DYW co-ordinator appointed to manage the implementation plan in partnership with council departments, SDS, colleges and third sector partners. DYW West (formerly Regional Invest in Young People Group) established to develop and nurture sustainable links between schools, West College Scotland and employers.		
Implement the Opportunities for All Plus Strategy			30-Jun-2018	The strategic outcomes of the Opportunities for All Plus Strategy are now captured within the Employability Strategy. The Opportunities for All group will continue to take forward identified		

Activity	Progress Bar	Due Date	Latest Note
			outcomes operationally and report progress to the Local Employability Partnership.

04 Residents are active and optimise their health and wellbeing.

SOA Outcomes

PI Description	2014/15		2015/16		Status	Notes and benchmark
	Value	Target	Value	Target		
National examination results: 5+ @ L5 by end of S4. 3-year average (2015-17) target of 71.5%	71.9%					Data updated to reflect Insight and post results services. In 2014-15 the Council achieved its best performance to date with 71.9% of S4 achieving 5+ at L5; this is an increase of 0.8% on 13-14 and is considerably higher than the Council's virtual comparator of 49.6%. The Council is currently on course to achieve the 3-year average target (2015-17) of 71.5%. Next update October 2016.
National examination results: 5+ @ L6 by end of S5. 3-year average (2015-17) target of 39%	41.6%					Data updated to reflect Insight and post results services. The proportion of S5 pupils achieving 5+ awards at level 6 or better has increased by 2.9%, the highest recorded. The Council's performance compares very favourably against the virtual comparator at 23.4% of S5 achieving 5+ at level 6. The Council is currently on target to achieve its 3-year target (2015-17) of 39%. Next update October 2016.
SCHN11: Proportion of Pupils Entering Positive Destinations (subject to change to align with new measure from Senior Phase Benchmarking Tool)	96.2%					ERC ranked 2nd in % of pupils entering positive destinations for 2014/15, an improvement from 3rd in 2013/14. The 2014/15 result was the best-to-date and remains above the national average of 92.9%.

SOA3 East Renfrewshire is a thriving, attractive and sustainable place for residents and businesses to grow.

02 Our natural and built environment is enhanced and our environmental impact minimised.

PI Description	2014/15		2015/16		Status	Notes and benchmark
	Value	Target	Value	Target		
Number of schools maintaining Eco-schools Green Flag status	30	31	31	32		3 primary schools recently maintained their Green Flag status and a number of schools are waiting to be assessed. There are currently 31 schools with Green Flag Status and a number of establishments that have submitted applications this session; Eco Schools Scotland is changing and have put our applications on hold until the new session as a result.

Departmental

Section 2- Customer, Efficiency and People Outcomes

Customer

PI Description	2014/15		2015/16		Status	Notes and benchmark
	Value	Target	Value	Target		
Average time in working days to respond to complaints at stage one (EDU)	4.3	5	2.8	5		Complaint indicators for Education included previously connected services that are now part of the Trust. Data this session relates only to the Education department and shows a reduction in the average time taken to respond at stage one.
Average time in working days to respond to complaints at stage two (EDU)	20	20	10.8	20		Complaint indicators for Education included previously connected services that are now part of the Trust. Data this session relates only to the Education department and shows a significant reduction in the average time taken to respond at stage two; this is further reduced to 3.8 excluding extensions.
Average time in working days to respond to complaints after escalation (EDU)	19.6	20	17.3	20		Complaint indicators for education included previously connected services that are now part of the Trust. Data this session relates only to the Education department and shows a reduction in the average time taken following escalation; however, this does increase to 22 excluding extensions.
Number of complaints received per 1,000 population - EDU	2.6		1.5			Complaint indicators for education included previously connected services that are now part of the Trust. Data this session relates only to the Education department and shows a significant reduction in the proportion of complaints received; in Q4 of 2015-16, there were 40 complaints.
Activity	Progress Bar			Due Date	Latest Note	
Complaint Improvement Work - EDU				31-Mar-2016	<ul style="list-style-type: none"> The small number of complaints received by the education department cover a very wide range of issues that require direct response from individual establishments. No specific patterns are noted from the data. Staff development for all Head Teachers and Education central staff was provided by SPSO to share good practice, improve understanding of complaint procedures and provide useful strategies for responding and resolving complaints. Education administrative staff completed a complaint handling refresher course to ensure prompt updates to progress and actions are made on the Lagan system. 	

Activity	Progress Bar	Due Date	Latest Note
			<ul style="list-style-type: none"> The education department agreed to extend current Breakfast club provision in schools to the end of the school session following difficulties faced finding an external provider.

ODP						
PI Description	2014/15		2015/16		Status	Notes and benchmark
	Value	Target	Value	Target		
% of parents reporting they are happy with their child's school	97%		97%	97%		Target achieved - 97% of parents were happy with their child's school. Data taken from 3697 parent questionnaires.

Efficiency

Departmental

ODP

Activity	Progress Bar	Due Date	Latest Note
Roll out bring your own device (BYOD) for staff and pupils in those educational establishments which have wifi connectivity enabled	<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e0e0e0; display: flex; align-items: center; justify-content: center;">40%</div>	31-Aug-2016	A review of the pilot took place on Tuesday 22 March resulting in extremely positive feedback from Mearns Castle High School. To date, 759 devices have been registered on the Student and Staff wireless networks and monitoring reports have indicated a steady increase in the wireless solution on a week by week basis. The school has reported that teachers were now starting to incorporate the use of pupils' own devices within their lessons and that this was being viewed very positively within the school. Next step is to activate those eleven schools that have the infrastructure installed so far.

O2 Residents benefit from cost effective and efficient services that comply with financial and legislative requirements.

Departmental

ODP

PI Description	2014/15		2015/16		Status	Notes and benchmark
	Value	Target	Value	Target		
SCHN01: Cost per primary school pupil £	£4,573.49					ERC is ranked 13th in Cost per Primary School pupil for 14/15, no change from 13/14 and continues to remain below the national average (£4663 for 14/15)
SCHN02: Cost per secondary school pupil £	£6,420.72					ERC is ranked 11th in Cost per Secondary School pupil for 14/15, an increase from 13th in 13/14 and still remains below national average of £6589.
SCHN03: Cost per pre-school place £	£3,904.36					ERC is ranked 24th for Cost per pre-school place for 14/15, from 27th in 13/14. National average in 14/15 was £3310.

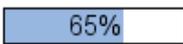
People

Our employees are skilled, and supported to achieve our outcomes.

Departmental

PI Description	2014/15		2015/16		Status	Notes and benchmark
	Value	Target	Value	Target		
Sickness absence days per employee - Education Department (All Local Government Employees)	14.85	9.8	12.1	12		Continued efforts from the department in conjunction with HRBP team and Maximising Attendance project team have resulted in a much improved end of year result down 2.75 days per FTE vs last year. With continued focus the aim would be to sustain and improve upon this good performance into 2016/17.

ODP

Activity	Progress Bar		Due Date	Latest Note		
1a) The average number of working days per employee lost through sickness absence for: b) teachers	6.3	5.5	5.6	5.6		Continued tight monitoring and targeted action along with valuable input from the Maximising Attendance project team have resulted in meeting the year-end target. Again continued focussed efforts will be required to sustain this into 2016/17.
Agree and implement a teachers' workload action plan			30-Jun-2016	The LNCT working group has concluded its remit and a joint partnership advice note has been developed to communicate the findings and highlight key messages around managing teacher workload. This needs to be agreed at LNCT and then distributed to all schools and centres.		
Develop and run a progressive leadership and management development programme for staff across all education services			30-Jun-2016	A cohort of 18 Principal Teachers and Depute Head Teachers across all sectors have undertaken the ERC Leadership Development Programme this session, delivered by a QIO and a Head Teacher. Work with Glasgow University to up level the programme to Masters level is ongoing. 34 teachers have completed a masters module in Developing Children's Literacy at Strathclyde University and 12 teachers have completed a masters module in Professional Enquiry at Glasgow University. Recruitment is underway for candidates for Year 2 of the SCEL Into Headship programme.		

Section 3- Additional information (LGBF and Service Standards)						
PI Description	2014/15		2015/16		Status	Notes and benchmark
	Value	Target	Value	Target		
SCHN04: Attainment of all Children in S4						The LGBF no longer publishes S4 data. In 2012-13 East Renfrewshire was the highest performing local authority for this measure.
SCHN05: Attainment of all children at S6 (subject to change to align with new measure from Senior Phase Benchmarking Tool)	57.64%					ERC remained ranked 1st for % of Pupils gaining 5+ awards at level 6 in 2014/15. This compares very favourably with the national figure of 29.3%.
SCHN06: Attainment at S4 of children who live in deprived areas. (subject to change to align with new measure from Senior Phase Benchmarking Tool)						The LGBF no longer publishes S4 data. In 2012-13 East Renfrewshire was the second highest performing local authority for this measure.
SCHN07: Attainment at S6 of children who live in deprived areas. (subject to change to align with new measure from Senior Phase Benchmarking Tool)	22.14%					ERC ranked 2 in % pupils in 20% most deprived areas getting 5+ awards at level 6 in 2014/15, no change from 2013/14. National value for this measure is 12.8%
SCHN10: % of Adults Satisfied with local schools	85%					ERC ranks 15th in % of Adults Satisfied with local schools in 2014/15, compared with 10th in 2013/14