

EAST RENFREWSHIRE COUNCIL

EDUCATION COMMITTEE

23 JANUARY 2014

Report by Director of Education

EDUCATION DEPARTMENT MID-YEAR REPORT 2013 – 2014

PURPOSE OF REPORT

1. The purpose of this report is to present a summary of performance of the Council and Community Planning Partnership at mid-year point in 2013-14 based on performance indicators in the new Outcome Delivery Plan (2013-16) and Single Outcome Agreement (2013-16). Detailed performance results are attached in Annex 1.

RECOMMENDATION

2. It is recommended that elected members note and approve this report as a summary of the Education Department's mid-year performance for 2013 – 2014.

BACKGROUND

3. As elected members will be aware, the Education Department works to two strategic plans which set out the improvement objectives and targets for three-year rolling periods, i.e. the Outcome Delivery Plan (ODP), which sets out how the Council will deliver on its Single Outcome Agreement with the Scottish Government, and the Local Improvement Plan 2013 – 2016. These plans include improvement targets and objectives for all services which the department delivers. The annual report on progress with targets set out in the Local Improvement Plan is the subject of a separate paper to Education Committee.

4. Progress against the ODP is 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

5. This report sets out a high level summary of the very good performance of the Education Department in 2013 – 2014 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. |

6. The department continues to perform well at mid-year 2013 – 2014. Appendix 1 includes the sections of the Outcome Delivery Plan and Single Outcome Agreement outcomes and actions as related to the services delivered by the Education Department and is supplemented by a presentation to committee on key performance areas.

7. Key highlights include:

Outcomes

- ✓ Performance in SQA examinations:
 - The best to date results for S4 pupils with almost 70% achieving 5+ Intermediate 2 awards
 - Best ever results in S5 with 39.3% achieving 5+ Highers, a rise of over 7% from the previous year
 - The continuously improving levels achieved by the lowest performing 20% S4 pupils
- ✓ The further improvements made in primary attainment in reading, writing and mathematics.
- ✓ Lowest to date exclusions in primary and secondary schools.

Customers

- ✓ Introduction of Family Friendly approaches in all prefive establishments.
- ✓ Continued progress in the implementation of *Curriculum for Excellence* and new National qualifications
- ✓ Outstanding inspection report on Mearns Primary School and Nursery Class.
- ✓ Satisfaction levels of customers with services delivered by Education Department as expressed through the 18th Citizens Panel results.

Efficiency

- ✓ Delivery of financial cash savings across all service areas.
- ✓ The opening of Crookfur Primary School Nursery Class.
- ✓ The new build Eastwood High School which was handed over to the Council ahead of schedule in June 2013
- ✓ Progress with the new build for Barrhead High School.

People

- ✓ Absence: days lost per employee for teaching staff – at 2.0 days below the target of 2.75 days per employee.

8. Areas for development include:

- Percentage of prefive establishments being awarded 'Family Friendly accreditation
- Attendance for Looked After Pupils
- Implementation of new National qualifications
- Refresh of the Recognising Achievement and Raising Attainment Strategy and Action Plan
- Agreement of a teaching staff workload action plan through the Local Negotiating Committee for Teachers (LNCT)

FINANCE & EFFICIENCY

9. There are no specific financial implications arising from this report.

CONSULTATION

10. There have been various consultations in the past six months both internally and externally, for example on Barrhead High; a formal consultation on the establishment of a nursery class in Crookfur Primary School; and, on proposals to implement the entitlement of 600 hours of pre-five early learning and childcare

PARTNERSHIP WORKING

11. The Mid-Year Report describes a range of partnership working across Community Planning partners which include:

- Work with East Renfrewshire Council CHCP and Community Planning Partners in the implementation of the Integrated Children's and Young People's Services Plan 2013 - 2016.
- Partnership approaches with internal and external partners to deliver the More Choices, More Chances Strategy.
- Work with pre-five partners to provide places for pre-school children and developing family centre approaches
- Partnership approaches to the implementation of *Curriculum for Excellence*.
- School / College partnerships in the delivery of the schools vocational programme.
- Partnership working with internal and external partners in planning and delivering new builds Eastwood High and Barrhead High schools

IMPLICATIONS OF REPORT

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

CONCLUSION

13. This report summarises a high level overview of East Renfrewshire Council Education Department's performance at mid-year 2013 - 2014. The information presented here shows a very positive picture and areas where we will continue to drive for further improvement.

RECOMMENDATION

14. It is recommended that elected members note and approve this report as a summary of the Education Department's mid-year performance for 2013 – 2014.

Mhairi Shaw
Director of Education
23 January 2014

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Background papers

1. Outcome Delivery Plan 2013 – 2016.

Key Words

This report sets out the performance at mid-year 2013 – 2016 for the Education Department

The key words are:

Education Department

Performance

Outcome delivery Plan (ODP)

Mid-year Report

2013 - 2014

Education Department Mid Year Performance Report 2013-14



This report includes an update on the Education Department's indicators and activities in the SOA, ODP, SOLACE 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)



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

PI Description	2012/13	H1 2013/14	2013/14	Status	Notes and benchmark
	Value	Value	Target		
Proportion of P1 children who have reached all of the expected milestones on entry to school.		Not measured for Half Years			Data not available at mid year.


O1 Parents are supported to provide a safe, healthy and nurturing environment for their families.

PI Description	2012/13	H1 2013/14	2013/14	Status	Notes and benchmark
	Value	Value	Target		
% of prefive establishments being awarded the 'Family Friendly' accreditation		0%	50%		Leaders and managers in all prefive establishments and partnership nurseries have participated in Family Centred Approaches training. A Family Centre Development Manager has been appointed to continue to work with prefive establishments to achieve the target of 50% by June 2014. At present the authority is on track to achieve the target.
Activity	Progress Bar		Due Date	Latest Note	
Implement East Renfrewshire Parenting Strategy	<div style="border: 1px solid black; width: 100px; height: 15px; background-color: #0070C0; display: inline-block; width: 10%;"></div> 10%		30-Jun-2015	Staff have been identified and trained to deliver Triple P training programme. Training for staff has also been set up for the Stepping Stone Triple P programme. Analysis is being carried out on the percentage and distribution of children holding an access card.	




02 Our young children are healthy, active and included.

PI Description	2012/13	H1 2013/14	2013/14	Status	Notes and benchmark
	Value	Value	Target		
INCREASE - Baseline Assessment Results of Primary 1 Pupils (% correct) - Literacy.	61.2%	61%			On track to achieve the target of 60% by 2015-16.
INCREASE - Baseline Assessment Results of Primary 1 Pupils (% correct) - Numeracy.	56.8%	55.4%			On track to achieve the target of 56% by 2015-16.
Activity	Progress Bar		Due Date	Latest Note	
Roll out family centre approaches across all nurseries	<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #ADD8E6; display: flex; align-items: center; justify-content: center;">40%</div>		30-Jun-2015	A Family Friendly self-evaluation toolkit and accreditation framework was launched in September 2013. All prefive establishments and partnership nurseries have self-evaluated against the framework and are working towards Bronze status.	




03 Our young children are safe and cared for.



PI Description	2012/13	H1 2013/14	2013/14	Status	Notes and benchmark
	Value	Value	Target		
% of parents of prefive children reporting their child feels safe and cared for in nursery					Data not available at mid year.
Activity	Progress Bar		Due Date	Latest Note	
Implement Behaviour Strategy across all East Renfrewshire Education establishments including nurseries.	<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #ADD8E6; display: flex; align-items: center; justify-content: center;">15%</div>		30-Jun-2016	All establishments have been asked to consider their own guidance on promoting positive behaviour in line with the new Standard Circular. Training in Restorative Practice will be offered to key staff in all establishments and educational psychologists. The psychological service will support establishments as they identify other CPD needs relating to the implementation of SC21.	

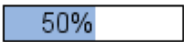
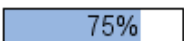
SOA2 East Renfrewshire residents are fit and active and have the skills for learning, life and work.

PI Description	Academic Year Commencing			Status	Notes and benchmark
	August 2012/13	August 2013/14	August 2013/14		
	Value	Value	Target		
3 year average in national examination results: 5+ @ L5 by end of S4	69.9%		63%		The 2012-13 result was the best-to-date. East Renfrewshire compares very well to the national figure of 38.4% and comparator authorities at 42.5%. The department is on track to achieve the 3-year average target of 63% by the end of 2014.
3 year average in national examination results: 5+ @ L6 by end of S5	39.3%		31%		The 2012-13 result was the best-to-date. East Renfrewshire compares very well to the national figure of 13.2% and comparator authorities at 16.7%. The department is on track to achieve the 3-year average target of 31% by the end of 2014.
INCREASE - By 2011, 100% of school leavers will go into employment, education or training	N/A		100%		Data will not be available until December 2013.







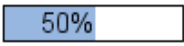
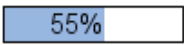
01 Children are confident, effective learners and achieve their full potential.


PI Description	2012/13	H1 2013/14	2013/14	Status	Notes and benchmark
	Value	Value	Target		
Percentage of pupils reporting that their school is helping them to become more confident.	83%	Not measured for Half Years	93%		Data not available at mid year.
PI Description	Academic Year Commencing			Status	Notes and benchmark
	August 2012/13	August 2013/14	August 2013/14		
	Value	Value	Target		
Number of exclusions per 1,000 pupils - Primary. (3 year average target 2013-2015)	0				In 2012-13 there were no exclusions in primary schools. The rate compares very well to the national figure of 11 incidents per 1000 pupils (latest published data for 2010-11) and comparator authorities 9 per 1000 pupils. The department is on track to achieve its 3-year average target (2013-2015) of 2 exclusions per 1000 pupils by the end of 2015.
Number of exclusions per 1,000 pupils - Secondary. (3 year average target 2013-2015)	5.8				In secondary schools the overall number of incidents resulting in temporary exclusions decreased from 9 incidents per 1000 pupils in 2011-12 to 5.8 incidents per 1000 pupils in 2012-13; the lowest recorded rate. The 2012-13 result compares very well to the national figure of 72 per 1000 pupils (latest published result for 2010-11) and comparator authorities 58 per 1000 pupils. The authority is on track to achieve the 3-year average target (2013-2015) of 13 per 1000 pupils by the end of 2015.

PI Description	2012/13	H1 2013/14	2013/14	Status	Notes and benchmark
	Value	Value	Target		
Percentage attendance for Looked After Pupils (Primary and Secondary). 3-year target (2012-14)	88.2%		90%		The percentage attendance for looked after pupils (Primary and Secondary) was down by 0.2% from 2011-12. The department is currently 1.7% below the 3-year average target (2012-14) of 90%. "We Can and Must do Better" CPD has been developed and will be offered to school and multi agency staff. The Education Department looked after policy is also being revised and relaunched as GIRFEC compliant.
Percentage of pupils in P6-S6 taking part in volunteering activities	47%		50%		Schools are tracking and recording the number of pupils involved in volunteering activities both in and out with school and are on track to achieve the 2013/14 target.


Activity	Progress Bar	Due Date	Latest Note
Support all schools and services to implement updated Recognising Achievement and Raising Attainment (RARA) action plan		30-Jun-2015	<p>All schools and services are making good progress with implementation. Schools are using more robust systems to record, collate and celebrate pupils' personal achievements within and out with school. Significant work has been done by schools on the P7 and S3 Profiles. In June 2013 the fourth annual ceremony to present Convenor's Awards for outstanding achievement took place and was testimony to local, national and international achievements across the authority.</p> <p>From 2011-12 to 2012-13 primary attainment increased in reading, writing and mathematics. Ensuring that secondary school pupils are presented at the most appropriate level in national examinations has been a focus of presentations to Head Teachers and senior managers since 2007. The impact of this has been:</p> <p>Since 2007 the proportion of S4 pupils presented at Intermediate 2 has increased from 67% to 77%. Since 2007 there was also an increase in the proportion of pupils achieving an A-C award from 90.4% to 94.7%. Schools have also seen an improvement in the proportion of S4 pupils achieving an A-C award at Intermediate 1 from 81.9% in 2007 to 88.5% in 2013. Schools have seen an increase in the proportion of pupils achieving 8 or more Intermediate 2 awards from 33% in 2007 to 46% in 2013. There was also an increase in the percentage of pupils achieving 8 or more A awards at Intermediate 2 from 11% to 20% during the same period.</p> <p>Secondary schools have an agreed set of 3-year average targets (2012-14) for key whole school measures. In addition they also negotiate on-going rolling SQA targets on an annual basis. To date, 3 targets have been met, the remainder continue as priority areas for improvement.</p>
Support schools and services to implement Standard Circular 12 (Inclusion), Standard Circular 8 (Included, Engaged and Involved) and guidance on Promoting Positive Behaviour In East Renfrewshire establishments.		30-Jun-2014	Standard Circulars 8 and 12 have been implemented in all schools. The Quality Improvement service and the psychological service will continue to support individual schools with whole school approaches as well as with individual needs of children and young people.

O2 Children and young people raise their educational attainment and achievement, developing the skills they need during their school years and into adulthood.

PI Description	Academic Year Commencing			Status	Notes and benchmark
	August 2012/13	August 2013/14	August 2013/14		
	Value	Value	Target		
Primary Attainment: Reading - Percentage Attaining or Exceeding Expected Levels. 3-year average target (2013-15) of 87%	87.3%				The authority is on track to achieve the 3-year average target (2013-15) of 87% by the end of 2015.
Primary Attainment: Writing - Percentage Attaining or Exceeding Expected levels. 3-year average target (2013-15) of 84%	82.1%				The authority is 2% below the 3-year average target (2013-15) of 84% by the end of 2015. Individual school data will be shared with Head Teachers. It is expected that there will be further increases in 2013-14 and 2014-15.
Primary Attainment: Mathematics - Percentage Attaining or Exceeding Expected levels. 3-year average target (2013-15) of 87%	87.1%				The authority is on track to achieve the 3-year average target (2013-15) of 87% by the end of 2015.
Percentage S4 non-white pupils attaining Scottish Credit and Qualifications Framework (SCQF) level 5 or better in English. 2012-2014 target of 51%.	66.1%		51%		The department is currently on track to achieve the 3-year average target of 51% by the end of 2014. To support further improvement individual school data has been shared with Head Teachers.
Percentage of S4 non-white pupils attaining SCQF level 5 or better in Mathematics. 2012-2014 target of 59%.	65.7%		59%		The department is currently on track to achieve the 3-year average target of 59% by the end of 2014. To support further improvement individual school data has been shared with Head Teachers.
Percentage of S4 pupils with cumulative STACs points of 128 or fewer: 3-year average 2012-2014	6.7%		8.5%		The percentage of S4 pupils with cumulative STACs points of 128 or fewer (equivalent to eight "C" awards at Intermediate 1) decreased from 7.1% in 2012 to 6.7% in 2013. The Education Department is on track to achieve its 3-year average target (2012-14) of 8.5%.
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 to ensure assessment and standards are moderated and consistent.			30-Jun-2016	Just over 40 ERC nominees across almost all subject areas and several QIOs have participated in SQA training related to internal assessment and national standards. The Education Department is also working in partnership with SQA to promote specialised subject training for one member of staff across all departments and all ERC schools that will deliver the new Higher in Session 2015-2016. Senior staff in secondary schools and Isobel Mair School have also been regularly informed about national developments. Local CPD has also been organised for Principal Teachers and subject specialists using nominees.	
To prevent illiteracy by Primary 3, develop a reading strategy and support schools and services to implement			30-Jun-2015	Tranche two of nursery practitioners have completed ABC Hanen Training. Tranche three are currently being trained. A practitioners forum has been planned to further support staff in the development of their skills and allow sharing of good practice.	

Activity	Progress Bar	Due Date	Latest Note
Support schools, services and partners to implement Curriculum for Excellence Action Plan.		30-Jun-2017	Just over 500 practitioners have participated in high quality training on assessment and quality assurance. The training built upon the ERC/Tapestry teacher learning community initiative and has been highly evaluated by participants. It has impacted on practice in terms of curriculum planning and the integration of assessment with on-going approaches to learning and teaching. Further comprehensive training is planned around moderation for schools, clusters and across the authority.


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

Activity	Progress Bar	Due Date	Latest Note
Move further towards all young people entering positive destinations on leaving school by implementing the Opportunities for All Strategy.		30-Jun-2015	The Opportunities for All strategy which originally targeted 16-19 year olds and latterly 16-25 year olds has become the Opportunities for All Plus, all age employability strategy group, with a prioritised focus on young people aged 16-25. The Opportunities for All Plus group has had three initial meetings and will now engage in a process of strategy development. Outcomes for young people on Activity Agreements to positive destinations sit at 77% compared to the national average of 73%.

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

01 The economy is stronger through increased business growth, targeted support and investment.



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

PI Description	2012/13	H1 2013/14	2013/14	Status	Notes and benchmark
	Value	Value	Target		
Number of schools maintaining Eco-schools Green Flag status	30	31	30		31 schools have achieved green flag status. On track to exceed target of 30 schools.

Section 2- Customer, Efficiency and People Outcomes

Customer




Our residents are well informed, enabling them to access accountable and responsive services.

PI Description	2012/13	H1 2013/14	2013/14	Status	Notes and benchmark
	Value	Value	Target		
% of parents reporting they are happy with their child's school		Not measured for Half Years			Data not available at mid year.
SCHN10: % of Adults Satisfied with local schools					This data is based on Scottish Household Survey data. The most recent data available is for 2010-11.

Efficiency


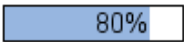
01 Our systems and processes are streamlined, enhancing customers' access to services.

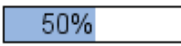

02 Residents benefit from cost effective and efficient services that comply with financial and legislative requirements.

PI Description	2012/13	H1 2013/14	2013/14	Status	Notes and benchmark
	Value	Value	Target		
SCHN01: Cost per primary school pupil £	N/A				Data for 2012-13 not available yet.
SCHN02: Cost per secondary school pupil £	N/A				Data for 2012-13 not available yet.
SCHN03: Cost per pre-school place £	N/A				Data for 2012/13 not available yet.





People





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

PI Description	2012/13	H1 2013/14	2013/14	Status	Notes and benchmark
	Value	Value	Target		
Sickness absence days per employee - Education Department (All Local Government Employees)		5.4	8.5		All services are working hard to achieve the target of 8.5 sickness absence days per employee.
Activity	Progress Bar		Due Date	Latest Note	
Monitor the workload management action plan and develop teaching staff workload survey			31-Dec-2013	Intern appointed to construct teaching staff workload survey. Construction completed and survey out with all teachers from 10th October. Results will be analysed and information gathered used as discussion points at a forthcoming partnership event.	

Activity	Progress Bar	Due Date	Latest Note
Run a progressive leadership and management development programme across all services		15-Jun-2014	Leadership and Management opportunities provided across all services at various levels. This includes management development to support planning for the Barrhead Foundry. New cohort of 12 middle managers from schools on Leadership Development programme appointed through competitive interview.
Conduct a CPD needs analysis of all teaching staff		30-Jun-2013	CPD Needs analysis successfully conducted by intern to include a wide range of staff through questionnaires and focus groups. Results now available.

Section 3- Additional information including Service Standards and SOLACE indicators

PI Description	2012/13	H1 2013/14	2013/14	Status	Notes and benchmark
	Value	Value	Target		
We will maintain the high levels of attainment in literacy and numeracy in local authority pre-5 centres.	Yes	Yes	Yes		Pre-5 attainment levels have remained very high, with the percentage of correct baseline responses in numeracy increasing from 54% in 2010-11 to 55% in 2013-14. In literacy the percentage of correct responses increased from 60% to 61% during the same period. The Department is on track to achieve the numeracy and literacy targets of 56% and 60% respectively by 2015-16. Next update will be October 2014.
In primary schools we will raise attainment in literacy and numeracy through the rigorous use of assessment information.	Yes	Yes	Yes		From 2011-12 to 2012-13 primary attainment increased in reading, writing and mathematics. In 2012-13 56.5% of the lowest performing primary pupils achieved the appropriate levels in reading up from 46.9% in 2011-12. 47.0% of the lowest performing primary pupils achieved the expected levels in writing up from 39.5% the previous year. Mathematics attainment for the lowest performing group increased by 7% from 44% in 2011-12 to 51% in 2012-13. The authority is on track to achieve the 3-year average targets (2013-15) for the lowest performing primary pupils of 50% in reading and mathematics and 45% in writing by the end of 2015. During 2012-13 CPD on assessment and use of the tracking database was provided for teachers and benchmarking information was shared with head teachers. In addition individual follow-through visits have taken place. The impact of these visits will be monitored through standardised test results and assessment results. Individual school CfE data for 2012-13 will be shared with Head Teachers. 2013-14 Curriculum for Excellence data will be available in June 2014.
In secondary schools we will maintain our high levels of performance in national examinations.	Yes	Not measured for Half Years	Yes		2013-14 data will be available in August 2014. In 2012-13 East Renfrewshire remained the highest performing authority for 5+ at Level 5 in S4 and 5+ at Level 6 in S5. In 2012-13 69.9% of S4 pupils achieved 5+ at Level 5 and 39.3% of S5 pupils achieved 5+ at Level 6 in S5 (based on original S4 roll).
SCHN04: % of pupils gaining 5 + awards at level 5	69.9%				Indicator measures attainment by the end of S4. The 2012-13 result was the best-to-date. East Renfrewshire compares very well to the national figure of 38.4% and comparator authorities at 42.5%. Further SOLACE data not yet available for 2012-13.

SCHN05: % of pupils gaining 5+ awards at level 6	47.1%				Indicator measures attainment by the end of S6. East Renfrewshire compares very well to the national figure of 26.1% and comparator authorities at 31.4%. Further SOLACE data not yet available for 2012-13.
SCHN06: % pupils in 20% most deprived areas getting 5+ awards at level 5					Data not yet available for 2012-13.
SCHN07: % pupils in 20% most deprived areas getting 5+ awards at level 6					No data yet available for 2012-13.
SCHN11: % of pupils entering positive destinations					Data not yet available for 2012-13.