



**Clackmannanshire
Council**

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**Kilncraigs, Greenside Street, Alloa, FK10 1EB
(Tel.01259-450000)**

Education, Sport & Leisure Committee

Thursday 11 June 2015

Start 10.00 am

**Venue: Council Chamber, Patons Building, Kilncraigs,
Alloa, FK10 1EB**

Contact Strategy and Customer Services, Clackmannanshire Council, Kilncraigs, Alloa, FK10 1EB
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Date	Time
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EDUCATION, SPORT AND LEISURE COMMITTEE

To determine policies for the promotion of education, sport and leisure in Clackmannanshire within the strategic policy framework approved by the Council in relation to the following:

- early years education
- primary education
- secondary education
- additional support needs
- adult education
- community learning
- sports development and provision
- leisure development and provision

With the exception of those matters reserved to Council or delegated to a Committee or an officer, advising the Council on education matters and discharging functions of the Council in relation to education matters

In consultation with the Housing, Health & Care Committee, the promotion of children's health and welfare (including the preparation, publication and review of a plan for the provision of services for children in Clackmannanshire);

To set standards for service delivery.

To secure best value in the provision of services.

To consider valid petitions submitted which relate to the areas covered by the Committee

To monitor performance in the delivery of services including consideration of:

- quarterly service performance reports
- inspection or other similar reports
- financial performance
- reports on the development and implementation of shared services

To keep under review the impact of the Committee's policies on Clackmannanshire

To hear representations on petitions which have been accepted by the Director of Finance and Corporate Services as valid in accordance with the council policy and criteria. The Committee shall report on every petition in respect of which it has heard representations to Council with its recommendations on how the petition should be disposed of, which may include a recommendation that no action be taken.

3 June 2015

A MEETING of the EDUCATION, SPORT AND LEISURE COMMITTEE will be held within the Council Chamber, Patons Building, Kilncraigs, Alloa, FK10 1EB, on THURSDAY 11 JUNE 2015 at 10.00 am.

**Garry Dallas
Executive Director**

B U S I N E S S

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1.	Apologies	--
2.	Declaration of Interests Elected Members are reminded of their obligation to declare any financial or non-financial interest which they may have in any item on this agenda in accordance with the Councillors' Code of Conduct. A Declaration of Interest form should be completed and passed to the Committee Officer.	--
3.	Confirm Minutes of Meeting held on 23 April 2015 (Copy herewith)	05
4.	Education Services Performance 2014-2017 Quarter 4 Progress Report - report by the Head of Education (Copy herewith)	09
5.	Education Service Strategic Plan Refresh 2015-2016 - report by the Head of Education (Copy herewith)	29
6.	Inspection of Sunnyside Primary School and Nursery Class Publication of Education Scotland's Report - report by the Head of Education (Copy herewith)	71
7.	Scottish Attainment Challenge in Clackmannanshire - report by Head of Education (Copy herewith)	89
8.	Developing Scotland's Young Workforce and Supporting Modern Apprenticeships - report by the Head of Development and Environment and the Head of Education (Copy herewith)	93
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EDUCATION, SPORT AND LEISURE COMMITTEE – MEMBERS (COMMITTEE QUORUM 4)

Councillors

Wards

Councillor	Ellen Forson	(Convenor)	4	Clackmannanshire South	SNP
Councillor	Walter McAdam, MBE	(Vice Convenor)	2	Clackmannanshire North	SNP
Councillor	George Matchett, QPM		1	Clackmannanshire West	LAB
Councillor	Les Sharp		1	Clackmannanshire West	SNP
Councillor	Jim Stalker		1	Clackmannanshire West	LAB
Councillor	Bobby McGill		2	Clackmannanshire North	LAB
Councillor	Alastair Campbell		5	Clackmannanshire East	CONS
Councillor	Irene Hamilton		5	Clackmannanshire East	SNP

Appointed Members (3)

Rev Sang Y Cha	Church of Scotland
Father Michael Freyne	Roman Catholic Church
Pastor David Fraser	Scottish Baptist Church



MINUTES OF MEETING of the EDUCATION, SPORT AND LEISURE COMMITTEE held within the Council Chamber, Patons Building, Kilncraigs, Alloa, FK10 1EB, on THURSDAY 23 APRIL 2015 at 10.00 am.

PRESENT

Councillor Ellen Forson, Convenor (In the Chair)
Councillor Walter McAdam MBE
Councillor Alastair Campbell
Councillor Irene Hamilton
Councillor George Matchett, QPM
Councillor Bobby McGill
Councillor Les Sharp
Councillor Jim Stalker

Rev Sang Y Cha, Appointed Member (Church of Scotland)
Father Michael Freyne, Appointed Member (Roman Catholic Church)
Pastor David Fraser, Appointed Member (Scottish Baptist Church)

IN ATTENDANCE

David Leng, Head of Education
Sharon Johnston, Assistant Head of Education
Kevin Kelman, Assistant Head of Education
Alan Milliken, Assistant Head of Education
Iain McGhee, Education Officer
Andrew G Wyse, Team Leader, Legal Services (Clerk to the Committee)

Presentation of Award to Tullibody Community Football Club

Provost Tina Murphy attended for the Presentation of this Award

Before the start of business, the Convenor, on behalf of the Committee, congratulated Tullibody Community Football Club on receiving the Scottish Football Association's Legacy Award. Tullibody Community FC are the first to attain the award within Clackmannanshire as well as being one of only 20 recipients throughout the whole of Scotland.

ESL(15)111 APOLOGIES

None.

ESL(15)112 DECLARATIONS OF INTEREST

None.

ESL(15)113 MINUTE OF MEETING HELD ON 5 FEBRUARY 2015

The minute of the meeting of the Education, Sport and Leisure Committee held on 5 February 2015 were submitted for approval.

Decision

The minutes of the meeting held on 5 February 2015 were agreed as a correct record and signed by the Convenor.

**ESL(15)114 EDUCATION SERVICE PERFORMANCE 2014-2017 PROGRESS REPORT :
JANUARY - MARCH 2015**

The report, submitted by the Head of Education, provided the Committee with an update on the progress made against the targets contained within the Strategic Plan for the Education Service 2014-2017. The report also included financial performance until the end of February 2015.

Motion

That the Committee agrees the recommendation set out in the report.

Moved by Councillor Ellen Forson. Seconded by Councillor Irene Hamilton.

Decision

Having commented on and challenged the performance of Education Service Performance 2014-2017 Progress Report : January-March 2015, the Committee unanimously agreed to note the information set out in the report.

**ESL(15)115 CLACKMANNANSHIRE COUNCIL EDUCATION SERVICE STANDARDS AND
QUALITY REPORT FOR SESSION 2013-2014**

The report, submitted by the Head of Education, informed the Committee of the proposed contents of the Education Department's annual Standards and Quality Report for school session 2013-2014 prior to its publication in April 2015.

In response to Councillor Matchett, the Assistant Head of Education confirmed there was an error on page 59 of the report. Paragraph two should read "Bikeability cycle training for Clackmannanshire Schools", not Stirling Schools as stated in the report.

Motion

That the Committee agrees the recommendation set out in the report.

Moved by Councillor Ellen Forson. Seconded by Councillor Irene Hamilton.

Decision

The Committee agreed to note the Standards and Quality Report as amended.

ESL(15)116 CONSULTATION PROCESS FOR TULLIBODY SOUTH PROPOSAL

The report, submitted by the Head of Education, sought approval for an informal consultation process planned to ascertain public views on the potential options for the replacement of Abercromby Primary School agreed by Council on March 5th 2015.

Motion

That the Committee agrees the recommendations set out in the report.

Moved by Councillor Ellen Forson. Seconded by Councillor Irene Hamilton.

Decision

The Committee agreed:-

- 1) that the informal consultation as detailed in the Appeldix to the report be put into effect.
- 2) that a report on the results of the informal consultation be presented to a future Education Sport and Leisure Committee to consider whether or not to proceed to undertake a formal consultation under the Schools Consultation Act 2010 as amended by the Children and Young Persons Act 2014.

Action

Head of Education

ESL(15)117 THE REQUIREMENTS FOR COMMUNITY LEARNING AND DEVELOPMENT (SCOTLAND) REGULATIONS 2013

The report, submitted by the Head of Education, advised the Committee of the Requirements for Community Learning and Development (Scotland) Regulations 2013, which came into force 1 September 2013.

Motion

That the Committee agrees the recommendation set out in the report.

Moved by Councillor Ellen Forson. Seconded by Councillor Irene Hamilton.

Decision

The Committee agreed to note the new legislation, that the Requirements for Community Learning and Development (Scotland) Regulations 2013 plan should be developed jointly across Stirling and Clackmannanshire, and the process and timeline identified in Appendix 3 of the Report.

Action

Head of Education

Ends 10.55 am.

Report to Education, Sport and Leisure Committee

Date of Meeting: 11th June 2015

**Subject: Education Service Performance 2014-2017 Quarter 4
Progress Report**

Report by: Head of Education

1.0 Purpose

- 1.1 The purpose of this report is to provide the Education, Sport and Leisure Committee with an update on the progress made against the targets contained within the Strategic Plan for the Education Service 2014-2017.
- 1.2 This report includes financial performance up until the end of the financial year.
- 1.3 The appendices within the report provide information generated through the covalent performance management system, more of performance within national benchmarking framework and a detailed breakdown of financial information.
- 1.4 The report also provides further progress on the Education Service Strategic Plan 2014-2017.

2.0 Recommendations

It is recommended that the Education, Sport and Leisure Committee:

- 2.1 notes the content of the report, while commenting on and challenging the performance of the Education Service.

3.0 Considerations

3.1 The aims of the Education Service are that:

- Our learners are successful learners, confident individuals, effective contributors and responsible citizens making a positive contribution to their communities.
- Our learners enjoy physical and emotional wellbeing leading to healthy lifestyles.
- Our learners get the help they need when they need it.
- Our learners get the best start in life and are ready to succeed.

We believe that these will be realised through a continued focus on and commitment to the principles that underpin, Curriculum for Excellence and Getting It Right For Every Child.

- 3.2 In line with national and local priorities, there continues to be a particular focus within the Education Service on improving outcomes of potentially disadvantaged groups and on individuals at risk of missing out.
- 3.3 The Education Service identified a range of strategic actions and measures for improvement. This report outlines for progress made on such actions and their impact using a range of performance measures.
- 3.4 Reporting quarters are determined corporately and fall within a financial year, April – March Education Services are delivered within an academic year, August – June. The annual performance of the Education Service is reported in the Standards and Quality Report, the timing of which has been adjusted to reflect changes to reporting in National Qualifications.
- 3.5 Within the Education Service Strategic Plan 2014-2017 the Service organised its priorities under the three broad headings: Children, Young People and Families; Curriculum, Youth and Adult Learning and Performance, Culture and Sport.

The key areas of activity and overall progress for Quarter 4 within these areas are as follows:

3.6.1 Children, Young People and Families

- Good progress has been made with the Early Years Collaborative. Linking with the Raising Attainment for All agenda, staff within nurseries and schools are piloting improvements using Improvement Science methodology.
- Awareness raising and extensive consultation has taken place on the new Autism Strategy.
- Recognising the importance of providing a safe and secure learning environment the Service has developed a draft Nurture strategy, this is now under discussion with staff in schools.

3.6.2 Curriculum, Youth and Adult Learning

- Clackmannanshire were identified as one of seven Councils in Scotland which has high levels deprivation and who were invited to by Scottish Government bid for funding as part of the “Attainment Challenge Bid”. This was completed and funding received will be used to improve outcomes in literacy, numeracy and health and well-being.
- Each Secondary school now has dedicated teacher responsible for Developing Young Workforce. Their main focus is to ensure that young people are supported into positive post school destinations.
- As part of the literacy framework an Early Intervention resource in literacy is being developed for Primary 1 teachers.

3.6.3 Performance, Culture and Sport

- The recruitment of teachers for next session is already underway. It is anticipated that by undertaking recruitment early we will be well placed to ensure the maintenance of teacher numbers in Clackmannanshire.
- Informal consultation is now underway regarding the Tullibody South proposal.
- The SEEMiS management information system was successfully migrated to a back up server. This was a complex task but will ensure enhanced data security and disaster recovery should it be required.

3.7 Strategic Plan Progress – Quarter 4 Report

Within the Strategic Plan the Education Service set out twenty strategic actions which it will overtake over the three year period from 2014-2017. Each of these Strategic Actions has a number of sub-actions and milestones which will ensure that the overall strategic actions are achieved. By regularly updating progress made in overtaking actions officers will provide Committee with accurate information on the work of the service. A proposed refresh of the strategic plan is being presented for consideration by Committee on 11th June 2015.

From the analysis of our performance this year the main areas of focus for 2015-2016 are:

Children, Young People and Families

- Full implementation of GIRFEC
- Early Years Collaborative
- Improving attendance and reducing exclusions
- Workforce development with a particular focus on ASN and Early Years

School Improvement

- Embedding of Developing Young Workforce
- Further engagement with collaborative working via School Improvement Partnerships and RAFA approaches
- Developing tracking and monitoring across the BGE
- Continue to improve the curriculum

Learning Communities, Performance and Resources:

- Implementation of budgets for 15-16, develop new proposals for 16-17
- Improve the management and use of data to inform Service planning
- Development of Learning for 21c – school estate strategy
- Continue to develop a range of community supports which reflect community need

A number of Strategic Actions also have associated Performance Indicators. Progress on actions and related Performance Indicators are contained within this report (appendix 1).

4.0 Financial Performance

- 4.1 At the end of 2014/15 financial year, Education Service budget was underspent by £595,140. This included £216,000 that was underspent in schools devolved budgets

which they are able to carry forward into next financial year and use to assist with school priorities. As reported throughout the year, the service has had difficulties in recruiting teachers, in addition the change in the age profile of the teaching workforce has also contributed to the underspend.

- 4.2 The table below provides an overview of Education Services outturn position within each service area.

Service Area	Annual Budget 2014/15	Actual to 31/03/15	Variance Outturn v. Budget
Service Management	516,800	514,076	(2,724)
Early Years	3,273,180	3,169,943	(103,237)
Primary Education	11,980,580	11,542,402	(438,178)
Secondary Education	12,460,710	12,457,864	(2,846)
ASN Education	5,566,240	5,578,503	12,263
Education Psychology Service	289,120	255,591	(33,529)
School Crossing Patrols	93,150	89,599	(3,551)
Sports Development	309,310	288,271	(21,039)
Youth Services	449,220	445,749	(3,471)
Adult Services	34,510	35,681	1,171
Total	34,972,820	34,377,680	(595,140)

- 4.3 Appendix 2 to this paper contains a detailed analysis of variances in respect of each service area.

- 4.3.1 The underspend in Early Years relates partly to a slower than anticipated demand for nursery places for 2 year olds as well as variances with nursery class teacher posts due to recruitment difficulties. £8,000 of this underspend will be carried forward by schools to take forward priorities in 2015/16.
- 4.3.2 The underspend on Primary Education is partly due to the salary differentials as a result of changes in the age profile of the workforce (185,000). Vacancies in the Expressive Arts Service following the restructuring (£107,000). The remainder of the underspend was mainly due to vacancies caused by teacher recruitment difficulties. £87,000 of this underspend will be carried forward by schools into 2015/16 financial year.
- 4.3.3 The underspend on Secondary Education was mainly associated with teaching staff costs. In addition, there was a small underspend on Scottish Qualifications Authority (SQA) fees due to a change of method of billing by the SQA. £98,000 of this underspend will be carried forward by schools into 2015/16.
- 4.3.4 The Additional Support Needs (ASN) budget was overspent by £33,529. This was mainly due to an overspend on Escorts. This was partly due to an increase in demand for their service and an increase in occasions when two escorts are required in a taxi. The Service is reviewing the expenditure on this budget to ensure better controls are in place for 2015/16. There was also an overspend as a result of a £10,000 invoice received in March for hospital education from Edinburgh Council.

4.3.5 The underspend in Psychological Services was due to staff being on maternity leave and an inability to backfill the posts.

4.3.6 The Sports Development Service budget was underspent due to additional income received.

5.0 Sustainability Implications

5.1 This paper has no sustainability implications.

6.0 Resource Implications

6.1 The resource implications are contained within the report.

7.0 Exempt Reports

7.1 Is this report exempt? No

8.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

(1) **Our Priorities** (Please double click on the check box)

The area has a positive image and attracts people and businesses	<input type="checkbox"/>
Our communities are more cohesive and inclusive	<input type="checkbox"/>
People are better skilled, trained and ready for learning and employment	<input checked="" type="checkbox"/>
Our communities are safer	<input type="checkbox"/>
Vulnerable people and families are supported	<input checked="" type="checkbox"/>
Substance misuse and its effects are reduced	<input type="checkbox"/>
Health is improving and health inequalities are reducing	<input type="checkbox"/>
The environment is protected and enhanced for all	<input type="checkbox"/>
The Council is effective, efficient and recognised for excellence	<input type="checkbox"/>

(2) **Council Policies** (Please detail)

Not applicable

9.0 Equalities Impact

9.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?

Yes

10.0 Legality

10.1 In adopting the recommendations contained in this report, the Council is acting within its legal powers.

Yes

11.0 Appendices

11.1 Appendix 1: Quarter 4 Strategic Plan Progress report

11.2 Appendix 2: Education Services budget v. outturn of February 2014



12.0 Background Papers

12.1 Education Service Strategic Plan 2014-2017

Author(s)

NAME	DESIGNATION	TEL NO / EXTENSION
Alan Milliken	Assistant Head of Education	01786 233225/33225
Fiona MacDonald	Service Manager	01786 233213/33213

Approved by

NAME	DESIGNATION	SIGNATURE
David Leng	Head of Education	
Garry Dallas	Executive Director	

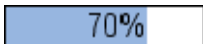
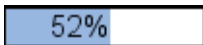

Education Updates – Appendix 1

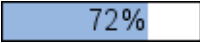
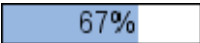
Education Strategic Plan 2014-2017

































Quarter 4(a) update for 2014-2015

Children, Young People and Families Team

Due Date	Description	Progress Bar	Latest Note
30-Jun-2015	To progress the implementation of 'Getting it Right for Every Child' by improving the delivery of the core components and to achieve positive outcomes for children and young people at the earliest opportunity.		<p>Following initial consultations, agreement has been reached around some key questions and the most useful format for the guidance with a group of support coordinators and ASN managers.</p> <p>Developing national guidance is influencing this guidance update and discussions with the consultation group will include decisions about timescales for updating all Named Persons.</p> <p>Module training dates are set and trainers' training has been carried out with a multi-agency group of trainers. Two sessions have already been completed with 8 more planned for April and May. Key aspects of guidance including that for Named Persons; Lead professionals and chronologies have been updated to reflect the Act.</p> <p>Audit processes are contributing to the development of training and guidance. Assessment tools from the Single Child's Plan paperwork have been audited and a summary report developed to advice staff across agencies of areas for improvement. Case-files have been audited and work has begun to ensure they include appropriate integrated chronologies and risk assessments. Further monitoring took place with the support of colleagues from the Care Inspectorate.</p>
30-Jun-2015	To improve early and effective support and intervention for all children, young people and families through well-developed multi-agency partnerships		<p>As part of the Early Years Collaborative workstreams 1,2,3 and 4 have been established and a lead person has been identified for each. Tests of change are underway within each workstream. The workstreams are working towards analysing data to identify key change themes. A Leadership Group has been established and has met. Training in using the Improvement Science methodology has taken place at Early Years Forums for practitioners, Senior Early Years Workers, Managers and Headteachers.</p> <p>Involvement in consultation on the local strategy for Autistic Spectrum Disorder (ASD) and local awareness raising during April, has been the focus. The Stirling and Clackmannanshire ASD strategy will be completed by the end of May. The Education only action plan is now planned for completion by the end of June 2015.</p>
30-Jun-2015	To provide effective support and intervention for parents,		<p>Final amendments are being made to the Draft Parenting Strategy and actions plans..</p> <p>A local evaluation of PoPP is currently underway which will be completed by the end of May.</p> <p>21 parenting groups have been delivered to date with three more planned for April/May. Data has been completed for 19 groups. 158 families have been recruited with 141 of these being enrolled onto a group. This was 50% of the target population of 3 and</p>


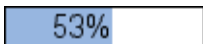
Due Date	Description	Progress Bar	Latest Note
	families and communities so that children and young people are safe, nurtured and achieve positive outcomes.		4 year olds and was the highest figure nationally. A draft Nurture Strategy was completed in March 2015. It is currently being consulted upon with Education Staff. Following training on "How Nurturing Is Our School ?", a tool for effective self-evaluation in Nurture, a number of schools have identified they will include Nurture as a priority for next year's School Improvement Plan. An education pack for Augmentative and Alternative Communication (AAC) within educational establishments in Forth Valley has been produced. Copies have been distributed to every establishment with accompanying awareness raising/training sessions to inform everyone of best practice re AAC.
30-Jun-2015	To strengthen the capacity of the workforce in building resilience and improving learning outcomes of children and young people with additional support needs		The national review of the Early Years Workforce has not been published yet but a local model for Workforce Development has been devised. Sub groups are developing a programme for Continuing Learning and Development for next session. This will include a core training programme, launch and training programme for Building the Ambition and a probationary year programme for new staff. Training has taken place in using the Improvement Science as part of the Early Years Collaborative.
30-Jun-2015	To improve the health and well-being of our children, young people and their families and to better support their capacity for resilience		The working party have identified a ranges of tools to assess emotional health and well being and mapped those against a range of appropriate interventions. This is currently in draft and next steps will be further engagement with colleagues and young people . Relationship and Sexual Health Partnership Framework distributed to all schools and training programme delivered to 2 learning communities, an additional needs framework is currently being trialled. Managing Sexualised Behaviour guidance is currently being used in schools with awareness raising sessions are delivered as required. Child sexual exploitation group are currently identifying good practice.


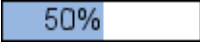

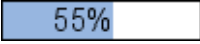

Indicator	Traffic Light	Last Update	Current Target	Current Value	Long Term Trend	Short Term Trend	Latest Note
Clacks LAC Primary Attendance		Q4 2014/15	95.60%	96.54%			From start of term (Aug 2014) to the end of this quarter, Attendance has been 96.54%. (Home = 94.45% and Away = 97.24%)
Clacks LAC Secondary attendance		Q4 2014/15	92.50%	89.83%			From start of term (Aug 2014) to the end of this quarter, Attendance has been 89.83%. (Home = 81.74% and Away = 94.14%)
Clacks LAC Primary exclusions		Q4 2014/15	24	8			From start of term (Aug 2014) to the end of this quarter there have been 8 cases of exclusion. (Home = 5 cases and Away = 3 cases)

Indicator	Traffic Light	Last Update	Current Target	Current Value	Long Term Trend	Short Term Trend	Latest Note
Clacks LAC Secondary Exclusions		Q4 2014/15	25	16			From start of term (Aug 2014) to the end of this quarter there have been 16 cases of exclusion. (Home = 7 cases and Away = 9 cases)
Number of LAC Primary Clacks		Q4 2014/15		64			At the end of Mar 2015 there were 64 LAC Primary pupils recorded on Seemis (Management Information System). 15 = LAC at Home 49 = LAC Away
Number of LAC Secondary- Clacks		Q4 2014/15		105			At the end of Mar 2015 there were 105 LAC Primary pupils recorded on Seemis (Management Information System). 37 = LAC at Home 68 = LAC Away
Attendance Primary Clackmannanshire		Q4 2014/15	95.60%	94.90%			From Aug to 2014 to the end of Q4 there have been 1078711 actual openings out of a possible 1136643 openings.
Attendance Secondary Clackmannanshire		Q4 2014/15	91.70%	90.98%			From Aug 2014 to the end of Q4 there have been 672237 actual openings out of a possible 738849 openings.
Exclusions Primary Clackmannanshire		Q4 2014/15	8.00	21.49			From start of term (Aug 2014) to the end of Q4 there have been 87 cases of exclusion, involving 43 pupils. A range of long and short term actions are being taken in response to the increase in exclusions. The GIRFEC Primary Screening group has placed a focus on exclusions with robust challenge from the chair around reasons for exclusion and agreed strategies to reduce the exclusion figures. As part of the Strategic Plan 2015-2016 refresh there are planned updates to the policy and guidance regarding promoting positive behaviour. There are also plans to implement the Nurture strategy which supports staff in providing safe and secure learning environments. The implementation of both improved positive behaviour and nurture should lead to a decrease in exclusions.
Exclusions Secondary Clackmannanshire		Q4 2014/15	39.00	52.24			From start of term (Aug 2014) to the end of this Q4 there have been 140 cases of exclusion, involving 92 pupils. A range of long and short term actions are being taken in response to the increase in exclusions. The GIRFEC Secondary Screening group has placed a focus on exclusions with robust challenge from the chair around reasons for exclusion and agreed strategies to reduce the exclusion figures.

























Indicator	Traffic Light	Last Update	Current Target	Current Value	Long Term Trend	Short Term Trend	Latest Note
							As part of the Strategic Plan 2015-2016 refresh there are planned updates to the policy and guidance regarding promoting positive behaviour. There are also plans to implement the Nurture strategy which supports staff in providing safe and secure learning environments. The implementation of both improved positive behaviour and nurture should lead to a decrease in exclusions.

























Curriculum, Youth and Adult Learning







Due Date	Description	Progress Bar	Latest Note
30-Jun-2015	To progress the implementation of ' <i>Curriculum for Excellence</i> ' across all establishments to meet learners' needs and improve their learning outcomes		The literacy strategy group has re-framed its work and has established a framework for improving literacy. As part of the framework an Early Intervention resource in literacy is being developed for Primary 1 teachers. The plan for 1+2 languages continues to progress on schedule. With regard to assessment and moderation the draft tracking and monitoring format is being reviewed by a number of schools. All Learning Communities are engaging in moderation activities to ensure consistency of approach and to ensure that the information gathered through assessment is used to inform planning.
30-Jun-2015	To raise educational achievement and attainment with a		The Raising Achievement Strategy was agreed and presented to relevant committees in both Clackmannanshire and Stirling. A key target group for the strategy is the children who come from the most deprived 20%. A number of schools are also participating in the National Raising Attainment for All (RAFA) initiative which uses methodology first used within the Early Years Collaborative to support the delivery of improvements in schools.

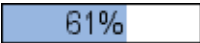
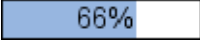

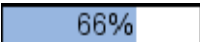
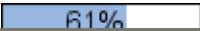
	key focus on the lowest performing 20% of learners		
30-Jun-2015	To develop academic and vocational learning pathways that support learners into positive post – school destinations		Each Learning Community now has a seconded member of staff who has a particular focus on Developing Young Workforce (DYW). A range of initiatives are underway including reviewing college links, exploring adjustments to the structure of the school day, developing business links and evaluating a wider range of qualifications. Business links are a significant target for the DYW officers.
30-Jun-2015	To improve opportunities for career long professional learning to raising attainment and provide opportunities for local innovation		Designing for Learning have delivered a range of development opportunities for head teachers, deputies and unpromoted teachers. These have been very positively received with staff able to demonstrate improvements to their curriculum rationale and design following participation in this three day development opportunity. A number of key professional networks have been established including: DHT networks; PT networks; 1+2 languages; and RAFA. Each of these areas are being promoted and extended through the innovative use of social media to share learning. A number of staff participated in the RAFA learning events in Glasgow. The learning gained here has been applied both by them and other colleagues in school to develop small "tests of change" which will lead to an overall improvement in learning and teaching.
30-Jun-2015	To enable access to quality community learning and development opportunities for targeted young people and adults		A new system for targeting of young people and adults has been developed. This ensures that resources are targeted specifically to those with greatest need. Individuals are allocated resources by meeting two or more factors from an agreed list of criteria thus ensuring effectiveness and efficiency in the allocation of resources.
30-Jun-2015	To improve the life chances and employability of young people at risk and/or facing multiple barriers		Current employability provision has been reviewed in light of the current priorities. Proposals for new approaches are being planned. We have received clarification of Opportunities for All funding and are awaiting ESF clarification with regard to 2015 funding. We have identified a number of new approaches including supporting the development of pathway planning for targeted S3 and early intervention for Looked After Children which we will implement within the new financial year in order to improve the outcomes for those young people at risk of not moving to a sustained positive destination.
30-Jun-2015	Support individuals, communities and organisations to build their capacity to meet their identified needs and		All strategic actions which were part of the Community Learning and Development plan have been overtaken. Following evaluation new priorities have been identified and will be included in the strategic plan refresh.

aspirations		
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Indicator	Traffic Light	Last Update	Current Target	Current Value	Long Term Trend	Short Term Trend	Latest Note
Literacy & Numeracy Leavers N4 Clackmannanshire		2013/14		74.0%			2013/14 data vastly understated due to Alva pupils achieving English and Maths via early presentation in S3 which is not recorded in Insight. (Virtual Comparator = 75.8% and National = 81.3%)
Literacy & Numeracy Leavers N5 Clackmannanshire		2013/14		51.0%			2013/14 data understated due to Alva pupils achieving English and Maths via early presentation in S3 which is not recorded in Insight. (Virtual Comparator = 50.0% and National = 55.7%)
Initial Positive Leaver Destination Clackmannanshire		2013/14	88.4%	92.8%			The figure of 92.8% is a significant increase in Clackmannanshire and is 0.5% higher than the national figure of 92.3% The 2013/14 figure of 92.8% this year is an increase of 4.5% from last year. The breakdown is as follows (12/13 figures are shown in brackets) Higher Education = 29.9% (28.8) Further Education = 27.7% (25.7) Training = 6% (6.7) Employment = 23.9% (24.6) Other = 5.4% (2.5) Not in Employment, Education or Training = 7.2% (11.7)
Follow-up Positive Leaver Destination Clackmannanshire		2012/13	88.0%	83.1%			Breakdown as follows: Higher Education = 29.2%, Further Education = 20.2%, Training = 3.3%, Employment = 28.1%, Other/Unknown = 2.3 and NEET (Not in Employment Education or Training) = 16.9%
Avg Tariff Score Leavers - Top 20% Clackmannanshire		2013/14		1,622			2013/14 data vastly understated due to Alva pupils achieving attainment/tariff scores via early presentation in S3 which is not recorded in Insight. (Virtual Comparator = 1,717 and National = 1,817)
Avg Tariff Score Leavers - Mid 60% Clackmannanshire		2013/14		651			2013/14 data vastly understated due to Alva pupils achieving attainment/tariff scores via early presentation in S3 which is not recorded in Insight. (Virtual Comparator = 697 and National = 805)
Avg Tariff Score Leavers - Low 20% Clackmannanshire		2013/14		82			2013/14 data vastly understated due to Alva pupils achieving attainment/tariff scores via early presentation in S3 which is not recorded in Insight. (Virtual Comparator = 108 and National = 163)
Avg Tariff Score Leavers -		2013/14		505			There were 68 'Leaver' pupils in this decile and their average total tariff score was 505. (Virtual Comparator = 554 and National = 562)

Deprivation Decile 1 Clackmannanshire							
Avg Tariff Score Leavers - Deprivation Decile 2 Clackmannanshire		2013/14		501			There were 85 'Leaver' pupils in this decile and their average total tariff score was 501 - although this score is understated due to attainment achieved by pupils in Alva in S3 which is not counted by Insight. (Virtual Comparator = 535 and National = 625)
ES Inspection-5.1 Curriculum Clacks		Q4 2014/15	35%	30%			Of the 10 establishments inspected since Aug 2011 3 have received a rating of 4 or above in 5.1. Improving the curriculum is the current focus for schools participating in School Improvement Partnerships. This is a significant development for the Service. Working with schools across Stirling and Clackmannanshire, headteachers and officers from the central team are looking to share best practice, learning from one another to develop sustainable improvements to the curriculum.
ES Inspection 1.1 Improvements in performance – Clacks		Q4 2014/15	89%	80%			Of the 10 establishments inspected 8 received a rating of 4 or more in 1.1. The main reason for the drop in this PI is the Education Scotland report within one Primary School inspection. The service continues to provide a range of supports to address the concerns raised and will provide committee with regular updates on progress made.
Young people in service- Clacks		Q4 2014/15	100	680			Staff in Stirling and Clackmannanshire have worked together in developing a range of suitable performance indicators and targets appropriate to Community Learning and Development. All targets to date have been met although variances across different quarters have been noted. These will be considered when setting targets for 15-16.
Adults registered - Clacks		Q4 2014/15	40	38			Staff in Stirling and Clackmannanshire have worked together in developing a range of suitable performance indicators and targets appropriate to Community Learning and Development. All targets to date have been met although variances across different quarters have been noted. These will be considered when setting targets for 15-16.
YP registered for awards- Clacks		Q4 2014/15	50	250			Staff in Stirling and Clackmannanshire have worked together in developing a range of suitable performance indicators and targets appropriate to Community Learning and Development. All targets to date have been met although variances across different quarters have been noted. These will be considered when setting targets for 15-16.
YP who achieve awards- Clacks		Q4 2014/15	100	291			Staff in Stirling and Clackmannanshire have worked together in developing a range of suitable performance indicators and targets appropriate to Community Learning and Development. All targets to date have been met although variances across different quarters have been noted. These will be considered when setting targets for 15-16.
Adults registered for awards- Clacks		Q4 2014/15	10	12			Staff in Stirling and Clackmannanshire have worked together in developing a range of suitable performance indicators and targets appropriate to Community Learning and Development. All targets to date have been met although variances

							across different quarters have been noted. These will be considered when setting targets for 15-16.
Adults who achieve awards-Clacks		Q4 2014/15	5	6			Staff in Stirling and Clackmannanshire have worked together in developing a range of suitable performance indicators and targets appropriate to Community Learning and Development. All targets to date have been met although variances across different quarters have been noted. These will be considered when setting targets for 15-16.
CLD satisfaction - Clacks		Q4 2014/15	90.0%	86.0%			This is a new indicator recently introduced to ensure customer satisfaction and improvement.

Due Date	Description	Progress Bar	Latest Note
30-Jun-2015	Build capacity in service delivery through the further integration of Education Services across Stirling and Clackmannanshire		As part of the on-going development of school improvement partnerships three professional learning sessions have taken place for Head teachers covering the following areas: Self-Evaluation; School Improvement Planning and Curriculum rationale. These have been well received with participants reporting that the high quality professional learning they are undertaking is having a positive impact and leading to school improvement. Through a questionnaire and follow-up workshops the Education Service has engaged central staff in an extensive process of self-evaluation. The recommendations from this process will form the basis of actions within the refreshed strategic plan.
30-Jun-2015	Use all resources efficiently and effectively, including financial, administrative and business support, ICT and staff resources		Effective resource management has ensured that Education Service have met all savings targets within both the budgets of both Stirling and Clackmannanshire. Clarity is still being sought around aspects of admin and business support. In order to address national concerns around teacher staffing and to ensure that we are able to sustain teacher numbers throughout the next financial year we have already commenced the recruitment and appointment of a range of teaching staff, including permanent supply teachers, for session 2015-2016.
30-Jun-2015	Review the school estate in order to ensure that the Service has capacity to provide education for children and young people in Clackmannanshire and Stirling until 2020 and beyond		The provisional review of the school estate was presented to Education, Sport and Leisure Committee in Clackmannanshire in February the service is now undertaking a range of stakeholder engagement activities. A similar model of review is now being undertaken in Stirling.
30-Jun-2015	Support the development of creativity in all learners		Two creative conversations focussed on creative change and creative thinking took place in February and March 2015. The first conversation explored lateral thinking using some of the tools and exercises Edward De Bono created. The workshop was participative, offering the opportunity to consider new thinking about existing issues in school, community, or work by using two lateral thinking tools. The second creative conversation focussed on design thinking, a rigorous creative process that enables individuals and organisations to identify and articulate the challenges they face, while also enabling them to create feasible and viable solutions. Using design thinking tools and methodologies, individuals and organisations are able to develop empathy for the people they are designing for (i.e. pupils, students, teachers, lecturers, staff etc), challenge their own assumptions and understand their underlying motivations. There will be a further conversation in June.
30-Jun-	Provide		Sports Development are looking to build on existing strengths by sharing best practice across the Education Service and with key

2015	opportunities for learners to improve their health through the provision of high quality physical activities		partners. A number of key activities have taken place, many of which are linked to targets agreed nationally with Sports Scotland. A major focus is that of the development of Schools Sports awards. All schools have registered on this exciting and innovative national framework and will be working with colleagues from the Sports Development team and Active Schools teams to evaluate against their current practice and look to gain bronze, silver or gold awards via this scheme. As part of the new four year partnership agreement between Clackmannanshire and Sports Scotland a new model of delivery has been agreed. This model has been commended as good practice by Sport Scotland.
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Indicator	Traffic Light	Last Update	Current Target	Current Value	Long Term Trend	Short Term Trend	Latest Note
ES Inspection Early Years Clacks		Q4 2014/15		0			There were no Education Scotland reports published in Q4
ES Inspection Primary Clacks		Q4 2014/15		0			There were no Education Scotland reports published in Q4
ES Inspection Secondary Clacks		Q4 2014/15		0			There were no Education Scotland reports published in Q4
ES Inspection – 5.9 across all establishments- Clacks		Q4 2014/15	89%	80%			Of the 10 establishments inspected since Aug 2011, 8 have received a rating of 4 or above in 5.9. The Service is continuing with range of supports to address the concerns raised and will provide committee with regular updates on progress made.
Avg. Days Sickness Absence (Teachers)		2014/15	8.0 days	10.1 days			There has been an increase across the Council in the levels of absence as compared to the previous year. 10.2 Days per FTE is recorded against non teaching staff. For 2013/2014 11.21 Days were lost Council Wide. The calculation methodology for 14/15 is based on days lost against FTE, whereas for 13/14 the calculation was based on based on days lost against head count. If this methodology is applied this year the days lost is 8.24. This measurement will be required to be reviewed again, given that there is an underlying assumption that every day will be based on 7 hours. In order to ensure that we are comparing like with like we should be comparing FTE Days against FTE. Absences have increased

							across the Council in 2014/2015, predominately this is a result of absences being of a longer term nature i.e. absences 28 days or over. With the introduction of iTrent absences are also more likely to be recorded by service areas, giving a more accurate picture.
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Education Services Budget v's Outturn
As at March 2015

	Budget 14-15 £'000	Year end Outturn 14-15 £'000
Education Outturn Variance	34,973	34,378
Service Management		
Payments to Stirling for Clackmannanshire contribution to shared service - overspend relates to teachers seconded to shared services outwith current budget.	517	515
Early Years - excluding 600 Hours		
Part year vacant posts (teaching & non teaching) due to timing of replacement appointments generating underspend Income from the Change fund to support Early Years posts has now been confirmed.	2,966	2,881
Early Years - 600 hours		
Additional Early Years Workers (EYW) hours allocated for 3-4 year olds 600 hours from August as per original costing. However less EYW hours are now required as children numbers have been updated/confirmed.	307	288
Primary		
Teaching staff budgets have now been reallocated in line with Devolved School Management (DSM) and current class structures. Retirements of teachers at the top of grade have been replaced by teachers/probationers on lower grade contributing towards an underspend of the teachers budget. Throughout the service, including the PE team, there have been ongoing recruitment difficulties to cover vacancies/maternity/long term absence, further increasing the teachers budget underspend. The Expressive Arts service is currently under review following the retirement of the Principal Teacher in August. This underspend includes £185K in year cash saving reported to CMT earlier in the year.	11,981	11,542
Secondary		
Although there was an overspend on long term absence budgets relating to maternity/paternity leave etc, there was an underspend on school staffing budgets due to recruitment shortages.	12,461	12,458
Additional Support Needs (ASN)		
Income received from other Local Authorities in respect of pupil placements in Clackmannanshire schools exceeds any additional costs incurred and will generate a net underspend at year end. There is a saving proposal for 2015/16 to increase income budget by 1 placement cost which will help to prevent a similar underspend arising in 2015/16. Pupil conveyance and escort costs are £20K over budget. Escort hours have increased in response to operational needs. Learning Assistants are also forecast to be overspent at year end. As a result the service is currently carrying out a detailed audit of Learning Assistants with a view to clarifying the position for the start of the new financial year. Part year teaching vacancies (timing of recruitment) have generated underspends in the two new ASD units. Both units are now fully staffed.	5,566	5,579
Educational Psychology Service		
Psychologist payroll underspend due to cover costs for two consecutive maternity leavers being less than budgeted substantive posts. This is an in year cash saving.	289	256
School Crossing Patrols		
Replacement equipment costs slightly less than budget	93	90
Sports Development		
Additional income generated from external funding sources	309	288
Youth Services		
Increased income and reduction in subscription costs.	450	446
Adult Services		
Minor variances	34	35
Education Total	34,973	34,378

