

## Progress in delivery of strategic outcomes

Over the course of 2014/15 there have been significant improvements in outcomes for learners. The following achievements are most notable:

### **Raising attainment in Primary Schools:**

The average standardised score at P4 Maths is above the national average.

The average standardised score at P4 Reading is above the national average.

The average standardised score at P7 has increased over the past 2 years and is above the national average.

### **Raising attainment in Secondary Schools:**

4% improvement in the number of pupils gaining 5 or more awards at level 4+ by the end of S4

8% improvement in the number of pupils gaining 5 or more awards at level 5+ by the end of S4

3% improvement in the number of pupils achieving 5 or more awards at level 5+ by the end of S5

1% improvement in the number of pupils achieving 3 or more awards at level 6+ by the end of S5

2% improvement in the number of pupils achieving 5 or more awards at level 6+ by the end of S5

1 % improvement in the number of pupils achieving 1 or more awards at level 7+ by the end of S6

### **Positive Destinations**

In 2014, 93.9% of young people progressed to destinations. The percentage of young people entering employment increased from 20% to 30% over a 5 year period, this represents a significant increase in positive outcomes for school leavers, and Midlothian's performance is above the national average and ranks **7th out of 32 Local Authorities** in Scotland. The cumulative improvements made by Midlothian since the start of the economic downturn in 2008 are the largest in Scotland. In addition, 83% of adults participating in the Care academy programme secured employment

### **Wider Achievements**

Curriculum for Excellence places emphasis on the recognition of the wider achievements of children and young people. Many are involved in activities that help them become effective contributors and responsible citizens, through buddying, volunteering, leading extra-curricular programmes, being sports ambassadors and organising charity events. Over 1,000 young people supported to access work experience placements through Lifelong Learning and Employability Service. There are increasing opportunities for certification in these key achievement areas.

### **Adult Literacy and Numeracy**

English for Speakers of Other Languages Service (ESOL) worked with 361 learners across 14 venues in Midlothian and there were 158 learning opportunities, including one-to-one support in basic literacy and numeracy, workplace literacy, family literacy, lip-reading, driving test theory and communications. In addition, 72 adults achieved SQA modules in subjects such as Communication, and 21 ESOL learners achieved an SQA qualification in Citizenship.

### **Attendance and Exclusions**

The number of exclusion incidents decreased in our primary and secondary schools.

### **Quality Improvement**

During session 2014-15, there was an increased focus on self-evaluation in our schools, leading to the development of a new quality assurance framework and the creation of quality improvement partnerships. Midlothian school inspections by HMIE and the Care Inspectorate were positive and a programme of authority school reviews identified and shared effective practice. The follow through inspection of the Educational Psychology Service (EPS) confirmed high quality educational psychology is being delivered which is having a positive impact on a wide range of stakeholders.

### **Inspiring Learning and Teaching and High Quality Leadership**

Learning is the foundation of success for our children and young people and there are numerous examples of innovative and inspiring approaches that featured in the work of our schools, including the Moscars; Interdisciplinary Learning Project; the Big Bedtime Read (nominated for a COSLA award 2015); 1+2 Modern Languages; Visible Learning; and Learning through Technology We provided many high quality leadership opportunities including an excellent programme for our Newly Qualified Teachers; the *Developing Teacher Leadership* programme which is a first step into leadership outside the classroom and has attracted a large number of aspiring leaders; Our *PT Toolkit* which provides opportunities for leadership development for those relatively new to the role of Principal Teacher; *Developing Faculty PT Leadership* which aims to provide support and development for those newly appointed to the Principal Teacher Curriculum role, and who are seeking to play a strategic leadership role within their schools; the *Flexible Route to Headship* which is a leadership programme for aspiring head teachers; and the *Coaching for Leaders* diploma course which develops coaching skills.

### **Partnership Working**

Through effective partnership working, we were able to drive forward many of the key national and local education priorities. Examples of effective collaboration include the Early Years Collaborative; Partnership with Education Scotland; School Improvement Partnership Programme; Partnership with the business community of Midlothian; Partnership with support agencies including NHS Lothian, Children and Families, Social Work; and the University of Edinburgh Teacher Education Partnership.

### **Meeting Learners' Needs and Additional Support Needs**

Midlothian made very good progress with the implementation of the new programme of national qualifications - National 3, 4 and 5 – with the first presentations taking place in the summer of 2014. Our secondary schools undertook significant development work to ensure successful delivery of the new courses, and our team of subject leaders co-ordinated the development of advice and support materials. A significant number of Midlothian staff were recruited by SQA to take part in designing and implementing the new courses, and over 20 subject specialists were appointed as verifiers. All SQA verification visits to Midlothian schools were successful.

A draft Named Person Process was developed jointly by the Authority and the South East Scotland working groups. Pilot work was undertaken into developing an understanding of Wellbeing and use of the Wellbeing Toolkit. Work was undertaken to establish a new means of allocating ASN funding to establishments and ASGs.

### **The School Estate**

. Council of 16 December 2014 set a long term strategy for secondary school estate Plans for new primary schools in the north of Gorebridge and Bilston to be built by summer 2016. Plans for the replacement of Newbattle High School are developing well, as well as replacements for Paradykes and Roslin Primary schools.

## **Emerging Challenges and Risks**

The Service faces a number of key challenges and opportunities:

### **Budgets and Resourcing**

- . Ensuring we meet the Scottish Governments outcome agreement of maintaining both teacher numbers and staff ratios
- . Ensuring preventative spend to reduce attainment gaps; in particular resourcing schools where learners and families have particular socio-economic challenges.
- . Increasing pre-school education to 600 hours for entitled two year olds.
- . Staff development and resourcing to support the delivery of new and improved approaches to learning which meets Curriculum for Excellence learner entitlements.
- . Providing high quality learning environments in all of our schools through a planned programme of capital replacement.
- . Planning for the impact of increased school populations on resourcing.
- . Maintaining and increasing funding to ensure effective delivery of Curriculum for Excellence
- . Maintaining funding to support the ICT refreshment programme.

### **Managing Change**

- . Ensuring strong and consistent leadership supported by the capacity to provide effective delivery of change.
- . Maintaining a highly skilled workforce with a high quality continuous professional development framework.
- . Supporting the implementation of PR&D, Professional Update and Making Performance Matter
- . Developing further and embedding approaches to quality improvement.
- . Managing the implementation of the Integrated Support Service to maintain high quality support.
- . Ensuring that the ICT infrastructure is fit for purpose and at the cutting edge of developments
- . Developing a Digital Strategy policy to ensure that our children, young people and our wider community is well served to play a full, active and productive place in society.
- . Ensuring the opportunities provided by our new Directorate structure are fully realised.
- . Developing and maintaining partnerships (both internal and external) that support key service priorities.

### **Implementing outcomes from Legislation and National Initiatives**

- . Ensure that all staff are aware of and engaging with Getting it Right for Every Child National Policy
- . New Education (Scotland) Bill 2015
- . Ongoing implementation of the New Qualifications for the Senior Phase
- . Children and Young People's Act 2-14
- . Corporate Parenting
- . Developing Scotland's Young Workforce
- . Undertake a programme of Catchment area reviews and future school builds
- . Additional Support for Learning/Amendment Regulations 2010
- . Coordinated support plans.
- . Equality Act 2010
- . The (Specific Duties) (Scotland) Regulations 2012.
- . Children and Young People (Scotland) Act 2014 and Named Person legislation
- . CLD Regulations – Amendment to the Education Act (1980)

### **Next Steps:**

- . To close the gap by improving attainment for all learners, including addressing inequalities in attainment
- . To improve literacy and numeracy
- . To further increase the level of positive destinations for our school leavers
- . To ensure all children have the best possible start in life through our partnership work in the early years
- . To make further improvements in learning and teaching, curriculum and assessment
- . To build on existing, good multi-agency practice in terms of early intervention to provide the right help at the right time to assist vulnerable children to achieve positive outcomes
- . To develop more effective and radical approaches to quality improvement
- . To further strengthen our partnership work, particularly with parents and the business community of Midlothian.
- . To secure these improvements whilst reducing unnecessary bureaucracy in the work of teachers and schools
- . To ensure greater parity of provision across the school estate
- . To further increase the number of young people going on to Further/Higher Education.

# Education PI summary

## Outcomes and Customer Feedback

Priority	Indicator	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Feeder Data	Value
		Value	Value	Value	Value	Value	Status	Note	Short Trend			
01. Provide an efficient complaints service	Number of complaints received (cumulative)	41	6	9	21	30		Data Only				
	Average time in working days to respond to complaints at stage 1	4.88	3	2.38	2.05	3.57		14/15: On Target.		5	Number of complaints complete at Stage 1	21
											Number of working days for Stage 1 complaints to be Completed	75
	Average time in working days to respond to complaints at stage 2	13.43	0	0	3	13		14/15: On Target.		20	Number of complaints complete at Stage 2	4
											Number of working days for Stage 2 complaints to be Completed	52
	Percentage of complaints at stage 1 complete within 5 working days	68%	83.33%	87.5%	75%	85.71%		14/15: Off Target. 3 complaints took longer than 5 days to complete and are being addressed by the relevant officer.		95%	Number of complaints complete at Stage 1	21
Number of complaints at stage 1 responded to within 5 working days											18	
Percentage of complaints at stage 2 complete within 20 working days	100%	0%	100%	100%	100%		14/15: On Target.		95%	Number of complaints complete at Stage 2	4	
										Number of complaints at stage 2 responded to within 20 working days	4	

## Making the Best Use of our Resources

Priority	Indicator	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Feeder Data	Value
		Value	Value	Value	Value	Value	Status	Note	Short Trend			
02. Manage budget effectively	Performance against revenue budget	N/A	£ 72.507	N/A	£ 76.029 m	N/A		14/15: Budget information will be presented to the Council in June 2015.				
04. Manage stress and absence	Average number of working days lost due to sickness absence (cumulative)	5.94	1.81	2.47	3.75	6.31		14/15: Off Target. Teacher absence is low, however there has been a slight increase in absence over the course of 2014/15, this will be monitored closely over the course of 2015/16 in line with the Council's managing attendance policy.		5.5	Number of days lost (cumulative)	8,545.78
											Average number of FTE in service (year to date)	1,353.42

**Corporate Health**





Priority	Indicator	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Feeder Data	Value
		Value	Value	Value	Value	Value	Status	Note	Short Trend			
05. Complete all service priorities	% of service priorities on target / completed, of the total number	81.58 %	95.65 %	100%	98.04 %	94.12 %		14/15: On Target.		90%	Number of divisional & corporate priority actions	51
											Number of divisional & corporate priority actions on tgt/completed	48
06. Process invoices efficiently	% of invoices paid within 30 days of invoice receipt (cumulative)	97.55 %	97.33 %	96.52 %	96.54 %	96.18 %		14/15: On Target.		92%	Number received (cumulative)	6,804
											Number paid within 30 days (cumulative)	6,544
08. Improve PI performance	% of PIs that are on target/ have reached their target.	75%	66.67 %	65.39 %	83.33 %	76%		14/15: Off Target.		90%	Number on tgt/ tgt achieved	38
											Number of PI's	50
09. Control risk	% of high risks that have been reviewed in the last quarter	100%	100%	100%	100%	100%		14/15: On Target.		100%	Number of high risks reviewed in the last quarter	1
											Number of high risks	1








**Improving for the Future**






Priority	Indicator	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Feeder Data	Value
		Value	Value	Value	Value	Value	Status	Note	Short Trend			
10. Implement improvement plans	% of internal/external audit/BVR actions on target/ completed, of the total.	50%	33.33 %	100%	93.75 %	93.33 %		14/15: On Target.		90%	Number of on tgt/ completed actions	14
											Number of outstanding actions	15

## Education Action report








### Service Priority Actions






Code	Priority	Action	Due Date	Icon	Progress	Comment & Planned Improvement Action
BV.IP.05.ED	03. SMP GIRFEC - Raise educational attainment and achievement of children and young people including improving the numbers going on to positive destinations after leaving school	Fully implement the Curriculum for Excellence Development Plan.	30-Aug-2015		100%	<b>14/15:</b> Complete with all actions up to 30/06/14. Work has begun on implementing targets for year 2 of the CfE development plan. Schools have incorporated CfE priorities in their improvement plans for session 14/15. Key priorities include introduction of new national qualifications and associated verification and assessment procedures.
BV.IP.06.ED		Develop elected member knowledge and understanding of key statistics related to attainment.	31-Oct-2014		100%	<b>14/15:</b> Complete. Moving forward, and as we develop our new Quality Improvement Framework, we need to ensure that we build on this good work to assist elected members' understanding in this important area.
BV.IP.09.ED		Continue the work of the Attainment Group and engage partners from Early Years, Primary and Community Learning and Development. Establish combined action plan.	30-Jun-2015		100%	<b>14/15:</b> Complete. Rigorous tracking of attainment is now in place throughout the senior phase using the new 'Insight' data which includes information on positive destinations. All secondary schools have a prepared Statistical Summary Report to assist robust tracking at school level.
BV.IP.10.ED		Develop a shared vision of high performance in Attainment and Achievement between Officers and Elected members.	30-Jun-2015		100%	<b>14/15:</b> Complete. All actions completed; attainment issues raised on a regular basis and included as one of 3 key priorities in the Single Midlothian Plan.







Code	Priority	Action	Due Date	Icon	Progress	Comment & Planned Improvement Action
ED.S.1.1	01. SMP GIRFEC - Focus on prevention and early intervention to ensure children and young people are safe, healthy, achieving, nurtured, respected, responsible and included within a local family or care setting.	Implement revised guidance and staff development on GIRFEC (Getting It Right For Every Child)	31-Mar-2015		100%	<b>14/15:</b> Complete. Guidance updated as per Edinburgh & Lothians GIRFEC Group. Training packages updated and being delivered.
ED.S.1.2		Work with Children & Families to improve identification of needs and supports	31-Mar-2015		100%	<b>14/15:</b> Complete. We continue to maximise the opportunities provided through the structures of the new Directorate (Education, Communities and Economy). The new leadership team is working very well together. This has led to very good work on our shared values and on case study work on vulnerable children.
ED.S.1.3		Analyse attendance and intervene to improve school attendance which is below national average	31-Mar-2015		100%	<b>14/15:</b> Complete. Targeted interventions planned for primary and secondary schools for whom attendance has fallen which will be led by school group managers.
ED.S.1.4		Implement literacy strategy in pre-school education; focus support in selected schools to improve literacy	31-Mar-2015		100%	<b>14/15:</b> Complete.
ED.S.1.5		Implement numeracy strategy in pre-school education; focus support in selected schools to improve numeracy	31-Mar-2015		100%	<b>14/15:</b> Complete. Numeracy and maths strategy written and shared with all schools through HeadTeacher group. Numeracy and maths continue as a priority on all ASG improvement plans for next session.
ED.S.1.6		Improve partnership working via children's services and community planning groups	31-Mar-2015		100%	<b>14/15:</b> Complete. There is improved partnership working through the Early Years Collaborative. Midlothian has split from East Lothian and has now tightly focused improvement projects on Midlothian CPP areas of work.
ED.S.1.7		Prepare for implementation of Scottish Government initiative to increase availability of pre-school provision.	31-Mar-2015		100%	<b>14/15:</b> Complete. Everything is in place to support increased hours for 3-4 year olds. Places are available for eligible 2 year olds through partnership working.





Code	Priority	Action	Due Date	Icon	Progress	Comment & Planned Improvement Action
ED.S.1.8	01. SMP GIRFEC - Focus on prevention and early intervention to ensure children and young people are safe, healthy, achieving, nurtured, respected, responsible and included within a local family or care setting.	Work with Children & Families to improve identification of needs and supports; increase levels of integration in mainstream of pupils who are supported in specialist provisions	31-Mar-2015		100%	<b>14/15: Complete.</b> There is a multi-agency approach to decision making which has been enhanced by the establishment of monthly joint meetings between Children and Families and Education. We have a specialist teaching team and ensure that staff are trained to support the pupils in the most appropriate setting and that services are well-equipped to support them. The review of TOP Service is complete and the next steps will be to recruit the senior leadership, teaching and support staff identified to deliver the new service. Ongoing reviews of all educational provisions will ensure that the children and young people have right support to meet their needs. A survey of inclusion for all staff that support children and young people will add to the information gained at the consultation stage of the review.
ED.S.1.9		Ensure that appropriate staff fulfil obligations as named persons and lead professionals	31-Mar-2015		75%	<b>14/15: Off Target.</b> GIRFEC Development Officer now in post to take forward the implementation and training of the Named person legislation. This will be a priority going forward.
ED.S.1.10		Target resources in areas of deprivation to improve literacy and numeracy	31-Mar-2015		100%	<b>14/15: Complete.</b> Numeracy Development Officer was funded till March 2015 but will continue until June 2015. Training has been offered to all schools for numeracy development (SEAL approach).
ED.S.1.11		Review and update the anti-bullying policy and action plan so that the whole school community is aware of the policy and the support that is available	31-Mar-2015		100%	<b>14/15: Complete.</b> The Anti-Bullying Policy has now been updated in conjunction with Scottish Government and following consultation with a range of stakeholders. It is now on the Midlothian website and has been sent out to all schools.
ED.S.1.12		Contribute to delivery of increase in early learning and childcare and co-ordinate planning for services for vulnerable 2 year olds	31-Mar-2015		100%	<b>14/15: Complete.</b> The introduction of early learning and childcare, as part of the Children and Young People Act, for entitled two year old children has been implemented with 73 families now having taken up places.
















Code	Priority	Action	Due Date	Icon	Progress	Comment & Planned Improvement Action
ED.S.1.13	01. SMP GIRFEC - Focus on prevention and early intervention to ensure children and young people are safe, healthy, achieving, nurtured, respected, responsible and included within a local family or care setting.	Implement the recommendations of the review of Specialist placements in Midlothian	31-Mar-2015		100%	<b>14/15: Complete.</b> This review is ongoing. It includes the TOP Service and having a wider look at all staged support in schools. The review of TOP Service is complete and the next steps will be to recruit the senior leadership, teaching and support staff identified to deliver the new service. Named Person -GIRFEC Sub Group has now been established which will include review of staged systems as part of the remit.
ED.S.1.14		Implementation of the Early Years and Childcare Partnership plan	31-Mar-2015		100%	<b>14/15: Complete.</b> The subgroups of the Integrated Children's Service Plan are delivering their respective parts of the plan and report on a quarterly basis to the Getting It Right For Every Midlothian Child Board. Updates have also been provided to the Community Planning Board and Community Planning Working Group.
ED.S.1.15		Support delivery of the stretch aims of the Early Years collaborative	31-Mar-2015		100%	<b>14/15: Complete.</b> The work of the Scottish Government's Early Years Collaborative (EYC) is supported in Midlothian through a number of improvement projects that are being carried out with improvement being spread across services areas. The EYC in Midlothian reports to the GIRFEMC Board and an Early Years Strategy Board. Early Years work in Midlothian continues to be held in high esteem nationally.
ED.S.2.01	02. SMP GIRFEC - Support children and young people to manage risk taking behaviour	Through Street Work engage in conversations with young people about drugs and alcohol	31-Mar-2015		100%	<b>14/15: Complete.</b> Key areas targeted such as Bonnyrigg.
ED.S.2.02		Ensure at least 10 sessions on drugs and alcohol are delivered in Youth Club programmes across Midlothian	31-Mar-2015		100%	<b>14/15: Complete.</b> A range of programmes has been delivered in local venues.
ED.S.2.03		Explore opportunities to engage with partners around projects with young people on drugs and alcohol	31-Mar-2015		100%	<b>14/15: Complete.</b> Three programmes delivered.
ED.S.2.04		Ensure schools deliver programmes for drug and alcohol misuse in health education programmes	31-Mar-2015		100%	<b>14/15: Complete.</b>

Code	Priority	Action	Due Date	Icon	Progress	Comment & Planned Improvement Action
ED.S.3.1	03. SMP GIRFEC - Raise educational attainment and achievement of children and young people including improving the numbers going on to positive destinations after leaving school	Implement literacy and numeracy strategies	31-Mar-2015		100%	<b>14/15: Complete.</b> Numeracy and maths strategy written and shared with all schools through HeadTeacher group. Numeracy and maths continue as a priority on all ASG improvement plans for next session.
ED.S.3.2		Implement Curriculum for Excellence (CfE): Improve learning and teaching	31-Mar-2015		100%	<b>14/15: Complete.</b> Newly formed Midlothian Curriculum, Learning and Teaching Assessment Group met twice in Q4 and identified strategy and key actions. New online landing portal being designed to share effective practice. All newly qualified teachers completed action research around Visible Learning. Leadership group attended CPD sessions on Visible Learning. Case studies presented (eg, Cuiken primary) based on use of Visible Learning and on leading learning and teaching. All secondary teachers involved in cross-authority CPD event on teaching, learning and assessment associated with the new SQA Higher.
ED.S.3.3		Implement Curriculum for Excellence: Support schools in preparing new N3,4,5 courses	31-Mar-2015		100%	<b>14/15: Complete.</b> New courses have been provided in all curricular areas.
ED.S.3.4		Implement Curriculum for Excellence: Provide staff development and guidance in assessing, moderating, reporting and tracking pupil progress in CfE	31-Mar-2015		100%	<b>14/15: Complete.</b> The pilot of <i>On Track with Learning</i> is now complete and has been evaluated. The results showed that teachers and head teachers did not believe that this planning tool would meet the needs of Midlothian Education staff in terms of planning, tracking and monitoring robustly. Further guidance has now been written for schools. Our primary school Reporting to Parents format has been significantly reduced in consultation with stakeholders and guidance has been disseminated for teachers.
ED.S.3.5		Implement Curriculum for Excellence: Support secondary schools in redesigning curriculum structures to deliver Broad General Education (BGE) and senior phase	31-Mar-2015		100%	<b>14/15: Complete.</b> All schools have evaluated their curricular provision in the senior phase and have implemented curricular structures which meet national expectations and provide students with opportunities for personalisation and choice. Following national guidance, 55% of the new Higher subjects were introduced in June 2014 and all subjects will be implemented by June 2015. All secondary schools now using new Insight tool to compare SQA examination performance with national benchmarks.

Code	Priority	Action	Due Date	Icon	Progress	Comment & Planned Improvement Action
ED.S.3.6	03. SMP GIRFEC - Raise educational attainment and achievement of children and young people including improving the numbers going on to positive destinations after leaving school	Implement strategies for raising attainment in secondary schools	31-Mar-2015		100%	<b>14/15: Complete.</b> The work on visible learning will be rolled out further. Further work is being developed in order to further improve attainment at S5/6 stages through the ongoing implementation of the Senior Phase and the new Qualifications.
ED.S.3.7		Maintain dance network through communication links and facilitating network events	31-Mar-2015		100%	<b>14/15: Complete.</b> 8 CPD sessions involving 96 primary staff; 2 staff attended Creative Scotland Dance Dev Officer National Network; Midlothian Dance Dev Officer led 1 Midlothian Network meeting in June 14; 36 staff took part in 3 x Edinburgh Festival Theatre Dance CPD sessions; 1 x In-Service Higher Dance CPD session; 4 staff attended SQA Understanding Standards for Nat 5 Session.
ED.S.3.8		Ensure maximum access to music tuition within budgeted resources	31-Mar-2015		100%	<b>14/15: Complete.</b> 1199 pupils formally registered. 5.75% over target.
ED.S.3.9		Provide staff development for teachers in creative arts	31-Mar-2015		100%	<b>14/15: Complete.</b> 2 x African Drumming CPD Courses delivered. 2 x Cajon CPD Courses delivered. 1 x Skoog CPD Course offered. 8 CPD sessions involving 96 primary staff; 2 staff attended Creative Scotland Dance Dev Officer National Network; Midlothian Dance Dev Officer led 1 Midlothian Network meeting in June 14; 36 staff took part in 3 x Edinburgh Festival Theatre Dance CPD sessions; 1 x In-Service Higher Dance CPD session; 4 staff attended SQA Understanding Standards for Nat 5 Session. 1.96% over target
ED.S.3.10		Support schools in delivering creative arts experiences	31-Mar-2015		100%	<b>14/15: Complete.</b> Supported and / or delivered Creative Arts experiences in all Midlothian schools. Target – 20, actual – 37 schools supported in creative arts delivery.
ED.S.3.11		Support delivery of local bands/orchestras/groups for pupils and adults	31-Mar-2015		100%	<b>14/15: Complete.</b> A total of 34 bands/orchestras/ensembles have been supported over the course of this year including a variety of orchestras, concert bands, jazz bands, a samba band, a ceilidh band, percussion ensembles, guitar ensembles, a clarsach ensemble, a primary strings group, a primary brass band and a skoog ensemble at Saltergate.











Code	Priority	Action	Due Date	Icon	Progress	Comment & Planned Improvement Action
ED.S.3.12	03. SMP GIRFEC - Raise educational attainment and achievement of children and young people including improving the numbers going on to positive destinations after leaving school	Organise local cultural events/performances	31-Mar-2015		100%	<b>14/15: Complete.</b> Midlothian Schools' Festival of Music ran successfully, involving 360 pupils and over 45 adult performers. 6 High School Christmas Concerts supported. NCHS Rhythm and Blues Orchestra were supported to tour 5 local primaries. 3 community Christmas Lights events supported by Midlothian Schools' ensembles. 3 Young Musician of the Year Concerts supported. 2 successful Spring Series Concerts held. 2 HS Musicals supported. 2 x School Ensembles supported to play Midfest. Target – 16, 19 events supported.
ED.S.3.13		Support Midlothian Youth Theatre	31-Mar-2015		100%	<b>14/15: Complete.</b> Lyceum Theatre contracted to staff and develop MYT. 16 young people in regular attendance, 4 visits made to Lyceum productions, 2 taster sessions delivered after school at Lasswade HS. Lyceum Staff have been unable to develop membership numbers, despite canvassing local schools.
ED.S.3.14		Deliver Opportunities for All strategy	31-Mar-2015		100%	<b>14/15: Complete</b> with all actions up to 30/06/14. Whole school review visits carried out in secondary schools with a focus on positive destinations. There were 140 applications for the 4 new vocational academies with 120 offers to Midlothian students. This is a significant increase on the previous session. The Positive Destinations Review Group has completed its review of the positive destinations work being carried out in Midlothian secondaries with a report to be published in August 2014. A new Schools vocational programme has been established for 2014/15 with several new providers working with our schools.
ED.S.3.16		Increase the number of opportunities available to ensure community capacity and understanding have increased	31-Mar-2015		100%	<b>14/15: Complete.</b>











Code	Priority	Action	Due Date	Icon	Progress	Comment & Planned Improvement Action
ED.S.3.17	03. SMP GIRFEC - Raise educational attainment and achievement of children and young people including improving the numbers going on to positive destinations after leaving school	Promote the role of CLD in Curriculum for Excellence through work with parents and school colleagues to achieve better outcomes for our young people	31-Mar-2015		100%	<b>14/15: Complete.</b> CLD programmes have significantly contributed to the capacities within Curriculum for Excellence eg: DofE and other awards, and CLD targeted support programmes such as Confidently U.
ED.S.3.18		Ensure that information on young people's attainment and achievement in informal settings is uploaded on to SEEMIS via the CLD MIS	31-Mar-2015		65%	<b>14/15: Off Target,</b> due to data protection issues. However, key information has been given to schools on wider achievement. An alternative pilot is underway.
ED.S.3.18a		A system to enable the uploading information onto SEEMIS is agreed and operational	31-Mar-2015		65%	<b>14/15: Off Target,</b> due to data protection issues. However, key information has been given to schools on wider achievement. An alternative pilot is underway.
ED.S.3.19		Roll out best practice for building family resilience across Midlothian where appropriate	31-Mar-2015		100%	<b>14/15: Complete.</b> CLD has contributed to building family resilience through Young Mum's group and Family Learning.
ED.S.3.20		Explore the opportunities for integrating CLD in the other School Plans	31-Mar-2015		100%	<b>14/15: Complete</b> for 15/16 new school cluster agreements being developed.
ED.S.3.21		Support parents and carers to increase their employability prospects	31-Mar-2015		100%	<b>14/15: Complete.</b> New Lifelong Learning & Employability service will further develop programmes for 15/16 building on the 5 offered in 14/15.
ED.S.3.22		Identify at least one innovative project to support young people into Positive Destinations	31-Mar-2015		100%	<b>14/15: Complete.</b> Several projects explored and/or delivered eg: Secondary School Nurture project, Vogrie Cycle workshop and joint work with SDS.
ED.S.3.23		Continue to support transition/PSE/short term group work with schools to ready young people for Positive Destinations	31-Mar-2015		100%	<b>14/15:</b> CLD have delivered a range of positive destination projects in 2014/15.

Code	Priority	Action	Due Date	Icon	Progress	Comment & Planned Improvement Action
ED.S.4.1	04. SMP CS - Protecting Midlothian's Children	Ensure the new Child Protection procedures are embedded within the Education service	31-Mar-2015		100%	<b>14/15: Complete.</b> Training packages updated and being used to deliver training.
ED.S.4.2		Set up tracking system within MIS to ensure that Child Protection training is available to those CLD staff who need it.	31-Mar-2015		100%	<b>14/15: Complete,</b> although alternative method is being used to track training to meet data protection requirements.
ED.S.5.1	05. Involve children and their families with service development and delivery to improve how we procure and provide services	Ensure that all schools have effective systems in place for consulting and involving pupils and parents	31-Mar-2015		100%	<b>14/15: Complete.</b> The Education Stakeholder surveys (parents, pupils and staff) have been analysed and results disseminated to schools. Parent council representatives are involved in the long and short-leet stages of the Headteacher recruitment at one of 2 secondary schools and 3 primary schools .
ED.S.6.1	06. Ensure sustainable strategy for the delivery of Council Services	Develop and implement a robust Education ICT asset management plan with associated investment plan	31-Mar-2015		100%	<b>14/15: Complete.</b> The Education ICT support is now divided across three services; Education, Digital Services and Business Applications. Services and Plans are now being redrafted to fit into the parent plans within each section. All three sections are monitoring current progress and picking up and developing existing plans.
PFM.S.18.5		Continue to support Parent Councils regarding finance, training and communication	31-Mar-2015		100%	<b>14/15: Complete.</b> Parent Councils have been invited to 3 Midlothian Parental Engagement Forum Meetings across the session. The Scottish Parent Teacher Council presented at one session and offered further training for interested Parent Councils. Training has been delivered in Recruitment and Selection.











# Education PI Report

## Service Priority Indicators













PI Code	Priority	PI	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15			Annual Target 2014/15	Benchmark	
			Value	Value	Value	Value	Value	Status	Short Trend			Note
ED.LPI.01	01. SMP GIRFEC - Focus on prevention and early intervention to ensure children and young people are safe, healthy, achieving, nurtured, respected, responsible and included within a local family or care setting.	Total no of secondary school exclusions (cumulative)	422	86	134	240	365			<b>14/15:</b> On Target. 125 incidents in Q4; cumulative total of 365 for the year.	400	Midlothian 2011/12 school year: 440
ED.LPI.02		Total no of primary school exclusions (cumulative)	102	27	40	58	86			<b>14/15:</b> On Target. 27 incidents in Q4; cumulative total of 86 for the year.	95	Midlothian 2011/12 school year: 93
ED.LPI.03		Average secondary school attendance (cumulative)	92.4%	91.06%	91.72%	91.36%	91%			<b>14/15:</b> Off Target. Targeted interventions planned for primary and secondary schools where attendance has fallen; this will be led by school group managers.	93%	2010/11: Scotland 91.1%; Midlothian 90.9%
ED.LPI.04		Average primary school attendance (cumulative)	94.9%	94.43%	95.03%	94.73%	94.51%			<b>14/15:</b> Off Target. Targeted interventions planned for primary and secondary schools where attendance has fallen; this will be led by school group managers.	95.5%	2010/11: Scotland 94.8%; Midlothian 94.8%
ED.LPI.05		Average special school/provision attendance (cumulative)	95%	92.31%	93.7%	93.62%	93.11%			<b>14/15:</b> Off Target. Targeted interventions planned for primary and secondary schools where attendance has fallen; this will be led by school group managers.	96%	2010/11: Scotland 90.0%, Midlothian 92.2%









PI Code	Priority	PI	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Benchma rk
			Value	Value	Value	Value	Value	Status	Short Trend	Note		
ED.S.1.1a	01. SMP GIRFEC - Focus on prevention and early intervention to ensure children and young people are safe, healthy, achieving, nurtured, respected, responsible and included within a local family or care setting.	Number of schools that have delivered GIRFEC staff development and implemented guidance	39	39	39	39	39			14/15: On Target.	39	No formal benchma rk available
ED.S.1.02a		Number of schools that have delivered staff development and implemented guidance on "identification of needs and support"	39	39	39	39	39			14/15: On Target.	39	
ED.S.1.06a		Improve partnership working via children's services and community planning groups - % key actions and outcomes delivered	N/A	N/A	N/A	N/A	100%			14/15: On Target. There is improved partnership working through the Early Years Collaborative. Midlothian now has tightly focused improvement projects on M Midlothian CPP areas of work.	100%	
ED.S.1.10a		Number of schools targeted to provide effective support to parents in literacy and numeracy	N/A	N/A	N/A	N/A	5			14/15: On Target. Targeted support by School Group Managers for schools involved.	5	
ED.S.1.11a		Percentage of children who report feeling safe in their local communities and schools	N/A	N/A	N/A	N/A	74.9%			14/15: 78.5% of children surveyed reported feeling safe in their school and 71.3% in their community (Schools survey end 2013). Survey results from 2014 will be available in the next reporting year.		























PI Code	Priority	PI	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Benchma rk
			Value	Value	Value	Value	Value	Status	Short Trend	Note		
ED.S.1.12a	01. SMP GIRFEC - Focus on prevention and early intervention to ensure children and young people are safe, healthy, achieving, nurtured, respected, responsible and included within a local family or care setting.	Percentage of actions in the plans for vulnerable 2 year olds that are completed or on target	N/A	N/A	N/A	N/A	80%			<b>14/15:</b> On Target. The introduction of early learning and childcare as part of the Children and Young People Act for entitled two year old children has been implemented, with 73 families now having taken up places.	80%	No formal benchma rk available.
ED.S.1.13a		Percentage of recommendations from the review of Specialist placements that are either On Target or Complete	N/A	100%	100%	N/A	100%			<b>14/15:</b> On Target. See note for action ED.S.1.13.	100%	No formal benchma rk available.
ED.S.1.14a		Percentage of outcomes of the Early Years and Childcare Partnership plan that have been delivered or are on target to be delivered	100%	100%	90%	90%	100%			<b>14/15:</b> On Target.	80%	No formal benchma rk available.
SMP.G.ED.4 .1a		PIPS score (standardised) for Reading for Midlothian P1 Pupils on entry to school.	49	N/A	48.6	N/A	48.6			<b>14/15: Off Target.</b> PIPs on entry scores have remained fairly static over the last 3 years. Increased quality assurance across Midlothian nurseries will relate directly to improvements in literacy experiences for 3 and 4 year olds.	50	National average is 50
SMP.G.ED.4 .1b		PIPS score (standardised) for Maths for Midlothian P1 Pupils on entry to school.	49.1	N/A	49.1	N/A	49.1			<b>14/15: Off Target.</b> PIPs on entry scores have remained fairly static over the last 3 years. Increased quality assurance across Midlothian nurseries will relate directly to improvements in numeracy experiences for 3 and 4 year olds.	50	National average is 50

PI Code	Priority	PI	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Benchma rk
			Value	Value	Value	Value	Value	Status	Short Trend	Note		
ED.S.2.01b	02. SMP GIRFEC - Support children and young people to manage risk taking behaviour	Number of young people involved in Street Work sessions	N/A	485	746	1,000	1,294			14/15: On Target.	150	
ED.S.2.02a		Number of sessions on drugs and alcohol that are delivered in Youth Club programmes across Midlothian	N/A	6	8	9	34			14/15: On Target. 6 Projects, 6 sessions on <u>Drugs and Alcohol</u> across Midlothian, 72 Attendees 13 Projects, 28 sessions on <u>Drugs &amp; Alcohol &amp; Smoking &amp; Substance Misuse</u> , 191 Attendees	10	
ED.S.2.02b		Number of operational team areas covered by sessions on drugs and alcohol	N/A	2	2	2	2			14/15: On Target.	2	
ED.S.2.02c		Number of young people involved in sessions on drugs and alcohol	N/A	74	83	93	263			14/15: On Target. 72 Young people involved in sessions on Drugs & Alcohol 191 Young people involved in sessions on Drugs & Alcohol, Smoking, Substance Misuse	100	
ED.S.2.03a		Number of partnership projects in place with Alcohol Focus Scotland	N/A	1	1	1	2			14/15: On Target. Two Decipher Assist programmes delivered.	1	











PI Code	Priority	PI	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Benchma rk
			Value	Value	Value	Value	Value	Status	Short Trend	Note		
ED.S.2.4a	02. SMP GIRFEC - Support children and young people to manage risk taking behaviour	Number of drug and alcohol education programmes delivered	39	N/A	N/A	N/A	39			<b>14/15:</b> On Target. Programmes delivered through Personal & Social Education and Curriculum for Excellence. This will be monitored to ensure the target is met.	39	No formal benchma rk available
ED.S.3.1a	03. SMP GIRFEC - Raise educational attainment and achievement of children and young people including improving the numbers going on to positive destinations after leaving school	PIPS score (standardised) for Maths for Midlothian P1 Pupils at end of P1 year.	51.5	51.1	N/A	N/A	51.1			<b>14/15:</b> Off target despite an increase of 2 units from the average start score of 49.1.	52	50 is national average
ED.S.3.1b		PIPS score (standardised) for Reading for Midlothian P1 Pupils at end of P1 year.	51.5	50.6	N/A	N/A	50.6			<b>14/15:</b> Off target despite an increase of 1.6 units from the start score of 49.0.	52	50 is national average
ED.S.3.2a		Percentage of nursery & primary schools evaluated as good or better in QIs relating to learning & teaching	100%	N/A	N/A	N/A	100%			<b>14/15:</b> On Target. All schools inspected received a QI evaluation of good or better.	100%	
ED.S.3.3a		Percentage of schools presenting at National 3,4 and 5	N/A	N/A	N/A	N/A	100%			<b>14/15:</b> On Target. All schools presenting at National 3, 4 and 5.	100%	
ED.S.3.4a		Percentage of schools with revised assessment and reporting procedures in place	N/A	N/A	N/A	N/A	100%			<b>14/15:</b> On Target. All primary schools have revised procedures in place.	100%	No formal benchma rk available

PI Code	Priority	PI	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Benchma rk
			Value	Value	Value	Value	Value	Status	Short Trend	Note		
ED.S.3.5a	03. SMP GIRFEC - Raise educational attainment and achievement of children and young people including improving the numbers going on to positive destinations after leaving school	Percentage of secondary schools with effective structures in place	100%	N/A	N/A	N/A	100%			<b>14/15:</b> On Target. All schools have effective structures in place, as evidenced by significant increase in positive destinations figures for 13/14 leavers.	100%	No formal benchma rk available
ED.S.3.6a		% of pupils attaining SQA level 3 or better in English and Maths	95%	N/A	84%	N/A	84%			<b>14/15:</b> Off Target. This figure may not be directly comparable to previous years due to change in what is considered a pass with the National Qualifications therefore target needs to be reviewed. SQA replaced the Appeals Service with the Results Service for exams taken in summer 2014. Under the revised SQA system if an appeal results in a change this will be reported in the following August.	95%	
ED.S.3.6b		% S6 pupils with 3+ Level 6	34%	N/A	35%	N/A	35%			<b>14/15:</b> On Target. SQA replaced the Appeals Service with the Results Service for exams taken in summer 2014. Under the revised SQA system if an appeal results in a change this will be reported in the following August.	35%	
ED.S.3.8a		Number of pupils receiving music tuition	1,101	N/A	N/A	N/A	1,199			<b>14/15:</b> On Target. 1199 pupils formally registered.	1,130	No formal benchma rk available

PI Code	Priority	PI	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Benchma rk
			Value	Value	Value	Value	Value	Status	Short Trend	Note		
ED.S.3.9a	03. SMP GIRFEC - Raise educational attainment and achievement of children and young people including improving the numbers going on to positive destinations after leaving school	Number of teachers attending creative arts CPD sessions	N/A	N/A	N/A	N/A	306			<b>14/15: On Target.</b> 2 x African Drumming CPD Courses delivered. 2 x Cajon CPD Courses delivered. 1 x Skoog CPD Course offered. 8 CPD sessions involving 96 primary staff; 2 staff attended Creative Scotland Dance Dev Officer National Network; Midlothian Dance Dev Officer led 1 Midlothian Network meeting in June 14; 36 staff took part in 3 x Edinburgh Festival Theatre Dance CPD sessions; 1 x In-Service Higher Dance CPD session; 4 staff attended SQA Understanding Standards for Nat 5 Session. 1.96% over target	300	
ED.S.3.10a		Number of schools supported in delivering creative arts experiences	N/A	N/A	N/A	N/A	37			<b>14/15: On Target.</b> 37 schools supported in creative arts delivery.	20	No formal benchma rk available
ED.S.3.11a		Number of local musical groups supported for pupils and adults	N/A	N/A	N/A	N/A	34			<b>14/15: On Target.</b> A total of 34 bands/orchestras/ensembles have been supported over the course of this year – this is 18 more than was targeted.	16	No formal benchma rk available
ED.S.3.12a		Number of local cultural events delivered	4	N/A	N/A	N/A	19			<b>14/15: On Target.</b> 19 events delivered.	16	No formal benchma rk available
ED.S.3.13a		Number of young people involved in Midlothian Youth Theatre	N/A	N/A	N/A	N/A	16			<b>14/15: Off Target.</b> Only 16 young people in regular attendance. Lyceum Staff have been unable to develop membership numbers, despite canvassing local schools.	30	No formal benchma rk available



PI Code	Priority	PI	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Benchma rk
			Value	Value	Value	Value	Value	Status	Short Trend	Note		
ED.S.3.16a	03. SMP GIRFEC - Raise educational attainment and achievement of children and young people including improving the numbers going on to positive destinations after leaving school	Numbers of Parenting Initiatives, Child Development courses etc (baseline established in 2013/14)	N/A	N/A	N/A	N/A	10			<b>14/15: On Target.</b> 10 Projects for parents (125 Sessions, 76 Attendees)	5	
ED.S.3.16b		Feedback from Participants on impact of their learning	N/A	N/A	N/A	N/A	N/A			<b>14/15:</b> Almost all participants report that their learning has had a positive impact, as evidenced by evaluation forms and Education Scotland feedback.		
ED.S.3.17a		Number of CLD/CfE sessions delivered	N/A	2	N/A	N/A	40			<b>14/15: On Target.</b> There has been a significant change in direction for the new Lifelong Learning and Employability service with over 40 projects delivered.	5	
ED.S.3.17b		Percentage of parent/school staff who have a clearer understanding of the contribution made by informal learning opportunities to young people learning	N/A	N/A	N/A	N/A	N/A			<b>14/15:</b> 93.9% positive destinations were achieved by 13/14 school leavers. The associated programmes and publicity has raised awareness of the impact of informal learning eg: 99 DofE awards achieved.	70%	
ED.S.3.19a		Number of projects for building family resilience delivered	N/A	2	2	5	6			<b>14/15: On Target.</b> Several projects contributing to family resilience are ongoing.	2	

PI Code	Priority	PI	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Benchma rk
			Value	Value	Value	Value	Value	Status	Short Trend	Note		
ED.S.3.19b	03. SMP GIRFEC - Raise educational attainment and achievement of children and young people including improving the numbers going on to positive destinations after leaving school	Consequent number of 'family resilience' projects rolled out to other areas	N/A	1	1	1	N/A			<b>14/15:</b> The Midlothian Family Resilience project was set up as a long-term project that supports some of our most vulnerable families in Midlothian. An independent evaluation was conducted at the end of 2014; the review of findings is still ongoing and will inform the next stages of the project.	2	
ED.S.3.20a		Number of school plans within which CLD is integrated	N/A	4	4	4	5			<b>14/15: Complete</b> for 15/16 new school cluster agreements being developed.	5	
ED.S.3.21b		Number of new adults returning to learning	N/A	N/A	N/A	N/A	N/A			<b>14/15:</b> Whilst we do not record information about which learners are new to learning, there is an overall positive trend in numbers of adult learners with a total of 2557 in 14/15.	5	
ED.S.3.22a		Number of innovative projects delivered	N/A	N/A	N/A	N/A	3			<b>14/15: On Target.</b> Several projects explored and/or delivered eg: Secondary School Nurture project, Visible Learning, Vogrie Cycle workshop and joint work with SDS.	1	
ED.S.3.22b		Percentage of participants who go on to a positive destination	N/A	N/A	N/A	N/A	N/A			<b>14/15:</b> 93.9% of Midlothian pupils (school leavers 13/14) had a positive destination.	75%	
ED.S.3.23a		Number of sessions in schools to ready young people for Positive Destinations	N/A	5	5	7	10			<b>14/15:</b> On Target. A range of opportunities delivered including Confidently U, Summer Transition and Award work.	10	

PI Code	Priority	PI	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Benchma rk
			Value	Value	Value	Value	Value	Status	Short Trend	Note		
SMP.G.ED.4 .1d	03. SMP GIRFEC - Raise educational attainment and achievement of children and young people including improving the numbers going on to positive destinations after leaving school	Increase literacy levels as measured by % Primary 7 pupils leaving primary school with reading age of 9.5+ years	86.7%	N/A	87.4%	N/A	87.4%			<b>14/15:</b> Off Target but improved since last year. This data relates to school year 2013/14.	90%	
SMP.G.ED.4 .1e		Increase P7 numeracy levels as measured by average standardised Maths score at Primary 7 (GL assessments).	95.1	N/A	95.1	N/A	95.1			<b>14/15:</b> Off Target. This data relates to school year 2013/14.	96	
SMP.G.ED.4 .1h		% S5 pupils with 3+ Level 6	25%	N/A	23%	N/A	23%			<b>14/15:</b> Off Target. SQA replaced the Appeals Service with the Results Service for exams taken in summer 2014. Any appeal changes will now be reported in the following August.	25%	School year 2011/12: Scotland 27%, Midlothia n 22%
SMP.G.ED.4 .1j		Increase percentage of school leavers in positive destinations to 93% from 89.2%	89.2%	N/A	N/A	93.9%	93.9%			<b>14/15:</b> On Target.	93%	
ED.S.6.1a	06. Ensure sustainable strategy for the delivery of Council Services	Percentage of actions in the Education ICT plan that are completed or on target	N/A	N/A	N/A	N/A	100%			<b>14/15:</b> The Education ICT support is now divided across three services; Education, Digital Services and Business Applications. Services and Plans are now being redrafted to fit into the parent plans within each section. All three sections are monitoring current progress and picking up and developing existing plans.	100%	



Local Government Benchmarking Framework (LGBT) – Data for 14/15 will be published by the Improvement Service in November/December 2015.  
See table below for Service update

PI Code	Priority	PI	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Benchma rk
			Value	Value	Value	Value	Value	Status	Short Trend	Note		
CHN4	03. SMP GIRFEC - Raise educational attainment and achievement of children and young people including improving the numbers going on to positive destinations after leaving school	Percentage of S4 Pupils Gaining 5+ Awards at Level 5 (SOLACE)	34%	N/A	37%	N/A	37%			<b>14/15:</b> On Target. SQA replaced the Appeals Service with the Results Service for exams taken in summer 2014. Any appeal changes will now be reported in the following August.	35%	2012/13 Rank 28 Bottom Quartile