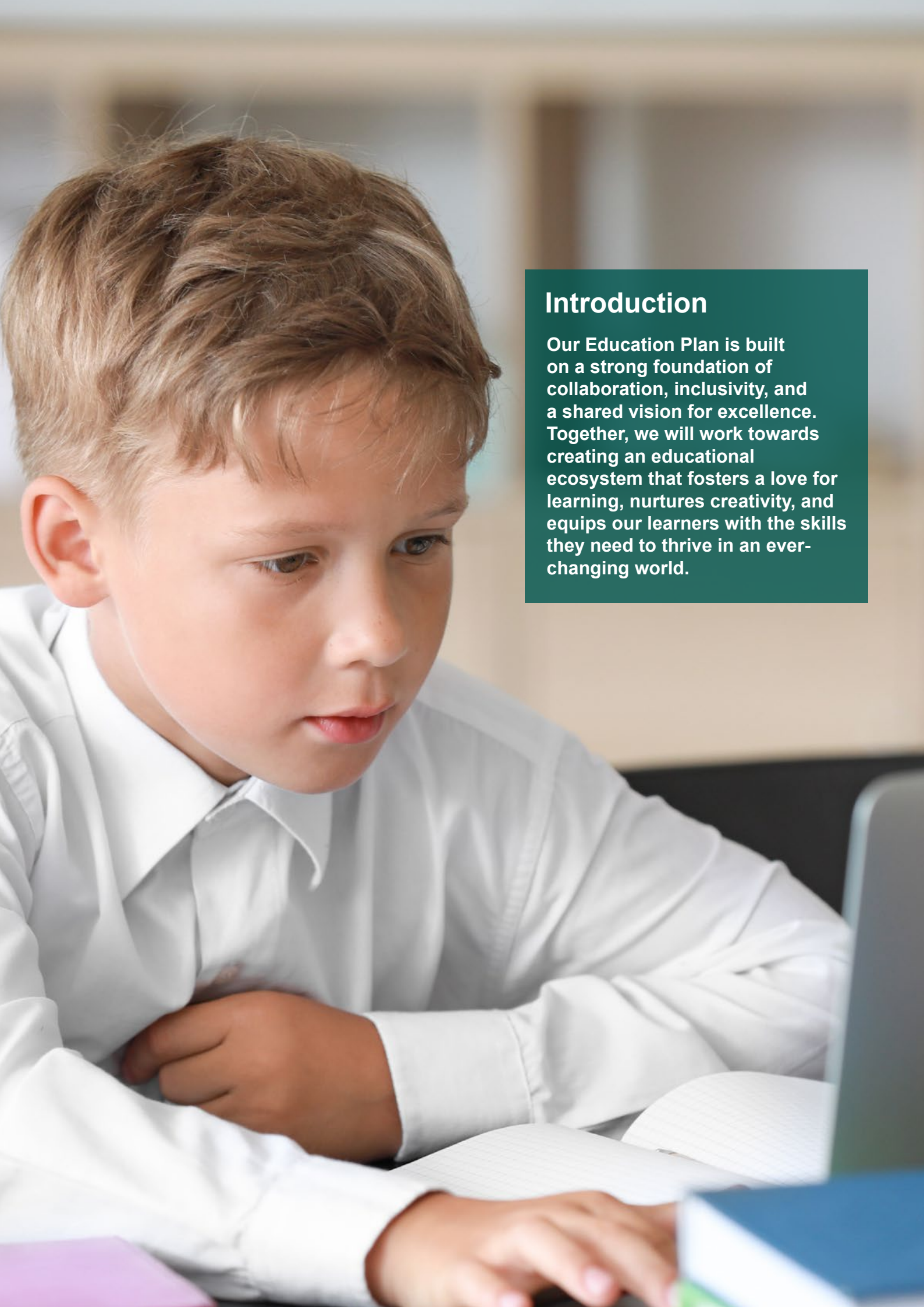


Education Services Improvement Plan 2023-2026





Introduction

Our Education Plan is built on a strong foundation of collaboration, inclusivity, and a shared vision for excellence. Together, we will work towards creating an educational ecosystem that fosters a love for learning, nurtures creativity, and equips our learners with the skills they need to thrive in an ever-changing world.

Introduction from Lyndsay McRoberts Director of Education



Welcome to the South Ayrshire Council Education Service's Improvement Plan for 2023-2026. This plan has been developed in collaboration with a range of stakeholders and will drive the work of Education Services in South Ayrshire over the next three years. Our strong commitment to self-evaluation ensures that this plan not only addresses our recovery post-pandemic but that we are clear on our areas of strength and where to focus our improvement efforts over the coming three years.

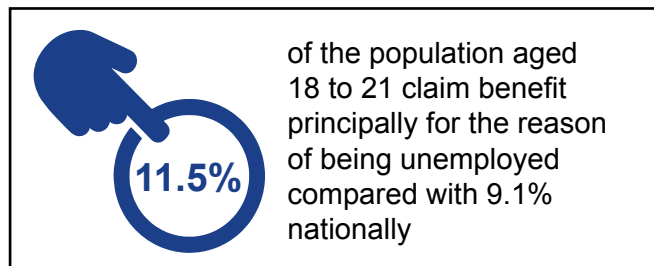
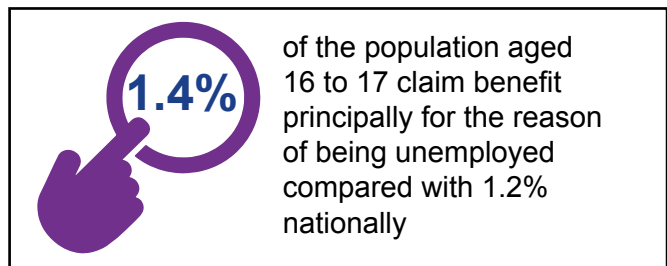
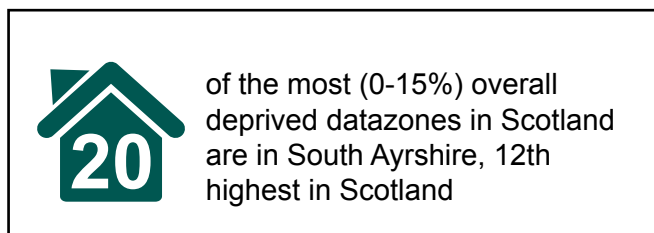
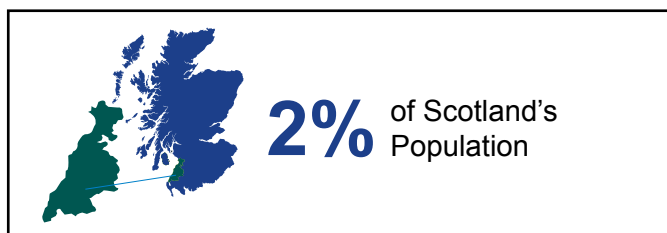
The plan has a clear focus on improving outcomes for all our learners and the impact we expect to have on the experiences of the children and young people in South Ayrshire. We are committed to ensuring that high quality learning and teaching remains at the heart of all we do within an inclusive and engaging curriculum.

Our priorities clearly link to the National Improvement Framework (NIF) and Improvement Plan 2023 and to the South Ayrshire Council plan 2023-2026. Through this plan, we demonstrate our continuing commitment to bring about equity and excellence for all of South Ayrshire's children and young people.

Lyndsay McRoberts
Director of Education



Overview of South Ayrshire



About Educational Services



Primary Schools
(7,769) children



Secondary Schools
(6,206) young people



Specialist schools
(104 children and young people)



Supported learning centres in mainstream schools



Early Years centres



Funded providers



Out of school care services



Holiday Childcare Clubs



FTE Teachers employed in South Ayrshire (2022 census)



hours of support
provided by support staff including classroom assistants, librarians, administration and others



Campus Police Officers



The National Context

In developing this plan, we have undertaken robust self-evaluation to identify the strengths in our current provision and areas where further improvement is required. There are many national and local strategies, plans, frameworks and legislation that associate, inform and align with this Education Services plan including:

The National Improvement Framework and Improvement Plan

Vision

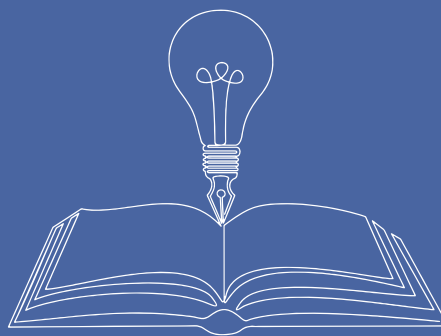
- **Excellence through raising attainment and improving outcomes:** ensuring that every child and young person achieves the highest standards in literacy and numeracy, as well as the values, attitudes, knowledge and skills necessary to shape a sustainable future as successful learners, confident individuals, responsible citizens, and effective contributors.
- **Achieving equity:** ensuring every child and young person has the same opportunity to succeed, no matter their background or shared protected characteristics, with a particular focus on closing the poverty related attainment gap.

Key priorities of the National Improvement Framework

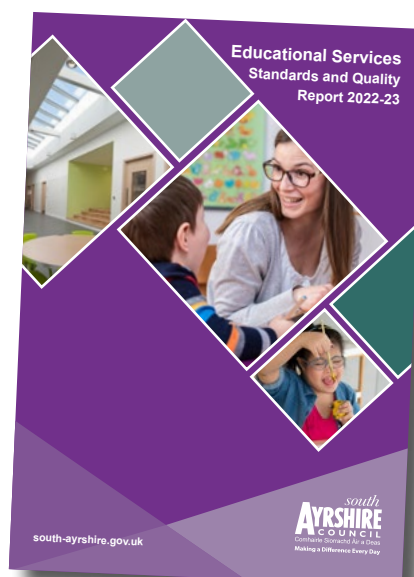
- Placing the human rights and needs of every child and young person at the centre of education
- Improvement in children and young people's health and wellbeing
- Closing the attainment gap between the most and least disadvantaged children and young people
- Improvement in skills and sustained, positive school-leaver destinations for all young people
- Improvement in attainment, particularly in literacy and numeracy.

Six Drivers of Improvement

- School and ELC leadership
- Teacher and practitioner professionalism
- Parent and carer involvement and engagement
- Curriculum and assessment
- School and ELC improvement
- Performance information



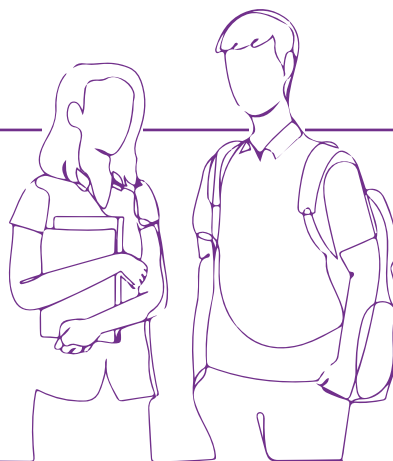
The progress of the Education Service is reported annually through our Standards and Quality Report, available on the South Ayrshire Council website.



The Local Context

Education Services Priorities

- Engaged and Included
- Outstanding Learning, Teaching and Assessment
- Developing our Curriculum
- A self-improving Service



The Council Plan

In April 2023 we published our [Council Plan 2023 – 2028](#). This plan sets out our goals and objectives for the next five years and is set against three key priorities:

Priority One Spaces and Places



Priority Two Live, Work, Learn

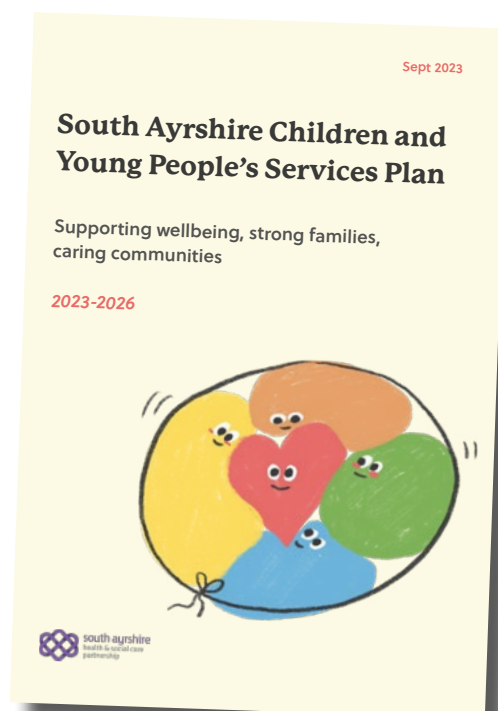


Priority Three Civic and Community Pride



Children's Services Plan

- Families
- The Promise
- Included
- Voice
- Healthy
- People



Priority 1 – Engaged and Included

In South Ayrshire, we want all of our children and young people to be engaged and participate in an inclusive education system that values the unique contributions of all our learners.

What difference do we want to make?	How we will make these improvements	How will we measure our success?
<ul style="list-style-type: none"> • Improve school attendance • Improve support for young people and families experiencing difficulty across our school communities. • Improve support for our neurodiverse children, young people and families • Improve our approaches to involving children, young people and families in decision making. • Improve outcomes and experiences for our care experienced children and young people. • Ensure that UNCRC is central to our work. 	<ul style="list-style-type: none"> • Review and update all attendance procedures • Develop and implement appropriate supports and interventions for school attendance • Develop professional learning for staff around supporting positive attendance • Implement South Ayrshire Transition Management Guidelines ensuring appropriate support for children and young people at points of transition. • Implement our new approach to planning for support for children, young people and families – Team Around the Cluster • Develop new cluster-based supports and interventions ensuring that practices and experiences meet the needs of children and families • Implement our approach to Communication Friendly Environments across all our EYC and Schools • Develop new approaches to involve children and young people in decision making across South Ayrshire Council • Fully implement The Promise, embedding best practice in mentoring, tracking and monitoring across our schools. • Ensure all our EYCs and schools are supported to engage with the Rights Respecting Schools initiative. • Ensure all management guidelines and practices across Education Services are underpinned by our commitment to UNCRC 	<ul style="list-style-type: none"> • School attendance levels • Attendance levels for specific and vulnerable groups • School attainment data • Attainment data for specific and vulnerable groups • Achievement data • Exclusions • Positive destinations • Placing requests • Number of schools evaluated as 'good' or above for QI 3.1 by HMIE • Number of EYC evaluated as 'good' or above by the Care inspectorate • Number of schools achieving RRS status • Number of schools fully implementing communication friendly environments • Stakeholder surveys including our HWB survey, parent/carer survey and staff survey

Priority 2 – Outstanding learning, teaching and assessment

In South Ayrshire, we want all of our children and young people to experience the highest quality learning and teaching in our schools. We are committed to ensuring a relentless focus on learning, teaching and assessment at the heart of all that we do.

What difference do we want to make?	How we will make these improvements	How will we measure our success?
<ul style="list-style-type: none"> • Improve quality and consistency of learning, teaching and assessment across all our EYC and schools • Improve quality and consistency of play-based learning approaches across early level and beyond. • Improve our approaches to the teaching of reading across our EYC and schools • Improve our approaches to the teaching and assessment of writing across our EYC and schools • Improve the range and quality of outdoor experiences across our EYCs and schools. • Improve our approaches to differentiation/adaptive teaching in our classrooms ensuring we meet the needs of all our learners. • Ensure all our staff have access to a comprehensive professional learning offer that supports our continual drive for improvement. • Improve the quality and consistency of our approaches to using digital learning 	<ul style="list-style-type: none"> • Support and challenge our EYCs and schools to review and implement their revised learning, teaching and assessment policies. • Develop a learning, teaching and assessment conference to share our best practice • Develop and implement a play-based professional learning programme for staff at all levels. • Implement South Ayrshire Reads strategy • Develop and implement approaches to support the learning, teaching and assessment of writing • Develop school, place and locality plans to support the delivery of outdoor learning experiences in our schools. • Implement Education Scotland pilot programme on 'Adaptive Teaching' across all our primary schools. • Develop subject-based support for differentiation for secondary schools • Develop 'South Ayrshire Learns' approach to continuous professional learning for all staff • Develop an Educational Digital Skills Strategy and support establishments to achieve the Digital Schools status 	<ul style="list-style-type: none"> • Number of schools who evaluate their learning, teaching and assessment practice as good or above. • Number of schools evaluated by HMIE as good or above for QI 2.3 • ACEL data • Attainment data (literacy and numeracy) • Senior phase attainment data • Number of schools achieving Digital School status. • Number of staff engaged with South Ayrshire Reads professional learning programme • Number of staff engaged with play-based learning professional learning • Number of schools that have engaged with the adaptive teaching pilot • Staff survey data • Pupil survey data • Parent/Carer survey data

Priority 3 – Developing our Curriculum

In South Ayrshire, we will ensure that our children and young people benefit from an ambitious curriculum that helps them gain the knowledge, skills and attributes needed for life in the 21st century.

What difference do we want to make?	How we will make these improvements	How will we measure our success?
<ul style="list-style-type: none"> • Increase opportunities for children and young people to develop knowledge, understanding and skills for life within a global society. • Improve opportunities within our curriculum to develop creativity skills. • Improve opportunities for progression within STEM subjects, taking advantage of the opportunities within the Ayrshire Growth Deal. • Improve learner's experiences within the PSE curriculum in secondary schools • Improve the confidence and capacity of schools to develop their curriculum in line with national expectations and within their unique context. • Maintain and where possible improve upon the already high positive destination figures especially for our most vulnerable learners. 	<ul style="list-style-type: none"> • Engage with Education Scotland Curriculum Innovation Team on Daydream Believer programme. • Promote creativity in curriculum planning and pedagogy through early years conference • Develop STEM skills progression framework in collaboration with East and North Ayrshire and Ayrshire College. • Extend and embed the work of The Creative Learning Network across South Ayrshire • Develop and implement CLPL programme on curriculum making for senior leaders. • Strengthen our Senior Phase offer to widen the range of opportunities available to young people • Develop the use of meta skills to support progression in learning. • Develop improved information and online materials to support post-school transitions for young people and parents/carers • Work with school leaders and SDS to support schools to embed the Career Education Standard • Review and revise the secondary PSE curriculum. 	<ul style="list-style-type: none"> • Positive destination data • Senior phase attainment data • Number of staff engaged with curriculum innovation projects. • Number of senior leaders undertaking curriculum making professional learning • Increased uptake within the senior phase in STEM subjects • Increased range of courses on the SCQF on offer within the senior phase • Pupil learning survey data • Pupil HWB survey data

Priority 4 – Self improving service

In South Ayrshire we will ensure that strong leadership and self-evaluation practice is a core feature of work. We will analyse and learn from a range of data, supporting and challenging our schools to drive improvement.

What difference do we want to make?	How we will make these improvements	How will we measure our success?
<ul style="list-style-type: none"> • Improve our approaches to self-evaluation across Educational Services • Review and revise our current school improvement model. • Review our Education Service's vision and values • Improve our approaches to leadership development for middle leaders • Improve how we analyse and use data to support improvement 	<ul style="list-style-type: none"> • Develop self-evaluation framework to support continuous, robust self-evaluation of South Ayrshire Educational Services performance. • Develop Educational Services Performance Management Framework • Implement South Ayrshire self-evaluation framework to support schools in developing a culture of self-evaluation and continuous improvement. • Pilot new approach to school improvement visits. • Develop HMle support programme for schools • Consult with all stakeholders on a revised vision and values for Education Services. • Develop and implement aspiring middle leadership programme. • Enhance the capacity of senior staff, teachers and practitioners in schools through effective CLPL in using a range of tracking and monitoring tools including Insight, SNSA, BGE Improvement Tool, SAC Closing the Gap Tracker and Early Years Trackers. 	<ul style="list-style-type: none"> • Number of HMle inspections graded good or above • Number of Care Inspectorate inspections graded good or above • School improvement plans • LA self-evaluation data • School self-evaluation data • HT survey data • Staff survey data



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south
AYRSHIRE
COUNCIL
Comhairle Siorrachd Àir a Deas
Making a Difference Every Day