

Forth Valley & West Lothian RIC

Achievements to Date

January 2019



Aims of the RIC

The FV&WL Collaborative has agreed a shared vision to work together in partnership to identify key areas for improvement that aim to achieve the twin aims of the NIF:

Excellence through raising attainment

Achieving equity

There is a clear focus on shared priorities which are summarised as:

1. Numeracy
2. Literacy
3. Early learning and Childcare
4. CLPL
5. Improving performance

5 lead officers supported by the lead team of directors have taken these priorities forward and progress is outlined in [Appendix 1](#).

In phase 2 of planning, a **Communication and Engagement Strategy** has been created and has been central to developments in building awareness and engagement with the RIC.

Progress includes:

- Head Teacher messages (power points) to discuss at inset days
- RIC lead team attending range of HT/Heads of Establishment meetings ([Appendix 2](#))
- RIC lead team presenting the plan at LA committee meetings
- RIC lead/development officer meeting with non-teaching unions
- Development officer meeting with wider partners
- Sharing the plan and sending to all schools/educational establishments
- FV&WL Brand logo and strapline 'Collaborating for Improvement'
- Launch of RIC update (Autumn, Winter)
- Consultation paper with stakeholders- closed 12th January, outcomes being considered.
- Launch of Communication team
- Launch of Connect Team - minutes and progress updates to lead team; meetings aligned with directors and performance team meetings
- Support from Performance team, Improvement Adviser and Communication Team reps at each Connect Team meeting
- FV&WL RIC Digital platform nearing completion
- Twitter established
- Secondary and Primary HT reference groups created

- Mapping of all 6 RIC plans- overview and sharing ideas with West Partnership and partner Development Officers

In progress

The following developments are in progress:

Governance plan- to be shared with Committees

Update on full RIC Profile including performance

Measurement plan update

Recruitment plan

Digital and data sharing agreements

Phase 3 plan

Growth Mindset project (Numeracy & Literacy) in collaboration with third sector charity, aligned with university accredited PL for practitioners

Evolving RIC

There are a number of evolving projects which are being discussed and designed in consultation with teachers and partners ([Appendix 3](#))

Recruitment

The following full time seconded posts are in the process of being recruited to support the work of the RIC and as a result of the successful bid for funding from the Scottish Government:

Work stream leads in Literacy, Numeracy, CLPL, ELCC

Data Analyst (Performance Officer)

Data Coaches x 4 (1 for each Local Authority)

Admin Officer (0.5) and Communication officer (0.2)

Improving Performance

The Performance Team role is focused on:

Producing an up to date RIC Performance Profile

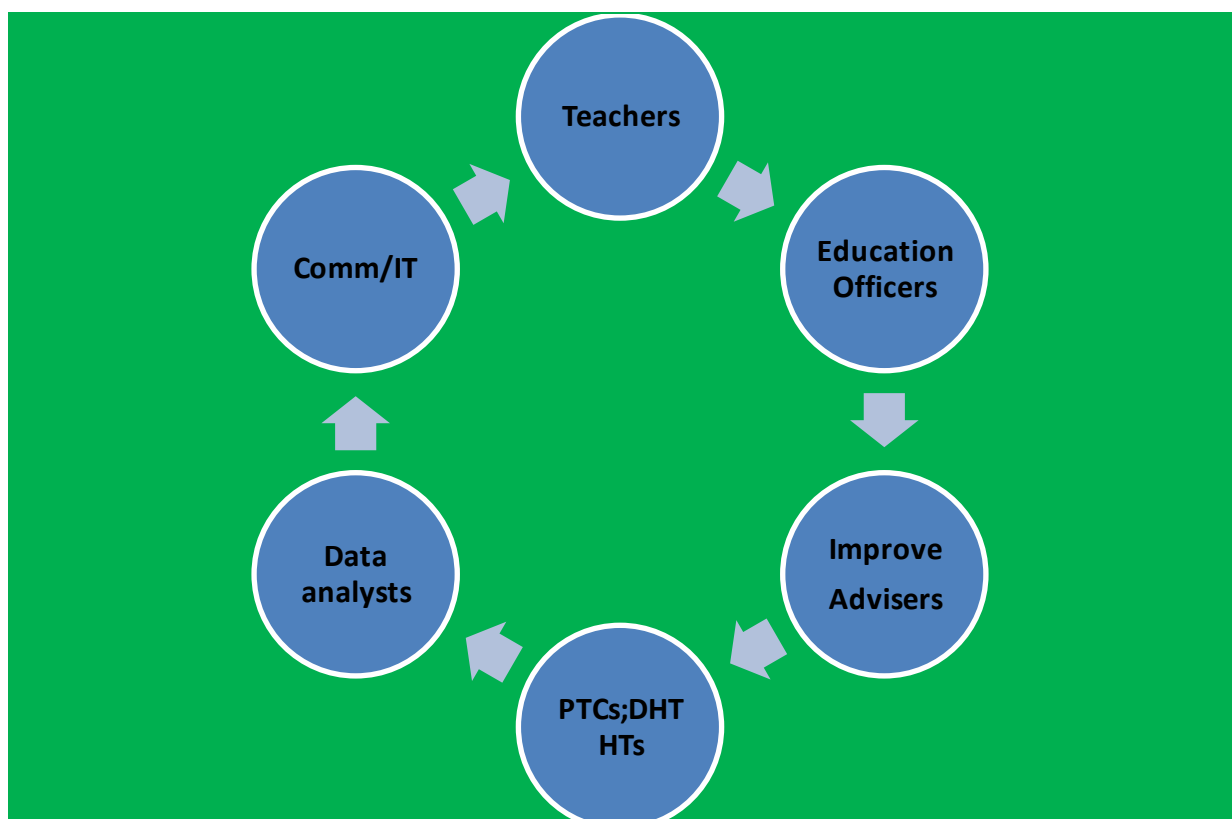
Supporting Measurement Plans and data analysis for each of the work streams

Developing a practitioner programme to improve confidence in using data to improve performance

Mapping out numeracy and literacy strategies across similar schools to peer collaborate
Identifying successful 'Closing the Gap' strategies and supporting a collaborative network

Empowering RIC

The RIC is underpinned by an empowering culture of practitioner involvement, engagement and leadership in a growing range of innovative projects. A diverse range of people are working together to shape, influence and develop themes.



The FV&WL RIC has been the first to undertake the national Improvement Training programme which is supported by the Scottish Government- SCLIP (Scottish Coaching & Leading Improvement Programme). 30 practitioners from across the RIC have undertaken the programme which involves 2x3 full days, 4x 2 hour Webex sessions, reading texts and engaging in a practical project. The main themes are Coaching, Leadership and Improvement techniques.

With the addition of full time work stream leads, reference groups and expanding projects a further Improvement Methodology programme has been requested of the National Improvement Adviser Team.

Appendix 1

Progress of the Work Streams

Numeracy

The Numeracy team have developed a project to target a specific group of children in P2 who have gaps in their learning from Early Level to Level 1 Numeracy. Using Improvement methodology principles, the group has started with a relatively small number of pupils and schools (3 from each LA / 12).

The aim is to upskill staff, and improve confidence in teaching 'Number Talks' as an intervention strategy. The aim is for 80% of identified P2 pupils to be secure at phase 2 (in – house scale) in early number structure by May 2019.

Progress

CLPL training has been undertaken with the pilot team.

A lesson study model has been created and is being used in class.

A collaborative approach with regular meetings of practitioners with the support team is being used.

Practitioners are teamed with each other to provide peer support.

Number walls and daily number talks are being used with pupils.

Team members are acting as mentors for practitioners and visiting schools to support progress.

The team have presented the project to Education Scotland, 22.11.18 (the only RIC team in a group of LAs) who are very interested and positive about the work done so far.

Next steps

A measurement plan has been devised with the support of the RIC Improvement Adviser. An in-house measure is being applied from a baseline with tracking progress charts being created.

Milestones will be charted and provided as a report.

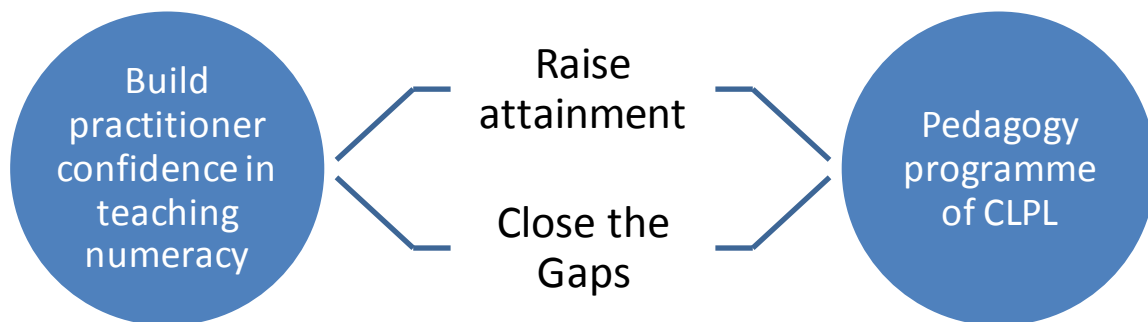
What needs to happen

An agreement with the lead team that the timeline will show significant progress by May 2019.

An upscaling strategy ready to launch with schools across the RIC from May 2019.

With the addition of a full time Numeracy lead, the scope of the Numeracy group will increase (see Evolving RIC).

The main approach will be two pronged:



The starter project will be up-scaled to support improving pedagogy in teaching Numeracy.

This will be complimented by a project to build confidence and a positive mind-set for teachers, pupils and parents in working with numbers.

Evolving RIC (Numeracy & Literacy)

The team need to work with the Performance and Literacy teams to develop the remit of the Data Coaches.

The Ed Psych numeracy projects need to be considered in terms of scope/possible case studies (can go in to the Numeracy blog on the RIC site).

Explore the feasibility of a joint project with FV & WL Colleges to deliver the 'Confidence building'/Mindset aspect of improving numeracy, to support young people who are undertaking foundation apprenticeships.

Map out Maths Strategies from each LA and collaborate on developments.

Literacy

The literacy team's initial aim is to improve reading throughout the BGE and in so doing, support improvement in writing ability. There is a three pronged approach and sub-teams have taken on each project:

1. Directly support practitioners to develop their knowledge, understanding and application of research informed pedagogy which is proven to improve outcomes for children and young people.
2. Develop face to face and digital collaboration between practitioners within and across local authorities and health boards to promote leadership at all levels.

3. Strive to raise attainment for all and close the poverty related attainment gap by supporting reflection on the performance of learners to enable continuous improvement.

Progress

Sub group 1- Have finalised CLPL materials including video materials which will support professional judgement and confidence in CfE levels.

Sub group 2- Developing a reading culture, working with Sarah McGowan from Edinburgh University, establishing reading mentors and ready to launch Blog.

Sub group 3- Developing early vocab, sharing LIFT and intervention strategies which are being exemplified with case studies.

Currently launching through a RIC digital platform.

Next steps

Working with the Communication team to put materials onto the RIC blog.

Working with the RIC improvement adviser to create a measurement plan which details baseline measures and progress milestones: impact of professional learning & impact on pupil progress in reading.

Design a launch event (high profile media coverage).

What needs to happen

With the addition of a full time Literacy lead, the scope of the Literacy group will increase (see Evolving RIC).

This will also involve a two pronged approach which mirrors the numeracy strategy. There is scope with the Literacy confidence building strategy to co-design this with university based researcher input. The aim here would be to build confidence in professional judgement of CfE levels in each of the literacy strands.

Early Learning & Childcare

The initial aim of the ELCC team is to build and sustain quality in learning and teaching for 2 to 3 year olds in early years establishments. The approach is to develop a QA framework and trial in pilot nurseries using the improvement approach which establishes a baseline measure, tracks progress, tests change and then up-scales if successful.

Progress

Pilot establishments identified to undertake test of change in each local authority, these are well underway with a view to evaluate and scale up.

QA framework designed for trial and consultation.

Progress and regular updates provided and shared with the lead team.

Froebel training (play and relationships in learning contexts) being undertaken by some practitioners.

Initial discussions have taken place about sharing VSE models.

Next steps

Preparing case studies of successful implementation.

Organising Inset event for 200 practitioners and lead teams (February 12th 2019) to share progress, case studies and plan to upscale.

Initial group has met to discuss sharing parental engagement strategies, further discussion and planning required.

What needs to happen

Discuss what further themes need to be supported additionally through collaboration in ELCC.

Discuss the scope of the ELCC lead role and use of funding for the work stream lead.

Explore wider collaboration with partners eg. opportunity to consider SEBN and ASN.

CLPL

The initial aim of the team was to map out CLPL across the region and consider how to support school improvement plans by identifying common themes. This identified:

Building leadership

Learning & Teaching- pace and challenge

Evidencing progress in learning

Progress

A combined in-house programme based on the existing CSP model shared across the RIC and led by the 4 CPD co-ordinators.

Symposiums designed to support common themes with input from HMI and work-shops led by teachers from each of the 4 LAs.

The 'Pace & Challenge' symposium was attended in November 2018 by 60 practitioners with an evaluation providing positive and useful feedback.

The 'Evidencing Progress' symposium took place in December 2018 and practitioners were involved in leading sessions along with input from HMle.

An 'Assessment & Moderation' event took place in December which was co-ordinated by the 4 Assessment Co-ordinators and delivered by Education Scotland.

Next steps

The team are developing a new RIC CLPL programme and are currently working across the other work streams to identify the 'ask and the offer'. This will be informed by an analysis of recent inspection reports that identify common themes for improvement.

What needs to happen

A review of the scope of the work stream.

A consideration of how developing the Curriculum can be supported through this work stream. Discussions are emerging about additional input to develop the STEM Curriculum areas.

Research of quality evidence proven pedagogy programme to continue to improve quality and consistently high standards of learning and teaching.

Planning for a robust programme to support assessment and moderation of CfE.

Consider collaboration between colleges, schools and DYW developments.

Appendix 2

Sharing the FV&WL RIC Plan Phase 2

Activity	Date	LA	Lead
Committee	Aug 18	Falkirk	RN
People Committee Recommendations	30.08	Clackmannanshire	AP
Moving Forward In Learning (MFIL) Steering Group	5.9.18	West Lothian	SM
HT (All)	12.9.18	Falkirk	SM
Secondary HT	12.9.18	West Lothian	SM
Secondary HT	14.9.18	Falkirk	SM
Early Years Team	18.9.18	Stirling	SM
Early Years Business Meet	20.9.18	Stirling	SM
Strategy Launch	25.9.18	Stirling	RN
C&YP Committee	27.9.18	Stirling	KK/SM
PDSP	23.10.18	West Lothian	EC
Secondary HT	2.11.18	Stirling	KK/SM
All HT leadership	8.11.18	West Lothian	SM
WL College	8.11.18	West Lothian	SM
Unison & non teaching reps	Nov 18	Falkirk	RN/SM
Secondary HT	14.11.18	West Lothian	SM
ADES Annual Conference	16.11.18	RIC	RN/SM/JE
EY Business meeting	20.11.18	Stirling	SM
HT meeting	27.11.18	Clackmannanshire	SM
Secondary HT Reference Group	29.11.18	RIC	SM
CEO/Leaders meeting	30.11.18	RIC	Directors & SM
SEBN meet	30.11.18	RIC	SM
Team managers meeting	3.12.18	Falkirk	SM
Primary HT Reference Group	10.12.18	RIC	SM
Principal Ed Psychs	11.12.18	RIC	SM
Attainment Advisers	9.1.19	RIC	SM

Forthcoming Events

Activity	Date	LA	Lead
Consult Evaluation	12.2.19	RIC	SM

FV College	TBA	Forth Valley	SM
CLD	TBA	RIC	SM
Parent Council Chairs	TBA	Each LA	SM
Stirling University	TBA	RIC	RIC leads/SM

Appendix 3

Evolving RIC Ideas

