

**CHILDREN AND LEARNING SCRUTINY PANEL
SCHOOL IMPROVEMENT AND SUPPORT – ACTION PLAN**

DATE: 09 December 2014

SCRUTINY RECOMMENDATION	PROPOSED ACTION	BY WHOM	BUDGET COST	TIMESCALE
<p>a) That measures be implemented to encourage elected members to develop active and supportive links with the schools attended by children in their ward.</p>	<p>Three Member Briefings have been organised with a focus on supporting elected members to develop active and supportive links with the schools attended by children in their wards. The topics are:</p> <ul style="list-style-type: none"> • The Role of Elected Members in Improving Education in Middlesbrough • Improving School Performance Through Partnership Working • How are Middlesbrough Schools Really Doing? 	<p>AD Learning & Skills. Interim Head of Achievement. Senior Advisers. Middlesbrough Schools' Teaching Alliance.</p>	<p>n/a n/a n/a</p>	<p>15/10/14 26/11/14 7/1/15</p>
<p>b) That schools be advised/reminded of the unique role that councillors have in the local area and elected members' ability to potentially assist schools in creating/developing community links.</p>	<p>At primary and secondary and SEN Heads' Forums, an agenda item will include a focus on the role of elected members in schools' local areas and the potential of elected members to assist schools in a variety of ways.</p>	<p>Interim Head of Achievement</p>	<p>n/a</p>	<p>24/9/14 (Primary and SEN Heads' Forum) 29/9/14 (Secondary Heads' Forum)</p>

<p>c) That the Children and Learning Scrutiny Panel receive quarterly updates on the progress made against the Local Authority's school improvement post inspection action plan.</p>	<p>This action is in place.</p>	<p>Julie Cordiner (Assistant Director Learning & Skills)</p>	<p>n/a</p>	<p>Quarterly 12/11/14 04/02/15</p>
<p>d) That, at the end of each academic year, performance data pertaining to all schools, is reported to the Children and Learning Scrutiny Panel.</p>	<p>This action is in place</p>	<p>Julie Cordiner (Assistant Director Learning & Skills)</p>	<p>n/a</p>	<p>Annually</p>
<p>e) That a mechanism is implemented whereby, when a school is facing special measures and/or underperformance, the Children and Learning Scrutiny Panel is notified, enabling it to request a meeting with the head teacher and chair of governors to gain a clearer appreciation of the support and challenge the school requires.</p>	<p>A 'School' Standards Monitoring Group' has been established via the Council's School Effectiveness Strategy (SES) and in response to inspection. This group, chaired by the Executive Member for Learning and Skills, will meet with schools assessed as being in the lower categories in the new categorisation process (this includes schools in Special Measures or Requiring Improvement). The intention is that these schools will be supported and challenged through a rigorous process outlined in the SES and their action plans examined for robustness.</p>	<p>Julie Cordiner (Assistant Director Learning & Skills)</p>	<p>n/a</p>	<p>In line with frequency of SSMG. First tranche in Autumn Term 2014</p>

	It has been agreed in order to keep the Children and Learning Scrutiny Panel updated, that the chair join the SSMG as part of the strategic leadership of this group.				
f)	That, Middlesbrough's schools and teachers use the Sutton Trust & Education Endowment Fund Teaching and Learning Toolkit as guidance to enable them to effectively use their resources to improve attainment. The Toolkit is an accessible summary of educational research.	At primary and secondary and SEN Heads' Forums, an agenda item will include a focus on The Sutton Trust & Education Endowment Fund Teaching and Learning Toolkit.	Interim Head of Achievement	n/a	24/9/14 (Primary and SEN Heads' Forum) 29/9/14 (Secondary Heads' Forum)
g)	That teacher evaluation is undertaken regularly which includes student performance assessments and outcome measures. Evaluation results should include substantive feedback to teachers and link results to a wide range of professional development opportunities to strengthen practice. This will ensure a continuous pathway for professional growth and development is maintained.	A statutory Performance Management process exists in schools which focuses on pupil outcomes, evaluation of teacher impact and lesson observations in order to develop outstanding teaching and learning. This is now tied to performance related pay. This information will form part of the categorisation of schools within Middlesbrough's School Effectiveness Strategy.			

	In addition Middlesbrough Schools' Teaching Alliance and the newly developed Secondary School Improvement Partnership (SSIP) are focusing on peer review and action planning for improvements – this work will be evaluated termly.	Interim Head of Achievement	n/a	Termly
h) That an evaluation system for head teachers be developed that includes multiple measures reflecting the complexity of their leadership, management and pupil support roles and is linked directly to opportunities to improve their practice.	<p>A statutory Performance Management process exists in schools which focuses on pupil outcomes, evaluation head teachers and this is now tied to performance related pay. It is monitored by school governors, Trust Directors and academy chain Directors in relation to their head teacher's performance.</p> <p>The newly developed School Effectiveness Strategy is also the process where, based on rigorous data analysis, heads and governors will be held to account for schools' performance. From this data analysis opportunities for training and development will be identified.</p>	Interim Head of Achievement	n/a	Termly evaluation of improvement via SSMG and data analysis
i) That newly appointed head teachers receive formal mentoring from more experienced and highly effective school leaders.	This is in place.	MSTA SSIP Personnel	n/a	Complete

<p>j) That the causes of high head teacher turnover are analysed and support and professional development programmes are developed that can mitigate the problem.</p>	<p>Turnover of head teachers in Middlesbrough is not high, almost all recent changes being due to retirement. However, this aspect will be closely monitored in view of members' concerns.</p>	<p>Julie Cordiner (Assistant Director, Learning & Skills) Interim Head of Achievement</p>	<p>n/a</p>	<p>Annual</p>
<p>k) That the process for recruiting staff is reviewed with a view to increasing the number of applications received.</p>	<p>A Recruitment Fair to take place in February 2015 –members to be encouraged to attend to support the 'Come to Middlesbrough' proposition.</p> <p>Middlesbrough is working on this aspect as part of a proposed project focusing on the Tees Valley LAs and schools, to improve education outcomes.</p>	<p>Interim Head of Achievement</p> <p>MSTA</p> <p>SSIP</p> <p>Julie Cordiner (Assistant Director Learning & Skills)</p>	<p>Cost of venue hire</p> <p>Postage to various universities and teacher training facilities to invite students</p> <p>Schools to provide 'stands'</p>	<p>February 2015</p>

	MSTA is a member of The National College's School Direct initiative which enables schools to work with aspiring teachers in schools, train them according to appropriate standards and recruit the very best	MSTA SSIP		
l) That a piece of research is commissioned to look at best practice from schools, outside of Middlesbrough that have achieved excellent outcomes despite similar levels of disadvantage.	<p>Sir John Dunford (The Minister's Pupil Premium Champion), is delivering a conference on 8th Dec 2014 for all Middlesbrough schools on the best use of Pupil Premium Funding. A number of schools from other areas in similar socio-economic circumstances to those in Middlesbrough will also attend, to share their approach to improving outcomes for the most disadvantaged pupils.</p> <p>The Local Authority is working in partnership in secondary schools with Durham LA to share best practice through the Secondary School Improvement Partnership.</p> <p>All secondary schools are engaged in partnership with other similar schools outside of Middlesbrough in order to develop practice.</p> <p>One strand of the work of MSTA is research and development.</p>	<p>Interim Head of Achievement</p> <p>Interim Head of Achievement</p> <p>Secondary School Heads</p> <p>MSTA</p>	£3,000	<p>8/12/14</p> <p>Start date 09/14 – evaluated termly</p>

	A strand of work based on research and development is being established within the Learning and Skills Service area via MAP, working on priority areas identified in the SES and members' recommendations will be implemented as part of this process.			Start date – October 2014
m) That, the scrutiny panel's recommendations are detailed in the School Effectiveness Strategy, in addition to information enabling schools to understand the scrutiny process and how the process can bring support and challenge to schools, regardless of their governance model.	The SES has been amended to reflect Scrutiny's recommendations.	Interim Head of Achievement	n/a	First half term Autumn 2014