

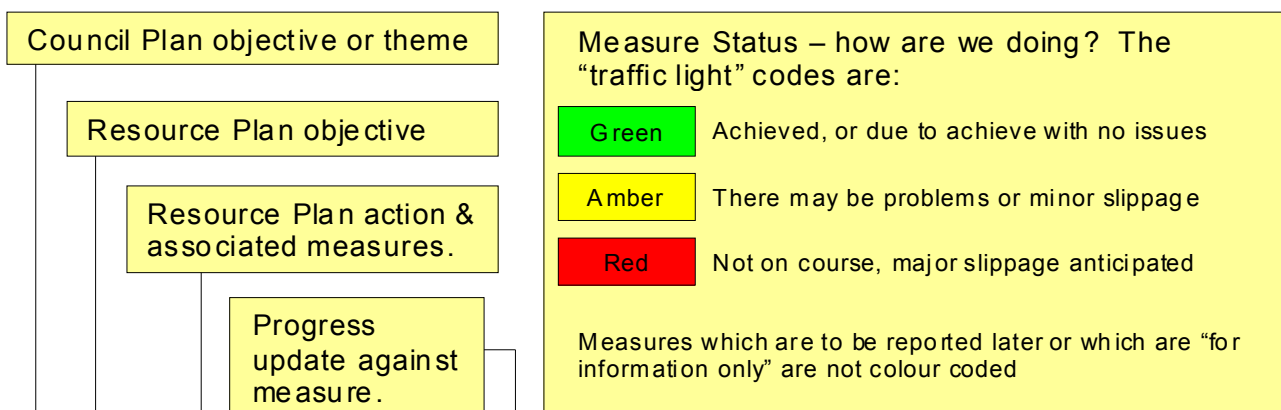
Education Resources

improve

**Resource Plan
Performance Report
Quarter 2 (Jul-Sep) - 2011/12**

How to use this performance report

This performance report is intended to be both informative and easy to use. The guide below is designed to help you get the most out of the report and to answer the most common questions you might have.



Vision and Strategic Direction

Improve effective use of our buildings and transport in order to reduce greenhouse gas emissions

Action	Measures (non statistical measures shaded grey)	Comments / Progress	Status	This Year		Previous Years		
				Target	To date	2008/09	2009/10	Trend
Further implement the carbon management plan to reduce greenhouse gas emissions	Reduce the Council's greenhouse gas emissions by March 2010 compared to 2005/06 baseline Carbon management plan actions covering all key areas of emissions refreshed in March 2011	Current carbon reduction projects cover all resources. These projects will be reviewed and refreshed in March 2011 by members of the carbon management group.	Unknown	0.0%	0.0%	5.6%	Not avail	⬜
	Switch Off energy campaigns held in October 2010	The carbon management group are currently planning the 2010 energy reduction campaign to align to the national event, 'Energy Saving Week'.	Green	---	---	---	---	---
Implement the public sector duty under the Climate Change (Scotland) Act 2009.	Review the carbon management plan by January 2011 once guidance on new public sector duties in the Climate Change (Scotland) Act 2009 are clarified	Review of existing Carbon Management Plan on going. Public sector duties within the Climate Change (Scotland) Act 2009 will be taken into account in the revised version of the carbon management plan.	Green	---	---	---	---	---
	Review of SDS to be started by July 2010, and published for consultation Jan 2011	This action will be delayed due to the departure of the Council's sustainable development officer.	Amber	---	---	---	---	---

Ensure efficient use of material resources and to increase recycling of waste and develop more sustainable waste management

Action	Measures (non statistical measures shaded grey)	Comments / Progress	Status	This Year		Previous Years		
				Target	To date	2008/09	2009/10	Trend
Continue to develop mechanisms for the recycling and of municipal waste in order to achieve Scottish Government waste targets. Review our contracts for schools and of buildings in order to increase recycling. We will provide effective and household waste collection services	The amount of biodegradable waste sent to landfill	To be reported in the second quarter	Unknown	73,730	Not avail	77,342	73,730	⬆
		second quarter	Unknown	40.0%	Not avail	37.0%	40.2%	⬆
		second quarter	Unknown	1.3 tonnes	Not avail	1.4 tonnes	1.3 tonnes	⬆
			Unknown	208	152	144	152	⬆
			Green	Not avail	£13.45	£64.07	£69.17	⬆
		Green	Not avail	£19.21	£75.47	£80.80	⬆	
		Green	95.0%	99.4%	99.0%	98.9%	⬆	

Statistics for the current year. The **Target** shows what we want to achieve by the end of the year. The **To Date** column shows how much we have achieved so far.

Statistics for last 2 years, showing how we are doing over time.

The trend column shows how performance changed between these 2 years

- Performance getting better
- Performance staying the same
- Performance getting worse
- Information not yet available

Summary (level 1) - number of measures green, amber and red under each Council Plan objective/theme

Council Objective / Theme	Green	Amber	Red	To be reported later / Contextual	Total
Vision and Strategic Direction	8				8
Performance Management and Improvement	4	1		2	7
<i>Partnership Working, Community Leadership and Engagement</i>					
Governance and Accountability	6				6
Efficient and effective use of resources	5	1			6
Raise educational attainment for all	44	1		13	58
Increase involvement in lifelong learning	12	1		2	15
Improve health and increase physical activity	8			2	10
<i>Improve the quality of the physical environment</i>					
<i>Improve the road network and public transport</i>					
<i>Improve community safety</i>					
<i>Support local economy by providing the right conditions for growth, improving skills and employability</i>					
<i>Develop services for older people</i>					
<i>Increase participation in arts and culture</i>					
Improve lives of vulnerable children, young people and adults	9			2	11
<i>Improve quality, access and availability of housing</i>					
Total	96	4	0	21	121

Vision and Strategic Direction

Vision and Strategic Direction

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Develop and implement our Council Plan – Connect	Deliver annual Resource Plan based on approved performance management framework	Annual Resource Plan prepared in line with Corporate guidance and timelines. Approved by Education Committee on 14 June 2011. The plan has subsequently been circulated to all establishments and services and uploaded to both the Council Website and Intranet. Further performance information was also published through the provision of an Education Progress Report.	Green	---	---	---	---	---
Implement a programme of equality and human rights impact assessments across the Council	Number of impact assessments carried out against those timetabled	Efficiency savings impact assessments subject to final approval by elected members. Approved assessments will then be uploaded to Council website.	Green	Not avail	24	15	31	↑
	Number of reports on impact assessments published on website	Efficiency savings impact assessments subject to final approval by elected members. Approved assessments will then be uploaded to Council website.	Green	Not avail	24	15	31	↑
	Progress in relation to Equality Impact Assessment Actions monitored against targets and reported to Equal Opportunities Forum	Progress in relation to Equality Impact Assessment Actions reported to the Equal Opportunities Forum June 2011.	Green	---	---	---	---	---
Develop and introduce Council wide equality performance measures and publish results	Resources to provide annual report to Equal Opportunities Forum on uptake of service, based on standardised equality reporting categories	Complete. Report taken to Equal Opportunities forum on 7 June 2011 and presented to Education Resources Committee on 14 June 2011.	Green	---	---	---	---	---
Foster responsible citizenship and awareness of sustainable development	Percentage of schools participating in Eco schools awards or similar accredited award schemes (including Fair Trade)	During the period April 2011- September 2011 an additional one establishment registered; there was one more bronze award; 5 more silver awards; 5 more 1st Green Flag awards; 1 more 2nd Green Flag award; and 2 more 3rd Green Flag awards.	Green	99.0%	98.0%	96.0%	97.3%	↑
Develop and promote learning opportunities which increase young people's knowledge and understanding of	Provide a range of opportunities for young people to engage in innovative and creative sustainable development activities within Youth Learning Service establishments	In addition to the ongoing projects, a further 2 have developed within the Clydesdale area: the Douglas UC and Douglas PS Environmental Project and the Carluke UC Eco Arts Group.	Green	---	---	---	---	---

Vision and Strategic Direction

Vision and Strategic Direction

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
sustainable development	Increase the % of young people participating in environmental volunteering programmes through Youth Learning Services	During Q2 an additional 77 young people have taken part in environmental volunteering including Eco Arts and Environmental Science projects. This represents a 27% increase on the 2010/11 year end total of 285.	Green	15.0%	27.0%	0.0%	Not avail	<input type="checkbox"/>

Performance Management and Improvement

Performance Management and Improvement

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Implement effective Best Value management arrangements to ensure continuous improvement, and effective and efficient service delivery	Completion of reviews as per timetable	The Best Value Review of Early Years is scheduled for consideration at the Performance and Review Scrutiny Forum on 25 October 2011.	Amber	---	---	---	---	---
	Improvement plans approved by Council committee	Update to be reported at Quarter 4.	Report Later	---	---	---	---	---
	Sustain positive SPI trend results for Council	Education Resources no longer has any Statutory Performance Indicators set by Audit Scotland but has contributed to sustaining positive SPI trends for the Council.	Green	---	---	---	---	---
	Ensure Local PIs across all Resources meet requirements of Best Value 2	A schedule of Statutory and Local Performance Indicators are in place across the Resource in order to meet the requirements of Best Value 2.	Green	---	---	---	---	---
Take forward key census activity for Education Resources	Ensure the completion and presentation of all appropriate Scottish Government census information	The Attendance, Absence and Exclusion Census and the Secondary School Leavers' Census were both completed and submitted on schedule. Both the School Pupil Census and the Staff Census are being completed for submission to Scottish Government as per required timescale.	Green	---	---	---	---	---
Implement a strategic response to the Scottish Government's Efficient Government agenda	Completion of diagnostic projects as per agreed timetable	Update to be reported at Quarter 4.	Report Later	---	---	---	---	---



Performance Management and Improvement

Performance Management and Improvement

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Continue to drive forward the performance management and quality improvement agenda to ensure services are focussed on achieving the best possible outcomes for service users	Progress implementation of IMPROVe, performance management system, across Education Resources	Good progress continues to be made in further developing the use of IMPROVe across all services in Education Resources.	Green	---	---	---	---	---

Governance and Accountability

Governance and Accountability

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Implement the Council's Information Governance Strategy Action Plan	Take forward key aspects of information governance	Learn on-line and Data Protection awareness sessions rolled out during Quarter 2.	Green	---	---	---	---	---
Develop the Education Resources Business Continuity Plan and procedures for critical incidents/emergencies	Develop an Education Resources business continuity plan with supporting guidance materials in line with the Civil contingencies Act	Continued liaison with Corporate Resources to further develop business continuity plan and align with risk register.	Green	---	---	---	---	---
Ensure that high standards of governance are being exercised (through the use of scrutiny forums, audit plans and risk management)	Delivery of risk control actions by due date	No Education risk controls outstanding.	Green	60%	Not avail	0%	0%	
	Audit actions to be delivered by due date	All audit actions due by the end of Quarter 2 are now complete. 9 were closed on time and the 6 outstanding actions were completed by the distribution of procedure notes to establishments at the beginning of September.	Green	80.0%	100.0%	0.0%	0.0%	
	Complete Resource Governance Self Assessment and declaration by due date and develop actions to address non-compliant areas	Corporate Governance statement for Education submitted in line with corporate timescales.	Green	---	---	---	---	---
	Progress the work of Psychological Services with Locality Manager Groups to monitor/scrutinise children in out of authority placements within the GIRFEC framework	There is Psychological Services representation at all four locality meetings, as well as their Early Years sub-groups. The five psychologists meet together to review the contribution of psychological service to the Locality Managers Groups. Psychological Service Database information is shared with the joint Education/Social Work database, which is then monitored by the Locality Managers Groups.	Green	---	---	---	---	---

Efficient and effective use of resources

Efficient and effective use of resources

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Ensure our commitment to employees through the development and effective implementation of personnel policies and employee learning and development opportunities	Staff absence rate (SPI)	On course to achieve.	Green	4.9%	2.3%	3.7%	3.5%	↑
	Labour turnover rate	On course to achieve.	Green	4.9%	1.7%	1.2%	0.4%	↑
Manage land and property assets efficiently	100% coverage of PDR and associated training plans of employees in the scope	Within Education Resources the PDR cycle commences in August in line with the school year and the Resource Plan. PDR meetings are continuing to take place with employees, including discussing training plans.	Amber	100.0%	80.0%	100.0%	100.0%	↔
	Percentage of buildings suitable for, and accessible to, disabled people (SPI)	These figures are updated on an annual basis and are completed in April of each year- the percentage improves year on year as we move through the schools modernisation programme.	Green	81.0%	81.0%	71.0%	81.5%	↑
	Proportion of operational accommodation that is in satisfactory condition (SPI)	These figures are updated on an annual basis and are completed in April of each year- the percentage improves year on year as we move through the schools modernisation programme.	Green	78.0%	87.0%	75.0%	77.0%	↑
	Proportion of operational accommodation that is suitable for its current use (SPI)	These figures are updated on an annual basis and are completed in April of each year- the percentage improves year on year as we move through the schools modernisation programme	Green	86.0%	92.0%	77.0%	85.0%	↑

Raise educational attainment for all

Progress approaches in respect of the national priorities in Education

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Progress approaches in respect of the National Priorities in Education	Exclusion incidents per 1,000 pupils in primary schools	Report to be provided at Quarter 4.	Report Later	6	Not avail	7	6	↑
	Exclusion incidents per 1,000 pupils in secondary schools	Report to be provided at Quarter 4.	Report Later	89	Not avail	91	90	↑
	Reduction in the overall number of days lost through exclusion in secondary schools	Report to be provided at Quarter 4.	Report Later	5,980	Not avail	5,986	6,025	↓
	Reduction in the overall number of days lost through exclusion in primary schools	Report to be provided at Quarter 4.	Report Later	420	Not avail	543	424	↑
	Reduction in the average number of half days absence per pupil in primary schools	Report to be provided at Quarter 4.	Report Later	19.0	Not avail	17.7	19.1	↓
	Reduction in the average number of half days absence per pupil in secondary schools	Report to be provided at Quarter 4.	Report Later	33.0	Not avail	34.7	33.1	↑
	% of pupils staying on to S5 (post Christmas)	Report to be provided at Quarter 4.	Report Later	76.0%	Not avail	71.0%	76.0%	↑
	% of pupils entering further or higher education	Report to be provided at Quarter 4.	Report Later	60.7%	Not avail	60.4%	60.7%	↑

Raise educational attainment for all

Progress approaches in respect of the national priorities in Education

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
	% of pupils entering employment or training	Report to be provided at Quarter 4.	Report Later	25.2%	Not avail	26.0%	25.2%	↓
	% of schools who have met their IEP targets	Report to be provided at Quarter 4.	Report Later	80.0%	Not avail	92.0%	84.2%	↓

To raise standards of educational attainment for all in schools, especially in the core skills of literacy and numeracy

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Improve achievement and attainment outcomes in all establishments	0.5% overall increase in attainment levels in the KPIs for Education	Achieved: Figures for this year are pre-appeal. Post-appeal figures to be reported at Quarter 4.	Green	0.5%	1.2%	-0.8%	2.3%	↑
	%S4 by S6 attained 5+ at level 3	Achieved: Figures for this year are pre-appeal. Post-appeal figures to be reported at Quarter 4.	Green	90.5%	91.5%	90.2%	90.4%	↑
	%S4 by S6 attained 5+ at level 4	Achieved: Figures for this year are pre-appeal. Post-appeal figures to be reported at Quarter 4.	Green	78.2%	80.7%	76.6%	78.1%	↑
	%S4 by S6 attained 5+ at level 5	Achieved: Figures for this year are pre-appeal. Post-appeal figures to be reported at Quarter 4.	Green	51.0%	52.3%	47.4%	50.9%	↑
	%S4 by S6 attained 1+ at level 6	Achieved: Figures for this year are pre-appeal. Post-appeal figures to be reported at Quarter 4.	Green	48.2%	49.6%	43.0%	48.1%	↑
	%S4 by S6 attained 3+ at level 6	Achieved: Figures for this year are pre-appeal. Post-appeal figures to be reported at Quarter 4.	Green	33.8%	34.4%	30.2%	33.7%	↑
	%S4 by S6 attained 5+ at level 6	Achieved: Figures for this year are pre-appeal. Post-appeal figures to be reported at Quarter 4.	Green	22.4%	22.5%	18.8%	22.3%	↑
Implement key aspects of equalities legislative duties as prescribed in revised/new legislation	Implement key aspects of current statutory requirements as prescribed in the: Equality Act; Additional Support for Learning Act and Parental Involvement Act	Key changes to the Additional Support for Learning Act are documented and guidance issued to all schools. Early Years establishments planned to be updated by December 2011. Looked After Children Assessment Tool is being implemented in schools and uptake will be audited during September 2011. Training on the Equality Act was delivered to all Equal Opportunities Co-ordinators in April 2011.	Green	---	---	---	---	---
	Prepare and consult on a single equalities Statement of Commitment	Update to be provided at Quarter 3.	Report Later	---	---	---	---	---

Raise educational attainment for all

Take forward the principles, values and purposes of "A Curriculum for Excellence"

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Take forward key aspects of Curriculum for Excellence in all schools and establishments as appropriate annually	Progress with establishments to agreed targets related to Curriculum for Excellence	<p>Good progress continues to be made by establishments. In most early years and primary establishments, courses and programmes are now based on a wide range of experiences and outcomes across most curriculum areas. Pupils from early years to S2 access a range of experiences and outcomes through interdisciplinary learning approaches. Practice has changed in the style of delivery of the curriculum towards active learning.</p> <p>Experiences and outcomes, as the basis for the delivery of the curriculum, are now used by subject areas in secondary schools. All staff are familiar with and implementing the 'Responsibility for All' aspects of Health and Wellbeing, literacy and numeracy. Quality Link Officers are evaluating the implementation of Curriculum for Excellence through establishments' improvement planning processes, learning community interactions and professional dialogue with establishments.</p> <p>Secondary schools are making good progress in identifying the shape and content of the senior phase for implementation as per planned timescales.</p>	Green	---	---	---	---	---

Raise educational attainment for all

Take forward the principles, values and purposes of "A Curriculum for Excellence"

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
	Develop appropriate guidance materials to support establishments in implementing Curriculum for Excellence in line with the national programme	<p>Learning Communities continue to facilitate joint working within and across establishments. Finances have been allocated to allow this valuable work to continue.</p> <p>The assessment aspect of the SLC Glow site has now been amended to reflect new national documentation guidance. The South Lanarkshire Assessment Resource (SLAR), located within the Glow site, continues to be populated by practitioners across the authority to support sharing expectation of standards. Initially focusing on literacy and numeracy, it has moved to reflect other curriculum areas. Central staff are aligned to each learning community to support moderation activities and networking. Establishments have in place processes and procedures to record a broad range of pupils' achievements which reflects national guidance through profiling in P7. A comprehensive programme of CPD is in place to support practitioners in recording wider achievements.</p> <p>Consultation on reporting procedures completed with amendments made as appropriate to meet the needs of stakeholders.</p>	Green	---	---	---	---	---
	Respond to national consultations linked to Curriculum for Excellence	There were no National consultations in Quarter 1 and 2.	Report Later	---	---	---	---	---
	Implement a revised ICT strategy in Early Years settings	4 pilot nurseries engaged in new ICT. ICT guidance complete and distributed. Software update complete and currently being disseminated. Additional resources distributed to all local authority nurseries May 2011.	Green	---	---	---	---	---
	Develop training programmes to support the use of Get up and Go in Early Years settings	A working group was established July 2011.	Green	---	---	---	---	---
	Further develop approaches to transition in Early Years settings	Evaluation complete July 2011.	Green	---	---	---	---	---

Raise educational attainment for all

Take forward the principles, values and purposes of "A Curriculum for Excellence"

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
	Further develop training programmes for staff working with Under 3s in Early Years settings	Update training complete September 2011.	Green	---	---	---	---	---
Take forward the key recommendations of Validated Assisted Self-Evaluation (VSE) within Education Resources	Build on the Learning Community model as key mechanism in providing consistently high quality, integrated working across establishments and services	Validated Self Evaluation Action Planning groups formed to take forward key recommendations.	Green	---	---	---	---	---
Continue to develop and offer specialist alternative learning opportunities for young people	Provide a range of locally negotiated programmes with schools across the key themes of: Transition, Effective early intervention, Personal and social competence, Behaviour	During Quarter 2 a further 60 programmes have been negotiated and delivered. These programmes include the new Links 2 Life Programme and Ditch a Knife, Save a Life, as well as a new interactive social PSD programme for people from Stanmore House.	Green	---	---	---	---	---

Implement the Council's programme to modernise all primary schools

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Deliver agreed targets within the primary schools modernisation programme	Overall target to deliver 124 new or refurbished primary schools by 2016 (time table of schools to be delivered by 2011 is available)		Green	124	59	39	54	↑
	Number of primary schools opened in session 2011/12 within agreed timescale	Early completion target for Cairns Primary School could increase total schools opened in 2011/2012 to ten.	Green	9	7	8	14	↑

Raise educational attainment for all

Implement the Council's programme to modernise all primary schools

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
	Percentage of new primary schools	Schools occupied are Dalsersf, St Mary's Hamilton, St Charles, Newfield, High Mill, Victoria Park and Netherburn.	Green	8.0%	6.0%	31.0%	44.0%	↑
	Implement the ICT elements of the primary/early years schools modernisation programme	<p>Wireless networks have been provided at four new schools and Larkhall Children's Centre.</p> <p>Implementation commenced of full wireless provision in modernised estate.</p> <p>New Facilities</p> <p>1. Newfield Primary School 2. Netherburn Primary School 3. Victoria Park/High Mill Primary School 4. Larkhall Children's Centre 5. Douglas Universal Connections now occupied.</p> <p>Decants</p> <p>1. Quarter Primary to Udston 2. James Aiton Primary to St Charles 3. St Louise to Heathery Knowe 4. Coulter Primary to Tinto 5. Stonehouse Primary to Newfield.</p>	Green	---	---	---	---	---

Establish approaches to address the National Inspection Framework for establishments and Services within Education Resources

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Progress the key themes of self-evaluation and leadership in all establishments and services	Increase the proportion of schools receiving positive inspection reports	In the 14 HMIE inspection reports published (April to Sept 2011) all (100%) of the quality indicators were evaluated as satisfactory or above.	Green	94.0%	100.0%	92.0%	94.0%	↑
	Produce a revised Quality Management Policy for Education Resources	Working group formed August 2011.	Green	---	---	---	---	---

Raise educational attainment for all

Establish approaches to address the National Inspection Framework for establishments and Services within Education Resources



Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
	Increase the number of nurseries receiving positive Social Care and Social Work Improvement Scotland inspection outcomes	12 Nurseries have received SCSWIS inspections within the first 2 quarters of 2011/12. Of these 12, all received positive outcomes of adequate or above. One establishment received an excellent grading, eight received very good or good gradings and three received adequate gradings.	Green	Not avail	12	0	0	↕
Take forward the key recommendations of Validated Assisted Self-Evaluation (VSE) within Education Resources	Ensure that the culture, approaches and impact of self-evaluation for improvement within all establishments and services are more consistent	Validated Self Evaluation Action Planning groups formed to take forward key recommendations.	Green	---	---	---	---	---

Ensure the highest possible quality of educational provision for children, young people, families and communities

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Ensure the highest possible quality of educational provision for children, young people, families and communities	Increase the overall % of teaching staff participating in professional development programmes	All teaching staff are currently involved in professional development as part of their ongoing CPD to progress Establishment Development Plans.	Green	100.0%	100.0%	100.0%	100.0%	↕
	Increase the overall % of education staff holding or working towards additional qualifications, including Chartered Teachers and SQH	On course to achieve. This will be the last year of The Chartered Teacher Programme. In response Education Resources has significantly increased Teacher and Middle Leadership qualification opportunities.	Green	28.0%	27.3%	26.0%	27.3%	↑
	% of primary pupils expressing satisfaction with school	92% of primary school pupils interviewed as part of the HMle inspection process expressed satisfaction with school. In addition, over 94% of pupils interviewed agreed or strongly agreed that school was helping them to become more confident.	Green	93.0%	92.0%	90.0%	92.0%	↑
	% of secondary pupils expressing satisfaction with school	No secondary school inspected within the first two quarters of 2011/2012.	Report Later	95.0%	Not avail	77.0%	95.0%	↑

Raise educational attainment for all

Ensure the highest possible quality of educational provision for children, young people, families and communities

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
	% of parents of pre-school pupils expressing satisfaction with service provision	In the five reports published by HMIE during April to Sept 2011, 98% of parents agreed or strongly agreed that they were happy with the care and education their child received while in nursery. In addition, 100% of parents agreed or strongly agreed that the nursery was assisting their child to become more confident.	Green	98.0%	98.0%	90.0%	97.0%	
	Provide opportunities for parents to support children's learning through their involvement in Parent Councils/parent groups	Parent Sounding Board established and routine programme of meetings taking place. A range of parent events have taken place during April to September. These include: Child Exploitation Online Protection (CEOP) training and sexual exploitation seminars.	Green	---	---	---	---	---
	Produce a revised Communication and Consultation Policy Statement for Education Resources	On course to achieve.	Green	---	---	---	---	---
	Implement a customer enquiries performance management system	Regular monitoring and reporting on customer enquiries via CRM	Green	---	---	---	---	---
	Implement actions arising from the Parental Involvement Strategy action plan	On-going and part of continuous review with focus group of parents.	Green	---	---	---	---	---
	Increase the level of parental information and engagement for Curriculum for Excellence	In line with national guidance information sharing taking place at school level and through dissemination of factfiles and web news.	Green	---	---	---	---	---
	Organise an annual Parent Council conference	Conference planned for 15 March 2012.	Green	---	---	---	---	---
	Produce two editions of the Parents as Partners Newsletter in order to improve feedback to key stakeholders	On course to achieve.	Green	2	0	0	0	
	Implement new national guidelines on the publication of school handbooks	National Government has intimated that amendments to current legislation are required prior to issuing new guidance - this will result in the need to revise timescales.	Amber	---	---	---	---	---

Raise educational attainment for all

Ensure the highest possible quality of educational provision for children, young people, families and communities

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
	Promote the achievements of children and young people and organise an award ceremony	Continuous celebration of young people's success taking place at establishment and local authority level. Annual award ceremony planned for 11 June 2012.	Green	---	---	---	---	---
	Implement a phased reduction of class sizes in P1 to P3	The 20 establishments to be targeted remain the same - staffing allocations to these establishments was calculated in June. The September census when complete will demonstrate the % achieved after any additional enrolments since the start of this session.	Green	---	---	---	---	---
Ensure compliance with the Council's Information Governance Strategy to protect and manage more effectively our information	Undertake a risk assessment on information governance	Initial risk assessment commenced in July 2011.	Green	---	---	---	---	---
	Implement records management system	Good progress is being made in implementing a records management system in line with Corporate Information Governance Group.	Green	---	---	---	---	---
Ensure compliance with enquiry response standards	Continue to improve compliance with Corporate standards set for: Freedom of Information, Data Protection, Customer enquiries, Press enquiries	Effective systems are in place to ensure the routine monitoring of Corporate Governance Standards.	Green	---	---	---	---	---
Implement routes to qualifications in Early Years settings	Secure engagement in a range of professional and accredited training programmes to assist management teams to achieve Scottish Social Services Council registration	A full and varied range of certificated courses are available for staff to enable compliance with SSSC e.g. BA Childhood Practice, SVQ Childrens' Care Learning and Development, SVQ Playwork.	Green	---	---	---	---	---
Maintain Education Resources commitment to employees through the development and effective implementation of personnel policies and employee learning and development opportunities	Ensure Education Resources remains compliant with the IIP principles, to enable a positive assessment outcome	Education Resources remains compliant with Investors in People principles having achieved re-accreditation in June 2011.	Green	---	---	---	---	---
	Maintain or improve performance in relation to national performance measures: The number and % of Head and Deputy Head teachers who are women compared with the % of all teachers that are women in: Secondary schools, Primary schools, ASN schools	79% (264/334) of positions within the defined categories were held by women. 79% (2640/3340) of teachers in South Lanarkshire are women.	Green	Not avail	79.0%	0.0%	Not avail	☐
	Ensure the Corporate Standards for People Connect are met by Education Resources within agreed timescales	Within Education Resources the PDR cycle commences in August in line with the school year and the Resource Plan. PDR meetings are continuing to take place with employees, including discussing training plans.	Green	---	---	---	---	---

Increase involvement in lifelong learning

Deliver services and programmes through the Community Learning Partnership to further improve literacy and numeracy skills among young people and adults

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Increase involvement in lifelong learning for young people and adults	Increase the number of learners involved in literacy and numeracy programmes	By the end of Quarter 2, 2,678 adult learners were participating this represents good progress against the year end figure for 2010/11 of 3,522. On course to achieve by the end of Quarter 4.	Green	3,522	2,678	3,208	3,522	↑
	Produce a new Adult Literacy and Numeracy Strategy for 2011-2014	The Adult Literacy Strategy was the subject of public consultation, approved by Education Resources Committee in September and will be formally launched by the end of 2011.	Green	---	---	---	---	---
	Produce a new English for Speakers of Other Languages (ESOL) Strategy 2011-2014	ESOL Strategy has been in the public domain for consultation and will be put to Education Resources Committee for approval in November 2011.	Green	---	---	---	---	---
	Provide an additional 200 places through Universal Connections Services to develop literacy and numeracy skills of young people	Increased support through Active Breaks and Universal Connections programmes has resulted in a further 137 young people engaging in literacy and numeracy activity.	Green	200	137	771	1,366	↑
	Increase overall participation levels of male carers in Home School Partnership activities by 10%	By the end of Quarter 2, 718 male carers had participated in Home School Partnership activities. This represents good progress against the year end figure for 2010/11 of 977. On target to achieve overall increase of 10% by the end of Quarter 4.	Green	10.0%	Not avail	0.0%	Not avail	○

Increase levels of achievement through learning for adults

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Increase levels of achievement through learning for adults	Increase the annual percentage of participants successfully completing an agreed programme of learning	By the end of Quarter 2, 3,336 participants had completed an agreed programme. Partner data has still to be added to this total. Full year percentage increase figures will be reported at the end of Quarter 4.	Amber	1.0%	Not avail	21.1%	7.0%	↓

Increase levels of achievement through community capacity building

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Increase levels of achievement through community capacity	Increase the annual percentage of people involved in decision making processes affecting their community	Report to be provided at Quarter 3.	Report Later	1.0%	Not avail	37.4%	33.8%	↓

Increase involvement in lifelong learning

Increase levels of achievement through community capacity building

Action building	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
	Increase the number of community groups receiving support	This is a new measure for 2011/12. To the end of Quarter 2, 171 individuals have received support through 19 groups. This year's figures will establish the baseline for measuring future performance.	Green	Not avail	19	0	0	↕
Take forward key aspects of engagement with young people as defined within the Youth Strategy	Increase the annual % of young people involved in decision making processes affecting their community	By the end of Quarter 2 a further 1964 young people have engaged in decision making processes within their community. These opportunities included: the Youth Partnership Survey, the Tenants Participation Strategy and the development of local Universal Connections Programmes as well as pupil council and community based forums.	Green	100.0%	45.3%	399.0%	114.5%	↓
Promote volunteering opportunities for young people and support them to become active within their community	Increase annually the number of young people actively involved in individual volunteering activities of 30 hours or more	By the end of Quarter 2, 1007 young people are actively volunteering in their community in activities such as leading sports activities, peer led education, and the delivery of programmes.	Green	1,650	1,007	0	1,609	↑
Recognise and celebrate the progress and achievement of young people	Take forward a range of awards ceremonies to publicly recognise the contributions of young people within their communities	A total of 16 celebration events took place by the end of Quarter 2. These included: Sportworx celebration, Youth Achievement Awards, Duke of Edinburgh Awards, Millenium Volunteers, S.O.S Event and Continuing On to Other Opportunies end of programme event.	Green	---	---	---	---	---

Increase levels of achievement through learning for young people

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Increase involvement in lifelong learning for young people and adults	Support increasing numbers of young people outwith school successfully completing and gaining nationally recognised qualifications	A further 1,317 accredited awards were gained. Young people continue to gain awards such as Youth Achievement Awards, Dynamic Youth Awards, Duke of Edinburgh Awards, First Aid, REHIS and Sports Leader Awards.	Green	1,055	1,317	1,434	1,897	↑

Increase involvement in lifelong learning

Increase levels of achievement through learning for young people

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Take forward key aspects of the community capacity building actions as defined within the Community Learning and Development Strategy	Improve Youth Partnership Survey satisfaction ratings of universal services	This measure will be reported in 2013 as it is part of the Youth Partnership Survey which takes place every 2 years.	Report Later	Not avail	Not avail	Not avail	61.0%	
Deliver digital media based workshops in film making and animation	Increase the range and availability of media based skills training programmes for young people	During Q2, a further 7 programmes have been delivered through the summer programmes. Young people have accessed new Macintosh software for film editing and Comic Life, and a media group has support the filming of the International Children's Games.	Green	---	---	---	---	---
	Implement a programme of core skills and communications development for young people	The Dharma virtual island has been created to facilitate core skill development and communications between young people across South Lanarkshire. This project links all of the Universal Connectors. Through training, development and engagement over the summer period, young people have shown increased confidence and self esteem in both their achievements and social interaction with others. 121 young people have been supported to register as a 'citizen' and explore the virtual world of Dharma.	Green	---	---	---	---	---




Improve health and increase physical activity

Engage all education establishments in the health promoting schools programme

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Ensure health promotion is embedded in the ethos and practice of all establishments and services	Ensure 100% of schools participating in Health Promoting Schools programmes	The Health Promoting Schools programme has concluded, and the target has been met. A 'Portfolio' has been developed and posted onto the South Lanarkshire Council GLOW site, to assist schools to move their Health Education Programmes from Health Promoting Schools to Health and Wellbeing within Curriculum for Excellence.	Green	100.0%	100.0%	100.0%	100.0%	

Improve health and increase physical activity

Engage all education establishments in the health promoting schools programme

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
	Increase the overall level of success in Health Promoting Awards in establishments	The award scheme has now concluded. Schools are working towards delivering Health and Wellbeing as part of Curriculum for Excellence.	Green	100.0%	100.0%	31.0%	63.0%	
Continue to work towards accreditation of Youth Learning Establishments as Health Promoting	100% of Youth Learning Establishments are recognised as health promoting	All facilities are recognised as Health Promoting. They are currently working on their Health and Wellbeing folders.	Green	100.0%	100.0%	100.0%	100.0%	
	Increase the percentage of young people stating health as 'very good' bi-annually	This measure will be reported in 2013 as it is part of the Youth Partnership Survey which takes place every 2 years.	Report Later	Not avail	Not avail	Not avail	43.0%	
Provide a range of physical, social and cultural activity for all children, families/carers within Learning Communities	Sustain the range of physical, social and cultural activities in Learning Communities	The Cultural Coordinator programme continues to provide a wide range of opportunities for young people and adults to engage in cultural activities. Programmes are more targeted towards vulnerable children and young people from early years to S6 and beyond. Activities have built on the successes of Creative Identities and Writing on the Wall from last year and include projects such as Mini Music Makers, Mr Fluffy for early years children, Artsnet, Historic Heros and Living History Scotland for the primary age range and an annual design project, Creative Identities and Writing on the Wall for secondary pupils. Pits, Ponies , People and Mines is a Heritage Lottery Fund project targeting ex-mining communities across South Lanarkshire and is currently at a development stage funded by HLF.	Green	---	---	---	---	---
	Develop a range of family/community based programmes in Learning Communities	The Community Learning and Home School Partnership Service has developed a wide range of opportunities for adult and family learning across the Council. Examples of programmes include: Play at Home, Strengthening Families, Speakeasy and targeted family learning opportunities.	Green	---	---	---	---	---

Improve health and increase physical activity

Engage all education establishments in the health promoting schools programme

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Implement key aspects of HALL 4 Improvement strategy	Support the implementation of key aspects of HALL 4 in all Early Years establishments	Vision screening on-going. Health & Nutrition Guidance was disseminated in May 2010 and ongoing training opportunities are now being provided by NHS Lanarkshire to support the guidance.	Green	---	---	---	---	---
	Implement a programme of support to Early Years establishments to assist in the development and implementation of health and wellbeing portfolios	Awareness sessions complete February 2011 for stand alone and partner provider nurseries. Follow-up presentations will be given in December 2011 by NHS Lanarkshire.	Green	---	---	---	---	---
Continue to progress health and well-being research	Plan, publish and distribute training programmes to support the implementation of 'Lessons for Living: Think Well, do Well' intervention programme	Evaluation of pilot study completed and results used to inform final programme manual and implementation of programme. Amendments of programme manual ongoing. Funding requested and agreed for publication. Preparation of resource items, including recording of CD for inclusion in manual. Attendance at European conference for Social Emotional Competence in order to establish best practice for implementation, sustainability and effectiveness of programme.	Green	---	---	---	---	---
Further develop 'Give Us A Break' within Education Resources	Identify opportunities within locality management structures to set up Give Us A Break groups	Report to be provided at Quarter 3.	Report Later	---	---	---	---	---

Improve lives of vulnerable children, young people and adults

Ensure national priorities for vulnerable children and families are addressed

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Progress key aspects of "Getting It Right for Every	Implement revised electronic single agency assessments (parts 1&2)	Report to be provided in Quarter 3.	Report Later	---	---	---	---	---

Improve lives of vulnerable children, young people and adults

Ensure national priorities for vulnerable children and families are addressed

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Child" in all establishments and services	Implement an electronic (SEEMIS Group) single agency and multi agency chronology	Implementation of chronology is now at the testing stage and on schedule for completion. Heads of establishment were updated on progress at the end of September 2011.	Green	---	---	---	---	---
Take forward the key recommendations of Validated Assisted Self-Evaluation (VSE) within Education Resources	Identify and share best practice, for example in supporting vulnerable young people, and ensure that establishments, Learning Communities and services are more consistent in using that best practice to support improvement	Validated Self Evaluation Action Planning groups formed to take forward key recommendations.	Green	---	---	---	---	---
Progress key aspects of the National Early Years Framework	Take forward key aspects of the Early Years Framework	Identified priorities are being addressed by all Early Years establishments e.g. qualifications, GIRFEC, Curriculum for Excellence, Together We Can, Outdoor Play/Learning.	Green	---	---	---	---	---
	Ensure an effective contribution to the development of the Early Years framework and 'Joining the Dots' in Early Years settings	Identified priorities are being addressed by all Early Years establishments e.g. qualifications, GIRFEC, Curriculum for Excellence, Together We Can, Outdoor Play/Learning.	Green	---	---	---	---	---
Take forward the 16+ Learning Choices initiative	Provide up to 100 More Choices More Chances 16+ places within the H20 "Heading to Other Opportunities" and CO3 "Carrying On to Other Opportunities" programmes	A total of 60 young people took a place on H20 and CO3 between April and September 2011.	Green	100	60	0	136	↑
Provide alternative diversionary activities for young people	Increase the number of young people participating in Youth Learning Service diversionary activities	3,943 young people took part in positive alternative diversionary activities provided through summer programmes, area based provision and targeted provision. Year end figure for 2011/12 will provide baseline for future measurement of performance.	Green	Not avail	3,943	0	0	↕
Enhance the range of support available to support children within the ASN sector	Take forward a comprehensive review of communications and data information within the ASN sector	The Additional Support Needs Resource Team has been completed in the first quarter.	Green	---	---	---	---	---
Contribute to the South Lanarkshire Parenting Strategy	Contribute to the South Lanarkshire Parenting Strategy	Report to be provided at Quarter 4.	Report Later	---	---	---	---	---

Improve lives of vulnerable children, young people and adults

Ensure national priorities for vulnerable children and families are addressed

Action	Measures <i>(non statistical measures shaded grey)</i>	Comments / Progress	Status	----- This Year -----		----- Previous Years -----		
				Target	To date	2009/10	2010/11	Trend
Further develop the effectiveness of Psychological Services delivery	Explore opportunities to extend the use of Psychological Service schools consultation model with partners	Exploration of consultation design underway, including assessing impact of process in other Psychological Services in Scotland. Planning meeting to feedback findings to Research and Evaluation in October 2011. Consultation process to begin in Quarter 3.	Green	---	---	---	---	---
	Continue with the piloting and development of the Early Years Framework of Assessment and Intervention for Attachment and Resilience (FAIAR) and consult on the final draft with key partners to plan for publishing, distribution and training	Pilot nearing completion. Additions and improvements in programme resources have been developed in response to feedback from previous pilots. Rigorous evaluation measures have been developed for the programme. There is a publication plan in place. Plan for the initial roll-out of the programme is being developed. Current research on successful engagement of 'hard-to-reach' families is being used to inform how the programme will be rolled out.	Green	---	---	---	---	---