
People Services Scrutiny Committee – 10th March 2016

Report of the Strategic Director People

Dudley School Improvement Alliance Delivery Plan

Purpose of Report

1. To report on the School Improvement Alliance Delivery Plan

Background

2. The establishment of the School Improvement Alliance across Dudley is a reflection of the emerging system led, profession driven landscape of school improvement. The School Improvement Alliance has a clear focus upon improving educational outcomes and upon ensuring that children's potential is maximised and achieved. This includes children in all schools - maintained schools, trusts and academies.

Every school in Dudley will benefit from being an active member of the School Improvement Alliance. The landscape of school improvement is changing. School to school support and collaborative approaches are now actively encouraged by the Department for Education and Ofsted and will become an increasingly important component of school improvement in Dudley. The School Improvement Alliance is made up of Head teachers representing all phases (Primary, Secondary and Special) and Local authority officers from across Dudley.

3. The School Improvement Alliance forms a key part of the Local Authority's School Improvement Strategy. This sets out a clear vision for how we will improve educational outcomes for all schools – of all types – across Dudley. The Strategy includes an analysis of performance and educational outcomes and will be presented to overview and scrutiny. This Strategy embraces all schools across the Borough. It will be punchy and dynamic.
4. The School Improvement Alliance has a clear remit:
 - To agree the vision of the School Improvement Alliance and its implementation via the evaluation of school improvement strategies in the Borough;

- To develop and regulate an effective systematic approach to addressing under performance in schools or the system;
- To promote the sharing of excellence in learning across the Borough; and,
- To develop and sustain effective leadership, including governance, across the Borough.

It has identified through data analysis three key priorities:

1. Leadership and management - including Governance
2. Pupil Premium and closing the gap
3. Mathematics

5. Having identified key priorities through data analysis the School Improvement Alliance has begun to establish targets and milestones for these priorities and how they might best be delivered in the form of a delivery plan. This delivery plan will be an important component of our School Improvement Strategy. Many collaborations between schools exist already across Dudley and more are under development. That growth will be nurtured and developed further through the work of the School Improvement Alliance.

In drafting this delivery plan the School Improvement Alliance has wanted:

- to consider how the School Improvement Alliance can best engage school leaders and LA colleagues to take advantage of new opportunities for collaborative and partnership working to support one another effectively.
- to explore existing and potential models and ways of working (appropriate to the context of Dudley) which ensure that every school is able to work collaboratively to get the support it needs – and/or to support others.
- to build on what already works effectively within the Borough, and to develop an approach to school improvement which is shaped by school and LA leaders working collaboratively for the common good.

Progress with this delivery plan and the plan's impact measures will be carefully monitored the School Improvement Alliance.

6. Working parties for each priority area made up of members of the School Improvement Alliance have begun work on drafting the detail of this delivery plan.

The Delivery Plan has four components:

1. Leadership and management - including Governance;
2. Pupil Premium and closing the gap;
3. Mathematics;
4. Administration and communication around the Delivery Plan.

7. The objectives of the Leadership and Management – including Governance Delivery Plan are:

1. To improve the quality of leadership and management of schools in order that the proportion of Ofsted judgements improves consistently across all phases; and
2. To improve the quality of governance in order that all governing bodies are judged good or better.

8. The objectives of the Closing the Gap – Pupil Premium Delivery Plan are to close the gap in attainment of disadvantaged pupils and their peers across Dudley via:

1. Ensuring all schools comply with regulations in respect of reporting Pupil Premium;
2. Identify existing good practice within the Borough that can be shared with colleagues Borough-wide;
3. Bringing colleagues (school staff, governors and Local Authority Officers) up to date with respect to current national thinking regarding Pupil Premium and further develop the understanding of School governors in respect of their responsibilities; and,
4. Generating opportunities for school colleagues to share revised practice in the light of 3 above and to develop strategies for no-going conversations with regard to the use of Pupil Premium.

9. The objectives of the Mathematics Delivery Plan are:

1. To raise standards of achievement within the area of mathematics for all pupils;
2. To develop links with providers to enable access to the supply of good quality maths teachers;
3. To coordinate opportunities to improve the quality of maths teaching across the borough – including training, networking, succession planning and professional development.

10. The objectives of the Administration and Communication Plan are:

1. To identify and deliver mechanisms for the sharing of good practice across the borough within each of the three identified priorities;
2. To ensure the smooth delivery of the three identified priority plans; and,
3. To ensure all stakeholders feel appropriately engaged with the Delivery Plan;

11. The School Improvement Alliance Delivery Plan clearly links to and will be a key driver of our Values and Behaviour Framework. The School Improvement Alliance will nurture and strengthen:

- Accountability – to be transparent and open about what we are doing;
- Determination - to get it right for our young people and their families;
- Empowerment and Respect – to listen to and empower colleagues across all our schools;
- Excellence – to strive for excellent educational outcomes in all we do;
- Simplicity – to communicate clearly and directly; and,
- Working together – collaborating as one Borough and one learning community partnership.

Finance

12. Within the People Directorate, the Lead for Education Outcomes officer has responsibility for budgets which enable the Local Authority to fulfil the statutory obligations concerning Schools Causing Concern. The base budget available for 2016/17 is as follows:

- Schools Causing Concern £108,300
- School Development £204,900

13. The funding outlined above will be used to implement both the Dudley School Improvement Strategy which was outlined in a Cabinet Report issued at the 28th October 2015 Cabinet Meeting and will also support the School Improvement Alliance Delivery Plan proposed within the current report. It is not envisaged that additional funding will be required in excess of resources already identified.

Law

14. “Section 111 of the Local Government Act 1972 empowers the Council to do anything calculated to facilitate discharge of any of its functions”.

Equality Impact

15. The Council's Equal Opportunities Policy is taken into account when considering the allocation of resources.

Recommendations

16. It is recommended that the Scrutiny Committee support work of the School Improvement Alliance through its Delivery Plan across Dudley.



.....

Tony Oakman
Strategic Director People

Contact Officer :

Name: Paul Harrison

Title: Interim Lead Adviser Primary, Learning Outcomes Team

Telephone: 01384 818136

Email: paul.harrison@dudley.gov.uk