

## Guidance on the role of the Regional Improvement Lead

- Will demonstrate excellent educational leadership to deliver the top priority of excellence and equity for every child within the region. Strong and collaborative leadership, at all levels, across the education system, will be key.
- Will make links to other areas of children's services to ensure there is effective collaboration and joint working, putting children and young people at the centre of all our improvement efforts.
- Will have a strong understanding of the context across the region, a clear picture of local strengths and need, and demonstrate an improvement approach that is intelligence and data led.
- Should ensure that improvement activity is focused on the most effective, evidence based, interventions and that it progresses with pace and impact.
- Should have the highest levels of credibility, visibility and educational strength and expertise in order to motivate and inspire change and improvement. These improvements should be embedded and sustained.
- Will have strong influencing skills and the tenacity to persevere when a range of views and challenges emerge from different partners engaged in the collaborative.
- Will (in collaboration) be responsible for the Regional Improvement Plan that covers the agreed functions, with a clear focus on the key improvement priorities in the region, the National Improvement Framework drivers, and specifically on the work that is needed to close the attainment gap. The Plan must also be designed in a 'bottom-up' manner, based on the needs and improvement priorities of schools and must be approved by the Chief Inspector of Education Scotland. This plan should be finalised by January 2018.
- Will (in collaboration) be responsible for a 'workforce plan' to be developed alongside the Improvement Plan. The Workforce Plan will be assessed to ensure that it will deliver the full range of activity within the Improvement Plan, at pace. As many staff as required need to be deployed full-time or close to full-time, in order to achieve the relentless focus on improvement as set out in the functions of the Regional Improvement Collaboratives. All contributors will have a role to play in the staffing (including Education Scotland) and the Chief Inspector must agree the Workforce Plan.