

[redacted - out of scope]

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**From:** [redacted]  
**Sent:** 03 June 2019 09:12  
**To:** [redacted]  
**Subject:** Forth Valley and West Lothian Regional Team Update

**\*MESSAGE FROM [redacted]\***

Good morning all

I hope you had a good weekend. I'm going to start this week's update with a few thank yous. Thank you to everyone for changing their e mail signature to reflect the team and the sector. I've already had positive feedback about it from external colleagues. Thank you also for keeping me up to date with developments in the local authority and the region. This has been helpful when discussing with Directors the range of support we are currently or likely to be providing. I would also like to thank [redacted] and [redacted] for taking forward specific asks and finally to all of you for getting on board with the new ways of working and trialling the Regional Team space. I'm looking forward to developing my skills.

It has been brought to my attention that the Note of Visit is limited in its usage at this stage. I understand that this is being worked on.

I have now met with 3 of the Directors and we are keen to develop the partnership. We are looking to have a joint day with all of us sometime in the summer, to discuss and plan next steps. Health and Wellbeing is the next workstream to be developed and it will be exciting to be involved from the beginning.

I have attached the team list for your information and I have shared this with Directors. This can be circulated with the caveat that staffing does change and so may be subject to some changes and of course once we appoint the vacancies it will be updated. |

I'm working my way meeting individuals in the team and discussing current workload, future plans and line management arrangements. Our next stage is to transfer line management within the team so that synergies can be developed.

Just a reminder that I'm meeting all the Directors on 17<sup>th</sup> June and it would be good to have a brief update on any meetings that have taken place by then and areas that you have identified to work in partnership.

Happy to discuss further.

Have a good week.

[redacted]

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[redacted] | Senior Regional Advisor – Forth Valley and West Lothian | Education Scotland | Foghlam Alba

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[redacted - out of scope]

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**From:** [redacted]

**Sent:** 10 June 2019 09:34

**To:** [redacted]

**Subject:** FV and WL Regional Team Update

**\*MESSAGE FROM [redacted]\***

Good morning all

I hope you all had good weekend. There's been a lot of positive work going on and it's great to see that you are making contact in the authorities and with the RIC Development Officer [redacted]. Can I please ask that you populate the Excel spreadsheet on the team space with meetings that you have? that means everyone can see who is meeting when. We will discuss this in more detail at our team day.

I've now met with most of you and have discussed line management arrangements – some of you are still on probation but I've let you know who your line manager is likely to be. Please do take time get to know each other and your areas of work. There is also a Bio space on the team page so again it is helpful if you can put something together. This will be beneficial for all of us as we get to know each other.

At the last SRA team meeting, all SRAs agreed that as a matter of courtesy anyone working in another team must let the SRA know and cc their own SRA. We are working on protocols for this and will shortly have something out to everybody.

I'm currently working on our team day programme and have put together an outline of the team page under Notes. Please see the Notes as I have asked for an input from all of you. A quick reminder that I am meeting the FV and WL Directors on 17<sup>th</sup> June, if there's anything I should be aware of or you wish me to raise please let me know.

Have a good week.

Best wishes

[redacted]

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**[redacted]** Senior Regional Advisor – Forth Valley and West Lothian | Education Scotland | Foghlam Alba

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[redacted - out of scope]

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**From:** [redacted]  
**Sent:** 18 June 2019 10:48  
**To:** [redacted]  
**Subject:** Forth Valley and West Lothian Regional Team

**\*MESSAGE FROM [redacted]\***

Good morning

I hope you are all well. A few updates this week. Firstly thanks again to everyone for connecting with local authority and RIC staff. I anticipate that this is helping to shape your understanding of the work that is going on and how you can bring the national perspective to the regional work. At this stage this is an intelligence gathering period and specific requests for help should be in line with RIC identified priorities and at local authority level with evidence of need. I look forward to seeing your slides for the 25<sup>th</sup> June which will help us to think about our own planning.

I attended the Directors meeting yesterday where [redacted] provided an update on progress of the RIC. I'll talk in more detail about that at our meeting. There was a lot of positive feedback on the meetings you have had. It was agreed that post summer we will have a joint meeting with us and the RIC team, whereby we will do short presentations on our areas of expertise. Again something for us to think about, on how we would wish to present that in an engaging way.

Thanks to [redacted] for taking on the baton on our team space. I look forward to hearing about developments and certainly feel this is an opportunity to develop my skills.

I've met with most of you now which has been good and I appreciate your updates on your meetings and plans. They are helping to keep me informed of our work in the area.

As I've mentioned to you, line management arrangements will be put in place over the course of the next few weeks. Please let your new line manager know when your EYR is completed so that they can contact your existing line manager to transfer you. These transfers should be complete by July at the latest. For those on probation dates will differ.

I'll be in touch with C2s shortly, asking for annual leave dates to be shared so that information on who is available from the management team over the summer is accessible. I will also appoint an officer in charge in my absence, so that should any issues arise you have a point of contact.

I'm very much looking forward to seeing you all next week.

Have a good week.

[redacted]

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**[redacted]** Senior Regional Advisor – Forth Valley and West Lothian | Education Scotland | Foghlam Alba

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[redacted - out of scope]

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**From:** [redacted]

**Sent:** 21 June 2019 14:06

**To:** [redacted]

**Subject:** Forth Valley & West Lothian Regional Team Meeting

Colleagues,

I attach the programme for the Regional Team meeting to be held in Denholm House, Livingston (large meeting room) on Tuesday 25 June at 09:30 hrs.

Kind regards.

[redacted]

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[redacted] | Business Support Assistant | Education Scotland | Foghlam Alba

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**Education  
Scotland**  
Foghlam Alba

**Forth Valley and West Lothian Regional Team Day  
Denholm House, Large Meeting Room  
Tuesday 25<sup>th</sup> June 2019**

**Programme**

**9:30 Coffee and Welcome**

**9:45 Reflections**

**10:00 Scene setting :**

- **Communication – internal and external**
- **Relationship building/role modelling**
- **Priorities and planning**
- **Team structure**

**11:00 Team members presentation and discussion**

**12:30 LUNCH**

**13:00 Digital presentation**

**13:40 Discussion**

**14:00 CLD Regional Profile**

**14:40 Discussion**

**COFFEE BREAK**

**15:00 Reflections, Questions and answers**

**15:30 Next steps**

**16:00 Plenary**

[redacted - out of scope]

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**From:** [redacted]

**Sent:** 26 June 2019 12:22

**To:** [redacted]

**Subject:** FV and WL Regional Team Update

**\*MESSAGE FROM [redacted]\***

Good afternoon all

Many thanks for a very productive and enjoyable day. I gained a really good insight into the work of the team and am looking forward to building on the work we began to touch on yesterday.

Just a couple of key things I thought would be helpful to share:

- The meeting on 5<sup>th</sup> July will now be held in Denholm rather than VQ. A room became available.
- Part of the morning will be developing digital skills/one note
- Part of the day will also be about planning including individual work plans and RIT plans
- We will also discuss content for future meetings going forward and calendar of meetings

I'll circulate the comments from the post it notes once typed up. I'm meeting with C2s ,which I'll now start to refer to as our management team, next week and we will then send out a program. am keen to hear your thoughts and comments about yesterday and about future meetings.

Quick reminders of yesterday's actions:

- Maintain use of the excel spread sheet and the note of visit
- Be mindful of internal and external communications – twitter etc
- Build relationships – be courteous, be kind
- Keep me in the loop, double up where you can, alert SRAs and cc me if you are going into other authorities

- Our meetings will start 9:30 prompt and we will adopt a no phones no e mails protocol so that we can get the best out of the meeting (there will be exceptions which cover urgent matters, hopefully they will be the exception rather than rule)

I look forward to seeing you all in Livingston next week.

Enjoy the rest of the week.

Best wishes

[redacted]

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[redacted] | Senior Regional Advisor – Forth Valley and West Lothian | Education Scotland | Foghlam Alba

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**Forth Valley and West Lothian Management Team Meeting**

**Wednesday 3 July 2019 at 15:30 hrs**

**Programme**

1. Annual leave – officer in charge	 [redacted - out of scope]
2. Feedback from Clacks meeting	
3. Discussion on regional day and feedback from team	 Forth Valley and West Lothian ...
4. Content of 5 <sup>th</sup> July – including format – learning sets?	
5. SLF /RIC involvement	
6. C2 meetings – format, frequency and content	
7. AOB	

[redacted - out of scope]

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*[Faint, illegible text]*

Forth Valley & West Lothian Regional Team Meeting  
25/06/19 comments

Positive	Areas of concern
<ul style="list-style-type: none"> <li>• Learning about different areas of Ed Scot</li> <li>• More holistic approach when working with schools because of this shared knowledge and understanding</li> <li>• Quick connections made with other team members to share intelligence</li> <li>• Positive meeting with RIC DO and literacy and numeracy leads</li> <li>• Starting a new journey when everything is new has been comforting as I am learning <u>with</u> everyone else</li> <li>• Meeting and working with new people</li> <li>• Shared contacts and avoiding duplication of meetings</li> <li>• Able to tap into existing knowledge of Forth Valley and West Lothian of people who know it well</li> <li>• Bringing consistency to team approach and organisational approach</li> <li>• Team is trying and will to work/do new things</li> <li>• New team dynamics</li> <li>• Learning about areas I didn't know about</li> <li>• It's been so nice to link up with RIC colleagues</li> <li>• Has made me think about areas that I previously hadn't been involved in – because others are asking me questions</li> <li>• Strong welcome to the team and wider teams within ES</li> <li>• Opportunity to maintain “sleeves rolled up” approach directly with schools</li> <li>• Supporting an area I enjoy working in</li> <li>• A joined up approach <u>should</u> lead to less time wasted</li> </ul>	<ul style="list-style-type: none"> <li>• Communication about all areas of work</li> <li>• Managing expectations of external stakeholders</li> <li>• Clarity of roles between different grades</li> <li>• Needing to be clear on other areas of work when asking questions to attempt to “broaden the lens”</li> <li>• How we make a difference at regional and local level</li> <li>• Establishing working practices that allow for regional delivery model alongside national priority areas of work</li> <li>• Messy</li> <li>• Unclear</li> <li>• Bureaucracy</li> <li>• Meetings – lots of</li> <li>• Relationships with external staff. Will they value ES contribution?</li> <li>• Balancing work demands between teams</li> <li>• Ensuring that national and regional working can continue harmoniously and using expertise in a meaningful and useful way both nationally and regionally</li> <li>• Still worried about recording information in several different formats – I'm going to miss something at some point</li> <li>• I worry about the amount of time we've had to put aside for full day meetings. Would be nice to know what the content will be!</li> <li>• RIC priorities trumping all other work when I'm not sure of the place is well developed or known across RIC</li> <li>• Understanding what our regional offer will be</li> <li>• Communicating a core message about the role of the team</li> </ul>

- New colleagues and new connections
- Sharing of information
- Recognition of working with and for – this way of working supports that
- Working with wider team of colleagues
- Working with LA colleagues
- New responsibilities
- Closer working relationship with CLD partners in the region – better able to meet their needs
- Extending my current role
- Good to have others to speak to who have skills/abilities you don't have
- Exposure to a different way of working
- Better intelligence
- Opportunity to work with others across different areas
- Specialism to support schools/establishments/LAs etc
- Help to overcome silo working and show joined up approach

- Time to share what we're doing day-to-day/filling out visit spreadsheet to see overlaps
- National work & work in other regions
- Retrospective note of visit filling?
- Understanding where we fit into the bigger picture
- Am I keeping up with the pace of change in the RIC?
- How will RIC work be balanced with Nation work (especially when a national team is at a point of transition)
- Still a bit concerned about remit details in particular national and regional obligations and time spent addressing both effectively and efficiently
- Duplication of information to be shared
- This is a new way of working for everyone – we have a chance to shape the how of that to be what people/system wants/needs

## **Forth Valley & West Lothian C2 Management Meeting**

**A meeting will be held on Wednesday 7 August 2019 at 14:30 hrs**  
**Endeavour House, Quiet Room 2**  
**Optima, Highlands 1**  
**Denholm House, Small Meeting Room**

1. Apologies
2. Format of 29<sup>th</sup> August
3. Attainment results
4. Clacks offer/support
5. RIT plan
6. Review of RIC plan
7. New posts
8. Annual leave
9. Head of Scrutiny appointment
10. Data (local and national)
11. Updates from any of the workstream groups from the RIC
12. Refreshed narrative for CfE
13. Any other business
14. Date of next meeting

[redacted - out of scope]

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**From:** [redacted]  
**Sent:** 12 August 2019 12:33  
**To:** [redacted]  
**Subject:** FV and WL Update

**\*MESSAGE FROM [redacted]\***

Hello all

I hope you have managed to have a good break. I thought it might be helpful to do a quick round up of a couple of things to bring everyone up to speed.

I have had some very good feedback on your meetings with regional and local staff. Hopefully having now met with individuals and had a look at their plans you will be in a good position to begin to formulate the kind of offer you can support staff with. The team site should still be used and please keep using the excel spreadsheet. I hope you have fed any comments back to [redacted]/[redacted] for the Note of Visit tool as it is still under development.

On the 18<sup>th</sup> September at St Margaret's Academy 11-3:00 p.m. we will have a joint meeting with FV & WL colleagues. Can I ask that you please prioritise this meeting. Following on from 18<sup>th</sup> September I would hope that we would agree the actions that we will deliver. With that in mind please re visit our team plan and fine tune any actions.

On 22 August we will get a chance to have some time in our regional team to discuss the Curriculum refresh and the broader context that we are working in.

On 29 August [redacted] and [redacted] will join us for the morning and we will discuss Phase 3 of the RIC plan. At present the report for Phase 2 is being developed, once we have sight of that it will help us in our planning. A peer review session will take place between FV & WL and the West Collaborative on Phase 3 of RIC mid-September.

The management team of FV and WL have now met twice and we are able to have a better overview of work being developed, we are also developing strong communication lines which will also assist you in your daily work to be kept on the loop. We will meet fortnightly and if you

require anything to be tabled please ask your line manager or a member of the management team.

We will soon have two new attainment advisors and a NIF Coordinator joining the team September/October. [redacted] will be in touch looking for opportunities to meet with the new recruits and for you to suggest some meetings that they could observe/shadow. The SEO Inclusion remains a vacancy at this point.

I hope you all have a good week and I look forward to seeing you on 22 August if not before.

Many thanks

[redacted]

---

[redacted] | Senior Regional Advisor – Forth Valley and West Lothian | Education Scotland | Foghlam Alba

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## **Forth Valley & West Lothian C2 Management Meeting**

**A meeting will be held on Monday 19 August 2019 at 14:30 hrs**  
**Endeavour House, Conference Room 1**  
**Optima, Quiet Room 3**  
**Denholm House, Meeting Room 2**

1. Apologies
2. Format of next Forth Valley & WL meeting 29<sup>th</sup> August
3. Induction for new AAs
4. RIC Phase 2 report
5. Joint RIC/RIT event 18<sup>th</sup> September
6. Updates from any of the workstream groups from the RIC
7. Data Analysis
8. Any other business
9. Date of next meeting – Thursday 29 August – 14:30 hrs

**[redacted - out of  
scope]**

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**From:** [redacted]  
**Sent:** 20 August 2019 10:49  
**To:** [redacted]

**Subject:** FV & WL Team Day 29th August

**Categories:** Orange Category

**\*MESSAGE FROM [redacted]\***

Good morning all

In preparation for our team day on 29<sup>th</sup> August, I wanted to give you advance notice of the structure of the day.

The majority of the morning session will be devoted to [redacted] and [redacted] for presenting on the next phase of RIC Plans. I will hopefully have a slide with our organogram and you can introduce yourself and your area of work.

We would also like to have some discussion on progress towards closing the poverty related gap through the RIC. You may wish to think about some questions you'd like to ask of [redacted] and [redacted] in relation to the feedback you have had so far from your meetings and evidence gathered.

Can I also please ask that you revisit the draft team plan and update with any proposed actions as we may discuss these on the day.

After lunch we will have the opportunity to have a round robin on updates from team members on the work undertaken over the course of the summer.

The management team will meet @ 2:30 p.m to discuss our team plan and begin discussions and planning for the 18<sup>th</sup> September joint event. Any suggestions you have for that event please let us know.

I look forward to seeing you.

Best wishes

[redacted]

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[redacted] | Senior Regional Advisor – Forth Valley and West Lothian | Education Scotland | Foghlam Alba

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**[redacted - out of scope]**

**From:** [redacted]  
**Sent:** 21 August 2019 09:41  
**To:** [redacted]

**Subject:** Forth Valley and West Lothian Team - Regional Team Day - Agenda - 29 August 2019  
**Attachments:** Forth Valley and West Lothian Team - Regional Team Day - Agenda - 29 August 2019.docx

Orange Category

**Categories:**

Colleagues,

Please find attached, draft programme for the Regional Team day to be held on Thursday 29 August. Any comments/feedback would be appreciated by **noon on Monday 26 August**.

Kind regards.

[redacted]

[redacted] | Business Support Assistant | Education Scotland | Foghlam Alba

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**Forth Valley & West Lothian  
Regional Team Day  
Denholm House, Livingston (large meeting room)  
Thursday 29 August 2019**

**Programme**

- 09:30 Arrival
- 09:45 Welcome and context setting
- 10:00 – 12:00 Input from [redacted] and [redacted],  
Forth Valley and West Lothian RIC  
**Discussion on:**
- RIC Phase 2 and Phase 3
  - RIC Planning
  - RIC Workstreams and Education Scotland leads
  - Future planning including 18 September joint event
- 12:00 – 12:30 Lunch
- 12:30 – 13:30 Team progress updates
- 13:30 – 14:30 Regional Improvement Team plan and data analysis

## **Forth Valley & West Lothian C2 Management Meeting**

**A meeting will be held on Thursday 29 August at 14:30 hrs  
Denholm House, Livingston Small Meeting Room**

1. Apologies
2. Format of next Forth Valley & WL meeting
3. Updates from any of the workstream groups from the RIC
4. Data analysis
5. Information sharing within the team
6. Developing the offer
7. Any other business
  - Support for exemplar development
8. Date of next meeting

**[redacted - out of  
scope]**

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**From:** [redacted]  
**Sent:** 30 August 2019 09:31  
**To:** [redacted]

**Subject:** Slides from ADES  
**Attachments:** ADES August 2019 GL sharing.pptx

**Importance:** High

**Categories:** Black category

**\*MESSAGE FROM [redacted]\***

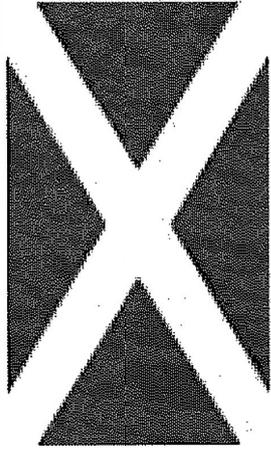
Good morning

Many thanks for an informative and productive team day. I hope that you found the data useful in beginning to understand the context of the Region. Please see attached slides from Graeme Logan's session with ADES. These will be very helpful in beginning to think about what we bring to the table and how we might use these for our joint day on 18<sup>th</sup> September.

Lots to think about.

Have a great weekend.

[redacted]



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## Key themes for the Government's programme going forward

- **Ending child poverty**
- **Improving wellbeing**
- **Climate change**
- **Inclusive, sustainable economic growth**

**Collective focus on the outcomes agreed through the National Performance Framework**

**Programme for Government publishing early September**



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## Key Opportunities, session 2019 - 2020

- **Vision and direction are clear – how can we make the most progress?**
- **Empowerment and collaboration**
- **Making the most of our collective spaces: Scottish Education Council, Curriculum and Assessment Board: how can we focus on improvement?**
- **Approaches to support and improvement are changing**



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## Some key Priorities, session 2019 - 2020

- **New narrative on Curriculum for Excellence**
- **Progress with the Scottish Attainment Challenge and considering what next (SAC 2.0?)**
- **Deeper analysis of NQ results 2019**
- **Assessment in the BGE**
- **Reviews: senior phase (curriculum, learning & teaching), additional support for learning**
- **Progress with reform, including career pathways**
- **Health and wellbeing (mental health, PSE review implementation, new school food regulations)**



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## 5 key areas for maximising progress with closing the poverty-related attainment gap

- **Additional, focused support** where it is needed most.
- **Specific approaches which are making the biggest impact** on improving children's progress are shared and reflected on
- **Data for improvement.** Ensuring that every school and every teacher can access an analysis of key data to drive improvement in learning and teaching
- **Embed successful approaches in to the curriculum.**
- **Increase our collective efforts** to improve the progress of children living in poverty



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## Major points of 'judgement' on progress in Scottish education

- **NQ results 2019**
- **PISA – December 2019 (scenario planning now)**
- **NIF annual report – December 2019 (including CfE levels)**
- **Audit Scotland review of educational outcomes (publishing spring 2020)**



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Steve Munby

# Imperfect Leadership

A book for leaders who  
know they don't know it all



Foreword by Michael Fullan

"THE SECRET OF  
CHANGE IS TO FOCUS  
ALL OF YOUR ENERGY,  
NOT ON FIGHTING THE  
OLD, BUT ON BUILDING  
THE NEW."

— SOCRATES

## Steve Munby 'invitational leadership'

- **Invite key colleagues to share what they think you should do in your new role**
- **What is working well and how can we improve our collaborative working across SG, ES, ADES and COSLA?**



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## **Forth Valley & West Lothian C2 Management Meeting**

**A meeting will be held on Tuesday 10 September 2019 at 11:30 hrs**  
**Optima, Quiet Room 3**  
**Endeavour House, Small Meeting Room**  
**Denholm House, Quiet Room 6**

1. Apologies
2. Outline of 18 September
3. Format of next Forth Valley & WL meeting
4. FVWL Follow-up meeting on 1st October
5. Updates from any of the workstream groups from the RIC
6. Networks and consultation groups
7. Education Scotland Ask
8. Data analysis
9. New recruits
10. Any other business
11. Date of next meeting

## **Forth Valley & West Lothian C2 Management Meeting**

**A meeting will be held on Tuesday 24 September 2019 at 12:00 hrs**  
**Endeavour House, Quiet Room 2**  
**Optima, Quiet Room 3**  
**Denholm House, Small Meeting Room**

1. Apologies
2. Feedback from 18<sup>th</sup> September
3. Update from Directors meeting
4. Attendance at 1<sup>st</sup> October meeting
5. ES RIC actions
6. Clackmannanshire data
7. Data analysis
8. Any other business
9. Date of next meeting – 11<sup>th</sup> October 2019

**[redacted - out of scope]**

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**From:** [redacted]  
**Sent:** 02 October 2019 07:38  
**To:** [redacted]

**Cc:**  
**Subject:** RIC meeting

**Categories:** Orange Category

Good morning team

I just wanted to say thank you for a very productive and successful meeting yesterday. I got some very positive feedback about the team. I know you have all, without exception, worked very hard to make this work and I really appreciate that.

The hardest part begins now, where we have to deliver. I'll meet with you all over the next couple of weeks to discuss your work stream role in detail and the support I can give you.

Thanks again. Enjoy your day.

[redacted]

Sent with BlackBerry Work ([www.blackberry.com](http://www.blackberry.com))

**[redacted - out of  
scope]**

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**From:** [redacted]  
**Sent:** 08 October 2019 10:10  
**To:** EdS : Forth Valley Team  
**Subject: Attachments:** RIC newsletter  
Autumn Newsletter 2019 (1).pdf

**Categories:** Black category  
**Tracking:** Recipient  
EdS : Forth Valley Team

Hi all

Please see attached from [redacted] which has been distributed to LAs.

Thanks

[redacted]

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**[redacted]** Senior Regional Advisor – Forth Valley and West Lothian | Education Scotland | Foghlam Alba

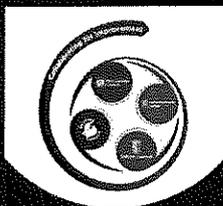
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## Welcome

The next phase of our Regional Improvement Plan is underway and new Executive and Operational plans will be sent to all schools in the next few weeks.



Forth Valley and West Lothian Improvement Collaborative  
Regional Improvement Plan  
2019-2020  
Follow us @ FVWLinc  
<http://www.fvwlinc.org.uk>

The RIC Team continue to develop new ways to facilitate collaboration and for example, are planning a series of themed conferences throughout the session to bring practitioners together from across Forth Valley & West Lothian.

We have established RIC Head Teacher meetings 4 times per session and are supporting developing networks through our CLPL programme. All schools are part of regional neighbourhood groups and are being supported to work on quality improvement together.



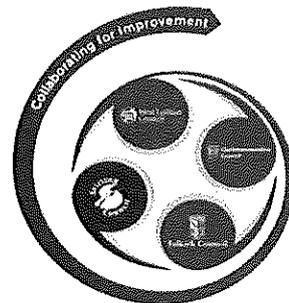
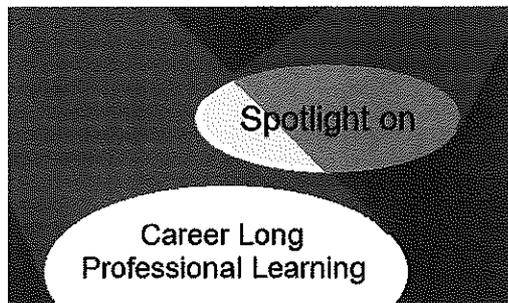
Please have a look at the CLPL programme and the areas of focus – Numeracy, Literacy and Early Learning and Childcare. The FV&WL Blog provides lots of detail about the wide range of projects being undertaken. To find out more and get involved, contact the work stream leads.

Best wishes

Siobhan McGarty, FV&WL RIC  
Development Officer

# NEWSLETTER

Autumn Edition October 2019



## Career Long Professional Learning Workstream

The aim of this work stream is to develop professional learning that will bring together national expertise, research and effective practice.

This approach will utilise and enhance the talents of colleagues at all levels across the collaborative in order to:

- offer a high quality and sustainable CLPL programme for colleagues which increases attainment and achievement outcomes, with a focus on closing the poverty related attainment gap
- support colleagues across Forth Valley and West Lothian to collaborate on improvement, share best practice and improve outcomes for pupils
- help to build a self-improving education system, where a culture of collaboration and empowerment is evident throughout, and where there is the capacity for staff to self-evaluate for improvement.

The CLPL programme in 2019-2020 has more than trebled the number of opportunities for colleagues compared to 2018-2019. This means that we have significantly increased our partnership working in order to enhance the already strong offer of CLPL from Clackmannanshire, Falkirk, Stirling and West Lothian. The programme itself has been constructed in view of a range of data from all four authorities as well as taking account of national priorities.

**Please find the CLPL Programme for 2019-2020 [here](#).**

By clicking on the title link you will be able to find out more detail about each of the courses.

We are always looking to improve our offer! If you have an idea about something you think should feature in our 2020-2021 offers please let us know by completing this [form](#).



The Forth Valley and West Lothian RIC will be using CPD Manager to manage the collaborative CLPL offer. Full access to this system for each authority

is being funded by the collaborative. Falkirk are already using CPD Manager to manage their programme and will continue to access authority and regional opportunities as before. It has been agreed by Clackmannanshire, Stirling and West Lothian that they will also start using CPD Manager.

CPD Manager is a bespoke application, developed by working closely with colleagues from 12 Scottish local authorities. The database has been constructed to hold information about CPD training opportunities, the establishments, the staff located in these establishments, course applications, attendance, evaluations, staff CPD Plans and CPD Records.

More details about the company that own CPD Manager, Gateway, can be found at their website – <https://www.ceg.org.uk/>

Key advantages of using this system as a collaborative include:

- the opportunity to share resources and expertise more effectively
- accessibility and ease when managing PRD records and applying for courses
- a wider range of reporting available for Coordinators, authorities and the collaborative
- greater analysis of CLPL programmes across the collaborative
- a linked-up system so staff can easily submit their Professional Update.

## Implementation

1. Staff data files will be released and uploaded to CPD Manager as soon as Directors and HR have approved the Data Protection agreement.
2. Accounts will be created and Coordinators will receive an email including their login details.
3. Coordinators then issue login details for staff.
4. Staff will receive emails with their own login details and can start using the system immediately.

Tutorial documents and FAQs have been created by CPD Manager to support colleagues as they engage with the system. In the experience of Falkirk there was no requirement for formal training for users of the system during the CPD Manager rollout. For all of this support, and to learning more about CPD Manager use this [link](#).

## FAQs

### How to sign up?

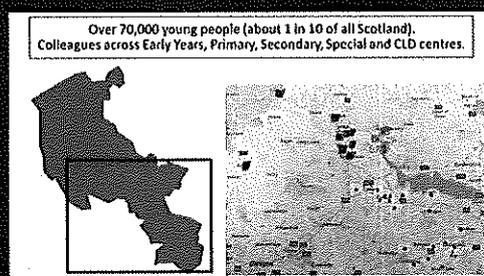
When CPD Manager goes live, please begin signing up for courses in October and beyond. During this transition period you are also able to sign up for courses by a form which is at the bottom of the course descriptor in the blog.

### What if I can't get on the course?

Unfortunately, we have limited capacity with our CLPL offer. Colleagues may be put on a waiting list at first so that a fair distribution for each authority can be organised. An expectation is that participants to our courses will share their learning with others around them. We will also create records of our training on the blog.

### Why are so many of the sessions in Camelon Education Centre?

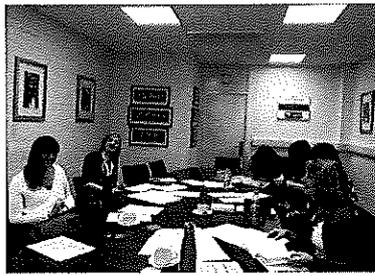
This map which shows the location of Secondary cluster groups across the region ([see map](#)). In order to limit transport time for colleagues we chose Camelon Education Centre because of centrality.



### Why are some of the courses for a target audience?

This is mainly based on expertise and experience of facilitators or relevance of content. We are making the course descriptions as clear as possible to ensure that participants get the most out of their sessions. Once again, if you would like to suggest a course that should be included in the future contact us [here](#).

# Literacy Workstream



# Reading Recovery

As the RIC is already engaged in Reading Recovery training, the Reading Recovery Centre in East Renfrewshire is offering RIC Primary HTs an opportunity to participate in the observation and discussion of a live Reading Recovery lesson. The session will allow HTs to develop an understanding of the Reading Recovery intervention and the benefits it can have for both practitioners and learners.

The Centre has to limit sessions to a maximum of 10 Headteachers because of space limitations, but is offering the RIC two sessions.

**Live lesson dates:**  
Friday 15th November  
Friday 17th January

Please contact RIC Literacy Lead Lindsey Duncan if you are interested in attending one of the sessions.

## Contact Us

[lindsey.duncan@westlothian.gov.uk](mailto:lindsey.duncan@westlothian.gov.uk)

## Follow Us



[@FVWLricLiteracy](https://twitter.com/FVWLricLiteracy)

## Recent Appointment

Welcome to Lindsey Duncan who took up her post as RIC Literacy Lead in July. Lindsey has been working with colleagues across the RIC and with Education Scotland, discussing the focus of Phase 3 of the RIC Literacy Plan.

## Literacy Plan Phase 3: 2019-2020

As a RIC the Literacy Workstream will be:

- taking to scale RIC approaches to building a reading culture
- engaging with research-based reading skills pedagogy via the establishment of a RIC Literacy Academy
- using the work of the Children and Young People's Improvement Collaborative to focus on language meets Literacy in Early Years
- engaging others with the reading moderation materials created as a result of last session's plan
- working collaboratively to create support for RIC moderation of reading.
- working with Scottish Book Trust on **Reading Schools**, a HGIOS4-linked Reading Accreditation tool for schools

## Reading Schools: HGIOS4-linked Reading Accreditation

25 schools across FVWLric have already been nominated by Authority leads to participate in the trial programme. Scottish Book Trust and the RIC Literacy Lead have hosted CLPL sessions in each authority to support the schools engaging with this new and exciting opportunity.



## Literacy Academy

The venue for the Literacy Academy where all RIC professional development training will take place is currently being decided. As soon as the venue has been agreed and made ready, CLPL sessions will begin.

## Planned CLPL for 2019-2020

CLPL sessions will focus on tools for reading and will be scheduled for mornings or afternoons. As soon as the Literacy Academy has been set up, the CLPL timetable will be shared.

## Reading Recovery Training

The RIC is funding four Reading Recovery training places at our closest Reading Recovery Centre. The twenty week training will be supported by accredited national trainers and practitioners nominated by their Authorities will work in their own schools while applying their learning. Opportunities for others to hear about their work and expertise are planned!

# Upcoming Numeracy Events

Event: 1stclass@number  
Venue: Numeracy Academy  
Date: 23.10.19  
Time: 9am – 3pm

Event: Highly Impactful Teaching at 2nd/3<sup>rd</sup> Level  
Venue: Falkirk HS  
Date: 23.10.19  
Time: 9:30am – 3:15pm

Event: 1stclass@number  
Venue: Numeracy Academy  
Date: 21.11.19  
Time: 9am – 1pm

Event: Maths Recovery Day 3/4  
Venue: Numeracy Academy  
Date: 26.11.19 & 27.11.19  
Time: 9am – 4pm

Event: Highly Impactful Teaching at Nat 5  
Venue: TBC  
Date: 27.11.19  
Time: 1pm – 3pm

Event: 1stclass@number  
Venue: Numeracy Academy  
Date: 4.12.19  
Time: 9am – 1pm

## Contact Us

CLlmcain@glowmail.org.uk  
peter.valentine  
@westlothian.org.uk



## Follow Us

@FVWLricNumerac1



# Numeracy Workstream

## Recent Appointments

The Numeracy Team are delighted to announce the appointment of two Numeracy Principal Teachers, Lynda Stewart and Mary Rendle who will support the development, delivery and evaluation of professional learning in Numeracy for staff across the FV&WL RIC to raise attainment and close the poverty related attainment gap. Lynda and Mary are both highly skilled practitioners and certified Maths Recovery Trainers. The knowledge, skills and experience they have to bring to the team will be invaluable. We are very lucky to have them and look forward to them joining the team.

## Numeracy Programme 2019-2020

The Numeracy and Mathematics Programme for Session 2019-20 has been finalised and shared with colleagues across the FV&WL RIC. Interest was very high with over 500 views on Twitter. Subsequently the training programmes have now reached capacity with practitioners across the FV&WL RIC enrolled to take part.



## Numeracy Academy

The venue for the Numeracy Academy where all professional development training will take place has been confirmed as West Calder High School in West Lothian.

## FV&WL RIC Numeracy Academy Twitter Page

The Numeracy Team are committed to strengthening and supporting collaborative working, innovation and the sharing of best practice between schools and across our education system. Please follow us at [@FVWLricNumerac1](https://twitter.com/FVWLricNumerac1) where we will keep everyone up-to-date with the latest news and developments from the Numeracy Academy.

## Numeracy Working Groups

The FV&WL RIC Numeracy Team are looking to enhance collaboration, networking and the sharing of effective practice by offering schools the opportunity to be part of a numeracy working group across the FV&WL focusing on either **Number Talks** (P1-P7), **Numberblocks** (P1) or **Numeracy Through Story** (Early – Second Level). If you have expertise in any of these areas of numeracy or are passionate about joining a working group to develop these within your establishment and collaborate across the FV&WL RIC then please contact Lynne McBain at or Peter Valentine who will be happy to provide further information or answer any questions you may have. Click [here](#) for further information.

# EYC Workstream

Each local authority has appointed a member of staff for one day per week to support the ELC actions set for session 2019-2020.

In addition to this, the 4 members of staff have been allocated to each of the other RIC workstreams i.e. literacy, numeracy, CLPL, performance and HWB to ensure that early years is reflected and supported. Their input and the impact on early years provision will be included in the individual workstream plans which will also ultimately contribute to the aim of the ELC workstream.

## Upcoming Events

### Early Childhood Education – Where Life Takes Shape with Prof. Ferres Laevers

On 5th November 2019 the FV&WL RIC are delighted to welcome Prof. Ferres Laevers to the Albert Halls, Stirling.

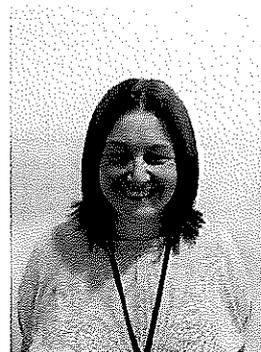
There will be a full-day conference comprising 7 parts including: environments; power of experiential adult style; monitoring quality. Prof. Ferres Laevers and Julie Moon will provide direct teaching with aspects of group work and tasks. The target audience are practitioners working with children 3-6 years.

A number of places are available to each authority. Please make contact with your authority if you are interested in attending. For more details about this event click [here](#).

## Meet The Team



My name is Sam McCulloch and I have worked in Early Years for over 15 years and I am passionate about outdoor learning and Froebelian practice. In my current role I am working as an ELC Support Manager and my remit includes supporting our Partner Providers and Childminders. I am excited to be working with other Early Years professionals as part of the RIC.



My name is Karen McLaughlin and for the past 9 years I have been an Early Years Head of Establishment with Stirling Council. I am delighted and excited to collaborate with colleagues across the RIC in my new post as Early Learning and Childcare RIC officer with a focus on Numeracy.



My name is Stacey McAllister. Alongside my role as Principal Teacher (Early Years), I have recently taken up the role as the RIC Early Years link. I will be looking at the development of tracking and monitoring within Early Years as well as working alongside the current CLPL sub-group.



My name is Elaine Craigen and I am a teacher with Falkirk Council. After teaching for 29 years which included 9 years in nursery, I am now based with the Central Team in Camelon providing support to Early Years settings. I am passionate about working with young children to help them to achieve the best possible outcomes.

Work Stream	Action by Education Scotland October 2019 to June 2020	ES Staff	Timeline	Outcome
Health & Wellbeing	Education Scotland will work alongside RIC and LA colleagues to scope current needs around HWB and ASN across the RIC. This will include working alongside RIC colleagues to establish a multi-agency steering group to complete this work.	<b>Overview :</b>  [redacted]	April 2020 (scoping paper completed; multi-agency group established)	There will be increased partnership working across the RIC around HWB and ASN resulting in increased collaboration and consideration of targeting of resources.
	Take forward in collaboration with CLD partners to identify shared priorities to support children and young people to improve their health and well-being	[redacted]	Nov 2019	Improved partnerships with CLD leads which will lead to a shared understanding of HWB priorities.
	Take forward in collaboration with CLD partners professional learning on family learning	[redacted]	March 2020	Improved knowledge and understanding of family learning practice through high quality CLPL which will have an impact on families and establishments.

	<p>Education Scotland will work in collaboration with RIC operational and strategic leads for Parental involvement/engagement and family learning on identified priorities to:</p> <ul style="list-style-type: none"> <li>• Co-develop and co-deliver CLPL sessions on Parental Engagement (4) and Family Learning (4). Consider putting the activities on the national online Framework for Educational Leadership.</li> <li>• Identify Family Learning representative from all four local authorities to be on the national Family Learning Network.</li> <li>• Work with operational and strategic leads to consider Family Learning accreditation for the RIC</li> <li>• Input into existing RIC Parental involvement/engagement network as and when required.</li> <li>• Maintain good partnership working between Education Scotland and RIC operational/strategic leads.</li> <li>• Consider next steps for PI/PE/FL at a RIC level based on existing intelligence and once the national census data is available in October 2019.</li> <li>• Consider priorities in the Learning Together National Action Plan to be taken forward for 2019/20 and 2020/21.</li> <li>• Work with RIC lead on embedding parents and families across all workstreams.</li> </ul>	[redacted]	From Oct 2019 – May 2020	<p>Practitioners understanding of family learning and parental involvement/engagement will be increased which will lead to improved practice.</p> <p>Partnership working will be established and maintained leading to improved outcomes for children, young people and families.</p> <p>Local authorities will meet the requirements of the Learning Together National Action and relevant parental involvement legislation.</p>
<b>Numeracy</b>	To engage with Numeracy Academy PTs to support the CLPL offer for P1 and P2	<b>Overview:</b> [redacted]	October 2019	A clear understanding between RIC team and ES team of what the offer entails in order to increase awareness of RIC priorities at LA level and RIC level
	To ensure the RIC plan meets National Numeracy expectations.	[redacted]	June 2020	Strategies and methodologies will be supported by policy, current research and national guidance and in accordance with improvement to ensure all relevant parties have a shared understanding of key messages.

To share practice on a wider platform.	[redacted]	To commence Oct 2019 until June 2020	RIC profile will be heightened; showcasing innovative practice to enhance the quality of the learning and teaching within N&M.
To take forward priorities as discussed and agreed at the Numeracy Steering Group.	[redacted]	By Dec 2019	Increased capacity to lead and co-develop aspects of some of the workstreams, including numeracy support for the ASN sector; leading to a shared understanding of standards and progression and the co-creation of suitable approaches to help build confidence, knowledge and understanding of the teaching and learning.
To produce and facilitate an accredited numeracy programme for support for learning workers.	[redacted]	By June 2020	A robust numeracy intervention programme for targeted groups will be co-produced, with involvement from local colleges, which will lead to professional recognition for support staff. This will help improve understanding of concepts and lead to improved attainment for learners.
To support the learning and teaching of N&M concepts across the RIC and at LA level.	[redacted]	From Aug 2019 to June 2020	Practitioners supported in adopting appropriate methodologies and strategies associated with the learning and teaching of N&M at all levels/stages to increase confidence levels; leading to improved knowledge and understanding and improved attainment.
To work in collaboration with Attainment Advisors and the Performance Team to analyse and identify the poverty related attainment gap in numeracy.	[redacted]	From Oct to Dec 2019 From Jan 2020 onwards	Together with the RIC and the Performance Team, analyse the data to identify any gap in numeracy around achievement of a level (ACEL) in P1, P4, P7 and S3. Following on from analysis, as a RIC team, identify shared themes and interventions across FVWL and subsequently on an individual authority basis.
To work with identified QAMSOs across FVWL to develop and implement assessment and moderation.	[redacted]	From Nov 2019 onwards	Increased capacity and understanding of assessment and moderation practices to enhance the knowledge of practitioners from EY to Secondary will lead to a robust shared understanding of what achievement of a level looks like at Early through to Fourth level.

Curriculum	Education Scotland will support curriculum networks to address the requirements of their curriculum area development plans.	<b>Overview:</b> [redacted]	Across life of the plan as needed	Improvements in learning, teaching and assessment as a result of increased collaboration across the RIC.
	Education Scotland will support the RIC curriculum team to refine the priorities of the RIC plan with reference to curriculum area work.	[redacted]	When the tem is in place - short term	Increased focus on the operational outcomes of the plan – e.g. specific outcome measurements and associated timelines to ensure improvements in the consistency of learning, teaching and assessment.
	Education Scotland will support curriculum area networks in improving achievement in the BGE through engaging with assessment and moderation planning and strategy.	[redacted]and [redacted]	Across life of the plan as needed	Increased understanding of progression throughout the BGE and improved understanding of curriculum rationale across the RIC.
	Education Scotland will support emerging developments in the use of the virtual campus in delivering national qualifications in psychology.	[redacted]	Across life of the plan as needed	Increases in availability of NQs in psychology for learners across the RIC and improvements in attainment in NQs in psychology.
	Education Scotland will support subject leads across the RIC in their work towards improving equity.	[redacted] and [redacted]	Across life of the plan as needed	Improvements in understanding the relationship between curriculum area work and improvements in equity, resulting in embedding equity in curriculum.
	Education Scotland will support the digital requirements of the RIC virtual campus through gathering information on individual FVWL authority approaches to virtual provision and sharing this with the workstream lead.	[redacted]	Jan 2020	This will support a RIC understanding of how aligned current individual approaches are to virtual provision and what will constitute a common RIC solution.
	Education Scotland will support the digital requirements of the RIC virtual campus through jointly developing a CLPL resource that can be used to highlight approaches to teaching and learning in a virtual campus. ES will support delivery of any CLPL.	[redacted]	April 2020	This will support a RIC based evidence informed approach to developing and offering CLPL relating to the virtual campus.
	Education Scotland will support discussion around senior curriculum development and curricular pathways in the senior phase	[redacted]	Jan 2020	This will support the RIC to develop their thinking around the design of the senior phase curriculum and the DYW agenda.

<p><b>Curriculum: STEM Element: RIC Strategy</b></p>	<p>Education Scotland will support the planning and development of the STEM strategy. (This action relates to both local authority and regional basis).          Actions towards the planning and development of strategy:</p> <ul style="list-style-type: none"> <li>• Education Scotland will partner with the identified RIC lead for STEM and the LA leads to explore the added value the RIC can bring.</li> <li>• Education Scotland will facilitate meetings with the LA STEM leads and encourage inter-authority collaboration.</li> <li>• Education Scotland will support the development of the STEM strategy through developing relationships with partners and seeking opportunities to link and collaborate.</li> <li>• Education Scotland will encourage collaboration and partnership working between various agencies working in FVWL (Examples include Skills Development Scotland; University; colleges; DYW regional groups; Engine Shed; Codebase etc.)</li> <li>• Education Scotland will encourage partners to reflect on the aims of the STEM strategy and how these are reflected in the RIC strategy.</li> <li>• Education Scotland will partner with the RIC to ensure gender balance and equalities themes are reflected within the strategy.</li> <li>• Education Scotland will support collaboration between LA STEM leads share STEM strategies and explore how the RIC can add value to the individual work.</li> </ul>	<p>[redacted] will support the IGBE action</p>	<p>This is dependent on and lead from RIC being identified.</p> <p>Poss draft strategy March 2020</p> <p>This timeline and associated work continues across the life of the plan – develop; refine; implement and review.</p>	<p>STEM strategy demonstrates the added value the RIC brings for leaders and practitioners.</p> <p>FVWL RIC STEM strategy will deepen partnership working.</p> <p>Curriculum planning and learner pathways will be improved because the STEM strategy takes account of the profile of the RIC.</p>
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# DRAFT

## ES FVWL Offer

<b>Curriculum:</b> <b>STEM</b> <b>Element:</b> <b>STEM Hub</b>	Education Scotland will contribute to the development of the two STEM Hubs in Forth Valley and West Lothian. Education Scotland will partner with and encourage the STEM Hubs to achieve their 3 core aims: 1. Raise the profile of STEM 2. Professional learning 3. Curriculum development	[redacted]	On-going STEM Hubs meet quarterly. Meet college STEM Leads in between Hub Meetings as needed.	The RIC benefits from the learning/activity emerging from the STEM Hubs by: • Raising the profile of STEM • By enabling professional learning • By engaging with Curriculum development which will increase staff confidence in STEM skills and subjects and therefore raise attainment and close the poverty-related attainment gap.
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# DRAFT

## ES FVWL Offer

<p><b>Curriculum:</b> <b>STEM</b> <b>Element:</b> <b>STEM Nation</b> <b>Award</b></p>	<p>Education Scotland will support the development of the <i>STEM Nation Award</i> (a national milestone through regional and local delivery)</p> <p>This includes:</p> <ul style="list-style-type: none"> <li>• Meeting settings collectively to share overview of process, access to materials and what the pilot might entail in their setting.</li> <li>• The offer of individual visits to reflect on setting's progress with:             <ul style="list-style-type: none"> <li>Self-evaluation</li> <li>Identification of elements</li> <li>Gathering of evidence</li> <li>Submission of evidence</li> </ul> </li> </ul> <p>Education Scotland will support the STEM Nation Award validation process and visits.</p>	<p>[redacted]</p>	<p>August - November 2019</p> <p>Validation Dec 2019 - Jan 2020</p> <p>Celebration March 2020</p> <p>National roll out - April 2020</p>	<p>At present 21 settings/establishments across FVWL have expressed an interest in being represented in the first phase of the STEM nation award.</p> <p>Settings are supported on their STEM journey.</p> <p>Increased intelligence and exemplification re STEM practice in FVWL.</p> <p>Practitioners/leaders' capacity across FVWL is built through engaging with the STEM Nation Award (Recognition of role)</p> <ul style="list-style-type: none"> <li>• Participant</li> <li>• Validator</li> <li>• Benefiting through sharing</li> </ul> <p>STEM Nation Award contributes to a self-improving system within FVWL.</p> <p>Collaboration across LAs and establishments develops as settings share their STEM journey.</p> <p>All of which will lead to an increasingly consistent approach across the RIC towards raising attainment and closing the poverty related attainment gap using the principles and context of STEM.</p>
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<p><b>Curriculum:</b> <b>STEM</b> <b>Element:</b> <b>STEM Grants</b></p>	<p>Education Scotland will support recipients of the <i>Enhancing Professional Learning in STEM grants</i>.</p> <p>Education Scotland will link with lead settings to ensure maximum benefit for practitioners in terms of professional learning.</p> <p>Education Scotland will share learning from <i>the Enhancing Professional Learning in STEM grants</i> across the RIC to support the development of pedagogy and practice in STEM.</p>	<p>[redacted] Falkirk; Stirling; West Lothian and RIC partner Winning Scotland Foundation MD -Link to Clacks</p> <p>(Grants allocated - 1 in Stirling; 5 in Falkirk; 3 in W Lothian and 1 which combines Stirling Uni, RIC and Winning Scotland Foundation)</p>	<p>- On-going for the lifetime of the grants.</p> <p>Meetings with LA/RIC/partne rs beginning September 2019 onwards.</p> <p>Reports due October 2019 for Round 1 Phase 1 and Interim Monitoring of Round 2 Phase 1 13 March 2020.</p>	<p>FVWL STEM grants support professional learning and positively impacts practitioner confidence and pedagogy.</p>
<p><b>Curriculum:</b> <b>STEM</b> <b>Element:</b> <b>STEM @ Helix</b></p>	<p>Education Scotland will work with partners to scope out possibilities for STEM @ Helix 2020 event.</p> <p>Education Scotland will support the planning of STEM @ Helix.</p> <p>Education Scotland will partner with interested parties from STEM @Helix to scope out a new award STEM in the Community.</p>	<p>[redacted] partnering with relevant RIC/LA and partner organisations To include MW</p>	<p>May 2020</p> <p>Beginning May 2020 TBC</p>	<p>This will lead to increased engagement of S1 pupils in STEM.</p> <p>The scoping activity will determine a clear plan for development of a community award.</p>

Literacy	Education Scotland will attend and contribute to Literacy workstream meetings working in collaboration with RIC staff to ensure a clear focus on <b>equity</b> by:	[redacted] and [redacted]	Regular meetings up to June 2020	Activities led by the literacy workstream will result in a closing of the poverty related attainment gap as well as an increase in attainment in reading across targeted schools.
	Education Scotland will work alongside school literacy leads to facilitate a RIC-wide network of secondary Principal Teachers / Curriculum Leaders of English and literacy	[redacted]	Dec 2019	Increased number of opportunities for secondary PTs English and literacy to network, share resources and collaborate within and across the four local authorities within the RIC which will lead to: <ul style="list-style-type: none"> <li>• Increased awareness amongst secondary English departments, of the benefits and opportunities of working across the RIC.</li> <li>• Increased awareness amongst secondary English teachers of strategies which will enable them to promote equity and excellence.</li> </ul>
	Education Scotland will support the Literacy workstream to engage with literacy data collated at National level (e.g. School Inspection Findings, ACEL etc.)	[redacted]	May 2020	Working with the performance workstream, literacy workstream members' reflections upon the messages emerging from national data will inform self-evaluation processes and future planning for the workstream, leading to an enhanced use of national data and messages to support equity and excellence.
	Education Scotland will support practitioners from across sectors and curricular areas to engage with national messages about literacy, and specifically, literacy across learning, at the planned RIC literacy event.	[redacted]	April event	Practitioners from across sectors and curricular areas will use national messages leading to self-evaluate literacy across learning with increased confidence

	Education Scotland will support practitioners to engage with and plan for improvement in school library provision using How good is our school library? and the Education Scotland School Libraries PLC (launching October 2019).	[redacted]	March 2020	<p>Increasing numbers of schools in FVWL will self-evaluate their school library provision and plan next steps for improvement using HGIOSLibrary?</p> <p>Schools will draw upon resources available within Education Scotland's School Libraries Professional Learning Community to support improvements in school library provision.</p> <p>This will lead to improved school library provision across schools contributing to improving reading engagement for all, with a particular focus on learners in Quintile 1.</p>
	Education Scotland will support the development of reading moderation by working alongside the RIC literacy workstream and local authority assessment coordinators to encourage effective engagement with the moderation cycle.	[redacted] / [redacted] / NIF Advisor	June 2020	Local authority staff at all levels have increased engagement with the moderation cycle leading to improved confidence in teacher professional judgements for reading across schools and clusters within the RIC.
Performance	Education Scotland will support further development of work stream plan	[redacted]	Oct 2019	Coherent plan developed and connected to other workstreams
	Education Scotland will support the development of a coordinated approach to data across the RIC	[redacted]	Nov 2019 and ongoing	<p>Common understanding of approach to data across the RIC and sharing of good practice.</p> <p>Workstream produces whole RIC data for sharing across the RIC to inform practice</p> <p>The workstream membership should be linked to another workstream, literacy, numeracy, early years and CLPL.</p> <p>The other workstreams have a specific expectations of the performance workstream within their plans.– they develop an 'ask' of the workstream this would allow the development of 'we will statements'</p>

	Education Scotland will support the workstream to ensure the equity focus is maintained	[redacted]	Work stream will audit activities on a termly basis to ensure focus is maintained	The impact of any activities undertaken measures the impact on the poverty related attainment gap
CLPL	ES will collect and share information relating to the provision of online CLPL across the four authorities in the RIC	[redacted]	Jan 2020	Together with the RIC workstream, identify opportunities across FVWL.
	ES will provide design support for appropriate interactive online CLPL courses.	[redacted]	April 20 onwards as CLPL offer emerges	The RIC workstream will analyse the impact and outcomes of the RIC online CLPL offer to inform future offers
	ES will provide support and course leadership for the digital workshop programme that is being offered as part of the joint RIC/ES digital skills programme approach to digital skills awareness	[redacted]	Programme in place for the session 2019-2020	As a result of increased understanding of digital tools and services, leadership at all levels will be increased to support attainment.
	ES will provide e-learning moderation to support the delivery of online CLPL.	[redacted] / [redacted]	April 2020 onwards as CLPL offer emerges	E-learning moderation will enhance and improve the learning outcomes for participants involved in online CLPL.
	ES will work alongside RIC colleagues on the CLPL workstream.	[redacted]	Oct 2019 & ongoing	In collaboration with the RIC workstream, the national picture will be shared around the Model of Professional Learning and its impact.
	ES will raise awareness/signpost information of national CLPL opportunities	[redacted]	Sept 2019 & Ongoing	Through the use of signposting and raising awareness of CLPL opportunities across FVWL, duplication will be reduced leading to a more cohesive offer.
	ES will support the evaluation of the current offer and planning of the future offer by working alongside CLPL workstream and linking with the performance workstream.	[redacted] / [redacted]	Jan 2020	Gathering key data sources from across the workstreams will inform the RIC CLPL plan in the future.

	ES will support the use of CPD manager to enhance the PRD process by providing support on new guidance on PRD from GTCS and highlighting examples of good practice.	[redacted]	Guidance released Oct-Nov 2019	This will provide a more coaching focused exploration of CLPL impact and further highlight the development needs of teachers within schools. In turn this will generate data through CPD Manager to inform the RIC CLPL offer.
	ES will continue to work in partnership with RIC team and other facilitators on various CLPL programmes as appropriate.	[redacted] & other ES team members, as appropriate	Sept 2019	This will allow the expertise across ES in the widest sense to be utilised in order to maximise the quality of the RIC CLPL offer.
Early Years and Childcare	Alongside RIC colleagues analyse patterns and trends from Education Scotland and Care Inspectorate inspections carried out since April 2017	[redacted]	Jan - June 2020	After analysis of patterns and trends work with RIC colleagues to identify CPD opportunities and areas for development.  To identify establishments who may require further targeted support to develop specific areas of good practice to ensure the RIC meets its target of all ELC establishments achieving good or very good quality by the end of 2020
	To work with the RIC workstream to develop a clearer understanding around the curriculum themes, i.e. HGIOELC quality indicator 2.2	[redacted]	Nov 2019 onwards	To encourage establishments to be clear about the purpose of their curriculum framework based on sound pedagogical approaches. This will lead to a curriculum based on the 7 principles of curriculum design which should lead to positive outcomes for children and families. To explore what a high-quality curriculum framework looks like in terms of learning and developmental pathways.
	The RIC workstream and Education Scotland will help to raise awareness of the Moderation Cycle, including the role of assessment and moderation.	[redacted]	Jan 2020 onwards	Achievement of a level is based on teacher professional judgement, well informed by a wide range of evidence. By working with practitioners across Early Years and Primary 1 we can increase the capacity and knowledge of what constitutes evidence and so encourage professional dialogue around assessment and moderation.

	To work with identified QAMSOs or other relevant personnel across FVWL to develop Assessment and Moderation practice in Early Years in the area of early level literacy.	[redacted]	March 2020 onwards	Increase the capacity to develop an understanding of assessment and moderation practices to enhance the knowledge of practitioners in Early Years and Primary 1 to ensure we have a robust shared understanding of what an achievement of a level looks like at Early level literacy. This will have an impact of ACEL data at the end of Primary 1.
<b>Equity</b>	Education Scotland will work alongside LA colleagues to explore how each LA reviews PEF and explore collaborative approaches to sharing practice.	AAs	01 April 2020	LA colleagues will develop a shared understanding of effective approaches to planning and reporting on PEF for national and LA purposes.
	Education Scotland will work alongside RIC and LA colleagues to scope out current CLPL in relation to equity and closing the poverty related attainment gap.	AAs	01 Dec 2020	RIC and LAs will be able to target CLPL for closing the poverty related attainment gap more effectively.
	Education Scotland will work alongside RIC and LA colleagues to plan and deliver activities identified through the scoping activity above.	AAs	From Aug 2020	Practitioners will have an increased awareness of how their practice can impact on closing the poverty related attainment gap and will be able to action this in their context.
	Education Scotland will provide support and challenge to each LA around equity and closing the poverty related attainment gap through a negotiated local offer.	AAs	Negotiated on annual basis	Staff at all levels of the education system will be implement effective strategies targeted at equity and closing the poverty related attainment gap.
<b>Assessment and moderation</b>	Education Scotland will work with assessment coordinators from across the RIC to introduce and develop approaches to RIC moderation.	NIF Advisor	01 July 2020	Staff at all levels will have a consistent understanding of standards with CfE.

Education Scotland will work in collaboration with RIC operational and strategic leads for Parental involvement/engagement and family learning on identified priorities to:

- Co-develop and co-deliver CLPL sessions on Parental Engagement (4) and Family Learning (4). Consider putting the activities on the national online Framework for Educational Leadership.
- Identify Family Learning representative from all four local authorities to be on the national Family Learning Network.
- Work with operational and strategic leads to consider Family Learning accreditation for the RIC
- Input into existing RIC Parental involvement/engagement network as and when required.
- Maintain good partnership working between Education Scotland and RIC operational/strategic leads.
- Consider next steps for PI/PE/FL at a RIC level based on existing intelligence and once the national census data is available in October 2019.
- Consider priorities in the Learning Together National Action Plan to be taken forward for 2019/20 and 2020/21.
- Work with RIC lead on embedding parents and families across all workstreams.

[redacted]

From  
Sep 2019 – Mar 2020

- Practitioners understanding of family learning and parental involvement/engagement will be increased which will lead to improved practice.
- Partnership working will be established and maintained leading to improved outcomes for children, young people and families.
- Local authorities will meet the requirements of the Learning Together National Action and relevant parental involvement legislation.