Regional School Effectiveness & Improvement Service

Information Bulletin: November 2012

The purpose of this bulletin is to update you on progress in developing the new Regional School Effectiveness & Improvement Service for North Wales.

This is the first bulletin of its kind and it is our intention to produce an information bulletin on a monthly basis outlining progress.

Introduction

The Full Business Case for the establishment of the new North Wales Regional School Effectiveness & Improvement Service was agreed in March 2012:

"North Wales Local Authorities are committed to ensuring that the children and young people in their schools are given the best possible start in life and achieve life skills of the highest standards.

We recognise that Wales has a major challenge in ensuring that its levels of educational attainment are at least comparable with its competitors in the world economy. Our society and economy have no greater asset than the skills and learning capacity of our people. North Wales must play its part in making a significant change in the way it monitors, challenges, supports and intervenes in schools, in order to work in partnership with schools to drive the raising of standards in pupil achievement. New ways of delivering LA school improvement statutory functions must be established that will make a difference to the pace of school performance improvement. The formation of a Regional School Improvement and Effectiveness Service (RSEIS) is an important step within the new delivery mechanisms.

No individual authority can address the current performance issues as a single entity, divorced from working collaboratively with other authorities. The tasks to be engaged and implemented are too onerous and complex. The improvement agenda, common to all authorities, driven on an individual LA basis, would result in a grossly inefficient duplication of effort and processes. Enhancing the collaborative work that is already taking place, through current regional consortia initiatives and processes, allows us to establish and develop a Regional School Effectiveness and Improvement Service.

This exciting development will provide North Wales with a quality school improvement and effectiveness service in a cost effectiveness and efficient manner, to raise standards and 'make a difference' for children and young people. It will champion a new way of driving standards. It will: host new robust systems of performance information to measure effectiveness; raise standards – improving literacy and numeracy; promote well being, raise aspirations; improve pupils resilience as learners; improve outcomes and reduce variation between and within schools to realise the moral purpose of education; support education improvement in schools; and support leadership development within schools and governing bodies.

The RSEIS will be central to school improvement in North Wales. It will be a powerhouse to drive good practice across the region. It will ensure a consistency of challenge and support for schools across the six counties, leading to our children and young people fulfilling their potential."

Appointments Process

We are pleased to confirm that the appointments process is progressing well with the following appointments:

o The following have been appointed as the Senior System Leaders:
  o Siwan Meirion – Wrexham & Flintshire
  o Trebor Roberts - Denbighshire & Conwy
  o Elfyn Jones - Gwynedd & Ynys Môn
o The appointment process for System Leaders is ongoing and further communication will be issued in the December 2012 / January 2013 bulletins.
o Susan Owen Jones has been appointed to the post of Business & Finance Manager for the service and commenced her duties at the beginning of November 2012.
o Seven Administrative Support Officers have been appointed to work with the three sub-regions.
o One Translator has been appointed to the service. An additional translator will be appointed in the Spring Term.
o The process of appointing a Chief Officer for the service has commenced and the advertisement will be published during the w/c 26th of November 2012. The advertisement will be published in various sources including the Consortium website (www.consortiwm.org)

RSEIS Organisation Structure

The final organisation structure has been confirmed as follows: The administrative bases for the region will be as follows:
  o Ynys Môn & Gwynedd - Caernarfon
  o Conwy & Denbighshire - Conwy
  o Wrexham & Flintshire - Mold

RSEIS

RSEIS Chief Officer (Bil), Business/Finance Manager (Bil), 2x Translators (2x Bil)

Base 1
(Ynys Mon & Gwynedd)
1x FTE Senior System Leader (Bil)
2x FTE Admin Support (2x Bil)
10x FTE System Leaders (10x Bil)

Base 2
(Conwy & Denbighshire)
1x FTE Senior System Leader (Bil)
2x FTE Admin Support (1x Bil)
8x FTE System Leaders (3x Bil)

Base 3
(Flintshire & Wrexham)
1x FTE Senior System Leader
2x FTE Admin Support (1x Bil)
9x FTE System Leaders (1.5x Bil)

System leadership comprises of three inter-related roles, namely [i] monitoring, challenge, intervention and support; [ii] whole school intervention and support; and, [iii] curriculum and pedagogic intervention and support (balanced as appropriate).

In order to manage element (iii), System Leaders will be given lead *'Curriculum Support Coordinator'* roles to coordinate the support for schools in specific curriculum areas.

It is important to recognise that the 27 combined 'System Leader' and 'Curriculum Support Coordinator' roles will work flexibly across the 3 Bases, with flexible management of staff to respond to the annual changing needs of schools. System Leaders time will be utilised to; deliver the school visits, support to schools requiring additional support, and support self review work.

The <u>initial</u> allocation of Systems Leaders to one of the three 'Bases' has been established in the following way:

Base 1 : 10 x System Leaders
2.0 FTE Ynys Mon Schools (56)
4.2 FTE Gwynedd (119)

*of which 1.5 FTE Secondary/Special,
4.7 FTE Primary/Special (all Bil)*

3.8 FTE Needs Led Support (all *Bil*)
(based on Sep/Oct 2011 Estyn Outcomes)

Base 2 : 8 x System Leaders
2.4 FTE Conwy (69)
2.2 FTE Denbighshire (62)

*of which 1.5 FTE Secondary/Special
(0.5 Bil), 3.1 FTE Primary/Special (2.5
Bil)*

3.4 FTE Needs Led Support *(1 Bil)*
(based on Sep/Oct 2011 Estyn Outcomes)

Base 3 : 9 x System Leaders
3.1 FTE Flintshire (89)
2.5 FTE Wrexham (71)

*of which 2.0 FTE Secondary/Special
(0.5 Bil), 3.6 FTE Primary/Special (1.0
Bil)*

3.4 FTE Needs Led Support *(0.5 Bil)*
(based on Sep/Oct 2011 Estyn Outcomes)

Leadership & Management Evaluation Tool

The 'Leadership & Management Evaluation Tool' can be found on the Consortium website (www.consortiwm.org).

An evaluation of the monitoring visits process and documentation will be undertaken in Spring 2013 when contributions will be sought from User Groups.

User Groups / Joint Committee

Key developments to finalise within the next few weeks are:

o The establishment of a RSEIS Schools & Governors User Group, to provide support & challenge to the Joint Committee. Representatives will be sought from the various North Wales Headteacher Federations & Governor Associations; and
o The finalisation of the legal compilation of the Joint Committee.

These groups along with Headteachers will be key to building the School Improvement Service within North Wales.

Key Information Developments

Two other key information developments are underway and will be reported upon in one of the Spring Term bulletins:

o The unified approach to data / information collation across the six local authorities.
o The unification of recording and reporting information related to service provision (e.g. recording school visits).

Learning Wales

The Welsh Government are keen to receive feedback on your experiences of using the new http://learning.wales.gov.uk website (leave your comments in the feedback box on the site).

There are currently three areas (Literacy, Numeracy and Poverty) available to view. Throughout the Beta period of the website, the Welsh Government will unveil new areas in a phased approach. Once the Beta phase ends in May 2013, the final Learning Wales site will replace the Beta version.