Priority: **Skills and Learning**
Sub-Priority: **Modernised and High Performing Education**
Impact: **Improving standards in schools to get the best learner outcomes**

We said in 2013/14 we would: -

1. Make a difference through our School improvement Strategy by: -

- **Raising standards by improving skills in literacy and Numeracy;**

Progress status		Progress RAG	A	Outcome RAG	G

- **Raising educational attainment by reducing the impact of poverty and disadvantage;**

Progress status		Progress RAG	A	Outcome RAG	G

- **Raising standards by sharing best teaching practice and resources across schools and the region;**

Progress status		Progress RAG	A	Outcome RAG	G

- **Raising standards through effective use of new technologies;**

Progress status		Progress RAG	A	Outcome RAG	G

- **Better preparing young people for the work place;**

Progress status		Progress RAG	G	Outcome RAG	G

- **Making sure schools receive the best possible support from the new Regional School Effectiveness and Improvement Service**

Progress status		Progress RAG	A	Outcome RAG	A

- Outcomes in Mathematics and English at all Key Stages;

Achievement Measures	Lead Officer	2012/13 Baseline Data (Summer 2012)	2013/14 Target (Summer 2013)	Aspirational Target (Summer 2015)	Current Annual Outturn (Summer 2013)	Performance RAG	Outcome Performance Predictive RAG
The percentage of learners achieving GCSE grade C or above in Mathematics	Secondary Services Officer	69.4%	71.5%	75.5%	68.5%	A	G
The percentage of learners assessed as achieving Level 5 or above at the end of Key Stage 3, in Mathematics	Secondary Services Officer	83.9%	85.1%	90.9%	86.5%	G	G
The percentage of learners assessed as achieving Level 4 or above at the end of Key Stage 2, in Mathematics	Primary Services Officer	86.3%	86%	89.8%	88.2%	G	G
The percentage of learners achieving GCSE grade C or above in English	Secondary Services Officer	69.2%	75.1%	77.4%	72.7%	A	G
The percentage of learners assessed as achieving Level 5 or above at the end of Key Stage 3, in English	Secondary Services Officer	83.1%	84.7%	90.5%	85.8%	G	G
The percentage of learners assessed as achieving Level 4 or above at the end of Key Stage 2, in English	Primary Services Officer	83.8%	85.4%	88%	88.1%	G	G

- The reduction in the gap in performance of learners entitled to free school meals and those who are not

Achievement Measure	Lead Officer	2012/13 Baseline Data (Summer 2012)	2013/14 Target (Summer 2013)	Aspirational Target (Summer 2015)	Current Annual Outturn (Summer 2013)	Performance RAG	Outcome Performance Predictive RAG
Improve performance of cohort of learners entitled to Free School Meals (FSM) in achieving the Level 1 Indicator (Five GCSE passes A* to G or vocational equivalent)	Secondary Services Officer	89.5%	93.8%	95.8%	91.2%	A	G
Improve performance of cohort of learners entitled to Free School Meals (FSM) in achieving the Level 2+ Indicator (Five GCSE passes A* to C or vocational equivalent including Mathematics and English and/or Welsh 1st Language)	Secondary Services Officer	26%	48%	61.3%	35.7%	A	G
Improve performance of cohort of learners entitled to Free School Meals (FSM) in The Capped Points Score indicator. (Points achieved in best eight course outcomes)	Secondary Services Officer	267.8	319.3	330.9	293.0	A	G

- Percentage of learners achieving 5 or more A* to C passes at GCSE or the vocational equivalent

Achievement Measure	Lead Officer	2012/13 Baseline Data (Summer 2012)	2013/14 Target (Summer 2013)	Aspirational Target (Summer 2015)	Current Annual Outturn (Summer 2013)	Performance RAG	Outcome Performance Predictive RAG
The percentage of learners achieving the Level 2 Threshold (5 or more A* to C passes at GCSE or the vocational equivalent)	Secondary Services Officer	77.3%	75.4%	86.3%	79.6%	G	G
The percentage of learners achieving the Level 2 Threshold inclusive of Mathematics and English and/or Welsh 1st Language	Secondary Services Officer	59.6%	62.8%	69.9%	62.2%	A	G

- Percentage of learners achieving Core Subject Indicator at Key Stage 3

Achievement Measure	Lead Officer	2012/13 Baseline Data (Summer 2012)	2013/14 Target (Summer 2013)	Aspirational Target (Summer 2015)	Current Annual Outturn (Summer 2013)	Performance RAG	Outcome Performance Predictive RAG
The percentage of learners achieving the Core Subject Indicator at Key Stage 3	Secondary Services Officer	76%	77.2%	86.5%	80.0%	G	G

- Percentage of learners achieving Core Subject Indicator at Key Stage 2

Achievement Measure	Lead Officer	2012/13 Baseline Data (Summer 2012)	2013/14 Target (Summer 2013)	Aspirational Target (Summer 2015)	Current Annual Outturn (Summer 2013)	Performance RAG	Outcome Performance Predictive RAG
The percentage of learners achieving the Core Subject Indicator at Key Stage 2	Primary Services Officer	81.3%	81.7%	86.3%	85.5%	G	G

Risks to Manage

Net Score = Risk level as it is now
Target Score = Anticipated risk level when all actions are completed / satisfactory arrangements are in place

Risk	Manager Responsible	Net Score	Risk Trend	Target Score
Ensuring that we wisely invest our resources to achieve the aspirations of our plans.	School Phase Officers	A	←→	G
Ensuring that schools receive the support they need from the Council and those organisations commissioned to provide support services.	School Phase Officers	A	↑	A
Ensuring that schools work together effectively to share and develop best practice.	School Phase Officers	A	←→	G

Priority:	Skills and Learning
Sub-Priority:	Places of Modernised Learning
Impact:	Improving places of learning to get the best learner outcomes

We said in 2013/14 we would: -

Make a difference through our School Modernisation Strategy by: -
- **Implementing our Primary and Secondary School Modernisation plans.**

Progress status		Progress RAG	A	Outcome RAG	A

- **Submitting a Business Case for future change to Welsh Government for approval.**

Progress status		Progress RAG	G	Outcome RAG	A

- **Developing the design and building of planned new schools and the post-16 centre at Connah's Quay.**

Progress status		Progress RAG	A	Outcome RAG	A

- **Strengthening school 'cluster working' and federations.**

Progress status		Progress RAG	A	Outcome RAG	A

- **Improving Information Communication Technology Infrastructure in all schools using Learning in Digital Wales funding**

Progress status		Progress RAG	G	Outcome RAG	G

Achievement Milestones for strategy and action plans: (Lead Officer – Director of Lifelong Learning)

• Completing decision making on Infant and Junior School amalgamations.						
Progress status				**Progress RAG**	**G**	**Outcome RAG** **G**

• Completing consultations on post-16 provision (Saltney and Flint).						
Progress status				**Progress RAG**	**A**	**Outcome RAG** **A**

• Improving governance and financial resilience through having fewer schools.						
Progress status				**Progress RAG**	**A**	**Outcome RAG** **A**

• Reducing surplus places						
Achievement Measures	**Lead Officer**	**2012/13 Baseline Data (Summer 2012)**	**2013/14 Target (Summer 2013)**	**Aspirational Target (Summer 2015)**	**Outturn data (January 2014)**	**Performance RAG**	**Outcome Performance Predictive RAG**
Reduce the percentage of surplus places (primary)	Head of Development & Resources	17.83%	16.75%	10%	N/A	**N/A**	**N/A**
Reduce the percentage of surplus places (secondary)	Head of Development & Resources	12.76%	13.99%	10%	N/A	**N/A**	**N/A**

• Approval of Business Case by Welsh Government.						
Progress status				**Progress RAG**	**G**	**Outcome RAG** **G**

• **Achieving Key 21st Century Schools planning and design.**				
Progress status	**Progress RAG**	A	**Outcome RAG**	G

• **Introducing 'wireless' technology in all schools in 2013/14**				
Progress status	**Progress RAG**	G	**Outcome RAG**	G

Risks to Manage

Net Score = Risk level as it is now
Target Score = Anticipated risk level when all actions are completed / satisfactory arrangements are in place

Risk	Manager Responsible	Net Score	Risk Trend	Target Score
Changing Demographics and Impact on Supply of School Places	Head of Development & Resources	A	←→	A
Community Attachment to Current Patterns of School Provision.	Head of Development & Resources	R	←→	A
Limited Funding to Address Backlog of Known R&M Works in Educational Assets	Head of Development & Resources Head of Assets and Transportation	R	←→	A
Programme Delivery Capacity.	Head of Development & Resources	R	←→	A
Approval of business Cases to Draw Down 21st Century Schools Grant	Head of Development & Resources	R	←→	G

Priority: **Skills and Learning**
Sub-Priority: **Apprenticeships and Training**
Impact: **Meeting the skills and employment needs of local employers**

We said in 2013/14 we would: -

1. Work with the public, private and voluntary sectors to increase the number of apprenticeships, traineeships and work experience opportunities				
Progress status	Progress RAG	A	Outcome RAG	G

2. Launch the Employer's Promise in the public sector to promote and enhance our roles as employers				
Progress status	Progress RAG	A	Outcome RAG	G

3. Set a marketing strategy to communicate the range of apprenticeship and training programmes available				
Progress status	Progress RAG	A	Outcome RAG	G

4. Identify the skills gaps for an increased number of apprenticeship and alternative programmes and investment in training				
Progress status	Progress RAG	A	Outcome RAG	G

5. Support the development of the Young Entrepreneur Programme with the Flintshire Business Entrepreneurship Network				
Progress status	Progress RAG	G	Outcome RAG	G

6. Continue to develop and increase the number and range of Communities First Job Club programmes				
Progress status	Progress RAG	G	Outcome RAG	G

7. Implement skills development programmes in partnership with local employers				
Progress status	Progress RAG	A	Outcome RAG	G

Achievement Measures	Data Officer / Organisation	2012/13 Baseline Data	2013/14 Target	Aspirational Target	Current Outturn	Performance RAG	Outcome Performance Predictive RAG
Reducing the percentage of 16 to 24 year olds claiming job seekers allowance	DWP	7.8% average	6.8%	7.0%	6.4%	G	G
Securing high levels of 16 year olds in education, employment and training	Careers Wales	97.7%		TBC	Annual Figure	TBC Q4	TBC Q4
Increasing the number of people who successfully establish and grow businesses	North Wales Economic Ambition Board	Flintshire (2011) - 420 new active businesses created 2012 – supported business to create 573 new jobs and safeguard 1,300	1,000	1,000	Q3 112 new 30 safeguarded Q1-3 cumulative 1020 new 1176 safeguarded	G	G

Risks to Manage

Net Score = Risk level as it is now

Target Score = Anticipated risk level when all actions are completed / satisfactory arrangements are in place

Risk	Manager Responsible	Net Score	Risk Trend	Target Score
Ensuring that employer places match current and future aspirations and needs.	Head of Human Resources & Organisational Development Head of Regeneration	G	←→	G

Ensuring capacity to support paid work placements and other programmes	Head of Human Resources & Organisational Development	G	←→	G
Strengthening the links between Schools, Colleges and employers	Director of Lifelong Learning	G	←→	G
Ensuring that education providers participate fully	Director of Lifelong Learning	G	←→	G