

Report to: Children's Services Scrutiny Committee

Date: 14 March 2007

Title of report: Quarter Three (Q3) monitoring report against the 2006/07 Council Plan.

By: Director of Policy & Communications

Purpose of report: To provide an update on performance against the Council Plan for the third quarter of 2006/07

RECOMMENDATION

The scrutiny committee is recommended to:

1. note the achievements made by the Children's Services Department;
 2. highlight those performance results which are of particular concern and ensure monitoring of these are timetabled into the committee's forward programme;
 3. note the progress to date from the IDeA Corporate Peer Review Action Plan; and
 4. note the work to date of the Best Value Performance Indicator Review Board.
-

1. Financial implications

1.1 There are no financial implications directly associated with this report.

2. Notable achievements for this quarter in Children's Services

- The percentage of schools working towards the new, more exacting, Healthy Schools status has increased from 31% to 92% (against a target of 65%). Only five schools are not recruited to the Healthy Schools programme.
- East Sussex has achieved a 2006 value added score for Key Stage 1 (tests taken at age 7) to Key Stage 2 (tests taken at age 11) of 99.95 which is greater than the national average which is 99.77. Within our statistical and regional neighbours group of 15 local authorities, our outturn is ranked fourth.

3. Overall performance of the County Council

3.1 At the end of quarter three 189 out of 241 performance measures are either on track to achieve or exceed their target. Of the other 52, 20 measures have not achieved their target and are scored red (twelve newly reported red at quarter three). There are 25 amber performance measures, of which four have been proposed for amendment. The remaining seven measures are only reported annually and performance of these will not be known until quarter four.

4. Performance in Children's Services

4.1 The Children's Services Department has 52 performance measures reported in the 2006/07 Council Plan. In quarter three 29 of these were green, 11 red and 5 amber (a further 7 are only reported annually and will be reported in quarter four).

4.2 Appendix 1 provides a summary of performance measures which have been scored red or amber in the third quarter, as well as those performance measures that were red in quarter 2 and have remained so in quarter 3.

4.3 The committee may wish to highlight those performance results which are of particular concern and ensure monitoring of these are timetabled into the committee's forward programme.

5. Peer Review

5.1 The action plan resulting from the IDeA Corporate Peer Review has been updated to show progress to date and is attached at appendix 2 for members to consider.

6. Best Value Performance Indicator Review Board

6.1 At a previous meeting of the Children's Services Scrutiny Committee a review board was formed to look at the concept behind value added data and contextual value added data and how this is now used to measure performance.

6.2 The board met on 5 February 2007 and minutes of the meeting are attached at appendix 3. A further meeting of the board has been agreed to look more in depth at the use of value added data to analysis performance.

BECKY SHAW
Director of Policy & Communications

Contact Officer: Gillian Mauger, Scrutiny Lead Officer (01273 481796)

Local member: All

Background Documents: None

COUNCIL PLAN QUARTER 3 MONITORING: EXCEPTION REPORT - CHILDRENS SERVICES DEPARTMENT

		KEY TO QUARTERLY RAG SCORES:	PERFORMANCE MEASURE HAS FAILED TO MEET 2006/07 TARGET	R	
			PERFORMANCE MEASURE NOT ON TRACK TO MEET 2006/07 TARGET	A	
			REQUEST FOR AMENDMENT TO TARGET FOR 2006/07	A*	
Key objective	Key Service Target	Performance measure	Commentary	Q2 RAG	Q3 RAG
CHILDREN'S SERVICES - REPORTED RED OR AMBER AT QUARTER THREE					
2. Ensure that children and young people are safe (Stay safe)	2.4 Implement the Anti-Bullying Strategy thereby enhancing practice across settings	2.4a The number of schools completing incident reports: achieve 78 (out of 194 schools. 2005/06 baseline: 0) (LAA 1.2.1)	As discussed in Q2 it is proposed that this indicator should be deleted from the LAA. The pilot carried out during academic year 2005/06 demonstrated that schools are disinclined to make returns (5 out of the 11 schools made returns). It also showed that information returned from schools was not comprehensive and so could not be considered as robust.	A	R
3. Enhance the enjoyment and improve the achievement of children and young people (Enjoy and achieve)	3.2 Further develop opportunities for gifted and talented young people	3.2c Ensure that at least 50% of all East Sussex schools have nominated pupils accepted onto the new county enrichment programme to stretch highly motivated pupils by involving them in additional activities to the national curriculum (n/a in 2005/06)	The two Advanced Skills Teachers with a specific gifted and talented brief have now visited more than 50% of secondary school gifted and talented co-ordinators. The visits are due to be completed by February 2007, whence further targeted work is planned. The Spring 2007 programme was published to schools in November 2006. Participation has risen to nearly 30% of schools and increased marketing of the programme is ongoing.	G	R
	3.4 Support schools in improving the quality of their leadership, management and governance	3.4a Increase the percentage of inspected schools that received a judgement of good or outstanding for 'leadership and management' from 66.5% to 72%	The final outturn will not be available until Q4 but the new Ofsted framework nationally has 'raised the bar' in terms of Ofsted judgements, resulting in fewer judgements of good/outstanding. The changed context means we may not meet this target but we are currently in line with national averages for overall judgements on school effectiveness. Recommendation: note possible non-achievement at year end as a result of new more exacting Ofsted standards. No further action necessary.	A	A
	3.7 Improve services to children with special educational needs	3.7b Increase the participation (number of sessions attended) in school based activities by disabled children and children at special schools (CFMT PI) from 150 to 200	A key member of staff has unfortunately undergone a period of extended sickness leave. All special schools are making plans for the extended day provision, however, it is unlikely that the target of 200 will be met. The data for the year will be available in quarter four. Recommendation: note possible non-achievement at year end as a result of the absence of a key member of staff. No further action necessary.	n/a	A

Key objective	Key Service Target	Performance measure	Commentary	Q2 RAG	Q3 RAG
4. Ensure that children and young people make a positive contribution to society (Make a positive contribution)	4.1 Prevent offending by children and young people	Additional comments for 4.1a,4.1b and 4.1c: The percentage of young offenders in suitable full-time education, training or employment (ETE) continues to be broadly unchanged. Additional funding from the DfES is to be made available to the Youth Offending Team from quarter four to increase capacity to provide the one-to-one support needed to help young offenders access ETE provision.			
		4.1a Increase the percentage of young offenders in education, employment and training from 77% to 80% <i>(due to a change in definition, this target was changed to 75% at Q2)</i>	Q3 outturn was 72% (100 out of 139). Performance continues to be stalled at the current level following the national change in definition of the indicator. This change has meant that young people in part-time provision can no longer be counted. However, performance still remains better than national and regional comparators.	A	R
		4.1b Increase the percentage of young people who have received a final warning and have an ASSET score (an assessment profile which can be used to predict the likelihood of a young offender re-offending) of 12 or above, who have an intervention programme, from 81% to 95%.	Q3 outturn was 77% (10 out of 13). This nationally set target has become more challenging due to the national change in definition of a final warning. This led to a large drop in numbers in the cohort (from around 80 to 13) causing greater statistical variance. However, performance currently appears to be improving in this area. Recommendation: note challenging target due to low cohort numbers and possible non-achievement at year end. No further action necessary.	A	A
		4.1c Increase the percentage of young offenders with mental health needs who access Child and Adolescent Mental Health Services promptly (within 15 working days of assessment) from 89% to 90%.	Q3 outturn was 77.8%. (7 out of 9). Low numbers in cohort are distorting overall performance, however the two cases seen outside the timescale were seen within 20 days. Recommendation to note challenging target due to low cohort numbers and possible non-achievement at year end. No further action necessary.	A	A
	4.2 Enhance family support and ensure effective transitions to Adult's services	4.2a Increase the number of children reached through the Children's Centre programme from 2805 to 7778.	Outturn: 5111 as reported at Q2. The service continues to grow supported by a positive evaluation of Early Support nationally. A DVD has been produced to introduce the scheme to new parents particularly BME families and parents with disabilities. There is no expected increase in reach for this quarter as reach will increase alongside centre designation. The phase two Children's Centres will not be open until after March 2007.	A	R
5. Improve the economic wellbeing of children and young people (Economic wellbeing)	5.2 Reduce numbers of 16+ not in education, employment or training (NEET)	5.2a Decrease the (adjusted) percentage of 16-18 yr olds who are not in education, employment or training (NEET) from 8.1% to 6.4% (report figures for county, borough and district) (LAA 5.1.1)	Reducing the number of unknowns is important in finding more NEETs than the 'adjusted NEET' would calculate and this figure is for the first time below the target of 5%. A NEET Reduction Strategy and Action Plan is currently being drafted and will be presented to the Children's Trust Executive Group (CTEG) in March. It will describe how we are going to meet the LAA stretch target by the end of 2008. We are awaiting the national picture regarding NEETs so that we can analyse our relative position. Provisional outturn for Nov 06 is 7.88% Recommendation: LAA target; note the actions in place.	A	A

Key objective	Key Service Target	Performance measure	Commentary	Q2 RAG	Q3 RAG
CHILDRENS SERVICES - ALREADY REPORTED RED AT QUARTER TWO					
3. Enhance the enjoyment and improve the achievement of children and young people (Enjoy and achieve)	3.5 Improve access to and quality of foundation stage learning	<p>Quarter 2: Additional comments for 3.5 - Ongoing training is being provided for nursery staff. Support is provided by the Early Years Teaching Support Service (EYTSS), Family Intensive Support Service (FISS), Speech and Language Therapy Services (SALT), and the Centre for British Teachers (CfBT) Education Trust. There is a bursary scheme aimed at supporting children entering nurseries/preschools in the 30% most deprived SOAs in England. Work is also done on transition to Nurseries. We will identify young parents and families in refuges through information sharing with partner agencies and following consolation with these parents provide a safe place in which they can access a variety of resources. Development and publication of self-evaluation framework continues. Launch and training planned for Autumn term 2 and Spring term 1.</p>			
		<p>3.5b Increase the percentage of children in the 30% most deprived Super Output Areas scoring 6 points or above in communication, language and literacy in the Foundation Stage Profile from 61.4% to 63.0% (LAA 3.1.1ib)</p>	<p>This is a disappointing result with an outturn of 60.7% (605 out of 996). However, the pump priming bid and communication, language and literacy (CLLD) project that come into force from November should secure an improvement in communication skills. Analysis of CLLD nationally shows that it scores lowest of all the areas of foundation stage learning. Responsibility for management of the pump priming bid moves to Cubit once staffing has been appointed. (East Sussex is one of 32 authorities identified for the CLLD project having been identified as having the capacity to improve by DfES).</p>	R	
		<p>3.5c Increase the percentage of children in the 30% most deprived Super Output Areas scoring 7 points or above in personal, social and emotional development in the Foundation Stage Profile from 67.3% to 68.7% (LAA 3.1.1iia)</p>	<p>Progress in this area of learning is slower than required with an outturn of 68.0% (677 out of 996) rather than 68.7%; direction of travel is positive. The impact of healthy lifestyle projects through changes in foundation stage curriculum provision will continue to raise this outturn.</p>	R	
		<p>3.5d Increase the percentage of children in the 30% most deprived Super Output Areas scoring 7 points or above in communication, language and literacy in the Foundation Stage Profile from 45.3% to 47.2% (LAA 3.1.1iib)</p>	<p>This is an ambitious target with attainment of pupils at 7 points. The outturn is 43.9% (437 out of 996). However, the pump priming bid and communication, language and literacy (CLLD) project that come into force from November should secure an improvement in communication skills. Analysis of CLLD nationally shows that it scores lowest of all the areas of foundation stage learning. Responsibility for management of the pump priming bid moves to CfBT once staffing has been appointed. (East Sussex is one of 32 authorities identified for the CLLD project having been identified as having the capacity to improve by DfES).</p>	R	
		<p>3.5e Increase the percentage of children in the 30% most deprived Super Output Areas scoring 8 points or above in personal, social and emotional development in the Foundation Stage Profile from 51.8% to 53.1% (LAA 3.1.1iia)</p>	<p>This is an ambitious target with attainment of pupils at 8 points. Outturn is 47.2% (470 out of 996). However the impact of healthy lifestyle projects through changes in foundation stage curriculum provision will continue to raise this outturn. The red judgements in this monitoring form the baseline for the intervention projects listed in the previous foundation stage indicators.</p>	R	
		<p>3.5f Increase the percentage of children in the 30% most deprived Super Output Areas scoring 8 points or above in communication, language and literacy in the Foundation Stage Profile from 28.3% to 30.0% (LAA 3.1.1iib)</p>	<p>This is an ambitious target with attainment of pupils at 8 points. The outturn is 25.6% (255 out of 996), a red judgement as it is still below the bottom of the target shift. However, the pump priming bid and communication, language and literacy (CLLD) project that come into force from November should secure an improvement in communication skills. Analysis of CLLD nationally shows that it scores lowest of all the areas of foundation stage learning. Responsibility for management of the pump priming bid moves to CfBT once staffing has been appointed. (East Sussex is one of 32 authorities identified for the CLLD project having been identified as having the capacity to improve by DfES.)</p>	R	

Key objective	Key Service Target	Performance measure	Commentary	Q2 RAG	Q3 RAG	
3. Enhance the enjoyment and improve the achievement of children and young people (Enjoy and achieve)	3.6 Reduce total absence (authorised and unauthorised) in schools		<p>Quarter 2: Additional comments for 3.6 - The attendance code of practice is being re-drafted. Following positive evaluation the primary attendance project is now being rolled out in seven further schools. All schools have received training and software to implement new national registration codes. The majority of schools have set targets and the remaining schools are currently being contacted. Awaiting information from DfES to confirm targeted schools. An increased number of schools are using the Attendance Panel approach (where the schools invite the parent / guardian to a panel meeting with the pupil and representatives from the school and Education Welfare Service. A formal warning is issued and reasons for poor attendance are discussed) and support is being provided to these schools. Following the meeting, if attendance does not improve, legal proceedings can begin. Evaluation of the impact of prosecutions is currently taking place and a good practice manual to support schools in improving attendance is being developed.</p>			
			3.6a Maintain the percentage of half days missed due to total absence in primary schools at 5.0%	Provisional data now available showing primary total absence as 5.21%. There is evidence nationally that high levels of illness in the Spring terms led to increased absence across the country. Analysis of data shows that where schools have higher levels of absence than last year this has been caused by illness during those terms in the majority of schools. In primary schools, the Cool Cats attendance project, which aims to make attendance a whole school issue and reward good attendance in order to support primary children in maintaining good attendance, will be rolled-out to a further seven schools during 2006/7. See additional comment for further actions to improve.	R	
			3.6b Maintain the percentage of half days missed due to total absence in secondary schools at 7.3%	Provisional data shows secondary absence as 7.4%. There is evidence nationally that high levels of illness in the Spring terms led to increased absence across the country. Analysis of data shows that where schools have higher levels of absence than last year this has been caused by illness during those terms in the majority of schools. A new Key Stage 3 project is being developed which will be project based work for a week in a school raising the profile of attendance throughout the secondary school including through the curriculum with extra support for first day calling, immediate absence follow up, truancy sweep, late swoop etc. This will be launched during this academic year and will be called 'Get Smart'. See additional comment for further actions to improve.	R	

Quarter 3 Update of the IDeA Corporate Peer Review (September 2006) Action Plan					
Ref	Areas to check	Areas where action is needed	Lead	What action is already in hand to tackle this, if any?	Quarter 3 Update on progress
1. AMBITION					
1.1	Delivery of Adult Social Care Improvements (para 22)		Keith Hinkley	3 year plan	<p>The Three Year Plan Implementation Plan has been published. Annual Service Plans for 2007/08 will serve as the annual delivery plans for the Three Year Plan Commitments.</p> <p>An annual cycle of stakeholder involvement in strategic planning has been agreed by the Departmental Management Team and stakeholders, including annual updates of the Three Year Plan aligned with Reconciling Policy and Resources.</p> <p>Commissioning Strategies are a key delivery mechanism for the Three Year Plan. The final draft of the Carers Commissioning Strategy is out for consultation and will be implemented from April. Other commissioning strategies are in development and will be delivered in accordance with the plan.</p>
1.2	Longer term vision to be developed with others and checked against finance and infrastructure (para 22)		Becky Shaw	The Community Strategy will be revised in early 2007 and will provide the vehicle to deliver this action.	Investigating joint working across the County with District and Borough Councils. Together with the delayed Department of Communities and Local Government guidance this may delay the process, however, this will be achieved by April 2008.

Quarter 3 Update of the IDeA Corporate Peer Review (September 2006) Action Plan					
Ref	Areas to check	Areas where action is needed	Lead	What action is already in hand to tackle this, if any?	Quarter 3 Update on progress
2. PRIORITISATION					
2.1	Need for continued political resolve to deliver ambitions (para 28)		Councillor Jones		Ongoing
3. DECISION MAKING AND SCRUTINY					
3.1	Suggestions for development of scrutiny e.g. Scrutiny of the Leader (para 31)		Andrew Ogden	Under discussion with Scrutiny Committees. Includes action to increase public involvement and scrutinise the Leader.	Proposals considered by Scrutiny Committees. No wish for additional scrutiny of the Leader
CP SMD 2.1b	Need to come to a view on the Neighbourhood agenda (para 33)	Members to be better apprised of local issues (para 33)	Cheryl Miller	Chief Officers Management Team (COMT) is working on a service based approach to enhanced locality working. It includes web based information for local members.	Confirmation of existing guidance about working with local members to be issued. Review of guidance to be undertaken early in 2007/08 Discussion about local working to be held with District and Borough Councils.

Quarter 3 Update of the IDeA Corporate Peer Review (September 2006) Action Plan					
Ref	Areas to check	Areas where action is needed	Lead	What action is already in hand to tackle this, if any?	Quarter 3 Update on progress
4. CUSTOMER FOCUS					
4.1 CP SMD 4.1		Greater consistency (para 35)	Becky Shaw/ Sean Nolan	Work to define excellence in customer focus and link to productivity being developed. Proposals to be made following annual staff conference feedback review	Review of complaints procedures underway. Broader strategic review and proposals underway.
4.2 CP Com Ser 3.1		Contact Centres – need for more management information (para 37)	Sean Nolan	Position being reviewed.	Terms of Reference of the Project Board have been revised to ensure more targeted focus on the consistency of design parameters and quality of output. Review of Adult Social Care centre underway. Review of Children's Services proposals underway.

Quarter 3 Update of the IDeA Corporate Peer Review (September 2006) Action Plan					
Ref	Areas to check	Areas where action is needed	Lead	What action is already in hand to tackle this, if any?	Quarter 3 Update on progress
4. CUSTOMER FOCUS					
4.3 CP SMD 3.2		Community cohesion and equalities in service delivery – guidance for staff, good practice and corporate expertise needed. (para 41)	Keith Hinkley	<p>Audit Commission looking at equalities and diversity issues.</p> <ul style="list-style-type: none"> ➤ the development of an E-learning package on equalities – mandatory from January 2007; ➤ revised and improved corporate equalities training package; ➤ the work the Council's Disability and Diversity Officer, is doing on the Disability Action Plan 	Audit Commission Review completed and discussed at COMT on 24 January. Agreed to appoint a Project Manager to progress key issues of developing a corporate equalities plan and governance/ performance management arrangements to ensure delivery. Aim is to complete work before CA/ JAR.
			Becky Shaw	<ul style="list-style-type: none"> ➤ Work on traveller issues 	Work on traveller issues ongoing

Quarter 3 Update of the IDeA Corporate Peer Review (September 2006) Action Plan					
Ref	Areas to check	Areas where action is needed	Lead	What action is already in hand to tackle this, if any?	Quarter 3 Update on progress
4. CUSTOMER FOCUS					
4.4	Best Value Performance Indicator (BVPI) satisfaction survey results – need to manage fallout from drop in satisfaction (para 40)		Becky Shaw	A communications plan to address the inevitable drop in satisfaction levels measured by BVPI result is in train and includes current local survey results.	Completed.
5. EXTERNAL COMMUNICATION AND COMMUNITY EMPOWERMENT					
5.1 CP SMD 4.1	Priorities to be communicated with financial pressures (para 45)		Becky Shaw/ Sean Nolan	Reconciling Policy and Resources (RP&R) Communication/consultation plan in place.	Ongoing. Revised vision approved and specific linkages with policy and resources emphasised.

Quarter 3 Update of the IDeA Corporate Peer Review (September 2006) Action Plan					
Ref	Areas to check	Areas where action is needed	Lead	What action is already in hand to tackle this, if any?	Quarter 3 Update on progress
5. EXTERNAL COMMUNICATION AND COMMUNITY EMPOWERMENT					
5.2	Earlier engagement with public and partners over decisions (para 48)		All Chief Officers	Has been raised as an issue as part of the 2007/8 budget and priorities consultation with partners.	<p>This will be considered when the communication plan for 2008/09 budget and priorities consultation is developed.</p> <p>Cabinet Plan contains details, by portfolio, of approach.</p> <p>Adult Social Care: Three Year Plan stakeholder & consultation events; Older Peoples Forum representatives included in Home Care re-tendering process; Reference groups & consultation with partners, service users and the public in developing Commissioning Strategies and Housing & Support Services strategies.</p>

Quarter 3 Update of the IDeA Corporate Peer Review (September 2006) Action Plan					
Ref	Areas to check	Areas where action is needed	Lead	What action is already in hand to tackle this, if any?	Quarter 3 Update on progress
5. EXTERNAL COMMUNICATION AND COMMUNITY EMPOWERMENT					
5.3	More joined up consultation (para 48)		Becky Shaw All Chief Officers	Strengthened arrangements agreed including regular reports to Cabinet on findings and responses.	<p>An in house computer package is being developed to help co-ordinate communication internally, this will include the details and results of all consultation. The public will also be able to access the information from the website.</p> <p>A separate consultation strategy is being developed. The membership and remit of the Consultation and Research Group is being strengthened.</p> <p>Mori will present the findings of our BVPI satisfaction survey to Cabinet Briefing.</p> <p>Adult Social Care: Older Peoples Services Interdepartmental Working Group. All ESCC departments are represented on the group. A series of workshops are planned with Older People to address priorities raised by Older People at the Open Space Conference. The workshops will cover topics ranging from Transport to Adult Learning.</p> <p>Joint project with ASC, PCT's and Children's Services to commission a voluntary sector organisation to facilitate a reference group of disabled people to inform action planning of Disability Equality Schemes and other related initiatives.</p> <p>Significant consultation exercise underway as part of work in relation to new Record Office</p>

Quarter 3 Update of the IDeA Corporate Peer Review (September 2006) Action Plan					
Ref	Areas to check	Areas where action is needed	Lead	What action is already in hand to tackle this, if any?	Quarter 3 Update on progress
6. DELIVERING THROUGH PARTNERSHIPS					
6.1	Appropriate role to be played in partnerships (para 50)		All Chief Officers / Cabinet Members		Partnership Guidelines are currently being finalised.
6.2 CP SMD 2.2 Cor Res 1.2	Increase capacity through use of contractors and VCS (para 51)	Enhance procurement (para 65)	Becky Shaw Sean Nolan	Voluntary and Community Services Co-ordinator in place since June 2006. Productivity Board reviewing action to improve Contract and market management.	The priorities for Community Partnership Finance have been changed to ensure the sustainability of those VCS organisations who provide services. Contract and market management work underway. Informal Peer Review of Procurement completed. Action plan in place.

Quarter 3 Update of the IDeA Corporate Peer Review (September 2006) Action Plan					
Ref	Areas to check	Areas where action is needed	Lead	What action is already in hand to tackle this, if any?	Quarter 3 Update on progress
7. PERFORMANCE MANAGEMENT					
7.1 CP SMD 2.1f		Focus on driving performance across all indicators (para 57)	All Chief Officers	Strengthening arrangements being developed (including advice to Members and focus on target setting).	Clear articulation of performance in all service areas, including key indicators, are being identified by Chief Officers. COMT has commissioned work aimed at improving our ability to compare performance over time and with others and improving target setting.
7.2 CP SMD KO3	Build on valued initiatives to celebrate success (para 58)		Andrew Ogden/All Chief Officers	Significant work in hand on both internal and external awards.	Reviewing excellence awards process. Continuing to win external awards. Very successful internal competition for Young Local Authority of the Year nominees.
7.3		More information on areas/specific groups (para 59)	Becky Shaw	East Sussex in Figures (ESIF) Improved consultation (see above).	To be developed once work at 7.1 complete

Quarter 3 Update of the IDeA Corporate Peer Review (September 2006) Action Plan					
Ref	Areas to check	Areas where action is needed	Lead	What action is already in hand to tackle this, if any?	Quarter 3 Update on progress
8. RESOURCE MANAGEMENT					
8.1	Establish robust plan for efficiencies (para 64)		Sean Nolan	RP&R will provide.	Draft 3 year savings plans now in place.
CP SMD 1.2	Further opportunities for charging/bidding /income generation? (para 64 - 65)		Sean Nolan Becky Shaw All Chief Officers	RP&R will explore income generation board established to review.	Grant Net has been purchased by the Council and is available on our website to facilitate access to funding for VCS, businesses etc. Liaison with Audit Commission underway.
8.3	Service Level Agreements (SLAs) deliver benefits proportionate to the efforts to negotiate them? (para 65)		Sean Nolan	Simplifying SLAs on a service by service basis.	Individual service SLA process guidance is being produced.

Quarter 3 Update of the IDeA Corporate Peer Review (September 2006) Action Plan					
Ref	Areas to check	Areas where action is needed	Lead	What action is already in hand to tackle this, if any?	Quarter 3 Update on progress
9. CHANGE AND PROJECT MANAGEMENT					
9.1	Organisational capacity stretched (para 70)		Andrew Ogden All Chief Officers	RP&R ensures focus on priorities. Management Capacity Reserve and Invest to Save Fund provide vital additional capacity. Leadership and management development and workforce strategy in place. Continue to target priorities as part of performance management arrangements. Successfully retained Investors in People Corporate Accreditation for another 3 years.	Additional management capacity funds provided in the budget for 2007/08. Second round of Invest to Save launched.

Quarter 3 Update of the IDeA Corporate Peer Review (September 2006) Action Plan					
Ref	Areas to check	Areas where action is needed	Lead	What action is already in hand to tackle this, if any?	Quarter 3 Update on progress
10. MANAGING PEOPLE					
10.1 CP SMD 3.1		Personnel services has suffered as a result of cost savings (para 65)	Andrew Ogden	SLA regime in place. Client Monitoring Group (HRMB), Performance Indicators agreed, and quality assurance arrangements introduced. Improved training for new staff.	Reduction in error rate accomplished. Bid for e-recruitment about to be submitted. Customer focus training given to all staff.
10.2		No corporate induction programme (para 79)	Andrew Ogden	e-learning induction programme being developed.	About to launch e-induction programme.
10.3 CP SMD KO3		More support for managers to stop inconsistencies in approach (para 79 - 80)	Andrew Ogden/ All Chief Officers	Operation of Personnel Policies. Refreshed Personnel and Training (PAT) internet site. New training programme in place e.g. lunchtime sessions. PAT Client Support Manager for advice/guidance.	Training initiatives continuing to assist and support managers.

Quarter 3 Update of the IDeA Corporate Peer Review (September 2006) Action Plan					
Ref	Areas to check	Areas where action is needed	Lead	What action is already in hand to tackle this, if any?	Quarter 3 Update on progress
10. MANAGING PEOPLE					
10.4	Staff feel that communications /improvement aimed at County Hall rather than outlying centres (para 75)		All Chief Officers	To be considered by departments and as part of following action.	Adult Social Care: <ul style="list-style-type: none"> Communications Plan 2006-2008. Electronic & hard copy circulation of monthly 'Brief Encounter' publication
10.5		Better internal communication (para 81)	Becky Shaw	New internal Communications Manager being recruited.	Internal Communications Manager in place January 2007
10.6		Greater visibility of the political and managerial leadership (para 81)	All Chief Officers	Opportunities being explored.	Ongoing
10.7	Managers are uncomfortable with sickness absence policy (para 82)		Andrew Ogden	Recommend continuing strategy which is paying dividends.	Reviewing standard letters to ensure managers have sufficient discretion when dealing with sensitive cases. Further discussions with Trade Unions to be held to understand and tackle concerns
CP SMD KO3					

Quarter 3 Update of the IDeA Corporate Peer Review (September 2006) Action Plan					
Ref	Areas to check	Areas where action is needed	Lead	What action is already in hand to tackle this, if any?	Quarter 3 Update on progress
10. MANAGING PEOPLE					
10.8	Staff see new working practices as solely financially motivated (para 83)		Sean Nolan	Maintain internal communication efforts on RP&R.	The reality of linking customer focus, productivity, resources available with revised service offers was a major theme at the recent Managers Conference. The new internal communications strategy will include customer focus as a key project.
10.9	Understanding of managers re terms and conditions when staff transferred to joint teams. (para 78)		Keith Hinkley	<ul style="list-style-type: none"> ➤ Establish SLA for mental health services Review joint learning disability teams and re-specify services.	<p>Mental Health: Joint Management Agreement (November 2006) between Adult Social Care and the Sussex Partnership Trust for the provision of services for people with mental health or substance misuse problems. Staffing arrangements and staff development issues are covered within the agreement.</p> <p>Learning Disability: A scoping project for the review and re-specification has been completed. Services will be re-specified through the Learning Disability Commissioning Strategy.</p>

Quarter 3 Update of the IDeA Corporate Peer Review (September 2006) Action Plan					
Ref	Areas to check	Areas where action is needed	Lead	What action is already in hand to tackle this, if any?	Quarter 3 Update on progress
10. MANAGING PEOPLE					
10.10	Staff generally feel very pressurised, with the reduction in posts and consequent absorption of work by others bringing things close to the tipping point (para 75)		All Chief Officers	<ul style="list-style-type: none"> ➤ Business planning, RP&R – involves a focus on core activities ➤ Management Capacity Reserve in place ➤ Work of personnel e.g. well-being initiatives, clarity of appraisal and target setting. Improved training opportunities. 	<p>Increased resources to occupational health. Well-being initiatives continue to be popular. Specific stress counsellors recruited as part of our welfare service. Staff feedback about training opportunities etc. is very positive.</p> <p>Further discussions with Trade Unions to be held to understand and tackle concerns.</p> <p>Chief Officers reviewing departmental position and local solutions. Potential for solution across departments will be considered.</p>

**Best Value Performance Indicator Review Board
Scrutiny Committee for Children's Services**

Meeting: Monday 5 February 2007 at County Hall, Lewes

PRESENT: Members:
Mrs Sarah Maynard (Chairman), Councillors Field, St Pierre, and Mrs Tidy

Officers:
Gillian Mauger, Scrutiny Lead Officer
Martin Kaliszewski, Data Management Advisor
Annie Petch, Democratic Services Officer

1. Welcome and Introductions

1.1 Members and Officers were welcomed and general introductions were made.

2. Appointment of Chairman

2.1 Mrs Sarah Maynard was appointed Chairman of the Board.

3. Apologies

3.1 Apologies for absence were received from Councillor Elkin.

4. Presentation on Value Added Data

3.1 The Board received a presentation on Value Added Data and Contextual Value Added Data. A copy of the presentation is attached to these minutes.

3.2 The discussion began with a breakdown of definitions for attainment (exam results); Value Added Data (a comparison between performance at a particular key stage with performance at a previous key stage); and Contextual Value Added Data (Value Added Data that takes into account other characteristics such as gender; social setting; age; mobility etc).

3.3 The Board noted:

- In the past, schools were only measured against their attainment results, now more weight is being given to Value Added Data.
- Ofsted views Value Added Data as a key measure of performance, therefore if a school has poor progress in this area it is likely to go into a special Ofsted category.
- Discussions are currently taking place by Ofsted to review and agree statistical neighbours for Local Authorities.
- Key-stage targets (also known as threshold targets) are Government targets aimed at raising standards. These targets are not a key measure for Ofsted, which is more concerned with 'quality assurance' for all children.

- A full report that includes Contextual Value Added Data is available to Governors from their Head Teachers at each school. The figures in the reports should be used to ask questions rather than be used to solely assess the performance of the school.

3.4 The Board recognised that whilst attainment performance was not particularly high, progress seemed to be good.

3.5 RESOLVED to – (1) convene a second Board meeting to allow members an opportunity for the practical application of performance analysis techniques; and

(2) suggest that the Education Standards Boards should receive a similar presentation on Contextual Value Added Data.

Performance Data for Improving School Self Evaluation

Contextual Value Added measures

Martin Kaliszewski

East Sussex School Improvement Service

Principal Issues

- Making sense of standards (separating attainment and progress)
- Value Added and Contextual Value Added
- Using these measures for authentic school self evaluation and school improvement

Statutory Targets (thresholds)

- Key Stage 2
 - % level 4+
 - English
 - Maths
- Key Stage 3
 - % level 5+
 - English, Maths, Science & ICT (TA)
 - Key Stage 4
 - % 5A*-C
 - %5A*-C including English & maths
 - Uncapped points score

Questions to ask

- How well have our pupils attained and achieved?
- How do we know?
- How well have we done compared with other similar contexts and schools nationally?
- What actions need to be taken to raise pupil achievement further?
- In which subjects and stages do pupils do best, and why?
- Are there issues relating to gender, ethnic background or other grouping and, if so, what action is being taken?

Standards (two dimensions)

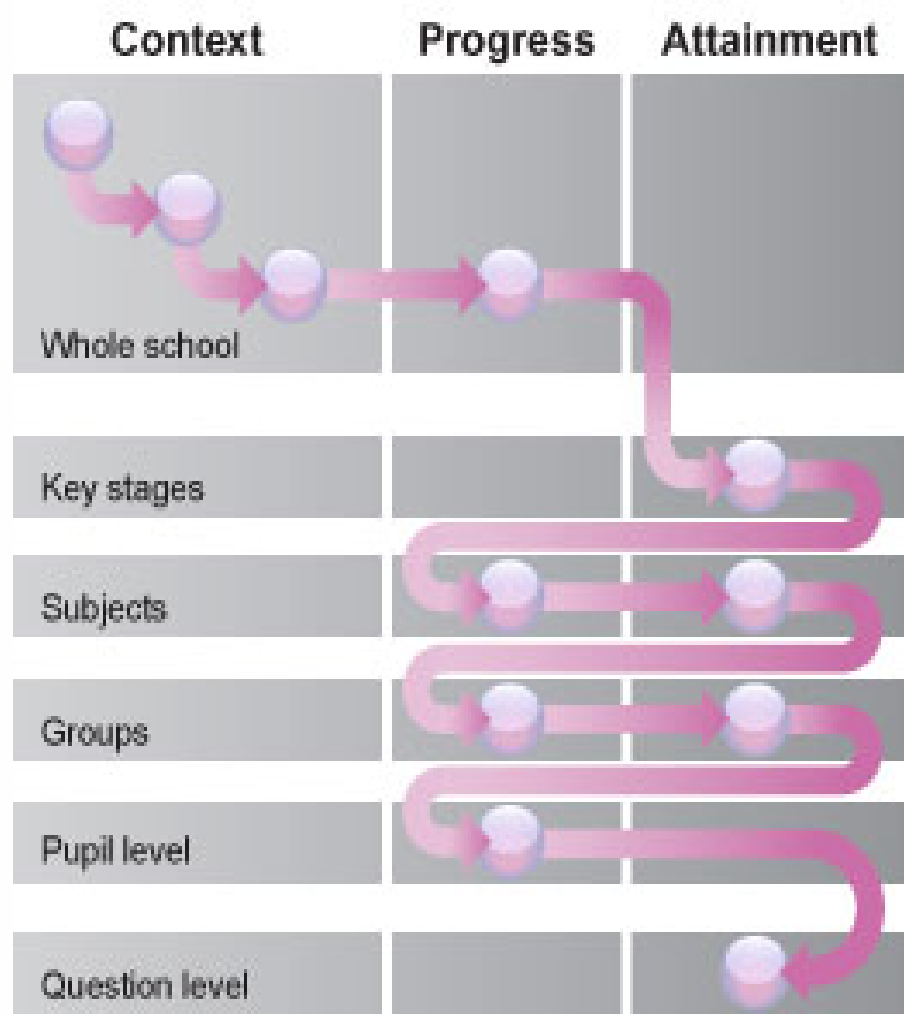
Attainment

Actual performance at
the end of a Key Stage

Progress

Performance compared
with that at an earlier
key stage

(Value added)



Primary pathway



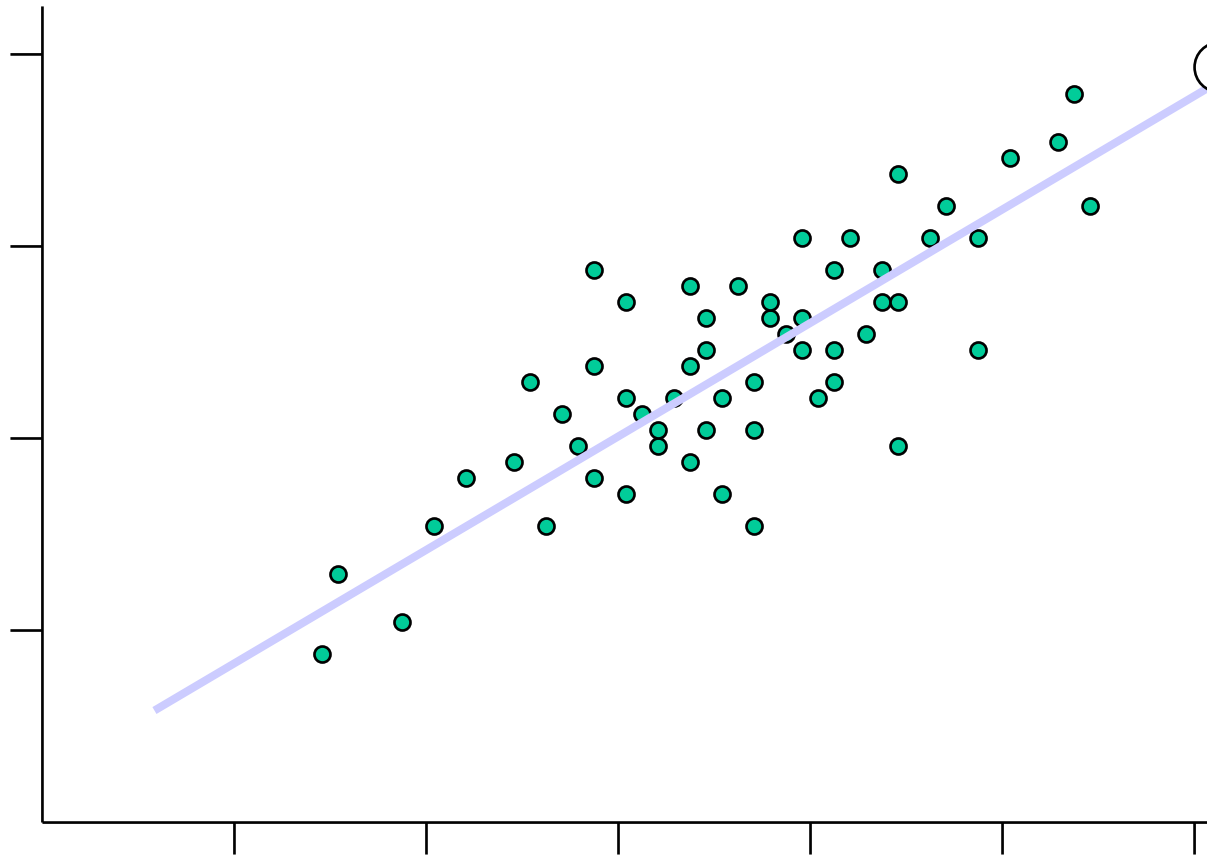
- 1
- 2
- 3
- 4

Further information: ePD
Evaluating School Performance

Levels as Points

- Level 1 is 9 points
 - **Level 2 is 15 points**
 - Level 3 is 21 points
 - **Level 4 is 27 points**
 - **Level 5 is 33 points**
 - Level 6 is 39 points
 - Level 7 is 45 points
 - W is 3 points
 - Level 2A is 17 points
 - Level 2C is 13 points
- To turn levels into points multiply the level by 6 and add 3
 - Martin scores
2A in maths
2C in reading
1 in writing
 - Martin has an average points score of $(17+13+9)/3=13$

Outcome Score

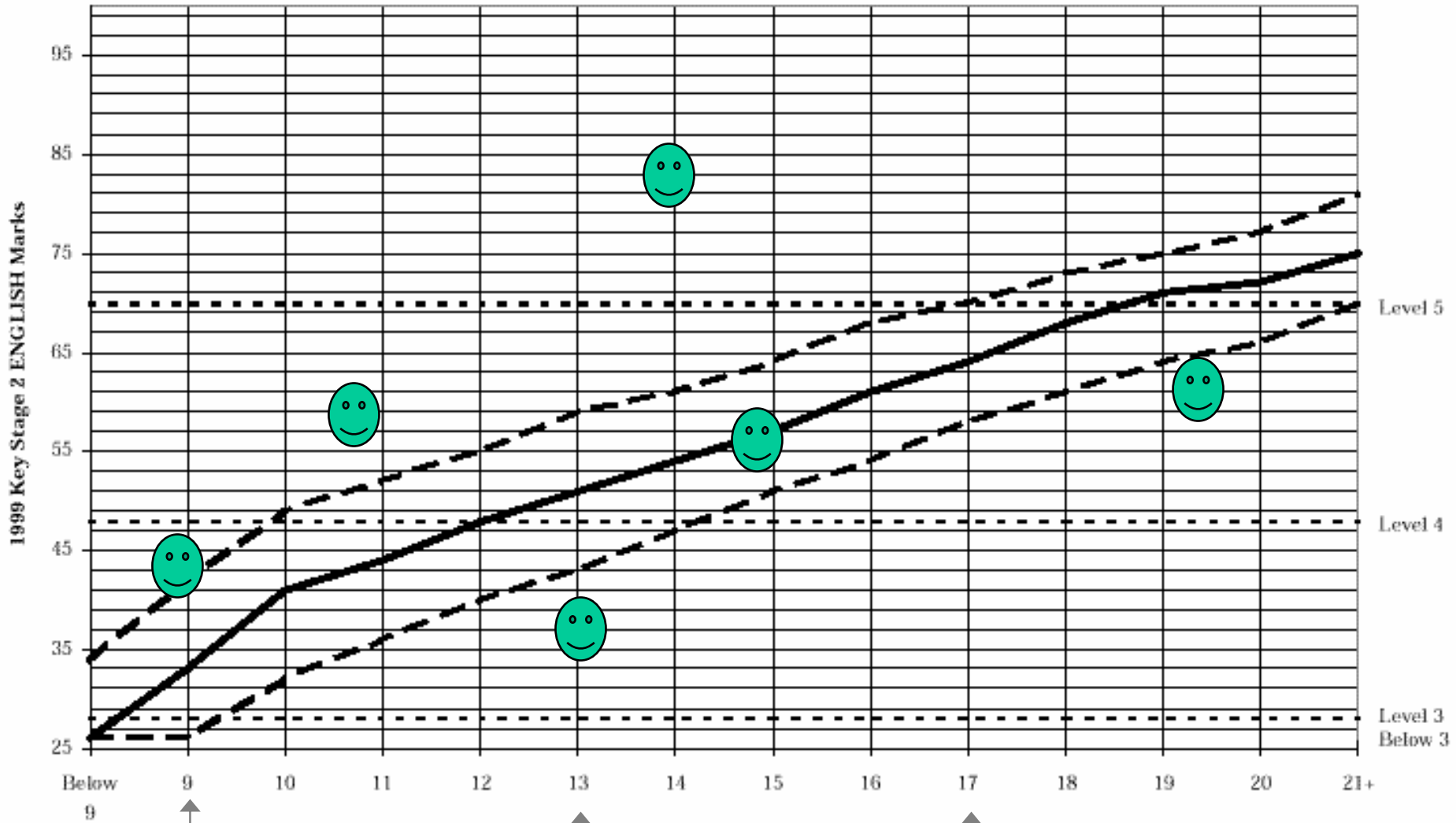


Progression Line

Input Score

ASSESSMENT ANALYSIS

Graph 3.1 1999 Key Stage 2 ENGLISH Value Added Line



Average 1995 Key Stage 1 Points Score

public benefit
worldwide

1

2C

2B

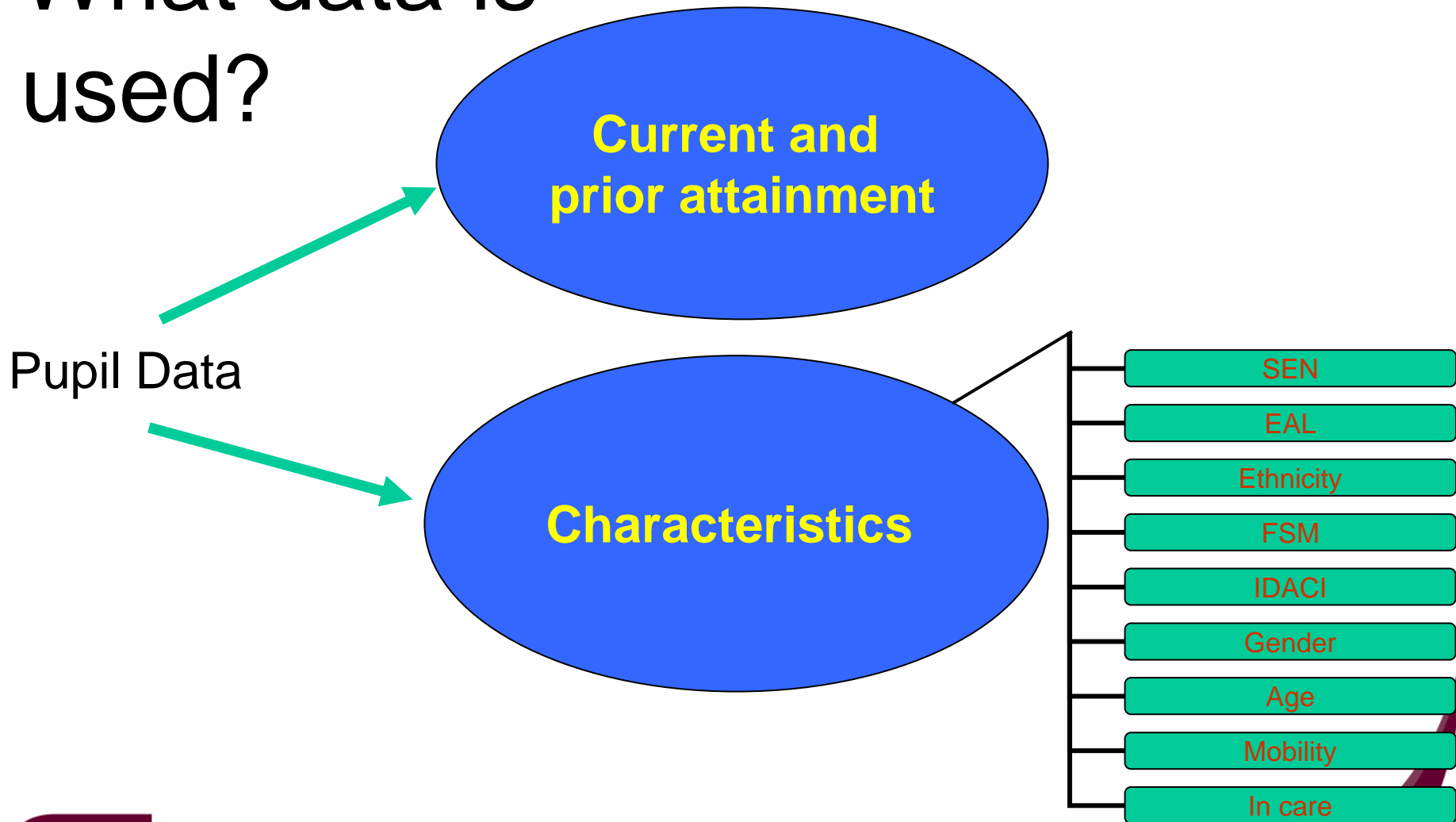
2A

3

CVA and Pupil Characteristics

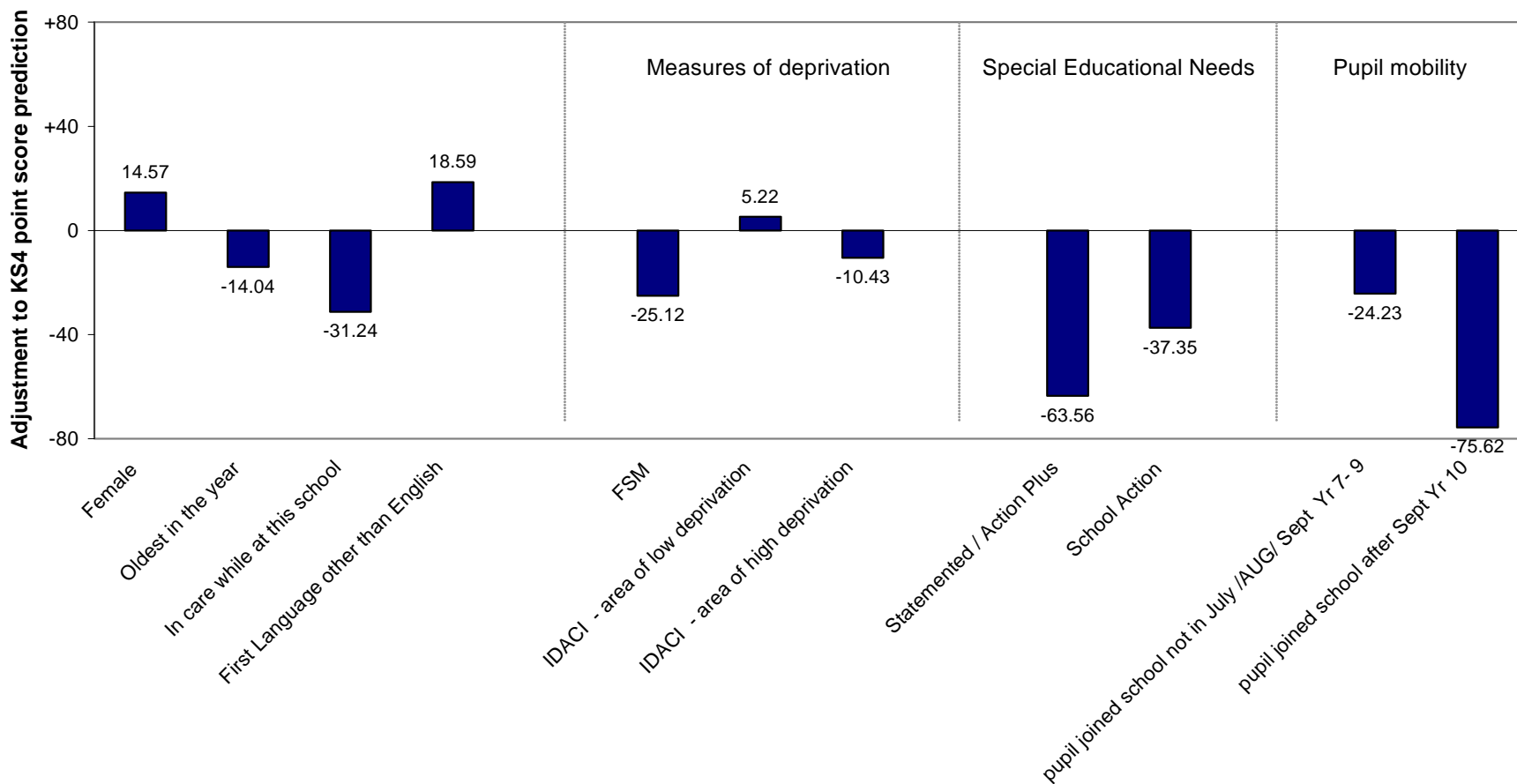
- Contextual Value Added (CVA) calculations take into account characteristics that affect pupils' achievements such as gender, ethnicity and prior attainment and so *isolate the progress brought about by the school*
- The scores are centred around 100 for KS2 & 3 and 1000 for KS4
- Each school CVA score is given a confidence interval based upon the number of children in the cohort
- The smaller the number of pupils the larger the uncertainty associated with the CVA measure
- School outcomes are colour coded only if significantly high or low

What data is used?



Adjustments due to pupil characteristics

(A* GCSE = 58 pts)



Primary 2004 model

Characteristic	P or S	Coefficient
Chinese	P	1.02
Any other ethnic group	P	0.53
Any other Asian background	P	0.53
KS1 (reading, writing, maths) APS	P	0.50
Any other white background	P	0.46
Bangladeshi	P	0.30
White and Asian	P	0.29
White and Black African	P	0.28
EAL	P	0.23
KS1 maths points – KS1 overall APS	P	0.23
Any other mixed background	P	0.21
Irish	P	0.16
Indian	P	0.13
Black African	P	0.11
KS1 reading points – KS1 overall APS	P	0.07
Quadratic of KS1 APS	P	0.01
White British, male, non-FSM, non-EAL, non-SEN, non-in care ²	P	0
White and Black Caribbean	P	-0.03
Age within yr Aug = 1, July = 2, ... Sept = 12	P	-0.04
In care while at this school	P	-0.08
Any other black background	P	-0.12
Unclassified ethnic group	P	-0.17
Joined school not in July / Aug / Sept Yr 3,4,5	P	-0.18
Pakistani	P	-0.22
Caribbean	P	-0.31
Female	P	-0.34
FSM	P	-0.40
Traveller of Irish heritage	P	-0.63
Joined school after Sept Yr 6	P	-0.69
Gypsy / Roma	P	-0.76
IDACI score of postcode ²	P	-0.95
SEN other (school action) A	P	-1.51
SEN statemented / "action plus" / Q	P	-2.27

Table 22: coefficients for characteristics in the 2004 KS2-4 CVA model

Characteristic	P or S	Coefficient
Black African	P	35.5
Bangladeshi	P	32.1
Chinese	P	29.7
Pakistani	P	27.1
EAL	P	25.5
Any other ethnic group	P	25.3
Indian	P	24.5
Any other Asian background	P	23.0
Female	P	17.4
Caribbean	P	15.0
White and Asian	P	13.3
Any other white background	P	12.5
Any other black background	P	8.2
White and Black African	P	6.3
Any other mixed background	P	5.1
KS2 Average Point Score of Cohort	S	3.3
KS2 English points – KS2 overall APS	P	2.3
Quadratic of KS2 APS	P	0.4
KS2 maths points – KS2 overall APS	P	0.3
Irish	P	0.1
White British, male, non-PSM, non-EAL, non-SEN, non-in care ^a	P	0
White and Black Caribbean	P	-0.5
KS2 overall APS from fine grades	P	-3.9
KS2 SD (standard deviation) in cohort KS2 APS	S	-6.3
Age (yrs) (15-16 in OLS, 0-1 in MLM)	P	-14.0
PSM	P	-21.3
Joined school not in July / Aug / Sept Yr 7- 9	P	-23.8
Traveller of Irish heritage	P	-26.0
Unclassified ethnic group	P	-35.5
In care while at this school	P	-36.0
SEN other (school action) A	P	-39.2
Gypsy / Roma	P	-45.1
SEN statemented / "action plus" / Q	P	-65.0
IDACI score of postcode ^a	P	-65.1
Joined school after Sept Yr 10	P	-75.4

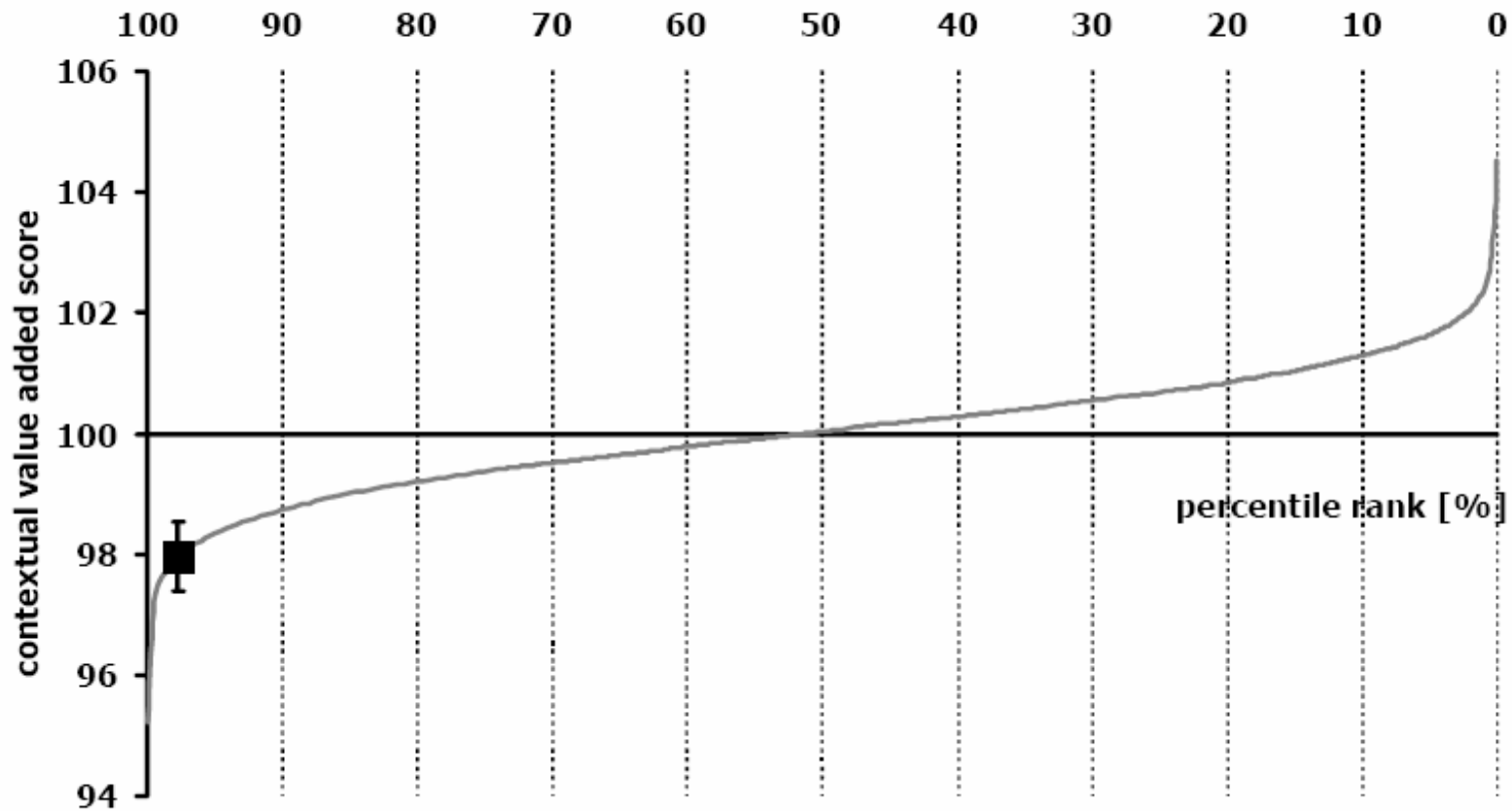
Secondary 2004 model

What do we mean by significant?

- In everyday English 'significant' means important. In statistics 'significant' means an outcome that can not be explained by chance
- CVA measures use significance tests to pick out performance that we are 95% confident is different from the national average
- This significant performance is determined by the actual CVA measure and the *number of pupils* involved
- These significant results are referred to as exceptions

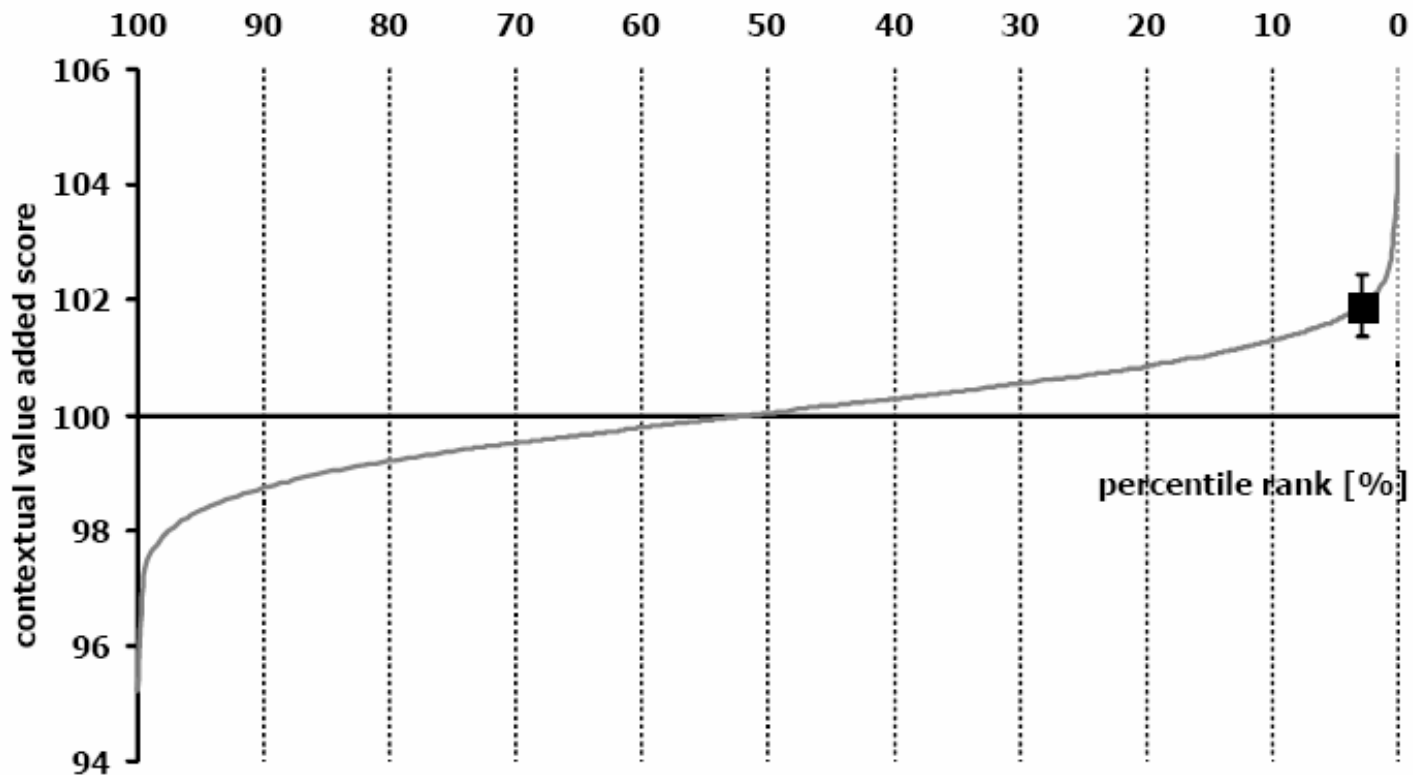
	Number of Pupils	APS 2005	Value Added 2005	Contextual Value Added			
				2003	2004	2005	
All Pupils	59	27.7	100.6	101.8	101.9	100.5	↓
Girls	27	27.3	100.1	101.6	102.0	100.2	↓
Boys	32	28.1	100.9	101.7	101.6	100.7	
All Pupils							
<i>Attainment at KS1¹</i>							
Below Level 2	13	23.5	100.3	101.1	101.7	100.4	
At Level 2	31	27.8	100.9	101.8	102.1	100.5	↓
Above Level 2	14	31.6	100.0	101.1	100.8	100.5	
All Pupils							
Non-FSM	44	28.4	100.4	101.8	101.8	100.5	↓
FSM	15	25.7	100.9	101.0	101.4	100.5	
Non-SEN	44	29.4	101.1	101.6	101.8	100.9	↓
SEN - School Action	10	23.8	98.8	101.6	101.4	99.5	↓
Action Plus / Statement	5	21.0	99.2	101.3	101.6	99.7	
First Language - English ²	58	27.7	100.6	101.8	101.9	100.5	↓
First Language - Other ³	1	27.0	98.0	100.4	100.5	99.9	

School CVA: 2004



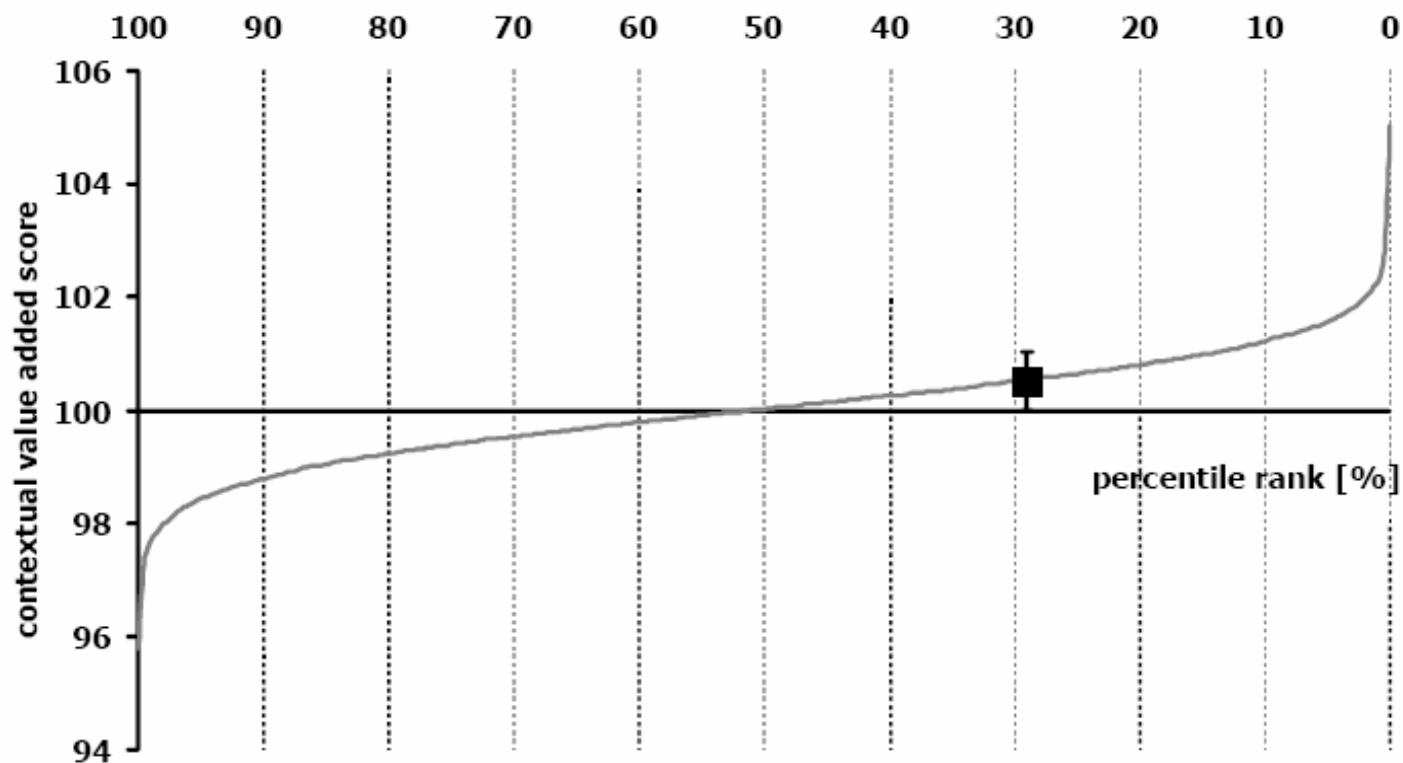
CVA Coverage: 98%

Chart 2.1.4 School CVA: 2004



CVA Coverage: 100%

Chart 2.1.5 School CVA: 2005



CVA Coverage: 98%

Relative Attainment

- Quadrant graphs refer to CVA measures and relative attainment
- Relative attainment always uses average points scores
- Relative attainment measures are defined as;

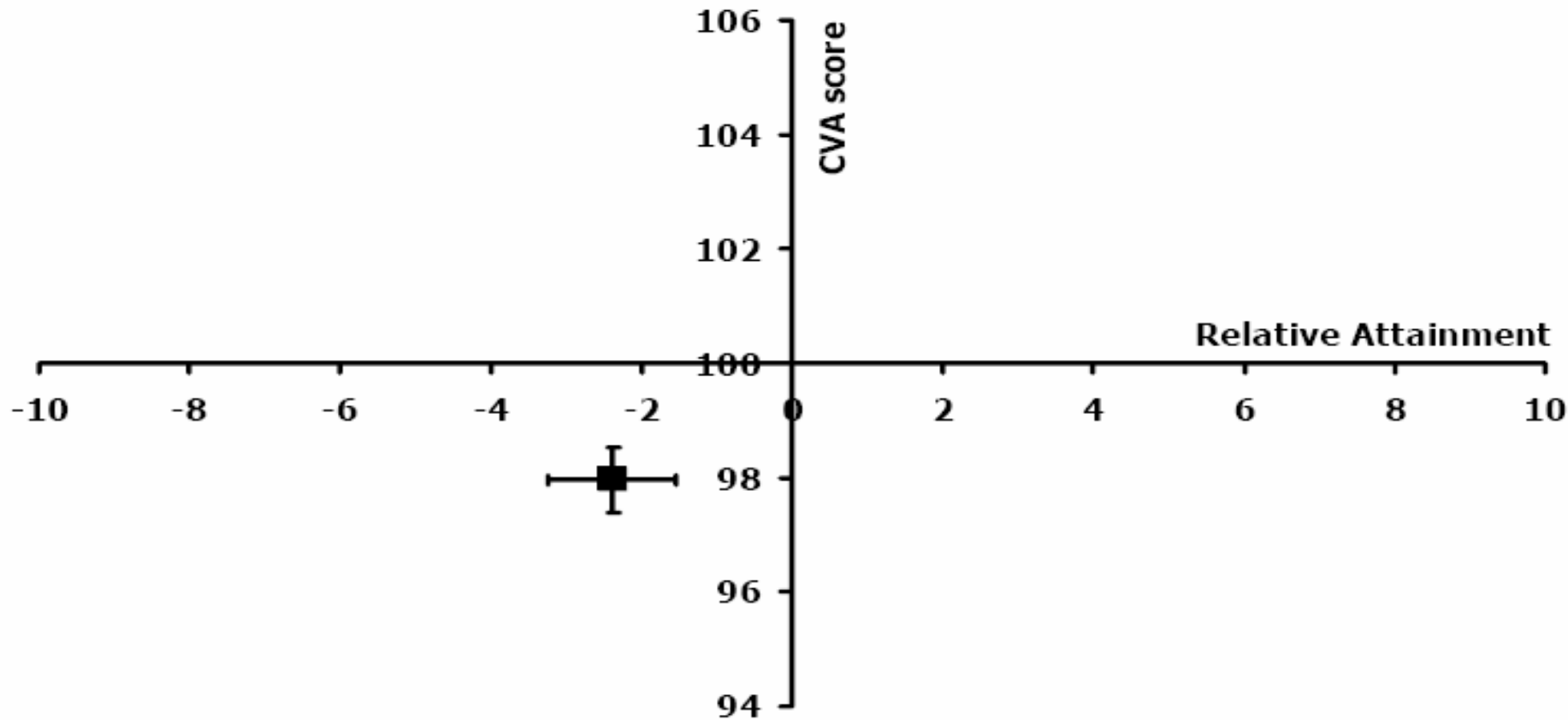
School's APS minus National APS

Relative Attainment

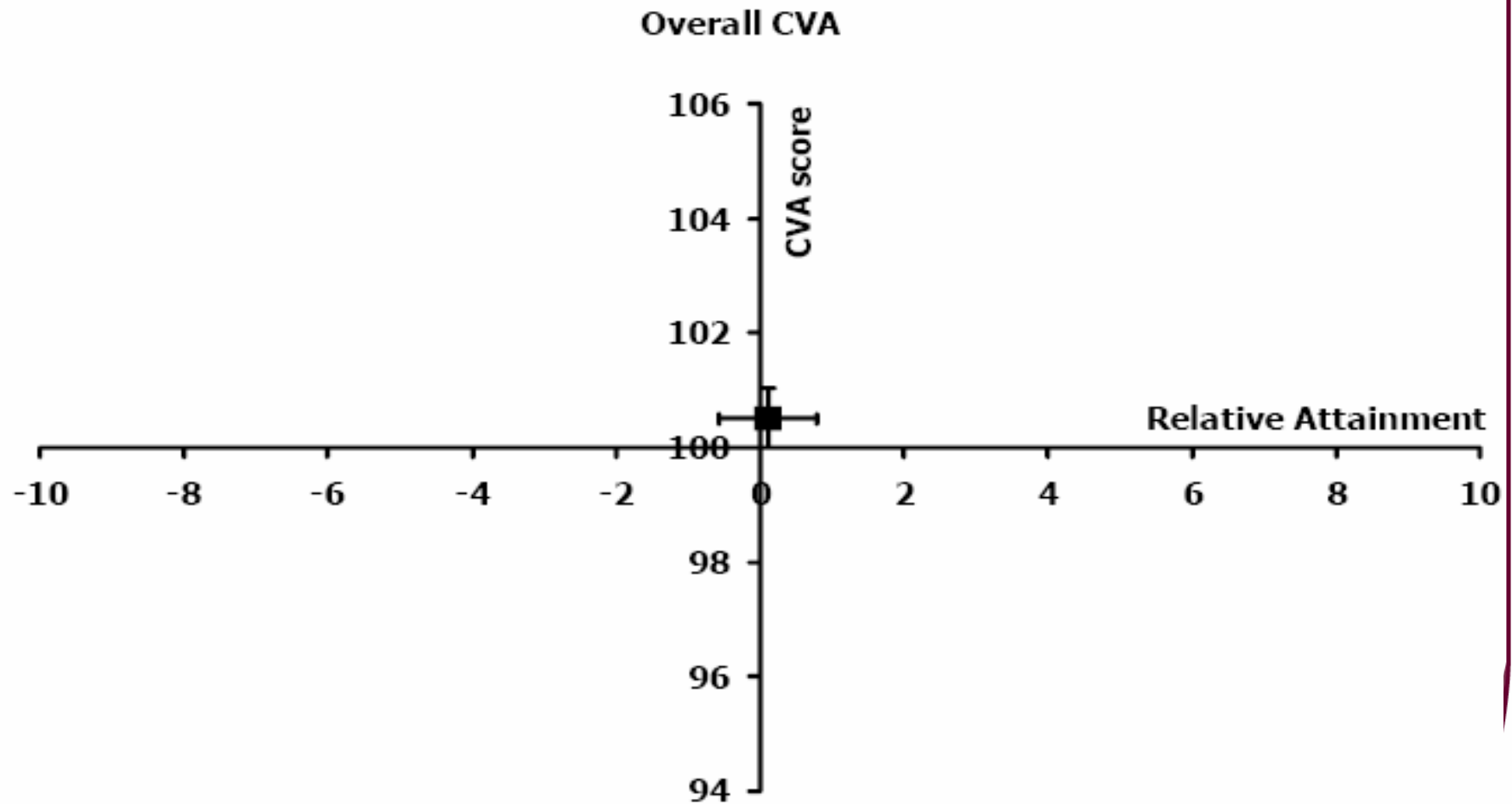
- Relative attainment measures have confidence intervals associated with them to indicate their measure of uncertainty
- The size of the Relative Attainment confidence intervals depends on the size of cohort and the spread of the corresponding results
- Science may be less variable than mathematics outcomes for example

School CVA and KS2 attainment: 2004

Overall CVA



School CVA and KS2 attainment: 2005



School CVA and KS2 attainment: 2004

