



Carmarthenshire County Council's

School Improvement Panel



The **School Improvement Panel** was established to enable the County Council to effectively discharge constitutional and statutory responsibilities for monitoring school performance, constantly striving to improve educational outcomes for our pupils.

At its inaugural meeting in February 2015 the following **Terms of Reference** were agreed-

- To support the Executive Board Member for Education and Children's Services and the Education & Children Scrutiny Committee in effectively discharging their constitutional and statutory responsibilities for monitoring school performance, constantly striving to improve educational outcomes for our pupils.
- To receive regular reports from the Director of Education and Children's Services and his officers on all aspects of school performance and to assist in identifying areas for improvement.
- To receive regular reports from ERW, the regional school improvement service, on its contribution to improving the performance of schools across Carmarthenshire, supporting the Director of Education and Children's Services and Chief Education Officer in holding ERW to account in accordance with the National Model for Regional Working.
- To scrutinise annually the outcomes of pupil achievements, including teacher assessments, national literacy and numeracy tests, external examinations and other pupil standards, e.g. Duke of Edinburgh Awards, etc, drawing lessons from areas of high performance to be shared elsewhere and identifying areas of under-performance requiring improvement.
- To receive and discuss regular school categorisation reports from ERW and to support the Director of Education and Children's Services and the Chief Education Officer in identifying priorities for attention within school improvement programmes.
- To receive copies of every ESTYN school inspection report following their publication and to summon the Chair of Governors and Headteacher of every school to appear before the Panel in order to hold the senior school leaders to account for the outcome of the inspection and further action required in response to it.
- To receive reports from the Director of Education and Children's Services and his officers on formal Warning Notices issued to schools causing concern and any subsequent formal intervention and to support the Director and his officers in securing the required outcomes.
- In tandem with the Corporate Parenting and Safeguarding Panel to maintain an overview of safeguarding practice in schools, as a central aspect of school performance.
- To produce an annual report on the Panel's activity for consideration by the Executive Board and Education & Children Scrutiny Committee, to include any proposals or recommendations that the Panel considers could improve provision or performance.

Panel Membership

Chair- Cllr. Gareth Jones, Executive Board Member for Education and Children's Services

Plaid Cymru	Labour	Independent
<ul style="list-style-type: none"> • Peter Hughes Griffiths • Gareth Jones • Eirwyn Williams • Glynog Davies 	<ul style="list-style-type: none"> • Ryan Bartlett, • Terry Davies • Pat Jones 	<ul style="list-style-type: none"> • Giles Morgan, • Hugh Richards • Philip Hughes

Officer support-

Robert Sully, Director
Gareth Morgans, Chief Education Officer
Aeron Rees, Head of Learner Programmes

Elin Forsythe, Principle Challenge Adviser
Amanda Rees Davies, Support Officer

Meeting Schedule and Focus

To date the Panel has reviewed 13 schools/settings.

DATE	FOCUS SCHOOL/ISSUES	LEAD
26-02-15	<ul style="list-style-type: none"> • Terms of Reference • Carmarthenshire and ERW National Categorisation Outcomes Report • How does the School Improvement Team and ERW work with schools requiring support? 	Cllr. Gareth O Jones Gareth Morgans Andi Morgan
14-05-15	Ysgol Queen Elizabeth High School	Peter Spencer, Headteacher Trevor Routley, Chair of Governors
	Inspection outcomes	Gareth Morgans
8-07-15	Ysgol Coedcae School	Tracy Senchal, Headteacher Brian Davies, Chair of Governors
	Ysgol St. Mary's School	Olga Phelps
15-10-15	Ysgol Emlyn Secondary School	Huw Thomas, Headteacher
	Hafodwenog/Bancyfelin/Meidrim Informal Federation	Vicky Hart-Griffiths- Headteacher
3-12-15	Ysgol Glan-y-Mor	Paul Jones, Headteacher Ms Wendy Jones, Assistant Headteacher Steve Mears, Chair of Governors
	Ysgol Brynaman	Nick Jones, Headteacher Glynog Davies, Chair of Governors
28-01-16	Reflection on meetings so far- main messages, main challenges.	Cllr. Gareth O Jones
19-04-16	Ysgol y Bedol	Donna Williams, Headteacher Mari Thomas-Jones, Assistant Headteacher Haydn Timothy, Chair of Governors

	Ysgol Penygaer	Anthony Stevenson, Headteacher
20-09-16	Ysgol Maes y Gwendraeth	Wyn Evans, Headteacher Dafydd Jones, Chair of Governors
20-09-16	Key Stages 3 and 4 Teaching and Learning Centre	Jo Antonazzi, Head of PRU Nick Lloyd

For every school presentation the following are prepared-

- a school data pack with local, regional and national comparators
- most recent ESTYN inspection report and recommendations
- some suggested questions

The meetings have been informative and interesting allowing Members to question and challenge school leaders and tease out the elements that make the difference and the challenges which impede success.

These have been included in the table below.

Positive/constructive aspects	Developmental issues
<ul style="list-style-type: none"> • Strong leadership at all levels- Headteacher, Senior Management, departments, governors. • A clear vision which is owned by all / shared widely • Focus on welfare pupils- health, attendance • Pursuit of excellence at all times • A sense of team / collective responsibility • A flexible, interesting and tailored, curriculum which makes learning interesting • Work with schools / other providers • effective self-evaluation systems that uses evidence / data • Effective use of the Pupil Deprivation Grant to have a positive impact on standards • strong and effective relationships between primary and secondary (KS2- KS3) • Focus on the learner • Review of the Governing Board's skills and recruiting the skills needed • Ensure support of parents and community • Sharing good practice with other schools • Develop good pupil/staff/parental relationship and a caring family ethos • Teamwork is paramount, 	<ul style="list-style-type: none"> • The role of the Governing Body/ Chair of the Governing Body • Tracking the progress of learners • Performance of specific groups of learners- ALN, LAC, EAL, e-FSM, MAT • Operate within budget/efficiency agenda • Working in a different way- share resources, optimizing resources • Federation to reduce the Headteacher's workload in the governance of schools • Introduction of Welsh as a first language pathway in an English medium school. • Support for EAL and LAC learners • Ensure consistent high quality differentiated teaching • Support to develop and implement a rigorous self-evaluation model • Further support for schools on child protection issues.

<ul style="list-style-type: none"> • excellent learning support mechanisms encouraging positive results, • the staff to have high expectation of all learners • clear aim and vision for the school and its pupils • The learner come first and foremost and everything a school does do must reflect this single goal. • Every child is happy at school and happy to attend • All staff members buy into a constant self-evaluating system • Pupils are encouraged to self-challenge • Child centred- the child is the centre of everything at the school with the school focused on preparing them for the future, and helping them to achieve their full potential. • Dedicated Family Engagement Officer- to meet with families and support them with issues. • Effective use of and development of skilled Teaching Assistants • Team approach across the school. • To gain stakeholders'/parents' support • 'School to school' model on CPD issues, sharing good practice and improving skills 	
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Review of the Panel's role

Following the January 28th meeting the Executive Board Member for Education and Children's Services requested that the Panel's remit and function is reviewed in order that it becomes more challenging and more effective in holding school leaders to account for performance. This has led to more rigour and challenge in subsequent sessions.

Dissemination of learning

The Panel suggest that a dissemination conference be held in the Spring Term 2017 to share this learning and also the outcomes of the Members' Task and Finish Group investigation into the performance of e-fsm learners. Good practice case studies have been identified via the School Improvement Panel sessions.