The Highland Council

Education, Children and Adult Services Committee
18 May 2016

Management of Schools - Introduction

Report by Director of Care and Learning

Summary

The following reports update Members on aspects on the management of schools programme and seek approval for developments in relation to the organisation of schools and the curriculum and early years services.

1. Background

1.1 The October 2015 meeting of the Committee considered proposals to enhance support for Head Teachers and to sustain management in schools across the authority. This accords with the 'Highland First' commitment to 'work collaboratively with Headteachers to provide them with the best opportunity to maintain standards, reduce unnecessary bureaucracy and to drive further improvement.'

1.2 The Care and Learning Service has established a programme to take this work forward, with six inter-related workstreams. Progress on these workstreams will be reported regularly to Committee.

2. Management of Schools Programme

2.1 Members agreed that a new approach to school management was required because of the:
- Sustained requirement for Head Teachers to maintain quality and lead school improvement.
- New corporate management systems, placing new demands on school management.
- Pressures on time to manage, especially for Primary Head Teachers who are also class committed.
- Challenges filling Head Teacher and other management posts.
- Continued challenges presented by the Highland geography.

2.2 Accordingly, six inter-related workstreams have been established and they will run as projects with action plans, reporting back to the main programme group, which is chaired by the Director of Care and Learning and includes Head Teacher and Parent Forum representation. These workstreams are:
- Workstream 1 – Curriculum Delivery (led by Head of Education)
- Workstream 2 - Management structures and school groupings (led by Head of Education)

- Workstream 3 - Support to schools (led by Head of Resources)
- Workstream 4 - Early Learning and Childcare (led by Senior Manager, Early Years)
- Workstream 5 - Workforce planning and recruitment (led by Workforce Planning & Staffing Manager)
- Workstream 6 - Workforce planning and staff development (led by Quality Improvement Officer)

2.3   The following reports provide updates and include recommendations regarding workstreams 1, 2 and 4.