

Agenda Item	5.
Report No	EDU/20/20

## HIGHLAND COUNCIL

**Committee:** Education

**Date:** 18 November 2020

**Report Title:** Improving Outcomes for Young People Update

**Report By:** Executive Chief Officer Education and Learning

### 1. PURPOSE/EXECUTIVE SUMMARY

1.1 The purpose of this report is to provide an update on some attainment-related matters as follows:

- Comparative Senior Phase attainment analysis;
- Ward Meetings on attainment;
- Scottish Attainment Challenge national audit; and
- Achievement of a Curriculum for Excellence level – how attainment is assessed.

### 2. RECOMMENDATIONS

Members are asked to:

- i. Note that the Scottish Government (SG) have taken the decision not to produce INSIGHT data until February 2021 and that members will receive a full report once data has been analysed and benchmarked with national data;
- ii. Agree the content of ward attainment meeting data to be presented by officers and the tool kit provided to allow members to scrutinise data;
- iii. Note the positive attainment results achieved through the delivery of senior phase courses within The Highland Council virtual academy; and
- iv. Agree that officers will bring a report to future education committees on the impact of the SAC audit on Highland Schools.

### 3. IMPLICATIONS

3.1 **Resource** - There are no resource implications contained within the contents of this report.

3.2 **Legal** - There are no legal implications contained within the contents of this report.

- 3.3 **Community (Equality, Poverty and Rural)** - Planned improvements, target setting and benchmarking will support better outcomes and take cognisance of the specific challenges of equity, poverty and rurality.
- 3.4 **Climate Change / Carbon Clever** - There are no climate change issues arising from the report.
- 3.5 **Risk** - Reputational risk should schools in the Highlands attainment and achievement fail to progress.
- 3.6 **Gaelic** - The delivery of better outcomes will build on the recent SQA results of our young people undertaking GME and GLE course work and courses.

#### **4. COMPARATIVE SENIOR PHASE ATTAINMENT ANALYSIS**

- 4.1 Under normal circumstances, the national SG Insight Benchmarking Tool would be published online by mid-September. This resource allows schools and Local Authorities to complete longitudinal comparative analysis of attainment data, comparing performance with Virtual Comparators over time. This enables schools, and Highland Council officers, to reflect on performance as part of our processes to improve through self-evaluation, including analysis of the extent to which the poverty-related attainment gap had been closed.
- 4.2 Unfortunately, due to the late change to the way in which the awarding and certification process was completed for session 2019/20, at the time of writing this report, the Insight data was still unavailable.
- 4.3 The intention had been to bring a fuller analysis of 2020 Senior Phase attainment to the November Committee but this will now be brought before a later Education Committee (date to be confirmed), along with presentations from schools in which the poverty-related attainment gap has been narrowed in 2020 as a direct result of selected interventions.

#### **5. WARD MEETINGS ON ATTAINMENT**

- 5.1 Education officers will attend ward meeting to present the secondary schools leavers' attainment profile in the key measures of:
- Percentage of leavers attaining literacy;
  - Percentage of leavers attaining numeracy;
  - Attainment for All across the 3 cohorts (Highest 20%, Middle 60% and Lowest 20%);
  - Leaver Initial Destinations; and
  - Breadth and Depth analysis (Percentage of pupils achieving SCQF level awards).
- 5.2 It should be noted that the protocol agreement with Insight dictates that only leavers' data can be shared and so the attainment packs will be based on 2019 data. 2020 leavers data will be available from Insight around February/March.
- 5.3 Members will be supplied with an attainment toolkit to support them to scrutinise their secondary school's attainment data (Appendix 1). This toolkit takes members through the types of data graphs they will receive in their attainment pack and how to interpret them. It also takes members through the attainment information that they can access in the Parentzone website.

5.4 An example of an attainment data pack has been included (Appendix 2). This pack will include Insight data that can be shared with members and does not breach the protocol agreement.

## 6. HIGHLAND VIRTUAL ACADEMY

6.1 In session 19/20, the Highland Virtual Academy offered 18 courses and pupils were enrolled from across 23 secondary schools.

6.1.1 Data Analysis of HVA courses remains positive

Course	Number of pupils	% of A grades	% of B grades	% of C grades	% of D grades	% Units only
AH Chemistry	13	70	15	15	0	0
AH History	7	57	14	0	14	0
AH Maths	27	74	19	4	0	4
AH Physics	12	17	50	8	8	16
AH German	5	40	40	0	10	0
H German	4	100	0	0	0	0
N5 German	8	75	0	0	12.5	12.5
H Human Biology	16	12.5	12.5	37.5	12.5	25
H Modern Studies	4	0	50	25	0	25
H Photography	19	47	42	5	5	0
H Latin	4	75	25	0	0	0
N5 Latin	1	100	0	0	0	0
AH Spanish	1	100	0	0	0	0
H Spanish	5	80	20	0	0	0
N5 Spanish	8	37.5	50	12.5	0	0
AH Music	3	67	33	0	0	0
H Music	1	100	0	0	0	0

## 7. SCOTTISH ATTAINMENT CHALLENGE NATIONAL REPORT ON IMPACT AND EQUITY AUDIT

7.1 SG has made a commitment to publish evidence of progress with “the defining mission of closing the poverty related attainment gap by March 2021”. To support this publication, SG Attainment Advisors (AAs) will produce a report using qualitative and quantitative evidence to consider the impact of the various strands of the Attainment Scotland Fund in their link local authority over the last 5 years. AAs will do this by utilising existing evidence available including previous AA reports, Local Authority end of year reports, national performance data and data which is in the public domain. The report also aims to provide information regarding the new attainment gap.

7.2 AAs will be seeking to answer the following high level questions in their report through a series of more in-depth questions:

- How has the implementation of SAC impacted upon the culture and systems of local authorities to ensure they are equitable for children, young people and families affected by poverty?

- How has SAC impacted or contributed to the impact on positive educational outcomes for children and young people affected by poverty?
- Lessons learned and recommendations for possible next steps
- Responses to these questions will be collated within a national report which will feed into the wider evaluation of SAC completed by Scottish Government.

- 7.3 The individual local authority reports will be analysed to collate a national picture of the impact of SAC from 2015-20, responding to the 3 questions listed above. This national report will describe high level messages and themes. The national report will then feed into a wider evaluation of the impact of SAC (2015-20). The Attainment Advisor local authority reports will not be externally published. However, they will be made available to LAs.
- 7.4 AAs will complete individual LA reports by 30th November 2020. The SG project team will collate high level messages and themes for a national summary by January 2021. This national summary will feed into the wider evaluation of SAC to be published by SG by March 2021.
- 7.5 This work will enable comparative analysis of the effectiveness of the work of The Highland Council schools in closing the deprivation-lined attainment gap. The LA report and the national document will allow discussion at a future Education Committee (date to be confirmed).
- 7.6 As part of SG's Programme of Government commitments, an equity audit will be conducted in order to deepen understanding of the impact of the Covid-19 pandemic on children from disadvantaged backgrounds and will set clear areas of focus for accelerating recovery.
- 7.6.1 The audit is planned in two stages:
- An internal analysis and review of existing evidence which will be led by SG Research and Analytical Services with support from Education Scotland.
  - Additionally, Attainment Advisors will gather evidence from a sample set of 54 establishments across all local authorities to consider the impact of the Covid-19 pandemic on children and young people, particularly those from disadvantaged groups. Using a sampling approach allows for robust analysis and synthesis of evidence from a targeted sample of schools, local authorities and their partners. Four schools from Highland will be selected to contribute to the sample.
- 7.6.2 The evidence will focus on health and wellbeing, educational experiences, educational attainment and factors which mitigate against a negative impact for disadvantaged learners
- 7.7 This work will maintain a focus on closing the poverty related attainment gap, including the impact on health and wellbeing. A national report will be collated and published which will provide an overview of the impact of the lockdown on children from disadvantaged backgrounds and make recommendations on appropriate mitigations. Individual establishments will not be identified, although interesting practice may be shared, with permission, as case studies.
- 7.8 SAC Leads and Attainment Advisors will gather the evidence during the period up to 20 November. The finalised report will be published by the end of December 2020. This report will help our future planning for potential school closures to ensure that children and young people from disadvantaged backgrounds are not adversely affected. The published report and our response to it can form the basis of a future report to Committee.

- 7.9 SG also plans to carry out two Attainment Scotland Fund (ASF) Evaluation surveys as follows:
- The 2019/20 Local Authority Survey – which aims to gather perspectives and experiences from the local authority viewpoint. (to run late November until the end of December 2020); and
  - The 2019/20 Headteacher Survey – which aims to provide insight into the experiences and perspectives of Head Teachers of schools that have received support from the ASF (sampling in late December running until the end of January 2021).
- 7.9.1 These surveys are an annual activity and will be adapted this year to reflect the realities of the additional pressures that the pandemic has placed on the system. In particular the surveys will have a focus on how the period of school closures impacted on the implementation of the Fund. Previous survey reports are available on the SG website.
- 7.10 In March 2021 SG will publish their five-year report into the impact of the Attainment Scotland Fund.
- 7.11 SG also plans to carry out two Attainment Scotland Fund (ASF) Evaluation surveys as follows:
- The 2019/20 Local Authority Survey – which aims to gather perspectives and experiences from the local authority viewpoint. (to run late November until the end of December 2020); and
  - The 2019/20 Headteacher Survey – which aims to provide insight into the experiences and perspectives of Head Teachers of schools that have received support from the ASF (sampling in late December running until the end of January 2021).
- 7.11.1 These surveys are an annual activity and will be adapted this year to reflect the realities of the additional pressures that the pandemic has placed on the system. In particular the surveys will have a focus on how the period of school closures impacted on the implementation of the Fund. Previous survey reports are available on the SG website.

Designation: Executive Chief Officer Education and Learning

Date: 4 November 2020

Author: Nicky Grant, Executive Chief Officer Education and Learning

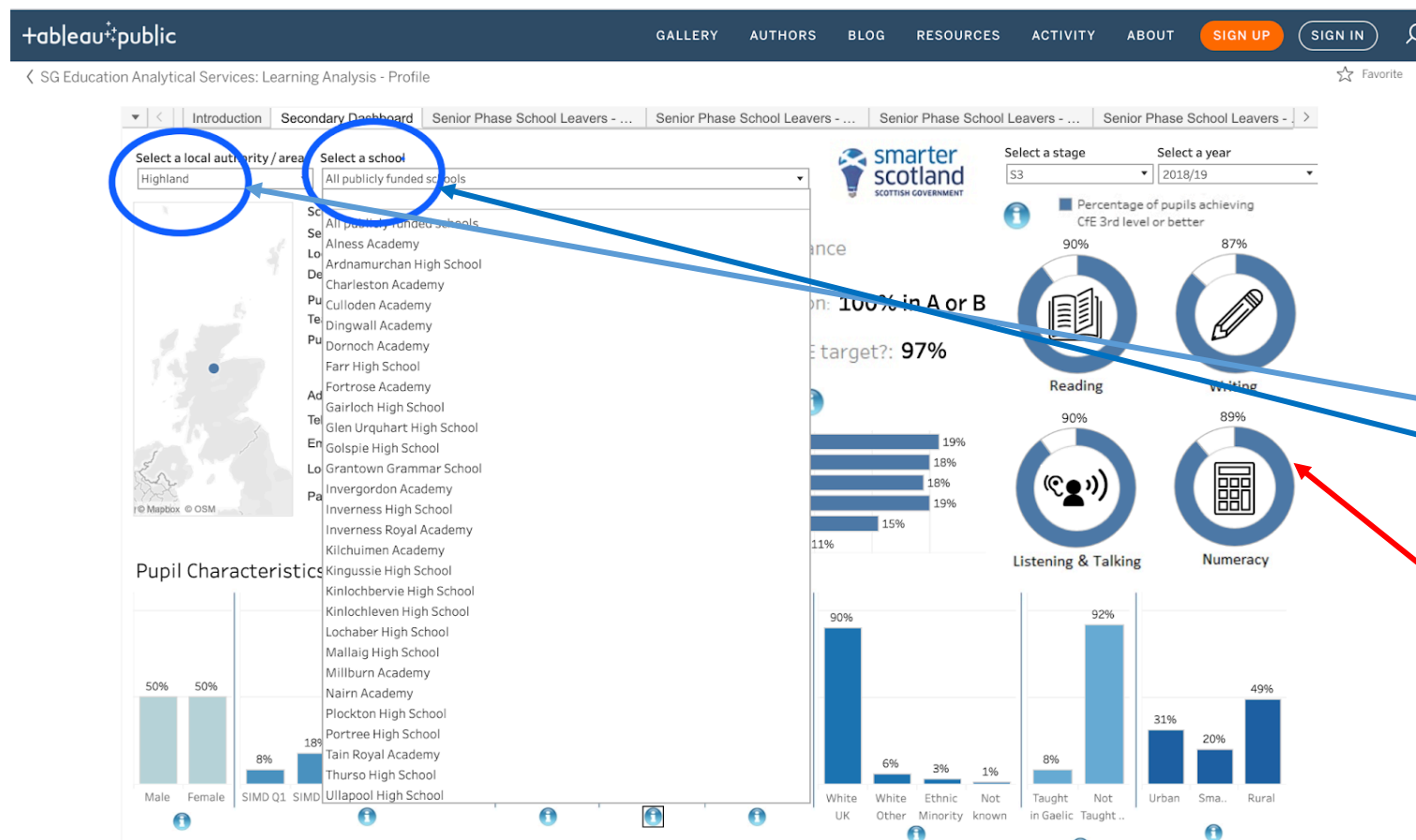
Appendices: Appendix 1 - Secondary School Attainment Data  
Appendix 2 - Attainment Data Pack

# Secondary Attainment Analysis - Members Data Toolkit

# APPENDIX 1

## Section 1 - Secondary School Context - Source - BGE Secondary Dashboard -

<https://public.tableau.com/profile/sg.eas.learninganalysis#!/vizhome/SchoolInformationDashboard-Secondary/Introduction>



This data is taken from the Scottish Government Analytical Services dept and displays public facing information on context and attainment of Primary and Secondary schools.

For the purposes of this pack we have included the Secondary profile.

### Actions

- Select Local Authority
- Select school

### This data shows:

- **Size** / number of pupils - broken down by stage further down the page.
- **S3 BGE attainment** in elements of literacy and numeracy
- **Pupil Characteristics** - gender balance; percentage of catchment from each SIMD quintile;; ASN; FSM (free school Meal entitlement); Ethnicity; Gaelic Medium

### Points to Consider / use of data

This section should be used to understand the context of the school as regards any discussion around the themes linked to attainment discussion Qs. The data will be pertinent when benchmarking against Highland or National data.

# OVERVIEW ATTAINMENT DASHBOARD

< SG Education Analytical Services: Learning Analysis - Profile



## Public Dashboard - Tab 2 - Overview of most recent attainment for all leavers.

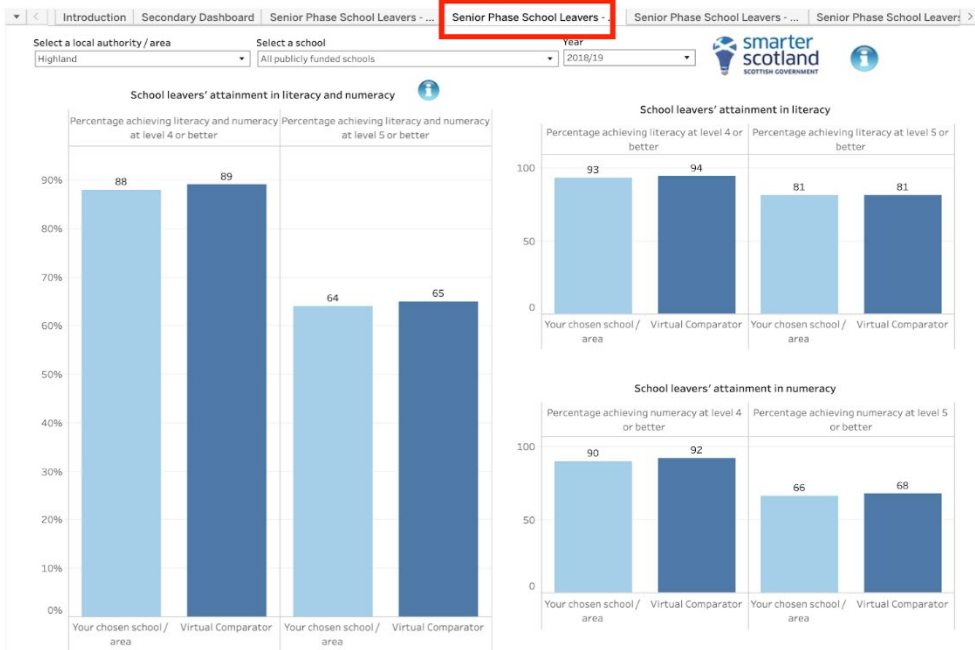
This tab shows headline data in each of the 4 categories (school in light blue) compared to a virtual comparator score (dark blue):

- **School Leaver - Initial Destinations** - overall percentage of pupils who reached a positive destination category on leaving school.
- **Attainment in Literacy & Numeracy (combined)** - percentage of pupils leaving school with L4 or L5 Literacy/numeracy qualification
- **Attainment in context of Deprivation** - Average attainment tariff scores for pupils living in each quintile zone compared to a virtual comparison of attainment of pupils from the same zone categories across Scotland.
- **Total Tariff - Attainment for All** - Average total tariff scores for all leavers - split into 3 discreet cohorts:
  - Highest attaining 20% of leavers
  - Middle attaining 60% of leavers
  - Lowest attaining 20% of leavers

This screen provides initial / most recent information as an overview however, it is important to consider each category separately and with further information on trend patterns in attainment and comparison to virtual scores.



# LITERACY & NUMERACY



## PUBLIC DASHBOARD - 3rd Tab

This data shows the most recent leavers attainment percentages in Literacy and Numeracy as a breakdown of each with a comparison to a virtual percentage. You can change the year to see the previous 4 years' data

**INSIGHT DATA** - Shows 5 year trends in Literacy & Numeracy at Level 4 and Level 5



# LITERACY



## CONSIDERATIONS

- Is there a rising, falling or no trend across 5 years in the % of leavers attaining L4 and L5 Literacy?
- Is there a closing or widening of the gap between school and their virtual comparator?
- How does Literacy attainment trends compare to Numeracy?
- Health warning - Numeracy attainment is nationally lower than literacy attainment

### What does the data tell us?

#### Level 4:

- Little change over the last 3 yrs (93%)
- Very slightly below / in-line with VC
- Gap slightly reduced in 2019

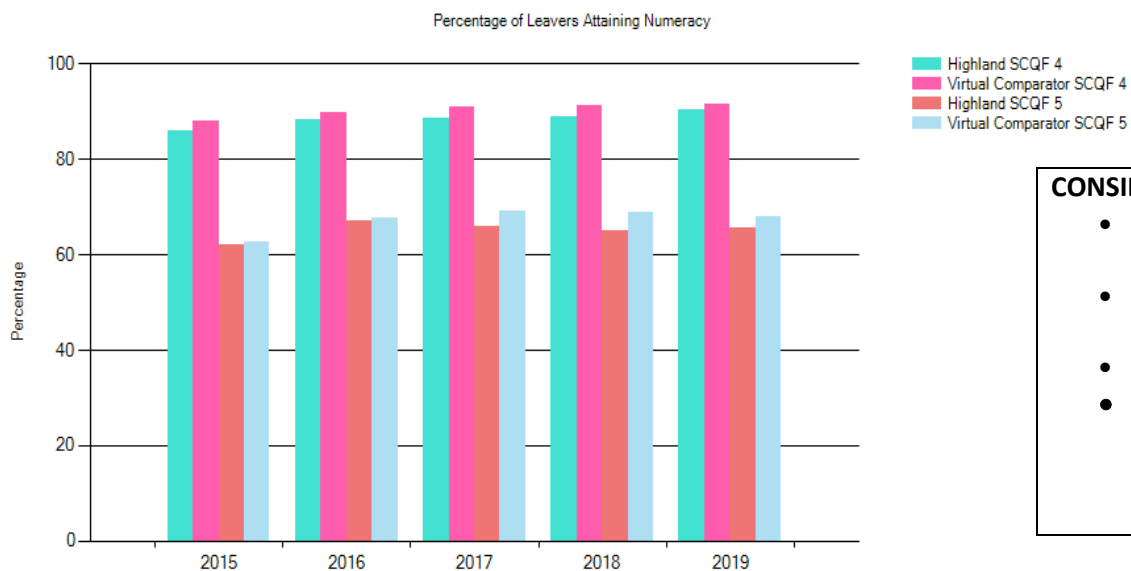
#### Level 5:

- Improving trend
- Slightly below VC for 4 yrs but 2019 is slightly above VC
- Very little gap between VC and school

### Prompt Qs in discussion with school

- What has happened that has resulted in these trends?
- Has there been/ does there need to be a focus with a specific year group or dept to improve these trends?

# NUMERACY



## CONSIDERATIONS

- Is there a rising, falling or no trend across 5 years in the % of leavers attaining L4 and L5 Numeracy?
- Is there a closing or widening of the gap between school and their virtual comparator?
- How does Numeracy attainment trends compare to Literacy?
- Health warning - Numeracy attainment is nationally lower than literacy attainment

## What does the data tell us?

### Level 4:

- Improving trend
- Slightly below VC
- VC has not changed
- Gap is reducing

### Level 5:

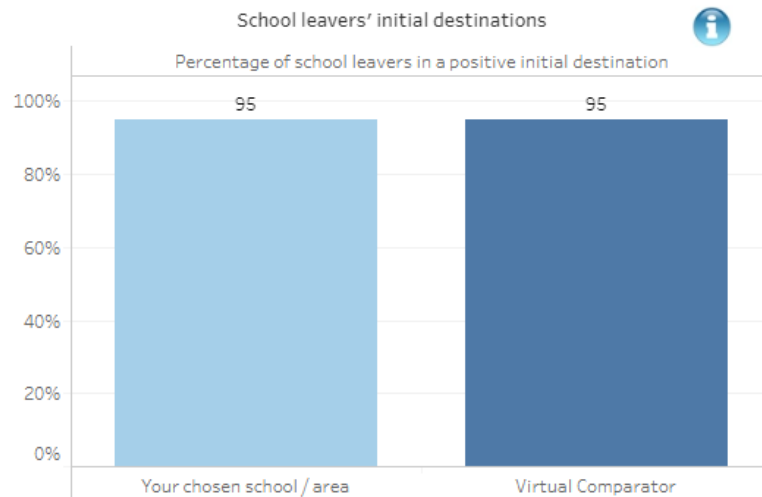
- Slight declining trend but improvement in 2019
- VC also declined
- Below or in-line with VC
- Gap reduced in 2019

## Prompt Qs in discussion with school

- What has happened that has resulted in these trends?
- Has there been/ does there need to be a focus with a specific year group or dept to improve these trends?

## School Leavers Initial Destinations

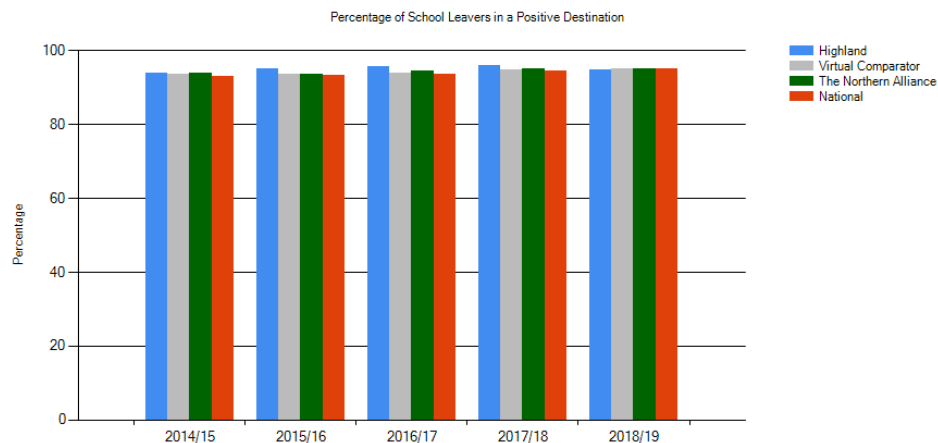
This section shows initial post school destinations of young people on leaving Secondary schools. The public dashboard only gives this information in the overview tab.



The percentage of school leavers who entered a positive initial destination alongside the VC

Positive destinations categories are: higher education, further education, training, voluntary work, employment and activity agreements, and is based on October of each year.

**INSIGHT - Shows information on 5 year trends**



### What do look for?

What percentage of leavers reached a positive destination?

Has there been a rise or fall in this?

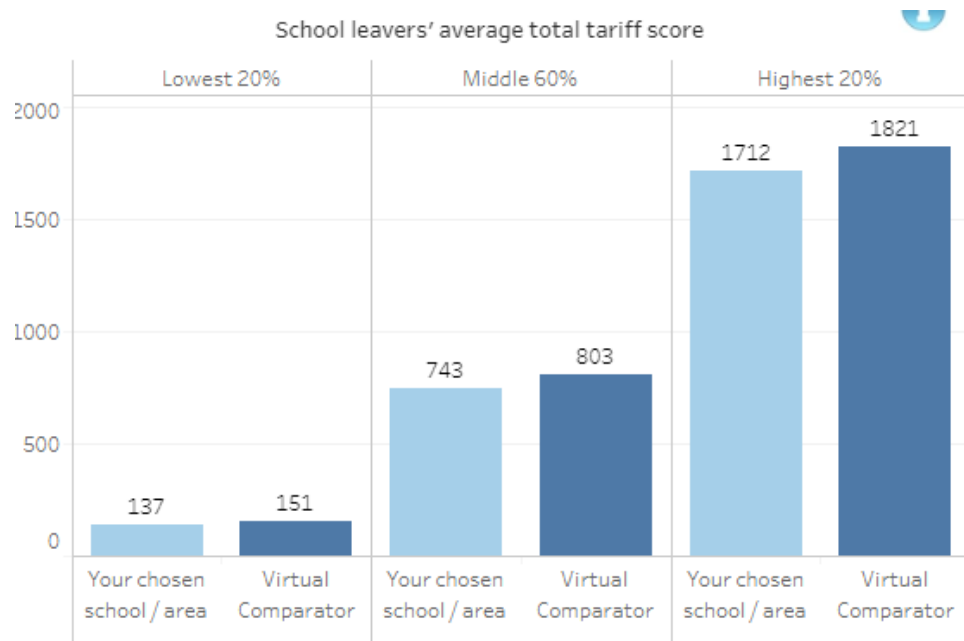
How does the school compare to the virtual comparator?

What actions have been taken to promote positive destinations?

## ATTAINMENT FOR ALL

This data shows the average overall attainment for leavers, where the leaving cohort is split into

- Highest attaining 20% of leavers
- Middle attaining 60% of leavers
- Lowest attaining 20% of leavers



The public dashboard shows a single year average total tariff in each category compared to a virtual. Previous years can be examined by changing the drop down menu

It is not a fair comparison to use total tariff points due to the differing curriculum models across Scotland

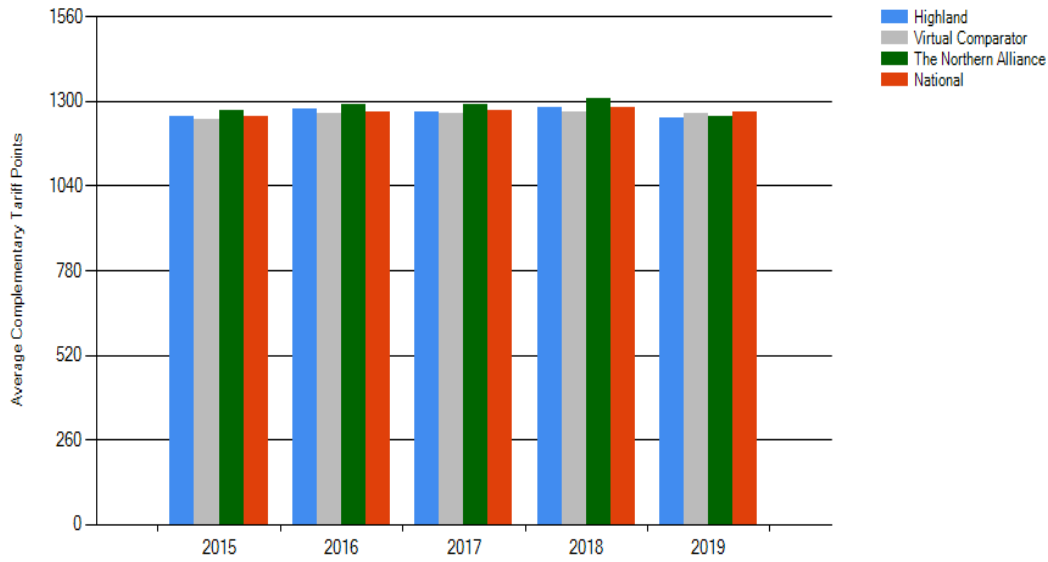
To have a fair comparison of attainment we use complementary tariff points

Complementary tariff points are the total tariff points a leaver will have achieved in their **5 best** qualifications.

**INSIGHT** – Shows the 5-year attainment trends for each category

# Attainment for all – Highest 20%

Improving attainment for all  
Average Complementary Tariff Points Highest 20%



## Considerations

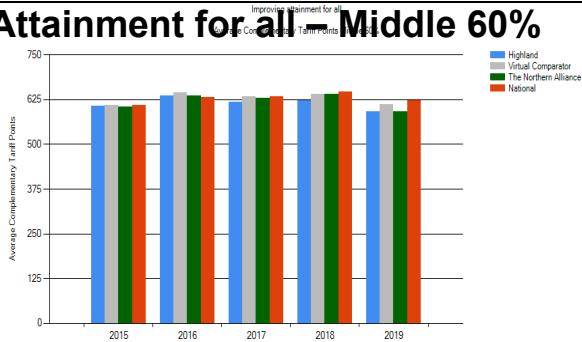
- How does school compare to itself over the 5 years?
- Has there been an improving trend, declining trend or no trend?
- How does the school compare to its virtual comparator?
- How has the gap between the virtual comparator and the school changed?

## Next steps

Look at Middle 60% and Lowest 20% in turn

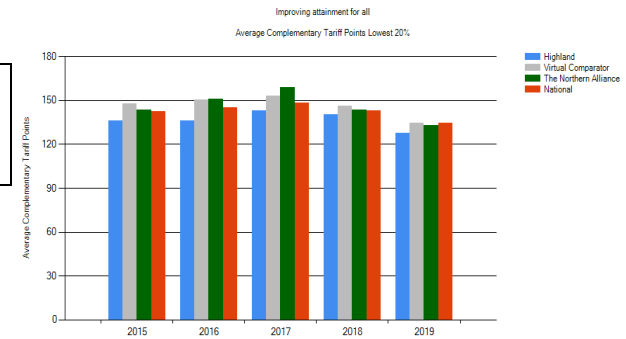
Health warning – scale will change and so small gaps can look much larger

# Attainment for all – Middle 60%



Identify the cohort(s) that would be given priority for improvements/actions

# Attainment for all – Lowest 20%



## Breadth and Depth Analysis

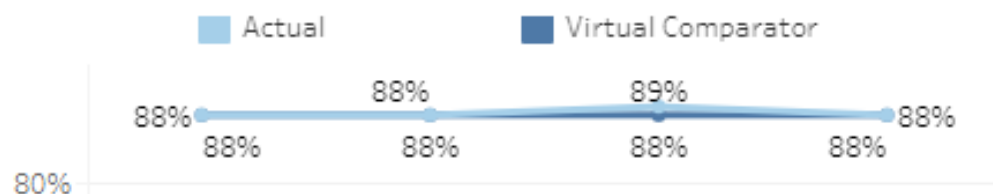
On the secondary dashboard tab of Parentzone, you have the option to see the percentage of leavers that have achieved 1+ awards at selected SCQF level values

### Percentage of leavers attaining 1+ awards



Choose the SCQF level you are interested in

SCQF level 5 or better



#### Consideration

Use the drop down menu to change the SCQF level  
How does the school compare to the virtual comparator?

Further detail can be seen on breadth and depth analysis at the 4<sup>th</sup> senior phase leavers tab and see direct comparison with the virtual comparator

### School

#### Percentage of school leavers gaining SCQF credited awards



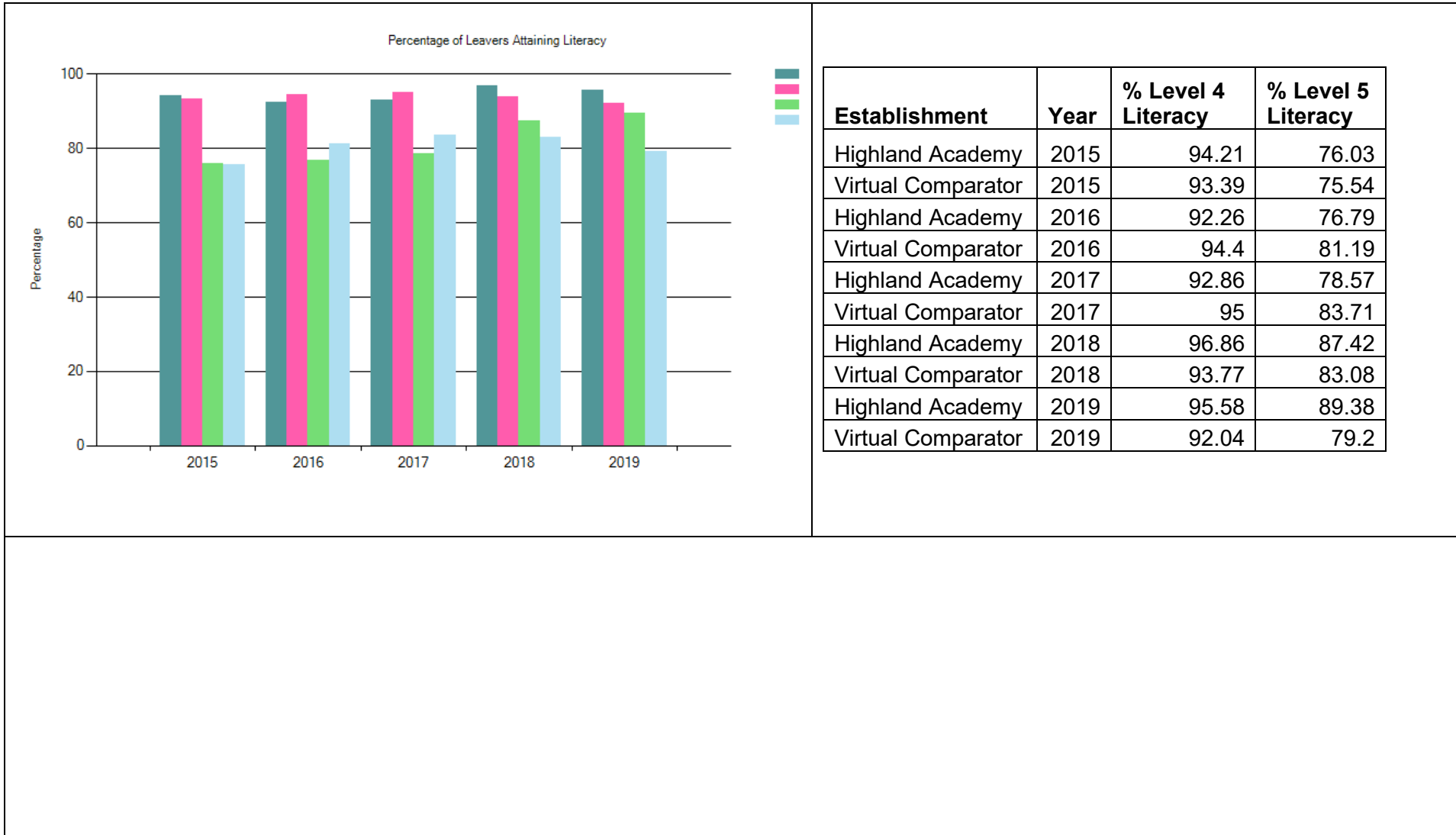
	SCQF level 1 or better	SCQF level 2 or better	SCQF level 3 or better	SCQF level 4 or better	SCQF level 5 or better	SCQF level 6 or better	SCQF level 7
1 or more awards	98%	98%	98%	96%	88%	64%	21%
2 or more awards	96%	96%	96%	94%	82%	55%	9%
3 or more awards	93%	93%	93%	91%	76%	47%	3%
4 or more awards	90%	90%	89%	87%	69%	40%	0%
5 or more awards	86%	86%	86%	82%	62%	31%	*

### Virtual Comparator

#### Percentage of school leavers gaining SCQF credited awards (virtual comparator)

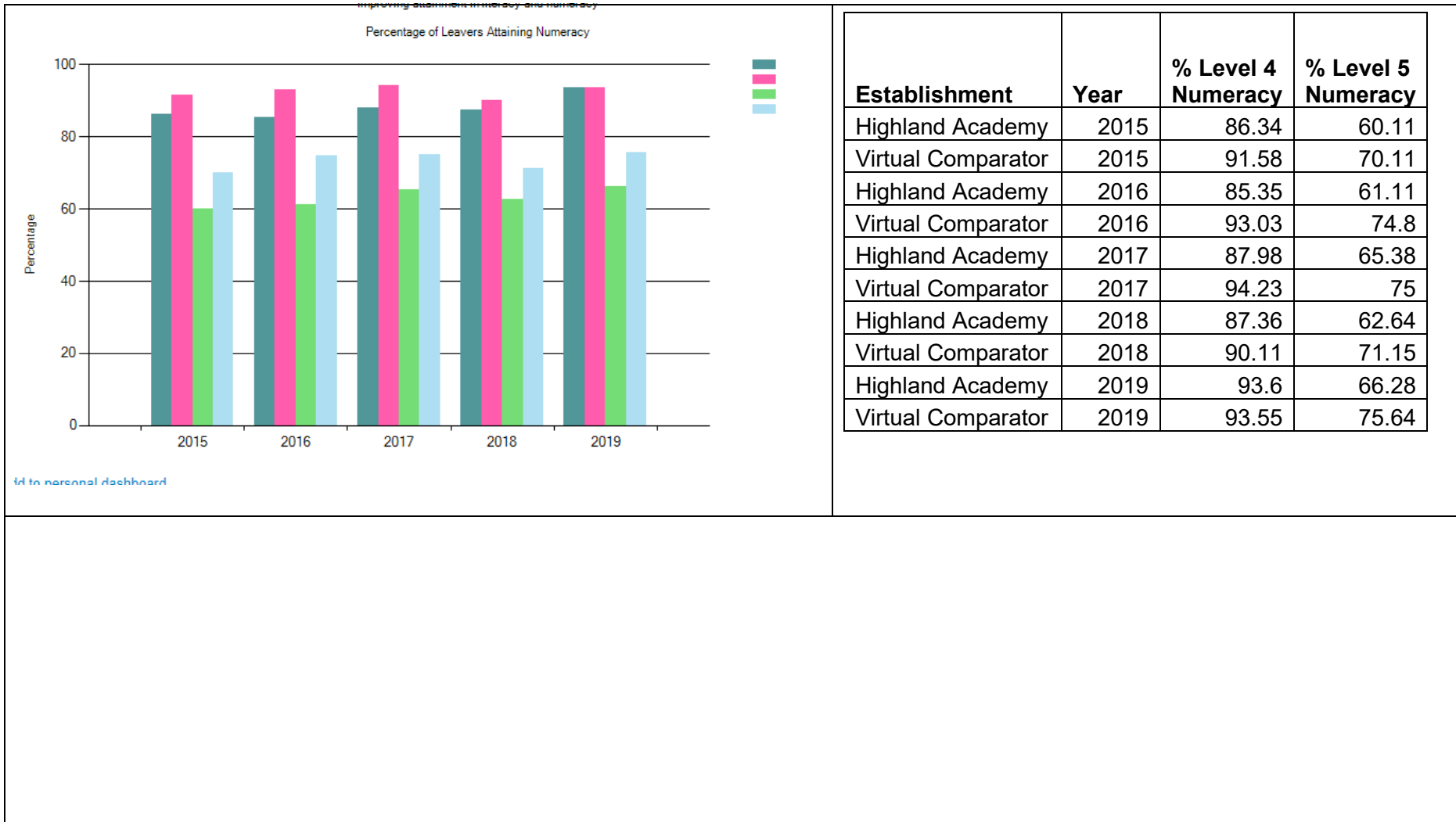
	SCQF level 1 or better	SCQF level 2 or better	SCQF level 3 or better	SCQF level 4 or better	SCQF level 5 or better	SCQF level 6 or better	SCQF level 7
1 or more awards	98%	98%	98%	97%	88%	65%	22%
2 or more awards	97%	97%	97%	94%	82%	57%	9%
3 or more awards	95%	95%	95%	92%	76%	50%	3%
4 or more awards	93%	93%	93%	89%	70%	43%	0%
5 or more awards	90%	89%	89%	85%	63%	35%	*

Percentage of Leavers attaining Literacy



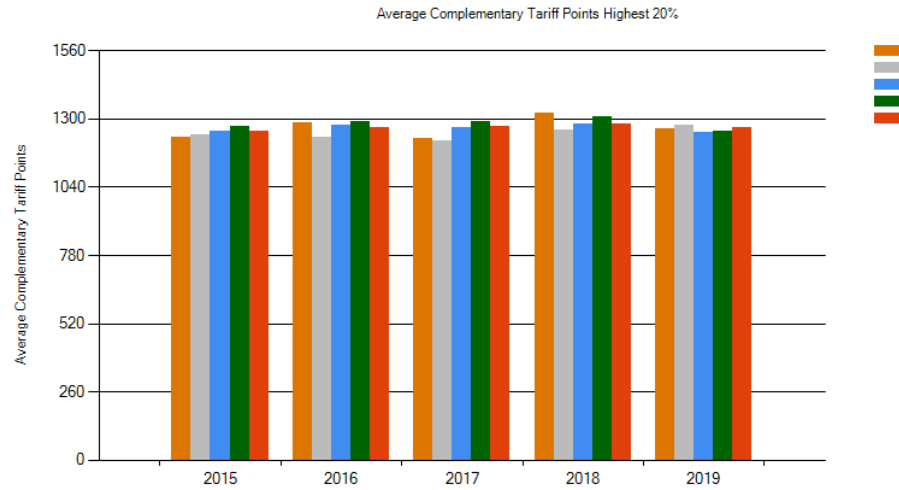


## Percentage of Leavers attaining Numeracy



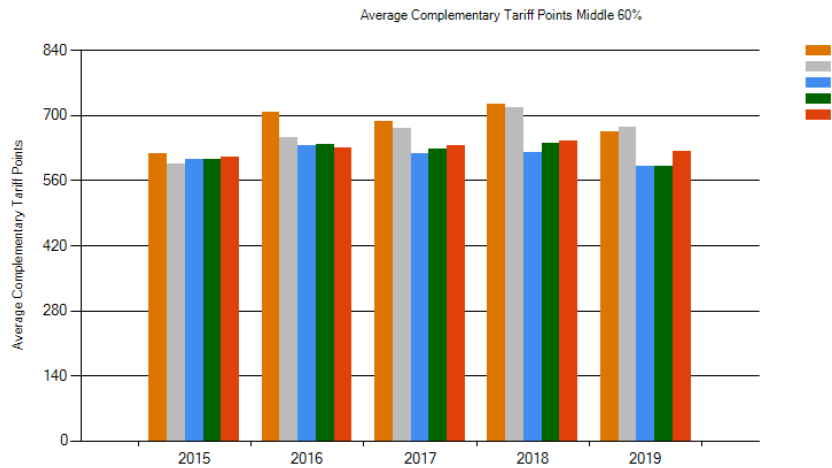
## Improving Attainment for All

### Highest 20%



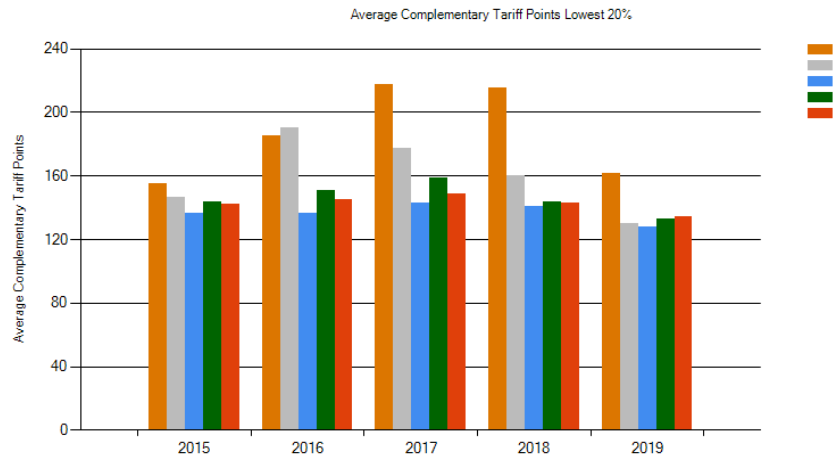
Establishment	2015	2016	2017	2018	2019
Highland Academy	1229	1284	1228	1324	1263
Virtual Comparator	1238	1230	1215	1258	1277

### Middle 60%



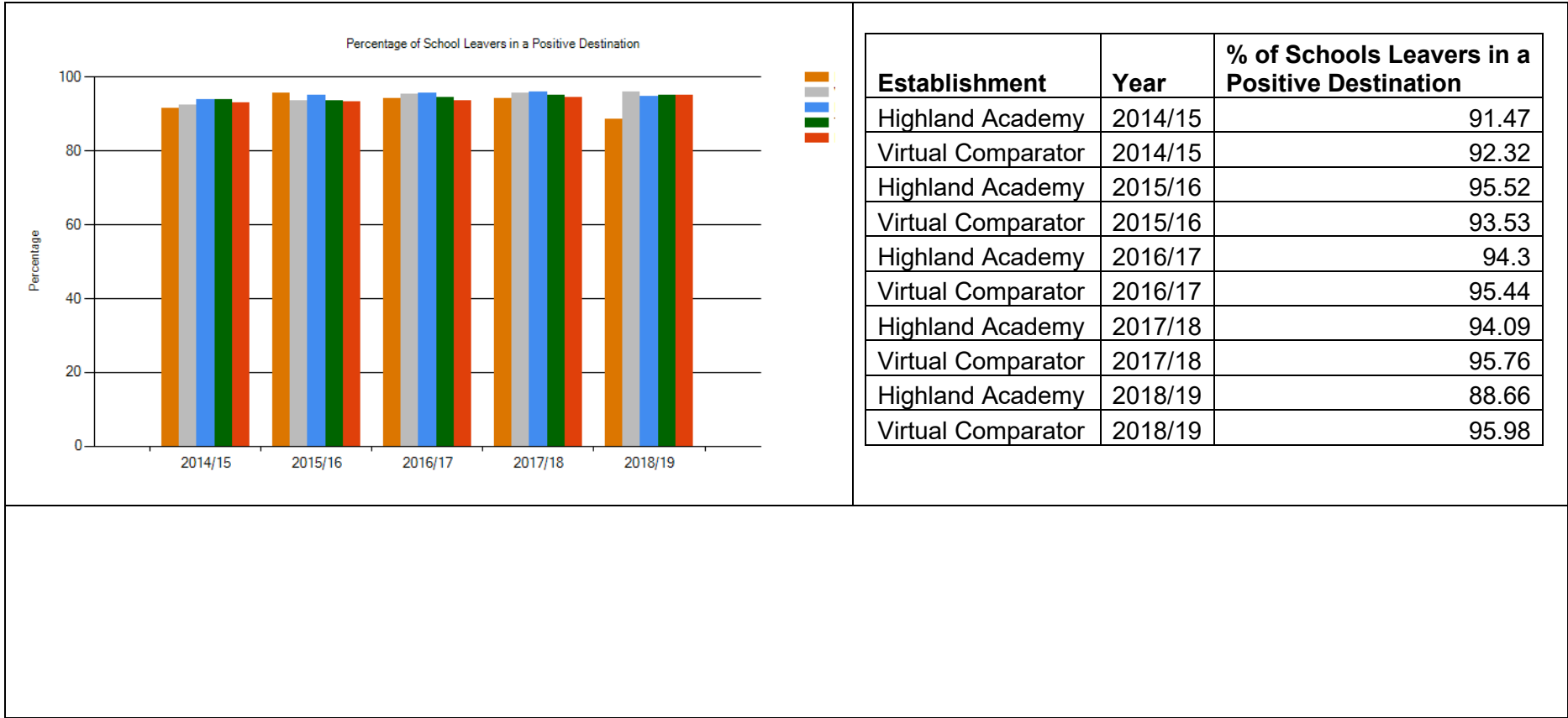
Establishment	2015	2016	2017	2018	2019
Highland Academy	617	706	688	723	664
Virtual Comparator	596	652	671	716	675

## Lowest 20%



Establishment	2015	2016	2017	2018	2019
Highland Academy	155	185	217	216	162
Virtual Comparator	146	190	177	160	130

# Leaver Initial Destinations



Establishment	Year	% of Schools Leavers in a Positive Destination
Highland Academy	2014/15	91.47
Virtual Comparator	2014/15	92.32
Highland Academy	2015/16	95.52
Virtual Comparator	2015/16	93.53
Highland Academy	2016/17	94.3
Virtual Comparator	2016/17	95.44
Highland Academy	2017/18	94.09
Virtual Comparator	2017/18	95.76
Highland Academy	2018/19	88.66
Virtual Comparator	2018/19	95.98

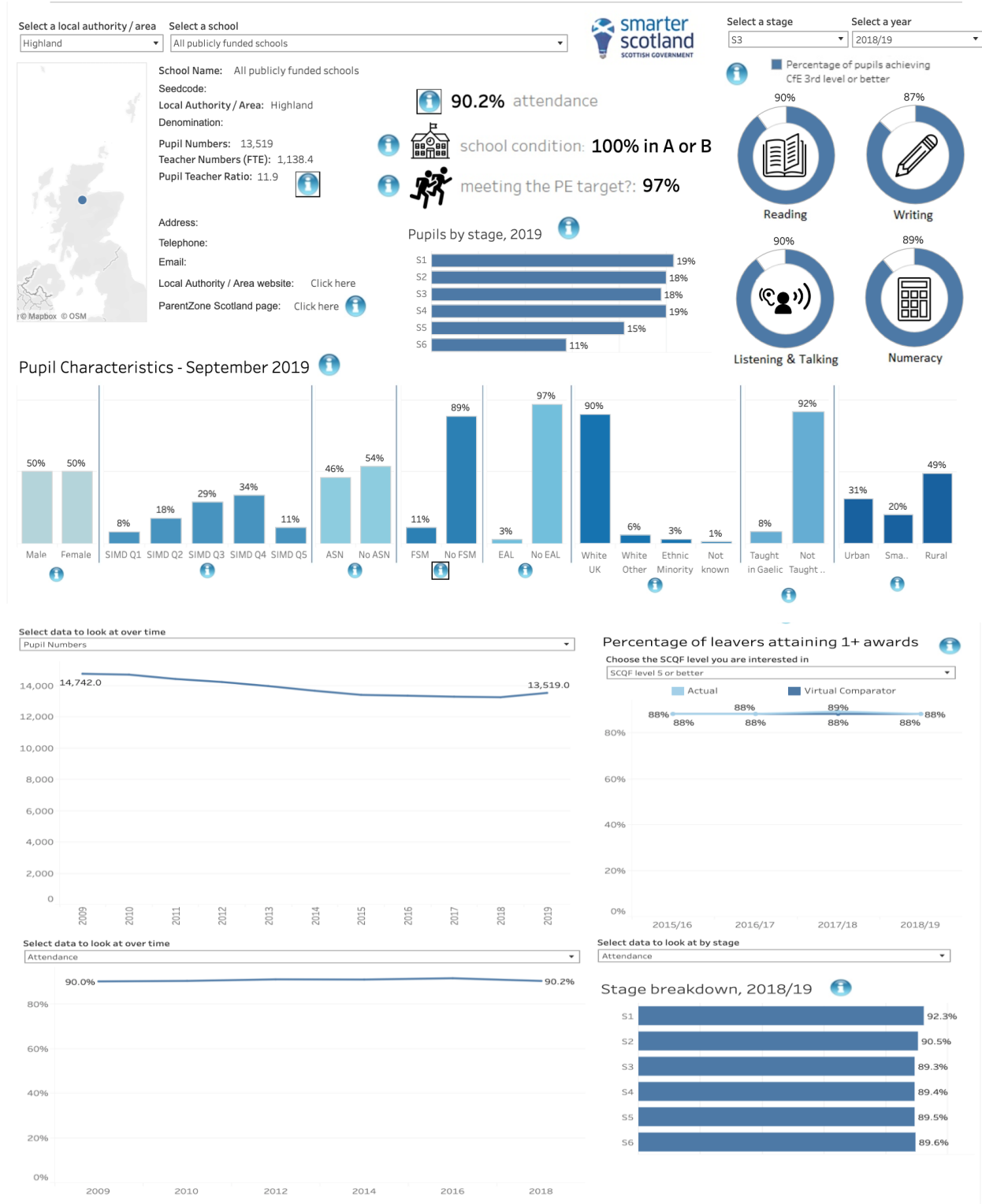
## Percentage of school leavers gaining SCQF Level awards

Percentage of school leavers gaining SCQF awards	2018/2019		2017/2018		2016/2017		2015/16	
	School	Virtual Comparator	School	Virtual Comparator	School	Virtual Comparator	School	Virtual Comparator
<b>5 or more awards at SCQF Level 5</b>	60%	60%	62%	60%	55%	57%	61%	66%
<b>1 or more awards at SCQF Level 6</b>	69%	59%	61%	61%	55%	59%	64%	70%
<b>3 or more awards at SCQF Level 6</b>	43%	46%	46%	46%	40%	44%	46%	52%
<b>5 or more awards at SCQF Level 6</b>	27%	33%	30%	31%	23%	30%	32%	36%
<b>1 or more awards at SCQF Level 7</b>	19%	18%	19%	22%	14%	20%	22%	23%
<b>5 or more awards at SCQF Level 5</b>	60%	60%	62%	60%	55%	57%	61%	66%

# Highland Academy Example – Attainment Pack

## SCHOOL CONTEXT OVERVIEW – 2019

### Parentzone School Dashboard



**Pupil Characteristics - September 2019**

Characteristic	Percentage
Male	50%
Female	50%
SIMD Q1	8%
SIMD Q2	18%
SIMD Q3	29%
SIMD Q4	34%
SIMD Q5	11%
ASN	46%
No ASN	54%
FSM	11%
No FSM	89%
EAL	3%
No EAL	97%
White UK	90%
White Other	6%
Ethnic Minority	3%
Not known	1%
Taught in Gaelic	8%
Not Taught in Gaelic	92%
Urban	31%
Small town	20%
Rural	49%

**Select data to look at over time**  
Pupil Numbers



**Percentage of leavers attaining 1+ awards**

Choose the SCQF level you are interested in  
SCQF level 5 or better



**Select data to look at over time**  
Attendance



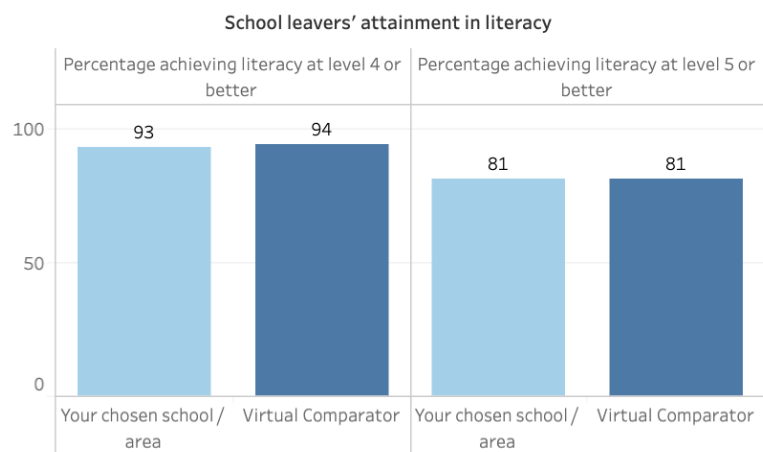
**Select data to look at by stage**  
Attendance

**Stage breakdown, 2018/19**

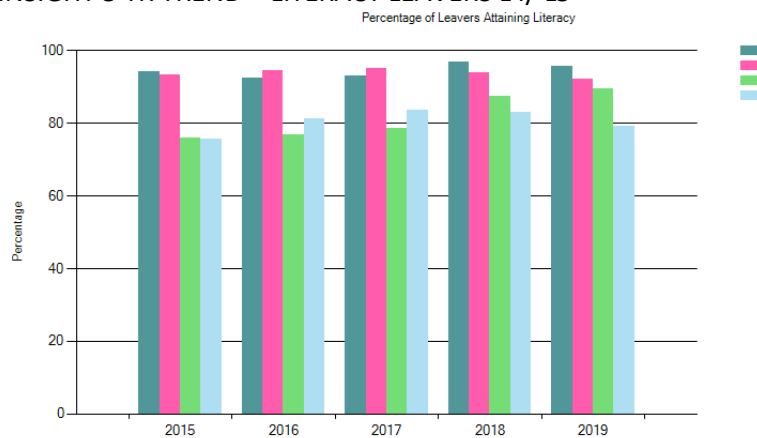
Stage	Attendance Percentage
S1	92.3%
S2	90.5%
S3	89.3%
S4	89.4%
S5	89.5%
S6	89.6%

## Percentage of Leavers attaining Literacy

### Parentzone – School Dashboard – 2019 Leavers Literacy Attainment L4/L5



### INSIGHT 5 YR TREND – LITERACY LEAVERS L4/ L5

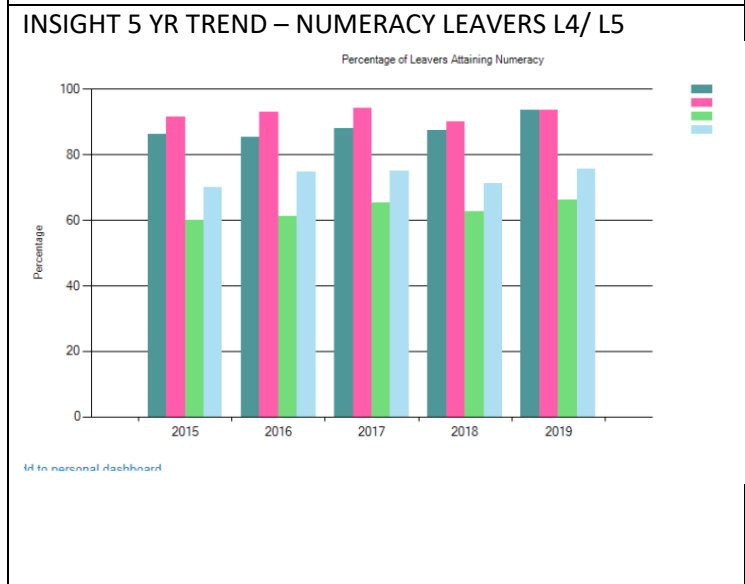
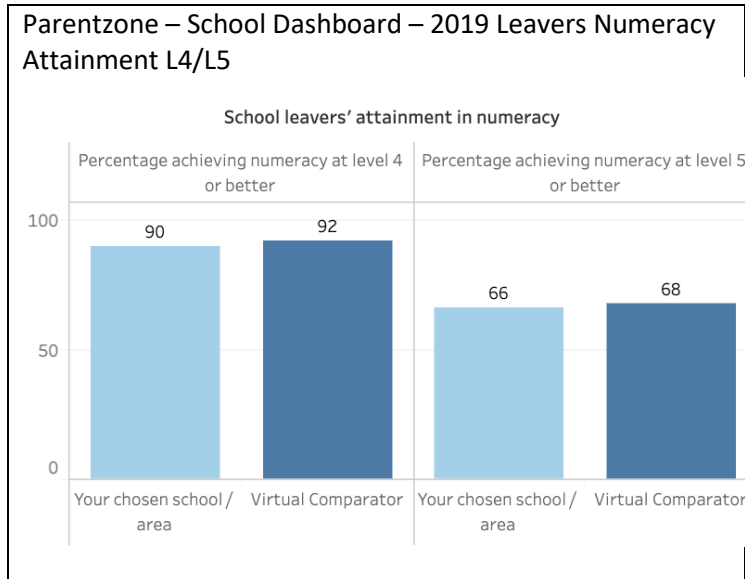


School	Year	% Level 4 Literacy	% Level 5 Literacy
Highland Academy	2015	94.21	76.03
Virtual Comparator	2015	93.39	75.54
Highland Academy	2016	92.26	76.79
Virtual Comparator	2016	94.4	81.19
Highland Academy	2017	92.86	78.57
Virtual Comparator	2017	95	83.71
Highland Academy	2018	96.86	87.42
Virtual Comparator	2018	93.77	83.08
Highland Academy	2019	95.58	89.38
Virtual Comparator	2019	92.04	79.2

### Notes



# Percentage of Leavers attaining Numeracy

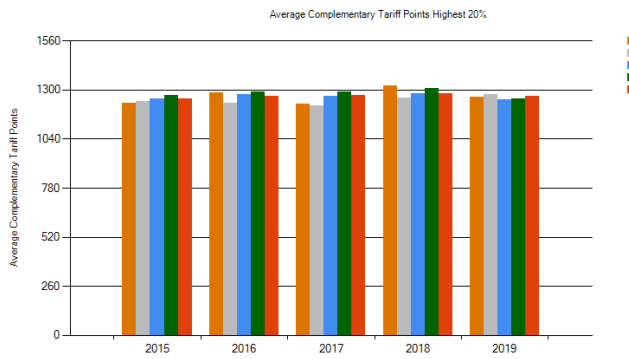


School	Year	% Level 4 Numeracy	% Level 5 Numeracy
Highland Academy	2015	86.34	60.11
Virtual Comparator	2015	91.58	70.11
Highland Academy	2016	85.35	61.11
Virtual Comparator	2016	93.03	74.8
Highland Academy	2017	87.98	65.38
Virtual Comparator	2017	94.23	75
Highland Academy	2018	87.36	62.64
Virtual Comparator	2018	90.11	71.15
Highland Academy	2019	93.6	66.28
Virtual Comparator	2019	93.55	75.64

**Notes**

# Improving Attainment for All

## INSIGHT 5 YR TREND – Highest Attaining 20%

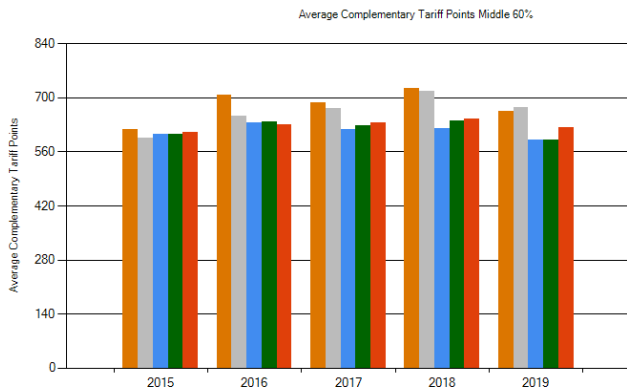


School	2015	2016	2017	2018	2019
Highland Academy	1229	1284	1228	1324	1263
Virtual Comparator	1238	1230	1215	1258	1277

### Notes

## Improving Attainment for All cont'd

### Insight 5 yr trend - Middle Attaining 60%

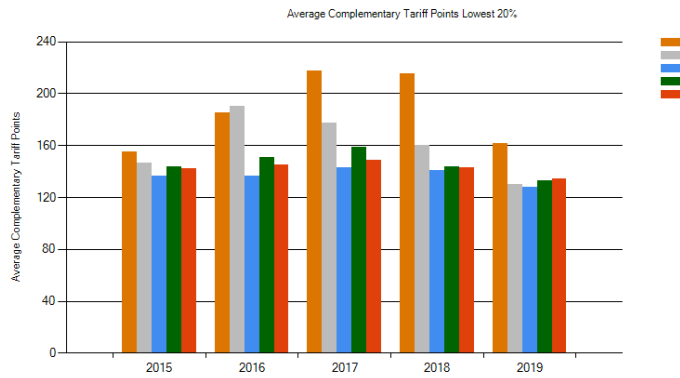


School	2015	2016	2017	2018	2019
Highland Academy	617	706	688	723	664
Virtual Comparator	596	652	671	716	675

### Notes

## Improving Attainment for All Cont'd

### Insight – 5 Yr Trend – Leavers Lowest Attaining 20%



School	2015	2016	2017	2018	2019
Highland Academy	155	185	217	216	162
Virtual Comparator	146	190	177	160	130

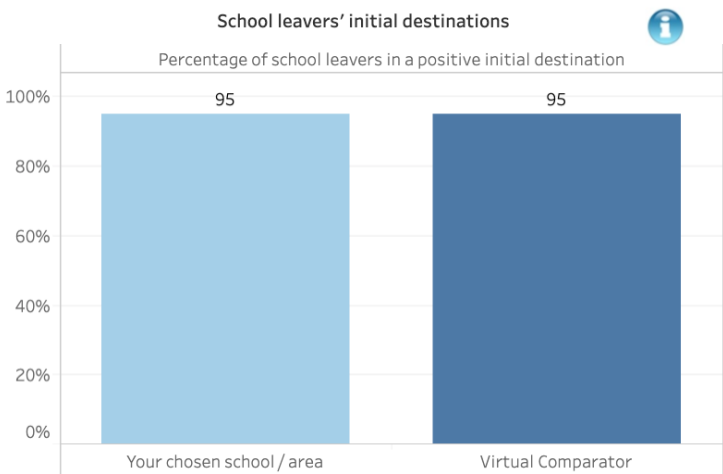
### Notes

## Percentage of school leavers gaining SCQF Level awards

Percentage of school leavers gaining SCQF awards	2018/2019		2017/2018		2016/2017		2015/16	
	School	VC	School	VC	School	VC	School	VC
5 or more awards at SCQF Level 5	60%	60%	62%	60%	55%	57%	61%	66%
1 or more awards at SCQF Level 6	69%	59%	61%	61%	55%	59%	64%	70%
3 or more awards at SCQF Level 6	43%	46%	46%	46%	40%	44%	46%	52%
5 or more awards at SCQF Level 6	27%	33%	30%	31%	23%	30%	32%	36%
1 or more awards at SCQF Level 7	19%	18%	19%	22%	14%	20%	22%	23%
5 or more awards at SCQF Level 5	60%	60%	62%	60%	55%	57%	61%	66%

Notes

## Leaver Initial Destinations

Parenttzone – School Dashboard – 2019 Leavers Initial Destinations																																			
<p>School leavers' initial destinations</p> <p>Percentage of school leavers in a positive initial destination</p>  <p>The bar chart displays the percentage of school leavers in a positive initial destination. The y-axis ranges from 0% to 100% in 20% increments. Two bars are shown: 'Your chosen school / area' with a value of 95% and 'Virtual Comparator' with a value of 95%.</p>																																			
		<table border="1"> <thead> <tr> <th>School</th> <th>Year</th> <th>% of Schools Leavers in a Positive Destination</th> </tr> </thead> <tbody> <tr> <td>Highland Academy</td> <td>2014/15</td> <td>91.47</td> </tr> <tr> <td>Virtual Comparator</td> <td>2014/15</td> <td>92.32</td> </tr> <tr> <td>Highland Academy</td> <td>2015/16</td> <td>95.52</td> </tr> <tr> <td>Virtual Comparator</td> <td>2015/16</td> <td>93.53</td> </tr> <tr> <td>Highland Academy</td> <td>2016/17</td> <td>94.3</td> </tr> <tr> <td>Virtual Comparator</td> <td>2016/17</td> <td>95.44</td> </tr> <tr> <td>Highland Academy</td> <td>2017/18</td> <td>94.09</td> </tr> <tr> <td>Virtual Comparator</td> <td>2017/18</td> <td>95.76</td> </tr> <tr> <td>Highland Academy</td> <td>2018/19</td> <td>88.66</td> </tr> <tr> <td>Virtual Comparator</td> <td>2018/19</td> <td>95.98</td> </tr> </tbody> </table>	School	Year	% of Schools Leavers in a Positive Destination	Highland Academy	2014/15	91.47	Virtual Comparator	2014/15	92.32	Highland Academy	2015/16	95.52	Virtual Comparator	2015/16	93.53	Highland Academy	2016/17	94.3	Virtual Comparator	2016/17	95.44	Highland Academy	2017/18	94.09	Virtual Comparator	2017/18	95.76	Highland Academy	2018/19	88.66	Virtual Comparator	2018/19	95.98
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