

Appendix 2b - Strategic Options – Challenging Foundation Phase Performance (National Model for Regional Working)

January 2015

Current Arrangements:

- Performance data for each maintained setting challenged and discussed with Challenge Advisers during GwE annual visits (1,2 &3) – although GwE advise that there are no Foundation Phase specialists within the current Primary School Challenge Adviser Team
- Performance data for each non-maintained setting not formally challenged although there are examples of the 10% Teacher teams using coaching techniques and Estyn guidelines to improve performance

| Options | Benefits | Risks | Minimum Score 1 – Maximum Score 5 | | | Total Score |
|--|--|--|-----------------------------------|-----------------------------|--|-------------|
| | | | Alignment with National Model | Delivering Additional Value | Potential for Successful Change Delivery | |
| 1 – Do Nothing | <ul style="list-style-type: none"> • Continuation of existing arrangements tailored to local needs | <ul style="list-style-type: none"> • Lack of regional consistency • Lack of expertise within current structure (GwE) to deliver on responsibilities • No benefits of economies of scale | 0 | 0 | 5 | 5 |
| 2 – Develop expertise within existing GwE establishment by way of training / adjusting blend of Challenge Advisers involved in Annual Visits 1,2 &3. Train 10% non-maintained settings “coaches” to better challenge performance. Existing supervisory arrangements to continue | <ul style="list-style-type: none"> • Structured regional approach in line with WG requirements • Ownership of responsibilities rests with GwE • No additional funding required | <ul style="list-style-type: none"> • No dedicated Foundation Phase performance challenge resource within GwE • Potential lack of expertise within GwE to deliver required leadership • Benefits realisation may become protracted due to low level of annual staff turnover | 3 | 0 | 3 | 6 |
| 3 – “Top Slice” the Foundation Phase Grant to deliver dedicated Foundation Phase Senior Challenge Adviser (or similar) within GwE to work with existing (and re-blended) Challenge Advisers (and 10% non-maintained settings staff) | <ul style="list-style-type: none"> • Structured regional approach in line with WG requirements • Ownership of responsibilities rests with GwE • Fully funded and specialist leadership role within GwE | <ul style="list-style-type: none"> • Reduction of Foundation Phase provision budget for schools, leading to a potential for a marginally reduced performance(at least in in the short term) | 4 | 3 | 3 | 10 |
| 4 “Top Slice” Foundation Phase Grant to deliver dedicated Foundation Phase Senior Challenge Adviser and 6x Specialist Foundation Phase Challenge Advisers (Could be short term funding to enable re-balancing of Challenge Adviser Team over (say) 3 years | <ul style="list-style-type: none"> • Structured regional approach in line with WG requirements • Ownership of responsibilities rests with GwE • Fully funded and specialist leadership and additional specialist delivery capacity within GwE | <ul style="list-style-type: none"> • Substantial reduction of Foundation Phase provision budget for schools (say 5%), leading to a potential for reduced performance at least in in the short term | 5 | 1 | 3 | 9 |

National Model for Regional Working – Foundation Phase Performance Challenge - Current arrangements in north Wales (January 2015)

| Activity | Gwynedd | Isle of Anglesey | Conwy | Denbigh | Flint | Wrexham |
|--|---|--|---|--|--|--|
| Providing challenge to performance & delivery | Performance data for each setting (excluding non-maintained settings) challenged and discussed during GwE annual visits (1,2 &3) | dgjed@ynysmon.gov.uk Performance data for each setting (excluding non-maintained settings) challenged and discussed during GwE annual visits (1,2 &3) 10% non-maintained settings staff compile an annual report in line with Estyn expectations | Annette.evans@conwy.gov.uk 01492 577 863 01492 577 863 Performance data for each setting (excluding non-maintained settings) challenged and discussed during GwE annual visits (1,2 &3) | Performance data for each school challenged and discussed during GwE annual visits (1,2 &3) The Authority Foundation Phase Advisory Teacher works with the GwE Officers regarding providing support for schools. Non-maintained settings are supported by Authority Foundation Phase Advisory Teachers . | Claire Homard 01352 704019 claire.homard@flintshire.gov.uk | dafydd.ifans@wrexham.gov.uk Performance data for each setting (excluding non-maintained settings) challenged and discussed during GwE annual visits (1,2 &3) |
| Assessing the need for, and then to commission, co-ordinate and quality assure provision of training & development support | Historically, all activities outsourced to Cynnal (and now GwE) Fortnightly performance meetings between GwE and the Education Department (Quality Assurance Group) highlight any schools in need of further support, appropriate activities are identified and an action plan is agreed | Fortnightly performance meetings between GwE and the Education Department (Quality Assurance Group) highlight any schools in need of further support, appropriate activities are identified and an action plan is agreed | Performance meetings between GwE and the Education Department (Quality Assurance Group) highlight any schools in need of further support, appropriate activities are identified and an action plan is agreed Every penny of Foundation Phase budget devolved to schools? | Fortnightly performance meetings between GwE and the LA Education Lead Education Officers highlight any schools in need of further support, appropriate activities are identified and actioned. The LA has an arrangement with the Clusters in the Authority to identify and fund local training needs - this arrangement is supported by the LA Foundation Phase Advisory Teacher. | Comprehensive training and support programme for Foundation Support in schools delivered by LA Foundation Phase Training & Support Officer & Advisory Teacher, funded by FP Grant. Effective liaison between FP team and GwE Challenge Advisers for schools needing FP input. FP team join Challenge Advisers on 'deep dive' visits, pre/post inspection support etc. Regular meetings between GwE and Primary Officer also highlight schools in need of support. | Fortnightly performance meetings between GwE and the Education Department (Quality Assurance Group) highlight any schools in need of further support, appropriate activities are identified and an action plan is agreed |

| | | | | | | |
|-------------------|---|--|--|---|--|--|
| Finance / Budgets | <p>Gwynedd's consortium transfer generally covers the entire cost of all related activities</p> <p>1.17% of Foundation Phase Grant Funds (£46k out of £3.9m) are held back by the Education Department for the purposes of training and supervision</p> | <p>Consortium transfer generally covers the entire cost of all related activities</p> <p>99% of funds used for classroom assistants & non-maintained 10% staff – 1% retained for training budget purposes</p> | <p>Consortium transfer generally covers the entire cost of all related activities</p> <p>More information to follow.</p> | <p>Denbighshire LA transfer Foundation Phase Grant funding to schools to support , Foundation Phase Ratios, training . Training and support for the non-maintained three year old provision is also funded .</p> <p>Foundation Phase Grant contributes towards the cost of LA Early Education Advisory Teachers .</p> | <p>FP Grant has been managed by Primary Officer with Flintshire Finance manager. Funding devolved to schools to cover staffing to meet 1:8 and 1:15 ratios. Funding for training officer, 10% teachers in non-maintained sector and training programme (as per grant conditions) are centrally managed by the LA</p> | <p>90% Foundation Phase Grant spent on maintained settings – with 7% on non-maintained settings and the remaining 3% spent on training /coaching</p> |
| GwE Commentary | <p>Confirmation that Foundation Phase improvements are currently out-sourced to GwE – although GwE notes that in line with all other key stages, they do not have Foundation Phase expertise or any extra capacity or budgets to increase skills</p> | <p>Confirmation that Foundation Phase improvements are currently out-sourced to GwE – although GwE notes that in line with all other key stages, they do not have Foundation Phase expertise or any extra capacity or budgets to increase skills</p> | <p>Confirmation that Foundation Phase improvements are currently out-sourced to GwE – although GwE notes that in line with all other key stages, they do not have Foundation Phase expertise or any extra capacity or budgets to increase skills</p> | <p>Denbighshire funds LA Foundation Phase Advisory Teachers to support non-maintained settings and Foundation Phase in schools.</p> <p>LA Foundation Phase Advisory Teachers work with GwE Officers for aspects such as whole school monitoring visits.</p> | <p>LA note: FCC considers it had a highly expert and effective FP support team that works well within current arrangements and would like it to remain within LA control.</p> | <p>Confirmation that Foundation Phase improvements are currently out-sourced to GwE – although GwE notes that in line with all other key stages, they do not have Foundation Phase expertise or any extra capacity or budgets to increase skills</p> |