

# Strategic Priorities in Education

Planning for the 2017/18

Financial Year

# Better Education and Opportunity for All

- Investing in effective education leads to...  
**High quality** schools that meet the diverse needs of young people and prepare them for work and further study...

Which helps make St Helena...

**Altogether Better for Children and Young People**

# Better Education and Opportunity for All

- Investing in lifelong learning leads to...  
The **development of local human capital** and a skilled workforce to meet the growing needs of the local community

Which helps make St Helena...

**Altogether Wealthier**

# Strategic Planning Priorities

- Key Drivers for Better Education

- 1 - Improved Attainment
- 2 - Support and Training for Teachers
- 3 - Inclusive Schools
- 4 - Human Capital Development
- 5 - Effective Systems Focused on School Improvement
- 6 - Engagement with Stakeholders

# Improved Attainment

**1 - Improved Attainment: St Helena schools demonstrate steadily improving levels of student attainment and provide targeted support for students to fulfil their potential.**

What is our target?	How will we achieve that target?
<ul style="list-style-type: none"><li>• KS2 60% of students achieve Age Related Expectations in Maths and English</li><li>• KS3 65% of students achieve Age Related Expectations in Maths and English</li><li>• GCSE 45% 5+ A* - C</li></ul>	<ul style="list-style-type: none"><li>• Data-based targets for student achievement</li><li>• Intervention programmes developed in literacy and numeracy</li><li>• Consolidation of primary maths scheme; new primary English scheme</li><li>• Review implementation of maths scheme</li><li>• New qualifications implemented at PAS</li><li>• Ongoing training of teachers</li><li>• Monitor and work to improve absenteeism</li></ul>

# Support and Training for Teachers

**2 - Support and Training for Teachers: Schools recruit and retain a skilled and stable teaching staff supported by a scheme of service which promotes and rewards high standards of teacher qualification, competence and performance.**

What is our target?	How will we achieve that target?
<ul style="list-style-type: none"> <li>• 60% of teachers qualified to Level 4+; 100% of teaching staff with Individual Career Plans</li> <li>• Local teacher trainees with CertHE; internationally accredited school leadership and teacher training available on-island</li> </ul>	<ul style="list-style-type: none"> <li>• Support provided by Teacher Trainer and mentors for upskilling teachers</li> <li>• Deliver accredited Level 5 Diploma in Teaching and Learning</li> <li>• Deliver second round of Level 4 Certificate in Teaching and Learning completed</li> <li>• Complete Level 4 Certificate in Education Leadership</li> <li>• Ensure that all teaching staff have Individual Career Plans in place, with training needs identified</li> <li>• First intake of Teacher Trainees on accredited programme complete full programme</li> <li>• Ensure that Scheme of Service provides adequate incentives for on-going development</li> </ul>

# Inclusive Schools

**3 - Inclusive Schools: Schools are inclusive and deliver a broad and balanced curriculum that recognises the rights and needs of every child and that meets the needs of St Helena in the 21st century.**

What is our target?	How will we achieve that target?
<ul style="list-style-type: none"><li>• Comprehensive Code of Practice approved and adopted; updated school SEN policies; schools have access to Psychologist.</li><li>• Every school has a designated SEN lead</li></ul>	<ul style="list-style-type: none"><li>• Develop Code of Practice and school policies</li><li>• 100% of SEN students have IEPs</li><li>• Identification of premises for Inclusion</li><li>• Work with Health and Safeguarding to agree appropriate therapeutic resources</li></ul>

# Human Capital Development

**4 - Human Capital Development: A comprehensive and responsive lifelong learning service supports the development of a skilled, qualified and competent work force for the island through the provision of effective lifelong learning and workforce development.**

What is our target?	How will we achieve that target?
<ul style="list-style-type: none"><li>• Deliver a wide range of accredited and local training to meet the needs of individuals and employers on St Helena</li></ul>	<ul style="list-style-type: none"><li>• Annual Training Needs Assessment and subsequent analysis</li><li>• Implement student needs assessment programme to ensure that underlying academic needs are identified and addressed</li><li>• Develop annual Institutional Improvement Plan linked to academic year</li><li>• Complete annual report to Education Committee</li><li>• Work to develop high level of employer engagement</li></ul>



# Effective Systems

**5 - Effective Systems Focused on School Improvement: The education system has a shared vision and clear and effective systems, policies and processes and a focus on school improvement.**

What is our target?	How will we achieve that target?
<ul style="list-style-type: none"> <li>• Updated Education Ordinance and Regulations</li> <li>• All schools with School Improvement Plans</li> <li>• SHCC and Public Library have Organisational Improvement Plans</li> <li>• Continue implementation of IT resources to improve efficiencies</li> </ul>	<ul style="list-style-type: none"> <li>• Clear annual priorities published</li> <li>• Education Ordinance and Regulations updated</li> <li>• School Improvement Plans and Organisational Improvement Plans agreed, reviewed and updated annually</li> <li>• Support SIMS in primary schools and more fully develop SIMS provision in secondary</li> <li>• Implement REMS (college database) in SHCC</li> <li>• Develop web presence for Public Library</li> <li>• School leadership training</li> </ul>

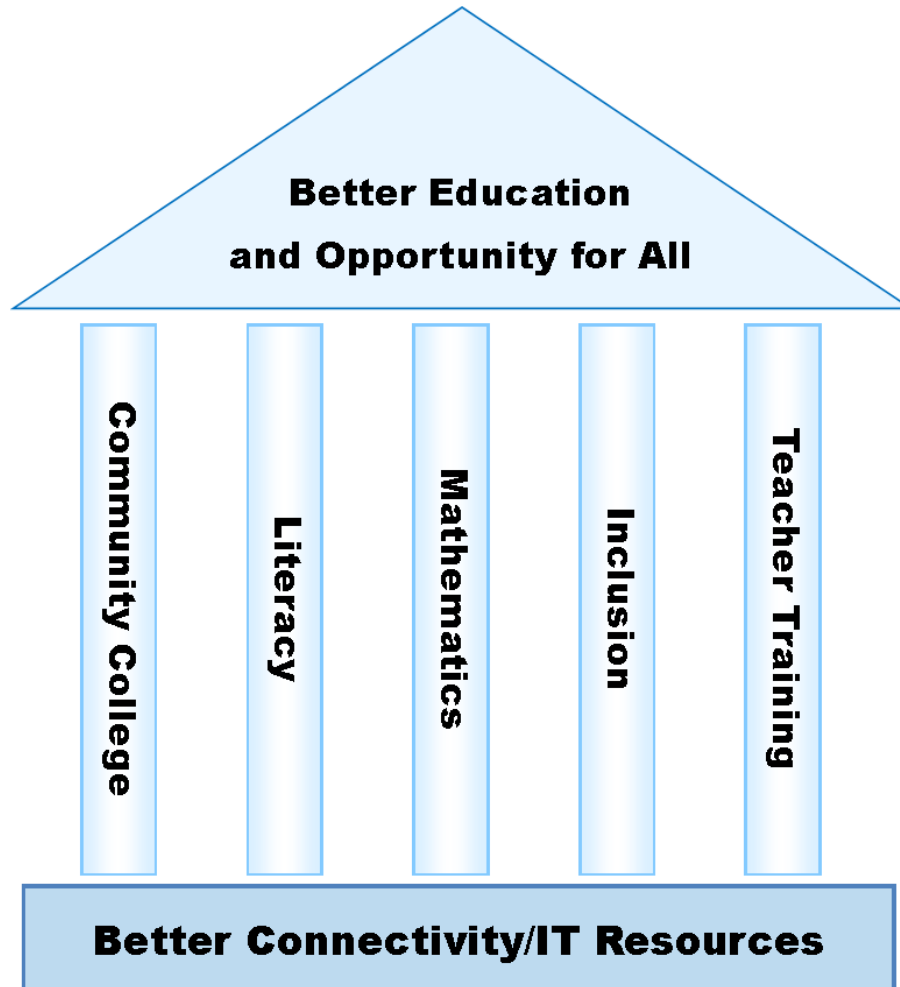
# Engagement with Stakeholders

**6 - Engagement with Stakeholders: The Education Directorate promotes a culture of parental and community engagement in which education and educators are valued.**

What is our target?	How will we achieve that target?
<ul style="list-style-type: none"><li>• Schools increase contacts and communication with parents</li><li>• Annual Training Needs Assessment</li><li>• Monthly communications plan</li><li>• review role of PTAs</li><li>• Develop school websites, SHCC website, library catalogue online</li><li>• Social media presence for SHCC</li></ul>	<ul style="list-style-type: none"><li>• Annual Training Needs Assessment</li><li>• Annual Teacher Appreciation Day</li><li>• Develop school websites/social media</li><li>• Review schedule of parental meetings/events</li><li>• Continued implementation of Scheme of Service for teaching staff, including training and career progression</li><li>• Improved communication within the Directorate (based on CI strategies)</li></ul>

# 2017/18 Operational Priorities

*(the same as in 2016/17)*



# Where we are in Compulsory Education

- New curriculum in place in primary schools with good results for 2017 and good data for future planning
- GCSE results at 45%
- A level results at PAS very positive for 2017
- New accredited Teacher Training programme in place for serving teachers and new recruits
- St Helena Community College providing adult learning opportunities from basic skills to vocational, professional and university qualifications

# St Helena Community College

- Our biggest new initiative and an investment in the future prosperity of St Helena
  - The cornerstone of **human capital development**
    - Focus on meeting the needs of the **economy** and the **people**
    - Services for as much of the adult population as possible
  - Offers cost-effective opportunities for **higher education** without leaving the island
  - Expanded opportunities in **vocational** and **professional** training
  - A focus on essential basic skills for those who need them
  - **Collaboration** with major employers and organisations

# Inclusion

- Provides for support to children with a range of individual needs which impact learning:
  - Number of children identified as having special needs has increased
  - Some children need 1 – 1 support, even if just for a short time, in order to be able to function within schools
  - In some cases, students need alternative provision outside mainstream placements
  - **Allows children to overcome their learning challenges and achieve their potential**

# Teacher Training

- **Well trained** and **well paid local teachers** are the answer to the chronic staffing needs of schools:
  - Locally qualified teachers are accessing local training that is internationally accredited and very low cost
  - Trainee teachers now earn university qualifications through the Open University (four successful in 2017)
  - Serving teachers need access to further qualification and training, up to university level, as funding allows

# Connectivity/IT resources

- A critical resource to support education
  - Primary schools are finally getting the benefit of connectivity wi
  - Prince Andrew relies on online resources to extend and support the curriculum and has adequate but not generous IT provision
  - The St Helena Community College is dependent on reliable and robust connectivity in order to access the wide range of online learning the community needs

**Internet connectivity levels the playing field for St Helena's learners; it is a necessity, not a luxury.**



# Supporting Education

"No other investment yields as great a return as the investment in education. An educated workforce is the foundation of every community and the future of every economy."

# Education and Employment Directorate

## **2018/19 BUDGET ISSUES**

# 2017/18 Budget proposal as submitted

- **Cut 1 overseas scholarship**; 5 requested, down from 6
- Education **broadband maintained** as approved for 2017/18
- **Cut in funding for 1 – 1 support** (3 support assistants) has been cut from the Inclusion budget in order to preserve school staffing
- **No new Initial Teacher Trainees** to start in 2018 Funding for the Apprenticeship Scheme and SHCC maintained at current level
- SHCC **revenues increased** £20k
- Scheme of Service salary increases funded centrally as previously committed
- **Standards budget maintained** to provide support for key priorities (upskilling teachers, literacy, maths)
- IT recharges increased slightly
- Funding for additional vehicle hire cut
- Inclusion is a separate cost centre

# 5% cut—savings of £166,300

<b>SAVINGS</b>	<b>£166,300</b>	<b>Impact</b>
Apprenticeships (cut)	£30,000	Reduce apprenticeships by 15%
Reduce new scholarships in Sept 2018 from 5 to 2	£57,900	Some applicants would not get overseas scholarships in spite of excellent grades
Cut SHCC Training Materials	£25,000	Reduction in SHCC courses
Cut SHCC Travel/Accommodation	£4,000	No visits for overseas verifiers (no new vocational training)
Cut Education Standards Travel/Accommodation	£3,000	No exposure visits
Cut Education Standards	£20,000	Significantly reduced support for priorities such as literacy and numeracy
Cut Admin Salaries	£14,000	Remove one key Admin post; compromised efficiency
Contracted Services	£6,000	Very limited specialist PE teaching in primary schools
Reduce Teacher Training materials and costs	£4,200	Reduced support for teacher training
Reduce SHCC Other contracts	£2,500	Reduced course offerings

# 10% cut—savings of £332,600

<b>SAVINGS</b>	<b>£166,300</b>	<b>Impact</b>
Apprenticeships (cut)	£90,000	<b>Reduce apprenticeships by 45%</b>
Cut SHCC Training Materials	£55,000	<b>30% reduction in SHCC courses</b> ; limited professional/higher education
Cut SHCC Travel/Accommodation	£4,000	<b>No new vocational training</b>
Cut Education Standards Travel/Acc	£3,000	No provision for overseas visits
Cut Education Standards	£28,000	<b>No ongoing support for literacy/numeracy</b> initiatives in schools
Cut Admin Salaries	£14,000	<b>Remove key post</b> ; reduced efficiency
Cut Contracted Services	£6,000	Very <b>limited specialist PE teaching</b> in primary schools
Reduce Teacher Training materials	£4,200	<b>Reduced support for teacher training</b>
Cut funding for SHAPE tutor	£8,000	<b>No funding for SHAPE training</b>
Cut funding for gym instructor	£4,400	Reduced support for New Horizons
Cut SHCC Other contracts	£16,000	<b>Dramatic reduction in basic skills courses</b>
Limit Nursery starts to September only	£12,000	<b>Reduced access to Early Years education</b>
Cut funding for Education Broadband	£88,000	<b>Dramatic reduction IT access</b>