

Craffu ERW : ERW Scrutiny

Cadeirydd / Chair ERW: Y Cyngorydd/Cllr. Ellen ap Gwynn

Lead CEX/Prif Weithredwr arweiniol: Phil Roberts

Rheolwr Interim / Interim MD : Geraint Rees

Cyfarfod – Meeting
10 1 2019

Background Issues : Materion Cefndirol

Phil Roberts, Prif Weithredwr Arweiniol – ERW Lead Chief Executive

The National Mission for education in Wales aims to develop:

- A new curriculum for all learners in Wales
- A high-quality education profession
 - Inspirational leaders working collaboratively to raise standards
- Strong and inclusive schools committed to excellence, equity and well-being
 - Robust assessment, evaluation and accountability arrangements supporting a self-improving system

Significant challenges, which need regional collaboration and an eye to future accountability processes

Mae Cenhadaeth ein Cenedl yn anelu at ddatblygu:

- **Cwricwlwm Newydd i bob dysgwr yng Nghymru**
- **Proffesiwn addysg o ansawdd uchel**
- **Arweinwyr ysbrydoledig sy'n cydweithio i godi safonau**
- **Ysgolion cryf a chynhwysol wedi ymrwymo i ragoriaeth, cydraddoldeb a lles**
- **Dulliau asesu a gwerthuso cadarn fydd yn cefnogi system hunan-wella**

Heriau sylweddol, sy'n galw am gydweithio rhanbarthol a llygad at brosesau atebolrwydd y dyfodol.

ERW: Thoughts re: moving on Rhai ystyriaethau parthed symud ymlaen

Developed with key representatives from all 6 authorities – meetings almost weekly

Regular engagement with the headteacher community – met with over 250 Heads at various fora

Wedi eu datblygu gyda chynrychiolwyr allweddol y 6 awdurdod – yn cwrdd bron yn wythnosol.

Cyswllt cyson wedi bod gyda phenaethiaid y rhanbarth – wedi cwrdd gyda dros 250 mewn fforymau gwahanol.

Amcan arfaethedig I'r dyfodol - Proposed Purpose for the future

**Partneriaeth rhanbarthol
yw ERW, wedi ei dylunio i
hybu rhagoriaeth ym mhob
ysgol trwy system hunan
wella. Cyflawnir hyn trwy
gynllunio ar y cyd ar gyfer y
cwricwlwm newydd a thrwy
gynnig cyfleoedd ar gyfer
dysgu proffesiynol a
datblygu arweinyddiaeth a
fydd yn fod i ddatblygu
pawb fel unigolion,
dysgwyr, dinasyddion a
chyfranwyr.**

**ERW is a regional
partnership designed to
promote excellence in all
schools through a self-
improving system. This will
be achieved through
collaborative planning for
the new curriculum and the
provision of professional
learning and leadership
opportunities that can
develop all as individuals,
learners, citizens and
contributors.**

Bydd ERW a'i awdurdodau yn cydweithio mewn ffyrdd cynlluniedig, cydlynnus a chyson ar draws ffiniau awdurdodau i ddiogelu cefnogaeth a her priodol i wella ysgolion. Yn nhermau gweithredol, y prif gydrannau fydd ysgolion yn gweithio mewn clystyrrau, awdurdodau a hybiau gyda chydlyniad a diogelu ansawdd yn digwydd ar lefel rhanbarthol.

ERW and its constituent LAs will work together in planned, coherent and consistent ways across LA boundaries in order to secure the appropriate support and challenge for school improvement.
In terms of delivery, the main building blocks will be schools working within clusters, LAs and Hubs with effective coordination and quality assurance across the region.

Arweinyddiaeth posib l'w ystyried : Possible leadership of ERW

Swyddi Allweddol – Key Positions

Rheolwr Gyfarwyddwr/wraig / Managing Director

Swydd 2 flynedd Dirprwy RG / 2 year post Assistant MD

Head of Curriculum Reform and Innovation Pennaeth Diwygio'r Cwriwclwm ac Arloesedd With the support of regional leads for Digital Learning Welsh Wellbeing and Inclusion	Arweinydd Addysg Cynradd Leader of Primary Education Oversee Assessment and Accountability Develop self improving system Secure consistency across region Ensure that new curriculum and professional learning have appropriate shared focus and contribute to that work Engage with key partners across the region	Leader of Secondary Education Arweinydd Addysg Uwchradd Oversee Assessment and Accountability Develop self improving system Secure consistency across region Ensure that new curriculum and professional learning have appropriate shared focus and contribute to that work Engage with key partners across the region	Arweinydd Addysg Arbennig ac Amgen Leader of Special Education and Alternative Settings As 2 other sector leaders but also provide significant leadership to curriculum development and professional learning for the special sector in partnership with the 2 heads of those areas, LA teams, AOLE team and secondary specialist team.	Head of Professional Learning and Leadership Pennaeth Dysgu Proffesiynol ac Arweinyddiaeth Coordinator for Leadership Development and a support role for leadership development Coordinator for Initial Teacher Education and Induction
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2 teams, to work on curriculum development and professional learning – with the two respective leads

2 dîm i weithio ar ddatblygiad cwricwlwma ddysgu proffesiynol – gyda'r 2 arweinydd

Arbenigwyr Cynradd – 18 swydd i gefnogi ysgolion y rhanbarth gyda datblygiad y cwricwlwm Newydd a'r dysgu proffesiynol cysylltiedig

3 swydd i bob maes dysgu a phrofiad cwricwlaidd, gydag un o'r tair yn rol cydlynnyu. Y meysydd

**Iaith, Llythrennedd a Chyfathrebu
Mathemateg a Rhifedd
Gwyddoniaeth a Thechnoleg
Dynaethau
Celfyddydau Creadigol
Iechyd a Lles**

Primary Specialists – 18 posts to support schools across the region with the development of the new curriculum and associated professional learning:

3 posts for each new curriculum area of learning and experience, 1 of which will be expected to provide leadership for the other two:

**Language, literacy and Communication
Mathematics and Numeracy
Science and Technology
Humanities
Creative Arts
Health and Wellbeing**

**Arbenigwyr Uwchradd – i gefnogi
ysgolion gyda diwygiadau i
arholiadau a datblygiad y
cwricwlwm Newydd, a chefnogi
dysgu proffesiynol ac
arweinyddiaeth ganol:**

**14 swydd, gydag un yn swydd
cydlynnyu**

**Gwyddoniaeth, Saesneg,
Cymraeg (1af ac 2il nes ei
ddiwygio),
Mathemateg, Dyniaethau,
Celfyddydau Creadigol, Technoleg
Leithoedd Tramor Modern ac Ol-**

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**Secondary Specialists – to
support schools with reformed
examinations and the
development of the new
curriculum and support
professional learning and middle
leadership:**

**14 posts to cover : 1 of which is
to provide co-ordinating lead**

**Science, English, Welsh (1st and
2nd until reformed),
Mathematics, Humanities,
Creative Arts, Technology,
Modern Foreign Languages &
Post 16**

HefydAdditionally....

Tim Cefnogi Uwchradd

Tim amrywiol yn cael ei arwain gan bennaeth uwchradd profiadol sy'n gallu ffurfio fel bo'r angen ar draws y rhanbarth i ddiogelu cefnogaeth gyson i ysgolion sydd naill ai'n peri pryder, neu trwy hunan arfarniad yn adnabod angen gall gael ei ddiwallu gan y tim.

Cyllideb i'w chadw i sicrhau fod y tim yn gallu ymateb ar fyr rybudd i alwadau am gefnogaeth.

Secondary Support Team

An ad hoc team led by an experienced secondary headteacher that can be deployed as required across the region to ensure consistency of support for schools that are either causing concern, or through self evaluation identify a need that can be supported through the work of the team.

Budget to be kept for ensuring that the team can respond at short notice to calls for support.

Y Tim Ymgynghorwyr Her – rolau yn newid

**Wedi eu cyflogi gan yr ALLau,
gyda threfniadau
partneriaethol ar draws ffiniau
i weithio ar y cyd ar wella
ysgolion, dysgu proffesiynol,
cysondeb dulliau, dyfnhau'r
system hunan wella, gweithio
gydag arbenigwyr cynradd,
uwchradd ac arbennig ar y
cwricwlwm newydd a dysgu
proffesiynol.**

Challenge Adviser Team – changing roles

**Employed by Local Authorities,
with partnership
arrangements across LA
boundaries, to work
collectively on school
improvement, professional
learning, consistency of
approaches, deepening the
self improving system, work
alongside the secondary,
special and primary specialists
for new curriculum and
professional learning**

Gwella cynllunio a chefnogaeth i weithrediad:

Atgyfodi rhai o'r grwpiau traws-awdurdod e.e. Y 6 arweinydd ALL mewn Cymraeg, Digidol, Uwch Ymgynghorwyr Her, ayyb i gydweithio ar gyd-gynllunio ac i ddatblygu y meysydd allweddol i'w gwaith
&

Creu grwpiau rhanddeiliaid perthnasol i sicrhau fod dysgu proffesiynol a datblygiad y cwricwlwm yn manteisio ar gyngor a chraffu sy'n agos i'r stafell ddosbarth, wedi eu ffurfio o 3 ymarferydd (2 bennaeth ac arbenigwr maes)
2 Uwch ymgynghorydd her
1 Cyfarwyddwr / Prif Swyddog

Improving planning of and support for operational delivery :

Revive some of the **previous cross authority groups** e.g. the 6 LA leads in any thematic area (e.g. Welsh, digital learning, senior Challenge advisers) to collaborate in shared planning and development for their areas of work.

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Create appropriate stakeholder groups to ensure that professional learning and curriculum development are subject to advice and scrutiny by near-to-practice advisory groups made up of:
3 practitioners (2 headteachers and an expert practitioner)
2 senior challenge advisers
1 director / chief officer

Adolygu gweithgaredd ar lefel strategol a gweithredol:

**Yn ysbryd lefel ysgol a chenedlaethol,
datblygu adolygiad cymhareiriaid ar
draws y rhanbarth – gan ddefnyddio
staff ERW, AIIau, ac uwch arweinwyr
ysgolion cymwys i adolygu themâu
allweddol, cynnig adborth i'r
cyfarwyddwyr a thrwy system
atebolrwydd – grŵp penaethiaid,
bwrdd gweithredol a chyd-bwyllgor.**

**Cynnig mewnwelediadau,
gwerthusiadau ac argymhellion ar
faterion is-rhanbarthol, gan gynnwys
eglurder rolau, ansawdd cefnogaeth,
effeithiolrwydd ac effeithlonrwydd.**

**Datblygu'r system fel bo'r is-
rhanbarthau yn adolygu ei gilydd i'r
diwylliant hunan wella ddatblygu ar
lefel ysgol, awdurdod ac is rhanbarthol.**

Reviewing operational and strategic delivery:

In keeping with school and national approaches, **develop a peer review system across the region** – using ERW, local authority and trained senior school leaders to provide reviews on key themes, and provide feedback to Directors and through the accountability process – HT group, Executive Board and Joint Committee

Provide insights, evaluations, recommendations in relation to sub-regional activities, including on clarity of roles, quality of delivery and efficiency/effectiveness.

Develop the system so that sub-regions review each other so that culture of the self improving system is developed at school, authority and regional level.

Cyllido:

Gall yr ERW newydd sy'n ffocysu ar y meysydd cytunedig weithio mewn ffordd sy'n rhyddhau dros £1m o'r gyllideb bresennol. Mae hyn yn lleihau'r costau a reolir gan ERW o £4.74m i tua £3.4m.

Gellir diogelu'r comisiwn blynnyddol trwy gynllun busnes wedi ei gyd-lunio, sy'n amlinellu gweithgaredd blynnyddol – gan ddangos yn eglur yr hyn sy'n cael ei ddarparu'n rhanbarthol ac yn is-rhanbarthol neu'n lleol. Mae angen cytuno ar fodel cyllido cynaliadwy ar lefel uchaf ein ALLau yn y wybodaeth fod y strwythur sy'n cael ei gynnig wedi ei ddylunio i ddiwallu blaenoriaethau cenedlaethol, rhanbarthol a lleol.

Finances:

A new ERW focused on the proposed areas can work in a way that releases over £1m from the current total budget. This reduces central ERW Managed costs from approx £4.74m to nearer £3.4m

The commissioning process would be done through the shared writing of the business plan, that outlines agreed activity for the year – showing clearly what is delivered regionally and what is delivered locally or sub-regionally.

The model for a sustainable regional/local balance of funding now needs to be agreed at senior LA level – in the knowledge that it is a streamlined model designed to deliver clearly articulated national, regional and local priorities.

Camau Nesaf:

- Rhannu gyda rhanddeiliaid allweddol, ac os cytunir gyda'r cyfeiriad arfaethedig fe fydd angen –
- Cytuno prosesu AD ac ymwneud gyda'n rhanddeiliaid allweddol
- Cytuno ar fodel ariannol sy'n cyd-bwyso grantiau a chostau craidd mewn ffordd sy'n diogelu llif grantiau a staffio sefydlog
- Sicrhau lefelau llywodraethiant sy'n eglur ac yn hyrwyddo 'r gorau i ysgolion a diogelwch i ALLau

Next Steps:

- Share with key stakeholders, and if direction of travel is approved we will need to –
 - Agree HR processes and engage key stakeholders
 - Agree financial model that balances grant and core costs in order to secure both grant funding and stable staffing
 - Secure levels of governance that are clear, influence positively on school practice and provide security for LA s.