

# 1. Recommendations

## *School Improvement*

7.1 It is recommended that Option 1 is identified as the preferred option for consultation with staff and schools subject to budget availability.

Option 1 will involve:

- (i) The creation of a School Improvement Advisory Service including an Intervention Team. (Head of School Improvement, Chief Adviser and four School Improvement Advisers linked to EDP priorities.
- (ii) Increased salary levels for SIAs to Soulbury scale 20-24 with posts having a reduced level of buyback (90% core funded and 10% buyback).
- (iii) The creation of an integrated Primary Curriculum Strategy Manager post and a Key Stage 3 / 14-19 Curriculum Manager post.
- (iv) Two additional SIAs and/or headteacher secondments to form an intervention team.
- (v) The appointment of an additional literacy and an additional numeracy consultant.
- (vi) The development of a new model of secondary support involving supported school self-evaluation and peer involvement.
- (vii) The appointment of an additional post of Assessment Advisory Teacher on a 90% buyback basis.

(viii) Further exploration of the outsourcing of Luton's Continuing Professional Development programme through the Northamptonshire Inspection and Advisory Service or with another external provider and the development of the LLRC as a high quality local and potentially regional training and development centre.

(ix) Maintaining current support to SACRE in conjunction with supporting the work of Luton's two School Initial Teacher Training Centres.

### ***Behaviour Support***

7.2 It is recommended that Option four is identified as the preferred option for consultation with staff and schools with subsequent consideration of Area alignment (option five) following the completion of the Best Value Review on Children's Services and the recruitment of a new Head of Behaviour Support.

Option 4 will involve:

- (i) The development of three Primary inclusion bases using delegated resources of circa £160k in 2002/03.
- (ii) The development of three further bases in 2003/04 subject to budget consultation with schools and consideration of the current resources allocated to the Behaviour and Tuition Service.
- (iii) The development of the 'augmented curriculum' project using £70k of delegated resources for secondary schools.
- (iv) The development of a new Primary offsite facility and a new Key Stage 3 / 4 facility subject to the availability of new resources and / or an 'invest to save' project in conjunction with Social Services and other agencies.
- (v) Improve recruitment and retention to the service by offering a salary incentive for all staff (teaching and non-teaching) working in the PRUs, BILD provision and any future provision which caters for pupils with emotional and behavioural difficulties drawn from across schools in the borough.

(vi) Improve support and training for members of the Behaviour and Tuition Service to recognise the significant challenges involved in these roles.