

<b>Action 4 (Recommendation 4)</b>	Raise the profile of gifted and talented pupils and track their progress					
<b>Purpose and nature of the activity:</b> To establish and implement a coherent and comprehensive strategy for schools and provide clear guidance on the identification of these pupils						
<b>Activity</b>	<b>Activity Lead</b>	<b>Start date</b>	<b>Completion date</b>	<b>Funding Sources</b>	<b>Costs 2003 - 2004</b>	<b>Costs 2004 - 2005</b>
4.1.1 Establish the Steering Group for the provision for gifted and talented pupils. 4.1.2 Oversee and monitor LEA support for gifted and talented provision in schools. 4.1.3 Use the outcomes of the audit of schools' provision to develop an LEA strategy.	John Morris	April 2003	July 2005	County Council funding - Education Department core budget (AIS)	No additional cost	No additional cost
4.2 Review the LEA's policy for gifted and talented provision and develop an LEA strategy.	John Morris	Jan 2004	Sept 2004	County Council funding - Education Department core budget (AIS)	No additional cost	No additional cost
4.3.1 Ensure that the Gifted and Talented strategy is integrated within the curriculum being developed by the Key Stage 2 and 3 National Strategies and the LEA's Development Strategies for Key Stage 4 and 14-19 provision.	John Morris	June 2004	July 2005	County Council funding - Education Department core budget (AIS)	No additional cost	No additional cost

4.3.2 Enhance, enrich and extend provision for study support in order to support the delivery of the Gifted and Talented strategy	Harvey Adams	Nov 2003	July 2005			
4.3.3 Integrate the G and T strategy within the following aspects of school improvement : (i) core subjects, English, mathematics, science, ICT; (ii) 'Teaching for Learning', including thinking skills and behaviour for learning; (iii) PSHE and Citizenship; (iv) Performing Arts; (v) Environmental education; (vi) Physical Education and Sport; (vii) Work-related learning; (viii) Study support; (ix) 11 <sup>th</sup> Session.	John Morris	June 2004	July 2005			
4.4 Establish and implement criteria for identifying and tracking the progress of gifted and talented pupils: (i) Pupils already recognised; (ii) Potentially gifted and talented pupils yet to be identified.	Les Cowling	Jan 2004	July 2004	County Council funding - Education Department core budget (R and D)	No additional cost	No additional cost
4.5 Include within the Gifted and Talented strategy: (i) Advice on the identification of gifted and talented pupils; (ii) Audit strategies with a focus on outcomes; (iii) An executive summary to promote its use by schools.	John Morris	Jan 2004	Sept 2004	County Council funding - Education Department core budget (AIS)	No additional cost	No additional cost

<b>Success criteria: and targets for improvement</b>	<ul style="list-style-type: none"> <li>• By end of summer 2005 provision for gifted and talented pupils is deemed satisfactory or better in all Ofsted school inspections undertaken in the year;</li> <li>• By end of summer 2005 the LEA's survey of the effectiveness of its support for gifted and talented pupils attracts at least 90% satisfaction;</li> <li>• The LEA's support for gifted and talented pupils moves to the second quartile or above in the 2005 Audit Commission Survey.</li> </ul>
<b>Milestone measures:</b>	<p>By March 2004:</p> <ul style="list-style-type: none"> <li>• Consult with head teachers on draft strategy.</li> <li>• Draft criteria for the identification of gifted and talented pupils.</li> <li>• A pilot programme has been designed.</li> </ul> <p>By July 2004:</p> <ul style="list-style-type: none"> <li>• Agreed criteria for the identification of gifted and talented pupils.</li> <li>• Schools to be involved in the pilot project are identified.</li> </ul>
<b>Monitoring process:</b>	
who?	John Berridge, Assistant Director, School Improvement Service
when?	Six monthly
how?	<ul style="list-style-type: none"> <li>(i) Report from responsible officers to Senior Management Group;</li> <li>(ii) Audit Commission survey for the effectiveness of gifted and talented provision;</li> <li>(iii) LEA-wide survey of support for gifted and talented provision;</li> <li>(iv) Analysis of Ofsted inspection reports.</li> </ul>
<b>Links to other plans and policies:</b>	
EDP Priority 5, School Improvement Best Value Review action plan	
<b>Reference to other activities within action plan</b>	
4.3.3 cross references to 5.1	

<b>Action 5 (Recommendation 5)</b>	Identify and share good practice in the support for gifted and talented pupils						
<b>Purpose and nature of the activity:</b> To raise standards of performance for gifted and talented pupils by undertaking an in depth audit focussing on outcomes as well as provision, setting up effective mechanisms for sharing good practice and promoting the creation of designated coordinators in schools							
<b>Activity</b>	<b>Activity Lead</b>	<b>Start date</b>	<b>Completion date</b>	<b>Funding Sources</b>	<b>Costs 2003 - 2004</b>	<b>Costs 2004 - 2005</b>	
5.1 Undertake an audit of schools' policies and provision.	Sue Pilkington	May 2004	July 2004	County Council funding - Education Department core budget (AIS)	No additional cost	No additional cost	
5.2 Carry out detailed analysis of pupil performance, identifying schools where more able pupils perform well, those where they make good progress and investigating the reasons for this.	Sue Pilkington with support from Les Cowling	May 2004	July 2004	County Council funding - Education Department core budget (AIS)	No additional cost	No additional cost	
5.3 Undertake annual monitoring and evaluation of the effectiveness of schools provision for gifted and talented pupils.	Sue Pilkington	Sept 2004	July 2005	County Council funding - Education Department core budget (AIS)	10 associate days (£2,500)	10 associate days (£2,500)	
5.4 Disseminate LEA guidance on provision for gifted and talented pupils and case studies of good practice on the Wired website.	John Morris	Sept 2004	Dec 2004	County Council funding - Education Department core budget (AIS)	No additional cost	No additional cost	

5.5 Produce a regular newsletter that provides advice and examples of good ideas and practice for schools.	John Morris	Jan 2004	July 2005	County Council funding - Education Department core budget (AIS)	No additional cost	No additional cost
<p>5.6.1 Promote the creation of designated coordinators for gifted and talented provision in all schools.</p> <p>5.6.2 Pilot and explore a range of strategies for school-based coordination of gifted and talented provision to take account of workforce remodelling.</p> <p>5.6.3 Develop a pilot programme for promoting innovative strategies with an individual school, a network of schools or family of schools to improve provision and practice for gifted and talented pupils.</p> <p>5.6.4 Provide opportunities for school based trialling and dissemination of teaching strategies that differentiate and provide challenge for all pupils.</p> <p>5.6.5 Develop a programme of school-to-school and network-to-network visits to observe innovative practice in gifted and talented provision.</p>	John Morris	Jan 2004	July 2005	County Council funding - Education Department core budget (AIS)	<p>10 schools at £2,000 each (£20,000)</p> <p>10 schools at £2,000 each (£20,000)</p>	<p>Nil</p> <p>10 schools at £2,000 each (£20,000)</p>

5.7	Provide a programme of support for the professional development of senior leaders, middle level leaders, teachers and teaching assistants.	Chris Housden Derek Blackman Sue Craggs	Jan 2004	Sept 2004	Sold Service	Cost covered by sold service	Cost covered by sold service
5.8	Provide a programme of support and training for governors and governing bodies.	John Morris	May 2004	July 2005	County Council funding - Education Department core budget (AIS)	No additional cost	No additional cost
5.9	Maintain productive links with national organisations and other LEAs to keep informed of current development	John Morris	Jan 2004	July 2005 and on going	County Council funding - Education Department core budget (AIS)	No additional cost	No additional cost
5.10.1	Establish links with local Higher Education Institutes to access research on Gifted and Talented.	John Morris	Jan 2004	July 2005	County Council funding - Education Department core budget (AIS)	No additional cost	No additional cost
5.10.2	Through community groups and local industry provide information for schools about setting up and promoting enterprise activities and work-related learning for gifted and talented pupils.	Trevor Riddiough					
5.10.3	Support schools in the development and dissemination of practice in relation to pupils' involvement in the pilot project from the National Academy for Gifted and Talented Youth.						

5.11 Develop a Teachers' International Professional Development programme to incorporate and build on innovative practice identified through the Nottinghamshire International Conference (2003).	Sue Green	May 2004	July 2005	County Council funding - Education Department core budget (Lifelong Learning)	Nil	Nil
<b>Success criteria: and targets for improvement</b> <ul style="list-style-type: none"> <li>• By end of summer 2005 provision for gifted and talented pupils is deemed satisfactory or better in all Ofsted school inspections undertaken within the year;</li> <li>• By end of summer 2005 the LEA's survey of the effectiveness of its support for gifted and talented pupils attracts at least 90% satisfaction;</li> <li>• The LEA's support for gifted and talented pupils moves to the second quartile or above in the 2005 Audit Commission Survey.</li> </ul>						
<b>Milestone measures:</b> <p>By March 2004:</p> <ul style="list-style-type: none"> <li>• Audit is planned and ready for circulation to all schools.</li> <li>• At least six examples of good practice related to gifted and talented provision have been identified and put into the good practice website.</li> <li>• First newsletter produced and circulated to schools.</li> <li>• Models of effective coordination for gifted and talented provision, provided for all schools.</li> </ul> <p>By July 2004:</p> <ul style="list-style-type: none"> <li>• Audit complete and report disseminated.</li> <li>• Draft strategy is revised to take account of the audit.</li> <li>• At least six further examples of practice located on the "Wired" website.</li> <li>• Second newsletter produced and circulated to schools.</li> <li>• Models of effective coordination for gifted and talented provision are being piloted.</li> </ul>						

**Monitoring process:**

who? John Berridge, assistant director

when? Six monthly

how? (i) Report from responsible officers to Senior Management Group;  
(ii) Audit commission survey for the effectiveness of gifted and talented provision;  
(iii) LEA-wide survey of support for gifted and talented provision;  
(iv) Analysis of Ofsted inspection reports.

**Links to other plans and policies:**

EDP Priority 3, School Improvement Best Value Review action plan.

**Reference to other activities within action plan**

5.1 cross references to 4.3.3