



INEA 2 Health Check

The INEA 2 process expects that each local authority will be able, through its own self-evaluation arrangements, to gather management information and evidence that enables it to judge the effectiveness of its performance against SIX HIGH LEVEL QUESTIONS, which will also form the basis for inspections of the education function of councils by HMIE. In turn, these six questions are answered by evaluating the quality of education systematically across 10 key areas. These are:

A: What key outcomes have we achieved?

Key area 1 - Key performance outcomes.

B: How well do we meet the needs of our stakeholders?

Key area 2 - Impact on service users

Key area 3 - Impact on staff

Key area 4 - Impact on the community

C: How good is our delivery of Education Processes?

Key area 5 – Delivery of education processes.

D: How good is our management?

Key area 6 - Policy development and planning

Key area 7 - Management and support of staff

Key area 8 - Partnership and resources.

E: How good is our leadership?

Key area 9 - Leadership.

F: What is our capacity for improvement?

Key area 10 - Capacity for improvement.

When engaging in inspection and reporting activities, HMIE will focus on specific key areas and indicators. In some councils, HMIE will use most of the indicators, whilst in others, a more limited number. The scope and scale of the inspection will be decided using existing evidence and evaluations of the council such as INEA 1 and its follow up. However, ALL INSPECTIONS will cover questions **A, B, E and F** and their related six key areas.

Our Health Check offers High Level Evaluation of these four questions and their related six key areas over a work programme lasting twelve days. The evaluation will be based on evidence drawn from:

- Performance data
- Relevant documentation
- Stakeholders' views and feedback
- Direct observation of practice.

Work Programme

1. Half day introductory discussion with Chief Executive.
2. Two days prior to visit to review key council documentation such as : - Corporate/Community Plan, Standards and Quality Report, Departmental Service Plan, INEA 1 Reports, C.L.D Reports, organisational structure, performance data (attainment, attendance, exclusions, leavers' destinations, compared to national statistics/comparative authorities) Council Context Data and stakeholder surveys.
3. Five days Interviews/Discussions/Focus Groups involving staff such as: Director and senior staff, third-tier officers and Q.I.Os, Convenor or equivalent, opposition spokesperson, JNCT local secretary, Unison representative, focus groups of HT'S – Secondary, Primary, Early Years, Special, Parent Council, Student Council. Participation in SMT or other relevant scheduled meetings.
4. Two days direct observation via school visits/discussion at school level. Visits to significant projects identified by council as a strength.
5. Two days write up.
6. Half day feed back to Chief Executive.

The Summary Report will provide the Chief Executive with an evaluation of strengths, weaknesses and areas for action. Should it be desired a closer look could then be taken at any given area, if required. In addition a Health Check involving all 10 Key Areas could be provided.

Our experienced consultant

This service will be delivered by Michael O'Neill OBE, former Director of Education of North Lanarkshire Council. A past President of ADES, Michael has also chaired a number of government committees and was a COSLA adviser for ten years. He was also a member of the HMI External Reference Group overseeing the inspection of local authorities. More recently, as a SOLACE Enterprises Associate, he has been working as an adviser to the Directors of Education at both Perth and Kinross and the City of Edinburgh Councils.

For further information please contact the Resource Centre. You can either phone on 0845 601 0649 or email

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