**Education and Children’s Services**

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| **Parental Involvement and Engagement Strategy and Action Plan 2018 - 2021** |
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| “**Learning together in Aberdeenshire**” |

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**Section A - Purpose**

1. **Introduction**

Both globally and nationally it is recognised that parents are the single most important influence on their children’s development, learning and achievement. The involvement and engagement of parents in their children’s learning is recognised as a key element in raising attainment through support, help and encouragement given at home and whilst at school.

The Parental Involvement and Engagement Strategy demonstrates the commitment by Aberdeenshire Council to improve the quality and the extent of all parents’ involvement in their child’s learning and the important role they play in their child’s education.

The plan sets out a vision for parental involvement and engagement for the next three years and covers a journey that a child takes from pre-birth to age 18. It highlights the leadership of those who make the difference day in and day out.

It is based on the guiding aim of Getting it Right for Every Child. It is informed by the central role of the family, whatever form that may take. The theme that lies at the heart of this plan is relationships - relationships based on trust, mutual respect and collaboration.

1. **Background**

This strategy has been informed by “Learning Together” Scotland’s national action plan on parental involvement, parental engagement, family learning and learning at home 2018-2021, the findings of the Aberdeenshire Big Conversation 2017 and Aberdeenshire Council priorities 2017-2022 which direct the work of Education and Children’s Services.

The specific relevant priorities are work with parents and carers to support children through every stage of their development and provide the best life chances for all our children and young people by raising levels of attainment and achievement.

1. **Key Principles**

Parental involvement and engagement relies on the principles of trust and collaboration, good conversations and emotional bonds. They serve a purpose and that purpose is to support the learning and development of children and young people.

This strategy is based on three key principles:

* That our priorities and our approach should be guided by the needs and interests of the child/young person and their family.
* That parents are the primary educators of children.
* That it is only through positive relationships – relationships between families, and those working with children and young people, relationships based on trust, mutual respect and partnership - that we will achieve our aims.
1. **Vision, Values and Aims**

Aberdeenshire Council will respect and actively seek the views of parents and build a climate of trust by genuine and honest engagement and collaboration to:

* ensure that parents are supported to be fully involved in the life and work of their children’s early learning and childcare setting or school;
* encourage and support collaborative partnerships between practitioners, parents and families;
* get the right support in place so that parents can engage in their child’s learning;

We will:

* expand access to family learning opportunities which meet participants needs
* encourage positive involvement of all parents plus targeted actions aimed at specific groups including ethnic minority parents, parents of children with additional support needs, those with disabled children and those with learning disabilities
* improve the quality of all communication between practitioners, staff, parents and families, and;
* improve the skills of leaders, front-line practitioners and support staff.



*“Parental and family engagement is a key factor in helping all children and young people achieve the highest standards while reducing inequality and closing the attainment gap. Research shows that when parents and carers engage in their children’s learning, and when children and young people live in a supportive home learning environment, it improve children and young people’s attainment and achievement.”*

*2018 National Improvement Framework*

1. **Parental Engagement Support Hub Aberdeenshire (PESHA)**

The Parental Engagement Support Hub Aberdeenshire is a small team of three officers consisting of a Service Manager, Quality Improvement Officer and an Education Support Officer within Education and Children’s Services whose role and remit focuses on the four key areas shown in the diagram below;

* Policy and Guidance
* Engagement
* Capacity Building
* Family Learning

The Parental Involvement and Engagement Strategy and Action Plan will focus on Policy Guidance and Engagement and the Family Learning Delivery Plan will be focused on Policy Guidance and Family Learning.

Capacity Building will be achieved through the implementation of both plans and in particular training for parents and Career Long Professional Learning for practitioners.

The Parental Engagement Support Hub Aberdeenshire (PESHA) team will have overall responsibility for the implementation, delivery and ongoing review of the Parental Involvement and Engagement Strategy in collaboration with relevant partners.

The Community Learning and Development team will be responsible for the Family Learning Delivery Plan in collaboration with relevant partners.

1. **Parents Charter**

A Parents charter is a joint statement which sets out a range of commitments which will underpin our vision, values and aims. The development of an Aberdeenshire Parents’ Charter will be undertaken through parent workshops, focus groups and practitioner consultation.

The purpose of the Charter is to clarify roles and responsibilities and to foster collaboration between parents and other stakeholders based on the guiding aim of Getting It Right for Every Child.

 



1. **Consultation Process**

Consultation of the draft strategy will be undertaken during November and December 2018 with key stakeholders including parents and families, School Parent Forums via Parent Councils, all school staff, headteachers, practitioners, Early Years and Childcare Forum, Community Learning and Development, Educational Psychology Service, managers, partners and unions.

Consultation with elected members will take place in Area Committee workshops following approval to commence the consultation via the Education and Children’s Services Committee. See consultation schedule in Appendix C.

The final draft strategy will be presented with findings to the Education and Children’s Services Committee on the 21March 2019.

1. **Addressing Concerns and Complaints**

Aberdeenshire Council recognises the vital role that parents play in supporting their child’s learning and is committed to fostering positive relationships with parents. No matter how strong partnerships are, or how good our policies are, sometimes things can still go wrong and there may be occasions where parents wish to express unhappiness or dissatisfaction with council services, policies or staff behaviour.

When a complaint is made it must be handled in accordance with the Complaints Handling Procedure which provides two opportunities to resolve issues internally. In order to maintain positive relationships, it is usually better for all if parental concerns or complaints can be resolved at school/ early years setting level as quickly as possible.

<https://www.aberdeenshire.gov.uk/media/14581/complaints-procedure-customer_v6.pdf>

If a concern or complaint cannot be resolved at frontline resolution (Stage 1) then it will progress to Investigation (Stage 2) and a detailed investigation into the matter will be carried out. Complaints that are complex, serious or high risk and require detailed, lengthy investigation may be dealt with at the Investigation Stage from the outset.

Once the two internal stages of the Complaints Handling procedure have been exhausted, the complainant must be directed to the Scottish Public Services Ombudsman (SPSO) to carry out an independent external review of the process. The SPSO is the final stage of the complaint procedure.

Once the SPSO reaches a decision they may contact the council with recommendations for improvement and will provide dates by which the recommendations must be implemented. The council is required to report back to the SPSO and evidence that the required action has been taken

**Section B – Action Plan**

**B.1 Parental Involvement**

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| --- | --- | --- | --- | --- |
| **What** | **Who**  | **How** | **When** | **Impact** |
| **Goal A - Representation**Strengthen parental representation in the life and work of early years and childcare settings and school. representation  | PESHA CLD SchoolsPESHA Northern All colleaguesPESHA PESHAElected members | Follow up to Big Conversation consultation (Oct 2017)Audit Northern Alliance CLPL provision on Parental Involvement/Engagement with a view to creating a Northern Alliance CLPL programmeCreate PESHA website to allow parents to access support and advice on being involvedReview funding formula for Parent Councils.Provide training for Parent Councils and expand to early learning and childcare settings to provide a wider range of opportunities for parents to be involved.We will explore possibilities for proportionate representation of parents and committee voting rights  | Nov 2018 Nov 2019Nov 2020Jan 2019 Feb 2019Jan 2019Sept 2019 | Improved engagement with parents to identify areas for improvementSharing of best practice in order to improve training programmeParents have increased access to support and adviceEffective and transparent use of funding by Parent Councils Funding and training facilitates a wider range of parental involvementGreater involvement of parents in shaping key policies and budget decisions |
| **Goal B - Collaboration**Expand opportunities for ALL parents to collaborate at every level of the education system | PESHACLD and PESHAPESHAPESHA | Liaise and continue to meet on a termly basis with NPFS representative in AberdeenshireWork with parent group in Aberdeenshire to co-design and deliver parent workshops/training in aspects of Parental Engagement and Family LearningIn follow up to Big Conversation (2018) create data capture that allows schools to access their school data Create self-evaluation tool for schools using “Learning Together” | Aug 2018March 2019Jan 2019May 2019 | Improved collaborationImproved parental confidence in supporting their child’s learningSchool level improvement in parental engagementImproved collaboration between parents and schools |
| **What** | **Who**  | **How**  | **When** | **Impact** |
| **Goal C - Communication**Improve communication with parents and families | Information Comms OfficerPESHAPESHA with CLD PESHA | Implement actions from review of school handbook to include early learning and childcare settingsProduce and promote factsheet for practitioners on how to communicate effectively with parentsSet up Aberdeenshire Parent Group and consult with them on policies and strategies and a Parents’ CharterCommunicate the results of the Big Conversation annually from 2018 to 2020 | Sept 2018Feb 2019Nov 2018- June 2019Annually  | Improved communication channels to reach a wider group of parentsImproved communication with parents in school/ early year setting Increased parental participation in policy makingParents feel valued and included |
| **Goal D - Information Technology**Support early learning and childcare settings, schools and parents to exploit opportunities provided by IT to improve parental involvement and engagement | PESHA Technical DevelopmentManager | Amend Social Media factsheet to promote opportunities for the use of digital technology in communicating effectively with parents eg Facebook, Twitter and website and how to share learning with parentsUse Parental Involvement and Engagement website to promote innovative use of technology in engaging with parents | Feb 2019Feb 2019 | Wider range of parents accessing digital technology communicationImproved parental awareness and involvement of their child’s learning |
| **Goal E - Volunteering**Widen opportunities for parents and families to volunteer with the school or early learning and childcare setting | PESHA, Early years, Human resources  | Review corporate volunteering strategy to ensure it considers the volunteering needs across schools and early learning and childcare settings | Mar 2019 | Children’s learning and activities within a school and early years settings will be enhanced by the contribution of volunteers |

**Measures**

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| * Big Conversation feedback, Feedback on Self Evaluation tool
* Audit of school volunteer numbers, School websites and Twitter feed, Parent Council Feedback
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**B.2 Parental Engagement, Family Learning and Learning at Home**

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| --- | --- | --- | --- | --- |
| **What** | **Who**  | **How** | **When** | **Impact** |
| **Goal F - Parental Engagement**Improve support to parents and families to help them engage with their child’s learning and development | PESHA, CLDPESHA | Share good practice in Family Learning including innovative use of Pupil Equity Funding through the Parental Involvement and Engagement website | June 2019May 2019 | Improved parental involvement in their child’s learning and increased awareness of best practice Improved involvement of parents in School Improvement Planning |
| **Goal G - Family Learning**Increase the opportunities for families to access evidence based family learning opportunities and programmes  | CLD with support from PESHAPESHA and CLD | Develop a Family Learning Delivery planDeliver and review CLPL on Family Learning to include the following workshops;* Literacy
* Numeracy
* English as a Second Other Language
* Supporting Parents to Achieve the Best Outcomes for their Children
* Supporting Participation in Communities
* Developing Knowledge, Skills, Confidence and Resilience
 | April 2019Sept 2018- June 2019 | Better outcomes for children, young people and familiesImproved attainment and achievementParents have improved knowledge and feel more empowered |

**Measures**

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| --- |
| * Increased engagement in parental programmes
* Career Long Professional Learning data
* Level of Parental Engagement in School Improvement Plans
* Feedback from self- evaluation tool
* Uptake of Family Learning programmes run by Community Learning and Development and PESHA
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**B.3 Equalities and Equity**

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| **What** | **Who**  | **How** | **When** | **Impact** |
| **Goal H - Equalities and Equity**Work together to address barriers that limit parents’ involvement and engagement to includeMinority ethnic groups,Gypsy travellers,Parents of children with ASN,Parents of children and young people with English as an Additional Language,Single parent families. | PESHACLDPESHAWork with ALISS/ Family Info ServicePESHA, ASN team | Reflect equalities duties in Parents’ Charter and other key strategic documents in collaboration with parents group, CLD, Early Learning team, ASN team, EPS, Learning EstateDevelop a Family Learning Delivery Plan to include considerations to address barriers that limit parents’ involvement and engagementInclude in Parental Involvement and Engagement website links to relevant support groups Work with organisations who can assist in providing advice and support on both equalities and equity to early learning and childcare settings, schools and Parent Councils Organise and host an event for Parents and Families with Additional Support Needs with a focus on service improvement | 2018/19 and ongoingApril 2019August 2019June 2019 | Increased engagement in equalities and equity training from staff, early learning and childcare settings, schools and Parent CouncilsImproved outcomes for children, young people and familiesParents feel more supported and informedGreater awareness of equalities and equity across a wider range of staffIncreased parental involvement in service planning for children and young people with Additional Support Needs |

**Measures**

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| * Increased engagement in parental programmes
* Level of parental satisfaction via annual audit at school and local authority level
* Evidence of inclusion of/reference to minority groups in policy and strategy documents to include relevant actions to address inequality
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**B.4 Leadership and Skills**

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| **What** | **Who**  | **How** | **When** | **Impact** |
| **Goal J – Skills**Enhance the skills associated with parental involvement, parental engagement and family learning amongst practitioners | Educational Psychology ServicePESHA and Aberdeen City Council | CLPL on universal nurture, targeted nurture for practitioners with a rolling programme beginning in secondary schools followed by early years settingsACC and Aberdeenshire to design and trial training for school staff and practitioners in working with parent councils, family learning and improving parental engagement | Session 2018-19Mar 2019 | Children feeling more supported. Reduced exclusions/ out of authority placementsPractitioners with improved skills and knowledge |
| **Goal K - Parents as leaders**Build the capacity of parents, drawing on their expertise and supporting them to be involved and engaged in their child’s learning | PESHA with CONNECT | Provide training for Parent Councils in effective collaboration with schools Provide opportunities for Parent Council Chairs to meet formally with senior leaders.Provide opportunities for Parent Council Chairs to meet with Parental Engagement Officer  | Oct 2018May 2019Termly | Improved parental knowledge and skills on scope and roles of Parent CouncilsImproved communication and engagementGreater consistency in best practice between Parent Council and Parent Forum |

**Measures**

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| * Uptake on CLPL
* Big Conversation data 2018
* Evaluations from Parent Council training sessions
* Attendance at Parent Council Chair meetings
* Attendance at Parent council chair area group meetings
* Educational Psychology Service pre/post audit on Nurture practice in schools
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**B.5 How Good is Our Strategy?**

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| --- | --- | --- | --- | --- |
| **What** | **Who**  | **How** | **When** | **Impact** |
| **Goal L** - **Ensure that parental involvement and engagement are fully reflected in strategic policies, improvement activity and inspection process****Goal M - Improve the evidence base****Goal N - Provide funding for parental involvement at authority level** | PESHA with Quality Improvement OfficersQuality Improvement Managers/ OfficersPESHAPESHA | Highlight self-evaluation tool for schools/early years settings using “Learning Together” to support improvement in Parental Involvement and EngagementSupport and challenge schools/early years settings to evidence Parental Involvement/Engagement plus innovative use of PEF funding We will prepare and present an annual report on all measures contained within this strategyLink funding for Parent Councils to expectation that there is improved engagement with the wider parent forum | Nov 2018Jan 2019Mar 2020Sept 2018 | Improved parental involvement and engagementImproved results in levels of parental involvement and engagement in inspection reportsClear evidence of effectiveness of strategy Parent council constitutions reflect improved levels of parental engagement and involvement |

**Measures**

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| --- |
| * Big Conversation 2017 and 2018
* Inspection reports
* Annual report on Parental Involvement and Engagement Strategy implementation and measures
* Parent Council constitutions
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**Appendix A – Definitions/Glossary**

**ALISS: A Learning Information Service for Scotland**

**ASN:** **Additional Support Needs**

**Child/Children**: When the plan refers to “children” or “child” it means a person under the age of 18.

**CLPL: Career Long Professional Learning** The term refers to professional learning and development for teachers and practitioners in schools, early years settings and Community Learning and Development.

**CLD: Community Learning and Development**

**EAL: English as an Additional Language**

**Family Learning**: Family learning encourages family members to learn together as and within a family, with a focus on intergenerational learning. Family learning activities can also be designed to enable parents to learn how to support their children’s learning. ‘Family learning is a powerful method of engagement and learning which can foster positive attitudes towards life-long learning, promote socio-economic resilience and challenge educational disadvantage’ (Scottish Family Learning Network, 2016)

**Learning at Home**: Learning at home is the learning which happens in the home, outdoors or in the community. It can take place through everyday activities that families already do and can overlap with aspects of organised or active learning activities.

**Parent/s**: The term “parents” means anyone with parental responsibilities and others who care for or look after children or young people. The plan acknowledges that individual family units will comprise a wider range of people who might also contribute to a child’s learning at home experiences. Although the plan is titled a ‘parental’ involvement and engagement plan, there are a wide variety of parenting roles. The plan recognises the important role of grandparents, kinship carers, foster parents, wider family (uncles, aunts, cousins) and separated parents. The term “parents” and “parents and carers” are therefore used interchangeably throughout this plan.

**Parental Engagement**: Parental engagement is about parents’ and families’ interaction with their child’s learning. It can take place in the home, at school or in the community. Where it takes place is not important. The important thing is the quality of the parent’s engagement with their child’s learning, the positive impact that it can have and the interaction and mutual development that can occur as a result of that interaction.

**PESHA: Parental Engagement and Support Hub Aberdeenshire** is a small team consisting of a Quality Improvement Officer and Education Support Officer who report to a Quality Improvement Manager who have dedicated roles to take forward parental involvement and engagement in an effective a co-ordinated way across the local authority. They promote and encourage parental involvement and engagement and family learning through multi-agency meetings and work in partnership with the local National Parent Forum of Scotland representative and other parents. They also support Parent Councils, parents, practitioners and leaders with a program of training and information and work collaboratively with the Feedback team with regard to complaint handling.

**Parental Involvement**: Parental involvement describes the ways in which parents can get involved in the life and work of the early learning and childcare setting or school or the ways that parents can get involved in “schooling”. Parental involvement includes activities such as parental representation in the development of policies, improvement plans and key decisions. It can include involvement in the life and work of the establishment, for instance through volunteering opportunities. Parental involvement can also include help with homework or keeping track of children’s work and on-going, two-way communication between home and school or early learning and childcare setting.

**NPFS: National Parent Forum Scotland**. The Forum works in partnership with national and local government and other organisations involved in education and child wellbeing issues to ensure that parents play a full and equal role in education. The overall aim is to help every child to maximise their potential through their school life.

**Appendix B - Legislation, Guidance, Support and Advice**

[Building the Ambition:](http://www.gov.scot/Resource/0045/00458455.pdf) National Practice Guidance on Early Learning and Childcare and the Children and Young People (Scotland) Act 2014

[Pre-Birth to Three: Positive Outcomes for Scotland's Children and Families](https://education.gov.scot/improvement/learning-resources/Pre-Birth%20to%20Three)

[How Good is Our Early Learning and Childcare?](https://education.gov.scot/improvement/self-evaluation/How%20good%20is%20our%20early%20learning%20and%20childcare)

Scottish Government’s [National Improvement Framework](https://beta.gov.scot/policies/schools/national-improvement-framework/) for education

[Statutory guidance](http://www.gov.scot/resource/doc/148166/0039411.pdf)(2007) on the Scottish Schools (Parental Involvement) Act 2006

Scottish Government (2012) [School Handbook Guidance](http://www.gov.scot/Publications/2012/09/8694)

Education Scotland’s [Family Learning Framework](https://education.gov.scot/improvement/self-evaluation/Family%20Learning%20Framework), available on the National Improvement Hub

Education Scotland (2016) [Review of Family Learning](https://education.gov.scot/improvement/Documents/Family-Learning-Report-full-document.pdf)

Education Scotland’s [Engaging Parents and Families toolkit](https://education.gov.scot/improvement/learning-resources/Engaging%20parents%20and%20families%3A%20A%20toolkit%20for%20practitioners)

[Education Scotland – What is Parental Involvement and Parental Engagement?](https://education.gov.scot/improvement/research/What)

[Education Endowment Foundation Toolkit](https://education.gov.scot/improvement/eefsearch)

[How Good is Our School? (fourth edition)](https://education.gov.scot/improvement/self-evaluation/HGIOS4)

[How Dad Friendly is Our School (Fathers Network Scotland)](http://www.fathersnetwork.org.uk/dad_friendly_schools)

[Helping Children Learn - Involving non-resident parents in their children’s education](http://static1.1.sqspcdn.com/static/f/861186/27002509/1462100732080/NRPReportMAR16%2B1.pdf?token=s5NKRECREcjbdLQQ7umGhJpU4JA%3D) (Children in Scotland and Families Need Fathers)

**Advice and support for parents and families**

[Connect](https://connect.scot/) (formally known as the Scottish Parent Teacher Council) – advice on Parent Councils.

[Enquire](http://enquire.org.uk/) - Scotland’s advice service for additional support for learning. Enquire’s mission is to raise awareness of children’s rights to extra support in school, help families and schools work together to ensure children get the support they need and provide advice to children and young people who might be struggling in school.

[My World of Work, Parent advice](https://www.myworldofwork.co.uk/parents) – Advice and support to parents when their child is making decisions about their career.

[National Parent Forum of Scotland](https://www.npfs.org.uk/downloads/) – website includes a wide range of "Nutshell" advice guides on Scottish education, qualifications and reform programmes.

[Parentzone Scotland](https://education.gov.scot/parentzone)- website for parents and carers in Scotland, from early years to beyond school providing information about learning in Scotland, and practical advice and ideas to support children’s learning at home in literacy, numeracy, health and wellbeing and science.

[Parent Club](https://www.parentclub.scot/) - practical advice for parents covering a range of themes including, hints and tips on engaging with your child’s learning from 0-5.

[Parenting Across Scotland](http://www.parentingacrossscotland.org/) offers support to children and families in Scotland.

[Read, Write, Count](http://www.readwritecount.scot/)– for parents of children in P1 – P3, providing practical advice to support your child’s literacy and numeracy skills.

Scottish Government (2009) [Guide to Parents About School Attendance](http://www.gov.scot/Publications/2009/12/04134640/0).

Scottish Government (2010) [A guide for parents on choosing a school and the placing request](http://www.gov.scot/Publications/2010/11/10093528/0) system.

Scottish Qualifications Authority, [Advice to Parents and Carers](https://www.sqa.org.uk/sqa/41292.html)

**Research and Analysis**

Aston, H. and Grayson, H (2013), Teacher Guide: Parental Engagement and Narrowing the Gap in Attainment for Disadvantaged Children <https://www.nfer.ac.uk/publications/OUPP02/OUPP02.pdf>

Clapton, G 2017, 'Good practice with fathers in children and family services', pp. 1-16, Institute for Research and Innovation in Social Services (IRISS), 38 08 June.

<https://www.research.ed.ac.uk/portal/files/45742312/Clapton_IRISS_2017_INSIGHTS38.pdf>

Desforges, C. and Abouchaar, A. (2003), The Impact of Parental Involvement, Parental Support and Family Education on Pupil Achievements and Adjustment: A Literature Review. Research report RR433. [www.nationalnumeracy.org.uk/sites/default/files/the\_impact\_of\_parental\_involvement.pdf](http://www.nationalnumeracy.org.uk/sites/default/files/the_impact_of_parental_involvement.pdf)

Education Endowment Foundation (2016), Parental Engagement – Toolkit <https://educationendowmentfoundation.org.uk/school-themes/parental-engagement/>

Ellis, S. and Sosu, E. (2014), *Closing the Attainment Gap in Scottish Education*. Joseph Rowntree Foundation. University of Strathclyde.

[www.jrf.org.uk/report/closing-attainment-gap-scottish-education](http://www.jrf.org.uk/report/closing-attainment-gap-scottish-education)

For further research and analysis go to <https://www.gov.scot/Resource/0053/00539357.pdf> P44-46

**Appendix C - Schedule of Consultation for Parental Involvement and Engagement Strategy**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Group to be consulted | Method  | Week beg. 29 Oct | Week beg.5 Nov | Week beg. 12 Nov | Week beg. 19 Nov | Week beg.26 Nov | Week beg.3 Dec |
| Parent Forum via Parent Councils | Online survey |  |  |  |  |  |  |
| Parent Councils | Online survey  |  |  |  |  |  |  |
| Head teachers, teachers and practitioners | Online survey  |  |  |  |  |  |  |
| \*Syrian New Scots via Syrian Refugee Resettlement Co-ordinator | Targeted event |  |  |  |  |  |  |
| Area Committees | Consultation with elected members | Formartine 30.10.18 | Banff and Buchan 6.11.18 | Buchan13.11.18 | K & Mearns20.11 18 | Marr27.11.18 | Garioch4.12.18 |
| Parents of pupils with Additional Support Needs | Targeted events x 9 Comm. Resource Hubs | Ellon31 Oct | Banff5 Nov | Westfield7 Nov | Anna Ritchie14 Nov | Carronhill19 Nov | Aboyne26 Nov | Alford28 Nov | St Andrews3 Dec | TGS Huntly5 Dec |
| \*Parents of English as an Additional Language pupils | Targeted events in identified schools  |  |  |  |  |  |  |
| \*Parents of children at Early Years Settings and Childcare Providers | Targeted events/online survey through Family Information Service |  |  |  |  |  |  |
| Parents of children and young people (home educated) | Online survey |  |  |  |  |  |  |
| Open consultation events, daytime and evening  | Presentation and workshop | Ellon Ac30 Oct | Banff Academy6 Nov | Peterhead Ac 14 Nov | Portlethen Ac 20 Nov | Aboyne Ac 27 Nov | Inverurie Academy4 Dec |
| Local Negotiating Committee for Teachers (LNCT) | Consultation/meeting |  |  |  |  | Thur 29 Nov |  |
| Aberdeenshire Secondary HTs Association (ASHTA)  | Consultation/meeting | Friday 2 Nov |  |  |  |  |  |
| Primary HTs Association (PHTC) | Consultation/meeting |  |  | Fri 16 Nov |  |  |  |

\* Dates to be confirmed