

Appendix B - Collaborative Improvement Action Plan

Areas for Improvement	Action Required	Stakeholders and Timescale	Evidence and Confirmed Completion
Support for new and existing ELC Managers.	Design and implement a mandatory course for all registered Managers.	QIO/QIM/LL/Managers By April 2024	
The relationship between Quality Improvement Managers, Quality Improvement Officers and Locality Leads could be further strengthened to ensure consistent messaging.	Review structure and attendees at central team meetings to provide more opportunities for collaborative working.	QI team. By Feb 2024	
Given their distinct role, Support Workers could benefit from a Network to share ideas and access to a distinct package of professional learning around additional support needs to help them understand their role and responsibilities and help build capacity and capability further.	Include face to face sessions for Support Workers as part of the QI calendar for ELC. This can be coordinated during quieter periods across holiday periods.	Central Officers During holiday periods.	
Staff teams should now be empowered to make approaches to visit other settings both within and beyond their ASG to share practice without the coordination of the central team.	Support ASG SEYPs to organise a programme of visits for all staff. These visits should have a particular focus linked to ELC setting improvement priorities.	LLOs/SEYPs/QIO Introduce at Learning Festival in February with a view to everyone having had a visit by summer 2024.	

<p>It is important that this is done in a way where staff continue to genuinely learn from other, similar, settings both local and national.</p>			
<p>Include SEYPs from ASG settings in quality assurance activity.</p>	<p>Provide opportunities for SEYPs to be involved in ELC QI activity.</p>	<p>QI team/HTs/SEYP Planning in place and begin implementation by April 2024</p>	
<p>There is a need to carefully consider how settings who are working at a higher level can be challenged by exploring practice nationally. Co-constructed examples of good to excellent practice shared through an interactive Aberdeen Standard could be considered and there could be benefits in aligning this with planned regional work.</p>	<p>Ensure examples of ELC are part of whole city standard. Facilitate a focus group of HTs/SEYPs/QI team members to quality assure practice examples.</p>	<p>HTs/SEYPs/QI team members Begin April 2024</p>	
<p>Consider expanding the use of trios during QI visits to include more practitioners and the introduction of the role of disruptor to ensure there is always appropriate challenge.</p>	<p>Invite the SEYP to be part of trio visit feedback on ELC. QIMs/ CEO/Director to take on role of disruptor in settings out with their locality.</p>	<p>Central team to coordinate. By April 2024.</p>	