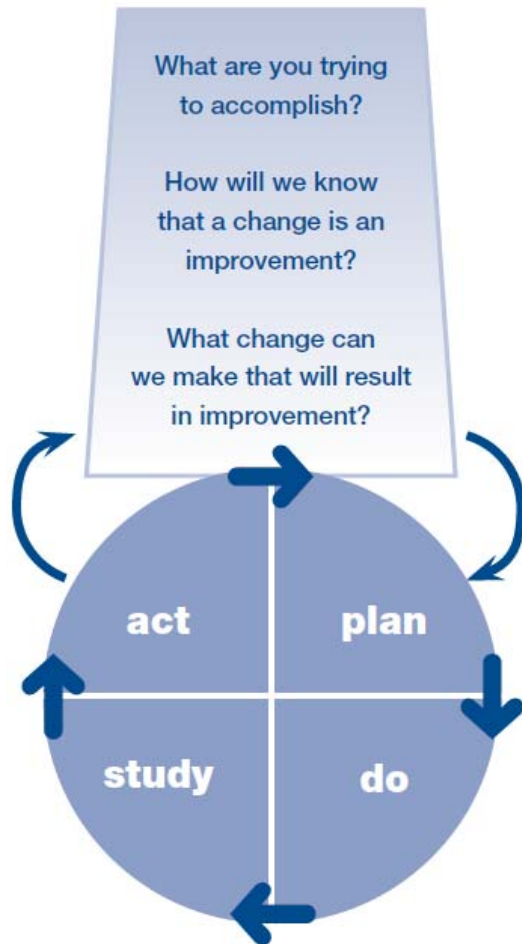


Early Years Collaborative—Model for Improvement



For more information on Early Years Collaborative, go to the Scottish Government site at: <http://www.scotland.gov.uk/Topics/People/Young-People/Early-Years-and-Family/early-years-collaborative>

If you would like to find out more about the Developmental Milestone Tool, or other Early Years Collaborative developments, please contact Kathleen Johnston, Education Officer - Early Years kathleen.johnston@argyll-bute.gov.uk

Argyll and Bute Early Years Service



Testing the Developmental Milestone Tool using the Model for Improvement



Thank you for helping to test the Developmental Milestone Tool!

You are going to help us use a simple yet powerful tool to measure improvement within the Developmental Milestone Tool. It is called the Model for Improvement and it leads to long lasting improvements. It offers many benefits:

- It is a simple approach that anyone can use.
- Changes can be focused around a team's needs.
- It reduces risk by starting small.
- It is highly effective as changes are quick and immediately evident.
- It is a powerful tool for learning. As much is learned from ideas that do not work as from those that do.

The Model is made up of two parts – the thinking part and the doing part: Using the first 3 ('so what') core questions helps people to turn their ideas and plans into successful actions. We have taken the time to consider these questions when developing and testing the Developmental Milestone Tool:

- **What are we trying to accomplish?**
- **How will we know that a change is an improvement?**
- **What changes can we make that will result in improvement?**

Then using the Plan-Do-Study-Act (PDSA) cycle to test changes in real work settings. PDSA cycles guide the test of a change to determine if the change is an improvement.

What are we trying to accomplish?

Our big aim ties in with the Early Years Collaborative stretch aim: *90% of children will have achieved their developmental milestones by the time they have started primary 1 by the end of 2017.* If we get it right, the Developmental Milestone Tool will support children to achieve this aim.

How will we know that a change is an improvement?

As part of the Developmental Milestone Tool, there is a requirement for every setting to submit updates on progress within developmental milestones for each child to the local authority twice a year. We will be able to see from this data whether our children are making appropriate progress within their development. We can also see what type of support settings need to best support their children—that means we are targeting resources much more effectively.

What changes can we make that will result in improvement?

This is where you come in! By testing certain parts of the tool, we can identify ways of making it more effective. We have identified 4 key elements of the Tool which we would like you to help us test:

- **Ease of use** - 80% of practitioners will score '3' for 'ease of use' by end of June 2015
- **Impact on child** - 80% of practitioners will score '3' for 'impact on child' by end of June 2015
- **Parental engagement** - 80% of practitioners will score '3' for parental engagement by end of June 2015

- **Parental engagement** - 80% of practitioners will score '3' for parental engagement by end of June 2015
- **Building capacity** - 80% of practitioners will score '3' for 'building capacity' by end of June 2015

The Plan-Do-Study-Act Cycle (PDSA)

This part of the process tests the Developmental Milestone Tool in real settings. Each week you are going to give a score between 1 and 3 for each of the 4 elements of the Tool we are testing. Also, you should write down comments about what you have noticed through using the Tool that week—this helps us to STUDY the data and to identify what improvements we can make to the Tool to ensure it is more effective. The Scale works like this:

1– The Tool has had no impact

2– The Tool has had reasonable impact

3– The Tool has had very good impact

If we test the Tool properly, you can help us to make improvements to it as we go along, so that by the time the Tool is being used across Argyll and Bute—by the end of June 2015, the Tool will be as effective as it can be. Please remember to fill in your scores each week—together we can make this Tool the best it can be for our children and families.