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Inveraray conference centre



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Scottish Government



# Objectives

- A little bit about me...
- Policy context and frameworks
- The move from EYC, RaFA to CYPIC
- Thinking small, thinking big
- The role of the improvement advisor
- Support function - options

# Early career

- Paediatric Speech and Language Therapist 1993-2012.

developed a mainstream SLT service to educational establishments

Team leader

- Secondments:

benchmarked workforce understanding of SLCN across NHS GG&C

lead change and improvement across NHS GG&C SLT departments

# More recently

## 2012-2016

- Parenting programme Manager – Implementation of the parenting framework in Glasgow. Triple P
- Graduate of IHI as Improvement Advisor November 2015
- Incorporated the model for improvement in the implementation of Triple P

# Policy context and frameworks

- Children and young people act (2014)
- Scottish Attainment Challenge
- Early Years framework
- GIRFEC
- Universal Child health pathway
- 3 step Improvement Framework
- National Improvement Framework
- Parenting framework

# Maternity and Children Quality improvement Collaborative (MCQIC)

- Improve outcomes
- Reduce health inequalities
- Provide safe, high quality care experience for all women, babies, children and families in maternity, neonatal and paediatric health care settings in Scotland
- Aligned very closely to the Scottish patient safety programme



# Early Years Collaborative



- Launched 2012
- World's first QI programme for early years
- Examples of use

improving family uptake of 27-30 month pathway

signposting pregnant mothers to the benefits and welfare they are entitled to

attracting and engaging more vulnerable families

engaging families in their children's learning





# Raising Attainment for all (RAfA)



- Launched in 2014
- Equity and excellence at the heart of Scotland's education system
- QI methodology in literacy, numeracy, teaching quality, health and well being
- Supports the Scottish Attainment challenge

The CYPIC provides an overarching view of quality improvement work

MCQUIC

EYC + RAfA = CYPIC





## Stretch Aims – **Think BIG**



- Essential to guide and evidence the progress of improvement work
- Set challenging ambitions that harness energy and motivation of those participating and gives them something to strive towards
- Measurable

## Children and Young People Improvement Collaborative – Vision and Outcome Aims

Quality Improvement throughout the child and young person journey to achieve excellence and equity by getting it right for every child. The CYPIC provides an overarching view of quality improvement work where specific quality improvement programmes for children and families can be affiliated and supported.

Pre-birth to 15 months	15 – 30 months	30 months – P1	P2 – P4	P5 – P7	S1 – S3	S4 – S6+	
<p>The <u>MCQIC</u> aims are to reduce the incidence of harm in women and babies by 30% by 2019. This harm is defined for all 3 strands of the <u>MCQIC</u> programme – maternity, neonatal and paediatric care. For example, in maternity care – two of the defined aims are to reduce the rate of stillbirth and neonatal mortality. QI work in the <u>CYPIC</u> contributes to this programme and will be encouraged and supported</p>	<p>By 2020 at least 85% of Children within each <u>SIMD</u> quintile of the <u>CPP</u> will have reached all of their developmental milestones at time of their 13 -15 month child health review</p>	<p>By 2020, at least 85% of children within each <u>SIMD</u> quintile of the <u>CPP</u> will have reached all of their developmental milestones at the time of their 27 – 30 month child health review</p>	<p>By 2020, at least 85% of children within each <u>SIMD</u> quintile of the <u>CPP</u> will have successfully achieved early level literacy, numeracy and are progressing in health and wellbeing as evidenced by <u>SHANARRI</u> indicators by the end of primary 1</p>	<p>By 2020, at least 85% of children, within each <u>SIMD</u> quintile will have successfully achieved <u>CfE</u> First level literacy, numeracy and progressing in health and wellbeing as evidenced by <u>SHANARRI</u> indicators by the end of primary 4</p>	<p>By 2020, at least 85% of children, within each <u>SIMD</u> quintile will have successfully achieved <u>CfE</u> Second level literacy, numeracy and are progressing in health and wellbeing as evidenced by <u>SHANARRI</u> indicators by the end of primary 7</p>	<p>By 2020, at least 85% of children, within each <u>SIMD</u> quintile will have successfully achieved <u>CfE</u> Third level literacy, numeracy and are progressing in health and wellbeing as evidenced by <u>SHANARRI</u> indicators by the end of secondary 3</p>	<p>By 2020 at least 95% of young people within each <u>SIMD</u> quintile of the <u>CPP</u> will go on to a positive participative destination on leaving school</p>

Maternity and Children Quality Improvement Collaborative (MCQIC) spans the child journey from pre-birth to 18+ The aim is to improve outcomes and reduce inequalities by providing safe high quality care experience for all women, babies, children and families in the maternity, neonatal and paediatric healthcare settings in Scotland.

Stretch aims are essential to guide and evidence the progress of improvement work. They set a challenging ambition that harnesses the energy and motivation of those participating, and gives them something to strive towards. They should be measurable in order to demonstrate progress towards the desired outcome. Stretch aims differ from targets which are primarily set in order to achieve an expected goal, and to allow scrutiny and accountability of whether work achieves the level of success expected by the target.

**Note: These national stretch aims for CYPIC will require review as new data becomes available and a better understanding of baseline performance is established.**

Take a **closer** look!

A magnifying glass with a black handle and a silver rim. The lens is a light blue circle containing the word "closer" in bold black text. The glass is tilted downwards and to the right, casting a soft shadow on the white background.

# Early years and pre-school

- By 2020 at least 85% of Children within each SIMD quintile of the CPP will have reached all of their developmental milestones at time of their **13 -15 month child health review**
- By 2020 at least 85% of Children within each SIMD quintile of the CPP will have reached all of their developmental milestones at time of their **27 – 30 month review**
- By 2020, at least 85% of children within each SIMD quintile of the CPP will have reached all of their developmental milestones by the time of their **4-5 year child health review**





# Primary and secondary school years

**By 2020, at least 85% of children within each SIMD quintile will have successfully achieved:**

- CfE Early level literacy, numeracy and are progressing in health and wellbeing as evidenced by SHANARRI indicators by the **end of primary 1**
- CfE First level literacy, numeracy and progressing in health and wellbeing as evidenced by SHANARRI indicators by the **end of primary 4**
- CfE Second level literacy, numeracy and progressing in health and wellbeing as evidenced by SHANARRI indicators by the **end of primary 7**



# Primary and secondary school years

- By 2020, at least 85% of children within each SIMD quintile will have successfully achieved CfE Third level literacy, numeracy and progressing in health and wellbeing as evidenced by SHANARRI indicators by the end of **secondary 3**
- By 2020 at least 95% of young people within each SIMD quintile of the CPP will go on to a positive participative destination on **leaving school**

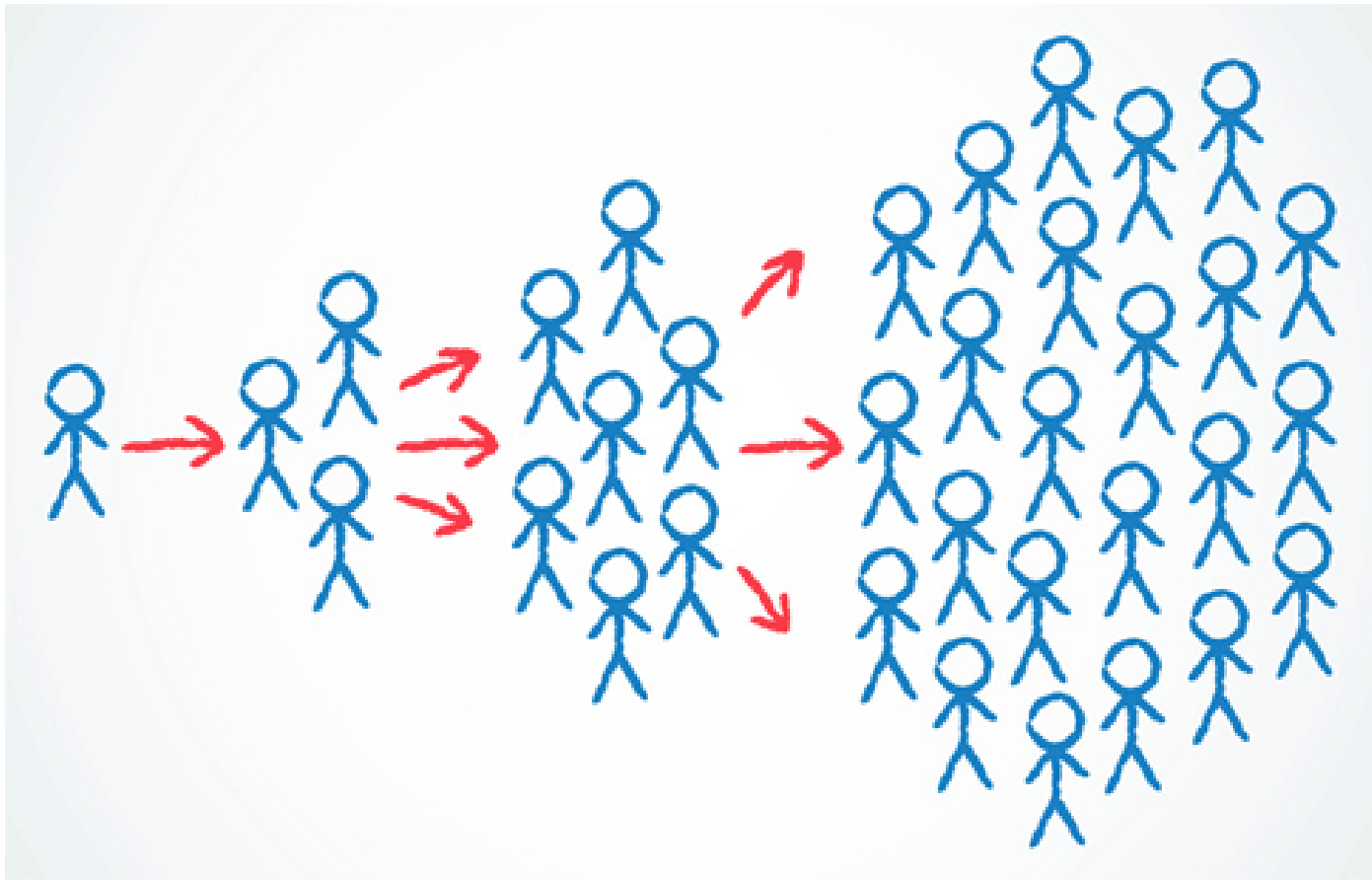


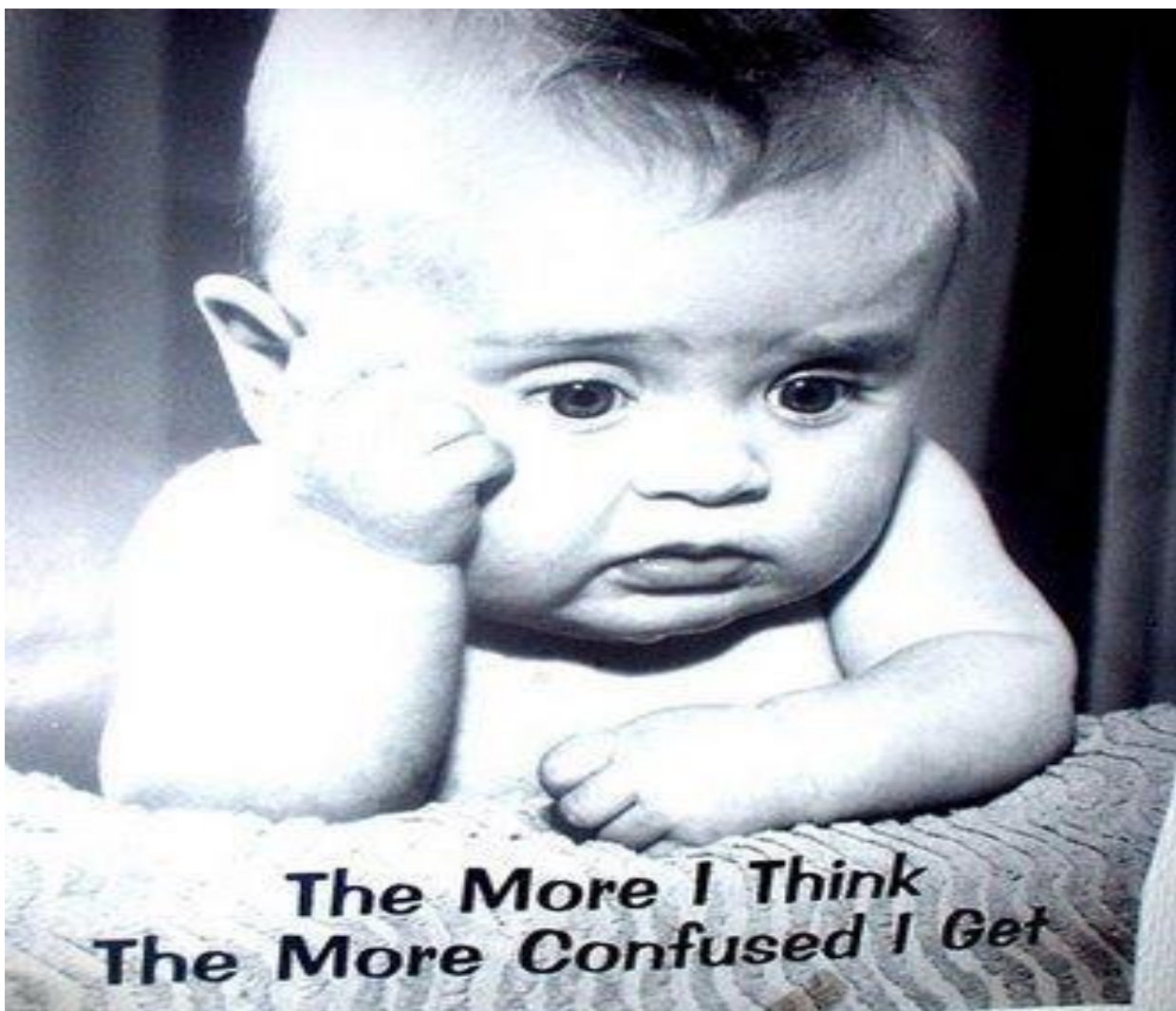
Targets – **Think  
small**



- Set in order to achieve an expected goal
- Allow for scrutiny and accountability of whether work achieves the level of success expected of the target

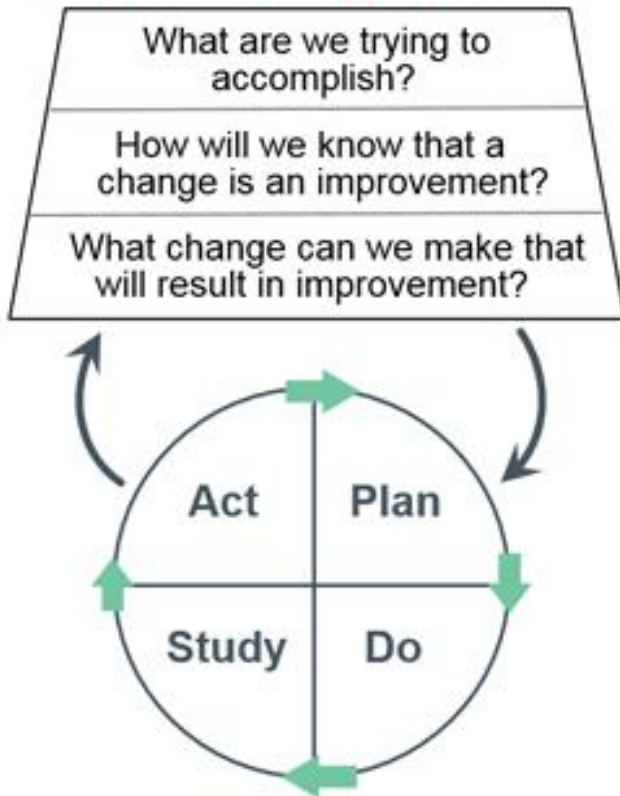
# How do we move towards achieving results at scale?





# Supporting implementation of priorities

## Model for Improvement



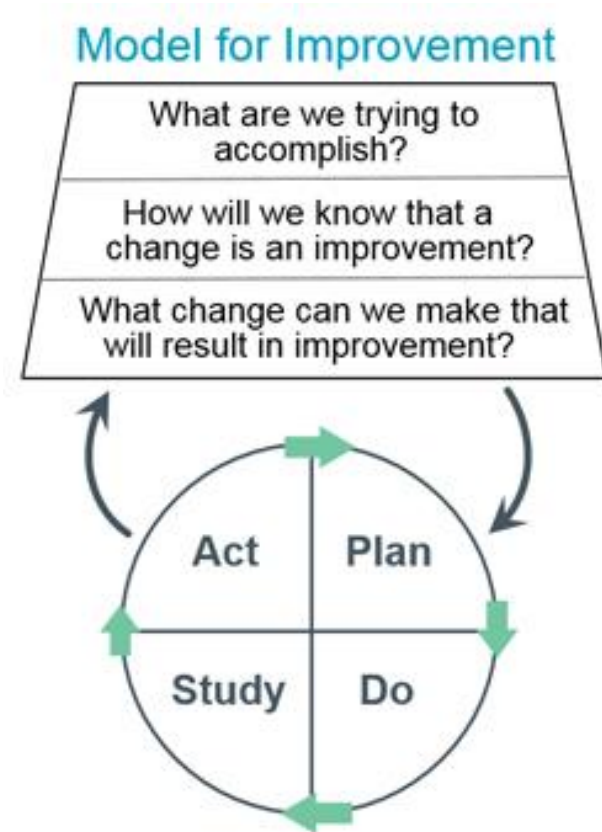
getting  
it right  
*for every child*



 THE SCOTTISH  
 ATTAINMENT  
 CHALLENGE



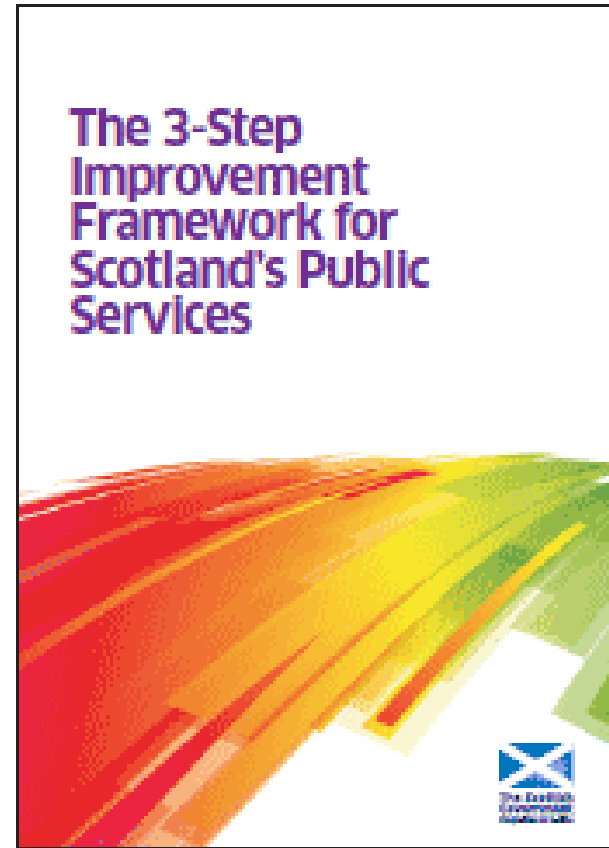
# Tools that work together to support improvement implementation



# How can we really deliver results at scale?

Develop a strategy and structure that supports large scale improvement

A method with improvement tools to facilitate reliable implementation



# 6 questions to ask yourself to create the right conditions

**1**

## **Aim**

Is there an agreed aim that is understood by everyone in the system?

**2**

## **Correct changes**

Are we using our full knowledge to identify the right changes and prioritising those that are likely to have the biggest impact on our aim?

**3**

## **Clear change method**

Does everyone know and understand the method(s) we will use to improve?

**4**

## **Measurement**

Can we measure and report progress on our improvement aim?

**5**

## **Capacity and capability**

Are people and other resources being deployed and developed in the best way to enable improvement?

**6**

## **Spread plan**

Have we set our plans for innovating, testing, implementing and sharing new learning to spread the improvement everywhere it is needed?

# Packaging knowledge about what works to support implementation?

## Healthy Bumps

Involving Dads

Flexible, individual support

Changes based on service user feedback

## Brains

12-15 month check

Baby massage

Baby yoga

Book bug

Play at Home

Focus on SLC

## Bairns

Improve transition records

Close working with HV

Develop a shared standard across cluster

Bed time reading

Talking and Listening



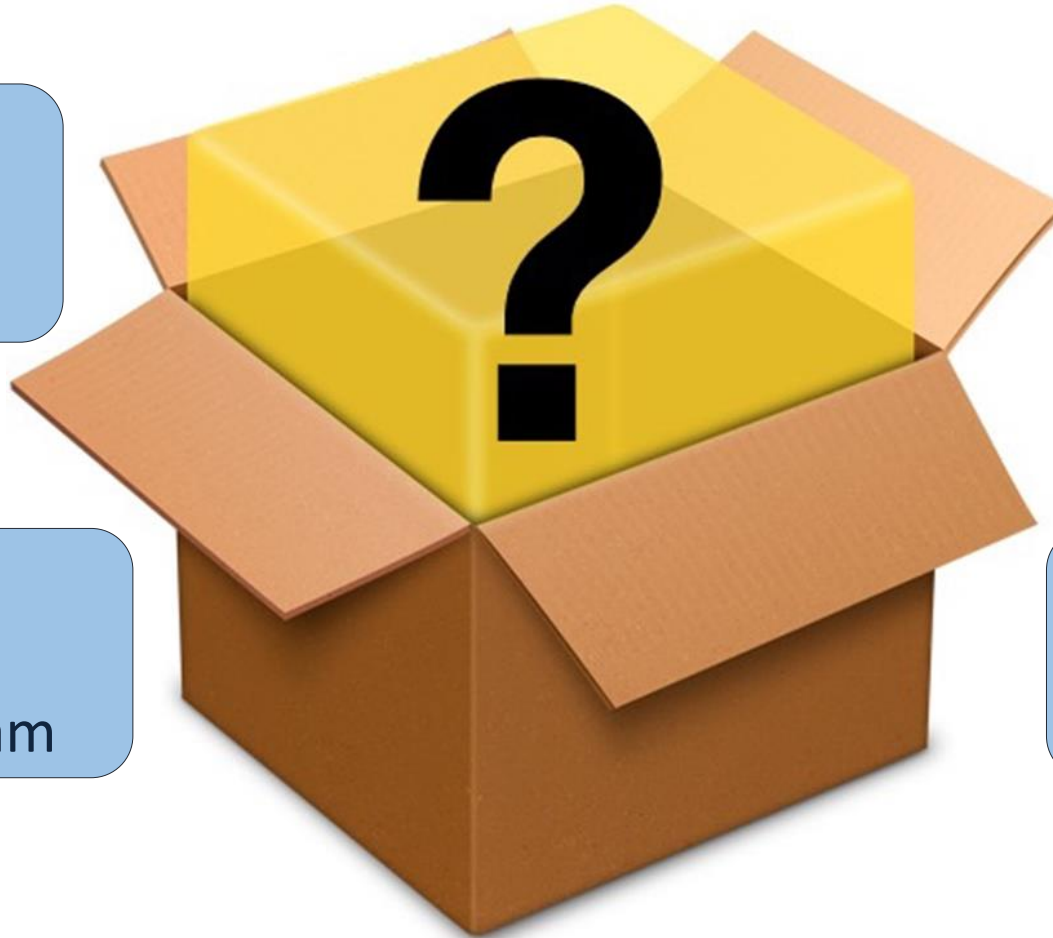
# Improvement Package 'What and How'

Evidence

Process steps

Theory for  
delivery  
Driver Diagram

Measures



# Improvement Package topics

- Child Health Review
- Uptake of eligible 2 year old places
- Early literacy interventions
- Information at transition from nursery to school
- Increased attendance and reduced exclusions

# The role of the IA

## Process Improvement



# IA support - options

- How to build an improvement team
- Defining the aim
- Driver diagrams
- Measurement tools
- Collecting data
- Profiling data
- Discussing “wicked problems”
- Building QI capacity
- Planning to go to scale





# How will we work together going forward?

- Open to your ideas and willing to get my sleeves rolled up
- Hands on IA support locally where needed

# Review & Reflect

Thoughts and considerations



# Thank You

