



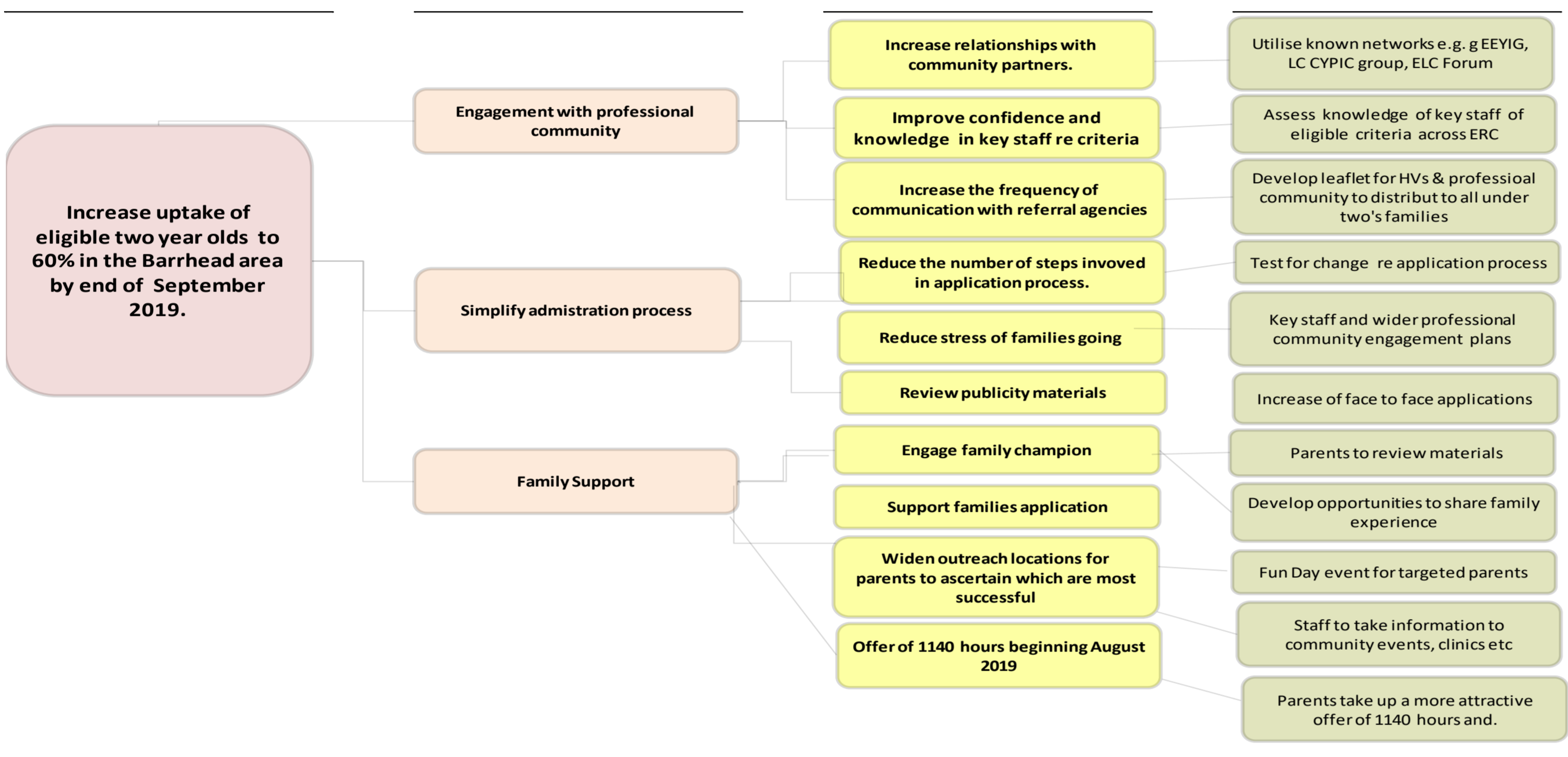
East Renfrewshire Council's highest number of eligible two year olds families reside mostly in the area of Barrhead with a higher concentration of families who live in SIMD 1 and 2 post codes. Two establishments have provision for two year old children and at the onset of the practicum 17% of eligible two year olds were attending. Our overall aim was to increase the percentage of eligible children attending to 60% by 29th September 2019 .

Method

- Working with early years staff and seven local health visitors
- Engaging a parent champion
- Conducting surveys of key staff's knowledge of criteria
- Using run charts to record data
- Process mapping
- Testing out change ideas using (Plan , Do Study Act) cycles

Process Change

Driver diagram illustrates identified areas for improvement.



Results

A deeper understanding of our current system We aspired to achieve a 60% increase in the uptake of eligible two year olds but have exceeded this to 78%.

Dialogue with staff in both establishments tells us that some reticent parents are glad they have taken up their entitlement.

One parent told staff...
 "I feel my son has come on leaps and bounds and his speech has improved amazingly! His behavior has calmed down and the routine for him at nursery has also been amazing. He is, overall, a happy little boy".

Parent from McCready Family Centre.

The need to inform key staff of the eligible criteria became apparent while carrying out surveys on levels of knowledge and confidence in speaking with parents.

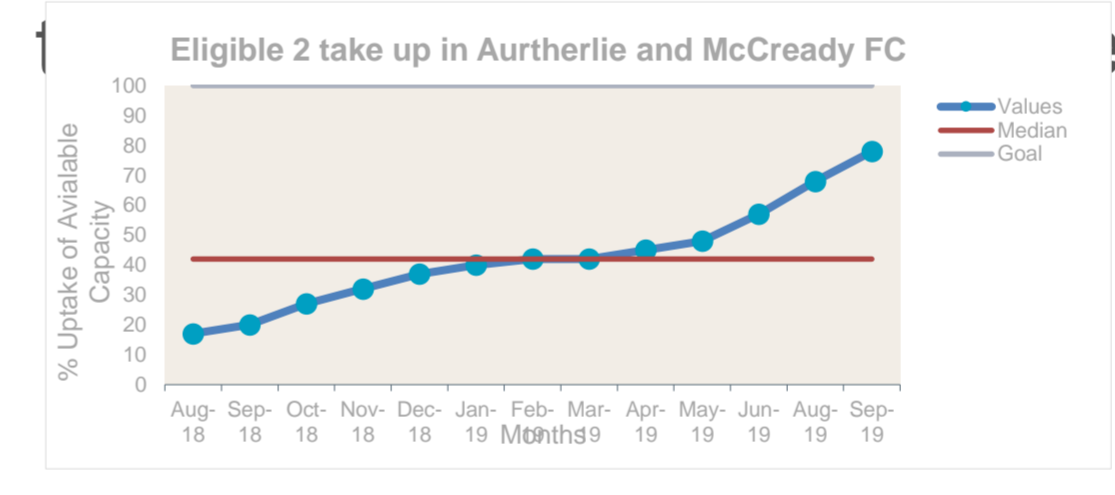
What happened next.

- Test one – designed a briefing to be used with key staff
- Test two- checking out key messages by talking to parents
- Test three – refined and tested key messages again with parents

A significant indicator, as a need for improvement, this will be rolled out

Achievements

- Bonding as a team and having a shared passion for achieving our aim and making a positive change for families and children but also inspiring others on our improvement journey makes us feel proud.
- We now have a sound knowledge of improvement science methodology and can apply this knowledge beyond the practicum.
- Using methods to not only achieve our aim but to exceed it.
- Gaining insight from a parent's perspective from our parent champion
- Increasing the profile of the benefits gained from nursery experience.



Conclusions

The success of the practicum has already been shared with many of our professional community who have been impressed with results even though concentrated over a small geographical area and with relatively low numbers but is very relevant in terms of the onset comparative.

Staff are already reporting the benefits at this early stage for children as they settle, become increasingly confident in their social, language and communication skills and enjoy the structure, safe and nurturing environment and a sense of belonging in their early years setting.

Next Steps

Our success story will be shared more widely with our professional community and the practicum team have committed to remain so and will continue to test and gather data. We have some intelligence to suggest it is possible to replicate this as one of our team is a Head Teacher in another locale and due to the influence of learning and methodology her nursery has seen of 50 % increase in eligible two year olds.

This gives us hope and confidence for our future work.

Key Learning Points

- The strength of the team and the commitment made throughout the practicum and beyond as we consider 'what next'?
- Being able to understand use of data, ability to reflect and recognize further changes which will lead to improvements.
- Appreciation of success is based on 30% tools and 70% relationships which will be a key as we further engage with the professional community.
- Learn quickly and move on from less successful ventures.