

Strategic Intent	Strategic priority	Objectives	Responsibility	Success Criteria	Monitoring	Timescale	Resources
1. Enhance coordinated early support to develop robust, safe, timely, efficient support.	Continue to ensure all new cases are introduced with a multi-agency planning meeting.	Parties are clear of SESS involvements and agreements are made regarding process and targets.	All staff	Parties are clear of SESS involvement.	Supervision – check against each case	Immediately and on-going	
	For cases of concern/issue reintroduce a planning meeting to review provision	To quickly address any areas of concern and a resolution reached.	All staff	Issue is dealt with quickly, reduced complaints	Supervision	Immediately and on-going	
	All TAC/ESCO/CIN/CP/LAC cases are identified clearly on caseloads and our multiagency contribution is clear and attendance and contribution at all meetings is evidenced	Robust support to this vulnerable group of young people is in place	All staff	Care packages are successful	All cases that fit this criteria are recorded in supervision and accurately recorded on caseloads	Immediately and on-going	
	Continue to develop the Early Years service for HI/VI/MSI, working closely this year with the local Children's Centres, further embedding the service within the	Providing a holistic approach to the service, sharing information and developments and	Carole Wood lead/Early Tears Team	Greater joined up working with linked partner	Senior meetings/ CW to feedback full term a report	March 2014 – meetings with Children centre Managers	

	multiagency framework	working together to develop support plans for families.		agencies		has been completed	
	Early Years work to report provision mapping.	To help plan for future provision.	Carole Wood/Michelle White	Ability to forecast need effectively, reduce out of county requests	A regular update/report at each senior meeting		
	Ensure each visit/contact is purposeful and is best use of resources.	Each contact provides a positive outcome that can be measured to evidence the impact of our involvement.	All staff	CYP benefit from correct provision	Supervision		
	The provision levels set and recommended are maintained.	CYP's needs are met as agreed	All staff	CYP/families are seen as agreed and provision delivered to ensure outcomes	Supervision – monitor with new caseload supervision template/ Feedback form service questionnaires		

	<p>Good robust communication with families/cyp/schools/multiagency partners.</p>	<p>Key stakeholders feel valued informed and have positive relationships with the service where they feel equally able to challenge and explore for the benefits of the cyp.</p>	<p>All staff</p>	<p>Strong positive relationships - reduced complaints</p>	<p>Supervision Relationships</p>		
	<p>Work with partner agencies, particularly Health to develop an Early Support pathway for children newly diagnosed with VI.</p>	<p>To ensure support at the earliest opportunity.</p>	<p>Sally / Malloy/Michelle White VI lead and VI Team</p>	<p>CYP's development progresses</p>	<p>Feedback to Senior Meeting</p>	<p>March 2014 – Review</p>	
	<p>Develop an auditing process to monitor the effectiveness of our work.</p>	<p>Ensure unity of the service and address any areas of concern quickly with an identified resolution.</p>	<p>Michelle White and Senior Team</p>	<p>Robust casework</p>	<p>Senior Team Meeting</p>	<p>March 2014 – Review</p>	
	<p>Develop SESS packs of information to be shared with families/colleagues/schools</p>	<p>Professional, informative literature</p>	<p>To be identified</p>	<p>Informed families</p>	<p>Report to Senior Team for sign off</p>	<p>October 2013</p>	

	Develop a support programme for the 2 new QTMSI teachers.	Ensure our 'partner' colleagues are supported and develop positive relationships with the service and begin to plan how together we can best serve cyp with MSI in county, thus reducing pressures for our current MSI service.	Kathryn Taylor QTMSI	Strategy of delivery	Carole Wood to oversee and report to Senior Team	October 2013	
	Continue to share practice with like services in other counties; ensure learning is reciprocated with partner agencies within and external to LCC.	Share knowledge with like services and enhance learning of partner agency colleagues to develop a greater understanding and thus better response to this area of work in Lincolnshire.	Senior leads	Increased service knowledge	Senior meetings/Team Meetings	On-going	
	Provide named links to our key	Greater	To be	Raised	Supervision/	October	

	partner agency colleagues  Further develop the CHSWG with key agencies and involve families	communication and understanding of roles.  Work towards a meaningful body that begins to develop a strategic plan of delivery of HI services for cyp and their families in Lincolnshire. 'The Hearing Care Strategy Plan'.	confirmed  Jane Hladun/Carole Wood/Michelle White	awareness of cases/ Specialisms  Positive changes to service	Performance Management  Senior Meetings	2013  March 2014 Review	
2. Better targeting provision in order to narrow the gap	Ensure caseloads are reviewed and recommendations of intervention are correct.  Cases of concern raised within the multiagency setting and with parents at the earliest opportunity and agreed targets set to address concerns	With an increased workforce and reduced caseloads, intervention should be at its optimum and thus learning.  To readdress the concerns and agree to a resolution to ensure progress	All staff  All staff	Greater success of progress for CYP  Issues resolved – reduced complaints, reduced out of county requests	Supervision – ensure this is checked at the first supervision  Supervision/in contact with families and professionals	October 2013  Immediately and on-going	

	<p>Agree realistic targets with CYP/parent/carer/school settings/partner agencies and track progress at regular review dates.</p>	<p>Good communication of SESS objectives and the ability to focus provision quickly should there be concerns regarding targets being met.</p>	<p>All staff</p>	<p>Accessibility and the ability to achieve</p>	<p>Supervision and independent self-monitoring of caseload</p>	<p>Immediately and on-going</p>	
	<p>Evaluate the current 'partnership' HI settings against National Standards</p>	<p>Better understand areas of need and how to address this to ensure CYP's needs are being met.</p>	<p>Jane Hladun lead/HI Team</p>	<p>High standard of ERP in county</p>	<p>Senior Team</p>	<p>December 2013 report</p>	
	<p>Develop a new partnership HI Enhanced Resource Provision with Ruskington Chestnut street Cof E primary School</p>	<p>Provide a partnership model of excellence that will provide intensive specialist support to address learning gaps and develop cyp to move further towards the mainstream setting and their continued schooling.</p>	<p>Michelle White and Jane Hladun</p>	<p>CYP achieving and progressing as anticipated</p>	<p>Senior Team meetings</p>	<p>Spring 2014 term - open</p>	

	Ensure supervision sessions detail a focused review of caseloads and interventions discussed regarding cases of concern and ensure follow up in subsequent supervisions.	Cases are on target and interventions in place to address areas of issue; staff feel supported and assured of actions.	All staff	Pupils achieving	Supervision	Immediate and on going	
3. Establish key leadership areas at all levels to ensure best use of resources and the ability to provide outstanding service to the CYP in Lincolnshire	To ensure the service is up to date and informed in all aspects of the service provision key skills areas	To deliver excellent provision	All staff to identify with their support supervisor the agreed key area of specialism, how this will enhance service delivery and how this will be delivered	Immediate access to up to date information; CYP offered current highly skilled provision to aid learning.	Supervision and Performance Management	Review March 2014	

	To enhance staff leadership skills through subject development and through Performance Management and peer observation and mentoring between staff to share expertise and build confidence in developing others	To provide a confident workforce, developing strong support relationships within the service and a strong learning environment.	All staff	Confident leads across the service	Supervision and Performance Management	Set out in October Performance Management and Review March 2014	Possible training in some areas
	Senior staff to develop a strong performance management/appraisal structure and review targets regularly in supervision and at a 6 month review	Targets are being met and performance is of a high standard. Areas of issue are dealt with in a timely manner.	Senior Team	Effective Performance Management with successful outcomes for CYP	Supervision/ Performance Management/ Senior Meetings	October Performance Management and Review March 2014	
	Support and develop new staff in their roles	Develop skilled new staff who feel valued and part of a strong team delivering a high standard of service.	All staff/Identified mentors and support supervisors	Qualified /skilled staff	Supervision Team Meetings Senior Meetings		