

PERMANENT SECRETARY INDIVIDUAL PERFORMANCE OBJECTIVES 2012/13

Name	Department
Chris Wormald	Department for Education

Business delivery objectives:	Performance Measures:	Milestones:
<ul style="list-style-type: none"> • Oversee a significant increase in the number of Academies, Free Schools and University Technical Colleges (UTCs) • Effective oversight of the school funding system, via the Education Funding Agency (EFA), including distribution of the Pupil Premium to narrow the attainment gap. • Effective implementation of the Government's Action Plan for Adoption and work on Children's Residential Care 	<ul style="list-style-type: none"> • Feedback from Secretary of State, departmental ministers, No 10, Cabinet Office and Lead NED, Cabinet Secretary and Head of the Civil Service • Significant increases in the numbers of Academies and Free Schools • Effective systems integration in the new EFA leads to timely and accurate distribution of funding; and having a demonstrable impact on narrowing of attainment gap • Shorten adoption timescales (current average 2 years 7 months from entry into care until adoption placement) • Reform of GCSEs to increase standards 	<ul style="list-style-type: none"> • Agree budget allocation with ministers • Opening of next wave of Free Schools September 2013 • Evaluation of findings of first year of Pupil Premium Feb 2013 • Legislation on changes to the adoption system likely to be introduced Jan 2013 • Historical Association clearance for new proposals Autumn 2012 • Programmes of study out to consultation Jan 2013

<ul style="list-style-type: none"> • Effective planning of the reform of the school curriculum and qualifications and successful delivery of national tests via the Standards and Testing Agency • Driving through improvements in the education workforce • Delivery of raising the age of participation and attainment, including delivery of the 16-17 year old Youth Contract • Improve support for children and families, safeguarding the most vulnerable and ensuring sufficiency of childcare including expansion of 2 year old free nursery places • Oversee the Department's contribution to boosting 	<ul style="list-style-type: none"> • NC test results successfully delivered to schools • Reforming teacher training, professional standards, pay and conditions, social worker training and training for those in early years settings • Implement the 16-17 Youth Contract to support those not in education, employment or training (NEET). • Develop and implement 16-19 Study Programmes, including new Traineeships for young people • Expanding 2 year old free nursery places • Implement Special Educational Needs (SEN) Green Paper proposals through Children and Families Bill • Work with the Department of Health and the Social Work Reform Board to drive up standards in social work education 	<ul style="list-style-type: none"> • Develop proposals for pay and conditions Sep 2012 • Legislation to increase the participation age to 17 will commence in June 2013 • Proportion of 16-17 year olds NEET at the end of 2013 (measured through the Statistical First Release in June 2014) • 40% provision from Sep 2014 • Draft clauses Sep 2012 • From 2013, joint inspections carried out by inspectorates relevant to child protection to examine the contribution all local agencies make to protecting children • First cohort of young people required to
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<p>economic growth by raising education standards and reducing the number of young people not in education, employment or training</p> <ul style="list-style-type: none"> • Deliver capital projects on time and within budget • Use available capital funding to best effect to provide sufficient places in schools parents want to send their children to 	<p>and practice</p> <ul style="list-style-type: none"> • Raising the participation age to 18 and moving off the bottom of the OECD ranking for 16-18 participation • 261 schools to be rebuilt or have their condition needs met through the Priority School Building programme • A total of 290,000 additional school places will be needed to meet basic need pressures (260,000 primary; 30,000 secondary) 	<p>continue in post-16 education or training until the end of the academic year in which they turn 17, Summer 2013</p> <ul style="list-style-type: none"> • First schools open in 2014 • By the end of this Spending Review period
<p>Corporate objectives:</p> <ul style="list-style-type: none"> • To lead and implement the Department for Education (DfE) Review, as part of the Civil Service Reform Plan, creating a Department that is leaner, more efficient and more fit for purpose in an increasingly autonomous schools system 	<p>Performance Measures:</p> <p>Feedback from other Permanent Secretaries, Head of the Civil Service and the Minister for the Cabinet Office</p> <ul style="list-style-type: none"> • Securing Ministerial sign off of DfE review implementation plan 	<p>Milestones:</p> <ul style="list-style-type: none"> • DfE Review to be completed by September 2012, and implementation plan agreed

<ul style="list-style-type: none"> • Achievement of the Department's 42% administration reduction target, and identification of further efficiencies. • Secure the effective delivery of the agreed Efficiency and Reform action plan for DfE • Delivery of Civil Service Reform objectives 	<ul style="list-style-type: none"> • Reductions in administration spend of 42% over SR period • As agreed with the Cabinet Office • SMART objectives, reflecting ministerial policies, in place for senior civil service, and cascaded below by managers 	<ul style="list-style-type: none"> • Efficiency and reform action plan to be agreed with the Efficiency and Reform Group (ERG) August 2012 • As agreed with the Cabinet Office
<p>Capability building objectives:</p> <ul style="list-style-type: none"> • To recruit a new senior team for the Department, developing senior roles for the structure which results from the DfE Review, inducting individuals and building a cohesive Executive Management team. • Improve staff engagement and build wider Departmental capability, particularly following the creation of 4 New Executive Agencies • Senior Civil Servants delivering against clear and measurable objectives 	<p>Performance Measures:</p> <ul style="list-style-type: none"> • Senior roles identified, advertised and recruited into • Staff survey engagement score to improve faster than the Whitehall average, specifically against 'managing change' and 'Senior Civil Service visibility' • Effective accountability mechanisms in place, ensuring senior leaders are delivering against all of their objectives 	<p>Milestones:</p> <ul style="list-style-type: none"> • By early 2013 • Launch survey October 2012

<ul style="list-style-type: none">• Radically improved performance management	<ul style="list-style-type: none">• Improved performance management with managers encouraging and rewarding good performance, while dealing rigorously with poor performers	
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