
Report To: Education and Communities Committee **Date:** 06 May 2014

Report By: Corporate Director Education, Report No: EDUCOM/46/14/WB
Communities & Organisational Development

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Subject: General Teaching Council for Scotland – Professional Update

1.0 PURPOSE

- 1.1 The purpose of this report is to provide Committee members with information about Professional Update which will be a responsibility of all teachers in Inverclyde from August 2014.
- 1.2 This report will provide Committee members with information about the advice and guidance being developed at authority level to support teachers to meet the requirements of Professional Update in full.

2.0 SUMMARY

- 2.1 The General Teaching Council for Scotland (GTCS) is introducing Professional Update for all fully registered teachers from August 2014.
- 2.2 The development of Professional Update is set in legislation – Public Sector Reform (GTC Order) 2011.
- 2.3 Professional Update aims to maintain and improve the quality of Scotland's teacher workforce to enhance the impact they have on pupils' learning experiences.
- 2.4 The focus of Professional Update is on quality learning and teaching.
- 2.5 Professional Update will require teachers to engage in professional learning and Professional Review and Development. This will be required to be confirmed with the GTCS every 5 years.
- 2.6 An authority Working Group, chaired by the Head of Education, has been developing advice and guidance materials to support teachers to meet the requirements of Professional Update.
- 2.7 The GTCS will be undertaking a visit to Inverclyde on 13 May 2014 to validate the authority's approach to preparing for the implementation of Professional Update in August 2014.

3.0 RECOMMENDATIONS

- 3.1 The Education and Communities Committee is asked to note the progress being made with the preparation for Professional Update which comes into effect in August 2014.

Patricia Cassidy
Corporate Director of Education, Communities and Organisational Development

4.0 BACKGROUND

4.1 Teaching Scotland's Future (Improving Professional Learning) was published in 2011 following a review of teacher education in Scotland. The report contains recommendations to build the professional capacity of teachers and ultimately improve young people's learning. The key message is that the quality of the teaching profession at all stages is the most important factor in giving our young people the skills to cope with the challenges they face in an increasingly complex and dynamic world.

4.2 A coherent package of interlinked measures has been developed to deliver the vision outlined in Teaching Scotland's Future:

- Professional Update
- New Professional Standards
- Masters-level study pathways being delivered by universities in partnership with local authorities
- Establishment of a Scottish College for Educational Leadership to support aspiring leaders of learning in the classroom and beyond
- Education Scotland is providing resources on how to form meaningful coaching and mentoring.

5.0 PROPOSALS

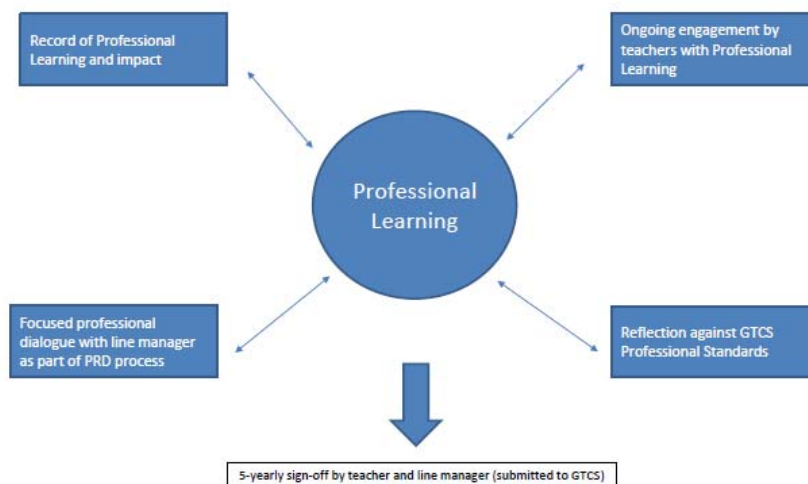
5.1 None

6.0 PROFESSIONAL UPDATE

6.1 The development of Professional Update is set in legislation – Public Sector Reform (GTC Order) 2011. The key focus is on maintaining and improving the quality of Scotland's teacher workforce to enhance the impact they have on pupils' learning experiences.

6.2

PROFESSIONAL UPDATE



- 6.3 Professional learning is at the heart of Professional Update where the focus is on quality learning and teaching.

Professional Update is a 2-part process:

1. Fully registered teachers will be required to undertake:
 - on-going engagement with professional learning
 - reflection against the GTCS Professional Standards
 - continuous dialogue with a line manager as part of a Performance Review and Development (PRD) system
 - keeping a record of professional learning and its impact.
2. Completion of this process requires a 5-yearly sign-off (Professional Update Confirmation) by the teacher and their line manager.

Education Services will be required to provide a PRD scheme which meets national criteria and supports teachers to complete the Professional Update process.

The Line Managers of teachers will be asked to confirm teachers' professional learning every 5 years and this confirmation will be submitted to the GTCS.

Professional Update will provide confirmation that teachers have maintained the high standards required in Scotland's educational establishments.

- 6.4 An authority Professional Update Working Group, chaired by the Head of Education, has been developing advice and guidance materials to support teachers to meet the requirements of Professional Update. Group members consist of a Head Teacher representative from each sector, a classroom practitioner who represents the EIS, Quality Improvement Manager and Quality Improvement Officer.

- 6.5 Professional Update advice and guidance materials produced to date by the working group are as follows:

- Professional Update – Guidance and Procedures for Teachers (Inverclyde Council)
- Inverclyde Council's Revised Policy on Professional Review and Development (PRD) for teachers
- A Guide to Professional Review and Development (PRD) for Teachers and Reviewers (Inverclyde Council)

- 6.6 Guidance will also be produced for supply teachers and teachers who are not working in a school environment eg Quality Improvement Officers.

- 6.7 The GTCS will be undertaking a visit to Inverclyde on 13 May 2014 to validate the authority's approach to preparing for the implementation of Professional Update in August 2014.

7.0 IMPLICATIONS

7.1 Finance

There are no additional finance implications as a result of the Professional Update process.

7.2 Legal

There are no legal implications

7.3 Personnel

There are no personnel implications

7.4 Equalities

Professional Update is a requirement for all teachers who are fully registered with the GTCS. All teachers in Inverclyde will be supported to meet the requirements of the Professional Update process.

Repopulation

7.5 N/A

8.0 CONSULTATIONS

8.1 Heads of establishment have been updated on the work of the Professional Update Working Group and draft copies of documentation produced have been issued as part of a consultation exercise.

8.2 An update on the work of the Professional Update Working Group has been reported through the informal LNCT forum.

8.3 Plans are underway to put some Professional Update communication for teachers on to ICON.

9.0 CONCLUSION

9.1 This report outlines the current progress that is being made to ensure that teachers in Inverclyde are supported in meeting their responsibility to fully participate in the GTCS' Professional Update process from August 2014.

10.0 BACKGROUND PAPERS

Helpful websites:

www.gtcs.org.uk

www.scelscotland.org.uk

www.teachingscotlandsfuture.org.uk

www.educationscotland.org.uk