

**THE HIGHLAND COUNCIL**  
**ADULT & CHILDREN SERVICES COMMITTEE**

**22 May 2013**

Agenda Item	<b>15.</b>
Report No	<b>ACS/54/13</b>

**Report on the Professional Update for Teachers**

**Report by Director of Education, Culture and Sport Service**

**Summary**

This report provides information on a new scheme of re-accreditation for teachers registered with the General Teaching Council for Scotland. The report also seeks approval to be involved with the General Teaching Council for Scotland in the second phase of a pilot scheme of re-accreditation for teachers, entitled "Professional Update".

This report contributes towards delivering the following outcomes in **Working Together for the Highlands**:-

- The Council will seek to maintain and build on high educational standards across the Highlands.
- Working with the Scottish Government, the Council will ensure that teachers and Head Teachers have access to the necessary support and resources to continue to deliver the experiences and learning outcomes in a Curriculum for Excellence.
- The Council will continue to support teachers in their efforts to raise attainment levels in literacy and numeracy at all levels.
- Gaelic Medium Education will continue to develop and expand at all levels. The Council will also support teaching staff as they encourage new Gaelic learners.

**1. INTRODUCTION**

1.1 In 2011, the Scottish Parliament approved the Public Services Reform (General Teaching Council for Scotland) Order 2011 and granted independent status to the General Teaching Council for Scotland (GTCS) from April 2012. As part of this legislation, the Government placed the GTCS under a duty to introduce a scheme of re-accreditation for all registered teachers in Scotland.

1.2 Following a period of consultation, the GTCS developed "Professional Update for Teachers". It is intended that all teachers in Scotland are involved in the Professional Update by 2014/15 and during the course of the current school session, a pilot scheme has been operating in 3 Scottish local authorities and 1 independent school.

**2.0 PURPOSES OF A SYSTEM OF PROFESSIONAL UPDATE**

2.1 The GTCS acknowledges that Scotland's teachers are already committed to maintaining high standards throughout their career. It is also recognised that teachers take advantage of opportunities to develop their skills, and that they are

committed to ensuring that the quality of teaching and learning and the standing of the teaching profession are maintained and improved.

2.2 The key purposes of the system of Professional Update for Teachers have been defined as follows:

- to maintain and improve the quality of teachers in Scotland as outlined in the relevant Professional Standards, and to enhance the impact that teachers have on pupils' learning.
- to support, maintain and enhance teachers' continued professionalism and the reputation of the teaching profession in Scotland.

### **3.0 KEY PRINCIPLES OF PROFESSIONAL UPDATE FOR TEACHERS**

3.1 The key principles of the Professional Update for Teachers are that teachers:

- have a responsibility to consider their development needs,
- have an entitlement to a system of supportive Professional Review and Development (PRD) which can:
  - a) help them identify ways to update their skills and provide access to opportunities which can address those areas identified as requiring support,
  - b) help them to manage change, and
  - c) assist in identifying ways in which they can enhance their careers,
- receive confirmation that they have maintained the high standards required of a teacher in Scotland's educational establishments.

### **4.0 IMPLICATIONS FOR HIGHLAND COUNCIL**

#### **4.1 Towards Professional Update**

4.1.1 In 2014/15, 20% of all teachers in Scotland will be required to be involved in the Professional Update, and incrementally over a five year period, it will be a statutory requirement for all teachers in Scotland to be involved in the process.

4.1.2 Individual local authority processes and systems, which will be essential to support the Professional Update, require to be agreed with the Local Negotiating Committee for Teachers and validated by the GTCS.

#### **4.2 GTCS Pilot – Phase 2**

4.2.1 The GTCS is about to embark on the second phase of its pilot involving 12 local authorities in Scotland. Highland Council has been invited by the GTCS to be one of the 12 authorities.

4.2.2 A commitment to be included in the pilot would mean involving 20% of teachers from two Associated School Groups (ASGs). The pilot would run from October 2013 through to June 2014.

4.2.3 Involvement in Phase 2 of the Pilot would bring close working with and support from the GTCS between October 2013 and June 2014, and would allow the trial of our processes and systems on a small scale prior to the roll-out required in 2014/15 for 20% of all Highland teachers.

### **4.3 Professional Update and Personal Development Plans**

4.3.1 While the language, terminology and systems may be unique to teachers, the key themes and aims of the Professional Update fit with the Council's Corporate priority in relation to the provision of Personal Development Plans for all staff. The implementation of the Professional Update will assist in developing and embedding the appropriate culture across the Service.

### **5.0 IMPLICATIONS**

- 5.1 Resources will be required, particularly in relation to the development of the system to support the processes involved. However, it is anticipated that changes to systems will be minimal. In addition, staff resources will be required to work with all stakeholders and progress required actions.
- 5.2 Failure to provide systems and processes to support the Professional Update for Teachers will have a consequence on teachers' registration with the GTCS which is an essential and legal requirement for employment in Scottish schools.
- 5.3 There are no equalities impacts as this applies equally to all GTCS registered teachers employed in Scotland.
- 5.4 There are no negative impacts on climate change actions arising from this report.
- 5.5 Risk is a consideration in any change management process and the proposed action is expected to mitigate any risks.

### **6.0 Recommendations**

6.1 The Committee is asked to:

- Note the national developments affecting the statutory registration of teachers in Scotland resulting from the Public Services Reform (General Teaching Council for Scotland) Order 2011).
- Note the implications for Highland Council.
- Agree to the involvement of Highland Council in participating in Phase 2 of the GTCS Pilot for the Professional Update for Teachers.

Designation: Director of Education, Culture & Sport

Date: 10<sup>th</sup> May 2013

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