

THE HIGHLAND COUNCIL
ADULT & CHILDREN SERVICES COMMITTEE

15 January 2014

Agenda Item	12.
Report No	ACS/11/14

Report on the Professional Update for Teachers

Report by Director of Education, Culture and Sport Service

Summary

This report provides an update on progress with the implementation of Professional Update, the new scheme of re-accreditation for teachers registered with the General Teaching Council for Scotland.

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 On 22 May 2013, a report was brought to the Adult and Children Services Committee, providing information on national developments affecting the statutory registration of teachers in Scotland resulting from the Public Services Reform (General Teaching Council for Scotland) Order 2011, and seeking approval for the Highland Council to participate in a pilot rather than waiting for the national implementation date of August 2014.
- 1.2 At that Committee meeting, information was provided on the key purposes of the system of Professional Update for Teachers which 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.
- 1.3 It was also noted that all teachers registered with the GTCS will be required to participate in Professional Update and it was agreed that the Highland Council would participate in Phase 2 of the GTCS Pilot for the Professional Update for Teachers during the course of the current school session.

2. PROFESSIONAL UPDATE REQUIREMENTS

- 2.1 Each local authority in Scotland will go through a Validation process carried out by the GTCS, in order that the GTCS ensures the key purposes, principles and features of the Professional Update process are applied consistently across Scotland.
- 2.2 These key elements should be demonstrated through each local authority's Professional Review and Development (PRD) system and the GTCS has established a set of criterion which is used in the Validation process (shown in the Appendix at the end of this report).

3. PROFESSIONAL UPDATE VALIDATION

- 3.1 As stated in 2.1 above, prior to participation in the Professional Update Pilot, it was necessary for the GTCS to hold a Validation Event which was convened in Inverness on 3 December. Prior to this event, extensive discussion and consultation was carried out on a number of issues including the development of a new PRD Policy and related staff guidelines for all Highland teachers. Consultation and discussion took place with key groups as follows:
 - The schools involved - Culloden Academy and Wick High School Associated School Groups (ASGs)
 - Corporate HR
 - Education Senior Managers
 - All Head Teachers
 - Local Negotiating Committee for Teachers
- 3.2 In advance of the Validation Event, we were required to provide all relevant documentation, including policies and staff guides on PRD and the Professional Update, and recording materials and statistical information.
- 3.3 The Validation Event itself, which lasted just over half a day, was held by a GTCS Panel of four, and comprised discussion between Panel members and groups of local authority staff as follows:
 - Service Senior Management
 - Unpromoted Teachers
 - Promoted Teachers
 - Temporary and Peripatetic Teachers
 - Centrally based staff who are registered teachers, e.g. Area Education Managers, Quality Improvement Officers etc.
- 3.4 The Event concluded with a feedback session with Service Senior Management, and although the final report has not yet been provided by the GTCS, it was confirmed during the feedback that the Highland Council Professional Update Scheme has been approved by the GTCS.

4. NEXT STEPS

- 4.1 During the course of school session 2014/15, 20% of all teachers in Scotland will be required to be involved in 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.

- 4.2 For the remainder of the current school session, the Professional Update pilot will continue to run for relevant staff in Culloden and Wick ASGs and plans for further implementation in 2014/15 will continue to be developed and rolled out across all schools.

5. IMPLICATIONS

- 5.1 Staff resources will continue to be required in order to support the Professional Update pilot and also to ensure the effective implementation of the scheme across all schools during next session.
- 5.2 Failure to ensure Professional Update for Teachers is rolled out appropriately 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. Recommendations

6.1 The Committee is asked to:

- Note the successful GTCS validation of Professional Update for Highland Council.
- Note the continued implications for Highland Council.

Designation: Director of Education, Culture & Sport

Date: 3 January 2014

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Appendix 1: GTC Scotland professional update phase 2



GTC Scotland: Professional Update Phase 2
Validation Criteria for Discussion with Local Authorities

3.1	Partnership with Employees	Notes	
3.1.1	The local authority has engaged with employees in developing the Professional Update process.		
3.1.2	The LNCT has discussed and endorsed the process.		
3.2	The Key Purposes of Professional Update		
3.2.1	The process is likely to maintain and improve the quality of our teachers as outlined in the appropriate professional standard, and to enhance the impact that they have on pupils' learning.		
3.2.2	The process is likely to support, maintain and enhance teachers' continued professionalism and the reputation of the teaching profession in Scotland.		
3.2.3	There is a system of evaluating the impact of the process on teaching and learning.		
3.3	Annual Update		
3.3.1	The process includes a procedure to ensure that teachers update their registration details annually with GTC Scotland. (Note – this can be done by registering for a My GTCS account at http://www.gtcs.org.uk/mygtcs-application-form.aspx)		

3.4	Continued Engagement in PRD and Professional Learning		
3.4.1	The process is continuous rather than just an annual interview.		
3.4.2	The process is based on support and challenge within an atmosphere of trust and collegiality.		
3.4.3	Teachers take responsibility for their own development as lifelong learners.		
3.4.4	Monitoring is in place to confirm that the 3 criteria above are reflected in practice.		
3.4.5	Training is available for those carrying out reviews, with an emphasis on coaching and mentoring approaches.		
3.4.6	Training is available for reviewees which emphasises the importance of preparing thoroughly for PRD reviews as the foundation for their professional learning and career development. Teachers have the opportunity for continuing engagement in PRD and general professional development at individual, establishment and local authority level.		
3.4.7	Local authority PRD guidelines are shared with all teachers.		
3.4.8	Teachers record and evidence their PRD and professional learning activities.		
3.4.9	Teachers have opportunities to engage in on-going self-evaluation, using the relevant GTC Scotland Professional Standard(s).		
3.4.10	There is an emphasis on the importance of professional learning opportunities which are relevant to a teacher's identified needs.		

3.4.11	Supply teachers have access to the PRD process, including opportunities to participate in appropriate professional learning.		
3.5	Five yearly Professional Update		
3.5.1	Completion of the five yearly Professional Update is the responsibility of the individual teacher.		
3.5.2	The line manager has responsibility for signing off the individual teacher's Professional Update.		
3.5.3	Additional information and training is available for the teachers who will complete the pilot Professional Update sign off.		
3.5.4	All teachers are provided with guidelines on the completion of the Professional Update process.		
3.5.5	Line managers are given guidance to enable them to confidently sign off a teacher's Professional Update.		
3.5.6	Line managers are aware that competence procedures are not part of the Professional Update process.		
3.5.7	Line managers are aware that there is a need to discuss potential issues <i>regarding the Professional Update process</i> with teachers early in the cycle.		
3.6	Appeals Process		
3.6.1	There is an appeals process as part of Professional Update / PRD.		

3.6.2	The appeals process is consistent with existing complaints and grievance procedures.
3.6.3	Information on the appeals process is shared with all teachers.