

**REPORT ON PROFESSIONAL UPDATE AND PROFESSIONAL REVIEW AND  
DEVELOPMENT FOR TEACHERS**

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**1. INTRODUCTION**

- 1.1** This report provides information on a new scheme of re-accreditation for teachers registered with the General Teaching Council for Scotland. This scheme comes into effect from August 2014.
- 1.2** This report also provides information of changes we require to make to our current Professional Review and Development Policy and Procedures for teachers resulting from the new scheme.

**2. RECOMMENDATIONS**

- 2.1** It is recommended that the Committee:
- a) Note the national developments affecting the statutory registration of teachers in Scotland resulting from the Public Service Reform (General Teaching Council for Scotland Order 2011).
  - b) Note the implications for Argyll and Bute Council.
  - c) Note the Professional Review and Development Policy and Procedures for teachers will be rewritten as a result of this national development

**3. DETAIL**

- 3.1** 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.
- 3.2** 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 from session 2014/15.

### **3.3 Purposes of a System of Professional update**

- 3.3.1 The GTCS acknowledges that Scotland's teachers are already committed to maintaining high standards throughout their careers. 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.
- 3.3.2 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.

### **3.4 Key Principles of Professional update for Teachers**

- 3.4.1 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.

### **3.5 Towards Professional Update**

- 3.5.1 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.
- 3.5.2 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.
- 3.5.3 Professional Update not only affects teachers in schools it affects peripatetic teachers, supply teachers, staff in the Quality Improvement Team and members of the Education Management Team who are registered teachers.

### **3.6 Current Position and plans in Argyll and Bute Council**

- 3.6.1 The current PRD Policy for teachers supports professional development. However, it will not meet all the requirements of Professional Update. Revising the policy and procedures to meet these requirements also provides an opportunity to further develop collegiality within our educational establishments.
- 3.6.2 All registered teachers including all supply teachers have been informed of this change. They have all received a newsletter and information ensuring that they understand their responsibilities.
- 3.6.3 Presentations have been delivered to head teachers across all areas of the council ensuring they are well briefed on the introduction of Professional Update and the changes required to our current PRD process. All head teachers have been consulted on the new PRD policy and processes.
- 3.6.4 Nineteen presentations have been delivered for teachers in all areas of the council to ensure all teachers and supply teachers have the opportunity to hear about the changes and to participate in consultation which has informed our new PRD process. An online questionnaire has been shared with all teachers to allow them to anonymously give their views of the current PRD process and opportunities for professional learning.
- 3.6.5 A further newsletter was be sent out to all registered teachers in April answering questions and addressing concerns that were raised at the presentation sessions.
- 3.6.6 We have agreement with the Professional Associations to adopt the GTCs online recording system for Professional Learning and PRD meetings. Benefits of using this system are direct links to the Professional Update Requirements, it is available to all registered teachers including supply teachers, there are no set up or ongoing costs to the council, the information recorded by teachers is held confidentially and can be accessed by teachers from anywhere regardless of their employer or employment status.
- 3.6.7 Draft PRD Policy and Procedures were issued at the end of March to all registered teachers, including supply, for final consultation.
- 3.6.8 Impact analysis begun in March of Professional Learning opportunities. These opportunities included TLC training, Forest Schools, Curriculum Design, Leadership Development, Harvard Teaching for Effective Understanding, Adventure Learning Schools, Respect Me Anti-Bullying training. This information will be used in conjunction with the questionnaire feedback to plan strategic learning priorities for the session 2014/2015.
- 3.6.9 From early March a new area was populated on Sharing Argyll Learning (SAL) to share professional learning opportunities with all teachers including supply teachers. This includes International,

National, Council, cluster and school level opportunities, incorporating hyperlinks to corporate e-learning units.

3.6.10 Our Policy and Procedures will be completed in May for verification by the GTCS on 28 May in Inveraray.

3.6.11 In June there will be training sessions offered in each area to ensure staff are well supported and prepared for the PRD process. An e-learning unit will also be available to allow staff to be supported online.

3.6.12 By June we will have established a network of "Lead Coaches" from staff already experienced in coaching and mentoring. Working in collaboration with Lead Coaches in West Dunbartonshire these Lead Coaches will undertake a programme of training for all staff in schools who are required to lead the PRD process.

#### **4. CONCLUSION**

4.1 The PRD process for registered teachers employed by Argyll and Bute Council must be revised to ensure it supports the requirements of GTCS Professional Update. The revised process must be agreed with the Local Negotiating Committee for Teachers before being validated by the GTCS on 28 May 2014.

#### **5. IMPLICATIONS**

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| <b>5.1 Policy:</b>              | Resources will be required, particularly in relation to the development of a new policy and process to support Professional Update.  |
| <b>5.2 Financial:</b>           | Training session for Lead Coaches  |
| <b>5.3 Personnel:</b>           | Staff resources will be required to ensure all registered teachers in Argyll and Bute, including those on the supply list, fully understand their responsibilities with regards to Professional Update.<br>Staff resources will be required to offer training in the new process<br>Administration support to ensure Professional Learning area on SAL is maintained |
| <b>5.4 Equal Opportunities:</b> | There are no equalities impacts as this applies equally to all GTCS registered teachers employed in Scotland.  |
| <b>5.5 Legal:</b>               | None   |
| <b>5.6 Risk:</b>                | 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. Professional Learning and PRD records must be accessible to teachers and supply teachers and there will be a requirement for plans to be recorded electronically in an e-portfolio. We have mitigated the risk of not being able to access information by adopting the GTCs recording system from which any national e-portfolio will be developed.

**5.7 Customer Services:** None

**Cleland Sneddon  
Executive Director of Community Services**

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