Annual Plan 2009–2010 – End-of-Year Review
Executive Summary

Key Achievements

In the year to 31 March 2010, the majority of activities were achieved or were on target for achievement within the agreed timelines. Some timelines were however extended due to other priorities - for example, the redesign and restructure of the GTC Scotland website due to work on other ongoing or developing online systems (eg the Probationer Online Profile System, *Teaching Scotland* online and a redesign of the Council extranet system). The handover from one Council to the next would appear to have had minimal impact in terms of meeting targets, including the management of cases which has been effectively taken forward by the new Council. However the increased impetus in independence planning following the publication in February 2010 of the Scottish Government's response to its consultation on the future status of GTC Scotland has resulted in a some activities being extended (eg development of core GTC Scotland values) or deferred until next year (eg a review of the Code of Practice on Teacher Competence, and the further development of referral forms relating to complaints of alleged teacher misconduct).

Objective 1: To facilitate the transition of GTC Scotland to an independent, profession-led, regulatory body	**Outcome:** Following careful and sensitive planning of new structures which reflect the interest of the profession and of the wider public, an independent, self-regulating GTC Scotland is able to build on previous good practice to maintain and improve teacher professionalism, while offering appropriate advice and guidance for teachers at different stages in their careers. The Council's position as a key player in the promotion and development of high standards in Scotland's schools and colleges is recognised and valued

- ❖ Ongoing liaison with the Scottish Government concerning the shaping of the Draft Teaching Council (Scotland) Order to replace the Teaching Council (Scotland) Act 1965 and GTC Scotland plans for independence
- ❖ Approval by Council of key principles relating to election and appointment processes for external consultation
- ❖ Consideration of possible governance / adjudication structure models for a new, independent Council, with regard to the separation of policy-making and adjudication functions
- ❖ Co-ordinated engagement with the Scottish Government and other stakeholders as the independence planning phase progresses

Objective 2: To maintain and enhance the quality of teaching and learning in Scotland	**Outcome:** Using appropriate measures such as Her Majesty's Inspectorate of Education (HMIE) reports and international comparisons, the quality of teaching and learning in Scotland will be judged positively. The Council's role in setting and maintaining Standards for teachers and in enhancing the leadership capacity within Scottish education will be positively acknowledged

- ❖ Ongoing monitoring of outcomes of Investigating and Disciplinary Sub-Committee cases to inform the development of the Code of Professionalism and Conduct
- ❖ Highlighting the Framework for Professional Recognition via *Teaching Scotland*, talks and events with a view to encouraging teachers' participation to enhance their professional learning and development
- ❖ Standard for Chartered Teacher revised and published
- ❖ Improved level of support provided to probationer teachers on the Flexible Route through the GTC Scotland website and talks to probationers in local authorities
- ❖ Contributing to the work of the Teacher Induction Scheme Ongoing Review Group (TISORG)
- ❖ Continuing support given to, and quality assurance offered on, the Flexible Route to Headship Programme
- ❖ GTC Scotland Research Strategy revised and implemented; research launched and publicised, with outcomes fed into talks and presentations; and the research area of the GTC Scotland website improved to support the work and policy-making of the Council in maintaining and enhancing professional standards
- ❖ Ongoing discussions with stakeholders and publication of articles in *Teaching Scotland* with a view to promoting registration in the Further Education sector

Objective 3: To maintain standards of professional conduct and competence in teaching	**Outcome:** Quality teaching and learning for Scotland's children and young people is provided by competent and suitable teachers who, within the framework of the Standard for Full Registration, and GTC Scotland's Code of Practice on Teacher Competence and Code of Professionalism and Conduct, meet and maintain the set standards

- ❖ Work taken forward to launch an upgraded register database on 31 May 2010. Enhancement of the public and employer search the register facility to be progressed in line with the upgraded register database
- ❖ Processes being developed to collect data online (eg automatic sign-up for teachers via the MyGTCS web portal now live) and from schools, headteachers and local authorities to ensure that the information contained in the register is accurate, regularly cleansed and brought up-to-date
- ❖ Time limits and reminder policy and procedure now in place relating to the probationary period, probation extensions and provisional (conditional) registration and for teachers returning to the profession after a lapse of, or cancellation of, registration
- ❖ Disciplinary procedures and processes continue to be streamlined, with an electronic case management system now in place to address case flow and Indicative Sanctions Guidance for the Disciplinary Sub-Committee being developed

Objective 4: To enhance the status and standing of teaching and the teaching profession	Outcome: A consistent quality process of professional governance is in place which will ensure the maintenance of a high standard of continuing professional development

- ❖ Contributions made to national thinking and debate on key issues such as Continuing Professional Development, A Curriculum for Excellence, and new assessment structures via a range of media and events. GTC Scotland's views actively sought by other agencies and groups
- ❖ Statistical digest enhanced with new information available on the GTC Scotland website
- ❖ 2009 election of registered teachers to Council successfully promoted and implemented, and effective handover achieved from the previous Council to the new Council
- ❖ Implementation of a comprehensive engagement strategy including:
  - o development of Memoranda of Understanding with the Scottish Negotiating Committee for Teachers (SNCT) (now awaiting formal signing/launch) and the Scottish Social Services Council (SSSC); information sharing agreements with the Scottish Government and the Crown Office/Procurator Fiscal Service; and *Teaching Scotland* and *Teaching Scotland* online and other e-services;
  - o the issue of an SNCT circular giving guidance on teachers' registration with GTC Scotland and the transmission of teachers' personal data from local authorities to GTC Scotland in line with maintaining the register of teachers;
  - o commenting on educational initiatives via established educational publications, and presentations on GTC Scotland commissioned and conducted research at conferences and events

Objective 5: To develop the strengths and expertise of Council members and staff	Outcome: Based on survey responses, Council members and staff are confident that they have the skills and expertise to carry out the Council's functions and the opportunities to develop further in the future

- ❖ Ongoing staff training, development and discussion opportunities provided in respect of issues and developments relating to the move to independent status and teacher professionalism
- ❖ Internal working group established to review flexible working arrangements and related policies with a view to improving access to stakeholders to GTC Scotland information and advice
- ❖ Staff encouraged to participate in educational events to enhance their knowledge and perspective
- ❖ Development of a set of core GTC Scotland values – commenced at a GTC Scotland staff training day but delayed due to independence priorities
- ❖ Establishment of a workspace portal and an enhanced MyGTCS Council extranet, and provision of induction, and initial and ongoing training to facilitate access to relevant papers and information for Council members and the development of the skills they need to carry out their duties

Objective 6: To run an effective and cost-efficient organisation	Outcome: Over the period of the Council, stakeholders will express satisfaction that GTC Scotland provides high quality services that are valued by the profession

- ❖ Steps taken to maintain, monitor and review existing arrangements and meet developing organisational priorities and requirements ranging from implementation of amendments arising from Local Government Pension Scheme changes to building refurbishment work
- ❖ Continued monitoring, review and development of GTC Scotland systems and processes including improving the quality assurance of the register database; developing an online facility for teachers applying for registration for a first or subsequent time; and undertaking an information audit with a view to developing an organisational document retention policy
- ❖ Professional Standards Committee Sub-Group set up to review the process and procedures of Professional Standards Probation Panel Hearings, together with the role of all those involved, for the benefit of all parties
- ❖ A number of legislative changes being addressed relating to the move to GTC Scotland independent status; the main provisions of the Equality Act 2010 to be commenced in October 2010 and the decision still to be made by Scottish Ministers as to which Scottish public bodies will be subject to the specific duties; the scheme to be implemented under the Protection of Vulnerable Groups (Scotland) Act 2007; and compliance with the EU Directive on the Recognition of Professional Qualifications
- ❖ Improvements made to the provision of internal and external legal advice to Council members and staff following the appointment of an inhouse Legal Officer; and presenting solicitors and Legal Assessors for Disciplinary Sub-Committee hearings
- ❖ GTC Scotland Communications Strategy reviewed and revised Strategy implemented, and a redesign of the GTC Scotland website now well under way

A detailed review of the year to 31 March 2010 (including qualitative assessment) is set out in the GTC Scotland Annual Plan 2009-2010 End-of-Year Review available from the website at www.gtcs.org.uk.