

DRIVING FORWARD PROFESSIONAL
STANDARDS FOR TEACHERS



Annual Plan 2009 - 2010

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

Priority		Action	Outcome	Implementation Date
1.1	Prepare for the transition to a reconstituted independent, profession-led, regulatory body	(a) To prepare a Council response to the Scottish Government consultation on the future status of GTC Scotland and continue to liaise closely with the Government to formulate future arrangements	❖ Appropriate flexibility in legislation and structure which will enable the Council to determine how it will be governed and permit future development	June 2009 – November 2010
		(b) To consider structure, practices and provision in the Twelfth Council to inform the formation and operation of the Thirteenth Council	❖ Appropriate arrangements in place for the effective implementation and operation of the Thirteenth Council	November 2011 (or as may be determined by Scottish Ministers)
1.2	Work in partnership with the Scottish Government and other stakeholders to facilitate a smooth and timeous transition within the legislative timescale	(a) To influence stakeholders and manage issues which emerge in the media	❖ Co-ordinated engagement which delivers appropriate outcomes	November 2011 (or as may be determined by Scottish Ministers)

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		
Priority		Action	Outcome	Implementation Date
2.1	Develop, enhance and publicise the Council's guidance to the profession, the Scottish Government and to other relevant organisations	(a) To enhance teachers' awareness and practical implementation by teachers of the Council's frameworks for professional practice, learning and development, eg Code of Professionalism and Conduct, and Framework for Professional Recognition	❖ Clear linking of the frameworks to teachers' professional practice, learning and development	June 2010
		(b) To focus development on: (i) taking forward the revised Standard for Chartered Teacher; (ii) level of support from the Council to probationer teachers on the Flexible Route; (iii) the Council's contribution to the work of the Teacher Induction Scheme Ongoing Review Group	❖ Teachers better supported and clear guidance mainly linked to enhanced professional knowledge and development at all stages of a teacher's career	June 2009 January 2010 June 2009
2.2	Work in partnership with relevant stakeholders to improve leadership capacity within education in Scotland	(a) To clarify and develop the Council's role in the Flexible Route to Headship Programme, and give consideration to a Standard or Programme for Leadership	❖ Provision of consistent and valid routes for educational leadership, with clear support	June 2010
2.3	Enhance professional awareness of the centrality of the Standards in the maintenance of quality educational provision	(a) To develop a more focused approach to the use of research by GTC Scotland in supporting the work and policy-making of the Council in maintaining and enhancing professional standards	❖ Research is linked to the Standards and feeds into ongoing policy development, producing professional outcomes which encourage strong teacher interest and participation	June 2010
		(b) To monitor the effectiveness of and work in consultation with stakeholders to develop appropriate processes in respect of the Code of Practice on Teacher Competence	❖ Enhanced awareness and understanding of the Code of Practice of Teacher Competence and the Council's and stakeholders roles	March 2010

		(c) To promote registration in the Further Education sector	❖ Enhanced attitudes towards the Council from the College sector and increased levels of registration in this area	June 2010
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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		
Priority		Action	Outcome	Implementation Date
3.1	Maintain and enhance the integrity and quality of information on the register	(a) To upgrade the Council's register database to ensure coherence with the latest Oracle platform and to provide a single management reporting forum	❖ Simplified and enhanced reporting and a more user-friendly system	December 2009
		(b) To ensure that the information contained within the register is accurate, and regularly cleansed and brought up-to-date via the collection of data online and from schools, headteachers and local authorities	❖ Reliable, consistent and accurate information held for all teachers on the register	June 2010
		(c) To clarify and enhance procedures and protocols for the marking and monitoring of registration milestones, including probation time limits, probation extensions, conditional registration, lapse of registration, cancellation	❖ Improvement in reliable, timely and accurate monitoring which enhances the integrity of the register	December 2009
3.2	Develop and apply appropriate disciplinary procedures within the legislative framework	(a) To continue to enhance the quality and consistency of disciplinary procedures and processes, including case management and the recording and monitoring of sanctions as they may relate to a teacher's professional progression	❖ A system more responsive to the increasing demands of regulation and opportunities for professional development across the whole spectrum of a teacher's professional career	June 2010

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		
Priority		Action	Outcome	Implementation Date
4.1	Develop the Council's role as an advocate for the teaching profession	(a) To provide timely and pertinent research-based comment on educational issues and consultations which focuses on the enhancement of teachers' professional practice	❖ Comments actively sought and well regarded when made	Ongoing
4.2	Speak authoritatively on education and teaching matters in ways which reflect the experiences and professionalism of teachers	(a) To contribute to and influence national thinking and debate on key issues, including Continuing Professional Development, A Curriculum for Excellence, and new assessment structures	❖ Support given to the development of work across Scotland through sources such as Teaching Scotland, the GTC Scotland website, and inputs where appropriate	June 2010
		(b) To publish the biannual statistical digest information relating to the register of teachers	❖ Advice and guidance given which addresses real issues and is influential in enhancing teachers' professional practice, learning and development	September 2009 / March 2010
4.3	Further develop the Council's corporate Media and Communications Strategy	(a) To review and update Communications Strategy, including: (i) promotion of 2009 election of registered teachers to the Council; (ii) implementation of engagement strategy; (iii) development of Teaching Scotland and Teaching Scotland online, and other e-services	❖ Improved co-ordinated two-way communications and partnerships with the teaching profession, national organisations, regulatory bodies and other educational stakeholders	September 2009 June 2010
		(b) To promote to the teaching profession and the media Council policy and positions on key issues	❖ Greater understanding of the Council's work and positive attitudes towards the Council	March 2010

**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**

Priority		Action	Outcome	Implementation Date
5.1	Continue to review and develop the Council's staff policies and personnel review and development process to ensure that all staff have the necessary skills and expertise to enable them to carry out their responsibilities expeditiously	(a) To build the skills of staff to deal with issues emerging from: (i) the process to grant independent status to GTC Scotland; and (ii) the development of professionalism	❖ Staff able to address such issues with a degree of knowledge and confidence	March 2010
		(b) To review flexible working arrangements and related policies	❖ Improved access by stakeholders to GTC Scotland information and advice	March 2010
		(c) To enhance the knowledge of staff of other educational and related fields	❖ Enhanced knowledge and perspective amongst staff in relation to the wider educational spectrum	June 2010
5.2	Build upon achievements so far in the standard of Investors in People programme in relation to organisational development	(a) To develop a set of core GTC Scotland values	❖ Consistent understanding on the part of staff of the culture and image which GTC Scotland wishes to present to stakeholders	March 2010
5.3	Develop the skills of Council members to enable them to carry out their duties and functions	(a) To build the skills of Council members by ensuring: (i) secure and efficient electronic access to Council and committee papers, and other services; (ii) clear framework of skills and attributes in adjudicating standards; (iii) induction and ongoing training in all aspects of the Council's regulatory and educational remit	❖ Council members contribute with confidence to the fair and consistent application, implementation and development of the Council's regulatory and professional development framework	March 2010

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

Priority		Action	Outcome	Implementation Date
6.1	Make effective use of the Council's resources through careful planning, monitoring and financial control	(a) To maintain, monitor and review ongoing arrangements and plan appropriately to meet developing organisational priorities and requirements, including: <ul style="list-style-type: none"> (i) staff training on video conference hardware and software; (ii) implementation of amendments arising from Local Government Pension Scheme changes; (iii) implementation of Buildings Maintenance Programme in terms of some electrical upgrade and building refurbishment work 	❖ The Council's resources are carefully maintained and developed to ensure they serve the Council's purposes and are used or implemented in the most effective and cost-efficient way	December 2009 June 2009 September 2009
6.2	Review and develop systems and processes to underpin the Council's functions and policies and to evaluate and measure performance	(a) To continue to monitor, review and develop Council systems and processes to ensure that they are appropriate for the Council's purposes, eg: <ul style="list-style-type: none"> (i) quality assurance process in regard to the register database; (ii) online facility for teachers applying for registration; (iii) document retention process and policy; (iv) addressing any new or changing legislation impacting upon the Council, relating to – <ul style="list-style-type: none"> • independent status; • proposed UK Equality Act; • Protection of Vulnerable Groups (Scotland) Act 2007 – secondary legislation; • Deduction of Fees Regulations; (v) provision of internal and external legal advice to Council members and staff 	❖ Systems and processes comply with best practice and other requirements and are suitably developed to enable the Council to carry out its functions timeously, effectively and cost-efficiently	Dec 2009 2011 March 2010 March 2010 March 2010

6.3	Promote effective communications, and teacher/stakeholder care	(a) To ensure that the Council communicates and meets stakeholder needs in terms of the key issues relating to teachers and education in Scotland, including <ul style="list-style-type: none"> (i) review and update Communications Strategy [see item 4.3(a)] (ii) redesign GTC Scotland website 	❖ Positive views on the way in which the Council communicates and contributes on an individual and national basis and meets stakeholders' needs	March 2010 March 2010
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GTC Scotland aims to promote equality and diversity in all its activities

GTC Scotland

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INVESTORS IN PEOPLE
Scotland

Direct weblinks

Main site:
www.gtcs.org.uk

Probation department:
www.gtcs.org.uk/probation

Probation site for teachers:
www.probationerteacherscotland.org.uk

Registration department:
www.gtcs.org.uk/registration

Code: GTCS.....

Chartered teachers:
www.gtcs.org.uk/charteredteacher

Professional recognition:
www.gtcs.org.uk/professionalrecognition

Professional conduct:
www.gtcs.org.uk/professionalconduct

Research:
www.gtcs.org.uk/research