

## Annual Plan 2010-2011 – End-of-Year Review Executive Summary Key Achievements

From 1 April 2010 to 31 March 2011, the majority of activities were either achieved or were on target within the agreed timelines. Preparations and planning for the transition to an independent GTC Scotland were also on target, with the timeline for one or two other activities of lesser urgency extended or deferred until next year to allow for these priorities.

<b>Objective 1:</b> To facilitate the transition of GTC Scotland to an independent, profession-led, regulatory body	<b>Outcome:</b> 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
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Priority	Key Achievements
1.1 Prepare for the transition to a reconstituted independent, profession-led, regulatory body	<ul style="list-style-type: none"> <li>❖ GTC Scotland governance/adjudication structure and operating principles approved by Council, with practical implementation now to be considered</li> <li>❖ Staff invited to indicate their views and suggestions on planning for independence, and involved in discussions in one-to-one meetings with the Chief Executive and groups at different levels</li> </ul>
1.2 Work in partnership with the Scottish Government and other stakeholders to facilitate a smooth and timeous transition within the legislative timescale	<ul style="list-style-type: none"> <li>❖ Advice given on accomplished teaching and school leadership, and ongoing comment on the Teacher Induction Scheme. Significant input made to the Government's Review of Teacher Education (with GTC Scotland views being reflected in the final Donaldson Report) and input now to be made to the National Partnership Group</li> <li>❖ Framework developed for reporting to the Scottish Parliament under the terms of the Public Services (Reform) Scotland Act 2010 and draft schedules prepared</li> </ul>

<b>Objective 2:</b> To maintain and enhance the quality of teaching and learning in Scotland	<b>Outcome:</b> 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
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Priority	Key Achievements
2.1 Develop, enhance and publicise the Council's guidance to the profession, the Scottish Government and to other relevant organisations	<ul style="list-style-type: none"> <li>❖ Continuing discussions on developing an appropriate system of teacher re-accreditation (designated as "Professional Update") held with various stakeholders, with a formal working group established and a formal consultation process planned</li> <li>❖ Review of the range of data and reporting mechanisms to underpin the development of regulatory policy and guidance in hand, and revision of the Code of Professionalism and Conduct and drafting of a Student Code being taken forward</li> <li>❖ Modernised website launched, improving the quality of information provided, with evaluation undertaken and good feedback</li> <li>❖ Online profile system to support and guide probationers on the Flexible Route and provide a better quality assurance system currently in test phase</li> </ul>
2.2 Work in partnership with relevant stakeholders to improve leadership capacity within education in Scotland	<ul style="list-style-type: none"> <li>❖ Active involvement in external consultation, with a view to establishing clarity on next steps</li> <li>❖ Revisions to the GTC Scotland website have offered opportunities for clearer information in this area</li> </ul>
2.3 Enhance professional awareness of the centrality of the Standards in the maintenance of quality educational provision	<ul style="list-style-type: none"> <li>❖ Some delay in external discussions aimed at seeking to promote registration in further education but a higher priority for this sector on the GTC Scotland website and in Teaching Scotland and positive steps with one of Scotland's Colleges with significant numbers of staff registering</li> <li>❖ Arrangements to develop an appropriate system of teacher re-accreditation ("Professional Update") progressed as under 2.1 above</li> </ul>

<b>Objective 3:</b> To maintain standards of professional conduct and competence in teaching	<b>Outcome:</b> 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
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Priority	Key Achievements
3.1 Maintain and enhance the integrity and quality of information on the register	<ul style="list-style-type: none"> <li>❖ Updated register database launched, with further development of a single management information tool to form part of an extended review to develop MyGTCS</li> <li>❖ Consideration being given to developing web portal functionality to identify and gather 'missing' data, and tools for data verification and cleansing</li> </ul>
3.2 Develop and apply appropriate regulatory procedures within the legislative framework	<ul style="list-style-type: none"> <li>❖ Sub-Group now in place to review the Disciplinary Rules in line with changes under the Public Services Reform (GTC Scotland) Order 2011 and independence issues</li> <li>❖ Continued refinement of hearing procedures and processes, with: <ul style="list-style-type: none"> <li>○ Indicative Sanctions Guidance and Practice Notes implemented to provide consistency of approach and transparency of decision-making of the Disciplinary Sub-Committee; and</li> <li>○ Professional Standards Panel information and procedures streamlined and revisions shared with Local Authority Managers</li> </ul> </li> </ul>

<b>Objective 4:</b> To enhance the status and standing of teaching and the teaching profession		<b>Outcome:</b> A consistent quality process of professional governance is in place which will ensure the maintenance of a high standard of continuing professional development
<b>Priority</b>	<b>Key Achievements</b>	
4.1 Develop the Council's role as an advocate for the teaching profession	❖ GTC Scotland's views actively sought and well regarded when made on professional issues of current and future significance (as under 1.2 above)	
4.2 Speak authoritatively on education and teaching matters in ways which reflect the experiences and professionalism of teachers	❖ Ongoing provision of advice and contribution to debate also made in respect of key aspects of Continuing Professional Development and Curriculum for Excellence (via the Chief Executive as a member of the CfE Management Board) ❖ Current version of the bi-annual statistical digest of information held on the register continues to be developed to include information on different categories of teachers	
4.3 Further develop the Council's corporate Media and Communications Strategy	❖ Regular reports on key dates for publications and communications activity for independence provided to the Policy and Strategy Committee	

<b>Objective 5:</b> To develop the strengths and expertise of Council members and staff		<b>Outcome:</b> 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
<b>Priority</b>	<b>Key Achievements</b>	
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	❖ With the aim of improving access for stakeholders to GTC Scotland information and advice and for staff to benefit from more flexible working practices, proposals for change put forward by a working group (established to review flexible working arrangements and related policies). While these proposals were not collectively accepted by staff, once internal restructuring is in place, staff may seek to discuss their terms and conditions and flexible working arrangements on an individual basis	
5.2 Build upon achievements so far in the standard of Investors in People programme in relation to organisational development	❖ Discussion facilitated at a previous Staff Day regarding the development of a set of core GTC Scotland values. Further discussion deferred due to independence priorities ❖ Mid-way review undertaken of the Investors in People standard continuous improvement plan to ensure GTC Scotland continues to meet and, where possible, exceed the standard	
5.3 Develop the skills of Council members to enable them to carry out their duties and functions	❖ Annual training day for all adjudicating committees/panels (ie Investigating, Disciplinary, Professional Standards, Exceptional Admission to the Register, and Appeals Board) held on 16 November 2010 ❖ Planning now being initiated for a revised panel structure in the new, independent Council ❖ Annual Council/committee evaluation exercise, as approved by Council, implemented in the Spring 2011 Council and committee meeting cycle	

<b>Objective 6:</b> To run an effective and cost-efficient organisation		<b>Outcome:</b> Over the period of the Council, stakeholders will express satisfaction that GTC Scotland provides high quality services that are valued by the profession
<b>Priority</b>	<b>Key Achievements</b>	
6.1 Make effective use of the Council's resources through careful planning, monitoring and financial control	❖ Confirmation received from pension scheme providers and the Council of Scottish Local Authorities (COSLA) that GTC Scotland independence will not affect staff terms and conditions ❖ Future funding strategy to ensure sustainability (for implementation by the first independent Council) developed and approved	
6.2 Review and develop systems and processes to underpin the Council's functions and policies and to evaluate and measure performance	❖ Legislative changes addressed in respect of: The Public Services Reform (GTC Scotland) Order 2011 to underpin GTC Scotland independence (responding to the consultation of, and liaising with, the Scottish Government until the Order was enacted in March 2011) and related changes to other legislation referring to GTC Scotland; the Equality Act 2010 (commenced in October 2010); the scheme implemented under the Protection of Vulnerable Groups (Scotland) Act 2007; and use of the Internal Market Information (IMI) system under the EU Directive on the Recognition of Professional Qualifications ❖ Election and appointments schemes/policies, and revised/simplified registration and standards rules consulted on and approved by Council for implementation for the first independent Council ❖ Further enhancements made in respect of the (internal and independent) provision of legal advice to Council panels, members and staff and to underpin disciplinary casework management	
6.3 Promote effective communications, and teacher/stakeholder care	❖ Range of meetings held with education communications professionals with the focus on the use of social media ❖ Increasing use of the website, Twitter, videos, podcasts etc to enhance engagement with the profession	

A detailed review from 1 April 2010 to 31 March 2011 (including qualitative assessment) is set out in the GTC Scotland Annual Plan 2010-2011 End-of-Year Review available from the website at [www.gtcs.org.uk](http://www.gtcs.org.uk).