



**Annual Plan 2010 – 2011
Executive Summary**

Key Actions

<p>Objective 1: To facilitate the transition of GTC Scotland to an independent, profession-led, regulatory body</p>	<p>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</p>
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Priority	Action
1.1 Prepare for the transition to a reconstituted independent, profession-led, regulatory body	<ul style="list-style-type: none"> ❖ To review the Council's governance/adjudication framework and related processes and procedures to ensure appropriate arrangements are in place for the Thirteenth Council, with appropriate flexibility for the future ❖ To involve staff in planning for independence, with opportunities to make their views and suggestions known
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"> ❖ To provide advice and support to and seek to influence stakeholders, and manage issues which emerge in the media through co-ordinated engagement

<p>Objective 2: To maintain and enhance the quality of teaching and learning in Scotland</p>	<p>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</p>
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Priority	Action
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"> ❖ To engage with stakeholders and consult on the development of teacher re-accreditation mechanisms with a view to establishing an appropriate system for Scottish teachers ❖ To focus development on: <ul style="list-style-type: none"> ○ modernising the GTC Scotland website and improving the quality of information provided ○ implementing an online profile system to support and guide probationers on the Flexible Route and provide a better quality assurance system
2.2 Work in partnership with relevant stakeholders to improve leadership capacity within education in Scotland	<ul style="list-style-type: none"> ❖ To engage with stakeholders and consult on developments in the leadership area ❖ To improve the quality of information about leadership opportunities across all online platforms (web, <i>Teaching Scotland</i> online, e-newsletters)
2.3 Enhance professional awareness of the centrality of the Standards in the maintenance of quality educational provision	<ul style="list-style-type: none"> ❖ To prepare to assume the lead role in relation to the Standards in accordance with the change to GTC Scotland responsibilities in this area agreed by Scottish Ministers ❖ To make the Standards the central focus of the revamped GTC Scotland website

<p>Objective 3: To maintain standards of professional conduct and competence in teaching</p>	<p>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</p>
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Priority	Action
3.1 Maintain and enhance the integrity and quality of information on the register	<ul style="list-style-type: none"> ❖ To implement an upgraded register database on 31 May 2010, with a single management information reporting tool to be developed further ❖ To ensure that the information contained in the register is accurate, and regularly cleansed and updated via the collection of data online and from schools, headteachers and local authorities
3.2 Develop and apply appropriate regulatory procedures within the legislative framework	<ul style="list-style-type: none"> ❖ To review the Conduct, Competence and Disciplinary Rules in line with changes brought about by the Teaching Council (Scotland) Order and independence issues ❖ To review and seek to refine panel hearing and administration processes and procedures

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	
4.1 Develop the Council's role as an advocate for the teaching profession	❖ To provide advice in relation to education issues at national level and to stakeholders on relevant matters as and when required	
4.2 Speak authoritatively on education and teaching matters in ways which reflect the experiences and professionalism of teachers	<ul style="list-style-type: none"> ❖ To contribute to and influence national thinking and debate on key issues, including Continuing Professional Development, Curriculum for Excellence, new assessment structures and the Scottish Government Review of Teacher Education ❖ To continue to develop and report through the bi-annual statistical digest information held on the register ❖ To provide articles, case studies, and audio and video clips via Teaching Scotland and the GTC Scotland website to promote the experiences and professionalism of teachers 	
4.3 Further develop the Council's corporate Media and Communications Strategy	❖ To implement a co-ordinated plan of ongoing communications and engagement with the teaching profession and key educational stakeholders to highlight and discuss issues relating to independence	

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	
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	❖ To review flexible working arrangements and related policies to improve access for stakeholders to GTC Scotland information and advice and for staff to benefit from more flexible working practices	
5.2 Build upon achievements so far in the standard of Investors in People programme in relation to organisational development	<ul style="list-style-type: none"> ❖ To develop a set of core GTC Scotland values with a view to consistent understanding on the part of staff of the culture and image which GTC Scotland wishes to present to stakeholders ❖ To undertake a midway review of the Investors in People standard continuous improvement plan to ensure GTC Scotland is continuing 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	❖ To run an annual update training day for all adjudication/hearing panels in November 2010, with ongoing training as appropriate	

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	
6.1 Make effective use of the Council's resources through careful planning, monitoring and financial control	<ul style="list-style-type: none"> ❖ To consider implications of independence for staff conditions and contracts, including liaison with external parties including pension scheme providers and the Council of Scottish Local Authorities (COSLA) ❖ To develop a future funding strategy to ensure sustainability 	
6.2 Review and develop systems and processes to underpin the Council's functions and policies and to evaluate and measure performance	<ul style="list-style-type: none"> ❖ To address any new or changing legislation impacting upon GTC Scotland relating to: <ul style="list-style-type: none"> ○ independence, including changes to GTC Scotland responsibilities set out in the Public Services Reform (GTC Scotland) Order 2011 and any changes required to other legislation referring to GTC Scotland ○ Equality Act 2010 (main provisions to be commenced in October 2010) ○ Protection of Vulnerable Groups (Scotland) Act 2007 ❖ To review and simplify GTC Scotland's registration and standards rules and standing orders (with appropriate consultation) in line with current policy and practice and any changes arising from independence ❖ To draft and consult on processes to elect registered teachers to Council (including Election Scheme Rules) and to appoint public interest Council members and non-Council members to adjudication panels, with a view to their publication and implementation for the new, independent Council 	
6.3 Promote effective communications, and teacher/stakeholder care	❖ To enhance engagement with the profession using innovative and up-to-date tools, eg social media, video conferencing, multi media, and increased use of video/audio and user generated content across sites	

Detailed plans for the year to 31 March 2011 are set out in the full GTC Scotland Annual Plan 2010-2011 and Strategic Plan 2009-2013 available from the website at www.gtcs.org.uk.