DRIVING FORWARD PROFESSIONAL
STANDARDS FOR TEACHERS

THE GENERAL
TEACHING COUNCIL
FOR SCOTLAND

gtc
SCOTLAND

Annual Plan 2010 - 2011

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 review Council structure, processes and procedures for the efficient and effective operation of the first independent Council and beyond	❖ Appropriate governance structure and processes, and transitional/other arrangements to underpin the formation and operation of the first independent Council and with appropriate flexibility for the future	November 2011
	(b) To involve staff in planning for independence, with opportunities to make their views and suggestions known	❖ Staff agree they have had adequate opportunity to make their views and suggestions known	November 2011
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 seek to influence stakeholders, and manage issues which emerge in the media through co-ordinated engagement	❖ Co-ordinated engagement which delivers appropriate outcomes	November 2011

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 develop and promote appropriate frameworks to support the enhancement of teachers' professional practice, learning and development, eg teacher re-accreditation mechanisms, and Code of Professionalism and Conduct	❖ Clear linking of the frameworks to teachers' professional practice, learning and development	March 2011
	(b) To focus development on:		
	(i) modernising the GTC Scotland website and improving the quality of information provided	❖ Teachers better supported and clear guidance mainly linked to enhanced professional knowledge and development at all stages of a teacher's career	January 2011
	(ii) implementing an online profile system to support and guide probationers on the Flexible Route and provide a better quality assurance system	❖ Better support and guidance to Flexible Route probationers and better auditing and control from GTC Scotland	January 2011
2.2 Work in partnership with relevant stakeholders to improve leadership capacity within education in Scotland	(a) To engage with stakeholders and consult on developments in the leadership area	❖ Provision of consistent and valid routes for educational leadership, with clear support	Spring 2011
2.3 Enhance professional awareness of the centrality of the Standards in the maintenance of quality educational provision	(a) To clarify and develop the Council's role in leading on promoting the Standards, including promoting registration in the Further Education sector, and consulting on and developing an appropriate system of teacher re-accreditation	❖ Enhanced awareness and understanding of the Council's, teachers' and stakeholders' roles and outcomes which encourage strong teacher interest and support teacher participation	March 2011

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 implement an upgraded register database, and develop a single management information reporting tool	❖ A more user-friendly system and simplified and enhanced reporting	December 2010
		(b) 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	❖ Reliable, consistent and accurate information held for all teachers on the register	April 2011
		(c) To clarify and enhance procedures and protocols for the marking and monitoring of registration milestones, including student registration, teachers' conditional registration, lapse of registration, cancellation, restoration, time limits	❖ Improvement in reliable, timely and accurate monitoring which enhances the integrity of the register	December 2011
3.2	Develop and apply appropriate regulatory procedures within the legislative framework	(a) To review the Conduct, Competence and Disciplinary Rules in line with changes brought about by the Public Services Reform (GTC Scotland) Order 2011 and independence issues	❖ Rules aligned with the Order and incorporating appropriate provisions in a simple and clear format approved by the Lord President and Council for implementation for the first independent Council	September 2011
		(b) To review and seek to refine panel hearing and administration processes and procedures	❖ 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	March 2011

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 contribute to and influence national thinking and debate on key issues	❖ Comments actively sought and well regarded when made	March 2011
4.2	Speak authoritatively on education and teaching matters in ways which reflect the experiences and professionalism of teachers	(a) To provide advice in relation to education issues at national level and to stakeholders on relevant matters as and when required	❖ Support given to the development of work across Scotland through sources such as Teaching Scotland, the GTC Scotland website, and inputs where appropriate	March 2011
		(b) To continue to develop and report through the bi-annual statistical digest information held on the register	❖ Advice and guidance given which addresses real issues and is influential in enhancing teachers' professional practice, learning and development	Annually
4.3	Further develop the Council's corporate Media and Communications Strategy	(a) To implement a co-ordinated communications and engagement plan to highlight issues relating to independence	❖ Effective co-ordinated communications via the GTC Scotland website and Teaching Scotland and two-way engagement with the teaching profession, educational stakeholders and the public to support the move to independent status	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 review flexible working arrangements and related policies	❖ Improved access by stakeholders to GTC Scotland information and advice / staff benefit from more flexible working practices	July 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	July 2010
			(b) To undertake a midway review of the Investors in People standard continuous improvement plan	❖ Ensure GTC Scotland is continuing to meet and, where possible, exceed the standard	September 2010
5.3	Develop the skills of Council members to enable them to carry out their duties and functions		(a) To run an annual update training day for all adjudication/hearing panels, together with ongoing training for all committees/panels as appropriate	❖ Council members contribute with confidence to the fair and consistent application, implementation and development of the Council's regulatory and professional development framework	March 2011

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: (i) Consideration of implications of independence for staff conditions and contracts – liaison with external parties (ii) Development of future funding strategy to ensure sustainability	The Council's resources are carefully maintained and developed to ensure they serve its purposes and are used or implemented in the most effective and cost-efficient way	November 2010 November 2011
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: (i) development of Electronic Document Record Management system and implementation of a document retention policy; (ii) revision of the Publications Scheme for submission to the Scottish Information Commissioner; (iii) addressing any new or changing legislation impacting upon GTC Scotland relating to: • Independent status • Protection of Vulnerable Groups (Scotland) Act 2007 • EU Directive on the Recognition of Professional Qualifications • Equality Act 2010;	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	March 2011 28 February 2011 March 2011 November 2010 March 2011 October 2010

		(iv) processes to elect and appoint Council members and appoint individuals (other than Council members) to adjudication panels for the first independent Council;			March 2011
		(v) revision of, and consultation on GTC Scotland's registration and standards rules in line with current policy and practice and any changes arising from independence;			November 2011
		(vi) processes and procedures to underpin changes arising from independent status;			March 2011
		(vii) continued development and refinement of external legal input and advice to Council members and staff in relation to carrying out GTC Scotland functions			March 2011
6.3	Promote effective communications, and teacher/stakeholder care	(a) To enhance engagement with the profession/stakeholders 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	❖ Positive views on the way in which the Council communicates and contributes on an individual and national basis and meets stakeholders' needs		2010

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

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

Professional recognition:
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