

From 1 April 2011 to 1 April 2012 the majority of activities were either achieved or were on target within the agreed timelines, with priority given to preparations and planning for the transition to GTC Scotland independent status on 2 April 2012.

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
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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"> ❖ In line with GTC Scotland independence and revised governing legislation: <ul style="list-style-type: none"> • revised rules and codes consulted on, approved and published; • processes, documentation, policies and guidance revised, developed and implemented to support the new rules and regulatory procedures; • all communications (including publications, website, events and media relations) updated to reflect the changes in GTC Scotland status
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"> ❖ Helpful and productive engagement with the Lord President's office established in the lead up to approval of new Fitness to Teach and Appeals Rules by the Lord President ❖ Co-ordinated engagement regarding the functioning of an independent GTC Scotland, utilising GTC Scotland's range of communication channels, and strong relationships established with the Scottish Government and other stakeholders in the lead up to independence on 2 April 2012 and continuing beyond then

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
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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"> ❖ Planned engagement with the teaching profession and consultation on developing a supportive system of Professional Update for Scottish teachers, position paper published, planning for pilot projects, and validation guidelines for the pilot projects developed, with the overarching working group continuing to meet regularly ❖ Consulting on and publishing a revised Code of Professionalism and Conduct and a Student Teacher Code with a view to supporting the enhancement of teachers' professional practice, learning and development and student awareness of issues in this area ❖ Work undertaken to link all websites with partner websites and ensure better linking with other communications platforms used by stakeholders, including establishing a dedicated GTC Scotland page on GLOW, the creation of a GTC Scotland presence on the Scottish Government's Engage for Education website and www.telmesotland.org.uk, and a continued strong and proactive social media presence
2.2 Work in partnership with relevant stakeholders to improve leadership capacity within education in Scotland	<ul style="list-style-type: none"> ❖ GTC Scotland represented in all areas of the National Partnership Group work, including the Leadership Sub-Group, and a lead role in the revision of the Standards ❖ A number of events hosted to promote leadership, including one on Effective Leadership
2.3 Enhance professional awareness of the centrality of the Standards in the maintenance of quality educational provision	<ul style="list-style-type: none"> ❖ Work to review the Professional Standards under way and extended to the autumn due to the extent of work involved ❖ Continued discussion and engagement to promote registration in the Further Education sector, including the review of the Standards, and the Teaching Qualification (FE) accreditation process

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
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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"> ❖ MyGTCS site revised and launched to allow for the gathering of additional teacher data and implement measures to ensure the data is validated regularly
3.2 Develop and apply appropriate regulatory procedures within the legislative framework	<ul style="list-style-type: none"> ❖ Fitness to Teach and Appeals Rules consulted on and published in line with the revised governing legislation and supporting processes developed ❖ Consulting on and publishing a revised Code of Practice on Teacher Competence (subsequently renamed the 'Framework on Teacher Competence') now to form part of the Scottish Negotiating Committee for Teachers' (SNCT) handbook of terms and conditions

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	Key Achievements	
4.1 Develop the Council's role as an advocate for the teaching profession	<ul style="list-style-type: none"> ❖ Significant and influential contributions made to ongoing debates and evaluations, and at research led conferences within Scotland, the UK and overseas ❖ GTC Scotland comment and work publicised widely (via the GTC Scotland website and all communications channels), with an effective contribution made to debate 	
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"> ❖ Continued provision of advice and support to the education system and stakeholders ranging from individual teachers and local authority staff to national groups (such as the National Partnership Group, the Donaldson and McCormac reviews, and Curriculum for Excellence Management Group) and organisations such as the Scottish Government and Education Scotland ❖ New ProbationerTeacherScotland website launched to encourage repeat visitors and engage with probationers and those in years 2 to 6 	
4.3 Further develop the Council's corporate Media and Communications Strategy	<ul style="list-style-type: none"> ❖ Head of Communication and Information Services appointed as part of organisational restructuring ❖ Communications strategy for independence successfully implemented and Professional Update strategy being implemented as this initiative develops 	

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	Key Achievements	
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	<ul style="list-style-type: none"> ❖ Job descriptions revised and agreed with staff to ensure they properly reflect the tasks and responsibilities of staff following the internal restructuring process ❖ Work scoping exercise undertaken to ensure clearly defined internal structures, roles, responsibilities and workstreams in place to underpin new processes and areas of work under independence 	
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"> ❖ Investors in People status successfully re-accredited 	
5.3 Develop the skills of Council members to enable them to carry out their duties and functions	<ul style="list-style-type: none"> ❖ Enhanced training and induction provided for the new, independent Council in February 2012 and for Appeals Board and Adjudicating Panel members in March 2012 to enable members to carry out their role with confidence ❖ Starter paper prepared on developing a process of performance review to support Council and panel members and remitted as a legacy item for the new, independent Council 	

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	Key Achievements	
6.1 Make effective use of the Council's resources through careful planning, monitoring and financial control	<ul style="list-style-type: none"> ❖ Fees Policy approved by Council to enable an independent GTC Scotland to carry out its statutory and ancillary functions on a consistent and sustainable basis ❖ Revised financial accounting and reporting system to match revised structure and functions piloted, with a view to subsequent roll out across the organisation 	
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"> ❖ Independent Appointments Committee established which undertook an extensive recruitment exercise to appoint (lay) Council members, Appeals Board and Adjudication Panel members; and processes implemented to elect registered teachers and for the nomination of individuals by educational stakeholders to serve on the new, independent Council ❖ Compensation Scheme in respect of Council and panel attendance developed; protocol to be agreed with the Convention of Scottish Local Authorities (COSLA) ❖ Ongoing discussion and planning to relocate Practicum (the system that facilitates the allocation of student teachers to placements) within the GTC Scotland framework from summer 2012 	
6.3 Promote effective communications, and teacher/stakeholder care	<ul style="list-style-type: none"> ❖ New look Teaching Scotland online launched ❖ General emphasis on communications appropriately targeted to teachers, with opportunity for 360 feedback 	

A detailed review from 1 April 2011 to 1 April 2012 (including qualitative assessment) is set out in the GTC Scotland Annual Plan 2011-2012 End-of-Year Review available from the website at www.gtcs.org.uk