



**Annual Plan 2011 – 2012
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 plan for the implementation of the revised governance/adjudication framework approved by Council, and review and revise all processes, policies and ancillary documentation in line with independence and revised governing legislation for April 2012
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 a fully supportive system for Scottish teachers ❖ To consult on a revised Code of Professionalism and Conduct and a Draft Student Code with a view to supporting the enhancement of teachers' professional practice, learning and development and student awareness of issues in this area ❖ To develop deeper links with GLOW and similar agencies and use these links to promote GTC Scotland communications, services and activities
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 with a view to increased clarity on next steps
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 under independence ❖ To undertake a review of the Teacher Education Standards and a consideration of (in Donaldson's term) a Standard for 'Active Registration' ❖ To promote registration in the Further Education sector

<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 develop MyGTCS 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"> ❖ To implement new Fitness to Teach and Appeals Rules and associated guidance in line with the revised governing legislation ❖ To review panel hearing and administration processes and procedures in line with the new Fitness to Teach function and rules ❖ To review the Code of Practice on Teacher Competence to align with changes under the revised governing legislation and rules, with clearly set out routes of referral for the information of teachers and employers

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 contribute to and influence national thinking and debate on key issues, with comments actively sought and well regarded when made	
4.2 Speak authoritatively on education and teaching matters in ways which reflect the experiences and professionalism of teachers		❖ To provide advice to the education system and stakeholders (such as the National Partnership Group, the McCormac Review, and Curriculum for Excellence Management Group) as and when required and which is of influence ❖ To develop the ProbationerTeacherScotland website 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		❖ To implement a co-ordinated plan of ongoing communications and two-way 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 ensure job descriptions properly reflect the tasks and responsibilities of staff following the internal restructuring process ❖ To ensure clearly defined internal structures, roles, responsibilities and workstreams are 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		❖ To prepare for a re-accreditation exercise in respect of the Investors in People standard	
5.3 Develop the skills of Council members to enable them to carry out their duties and functions		❖ To provide appropriate induction and training for new Council members and Panel appointees, with further annual and ongoing update training as appropriate to enable members to fulfil their role with confidence	

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		❖ To develop Future Funding Strategy Group proposals to ensure financial sustainability for the independent Council ❖ To revise financial accounting and reporting systems to match new structure and function	
6.2 Review and develop systems and processes to underpin the Council's functions and policies and to evaluate and measure performance		❖ To implement processes (approved by Council) to elect registered teachers to Council and to appoint lay Council members, and Appeals Board and Adjudication Panel registered teacher and lay members for the Thirteenth Council ❖ To explore the possibility of the implementation of Practicum (relating to the allocation of student teachers to placements) within the GTC Scotland framework ❖ To develop and implement systems: <ul style="list-style-type: none"> ○ to record Professional update information ○ to make compensation payments in respect of Council and Panel attendance 	
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 2011-2012 and Strategic Plan 2009-2013 available from the website at www.gtcs.org.uk.