DRIVING FORWARD PROFESSIONAL
STANDARDS FOR TEACHERS

THE GENERAL
TEACHING COUNCIL
FOR SCOTLAND

# gtc
SCOTLAND

# Annual Plan 2011 - 2012

| Objective 1:<br>To facilitate the transition of GTC Scotland to an independent, profession-led, regulatory body | | Outcome:<br>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** | | **Action** | **Outcome** | **Implementation Date** |
| **1.1** | Prepare for the transition to a reconstituted independent, profession-led, regulatory body | (a) To plan for the implementation of the revised governance/adjudication framework approved by Council, and revise all information, processes, policies and ancillary documentation in line with independence and revised governing legislation for April 2012 | ❖ Efficient and effective formation and operation of the first independent Council and beyond | 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 | (a) To provide advice to, and support and seek to influence, stakeholders, and manage issues which emerge in the media through co-ordinated engagement | ❖ Co-ordinated engagement which delivers appropriate outcomes | April 2012 |

| 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** | | **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 (including developing and consulting on proposals for an appropriate system of teacher re-accreditation that will be fully supportive of Scottish teachers, and revising the Code of Professionalism and Conduct) | ❖ Clear linking of the frameworks to teachers' professional practice, learning and development | April 2012 |
| **2.2** | Work in partnership with relevant stakeholders to improve leadership capacity within education in Scotland | (a) To engage with stakeholders and be actively involved in external consultation and developments in the leadership area | ❖ Increased clarity on next steps in the educational leadership area | April 2012 |
| **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 initiating a review of the Standards framework and consideration of (in Donaldson's term) a Standard for 'Active Registration'), and promoting registration in the Further Education sector | ❖ Enhanced awareness and understanding of the Council's, teachers' and stakeholders' roles and outcomes which encourage strong teacher interest and support teacher participation | April 2012 |

| 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** | | **Action** | **Outcome** | **Implementation Date** |
| **3.1** | Maintain and enhance the integrity and quality of information on the register | (a) To develop MyGTCS to allow for gathering of additional teacher data and implement measures to ensure data is validated regularly | ❖ Improved quality, currency and accuracy of information held for all teachers on the register | April 2012 |
| **3.2** | Develop and apply appropriate regulatory procedures within the legislative framework | (a) To review the Conduct, Competence and Disciplinary Rules (together with the wider regulatory framework, including the Code of Practice on Teacher Competence) 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, together with revisions to the wider regulatory framework, for the first independent Council | April 2012 |
| | | (b) To review and seek to refine panel hearing and administration processes and procedures in line with revised governing legislation and revised rules framework | ❖ A system more responsive to the increasing demands of regulation, changes arising from independence and opportunities for professional development across the whole spectrum of a teacher's professional career | April 2012 |

| 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 | | |
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| **Priority** | | **Action** | **Outcome** | **Implementation Date** |

| Priority | | Action | Outcome | Implementation Date |
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| **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 | April 2012 |
| **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 (such as the National Partnership Group, the McCormac Review, and Curriculum for Excellence Management Group) 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 | April 2012 |
| **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 | April 2012 |

| 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 | | |
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| **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 ensure the roles and responsibilities of staff are in line with the functions and tasks of the new, independent Council | ❖ Staff roles and responsibilities are matched to the functions and tasks of the new, independent Council | March 2012 |
| **5.2** | Build upon achievements so far in the standard of Investors in People programme in relation to organisational development | (a) To prepare for IIP re-accreditation exercise | ❖ Successful re-accreditation of IIP status | March 2012 |
| **5.3** | Develop the skills of Council members to enable them to carry out their duties and functions | (a) To provide appropriate induction and training for new Council and Panel members, and further annual and ongoing update training as appropriate | ❖ Council and Panel members contribute with confidence to the fair and consistent application, implementation and development of the Council's regulatory and professional development framework | April 2012 and beyond |

| 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 | | |
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| **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: | ❖ 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 | March 2012 |
| | | (i) Development of Future Funding Strategy Group proposals to ensure financial sustainability | | March 2012 |
| | | (ii) Revision of financial accounting and reporting systems to match new structure and functions | | March 2012 |

| 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: | ❖ 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 | |
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| | | | (i) Steps taken to develop a system to record Professional Update | | April 2012 |
| | | | (ii) Consideration given to implementation of Practicum (system for the allocation of teaching placements for student teachers) within the GTC Scotland framework | | Sept 2012 |
| | | | (iii) Development of Compensation Scheme proposals in respect of Council and Panel attendance to be approved for adoption by new Council | | March 2012 |
| | | | (iv) Implementation of election, nomination and appointment processes for the new Council and its committees/panels | | January 2012 |
| | | | (v) For Council and panel members –<br>• Development of a database to form a register of Council and panel members, support member services, and cross-reference hearing participation;<br>• Further enhancement of<br>− the MyGTCS extranet; and<br>− the workspace portal<br>to improve electronic accessibility of information and papers for Council/panel members | | March 2012 |
| | | | (vi) Addressing any new or changing legislation impacting upon GTC Scotland relating to:<br>• Independent status<br>• EU Directive on the Recognition of Professional Qualifications | | April 2012<br>April 2012 |

| 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 | April 2012 |

*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:**
www.gtcs.org.uk/professionalrecognition

**Professional conduct:**
www.gtcs.org.uk/professionalconduct

**Research:**
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