

Key Actions

Objective 1: To consolidate GTC Scotland as the independent, self-regulating professional body for teaching in Scotland	Outcome: An independent, self-regulating GTC Scotland which builds on previous good practice and continues 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
1.1 Consolidate GTC Scotland as the independent, self-regulating professional body for teaching in Scotland	<ul style="list-style-type: none"> ❖ To continue to implement GTC Scotland's Corporate Communications Strategy, using its range of communications channels, to promote the work of GTC Scotland ❖ To review and revise any policies, procedures, guidance and ancillary documentation remaining to be revised in line with independence and revised governing legislation
1.2 Work in partnership with the Scottish Government and other stakeholders to consolidate GTC Scotland as the independent, self-regulating professional body for teaching in Scotland	<ul style="list-style-type: none"> ❖ To continue to work closely with the Scottish Government and other stakeholders to share information regarding the functioning of an independent GTC Scotland and to advise on and contribute to national developments

Objective 2: To maintain and enhance the quality of teaching and learning in Scotland	Outcome: Using appropriate measures such as Education Scotland reports and international comparisons, the quality of teaching and learning in Scotland will be judged positively. The Council's lead 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
2.1 Develop, enhance and publicise the Council's guidance to the profession, the Scottish Government Learning Directorate and to other relevant organisations	<ul style="list-style-type: none"> ❖ To continue to offer advice and support to, and seek feedback from, relevant stakeholders ❖ To publicise and inform key stakeholders of GTC Scotland developments, utilising the range of its communication channels ❖ To review engagement with the profession, employers and other stakeholders in regard to Fitness to Teach matters and procedures, including the effectiveness of the Code of Professionalism and Conduct (as revised), Student Teacher Code and GTC Scotland website
2.2 Work in partnership with relevant stakeholders to improve leadership capacity within education in Scotland	<ul style="list-style-type: none"> ❖ To actively contribute to the work of the National Partnership Sub-Group on Leadership and the development of revised Standards in the area of Leadership ❖ To develop a system of accreditation of routes leading to the award of the Standard for Headship
2.3 Enhance professional awareness of the centrality of current and new Standards in the maintenance of quality educational provision	<ul style="list-style-type: none"> ❖ To consult on, publicise and implement revised Standards ❖ To develop the entry requirement and accreditation framework relating to courses leading to a GTC Scotland recognised teaching qualification in line with GTC Scotland's lead role in this area
2.4 Develop and establish a system of Professional Update that is supportive of teachers in Scotland	<ul style="list-style-type: none"> ❖ To implement pilot projects with a view to the development of a scheme of Professional Update for teachers in Scotland

Objective 3: To maintain the professional standards of teachers in Scotland and ensure their fitness to teach	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 Teacher Education Standards, and GTC Scotland's Framework on Teacher Competence and Code of Professionalism and Conduct, meet and maintain the set standards
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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 establish a co-ordinated and cohesive approach to reporting on information on the register through developing a single reporting route ❖ To develop further quality assurance reports to ensure the quick and effective identification of incorrect data
3.2 Develop and apply appropriate regulatory procedures within the legislative framework	<ul style="list-style-type: none"> ❖ To put in place quality assurance and review mechanisms in respect of the post-April 2012: <ul style="list-style-type: none"> • implementation of the new regulatory processes and procedures to ensure consistency of approach in line with the rules, policy and guidance and best regulatory practice • Fitness to Teach and Appeals Rules framework in seeking to ensure this is fit for purpose and effective from a legal perspective

Objective 4: To enhance the status and standing of teaching and the teaching profession		Outcome: GTC Scotland is well regarded as a trusted and influential player in education and teaching in Scotland
Priority	Action	
4.1 Develop the Council's role as an advocate for the teaching profession	<ul style="list-style-type: none"> ❖ To contribute to and influence national thinking and debate on key issues, with contributions well received ❖ To continue work to relocate Practicum (the system that facilitates the allocation of student teachers to placements) within the GTC Scotland framework 	
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 speak with authority and influence on professional matters enhancing perceptions of teaching and education ❖ To develop GTC Scotland's key messages across its range of communications channels on teaching and education matters 	
4.3 Further develop the Council's Corporate Communications Strategy	<ul style="list-style-type: none"> ❖ To review and develop GTC Scotland's Corporate Communications Strategy, taking account of GTC Scotland independence 	

Objective 5: To develop the strengths and expertise of Council members, appointed committee and panel members, and staff		Outcome: Based on an agreed quality assurance and self-evaluation mechanism, Council members, appointed committee and panel 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	<ul style="list-style-type: none"> ❖ To revise the staff development programme in line with new functions of GTC Scotland as an independent body 	
5.2 Build upon achievements so far in the standard of Investors in People (IIP) programme in relation to organisational development	<ul style="list-style-type: none"> ❖ To implement the Investors in People recommendations: <ul style="list-style-type: none"> • to develop a system of 360 degree feedback by means of a further pilot • to clearly define the capabilities required by effective managers 	
5.3 Develop the skills of Council members and appointed committee and panel members to enable them to carry out their duties and functions	<ul style="list-style-type: none"> ❖ To develop a system of performance review to support Council and panel members ❖ To provide annual training for Council members serving on panels and all panel conveners and members to enable them to carry out their role with confidence ❖ To put in place appropriate an appropriate communication and activity monitoring strategy between panel conveners and members and the Regulatory Governance Sub-Committee that has responsibility to oversee the actions of the panels 	

Objective 6: To run an effective and cost-efficient organisation run an effective and cost-efficient organisation		Outcome: 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 determine options for consideration in terms of a future funding strategy ❖ To introduce new management accounts and reporting systems to better utilise information for decision making ❖ To review the system of fee collection post-independence with a view to improving efficiency and providing a better service to registrants 	
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 initiate processes for the election, nomination and appointment of Council members for vacant seats arising from 2014 to 2018 ❖ To review and revise the process to appoint Council and panel members to ensure it is fit for purpose going forward ❖ To monitor and assess the operation of the Council and committee structure established in April 2012 with a view to its current and future effectiveness ❖ To put in place quality assurance and review procedures in respect of the post-April 2012 Schemes and Rules framework in seeking to ensure it is fit for purpose and effective from a legal perspective ❖ To review records management procedures to ensure compliance with the Public Records (Scotland) Act 2011 	
6.3 Promote effective communications, and teacher/stakeholder care	<ul style="list-style-type: none"> ❖ To ensure that teachers and other stakeholders are promptly and appropriately informed of the work of GTC Scotland and, in particular, of any major developments impacting upon them 	

Detailed plans for the year to 1 April 2013 are set out in the full GTC Scotland Annual Plan 2012-2013 and Strategic Plan as revised for 2012-2016 available from the website at www.gtcs.org.uk.