DRIVING FORWARD PROFESSIONAL
STANDARDS FOR TEACHERS

THE GENERAL
TEACHING COUNCIL
FOR SCOTLAND

gtc
SCOTLAND

Annual Plan 2012 - 2013

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.		
Priority		**Action**	**Outcome**	**Implementation Date**
1.1	Consolidate GTC Scotland as the independent, self-regulating professional body for teaching in Scotland	(a) To continue to implement GTC Scotland's Corporate Communications Strategy, using the range of communications channels, to promote the work of GTC Scotland, and update any policies, procedures, guidance and ancillary documentation remaining to be revised in line with independence and revised governing legislation	❖ Effective and efficient implementation of the Corporate Communications Strategy promoting the work of GTC Scotland and clear documentation and information reflecting the changes under independence	April 2013 and beyond
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	(a) To offer advice and support to 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 2013 and beyond

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.		
Priority		**Action**	**Outcome**	**Implementation Date**
2.1	Develop, enhance and publicise the Council's guidance to the profession, the Scottish Government Learning Directorate and to other relevant organisations	(a) To develop and promote appropriate frameworks and guidance to support the enhancement of teachers' professional practice, learning and development and review engagement with the teaching profession, employers and other relevant stakeholders in regard to the effectiveness of such frameworks and guidance	❖ Effective communication and engagement relating to frameworks that are clearly linked to teachers' professional practice, learning and development and supported by appropriate guidance	April 2013 and beyond
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 national developments in the leadership area in line with GTC Scotland's lead role in setting Standards	❖ Positive developments in the educational leadership area	April 2013
		(b) To develop a system of accreditation of routes leading to the award of the Standard for Headship	❖ Effective accreditation procedures in place	December 2012
2.3	Enhance professional awareness of the centrality of current and new Standards in the maintenance of quality educational provision	(a) To consult on, publicise and implement revised Standards	❖ Professional acceptance and engagement with the revised Standards	April 2013
		(b) To develop the entry requirement and accreditation framework relating to courses leading to a GTC Scotland recognised teaching qualification	❖ Revised entry requirement and accreditation framework in place	April 2013
2.4	Develop and establish a system of Professional Update that is supportive of teachers in Scotland	(a) To implement pilot projects with a view to the development of a scheme of Professional Update for teachers in Scotland and communicate effectively related advice and guidance to registrants and other stakeholders	❖ Successful implementation of the Professional Update pilot projects and Professional Update and key messages communicated effectively to registrants and other stakeholders	April 2013 and beyond

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		
Priority		**Action**	**Outcome**	**Implementation Date**
3.1	Maintain and enhance the integrity and quality of information on the register	(a) To establish a co-ordinated and cohesive approach to reporting on information on the register through developing a single reporting route and further develop quality assurance reports to ensure the quick and effective identification of incorrect data	❖ Improved accuracy and efficiency of reporting on information held for registrants on the register	April 2013
3.2	Develop and apply appropriate regulatory procedures within the legislative framework	(a) To put in place quality assurance and review mechanisms in respect of the new regulatory processes and procedures, and outcomes post-April 2012 with the aim of ensuring consistency of approach in line with the rules, policy and guidance and best regulatory practice	❖ Processes and procedures implemented with consistency and developed to incorporate learning points as appropriate	April 2013
		(b) To put in place quality assurance and review procedures in respect of the post-April 2012 Fitness to Teach and Appeals Rules framework in seeking to ensure this new regulatory framework is fit for purpose and effective from a legal perspective	❖ Effective and appropriate quality assurance and review procedures in place for the rules framework	April 2013

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**	**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	❖ Contributions actively sought and helpful and supportive advice given that is of influence	April 2013
		(b) To continue work to relocate Practicum (the system that facilitates the allocation of student teachers to placements) within the GTC Scotland framework	❖ Practicum system integrated into GTC Scotland activities	August 2012
4.2	Speak authoritatively on education and teaching matters in ways which reflect the experiences and professionalism of teachers	(a) To speak with authority and influence on professional matters enhancing perceptions of teaching and education	❖ Well received contributions	April 2013 and beyond
		(b) To develop GTC Scotland's key messages across its range of communications channels on teaching and education matters	❖ GTC Scotland's key messages effectively communicated through appropriate inputs and across its range of communication channels	January 2013 and beyond
4.3	Further develop the Council's Corporate Communications Strategy	(a) To review and develop GTC Scotland's Corporate Communications Strategy, taking account of GTC Scotland 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 and promote the work of an independent GTC Scotland	January 2013

To develop the strengths and expertise of Council members, appointed committee and panel members, and staff	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**	**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 revise the staff development programme in line with new GTC Scotland functions	❖ Staff development plan which is targeted to the different needs GTC Scotland has as an independent body	September 2012
5.2 Build upon achievements so far in the standard of Investors in People (IIP) programme in relation to organisational development	(a) To implement the IIP recommendation: • to develop a system of 360 degree feedback • to clearly define the capabilities required by effective managers	❖ Further pilot of a 360 degree feedback system developed and implemented ❖ Commitment gained from managers at all levels to an agreed list of capabilities and a skills audit conducted based on these	November 2012 December 2012
5.3 Develop the skills of Council members and appointed committee and panel members to enable them to carry out their duties and functions	(a) To provide annual and ongoing update training for Council members serving on panels and Adjudicating Panel conveners and members	❖ Smooth running Panels making appropriate decisions in line with rules, policy and guidance	April 2013
	(b) To develop a system of performance review to support members' training and ongoing development	❖ Agreed system in place and operating effectively	April 2013
	(c) To put in place an appropriate communication and activity monitoring strategy between Panel conveners and members and the Regulatory Governance Sub-Committee	❖ Strategy in place to support the role of the Regulatory Governance Sub-Committee in overseeing the actions of the Panels and to establish an evidence base on which to build a professional ethos in Panels and inform training and development	October 2012

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**	**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:	❖ GTC Scotland'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 2013
		(1) Future funding strategy	• Options determined for consideration by Council	March 2013
		(2) New Management Accounts and Reporting systems introduced	• Senior Managers are able to better utilise information for decision making	September 2012
		(3) Review system of fee collection – potential changes arising from independence	• Improved efficiency and better service to registrants	March 2013
		(4) Undertake analysis of future Information Technology (IT) ISDN/ broadband requirements and agree new contract for provision of these services	• Future-proof IT communication links	September 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 GTC Scotland's systems and processes to ensure that they are appropriate for GTC Scotland's purposes, including:	❖ Systems and processes comply with best practice and other requirements and are suitably developed to enable GTC Scotland to carry out its functions timeously, effectively and cost-efficiently	April 2013
		(1) Establish database, together with Business Object reporting facility, to form a register of Council and appointed committee and panel members and to manage and support Council/panel member services		September 2012

		(2) Initiate processes for:		
		• Election of Council members for vacant seats arising from 2014 to 2018		March 2013
		• Appointment of lay Council members for vacant seats arising from 2014 to 2018		March/ April 2013
		(3) Review and revise process to appoint Council and Panel members		March 2013
		(4) Monitor and assess operation of Council and committee structure established in April 2012 with a view to its current and future effectiveness		March 2013
		(5) Review records management procedures to ensure compliance with the Public Records (Scotland) Act 2011		April 2013 (or earlier depending on final implementation date)
6.3	Promote effective communications, and teacher/stakeholder care	(a) To ensure that teachers and other stakeholders are promptly and appropriately informed of the work of GTC Scotland, in particular any major developments impacting upon them	❖ The Corporate Communications Strategy continues to be employed and strategic communications support and advice is provided to the Senior Management Team as required	April 2013 and beyond

GTC Scotland aims to promote equality and diversity in all its activities

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

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