



GTC Scotland Professional Update Consultation Responses

1 Introduction

The consultation on a scheme of Professional Update closed at midnight on Monday 12 March. We extended the deadline from Friday 9 March due to the level of interest. We received a total of 185 responses, the vast majority supporting our proposals for Professional Update as detailed in the GTC Scotland Professional Update position paper. Consequently, it is fair to conclude that the consultation has supported these proposals.

2 Organisations Responding

The vast majority of responses were from individual teachers. This is particularly heartening, as this was our key target audience. We received six responses from Higher Education institutions; 13 from the independent sector including SCIS; 15 from local authorities or organisations falling under the umbrella of a local authority; as well as responses from Education Scotland, the Association of Chartered Teachers Scotland, and the General Teaching Council Wales; and submissions from the following unions: EIS, ATL Scotland, Voice, NASUWT, and AHDS.

3 General Feedback

General feedback from the consultation was along the lines we expected. It is important to emphasise that most of the feedback was extremely positive. However, challenging, if not unexpected, comments that came up across the responses were:

- **Funding** (who will fund appropriate CPD, the scheme itself, management of PU?)
- **Bureaucracy** (scheme must be efficient, not create additional workload for teachers)
- **Effective delivery** (Government, local authorities, head teachers, and GTCS must take responsibility for delivery of the system and ensure its operation does not disadvantage teachers)
- **Time** (Not enough time in the day for PU. Must not become an additional burden for teachers)

4 Detailed Outcomes

Below we provide more detail about the responses received under each question in the consultation.

(i) Elements of Professional Update

- (a) As part of Professional Update do you think that teachers should provide an annual update of information? - **Yes: 141 No: 39 78% were in favour**
- (b) Do you think that the proposed five year cycle for the completion of Professional Update is appropriate? – **Yes: 145 No: 35 81% were in favour**

In answering these questions the overwhelming majority of teachers and education professionals were in favour. Of those who opposed a five year cycle, some argued for shorter (three years), and others for longer (10 years).

(ii)/...

(ii) Self-Evaluation

- (a) Is ongoing self-evaluation the right basis for Professional Update? –
Yes: 164 No: 16 91% were in favour
- (b) Current practice in self-evaluation includes personal reflection against the relevant professional standard, feedback from colleagues and on-line evaluation tools. Are these appropriate? - **Yes: 166 No: 14 92% were in favour**

In answering these questions many teachers were confident about their ability to manage the Professional Update process themselves. However, others felt that more support should be offered to teachers in this area.

(iii) Professional Review and Development

- (a) A constructive and helpful programme of Professional Review and Development is a key feature of Professional Update. Do you agree with this approach? **Yes: 163 No: 17 91% were in favour**

In answering this question respondents who were concerned raised issues of consistency across schools. Those in favour supported our current assertions and felt we were moving in the right direction.

(iv) Coaching and Mentoring

It is widely recognised that a coaching and mentoring approach is well suited to productive PRD meetings between line managers and their staff. Do you agree with this approach? **Yes: 160 No: 20 89% were in favour**

The responses to this question were largely favourable. Those who disagreed raised issues around who will train the mentors, who will get to choose mentors and the importance of ensuring consistency of mentoring approaches.

(v) Recording of CPD

As part of our proposals for Professional Update we envisage the development of an online system for recording CPD through the existing MyGTCS portal operated by GTCS. Do you think this would be an appropriate way of recording CPD? **Yes: 141 No: 39 78% were in favour**

A number of respondents said that their local authority already had a positive online system for recording CPD and urged against duplication. Others felt that a system managed by GTCS would ensure consistency across the country.

(vi) Practising and Non-Practising

We believe that there should be separate arrangements for Professional Update for those teachers who are currently practising in classrooms, and those who are 'non-practising'. Do you agree that we should develop different but complementary systems of Professional Update for practising and non-practising teachers? **Yes: 146 No: 34 81% were in favour**

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There appeared to be a fairly narrow interpretation of teaching in the responses received from those who disagreed on this question. 'If you are not teaching you are not a teacher' was the view of some. However, it is important to note that the vast majority were in favour.

(vii) Moving from Practising to Non-Practising

It is straightforward for a teacher to move from practising to non-practising, but should GTC Scotland provide guidelines as to how an individual can move from non-practising back to practising? **Yes: 162 No: 18 90% were in favour**

The majority of comments indicated that this was essential and that the guidelines needed to be clear.

(viii) New Registration Categories

Should there be new registration categories created to cover groups of teachers who are not teaching in schools? **Yes: 137 No: 43 76% were in favour**

Although a clear majority are in favour; this question generated the most critical comments. Respondents said that it was important not to have divergent categories, lesser categories of registration or categories that diluted teaching skills. There was however the suggestion of a Tertiary category.

(ix) Name of Scheme

Is Professional Update an appropriate title for the scheme? **Yes: 152 No: 28 85% were in favour.**

One or two comments suggested that Professional Update was simply another name for re-accreditation. There were a majority of positive comments on the choice of title.

For more information about Professional Update visit www.gtcs.org.uk/professional-update