

**West Dunbartonshire Council**  
**Report by the Executive Director of Educational Services**  
**Educational Services Committee: 11 September 2013**

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**Subject: Professional Learning and Leadership Policy**

**1. Purpose**

- 1.1** This report informs members about changes and developments to Professional Learning and Leadership in Educational Services as a result of the report “Teaching Scotland’s Future: Report of a Review of Teacher Education in Scotland” (2011).

**2. Recommendations:**

- 2.1** Committee is recommended to:

- (1) note the content of this report and the appendices; and
- (2) endorse the approaches outlined to enhance professional learning and leadership.

**3. Background**

- 3.1** “Teaching Scotland’s Future” was published in 2011 with a suite of recommendations aimed at long term and sustained improvement to impact on the quality of children’s learning.  
<http://www.scotland.gov.uk/Publications/2011/01/13092132/0>
- 3.2** The report recognised the importance of high quality, career-long professional learning for all teachers. This begins when student teachers begin the early phase of teacher education to the end of their careers.
- 3.3** The General Teaching Council for Scotland (GTCS) has developed revised standards for Career-long Professional Learning and Standards for Leadership and Management. These come into effect in August 2013. “Teaching Scotland’s Future affirmed the need to revise the Professional Standards. <http://www.gtcs.org.uk/standards/standards.aspx>
- 3.4** Educational Services have been involved in national work since the publication of Teaching Scotland’s Future to develop our capacity to implement the recommendations.
- 3.5** The Professional Update paper was agreed at Local Negotiating Committee for Teachers (LNCT) Committee in June 2013.

## **4. Main Issues**

- 4.1** In November 2011 Educational Services was invited to take part in the Strategic Leadership Development Programme. This was a collaborative project led by Association of Directors of Education (ADES), the Virtual Staff College Scotland and the National Continuing Professional Development (CPD) Team.
- 4.2** The work undertaken resulted in one of our Primary Head Teachers being seconded (0.4 FTE) to further develop Educational Services implementation of the recommendations contained in Teaching Scotland's Future.
- 4.3** Educational Services is now in the position to implement the Professional Learning and Leadership Policy (Appendix 1) and the Framework Model (Appendix 2).
- 4.4** The policy outlines West Dunbartonshire's commitment to raising standards of attainment through a highly skilled workforce and it reflects recommendations from Teaching Scotland's Future and guidance from GTCS.

## **5. People Implications**

- 5.1** Support and communications will be established to ensure staff understand their responsibilities within the new professional standards.
- 5.2** The LNCT sub group will discuss all emerging issues as the policy is implemented.
- 5.3** The issue of Professional Learning for supply teachers is being addressed to ensure opportunities are available.

## **6. Financial Implications**

- 6.1** The implementation of the policy will be funded from within existing Education Services budgets.

## **7. Risk Analysis**

- 7.1** Failure to comply with GTCS Professional Up-date could result in teachers no longer being eligible to teach.

## **8. Equalities, Health & Human Rights Impact Assessment**

- 8.1** No issues were identified in a screening for potential equality impact of this report.

## **9. Consultation**

- 9.1** Head Teachers, Quality Improvement Officers and Team Leaders have been consulted with regarding the Professional Learning and Leadership Policy.

**9.2** Legal Services and the Section 95 Officer have been consulted in relation to the content of this report.

## **10. Strategic Assessment**

**10.1** This report reflects the Council's aspiration to improve life chances for children and young people which is one of the strategic priorities for 2012-2017.

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**Appendices:** Appendix 1 Professional Learning and Leadership Policy  
Appendix 2 Framework Model

**Links to** Teaching Scotland's Future  
The General Teaching Council for Scotland

**Background Paper:** LNCT Profession Update paper

**Wards Affected:** All wards