

**STRATEGIC BOARD FOR TEACHER EDUCATION – MEETING 18
MONDAY 14 SEPTEMBER**

Present:

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| Andy Drought | Scottish Government (Chair) |
| Scott Brand | Scottish Government (Secretary) |
| Anne Paterson | Regional Improvement Collaboratives (RIC) |
| Barbara Coupar | Scottish Catholic Education Service (SCES) |
| Barrie Sheppard | National Parents Forum Scotland |
| David Smith | Scottish Council of Deans of Education (SCDE) |
| Duncan Lawrie | Newly Qualified Teacher, Fife Council |
| Gillian Hamilton | Education Scotland |
| Jane Peckham | National Association of Schoolmasters/Union of Women Teachers (NASUWT) |
| Jim Thewliss | School Leaders Scotland (SLS) |
| Ken Muir | General Teaching Council for Scotland (GTCS) |
| Khadija Mohammed | University of the West of Scotland (UWS) |
| Lesley Whelan | Education Scotland |
| Michael Wood | Association of Directors of Education in Scotland (ADES) |
| Pauline Stephen | General Teaching Council for Scotland (GTCS) |
| Seamus Searson | Scottish Secondary Teachers' Association (SSTA) |
| Sharon McLellan | Association of Heads and Deputies in Scotland (AHDS) |
| Simon Cameron | Convention of Scottish Local Authorities (COSLA) |
| Susan Quinn | Educational Institute for Scotland |
| David Roy | Scottish Government |
| Stuart Robb | Scottish Government |

Welcome and Introductions

1. Andy Drought welcomed colleagues to the meeting and introduced David Smith to his first meeting as the new Chair of SCDE. Apologies were noted from Dougie Atkinson, Gillian Campbell-Thow, Margaret Lannon and Kirsty Elder
2. Andy Drought highlighted that two of the aims of this meeting were to:
 - re-establish the Board and get it to take stock of the position on key issues in teacher education in light of Covid-19;
 - discuss under item 10 on Future Agenda Items how we reintroduce our deep dive agenda.

Minute of previous meeting

3. The minutes of the meeting of 5 February 2020 were agreed as an accurate record. Andy Drought confirmed these would be published on the Scottish Government website, along with the supporting papers from that meeting.

Action point: Secretariat to publish minute of 5 February and associated supporting papers on the Scottish Government website.

Members' updates on impacts of Covid-19 and education recovery work (Oral update)

4. Andy Drought said that it was important to identify what the main issues for the Board are with regard to education recovery and invited Board members to provide some brief reflections on this.
5. Board members highlighted the following aspects of education recovery:-
 - SG announcement of £80 million of additional investment in education staff, sufficient for the recruitment of around 1,400 additional teachers and 200 support staff this year.
 - Guidance published from ERG Workstream 7 on Workforce Planning, which covers prioritising teachers who have not yet secured permanent employment, ensuring supply lists are up to date and GTCS work to contact individuals whose teacher registration has lapsed.
 - CLPL Support Package for Teachers has now been finalised by ERG Workstream 6.
 - Student Placement Guidance for the period to December 2020 was issued in June and is currently being updated to cover the full academic year and address issues of university tutor access to schools and potential local lockdowns.
 - Health and well-being support vital as teachers and senior leaders under additional pressures.

- Additional support in place from GTCS for probationer teachers in light of reduced placement time during ITE programmes.
- Partnership working is proving effective.
- There is a shared agreement of the importance of professional learning during this period. Education Scotland has moved the majority of their provision to online although some programmes will be suspended.
- Support for Headteachers is crucial and Education Scotland have prepared a paper for CERG to discuss this issue.
- Challenges around ensuring effective communications within the system. It was suggested that the GTCS Teaching Scotland magazine would be a way to share good practice and outline initiatives and vision. Education Scotland are also exploring issuing weekly communications to headteachers.
- Concerns from teachers about health and safety and inconsistent implementation of the guidance.
- Inconsistency in remote learning in terms of how it is provided and who delivers it. This was also an equity issue for learners.
- Remote learning is a time burden on teachers with physical packs being needed for pupils who do not have the necessary technology.
- The Universities Framework for Digital Literacies has now been published and this will complement the high priority being given to this area within ITE programmes.

6. Andy Drought acknowledged that there have been significant achievements although many challenges remain. This included effective communications within the system, preparedness for delivering remote learning, and opportunities for staff to engage with professional learning and be able to consider their health and well-being.

Action point: Gillian Hamilton to share CERG paper on Headteacher support with the Board.

Action point: Board members to send any contributions for Teaching Scotland Magazine to Ken Muir.

Career-long Professional Learning Support Package (SBTE/18/03)

7. David Roy introduced this paper. He said the CLPL support package formed part of a £1.5 million investment for teachers. The support package included:-

- Health and well-being in the form of reflective supervision that will be delivered by Place2Be and Bardardos;
- Coaching and mentoring
- Increased support for those who have completed their probationary year
- Columba 1400 Leadership Academies

8. These opportunities will be available after the October break with Columba retreats possibly available early in the new year. The ERG

Workstream 6 intend to issue a communication promoting this offer and the Group may meet again later in the year.

9. The coaching and mentoring offer is seen as an opportunity to integrate with the SAMEE programme for probationer teachers and extend the support available to them.

Action point: Education Scotland to work with Khadija Mohammed to ensure integration between the SAMEE programme and the coaching and mentoring offer.

Education Scotland Endorsement Process (SBTE/18/04)

10. Lesley Whelan introduced this item. She made the following points about the refreshed endorsement process:-

- 58 programmes have now been endorsed from local authorities, universities and independent providers.
- Endorsement is given for 5 years and regular engagement is maintained with providers during this period.
- Support given to organisations throughout process.
- Panel assess programmes against standards set by GTCS, Scottish Social Services Council and Community Learning and Development Standards Council.

11. Experience of the process from a Board member had been positive and a strong link to the Professional Learning model was clear throughout the process.

MyPL (SBTE/18/05)

12. Pauline Stephen gave a presentation on MyPL. She made the following points:-

- The initial aim was to provide an online profile accessible to all teachers and the scoping study showed varied local authority approaches which impacted on teachers' experiences.
- MyPL has been developed along with training support with nearly all teachers able to access it.
- 22 local authorities are using MyPL for Professional Update and Professional Review and Development which is giving a more consistent approach for the profession.
- The benefits over other systems include no cost to local authorities, ability for teachers to keep their records when transferring to a new authority and MyPL meets requirements for PU and PRD.

13. Intended further refinements to the system include:

- A tailored version for college lecturers.

- A co-ordinator dashboard to allow for secure PU data sharing.
- Health and well-being support.

14. Additional functionality requested from users includes a booking system, mobile app and management information to assist with strategic planning of professional learning.

15. It was noted that teachers need positive PRD experiences at this challenging time. There was also a link to the Education Scotland digital transformation project that needs to be made and a need to ensure clarity for teachers on where to go for professional learning support.

Action: SBTE Secretariat to arrange a discussion between SG, GTCS and ES on future development options for MyPL.

Masters (Level 11 learning) and Into Headship (Oral update)

16. David Roy said that the Scottish Government was investing £750,000 to support Masters-level learning for teachers through the Teacher Education Partnerships, the Royal Conservatoire Scotland and City and Guilds, who work with the EIS. Since 2011 over £6 million has been invested to the benefit of more than 6,300 teachers.

17. 245 teachers will participate in the Into Headship programme at a cost of £750,000. The split of participants between primary and secondary is now more appropriate to what the system requires. Into Headship has been funded by the SG since 2015 in preparation for the introduction of the mandatory requirement that teachers appointed to their first permanent headteacher post must hold the Standard for Headship. The mandatory requirement came into force on 1 August 2020. The connected In Headship programme has attracted 23 participants which is a likely reflection of the current pressures on headteachers.

18. Members asked for reassurance that participants reflected an even spread across the country. It was highlighted that many rural schools were not getting any applicants with the Standard for Headship.

Action point: David Roy to provide the Board with an analysis of Into Headship participants by local authority and convene a meeting with interested members to discuss this.

Work Plan & Action Tracker (SBTE/18/06 & 07)

Work Plan

20. Andy Drought asked members to send any comments on the Work Plan to the Secretariat and confirmed the action tracker would be updated following the meeting.

Future Agenda Items

21. Andy Drought said that he wanted to reintroduce our deep dive agenda agreed at the February meeting where the Board would consider cross cutting, strategic issues. The intention had been to focus on the issue of teacher education and rurality but he proposed that the immediate focus should now be on teacher education within the context of the Covid pandemic.

22. Board members asked that the paper consider:-

- Health and well-being
- School resilience/teacher workload
- Professional learning to support blended learning

23. Andy Drought said that future deep dives will look at teacher education in relation to rurality and issues in respect of Minority Ethnic teachers. . For the next meeting a draft paper would be circulated well in advance with relevant members invited to input to its development. In structural terms it will consider the themes of workforce planning, supporting additional teachers entering and returning to the profession and digital learning options for professional learning.

Action Point: Secretariat to develop and circulate paper on teacher education within the context of the Covid pandemic.

Date of future meetings

Members will be canvassed for a mid-November date for the next meeting of the Board.

Action point: Secretariat to confirm date of next meeting.

**SBTE Secretariat
September 2020**

Strategic Board for Teacher Education

Action Tracker (Meeting 18)

| No. | Action | Update | lead |
|------------|---|---------------|-------------|
| 1. | Secretariat to publish minute of 5 February meeting and associated supporting papers on the Scottish Government website. | | SB |
| 2. | Gillian Hamilton to share CERG paper on Headteacher support with the Board. | | SB |
| 3. | Board members to send any contributions for Teaching Scotland Magazine to Ken Muir. | | All |
| 4. | Education Scotland to discuss with Khadija Mohammed how to ensure integration between the SAMME programme and the coaching and mentoring offer. | | LW |
| 5. | SBTE Secretariat to arrange a discussion between SG, GTCS and ES on future development options for MyPL. | | SB |
| 6. | David Roy to provide the Board with an analysis of Into Headship participants by local authority and convene a meeting with interested members to discuss this. | | DR |
| 7. | Secretariat to develop and circulate paper on teacher education within the context of the Covid pandemic. | | SB |
| 8. | Secretariat to confirm date of next meeting. | | SB |