
Report To:	Policy & Resources Committee	Date:	12 August 2014
Report By:	Corporate Director Education, Communities & Organisational Development	Report No:	HR/14/14/AW
Contact Officer:	Steven McNab, Head of Organisational Development, Human Resources & Communications	Contact No:	Ext 2016
Subject:	Organisational Development Strategy 2013-2016 – Performance Review for Teachers		

1.0 PURPOSE

- 1.1 The purpose of this report is to update Members on the introduction of Professional Update for the teaching profession in Scotland and how this process which is designed to maintain and improve the quality of our teachers can be compared favourably with the Council's Performance Appraisal Scheme for Local Government Employees.

2.0 SUMMARY

- 2.1 The introduction of Professional Update for the teaching profession in Scotland comes into effect in August 2014. Teachers will be licensed to teach for 5 years at a time supported by a process of, amongst other things, annual updates.
- 2.2 The Council's Organisational Development Strategy 2013-2016 makes reference to the possibility of introducing performance appraisal for teachers via discussion with stakeholders including exploring the possibility of using the existing performance appraisal scheme in place for Local Government employees.
- 2.3 Professional Update is applicable across all 32 Council areas and there is no other Council intending to introduce any other performance measure for teachers at this time. Both our (informal) Local Negotiation Committee for Teachers and the Association for Directors of Education in Scotland have been approached and both groups are satisfied that Professional Update is a robust process which supports Teachers' performance and development.

3.0 RECOMMENDATIONS

- 3.1 It is recommended that the Professional Update scheme is recognised as a form of performance appraisal for teachers, which translates to all Council employees being covered by an appraisal process from August 2014.
- 3.2 It is recommended that an assessment of Professional Update is carried out in 2016 by which time the process has been running for two academic years.

- 3.3 It is recommended that the Professional Update be reported on annually in the same fashion as Performance Appraisal, which is as a Key Performance Indicator.

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Corporate Director Education, Communities
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4.0 BACKGROUND

- 4.1 The Organisational Development Strategy 2013-2016 includes under Theme 1, Organisational Development, the topic Performance Appraisal for Teachers. The target set was to explore the possibility by 2015.
- 4.2 The Scottish Parliament approved the Public Services Reform (General Teaching Council for Scotland) Order 2011 which set out the Government's plans for the granting of independent status to the General Teaching Council for Scotland (GTCS) from April 2012. As part of this legislation (Section 31), the Government placed the GTCS under a duty to introduce a scheme of re-accreditation for teachers.
- 4.3 GTCS has adopted the title *Professional Update* for the process described by the Government as "re- accreditation". The key focus is on maintaining and improving the quality of Scotland's teacher workforce. The scheme comes into effect in August 2014 - teachers will be licensed to teach for 5 years at a time, supported by annual reviews.
- 4.4 Education Services established a working group to develop the Council's approach and a GTCS validation visit in May complemented our approach. Professional Update represents a significant event for the teaching profession and was the subject of a report to the Education & Communities Committee on 6 May 2014.
- 4.5 The Council introduced performance appraisal to Local Government Employees in 2010 with a view to considering how and when such a scheme could be applied to Teachers. The introduction of Professional Update from August 2014 is considered appropriate to meet the objective of having all Council employees covered by an appraisal process.

5.0 PROPOSALS

- 5.1 It is proposed to consider that Professional Update is a scheme which replicates the Council's Performance Appraisal process, therefore, there is no value in also introducing the LGE performance appraisal system for teachers.
- 5.2 It is proposed to re-assess Professional Update in 2016 at which time it will have been operational for two years – 2014/2015 and 2015/2016 – thus providing a foundation to evaluate it.
- 5.3 It is proposed that the Professional Update be reported on annually in the same fashion as Performance Appraisal, which is as a Key Performance Indicator.

6.0 IMPLICATIONS

Finance

- 6.1 There are no financial implications as a result of this report.

Financial Implications:

One off Costs – not applicable

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings) – not applicable

Cost Centre	Budget Heading	With Effect from	Annual Net Impact £000	Virement From (If Applicable)	Other Comments
N/A					

Legal

- 6.2 There are no legal considerations to be aware of.

Human Resources

- 6.3 Professional Update is a positive development introducing as it does a form of performance appraisal.

Equalities

- 6.4 Has an Equality Impact Assessment been carried out?

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YES

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NO - This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required.

Repopulation

- 6.5 Ensuring that our young people receive a high quality of education is an important factor in our attempts to positively promote the area.

7.0 CONSULTATIONS

- 7.1 The Trades Unions have been consulted in relation to Professional Update and they fully endorse the Council's approach outlined in the report.

8.0 CONCLUSIONS

- 8.1 Professional Update is a significant development and one which requires a period of time to settle in, after which a proper assessment of its impact can be conducted.

9.0 LIST OF BACKGROUND PAPERS

- 9.1 Organisational Development Strategy 2013 – 16.