

TEACHER PANEL

INDEPENDENT PANEL ON CAREER PATHWAYS FOR TEACHERS

Purpose

1. This paper provides Panel members with an update on the work of the independent panel on career pathways for teachers. Panel members are invited to consider the content of this paper and offer their views.

Background

2. The importance of ensuring that teaching remains an attractive career option for all new graduates, and for all individuals considering a career change into teaching, is well recognised. It is also vital that teachers and headteachers are both retained within the profession and enthused about their role in delivering high quality education experiences for Scotland's young people.
3. The Extended Joint Chairs of the Scottish Negotiating Committee for Teachers (SNCT) set up an independent panel to consider the design and development of career pathway models for teachers and headteachers, reporting its recommendations back to the SNCT to consider implementation.
4. The Panel, chaired by Moyra Boland, Deputy Head of the School of Education at the University of Glasgow, was established in June 2018 comprising all key stakeholders in Scotland, ensuring that all parties with an invested interest in Scotland's teachers and headteachers would have a voice in the development of this work.

Work of the Panel

5. To enable the development of different and exciting careers in teaching, the Panel has engaged widely with the teaching profession in Scotland. The key objective of this work was to ensure that new pathways provide better opportunities for those in the profession to diversify their career and act to support high quality teaching and learning, whilst helping to deliver excellent education outcomes for pupils.
6. The Panel used a range of methods to gather information to support the development of career pathways, including consideration of a Literature Review, which was specifically commissioned for this purpose; stakeholder engagement events; surveys of all teaching staff registered with the General Teaching Council of Scotland (GTCS); stakeholder surveys; and the consideration of various policy documents.

Recommendations

7. The key principles emerging for the recommendations are opportunity, support and recognition.

8. The panel is currently reviewing its draft recommendations and will submit the recommendations to the SNCT on 30 May.

Learning Directorate
March 2019