

**STRATEGIC BOARD FOR TEACHER EDUCATION – MEETING 14
WEDNESDAY 22 MAY 2019 – COMMITTEE ROOM 1, DUNDEE CITY
COUNCIL**

Present:

Clare Hicks	Scottish Government (Chair)
Scott Brand	Scottish Government (Secretary)
Sharon McLellan	AHDS
Eddie Follan	COSLA
Gillian Hamilton	Education Scotland
Susan Quinn	Educational Institute for Scotland
Gillian Campbell-Thow	Glasgow City Council
Kirsty Elder	ITE Student
Barrie Sheppard	NPFS
Duncan Lawrie	Probationer Teacher
Jim Thewliss	School Leaders Scotland
Barbara Coupar	Scottish Catholic Education Service
David Roy	Scottish Government
Kevin Hanlon	Scottish Government
Seamus Searson	Scottish Secondary Teachers' Association
Anne Paterson	Argyll & Bute Council
Maxine Booth	Aberdeenshire Council
Pamela Nesbitt	Dundee City Council (Observer)
Iris Thomson	Dundee City Council (Observer)

Welcome and Introductions

1. Clare Hicks thanked Pamela Nesbitt and Iris Thomson for Dundee City Council kindly agreeing to host the meeting.
2. The Board welcomed Gillian Campbell-Thow representing Gaelic interests and Eddie Follan to their first meeting. Claire Hicks said that a BME representative will be identified to serve on the Board before the next meeting. Also in attendance were Anne Paterson and Maxine Booth to present details on the Northern Alliance support for newly registered teachers.
3. Apologies were received from Dougie Atkinson, Andrew Griffiths, Ken Muir, Margaret Lannon, Jane Peckham, Ian Rivers and Michael Wood.

Minute of previous meeting

4. The minutes of the meeting of 13 February 2019 were agreed as accurate. These will be made available on the [Scottish Government website](#) along with the agenda and supporting papers for the meeting.

Action: Secretariat to publish minute of 13 February meeting on the Scottish Government website along with agenda and papers for 22 May meeting.

Update on Early Phase Career of Newly Qualified Teachers sub-group

5. Kevin Hanlon said that following the SBTE meeting on 13 February a sub-group had been formed to consider how newly registered teachers are supported to develop their skills following completion of Initial Teacher Education (ITE). An open invitation to join the sub-group had been issued to SBTE members and this was reiterated. The sub-group will be chaired by Carrie Lindsay, Executive Director of Education and Children's Services and Regional Improvement Collaborative (RIC) lead for the South East Alliance and will call on expertise where necessary.

6. The first meeting has taken place at which a remit was agreed and a work plan scoped. The sub-group acknowledged that ITE did not have the capacity to cover additional skills and knowledge and that probationers are experiencing variable levels of support during their time on the Teacher Induction Scheme and Flexible Route. Phase 1 of the sub-group's work will be to gather baseline information from key stakeholders by the end of November. This will involve using established networks, gathering available data and drawing on a synopsis of evidence that had been prepared for the sub-group. Phase 2 will involve the SBTE translating this evidence into action.

Action point – Duncan Lawrie to be added to the membership of the sub-group.

Action point – Sub-group to share work plan with SBTE once finalised.

Northern Alliance support for new ITE graduates in the probation year

8. Maxine Booth and Anne Paterson from the Northern Alliance presented on the challenges in building teacher agency in rural areas. The Northern Alliance has 51% of the rural schools in Scotland and low pupil numbers have led to shared headships and composite classes.

9. Research had been undertaken with NQTs in Argyll & Bute Council to understand how newly qualified teachers can gain the relevant experience to allow them to become highly effective teachers within a rural setting. This revealed that current placement and previous life experience are the key determinants in people committing to a teaching career in rural settings. A number of alternative routes into teaching are also supporting people in rural

areas to train as teachers. The NQTs reported that colleague support is the main positive influence whilst in post with isolation and lack of opportunities to exercise agency being the biggest negative influences. Many NQTs preference is to work in larger schools within rural settings to experience greater collegiate working and professional learning. More generally, the availability and cost of accommodation was highlighted as an issue in rural areas as well as the opportunities for social interaction.

10. The Board highlighted the importance of the Early Phase Career of NQTs sub-group considering the challenges faced by teachers in rural areas. The effectiveness of the Teacher Induction Scheme preference waiver in meeting the needs of rural communities was also raised, as was the possibility of all ITE students experiencing rural schools on placement given the logistical challenges this would present.

Action point – Secretariat to establish the reasons for there being a difference in preference waiver payment by sector.

Action point – Early Phase Career of NQTs sub-group to consider the challenges faced and support needed by teachers in rural settings.

Action point – Early Phase Career of NQTs sub-group to consider the effectiveness of the Teacher Induction Scheme as part of its remit.

Education Scotland (ES) – Building Coherence & Supporting System Change Professional Association offer

11. Gillian Hamilton gave a presentation on ES' work to improve the professional learning offer to teachers. ES are ensuring curriculum materials take full account of new approaches to professional learning and are developing and delivering programmes in partnership with others, connecting with the Inspection Teams to ensure sharing of data to help planning of programmes and adding system leadership to their suite of programmes. They are also working with professional learning providers to develop an endorsement process for professional learning.

12. In terms of a communications strategy for this work Gillian Hamilton confirmed that ES are using their expanded team of lead specialists to communicate with RICs and local authority leads on a regional basis. They also use the ES Newsletter and prospectus which are sent to all schools to promote the strategy and are planning a series of regional events to create an awareness and understanding of the offer.

Action point – Secretariat to circulate power point presentation

Action point – Education Scotland to present enhanced leadership offer at future meeting of SBTE

Professional Association offer

13. Susan Quinn introduced the paper and in doing so confirmed that professional learning is at the heart of what the EIS offer to members. They seek to compliment rather than duplicate what Education Scotland are offering through the organising and delivery of events. The EIS also have strong links with City & Guilds and Tapestry who deliver masters learning; and have action research grants of £500 available to teachers. They are also working with the Scottish Government on the ISTP commitments (i.e. joint approach to system wide culture of teacher agency; supporting the role of the early level of CfE; and ensuring a career in teaching is a trusted, attractive, highly qualified and varied career) and will update the Board on progress at a future meeting. It was acknowledged that much of the offer was for events in the central belt and the need for remote access to conferences was noted. The Board agreed that a partnership approach to delivery of provision was an important feature of a successful professional learning offer to teachers.

Action point – Susan Quinn to update the SBTE at a future meeting on progress in the delivery of ISTP 2019 commitments

Update on Masters Working Group

14. Gillian Hamilton said that the Working Group had decided to pursue the development of guidance rather than updating the Masters Framework itself. Given the Framework was not being used for credit transfer, the guidance will aim to clarify masters learning to ITE students, probationers and teachers.

15. One particular issue that has been identified is the need to clarify the terminology used in describing both masters learning and masters level-learning. The view of the working group is that although other providers have high-quality offerings, it should only be provision accredited at SCQF level 11 that is recognised as masters learning.

16. Another issue the Working Group has raised is the disparity in the number of SCQF level 11 credits currently available within ITE programmes, which range between 10 and 180 credits. Universities are also seeing an increasing number of students delay undertaking their probation year until they have gained their full master's degree. This means that teachers are entering the profession at different stages and in some cases are being faced with the unwelcome decision of delaying employment in their pursuit of a masters qualification.

17. It was suggested that there should be enough support in the early phase career of NQTs to complete a masters and for research time to be given to probationer teachers. It was pointed out that any extension of the probationer period and/or research time to complete masters may cause capacity issues within the system.

18. The issue of credit transfer between institutions continues to be a challenge for teachers. The Board expressed the view that universities should

do more to accommodate teachers transferring credit given in many cases these have been supported through the use of public funds.

Action point – Education Scotland to bring masters guidance to the SBTE in September.

Action point – Early Phase Career of NTQs sub-group to consider how teachers build on masters credit awarded at ITE.

Update on changes to the Scottish Learning Festival

19. Gillian Hamilton said that Education Scotland had received 370 applications for 106 available presentation slots. SBTE have secured a slot (to focus on the Early Phase Career of Newly Registered Teachers) along with the Curriculum Assessment Board and the Education and Skills Committee. The Deputy First Minister will also jointly present with the EIS on the ISTP 2019 commitments. Day 1 of the event will run into the evening to allow teachers who are not able to be released from school to attend. Key note speakers will also be filmed and this footage will be made available on-line.

Work Plan & Action Tracker

Work Plan

20. Clare Hicks confirmed the action tracker and work plan were up-to-date. No issues raised by members.

AOB

21. None raised.

Agenda for Next Meeting

22. Items under consideration for the next meeting include:-

- Report from the Independent Panel on Career Pathways for Teachers
- Enhanced Leadership Support Package for teachers
- Education Scotland Professional Learning offer for teachers
- Student Placement System
- Interim Review/Evaluation of alternative routes
- Recruitment Campaigns

23. Members were asked to submit any items they wanted considered for future meetings with the Secretariat.

Date of future meetings

24. The next meeting is scheduled for Wednesday 11 September at 10.00 am at Victoria Quay, Edinburgh. The following meeting is scheduled for Thursday 28 November at 10.00 am. Venue to still be decided.

**SBTE Secretariat
June 2019**

Strategic Board for Teacher Education

Action Tracker (Meeting 14)

No.	Action	Update	lead
1.	Secretariat to publish minute of 13 February meeting and agenda and supporting papers for 22 May meeting on the Scottish Government website		SB
2.	Duncan Lawrie to be added to the membership of the sub-group		KH
3.	Early Phase Career of NQTs Sub-group to share work plan with SBTE once finalised		KH
4.	Secretariat to establish the reasons for there being a difference in preference wavier payment by sector		SB
5.	Early Phase Career of NQTs sub-group to consider the challenges faced and support needed by teachers in rural settings.		KH
6.	Early Phase Career of NQTs sub-group to consider the effectiveness of the Teacher Induction Scheme as part of its remit		KH
7.	Secretariat to circulate Education Scotland power point presentation on Building Coherence and Supporting System Change		SB
8.	Education Scotland to present enhanced leadership offer at future meeting of SBTE		GH
10.	Susan Quinn to update the SBTE at a future meeting on progress in the delivery of ISTP 2019 commitments		SQ
11.	Education Scotland to bring masters guidance to the SBTE in September		GH
12.	Early Phase Career of NTQs sub-group to consider how teachers build on masters credit awarded at ITE		KH