

Report

Report to:	Education Resources Committee
Date of Meeting:	9 November 2021
Report by:	Executive Director (Education Resources)

Subject:	Professional Learning - School Leadership
----------	--

1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ Provide an update on school leadership development during session 2020/2021 and to advise on the next steps to meet the drivers in the National Improvement Framework.

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the work being undertaken to implement legislation around the new Standard for Headship, be noted;
- (2) that the work being undertaken to provide and signpost professional learning opportunities for leaders at all levels, be noted; and
- (3) that the planned progress relating to the supporting Leadership and Professional, Review and Development (PRD) and Professional Update (PU) taking place in all schools in line with the newly produced GTCS Standards be noted.

3. Background

- 3.1. Effective leadership has been and will continue to be fundamental to education recovery. Professional learning is a cornerstone of our aim to deliver high quality learning and teaching designed to meet the needs of individual learners.
- 3.2. A key priority for Education Resources is to support colleagues on their leadership journey and to work in partnership with Education Scotland and the West Partnership on this to develop a comprehensive range of professional learning programmes. These programmes are currently being delivered remotely. Professional learning online has proven to be successful and to allow for better collaboration and the sharing of good practice.

4. Leadership Programmes - SLC

- 4.1. Into Headship programme run in conjunction with Education Scotland. This professional programme is designed for aspiring school leaders to enable them to attain the Standard for Headship. The CQIS continues to support staff in participating in professional development and learning programmes.

- 4.2. Recruitment to the Into Headship programme is coordinated and recruited through local authorities.
- 4.3. For the duration of the programme, candidates are allocated a Head Teacher mentor who provides support and guidance and shares professional experiences.
- 4.4. Upon completion of the programme, assignments assessed by Strathclyde University, go through a professional verification process by SLC colleagues.
- ◆ SLC's current position re Into Headship (with current SLC data):
 - ◆ 47 colleagues have completed Into Headship
 - ◆ 15 of the 47 are secondary depute head teachers
 - ◆ 1 Acting HT ASN
 - ◆ 17 of the 47 are primary colleagues who were already or are now substantive head teachers
 - ◆ Currently 12 colleagues are on the Into Headship 2021 programme
- 4.5. Other programmes run in conjunction with Education Scotland (with current SLC involvement) include
- ◆ Into Headship
 - ◆ 1 secondary colleague completed
 - ◆ 1 secondary colleague embarking
 - ◆ Towards Headship
 - ◆ 4 secondary colleagues completed, 1 SMPS completed
 - ◆ 2 primary colleagues and 1 secondary colleague embarking
 - ◆ Excellence in Headship
 - ◆ 1 secondary HT, 1 primary HT on new stretch programme
 - ◆ Jan 2021 intake – 2 primary HTs, 1 ASN HT
 - ◆ April 2021 intake – 2 secondary HTs, 7 primary HTs
- 4.6. *West Partnership Offer*
West Partnership is the collaboration of eight local authorities, including South Lanarkshire, who created a shared vision to promote equity, excellence and empowerment across the partnership.
- 4.7. There are eight 'workstreams' within the West Partnership. Each of the workstreams have a clear link to the West Partnership vision, identifying how, through their actions, they will contribute to achieving Equity, Excellence and Empowerment. The Leadership workstream, attended by a South Lanarkshire Council Officer, offers programmes such as:
- ◆ Thinking about Headship,
 - ◆ Executive Coaching,
 - ◆ Hexagon Coaching and
 - ◆ Learning Sets.

South Lanarkshire Education Resources have representation on all programmes.

- 4.8. South Lanarkshire Council – Head Teacher Induction Programme

An ongoing programme of professional learning for new and substantive Head Teachers is offered by Education Resources officers. There are currently 16 staff enrolled. Programme detailed in Appendix 1.

- 4.9. This year there has also been the opportunity to establish a Leadership programme working in partnership with the Diocese to support Catholic Leadership. The roll out of these opportunities are currently still under discussion.

5. Changes to legislation for Head Teacher Recruitment

- 5.1. A Working Group on Head Teacher recruitment was established in 2016 to take forward actions in response to the Association of Directors of Education in Scotland (ADES)'s report on the recruitment of headteachers in Scotland.
- 5.2. The Group, chaired jointly by the Convention of Scottish Local Authorities (COSLA) and Scottish Government, brought together partners from across the education sector. Decisions were made regarding the recruitment and retention of Head Teachers including career pathways and preparation for Headship.
- 5.3. Into Headship is now accepted and recognised as the key step on the educational pathway to becoming a headteacher. The position of Into Headship is further underpinned by the Scottish Government's decision to make it a legislative requirement for new headteachers to hold the Standard for Headship (acquired via the Into Headship programme) from 2020.

6. New GTCS Standards 2021

- 6.1. GTC Scotland maintains a suite of Professional Standards for Teachers which are underpinned by the themes of Learning for Sustainability, Professional Values and Leadership.
- 6.2. The Professional Standards for Scotland's Teachers describe teacher professionalism in Scotland. Refreshed and restructured Professional Standards were enacted on 2 August 2021.
- 6.3. Professional Learning on the new GTC Standards was delivered via online sessions in May 2021. This provided information and updates to Head Teachers and CPD Co-ordinators for dissemination to all staff in preparation for August 2021.

7. Masters Level Programmes

- 7.1. This academic session we are currently funding 23 teachers from Primary and Secondary sectors across the Authority to undertake Masters Level learning. Funding was sought by aspiring leaders along with existing senior leaders continuing their CLPL journey.

8. Newly Qualified Teacher CLPL

- 8.1. There is an extensive CLPL programme for Newly Qualified Teachers. Last year, due to COVID related restrictions this continues to be carried out online. The programme is constantly reviewed and new current national/local priorities sessions are added. Further details on the CLPL are detailed in Appendix 2.
- 8.2. The CLPL offer was extended this session to include Early Years who were teachers who were re-deployed to the Primary sector as part of a targeted professional learning support package.

9. Professional Update/Professional Review and Development

- 9.1. The GTC Revalidation Panel Meetings took place during February and March 2020. South Lanarkshire Council Officers shared the programme to date offered to education colleagues at this panel. Evidence was triangulated through positive discussions with focus groups.
- 9.2. Key strengths and effective practice was highlighted by the GTCS
- 9.3. Recommendations were also made, all of which are currently being progressed.
- 9.4. Due to Covid-19, the process of implementing recommendations was suspended, but the plans are now scheduled to be presented at the next JNCC in December. Once approved at the JNCC the new guidelines will be launched to schools and coaching offered to provide consistency and coherence.
- 9.5. Appendix 3 details the new guidance and supporting documentation.

10. Next Steps

- 10.1. Education Resources will continue to support education professionals to make a difference in the classroom, school, wider community through access to a wide range of professional learning and leadership opportunities. Our focus will continue to be on promoting and Support Leadership during session 2021/2022. Working in partnership with Education Scotland and through the West Partnership the aim is to support our workforce across early years, primary and secondary setting to training and development opportunities that are designed to improve outcomes for all learners.

11. Employee Implications

- 11.1. None

12. Financial Implications

- 12.1. Financial implications are provided by Scottish Government.

13. Climate Change, Sustainability and Environmental Implications

- 13.1. There are no implications for climate change, sustainability or the environment in terms of the information contained within this report.

14. Other Implications

- 14.1. There are no risk implications in terms of the information contained in this report.

15. Equality Impact Assessment and Consultation Arrangements

- 15.1. This report does not present a new strategy, policy or plan and is therefore not subject to equality impact assessment.
- 15.2. There was no requirement to undertake any formal consultation in terms of the information contained within this report.

Tony McDaid
Executive Director (Education Resources)

19 October 2021

Link(s) to Council Objectives/Values/Ambitions

- Improve achievement, raise educational attainment and support lifelong learning

Previous References

None

List of Background Papers

None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

Carole McKenzie, Head of Education (School Improvement)

Ext: 4468 (Tel: 01698 454468)

E-mail: carole.mckenzie@southlanarkshire.gov.uk