

**STRATEGIC BOARD FOR TEACHER EDUCATION – MEETING 12
TUESDAY 11 DECEMBER 2018 – EIS OFFICES, EDINBURGH**

Present:

Clare Hicks	Scottish Government (Chair)
Scott Brand	Scottish Government (Secretary)
Sharon McLellan	AHDS
Kathy Cameron	COSLA
Gillian Hamilton	Education Scotland
Susan Quinn	Educational Institute for Scotland
Ken Muir	General Teaching Council for Scotland
Ellen Doherty	General Teaching Council for Scotland
Fiona Downey	Glasgow City Council
Tara Lillis	NASUWT
Barrie Sheppard	NPFS
Duncan Lawrie	Probationer Teacher
Andy Griffiths	Regional Improvement Collaboratives
Barbara Coupar	Scottish Catholic Education Service
Ian Rivers	Scottish Council of Deans of Education
David Roy	Scottish Government
Kevin Hanlon	Scottish Government
Stephanie Walsh	Scottish Government
Tracey McRae	Scottish Government
Seamus Searson	Scottish Secondary Teachers' Association
Aileen Kennedy	University of Edinburgh
Mark Carver	University of Edinburgh
Catherine Whitley	University of Strathclyde

Welcome and Introductions

1. Clare Hicks thanked Susan Quinn for EIS agreeing to host the meeting.
2. The Board welcomed Ian Rivers, Sharon McLellan and Duncan Lawrie to their first meeting and Tara Lillis who was substituting for Jane Peckham.
3. Apologies were received from Dougie Atkinson, Kirsty Elder, Margaret Lannon, Jim Thewliss and Michael Wood.

Minute of previous meeting

4. The minutes of the meeting of 12 September 2018 were agreed as being accurate. These will be made available on the Scottish Government website <https://beta.gov.scot/groups/strategic-board-for-teacher-education/>

Action: Secretariat to publish minute of 12 September 2018 meeting

Measuring Quality in Initial Teacher Education (MQuITE)

5. Clare Hicks introduced this agenda item by highlighting the increased focus on the quality of Initial Teacher Education (ITE) programmes and very specifically how they supported teachers to be reflective practitioners, committed to improving and developing over the course of their careers. Clare introduced Aileen Kennedy (Principal Investigator) and Mark Carver (Research Assistant) from the University of Edinburgh to provide an overview of the MQuITE project and some of the emerging findings from their baseline study.
6. Aileen Kennedy confirmed that the MQuITE project will run for six years (tracking graduates over a five year period) supported by all eleven ITE universities in Scotland and the General Teaching Council for Scotland (GTCS). It is designed to be developmental in nature and to secure a sound base for the study of quality in ITE in its initial phases and then in supporting newly qualified teachers in subsequent years. The project aims are to help identify strengths, target resources and build capacity and knowledge across the sector.
7. Mark Carver provided an overview of the early findings from the baseline survey by confirming that, overall, the university staff, school staff and students surveyed were all relatively positive about ITE graduates preparedness to teach.
8. The Board suggested the following areas of focus for the project going forward:
 - quality of the university experience
 - consistency between the university programmes
 - policy add-ons to ITE programmes
 - placement patterns
 - effective practice for partnerships
 - quality of support from mentors.
9. The Project Team were asked if the data was showing any correlation between programme entry requirements and preparedness. Aileen Kennedy said that this is something the project can track through longitudinal data. An ask was made for BME to be identified within the tracked cohort and the Project Team confirmed this should be possible from the demographics being measured.
10. Clare Hicks confirmed that an overview of progress with the project will be included within the work plan and further updates to SBTE would continue.

Action: Secretariat to ensure future MQuITE updates are included within the SBTE work plan

Enhanced Leadership Support Package for Headteachers

11. Gillian Hamilton introduced this paper. Gillian confirmed that Education Scotland with its national remit for professional learning have been tasked with providing an enhanced leadership support package. The aim is to enhance the Framework for Educational Leadership and the associated suite of programmes. Following engagement with headteachers a number of areas have been identified as potentially benefiting from additional professional learning opportunities. Examples include leading curriculum design and enabling an empowering culture. There will also be a need to ensure the implications of the independent panel on career pathways for teachers are covered.
12. It was noted that new programmes should align with current and future Professional Standards. The Board made the following suggestions for consideration to ensure that proposed new ways of working are supported:
 - collegiate management arrangements
 - fair work convention
 - collaboration with other schools
 - identifying leadership in others
 - links to other systems and industry
13. Gillian confirmed the new programmes would in many cases be modules or masterclasses embedded in the existing Excellence In Headship programme. Delivery models more generally will also be looked at, in order to support teachers' attendance at events.
14. Clare Hicks summed up by confirming that Education Scotland will consider all the points raised when developing the support package, which they aimed to have in place from August 2019. The Board will receive an update on this later in the year

Action: Education Scotland to update Board on progress and Secretariat to add this to the Workplan

Student Placement System

15. Kevin Hanlon introduced this paper. Kevin confirmed that it represented the culmination of a great deal of work on the part of the Student Placement Management Group (SPMG) in evaluating the student placement system (SPS) and set out the key actions that will be taken to both improve the functionality of the SPS and positively impact on user interaction with the system itself.
16. Kevin expressed his thanks to Ellen Doherty, Fiona Downey and Catherine Whitley for their input to the review process and

acknowledged the instrumental role each had played in shaping and informing the actions to be taken.

17. Each then provided an overview of their roles within the SPS partnership and importantly their support for the actions as outlined in the paper. General discussion then followed, including the issues of schools being able to opt-out particularly when capacity may not support a quality student experience; the need to ensure relevant information on placement patterns is available given that students come from different universities and programmes; and an ask for necessary SPS paperwork in support of system administration to be harmonised, wherever possible. It was agreed these would be considered when taking forward next steps.
18. Clare Hicks thanked the SPMG working group for all their efforts.

Action: Kathy Cameron to explore feasibility of presentation being given to COSLA Children and Young People Board on both MQUTE and outcome of SPS review and next steps.

SPMG to provide update to SBTE on impact of the SPS review outcomes at the September 2019 meeting

Masters Framework for Teachers

19. Gillian Hamilton confirmed that the Short-Life Working Group on Professional Learning had recommended the Masters Framework be revised and that a group has been established to take this work forward. At their first meeting the following areas were identified for further consideration:
 - availability and funding of Professional Learning opportunities at Masters level;
 - language and understanding on what masters level means;
 - transferability of masters credits between institutions.
20. The final bullet was recognised as being particularly challenging but important. Transferability was already an issue for participants on the Headship programme with three elements from potentially different providers making up the qualification. ITE students also require clarity at the start of their journey.

Action: A discussion paper to be tabled by Education Scotland at a future meeting of SBTE to agree next steps.

Work Plan & Action Tracker

Work Plan

21. Members were asked to consider if the Board's work plan should cover other areas and projects.
22. Further clarification was asked for regarding action point 4 re: the International Summit on the Teaching Profession (ISTP), which includes a commitment to *"jointly build upon our work on the Tackling Bureaucracy reports, reinforcing key messages and encouraging practical implementation, in order to free up space to enhance learning and teaching"*. The action plan has progress as being on track and it was agreed to give the Board a more detailed update.

Action: Board members to suggest any additional items for inclusion in the SBTE work plan

Secretariat to circulate an update on the ISTP action to the Board

AOB

Independent Panel on Career Pathways for Teachers

23. David Roy updated the Board on progress with this area of work. David said the Independent Panel had met four times and would meet again before the end of the year. They had undertaken a large consultation exercise which had included meetings with over 300 organisations and the delivery of six regional events, along with over 3,700 written responses from organisations and individuals.
24. The next stage will be to make recommendations to the SNCT. The deadline for doing so has been extended until February 2019. The point was made that this was an important area of work that would have long term implications for the teacher workforce.

Action: The Board to discuss the recommendations from the Independent Panel on Career Pathways for Teachers at the February 2019 meeting.

National Improvement Framework 2018

25. David Roy informed the Board that the 2019 National Improvement Framework had been published, and touched on the improvement actions as they relate to the School Leadership and Teacher Professionalism drivers.
26. In terms of the report:-
 - HM Inspectorate were ranking most schools as good or better for leadership.
 - introduction of the Headteachers' Charter is a new activity

- the Enhanced Leadership Support Package for Headteachers is a new activity.
27. On Teacher Professionalism the report includes data from the GTCS that indicates teachers are highly committed to their professional learning and have an interest in masters level learning. New activities include expanding the Framework for Educational Leadership so it includes the new model of professional learning along with the refreshed Standards for Registration.

Annual Pupil and Teacher Census Results

28. Clare Hicks confirmed the annual Pupil and Teacher Census results had been published. It showed an increase in the total teaching workforce of 546 to 51,138 in Scottish publicly funded schools, with the pupil/teacher ratio remaining the same at 13.6.

Teacher and Headteacher Recruitment Campaign

29. Stephanie Walsh presented a paper on the Teacher and Headteacher Recruitment Campaign. Stephanie made the following points:-
- the focus on the Teacher Recruitment Campaign which launched in February 2017, is to encourage 3rd and 4th year university students into PGDEs in STEM and English.
 - this is a digitally led campaign including social media which is considered to be more effective than a TV campaign for the target audience
 - activity is planned for early in the new Year and will include bespoke events at several universities
 - impact was difficult to track but applications and intakes had increased in 2018 compared with 2017
 - the Headteacher Campaign launched in September and links to the forthcoming requirement to hold the Standard for Headship before appointment to first Headteacher post.
30. The Recruitment Team would manage the events at Universities but the need for school-based teachers to support them was made.
31. A campaign to recruit outwith Scotland is being developed. The issue of visas for teachers coming from outwith the EU who had studied in Scotland was raised. The link to the impact of Brexit and the need to know what new arrangements would be put in place for visas was noted. The Board agreed to discuss this further at their next meeting and Ken Muir agreed to share a GTCS Council paper on contingency arrangements in place for a no deal Brexit.

Action: SG to develop a paper on Brexit implications for teacher recruitment at the next meeting

Secretariat to circulate the GTCS paper on Brexit preparations

Agenda for Next Meeting

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

- Career Pathways
- Brexit implications for teacher recruitment
- Policy pressures on ITE and links to the probationer year

Date of future meetings

33. The next meeting is scheduled for Wednesday 13 February at 10.00 am in the SSTA Offices, West End House, 14 West End Place, Edinburgh EH11 2ED.

**SBTE Secretariat
January 2019**

Strategic Board for Teacher Education

Action Tracker (Meeting 12)

No.	Action	Update	lead
1.	Secretariat to publish minute of 12 September 2018 meeting		SB
2.	Secretariat to ensure future MQulTE updates are included within the SBTE work plan		SB
3.	Kathy Cameron to explore feasibility of presentation being given to COSLA Children and Young People Board on MQulTE and outcome of SPS review and next steps.		KC
4.	Education Scotland to update Board on progress with the Enhanced Leadership Support Package for Headteachers		GH
5.	Secretariat to add Enhanced Leadership Support Package for Headteachers to the Workplan		SB
6.	SPMG to provide update to SBTE on impact of review outcomes at the September 2019 meeting		KH
7.	A discussion paper on the Masters Framework to be tabled by Education Scotland at a future meeting of SBTE to agree next steps.		GH
8.	Board members to suggest any additional items for inclusion in the SBTE work plan		All
9.	Secretariat to circulate an update on the ISTP action to the Board about Tackling Bureaucracy		SB
10.	Board to discuss the recommendations from the Independent Panel on Career		DR

	Pathways for Teachers at the February 2019 meeting.		
11.	SG to develop a paper on Brexit implications for teacher recruitment at the next meeting		SB
12.	Secretariat to circulate the GTCS paper on Brexit preparations		SB