

General Teaching Council for Wales

Presentation to the Education and Lifelong Learning Committee

24th April 2002

John Andrews – Chairman

Gary Brace – Chief Executive

CONTEXT

- Council came into being in September 2000
- teacher recognition
- relations with LEAs, teacher unions and associations and ITET providers
- support from Assembly

OUR OBJECTIVES

Objective 1: to provide an independent, representative and authoritative voice for the profession on teaching issues;

Objective 2: to raise the status of teaching as a profession;

Objective 3: to maintain and promote the highest standards of professional conduct and practice;

Objective 4: to provide efficient, effective and robust finance, personnel and administrative systems that support the deliver of the Council's objectives

KEY ACHIEVEMENTS

REGULATORY FUNCTIONS

- registered 38,200 qualified teachers including 1,700 newly qualified teachers in September 2001;
- agreed the first Professional Code for Teachers in Wales;
- agreed *Disciplinary Procedures & Rules* for dealing with cases of serious professional misconduct or incompetence and investigated a small number of cases.

ADVISORY FUNCTIONS

- developed first stage of advice to the Assembly on continuing professional development (CPD) of teachers – "*Continuing Professional Development: An entitlement for all*";
- administered £1.2m funding to pilot and evaluate approaches to individually focused CPD, Sept 2001 – March 2002. 1,400 individual teachers from over a quarter of Wales' schools have benefited;

- surveyed all secondary schools regarding recruitment issues. 73% response rate and outcomes and recommendations reported to Assembly in December 2001;
- published first Digest of Statistics from the Register showing gender and age profile of the profession;
- responded on behalf of profession to Assembly consultations on early professional development, performance management, teachers' accelerated development scheme, secondary school performance tables and *The Learning Country*

FUTURE WORK

(Corporate Plan 2002-05, Operational Plan 2002-03)

Key areas of work:

- develop and submit further advice on implementation of the CPD entitlement for all teachers, including funding, accreditation, role of ITET;
- administer £5million programme to continue to pilot and evaluate CPD with 4000 individual teachers & schools, April 2002 – March 2003;

- survey recruitment and retention issues in primary & secondary schools and develop advice on strategies and solutions by March 2003;
- continue to maintain and develop the Register as an accurate source of information including the publication of annual Statistics Digests;
- contribute to development of new induction and early professional development programme for new teachers;

- administer Council's disciplinary functions with fairness and according to set procedures;

- plan for implementation of aspects of current Education Bill which may confer further responsibilities on GTCW;
- continue to develop internal policies which provide for an efficient organisation which values individuals including achieving "*Investors in People*" status.

KEY ISSUES

CPD

- "Principles of entitlement" need to be turned into a practical reality by early agreement on the CPD framework and entitlement;
- performance management will increase the demand for CPD opportunities and sufficient new resources will be required;

- entitlement to individually focused CPD for all teachers backed by sufficient resources by September 2003, including appropriate funding mechanism;
- systematic addressing of issues so that a fully implemented system can be in place by 2007.

Recruitment

- need for focus on strategies and solutions, taken forward by all partners – Assembly, Government, ELWa, HEFCW, TTA, HEIs, LEAs, unions, Estyn & GTCW
- focus of the Assembly School Census survey – how can it be extended to get wider quantitative data on recruitment to posts in schools?

KEY ISSUES

Registration

- registration of teachers with PGCE (FE), given the 14–19 continuum and new funding arrangements for 6th forms