

MINUTES OF THE EARLY PHASE CAREER OF NEWLY REGISTERED TEACHERS SUB-GROUP – FRIDAY 10 MAY 2019, VICTORIA QUAY, EDINBURGH

Present:

Carrie Lindsay	Fife Council (Chair)
Scott Brand	Scottish Government (Acting Secretary)
Sharon McLellan	AHDS
Susan Quinn	Educational Institute for Scotland
Lesley Walker	Education Scotland
Ken Muir	General Teaching Council for Scotland
Neil Taylor	SCDE
Jim Thewliss	School Leaders Scotland
Seamus Searson	Scottish Secondary Teachers' Association
David Roy	Scottish Government
Kevin Hanlon	Scottish Government

Welcome and Introductions

1. The Chair asked the group to introduce themselves and to give an indication of their interest in this area.
2. Apologies were received from Barbara Coupar, Andy Griffiths, Fearghal Kelly, Anne Paterson, Barrie Sheppard, Stephanie Walsh and Helen Reid (Secretary).

Role and Remit of the Group

3. The draft remit was outlined to the group and the work programme was presented as forming two phases - phase 1 will identify what additional support is required pre/post probation through working with key stakeholders; and phase 2 will consider how these findings should be addressed. Phase 1 to be completed by December 2019.
4. The Group noted that phase 1 included presenting to the Scottish Education Council (SEC) in June. Discussion followed on the purpose of this approach. It was agreed that given the importance of this work it was necessary to ensure the SEC was sighted on and had the opportunity to comment on the approach being taken by the group, which in turn will formally report to the SBTE.
5. It was agreed to reword the aims of the work programme as they were considered to be too restrictive.

Action – Secretariat to revise description of work programme phases within the remit to take into account the views of the group.

Membership

6. The group discussed widening membership to ensure the necessary expertise was available. It was felt that the group needed to be kept to a manageable size to ensure it remained strategic in focus and it was therefore agreed that expertise should be drawn upon where and when necessary to assist with the phase one scoping work.

7. Ken Muir said that he wanted to bring Elaine Napier, GTCS Manager for Early Career Phase, into the group to draw on her experience. The group were agreeable to that and left it to Ken to decide who will represent GTCS at particular meetings.

8. There was agreement that the group needed to hear the different range of experiences probationers were having. It was agreed that the group should devise ways to capture a wide range of probationers' views and those who had recently completed the probationer period. This should include asking what probationers expect from TIS. This could be through the staff associations who were willing to run surveys and focus groups. Education Scotland also had access to teachers who had completed probation and were now on the teacher leadership programme. It was also stated that the ADES HR Personnel Network will have valuable views on this area of work and that there is likely to be a different experience in each of the 32 local authorities.

9. The Measuring Quality in Initial Teacher Education (MQuITE) project was recognised as another source of valuable information that the group could use. The group were also interested in the ERASMUS project that was considering the distance learning experience.

Action – Secretariat to develop a list of colleagues/organisations to engage with

Synopsis of available evidence on the Quality of Newly Qualified Teachers

10. The paper aimed to summarise a range of research from various organisations. Some of the available data in this area is drawn from substantial pieces of work such as Teaching Scotland's Future and others were relatively small surveys that capture a range of views. This research had also been carried out at different times over a nine year period. The paper summarised findings into four themes:-

- Resilience and well-being
- Theory into practice
- Level of preparedness
- Teacher Induction scheme (TIS) and post TIS.

11. The group discussed the paper and the need to guard against unqualified statements and anecdotal evidence and dig deeper into the issues to avoid the risk of changing what is working effectively. The group agreed the

synopsis identified the areas that need to be scoped further such as probationer resilience and coaching and mentoring. It was felt more information was needed on the current system such as Initial Teacher Education (ITE) retrievals, TIS extensions and teacher retention following the probationer year.

12. The group discussed the role of mentoring. The Department for Education are planning a package of structured support for early career teachers and mentoring is a major factor of this. It was highlighted that many class teachers were not trained in observation and this limited the support they could give to probationer teachers. The group agreed that there is a need to better understand how the resources given as part of TIS are being used by schools and if it is allowing mentors to be allocated time for their complex role. The GTCS meet probationer managers on a regular basis and are content to explore these issues with them.

13. The issue was raised if we needed to include ITE in the scoping exercise as this was linked directly to the probationer year. It was noted that there is currently research into ITE such as MQuITE and the Self-Evaluation Framework that will produce evidence that the group can use. Within the current parameters and timescales it was not considered realistic to extend into ITE and the group agreed to focus on the post ITE phase. This did not stop the group from highlighting issues that they find with ITE.

14. The group discussed in detail the information that could be gathered for the phases of the work programme. This was:-

Phase 1

- Data on probationer retention (from GTCS and Scottish Government from teacher survey)
- Support for mentors and quality of mentoring (Probationer Manager Network and CLPL Network)
- Local authority support for probationers (Probationer Managers Network)
- Views of mentors (Probationer Managers Network)
- Views on structure and resourcing of TIS (Probation Managers Network/ADES HR)
- Analysis of coaching support in Department for Education's Early Career Framework (Scottish Government)
- Probationers and Newly Registered Teachers views (focus groups)

Work Plan and next steps

15. The group agreed that there are four areas of work that can be developed into a plan. These are:-

- What data collection is needed
- What groups do we need to engage with (e.g. ADES HR, MQuITE, Probationer Managers' Network, Probationers and Newly Registered Teachers)

- Reflections on the Teaching in Scotland Report in terms of where we have got to with its vision
- What do we want to ask probationers and other stakeholders

16. The group agreed that there was a need to engage with stakeholders before the summer break. Therefore, the Scottish Government will agree the draft work plan with the group by email as soon as possible. The SG were asked to consider using Office 365 or another type of sharing software that made group working on documents easier.

17. The group agreed to develop a proposal for the SBTE meeting on 11 September. In order to meet that deadline members will need to take on the tasks of meeting with the various groups. The group should also invite relevant experts to meetings where appropriate.

Action: Secretariat to develop a work plan based on the agreed four areas and circulate to group

Action: Secretariat to consider what electronic tools should be used to allow group to develop documents

Date of future meetings

18. It was agreed that the group will meet every six weeks up to the end of the calendar year.

Action: Secretariat to poll members for future meeting dates.

**SBTE Secretariat
May 2019**

Early Phase Career of Newly Registered Teachers

Action Tracker (Meeting 1)

No.	Action	Update	lead
1.	Secretariat to revise description of work programme phases with the remit to take into account the views of the group.		SG
2.	Secretariat to develop a list of colleagues/organisations to engage with		SG
3.	Secretariat to develop a work plan based on the agreed four areas and circulate to group		SG
4.	Secretariat to consider what electronic tools should be used to allow group to develop documents		SG
5.	Secretariat to poll members for future meeting dates		SG