

**MINUTES OF THE MEETING OF THE EARLY PHASE CAREER OF NEWLY REGISTERED TEACHERS SUB-GROUP – 1PM - WEDNESDAY 11 SEPTEMBER 2019, VICTORIA QUAY, EDINBURGH**

**Present:**

Carrie Lindsay	Fife Council (Chair)
Sharon McLellan	AHDS
Anne Paterson	Argyll and Bute Council (RIC Representative)
Barbara Coupar	SCES
Eddie Follan	COSLA
Susan Quinn	Educational Institute for Scotland
Elaine Napier	GTCS
Duncan Lawrie	Madras College
Tara Lillis	NASWT
Barrie Sheppard	NPFS
Neil Taylor	SCDE
Jim Thewliss	School Leaders Scotland
Seamus Searson	Scottish Secondary Teachers' Association
David Roy	Scottish Government
Kevin Hanlon	Scottish Government
Stephanie Walsh	Scottish Government
Fearghal Kelly	Scottish Government
Helen Reid	Scottish Government (Secretary)

**Welcome and Introductions**

1. Carrie Lindsay welcomed everyone to the second meeting of the sub group.

**Previous minutes & Matters arising**

2. The minutes of the 10 May 2019 meeting were agreed as an accurate record. Carrie confirmed the note of the meeting and supporting papers will be made available online via the Scottish Government website. Helen Reid then updated the group on progress made against each of the actions as follows:

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

Comments had been received from Neil Taylor, Lesley Walker and Susan Quinn and were now reflected, where appropriate, in the work plan for the group.

**b. Secretariat to develop a list of colleagues/organisations to engage with**

This detail is now listed in the "Who" column of the workplan. Eddie Follan also asked that COSLA was added alongside Professional Associations in relation to determining how resources allocated to support mentoring on the TIS are being allocated to and used by schools.

**c. Secretariat to develop a work plan**

Completed. Paper tabled at meeting.

**d. Secretariat to consider what electronic tools should be used to allow group to develop documents**

Scottish Government are discussing this with colleagues. Likely approach will be to create a discussion forum within GLOW that will allow group members to access, review and edit papers. Further details to follow.

**e. Secretariat to poll members for future meeting dates**

Completed. Future meeting dates confirmed.

**Update on meeting with Scottish Education Council (SEC)– 25 June 2019 (Paper EPCG/02/02)**

3. David Roy introduced the paper, which had been tabled at the meeting of the Scottish Education Council on 25 June. The paper explains that a sub group of SBTE had been formed to consider how newly registered teachers can be better supported to develop their knowledge and pedagogical skills during the early phase of their teaching careers. David confirmed that the Council welcomed the project, that it represented a challenging task and that it would be important to ensure learnings from the Measuring Quality in Initial Teacher Education (MQuITE) research project is used to inform the group's ongoing programme of work.

4. Carrie raised the possibility that once the Early Phase Career Group had completed their work, there may be a requirement to consider the linkages with ITE. All agreed to keep this under review.

**Overview of the Teacher Induction Scheme (TIS) and current challenges – EPCG/02/03**

5. Stephanie Walsh introduced the paper, which presented an overview of the TIS and the key issues that were impacting on the allocation of probationers, especially in rural areas. The issues included:

- a reduction in places being offered by local authorities
- an increase in probationers choosing the Flexible Route (FR)
- a shift in numbers of probationers selecting local authorities in the West of Scotland
- reduction in the number of probationers choosing the Preference Waiver Payment (PWP) option
- a mismatch in the subjects being offered by universities versus current workforce requirements
- variation in the coaching and mentoring support being offered to probationers
- local authorities using probationers to fill vacancies

A general discussion by the group followed and it was agreed we shall ensure these issues are explored further, alongside the findings from the survey of post probation teachers to be issued on 25 September.

**Draft Questionnaire aimed at post probation teachers entering years 2-5 of their teaching career (EPCG/02/04)**

6. Kevin Hanlon introduced the questionnaire explaining that it was focused on providing a current baseline of evidence on the views of teachers in years 2-5 of their post probation teaching careers; and had been informed by surveys used in the Measuring Quality in Initial Teacher Education (MQUTE) project and the Programme for International Student Assessment (PISA) 2018 Teacher Questionnaire.

7. Kevin confirmed the construct had also been shaped by views from a range of interests including a sample number of probation managers, the GTCS and SG policy colleagues; and emphasised that it would be accompanied by an explanatory narrative detailing the rationale, background etc. that could be used by group members to encourage completion of the survey through their own communication channels.

8. The group discussed each question in turn and agreed amends as necessary.

**Action Point**

**Scottish Government to re-draft questionnaire with all comments and to issue to the Group, along with the accompanying narrative**

9. Kevin confirmed that the formal launch of the survey would be at Scottish Learning Festival on 25 September, where he and Carrie were co-presenting a seminar on the work of the group. Responses will be asked for by 6 November and emerging findings should be available for the next Group meeting on 11 November.

**Information paper on Measuring Quality in ITE and the self-evaluation framework (EPCG/02/05)**

10. Kevin introduced this item by explaining that it presented an overview of the work currently being taken forward to consider the quality of ITE provision. This includes the MQUTE project, ITE self-evaluation framework and the focus on recruitment and retention to ITE programmes by the SG Teacher Education and Leadership Unit.

**AOB**

11. No issues were raised.

**Date of next meeting**

12. It was agreed that given we will not have the results of the questionnaire for the next planned meeting on 25 October, we should cancel and meet again on **11 November 2019 at Victoria Quay in Edinburgh.**