

EAST AYRSHIRE COUNCIL

**EAST AYRSHIRE COUNCIL JOINT NEGOTIATING
COMMITTEE FOR TEACHING STAFF - 23 OCTOBER 2002**

**CONTINUING PROFESSIONAL DEVELOPMENT FOR PROBATIONER TEACHERS IN THE
INDUCTION YEAR**

Report by Director of Educational and Social Services

1. PURPOSE

- 1.1** To seek agreement on a framework for continuing professional development (CPD) for probationer teachers in their induction year.

2. BACKGROUND

- 2.1** "A Teaching Profession for the 21st Century" (known widely as the "McCrone Agreement") included provision for professional development of probationer teachers:

"All probationers should be guaranteed a one-year training contract with a maximum class commitment of 0.7 FTE, the remaining time available for professional development. Probation will be limited to one year and permanent employment restricted to fully registered teachers." (Para 4.1)

- 2.2** A separate local agreement covers the CPD of fully registered teachers, advisers, psychologists and music instructors.

3. SCOPE

- 3.1** This agreement relates to teachers who have not yet achieved the standard for full registration and who are engaged on a one year training contract within the terms of Para 4.1 of the national agreement.

4. FEATURES OF CPD FOR PROBATIONERS IN EAST AYRSHIRE

- 4.1** The length of the working year for probationer teachers will be 195 days.
- 4.2** The general conditions covering CPD for probationers are set out in the documents issued by the General Teaching Council for Scotland in June 2002. It is proposed that this GTCS scheme and its successors should be adopted as the basis for the contractual obligation for probationers together with the conditions set out in the following paragraphs.
- 4.3** All probationer teachers will participate in continuing professional development.

4.4 The CPD plan for probationers will have the following features in addition to the scheme provided by the General Teaching Council for Scotland:

- in addition to the CPD activities identified as part of the normal working week (the 0.3FTE element) there will be additional activities and tasks. These will be determined in discussion and agreement with the member of staff responsible for supervising the probationary period. They will be reasonably expected to be overtaken in no more than 35 hours, or for session 2002/2003, no more than 25 hours
- where a member of staff is employed on a part-time or job share basis, a pro-rata element of the annual obligation will apply
- probationers will have access to the CPD available to other members of staff, with the exception of Chartered Teacher courses and the Scottish Qualification for Headship. However, the main focus of CPD for probationers will be the achievement of the Standard for Full Registration
- applications for general CPD programmes will only be endorsed by the headteacher if there is a shared confidence that targets associated with the Standard for Full Registration are being achieved

4.5 Where a dispute arises the system of resolution will be the same as that identified in the arrangements for Continuing Professional Development for fully registered teachers.

5. RECOMMENDATIONS

It is recommended that Members agree that:

- (i) this agreement covers all probationer teachers on their induction year; and
- (ii) the joint secretaries should circulate this paper to all educational establishments and services.

John Mulgrew
Director of Educational and Social Services

GRS/GRS
14 October 2002

LIST OF BACKGROUND PAPERS

1. A Teaching Profession for the 21st Century.
2. SNCT 15: National Teacher Induction Scheme 2002/2003: Terms of Training Agreement.

Members requiring further information should contact Graham Short, Head of Schools, (01563-576089).

IMPLEMENTATION OFFICER: GRAHAM SHORT