**Scottish Professional Learning Network**

**7th October 2020**

**Feedback on DRAFT Refreshed Professional Standards 2020**

**Facilitators: Aileen Kennedy and Jacqueline Morley**

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| **Question 1**Is the structure, language and content of the Professional Standards 2021 coherent, clear and usable?    |
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| **Question 2**How well do the Professional Standards 2021 articulate what it means to be a teacher in Scotland?    |
| * Aileen MacKay– easier to evidence, articulate and exemplify. Help hold professional conversations more coherently. Good mix between aspiration and reality. Reflects depth of knowledge of folk who draft these. They seem much clearer when looking at meaningful usage.
* Steph – previously came across as cold and detached – reshaped introduction – having kindness in it helps to make them feel less detached.
* Iain – made more user friendly – if to become real and relevant for everyday usage have to reflect values. Will only know once in the hands of teachers. Not seen before as connected to practice other than PRD etc, now need to find meaningful opportunities to integrate into everyday practice.
* How do we get to processes where we can talk openly with teachers who will use them… get to sense that they are ‘all of ours’
* Don’t think teachers feel ownership of the Standards, in current year these could get left behind… so real need to engage, giving people chance to look at them. This could be a really opportunity.
* Need to sensitive & mindful of wellbeing. Need to feel ownership not ‘done to us’ - needs to be of value
* Aileen K - In terms of ITE, have come at a good time as working with less of a physical presence in schools. To be able to use as the basis for a more generative conversation. If student feel they are meaningful then a chance for teacher to grow with them. Because of Covid given student teachers more responsibility giving equal engagement – chat pane response to this - Stephanie Peat -I think it depends how the standards are used- are they used for performative reasons or developmental? this could likely vary depending on context and who is having the conversation Sonia Little - Coaching is so important but again this depends on the quality of the coach and the relationships they have with their staff.
* Hazel – re Pauline inspired re aspirational nature – speakers spoke of being proud to be teachers. Language that used though out we should be proud, in role supporting probationers used every day to support conversations.
* Fearghal - Engagement – it’s been a journey of engagement from every 5 years to every year – there has been a lot of progress and they are used well and frequently in many areas.
* Aileen K -What part of the ‘words’ are the Standard? - the headlines – don’t obsess over the illustrations we can get clearer view of what it means to be a teacher. Different perhaps in ITE as it is the bones of it. Use the high level statements to make access and use easier. Chat pane response Iain -Absolutely agree Aileen - without 'dumbing the standards down' people need a simpler signpost to what the themes around the standards are, to enable teachers an opportunity to personify what the values are.
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| **Question 3**What help is needed to support the enactment of Professional Standards 2021 as central to teacher professional learning and development?  |
| * Asking what else in meaningful to you as a teacher, what else drives you
* in terms of giving control and ownership over to teachers I like the emphasis on criticality. Especially when it comes to examining professional beliefs, values and attitudes.
* Kim - I'm just reading the professional values section closely for the first time, and I think these are a really powerful, persuasive message to teachers - they begin with teachers own wellbeing, and I don't know that that's ever been made explicit before. As a practitioner, I find that reassuring. Reading the remainder of the values - who \*wouldn't\* want to be that person? It's really inspiring. Out of interest, is there any scope to encourage time at in-service days this year to be given over for staff to look at these?
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from Fearghal Kelly to everyone in session: 11:54 AM

Worth mentioning you can see (and compare) the Standards without the illustrations in a nice this interactive online version: <https://www.gtcs.org.uk/professional-standards/Standards-2021.aspx>

from Iain McDermott to everyone in session: 11:57 AM

Should we be talking less about 'meeting the standard' and more about 'being the standard?' We are not going to get meaningful engagement if we use as a gate post ‘once a year’