

REPORT TO: Education Committee

MEETING DATE: 18 September 2012

BY: Executive Director (Services for People)

SUBJECT: Probationer Teacher Support Programme

1 PURPOSE

- 1.1 To demonstrate how East Lothian Council is committed to ensuring the highest quality of support is available to Probationer Teachers allocated to the authority.
- 1.2 The Directorate wishes to ensure that Probationers become high quality, sought after teachers, who secure employment at the end of their Induction year.

2 RECOMMENDATIONS

- 2.1 The Committee is asked to note:-
 - i. The robust Probationer Programme in place should continue to be updated on an annual basis to take into account changes in the curriculum and also include any relevant recommendations as a result of the Donaldson review which sets out the findings of the review of Teacher Education in Scotland.
 - ii. As part of the ongoing training programme the authority should continue to invest in training experienced teachers to carry out the role of Probationer Supporter in our schools.
 - iii. In East Lothian we should continue to provide our Probationers with a high quality teaching experience with a view to this being the building block for them moving on to a solid teaching career in either East Lothian or another Local Authority.
 - iv. Probationers should continue to be equipped with the necessary tools required to enable them to be best placed to secure teaching posts at the end of their Probationary year.

3 BACKGROUND

- 3.1 The Teacher Induction Scheme was introduced in 2002 as part of the McCrone Report, "A Teaching Profession for the 21st Century". This guarantees Probationer Teacher's a one-year training post, guaranteed support in school and from the employer together with guaranteed access to professional development.
- 3.2 All Probationers are given access to an experienced teacher otherwise referred to as "Supporter." They are also provided with opportunities for self-evaluation to assist them in becoming reflective practitioners.
- 3.3 Each Probationer is required to teach for 0.8 (18 hours per week) with the remaining 0.2 (4.5 hours) being allocated to continuing professional development (CPD).
- 3.4 Central support is available to Probationers via the Local Authority Probation Manager who works closely with Probationers, Supporters and Head Teachers to ensure that each Probationer is progressing satisfactorily towards achieving Full Registration otherwise referred to as "The Standard for Full Registration" (SFR). In addition, regular Progress Reports are sought for individual Probationer's and additional support provided where necessary.
- 3.5 The annual Probationer Programme (devised by the Council's Local Authority Probationer Manager) has been quality assured by colleagues at the General Teaching Council Scotland (GTCS), and has been described as an excellent resource that covers a comprehensive range of recommended CPD courses covering the areas newly qualified teachers require to develop in, in order to meet full registration at the end of their Probationary year. Colleagues in neighbouring authorities and previous Probationers have also commented on the high standard of CPD that East Lothian provides to Probationers.
- 3.6 Feedback has indicated that providing a robust training programme ensures Probationers are well equipped to apply for jobs on completion of their Probationary year. This is evidenced by the high calibre of Probationers who move on to permanent/temporary posts within the authority at the end of their Induction year. This transparent approach to recruitment and retention allows us to retain teachers with whom we have had the privilege in supporting throughout their Probationary year. Those not securing posts with East Lothian Council often go on to gain teaching posts elsewhere as a result of the robust training programme they experienced during their Probationary year.
- 3.7 Almost all Probationers entering the Induction Scheme achieve Full Registration. A very small number withdraw from the Scheme due to personal circumstances.

- 3.8 The proportion of Probationers allocated to East Lothian has dropped in recent years. Full details are provided in Appendix A which also gives an indication of the number going on to secure full-time permanent/temporary teaching posts on completion of their Probationary year. It is only possible to make reference to Probationers who have been allocated to East Lothian as there is no recording system in place to identify ex-Probationers from other Local Authorities.
- 3.9 There has been a variation in the number of male teachers allocated to East Lothian in the last 5 years.

4 POLICY IMPLICATIONS

- 4.1 None

5 EQUALITIES IMPACT ASSESSMENT

- 5.1 This report is not applicable to the well being of equalities group and an Equalities Impact Assessment is not required.

6 RESOURCE IMPLICATIONS

- 6.1 Financial – None
- 6.2 Personnel – None
- 6.3 Other – None

7 BACKGROUND PAPERS

- 7.1 Information re Employment Status of Probationers including Gender (Appendix A).

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NUMBER OF PROBATIONERS ALLOCATED TO AUTHORITY

Year	Total Probationers	Primary	Male	Female	Secondary	Male	Female
2008-2009	86	46	7	39	40	12	28
2009-2010	82	50	4	46	32	11	21
2010-2011	95	51	3	48	44	13	31
2011-2012	63	19	1	18	44	14	30
2012-2013	57	22	6	16	35	12	23

PROBATIONERS EMPLOYED BY EAST LOTHIAN ON COMPLETION OF THEIR PROBATIONARY YEAR (Information provided by HR)

School Session*	Total Securing Jobs (Perm & Temp) posts	Total Joining Supply List	Male (Total)	Female (Total)
2008/2009	30	13	10	33
2009/2010	13	2	1	14
2010/2011	22	2	5	19
2011/2012	21	21	6	36
2012/2013	16	14	4	26

*Session refers to the session following Probationary year. Sector breakdown not available. The figures above relate to the position at the beginning of August each session when limited information is available.

PROBATIONERS EMPLOYED OUTWITH EAST LOTHIAN COUNCIL ON COMPLETION OF THEIR PROBATIONARY YEAR

(Information provided by Probationers)

	Total Securing Jobs outwith ELC (Perm & Temp)	Other(non-teaching posts)	Male (Total)	Female (Total)
2010-2011	30	3	4	29
2011-2012	12	4	3	13
2012-2013	24	3	7	20

****Please note that it has not been possible to track the Career Paths of all Probationers.**