



Teacher Professionalism: Our Way of Being

What makes a PROFESSIONAL TEACHER?



BRAIN

An enquiring mind, always keen to reflect and review what you, your colleagues and the system does. Always learning, always developing.



VOICE

Speaking up for what is best for the learner. Engaging in professional dialogue and sharing good practice.



HEART

An ongoing passion to improve practice and the outcomes for learners. A love of teaching and the lasting impact it can have on society.



SKIN

A thick skin, which provides an innate ability to shake off set backs and use these as an inspiration to accelerate your own development.



HANDS

Hands-on experience of what works and what doesn't work, shaped in to systematic processes that can make real impact in the classroom and beyond.



LEGS

Always leading your own development and the development of those around you. Exploring new and different ways to improve everything you do.



FEET

Everything you do is grounded in a clear set of Professional Standards, which are designed to provide a framework that drives educational professionalism.

Excellent Education

Network and nourish

Improved skills for learning, life and work

Strong Families

A prevention and intervention continuum

Increased safety and wellbeing

Healthy Communities

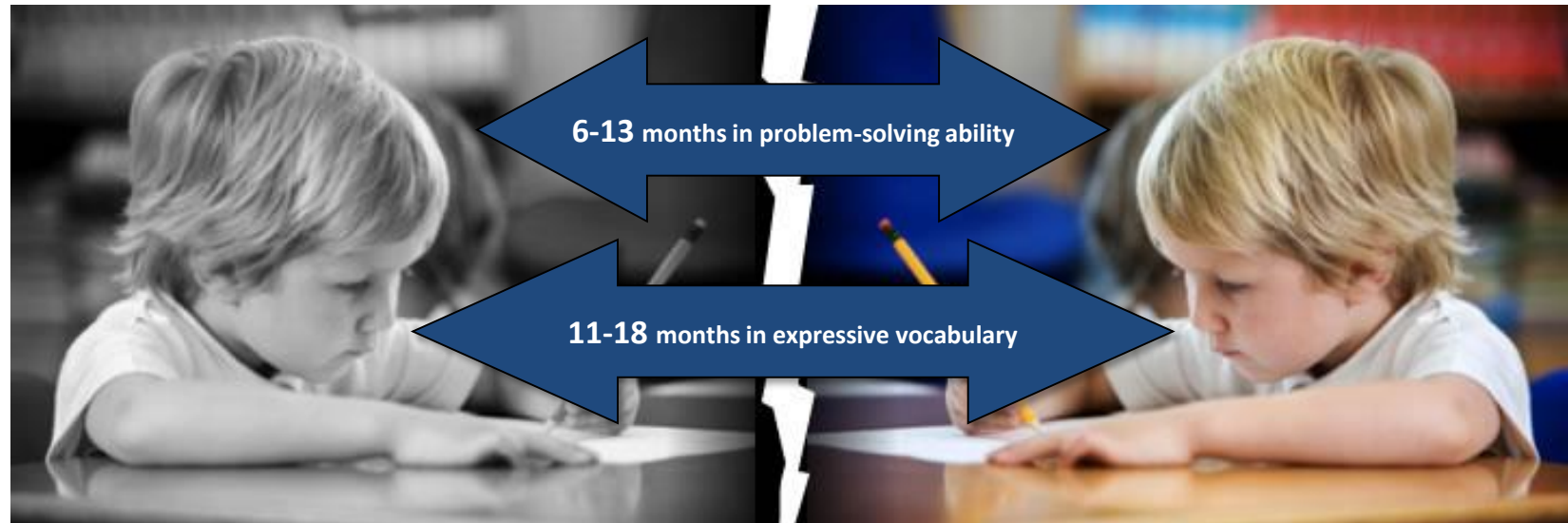
Partnership and place-based approaches

Enhanced social cohesion and healthy lifestyles

Challenges for the Scottish Education System

- What should students in schools learn to prepare them for life in an increasingly complex and changing world?
- How should teacher education programmes prepare student teachers?
- What is the role and purpose of the teacher and education leaders in a world defined by change, complexity, fluidity and uncertainty?
- How should teachers teach; what should they assess; and how should success be measured?
- How do we ensure teachers and leaders have the space, time and support to engage in professional learning that will continuously deliver quality learning?
- How do we design a curriculum that is sufficiently flexible to meet the needs of all learners in an ever-changing world?

In Scotland today, at age 5, the gap between children from the most advantaged and most disadvantaged families is already:

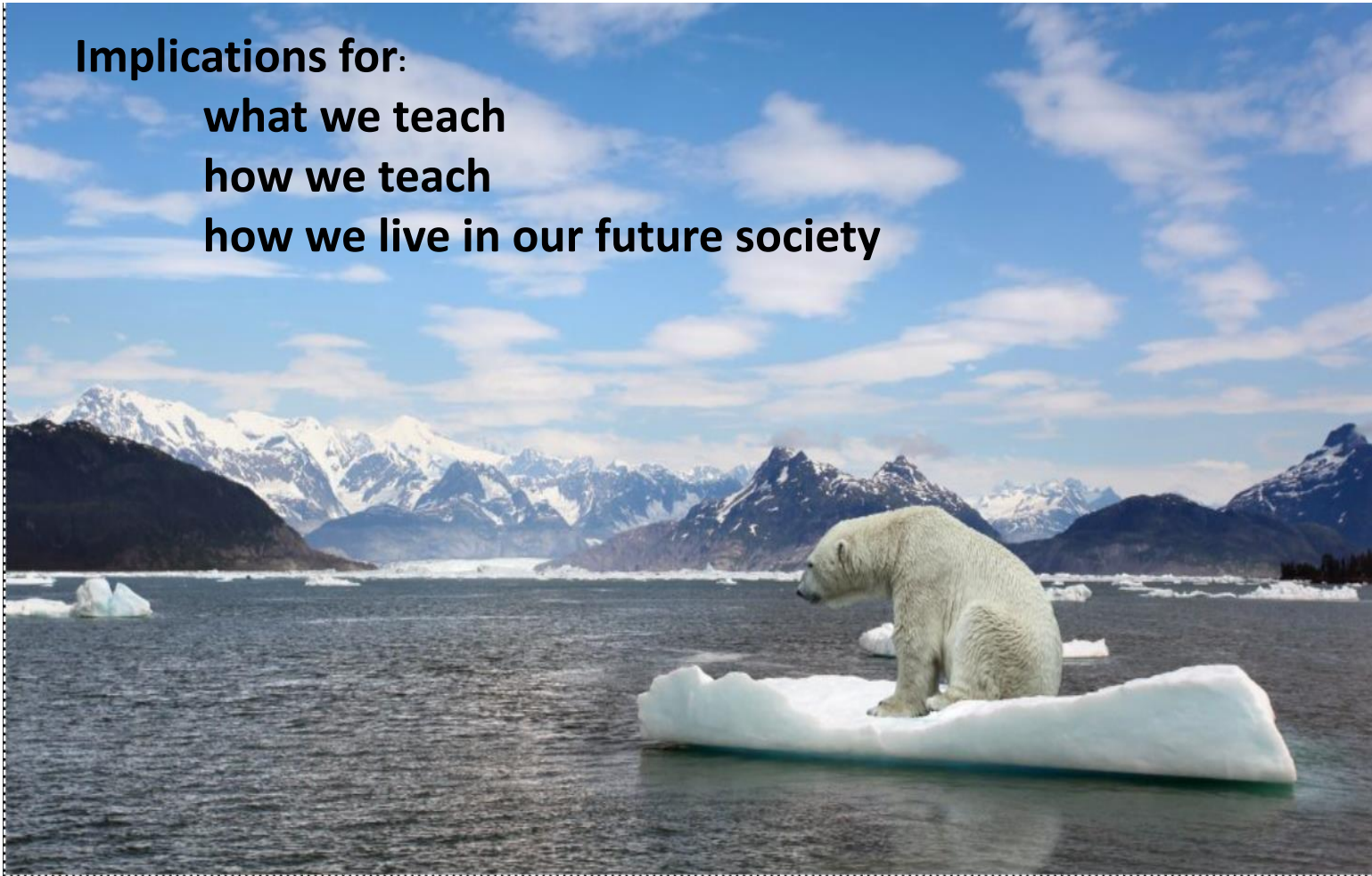


Source: Bradshaw, P. (2011) Growing Up in Scotland (2011) Changes in child cognitive ability in the pre-school years Edinburgh; Scottish Government

Climate Change



Implications for:
what we teach
how we teach
how we live in our future society



Aspirations & Reality



Mind the (implementation) gap

Action Barriers

Inertia

Fear

Apathy

Self-doubt

Isolation

Action Catalysts

Urgency

Hope

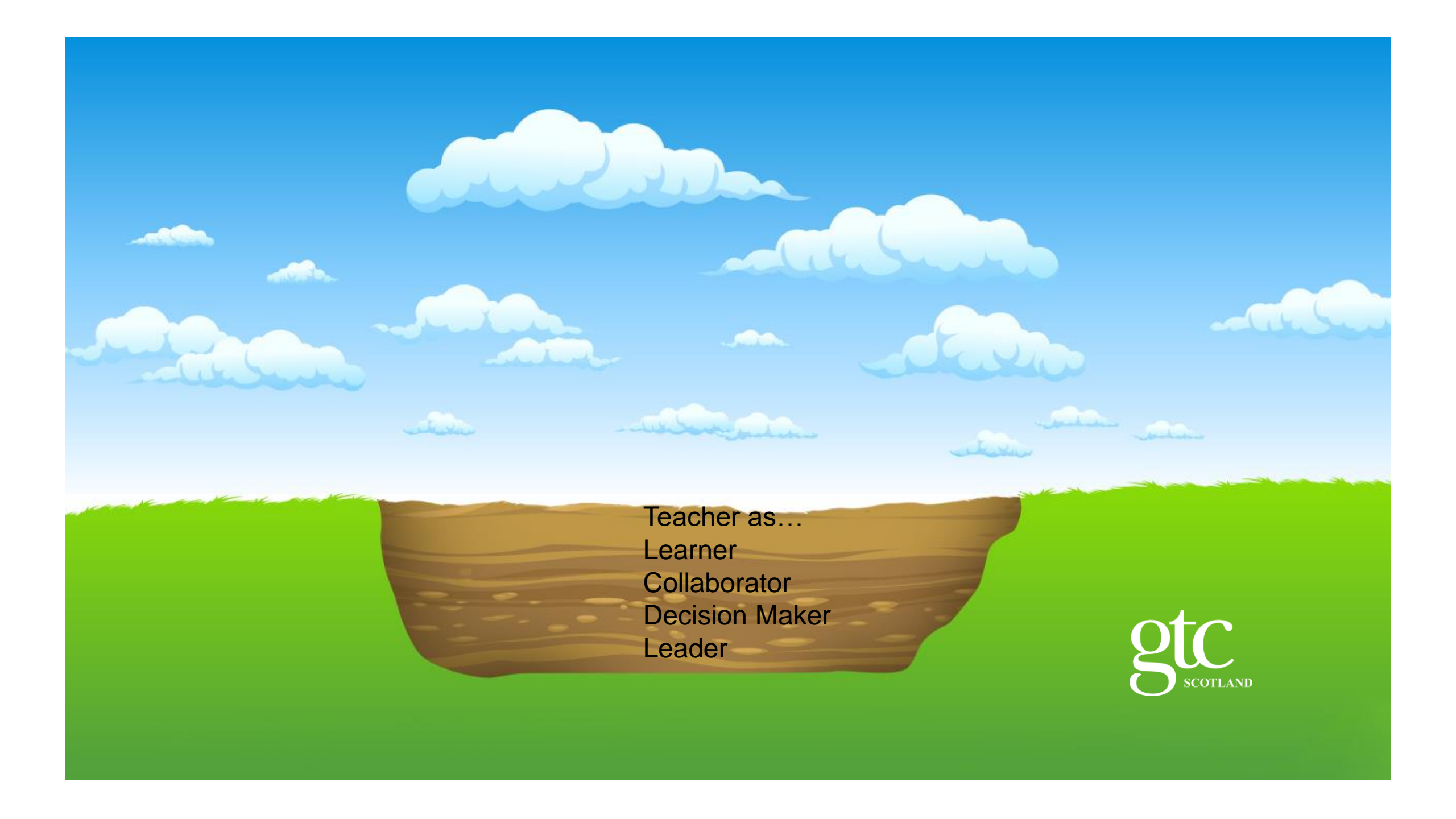
Anger

You can make a difference

Solidarity

Empowerment in Complex Systems

- Yes to the mess
- Get curious, not furious
- Connect, conversation, relationships, network
- Challenge habits
- Reduce power differentials
- Contain anxiety
- My job is to be calm!



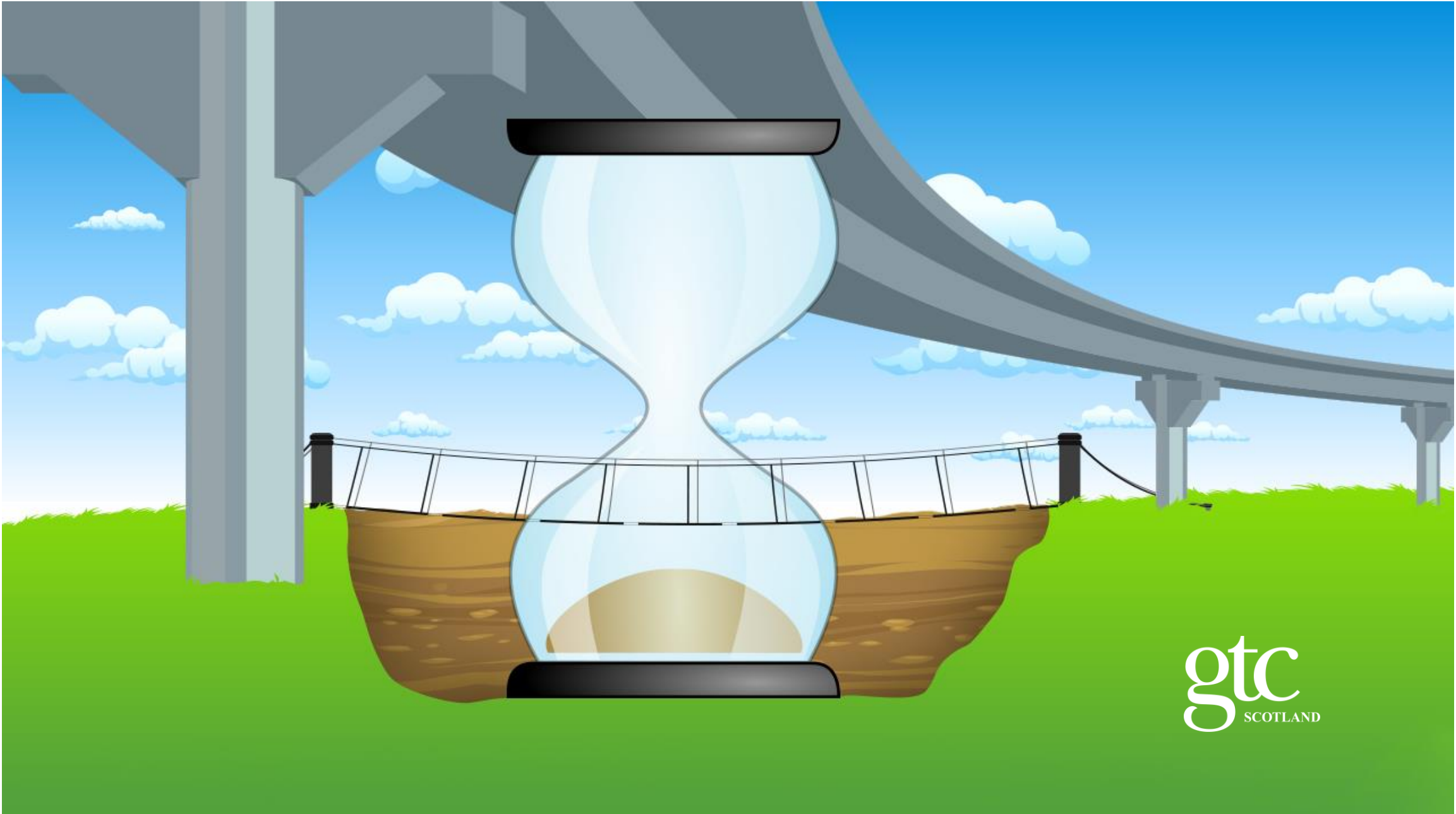
Teacher as...
Learner
Collaborator
Decision Maker
Leader



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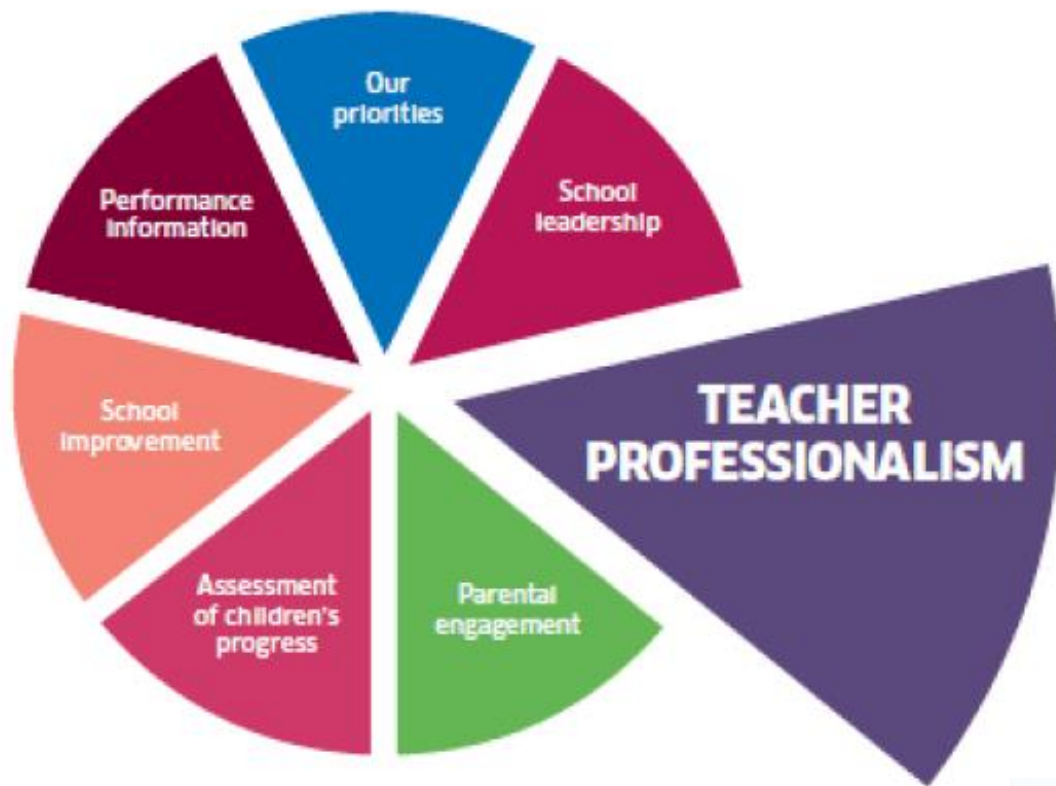
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TEACHER
PROFESSIONALISM

PROFESSIONAL STANDARDS AND CODE

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Unlocking the
Potential of
Professional
Review and
Development



Readiness for PRD



<http://gtcs.org.uk/web/files/professional-development/are-we-ready-for-prd-schools.pdf>

DRIVING FORWARD PROFESSIONAL
STANDARDS FOR TEACHERS



Professional Update:

**Revalidation Guidelines and Criteria for Local
Authorities, Universities and National Education
Organisations**

Revised November 2019

3.9 Clear expectations are shared regarding the content of professional learning records with a view to reducing unnecessary bureaucracy, recording only significant activities. The main purpose of the record is an aide memoire to stimulate conversations in PRD.

2136 days

Networks matter

- Not all networks are good

Culture of irreversibility

- Use critical periods well

Education is complex

- Education is a small world
- What does your payslip say?

Raising Standards

- Process, people & IMPACT

We all need support

- It looks different for everyone

Learning

- Yours is the job

The right seat

- Loyalty & context

Trustworthy Leadership

- Care
- Ability
- Predictability
- Integrity

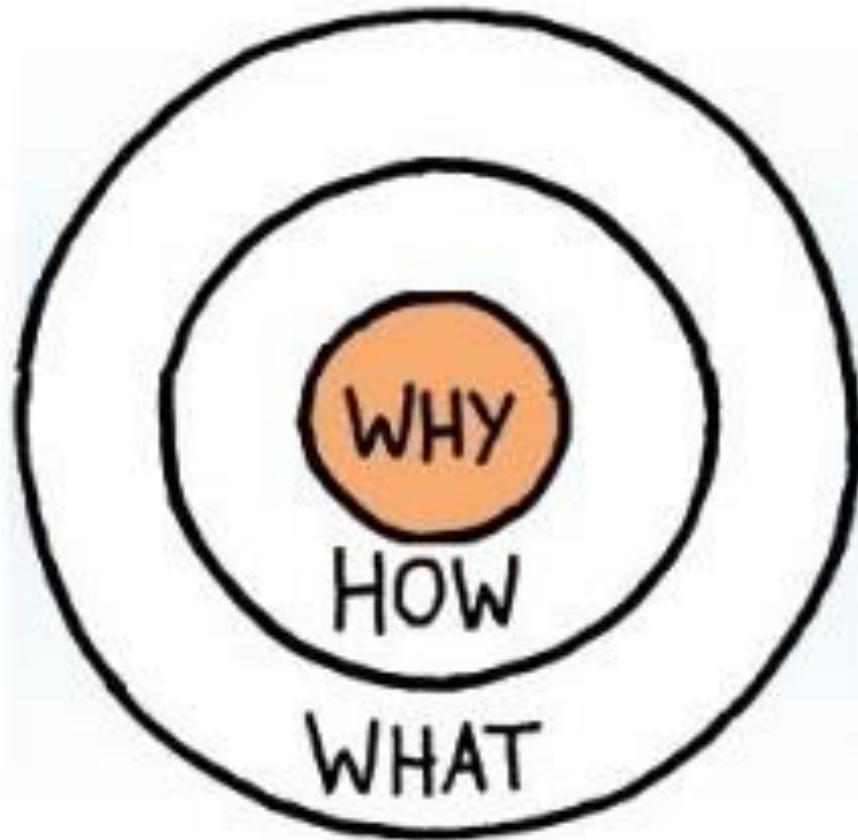
Persevere

- Dance with the 'ugly' people

This is important

- It is not everything

Act, Think & Communicate from the **INSIDE OUT!**



WHY - Your Purpose

Your motivation? What do you believe?

HOW - Your Process

Specific actions taken to realize your Why

WHAT - Your Result

What do you do? The result of Why. Proof