



Professional Update Validation Summary

Jordanhill School
Monday 17th November 2014

The General Teaching Council for Scotland has validated in full the school's scheme of Professional Update. This paper summarises the findings of the GTC Validation Panel.

The validation event comprised

- A meeting with senior staff and the members of the Professional Update Group
- Meetings with focus groups

At all meetings, staff engaged openly, confidently and positively with panel members and discussion consistently focussed on professional learning within the context of the Professional Update process and the wider professional learning and development agenda. Staff in discussion had a very clear understanding of the well thought out process within the school to support Professional Update. Additionally, there was a clear understanding of the relationship between professional learning and the need for a focus on impacting positively on the needs of learners.

Evidence was gathered from the discussions with staff during the validation meetings and from the comprehensive and wide ranging documents provided by the school.

The school has taken a very positive and proactive approach to the revision of its Professional Review and Development process in the context of the implementation of Professional Update. This has been achieved as a result of a high level of staff consultation and involvement and through the very focussed work of the Professional Update Group.

The following **key strengths** were noted:

- The very broad concept of professional learning which is deep and meaningful across the school and the diverse range of opportunities available to all staff, in particular the *inSpec Programme* which is regularly led and delivered by a range of staff
- The very strong collegiate approach embedded in the school which offers a clear model of teacher empowerment, leadership and ownership of professional learning
- The very strong culture of inclusion and whole school community which fosters open professional dialogue and confident sharing of experience and practice
- The strong support for and commitment to, investment in staff in the broadest sense and in particular the genuine commitment by management to investing in professional learning opportunities including achievement of further formal qualifications
- The very good use of evaluation to inform professional learning at all levels
- The very strong and effective involvement, consultation, preparation, communication and leadership processes which are strongly supported by paperwork, the activities of a range of working groups and external validations. In particular, the panel would wish to commend the work of the deputy head teacher with responsibility for the implementation of Professional Update for his excellent leadership of this initiative.