

1 Members of the Validation Panel

- David Mitchell, Education Committee, GTC Scotland (Chair)
- Dianne Cantali, MEd Programme Director, University of Dundee
- Vikki Robertson, Senior Education Officer, GTC Scotland

2 Event

The event was chaired by David Mitchell. The first meeting involved members of the Senior Leadership Team, Stewart McKillop, Principal, Angus Allan, Depute Principal and Lisa Beresford, Head of Human Resources.

Stewart McKillop explained the strategic direction professional learning has taken to date at South Lanarkshire College and set this in the context of the college having the highest achievement in HE and fourth in FE in Scotland's colleges. South Lanarkshire College has the second highest positive student destinations as well as being a green gown winner for sustainability through its carbon neutral building.

It was demonstrated through the presentation by the senior team that South Lanarkshire College leadership team are committed to staff learning and development and this was further demonstrated through the college achieving the award of first college in the UK to receive an Investors in People Platinum award two years ago and having annual visits from IIP to maintain this standard.

The College has two formal processes to encourage PRD. The Professional Discussions of Learning and Teaching (PDLT) is a programme of classroom observation (50-60 staff per year over 4 years) which is managed by the Quality Unit and delivered by a team of reviewers (trained Associate Assessors) using the How good is our College (Education Scotland) quality indicators. The second aspect is the Career Review Process which has been in place since 2004 and is in the process of review with a revised policy planned for the first quarter of 2018.

There is a staff online recording system called MyCPD which is currently in development and will be launched in the first quarter of 2018 with the launch of the revised Career Review Process. Regular feedback and key areas of focus and individual development are gathered through the Career Review Process and the PDLT. The college may further develop MyCPD to include the ability to record a range of professional learning rather than a single focus on attendance at courses and will include the professional standards for lecturers as part of individual self-evaluation.

The panel met with two focus groups, one of 6 participants (6 lecturers) and another of 6 promoted staff/managers. Across the two groups there were 4 GTCS registrants. After considering the evidence from the focus groups, the panel met with the Senior Leadership team to provide an oral report.

Information provided by South Lanarkshire College:

- PDLT Procedure and Guidance
- Career Review Guidance
- Career Review Form Lecturer
- Appendix 1 GTCS Registered Employees and their Line Managers
- Staff/...

- Staff Development Day Programme – 19th December 2016
- Staff Development Day Programme – 20th December 2016
- Staff Development Day Programme – 13th March 2017
- Staff Development Day Programme – 16th June 2017
- Professional Learning log
- South Lanarkshire College Benefits Booklet

3 Conclusion

The panel fully validated South Lanarkshire College with no conditions. It was clear throughout the validation event that the structure and processes within South Lanarkshire College sufficiently demonstrated the purpose and principles of Professional Update.

The following **key strengths** were noted:

- It was clear that there was both commitment and enthusiasm from the Senior Leadership team and a continued focus on building ownership for all staff in terms of individual professional learning and across faculties through the Career Review Process and PDLT.
- The panel observed strengths within the PDLT process which included the senior management team, quality and organisational developments collaborative approach to peer review and professional learning. This demonstrated the collective approach across the college in terms of a concentrated effort on continuous improvement through the three lens approach (student/teacher/observer) through quality assurance and quality improvement in learning and teaching through the PDLT process and staff development planned learning activities.
- The production of a guide for the panel for validation was useful and helped to provide the context and background to what professional learning is like within South Lanarkshire college. As the MyCPD and the Career Review Policy and guidance is under review currently, once the new version is available in April 2018 the panel would very much welcome seeing the final versions.

Recommendations were offered to help build on and continue to enhance the existing provision:

- MyCPD was not widely known by staff and consideration could be given as to how to engage and communicate to ensure staff involvement. The college may wish to consider a communication strategy between now and April 2018 in which the message that Professional Update is not restricted to registered lecturers, but that the process and principles are now inherent in your new professional learning policy and next steps in the plan to enhance the system and the timescale for this.
- In the Career Review discussions which are held with the Assistant Principal and reviewee, there may be an occasional missing link in that the outcome/areas for development from this professional discussion are not always shared with the reviewee's Curriculum Manager in every case. Ensuring that this dialogue or information sharing takes place will enhance the support for staff professional learning and development. The new Career Review Process guidance could make more explicit the link to how PDLT supports lecturer professionalism and improvement as an integral part of the Career Review Process.
- The development of an online recording system to record reflective professional learning is to be commended as is the planned inclusion of staff recording reflective professional learning and self evaluation with the professional standards for lecturers. If this system can also include the collection of evidence of impact of professional learning and the recording of a range of professional learning activities this would ensure that all teaching staff would be meeting the requirements of Professional Update and GTCS registered lecturers will only have to record on one system.