

**REPORT TO: EDUCATION COMMITTEE - 9 MARCH 2009**  
**REPORT ON: ADDITIONAL STAFF DEVELOPMENT DAY 2009-2010**  
**REPORT BY: DIRECTOR OF EDUCATION**  
**REPORT NO: 163-2009**

## **1.0 PURPOSE OF REPORT**

1.1 This report brings to the attention of the Education Committee a request to approve one additional day for staff development and training in all schools and establishments over the course of each of three school sessions. To make this possible, the Cabinet Secretary for Education and Learning has indicated her intention to modify the number of days schools must be open using her powers under Section 133(4) of the 1980 Act.

## **2.0 RECOMMENDATIONS**

2.1 The Education Committee is recommended to:

- i. note the contents of this report
- ii. approve one additional staff development and training day on 18th August 2009 and instruct the Director of Education to make a request to the Cabinet Secretary for the additional day
- iii. instruct the Education Department to consider appropriate dates for the remaining two days and report back to committee
- iv. instruct the Director of Education to provide parents and carers with advance notice of the revised start date for pupils of August 19th 2009

## **3.0 FINANCIAL IMPLICATIONS**

3.1 None.

## **4.0 MAIN TEXT**

4.1 The implementation of a Curriculum for Excellence (CfE) represents a major development across Scottish education. The age group represented will involve all young children and learners from the ages of 3 to 18 years. This is a national initiative and all education authorities are currently engaged in a series of planning and operational activities to ensure that staff within each establishment are in the strongest possible position to implement fully the learning experiences and outcomes across each curriculum area.

4.2 To support the effective implementation of CfE, the Cabinet Secretary for Education and Learning has indicated that local councils may request an additional one day for staff development and training in each of three academic years. This decision has clear implications for the work of the education department given our stated commitment to the successful implementation of CfE across all sectors of education. The allocation of an additional staff development day will build on and enhance the current developmental working taking place within the education department and across establishments.

- 4.3 The successful implementation of CfE will require a considerable investment of time in terms of staff development and training. The implementation process will be a major priority in establishment improvement plans over the coming years and will provide clearly stated educational benefits for our young children and learners. The allocation of an additional staff development and training day would clearly enhance the existing time for professional development. It would be influenced by the Educational Development Service and monitored closely to ensure that the time was used to maximum effect.
- 4.4 In our view, the most suitable date on which to request the first additional staff development and training day would be the August 18th 2009. This would delay the start date of the school term for pupils by one day whilst minimising potential disruption for parents and carers in terms of childcare arrangements. Having considered alternative dates between April and June 2009, the department would consider this solution to be the most appropriate one for a number of reasons such as the need to be sensitive to the SQA examination period and the fact that schools will have already planned events such as residential visits, field trips and induction events for pre-school and P7 pupils.
- 4.5 Opting for the date of August 18th 2009 would also provide two consecutive staff development days when staff could participate in a variety of carefully planned and relevant professional development activities at school, departmental and individual level. This would enable staff to engage in professional discussion, audit the existing curriculum in the light of the newly published outcomes and experiences and to reflect on the necessary changes to teaching styles and approaches. The combined impact of two consecutive days of training would ensure that schools and staff are in the strongest possible position to begin the process of implementing successfully the new curriculum within a realistic timescale.

## **5.0 POLICY IMPLICATIONS**

- 5.1 This report has been screened for any implications in respect of Sustainability, Strategic Environment Assessment, Anti-Poverty, Equality Impact Assessment and Risk Management.
- 5.2 There are no major issues.

## **6.0 CONSULTATIONS**

- 6.1 This report has been subject to consultation with the Chief Executive, Depute Chief Executive (Finance), Depute Chief Executive (Support Services) and Head of Finance.

## **7.0 BACKGROUND PAPERS**

- 7.1 None.

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Director of Education

27 February 2009  
AW/MW/DD