

redacted name

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**From:** redacted name  
**Sent:** 08 September 2016 13:31  
**To:** redacted name  
**Cc:** redacted name  
**Subject:** Innovative Routes to Teaching - In confidence  
**Attachments:** STEC Letter to John Swinney MSP 20916.pdf; STEC proposals for Innovative Routes into Teaching 020916.pdf; Summary of STEC proposals 020916.pdf

**Tracking:**                      **Recipient**                      **Read**  
   redacted name  
   Read: 08/09/2016 13:40

redacted name

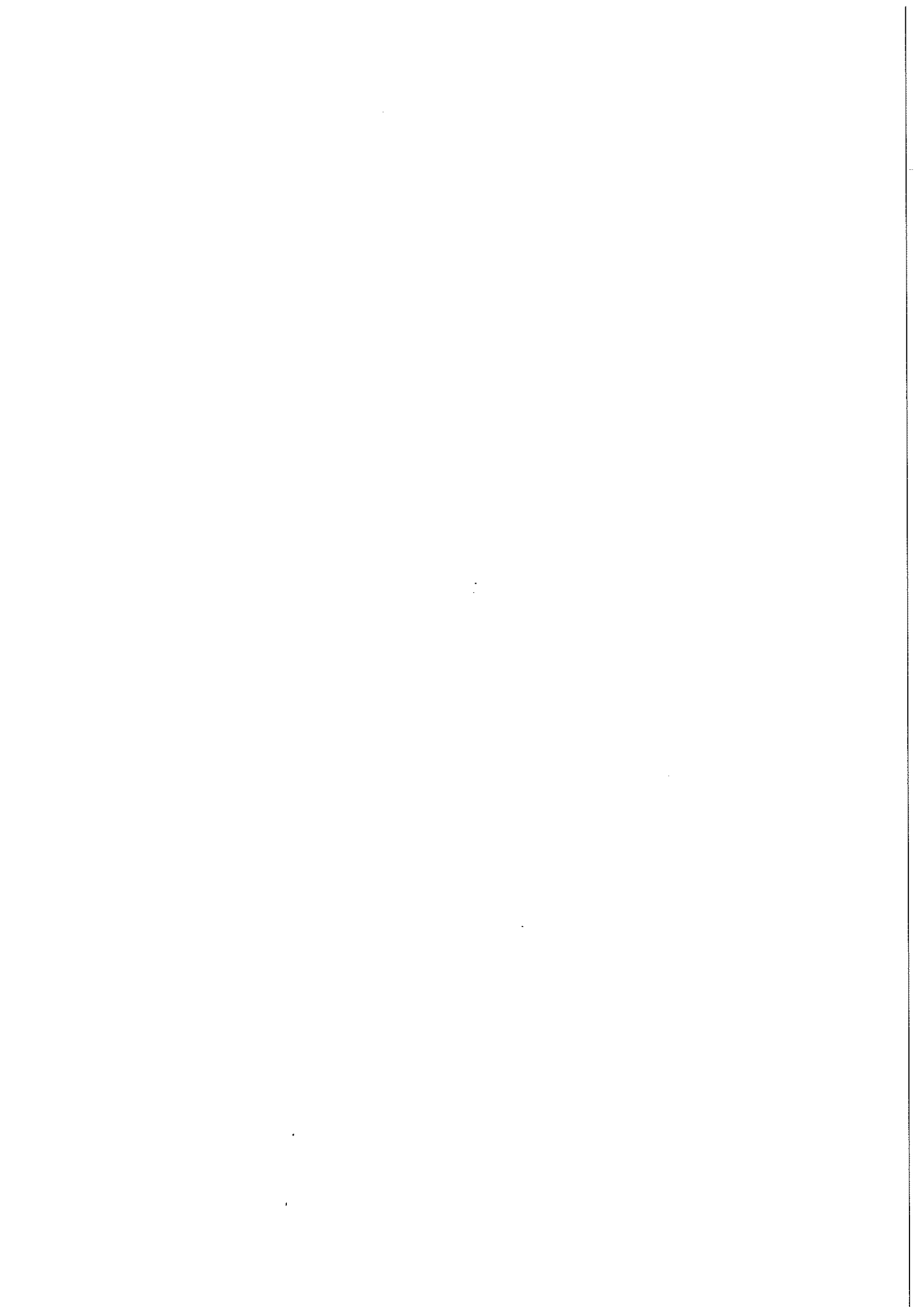
Following our phone conversation, please find attached the STEC response with proposals for innovative routes to teaching. As discussed please treat in confidence. I am on leave for the next 3 weeks. If SFC wish to offer any comments on the proposals please get in touch with redacted name who is leading on this.

Thanks  
Regards

redacted name

redacted name  
People and Leadership  
Learning Directorate  
The Scottish Government





1. out of scope

**STEM**

1	out of scope
<p>Summary of route</p>	<p>out of scope</p> <hr data-bbox="585 613 1117 618"/> <hr data-bbox="681 1422 1182 1426"/> <hr data-bbox="469 1715 735 1720"/>

<b>Type of students</b>	<ul style="list-style-type: none"> <li>- out of scope;</li> <li>-</li> <li>-</li> </ul>
<b>Predicted student numbers</b>	
<b>Suggested start date</b>	
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	out of scope
<b>Estimate of development cost</b>	out of scope

<b>2</b>	ouf of scope
<b>Summary of route</b>	ouf of scope
<b>Type of students</b>	ouf of scope
<b>Predicted student numbers</b>	ouf of scope
<b>Suggested start date</b>	ouf of scope
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	ouf of scope.
<b>Estimate of development cost</b>	ouf of scope

<b>3</b>	out of scope
<b>Summary of route</b>	out of scope
<b>Type of students</b>	out of scope
<b>Predicted student numbers</b>	out of scope
<b>Suggested start date</b>	out of scope
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	out of scope
<b>Estimate of development cost</b>	out of scope

<b>4</b>	out of scope
<b>Summary of route</b>	out of scope
<b>Type of students</b>	out of scope
<b>Predicted student numbers</b>	
<b>Suggested start date</b>	out of scope
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	out of scope
<b>Estimate of development cost</b>	out of scope

**HOME ECONOMICS**

<b>5</b>	out of scope
<b>Summary of route</b>	out of scope
<b>Type of students</b>	out of scope
<b>Predicted student numbers</b>	out of scope
<b>Suggested start date</b>	out of scope
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	out of scope
<b>Estimate of development cost</b>	out of scope



2. out of scope  
;

6	out of scope
Summary of route	out of scope
Type of students	out of scope
Predicted	out of scope

<b>Suggested start date</b>	out of scope
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	out of scope
<b>Estimate of development cost</b>	out of scope

e out of scope

7	out of scope
Summary of route	out of scope
Type of students	out of scope
Predicted student numbers	out of scope
Suggested start date	out of scope
Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority	out of scope
Estimate of development cost	out of scope.

8	out of scope
Summary of route	out of scope
Type of students	
Predicted student numbers	

	<p>out of scope</p> <p>out of scope</p> <p>out of scope</p>
<b>Suggested start date</b>	
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	
<b>Estimate of development cost</b>	out of scope

4. Combine PGDE with probation year to allow teachers to quickly reach the Standard for Full Registration;

9	University of Dundee
Summary of route	<p>Supported Induction Programme (Combined PGDE/Induction Programme)</p> <p>Rationale The School of Education and Social Work at the University of Dundee is committed to working with partners from across Scotland to ensure sufficient numbers of teachers in the shortage STEM subject areas. The shortage of STEM teachers is not unique to Scotland as recognised in the European SchoolNet report (January 2016) '<i>Efforts to Increase Students' Interest in Pursuing Science, Technology, Engineering and Maths Studies and Careers</i>'. In the report 70% of 30 European countries surveyed (including the UK) stated that STEM education is a priority. A number of countries are implementing initiatives to increase the numbers of teachers of STEM.</p> <p>In considering potential options for Scottish education and Scotland's commitment to providing an excellent teaching workforce which meets the high standards for required for full registration we recognise that there is a need to be flexible, creative and possibly radical in the design of new programmes and we hope that the proposal below demonstrate that aspiration. It is hoped that this model may appeal to students for whom the standard one year PGDE Programme is not an attractive option.</p> <p>Proposal Supported Induction Programme (Combined PGDE/Induction Programme) Funding to explore with Local Authority partners and the General Teaching Council for Scotland (GTCS) the opportunities and challenges of a one year programme combining the one year PGDE programme and the induction programme leading to full registration which will have the following elements:</p> <ul style="list-style-type: none"> <li>• all students would require to have the academic qualifications as stated in the GTCS document: Memorandum on Entry Requirements to Programmes of Initial Teacher Education in Scotland;</li> <li>• a mentor programme for school based mentors;</li> <li>• a two week University summer school to prepare students to be based in a host school for 0.8 FTE;</li> <li>• students will be supported by University staff and school mentors through GLOW;</li> <li>• one day a week release to University to continue academic and pedagogic studies in education;</li> <li>• a placement of six weeks in another school as part of the programme;</li> </ul>

	<ul style="list-style-type: none"> <li>• at the end of the year successful students will have met the standards for full registration (SPR);</li> <li>• during the course of the year students would be paid the induction salary;</li> <li>• the student fee for this programme is built into the project bid for the first two years of the programme;</li> <li>• all academic assessments will be undertaken at SCQF Level 11</li> </ul> <p>Local Authority School teachers participating in the mentoring programme module could then apply for Masters accreditation at reduced rate (£300).</p>
<b>Type of students</b>	Graduate student teachers covering the shortage secondary subject STEM areas of Chemistry, Computing, Home Economics, Mathematics and Physics.
<b>Predicted student numbers</b>	40
<b>Suggested start date</b>	August 2017
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	Senior managers from the GTCS, Local Authorities (Tayside and Fife) and University of Dundee will work together to develop a programme of study to ensure academic rigour, addressing and assessing the Standards for Full Registration and to develop an enhanced school based mentoring programme for mentors and mentees.
<b>Estimate of development cost</b>	Approximately £196, 000

**5. out of scope**

<b>10</b>	out of scope
<b>Summary of route</b>	out of scope
<b>Type of students</b>	
<b>Predicted student numbers</b>	out of scope
<b>Suggested start date</b>	
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	out of scope
<b>Estimate of development cost</b>	out of scope



11	out of scope
Summary of route	out of scope  1.
Type of students	
Predicted student numbers	out of scope
Suggested start date	out of scope
Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority	out of scope
Estimate of development cost	out of scope

6. out of scope

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12	out of scope
Summary of route	out of scope.
Type of students	out of scope
Predicted student numbers	out of scope
Suggested start date	out of scope
Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority	out of scope)
Estimate of development cost	out of scope

<b>13</b>	out of scope
<b>Summary of route</b>	
	<b>Type of students</b>
<b>Predicted student numbers</b>	d out of scope June 2017 and June 2018.
<b>Suggested start date</b>	
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	out of scope
<b>Estimate of development cost</b>	out of scope

<b>14</b>	out of Scope
<b>Summary of route</b>	out of Scope
<b>Type of students</b>	out of Scope
<b>Predicted student numbers</b>	
<b>Suggested start date</b>	
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	
<b>Estimate of development cost</b>	

15	out of scope
Summary of route	
Type of students	out of scope
Predicted student numbers	out of scope
Suggested start date	out of scope
Engagement with relevant stakeholders and partners, e.g.	out of scope

GTCS, Local Authority	out of scope.
Estimate of development cost	out of scope

<b>16</b>	out of scope
<b>Summary of route</b>	out of scope
<b>Type of students</b>	out of scope
<b>Predicted student numbers</b>	out of scope
<b>Suggested start date</b>	
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	out of scope
<b>Estimate of development cost</b>	out of scope

17	ouf of scope
<b>Summary of route</b>	
<b>Type of students</b>	
<b>Predicted student numbers</b>	
<b>Suggested start date</b>	
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	ouf of scope. ouf of scope
<b>Estimate of development cost</b>	ouf of scope



<b>18</b>	out of scope
<b>Summary of route</b>	out of scope.
<b>Type of students</b>	
<b>Predicted student numbers</b>	out of scope.
<b>Suggested start date</b>	out of scope
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	out of scope
<b>Estimate of development cost</b>	out of scope

<b>19</b>	out of scope
<b>Summary of route</b>	out of scope
<b>Type of students</b>	out of scope
<b>Predicted student numbers</b>	out of scope
<b>Suggested start date</b>	
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	out of scope
<b>Estimate of development cost</b>	out of scope

7.out of scope

<b>20</b>	out of scope
<b>Summary of route</b>	out of scope
<b>Type of students</b>	out of scope
<b>Predicted student numbers</b>	
<b>Suggested start date</b>	out of scope
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	out of scope.
<b>Estimate of development cost</b>	out of scope

<b>21</b>	ouf of scope
<b>Summary of route</b>	ouf of scope
<b>Type of students</b>	ouf of scope
<b>Predicted student numbers</b>	ouf of scope
<b>Suggested start date</b>	ouf of scope
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	ouf of scope.
<b>Estimate of development cost</b>	ouf of scope.

8. out of scope

<b>22</b>	out of scope
<b>Summary of route</b>	out of scope
<b>Type of students</b>	out of scope
<b>Predicted student numbers</b>	out of scope
<b>Suggested start date</b>	out of scope
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	out of scope
<b>Estimate of development cost</b>	out of scope.

<b>23</b>	out of scope
<b>Summary of route</b>	out of scope  out of scope  out of scope
<b>Type of students</b>	
<b>Predicted student numbers</b>	
<b>Suggested start date</b>	
<b>Engagement with relevant stakeholders and partners, e.g. GTCS, Local Authority</b>	
<b>Estimate of development cost</b>	out of scope



Dr Morag Redford  
Scottish Teacher Education Committee  
University of the Highlands and Islands

John Swinney MSP  
Deputy First Minister and Cabinet Secretary for Education and Skills  
Scottish Government  
By email

Copied to: Heads of Schools of Education  
CEO, General Teaching Council for Scotland

2 September 2016

Dear Mr Swinney

### **DEVELOPING INNOVATIVE ROUTES TO TEACHING**

I am writing on behalf of the Scottish Teacher Education Committee (STEC) to present an integrated series of 22 proposals for new routes into teaching. These routes demonstrate our commitment to work with the Scottish Government to ensure a coherent, national approach to Initial Teacher Education (ITE) across Scotland. The timeline of our proposals offers new programmes, for a wider range of entrants, from January 2017. These proposals extend the range of programmes provided through the nine Scottish Institutions offering Initial Teacher Education (ITE) and recent development work with the General Teaching Council for Scotland (GTCS). The proposals illustrate our commitment to working with our partners in Scottish Education to offer new routes into teaching.

We propose a number of routes into teaching for STEM subjects; a non-traditional route for Home Economics; programmes that cross sector; increased specialist provision in STEM subjects and modern languages for primary; a new approach to qualification and induction year and distance or work-based routes to achieve ITE qualifications. In making these proposals we wish to highlight the ongoing promotional work each University has undertaken with Black and Ethnic Minority communities, our focus on the recruitment of male students to primary programmes and our on-going work with the Gaelic speaking community in Scotland to recruit secondary teachers to teach their subject through Gaelic.

Below is a narrative summary of our response to each of the areas identified in your letter. A summary and full details of the cost of the new routes, which University will offer them, when they will be available and the number and type of students is provided in the appendices to this letter.

1.out of scope

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2. out of scope  
out of scope

3. out of scope

out of scope

**4. Combine PGDE with probation year to allow teachers to quickly reach the Standard for Full Registration;**

The University of Dundee propose a one year programme Supported Induction programme, combining a PGDE qualification with induction for secondary subjects in the Chemistry, Computing, Home Economics, Mathematics and Physics. This programme would commence in August 2017 with 40 students. The University of Strathclyde STEM subject proposal (see 1 above) includes an accelerated route through induction.



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out of scope

6.out of scope

out of scope



7. out of scope

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8. out of scope

out of scope

STEC are keen to continue to work together, with partners in education to take forward these proposals and have discussed with the GTCS the support they could offer. In response the GTCS has offered a Senior Education Officer to work with all Universities across Scotland to support students and tutors on new routes into teaching. The costs for this part-time post, proposed initially for one year, are included in the appendices.

As a group, STEC provides expertise and skills in initial teacher education, professional learning, educational leadership and education research from nine institutions in Scotland. We would welcome the opportunity to meet with you to discuss these proposals and other ways we can work with you to take forward your plans for Scottish Education.

Your sincerely,



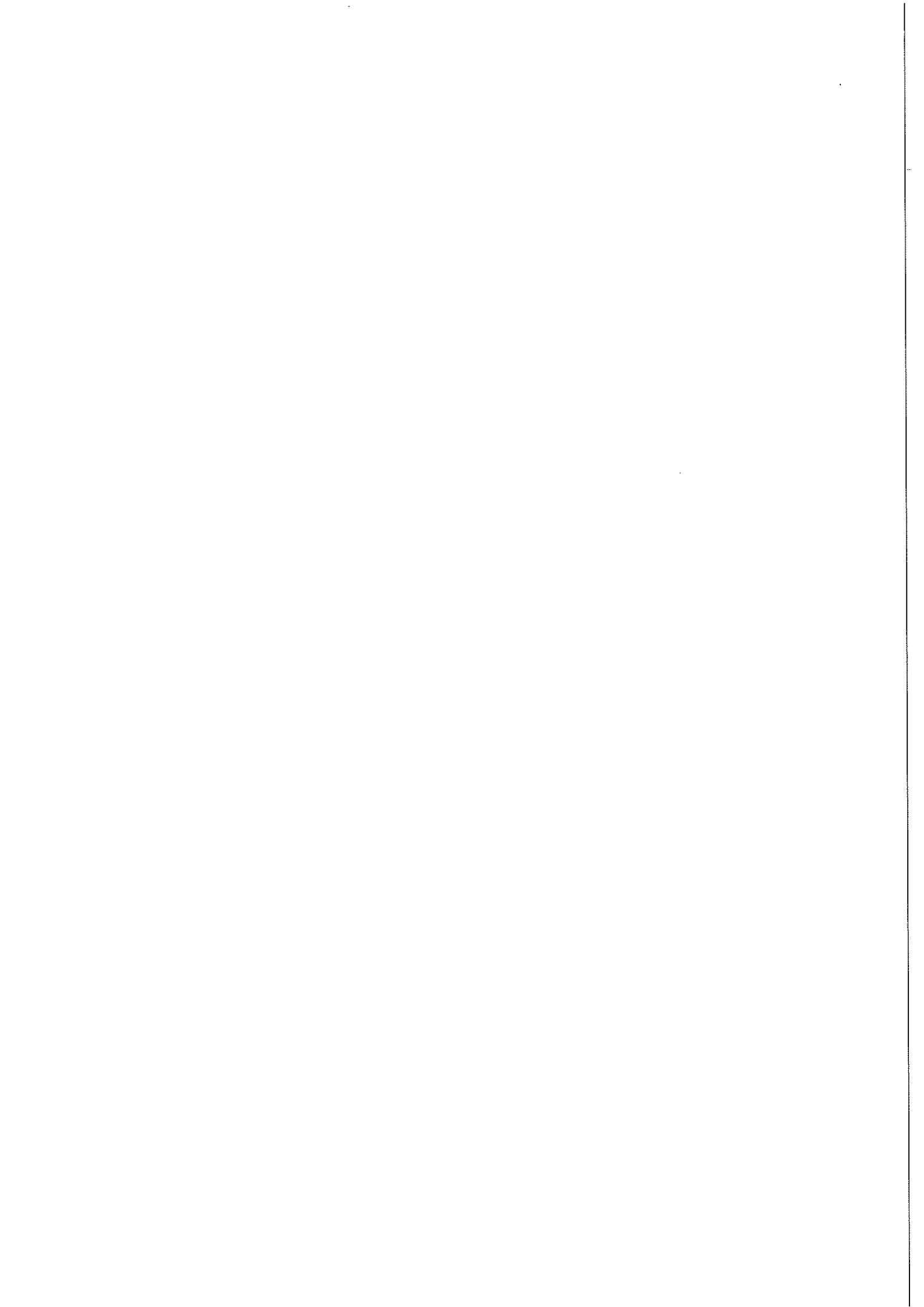
Morag Redford

Chair, Scottish Teacher Education Committee

Enc: Summary of STEC proposals 020916

STEC proposals for Innovative Routes into Teaching





## Summary of STEC proposals for Innovative Routes into Teaching

- 22 new routes into teaching
- Start dates from September 2016

	Start Date	Areas addressed	Type of students	University	Type of programme	Cost
1		scope	out of scope,		out of scope	out of scope
2		l d			out of scope	
3	r				out of scope	Pre aratory admin £1,200. Preparatory academic develop en
4	r	y				out of scope
5	r			s d :		

**Summary of STEC proposals for Innovative Routes into Teaching**

6					S3	
7		y  d M s		f		
8	r 8				t	
9	August 2017	joint PGDE/ Induction STEM	40 Chemistry, Computing, Home Economics, Mathematics and Physics.	Dundee	PGDE Secondary	Approximately £196, 000

### Summary of STEC proposals for Innovative Routes into Teaching

10			out of scope			OUT OF SCOPE
11		out of scope				
12						
13	8					out of scope
14		r			l	out of scope

### Summary of STEC proposals for Innovative Routes into Teaching

15		s	l			out of scope
16	t			f		out of scope
17		d				out of scope
18		s				out of scope



## Summary of STEC proposals for Innovative Routes into Teaching

19	September 2018	Distance or work-based routes		Highlands and Islands	PGDE / Masters  Part-time distance learning	Tout of scope
20	August 2017	Increase in students from black and minority ethnic groups		West of Scotland	PGDE	out of scope
21	2017	Increase in students from black and minority ethnic groups and male primary				out of scope
22	2018	Increase Gaelic Medium secondary teachers				out of scope
23	January 2017	Across all areas	d	GTC Scotland		out of scope.

## Summary of STEC proposals for Innovative Routes into Teaching

redacted name

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**From:** redacted name  
**Sent:** RE: Innovative Routes to Teaching -In confidence  
**To:**  
**Cc:**  
**Subject:**

Many thanks, redacted name

This provides useful context for us, and I can confirm that we will treat this information as confidential at this stage.

I have contacted Strathclyde to let them know that you will be considering their proposal alongside the others, as we discussed.

Enjoy your leave. 3 weeks away sounds ideal on a dreich day like this!

Regards,  
redacted name

**From:** redacted name  
**Sent:** 08 September 2016 13:31  
**To:** redacted name  
**Cc:** redacted name  
**Subject:** Innovative Routes to Teaching -In confidence

redacted name

Following our phone conversation, please find attached the STEC response with proposals for innovative routes to teaching. As discussed please treat in confidence. I am on leave for the next 3 weeks. If SFC wish to offer any comments on the proposals please get in touch with redacted name who is leading on this.

Thanks  
Regards

redacted name  
People and Leadership  
Learning Directorate  
The Scottish Government



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Tha am post-d seo (agus faidhle neo ceanglan còmhla ris) dhan neach neo luchd-ainmichte a-mhàin. Chan eil e ceadaichte a chleachdadh ann an dòigh sam bith, a' toirt a-steach còraichean, foillseachadh neo sgaoileadh, gun chead. Ma 's e is gun d'fhuair sibh seo le gun fhiosd', bu choir cur às dhan phost-d agus lethbhreac sam bith air an t-siostam agaibh, leig fios chun neach a sgaoil am post-d gun dàil.

Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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Tha am post-dealain seo (a' gabhail a-staigh faidhle sam bith na lùib) diomhair agus air a dhìon le còraichean foillseachaidh. Mur robh còiragaibh am post-dealain seo fhaighinn, cuiribh fios thugainn gun dàil lefreagairt post-dealain, dubhaibh às e, agus na dèanaibh feum, foillseachadh no lethbhreac dheth. Chan eil sinne cunntachail airsonbhìoras an agus tha e an urra ribhse faidhleachan a sgrùdadh. 'S e nabeachdan taobh a-staigh a' phost-dealain seo beachdan an neach a chuir e agus dh'fhaodadh nach buin iad do bheachdan Comhairle Mairiannach na h-Alba.

Tha sinn a' cur fàilte air co-sgrìobhadh Gàidhlig agus nì sinn ar dìcheall freagairt innte, le bhith a' toirt fios-freagairt an ceann 20 latha cosnadh.

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