



Employee Review and Development (ERD) for Education Services Staff



Why are we here today?



Falkirk Council Education Services needs a skilled workforce

*“All adults who contribute to the educational experience of our learners are key players in making the vision of Learning to Achieve a reality. **Our ultimate aim is to raise the bar ensuring that all of our learners have better educational outcomes.**”*

(Section 2: Learning to Achieve, 2009)



- All services have a statutory requirement to develop their workforce
- Need to ensure a fair, consistent, appropriate, transparent, approach to professional learning
- Feedback indicates that, in the past, there has been a lack of consistency around workforce development
- Education Services' ERD is our common approach to workforce development



What is ERD?



- It is a process which supports you to review and reflect on your strengths and your areas for development
- It's about attitudes and behaviours, not the tasks we do
- It's for *every* member of staff in Education Services



Outcomes of ERD?



For you

- Recognition of your contribution to the Service
- Confidence and motivation
- Agreed development priorities
- Opportunity to enhance skills
- Increased self-awareness



Outcomes of ERD?



For Education Services

- A deeper understanding of individuals within the workforce
- A clearer picture of workforce strengths
- A more strategic and consistent approach to meeting workforce needs
- An enhanced ethos and culture across the workforce

“Our ultimate aim is to raise the bar ensuring that all of our learners have better educational outcomes.”



ERD Process



- Click on the link below to access the ERD Process Animation:

<http://youtu.be/NUHe3cWX-Jk>



CPD Manager



Falkirk Council Education Services

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Do not use these screens unless invited to do so as part of the Education Services ERD Pilot.

...ment (ERD) process.

This screen allows you to undertake the Employee Review and ...
Before you begin this process, please read the following guidance document **ERD Guidance Document**

MY REVIEWS

Meeting Time	Job Title	Status	Validated	Start Date	End Date	Actions
14:00 02/03/2014	Teacher	Prompt Completed	-	12:30 19/02/2014		
09:30 19/02/2014	Teacher	ERD Complete	19/08/2015	09:44 19/02/2014		

- View Prompt Details - Edit Prompt Details - Change Meeting Time - Generate Prompt Document
 - Add ERD Plan - Edit ERD Plan - View ERD Plan - Generate ERD Plan Document

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A guidance document explaining how to use CPD Manager to complete the ERD Process can be found under the ERD Menu on CPD Manager. Each section of the guidance document also has a related walkthrough video.

Included in the document is Validator Guidance on:

- An “Unread Self-Evaluation Prompt” alert
- An “ERD Plan to be Signed Off” alert



Where do we go from here....



- Different teams will be at different stages of readiness
- All staff will have undertaken an Employee Review meeting by October 2015
- ERD will support GTCS staff to meet their Professional Update requirements, starting in session 2014-15



Questions



Any questions?

