Professional Learning
for an Empowered
Profession

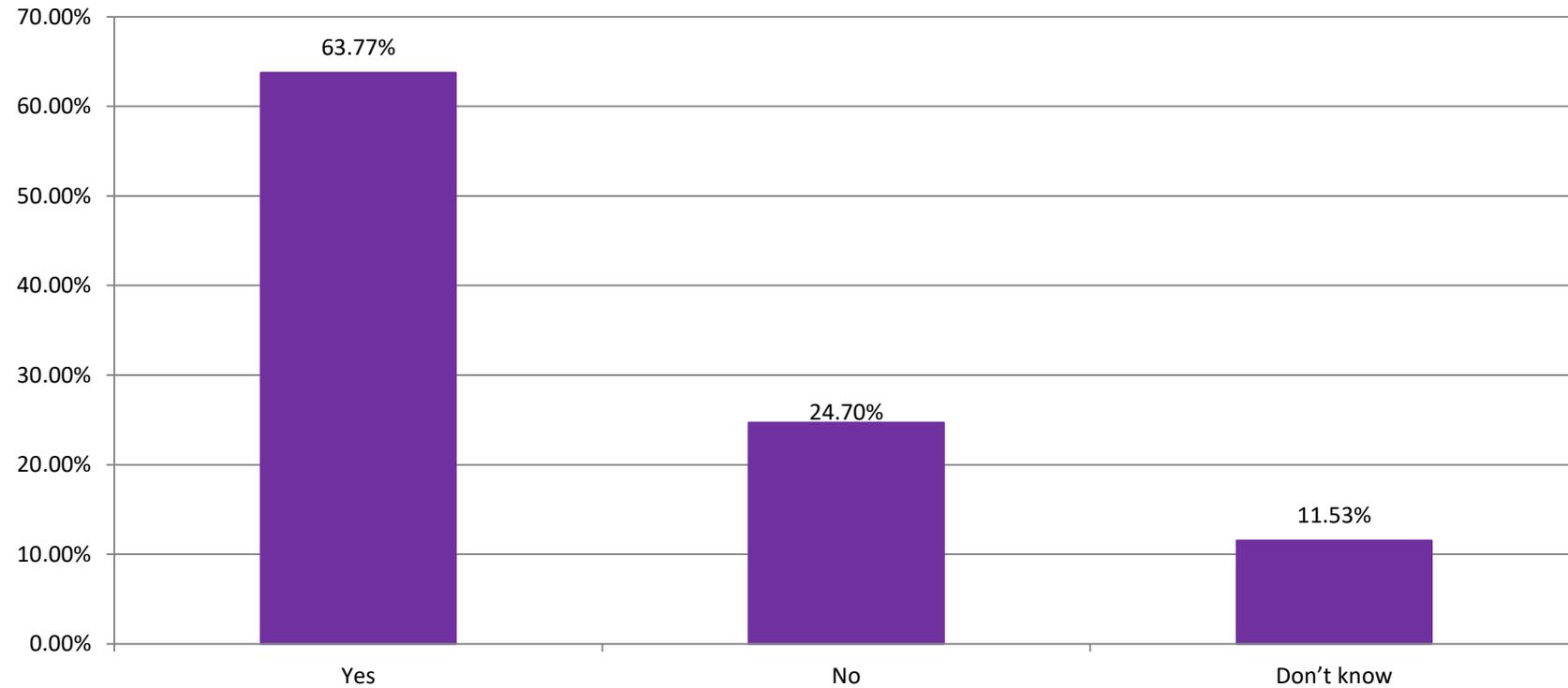# Empowerment: Barriers and Opportunities

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AN EMPOWERED SYSTEM

An empowered system grows stronger and more confident, working in partnership to lead learning and teaching that achieves excellence and equity for all learners. Empowerment and collaboration for improvement happen at all levels of the system.
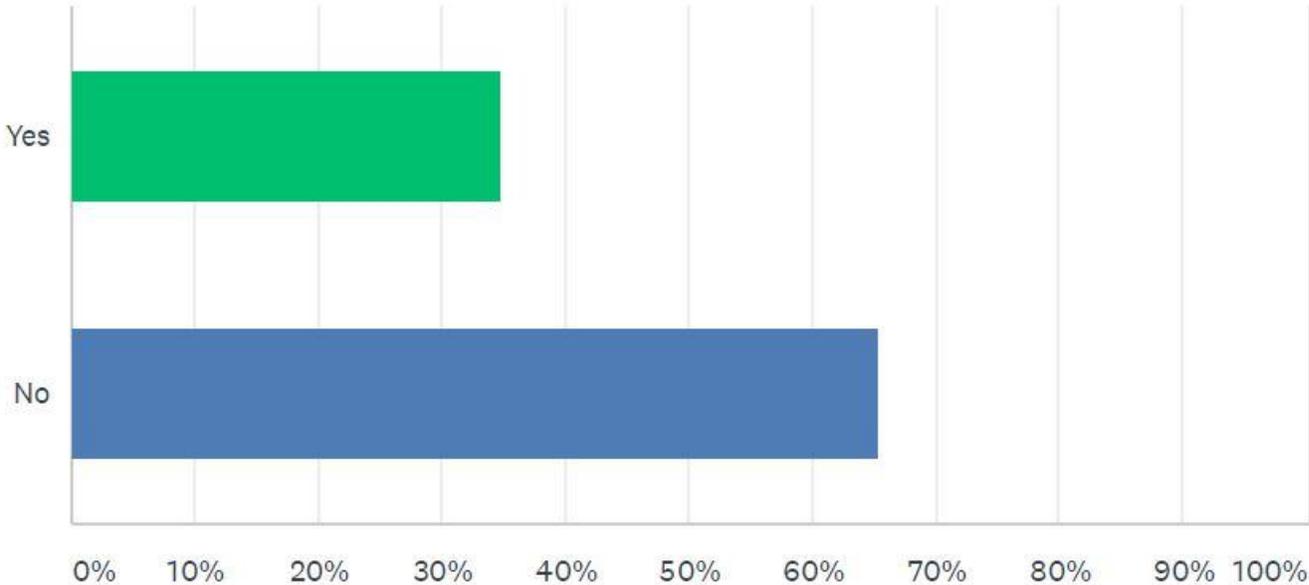

Improvement in children and young people's outcomes

- Parents and carers
- School leaders
- Learners
- Local Authority and Regional Improvement Collaborative
- Scottish Government and national organisations
- Partners
- Support staff
- Teachers and practitioners

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Member Survey 2018

Table 18: Question 16 "Would you say your school/workplace…Is collegiate in practice?"

Q14 Have you heard of the "empowered schools agenda"?
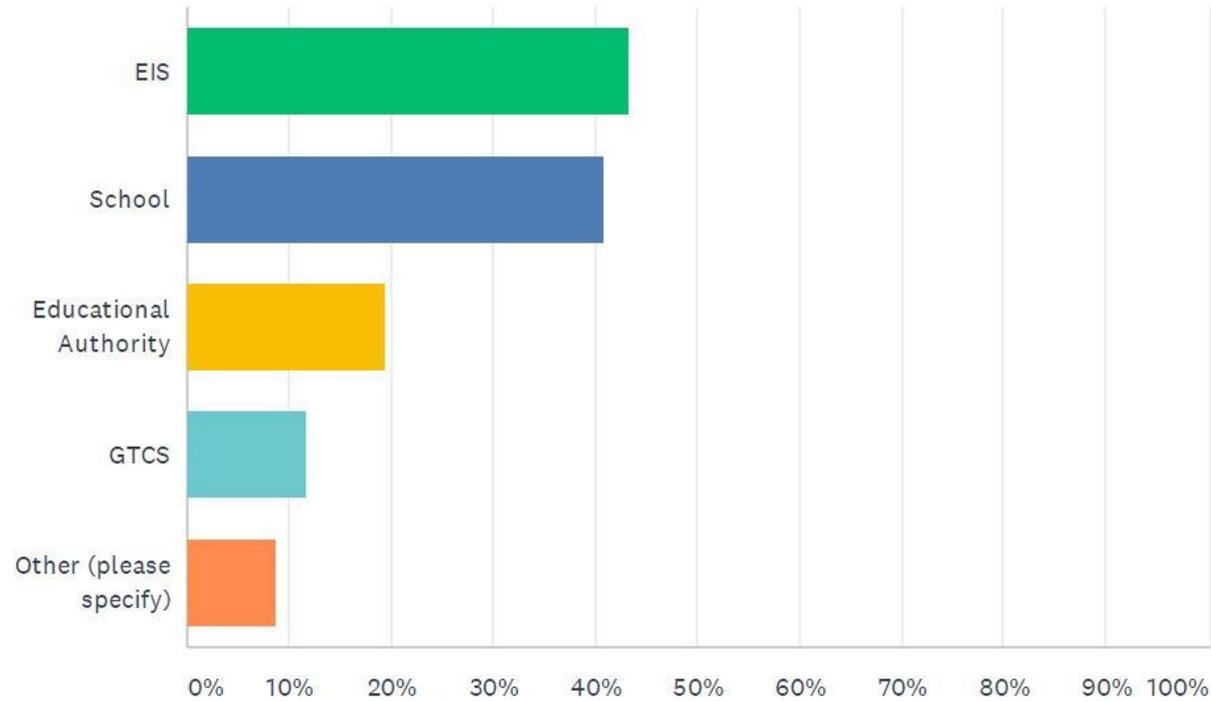
Answered: 15,613   Skipped: 1,585

ANSWER CHOICES	RESPONSES	
Yes	34.67%	5,413
No	65.33%	10,200
TOTAL		15,61

Q15 How did you hear about the Empowered Schools Agenda?

Answered: 5,413   Skipped: 11,785

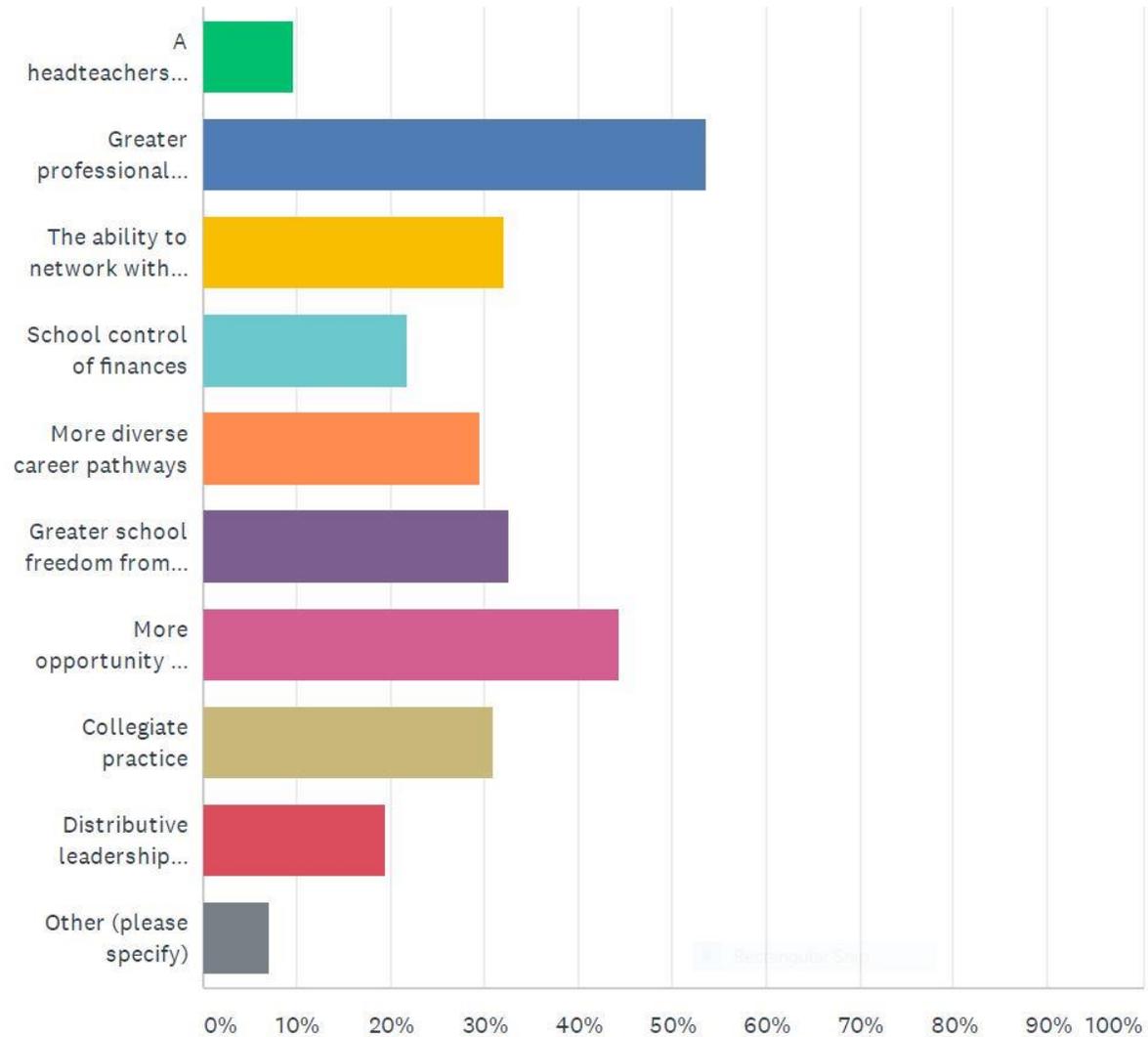| ANSWER CHOICES	RESPONSES	
EIS	43.28%	2,343
School	40.79%	2,208
Educational Authority	19.38%	1,049
GTCS	11.68%	632
Other (please specify)	8.85%	479
Total Respondents: 5,413		

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**"Too many professional development initiatives
are done to teachers – not for, with or by them."**
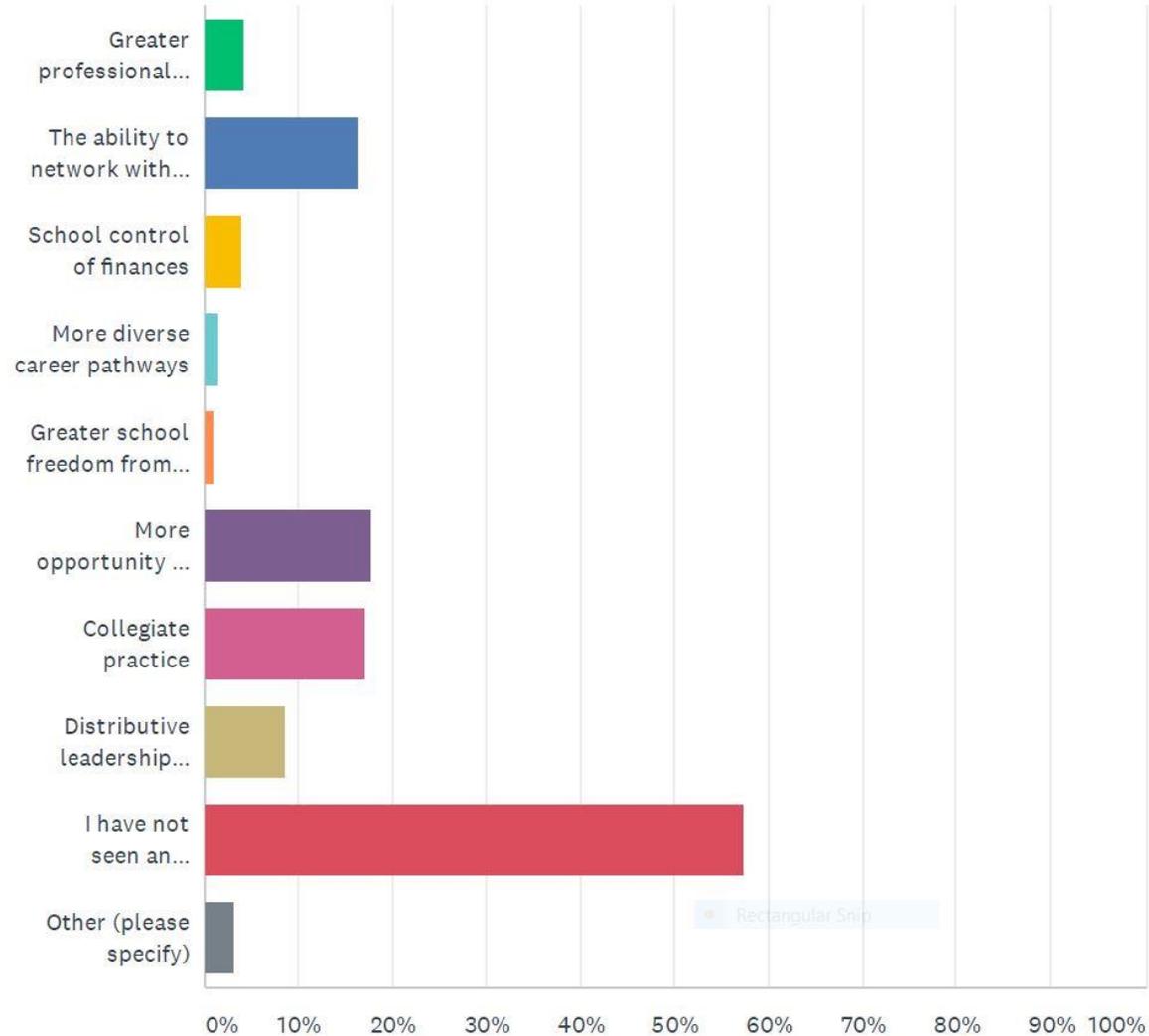
Andy Hargreaves

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Q16 Which 3 things do you think would be most critical to a successful empowered school system?

Answered: 14,760   Skipped: 2,438

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Q17 In the past 12 months have you seen an improvement in any of the areas below? (please tick all that apply)

Answered: 14,313   Skipped: 2,885

Barriers to creating an empowered system?

- Excessive workload (time)
- Entrenched practice
- Trust

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Barriers to creating an empowered system?

- Excessive workload (time)
- Entrenched practice
- Trust

What needs to be done?

- Engagement
- Hearts and minds
- Practical consequences – DMR committees

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https://education.gov.scot/improvement/learning-resources/an-empowered-system