

Continuous Professional Development (CPD) Framework for Elected Members in Scottish Local Government

What is the CPD Framework for Elected Members in Scottish Local Government?

The CPD Framework for Elected Members in Scottish Local Government has been developed by the Improvement Service in consultation with councils, to provide Elected Members with professional and personal development opportunities. It has been designed to:

- be appropriate to Elected Members of different seniority, experience and role; and
- complement existing Elected Member development and support frameworks already in place in councils.

The CPD Framework is a voluntary framework, and it is up to each council to decide whether or not they wish to use it in the support and development of their Elected Members. It is based on fourteen political skills which are clustered into 6 themes - promoting change and improvement, political understanding, working collaboratively, effective communicator, effective decision-maker and effective leader.

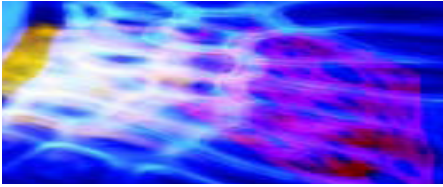
What is required of Elected Members participating in the CPD Framework?

An Elected Member will assess the extent to which they demonstrate a range of supporting behaviours under each of the 14 political skills, by completing a Development Profile. This assessment can be done personally or on a 360 degree basis, where a Member can ask between four and six individuals to assess the strength of their behaviours.

On completing their Development Profile, the Elected Member will receive a Development Profile report which outlines their key strengths and areas for development. This will be followed up with a facilitated Personal Development Planning meeting, the outcome of which will be the preparation of a Personal Development Plan. Elected Members will be able to select relevant professional and personal development opportunities through the CPD Framework Development Programme, to support their Personal Development Plan.

How is the CPD Framework being implemented?

The Improvement Service is working with six councils - East Lothian, Falkirk, Fife, Scottish Borders, South Ayrshire and West Dunbartonshire - to pilot the CPD Framework prior to rolling it out to all councils. The pilot project is being supported by Brightwave -



the work-based e-learning specialist, whose e-learning programmes and LMS tools are used by organisations globally to engage learners, drive change and improve performance.

What are the benefits of the CPD Framework?

The pilot councils have produced a short film which captures Elected Members' experiences of the pilot project to date and explores why they took part in the project and how they have benefited so far. Please take the opportunity to hear what your colleagues think of the CPD Framework by watching the CD-rom in your delegate pack.

When will the CPD Framework be rolled out?

The CPD Framework and Development Profile will be rolled out in summer 2009, once we have completed a thorough evaluation involving all Elected Members participating in the pilot project and all individuals who provided 360 degree feedback. The Personal Development Planning materials and CPD Framework Development Programme will be rolled out thereafter.

For further information please contact:

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