



CDN Strategic Plan 2017 - 2020

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CDN IS A SKILLS AND SECTOR DEVELOPMENT COMPANY.

Our mission is to maximise the impact of education for learners across the vocational and college system in Scotland.

We have three aims, through which we deliver our mission:

1. **We work to improve the quality of teaching and support for learners** by developing the skills and expertise of our vocational workforce.
2. **We invest in the strategic vision and performance of vocational education**, by developing great emerging leaders and excellent governance structures in colleges and beyond.
3. **We are a catalyst for innovate practice**, by networking colleges and showcasing their expertise, connecting industry and education to boost economic growth, and empowering partnerships that join up the learner journey.

CDN: Delivering in 2017–18

1. We delivered a successful national conversation to redesign the **Professional Standards for Lecturers**. 1600 survey respondents and 30 focus groups and interviews helped build a 21st century framework for excellent vocational teaching.
2. We trained a further 120 **Board Members** through our induction programme, registered 385 to the online governance hub, and delivered a national Board Members conference with over 100 attendees.
3. We launched '**Reach**', the new magazine for and by the college workforce, with a print and online readership.
4. We delivered the biggest **CDN College Awards** yet with new categories for inclusion and innovation.
5. We successfully delivered the new **PDA Advancing Equality and Diversity through Inclusiveness** in partnership with SFC and SQA, and awarded the first PDA to a learning inclusion colleague from Glasgow Clyde College.
6. We piloted the Principals' **Leadership Programme**, brought the Four Nations Forum to Scotland, and expanded our CMI management training course.
7. Web user traffic to our **online training hub** was up 17% year.
8. We built new bespoke **training partnerships** with seven college regions supporting digital skills, mental health awareness, leadership development and much more.

<p>Pillar</p>	<p>1. For the learning workforce Excellence, development and opportunity for all college staff</p>	<p>2. For strategic leaders Transformative management, strategic leadership, and good governance</p>	<p>3. For the skills sector Supporting college innovative practice, partnership working, and impactful networking</p>
<p>Project Priorities</p>	<ul style="list-style-type: none"> We will complete our work on the rollout of the Professional Standards for teaching staff, supporting colleges to embed these in organisational practice. We will work to produce a clear and flexible professional development framework, and to provide more training opportunity to support colleagues. We will further develop our digital learning platform into a national online CPD college. We will work with other education training agencies and member colleges to share high quality training assets and improve alignment between standards, course offer and quality. We will ensure HGIOC reporting is embedded in our training programme. We will build on the success of College Expo, delivering an expanded marquee event in 2019 with 800+ participants. Expo will provide the future focus for our physical training and practice discussion work. We will further grow sector engagement with, and readership of, the new Reach magazine for the college workforce. We will grow our programme of regional digital skills roadshows to take our workforce training to campuses and staff across the country. We will work with partners to share basic digital skills training across the wider education system. 	<ul style="list-style-type: none"> We will continue to deliver our successful Governance Training programme, adding new modules and embedding outcomes from the Good Governance consultation and growing the impact of the governance hub. We will complete consultation, build and delivery of the Next Generation Leadership programme for college management, as directed in the ministerial guidance to the sector for 2018-20. This will focus on future leadership challenges, innovation, interconnectivity, mentorship, reflective practice and alignment with a changing policy and leader skills landscape. We will further expand our CMI middle and entry to management programmes, adding new cohorts. We will build on this year's Four Nations Forum to develop a broader keynote Vocational Leadership Summit, engaging expertise from other systems and with a clear future focus. We will work to ensure that governance diversity is embedded in the training and events offer made to college board members. 	<ul style="list-style-type: none"> We will deliver and grow the platform for sharing innovative practice in colleges, showcasing the sector's impact and international excellence. We will work with partners, where possible, to support a focus on fitness and wellbeing across the college sector. We will expand our work on sectoral development partnerships with a focus on food & drink, health and social care, early years and childcare, mental health and wellbeing; and driving continuing impact of DYW in the college sector and through its partners. We will continue to review and modernise the Development Network service, improving network connectivity and supporting each to collaborate on impactful practical priorities; and we will enhance our digital and remote offer to networks. We will maintain and grow the impact, both within and beyond the sector, of the CDN College Awards programme and deliver new awards categories including Colleague of the Year and Sport and Fitness College.



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