

# Teacher Professional Standards

## - use them to your advantage

The objective of this leaflet is to encourage reviewees and reviewers to use the new professional standards as a signpost – indicating routes teachers may want to move along in the next stage of their professional development

The framework of professional standards for teachers defines the characteristics of teachers at each career stage. It provides standards for:

- **The award of QTS (Q)**
- **Teachers on the main scale (Core) (C)**
- **Teachers on the Upper Pay Scale (Post Threshold Teachers) (P)**
- **Excellent Teachers (E)**
- **Advanced Skills Teachers (A)**

Each set of standards builds upon the previous set – a teacher being considered for threshold would need to satisfy the P standards and continue to meet the C standards.

The standards fall into three groups:

### Professional Attributes

- Relationships with children and young people
- Frameworks
- Communicating with others
- Personal professional development

### Professional Knowledge and Understanding

- Teaching and Learning
- Assessment and monitoring
- Subjects and curriculum
- Literacy, numeracy and ICT
- Achievement and diversity
- Health and well-being

### Professional skills

- Planning
- Teaching
- Assessing, monitoring and giving feedback
- Reviewing teaching and learning
- Learning environment
- Team working and collaboration

#### **How to use this leaflet:**

- **As you read about each group of standards, you may want refer to a self-check progress sheet – where are you now?**
- **Decide which areas you need/want to develop next**
- **Discuss with your reviewer what aspects you might specifically focus on to develop your expertise/capacity**
- **You could include reference to these standards in your PM objectives**

The flow charts are colour coded according to:

- The group of standards being illustrated
- The career stage of the teacher

On each page the top flow chart gives an overview of the group of standards; the diagram beneath it illustrates some activities that could be undertaken to develop expertise in just one of this group of standards.





