

## Appendix B National Standards Career Stage Expectations

### TEACHER STANDARDS CAREER STAGE EXPECTATIONS – ST WILFRID’S RC COLLEGE

Confidential

#### INITIAL ASSESSMENT AND AUDIT

Professional Area	Relevant Standards	Band 1 Point 1 - 3	Band 2 Point 4 - 6	Band 3 Point 7 – 9 (UPS 3)	+	-
<b>PROFESSIONAL PRACTICE</b>	1.1(1);1.2(2,3,5) 1.3 (1,3) 1.4(1,2,3) 1.5 all 1.6 (1) 1.7 (1,2,3) 1.8 (3) 2.1 (2,4) Preamble	Teaching is generally good or better; some specific areas require improvement.	Teaching is generally good; some is outstanding	Teaching is good; much is outstanding		
<b>Standards for Professional Dialogue</b>						
<b>PROFESSIONAL OUTCOMES</b>	1.1(2) 1.2(1,2,3) 1.5(1) 1.6 (3,4) Preamble	Most pupils achieve in line with school expectations, informed by prior attainment data	Almost all pupils achieve in line with school expectations, informed by prior attainment data; some exceed them	Almost all pupils achieve in line with school expectations, informed by prior attainment data; many exceed them		
<b>Standards for Professional Dialogue</b>						

Professional Area	Relevant Standards	Point 1 - 3	Point 4 - 6	Point 7 – 9 (UPS 3)	+	-
<b>PROFESSIONAL RELATIONSHIPS</b>	1.1(1) 1.6(4) 1.7(4) 1.8(2,3,5) 2.1 (1,3,4) Preamble	<p>Teachers have positive working relationships with pupils, colleagues and parents. These are focussed on improving provision for pupils</p> <p><i>Membership of R and D group</i></p> <p><i>Taking study support</i></p> <p><i>Attending Voluntary T&amp;L sessions</i></p> <p><i>Contributing to feedback sessions within Dept / House / IAG team</i></p> <p><i>Supporting extra-curricular activities,</i></p>	<p>Professional relationships with pupils, colleagues and staff lead to excellent provision within and sometimes outside of the classroom</p> <p><i>Leading extra-curricular activities,</i></p> <p><i>Taking supportive / coaching role within SGP,</i></p> <p><i>Developing teaching resources for IAG team</i></p> <p><i>Cascading from R &amp; D to dept.</i></p> <p><i>Plans and delivers Family Learning sessions</i></p>	<p>Plays a proactive role in key stage, departmental or school-wide teams to improve provision and outcomes</p> <p><i>Taking a leading role in R&amp;D group</i></p> <p><i>Organising appraising / support within department</i></p> <p><i>Taking responsibility for a series of lessons within IAG</i></p> <p><i>Pupil appraising within dept.</i></p> <p><i>Feeding back / presenting to staff from R&amp;D</i></p> <p><i>Appraising trainee / student teachers</i></p> <p><i>Sustained and significant contribution to extra-curricular activities</i></p>		
<b>Standards for Professional Dialogue</b>						

Professional Area	Relevant Standards	Point 1 - 3	Point 4 - 6	Point 7 – 9 (UPS 3)	+	-
<b>PROFESSIONAL DEVELOPMENT</b>	1.2(4,5) 1.3(1,2,4,5) 1.4(5) 1.5(2,3,4) 1.6(1) 1.8(4) 2.1(2) 2.3 Preamble	Able, to identify key professional development needs and respond to advice and feedback. Takes a proactive role in accessing relevant support and professional development from colleagues  <i>Effectively completes self- audit and develops practice accordingly</i>  <i>Attends voluntary T&amp;L and develops practice accordingly</i>	A competent practitioner able to keep up-to-date with changes in pedagogy and adapt practice accordingly  <i>Takes leading role in SGP, regularly contributes ideas in dept meetings</i>  <i>Takes a significant role in R&amp; D groups</i>	Plays a proactive role in leading the professional development of key stage or departmental colleagues. May lead professional development of colleagues across the whole school  <i>Presents at whole-school training events / Leads R &amp; D group</i>  <i>Supports colleagues through SGP and more informal processes e.g. sharing resources, inviting others in to observe</i>		
<b>Standards for Professional Dialogue</b>						
<b>PROFESSIONAL CONDUCT</b>	1.1(3) 1.7(1) 1.8(1) 2.1(all) 2.2 2.3 Preamble	Meets all standards  <i>Maintains pastoral routines with tutor group, classes and other groups</i>	Meets all standards  <i>Provides extra pastoral support to a pupil / family Member of the Ethos group / Global group</i>	Meets all standards  <i>Works with outside agencies to develop ethos e.g. parishes, Cluster, parent groups</i>		
<b>Standards for Professional Dialogue</b>						