

Draft Revised Professional Standards for Teachers in England¹

Introduction

Bringing coherence to the professional and occupational standards for the whole school workforce

1. The framework of professional standards for teachers will form part of a wider framework of standards for the whole school workforce. This includes the Training and Development Agency for Schools (TDA) review of the occupational standards for teaching/classroom assistants and the professional standards for higher level teaching assistants in consultation with social partners and other key stakeholders and a review of leadership standards informed by the independent review of the roles and responsibilities of head teachers and the leadership group.

What these standards cover

2. The framework of professional standards for teachers set out below defines the characteristics of teachers at each career stage. Specifically it provides professional standards for:
 - The award of QTS (**Q**);
 - Teachers on the main scale (**I**);
 - Teachers on the Upper Pay Scale (Post Threshold Teachers) (**P**);
 - Excellent Teachers (**E**); and
 - Advanced Skills Teachers (**A**).
3. Professional standards are statements of a teacher's professional attributes, professional knowledge and understanding, and professional skills. They provide clarity of the expectations at each career stage. The standards are not to be confused with and do not replace the professional duties contained in the School Teachers' Pay and Conditions Document, which set out the roles and responsibilities of teachers.
4. The framework of standards below is arranged in three interrelated sections covering:
 - a. Professional attributes
 - b. Professional knowledge and understanding
 - c. Professional skills

¹ The framework as a whole, as set out here, applies in England only. The standards for Post Threshold Teachers, Excellent Teachers and ASTs are pay standards (as set out in the School Teachers' Pay and Conditions Document) and apply in England and Wales.

How the standards will be used

5. The standards provide the framework for a teacher's career and clarify what progression looks like. As now, to access each career stage a teacher will need to demonstrate that he/she has met the relevant standards. The process for this varies depending on the standard concerned. Teachers seeking Excellent Teacher or Advanced Skills Teacher (AST) status need to apply and be assessed through an external assessment process. Teachers seeking to cross the threshold are assessed by their head teacher. The standards for Post Threshold Teachers, Excellent Teachers and ASTs are pay standards and teachers who are assessed as meeting them also access the relevant pay scale.
6. The standards clarify the professional characteristics that a teacher should be expected to maintain and to build on at their current career stage. After the induction year, therefore, teachers would be expected to continue to meet the main scale standards and to broaden and deepen their professional attributes, knowledge, understanding and skills within that context. This principle applies at all subsequent career stages. So, for example, teachers who have gone through the threshold would be expected to continue to meet the main scale and post-threshold standards and to broaden and deepen their professional attributes, knowledge, understanding and skills in that context. There are no new criteria for pay progression for teachers paid on the upper pay scale in the 2006 School Teachers' Pay and Conditions Document.
7. The standards will support teachers in identifying their professional development needs. Where teachers wish to progress to the next career stage, the next level of the framework provides a reference point for all teachers when considering future development. Whilst not all teachers will necessarily want to move to the next career stage, the standards will also support teachers in identifying ways to broaden and deepen their expertise within current career stages.
8. All teachers should have a professional responsibility to be engaged in effective, sustained and relevant professional development throughout their careers and all teachers should have a contractual entitlement to effective, sustained and relevant professional development throughout their careers. There should be a continuum of expectations about the level of engagement in professional development that provides clarity and appropriate differentiation for each career stage. The expectations about the contribution teachers make to the development of others should take account of their levels of skills, expertise and experience, their role within the school, and reflect their use of up-to-date subject knowledge and pedagogy.²
9. In all these cases, performance management is the key process. Performance management provides the context for regular discussions about teachers' career aspirations and their future development, within or beyond their current career stage. The framework of professional standards will provide a backdrop to discussions about how a teacher's performance should be viewed in relation to their current career stage and the career stage they are approaching. The relevant standards should be looked at as a whole in order to help teachers identify areas of strength and areas for further professional development. For example, a teacher who aspires to become an AST will need to reflect on and discuss how they might plan their future development so they can work towards becoming an AST and performance management would provide evidence for the teacher's future application.
10. All qualified teachers in maintained schools and non-maintained special schools are required to be registered with the GTCE. To maintain registration they must uphold the GTCE's Code of Conduct and Practice for Registered Teachers.

² Extract from the Rewards and Incentives Group (RIG) evidence (Section 9 'The New Professionalism') to the STRB on 25 May 2005.

11. The recommendation for the award of qualified teacher status and registration with the GTCE is made by an accredited Initial Teacher Training (ITT) provider following an assessment which shows that all of the Qualified Teacher Status (QTS) standards have been met. The newly qualified teacher (NQT) may then begin the induction period. NQTs will not be required to meet fully the induction/main scale standards until the end of their induction period. The induction/main scale standards underpin all the subsequent standards and, where there is no progression at subsequent career stages, are valid at all points of teachers' careers within both their immediate workplace and the wider professional context in which they work. These are referred to as 'the relevant induction/main scale standards'. Each set of standards builds on the previous set, so that a teacher being considered for the threshold would need to satisfy the threshold standards (**P**) and continue to meet the relevant induction/main scale standards (**I**); a teacher aspiring to become an Excellent Teacher would need to satisfy the standards that are specific to that status (**E**) and continue to meet the preceding relevant standards (**I** and **P**); and a teacher aspiring to become an AST would need to satisfy the standards that are specific to that status (**A**) as well as meeting the preceding relevant standards **I**, **P** and **E** – although they can apply for an AST post before going through the threshold. In practice, the standards relating to the excellence of their own teaching are common to ASTs and Excellent Teachers, the three additional AST standards are focused on their ability to carry out their work with other schools and on their leadership role.
12. The framework of standards is progressive, reflecting the progression expected of teachers as their professional attributes, knowledge and understanding and skills develop and they demonstrate increasing effectiveness in their roles. Post threshold teachers are able to act as role models for teaching and learning, make a distinctive contribution to raising standards across the school, continue to develop their expertise post threshold and provide regular coaching and mentoring to less experienced teachers. Excellent Teachers provide an exemplary model to others through their professional expertise, have a leading role in raising standards by supporting improvements in teaching practice and support and help their colleagues to improve their effectiveness and to address their development needs through highly effective coaching and mentoring. Advanced Skills Teachers provide models of excellent and innovative teaching and use their skills to enhance teaching and learning by undertaking and leading school improvement activities and continuing professional development (CPD) for other teachers. They carry out developmental work across a range of workplaces and draw on the experience they gain elsewhere to improve practice in their own and other schools.
13. All the standards are underpinned by the five key outcomes for children and young people identified in *Every Child Matters* and the six areas of the *Common core of skills and knowledge for the children's workforce*. The work of practising teachers should be informed by an awareness, appropriate to their level of experience and responsibility, of legislation concerning the development and well-being of children and young people expressed in the Children Act 2004, the Disability Discrimination Acts 1995 and 2005 and relevant associated guidance, the special educational needs provisions in the Education Act 1996 and the associated *Special educational needs code of practice* (DfES 2001), the Race Relations Act 1976 as amended by the Race Relations (Amendment) Act 2000, and the guidance *Safeguarding children in education* (DfES 2004).
14. The professional standards must operate in the context of teachers' legal rights and contractual entitlements.
15. Nothing in the professional standards militates against teachers taking lawful industrial action.

Note on the terminology used in the standards

- The term 'learners' is used instead of 'children and young people' when learning per se is the main focus of the standard. It refers to all children and young people including those with particular needs, for example, those with special educational needs, looked after children, those for whom English is an additional language, those who are not reaching their potential or those who are gifted and talented.
- The term 'colleagues' is used for all those professionals with whom a teacher might work. It encompasses teaching colleagues, the wider workforce within an educational establishment, and also those from outside with whom teachers may be expected to have professional working relationships, for example early years and health professionals and colleagues working in children's services.
- The term 'classroom' is used to encompass all the settings within and beyond the workplace where teaching and learning take place.
- The term 'workplace' refers to the range of educational establishments, contexts and settings (both in and outside the classroom) where teaching takes place.
- The term 'subjects/curriculum areas' is used to cover all forms of organised learning experienced across the curriculum. For example, areas of learning in the foundation stage, broad areas of curricular experience and learning through play in the early years, thematically structured work in the primary phase, single subjects, vocational subjects and cross-curricular work in the 14–19 phase
- The terms 'lessons' or 'sequences of lessons' are used to cover teaching and learning activities wherever they take place, whatever their nature and length, and however they might be organised, and are applicable to all educational phases and contexts.
- Where the phrase 'parents and carers' is used, it is understood that the term 'parents' includes both mothers and fathers.
- The term 'well-being' refers to the rights of children and young people (as set out, and consulted upon in the Every Child Matters Green Paper and subsequently set out in the Children Act 2004), in relation to:
 - physical and mental health and emotional well-being
 - protection from harm and neglect
 - education, training and recreation
 - the contribution made by them to society
 - social and economic well-being.

- The term 'personalised learning' means maintaining a focus on individual progress, in order to maximise all children and young people's capacity to learn, achieve and participate. This means supporting and challenging each student to achieve national standards and gain the skills they need to thrive and succeed throughout their lives. 'Personalising learning' is not about individual lesson plans or individualisation (where children are taught separately or largely through a one-to-one approach).

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THE FRAMEWORK OF PROFESSIONAL STANDARDS FOR TEACHERS IN ENGLAND

1. Professional attributes				
Those recommended for the award of QTS (Q) should:	Induction/main scale teachers (I) should:	Post Threshold Teachers (P) should:	Excellent teachers (E) should:	Advanced skills teachers (A) should:
Relationships with children and young people				
Q1 Have high expectations of children and young people including a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting, supportive and constructive relationships with them.	I1 Have high expectations of children and young people including a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting, supportive and constructive relationships with them.			
Q2 Demonstrate the positive values, attitudes and behaviour they expect from children and young people.	I2 Hold positive values and attitudes and adopt high standards of behaviour in their professional role.			

1. Professional attributes				
Those recommended for the award of QTS (Q) should:	Induction/main scale teachers (I) should:	Post Threshold Teachers (P) should:	Excellent teachers (E) should:	Advanced skills teachers (A) should:
Frameworks				
Q3 (a) Be aware of the professional duties of teachers and the statutory framework within which they work. (b) Be aware of the policies and practices of the workplace and share in collective responsibility for their implementation.	I3 Maintain an up-to-date knowledge and understanding of the professional duties of teachers and the statutory framework within which they work, and contribute to the development, implementation and evaluation of the policies and practice of their workplace, including those designed to promote equality of opportunity.			
		P1 Contribute significantly, where appropriate, to implementing workplace policies and practice and to promoting collective responsibility for their implementation.	E1 Be prepared to take a leading role in developing workplace policies and practice and in promoting collective responsibility for their implementation.	A1 Be prepared to take on a strategic leadership role in developing workplace policies and practice and in promoting collective responsibility for their implementation in their own and other workplaces.

1. Professional attributes				
Those recommended for the award of QTS (Q) should:	Induction/main scale teachers (I) should:	Post Threshold Teachers (P) should:	Excellent teachers (E) should:	Advanced skills teachers (A) should:
Communicating and working with others				
Q4 Communicate effectively with children, young people, colleagues, parents and carers.	I 4 (a) Communicate effectively with children, young people and colleagues. (b) Communicate effectively with parents and carers, conveying timely and relevant information about attainment, objectives, progress and well-being. (c) Recognise that communication is a two-way process and encourage parents and carers to participate in discussions about the progress, development and well-being of children and young people.			
Q5 Recognise and respect the contribution that colleagues, parents and carers can make to the development and well-being of children and young people and to raising their levels of attainment.	I 5 Recognise and respect the contributions that colleagues, parents and carers can make to the development and well-being of children and young people, and to raising their levels of attainment.			
Q6 Have a commitment to collaboration and co-operative working.	I 6 Have a commitment to collaboration and co-operative working where appropriate.			

1. Professional attributes				
Those recommended for the award of QTS (Q) should:	Induction/main scale teachers (I) should:	Post Threshold Teachers (P) should:	Excellent teachers (E) should:	Advanced skills teachers (A) should:
Personal professional development				
Q7 (a) Reflect on and improve their practice, and take responsibility for identifying and meeting their developing professional needs (b) Identify priorities for their early professional development in the context of induction	I7 Evaluate their performance and be committed to improving their practice through appropriate professional development.			
	Q8 Have a creative and constructively critical approach towards innovation, being prepared to adapt their practice where benefits and improvements are identified.	I8 Have a creative and constructively critical approach towards innovation; being prepared to adapt their practice where benefits and improvements are identified.	E2 Research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform their own practice and that of colleagues.	
Q9 Act upon advice and feedback and be open to coaching and mentoring.	I9 Act upon advice and feedback and be open to coaching and mentoring.			

2. Professional knowledge and understanding				
Those recommended for the award of QTS (Q) should:	Induction/main scale teachers (I) should:	Post Threshold Teachers (P) should:	Excellent teachers (E) should:	Advanced skills teachers (A) should:
Teaching and learning				
<p>Q10 Have a knowledge and understanding of a range of teaching, learning and behaviour management strategies and know how to use and adapt them, including how to personalise learning and provide opportunities for all learners to achieve their potential.</p>	<p>I 10 Have a good, up-to-date working knowledge and understanding of a range of teaching, learning and behaviour management strategies and know how to use and adapt them, including how to personalise learning to provide opportunities for all learners to achieve their potential.</p>			
		<p>P2 Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential.</p>		
		<p>E3 Have a critical understanding of the most effective teaching, learning and behaviour management strategies, and including how to select and use approaches that personalise learning to provide opportunities for all learners to achieve their potential.</p>		

2. Professional knowledge and understanding				
Those recommended for the award of QTS (Q) should:	Induction/main scale teachers (I) should:	Post Threshold Teachers (P) should:	Excellent teachers (E) should:	Advanced skills teachers (A) should:
Assessment and monitoring				
Q11 Know the assessment requirements and arrangements for the subjects/curriculum areas they are trained to teach, including those relating to public examinations and qualifications.	I11 Know the assessment requirements and arrangements for the subjects/curriculum areas they teach, including those relating to public examinations and qualifications.			
		P3 Have an extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subjects/curriculum areas they teach, including those related to public examinations and qualifications.		
		P4 Have up-to-date knowledge and understanding of the different types of qualifications and specifications and their suitability for meeting learners' needs.		
Q12 Know a range of approaches to assessment, including the importance of formative assessment.	I12 Know a range of approaches to assessment, including the importance of formative assessment.			
Q13 Know how to use local and national statistical information to evaluate the effectiveness of their teaching, to monitor the progress of those they teach and to raise levels of attainment.	I13 Know how to use local and national statistical information to evaluate the effectiveness of their teaching, to monitor the progress of those they teach and to raise levels of attainment.			
		I14 Know how to use reports and other sources of external information related to assessment in order to provide learners with accurate and constructive feedback on their strengths, weaknesses, attainment, progress and areas for development, including action plans for improvement.		
		E4 Know how to improve the effectiveness of assessment practice in the workplace, including how to analyse statistical information to evaluate the effectiveness of teaching and learning across the school.		

2. Professional knowledge and understanding				
Those recommended for the award of QTS (Q) should:	Induction/main scale teachers (I) should:	Post Threshold Teachers (P) should:	Excellent teachers (E) should:	Advanced skills teachers (A) should:
Subjects and Curriculum				
Q14 Have a secure knowledge and understanding of their subjects/curriculum areas and related pedagogy to enable them to teach effectively across the age and ability range for which they are trained.	I15 Have a secure knowledge and understanding of their subjects/curriculum areas and related pedagogy including: the contribution that their subjects/curriculum areas can make to cross-curricular learning; and recent relevant developments.			
		P5 Have a more developed knowledge and understanding of their subjects/curriculum areas and related pedagogy including how learning progresses within them.		
		E5 Have an extensive and deep knowledge and understanding of their subjects/curriculum areas and related pedagogy gained for example through involvement in wider professional networks associated with their subjects/curriculum areas.		
Q15 Know and understand the relevant statutory and non-statutory curricula and frameworks, including those provided through the National Strategies, for their subjects/curriculum areas, and other relevant initiatives applicable to the age and ability range for which they are trained.	I16 Know and understand the relevant statutory and non-statutory curricula and frameworks, including those provided through the National Strategies, for their subjects/curriculum areas and other relevant initiatives across the age and ability range they teach.			

2. Professional knowledge and understanding				
Those recommended for the award of QTS (Q) should:	Induction/main scale teachers (I) should:	Post Threshold Teachers (P) should:	Excellent teachers (E) should:	Advanced skills teachers (A) should:
Literacy, numeracy and ICT				
Q16 Have passed the professional skills tests in numeracy, literacy and information and communications technology (ICT).				
Q17 Know how to use skills in literacy, numeracy and ICT to support their teaching and wider professional activities.	I17 Know how to use skills in literacy, numeracy and ICT to support their teaching and wider professional activities.			

2. Professional knowledge and understanding

Those recommended for the award of QTS (Q) should:	Induction/main scale teachers (I) should:	Post Threshold Teachers (P) should:	Excellent teachers (E) should:	Advanced skills teachers (A) should:
Achievement and diversity				
<p>Q18 Understand how children and young people develop and that the progress and well-being of learners are affected by a range of developmental, social, religious, ethnic, cultural and linguistic influences.</p>	<p>I 18 Understand how children and young people develop and how the progress, rate of development and well-being of learners are affected by a range of developmental, social, religious, ethnic, cultural and linguistic influences.</p>			
<p>Q19 Know how to make effective personalised provision for those they teach, including those for whom English is an additional language or who have special educational needs or disabilities, and how to take practical account of diversity and promote equality and inclusion in their teaching.</p>	<p>I 19 Know how to make effective personalised provision for those they teach, including those for whom English is an additional language or who have special educational needs or disabilities, and how to take practical account of diversity and promote equality and inclusion in their teaching.</p>		<p>E6 Have an extensive knowledge on matters concerning equality, inclusion and diversity in teaching.</p>	
<p>Q20 Know and understand the roles of colleagues with specific responsibilities, including those with responsibility for learners with special educational needs and disabilities and other individual learning needs.</p>	<p>I 20 Understand the roles of colleagues such as those having specific responsibilities for learners with special educational needs, disabilities and other individual learning needs, and the contributions they can make to the learning, development and well-being of children and young people.</p>			
		<p>I 21 Know when to draw on the expertise of colleagues, such as those with responsibility for the safeguarding of children and young people and special educational needs and disabilities, and to refer to sources of information, advice and support from external agencies.</p>		

2. Professional knowledge and understanding				
Those recommended for the award of QTS (Q) should:	Induction/main scale teachers (I) should:	Post Threshold Teachers (P) should:	Excellent teachers (E) should:	Advanced skills teachers (A) should:
Health and well-being				
<p>Q21 (a) Be aware of the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children and young people.</p> <p>(b) Know how to identify and support children and young people whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support.</p>	I22 Know the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children and young people.			
	I23 Know the local arrangements concerning the safeguarding of children and young people.			
	I24 Know how to identify potential child abuse or neglect and follow safeguarding procedures.			
	I25 Know how to identify and support children and young people whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support.			
			P6 Have sufficient depth of knowledge and experience to be able to give advice on the development and well-being of children and young people.	

3. Professional skills				
Those recommended for the award of QTS (Q) should:	Induction/main scale teachers (I) should:	Post Threshold Teachers (P) should:	Excellent teachers (E) should:	Advanced skills teachers (A) should:
Planning				
Q22 Plan for progression across the age and ability range for which they are trained, designing effective learning sequences within lessons and across series of lessons and demonstrating secure subject/curriculum knowledge.	I 26. Plan for progression across the age and ability range they teach, designing effective learning sequences within lessons and across series of lessons informed by secure subject/curriculum knowledge.			
		P7 Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of learners and which integrate recent developments, including those relating to subject/curriculum knowledge.		
		E7 (a) Take a lead in planning collaboratively with colleagues in order to promote effective practice. (b) identify and explore links within and between subjects/curriculum areas in their planning.		
Q23 Design opportunities for learners to develop their literacy, numeracy and ICT skills.	I 27 Design opportunities for learners to develop their literacy, numeracy, ICT and thinking and learning skills appropriate within their phase and context.			
Q24 Plan homework or other out-of-class work to sustain learners' progress and to extend and consolidate their learning.	I 28 Plan, set and assess homework, other out-of-class assignments <u>and coursework for examinations</u> , where appropriate, to sustain learners' progress and to extend and consolidate their learning.			

3. Professional skills

Those recommended for the award of QTS (Q) should:	Induction/main scale teachers (I) should:	Post Threshold Teachers (P) should:	Excellent teachers (E) should:	Advanced skills teachers (A) should:
Teaching				
<p>Q25 Teach lessons and sequences of lessons across the age and ability range for which they are trained in which they:</p> <p>(a) use a range of teaching strategies and resources, including e-learning, taking practical account of diversity and promoting equality and inclusion.</p> <p>(b) build on prior knowledge, develop concepts and processes, enable learners to apply new knowledge, understanding and skills and meet learning objectives.</p> <p>(c) adapt their language to suit the learners they teach, introducing new ideas and concepts clearly, and using explanations, questions, discussions and plenaries effectively.</p>	<p>I 29 Teach challenging, well-organised lessons and sequences of lessons across the age and ability range they teach in which they:</p> <p>(a) use an appropriate range of teaching strategies and resources, including e-learning, which meet learners' needs and take practical account of diversity and promote equality and inclusion.</p> <p>(b) build on the prior knowledge and attainment of those they teach in order that learners meet learning objectives and make sustained progress.</p> <p>(c) develop concepts and processes which enable learners to apply new knowledge, understanding and skills.</p> <p>(d) adapt their language to suit the learners they teach, introducing new ideas and concepts clearly, and using explanations, questions, discussions and plenaries effectively.</p> <p>(e) manage the learning of individuals, groups and whole classes effectively, modifying their teaching appropriately to suit the stage of the lesson and the needs of the learners.</p>			
	<p>I 30 Teach engaging and motivating lessons informed by well-grounded expectations of learners and designed to raise levels of attainment.</p>			
		<p>P8 Have teaching skills which lead to learners achieving well relative to their prior attainment, making progress as good as, or better than, similar learners nationally.</p>		
			<p>E8 Have teaching skills which lead to excellent results and outcomes.</p>	<p>E9 <u>Demonstrate excellent and innovative pedagogical practice.</u></p>

3. Professional skills

Those recommended for the award of QTS (Q) should:

Induction/main scale teachers (I) should:

Post Threshold Teachers (P) should:

Excellent teachers (E) should:

Advanced skills teachers (A) should:

Teaching

Q25 (cont)

(d) demonstrate the ability to manage the learning of individuals, groups and whole classes, modifying their teaching to suit the stage of the lesson.

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3. Professional skills				
Those recommended for the award of QTS (Q) should:	Induction/main scale teachers (I) should:	Post Threshold Teachers (P) should:	Excellent teachers (E) should:	Advanced skills teachers (A) should:
Assessing, monitoring and giving feedback				
Q26 (a) Make effective use of a range of assessment, monitoring and recording strategies. (b) Assess the learning needs of those they teach in order to set challenging learning objectives.	I31 Make effective use of an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives and monitoring learners' progress and levels of attainment.		E10 Demonstrate excellent ability to assess and evaluate.	
	I32 Provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on learners' attainment, progress and areas for development.		E11 Have an excellent ability to provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on learners' attainment, progress and areas for development that promotes pupil progress.	
Q27 Provide timely, accurate and constructive feedback on learners' attainment, progress and areas for development.	I33 Support and guide learners so that they can reflect on their learning, identify the progress they have made, set positive targets for improvement and become successful independent learners.		E11 Have an excellent ability to provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on learners' attainment, progress and areas for development that promotes pupil progress.	
	I34 Use assessment as part of their teaching to diagnose learners' needs, set realistic and challenging targets for improvement and plan future teaching.		E11 Have an excellent ability to provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on learners' attainment, progress and areas for development that promotes pupil progress.	
Q28 Support and guide learners to reflect on their learning, identify the progress they have made and identify their emerging learning needs.	I33 Support and guide learners so that they can reflect on their learning, identify the progress they have made, set positive targets for improvement and become successful independent learners.		E11 Have an excellent ability to provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on learners' attainment, progress and areas for development that promotes pupil progress.	
	I34 Use assessment as part of their teaching to diagnose learners' needs, set realistic and challenging targets for improvement and plan future teaching.		E11 Have an excellent ability to provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on learners' attainment, progress and areas for development that promotes pupil progress.	

3. Professional skills				
Those recommended for the award of QTS (Q) should:	Induction/main scale teachers (I) should:	Post Threshold Teachers (P) should:	Excellent teachers (E) should:	Advanced skills teachers (A) should:
Reviewing teaching and learning				
Q29 Evaluate the impact of their teaching on the progress of all learners, and modify their planning and classroom practice where necessary.	I35 Review the effectiveness of their teaching and its impact on learners' progress, attainment and well-being, refining their approaches where necessary.			
	I36 Review the impact of the feedback provided to learners and guide learners on how to improve their attainment.			
			E12 Use local and national statistical data and other information, in order to provide (a) a comparative baseline for evaluating learners' progress and attainment, (b) a means of judging the effectiveness of their teaching, and (c) a basis for improving teaching and learning.	

3. Professional skills				
Those recommended for the award of QTS (Q) should:	Induction/main scale teachers (I) should:	Post Threshold Teachers (P) should:	Excellent teachers (E) should:	Advanced skills teachers (A) should:
Learning environment				
Q30 Establish a purposeful and safe learning environment conducive to learning and identify opportunities for learners to learn in out-of-school contexts.	I 37 (a) Establish a purposeful and safe learning environment which complies with current legal requirements, national policies and guidance on the safeguarding and well being of children and young people so that learners feel secure and sufficiently confident to make an active contribution to learning and to the school. (b) Make use of the local arrangements concerning the safeguarding of children and young people. (c) Identify and use opportunities to personalise and extend learning through out-of-school contexts where possible making links between in-school learning and learning in out-of-school contexts.			
Q31 Establish a clear framework for classroom discipline to manage learners' behaviour constructively and promote their self-control and independence.	I 38 (a) Manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's behaviour policy. (b) Use a range of behaviour management techniques and strategies, adapting them as necessary to promote the self-control and independence of learners.			
	I 39 Promote learners' self-control, independence and cooperation through developing their social, emotional and behavioural skills.			

3. Professional skills				
Those recommended for the award of QTS (Q) should:	Induction/main scale teachers (I) should:	Post Threshold Teachers (P) should:	Excellent teachers (E) should:	Advanced skills teachers (A) should:
Team Working and Collaboration				
Q32 Work as a team member and identify opportunities for working with colleagues, sharing the development of effective practice with them.	I40 Work as a team member and identify opportunities for working with colleagues, managing their work where appropriate and sharing the development of effective practice with them.			
		P9 Promote collaboration and work effectively as a team member.		
		E13 Work closely with leadership teams, taking a leading role in developing, implementing and evaluating policies and practice that contribute to school improvement.	A2 Be part of or work closely with leadership teams, taking a leadership role in developing, implementing and evaluating policies and practice in their own and other workplaces that contribute to school improvement.	

3. Professional skills				
Those recommended for the award of QTS (Q) should:	Induction/main scale teachers (I) should:	Post Threshold Teachers (P) should:	Excellent teachers (E) should:	Advanced skills teachers (A) should:
Team Working and Collaboration continued				
Q33 Ensure that colleagues working with them are appropriately involved in supporting learning and understand the roles they are expected to fulfil.	I41 Ensure that colleagues working with them are appropriately involved in supporting learning and understand the roles they are expected to fulfil.			
		P10 Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback.		
			E14 Contribute to the professional development of colleagues using a broad range of techniques and skills appropriate to their needs so that they demonstrate enhanced and effective practice.	
			E15 Make well-founded appraisals of situations upon which they are asked to advise, applying high level skills in classroom observation to evaluate and advise colleagues on their work and devising and implementing effective strategies to meet the learning needs of children and young people leading to improvements in pupil outcomes.	
				A3 Possess the analytical, interpersonal and organisational skills necessary to work effectively with staff and leadership teams beyond their own school.