

TEACHERS' STANDARDS – UPS 1-3

Please read through the Teacher's Standards listed below and indicate whether you

Met / Require Improvement / did Not Meet

each area in your day to day practice in school. This can be used to identify foci for development within the school and to help you identify areas for development within your own appraisal cycle. A great deal of evidence will be found in your Appraisal Lesson Observation which will take place before your annual review.

Please fill in this form and pass to reviewer 5 DAYS before your annual Appraisal Review meeting. Discuss it with your reviewer during the meeting, to help decide whether you have met your pm objectives.

PART ONE: TEACHING - A teacher must:

1	Set high expectations which inspire, motivate and challenge pupils	Met	RI	NM
1a	set an example in providing a safe and stimulating environment for pupils of all abilities, needs and ages, rooted in and encouraging mutual respect that significantly develops learning			
1b	set differentiated goals and targets based on an in depth knowledge of individual and groups of pupils that enthuse, motivate and challenge all pupils			
1c	effectively promote and demonstrate the positive attitudes, values and behaviour which are expected of pupils.			

2	Promote good progress and outcomes by pupils	Met	RI	NM
2a	be accountable for continuously high levels of pupils' attainment, progress and outcomes			
2b	demonstrate a clear knowledge of pupils' individual capabilities within differentiated SOW's and lesson plans to develop independent learning			
2c	Create opportunities for pupils to reflect on the progress they have made and enable them to set individual targets to significantly develop their performance			
2d	demonstrate an excellent knowledge and understanding of how pupils learn and how this impacts on teaching, implementing this in classroom teaching and sharing this with other staff			
2e	inspire pupils to take a mature and conscientious attitude to their own work and study, enabling them to help develop the learning of others			

3	Demonstrate good subject and curriculum knowledge	Met	RI	NM
3a	have an up to date and excellent/extensive knowledge of the relevant subject(s) and curriculum areas, including the different types of qualifications and specifications and their suitability for meeting learners' needs			
3b	Contribute to the professional development of colleagues by sharing critical /and extensive understanding of developments in the subject and curriculum areas, and promote the value of scholarship			
3c	Promote collaboration and develop high standards of literacy, articulacy and the correct use of standard English, in specialist subject and cross curricular activities			

4	Plan and teach well-structured lessons	Met	RI	NM
4a	embed knowledge and develop high levels of understanding through clear and effective objectives and lesson time			
4b	promote and encourage a love of learning and stimulate and develop children's intellectual curiosity. Enable other staff to do the same			
4c	continually set challenging and differentiated homework and extension work. Plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired			
4d	reflect systematically on the effectiveness of lessons and approaches to teaching, developing own and other's teaching practice to improve the learning of pupils			
4e	Support and enable others to provide an engaging curriculum within the relevant subject area(s)			

5	Adapt teaching to respond to the strengths and needs of all pupils	Met	RI	NM
5a	promote effective differentiation and personalized approaches to learning which ensure pupils are taught effectively. Use a range of strategies to develop the effectiveness of LSA support			
5b	promote understanding of how a range of factors can inhibit pupils' ability to learn, and show others how to put effective systems in place to help overcome these			
5c	use an in depth awareness of the physical, social and intellectual development of children to share teaching skills and techniques , which supports pupils' education at different stages of development			
5d	have a clear understanding and respond to the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to demonstrate to others a variety of teaching approaches to enable pupils to achieve and make significant progress.			

6	Make accurate and productive use of assessment	Met	RI	NM
6a	Use effective assessment processes within the relevant subject and curriculum areas, including statutory assessment requirements to develop learning			
6b	make effective use of formative and summative assessment to ensure high levels of pupils' progress			
6c	effectively use relevant data to develop progress, set targets, and plan subsequent differentiated lessons for the promotion of high levels of learning			
6d	give individual pupils regular, positive and effective feedback, both orally and through a range of marking strategies , and enabling pupils to respond to the feedback			

7	Manage behaviour effectively to ensure a good and safe learning environment	Met	RI	NM
7a	model effective routines for behaviour in classrooms that promote learning, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy			
7b	model high expectations of behaviour, and implement a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly			
7c	manage all classes effectively, using a range of approaches which are appropriate to pupils' needs in order to involve and motivate them and improve standards of achievement			
7d	model excellent relationships with pupils, exercise appropriate authority, and act decisively when necessary.			

8	Fulfil wider professional responsibilities	Met	RI	NM
8a	make a positive and effective contribution to the wider life and ethos of the school, encouraging others to do the same			
8b	model effective professional relationships with colleagues, knowing how and when to draw on and give advice and specialist support			
8c	deploy support staff effectively			
8d	take responsibility for improving teaching and learning through appropriate professional development, responding to advice and feedback from colleagues			
8e	communicate effectively with parents to develop pupils' achievements and well-being.			

(Standards for **MPS 5 and 6** shown in black and for **UPS 1-3** in pink)

Self-Review of Teacher Standards:

Standards MET (i.e. 3b, 4a, etc.)

Standards REQUIRE IMPROVEMENT

Standards NOT MET

Teacher Name

Date