

APPENDIX A: TEACHERS' STANDARDS CAREER STAGE EXPECTATIONS

Professional Area	Relevant Standards	M2	M4	M6	UPS I	UPS 3
PROFESSIONAL PRACTICE	Part 1: 1, 3,4,5,6,7	All teaching & progress is satisfactory; some good or better	All teaching and progress is good or better	All teaching and progress is good with some outstanding	All teaching and progress is mostly outstanding	All teaching and progress is consistently outstanding
PROFESSIONAL OUTCOMES	Part 1: 2,5,6	80% of pupils achieve in line with school expectations	85% of pupils achieve in line with school expectations	90% of pupils achieve in line with school expectations; 5% of pupils to exceed school expectations.	100% of pupils achieve in line with school expectations; 10% of pupils exceed school expectations	100% of pupils achieve in line with school expectations; 10% of pupils exceed school expectations
PROFESSIONAL RELATIONSHIPS	Part 1: 7,8 Part Two	Positive working relationships with pupils, colleagues and parents	These relationships are securely focussed on improving provision for pupils	Professional relationships with pupils, colleagues and staff lead to excellent class provision	Plays a proactive role in building key stage or departmental teams to improve provision and outcomes	Plays a proactive role in building MAT-wide teams to improve provision and outcomes
PROFESSIONAL DEVELOPMENT	Parts 1 and 2	Able, with support, 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	Fully competent practitioner able to keep up-to-date with changes and adapt practice accordingly	Plays a proactive role in leading the professional development of key stage or departmental colleagues	Plays a proactive role in leading the professional development of colleagues across the MAT
PROFESSIONAL CONDUCT	Part 2.	Meets all standards	Meets all standards	Meets all standards	Meets all standards	Meets all standards