

**Standards Career Stage Expectations**

**Teacher September 2021**

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| **Professional Area** | **Relevant Standards** | **M2** | **M4** | **M6** | **UPS 1** | **UPS 3** |
| **Professional Practice** | 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 | All teaching at least meeting basic teacher standards. Some teaching good or better. | Teaching is generally always good or better. | All teaching good with some outstanding practice. | All teaching good with some outstanding practice. | All teaching good with some outstanding practice. |
| **Professional Outcomes** | 1.1 (2), 1.2 (1,2,3), 1.5 (1), 1.6 (3,4), Preamble | Most pupils achieve progress targets agreed with SLT. | Almost all pupils achieve progress targets agreed with SLT. | Almost all pupils achieve progress targets agreed with SLT with some pupils exceeding. | Almost all pupils achieve progress targets agreed with SLT with some pupils exceeding. | Almost all pupils achieve progress targets agreed with SLT with many pupils exceeding. |
| **Professional Relationships** | 1.1 (1), 1.6 (4), 1.7 (4), 1.8 (2,35), 2.1 (1,3,4), Preamble | Positive working relationships with pupils, colleagues, parents and the wider school community in keeping with the school’s mission statement. | These positive relationships enhance the provision for pupils. | These positive relationships result in excellent tailored provision for all pupils. | As M6 with the addition of enhancing provision beyond own class, by sharing of good practice. | As UPS1 with the addition of enhancing whole school provision through mentoring and coaching teaching staff. |
| **School Improvement Responsibilities** | 1.2 (1,3,4), 1.3 (1,2,3), 1.4 (2,4,5), 1.5 (all), 1.6 (1,2,3), 1.8 (1,2,3), 2.3, Preamble | Take shared responsibility for the leadership of a curriculum subject across the whole school. | Take responsibility for the leadership of a curriculum subject across the whole school. | Lead, oversee and report on the development at least one curriculum area and/or school development priority. | Lead, oversee and report on the development at least one curriculum area and/or school development priority as well as, as required, supporting other curriculum leaders. | As UPS 1 with the addition of identifying areas of priority and implementing action plans. |
| **Professional Development** | 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 | Embrace school level training and development opportunities.  Able to identify key personal professional development needs and act positively upon advice and feedback. | Embrace school level training and development opportunities.  Able to identify key personal professional development needs, act positively upon advice and feedback and seek opportunities to develop. Plan and lead INSET as required in their subject area. | As M4 with the addition of actively aspiring to remain up-to-date with changes and current educational agendas, adapting practice accordingly. Plan and lead INSET in both their subject area(s) and whole school development priorities. | As M6 with greater expectations in planning and delivering INSET including support the SLT in driving school performance. | As UPS1. |
| **Professional Conduct** | 1.1 (3), 1.7 (1), 1.8 (1), 2.1 (all), 2.2, 2.3, Preamble | Meets all standards | Meets all standards | Meets all standards | Meets all standards | Meets all standards |