

Teaching and Learning Responsibility

General

Teachers receiving Teaching and Learning Responsibility Payments provide professional leadership and management for their school/subject area(s) to secure high quality teaching, effective use of resources and improved standards of learning and achievement for all pupils. (Ref TTA Standard) They are accountable for a significant, specified responsibility focused on teaching and learning, that is not required of all classroom teachers. (Ref STRB/RIG) TLR's are permanent awards but may be withdrawn if the responsibility were removed, either through agreement or as a result of capability procedures or following restructuring.

Factors to apply to the awarding of a payment:

- Impact on educational progress beyond the teacher's assigned pupils
- Leading, developing and enhancing the teaching practice of others
- Having accountability for leading managing and developing the curriculum area(s) or pupil development across the curriculum
- Potentially having line management responsibility for others if required

The key leadership characteristics and competencies that contribute to success at this level are:

Analytical Thinking	Recognise cause and effect Analyses variables	Holding people accountable	Makes expectations clear
Challenge and Support	Expresses positive expectations Strives for the best possible provision	Impact and influence	Use logic to persuade
Community Engagement	Sensitive to individuals' aspirations and responses Sensitive to group needs and dynamics	Information seeking	Digs deeper Gathers information
Conceptual thinking	Use concepts Makes the complex simple	Initiative	Acts decisively
Confidence	Actively contribute Expresses a professional view	Managing pupils	Takes actions on behalf of the class
Creating trust	Lives up to what he/she professes to believe	Passion for learning	Support practice
Developing potential	Gives feedback and encouragement	Respect for others	Values others despite provocation
Drive for improvement	Sets own standards Creates improvements	Team working	Helps and supports others Shares information
Enduring resilience	Confident in own agency and ability	Understanding others	Is sensitive to body language Understands meaning
Flexibility	Adapts procedures		