



How to address the revised performance management arrangements for unattached teachers

Before using these sheets, please make sure that you are familiar with the revised performance management arrangements for teachers and head teachers as set out in the Regulations, the Guidance and the model performance management policy prepared by the Rewards and Incentives Group (RIG). You can refer to these on the TDA website at www.tda.gov.uk/pm

References: *Regulations Part 3 and the Guidance section 6.*

Key points

- An 'unattached teacher' is defined by the Regulations as:
 - a teacher not attached to a particular school
 - a teacher employed otherwise than at a school
 - a teacher at a pupil referral unit (including a teacher in charge of a unit)
- Local authorities are responsible for the performance management of all unattached teachers, who have the same obligations and entitlements as those employed by schools. Local authorities will need to identify their unattached teachers and make sure that they are included in performance management processes that reflect the revised arrangements, and arrangements will need to be put in place for:
 - setting objectives
 - agreeing performance criteria
 - planning and undertaking classroom observations
 - planning, undertaking and evaluating of continuing professional development (CPD)
- Where a teacher works in a number of different schools/locations, they and their reviewer need to decide how the work undertaken in different locations will be used for performance management purposes

Considerations

- Local authorities will need to make sure, for example, that:
- unattached teachers are consulted on the local authority's performance management policy
 - the local authority seeks to agree the policy with the recognised unions
 - arrangements are in place to
 - assess performance
 - undertake classroom observation
 - gather evidence when teachers are working in several schools/locations
 - provision is made to provide CPD to centrally employed teachers
 - the progress of pupils at different schools can be measured and analysed to provide evidence on effectiveness of CPD.

Further information on performance management is at www.tda.gov.uk/pm