

Raising Standards and Tackling Workload

Implementing the National Agreement

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 department for
 children, schools and families

Threshold and Performance Management in England from September 2009: change in timescale for assessment applications

Introduction

This note from the Workforce Agreement Monitoring Group¹ (WAMG) is to notify a change in the timescale for threshold assessment applications from 31 August to 31 October in order to align it with the deadline for Performance Management (PM) reviews with effect from Round 10 (commencing in September 2009). This is because PM reviews do not have to be completed until 31 October but threshold applications currently have to be submitted by 31 August.

Alignment of Performance Management and Threshold

WAMG Note 21 set out that from 1 September 2009 (Round 10), assessment against the post-threshold standards in England will be based solely on the outcomes of a teacher's last two performance reviews. This is subject to a number of permitted exceptions, such as staff who may have been absent on maternity leave or because of illness (details can be found in para 1.8 of the School Teachers' Pay and Conditions Document (STPCD) and para 7.3 of the threshold guidance). By aligning threshold with the performance management cycle, a teacher moving into their M6 year will be able to use the performance review from that year in their threshold application.

This change means that teachers who enter their M6 year on 1 September 2009 will have until 31 October 2010 to apply for threshold assessment. If successful, they will be paid from 1 September 2010.

It will still be in order for teachers to base a threshold application on evidence from their M4 and M5 PM cycles rather than wait for the PM review of their M6 year. It will also remain open to teachers to apply for threshold assessment at any time in their M6 year and for schools to determine their PM cycle as they choose.

Act Now

As WAMG Note 21 stated, it is important that teachers who intend to put themselves forward in Round 10 have in place planning statements, including performance criteria, to enable an assessment to be made as to whether the post-threshold standards have been met throughout the two most recent PM cycles.

It is, therefore, advisable that this is checked and if change is required, reviewers and reviewees may need to use the PM regulations to meet mid-cycle to make sure that teachers are ready to apply for threshold assessment in Round 10.

Threshold and Performance Management in Wales from September 2009

The threshold process in Wales will remain unchanged and accordingly the threshold application deadline continues to be 31 August.

Next Steps

WAMG is working to revise relevant documents and to develop new guidance, which it aims to publish shortly.


 Llywodraeth Cynulliad Cymru
 Welsh Assembly Government


¹ The Workforce Agreement Monitoring Group is composed of representatives from ASCL, ATL, DCSF, GMB, NAHT, NASUWT, NEOST, UNISON, UNITE, Voice and the Welsh Assembly Government, who are all signatories to the Agreement.