

Raising Standards and Tackling Workload

Implementing the National Agreement

July 2009


 department for
 children, schools and families

Threshold and Performance Management Arrangements for Teachers in England from September 2009

Introduction

This note from the Workforce Agreement Monitoring Group¹ (WAMG) provides an update on the details announced in WAMG Note 21 (published in July 2008) and in the Round 9 Guidance (published in August 2008) that, with effect from September 2009 (Round 10 Threshold), schools in England will normally only use the evidence recorded in a teacher's performance management (PM) review statements covering the two-year period prior to application to assess whether the teacher meets the post threshold teacher standards.

Evidence base

The specific reference to 'over the two-year period prior to any application' above is designed to ensure that the evidence is as recent as possible and clearly demonstrates that the teacher has worked at the level indicated by the ten post-threshold teacher standards for a sustained period immediately before the application is submitted. The evidence should cover the two years leading up to and ending at the date of their application though some exceptions may apply. The Round 10 Threshold guidance will include details of the evidence base for all teachers in England, including exceptions.

Preparation for assessment

WAMG Note 23 (February 2009) indicated that reviewers and reviewees could use the 2006 Performance Management Regulations to meet mid-cycle to make sure that teachers are ready to apply for threshold assessment in Round 10. The note also indicated that the window for threshold applications has been extended with effect from Round 10 for those subject to the 2006 Performance Management Regulations to 31 October 2010. All successful applicants in Round 10 will be paid with effect from 1 September 2010.

As an interim measure to further ease the way into the new arrangements, we consider that it will be helpful for headteachers to meet each reviewee who intends to apply for threshold in Round 10, together with their reviewer at the earliest opportunity before the end of the 2008/09 PM cycle.

The purpose of these meetings is to ensure that the 2008/09 PM cycle has provided sufficient evidence for an appropriate assessment of a threshold application to take place and, if necessary, to identify where evidence may need to be strengthened. Should a need for evidence to be strengthened be identified, the reviewer and reviewee should consider and agree the outcomes that the 2009/10 PM cycle would need to provide to enable fair assessments to be made at the end of the cycle should the teacher elect to apply for threshold assessment.

Such meetings sit outside those required by PM Regulations and are not pre-assessment meetings but they will help ensure that headteachers themselves are well placed to assess fairly and accurately applications they may subsequently receive. Any revisions following such a meeting will reside within the PM process.

The Department for Children, Schools and Families (DCSF) and its social partners are also discussing changes to the relevant sections of the School Teachers' Pay and Conditions Document (STPCD) and the DCSF's Threshold Guidance for Round 10, which we aim to issue around the end of the current school year.


 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.