

Professional Standards for Teaching and Leadership: Using the standards

✓ Try to...

- Treat the standards as belonging to the individual teacher or leader
- Expect the individual to use the Professional Learning Passport to record their growth
- Use the five standards as an overview of professional work annually
- Put the onus for the review on the teacher or leader
- Support rounded development and deep reflection
- Link descriptors together, moving from standard to standard making links in professional practice
- Use examples collected over time and then explore descriptors
- Use the descriptors to explore a standard
- Use the standards and descriptors for joint reviews
- Encourage people of different experience to explore one standard together over time
- Encourage development that is longer term
- Model and talk about the standards often and purposefully
- Make the conversations about teaching and leadership
- Model good use of the standards as a leader

✗ Try not to...

- See the standards as belonging to the organisation
- Develop school pro-formas and recording systems
- Use the descriptors for evidence gathering
- Structure the review on the reviewer's terms
- Use the descriptors one by one
- Itemise the jobs of teaching and leadership
- Set out with a descriptor looking for examples
- Look for evidence on 'one standard' alone
- Discuss confidential matters in public
- Inhibit exploration by teachers
- Focus upon short term targets
- Use the standards annually and perfunctorily
- Focus upon the person
- Let the standards be a burden