***Pay Progression Criteria***

All teachers eligible for progression have to be reviewed against the following criteria.

The teacher –

* Has achieved 2 successful performance management reviews that include performance objectives, lesson observation and other evidence.
* Provides a role model for teaching and learning having an up to date knowledge of current curricular and pedagogical approaches.
* Makes a distinctive and evidenced contribution to the raising of pupil standards.
* Contributes effectively to the work and professional development of colleagues at a wider school level.
* Contributes to the development and implementation of whole school policy and practice.
* Takes advantage of appropriate opportunities for professional development and uses the outcomes effectively to improve pupil progress and attainment.
* Continues to meet the post-threshold standards for teachers.

Complementing this, the achievements of post threshold teachers and their contribution to this school, should have been substantial and sustained.

***This is an elaboration of the STPCD stipulations to support staff in preparing for their performance review and to ensure they bear the different elements in mind, eg student outcomes, role model, whole school policy, professional development of others (all of which are in the Post Threshold Standards).***

***STPCD Outline – Page 14 Section 3***

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| **Upper Pay Scale Progression Criteria – Clarification**  The following paragraphs refer to all teachers seeking to progress on the Upper Pay Scale.  To achieve progression, the School Teachers’ Pay and Conditions Document (STPCD) requires that the achievements of post-threshold teachers and their contribution to school(s) should have been substantial and sustained. To be fair and transparent, judgements must be properly rooted in evidence and there must have been a successful review of overall performance.  Progression on the Upper Pay Scale should be based on two successful consecutive performance management reviews, other than under exceptional circumstances.  A successful performance review as prescribed by the Regulations(8) involves a performance management process of   1. performance objectives; 2. classroom observation; 3. other evidence.   To ensure that the achievements and contribution have been substantial and sustained, that performance review will need to assess that the teacher has:   1. continued to meet post-threshold standards; and 2. grown professionally by developing their teaching expertise post-threshold.   U3 teachers play a critical role in the life of the school. They provide a role model for teaching and learning, make a distinctive contribution to the raising of pupil standards and contribute effectively to the work of the wider team. They take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils’ learning. |