Reflections.
A: Reflections on TS

Part of the Professional Growth Framework from Chris Moyse.

Observe
SISRA Inform · Share · Reflect

Fields

Job Title

Salary Point

Fields are used when information is needed – such as contextual information – but it does not need to be quantified in any way. If you need to see the responses, use a focus area.

Job Title	Salary Point
English Teacher	M5

Post holder moving through Main Pay Scale?   Outcome: **Yes**

Yes

💬0 📎0 📝0   **Add +**

Post holder applying for UPR status?   Outcome: **No**

No

💬0 📎0 📝0   **Add +**

Post holder applying for progression through UPR?   Outcome: **No**

No

💬0 📎0 📝0   **Add +**

Outcome set
"Pay Progression"

Outcomes:
Yes
No

Focus Area

Post holder moving through Main Pay Scale?

Post holder apply for UPS status?

Post holder applying for progression through UPR?

Labels can be used to provide additional information for those completing records. In this case it is for how to work out the estimated costs but could also be used as a reminder of your organisation's policies and procedures.

![Observe - SISRA Inform · Share · Reflect]

TEACHERS' STANDARDS
These standards are to be maintained to ensure movement from main pay spine (MPS) 1 through to MPS 6.
They must also be maintained to ensure movement to
and through the upper pay range.

POST HOLDER:
This reflection should initially be completed by the post holder.
Use the scale after each standard to reflect on how well you are doing against each standard and, most importantly, what you might do next to become even better. This can then be shared with your reviewer as a prompt for the review discussion and the subsequent setting of goals for further growth.

REVIEWER:
Use the post holder's reflections on the standards to inform next steps and a possible focus for the professional growth plan.

Fields are used when information is needed – such as contextual information – but it does not need to be quantified in any way. If you need to see the responses, use a focus area.

Labels can be used to provide additional information for those completing records. It is an uneditable block of text which can be placed in templates to provide prompts for users. In this case it is to remind users of the process of this form.

Observe
SISRA Inform · Share · Reflect

Outcome set
"Current Reality"

Outcomes:
1-10

Focus Areas

Teacher Standard 1

Teacher Standard 2

Part One: Teaching

Teacher Standard 1   Outcome: **8**

1 Set high expectations which inspire, motivate and challenge pupils.

1a. Establish a safe and stimulating environment for pupils, rooted in mutual respect.

1b. Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions

1c. Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

8

💬0 📎0 📝0   Add +

Teacher Standard 2   Outcome: **9**

2 Promote good progress and outcomes by pupils

2a. Be accountable for pupils attainment, progress and outcomes
2b. Be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
2c. Guide pupils to reflect on the progress they have made and their emerging needs
2d. Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
2e. Encourage pupils to take a responsible and conscientious attitude to their own work

9

💬0 📎0 📝0   Add +

Individual focus areas for each Teacher Standard allows for self-evaluation and reflection on the standards. The description provided allows for staff prompts when considering their rating.

The comment box has been disabled for this focus area to keep the form quick and save time for staff. They can be activated if you would prefer to have staff reflections included within the document.

The outcome of 1-10 works as a self-evaluation scale. 10 would be the highest and "Best" value in this situation. Other outcomes could be used for this such as "Meeting" "Needs Improvement" etc. depending on how your organisation would like to assess this. Users will give themselves a rating for each of the Teacher Standards.

Observe
SISRA Inform · Share · Reflect

Individual focus areas for each Teacher Standard allows for self-evaluation and reflection on the standards. The description provided allows for staff prompts when considering their rating.

The comment box has been disabled for this focus area to keep the form quick and save time for staff. They can be activated if you would prefer to have staff reflections included within the document.

Teacher Standard 3   Outcome: 7

7

Add +

Teacher Standard 4   Outcome: 8

8

Add +

Teacher Standard 5   Outcome: 9

9

Add +

Teacher Standard 6   Outcome: 8

8

Add +

Outcome set
"Current Reality"

Outcomes:
1-10

The outcome of 1-10 works as a self-evaluation scale. 10 would be the highest and "Best" value in this situation. Other outcomes could be used for this such as "Meeting" "Needs Improvement" etc. depending on how your organisation would like to assess this. Users will give themselves a rating for each of the Teacher Standards.

Focus Areas

Teacher Standard 7

Teacher Standard 8

Teacher Standard 7   Outcome: 9

9

💬 0   📎 0   📝 0   Add +

Teacher Standard 8   Outcome: 7

7

💬 0   📎 0   📝 0   Add +

The outcome of 1-10 works as a self-evaluation scale. 10 would be the highest and "Best" value in this situation. Other outcomes could be used for this such as "Meeting" "Needs Improvement" etc. depending on how your organisation would like to assess this. Users will give themselves a rating for each of the Teacher Standards.

Focus areas allow for staff to upload reflections, resources and actions in "View" mode. This allows staff to upload relevant evidence, or set follow up reminders or meetings.

Observe
SISRA · Inform · Share · Reflect

Pay Progression ?

Focus Area Name	Yes (%)	No (%)	Record Count
Post holder applying for progression through UPR?	33.3	66.7	3
Post holder applying for UPR status?	66.7	33.3	3
Post holder moving through Main Pay Scale?	100.0	0.0	3
Total	6	3	

0%　　　　　　　　　　　　　　　　　　100%

Pay Progression

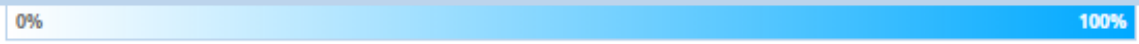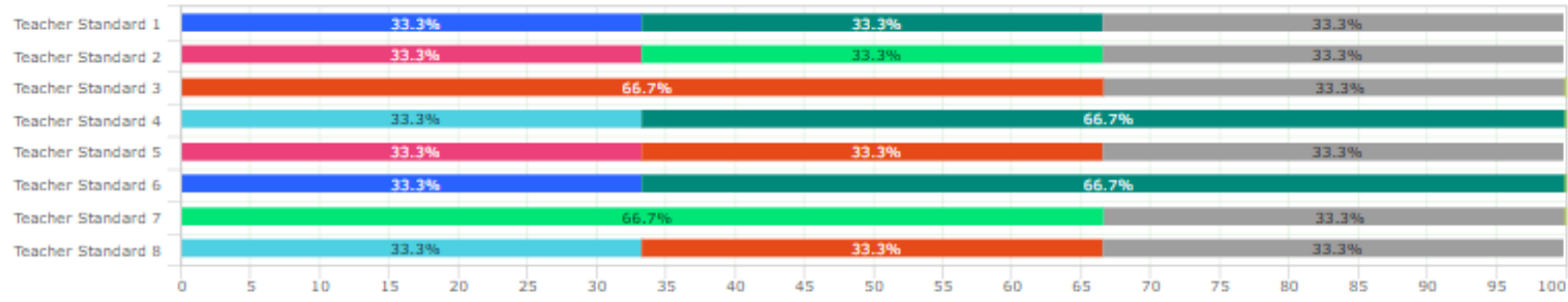|	Record Percent
Post holder applying for progression through UPR?	33.3% / 66.7%
Post holder applying for UPR status?	66.7% / 33.3%
Post holder moving through Main Pay Scale?	100%

■ Yes (%) ■ No (%)
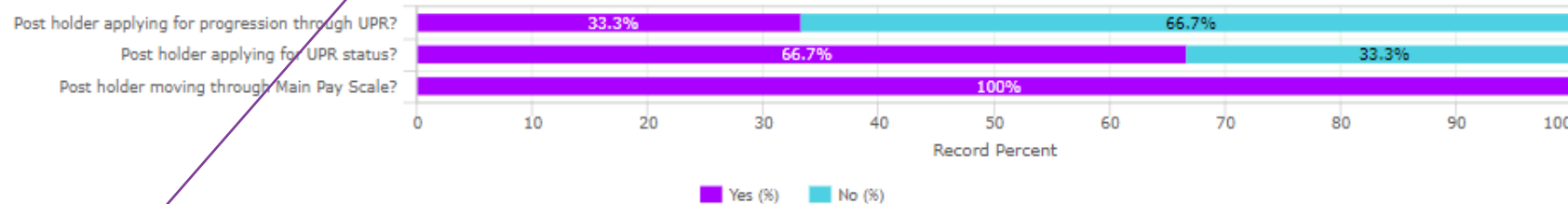
This provides simple at a glance analysis for busy T&L leads to check what pay grade staff are applying for.

Observe
SISRA · Inform · Share · Reflect

Current Reality ❓

Focus Areas

Teacher Standard 1 - 8

The outcome of 1-10 works as a self-evaluation scale. 10 would be the highest and "Best" value in this situation. Other outcomes could be used for this such as "Meeting" "Needs Improvement" etc. depending on how your organisation would like to assess this. Users will give themselves a rating for each of the Teacher Standards.

Weighting outcomes allows for the system to generate an average for each focus area.

Easy at a glance analysis for leaders to be able to evaluate where staff members are currently working at. Also a nice way to implement CPD depending on the frequency of low ratings for particular standards.

Focus Area Name	1 (%)	2 (%)	3 (%)	4 (%)	5 (%)	6 (%)	7 (%)	8 (%)	9 (%)	10 (%)	Record Count	Average Outcome
Teacher Standard 1	0.0	0.0	0.0	0.0	33.3	0.0	0.0	33.3	33.3	0.0	3	🔴 7
Teacher Standard 2	0.0	0.0	0.0	33.3	0.0	33.3	0.0	0.0	33.3	0.0	3	🟢 6
Teacher Standard 3	0.0	0.0	0.0	0.0	0.0	0.0	66.7	0.0	33.3	0.0	3	🔴 7
Teacher Standard 4	0.0	33.3	0.0	0.0	0.0	0.0	0.0	66.7	0.0	0.0	3	🟢 6
Teacher Standard 5	0.0	0.0	0.0	33.3	0.0	0.0	33.3	0.0	33.3	0.0	3	🟢 6
Teacher Standard 6	0.0	0.0	0.0	0.0	33.3	0.0	0.0	66.7	0.0	0.0	3	🔴 7
Teacher Standard 7	0.0	0.0	0.0	0.0	0.0	66.7	0.0	0.0	33.3	0.0	3	🔴 7
Teacher Standard 8	0.0	33.3	0.0	0.0	0.0	0.0	33.3	0.0	33.3	0.0	3	🟢 6
Total	0	2	0	2	2	3	4	5	6	0		

0% ——————————————— 100%

Current Reality

Teacher Standard 1	33.3%	33.3%	33.3%
Teacher Standard 2	33.3%	33.3%	33.3%
Teacher Standard 3	66.7%		33.3%
Teacher Standard 4	33.3%	66.7%	
Teacher Standard 5	33.3%	33.3%	33.3%
Teacher Standard 6	33.3%	66.7%	
Teacher Standard 7	66.7%		33.3%
Teacher Standard 8	33.3%	33.3%	33.3%

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100