

# Raising Standards and Tackling Workload

## Implementing the National Agreement

July 2008


 department for  
 children, schools and families

### Threshold and Performance Management from 2009

#### Introduction

This Note from the Workforce Agreement Monitoring Group<sup>1</sup> (WAMG) is to highlight some changes to threshold assessment that come into effect in England from September 2009, subject to statutory consultation and parliamentary approval of the School Teachers' Pay and Conditions Document 2008.

The threshold process in Wales remains unchanged.

In England, the 2006 performance management regulations came into force in September 2007. It has now been agreed that from 1 September 2009 (Round 10) teachers subject to these regulations will be assessed against the post-threshold standards based solely on performance management outcomes. There are some circumstances where this may not be possible and, subject to further guidance to be published shortly, examples of these are provided in the relevant section below.

WAMG's intentions regarding performance management and threshold assessment were first signalled in the current (Round 8) Threshold Guidance, and are in accord with the Rewards and Incentives Group (RIG) Performance Management Guidance and the School Teachers' Review Body recommendations. It is in this context that the changes to the evidence base to be used in support of threshold assessment applications are being made.

It is important to emphasise that the proposed changes do not signal a root and branch revision of the threshold process. In fact, many of the current features will be retained in some form or even remain unchanged. For example, threshold assessment is currently an elective process and, as such, teachers choose whether or not they wish to apply. Whilst the precise way that this will work under the revised arrangements has yet to be decided, there are no plans to change the underlying principle of application.

#### Threshold assessment in England from 2009

Revised performance management regulations came into force on 1 September 2007. The RIG produced guidance to support teachers, headteachers, governors and local authorities to implement the revised arrangements effectively.

This guidance states that "information and data that schools collect for performance management should be capable of being used in a number of ways". In keeping with this principle, from 1 September 2009 (Round 10), schools will use the outcomes of their last two performance reviews to assess whether a teacher meets the post-threshold standards. At this point, teachers will no longer need to provide separate evidence in support of a threshold application. However, in keeping with the elective nature of the threshold, teachers on M6 will still need to make an application to indicate formally their wish to be assessed.

Advice as to what this might look like in practice will be included in the Threshold Guidance for Round 9, which will be published shortly.


 Llywodraeth Cynulliad Cymru  
 Welsh Assembly Government

**NEOST**


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

As the evidence for threshold assessment will be teachers' last two performance management reviews, it is essential that teachers currently on M4, M5 or M6, and who intend to put themselves forward for threshold assessment in the 2009/10 school year, and their reviewers ensure, through professional dialogue (e.g. at the planning and review meeting), that the performance management criteria will provide the basis to enable an assessment to be made as to whether the post-threshold standards have been met throughout the preceding two years.

This is particularly pressing for those schools whose performance management cycles mirror the school year and who are currently considering objectives and performance criteria for 2008/09.

There will be some circumstances where teachers will not have completed two performance management cycles, for example:

- where a teacher is subject to the 2006 Regulations but has only had one review under those Regulations (because they were absent from the school, e.g. on maternity leave, for part of the period); or
- where a teacher is not subject to the 2006 Regulations.

WAMG is developing guidance to clarify how the process will work in practice and aims to publish revised relevant guidance (e.g. the Threshold Guidance and the Performance Management Guidance) by September 2008.

