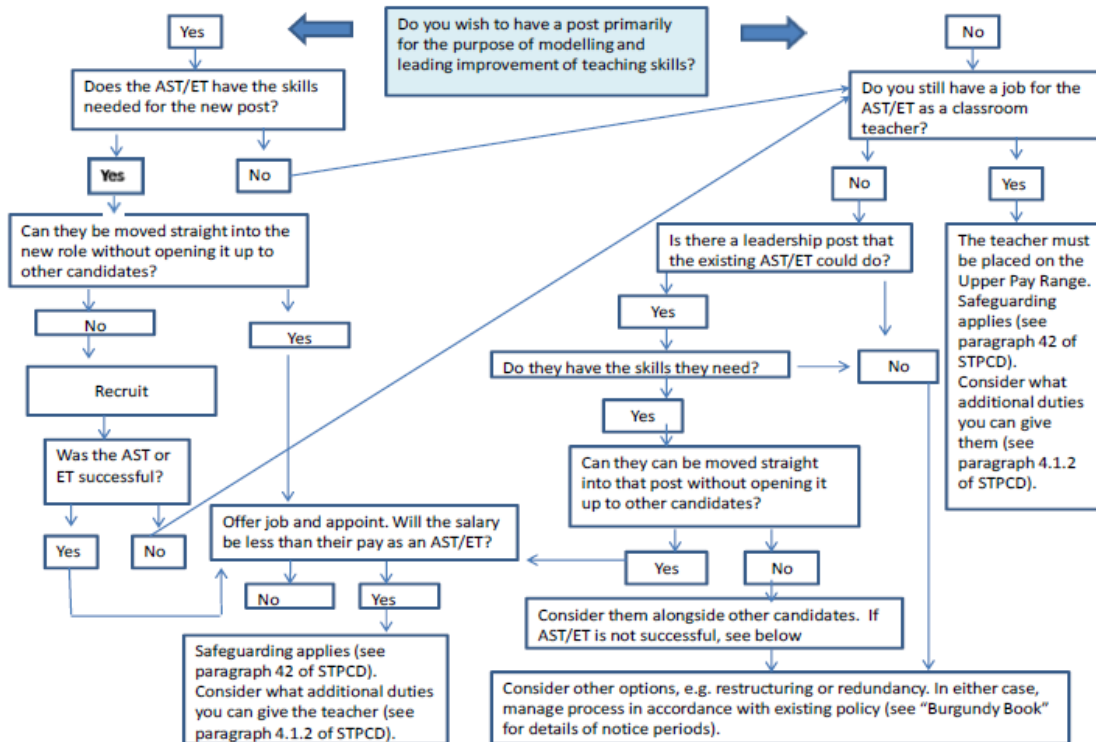


Advice for schools which currently employ Advanced Skills Teachers (ASTs) or Excellent Teachers (ETs)

Schools employing ASTs/ETs will need to decide before 1 September 2013 how they will employ those teachers under the 2013 Document.



Advice on appointments to leading practitioner roles above the upper pay range

From 1 September 2013, schools can create posts whose primary purpose is the modelling and leading improvement of teaching skills and that are paid above the maximum of the upper pay range.

The pay range for leading practitioners is a wide one. Schools will need to determine an individual post range for each post within the minimum and maximum of the overall range which is set out in paragraph 18.3 of the STPCD.

When determining the individual salary range, schools should take into account the challenge and demands of an individual post and be mindful of internal pay relativities. If a school creates more than one such post, the individual post ranges should be determined separately for each post and need not be identical. Salaries will be for specific posts, and will not be portable between different schools or different posts within the same school.

Teachers on the pay range for leading practitioners must be an exemplar of teaching skills, lead the improvement of teaching skills in their school and carry out the professional responsibilities of a teacher other than a head teacher, including those responsibilities delegated by the head teacher.

A teacher on the pay range for leading practitioners must take a leadership role in developing, implementing, and evaluating policies and practice in their workplace that contribute to school improvement. This might include:

- (a) coaching, mentoring and induction of teachers, including trainees and NQTs
- (b) disseminating materials and advising on practice, research and continuing professional development provision
- (c) assessment and impact evaluation, including through demonstration lessons and classroom observation
- (d) helping teachers who are experiencing difficulties.

They may also be required to take on this role in other schools or in relation to teachers from other schools.

There are no national criteria for appointment to these posts, except that the teachers must have QTS, but successful candidates will normally be expected to have a sustained track record of successful performance as a teacher on the upper pay range, to demonstrate excellence in teaching and to have contributed to leading the improvement of teaching skills.

Schools will normally be expected to advertise any vacancies and appoint candidates in the same way that they do for other vacancies. In the run up to September 2013 it may not be necessary to advertise a vacancy if the school already has an AST or ET in a similar role and is satisfied that that teacher has the skills and experience necessary to carry out the new role.

Appointment of teachers as leading practitioners	
Issue	Ask yourself
Whether or not to create a post or posts of this sort	<p>Do you need a post within the school that leads on modelling and improving teaching skills?</p> <p>How does the post fit within your current structure?</p> <p>Does such a post represent good value for money?</p> <p>What impact do you expect it to have on the quality of teaching and on pupil outcomes?</p>
Duties/job description	<p>Exactly what do you expect the post-holder to do? How much of their time will be spent teaching their own classes? How much working directly with colleagues?</p> <p>Will the post-holder work across the school or within a particular department/phase?</p> <p>Will there be any element of outreach? If so, will you charge other schools?</p>
Person Specification	What skills and experience will the post-holder need?
Salary	<p>How much will you need to pay in order to attract and retain the right candidate?</p> <p>How wide should the individual post range for the post be?</p> <p>If you are creating more than one post, will all posts be paid on the same individual post range? If not, how will you ensure that the demands of different posts justify different ranges?</p>
<i>Prompt – If your school has experience of appointing ASTs, that may help you to consider how you approach some of these questions.</i>	

