

Appendix 6

To: The Principal of each Controlled
School/Other Maintained School
and Line Managers

Circular No: SE/16/08

8 May 2008

Dear Sir/Madam

THRESHOLD ASSESSMENT ARRANGEMENTS – 2008

I attach Threshold Assessment Guidance and Application details to take effect from 1st September 2008.

Eligible teachers who seek progression to the upper pay scale must apply for assessment against the Northern Ireland Threshold Standards, which remain the same as last year. Decisions to move teachers to point 1 of the upper pay scale from 1st September 2008 will continue to be based solely on the professional judgement of the Principal. There will be no external assessment. In making your assessment you will need to analyse the teacher's performance in the four threshold standards taking account of the two most recent PRSD review statements. Verification of evidence will continue to be required for all applicants.

Teachers who were on M6 of the main pay scale on or before 1st September 2007 are eligible to apply for threshold assessment before 10th October 2008. Any such teacher successful in their application will progress to point 1 of the upper pay scale effective from 1st September 2008.

Please find enclosed:

A Quick Guide;
Guidance Notes;
Application Form;
Sample Record form for Principal;
Feedback form for Teachers;
TR268 (UPS1);
Handbook for Threshold Assessment for issue to teachers.

This documentation not only provides the necessary application and feedback forms but also useful advice and guidance on the process.

It is recommended that you hold an induction meeting with eligible staff as soon as possible and issue application forms and supporting information to them. You should also explain how you intend to proceed with your assessment of their application, for example, your use of PRSD review statements, discussion with Heads of Department etc.

All application forms should then be assessed by you and the outcome notified to the Governing Body and the Department of Education, Teachers' Salaries Branch, Waterside House, 75 Duke St., Londonderry BT47 6FD using the multiple entry form TR268 (UPS1) **by 31 October 2008 at the latest.**

If you need any further clarification or assistance please contact:

Yours sincerely

Chief Administrative Officer