Grading Trainees

UoB ITE Partnership: Grading Trainees against the Teachers’ Standards

All trainees are assessed against the Teachers’ Standards (Parts 1 and 2). This is a DfE requirement and sets the minimum level of professional practice and conduct for trainees to achieve qualified teacher status (QTS).

- Trainees are graded at all stages of their training. This is so that they understand their progress and take an active role in their professional development.
- Trainees keep a record of their school-based training grades within their e-Portfolio (PebblePad). These grades are accessible to university and school-based tutors who support and enhance trainees’ progress.
- Grades are recorded on the Partnership database and in university programme tracking sheets.
- The ITE Partnership monitors progress and achievements of whole cohorts of trainees (by subject, gender, etc.) in order to inform improvement planning at all levels.

All grades are awarded using the UoB grading descriptors. These are published in the PiE Handbooks and are also available on the mentor website: http://blogs.brighton.ac.uk/mentors/mentoring-resources/primary/

Trainees are graded against the UoB grading descriptors relating to the Teachers' Standards Part 1 (Grades 1-4) (see appendix 1). Grades awarded are best fit and relative to the expectations of the stage of school-based training.

To be awarded QTS at final assessment, trainees must meet the Teachers' Standards (Part 1) at a minimum of grade 3.

Trainees are also assessed against Part Two of the Standards (personal and professional conduct) (see appendix 1).

To be awarded QTS at final assessment, trainees must demonstrate ‘consistently high’ personal and professional conduct.

<table>
<thead>
<tr>
<th>Progress Report (PA form)</th>
<th>Trainee progress is reviewed and targets are set in relation to meeting the Teachers’ Standards (Parts 1 and 2). An overall grade is awarded for Part 1 and an assessment of Part 2 is made.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interim Assessment Grades (PB form)</td>
<td>Trainees receive a ‘current’ and ‘potential’ grade against each of the 8 Teachers’ Standards with a comment and target. An assessment of Part 2 is made.</td>
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<tr>
<td>Final Assessment Report Grades (PC form)</td>
<td>Trainees receive a final “best fit” grade against each of the 8 Teachers’ Standards. An assessment of Part 2 is made. Grades are used by trainees to target professional development for their subsequent SBT or NQT year. Final assessment reports are moderated by University Tutors to ensure consistency across the Partnership.</td>
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**Final Overall Grade (awarded at the end of the programme)**

On completion of the programme a final overall grade is awarded. The Partnership Coordinator oversees the calculation and moderation process.

Overall grades support monitoring and evaluation of trainee outcomes and are used to inform ITE improvement planning.

All trainees are expected to ‘exceed the minimum’ (grade 3) level of practice from the point of being awarded QTS. Therefore, those awarded an overall grade 3 should also evidence features of good (grade 2) practice.
1. Calculation of ‘final grade’ where 5 or more grades are the same

All trainees must be assessed as ‘consistently high’ for personal and professional conduct (TS Part 2) and have no grade 4s (fail) for any standard.

For a trainee’s final overall grade to be 1:

• minimum of five Standards graded 1 overall;
• no grade 3 for any Standard.

For a trainee’s final overall grade to be 2:

• minimum of five Standards graded 2 overall.

For a trainee’s final overall grade to be 3:

• minimum of five Standards graded 3 overall.

2. Moderation of ‘final grade’ where 4 grades are the same

All trainees must be assessed as ‘consistently high’ for personal and professional conduct (TS Part 2) and have no grade 4s (fail) for any standard.

For a trainee’s final overall grade to be 1:

• four Standards graded 1 overall;
• sufficient features of grade 1 in remaining Standards.

For a trainee’s final overall grade to be 2:

• four Standards graded 2 overall;
• sufficient features of grade 2 or above in remaining Standards.

For a trainee’s final overall grade to be 3:

• four Standards graded 3 overall;
• insufficient features of grade 2 or above.

Where there is a spread of grades e.g. 3332221 a ‘best fit’ judgement will need to be made.

Moderation

Planned moderation processes that ensure accuracy of grading take place throughout each period of school-based training.

University tutors and school/setting-based colleagues scrutinise reports, tracking and e-Portfolios to ensure accuracy and appropriate best-fit judgements.

Where trainees have been awarded four Grade 1s and four Grade 2s for example, text is matched to the Sub-Standards and grades are moderated as appropriate using the calculation set out above.