

TA Development routes 2025/26

| Kent Scale (KS) | Cover | Planning | Professional Development | Professional Conduct | Role and additional responsibilities |
|---|--|---|---|--|--|
| A | Be prepared to cover the class teacher's regular release e.g. PPA, subject leader release, release for meetings etc. | No expectation to plan cover. Activities maybe planned if teacher arranges release time. | Engage in professional development as arranged by the school. | Follow the expectations within the staff code of conduct/Teacher Standards part 2. | Work under the direction of the class teacher to support all children effectively. |
|  | Eligibility criteria to be considered for KSB <ul style="list-style-type: none"> Fully meet the KSA Job Description. Meet the KSA criteria to a very high standard. <ul style="list-style-type: none"> Show an ability to meet most of the KSB criteria over a sustained period (at least 1 year/appraisal cycle). <ul style="list-style-type: none"> Be nominated for progression by AHT/DHT (after a minimum of 3 successful observed sessions). Following AHT/DHT nomination, have at least 2 successful observed sessions by other members of SLT. | | | |  |
| B | Be prepared to cover their own class for longer periods of time e.g. 2/3 days or a period of illness. Be prepared to cover other classes in phase as required. | No expectation to plan adhoc cover. There maybe an expectation of undertaking planning for longer term cover. | Show engagement in PDM activities. | Follow all in school expectations to a high standard. | Use own initiative to undertake role to ensure children make high levels of progress. |
|  | Eligibility criteria to be considered for KSC <ul style="list-style-type: none"> Meet the KSA Job Description to a very high standard. <ul style="list-style-type: none"> Meet the KSB criteria to a very high standard. Show an ability to meet most of the KSC criteria over a sustained period (at least 1 year/appraisal cycle). <ul style="list-style-type: none"> Be nominated for progression by AHT/DHT (after a minimum of 3 successful observed sessions). Following AHT/DHT nomination, have at least 2 successful observed sessions by other members of SLT. | | | |  |
| C | Be prepared to cover longer periods of time in any class around school e.g. periods of illness or emergency long term cover. | Be prepared to plans/adjust plans during periods of longer cover. | Attend the majority of PDM sessions. | Be a highly effective role model of the in school expectations. | Use own initiative to undertake role to a very high standard ensuring children make the highest possible levels of progress. |
|  | Eligibility criteria to be considered for KSD/unqualified teacher status <ul style="list-style-type: none"> Meet all TA expectations at every level to an impeccable standard. <ul style="list-style-type: none"> Be actively engaged in further teaching studies/have or nearly have a degree level qualification. Have prior experience of running their own class for a sustained period or lots of classes on a full-time timetable. <ul style="list-style-type: none"> Continually go over and above expectations to give children the best possible experiences. | | | |  |