



Rt Hon Michael Gove MP
Secretary of State

Sanctuary Buildings Great Smith Street Westminster London SW1P 3BT
tel: 0370 0012345 ministers@education.gsi.gov.uk

Sally Coates
Principal
Burlington Danes Academy
Wood Lane
London
W12 0HR

14 July 2011

Dear Sally,

Thank you for your letter of 14 July enclosing your first report of the Review of Teachers' Standards.

Your report will be of significance to teachers across the country. I believe that these new standards will enhance the quality and moral purpose of the teaching profession and make a significant improvement to teaching by encouraging teachers to focus on the qualities and attributes that matter most. I am therefore pleased to accept your recommendations for a clearer set of standards for newly qualified teachers.

Turning to each of your recommendations in sequence, I welcome your recommendation that your proposed standards should replace those currently required to achieve Qualified Teacher Status (QTS) and to pass induction (Core). I am persuaded by your argument that the relatively small difference between the existing QTS and Core standards is unhelpful and that the first full year of teaching should focus on consolidating the experience of teacher training and demonstrating consistency of practice. Teachers should of course be able to demonstrate progress beyond QTS, and it will be for schools to judge such progress in the context in which they are teaching. You will consider the case for standards representing further progression in the second phase of your Review

I am pleased that you have chosen to incorporate standards for the behavior and conduct of teachers. Bringing standards of competence and conduct into one place will make it easier for teachers and head teachers to manage performance. I am clear that these standards should replace the General Teaching Council for England's *Code of Conduct and Practice for Registered Teachers* from September 2012 and that Professional Conduct Hearings will have regard to them when considering cases of serious misconduct.

I agree that successful assessment against these standards should be the determining factor in the award of QTS and for successful completion of statutory induction. I intend the new standards to be introduced for use from 1 September 2012 and would expect all serving teachers and trainees beginning their training on or after 1 September to be assessed against these new standards.

As your report makes clear, these standards must form the minimum level of practice we can expect of teachers at all stages of their career. My Department is currently consulting on proposed changes to the performance management arrangements for teachers. We are proposing to strengthen the link between the standards and performance management and that, in future, teachers' performance will be assessed against the standards on an annual basis.

I have asked my officials to consider transition arrangements for those already in training on 1 September 2012 and for existing teachers. My Department will make these arrangements clear in a separate document enclosing the new standards.

You make a number of additional observations about the award of QTS, alignment with Ofsted criteria, and subject specialism in primary education, which you have asked me to consider.

Your observation regarding the point of award of QTS needs careful consideration in

relation to the systems of both initial teacher training and induction. I have asked my officials to look into this and to provide me further advice.

I welcome your observations regarding the alignment between teachers' standards and the Ofsted criteria for grading the quality of teaching. In particular, I am in agreement with your conclusion that the standards should not aim to prescribe detailed descriptions of what 'outstanding' and 'good' teaching looks like – that is best entrusted to the professional judgment of those using the standards.

Nevertheless, the relationship between the new standards and Ofsted's descriptors for teaching is an area that should be explored and my officials will pursue a dialogue with Ofsted on this matter.

I am pleased to report that the use of primary subject specialists is being investigated as part of the Department's exploration of internal primary curriculum capacity, which I commissioned earlier this year. This project should conclude with recommendations to Ministers in the autumn.

I am enormously grateful to you and the members of the Teachers' Standards Review Group for the time and effort you have put into this important piece of work.

As required by your terms of reference, you will now begin to consider the existing higher-level standards before submitting a final report to me in the autumn term.

I am placing copies of this letter, your letter to me of 14 July and your report in the libraries of the Houses of Parliament.

I am so grateful to you,

Yours,



MICHAEL GOVE

Cc: Miriam Rosen, Her Majesty's Chief Inspector, Ofsted