

# Offender Learning Teaching and Learning Toolkit: Professional Standards for Teachers and Trainers (2014)

In 2014, the Education and Training Foundation launched the Professional Standards for teachers and trainers in the education and training workforce.



**Professional Standards**

As a professional teacher or trainer you should demonstrate commitment to the following in your professional practice.

**Professional values and attributes**  
Develop your own judgement of what works and does not work in your teaching and training of learners

- 1 Reflect on what works best in your teaching and learning to meet the diverse needs of learners
- 2 Evaluate and challenge your practice, values and beliefs
- 3 Inspire, motivate and raise aspirations of learners through your enthusiasm and knowledge
- 4 Be creative and innovative in selecting and adapting strategies to help learners to learn
- 5 Value and promote social and cultural diversity, equality of opportunity and inclusion
- 6 Build positive and collaborative relationships with colleagues and learners

**Professional knowledge and understanding**  
Develop deep and critically informed knowledge and understanding in theory and practice

- 7 Maintain and update knowledge of your subject and/or vocational area
- 8 Maintain and update your knowledge of educational research to develop evidence-based practice
- 9 Apply theoretical understanding of effective practice in teaching, learning and assessment drawing on research and other evidence
- 10 Evaluate your practice with others and assess its impact on learning
- 11 Manage and promote positive learner behaviour
- 12 Understand the teaching and professional role and your responsibilities

**Professional skills**  
Develop your expertise and skills to ensure the best outcomes for learners

- 13 Motivate and inspire learners to promote achievement and develop their skills to enable progression
- 14 Plan and deliver effective learning programmes for diverse groups or individuals in a safe and inclusive environment
- 15 Promote the benefits of technology and support learners in its use
- 16 Address the mathematics and English needs of learners and work creatively to overcome individual barriers to learning
- 17 Enable learners to share responsibility for their own learning and assessment, setting goals that stretch and challenge
- 18 Apply appropriate and fair methods of assessment and provide constructive and timely feedback to support progression and achievement
- 19 Maintain and update your teaching and training expertise and vocational skills through collaboration with employers
- 20 Contribute to organisational development and quality improvement through collaboration with others

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Using the offender learning toolkit will enable you to develop your practice in line with these Professional Standards (PS). For example, by using the resources in the ‘Equality and Diversity’ section of the Toolkit, you can help to ensure that you:

**“Value and promote social and cultural diversity, equality of opportunity and inclusion” (PS 5)**

As another example, by reading research reports and case studies that are accessible through the Toolkit, and incorporating relevant findings into your own practice, you will demonstrate that you can:

**“Maintain and update your knowledge of educational research to develop evidence-based practice” (PS 8)**

The Professional Standards are listed in the tables below, with space for you to make reflective notes. You might, for example, use this space to write about areas of your practice you want to develop or, perhaps you could add teaching strategies that work well for you, linked to the professional standards. The notes could then be used as evidence that you have been reflecting on your practice as part of your CPD.

# Professional values and attributes

Develop your own judgement of what works and does not work in your teaching and training

Standards	Personal notes
<b>1 Reflect on what works best in your teaching and learning</b> to meet the diverse needs of learners	
<b>2 Evaluate and challenge your practice, values and beliefs</b>	
<b>3 Inspire, motivate and raise aspirations of learners</b> through your enthusiasm and knowledge	
<b>4 Be creative and innovative in selecting and adapting strategies</b> to help learners to learn	
<b>5 Value and promote social and cultural diversity, equality of opportunity and inclusion</b>	
<b>6 Build positive and collaborative relationships</b> with colleagues and learners	

## Professional knowledge and understanding

Develop deep and critically informed knowledge and understanding in theory and practice

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<b>9 Apply theoretical understanding of effective practice in teaching, learning and assessment</b> drawing on research and other evidence	
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<b>12 Understand the teaching and professional role and your responsibilities</b>	

## Professional skills

Develop your expertise and skills to ensure the best outcomes for learners

Standards	Personal notes
<b>13 Motivate and inspire learners</b> to promote achievement and develop their skills to enable progression	
<b>14 Plan and deliver effective learning programmes</b> for diverse groups or individuals in a safe and inclusive environment	
<b>15 Promote the benefits of technology and support learners in its use</b>	
<b>16 Address the mathematics and English needs of learners</b> and work creatively to overcome individual barriers to learning	
<b>17 Enable learners to share responsibility for their own learning and assessment,</b> setting goals that stretch and challenge	
<b>18 Apply</b> appropriate and fair <b>methods of assessment and provide</b> constructive and timely <b>feedback</b> to support progression and achievement	
<b>19 Maintain and update</b> your teaching and training expertise and vocational <b>skills</b> through <b>collaboration with employers</b>	
<b>20 Contribute to organisational development and quality improvement</b> through collaboration with others	