

TA Development routes 2026/27

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 - Fully meet the KSA Job Description. - Meet the KSA criteria to a very high standard. - Show an ability to meet most of the KSB criteria over a sustained period (at least 1 year/appraisal cycle). - 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 - Meet the KSA Job Description to a very high standard. - 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). - 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 - Meet all TA expectations at every level to an impeccable standard. - 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. - Continually go over and above expectations to give children the best possible experiences. 					