

QUICK GUIDE – THRESHOLD ASSESSMENT

1. The threshold assessment process for teachers who were on point M6 of the teacher's Main Pay Scale on or before 1st September 2008 may commence immediately.
2. **There is no external assessment of applications – decisions on whether a teacher should move to point 1 of the Upper Pay Scale (UPS) with effect from 1st September 2009 will be made by the principal.**
3. The four threshold standards are unchanged.
4. **Applicants must complete the appropriate application form.**
5. Teachers who were eligible to apply in previous years but chose not to apply, may apply now.
6. Teachers who were deemed “not yet met” in previous years may re-apply now.
7. Teachers who are successful will move to point 1 of the UPS from 1st September 2009.
8. Teachers, working in non-standard settings (e.g. advisory teachers employed by ELB's) may also apply. However, in such cases the issue of eligibility will be determined by their employing authority. In such settings, the term ‘Line Manager’ or its equivalent should be substituted for Principal.
9. Teachers must have their completed applications returned to the principal **not later than Friday, 9th October 2009**. This deadline should not be extended except in very exceptional circumstances.
10. No teacher is obliged to apply for threshold assessment. All applicants will be required to provide evidence to show that they meet the required standards. Both the application process and the provision of evidence are the responsibility of the applicant.
11. **Principals are strongly advised to ensure that EVERY teacher serving in the school is informed of the eligibility date, the procedure for making an application and the deadline for making an application to the Principal.**
12. **Principals should also ensure that teachers who are absent e.g. on maternity leave, sickness, career break etc are informed of the eligibility date, the procedures for making an application and the deadline for making an application to the Principal.**
13. Teachers who decide not to apply for whatever reason should be asked to advise the principal in writing of their decision.
14. **Applicants deemed as “not yet met” have the right to appeal this decision, through the school's salary appeals procedures.**