

Q9 – How do I develop as an evidence-informed reflective practitioner and act on feedback?

Components	Pre-enrolment	Phase 1	Phase 2	Phase 3
Reflective Practice	I value regular feedback and recognise that continuous improvement is a core aspect of the teaching profession.	I actively participate in discussions about my progress with my mentor, experienced colleagues and university tutors. I proactively make use of time to reflect on my practice. I am committed to making continuous improvement.	I regularly use structured reflection models to analyse critical teaching incidents and proactively seek feedback and advice from my mentor and experienced colleagues.	I engage in regular systematic reflection into all aspects of my practice. I seek challenge, feedback and critique from mentors and colleagues in an open and trusting environment. I monitor impact when I apply research evidence to my practice.
Evidence-informed		I understand and access a variety of evidence that informs the practice of teachers.	I can collect evidence of my impact on pupil learning. I engage with research evidence by accessing reliable sources and considering how findings can inform my practice.	I engage in regular professional development at school, in university and by engaging in events or material published by professional organisations to support my development. I feel confident in accessing a variety of evidence types that inform my practice.
Acting on feedback		I can set SMART targets that help me to develop. I act on the feedback of my mentor.	I can manage a variety of SMART targets that support my development in different areas, simultaneously. I work closely with my mentor to ensure my targets are met in a timely way.	I proactively seek and act on feedback from a variety of experienced colleagues. I take ownership of my development by using this feedback to set myself SMART targets that will help me develop as a teacher.
Workload and Wellbeing		I am aware of some of the workload demands on teachers and some strategies for managing workload and wellbeing.	I can draw on the experiences of colleagues and research to inform the most effective ways to manage my workload. I have started to implement strategies to support my wellbeing.	I can manage my workload effectively and know where to find support when I need to. I draw on a range of strategies to support my wellbeing and maintain a work-life balance.