

Report
of
JANE DOE
Professional competence referral on JOE BLOGGS

1. My full name is JANE DOE. My address is GRANGE HILL HIGH SCHOOL. I am a teacher and probationer supporter and I have been teaching for 10 years.
2. I am providing this report to the GTCS in the context of a professional competence referral which is being made with respect to Joe Bloggs.
3. I began my own probationary year in August 2012 and qualified as a fully registered teacher on 1st July 2013. I began my first fully qualified teaching post at Grange Hill High School in August 2013. I led on a coaching and mentoring project early in my teaching career and was then given the opportunity to become a probationer supporter. I have had this responsibility for the past six years and annually support probationers to achieve full registration.
4. I began supporting Joe Bloggs in August 2021 and we met regularly as outlined in the Probationer Profile. Joe at first seemed to have settled into the school environment, but within a few weeks I started to notice some issues, which I have documented in the Early Progress Report.
5. Towards the beginning of September Joe needed support with his classroom organisation. I spent some extra time with Joe helping him to organise his planner and talking through some of the difficulties he was having, which started to lead to poor behaviour in the classroom.
6. Joe seemed to take my advice on board, but things did not improve in the classroom. In fact, they began to worsen. As the month progressed there were various issues with Joe's classroom management and pupils were

regularly being excluded from the classroom. In my opinion, this was not a difficult class, but Joe was struggling to manage basic behaviour.

7. The problems that Joe was having led to a breakdown in relationships with other members of staff. Joe became more reticent, and he began to disengage from staff discussions and social interactions. He stopped coming into the staff room and would usually be found in his classroom trying to prepare for the next lesson.
8. When meeting on a regular basis, Joe would get very defensive when discussing progress. This became particularly difficult when discussing lessons I had observed and began to have a damaging impact on our working relationship. As time progressed, the relationship became more and more strained, and conversations became more and more difficult.
9. At one point, when discussing a behavioural issue in his classroom Joe claimed that he felt undermined by my comments, and he began raising his voice. I told him to calm down and he stormed out claiming that I had it in for him from the very beginning. Another colleague was on their way into the room as Joe stormed out and he was shocked by Joe's behaviour.
10. Despite my best efforts, our working relationship never improved, and Joe was having behavioural management issues with different pupils just about every day, which began to have an adverse effect on pupils and colleagues alike. I continued to try to support him, but he would not engage in professional dialogue and appeared disinterested. etc. etc.
11. I confirm that the above is true and accurate to the best of my knowledge and belief.

Full Name:

Signature:

Date: