

## The Programme

The Early Career Framework is the **evidence base which underpins the new entitlement for early career teachers** (ECTs) professional development. The Early Career Teachers Programme is designed to **support early career teachers (ECTs) and their mentors** to embed the necessary standards of knowledge and classroom practice, described in the framework. The framework follows 'learn that' statements and 'learn how to' statements similar to the ITT Framework.

## Training

ECTs will receive core training in relation to five core areas:

- 1: behaviour management    2: pedagogy    3: curriculum    4: assessment    5: professional behaviours.**

The programme covers the Early Career Framework through three termly stands of learning. Each strand encompasses many parts of a teachers' practice, however with a core thread throughout:

- 1: Behaviour    2: Instruction    3: Subject.

- Each strand is comprised of self-directed study materials for the ECT via Steplab – watch, read, reflect – approx. 40 mins and completed during a weekly PPA slot on the timetable.
- Plus, a weekly instructional coaching meeting between the ECT and mentor - approx. 60 min and completed during an agreed weekly time slot with all discussions logged on steplab.

**Mentors** will receive regular training and support by the Hub. This will include information webinars, conference events, drop in support sessions and clinic events. Mentors will receive support from their school Induction coordinator via a process known as 'coaching on coaching'.

## Assessment

The ECT will have a **termly progress review** against the National Teaching Standards and an **annual formal assessment**, the reports are completed by the school Induction Tutor and your chosen Appropriate Body will monitor, support and quality assure the Induction process.

## Funding

£1,200 per ECT, plus £900 per mentor for their additional time in year 2. This will be paid direct from the DfE to the school during the summer term of year 2. In addition, a further £1576.10 will be paid to all schools to support a mentor's time off timetable over the two years to complete the additional training. This equates to 36 hours of additional time and will be paid directly from the DfE to the school in the summer of year 2.

## The Appropriate Body (AB):

The AB will **quality assure the assessments** carried out by the Induction Tutor. **Visits to schools** will take place to support the quality of training for ECTs.



## Induction Coordinator/Tutor role:

### Induction Coordinator

- To offer additional support and training to mentors in the school (known as **coaching on coaching**).
- **Monitor the ECTs online training and mentor meetings** via Steplab, the Ambition Institute portal.
- Be the **ECTs point of contact**, arrange regular support meetings with the ECTs and ensure all ECTs access the ECF training events, online training and weekly coaching conversations.

### Induction Tutor

- To complete a **termly progress review** to ensure all ECTs are meeting the teaching standards.
- To complete **two formal assessment** (one a year) for each ECT.
- To record all assessment and monitoring on the **ECT Manager** portal. All assessments will be quality assured by your appropriate body service.
- To liaise with the Appropriate Body and lead on any **school visits** requested by the AB.



## Mentor role:

- The mentor is the key role in supporting the ECT.
- They should be **subject/phase specific** and should work on a one to one basis.
- The mentor sets the ECT clear **action steps**, **observes** part of the ECTs lesson, gives **feedback** and **models the next action step** via **weekly coaching conversations** with their ECT and log these via steplab.
- Self-directed study materials for the mentor are available via steplab (these are optional).
- **Peer learning groups known as clinics** (statutory) take place three times across the two years. These will take place in **Nov 2021, March 2022 and Nov 2022**. These are all after school, via Teams and last 1 hour.
- There will also be the opportunity for all mentors to gain additional feedback and support linked to the coaching role, throughout the two years. This is known as **coaching on coaching**.

## The Early Career Teacher (January 2022 cohort)

### Events for the calendar

#### Year 1

Session	Date	Time and duration	Venue	Notes
<b>ECT Induction conference 1</b>	January 2022	9am – full day	Online	Ambition Institute leading
<b>ECT Clinic 1</b>	March 2022	3.30pm – 1 hour	Teams/Zoom	Facilitator led
<b>ECT conference 2</b>	May 2022	9am – full day	Face to Face (venue TBC)	Facilitator led
<b>ECT Clinic 2</b>	July 2022	3.30pm – 1 hour	Teams/zoom	Facilitator led
<b>ECT Clinic 3</b>	December 2022	3.30pm – 1 hour	Teams/zoom	Facilitator led

#### Year 2

- Fewer events to attend
- Online 'learn' modules will be available if they were not completed in year 1
- The weekly instructional coaching meetings become fortnightly
- There will only be one ECT conference in October 2022 and three clinics in HT2,4,6 of the academic year
- Further details will be shared in Summer 2021

Quote from Year 1 ECT – *'The ECF is helping me so much. I love the online learn modules as these remind me of things I learnt in my ITT year but have forgotten to use. My mentor is amazing and to have weekly coaching conversations has been invaluable'.*