

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...and learn how to...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 via Steplab – watch, read, reflect – approx. 40 mins and completed during an agreed weekly PPA slot on timetable (can do this together to support discussions).
- Plus, a weekly instructional coaching meeting between the ECT and mentor - approx. 60 min and completed during an agreed weekly time slot on steplab.

Mentors will receive regular training and support by the Hub. This will include information webinars, conference and clinic events. Mentors will receive support from their school Induction coordinator via 'coaching on coaching'.

Assessment

The ECT will have a **termly progress review** against the National Teaching Standards and an **annual formal assessment**, monitored both by their Induction Tutor and Appropriate Body.

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 any ECT not making the recommended progress.



Induction Coordinator/Tutor role:

Induction Coordinator

- To ensure that all ECTs in their school have access to the ECF support and offer additional support and training to mentors in the school (known as **coaching on coaching**).
- They also need to **monitor the ECTs online training and mentor meetings** via Steplab, the Ambition Institute portal.
- The school induction coordinator is the ECTs point of contact and will ensure all ECTs access the events, online training and weekly coaching conversations.
- **Additional Induction coordinator online training – Wed 2nd Feb 2022 4pm**

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.



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** (compulsory), 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 training and support linked to the coaching role, throughout the two years. This is known as coaching on coaching.
- **Additional mentor online drop in training – Thursday 6th Jan 2022 4pm and Wednesday 12th Jan 2022 4pm.**

The Early Career Teacher (start date September 2021)

Events for the calendar:

Session	Date	Time and duration	Venue	Notes
Welcome webinar (Induction co/tutor, ECT and mentors)	Wed 15 th Sept 2021	4pm – 1 hour max	Via zoom	Overview of the ECF
ECT Induction conference 1	w.c 20.9.21 & w.c 27.9.21	9am – full day	RVHS, Trinity, SHARE, Batley, THA	AI materials and facilitator led
ECT Clinic 1 (Phase/school/subject specific)	w.c 15.11.21	3.30pm – 1 hour	Teams/face 2 face	Facilitator led
ECT conference 2	Half Term 3 (between January and Feb half term 2022)	9am – full day	RVHS, Trinity, SHARE, Batley, THA	AI materials and facilitator led
ECT Clinic 2 (Phase/school/subject specific)	w.c. 21.3.22	3.30pm – 1 hour	Teams/face 2 face	Facilitator led
ECT Clinic 3 (Phase/school/subject specific)	w.c 13.6.22	3.30pm – 1 hour	Teams/face 2 face	Facilitator led

Year 2 is very similar but with 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 conference in October 2022 and three clinics in HT2,4,6.