

An Introduction to the Early Career Framework (ECF)
Full Induction Programme
in Hull and East Riding

**On boarding
event for schools**

Agenda:

- Welcome and meet the team
- The ECF, what does this mean for Schools?
- Why Teach First?
- Overview of the fully funded ECF Teach First package
- Local Delivery
- On boarding process
- Late starters
- Q&A

The Vantage Teaching School Hub



Marc Cooper
Director- Vantage Teaching
School Hub



Andrea Tonks
Molescroft Primary School Vantage
TSH - ECF Strategic Lead

Early Career Framework reforms: what's changing?

From September 2021, statutory induction arrangements are changing. These new arrangements will **replace** current induction requirements.

| | Current Arrangement | from September 2021 |
|------------------------------|---|--|
| Length of support | One year | Two years |
| Timetable reduction | 10% reduced timetable for one year | 10% reduced timetable in Year One 5% reduced timetable in Year Two. |
| Content | No defined content | Induction should be based on the Early Career Framework |
| Role of the mentor | Role of the mentor not defined as separate from the induction tutor. | Access to two years of support from a designated mentor separate from the induction tutor will be responsible for assessment |
| Assessment | Marked against Teacher Standards Three formal assessment points | Marked against Teacher Standards Two formal assessments – supported by regular progress reviews Early Career Framework is not an assessment tool |
| Funding | Funding for induction included as part of core school budget | Schools will receive additional funding to deliver ECF based induction to fund the additional activity in the second year. |
| ECT Pay | Following first year, teachers can progress up the pay scale | Still be able to progress on the pay scale as current arrangements allow, both during and after induction |
| Role of the Appropriate Body | Checking new teachers receive statutory entitlements and are fairly and consistently assessed | Checking new teachers receive statutory entitlements, are fairly and consistently assessed, and receive a programme of support and training based on the ECF |



Early Career Framework reforms: support for schools

| I want to... | Use a training provider to support meeting the new statutory induction requirements (Full Induction Programme) | Deliver my induction programme in my own school using high quality materials and resources , accredited by the DfE (Core Induction Programme) | Design my own two year induction programme based on the Early Career Framework |
|--------------|--|---|--|
|--------------|--|---|--|

- | | | |
|---|--|--|
| <ul style="list-style-type: none">  ✓ Time off timetable funded for early career teachers and mentors in the second year of induction. ✓ Self-directed study materials for early career teachers ✓ Materials to support mentor sessions designed to reduce mentor workload | <ul style="list-style-type: none">  ✓ Time off timetable funded for early career teachers and mentors in the second year of induction ✓ A sequenced two-year programme based on the Early Career Framework ✓ Self-directed study materials for early career teachers including videos and evidence based reading | <ul style="list-style-type: none">  ✓ Time off timetable funded for early career teachers and mentors in the second year of induction ✓ Content defined in the Early Career Framework |
| <ul style="list-style-type: none">  ✓ Funded training delivered directly to early career teachers by an external provider  ✓ Funded training delivered directly to mentors by an external provider. | <ul style="list-style-type: none"> ✓ Materials to support mentor sessions designed to reduce mentor workload | |
| <ul style="list-style-type: none">  ✓ Additional funding to backfill mentor time spent undertaking training in addition to the funding for time off timetable. | <ul style="list-style-type: none"> ✓ Materials to adapt to deliver further training for early career teachers | |

| | | |
|--------------------------------|--------------------------------|----------------------|
| Full Induction Programme (FIP) | Core Induction Programme (CIP) | School led Induction |
|--------------------------------|--------------------------------|----------------------|

What does this mean for schools?

From September:

- All ECTs will need to receive a programme of support & development based on the ECF which lasts two years
- All ECTs need an experienced mentor who has the time & commitment to support them
- ECTs will attend an induction conference
- ECTs will complete self-study every week and spend an hour with their mentor each week being observed & coached
- ECTs will attend two training seminars per half term led by experienced facilitators from our local schools
- Mentors will attend a yearly conference
- Mentors will attend a group seminar every half term to develop their coaching skills
- Mentors & ECTs have access to all the online learning materials & wellbeing programme
- The induction tutor will play an important role in ensuring the ECTs and mentor engage in the programme

Why Teach First ECF FIP?

Pre-module
diagnostic

Subject and
phase specific
in Y2

Reduced call
on ECT /
mentor time in
Y2

Values aligned
– sensible QA

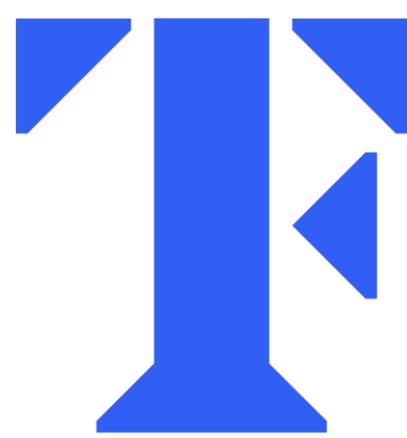
Involved in ECF
development

Expert
curriculum
sequencing

Intuitive
learning
platform

25% of TS Hubs
offering Teach
First FIP

**Introduction:
Teach
First**



**Teach
First**

Faye Craster, Director of Teacher Development

Why is Teach First well-placed as a Lead Provider?

The ECF fits seamlessly into the support we give to schools for teachers at all career stages

Find the right
teachers
& support staff

Train and retain
Early Career
Teachers

Develop school
leadership teams

Support Headteachers
and system leaders

Academic
Mentoring
Programme

Training
Programme

ECF

NPQs

Career
Leaders

Headship
First

Leading
Together



+ An experienced trainer of teachers and mentors – we have successfully trained over 17,000 teachers and supported them and their mentors as NQTs

+ Gained experience and strengthened our approach through participating in the Early Roll Out



Teach First Approach to ECF



We will use a blended learning delivery approach which will align:

- Face to face induction at the start of year 1 and year 2 for mentors, SLT Leads and Early Career Teachers
- Learning Management System with all self-directed study materials
- Mentor/ECT instructional coaching (weekly in year 1, fortnightly in year 2)
- Seminars led by Vantage Teaching School Hub
- Optional modules on wellbeing and career progression to support retention of early career teachers

| | Early Career Teacher | | Mentor | |
|-------------------------------|--|---|---|---|
| | Year 1 | Year 2 | Year 1 | Year 2 |
| Mentoring | Each Week | Each Fortnight | Each Week | Each Fortnight |
| Induction | 6 hours face to face | 6 hours face to face | 6 hours face to face | 6 hours face to face |
| Self-Directed Learning | 4.5 hours per half term | 1 hour per half term | 1 hour per half term | 1 hour per half term |
| Seminars | 12 x 80 minute seminars (two per half term) | 6 x 90 minute seminars (one per half term) 6 opportunities to observe experts | 6 x 80 minute seminars (one per half term) | 6 x 80 minute seminars (one per half term) |
| Optional | Stretch content in each module Teacher wellbeing course Career progression modules | | | |

Year 1 programme

6 modules (one per half-term):

1. **Creating powerful learning environments**
2. **How pupils learn**
3. **How to plan and teach lessons**
4. **Supporting every pupil to succeed**
5. **Assessment and feedback**
6. **Planning a coherent curriculum**



Designed with
subject matter experts:

Tom Bennett
Prof Ben Riley - Deans for Impact
Claire Stoneman
Driver Youth Trust
Prof Rob Coe - Evidence Based Education
Ed Vainker and Reach Academy



**VANTAGE
TEACHING
SCHOOL HUB**

NORTH HUMBER

OUR MODULES AND EXPERTS



Tom Bennett
Director and Founder
of researchED



Benjamin Riley
Founder and Executive
Director of Deans for
Impact



Claire Stoneman
Founder of
researchED
Birmingham



**Evidence Based
Education**
Develop tools and
training to improve
learner outcomes
worldwide



Driver Youth Trust
A national charity
improving outcomes
for learners with
SEND



Ed Vainker
Executive Principal of
Reach Academy
Feltham



Our Unique Selling Points

1. All core induction content covered in year 1 of the programme, including stretch content for those NQTs who are already showing good practice from ITT in certain areas
2. Subject specific programme, specifically in year 2 where ECTs and Mentors will work in subject groups, taught by a subject expert with materials from The PTI
3. A state of the art Learning Management System where all Early Career Teachers and Mentors can access the content
4. Training for mentors on both the content but also researched informed approaches to mentoring, e.g. Instructional coaching, created in collaboration with Deans for Impact (world leading experts in teacher education)
5. Access to a teacher wellbeing course
6. Optional modules at the end of the course to support Early Career Teachers to progress whilst staying in their school



Lead Facilitators

We are recruiting expert Lead Facilitators who are accomplished in delivering high quality training to new and experienced teachers.

Our Lead Facilitators will be recruited from schools within Hull and the East Riding, ensuring that the content of the training is brought to life based on our local context.

Facilitators will be specialists in: the Early Years, Primary, Secondary and Special Provision.



DfE Online Service: overview

| I want to... | Use a training provider to support meeting the new statutory induction requirements (Full Induction Programme) | Deliver my induction programme in my own school using high quality materials and resources, accredited by the DfE (Core Induction Programme) | Design my own two year induction programme based on the Early Career Framework |
|--------------|--|--|--|
| |  PROVIDER |  IN SCHOOL |  IN SCHOOL |

What a school can do **within** the online service:

- ✓ Nominate your school's induction tutor.
- ✓ Select your school's delivery route.
- ✓ Estimate number of ECTs/Mentors.
- ✓ When known, add ECT and mentor details.
- ✓ **The online service will direct ECTs and mentors to your school's lead provider/delivery partner.**

What a school needs to do **outside** the online service:

- ✓ Explore which Lead Providers are available in your area and confirm **directly with them** or their Delivery Partners if you wish to work with them.
- ✓ Select an appropriate body to register ECTs with Teaching Regulation Agency (TRA).
- ✓ Work with your AB to facilitate your ECTs' induction in line with statutory guidance.

- ✓ From 25th April
- ✓ June-August
- ✓ From September

- ✓ Nominate your school's induction tutor.
- ✓ Select your school's delivery route.
- ✓ Estimate number of ECTs/Mentors.
- ✓ When known, add ECT and mentor details.

✓ The online service will allow ECTs and mentors to access your chosen accredited materials.

- ✓ Explore the accredited ECF materials on GOV.UK.
- ✓ Decide which set of materials to use.
- ✓ Plan how you will deliver the materials.
- ✓ **Select an appropriate body to register ECTs with the Teaching Regulation Agency (TRA)**
- ✓ Be prepared to demonstrate to your AB how you plan to deliver the ECF materials.
- ✓ Work with your AB to facilitate your ECTs' induction in line with statutory guidance.

✓ *The online service is only designed to support schools opting to use the funded-provider training or delivering the accredited materials. If you are undertaking to design and deliver your own ECF-based training materials, you should not access the online service.*

- ✓ Design training materials based on the ECF
- ✓ Plan how you will deliver the materials
- ✓ **Select an appropriate body to register ECTs with the Teaching Regulation Agency (TRA)**
- ✓ *Be prepared to demonstrate to your chosen AB how you plan to deliver the materials and how your materials are faithful to the ECF*
- ✓ Work with your AB to facilitate your ECTs' induction in line with statutory guidance.

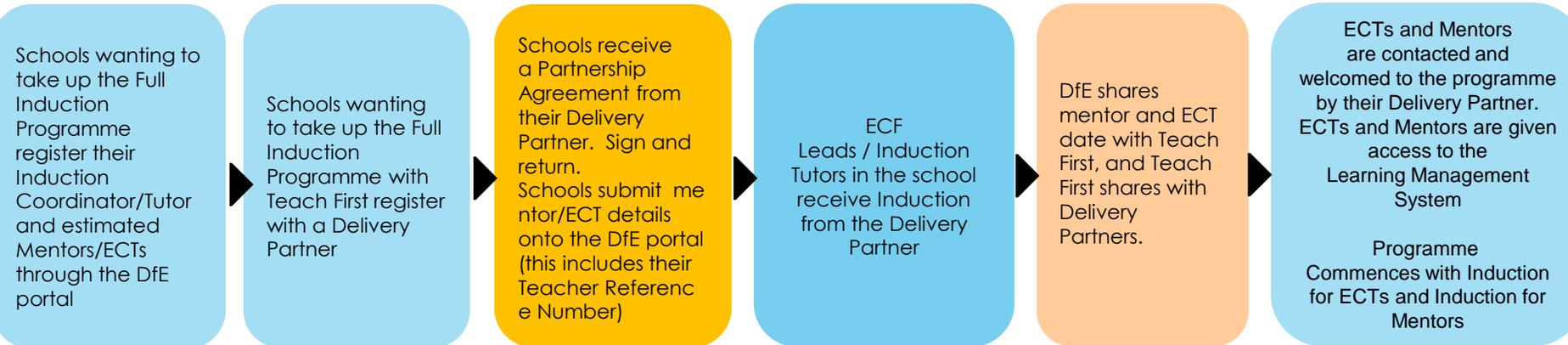
If your school does not expect to have any ECTs in the 2021-22 academic year, you do not need to register with the online service. Instead, familiarise yourself with the revised statutory guidance for induction and ensure your school's policy is up to date for future ECTs

School Recruitment

May - June

June - September

September



teachingschoolhub@smchull.org

The Vantage Teaching School Hub will also provide Appropriate Body services even if your ECT is not signed up to our ECF programme. Details and pricing structure are to follow.



Find out more:

To find out more about the Vantage Teaching School Hub Appropriate Body services, get in touch by email.

Email: teachingschoolhub@smchull.org

Web: <https://www.smchull.org/about-us/teaching-school-hub>

Tel: 01482 851136

Address: c/o St Mary's College, Cranbrook Avenue, HULL. HU6 7TN

We also have an emerging plan for those ECTs who are recruited after September 2021 (in –year cohort)

Any questions?

We are here
to help...

Start the process as early as you can

Our email address is:

teachingschoolhub@smchull.org