



Early Career Framework Induction (Induction Tutors)

This session will be recorded.



Your Speakers



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- 01 Outline of the ECF
- 02 Outline of the EDT programme
- 03 The role of the Induction Tutor
- 04 What to do next.....
- 05 The Appropriate Body



02 Early Career Framework (ECF)

“There are no great schools without great teachers. Teachers deserve high quality support throughout their careers, particularly in those first years of teaching when the learning curve is steepest.”

Early Career Framework:

Key changes compared to NQT

1

ECT, not NQT

2

Two formal
assessments and
termly reviews

3

5% reduction in
timetable in year 2

4

Training must
cover the ECF

5

All training provided
through Hub



Teachers Standards:

The 8 Sections

S1. High Expectations

S2. How pupils learn

S3. Subject and curriculum

S4. Classroom Practice

S5. Adaptive Teaching

S6. Assessment

S7. Managing Behaviour

S8. Professional



The Education Development Trust

Q2 (EDT)

Our Chosen National Provider



 **EARLY CAREER
PROFESSIONAL
DEVELOPMENT**

"The Early Career Framework offers a really comprehensive roadmap of the knowledge and competences which will make novice teachers more effective in the classroom. With our support, mentors in their schools will help to develop new teachers' expertise and make a positive difference to their competence, confidence and motivation at this crucial stage in their careers."

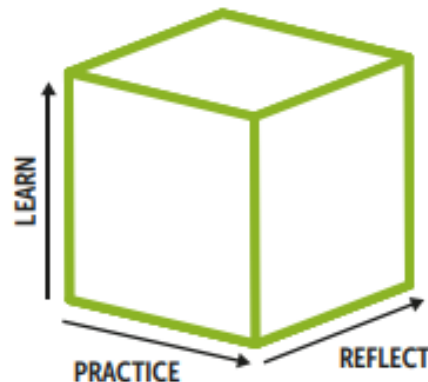
**MATT DAVIS, REGIONAL DIRECTOR UK,
EDUCATION DEVELOPMENT TRUST**

EDT:

















Programme content & topics

Year 1	
Block 1	Establishing a positive climate for learning
Block 2	How pupils learn: memory and cognition
Block 3	Developing effective classroom practice: teaching and adapting
Block 4	The importance of subject and curriculum knowledge
Block 5	Assessment, feedback and questioning
Block 6	A people profession

Year 2	
Block 7	Embedding a positive culture for learning
Block 8	How pupils learn: making it stick
Block 9	Enhancing classroom practice: grouping and tailoring
Block 10	Revisiting the importance of subject and curriculum knowledge
Block 11	Deepening assessment, feedback and questioning
Block 12	Continuing your professional development



Early Career Framework: Training Schedule for ECTs

ECT	YEAR 1			YEAR 2			HOURS
	TERM 1	TERM 2	TERM 3	TERM 1	TERM 2	TERM 3	
	Regional training			Regional training			
		 5 HRS		 6 HRS			
							
Local group sessions 3 HRS EACH							12 HRS
Webinars 1 HR EACH	 x2						7 HRS
Self-study	  26 HRS			  5 HRS			31 HRS
Weekly mentor sessions			Fortnightly mentor sessions				

Early Career Framework:

Training Dates for ECTs



Week commencing	ECT training dates
11 th October 2021	<u>Local training – face to face – half a day</u> Monday 11 th Oct - Newark & Sherwood (morning) Tuesday 12 th Oct - Bassetlaw (morning) Wednesday 13 th Oct - Derbyshire (morning) Friday 15 th - Gedling (morning)
10 th January 2022	<u>Regional Training – online – whole day</u> Tuesday 11 th Jan (all day) Thursday 13 th Jan (all day)
9 th May 2022	<u>Local Training – face to face – half a day</u> Monday 9 th May - Newark & Sherwood (morning) Tuesday 10 th Gedling (morning) Thursday 12 th - Derbyshire (morning) Tuesday 17 th May - Bassetlaw (morning)

Early Career Framework: Training Schedule for Mentors

	YEAR 1			YEAR 2			HOURS
	TERM 1	TERM 2	TERM 3	TERM 1	TERM 2	TERM 3	
MENTOR	Regional training 5 HRS EACH						5 HRS
	Local group sessions 3 HRS EACH						6 HRS
	Peer-to-peer 1 HR EACH						10 HRS
	Webinars 1 HR EACH						10 HRS
	Reading and reflection 3 HRS			2 HRS			5 HRS

Early Career Framework:

Training Dates for mentors



Week commencing	Mentor training dates
27 th September 2021	<u>Local training – face to face – half a day</u> Monday 27th Newark and Sherwood (morning) Tuesday 28th Bassetlaw (morning) Wednesday 29th Derbyshire (morning) Thursday 30th Gedling (morning)
31 st January 2022	<u>Regional Training – online – whole day</u> Tuesday 1st Feb Wednesday 2nd Feb



03 Role of the Induction Tutor

Who should be the Induction Tutor?

- Ideally not the Headteacher
- The mentor and induction tutor should be separate people.
- Hold QTS.

The Role of the Induction Tutor

- To provide regular monitoring and support for the ECTs.
- Coordinate assessments
- Track the progress of the ECT against the Teachers' Standards.
- Observe the ECT and give constructive feedback.
- Construct an action plan if necessary.
- Confirm to the EDT every half term, that the mentoring sessions have occurred.
- Main contact person with the Appropriate Body.

The Role of the Mentor

- Guiding and supporting the ECT.
 - Challenging their thinking, through instructional coaching.
-
- NPQ – Leading Teacher Development



04 What to do next.....

What to do next.....

Download a copy of the ECF.

Download a copy of the Teacher's Standards.

Choose your mentors.

Complete the registration processes.
Sign up with an Appropriate Body.

Download the ECF
here



Download the
Teachers' Standards



1

Make sure you register with the Hub to receive the latest information and invitations to future events.

[Register Here](#)



2

If you have an ECT training with you from this September you need to register on the DfE Portal

continuing-professional-development@digital.education.gov.uk

[Register Here](#)



3

If you are choosing our FIP training for your ECTs, you will need to register them with EDT

[Register Here](#)



4

Let us know your ECT numbers and register further ECF news via our Hub ECT registration form:

[Register Here](#)





05 Appropriate Body

Appropriate Body Service:

What do we do?

- Monitor support
 - we check that early career teachers are receiving their entitlements, and that the DFE guidance is being followed.
 - we provide ECF fidelity checks and ensure schools are supported with ECF induction.
- Monitor assessment
 - we make the final decision as to whether the ECT has met the Teachers' Standards.



Appropriate Body Service:

How to register your school

- Offered to all schools in our partner MATs
- Register as an induction tutor on ECT Manager (NQT manager) using this link:

<http://redhilltsh.nqtmanager.com/RegisterTutor.aspx>

You will need to do this even if you have a previous login.

- Then register your ECTs

A screenshot of the NQT Manager registration page. The page has a header with the Redhill Teaching Hub logo and a "Help & Support" button. Below the header, there is a "Register your school's NQT Coordinator" section. This section contains a form with fields for "School:" (a dropdown menu), "Position:" (a dropdown menu), "First Name:", "Last Name:", "Telephone:", "Email:", "Confirm Email:", and "Tutor Training:" (a checkbox). There is also a "Choose a Password" section with fields for "Password:" and "Confirm Password:", and a "Save" button. On the right side of the form, there is a note: "If you are an NQT coordinator and are new to NQT Manager, you will need to register your details here. Before you can access the management area you will need to be authorised by the Appropriate Body. Once authorised, you will be e-mailed your username and password and you will then be able to log in and register and manage NQTs. If your school is not shown in the list, it means that you already have a coordinator registered and they will need to login." At the bottom of the page, there is a "Cookie Policy" link and a note: "NQT Manager software has been designed and developed by Evolution".

Appropriate Body Service:

What else do I need to know?

Registration is now open for ECTs starting 1st September 2021:

Fee is £275 per ECT for the full 2 years

Fee is £150 per ECT for 1 Year

- Before registering their ECTs – schools are advised to use the DfE pre-Induction checklist available [here](#)
- ECT manager will be using the DfE templates for recording:
 - ~ Progress Reviews in terms 1, 2, 4 & 5
 - ~ Assessments in terms 3 and 6
 - ~ Forms signed by ECT and the Induction Tutor



Appropriate Body Service:

Progress Reviews

Two questions to complete:

- 1) Based on current performance and rate of progress, is the ECT on track to successfully complete induction by the end of their induction?
On track/Not on track
 - 2) Is the ECT expected to remain at this school for the duration of the next term? Yes/No
If no, please provide the leaving date and establishment where the ECT will continue Induction
- *If an ECT is deemed **not** to be on track then schools are expected to send to the Appropriate Body any progress review records*

Appropriate Body Service:

Assessments

A commentary of evidence submitted against the Teachers' Standards 1-8 and part two.

Questions on this form are similar to the current NQT assessment form:

- Has the ECT had a personalised programme of support and monitoring throughout the assessment period?
- Days of absence
- Contract checking information
- Is the ECT staying at the school?

ECT questions:

- Has the ECT discussed the report with their tutor?
- ECT's confirmation that they have continued to access a programme of support based on the Early Career Framework and received all of their statutory entitlements? **Yes/No**

If no, please explain why an ECF-based induction has not been accessed or what statutory entitlements have not been met (free text box)

Appropriate Body Service:

Help and guidance

- **Induction handbook** for all ECTs, mentors and induction tutors on the key areas.
- **Introductory sessions** for ECTs to explain their roles and responsibilities during induction.
- **Advice** and **materials** for induction tutors such as action plan templates for ECTs who need additional support.

Next Steps:

Making sure you're connected

You can find out more here:

www.redhillhub.org.uk

We can help you at:

enquiries@redhillhub.org.uk





Questions.....