



**VANTAGE
TEACHING
SCHOOL HUB**

NORTH HUMBER

Early Career Framework Full Induction Programme

Welcome pack



Planned Together. Delivered Locally.

Working with Teach First and our partners in Hull and the East Riding of Yorkshire, Vantage Teaching School Hub is committed to supporting Early Career Teachers across our region with a high-quality training curriculum. Our full induction programme will be delivered by locally-based lead facilitators responsive to local needs and circumstances, with knowledge of initial teacher training and the ECF who will work with school leaders, teachers and mentors to ensure a smooth transition from training to teaching. Working together, our aim is simple: to support your school to develop and retain new teachers to help all children achieve.



What the programme includes:

- Free membership of the Chartered College of Teaching for ECTs and mentors
- Full day face-to-face induction conference for all ECTs and mentors
- Induction session for ECF Leads
- Two expertly facilitated seminars per half term for ECTs in year one (one of which is face to face)
- One expertly facilitated webinar per half term for all mentors in year one
- Access to Brightspace online learning platform



Induction Conferences

Induction Tutors

Online 60 minute induction conference

- Thursday 8 September 2022 4pm - 5pm

BOOK HERE: [Vantage Teaching School Hub - Year 1 - Induction Tutor Induction \(Early Career Framework\) \(vantagetsh.org\)](#)

This session will inform Induction Tutors (ECF Leads) about the programme and provide guidance on selecting mentors and implementing the ECF in school, plus using Brightspace online learning platform

Mentors

Face to face, full day conference. Mentors only need to attend one of these sessions. Select from two dates:

- Monday 19 September 2022 9am–3pm Hull Kingston Rovers, Craven Park, Preston Road, Hull HU9 5HE

BOOK HERE: [Vantage Teaching School Hub - ECF - Mentor Year 1 Induction \(Early Career Framework\) \(vantagetsh.org\)](#)

OR

- Wednesday 21 September 9am–3pm Lazaat Hotel, Wood Hill Way, Cottingham HU16 5SX

BOOK HERE: [Vantage Teaching School Hub - ECF - Mentor Year 1 Induction \(Early Career Framework\) \(vantagetsh.org\)](#)

The day will equip mentors with the essential knowledge and skills to feel confident and competent to fulfil their role in the programme.

Early Career Teachers

Face to face, full day conference. ECTs only need to attend one of these sessions. Select from two dates:

- Monday 26 September 2022 9am–3pm Hull Kingston Rovers, Craven Park, Preston Road, Hull HU9 5HE

BOOK HERE: [Vantage Teaching School Hub - ECF - ECT Year 1 Induction \(Early Career Framework\) \(vantagetsh.org\)](#)

OR

- Wednesday 28 September 2022 9am–3pm. Lazaat Hotel, Wood Hill Way, Cottingham HU16 5SX

BOOK HERE: [Vantage Teaching School Hub - ECF - ECT Year 1 Induction \(Early Career Framework\) \(vantagetsh.org\)](#)

The day will equip ECTs with what to expect from the support and development programme, how they can get the most out of it and opportunities to network with other ECTs from the region.

Facilitated Group Seminars

F2F = Face to Face meeting
Online = virtual meeting

Module 1 : How can you create a powerful learning environment?

(At Induction Conference) 26.09.22 or 28.09.22	ECT Seminar 1.1 (F2F)	Creating a positive classroom culture
(At Induction Conference) 19.09.22 or 21.09.22	Mentor Seminar 1 (F2F)	Developing strong relationships
w/c 17th October 2022	ECT Seminar 1.2 (F2F)	High expectations of all pupils

Module 2 : How do pupils learn?

w/c 14th November 2022	ECT Seminar 2.1 (online)	Avoiding working memory overload
w/c 28th November 2022	Mentor Seminar 2 (online)	Precise actions & shared language
w/c 5th December 2022	ECT Seminar 2.2 (F2F)	Building well-organised mental models

Module 3 : What makes classroom practice effective?

w/c 9th January 2023	ECT Seminar 3.1 (online)	Using examples and non-examples
w/c 16th January 2023	Mentor Seminar 3 (online)	Not all practice is made equal
w/c 30th January 2023	ECT Seminar 3.2 (F2F)	Using questioning to extend and challenge pupils



Module 4 : How can you use assessment and feedback to greatest effect?

w/c 6th March 2023	ECT Seminar 4.1 (online)	Constructing questioning to anticipate misconceptions
w/c 13th March 2023	Mentor Seminar 4 (online)	Managing workload & wellbeing
w/c 20th March 2023	ECT Seminar 4.2 (F2F)	Peer and Self-Assessment

Module 5 : How can you support all pupils to succeed?

w/c 24 April 2023	ECT Seminar 5.1 (online)	Developing pupils' language comprehension & writing
w/c 8th May 2023	Mentor Seminar 5 (online)	Balancing support & challenge
w/c 15th May 2023	ECT Seminar 5.2 (F2F)	Adaptive teaching & the graduated approach

Module 6 : How can you plan a coherent curriculum?

w/c 12th June 2023	ECT Seminar 6.1 (online)	Identifying & sequencing concepts & knowledge
w/c 19th June 2023	Mentor Seminar 6 (online)	Building resilience
w/c 3rd July 2023	ECT Seminar 6.2 (F2F)	Supporting pupils to think critically

Please note the Inductions for moving into Year 2 of the programme will take place as follows (all are 1pm - 4pm):
Monday 10 July 2023 or Tuesday 11 July 2023 for Mentors and Thursday 13 July 2023 or Monday 17 July 2023 for ECTs -
venues TBC

Weekly schedule for ECTs

Self-directed study

Early Career Teachers will look at a range of materials, activities and reflections on the online learning platform. Amounting to about four and a half hours over each half term, this online content has been broken down into weekly bitesize chunks. Much of the content is supported by video exemplification, filmed in real schools and featuring real teachers and classes.

Instructional Coaching

Early Career Teachers will spend an hour each week with their mentor being observed (short, focused drop-ins), receiving feedback or discussing a topic in depth to enhance their understanding.

Facilitated Group Seminars

Early Career Teachers will attend two expertly facilitated seminars per half term, networking with other ECTs and exploring the learning in greater depth. One of the seminars will be delivered face to face, the other will be delivered virtually.

Top Tips for ECTs

- Use your time effectively. The ECTs who find the ECF most valuable establish good habits of regular, bitesize chunks of study. Don't allow all your off-timetable time to get used up in planning or marking.
- The ECF is a continuation of the content covered in ITT and at times may feel repetitive. Remember each time themes re-occur is an opportunity to reflect more deeply and revisit the ideas in a different context.
- The ECF programme is being done for you and alongside you. It is not being done to you! The more you engage, the more you will get out of it.
- Set a specific time aside each week when you can access the materials. Make this become habit. Little and often is much more effective than trying to commit to long periods of study when you are busy teaching.
- Don't take feedback personally. Just like when you feed back to your pupils, it's guidance on how to improve the skills you need to develop.
- You are never alone. There is a team of people around to help you. Reach out to your network of mentor, ECF Lead, Vantage TSH team and ECT peers for support when you need it.

Five tips for Mentors

1. Encourage ECTs to establish good habits of 'little and often', regular ECF study.
2. Consider how you will deliver appropriate support to your ECT at each stage while working sequentially through the programme. The ECF repeats content covered in ITT; each time themes re-occur is an opportunity to reflect more deeply and revisit ideas in a new context. Remember there is stretch content available, too.
3. Be realistic about what an ECT can achieve and minimise participation in CPD outside the ECF programme.
4. Brief, weekly low-stakes drop-ins are more supportive and useful than half-termly observations.
5. Remember you are not alone; our programme will bring together a community of coaches from across our region from first-time mentors to very experienced practitioners.



Brightspace

The online platform Brightspace supports ECTs, mentors and ECF leads to work through the programme sequentially, access resources, get ready for mentor meetings and monitor progress.

1. Well designed and sequenced to promote successful and systematic self-directed study.
2. A choice of concrete tools to help improve teaching practice e.g. Teach Like a Champion, Rosenshine's Principles of Instruction.
3. Videos of real-life teachers in the classroom demonstrating outstanding practice.
4. Reflective activities to encourage ECTs to consider their own practice.
5. Videos from experts such as Tom Bennett, Dylan Wilam, Benjamin Riley, Stuart Kime, Claire Stoneman.
6. Planned content to prep for mentor meetings, with scripts to help Deliberate Practice.
7. Knowledge Checks – pre-quizzes, mid-module knowledge checks and post-quizzes to check ECT understanding as they go – all available for mentors to monitor progress.
8. References list with access to a wide range of relevant background reading.
9. Stretch content for secure ECTs.
10. Ten minute summary videos for mentors to access prior to ECT meetings.

Your ECF Checklist



Early Career Induction Tutors

- Look at Brightspace and familiarise yourself with the expectations of the programme, the rhythm of training and a new set of vocabulary.
- Inform your ECT and mentor as soon as possible about the ECF programme.
- Consider how to build in additional support, such as preparing for parent's evenings, alongside the ECF programme.
- Ensure weekly instructional Coaching sessions, and ECT and mentor seminars are incorporated in the school timetable and protected.



Mentors

- Look at Brightspace and familiarise yourself with the expectations of the programme, the rhythm of training and a new set of vocabulary
- Make a note of the dates and times of your facilitated group seminars and protect this time.
- Work with the ECT to timetable meetings and self-study sessions
- Look at the strengths you already have across your school or partnership. Consider if any of these can be used to support ECTs?



Early Career Teachers

- Look at Brightspace and familiarise yourself with the expectations of the programme, the rhythm of training and a new set of vocabulary.
- Make a note of the dates and times of your facilitated group seminars and protect this time.
- Work with your mentor to timetable when meetings will take place and self-study sessions can occur uninterrupted.
- Reach out to your peers - other ECTs, other teachers of your subject or year group, and develop that professional network to share your experiences

Engagement Policy

In order to qualify for the full ECF funding entitlement, the ECT and mentor will need to engage with the full induction programme

- Induction Tutors need to be certain that mentors and ECTs are covering ECF content for which they are funded.

However, during the weeks of face to face training that involves travelling they may permit the ECT to use some of their allocated time to catch up on planning, preparation and assessment activities.

- ECTs and mentors must ensure that they cover a minimum of 80% engagement in the self-directed study. Therefore, 20% of the time can be used to address the immediate priorities of an ECT and support their well-being. An example of this might involve a mentor using their mentoring session from time to time to provide support for a matter that is causing the ECT some worry.

- SEND focus - we will provide a specific 'SEND episode' in every live training event next year focusing on the most prevalent areas of need across our region. These will be cognition and learning; communication and interaction; social emotional and mental health needs.





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