

ECF Bulletin

Issue 3 - January 2024

**VANTAGE
TEACHING
SCHOOL HUB**
NORTH HUMBER



Welcome to the third Early Career Framework (ECF) Bulletin of the academic year 2023/2024 from Vantage Teaching School Hub. The purpose of this Bulletin is to share relevant information regarding the Early Career Framework Full Induction Programme with Induction Tutors, Mentors and Early Career Teachers (ECTs). We will circulate these Bulletins at the start of each new module in the Full Induction Programme Calendar.



Happy New Year to all of our programme members and colleagues in schools. We are looking forward to the new year ahead after the Christmas break.

The ECF Bulletins will begin with an introduction that is relevant to all cohorts and programme members. You will then be signposted to links that will take you to the sections of the Bulletin that are specific to the cohort to which you are a member of.



Thank you to our January 23 Mentors and ECTs who attended our Induction into Year 2 of the ECF programme on 13th December 2023. These programme members are now joining the September 2022 cohort for the remainder of this academic year.

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They will access the Year 2 programme in a slightly different order but will receive all the training and support that they are entitled to. We look forward to welcoming ECTs into the Year 2 subject/phase specific groups and mentors into our existing Year 2 mentor groups.

In this Bulletin:-

- Recruitment of new ECTs and Mentors from January 2024
- Inductions for new Y1 ECTs and Mentors in January 2024
- Replacement Mentor expectations
- Spring Term Induction Tutor webinar
- Link to the Y1 September 2023 cohort Bulletin
- Link to the Y2 cohort Bulletin
- Link to the Y1 January 2024 cohort Bulletin

Important - are you anticipating recruiting any new Year 1 ECTs from January 2024?

We would be grateful if you could let us know if you will be recruiting any new Year 1 ECTs from January 2024 by completing the form attached: [click on here](#)

The form will also be available on our website: www.vantage4sh.org.

ECT and Mentor Inductions for new January cohort Year 1 2024

The Inductions for all new January 2024 cohort members starting Year 1 of the ECF will take place in January 2024 in order to ensure that both ECTs and Mentors are fully prepared to start the first year of the programme.

ECTs and Mentors will be able to book onto one of the dates offered which will be a half day, Zoom seminar:

- Y1 Mentor Induction for new Mentors (including Seminar 1).

Wednesday 17th January 2024

9.00am to 12 noon

Via Zoom

Delivered in partnership with One Cumbria

- Y1 ECT Induction for new ECTs (including Seminar 1).

Wednesday 17th January 2024

1pm to 4pm

Via Zoom

Delivered in partnership with One Cumbria

Once schools have informed us of a new ECT from January 2024, we will send the joining instructions to attend the new Y1 Inductions.

Replacement Mentors

On our ECF programme we have a number of Mentors who have taken over the mentoring of an ECT part-way through their ECT's statutory induction, as previously, explained in the September 2023 ECF Bulletin.

Important - Replacement Mentors new for September 2023

We ask that where possible, schools retain the same mentor for the ECT throughout the two years (or equivalent of statutory induction). We know that a strong supportive relationship with an engaged mentor help ECTs to develop. However, we recognise that mentors may need to change, e.g., for unforeseen circumstances, or it is in the best interest for the ECT. If a school withdraws a mentor, the school must ensure that alternate ECF mentors are found if the ECTs are not leaving the school.

Further to this we are aware that we have a number of ECTs who have moved to a new school for the second year of their induction and therefore need a new mentor.

When a mentor is changed by a school, they will firstly need to update this information on the DfE service: <https://manage-training-for-early-career-teachers.education.gov.uk/schools>. Schools will also need to let Vantage TSH know via email at: teachingschoolhub@smchull.org

From September 2023, the way that we declare 'replacement mentors' with the DfE is changing. This, alongside feedback from Delivery Partners and mentors has led Teach First to change our approach to how we support them. From September 2023 any mentor that joins the programme, irrespective of stage of the ECT they are supporting, will start from the beginning of the mentor programme.

All new and replacement mentors therefore will be invited to attend our Year 1 Mentor induction regardless of whether they are mentoring a Year 1 or a Year 2 ECT.

If the replacement mentor is mentoring a Year 2 ECT they will also be offered the option to attend and/or the catch up resources for the 2 Induction.

The replacement mentor, once they have attended the Y1 induction will be invited to attend the Y1 mentor seminars and continue through the programme for two years – regardless of when their original ECT completes statutory induction. This is to ensure that the mentor has received all of the training and their school receives all of the available funding. Please note that this is only relevant to replacement mentors who are new to our programme and who have not previously completed all of our ECF programme.

The mentor seminars are relevant to developing effective mentoring skills and are not directly linked to the seminars that the ECTs attend.

All mentors will receive the relevant programme guides/ handbook linked to stage of the ECT they are supporting.

In the specific cohort sections of this Bulletin we have detailed the expectations for ECTs and Mentors on Brightspace. This is slightly different however for replacement Mentors.

If a replacement Mentor has taken over the mentoring of an ECT that is in Y1, below are the expectations for this replacement Mentor:

- The Mentor will need to attend one of our live Y1 Induction events or a catch up event (depending when they join our programme).
- The Mentor will receive a training calendar and be expected to attend all of the seminars advertised.
- The Mentor will receive the Y1 Programme Guide & Handbook which they will use to support them in their role.
- Mentors are expected to log onto Brightspace every week if they are mentoring a Year 1 ECT to view the weekly videos. A Mentor's engagement with this is tracked by Teach First and they will receive a reminder email if they have not regularly engaged with these.

- Mentors are advised when they need to complete the Mentor assessment on Brightspace – this activity is mandatory.
- The self-study for a Mentor for each of the modules is optional, although a Mentor's completion of this will support with their engagement on the programme.
- Mentors are encouraged to track the progress of their ECT on Brightspace so that they can discuss this with them and escalate any issues to the Induction Tutor.

Here is the pathway that a Mentor can follow to check the progress of their Year 1 ECT:

Login to My TeachFirst > Click on ECF2023 (Year 1 ECTs) > Click on the chosen Module for ECTs (Do not click on the Module for Mentors) > Click on Audit Users > Select the ECT

You will then be able to see an overview of their engagement in the content of the Module.

Here is the pathway that a Mentor can follow to view the notes that an ECT has made: Brightspace > Module * for ECTs > Course Tools (near the top) > Notes > Shared Items

If a replacement Mentor has taken over the mentoring of an ECT that is in Y2, below are the expectations for this replacement Mentor:

- The Mentor will need to attend one of our live Y1 Induction events or a catch up event (depending when they join our programme). This is to enable them to understand the ECF programme & how instructional coaching works.
- They will also be offered the option to attend and/or the catch up resources for the Y2 induction so that they understand the programme that their current ECT is engaged in.
- The Mentor will receive a training calendar and be expected to attend all of the seminars advertised. These will be Y1 (new Mentor seminars – these seminars are based on Mentor development).

- Y1 Mentors are expected to watch the weekly videos to support their ECTs but if a Mentor has replaced a Y2 Mentor, then they will NOT be expected to do this.
- The Mentor will receive the Y2 Programme Guide which they will use to support them in their role.
- Replacement Y2 Mentors will be set up on Brightspace so that they can see all of the Y2 Development Cycles.
- Mentors are expected to log onto Brightspace every half-term if they are mentoring a Year 2 ECT to check they have completed the retrieval quizzes so that they can discuss this with them and escalate any issues to the Induction Tutor - reminders about how to do this are below.
- Mentors are advised when they need to complete the Mentor assessment on Brightspace – this activity is mandatory.
- Y2 Mentors are also expected to complete any Y2 Induction activities that were not covered in the live induction event. These are found in a separate Module on Brightspace named, 'Y2 Induction'. The induction activities are mandatory.
- The self-study for a Mentor for each of the modules is optional, although a Mentor's completion of this will support with their engagement on the programme.

Here is the pathway that a Mentor can follow to check the progress of their Year 2 ECT:

Login to My TeachFirst > Click on ECF2022 (Year 2 ECTs) > Click on the chosen Development Cycle for ECTs (Do not click on the Module for Mentors) > Click on Audit Users > Select the ECT

You will then be able to see an overview of their engagement in the content of the Development Cycle.

Induction Tutor Webinars

Marc Cooper and I will continue to offer termly webinars for Induction Tutors. These are an opportunity for Induction Tutors to ask questions and give feedback; also for us to share any new national or regional information with school leaders. We see this as a really crucial part of our approach to Quality Assurance, hearing the detail of how the programme is impacting in schools and what further steps we can all take to provide the highest quality support for ECTs and their Mentors.

A further update for this academic year and beyond - Nicola Tennison, AB lead for Vantage TSH, who will join the Induction Tutor webinars to provide training and support for Induction Tutors who use our AB service.

The next webinar will take place on Thursday 29th February 2024 at 4pm, via zoom. The link to attend this session will be sent to all Induction Tutors a week before the meeting date.

Brightspace Reminders

- Like any new web-based platform, developing familiarity with the functions and layout will enable ECTs and Mentors to get the best use out of it and reduce workload. This will require participants to log in weekly, little and often.
- Brightspace tracks content covered, clicks, time spent engaged with self-directed study which form the basis of the engagement reports to the DfE per participant.
- The glitches and issues we saw in September 2022 have been resolved but from time to time we know that participants sometimes encounter problems. When this occurs, please use the link below

[https://click.noreply-teachfirst.org.uk/?](https://click.noreply-teachfirst.org.uk/?qs=7184b3e81887fdb7b7c1535cabae4ab1ff23750e94a66564207d366b4c26f9a6602496e785b3eb6d1f015d6e99482ab9442896dac6f882e7)

[qs=7184b3e81887fdb7b7c1535cabae4ab1ff23750e94a66564207d366b4c26f9a6602496e785b3eb6d1f015d6e99482ab9442896dac6f882e7](https://click.noreply-teachfirst.org.uk/?qs=7184b3e81887fdb7b7c1535cabae4ab1ff23750e94a66564207d366b4c26f9a6602496e785b3eb6d1f015d6e99482ab9442896dac6f882e7)

ECF Mythbuster

The DfE has published new guidance regarding the ECF. This guidance covers the most common questions regarding ECF, and we hope will be a valuable resource for hubs. Please find the links below and please do share these within your networks:

- [ECF induction and training: additional information for early career teachers - Manage training for early career teachers \(education.gov.uk\)](#)
- [ECF induction and training: additional information for school leaders - Manage training for early career teachers \(education.gov.uk\)](#)
- [ECF induction and training: additional information for mentors - Manage training for early career teachers \(education.gov.uk\)](#)

Year 1 ECTs/ Mentors and Induction Tutors 2023

(Including those who started their induction in April 2023).

Please follow the link here to open the section of the Bulletin that is specific to your cohort: [\(click here\)](#).

Year 2 ECTs/ Mentors and Induction Tutors (including January 2023 Cohort)

Please follow the link here to open the section of the Bulletin that is specific to your cohort [\(click here\)](#).

Year 1 ECTs/Mentors and Induction Tutors January 2024 Cohort

Please follow the link here to open the section of the Bulletin that is specific to your cohort: [\(click here\)](#).

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Best Wishes

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