



**VANTAGE  
TEACHING  
SCHOOL HUB**

NORTH HUMBER

# **Early Career Framework Full Induction Programme**

## **Welcome pack 2024**

**T** Teach  
First

# 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:

- Support from our team in onboarding new ECTs
- Face-to-face welcome conference for all ECTs and mentors
- Induction webinar for ECF Induction Tutors/Leads
- Two expertly facilitated seminars per term for ECTs in year one (face to face)
- One expertly facilitated seminar per term for all mentors in year one
- Access to Brightspace online learning platform



# Induction Conferences

## Induction Tutors

Thursday 6 June 2024 4pm - 5pm

Online 60 minute induction conference

**BOOK HERE:** [www.vantagegetsh.org](http://www.vantagegetsh.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

Mentors only need to attend one of these sessions.

Select from one of the two dates:

- Tuesday 24 September 2024, 1pm to 4.30pm at Lazaat Hotel, Wood Hill Way, Cottingham HU16 5SX OR
- Thursday 26 September 2024, 1pm to 4.30pm at Hull Kingston Rovers, Craven Park, Preston Road, Hull HU9 5HE

**BOOK HERE:** [www.vantagegetsh.org](http://www.vantagegetsh.org)

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

## Early Career Teachers

ECTs only need to attend one of these sessions.

Select from one of the two dates:

- Tuesday 1st October 2024, 1pm to 4.30pm at Lazaat Hotel, Wood Hill Way, Cottingham HU16 5SX OR
- Thursday 3rd October 2024, 1pm to 4.30pm at Hull Kingston Rovers, Craven Park, Preston Road, Hull HU9 5HE

**BOOK HERE:** [www.vantagegetsh.org](http://www.vantagegetsh.org)

This conference 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 Welcome Conference) 01.10.2024 or 03.10.2024	ECT Seminar 1.1 (F2F)	Creating a positive classroom culture
(At Welcome Conference) 24.09.2024 or 26.09.2024	Mentor Seminar 1 (F2F)	Developing strong relationships
w/c 14th October 2024	ECT Seminar 1.2 (Online)	High expectations of all pupils

## Module 2 : How do pupils learn?

w/c 18th November 2024	ECT Seminar 2.1 & 2.2(F&F)	Avoiding working memory overload. Building well-organised mental models .
w/c 25th November 2024	Mentor Seminar 2 (online)	Precise actions & shared language

## Module 3 : What makes classroom practice effective?

w/c 27th January 2025	ECT Seminar 3.1 & 3.2 (F2F)	Using examples and non-examples. using questioning to extend and challenge pupils
w/c 24th February 2025	Mentor Seminar 3 & 4 (F2F)	Not all practice is made equal. Managing workload & wellbeing



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

**w/c 17th March 2025**

**ECT Seminar 4.1 & 4.2  
(F2F)**

**Constructing questioning to anticipate misconceptions. Peer and Self-Assessment**

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

**w/c 5th May 2025**

**ECT Seminar 5.1 & 5.2  
(F2F)**

**Developing pupils' language comprehension & writing. Adaptive teaching & the graduated approach**

**w/c 19th May 2025**

**Mentor Seminar 5 & 6 (F2F)**

**Balancing support & challenge. Building resilience**

## **Module 6 : How can you plan a coherent curriculum?**

**w/c 9th June 2025**

**ECT Seminar 6.1 & 6.2  
(F2F)**

**Identifying & sequencing concepts & knowledge. 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 to 4.30pm):

- Tuesday 1st July 2025 at Lazaat OR Thursday 3rd July 2025 at Hull KR for ECTs.
- Tuesday 24th June 2025 at Lazaat OR Thursday 26 June 2025 at Hull KR for Mentors.

# 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 (Brightspace). Amounting to about four and a half hours over each half term, this online content is broken down into weekly bitesize chunks based on the Early Career Framework. Much of the content is supported by video exemplification, filmed in real schools featuring real schools and classes from a range of phases.

## Instructional Coaching

Early Career Teachers will spend an hour each week with their mentor. These mentor interactions are based on Instructional Coaching and the Feedback Model. Mentors complete a short drop-in observation of their ECT or have a discussion based on their online learning as the stimulus for the mentor interaction. The ECT is then guided on the highest leverage actions to improve their classroom practice.

## Facilitated Group Seminars

Early Career Teachers will attend two expertly facilitated seminars per term, networking with other ECTs and exploring learning in greater depth. The majority of these seminars are delivered face to face. ECTs will receive a training calendar when they attend their welcome conference in October 2024.

## 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 your off-timetable time to get used up in planning or marking.
- The Early Career Framework is a continuation of the content covered in Initial Teacher Training 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 on Brightspace. 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, Induction Tutor, 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. Ensure that your weekly meetings with your ECT are planned and protected; that they take place in a suitable space.
3. 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 in every Module too.
4. Be realistic about what an ECT can achieve and minimise participation in CPD outside the ECF programme.
5. As a mentor you will complete the low-stakes drop-in observations of your ECT; the Induction Tutor will complete the formal progress reviews.



## Brightspace

The online platform Brightspace supports ECTs, mentors and Induction Tutors 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 Wiliam, Benjamin Riley, Stuart Kime and Claire Stoneman.
6. Planned content to prepare 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. Reference 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

- Ensure that all information regarding the ECT and Mentor has been inputted correctly on the DfE portal.
- Ensure that your ECT is registered with an Appropriate Body.
- Attend your welcome webinar to the programme or request the catch-up webinar to familiarise yourself with expectations of the programme, the rhythm of training and a new set of vocabulary.
- 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

- Attend your welcome conference to the programme in September, familiarise yourself with 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 ECT to timetable meetings and self-study sessions.
- Look at Brightspace once you receive your login, to familiarise yourself with the programme.
- 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

- Attend your welcome conference to the programme in October, familiarise yourself with 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 meetings and self-study sessions.
- Look at Brightspace once you receive your login, to familiarise yourself with the programme.
- 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 regularly across the two years

- 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 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 – content is available for all ECTs and mentors to access to support with teaching SEND pupils. This content is available on the Brightspace learning platform and will be referred to in the facilitated seminars.





# **VANTAGE TEACHING SCHOOL HUB**

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Contact us:

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