



Welcome to the first Early Career Framework (ECF) Bulletin of the academic year 2022/23 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.



Welcome to all new Year 1 ECTs who have started their teaching career and have enrolled onto the Full Induction Programme with us. We also offer a warm welcome to new Year 1 Mentors who are supporting Year 1 ECTs and we have a number of Year 2 ECTs who have transferred schools into our region.



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 sections of the Bulletin that are specific to the cohort to which you are a member of. Thank you to all Induction Tutors, Mentors and ECTs who have attended or will be attending our Induction Sessions.

We appreciate that the new framework is a huge set of reforms for the sector and we know that schools have worked really hard to set up the roles and practices needed in your settings to ensure that ECTs get the support to which they are entitled.

## **My Teach First and Brightspace**

My Teach First is the home page that you log on to access the ECF Programme. The platform Brightspace is where all of the curriculum materials are housed and this is accessed once you log onto My Teach First.

We appreciate that some programme members have experienced issues in obtaining their log on details for My Teach First. Many of these issues have been caused by the incorrect inputting or transference of information from the DfE portal.

We have included a link here to a very useful document to support schools with access issues: ([click here](#)).

## **How Mentors can check the progress of their ECTS**

A reminder to Mentors about how to check on the progress of your ECT within a Module on Brightspace. The pathway to do so is as follows:

Login to My TeachFirst > (Click on ECF 2021 for Year 2 ECTs) or (click on ECF 2022 for 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

## **Need to Know**

The following advice is put together using our discussions with Teach First, the Teaching Hub Council, other TSHs and ECTs/Mentors from within our region who are continuing to report the positive impact that the ECF is having on their workload through more efficient and effective teacher development. This is reflected in the increased retention rates we are seeing across the region.

## Workload Reduction

-Mentors and ECTs should only make very short and concise written notes in the programme guide during meetings and on Brightspace during short self-directed study tasks.

-Use the DfE funded ECF allocated curriculum time each week to focus explicitly on teacher development using instructional coaching. Credible evidence demonstrates that this is the most effective way to reduce workload through efficient and effective quality first teaching.

-ECTs/Mentors are telling us that they are increasingly aware of how they use their time and are abandoning activities that increase workload and take their attention away from improving their practice. A good example from one mentor involved spending 30 mins per week focussing on the ECF rather than replying to emails.

-Induction Tutors can help with workload reduction by reducing the amount of 'other CPD' that ECTs are expected to engage in, over and above the ECF. The ECF is underpinned by evidence on practice that should underpin career long professional development. The national ECF evaluation found that on average, ECTs engaged in an additional 29 hours of 'other CPD' during the last year, adding to their workload. Schools should prioritise the ECF in addition to supporting ECTs to understand school specific policies and practice so that they have clarity on school specific expectations but remain focused and engaged with the ECF programme which underpins statutory induction.

## **Time Commitments:**

ECTs and mentors should engage with ECF study within DfE funded allocated curriculum time. ECTs and mentors should apply a 'little and often' approach self-directed study and resist the temptation to focus activities that do not support teacher development.

We have also asked Teach First to enable Induction Tutors to have the function whereby they can access an overview of the engagement of their ECTs on Brightspace. They have acknowledged this request and we will keep you updated. Your Appropriate Body will be requesting that you complete a Progress Review of your ECTs by the end of this term.

Induction Tutors will need to: have observed ECTs teach, speak to them about their practice and speak to Mentors about their progress in order to complete the Progress Review.

## **Reminder about Progress Reviews**

Please ensure that you complete a progress review of your full-time ECTs by the end of this term.

## ECF Flexibility

-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 begin to include this in this academic 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.

## Brightspace

Like any new web-based platform, developing familiarity with the functions and layout -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.

## Induction Tutor Webinar

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. The next webinar will take place on: Tuesday 15th November at 4pm, via Teams. To book a place please email Jo Sims on [teachingschoolhub@smchull.org](mailto:teachingschoolhub@smchull.org)

## 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 ([click here](#)).
- ECF induction and training: additional information for school leaders - Manage training for early career teachers ([click here](#))
- ECF induction and training: additional information for mentors - Manage training for early career teachers ([click here](#))



Year 1 ECTs/ Mentors and Induction Tutors 2022/23 (Including those who started their induction in April 2022). 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 2021/22

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 Cohort 2022

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

**Email: [teachingschoolhub@smchull.org](mailto:teachingschoolhub@smchull.org)**

**Tel: 01482 851136**

Best Wishes

Andrea Tonks

ECF Lead



**e: [teachingschoolhub@smchull.org](mailto:teachingschoolhub@smchull.org)**