



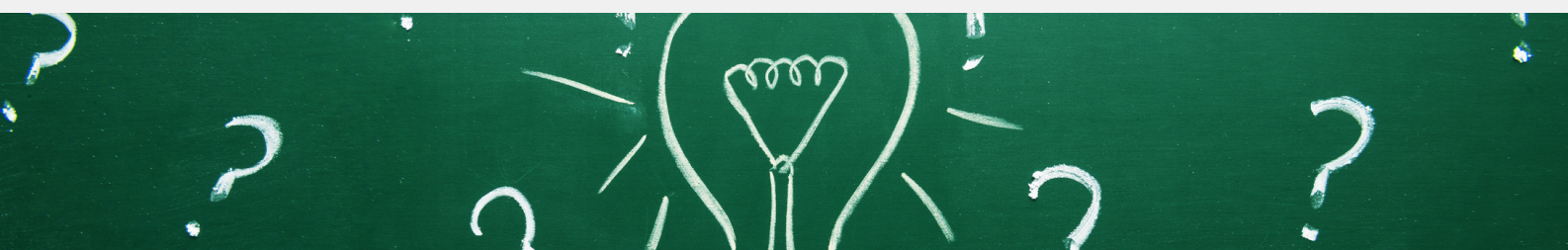
Welcome to the fourth Early Career Framework (ECF) Bulletin from Vantage Teaching School Hub for the January 2022 cohort. The purpose of this Bulletin is to share relevant information regarding the Early Career Framework Full Induction Programme with Induction Tutors, Mentors and Early Career Teachers (ECTs). This Bulletin relates to the end of the academic year 2021/22.

The second half of the Summer term has seen ECTs and Mentors work through Module 4 of the Full Induction Programme which focused on, 'How can you use assessment and feedback to greatest effect?'.

Thank you to all Mentors and ECTs who attended the training seminars for Module 4.

Need to know

The following advice is put together using our discussions with Teach First, the Teaching School 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 focusing on the ECF rather than replying to emails.

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 on activities that do not support teacher development.

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 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.

Brightspace

- 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 email: ECF@teachfirst.org.uk

Moving into the new academic year 2022/23

At the start of September 2022 ECTs will begin Module 5 of the ECF programme and a new bulletin will be circulated with a summary relating to this module.

After the October half term ECTs will then start Module 6 of the ECF programme which is the final module of Year 1 of the Full Induction Programme.

ECTs will complete Year 1 of the programme with their final seminar on Thursday 8th December.

Mentors will complete Year 1 of the programme with their final seminar on Thursday 24th November.



Inductions into Year 2 of the programme

On Wednesday 14th December 2022, 9am to 12 noon, via Zoom, Mentors will be invited to an Induction into Year 2 of the ECF programme.

On Wednesday 14th December 2022, 1pm to 4pm, via Zoom, ECTs will be invited to an Induction into Year 2 of the ECF programme.

This is a very important Induction for all ECT January cohort members to explain how they will be integrated into the Year 2 programme and join the subject or phase specific groups with the September cohort members.

It is also extremely important for Mentors to attend as they will be given all of the information regarding the expectations, roles and responsibilities for supporting ECTs in year 2 of induction.

Details of how to sign up for the Inductions will be circulated in the next bulletins and will also be on the Vantage TSH website.

How Mentors can check on 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 ECF2021 > 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.

Changing a Mentor or Induction Tutor

For clarity, if you wish to change a Mentor on the programme or your Induction Tutor, the Induction Tutor must change this on the DfE portal as well as informing Vantage Teaching School Hub of this change.

My Teach First – subject information

We are gathering more information to inform planning for Year 2 of the programme. ECF Year 2 seminars will be subject specific so it's vitally important that we capture information about the subjects/phases that ECTs are mainly teaching to inform our planning.

Please note that Early Career Teachers are also able to add information about their subject for Year 1 and Year 2 on My Teach First and we encourage them to do this. To do this please click on the delivery information tab, then enter your subject for Year 1 and Year 2 and click save. We suggest you choose the subject/phase you spend most of your time teaching from the drop down list.

End of term assessment

Your Appropriate Body will be requesting that you complete a Progress Review of your ECTs by the end of this Summer 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.

Your Appropriate Body will require you to complete the review on their preferred platform/paperwork as you did at the end of the Spring term.

Numbers for September 2022

We would be grateful if Induction Tutors could let us know if you are anticipating any new ECTs in September 2022 so we can plan ahead accordingly. If so, please can you respond to confirm the name and email of your ECT and Mentor and if the ECT has already started their Statutory Induction elsewhere. Please click here to complete the registration form:

<https://forms.office.com/r/7XVwtvMpZR>

The dates for the new Year 1 inductions for ECTs and Mentors will be circulated to schools shortly. They will take place in September 2022.

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)

We thank you for your engagement and support since commencing with the programme in January 2022 and wish you a very restful summer.

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Best Wishes

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