

Early Career Framework



Full Induction Programme
Regional Briefing Event

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Virtual Housekeeping

- Mute mics
- Cameras optional
- Please ask questions in the chat function
- Slides available in the resource area afterwards

Purpose:

Help schools understand their responsibilities with regard to the ECF and make informed choices on how to fulfil their statutory duties from September 2021

Briefing overview

- Role of Teaching School Hubs
- Appropriate Body Services
- General overview of the ECF
- Teach First ECF Full Induction Programme



Functions of TS Hubs

Delivery of:

- ITT
- ECF
- Reformed NPQ
- CPD (DfE approved)
- Appropriate Body Services

Appropriate Body Services

- Detail of offer emerging
- Priority to fill gap and meet condition of grant
- Avoid undermining ER LA AB service
- Consider delivery costs vs. structure

What is the ECF?

- CPD framework
- Evidence based
- Evidence based coaching (*instructional coaching*)
- Underpins Statutory Inductions
- 2 year entitlement

“What all ECT should learn about and learn how to do.”

DfE April 2021



Early Career Framework

Look out for...

- DfE Digital Portal
 - ✓ Schools receive login details by letter
 - ✓ Indicate how you intend to provide the ECF by June
 - ✓ Register and wait until you have an ECF plan
 - *FIP, CIP or design your own ECF*

ECF Options for Schools



Early Career Framework Option	Basic Programme Overview	Funding
Full Induction Programme	Fully funded provider led E.G. TS Hub High quality lead facilitators, resources, learning portal I.C. mentor training included <i>Level 1 AB service as fidelity assured</i>	10% release time y1 & 5% in y2 for ECT Mentoring time in Y1 & 2 Mentor training in <i>Instructional Coaching</i>
Core Induction Programme	Use core induction content School responsible for all aspects of delivery, training and evidence <i>Enhanced AB service to check fidelity</i>	10% release time y1 & 5% in y2 for ECT Mentoring time in Y1 & 2
Design your own ECF	School design own programme Responsible for fidelity and entitlement <i>Enhanced AB service to check fidelity</i>	10% release time y1 & 5% in y2 for ECT Mentoring time in Y1 & 2

Why Teach First ECF FIP?

- Involved in ECF development
- Expert curriculum sequencing
- Pre-module diagnostic
- Intuitive learning platform
- Subject and phase specific in y2
- Reduced call on mentor time in y2
- 25% of TS Hubs offering Teach First FIP



Teach First ECF structure?

- 6 modules Year 1
- Elective modules Year 2
 - ECT self directed study
 - ECT flexible group seminars
 - Regular mentoring, reflecting and target setting

Our subject matter experts

Module one:
How can you
create powerful
learning
environments?

Module 2: How
do pupils
learn?

Module 3:
What makes
classroom
practice
effective?

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

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

Module 6: How
can you plan a
coherent
curriculum?



Tom Bennett
Director and Founder
of researchED



Benjamin Riley
Founder and
Executive Director of
Deans for Impact



Claire Stoneman
Founder of
researchED
Birmingham



**Evidence Based
Education**
Develop tools and
training to improve
learner outcomes
worldwide



**Driver Youth
Trust**
A national charity
improving outcomes
for learners with
SEND




Ed Vainker
Executive Principal of
Reach Academy
Feltham

Time Commitment - ECTs



Full Induction




Self-directed study

4.5 hours of self-directed study encompassing a range of exemplification materials, online activities and reflection.



Group seminars

Two 90-minute small group seminars to discuss and debate the core content with fellow early career teachers.



Instructional coaching

A half-termly cycle of agreeing development needs, practising your craft, receiving rich feedback and having the opportunity to practise with your mentor.

Time Commitment - Mentors



A 6 hour in-person induction, which will set out programme requirements and introduce module 1

Weekly videos which align to the ECF standards that the ECTs will cover during their self-directed study

Each week - Working with their ECTs in schools to identify needs, observe and provide high-quality feedback

Live seminars (one per half term) to support mentors to:

- Develop instructional coaching and deliberate practice
- Develop peer networks where mentors can meet and share experiences

Statutory Induction / ECF in Post 16

- Institutions in which induction *may* be served:

Further Education (FE) institution, including a sixth-form college, in the circumstances set out in para 2.3

Who are our delivery team?

- TS Hubs now scaling delivery teams
- **ECF Strategic Lead**
 - experienced senior leader
- **Lead facilitators**
 - phase / subject / locality specific
 - expressions of interest through survey

Next Steps



- Teach First led webinar – detailed course presentation
- On-boarding – confirmation of FIP
- Confirm how you will provide ECF on digital portal
- Get in touch: teachingschoolhub@smchull.org