



# Alban Teaching School Hub

Early Career Framework Information Event  
Thursday April 15th 2021

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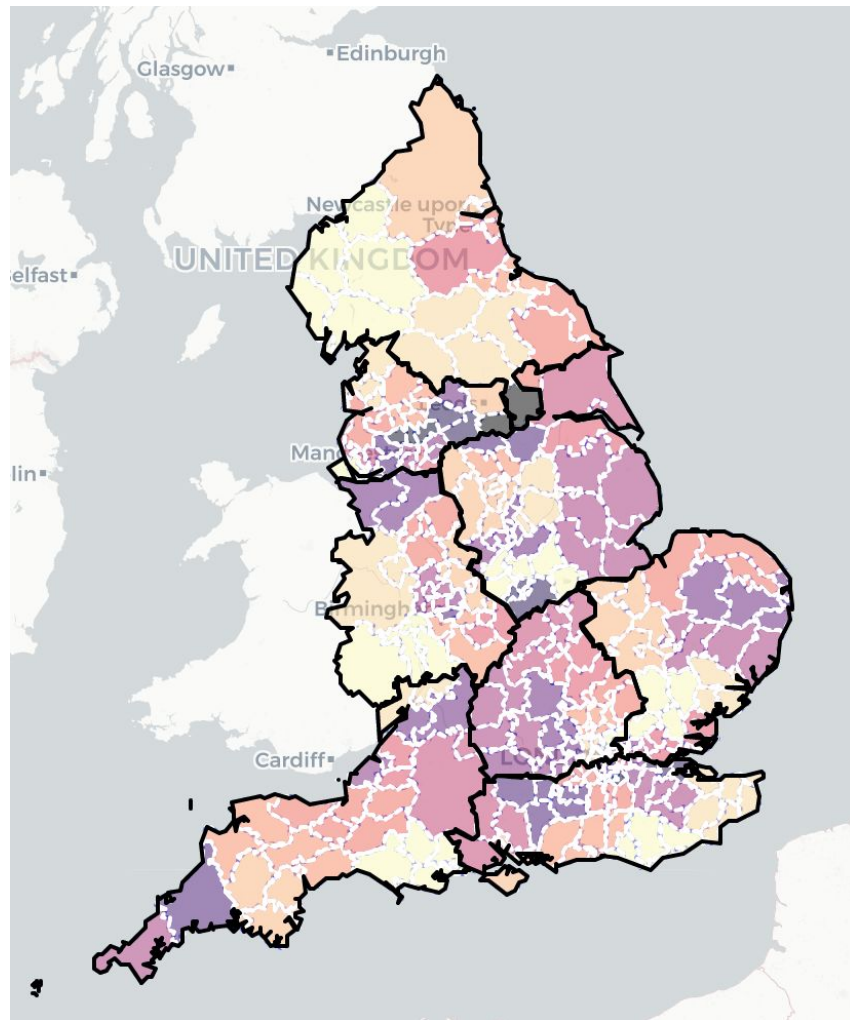
# The launch of Teaching School Hubs (TSH)

The teaching school hub programme will create a network of 87 centres of excellence for teacher training and development.

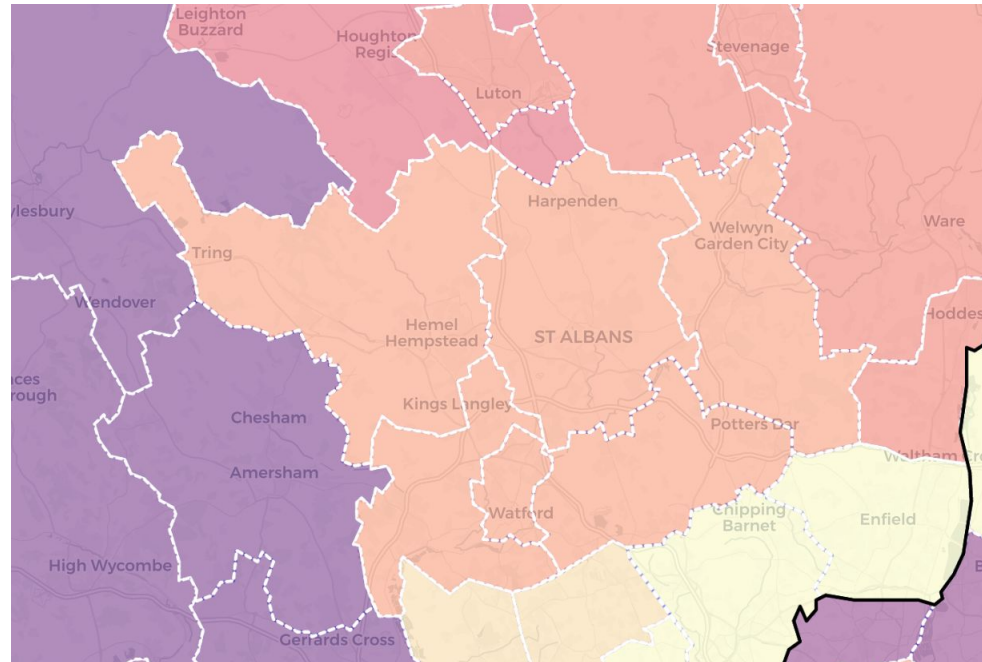
This programme replaces the previous network of around 750 teaching schools, which will end in August 2021.

The teaching school hub programme is part of a comprehensive strategy dedicated to supporting teachers throughout their teaching career.

It forms part of the implementation of the recruitment and retention strategy to raise teacher quality and effectiveness.



**NWLSC4 - 301 - Dacorum, Hertsmere, St Albans,  
Three Rivers, Watford, Welwyn, Hatfield**



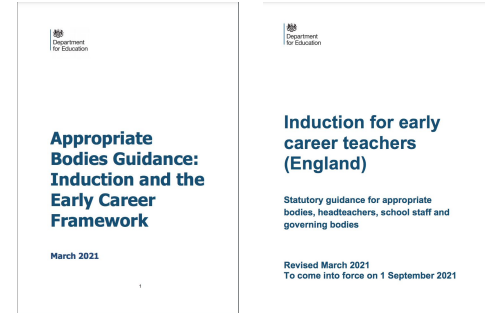
## Aims of session

- To summarise the main principles of Early Career Framework Delivery
- To confirm the changes to statutory guidance for Early Career Teachers
- To provide an overview for schools to support preparation for September 2021

# Key documents (March 2021)

[Induction for early career teachers \(statutory guidance\)](#)

[Induction and the early career framework](#)

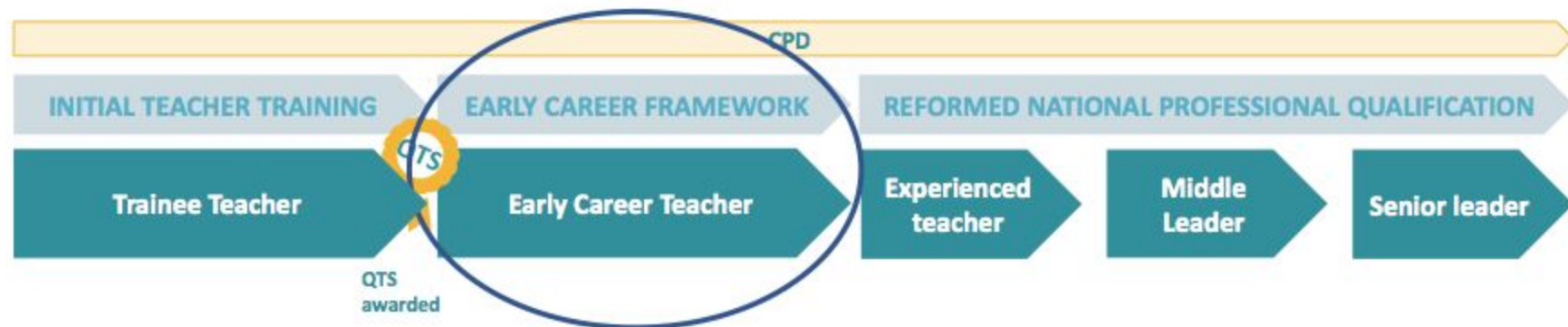


If your school offers statutory induction, you will **need to replace your current induction process**. Changes include:

- the extension of the induction period to 2 school years
- early career teachers undergoing induction are entitled to a 2-year training and support programme based on the ECF

## Early Career Framework reforms: background and overview

- More time for early career teachers to focus on their development by **extending induction** from one to two years. DfE is providing funding for an additional 5% off new teachers teaching timetable in their second year of induction.
- Underpinned by the **Early Career Framework**. The framework is based on expert guidance and the best available research. It sets out what all early career teachers should learn about and learn how to do.
- Support from a **mentor**. DfE is providing funding to account for the additional call on mentors' time in the second year of induction. There will also be additional support for mentors themselves, including materials and training.



## Early Career Framework reforms: what's changing?

From September 2021, statutory induction arrangements are changing. These new arrangements will **replace** current induction requirements.

	Current Arrangement	From September 2021
<b>Length of support</b>	One year	Two years
<b>Timetable reduction</b>	10% reduced timetable for one year	10% reduced timetable in Year One 5% reduced timetable in Year Two.
<b>Content</b>	No defined content	Induction should be based on the <b>Early Career Framework</b>
<b>Role of the mentor</b>	No designated mentor	Access to two years of support from a designated mentor
<b>Assessment</b>	Marked against Teacher Standards Three formal assessment points	Marked against Teacher Standards Two formal assessments – supported by regular progress reviews Early Career Framework is <b>not</b> an assessment tool
<b>Funding</b>		Schools will receive additional funding to deliver ECF based induction
<b>ECT Pay</b>	Following first year, teachers can progress up the pay scale	Still be able to progress on the pay scale as current arrangements allow, both during and after induction
<b>Role of the Appropriate Body</b>	Checking new teachers receive statutory entitlements and are fairly and consistently assessed	Checking new teachers receive statutory entitlements, are fairly and consistently assessed, and receive a programme of support and training based on the ECF

## Early Career Framework reforms: support for schools

I want to....

Design my own two year Induction programme based on the Early Career Framework



SCHOOL-LED INDUCTION PROGRAMME

Deliver my Induction programme in my own school using high quality materials and resources, accredited by the DfE



CORE INDUCTION PROGRAMME

Use a training provider to support meeting the new statutory Induction requirements



FULL INDUCTION PROGRAMME



Time off timetable funded for early career teachers and mentors in the second year of induction



Content defined in the Early Career Framework



Time off timetable funded for early career teachers and mentors in the second year of induction



A sequenced two-year programme based on the Early Career Framework



Self-directed study materials for early career teachers including .....



Materials to support mentor sessions designed to reduce mentor workload



Materials to adapt to deliver further training for early career teachers



Time off timetable funded for early career teachers and mentors in the second year of induction



A sequenced two-year programme based on the Early Career Framework



Self-directed study materials for early career teachers including .....



Materials to support mentor sessions designed to reduce mentor workload



Funded training delivered directly to early career teachers by an external provider



Funded training delivered directly to mentors by an external provider



Additional funding to backfill mentor time spent undertaking training in addition to the funding for time off timetable

## Early Career Framework reforms: provider-led induction- FULL INDUCTION PROGRAMME



Schools can choose to use a DfE funded provider who will design and deliver a programme of face to face and online early career teacher and mentor training. DfE recently ran a procurement exercise to ensure the training provision delivered by these providers is of a very high-quality. The intention is that lead providers will build delivery chains with delivery partners including recently designated teaching school hubs. Lead providers will be held to account for the quality of their training through regular quality assurance so schools can be assured that this training will remain high quality.

If a school chooses to take this route the role of the Appropriate Body, as now, will be to check that ECTs are receiving their statutory entitlements, and make the final decision as to whether the ECT has satisfactorily met the Teachers' Standards, based on the headteacher's recommendation.

### Provider programme to include:

✓ A sequenced two-year programme based on the Early Career Framework Core Induction Programme

✓ Self-directed study materials for early career teachers including .....

✓ Materials to support mentor sessions designed to reduce mentor workload



✓ **Funded** training delivered directly to early career teachers by an external provider



✓ **Funded** training delivered directly to mentors by an external provider



✓ Additional **funding** to backfill mentor time spent undertaking training in addition to the funding for time off timetable

Funding will be paid directly to the provider by the DfE- schools will not have any burdens in terms of payment.

Lead providers are contracted to deliver 36 hours of mentor training across the two year programme. Training for mentors will be blended.

Backfill mentor training payments will be made for schools participating in a provider programme. This funding will pay for the mentor time-off timetable for 36 hours over two years for the mentors to attend their mentor training courses.

# Early Career Framework (ECF)

The ECF programme is funded by the Department for Education.

We will become a delivery partner to a lead ECF provider and act as a Full Induction Programme lead for the schools in our region.

We will support you to deliver the highest quality induction based on the Full Induction Programme materials from a school-based training approach.

An appropriate body has the main quality assurance role within the induction process.

The appropriate body is responsible for checking that Headteachers/principals have put in place an induction programme for the ECT and ensuring that this programme of support is clearly based on the ECF.

# Early Career Framework (ECF)

## 3 options for schools:

- A funded provider led programme.
- Schools deliver their own training using DfE-accredited materials and resources.
- Schools design and deliver their own early career framework-based induction.

We are here to support your strategic workforce planning as ambassadors for the Full Induction Programme offer.

# Key roles in ECF delivery

## **Lead Provider**

A Provider who has been contracted by the DfE to deliver the National Roll-out of the ECF.

## **Early Career Lead**

Designated in each school to work with ECTs as their Induction Tutor

## **Early Career Teacher**

In Years 1 & 2 of qualified teaching

10% T-T reduction in Y1

5% T-T reduction in Y2

## **Delivery Partner**

Lead Providers will deliver their service in partnership with high-quality organisations (Delivery Partners) including Teaching School Hubs.

## **Mentor**

Supports the ECT in weekly meetings over their first two years. Also completes training from the Lead Provider

# An ECF-based induction

The ECF outlines the support ECTs should receive at the start of their teaching career.

It consolidates best available evidence and research in five key areas:

- Behaviour management
- Pedagogy
- Curriculum
- Assessment
- Professional behaviours

Teachers will have the opportunity to engage in the evidence underpinning the framework and apply this to their teaching. This will provide firm foundations to develop their teaching practice, and ultimately accelerate pupil outcomes.

# Structure of the core content

12 'Blocks' (modules), with each Block designed to take one half-term to complete. The ECF content is structured into a curriculum based on the principles of interleaving and spaced practice for knowledge retention and recall. Blocks in Y2 build on the foundations encountered in Y1, to develop mastery.

## Year 1

Block 1	Establishing a positive climate for learning
Block 2	How pupils learn: memory & cognition
Block 3	Developing effective classroom practice: teaching & adapting
Block 4	The importance of subject & curriculum knowledge
Block 5	Assessment, feedback & questioning
Block 6	A people profession

## Year 2

Block 7	Embedding a positive climate for learning
Block 8	How pupils learn: making it stick
Block 9	Enhancing classroom practice: grouping & tailoring
Block 10	Revisiting the importance of subject & curriculum knowledge
Block 11	Deepening assessment, feedback & questioning
Block 12	Continuing your professional development

## Why should my school / MAT engage in the full ECF programme?

Exceptional professional development designed for ECTs, where they will learn skills they can use straight away.













An evidence-led programme of training for your staff, designed around what *really* works, and how people *really* learn.

A focused development programme for Mentors, with regional training run by expert facilitators, & peer coaching sessions with a 'buddy' mentor.


















Engaging and accessible online learning, alongside face-to-face and virtual training delivered by school-based experts.

Peace of mind... the EDT central team and the Alban TSH team will manage all aspects of the training, support workload in your school.

# Delivery model for ECTs

	Year 1			Year 2			
	Term 1	Term 2	Term 3	Term 1	Term 2	Term 3	Hours
Regional training		 5 hrs		 6 hrs			11 hours
Local group sessions 3 hrs each							12 hours
Webinars 1 hr each	 x2						7 hours
Weekly mentor sessions							

# Delivery model for mentors

	Year 1			Year 2			
	Term 1	Term 2	Term 3	Term 1	Term 2	Term 3	Hours
Regional training 5 hrs each							5 hours
Local group sessions 3 hrs each							6 hours
Peer-to-peer 1 hr each	 x2	 x2		 x2	 x2		10 hours
Webinars 1 hr each	 x2	 x2		 x2	 x2		10 hours
Reading & reflection	 3 hrs			 2 hrs			5 hours

## Delivering the CIP or Own Programme

Where schools deliver induction through a Core Induction Programme or choose to design their own school-based induction programme using the ECF, additional quality assurance will be necessary in order to safeguard ECTs' entitlement to an ECF-based induction.

Schools delivering their **own induction programmes** will require an appropriate body to check these have been designed and delivered with fidelity to the ECF. This will be an **additional charge** to the school for this service.

This process is to ensure that the ECT has covered the ECF evidence statements in sufficient breadth and depth.

<b>Induction type</b>	<b>Induction checks required?</b>	<b>ECF fidelity checking required?</b>
Full Induction Programme	Yes	No
Core Induction Programme	Yes	Yes
School based programme	Yes	Yes

## Why opt for the Full Induction Programme?

To ensure ECTs benefit from the highest quality support and ease the burden and cost for both schools and appropriate bodies, it is recommended that schools choose a **Full Induction Programme** if it is available to them.

Where schools opt for the FIP, which includes materials and funded training, the appropriate body does not need to carry out ECF fidelity checks. This is because the providers of FIPs will already be subject to separate quality assurance.

Appropriate bodies will be required to complete greater scrutiny where schools opt to design their own school-based programme.

# Time required for ECTs and Mentors

## ECT

Year 1: 10% away from classroom

Year 2: 5% away from classroom

This reduction supports completion of ECF programme and mentoring meetings.

Training includes regional sessions, local group sessions and webinars.

## Mentor

1 hour each week for mentoring of ECT in Year 1 and 20 hours in Year 2

+

36 hours ECF mentor training over two years

# Funding Overview for ECTs

**Year 1** funding is currently funded, as all schools receive funding for an Early Career Teacher's first year as part of the National Funding Formula.

**Year 2** funding is dependent on which programme the school decides to take, and where the school is located. All programmes receive the combined ECT time-off timetable and mentoring hours which will amount to approximately £2,100-£2,600 per Early Career Teacher (figure dependent on location).

Backfill Mentor training payments will be made for schools **participating in a full provider programme**. This funding will pay for the Mentor time-off timetable for 36 hours over two years to attend their Mentor training courses.

Colleagues involved in facilitation will be paid for their delivery time and cover release.

No state funded school in England should pay a fee for participating in the ECF.

# Early Career Framework (ECF)

## Funding for national roll-out

All state funded schools offering statutory induction will receive additional funding to deliver the early career framework reforms.

The funding will cover:

- 5% off timetable in the second year of induction for all early career teachers to undertake induction activities including training and mentoring
- funding for mentors to spend with early career teachers in the second year of induction - this is based on 20 hours of mentoring across the academic year

Funding (year 2)	England (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
Rounded cost per Early Career Teacher	£1,200	£1,500	£1,400	£1,300
Rounded cost per mentor	£900	£1,100	£1,100	£900
Total	£2,100	£2,600	£2,500	£2,200

There will be additional funding for schools using a provider-led programme for the time mentors of early career teachers will spend on the provider-led mentor training. This will consist of 36 hours of backfill time over two years per mentor.

# Mentoring Early Career Teachers (ECTs)

Mentoring is a very important element of the induction process and it is the school's responsibility to ensure an appropriate Mentor is in place to provide support to effectively meet the needs of every Early Career Teacher.

High quality support will be available to Mentors, and funding will be provided to cover Mentors' time with the mentee in the second year of teaching.

Funding will be provided to cover time-off timetable for Mentors who are being trained. This will total 36 hours over two years. (for schools engaging in the Full Induction Programme)

## Working in partnership with Alban TSH to deliver the ECF

The Alban TSH delivery will be aligned with existing, experienced teaching schools across the NWLSC4 region and utilising SLE expertise across all phases to deliver the EDT professional development programme for ECTs.

By accessing the **Full Induction Programme** you will be secure in the planned programme delivery and also become eligible for the backpay funding for mentors time (36 hours over two years) and payment for facilitators time (if you wish to contribute to our team of lead facilitators).

If you choose not to opt for the Full Programme your Appropriate Body will still be required to quality assure your two year programme of induction delivery and materials.

We will co-ordinate and facilitate sessions using networks of expertise across the region.

# Appropriate Body Services

Teaching School Hubs are required to provide **Appropriate Body** services to meet local need. The removal of Teaching Schools will see a reduction in the number of Appropriate Bodies available to schools.

We will provide a strong alignment for schools accessing training via the Hub to access their Appropriate Body services alongside this.

Costs will provide best value and our charges will align with our neighbouring Teaching School Hubs.

We will be working with experienced AB teams in Early Years, Primary and Secondary to deliver and support this service within your schools.

The **Appropriate Body** will form a key role in the monitoring of your delivery of the **Early Careers Framework**.

# Our appropriate body services

Introductory sessions, training or briefings for induction tutors, mentors and ECTs.

Comprehensive induction handbook for ECTs, induction tutors, mentors, and headteachers including clarity on statutory requirements and entitlements.

Additional advice for induction tutors such as action plan templates for ECTs who need additional support.

**More information to follow**

## Follow up from this session

- Supporting resources from the Teaching School Council will be sent by us to all Hub schools within the next week to clarify the information provided today and also in the DfE Statutory guidance documents.
- Details to follow for you to on-board (register) your ECTs with us for September 2021 for Appropriate Body Services and/or for the Early Career Framework programme.
- Details to follow with regard to training opportunities for facilitators for the ECF and NPQ programmes.
- FAQs will be sent out following questions raised in this session

## Key communications from the Alban TSH

E-mail [enquiries@albantsh.co.uk](mailto:enquiries@albantsh.co.uk)

Twitter [@AlbanTSH](https://twitter.com/AlbanTSH)

Website [www.albantsh.co.uk](http://www.albantsh.co.uk)

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