

The Early Career Framework Induction Programme

Webinar/Q and A

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The New Early Career Framework Induction Programme

- Two years of new, funded, high-quality training for early career teachers
- Freely available, relevant and high-quality development materials
- Funding for 5% time away from the classroom for teachers in their second year. This is in addition to the 10% timetable reduction that early career teachers already receive in their first year of induction.
- A dedicated mentor and support, including access to funded high-quality training
- Funding to cover mentors' time with the early career teacher in their second year of teaching
- Two formal assessment points, one midway through induction and one at the end, as well as regular progress reviews.
- Each school has the option to either develop their own programme, use government approved materials, or sign up to an ECF induction programme provider. There are six national providers



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- King's have partnered with Capita and the University of Birmingham to be a local delivery partner for the ECF programme
- Drawing on training material produced by Ambition Institute
- Launch conference followed by half-termly sessions for ECTs and mentors across the two years
- Combination of remote and face-to-face learning
- Online self-study material
- Five areas of the ECF: Behaviour management; Pedagogy, Curriculum, Assessment, Professional behaviours

Programme – Year 1

Term 1 (Behaviour B1– B12)		Term 2 (Instruction I1– I12)		Term 3 (Subject – S1-S12))		Hours	Notes
Conference (6hrs) Science of Learning	Clinic 2 (1.5hr) Challenging behaviour	Clinic 3 (1.5hr) F2F Parents/carers	Clinic 4 (1.5hr) Adapting teaching	Clinic 5 (1.5 hr) Wellbeing and workload	Clinic 6 (1.5hr) Early literacy (reading)	19 hrs	10% Timetable reduction currently in school budgets (as per NQT funding)
Clinic 1 (1.5hr) Supporting all pupils							
Webinar (4hrs) Induction – Introduction to ECF							
Guided self-study 40 mins weekly <u>B1. Strand fundamentals and contracting</u> <u>B2. Routines</u> <u>B3. Instructions</u> <u>B4. Directing attention</u> <u>B5. Low-level disruption</u> <u>B6. Consistency</u> <u>B7. Positive learning environment</u> <u>B8. Structured support of learning</u> <u>B9. Challenge</u> <u>B10. Independent practice</u> <u>B11. Pairs and groups</u> <u>B12. Upholding high expectations</u>		Guided self-study 40 mins weekly <u>I1. Strand fundamentals and re-contracting</u> <u>I2. Identifying learning content</u> <u>I3. Instruction for memory</u> <u>I4. Prior knowledge</u> <u>I5. Teacher exposition</u> <u>I6. Adapting teaching</u> <u>I7. Practice, challenge and success</u> <u>I8. Explicit learning</u> <u>I9. Scaffolding</u> <u>I10. Questioning</u> <u>I11. Classroom talk</u> <u>I12. Feedback</u>		Guided self-study 40 mins weekly <u>S1. Strand fundamentals and re-contracting</u> <u>S2. Planning backwards from learning goals</u> <u>S3. Types of knowledge</u> <u>S4. Gaps and misconceptions</u> <u>S5. Acquisition before application</u> <u>S6. Promoting deep learning</u> <u>S7. Developing pupils' literacy</u> <u>S8. Sharing academic expectations</u> <u>S9. Assessing for formative purposes</u> <u>S10. Examining pupils' responses</u> <u>S11. Adapting lessons to meet pupils needs</u> <u>S12. Feedback</u>		24 hrs	
Weekly mentor meeting 60 mins weekly (15 mins lesson observation – ID coaching target + 45 minutes coaching conversation –review, explain, model, practise)						39 hrs	
ECT progress reviews and formal assessment against Teachers' Standards – <i>responsibility of the school, working with Appropriate Body</i>							

Mentor

Term 1		Term 2		Term 3		Hours	Notes
Conference (6hrs) Science of Learning	Action Learning Set 1 (1hr)	Mentor boost event 1 (2hrs)	Action Learning Set 2(1hr)	Mentor boost event 2 (2hrs)	Action Learning Set 3 (1hr)	17.5 hrs	(as per NQT funding)
Digital learning 1 (1.5hrs)		Digital learning 2 (1.5hrs)		Digital learning 3 (1.5hrs)			
Weekly mentor meeting (15 mins lesson observation + 45 minutes coaching conversation)						39 hrs	

Early Career Teacher

Mentor

Term 4		Term 5		Term 6		Hours	Notes
Conference (6hrs) Wellbeing and Implementing change	Action Learning Set 4 (1hr)	Mentor boost event 3 (2hrs)	Action Learning Set 5 (1hr)	Mentor boost event 4 (2hrs)	Action Learning Set 6 (1hr)		Funded
Digital learning 4 (1.5hrs)		Digital learning 5 (1.5hrs)		Digital learning 6 (1.5hrs)		17.5 hrs	
Fortnightly mentor meeting (1hr)						20 hrs	

Funding

ECF funding and entitlement

From September 2021, the government is funding an entitlement for all early career teachers in England to access high-quality professional development at the start of their career.

The offer for early career teachers includes:

- 2 years of new, funded, high-quality training
- freely available high-quality development materials based on the ECF
- funding for 5% time away from the classroom for teachers in their second year
- a dedicated mentor and support for these mentors including access to funded high-quality training
- funding to cover mentors' time with the mentee in the second year of teaching

Funding detail

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	£1,000	£900
Total	£2,100	£2,600	£2,400	£2,200

Mentor's unit cost (years 1 and 2 time off timetable for training)	England (excluding the London area)	Inner London area	Outer London area	Fringe area
36h cost (2 years of training)	£1576.10	£1929.24	£1737.14	£1623.24

Why choose King's?

- Backed by Capita's expertise and experience in educational CPD
- Materials developed in collaboration with the University of Birmingham and a network of academic partners
- Breadth and depth of experience working in teacher education
- Academic and research expertise and rigour
- Existing relationships with schools
- Knowledge of local contexts
- Potential for future partnership working
- Recruitment opportunities

Further information and signing up

- Full information on the rollout of the ECF can be found on the DfE website:
- [Early career framework reforms: overview - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/early-career-framework-reforms-overview)
- To sign up to work with King's delivering the Capita/University of Birmingham programme complete the online form here:
- [Supporting the development of teachers in their early career | Capita](#)

Questions?