

Early Career Framework Information 2023-24

Teachers deserve high-quality support throughout their careers, particularly in those first years after Initial Teacher Training when the learning curve is steepest, which is why Haybridge Teaching School Hub is working in partnership with Ambition Institute to deliver the Early Career Framework to schools across Sandwell and Dudley.

What is the Early Career Framework?

From September 2021, the Early Career Framework (ECF) reforms entitle all Early Career Teachers to a fully-funded, two-year package of structured training and support linked to the best available research-based evidence.

The 3 Early Career Framework Routes:

There are three different ECF routes a school can choose to follow:

- **Full Induction Programme** - The ECF is delivered by a 'Lead Provider' (Ambition Institute) and a 'Delivery Partner' (Haybridge Teaching School Hub).
- **Core Induction Programme** - The ECF is delivered by the school using quality-assured material from the DfE.
- **School-based Induction Programme** - The ECF is designed and delivered by the school.

Advantages of the Full Induction Programme:

Schools are being encouraged by the DfE to follow the Full Induction Programme in partnership with a Lead Provider and a Teaching School Hub.

The advantages of the FIP to schools are as follows:

- There is no cost in choosing this route. A school's only cost when following the Full Induction programme is for Appropriate Body Services which deals with the formal assessment of Early Career Teachers.
- Workload is reduced as schools do not have to design their own programme.
- Reassurance is provided as the Full Induction Programme has been Quality Assured by the DfE and the Lead Provider.

ECT entitlements:

Early Career Teachers following the Full Induction Programme will be provided the following support:

- A two-year package of funded, high-quality training.
- A dedicated school-based Mentor; support for these mentors includes access to funded, high-quality training from Ambition Institute.
- Contact with a Visiting Fellow, trained by Ambition Institute and based in a Sandwell or Dudley school.
- Funding in the second year so schools can support Early Career Teachers to spend time away from the classroom for extra professional development and mentoring.
- Funding to cover mentors' time with the Early Career Teacher in the second year of teaching.

Early Career Teachers will continue to be assessed against the Teachers' Standards with an Appropriate Body

The ECF Roles:

There are three main individual roles on the Early Career Framework. Each are key components to see that delivery of the ECF runs smoothly and effectively.

	The Early Career Teacher	The Mentor	The Induction Coordinator
Role	The main audience for the Early Career Framework. A practising, newly qualified teacher .	Each teacher has a Mentor to support their development. An experienced, practising classroom teacher keen and able to support the teacher to develop.	Responsible for ensuring that the programme is implemented effectively across the school. Is the main point of contact for the programme. A member of the school's Senior Leadership Team.
Responsibilities on the programme	Learning and practicing aspects of the framework throughout the programme.	Ensuring that the teacher understands and successfully embeds their learning into their classroom practice through effective coaching.	Ensuring that teachers and Mentors are supported and held to account for their responsibilities, as well as taking action to continually track and improve the programme over time in their school.

How to register your ECTs with the Hub:

1. The first step in the process - should you have any new ECTs join your school from September 2023 - is to complete the Hub's internal ECF registration form:

<https://forms.office.com/pages/responsepage.aspx?id=57NKppQY20y6hMH2nQiI7TRuCxQe7bJHu3-qurNPevVUNjIMR0hHOFE3WEFVVUFRUeTBWFRRTDvYQI4u>

Note: Completing this form will not formally register ECTs/ Mentors with Ambition or the DfE - this is an internal document only. Please complete a new form for each ECT you wish to register with the Hub.

2. ECF registration is now being streamlined through the DfE portal. For this reason, any new ECTs or Mentors will need to be added to the portal which your school can sign in to here: <https://manage-training-for-early-career-teachers.education.gov.uk/>.

If your school are new to the ECF and require further guidance on the programme, don't hesitate to get in touch with the Hub ECF team.

3. The Hub would like to stress the importance of completing Ambition's onboarding process after registering with the DfE. We ask that all DfE registered participants look out for an email from Ambition - **noreply@salesforce.com** – with steps on how to create an account with them (check junk/spam inboxes for this).
4. Once participants have created an account with 'My Ambition' and signed in, you will be asked to fill in an 'Onboarding form'. **Onboarding must be completed in order for the ECT/ Mentor/ Induction Coordinator to access Steplab and the ECF course materials.**
5. As soon as everyone has onboarded, the Induction Coordinator can log in to Steplab > click the 'Manage' tab to the left of the screen > click on 'Coaching Relationships' and assign their Mentors to ECTs.



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