

## Early Career Framework (ECF) - Ambition Institute - Full Induction Programme (FIP)



### Early Career Teacher (ECT) experience

Time (by half term)	Pre-induction	Year 1 - ECT's first year of induction						Year 2 - ECT's second year of induction					
	Summer 2	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Focus		Behaviour		Instruction (pedagogy)		Subject (curriculum)		Behaviour		Instruction (pedagogy)		Subject (curriculum)	
ECT Conference		Induction: 1 x 1 day		1 x 1 day		1 x 1 day		1 x 1 day		1 x 1 day		1 x 1 day	
ECT Make Sense Clinic		1 x 1 hour		1 x 1 hour		1 x 1 hour		1 x 1 hour		1 x 1 hour		1 x 1 hour	
Weekly coaching by mentor		About 38 x 1 hour <b>per week</b> (10 min video, 10 min reading, 10 min quiz & reflection, 30 min observation by mentor). ECT deliberately practices strategies in the classroom during the week.						18-20 x 1 hour <b>per fortnight</b> (10 min video, 10 min reading, 10 min quiz & reflection, 30 min observation by mentor). ECT deliberately practices strategies in the classroom during the week.					

### Mentor experience

Time (by half term)	Pre-induction	Year 1 - ECT's first year of induction						Year 2 - ECT's second year of induction					
	Summer 2	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Focus		Behaviour		Instruction (pedagogy)		Subject (curriculum)		Behaviour		Instruction (pedagogy)		Subject (curriculum)	
Mentor Conference	Induction: 1 x 1 day					1 x 1 day							
Mentor peer learning groups		1 x 1 hour		1 x 1 hour				1 x 1 hour					
Coaching on coaching		2 x 1 hour (1:1 support)						1 x 1 hour (1:1 support)					
Deliver weekly coaching		About 38 x 1 hour <b>per week</b> (explore ECT weekly activities in school context, 15 min observation/instructional coaching, 30-45 min feedback and target setting). Incorporates subjects such as teacher workload, pupil well-being, engaging with parents & carers, SEND, working with TAs and early literacy.						18-20 x 1 hour <b>per fortnight</b> (explore weekly activities in school context, 15 min observation/instructional coaching, 30-45 min feedback and target setting). Incorporates subjects such as teacher workload, pupil well-being, engaging with parents & carers, SEND, working with TAs and early literacy.					

### Induction Lead (senior leader but this is not the mentor)

Focus	Pre-induction	Progress Review 1	Progress Review 2	Mid-point assessment	Progress Review 3 and 4	End point assessment
	Register ECT with Appropriate Body. Register ECT for Full Induction Programme (FIP) or Core Induction Programme (CIP).		It is probably most helpful to concentrate on the teacher's personal and professional conduct and how well the relationships are working.	It is probably most helpful to consider how likely the teacher is to require additional support and consider their progress across each of the Teachers' Standards, helping to ensure that there are no surprises when they have their first formal assessment in Term 3.	Formal assessment point.	For teachers who have been consistently on track to meet the Teachers' Standards, these reviews can afford to be the lightest touch and focus on anything that has emerged to derail progress.
Internal quality assurance to ensure the ECT is getting their ECF-based induction						
Act as main contact for Bradford Teaching School Hub as the Appropriate Body and/or ECF delivery partner for Ambition Institute						

### Useful information:

ECF information  
Appropriate Body information  
Contact us

[www.teachingschoolhub.co.uk/ecf](http://www.teachingschoolhub.co.uk/ecf)  
[www.teachingschoolhub.co.uk/ab](http://www.teachingschoolhub.co.uk/ab)  
[tshub@exceedacademiestrust.co.uk](mailto:tshub@exceedacademiestrust.co.uk)

### Key:

In school delivery supported by online resources  
 Bradford Teaching School Hub facilitated  
 Self-facilitated by a group of 15 Mentors