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# Teacher Development Network

A briefing for school and trust leaders

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16th March 2021



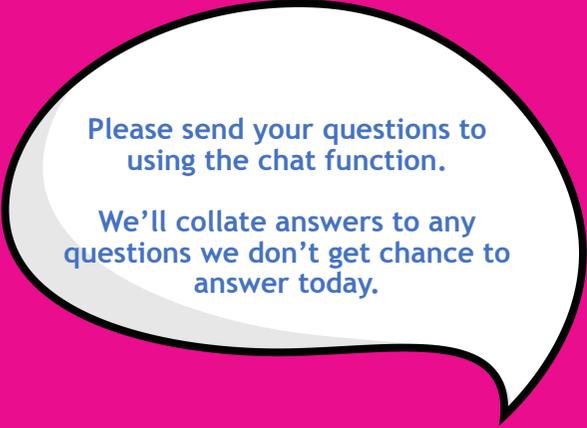
#WeExceed

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Please send your questions to using the chat function.

We'll collate answers to any questions we don't get chance to answer today.

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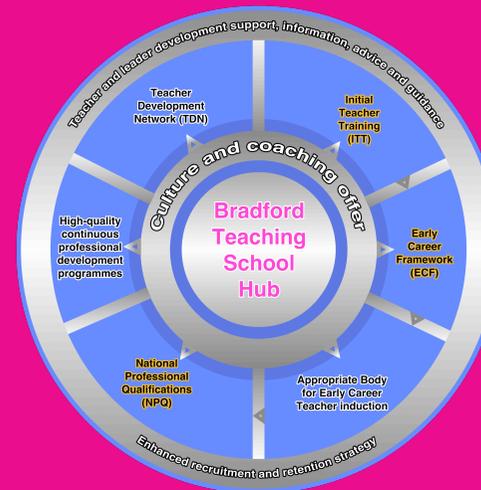
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**TODAY: BIG PICTURE** - Introducing aspects of the tailored support for Bradford schools, trusts and partners schools/trusts

- Detailed slides with supporting material - resource pack for schools
- **Early Career Framework**
  - Programme of support to help schools prepare for the Full Induction Programme
  - Local facilitator and school-based mentor training programmes
- **National Professional Qualifications**
  - Access to all six NPQ programmes facilitated by local partners
  - Complimentary New Headteacher Programme
- **Culture and Coaching Offer**
  - For new and experienced headteachers, senior leadership teams, mentors and teachers

**Bradford Teaching School Hub core functions**

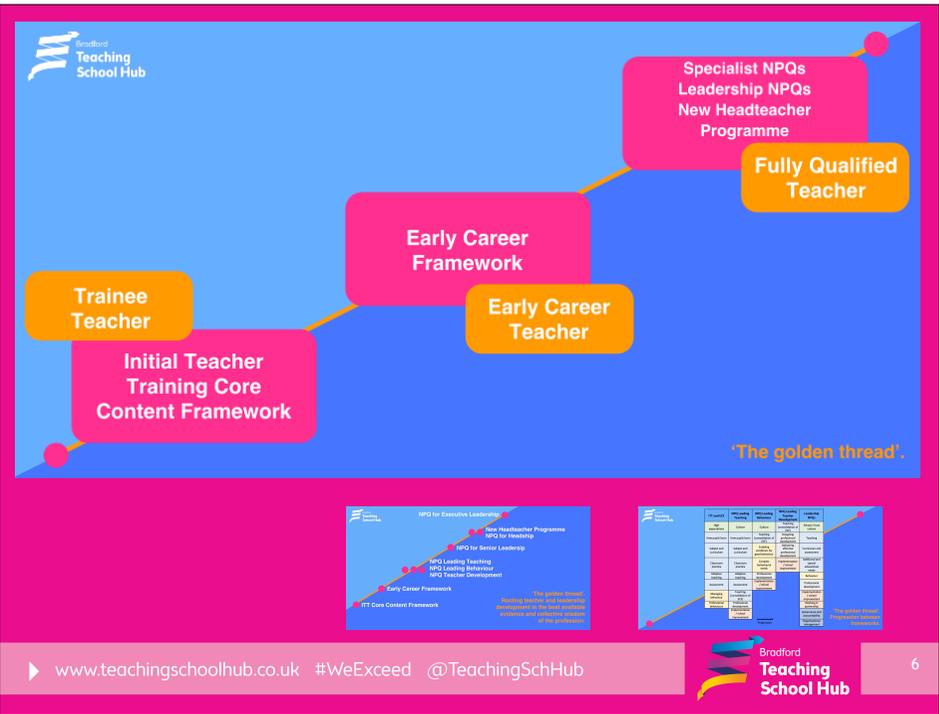


- All phases
- All types of school
- All Bradford schools and partner schools/trusts beyond Bradford
- Landscape of reforms
- Exceed Academies Trust's 'why': To contribute to system-wide improvements in education

# Golden thread of teacher and leader development



Qualification	Level	Requirements	Notes
Initial Teacher Training Core Content Framework	Level 3	Initial Teacher Training	Initial Teacher Training
Early Career Framework	Level 3	Early Career Framework	Early Career Framework
Specialist NQOs	Level 4	Specialist NQOs	Specialist NQOs
Leadership NQOs	Level 4	Leadership NQOs	Leadership NQOs
Fully Qualified Teacher	Level 4	Qualified Teacher Status	Qualified Teacher Status



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Leadership NQOs	Level 4	Leadership NQOs	Leadership NQOs
Fully Qualified Teacher	Level 4	Qualified Teacher Status	Qualified Teacher Status



**NPQ for Executive Leadership**

**New Headteacher Programme  
NPQ for Headship**

**NPQ for Senior Leadersip**

**NPQ Leading Teaching  
NPQ Leading Behaviour  
NPQ Teacher Development**

**Early Career Framework**

**ITT Core Content Framework**

**'The golden thread'.  
Rooting teacher and leadership  
development in the best available  
evidence and collective wisdom  
of the profession.**





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ITT and ECF	NPQ Leading Teaching	NPQ Leading Behaviour	NPQ Leading Teacher Development	Leadership NPQs
High expectations	Culture	Culture	Teaching (consolidation of ECF)	School / trust culture
How pupils learn	How pupils learn	Teaching (consolidation of ECF)	Designing professional development	Teaching
Subject and curriculum	Subject and curriculum	Enabling conditions for good behaviour	Delivering effective professional development	Curriculum and assessment
Classroom practice	Classroom practice	Complex behavioural needs	Implementation / school improvement	Additional and special educational needs
Adaptive teaching	Adaptive teaching	Professional development	Implementation / school improvement	Behaviour
Assessment	Assessment	Implementation / school improvement		Professional development
Managing behaviour	Teaching (consolidation of ECF)	Professional development / school improvement	Implementation / school improvement	Implementation / school improvement
Professional behaviours	Professional development / school improvement			Working in partnership
				Governance and accountability
				Organisational management

**'The golden thread'.  
Progression between  
frameworks.**

Progression →




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## Golden thread of teacher and leader development



## Early Career Framework (ECF)

- National roll-out from September 2021
- 3-year entitlement for early career teachers (ECT):
  - 1 year ITT programme
  - 2 year ECF
- QTS still awarded at the end of a successful ITT programme
- Induction:
  - 2 year, not 1 year as at present
- Clear progression between new ITT Core Content Framework and ECF



## What's changing?

	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

## Funding

- [DfE allocating resources](#) to introduce the ECF
- **Direct to lead providers (e.g. Ambition Institute):**
  - DfE is funding the ECF development and free-to-schools training offer from lead providers
  - **Delivery partner** are sub-commissioned to delivery offer locally
  - Bradford Teaching School Hub will be delivering the ECF
- **Direct to schools:**
  - DfE providing funding for an additional 5% off new teachers teaching timetable in the second year of induction
  - funding for the additional call on mentors' time in the second year of induction
  - **£2,100 per pair of ECT and mentor accessing the Full Induction Programme (FIP)**

# Your 3 options

I want to....	Design my own two year induction programme based on the Early Career Framework	Deliver my induction programme in my own school using high quality materials and resources, accredited by the DfE	Use a training provider to support meeting the new statutory induction requirements
	SCHOOL-LED INDUCTION PROGRAMME	CORE INDUCTION PROGRAMME	FULL INDUCTION PROGRAMME
✓	Time off timetable funded for early career teachers and mentors in the second year of induction	Time off timetable funded for early career teachers and mentors in the second year of induction	Time off timetable funded for early career teachers and mentors in the second year of induction
✓	Content defined in the Early Career Framework	A sequenced two-year programme based on the Early Career Framework	A sequenced two-year programme based on the Early Career Framework
		Self-directed study materials for early career teachers including .....	Self-directed study materials for early career teachers including .....
		Materials to support mentor sessions designed to reduce mentor workload	Materials to support mentor sessions designed to reduce mentor workload
		Materials to adapt to deliver further training for early career teachers	Materials to adapt to deliver further training for early career teachers
			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



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# Your options



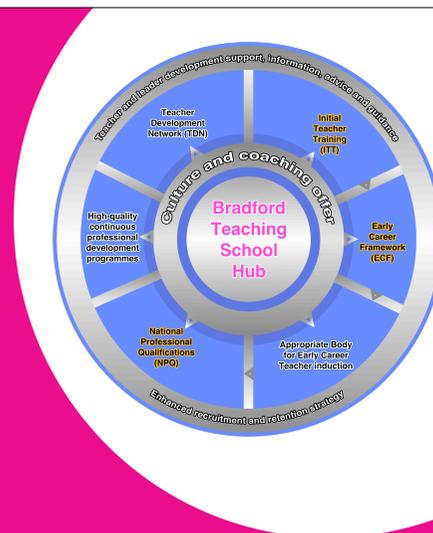
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## Coming soon...

- Support to schools/trusts from Bradford Teaching School Hub will commence in summer term 2021 to help them to be ready to support their ECTs and mentors
  - Briefing events
  - Facilitator training
  - Mentor training
  - ECT registration
- Complimentary Appropriate Body service provided by Bradford Teaching School Hub from September 2021

## Indicate your ECF needs

- Number of ECTs and mentors that can be supported by a provider will be determined by DfE in April 2021
- Schools/trusts wishing to indicate the number of early career teachers and mentors requiring training and support can do so
- [Expression of interest](#)



## Culture and Coaching Offer

- Part of Bradford Teaching School Hub's high-quality CPD offer
- Tailored and unique offer
- Hub is seeking to avoid duplication of offers, e.g. those of Maths Hubs
- Culture and coaching, including mentoring, are consistent features of high quality support and professional development
  - ITT
  - ECF
  - NPQs
  - New Headteacher Programme
  - Effective school-to-school support
- Roundtable discussions with school and trust leaders
- Aid Covid recovery and school improvement

## Culture & Coaching Offer

### Valuing Relationships

The intent is to connect with staff and deepen their commitment to their values and those of their organisation, helping everyone understand the why and purpose of improvement priorities, achieving high levels of trust and retaining motivated staff.

## Culture & Coaching Offer

### Growing professional confidence

The intent is to positively impact on self efficacy, deliberate practice, professional reflection and increasing professional autonomy through high challenge and low threat, leading to improved professional wellbeing and professional growth.

## Culture & Coaching Offer

### Coaching for School Improvement

The intent is to positively impact on the outcomes and life chances of children and young people through the focussed and sustained success of staff and achievement for all.

## Flexible and bespoke to your setting

The Culture and Coaching Offer is flexible and is intended to be bespoke to the current school improvement challenges in your school or trust.

To help understand your setting's needs we suggest we meet you for an initial conversation to look at your specific current challenges and what we can offer in response to this that would ultimately make the biggest difference to improving life chances for children and young people.

As a follow-up to the first phase of support we will check in with you to see the impact and if any other part of the Culture and Coaching Offer could help to move.

## Possible Challenges and Risks?

*The ongoing impact of Covid means that leaders have often been operational and may have lost sight of the strategy; they now need time to think how they will re-integrate school improvement priorities to maximise performance including catch up for children and young people who have fallen further behind.*

## Possible Challenges and Risks?

*Leaders feel isolated, overwhelmed and lose sight of what really matters next in their school improvement journey. Leaders are not given quality time through supportive and challenging conversations to reflect and work out why things are as they are in the setting, what the ideal they really want is and a plan of actions and times scales needed to deliver this.*

## Possible Challenges and Risks?

*School improvement, including school to school support and system-wide improvement, does not always consider the leadership behaviours and mindsets needed to address socially complex scenarios.*

## Possible Challenges and Risks?

*In some schools, the culture of school has not fully tapped into staff's values, moral purpose, motivation and discretionary effort.*

## Possible Challenges and Risks?

*Some teachers in some schools have not developed their professional reflectiveness and deliberate practice because they work in a culture of being told what to do without the thinking that underpins this.*

## Coming soon...

- Introduction of some programmes during the summer term 2021
- Full offer to be published by September 2021



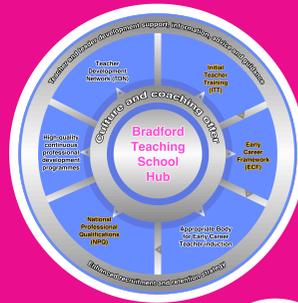
## National Professional Qualifications (NPQs)

- New and revised frameworks for six NPQs
- Revised:
  - [NPQ for Senior Leadership](#)
  - [NPQ for Headship](#)
  - [NPQ for Executive Leaders](#)
- New:
  - [NPQ Leading Behaviour and Culture](#)
  - [NPQ Leading Teaching](#)
  - [NPQ Leading Teacher Development](#)
  - *New Headteacher Programme*



## Coming soon...

- Bradford Teaching School Hub will deliver all six NPQs plus New Headteacher Programme from Autumn 2021
- Scholarship funding for eligible schools anticipated
- New Headteacher Programme from Autumn 2021 - encouraged to also access NPQH
- More information in summer term 2021



## National Professional Qualifications

- Direct personal email once more details of the Bradford Teaching School Hub-led programmes are available
- [Expression of interest](#)

## New Headteacher Programme

- Direct personal email once more details of the Bradford Teaching School Hub-led programme is available
- Headteachers in the first two years in post
- Encouraged to undertake NPQH alongside it
- [Expression of interest](#)

In brief...

## Bradford Teaching School Hub Newsletter

- Tool for communicating with schools and trusts: all workforce
- More than the Hub offers, other high-quality providers contribute and this will be extended
- [Sign-up form](#)

## Hub app

- Quick access to latest news, events and system leader resources
- iOS and Android
- [Free download](#)

## School/Trust Recruitment and Retention Strategy

- Work group: summer term 2021
- Golden thread plus internal support
- Help to promote school/trust and Bradford as a place to build a teaching career
- Wider workforce development offer
- [Expression of interest](#)

## Due diligence in selecting CPD

- Hub focus for summer term 2021
- Time is precious
- Budgets are tight
- [Standards for Teacher Professional Development](#)
- Support teachers and leaders to ask the right questions to providers before signing up
- Support providers to enhance their marketing and communication with potential delegates
- Resources will be available via Bradford Teaching School Hub's [TDN](#)

## Statues and monuments

- Opportunity for History teachers (all phases, especially KS3/4)
- Links to slavery, colonialism and Black Lives Matter
- Work group to help shape the development of a teaching and learning resource
- [Expression of interest](#)

## National Tutoring Programme

- Led by EEF
- Support Covid recover
- Tuition partners capacity still available
- 75% subsidy
- <https://nationaltutoring.org.uk>

Progress to date: 196 schools have enrolled in the NTP in West Yorkshire

- 64 schools with an Academic Mentor
- 155 signed up with a Tuition Partner
- 23 with both
- 143 primaries
- 53 secondaries

LA	Schools enrolled
Bradford	61
Calderdale	14
Kirklees	33
Leeds	62
Wakefield	26



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Network (TDN) blogs:  
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Next TDN LIVE!  
Wednesday 18th May 2021  
13:30-14:15

