



Teacher Development Network

A briefing for school and
trust leaders

16th March 2021

#WeExceed



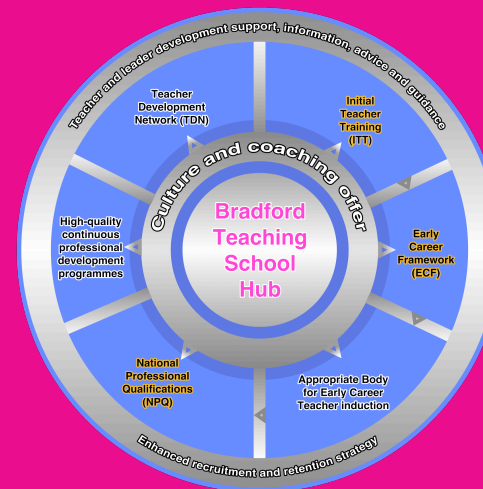
Please send your questions to
using the chat function.

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

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

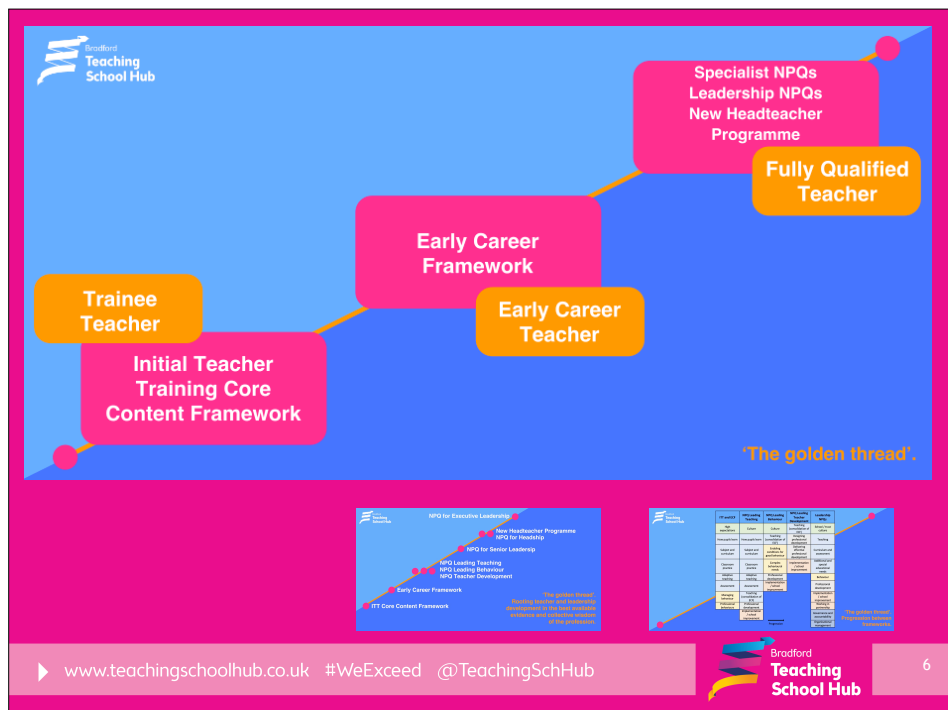
- Detailed slides with supporting material - resource pack for schools
- **Early Career Framework**
 - Programme of support to help schools prepare for the Full Induction Programme
 - Local facilitator and school-based mentor training programmes
- **National Professional Qualifications**
 - Access to 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

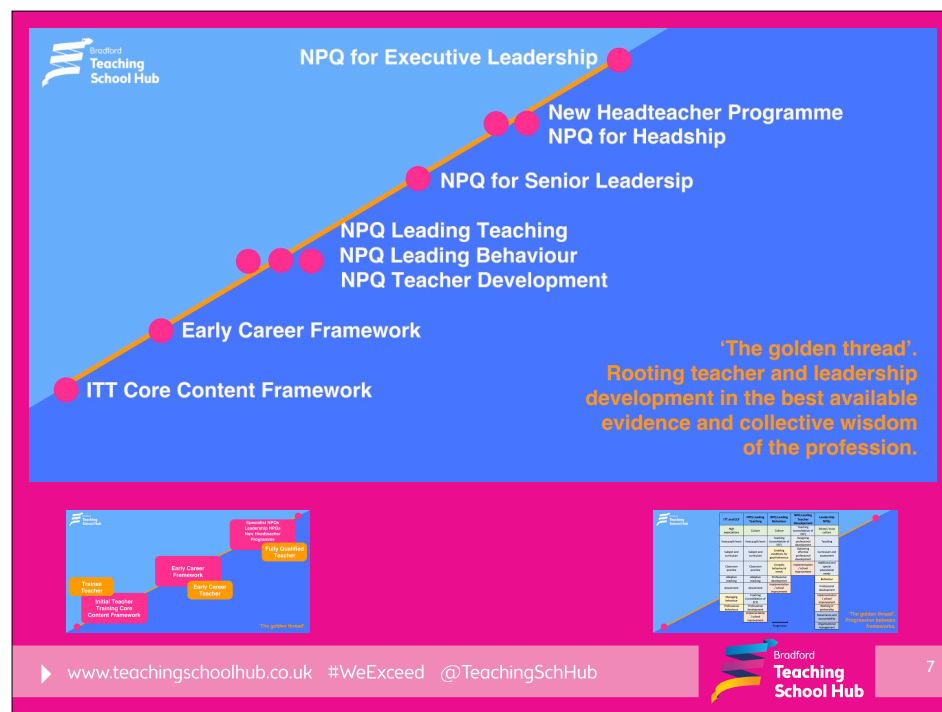
Bradford Teaching School Hub core functions



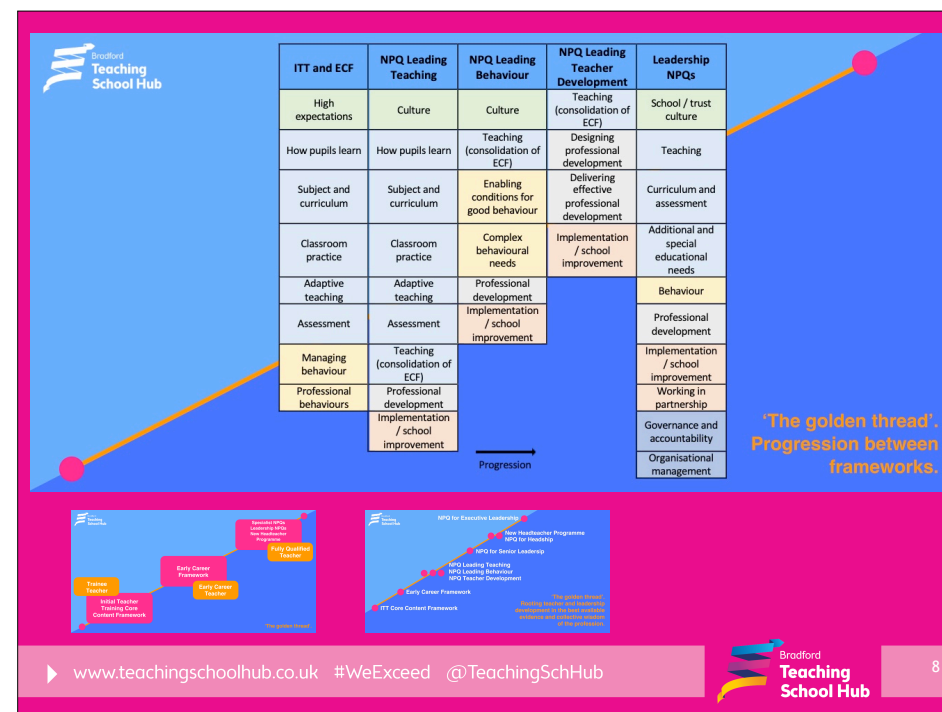
- All phases
- All types of school
- All Bradford schools and partner schools/trusts beyond Bradford
- [Landscape of reforms](#)
- Exceed Academies Trust's 'why': [To contribute to system-wide improvements in education](#)

Golden thread of teacher and leader development





7



8

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 |
|-------------------------------------|---|---|
| Length of support | One year | Two years |
| Timetable reduction | 10% reduced timetable for one year | 10% reduced timetable in Year One 5% reduced timetable in Year Two. |
| Content | No defined content | Induction should be based on the Early Career Framework |
| Role of the mentor | No designated mentor | Access to two years of support from a designated mentor |
| Assessment | Marked against Teacher Standards Three formal assessment points | Marked against Teacher Standards Two formal assessments – supported by regular progress reviews Early Career Framework is not an assessment tool |
| Funding | | Schools will receive additional funding to deliver ECF based induction |
| ECT Pay | 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 |
| Role of the Appropriate Body | 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 |
|  | Content defined in the Early Career Framework |  | 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 |
| | |  | 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 |






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 |
|  | Content defined in the Early Career Framework |  | 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 |
| | |  | 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 |






Your 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 |
| ✓ | Content defined in the Early Career Framework | ✓ | 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 |
| | | ✓ | Materials to adapt to deliver further training for early career teachers |
| | | ✓ | 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 |

Your options



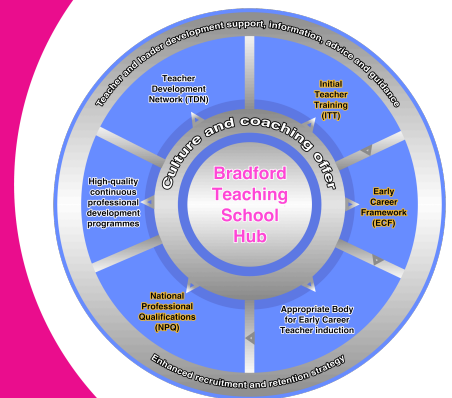
| I want to.... | Design my own two year induction programme based on the Early Career Framework | Deliver my induction programme in my own school using high quality materials and resources, accredited by the DfE | Use a training provider to support meeting the new statutory induction requirements |
|---------------|---|---|---|
| |  |  |  |
| | 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 |
| ✓ | Content defined in the Early Career Framework | ✓ | 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 |
| | | ✓ | Materials to adapt to deliver further training for early career teachers |
| | | ✓ | 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 |

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



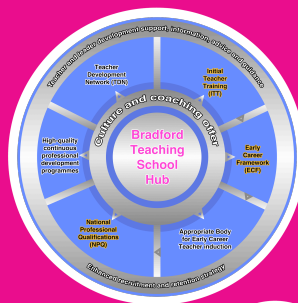
National Professional Qualifications (NPQs)

- 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
- Goldren 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](#)

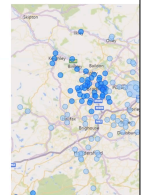
National Tutoring Programme

- 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 |



Download today's keynote and
access Teacher Development
Network (TDN) blogs:
www.teachingschoolhub.co.uk/tdn

Next TDN LIVE!
Wednesday 18th May 2021
13:30-14:15

