



Exceed Teaching School Hub

TDN LIVE!

Setting up ECT induction

Paul Butler and Emma Dobson

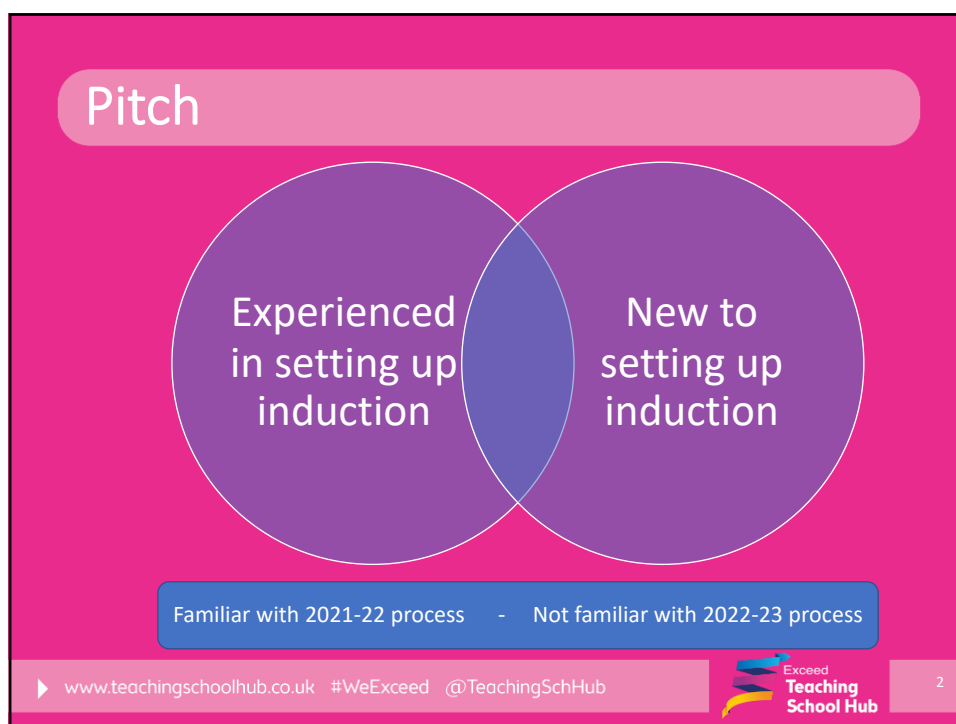
#WeExceed

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This slide has a magenta background. At the top left is the Exceed Teaching School Hub logo. Below it is a horizontal line. The text 'TDN LIVE!' is in large white letters. Below that is another horizontal line, followed by 'Setting up ECT induction' and 'Paul Butler and Emma Dobson'. On the right is a white circle containing the hashtag '#WeExceed'. At the bottom is a magenta bar with a play button icon, the website URL, the hashtag, the Twitter handle, and the Exceed Teaching School Hub logo on the right.

1



Pitch

Experienced in setting up induction

New to setting up induction

Familiar with 2021-22 process - Not familiar with 2022-23 process

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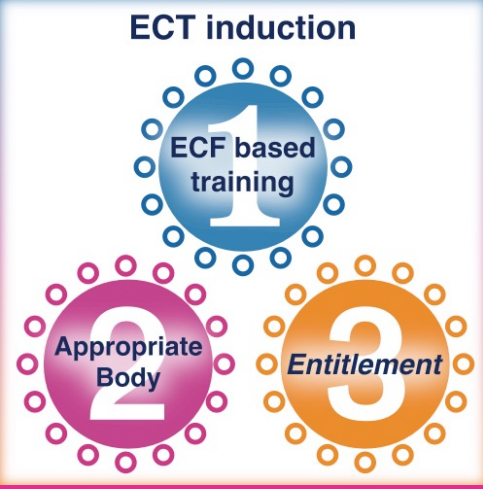
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This slide has a magenta background. At the top is a light pink rounded rectangle with the word 'Pitch' in white. Below it is a Venn diagram with two overlapping purple circles. The left circle is labeled 'Experienced in setting up induction' and the right circle is labeled 'New to setting up induction'. Below the Venn diagram is a blue rounded rectangle with the text 'Familiar with 2021-22 process - Not familiar with 2022-23 process'. At the bottom is a magenta bar with a play button icon, the website URL, the hashtag, the Twitter handle, the Exceed Teaching School Hub logo, and the number '2' on the right.

2

What does induction consist of?



The diagram, titled 'ECT induction', shows three interconnected circles. The top circle is blue with a large white number '1' and the text 'ECF based training'. The bottom-left circle is purple with a large white number '2' and the text 'Appropriate Body'. The bottom-right circle is orange with a large white number '3' and the text 'Entitlement'. The circles are surrounded by a ring of small dots in their respective colors.

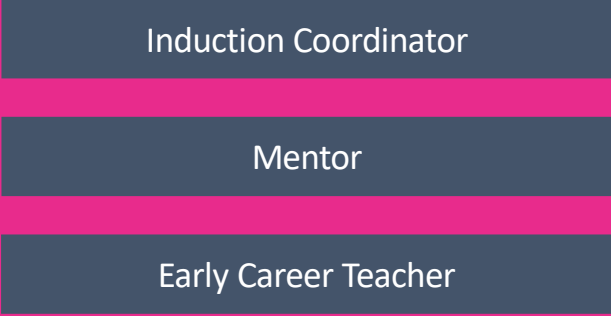
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3

3

Roles and Responsibilities



Three dark grey rectangular boxes are stacked vertically, containing the following text: 'Induction Coordinator', 'Mentor', and 'Early Career Teacher'.

[Statutory guidance on ECT induction](#)

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4

Induction Tutor responsibilities

Induction tutor is responsible for the monitoring and support of your ECTs. They also manage progress reviews and coordinate formal assessments.

An Induction Tutor should:

- > Hold qualified teacher status (QTS)
- > Ensure the ECT is fully accessing and ECF Based Training Programme
- > Have the skills and knowledge needed to assess ECT's progress against the teachers' standards
- > Carry out regular progress reviews
- > Undertake 2 formal assessment meetings with each ECT during the 2-year induction period, one midway through induction and one at the end
- > Be able to recognise when early action is needed if an ECT is experiencing difficulties

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5

Mentor responsibilities

A mentors role is to support ECTs through their 2-year induction

Responsibilities include:

- Working with your school to make sure your ECT receives a high-quality induction
- Meeting regularly with your ECT to provide support and feedback
- Providing or arranging mentoring and coaching around specific phases and subject areas
- Taking prompt, appropriate action if your ECT is having difficulties

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6

Early Career Teacher (ECT)

ECTs are entitled to:

- > A 2-year programme of ECF-based training
 - > Support from a dedicated mentor
 - > Time off timetable for induction activities, including ECF-based training and mentor sessions
 - > Regular progress reviews and 2 formal assessments against the Teachers' Standards
- ▶ Early Career Teacher – induction commenced on or after 01/09/21
- ▶ Newly Qualified Teacher – induction commenced before 01/09/21 until end of next academic year to complete induction

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7

Set up ECF-based training: 3 options

1

'Use a DfE-funded provider' - 96% of schools nationally selected this option in 2021-22, maximum level of DfE funding to support training and delivery

2

'Use DfE-accredited materials to deliver your own programme' - reduced level of DfE funding, additional cost of fidelity checks by the Appropriate Body, staff development funded by the school

3

'Design and deliver your own ECF-based programme' - minimum level of DfE funding, high additional costs of fidelity checks costs by the Appropriate Body, programme design and delivery costs funded by the school




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8

8

'Use a DfE-funded provider'

-  Exceed Teaching School Hub supports teacher development in all 215 Bradford schools and wider partners
-  Ambition Institute is the Lead Provider
-  Exceed Teaching School Hub is the Delivery Partner

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 9


9

What do you need to do **now**?

- **All schools** regardless of whether they think they'll appoint an ECT or not...
- **Step 1** of the DfE's step-by-step guide
 - 'Tell us (DfE) whether or not you expect ECTs to join your school in the academic year ahead'
 - Annual exercise – before the start of the academic year

Guide: <https://manage-training-for-early-career-teachers.education.gov.uk/how-to-set-up-your-programme>

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 10

10

If you appoint an ECT to commence induction in September

- Follow steps 2-6 on the DfE's step-by-step guide
 2. Choose or change your school's induction tutor
 3. Choose how to run your programme
 - 'Use a DfE-funded provider'
 4. Select a DfE-funded training provider
 - Ambition Institute – Lead Provider
 - Exceed Teaching School Hub – Delivery Partner
- OR Select your DfE-accredited materials
- 5. Register ECTs and their mentors
- 6. Begin your school's training programme
 - ECT and **new** mentors

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11

11

Existing ECTs

- No action needed – schools don't need to add ECTs or Mentors
- DfE portal: Induction Tutors should be able to manage current ECTs and Mentors as well as new ones

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12

12

Participant data

- DfE shares data with the Ambition Institute
- Ambition shares it with Exceed Teaching School Hub
- No duplication of data
- No multiple entry of the same information
- There may be a request for information that the DfE don't need, such as year group a teacher is working in

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13

13

Ambition Institute 2 year Early Career Teachers' Programme

Conferences

Clinics

Self Directed Online Study Modules

ECT: 3
Mentors: 2

- ECT: 6
- Mentors 3

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14


14

Curriculum content

The Early Career Teachers Programme

Term 1	Term 2	Term 3
Behaviour	Instruction	Subject
Instructional Coaching from the Mentor		

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 15


15

Curriculum design

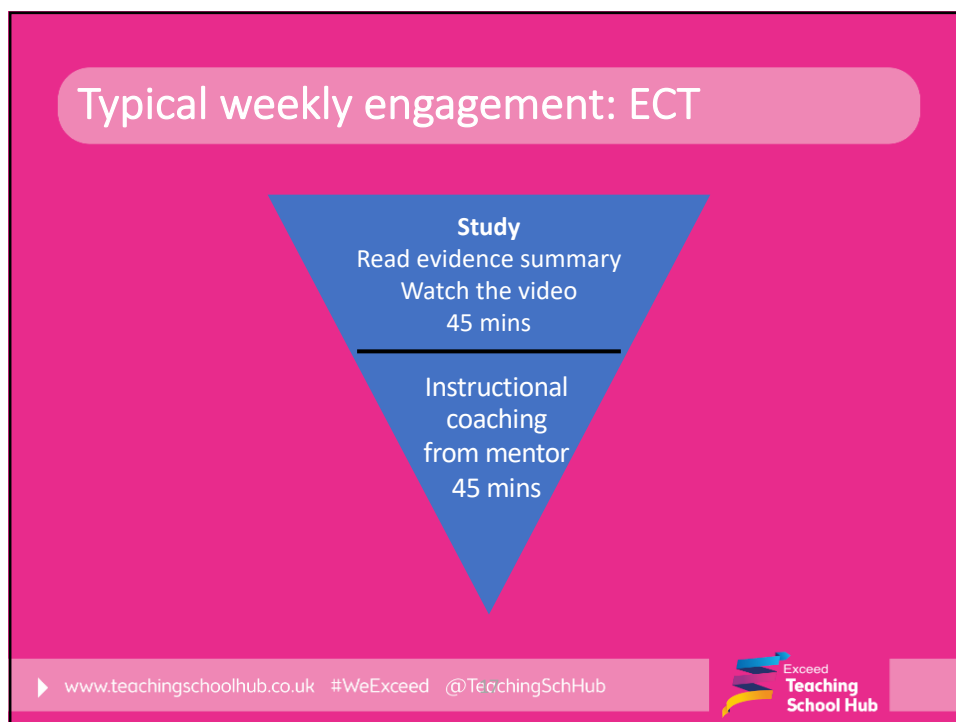
The ECF programme is a well-considered and crafted sequenced curriculum that ensures:

- Key learning is broken down into small, manageable chunks
- Multiple opportunities are provided to revisit key learning
- Key ideas are revisited within and between terms through different lenses
- ECTs are provided with Clear models of what good looks like

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 16

16






17




18

Appoint an Appropriate Body

-  Induction cannot commence until induction is approved by an Appropriate Body
-  Seek to appoint the AB before the start of the academic year
-  Fidelity checks: if you opt for 'Use DfE-accredited materials to deliver your own programme' or 'Design and deliver your own ECF-based programme' give your AB plenty of time – can be a huge job and plans may be initially rejected

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 19

19

Appointing an Appropriate Body

- Exceed Teaching School Hub provides this service – no geographical limits. From £40 per ECT per term
- 2022-23 info: www.teachingschoolhub.co.uk/ab
- Register: <https://exceedtsh.ectmanager.com/RegisterTutor.aspx>
- Existing users: <https://exceedtsh.ectmanager.com/Login.aspx>

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 20

20

Provide the statutory entitlement

- 'Induction of early career teachers (England): Statutory guidance'
 - 10% / 5% timetable reduction
 - Observe more experienced teachers
 - ECF-based training
 - Etc.
- A must read – Induction Tutor should disseminate to headteacher, governors, mentor, and ECT

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21

21

Frequently asked questions

- Registration
- Entitlement
- Funding
- www.teachingschoolhub.co.uk/inductionfaq

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22

22

Apply to be a ECF or NPQ Visiting Fellow

- www.teachingschoolhub.co.uk/vf
- Window 1 now open
- Express an interest
- Apply
- Headteacher reference
- Informal meeting
- Training

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23

23

Next week

- More big announcements...watch this space!

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24

24



25