



Providing the support early career teachers need through the Early Career Framework

DEVELOPED BY



Education  
Development  
Trust

IN PARTNERSHIP WITH

**Sheffield  
Hallam  
University**

Sheffield  
Institute  
of Education

FUNDED BY



Department  
for Education

## Our Programme

- Exceptional professional development designed to meet the needs of early career teachers, learning skills they can use straight away.
- An evidence-led programme of training, designed around what really works, and how pupils learn, for effective improvement in teacher practice and pupil outcomes.
- Engaging and accessible online learning, alongside face-to-face and virtual training delivered by school-based experts.
- A focused development programme for mentors, with regional training run by expert facilitators, and peer coaching sessions with a 'buddy' mentor.
- Delivered locally in partnership with one of our Delivery Partner schools, who will manage all aspects of the training, freeing up in-school staff to focus on other priorities.
- Developed in partnership with schools and Sheffield Hallam University, one of England's largest providers of initial teacher education.



## Providing the support early career teachers need

We believe all teachers should have access to high-quality professional development so that they can continue to improve at every stage of their careers. The first few years of a teacher's career are particularly critical, where learning opportunities, nurturing and support can make or break a career in teaching.

Our Programme has been developed in partnership with schools and with the expert teacher-educators at Sheffield Institute of Education, Sheffield Hallam University. Based on the Early Career Framework, it provides teachers with the essential specialist support they need to strengthen their practice and build confidence during the two years following their Initial Teacher Training.

## Space for early career teachers to reflect

Early career teachers (ECTs) need time and space to reflect on and challenge their own practice. This Programme is centred around developing the mentoring relationship, with webinars, face-to-face training, and self-study activities to support this.

Each of these activities will provide opportunities to **learn** the theory, put the theory into **practice**, and **reflect** on personal and professional development with the support of their mentor. The Programme includes:

- Face-to-face and webinar sessions with expert input from specialist organisations, exploring effective classroom practice across settings, phases and specialisms.
- Regional and local focus training sessions.
- Regular mentoring sessions centring around the benefits of Instructional Coaching and exploring content with a focus on learning, practising and reflecting.
- Opportunities for reflection and discussion as well as carefully timed self-study.

### What is the Early Career Framework?

The Department for Education (DfE)'s Early Career Framework (ECF) underpins a funded, two-year package of structured training and support for early career teachers. It ensures new teachers have dedicated time to focus on their development, building on their Initial Teacher Training (ITT).

*"The Early Career Framework offers a really comprehensive roadmap of the knowledge and competences which will make novice teachers more effective in the classroom. With our support, mentors in their schools will help to develop new teachers' expertise and make a positive difference to their competence, confidence and motivation at this crucial stage in their careers."*

MATT DAVIS, REGIONAL DIRECTOR UK,  
EDUCATION DEVELOPMENT TRUST



***We are passionate about face-to-face training because it's proven to work. Where face-to-face cannot happen, we have the expertise to replicate the benefits of face-to-face through carefully constructed remote learning sessions.***



*"The framework develops an informed dialogue about learning – 'what works or might work'. It has been an absolute pleasure this year to work in partnership with the Education Development Trust as an Early Career Framework delivery hub in the North East for early roll-out. The combination of excellent fit-for-purpose training materials, user-friendly online portal and back-office support has underpinned our work with early career teachers and mentors."*

ROGER PURDY, DIRECTOR OF TEACHING SCHOOL, ST BEDE'S CATHOLIC SCHOOL AND SIXTH FORM COLLEGE

## Raising confidence and pupil outcomes

Teaching quality is the biggest in-school factor in raising the attainment of children and teachers' learning curves are at their steepest in the early years of their careers. As with everything that we do, this Programme is designed around what works. We use evidence-based professional development models that are the most effective in improving teacher practice and student outcomes.

## Delivery Partners

We are working with local Delivery Partners to deliver this Programme; schools that share our values and have a track record of delivering high-quality professional development. These school Delivery Partners will host training events with experienced local facilitators, ensure materials are adapted to fit the needs of teachers and pupils in their area, and be the main point of contact for schools and teachers registered on the Programme.

## Professional development for teacher mentors

We will work with in-school mentors to learn new mentoring and coaching techniques, enabling them to strengthen essential skills that they can use throughout their careers.

Specialist training and support will ensure each mentor is confident in their knowledge of the Early Career Framework and develops their mentoring skills so that the ECTs they work with get the very best from the Programme.

These highly skilled mentors will become the primary source of support and challenge to ECTs. As well as face-to-face sessions to develop knowledge and skills in mentoring (aligned to the Mentor Standards), mentors will also attend regular peer-coaching sessions to discuss progress and challenges with a 'buddy' mentor.

## Our work with early career teachers

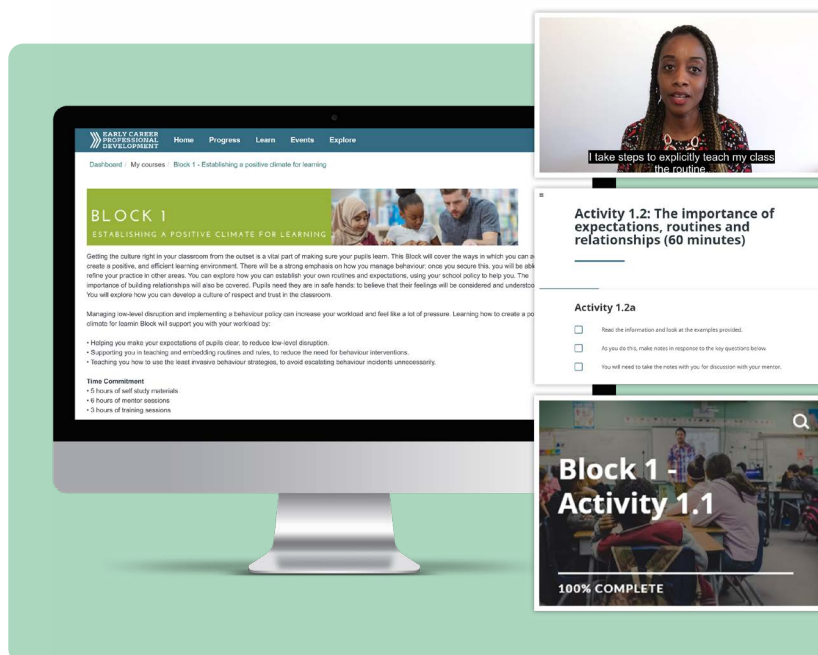
We have had the privilege of working with thousands of teachers across the world over the last 50 years. In 2018 we launched the Accelerate programme for early career teachers, giving us an insight into what a difference specially designed professional development and support can make for new teachers. Following Accelerate, we have been a provider for early roll-out and expansion of the Early Career Framework initiative.















# Delivery schedule


















Developed with schools, our Early Career Framework materials provide a blended learning experience for teachers and their mentors.

Each topic includes rich and relevant examples from expert practitioners, accessible insights from research, and frequent opportunities to put knowledge into practice.

The online platform enables this journey throughout the Programme, giving participants access to self-study materials, videos, webinars, podcasts and blogs, and an easy way to select and book onto their training sessions.



		YEAR 1			YEAR 2			HOURS
		TERM 1	TERM 2	TERM 3	TERM 1	TERM 2	TERM 3	
ECT	Regional training		 5 HRS		 6 HRS			11 HRS
	Local group sessions 3 HRS EACH							12 HRS
	Webinars 1 HR EACH	 x2						7 HRS
	Self-study	 26 HRS			 5 HRS			31 HRS
		Weekly mentor sessions			Fortnightly mentor sessions			

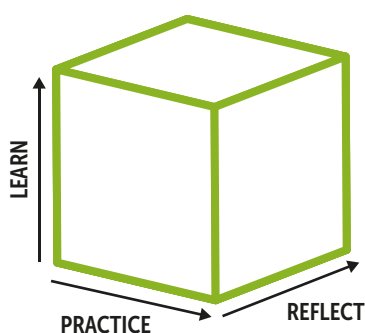
		YEAR 1			YEAR 2			HOURS
		TERM 1	TERM 2	TERM 3	TERM 1	TERM 2	TERM 3	
MENTOR	Regional training 5 HRS EACH							5 HRS
	Local group sessions 3 HRS EACH							6 HRS
	Peer-to-peer 1 HR EACH	 x2	 x2		 x2	 x2		10 HRS
	Webinars 1 HR EACH	 x2	 x2		 x2	 x2		10 HRS
	Reading and reflection	 3 HRS			 2 HRS			5 HRS

## Programme content and topics

The Early Career Professional Development Programme comprises 6 Blocks per year, with ECTs and mentors working through one Block per half term.

Year 1	
Block 1	Establishing a positive climate for learning
Block 2	How pupils learn: memory and cognition
Block 3	Developing effective classroom practice: teaching and adapting
Block 4	The importance of subject and curriculum knowledge
Block 5	Assessment, feedback and questioning
Block 6	A people profession

Year 2	
Block 7	Embedding a positive culture for learning
Block 8	How pupils learn: making it stick
Block 9	Enhancing classroom practice: grouping and tailoring
Block 10	Revisiting the importance of subject and curriculum knowledge
Block 11	Deepening assessment, feedback and questioning
Block 12	Continuing your professional development



### Why do we call them Blocks?

Our learning approach and delivery schedule ensure every topic is covered by the three dimensions of development, just like a “block”. This supports ECTs to **learn** the theory, put the theory into **practice**, and **reflect** on personal and professional development.

Further details of the content of each Block can be found in our Programme Sequence.

# 95%

of mentors felt confident to support their ECT through materials in each block.

# 91%

of ECTs felt they had developed at least one new idea which they could apply in their classroom after completing Blocks 1 & 2 in Term 1.



### How to join the Programme

We will be delivering this two-year Programme across England from September 2021, as part of the national roll-out of the ECF.

Find out more and register for the Programme at:  
[www.EducationDevelopmentTrust.com/ECF](http://www.EducationDevelopmentTrust.com/ECF)

### About Education Development Trust

We are an international not-for-profit organisation that transforms lives around the world by improving education.

When you work with us, you'll be joining thousands of teachers and education professionals around the world who benefit from our support. In England, we have worked extensively with the Department for Education for over 20 years, including the development of the professional development programme Accelerate, tailor-made for teachers in their first five years of teaching. Following Accelerate, we have been a provider for early roll-out and expansion of the Early Career Framework.

As part of our charitable mission, we invest annually in a major programme of education research, which is available to download for free from our website. The insights from this research inform the projects we deliver, as well as influencing policymaking and supporting practitioners around the world.

### About Sheffield Institute of Education

Sheffield Institute of Education, part of Sheffield Hallam University, is a national centre for education, recognised for excellence and innovation in teaching and learning through research and practice.

Their work is embedded in educational practice and delivered by working in partnership to respond to the needs of educators. Everything they do is informed by cutting-edge research by leading academics and expert practitioners, across many educational disciplines.



## Get in touch

To register for the Programme or to find out more visit

[www.EducationDevelopmentTrust.com/ECF](http://www.EducationDevelopmentTrust.com/ECF)

Email the team at

[ECF@educationdevelopmenttrust.com](mailto:ECF@educationdevelopmenttrust.com)



Follow us on Twitter

[@EdDevTrust\\_ECF](https://twitter.com/EdDevTrust_ECF)



Education Development Trust Highbridge House, 16–18 Duke Street, Reading, Berkshire RG1 4RU  
T +44 (0) 118 902 1000 E [enquiries@educationdevelopmenttrust.com](mailto:enquiries@educationdevelopmenttrust.com) W [www.educationdevelopmenttrust.com](http://www.educationdevelopmenttrust.com)

Education Development Trust is a registered charity (No. 270901) and company limited by guarantee (No. 867944) • Registered in England and Wales • Registered office as above