



**Early Career
Professional
Development**



Supporting early career teachers through the **Early Career Framework**

2024/25 brochure

In partnership with

**Sheffield
Hallam
University**

Sheffield
Institute
of Education

Funded by



Department
for Education



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 (ECTs). It ensures new teachers have dedicated time to focus on their development, building on their Initial Teacher Training (ITT).

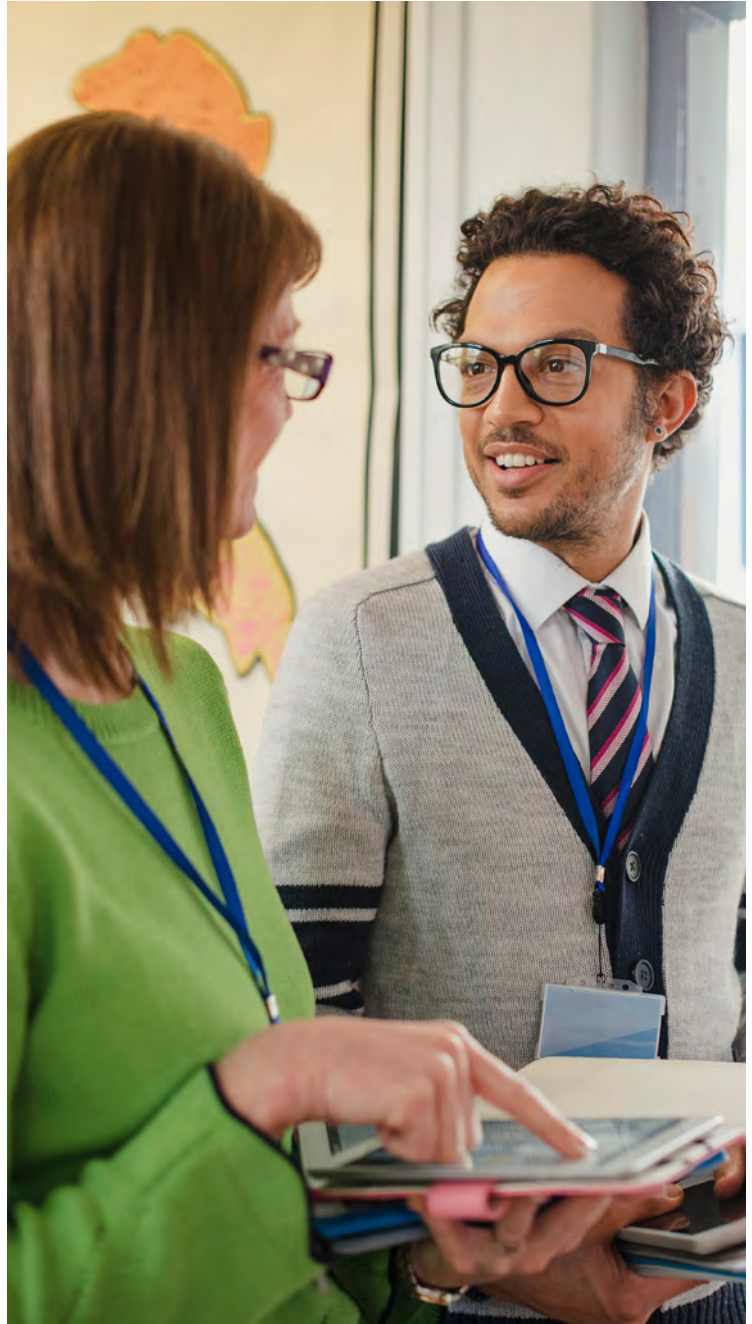


“The framework develops an informed dialogue about learning – ‘what works or might work’. It has been an absolute pleasure to work in partnership with the Education Development Trust as an ECF delivery hub in the northeast. The combination of excellent fit-for-purpose training materials, user-friendly 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

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.
- » Delivered locally in partnership with our Delivery Partners, 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 ITT and a national centre of excellence for teacher education.



Our work with early career teachers

At EDT 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 the impact that specially designed professional development and support can have for new teachers. We were a provider for the early roll-out and expansion of the ECF initiative in 2020. We continued to be a Lead Provider for the national roll-out of ECF in 2021 and we are proud to say that we have had thousands of ECTs benefit from our training to date.



“The course materials, reference materials and activities have not only supported the professional development of the ECT, but have enabled a professional dialogue which has enabled development of the mentor as well. Thank you!”

Mentor

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 ECF, it provides teachers with the essential specialist support they need to strengthen their practice and build confidence during the two years following their ITT.

Space for early career teachers to reflect

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. Our 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 centering around the benefits of instructional coaching and exploring content with a focus on learning, practicing and reflecting.
- » Opportunities for reflection and discussion as well as carefully timed self-study.

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.





“I liked the practical examples which we can use in school. It was also useful to have the opportunity to talk to other ECTs and share best practice.”

ECT

“It was incredibly useful to be able to discuss things with other teachers in the county, as this provides opportunities to share information, ideas and good practice.”

ECT



Delivery Partners

We work with trusted local Delivery Partners; teaching school hubs, multi-academy trusts and school alliances that share our values and have a track record of delivering high-quality professional development. School Delivery Partners host training events with experienced local facilitators, ensure materials are adapted to fit the needs of teachers and pupils in their area, and are the main point of contact for schools and teachers registered on the programme.

Professional development for teacher mentors

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

Specialist training and support will ensure each mentor is confident in their knowledge of the ECF, developing their mentoring skills to help the ECTs they work with to get the very best from the programme. These highly skilled mentors will become the primary source of support and challenge to ECTs.

94%

of ECTs and mentors were
satisfied
with the programme

From Cohort 2 End of Year 1 Survey

“I found it useful to understand the difference between mentoring and coaching and how to combine the two. Developing the skills to have coaching conversations with my ECT and seeing how these develop more reflective practice was really beneficial.”

Mentor



Schedule and content

Delivery schedule

Developed with schools, our ECF 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 learning 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.

ECT	Year 1			Year 2			Total hours
	Term 1	Term 2	Term 3	Term 1	Term 2	Term 3	
Regional training		5 hours		6 hours			11 hours
Local group sessions	3 hours		3 hours		3 hours	3 hours	12 hours
Webinars	2 hours	1 hour	1 hour	1 hour	1 hour	1 hour	7 hours
Self-study	← 26 hours →			← 5 hours →			31 hours
	Weekly mentor sessions			Fortnightly mentor sessions			

Mentor	Year 1			Year 2			Total hours
	Term 1	Term 2	Term 3	Term 1	Term 2	Term 3	
Induction core content package	3 hours						3 hours
Training sessions [Flexible build]	2 hours	2 hours	2 hours	1 hour	1 hour	1 hour	9 hours
Webinars	2 hours	2 hours	1 hour	2 hours	2 hours	1 hour	10 hours
Reading and reflection	← 3 hours →			← 2 hours →			5 hours

Programme content and topics

The Early Career Professional Development Programme comprises six 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

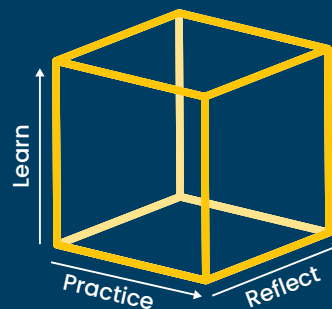


Why do we call them Blocks?

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

Our Programme Sequence provides more details for each Block.

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





Funding

The DfE is funding all training, at no cost to state-funded schools.

All state-funded schools offering statutory induction will receive additional funding to deliver the ECF.

The funding covers:

- » 5% off timetable in the second year of induction for all ECTs to undertake induction activities including training and mentoring paid directly to schools.
- » Funding for mentors to spend time with ECTs in the second year of induction - this is based on 20 hours of mentoring across the academic year paid directly to schools.
- » Training arranged by Delivery Partners for ECTs and mentors will be paid directly to them – eliminating payment burdens to schools.
- » Funding for mentors to take time off their timetable to complete the 36 hours of ECF-based mentor training across the two-year programme. This is based on evidence that there has been sustained engagement with the mentor training across year 1 and year 2 of training and is paid direct to schools in two instalments.

Further information on funding can be found on [GOV.UK](https://www.gov.uk).

*Information correct at time of publication – September 2024.

Join the programme

We deliver this two-year programme across England with local Delivery Partners.

Find out more and register for our programme at: edt.org/ECF

Contact us

✉ ECF@edt.org

✕ [@EDTVoiceSchools](https://www.instagram.com/EDTVoiceSchools)

in [Education Development Trust for Schools](https://www.edt.org)



Who we are

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 will be joining thousands of teachers and education professionals around the world who benefit from our support. In England, we have worked extensively with the DfE for over 20 years.

As part of our charitable mission, we invest annually in a major programme of educational research, which is available to download for free from our website. Research insights inform the programmes and projects which we deliver, as well as influencing policy-making 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.



Keep in touch

✉ enquiries@edt.org

✕ EDTVoice

in Education Development Trust

edt.org



Highbridge House, 16-18 Duke Street, Reading, Berkshire RG1 4RU
T +44 (0) 118 902 1000

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