

Early Career Framework Bulletin

Spring 2023
Week Seven and Eight



Get in touch with any queries:
ecf@eastmanchesterteachinghub.com
or access the [FAQs page on our website!](#)

Welcome

Welcome to this fortnight's bulletin for the East Manchester Teaching Hub Early Career Framework. We hope that you had a restful and happy half term!

We aim to make your engagement with the ECF programme as useful and manageable as possible in the midst of your busy teaching schedule. To support you with this, in this bulletin, you will find a brief summary of **week seven and week eight** of this term, with links to the relevant pages and material on UCLxTend as well as key reminders, dates, and links (plus a quick-read blog that might provide some helpful tips and insights) to help keep you up to date with the programme and the materials that you will engage with each week.

Where can I find information relevant to me?

- If you are an **ECT** and started your induction in **April 2022 or September 2022**, please refer to page two.
- If you are an **ECT** and started your induction in **January 2023**, please refer to page three.
- If you are a **mentor** for a Year One ECT who started in **April 2022 or September 2022**, please refer to page four.
- If you are a **mentor** for a Year One ECT who started in **January 2023**, please refer to page five.
- If you are a **Cohort Two ECT and/or mentor Facilitator**, please refer to page six.
- On page seven, you will find some guidance about taking a more flexible approach to the UCL programme to support your wellbeing.
- On page eight, you will find an overview of the whole ECF programme for your information.

If you have any questions, or concerns, please contact me, or a member of the EMTH team using the details above, and we will do anything we can to help!

Ruth Simpson (Year One ECF Lead, East Manchester Teaching School Hub)

EARLY CAREER TEACHERS

Cohort One: April 2022 Starters
Cohort Two: September 2022 Starters

This term you will focus on Module Three 'Developing Quality Pedagogy' of the ECF programme.

Week Seven (Week commencing 20th February 2023 or 27th February 2023)

The focus for this week is 'Understanding the role of key professionals in helping to meet the needs of all learners'. There is no self-directed study task this week, but you will still meet with your mentor. This week you will attend a face-to-face training session. You should have received a calendar invite and summary of all your training dates from our team. Please contact us if you haven't received this information. If you are unable to attend the session, you must watch the UCL recording which can be found [here](#) to register your attendance and engagement.

This face-to-face training session focusses on barriers to learning and ensuring that we address the needs of all learners. It will explore the following learning intentions from the ECF programme:

ECTs will learn that:

- 5.1 Pupils are likely to learn at different rates and to require different levels and types of support from teachers to succeed.
- 5.2 Seeking to understand pupils' differences, including their different levels of prior knowledge and potential barriers to learning, is an essential part of teaching.
- 5.7 Pupils with special educational needs or disabilities are likely to require additional or adapted support; working closely with colleagues, families and pupils to understand barriers and identify effective strategies is essential.

ECTs will learn how to:

Develop an understanding of different pupils needs by:

- 5a. Identifying pupils who need new content further broken down.
- 5c. Working closely with the Special Educational Needs Co-ordinator (SENCO) and special education professionals and the Designated Safeguarding Lead.
- 5d. Using the SEND Code of Practice, which provides additional guidance on supporting pupils with SEND effectively.

Provide opportunity for all pupils to experience success, by:

- 5g. Making effective use of teaching assistants.

Week Eight (Week commencing 27th February 2023 or 6th March 2023)

This week you will complete a self-directed study based on 'Using groupings to support specific needs' and have a mentor meeting. The UCL materials for your self-directed study session can be found [here](#).

Note: Please see page seven for advice and guidance about how to engage with this programme flexibly to meet with your professional needs.

Dates for your Diary!

Your next OLC training session will take place in the week beginning **Monday 27th March 2023**. You should have received a summary of these dates from our team. Please contact us if you haven't received this information.



QUICK-READ RESEARCH:

[EEF blog: Five-a-day for SEND: how does it transform the TA... | EEF \(educationendowmentfoundation.org.uk\)](#)



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EARLY CAREER TEACHERS

Cohort Two: January 2023 Starters

This term you will focus on Module Two 'Engaging Pupils in Learning' of the ECF programme.

Week Seven (Week commencing. 20th February 2023 or 27th February 2023)

NB. This is 'Week One' of Module Two

The focus for this week is the Module Two audit. There is no self-directed study this week but you will still meet with your mentor. This week there would normally be a facilitated face-to-face training session. This will take place on **Thursday 9th March 2023** instead. If you are unable to attend the facilitated session, you can access a recording of the face-to-face training session [here](#).

This training session focusses on curriculum, knowledge, and learning. It will explore the following learning intentions from the ECF programme:

ECTs will learn that:

- 2.1 Learning involves a lasting change in pupils' capabilities or understanding.
- 3.1 A school's curriculum enables it to set out its vision for the knowledge, skills and values that its pupils will learn, encompassing the national curriculum within a coherent wider vision for successful learning.
- 3.2 Secure subject knowledge helps teachers to motivate pupils and teach effectively.
- 3.5 Explicitly teaching pupils the knowledge and skills they need to succeed within particular subject areas is beneficial.

ECTs will learn how to:

Deliver a carefully sequenced and coherent curriculum, by:

- 3a. Identifying essential concepts, knowledge, skills and principles of the subject and providing opportunities for all pupils to learn and master these critical components.

Week Eight (Week commencing. 27th February 2023 or 6th March 2023)

NB. This is 'Week Two' of Module Two

The focus for this week is 'Prior knowledge, memory and misconceptions'. You will complete the self-directed study and meet with your mentor. The materials for the self-directed study can be found [here](#).

Note: Please see page seven for advice and guidance about how to engage with this programme flexibly to meet with your professional needs.

Dates for your Diary

The dates of your future training are as follows:

- Module Two Face-to-Face Training Session: Thursday 9th March 2023 (instead of Tuesday 28th February 2023 due to potential strike action)
- Module Two Online Learning Community: Tuesday 28th March 2023
- Module Three Face-to-Face Training Session One: Wednesday 26th April 2023
- Module Three Face-to-Face Training Session Two: Thursday 25th May 2023
- Module Three Online Learning Community: Monday 12th June 2023

You should have received the details about these dates from our team. Please contact us if you haven't received this information.

QUICK-READ RESEARCH:

[EEF Blog: What do we mean by 'knowledge rich' anyway? | EEF \(educationendowmentfoundation.org.uk\)](https://www.eef.org.uk/blog/what-do-we-mean-by-knowledge-rich-anyway)



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MENTORS

Cohort One: April 2022 Starters

Cohort Two: September 2022 Starters

This term you will focus on Module Three 'Developing Quality Pedagogy' of the ECF programme with your ECT.

Week Seven (Week commencing 20th February 2023 or 27th February 2023)

The focus for this week is 'Understanding the role of key professionals in helping to meet the needs of all learners'. There is a mentor self-study to be completed this week. The resources can be found [here](#). Your ECT(s) will attend a face-to-face training session this week which should be discussed in your mentor meeting where possible. The UCL resources to support the meeting can be found [here](#).

Week Eight (Week commencing 27th February 2023 or 6th March 2023)

The focus for this week is 'Using grouping to support specific needs'. There is no mentor self-directed study session this week. Your ECT(s) should have completed a self-directed study session to be discussed in your mentor meeting. The UCL resources to support the meeting can be found [here](#).

Note: Please see page seven for advice and guidance about how to engage with this programme flexibly to meet with your professional needs and the needs of your ECT.

Dates for your Diary!

The next **Mentor Online Learning Communities** will take place on **Monday 6th March 2023, Tuesday 7th March 2023, or Wednesday 8th March 2023, depending on your cluster**. You will be sent a calendar invite and Zoom link approximately two weeks prior to this event.

If you are unable to attend the session, you can access a recording on UCLeXtend [here](#).

QUICK-READ RESEARCH:

[EEF blog: Five-a-day for SEND: how does it transform the TA... | EEF \(educationendowmentfoundation.org.uk\)](#)



MENTORS

Cohort Two: January 2023 Starters

This term you will focus on Module Two 'Engaging Pupils in Learning' of the ECF programme with your ECT.

If you were part of the Early Roll Out and have, therefore, completed the two-year UCL training programme, you will not be required to attend any further sessions. You will simply work through the mentor meeting structures with your ECT(s) as you have done before.

All mentors who are due to begin Year One training should have received information on groupings and session dates - these sessions are taking place in the **week beginning Monday 6th March 2023**. If you have not received a cluster group and have not completed two years of mentor training (six sessions), please respond to inform us of this. Mentors for ECTs starting the programme in January 2023 will join mentors who started in September. Therefore, there is an additional session to watch prior to your first delivered session, so you have accessed the Module One content. You will find this recording [here](#).

Before your first session, we also ask that you watch the recording of the East Manchester Teaching School Hub ECT Mentor Induction Conference [here](#). This was also sent out in your welcome email.

Week Seven (Week commencing. 20th February 2023 or 27th February 2023)

NB. This is 'Week One' of Module Two

The focus for this week is the Module Two audit. There is a mentor self-study to be completed this week. The resources can be found [here](#). You should also have a mentor meeting this week. The UCL resources to support the meeting can be found [here](#). At this point in the module, your ECT(s) would normally have a facilitated training session. This will take place on **Thursday 9th March 2023**.

Week Eight (Week commencing. 27th February 2023 or 6th March 2023)

NB. This is 'Week Two' of Module Two

The focus for this week is 'Prior knowledge, memory and misconceptions'. There is no mentor self-directed study this week. Your ECT(s) should have completed a self-directed study session to be discussed in your mentor meeting. The UCL resources to support the meeting can be found [here](#).

Note: Please see page seven for advice and guidance about how to engage with this programme flexibly to meet with your professional needs and the needs of your ECT.

Dates for your Diary!

The next **Mentor Online Learning Communities** will take place on **Monday 6th March 2023, Tuesday 7th March 2023, or Wednesday 8th March 2023, depending on your cluster**. You will be sent a calendar invite and Zoom link approximately two weeks prior to this event. If you are unable to attend the session, you can access a recording on UCLeXtend [here](#).

QUICK-READ RESEARCH:

[EEF Blog: What do we mean by 'knowledge rich' anyway? | EEF \(educationendowmentfoundation.org.uk\)](#)



FACILITATORS

This term's focus is Module Three 'Developing Quality Pedagogy' of the ECF programme.

Cohort Two ECT Facilitators

Dates for your Diary!

Week beginning Monday 20th February 2023 or week beginning Monday 27th February 2023

Module Three Face-to-Face Training Sessions (Resources, calendar invites, and registers to be sent out in due course).

Thursday 16th March 2023 8-8.30am

Facilitator Briefing with Ruth Simpson (Zoom links will be sent in due course by our team)

Week beginning Monday 27th March 2023

Module Three OLC Training Sessions (Resources, calendar invites, and registers to be sent out in due course)

Cohort Two Mentor Facilitators

Dates for your Diary!

Thursday 23rd February 2023 8-8.30am

Facilitator Briefing with Ruth Simpson (Zoom links will be sent in due course by our team)

Monday 6th March 2023, Tuesday 7th March 2023 or Wednesday 8th March 2023

Module Three OLC Mentor Training Sessions (Resources, calendar invites and registers will be sent out in due course by our team). For your information, the UCL overview of this session can be found [here](#) but I will send updated resources prior to the session.

Thursday 25th May 2023 8-8.30pm

Facilitator Briefing with Ruth Simpson (Zoom links will be sent in due course by our team)

QUICK-READ RESEARCH:

[EEF blog: Five-a-day for SEND: how does it transform the TA... | EEF \(educationendowmentfoundation.org.uk\)](#)

The Early Career Framework: A Flexible Approach!

Teaching is a wonderful career: meaningful, engaging, and exciting! But it is also complex, busy, and demanding. The demands on all teachers - especially ECTs who are still adjusting to life as a full-time classroom teacher - are significant, and, as an ECF Delivery Partner we do not underestimate this. We understand fully that balancing the demands of your job with completing the ECF programme can be incredibly challenging, and feel overwhelming at times.

However, we believe in the framework's ability to help and support your continued development as a teacher: it will provide ideas, insights, and guidance that will begin to underpin your day-to-day teaching practice; it will build a solid foundation on which you will continue to grow as a teacher; and, most importantly, it will prepare you to have a lasting impact on the pupils in your classroom. It is vital, therefore to remember that, as teachers, we are always learning!

So, how can you ensure that you can engage fully and productively with the programme in the midst of your busy teaching schedule?

Whilst it's fundamental to remember that **ALL** aspects of the Early Career Framework must be covered during your induction, the UCL programme is designed to be flexible. UCL recommend the following to support a more flexible approach:

What happens if an ECT is struggling to keep up with the programme?

We recognise that sometimes - with the agreement of their headteacher, Induction Tutor and Delivery Partner - an ECT will need a more flexible approach. This may be because they have had a period of enforced absence, or they have been advised by their Appropriate Body to reduce the amount of time they spend on the ECF. Our flexible programme comprises the Reduced Modules Summary Guides for modules 1-5 and recordings of all training events in Year 1. You can find these in the Welcome section of each module (1 -5). We remind you that Year 1 is when ECTs are expected to address all of the ECF statements.

How can we ensure that the programme does not add to ECTs' workload?

We give participants a choice about how they access materials. You may choose to study them online or download a copy. It is also possible to listen to our research and practice summaries rather than read them. There are no assessments or quizzes at the end of self-study sessions, and we encourage participants to tailor the session according to their needs by spending longer on the activities that are more relevant to them and quickly reviewing the ones that are less so. It is as simple as Review/ Tailor/ Tick! You should never go over the hour allocated. This is a busy professional development programme and mentors, and Induction Tutors should monitor their ECTs' engagement to ensure they are keeping up with it, without allowing it to become overly burdensome.

Do ECTs have to complete all the activities in the programme? What if they feel that some are not appropriate for them or they have done them before in their ITE year?

It is a statutory requirement that all ECTs engage in a 2-year programme of professional development based on the Early Career Framework. Therefore, it is important that all participants complete all the activities and engage in all training sessions. The ECF Programme is a generic programme and ECTs should expect to revisit research from their ITE year; however, their focus should be on how they can apply it discerningly to their classrooms, and this certainly will be a new challenge. The Teaching Standards are something that all teachers are expected come back to throughout their career, improving their mastery of them each time. Nevertheless, we do recognise that ECTs on our programme come from different ITE routes, work in a range of contexts and have different strengths and weaknesses. Therefore, we have built flexibility into our programme to make sure participants can tailor each activity to their needs. These are outlined in our Wellbeing Charter where we make 10 pledges to all our participants

How can we control the workload of the mentors?

We have prepared all the mentoring resources, so the mentor does not have to. Reading or listening to the research and practice summaries (about 10 minutes long) and scanning the activities will usually be enough to prepare them for their mentor meeting. Time is built in each half term to the mentor's self-directed study for them to read ahead in the module and identify those areas they, or their ECT, are likely to need to focus more attention on. Induction Tutors should ensure that high-quality mentoring based on the ECF is taking place, and that mentors are themselves engaging in their own professional development.

If you would like more information about how to use the programme flexibly, you can access UCL's [Wellbeing Charter](#), and refer to their [Frequently Asked Questions](#) page for more information.



Contact us: we are here to help!

If you have any concerns about how to engage effectively with the ECF programme, please contact the East Manchester Teaching School Hub team, and we will give you all the support we can!

ECF Bulletin

Term	Module Focus	ECF Focus
	YEAR 1	
Autumn 1	Module One: Enabling Pupil Learning	ECF 1 and 7
Autumn 2	Module Two: Engaging Pupils in Learning	ECT 2 and 3
Spring 1 and 2	Module Three: Developing Quality Pedagogy	ECF 4 and 5
Summer 1	Module Four: Making Productive Use of Assessment	ECF 6
Summer 2	Module Five: Fulfilling Professional Responsibilities	ECF 8
	YEAR 2	
Autumn 1	Module Six: Inquiring into Pupil Learning	Revisiting ECF 1 and 7
Autumn 2	Module Seven: Inquiring into Engaging Pupils' Learning	Revisiting ECF 2 and 3
Spring 1 and 2	Module Eight: Inquiry into Developing Quality Pedagogy	Revisiting ECF 4 and 5
Summer 1	Module Eight: Making Use of Assessment	Revisiting ECF 6
Summer 2	Module Nine: Fulfilling Professional Responsibilities (II)	Revisiting ECF 8