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Department  
for Education

Develop and  
**thrive**

Support your early career teachers and their  
mentors with the Early Career Framework

**T** Teach  
First

Northamptonshire  
Teaching School Hub

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# What is the Early Career Framework?

The Early Career Framework (ECF) is a two-year training and support entitlement for newly qualified teachers and their in-school mentors funded by the DfE.

From September 2021 all early career teachers, no matter how they initially trained, will be expected to complete it.

This two-year programme will replace the current one-year induction, giving extended support to teachers at this critical time in their career. The training starts during a teacher's NQT year and continues the following year.

## Funding

The training for both early career teachers and mentors is funded by the DfE.

As with the current one-year NQT induction, the DfE will provide funds to reduce each early career teacher's timetable by 10% for their first year on the ECF.

In the second year, the DfE will provide funds to reduce each early career teacher's timetable by 5%.

The DfE will also provide funding for in-school mentors in the second year, based on 20 hours of mentoring.

More information on funding is available on the DfE website:

[www.gov.uk/government/publications/early-career-framework-reforms-overview/](http://www.gov.uk/government/publications/early-career-framework-reforms-overview/)

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The Early Career Framework is fundamental in providing a structured programme to help eradicate teacher shortages.”

**Nikki Gibb**, Associate Executive Principal,  
Northern Education Trust



# Teach First's Early Career Framework programme

Our Early Career Framework programme is designed to fit in with the day-to-day realities of supporting new teachers. It's structured to help early career teachers integrate theory, practice and feedback. There's no expectation for teachers to take time out of the classroom to attend training.

## Year one

Rooted in research and expertise and backed by a range of tailored resources, year one of the programme consists of six modules covering the following topics:

- 1 Creating powerful learning environments
- 2 How pupils learn
- 3 How to plan and teach lessons
- 4 Supporting every pupil to succeed
- 5 Assessment and feedback
- 6 Planning a coherent curriculum

Each module includes self-directed study materials with expert guidance, research and examples of best practice.

Programme members will join online or in-person training sessions to discuss theory and their experiences with small groups of peers and experts.

They'll also get access to coaching sessions to help put theory into practice with the support of their mentor.

## Year two

In year two, teachers will:

- engage in subject/phase-specific learning and development
- develop their autonomy of learning
- choose from a range of career development modules (including implementing research in the classroom, understanding the role of a career leader, understanding the role of a mentor and understanding the role of a middle leader)
- continue to benefit from instructional coaching sessions with their mentor

## Additional mentor training

Mentors will receive training to develop skills in:

- assessing teacher progress
- providing effective feedback
- using deliberate practice to accelerate progress
- how to provide further challenge to high-performing early career teachers

They'll attend online seminars to complement the modules being undertaken by their NQTs so they can tailor and align their support accordingly.

Mentors will also have the opportunity to learn from experts. Through half-termly online or in-person seminars, they'll discover the best ways to reflect on their practice and develop their instructional coaching skills.

“The content is really the most cutting-edge, evidence-based strategies and techniques there are. There are also lots and lots of helpful videos of best practice teaching to illustrate the content, which my NQTs have said has been invaluable to them.”

**John Stanier**, Assistant Head at Great Torrington School. (participated in the Teach First ECF Early Roll-Out through our Delivery Partner, Teaching Schools South West)

# Why choose Teach First as your provider?

By choosing us as your Early Career Framework provider, you'll benefit from our:

- **subject-specific and phase-specific support, designed with the PTI (Prince's Teaching Institute) and our subject matter experts**
- **mentor support, designed with Deans for Impact**
- **school-led approach, developed with schools, for schools - our programme was created by our expert teacher educators working with school trusts**
- **flexibility, with our world-class online learning platform and resources that fit around teachers' timetables**
- **expertise, with cutting-edge, research-led training, supported by experts in education**
- **connections - get connected to our network of thousands of schools, teachers, and leaders**
- **experience, with over 18 years helping new teachers get better, faster - whether they trained with us or not**

## Free membership to the Chartered College of Teaching

We're providing free membership for all early career teachers and mentors that take part in our ECF programme. This gives them access to the world's largest education database.

## Supporting wellbeing

Early career teachers and mentors also get access to a special extra module designed to help them manage their workload and wellbeing, as part of our continued support for teachers.

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Teach First are proving to be brilliant partners in the best sense of the word: bringing added value through the quality of their curriculum and materials, and listening carefully to our needs and suggestions for improvement.”

**Roger Pope CBE**, Education South West and Teaching Schools South West (Teaching School Hub)



# Our subject matter experts

A subject matter expert is attached to each of our modules on the programme. These experts are providing advice, guidance and resources, and are assisting with the structure and design of the content. They are helping us consider how we pitch the content to meet the needs of all early career teachers and how to incorporate subject- and phase-specific content.

All our experts are creating video content for the modules, including:

- An introduction to the module itself
- Videos explaining complex concepts, research and, where appropriate, examples of practice teachers can use as models



## Experts by module

### Module one: How can you create powerful learning environments?

**Tom Bennett** – Director and Founder of researchED, a Teacher Fellow of Corpus Christi College, Cambridge University and the author of four books on teacher-training, behaviour management and educational research.

### Module two: How do pupils learn?

**Benjamin Riley** – Founder and Executive Director of Deans for Impact, a national non-profit organisation dedicated to ensuring every child is taught by a well-prepared teacher.

### Module three: What makes classroom practice effective?

**Claire Stoneman** – Founder of researchED Birmingham, Director at Exemplary Leadership Programme (ELP), member of the steering group of the Midlands Knowledge Schools Hub and a member of Ofsted's working group for the English curriculum.

### Module four: How can you use assessment and feedback to the greatest effect?

**Evidence Based Education** – We are working with three experts from Evidence Based Education, Rob Coe (Director of Research and Development), Stuart Kime (Director of Education) and Mick Walker (Chair of the Advisory Board). By developing tools and delivering training they aim to improve learner outcomes worldwide.

### Module five: How can you support all pupils to succeed?

**Driver Youth Trust** – A national charity focused on improving outcomes for learners with special educational needs. They work in partnership with schools to ensure all learners with literacy difficulties and SEND access an education that is responsive to, and inclusive of, their needs.

### Module six: How can you plan a coherent curriculum?

**Ed Vainker** – Executive Principal of Reach Academy Feltham which opened in 2012 and was judged outstanding in 2014. He's the co-founder and Director of the Reach Children's Hub.

# What the programme looks like for early career teachers in year one

## Time commitment

All the training is flexible to fit around when it best suits the teacher to complete it. In year one, NQTs will:

- attend a full induction
- spend a total of four and a half hours each half-term learning content online - this online content has been broken down into weekly bitesize chunks to support the teacher to fit their learning into the half term
- attend two live online or in-person training sessions, lasting an hour and a half each, exploring more complex content
- spend an hour each week with their mentor either being observed, receiving feedback or discussing a topic in-depth to enhance their understanding

## What does a module look like in year one?

### Self-directed study

4.5 hours of self-directed study encompassing a range of exemplification materials, online activities and reflection.

### Group seminars

Two 90-minute small group seminars to discuss and debate the core content with fellow early career teachers.

### Instructional coaching

A half-termly cycle of agreeing development needs, practising your craft, receiving rich feedback and having the opportunity to practise with your mentor.



# Year one (NQT year)

The Teach First programme is made up of six modules, one per half term.

## Module one

- **How can you create powerful learning environments?**
- Establishing classroom routines and creating a culture of mutual trust and respect to ultimately make a powerful learning environment.



## Module two

- **How do pupils learn?**
- The importance of memory, avoiding cognitive overload and building pupils' long-term memory.



## Module three

- **What makes classroom practice effective?**
- Effective classroom practice, such as retrieval practice, instruction and modelling, and using questioning effectively.



## Module four

- **How can you use assessment and feedback to the greatest effect?**
- The importance of assessments, planning assessments and monitoring pupil work for misconceptions, and making feedback purposeful and manageable.

## Module five

- **How can you support all pupils to succeed?**
- Supporting all pupils to succeed through adaptive teaching, and teaching pupils who require a greater level of support.

## Module six

- **How can you plan a coherent curriculum?**
- Supporting pupils to build mental models and teaching a coherent curriculum.

Each module includes self-directed study materials with expert guidance, research and examples of best practice. Much of the content is supported by video exemplification to show how translates into practice. All classroom footage has been filmed in real schools and features real teachers and classes. NQTs will join online or in-person training sessions to discuss theory and their own experiences with small groups of peers and experts. Mentors will be trained on having instructional coaching conversations with their early career teachers.

# What the programme looks like for early career teachers in year two

## What's on offer

Year two content will be phase/subject-specific, building on concepts developed in year one. This is important to the early career teacher's success – recent research has highlighted that phase/subject-specific continuous professional development (CPD) has a greater impact on pupil outcomes (Cordingley et al., 2015).

Teachers will deepen their subject- or phase-specific knowledge on our unique programme through:

- phase/subject-specific networks facilitated by regional experts
- access to phase/subject-specific peer networks
- phase/subject-specific training sessions, designed and delivered by subject or phase matter experts
- one-to-one instructional coaching with mentors
- pre- and post-module quizzes, helping early career teachers evaluate their development, supporting rapid progress
- prompts for reflection, critical to change teacher action over time and prevent over-reliance on habits (Hobiss et al., 2020)
- additional research and resources to stretch early career teachers, especially in domains where they are already proficient

## Time commitment

In year two, early career teachers will:

- attend a year two induction
- continue to have access to all the online materials from year one, including stretch content to deepen their knowledge
- complete 45 minutes of self-directed study each half-term
- meet their mentor for an hour every two weeks
- attend a phase/subject-specific seminar every half-term to collaborate on learning and development

In the summer term, early career teachers will have access to four additional modules to help develop their learning. Throughout both years of the programme, we'll provide these four key modules to help early career teachers prepare for their next step in school, helping the transition to new roles but also supporting schools to retain great teachers through the four development modules:

- research in the classroom
- leading careers and employability
- preparing to mentor
- preparing for middle leadership

Early career teachers will also have access to a wellbeing course.



# What the programme looks like for mentors

## The role of the mentor

A mentor is the most important person to a new teacher. In the first week of term, your nominated mentor will meet their early career teacher. This is a chance to discuss ways of working and the early career teacher's areas for development, with a focus on the first module related to behaviour and high expectations.

In both years, mentors will attend an in-person training session for one day in September. It will provide them with everything they need to know about how to support their early career teacher through the Early Career Framework including effective mentoring and how to use instructional coaching to enhance teacher development.

Mentors will spend one hour per week with their early career teacher. This hour could include either a short drop in lesson observation, providing feedback and instructional coaching to develop the early career teacher, or discussing a topic in-depth with them to enhance their understanding of a concept within the school context. This reduces to one hour every two weeks in year two.

## Time commitment – year one

- Full induction
- One weekly instructional coaching interaction with their early career teacher
- One 90-minute mentor group seminar each half term
- A short weekly content familiarisation video each week that shares what their early career teacher will be working on in the self-directed study materials and any relevant research that underpins it

## Time commitment – year two

- Year two induction
- Instructional coaching with their early career teacher
- Six 90-minute training sessions, one per half-term

## Support for mentors

At the beginning of the programme, mentors will receive training which covers:

- how novice teachers learn best
- effective observation and feedback strategies
- using instructional coaching to accelerate progress
- how to provide further challenge to high-performing early career teachers

In addition, mentors will have one 90-minute seminar every half term to reflect on their practice and develop their core mentoring skills. These seminars have been designed in collaboration with expert partners Deans for Impact, who specialise in developing training for teacher educators. This will enable mentors to reflect on their practice and develop their core mentoring skills

Through Teach First's network of 1,000 partner schools, they will have opportunities to shadow outstanding practitioners and subject leaders.

To help support mentors in choosing a focus for the weekly meetings, they will have access to a mentor handbook. This outlines a recommended structure and sequence for mentor and early career teacher interactions. It also details key questions and talking points for each week of every module.

Much like the early career teacher, mentors will also have access to a wellbeing course throughout the two years of the programme. They will also have access to all online content available to the early career teachers.

# Teach First's mission

Our challenge is to unlock the potential in all children, not just some. With fair education, everything is possible. With great teachers, with brilliant leaders, with the right policy and connections, schools will thrive. And so will our children.

We work with schools to make three things happen:

## Great teachers

We help people develop into inspiring teachers. And we support them every step of the way as they discover their potential.

## Brilliant leaders

Behind every great school is a great leadership team. We support talented teachers to become inspiring and effective leaders at every level.

## Thriving schools

We connect schools to networks of support. And we work hard to create a positive policy environment. All so schools can make an even bigger difference.

“

**If we are to recruit and retain highly effective and committed teachers to meet the needs of our young people, investment in consistent, high-quality professional development is vital.”**

**Brendan Tapping**, CEO, Bishop Chadwick Catholic Education Trust

**Northamptonshire  
Teaching School Hub**

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