



Bright Futures

TEACHING SCHOOL HUBS

TRAFFORD & SALFORD

MANCHESTER & STOCKPORT

In partnership with:



Our Early Career Framework & Appropriate Body Provision

The Golden Package



Introduction

Bright Futures Educational Trust has been designated with two Teaching School Hubs for Manchester/Stockport and Trafford/Salford. We also have a wide number of partner schools in other areas through our Alliance for Learning network.

As a Teaching School Hub, we are delighted to offer our support for Early Career Teachers through our ECF package with Teach First and through our Appropriate Body (AB) induction programme. We have held AB status for over five years with a proven successful track record of recruiting and retaining high quality Early Career Teachers.

Overview

After a challenging year for trainee teachers, it is more important than ever new teachers receive the best possible support at the start of their careers. This change is to indicate the DfE's intention to offer a robust package of training and support which extends on the core content framework (CCF) delivered during ITT programmes, developing into the Early Career Framework (ECF). Both programmes set out an entitlement to new evidence-based support and training over the first three years of an Early Career Teacher's career, as well as support for their mentors.

The Early Career Framework reforms are designed to ensure that Early Career Teachers develop the skills and confidence they need. If your school offers statutory induction, you will need to replace your current induction process and we would suggest the best route would be through offering a DfE approved and fully funded programme of professional development and support.





The role of the Appropriate Body

Appropriate Bodies (ABs) will continue to play an important role in statutory teacher induction. As they have always done, ABs will be expected to check that all teachers are receiving their statutory entitlements (such as reduced timetable), and they will continue to have their role in assessment for all teachers. There is a cost for the AB package of support, and as a Teaching School Hub, we are able to offer both the AB and the ECF service. This golden package of support allows us to offer a 'one stop shop' for new entrants to the profession. This package will include access to the fully funding ECT programme in partnership with Teach First as well as also offering the AB service and package of support.

It is statutory that all Early Career Teachers have access to an ECF/ECT package and are registered with an Appropriate Body.

From September, the AB role is expanding to reflect the expectation that every new teacher has access to an ECF based induction. ABs will be expected to check that teachers are receiving a programme of support and training based on the ECF, alongside the other checks that they do. The DfE is referring to this as "**ECF-fidelity checking**" - ie checking that an induction programme is faithful to the ECF.

The AB role, and the level of fidelity checking, will vary depending on the induction route a school has chosen:

- i. For schools who have enrolled on the provider-led programme, the AB does not need to carry out fidelity checks at all, because the providers of the programme will be subject to a separate QA process. **This is referred to as the Full Induction Programme (FIP).**
- ii. Where schools choose to deliver the high quality DfE materials, or design their own induction programme using the ECF, the AB will be expected to check that the support and training being provided is faithful to the ECF. (A more in-depth level of checking will be expected where schools are designing their own programme.) **This is referred to as the Core Induction Programme CIP.**

Our Golden Package of support:

We believe this is the best or 'clearest' package for schools and MATs, delivered in partnership with the Bright Futures Teaching School Hubs and Teach First.

It simplifies and streamlines procedures, saving you time and resources, and giving you total assurance that your AB and ECT responsibilities are fully covered and supported. It also gives you lots of additional support and services exclusive to Bright Futures Teaching School Hubs.

Our Golden Package gives you:

- Access to the fully funded DfE Early Career Teacher programme (in partnership with the DfE approved provider Teach First for the duration of the induction phase)
- Access to our Full Appropriate Body (AB) service

AND it also includes a range of additional support exclusive to Bright Futures TSH's including:

- Access to Bright Futures Teaching School Hubs highly acclaimed ECT conferences (two over the induction period)
- Free membership of the Chartered College of Teaching
- Additional subject/phase specific support through our expert subject and phase specific SLE Team
- High quality Mentor support as detailed below
- ECTs become part of our network and can collaborate across the network

Our support is designed to support schools in the induction process and enable all ECTs to be clearly assessed against the Teachers' Standards.



Our fully funded ECT programme

This programme meets the DfE statutory ECT framework and each school must offer a thorough ECT programme of support as of September 2021. The Bright Futures Teaching School Hubs are working in partnership with **Teach First**, a DfE accredited Lead Provider.

Teach First

Overview: the Early Career Framework programme is designed to fit in with the day-to-day realities of supporting new teachers.

It is structured to help Early Career Teachers integrate theory, practice and feedback.

Year 1

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

Totalling 36 hours training and support

Year 2: 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
- Leadership, understanding the role of a mentor and understanding the role of a middle leader
- Continue to benefit from instructional coaching sessions with their mentor

Totalling 20 hours of support and training

Our Mentor support and training

As part of this Golden Package we offer mentors:

- A full induction to prepare Induction Tutors for their Appropriate Body role
- Support with the completion of paperwork in line with the Appropriate Body time frames
- Subject/age phase specific support through our bank of SLEs if required
- One dedicated point of contact with the Teaching School Hubs

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

Mentors attend online seminars to complement the modules being undertaken by their ECTs 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, discovering the best ways to reflect on their practice and develop their instructional coaching skills.

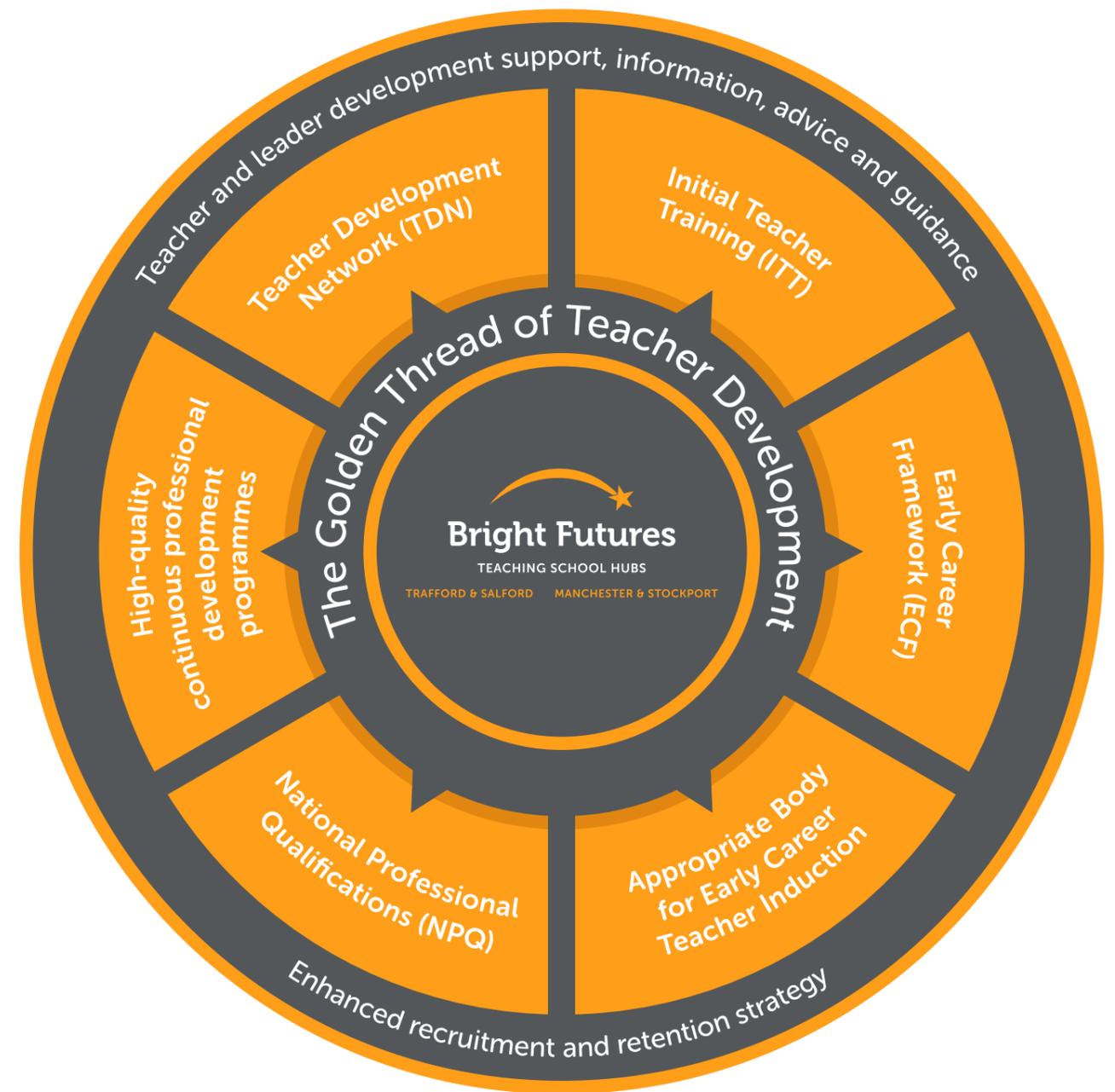
The Bright Futures Teaching School Hub Appropriate Body package:

- Registration and monitoring the progress of ECT as the AB and ECT provider including reporting to the Teacher Regulation Agency
- Making decisions on the outcome of statutory induction for ECT
- Monitoring of ECT and ECT Mentor engagement on the ECT programme
- Timely communication with ECT updates for both the AB and the ECT programme
- Giving advice where ECTs are at risk of failure and advising on appropriate support packages for the ECT
- Providing advice and guidance on the induction of ECTs
- Quality assurance of assessment forms, against the Teacher Standards
- Phone/email support for ECT Induction Tutors
- Access to up-to-date guidance documents
- Twilight Induction Tutor Training
- Twilight ECT Induction session
- A school visit when appropriate
- Over the two-year induction period access to two full-day ECT training conferences
- A dedicated point of contact within the Teaching School Hub for all AB and ECT needs

Our additional support exclusive to Bright Futures Teaching School Hubs

- Access to Bright Futures Teaching School Hubs highly acclaimed ECT conferences (two over the induction period)
- Free membership of the Chartered College of Teaching
- Additional subject/phase specific support through our expert subject and phase specific SLE Team
- High quality Mentor support
- ECTs become part of our network and can collaborate across the network

GOLDEN package of support inclusive of all the above: Cost £355





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