



East of England
Regional Network for ITT

Stepping Up

'ITT into ECT' Conference

Wednesday 22nd May 2024



- [Alban Teaching School Hub](#)
- [Alpha Teaching School Hub](#)
- [Cambridgeshire & Peterborough Teaching School Hub](#)
- [Chafford Hundred Teaching School Hub](#)
- [Julian Teaching School Hub](#)

- [Saffron Teaching School Hub](#)
- [Unity Teaching School Hub](#)
- [Inspiration Teaching School Hub](#)
- [Chiltern Teaching School Hub](#)

Agenda:

- Journey of an ECT, Mentor and Induction Tutor
- What the Teaching School Hubs can do for ECTs
- Induction and the Appropriate Body journey
- ITT into ECT - Sharing Experiences from Early Career Teachers
- Introduction to the Education Endowment Foundation
- The Chartered College of Teaching
- Smart Working - top tips for ECTs
- Well-being for ECTs
- Live Q&A

Terminology

- > **Pupils**
- > **Mentor**
- > **ECF** = Early Career Framework
- > **ECT** = Early Career Teacher
- > **ECT Programme** = Early Career Teachers Programme
- > **Induction** = your (two-year) entitlement to training as a new teacher.
- > **Appropriate Body** = organisations who quality assure statutory teacher induction
- > **EEF** = Education Endowment Foundation, a charity supporting schools, colleges and nurseries to improve teaching and learning through evidence and research
- > **DfE** = Department for Education

The journey of an ECT, their Mentor and their Induction Tutor

FAQs for Early Career Teachers

How does the training differ from ITT?

Who is my ECT mentor?

What is an Induction Tutor?

What does ECT induction look like?

What is an Appropriate Body?

What the Teaching School Hubs can do for ECTs

What is a Teaching School Hub?

The DfE has allocated 87 Teaching School Hubs nationally.

What do we do for you?

- School-based Initial Teacher Training (ITT)
- Appropriate Body services for ECTs
- Early Career Framework
- National Professional Qualifications (NPQs)
- Signpost high-quality, evidence-based CPD

Working collaboratively to support you wherever you start your career.

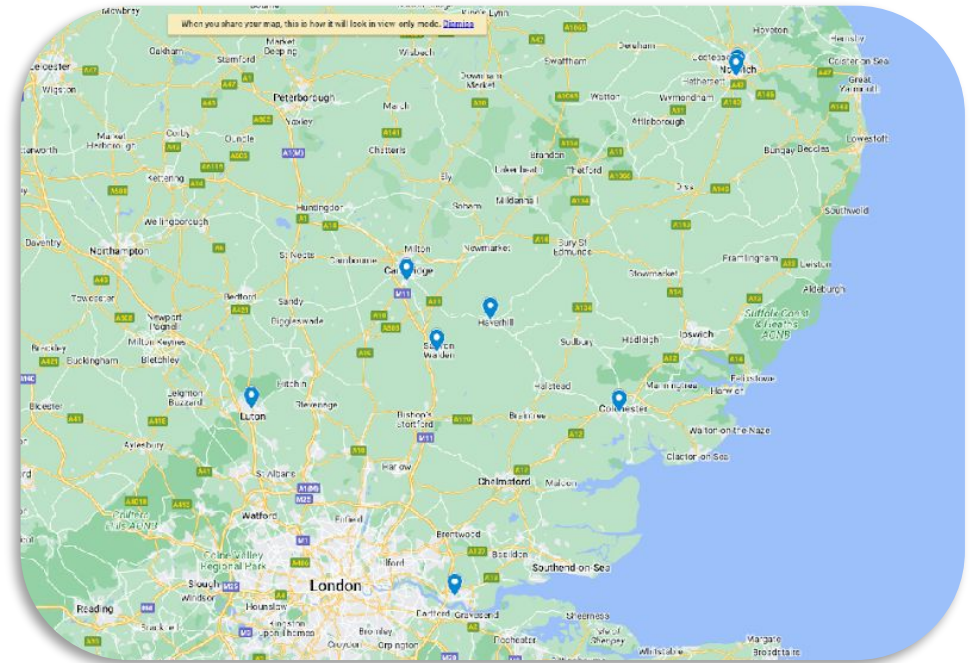


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Where are we?

- Teaching School Hubs in the Eastern region host a number of events to support trainee teachers, ECTs and mentors
- Websites
- Newsletters
- Social media

Sign up to keep in touch.



Putting the 'golden thread' into context

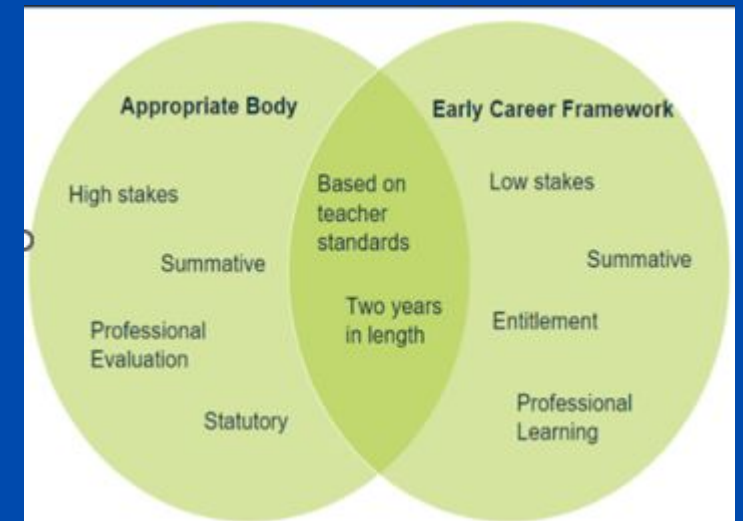


ITT	ECF	NPQ SPECIALIST	NPQ LEADERSHIP	OTHER CPD
Where you are now...	Your employing school will offer an Early Career Framework programme.	NPQ Behaviour and Culture NPQ Leading Teaching NPQ Leading Teacher Development NPQ Leading Literacy NPQ Leading Primary Maths	NPQ Senior Leadership NPQ Headship Early Headship Coaching Offer NPQ Executive Leaders NPQ Early Years Leadership NPQ SENCo	Led by the Teaching School Hub, linked with Curriculum Hubs, for example

Induction and the Appropriate Body journey







How am I monitored, supported and assessed as an ECT?

- What is the AB?
- Onboarding ECTs
- Checking statutory entitlements
- Role of Induction Tutor and Mentor
- Reviewing performance progress reviews
- End of year assessments, Teachers' Standards
- Absence, Part-time ECTs
- AB support



This guidance can be found on gov.uk [Induction for early career teachers \(England\)](https://www.gov.uk/guidance/induction-for-early-career-teachers-england) - GOV.UK (www.gov.uk)

ITT into ECT – Sharing Experiences

					
ROOM 1 <i>Molly Beckett</i> LKS2 – Y3 Building Relationships with Others	ROOM 2 <i>Tom Dunning</i> KS3 to 5 – Mathematics Managing Time and Relationships	ROOM 3 <i>Helen Ecclestone</i> UKS2 – Y5 What to do before the Summer Break	ROOM 4 <i>Talia Sanders</i> LKS2 – Y4 Workload and Wellbeing	ROOM 5 <i>Karen Whiter</i> LKS2 – Y4 Classroom routines and transitions	ROOM 6 <i>Ben Williams</i> KS3 to 5 – Science The First Term of ECT – Things I wish I'd Known

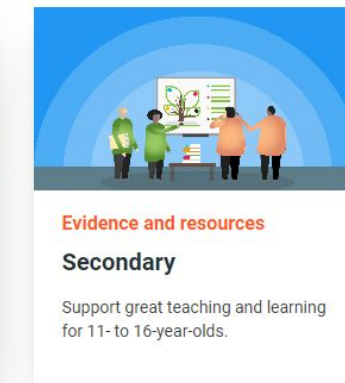
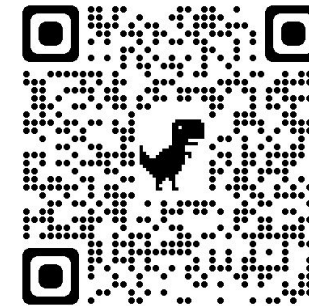
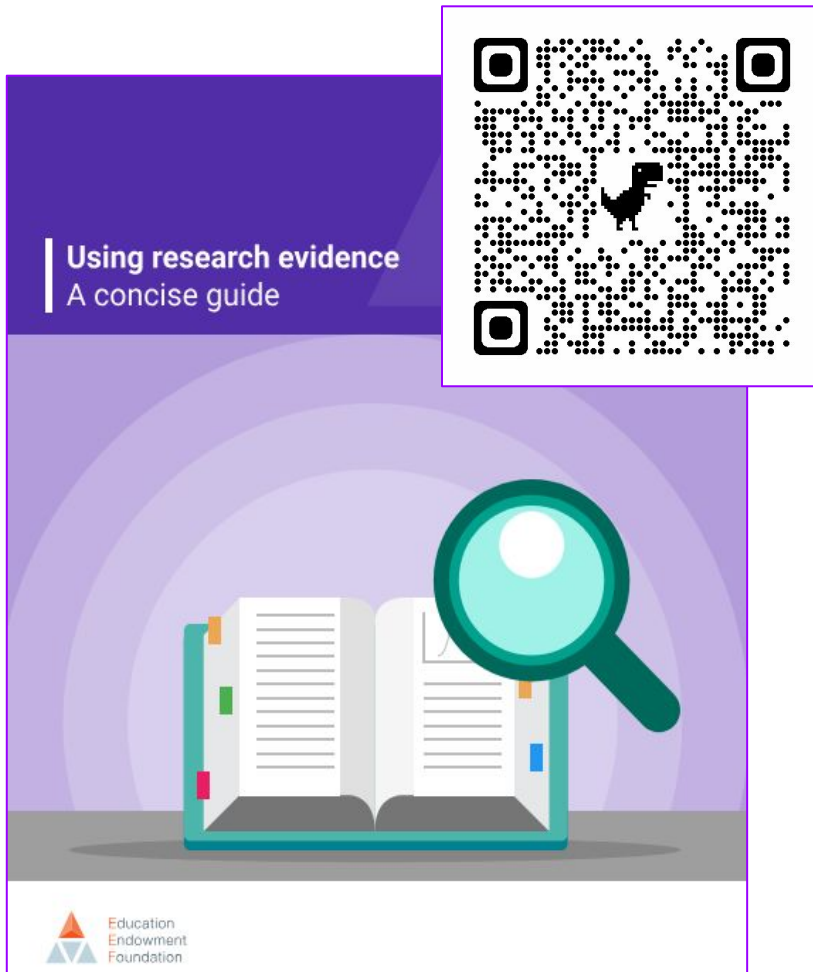
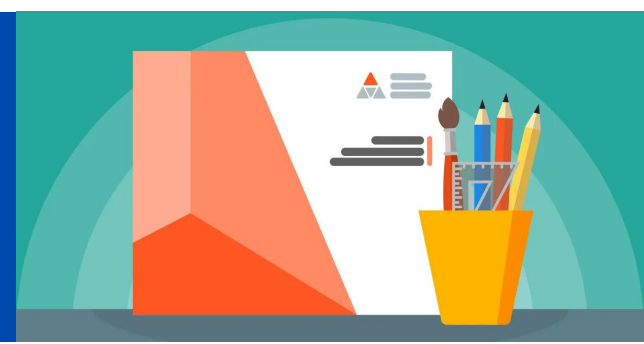
Staying informed and up-to-date

- The Education Endowment Foundation
- The Chartered College of Teaching

How can the EEF and Research Schools Network support my ongoing development as a teacher?

Andy Samways

Director of Unity Research School @UnityResSch @EducEndowFoundn @rs_network



How The Chartered College of Teaching can support Early Career Teachers

Celine-Anne Searle

ECT 2, Primary Teacher, Chartered College of Teaching membership committee member

The Chartered College offers 12 months' free membership for trainee teachers:

<https://charteredcollege/join/student-membership/>

Video link:
<https://youtu.be/HAu4a8YEMjs>

Welcome to the Early Career Hub

The Early Career Hub is our one-stop shop for **trainee teachers, early career teachers**, and those involved in **supporting, coaching and mentoring** those new to the profession.

Whether seeking top tips on how to maintain a **work-life balance and manage workload and wellbeing**, or more specialised advice on **key approaches in those first days in the classroom**, we've got you covered.

Content is helpfully linked to strands of the **Early Career Framework**, and includes accessible research articles on essential topics such as **using technology, providing feedback and understanding how pupils learn**.

We highly recommend that you use the Early Career Teacher booklet to support your professional learning journey. This workbook is designed to help you make the most of the resources below and help you effectively plan your ongoing professional development.

DOWNLOAD MEMBER WORKBOOK

Making the most of the Early Career Hub



Glossary of Terms



How does one SCITT use the Early Career Hub?



Planning your learning



Learning with colleagues

How The Chartered College of Teaching can support Early Career Teachers

CHARTERED
COLLEGE OF
TEACHING

Celine-Anne Searle

ECT 2, Primary Teacher, Chartered College of Teaching membership committee member

Standard 1: High Expectations

[VIEW ALL](#)

Latest content

Article



Getting started with challenging 'more able' learners

Classroom Practice Video



Creating a culture of high expectations in a secondary classroom

Classroom Practice Video



Motivation in a Secondary Classroom

Phase-specific content

Why you should read: Teach Like A Champion 2.0 by Doug Lemov
[Research Summary](#)

Return to school: Who first, why and how to support teenagers still at home?
[Case Study](#)

Great teaching techniques: Stretch and challenge
[Research Summary](#)

Standard 2: How Pupils Learn

[VIEW ALL](#)

Latest content

Article



A brief introduction to cognitive science

Article



Retrieval, spacing and interleaving in a KS1 classroom

Article



Cognitive Load Theory and its application in the classroom

Phase-specific content

ECFEST: How do students learn best? Cognitive science 101
[Webinar](#)

Webinar: How Learning Happens
[Webinar](#)

Webinar: Cognitive science in the classroom review – Education Endowment Foundation
[Webinar](#)

How The Chartered College of Teaching can support Early Career Teachers

Celine-Anne Searle

ECT 2, Primary Teacher, Chartered College of Teaching membership committee member

Classroom Practice Video



Routines in a music classroom

Research Summary



Less can be more: Rethinking the use of time in schools

Research Opportunity



Neurodiversity in Education Week: A Call for Panelists and Interviewees

How The Chartered College of Teaching can support Early Career Teachers

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Upcoming Events

Here are some of our upcoming events that may be of interest to early career teachers.



CLIMATE


Pioneer The Way In Climate Education!

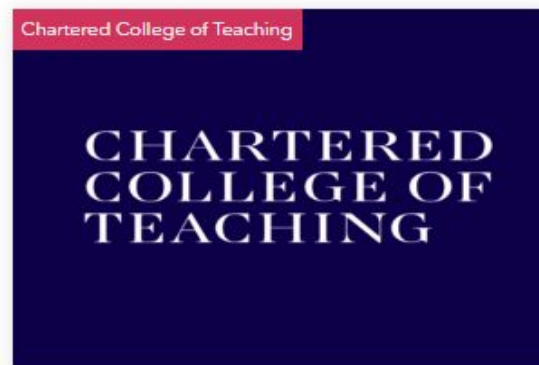
a webinar hosted by The Foundation for Education Development

 June 3, 2024

 2:00 pm

 Free

 Online



Closing the attainment gap for boys at secondary school

a webinar hosted by the Chartered College of Teaching

 June 6, 2024

 4:00 pm

 Free

 Online



Behaviour and Inclusion: For all schools

Life Lessons have partnered with The Difference to present a free webinar for educators on behavioural challenges in schools.

 May 21, 2024

 4:00 pm

 Free

 Online

How The Chartered College of Teaching can support Early Career Teachers

Celine-Anne Searle

ECT 2, Primary Teacher, Chartered College of Teaching membership committee member

ECT membership starts from £2 a month.

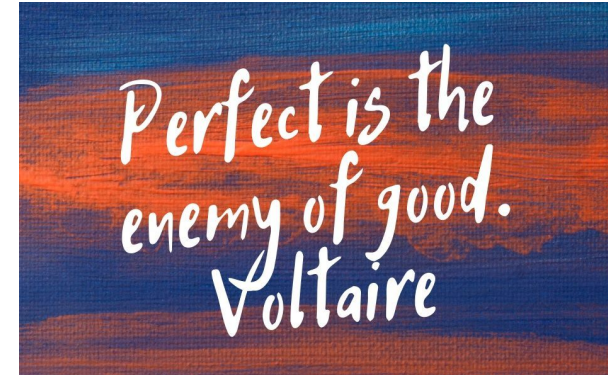
Full membership after you have completed your ECF programme is from £4.13 a month.

Smart Working

Workload

- **Effort-to-impact ratio**
- Don't reinvent the wheel
- Live feedback in lessons
- Utilise other adults
- Plan your time, especially ECT time
- Avoid admin tasks during PPA
- Ask staff about busier periods (reports, parents' evening, assessments)
- Make time for yourself

*What has the
most / least
impact in
teaching?*

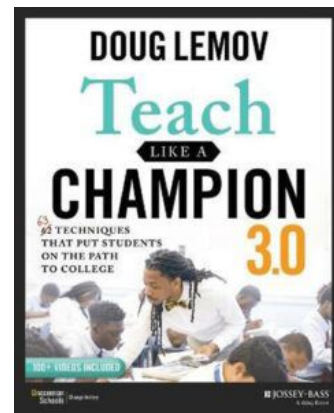


Setting Routines

- Entering the classroom
- Gaining attention
- Talk partners
- Answering questions
- Handing out / collecting in books
- Transitioning to independent work
- Mini-whiteboards
- Finishing a lesson

Which are your strengths/areas for development?

What good practice have you seen?



*Tip:
check out **Teach Like a Champion** videos online to support*

Prep for September

- Handover information
- Classroom resources - labelled
- Strong knowledge of behaviour system
- Seating plans
- Logins
- Scripts for routines
- Words/phrases for culture
- Subject knowledge

How will you ensure you are consistent with behaviour management?

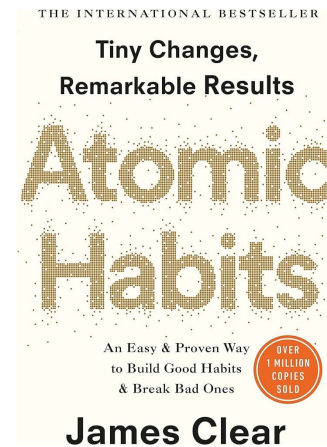
What words and phrases do you want to use to embed a strong class culture?

What areas of subject knowledge do you know you need to develop?

First half-term

- Classroom culture / social norms
- Plan shorter lessons
- Learn names (pupils and staff)
- Positive praise to parents
- One takeaway from each observation
- Build strong habits
- Engage with research (EEF)
- Keep smiling - you're making a difference!

What do you want
your classroom
culture to **look,**
sound and feel like?



Recommended
read:
Atomic Habits
by James Clear

Well-being for ECTs

The importance of looking after your well-being

It is really hard to offer anything like 'top tips' for wellbeing as the very term 'wellbeing' means different things for different people!

However, it is important to be mindful of your wellbeing.

Let's take a look at some current ECTs say:

'Make sure you are strict with yourself when it comes to switching off.'

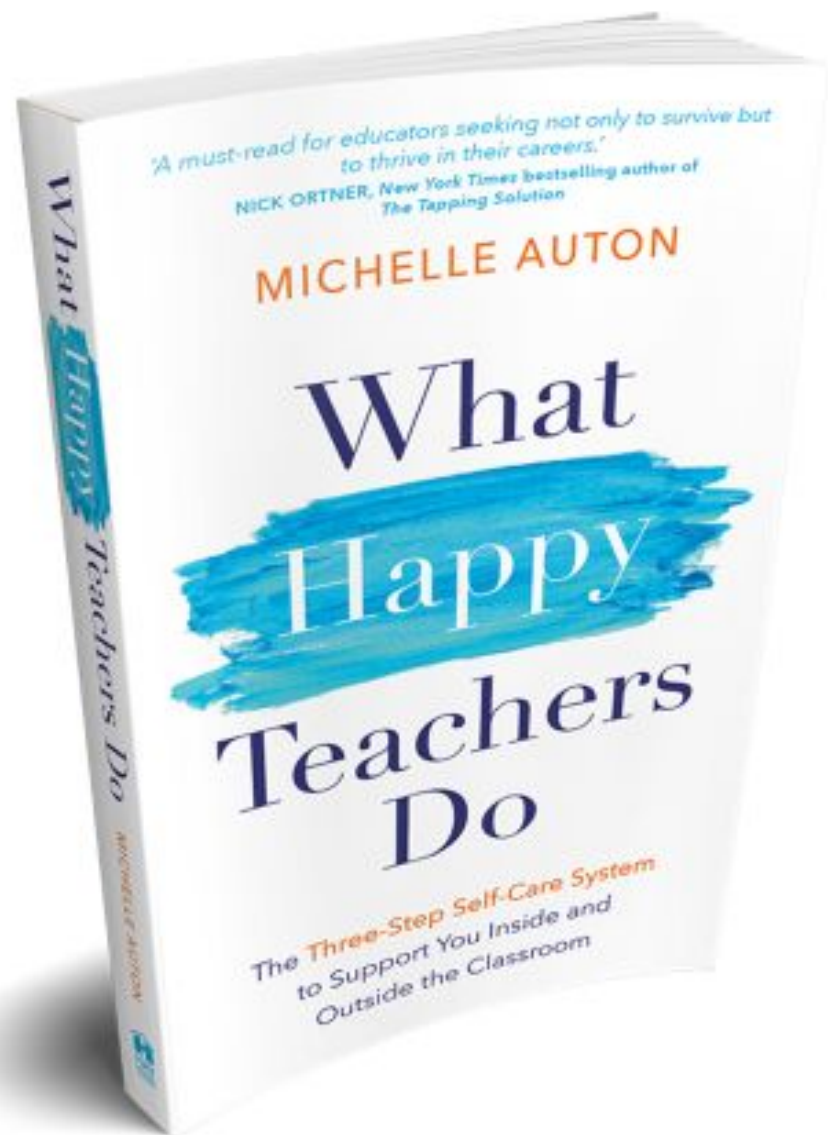
ECT, Charles Darwin Primary

'Take some time at lunch for a wellbeing activity.'

ECT, Cromer Academy

'Say no.'

ECT, Watton Junior



Website: michelleauton.com

Instagram: [michelleauton2](https://www.instagram.com/michelleauton2)



MICHELLE AUTON

Evaluation

Thank you for joining us at this event – we hope you found it useful.

We would really appreciate your feedback to help us plan for future events.

Please complete the short feedback survey.

<https://forms.office.com/e/9pJAgxE8Aa>



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