

Early Career Framework Bulletin

Spring 2023
Week Eleven and Twelve



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

Welcome

Welcome to the final bulletin of the Spring Term for the East Manchester Teaching Hub Early Career Framework. We hope that you have had a successful term, and have plans to enjoy the Easter holidays when they arrive!

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 eleven and week twelve** 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!

Have a wonderful Easter holiday!

Ruth Simpson (ECF Delivery 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.
PLEASE REMEMBER TO COMPLETE YOUR END OF MODULE THREE EVALUATION FORM!

Week Eleven (Week commencing, 20th March 2023 or 27th March 2023)

The focus for this week is 'Meeting individual needs and balancing workload'. There is an ECT self-directed study this week. The resources can be found [here](#). You will also have a mentor meeting this week.

Week Twelve (Week commencing, 27th March 2023)

The focus for this week is 'Reviewing the learning from Teachers' Standard 5'. There is an [online learning community training session this week](#). You should have received the details from our team. Please contact us if you haven't received this information. If you cannot attend the session, you can access the UCL recording [here](#). You will also have a mentor meeting this week.

The focus for your OLC training session is as follows:

The ECT will learn that:

5.3 Adapting teaching in a responsive way, including by providing targeted support to pupils who are struggling, is likely to increase pupil success.

The ECT will learn how to meet individual needs without creating unnecessary workload, by:

5h. Making use of well-designed resources (e.g. textbooks).

5i. Planning to connect new content with pupils' existing knowledge or providing additional pre-teaching if pupils lack critical knowledge.

Please note that, due to the timetabled holidays in your area, you may need to address the material for week eleven and week twelve in the same week. We appreciate that you may not have time to cover all the material in the mentor sessions, so please use the flexible approach and focus on what you think is more pertinent for you at this stage.

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

Dates for your Diary

Cohort Two September 2022 Starters

Your next face-to-face training session will take place in the week beginning **Monday 24th April 2023**.

Cohort One April 2022 Starters

After Easter, you will move into your own bespoke cluster and start Year Two of the ECF programme.

Your first face-to-face training session for Module Six will be on **Wednesday 24th May 2023**.

Your second face-to-face training session for Module Seven will be on **Wednesday 21st June 2023**.

Before your first training session, you will receive a welcome email and an introductory video for Year Two. Please watch out for this email in the next two weeks!

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:

[Classroom strategies to support struggling readers | OUP Blog](#)



EARLY CAREER TEACHERS

Cohort Two: January 2023 Starters

This term you will focus on Module Two 'Engaging Pupils in Learning' of the ECF programme.
PLEASE REMEMBER TO COMPLETE YOUR END OF MODULE TWO EVALUATION FORM!

Week Eleven (Week commencing 20th March 2023 or 27th March 2023)

NB. This is 'Week Five' of Module Two.

The focus for this week is 'Curriculum and subject knowledge'. There is an ECT self-directed study this week. The resources can be found [here](#). You will also have a mentor meeting this week.

Week Twelve (Week commencing 27th March 2023)

NB. This is 'Week Six' and 'Week Seven' of Module Two

Week Six: The focus for this week is 'Subject knowledge and key concepts'. There is no ECT self-directed study this week. You will have a mentor meeting this week.

Week Seven: The focus for this week is 'Review of Module 2 audit'. There is **online learning community training session this week**. You should have received the details from our team. Please contact us if you haven't received this information. If you cannot attend the session, you can access the UCL recording [here](#). You will also have a mentor meeting this week.

The focus for your OLC training session is as follows:

Deliver a carefully sequenced and coherent curriculum by:

- 3a. Identifying essential concepts, knowledge, skills and principles of the subject and providing opportunity for all pupils to learn and master these critical components.
- 3b. Ensuring pupils' thinking is focused on key ideas within the subject.
- 3c. Working with experienced colleagues to accumulate and refine a collection of powerful analogies, illustrations, examples, explanations and demonstrations.

Help pupils apply knowledge and skills to other contexts by:

- 3k. Ensuring pupils have relevant domain-specific knowledge, especially when being asked to think critically within a subject.

Please note that, due to the timetabled holidays in your area, you may need to address the material for week five, six and seven in the same week. We appreciate that you may not have time to cover all the material in the mentor sessions, so please use the flexible approach and focus on what you think is more pertinent for you at this stage.

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

Dates for your Diary

- 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:

Major Teaching Myth: "Always ask before you tell" – teacherhead



East Manchester
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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.
PLEASE REMEMBER TO COMPLETE YOUR END OF MODULE THREE EVALUATION FORM!

Week Eleven (Week commencing. 20th March 2023 or 27th March 2023)

The focus for this week is 'Meeting individual needs and balancing workload'. There is no mentor self-directed study this week but will have a mentor meeting this week. The UCL resources to support the meeting can be found [here](#).

Week Twelve (Week commencing. 27th March 2023)

The focus for this week is 'Reviewing the learning from Teachers' Standard 5'. There is no mentor self-directed study session this week. Your ECT(s) should have attended an online training session to be discussed in your mentor meeting. The UCL resources to support the meeting can be found [here](#).

Please note that, due to the timetabled holidays in your area, you may need to address the material for week eleven and week twelve in the same week. We appreciate that you may not have time to cover all the material in the mentor sessions, so please use the flexible approach and focus on what you think is more pertinent for you at this stage.

Note: Please see page seven for further 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 12th June 2023, Tuesday 13th June 2023, Wednesday 14th June 2023, or Thursday 15th June 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](#).

Cohort One April 2022 ECT Mentors

After Easter your ECT will move on to Year Two of the ECF programme; you will need to access the Module Six materials on UCLeXtend.

Your next mentor online learning community training session will take place on **Tuesday 13th June 2023**.

Before you begin Module Six with your ECT, you will receive a welcome email and an introductory video for Year Two. Please watch out for this email in the next two weeks!

QUICK-READ RESEARCH:

Classroom strategies to support struggling readers | OUP Blog



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.
PLEASE REMEMBER TO COMPLETE YOUR END OF MODULE TWO EVALUATION FORM!

Week Eleven (Week commencing, 20th March 2023 or 27th March 2023)

NB. This is 'Week Five' of Module Two.

The focus for this week is 'Curriculum and subject knowledge'. There is no mentor self-directed study this week but you will have a mentor meeting this week. The resources to support the meeting can be found [here](#).

Week Twelve (Week commencing, 27th March 2023)

NB. This is 'Week Six' and 'Week Seven' of Module Two

Week Six: The focus for this week is 'Subject knowledge and key concepts'. There is no mentor self-directed study this week but you will have a mentor meeting. The resources to support the meeting can be found [here](#).

Week Seven: The focus for this week is 'Review of Module 2 audit'. Your ECT will attend an online learning community training session this week which should be discussed in your mentor meeting. The resources to support your mentor meeting can be found [here](#).

Please note that, due to the timetabled holidays in your area, you may need to address the material for week five, six and seven in the same week. We appreciate that you may not have time to cover all the material in the mentor sessions, so please use the flexible approach and focus on what you think is more pertinent for you and your ECT at this stage.

Note: Please see page seven for further 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 12th June 2023, Tuesday 13th June 2023, Wednesday 14th June 2023, or Thursday 15th June 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:

Major Teaching Myth: "Always ask before you tell" – teacherhead



FACILITATORS

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

Cohort Two ECT Facilitators

Dates for your Diary!

Thursday 23rd March 2023 8-8.30am

Re-scheduled Facilitator Briefing with Ruth Simpson (A Zoom link will be sent in due course)

Week beginning Monday 27th March 2023

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

Week beginning Monday 24th April 2023

Module Four Face-to-Face Training Session (Resources have already been emailed; calendar invites, and registers will be sent out in due course)

Cohort Two Mentor Facilitators

Dates for your Diary!

Thursday 25th May 2023 8-8.30am

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

The next Mentor Online Learning Communities will take place on **Monday 12th June 2023, Tuesday 13th June 2023, Wednesday 14th June 2023, or Thursday 15th June 2023**. You will be sent a Zoom link and resources for the session in due course!

QUICK-READ RESEARCH:

Major Teaching Myth: "Always ask before you tell" - teacherhead

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