

Early Career Framework Bulletin

Summer 2023

Week One and Two



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

Welcome

Welcome to the first bulletin of the summer term for the East Manchester Teaching Hub Early Career Framework. We hope that you have had a restful Easter break.

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

We hope you have a wonderful start to the summer term!

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

EARLY CAREER TEACHERS

Cohort One: January 2022 Starters

This term you will focus on Module Eight 'Developing Quality Pedagogy and Making Use of Assessment' of the ECF Programme.

PLEASE REMEMBER TO COMPLETE YOUR END OF MODULE SEVEN EVALUATION FORM!

Week One (Week commencing. Monday 17th April 2023)

There are no self-directed study sessions this week. You will not have a structured mentor meeting this week; however, we would recommend having a quick check-in with your mentor to ask any questions about the term ahead.

Week Two (Week commencing. Monday 24th April 2023)

The focus for this week is 'Conducting an extended evaluative inquiry and the Module Eight Audit'. You will attend a face-to-face 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 resources to support this session can be found [here](#).

The focus for your training session is as follows:

- Seek to understand pupils' differences by working closely with the Special Educational Needs Coordinator (SENCO) and special education professionals (5.2, 5c)
- Adapt teaching in a responsive way, including by providing targeted support to pupils who are struggling (5.3) and making effective use of teaching assistants (5g)
- Design an inquiry to potentially include collaboration with other staff in their schools, connected to your personal development needs in relation to ECF Standards 4, 5, and 6.

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

Dates for your Diary

Your first training session for Module Eight will take place on **Tuesday 25th April 2023**.

Your second training session for Module Eight will take place **Tuesday 13th June 2023**.



QUICK-READ RESEARCH:

Exploring Barak Rosenshine's seminal Principles of Instruction: Why it is THE must-read for all teachers. – teacherhead



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EARLY CAREER TEACHERS

Cohort One: April 2022 Starters

This term you will start YEAR TWO of the ECF Programme.

You will focus on Module Six 'Inquiry into Enabling Pupil Learning' of the ECF programme.

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

As you are starting Year Two of the ECF programme and will now be in your own bespoke cluster, you should have received a welcome email from the East Manchester Teaching Hub team. In this email there were links to introductory materials for Year Two of the ECF programme. We recommend that you watch our introductory video which explains how to begin the practitioner inquiry which forms the basis of Module Six and Module Seven and explains the structure of Year Two (link [here](#)).

Week One (Week commencing. Monday 17th April 2023)

There are no self-directed study sessions this week or structured mentor meetings; however, it would be helpful to do a quick check-in with your mentor to clarify any queries you have about the summer term.

Week Two (Week commencing. Monday 24th April 2023)

The focus for this week is the 'Module Six Audit'. There is no self-directed study this week. You will have a mentor meeting this week. The resources to support this session can be found [here](#).

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

Dates for your Diary!

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**.

(NB. Both training sessions are taking place at Mahdlo, Egerton Street, Oldham. Parking is available on Rock Street which sits just behind the venue.)

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:

Routines: how to achieve disruption free lessons – TB blogs ([wordpress.com](https://www.wordpress.com))



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EARLY CAREER TEACHERS

Cohort Two: September 2022 Starters

This term you will focus on Module Four 'Making Productive Use of Assessment' of the ECF programme.

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

Week One (Week commencing. Monday 17th April 2023)

The focus for this week is the 'Fundamental Principles of Effective Assessment (1) and the Module Four Audit'. There is a self-directed study session this week. The resources can be found [here](#). You will also have a mentor session this week. The resources to support this session can be found [here](#).

Week Two (Week commencing. Monday 24th April 2023)

The focus for this week is the 'Fundamental Principles of Effective Assessment (2)'. There is no self-directed study this week, but you will have a face-to-face training session. If you are unable to attend this session, please send your apologies to the EMTH team and watch the recording on UCLeXtend within the next two weeks. You can find the recording [here](#). You will also have a mentor meeting this week. The resources to support this session can be found [here](#).

The focus of your face-to-face training session is as follows:

The ECT will learn that:

6.2. Good assessment helps teachers avoid being over-influenced by potentially misleading factors, such as how busy pupils appear.

The ECT will learn how to avoid common assessment pitfalls, by:

6c. Choosing, where possible, externally validated materials, used in controlled conditions when required to make summative assessments.

If your face-to-face training session is scheduled for the proposed strike day on Thursday 27th April 2023, you should have received a communication from our team. If you have any questions, please contact us as soon as possible.

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

Dates for your Diary!

Your Module Four Online Learning Community session will take place in the week beginning **Monday 22nd May 2023**.

Your Module Five face-to-face training session will take place in the week beginning **Monday 5th June 2023 or Monday 12th June 2023**.

Your Module Five Online Learning Community will take place in the week beginning **Monday 3rd July 2023 or Monday 10th July 2023**.

QUICK-READ RESEARCH:

Revisiting Dylan Wiliam's Five Brilliant Formative Assessment Strategies. – teacherhead



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EARLY CAREER TEACHERS

Cohort Two: January 2023 Starters

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

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

Week One (Week commencing. Monday 17th April 2023)

The focus for this week is the 'Module Three Audit'. There is no self-directed study session this week. You will have a mentor session this week. The resources to support this session can be found [here](#). There is a scheduled face-to-face training session this week. This will take place on **Wednesday 26th April 2023**.

Week Two (Week commencing. Monday 24th April 2023)

The focus for this week is the 'Implementing effective modelling'. There is a self-directed study this week. The resources for the session can be found [here](#). You will have a facilitated training session this week. This will cover the [face-to-face training session material](#) and the [online learning community training session material](#), which would normally be delivered in week six of Module Three. If you are unable to attend this session, please send your apologies to the EMTH team and watch the recording on UCLxTend within the next two weeks. Links to each recording are embedded above. You will also have a mentor meeting this week. The resources to support this session can be found [here](#).

The focus of your face-to-face training session is as follows:

ECTs will learn that:

- 4.8 Practice is an integral part of effective teaching, ensuring pupils have repeated opportunities to practise, with appropriate guidance and support, increases success.
- 4.6 Questioning is an essential tool for teachers; questions can be used for many purposes, including to check pupils' prior knowledge, assess understanding and break down problems.
- 4.9 Paired and group activities can increase pupil success, but to work together effectively pupils need guidance, support and practice.
- 4.10 How pupils are grouped is also important; care should be taken to monitor the impact of groupings on pupil attainment, behaviour and motivation.

ECTs will learn how to:

- 4d. Provide sufficient opportunity for pupils to consolidate and practise applying new knowledge and skills.
[Stimulate pupil thinking and check for understanding by:](#)
- 4l. Planning activities around what you want pupils to think hard about.
- 4m. Including a range of types of questions in class discussions to extend and challenge pupils (e.g. by modelling new vocabulary or asking pupils to justify answers).
- 4n. Providing appropriate wait time between question and response when more developed responses are required.
- 4o. Consider the factors that will support effective collaborative or paired work (e.g. familiarity with routines, whether pupils have the necessary prior knowledge and how pupils are grouped).

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

Dates for your Diary!

Module Three Face-to-Face Training Session One: **Wednesday 26th April 2023 (1.30-4.30pm)**

Module Three Face-to-Face Training Session Two: **Thursday 25th May 2023 (2-4pm)**

Module Three Online Learning Community: **Monday 12th June 2023 (3.30-4.30pm)**

QUICK-READ RESEARCH:

Hands down is the new hands up! – A Psychology Teacher writes (wordpress.com)



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MENTORS

Cohort One: January 2022 Starters and April 2022 Starters

COHORT ONE: January 2022 Starters

PLEASE MAKE SURE YOU COMPLETE YOUR MODULE SEVEN AUDIT.

Focus for this Term

The focus for this term is Module Eight 'Developing Quality Pedagogy and Making Use of Assessment' of the ECF Programme.

Week One: Week beginning Monday 17th April 2023

There is no self-directed study session this week and no structured mentor session; however, we've advised your ECT to check in with you about anything specifically relevant to this term.

Week Two: Week beginning Monday 24th April 2023

The focus for this week is 'Conducting an extended evaluative inquiry and Module Eight audit'. There is a self-directed study session this week. The resources to support the session can be found [here](#). You will also have a structured mentor session this week with your ECT. The resources to support the session can be found [here](#).

Dates for your Diary!

Your next Online Learning Community training session will take place on **Wednesday 14th June 2023**. Details will be sent out by our team in due course. If you are unable to attend this session, please send your apologies to the EMTH team and watch the recording on UCLxTend within two weeks of the session. You can find a link to the recording [here](#).

COHORT ONE: April 2022 Starters

PLEASE MAKE SURE YOU COMPLETE YOUR MODULE THREE AUDIT.

Focus for this Term

The focus for this term is Module Six 'Inquiry into Enabling Pupil Learning' of the ECF Programme.

Week One: Week beginning Monday 17th April 2023

There is no self-directed study session this week and no structured mentor session; however, we've advised your ECT to check in with you about anything specifically relevant to this term.

Week Two: Week beginning Monday 24th April 2023

The focus for this week is the 'Module Six Audit'. There is a self-directed study this week. You will find the resources to support the session [here](#). You will have a structured mentor session this week with your ECT. The resources to support the session can be found [here](#).

Dates for your Diary

Your next Online Learning Community training session will take place on **Tuesday 13th June 2023**. Details will be sent out by our team in due course. If you are unable to attend this session, please send your apologies to the EMTH team and watch the recording on UCLxTend within two weeks of the session. You can find a link to the recording [here](#).

Additional Information

As you and your ECT are now moving into Year Two of the ECF programme, you should have received an introductory email outlining the materials you need to access. We recommend you watch the EMTH introductory video which explains what the practitioner inquiry involves and how Year Two is structured (link [here](#)).

Note: Please see page nine 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.

QUICK-READ RESEARCH:

Let's Probe! The words to unlock non-judgemental coaching conversations. – teacherhead



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MENTORS

Cohort Two: September 2022 and January 2023 Starters

COHORT TWO: September 2022 Starters

PLEASE MAKE SURE YOU COMPLETE YOUR [MODULE THREE AUDIT](#).

Focus for this Term

The focus for this term is Module Four 'Making Productive Use of Assessment' of the ECF Programme.

Week One: Week beginning Monday 17th April 2023

The focus for this week is the 'Fundamental principles of effective assessment (1) and the Module Four Audit'. There is a self-directed study this week. The resources to support this session can be found [here](#). You will also have a structured mentor session with your ECT this week. The resources to support the session can be found [here](#).

Week Two: Week beginning Monday 24th April 2023

The focus for this week is the 'Fundamental principles of effective assessment (2)'. There is no self-directed study this week. You will have a structured mentor session with your ECT. The resources to support the session can be found [here](#). Your ECT will attend a facilitated training session this week; where possible, please discuss this in your mentor session.

Dates for your Diary

Your next Online Learning Community training session 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. Details will be sent out by our team in due course. If you are unable to attend this session, please send your apologies to the EMTH team and watch the recording on UCLeXtend within two weeks of the session. You can find a link to the recording [here](#).

COHORT TWO: January 2023 Starters

PLEASE MAKE SURE YOU COMPLETE YOUR [MODULE TWO AUDIT](#).

Focus for this Term

The focus for this term is Module Three 'Developing Quality Pedagogy' of the ECF Programme.

Week One: Week beginning Monday 17th April 2023

The focus for this week is the 'Module Three Audit'. There is a self-directed study this week. The resources to support this session can be found [here](#). You will also have a structured mentor session with your ECT this week. The resources to support the session can be found [here](#).

Week Two: Week beginning Monday 24th April 2023

The focus for this week is the 'Implementing Effective Modelling'. There is no self-directed study this week. You will have a structured mentor session with your ECT. The resources to support the session can be found [here](#). Your ECT will attend a facilitated training session this week; where possible, please discuss this in your mentor session.

Dates for your Diary

Your next Online Learning Community training session 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. Details will be sent out by our team in due course. If you are unable to attend this session, please send your apologies to the EMTH team and watch the recording on UCLeXtend within two weeks of the session. You can find a link to the recording [here](#).

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

QUICK-READ RESEARCH:

Let's Probe! The words to unlock non-judgemental coaching conversations. – teacherhead



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FACILITATORS

Cohort Two September 2022 ECTs

This term's focus is Module Four 'Making Productive Use of Assessment' of the ECF programme.

Dates for your Diary!

Week beginning Monday 24th April 2023

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

Thursday 11th May 2023 8-8.30am

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

Week beginning Monday 22nd May 2023

Module Four Online Learning Community Training Sessions (Resources, calendar invites, and registers to be sent out in due course)

Cohort Two Mentor Facilitators

Dates for your Diary!

Thursday 25th May 2023 8-8.30pm

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

Monday 12th, Tuesday 13th, Wednesday 14th, Thursday 15th June 2023 3.30-4.30pm

Module Five 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.

QUICK-READ RESEARCH:

Let's Probe! The words to unlock non-judgemental coaching conversations. – 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