



# Early Career Professional Development Programme

Providing the support early career teachers need through the Department for Education's Early Career Framework.

In partnership with

**Sheffield  
Hallam  
University**

**Sheffield  
Institute  
of Education**

Funded by

  
Department  
for Education



## Our programme

- Exceptional professional development designed to meet the needs of early career teachers.
- Covers the full range of the ECF's 'Learn that' and 'Learn how to' areas, supported by ongoing ideas for practice and opportunities for reflection.
- Includes a focused development programme for mentors.
- Evidence-informed, supported by 50 years of experience running CPD programmes across the world including the Accelerate programme for early career teachers launched in 2018.
- Aligns to the DfE's mentor and CPD standards.
- Developed in partnership with schools and Sheffield Hallam University, one of England's largest providers

## Providing the support early career teachers need

We believe all teachers should have access to high quality professional development so that they can continue to improve at every stage of their careers. The first few years of a teacher's career are critical, where learning opportunities, nurturing and support can make or break a career in teaching. This has never been more true than for newly qualified teachers starting in 2020.

Developed with schools and our partner Sheffield Institute of Education, part of Sheffield Hallam University, our programme, based on the Early Career Framework, provides teachers with the essential specialist support they need to improve their practice and build confidence during the two years following their Initial Teacher Training.

As part of the expansion to the early rollout, we are offering a one year programme for NQTs starting in Autumn 2020 to a limited number of schools.

## Space for early career teachers to reflect

Early career teachers (ECTs) need time and space to reflect on and challenge their own practice. This programme is centred around developing the mentor relationship, webinars, face-to-face training, and self-study activities which support this.

Each of these activities will provide opportunities to Learn the theory, put the theory into Practice, and Reflect on personal and professional development with the support of their mentor. The programme includes:

- Face-to-face and webinar sessions with expert input from specialist organisations exploring effective classroom practice across settings, phases and specialisms.
- One-day regional training event.
- Regular mentor sessions exploring content with a focus on learning, practicing and reflecting.
- Opportunities for reflection and discussion as well as carefully timed self-study.



### What is the Early Career Framework?

The Department for Education (DfE)'s Early Career Framework (ECF) underpins a funded, two-year package of structured training and support for early career teachers. It ensures new teachers have dedicated time to focus on their development, building on their Initial Teacher Training (ITT).

*"We are passionate about face-to-face training because it's proven to work. Where face-to-face cannot happen, we have the expertise to replicate the benefits of face-to-face through carefully constructed remote learning sessions."*

*"The Early Career Framework offers a really comprehensive roadmap of the knowledge and competences which will make novice teachers more effective in the classroom. With our support, mentors in their schools will help to develop new teachers' expertise and make a positive difference to their competence, confidence and motivation at this crucial stage in their careers."*

MATT DAVIS, REGIONAL DIRECTOR UK,  
EDUCATION DEVELOPMENT TRUST



*"We are really excited to be involved from the start of this initiative. This allows us to develop a really rich understanding of what we need to do to fully support our early career and trainee teachers. As practitioners working within an opportunity area, we can also help to ensure that our teacher and pupil needs can be most fully met."*

KATE WALTER, STRATEGIC DIRECTOR,  
NORTHERN LIGHTS TEACHING SCHOOL  
ALLIANCE

## Raising confidence and student outcomes

Teaching quality is the biggest in-school factor in raising the attainment of children and teachers' learning curves are at their steepest in the early years of their careers. As with everything that we do, this programme is designed around what works. We use evidence-based professional development models that are the most effective in improving teacher practice and student outcomes.

## Professional development for teacher mentors

Through a dedicated learning pathway, we will work with in-school mentors to develop mentoring and coaching techniques - essential skills that they can use through-out their careers.

The mentoring programme will ensure that each mentor is confident with their knowledge of the Early Career Framework and develops their mentoring skills so that the ECTs they work with get the very best from the programme.

These highly skilled mentors will become the primary source of support and challenge to ECTs. As well as face-to-face sessions to develop knowledge and skills in mentoring (aligned to the Mentor Standards), mentors will also attend regular peer-coaching sessions to discuss progress and challenges with a 'buddy' mentor.

### Our work with early career teachers

We have had the privilege of working with thousands of teachers across the world over the last 50 years. In 2018 we launched the Accelerate programme for early career teachers and have seen firsthand what a difference specially designed professional development and support can make on new teachers.

# 93%

**OF PARTICIPANTS RATED  
OUR ACCELERATE PROGRAMME  
IN THE FIRST YEAR AS GOOD  
OR ABOVE**

### How to join the programme

As part of the expansion to the early rollout of the Early Career Framework, we will be delivering a one year programme for NQTs and their mentors starting in Autumn 2020.

Funded by the Department for Education (DfE), by joining the early rollout your school will benefit a full year before the national rollout in 2021.

Find out more and register for the programme at:  
[www.EducationDevelopmentTrust.com/ECF](http://www.EducationDevelopmentTrust.com/ECF)

### About Education Development Trust

We are an international not-for-profit organisation that transforms lives around the world by improving education.

When you work with us, you'll be joining thousands of teachers and education professionals around the world who benefit from our support. In England, we have worked extensively with the Department for Education for over 20 years, including the development of the professional development programme Accelerate, tailor-made for teachers in their first five years of teaching.

As part of our charitable mission, we invest annually in a major programme of education research, which is available to download for free from our website. The insights from this research inform the projects we deliver, as well as influencing policymaking and supporting practitioners around the world.

### About Sheffield Institute of Education

Sheffield Institute of Education, part of Sheffield Hallam University, is a national centre for education, recognised for excellence and innovation in teaching and learning through research and practice.

Their work is embedded in educational practice and delivered by working in partnership to respond to the needs of educators. Everything they do is informed by cutting-edge research by leading academics and expert practitioners, across many educational disciplines.



## GET IN TOUCH

To register for the programme or to find out more visit  
[educationdevelopmenttrust.com/ecf](http://educationdevelopmenttrust.com/ecf)

Email the team at  
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