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Guidance

# Rollout of Early Career Framework professional development package

Updated 2 March 2020

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## Early rollout areas

The Department for Education (DfE) is conducting an early rollout of the Early Career Framework development programme from September 2020.

Participation is voluntary and participating schools will benefit from the 2-year package of development support from 2020.

The areas involved in early rollout are:

### Greater Manchester

- Bolton
- Bury
- Oldham
- Manchester City Council
- Rochdale
- Stockport
- Salford
- Tameside
- Trafford
- Wigan

### Opportunity North East (ONE) area

- Darlington
- Durham
- Gateshead
- Hartlepool
- Middlesbrough
- Northumberland
- North Tyneside
- Newcastle
- Redcar and Cleveland
- South Tyneside
- Sunderland
- Stockton-on-Tees

### South and West Yorkshire

- Bradford
- Doncaster

## Eligibility

You can opt in if you are in the early rollout area and:

- currently offer statutory induction
- are a relevant school as set out in section 2 of the statutory induction (<https://www.gov.uk/government/publications/induction-for-newly-qualified-teachers-nqts>) guidance
- expect to have a newly qualified teacher (NQT) starting induction in the 2020 to 2021 academic year

Schools who opt in can access a professional development support package for their NQTs which includes:

- funded 5% time off timetable in the second year of teaching, in addition to the existing 10% in the first year
- a range of high-quality, freely available curricula and training materials underpinned by the Early Career Framework
- funded training for NQTs and mentors of NQTs
- funded time for mentors to support NQTs

## Selecting a professional development provider for your school

All providers offer professional development support for early rollout but each individual provider is developing their own set of materials based on the Early Career Framework to meet schools' individual needs.

You'll need to look at each provider's offer on their webpage and select the one that's right for you. Details on how to register for more information about the programme and sign up are on the providers' webpages:

- Ambition Institute (<https://www.ambition.org.uk/programmes/early-career-teachers/develop-your-staff/>)
- Education Development Trust (<https://www.educationdevelopmenttrust.com/ecf>)
- Teach First (<https://www.teachfirst.org.uk/early-career-framework>)
- UCL Early Career Teacher Consortium (<https://www.ucl.ac.uk/ecf-consortium>)

These providers:

- have been selected after a rigorous and open procurement process
- are producing the curricula and training materials
- will deliver training based on the Early Career Framework through a range of regional partners

Over the coming months, we'll share more information about:

- the range of curricula and training available
- the direct funding available to participating schools
- events you can attend to find out more information

Schools and other parties will be given enough time to prepare before the rollout begins.

## Statutory induction during early rollout

There will be no changes to statutory induction during the first year of early rollout. The development support package will last for 2 years but statutory induction during early rollout will continue to last for one year.

After one year, NQTs will be assessed against the Teachers' Standards (<https://www.gov.uk/government/publications/teachers-standards>) to determine whether they have passed induction. There is no change to the present arrangements.

## National rollout

National rollout will take place from September 2021 and will include a 2-year development support programme for all NQTs in England.

This will affect NQTs who will start their induction from September 2021.

Schools who opt in for the early rollout can still continue with their existing scheme for those NQTs already on the programme.

## **Statutory induction during national rollout**

We are planning changes to statutory guidance for national rollout from September 2021 which will include:

- early career teachers undertaking a 2-year statutory induction
- early career teachers continuing to be assessed against the Teachers' Standards but this will now take place at the end of the 2 year period

Qualified Teacher Status (QTS) will continue to be awarded:

- at the end of initial teacher training
- before the start of statutory induction (minus exemptions from assessment only routes)

## **Statutory guidance**

The new statutory guidance will be published before September 2021 so that schools can:

- fully prepare
- understand the implications

It will also include details of how the Early Career Framework will support induction.

## **Role of the appropriate body**

The statutory role of appropriate bodies will not change until September 2021.

We'll update the statutory induction guidance to support the rollout of these reforms nationally.

## **A new accreditation process**

We've committed to strengthening the role of appropriate bodies. A new accreditation process will improve consistency of support.

## **Assessment**

The Early Career Framework is not, and should not be used, as an assessment framework.

Early career teachers will continue to be assessed against the Teachers' Standards only.