



THE
**EARLY CAREER
FRAMEWORK**

Department
for Education



ECF: What's Changing?


 Duration
 Teaching
 Content
 Funding
 Mentor
 Assessment

Current Arrangements	New Arrangements
1 Year	2 Years
10% reduction in timetable in year 1	10% reduction in timetable in year 1 5% reduction in timetable in year 2
No defined content	Defined content based on the ECF
Funding for induction included as part of the core budget	Year 1: Unaltered Additional funding in year 2: £2100 per ECT/Mentor 36h of funding in Year 2 to backfill mentor time when accessing the Full Induction Programme
Role of the mentor not defined	Two years of support from a dedicated mentor Additional training for mentors
Three formal assessment points against the Teacher Standards	Two formal assessment points against the Teacher Standards Regular progress reviews



What is the Early Career Framework?

The Early Career Framework (ECF) builds on initial teaching training and sets out what ECTs should learn about and learn how to do. It's designed to support development in 5 core areas:

- Behaviour management
 - Pedagogy
 - Curriculum
 - Assessment
 - Professional behaviours
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The framework is presented in 8 sections, to align with the Teachers' Standards, which remain the standards against which ECTs are formally assessed – the ECF is not an assessment tool. Within each section, there are:

- Key evidence statements (starting with 'Learn that...'), and
- Practice statements (starting with 'Learn how to...')

The Teacher Standards are:

- Standard 1 – Set high expectations
- Standard 2 – Promote good progress
- Standard 3 – Demonstrate good subject and curriculum knowledge
- Standard 4 – Plan and teach well-structured lessons
- Standard 5 – Adapt teaching
- Standard 6 – Make accurate and productive use of assessment
- Standard 7 – Manage behaviour effectively
- Standard 8 – Fulfil wider professional responsibility

Early career teacher pay progression


A 2-year induction will have no adverse impact upon early career teachers' pay or career progression opportunities. Early career teachers will still be able to progress on the pay scale as current arrangements allow, both during and after induction.

How to prepare for these changes


There are 3 approaches to enable the delivery of an ECF-based induction. Schools can choose:

- a funded provider-led programme
- to deliver their own training using DfE-accredited materials and resources
- to design and deliver their own ECF-based induction

It is up to school leaders to choose the approach that best suits the needs of their early career teachers and mentors.



There are 3 approaches your school leaders can choose from to deliver ECF-based training:

- **Funded, provider-led programme** – the DfE has accredited external providers to design and deliver training for ECTs and their mentors. This will be funded by the DfE. Your school can apply for this support via the [DfE's online service](#).
 - **DfE-based, school-delivered programme** – your school can use freely available [DfE-accredited materials](#) for new teachers and mentors to deliver its own ECT and mentor support. Your school must register to access these materials via the [DfE's online service](#).
 - **School-designed and delivered programme** – your school can design its own induction programme, based on the ECF. However, your school will need to demonstrate fidelity to the Early Career Framework and this provision will need to be verified by your Appropriate Body. Funding for the programme will not be provided by the DfE if this option is taken.
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Funding for national roll-out

All state-funded schools offering statutory induction will receive additional funding to deliver the ECF reforms.

The funding will cover:

- 5% off timetable in the second year of induction for all early career teachers to undertake induction activities including training and mentoring
- mentors for early career teachers in the second year of induction - this is based on 20 hours of mentoring across the academic year

Funding (year 2)	England (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
Rounded cost per Early Career Teacher	£1,200	£1,500	£1,400	£1,300
Rounded cost per mentor	£900	£1,100	£1,000	£900
Total	£2,100	£2,600	£2,400	£2,200

Figure 3. Teacher career pathways



Criticisms

1. Academic freedom
2. Evidence
3. Passivity
4. Timeline
5. Providers

Teacher training shake-up: What's behind the backlash?

As the consultation on the DfE's controversial ITT review closes this weekend, we explore why providers have given it the red card

Amy Gibbons

Today at 5:00am

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