

# Early Career Teacher Offer



## West Norfolk Academies Trust

# What is the Early Career Framework?



The early career framework (ECF) was designed to make sure early career teachers focus on learning the things that make the most difference in the classroom and their professional practice.

The core induction programmes include high-quality development materials, underpinned by the ECF, which will support early career teachers to develop the essential knowledge and skills to set them up for a successful and fulfilling career in teaching. It also gives high quality training to school based mentors.

## Full Induction Programme

Our Early Career Teachers (ECT) are supported with:

- A designated induction tutor, providing day-to-day support/assessments
- A designated induction mentor, providing regular mentoring and feedback
- Observations of their teaching at regular intervals and follow-up discussions with constructive feedback
- Regular professional reviews of their progress against objectives and revision of objectives for individual needs and strengths
- Opportunities to observe experienced teachers, either within the school or at another school with effective practice

At West Norfolk Academies Trust we work alongside Educator Solutions who are our 'Appropriate Body' and the University of East Anglia who work in collaboration with Capita and the University of Birmingham to deliver the full induction programme.



## Early Career Teachers - Programme



**Two year programme of high-quality professional development**



**Focus on five key areas: *behaviour management, pedagogy, curriculum, assessment and professional behaviours***



**Self-study units**



**Based on the Ambition framework**



**Conferences and sessions**



**10% reduced timetable in year one; 5% in year two**

## Wellbeing

**We are committed to staff wellbeing. Each school has a variety of innovative ways to make the environment a productive and supportive place to work.**