

Worcestershire County Council – Early Career Teacher SLA (Authorised Appropriate Body and Support for Statutory ECT Induction)

New for 2021 – 23

School improvement services

We have been appointed on behalf of Worcestershire Local Authority, to act as the Appropriate Body for ECT's (Early Career Teachers). As an organisation, we have a wealth of experience and expertise in this area and have been acting as the Appropriate Body to hundreds of schools and NQT's over the past 20 years across Worcestershire, Gloucestershire, Birmingham and Dudley. We have a proven record of supporting our schools well and providing high quality support and services for all schools and across all phases, including academies, multi-academy trusts, free schools, independent schools and sixth form colleges. Our service level agreements are supported and delivered by experienced advisers within the School Improvement Team. To meet the needs of schools we are offering a number of options, please see below:

| Option | Services |
|-----------------|--|
| Option 1 | For schools using the Full Induction Programme delivered by Teaching School Hubs or other recognised providers. Appropriate Body services only £350 per ECT (£175 per year) (No fidelity checks) |
| Option 2 | For schools delivering Core Induction Programme . Appropriate Body services plus fidelity checks. £350 per ECT (£175 per year) Plus £900 per school for fidelity checks. (Additional checks and support visits may be undertaken and charged at a rate of £585 per day where deemed appropriate by the appropriate body) |
| Option 3 | For schools delivering own School Led Induction Programme . Appropriate Body services plus fidelity checks. £350 per ECT (£175 per year) Plus £1,350 per school for fidelity checks. (This covers the additional time needed to undertake the checks where schools are not using the DFE accredited materials.) (Additional checks and support visits may be undertaken and charged at a rate of £585 per day where deemed appropriate by the appropriate body) |
| Option 4 | <u>This is available for all schools delivering any programme.</u> Appropriate Body services plus 5 additional CPD sessions (to compliment any induction programme) £450 per ECT (£275 Year 1 and £175 in Year 2. All training to be delivered in Year 1.) *Plus £900 per school for fidelity checks if delivering Core Induction Programme *Plus £1,350 per school for fidelity checks if delivering School Led Induction Programme |

Early Career Teacher Service Level Agreement Option 1

This SLA is available for all schools. Schools who choose to deliver the **Core Induction Programme** or provide a **School Led Induction** programme, will need to engage in fidelity checks. **These are undertaken at an additional cost. (See below)**

Our SLA Option 1 package includes the following:

- registration of your ECT with us as the appropriate body
- reporting the status and registering your ECT with the Teaching Regulation Agency
- expert advice and knowledge regarding a school's statutory obligations for all ECT's including formal complaints or challenges
- support offered if your ECT is underperforming or causing concern
- quality assurance and expert review of the statutory assessment of your ECT
- dedicated ECT induction help-desk support to answer queries
- an electronic professional development portfolio which will give induction tutors/subject mentors, headteachers, governors and ECT's key information to support the induction process

PLUS...

- Two (half day) training sessions for all induction tutors/subject mentors to support the induction programme, to review key roles, responsibilities and skills required to support your Early Career Teachers and to review the statutory assessment process of your ECT's performance
- A welcome meeting for all appointed Early Career Teachers – an opportunity for our ECT's to meet members of the Appropriate Body, to develop networks and ask questions!

Cost:

For each ECT - £350 (£175 per year)

Early Career Teacher Service Level Agreement Option 2

This SLA is for schools who will deliver a **Core Induction Programme based upon the DFE accredited materials** and require fidelity checks to be undertaken by the appropriate body.

The SLA will include **all of the elements** included in Option 1 **plus three fidelity checks**.

Cost:

For each ECT - £350 (£175 per year)

PLUS: £900 for the Fidelity Checks

(In addition, if the Appropriate Body considers that the programme is not fully aligned to ECF, then additional checks and support visits may be undertaken and charged at a rate of £585 per day.)

Early Career Teacher Service Level Agreement Option 3

This SLA is for schools who will be designing and delivering their own two-year **School Led Induction Programme** and require fidelity checks to be undertaken by the appropriate body.
The SLA will include all of the elements included in Option 1 **plus three fidelity checks**.

Cost:

For each ECT - £350 (£175 per year)

PLUS: £1,350 for the Fidelity Checks (This covers the additional time needed to undertake the checks where schools are not using the DFE accredited materials.)

(If the Appropriate Body considers that the programme is not fully aligned to ECF, then additional checks and support visits may be undertaken and charged at a rate of £585 per day.)

Early Career Teacher Service Level Agreement Option 4

Our Option 4 package includes all of the elements included in Option 1 **PLUS** the following:

Five CPD sessions to support your Early Career Teacher's Induction programme. These courses have been designed to *complement* **NOT replace** full programme modules or the core programmes offered through the six key funded providers.

These CPD sessions will focus upon the following:

- Behaviour Management
- Meeting the needs of all learners
- How do pupils learn? Why assessment for learning remains central to the learning process
- Managing workload and well-being
- 'Looking back – moving forward'. Preparing for next steps.

These sessions will be delivered via webinar in Year 1.

Cost:

For each ECT: £450 (Year 1: £275 – which covers appropriate body services and all training which will be delivered in Year 1, Year 2 £125)

Schools requiring fidelity checks will be charged an additional amount as follows:

***Core Induction Led Programme – Fidelity checks: Plus £900 per school**

***School Led Induction Programme – Fidelity checks: Plus £1,200 per school**

(If the Appropriate Body considers that the programme is not fully aligned to ECF, then additional checks and support visits may be undertaken and charged at a rate of £585 per day.)

For ECT's starting part way through the academic year, appropriate body services can be purchased termly based on three terms per year. Please contact Sarah Read in the first instance via e-mail: sread2@worcestershire.gov.uk

Core ECT training offer – delivered virtually.

The following courses are offered free as part of the all Early Career Teacher's Service Level Agreements . Please ensure you booked your places by contacting Sarah Read via e-mail on sread2@worcschildrenfirst.org.uk. Please ensure all sessions are booked.

Induction Tutor/Subject Mentor Training

Due to the revised statutory guidance we recommend that all Induction Tutors and Subject Mentors attend. These sessions will provide an overview of the roles and responsibilities of the Induction Tutor and Subject Mentors within the new framework and how to ensure all ECT's receive their full entitlement. We will share our revised ECT portfolio and provide an overview of the assessment process. Throughout these sessions, we will create opportunities to consider how to effectively support and challenge ECTs through target setting, feedback, collecting appropriate evidence, managing meetings and providing high quality professional development.

Audience: ECT Induction Tutor and Subject Mentors

| | | |
|--------|--|-----------------|
| Dates: | Session One: Thursday 9 th September 2021 | 1.00pm – 3.30pm |
| | Session Two: Monday 13 th September 2021 | 1.00pm – 3.30pm |

- Delivery via virtual delivery via Zoom or Microsoft teams
- Joining instructions / link will be issued via CPD approx. 7 days before, if you have not received within 2 days of the training please contact the training team on 01905 844 420

Early Career Teachers Welcome Meeting

Welcome! This meeting is designed to give you an opportunity to come along and meet members of the Appropriate Body. It also will give you an opportunity to meet new friends, make new connections, find out more about your Induction and ask questions! There are sure to be a lot of those! It is intended that as a result of this meeting you have a clear understanding of what is available to you and what you can expect from your Induction year. We hope to see you all there!

Audience: Induction Tutors, Subject Mentors and Early Career Teachers

| | | |
|-------|--|-----------------|
| Date: | Thursday 16 th September 2021 | 3.45pm – 5.00pm |
|-------|--|-----------------|

The following five courses are included in the Service Level Agreement Option 4 and are also offered at a subsidised rate to all schools who have purchased a SLA to support their Early Career Teachers at a discounted rate. Please ensure you quote ECT SLA when booking for the price to be amended.

Behaviour Management

Managing behaviour is often seen as one of the biggest challenges for teachers new to the profession.

This session provides an opportunity for you to:

- explore the reasons for poor behaviour
- consider the difference between poor behaviour and additional needs
- examine a range of practical classroom strategies to manage pupils' behaviour

The intended outcomes of the session are for ECT's/ teachers to be able to:

- Recognise different behaviours and identify their cause
- Pre-empt problems before they arise
- Analyse specific triggers and have a range of strategies to avoid them
- Be more confident in their day-to-day management of behaviour issues.

Audience: ECT's, RQT's and Teaching Assistants

Date: Monday 27th September 2021 1.00pm – 3.30pm

Cost:

Free with ECT SLA Option 4

£60 + VAT with Early Career Teacher SLA Options 1 – 3

£90 + VAT without any ECT SLA

How do pupils learn? Why Assessment For Learning remains central to the learning process

This session will revisit the principles of effective assessment for learning and how we can use AFL to support and evaluate pupils' learning. This course will seek to support colleagues in identifying effective strategies to engage pupils in their learning and a range of practical tools we can use to promote pupils' self-evaluation, teacher assessment and the identification of pupils' next steps in learning. We will look at how pupils learn, address some common barriers to learning and progress and consider what is meant by 'impactful feedback'.

Audience: ECT's, RQT's and teaching assistants

Date: Wednesday 13th October 2021 1.00pm – 3.30pm

Cost

- Free with ECT SLA Option 4
- £60 + VAT with the ECT SLA Options 1- 3
- £90 + VAT without the ECT SLA

Date: Wednesday 13th October 2021 1.00pm – 3.30pm

Meeting the needs of all learners: Identifying barriers, challenges and moving learning forward

This course is delivered over two sessions and is designed to support you to identify the **learning needs of all learners** and to enable you to consider how we can address them in the classroom (More able, less able, disadvantaged and SEND pupils). You will review and evaluate a **range of**

practical teaching and learning strategies that can be used in the classroom to meet the needs of all learners.

The intended outcomes of the sessions are for teachers to be able to:

- quickly identify and address pupils' learning needs and barriers to learning to enable them to be successful learners
- create an environment that is safe and effective in supporting pupils' learning
- use a variety of teaching and learning strategies with confidence

Audience: ECT, RQT's and teaching assistants

Dates: Session One: Tuesday 23rd November 2021 1.30pm – 3.30pm
Session Two: Monday 6th December 2021 1.30pm – 3.30pm

Cost

- Free with ECT SLA Option 4
- £90 + VAT with the ECT SLA Options 1 - 3
- £130 + VAT without the ECT SLA

Managing my workload and well - being – Looking after me!

This session will focus on the importance of taking care of yourself and managing your workload and the expectations of your role. We will explore some of the challenges faced by ECT's and some useful strategies you can use to help you to improve your time management and planning. We will also look at 'mindfulness' and how this can help you to maintain a healthy work life balance and your well-being.

The intended outcomes of this session are as follows:

- To have engaged in a **professional conversation** about workload, well-being and managing time effectively
- To identify your **needs, triggers** and evaluate how they impact on your **well-being** and **health**
- To consider a number of **strategies** that can support you in managing your triggers, workload and time management
- To plan your priorities for keeping maintaining your well being

Date: Tuesday 6th January 2022 Time: 3.00pm – 4.30pm

Cost

- Free with ECT SLA Option 4
- £30 + VAT with the ECT SLA 1 - 3
- £40 + VAT without the ECT SLA

Looking back and moving forward! So what next.....?

This session will be delivered in the summer term of Year 1.

It provides an opportunity for colleagues getting ready to complete their first year to:

- Reflect on individual strengths and areas for development

- Prepare ECT's for their statutory professional review meeting with their Induction Tutor/Subject Mentor
- Begin to prioritise key areas for further professional development in the next academic year (including possible leadership opportunities)
- Share their thoughts with other ECT's and listen to colleague's experiences

The intended outcomes of the session are for ECT's to be able to:

- Reflect on their strengths and areas for development.
- Be confident that they have prepared to have an insightful discussion concerning their progress and career aspirations with their induction tutor during the professional review meeting.

Audience: ECT only

Date: Wednesday 5th June 2022

Time: 1.30pm – 3.30pm

Cost

- Free with ECT SLA Option 4
- £40 + VAT with the ECT SLA 1 - 3
- £50 + VAT without the ECT SLA

Additional CPD opportunities

In addition to our service level agreements, we offer a range of CPD sessions. These will be available to book through our CPD programme. For colleagues who have purchased an SLA a discount of 10% will be applied at the point of booking. These courses may also be of interest to your teaching assistants or those teachers who are in their second year of teaching.

Planned sessions for 2021 to 2023:

- Progression in writing - planning a sequence of learning from a text (key stage 1 and 2)
- Planning sequences of learning in maths to support progression (key stage 1 and 2)
- Promoting oracy and talk for learning (All phases)
- Developing pupils' self efficacy and metacognition (All phases)
- Creating effective partnerships with parents and pupils to promote learning (All phases)

Feedback

Colleagues who have attended previous professional development sessions have said:

"Great ideas taken from CPD sessions to put into practice and remember"

"Thank you for making me feel human again and giving me amazing ideas"

"A reminder of why I came into the profession - creativity and passion for teaching"

"Very informative and beneficial course, I will take a lot from the day"

Feedback from the Induction Tutor/Mentor session have included:

"I am just about to carry out a lesson observation, so feel ready for that now"

"Great to discuss the role with other Mentors"

“This course has encouraged me to be really reflective”

“Lots of good ideas and enough time to discuss individually or in groups”

Benefits

Advice and guidance in ALL aspects of managing and supporting ECTs in your school.

Expert advice from ECT specialists regarding schools’ statutory obligations.

Wide access to a range of ECT related professional development sessions.

Contact

For further information or to register an ECT, please contact Sarah Read:

email: sread2@worcestershirefirst.org.uk