



Align

Delivering the early
career framework
for teachers

Briefing for Headteachers
and Induction Tutors
involved in ECT induction



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Agenda

Information regarding registration and training for ECT induction September 2024-2025 cohort (including mid-year starters)

Teachers are the foundation of the education system – there are no great schools without great teachers. Teachers deserve high quality support throughout their careers, particularly in those first years of teaching when the learning curve is steepest.

DfE guidance September 2023

Induction for early career teachers (England)

**Statutory guidance for appropriate
bodies, headteachers, school staff and
governing bodies**

Revised April 2023

To come into force on 1 September 2023

[Induction for early career teachers \(England\)](https://publishing.service.gov.uk)
publishing.service.gov.uk

Early Career Teacher Induction Overview

The ECT Induction must include entitlement to statutory training **and** assessment through an Appropriate Body.

1. A two-year **training programme** based on the Early Career Framework
 - The Early Career Framework is **not** a framework for assessment. ECTs must not be assessed against:
 - the knowledge, skills and working habits described in the ECF policy document
 - on the activities or assignments from their ECF-based training
 - ECTs can use documentation from ECF-based training to help prove they have met the teachers' standards, but they cannot fail any part of their ECF-based training
2. A two-year **induction assessment** through an **Appropriate Body** that monitors an ECT's progress against the **Teachers' Standards**.

Training Programme – no change ✓

Hampshire continue to offer the same training programme through Ambition Institute.

This is a two year programme covering the Early Career Framework – **no assessment.**

Training - expectations

Early Career Framework (ECF) based training is expected to be embedded as a central aspect of induction; it is not an additional training programme.

(DfE guidance 2023)



Registering with ECT Align provides schools with access to the national ECF programme.

Working in partnership with Ambition Institute, HIAS staff deliver this statutory training for ECTs, drawing on the Early Career Framework, providing a programme that includes manageable, carefully selected self-study and practice materials for mentors and ECTs in our schools. The programme is delivered through an online platform and includes conferences and clinics for both ECTs and mentors. In addition, coaching sessions are offered to mentors to enable them to successfully support the ECT through induction.

Overview of the ECF

- Structured two year professional development to aid recruitment and retention.
- 10% release time in first year
- 5% release time in second year
- DfE funded
- Statutory programme

- The 'early career framework' focuses on five areas:
 - behaviour management
 - pedagogy
 - curriculum
 - assessment
 - professional behaviours

Induction Tutor Role

Check weekly engagement in study materials, observations take place, instructional coaching happens, and the action point is recorded

Mentor Role

Engage in weekly study materials, prepare for observation and coaching, give feedback in instructional coaching, record the action point, attend clinics, conferences and coaching on coaching

ECT Role

Engage in weekly study materials, prepare for observation and coaching, engage in feedback from instructional coaching, record the action point, embed, attend clinics and conferences

Induction Tutor Role - Keep an Overview

- Dates and times of clinics for ECTs (three per year) and mentors (one per year)
- Dates and mode of conferences (online or face to face)
- Observations and whether the ECT needs an observation at a different time/subject/phase – use of technology encouraged to aid this
- With Induction Tutor, ensure ECTs have time/space/meetings/opportunities to attend to their other/emerging developmental needs eg moderation, assessment prep, parent's evenings, pastoral role
- The School Comm – here's the link - [SC000026072_ ECT Align 2024-26 \(Hampshire Improvement and Advisory Service Training for ECTs\).pdf](#)

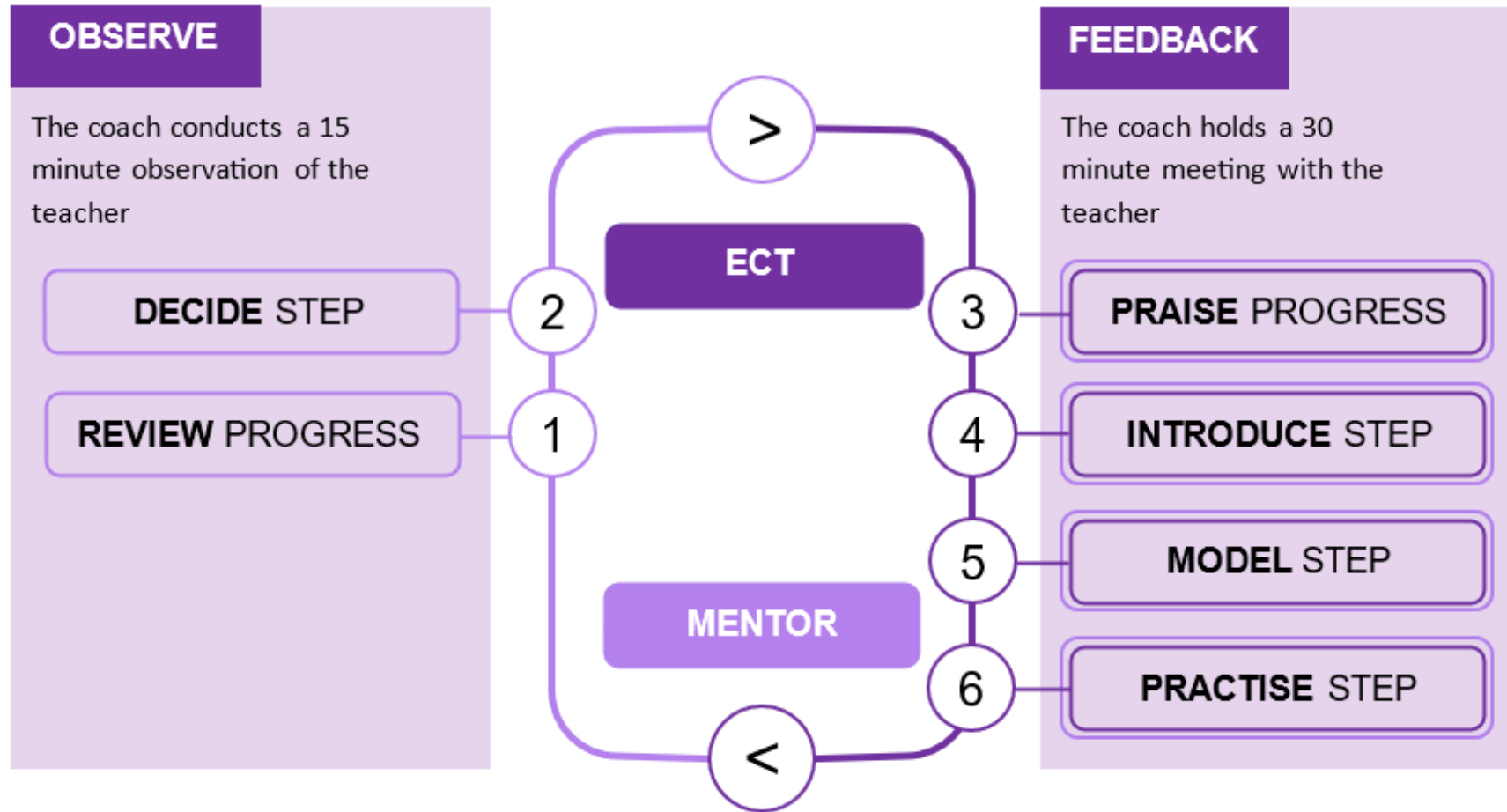
Three strands of the ECT curriculum

Curriculum overview					
Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Behaviour	Instruction	Subject	Behaviour	Instruction	Subject
<	ECF curriculum (online content, clinics)				>
<	Instructional coaching from the mentor				>
<	Facilitated sessions: conferences and clinics				>

ECT – weekly activity

- Self study/prep online for mentor and ECT completed
- Observation for 15 minutes
- Follow up meeting for structured coaching conversation
- Embed in practice

Instructional coaching model



Typical coaching week - mentors

10-15 minutes* looking at online content

15 minutes prep time for coaching session (including observing ECT)

45 minutes weekly coaching session

Study

Observe and select

Feedback

ECT and mentor conferences

Three ECT conferences and two mentor conferences over the two years

High quality delivery and materials delivered by members of the HIAS team

Contextually relevant and practical as well as setting out the programme

ECT and mentor clinics

Six 90 minute online sessions for ECTs exploring a particular part of practice linked to the in school study materials.

Two 90 minute online clinics for mentors exploring strategies for supporting ECTs

Chance to network with others and compare experiences in order to deepen reflective practice

Contextually relevant and practical as well as setting out the programme

Optional coaching sessions for mentors

Online session to support further

Any questions or queries

Here to help

Supporting your role

- Online orientation
- Moodle hosted resources
- Steplab support
- ECT Align
- Team of Visiting Fellows

The screenshot shows the Steplab Knowledge base interface. The left sidebar contains navigation links: Home, Lead, Learn, Coach, Library, Profile, Manage, and Support (circled in purple). The main content area is titled 'Steplab > Knowledge base' and features a 'Browse topics' section. Under 'Browse topics', the following categories are listed: General Help, Help for Coaches, Help for Learners, Help for Leads (circled in purple), and Help for NPQ participants. The 'Help for Leads' category is expanded, showing sub-items: Viewing Coach and Teacher participation, Viewing coaching progress and quality, Using the Advanced reporting page, Editing term dates, and Assigning coaches. Below this, the 'Help for NPQ participants' category is also expanded, showing a sub-item: Welcome! At the bottom of the page, there is a link for 'Coaching simulator current'.

Registration of ECTs

- ECTs and mentors must be registered through the DfE Manage training for early career teachers service
- This is now open for September 2024 starters
- Please ensure the TRN number is correct as this is checked against training records helping induction to be recognised

Registration for the 2024-26 cohort is now open

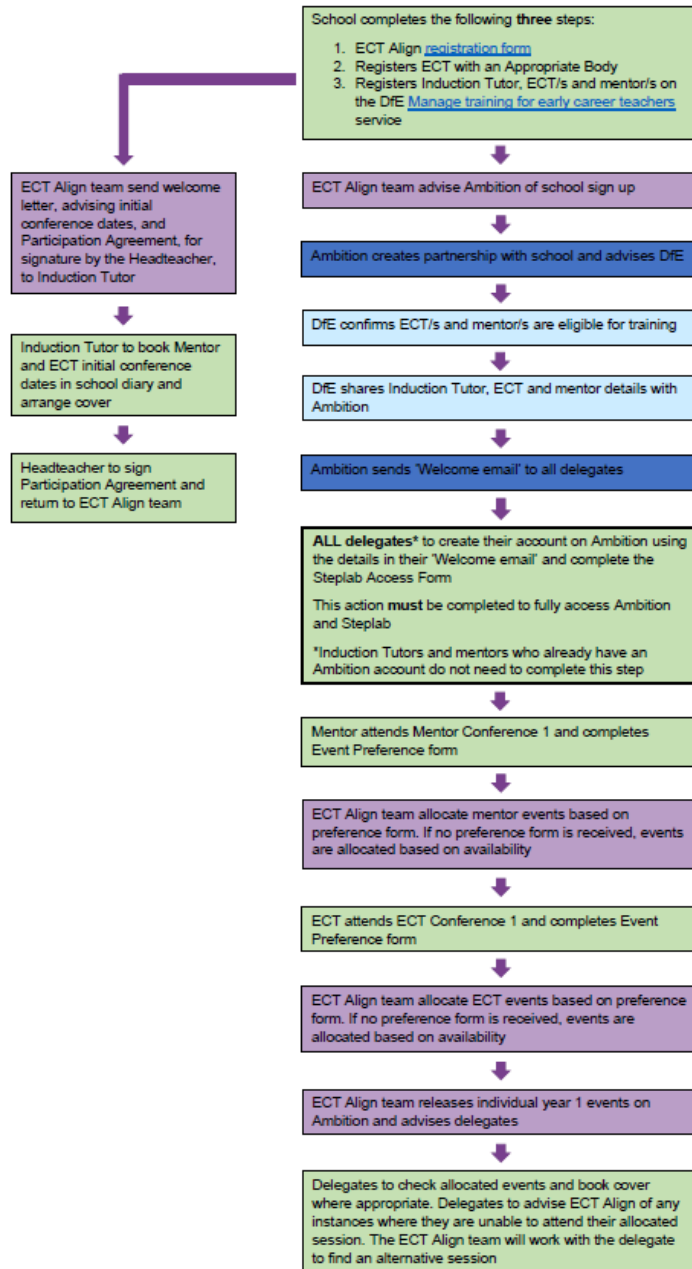
To register your new ECTs with us on the **ECT Align 2024-26** programme, please complete the following steps:

1. Register your Induction Tutor on the DfE [Manage training for early career teachers](#) service if not already registered
2. Register your ECT with an Appropriate Body (find more information [here](#))
3. Complete this [registration form](#) to advise us that you wish to sign your school up to the ECT Align 2024-26 programme

Ambition will send a partnership agreement to the registered Induction Tutor - please ensure this is accepted

4. Register your ECT and mentor on the DfE [Manage training for early career teachers](#) service

Provider: Ambition Institute
Delivery Partner: Hampshire Local Authority



Our ECT Align registration page on the HIAS Moodle details all the steps needed to register your ECTs and mentors, and has links to our flowchart and step by step guidance

ECT Align 2024-26 Registration Process Guidance

- [Confirm current partnership](#)
- [New school sign up](#)
- [Registering an ECT](#)
- [Registering a Mentor](#)
- [Registering a transferring ECT](#)
- [Assigning a Mentor to an ECT](#)
- [Updating the name or email address of an ECT or Mentor](#)

Ambition welcome email

The welcome email will be sent to the email address registered on the DfE Manage training for early career teachers service and has all the information needed to create an Ambition account and complete the Steplab Access Form

Welcome to Ambition Institute's Early Career Teachers Programme! [View it in your browser](#)

Getting ready for the Early Careers Teachers programme

- 1 Register**
Your school has already registered you
- 2 Create account**
Sign up to My Ambition and complete your Steplab access form
- 3 Explore Steplab**
Discover our tools to help you keep getting better
- 4 Final step**
Check you're ready for your induction events

{{Recipient.FirstName}}, welcome to the Early Careers Teachers programme! 🎉

Your school has signed up to our ECT programme, which has been designed to help teachers build expertise and the ability to develop their classroom practice right from the start of their career.

We have received your registration from the DfE, with the following details:

First name: {{Recipient.FirstName}}
Last name: {{Recipient.LastName}}
Preferred email: {{Recipient.Email}}
School: {{Recipient.Account_Name__c}}
School
URN: {{Recipient.Account.Unique_Reference_Number__c}}

Complete the following steps to finish setting up:

Step 1: Create your My Ambition account

- [Create your My Ambition account here.](#)
It is important that your account details match

Do you have questions like these?

- ? What is an Induction Tutor and what do they do?
- ? What is the difference between a Lead Provider and a Delivery Partner?
- ? What is Steplab? How and when do I use it?

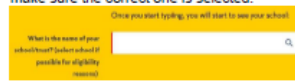
Then email us at ectsupport@ambition.org.uk

I think my details are incorrect

We receive your registration information directly from the DfE registration portal.

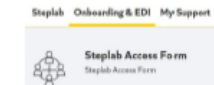
If the details listed in this email are incorrect, please ask your school's Induction Tutor to update these on the DfE registration portal.

with the details your school has given the DfE, shown above.

- Please search for your school by its URN to make sure the correct one is selected:
- 
- If you already have a My Ambition account with a **different email address**, please contact us so that we can combine your accounts.

Step 2: Complete your Steplab Access form

- Once you have set up and logged into your account, please find your Steplab Access Form under the 'Onboarding & EDI' tab.



- Please ensure that all fields are completed and that you have read and accepted the terms and conditions before submitting.
- You will be able to access Steplab, via the My Ambition homepage, *within 24 hours of submitting this form.*

Need a little help?

Our team are here to help if you run into any technical issues along the way. Please do not hesitate to get in touch

- Ask us anything at ectsupport@ambition.org.uk 📧
- Call us on [020 3846 5828](tel:02038465828) (9am - 5pm, Monday to Friday) 📞

Make sure you don't miss out on our emails! 📧

Please add our addresses to your safe senders list:

- @salesforce.com
- @ambition.org.uk
- @steplab.com
- @steplab.co.uk

Steplab Access Form

This **must** be completed by your ECTs and mentors in order for them to be able to access Steplab

Programme Information

What phase do you teach in?

What is your subject area?

Are you full time or part time employed?

Monitoring Information

While you're not obliged to disclose this data, doing so will support us in ensuring that our programmes are reaching a diverse range of educators. Our privacy policy outlines how we will look after your data but if you have any further questions, please email ECTsupport@ambition.org.uk

Although these questions are optional, if you prefer not to disclose any information you will need to select 'prefer not to say' from the drop-down list in order to submit your Steplab Access form.

You can view our policies document here: [Our policies | Ambition Institute](#)

Please note that these fields will no longer be visible once submitted, if you wish to make changes please contact ECT Support via the email address above.

What is your gender identity?

What is your sexual orientation?

What is your ethnicity?

Do you identify as transgender?

Terms and Conditions

Please read through the the document provided and confirm you understand and agree to the [terms and conditions](#).

I confirm I understand and agree to the terms and conditions

Onboarding Survey

Considering the communications you have received from Ambition Institute during the registration process, to what extent would you say they were:

Clear

Timely

Helpful

Relevant

Could we have done anything differently

Submit Form

Registration - important

Ambition account creation and the Steplab Access Form **must** be completed by the end of the second week in September

Observation action steps and feedback are logged on here – it is your weekly record of ECT development, and we want to help you have a smooth start

You need to assign your mentors to their ECTs on Steplab at the start

Contact ECT.Align@hants.gov.uk with any problems

Ensure you check your inbox (and junk folder) for emails from Ambition Institute (myambition@ambition.org) – make sure this email address is not blocked by your server

DfE change to Appropriate Body offer

Local Authorities can no longer act as an Appropriate Body
This function will be performed by Teaching School Hubs

ECT Align – continuing with Hampshire

Appropriate Body – now Teaching School hub

Assessment (Appropriate Body)

Teachers' Standards – working towards, meeting, exceeding for each and overall judgement – very brief report termly and more full report at the end of each year

Questions?