

HIAS SERVICES FOR SCHOOLS

Primary Early Career Teacher (ECT)

Hampshire Advance Programme 2022-24

Our programme

From September 2021, all newly qualified teachers are referred to as Early Career Teachers (ECT). All schools must ensure their ECT accesses the Early Career Framework materials. All schools must also register with an Appropriate Body (AB).

Hampshire Inspection and Advisory Service (HIAS) are also offering schools the opportunity to sign their ECT up to the Hampshire Advance Programme which provides additional training to further develop a teacher in their early career. This programme aims to give ECTs a better understanding of high quality inclusive teaching and learning and an early career toolkit of strategies, so they are 'empowered and supported to be the best creative professionals they can be.' *Great Teaching Toolkit, Evidence Review June 2020.*

The programme is designed to be flexible in order to respond to the specific developmental needs of the ECTs and the schools they work in. All of the sessions in the Advance programme have been informed by feedback from ECTs and mentors. There is also the opportunity for ECTs to network with other ECTs in their district. ECTs will work in groups that are locally based and led by the same Primary Phase Inspector throughout the year. This gives consistency for the ECTs and provides a personal contact for further support if needed.

Programme costs

Sub: £520 / Full: £625 / SLA £265

Please note that costs will be split across financial years as follows:

22/23 Sub: £245 / Full: £295 / SLA: £145

23/24 Sub: £185 / Full: £80 / SLA: £222

24/25 Sub: £90 / Full: £40 / SLA: £108

How to book

Please click [this link](#) and complete the booking form for the ECT/s you wish to register.

Please note:

- We are offering four different programme streams. Please check the stream options and session dates below to ensure that you select the correct one when booking your ECT.
- It is important that you include a correspondence email address for the ECT. If they do not yet have a school email address at the time of booking, please provide a personal or alternative email contact for them.
- You can use the form to register up to five ECTs. Should you wish to register more than five individuals, please contact htlcdev@hants.gov.uk.
- On receipt of the form, our booking administrators will register your ECT on the programme. If you are a Hampshire academy or a non-Hampshire school, your ECT will need to create a Learning Zone account using your school's Registration Code, Organisational ID and Customer Number. If you do not have this information, please contact htlc.courses@hants.gov.uk. Guidance on setting up a Learning Zone account can be found on our HTLC webpage [Hampshire Teaching and Leadership College | Hampshire County Council \(hants.gov.uk\)](#)
- For ECTs in Hampshire maintained schools, please ensure the Correspondence email details are added in their ESS Lite record once your ECT is contracted with you. **Please note:** no Learning Zone notifications will be received if this field has not been completed.

Programme outline

YEAR 1

Session One: Your Early Career Toolkit – November/December 2022

A series of short inputs throughout the day – full day, venue based 09:00 – 16:00

A full day led by a Primary Phase Inspector (PPI). The key elements that will be considered are:

1. Creating a supportive environment for learning
2. Understanding the curriculum content and how it is taught
3. Maximising the opportunities for children to learn
4. Activating children's thinking

This session will be carefully planned to reflect recent research that recognises the key to children's success is good teaching. This full day will introduce the notion of a toolkit that will be developed throughout the programme.

The ECTs will be given a gap task to complete prior to session 3. This will include some reading.

Session Two: English, Mathematics and Science Learning Journeys - March 2023

Full day, venue based – 09:00 - 16:00

A full day led by English, mathematics and science advisers. This will build on content from the previous sessions, providing ECTs with the opportunity to further strengthen their understanding of curriculum content and how it is taught. The subject advisers will focus on the connections between the subjects and consider how to structure a sequence of learning journeys.

Session Three: Preparing for Your Second Year – May 2023

Full day, venue based – 09:00 - 16:00

A full day led by a Primary Phase Inspector (PPI). The key elements that will be considered are:

- Your second year as an ECT
- Achieving High Quality Inclusive Teaching and Learning
- Effective deployment of teaching assistants
- Strengthening relationships with parents
- Successful pupil transitions
- Preparing for September – lessons from your first year

YEAR 2

Session Four: Leading and Managing - November 2023

Venue based, afternoon – 13:30 - 16:30

A half day led by a Primary Phase Inspector (PPI). The key elements that will be considered are:

- becoming a reflective practitioner (what did you learn from last year)
- managing your own professional development
- developing the behaviours and skills of leadership and how these can be applied to the context of the ECT's school and personal career pathway
- the principles and strategies of effective subject leadership

Session 5: Having and Measuring Impact as a Leader - March 2024

Venue based, afternoon – 13:30 – 16:30

A half day led by a Primary Phase Inspector (PPI). The key elements that will be considered are:

- how to ensure you have impact as a subject leader
- challenging conversations
- Monitoring and evaluating your impact
- subject specific input
- meeting the needs of all pupils in the foundation subjects
(variation/differentiation, adaptation, scaffolding, science of learning)

Session 6: Primary ECT Advance Programme Conference – June 2024

Full day, venue based - 09:00 - 16:00

The ECTs will have access to a number of talks that will introduce a range of themes to prepare them for their third year in teaching. Subject of talks may include: SEND, career aspirations and how to achieve them, inclusion, classroom management, time management for teachers

Hampshire ECT Advance Programme 2022-24 – Streams & Session Dates

PROGRAMME / STREAM								
SESSION	STREAM 1 Basingstoke & Deane Hart & Rushmoor Test Valley		STREAM 2 Winchester & Eastleigh New Forest		STREAM 3 East Hants, Havant, Fareham & Gosport		STREAM 4 Isle of Wight	
	Term	Date	Term	Date	Term	Date	Term	Date
Session 1 Full day venue based	Autumn 2	Tue 29 Nov 2022	Autumn 2	Thu 1 Dec 2022	Autumn 2	Fri 2 Dec 2022	Autumn 2	Wed 30 Nov 2022
Session 2 Full day venue based	Spring 2	Tue 14 Mar 2023	Spring 2	Thu 16 Mar 2023	Spring 2	Fri 17 Mar 2023	Spring 2	Wed 15 Mar 2023
Session 3 Full day venue based	Summer 2	Tue 4 July 2023	Summer 2	Thu 6 July 2023	Summer 2	Fri 7 July 2023	Summer 2	Wed 12 July 2023
	Term	Date	Term	Date	Term	Date	Term	Date
Session 4 Half day venue based 1.30-4.30	Autumn 2	Tue 14 Nov 2023	Autumn 2	Thu 16 Nov 2023	Autumn 2	Fri 17 Nov 2023	Autumn 2	Wed 15 Nov 2023
Session 6 Half day venue based 1.30 – 4.30	Spring 2	Tue 12 Mar 2024	Spring 2	Thu 14 Mar 2024	Spring 2	Fri 15 Mar 2024	Spring 2	Wed 13 Mar 2024
Session 7 Conference	Summer 2 Thu 27 June 2024							