



**Ambition  
Institute**



# Early Career Teachers

- > Improve wellbeing and job satisfaction of early career teachers
- > Two-year induction training package, aligned with the ECF, so they can better support pupils
- > Attract and retain teachers at the start of their careers

# Build the foundations for expertise

Ambition Institute's funded Early Career Teachers programme delivers the government's Early Career Framework (ECF). The programme is designed to help early career teachers develop the skills and knowledge required to be successful in their roles.

## Benefits for schools

### > Attract and retain staff

Provide high quality professional development for new teachers, encouraging them to stay in the profession.

Give your experienced teachers the opportunity to leader teacher development by becoming mentors.

### > Tried and tested support

Access training materials built on our experience of designing professional development for thousands of teachers and school leaders.

### > Evidence informed

Ensure teachers at the start of their career have access to evidence-informed training and development.

## Benefits for early career teachers and their mentors

### > Tackle challenges

Support with typical problems faced by early career teachers.

### > Flexible learning

Access to our flexible Steplab platform.

### > Develop their practice

Support early career teachers at the start of their careers to keep getting better.



Ambition Institute is rated Outstanding by Ofsted for our Early Career Teachers programme.

## What does the programme include?

Through the framework we have developed a carefully sequenced and evidence-informed curriculum for teachers and mentors. It focuses on how teachers learn as well as what they learn.

We use instructional coaching, one of the best-evidenced forms of professional development. This means your early career teachers will benefit from bite-sized content and tailored, observational feedback to help them to keep getting better over time.

## What they'll learn

Each term Early Career Teachers (ECTs) will focus on a different strand of effective practice: behaviour, instruction and subject. They will also develop understanding of how pupils learn.

### Behaviour

- > Using routines to support behaviour management.
- > Creating a positive learning environment.
- > Support with overcoming low-level disruption.
- > Support with creating high expectations in the classroom.

### Instruction

- > Supporting pupils through instruction based strategies such as questioning, scaffolding and modelling.
- > The importance that prior knowledge plays learning.
- > How to adapt classroom practice to meet the needs of all pupils.
- > How to use feedback effectively.

### Subject

- > Creating good planning habits to support learning goals.
- > Strategies for examining and addressing the gaps and misconceptions pupils may have.
- > Considering how literacy can be developed across all subjects.

## How much does the programme cost?

The Early Career Teachers programme is fully funded by the Department for Education.



# Ambition Institute

## About Ambition Institute

A great teacher changes the future every day. They can be the critical factor in a child's success, especially for those who have had a tough start in life.

At Ambition Institute, we support teachers and school leaders at every stage of their careers, helping them to keep getting better. We are a charity providing training and professional development based on the most rigorous research and evidence about what really works. Together, we're shaping the future of education to give every child the best start in life.

 [ambition.org.uk](https://ambition.org.uk)

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*"The Early Career Teacher programme has given me the flexibility to learn and the confidence to teach."*

Alisha Ibitoye,  
Early Career Teacher  
Gorsefield Primary  
School