

# Early Career Teachers Induction Offer

## 2021-2023

### LETTA Early Career Teacher Induction Offer

Early Career Teachers will receive an offer of training and support that enables them to understand and apply the knowledge and skills set out in each of the Early Career Framework (ECF) evidence ('learn that') statements and practice ('learn how to') statements. The LETTA offer is framed around themes that are linked to the Early Career Framework and the content will be delivered via a combination of face-to-face training, live webinars, tutor support, conference events and online study materials.

### DfE Fully-funded Induction Programme

The LETTA ECT offer embeds a funded full induction programme delivered in partnership with East London Teaching School Hub. This includes e-learning resources, mentor development, support for schools to implement the new Early Career Framework and regional networking opportunities. This entitlement meets the statutory expectations set out in the ECF and comes at no cost to schools.

#### Early Career Framework reforms: support for schools

I want to....	Design my own two year induction programme based on the Early Career Framework  SCHOOL-LED INDUCTION PROGRAMME	Deliver my induction programme in my own school using high quality materials and resources, accredited by the DfE  CORE INDUCTION PROGRAMME	Use a training provider to support meeting the new statutory induction requirements  FULL INDUCTION PROGRAMME	Use LETTA as your training provider to support meeting the new statutory inductions requirements and provide ongoing support to your Early Career Teachers and mentors  LETTA INDUCTION PROGRAMME
	<ul style="list-style-type: none"> <li> Time off timetable funded for early career teachers and mentors in the second year of induction</li> <li> Content defined in the Early Career Framework</li> </ul>	<ul style="list-style-type: none"> <li> Time off timetable funded for early career teachers and mentors in the second year of induction</li> <li> A sequenced two-year programme based on the Early Career Framework</li> <li> Self-directed study materials for early career teachers including .....</li> <li> Materials to support mentor sessions designed to reduce mentor workload</li> <li> Materials to adapt to deliver further training for early career teachers</li> </ul>	<ul style="list-style-type: none"> <li> Time off timetable funded for early career teachers and mentors in the second year of induction</li> <li> A sequenced two-year programme based on the Early Career Framework</li> <li> Self-directed study materials for early career teachers including .....</li> <li> Materials to support mentor sessions designed to reduce mentor workload</li> <li> Funded training delivered directly to early career teachers by an external provider</li> <li> Funded training delivered directly to mentors by an external provider</li> <li> Additional funding to backfill mentor time spent undertaking training in addition to the funding for time off timetable</li> </ul>	<ul style="list-style-type: none"> <li> Time off timetable funded for early career teachers and mentors in the second year of induction</li> <li> A sequenced two-year programme based on the Early Career Framework</li> <li> Self-directed study materials for early career teachers including .....</li> <li> Materials to support mentor sessions designed to reduce mentor workload</li> <li> Funded training delivered directly to early career teachers by an external provider</li> <li> Funded training delivered directly to mentors by an external provider</li> <li> Additional funding to backfill mentor time spent undertaking training in addition to the funding for time off timetable</li> <li> Additional face-to-face training sessions with expert facilitators</li> <li> A dedicated tutor team</li> <li> Developmental lesson observations, coaching and feedback</li> <li> A range of emotional and practical support including counselling services and financial support</li> <li> Integrated appropriate body service</li> <li> A learning community</li> <li> Teacher pedagogy development project in year one</li> <li> Facilitated peer review in year two</li> <li> Professional support for Early Career Teachers, mentors and Induction Tutors for year one and year two</li> </ul>

## Principles of the programme

The programme is designed around the principles of community, collaboration, research and reflection. ECTs are supported by a team of dedicated tutors and a range of facilitators who are leaders in their fields.

- *Community* – ECTs have face to face training alongside self-directed study time. ECTs and mentors have regular contact with LETTA Tutors.
- *Collaboration* – ECTs learn together through discussion, research and peer review.
- *Research* – ECTs will meet current educational research that underpins practice.
- *Reflection* – ECTs reflect regularly on their learning with each other, LETTA Tutors and mentors.

## Wellbeing

LETTA take wellbeing seriously. We are committed to safeguarding the wellbeing of all our ECTs. All ECTs enrolled on our induction programme have access to face-to-face and/or telephone counselling, financial guidance, money management support, legal information and work-life support including childcare, disability care and tenancy matters.

## Expert facilitators



Dr Bill Rogers  
*Rogers Education  
Consultancy*



Christine Chen  
*Primary Education  
Advisors*



Paul Main  
*Structural Learning*

The LETTA offer includes a primary and secondary behaviour conference led by Dr Bill Rogers, and training sessions with a range of expert consultants including Christine Chen (Director, Primary Education Advisors) and Paul Main (Founder, Structural Learning).

## Coaching and developmental visits from tutors

ECTs have the opportunity to arrange lesson visits from a tutor, followed by feedback and a developmental coaching conversation.

## Teacher Pedagogy Development Project

This project will use lesson transcripts, analysis and coaching conversations to promote effective teaching practice, improve pedagogy and the attainment of pupils in school. ECTs will record and upload 5 lesson transcripts and will receive analytics for individual lessons as well as an in-depth feedback report. LETTA tutors will analyse this report with ECTs and support them to create a personal development plan.

## Support for mentors

Mentors play a critical role in the development and success of ECTs. We are committed to supporting Mentors to develop the specific knowledge, skills and understanding they need to carry out their responsibilities effectively. Mentors will have access to face to face training sessions, live webinars, conference events and online study materials.

## ECT Conference

ECTs on our induction programme are invited to a day conference delivered in collaboration with local partners - Tower Hamlets Education Partnership (THEP) and East London Teaching School Hub.

## Appropriate Body

The appointment of an Appropriate Body is a statutory requirement for the induction period of newly qualified teachers. This service is included in the LETTA induction programme at no additional cost.

## Second year of induction period

The second year of the induction period will give ECTs the opportunity to embed the learning from their first year through face-to-face training, live webinars, online study materials and a peer review project.

## East London Teaching School Hub



Connecting  
Hackney and  
Tower Hamlets  
Schools

LETTA are working in partnership with East London Teaching School Hub to provide early career teachers with additional support, networking opportunities and a funded full induction programme.

## When

Face to face delivery: Friday 1:30pm-4pm

Remote delivery: Flexible

## Where

Face-to-face delivery at Stebon (approx. two sessions per half term)

Webinar delivery via Zoom (approx. two sessions per half term)

## Cost

**LETTA ECT Offer for two years, including registration with an appropriate body: £995**

**Embedded full induction programme: Fully-funded\***

*\*Funding arrangement to be confirmed by the DFE end of May 2021*

**Register online at [www.letta.org.uk](http://www.letta.org.uk)**