



Upton-by-Chester High School

Early Careers Teacher Framework – Learning to shape the future

Newly Qualified and Recently Qualified Teachers.

At **Upton-by-Chester High School** our motto is 'Learning to shape the future'. This applies equally to all members of our school community and staff are no exception to this. We appreciate the importance of supporting and challenging new teachers to the profession in order that they can grow and develop into highly effective teachers who can make their own successful journey through their career. We deliver this support through a combination of the national Early Career Teacher (ECT) Framework and an in-house induction / professional learning programme. We continue this programme into the third year as we feel this consolidates the support gained from the national support programme.

The programme focusses on the elements of successful learning and teaching, particularly developing your understanding and implementation of the maximising success model of learning and teaching adopted in the school. The programme is also designed, particularly in Year Two and Three to develop the range of skills to be successful as you engage in wider roles within the school.

Learning to shape the future (Professional Learning Programme) – Year 1

- All teaching staff will follow the ECT programme delivered by 'Best Practice' and supported by the Cheshire Teaching Hub.
- All teaching staff will be paired up with a mentor. There will be a once per week meeting with the mentor to focus on both the ECT Framework and learning materials as well as providing practical support with classroom practice. All mentors are highly trained classroom practitioners who have demonstrated excellence in the classroom.
- All ECTs will be observed throughout the year to provide support to develop their learning and teaching – **3 times per year / six times per year...**
- All ECTs have support from the school's Director of Learning, Teaching and Assessment who meets with ECTs as a group once a fortnight. This session is to review progress and share best practice.
- ECTs are supported by their subject mentor. This is to help with the development of subject knowledge and pedagogy to improve classroom practice.
- ECTs also attend, with all new staff, our in-house induction programme and Professional Studies Programme. These sessions are designed to ensure that all new staff are familiar with the workings of the school. The Professional Studies Programme is a series of twilight sessions delivered by key members of staff throughout the year.

Learning to shape the future (Professional Learning Programme) – Year 2

Much of the professional learning above continues into Year 2. This means that Early Career Teachers are able to hone their practice further and develop as more independent practitioners.

- All ECTs will continue to be observed throughout the year to provide support and coaching to develop their learning and teaching.
- All ECTs are expected to show evidence of observing experienced colleagues as part of their own professional learning. They are expected to observe at least two colleagues per term,



focusing on different key stages and subject as appropriate. This is about forming positive habits in order that this practice continues throughout their career.

Learning to shape the future (Professional Learning Programme) – Year 3

The purpose of this year is to continue to develop both the classroom practice but also to begin to focus on the wider opportunities and skills that are available / required.

- Third year teachers will continue to receive once termly lesson observations to help support and develop their classroom practice.
- Third year teachers will be expected to continue to observe two colleagues per term.
- Third year teachers will meet termly with staff who are developing their leadership skills in middle leader roles of professional development opportunities to discuss the skills that are being used in these contexts.
- Third year teachers undertake PiXL training to understand the core components of the PiXL Currency programme.
- Third Year teachers are encouraged to explore further CPD opportunities beyond school through support from their line manager and Professional Learning Leader.

Calendar of Support

	Autumn Term	Spring Term	Summer Term
PLP – Year 1	ECT Framework delivered by 'Best Practice' supported by Cheshire Teaching Hub	ECT Framework delivered by 'Best Practice' supported by Cheshire Teaching Hub	ECT Framework delivered by 'Best Practice' supported by Cheshire Teaching Hub
	Induction programme (First half term)	Professional Studies Programme	Professional Studies Programme
	Professional Studies Programme	Weekly mentor meetings	Weekly mentor meetings
	Weekly mentor meetings	Fortnightly meetings with Director of Learning and Teaching.	Fortnightly meetings with Director of Learning and Teaching.
	Fortnightly meetings with Director of Learning and Teaching.	Subject mentor support	Subject mentor support.
	Subject mentor support.	Half termly lesson coaching sessions.	Half termly lesson coaching sessions.
	Half termly lesson coaching sessions.		



<p>PLP – Year 2</p>	<p>ECT Framework delivered by 'Best Practice' supported by Cheshire Teaching Hub</p> <p>Professional Studies Programme</p> <p>Fortnightly mentor meetings.</p> <p>Subject mentor support</p> <p>Termly lesson coaching sessions</p> <p>Peer observations of two teachers – Drop in and discuss</p>	<p>ECT Framework delivered by 'Best Practice' supported by Cheshire Teaching Hub.</p> <p>Professional Studies Programme</p> <p>Fortnightly mentor meetings.</p> <p>Subject mentor support</p> <p>Termly lesson coaching sessions</p> <p>Peer observation of two teachers – Drop in and discuss</p>	<p>ECT Framework delivered by 'Best Practice' supported by Cheshire Teaching Hub</p> <p>Professional Studies Programme</p> <p>Fortnightly mentor meetings.</p> <p>Subject mentor support.</p> <p>Termly lesson coaching sessions.</p> <p>Peer observation of two teachers – Drop in and discuss</p>
<p>PLP – Year 3</p>	<p>Termly coaching lesson session</p> <p>Professional learning plan for year 3 and 4.</p> <p>Developing leadership training.</p>	<p>Termly coaching session.</p> <p>Professional learning plan for Year 3 and year 4</p> <p>Developing leadership training</p>	<p>Termly coaching lesson session</p> <p>Professional learning plan for year 3 and 4</p> <p>Developing leadership training.</p>