

Year 1: Early Career Teachers (ECT) ROUTE - Overview

DESCRIPTION OF THE COURSE

The Early Career Framework (ECF) has been designed to ensure Early Career Teachers (ECT) focus on learning the skills that will impact both on personal professional practice and classroom pedagogy. The core induction programmes include high-quality development materials, underpinned by the ECF, which will support Early Career Teachers to develop the essential knowledge and skills to set them up for a successful and fulfilling career in teaching. Each of the sessions below aim to summarise and share best practice from that particular block of learning. Guided by an experienced lead, you will have the opportunity to reflect on the content of the ECT programme and share relevant research findings used to improve and inform practice.

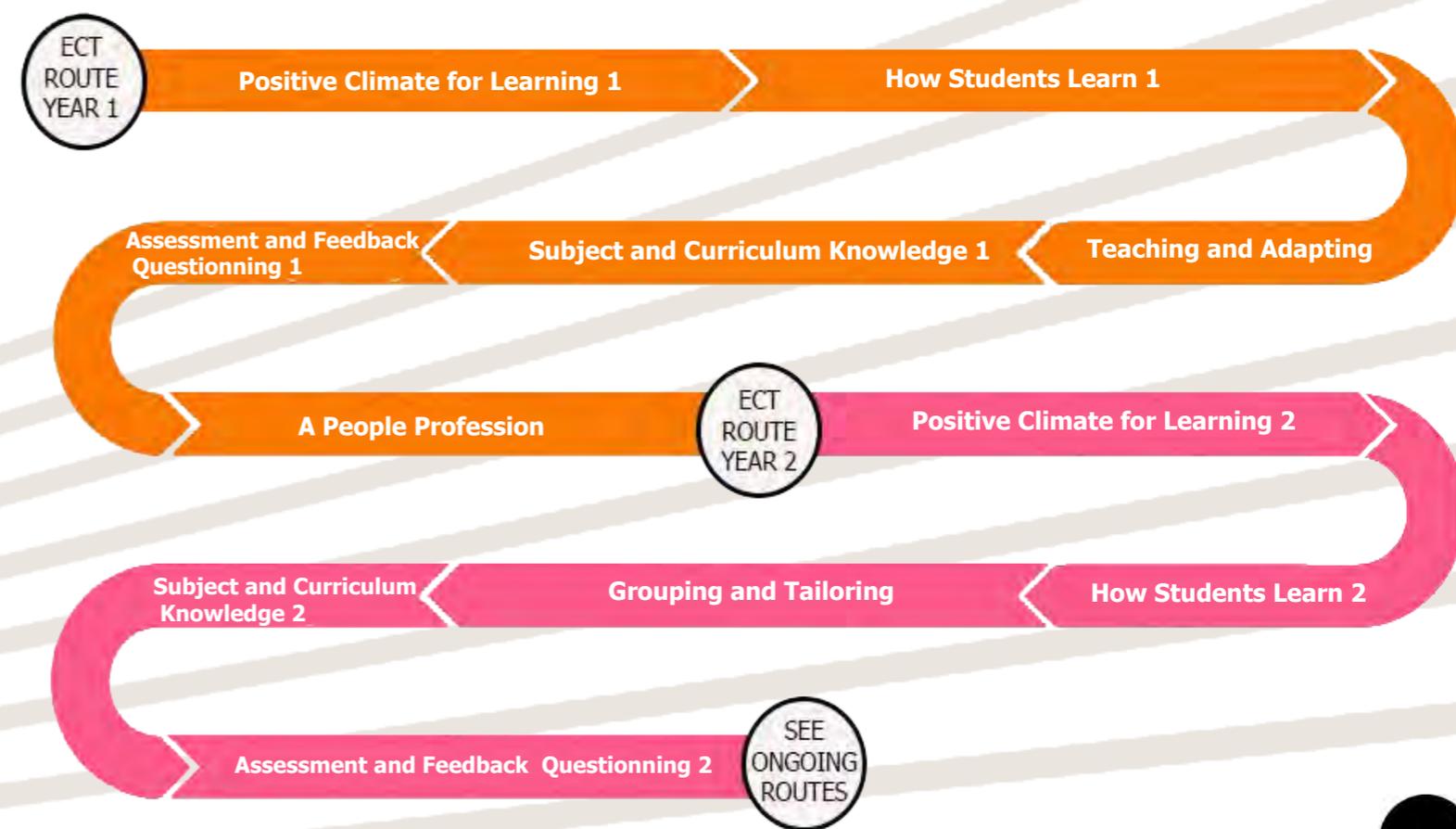
The first year of the Minerva ECT ROUTE looks to build the crucial foundations to great teaching. At the end of each half term you will get the opportunity to meet fellow ECTs from across the Trust and guided by an experienced facilitator, reflect and share best practice focussed on that block of learning. If you have any questions relating to the Early Career Framework, please contact Steve Moran smoran@minervalearningtrust.co.uk

SUITABLE FOR

This course is mandatory for all newly qualified teachers starting Year 1 in September 2021. There is no need to apply for this ROUTE. School leads will provide details of ECT names.

SESSION SCHEDULE

These sessions are anticipated to last 1.5 hours.



Year 1: Early Career Teachers (ECT)

ROUTE - Session Details Commencing September 2021

1 **Establishing a Positive Climate for Learning**
Understand how to establish a culture in your classroom where all students can learn. Half term 1 will focus on building routines, establishing and maintaining high expectations for behaviour and creating an environment in which all students feel safe and secure to learn. In half term 2 you will explore the evidence from cognitive science on how students learn, with a particular focus on the role of memory. Drawing on a wide variety of research, you will consider how to teach new content in a way that is accessible to students, so they are able to learn and succeed in your class. Video link to key content video.

Led by: Steve Moran and Bradley Haigh

2 **How Students Learn – Memory and Cognition**
Helping students learn is the cornerstone of what teaching is all about. Despite best intentions, learning does not always take place. Unfortunately, it is not as simple as: you teach it, they learn it. Learning is affected by a multitude of factors, such as what prior knowledge students had, how many distractions there were in the classroom, and how much new content is being introduced at one time. There have been significant advances in cognitive science over the past 40 years, which have led to 'cognitive load theory'. Understanding this helps teachers know how students learn, and importantly, how they can design instruction which optimises the environment for learning to take place. Video link to key content video.

Led by: Fiona Finch and Kate Franklin

3 **Developing Effective Classroom Practice – Teaching and Adapting**
Take a look at some more of the fundamental techniques that lead to effective teaching: presenting things in small steps, high-quality expositions, modelling and worked examples, scaffolding and guiding learning, practice and teaching students meta-cognitive strategies. Alongside looking at the techniques and strategies for effective teaching, you will learn about what it means to 'adapt your teaching'. At the core of this is recognising that students, like the rest of us, have differences. It is important to understand that our classrooms are diverse places and it is our responsibility as teachers to ensure that all students learn and make progress. Video link to key content video.

Led by: Sarah Wright and Mike Griffin

4 **The Importance of Subject and Curriculum Knowledge**
In recent years, there has been an increasing appreciation that a teacher's subject knowledge is critical. There is acceptance in the literature that secure subject knowledge is a defining characteristic of effective teaching. Session 4 has been designed with this in mind and seeks to support you with practical strategies to develop your subject and curriculum knowledge. It builds on everything you have learnt so far about classroom practice, assessment and feedback, how students learn and adaptive teaching. Video link to key content video.

Led by: Rob Henderson and Sam Gray

5 **Assessment Feedback and Questioning**
Assessment is a really important, ongoing process of finding out what your students know and can do, where there are gaps and crucially what they and you need to do next to progress their learning. You won't find a teacher in England that tells you assessment is not a big part of their job. But are they doing it well? What does it even mean to do assessment well? Why is feedback so important as part of the assessment cycle? How often and how detailed should your assessments and feedback be? This session will support you to establish what effective assessment and feedback looks like. You will also explore questioning as a key tool of assessment. Video link to key content video.

Led by: Jo Davy and Claire Smith

6 **A People Profession**
This session positioned at the end of your first year, provides an opportunity to reflect on your learning and successes this year while also helping you to look forward and consider how you will continue to develop your practice. Video link to key content video.

Led by: Steve Moran and Caroline Fancett

Year 2: Early Career Teachers (ECT)

ROUTE - Session Details Commencing September 2022

DESCRIPTION OF COURSE

In Year 2, ECTs will build on what you have learning from Year 1. Any remaining statements of the ECF will be covered, but you will also revisit many of the same themes from Year 1 in greater depth to strengthen and further your practice. Once again, these sessions will give time for sharing and reflection guided by an experienced member of staff. Course facilitators to be confirmed in due course.

SUITABLE FOR

For all Early Career Teachers (ECTs) starting in September 2022.

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Embedding a Positive Climate for Learning

As you begin your second year of teaching, session 7 builds on session 1 to help you embed the strategies you learnt around establishing a positive climate for learning. This session will reinforce your understanding and introduce further techniques to help you in developing a secure, safe and predictable learning environment in which students are challenged and supported to reach their potential. Video link to key content video.

8

How Students Learn – Making it Stick

In session 2 you learnt about working memory, long-term memory and how to avoid cognitive overload when introducing new material. This session builds on the knowledge you have developed in this area to focus on how you can help make learning stick over time. As you are becoming more confident with your curriculum and teaching techniques, this session will help you spot opportunities for incorporating practice and review of previously learnt material into your teaching repertoire. Video link to key content video.

9

Enhancing Classroom Practice – Grouping and Tailoring

Session 9 builds on the work you did in session 3 where you focused on pedagogy and what it means to be an 'effective' teacher. Video link to key content video.

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COLLABORATE | INNOVATE | INSPIRE

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Revisiting the Importance of Subject and Curriculum Knowledge

Session 10 will build on the importance of subject and curriculum knowledge established in session 4. In particular, we will focus on how more secure subject knowledge supports you to improve the learning outcomes for all of your students. You will explore how to support your students to build increasingly complex mental models. Video link to key content video.

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Assessment Feedback and Questioning

As an ECT last year, you completed session 5, which introduced you to what good assessment, feedback and questioning are. Now in Year 2, we will support you to build on your learning and initial successes by deepening your knowledge in this area and developing further practical strategies. You will go beyond looking at what makes effective assessment to focus on how you can link assessment to metacognitive strategies. This builds on the work you did in session 3 in this area. You will also look at how to ensure feedback is of high quality: that it is specific, helpful and drives learning forward. Video link to key content video.

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A People Profession

This session positioned at the end of your first year, provides an opportunity to reflect on your learning and successes this year while also helping you to look forward and consider how you will continue to develop your practice.



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