

# Early Professional Development Programme Enhanced CPD Opportunities

## Primary & Secondary CPD Opportunities

*Professional development and  
networking opportunities for  
Early Career, Year 2, teachers.*



‘Teachers are the foundation of the education system – there are no great schools without great teachers. Teachers deserve high quality support throughout their careers, particularly in those first years of teaching when the learning curve is steepest... However, too often, new teachers have not enjoyed the support they need to thrive, nor have they had adequate time to devote to their professional development.’

(DfE, January 2019, Early Career Framework)

In January 2019 the DfE announced the launch of the ‘Early Career Framework’ (ECF) as part of its strategic endeavours to support teacher recruitment and retention in the state education sector. The ECF will ‘underpin an entitlement to a fully-funded, two-year package of structured support for early career teachers linked to the best available research evidence alongside funded time off timetable in the second year of teaching and support for mentors’.

The Early Career professional development programme has been designed to reflect the challenges teachers in the early stages of their careers face within the classroom. It has been organised into core themes, building on the content and approach of the Early Career Framework. This is to provide a progressive professional development pathway with practical support, strategies and ideas to ensure that colleagues ‘**learn that**’ from a variety of ‘**learn how to**’ elements of the **Early Career Framework**.

The programme has been designed to be aligned with the Early Career Framework, using **core training materials** taken from the **Education Development Trust** (EDT) and aligned to the self-study materials available for **NQT +1** colleagues. The programme will be delivered through a series of online webinars with elements designed by a range of specialist colleagues. Webinars are available for both **PRIMARY** and **SECONDARY** early career, NQT +1, teachers (previously named RQTs), or colleagues interested in refreshing their knowledge or further developing their skills. Delegates are welcome to attend as many sessions as they wish to, within the programme. Bookings should be made by accessing the associated link in each section overleaf.



## The Approach

The EPD sessions have been designed by a team of Head Teachers, Senior Leaders and subject specialists from a range of different schools, phases and contexts. As well as facilitated discussions and the sharing of current and emerging classroom practice, the sessions will also make reference to educational research, relevant wider reading and the Early Career Framework.

The EPD sessions offer colleagues in the early stages of their teaching careers fantastic professional development opportunities which are rooted in current and real classroom practice. They offer both professional challenge and support and are designed to help colleagues:

- Build upon their previous learning to further develop their own knowledge, skills and classroom competencies;
- Reflect upon and refine their teaching practice;
- Explore and understand the effectiveness and rationale for using different models, methods and approaches by juxtaposing their own School/MAT approaches with sector research and those which are used in other schools and settings; and
- Build professional networks with peers from other schools and settings at similar stages in their teaching careers.

Colleagues are able to engage with as many or as few of the EPD sessions as they feel are appropriate to their role, their professional development needs and/or their areas of interest. (There is no obligation to attend all sessions.)

## Audience

The EPD sessions have been primarily designed for Early Career, Year 2, teachers (previously named RQTs). However, teachers who have been in the profession longer, those who are returning from a period of absence, have recently changed roles/phases and/or who wish to attend any of the sessions as a 'refresher' are more than welcome to do so.

Across the EPD offer, there are sessions which have been designed for phase specific audiences as well as a number of cross-phase opportunities.

The programme will be delivered through a series of online webinars.

## Bookings

Booking details for each EPD session can be found on the Learners First website under the Early Career tab. If you are viewing this document electronically, the links to the booking forms overleaf can be followed.

## Cost

For colleagues from schools or academies subscribing to Learners First the cost of the EPD sessions will be **met in full** (unlimited number of places at an unlimited number of sessions).

For those from non-subscribing schools or academies, the associated costs are:

- £30 per delegate, per session (twilight events)
- £50 per delegate, per session (half day events)
- £70 per delegate, per session (full day events / conference)

### Session 1: ECT004

#### Embedding a Positive Climate for Learning (CIP)

Date: 28th September 2021  
Time: 3.15 - 5.30pm  
Venue: Online  
Audience: **Cross Phase NQT+1**

This session focuses on how to embed a positive climate for learning, building on learning from the induction year. Colleagues will learn how teacher expectation is key to contributing to the optimal climate for learning for children and young people. Colleagues will explore setting goals that stretch and challenge young people and understand how they contribute to supporting them to regulate their own emotions so as not to negatively impact on their learning.

Links to Teacher Standards:

1. Set high expectations which inspire, motivate and challenge
5. Adapt teaching to respond to the strengths and needs of all pupils

Links to Early Career Framework:

- \* Adaptive Teaching
- \* High Expectations

Booking Link: [Click Here](#)

\* \* \* \* \*

### Session 2: ECT005

#### Developing Strategies to Engage and Motivate Boys and other Reluctant Learners

Date: 12th October 2021  
Time: **Twilight** 3.45 - 5.45pm  
Venue: Online  
Audience: **Cross Phase NQT+1**

During this session colleagues will examine how teachers are the role models who can influence the attitudes, values and behaviours of their pupils. They will consider how setting clear expectations can help foster good communication and improve classroom and school culture, and how high-quality teaching has a long term positive effect on pupils life chances.

Links to Teacher Standards:

1. Set high expectations which inspire, motivate and challenge
5. Adapt teaching to respond to the strengths and needs of all pupils

Links to Early Career Framework:

- \* Adaptive Teaching
- \* High Expectations

Booking Link: [Click Here](#)

\* \* \* \* \*

(Sessions Continued Overleaf...)

### Session 3: ECT006

#### How Pupils Learn (CIP)

Date: 16th November 2021  
Time: 3.15 - 5.30pm  
Venue: Online  
Audience: **Cross Phase NQT+1**

This session will offer colleagues to deepen their understanding of how pupils learn and the strategies that they can use practically within the classroom to 'make learning stick'. They will explore the importance that prior knowledge plays in how pupils learn and the impact of long-term memory.

Links to Teacher Standards:

4. Plan and teach a well-structured lesson
6. Make accurate and productive use of assessment

Links to Early Career Framework:

- \* Classroom Practice
- \* Assessment

Booking Link: [Click Here](#)

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### Session 4: ECT007

#### Strategies for Supporting Students with Exam Preparation and Revision Strategies

Date: 23rd November 2021  
Time: **Twilight** 3.45 - 5.15pm  
Venue: Online  
Audience: **Secondary NQT+1**

This session will look at different techniques and strategies to support teachers in preparing and delivering effective revision sessions. Teachers will be able to ensure that students have the ability to independently conduct self-study/revision sessions in order to confidently approach statutory assessments.

Links to Teacher Standards:

1. Set high expectations which inspire, motivate and challenge
4. Plan and teach a well-structured lesson

Links to Early Career Framework:

- \* Subject & Curriculum
- \* Classroom Practice

Booking Link: [Click Here](#)

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### Session 5: ECT008

#### Understanding the Importance of Adaptive Teaching (CIP)

Date: 11th January 2022  
Time: 3.30 - 5.30pm  
Venue: Online  
Audience: **Cross Phase NQT+1**

This session will enable colleagues to improve their practice and raise expectations so that all pupils, particularly vulnerable groups, particularly EAL pupils and different ability pupils, can reach their potential.

Links to Teacher Standards:

5. Adapt teaching to respond to the strengths and needs of all pupils

Links to Early Career Framework:

- \* Adaptive Teaching
- \* Classroom Practice

Booking Link: [Click Here](#)

### Session 6: ECT009

#### Differentiation, Challenge, Questioning and Mastery in Maths

Date: 27th January 2022  
Time: 1.00 - 4.30pm  
Venue: Online  
Audience: **Primary/Special NQT+1**

Colleagues will revisit the foundations of how to plan and teach a well structured lesson in this session. It will focus on differentiation to improve pupil learning and outcomes, and consider in particular how colleagues can ensure an appropriate level of challenge and pace is embedded within the lesson. The session will also cover effective questioning techniques and how these can be applied in the classroom to support teaching and learning.

Links to Teacher Standards:

2. Promotes good progress and outcomes
4. Plan and teach a well-structured lesson
6. Make accurate and productive use of assessment

Links to Early Career Framework:

- \* Classroom Practice
- \* Subject & Curriculum

Booking Link: [Click Here](#)

\* \* \* \* \*

### Session 7: ECT010

#### The Importance of Subject & Curriculum (CIP)

Date: 7th February 2022  
Time: 2.00 - 5.30pm  
Venue: Online  
Audience: **Cross Phase NQT+1**

This core framework session concentrates on the importance of subject and curriculum knowledge. ECTs will have the opportunity to explore and consider that to think critically, pupils need to have a secure understanding of the knowledge within the subject. Through a range of case studies, examples and ongoing discussion, ECTs will also be encouraged to explore the importance of correctly sequencing learning and the critical steps that need to be taken in order to enable learners to master their learning.

Links to Teacher Standards:

3. Demonstrate good subject and curriculum knowledge
4. Plan and teach a well-structured lesson

Links to Early Career Framework:

- \* Subject & Curriculum

Booking Link: [Click Here](#)

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## Session 8: ECT011

### Developing Science Across the Curriculum

Date: 7th March 2022  
Time: 1.00 - 4.30pm  
Venue: Online  
Audience: **Primary/Special NQT+1**

This session focuses on how to plan exciting, purposeful and well-structured lessons that inspire, motivate and engage learners to maximise their progress within science. The session will be interactive with practical and enquiry based elements to explore good subject and curriculum knowledge within primary science. Colleagues will also be supported to look at creative ways to teach science and how to make robust cross-curricular links, in particular literacy and maths, and promote good progress and outcomes for all learners.

Links to Teacher Standards:

3. Demonstrate good subject and curriculum knowledge
4. Plan and teach a well-structured lesson

Links to Early Career Framework:

- \* Subject & Curriculum
- \* Classroom Practice

Booking Link: [Click Here](#)

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## Session 9: ECT012

### Developing Oracy, Phonics and Early Reading

Date: 21st March 2022  
Time: 1.00 - 4.30pm  
Venue: Online  
Audience: **Primary NQT+1**

This session is facilitated by the Learners First English Hub, who specialise in supporting the development of early reading and phonics. Colleagues will revisit the foundations of how understanding that to access the curriculum, early literacy provides fundamental knowledge and that reading comprises two elements; word reading and language comprehension and that systematic synthetic phonics is the most effective approach for teaching pupils to decode. Colleagues should have an understanding that every teacher can improve pupils' literacy by explicitly teaching reading, writing and oral skills

Links to Teacher Standards:

3. Demonstrate good subject and curriculum knowledge
4. Plan and teach a well-structured lesson

Links to Early Career Framework:

- \* Subject & Curriculum
- \* Classroom Practice

Booking Link: [Click Here](#)

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## Session 10: ECT013

### Modelling and Feedback for Learning (CIP)

Date: 29th April 2022  
Time: 1.00 - 4.30pm  
Venue: Online  
Audience: **Cross Phase NQT+1**

The first part of this session focuses on effective marking and feedback, with a particular emphasis on book scrutiny. Colleagues will consider best practice approaches to marking and feedback and look at how effective book scrutiny can support the progress and attainment of pupils.

Links to Teacher Standards:

2. Promotes good progress and outcomes
4. Plan and teach a well-structured lesson
6. Make accurate and productive use of assessment

Links to Early Career Framework:

- \* How Pupils Learn
- \* Assessment
- \* Classroom Practice

Booking Link: [Click Here](#)

\* \* \* \* \*

## Session 11: ECT014

### Effective Use of Learning Environments and Resources to Engage Pupils

Date: 16th May 2022  
Time: **Twilight** 3.45 - 5.45pm  
Venue: Online  
Audience: **Cross Phase NQT+1**

This session, delivered through a **case study** approach, will look at how a specialist setting uses immersive learning to create hooks for learning and points of reference through topic work. The session will look at the firefly theory behind the curriculum and will involve a learning walk for delegates to magpie ideas to use in their own setting. Colleagues will understand the impact that teachers have on the lives of their pupils, and how this setting prepares children for transition to adulthood.

Links to Teacher Standards:

1. Set high expectations which inspire, motivate and challenge

Links to Early Career Framework:

- \* High Expectations
- \* Subject & Curriculum
- \* Behaviour

Booking Link: [Click Here](#)

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(Sessions Continued Overleaf...)

## Session 12: ECT015

### Developing as a Subject Leader

Date: 9th June 2022  
Time: 1.00 - 4.30pm  
Venue: Online  
Audience: **Primary/Special NQT+1**

In this session, colleagues will consider developing themselves as a subject leader. This will include qualities needed to be an effective leader and how to create an action plan. Alongside this we will also look at how to monitor and evaluate successes and weaknesses and raise the profile of their particular subject area.

Links to Teacher Standards:

- 8. Fulfil wider professional responsibilities

Links to Early Career Framework:

- \* Professional Responsibilities
- \* Subject & Curriculum

Booking Link: [Click Here](#)

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## Session 13: ECT016

### Developing Effective Professional Relationships with Colleagues, Parents & Carers and Considering the Effective Use and Deployment of other Adults in the Classroom

Date: 14th June 2022  
Time: 1.00 - 4.30pm  
Venue: Online  
Audience: **Cross Phase NQT+1**

In this session, Colleagues will consider effective strategies and approaches to improve confidence and the positive impact of directing and deploying other adults (including teaching assistants) within the classroom. There will be a particular focus on ensuring the delivery of inclusive quality first teaching and how colleagues can effectively use, deploy and direct the work of teaching assistants to better support learning. This session will focus on how to gain the best from parents and carers to enable them to support their child and the work you do.

Links to Teacher Standards:

- 8. Fulfil wider professional responsibilities

Links to Early Career Framework:

- \* Professional Responsibilities
- \* Adaptive Teaching
- \* High Expectations

Booking Link: [Click Here](#)

\* \* \* \* \*

## Session 14: ECT017

### Early Career Professional Development Conference

Date: 23rd June 2022  
Time: 9.00am - 3.30pm  
Venue: TBC  
Audience: **Cross Phase NQT+1**

The conference will bring together colleagues in the early stages of their teaching careers from different phases and contexts. It will include case studies from different school leaders and will provide an opportunity for colleagues to reflect on their learning and successes.

Links to Teacher Standards:

1. Set high expectations which inspire, motivate and challenge
8. Fulfil wider professional responsibilities

Links to Early Career Framework:

- \* High Expectations
- \* Behaviour

Booking Link: [Click Here](#)

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# Learners First

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