



**Ambition  
Institute**



# **GROW WITH AMBITION**

Develop your NQTs with our Department for Education  
funded Early Career Teachers programme

## WATCH YOUR NQTS FLOURISH

We believe the Early Career Framework is the most significant reform in a generation. It has the potential to transform the working lives and motivation of NQTs in your school, as well as across your region.

It provides schools with a unique opportunity to grow their newest members, cultivate retention to keep them in the profession and develop their impact on every pupil in school.

That's why we took part in the Education Endowment Foundation's pilot of the Early Career Framework, because we want to improve the quality of support available for NQTs and help solve some of education's toughest issues.

We're now offering a **Department for Education funded**, two-year package of support for NQTs and their mentors through our **Early Career Teachers** programme. Our team of experts have dedicated themselves to creating a programme that is high quality, evidence-informed and accessible.

Our mission has always been to build an education system where every child can thrive, no matter what their background. We know you share that mission.

Early Career Teachers is exclusively available in your region so we can support your NQTs to flourish.



## EARLY CAREER TEACHERS

### Key programme information:

**For:** NQTs and their mentors

**Where:** Greater Manchester, Bradford, Doncaster and across the North East

**Stage:** State primary, secondary and SEND schools plus post-16 settings

**Course length:** 2 years

**Programme start:** School/mentor inductions start in late summer 2020

**Cost:** Funded by the DfE

### Our two-year programme includes:

- > Teacher-friendly **evidence summaries** highlighting important components from the framework relevant each week.
- > Demonstrative **videos** to illustrate what this evidence looks like in practice.
- > **Mentor sessions** which directly correlate to the **evidence summaries** and **videos**, enabling instructional coaching and target setting.



Department  
for Education

## HOW WILL NQTS AND MENTORS GROW THROUGH THIS PROGRAMME?

Whenever we undertake a period of growth, it's vital that we're able to see improvement over time. Gradual development is what keeps us motivated and supports us in continuing to thrive. This is never more important than in the case of new teachers.

That's why our Early Career Teachers programme focuses deeply on one area of teaching at a time, allowing NQTs to see and feel that they are getting better. Foundational concepts are intentionally repeated and revisited across modules so that NQTs can easily connect the theory to classroom practice on a Monday morning.

To pave the way for success in the classroom, our programme is streamlined to ensure that the emphasis is on how the Early Career Framework can be applied, rather than worrying about the requirements of the programme itself.

We want teachers to have more time thinking about teaching.

Having once been NQTs themselves, our programme designers understand that educators start their careers in vastly different contexts and with differing needs. Early Career Teachers allows you to tailor NQT development and mentor guidance according to phase, context and prior experience.

Early Career Teachers will also support your mentors to help NQTs grow. We provide structure for mentors who want it and freedom for those who already have the relevant experience and expertise. Each module is designed with mentors in mind.

### A sample of some of the modules taught in year one:

Autumn term	Spring term	Summer term
> Effective routines	> Instruction for memory	> Promoting deep thinking
> Consistency	> Prior knowledge	> Sequencing learning
> Positive learning environments	> Scaffolding	> Designing formative assessments
> Challenge	> Questioning	> Feedback

## HOMEGROWN TALENT

Our expert programme designers



**MARIE HAMER**

**Executive Director of Learning Design and Teaching**

My NQT year was a huge but wonderful challenge. I taught in one of the most deprived wards in the country; 75% of pupils were on free school meals, the school was in special measures and employing security guards in an attempt to manage the gang violence that was spilling over from the streets into our corridors and classrooms. But I wouldn't have wanted to work anywhere else. Not only because of the incredible opportunity to make a difference where it was needed most, but because of the incredibly steep learning curve it provided. However, without any mentoring in place or a framework to guide my development, getting better at managing behaviour or ensuring good progress for my pupils in such a challenging context, was all a matter of my own trial and error. How much better it would have been, not just for me, but my pupils, if I was developing through a clear curriculum of what works in teaching, and supported to do that by a well-trained mentor. How much better it would all have been if the Early Career Framework had existed.



**KYLE BAILEY**

**Associate Dean, Learning Design**

Entering my classroom in the September of my NQT year, I still had so much to learn. I was excited, of course, but I found it difficult not having dedicated access to research-informed, practical advice on a regular basis. That was until I had a mentoring session several terms in which immediately helped me to improve my practice by giving me bite-sized, granular advice. It felt like a shame that this had come so late in my NQT year and I wonder how much quicker I could have improved as a teacher if I'd had access to the frequency of mentoring that Early Career Teachers provides.



**KATIE MCHUGH**

**Fellow, Learning Design**

I was fortunate to train in an outstanding school where I could observe lots of great teaching. I spent as much time as I could watching lessons and pestering my colleagues in the staff room afterwards. This was great but it never quite felt like enough – I wanted more access to the best teaching. That's why I'm excited by Early Career Teachers and it's focus on the 'what' and 'why' of teaching. We can help those NQTs who, like me, are hungry to learn and want the best possible start for their careers.

Children from disadvantaged backgrounds don't do as well at school. We are working to change that. Through our Early Career Teachers programme, we want to ensure that there are expert teachers in every classroom. Let us help you grow your NQTs and see them flourish within your school or trust.

## APPLY NOW

If you'd like to find out more about this DfE funded Early Career Teachers programme or to apply on behalf of your school or trust, contact us using the details below.

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

 [info@ambition.org.uk](mailto:info@ambition.org.uk)

 020 3668 6865



**Ambition  
Institute**

**KEEP  
GETTING  
BETTER**