

ECT Support at Glossopdale School and Sixth Form

We support our ECTs through the Early Career Framework working with Ambition Institute using the Steplab platform. We offer high-level support and guidance to those joining the profession to give them the skills and opportunities required for a long and rewarding career in education. We are proud that we retain staff and to achieve this we offer the following support to ECTs.

Year 1 ECTs

- Full induction prior to starting at Glossopdale School and Sixth Form as an ECT
- A 10% reduction in teaching load
- Support managing workload and behaviour
- Weekly coaching sessions with your ECT mentor, usually from within your subject. These sessions will be guided by the ECTE, but link to teaching and learning experiences in the school. They are also your opportunity to discuss the delivery of subject material and subject issues
- Weekly deliberate practice with staff from a range of faculties looking at whole school culture or teaching and learning focus.
- Regular lesson drop-ins with ongoing feedback helping you to continuously develop through subsequent target setting.
- Termly observations and feedback from the induction tutor
- Termly meetings with the induction tutor to discuss teaching standards and progress
- Opportunities to observe experienced staff from within, and outside, your subject area
- Observations of experienced teachers' exam preparation and feedback
- Collaborative marking and moderation
- Planning days, off timetable, allowing you to evaluate student data and act decisively to target areas for intervention.
- Comprehensive new staff induction programme delivered by school experts, staff completing NPQ's, apprenticeships, or lead practitioners; looking at key areas of school development.

Year 2 ECTs

- 5% reduction in teaching load
- At least fortnightly coaching sessions with your ECT mentor, usually from within your subject. These sessions will be guided by the ECTE, but link to teaching and learning experiences in the school. They are also your opportunity to discuss the delivery of subject material and subject issues
- Weekly deliberate practice with staff from a range of faculties looking at whole school culture or teaching and learning focus.
- Regular lesson drop-ins with ongoing feedback helping you to continuously develop through subsequent target setting.
- Termly observations and feedback from the induction tutor
- Termly meetings with the induction tutor to discuss teaching standards and progress
- Opportunities to observe experienced staff from within, and outside, your subject area
- Observations of experienced teachers' exam preparation and feedback
- Collaborative marking and moderation
- Planning days, off timetable, allowing you to evaluate student data and act decisively to target areas for intervention.

- Comprehensive new staff induction programme delivered by school experts, staff completing NPQ's, apprenticeships, or lead practitioners; looking at key areas of school development.