



Department  
for Education

# The Golden Thread of Teacher Development:

How DfE is supporting teachers at every stage of their career

# Today's Presenters



**Dave Greatorex**  
Event Host



**Grace Verghis**  
ITT Strategy &  
Provider  
Engagement



**Caroline Wood**  
ECF Funding  
Policy



**Emma Gilman**  
NPQ Comms &  
Stakeholder  
Engagement

# Content Overview

## ❖ The Golden Thread

### ❖ Initial Teacher Training (ITT)

- ◆ Overview, Routes & Courses
- ◆ Schools role & opportunities in ITT
- ◆ Explore support & opportunities

### ❖ Early Career Framework Reforms (ECF)

- ◆ Overview & Specifics
- ◆ Provider-led ECF benefits
- ◆ Feedback & next steps

### ❖ National Professional Qualifications (NPQ)

- ◆ Overview
- ◆ Benefits for participants & schools
- ◆ Feedback & Next steps

## ❖ Questions & Answers

## ❖ Golden Thread updates



# The Golden Thread

The Golden Thread is cumulation of **high-quality evidence** underpinning the **support, training** and **development** available through the **entirety of a teacher's career**.



Beginning with Initial Teacher Training (**ITT**) through to an Early Career Framework (**ECF**) based induction for early career teachers and onto National Professional Qualifications (**NPQ**) for more experienced teachers.

These root teachers & leaders development in the same consistent evidence-based understanding of what works.

# Initial Teacher Training

# ITT

# ECF

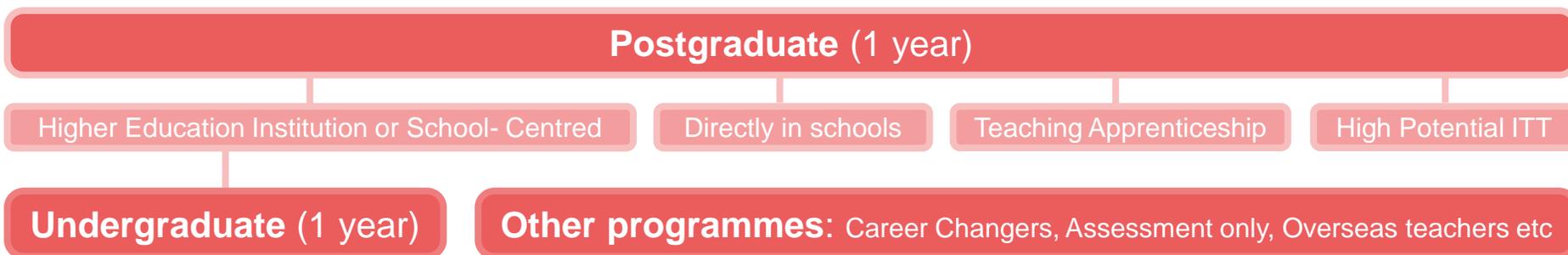
# NPQ

## Trainee Teacher

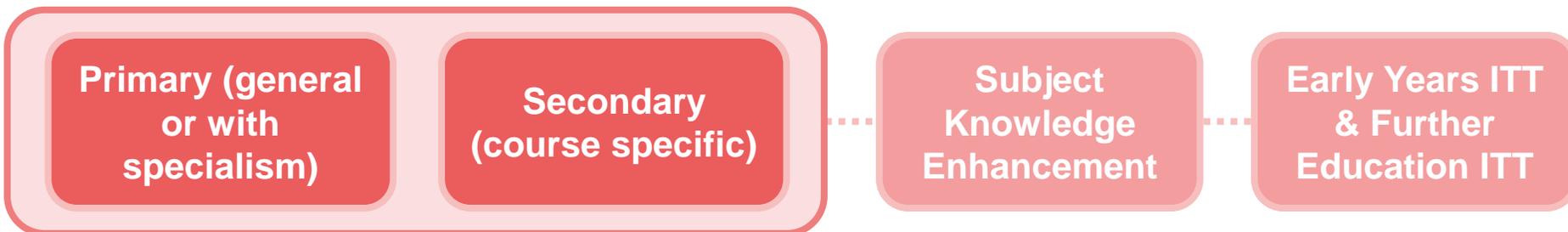
### Overview

- Initial Teacher Training (ITT) is the path to achieving Qualified Teacher Status (QTS). QTS is required to be able to teach in most primary and secondary schools in England.
- Teaching is a graduate profession – all qualified teachers must be educated to degree level.

### Routes



### Courses



# ITT

# ECF

# NPQ

## Trainee Teacher

### Schools play an important role in ITT

Every trainee must get experience teaching in two schools in order to obtain QTS. ITT providers must also ensure trainees receive clear and consistent mentoring.

### ITT presents excellent opportunities for schools

- ✓ Spot emerging talent and develop your pipeline of great teachers.
- ✓ Offer enriching professional development opportunities for your staff.
- ✓ Improve the knowledge and skills of mentors in your school(s).
- ✓ Build collaborative working partnerships and contribute to system leadership.



*We are not just proud to welcome trainee teachers on placements, we have also employed a number of them...a school brings value to a trainee teacher but it is by no means one-sided. Trainee teachers can bring much to a school: to its staff, to its pupils and to its education provision.*

Principal, The Moorlands Primary Federation

Guest speaker



Alex Brayford

Principal  
The Moorlands Primary  
Federation

# ITT

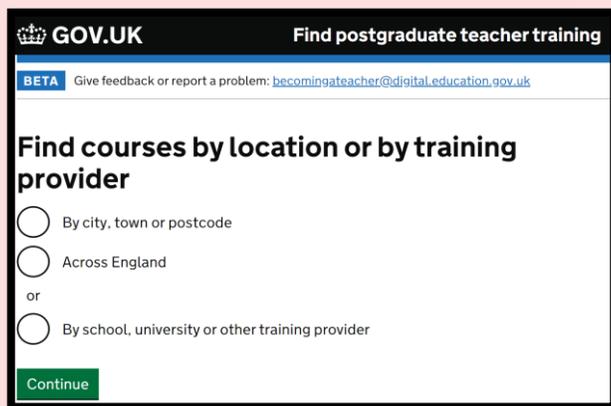
# ECF

# NPQ

Trainee Teacher

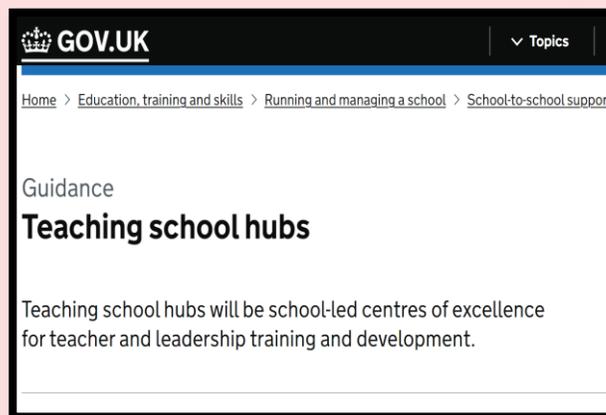
To explore the opportunities and support available to your school:

Find a training provider



[www.find-postgraduate-teacher-training.service.gov.uk](http://www.find-postgraduate-teacher-training.service.gov.uk)

Contact your local Teaching School Hub



[www.gov.uk/guidance/teaching-school-hubs](http://www.gov.uk/guidance/teaching-school-hubs)

You can also:

Advertise your school experience offer to potential ITT candidates

**The Get school experience service.**



[schoolsexperience.education.gov.uk](http://schoolsexperience.education.gov.uk)



[school.experience@education.gov.uk](mailto:school.experience@education.gov.uk)

Support members of staff at your school who are interested in gaining QTS - start with Get into Teaching

**Steps to become a teacher.**

Find out which qualifications you need, what funding you can get and how to train to teach.

[Steps to become a teacher >](#)



[getintoteaching.education.gov.uk](http://getintoteaching.education.gov.uk)

**Teaching**

Every Lesson Shapes a Life.

# Early Career Framework reforms

# ITT

# ECF

# NPQ

## Early Career Teacher

### Overview

The Early Career Framework (ECF) reforms were rolled out nationally in [September 2021](#), entitling all early career teachers (ECTs) to **two years of development support and training** based on the ECF.

The ECF itself and its underpinning evidence was independently assessed and endorsed by the Education Endowment Foundation (EEF). The EEF have also independently reviewed the content of all the ECF-based training materials.

### Specifics

Support to deliver an ECF-based induction includes:

- 10% time off timetable in the first year and 5% off timetable in the second year of induction for all ECTs to undertake induction activities including training and mentoring
- Funding for mentors to spend time with ECTs
- Freely available high quality development materials based on the ECF
- A dedicated mentor and support for these mentors
- Funding for time to undertake training for those participating in the provider-led programmes



ITT

ECF

NPQ

Early Career Teacher

### Provider led ECF-based training benefits

1

**DfE funded provider-led programme**

Self directed study material

Mentor session material

ECF training session outlines

ECT training

Mentor training

Funding for mentor training backfill

2

**Use DfE-accredited materials to deliver your own programme**

Self directed study material

Mentor session material

ECF training session outlines

ECT training

Mentor training

Funding for mentor training backfill

3

**Design and deliver your own ECF-based programme**

Self directed study material

Mentor session material

ECF training session outlines

ECT training

Mentor training

Funding for mentor training backfill

**Universal Entitlement** 10% and 5 % off timetable for ECTs in first and second year respectively, funding for the additional call on mentor time in second year

**Key**  Free-to-use element  Not included - School to create/procure and deliver their own content and/or training for this element

Guest speaker



Emily Clark

Principal  
Edington Victoria Academy

**Option 3-** Head teachers choose to create/procure their own 131-hour training programme covering all the 'learn that' and 'learn how to' statements in the ECF

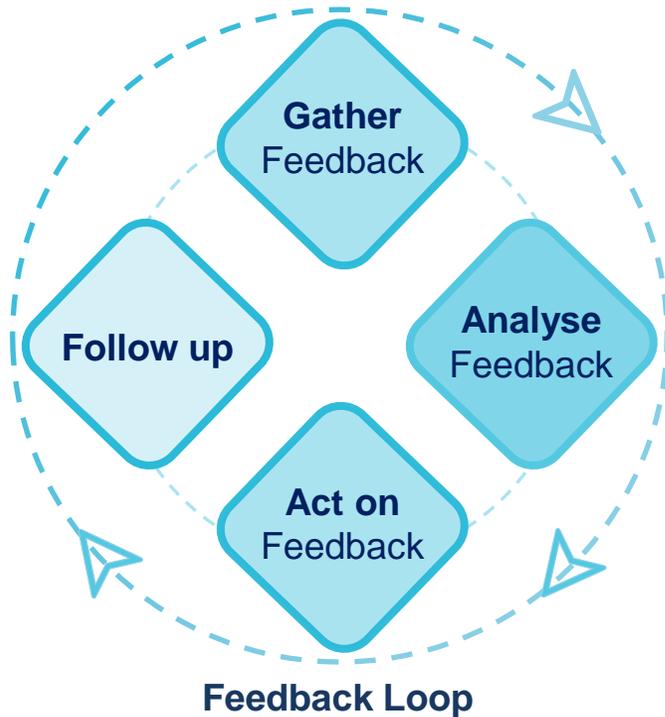
ITT

ECF

NPQ

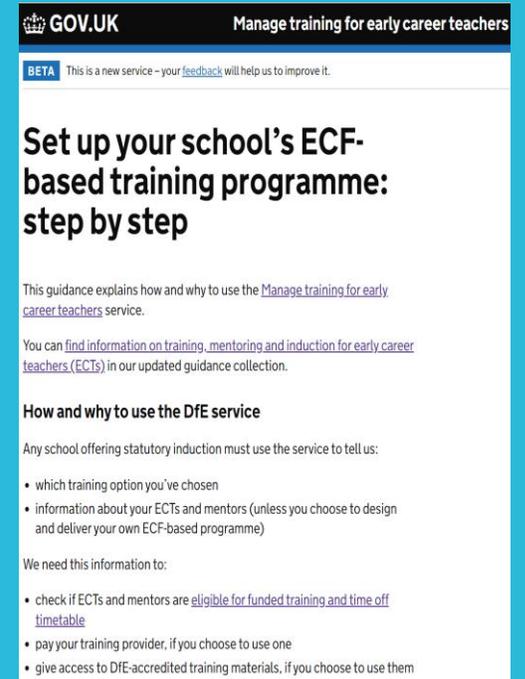
Early Career Teacher

### Feedback & next steps



We have heard a lot of feedback from many of you who are involved with early rollout and national rollout of the ECF and will keep reviewing and refining the programme based on this.

DfE emailed all schools in May with details of how to set up their ECF-based training programmes for the next academic year and register their ECTs and mentors. You can also contact your local Teaching School Hub for more information.



# National Professional Qualifications

ITT

ECF

NPQ

Experienced Teacher

## Overview

National Professional Qualifications (NPQs) are national, voluntary **suite of qualifications**, which provide **training and support** for teachers and leaders at all levels, from those who want to develop expertise in **high-quality teaching** practice to those **leading multiple schools** across trusts.

Staff employed at **state-funded organisations** across the sector can access **fully funded training scholarships** for NPQs.

## Qualifications

Specialist

Leading Behaviour & Culture

Leading Teacher Development

Leading Teaching

Leading Literacy

Leadership

Senior Leadership

Headship

Executive Leadership

New

Early Years Leadership



## Specifics

Learning can take 12-18 months, with a blended mixture of face-to-face sessions, webinars and self directed study. Time commitments, content and materials are provided in advance meaning NPQs can be completed around. Flexibility is in the fabric of all NPQs – throughout the qualification and at the final assessment existing commitments

ITT

ECF

NPQ

Experienced Teacher

## How are NPQs supporting participants and schools?

NPQs expand knowledge by learning from **current research** and **international best practice**.

**Leadership NPQs** strengthen the skills of senior and middle leaders and enable them to drive change that supports staff.

**Specialist NPQs** will allow schools to develop in-house 'experts' in key areas – excelling their own classrooms and school environment.

Participants **collaborate** with teachers and leaders **across the country** – sharing individual & school experiences and discuss **good practice**.

**Leadership NPQs** have been designed, with sector experts, to assist in the development of the **skills required** for **career progression**.

Practitioners who participate in **high quality continuous professional development** have a **significant impact** on the **learning of young people**.

Interested about hearing the thoughts of other teachers and leaders? [Visit the Professional Development Teaching Blog](#) for articles about NPQs and how they're supporting professionals across the country.

Guest speaker



Becky Austwick

Principal  
Bentley High Street

ITT

ECF

NPQ

Experienced Teacher

## Next Steps

Please find multiple options for further information, support and guidance about NPQs



Visit the **professional development for teachers and leaders website** to find out more about NPQs and the content frameworks



**Talk** with your staff to discuss which NPQs can improve your **school outcomes** and support **career aspirations**



You can also contact your local **Teaching School Hub** for advice, support and guidance before signing up



Talk to one of the **ten lead providers** to discuss the entire suite of NPQs qualifications

# Questions & Answers

# ITT

# ECF

# NPQ

## Your questions – answered.

Is there any progression for **internal support staff** to study and train to **become a teacher without** having a **degree** prior?

Something like an **apprenticeship scheme** for older staff to complete a **teaching qualification** within the school. I would love to see that in the future.

ITT

What **improvements** are the DfE looking to make to the **ECF programme** to address the **feedback received** from current ECTs, Mentors, Schools, Lead Providers and Delivery Partners?

ECF

I'm unsure if I'm **eligible to undertake an NPQ** in my current role, how can I **check my eligibility status** and whether a qualification **is right for me?**

NPQ

# Thank you for your time and continued support.

If you would like to receive direct updates from  
DfE on all aspects of the  
Golden Thread, please click the icon below



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