

# Early Career Teachers Enhancement

A programme of support for Early Career Teachers based on feedback from ECTs and mentors. Access to support and advice for managing workload and stress. Training on organisation, time management and positive psychology. Access to a team of tutors and CPD opportunities.



## Rationale

Early Career Teachers have access to a funded Full Induction Programme (FIP) that enables them to continue to develop their understanding and application of the knowledge and skills set out in each of the Early Career Framework (ECF) evidence ('learn that') statements and practice ('learn how to') statements. LETTA delivers this programme in partnership with the East London Teaching School Hub.

Feedback from ECTs, mentors and partner schools signals a need for ECT support beyond the Full Induction Programme. Specifically, feedback has indicated the ECTs would benefit from greater support to manage workload, organise a crowded schedule, look after their wellbeing and manage the varied and complex pressures faced by new teachers. Our goal is to support ECT welfare and retention.

## What's included?

In addition to the fully funded FIP delivered by members of the LETTA team, the enhancement package offers ECTs:

- Access to a confidential ECT Assistance Programme, including face-to-face and telephone counselling, financial guidance, legal information and support on work/life issues.
- Pink Squid Positivity Peer Learning Groups, facilitated by an expert in the field of positive psychology and designed to provide a space for problem solving, peer support and co-coaching.
- Seminars on a range of topics including time management, building resilience in VUCA times, and reducing teacher stress.
- Ongoing support from a personal LETTA tutor.

## CONTACT US

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## Support for mentors

Mentors play a crucial role in the support and development of ECTs. It's an important job, but it's also very demanding. LETTA's ECT Enhancement will provide your mentors with access to an ECT Assistance Programme and ongoing support and advice from LETTA tutors.

## Mentor development

LETTA welcomes all ECT mentors to enroll onto our Professional Mentor Programme. This is an optional 12-month course that supports mentors to further develop the knowledge, skills and behaviours of effective mentoring, and to manage the demands and responsibilities of mentoring successfully. Participants in this programme will achieve a Level 4 Learning and Skills Mentor qualification. This programme is fully funded.

## Career progression

Retention of teachers beyond the induction period is improved when they are supported to understand the career progression available to them and provided with opportunities to develop their expertise in areas of interest. LETTA offers a wide range of professional development programmes beyond the induction period, many of which are fully funded. The team will work with your ECTs to plan for their future.

## Register your ECTs

You can register your ECTs for the LETTA ECT Enhancement via our booking page: <https://letta.org.uk/train/cpd/>.

## Cost

The cost of the ECT Enhancement is £250.

## Appropriate body

ECTs must be registered with an Appropriate Body. LETTA recommends engaging the services of the [East London Teaching School Hub](#).

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