



## HEAD OF DEFENCE CHILDREN SERVICES

### Developmental Aspect 1 DCS Educator: Early Career Teacher Induction

Early Career Teachers (ECT) employed in schools in England must complete a dedicated programme of training to ensure they fully meet the teacher standards. This is a two-year induction programme which is mirrored by Defence Children Services (DCS). DCS also ensure that Civil Service induction and ECT induction supports new teachers through a structured programme of development, support and professional dialogue. The programme is designed around the Early Career Framework (ECF) with careful monitoring and an assessment of performance at all stages.

The induction programme is delivered at school level with support and quality assurance from the DCS Training, Assessment and Careers Team. Throughout the induction we aim to ensure that our ECTs have access to the same high standard of training and development as their colleagues working in English state schools. The ECT induction:

- is flexible and appropriate to the needs of individual ECTs
- is developed alongside the Civil Service induction period
- enables ECTs to become fully integrated into their School or Setting and the local community
- helps ECTs understand their professional responsibilities
- provides ECTs with opportunities to observe great practice
- encourages ECTs to reflect on their practice with the support of school colleagues
- enables ECTs to demonstrate how they meet the Teachers' Standards 2012
- provides a foundation for long term professional development
- is aligned with the standards set by the Department for Education (DfE)
- is recognised by the Teacher Registration Agency – DCS ECTs will be registered as 'exempt' on successful completion of their induction period

Head Teachers lead the induction programme and ensure that:

- They have identified two members of staff to support the ECT. One as the Induction Tutor and another as the ECT Mentor
- The ECT has a reduced timetable of 90% (first year) and 95% (second year) of existing teachers teaching commitment (in addition to Planning, Preparation and Assessment time)
- They facilitate the ECTs observation of experienced teachers either in their own School or Setting or another DCS School or Setting where good practice has been identified
- They keep ECTs up to date on their progress towards meeting the ECT requirements to pass their induction period.