Department for Education

Initial Teacher Training and Early Career Framework

January 2024

Acknowledgements

The Initial Teacher Training and Early Career Framework (ITTECF) was developed in consultation with the following members of an External Steering Group and in collaboration with a wide range of teachers, school leaders, academics and experts:

Contents

Guidance for providers delivering the 'Initial Teacher Training and Early Career Framework'

The Initial Teacher Training and Early Career Framework (ITTECF) covers the training and induction periods at the start of a teacher's career.[1] It combines and replaces the previously separate Initial Teacher Training (ITT) Core Content Framework (CCF) and Early Career Framework (ECF) following a review. (Further detail on the review, and the important changes to the design and content of the frameworks and to delivery, has been published alongside the framework.)

The ITTECF sets out the entitlement of every trainee and early career teacher (ECT) to the core body of knowledge, skills and behaviours that define great teaching, and to the mentoring and support from expert colleagues they should receive throughout the three or more years at the start of their career. ECTs will purposefully revisit the elements of teaching introduced in ITT to deepen their knowledge and understanding. The ITTECF remains designed to equip all trainees and ECTs with a shared body of knowledge and skills, irrespective of subject or phase.

The ITTECF, as with its predecessors, is based on the best available evidence from this country and around the world, assured by the Education Endowment Foundation (EEF). The content of the framework has been updated based on a Call for Evidence in spring 2023, feedback from a broad range of experts across the education sector, and on what the department has learned from the first few years of CCF implementation and delivery of ECF-based induction. The changes include updates and enhancements regarding supporting pupils with special educational needs and disabilities (SEND), high quality oral language (sometimes known as oracy), early cognitive development, and social and emotional learning. The EEF have appraised all changes to ensure they reflect the evidence base.

The design of the framework

Providers of ITT and ECF-based training are expected to translate the framework into a carefully sequenced curriculum of training and professional development to support trainees and ECTs to build their expertise across all aspects of the framework.[2] To

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[1] The Initial Teacher Training and Early Career induction period for most teachers is the first three or more years at the start of their career, dependent on their ITT route.

[2] For the purpose of this document, 'providers' refers to: those accredited to deliver ITT from 2024, lead providers of early career induction training, and schools following school-led routes for delivering early career induction.

support providers to do this, the section below on 'expertise development and progression' provides an illustrative model on how progression can work across the three or more years of ITT and ECF-based training.

The ITTECF sets out two types of content: *'Learn that…'* and *'Learn how to…'* statements. *'Learn that…'* statements are informed by the best available educational research. This evidence includes practice guides, rigorous individual studies, high quality reviews and syntheses, including meta-analyses. *'Learn how to…'* statements are drawn from the wider evidence base, including both academic research and guidance from expert practitioners. A full reference list is included at the end of this document. The framework statements should be read in the context of this preamble section, which explains how the statements were devised and how they should be incorporated in the design of curricula.

When designing their training programmes, ITT and ECF providers must carefully consider how they will cover both the *'Learn that…'* and the *'Learn how to…'* statements fully and specifically. Providers need to be attentive to the nuance of each statement to ensure their training captures the framework in its entirety. Providers must have a fully developed, evidence-informed curriculum. It must encompass all aspects of the framework as appropriate to the stage of a trainee or ECT's development as a minimum entitlement, ensuring that they are prepared for the next stage in their professional development.

The ITTECF is a minimum entitlement to training and not a full curriculum. It remains for accredited ITT providers and ECF lead providers to integrate additional analysis and critique of theory, research, and expert practice as they deem appropriate for their curriculum. The framework is designed to cover the content required by trainee teachers and ECTs irrespective of subject and phase. Therefore, it is for providers to ensure that they carefully craft coherently sequenced curricula that enable trainees and ECTs to apply evidence effectively in their phase, setting, and subject.

The technology available for facilitating great teaching and supporting pupils to succeed is constantly evolving, so the framework does not refer to specific technological innovations. Teachers, however, need to be conversant throughout their careers with technological developments that evidence suggests can improve pupil outcomes. Providers of ITT and early career training are encouraged to consider how their training materials can support trainees and ECTs in the judicious use of technology, informed by evidence, both in helping pupils to progress and in enabling and enhancing their own working practices.

Supporting pupils with Special Educational Needs and Disabilities (SEND)

The ITTECF has been designed in the knowledge that high quality teaching is the most important way to improve outcomes for pupils – particularly those with SEND. The

framework is designed to enable trainees and ECTs to take their first steps towards becoming expert teachers who can transform the lives all pupils.

Our review of content for the ITTECF paid particular attention to the needs of trainees and ECTs when supporting pupils with SEND. There is now significantly more content related to adaptive teaching and supporting pupils with SEND, some of which has been adapted from the new NPQ for SENCOs to be relevant for trainees and ECTs. We have also made some edits to existing statements to improve inclusivity for SEND throughout the framework.

In special schools or where children with particularly complex needs are educated in mainstream settings, trainees and ECTs should be supported by their mentor and other expert colleagues to apply the statements within this framework in the most appropriate way. For example, the '*Learn how to*…' statement 'requiring high quality oral language' within section 3 may not have the same relevance to pupils with complex disabilities, including those who are non-verbal. In this instance, the mentor or other expert colleague should use their judgement to provide appropriate support for the trainee or ECT.

Recognising the importance of ensuring trainees and ECTs are confident in supporting pupils with SEND to succeed, we will be enhancing the requirements on ECF lead providers in creating SEND exemplification materials.

Expertise development and progression across the ITT and early career induction period

Integrating the CCF and ECF into a single framework recognises that there is a core set of pedagogical knowledge and skills that is relevant for teachers throughout their careers. ITT and ECF providers should be empowered to develop ambitious and flexible curricula based on the framework. To support providers to create programmes that deliberately revisit and build on knowledge as teachers progress through the early stages of their career, this section provides an illustrative model and guidance on how progression can work across the 3 or more years of ITT and ECF-based training.

During ITT and ECF-based training, trainees and ECTs should revisit *'Learn that…'* and *'Learn how to…'* statements across the framework in order to deepen their understanding of the evidence base and make links between theory and practice (for example, the link between the limited nature of working memory and the practice of breaking down material into smaller steps). ECTs should revisit approaches introduced in their ITT to develop greater fluency and confidence, and to develop their decision making in order to solve more complex challenges.

By the time a teacher has reached the end of their training and induction period they will possess strong mental models of great teaching informed by the content of the

framework. They will have fluency in core practices and an ability to make good decisions to respond to the complexities of the classroom, adapting practice appropriately to meet pupils' needs across a range of contexts.

The ITTECF informs curriculum design and is not an assessment framework. End-point assessment of performance remains against the Teachers' Standards.

Guidance for ITT providers

ITT providers will ensure that all trainees are taught an ambitious curriculum that allows them to develop expertise in all areas of the ITTECF, to enable them to gain qualified teacher status (QTS) and meet the Teachers' Standards. In combining the frameworks, ITT providers remain responsible for ensuring that trainees receive their minimum entitlement to training, including both '*Learn that…*' and '*Learn how to…*' columns, and are able to flexibly determine how best to deliver this.

In the earlier stages of teacher development, greater support and direction is required to help teachers develop their expertise. During ITT it is not always appropriate or possible to build in practice opportunities in relation to every '*Learn how to…*' statement. In the previous iteration of the CCF (2019) this was captured through defining an expectation of support from expert colleagues in the '*Learn how to…*' column in each section.

In using the ITTECF to develop their curricula, ITT providers should determine the appropriate level of support required in the application of '*Learn how to*' statements. As a minimum, it is expected that all trainees will be supported to develop their knowledge and practice through an appropriate selection of approaches as detailed in the previous CCF that must include:

- Observation of practice, discussing and analysing with expert colleagues[3], to deconstruct what makes a particular approach successful or unsuccessful.
- Receiving clear, consistent and effective mentoring, through structured feedback from expert colleagues on a particular approach – using the best available evidence – to provide a structured process for improving practice.
- Opportunities to practise using approaches defined in the '*Learn how to…*' column of the framework. Providers should ensure that trainees have multiple opportunities to rehearse and refine particular approaches throughout their training. This could include beginning outside the classroom before using approaches in classrooms.

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[3] *Expert colleagues are defined as:* professional colleagues, including experienced and effective teachers, subject specialists, mentors, lecturers, and tutors.

- Receiving feedback on applying a particular approach or approaches. Working with expert colleagues to identify areas for and ways of improving practice, seeking challenge and critique from expert colleagues with trainees taking the lead in their own development.

Guidance for ECF lead providers

At the start of induction, most ECTs will be beginning to both habituate frequently used approaches and successfully adapt to meet pupils' needs in relation to the majority of *'Learn how to…'* statements. However, trainees and ECTs may be at different stages of expertise development in relation to each area of the framework.

ECF lead providers will need to consider the progress of trainees starting induction, where possible drawing on information relating to the trainee's ITT course and placement experiences. ECF providers will use their own assessment of ECTs' development following ITT and throughout the induction period to deliver a responsive curriculum that supports ECTs to develop expertise in all areas of the ITTECF. ECTs will need to revisit approaches introduced in their training to develop greater fluency and confidence, and to develop their decision making in order to solve more complex challenges.

Statutory Duties and assessment against the Teachers' Standards

The ITTECF is not – and must not be used as – a means of assessing trainees and ECTs. Instead, it is an entitlement to training and professional development. Trainees and ECTs will continue to be assessed against the Teachers' Standards at the end of ITT and induction respectively. Relating to Part Two of the Standards, providers should continue to ensure that trainees and ECTs have a clear understanding of the expectations regarding personal and professional conduct of a teacher and the ethics of the teaching profession. Ofsted and Appropriate Bodies will continue to ensure all trainees and ECTs receive their entitlement to training and professional development.

In addition to incorporating the content detailed in the ITTECF for ITT courses that lead to QTS, it remains a mandatory requirement for ITT providers to ensure that their curricula fulfil statutory duties as set out in the ITT Criteria, including ensuring that trainees are fully aware of their responsibilities in respect of safeguarding and equalities legislation. For more information please see the ITT Criteria: https://www.gov.uk/government/publications/initial-teacher-training-criteria/initial-teacher-training-itt-criteria-and-supporting-advice

Similarly, it remains a statutory requirement that qualified teachers who are employed in a relevant school in England must complete an induction period satisfactorily, subject to specific exemptions, and it is expected that ECF-based training is embedded as a central

aspect of this induction. From 2025, there will be an expectation that training based on the ITTECF is embedded as a central aspect of induction. Please see the statutory guidance on induction for early career teachers for more information: [Induction for early career teachers (England) - GOV.UK (www.gov.uk)](https://www.gov.uk)

Initial Teacher Training and Early Career Framework

High Expectations (Standard 1 – Set high expectations)

Learn that…	Learn how to…
1. Teachers have the ability to affect and improve the wellbeing, motivation and behaviour of their pupils. 2. Teachers are key role models, who can influence the attitudes, values and behaviours of their pupils. 3. Teacher expectations can affect pupil outcomes; setting goals that challenge and stretch pupils from their starting points is essential. 4. Setting clear expectations can help communicate shared values that improve classroom and school culture. 5. A culture of mutual trust and respect supports effective relationships. 6. High quality teaching has a long-term positive effect on pupils' life chances, particularly for pupils from disadvantaged backgrounds. 7. High quality teaching is underpinned by positive interactions between pupils, their teachers and their peers.	**Communicate a belief in the academic potential of all pupils, by:** a) Using intentional and consistent language that promotes challenge and aspiration. b) Setting tasks that stretch pupils, but which are achievable, within a challenging curriculum. c) Creating a positive environment where making mistakes and learning from them and the need for effort and perseverance are part of the daily routine. d) Seeking opportunities to engage parents and carers in the education of their children (e.g. proactively highlighting successes) and consider how this engagement changes depending on the age and development stage of the pupil. **Demonstrate consistently high behavioural expectations, by:** e) Creating a culture of inclusion, respect and trust in the classroom that supports all pupils to succeed (e.g. by modelling the types of courteous behaviour expected of pupils). f) Teaching and rigorously maintaining clear behavioural expectations (e.g. for contributions, volume level and concentration). g) Applying rules, sanctions and rewards consistently in line with school policy, including where individual pupils have an agreed tailored approach, escalating behaviour incidents as appropriate.

Learn that…	Learn how to…
8. Pupils' experiences of school and their readiness to learn can be impacted by their home life and circumstances, particularly for EAL pupils, young carers, and those living in poverty.	h) Acknowledging and praising pupil effort and emphasising progress being made.

How Pupils Learn (Standard 2 – Promote good progress)

Learn that…	Learn how to…
1. Learning involves a lasting change in pupils' capabilities or understanding. 2. Prior knowledge plays an important role in how pupils learn; committing some key facts to their long-term memory is likely to help pupils learn more complex ideas. 3. An important factor in learning is memory, which can be thought of as comprising two elements: working memory and long-term memory. 4. Working memory is where information that is being actively processed is held, but its capacity is limited and can be overloaded. 5. Long-term memory can be considered as a store of knowledge that changes as pupils learn by integrating new ideas with existing knowledge. 6. Pupils have different working memory capacities; some pupils with SEND may have more limited working memory capacity than their peers without SEND. 7. Where prior knowledge is weak, pupils are more likely to develop misconceptions,	**Avoid overloading working memory, by:** a) Taking into account pupils' prior knowledge when planning how much new information to introduce. b) Breaking complex material into smaller steps (e.g. using partially completed examples to focus pupils on the specific steps). c) Reducing distractions that take attention away from what is being taught (e.g. keeping the complexity of a task to a minimum, so that attention is focused on the content). **Build on pupils' prior knowledge, by:** d) Identifying possible misconceptions and planning how to prevent these forming. e) Linking what pupils already know to what is being taught (e.g. explaining how new content builds on what is already known). f) Sequencing lessons so that pupils secure foundational knowledge before encountering more complex content. g) Encouraging pupils to share emerging understanding and points of confusion so that misconceptions can be addressed. **Increase likelihood of material being retained, by:** h) Balancing exposition, repetition, practice and retrieval of critical knowledge and skills. i) Planning regular review and practice of key ideas and concepts over time (e.g. through carefully planned use of structured talk activities).

Learn that…	Learn how to…
particularly if new ideas are introduced too quickly. 8. Regular purposeful practice of what has previously been taught can help consolidate material and help pupils remember what they have learned. 9. Requiring pupils to retrieve information from memory, and spacing practice so that pupils revisit ideas after a gap are also likely to strengthen recall. 10. Worked examples that take pupils through each step of a new process are also likely to support pupils to learn.	j) Designing practice, generation and retrieval tasks that provide just enough support so that pupils experience a high success rate when attempting challenging work. k) Increasing challenge with practice and retrieval as knowledge becomes more secure (e.g. by removing scaffolding, lengthening spacing or introducing interacting elements).

Subject and Curriculum (Standard 3 – Demonstrate good subject and curriculum knowledge)

Learn that…	Learn how to…
1. A school's curriculum enables it to set out its vision for the knowledge, skills and values that its pupils will learn, encompassing the national curriculum within a coherent wider vision for successful learning. 2. Secure subject knowledge helps teachers to motivate pupils and teach effectively. 3. Ensuring pupils master foundational concepts and knowledge before moving on is likely to build pupils' confidence and help them succeed. 4. Anticipating common misconceptions within particular subjects is also an important aspect of curricular knowledge; working closely with colleagues to develop an understanding of likely misconceptions is valuable. 5. Explicitly teaching pupils the knowledge and skills they need to succeed within particular subject areas is beneficial. 6. In order for pupils to think critically, they must have a secure understanding of	**Deliver a carefully sequenced and coherent curriculum, by:** a) Identifying essential concepts, knowledge, skills and principles of the subject and providing opportunity for all pupils to learn and master these critical components. b) Ensuring pupils' thinking is focused on key ideas within the subject. c) Working with experienced colleagues to accumulate and refine a collection of powerful analogies, illustrations, examples, explanations and demonstrations. d) Using resources and materials aligned with the school curriculum. (e.g. textbooks or shared resources designed by experienced colleagues that carefully sequence content) e) Being aware of common misconceptions and discussing with experienced colleagues how to help pupils, master important concepts. **Support pupils to build increasingly complex mental models, by:** f) Discussing and analysing with expert colleagues the rationale for curriculum choices, the process for arriving at current curriculum choices and how the school's curriculum materials inform lesson preparation. g) Balancing exposition, repetition, practice of critical skills and knowledge. h) Revisiting the big ideas of the subject over time and teaching key

Learn that…	Learn how to…
knowledge within the subject area they are being asked to think critically about. 7. In all subject areas, pupils learn new ideas by linking those ideas to existing knowledge, organising this knowledge into increasingly complex mental models (or "schemata"); carefully sequencing teaching to facilitate this process is important. 8. Pupils are likely to struggle to transfer what has been learnt in one discipline to a new or unfamiliar context. 9. To access the curriculum, early literacy provides fundamental knowledge; reading comprises two elements: word reading and language comprehension; systematic synthetic phonics is the most effective approach for teaching pupils to decode. 10. Every teacher can improve pupils' communication and literacy, including by explicitly teaching reading, writing and oral language skills specific to individual disciplines. 11. Pupils' positive dispositions and attitudes towards mathematics are associated with positive outcomes on learning.	concepts through a range of examples. i) Drawing explicit links between new content and the core concepts and principles in the subject. **Develop fluency, by:** j) Providing tasks that support pupils to learn key ideas securely (e.g. quizzing pupils so they develop fluency with times tables). k) Using retrieval and spaced practice to build automatic recall and application of key knowledge. **Help pupils apply knowledge and skills to other contexts, by:** l) Ensuring pupils have relevant domain-specific knowledge, especially when being asked to think critically within a subject. m) Interleaving concrete and abstract examples, slowly withdrawing concrete examples and drawing attention to the underlying structure of problems. **Develop pupils' literacy, by:** n) Demonstrating a clear understanding of systematic synthetic phonics, and the necessary prerequisite knowledge, particularly if teaching early reading and spelling. o) Supporting younger pupils, especially those with reading difficulties, to become fluent readers by building automatic and accurate decoding with various texts and repeated reading of texts with modelling and feedback.

Learn that…	Learn how to…
12. Pupils' oral language skills can be supported by teaching new words and how to use and understand words within sentences or longer texts. This can help to address speech and language difficulties, especially for children in their early school years.	p) Teaching unfamiliar vocabulary explicitly and planning for pupils to be repeatedly exposed to high-utility and high-frequency vocabulary in what is taught. q) Modelling strategies that encourage active comprehension by asking questions, making predictions, and summarising when reading. r) Promoting reading for pleasure (e.g. by using a range of whole class reading approaches and regularly reading high quality texts to pupils). s) Teaching, modelling, and requiring high quality oral language, sometimes known as oracy, recognising that spoken language underpins the development of reading and writing (e.g. where appropriate, develop pupils' responses to questions into full sentences). t) Teaching different forms of writing by modelling planning, drafting and editing. u) Supporting younger pupils to become fluent writers through explicit teaching and practice of spelling and handwriting, with modelling and feedback, such as addressing both the process and product of letter formation when developing pupils' handwriting.

Classroom Practice (Standard 4 – Plan and teach well structured lessons)

Learn that…	Learn how to…

1. Effective teaching can transform pupils' knowledge, capabilities and beliefs about learning.
2. Effective teachers introduce new material in steps, explicitly linking new ideas to what has been previously studied and learned.
3. Modelling helps pupils understand new processes and ideas; good models make abstract ideas concrete and accessible.
4. Guides, scaffolds and worked examples can help pupils apply new ideas, but should be gradually removed as pupil expertise increases.
5. Explicitly teaching pupils metacognitive strategies linked to subject knowledge, including how to plan, monitor and evaluate, supports independence and academic success.
    Questioning is an essential tool for teachers; questions can be used for many purposes, including to check pupils' prior knowledge, assess understanding and break down problems.
	Plan effective lessons, by:
	  a) Using modelling, explanations and scaffolds, acknowledging that novices need more structure early in a domain.
	  b) Enabling critical thinking and problem solving by first teaching the necessary foundational content knowledge.
	  c) Removing scaffolding only when pupils are achieving a high degree of success in applying previously taught material.
	  d) Using evidence of prior learning to provide sufficient opportunity for pupils to consolidate and practise applying new knowledge and skills.
	  e) Breaking tasks down into constituent components when first setting up independent practice (e.g. using tasks that scaffold pupils through meta-cognitive and procedural processes).
	
	Make good use of expositions, by:
	  f) Starting expositions at the point of current pupil understanding.
	  g) Combining a verbal explanation with a relevant graphical representation of the same concept or process, where appropriate.
	  h) Using concrete representation of abstract ideas (e.g. making use of analogies, metaphors, manipulatives for counting, examples and non-examples).

Learn that…	Learn how to…
6. High quality classroom talk (sometimes referred to as oracy), can support pupils to articulate key ideas, consolidate understanding and extend their vocabulary. 7. Practice is an integral part of effective teaching; ensuring pupils have repeated opportunities to practise, with appropriate guidance and support, increases success. 8. Paired and group activities can increase pupil success, but to work together effectively pupils need guidance, support and practice. 9. How pupils are grouped is also important; care should be taken to monitor the impact of groupings on pupil attainment, behaviour and motivation. 10. Homework can improve pupil outcomes, particularly for older pupils, but it is likely that the quality of homework and its relevance to main class teaching is more important than the amount set.	**Model effectively, by:** i) Narrating thought processes when modelling to make explicit how experts think (e.g. asking questions aloud that pupils should consider when working independently and drawing pupils' attention to links with prior knowledge). j) Making the steps in a process memorable and ensuring pupils can recall them (e.g. naming them, developing mnemonics, or linking to memorable stories). k) Exposing potential pitfalls and explaining how to avoid them. **Stimulate pupil thinking and check for understanding, by:** l) Planning activities around what you want pupils to think hard about. m) Including a range of types of questions in class discussions to extend and challenge pupils (e.g. by modelling new vocabulary or asking pupils to justify answers). Elaborate on and query pupil contributions to support pupils' oral language skills, and knowledge development. n) Providing appropriate wait time between question and response where more developed responses are required. o) Considering the factors that will support effective collaborative or paired work (e.g. familiarity with routines, whether pupils have the necessary prior knowledge and how pupils are grouped) p) Providing scaffolds for pupil talk to increase the focus and rigour of dialogue.

Adaptive Teaching (Standard 5 – Adapt teaching)

Learn that…	Learn how to…
1. Adapting teaching in a responsive way, including by providing targeted support to pupils who are struggling, is likely to increase pupil success. 2. Pupils are likely to learn at different rates and to require different levels and types of support from teachers to succeed. 3. Seeking to understand pupils' differences, including their different levels of prior knowledge and potential barriers to learning, is an essential part of teaching. 4. Adaptive teaching is less likely to be valuable if it causes the teacher to artificially create distinct tasks for different groups of pupils or to set lower expectations for particular pupils. 5. Flexibly grouping pupils within a class to provide more tailored support can support learning, but care should be taken to monitor its impact on attainment, behaviour, engagement and motivation, particularly for low attaining pupils.	**Develop an understanding of different pupil needs, by:** a) Identifying pupils who need new content further broken down. b) Making use of formative assessment. c) Working closely with the Special Educational Needs Co-ordinator (SENCO) and other SEND specialists or expert colleagues. d) Working closely with the Designated Safeguarding Lead. e) Supporting pupils with a range of additional needs and using the SEND Code of Practice: 0 to 25 years, which provides guidance on effective school systems and approaches for identifying and supporting the special educational needs of pupils with SEND. f) Utilising existing opportunities to engage with parents and carers to better understand pupils' individual needs (e.g. meetings with parents). **Provide opportunity for all pupils to experience success, by:** g) Adapting lessons, whilst maintaining high expectations for all, so that all pupils have the opportunity to meet expectations. h) Balancing input of new content with the revisiting of prior learning so that pupils master important concepts. i) Making effective use of teaching assistants and other adults in the classroom. j) Making effective and judicious use of specialist technology to support pupils with SEND.

Learn that…	Learn how to…
6. There is a common misconception that pupils have distinct and identifiable learning styles. This is not supported by evidence and attempting to tailor lessons to learning styles is unlikely to be beneficial. 7. Pupils with SEND are likely to require additional or adapted support; working closely with colleagues, parents/carers, and pupils to understand barriers to learning and identify effective strategies is essential. 8. High quality teaching for all pupils, including those with SEND, is based on strategies which are often already practised by teachers, and which can be developed through training and support. 9. Technology, including educational software and assistive technology, can support teaching and learning for pupils with SEND.	**Meet individual needs without creating unnecessary workload, by:** k) Making use of well-designed resources (e.g. textbooks, manipulatives). l) Planning to connect new content with pupils' existing knowledge or providing additional pre-teaching if pupils lack critical knowledge. m) Building in additional practice or removing unnecessary expositions. n) Reframing questions to provide greater scaffolding or greater stretch. o) Considering carefully whether intervening within lessons with individuals and small groups would be more efficient and effective than planning different lessons for different groups of pupils. **Group pupils effectively, by:** p) Applying high expectations to all groups, and ensuring all pupils have access to a rich curriculum. q) Intentionally grouping in relation to a specific learning outcome, regularly reviewing those groupings, taking care to monitor their impact and avoiding the perception that groups are fixed.

Assessment (Standard 6 – Make accurate and productive use of assessment)

Learn that…	Learn how to…
1. Effective assessment is critical to teaching because it provides teachers with information about pupils' understanding and needs. 2. Good assessment helps teachers avoid being over-influenced by potentially misleading factors, such as how busy pupils appear. 3. Before using any assessment, teachers should be clear about the decision it will be used to support and be able to justify its use. 4. To be of value, teachers use information from assessments to inform the decisions they make; in turn, pupils must be able to act on feedback for it to have an effect. 5. High quality feedback can be written or verbal; it is likely to be accurate and clear, encourage further effort, and provide specific guidance on how to improve. 6. Over time, feedback should support pupils to monitor and regulate their own learning.	**Avoid common assessment pitfalls, by:** a) Planning formative assessment tasks linked to lesson objectives and thinking ahead about what would indicate understanding (e.g. by using hinge questions to pinpoint knowledge gaps). b) Drawing conclusions about what pupils have learned by looking at patterns of performance over a number of assessments (e.g. appreciating that assessments draw inferences about learning from performance). c) Choosing, where possible, externally validated materials, used in controlled conditions when required to make summative assessments. d) Using available evidence to accurately identify what is required for individuals to meet their next steps and use this understanding to guide teaching adjustments for sub-group and individual pupils. **Check prior knowledge and understanding during lessons, by:** e) Using assessments to check for prior knowledge and pre-existing misconceptions. f) Structuring tasks and questions to enable the identification of knowledge gaps and misconceptions (e.g. by using common misconceptions within multiple-choice questions). g) Prompting pupils to elaborate when responding to questioning to check that a correct answer stems from secure understanding.

Learn that…	Learn how to…
7. Working with colleagues to identify efficient approaches to assessment is important; assessment can become onerous and have a disproportionate impact on workload.	h) Monitoring pupil work during lessons, including checking for misconceptions. **Provide high quality feedback, by:** i) Focusing on specific actions for pupils and providing time for pupils to respond to feedback. j) Appreciating that pupils' responses to feedback can vary depending on a range of social factors (e.g. the message the feedback contains or the age of the child). k) Scaffolding self-assessment by sharing model work with pupils, highlighting key details. l) Thinking carefully about how to ensure feedback is specific and helpful when using peer- or self-assessment. **Make feedback manageable and effective, by:** m) Recording data only when it is useful for improving pupil outcomes. n) Working with colleagues to identify efficient approaches to marking and alternative approaches to providing feedback (e.g. using whole class feedback or well supported peer- and self-assessment). o) Using verbal feedback during lessons in place of written feedback after lessons where possible. p) Understanding that written marking is only one form of feedback. q) Reducing the opportunity cost of marking (e.g. by using abbreviations and codes in written feedback). r) Prioritising the highlighting of errors related to misunderstandings, rather than careless mistakes when marking.

Managing Behaviour (Standard 7 – Manage behaviour effectively)

Learn that…	Learn how to…
1. Establishing and reinforcing routines, including through positive reinforcement, can help create an effective learning environment. 2. A predictable and secure environment benefits all pupils, including younger pupils, but is particularly valuable for pupils with special educational needs. 3. The ability to self-regulate one's emotions affects pupils' ability to learn, success in school and future lives. 4. Teachers can influence pupils' resilience and beliefs about their ability to succeed, by ensuring all pupils have the opportunity to experience meaningful success. 5. Building effective relationships is easier when pupils believe that their feelings will be considered and understood. 6. Pupils are motivated by intrinsic factors (related to their identity and values) and extrinsic factors (related to reward).	**Develop a positive, predictable and safe environment for pupils, by:** a) Establishing a supportive and inclusive environment with a predictable system of reward and sanction in the classroom. b) Working alongside colleagues as part of a wider system of behaviour management (e.g. recognising responsibilities and understanding the right to assistance and training from senior colleagues particularly where pupils exhibit unacceptable behaviours). c) Giving manageable, specific and sequential instructions. d) Checking pupils' understanding of instructions before a task begins. e) Using consistent language and non-verbal signals for common classroom directions. f) Using early and least-intrusive interventions as an initial response to low level disruption. g) Responding quickly to any behaviour or bullying that threatens physical or emotional safety. **Establish effective routines and expectations, by:** h) Creating and explicitly teaching routines in line with the school ethos that maximise time for learning (e.g. setting and reinforcing expectations about key transition points). i) Practising school and classroom routines at the beginning of the school year.

Learn that…	Learn how to…
7. Pupils' investment in learning is also driven by their prior experiences and perceptions of success and failure. 8. Teaching and modelling a range of social and emotional skills (e.g. how to recognise and understand feelings, manage emotions, and sustain positive relationships) can support pupils' social and emotional development. 9. Teaching typically expected behaviours will reduce the need to manage misbehaviour. 10. Pupils who need a tailored approach to support their behaviour do not necessarily have SEND and pupils with SEND will not necessarily need additional support with their behaviour. 11. A key influence on a pupil's behaviour in school is being the victim of bullying.	j) Reinforcing established school and classroom routines (e.g. by articulating the link between time on task and success). k) Working with the SENCO, other SEND specialists or expert colleagues if a pupil needs more intensive support with their behaviour to understand how the approach may need to be adapted to their individual needs. **Build trusting relationships, by:** l) Liaising with parents, carers and colleagues to better understand pupils' individual circumstances and how they can be supported to meet high academic and behavioural expectations. m) Consistently applying the school's behaviour policy, including where individual pupils have an agreed tailored approach. **Motivate pupils, by:** n) Supporting pupils to master challenging content, which builds towards long-term goals. o) Providing opportunities for pupils to articulate their long-term goals and helping them to see how these are related to their success in school. p) Helping pupils to journey from needing extrinsic motivation to being motivated to work intrinsically. **Develop pupils' self regulation by:** q) Helping pupils to think through scenarios before they occur and using cues to help them recall agreed upon behaviours. r) Providing new opportunities to exercise self-regulation and for the youngest pupils to practice impulse control.

Professional Behaviours (Standard 8 – Fulfil wider professional responsibilities)

Learn that…	Learn how to…
1. Effective professional development is likely to be sustained over time, building knowledge, motivating staff, developing teaching techniques, and embedding practice. 2. Reflective practice, supported by feedback from and observation of experienced colleagues, professional debate, and learning from educational research, is also likely to support improvement. 3. Teachers can make valuable contributions to the wider life of the school in a broad range of ways, including by supporting and developing effective professional relationships with colleagues. 4. Building effective relationships with parents, carers and families can improve pupils' motivation, behaviour and academic success. 5. Teaching assistants (TAs) can support pupils more effectively when they are prepared for lessons by teachers, and when	**Develop as a professional, by:** a) Engaging in professional development focused on developing an area of practice with clear intentions for impact on pupil outcomes, sustained over time with built-in opportunities for practice. b) Strengthening pedagogical and subject knowledge by participating in wider networks and as part of the lesson preparation process. c) Seeking challenge, feedback and critique from mentors and other colleagues in an open and trusting working environment. d) Engaging with research evidence by accessing reliable sources, seeking support for how findings can inform practice, and monitoring the impact of applications. e) Reflecting on progress made, recognising strengths and weaknesses and identifying next steps for further improvement. **Build effective working relationships, by:** f) Contributing positively to the wider school culture and developing a feeling of shared responsibility for improving the lives of all pupils within the school. g) Seeking ways to support individual colleagues and working as part of a team. h) Communicating with parents and carers proactively and making effective use of parents' evenings to engage parents and carers in their children's schooling.

Learn that…	Learn how to…
TAs supplement rather than replace support from teachers. 6. SENCOs, pastoral leaders, careers advisors and leaders and other specialist colleagues also have valuable expertise and can ensure that appropriate support is in place for pupils. 7. Engaging in high quality professional development can help teachers improve. 8. Teacher attitudes towards inclusion and SEND are a key determinant in the school experience of pupils with SEND. 9. Research evidence can vary in its level of reliability, which is determined by how the research was conducted and other factors that might introduce bias, such as the level of independence. High quality research communicates methods and limitations transparently.	i) Working closely with the SENCO and other professionals supporting pupils with additional needs, making explicit links between interventions delivered outside of lessons with classroom teaching. j) Drawing on guidance from expert colleagues, sharing the intended lesson outcomes with teaching assistants ahead of lessons. k) Ensuring that support provided by teaching assistants in lessons is additional to, rather than a replacement for, support from the teacher. l) Knowing who to contact with any safeguarding, or any pupil mental health concerns. **Manage workload and wellbeing, by:** m) Using and personalising systems and routines to support efficient time and task management. n) Understanding the right to support (e.g. to deal with misbehaviour, or support pupils with SEND). o) Collaborating with colleagues to share the load of planning and preparation and making use of shared resources (e.g. textbooks). p) Protecting time for rest and recovery and being aware of support available to support good mental wellbeing.

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The following reference lists are made up of the evidence related to the "learn that" statements in each section, it <u>does not</u> constitute a list of expected reading for trainee and early career teachers. Following sector feedback in the implementation of the earlier versions of the frameworks, certain references are marked with an asterisk to indicate that these are recommendations for further reading.

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