



Teacher Training and Development

Introduction

Teachers are the foundation of the education system – there are no great schools without great teachers. The quality of teaching is the single most important in-school factor for improving pupil outcomes – and it is particularly important for pupils from disadvantaged backgrounds.

Delivering on the commitments set out in the [Teacher Recruitment and Retention Strategy](#), the Department for Education (DfE) is creating a world-class teacher development system by transforming the training and support teachers and school leaders receive at every stage of their career. An illustration of this new system is available at **Annex A**.

Each stage – initial teacher training, early career support, specialisation and leadership – is underpinned by frameworks that build on and complement one another. The frameworks have been independently reviewed by the Education Endowment Foundation to ensure they draw on the best available evidence.

The frameworks will be translated into curricula by a new national professional development infrastructure made up of lead providers and delivery partners, responsible for designing and delivering training to schools. At the heart of this infrastructure are new Teaching School Hubs, school-led centres of excellence for professional development. This infrastructure will be inspected by Ofsted to ensure it is of the highest quality.

Together, these reforms will help teachers and school leaders in every phase, subject and context feel more confident and in control of their careers. They will establish strong professional development cultures both within individual schools and across the country, elevating the quality of teaching and ultimately improving pupil outcomes.

Teacher development reforms by career phase

Our teacher development reforms will create a ‘golden thread’ of high-quality evidence underpinning the support, training and development available through the entirety of a teacher’s career. Below, we have broken down how the reforms apply to every career phase.

Initial Teacher Training (ITT)

Teachers are made, not born. Great teachers continuously improve over time, benefitting from the mentoring of expert colleagues and a structured introduction to the core body of knowledge, skills and behaviours that define great teaching.

All new entrants to the profession will benefit from initial teacher training (ITT) courses that incorporate the content of the new ITT Core Content Framework, published in September 2020, which sets out what ITT providers and their partnerships must draw upon when designing and delivering their programmes.



In addition, the Department has committed to reviewing the ITT market to support it to work more efficiently and effectively. This work is now underway with a focus on driving further improvements across the sector.

The review will make evidence-based recommendations on how to make sure all trainees receive high-quality training and ensure the ITT market maintains the capacity to deliver trainees in a way that benefits all schools. The review is expected to report in summer 2021.

Early Career Framework (ECF)

Teachers deserve high-quality support throughout their careers, particularly in those first years after ITT when the learning curve is steepest.

From September 2021, the Early Career Framework (ECF) reforms will entitle all early career teachers to a fully-funded, two-year package of structured training and support linked to the best available research evidence. Schools can choose to work with one of 6 providers accredited by the DfE who will design and deliver a comprehensive programme of face-to-face and online training to early career teachers and their mentors.

Providers will be paid directly so schools will not face any payment burdens and there will be additional funding for schools using a provider-led programme for the time mentors of early career teachers will spend on mentor training.

Coupled with the ITT Core Content Framework, the ECF will establish an entitlement to a three-year structured and evidence-informed package of support for all new teachers at the start of their careers. Together, these reforms will become the cornerstone of a successful career in teaching.

Specialisation

Beyond the first few years of teaching, our priority is to help all teachers and school leaders to continuously develop their expertise throughout their careers so every child in every classroom in every school gets the best start in life.

We have replaced the existing Middle Leadership National Professional Qualification (NPQ) with three new specialist NPQs to best address the broad range of responsibilities of current and aspiring middle leaders.

These qualifications are:

- **Leading teacher development NPQ:** developing teachers who are responsible for the training and development of others, including early career teachers;
- **Leading teaching NPQ:** developing teachers who are subject leads or responsible for improving teaching practice in a subject or phase; and
- **Leading behaviour and culture NPQ:** developing teachers who have responsibilities for leading behaviour and culture.



Leadership

We have also refreshed the three existing NPQs in Senior Leadership, Headship and Executive Leadership. These refreshed qualifications acknowledge the complexity of school leadership and address that many senior leaders deliver through leadership teams in addition to having specific whole school responsibilities of their own.

Scholarship funding to support participants to access the reformed suite of NPQs is planned from September 2021 and details will be confirmed in due course.

Our Specialist and Leadership NPQs will provide training and support for teachers and school leaders at all levels, from those who want to develop expertise in high quality teaching practice, such as behaviour management, to those leading multiple schools across trusts.

They complete the golden thread, running from ITT through to school leadership, rooting teacher and school leader development in the best available evidence and collective wisdom of the profession.

Delivery and Quality Assurance

World-class teacher development requires world-class delivery. That is why we are creating a new national professional development infrastructure made up of lead providers and delivery partners, responsible for designing and delivering training to schools. An illustration of this delivery infrastructure is available at **Annex B**.

This infrastructure will be subject to quality assurance through Ofsted to ensure the schools and teachers receive the best possible support.

Lead Providers including the Institute of Teaching

Lead Providers are some of the best teacher development organisations in the country. They are responsible for building on the DfE frameworks to create world-class teacher development programmes. Lead Providers have already begun to form alliances with delivery partners across the country to provide national reach from September 2021.

From September 2022, the Institute of Teaching will become England's flagship Lead Provider, showcasing exemplary delivery of the above reforms through the new ITT Core Content Framework, ECF, and the recently revised NPQs. The Institute will also build evidence around the most effective approaches to training and developing teachers, and will use this to support other teacher development organisations, including new Teaching School Hubs, to understand and implement best practice.

Delivery Partners including Teaching School Hubs

Delivery partners will work with Lead Providers to deliver training. The backbone of these delivery partners will be Teaching School Hubs, who will be essential to the success of these reforms.

The 87 Teaching School Hubs are school-led centres of excellence in professional development run by the country's best schools and trusts. Each Hub serves a designated



area of the country, ensuring every school has easy access to support. The Hubs will offer high-quality, evidence-based training, and will work with Lead Providers to deliver the ECF and NPQs.

Quality Assurance

Ofsted inspection will ensure that the ITT entitlement is being delivered, guaranteeing all trainee teachers an introduction to the core knowledge, skills and behaviours that sit at the heart of great teaching. In addition, ECF and NPQ providers will also be subject to a quality assurance mechanism through Ofsted to ensure the best support for schools and teachers. Appropriate bodies will also play a key part in these reforms through their role in teacher induction.

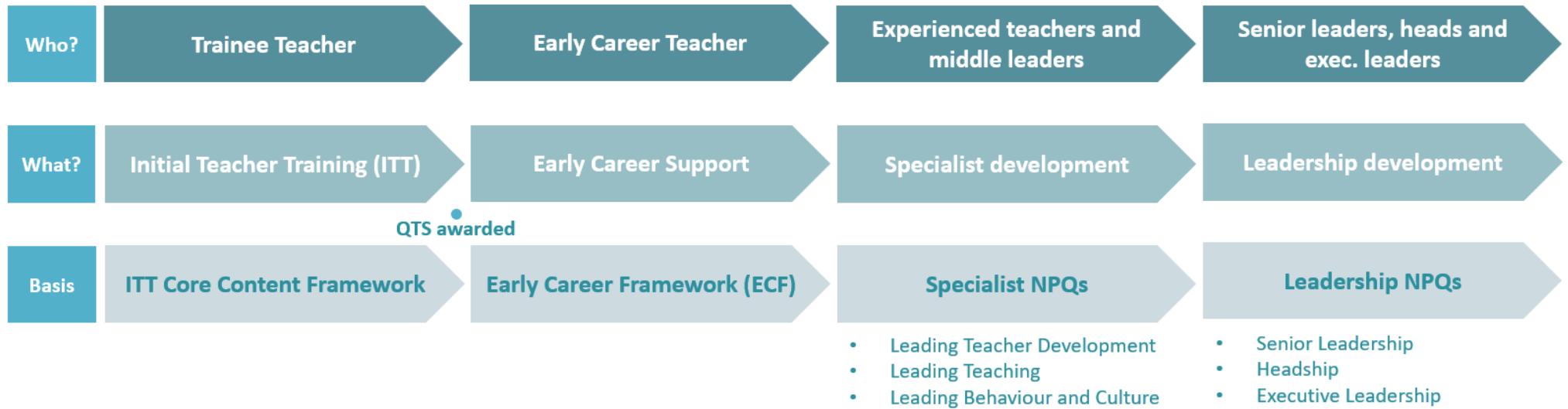
What happens next?

The easiest way to sign up to these programmes is to contact your local Teaching School Hub. They will talk you through how to access funded face-to-face and online professional development support for your teachers. You can also contact lead providers directly or other known local delivery partners.

To find your local Teaching School Hub, search 'Teaching School Hubs' on [Gov.uk](https://www.gov.uk).



Annex A – New teacher development system





Annex B – Delivery infrastructure

- 1 **DfE** created evidence informed frameworks, validated by the Education Endowment Foundation (EEF).
- 2 **ECF and NPQ Lead Providers** built on these frameworks to create evidence-informed curricula and establish national alliances of delivery partners.
- 3 From September 2022, the DfE will establish the **Institute of Teaching**, England’s flagship teacher training and development provider.
- 4 **Delivery partners** will work with Lead Providers to deliver programmes across an area. **Teaching School Hubs** will be the backbone of these.
- 5 **Schools** choose their delivery partner and work with them.
- 6 **Ofsted** inspects Lead Providers and their delivery partners to drive up quality.

