

“Start by doing what is necessary, then what is possible, and suddenly you are doing the impossible” (Saint Francis of Assisi)



WELCOME EARLY CAREER TEACHERS!

St Francis CMAT is delighted to welcome you, our **Early Career Teachers (ECTs)**, as you begin this exciting and rewarding journey in education. As part of our community rooted in **faith**, **compassion**, and **service**, you will play a vital role in shaping, not only the minds, but also the hearts of the young people entrusted to our care.

You have a journey ahead which will be **rewarding** and **challenging** as you navigate the complexities and emotions of school life. However, St Francis CMAT is committed to nurturing your **growth** whilst also supporting your **spiritual** and **personal development** to manage this journey. We pray that your time with us is filled with joy, purpose, and the grace of **God's** guidance in all that you do.

“Go therefore and make disciples of all nations... teaching them to observe all that I have commanded you.”
— Matthew 28:19-20



OUR BELIEF IN EARLY CAREER TEACHERS

At St Francis CMAT, we deeply value the vital role that Early Career Teachers (ECT) play within our schools. You bring **fresh perspectives**, **innovative ideas**, and an **enthusiasm for learning** that enriches our classrooms and inspires both students and colleagues alike.

Your commitment to growth allows us to shape and support your professional journey in a way that aligns with the values at St Francis. These are:

- † **For all children to receive innovative, creative and personalised teaching and learning**
- † **For all children to receive an outstanding curriculum which shapes them as people in God's image**
- † **For all children to flourish in stimulating, highly effective, happy environments**
- † **For the Trust to be the employer of choice for all staff through investment, recognition and progression.**

“I alone cannot change the world, but I can cast a stone across the waters to create many ripples.”
- St. Teresa of Calcutta

We see ECTs not only as teachers of today but as the **future leaders** of St Francis. We are committed to investing in your development, providing you with the guidance, mentorship, and opportunities needed to thrive and make a lasting impact in our communities.

WHAT IS THE EARLY CAREER TEACHER'S NETWORK?

The **Early Career Teachers (ECT) Network** is a supportive and collaborative family for both **Primary** and **Secondary** ECTs. It is designed to **guide** you so you have a **successful** and **meaningful** introduction into the teaching profession. Rooted in our **shared faith** and **values**, the network provides a safe space for you to:

- † Connect with **peers** and **develop professional relationships** across St Francis CMAT.
- † Access **enhanced knowledge** above that laid out in the Early Career Framework.
- † **Reflect** and **ask questions** to support professional growth and personal well-being
- † Build the **strong foundations** for a fulfilling and impactful career within the St Francis CMAT.



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WHAT SHOULD I EXPECT?

What?

Whilst St Francis wholeheartedly supports the **Early Career Framework** as a structured programme of professional development, St Francis wants to provide more to broaden and deepen ECT's understanding of effective teaching. The below overview shows the key topics of practice which aim to accelerate a secure understanding of the educational landscape.

| Year 1 | | |
|--|---|--|
| Autumn | Spring | Summer |
| Introduction to Catholic Schools (Lucy Saxton) Relational Practise (Being Kind) (Laura Lee) | SEND Complex Needs (Dyslexia) Effective Management of Teaching Assistants | Primary ECTs: Forest School and outdoor learning Secondary ECTs: Primary Curriculums and Standards |
| Year 2 | | |
| Autumn | Spring | Summer |
| Trauma Informed Practice (Supporting children with adverse childhood experiences (ACEs), trauma, or ongoing mental health needs). Pastoral Care and Safeguarding Agencies | SEND Complex Needs (Autism) Challenging Professional Situations (Union advice, managing conflict, performance concerns). | Understanding School Governance and Inspection Frameworks (A practical guide to Ofsted and how teachers fit into wider school improvement planning). Career Progression and Professional Pathways (Leadership pathways and professional qualifications) |

When?

The network group will meet half-termly. These sessions are expected to last approximately 4 to 5 hours. These will take place in the first half of the term. Dates will be communicated at the start of September.



Where?

The majority of the sessions will take place at St Francis Central Headquarters, The Old Grammar School, 13 Moorgate Road, Rotherham, S60 2EN/

ARE SESSIONS COMPULSORY?

St Francis would like ECTs to attend all network sessions to benefit from the fruitful supply of knowledge and deeper understanding. Should there be unforeseen or unpreventable reasons for non-attendance, ECTs are expected to communicate this to St Francis using admin@stfrancismat.com.

