Early Years Professional Development Programme
The Early Years Professional Development Programme

• What is the Programme?
• Why the need for this Programme?
• How does the Programme work?
• Eligible settings and selecting a CPD Champion
• How do I get started?
The Early Years Professional Development Programme

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The Early Years Professional Development Programme is:

**Funded by**

The Programme is funded by the Department for Education as part of the Government’s plan to improve social mobility through education

**Delivered by**

Education Development Trust is an international not-for-profit organisation dedicated to transforming lives by improving education around the world and invests annually in its programme of education research

**In partnership with**

Elklan is a fully accredited provider of speech, language and communications programmes for early years practitioners and education professionals
What is the Early Years Professional Development Programme?

- A key element of the national government initiative to improve children’s early language, literacy and mathematics through high quality, evidence-based professional development support for Early Years Practitioners in pre-Reception settings.

- EYPDP is specifically targeted at Early Years Practitioners who work with the most disadvantaged children between the ages of 2 and 4 years, with an emphasis on improving school readiness.

- It is anticipated that 60,000 children will be reached by this Programme.
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“Everyone should have the chance to fulfil that spark of potential which exists in all of us. You shouldn’t be destined to travel a certain path just because of the place that you start.”

Damian Hinds,
Former Education Secretary
Did you know....

Vocabulary at age five is also a key predictor of whether a child from a disadvantaged background is likely to ‘buck the trend’, succeed at school and become socially mobile in later life.

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Programme overview

This is a two-year Programme, running until 30 July 2021 with training activities taking place between December 2019 and July 2021. It will create a sustained mechanism for spreading best practice for the benefit of children in early years.
Programme overview

By the end of the Programme, Early Years Practitioners will have:

• A sound grounding of current early years child development research and theory to improve practice

• The knowledge and confidence to engage with parents around their children’s learning – to support the home learning environment

• Improved subject knowledge and confidence to implement evidence-based approaches across early language, literacy and numeracy, including through activities like shared reading, reading to children on at least a daily basis, dance and rhymes
Programme overview

By the end of the Programme, Early Years Practitioners will have:

- Confidence in and know how to identify children at risk of Speech, Language and Communication Needs

- The skills, knowledge and confidence to cascade this learning to Early Years Practitioners consistently as intended, in terms of content and quality of the CPD
Programme overview

Our role as a Local Authority is to recruit pre-Reception settings into 3 CPD Partnerships and identify **12 CPD Champions**, who are willing to cascade and lead CPD activity with other settings. The champions train and mentor **2 EY practitioners** from each participating setting who then cascade the training to all early years staff in their own setting.

<table>
<thead>
<tr>
<th>Partnership</th>
<th>Champions</th>
<th>Settings</th>
<th>Trained EY Practitioners</th>
</tr>
</thead>
<tbody>
<tr>
<td>Haverhill</td>
<td>4</td>
<td>15</td>
<td>30</td>
</tr>
<tr>
<td>Lowestoft</td>
<td>4</td>
<td>15</td>
<td>30</td>
</tr>
<tr>
<td>Leiston</td>
<td>4</td>
<td>15</td>
<td>30</td>
</tr>
</tbody>
</table>
What is a CPD Champion?

A Champion is an early years practitioner who will be selected to:

- Receive specialist training through the Programme
- Learn how to effectively use their training in their setting
- Work with other CPD Champions to successfully pass on their training to other Early Years Practitioners
- In total, 448 CPD Champions will be recruited across the 53 Local Authorities – 12 in Suffolk. 4 in each of our 3 partnerships
A CPD Champion should:

• Demonstrate a high level of interest in promoting the communication skills of young children

• Demonstrate a high level of interest in sharing skills with others

• Be able to compile a Learning Log at Level 4 which embeds and evaluates the impact of training others

• Be empowered to implement change in an EY setting or organisation

• Be able to work in a range of settings

• Work with senior managers and leaders engaged in the Programme and support other Champions and Early Years Practitioners to embed practice within their settings
CPD Champions:

All champions will receive initial training.

During this time different strengths will emerge and be recognised. Therefore, prior to the cascade, Champions with stronger pedagogical knowledge will be identified to become *Tutor Champions* and those who have stronger mentoring and support skills will become *Mentor Champions*. There is no need at this stage to state a preference.

Please be aware that although this offers many exciting opportunities, it is also a big responsibility and will require significant time away from the setting. Please ensure that the manager knows this and has agreed that this role can be fulfilled. Backfill will be paid.

*The Tutor and Mentor Champion must have the appropriate skills, knowledge and experience (see criteria on next slide) as well as time if the Programme is to succeed.*
## Criteria for selecting tutor champions:

<table>
<thead>
<tr>
<th>Qualifications</th>
<th>Essential</th>
<th>Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Level 3 Early Years Educator Qualification</td>
<td>• EY Teacher Status,</td>
<td>• EY Teacher Status,</td>
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<tr>
<td></td>
<td>• EY Professional Status,</td>
<td>• EY Professional Status,</td>
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<tr>
<td></td>
<td>• EY Childhood Studies (or similar at degree level), or</td>
<td>• EY Childhood Studies (or similar at degree level), or</td>
</tr>
<tr>
<td></td>
<td>• Qualified Teacher</td>
<td>• Childhood Studies (or similar at degree level), or</td>
</tr>
<tr>
<td>Experience</td>
<td>• Minimum of 3 years’ experience working with children aged 2–4</td>
<td>• SENCO role in an Early Years setting</td>
</tr>
<tr>
<td></td>
<td>• Has worked in a minimum of 2 settings</td>
<td>• Has worked across several settings at once</td>
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<tr>
<td></td>
<td>• Has held a recent position of responsibility for the development of members of staff</td>
<td>• Has developed the skills of practitioners within the field of SLC or child development within the past 2 years</td>
</tr>
<tr>
<td>Skills</td>
<td>• Will have sound pedagogical knowledge and be experienced and confident to lead and deliver the LLM2–4 training to Early Years Practitioners</td>
<td></td>
</tr>
</tbody>
</table>

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*Criteria for selecting tutor champions are essential and desirable qualifications for early years educators and professionals.*
## Criteria for selecting mentor champions:

<table>
<thead>
<tr>
<th></th>
<th>Essential</th>
<th>Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>• Level 3 Early Years Educator qualification</td>
<td>• Level 4 Early Years Educator qualification</td>
</tr>
<tr>
<td><strong>Experience</strong></td>
<td>• Minimum of 2 years’ experience working with young children</td>
<td>• Has worked in more than one setting</td>
</tr>
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<td></td>
<td>• Recent experience of leading staff</td>
<td>• Recent experience of leading professional development of staff</td>
</tr>
<tr>
<td><strong>Skills</strong></td>
<td>• Will have strong mentoring, coaching and support skills and will be able to quickly embed their learning into practice in settings within and beyond the CPD Partnership</td>
<td></td>
</tr>
</tbody>
</table>
Year one Programme content for champions

December 2019
Strand 1 – Making Change Stick

January 2020 – May 2020
Strand 2 – Language, Literacy and Mathematics for 2-4s (LLM2-4)

June 2020 – October 2020
Strand 3 – Communication Friendly Settings (CFS)
Year one Programme content for champions

December 2019

Strand 1 – Making Change Stick

This 7-hour, face-to-face and online module will focus on empowering the CPD Champions by providing them with a set of tools, concepts and practical guidance.

It will enable them to feel confident to deliver high quality training, facilitate the improvement of practice, challenge thinking and ensure learning continues within Local Authority Partnerships beyond the life of the Programme.
Year one Programme content for champions
January 2020 – May 2020

Strand 2 – Language, Literacy and Mathematics for 2-4s (LLM2-4)

Strand 2 will comprise of **26 hours of training** of Speech and Language materials with world-leading expertise in Early Years literacy and mathematics to ensure they are aligned with current Early Years pedagogical thinking and practice.

In total there will be **13x2 hour** training sessions across **6 and a half days** from **January 2020 – May 2020**. Between the training sessions, **Champions** will be required to embed their learning and knowledge in their setting. This will include running 5 workshops and completing Learning Logs of evidence.
Year one Programme content for champions

June 2020 – October 2020

Strand 3 – Communication Friendly Settings (CFS)

This element of the Programme requires CPD Champions to attend 3 x half day sessions and to lead their own setting through 5 x 1-hour Communication Counts workshops, supporting their setting to embed their learning into their practice, and compile a Learning Log of evidence that leads to a Level 4 qualification. The setting also gains recognition by being awarded Communication Friendly Setting Status.
Year one Programme content for champions

December 2019 (7-hour training session)

Strand 1 – Making Change Stick

January 2020 – May 2020 (13x2 hour sessions across 6 and a half days)

Strand 2 – Language, Literacy and Mathematics for 2-4s (LLM2-4)

June 2020 – October 2020 (3 half day sessions and 5x1 hour workshops)

Strand 3 – Communication Friendly Settings (CFS)
Year two Programme content

September 2020 – July 2021

CPD Champions will cascade their training to CPD partnerships in their local area to upskill a further 2,560 EY practitioners (maximum two per setting)

The cascade will be an important part of this Programme to reach 60,000 children nationwide. We will need settings to sign up for their EYPs to receive the cascaded training.
Why should my setting take part?

- Develop your staff’s knowledge and awareness of the effective teaching of language, literacy and mathematics. **Importantly, the Programme will provide backfill costs to allow cover for staff who have been selected to attend training.**
- Your staff will gain a nationally recognised qualification
- Staff will receive specialist personal and professional development leading to potential greater job satisfaction and increased opportunities in the workplace
- You and your staff will be part of a national programme highlighting the significance of investment in early years provision
- All participating settings will gain Communication Friendly Setting status and make a difference to lives that need it most
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Delivered by

Early Years
Professional Development Programme

Delivered by
Settings involved in the programme in Suffolk may have:

- high numbers of children in receipt of EY Pupil Premium
- high numbers of children with SEND needs
- high numbers of children taking up the disadvantaged 2-year-old offer
- disadvantaged children who would benefit from practitioners receiving additional CPD
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Next Steps: If you are interested......

in taking part as a setting in one of our 3 partnerships or in being a champion

• Complete an Expression of Interest (EOI) form – see the link below www.suffolklearning.co.uk/early-years/training-and-qualifications/early-years-profession-development-programme-

• Email it to EYPDP@suffolk.gov.uk by 20 September

• In the subject line add: EYPDP – EOI - name of your setting
Thank you for your interest, we will upload more information as it becomes available HERE

Any questions?

Contact us by email: EYPDP@suffolk.gov.uk