

Key Points of Information about *Droichead*

1

Droichead is an **integrated framework of induction** using a whole school approach to support newly qualified teachers' **professional learning**.

2

The policy was **shaped by** schools who participated in the pilot phase, feedback on an ongoing basis from the **National Induction Programme for Teachers (NIPT)**, and the research findings of the **Economic and Social Research Institute (ESRI)**.

3

In recognition of the fact that the teacher is **newly qualified**, the *Droichead* process supports the professional learning of teachers during the **induction phase** of their career, with an emphasis on **progression not perfection**.

4

The *Droichead* process consists of **school-based induction** (underpinned by reflective practice, mentoring and professional conversations) and **additional professional learning activities** (cluster meeting(s) and one other event).

5

The Professional Support Team (PST) consists of **the principal and one or more other teachers** who have completed a programme of professional learning with the NIPT, including mentor skill development.

6

A principal may wish to establish a PST with internal school staff and one **external PST member**. A panel is available from the NIPT (see www.teacherinduction.ie)

7

Droichead standards are in place to **guide the process** for both the Newly Qualified Teacher (NQT) and PST members. They provide the basis for support, challenge and a shared vision of teaching based on the practical reality of each school context.

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Whilst *Droichead* will **normally** take place in a **mainstream setting**, the range of eligible settings has been expanded to include **SEN settings**.

9

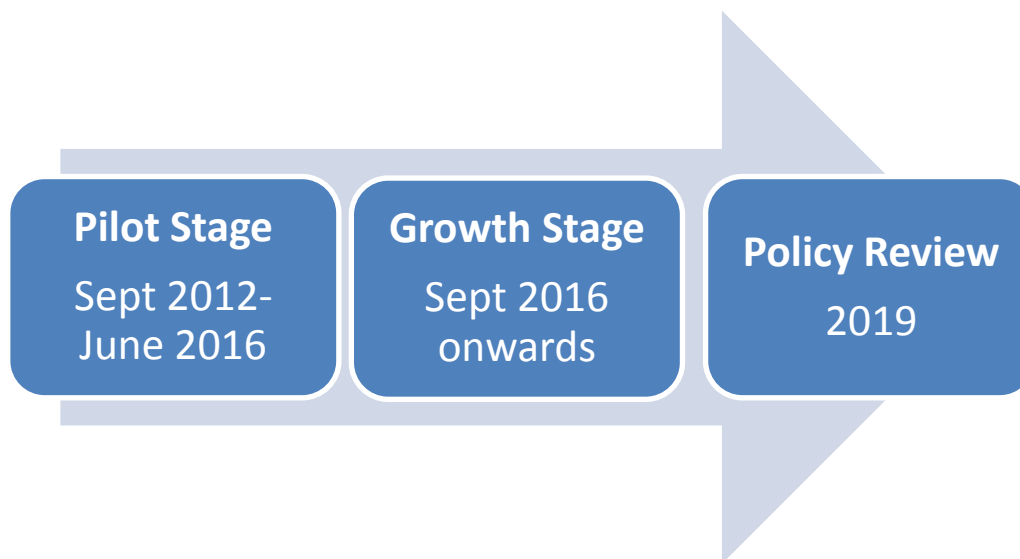
A minimum block of **60 days** at primary and a minimum block of **200 hours** at post primary in an eligible setting is required to complete the *Droichead* process. There is no additional service requirement.

10

Four days' release time, with substitute cover, is provided for professional learning for each member of the PST. A minimum of **four days' / 22 hours' release time, with substitute cover**, is provided for the school-based induction with additional release time available depending on the number of NQTs.



Planning for *Droichead*



2016/2017	<ul style="list-style-type: none">➤ Probation continues to be available to all schools where NQT is in a mainstream setting➤ <i>Droichead</i> is the only route for induction for NQTs in an SEN setting (condition is fully removed)
2017/2018	<ul style="list-style-type: none">➤ <i>Droichead</i> as the sole route for induction for all NQTs in large schools and SEN settings➤ Probation continues to be available in small schools
2018/2019	<ul style="list-style-type: none">➤ <i>Droichead</i> as the sole route for induction for all NQTs

**Droichead as the enhanced route for induction available to all NQTs by 2018/2019, subject to clarification of the resources and actions that will be necessary to grow the process sustainably in that timeframe (Council 5 Oct 15)*

For more information on *Droichead*, including

- how to register as a *Droichead* school
- professional learning dates for Professional Support Teams
- details of cluster meetings
- applying for release time

please contact the National Induction Programme for Teachers (NIPT)



www.teacherinduction.ie



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