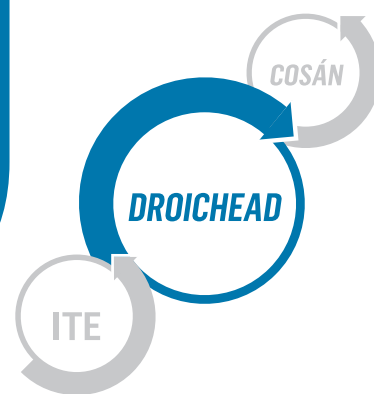


Key Points of Information about *Droichead*



- 1** *Droichead* is an **integrated induction framework** which is based on a whole school approach in supporting 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 activity).
- 5** The **Professional Support Team (PST)** consists of **experienced colleagues** who have completed a programme of professional learning with the NIPT, including mentor skill development.
- 6** As a leader of learning in the school, **the principal**, while not necessarily involved in the *Droichead* process, fosters a learning culture in which *Droichead* can flourish and supports the PST in facilitating a quality induction process.
- 7** *Droichead* standards are in place to **guide the process** for both the Newly Qualified Teacher (NQT) and PST members in relation to their professional learning and practice. These are explored as part of professional learning programme with the NIPT.
- 8** 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.

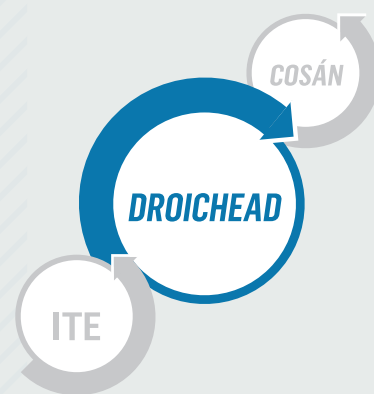
A minimum of **four days' / 22 hours' release time, with substitute cover**, is provided for the school-based induction with additional release time available depending on the number of NQTs.

An Chomhairle
Mhúinteoireachta

The Teaching Council



Timelines for Growth Phase



The timelines for the growth phase have been extended by an additional two years to 2021, to allow for an incremental growth of *Droichead* in both primary and post-primary schools. On that basis, *Droichead* will be the route to induction for all NQTs by the year 2020/2021.

The schedule for the growth phase of *Droichead* from the current school year to 2021 is set out below:

PRIMARY SCHOOLS	SCHEDULE FOR GROWTH PHASE	
2016/2017	<i>Droichead</i> the route of induction for NQTs in SEN settings	Schools in any category may opt in to <i>Droichead</i> in any of these years, if they so wish, prior to the dates set out opposite.
2017/2018	<i>Droichead</i> the route of induction for NQTs in SEN settings or in large primary schools where there is a principal and 24 or more mainstream teachers	
2018/2019	<i>Droichead</i> the route of induction for NQTs in SEN settings and in large primary schools with 16 or more mainstream teachers	
2019/2020	<i>Droichead</i> the route of induction for NQTs in SEN settings and in all primary schools with administrative principals	
2020/2021	<i>Droichead</i> the route of induction for all primary NQTs	

POST-PRIMARY SCHOOLS	SCHEDULE FOR GROWTH PHASE	
2016/2017	<i>Droichead</i> the route of induction for NQTs in SEN settings	Schools in any category may opt in to <i>Droichead</i> in any of these years, if they so wish, prior to the dates set out opposite.
2017/2018	<i>Droichead</i> the route of induction for NQTs in SEN settings or in large post-primary schools of 700 or more students	
2018/2019	<i>Droichead</i> the route of induction for NQTs in SEN settings and in large post-primary schools with 400 or more students	
2019/2020	<i>Droichead</i> the route of induction for NQTs in SEN settings and in post-primary schools with 200 or more students	
2020/2021	<i>Droichead</i> the route of induction for all post-primary NQTs	

The *Droichead* process may only be undertaken in participating schools which have been trained in the *Droichead* process. For full details on *Droichead*, refer to 'Droichead: The Integrated Professional Induction Framework March 2017' available on www.teachingcouncil.ie

