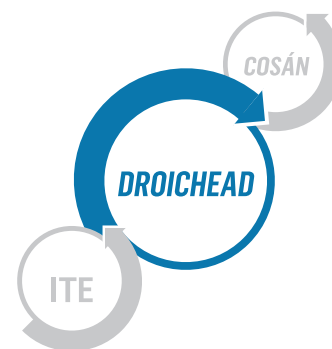


# Key Points of Information about Droichead



- 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** **Three 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.

# Timelines for Growth Phase of *Droichead*

*Droichead* is the only route to induction for all NQTs from 2020/2021

The schedule for the growth phase of *Droichead* from 2016 to 2021 is set out below:

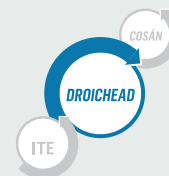
PRIMARY SCHOOLS	SCHEDULE FOR GROWTH PHASE	
2016/2017	<i>Droichead</i> the route of induction for NQTs in SET settings	Schools in any category may opt in to <i>Droichead</i> in any of these years, if they so wish, prior to the dates set out opposite.
2017/2018	<i>Droichead</i> the route of induction for NQTs in SET 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 SET settings and in large primary schools with 16 or more mainstream teachers	
2019/2020	<i>Droichead</i> the route of induction for NQTs in SET 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 SET 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 SET settings or in large post-primary schools of 700 or more students	
2018/2019	<i>Droichead</i> the route of induction for NQTs in SET settings and in large post-primary schools with 400 or more students	
2019/2020	<i>Droichead</i> the route of induction for NQTs in SET 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	

# Droichead: A Quick Guide (Primary and Post-primary)

From September 2020, *Droichead* will be the only route of induction for all primary and post-primary NQTS.

## Droichead: A Quick Guide



### Primary

From September 2020, *Droichead* is the only route of induction for all primary NQTS.

#### DROICHEAD: THE INTEGRATED PROFESSIONAL INDUCTION FRAMEWORK

Contract/offer of employment of a minimum of 60 consecutive days in an eligible setting

#### How to Apply for and Complete the *Droichead* Process

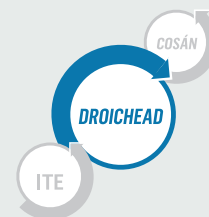
- 1) Apply via the Teaching Council portal area on [www.teachingcouncil.ie](http://www.teachingcouncil.ie). Select “Login / My Registration” then “My Conditions” and the “View Details” option on your *Droichead* condition
- 2) Engage in *Droichead* process:  
**Strand A:** School based Induction  
- Supported by Professional Support Team (PST)  
**AND**  
**Strand B:** Additional Professional Learning Activities  
- Attend 1 NQT Cluster Meeting per term (see Note 8 below)  
- At least 1 other Professional Learning Activity chosen in consultation with PST
- 3) Conclude by completing the online *Droichead* Form D on the Teaching Council Portal. Select “Login / My Registration”, then “My Conditions” and the “View Details” option on your *Droichead* condition. Select option to complete your *Droichead* Form D

#### Points to Note

1. Before you apply for *Droichead* you must;
  - i) confirm that you are in an eligible setting and meet the minimum duration for the process.
  - ii) confirm that your school is willing to facilitate you through the process by providing a Professional Support Team (PST) to work collaboratively to support and mentor you during your induction process.
  - iii) Read and understand Section 2 of the Post-qualification Professional Practice Procedures and Criteria document so that you are fully informed of the *Droichead* process and what is required of you to complete it. This document can be found under “Publications” on [www.teachingcouncil.ie](http://www.teachingcouncil.ie)
2. Your Professional Support Team (PST), must have a minimum of two teachers who have completed at least two days of PST training before they can start the process with you.
3. Conclusion of your *Droichead* process can only occur once all the members of your PST have completed all four days of their PST training.
4. For information relating to job-sharing or part-time contracts please refer to Post-qualification Professional Practice Conditions Transitional Arrangements which is available on the Council’s website.
5. When you apply for *Droichead* you will receive an email acknowledging receipt of your application. Once you have been accepted onto the *Droichead* process you will receive a confirmation email.
6. The confirmation email will provide links to important information and documentation. It gives approval for the commencement of your process and will include your start date.
7. Your *Droichead* process cannot begin until you receive the confirmation email from the Teaching Council.
8. A copy of the confirmation email is required by your PST in order to begin your *Droichead* process.
9. A copy of the confirmation email is required for attendance at the Cluster Meetings.

*Droichead* is a post-qualification professional practice condition applied to Primary NQTS. Further information regarding these conditions are contained in the *Post-qualification Professional Practice Procedures and Criteria* and *Droichead: The Integrated Professional Induction Framework March 2017* which are available on the Council’s website [www.teachingcouncil.ie](http://www.teachingcouncil.ie).

# Droichead: A Quick Guide



## Post-primary

From September 2020, *Droichead* is the only route of induction for all post-primary NQTs.

### DROICHEAD: THE INTEGRATED PROFESSIONAL INDUCTION FRAMEWORK

Contract/offer of employment of a minimum of 200 hours in an eligible setting in a single post-primary school

Apply via the Teaching Council portal area on [www.teachingcouncil.ie](http://www.teachingcouncil.ie). Select “Login / My Registration” then “My Conditions” and the “View Details” option on your *Droichead* condition

- 1) Apply to the Teaching Council via the *My Registration* login on the Council’s website [www.teachingcouncil.ie](http://www.teachingcouncil.ie)
- 2) Engage in *Droichead* process:  
**Strand A:** School based Induction  
- Supported by Professional Support Team (PST)  
**AND**  
**Strand B:** Additional Professional Learning Activities  
- Attend 1 NQT Cluster Meeting per term (see Note 8 below)  
- At least 1 other Professional Learning Activity chosen in consultation with PST
- 3) Conclude by completing the online *Droichead* Form D on the Teaching Council Portal. Select “Login / My Registration”, then “My Conditions” and the “View Details” option on your *Droichead* condition. Select option to complete your *Droichead* Form D

### Points to Note

1. Before you apply for *Droichead* you must;
  - i) confirm that you are in an eligible setting and meet the minimum duration for the process.
  - ii) confirm that your school is willing to facilitate you through the process by providing a Professional Support Team (PST) to work collaboratively to support and mentor you during your induction process.
  - iii) Read and understand Section 2 of the Post-qualification Professional Practice Procedures and Criteria document so that you are fully informed of the *Droichead* process and what is required of you to complete it. This document can be found under “Publications” on [www.teachingcouncil.ie](http://www.teachingcouncil.ie)
2. Your Professional Support Team (PST), must have a minimum of two teachers who have completed at least two days of PST training before they can start the process with you.
3. Conclusion of your *Droichead* process can only occur once all the members of your PST have completed all four days of their PST training.
4. When you apply for *Droichead* you will receive an email acknowledging receipt of your application. Once you have been accepted onto the *Droichead* process you will receive a confirmation email.
5. The confirmation email will provide links to important information and documentation. It gives approval for the commencement of your process and will include your start date.
6. Your *Droichead* process cannot begin until you receive the confirmation email from the Teaching Council.
7. A copy of the confirmation email is required by your PST in order to begin your *Droichead* process.
8. A copy of the confirmation email is required for attendance at the Cluster Meetings.

*Droichead* is a post-qualification professional practice condition applied to post-primary NQTs. Further information regarding these conditions are contained in the *Post-qualification Professional Practice Procedures and Criteria* and *Droichead: The Integrated Professional Induction Framework* March 2017 which are available on the Council’s website [www.teachingcouncil.ie](http://www.teachingcouncil.ie).

An Chomhairle  
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The Teaching Council 

# Post Qualification Professional Practice Conditions Legacy Guide

Prior to 1 June 2020, upon registration with the Teaching Council, post-qualification professional practice conditions generally applied to Primary and Post-primary NQTs. The following information is only relevant in limited circumstances where teachers who registered prior to the 1 June 2020 are fulfilling their conditions via the Traditional Processes. This section should be read in conjunction with the current Post-qualification Professional Practice Conditions Transitional Arrangements.

## PRIMARY

<b>DROICHEAD:</b>
<b>The Integrated Professional Induction Framework</b>
Minimum 60 consecutive days
1) Apply to the Council via the <i>My Registration</i> login on Teaching Council's website
2) Engage in <i>Droichead</i> process: <b>Strand A:</b> School based Induction - Supported by Professional Support Team (PST) <b>AND</b> <b>Strand B:</b> Additional Professional Learning Activities - Attend 1 NQT Cluster Meeting per term - At least 1 other Professional Learning Activity chosen in consultation with PST
3) Conclude by submitting Form D

OR

<b>TRADITIONAL PROCESSES</b>	
<b>PROBATION – NOT AVAILABLE FROM SEPTEMBER 2020</b>	<b>INDUCTION WORKSHOPS</b>
Minimum 100 consecutive days (2 x 50 or 1 x 100)	20 hours attendance – flexible options
1) Apply to Limerick Education Centre (LEC) using OP1 Form	1) Apply to your local Education Centre
2) Following satisfactory outcome by Inspectorate receive statement of competence from LEC	2) Complete 10 workshops Or complete 6 hours mentoring and 7 workshops

## POST-PRIMARY

<b>DROICHEAD:</b>
<b>The Integrated Professional Induction Framework</b>
Minimum 200 hours contract in a single Post-primary school
1) Apply to the Council via the <i>My Registration</i> login on Teaching Council's website
2) Engage in <i>Droichead</i> process: <b>Strand A:</b> School based Induction - Supported by Professional Support Team (PST) <b>AND</b> <b>Strand B:</b> Additional Professional Learning Activities - Attend 1 NQT Cluster Meeting per term - At least 1 other Professional Learning Activity chosen in consultation with PST
3) Conclude by submitting Form D

OR

<b>TRADITIONAL PROCESSES</b>	
<b>POST-QUALIFICATION EMPLOYMENT (PQE) – AVAILABLE ONLY IN LIMITED CIRCUMSTANCES</b>	<b>INDUCTION WORKSHOPS</b>
300 hours min. teaching in one or more post-primary schools	20 hours attendance – flexible options
1) No application required	1) Apply to your local Education Centre
2) Complete 300 hours teaching: - Min. 200 hours teaching post-primary curricular subject - Up to 100 hours in SET or other timetabled teaching activity	2) Complete 10 workshops Or complete 6 hours mentoring and 7 workshops
3) Conclude by submitting Form B(s)	3) Conclude – no action required automatic notification to Council