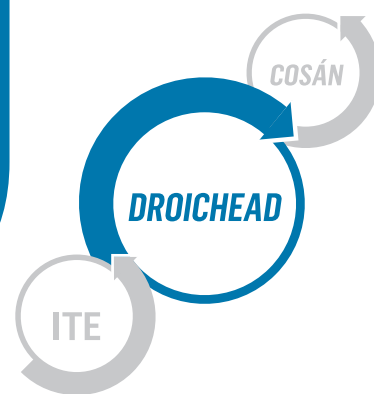


Key Points of Information about *Droichead*



- 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.

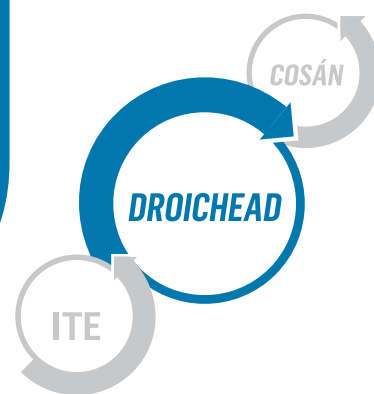
A minimum of **four days' / 22 hours' release time, with substitute cover**, is provided for the school-based induction with additional release time available depending on the number of NQTs.

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Planning for *Droichead*



The schedule for the growth phase of Droichead between 2016 and 2021 is outlined below:

Primary schools	
2016/2017	<i>Droichead</i> the route to induction for NQTs in SEN settings
2017/2018	<i>Droichead</i> the route to 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 to induction for NQTs in SEN settings and in large primary schools with 16 or more teachers
2019/2020	<i>Droichead</i> the route to induction for NQTs in SEN settings and in all primary schools with administrative principals
2020/2021	<i>Droichead</i> the route to induction for all primary NQTs

Post-primary schools	
2016/2017	<i>Droichead</i> the route to induction for NQTs in SEN setting
2017/2018	<i>Droichead</i> the route to induction for all NQTs in SEN settings or in large post-primary schools of 700 or more students
2018/2019	<i>Droichead</i> the route to induction for NQTs in SEN settings and in large post-primary schools with 400 or more students
2019/2020	<i>Droichead</i> the route to induction for NQTs in SEN settings and in post-primary schools with 200 or more students
2020/2021	<i>Droichead</i> the route to induction for all post-primary NQTs

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)

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