

An Chomhairle  
Mhúinteoireachta



**The Teaching Council**

## Transitional Arrangements

# Post-qualification Professional Practice Conditions 2017/2018

The *Droichead* Policy published in March 2016 and subsequently updated in May 2017 marks the development of the next phase of the *Droichead* process. A number of changes have been introduced to the process which have implications for the fulfillment of post-qualification professional practice conditions. The 2017 changes come into effect from the 2017/18 academic year.

The *Post-qualification Professional Practice Conditions Procedures and Criteria 2017/2018* document details the procedures and criteria for both the *Droichead* and traditional processes of Probation, Post-qualification Employment (PQE) and Induction Programme. As these traditional processes transition to *Droichead*, it is necessary to introduce a number of measures to ensure that schools and teachers who are addressing the registration conditions are supported during this transitional phase. These transitional arrangements should be read in conjunction with the more detailed *Post-qualification Professional Practice Conditions Procedures and Criteria 2017/2018* document which is available on the Council's website. This document also give clarity around settings and eligibility.

This document sets out the options open to primary and post-primary teachers who

- a) registered with conditions prior to 01 June 2016 and who have commenced fulfilling their post-qualification professional practice conditions during the pilot phase of *Droichead*
- b) registered with conditions on and after 01 June 2016

The options available to teachers are determined by

- a) the availability of the *Droichead* process in the school
- b) the setting of the employment e.g. primary, post-primary, SEN etc.
- c) the school size i.e. large primary schools where there is a principal and 24 or more mainstream teachers or in large Post-primary schools where there are 700 or more students.
- d) the duration of the employment.

# 1 Primary

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## 1.1 Probation partially completed

A teacher who completed the first 50 days of the probationary process under the Inspectorate prior to 01 September 2017 and who has to complete the final 50 days may

- a) complete *Droichead* if employed for 60 days or more in an eligible setting where the *Droichead* process is available.

**OR**

- b) complete probation if employed for 50 days or more in an eligible setting which does not offer *Droichead* as set out in section 3.1.2 of the *Post-qualification Professional Practice Conditions Procedures and Criteria 2017/2018*.

**OR**

- c) on an exceptional basis complete *Droichead* if employed for 50-59 days in an eligible setting where the *Droichead* process is available. In such cases, the 50 days or more service that was completed in respect of probation will be recognised as a maximum of 10 days' credit towards the *Droichead* 60 day requirement.

Completion of (a) or (c) will remove the condition of *Droichead* (and the traditional conditions of probation and Induction Programme) on submission and acceptance of a completed '*Droichead* (Form D)'

Completion of (b) will remove the condition of probation (and the *Droichead* condition) on submission and acceptance of a completed Form C. Where the Induction Programme condition has not been fulfilled, this will remain on the teacher's registration.

## 1.2 *Droichead* partially completed

A teacher who completed the *Droichead* process in less than 100 days prior to 01 September 2016 (that is, during the *Droichead* pilot process), but who still has to complete the associated service requirement, may complete the service requirement in any eligible setting(s) regardless of participation in *Droichead*.

The *Droichead* condition (and the traditional condition of probation) will be removed on submission and acceptance of a completed '*Droichead* Form A' and the DR1 confirmation email from Limerick Education Centre. Where the Induction Programme condition has not been fulfilled, this will remain on the teacher's registration.

## 2 Post-primary

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### 2.1 Post-qualification employment partially completed

A teacher who commenced PQE prior to 01 September 2017 but has not completed the process may

- a) Complete *Droichead* if employed for 200 hours or more in an eligible setting where the *Droichead* process is available. This will remove the condition of *Droichead* (and the traditional conditions of PQE and Induction Programme) on submission and acceptance of a completed 'Droichead Form D' and DR1 confirmation email from Limerick Education Centre.

**OR**

- b) complete PQE in
  - (i) a *Droichead* school(s) if employed for less than 200 hours in an eligible setting

**OR**

- (ii) a school(s) not participating in *Droichead* in an eligible setting

**OR**

- (iii) a combination of (i) and (ii) above.

This will remove the condition of PQE (and the *Droichead* condition) on submission and acceptance of a completed Form B. A separate Form B should be completed for each school where PQE was undertaken. Where the Induction Programme condition has not been fulfilled, this will remain on the teacher's registration.

### 2.2 *Droichead* partially completed

A teacher who completed the 100 hours of the *Droichead* process prior to 01 September 2016 but has to complete the service requirement of 200 hours, may do so in any eligible setting(s) regardless of the school's participation in *Droichead*.

When the 200 hours have been completed, the *Droichead* condition will be removed from his or her registration on submission and acceptance of a completed Form A (including Part D of that form) and the DR1 confirmation email from the Limerick Education Centre. Where the Induction Programme condition has not been fulfilled, this will remain on the teacher's registration.

## 3 Induction Programme

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### 3.1 Probation/PQE or *Droichead* completed but Induction Programme outstanding

Any teacher who completed the *Droichead* prior to 01 September 2016 (that is, during the *Droichead* pilot process), or Probation/PQE processes but has the Induction Programme condition outstanding must complete the Induction Programme requirement.

### 3.2 Induction Programme (Workshops) completed

From September 2017, a teacher who has previously fulfilled the Induction Programme 20 hour workshop requirement and is engaging in *Droichead*, may take this into account as part of their *Droichead* process. NQTs are encouraged to avail of all strands of support in *Droichead* (school-based support, cluster meetings, and additional professional learning activity), but some NQTs may choose to use the completed workshop programme to fulfil the requirement for an additional professional learning activity.

## 4 General Points in relation to *Droichead*

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**4.1** NQTs engaging in *Droichead* must submit a DR1 form in order to register for the *Droichead* process. The form includes details of the date on which *Droichead* commenced, and eligible service is deemed to have commenced from that date onwards, so long as the form is received within 5 working days of that date. Where the form is not submitted within five working days of commencement of the process, the process may be deemed to have commenced at a maximum of five working days prior to submission of the form, and any service completed prior to that will not be counted towards the eligible service requirement.

**4.2** In exceptional circumstances an NQT may register for the *Droichead* process where a Professional Support Team has completed the first two days of the PST professional development programme. It should be noted, however, that concluding the process requires the PST to have completed all required professional development days. In such circumstances, the NQT's eligible service may be deemed to have commenced on, or subsequent to, the day after the PST has completed the first two days of professional development, or the date of registration for the *Droichead* process as outlined in point 4.1 above, whichever is the later.

**4.3** For the 2017/2018 school year, either version or combination of Form Ds will be accepted by the Teaching Council. Where *Droichead* was undertaken before September 2016, Form A should be submitted on completion of the process.

**4.4** Only fully trained members of the PST are eligible to sign a Form D on completion of the process.