

Post-qualification Professional Practice Conditions

Transitional
Arrangements
2018/2019

An Chomhairle
Mhúinteoireachta



The Teaching Council

Droichead is the new integrated induction process for teachers and is available to both primary and post-primary teachers. As more schools introduce *Droichead*, the traditional processes of Probation, Post-qualification Employment and the Induction Workshop Programme are being phased out.

During this growth phase a number of measures are being introduced by the Council to support the teachers and the schools.

This document sets out the options for the following:

- a) primary and post-primary teachers who registered with conditions prior to 01 June 2016 and who commenced fulfilling their post-qualification professional practice conditions during the pilot phase of *Droichead*
- b) primary and post-primary teachers who registered with conditions on and after 01 June 2016
- c) post-primary teachers who taught in SET settings or in large post-primary schools during 2017/2018.

The options available to all 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. primary schools where there are 16 or more mainstream teachers or in post-primary schools where there are 400 or more students.
- d) the duration of the employment e.g. contract/offer of employment

Post-qualification Professional Practice Conditions Procedures and Criteria 2018/2019

These arrangements should be read in conjunction with *Post-qualification Professional Practice Conditions Procedures and Criteria 2018/2019* which outlines the procedures for both the *Droichead* and traditional processes (Probation, PQE and Induction Workshop Programme). It also gives full details of the settings and eligibility for each of the processes; Section 2.1.2 *Droichead*; Section 3.1.2 Probation; Section 3.2.1 Post-qualification Employment (PQE).

As a general rule, teachers with suitable contracts and employed in schools where *Droichead* is available or will become available during the school year are expected to complete the *Droichead* process.

All queries in relation to conditions attached to registrations should be emailed to conditions@teachingcouncil.ie.

1. Primary

1.1. Overview of Options 2018/2019 (*Droichead* & Probation)

2018/2019 Setting	Contract/Working Arrangement	Which Process?
SET Setting in Mainstream or Special Schools	Contract/offer of employment of 60 days or more	The <i>Droichead</i> process is the only route to full registration
Post-primary school with 16 or more mainstream class teachers	Contract/offer of employment of 60 days or more	The <i>Droichead</i> process is the only route to full registration
Primary school with less than 16 mainstream class teachers which is offering <i>Droichead</i>	Contract/offer of employment of 60 days or more	The <i>Droichead</i> process is the only route to full registration
Primary school with less than 16 mainstream class teachers which does not offer <i>Droichead</i>	Contract/offer of employment of 60 days or more	Both Probation and the Induction Workshop Programme must be completed for full registration

1.2. Probation partially completed

A teacher who completed the first 50 days of the probationary process under the Inspectorate prior to 31 August 2018 and who has to complete the final 50 days may:

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

OR

- 1.2.2. 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 2018/2019

OR

- 1.2.3. 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.

Please note the following:

- Note 1:** Completion of 1.2.1 or 1.2.3 above will remove the condition of *Droichead* and the traditional conditions of probation and Induction Workshop Programme on submission to the Teaching Council and acceptance of a completed Form D.
- Note 2:** Completion of 1.2.2 will remove the condition of probation (and the *Droichead* condition) on submission and acceptance of a completed Form C.
- Note 3:** Where the Induction Workshop Programme condition has not been fulfilled, this will remain as a condition on the teacher's registration.
- Note 4:** Eligible settings for primary schools are set out in Sections 2.1.2 (*Droichead*) and 3.1.2 (Probation) of the *Post-qualification Professional Practice Conditions Procedures and Criteria 2018/2019*

1.3. *Droichead* partially completed (*Droichead* Pilot)

A teacher who partially completed the *Droichead* pilot process in less than 100 days prior to 31 August 2016, 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*.

Please note the following:

- Note 1:** The *Droichead* condition (and the traditional condition of probation) will be removed on submission and acceptance of a completed Form A for *Droichead* undertaken prior to 31 August 2016.
- Note 2:** Where the Induction Workshop Programme condition has not been fulfilled, this will remain as a condition on the teacher's registration.

2. Post-primary

2.1. Overview of Options (*Droichead* & PQE) for 2018/2019

2018/2019 Setting	Contract/Working Arrangement	Which Process?
SET Setting in Mainstream or Special Schools	Contract/offer of employment of more than 200 hours	The <i>Droichead</i> process is the only route to full registration
Post-primary school with 400 or more students	Contract/offer of employment of less than 200 hours	These hours can be banked towards PQE The Induction Workshop Programme is also required to get full registration
	Contract/offer of employment of more than 200 hours	The <i>Droichead</i> process is the only route to full registration
Post-primary school with less than 400 students which is offering <i>Droichead</i>	Contract/offer of employment of less than 200 hours	These hours can be banked towards PQE The Induction Workshop Programme is also required to get full registration
	Contract/offer of employment of more than 200 hours	The <i>Droichead</i> process is the only route to full registration
Post-primary school with less than 400 students which does not offer <i>Droichead</i>	Any	These hours can be banked towards PQE The Induction Workshop Programme is also required to get full registration

Please remember that it is the Council's expectation a teacher completes *Droichead* in accordance with the table above irrespective of previously banked hours.

2.2. Post-qualification employment (PQE) partially completed

A teacher who commenced PQE prior to 31 August 2018 but has not completed the process may:

- 2.2.1. 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'.

OR

- 2.2.2. Complete PQE in an eligible setting in a

- 2.2.2.1. *Droichead* school(s) if employed on a short-term contract of less than 200 hours (Note 2)

OR

- 2.2.2.2. post-primary school(s) of less than 400 students which is not offering *Droichead*

OR

- 2.2.2.3. combination of 2.2.2.1 and 2.2.2.2 above.

Please note the following:

Note 1: Completion under 2.2.2 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.

Note 2: Teachers applying for completion of PQE under 2.2.2 above will require confirmation from the school principal as to the employment contracts/offers under which the teacher was employed.

Note 3: Where the Induction Workshop Programme condition has not been fulfilled, this will remain on the teacher's registration and must be fulfilled to receive full Registration.

Note 4: Eligible settings for post-primary schools are set out in Sections 2.1.2 (*Droichead*) and 3.2.1 (PQE) of the *Post-qualification Professional Practice Conditions Procedures and Criteria 2018/2019*.

2.3. *Droichead* and PQE (Employed in large schools 2017/2018)

The following arrangement has been put in place in recognition that the 2017/2018 school year was the first year of substantial growth of *Droichead* within the post-primary sector with some anomalies arising.

In relation to teachers who meet either of the eligibility requirements listed below, the Council will accept Post-qualification Employment of 300 hours on the submission of a completed Form B or multiple Form Bs. The submitted Form B may include hours completed in school years prior to the 2017/2018 school year. The arrangements apply only to categories of teachers identified below.

2.3.1. Eligibility (1)

Post-primary teachers with the conditions of *Droichead*/Post-qualification Employment attached to their registration **and** who:

- a) taught in in a post-primary school with 700 or more students or in a SEN setting during 2017/2018 school year

And

- b) had an employment contract of 200 or more hours.

2.3.2. Eligibility (2)

Post-primary teachers with the conditions of *Droichead*/Post-qualification Employment attached to their registration **and** who:

- a) had an employment contract of less than 200 hours (Note 2),

or

- b) had a series of short term rolling or extended employment contracts (Note 2)

Please note the following:

Note 1: The submitted Form B(s) may include hours completed in school years prior to the 2017/2018 school year and/or can be from multiple schools.

Note 2: Teachers applying for completion of PQE under eligibility (2) require confirmation from the school principal as to the employment contracts/offers under which the teacher was employed.

Note 3: Where the Induction Workshop Programme condition has not been fulfilled, this will remain on the teacher's registration and must be fulfilled to receive full registration.

2.4. *Droichead* partially completed (*Droichead* Pilot)

A teacher who completed the 100 hours of the *Droichead* pilot process prior to 31 August 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*.

Please note the following:

Note 1: When the 200 hours have been completed, the *Droichead* condition will be removed from his/her registration, on submission and acceptance of a completed Form A (including Part D of that form).

Note 2: Where the Induction Workshop Programme condition has not been fulfilled, this will remain on the teacher's registration.

Note 3: Since September 2016, the *Droichead* process must be completed within the same school year.

3. Induction Workshop Programme (Primary & Post-primary)

3.1. *Droichead* Pilot or Probation/PQE completed but Induction Workshops 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 Workshop Programme condition outstanding must complete the Induction Workshop Programme requirement.

3.2. Induction Workshops Programme completed and intending to complete *Droichead*

From September 2018, teachers who previously completed the Induction Workshop Programme (20 hour) requirement may take this into account if participating in the *Droichead* process. The teacher will now be required to attend **Cluster Meeting 1** only to meet the requirements of Strand B of *Droichead*. Completion of an Additional Professional Learning Activity is not required.

Please note the following:

Note 1: Substitution of other Cluster Meetings will not be accepted as Cluster Meeting 1 is essential to the completion of *Droichead* as it clarifies the process, requirements and expectations.

Note 2: Attendance at other Cluster Meetings and Additional Professional Learning Activities is optional and a matter for the teacher and the Professional Support Team (PST).

4. General Points in relation to *Droichead*

- 4.1. Teachers engaging in *Droichead* must apply for the *Droichead* process via the My Registration login of the Council's website. The application requires 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 a teacher 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 teacher'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. Cluster meetings must be attended within the timeframe indicated on the application. Attendance at cluster meetings in advance of application for the process will not be considered.
- 4.4. Only fully trained members of the PST are eligible to sign a Form D. Please note that all PST members must sign the form following completion of all strands of the process.
- 4.5. Form D is the form that should be used for completing the *Droichead* process. Form A should only be submitted if the *Droichead* pilot process was completed prior to 31 August 2016.

An Chomhairle Mhúinteoireachta
The Teaching Council

Block A, Maynooth Business Campus,
Maynooth, Co. Kildare, W23 Y7X0, Ireland

Lo-Call 1890 224 224

Telephone +353 1 651 7900

Facsimile +353 1 651 7901

Email info@teachingcouncil.ie

www.teachingcouncil.ie

An Chomhairle
Mhúinteoireachta
The Teaching Council

