



Droichead Webinar 14 June 2017 Questions and Answers

Please note, some questions were asked a number of times and in variety of ways. In these cases, the questions are grouped together below.

<u>What is <i>Droichead</i>/ What is involved?</u>	
1.	<p>Can you be more specific about a) what is involved in the <i>Droichead</i> process and b) the role of school management in the process?</p> <p>What exactly is involved in completing <i>Droichead</i>?</p> <p>Can you give a breakdown of the actual requirements?</p> <p><i>Droichead</i> is about the Newly Qualified Teacher's (NQT's) professional journey and the process of induction. A key part of this process is an NQT's engagement with more experienced colleagues, and reflection on their own professional learning and practice. A school forms a Professional Support Team made up of experienced teachers who support the NQT as they negotiate their first year of teaching. The <i>Droichead</i> process has two strands:</p> <ul style="list-style-type: none"> ● Strand A – School based induction activities and ● Strand B – Additional Professional Learning Activities. <p>More information on the key points of <i>Droichead</i> as well as additional supporting material is available on the Teaching Council website here.</p> <p>A short video explaining the process in both English and Gaeilge, is currently in commission and will appear on the Droichead pages of the Teaching Council website shortly.</p>
2.	<p>Could you clarify what cluster meetings entail? Who attends these meetings? Where are they held?</p> <p>NQTs attend one cluster meeting per term of their <i>Droichead</i> process. There are approximately 25 people in a cluster group. Cluster meetings are facilitated by trained mentors from the National Induction Programme for Teachers (NIPT). Cluster meetings provide a space where NQTs can seek clarification about the <i>Droichead</i> process, ask questions and seek guidance on particular challenges and share successes, ideas and experience. Cluster meetings are held in local education centres.</p>
3.	<p>Can non-NQTs (practising teachers) attend the cluster meetings? I think they would be very beneficial.</p> <p>No, currently, teachers who are not engaging in the <i>Droichead</i> process cannot attend cluster meetings. However, if teachers, both NQTs and more experienced colleagues, wish to establish a network to further support each other's professional learning, their schools can apply for a Shared Learning Bursary from the Teaching Council. Further information is available here.</p>



<p>4.</p>	<p>If doing <i>Droichead</i>, must we also complete the 10 workshops?</p> <p>No. As part of Strand B of <i>Droichead</i>, NQTs are required to attend one cluster meeting per term of their process, and also engage in one additional professional learning activity. This activity is identified by the NQT in accordance with their own learning needs, in consultation with their Professional Support Team. This could be a workshop, or it could be attendance at FÉILTE, a conference or course.</p> <p>Quite apart from the requirement to engage in a professional learning activity as part of the <i>Droichead</i> process, it is open to any NQT to attend any or all of the NQT workshops, should they so wish, but there is no requirement for them to do so.</p>
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Eligible Settings Registration Condition of Induction/Probation Time Frames for Completion

<p>5.</p>	<p>Does an NQT have to do <i>Droichead</i> AND the dip?</p> <p>No. In order to satisfy their professional practice requirement, an NQT completes either <i>Droichead</i> or the traditional method of probation by the inspectorate, depending on the school in which he/she is working</p>
<p>6.</p>	<p>Can you do <i>Droichead</i> in an ASD unit?</p> <p>Can <i>Droichead</i> be completed in SEN settings in all schools of under 24 teachers?</p> <p>If you complete <i>Droichead</i> in a RT/LS role, does that remove all probation conditions- even to teach in a mainstream class?</p> <p><i>Droichead</i> is the only route of induction for NQTs who secure employment in SEN settings. Assuming that there are no other outstanding conditions, completion of the <i>Droichead</i> process will enable the Council to grant full registration. The previous distinction of “restricted recognition “does not apply in the context of <i>Droichead</i>.</p>
<p>7.</p>	<p>Can <i>Droichead</i> be completed if subbing in different schools as long as the 60 days are completed and the requirements met?</p> <p>If I have three 20-day subbing blocks as an NQT - is this ok, or does the 60 day block have to be done in one go?</p> <p><i>Droichead</i> must be completed in a block of 60 consecutive schooldays. The only time this is likely to span across different schools is if the teacher is employed in a shared capacity between schools in a cluster. In this case, the NIPT should be contacted in order to ensure it is viable for the process to be completed where employment is shared across schools. As all shared posts are inherently different it is not possible to generalise. Please see these FAQs for more information.</p>



<p>8.</p>	<p>If a permanent teacher in a special school has a registration condition of ‘post qualification professional practice’ which is about to expire, what are the options if the school is not facilitating <i>Droichead</i>?</p> <p>If the teacher’s condition is about to expire, they must contact the Teaching Council via conditions@teachingcouncil.ie and apply for an extension using an EXT-01 form.</p>
<p>9.</p>	<p>How does <i>Droichead</i> apply to teachers who are registered with the Teaching Council but teaching outside of Ireland?</p> <p>This depends on a number of factors and teachers are advised to email conditions@teachingcouncil.ie with all relevant information to determine what they need to do on their return to Ireland. For example, you may be eligible to apply for an extension to your conditional registration. If you have not previously addressed your condition of Induction/Probation, either in Ireland or abroad, you will have to fulfil it on your return. This may be done either by engaging in the <i>Droichead</i> or probationary processes, depending on the school in which you secure employment.</p>
<p>10.</p>	<p>For those moving abroad to teach (e.g. in Dubai), what is the process for them to get their <i>Droichead</i> induction done?</p> <p>I will be doing my first year in England. Will I have to complete <i>Droichead</i> when I come home next year?</p> <p>Teachers have three years to meet the condition of Induction/Probation. If a teacher is out of the country for these three years, it is sometimes possible to address the condition in other jurisdictions. Please contact conditions@teachingcouncil.ie to enquire about the jurisdiction to which you are travelling, to check if it offers the opportunity to meet the conditions of registration for the Council.</p>
<p>11.</p>	<p>My school is a 24 teacher school and will only be implementing <i>Droichead</i> from September 2017. Do I register for September even though no members have been trained for the support team?</p> <p>Can you complete <i>Droichead</i> in a school where there are no teachers who have received training but the school is open to offering the new system?</p> <p>It is advisable that your school contacts NIPT directly by emailing the Regional Development Officer (RDO) for your area to ascertain the availability of training events. If you secure employment in a school which plans to facilitate <i>Droichead</i>, but has not completed training, the process may commence when the Professional Support Team has completed the first two days of NIPT training. It may not conclude until the PST has completed training. The NIPT will be able to advise you further based on your particular situation. A list of the contact details for each RDO is available here .</p>



<p>12.</p>	<p>We have an NQT at the beginning of the traditional probation route (awaiting first Inspector visit). If she returns to work in our school in September (we will definitely be a <i>Droichead</i> school) does she have to do the full process with us of minimum 60 days, or can the time spent in the traditional route be taken into account? Or should NQT in this case apply to finish probation the traditional way?</p> <p>This depends largely on the size of the school. If you are in a school of 24+ mainstream teachers, or if the position is in an SEN setting, then the only route of induction for the NQT is <i>Droichead</i>.</p> <p>If the school has opted into <i>Droichead</i> then it is assumed that the NQT will undertake the <i>Droichead</i> process. The NQT will be required to meet the minimum requirement of 60 days and undertake the activities as described in Strand A and Strand B of the process.</p> <p>The Council is currently looking at options which once agreed will be included in the Transitional Arrangements and published on the Council's website in September.</p>
<p>13.</p>	<p>Is maternity leave counted or not when calculating the time that you have to do <i>Droichead</i>?</p> <p>If you are working a maternity leave contract, then yes, maternity leave cover is eligible to be counted for the 3 year timeframe.</p> <p>If you are taking maternity leave during the 3 year timeframe, you may apply for an extension should that prove necessary. In this case you must contact the Teaching Council via conditions@teachingcouncil.ie and apply for an extension using an EXT-01 form.</p>
<p>14.</p>	<p>I am an NQT and have been given maternity leave for 22hrs a week for as good as the full school year. Can I do <i>Droichead</i> after completing this?</p> <p>In the case of post-primary schools, <i>Droichead</i> can take place during this time, provided that the teacher has a block of 200 hours in an eligible setting. Please these FAQs for more information on eligible settings.</p>
<p>15.</p>	<p>Can an NQT choose between inspection or <i>Droichead</i> if not in a <i>Droichead</i> school?</p> <p>The decision as to what form of post qualification professional practice is available depends on the following factors:</p> <ul style="list-style-type: none"> • School Size (see more information on this here) • Setting – <i>Droichead</i> is the only route of induction in SEN settings and large schools (24+ teachers in primary, 700 students or more in post-primary) from September 2017. • School choice – schools can decide if they want to opt in to <i>Droichead</i>, however, probation will no longer be available in certain settings, refer to school size above.



16. I am about to graduate with a post primary masters in ed. I have been offered a part time specialist music post in a special school (4-18). I will work ten hours a week. Can I do *Droichead* with this contract?

If your contract will be for 200 hours or more, and will meet the criteria for eligible settings as detailed below, then yes you can.

A post-primary teacher will normally undertake the *Droichead* process when employed in a recognised school teaching a post-primary curricular subject(s) to a designated class on the school's timetable.

A teacher may also complete the *Droichead* process where they are employed in one of the following roles:

- a) post-primary teacher in a mainstream school employed in a learning support, special needs or language support position
- b) a special school where a proportion of the pupils attending the school are of post-primary age, and where the teacher is teaching a post-primary curricular subject(s) to such pupils, or
- c) a Centre for Education where a post-primary curricular subject is being taught.

Please contact the Council directly to confirm the position as it would apply to your case.

17. If you are in a cluster job, is it possible to do *Droichead* through your non-base school and not involve your base school in the process?

It is important to contact NIPT via info@teacherinduction.ie to discuss the particular school(s) context and ascertain if the process is viable. Please see guidelines below:

An NQT may apply for *Droichead* if s/he is:

- (1) teaching in at least one *Droichead* school* **and**
- (2) supported by the same PST throughout the process**.

*Ideally all schools would be *Droichead* schools.

Different kinds of pre-service/ Initial Teacher training

18. Does the new *Droichead* process apply to those who graduated from the old B.Ed. before 2014 who have been unable to find a job in order to complete probation and have completed the induction workshops?

Yes *Droichead* may apply to any NQT who has not yet met the condition of Induction/Probation. Transitional arrangements are in place for NQTs who have completed part or all of previous induction programmes. Details of these transitional arrangements are available [here](#).



19.	<p>Are there any limitations on who can apply for <i>Droichead</i> e.g. teachers who have not completed a 10 week block of placement?</p> <p>The revised <i>Droichead</i> policy 2017 applies to all teachers regardless of graduation date.</p>
20.	<p><i>Droichead</i> will only be implemented in 70 schools for the coming year, how much is that number expected to rise by the next year and will the school requirements to be eligible for <i>Droichead</i> change to include more schools?</p> <p>The basis for the figure of 70 schools is not clear. In excess of 300 schools have been involved in <i>Droichead</i> to date with further growth planned over the coming years, as set out in the Council's growth phase for <i>Droichead</i>. This outlines the school size/settings in each year in which <i>Droichead</i> will be the only available route of induction for NQTs. However, the <i>Droichead</i> process does not apply exclusively to these schools. Schools of any size can opt into <i>Droichead</i> in any year.</p>

Schools with more/less than 24 classroom teachers	
21.	<p>Will primary schools with less than 24 teachers run with old method of the dip in September 2017 or can they choose to go with the <i>Droichead</i> system?</p> <p>Is it possible to register for <i>Droichead</i> training and register as a <i>Droichead</i> school, if the school has less than 24 teachers?</p> <p>Primary schools with less than 24 mainstream teachers can decide to opt in to <i>Droichead</i> with immediate effect if they so choose. Alternatively, they can choose to maintain the traditional route of probation via DES Inspectorate for the coming school year 2017/18.</p>
22.	<p>Will the <i>Droichead</i> process be made compulsory for all primary schools to participate in within a certain timeframe in the future?</p> <p>How many classroom teachers must be teaching for <i>Droichead</i> to be compulsory for schools who opt in?</p> <p>Can it be clarified that schools with 24 and more mainstream class teachers will have to take part in <i>Droichead</i>? Some schools have been contacted by the NIPT to be told that they will have to take part in <i>Droichead</i> despite having less than 24 mainstream teachers.</p> <p>Schools have the choice whether or not they wish to opt in to <i>Droichead</i>. However, from September 2017, the probation process will no longer be available for teachers in SEN settings or in schools with more than 24 mainstream teachers. As outlined above, the <i>Droichead</i> process does not apply exclusively to these schools. Schools of any size can opt into <i>Droichead</i> in any year. More information on the growth timelines for <i>Droichead</i> is available here.</p>
23.	<p>Can an NQT in a school of more than 24 teachers which is not registering for <i>Droichead</i> still complete probation through the traditional dip route?</p> <p>No, from September 2017, the probation process will not be available in schools with more than 24 mainstream classroom teachers.</p>



Schools that are/are not <i>Droichead</i> Schools	
24.	<p>Where can I get a list of the national schools that are participating in <i>Droichead</i>?</p> <p>How do you know if the school does <i>Droichead</i>? Is there a list of schools that you can look up or just ask at interview?</p> <p>Is there a list of Primary Schools that are participating in <i>Droichead</i>?</p> <p>A list of post-primary schools who are participating in <i>Droichead</i> is available on the NIPT website. The NIPT are currently liaising with primary schools and hope to have a list of primary schools who are participating in <i>Droichead</i> available on their website.</p>
25.	<p>What happens if your school is not a <i>Droichead</i> school? / What if you're in a school that doesn't have a <i>Droichead</i> programme?</p> <p>Is <i>Droichead</i> going to be in every school?</p> <p>What do I do if <i>Droichead</i> is not in the school I'm in?</p> <p>Teachers have three years to address Induction/Probation conditions. If the three year term runs out, the teacher can apply to the Teaching Council for an extension using the EXT-01 form and by contacting conditions@teachingcouncil.ie.</p> <p>If a teacher is in a school that does not offer the <i>Droichead</i> process, then he or she cannot complete <i>Droichead</i> in that school. However primary teachers may be eligible to apply for the traditional probation and post-primary teachers may be able to complete post-qualification employment (PQE). In these cases teachers will also have to complete the induction workshop programme.</p> <p>The Teaching Council will publish the Post-Qualification Professional Practice Procedures and Criteria for Probation document for the school year 2017/2018 on the Teaching Council website in advance of the commencement of the school year which will also offer more information to teachers. Additional clarifications will also be included in the Transitional Arrangements that are currently being developed by the Council.</p>

Information about PST training for <i>Droichead</i>	
26.	<p>I am 90% sure that I will have a resource position from October, will it be too late at that stage for my school to decide to do the training if they are willing to opt in?</p> <p>No. The NIPT run training events at numerous times throughout the year. Please note that the school will have to complete PST training before you can complete the process. Keep an eye on the NIPT's website for details of upcoming PST training.</p>



<p>27.</p>	<p>How many release days are granted for training and ongoing observations?</p> <p>I have mentored NQTs under <i>Droichead</i> and probation model. It is a huge amount of work for the mentor. Will there be any incentives introduced for all this extra work?</p> <p>Who teaches the NQT's class when he/she is off visiting other schools? It may be a 2 hour release or a day but those children are without the teacher contact they are entitled to.</p> <p>The Council recognises the central role of the Professional Support Team (PST) in facilitating <i>Droichead</i>. In light of this, considerable resources have been made available by the Department of Education and Skills to support their engagement in the process. There are 4 days' professional learning with substitute cover for each member of the Professional Support Team. There are an additional 4-7 days (Primary) 22-37 hours (Post-Primary) available for the implementation of the process at school level, depending on the number of NQTs in the school. There is also release time available for refresher training for <i>Droichead</i> schools. There are normally extra days available on a discretionary basis upon application to the NIPT, if required.</p>
<p>28.</p>	<p>I am a teacher with 14 years' experience and would like to get involved in <i>Droichead</i>. If our school signs up will training be provided on a regional basis?</p> <p>Yes. The NIPT seeks to provide training on a regional basis where at all possible. Please see the NIPT's website for information in relation to upcoming training events. If you are aware (via a cluster meeting or other TPN) of a number of schools in a particular area that are interested in training, you may also contact the NIPT by emailing the relevant Regional Development Officer for your area. The Regional Development Officers and their contact details are listed here.</p>
<p>29.</p>	<p>Will all teachers in the school be trained or is it only a certain number that will undertake training?</p> <p>Will further opportunities be made available to experienced teachers to take part in induction mentor training?</p> <p>Up to four members of the school staff can attend Professional Support Team Training. There will be further opportunities to train more staff members in subsequent years.</p> <p>The NIPT run training events at numerous times throughout the year. Keep an eye on their website for details of upcoming training events.</p>
<p>30.</p>	<p>I am a principal in a small two teacher school and will have an NQT covering a maternity leave from September. Do you think it is realistic for me to opt in to <i>Droichead</i> and get my NQT through the process as his contract will end late January 2018?</p> <p>Yes, it is possible as the minimum requirement is 60 days. However, this ultimately depends on the context and circumstances in your school, and also on when you will have commenced and completed <i>Droichead</i> training. Please visit www.teacherinduction.ie and register for PST training. The National Induction Programme for Teachers will support you in training a team and in getting the process started at school level. Please contact your Regional Development Officer (Contact details here) if you require more information.</p>



31.	<p>Can a school use an external PST with an in-school mentor?</p> <p>Yes. The NIPT can support schools who wish to use teachers from within and external to the school.</p>
32.	<p>Is there specific training for the PST member for secondary schools or is there a general training that covers national schools and secondary schools combined?</p> <p>PST training is sector-specific.</p>

Alternatives to <i>Droichead</i>	
33.	<p>If you cannot get into a primary school where <i>Droichead</i> is in process - what is the alternative now? Is it still a 60 day minimum "probationary period" and how many inspections should we expect? Is it pass/fail if we are having inspectors?</p> <p>Primary NQTs who are undergoing the traditional probationary process are required to complete a minimum of 100 days post-qualification practice. This can be completed in one block of 100 consecutive days or in two blocks of 50 consecutive school days. This process is only available to teachers who are teaching in a mainstream classroom setting. The number of inspections is dependent on the needs of the NQT, but is usually averaged at 2 visits for the process of 100 days duration. At the end of the process, the NQT receives an outcome of 'satisfactory' or 'unsatisfactory' or "additional time required". Further details can be found in this publication.</p>

<i>Droichead</i> Evaluation	
34.	<p>Is the evaluative aspect of probation disposed of?</p> <p>Yes, in relation to <i>Droichead</i>, it is a non-evaluative induction process which takes place in a spirit of collegiality, and where the focus is on support and collaborative learning. The NQT and PST jointly declare at the end that they have participated in a quality teaching and learning process.</p> <p>Where an NQT undertakes the traditional probationary process, the inspector continues to evaluate the competence of the NQT.</p>
35.	<p>Can you please clarify how <i>Droichead</i> is a non-evaluative process when at the end of the year the NQT can be considered not to have successfully completed the program and the PST can decide not to sign off on their completion?</p> <p>The PST and the NQT jointly declare that they have engaged in a quality teaching and learning process. Neither party is asked to evaluate the other. Supports are built into the <i>Droichead</i> process to identify and address any concerns that may be identified by either party during the process.</p>



<p>36.</p>	<p>Are there any folders or any form of assessment involved in <i>Droichead</i>?</p> <p>Could you provide some information on the portfolio that needs to be completed as part of <i>Droichead</i>? Is this the same portfolio that we completed as part of our PME or is it an additional portfolio?</p> <p>There is no form of assessment in <i>Droichead</i>.</p> <p>NQTs are required to maintain a <i>Taisce</i>. <i>Taisce</i> is the Irish word for Treasure Trove. <i>Taisce</i> is a way to gather thoughts, ideas and moments of key learning during the process. Every <i>Taisce</i> is private to its owner. The way in which they collect these moments of learning is entirely at their discretion. It could be a hard-copy folder, or it could be digital. The NQT may choose to select some elements to share with the PST to highlight areas of strength or professional growth. Watch this short video for further information on <i>Taisce</i>. This video will soon be available as Gaeilge on the Teaching Council website.</p>
<p>37.</p>	<p>What if you decide that the teacher requires additional input from the NIPT? Isn't that evaluation?</p> <p>No. Consistent with the <i>Droichead</i> process itself, the NIPT have a supportive role rather than an evaluative one. Where the NIPT is asked by either the NQT or the PST to engage with them, it will be in a context where further support and guidance is being sought.</p>
<p>38.</p>	<p>"1.1.1.4 they have participated in a quality teaching and learning process"</p> <p>- This is evaluation as the Experienced Colleague has to make an evaluation as to whether or not the teaching is "quality".</p> <p>This is a joint declaration by all parties as to the quality of the process they have participated in. Neither party is asked to evaluate the other.</p>

<p>In-school induction activities including observations and sub-cover</p>	
<p>39.</p>	<p>There are no subs available in Primary schools- how are schools to manage when we can't get cover even for sick leave?</p> <p>"1.1.4.3 "release time with substitute cover"</p> <p>There were NO subs available at stages this year to cover illness etc.</p> <p>The Teaching Council acknowledges the challenges in the system at the moment in relation to the availability of substitute teachers. The Teaching Council has advised the Minister for Education and Skills in relation to the issue of Teacher Supply and the DES are currently working on ways to alleviate this issue. There is no quick fix here, but many <i>Droichead</i> schools have become flexible and creative in their management of substitute cover. Please see our webinar on <i>Droichead</i> (14 June 2017) where this question was discussed.</p>
<p>40.</p>	<p>Are you told about these observations in advance?</p> <p>Yes, the observation process takes place in the spirit of collegiality and support. There should be no surprises for the NQT in this process.</p>

Other questions and comments	
41.	<p>Are TUI schools going to participate in <i>Droichead</i> this year?</p> <p>All post-primary schools, like all other schools can choose to opt in to <i>Droichead</i>.</p>
42.	<p>Why have special schools been left with no other option but to use <i>Droichead</i> to probate an NQT?</p> <p>In February 2016, the Council confirmed its adoption of <i>Droichead</i> as the integrated induction framework for NQTs, and the new pathway to full registration. Year 1 of the growth phase of <i>Droichead</i>, the 2016/2017 school year, provided that <i>Droichead</i> will be the only available induction route towards full registration for NQTs in SEN settings. This aspect of the policy was approved by Council in recognition of the fact that teachers who meet the <i>Droichead</i> standards in SEN settings – where teachers’ work is often very complex and challenging – deserve the same recognition as their colleagues who teach in mainstream settings. Therefore, the Council’s policy makes explicit the value of the work of teachers in these settings, and seeks to ensure it is on a par with the work of teachers in mainstream settings.</p>
43.	<p><i>“1.1.7.1 retain records”</i></p> <p>Just where is it envisaged school holds the records? We struggle to find a place for report cards, assessments, accounts. Why do we need to hold them if this is "non-evaluative"?</p> <p>Reasonable records are maintained to ensure that the process is consistent and standards are upheld across the country. Records are kept to a minimum. The Teaching Council does not stipulate the volume or content of the records, or the format in which they should be kept, but schools are advised to make the system of recording manageable, perhaps by keeping electronic records using for, example, Microsoft Word. Records are maintained to ensure that a quality process has occurred.</p>
44.	<p>How is it possible for a Home Tutor to get probated in that we are required to be registered with the Teaching Council and the probation condition satisfied although we don't work in a school system?</p> <p>It is not possible to meet the post-qualification professional practice condition attached to your registration, as a home tutor. All teachers have three years in which to meet the condition. If the three years are about to expire, and you are still working as a home tutor, it is important to contact the Teaching Council to apply for an extension using form EXT-01 and by contacting conditions@teachingcouncil.ie.</p>
45.	<p>Why is it not possible to second experienced teachers to assist in probation of NQTs? Principals did not wish to lose the evaluation aspect of <i>Droichead</i>.</p> <p>There are two parts to this question:</p> <p>(a) <i>Droichead</i> is grounded in the belief that the best people to induct a new teacher are his/her experienced colleagues who are familiar with school context and policies.</p> <p>(b) The feedback from many teachers has been clear that they do not wish to evaluate their newly qualified colleagues as they take their first steps into their chosen profession. Teachers are now undergoing more comprehensive pre-service programmes and the process of induction is, in line with current research, a support system to improve quality and retention in the system.</p>