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.
The timelines for the growth phase have been extended by an additional two years to 2021, to allow for an incremental growth of Droichead in both primary and post-primary schools. On that basis, Droichead will be the route to induction for all NQTs by the year 2020/2021.

The schedule for the growth phase of Droichead from the current school year to 2021 is set out below:

### PRIMARY SCHOOLS

<table>
<thead>
<tr>
<th>Year</th>
<th>SCHEDULE FOR GROWTH PHASE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016/2017</td>
<td>Droichead the route of induction for NQTs in SEN settings</td>
</tr>
<tr>
<td>2017/2018</td>
<td>Droichead the route of induction for NQTs in SEN settings or in large primary schools where there is a principal and 24 or more mainstream teachers</td>
</tr>
<tr>
<td>2018/2019</td>
<td>Droichead the route of induction for NQTs in SEN settings and in large primary schools with 16 or more mainstream teachers</td>
</tr>
<tr>
<td>2019/2020</td>
<td>Droichead the route of induction for NQTs in SEN settings and in all primary schools with administrative principals</td>
</tr>
<tr>
<td>2020/2021</td>
<td>Droichead the route of induction for all primary NQTs</td>
</tr>
</tbody>
</table>

### POST-PRIMARY SCHOOLS

<table>
<thead>
<tr>
<th>Year</th>
<th>SCHEDULE FOR GROWTH PHASE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016/2017</td>
<td>Droichead the route of induction for NQTs in SEN settings</td>
</tr>
<tr>
<td>2017/2018</td>
<td>Droichead the route of induction for NQTs in SEN settings or in large post-primary schools of 700 or more students</td>
</tr>
<tr>
<td>2018/2019</td>
<td>Droichead the route of induction for NQTs in SEN settings and in large post-primary schools with 400 or more students</td>
</tr>
<tr>
<td>2019/2020</td>
<td>Droichead the route of induction for NQTs in SEN settings and in post-primary schools with 200 or more students</td>
</tr>
<tr>
<td>2020/2021</td>
<td>Droichead the route of induction for all post-primary NQTs</td>
</tr>
</tbody>
</table>

The Droichead process may only be undertaken in participating schools which have been trained in the Droichead process. For full details on Droichead, refer to ‘Droichead: The Integrated Professional Induction Framework March 2017’ available on www.teachingcouncil.ie
Post-qualification Professional Practice Conditions: A Quick Guide

Upon registration with the Teaching Council, post-qualification professional practice conditions are generally applied to Primary and Post-primary NQTs. Further information regarding these conditions are contained in the Post-qualification Professional Practice Procedures and Criteria which is published on www.teachingcouncil.ie.

PRIMAR

DROICHEAD: The Integrated Professional Induction Framework

Minimum 60 consecutive days

1) Apply to the Council via the My Registration login on Teaching Council’s website

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
      - At least 1 other Professional Learning Activity chosen in consultation with PST

3) Conclude by submitting Form D

OR

TRADITIONAL PROCESSES

PROBATION

Minimum 100 consecutive days (2 x 50 or 1 x 100)

INDUCTION WORKSHOPS

20 hours attendance – flexible options

1) Apply to Limerick Education Centre (LEC) using OP1 Form

2) Following satisfactory outcome by Inspectorate receive statement of competence from LEC

3) Conclude by submitting Form C & LEC statement

3) Conclude – no action required automatic notification to Council

POST-PRIMARY

DROICHEAD: The Integrated Professional Induction Framework

Minimum 200 hours contract in a single Post-primary school

1) Apply to the Council via the My Registration login on Teaching Council’s website

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
      - At least 1 other Professional Learning Activity chosen in consultation with PST

3) Conclude by submitting Form D

OR

TRADITIONAL PROCESSES

POST-QUALIFICATION EMPLOYMENT (PQE)

300 hours min. teaching in one or more post-primary schools

INDUCTION WORKSHOPS

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

3) Conclude by submitting Form B(s)

3) Conclude – no action required automatic notification to Council