



Ballymacelligott 1 NS

Droichead

This policy has been formulated by Ballymacelligott 1 National School to inform Newly Qualified Teachers (NQTs) and teaching staff of the Droichead process for the induction and mentoring of NQTs.

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1. AN INTRODUCTION

Initial Teacher Induction is carried out in Ballymacelligott 1 National School through engagement with Droichead – an integrated induction framework for newly qualified teachers (NQTs). Droichead builds on the learning from initial teacher education, particularly the extended school placement, and acknowledges that induction is a distinct phase in the continuum of teacher education.

2. THE DROICHEAD PROCESS

- Droichead begins with areas for further learning identified by the NQT, in collaboration with the PST.
- This process includes supported professional practice in the classroom, school-based professional learning, and additional learning activities to address the needs of beginning teachers.
- The objective of Droichead is to support NQTs during the induction phase, laying a foundation for professional growth.
- Once the Droichead process is completed, the NQT declares their readiness to move to the next phase of their career. A joint declaration from the teacher and PST team affirms that the NQT has participated in a quality learning process.
- When an NQT is employed in a participating school in an eligible setting (see Section 3) and for the required period (see Section 4), they register for the Droichead process with Tralee Educational Centre using the DR1 form. An email confirmation from Tralee Educational Centre should be retained for submission with the completed Form D.
- Droichead is comprised of two key strands:
 - Strand A : School-based induction supported by experienced colleagues.
 - Strand B : Additional professional learning activities, including attendance at NQT cluster meetings and one other learning activity.

3. SETTINGS IN WHICH THE DROICHEAD PROCESS CAN TAKE PLACE

NQTs will typically undertake Droichead when employed as a mainstream class teacher. Employment as a teacher in other capacities (special class, full-time resource teacher, learning support, etc.) may also qualify, provided the NQT meets the professional practice requirements outlined below.

4. DURATION OF THE DROICHEAD PROCESS

NQTs must complete a block of 60 consecutive school days in an eligible setting from the date of appointment to a recognised post. Registration for the Droichead process is done through Tralee Educational Centre using the DR1 form.

5. SCHOOL-BASED STRAND

PROFESSIONAL SUPPORT TEAM (PST)

- A key component of the Droichead process is the professional support provided by experienced colleagues, known as the PST.
- The PST in Ballymacelligott 1 National School consists of experienced, fully registered teachers who collaborate to support NQTs during the induction process.
- Each PST member will have roles and responsibilities determined by the needs of the school. PST members will complete Droichead professional development through the National Induction Programme for Teachers (NIPT).

PROFESSIONAL CONVERSATIONS

Professional conversations between NQTs and the PST team provide an opportunity for feedback, support, and reflection. These conversations occur throughout the Droichead process and may follow observations of classroom practice.

TAISCE: PORTFOLIO-BASED LEARNING

NQTs will maintain a portfolio, known as a Taisce, to reflect on key learning moments and insights from the Droichead process. The portfolio is flexible, with the format and content decided by the NQT.

OBSERVATIONS

Observations are an integral part of Droichead. The NQT will observe experienced teachers and be observed by the PST to focus on areas of professional development.

6. ADDITIONAL PROFESSIONAL LEARNING ACTIVITIES

NQTs engage in cluster meetings and one other professional learning activity as part of the Droichead process.

NQT CLUSTER MEETINGS

NQTs should attend one cluster meeting per term at Tralee Educational Centre, facilitated by NIPT in collaboration with other NQTs.

7. STANDARDS TO GUIDE AND SUPPORT THE DROICHEAD PROCESS

The Teaching Council has set standards to guide NQTs and the PST in the Droichead process, promoting professional engagement, commitment to quality teaching, and reflective practice.

8. MAINTAINING RECORDS OF THE DROICHEAD PROCESS

A Droichead outline plan, created in collaboration with the PST and NQT, will guide the process. Schools are required to maintain records, such as observation reports and professional conversation notes, in line with data protection policies.

9. CONCLUDING THE DROICHEAD PROCESS

As the Droichead process nears completion, the NQT and PST will engage in a professional conversation to identify areas for further professional learning. Upon completion, Form D is submitted to the Teaching Council, and the Droichead condition is removed from the teacher's registration.

10. CONSISTENCY AND QUALITY ASSURANCE

Several mechanisms are in place to ensure the quality and consistency of the Droichead process, including support from NIPT, Droichead Quality Assurance panels, and reviews at both school and Teaching Council levels.

REVIEW

This policy will be reviewed and updated in line with future guidelines from the Teaching Council.

Ratified by the Board of Management on

14/10/2024

Signed:

Bridget McDonald