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Ghairmiúil i measc Ceannairí
Scoile agus Múinteoirí

Supporting the Professional
Learning of School Leaders
and Teachers



Droichead - Information Session

Whole School - Primary

2023.2024





Initialisms/Acronyms



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Oide Droichead Induction Programme for Teachers

TC: The Teaching Council

NQT: Newly Qualified Teacher

PST: Professional Support Team

ITE: Initial Teacher Education

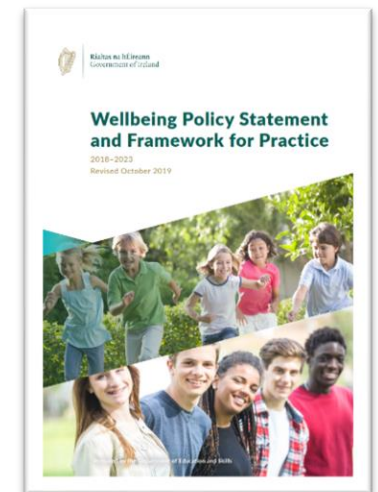
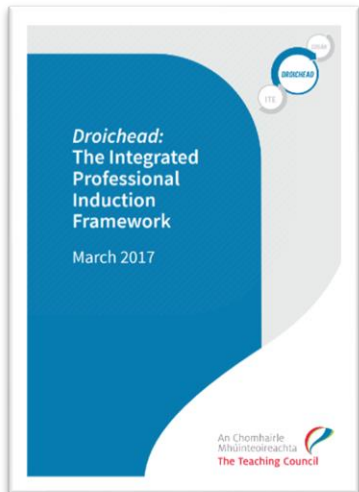
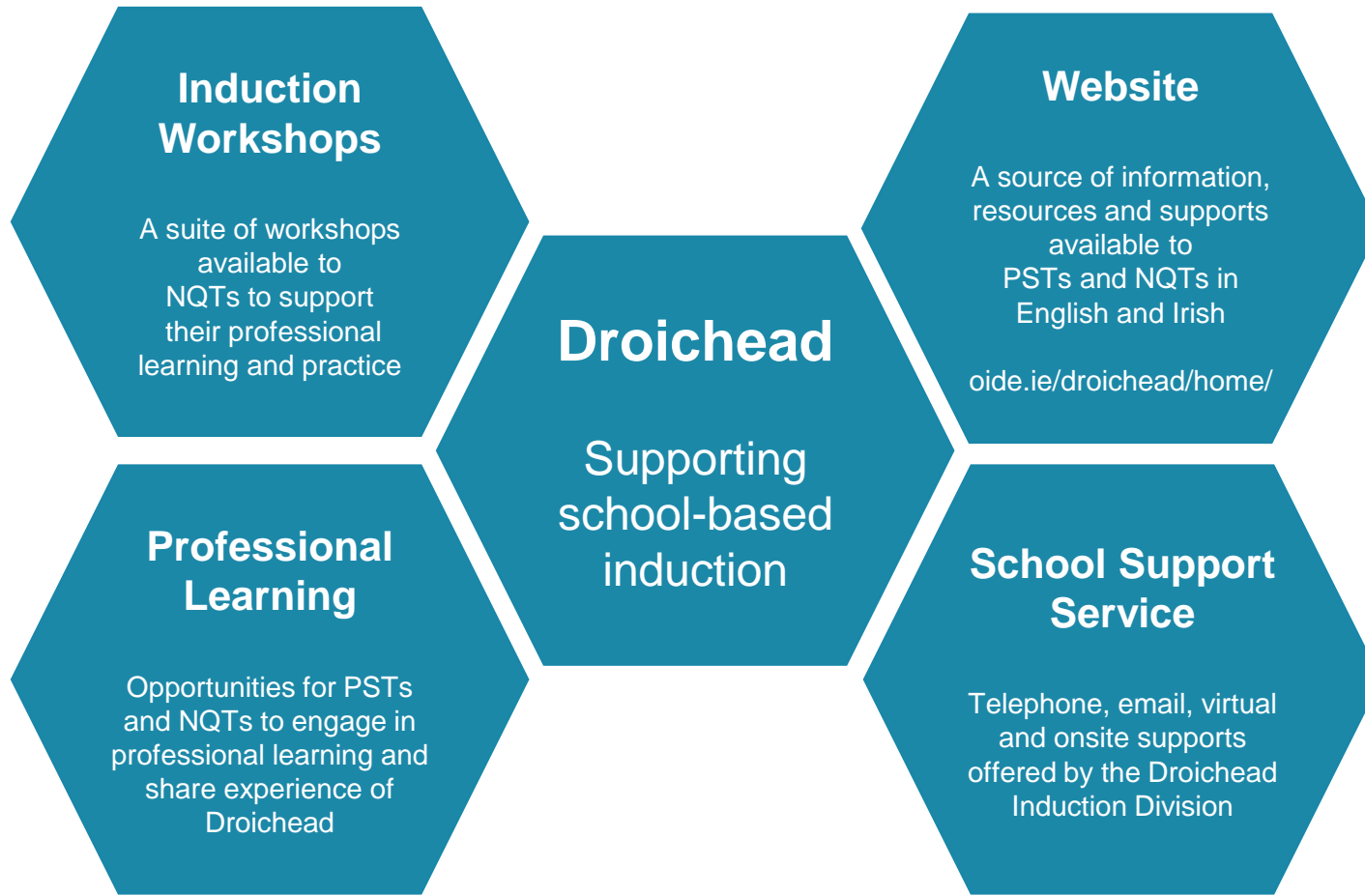
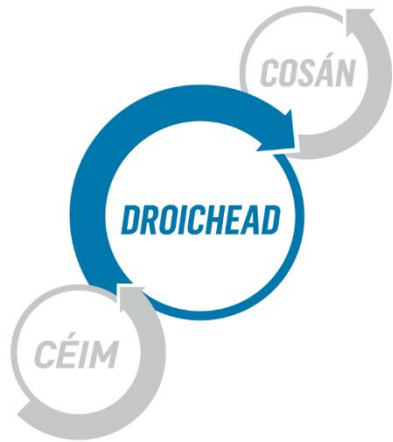
PLL: Professional Learning Leader

DEEPEN: Droichead: Exploring and Eliciting
Perspectives Experiences and Narratives

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Today we will explore....



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- ➔ Why Droichead?
- ➔ What is Droichead?
- ➔ What are the benefits for the NQT and the school?
- ➔ Droichead Supports

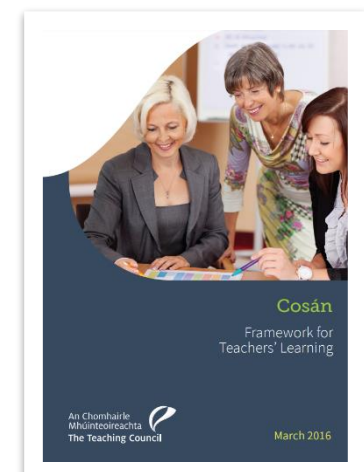
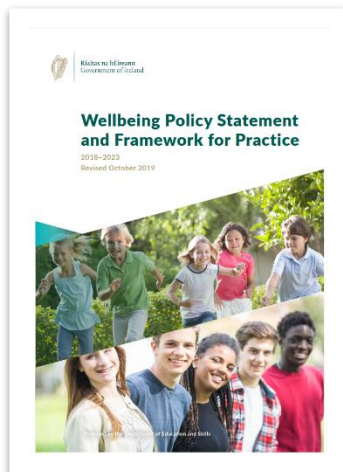
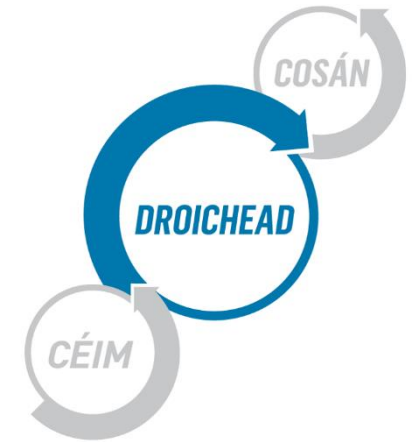


Flagging the Connections



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- Wellbeing Policy Statement and Framework for Practice 2018-2023
- Looking At Our School 2022
- Circular 0044/2019: Distributed Leadership
- Cosán: Framework for Teachers' Learning 2016



Why Droichead?



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Supporting the Professional
Learning of School Leaders
and Teachers



Overview of Droichead

- The model of induction designed to reflect the importance of this phase of the continuum
- Professionally led regulation and shared professional responsibility
- People best placed to welcome new teachers into the profession are their colleagues

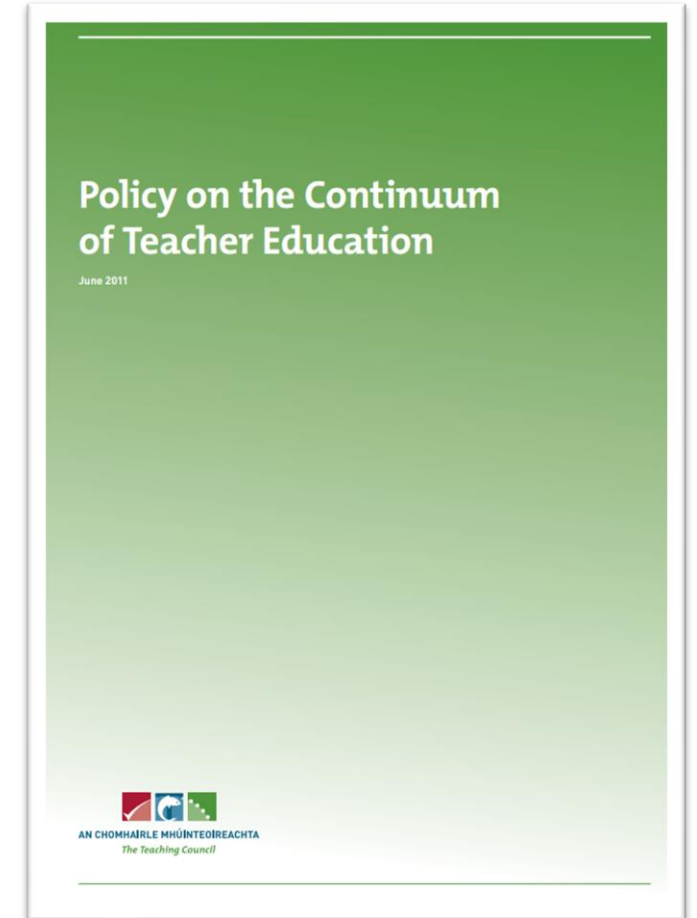
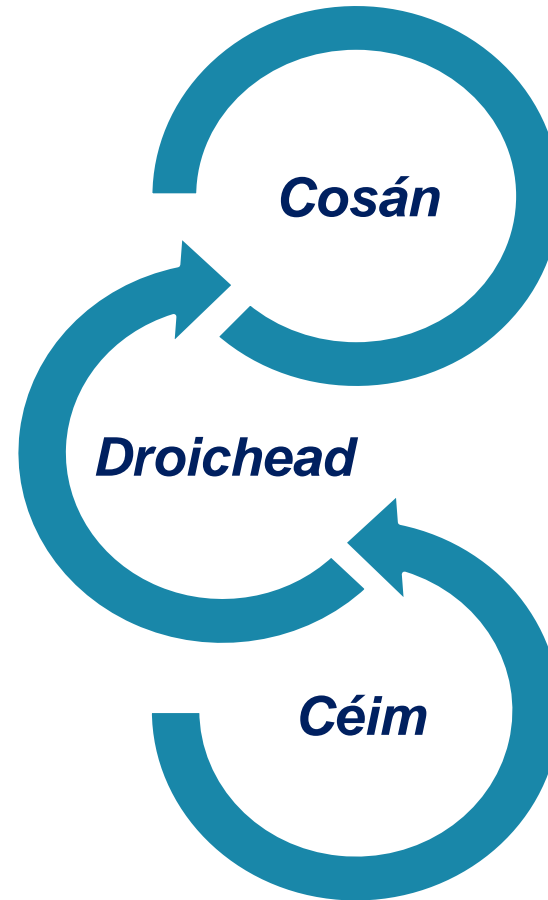


The Continuum of Teacher Education



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...the formal and informal educational and developmental activities in which teachers engage, as lifelong learners, during their teaching career



(Teaching Council, 2011, p. 5)

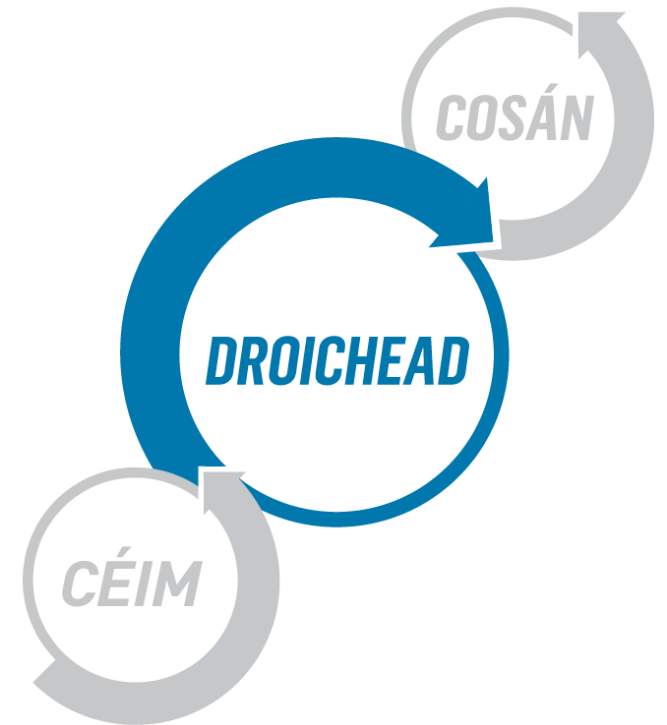
Droichead:



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An Integrated Professional Induction Framework

The main objective of the Droichead process is to support the professional learning of NQTs during the induction phase, thus laying the foundations for subsequent professional growth and learning for the next phase of their career



(The Teaching Council, 2017, p. 3)

Droichead Growth Phase



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Route of Induction for NQTs

2016.2017

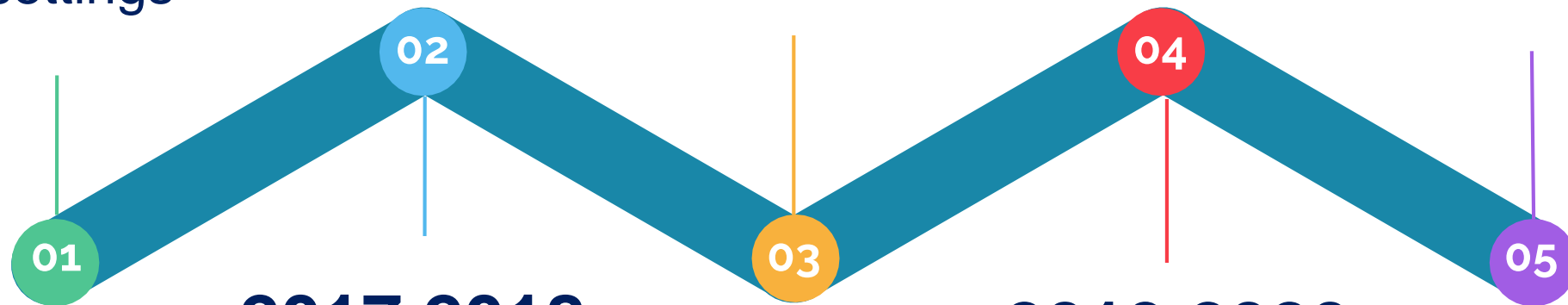
Droichead the route of induction for all NQTs in SEN settings

2018.2019

All NQTs in SEN settings or in schools with 16+ mainstream teachers

2020.2021

Droichead the route of induction for all NQTs



2017.2018

All NQTs in SEN settings or in schools with 24+ mainstream teachers

2019.2020

All NQTs in SEN settings or in schools with administrative principals

Droichead - Background



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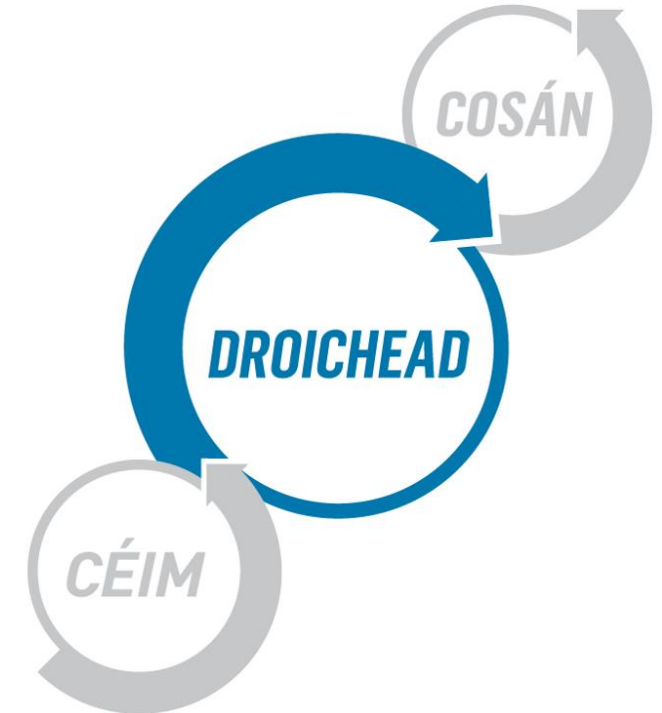
- Statutory responsibility from 2012

- Droichead pilot 2013 - 2016

- Growth Phase 2016 - 2021

- Research: DEEPEN 2021

- Embedding Droichead





Droichead

- ✓ Complete a period of professional practice in an eligible setting
 - ✓ Contract/offer of employment of 60 days or more in the same setting
 - ✓ Job-sharing contract for the full academic year or a contract of 12.5 hours min per week for the full academic year
- ✓ Engage in the Droichead process:
 - ✓ Strand A: School-based Induction
 - ✓ Strand B: Cluster Meetings and Additional Professional Learning Activity
- ✓ Joint declaration by the NQT and PST that:
 - ✓ through our engagement in Droichead, we believe we have participated in a quality teaching and learning process

What is Droichead?



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Droichead: Key Elements



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- Role of the Principal
 - Professional Support Team – PST
 - Whole School Support
 - Professional Support Team Models
 - Standards
 - Reflective Practice
 - Strand A and Strand B
 - Concluding the Process
 - Addressing Concerns





Principal's Role



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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

(Teaching Council, 2017)



Professional Support Team (PST)



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Supporting an NQT through Droichead is always a **collaborative** process as the PST:

- **guides and advises** the NQT during school-based induction, in the first stages of their professional journey
- forms a **joint declaration** with the NQT that they have participated in a quality teaching and learning process

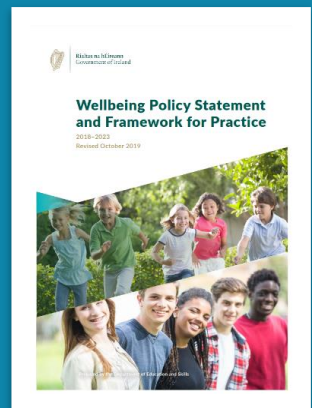


Whole School Support



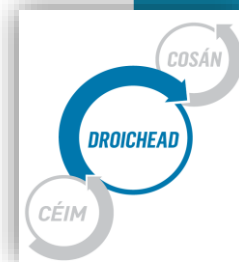
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- Share information about the school's systems and initiatives
- Share an understanding of the school context
- Share experience and expertise with the NQT
- Encourage engagement in the social dimension of school life



PST Training Overview

- All aspects of the Droichead process are covered during PST training
- The training also addresses mentor skills with a specific focus on communication, relationship-building and observation



PST Members



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- ✓ Fully registered with TC
- ✓ Fully PST trained
- ✓ Statement issued
- ✓ Eligible to sign Form D
- ✓ Minimum of 2 PST members to commence and support the Droichead process



PST Models

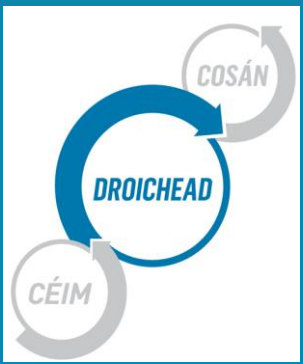


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Internal Model

External PST Member

Inter-school PST

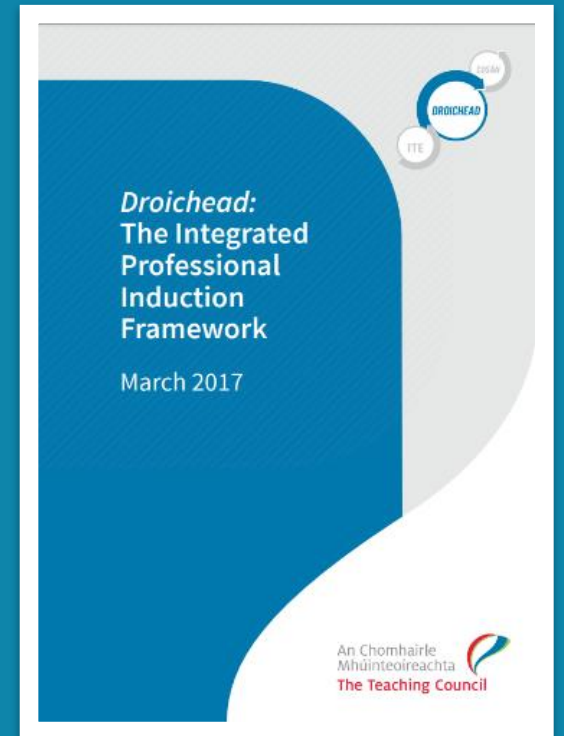


Droichead Standards



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The Council has established standards to support the Droichead process, in guiding the NQT, with the PST, in relation to their professional learning and practice.



(Teaching Council, 2017, p. 5)

Droichead Standards



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The NQT will...



Standard Three - Reflective Practice



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The NQT will have...

“engaged in reflective practice that supports their professional learning and practice, both individually and collaboratively.”

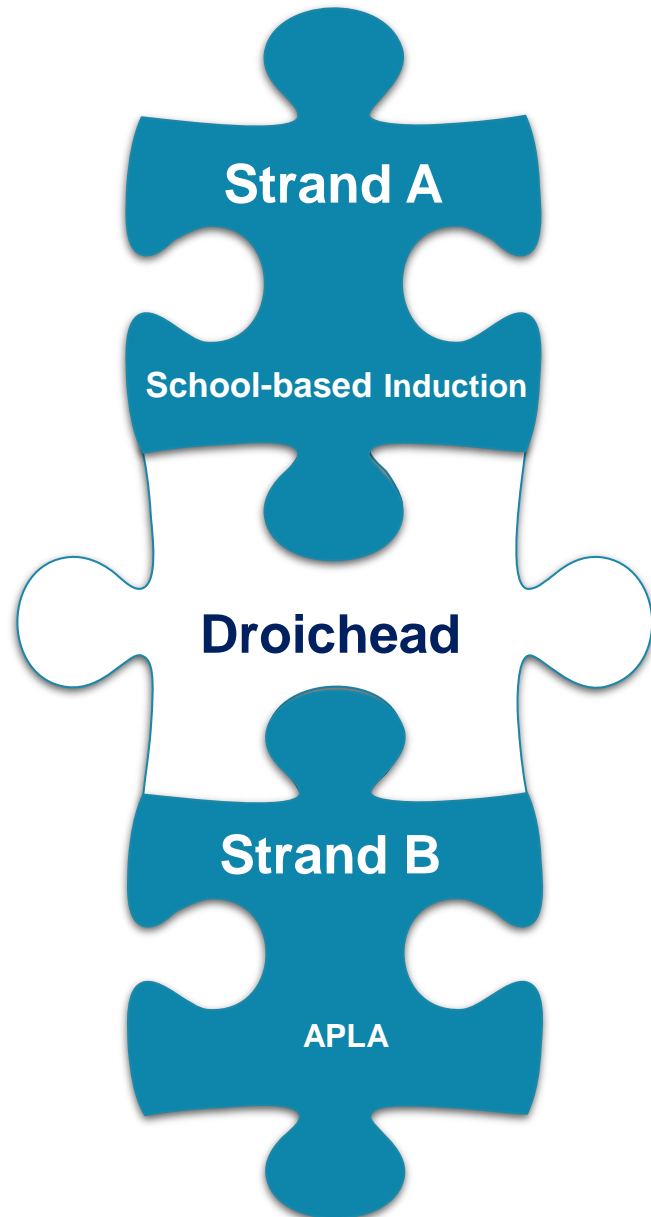


The Teaching Council has an [eBook](#) video available about Taisce.

Engaging in the Droichead Process



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Strand A: School-based Induction

Professional Support Team (PST)
Professional Conversations
Observation and Discussion
Professional Learning Activities
Records
Taisce: Portfolio-based Learning



Strand B: Additional Professional Learning Activities

- Cluster Meetings
- One Other Professional Learning Activity

Taisce: Portfolio-based Learning





Concluding the Process

Joint declaration is signed by the NQT and PST... that through our engagement in *Droichead*, we believe we have engaged in a quality teaching and learning process



Form D is completed and shared (by the NQT) with the Teaching Council



Ideally the support process continues for the duration of the NQT's tenure in the school





Addressing Concerns



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• Shared Learning Events

• Oide Droichead Induction Team

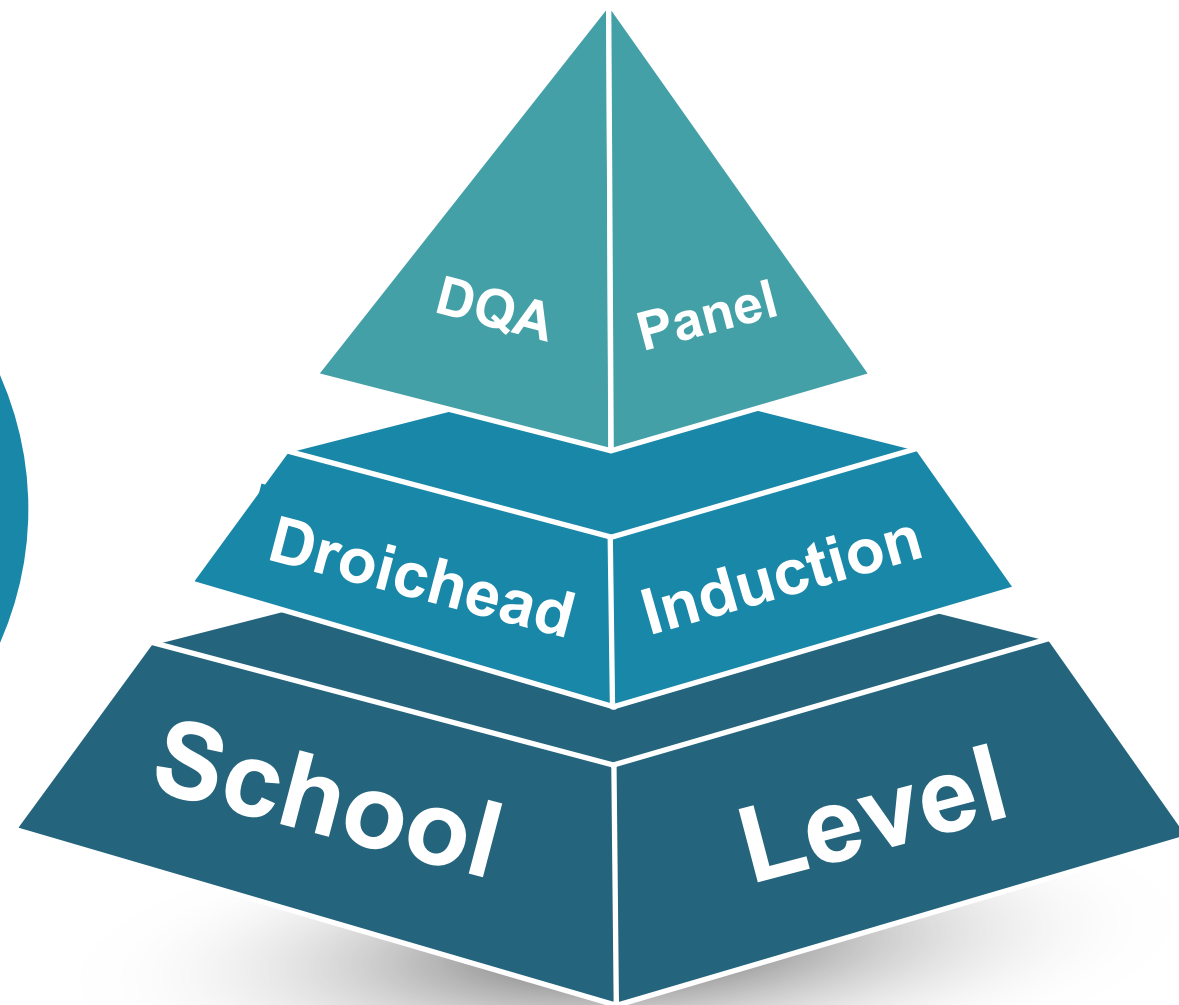
• Teaching Council

• Droichead Quality Assurance

• Review of Policy: DEEPEN 2021



‘A number of mechanisms are in place to assure the quality and consistency of the Droichead process nationally’



(Droichead Policy 2017, p. 7)

What are the benefits for the NQT and the school?



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Benefits of the Droichead Process: NQTs



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'I had an amazing PST who made me feel supported and treated me as a professional.'

'I developed through observation of others and on-hand constructive feedback from the PST.'

'It's great to get feedback from other teachers that doesn't involve grading. It is very positive.'

'My PST members encouraged me to teach to my style and I felt supported to do my best.'

'My PST gave me lots of support throughout the year leading to a positive year of learning for me.'



DROICHEAD: EXPLORING AND ELICITING
PERSPECTIVES, EXPERIENCES AND NARRATIVES

(Uí Choistealbha and Ní Dhuinn 2021)

Benefits of the Droichead Process



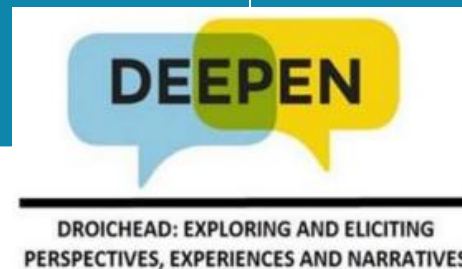
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PST Members

- 98% of PST members reported that involvement in Droichead led to additional skill development
- 100% of the respondents stated that they had a positive relationship with their NQTs
- PST members stated that the Droichead process was of high quality and that they felt very included in the process

Principals

- 96% of school leaders report a high level of skill development through engagement with the Droichead process
- Most frequently mentioned skills:
 - Leadership skills – 73 %
 - Communication skills – 58%
 - Teamwork – 55%



(Uí Choistealbha and Ní Dhuinn 2021)

Droichead and the NQT



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Click on the image to access the video link
Play from 02.28 to 03.38

Droichead and the Whole School



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Click on the image to access the video link

Droichead Supports



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Supports for Schools



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Professional Development

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Croke Park Hours

Release Time

Termly Droichead Updates

Other Updates

Induction Release Time



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- Droichead process release time for schools with NQT/s

| Number of NQTs undertaking Droichead | In-school release time available to schools per academic year (Days) |
|--------------------------------------|--|
| 0 | 0 |
| 1 | 4 |
| 2-4 | 5 |
| 5-6 | 6 |
| 7+ | 7 |

- Limited discretionary time — contact aine.kilbride@oide.ie
- External PST Member release time — refer to FAQs
- Release days claimed through OLCS: ‘Teacher Induction’
- Sample timetables on our website

To ask for



is a sign of strength...



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- www.oide.ie/droichead/home (Droichead Toolkit)
- droicheadinduction@oide.ie (Droichead process queries)
- www.teachingcouncil.ie (Registering for the process)
- conditions@teachingcouncil.ie (Teacher registration queries)
- PLLs' contact details
- Folláine le Chéile: 1800 411 057 24 hours/365 days
Text 'Hi' to 087 1452056 and request a call back
- NQTs are advised to only consult official websites/channels for information where possible e.g <https://oide.ie/droichead/home/> or www.teachingcouncil.ie

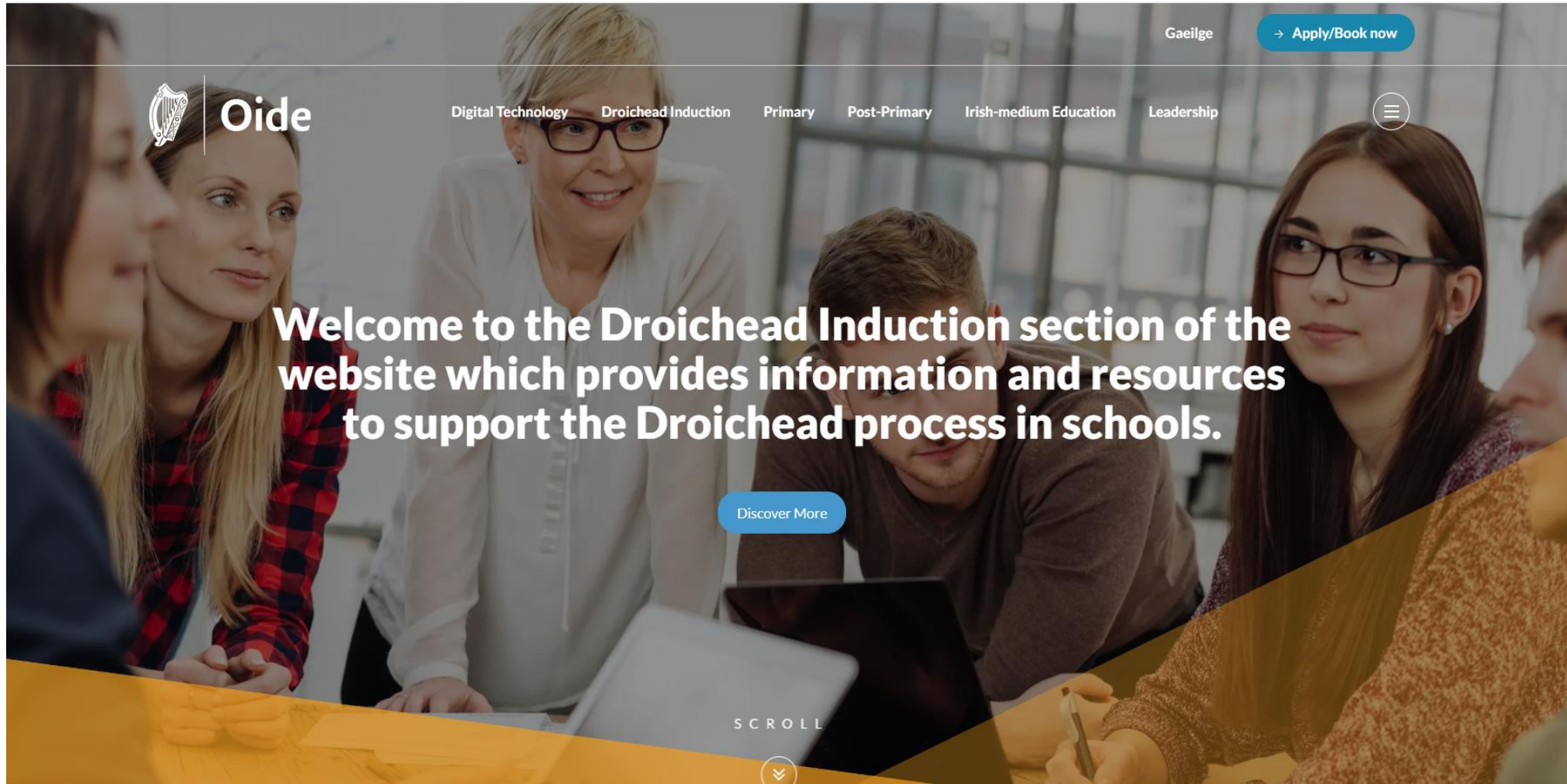


Folláine le Chéile
Wellbeing Together

Oide Droichead Induction Division



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Recap



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Why Droichead?

What is Droichead?

What are the benefits to the NQT and school?

Droichead Supports



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Ár mBuíochas

To ask for support is a sign of strength