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Ghairmiúil i measc Ceannairí
Scoile agus Múinteoirí

Supporting the Professional
Learning of School Leaders
and Teachers

Droichead Cnuaschruinniú Bunscoile 1 Osradharc Droichead

Cluster Meeting 1 Droichead Overview

2025.2026



I gCeist le Bheith ag Obair Le Chéile... Working Together Involves...



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➔ Materials

➔ Punctuality

➔ Confidentiality

➔ Participation and Engagement

➔ Questions and Queries

➔ GDPR – no photographs, recording or AI use



Do Chuid Foghlama, Do Bhealach Your Learning, Your Way



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Choice



Flexibility



Consider

If there is anything we can do to enhance your learning experience today, please let us know

Prótacail Tinrimh

Protocols for Attendance



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- You are welcome here today
- Please note that if you miss more than 15 minutes of the cluster meeting, you are unlikely to receive credit for attendance
- Late Arrival Form



Ceisteanna Tinrimh Attendance Questions



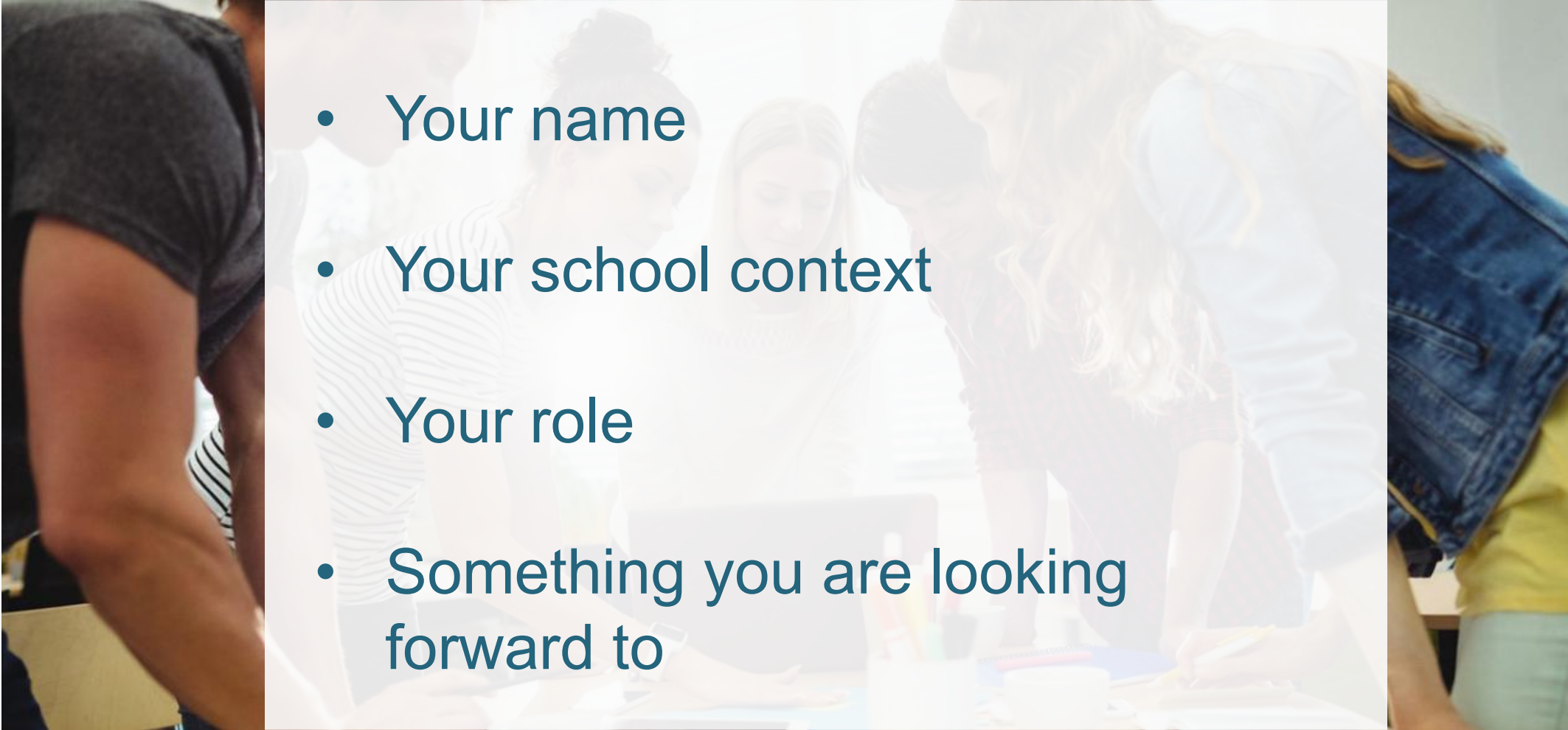
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- Are you in a primary school that offers the Droichead process?
- Have you successfully applied to commence the Droichead process and received a **confirmation email** from the Teaching Council?
- Have you registered with oide-droichead.com?

Cur in Aithne Introductions



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- 
- A background image showing a group of students in a classroom setting, leaning over a table and working together on a project. The image is slightly faded to allow the text to be read clearly.
- Your name
 - Your school context
 - Your role
 - Something you are looking forward to



Intinní Foghlama Learning Intentions



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- Identify the key elements of teacher professionalism
- Develop a clear understanding of the key steps and components of your Droichead process
- Explore your role, responsibilities and expectations as you engage professionally in the Droichead process
- Consider the professional requirements when engaging in preparation for teaching and learning
- Identify key questions to be raised with your Professional Support Team (PST) at school level

Údair Imní, Tugtha, Faighte Concerns, Gives and Gets



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My Droichead Journey



Concerns



Gives



Gets



TAISCE



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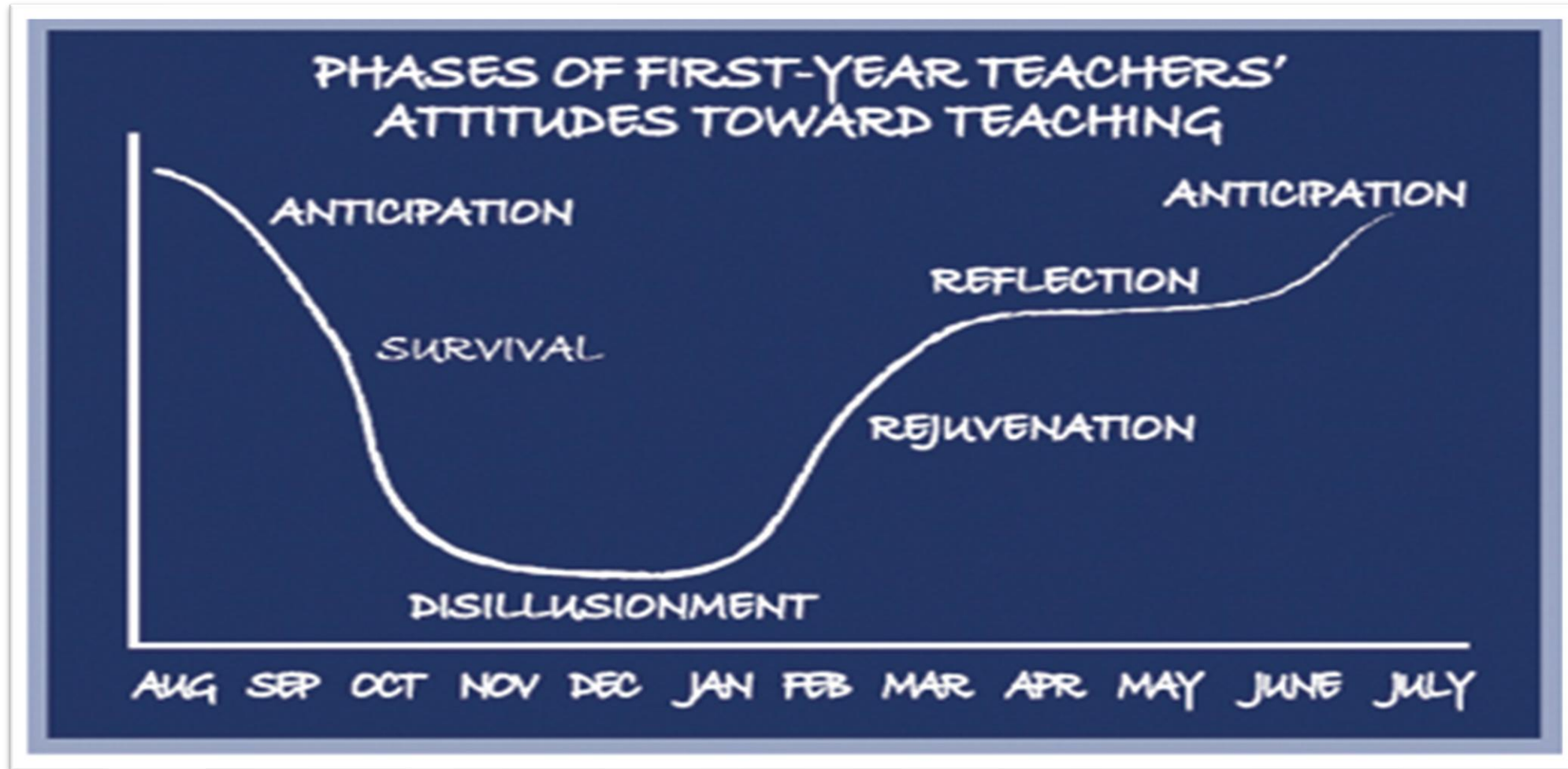
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Céimeanna Ionductaithe

Phases of Induction



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(Moir 1999)



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Roinn 1: Príomheilimintí de Ghairmiúlachas an Mhúinteora

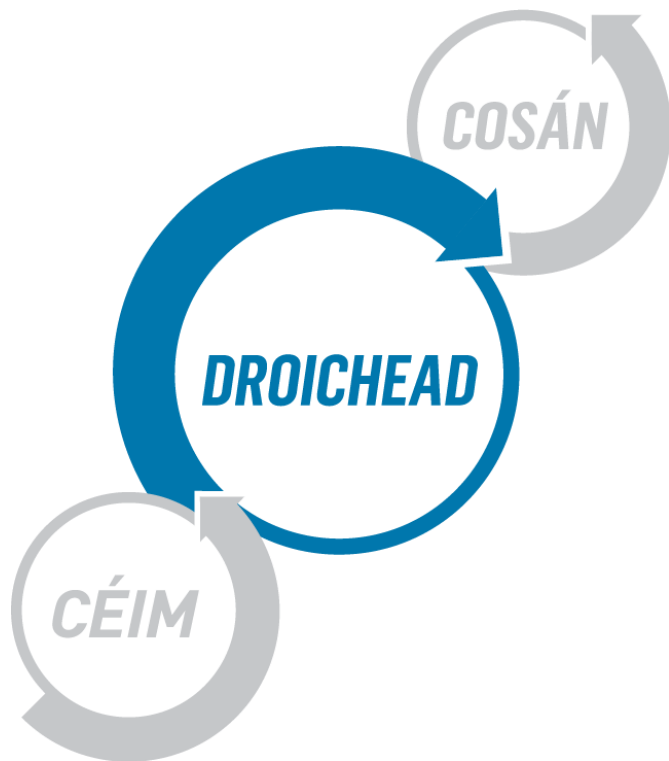
Section 1: Key Elements of Teacher Professionalism





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Fáilte Isteach sa Ghairm Welcome to the Profession



<https://oide.ie/droichead/home/>

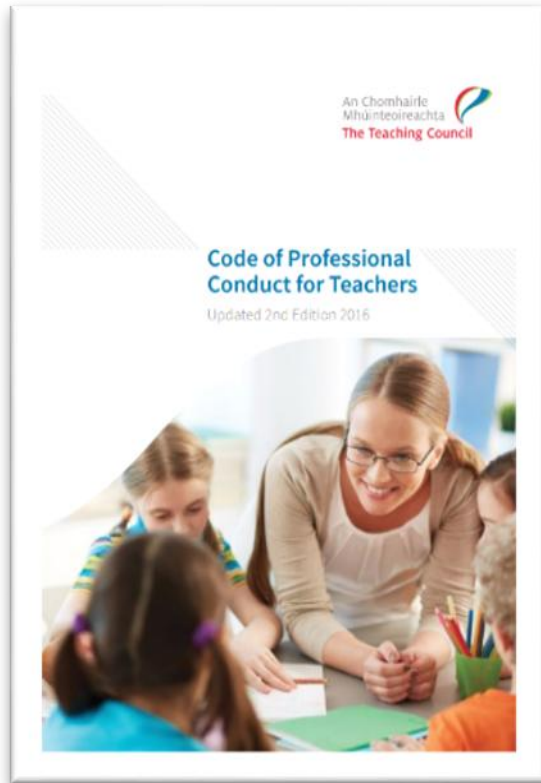
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Caighdeáin Ghairmiúla Professional Standards



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An Chomhairle
Mhúinteoireachta
The Teaching Council



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Cleachtas Gairmiúil a Bhreithniú Considering Professional Practice



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How do we
demonstrate
our professional
practice?

Engagement in
Professional Learning
Activities

Commitment to
Quality Teaching and
Learning

Engagement with
Reflective Practice
Individually and
Collaboratively



Caighdeáin Droichead Droichead Standards



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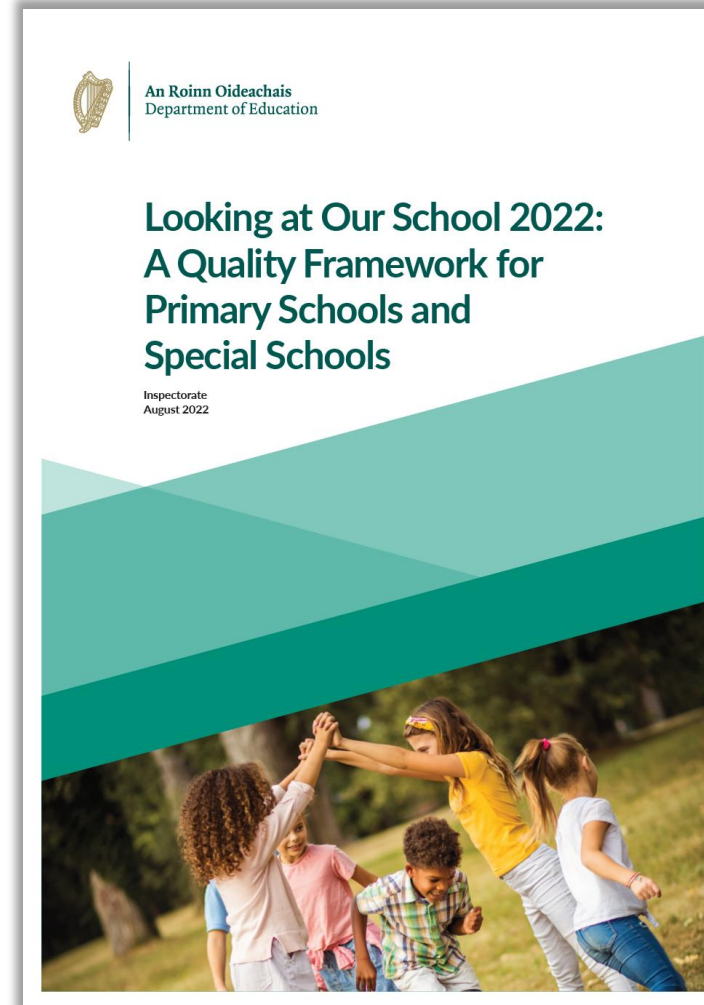
The NQT will...



Caighdeáin Droichead Droichead Standards



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Caighdeáin agus Plean Ionductaithe Droichead Droichead Standards and Induction Plan



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Droichead Standards and Induction Plan

The Teaching Council established three standards to support the Droichead process, in guiding the Newly Qualified Teacher (NQT) and Professional Support Team (PST), in relation to NQT professional learning and practice.

Through their engagement in the Droichead process, the NQT will:

1. have engaged professionally with school-based induction and additional professional learning activities
2. have shown their professional commitment to quality teaching and learning for their pupils/students
3. have engaged in reflective practice that supports their professional learning and practice, both individually and collaboratively.

Droichead Standard	Looking at our School (2022) Statement of Practice	Area to Strengthen	Induction Activity
	<i>The statements of practice within Looking at Our School (LAOS) (2022) support NQTs, in collaboration with their PST, to consider effective practice in areas of strength and in areas to strengthen further.</i>	<i>NQTs' area to strengthen are emergent and identified throughout the Droichead process.</i>	<i>Related induction activities are identified in response to emergent areas to strengthen.</i>
Exemplar			
Standard 2: The NQT will have shown their professional commitment to quality teaching and learning for their pupils/students	Teachers are aware of pupils' individual learning needs, interests and abilities and adapt learning and teaching practices accordingly (p.31)	Extending learning opportunities in reading for exceptionally able pupils within the class.	Review the NCCA's 'Exceptionally Able Students – Draft Guidelines for Teachers' Review NCSE Resource 'Exceptionally Able Students and PLC Resources' Check-in meeting between NQT and PST member if required following review of above resources.

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Roinn 2: Osradharc Droichead

Section 2: Droichead Overview



Doiciméid agus Láithreáin Ghréasáin Ghaolmhara

Key Documents and Websites



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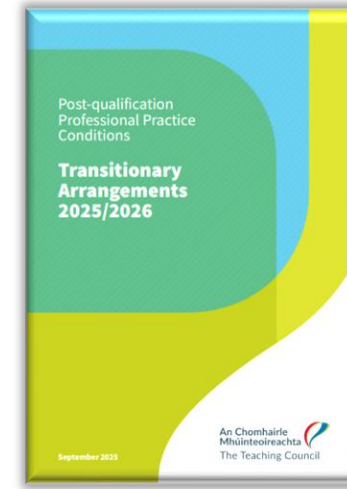
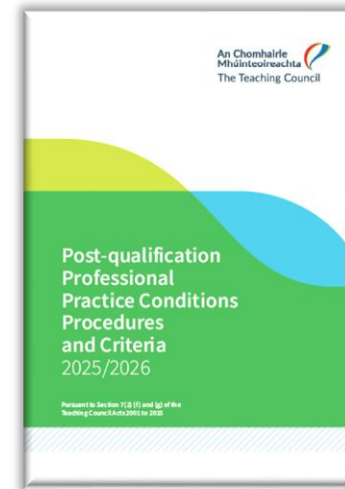
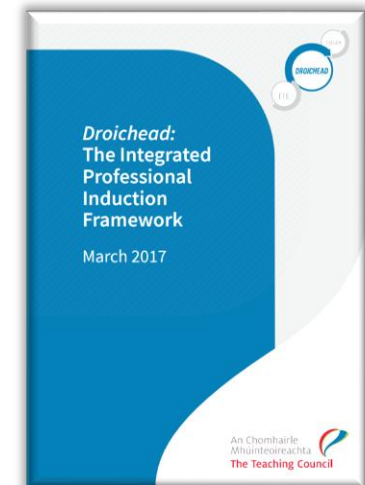
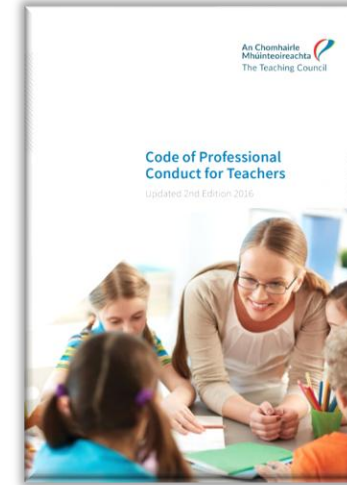
www.teachingcouncil.ie



Form D



conditions@teachingcouncil.ie



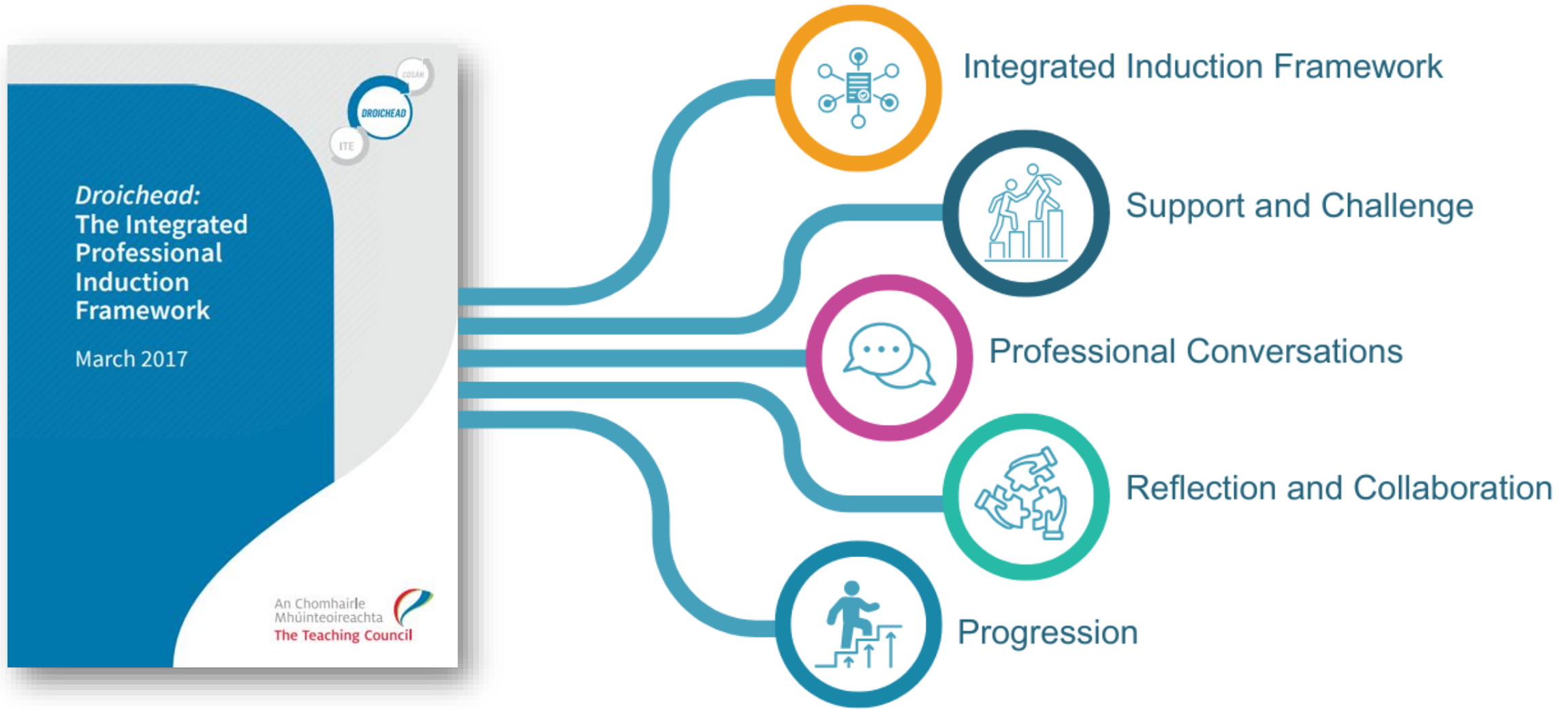
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Creat Beartais Droichead i bhFócas Droichead Policy Framework in Focus



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Osradharc Droichead

Droichead Overview



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Complete Form D and submit to the Teaching Council

An Chomhairle Mhúinteoirí
The Teaching Council

Engage professionally in Strand A

Droichead Outline Plan

Be familiar with relevant documents

Engage professionally in Strand B

Apply to commence the Droichead process in agreement with the principal and PST

An Chomhairle Mhúinteoirí
The Teaching Council



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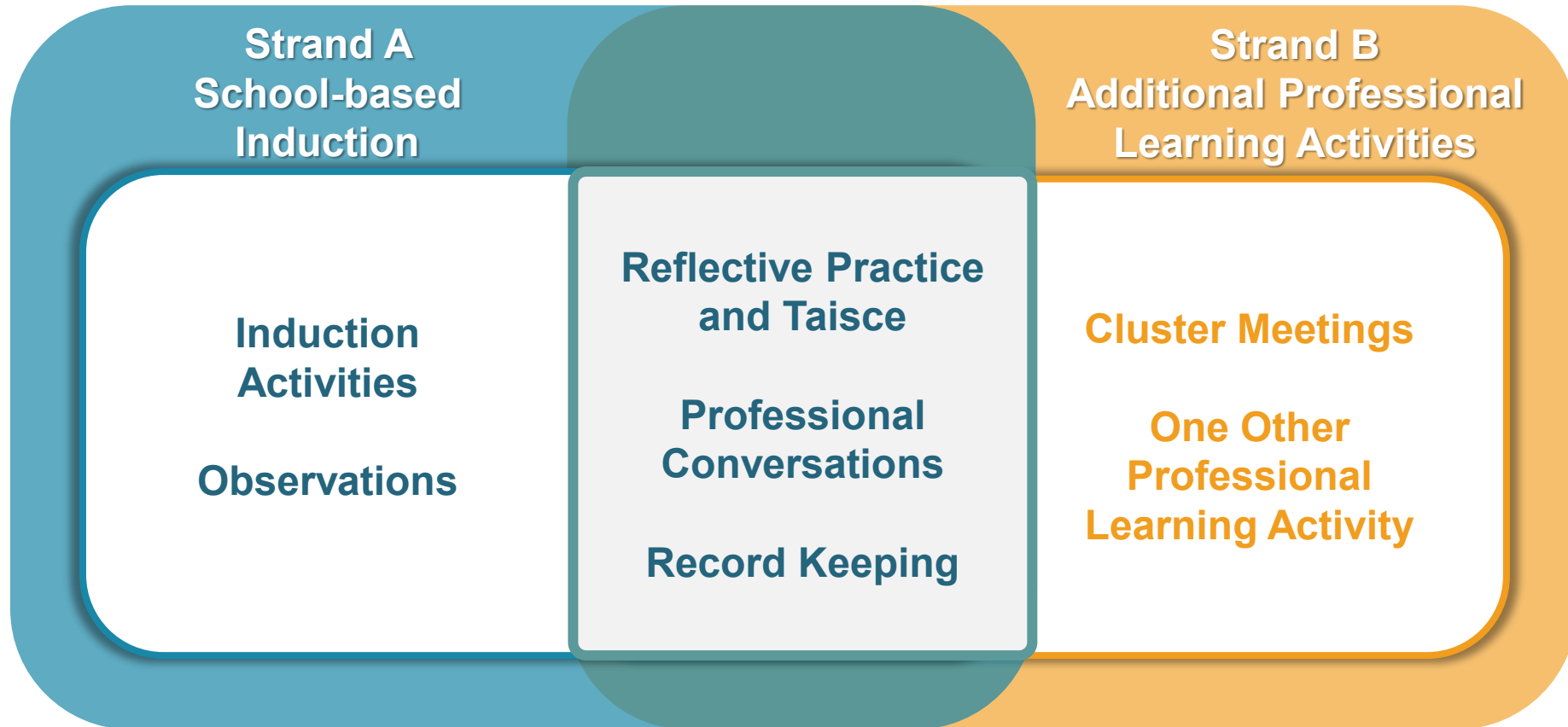


Páirt a Ghlacadh i bPróiseas Droichead

Engaging in the Droichead Process



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Roinn 3: Snáithe A

Section 3: Strand A





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Droichead - Outline Plan Calendar Template (with key) - 2025.2026

Sep 2025							Oct 2025							Nov 2025						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6		1	2	3	4	5	6	7	1	2	3	4	5	6	7
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														30						
Dec 2025							Jan 2026							Feb 2026						
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28	29	30	31				29	30	31											
Mar 2026							Apr 2026							May 2026						
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June 2026																				
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Please Note

- NQTs must attend one cluster meeting per term during their Droichead process.
- NQTs should also engage in one other professional learning activity, identified by themselves in accordance with their professional learning needs, in consultation with the PST.
- NQTs should familiarise themselves with 'Droichead: The Integrated Professional Induction Framework' March 2017.
- The Droichead Induction Division will communicate with schools on a regular basis to ensure that up-to-date information is available to PSTs and NQTs.

Induction Activities	Observation <u>by</u> the NQT	Date Confirmation Email Received:	PST Members Supporting NQT:
	Observation <u>of</u> the NQT	Tentative End Date:	
	Other Induction Activities	Cluster Meeting Dates:	Other Professional Learning Activity:
Meetings	Professional Support Team	Observation <u>by</u> the NQT:	Observation <u>of</u> the NQT:
	PST & NQT(s)		
	Quarterly Review		
WholeStaff	Droichead Information		
	School Holidays		



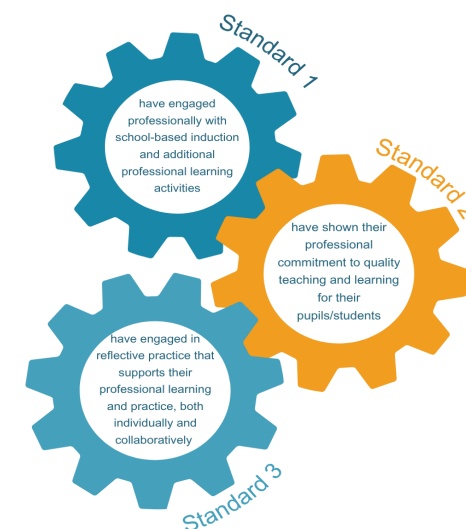
Sracphlean agus Athbhreithniú Ráithiúil Droichead

Droichead Outline Plan and Quarterly Review



Snáithe A: Osradharc (Ionduchtú Scoile) Strand A: Overview (School-based Induction)

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

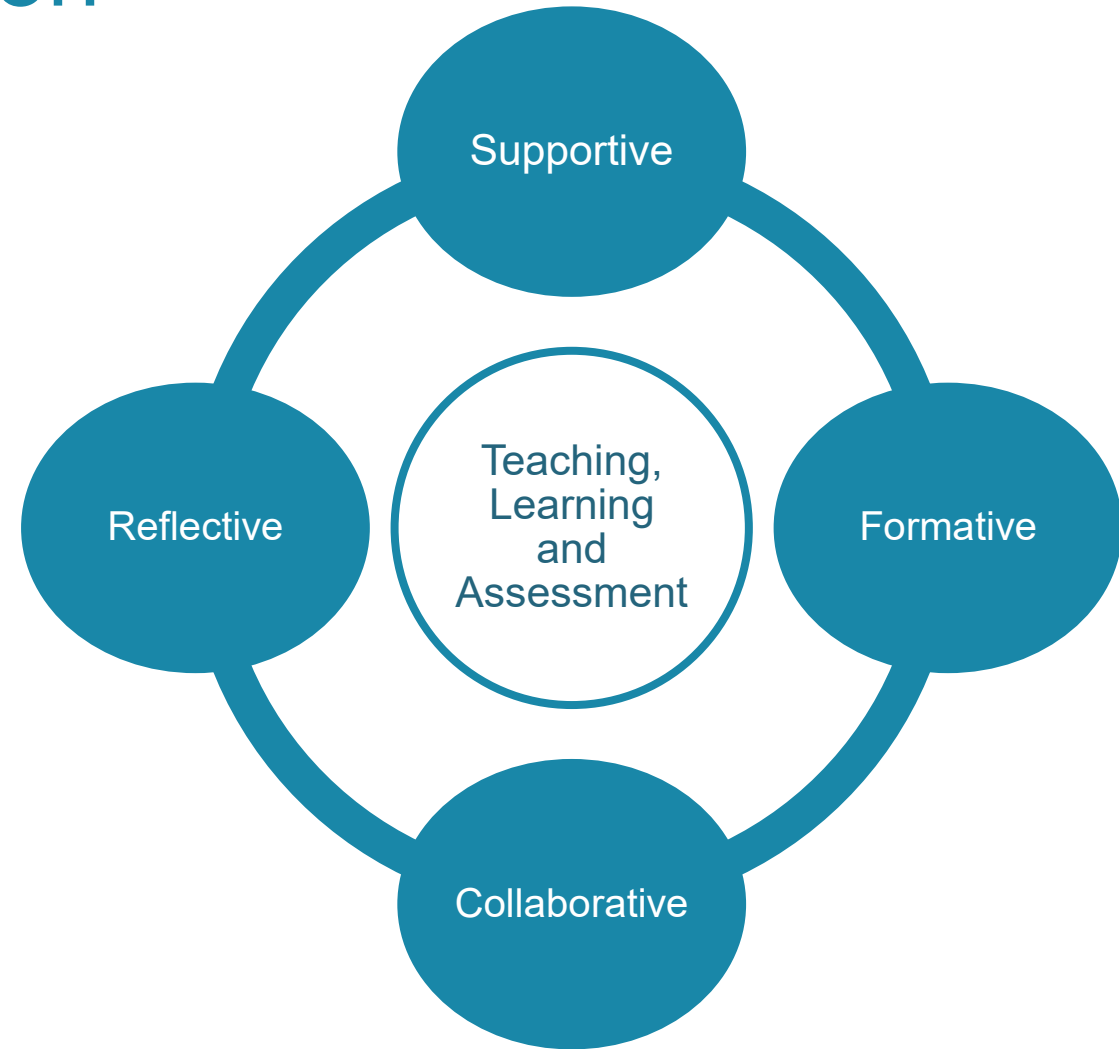


Breathnóireacht agus Plé

Observation and Discussion



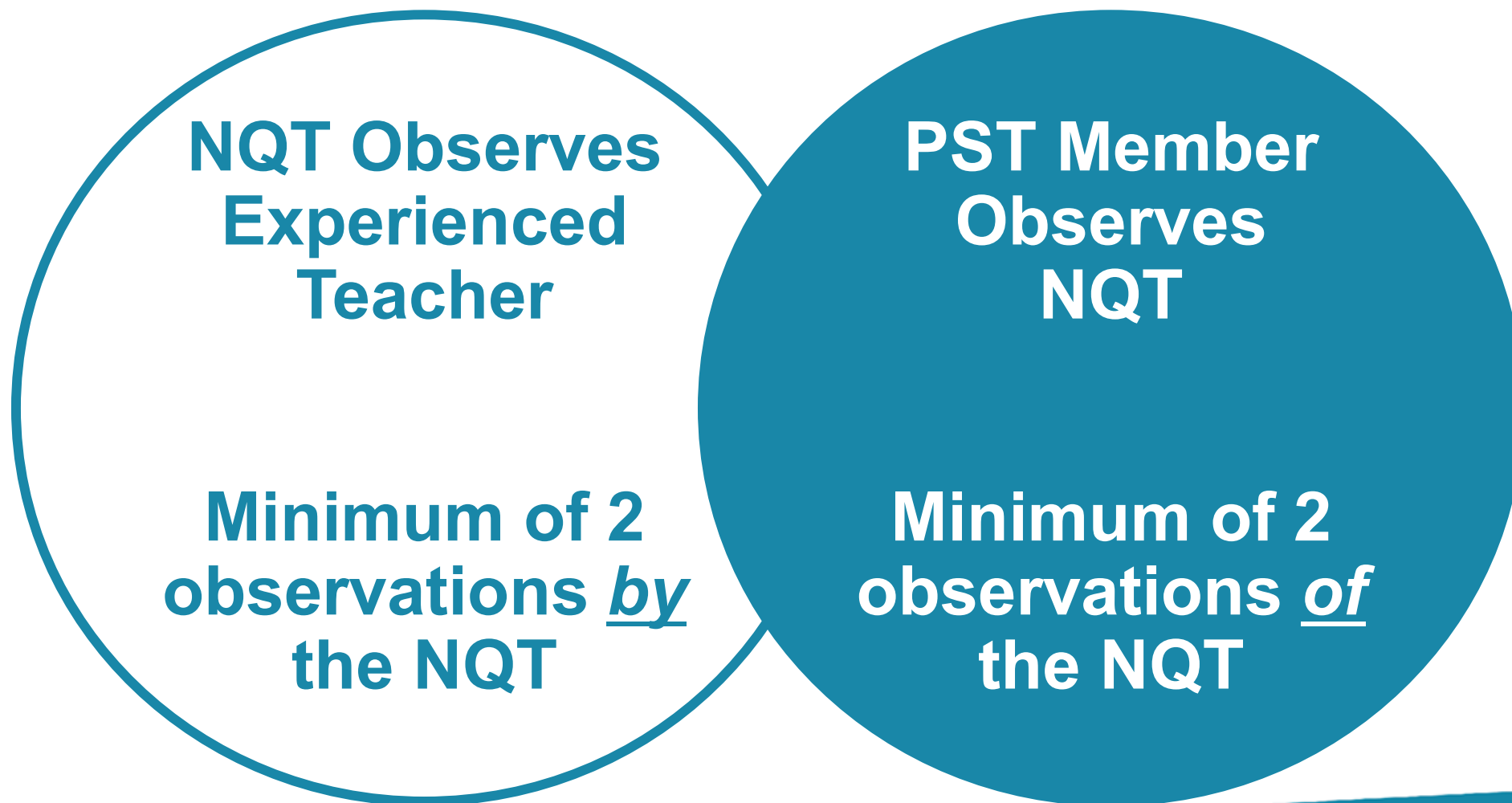
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Samhail Breathnóireachta Droichead

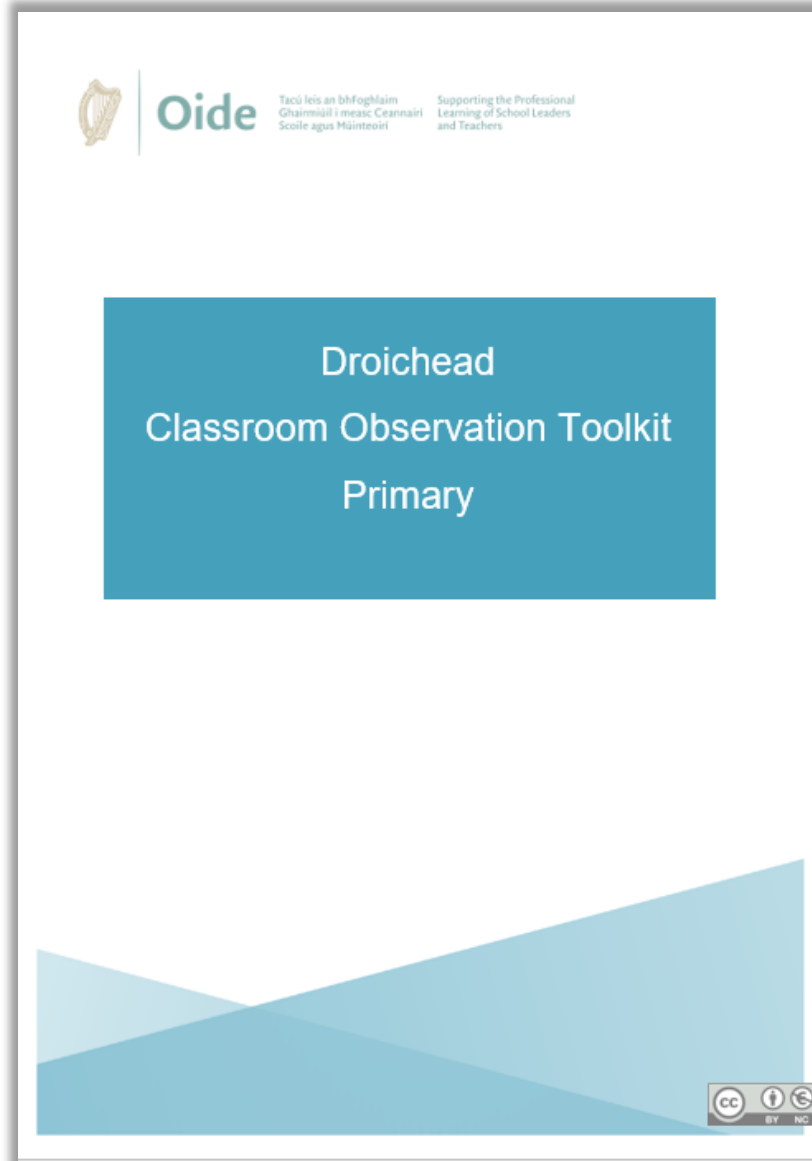
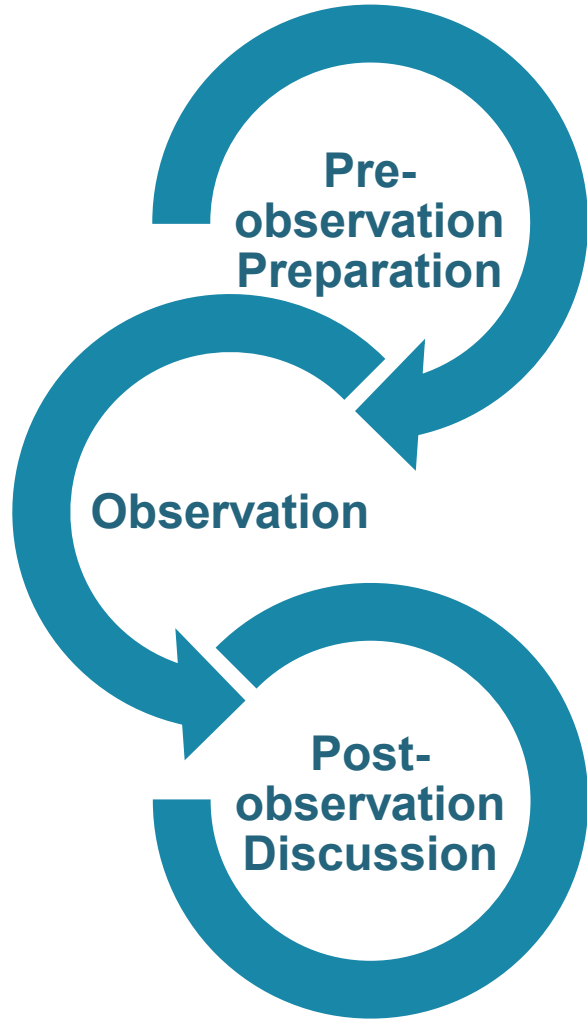
Droichead Observation Model



Breathnóireacht Observation



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- Observation by the NQT
- Observation of the NQT
- Templates

Fócas Breathnóireachta: Moltaí

Focus of an Observation: Suggestions



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Preparation for Teaching and Learning



Teaching Methodologies



Structure of the Lesson



Learning Experiences



Breathnóireacht: Teimpléid Shamplacha

Observation: Sample Template



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Droichead - NQT Observing Experienced Teacher (Blank Template) - Primary

Teacher:	NQT as Observer:
Date: Time: Subject: Class:	Focus:
Two aspects which I found interesting and might use/adapt for my own class	
(i)	(ii)
One aspect that I would like to find out more about	

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Droichead - Observation of the NQT (Sample) – Primary

Please note: This sample is for illustrative purposes only. In practice, this agreed record would be completed by the NQT during the post-observation discussion with the PST member and signed by both.

Post-observation Record - NQT being observed by PST member	
NQT: S O'M Class: Junior Infants PST Member: GH	Date: 1st February Venue: NQT's classroom
Focus of this observation: <ul style="list-style-type: none">How effective is the questioning in supporting the inclusion of all learners/differentiation and assessment?To what extent are the pupils learning?<ul style="list-style-type: none">What is contributing to the learning?What is obstructing the learning?	
Strengths (from the following 4 perspectives): <ul style="list-style-type: none">Teaching - clear learning objectives, good questioning techniques, activated prior knowledge and made links with prior learning (sorting & 3D shapes), modelled thinking aloud, use of GaeligeLearning - the children were actively engaged, use of the classroom environment, group work activities, hands-on learning with manipulatives, opportunities to use related and new vocabularyAssessment - good questioning, use of thumbs up strategyManagement - lots of evidence of classroom management strategies, e.g. appointing leaders, hands on laps, 3,2,1, good rapport, safe space to make mistakes, positive reinforcement of good behaviours distribution of resources, verbal & non-verbal praise, prior preparation of materials.	Area(s) for development: <ul style="list-style-type: none">Timing and pacing of lessonModelling and explanation of activities - establish that children fully understand activity (turn-taking)Thinking through the use of materials fully from the perspective of the children, e.g. use of <i>Blu Tack</i> versus shape magnets and using a bigger display chart.
Key Priorities at this time: <ul style="list-style-type: none">Timing and pacing of lessonsClear explanation of activities to the pupils.	Actions to be taken, by whom: <ul style="list-style-type: none">NQT to consider the amount of content in their lessons to enable them to address all elements of each lessonConsideration to be also given to allowing adequate time for the explanation of and engagement in activities and assessment.
Support required <ul style="list-style-type: none">None. NQT will put suggestions into practice in the classroom and consult the PST for support as required.	Review, by whom and when: <ul style="list-style-type: none">NQT and PST member week of the 6th of March.
Signatures: NQT: PST member:	Date:

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Roinn 4: Snáithe B agus Taisce

Section 4: Strand B and Taisce



Snáithe B: Gníomhaíochtaí Foghlama Gairmiúla Breise (GFGB)

Strand B: Additional Professional Learning Activities (APLA)



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Cluster Meeting 1

Droichead Overview

Compulsory for all NQTs

In-person event



Cluster Meeting
1



Cluster Meeting
2

Cluster Meeting 2

Reflective Practice

Offered in term 2 and term 3

Online event

Cluster Meeting
3



Cluster Meeting 3

Wellbeing

Offered in term 3

Online event

Other Professional
Learning Activity



Other Professional Learning Activity

NQTs choose activity in collaboration with PST

Related to the professional needs of the NQT

To be undertaken during the Droichead process

Gníomhaíochtaí Foghlama Gairmiúla Eile

Other Professional Learning Activities



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Ionaid Tacaíochta Oideachais na hÉireann

Education Support Centres Ireland

An Chomhairle
Mhúinteoireachta
The Teaching Council



An Chomhairle Náisiúnta
um Oideachas Speisialta
National Council
for Special Education

...identified by NQTs in accordance with their professional learning needs, in consultation with the PST...

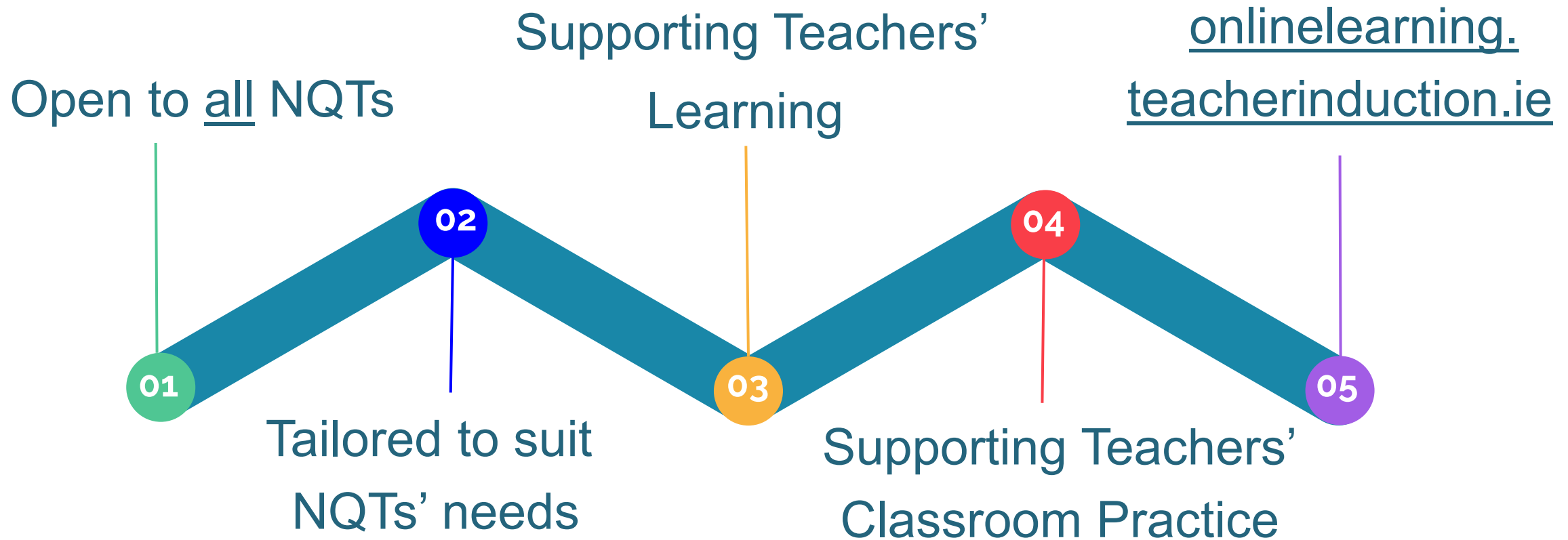
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Ceardlanna Ionductaithe Induction Workshops



Ceardlanna Ionductaithe atá ar Fáil Duit...

Induction Workshops Available



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Planning and
Preparation Workshop

Classroom Management and
Organisation



Múineadh na Gaeilge
sa Bhunscoil



Teacher Professionalism
and Wellbeing



Numeracy:
Developing Good Practice in
Mathematics Teaching



Inclusion



Multi-Grade Teaching in the
Primary School

Individualised Education Planning
for Pupils with SEN

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Roinn 5: An Próiseas Droichead a Thabhairt Chun Críche

Section 5: Concluding the Droichead Process





Toradh A

Outcome A

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

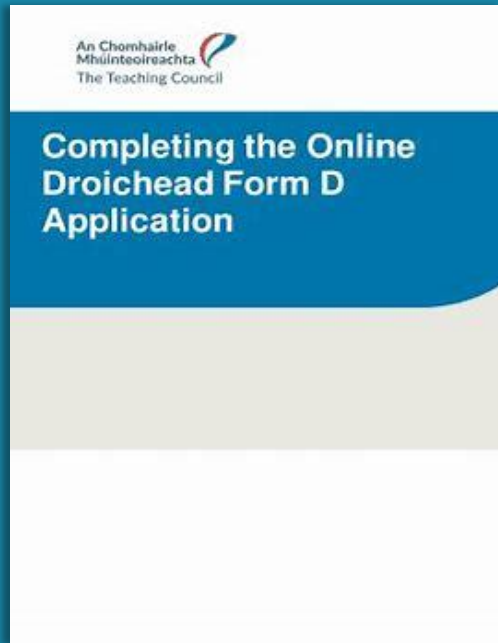


Ideally the support process continues for the duration
of the NQT's tenure in the school

An Fhoirm D a Chomhlánú ar Líne Completing the Online Form D



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Form Ds must be completed accurately

Falsification of information is taken very seriously by the Teaching Council

The Teaching Council conducts a thorough review of all Form Ds received

PST members receive an email from the Teaching Council once the Droichead condition has been removed from an NQT's registration

Toradh B


Outcome B



Joint declaration by NQT and PST is not signed

Re-engage with the
Droichead Induction Division

Additional time to facilitate further
support may be needed

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Droichead - Outline Plan Calendar Template (with key) - 2025.2026

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Mar 2026												Apr 2026												May 2026											
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June 2026													
S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6		1	2	3	4	5	6	7
7	8	9	10	11	12	13	8	9	10	11	12	13	14
14	15	16	17	18	19	20	15	16	17	18	19	20	21
21	22	23	24	25	26	27	22	23	24	25	26	27	28
28	29	30					29	30	31				

Please Note:

- NQTs must attend one cluster meeting per term during their Droichead process.
- NQTs should also engage in one other professional learning activity, identified by themselves in accordance with their professional learning needs, in consultation with the PST.
- NQTs should familiarise themselves with 'Droichead: The Integrated Professional Induction Framework' March 2017.
- The Droichead Induction Division will communicate with schools on a regular basis to ensure that up-to-date information is available to PSTs and NQTs.

Induction Activities	Observation by the NQT	Date Confirmation Email Received:	PST Members Supporting NQT:
Observation of the NQT		Tentative End Date:	
Other Induction Activities		Cluster Meeting Dates:	Other Professional Learning Activity:
Professional Support Team			
Meetings	PST & NQT(s)	Observation by the NQT:	Observation of the NQT:
Quarterly Review			
Resources	Droichead Information		
School Holidays			

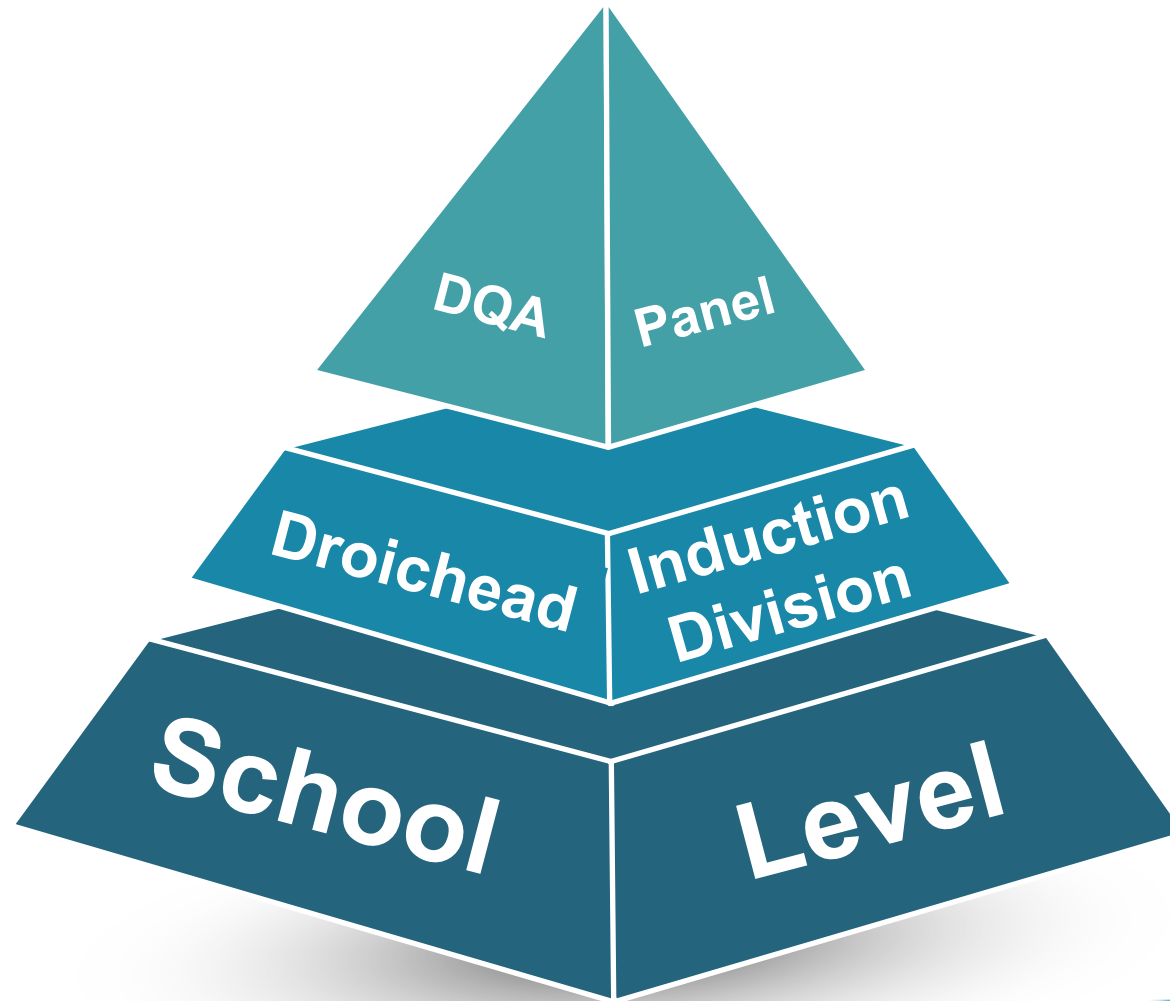
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Dearbhú Cáilíochta Droichead Droichead Quality Assurance



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Roinn 6: Róil agus Freagrachtaí


Section 6: Roles and Responsibilities




Cúraimí an FTG agus an MNC

Responsibilities of the PST and NQT



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Droichead and the PST – Role & Suggested Responsibilities**The Droichead Process**

*“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**”*
(Teaching Council, 2017, p3).

PST Role

Supporting an NQT through Droichead is always a collaborative process. The dual role of the PST is to:

- guide and advise the NQT during school-based induction, in the first stages of their professional journey.
- form a joint declaration with the NQT that they have participated in a quality teaching and learning process.

PST Suggested Responsibilities

To guide a PST in its role, some suggested responsibilities are identified below. The list is neither exhaustive nor prescriptive and is open to customisation by a PST. While responsibilities relating to support and mentoring relate to all team members, a PST may designate some of the other responsibilities to identified individuals within the team.

The PST will share its role and agreed responsibilities with the NQT at their initial meeting.

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TAISCE



Mo Phróiseas a Thaifeadadh Recording My Process



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- Confirmation Email
- Droichead Outline Plan
- Droichead Standards and Induction Plan
- Observation Records
- Taisce
- Form D





Oide

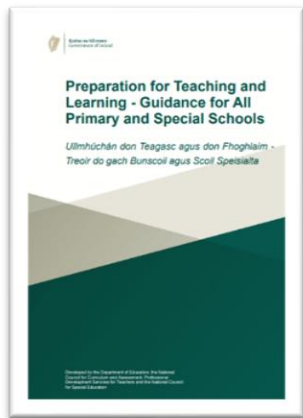
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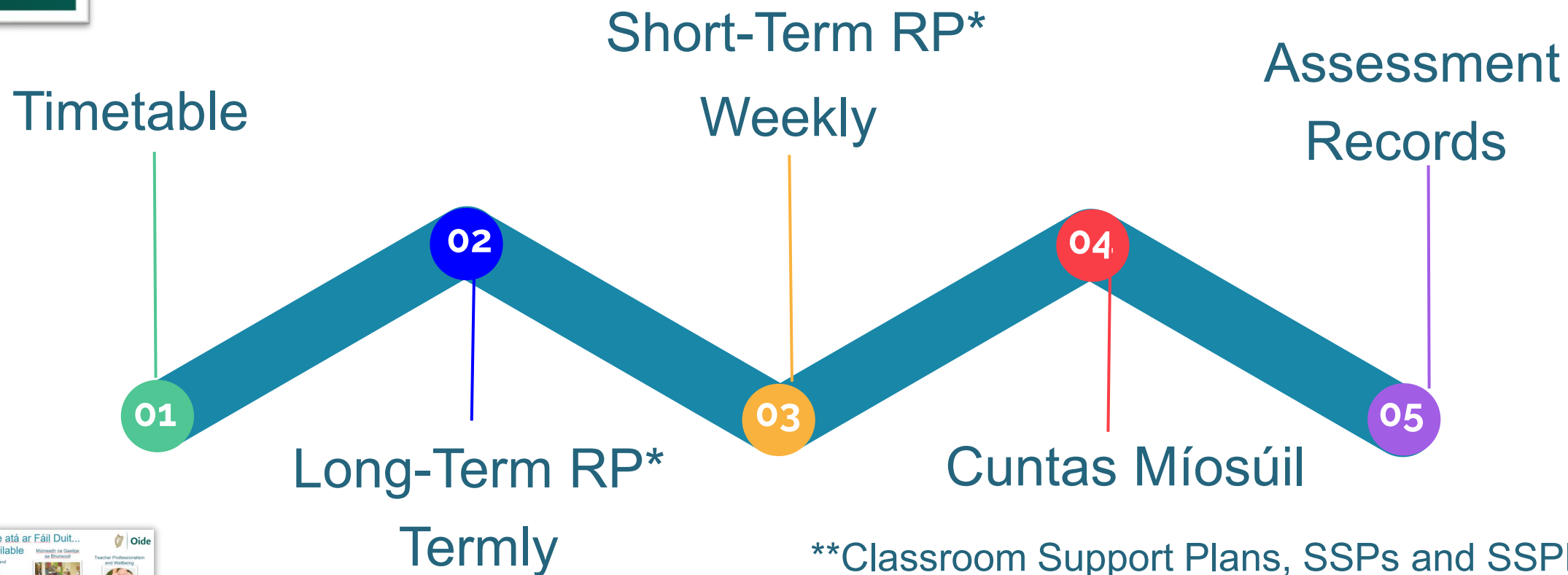
Roinn 7: Ullmhúchán don Teagasc agus don Fhoghlaim

Section 7: Preparation for Teaching and Learning





Ullmhúchán an Mhúinteora Ranga Class Teacher Preparation



*RP = Recorded Preparation

**Classroom Support Plans, SSPs and SSPPs
in accordance with school policy





Ullmhúchán do Mhúinteoirí Oideachais Speisialta Special Education Teacher

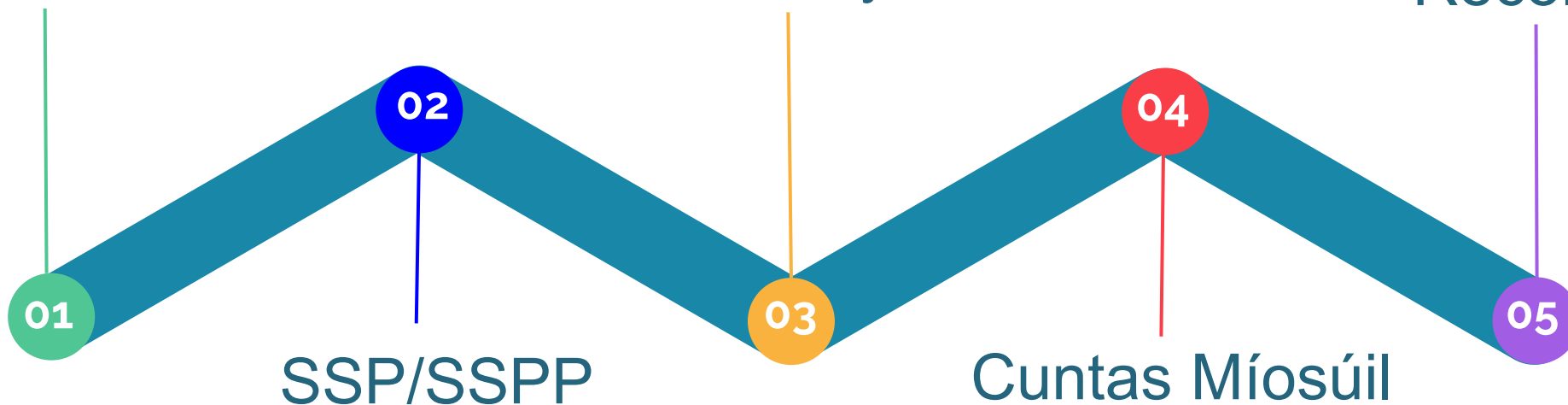
Short-Term RP*

Student Support File

Assessment
Records

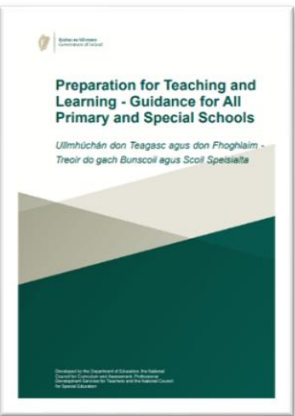
Timetable

Weekly



According to school policy

*RP = Recorded Preparation



Acmhainní don Ullmhúcháin Resources for Preparation



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- Planning and Preparation Toolkit available at <https://oide.ie/wp-content/uploads/2024/06/Droichead-Draft-Planning-and-Preparation-Toolkit-Primary.pdf>
- onlinelearning.teacherinduction.ie
 - Planning and Preparation Workshop
 - Individualised Education Planning for Pupils with SEN Workshop
 - Multi-Grade Teaching in the Primary School Workshop
- Guidance on Preparation for Teaching and Learning
<https://ncca.ie/en/primary/preparation/>
- Primary Language Curriculum and Primary Maths Curriculum
www.curriculumonline.ie, nccaplanning.ie, www.ncse.ie





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Roinn 8: Conclúid agus Tacaíochtaí

Section 8: Conclusion and Supports



Príomhcheisteanna atá agam maidir le...

Key Questions that I Have in Relation to...



Oide

- Droichead Outline Plan
- Droichead Standards and Induction Plan
- Observation Protocols
- Additional Professional Learning Activities
- Assessment

- Preparation for Teaching and Learning
- Cuntas Míosúil
- School Policies
- Record Keeping
- GDPR
- Any other queries...



Buntáistí an Phróisis Droichead: MNCanna

Benefits of the Droichead Process: NQTs



Oide

‘Don’t be afraid of the observations, it is a supportive process.’

‘Embrace it, don’t worry about it - this process is there to support and guide you as an NQT. The learning is invaluable.’

‘Teaching is demanding - ask for help when needed, and celebrate your small wins along the way.’

‘Don’t see Droichead as a checklist — see it as a chance to grow into the teacher you want to become.’

‘Embrace the process with an open mind and be patient with yourself.’

‘Wellbeing Together: Folláine le Chéile’



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spectrum
.life

24/7

365 days a year

Employee Assistance Service

Email:
eap@spectrum.life

Register for your
wellbeing app:

<https://wellbeingtogether.spectrum.life/login>

Providing
Counselling
Online
Cognitive
Behavioural
Therapy

Freephone:
1800 411 057
SMS:
087 145 2056
WhatsApp:
Text ‘Hi’ to
087 369 0010

An Seomra Ranga Fáilteach: Acmhainní do Mhúinteoirí Bunscoile Nuacháilithe



Oide

The Welcoming Classroom: Resources for Newly Qualified Primary Teachers

- [Bí Cineálta Procedures to Prevent and Address Bullying Behaviour for Primary and Post-primary Schools](#)
- [NCCA SPHE/RSE Toolkit](#)
- www.webwise.ie
- [Respect](#) - Creating a Welcoming and Positive School Climate to Prevent Homophobic and Transphobic Bullying
- [Show Racism the Red Card](#)
- www.tacklebullying.ie
- [FUSE Anti-bullying and Online Safety Programme](#)

Cá Mhéad ar Éirigh Leat... To What Extent Did You...



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- Identify the key elements of teacher professionalism?
- Develop a clear understanding of the key steps and components of your Droichead process?
- Explore your role, responsibilities and expectations as you engage professionally in the Droichead process?
- Consider the professional requirements when engaging in preparation for teaching and learning?
- Identify key questions to be raised with your PST at school level?



Tacaíocht Bhreise Additional Support



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- The Droichead Induction Division:
<https://oide.ie/droichead/home/>
- Contact the Primary Droichead Induction Division:
primarydroicheadsupport@oide.ie
- Register for Droichead: www.teachingcouncil.ie/registration
- Contact the Teaching Council: conditions@teachingcouncil.ie



An Chéad Chéim Eile: Cnuaschruinniú 2

Next Step: Cluster Meeting 2

- Cluster Meeting 2 (CM 2) is facilitated online via Zoom in English and as Gaeilge (CC 2)
- NQTs register for Cluster Meeting 2 via www.oide-droichead.com
- Once you have registered for CM 2, you will receive an email with a Zoom link confirming your place on your selected date
- Dates for CM 2 are released regularly on www.oide-droichead.com in Term 2 and Term 3

Droichead - Cluster Meeting Calendar - 2025.2026

1 Apply for Droichead via the 'My Registration' portal on www.teachingcouncil.ie

2 Receive a confirmation email from the Teaching Council, prior to registering for Cluster Meeting 1 (CM 1)

3 Go to www.oide-droichead.com to register for cluster meetings

4 Select and book the cluster meeting that you wish to attend

NQTs are required to attend one cluster meeting per term for the duration of their Droichead process (specific to their route of registration i.e. primary or post-primary). Repeat Step 4 to book each cluster meeting when dates become available.

Scan the QR codes

To register for Droichead, Cluster Meetings at www.oide-droichead.com

To read the 'Cluster Meetings: Important Information and Attendance Protocol'

Term 1: October - December 2025	Term 2: January - March 2026	Term 3: April - May 2026
Cluster Meeting 1 *CC 1 is still an NQT at the time of the meeting	Cluster Meeting 1 *CC 1 is still an NQT at the time of the meeting	Cluster Meeting 2 *CC 2 is still an NQT at the time of the meeting
Oct 6th - 10th	Jan 12th - 16th	Apr 20th - 24th
Oct 13th - 17th *	Jan 19th - 23rd *	Apr 27th - May 1st *
Oct 20th - 24th	Feb 2nd - 6th	May 4th - 8th
Mid-term Break	Feb 9th - 13th *	May 11th - 15th *
Nov 17th - 21st	Mar 2nd - 6th	May 18th - 22nd *
Nov 24th - 28th *	Mar 9th - 13th *	May 25th - 29th
Dec 1st - 5th	Mar 16th - 20th	
	Mar 23rd - 27th *	

For all queries in relation to Cluster Meetings contact NQTsupport@oide.ie



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Ár mBuíochas

To ask for support is a sign of strength