



Oide

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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...



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Working Together Involves...

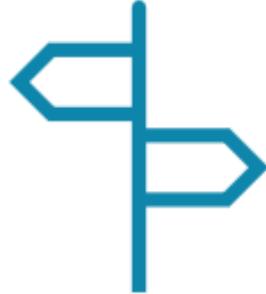
- ④ Materials
- ④ Punctuality
- ④ Confidentiality
- ④ Participation and Engagement
- ④ Questions and Queries
- ④ GDPR – no photographs, recording or AI use





Do Chuid Foghlama, Do Bhealach

Your Learning, Your Way



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

- 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





Ceistéanna Tinrimh

Attendance Questions

- 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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- Your name
- Your school context
- Your role
- Something you are looking forward to



Intinní Foghlama

Learning Intentions



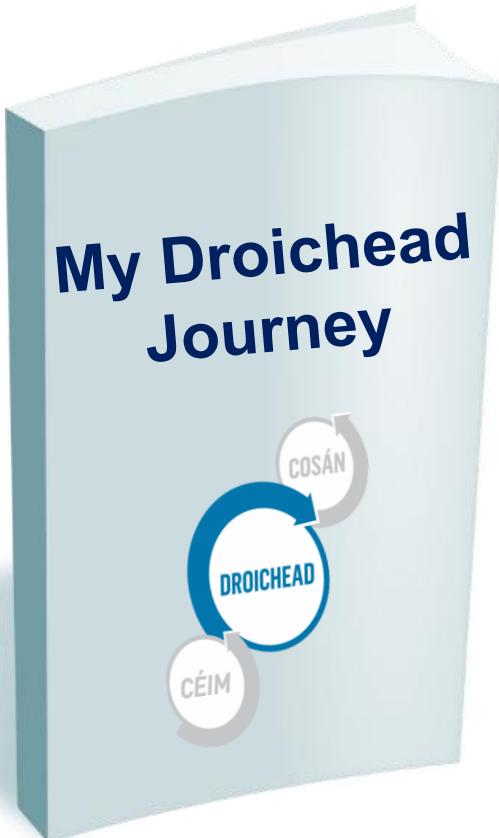
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- Identify the key elements of teacher professionalism
- Develop a clear understanding of the key steps and components of your Droichead process
- Explore your role, responsibilities and expectations as you engage professionally in the Droichead process
- 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, Faighe Concerns, Gives and Gets



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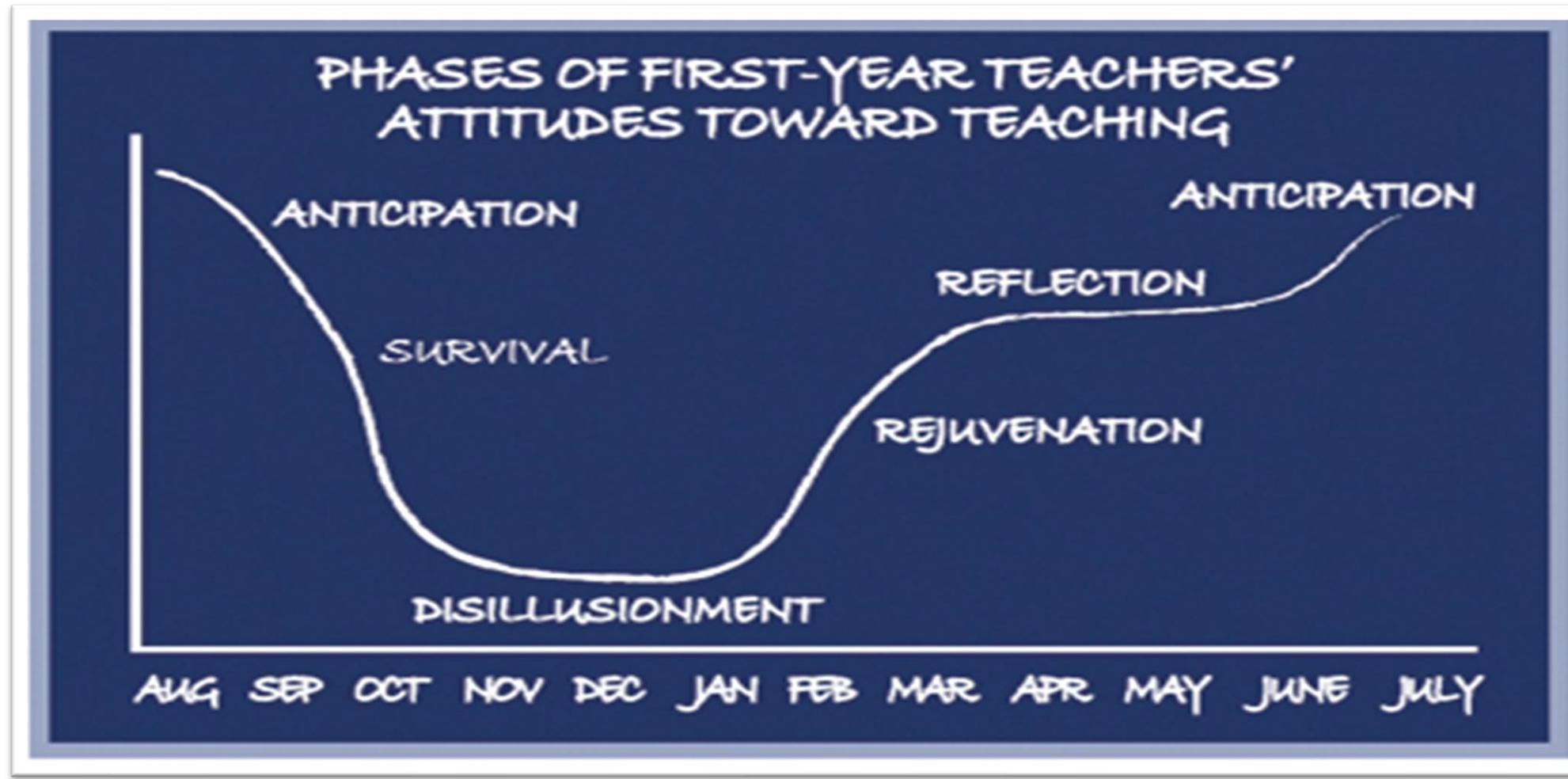


Céimeanna londuchtaithe

Phases of Induction



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Roinn 1: Príomheilimintí de Ghairmiúlachas an Mhúinteora

Section 1: Key Elements of Teacher Professionalism

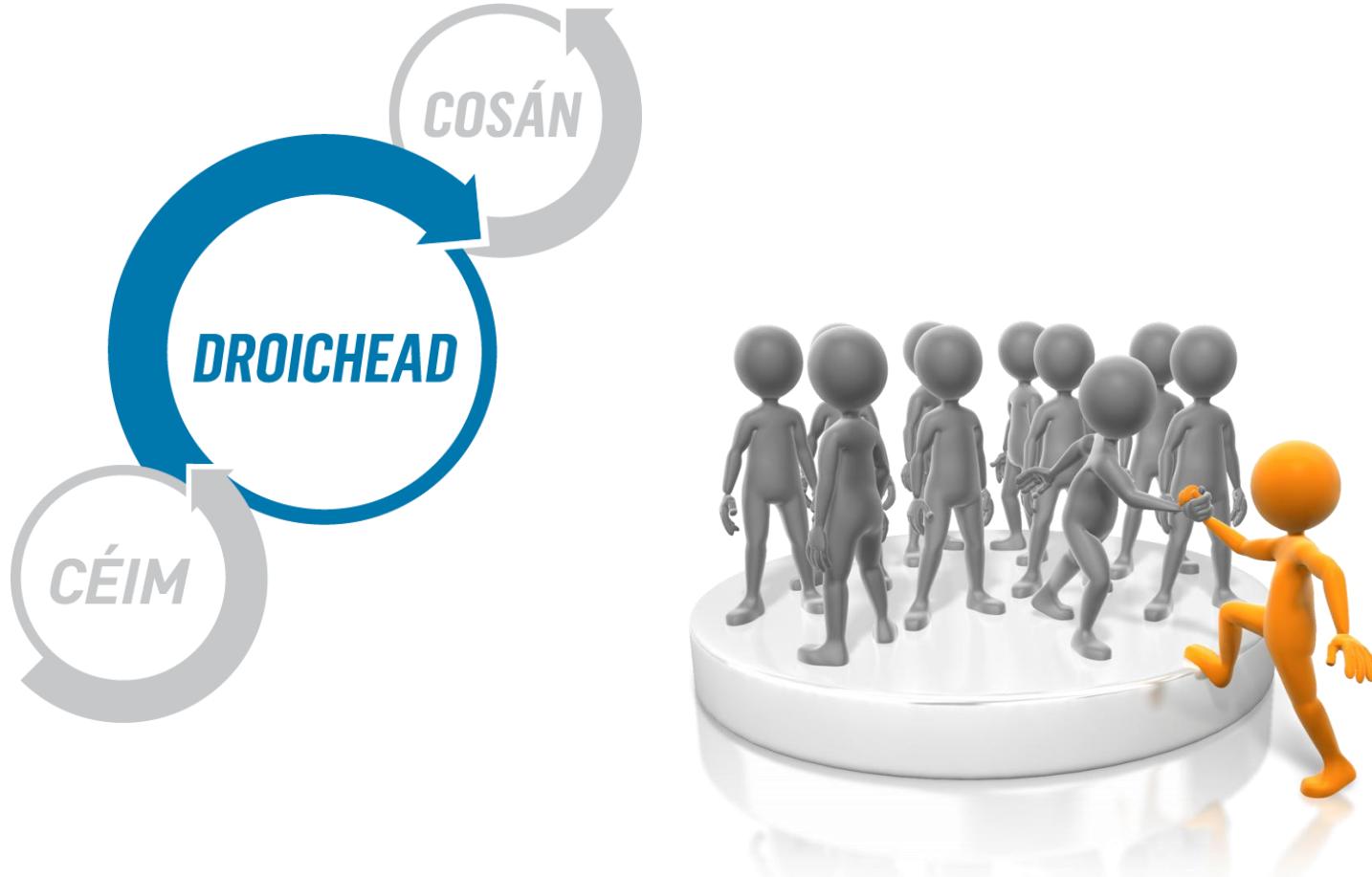




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Fáilte Isteach sa Ghairm

Welcome to the Profession

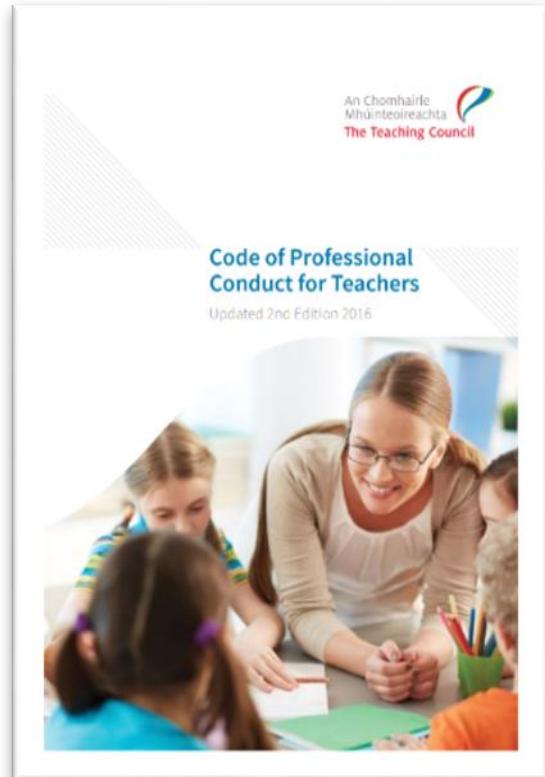


<https://oide.ie/droichead/home/>

Caighdeán Ghairmiúla Professional Standards



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An Chomhairle
Mhúinteoiriachta
The Teaching Council



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

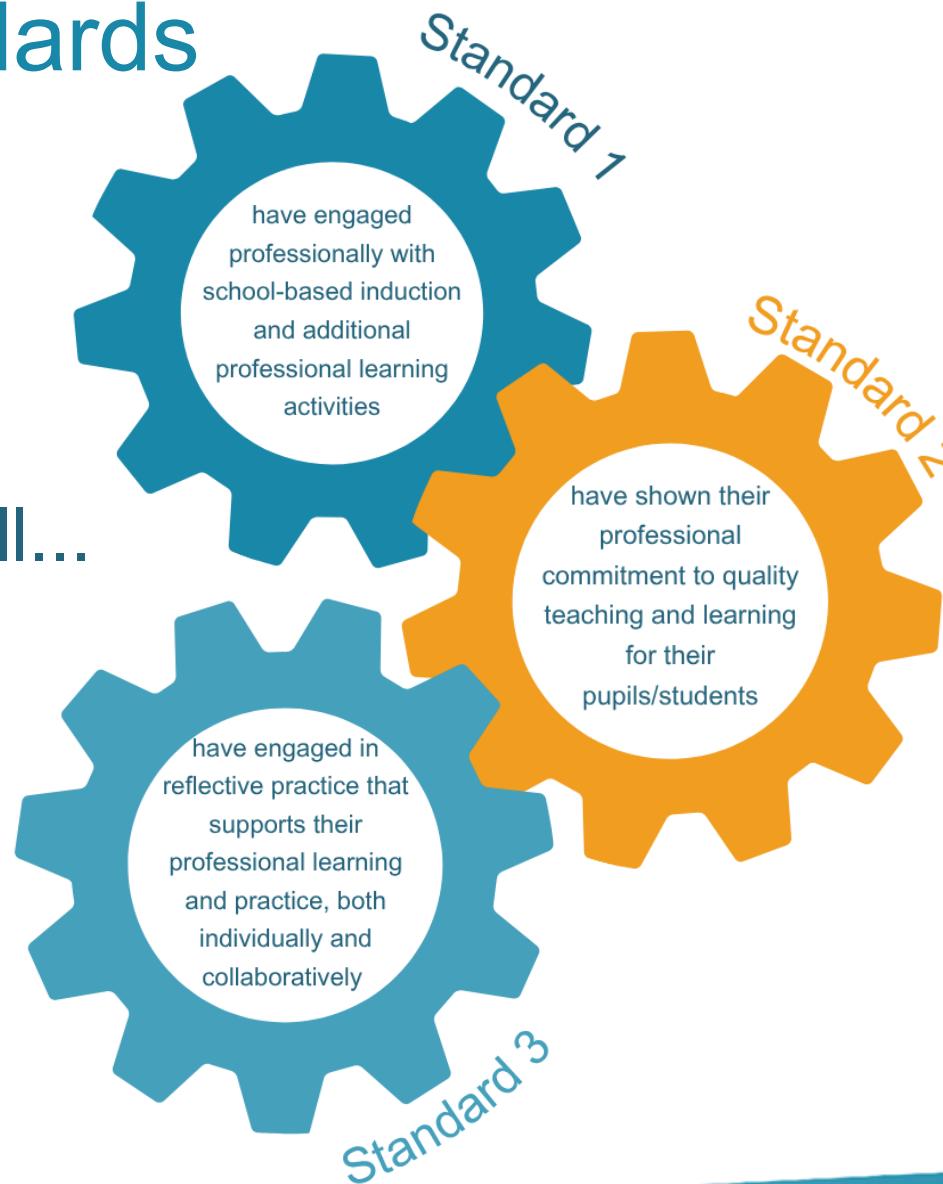
Caighdeán Droichead

Droichead Standards



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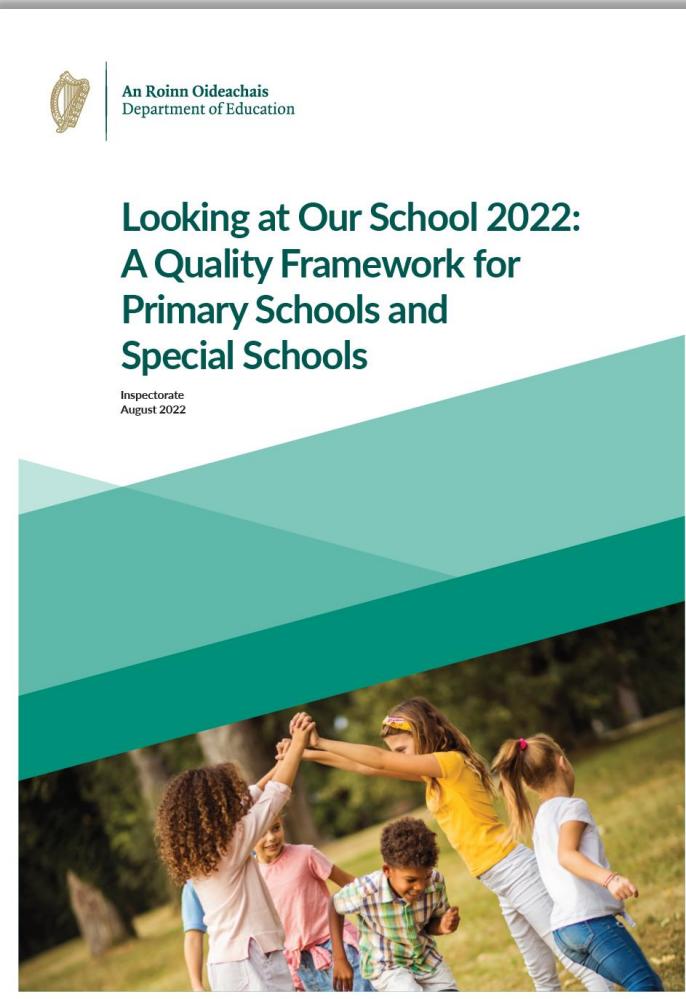
The NQT will...



Caighdeán Droichead Droichead Standards



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Caighdeán agus Plean londuchtaithe 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



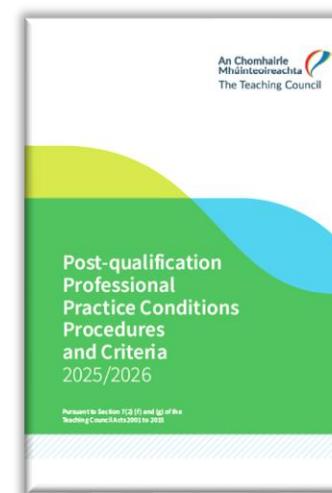
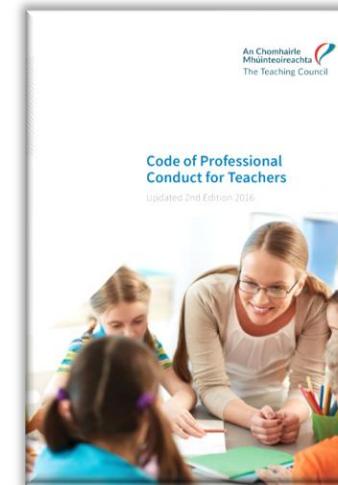
Doiciméid agus Láithreáin Ghréasáin Ghaolmhara

Key Documents and Websites



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- FLAG www.teachingcouncil.ie
- FLAG Form D
- FLAG conditions@teachingcouncil.ie

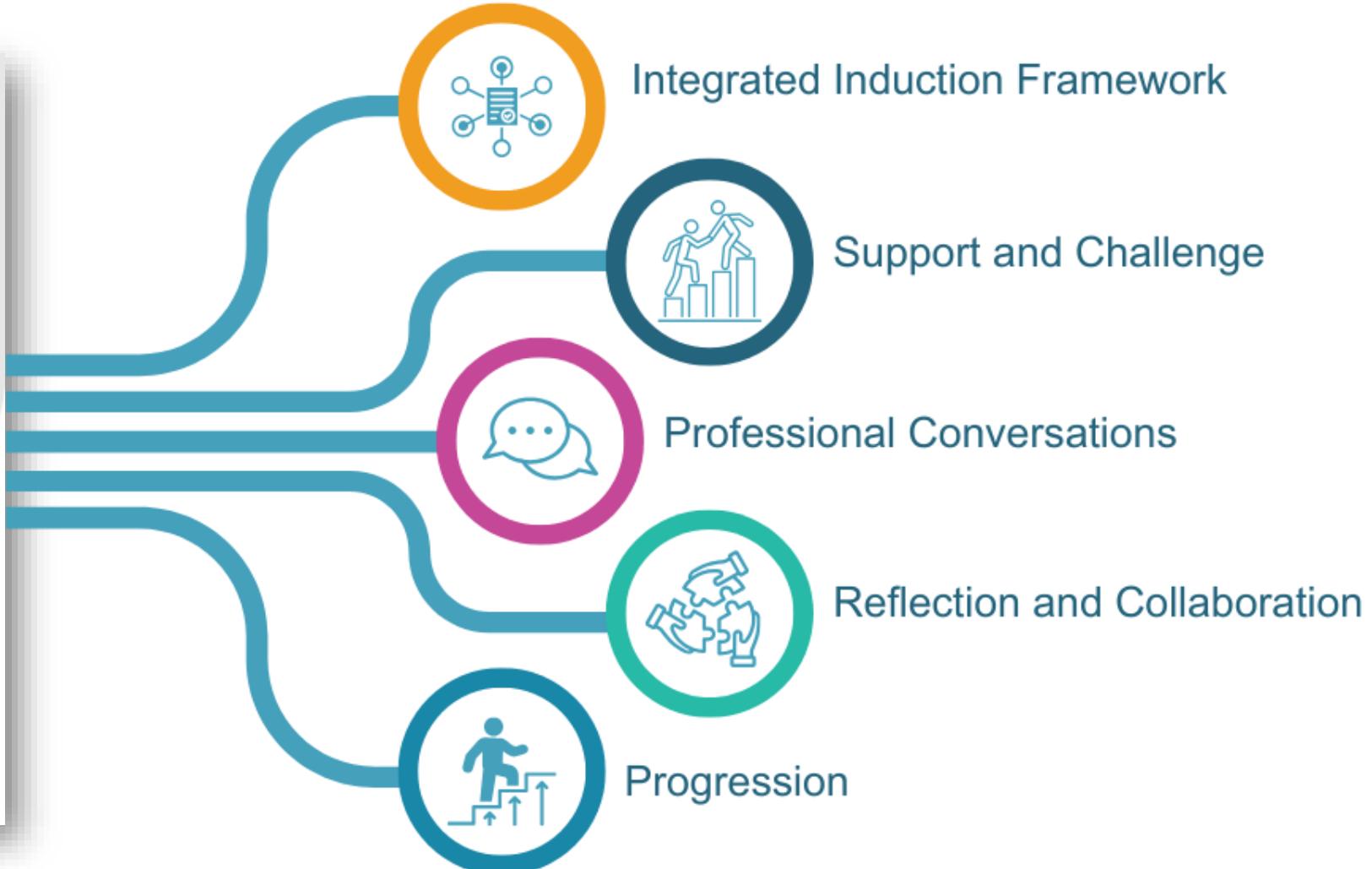
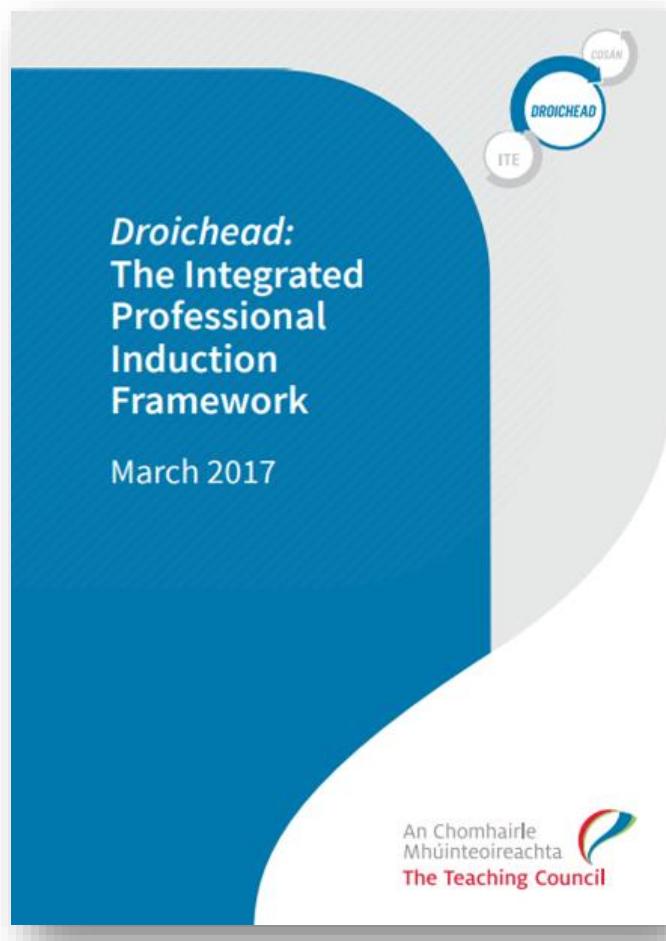


Creat Beartais Droichead i bhFócas

Droichead Policy Framework in Focus



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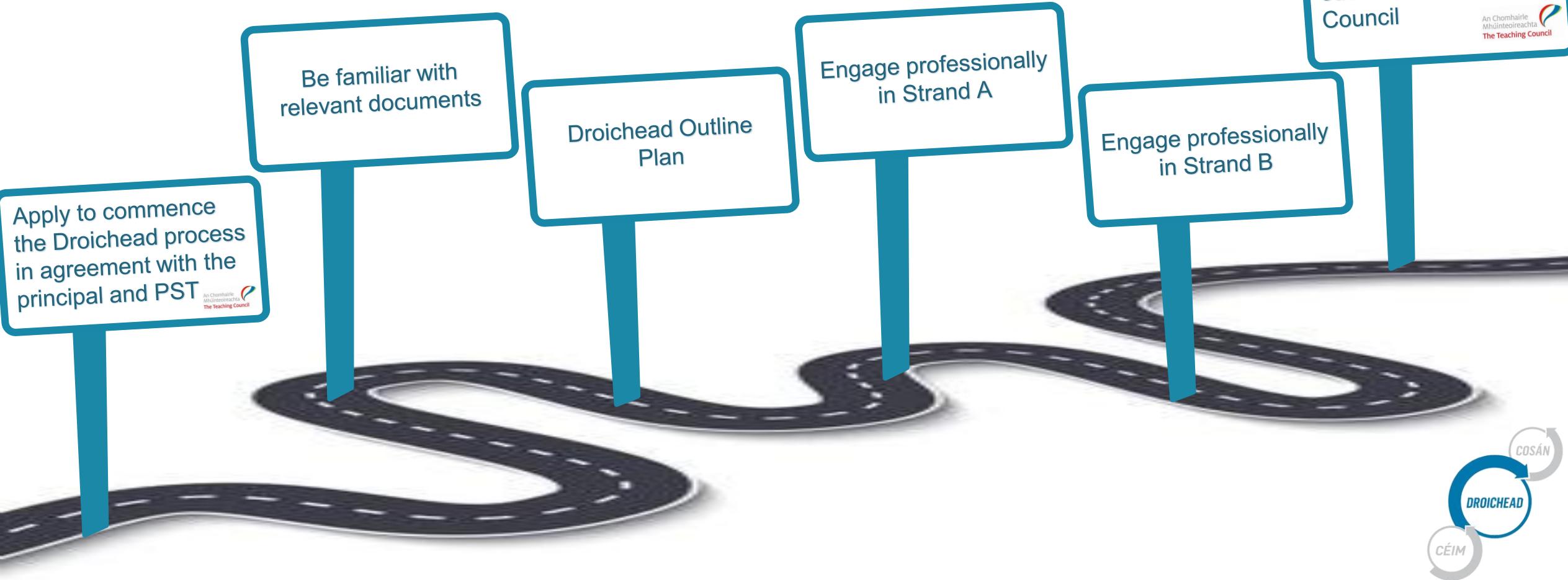


Osradharc Droichead

Droichead Overview



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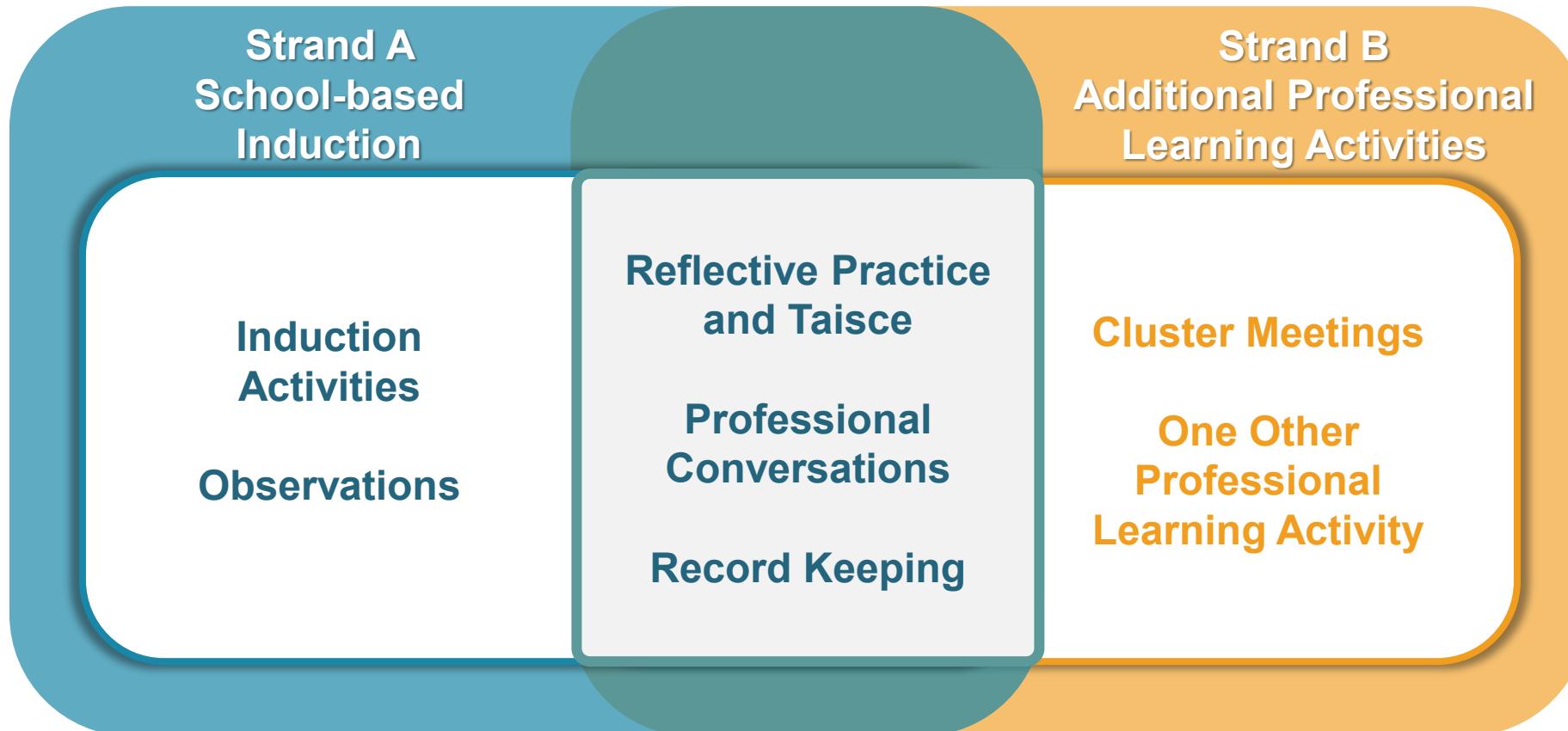


Páirt a Ghlacadh i bPróiseas Droichead

Engaging in the Droichead Process



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Supporting the Professional
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Róinn 3: Snáithe A

Section 3: Strand A



**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
7	8	9	10	11	12	13	5	6	7	8	9	10	11	2	3	4	5	6	7	8
14	15	16	17	18	19	20	12	13	14	15	16	17	18	9	10	11	12	13	14	15
21	22	23	24	25	26	27	19	20	21	22	23	24	25	16	17	18	19	20	21	22
28	29	30					26	27	28	29	30	31		23	24	25	26	27	28	29
							Dec 2025							Jan 2026						
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1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
7	8	9	10	11	12	13	4	5	6	7	8	9	10	8	9	10	11	12	13	14
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21	22	23	24	25	26	27	18	19	20	21	22	23	24	22	23	24	25	26	27	28
28	29	30	31				25	26	27	28	29	30	31							
							Feb 2026							Mar 2026						
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	7	1	2	3	4				1	2					
8	9	10	11	12	13	14	5	6	7	8	9	10	11	3	4	5	6	7	8	9
15	16	17	18	19	20	21	12	13	14	15	16	17	18	10	11	12	13	14	15	16
22	23	24	25	26	27	28	19	20	21	22	23	24	25	17	18	19	20	21	22	23
29	30	31					26	27	28	29	30			24	25	26	27	28	29	30
							April 2026							May 2026						
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	7	1	2	3	4				1	2					
8	9	10	11	12	13	14	5	6	7	8	9	10	11	3	4	5	6	7	8	9
15	16	17	18	19	20	21	12	13	14	15	16	17	18	10	11	12	13	14	15	16
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29	30	31					26	27	28	29	30			24	25	26	27	28	29	30
							June 2026													
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7	8	9	10	11	12	13	5	6	7	8	9	10	11	3	4	5	6	7	8	9
14	15	16	17	18	19	20	12	13	14	15	16	17	18	10	11	12	13	14	15	16
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28	29	30					26	27	28	29	30			24	25	26	27	28	29	30

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

Sracphlean agus Athbhreithniú Ráithiúil Droichead

Droichead Outline Plan and Quarterly Review



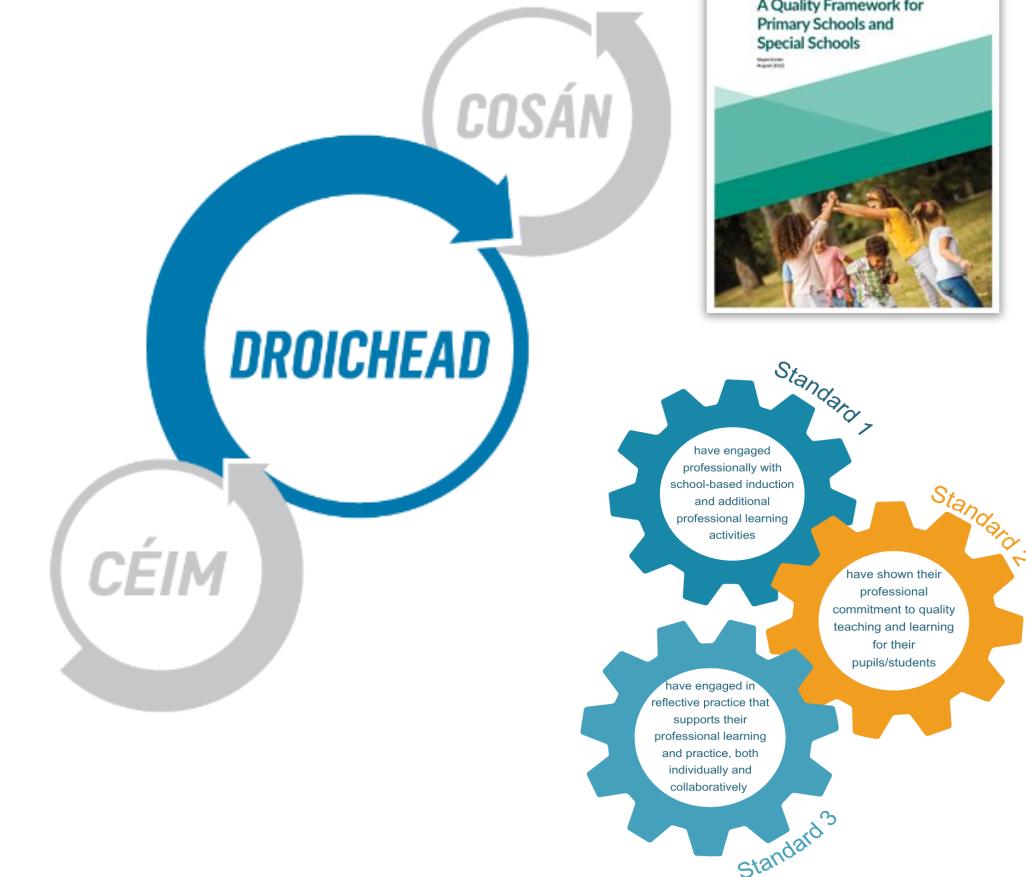
Snáithe A: Osradharc (londuchtú Scoile)

Strand A: Overview (School-based Induction)



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

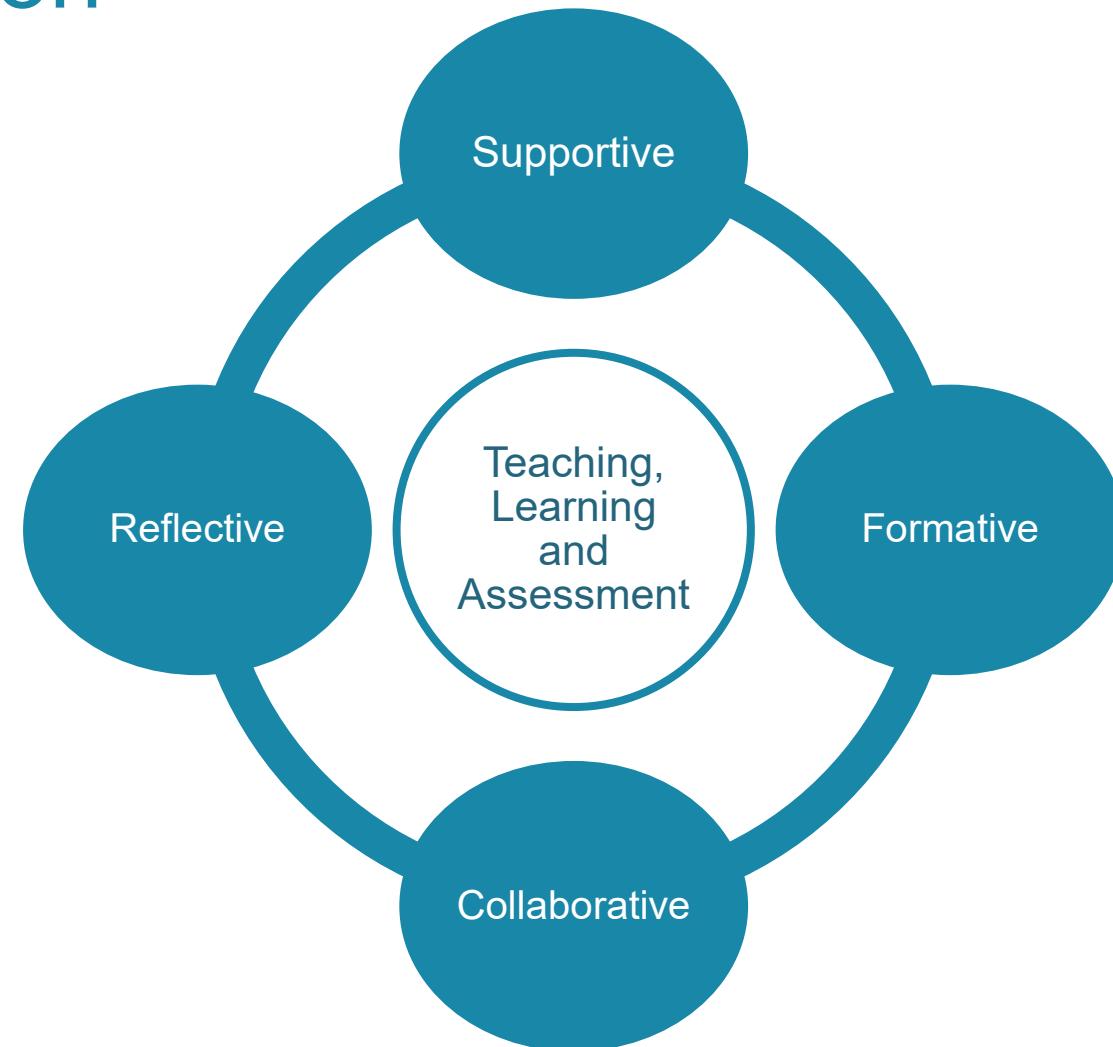


Breathnóireacht agus Plé

Observation and Discussion



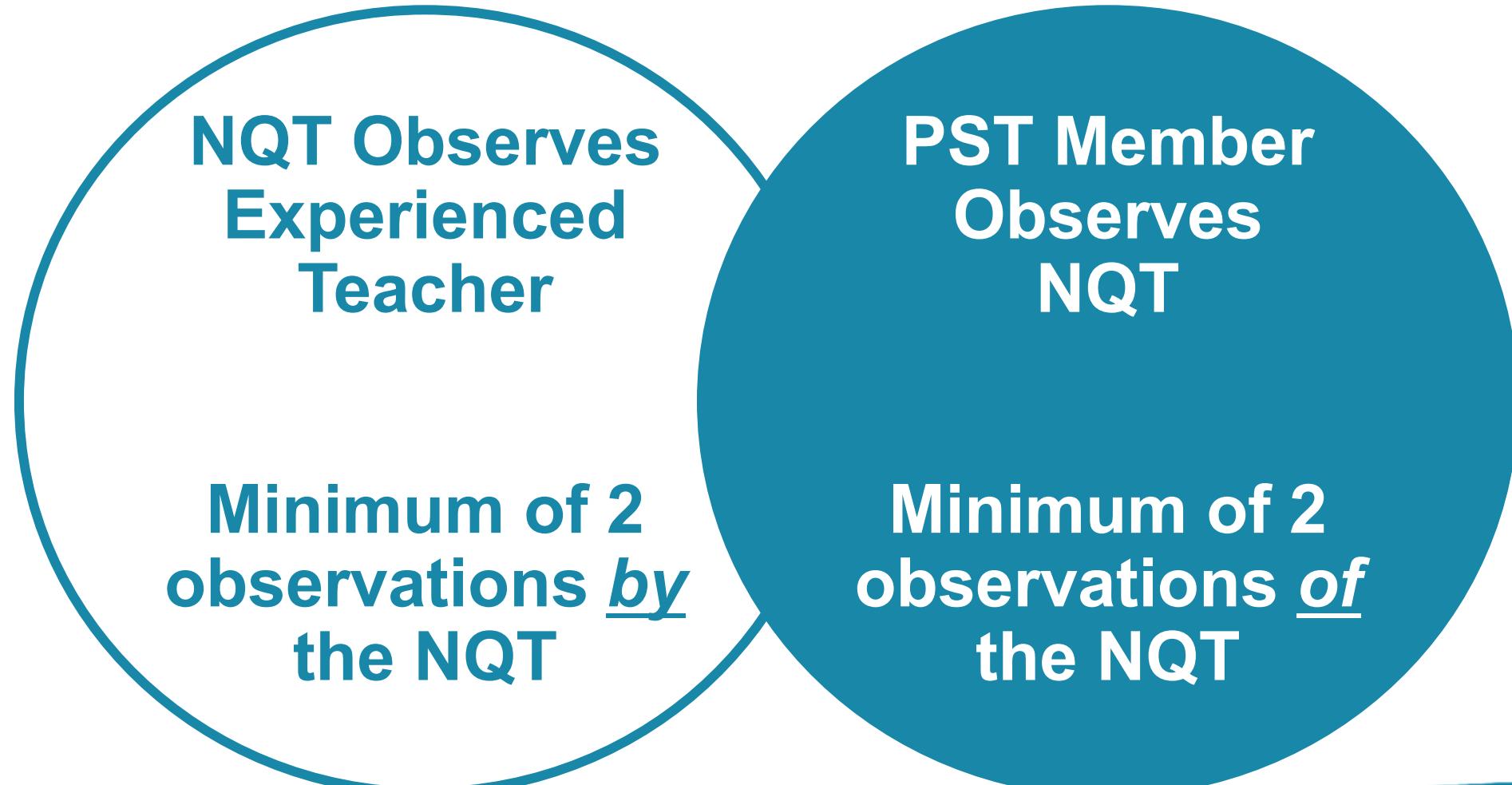
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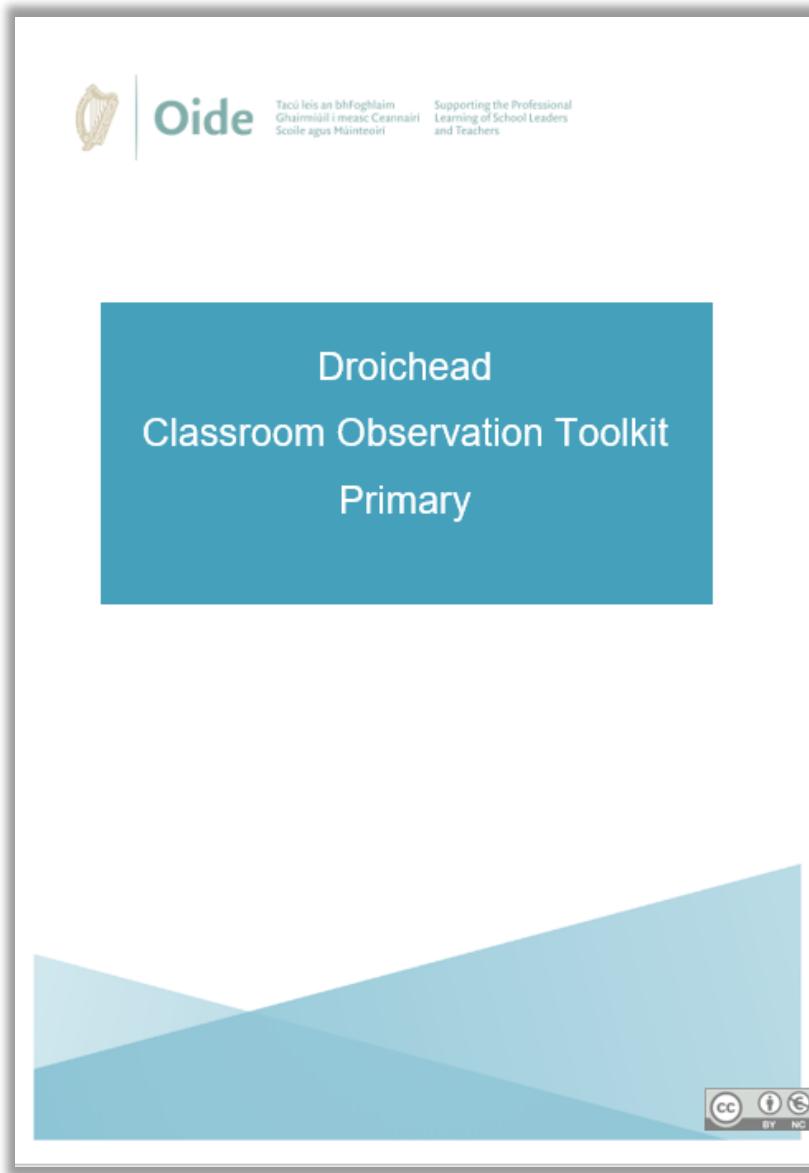
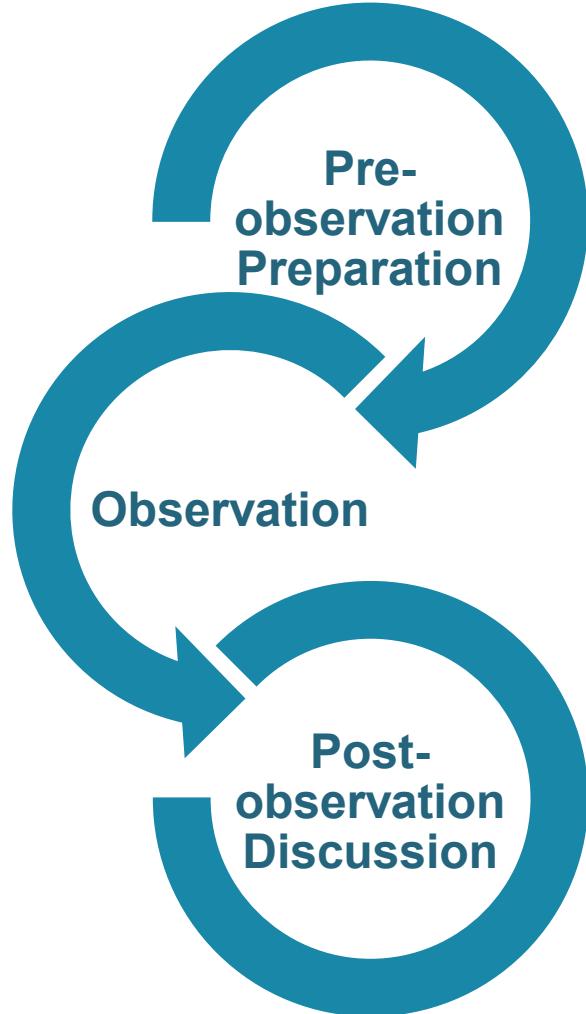


Samhail Breathnóireachta Droichead

Droichead Observation Model



Breathnóireacht Observation



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

Fócas Breathnóireachta: Moltaí

Focus of an Observation: Suggestions



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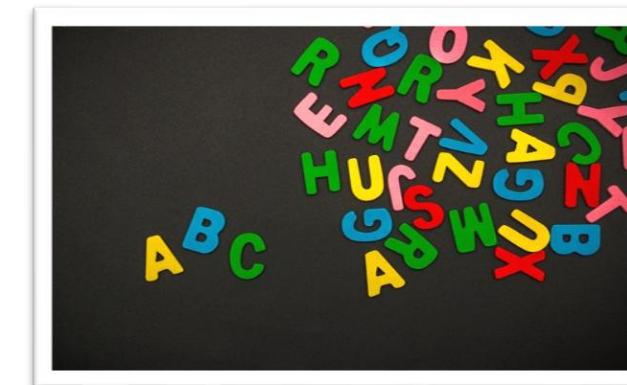
Preparation for Teaching and Learning



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 Gaeilge Learning - the children were actively engaged, use of the classroom environment, group work activities, hands-on learning with manipulatives, opportunities to use related and new vocabulary Assessment - good questioning, use of thumbs up strategy Management - 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 lesson Modelling 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 Blu Tack versus shape magnets and using a bigger display chart.
Key Priorities at this time: <ul style="list-style-type: none"> Timing and pacing of lessons Clear 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 lesson Consideration 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: NOT: PST member:	Date:

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Scoile agus Múinteoirí

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Róinn 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 3

Wellbeing

Offered in term 3

Online event



Cluster Meeting 3



Other Professional Learning Activity

Cluster Meeting 2

Reflective Practice

Offered in term 2 and term 3

Online event

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 Tacaiochta Oideachais na hÉireann
Education Support Centres Ireland

An Chomhairle
Mhúinteoiriachta
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 londuchtaithe Induction Workshops

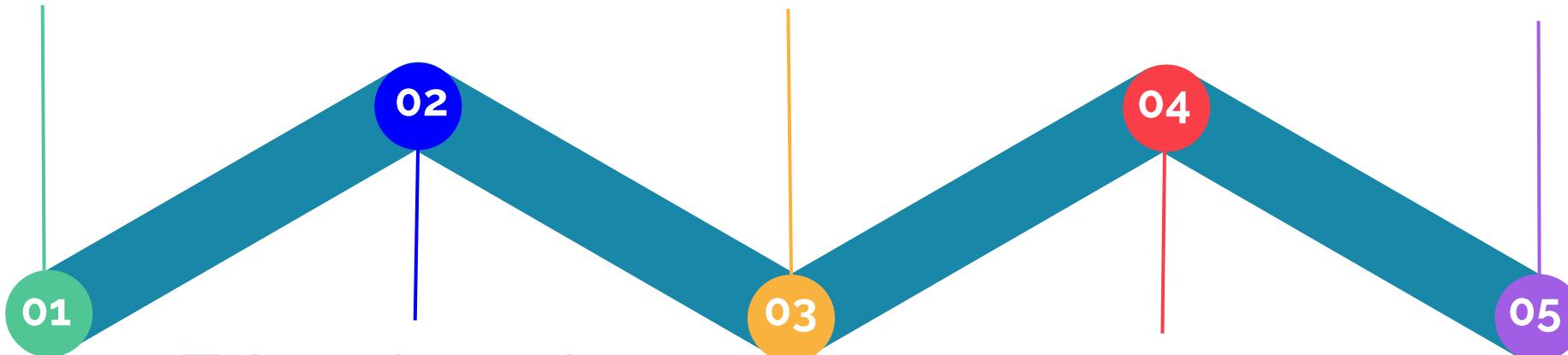


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Open to all NQTs

Supporting Teachers'
Learning

onlinelearning.
teacherinduction.ie



Tailored to suit
NQTs' needs

Supporting Teachers'
Classroom Practice



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Ceardlanna londuchtaithe atá ar Fáil Duit... Induction Workshops Available



Planning and Preparation Workshop

Classroom Management and Organisation



Numeracy:
Developing Good Practice in Mathematics Teaching



Individualised Education Planning
for Pupils with SEN

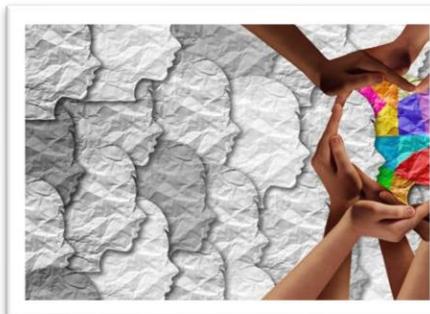
Múineadh na Gaeilge
sa Bhunscoil



Teacher Professionalism and Wellbeing



Inclusion



Multi-Grade Teaching in the Primary School



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



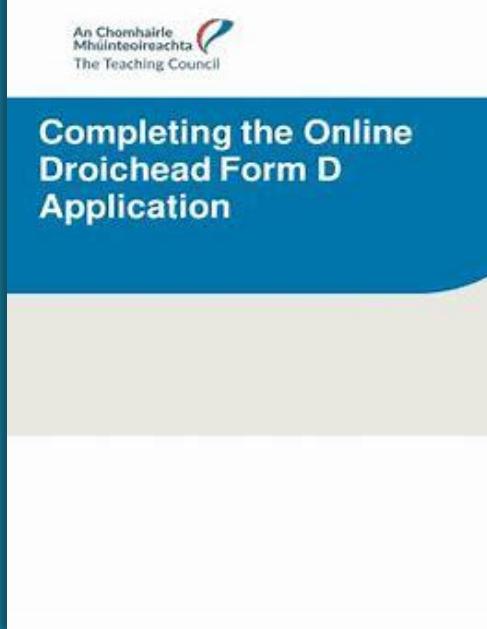
Ideally the support process continues for the duration
of the NQT's tenure in the school

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



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

Sep 2025					Oct 2025					Nov 2025					Dec 2025					Jan 2026					Feb 2026									
S	M	T	W	F	S	M	T	W	F	S	M	T	W	F	S	M	T	W	F	S	M	T	W	F	S	M	T	W	F	S				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30					
28	29	30	31																															
Mar 2026					Apr 2026					May 2026					Jun 2026					Jul 2026					Aug 2026					Sep 2026				
S	M	T	W	F	S	M	T	W	F	S	M	T	W	F	S	M	T	W	F	S	M	T	W	F	S	M	T	W	F	S				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30					
8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5						
15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14				
22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
29	30	31																																
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Induction Activities					Observation by the NQT					Date Confirmation Email Received:					PST Members Supporting NQT:																			
Meetings					Observation of the NQT					Tentative End Date:																								
Whole Year					Observation by the NQT:					Observation of the NQT:					Cluster Meeting Dates:					Other Professional Learning Activity:														

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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

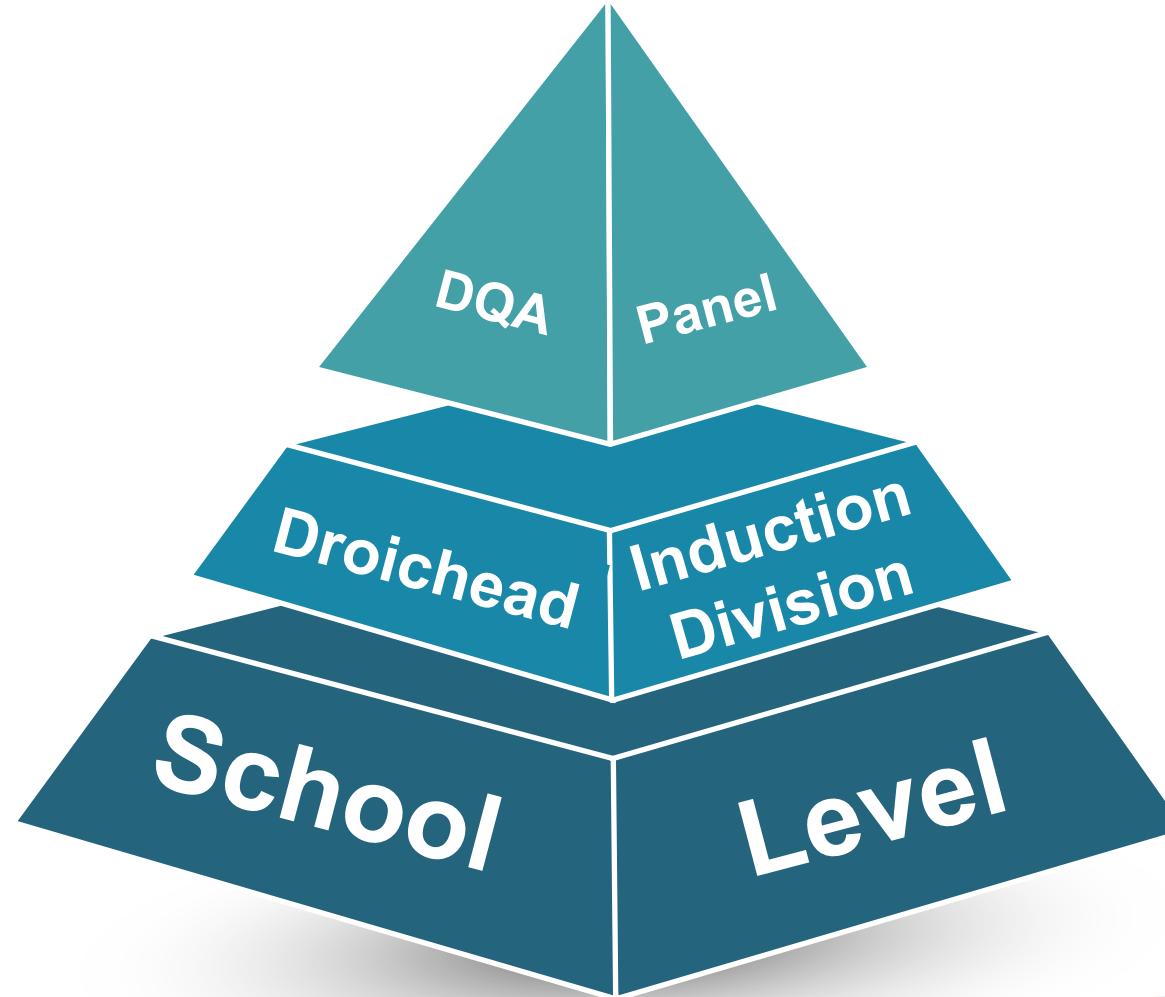


Dearbhú Cáilíochta Droichead

Droichead Quality Assurance



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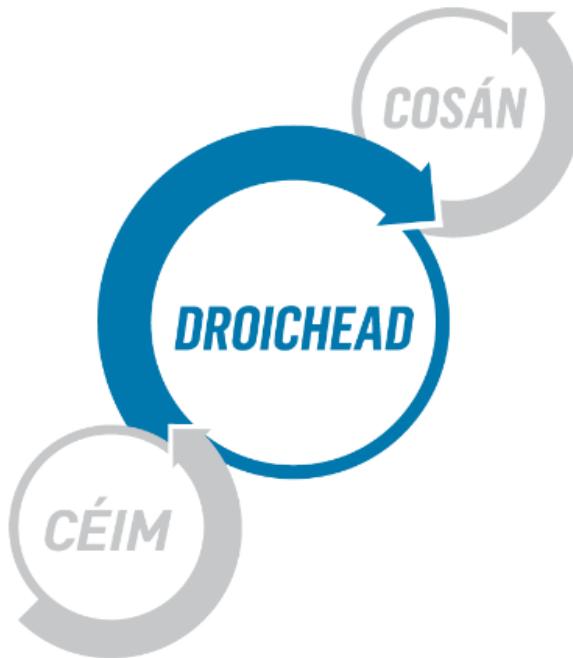
Roinn 6: Ról agus Freagrachtaí

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.

1 oide.ie





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Mo Phróiseas a Thaifeadadh

Recording My Process

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





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Roinn 7: Uillmhúchán don Teagasc agus don Fhoghlaim

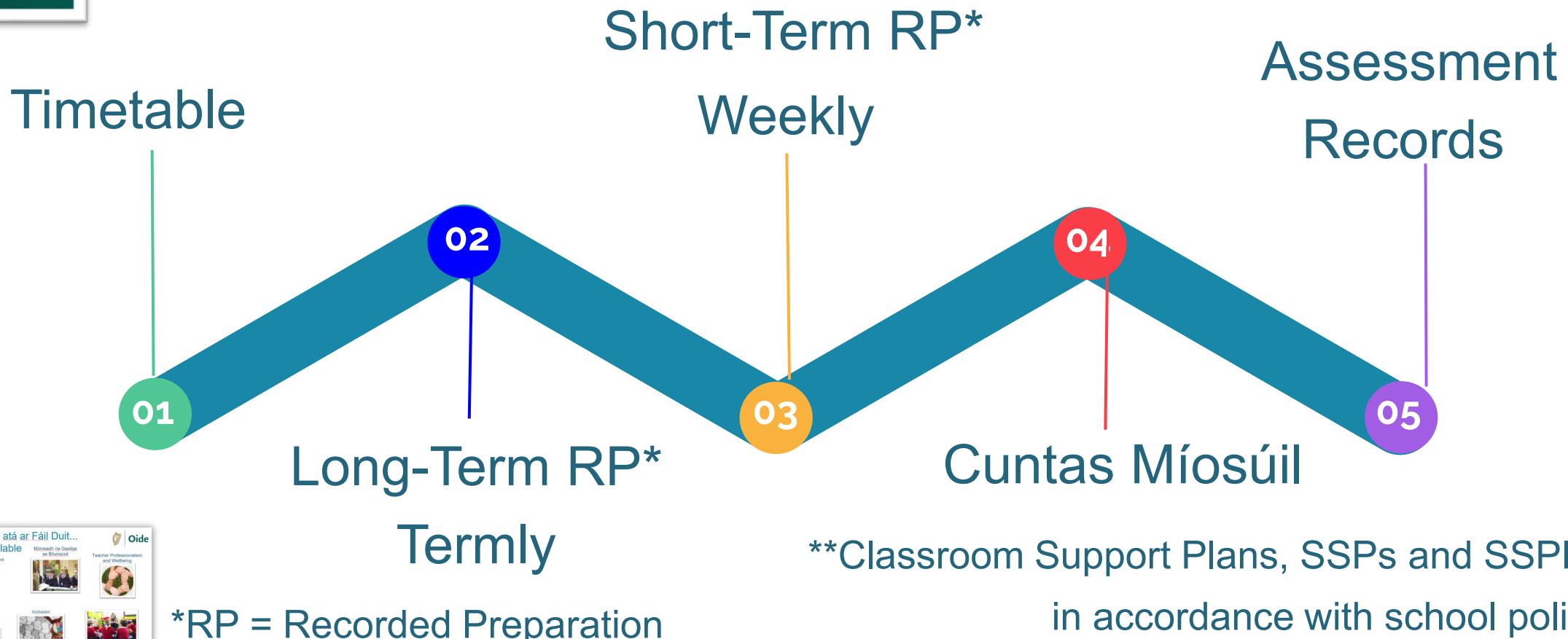
Section 7: Preparation for Teaching and Learning

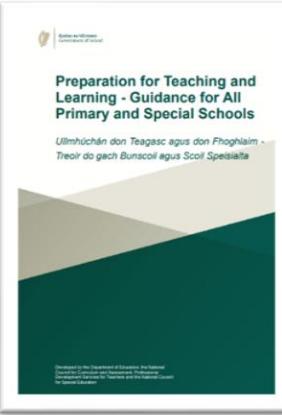




Uillmhúchán an Mhúinteora Ranga

Class Teacher Preparation





Uillmhúchán do Mhúinteoirí Oideachais Speisialta Special Education Teacher



Oide

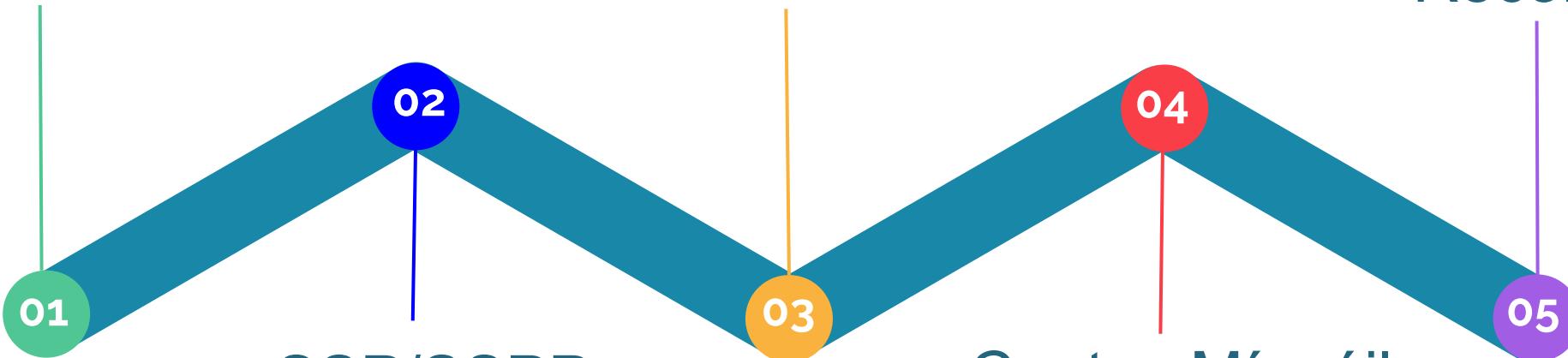
Student Support File

Assessment
Records

Timetable

Short-Term RP*

Weekly



According to school policy



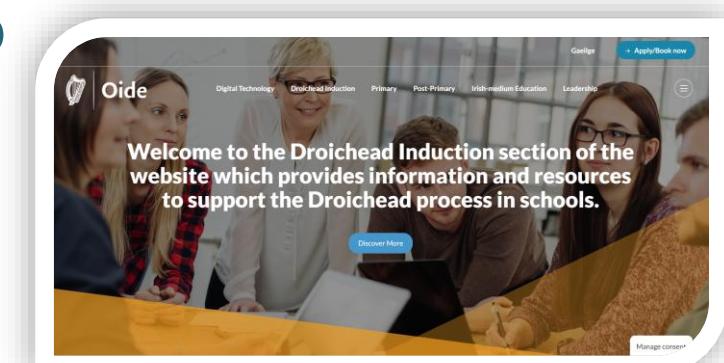
*RP = Recorded Preparation

Acmhainní don Uillmhúcháin 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...



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- 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: MN Canna

Benefits of the Droichead Process: NQTs



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‘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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Email:
eap@spectrum.life

Register for your
wellbeing app:
[https://wellbeingtotogether.spectrum.life/login](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



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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...

- 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

- 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



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Ár mBuíochas
To ask for support is a sign of strength

