



Oide

Tacú leis an bhFoghlaim
Ghairmiúil i measc Ceannairí
Scoile agus Múinteoirí

Supporting the Professional
Learning of School Leaders
and Teachers



Foghlaim Ghairmiúil do Bhail na Foirne Tacaíochta Gairmiúla Lá 1

Professional Learning for Professional Support Team Members Day 1

Ag Obair Le Chéile Go Cianda... Working Together Remotely...



Oide



Materials



Punctuality



Confidentiality



No screenshots



Screen name

Ag Obair Le Chéile Go Cianda... Working Together Remotely...



Oide



Audio and Video Settings



Online Presence

Réimsí Fócais Focus Areas



Oide



Droichead
Process



The Role of
the PST

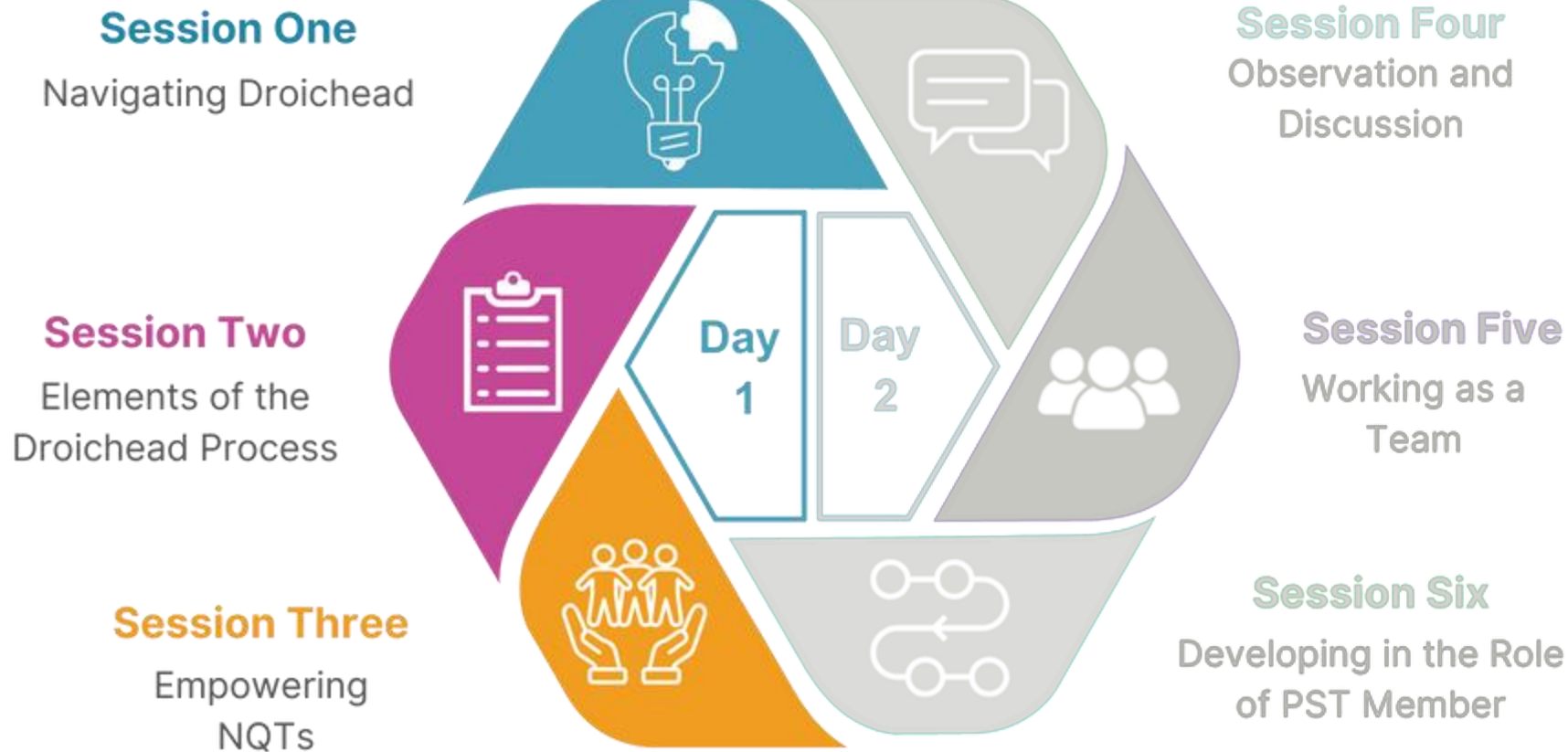


Empowering
NQTs

Forbhreathnú ar Oiliúint na Foirne Tacaíochta Gairmiúla Professional Support Team (PST) Training Overview



Oide





To explore the essential features of the Droichead framework and see how the Droichead process supports professional growth



To gain an understanding of the role and responsibilities of the Professional Support Team in the Droichead Process



To explore effective strategies to empower NQTs during their Droichead process



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Supporting the Professional
Learning of School Leaders
and Teachers

Seisiún a hAon:

Do bhealach a Dhéanamh
trí Dhroichead

Session One:

Navigating Droichead



Forléargas ar Sheisiún a hAon

Session One Overview



Oide



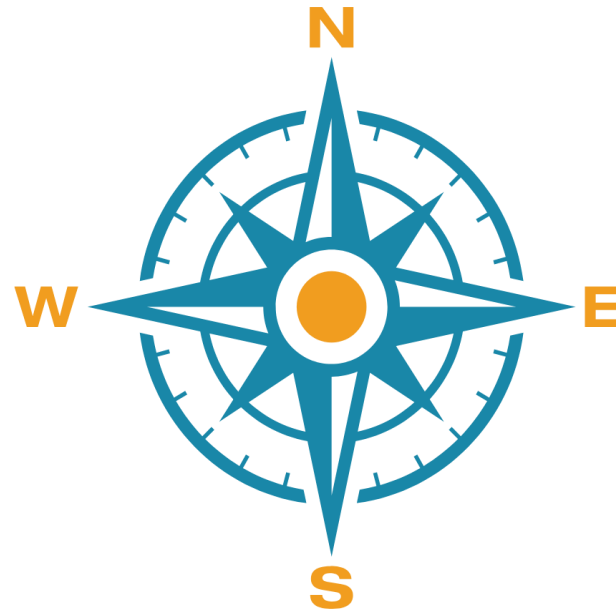
Exploring the Droichead Policy



Reflecting on the benefits to NQTs of mentoring support from PST members



Where am I now?



What wisdom will
sustain me in the
role?

What energises
me...?

What will support me?



Whole Group
Discussion

An Leanúntas in Oideachas Múinteoirí The Continuum of Teacher Education

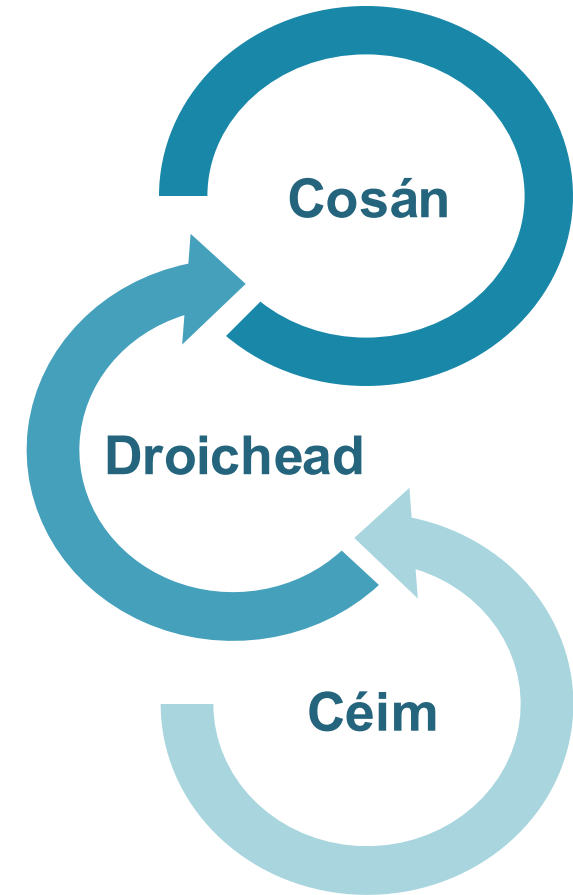


Oide

“ ... induction is a distinct phase, of the continuum of teacher education, a socialisation process into the teaching profession... ”



(Teaching Council, 2017, p.3)

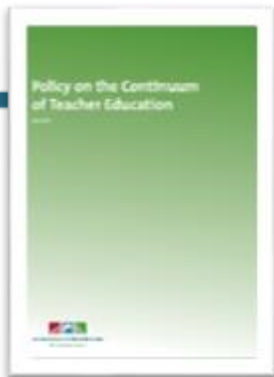


An Leanúntas in Oideachas Múinteoirí The Continuum of Teacher Education

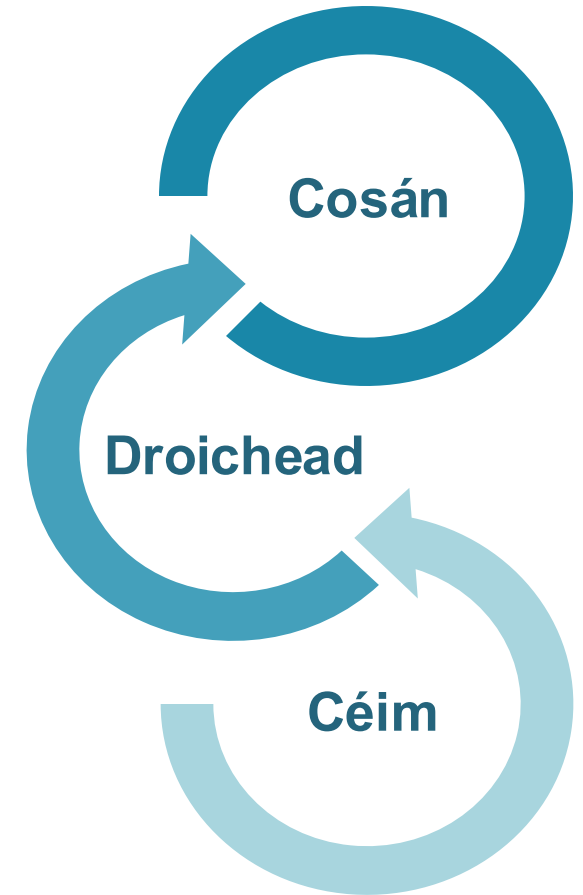


Oide

“...the formal and informal educational and developmental activities in which teachers engage, as life-long learners, during their teaching careers...”



(Teaching Council 2011, p. 5)



An Múinteoir Nuacháilithe The Newly Qualified Teacher



Oide

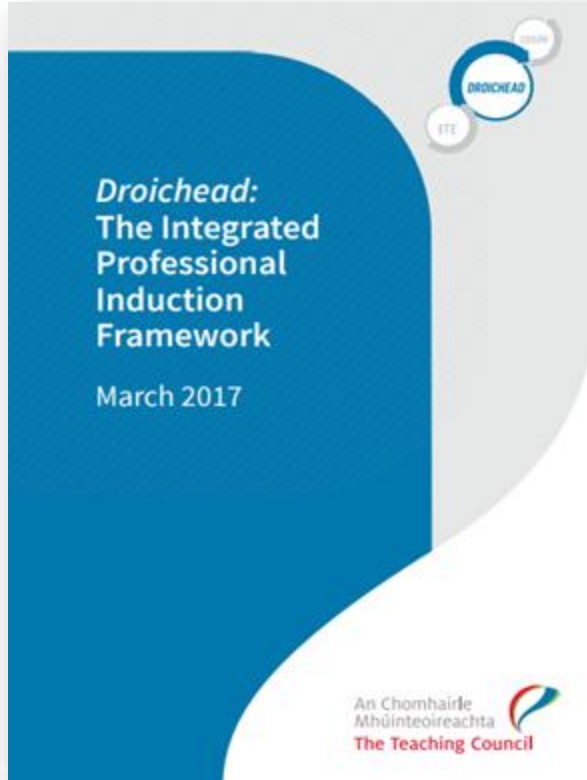
“
New teachers have two jobs, they have to teach and learn to teach. No matter how good a pre-service may be, there are some things that can only be learned on the job.
”

(Feiman-Nemser 2001)

Creat Beartais Droichead i bhFócas Droichead Policy Framework in Focus



Oide



When you read through the excerpts from the Droichead policy, what words, phrases, or ideas stand out most to you? Why?

1. Go to p.2 of your Reflective Learning Log
2. Read the excerpts from the Droichead Policy
3. Record your thoughts in the space provided
4. Discuss in your Breakout Rooms



Individual
Reflection

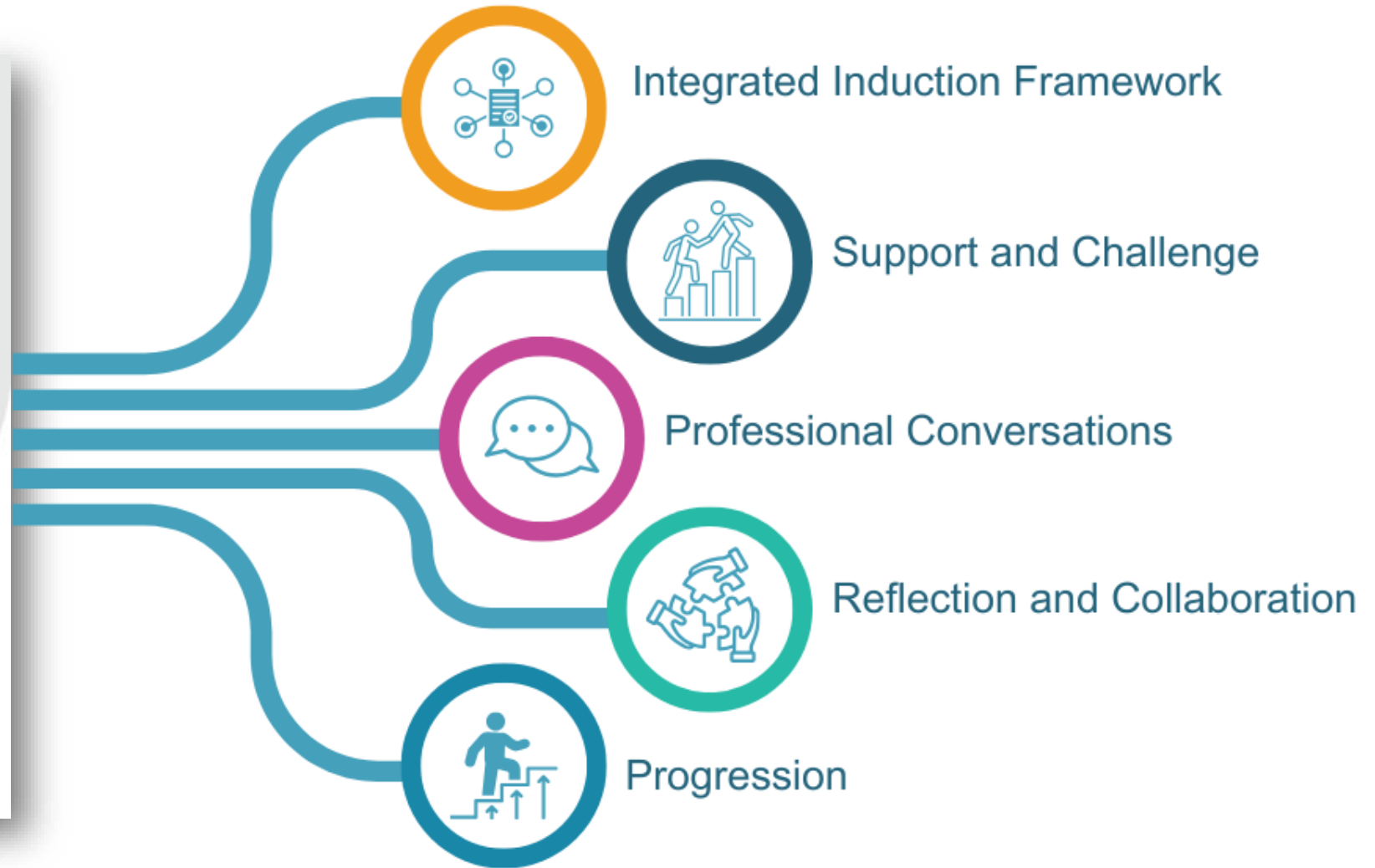
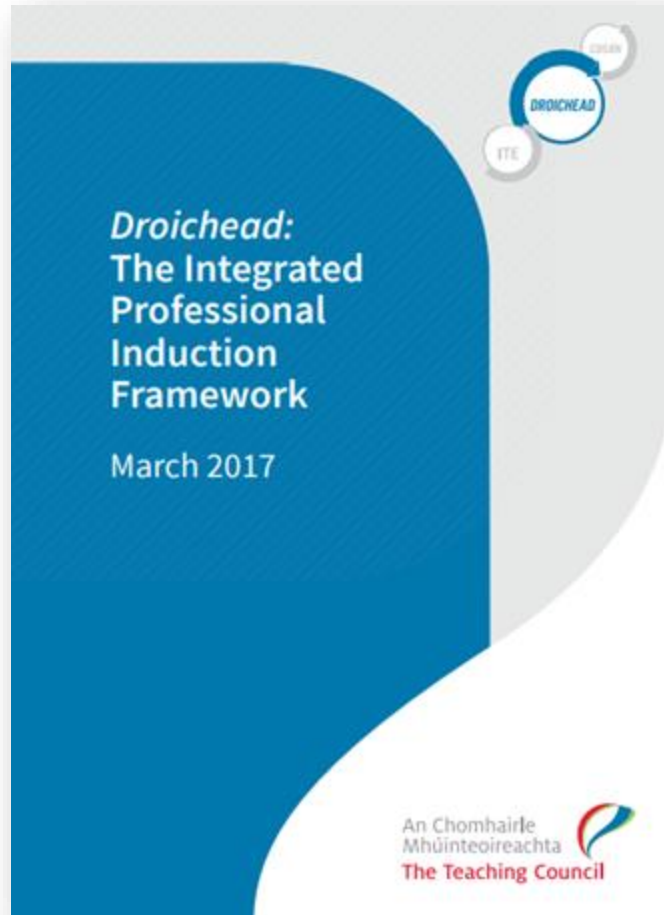


Breakout Room

Creat Beartais Droichead i bhFócas Droichead Policy Framework in Focus



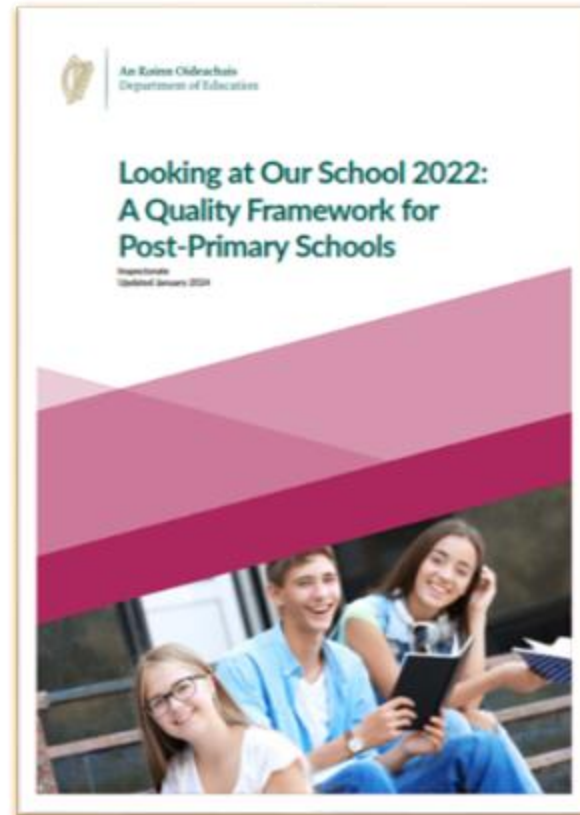
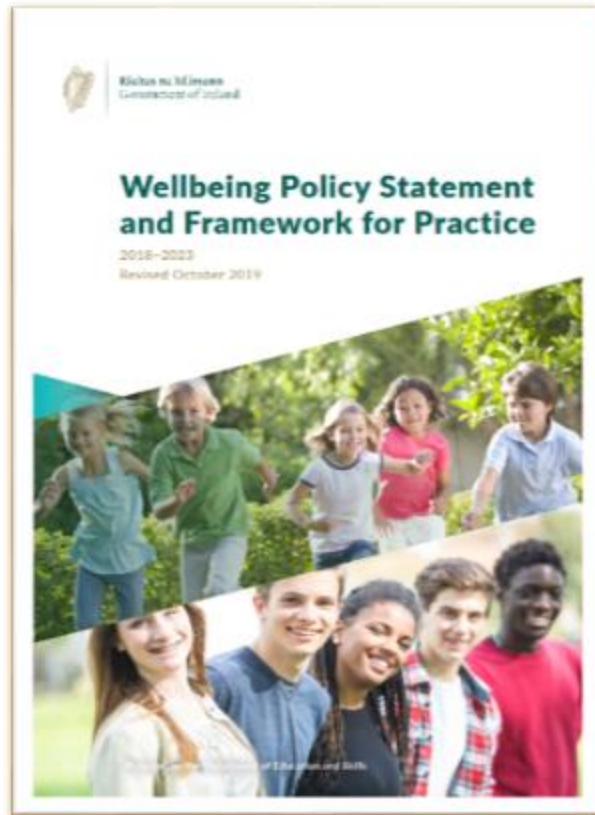
Oide



Na Naisc a Dhéanamh Making the Connections



Oide



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Supporting the Professional
Learning of School Leaders
and Teachers

A Fhiúntaí atá sé Tacú le MNCnna

The Value of Supporting NQTs



Oide

Based on your reading, what are the benefits of mentoring?



Breakout Room



Whole Group Discussion

Athbhreithniú ar Sheisiún a hAon

Session One Review



Oide



Explored the Droichead Policy



Reflected on the benefits to NQTs of mentoring support from PST members



Oide

Tacú leis an bhFoghlaim
Ghairmiúil i measc Ceannairí
Scoile agus Múinteoirí

Supporting the Professional
Learning of School Leaders
and Teachers

Seisiún a Dó: Gnéithe de Phróiseas Droichead

Session Two: Elements of the Droichead Process



Forléargas ar Sheisiún a Dó

Session Two Overview



Oide



Identifying the elements of the Droichead process



Developing an awareness of the three Droichead standards



Exploring the Droichead Outline Plan to support the process

Ag tosú ar phróiseas Droichead

Commencing the Droichead Process



Oide



School
Setting



Minimum of
2 PST



Confirmation
Email

Ról an Phríomhoide The Role of the Principal



Oide



“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, p.7)

Foireann Tacaíochta Gairmiúla (FTG) Professional Support Teams (PSTs)



Oide



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

Baill FTG PST Members



Oide

- ✓ Fully registered with TC
- ✓ Registered PST member
- ✓ Statement issued
- ✓ Eligible to sign Form D



Cleachtas Gairmiúil a Bhreithniú

Considering Professional Practice



Oide

How do we
demonstrate our
professional
practice?

Engagement in
Professional Learning
Activities and School-
based Induction

Commitment to Quality
Teaching and Learning

Engagement with
Reflective Practice
Individually

Engagement with
Reflective Practice
Collaboratively



Individual
Reflection



Breakout Room

Caighdeáin Droichead Droichead Standards



Oide

The NQT will...



(Teaching Council 2017, p.8)

Caighdeáin Droichead Droichead Standards



Oide



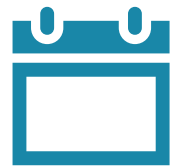
“The Council has established standards to support the Droichead process, in guiding the NQT, with the PST, in relation to their professional learning and practice”

(The Teaching Council 2017, p.6)



Droichead Requirements

Complete a minimum of 200 hours' teaching employment



Teach a curricular subject(s) to a designated class or employment in learning support, special needs or language support



Remain in the same setting for the duration of the process

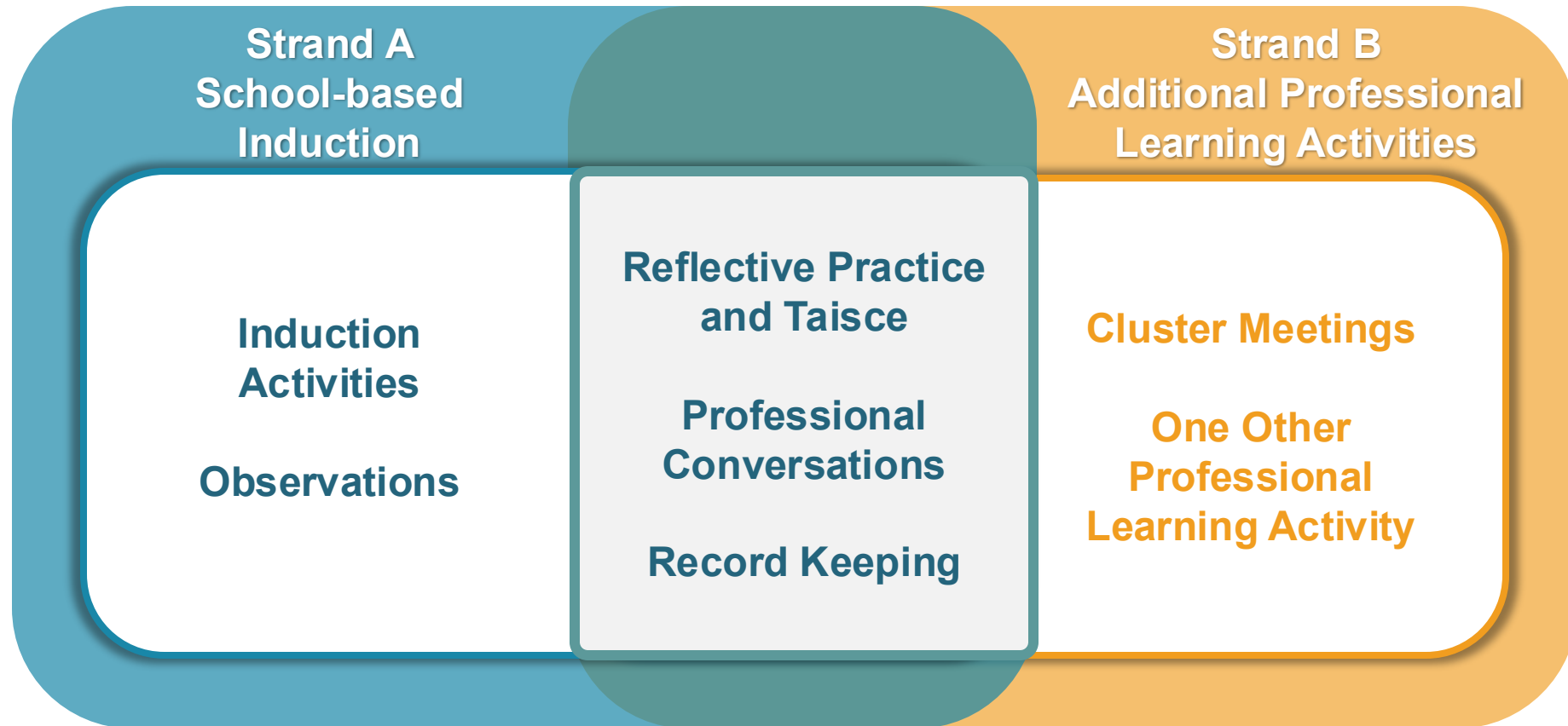


Páirt a Ghlacadh i bPróiseas Droichead

Engaging in the Droichead Process



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Sracphlean Droichead Droichead Outline Plan



Oide



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Tacú leis an bhFoghlaim
Ghairmiúil i measc Ceannairí
Scoile agus Múinteoirí

Supporting the Professional
Learning of School Leaders
and Teachers

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							1
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
														30						
Dec 2025							Jan 2026							Feb 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					1	2	3	4	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
14	15	16	17	18	19	20	11	12	13	14	15	16	17	15	16	17	18	19	20	21
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							
Mar 2026							Apr 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
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
June 2026							Please Note													
S	M	T	W	T	F	S	<ul style="list-style-type: none"> 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. 													
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																		

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)		
WholeStaff	Quarterly Review		
	Droichead Information		
School Holidays	School Holidays		

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Individual
Reflection

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Scoile agus Múinteoirí

Supporting the Professional
Learning of School Leaders
and Teachers

Intreoir ar an gCás-Staidéar

Introduction to the Case Study



Oide

Fiona is a newly qualified teacher who has recently started her first teaching position in your school. She has a contract for 13 hours per week for the full school year and will be teaching History. As a member of the PST, you will be supporting Fiona and have arranged a meeting to collaboratively draft the outline plan with her.

What input or support do you require from Fiona to help draft the Droichead Outline Plan?



Individual
Reflection

Riachtanais Chnuaschruinnithe Cluster Meeting Requirements



Oide

Register



Book



Engage



Athbhreithniú ar Sheisiún a Dó

Session Two Review



Oide



Identified the elements of the Droichead process



Developed an awareness of the three Droichead standards



Explored the Droichead Outline Plan to support the process



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Ghairmiúil i measc Ceannairí
Scoile agus Múinteoirí

Supporting the Professional
Learning of School Leaders
and Teachers

Seisiún a Trí: MNCnna a chumhachtú

Session Three: Empowering NQTs



Forléargas ar Sheisiún a Trí

Session Three Overview



Oide



Developing further awareness of Strand A and Strand B



Exploring relationship-building and communication skills



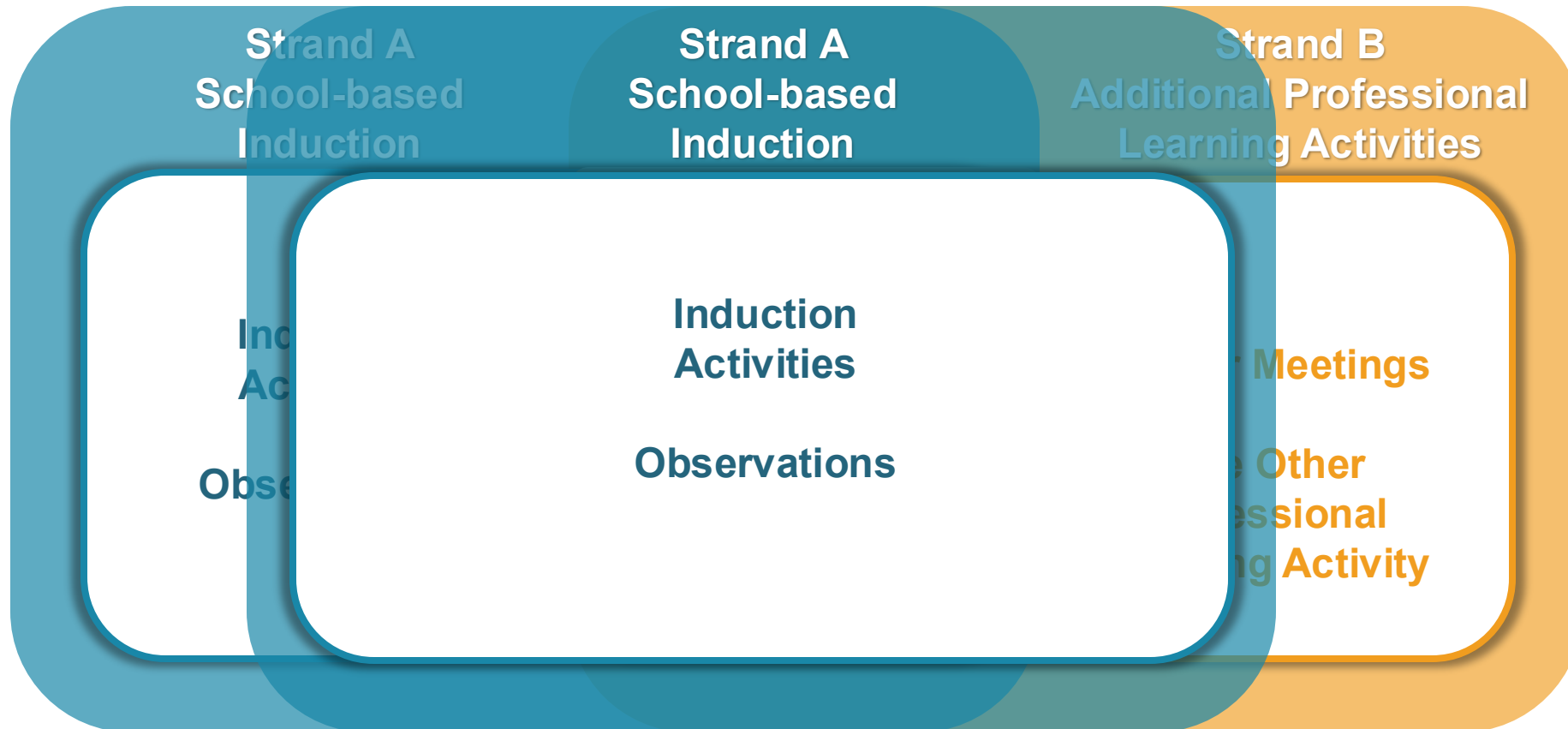
Connecting induction activities such as discussion and reflection, to the Droichead standards

Snáithe A agus Snáithe B a iniúchadh

Exploring Strand A and Strand B



Oide



Ionduchtú Scoilbhunaithe School-Based Induction



Oide



1.1.4.4

During the course of the Droichead process, an NQT has a number of interactions with the experienced colleagues who are supporting the process. These are called professional conversations. These conversations provide opportunities to exchange informal feedback on a one-to-one basis, and discuss issues arising in the course of the NQT's professional learning and practice and offer guidance. Alternatively, a professional conversation may take the form of an arranged meeting between the NQT and one or more members of the PST.

Do Bhealach a Dhéanamh trí Shaol na Scoile

Navigating School Life



Oide



What do these images bring to mind?



Individual
Reflection



Whole Group
Discussion

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Ghairmiúil i measc Ceannairí
Scoile agus Múinteoirí

Supporting the Professional
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and Teachers



What aspects of school life and/or professional practice might an NQT bring to a professional conversation?



Individual
Reflection

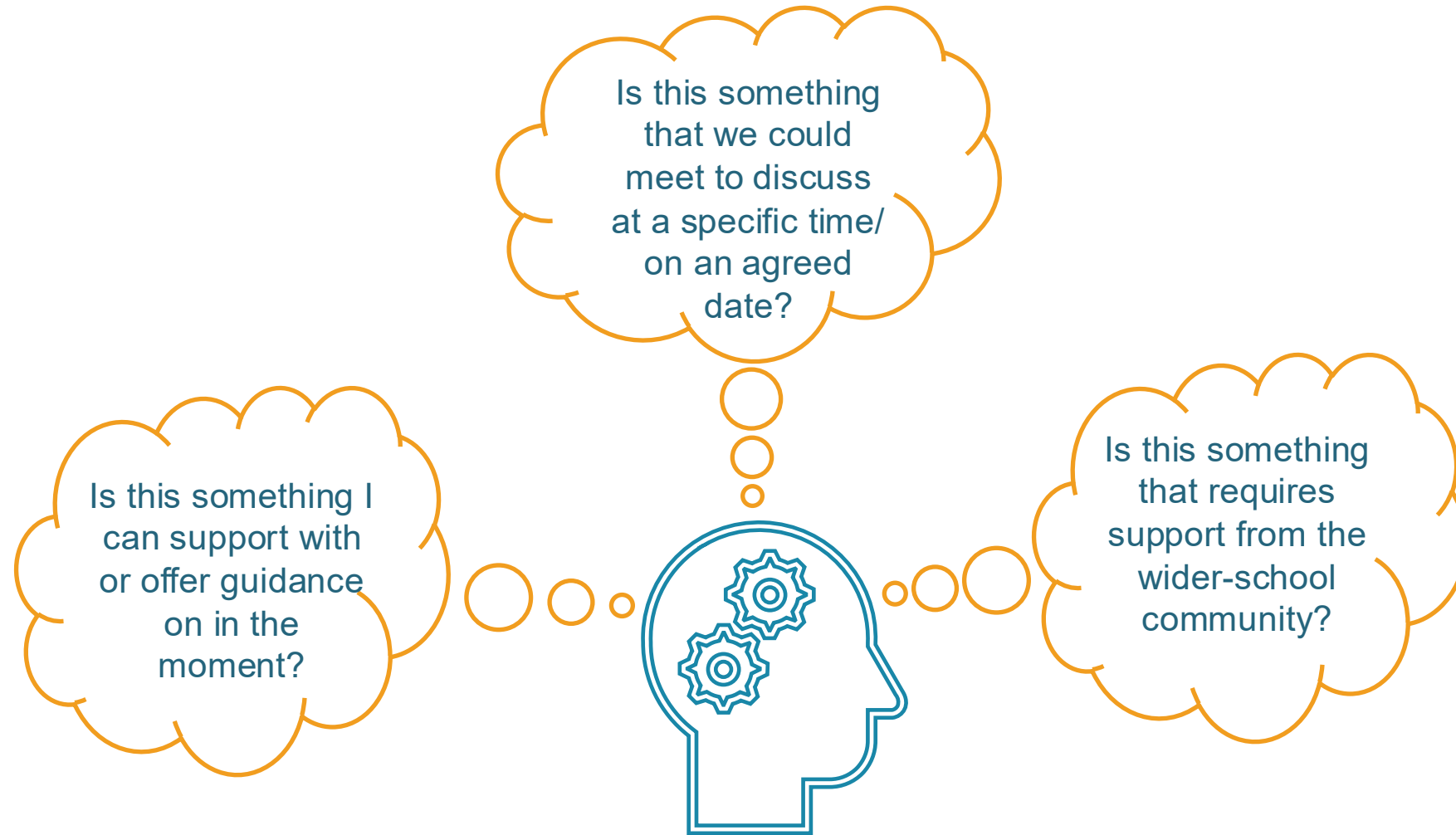


Whole Group
Discussion

Comhráite Gairmiúla agus Gníomhaíochtaí Ionduchtaithe Professional Conversations and Induction Activities



Oide



Comhráite Gairmiúla agus Gníomhaíochtaí Ionductaithe Professional Conversations and Induction Activities



Oide



Indicators of
Good
Practice



School
Context



What are the appropriate induction activities to support the NQT in this scenario?



Individual
Reflection



Whole Group
Discussion

Gníomhaíochtaí Ionductaithe a Thaifeadadh

Recording Induction Activities



Oide



Oide

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Ghairmiúil i measc Ceannairí
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Supporting the Professional
Learning of School Leaders
and Teachers

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 students' individual learning needs, interests and abilities and adapt learning and teaching practices accordingly (p.32)	Using differentiation strategies to support EAL (English as an Additional Language) learners in accessing and engaging with complex texts in a mixed-ability Junior Cycle English class	Engage with Oide's EAL webinar 'Supporting EAL Learners in Post-primary Classrooms' and reflect on implications for practice. Check-in meeting between NQT and PST member if required following engagement with the above webinar.

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Scoile agus Múinteoirí

Supporting the Professional
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Cineálacha Tacaíochta

Types of Support



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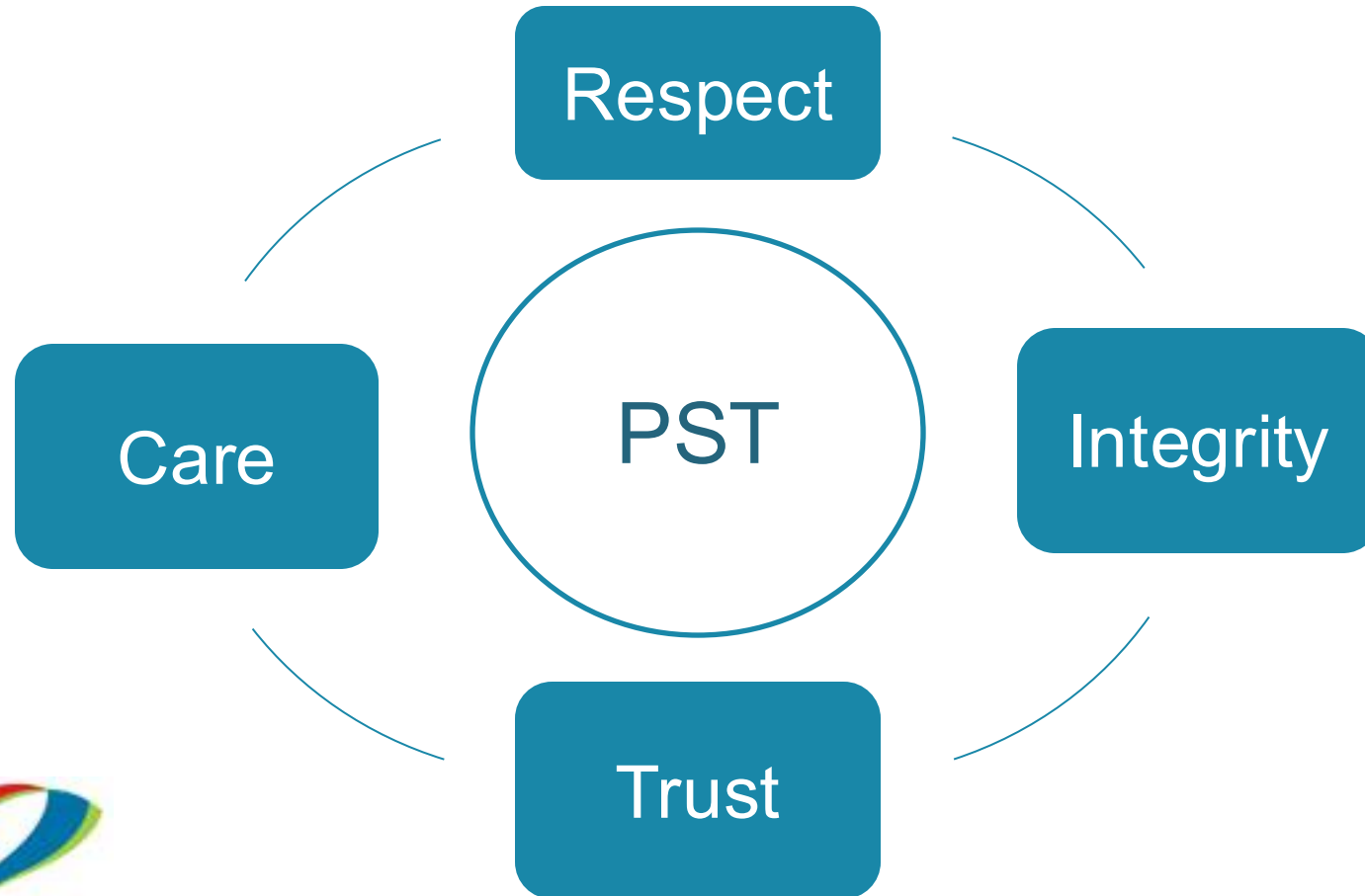


Ceithre Luach Eiticiúla na Comhairle Múinteoireachta

The Teaching Council's Four Ethical Values



Oide



(Teaching Council 2016)

Scileanna FTG chun cabhrú le próiseas Droichead

PST Skills to Support the Droichead Process



Oide



Caidreamh Gairmiúil a Thógáil Building Professional Relationships



Oide

What are the elements of an effective professional relationship?

Professional relationships are most effective when...



(Crosling and Edwards 2008)



Individual
Reflection



Whole Group
Discussion

Caidreamh Gairmiúil i gComhthéacs Droichead

Professional Relationships in the Droichead Context



Oide

Confidentiality

Working with Professionalism and Integrity

Boundary-setting – protocols, expectations, ways of working

Scileanna FTG chun cabhrú le próiseas Droichead

PST Skills to Support the Droichead Process



Oide

A graphic consisting of three interlocking puzzle pieces. The leftmost piece is blue and has the text 'Relationship-Building' on it. The middle and right pieces are orange and have the text 'Communication' on them. Together, they read 'Relationship-Building Communication'.

Relationship-Building Communication



“Communication is the ability to send and understand messages exchanged through a common language or system of signs, symbols or behaviour, for physical, emotional or social purposes”

(The Communication Trust 2013)

Gnéithe an Idirphlé

The Features of Dialogue



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The ability to respect...

The ability to suspend my own certainty...

The ability to voice...

The ability to listen...

(Isaacs 1999)

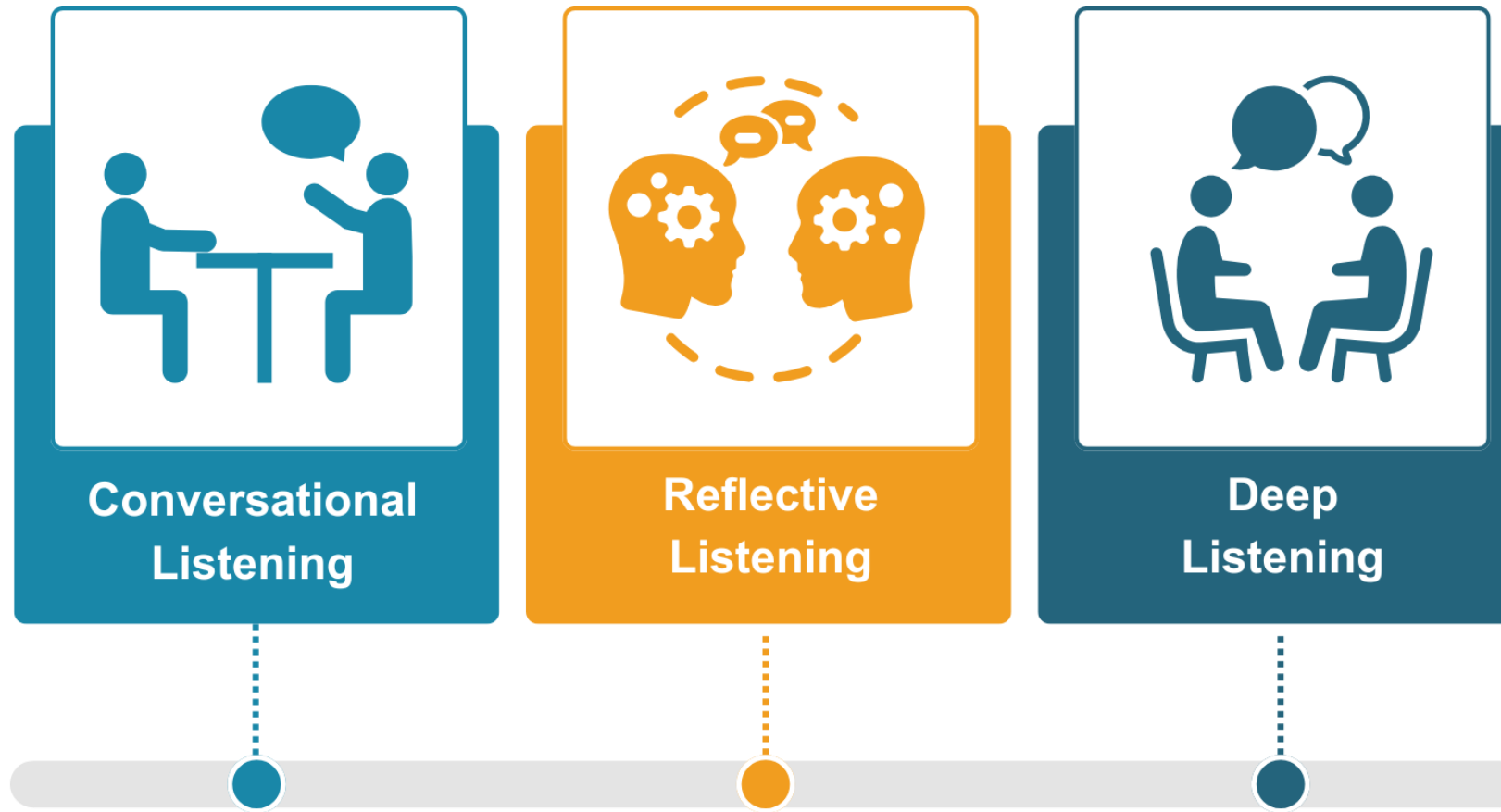


Individual
Activity

Leibhéil Éisteachta Levels of Listening



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(Hook et al. 2006)

Éisteacht – Achoimre

Listening – Summary



Oide

What strategies can we use to ensure we are engaging in genuine/deep listening?



Interactive
Activity



Whole Group
Discussion

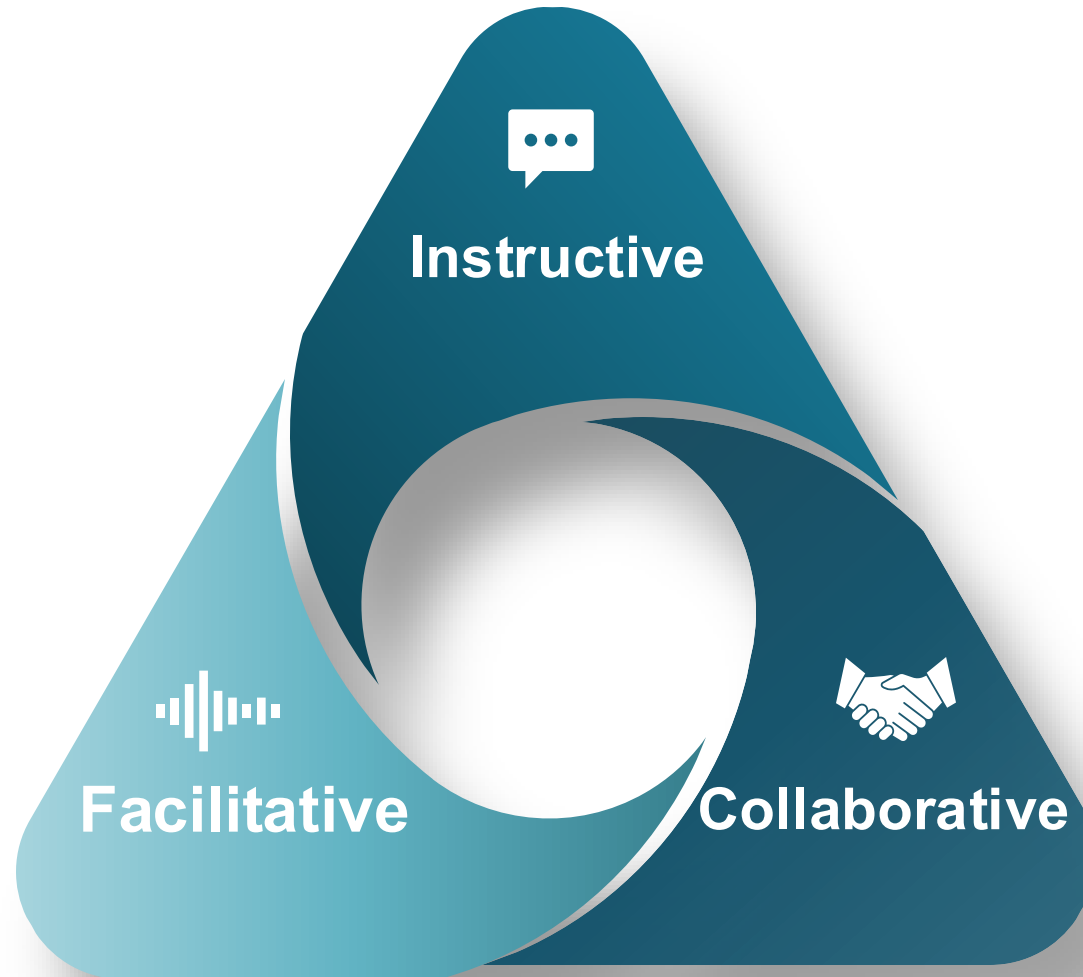
(Hook et al. 2006, p.63)

Seasaimh na Cumarsáide

Stances of Communication



Oide



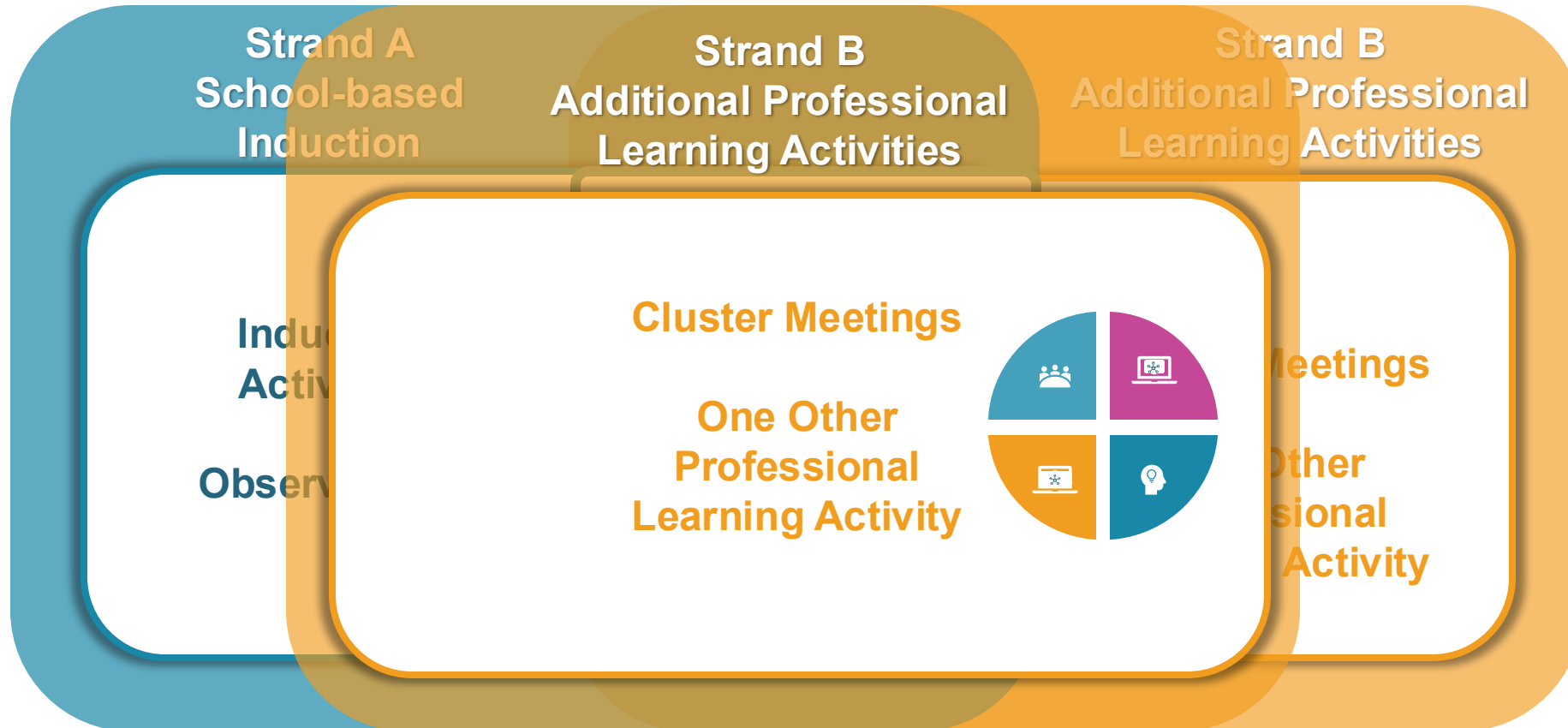
(Horn & Metler- Armijo 2011)

Snáithe A agus Snáithe B a iniúchadh

Exploring Strand A and Strand B



Oide

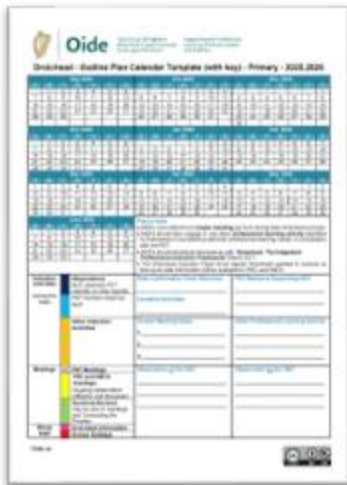


Snáithe B: Gníomhaíochtaí Foghlama Gairmiúla Breise (GFGB)

Strand B: Additional Professional Learning Activities (APLA)



Oide



Snáithe B: Gníomhaíochtaí Foghlama Gairmiúla Breise (GFGB)

Strand B: Additional Professional Learning Activities (APLA)



Oide

Cluster Meeting 1

Compulsory for all NQTs

In-person event

Explanation of the Droichead process



Cluster Meeting 1



Cluster Meeting 2

Cluster Meeting 2

Offered in term 2 and term 3

Online event

Sharing of strategies

Cluster Meeting 3

Offered in term 3

Online event

Moving into the Cosán phase

Cluster Meeting 3



Other Professional Learning Activity



Other Professional Learning Activity

NQTs choose activity in collaboration with the PST

Related to the needs of the NQT

To be undertaken during the Droichead process

Gníomhaíochtaí Eile Foghlaim Ghairmiúil

Other Professional Learning Activities



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Supporting the Professional
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An Chomhairle Náisiúnta
um Oideachas Speisialta
National Council
for Special Education



An Chomhairle
Mhúinteoireachta
The Teaching Council



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

Tacú leis an bhFoghlaim
Ghairmiúil i measc Ceannairí
Scoile agus Múinteoirí

Supporting the Professional
Learning of School Leaders
and Teachers

Ceardlanna Ionductaithe Induction Workshops



Oide

Transition from
Primary to Post-
primary



Supporting Students
with Special Needs



SSE and Planning

Numeracy



Stretching All
Learners

Inclusion



Assessment and
Feedback to All
Learners




GFGB: Cás-Staidéar

APLA: Case Study



Oide

A few weeks into the school year, Fiona approaches you to ask for support with choosing her "One Other Professional Learning Activity" as part of Strand B of the Droichead process. She explains that she is unsure what would be suitable and mentions that she's interested in integrating more collaborative learning activities into her lessons. However, she would like some guidance around identifying a relevant professional learning activity.

 **Oide** Tacú leis an bhFoghlaim Ghairmiúil i measc Ceannairí Scoile agus Múinteoirí Supporting the Professional Learning of School Leaders and Teachers

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
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14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
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28	29	30																		

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

June 2026

S	M	T	W	T	F	S
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Induction Activities

Observations
NQT observes PST member or other teacher
PST member observes NQT

Other induction activities

Meetings

PST Meetings
PST and NQTs meetings:
Ongoing collaborative reflection and discussion
Quarterly Reviews
may be part of meetings and concluding the process

Whole Staff

Droichead Information
School Holidays

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 engage themselves with 'Droichead: The Integrated Professional Induction Framework' March 2017.
- The Droichead Induction Team email regular Droichead updates to schools so that up-to-date information will be available to PSTs and NQTs.

Cluster Confirmation Email Received:

Tentative End Date:

Cluster Meeting Dates:


1. _____
2. _____
3. _____

Observation of the NQT:

Observation by the NQT:

PST Members Supporting NQT:

Other Professional Learning Activity:

Oide.ie | 



Individual Reflection



Whole Group Discussion

Engaging in the process of portfolio-based learning enables the NQT to reflect on their professional learning in a way that suits them and identify and plan for areas in which they may need further support or guidance.

(The Teaching Council 2017, p.5)



Athbhreithniú ar Sheisiún a Trí

Session Three Review



Oide



Developed further awareness of Strand A and Strand B



Explored relationship-building and communication skills

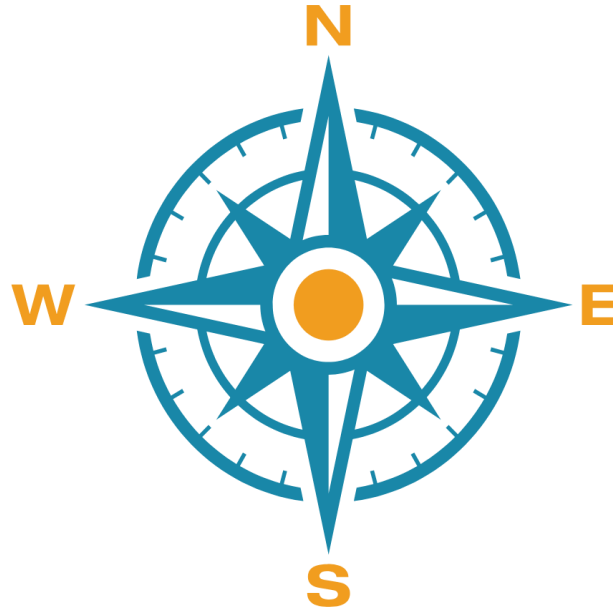


Connected induction activities such as discussion and reflection, to the Droichead standards



Where am I now?

What wisdom will help
guide me?



What energises
me?

What will support me?

Conclúid Conclusion



Oide



Droichead
Process



The Role of
the PST



Empowering
NQTs



Individual
Reflection