



# Oide

Tacú leis an bhFoghlaim  
Ghairmiúil i measc Ceannairí  
Scoile agus Múinteoirí

Supporting the Professional  
Learning of School Leaders  
and Teachers



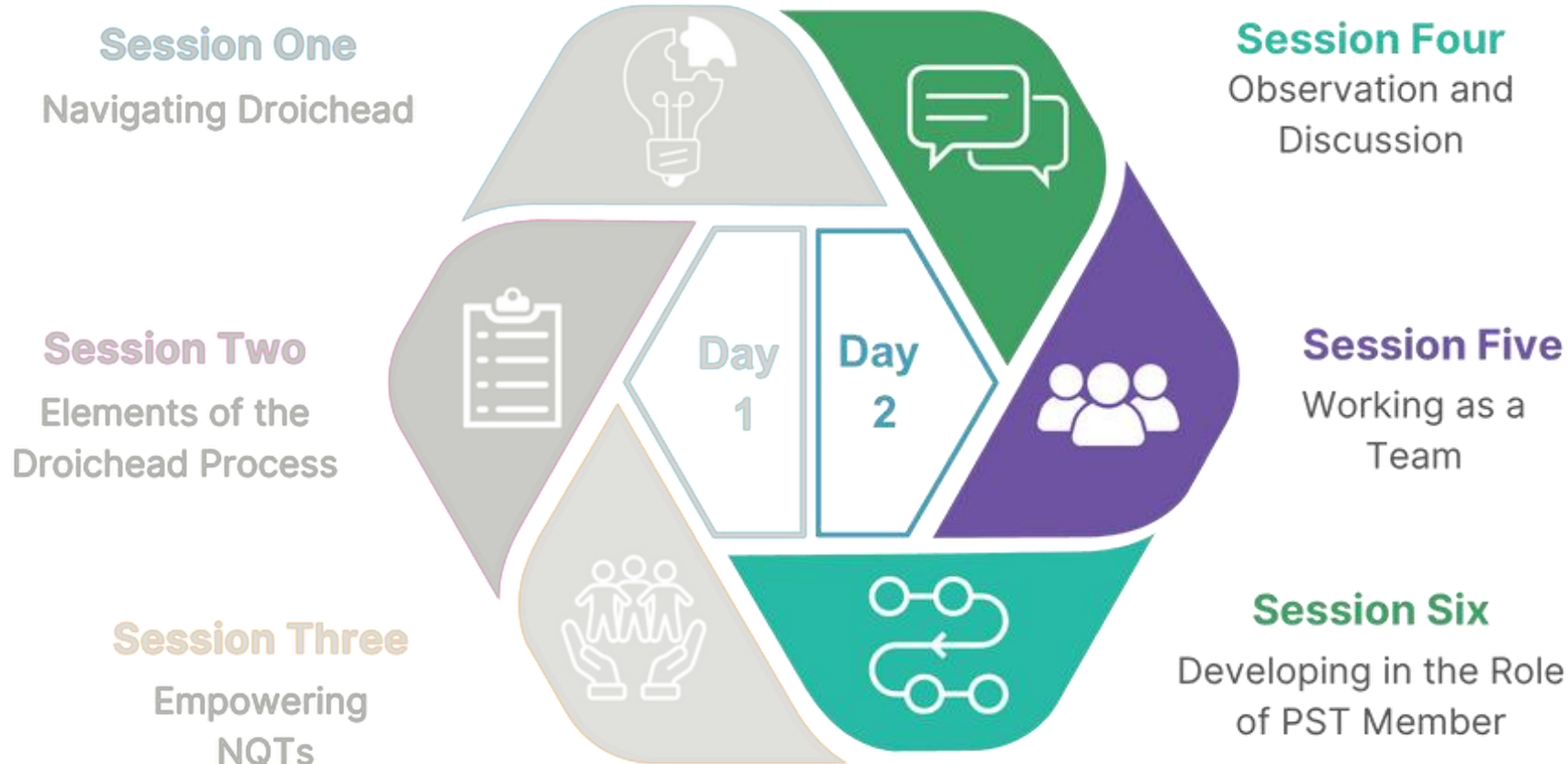
## Foghlaim Ghairmiúil do Bhaill na Foirne Tacaíochta Gairmiúla Lá 2

## Professional Learning for Professional Support Team Members Day 2

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



Oide



# Intinní Foghlama Learning Intentions



Oide



To explore the Droichead Framework and Process



To understand the Role of the Professional Support Team in the Droichead Process



To empower Newly Qualified Teachers

# Ag Obair Le Chéile... Working Together...



Oide



Materials



Punctuality



Confidentiality



Engagement  
and Participation

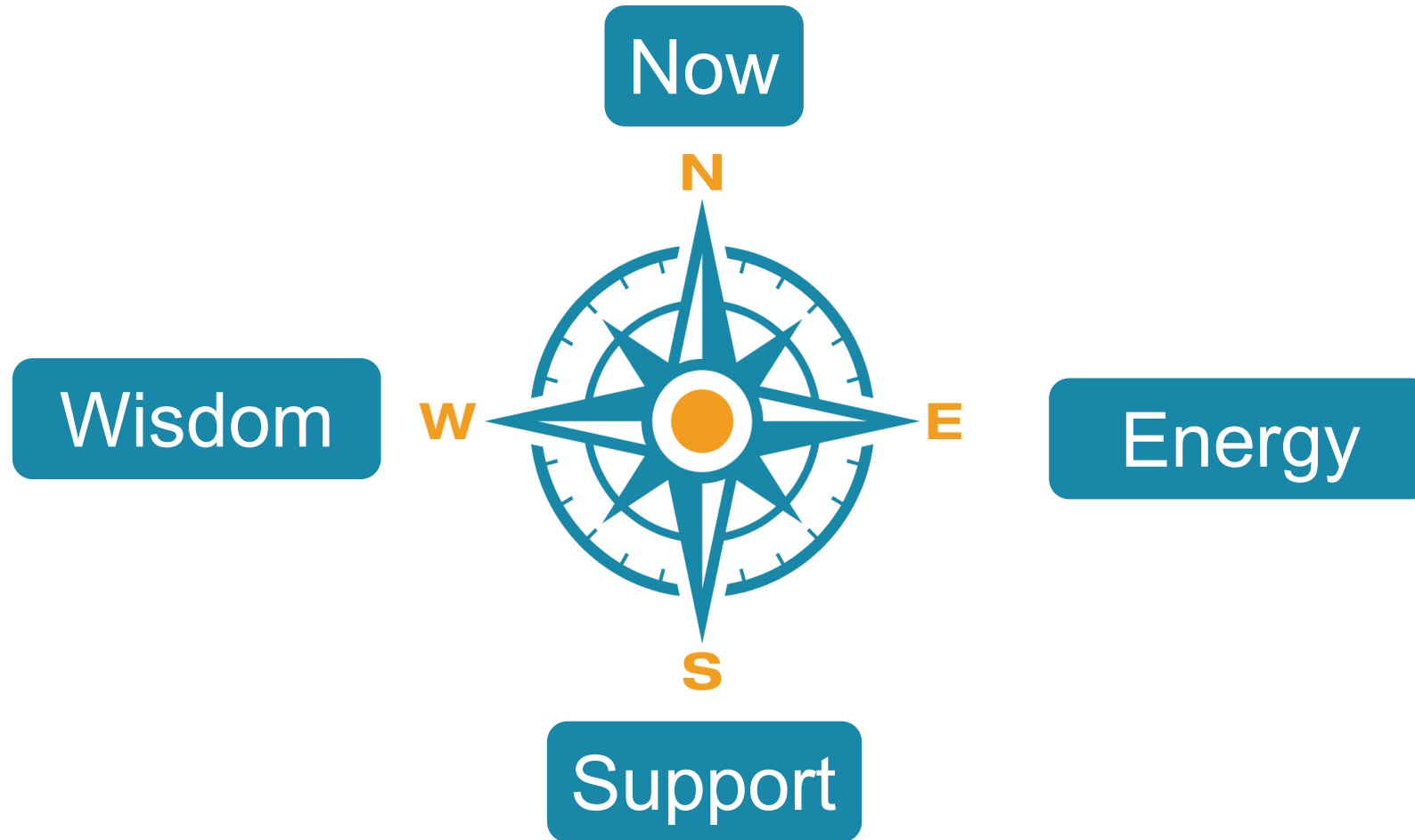


Asking  
Questions

# Do Chompás a Chalabhrú Calibrating Your Compass



Oide



Individual  
Reflection





# Oide

Tacú leis an bhFoghlaim  
Ghairmiúil i measc Ceannairí  
Scoile agus Múinteoirí

Supporting the Professional  
Learning of School Leaders  
and Teachers

## Seisiún a Ceathair: Breathnóireacht agus Plé

## Session Four: Observation and Discussion



# Forléargas ar Sheisiún a Ceathair

## Session Four Overview



Oide



Exploring the Droichead observation model



Understanding the PST's role in the observation process



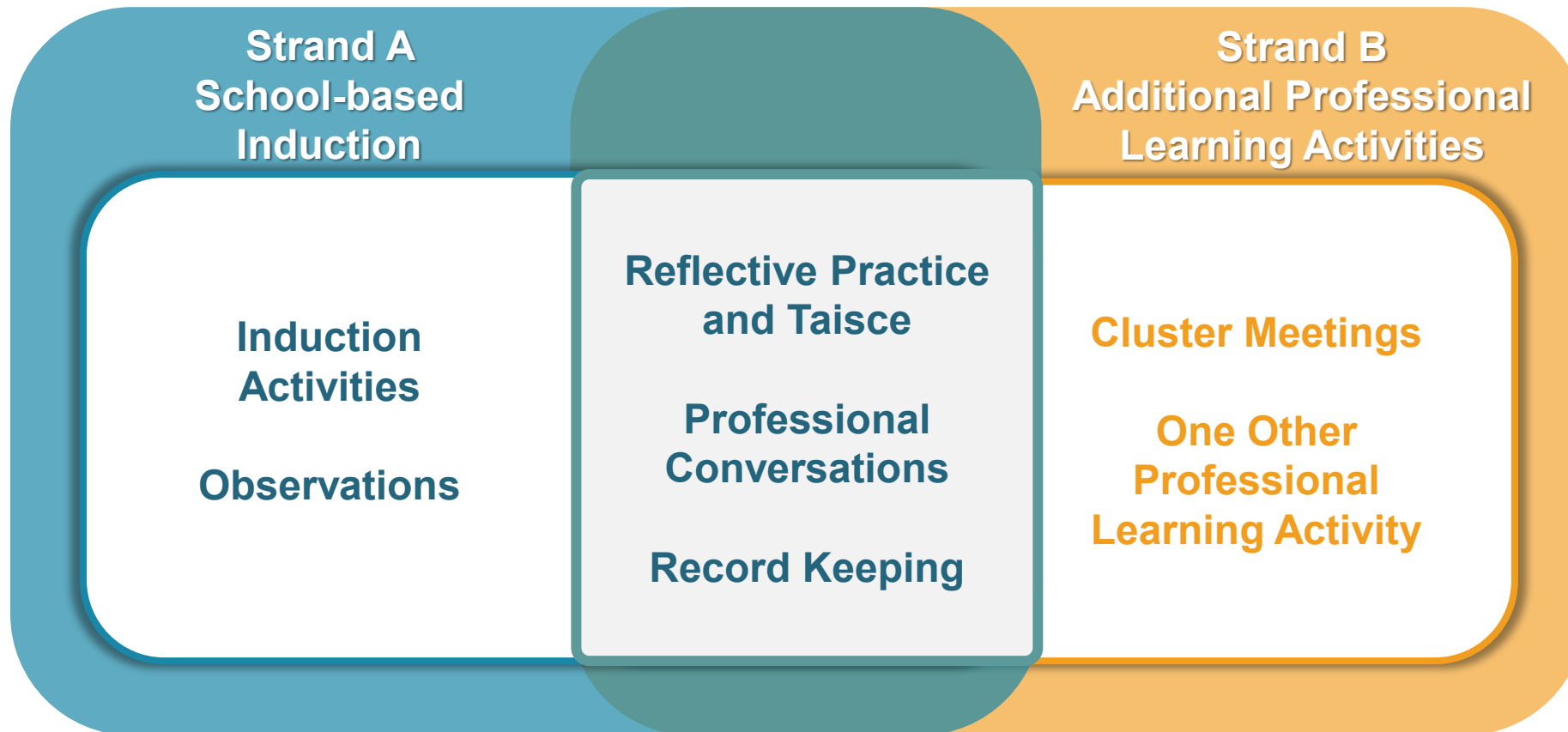
Considering how observations cultivate professional learning

# Páirt a Ghlacadh i bPróiseas Droichead

## Engaging in the Droichead Process



Oide







“Observations were viewed as fundamental to the Droichead process. NQTs found them very beneficial with one NQT citing them as *‘a most amazing opportunity, I will probably never have an opportunity like this again in my career.’*”

(DQA 2020)

# Breathnóireacht Observation



Oide

“It is recommended that there would be at least two of each type of classroom observation (observations by the NQT, and observations of the NQT’s practice), and that... the classes observed, should be based on discussions between the NQT and the PST .”

(The Teaching Council 2017, p.5)

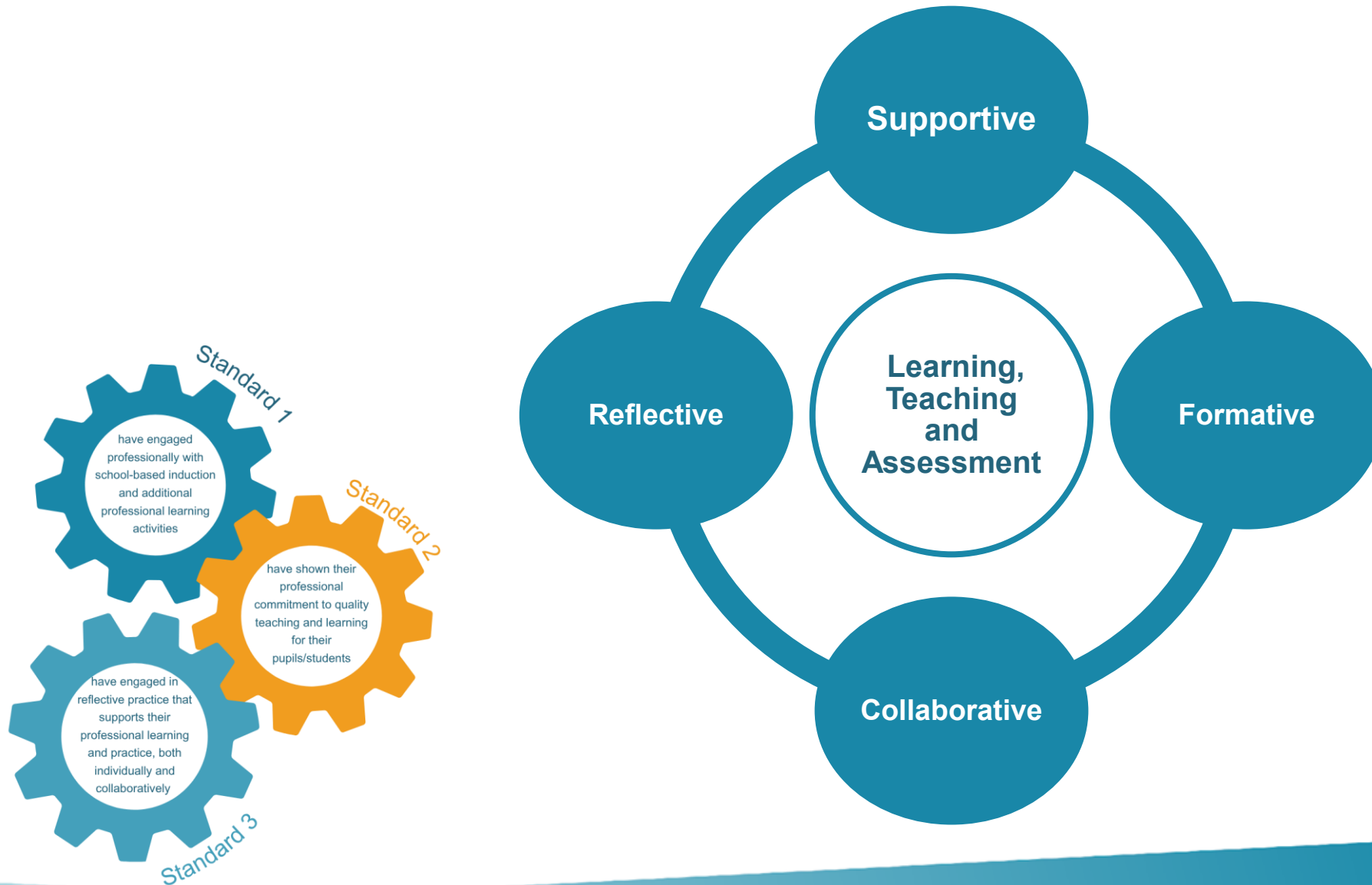


# Breathnóireacht agus Plé

## Observation and Discussion



Oide

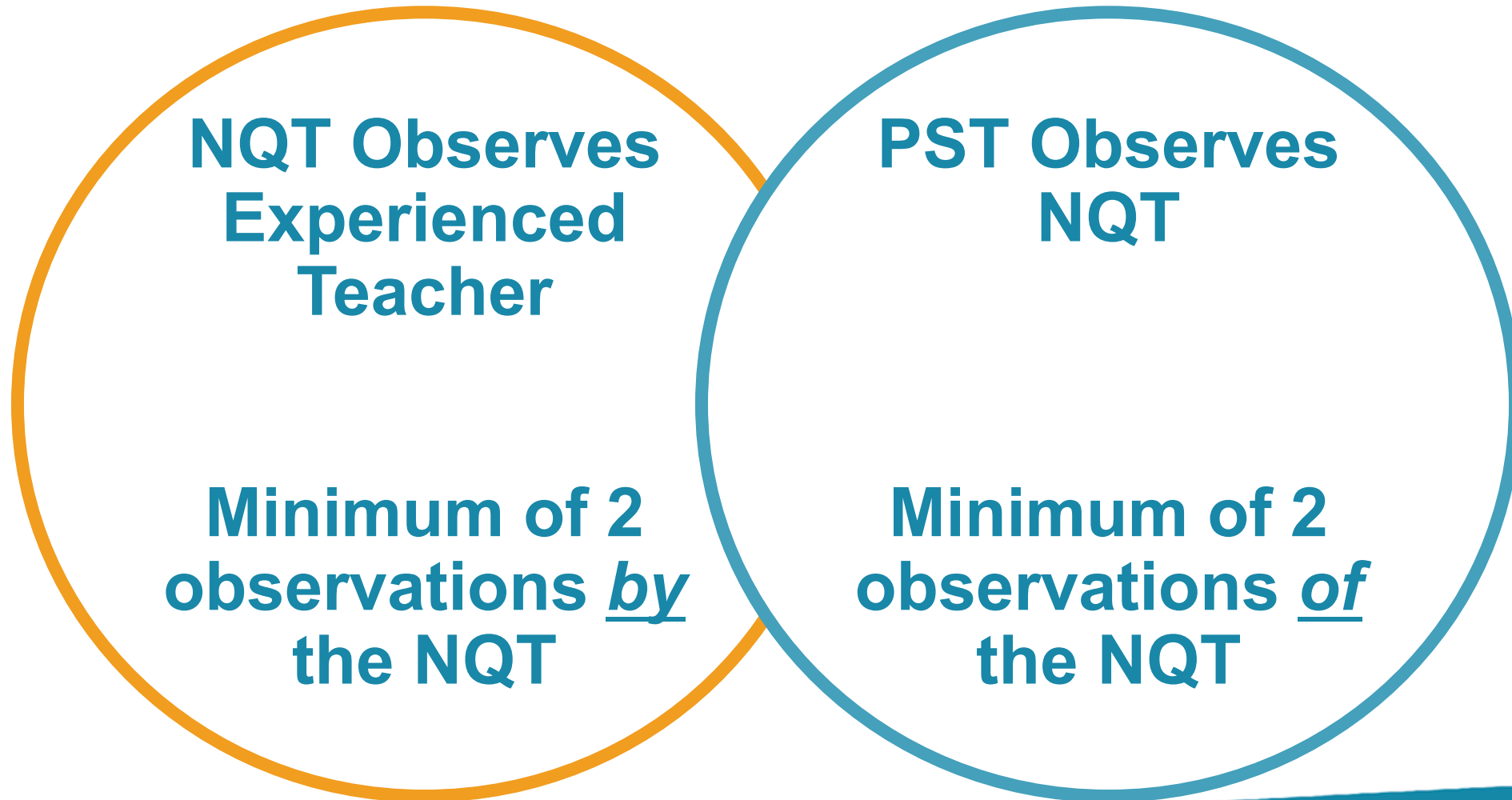


# Samhail Bhreathnóireachta Droichead

## Droichead Observation Model



Oide

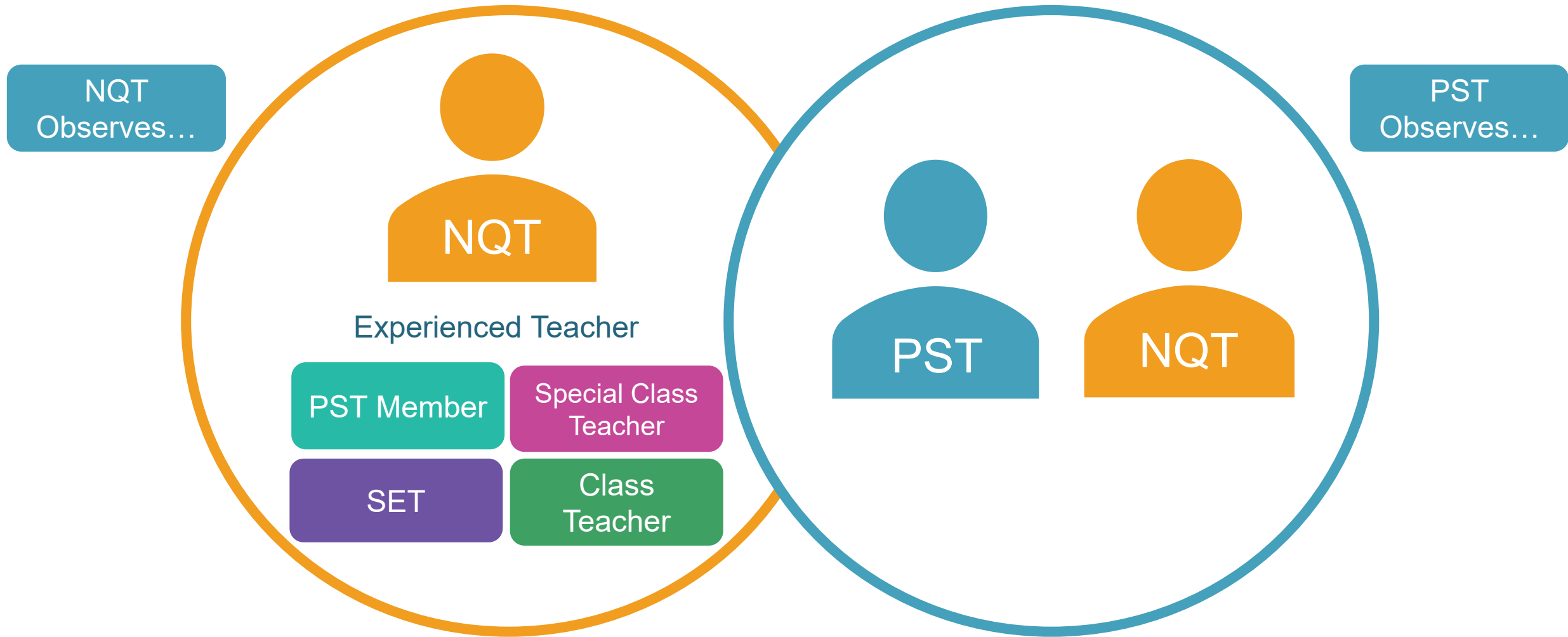


# Samhail Bhreathnóireachta Droichead

## Droichead Observation Model



Oide

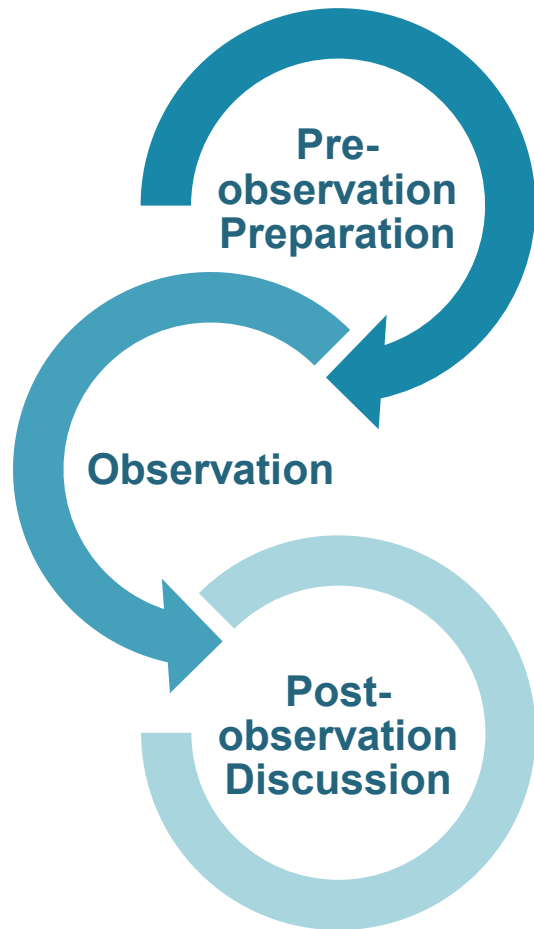


# Timthriall Breathnóireachta Droichead

## Droichead Observation Cycle



Oide



### Pre-observation Preparation

- Need identified in collaboration with PST
- Discussion on area of focus
- Agree logistics

### Observation

### Post-observation Discussion

- Discussion based on observation

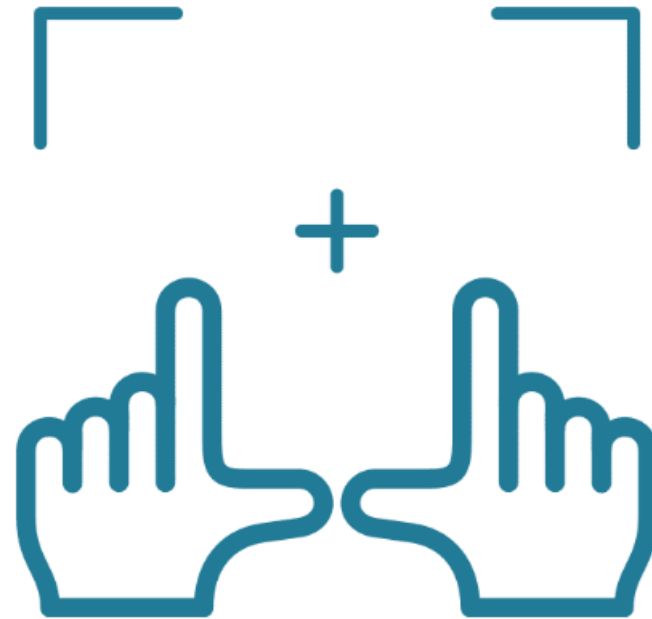


# An Fócas a bhíonn ag Breathnóireacht Droichead

## Focus of a Droichead Observation



Oide



Individual  
Reflection



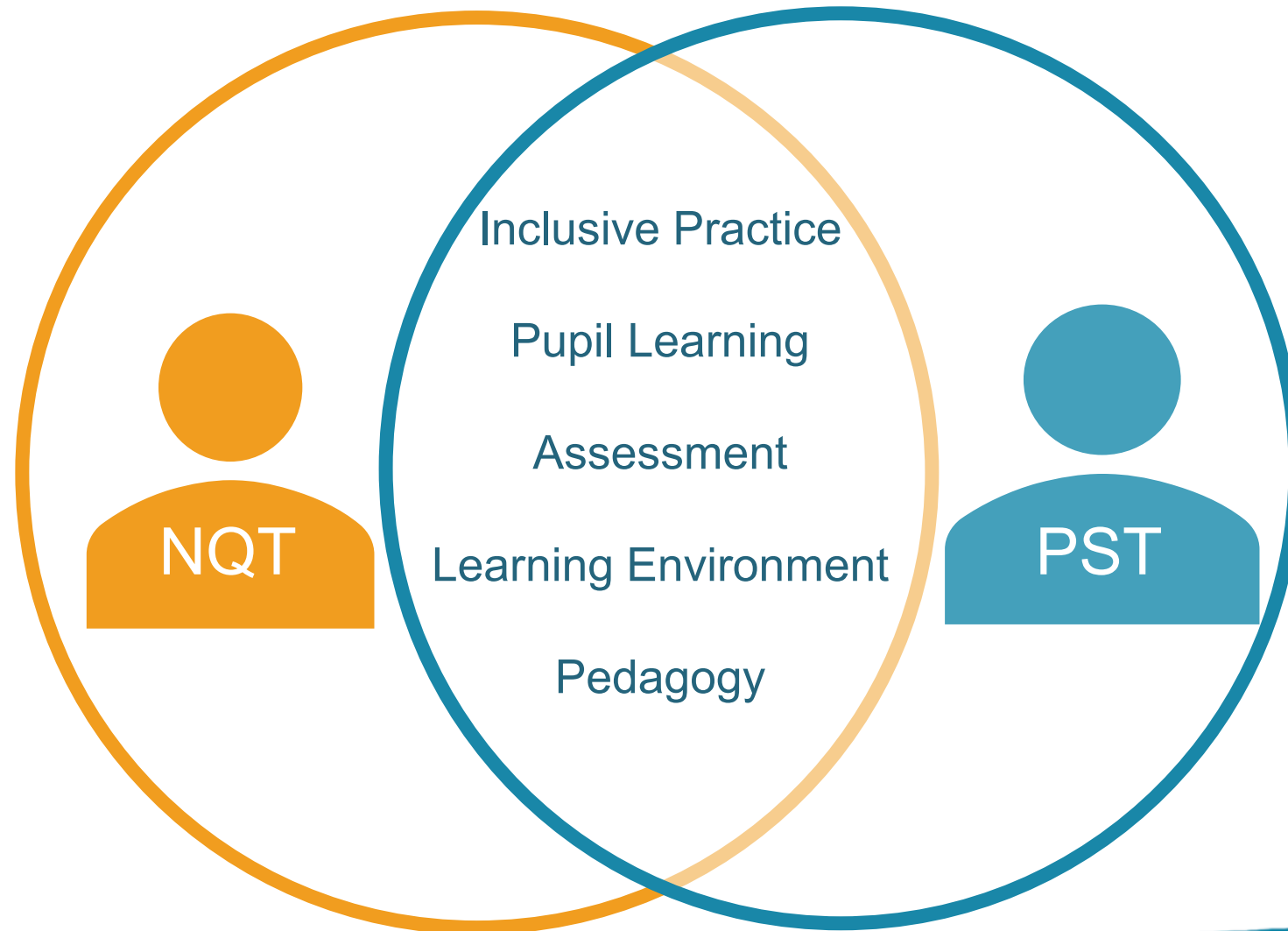
Flipchart  
Activity

# An Fócas a bhíonn ag Breathnóireacht Droichead

## Focus of a Droichead Observation



Oide



# Ag úsáid ABSA (2022) chun MNCanna a Chumhachtú Using LAOS (2022) to Empower NQTs



Oide

Looking at Our School 2022: A Quality Framework for Primary Schools and Special Schools

## Quality Framework for Primary Schools and Special Schools - Overview

Domains	Standards
Learning and Teaching	<b>Learner outcomes</b> Pupils: enjoy their learning, are motivated to learn, and expect to achieve as learners have the necessary knowledge, skills and attitudes to understand themselves and their relationships demonstrate the knowledge, skills and understanding required by the curriculum <sup>a</sup> attain the stated learning outcomes for the term and year
	<b>Learner experiences</b> Pupils: engage purposefully in meaningful learning activities grow as learners through respectful interactions and experiences that are challenging and supportive reflect on their progress as learners and develop a sense of ownership of and responsibility for their learning experience opportunities to develop the skills and attitudes necessary for lifelong learning
	<b>Teachers' individual practice</b> The teacher: has the requisite curriculum knowledge, pedagogical knowledge and classroom management skills selects and uses preparation and assessment practices that progress pupils' learning selects and uses teaching approaches appropriate to the intended learning outcomes and to pupils' learning needs responds to individual learning needs and differentiates learning and teaching activities as necessary
	<b>Teachers' collective / collaborative practice</b> Teachers: value and engage in professional learning and professional collaboration work together to devise learning opportunities for pupils across and beyond the curriculum collectively develop and implement consistent and dependable formative and summative assessment practices contribute to building whole-staff capacity by sharing their expertise
Leadership and Management	<b>Leading learning and teaching</b> School leaders: promote a culture of reflection, improvement, collaboration, innovation and creativity in learning, teaching and assessment foster a commitment to inclusion, equality of opportunity and the holistic development of each pupil manage the planning and implementation of the school curriculum foster teacher professional learning that enriches teachers' and pupils' learning
	<b>Managing the organisation</b> School leaders: create and maintain a positive school culture and a safe, healthy and purposeful learning environment, and sustain it through effective communication manage the school's human, physical and financial resources so as to create and maintain a learning organisation manage challenging and complex situations in a manner that demonstrates equality, fairness and justice develop and implement a system to promote professional responsibility and accountability
	<b>Leading school development</b> School leaders: communicate the guiding vision for the school and lead its realisation lead the school's engagement in a continuous process of self-evaluation build and maintain relationships with parents, with other schools, and with the wider community manage, lead and mediate change to respond to the evolving needs of the school and to changes in education
	<b>Developing leadership capacity</b> School leaders: critique their practice as leaders and develop their understanding of effective and sustainable leadership empower staff to take on and carry out leadership roles promote and facilitate the development of pupil participation, pupil leadership and parent participation build professional networks with other school leaders

<sup>a</sup> Pupils in primary schools follow the primary curriculum. Pupils/students in special schools follow an appropriate and differentiated school curriculum. Teachers in these schools may draw on a range of curricula from a variety of sources, depending on pupils/students' learning needs.

Looking at Our School 2022: A Quality Framework for Primary Schools and Special Schools

## Statements of practice – Learning and teaching

### Domain 1: Learner outcomes<sup>a</sup>

Standards	Statements of effective practice	Statements of highly effective practice
<b>Pupils enjoy their learning, are motivated to learn and expect to achieve as learners</b>	Pupils' enjoyment in learning is evident and is often linked to a sense of making progress and of achievement. Their engagement with learning contributes to their sense of wellbeing.	Pupils' enjoyment in learning is evident and arises from a sense of making progress and of achievement. Their engagement with learning contributes to their sense of wellbeing.
	Pupils are motivated to learn, and this is often linked to having a clear sense of attainable learning outcomes.	Pupils are motivated to learn through having a clear sense of attainable and challenging learning outcomes.
	Pupils have a positive image of themselves as learners and demonstrate this in their approach to their learning.	Pupils have a positive image of themselves as confident and capable learners and demonstrate this in their approach to their learning.
<b>Pupils have the necessary knowledge, skills and attitudes required to understand themselves and their relationships</b>	Pupils demonstrate a knowledge, appropriate to their stage of development, of their own behaviour as individuals and as members of a group. They can apply this knowledge to manage situations, and to support their wellbeing.	Pupils demonstrate a knowledge, appropriate to their stage of development, of their own behaviour as individuals and as members of a group. They apply this knowledge thoughtfully to manage situations and support their wellbeing.
	Pupils have the skills to modify and adapt their behaviour when required.	Pupils have the skills to modify and adapt their behaviour when required, and recognise the need to do so themselves.
	Pupils apply critical thinking and problem-solving skills in their approach to their learning.	Pupils apply critical thinking and problem-solving skills in their approach to their learning and develop as autonomous learners.
<b>Pupils demonstrate the knowledge, skills and understanding required by the curriculum</b>	Pupils demonstrate an enquiring attitude towards themselves and those around them.	Pupils demonstrate an enquiring and open-minded attitude towards themselves and those around them.
	Pupils' knowledge, skills and understanding of concepts for each area of the curriculum are developed to a high standard. The values, learning dispositions and attitudes for each curriculum area are promoted appropriately.	Pupils' knowledge, skills and understanding of concepts for each area of the curriculum are developed to a very high standard. The values, learning dispositions and attitudes for each curriculum area are promoted appropriately.
	Pupils demonstrate knowledge, skills and understanding for the specific curriculum areas and subjects of the curriculum at a high standard in accordance with the outcomes, skills and concepts of the curriculum.	Pupils demonstrate knowledge, skills and understanding for the specific curriculum areas and subjects of the curriculum at a very high standard in accordance with the outcomes, skills and concepts of the curriculum.
	They demonstrate the appropriate values, learning dispositions and attitudes arising from their engagement with specific curriculum areas and subjects.	They confidently and competently demonstrate the appropriate values, learning dispositions and attitudes arising from their engagement with specific curriculum areas and subjects.
	The overall attainment of the pupils is improving or is at a good standard in accordance with the outcomes and skills of the curriculum.	The overall attainment of the pupils is improving or is at a very good standard in accordance with the outcomes and skills of the curriculum.
	Pupils can engage in creative processes individually and collaboratively that develop their knowledge, skills and understanding and result in new and innovative ideas and solutions.	Pupils can engage in creative processes individually and collaboratively that transform their knowledge, skills and understanding resulting in new and innovative ideas and solutions that have value in real world applications.

<sup>a</sup> In considering the statements of practice within this domain, account should be taken of pupils' abilities, stage of development, identified strengths and learning needs.



LAOS (DE 2022, p.25, p.30)

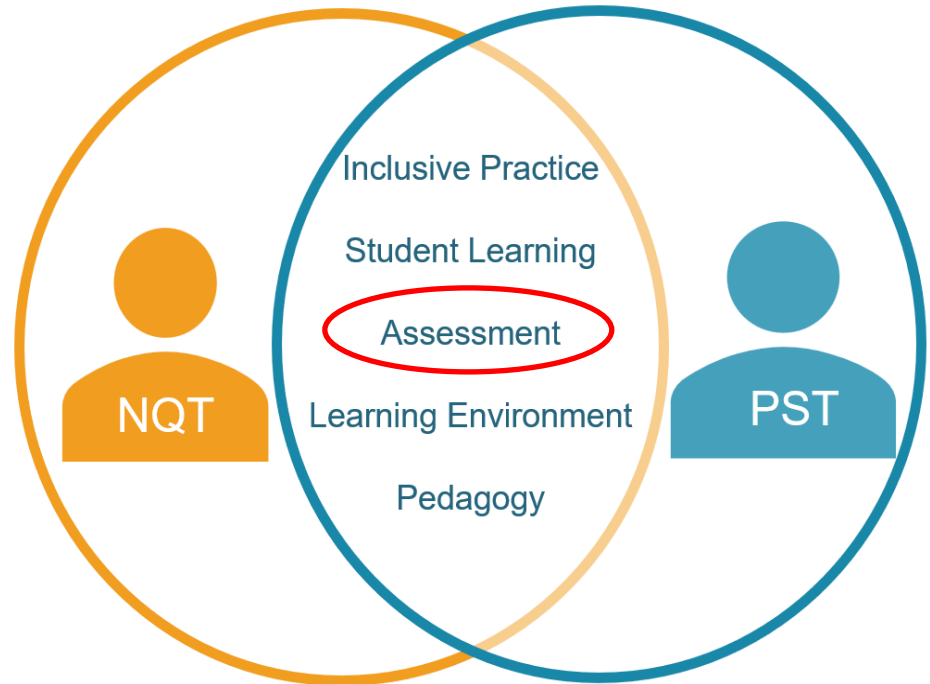
Tacú leis an bhFoghlaim  
Ghairmiúil i measc Ceannairí  
Scoile agus Múinteoirí

Supporting the Professional  
Learning of School Leaders  
and Teachers

# Ag úsáid ABSA (2022) chun MNCanna a Chumhachtú Using LAOS (2022) to Empower NQTs



Oide



## Quality Framework for Primary Schools and Special Schools - Overview

	Domains	Standards
Learning and Teaching	Learner outcomes	<p>Pupils:</p> <p>enjoy their learning, are motivated to learn, and expect to achieve as learners</p> <p>have the necessary knowledge, skills and attitudes to understand themselves and their relationships</p> <p>demonstrate the knowledge, skills and understanding required by the curriculum<sup>8</sup></p> <p>attain the stated learning outcomes for the term and year</p>
	Learner experiences	<p>Pupils:</p> <p>engage purposefully in meaningful learning activities</p> <p>grow as learners through respectful interactions and experiences that are challenging and supportive</p> <p>reflect on their progress as learners and develop a sense of ownership of and responsibility for their learning</p> <p>experience opportunities to develop the skills and attitudes necessary for lifelong learning</p>
	Teachers' individual practice	<p>The teacher:</p> <p>has the requisite curriculum knowledge, pedagogical knowledge and classroom management skills</p> <p><b>selects and uses preparation and assessment practices that progress pupils' learning</b></p> <p>selects and uses teaching approaches appropriate to the intended learning outcomes and to pupils' learning needs</p> <p>responds to individual learning needs and differentiates learning and teaching activities as necessary</p>
	Teachers' collective / collaborative practice	<p>Teachers:</p> <p>value and engage in professional learning and professional collaboration</p> <p>work together to devise learning opportunities for pupils across and beyond the curriculum</p> <p>collectively develop and implement consistent and dependable formative and summative assessment practices</p> <p>contribute to building whole-staff capacity by sharing their expertise</p>



LAOS (DE 2022, p.25)

# Ag úsáid ABSA (2022) chun MNCanna a Chumhachtú Using LAOS (2022) to Empower NQTs



Oide

Standards	Statements of effective practice	Statements of highly effective practice
The teacher selects and uses preparation and assessment practices that progress pupils' learning	Teachers plan for assessing pupils' attainment of the selected learning outcomes of the lesson, or series of lessons, using both formative assessment and summative assessment.	Teachers plan for assessing <b>all relevant aspects of pupils' learning in the lesson, or series of lessons, using both formative assessment and summative assessment.</b>
	Teachers' assessment practices include not only assessment of knowledge but also assessment of skills and dispositions.	Teachers' assessment practices include not only assessment of knowledge but also assessment of skills and dispositions. <b>Teachers tailor assessment strategies to meet individual learning needs.</b>
	Teachers regularly provide pupils with constructive, developmental oral and written feedback on their learning.	Teachers regularly provide pupils with constructive, developmental oral and written feedback. <b>Teachers use feedback to work with pupils on clear strategies for improvement.</b>
	<b>Teachers share success criteria with pupils so that they can assess their own learning through self-assessment and peer assessment.</b>	Teachers share <b>and co-create</b> success criteria with pupils so that they can assess their own learning through self-assessment and peer assessment, and <b>identify areas for improvement and strategies to achieve improvement.</b>
	Teachers maintain assessment records that are clear, useful and easy to interpret and share.	Teachers maintain assessment records that are clear, useful, easy to interpret and share, <b>and are tailored to pupils' individual learning needs.</b>



LAOS (DE 2022, p.31)

Tacú leis an bhFoghlaim  
Ghairmiúil i measc Ceannairí  
Scoile agus Múinteoirí

Supporting the Professional  
Learning of School Leaders  
and Teachers



# Ag úsáid ABSA (2022) chun MNCanna a chumhachtú Using LAOS (2022) to Empower NQTs



Oide

Focus of Droichead Observation

Inclusive Practice

Quality Framework Overview

Teachers'  
Individual Practice

Relevant Domain(s) and Standards

Statements of Practice



Small Group  
Discussion

LAOS (DE 2022, p.31)

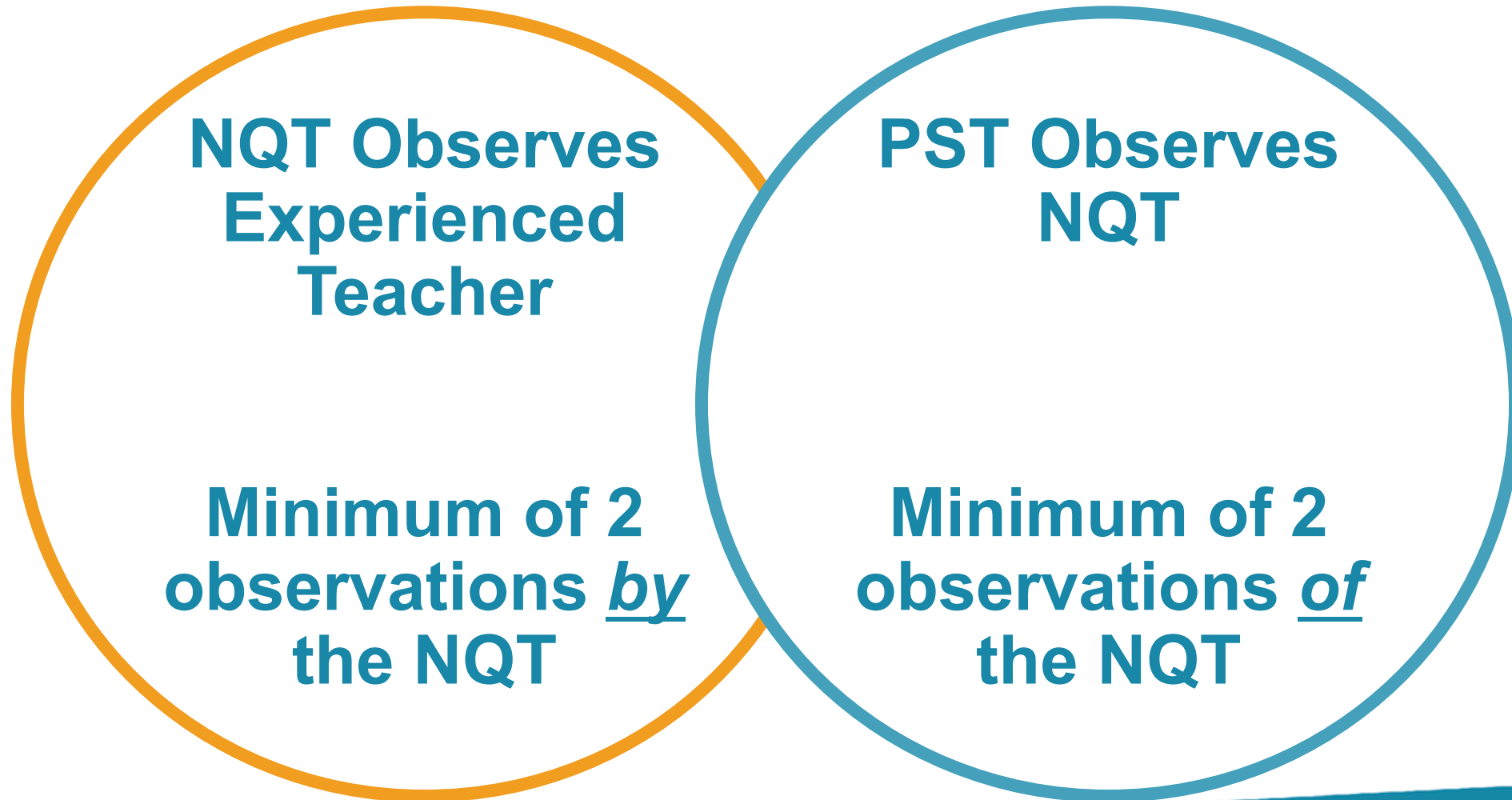


# Samhail Bhreathnóireachta Droichead

## Droichead Observation Model



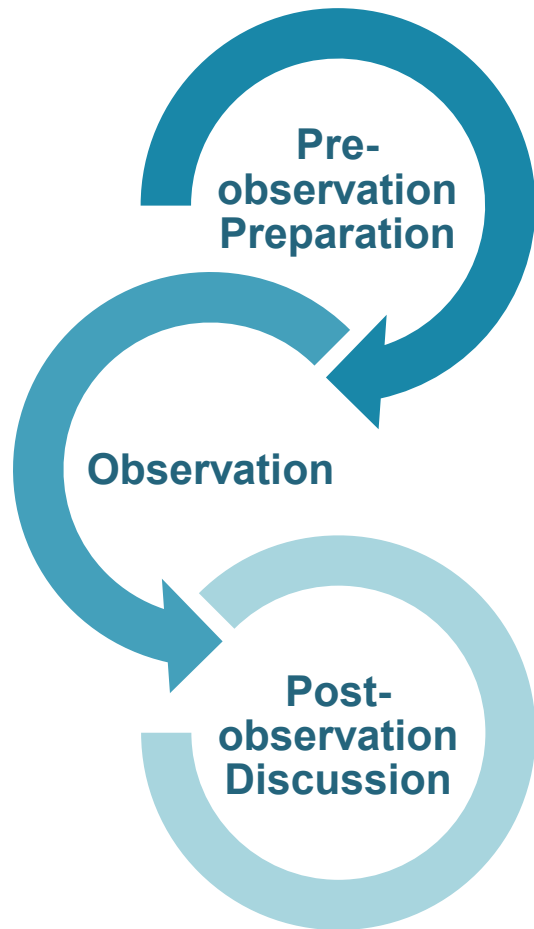
Oide



# Breathnóireacht ag an MNC: Seicheamh Observation by the NQT: Sequence



Oide



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

**Droichead - NQT Observing Experienced Teacher - Primary**

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

Oide.ie

Collaboration

Reflection

Application

# Breathnóireacht ar an MNC

## Observation of the NQT



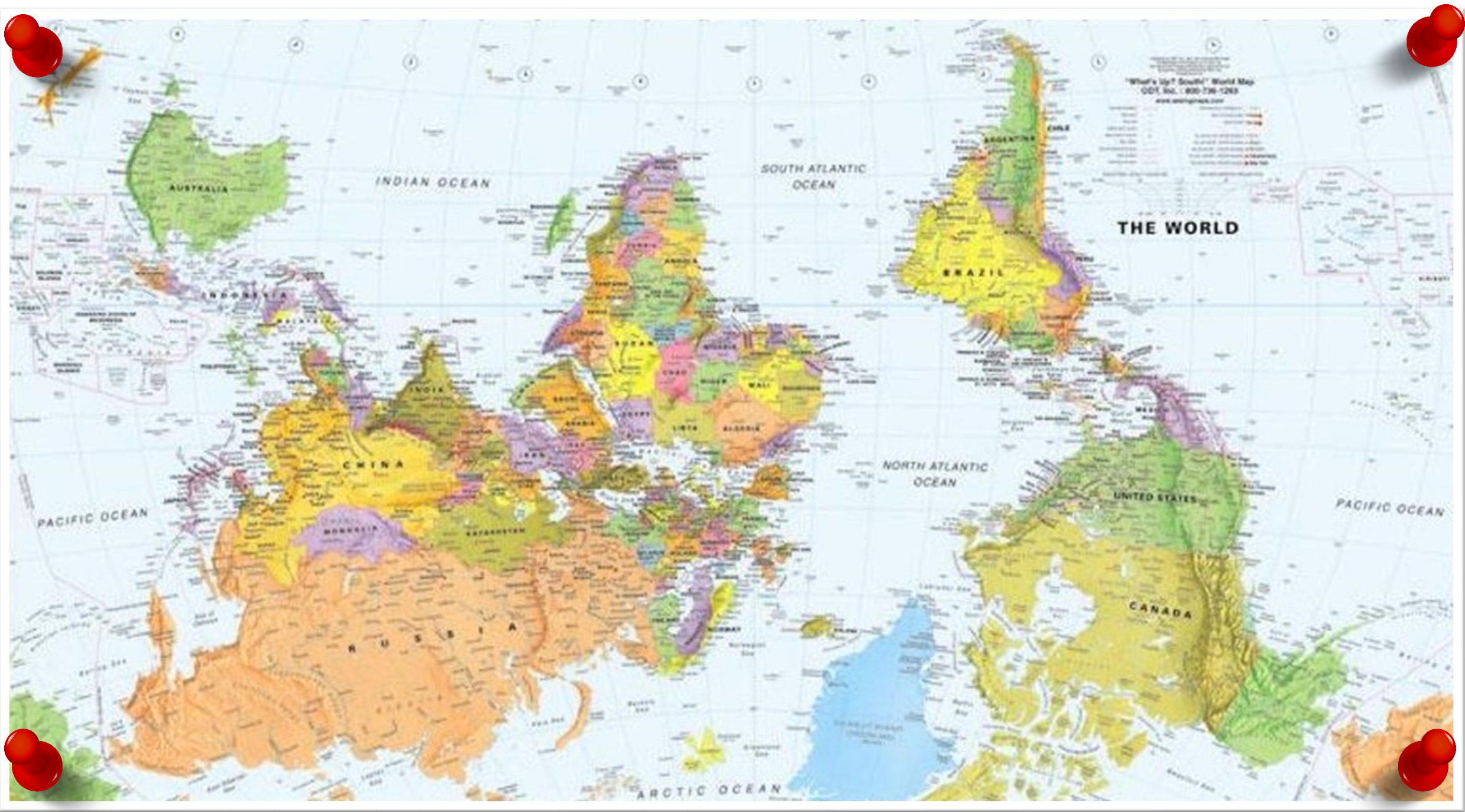
Oide

**PST Observes  
NQT**

**Minimum of 2  
observations of  
the NQT**

The same but  
different!





# Réamhbhreathnóireacht ar an MNC

## Pre-observation of the NQT



Oide

- Agree a focus — related to emerging needs
- Arrange date, time, length of observation
- Agree format of observation and relevant logistics
- Talk through the lesson — what is the plan?

# Réamhbhreathnóireacht ar an MNC

## Pre-observation of the NQT



Oide

What questions would you ask the NQT about the lesson to be observed?



Individual  
Reflection



Interactive  
Activity



# Fócas Ceachta

## Focus of a Lesson



Oide



(Malderez and Bodóczy 1999)



Individual  
Reflection



Whole Group  
Discussion

# Breathnú ar an gCeacht

## Observing the Lesson



Oide

### For consideration:

- Considering the focus of the lesson, what would you like to discuss with Fiona following this lesson?
- What are strengths in Fiona's practice?
- What areas are there for development?
  - How would you discuss those areas for development with Fiona?
  - What area(s) would you prioritise? Why?



Individual  
Reflection



Small Group  
Discussion



Whole Group  
Discussion

# Iar-bhreathnóireacht ar an MNC

## Post-observation of the NQT



Oide





## Facilitative stance using open-ended questioning

- How do you think the lesson went? Why do you say so?
- Were there any surprises?
- What did you consider when preparing this lesson? (**Context**)
- If you could teach this lesson again, what, if anything, would you do differently? Why?

# Ról-Imirt Iar-bhreathnóireachta

## Post-observation Role Play



Oide

**Teacher:** Fiona **Subject:** Maths **Stage 1**  
**Class:** Junior Infants

**Strand:** Shape and Space | **Focus of Observation:** Questioning Techniques

Fiona introduced the lesson by telling the children they would be learning about four 2D shapes. She began with the circle, displaying a large image of one on the interactive whiteboard. She asked, "This is a circle, isn't it?" and followed with, "Can anyone see something that's a circle in the room?" After two children responded, she moved on.

Children were placed in small groups and given shape packs. Fiona asked each group to take out the circle and feel its edge. With several pupils, including those with EAL, she used simple recall-style questions such as, "Does this shape have corners?" and "Does it feel round to you?" She followed a similar routine for the other shapes.

For other groups, Fiona attempted to extend thinking by asking comparison and reasoning questions like: "How is this shape different from the triangle?", "Why do you think this one is a rectangle and not a square?". Some pupils struggled to respond, while others engaged with support.

She then used magnetic posters to display the four shapes on the board. She explained that the children would take turns coming up to talk about them. However, she remained at the front, asking questions like, "Is this the square?" and "Can you see the triangle?" while pointing herself. Most of the responses came from the whole class in chorus, and no individual children came up to the board.

For the next activity, children worked in groups to sort the four shapes onto A3 mats. Fiona had prepared a variety of materials for this task. As she moved around the room, she interacted with groups by asking questions such as, "Is that a rectangle?" and "Did you put that in the right place?". She occasionally probed further with, "How do you know?". She encouraged them to finish the task and praised completed group work. The final activity—creating pictures using the four shapes—was planned but postponed due to time constraints. Fiona explained that they would complete this the following day.



Small Group  
Discussion

Tacú leis an bhFoghlaim  
Ghairmiúil i measc Ceannairí  
Scoile agus Múinteoirí

Supporting the Professional  
Learning of School Leaders  
and Teachers



# Pleanáil Gníomhaíochta Action Planning

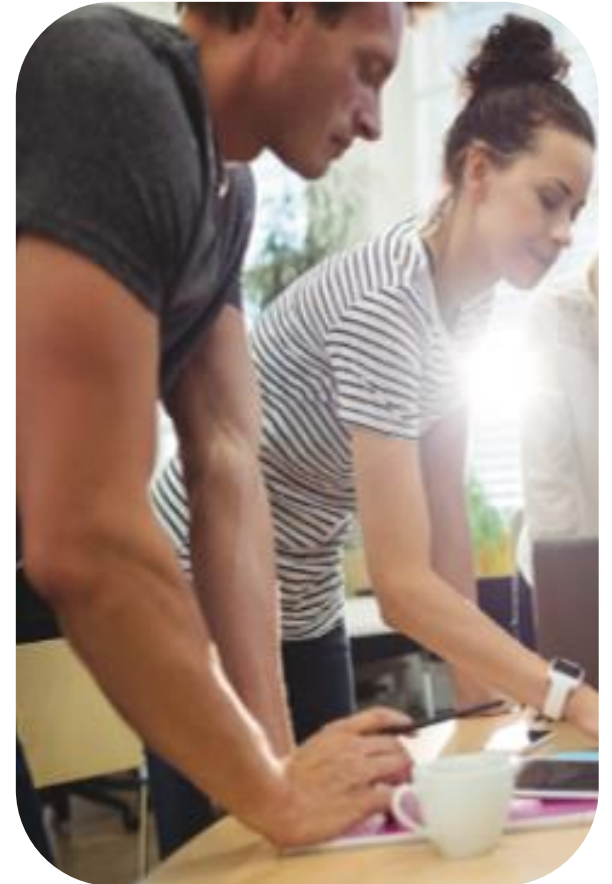


Oide

**Process** that helps to focus on the steps to be taken to achieve particular goals in a given period of time

**Through discussion and collaboration identify:**

- Priorities to work on
- Action to be taken
- Support/s required
- Review date





# Dearcadh MNC ar Bhreathnóireacht NQT Perspective on Observation



Oide

Your PST members are amazing - make the most out of the support you have and do not be afraid to ask for help! Do as many observations on other teachers as possible, you would be surprised just how much you can learn from them.

Observe other teachers at every given chance as this is the best way to learn...and it will more than likely be one of the last times you will see someone else teaching for you!

(NQT Voice 2024)

# Athbhreithniú ar Sheisiún a Ceathair

## Session Four Review



Oide



Explored the Droichead observation model



Developed an understanding the PST's role in the observation process



Considered how observations cultivate professional learning



# Oide

Tacú leis an bhFoghlaim  
Ghairmiúil i measc Ceannairí  
Scoile agus Múinteoirí

Supporting the Professional  
Learning of School Leaders  
and Teachers

## Seisiún a Cúig: Ag Obair mar Fhoireann

## Session Five: Working as a Team



# Forléargas ar Sheisiún a Cúig

## Session Five Overview



Oide



Recognising the importance of a whole-school approach



Deepening the PST members understanding of their roles and responsibilities



Concluding the process

# Maidir le Ball den FTG...

## A PST member is...



Oide

Facilitator

Advocate

Collaborator

Instructor

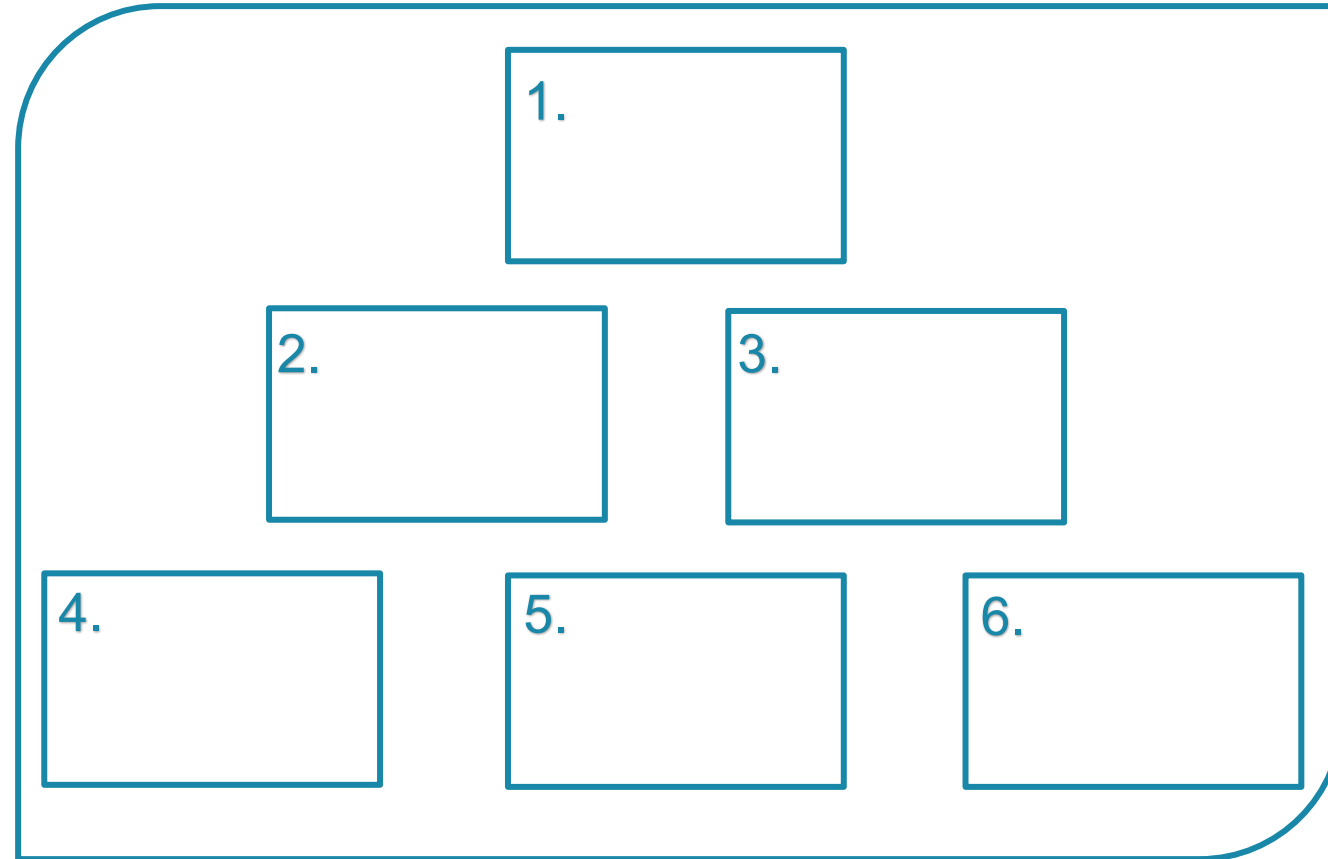
Trusted listener

Evidence gatherer

Leader

Problem solver

Learner



(Horn and Metler-Armijo 2011)



Individual  
Reflection



Small Group  
Discussion



Whole Group  
Discussion

# Prionsabail maidir le Foireann Éifeachtach a Bhunú Principles in Establishing an Effective Team



Oide



## The 5 Cs




Interactive  
Activity



# Róil agus Freagrachtaí Soiléire a Leagan Síos Setting Clear Roles and Responsibilities



Oide



**Oide**

Tacú leis an bhFoghlaim  
Ghairmiúil i measc Ceannairí  
Scoile agus Múinteoirí

Supporting the Professional  
Learning of School Leaders  
and Teachers

### Droichead - PST and NQT Roles and Responsibilities - Primary

**Droichead**

*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, p. 3)

**Droichead and the PST - Role and Suggested Responsibilities**

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.

(Teaching Council 2017)

#### PST Suggested Responsibilities


*Supporting a NQT during Droichead is always a collaborative process, although the roles and responsibilities of PST members may vary in different school contexts and are therefore agreed before the Droichead process commences.*

(Teaching Council, 2017, p. 3)

To guide a PST in its roles, 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 roles and agreed responsibilities with the NQT at their initial meeting.

1



Oide.ie

# Comhráite Gairmiúla a Stiúradh

## Navigating Professional Conversations



Oide

### Mindset

- Be ready to listen
- Know the ultimate goal
- Know the value you can add to the conversation

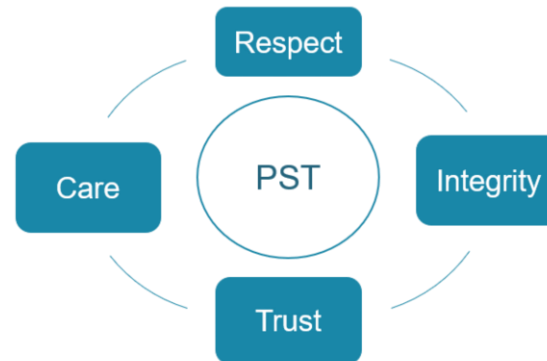


### Clarity

- Engage in the discussion
- Share your thoughts
- Listen and learn

### Connection

- Validate the other person
- Inquire to understand
- Reflect what you hear



### Solutions

- Explore options
- Test potential solutions
- Agree next steps

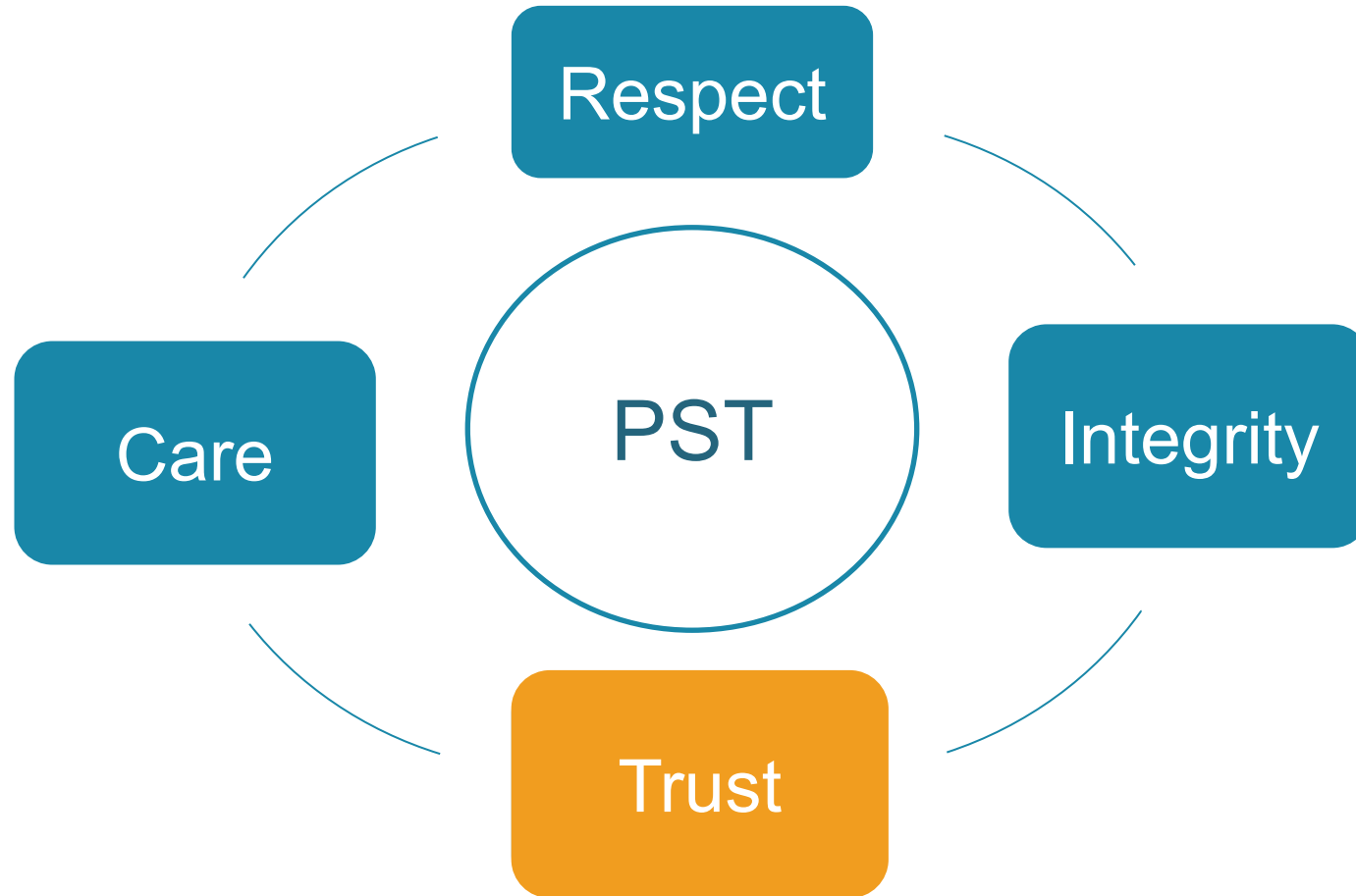
(Davey 2019)

# Comhráite Gairmiúla a Stiúradh

## Navigating Professional Conversations



Oide



# Comhráite Gairmiúla a Stiúradh

## Navigating Professional Conversations



Oide

Trust

Disposition

Time

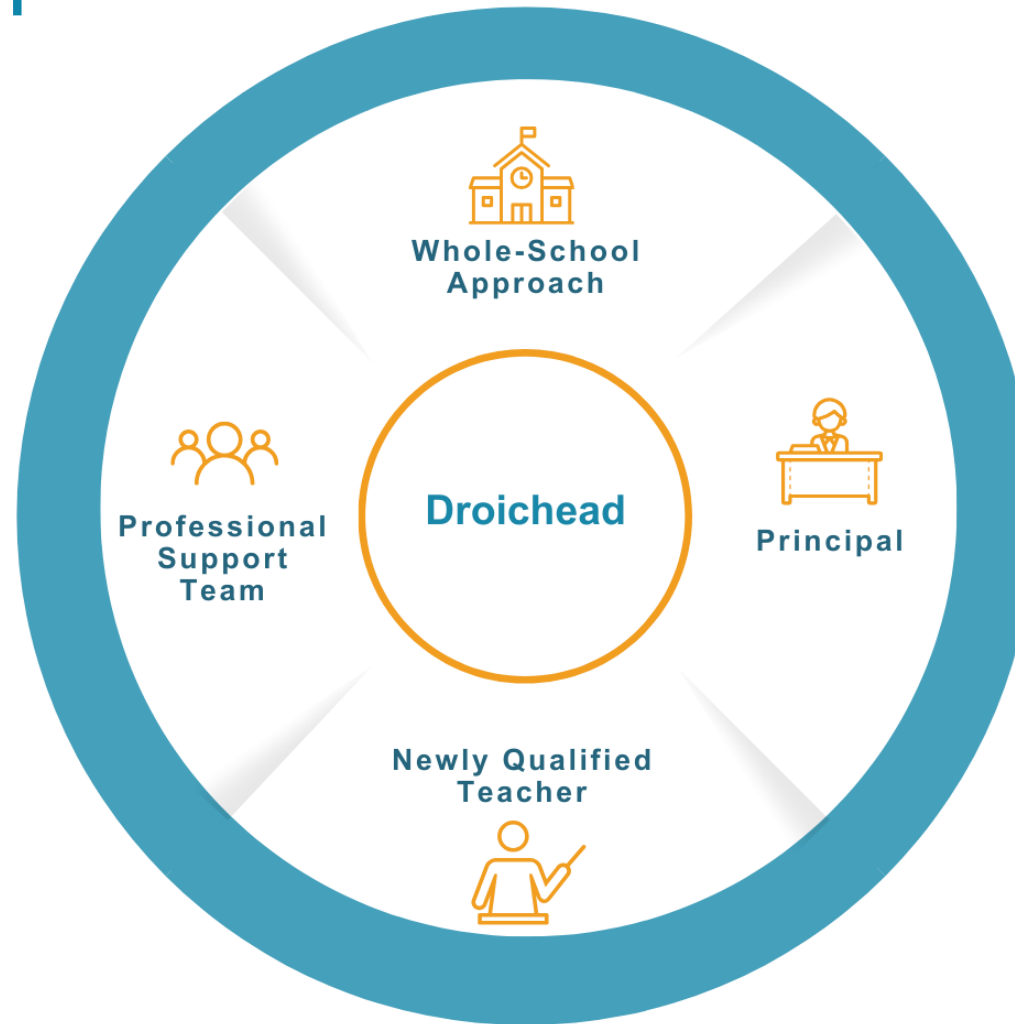
Strengths-  
based



# Cur Chuige don Scoil Uile Whole-School Approach



Oide

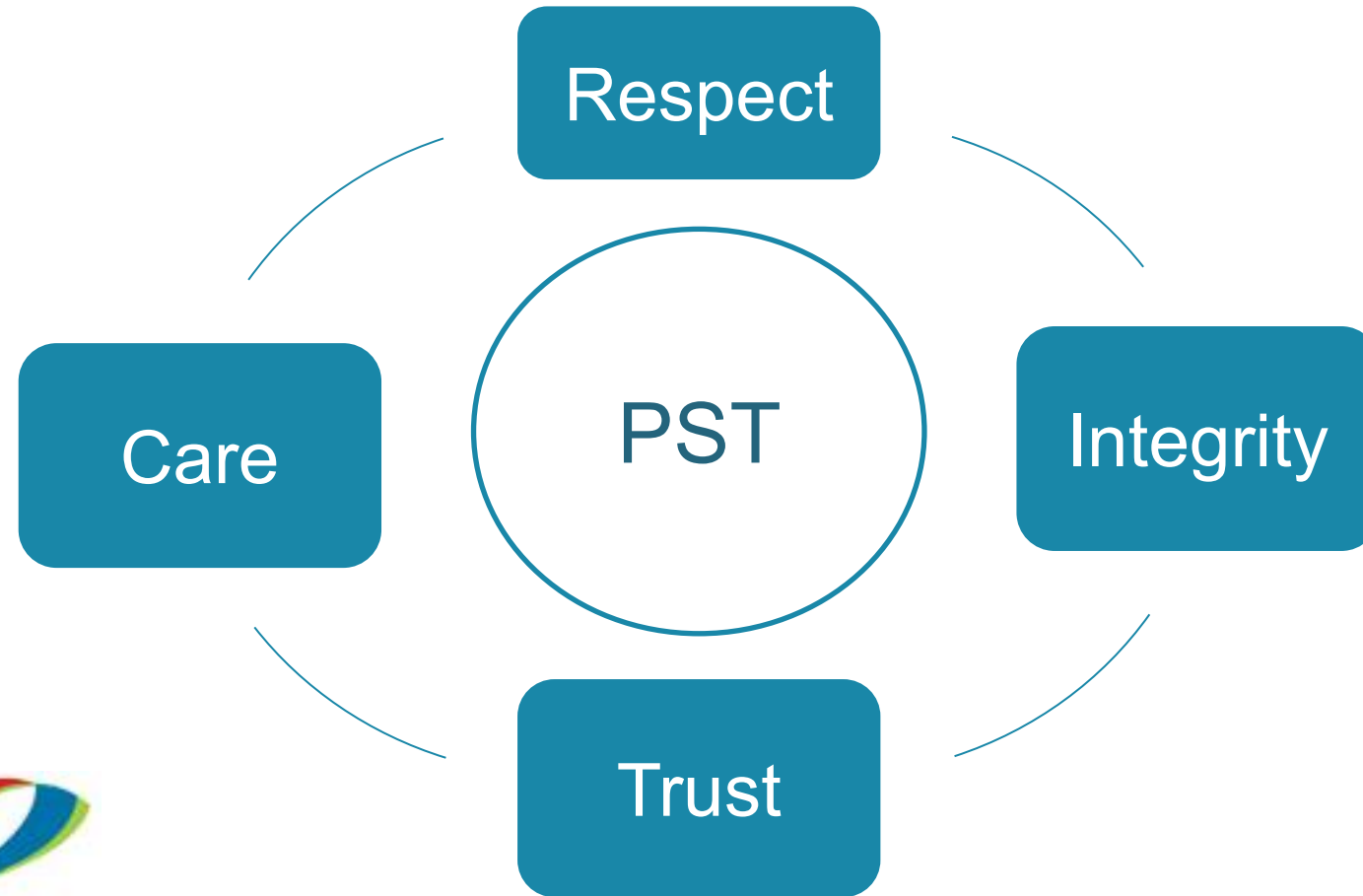


# Ceithre Luach Eiticiúla na Comhairle Múinteoireachta

## The Teaching Council's Four Ethical Values



Oide





# Eolas ar Am Scaoilte Release Time



Oide

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

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

# An Próiseas a Thabhairt chun Críche Concluding the Process



Oide

## Outcome A

The joint declaration on Form D is completed by the PST and the NQT.

## Outcome B

The joint declaration is not completed.  
Additional time may be required.

An Chomhairle  
Mhúinteoireachta  
The Teaching Council



# Cás-Staidéar Case Study



Oide

Fiona has three weeks left in the school and is anxious to complete the Droichead process during this time. Several meetings with the PST have been rescheduled or cancelled during the year for a variety of reasons.

The members of the PST are satisfied that Fiona has engaged in the process, however they feel she has not sufficiently progressed. Therefore, they are not happy to sign the joint declaration. Fiona disagrees as she feels she has completed all required elements of the process.



Individual  
Reflection

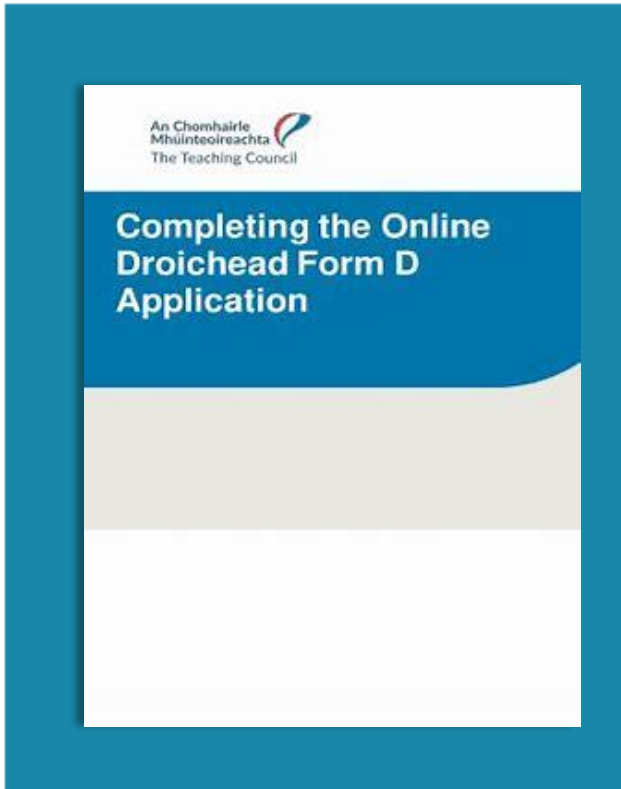


Debate

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



Oide



Form Ds must be completed accurately

Falsification of information is taken very seriously by the Teaching Council

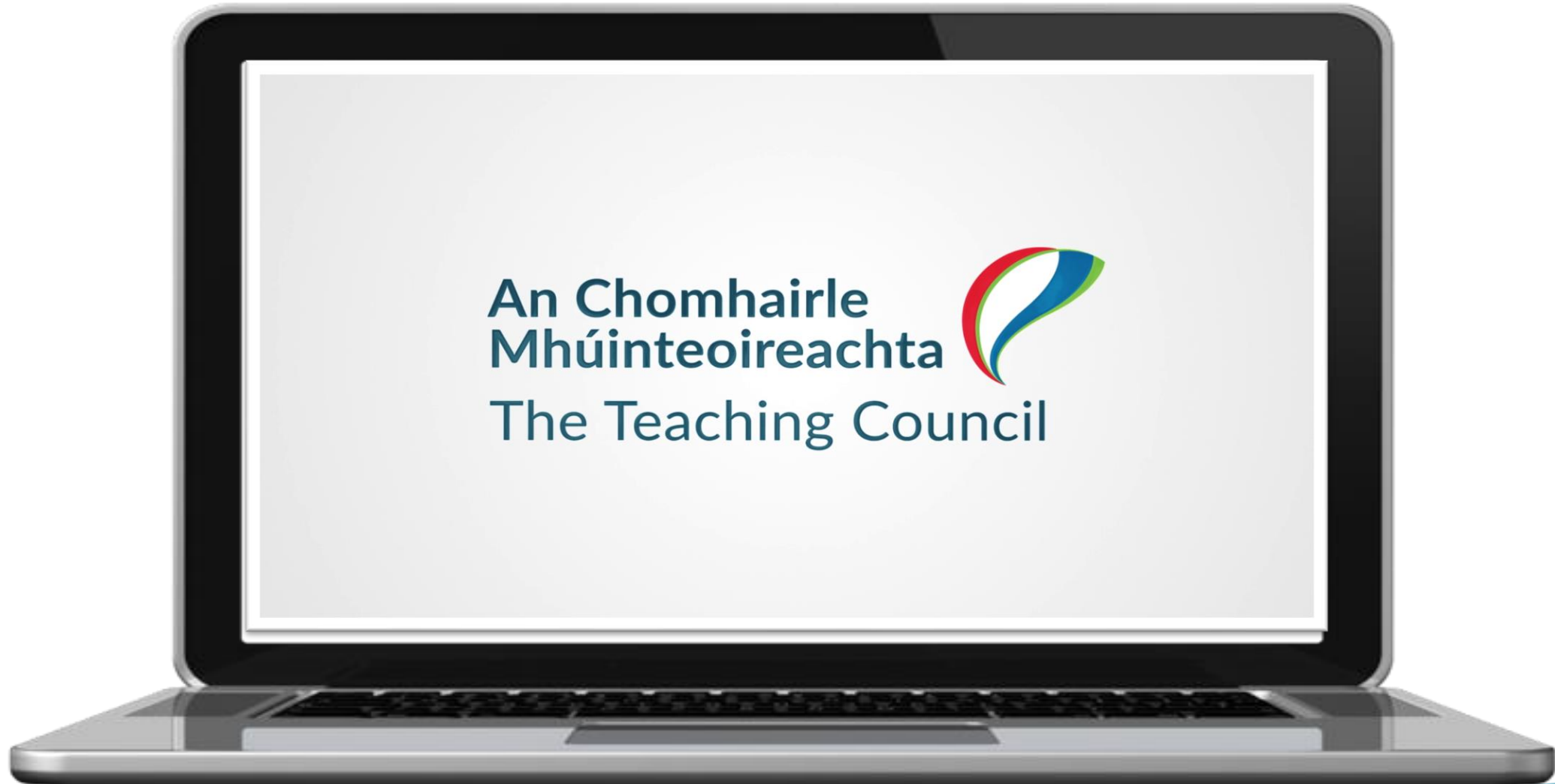
The Teaching Council conducts a thorough review of all Form Ds received

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

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



Oide



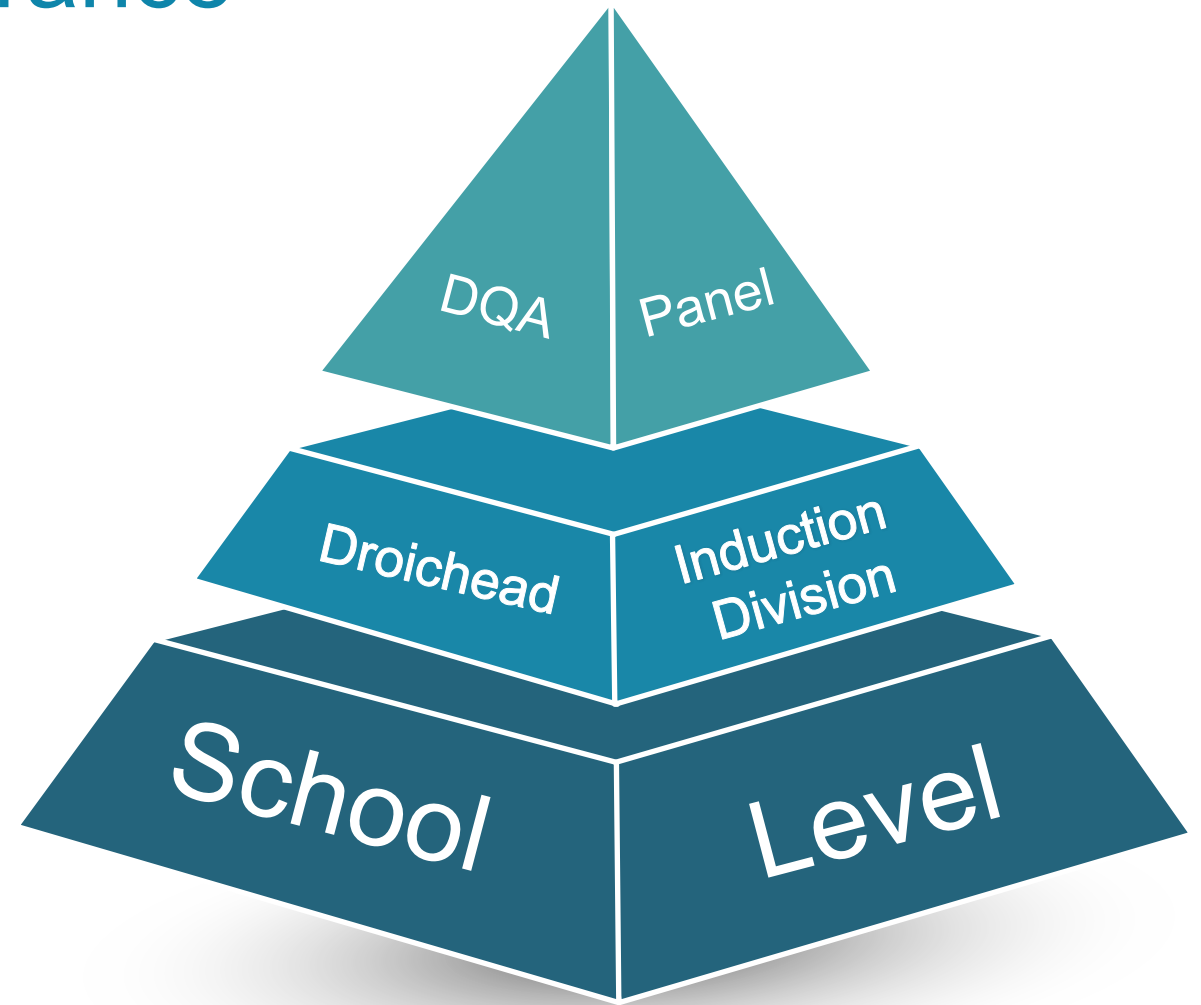
# Comhsheasmhacht agus Dearbhú Cáilíochta Consistency and Quality Assurance



Oide

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

(Teaching Council 2017, p. 7)





# Próiseas Droichead a Thaifeadadh

## Recording the Droichead Process



Oide

- ☐ Confirmation Email
- ☐ Droichead Outline Plan
- ☐ Droichead Standards Induction Plan
- ☐ Templates for Observations and Action Planning
- ☐ Record of Release Time
- ☐ Minutes of Meetings
- ☐ Review and Reflection
- ☐ Taisce
- ☐ Form D



# Dualgais agus Freagrachtaí Obligations and Responsibilities



Oide

- Ethical considerations
- Privacy of others
- Confidentiality of information
- School's data protection policy
- Storage? Electronic format?



# Cosaint Sonraí Data Protection



Oide



GDPR 2018

[www.gdpr4schools.ie](http://www.gdpr4schools.ie)

# Athbhreithniú ar Sheisiún a Cúig

## Session Five Review



Oide



Recognised the importance of a whole-school approach



Deepened the PST members understanding of their roles and responsibilities



Focused on concluding the process



# Oide

Tacú leis an bhFoghlaim  
Ghairmiúil i measc Ceannairí  
Scoile agus Múinteoirí

Supporting the Professional  
Learning of School Leaders  
and Teachers

## Seisiún a Sé:

Ag Forbairt sa Ról mar  
Bhall den FTG

## Session Six:

Developing in the Role  
of PST Member





# Forléargas ar Sheisiún a Sé

## Session Six Overview



Oide



Applying the Droichead policy to practice



Identifying the stages of mentor development



Exploring additional supports for PSTs and NQTs

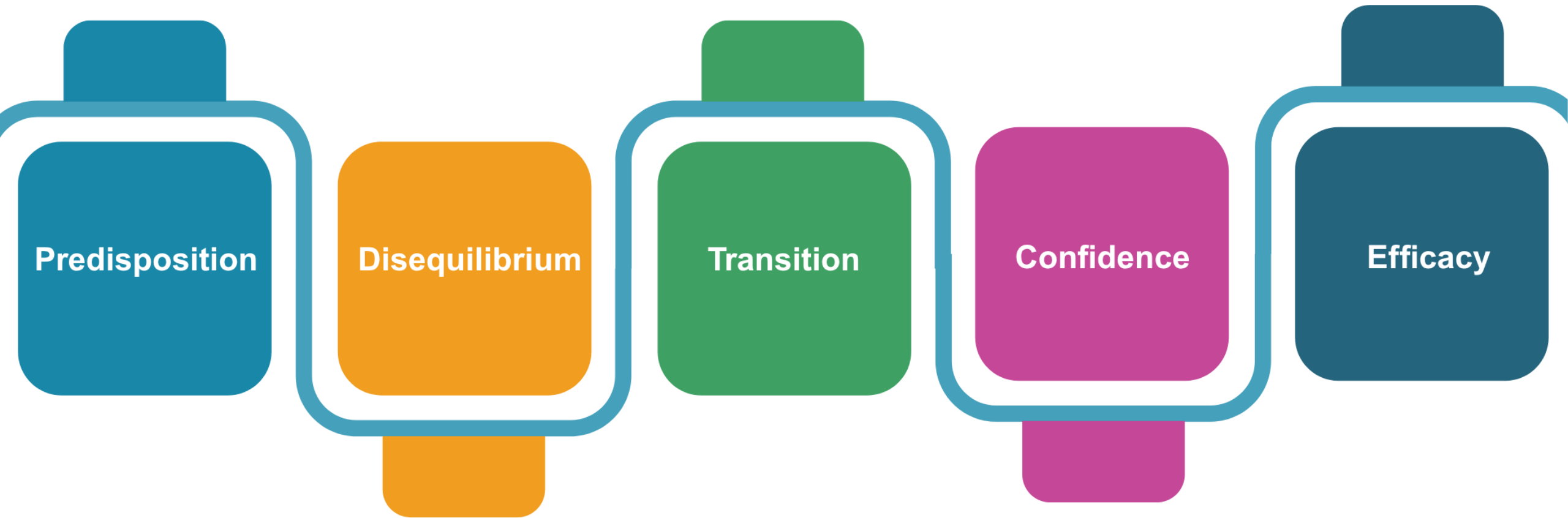


# Céimeanna Forbartha an Mheantóra

## Stages of Mentor Development



Oide



(Portner 2005)

# Teoiric a Chur i gCleachtas Putting Theory into Practice



Oide

**Scenario 1** The principal informs the PST that an additional NQT will be joining the staff in January. Currently, there are 2 PST members supporting 5 NQTs.

**Scenario 2** A fellow staff member asks: "After the NQT observed my class, they had questions about differentiation but is that your role to support them?"

**Scenario 5** A PST member has noted that after two observations the NQT is not taking on board the advice and support given.

**Scenario 6** An NQT approaches a PST member to say that they overheard another PST member discussing their classroom practice with other staff members.

**Scenario 3** An NQT says: "I missed Cluster Meeting 1 in term one. What are my options?"

**Scenario 4** The Deputy Principal doesn't have a substitute teacher to cover a PST member's class for their scheduled NQT observation this afternoon.

**Scenario 7** A PST Member receives a question from an NQT: "What's the best way to approach my first parent teacher meeting? I want to make it meaningful, but I'm not sure where to start."

**Scenario 8** NQT: I think I'll use our school curriculum in-service day as my one other professional learning activity for Strand B?



Small Group Discussion



Whole Group Discussion

# Do Thionchar Gairmiúil a Leathnú Broadening Your Professional Impact



Oide



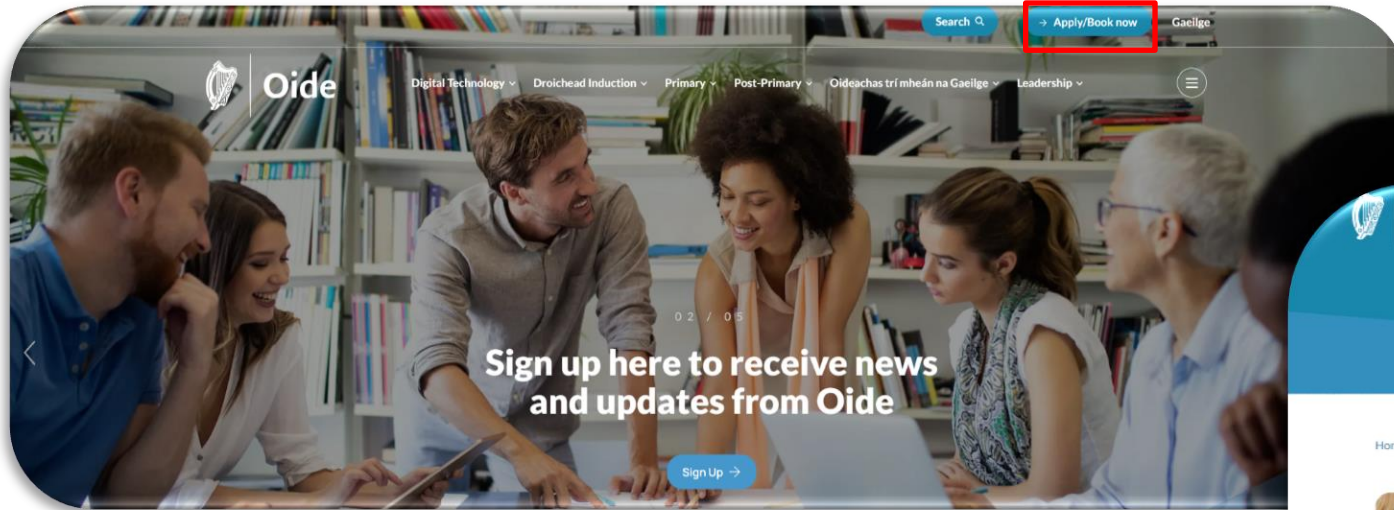
## *Domain 4: Developing leadership capacity*

Standards	Statements of effective practice	Statements of highly effective practice
<b>Empower staff to take on and carry out leadership roles</b>	The principal and deputy principal provide a mentoring programme to support teachers in new roles	The principal and deputy principal provide <b>and manage</b> an effective mentoring programme both to support teachers in new roles and <b>to develop the leadership capacity of mentors</b>

# Ar gcuid Imeachtaí agus Tacaíocht Bhreise Our Events and Further Support



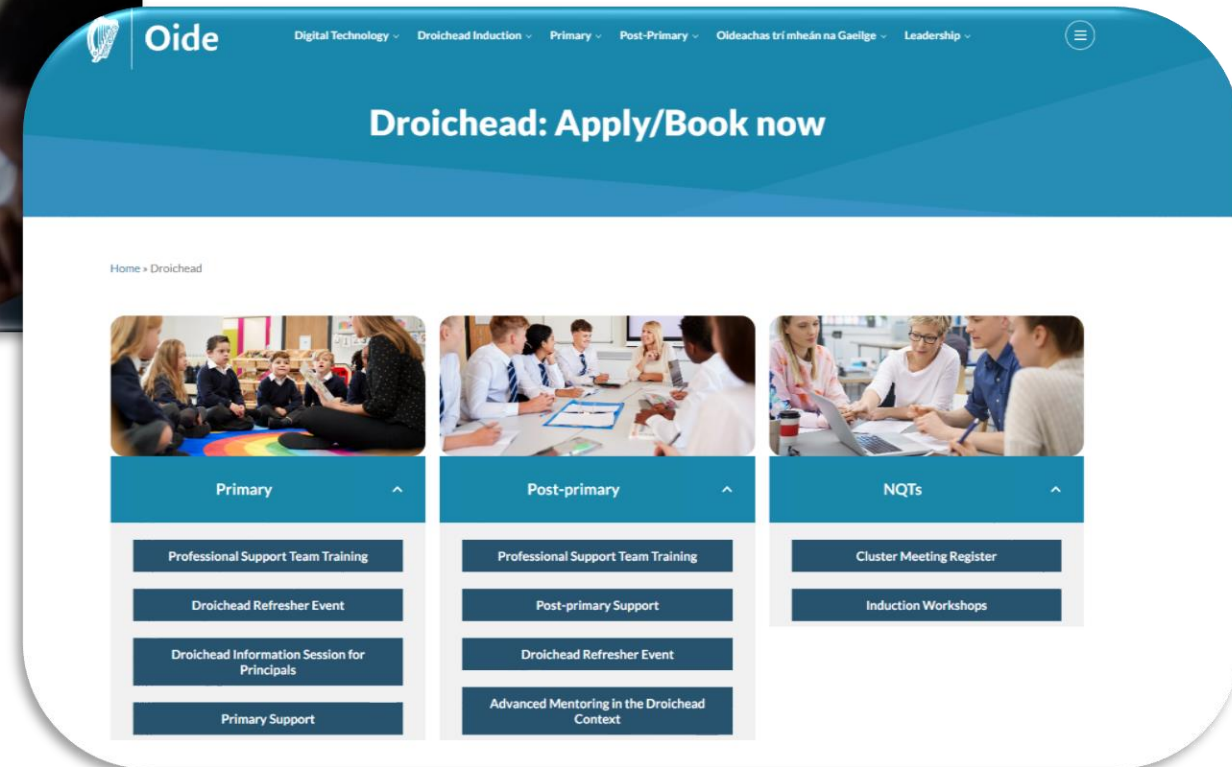
Oide



**Droichead Refresher Events**

**Droichead Information Session for Principals**

**Advanced Mentoring in the Droichead Context**



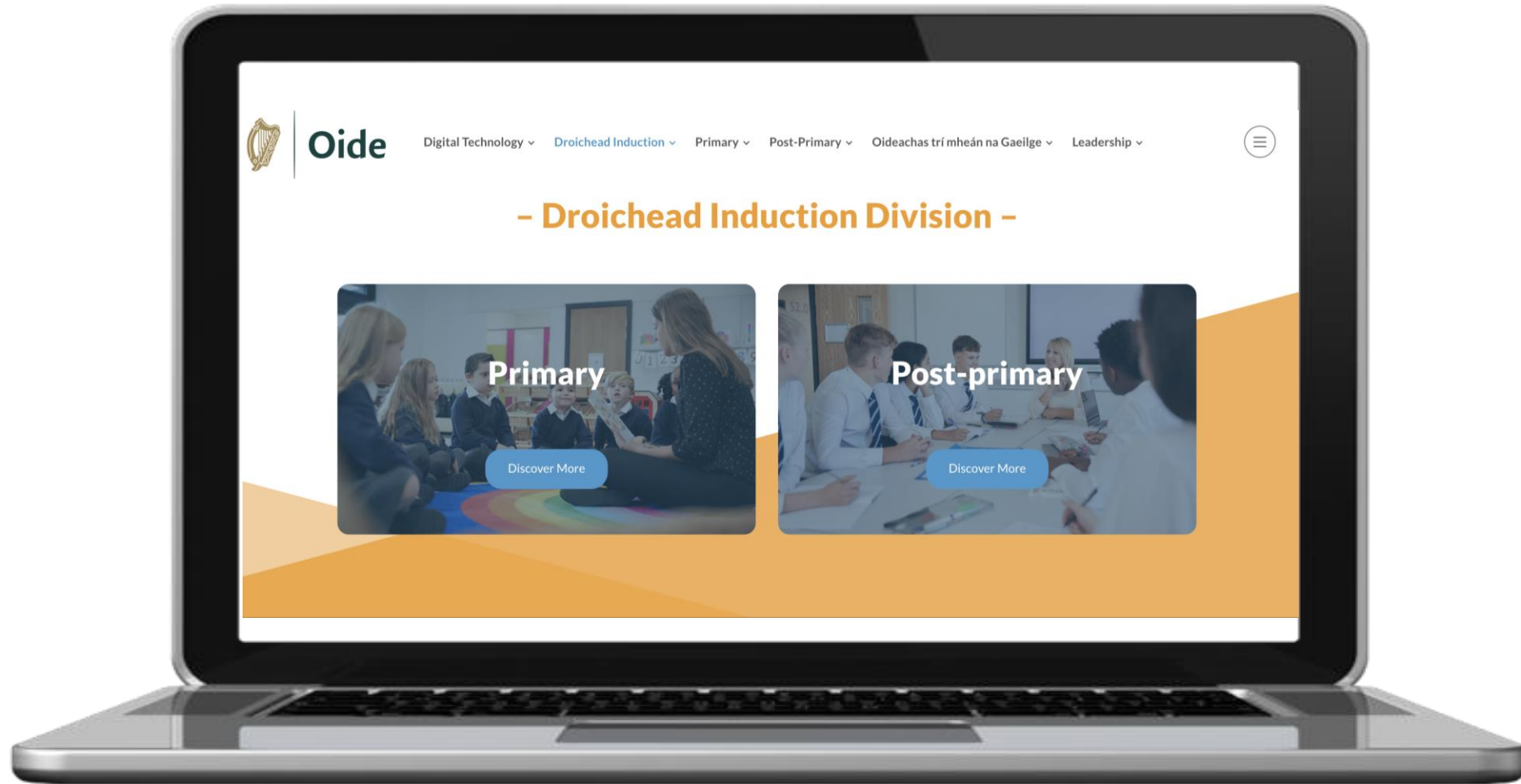
Tacú leis an bhFoghlaim  
Ghairmiúil i measc Ceannairí  
Scoile agus Múinteoirí

Supporting the Professional  
Learning of School Leaders  
and Teachers

# Acmhainní ar an Suíomh Gréasáin Website Resources



Oide



Interactive  
Activity

Tacú leis an bhFoghlaim  
Ghairmiúil i measc Ceannairí  
Scoile agus Múinteoirí

Supporting the Professional  
Learning of School Leaders  
and Teachers



# Pleanáil Gníomhaíochta agus na Chéad Chéimeanna Eile



Oide

## Action Planning and Next Steps

### Getting Started

- Schedule a PST Meeting
- Discuss PST Roles and Responsibilities
- Establish record-keeping protocols
- Download the Droichead Outline Plan
- Liaise with school management

### Up & Running

- Schedule a PST Meeting
- Review PST Roles and Responsibilities
- Review record-keeping protocols
- Review Droichead Outline Plan(s) with NQT(s)
- Liaise with school management

### Moving Forward

- Using the booking system to attend further Droichead Professional Learning Events (e.g. Droichead Refresher)
- Explore the Droichead Induction section of the Oide website for supports and resources



# Athbhreithniú ar Sheisiún a Sé

## Session Six Review



Oide



Applied the Droichead policy to practice



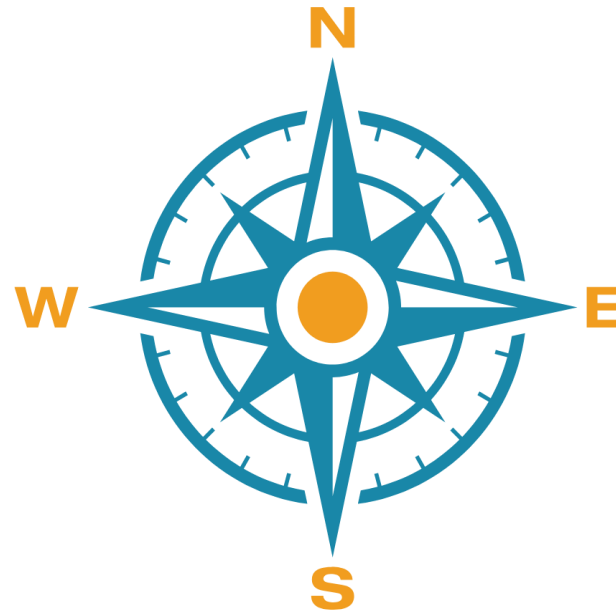
Identified the stages of mentor development



Explored additional supports for PSTs and NQTs



Where am I now?



What wisdom will  
help guide me?

What am I excited  
about?

What will support me?



Individual  
Reflection



# Conclúid Conclusion



Oide



Droichead  
Process



The Role of  
the PST



Empowering  
NQTs



Individual  
Reflection

# Tacaíocht Bhreise Additional Support



Oide



Oide

- ✓ The Droichead Induction Division: <https://oide.ie/droichead/home/>
- ✓ Contact the Primary Droichead Induction Team: [primarydroicheadsupport@oide.ie](mailto:primarydroicheadsupport@oide.ie)



- ✓ Register for Droichead: [www.teachingcouncil.ie/registration](http://www.teachingcouncil.ie/registration)
- ✓ Contact the Teaching Council: [conditions@teachingcouncil.ie](mailto:conditions@teachingcouncil.ie)



- ✓ Your local Education Support Centre: [www.esci.ie](http://www.esci.ie)



# Oide

Tacú leis an bhFoghlaim  
Ghairmiúil i measc Ceannairí  
Scoile agus Múinteoirí

Supporting the Professional  
Learning of School Leaders  
and Teachers



## Ár mBuíochas

To ask for support is a sign of strength