



## The School Leader's Role in Fostering a Culture of Learning in which Droichead can Flourish: Some Suggestions

***“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)

- School Leaders who participated in previous **Droichead Information Sessions for School Leaders** contributed the following suggestions
- School Leaders engaged in collaborative reflection on ‘fostering a learning culture in which Droichead can flourish’ and offered suggestions around supporting the PST in facilitating a quality induction process
- Please note some light editing was undertaken to facilitate comprehension

### Feedback from collaborative reflection on ‘fostering a learning culture in which Droichead can flourish’

- **Building on the school's existing culture which supports learning by all - pupils, staff and school leaders**
- Consensus/buy-in from staff
- Staff CPD - comes from staff
- Introduction and understanding of what's involved
- Investment (in staff)
- Time
- Affirm needs and benefits
- Teachers working together / staff collaboration
- Regular review
- Needs a leader
- Be positive about Droichead – creating a positive culture around it

## The School Leader's Role at Different Stages of the Droichead Process: Some Suggestions...

Before...	During...	After...
<ul style="list-style-type: none"> <li>Attend Droichead Information Session for School Leaders</li> <li>Read the Droichead policy</li> <li>Identify suitable members for the PST: <ul style="list-style-type: none"> <li>fully registered</li> <li>variety of expertise/competencies</li> <li>credibility</li> </ul> </li> <li>Establish the PST</li> <li>Register with the Droichead Induction Division for PST Professional Learning</li> <li>Give ownership to PST (distributed leadership)</li> <li>Facilitate the PST to attend training – arrange subs</li> <li>Tick the box on the online advertisement (e.g., educationposts.ie) to denote you are a Droichead school</li> <li>Interview stage – communicating that you are a Droichead school</li> <li>Think about class allocations – so NQTs could be supported by others around them</li> <li>Logistics/support - ensure NQT is located where support can be easily provided by PST</li> <li>Share school's Data Protection Policy, Child Protection Policy and other key policies with the PST to support them in their work with the NQT</li> </ul>	<ul style="list-style-type: none"> <li>Talk to staff about Droichead, create an awareness &amp; understanding of Droichead at whole-school level</li> <li>Enable PST and NQT to conduct induction activities</li> <li>Subs – arranging cover for induction activities</li> <li>Arranging cover for classes for observations</li> <li>Principal may consider the use of Croke Park hours for induction activities</li> <li>Give PST time at staff meetings to update staff</li> <li>Act as a sounding board for the PST</li> <li>Attend part of PST meeting(s). Suggest value in attending the initial meeting – sets the climate – shows the value that the school leaders place on Droichead</li> <li>Only trained PST members engage in Droichead observations</li> <li>Apart from the Droichead process, the principal's observation of teaching and learning in classrooms may form part of your school culture and practice</li> <li>Affirm the PST – value placed on the work they do and the broader benefits for NQT and school</li> <li>Request a copy of the <b>Droichead Outline Plan</b> (indicative timeframe of the process)</li> </ul>	<ul style="list-style-type: none"> <li>Celebrate and affirm the achievements and successes of the NQT, the work of the PST and the whole staff</li> <li>Review and reflect on the process – any changes for next year?</li> <li>Records of the process: <ul style="list-style-type: none"> <li>securely kept for a min. of one year</li> <li>also subject to your school's own data retention policy</li> <li>supports a quality assurance process (Droichead Quality Assurance)</li> </ul> </li> </ul>

