

Droichead – Policy Changes

Area	Pilot Policy	March 2016 Policy	December 2016 Policy
Resources	<ul style="list-style-type: none"> • 4 days for Droichead training with substitute cover for each member of the school’s Professional Support Team • 4 days (primary) or 22 hours’ (post-primary) release time for the Droichead process 	<ul style="list-style-type: none"> • 4 days for Droichead training with substitute cover for each member of the school’s Professional Support Team • Up to 7 days’ (primary) or 37 hours’ (post-primary) release time for the Droichead process 	<ul style="list-style-type: none"> • 4 days for Droichead training with substitute cover for each member of the school’s Professional Support Team • Up to 7 days’ (primary) or 37 hours’ (post-primary) release time for the Droichead process • Additional resources for the National Induction Programme for Teachers (NIPT) to enable it to provide initial and follow-up training to teachers, as well as ongoing support for schools.
Timeline	<ul style="list-style-type: none"> • 2 years, subsequently extended to three 	<ul style="list-style-type: none"> • Three year growth phase 	<ul style="list-style-type: none"> • Five year growth phase
PST membership	<ul style="list-style-type: none"> • Principal must be a member of PST • Composed of principal, mentor and “other” experienced colleague • Mentor does not sign the form at the end of the process 	<ul style="list-style-type: none"> • External panel now available • Principal must be a member • Composed of principal, mentor and “other” experienced colleague • Mentor does not sign the form at the end of the process 	<ul style="list-style-type: none"> • More flexibility • External panel available • Principal may choose not to be a member • All members of PST now recognised as mentors, and all sign the form, since it is explicitly non-evaluative
Eligible settings	<ul style="list-style-type: none"> • SEN settings referred to as “restricted” settings • Partial Probation allowed in SEN settings 	<ul style="list-style-type: none"> • The term “restricted settings” no longer used • Full registration now possible in SEN settings 	<ul style="list-style-type: none"> • The term “restricted settings” no longer used • Full registration now possible in SEN settings • JobBridge or any other similar schemes cannot be used to access the Droichead programme

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Professional practice requirement	<p>Primary:</p> <ul style="list-style-type: none"> • Not less than 100 day block in a single schools • Two blocks of not less than 50 days each • 120 days, including a single block of not less than 50 days <p>Post-primary: Not less than 300 hours, including not less than 200 hours' teaching a curricular subject to a designated class</p>	<p>Primary:</p> <ul style="list-style-type: none"> • a block of 60 consecutive school days <p>Post-primary:</p> <ul style="list-style-type: none"> • 200 hours' teaching employment in an eligible setting to include the teaching of a post-primary curricular subject(s) to a designated class on the school's timetable, or employment in a learning support, special needs or language support • Explicit recognition of extended school placement in determining minimum duration 	<p>Primary:</p> <ul style="list-style-type: none"> • a block of 60 consecutive school days <p>Post-primary:</p> <ul style="list-style-type: none"> • 200 hours' teaching employment in an eligible setting to include the teaching of a post-primary curricular subject(s) to a designated class on the school's timetable, or employment in a learning support, special needs or language support • Explicit recognition of new B.Ed and PME programme by including extended school placement in determining minimum duration
Structure	<ul style="list-style-type: none"> • Full registration requires completion of Droichead AND the induction workshop programme • Droichead can only commence when all other conditions have been fulfilled 	<ul style="list-style-type: none"> • Integrated model – workshops no longer required • Attendance at NQT cluster meetings and one other Professional Learning event • Droichead can only commence when all other conditions have been fulfilled 	<ul style="list-style-type: none"> • Integrated model – workshops no longer required • Attendance at NQT cluster meetings and one other Professional Learning event • NQTs can engage in Droichead prior to other conditions being fulfilled
Bursary	<ul style="list-style-type: none"> • Research bursary for individual schools 	<ul style="list-style-type: none"> • Shared learning bursary for clusters 	<ul style="list-style-type: none"> • Shared learning bursary for clusters
Portfolio	<ul style="list-style-type: none"> • Portfolio 	<ul style="list-style-type: none"> • Emphasis on process of portfolio-based learning • Taisce – a flexible model of portfolio-based learning 	<ul style="list-style-type: none"> • Emphasis on process of portfolio-based learning • Taisce – a flexible model of portfolio-based learning
Criteria/standards	<ul style="list-style-type: none"> • engaged professionally with the school-based induction activities as established by the Teaching Council • demonstrated a satisfactory commitment to quality teaching and learning 	<ul style="list-style-type: none"> • engaged professionally with school-based induction and additional professional learning activities • have demonstrated a satisfactory commitment to quality teaching and learning for their pupils/students 	<ul style="list-style-type: none"> ○ have engaged professionally with school-based induction and additional professional learning activities ○ have shown their professional commitment to quality teaching and learning for their pupils/students

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	<ul style="list-style-type: none"> • demonstrated an ability to practise independently as a qualified, fully registered teacher. 	<ul style="list-style-type: none"> • have demonstrated an ability to engage in reflective practice that supports their professional learning and practice, both individually and collaboratively. 	<ul style="list-style-type: none"> ○ have engaged in reflective practice that supports their professional learning and practice, both individually and collaboratively.
Concluding the process	<ul style="list-style-type: none"> • Confirmation by principal and/or other members of the professional support team 	<ul style="list-style-type: none"> • Recommendation made to TC that the teacher has fulfilled the Droichead condition and is ready to progress to the next phase of the continuum 	<ul style="list-style-type: none"> • Declaration made by the NQT that he or she is ready to move to the next phase on the continuum • Joint declaration by NQT and PST following collective reflection, that through their engagement in Droichead, they have participated in a quality teaching and learning process
Quality assurance	<ul style="list-style-type: none"> • Inspectorate central to quality assurance • NQT's practice is observed 	<ul style="list-style-type: none"> • Droichead quality assurance process established • Process takes place in a spirit of collegiality and collaboration • NQT's practice not observed • Anonymised report submitted to TC 	<ul style="list-style-type: none"> • Extended role for quality assurance panel to allow it to consider requests from NQTs for their Droichead process to be reviewed where they have any concerns about the process, and where other steps have been exhausted. • Quality assurance process also includes support for members of the Professional Support Team
Inspectorate role	<ul style="list-style-type: none"> • Available to provide a second opinion where the principal and/or other member of the PST is uncertain as to the appropriateness of signing the form • Central role in the Droichead Quality Assurance process 	<ul style="list-style-type: none"> • "If the PST continues to have a difficulty making a recommendation to the Teaching Council in relation to the removal of the <i>Droichead</i> condition, the next step in the process is to request formal assistance from the Inspectorate via Form DR2OCI (available from LEC), which should be submitted by the principal to the Office of the Chief Inspector." 	<ul style="list-style-type: none"> • May be involved in the Droichead Quality Assurance process