Droichead Induction Policy

Scoil Charthaigh Naofa, Rahan

Roll Number 20273A

Purpose:

* To guide the whole school implementation of Droichead to support the induction of newly qualified teachers (NQTs)
* To identify the roles and clarify the responsibilities across the school community in support of Droichead
* To identify the protocols underpinning the Droichead process in the school
* To identify the documents in support of the process

**Professional Support Team:**

Professional Support Team (PST)

The Droichead process is an integrated professional induction framework for NQTs.

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.

Droichead: The Integrated Professional Induction Framework, Teaching Council, March 2017, p.3

The PST is a team of fully registered teachers, ideally with five years experience, including the principal, who work collaboratively to support and mentor the NQT during school-based induction, in the first stages of their professional journey. All PST members will have completed a programme of professional learning with NIPT, including mentor skills development. Schools may form a school PST or an inter-school PST or they may invite one external PST member to join the internal school staff.

Supporting a newly qualified teacher 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.

1. PST Roles

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

Droichead Policy: Teaching Council, March 2017, p.3, 1.1.1.3

1. PST Responsibilities

The responsibilities agreed by our PST are identified in a separate document.

Our PST’s responsibilities are neither exhaustive nor prescriptive and will be reviewed in light of experience. Responsibilities directly relating to support and mentoring relate to all team members while other responsibilities are designated to a named team member. We recognise that it is also important that these agreed responsibilities be communicated to the NQT at the earliest opportunity.

In support of a NQTs Droichead Process, the PST will invite the wider school staff to provide opportunities for……

* Co-planning
* Co-teaching
* Sharing of resources
* Engaging in professional conversations
* Facilitating class observation

**PST Members**

|  |  |  |
| --- | --- | --- |
| **Name** | **Role** | **Trained (year)** |
| Áine O’Callaghan | PST Member | 2018 |
| Aideen Marron | PST Member | 2023 |
| Mandez Ní Chéilleachair | PST Member | 2018 |
| Naomi Boland | PST Member | 2024 |
| Mary Molloy | PST Member | 2024 |

**NQT(s) In the Current School Year**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Name** | **TC Reg. No.** | **Class(es)** | **Practice Period** | **Assigned PST Member** |
| Ellen Buckley |  | 5th Class | September 2024- December 2024 | Mary Molloy  Naomi Boland |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |

**Protocols**

This policy adheres to the protocols identified in the Droichead – The Integrated Induction Framework, Teaching Council, March 2017. This policy specifically supported by the following sections:

* Professional conversations: p5
* Observation: p5
* Maintaining records of the Droichead process: p6
* Concluding the Droichead Process: p7

**Supporting Documentation**

This policy is part of a suite of documents to support Droichead in the school. These documents include:

* Droichead: The Integrated Framework, Teaching Council, March 2017
* Teaching Council Standards (accompanied by our customised Indicators and Examples of School Context)
* PST Roles and Responsibilities
* Droichead Outline drafted by the PST and finalised with NQT input
* Needs Analysis/Induction Plan – updated regularly in collaboration with NQT

**Review**

This policy will be subject to regular review in the light of ongoing experiences. The review of the policy will be led by the principal in collaboration with members of the PST.

**Ratification and Communication**

This policy was ratified by the BOM on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

This policy will be reviewed in 2020 or as the need arises.