



PRESENTATION BROTHERS COLLEGE

POLICY AND PROGRAMME ON TEACHER INDUCTION

2016

This policy conveys to new teachers / NQTs of PBC the aims we strive to achieve, how we work, what we offer our staff and the standards and values we ask our teachers to subscribe to.

Rationale

The purpose of this policy is to outline the procedures that are in place to fully integrate new staff into PBC in a timely and appropriate manner, and provide NQTs with an induction programme that satisfies the requirements of the Teaching Council.

Goals

- Provide essential background information to assist new teachers / NQTs with their work in PBC.
- Ensure the new teacher / NQT is aware of policies and procedures, where to access them and their responsibilities in relation to these policies and procedures.
- Assist the NQT in gaining recognition with the Teaching Council by providing the appropriate experience.
- Assist the new teacher / NQT in becoming effective in their position in PBC as soon as possible

NIPT: (The National Induction Programme For Teachers)

- 1) The Teaching Council is the body with statutory responsibility for the registration of teachers in Ireland.
- 2) It is the remit of the Teaching Council to establish procedures and policies for the induction and probation of newly qualified teachers.
- 3) The Teaching Council is piloting a new model of teacher induction called "Droichead."
- 4) There are 150 post primary schools trained in the Droichead induction programme. Others schools are on a waiting list to be included.

- 5) All Newly Qualified teachers will be expected to complete induction workshop programmes and induction teaching programmes as a pathway for completing teacher registration conditions and complete probation.

Our commitment:

- ❖ Being aware that the NQT is a qualified teacher and not a PME (H.Dip.)
- ❖ Being part of the **DROICHEAD** process
- ❖ Establish a **professional support team** in the school.
- ❖ Produce a school policy for teacher induction.
- ❖ Assign a Mentor to the NQT.
- ❖ To engage in action planning with the NQT.
- ❖ To provide constructive feedback to the NQT.
- ❖ To assess and sign off on competency; to enable the NQT to meet the criteria required for full registration.
- ❖ To provide and support continuing cpd opportunities.

THE DROICHEAD PROCESS:

- The Droichead process suggests a period of supported professional induction into the teaching profession.
- The minimum period required to complete the Droichead programme is 300 hours.
- The maximum period is three years.
- Failure to fulfil conditions of induction within this time frame may result in a teacher's initial registration lapsing.

The Professional Support Team:

- ❖ The PST is a team of experienced and fully registered teachers, who work collaboratively to support the NQT. The team is led by the deputy Principal.
- ❖ *The PST in PBC comprises the **Principal & deputy Principal**, the **mentor** and other **experienced teachers** on the staff who have been trained in the induction process.*

Requirements of NQT within a School:

Planning, preparation and recording of progress

- ✓ The NQT demonstrates engagement with long and short-term planning in line with school policies (e.g., assessment and other relevant teaching and learning policies.)
- ✓ Provides clear and suitable teaching and learning objectives with due regard to the DES curriculum and the School Plan.
- ✓ Prepares an appropriate range of resources.
- ✓ Plans for differences in pupil abilities, backgrounds and learning styles.
- ✓ Maintains good quality progress records.
- ✓ Maintains a 'reflective diary' that records challenges encountered and how they were dealt with.

- ✓ Actively participates with the PST and the discussion forum opportunities within the school.

Classroom management and organisation

- ✓ The NQT demonstrates good classroom management skills under the following criteria:
 - Promotes good behaviour through the use of appropriate behaviour management systems and school policies.
 - Cultivates a caring relationship with pupils (including use of praise and positive feedback.)
 - Provides an attractive learning environment (layout, quality of display including pupils' work, interest centres etc.)
 - Uses resources effectively.
 - Manages SNA support in the classroom context (where appropriate).

Quality of teaching across curriculum areas:

- ✓ The NQT demonstrates a satisfactory commitment to quality teaching under the following criteria:
 - Practises independently through the provision of support, guidance and motivation to pupils towards the achievement of quality learning outcomes.
 - Utilises an appropriate range of teaching methods, resources and assessment techniques.
 - Covers an appropriate range of material.
 - Provides for differences in pupil abilities, backgrounds, learning styles with particular reference to attention levels and receptiveness of pupils.
 - Demonstrates good communication skills.
 - Structures and paces lessons appropriately.

Continuing professional development:

The school will support the continuing professional development of the newly qualified teacher by:

- ✓ Providing opportunities for cpd within the school.
- ✓ Providing time for teachers to engage in local and national cpd activities & events.
- ✓ Supporting their membership of professional bodies and associations that contribute to skills enhancement.

Approved by the Board at its meeting of 19th September 2016