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A nation's greatness depends upon the education of its people
into
Irish National Teachers' Organisation
Cumann Múinteoirí Éireann
April 2016

Droichead Ballot

Dear Colleague,

The CEC and Branch Officers are organising a ballot of INTO members on non-cooperation with Droichead, the Teaching Council's proposed model for the induction/probation of new teachers.

We urge you to use your vote in the ballot this month.

Droichead is intended to replace probation currently carried out by the DES Inspectorate. Under the Teaching Council Act, the Teaching Council is required to make arrangements for the induction/probation of NQTs. The Council developed Droichead and piloted it in a number of schools on a voluntary basis since 2013.

Delegates to INTO Congress in Wexford debated this issue in detail. Congress passed a motion calling for a ballot of all members on a directive not to participate in, or co-operate with, Droichead or any form of probation/induction with effect from 1 July 2016 as part of the Teaching Council registration process that does not include fully external evaluation for all NQTs.

In accordance with this motion the CEC is balloting members on a directive not to cooperate with Droichead from 1 July 2016.

Branches will make arrangements for the ballot between 9 May and 2 June and inform members in every branch when this will take place.

This *Eolas* contains information to assist you in deciding how to vote on this issue. Further information is available on the INTO website in the form of answers to frequently asked questions.

Yours,

Sheila Nunan
General Secretary

Rosena Jordan
President

Cast your vote
**9 May –
2 June 2016**

Ballot for Industrial Action

Do you agree to participate in industrial action, with effect from 1 July 2016, in the form of a directive to be issued by the Central Executive Committee on non-cooperation with Droichead, or any form of probation/induction as part of the Teaching Council registration process that does not include fully external evaluation for all NQTs?

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INTO ballot on Droichead

Introduction

Droichead is the Teaching Council's proposal for the induction of new teachers to replace the current system of probation by the Inspectorate. Since 2013 it has been piloted in a number of schools.

Background

During this pilot phase the INTO agreed a policy on Droichead at branch meetings in October 2013. This policy demanded that:

- Droichead not be imposed on any school;
- a model of probation which included external evaluation would be available to all schools;
- the Teaching Council review Droichead; and
- induction be fully supported and resourced.

Congress 2014 demanded that principals and mentors should not be required to take an evaluative role in the probation of NQTs, that their workload should not be increased and that the Teaching Council explore options to probate NQTs.

Congress 2015 called for the granting of full probation to teachers who fulfil their service requirements in special schools where the full curriculum is taught.

The INTO engaged with the Teaching Council on all of these issues.

Teaching Council Droichead proposal

In March 2016 the Teaching Council announced a number of changes to Droichead which were reported in *InTouch* in March 2016. These include:

1. A re-focus of Droichead to induction rather than probation.
2. The recognition of special educational needs settings for full registration meaning that service in special schools, learning support, resource posts and a combination of resource and learning support would be recognised for full registration and eligibility for panel rights on the same basis as service in mainstream classes.
3. A reduction in the service requirement to one block of 60 days from 100/120 days recognising the 50 day school placement undertaken by student teachers in the extended teacher education courses.
4. A reduction in the requirement for NQTs to attend NIPT cluster meetings from 10 to 3.
5. The removal of any obligation on the Principal, any staff member or any mentor to "sign off" on the NQT and the retention of an external panel for "sign off" for Droichead schools.

INTO Congress motion

Congress 2016 adopted the following motion:

Congress:

a. rejects the *Droichead, An Integrated Induction Framework for Newly Qualified Teachers* document published in March 2016;
b. demands that mentoring of NQTs is properly resourced, funded and remunerated;
c. further demands that probation/induction of all NQTs be evaluated externally through a panel of seconded teachers and/or principals funded by the DES; and
d. instructs the CEC to ballot all members on a directive not to participate in, or cooperate with, Droichead or any form of probation/induction as part of the Teaching Council registration process that does not include fully external evaluation for all NQTs with effect from 1 July 2016.

What will this mean?

The Directive (if approved in the ballot) will mean that members from 1 July 2016 will not participate in or co-operate with any aspect of Droichead.

For all members this will involve:

1. not signing up to or agreeing that the school will participate in Droichead;
2. not becoming a member of a professional support team (PST) for Droichead;
3. not acting as an external member of a PST for another school; and
4. not signing off on the engagement of any NQT in Droichead.

Implications for NQTs

For the coming year NQTs who meet the normal service requirements of 100/120 days in mainstream classes can apply to Limerick Education Centre to have their competence verified by an inspector. They will also have to meet induction requirements.

NQTs who begin work in special schools, special classes or in special education settings will not have access to probation. This means that teachers will not be able to complete full registration is these settings. In this context, they will remain unable to access the supplementary panel.

Supporting NQTs

The INTO recognises supports given to NQTs by teachers who act as mentors, either formally or informally. In the event that a directive is issued it is the intention of the INTO that such mentoring continues. However, mentors and other members of staff will be directed not to participate in Droichead.

Further information for INTO members including answers to Frequently Asked Questions is on the INTO website.

Ballóid CMÉ ar Droichead

Réamhrá

Moltaí na Comhairle Múinteoireachta d'ionduchtúchán mhúinteoirí nua-cháilithe is ea Droichead, a thiocfaidh in áit an chórais phromhaibh reatha faoin gcigireacht. Deineadh Droichead a phiolótú i roinnt scoileanna ó 2013.

Cúlra

I rith tréimhse an phiólótaithe d'aontaigh Cumann Múinteoirí Éireann polasaí maidir le Droichead ag cruinnithe craoibhe Deireadh Fómhair 2013. D'éiligh an polasaí seo:

- nach gcuirfí iachall ar aon scoil páirt a ghlacadh i Droichead;
- go gcuirfí múnla promhaibh, a mbeadh meastóireacht sheachtrach san áireamh ann, ar fáil do gach scoil;
- go ndéanfadh An Chomhairle Mhúinteoireachta athbhreithniú ar Droichead; agus
- go gcuirfí tacaíocht agus acmhainní ar fáil d'ionduchtúchán.

D'éiligh An Chomhdháil Bhliantúil i 2014 nach mbeadh iachall ar phríomhoidí nó ar mheantóirí ról meastóireachta i bpromhadh mhúinteoirí a ghlacadh agus nach gcuirfí lena n-ualach oibre. Éilíodh freisin go ndéanfadh An Chomhairle Mhúinteoireachta iniúchadh ar roghanna eile promhaibh.

D'éiligh An Chomhdháil Bhliantúil i 2015 go mbronnfaí promhadh iomlán ar mhúinteoirí i scoileanna speisialta ina múintear an curaclam iomlán.

Chuaigh Cumann Múinteoirí Éireann i mbun comhráite leis an gComhairle Mhúinteoireachta ar na ceisteanna seo.

Moltaí na Comhairle Múinteoireachta

I mí na Márta 2016 d'fhógair An Chomhairle Muinteoireachta athruithe ar Droichead a tuairiscíodh in Intouch Márta 2016. San áireamh tá na hathruithe seo a leanas:

1. Athrú fócais ó phromhadh go hionduchtúchán.
2. Aitheantas do sheirbhís i suíomhanna oideachais speisialta – scoileanna agus ranganna speisialta, múinteoireacht acmhainne agus múinteoireacht tacaíochta foghlama – do chlárú iomlán leis an gComhairle Mhúinteoireachta agus cearta painéil dá réir.
3. Laghdú sa seirbhís de dhíth go 60 lá ó 100/120 de bharr aitheantas á thabhairt don tréimhse 50 lá ar shocrúchán scoile sa bhliain deiridh den chúrsa réamh-oiliúna.
4. Laghdú ar an riachtanas do mhúinteoirí nua-cháilithe freastal ar chruinnithe NIPT ó 10 go 3.
5. An dualgas bainte de phríomhoidí agus d'aon bhall foirne eile múinteoirí nua-cháilithe i Droichead a shíniú, agua painéal seachtrach curtha ar fáil don ghnó seo.

Rún an Comhdhála Bliantúla

Ghlac An Chomhdháil Bhliantúil i mbliana leis an rún seo a leanas:

a. Diúltaíonn An Chomhdháil Bhliantúil do Droichead, Creat Comhtháite Ionduchtúcháin do Mhúinteoirí Nua-Cháilithe a foilsíodh Márta 2016;

b. Éilíonn An Chomdháil go gcuirfí na hacmhainní, an t-airgeadú agus an luach saothair cuí ar fáil do mheantóireacht mhúinteoirí nua-cháilithe;

c. Éilíonn an Chomhdháil go ndéanfar meastóireacht sheachtrach ar ionductúchán/phromhadh mhúinteoirí nua-cháilithe trí phainéal de mhúinteoirí nó de phríomhoidí ar iasacht agus maoinithe ag An Roinn Oideachais agus Scileanna a chur ar fáil; agus

d. Treoraíonn an Chomhdháil don LárChoiste Feidh-miúcháin ballóid a eagrú i measc na mball uile maidir le treoir a thabhairt le feidhm ón chéad lá Iúil 2016 gan páirt a ghlacadh agus gan comhoibriú le Droichead, nó le haon chineál promaibh/ionduchtúcháin mar chuid de phróiseas clárúcháin na Comhairle Múinteoireachta nach bhfuil meastóireacht sheachtrach san áireamh ann.

Cad is ciall leis seo?

Ciallaíonn an Treoir (má ghlactar leis an mballóid) nach nglacfaidh baill páirt agus nach ndéanfaidh baill comhoibriú le Droichead nó le haon ghné de ón chéad lá Iúil 2016.

Do bhaill séard is brí leis seo:

1. Gan aontú go nglacfadh an scoil páirt i Droichead;
2. Gan páirt a ghlacadh ar fhoireann tacaíochta gairmiúla do Droichead;
3. Gan páirt a ghlacadh mar bhall seachtrach ar fhoireann tacaíochta gairmiúla;
4. Gan ainm a chur le rannpháirtíocht mhúinteoirí nua-cháilithe i Droichead.

Impleachtaí do mhúinteoirí nua-cháilithe

An bhliain seo chugainn, aon mhúinteoirí nua-cháilithe a mbíonn an riachtanas seirbhíse 100/120 lá acu i ranganna príomhshrutha is féidir leo iarratas a dhéanamh ar Ionad Oideachais Luimní chun go ndéanfaidh an chigireacht meastóireachta ar a gcuid inniúlachta teagaisc. Beidh orthu na riachtanais ionduchtúcháin a chomlíonadh freisin.

Ní bheidh rochtain ag múinteoirí nua-cháilithe a thosaíonn ag teagasc i scoileanna speisialta, i ranganna speisialta nó i suíomhanna oideachais speisialta ar phromhadh. Ciallaíonn sé seo nach mbeidh ar chumas na múinteoirí seo riachtanais chlárúcháin iomlán leis an gComhairle Mhúinteoireachta a bhaint amach. Sa chomhthéacs seo, leanfar leis an gcosc atá orthu rochtain a bheith acu ar an bpainéal ath-imlonnaithe forlíontach.

Ag tacú le múinteoirí nua-cháilithe

Aithníonn Cumann Múinteoirí Éireann go dtugann múinteoirí ar meantóirí iad tacaíocht do mhúinteoirí nua-cháilithe ar bhonn foirmeálta agus neamh-fhoirmeálta. Sa chás go dtugtar Treoir, is é mian Chumann Múinteoirí Éireann go leanfar leis an tacaíocht meantóireachta seo. Ach tabharfar treoir do mheantóirí agus do bhaill eile foirne gan páirt a ghlacadh i Droichead.

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Aibreán 2016

Ballóid ar neamh-chomhoibriú le Droichead

A Chomh-mhúinteoir,

Tá ballóid á heagrú ag an LárChoiste Feidhmiúcháin agus ag na hOifigigh Craoibhe ar neamh-chomhoibriú le Droichead, moltaí na Comhairle Múinteoireachta do phromhadh /ionduchtúchán mhúinteoirí nua-cháilithe.

Impímid ort do vóta a chaitheamh an mhí seo.

Ta sé i gceist go dtiocfadh Droichead in áit an phromhaidh a dhéanann cigireacht na Roinne. Faoi Acht na Comhairle Múinteoireachta, ní mór don Chomhairle Mhúinteoireachta socruithe a dhéanamh d'ionduchtúchán / promhadh mhúinteoirí nuacháilithe. D'fhorbair An Chomhairle Droichead agus deineadh é a phíolótú i roinnt scoileanna ar bhonn deonach ó 2013.

Phléigh teachtaí ag an gComhdháil Bhliantúil i Loch Garman an cheist seo go mion agus glacadh le rún ag éileamh ballóide i measc na mball uile i leith treorach, le feidhm ón chéad lá Iúil 2016, gan páirt a ghlacadh agus gan comhoibriú le Droichead nó le haon chineál promhaibh/ionduchtúcháin mar chuid de phróiseas clárúcháin na Comhairle Múinteoireachta nach bhfuil meastóireacht sheachtrach san áireamh ann.

De réir an rúin seo tá ballóid á heagrú ag an LárChoiste Feidhmiúcháin maidir le treoir gan comhoibriú le Doichead le feidhm ón chéad lá Iúil 2016.

Déanfaidh craobhacha socruithe don bhallóid idir 9 Bealtaine agus 2 Meitheamh agus cuirfear in iúl do bhaill i ngach craobh cathain a tharlóidh sé seo.

San *Eolas* seo tá eolas a chabhróidh leat cinneadh a dhéanamh ar an ábhar. Tá eolas breise ar shuíomh ghréasáin an Chumainn i bhfoirm ceisteanna agus freagraí.

Is sinne le meas,

Sheila Nunan
Ard Rúnaí

Rosena Jordan
Uachtarán

into
Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

Caith do Vóta
9 Bealtaine – 2 Meitheamh 2016

Ballóid do Ghníomhaíocht Thionsclaíoch

An bhfuil tú sásta páirt a ghlacadh i ngníomhaíocht thionsclaíoch, le feidhm ón chéad lá Iúil 2016, ar bhonn treoracha a eiseoidh an Lár-Choiste Feidhmiúcháin i leith neamhchomhoibriú le Droichead, nó le haon chineál eile promhaidh/ionduchtúcháin mar chide de phróiseas clárúcháin na Comhairle Múinteoireachta nach bhfuil meastóireacht sheachtrach do gach múinteoir nua-cháilithe san áireamh?

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