

National Induction Programme

Beginning Teachers in Post Primary Schools



Midlands Group 2010

An induction programme is now available at their local Education Centre for all newly qualified teachers in their first years in the profession. Benefits of induction include an increased sense of professional confidence, the development of a culture of lifelong learning and enhanced professional status. This programme is provided in all 21 full-time Education Centres throughout the country and comprises eight modules designed to meet the particular needs of beginning teachers. It was developed by the National Pilot Project on Teacher Induction Team at the School of Education, University College Dublin in consultation with the Network of Education Centres (ATECI) and other partners. This programme is supported by the Teacher Education Section, DES. Programme partners include the ASTI, TUI, the Education Centres and the partner schools. The European Commission (2010), while stating that 'the professional development of teachers is a lifelong process'

stresses the importance of induction and notes the statement of the European Council (2010) 'the increasing demands placed upon [beginning teachers] and the growing complexity of their roles, [requires] access to effective personal and professional support throughout their careers, and particularly during the time they first enter the profession'. The programme is based on ongoing needs analysis of the support required by beginning teachers together with the experience built up during the pilot phase of the project and evidence based on international research on the area.

The programme includes a number of elements

- Eight support modules focusing on the needs of NQTs
- Peer networking and support
- Development of an induction portfolio and resource materials
- Mentoring support and advice.



Kerry Education Centre, 2010.



Mayo Education Centre, 2009.

This targeted support for NQTs focuses on managing the transition from their pre-service teacher education course to the emerging needs as they adjust to the daily realities of school life and cope with the daily demands of life in the classroom.

Module content includes

- Developing a Professional Identity
- School Policies and Planning
- Professional relationships in the school community: Effective Communication Skills
- Managing classroom behaviour
- Assessing, recording and reporting student progress
- The inclusive classroom and special education needs
- Working with diversity and mixed ability.
- Observation and Learning
- Growing as a Professional Teacher



Mentors Donegal Education Centre, 2009.

All of these elements are integrated in a collaborative programme led by expert mentor advisors. NQTs will also be facilitated in developing a Personal Induction Portfolio, a log of their professional journey.

Participation in the Induction Programme is voluntary and is recommended to all teachers in their first year teaching or those who have been teaching for a number of years but have not previously completed an induction programme. The programme of eight modules will be delivered in the evenings from October to May in local Education Centres. All arrangements including schedule, times and dates will issue from Education Centres.

Participants will be registered to a National Induction Programme Database maintained at the National Induction Programme Post Primary Office, School of Education, Roebuck Castle University College Dublin. Each Education Centre will also maintain a database at local level. The National Programme Office is responsible for organisation at national level, mentor training, programme development and evaluation, and research. ©



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Participants will be awarded a certificate to acknowledge their participation and successful completion of the programme. Full information on content is available on the Induction Programme web site. www.nationalinductionprogramme.com
To apply for this programme please contact your local Education Centre. Details for all centres are available on the Association of Education Centres website: www.ateci.ie

The project is supported by the Teacher Education Section of the Department of Education and Skills under the National Development Plan. Project partners include the Teaching Council, ASTI, TUI, the Education Centres and the partner schools.



National Induction Programme Post Primary

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