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MAY 2017

TUI NEWS BALLOT SPECIAL BALLOT ON DROICHEAD AND PEER EVALUATION

TEACHERS' UNION OF IRELAND / AONTAS MÚINTEOIRÍ ÉIREANN

Droichead

Droichead was a three year pilot programme to support newly qualified teachers (NQTs) in the first year after their qualification. For 2016/17 the pilot was extended and is in place in approximately one quarter of all post-primary schools and Youthreach centres.

Droichead involves:

- The establishment of an in-school Professional Support Team (PST) to support NQTs. This is made up of members of the teaching staff of the school in which the NQT is working
- Class observations
- Sharing reflections on teaching and learning practices

To complete the programme, NQTs in schools using the Droichead programme must complete 200 hours of teaching and attend three Droichead cluster meetings and one other professional learning activity.

TUI concerns regarding the Droichead pilot project included:

- Peer evaluation
- The additional time commitment and workload associated with the programme
- The level of bureaucracy associated with the programme and how this impacted on the workload of teachers, including NQTs

The Union raised these concerns with the Teaching Council, as did the teachers on the Council who are members of the

TUI. As a result, the programme was revised and does not now contain any evaluative or probationary element. However, our concerns about resources and workload have not yet been satisfactorily addressed or resolved.

Adequate resources must be made available

TUI believes that an induction programme for newly qualified teachers is a good idea if - and only if - adequate resources are made available for its implementation. The Minister for Education and Skills has agreed in principle to provide resources for Droichead but the level of resourcing required has yet to be discussed between the Department and the TUI in spite of the fact that the roll out of Droichead, as a national programme, is due to commence in September 2017. We have clearly signalled that TUI is more than willing to discuss and negotiate for such resources. We have also made it clear that in the absence of such negotiation and resources – chief among them, time – implementation will not be possible.

Teacher workload, already very significant, cannot be increased

Therefore, in line with our strategy of being prepared to talk but equally prepared to act if talks are refused or fail, the TUI is balloting members in the relevant sectors to secure a mandate from you not to cooperate with Droichead until and unless the necessary resources are put in place.

Peer Evaluation

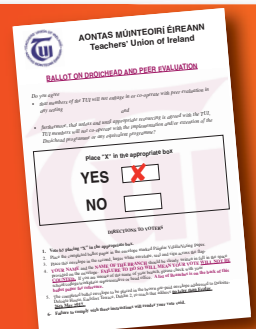
TUI is opposed to peer evaluation. Our members have confirmed this view at successive Annual Congresses. Peer evaluation severely damages collegiality, is an obstacle to appropriate professional conversations between colleagues, can be misused to coerce compliance by teachers in non-permanent and/or part-time work and is associated with inappropriate and oppressive forms of accountability.

In its early stages, there was a strong suggestion that the Droichead programme might involve evaluation of NQTs by their colleagues. This in the view of the TUI would not be compatible with a professionally sustainable induction process which the Union favoured.

Peer evaluation has also been mooted in other sectors in which our members work and in particular, in the Further and Adult Education sector. The introduction of peer evaluation and the false view of accountability that accompanies it would equally be unacceptable in these sectors.

The Union is seeking your mandate to enable us to prevent the introduction of peer evaluation. Therefore, this ballot is of relevance to you whether you work in a Post-Primary, Youthreach or in a Further and Adult Education setting.

Vote 'YES' to protect against any attempt to introduce peer evaluation and to ensure that teacher workload does not increase as a result of introduction of the Droichead programme





TUI NEWS BALLOT SPECIAL

BALLOT ON DROICHEAD AND PEER EVALUATION

What are you being asked?

The ballot paper contains the following question covering both Peer Evaluation and Droichead:

Do you agree

- that members of the TUI will not engage in or co-operate with peer evaluation in any setting

and

- furthermore, that unless and until appropriate resourcing is agreed with the TUI, TUI members will not co-operate with the implementation and/or extension of the Droichead programme or any equivalent programme?

What is the TUI Executive Committee recommending?

The Executive Committee is recommending that you vote 'YES'

When will the ballot take place?

Ballot papers will be posted from TUI Head Office on **Friday, 12th May, 2017**. Completed ballot papers must be returned, in the envelopes provided, to the union's auditors, Deloitte, by 5pm on **Friday, 26th May, 2017**.



AONTAS MÚINTEOIRÍ ÉIREANN
Teachers' Union of Ireland

BALLOT ON DROICHEAD AND PEER EVALUATION

Do you agree

- that members of the TUI will not engage in or co-operate with peer evaluation in any setting
- and
- furthermore, that unless and until appropriate resourcing is agreed with the TUI, TUI members will not co-operate with the implementation and/or extension of the Droichead programme or any equivalent programme?

Place "X" in the appropriate box

YES

NO

DIRECTIONS TO VOTERS

1. Vote by placing "X" in the appropriate box.
2. Place the completed ballot paper in the envelope marked Páipéar Vótála/Voting Paper.
3. Place this envelope in the second, larger white envelope, seal and sign across the flap.
4. **YOUR NAME** and the **NAME OF THE BRANCH** should be clearly written in full in the space provided on the envelope. **FAILURE TO DO SO WILL MEAN YOUR VOTE WILL NOT BE COUNTED.** If you are unsure of the name of your branch, please check with your school/college/workplace representative or head office. **A list of Branches is on the back of this ballot paper for reference.**
5. The completed ballot envelope to be placed in the brown pre-paid envelope addressed to Deloitte, Deloitte House, Earlsfort Terrace, Dublin 2, to reach that address **no later than Friday, 26th May 2017.**
6. Failure to comply with these instructions will render your vote void.

Vote 'YES' to protect against any attempt to introduce peer evaluation and to ensure that teacher workload does not increase as a result of introduction of the Droichead programme