

COVID-19 Frequently Asked Questions in relation to Induction and EPD Programme 2019-2020



When will induction and EPD courses resume again? Have beginning teachers missed any due to COVID-19 school closures?

No, the induction and EPD courses completed in March 2020 before the COVID-19 school closures and registration for courses in the 20/21 academic year will open at the end of August. The first courses are usually in early October.



What can I do to complete my induction or EPD portfolio whilst schools are closed?

Teachers may be engaged in online teaching which they can use as evidence for their induction action plan or EPD professional development activity at the discretion of the teacher tutor. Teachers can engage in online learning and add this to their induction or EPD portfolio, for example the induction and EPD section of the EA website, the induction and EPD section of the Microsoft TEAMS site (all teachers who attended a course this academic year and had c2k addresses are registered), induction and EPD Edmodo site (all teachers who attended a course this academic year are registered) and other sites with education sections such as Open university, Future learn and Coursera.



Will my salary be impacted if I have not completed induction or EPD?

No, a teacher progresses incrementally regardless of whether they have completed induction or EPD from MS1 to MS6 as long as they teach for a minimum of 26 days in 26 separate weeks in any academic year. This is determined by pay branch in L/Derry. However, to progress to UPS1 (after MS6) the teacher needs to have completed EPD2 and 2 cycles of PRSD.



I have nearly completed induction/ EPD1/EPD2 before the school closure for COVID-19. Do I have to redo the year?

No, a teacher should retain the evidence they have obtained thus far and have a discussion with the teacher tutor when schools reopen. All cases are different as teachers will be at different stages but where possible the teacher tutor and school will seek to progress the teacher. If, for example, a teacher has only one more observation left to do, this may be conducted in any class, as a quality assurance. This will be at the professional discretion of the school but it is possible to complete induction/EPD1 in a calendar year as well as an academic year and progress to EPD1/EPD2 in for example January 2021.



Is there a set amount of time for completing induction or EPD? Will this be reduced due to COVID-19 school closures?

Induction normally takes an academic year and the teacher completes 2 action plans and has 2 observations per action plan during this. EPD1 and EPD2 likewise normally take an academic year each and have one professional development activity with 2 classroom observations. Teachers progress incrementally from MS to MS6 as long as they teach a minimum amount of days per academic year regardless of whether they have completed induction or EPD. The current COVID-19 school closures should therefore not impact on teachers unless for example the teacher is completing EPD2 and is on MS6, in which case, schools will use professional discretion. The teacher tutor may wish to have a discussion with the teacher on the work conducted thus far and perhaps a classroom observation as quality assurance depending on the circumstances.

should contact the teacher tutor in any school where you are for a sustained period of time. For example, it is possible to do an action plan with a set class, one day a week over 4 weeks etc. On the induction and EPD section of the EA website there is a notification advising teachers to update their NISTR details as current positions may be available.



I am a subbing teacher and have not completed my induction or EPD yet, will I be disadvantaged due to COVID-19 school closures?

A subbing teacher will progress in the usual way but it requires flexibility and resilience. As long as you teach for a minimum of 26 days in 26 separate weeks in any academic year you will progress incrementally from MS1 to MS6 regardless of whether you have completed induction or EPD. It is possible to complete one action plan in one school, a second action plan in a different school or phase. It is also possible to do likewise with EPD1 and EPD2. Schools will be supportive and you