



County Network
Meeting
Autumn 2011

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- Boards of Management – Getting the new Board to work
 - Management of SEN on declining resources
 - Temporary Teacher Contracts – Knowing what to use?
 - Employee Assistance Service - EAS updates
 - Principals' Advice Services
 - Issues for 2011-12
 - Child Protection Update
 - Important Dates and Contacts

Boards of Management



- Getting the new Board to work

Changes to new Boards of Management



- Other than the Principal and the elected Teacher no other employee of the school can be a member of the BoM
- The new BoMs shall have a maximum of 2 parents
- Neither of the two members from the community selected should be employees, agents or representatives of the patron

FAQs about Boards



- Do elected members have a representative function on the board? **Absolutely not**
- BoM members are:
 - Indemnified under the Education Act and also protected by the schools insurances
- Finance

Management of Special Education Needs



- Management of SEN on declining resources

- **The ECF of 2011**

(Employment Control Framework)

- Cap on the number of SEN Teachers & SNAs
- Roll-over of SEN teachers – surplus hours?
- 90% Allocation – 10%?
- GAM – General Allocation Model

Review of General Allocation Model



- Review is complete
- No overall increase/decrease is planned
- Must stay in the ECF framework
- Anomalies still in the system since 2003/04
 - diminishing & increasing enrolments
 - new schools/developing school status

Special Needs Assistants



- Total Number – 1st 2nd levels - 10,575
- 475 SNAs retained for emergency clients and other unforeseen needs that may arise

Temporary Teacher Contract



- Knowing what to use

Why have a written contract?



1. Fixed-Term Contract
2. Specific Purpose Contract
3. Contract of Indefinite Duration (CID)
4. Unfair dismissal (Waiver clause)
5. To roll over or not ...
6. Seniority

Employment Assistance Scheme



- EAS Update

Change of Service of Provider



- Carecall will operate the service from 1st October 2011
- Registered Teachers/SNAs and their immediate families
- Free Service
- 1800 411 057

Why use EAS



- Addiction
- Health Issues
- Family Issues
- Work Issues
- Management Support
- Classroom Management
- Isolation
- Interpersonal Relationships

Principal Advice Service



Local Support Group

Mentoring Programme

networking@ippn.ie

E-scéal



Angela Lynch - PAM

Newprincipals@ippn.ie

IPPIN Support Office

Leadership+

County Network meetings

www.ippn.ie

Principal Advice Service



- Principal Advice Manager – Angela Lynch
- Confidential Advice Phone Service
- Leadership+
- E-Sceal – topical issues
- Planning Prompts
- Professional Development Modules
- Leadership Recovery Development

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- Support Pointers
 - **Complaints Procedure**- CPSMA Handbook – P318 (IPPN website?)
 - **Grievance Procedure**- CPSMA Handbook – P208 (IPPN website?)
 - **Adherence to Procedures**
 - **Communication**

Issues for 2011 - 2012



- Current and Emerging Issues facing School Leaders
- County Priorities

Issues facing School Leaders



- **Literacy and Numeracy Strategy** – “Circular Pending”
- **Teaching Principals** – “Disproportionate effect of cut-backs on small schools”
- **Cuts in Education Budget** – IPPN response
- **Induction and Probation** – ongoing debate
- **Conflict Management**
- **Child Protection**

Staff Morale & Self Care



- **Staff Morale** - Common sense approach is required!
- **Self-care and well being** – who looks after it?
 - Your Professional Support Network – IPPN
 - The best advice and support will come from your peers – they are the only ones who fully understand ...
 - What other services can IPPN provide to support YOU? In your leadership role
- The **most successful School Leaders** have a **moral imperative**
 - www.michaelfullan.ca
- **National Committee** – organ for policy development
 - Sub-committee system
 - County Issues – Top 2 priorities for National Committee
 - Contact your National Committee Members with your suggestions

Vhi Healthcare and IPPN bring WellPlus to IPPN Members.



- **WellPlus** is a **confidential** Wellness programme designed and provided by Vhi Healthcare to IPPN Members.
- All members will be invited to complete a **free confidential** on-line Health Risk Assessment (HRA) over the coming school year.
- This assessment is a positive step towards identifying possible health risks in order to support Positive LifeStyle Change and improve Health & Energy.
- Additional **free** support will be provided to members where a need is identified through the HRA in the form of:
 - Screening (**free** for Vhi members and half price for non-Vhi members)
 - Wellness /Lifestyle Coaching
 - Employee Assistance Service (EAS)
- **WellPlus** will be rolled out over the coming months on a region by region basis, i.e.. South, East and West. IPPN will provide further details over the coming weeks.

So, take 20 minutes out of your life for a better and healthier lifestyle.

Your County Network



- A County Network Committee of Six members:
 - Chairperson
 - Continuous Professional Development co-ordinator
 - Mentor Organiser for Newly Appointed Principals
 - Support Group Organiser
 - 2 Representatives to the national Committee
 - 2 Representatives
 - 3 Meetings per Annum
 - Next Meeting – AGM November 12th

Election of County Network Committee 2011/2012



	Position	Roll Number	Name	E-mail	Mobile
1	Chairperson				
2	National Committee representative 1				
3	National Committee representative 2				
4	NAP Mentor Organiser				
5	Support Group Organiser				
6	CPD Organiser				

Child Protection



- Guidelines & Procedures

Key Messages



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- *'... children are safe and protected in all aspects of their lives-where they live, learn, pray or play' Children First*
 - It is now mandatory for Child Protection concerns to be reported (Minister for Children)
 - It is also obligatory to include the *Stay Safe* programme in your SPHE school plan

- **Children First: National Guidance for the Protection & Welfare of Children (DYCA)**
- **Child Protection Guidelines for Primary & Post Primary Schools (DES) – to be published imminently.**

The Essentials



- Schools must have a **current Child Protection Policy**
- **New Circular** soon to be issued
- Ensure that **all employees have Child Protection Policy, Procedure & Checklist**
- Follow recruitment procedures meticulously in terms of **vetting and statutory declaration** (where appropriate) Circular 63/2010

Important Dates & Downloads



- IPPN Annual Principals' Conference January 26th – 28th 2012 – Citywest, Dublin
- Pre-Retirement Seminar for Principals October 7th & 14th – Parish Centre, Portlaoise

Sponsors & Partners



- **Allianz**
30% off Pupil Personal Accident Insurance when purchased online.
- **CJ Fallon**
Outstanding programmes in English and Maths for the Primary School curriculum.
- **EMS Copiers**
Guarantee to improve on quotes on like-for-like equipment.
- **Vhi Healthcare**
IPPN/Vhi Healthcare WellPlus Programme (see slide)

www.ippn.ie

- Recruitment & School Policies section
- FAQs have been developed in response to most common queries received by support office

Today's News

- Education becomes Ruairi Quinn's new political football! [southernstar.ie]
- Child Protection Training for Teachers [educationmatters.ie]
- Bring back the cane to improve pupil discipline, say parents...

Quick Poll

How easy is it to find what you need?

- Much easier than before
- About the same
- More difficult than before

[Vote](#)

[Results](#)

TV3 Mid

Last Updated

Pre-Ret



IPPN will prese
2011 for Princip
near future. Th

[Recruitment](#)

[Board of Management](#)

[School Policies](#)

[Administration](#)

[School Development & Curriculum Planning](#)

[Inclusion](#)

[Parents & Pupils](#)

[Human Resource Management](#)

[Principal's Role](#)

[FAQ](#)

Policies & Plans

www.ippn.ie

• **DES Circulars** -

Grouped by year and subject title

• **E-scéals** -

information, answers and guidance on issues impacting on your school

• **PIMS 2011/2012** -

Each section can be downloaded and printed

Policies & Plans

Supports & Services

Po

Supports & Ser

DES Circulars

Week - SNA Cuts

Principal Advice Callback Service

Mailing Lists

Midwee

E-scéals

Preside

Web-based Services

Click he

PIMS 2011/2012

External Links

Relevant Acts of Legislation

on Thursday, 15 September

Need an answer to your question?

- 'Cabhair Beo' is an instant email based chat service where you submit your query and receive instant feedback

IPPN Member Login

 Username

 Password

Login

[Forgot your password?](#)

[Forgot your username?](#)

Search

search...

Go

Cabhair Beo

[Click here to access online help](#)

How to I download a file?



ISM Team

Listings

Results 1 - 6 of 6

[Add your listing here](#)

ISM Team FAQs

www.ippn.ie/index.php?view=category&cid=58%3AISM+Team&option

Sample Contract/ Suggested List of Duties for a Deputy ...

Sample interview questions for the role of Deputy Princ...

Suggested duties for any post of responsibility

Suggested duties for Deputy Principal Post I

Suggested duties are split into curricular, administrative and pastoral duties

Suggested Duties for Deputy Principal Post II Popular

Suggested Duties for Deputy Principal Post II Popular

Votes 1

Visited 0

File [DeputyPrincipalDutiesII.doc](#) (1597 views)

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Rate this listing  1 vote

Favoured: 0

Key Links



Education Services Interactive



education posts.ie logo

Home	Advertise a Post	Search for Posts	Re
	Pre-School		
	Primary Level	Advertise a Primary Level post.	
	Second Level		
	Third Level		
	Other Posts		
26 sec	View advert status		ntly availa
241 pr	SEN Clustering Notice		only ave

Tabharaigí

Tacaíocht, Misneach agus Spreagadh

Go raibh cead maith agaibh!

- **Discussion:** networking@ippn.ie
- **Policies & Templates:** www.ippn.ie
- **Principal Advice:** advice@ippn.ie / 1890 21 22 23



Establishing a Support Group



- How many principals do you need?
 - Ideally six to ten
 - Diverse experience is good
- Different models exist ...
- Principals defined by their
 - Location e.g. Parish, inner city
 - School Size e.g. Admin or Teaching Principal
 - Friendships
 - School Type e.g. Special schools, Scoil Lán-Ghealach, 2 teacher school

Support Groups



- Where to meet
 - Local Education Centre
 - In local School – rotating
 - Local Hotel Lobby
- No Set Agenda
 - Specific topic as agreed from previous meeting