Ippn: Leading and Learning

County Network Meeting Autumn 2011





- 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 SEN on declining resources

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• 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 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

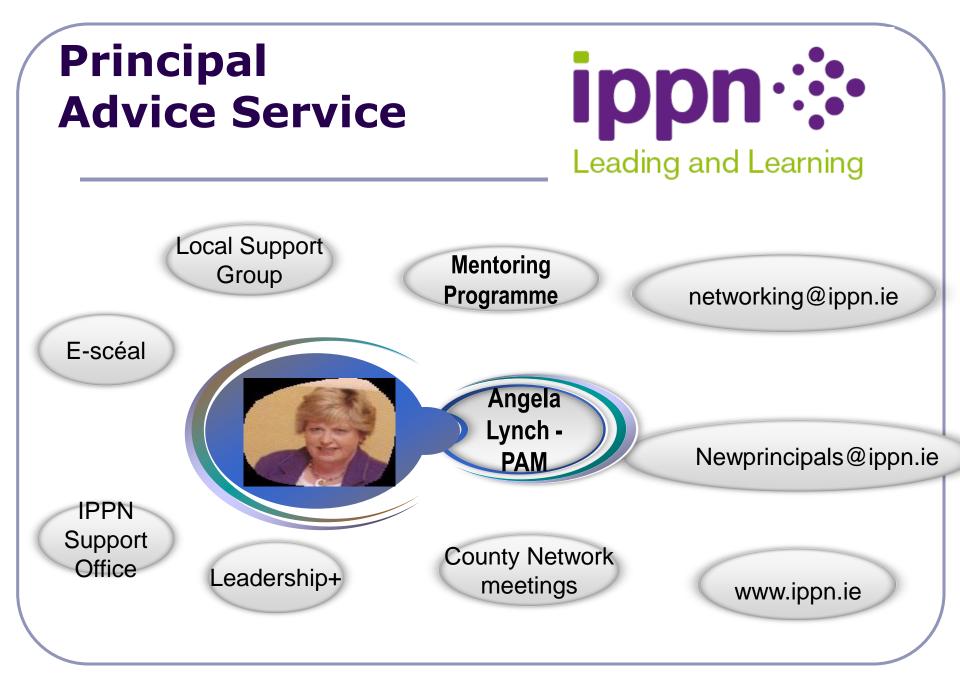


- Carecall will operate the service from 1st October 2011
- Registered Teachers/SNAs and their immediate families
- Free Service
- 1800 411 057

Why use EAS



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



Principal Advice Service



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

Conflict Management ippn:: Leading and Learning

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





 Current and Emerging Issues facing School Leaders

County Priorities

Issues facing School Leaders



- Literacy and Numeracy Strategy "Circular Pending"
- Teaching Principals "Disproportionate effect of cutbacks 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





- `... 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



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)

	Home	My IPPN	About IF	PN	Policies & Plans	Suppor
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Supports & Services Policies & Plans www.ippn.ie Supports & Ser DES Circulars **•DES Circulars** lweek - SNA Cuts Grouped by year and Principal Advice Callback Service subject title Mailing Lists E-scéals – information, answers Midwee E-scéals and guidance on issues Preside impacting on your school Web-based Services Click he PIMS 2011/2012 **•PIMS 2011/2012 –**

Each section can be downloaded and printed

I on Thursday, 15 Septembe

External Links

Relevant Acts of Legislation

Need an answer to your question?

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

🛆 Username

o⊸ 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

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



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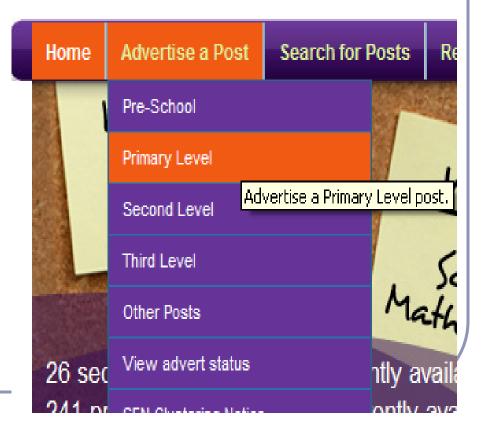
EducationPosts.ie

Key Links



education posts.ie ::.

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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