

IPPN CONFERENCE **2019**

Sustainable Leadership

Challenges and Opportunities

Thursday 24th - Friday 25th January

Citywest Conference Centre, Dublin



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Fáilte Uilig

PÁIRC CLERKIN

It is with great pleasure that I welcome you all to Citywest for this, the 19th annual IPPN Principals Conference. This is my second conference as CEO, after attending for many years as a member. I hope that you will feel as energised and refreshed going back to school as I always did, with some new ideas and generally feeling more positive about your leadership role.

'Sustainable Leadership - Challenges & Opportunities' is the theme for Conference 2019.

Our conference keynote speakers will speak about the various ways in which we can view 'sustainability' in the context of both leadership, and of education. John Horan, Uachtarán Chumann Lúthchleas Gael will speak about the importance of the community-based organisations supporting each other to support children and families, Niall Muldoon, Ombudsman for Children, will address parent/school engagement and child protection, Adam Harris, CEO of AslAm will speak about how schools can best support pupils and staff with Autism Spectrum Disorder, Professor Patrick O' Shea, President of UCC will address leadership and community, while author, and lecturer Jacinta Kitt will consider the importance of 'psychological capital' and the multiple intelligences in building a positive learning environment. We very much look forward to their wide-ranging inputs.

We have developed and refined the Leadership Pathways seminars and we now cater for principals at all stages along the leadership continuum - new principals; those in their second year in the school leadership role; those in years three to five; the more experienced leaders from years six to 12; and those with more than 12 years' experience as a school leader. You strongly endorsed this new CPD last year in your feedback and we hope you will be equally happy with the quality of the seminars this year.

This year we have a whole new set of seminars, designed specifically to meet your changing needs. These range from Priorities for Teaching Principals, The Art of Middle Leadership, Dignity in the Workplace Policy,

Restorative Practices and Leading Provision in Arts Education to Embedding Digital Technologies into Teaching, Learning and Assessment, among many more.

The wellness & self-care facilities are a great chance to look after yourself while the opportunities to connect with your fellow principals and catch up with friends will also be welcome.

Sincere thanks to our conference sponsors (see page 6) and especially Three, who have sponsored this programme. Their support to IPPN is very much appreciated.

I would like to once again thank those who have made this conference happen: particularly the Venue Committee - namely John Williams, Ann McQuillan & Carol Burke-Heneghan; the members of the Board of Directors and National Council who are the driving force in IPPN; and the IPPN Support Office staff. I also wish to thank the staff of Citywest for looking after us so well once again this year. I would like to single out one member of IPPN staff for a special word of thanks. Caroline O'Dea, IPPN's Operations Manager, steered the conference ship for 16 years, and much more besides, and has headed on to pastures new. We wish her all the very best in her new role and thank her for all she has done for IPPN, and for you, our members.

Finally, I thank you sincerely for taking the time out of your incredibly busy schedule to come to Citywest and I acknowledge your continued support and participation in our network of principals

Le gach dea-ghuí

Thanks to our Sponsors

Sincere thanks to our 2019 Conference Sponsors



IPPN CONFERENCE 2019 Clár

CONFERENCE SCHEDULE – Thursday, January 24th

10.00 – 12.00	Leadership Pathways’ Seminars <ul style="list-style-type: none"> ❖ Year 1: Establishing your Credibility as a School Leader - Angela Lynch ❖ Year 2: Establishing Needs and Priorities for you and your school - Paul O’Donnell ❖ Years 3 – 5: Developing Leadership Capacity in your School Community - Finbarr Hurley ❖ Year 6 - 12: Lifting the Spirit – Renewing the Enthusiasm - Anne Fitzpatrick ❖ Year 12+: Re-energise, Rejuvenate, Recreate your Leadership - Anna Mai Rooney & Máire Ní Bhróithe
12.00 – 14.30	Lunch/Education Expo
14.00 – 16.00	Concurrent Seminars (staggered start/finish times, starting at 14.00 and 14.30) See page 30 for details
17:00 – 18.30	Plenary Session I – Official Conference Opening <ul style="list-style-type: none"> ❖ Ann McQuillan, Venue Committee ❖ Anton Savage, Conference Facilitator ❖ Páirc Clerkin, IPPN CEO ❖ John Horan, Uachtarán Cumann Luthchleas Gael ❖ Niall Muldoon, Ombudsman for Children
19.00	President’s Reception

CONFERENCE SCHEDULE – Friday, January 25th

09.00 – 10.45	Plenary Session II <ul style="list-style-type: none"> ❖ David Ruddy, IPPN President ❖ Joe McHugh TD, Minister for Education & Skills
10.45 – 11.30	Tea/Coffee/Education Expo
11.30 – 13.00	Plenary Session III <ul style="list-style-type: none"> ❖ Adam Harris, CEO of AsIAM ❖ Patrick O’Shea, UCC President
13.00 – 14.30	Lunch/Education Expo
14.00 – 16.00	Concurrent Seminars (staggered start/finish times, starting at 14.00 and 14.30) See page 30 for details
16:45 – 17.45	Plenary Session IV <ul style="list-style-type: none"> ❖ Jacinta Kitt, Author/lecturer ❖ Damian White, IPPN Deputy President
20.15	Gala Dinner

IPPN Board of Directors 2018–2019

ROLE OF BOARD MEMBERS

IPPN's Board of Directors has the principal responsibility for the general leadership of the organisation, to achieve its mission and the legal accountability for its operations. This means that, as a group, the Board is in charge of establishing a clear organisational mission, forming the strategic plan and overseeing and evaluating the plan's success.

The legal duties of Directors may be summarised as:

- ❖ To act in the best interests of IPPN
- ❖ To ensure the company is run in a professional and viable manner
- ❖ To ensure that IPPN complies with ongoing legal and other requirements
- ❖ To elect a Deputy President / President elect.

Specific responsibilities of Directors:

1. Commitment to the development and growth of IPPN and support for its values
2. Attendance at Board meetings - a minimum of eight meetings per year
3. Strategy development and planning
4. Monitor all activities to ensure they are consistent with IPPN's vision and core values
5. Membership of sub-groups as requested
6. Represent the interests of the wider community of school leaders as opposed to particular county or constituency

Board members



David Ruddy



Marie Doyle



Damian White



Brian O'Doherty



Anna Mai Rooney



Gerard Ruane



Kieran McCarthy



Íde Ní Dhubháin



Mairead O'Flynn



Louise Tobin



Finbarr Hurley



Padraig McCabe



Catriona O'Reilly

The bios of the directors are available on www.ippn.ie - About Us - Our People - Board of Directors.

IPPN National Council 2018–2019

Mandy McDonnell Ryan	SN Molaise	Carlow	Teaching Principal
Simon Lewis	Carlow ETNS	Carlow	Administrative Principal
Breege Flynn	Convent of Mercy NS	Cavan	Teaching Principal
Niall Clerkin	Butlersbridge NS	Cavan	Administrative Principal
John Burns	Barefield NS	Clare	Administrative Principal
Martin Moloney	Clarecastle NS	Clare	Administrative Principal
Andrias Ó Foghlú	Gaelscoil an Athar Tadhg	Cork	Administrative Principal
Finbarr Hurley	St Columbas BNS	Cork	Administrative Principal
Noirin Uí Ghradaigh	Murroe NS	Donegal	Teaching Principal
Bridín Nic Eiteagáin	Scoil Cholmcille	Donegal	Teaching Principal
John Williams	Divine Word	Dublin	Administrative Principal
Carol Burke-Heneghan	Scoil Mhuire	Dublin	Administrative Principal
Cora Nevin	St Columbas NS	Galway	Teaching Principal
Aoife Winston	SN Colmcille Naofa	Galway	Teaching Principal
Siobhan Keenan Fitzgerald	SN na hEaglaise	Galway	Teaching Principal
Sinéad Murphy	Clogher MNS	Kerry	Teaching Principal
Annette Dineen	Scoil Lios Teilic	Kerry	Administrative Principal
John Drewett	St Corbans PS	Kildare	Administrative Principal
Maria Tully	St Patricks BNS	Kildare	Teaching Deputy Principal
Mary McCormack	The Rower NS	Kilkenny	Teaching Principal
Clare Hanrick	Gowran NS	Kilkenny	Administrative Principal
Daphne Harding	Cosby National School	Laois	Teaching Principal
Maurette Maher	Derrylamogue NS	Laois	Teaching Principal
Caroline Healy	Scoil Mhuire	Leitrim	Administrative Principal
Zara Ball	Masterson NS	Leitrim	Teaching Principal
Niall West	Rathkeale No 2 NS	Limerick	Teaching Principal
Suzanne Cobbe	Scoil Mhuire Banrion na hEireann	Limerick	Administrative Principal
Teresa Kearney	St Mels NS	Longford	Administrative Principal
Bryan Collins	Scoil Naomh Feichin	Louth	Administrative Principal
Anita Healy	SN Ros Dumhach	Mayo	Teaching Principal
Regina Corrigan	SN An Teallaigh	Mayo	Teaching Principal
Morag McGowan	St Pauls NS	Meath	Administrative Principal
Ken Keogan	Scoil Oíibheir Naofa	Meath	Administrative Principal
Elizabeth Moorehead	Scoil Mhuire	Monaghan	Teaching Principal
Mark McEntee	Scoil Cholmcille	Monaghan	Teaching Principal
Nora Kavanagh	Scoil Bhríde	Offaly	Administrative Principal
Frank Kelly	Scoil Naomh Colmcille	Offaly	Administrative Principal
Shane O'Donnell	Scoil Bhríde	Roscommon	Teaching Principal
John O'Dowd	Abbeycartron NS	Roscommon	Teaching Principal
Deirdre Kelly	St Michaels NS	Sligo	Teaching Principal
Bernadette Dwyer	Culfadda NS	Sligo	Teaching Principal
Siobhan Verdon	St Michaels Junior BNS	Tipperary	Teaching Principal
Padraig Fahey	SN Chleireachain	Tipperary	Teaching Principal
Marc de Grás	Gaelscoil na nDeise	Waterford	Administrative Principal
Pat O'Mahony	Glor na Mara	Waterford	Administrative Principal
Angela Farrelly	St Marys NS	Westmeath	Teaching Principal
Marie Weitzman	St Michaels NS	Westmeath	Teaching Deputy Principal
Selina Carmody	Wexford Educate Together NS	Wexford	Teaching Deputy Principal
Aileen Kennedy	Bunscoil Loreto	Wexford	Administrative Principal
Emer Whyte	Scoil Naomh Peadar	Wicklow	Teaching Deputy Principal
Rory Healy	Scoil Mhuire na nAird	Wicklow	Teaching Principal

The Role of County Network Representatives on the National Council is to:

- ❖ Ensure effective communication between the Board of Directors, National Council and their own County Network.
- ❖ Provide feedback on school leaders' professional issues.
- ❖ Use and encourage the use of the county mailing list e.g. mayo@ippn.ie to communicate within the county.
- ❖ Communicate Board and Council decisions, policies and activities to the county.
- ❖ Assist IPPN in developing policy by participating in research and relevant sub-committees.
- ❖ Review and ratify IPPN Policy Position papers as appropriate.
- ❖ Elect members to the Board of Directors at the AGM.
- ❖ Elect the President & Deputy President of IPPN.
- ❖ Support the Board of Directors in identifying professional exemplars from within the Membership.

A full description of the role is available at www.ippn.ie - About Us - Our People - National Council.



IPPN SUMMER COURSES

We are revising our summer course offering for 2019. Keep an eye on www.ippn.ie, your TextaParent App and Leadership+ for notifications of the courses available



CONFERENCE FACILITATOR

Anton Savage

Anton is currently the Managing Director of The Communications Clinic. Previously General Manager Carr Communications. Head of Public Relations Carr Communications.

Anton has advised clients ranging from Cabinet Ministers, the CEO's and Chairmen of some of Ireland's largest PLC's through to members of the Catholic Hierarchy and CEO's of global charities. Anton has lectured in NUIG, Smurfit Business School and The Irish Defence Forces Command and Staff School.

He has been a columnist with Sunday Independent. Freelance contributor to the Irish Independent, Irish Daily Mail, Irish Mail on Sunday, and The Herald and has contributed to Today with Pat Kenny, the Marian Finucane Show, the Dave Fanning Show, Primetime, Ireland AM, Seoige, Tonight with Vincent Browne, The Last Word and The Ian Dempsey Breakfast Show.

He has been stand-in presenter on The Tubridy Show, The Last Word, TV3's Ireland AM and The Seven O'Clock Show. He presented The Sunday Business Show, Savage Sunday and The Anton Savage Show on Today FM and The Apprentice, You're fired! on TV3. He currently writes a weekly column for The Herald.



OPENING ACT

Corpus Christi School Choir

Moyross

Corpus Christi School Choir, Moyross, is an amazing group of boys and girls that have captured the hearts of the nation over the past year with their incredible choral performances. Their exceptional talents have seen them perform on programmes such as the Miriam O’Callaghan Show and RTÉ’s Up For The Match programme on the night before Limerick won the All Ireland. These phenomenal children have also performed live in the Live95fm studios and in iconic places such as Thomond Park and Leopardstown Racecourse. Being here today at the IPPN Conference is another magical experience for these school children. They truly are amazing ambassadors for Moyross and represent all that is good about the City of Limerick.

A Quick Guide to IPPN's Services



Leadership Support Service

Leadership Support is a one-to-one confidential advisory service, providing collegial support and guidance of a non-directive or non-legal nature from a team of skilled serving and retired principals. The team also provides a Professional Guidance service, answering queries of a factual nature.

Call 021 482 40 70 / Lo-Call 1890 21 22 23 to avail of these service



E-Scéal



Weekly electronic bulletin informing school leaders of current issues within education and providing professional guidance, from FAQs on circular releases, to topical issues relating to leadership and management.

Support Groups



Local Support Groups have proven to be among the most effective forms of support available to school leaders. They are the only meetings that will actually relieve school leaders' workload. Members have nothing to prepare for the meeting, are not 'performing' at the meeting and do not leave with a 'To Do' list. They will, however, leave the meeting feeling genuinely supported. Support Groups for Deputy Principals are now available in association with Education Centres.

Continuous Professional Development



Each year, IPPN hosts national and regional professional development events for school leaders. These offer an opportunity to hear fresh thinking from national and international figures in education, participate in stimulating workshops and network with colleagues. Notifications of national events such as conferences and one-day seminars are issued via TextaParent app, E-scéal, email and/or text message.

Examples of CPD events organised by IPPN are:

- Annual Principals' and Deputy Principals' Conferences
- Professional Briefing Day
- County Network meetings – at least one per term
- 'Your School' Seminar Series
- School Leaders' Summer Schools
- Ciall Ceannaithe online course
- Headstart for new principals, now offered in conjunction with Misneach 1.

Mailing Lists



IPPN's mailing lists are among the most valued supports available to members. They are 'closed' mailing lists i.e. the emails are for principals and deputy principals who are members of IPPN.

networking@ippn.ie – Our networking mailing list facilitates a peer-support community via email.

teachingprincipals@ippn.ie – Peer support for those with full-time teaching responsibilities.

newprincipals@ippn.ie – This mailing list is designed for new principals appointed in the current school year - to give them an opportunity to share experiences and ideas with colleagues in a similar situation.

county@ippn.ie – County mailing lists, for example limerick@ippn.ie, are useful for promoting local activities, support groups and CPD events.

advice@ippn.ie – For sensitive, confidential and non-generic queries which are answered offline by members of our Leadership Support Panel.

Research and Publications



This includes research publications that have been written or commissioned by IPPN as well as a variety of discussion/position papers currently being used to progress issues on behalf of our members. All IPPN publications are available in epublication format.

LEADERSHIP*

The journal for principals and deputy principals, Leadership* is an invaluable resource which is issue to members throughout the year. It offers a wide range of articles of relevance to school leaders, including practical hints and tips, professional guidance, research summaries, information on new procedures and forthcoming events, to name just a few.

RESOURCE BUNDLES

IPPN Resources Bundles are a one-stop-shop where school leaders will find the answers, supporting documentation and reading materials relating to the most common queries school leaders encounter in the day-to-day management of their schools. These comprehensive resources are produced in an easy-to-use, interactive e-publication format.

RESEARCH PUBLICATIONS

IPPN has undertaken a number of significant research projects over the years, the results of which have been published in the following reports, which are available to members on www.ippn.ie – Advocacy – Publications

Online Services



Our member website www.ippn.ie provides a wealth of resources, sample policies, templates, publications, research, information updates and education news, including 'resource bundles' which collate all relevant information and professional guidance about specific topics into one easy-to-use document.

The IPPN Dashboard – available at dashboard.ippn.ie – provides all school leaders need to know on one webpage, including a calendar of events, sector updates, latest IPPN resources and E-scéals and networking mailing list posts.

Supports for Newly-Appointed Principals



Once IPPN is aware of a retirement or other vacancy for the role of principal, we ensure that information is provided to the incoming principal about the various supports available to them such as One to One Mentoring. We also engage with retiring principals to let them know about associate membership to stay in touch with education and also about opportunities to get involved in IPPN projects.

texta parent.ie

TextaParent.ie is a fast, reliable and cost-effective way for schools to contact parents and staff.

education posts.ie

EducationPosts.ie is Ireland's longest-established and most widely used website dedicated to education recruitment

texta sub

TextaSub is an online service that enables schools to send free text alerts to primary-qualified teachers who are available for subbing work in a selected county.

Call 021 482 40 70 / Lo-Call 1890 21 22 23 to avail of these services



KEYNOTE SPEAKER

John Horan

Uachtarán Cumann Luthchleas Gael

John Horan became the first native Dubliner to be elected Uachtarán Cumann Luthchleas Gael in almost 100 years when he assumed office in February of 2018.

The 58 year-old school principal is the first Dub since Daniel McCarthy (1921-1924) to be GAA President and secured the nomination after a significant victory in the 2016 Uachtarán Tofa election.

As the son of parents hailing from Wexford and Laois, he grew up in a staunch GAA environment.

Indeed, there was little chance of escaping Croke Park and the GAA growing up as he did on Marguerite Road in Glasnevin - which is a couple of long pucs from Jones' Road and would rumble to the roar of big crowds on match days.

Like so many young people of his time he benefitted from going to matches with his family and being 'lifted' over the stiles and into the hallowed ground beyond.

Inspired by those visits to Croke Park, it was a natural progression to become involved in Na Fianna GAA Club where he played from juvenile to adult level and later carved a niche for himself as a coach of real quality.

His ability to get the best out of young players was honed by his work with school teams in St Vincent's CBS in Glasnevin where he was a teacher and later principal. Among those to benefit from his guidance would be future All-Ireland senior medal winners and Hill 16 heroes like Dessie Farrell, Jason Sherlock and Jonny Cooper.

Throughout the 2000s he was involved with Dublin minor football teams, first as a selector and later as manager, where he was again involved in working with future stars on the breakthrough All-Ireland winning Dublin senior team of 2011.

It was this work at underage and schools level that brought him to the attention of the Leinster Council where he was brought in and involved on Post Primary School and Coaching and Games Committees.

Despite not having served as a county chairman or secretary, Horan was elected Vice Chairman of the Leinster Council for three years and served as Leinster Chairman for three years from 2013-2016.

Throughout this time Coaching and Games Development continued to be top priorities. He also was the first Leinster Chairman to take the Dublin senior footballers out of Croke Park in 10 years.

He was an emphatic winner of the Presidential election held in February of 2016 when he secured 144 first round votes to clinch the right to succeed Aogán Ó Fearghail.

Married to Paula from Meath and with two sons Jack and Liam, John Horan became the 39th President of the GAA and quickly set an agenda looking to connect with Clubs and volunteers, simplifying the rule book and tackling the threat of elitism in underage development squads as early priorities.



KEYNOTE SPEAKER

Professor Patrick O'Shea

FIEEE, FAPS, FAAAS, FIAE

President, University College Cork

In 2017, Professor Patrick O'Shea became the 15th President of University College Cork, and in 2018 he became Chair of the Irish Universities Association. Sensing renewed optimism and opportunity, he returned to Ireland following a three-decade career in the United States where his most recent leadership appointment was as Vice President and Chief Research Officer of the University of Maryland near Washington DC.

Previously, Professor O'Shea served as Chair of the Department of Electrical & Computer Engineering, and Director of the Institute for Research in Electronics and Applied Physics, at the University of Maryland. He played a leading role in the founding of the Maryland Nano Centre and the Maryland Cyber Security Centre. He also served as a project leader at the University of California Los Alamos National Laboratory, and as a faculty member at Duke University.

At UCC, he and his team are committed to an ambitious agenda of excellence

as documented in their 2017 Strategic Plan: *Independent Thinking, Shared Ambition*.

Universities are places where modern societies build capacity and talent to tackle the uncertainties and opportunities of the future. Therefore, he is a firm believer that the modern university must embrace a connected curriculum in which education, creative scholarship, research and impact on society and the economy are intimately related.

Professor O'Shea's scholarly and research expertise lies in creating light where there is darkness in the spectrum using free electron lasers. For his accomplishments in science, engineering and education, he has been elected to Fellowships in the American Association for the Advancement of Science, American Physical Society, Institute of Electrical and Electronic Engineers, and Irish Academy of Engineering. His interests include history, linguistics, athletics, and cycling.



KEYNOTE SPEAKER

Jacinta M. Kitt M. St.

Jacinta is a Lecturer/Researcher and an Organisational Advisor. She is a former primary teacher. She lectures part-time in Trinity College on the M.Ed. programme; in Marino Institute of Education on the B.Sc. and B.Ed. programmes; and provides guest lectures for other colleges. She also provides professional development training and presentations for schools, colleges and various other public and private organisations. The focus of much of this work is the characteristics, skills and benefits of creating and maintaining a positive/effective work environment.

Her Master's thesis had workplace bullying in schools as its theme and she is an acknowledged expert on that subject. She conducts awareness sessions on bullying in schools and workplaces. Her focus is on

prevention and minimisation of negative and inappropriate workplace behaviours and on the links between organisational culture and climate and the prevalence of those behaviours. Providing strategies for improving how we communicate/ interact with each other in every environment is the theme of much of her work. She regularly works with school principals on the impact of their behaviours, relationships and emotions on school effectiveness.

She frequently speaks at conferences and seminars on workplace environment-related topics. She provides expert witness reports to tribunals and court cases relating to employment law. Her book entitled *Positive Behaviours, Relationships and Emotions... The Heart of Leadership in a School* was published by the NAPD in March 2017.

Leadership Pathways Seminars

Year 1 School Leaders:

Creating the Space to Lead – Establishing your Credibility as a School Leader

This session will explore the reality of establishing your credibility as a new school leader, through the lens of the Quality Framework for Leadership and Management.

How am I doing? This is a key question for exploration under the 4 key areas:

- ❖ Leading Learning and Teaching
- ❖ Managing the Organisation
- ❖ Leading School Development
- ❖ Developing Leadership Capacity.



ANGELA LYNCH

Angela Lynch is the Leadership Support Manager for IPPN. Prior to taking up this role in 2011, Angela taught in Glasheen Girls Schools, Cork, for over 36 years, 20 of these were in a Teaching and Administrative principal role. She is a trained mediator with a particular interest in the area of conflict resolution. From being a founder member of Cork Primary Principals' Network (CPPN), Angela went on to serve on the IPPN Board of Directors for over 10 years. She is also a regular contributor to Leadership+.

Year 2 School Leaders:

Creating the Space to Lead – Establishing Needs and Priorities for you and your school

This session will look at identifying needs and establishing priorities for you and your school, through the lens of the Quality Framework for Leadership and Management.

How are you doing? This is a key question for exploration under the 4 key areas:

- ❖ Leading Learning and Teaching
- ❖ Managing the Organisation
- ❖ Leading School Development
- ❖ Developing Leadership Capacity.



PAUL O'DONNELL

Paul O'Donnell is principal in St. Patrick's N.S., Slane, Co. Meath and is currently seconded to CPSMA. He also facilitates SESE courses for primary school teachers on teaching outdoors and has recently published a book entitled "Wild Teaching Cross-curricular Lessons Outdoors for Agoraphobic Teachers" in conjunction with Meath County Council.

Paul also helps co-ordinate the Meath County Council Pride of Place School Gardening Scheme for preschools and primary schools in the county. He hopes to be a farmer when he grows up.

Years 3 – 5 School Leaders: Creating the Space to Lead – Developing Leadership Capacity in your School Community

This session will focus on developing Leadership Capacity in your school community through the lens of the Quality Framework for Leadership and Management.

How are we doing? This is a key question for exploration under the 4 key areas:s:

- ❖ Leading Learning and Teaching
- ❖ Managing the Organisation
- ❖ Leading School Development
- ❖ Developing Leadership Capacity



FINBARR HURLEY

Finbarr taught for eight years in mainstream schools in Cork before being seconded to the European School system for twelve years. He was a class teacher in the European School of Mol, followed by a role as Pedagogical Coordinator in the European School of Brussels IV. After that, he spent time in the Middle East as Administrative Deputy Principal of a large International School. He was then re-seconded as the Principal of the European School of Karlsruhe, Germany. Finbarr is now in his fourth year as principal of St. Columba's Boys' National School in Douglas Cork.

School Leaders 6-12 years in leadership role: Lifting the Spirit – Renewing the Enthusiasm

This session will assist you to reflect on the successes and challenges of your own school and the impact of the school leader's practice on learning outcomes of pupils. It will further serve to explore the importance of regular engagement in critical self-reflection and the learning achieved from collaborative practice. This will be based on the effective standards of practice as described in Looking at our Schools 2016, which will also be the lens through which informing and enhancing your leadership practice is viewed.



ANNE FITZPATRICK

Anne is a qualified primary school teacher with 37 years teaching experience, 10 of these as a Teaching Principal in Crowenstown, Co Westmeath and a further 13 as an Administrative Principal in St. Anne's, Navan. She retired from teaching in February 2018.

She has been working as a part-time associate with the Professional Development Service for Teachers (PDST) since 2004. She has been designing and facilitating on their various leadership

programmes i.e. Forbairt for experienced Principals and Deputy Principals and Tánaiste for Deputy Principals. She is a facilitator and tutor for the Post Graduate Diploma in Educational Leadership and Management (Future Leaders programme) with NUI Maynooth. She presently works with CSL on their Mentoring Programme as a mentor, facilitator and designer. She has a particular interest in promoting, encouraging and developing sustainable leadership.

School Leaders 12 years + in leadership role: Re-energise, Rejuvenate, Recreate your Leadership

This session will focus on profiling the school leader at this point in the leadership journey, identifying the challenges inherent in the role, addressing the issues of independence and confidence, and naming the barriers to moving the school from effective practice into standards of highly effective practice as described in *Looking at our Schools 2016*.



ANNA MAI ROONEY

Anna Mai is originally from Ballymahon in Co. Longford. After graduating from St. Patrick's College in Drumcondra in 1987, she taught in St. Patrick's Loreto Primary School in Bray. On moving to Monaghan in 1992, Anna Mai taught in St. Patrick's National School, Clara, in North Monaghan and in Scoil Mhuire, Gransha, Clones from 1994-2000. She became the Teaching Principal of Scoil Mhuire, Magherarney, Smithborough in 2000 where she remained until becoming Administrative Principal of St. Louis GNS in Monaghan town in 2008.

Anna Mai became the Deputy Director for Primary Schools in the newly-established Centre for School Leadership on September 1st 2015, and remains on secondment to

this position. Dedicated to the value of continuous learning, Anna Mai completed a Masters in Educational Management in 2009 with the University of Ulster and was a part-time facilitator with the Professional Development Service for Teachers (PDST) from 2006 to 2015. She became a member of the IPPN Board of Directors in 2009. In her current position with CSL, Anna Mai works closely with IPPN as one of the partners in CSL and also represents IPPN on the Management Board of the Partnership Schools initiative with the National Parents' Council Primary and the DES. She is currently a member of the DES Support Service Planning Group for the Digital Learning Framework.



MÁIRE NÍ BHRÓITHE

Máire was educated by the Loreto order, is a graduate of UCD and taught Gaeilge and Maths in schools in Wicklow, Monaghan and Kildare from 1981 onwards. She was appointed the first Deputy Principal of St Peter's College, Dunboyne Co. Meath in 1995, moved to Castlecomer Community School as Principal in 2002 and moved again in 2005 to become the founding Principal of Ratoath College in Co. Meath.

In 2013 she became the Education and Leadership Officer of Louth Meath Education and Training Board. She is the chairperson of the board of management of the newly established Ballymackenny College in Drogheda, Co. Louth and has experience working in all three sectors at post-primary level. Máire is currently seconded to the Centre for School Leadership in the role of Deputy Director - Post Primary.

THE IPPN LEADERSHIP SUPPORT TEAM supported the development of the Leadership Pathways seminars.

Angela, Donal, Ann and Jack comprise the IPPN Leadership Support Team



ANGELA LYNCH

Angela Lynch is the Leadership Support Manager for IPPN. Prior to taking up this role in 2011, Angela taught in Glasheen Girls Schools, Cork, for over 36 years, 20 of these were in a Teaching and Administrative principal role. She is a trained mediator with a particular interest in the area of conflict resolution. From being a founder member of Cork Primary Principals' Network (CPPN), Angela went on to serve on the IPPN Board of Directors for over 10 years. She is also a regular contributor to Leadership+.



DONAL KERINS

Donal Kerins taught in Midleton CBS for 21 years and was Principal of Bunscoil Rinn an Chabhlaigh in Cobh, Co. Cork for the past 19 years. Donal has been trained as a Mentor with NIPT and has a passionate interest in the development of capacity in teaching staff as the prime means to improve the quality of teaching and learning in schools.

Donal has worked with IPPN's Leadership Support Team since 2016 and has contributed to Leadership+ and E-scéal. He is an avid cyclist and walker and has completed the Tour de Munster and Camino trails.



JACK DURKAN M.Ed

Jack was Principal in Togher Boys' School until 2016 when he retired to take up a position with IPPN's Leadership Support Team. Jack completed his B. Ed degree in Mary Immaculate College and holds a Master's Degree in School Leadership and School Management from the University of Hull.

He is an Associate on the PDST Leadership Team working mainly on the Misneach Programme. He is a Lecturer and Tutor on the Maynooth University Postgraduate Diploma in Educational Leadership & Management Programme (Future Leaders Programme). He is also a member of the CSL Mentor Training Team. He is a trained Relationship Counsellor and a qualified Executive Coach and Mentor. He is presently Chairperson BOM of Blarney St CBS in Cork.



ANN RYAN

Ann has worked for all of her teaching career in areas of social disadvantage. She was a mainstream teacher for 17 years and then worked for 3 years as a teacher counsellor. She was Principal of St. Mark's JNS, Tallaght for 17 years. Ann worked with the IPPN Leadership Support Team for three years until August 2018.

Ann is passionately committed to a positive school experience for all. She considers Emotional Literacy as the bedrock on which to build best possible teaching and learning outcomes and believes relational trust and connectedness can never be overstated. She is an advocate of Restorative Values and Practices in schools and delivers workshops to school staffs on getting started in Restorative Practices. She is a qualified Life Coach and also works as a mentor with CSL.



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Noel O'Loughlin

South West

Thursday Afternoon

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Best of luck and we hope to see you at Conference 2019!



Seminars

INTRODUCTION

IPPN Conference Seminars are 90-minute sessions, which allow time for discussion and Q&A. On Thursday and Friday afternoon, there are concurrent seminars as follows:

- ❖ A Creative School - Leading Provision in Arts Education - Dr. Leo Kilroy
- ❖ Admission to Schools Act 2018 - Mairead O'Flynn
- ❖ Child Protection and Safeguarding Inspections - An Overview - DES Inspectorate
- ❖ Embedding digital technologies into teaching, learning and assessment
- Michael McNamara
Sponsored by CompuB
- ❖ From the Deserted Village to the Alt School. Where are we now?
- Dr. Gerard McHugh
- ❖ Implementing GDPR in the school - Donal Kerins
- ❖ Mindfulness in Schools - Secrets to a Happy Brain - Máire Rodgers Coyle
- ❖ Money Matters - Brian O'Doherty, IPPN
Sponsored by SchoolAccounting.ie
- ❖ Online Claims System - OLCS and the Future - Michael Galvin
- ❖ Preparing the ground for a Dignity in the Workplace Policy for your school community - Ann Ryan & Pdraig McCabe
- ❖ Principalmeet 2019 - Dara Glynn
Sponsored by Cabinpac
- ❖ Priorities for Teaching Principals - Shane O'Donnell & Jack Durkan
- ❖ Restorative Practice - Richie Walsh
- ❖ The Art of Middle Leadership - Anna Mai Rooney & Enda McGorman

Please Note: On Friday the seminar on OLCS replaces the seminar by Dr Gerard McHugh.



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Child Protection and Safeguarding Inspections

An Overview

This seminar will provide participants with an overview of the new Child Protection and Safeguarding Inspection Model. It will address a range of relevant aspects of the model including aims, focus and features.



BRIAN MAC GIOLLA PHÁDRAIG

Brian is a divisional inspector with the Department of Education and Skills. He is based in Athlone and currently assigned to the Office of the Chief Inspector and to the Evaluation Support and Research Unit of the Inspectorate. In this role he provides support to the Chief Inspector and the Senior Management Group of the Inspectorate. He is working on a number of projects including developing the Child Protection and Safeguarding Inspection (CPSI) model and realigning the evaluation of provision for learners with special educational needs in post-primary schools to take account of recent developments in special education. Before joining the inspectorate, he was a primary teacher and principal.



EILEEN O'SULLIVAN

Eileen is a divisional primary inspector in the Department of Education and Skills. She recently concluded her assignment to Teacher Education Section where, for a number of years, she was closely involved in developing, managing and supporting teacher education programmes in line with national priorities and teachers' needs. Among her current areas of responsibility are the management of a programme of inspection and involvement in the Active School Flag Initiative. Eileen commenced her teaching career in Dublin and, prior to joining the Inspectorate, she spent time in the support services.



EAMON CLAVIN

Eamon is a Divisional Inspector in the Department of Education of Skills. He is attached to the Inspectorate's Teacher Education and Inclusion Evaluation and Policy Support Unit. Eamon also carries out evaluation and advisory work in schools around the West Dublin area and the midlands.



ELIZABETH SHERIDAN

Elizabeth is a Primary School Inspector at the Department of Education.

Embedding digital technologies into teaching, learning and assessment

The Digital Learning Framework (DLF) has been developed to assist schools in effectively embedding digital technologies into teaching, learning and assessment. It provides clarity for schools on how to create a shared vision regarding how technology can best meet the needs of all learners. Nationwide seminars exploring the six-step process involved in the implementation of the DLF are currently being delivered by the PDST through the Education Centre Network.

This seminar, which employs a constructivist pedagogical approach, will give school leaders an overview of the DLF, explore the initial steps involved in the implementation of the DLF in a school and highlight the supports available from PDST to aid schools when introducing the DLF in their context.



MICHAEL McNAMARA

Michael is seconded from Scoil Pádraig Naofa, Cregmore, Galway to the Digital Technologies for Teaching, Learning and Assessment team of the Professional Development Service for Teachers (PDST). Michael joined the organisation in 2016 and has since worked with primary schools and teachers, predominantly in the west, midlands and south of the country. As an advisor on the team, he has aided teachers to embed digital technologies into their practice to support and enhance teaching, learning and assessment in the classroom. In September 2018, Michael was appointed as Team Leader for the Digital Technologies team and now works within a cross-sectoral capacity in this regard.

Mindfulness in Schools

Secrets to a Happy Brain

An article in Time Magazine talked about the benefits of mindfulness on children. It highlighted a study done by the team of Kimberly A. Schonert-Reichl, a developmental psychologist at the University of British Columbia. The study's findings show that children who practiced mindfulness in a four-month period performed better academically, showed more positive social behaviours, were less aggressive, more optimistic, and less stressed than those who did not practice it.

In fact, the children who were mindful scored 15 percent higher in Maths than the others. We know mindfulness can decrease stress, anxiety and aggression, but it can also positively affect academic learning! It makes sense as mindfulness trains the child to silence distractions, be calm and concentrate, thereby heightening their capacity for learning.

Another interesting discovery was that the teachers who participated in the study also experienced a calming effect. Mindfulness is indeed a remarkable skill for children to learn and develop in order to facilitate them in negotiating their way through this journey we call life!

In this seminar on "Mindfulness in Schools – Secrets for a Happy Brain !"

- ❖ We will explore and discuss the benefits for the whole school community in introducing/ practising mindfulness in schools
- ❖ We will analyse the concept of mindfulness
- ❖ Sample lessons/visualisations/guided meditations and guidance on how to deal with a variety of difficult emotions and feelings will be examined
- ❖ Quotes from children about their experiences will be viewed
- ❖ We will also go through procedures implemented prior to working with the pupils, staff and Principal
- ❖ It will also be "time out" for you as an extremely busy Principal to mind yourself for a while and experience the effects mindfulness, through visualisations/ relaxations may have on your own body and mind!(Please bring a cushion to rest your head on for your own comfort, in order to fully benefit from the experience)



MÁIRE RODGERS COYLE

Tá mé mo chónaí i Rann na Feirsde i nGaeltacht Thír Chonaill ó bhí mé cúig bliana go leith d'aois indiaidh a theacht 'na bhaile as Albain le mo theaghlach. D'freastáil mé ar scoilteacha gaeltachta go dteachaigh mé 'na coláiste go Carysfort in 1978, áit ar casadh daoine domh atá in gcairde agam go dtí 'n lá inniu ann. Bhain mé céim B.Ed amach in 1981 agus thug mé m'aghaidh ar chuid shléibhte Thír Chonaill arís!

Teaching Career

I spent the whole of my teaching career in the same school - Scoil an Aingil Choimheádaí, An Céideadh - and had been a Teaching Principal in a multi-class situation (4 classes) for sixteen years prior to my retirement in 2015. Even though it was challenging at times, I loved it. It was a privilege for me to be involved in a process which inspired, supported and empowered pupils and staff to be the best of themselves, and to value themselves and others. The emotional well-being and happiness of the school community was at the core of everything in our school running side by side with the academic learning. I also taught in Samhradh at Coláiste Bhríde Rann na Feirsde from 1981 to 1999.

In between times life happened! This quote from Barbara de Angelis sums it all up, "The journey between what you once were and who you are now becoming is where the dance of life really takes place."

Mindfulness

After a number of years of studying and practising Mindfulness myself, I now enjoy doing Mindfulness in Schools since I took early retirement in 2015. So interesting to witness the positive effects of mindfulness on the children and the transformation in the way they learn to manage their feelings and emotions. School staff and principals also participate along with parents for a whole-school approach. In addition to that I also do seminars on Mindfulness at the IPPN Blended Summer Course for Principals. I'm continuously doing CPD courses in Mindfulness.

Leadership Development

I have been a member of IPPN since 1999. I served on The National Council for a number of years prior to my retirement. I am currently a member of the IPPN Professional Guidance Panel. I attend IPPN AGMs and help in the setting up and supporting of Support Groups around the county. I have been involved in Group Mentoring and, with the Centre for School Leadership, I have been Mentor and Cara to Mentors since September 2017. I am also an Anti-Bullying Tutor as part of an initiative between Trinity College, the HSE and Donegal Education Centre.

Preparing the ground for a Dignity in the Workplace Policy for your school community

This seminar will prepare the ground and provide practical tips for developing a whole-school Dignity in the Workplace policy. The mechanism to address conflict will be a restorative one. If you enjoyed the Restorative Practices seminar last year, this seminar is likely to be of interest, but you don't need to have attended it to benefit from this seminar.



ANN RYAN

Ann Ryan has worked for all of her teaching career in areas of social disadvantage. She was a mainstream teacher for 17 years and then worked for 3 years as a teacher counsellor. She was Principal of St. Mark's JNS, Tallaght for 17 years. Ann worked with the IPPN Leadership Support Team for three years until August 2018.

Ann is passionately committed to a positive school experience for all. She considers Emotional Literacy as the bedrock on which to build best possible teaching and learning outcomes and believes relational trust and connectedness can never be overstated. She is an advocate of Restorative Values and Practices in schools and delivers workshops to school staffs on getting started in Restorative Practices. She is a qualified Life Coach and also works as a mentor with CSL.



PADRAIG McCABE

Padraig is principal of St. Mary's Junior NS, Clondalkin, Dublin 22, a mainstream, co-educational school with DEIS Band 1 status. He holds several post-graduate diplomas as well as a Masters in Educational Leadership. He has represented IPPN on a number of committees and forums, including presenting a submission to the Oireachtas Committee for Social Inclusion; he is IPPN National Coordinator for Children and Young People Services Committees; a member of the DCU-based Prevention of Hunger in Schools Strategy Group and the working group convened by Diabetes Ireland.

Padraig is Chairperson of his local School Completion Programme and a Board member of Archways. Padraig has been a member of the IPPN National Conference Venue Committee since 2010 and also from 2004-2006. He is a trained Mentor with the Centre for School Leadership and also acts as a 'Cara' to mentors.

Principalmeet 2019

Principalmeet 2019 is the perfect opportunity to maximise the value of your time spent at conference. It is an opportunity to listen to principals share good practice, practical ideas and personal insights into primary education and leadership. Each speaker will have approximately 5 minutes to speak on their given topic so participants will leave with several examples of good practice. It is informal but organised. You can simply relax and listen or present.



DARA GLYNN

Dara is from Galway and is the principal of CBS Primary in Ennis. He has a degree in Environmental Science (NUI Galway) and trained in Mary I. Since his teaching career began in 2000, Dara has worked in 5 schools and as principal in the last 3 of those (Moneenroe NS and Coon NS in Co. Kilkenny, Urhan NS and St. Joseph's NS Co. Cork and CBS Primary in Ennis). His wandering career as an educator is easily surpassed by his record as a primary pupil, attending 7 schools in 3 countries (including a year of home-schooling). He is currently in the throes of a research Masters in NUI Galway.

Dara has been involved for many years in the Clare, and previously Cork, IPPN county committees and is a founding member of the START competition (check out their stand E4 in the Trade Hall).

Priorities for Teaching Principals

This seminar will explore the challenges of being a Teaching Principal. It will look at practical ways of creating time and space to meet the demands of the dual role.

“The key is not to prioritize what’s on your schedule, but to schedule your priorities.”

- Stephen Covey



SHANE O'DONNELL

Shane graduated from St. Patricks College in 1988. He initially worked in various schools in Dublin before securing a permanent position in Holy Family NS, Monkstown Farm, Dun Laoghaire. He taught there for twelve years before becoming teaching principal in Glenealy NS, Co. Wicklow. He spent six years in Wicklow before the lure of his native county brought him home in 2012. He is currently teaching principal of Scoil Bhríde, Fourmilehouse, Roscommon.

He is interested in all sports, particularly gaelic games, and is involved in a number of capacities with his club Roscommon Gaels.



JACK DURKAN M.Ed

Jack was Principal in Togher Boys' School until 2016 when he retired to take up a position with IPPN's Leadership Support Team. Jack completed his B. Ed degree in Mary Immaculate College and holds a Master's Degree in School Leadership and School Management from the University of Hull.

He is an Associate on the PDST Leadership Team working mainly on the Misneach Programme. He is a Lecturer and Tutor on the Maynooth University Postgraduate Diploma in Educational Leadership & Management Programme (Future Leaders Programme). He is also a member of the CSL Mentor Training Team.

He is a trained Relationship Counsellor and a qualified Executive Coach and Mentor.

He is presently Chairperson BOM of Blarney St CBS in Cork.

The Art of Middle Leadership

This seminar will examine the development of the concept of distributed leadership in Ireland and an Irish framework, process and model for it. It will offer the opportunity for self-reflection on approaches to middle leadership, and assess the readiness of the Irish system for effective engagement. Finally, it will address the practical application of post reviews and the professional learning required by school leaders to engage in best practice in middle leadership.



ANNA MAI ROONEY

Anna Mai is originally from Ballymahon in Co. Longford. After graduating from St. Patrick's College in Drumcondra in 1987, she taught in St. Patrick's Loreto Primary School in Bray. On moving to Monaghan in 1992, Anna Mai taught in St. Patrick's National School, Clara, in North Monaghan and in Scoil Mhuire, Gransha, Clones from 1994-2000. She became the Teaching Principal of Scoil Mhuire, Magherarney, Smithborough in 2000 where she remained until becoming Administrative Principal of St. Louis GNS in Monaghan town in 2008.

Anna Mai became the Deputy Director for Primary Schools in the newly-established Centre for School Leadership on September 1st 2015, and remains on secondment to this position. Dedicated to the value of continuous learning, Anna Mai completed a Masters in Educational Management in 2009 with the University of Ulster and was a part-time facilitator with the Professional Development Service for Teachers (PDST) from 2006 to 2015. She became a member of the IPPN Board of Directors in 2009. In her current position with CSL, Anna Mai works closely with IPPN as one of the partners in CSL and also represents IPPN on the Management Board of the Partnership Schools initiative with the National Parents' Council Primary and the DES. She is currently a member of the DES Support Service Planning Group for the Digital Learning Framework.



ENDA MCGORMAN

Enda is the principal of Mary, Mother of Hope National School, Littlepace, Dublin 15. He hails from Monaghan, and graduated from St. Patrick's College of Education in Drumcondra in 1994. He worked as a teacher in the Holy, Spirit Boys National School in Ballymun from 1995 to 2001.

In 2001, Enda was appointed as principal of Mary, Mother of Hope NS. In addition to his work as school principal, Enda has worked on several leadership programmes including Misneach, Forbairt, Tánaiste and Tóraíocht. Most recently, he has worked as an associate with the Centre for School Leadership (CSL). He has a keen interest in intercultural issues, integration and supporting students and families from socially disadvantaged communities. In 2007, he conducted research on the challenges of inter-culturalism and co-authored a report *Intercultural Education, Primary Challenges in Dublin 15*.



AFTER DINNER ENTERTAINMENT

Deirdre O'Kane

Irish comedy's prodigal daughter has made a long-awaited return to her stand up roots, delighting audiences across the country with a sell-out new show, 1 Dee. Warmth and charm envelop the killer wit of this Drogheda native.

A six time Irish Film and Television Awards (IFTA) nominee, Deirdre was awarded Best Lead Actress (Film) 2015 for her role as Christina Noble opposite Liam Cunningham, Sarah Greene and Brendan Coyle in Stephen Bradley's feature Noble. Released in September 2014 Noble won Jury and Audience awards at the Boston Film Festival, Santa Barbara International Film Festival, Newport Beach Festival, Nashville and Dallas Festivals.

Other feature film credits include the BAFTA winning Festival for Channel 4, Intermission directed by John Crowley for Parallel Fims, Killing Bono directed by Nick Hamm for Cinema Three and Dollhouse, directed by Kirsten Sheridan for Factory Films.

Deirdre's television credits include Paths to Freedom (RTÉ) in which she played Brendan Coyle's long-suffering wife Helen, The Clinic, Fergus's Wedding, The Fitz, and Bittersweet. She recently appeared in the leading role of Debra Moone in her third series of Moone Boy (Sky) opposite Academy Award Nominee Peter McDonald and Chris O'Dowd and which garnered Deirdre her fifth IFTA nomination in 2014.

Theatre credits include Mary in Juno and the Paycock (the Abbey), Miss Funny in At the Black Pig's Dyke (Druid Theatre) Daphne in Present Laughter (Gate Theatre), Jean in two sold-out runs of Dandelions at the Gaiety Theatre for Landmark Productions, and her acclaimed performance in the one woman show My Brilliant Divorce (Druid).

Deirdre is also recognised for her work in the corporate entertainment sphere, where she adds an element of glamour to both large events and more intimate gatherings; most recently she hosted the 2017 Irish Film and Television Academy Awards, which was broadcast on RTÉ. Deirdre's combination of engaging manner and comedic skills make her a highly sought-after host.

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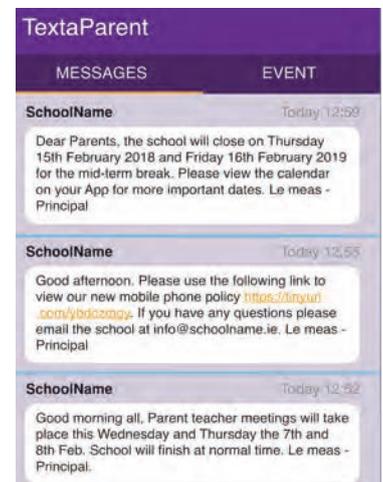
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