

June 2020

Re: IPPN 2020/2021 Membership Fee

A chara,

We hope that you, your colleagues, family, friends and everyone in your wider school community are keeping well and getting through this period of deep uncertainty and challenge without too much difficulty. It has been a truly unsettling time for us all.

The reason for our letter is to advise you of the range of supports and services provided by IPPN to school leaders – we know that many members do not know the full extent of this - and the membership fee for the 2020/2021 school year.

Research has demonstrated the profound impact that leadership has on school effectiveness and that it is second only to quality teaching in terms of its impact on student outcomes. In short, there is no such thing as an effective school without an effective leader. As you know, IPPN is the professional body for school leaders and our core mission is to empower principals and deputy principals to inspire the teaching and learning in our schools. We do this through the provision of a suite of supports, services and resources to our member schools, which better enable the leaders of those schools to provide the visionary, dynamic and transformational leadership that every school needs. In doing so, IPPN seeks to provide the *'the social-professional space that [school leaders] need to sustain their energy, enthusiasm and positivity for the role'* as outlined by the Centre for School Leadership.

There has been no increase in IPPN's membership fee since 2007. At that juncture, a differential was established between the membership fee payable by a school with a teaching principal, and that of a school with an administrative principal. In the intervening 13 years, huge change has occurred, both in terms of the range of services that IPPN has developed and, as is also the case in schools, the cost of running the organisation.

IPPN is operating in a different financial reality now to that which existed in 2007. Prudent investment and management of costs, as well as the development of commercial income, enabled IPPN to develop supports and services without needing a fee increase, until now. In the intervening 13-year period, income has remained almost static whereas expenditure has increased by almost half.

As well as a considerable increase in the cost of overheads such as utilities and insurance, the increase is largely explained by the significant development in the range of services and supports provided to our members and the increased staff numbers required to provide them. Since 2007, IPPN has developed a dedicated Leadership Support service, staffed by serving and retired principals who provide one-to-one professional guidance and support for school leaders when they need it, as well as support in relation to queries of a more factual nature. We have also developed 'Resource Bundles', which are a one-stop shop for all key information on topics of particular relevance, as well as significantly enhanced web-based services, including ippn.ie, EducationPosts, TextaParent, the IPPN

Dashboard and Sub Seeker, all of which help school leaders manage their schools effectively and efficiently.

IPPN has provided enhanced professional development including county-based seminars, annual conferences for principals and for deputy principals, professional briefing days, blended summer schools and online courses, and a suite of supports designed for newly appointed principals including Ciall Ceannaithe and 'Headstart' training and mentoring, and dedicated support. We have also developed capacity in relation to advocacy and research, with dedicated staff to undertake research into key aspects of leadership as well as the preparation of position papers and submissions to influence education policy at national level.

Please see the accompanying document *The 2020 Guide to IPPN*, which outlines in more detail the many valued supports and services provided and how IPPN plans to enhance some of these in the coming years.

The IPPN Board of Directors and National Council have approved the following membership fee per school to come into effect in September 2020:

New Fee Structure	
Teaching Principal & Deputy	€250
Administrative Principal & Deputy	€290

Note that the Department of Education and Skills stipulated in Circular 14/02 that it considers the fee for membership of IPPN to be a valid Board of Management expense.

Your continued support to IPPN by renewing your membership for the next school year will enable us to continue to provide and to enhance the dedicated supports and services to empower school leaders to inspire quality teaching and learning in our schools.

We would appreciate if you would bring this letter and the Guide to IPPN to the attention of the chairperson of your Board of Management.

Is sinne le meas,



Damian White
President



Páirc Clerkin
CEO