

## SEMINARS & FACILITATORS

### AN PLEAN SCOILE – FROM CONCEPT TO PLAN

**Synopsis:** Using LAOS, SSE and PIEW to make school planning manageable.

**Presenters:**

**Padraig McCabe, IPPN Leadership Support team**

Padraig spent his teaching career working in Clondalkin, Dublin. He has extensive experience in working in DEIS schools and with DEIS programmes. He spent 16 years as a mainstream class teacher before being appointed Principal of St. Mary's Junior School in Rowlagh, a position he held for 22 years.



Padraig is committed to supporting school leaders. He has been involved with the organisation of IPPN Conferences since 2004, and served on the Board of Directors of IPPN from 2016 to 2020. He now works with the IPPN Leadership Support Team.

Padraig has a Masters in Educational Leadership, is a qualified life coach, a certified mediator and trained facilitator. He is a mentor for newly-appointed principals and has acted as a 'Cara' to mentors for the Centre for School Leadership. Padraig has been a long-time advocate for promoting Dignity in the Workplace.



**Maria Tully, Deputy Principal of Scoil Phádraig BNS, Clane Co Kildare & IPPN Board member**

Maria taught for eight years in St Brigid's JNS, Brookfield, Tallaght before joining the staff of Scoil Phádraig in Clane, Co Kildare in 1999. Maria had been an Assistant Principal in both schools for several years before becoming Deputy Principal in Scoil Phádraig in 2017. She is IPPN, National Council Representative for Kildare (2018/19) and is now a member of the Board of Directors of IPPN. Maria is interested in further developing the role of the Deputy Principal within the IPPN and establishing support groups in each county to develop a community of support for the leadership role of the Deputy Principal. She has worked closely with the IPPN in trialling the implementation of the PIEW model as a model for addressing priority needs in Irish primary schools.

**Q&A Facilitator:** Brídín Nic Eiteagáin, Deputy Principal of Scoil Cholmchille, Carraig Airt, Donegal

## CO-LEADERSHIP – WHAT DEPUTY PRINCIPALS THINK

**Synopsis:** Why a collaborative working relationship between Principal and Deputy Principal is the only way forward.

**Presenter: Anna Mai Rooney – Deputy Director Primary at the Centre for School Leadership**

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 was appointed as Deputy Director Primary of the Centre for School Leadership in 2015.



Dedicated to the value of continuous learning, Anna Mai completed a master's 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 2005- 2015. She sits on the Irish Primary Principals' Network (IPPN) Board of Directors and is a member of the management committee of Partnership Schools, a joint initiative between IPPN and the National Parents' Council to promote whole communities working together to achieve better outcomes for children. Anna Mai is a member of the DCU Changemaker Schools Steering Committee and is an Ed D student with the University of Glasgow.

**Q&A Facilitator:** Sarah Fitzgerald, Deputy Principal of St Mary's NS, Cobh, Co. Cork

## READY, SET, DIFFERENTIATE

**Synopsis:** This will be a hands-on and practical session. Mags and Andrea will explore how to plan for and organise effective differentiation to create an inclusive classroom experience for children. They will outline a range of useful teaching approaches and learning strategies, based on their shared years of teaching experience. Central to their approach will be the inclusion of the voices of key stakeholders, most especially children.



**Presenters:** Mags Jordan and Andrea Roche

Mags and Andrea hope that at the end of their session, Deputy Principal colleagues will have had a chance to step out from their busy schedules to consider differentiation in a new or refreshed way and gain some practical ideas and approaches as they return to their own schools.

**Q&A Facilitator:** MJ Malone, Deputy Principal of Clarecastle NS, Clarecastle, Co. Clare

## DIFFICULT CONVERSATIONS – GOING FOR THE WIN-WIN!

**Synopsis:** In this practical seminar, Mary Rafferty will outline her 8-point approach which stresses that the ultimate goal is to transform a difficult conversation into a learning conversation which ultimately benefits both parties. Attendees will be able to download a step-by-step guide to preparing for and engaging in a difficult conversation with a view to achieving a positive outcome for all concerned.

**Presenter: Mary Rafferty – Consensus Mediation**

Mary Rafferty, B.Ed., M.Sc., Member of the International Coaching Federation, M.I.I. Advanced Member

Mary is an accredited Advanced Mediator, CINERGY® Certified Conflict Coach and Erickson Solution Focused qualified Coach. She has worked in private practice as a Coach, Mediator and Trainer. since 2006 in a wide range of organisations both private and public sector. Mary's work over the past 15 years has focused on supporting organisations in both public and private sectors to build high quality robust relationships in their teams and a culture of open and transparent communication.



With a background in education and social work she has had first-hand experience of the challenges of working and managing in public sector service-based organisations. Her school leader coaching and training experience includes working with principals and deputy principals at both primary and secondary level. Issues include dealing with difficult conversations, implementation of circular 003/18, change management, delegation, coaching and supporting staff, and performance management. Mary is a member of the Centre for School Leadership Coaching Panel for Principals of Primary and Post-Primary Schools.

Mary specialises in coaching for leaders and managers around building positive and resilient working relationships. She has designed a structured 8-step approach 'POISE NOW' to teach and coach leaders and managers to navigate 'difficult conversations' with greater clarity and confidence. Her eBook 'POISE NOW – Win-Win Conversations for Leaders and Managers' can be downloaded (free) [here](#) Mary is a former Director of the Mediators' Institute of Ireland and former Director of the MII Accreditation Policy Committee, of which she is still an active member.

Mary holds an Honours Degree in Education, a Master's Degree with Distinction in Social Science and has attended a wide variety of specialised trainings in the field of team coaching and conflict resolution.

[www.consensusmediation.ie](http://www.consensusmediation.ie)



**Q&A Facilitator:** Áine Fitzpatrick, Deputy Principal of Mary Mother of Hope SNS, Clonsilla, Dublin

## DIGNITY AND RESPECT IN THE SCHOOL AS A WORKPLACE

**Synopsis:** An essential Toolkit for creating a safe working environment for all and empowering a staff to develop a mechanism for dealing with difficult relationship issues as they arise.

### Presenters :



#### **Donal Kerins**

Donal Kerins taught in Midleton CBS for 20 years and was Principal of Bunscoil Rinn an Chabhlaigh in Cobh, Co. Cork for a further 20 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 now works with IPPN's Leadership Support Team on Group Mentoring and Resource Bundles, including the Live Resource Bundles during COVID-19. He is currently leading a team which is working on a series of Resource Bundles on Dignity in the Workplace. He is currently chair of the Steering Committee of the IPPN / ESCI / DE and CSL Project to ensure a Local Support Group for every school leader in the country.

A former Commandant in the Reserve Defence Forces, Donal is an avid cyclist and walker and has completed the Tour de Munster and Camino trails.

#### **Ann Ryan**

Ann worked all of her career in areas of social disadvantage. She was a mainstream teacher for 17 years and spent three years as a teacher counsellor. She was Principal of St. Mark's JNS in Tallaght for 17 years.

Ann worked as a member of the IPPN Leadership Support team for 3 years and now does project work with the team.

She is passionately committed to a positive school experience for all. She considers emotional literacy to be the bedrock on which to build the best possible teaching and learning outcomes. She believes relational trust and connectedness cannot be overstated in organisations.

Ann advocates Restorative Practices and believes that, coupled with a vibrant Dignity at Work policy, schools can become even greater places to work.

Ann is a qualified Life Coach and Mentor. She delivers workshops on getting started with your own Dignity At Work Charter and believes every school needs this policy.



#### **Teresa Coughlan and Joanne Dillon**

Teresa is principal and Joanne is deputy principal of Scoil Chlíodhna, a Community NS in Carrigtwohill Co Cork. They are currently looking at how they might go about implementing Dignity and Respect in the Workplace their own school.

## PROACTIVE COPING AND CARING FOR YOURSELF IN CHALLENGING TIMES

**Synopsis:** The COVID pandemic and its aftermath continue to pose significant challenges for schools and school leaders. This presentation will outline what is involved in caring for yourself and coping in these difficult times, with particular reference to:

- accurate self-assessment to what you can and cannot do
- facilitating a conflict positive school environment and preventing destructive conflict &
- communicating assertively.

Effective strategies for stress reduction will also be outlined.

**Presenter: 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 on the characteristics, skills and benefits of creating and maintaining a positive/effective work environment.



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 leaders on examining the impact of their behaviours, relationships and emotions on school effectiveness. She frequently speaks at conferences and seminars on workplace environment-related topics. During the Covid pandemic she provided Zoom presentations for numerous schools and other organisations on aspects of caring and coping in challenging times.

Her Master's thesis had workplace bullying in schools as its theme and she is an acknowledged expert on that subject. 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.

**Q&A Facilitator:** Sandra Dempsey, Deputy Principal of Scoil Bhríde, Clara, Offaly