



**PRINCIPALS AND DEPUTY PRINCIPALS' ASSOCIATION**  
**CUMANN PRÍOMHOIDÍ AGUS PRÍOMHOIDÍ TÁNAISTEACHA**



www.PDA.ie



**Colleagues**



Stephen Goulding - PRESIDENT

Welcome to the latest edition of our newsletter. It is a great privilege for me to communicate with you in my role as the newly elected President of the association. Over the past year, the Association has worked tirelessly to represent the interests of all Principals and Deputy Principals in the sector on many forums. To continuously keep our members updated we have created a new website. I trust this will be both a resource and a reference point for all of our members in supporting your work.

Johnstown Estate Hotel in Enfield, Co. Meath, from November 15th to 17th. The organising team are in the process of arranging speakers to meet the needs of both Post Primary and Further Education. Speakers planned to date include Professor Kathleen Lynch of UCD, who will be looking at social justice issues and Dr Marie Rooney on Learner Wellbeing in the FET environment.

It is essential all Principals and Deputy Principals make their voices heard. We need constant feedback from our members to ensure our National Executive is well informed in all its discussions with both TUI and the Department of Education and Skills. PDA has a number of support personnel available to members who need advice and support on any issue that may arise. I strongly encourage all members to use this facility.

*Best wishes for the remainder of the school year.*

**Please visit our website for updates and information at [www.PDA.ie](http://www.PDA.ie)**

**Can't find what you're looking for? Simply email your suggestion to one of our PDA Officers.**



Our Annual Conference in November 2016 had the theme 'Reflection and Renewal'. The speakers chosen reflected the current climate of curricular change and demands on school management. All delegates felt the quality of speakers and the networking potential made the conference worthwhile and enjoyable.

In 2017, the Annual Conference is being hosted by the Louth Meath and Cavan Monaghan ETB regions of PDA at the

**The Johnstown Estate**  
 Enfield, Co. Meath.

**PDA CONFERENCE 2017**  
 November 15, 16 & 17



**PDA Officers 2017**



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## Why Join PDA

School leadership is frequently challenging and demanding and PDA at regional and national level is there to offer you advice and support if required. We encourage you to attend regional meetings and annual National Conference. In doing so you will build valuable contacts right across the ETB sector and discover that there are common problems and issues. The opportunity to build networks and discuss and share ideas will greatly support your work in school leadership.

The National Executive is composed of representatives from all ETBs and issues of concern are considered at each Executive meeting. The national officers of PDA hold regular meetings with TUI and with other relevant bodies from time to time. This access allows PDA to bring our policies and concerns to a national stage. Not all issues are easily resolved but we have a track record over time of making considerable progress on matters that impact in a major way on Principals and Deputies throughout our sector.

Our Annual Conference held in mid November each year is the policy making forum and members have the opportunity

to contribute to debates on matters of concern submitted as resolutions from each region. The Conference has a very strong educational and professional development focus with workshops and presentations from speakers with expertise in key areas directly related to teaching, learning and educational leadership.

Exhibitors at the conference include suppliers and agencies ranging from the education support services to providers of initial teacher education. The schedule also includes a social dimension with extensive opportunities for networking.

Attendance at all the professional development sessions at Conference and the Conference banquet is open to Principals/ Deputy Principals who are not members of PDA.

Some short business sessions are exclusive to PDA members. Further information on attendance at Conference is available from any of the contact numbers in this newsletter.

PDA offers formal and informal support to

members and towards this end names and contact details of support officers are included on page 6 of this newsletter. Where necessary a support officer will travel to your region to meet with you to discuss an issue of concern and provide advice and support.



**Coiste Eagraithe na Comhdhála**  
*Conference Organising Committee*

**Back Row LR:** Dominic Guinan, Mattie Kilroy, Richard Murphy, Tom Hughes, Mick Daly, Paddy Scales, Chris Forde, James McGrath

**Front Row LR:** Mary Coyle, Ann Hanley, Gerry Connolly, Roger Geagan, Maura McAuliffe, Miriam Hickey.

**Missing From The Photo**  
Nora Kennedy, Michael O'Rourke, Eileen Donohue, Jimmy Flanagan.

## PDA- a brief historical note

The origins of PDA as we know it today can be traced back to the late 1960s. The inaugural meeting to establish a representative association for Principals in the VEC sector took place in Athlone in late 1969. At the time all teaching staff in the VEC sector were represented by the Vocational Teachers' Association



**Nora Kennedy, Maura McAuliffe & Ann Hanley, retired members.**

(VTA), now the TUI. The Executive of VTA were represented at the Athlone meeting by Kevin McCarthy.

Maurice Roche, Killorglin Technical School was appointed as the Chairman of this new Headmasters' Association. Further work continued over the next few years leading to a

Convention in Athlone in January 1971 where the first Constitution was ratified. The association's name was finalised and the Association of Principals of Vocational Schools came into being.

The relationship of the association with VTA was clarified in the Annual Report of the VTA Congress 1971 and the Executive Committee of the new association was constituted as a sub-committee of the Executive of the Vocational Teachers Association. The early days of APVS saw it working with VTA to seek to make progress on issues such as secretarial support, matters relating to a new senior cycle and seeking that the universities would offer full recognition to technology subjects for progression to Degree courses.

The introduction of Community Colleges gave rise to the need for a change of name and the Association of Principals of Vocational Schools (APVS) became the association of Principals of Vocational Schools and Community Colleges (APVSCC). Given the evolving nature of school leadership there was a growing

recognition that Deputy Principals should have the opportunity to be members. The matter was considered by the APVSCC Executive and Annual Conference and discussions followed with the Executive of TUI. A motion to TUI Congress to facilitate the development was not

reached. The Executive of TUI later took a decision to approve of the inclusion of Deputy Principals and the subsequent TUI Congress adopted the Annual Report which included this decision. This very significant development gave rise to a further name change and so the Principals and Deputy Principals Association (PDA) was formed.



**Páidraig O'Heidín, Billy Curtin, Tom Brouder & Tommy Barrett.**



# PRESIDENT'S SPEECH EXTRACT



The problems we are facing now, as principals and deputy principals, are much the same as they have been for many years. What has changed, however, is

the time and resources available to us to adequately deal with these problems. We have all taken on many extra duties because of the non-filling of posts of responsibility as they became vacant. Through the PDA, we have a voice in the department and can meet with department officials to put across our point of view. I believe the DES wants schools to be properly resourced and, when they do have more resources to spread around, it is vital that we have a seat at the table and can have a say in how those resources are allocated. Due to the efforts of the executive officers of the PDA over the last number of years, we are now invited to consultation meetings on current educational issues by various educational partners.

It is also important to point out that, as a sub-committee of the TUI executive, we have direct access to TUI General Secretaries and we avail of this opportunity to highlight issues of concern to principals and deputy principals. The TUI holds a strong consultative position with the DES on most initiatives and developments that affect our schools and our teachers. As principals and deputy principals, we have specific needs that may not always tally with the needs of the majority of TUI members and we could sometimes be forgotten in the grand scheme of things. However, our status as a subcommittee of the TUI executive, means that we have a direct line of contact with its officers, and over the last number of years they have, on many occasions, sought our input on various issues.

Meetings with the TUI occur on an ongoing basis where concerns brought up by PDA members, through area reps, are addressed. Some of these happen at our executive meetings where we have representation from a TUI Liaison Officer and a TUI Assistant General Secretary. At other times, we have formal meetings with TUI officials where specific items are discussed and

motions that are passed at our congress are formally handed on to the TUI, which in turn informs their discussions with the DES. PDA meetings with the DES have taken place regularly in recent years. These provide us, as PDA members, with a direct voice to the Department. The substantive issue at our last meeting was the need to review the ex-quota deputy principal structures. The DES engaged very positively with the PDA, seeking our opinion on the proposed revisions, which in the subsequent two budgets gave some much needed relief to principals and deputies in many schools.

The NCSE is reviewing the process for the provision of special needs support. It has been suggested that schools will be given an overall allocation based on school profiling and social context. The suggestion then is that the principal would be able to decide on the allocation given to each student. Our agenda is, of course, to make sure that we do not end up with a greater workload as a result of the DES changing procedures.

The revised Junior Cycle is here. Forty minutes of professional time has been secured for all teachers to allow for the extra administration and planning associated with the Junior Cycle. There is also a weekly allowance of management hours for a staff member to do the extra administration work associated with the continuous assessment aspect of the Junior Cycle. This is something that the PDA lobbied hard for. It is now up to us to ensure that we do not take up any extra duties arising from the revised Junior Cycle. What might these duties look like in 2022 when all subjects have come on stream? We must ensure that whatever changes arise due to revised programmes or new educational initiatives, they must be adequately resourced, and we must ensure that no extra work lands on our desks.

Many PDA principals are deeply concerned about the inadequate resourcing of the Further Education and Training sector. The role of the Department of social protection in terms of direct referral of learners to private or contracted providers is a huge concern. The number of direct referrals to FE colleges is falling despite local protocol meetings in each ETB. Each ETB needs to have greater autonomy in terms of programme choice. Also, a greater degree and availability of

CPD for FE staff needs to be organised in local centres of education. Another area of concern is the administrative burden of the FARR reporting system. This system has an excessive focus on the degree of outcomes and employability without factoring in a learner's educational progression and personal development. Dual reporting was brought in this year for October returns. October returns must now be sent for schools with mixed settings to both the DES & SOLAS. This is an unnecessary increase on the workload of schools. The PDA will be watching this sector very closely and will do the best they can to protect it and to protect the working conditions of its principals and deputy principals.

We now have a website that has not only the basic information about the PDA as an association, but also has links to useful sites and up to date information relevant to our sector. We very much hope that it will become a quick reference resource for all Principals and deputy principals. This website is regularly updated and we would very much welcome any suggestions you may have to ensure it is meeting your needs. WWW.PDA.ie. We also have a Facebook page and a Twitter feed. Let's use our website to quickly reference information that is useful to us. I urge everyone to contact the officers with suggestions about what you would like to see on the website. If you are looking for something and it is not there, please tell us and we can make it available for everyone. The PDA, at both local and national level, offers a platform to discuss issues, air problems and discover solutions.

At a time when "wellbeing" is coming to centre stage for our students, it is vitally important that the "wellbeing" of principals and deputy principals is addressed.

**JOIN PDA for €100 per year**



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*Pay your subscription to the national treasurer, Michael Murphy.  
Invoice available on request.*

**November 2017**



Conference Dinner



Roger Geagan, Miriam Hickey & Richard Murphy



James Mc Grath, Mary Coyle & Michael O'Rourke



Peter Nagle, Sandra O'Toole, Adrian Power, & Jay Murphy



John Irwin (ACCS), Adrian Power (PDA) & Denis Wagner (TUI).



Dr. Sean Ruth



Sean Og O'Sullivan, Miriam O'Donnell, & Cathnai O'Muircheartaig





Michael Walsh, Conor O'Reilly, Anita Gallagher & Kieran O'Malley.



Former PDA Presidents:  
Tom Hughes, Larry Kavanagh & Mick Daly



Roger Geagan, Dr. Maureen Griffin & Adrian Power



Brian O Maoilchiaran & Austin Fennessy



Patricia Carragher, Barbra Mulhall,  
Maeve Joyce & Bernie Judge.



Ger King, John Kileen & Michael Murphy  
(National Treasurer, PDA)



Matthew Carr, Gerry McGill, Siobhán Landers, Noel Colleran & Jack Flynn

# YEAR PLANNER 2017

	January	February	March	April	May	June
Tuesday						
Wednesday		1	1			
Thursday		2	2			1
Friday		3	3			2
Saturday		4	4	1		3
Sunday	1	5	5	2		4
Monday	2	6	6	3	1	5
Tuesday	3	7	7	4	2	6
Wednesday	4	8	8	5	3	7
Thursday	5	9	9	6	4	8
Friday	6	10	10	7	5	9
Saturday	7	11	11 Exec Meeting	8	6 Exec Meeting	10
Sunday	8	12	12	9	7	11
Monday	9	13	13	10	8	12
Tuesday	10	14	14	11	9	13
Wednesday	11	15	15	12	10	14
Thursday	12	16	16	13	11	15
Friday	13	17	17	14	12	16
Saturday	14	18	18	15	13	17
Sunday	15	19	19	16	14	18
Monday	16	20	20	17	15	19
Tuesday	17	21	21	18	16	20
Wednesday	18	22	22	19	17	21
Thursday	19	23	23	20	18	22
Friday	20	24	24	21	19	23
Saturday	21 Exec Meeting	25	25	22	20	24
Sunday	22	26	26	23	21	25
Monday	23	27	27	24	22	26
Tuesday	24	28	28	25	23	27
Wednesday	25		29	26	24	28
Thursday	26		30	27	25	29
Friday	27		31	28	26	30
Saturday	28			29	27	
Sunday	29			30	28	
Monday	30				29	
Tuesday	31				30	
Wednesday					31	

Useful Numbers: \_\_\_\_\_

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	July	August	September	October	November	December
		1				
		2			1	
		3			2	
		4	1		3	1
1	5	2		4	2	
2	6	3	1	5	3	
3	7	4	2	6	4	
4	8	5	3	7	5	
5	9	6	4	8	6	
6	10	7	5	9	7	
7	11	8	6	10	8	
8	12	9	7	11	9	
9	13	10	8	12	10	
10	14	11	9	13	11	
11	15	12	10	14	12	
12	16	13	11	15 Conference	13	
13	17	14	12	16 Conference	14	
14	18	15	13	17 Conference	15	
15	19	16 Exec Meeting	14	18	16	
16	20	17	15	19	17	
17	21	18	16	20	18	
18	22	19	17	21	19	
19	23	20	18	22	20	
20	24	21	19	23	21	
21	25	22	20	24	22	
22	26	23	21	25	23	
23	27	24	22	26	24	
24	28	25	23	27	25	
25	29	26	24	28	26	
26	30	27	25	29	27	
27	31	28	26	30	28	
28		29	27		29	
29		30	28		30	
30			29		31	
31			30			
			31			

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PDA CONFERENCE 2017 November 15, 16 & 17  
**The Johnstown Estate**  
 Enfield, Co. Meath.







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## PDA Regions

The re-structure of the organisation of Principals and Deputy Principals (Cumann Príomhoidí agus Príomhoidí Tánaisteacha) has units now in each of the sixteen Educational and Training Board areas. Each E.T.B will be represented on the National Executive of P.D.A. This E.T.B structure will allow for a calendar of meetings to be developed locally and at National level to give a strong voice to P.D.A. at both levels.







Matt Power, Adrian Power & Vivienne Hogan



Adrian Power Vice President PDA,  
Cathnai O'Muircheartaig President NAPD



Paul Murphy, Denis Healy & Ger Looney



Mary Cullen, Gerry Miller & Linda Dunne

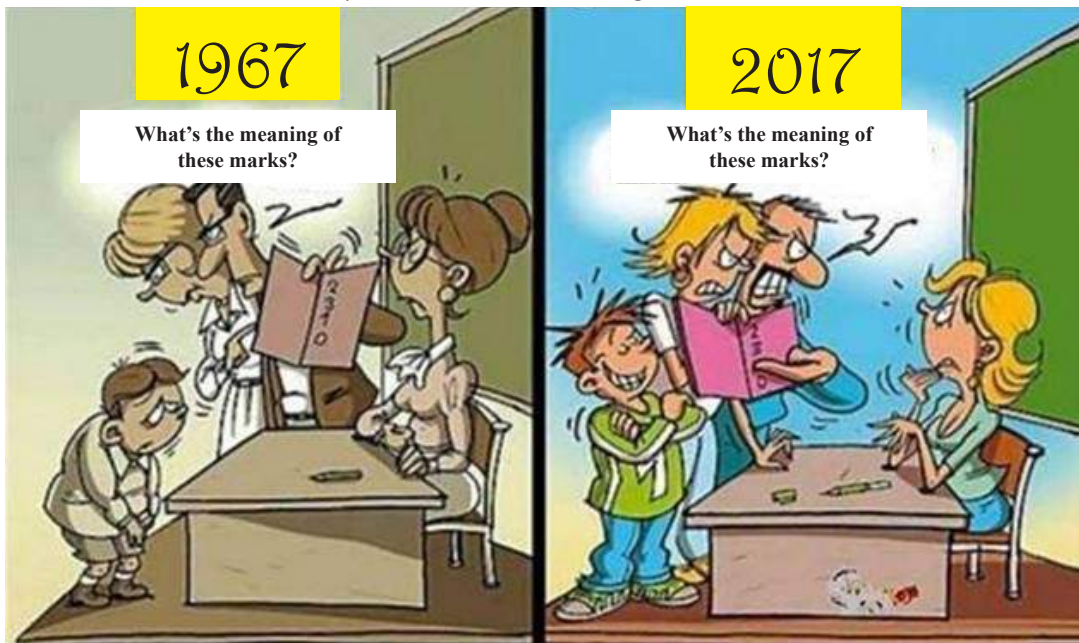


Austin O'Shaughnessy, Fiona O'Brien (JCT), Adrian Power & Stephen Goulding



John Mac Gabhann General Secretary TUI, Joanne Irwin President TUI, Adrian Power Vice president PDA, & Michael Gillespie assistant general secretary TUI

.....in 50 years a lot has changes in schools.....



Conference Speakers Profiles 2016



**Dr Seán Ruth** is an Organisational Psychologist who was formerly Senior Lecturer in Psychology and Head of the Department of Organisational and Social Studies at the National College of

Industrial Relations, Dublin.

Since 1992 he has run his own training and development business specialising in the areas of leadership development, conflict resolution and diversity. He regularly acts as a facilitator to leadership teams as well as working in an executive coaching/support capacity with individual leaders. He has worked with a wide variety of organisations, both in Ireland and internationally, including local authorities, businesses, semi-state bodies, government departments, trade unions, health services, religious and educational bodies.

In addition to his training and development work, he teaches a module on leadership on the MA in Christian Leadership in Education at Marino College, Dublin and a module on conflict resolution for the BA, Masters and Doctoral programmes in the Department of Applied Social Studies at Maynooth University.

His publications include the following:  
 Leadership and Liberation: A Psychological Approach. London: Routledge, 2006. (Reprinted 2012).  
 High-Quality Leadership: A Self-Assessment Guide for Individuals and Teams. Dublin: Veritas, 2006.



**Dr. Domnall Fleming** is a senior inspector with the Department of Education and Skills (DES) and is based in the Munster region. He graduated from University College Cork (UCC) with a Masters degree in

Geography and a Higher Diploma in Education in 1983. He taught in a number of second-level schools in Cork city and county, and for fourteen years was a teacher of Geography and English, and an assistant principal, in Coláiste Choilm in Ballincollig, Co Cork. He was seconded on a part-time basis to the National Council for Curriculum and Assessment (NCCA) as Education Officer to the Leaving Certificate Course Committee from 1996-2002 and lectured, also on a part-time basis, to PGDE geography students in UCC from 1997-2002. In 2002, he was appointed inspector for Geography with the DES Inspectorate and was promoted to senior inspector in 2004. In the period 2008 to 2012 he completed school-based research relating to student voice in Irish post-primary schools and was conferred with a PhD in Education at UCC in 2013.



**Ann-Marie Ireland** Ann-Marie Ireland has worked in education for over 12 years as a primary school teacher with a Postgraduate Diploma in Education and a BA degree in Humanities. Her company ChillOut

Ireland offers services in mindfulness and well-being for schools and in classroom relaxation strategies. She has worked with great success with schools all over Ireland providing teachers with approaches which allow them work in a less stressful and healthier environment.



**Dr. Maureen Griffin, B.A., M.A., Ph.D.** holds an honours degree in Applied Psychology, a Masters in Forensic Psychology and a Ph.D. in Applied (Forensic) Psychology

(specifically in the area of Sex Offender Assessment).

Maureen lectures in the areas of abnormal psychology, mental health and crime, sexual offenders, online internet solicitation and risk assessment on Forensic Psychology, Criminal Behaviour & Criminalistics courses in Universities across Ireland

Maureen is Director of MGMS Training Limited and has visited over 600 schools (primary & post primary) and organisations across Ireland speaking with students, staff, BOM members and parents regarding issues around social media, cyber-bullying and internet and mobile phone safety.

**Presentations from conference speakers are available on our website**

**www.PDA.ie**



# The Post Primary School Timetable - Time for a decision ?

*(Presentation made to the PDA Conference 2016 by Michael Gillespie, Assistant general secretary of the TUI on 17th November 2016)*

We are now in the Knowledge Society. It is reported to have begun in 1986 and it generates, shares and makes available to all members of the society knowledge that may be used to improve the human condition

## The Choice for Schools

Post primary schools can support students to become effective learners with the focus on what is being learned, and how it is learnt or support the content driven curriculum and content driven assessment. Learning Outcomes are now defining the JC curriculum with 24 Statements of learning and 8 Key Skills. These Learning Outcomes are statements of what a learner understands and/or can be able to demonstrate after the completion of learning." (Kennedy, Hyland, Ryan) they are clear statements of what learners are expected to achieve

## Class Duration

Class periods must be a minimum of 40 minutes duration. The Junior Cycle agreement states minimum 40 minute classes confirmed by circular letter for September 2017.

## For Teachers this will require:

### 22 hours:

33 x 40 minute periods per week/22 x 1 hour periods per week

### 18 hours:

27 x 40 minute periods per week/18 x 1 hour periods per week

## For Students it will require 28 hours

42 x 40 minute periods per week or

28 x 1 hour periods per week

Nationally, in Ireland, schools currently range from 42 to 45 contact periods per school week

## The Junior Cycle Framework will require:

Core: 4 periods x 3 subjects	=	12 periods per week
Options: 3 periods x 7 subjects	=	21 periods per week
Wellbeing (PE/SPHE/CSPE /Guidance)	=	6 periods per week
<u>RE</u>	=	<u>3 periods per week</u>
Total	=	42 periods per week

## The Leaving Certificate will require:

Students: 42 X 40 minute periods	=	28 hours
English, Irish, maths	=	15 periods per week
4 Choice Subjects (4x5)	=	20 periods per week
Religious Education	=	3 periods per week
Physical Education E	=	2 periods per week
<u>S.P.H.E/Guidance/L.C.V.P.</u>	=	<u>2 periods per week</u>
Total	=	42 periods per week

## Professional Time

- Time used to engage in a range of activities which will involve collaboration with colleagues to support teaching, learning and assessment.
- Whole-school professional activities to support the Junior Cycle
- Individual teacher and subject department activities including those related to assessment, feedback and reporting for JCPA
- Preparation and attendance at SLAR meetings
- Administration of assessment tasks

## 40 Minute Class periods

- Transitional period – gradual transition from Junior Certificate
- Time to solve curricular mismatches /changes in curriculum
- Exposure to English/Mathematics every day.
- Languages timetabled over more days
- Flexibility in the use of personal professional time 32 periods in 42 period school week.
- Double periods more suitable for practical classes e.g. Home Ec.
- Flexibility for the introduction of Wellbeing
- 42 x 40 minute periods more suitable for Leaving Certificate (High Stakes Exam)
- Conflicting Junior and Senior Cycle needs ?
- Allocation of professional time is based on 1 x 40 minute period (22 hours per year )
- PE preference for 80 minute double.

## One Hour Class periods

- Immediate implementation
- Less movement and disruption in school
- More class contact time
- More suitable to facilitate teaching and learning
- Scope for better planning
- Immersion in subjects
- Teachers deal with fewer students
- Classes more productive ?
- Suitable for future developments ? (future-proofed)
- Possible creation of curricular mismatch
- Competing Junior Cycle and Senior Cycle needs
- May inform future Senior Cycle reform
- Additional time cost to school for professional time
- Requires short term/medium term class planning

**Please find the full presentation on PDA.ie in the Presentations section.**

## Subject roll out timeline...

Phase 1	Phase 2	Phase 3	Phase 4	Phase 5
<u>2014</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
English	Science	Irish	Maths	Technology
	Business	Art	Home Ec.	Subjects
	Studies	French	Geography	Religion
		Wellbeing	Music	
			History	



## PDA National Executive 2017

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Kildare & Wicklow ETB	Gerry Miller, Deputy Principal, St. Conleth's Community College, Newbridge, Co. Kildare. T: 045 431417 germiller@eircom.net		Kerry ETB	Iseult Glynn Deputy Principal, Colaiste na Riochta, Listowel, Co. Kerry. dp@colaistenariochta.ie 0872873131	
Limerick & Clare ETB	Vivienne Hogan, Deputy Principal, Thomond Community College, Moylish, Limerick. T: 0864645025 Vivienne.hogan@lccetb.ie		Kilkenny & Carlow ETB	Pauline Egan, Principal, Borris, Vocational School, Borris, Co. Carlow. T: 087 7916357 principalceoifig@eircom.net	
Deputy Principal Representative	Mary Cullen, Deputy Principal Confey College Leixlip, Co. Kildare T: (01) 624 5322 mcullen@confeycollege.org		Cork ETB	Mr. Gerry Kelly, Principal St. Colmans CC, Middleton, Co. Cork. T: 021 4631696 / 021 4632422 stcolmans@middletonvec.ie	
Waterford & Wexford ETB	Sandra O'Toole, Deputy Principal, Bunclody Vocational College Irish Street, Bunclody, Enniscorthy, Co. Wexford. M: 087 2049392 sandraotoole@tcd.ie		Tipperary ETB	Peter Creedon, Principal, Coláiste Dún Iascaigh, Chair, Co. Tipperary. T: 052-7442828 info@colaisteduniascaigh.ie	
<b>The Johnstown Estate</b> Enfield, Co. Meath. <b>PDA CONFERENCE 2017</b> November 15, 16 & 17					
			TUI Liaison Officer	Leonard O' Donnell Causeway Comprehensive School, Causeway, Tralee, Co. Kerry. T: 087761576 tuiarea7@tuimail.ie	

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

### PDA Support Personnel

Three former Principals who have each served as President of PDA have been selected by the Executive to provide advice and support to members on issues arising from their role as school leaders. They may be contacted directly for advice if required. In addition they attend meetings of the Executive in an advisory role and provide support at local and national level on matters such as the organisation of Annual Conference.

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**Mattie Kilroy - Galway**  
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