

# acCS NEWS

ISSUE 1 • SEPTEMBER 2020



## COVID-19

## Teaching in the *New Normal*

**IN THIS ISSUE** Welcome to the 2020/2021 School Year  
Planning for Blended Learning for Your School  
Tribute to Frank Murray • Excellence in School Practice



Association of Community and Comprehensive Schools  
Cumann na Scoilcanna Pobail agus Cuimsitheacha



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## Welcome to the 2020/2021 school year

**O**n the 20<sup>th</sup> August, ACCS hosted a webinar “Leadership in Uncertain Times” presented by Dr. Joe O’Connell. In the webinar, Joe explored with school leaders, the importance of resilience, self-care, the need for balance in our lives and the power of reflection and creativity in developing ourselves both personally and professionally during these uncertain times. Using an analogy of driving through dense fog, Joe considered how our perspective is altered drastically as we navigate the current landscape in Irish education. In this landscape there are more questions than answers as we cope with unexpected dramatic change which has been wrought upon us overnight by pandemic times.

ACCS welcomes the supports offered by the Department of Education and acknowledges the tremendous effort and the time which has been spent negotiating supports with the management bodies, and the other stakeholders. System leaders and school teams have worked tirelessly to reopen school buildings over the past few weeks, and we are struck by the incredible energy, commitment and flexibility that school communities have exhibited in this regard. There is no doubt the buildings we closed in March are very different to those to which we will return to over the next few weeks.

Equally the students and staff who return to these buildings will be different from those who left six months ago. While we all wish to return, many will have experienced loss and may suffer anxiety and distress with the new changes and requirements to social distance from their friends and peers. This is a most unnatural world for all of us and one where we will be tested daily. Compassion will be key as we reignite connections and rebuild our ravaged communities. ACCS reminds

schools that the EAS scheme as facilitated by Spectrum.Life is now available to all school staff and family members. (See details on page 9).

As we look to the next school year and beyond, there is an expectation that some online and blended learning will be required in the teaching and learning mix. In the shift away from schools over the last few months, technology has played a critical role in enabling students and teachers to stay connected. Drawing from international and national research and most importantly the varied experiences of our schools, ACCS has created a set of guidelines to support work in this area. In partnership with H2 Learning, ACCS has hosted a series of workshops on the area of planning for effective blended learning and is working with a number of our schools in compiling best practice at subject department level for sharing with all 96 schools on the H2 Learning *TeachNimble* forum.

The ACCS Strategic Plan guides our work throughout the year. The current plan will be up for review in the 2nd quarter of 2020 and this presents the ACCS Executive with a real opportunity to explore strategies and goals for the organisation going forward from 2021 until end of 2024.

In the meantime, ACCS continues to support its schools across a wide range of functions, embedding good governance practices, establishing effective middle leadership teams, promoting authentic student voice, and implementing the significant changes evident in the Irish education system.

Details of the ACCS CPD programme for the first term is available in this newsletter and the breadth of events represents the extensive support offered by ACCS to its member

*“Everything can be taken from a man but one thing: the last of his human freedoms – to choose one’s attitude in any given set of circumstances. To choose one’s way”*

Viktor Frankl (1959)

schools and Boards. All training including individual Board of Management training for the remainder of 2020 will be facilitated online using webinars and online workshops. Every opportunity to make these events as interactive as possible will be utilised as we regret hugely the loss of the incorporeal event which is the bedrock of the ACCS community. While the approach and interaction will be different, we remain committed in our provision of relevant, developmental, and high-quality training for our member Boards and school communities. To this end, we will be working closely with our partner organisations across the system.

We take this opportunity to congratulate and acknowledge the service of Principals and Deputy Principals who are retiring this year. Their contribution to their schools and wider communities is greatly appreciated and we wish them every happiness in the next chapter of their lives. To the newly appointed Principals and Deputy Principals, we say welcome and we wish you every success in your new leadership role.

We encourage you to visit our website, [www.accs.ie](http://www.accs.ie) regularly where updates and Information Bulletins regarding the implications of relevant circulars are hosted. We hope that schools will continue to forward news and photographs of events in their schools which we can showcase in the newsletters and on our website. Sharing our stories and celebrating our successes is an important part of community building and one which we do extremely well in our Community and Comprehensive Schools.

As you embark on another school year please remember that the ACCS Head Office Team is available to support you. Don’t hesitate to pick

up the phone to call us or send an email if you have any query or need some advice. Finally, on behalf of ACCS, I wish all members of our school communities every success and good health for the school year ahead.

*Mar fhocail scoir...*

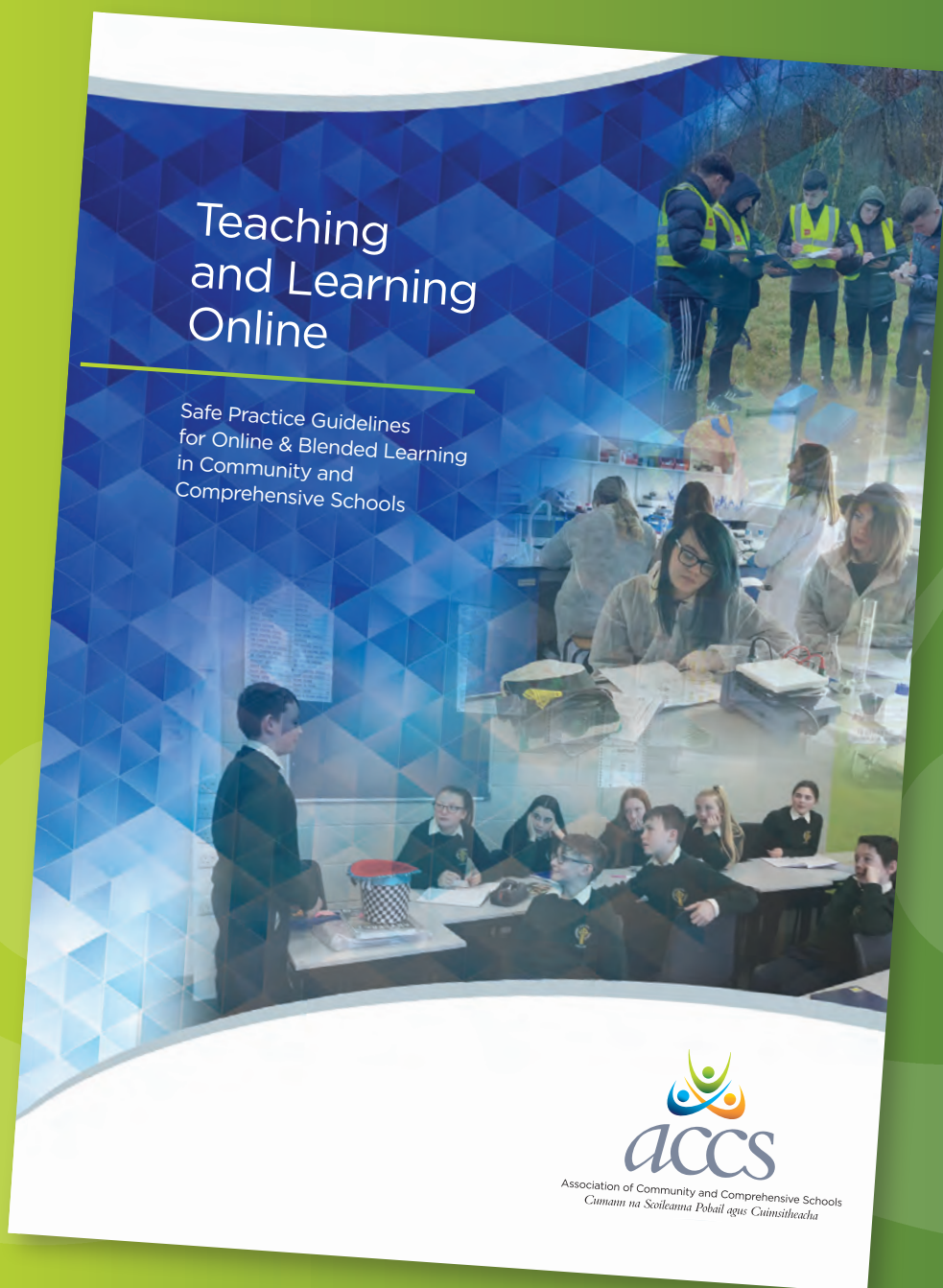
*“Adversity is like a strong wind. It tears away from us all but the things that cannot be torn, so that we see ourselves as we really are”*

Arthur Golden

**John Irwin**

General Secretary,  
ACCS





# Teaching and Learning Online

The guidelines have been shared with colleagues in the European Commission who have expressed an interest in sharing them with member schools across Europe.

*“They have done a really great job – I like in particular the practical stories and quotes from students and teachers plus findings from their survey. There are also some great references to docs and articles – nice to see our blended learning guidelines in there too”*

Deirdre Hodson, Policy Officer, European Commission DG Education, Youth, Sport and Culture.

Deirdre has responsibility for the Digital Education Action Plan and coordinates the Digital Education Learning, Teaching and Assessment Working Group.



# Planning for Blended Learning for Your School

**W**hile we are all looking forward to returning to school and having students and teachers back in the same physical space, there is an expectation that some people may have to learn or teach remotely over the course of the year. Therefore, it is expected that schools will need to offer blended learning at some stage over the course of the coming school year. The ACCS has anticipated this situation and has already created the *ACCS Teaching and Learning Online Guidelines*. In addition, a series of online live workshops were held in recent weeks to further support schools in understanding and in designing blended learning experiences. These workshops were designed and led by H2 Learning, an Irish Digital Education consultancy company, who have developed a new programme, *TeachNimble*, designed to help schools plan and design for blended learning.

In advance of the live workshops, schools engaged with two pre-recorded online modules that introduced them to some basic principles around blended learning and to the *TeachNimble* Blended Learning Framework. The framework consists of 8 elements – 6 learning types, adapted from the ABC Learning Design Approach developed by the University of London.

Teachers at the live sessions engaged in a two hour live online workshop where they reflected on their previous experiences of teaching during Phase 1 of Covid-19 and then considered how they will teach a particular curriculum area using a blend of 3 modalities: in-school, live online and self-directed. The workshops found that teachers predominantly engaged in acquisition learning activities during Phase 1 and many are keen to now expand their practices to include more

collaboration, discussion, investigation, practice and production. At a follow-up online meeting, a number of schools indicated that they are going to take the *TeachNimble* approach and adapt it further for use with their staff, while a number of other schools have offered to work with H2 Learning to capture classroom examples of each of the 8 elements of the framework. All in all, the workshops were a tremendous success and schools welcomed the chance to reflect on what they have been doing, to hear how other schools are planning to approach blended learning and to start formulating their own plans.

**Dr. Michael Hallissy**  
H2 Learning

## Social and Emotional Wellbeing

Embedded into all learning activities, to ensure that learners feel safe, healthy and included

### Acquisition

Watching/listening to a teacher presentation or demonstration, reading from books or websites, watching demos or videos

### Collaboration

Working together (in pairs or groups) to discuss an issue, solve a problem, and/or create a product

### Discussion

Articulating ideas and questions and challenging the ideas and questions from other learners and/or from the teacher

### Investigation

Exploring materials that reflect the concepts and ideas being taught, asking questions, sharing results, applying their learning and making connections with the world around them

### Practice

Adapting their actions to a given task and using the feedback to improve their next action. Feedback may come from the activity itself, from self-reflection from other learners or from the teacher

### Production

Using what they have learned to create an artefact that demonstrates their understanding

## Assessment Opportunities

Keeping track of student progression through assignments, quizzes, online tests, student e-portfolios etc.

Seamus Ó Ceallacháin, Principal Pobalscoil na Tríonóide, who is getting ready to open the school doors. Picture: Howard Crowdy

# Spending €50,000 on PPE and cancelling hurling: the steps schools are taking to get students back

JESS CASEY • FIRST PUBLISHED IN THE IRISH EXAMINER, MONDAY, AUGUST 17, 2020

**A**r scáth a chéile a mhaireann na daoine', people live in each other's shadows, and 'ní neart go cur le chéile', no strength without unity.

Those are the seanfhocail helping Pobalscoil na Tríonóide, in Youghal, County Cork power through as the school prepares to welcome back close to 1,000 secondary school students shortly. "Those are the ones we are operating on," principal Seamus Ó Ceallacháin told the *Irish Examiner*. "We have 10 or 12 teachers here on site now all the time, working trying to get us ready," he added.

Preparations are underway at primary and secondary schools across the country to make classrooms ready to receive pupils in the coming weeks. Concerns remain at all levels about how schools will operate when they return, but the wider school community is pulling together to ensure it runs as smoothly as possible, Mr Ó Ceallacháin said.

"People are worried but, to be honest, I have never seen such goodwill from staff," he said. "I have never seen so many messages of support, or offers from staff to come in and

help out. From parents too. I had another phone call this morning, I'd someone wanting to come up, help with painting and help with laying out desks.

Everybody wants to get this right. We've had a number of meetings from our parents association, our board of management is very supportive and we've support from the students themselves. We have some of them in at the moment, helping out, working, socially distanced obviously. They are just anxious to get back."

In recent weeks, the school has undergone some major changes, and there's work still to be done before the school opens its doors to students again. "We are converting our PE hall into classrooms. We are changing all of our plumbing to make sure we have instant hot water throughout the school," Mr Ó Ceallacháin explained.

"We are also introducing a new WiFi system, and making major investments in new IT equipment."

The school is also investing heavily in Personal Protective Equipment (PPE) and additional hygiene measures.

"We are investing approximately €50,000 for this term up to Christmas in PPE equipment and sanitisation products, putting in 100 new hand sanitisers," Mr Ó Ceallacháin said.

"We're also purchasing back to school packs for students which will include things like masks, and maybe even their own individual stationery and biros so they have enough of those."

The school has appointed lead Covid officers, who are preparing signs throughout the school, and between 300 and 400 desks are being moved to ensure the school can adhere to public health advice regarding classroom layouts. The school is also looking at revising timetables.

"We are looking at extending lunchtime so students will be able to go home if they wish," Mr Ó Ceallacháin said. "We are also bringing in hour-long classes, instead of forty minutes, to reduce the amount of interaction between students and to improve social distancing."



The School PE Hall which has been converted into four separate temporary classrooms to minimise class numbers. Picture: Howard Crowdy



Teacher James Mancell measuring distances between chairs in one of the classroom. Picture: Howard Crowdy

The school also has to make major changes to its school book scheme. “We’re talking about 10,000 books,” Mr Ó Ceallacháin said. “So we have to bring in new measures around the collection and delivery of them so that they are not being handled in school.”

We’ve also about 10 new staff to hire, taking on teachers, caretakers and Special Needs Assistants (SNAs). All of them have to be hired in the next few weeks so interviews are ongoing. We’re also introducing new canteen facilities and new procedures around how we distribute food so that social distancing doesn’t become a challenge. We’re also using the local rugby club facilities just to give us a bit of space if we need.”

With all of these changes, there naturally comes some downsides. “We have always had a fantastic homework club here for students who want to use it, but we won’t be going ahead with that,” a disappointed Mr Ó Ceallacháin explained.

“We’ve had fantastic supervised study here every day between 4pm and 6pm, but we can’t go ahead with that. Our focus is getting the students back to school, teaching them and just reducing anything else that would expose risk.”

We are certainly reducing our extracurricular activities. I just can’t see hurling teams and football teams going out straight away. It just isn’t safe, I don’t think schools will be running those competitions this year.”

Simple things, such as accessing lockers, also need to change, he added. “Students will not be able to access their lockers for the first couple of months until we can ensure they won’t be congregating,” he said. “Policies might change after a few months but certainly, for the first few months we need to get it right. We just need to get it right.”

*Our focus is getting the students back to school, teaching them and just reducing anything else that would expose risk.*



Megan Daly pictured at a hand sanitising station at one of the entrances. Picture: Howard Crowdy



Teachers Tim O'Regan and Lorna Daly ensuring safe distancing and mask compliance as they prepare for the opening. Picture: Howard Crowdy



# Susan Cunniffe

## In Appreciation

**S**usan Cunniffe has retired from her position as Office Manager in ACCS after 27 years of dedicated service. Appointed during Frank Murray's period as General Secretary, Susan has also worked with Seán McCann, Ciarán Flynn, Eileen Salmon and John Irwin as General Secretaries. As the operations of ACCS grew Susan also worked with Assistant General Secretaries Liam Ryder, Tommy Flynn and currently Áine O'Sullivan. While others may have come and gone Susan was the ever constant within ACCS Head Office.

Members shared many happy and memorable moments with Susan at Annual Convention and in more recent times the In-School Management Conference. The attention to detail to ensure the needs of all delegates, guests and presenters were met was greatly appreciated by all. The Annual Convention has often been referred to as the meeting of the ACCS family. This atmosphere of collegiality and friendship was greatly

enhanced by the planning of the ACCS head office led by Susan.

On her final day in the ACCS office the messages, written and through social media, were testament to the contribution made over a career spanning 27 years. On that day Susan provided a journey down memory lane recalling former employees and executive members from the time in Nutley Lane to the present headquarters in Centrepoint Business Park.

With Susan's decision to retire Debbie Riordan takes on the mantle of leading the ACCS administrative team. Debbie has served her apprenticeship under Susan and brings a deep understanding of ACCS to ensure the continuation of a quality service to our member schools.

On behalf of ACCS President, Paul Fiorentini, the office staff of Debbie Riordan, Eileen Diver, Elaine Mooney, Catherine O'Sullivan,

Hilary Treacy, Anne Marie Dillon, Áine O'Sullivan and the ACCS Executive we wish Susan every success and enjoyment in the next phase of her career and life.

I am sure that I also speak on behalf of all the member schools wishing Susan well and also welcome that she will retain contact with ACCS and the schools as she takes on the position of Vetting Administrator. At a time when we seek to automate the vetting process and move to an online solution, we are fortunate to have one with Susan's experience to lead this project.

Susan, thanks for all the great memories. Your contributions to ACCS will never be forgotten. Congratulations and happy retirement!

*“On her final day in the ACCS office the messages, written and through social media, were testament to the contribution made over a career spanning 27 years.”*







# Health & Wellbeing

## Employee Assistance Service (EAS)

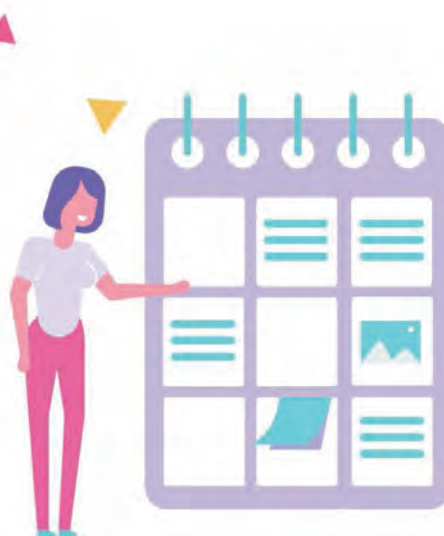
**A**s part of the range of measures to support schools for the full re-opening of the commencement of the 2020/21 school year, the Employee Assistance has now been extended to all school staff.

**Spectrum.Life** has now replaced *Inspire Workplaces* as the provider to the Employee Assistance Service to schools.

The EAS is a self-referral confidential service where employees have access to a dedicated free-phone confidential helpline **1800 411 057**, available 24 hours a day, 365 days a year. They can be a key resource for employees on issues like mental health, wellbeing, work stress and change, returning to work after a prolonged absence etc. Areas of support beyond counselling include financial and legal advice, advice on childcare and eldercare and other areas. Where appropriate, short-term

counselling (up to 6 sessions) is available to employees and their family members. A bespoke wellbeing portal is available offering a host of online services with access to live chats, videos, podcasts and blogs on topics around mental health, family life, fitness and nutrition. In addition, online cognitive behavioural therapy is also provided to employees.

Further information on the EAS is available on the Department's website.





# A Tribute to **Frank Murray** Former General Secretary, ACCS

**F**ranks Murray died on Saturday 22<sup>nd</sup> August 2020 after a long illness borne with dignity. He leaves behind him a wonderful legacy in the education world especially in the Community and Comprehensive sector where he worked as Deputy Principal in Tallaght Community School, as Principal of St. Mark's Community School, later as General Secretary of ACCS and finally in the Department of Education and Skills.

Frank hailed from Listowel, County Kerry. He was a proud Kerryman who savoured every moment of their successes in Croke Park which happened on a regular basis. He was the Assistant Chief Steward there for many years. He knew every nook and cranny there. He was a great contact for tickets. He did favours for many people and was willing and able to source a better seat for friends on match day. Gaelic football was his passion. Other sports interested him but trying to play golf frustrated him.

He graduated from UCD with a B.Comm and then chose to complete the Higher Diploma in Education. The Irish Education system was the great beneficiary of that decision. His time in UCD showed early signs of what he was to

become in later life. Seemingly it was not all study. He also met the love of his life there, Barbara Murray, two Murray clans coming together.

Frank and Barbara moved to Belfast where both worked for a number of years. Frank taught in Hopefield College, a school of a different persuasion to what he had experienced but he thrived there, no mean feat for a Kerryman. The Principal, Mr. Black, made a big impression on him. He loved his time there, speaking regularly of his involvement and experiences. As usual he also made lasting friends among the staff.

He was appointed as Deputy Principal in the new Tallaght Community School in 1972. Some people wondered how this young expert of a Kerryman, coming from Belfast, could be appointed to such a position. As we know this new Community School under Pat Heeran's leadership together with Coolmine Community School under Seán Ó Beacháin heralded a new departure for the Irish education system. Frank threw himself totally into the fray. A few short years later he was appointed as Principal to the new St. Mark's Community School in Springfield, Tallaght, with Billie O'Hara, ex Tallaght Community School as his

Deputy Principal. They formed a wonderful partnership. I was privileged to work with them for four years in St. Mark's before he offloaded me, his words, to Aidan Savage in Killinarden Community School in 1982.

Frank was a dynamic Principal, he was totally committed to the students, staff, parents and the local community. When he left Tallaght Community School which had a swimming pool, a superb sports hall and excellent sporting facilities, he left no stone unturned until he secured a special deal with Toyota Ireland to assist in the provision of an all-weather astro-pitch suitable for hockey and physical education. This was no mean feat as it allowed an international company to be party to an agreement involving state educational property. Frank's persistence, after many challenges, won the day for the benefit of the school and local community. This is just one example of what he was able to achieve. St. Mark's always had a special place in Frank's heart down through the years, right up to his illness. The loyalty, devotion, love, respect and concern of his former staff for him was and still is evident by their sadness and upset at his death. It is also worth noting that former students have posted wonderful comments when they became aware of his demise.



Throughout his time in schools Frank was very prominent in the then Principal/Vice Principal Association for Community/Comprehensive Schools, then called APVC. He was elected President of APVC and served on its executive for a number of years. This eventually morphed into ACCS. Frank became General Secretary of this new body with Susan Cunniffe as his loyal and superb administrator. Another great partnership. This role provided him with an all Ireland stage to promote the Community and Comprehensive brand. He travelled the length and breadth of the country supporting our schools. He was actively involved in the rationalisation of schools and the formation of new Community Schools. There are wonderful monuments to Frank up and down the country in the form of Community Schools serving the needs of local communities. Principals and Trustees of Boards of Management speak in glowing terms of his dedication, his support, his sound advice and his ability to resolve problems that seemed intractable to them.

His experience in ACCS, his expertise and ability to see the issues at play in the Education sector led to his entry into the Department of Education. He had gained the trust of the officials in the Department during his time in ACCS. They realised his talent for bringing people together, for finding solutions to complex local problems. The rationalisation of the long established VEC structures, the creation of new patronage bodies, new directions in primary schools were just a sample of the massive changes happening in the education world during Frank's time. He was ideally suited to this environment. Being confined to an office for hours on end may not have been Frank's style so he wandered from official to official with effect. His wanderings allowed him to engage with people, to listen, to discuss the issues, to know where the power and influence were located, and as usual he made friends. He was still trusted by the many educational interests on the outside, Boards of Management, Teacher Unions, Religious Orders and Dioceses.

The foregoing is a brief summary of Frank's career. An article such as this could never hope to cover and recount all that he accomplished. But who was this man? It is not easy to sum up Frank. All those to whom I spoke over the past few days speak of his humanity, his genuine interest in people, that he was a gentleman, was invariably in good humour, full of fun and mischief. Frank had that great talent and ability to mix and deal with people in positions of power and influence and then to engage with parents and students. He excelled at meetings, conventions, gatherings. He was gregarious.

He was a restless coiled up ball of energy, always on the go, full of stamina lasting the pace well into the night. He loved intrigue, he could cause a bit of it too. He had the politician's ability to work the room to get to know people, to suss out the issues and to get to know the prime movers. He was a wheeler dealer, a conjuror, always with so many balls in the air. But he was a solver of problems. He could bring warring parties together. He was a valued, skilled and an astute negotiator.

Frank has been out of active life for the past decade. Yet these past number of days have proven that he has not been forgotten and his legacy will not be forgotten either for quite a long time. The outpouring of grief, the messages of condolences to the family and the phone calls from all over the country are testimony to the esteem and respect he has earned during his long and illustrious career. Throughout his life in schools, in ACCS and DES he wanted to be helpful and supportive of all those he worked with and those who called on him for direction and advice. This was his trademark.

Personally, and there are many many others throughout the country in this same boat, we are fortunate to have known Frank, to have called him our friend, to have benefitted from his experience, his expertise, his time, his generosity, his support, advice and direction but above all his love and friendship. The Community and Comprehensive sector can also take great pride that one of our very own played such a central role in the educational field for over 40 plus years.

To Barbara, his wife of some 52 years, to Michael, Catherine, Conor and his extended family, our sincere thanks for giving him the freedom and time to share his life with us. To all of you we offer our deepest sympathy and prayers on his passing. You can all take great pride in what he has achieved during his life of total commitment to Irish education.

Is deacair a shamhlú go mbeidh a leithéid arís ann. Slán a chara.

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**Tommy Flynn**

Former Assistant General Secretary,  
ACCS

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*Frank had that great talent and ability to mix and deal with people in positions of power and influence and then to engage with parents and students.*

# Excellence in School Practice

## NEW FURTHER EDUCATION STAFF TRAINING WEBINAR

### Objectives:

This online workshop will support staff who are new to working in a further education and training environment.

### Content includes:

- QQI-COVID Response
- Blended Learning/Programme Delivery
- Assessment
- Internal Verification/External Authentication Process.

### Who should attend?

Training for newly appointed FE Staff involved in the co-ordination/delivery of QQI PLC/BTEI programmes in ACCS schools.

**DATE:** Thursday 3 September 2020

**TIME:** 10.00am - 12.00 noon & 2.00pm - 4.00pm



## GOVERNANCE IN SCHOOLS WEBINARS

### Objectives:

We aim to cover several areas relating to governance in schools for Board of Management members, one evening every month in 2020.

- The Work of ACCS, The Legislative Framework, GDPR & New Developments in Education (Admissions/P&C Charter)
- Health and Safety in Schools & Financial Guidelines
- The Employer & HR Issues in School
- Curriculum, Planning & Evaluation & Care of Student.

### Who should attend?

Principals, Secretaries Board of Management, Chairpersons of the Board of Management and Board of Management members.

### DATES:

- Monday 7 September 2020  
*The Work of ACCS, The Legislative Framework, GDPR & New Developments in Education (Admissions/P&C Charter).*
- Monday 5 October 2020  
*Health and Safety in Schools & Financial Guidelines.*
- Monday 2 November 2020  
*The Employer & HR Issues in School.*
- Monday 7 December 2020  
*Curriculum, Planning & Evaluation & Care of Student.*

**TIME:** 7.00pm - 8.00pm





## PLSS TRAINING

### Objectives:

This one-day event will provide training on the use of PLSS in FET centres. The Programme Learner Support System (PLSS) is a joint project between SOLAS (the National Further Education and Training Authority) and Education and Training Boards Ireland (ETBI). PLSS is a suite of software applications that are designed to provide an integrated approach to the collection and processing of personal data of users of PLSS and FET programmes funded through SOLAS, and the outputs, outcomes and performance of such programmes.

### Content includes:

- National Course Calendar
- Scheduling Courses
- Managing Learner Details
- QBS Upload
- Notifications
- Reports.

### Who should attend?

Staff in FET centres who have responsibility for uploading PLC/BTEI data to the Programme Learner Support System (PLSS).

**DATE & VENUE:** Week commencing Tuesday 8 September 2020. Face-to-face training on-site school location.

**TIME:** 10.00am – 3.00pm

## GDPR AUDITS

The ACCS Data Protection Advisor Hilary Treacy is available for on-site school visits to carry out data protection audit of current practices, procedures, policies etc.

Contact Hilary Treacy [htreacy@accs.ie](mailto:htreacy@accs.ie) to arrange a suitable date and time.

## DELEGATE REGISTRATION

An invitation will issue by email to schools in advance of all Webinars. This invitation will contain a link to join the Webinar. Schools are asked to share this link with relevant participants.

## UPDATE OF CONTACT INFORMATION FOR ACCS PORTAL FOR THE 2020/2021 SCHOOL YEAR

Schools will receive an email in September from [info@accscloud.net](mailto:info@accscloud.net) which will contain a link to the portal and login information to access the ACCS portal. On receipt of this email we would request that schools update their contact information for the 2020/2021 School Year as soon as possible.

## LEADERSHIP & MANAGEMENT POST OF RESPONSIBILITY WEBINAR

### Objectives:

Circular 0003/18, in the context of commencement of the restoration of posts, sets out a leadership and management framework for posts in recognised post-primary schools in line with best practice as set out in 'LAOS 2016 – A Quality Framework for Post-Primary Schools'. It provides detail on the revised processes relating to the appointment of Assistant Principal and Programme Coordinator Posts (API & APII) including reference to posts in Self-Financing Adult Education Programmes. This In-Service will cover both the consultation and appointment process to a post of responsibility in a school in 2020/2021.

### Content includes:

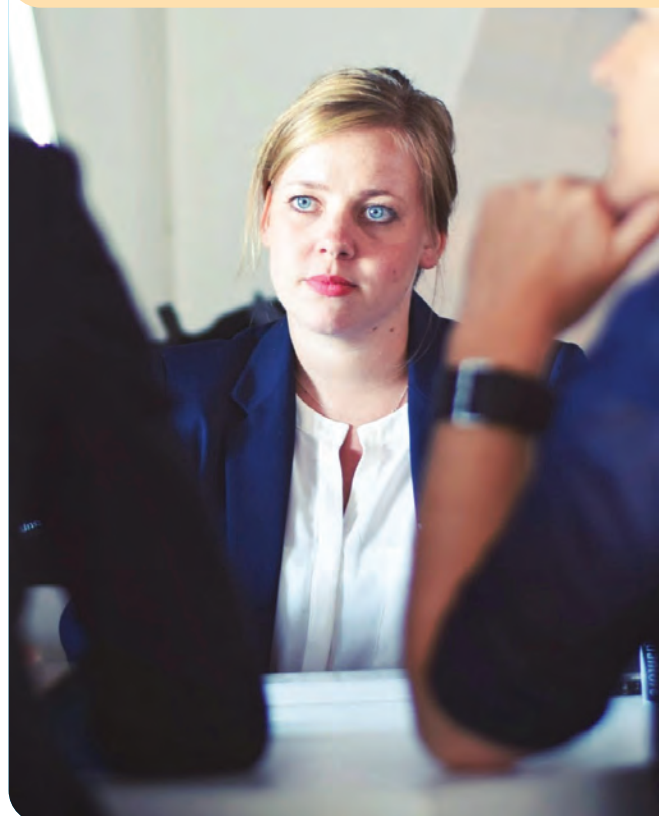
- Relevant processes as set out in Circular 0003/18 in line with LAOS 2016 with specific reference to appointments in the academic year 2020/2021.

### Who should attend?

Principals, Trustee Nominees on Selection Boards for Leadership and Management posts and Independent Panel Members.

**DATE:** Tuesday 8 September 2020

**TIME:** 7.00pm – 8.00pm



## THE MIDDLE LEADERSHIP TEAM IN CHALLENGING TIMES WEBINAR

### Objectives:

This webinar will explore the nature of middle leadership in our schools during Covid-19 times when the only certainty is uncertainty and when there are more questions than answers. It will offer insights into the power of reflection on emotional intelligence as leaders shape their mindset for the challenges ahead. This will be an interactive workshop with all participants from Cohort 2 of the ACCS Middle Leaders Programme.

### Content includes:

- Leadership in Uncertain Times
- The Power of Reflection
- Emotional Intelligence
- Resilience and Wellbeing

### Who should attend?

Cohort 2 (All those who have completed Residential One of the ACCS Middle Leaders' Programme on 7th & 8th November 2019) API, APII and one member of the senior leadership team in schools.

*Note: a similar Cohort 1 Event will be advised later this term.*

**DATE:** Wednesday 23 September 2020

**TIME:** 7.30pm - 9.30pm

## SPECIAL EDUCATION NEEDS WEBINAR

### Objectives:

The aim of the day is to inform and support schools in providing quality inclusive education for all students in line with developments in the area of Special Education and to share school experiences in blended learning during and since school buildings closed in March 2020.

### Content includes:

- Sharing examples of best practice in blended learning for SEN students.

### Who should attend?

The seminar is aimed at Principals, Deputy Principals, Special Needs Coordinators involved in Special Education Needs.

**DATE:** Thursday 15 October 2020

**TIME:** 9.00am - 11.00am

## INDUCTION OF NEW PRINCIPALS & DEPUTY PRINCIPALS IN COMMUNITY & COMPREHENSIVE SCHOOLS FOLLOW-UP WEBINARS

### Objectives:

Following on from the initial Induction webinars for newly appointed Principals and Deputy Principals in August, other topics will be facilitated online in the same webinar format in one-hour slots.

### Topics:

- Teaching & Learning
- The Care and Management of Students (part 2)
- Learning from Others - C&C Schools Sharing Best Practice

### Who should attend?

All recently appointed Principals & Deputy Principals.

### DATES:

- Tuesday 29 September 2020  
*Teaching & Learning*
- Tuesday 20 October 2020  
*The Care and Management of Students (part 2)*
- Tuesday 24 November 2020  
*Learning from Others - C&C Schools Sharing Best Practice*

**TIME:** 6.30pm - 7.30pm

## DEIS WEBINAR

### Objectives:

School Principals, Deputy Principals, HSCL and relevant Coordinators in DEIS schools will have an opportunity to share experiences, revisit recent Inspection findings and recommendations in our schools and explore models of best practice. Schools will also have a chance to explore blended learning practices in different settings.

### Content includes:

- DEIS Inspections: Lessons learned in Schools
- Blended Learning: What we have learned in DEIS schools during and since school buildings closed in March 2020.

### Who should attend?

The seminar is aimed at Principals, Deputy Principals, Home School Community Liaison and relevant Coordinators in DEIS schools.

**DATE:** Tuesday 10 November 2020

**TIME:** 3.00pm - 5.00pm





# ACCS Convention

# 2021

The 39<sup>th</sup> ACCS Convention will take place  
on the **10<sup>th</sup>, 11<sup>th</sup> & 12<sup>th</sup> March, 2021** in  
**THE GALMONT HOTEL & SPA,**  
**LOUGH ATALIA ROAD, GALWAY**

## DATES TO REMEMBER:

- |                                       |   |
|---------------------------------------|---|
| <b>10<sup>th</sup> December, 2020</b> | Nominations for Presidency and motions for Convention to be submitted.  |
| <b>10<sup>th</sup> January, 2021</b>  | Draft agenda of business and nominations for Presidency and motions to be issued to Member Boards and Executive Members. Member Boards will be invited to submit amendments to the motions. |
| <b>10<sup>th</sup> February, 2021</b> | Latest date for receipt of amendments to the motions.   |
| <b>24<sup>th</sup> February, 2021</b> | A final agenda will be issued to Member Boards.   |

# ACCS

## Continuous Professional Development Programme 2020/2021

### Term One

Please note that in the current times of Covid-19 and the evolving situation with regard to government restrictions that some dates/times on the CPD Programme may need to be rescheduled closer to the time of the planned event.

DATE & LOCATION	PROGRAMME TITLE	PARTICIPANTS
<b>Webinar</b> <b>Wednesday 5 August 2020</b> 10.00am – 12.00 noon	<b>Re-opening of Schools/            Return to Work</b>	Principals, Deputy Principals, Secretaries Board of Management & Chairpersons of the Board of Management.
<b>Webinar</b> <b>Wednesday 12 August 2020</b> 10.00am – 12.00 noon <i>Connacht &amp; Ulster</i> 2.00pm – 4.00pm <i>Dublin</i> <b>Thursday 13 August 2020</b> 2.00pm – 4.00pm <i>Munster</i> <b>Friday 14 August 2020</b> 10.00am – 12.00 noon <i>Leinster</i>	<b>Blended Learning</b>	Principals, Deputy Principals, Digital Planning/ICT Coordinators. (max 2 places per school)
<b>Webinar</b> <b>Monday 17 August 2020</b> 10.30am – 4.00pm <b>Monday 18 August 2020</b> 9.15am – 12.30pm <b>Follow-up Webinars</b> 6.30pm – 7.30pm <b>Tuesday 29 September 2020</b> <i>Teaching &amp; Learning</i> <b>Tuesday 20 October 2020</b> <i>The Care and Management of Students (part 2)</i> <b>Tuesday 24 November 2020</b> <i>Learning from Others – C&amp;C Schools Sharing Best Practice</i>	<b>Induction of New Principals &amp;            Deputy Principals in Community            &amp; Comprehensive Schools</b>	All recently appointed Principals & Deputy Principals for an introduction to the sector.
<b>Webinar</b> <b>Wednesday 19 August 2020</b> 3.00pm – 4.00pm	<b>TeachNimble Blended Learning Program – a follow up webinar ‘clinic’ for all who participated in the Blended Learning workshops hosted by ACCS and facilitated by H2 Learning</b>	Principals, Deputy Principals, Digital Planning/ICT Coordinators.
<b>Webinar</b> <b>Thursday 20 August 2020</b> 10.00am – 12.00 noon	<b>Leading in Uncertain Times            A webinar for Boards of Management and school leaders hosted by ACCS and facilitated by Dr. Joe O’Connell</b>	Principals, Deputy Principals, Secretaries Board of Management, Chairpersons of the Board of Management & Board of Management Members.
<b>Webinars</b> <b>Tuesday 25 August 2020</b> 6.00pm – 8.00pm <i>Ulster</i> <b>Thursday 27 August 2020</b> 6.00pm – 8.00pm <i>Dublin</i> <b>Monday 31 August 2020</b> 6.00pm – 8.00pm <i>Leinster</i> <b>Wednesday 2 September 2020</b> 6.00pm – 8.00pm <i>Munster</i> <b>Thursday 3 September 2020</b> 6.00pm – 8.00pm <i>Connacht</i>	<b>ACCS Area Information Meetings</b>	Principals, Deputy Principals, Secretaries Board of Management plus 2 Members of the Board of Management.



DATE & LOCATION	PROGRAMME TITLE	PARTICIPANTS
<b>Webinar</b> <b>Thursday 3 September 2020</b> 10.00am – 12.00 noon 2.00pm – 4.00pm	<b>New Further Education Staff Training</b>	Training for newly appointed FE Staff involved in the co-ordination/delivery of QQI PLC/BTEI programmes in ACCS schools.
<b>Webinars</b> <b>Monday 7 September 2020</b> 7.00pm – 8.00pm <i>The Work of ACCS, The Legislative Framework, GDPR &amp; New Developments in Education (Admissions/P&amp;C Charter)</i> <b>Monday 5 October 2020</b> 7.00pm – 8.00pm <i>Health and Safety in Schools &amp; Financial Guidelines</i> <b>Monday 2 November 2020</b> 7.00pm – 8.00pm The Employer & HR Issues in School <b>Monday 7 December 2020</b> 7.00pm – 8.00pm <i>Curriculum, Planning &amp; Evaluation &amp; Care of Student</i>	<b>Governance in Schools Board of Management Training</b>	Principals, Secretaries Board of Management, Chairpersons of the Board of Management and Board of Management Members.
<b>Face-to-face training on-site school location</b> <b>Week commencing Tuesday 8 September 2020</b> 10.00am – 3.00pm	<b>PLSS Training</b>	Staff in FET centres who have responsibility for uploading PLC/BTEI data to the Programme Learner Support System (PLSS).
<b>Webinar</b> <b>Tuesday 8 September 2020</b> 7.00pm – 8.00pm	<b>Leadership &amp; Management Post of Responsibility</b>	Principals, Trustee Nominees on Selection Boards for Leadership and Management posts and Independent Panel Members.
<b>Webinar</b> <b>Wednesday 23 September 2020</b> 7.30pm – 9.30pm	<b>The Middle Leadership Team in Challenging Times</b>	Cohort 2 (All those who have completed Residential One of the ACCS Middle Leaders' Programme on 7th & 8th November 2019) API, APII and one member of the senior leadership team in schools. <b>Note: a similar Cohort 1 Event will be advised later this term.</b>
<b>Webinar</b> <b>Thursday 15 October 2020</b> 9.00am – 11.00am	<b>Special Education Needs Webinar</b>	Principals, Deputy Principals, Special Needs Coordinators involved in Special Education Needs.
<b>Webinar</b> <b>Tuesday 10 November 2020</b> 3.00pm – 5.00pm	<b>DEIS Webinar</b>	Principals, Deputy Principals, Home School Community Liaison and relevant Coordinators in DEIS schools.

## BOARD OF MANAGEMENT TRAINING

ACCS continues to offer Boards of Management the opportunity to engage in individual Board of Management training.

# Energy in Education

## Stakeholder Communications for Members Autumn 2020

### SEAI Energy Updates, August/September 2020

**A**s schools plan for reopening, SEAI would like to say a big thank you to all those that completed their energy monitoring and reporting (M&R) requirement for 2019.

We recognise the significant challenges that COVID-19 has presented for schools and are extremely grateful for the high levels of compliance with M&R requirements for 2019. We are committed to continuing to provide support to schools in this regard and are considering options for how we will deliver M&R workshops in Spring 2021.

Tracking energy use is a key aspect of taking climate action and the data schools provide will be used to track the public sector's

progress towards its 33% energy efficiency target for 2020. The data will be included in the next Annual Report on Public Sector Energy Efficiency Performance (to be published later this year). Schools that have not reported to date can register with SEAI at any time by contacting [mandr@seai.ie](mailto:mandr@seai.ie). For details and supports visit [www.seai.ie/schoolsmandr](http://www.seai.ie/schoolsmandr)

#### Interested in taking climate action and reducing your school's energy costs?

The Energy in Education programme offers a range of supports developed by the Sustainable Energy Authority of Ireland (SEAI) in partnership with the Department of Education and Skills designed to help schools to improve energy management practices,

reduce school operating costs and protect the environment.

Check out the **Top Ten Tips** for saving energy at school or for more information on how to save energy and cut costs visit [www.energyineducation.ie](http://www.energyineducation.ie)

**Due to the ongoing situation with COVID-19, Energy Management Courses will not be held in Autumn this year but will be re-scheduled in early 2021.**

If you would like to register your interest in attending an energy management course go to: [http://www.energyineducation.ie/Energy\\_In\\_Education/Information\\_for\\_Schools/Energy\\_Management\\_Courses/index.html](http://www.energyineducation.ie/Energy_In_Education/Information_for_Schools/Energy_Management_Courses/index.html).

### TOP ENERGY TIPS

Items of equipment that use electricity can sometimes be left on unnecessarily, because they don't have time clocks to switch them off automatically, and they are not turned off manually. Examples are hot water boilers, under sink water heaters, and vending machines selling non-perishable snacks. Inexpensive, digital, plug-in 7-day time clocks can be purchased and set to switch off energy consuming items outside school hours. Make sure you buy 7-day time clocks, not just 24-hour time clocks, so that equipment does not get switched on automatically at weekends.

- For more tips on how to save your school energy and money visit [www.energyineducation.ie](http://www.energyineducation.ie)
- For teaching resources and workshops for pupils visit <https://www.seai.ie/community-energy/schools/>
- Sign up to SEAI's schools ezine on [www.seai.ie](http://www.seai.ie) and keep up to date on new resources and supports for teaching energy and sustainability in school





# Recent Relevant DES Circular Letters

CIRCULAR NO.	SUMMARY
<b>CL 58/20</b>	Home Tuition Grant Scheme in respect of Maternity Related Absences
<b>CL 57/20</b>	Home Tuition Grant Scheme for children who do not have a School Place
<b>CL 56/20</b>	Cycle to Work Scheme
<b>CL 54/20</b>	Coronavirus (COVID-19): Arrangements for certain employees of recognised Primary and Post Primary schools in the Free Education Scheme and of ETBs, employed using grant funding
<b>CL 53/20</b>	Coronavirus (COVID-19): Additional Supervision Arrangements for the 2020/21 School Year
<b>CL 52/20</b>	Revision of Capitation Grant Rates for Voluntary Secondary Schools in the Free Education Scheme
<b>CL 49/20</b>	Coronavirus (COVID-19): Arrangements for Teachers and Special Needs Assistants employed in recognised Primary and Post Primary Schools
<b>CL 46/20</b>	COVID-19 operational supports for the full return to school
<b>CL 44/20</b>	Home Tuition Grant Scheme 2020/2021 - Special Education Component
<b>CL 41/20</b>	Arrangements for Inspection and School Self-evaluation for the 2020/2021 School Year







# Pioneering the future of learning.

The ACCS believes that we deliver a model of the school for the future because we continue to pioneer educational innovation and best practice in a caring and responsive environment, led by local autonomous Boards of Management.



## OUR MISSION

The mission of the ACCS is to promote and represent Community and Comprehensive Schools and in particular to assist the Board's of Management of our schools in carrying out their duties. A core element of our mission is to disseminate good educational practice through positive communication with our educational partners.



## OUR VISION

The ACCS's Vision is to lead and support Boards of Management to enable schools to provide equal access to a comprehensive, co-educational, community-based, multi-denominational education. In doing so it aims to contribute towards a just and caring society.



## OUR VALUES

The ACCS believes that we deliver a model of the school for the future because we continue to pioneer educational innovation and best practice in a caring and responsive environment, led by local autonomous Boards of Management.



Association of Community and Comprehensive Schools  
*Cumann na Scoilanna Pobail agus Cuimsitheacha*

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