Minutes of the 32nd Annual Convention 2014
The Malton Hotel, Town Centre, Killarney, Co. Kerry.
27th, 28th and 29th March 2014

Attendance
As per official records 80 schools were represented by a total of 196 delegates.

The President, Mr. Malachy Molloy opened the 32nd Annual Convention and extended a very warm welcome to all delegates.

Adoption of Standing Orders
Standing Orders were adopted on the proposal of Ms. Antoinette Nic Gearailt (Donahies C.S.) and seconded by Mr. Seán McCann (St. Wolstan’s C.S.).

Appointment of Timekeeper
Ms. Ita Browne was appointed to act as Timekeeper on the proposal of Ms. Antoinette Nic Gearailt (Donahies C.S.) and seconded by Mr. Paul Thornton (Tullow C.S.).

Appointment of Tellers
The following tellers were appointed:
1. Ms. Patricia McPhillips (Coolmine C.S.)
   Proposer: Ms. Anita Meehan (Coolmine C.S.)
   Seconded: Mr. Dave Fitzpatrick (Coolmine C.S.)

2. Ms. Mary Mullarkey (Castlerea C.S.)
   Proposer: Ms. Elma Nerney (Castlerea C.S.)
   Seconded: Ms. Madeline O’Connell (Castlerea C.S.)

3. Mr. Tony Walsh (Mayfield C.S.)
   Proposer: Pádraig Firtéar (Pobalscoil Chorca Dhuibhne)
   Seconded: Mr. Jim Twohig (John the Baptist C.S.)

Appointment of Members of the Steering Committee
Convention was advised that the Executive had appointed the members of the Constitution and Convention Sub-Committee 2013-2014 to act as Steering Committee to assist the Chairperson in the business of Convention in accordance with Standing Orders. Proposed by Ms. Antoinette Nic Gearailt (Donahies C.S.) and seconded by Mr. Seán McCann (St. Wolstan’s C.S.).

Minutes of 31st Annual Convention, 2013
The minutes of the 31st Annual Convention 2013, were adopted on the proposal of Mr. David McEvoy (St. Attracta’s C.S.) and seconded by Mr. Des Cullen (Moyne C.S.).

General Secretary’s Report
Mr. Ciarán Flynn, General Secretary presented his report of the Association’s activities during the past year. This report was adopted on the proposal of Mr. Denis Ring (Blackwater C.S.) and seconded by Mr. Dermot Healy (Pobalscoil Inbhear Scéine).
Honorary Treasurer’s Report
Auditors’ Report and Financial Statements 2013
These were presented by Mr. John Irwin, Hon. Treasurer. The Treasurer’s report was adopted on the proposal of Mr. Pádraig Firtéar (Pobalscoil Chorca Dhuibhne) and seconded by Ms. Mary Mullarkey (Castlerea C.S.). The Auditors’ report for 2013 was adopted on the proposal of Mr. Eamon Kinch (Ardee C.S.) and seconded by Mr. Pádraig Firtéar (Pobalscoil Chorca Dhuibhne).

Appointment of ACCS Auditors for the year 2014/2015
The appointment of McFeely and McKieran as ACCS Auditors for the year 2014/2015 was approved on the proposal of Mr. Eamon Kinch (Ardee C.S.) and seconded by Mr. Pádraig Firtéar (Pobalscoil Chorca Dhuibhne).

Human Resources Manager’s Report
Ms. Anne Marie Dillon, Human Resources Manager presented the report. This report was adopted on the proposal of Mr. Austin Naughton (Tallaght C.S.) and seconded by Mr. Willie Culkeen (Ballinrobe C.S.).

ACCS Sub-Committees and Task Group Reports
Reports on the activities of the following ACCS Sub-Committees and Task Groups during the course of the year were presented and approved by Convention.

The report was presented by Mr. Ciarán Flynn, General Secretary ACCS. Adopted on the proposal of Mr. Liam Ryder (Holy Child C.S.) and seconded by Mr. Frank Moran (Killinarden C.S.).

Teachers Conciliation Council (TCC) Report.
The report was presented by Mr. Ciarán Flynn, General Secretary ACCS. Adopted on the proposal of Mr. Seán McCann (St. Wolstan’s C.S.) and seconded by Mr. Austin Naughton (Tallaght C.S.).

The Teaching Council Report.
The report was presented by Mr. Ciarán Flynn, General Secretary ACCS. Adopted on the proposal of Mr. Pádraig Firtéar (Pobalscoil Chorca Dhuibhne) and seconded by Mr. Frank Moran (Killinarden C.S.)

The report was presented by Ms. Mary O’Sullivan, ACCS Executive Member. Adopted on the proposal of Ms. Mary O’Sullivan (Beara C.S.) and seconded by Ms. Mary Lehane (Beara C.S.).

The report was presented by Ms. Antoinette Nic Gearailt, ACCS Executive Member. Adopted on the proposal of Ms. Antoinette Nic Gearailt (Donahies C.S.) and seconded by Mr. Jim Twohig (John the Baptist C.S.).

Human Resources/Industrial Relations Sub-Committee Report 2013/2014.
The report was presented by Mr. John Irwin, ACCS Executive Member. Adopted on the proposal of Mr. John Irwin (Gallen C.S.) and seconded by Ms. Mary O’Sullivan (Beara C.S.).

Presented by Ms. Eileen Salmon, Assistant General Secretary, ACCS. Adopted on the proposal of Ms. Eileen Salmon Assistant General Secretary, ACCS and seconded by Mr. Pat McKenna (Pobalscoil Neasáin).

ACCS Education Sub-Committee Report 2013/2014.
Presented by Ms. Eileen Salmon, Assistant General Secretary, ACCS. Adopted on the proposal of Ms. Eileen Salmon, Assistant General Secretary, ACCS and seconded by Ms. Ita Browne (John The Baptist C.S.).
**Election of President**
Mr. Malachy Molloy, (Carrick-on-Shannon C.S.) was nominated by 52 Boards of Management for the office of President 2014/2015. Mr. Molloy was proposed by Mr. Adrian Jackson (Carrick-on-Shannon C.S.) and seconded by Ms. Antoinette Nic Gearailt (Donahies C.S.) and was unanimously elected.

**Professor Brian MacCraith, President, Dublin City University**
On the afternoon of Thursday 27th March 2014, Professor Brian MacCraith, President DCU, made a presentation on “Supporting Entrepreneurship in Education”. Mr. Ciarán Flynn thanked Professor MacCraith for his presence at Convention and a token presentation was made to him on behalf of the Association.

**Consideration of Motions**
A total of eleven motions received from individual Boards of Management were considered by Convention. These motions and outcomes are listed on page 23.

**The 2014/15 Executive**
The election of the incoming Executive took place at constituency meetings and the following were elected.

**CITY AND COUNTY OF DUBLIN:**
- Ms. Antoinette Nic Gearailt
- Mr. Pat McKenna
- Mr. Frank Moran

**LEINSTER:**
- Mr. John Irwin
- Ms. Áine O’Sullivan
- Mr. Eamon Kinch

**MUNSTER:**
- Ms. Mary O’Sullivan
- Ms. Ita Browne
- Mr. Tim Bowe

**CONNACHT:**
- Mr. James Duignan
- An t-Úas Tomás Ó Nidh

**ULSTER:**
- Mr. Paul Fiorentini
- Ms. Noirín Fitzgerald

**COMPREHENSIVE SCHOOLS:**
- Mr. Derek Lowry
- An t-Úas Máirtín Ó Conghaile

Mr. Pat O’Connor was co-opted at an Executive Meeting on Tuesday, 6th May, 2014.

**Professor Ciarán Ó hÓgartaigh, Dean, UCD Lochlann Quinn School of Business and UCD Michael Smurfit Graduate Business School**
On the morning of Friday 28th March 2014 Professor Ciarán Ó hÓgartaigh, Dean, UCD Lochlann Quinn School of Business and UCD Michael Smurfit Graduate Business School spoke on the topic “School to Business and Beyond”. The Chairperson, An t-Úas Tomás Ó Nidh thanked Professor Ó hÓgartaigh for his presentation and a token presentation was made to him on behalf of the Association.

**Address of Mr. Malachy Molloy, President of ACCS**
Mr. Malachy Molloy delivered his Presidential Address to Convention on the morning of Friday 28th March 2014. The text of his address is contained on page 25 of this handbook. During the presidential address Mr. Ciarán Flynn, General Secretary ACCS gave a summary of the Strategic Plan, its development and its implementation over the next three years. Mr. Malachy Molloy spoke about the Patronage of Community and Comprehensive Schools.
Mr. Molloy congratulated Ms. Eileen Salmon incoming General Secretary designate. He thanked Mr. Ciarán Flynn outgoing General Secretary for his pivotal role in guiding, advising and growing the Community and Comprehensive sector.

Mr. Seán Ó Foghlú, Secretary General, Department of Education and Skills
Ms. Antoinette Nic Gearailt, Vice President ACCS, welcomed Mr. Seán Ó Foghlú, Secretary General, Department of Education and Skills to address Convention on behalf of Minister Ruairí Quinn, Minister for Education and Skills. Mr. Ó Foghlú spoke about the “Agenda of Reform” in 2nd Level Education and updated Convention on developments. He also spoke of improving quality and accountability, supporting inclusion and diversity, and putting the right infrastructure in place.

Mr. Ciarán Flynn, General Secretary ACCS
Mr. Ciarán Flynn General Secretary responded to the issues raised by the Mr. Seán Ó Foghlú, Secretary General, Department of Education and Skills. He referred to the genuine engagement between the ACCS and DES. He thanked all the staff from the DES for listening to and acting on the concerns of the schools. Mr. Malachy Molloy, President of ACCS made a small presentation to Mr. Seán Ó Foghlú on behalf of ACCS.

Plenary Workshop Ms. Eileen Salmon, Assistant General Secretary
On the afternoon of the 28th March, 2014 Ms. Eileen Salmon, Assistant General Secretary presented a workshop to delegates about the implementation plan which has been formulated to action the Strategic Plan. This practical and interactive workshop explored how the implementation of the Strategic Plan will involve and affect schools and in particular how ACCS schools could be branded for the mutual benefit of both the individual school and the Association and how to communicate the uniqueness and achievements of ACCS schools.

Delegates were shown a video which was produced to depict what a Community and Comprehensive School is, its diversity and autonomy and how the schools differ from other schools. Feedback was invited from the delegates in order to improve the video. Ms. Eileen Salmon thanked everyone for their participation in the workshop and their input.

Mr. Tony Donohoe, Head of Education and Social Policy, IBEC
On the morning of 29th March 2014, Mr. Ciarán Flynn General Secretary ACCS introduced Mr. Tony Donohoe, Head of Education and Social Policy, IBEC who spoke on the topic of “How can business help to shape the school of the future?” Mr. Ciarán Flynn, General Secretary thanked Mr. Donohoe for his presentation and a token presentation was made to him on behalf of the Association.

Open Forum – Current Issues
The President and members of the ACCS Executive made up the panel for the open forum on the morning of Saturday 29th March 2014.

Concluding Remarks
On behalf of the President Mr. Malachy Molloy, Mr. Pat O’Connor, ACCS Executive Member wished all delegates a safe journey home and reminded delegates that the ACCS Executive looked forward to supporting Boards of Management in the year ahead.

ACCS CONVENTION 2014: EXECUTIVE MOTIONS

1. We ask the DES to give careful consideration to the Middle Management proposals presented jointly by ACCS and JMB. We believe that the workload on Principals is both unfair and unsustainable and that the proposals are realistic requirements to enable Principals to take on their role as leaders of teaching and learning.
Proposed by Ms. Antoinette Nic Gearailt (Donahies C.S.)
Seconded by Mr. Paul Mulhern (St. Aidan’s C.S.)
Carried
2. ACCS calls on the DES to consult directly with the school management bodies to ensure that the implications of the proposed School Admission Bill are fair to students and operable for schools. We ask that the appeal mechanism be reviewed as it places the Principal in an invidious position in respect of the Board of Management and could be divisive. We ask that a mechanism be found to enable the sharing of vital information with the school before final commitments on admission have to be made.
Proposed by Mr. John Irwin (Gallen C.S.)
Seconded by Mr. Adrian Jackson (Carrick-on-Shannon C.S.)
Carried

3. ACCS calls on the DES to realistically review ongoing financial support for the provision of IT in schools so that it is sustainable, not sporadic. The advent of Junior Cycle reform requires such a provision urgently.
Proposed by Mr. Paul Thornton (Tullow C.S.)
Seconded by Mr. Paul Crone (Old Bawn C.S.)
Carried

ACCS CONVENTION 2014: MOTIONS

1. That ACCS request that the Minister of Education & Skills, the Secretary General of the Department and the Chief Inspector issue a memorandum to all sections of the Department and Inspectorate stating to all concerned that in their dealings with schools they take cognizance of the lack of appropriate middle management structures and the consequent impact this has on the demands placed on senior management.
Kilrush Community School
Proposed by Mr. Rock Kirwin (Kilrush C.S.)
Seconded by Mr. Tony Walsh (Mayfield C.S.)
Carried

2. That ACCS request that the Department of Education & Skills rescind the direction whereby neither Principals nor Deputy Principals can be replaced if absent for up to three months.
This is proposed on the grounds of Health & Safety, given that such a direction indicates total lack of understanding of the roles and demands placed on senior management in a 21st century school.
Kilrush Community School
Proposed by Mr. Rock Kirwin (Kilrush C.S.)
Seconded by Ms. Brenda Kelly (Holy Family C.S.)
Carried

3. Iarann an rún seo ar Chumann na scoileanna Pobail agus Cuimsitheach (ACCS) cás ar Leith a dhéanamh leis an Roinn Oideachais agus scileanna chun go mbeidh ar chumas scoileanna beaga múinteoirí buan a ligeann ar saoire sos gairme.
Scoil Phobail Mhic Dara
Proposed by An t-Úas. Dara Ó Maoilchiaráin (Scoil Phobail Mhic Dara)
Seconded by An t-Úas. Máirtín Ó Conghaile (Scoil Chuimsitheach Chiaráin)
Carried

4. That the position of Programme Co-ordinator be sanctioned automatically for re-appointment upon becoming vacant. This position should not be effected by embargos that may be in place.
Moyne Community School
Proposed by Mr. Des Cullen (Moyne C.S.)
Seconded by Mr. Seán McCann (St. Wolstan’s C.S.)
Carried

5. That ACCS calls on DES to allocate Guidance Counselling posts to schools (ex quota basis).
Pobalscoil na Tríonóide
Proposed by Mr. Séamús Ó Ceallaigh (Pobalscoil na Tríonóide)
Seconded by Ms. Elma Hayes (Pobalscoil na Tríonóide)
Carried
6. That the ACCS calls on the Minister to revise the terms of the current moratorium on appointments of Posts of Responsibilities, in schools to include the replacement of Assistant Principal Posts, where the loss of such a post occurs as a result of an appointment to a Deputy Principal or Principal Post.

St. Colmcille’s Community School
Proposed by Mr. Paul Crone (Old Bawn C.S.)
Seconded by Mr. Paul Mulhern (St. Aidan’s C.S.)
Carried

7. That ACCS requests that the National Council for Special Education and the Department of Education and Skills maintain the existing provision of educational supports and the visiting teacher service for the blind/visually impaired and deaf/hard of hearing students.

Holy Family Community School
Proposed by Mr. Paul Crone (Old Bawn C.S.)
Seconded by Mr. Paul Mulhern (St. Aidan’s C.S.)
Carried

8. That ACCS request the Teaching Council to provide appropriate registration for students in initial teacher education to enable them to undertake paid substitution in their placement school.

Holy Family Community School
Proposed by Mr. Paul Crone (Old Bawn C.S.)
Seconded by Mr. Paul Mulhern (St. Aidan’s C.S.)
Carried

Administration Finance Buildings

9. The ACCS seeks from the DES an urgent review of the embargo in replacing the second Caretaker in the case of retirement. This review should involve consultation with the Health & Safety Authority and the State Claims Agency.

Coláiste Chiaráin
Proposed by Mr. Joseph Sweeney (Coláiste Chiaráin)
Seconded by Sr. Ursula Lawler (Coláiste Chiaráin)
Carried

10. That the ACCS calls for clarity on the position of representation on Boards of Management of representative of ETBs following the mergers of VECs and reduced membership that will follow this year’s local elections.

Moyne Community School
Referred to the Executive

11. That ACCS requests that the Department of Education and Skills provide CPD for senior management and administrative staff to support the implementation of the Post-Primary Online Database (P-POD).

Holy Family Community School
Proposed by Mr. Paul Crone (Old Bawn C.S.)
Seconded by Mr. Paul Mulhern (St. Aidan’s C.S.)
Carried