



Spiritan Education Trust Executive Report

Board of Directors Meeting
January 2018

Ethos Sub Committee

A Report will be presented to the BOD on the work of SIFM. We welcomed Brain Starcken CSSp and Mary Mc Mahon (Blackrock Teacher and Member of the Blackrock Chaplaincy Team) to the subcommittee at our December meeting.

SIFM and 'Other areas of learning'

A recent JMB bulletin addressed the issue of *the other areas of learning*.

The Framework for Junior Cycle 2015 (page 25) sets out the types of learning experiences and participation possibilities that are relevant to OAL:

Learning experiences could include student engagement with:

- activities relating to guidance, pastoral care and student support, and a school's own religious education programme
- co-curricular activities that complement the taught curriculum, and that augment and consolidate learning in a deliberate way, for example, students engaging in a science fair
- students participating in a musical performance; students participating in a debating competition; students participating in a dance performance
- other specific learning opportunities that do not form part of subjects or short courses, for example, leadership training, school attendance initiatives, participation in a homework club, etc.

Two members of the subcommittee will work with SIFM office on the development of a resource for our school network to explore and develop OAL to resource the Spiritan Identity and Ethos.

Spiritan School Chaplaincy

After some discussion with the PLT and the current Spiritan School Chaplains, we are now ready to accept appointment to SET from the PLT for Spiritans who wish to take position of chaplaincy within the network. SET through the office of SIFM has an agreed this process with the PLT, but await further information about appointees.

SET's New Staff induction

January 29th (Monday of Catholic School's week) is the agreed date for SET Staff Induction and the venue is Talbot Hotel, Stillorgan. This has been rescheduled following the postponement because of Storm Ophelia. The new teacher induction for Rockwell College will happen on January 31st in Rockwell.

SET and Duquesne University

After some initial email contact with Duquesne University regarding their annual Integrity of Creation conference (IOC) however we are still awaiting further contact. Currently the University is seeking new ways to roll out their academic conference in order to connect this conference with local American high schools.

SET and Rainbows

Rainbows offers group support for children of a similar age and loss experience. Rainbows is a national service for children that is delivered in local communities by different partner agencies - schools, Family Resource Centres, Diocesan Centres, Youth projects.

SET was approached by our three junior schools last month to seek a programme of training for teachers from Rainbows. This has been agreed and SET will provide our office for the training to take place. It will also include schools from outside our network.

SET/Spiritan Parish of Bawnogue

Initial discussions have taken place with SET and Talbot SNS, Bawnogue, Clondalkin about building a relationship that could be of benefit to the children of Talbot SNS. As part of that programme, SIFM will lead a Student Leaders Faith Friends programme between Deansrath Community School and Talbot SNS.

It is also hoped that with the commitment of our schools we will be able to provide some form of after-school support to the students of Bawnogue. We are looking at a Homework Club or perhaps facilitating music/sporting activities.

SET/BOM training

As part of the SET support for new boards of management, training will be provided to Willow Park Junior School on January 11th here in Kimmage. The purpose of the training is to ensure that board members are aware of the Spiritan Ethos which underpins our schools, understand their role and responsibilities and have sufficient knowledge to participate fully in the working of the board. The Ethos element of the training will be provided by Ronan.

Development Education and Ethos Teachers' working committees.

Both teachers' groups will meet again in Early February. The DE committee will focus on the upcoming showcase event. The Teachers' ethos committee will continue to develop the school based ethos induction programme.

Middle Leaders Programme.

This programme continued on Nov.29th. The areas covered were "The Digital Strategy for Schools", "Looking at our Schools" and "Leading People in Times of Change".

Meetings with New Chairpersons.

The executive officer has been meeting with the new chairpersons to create a relationship/partnership between the boards and the trust which is conducive to supporting our schools' characteristic identity.

Annual Conference.

This year our conference will take place in the “K Club” on the 18th and 19th of January. See programme below.

Spiritan Education Trust Symposium Thursday 18th & Friday 19th January 2018 @ The K Club, Kildare DRAFT PROGRAMME

Day 1

- 1.15pm Registration
- 1.30pm Light Lunch-Soup and sandwiches
- 2.30pm Welcome Tom Sheridan, SET Executive Officer
- 2.35pm Opening Prayer
- 2.45pm Chairman’s Address
- 3.00pm “Creating a Positive School Environment for Effectiveness and Wellbeing” – Ms. Jacinta Kitt
- 4.30pm Coffee
- 4.45pm Child Protection Guidelines – Ms. Jane Ferguson, Safeguarding Office, Kimmage
- 5.30pm Leisure Time
- 7.30pm Drinks Reception
- 8.00pm Dinner

Day 2

- 9.30am Mindfulness Mr. Denis Murphy, Principal St. Mary’s Senior College
- 9.45am Dr. Denis Robinson C.S.Sp. – Spiritan School Leadership for Today” Part 1
- 10.45am Coffee
- 11.00am “Spiritan School Leadership for Today” Part 2
- 11.45pm Address from a member of the Provincial Leadership Team
- 12.15pm Concluding remarks followed by Lunch

SWOT Analysis.

In response to a request from the PLT a Swot analysis was submitted on behalf of the Executive and one from the Ethos Committee. **See Appendix 1 and 2.**

Finance.

The Charity Regulatory Authority has responded to a second email request for guidance on the registration of our schools. After a considered opinion, the CRA have requested that our senior schools be registered, and our junior schools can be registered later as it is quite complex. A question was raised as to whether our junior schools are charities --- we will have to apply when registering them. The SET audit will commence on Tuesday 23rd January 2018.

The SET registration with the Charity Regulatory Authority has been approved and updated with the change of name and new company constitution.

RBK have been retained to conduct a review of financial management procedures in Rockwell College.

The Congregation has requested an opinion from Mason Hayes and Curran and PWC on the legal and financial relationship between SET its schools and the Congregation.

Schools Information Management System (SIMS)

A Letter (below) was sent from the Executive to all Boards. Blackrock College have replied.

14th December 2017

Re: Schools Information Management System (SIMS)

You will recall correspondence (attached) from our former Chairperson, in relation to the introduction of the Schools Information Management System (SIMS).

The rationale for this decision by the Board of Directors was articulated in that letter and finds expression in article 2a of the Articles of Management which places the "conduct, management and financial administration of the school under the control of the Board of Management subject to the general supervision and control of the trustees". (See also article 30 for Secondary Schools and Article 31 for Junior Schools).

As we prepare for the installation of this system, it is important that all questions and concerns of our schools are listened to and addressed. To that end, I have instructed our Executive Officer, Tom Sheridan to organise information sessions for both our Principals and Financial Administrators.

Our information session for our Financial Administrators will take place on Monday 22nd January. This will be a technical presentation but if any of our Principals wish to attend they are of course most welcome. However, we will organise another information day specifically for our Principals at a date to be decided.

It is important that all schools are represented at these information sessions so that any specific queries or concerns can be addressed.

Articles of Management for Junior Schools

These articles were approved in 2012 and are now in need of substantial review. Over the coming months the executive will be proposing amendments which it will bring to the board for approval.

Appendix 1 SWOT Analysis Ethos Subcommittee

Strengths

Supported Ethos is supported in schools
SET is a strength and always growing and developing
Faith and its message is a strength in today's world
Experience of mission overseas and therefore different cultures and societies
School Tradition is a strength for a starting point for discussion and involvement of students and families
Strong sense of shared belief

Image Mustard Seed

Weaknesses

Communication internal and external
Overly busy and therefore finding the time to be in a new space is a problem

Smaller pool of people who can take responsibility ...Need to find new structures to bring in new people

Engagement of young people beyond the school communities is weak...there is a particular need in the 18-25 age bracket

Image 'Hiding the light under the bushel'

Opportunities

A lot of disconnection in the Province.
Development of a Social Media App has a huge opportunity
Showcase events, like the Dev Ed programme, need to be development for other aspects of the Province

Development of an overseas network with Spiritan schools. There is need for leadership on this initiative.

Working with young adults in faith formation e.g. young teachers

Image
Road to Emmaus, the accompaniment model.

Threats

Secular world/busy world

Lack of training of young teachers

Diminishing numbers of CSSp members

Little or No faith formation happening for young adults in university

Image Genesis 'Spirit hovering in the Chaos'

Appendix 2 SWOT Analysis SET Executive

Strengths

Offer a space for faith expression
Strong sense of shared belief
Variety of expressions; e.g. parishes, education, Spirasi, Ardbraccan etc...
Building Resources
Access to Personnel and expertise
Strong sense of Respect for Spiritan works and personnel

Weaknesses

Age profile of the Congregation of the Irish province.
there is a growing disconnect between Irish people and the Irish church
clearer lines of communication to and from the various sector within in our province

Lack of innovation to offer a response to the province's mission

Opportunities

Development of a Social Media App
Wide involvement of lay people in the Spiritan world
Collaboration of Spiritan Initiatives in Ireland in the service of mission where needs are many and demand a Gospel response
e.g. Province educational mission needs to be more responsive to community needs
There are opportunities to identify new areas of mission in our society today...
Some areas of the Province are resource rich which provides opportunities to support areas of mission in Ireland
Working with young adults in faith formation e.g. young teachers

The openness and capacities of our school communities to promoting Spiritan values

Image

The biblical story of the loaves and fishes.

Threats

Secular Society with a dominant economic agenda
Loss of a voice for faith based initiatives
Lack of clear collaboration between faith groups and a failure to recognise the diversity
Clerical model of Church