



*Presentation to TAIEX SRSP
Workshop on Reform of School
Leadership in Lithuania*

4th June 2019

Anna Mai Rooney/Máire Ní Bhróithe



Our Achievements since 2015

Mentoring for New Principals

Coaching for all Principals

Third Level Qualification for Aspiring Leaders

Review of Professional Learning for Leaders

Developing Leadership Clusters



CSL Mentoring

On-going
professional
learning for
the mentors



Support
for the
mentors



Rules,
procedures
and record
keeping



CSL Mentoring

One 2
hour
monthly
meeting

The
relationship
begins in
September
and ends in
June

A
fortnightly
contact



Mentor Training

Two x 1.5 day sessions

- The Qualities and Skills of a Mentor
- The Phases of the Mentoring Relationship
- The Rules, Procedures and Protocols
- Building the Mentoring Relationships
- Training Videos



Mentor Professional Learning

- 2 residential events each year
- Key note speakers
- Vignettes of good practice
- Professional learning communities
- Mentor meetings
- Workshops



www.clipartof.com · 15085

Mentoring - Progress to Date

2015 – 2017

480

400 Primary
and 100 Post-
Primary Trained
Mentors

2017-2018

252

Mentoring
Relationships

2018-2019

331

Mentoring
Relationships

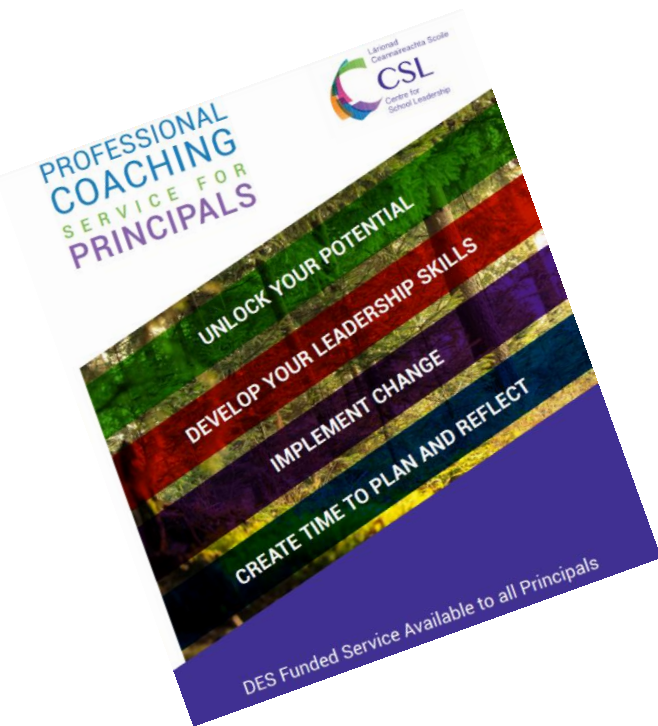
Group Mentoring



The Challenges

- Time
- Workload
- Matching
- Sustaining momentum
- Under-performing mentors
- Geography
- Context

Coaching – Unlocking your Potential



- **Six sessions**
- **Executive Coaches**
- **Confidential and Anonymous**
- **Fully Funded by the Department of Education, Ireland**

The CSL Coaching Service

Chemistry
Check



**Louise
E
Nicholson**

Read
Biography



**Nichola
Lynagh**

Read
Biography



**Brian
Crowley**

Read
Biography



**John
Hill**

Read
Biography

Open to 400
principals a year

The CSL Coaching Service

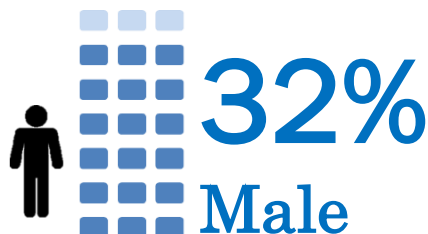
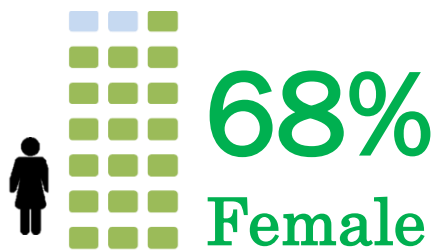


Have Availed
of the Service

78%
Primary
Principals



22%
Secondary
Principals



Team Coaching
2019

Team Coaching



- Access Team Coaching for schools involved in 1-1 coaching
- 4 sessions x 2 hours
- 6 members of staff

Principals brought these issues to their coaches

- Stress/work life balance/work load
- Dealing with staff issues and building relationships
- Time management
- Leading teaching and learning
- Remaining motivated

The Challenges

- Slow Uptake
- Financial Cost to the Department of Education
- Anonymity
- Cancellation Costs
- Psychometric Testing
- Principals Only

Leadership Clusters

- 24 Clusters
- 101 Schools
- Many clusters are cross sectoral
- Time allocation for Cluster Coordinator
- Support from Third Level and Business
- Projects aimed at developing leadership capacity



Other Areas

- Learning to be a School Leader in Ireland
- The Endorsement Process
- Bringing Stakeholders Together
- Professional Learning for Aspiring Leaders



Our Privilege

- We are happy to learn from you and share our experience with you



Go Raibh Maith Aгаibh



Thank You