

National Parents Council Primary Annual Report 2008



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Overview of the National Parents Council Primary

Our Mission

National Parents Council Primary is established to contribute to the advancement of the early education and primary education of all children, in order to improve and enrich the education of each child and to support the involvement of parents in all stages of education.



Our Vision

- We believe in the empowerment of parents, so that they can take responsibility and make choices about their role as educator.
- We believe that all parents have the capacity to help their children to learn well. All parents have the right to the support they need in order to do this.
- We believe that all children are capable of learning and have the right to access the best possible education service.
- We believe in the value of partnership with other educators in the way we work.
- We believe in the importance of childhood and children's experiences.
- We see children as being partners in education.
- We believe in the right of parents to lifelong learning opportunities.

Chairperson's Report

NPC is an important organisation. Of all the partners in education identified in the Education Act, 1998, NPC is the only one that is exclusively focused on our children. 2008 saw a new era of challenges that seemed impossible only twelve short months ago and in these challenging times NPC must never waver from our commitment to our children and all our energy, enthusiasm and activity must remain focused on achieving the best possible educational outcomes for them.

The structural changes that the organisation underwent following strategic review have bedded in over the course of the past year and our membership continues to grow and at the end of 2008 we had 1111 members throughout Ireland.

During 2008 we finalised the changes to our memorandum and articles of association: the rules of NPC. These were approved at our EGM in November and ensure NPC fully complies with current and future company and charity legislation; with this process completed NPC can now get on with our purpose of representing parents whose children are in primary education.

The new board of directors of NPC, comprising twelve members of the NPC Assembly, was elected at the EGM in November 2008. This is the first board to be elected under the new memorandum and articles and will serve until our AGM in 2010. From 2010 onwards one third of the board will retire each year. This will allow NPC to both benefit from the continuity of membership (members of the board will normally serve for three years) but also to constantly renew

itself with opportunities for members from all counties and special interest groups to serve at board level.

The board of directors has established staffing, finance/internal audit and media sub committees. For the first time these sub committees were able

to co-opt external people with expertise in these areas and the assistance of Tara Sherlock and Jackie Prendergast in helping us develop financial procedures and in undertaking a comprehensive staff review was much appreciated.

Although every member of the board of NPC is aware of the need to address organisational and structural issues, the reason that we all give up our time to become involved in NPC is to improve the educational experience of our children. Traditionally one of the criticisms that has been levelled at Parent Associations both in Ireland and throughout the world is that we are elitist and do not include all parents in all schools. Although I do not believe that is a fair accusation to make against NPC, one of the key priorities in our strategic plan was to expand membership beyond our traditional membership base. Although NPC represents all parents whose children are in



Chairperson's Report

primary education we have also always strived to reach out to parents of children in challenging and changing circumstances. This is achieved through the service that we provide through our helpline and through the structure of our special interest groups. Our established special interest groups (for parents of children: with special educational needs who attend mainstream schools or special schools, belonging to minority religions, attending Irish medium schools) continue to meet. However in an attempt to address the needs of our ever increasing membership base we have now also established special interest groups for parents of children from the Traveller community and Migrant community.

The changing demographic and dynamic in Irish society provided us with an opportunity to reach out to parents who were at risk of being sidelined from involvement in their children's education. We were successful in obtaining funding from Pobal and the Department of Education to extend the service that we offer to our members to parents from outside the European Union who do not speak English as a first language. The migrant parent project has enabled NPC to translate sections of our website into Arabic, Chinese, French and Russian and to provide an outreach service in the Dublin area, staffed by our helpline officers and supported by professional translators. This service has been of great value to parents in these communities and through feedback from teachers and principals in the targeted communities we know that it is also valued by our partners in education.

As we look forward to the challenges ahead it is also time to look back to the year that has passed and it is therefore appropriate to acknowledge all the links in the NPC chain that make us such a strong, vibrant and dynamic organisation. As a volunteer organisation made up of volunteers who all have commitments to their own families and communities, NPC depends on the service provided by the staff in our Dublin office. Anyone who has used our helpline service, attended any training or development event or contacted the office with any type of query will be aware of the unceasing hard work that Áine and the staff provide for us. This professional service is reflected throughout the country by our massive network of professional volunteers, so to anyone who served NPC in 2008, whether on your local Parent Association, as an officer on a County Branch, on the assembly, on the board, or in any other way, a big thank you to you too.

Philip Mudge

Chairperson

Chief Executive Officer's Report

The past year has been a productive one for the National Parents Council Primary and progress has been made in many areas of the NPC Strategic Plan 2007. NPC believes in the empowerment of parents, so that they can take responsibility and make choices about their roles as educators. NPC continued to support this vision in 2008 through answering 1916 calls to its helpline and providing training to 3723 participants. NPC volunteers also continued to support this vision by coordinating the running of the NPC County Branches, through engaging in the Assembly debates and policy formation and through the strong governance of NPC by the board of directors.

During 2008 NPC partnered with the Irish Primary Principal Network to campaign on the issue of the underfunding of primary schools. This campaign involved surveying parents to establish the effect, if any, that the underfunding of primary education had on their lives. Some of the findings of this survey, although not totally surprising, cause concern for parents and primary education into the future. 74% of parents who responded to the survey said that they were asked for a voluntary contribution from their child's school with 35% of these parents saying they could not easily afford this payment and more worryingly 45% of these parents said that the contribution was not anonymous and they felt under pressure to pay it. As economic recession hit Ireland in 2008, NPC prioritised campaigning for the adequate funding of primary education and will continue this campaign into the future.

2008 also saw the establishment of new Boards of Management in all primary schools and the election of the new parent representatives to these Boards. Parent representatives on school Boards are vital positions as these roles are central to the partnership between parents and the school. To support parents in this role NPC published "The Board of Management in Your Primary School - A Guide for Parents".

As a partner in education, NPC was also involved at a national level in the Joint Board of Management Training for New Boards of Management. This training was supported and funded by the Department of Education and Science and was hugely important as it gave a joint message from all the partners in education regarding the effective working of primary school boards.

A significant component of NPC's current strategic vision is reaching out to parents and specific groups of parents that we haven't previously made contact with. During 2008 three specific initiatives were established under this vision. Firstly NPC conducted two focus groups, one in partnership with the Irish Traveller movement and the second with the School Cultural Mediation Project. The aim of these focus groups was to learn from the parents who attended how they felt NPC could best represent their interests regarding their child's primary education.



Chief Executive Officer's Report

In response to the findings of the focus groups two new NPC special interest groups were established. These special interest groups will now provide a mechanism to hear the voice of traveller and migrant parents and through their representation on the NPC Assembly (NPC's policy formation body), their voice will influence NPC policy on educational matters into the future.

Finally NPC through funding from Pobal and the Department of Education and Science established a Migrant parent project. This project aimed to ensure that NPC services were accessible to parents from outside of the European Union states whose first language wasn't English. All parents have questions, anxieties and concerns regarding their child's primary education; through the Migrant Parent project NPC aimed to ensure that language would not be a barrier to parents who had difficulty accessing services through the English language, to avail of NPC services. The project also aims to support Parent Associations to be inclusive and representative of the whole school population.

In ending this review of 2008 I return to my opening paragraph and my reference to the staff and volunteers that make the work of the NPC possible. On behalf of the staff I would like to thank the outgoing and incoming members of the NPC Board and their Chairpersons, Francis Linden and Philip Mudge. I thank you for your unwavering commitment, support and guidance throughout the year.

Finally I would like to thank the NPC's staff for their dedication and hard work throughout the year. Much was achieved in 2008 and I look forward to collaborating over the next years in working towards the Mission and Visions of the NPC.

Áine Lynch

Chief Executive

Helpline

Helpline

During 2008 the NPC helpline answered almost 2,000 calls and e-mails. In an effort to better identify the issues for parents regarding their children's primary education and therefore increase our supports and advocacy in these areas, the helpline refined its database so that the number of calls and e-mails on different issues could be clearly identified.

Almost half our calls this year were on the topic of Parent Associations with most of these queries regarding general information and the rules and roles of a Parent Association. There was also a significant increase in the number of calls regarding fundraising and voluntary contributions which represented almost 15% of the calls. Bullying continues to be a concern for many parents with almost 10% of the helpline calls highlighting this issue. Other issues raised through the Helpline included supervision, which continues to be a problem in many schools around the country; class size which again remains an area of concern for parents and there was also a significant increase in the number of calls regarding health and safety.

Information

In 2008 the Helpline and Information service continued to identify and disseminate information and articles of interest to parents through the NPC website. The service also reviewed and updated: What is a Parents Association? Parent Associations and Money, Complaints Procedure and NPC general information leaflets. Helpline and information articles and items of information were also included in NPC's newsletters.

Migrant Parent Project

The Information/Helpline Officers visited ten locations since the launch of the Migrant Parent Project in September 2008. This involved liaising with all the schools in this area and working with the principals and home school liaison teachers in order to set up drop in centres in their schools. During 2008 this service was offered to all schools in the Dublin 15 area and the Citizen's Information Centre. Parents, teachers, language support teachers, home-school liaison teachers and principals all utilised the services of the interpreter and the helpline officers. The service provided interpretation for parents in four languages, French, Arabic, Chinese, and Russian. The Information/Helpline Officers prepared frequently asked questions for our website which were translated into Russian, Arabic, Chinese and French.

The parents who attended the drop in centres in Dublin 15 to date are former residents of Nigeria, Russia, Pakistan, Ukraine, Morocco, South Africa and Congo among others.

NPC MIGRANT PARENT DROP-IN SERVICE STATISTICS OCTOBER - DECEMBER 2008

Information on a Parent Association	28
Special Educational Needs	3
Homework	4
Enrolment	2
Curriculum	4
Health and Safety	1
Bullying by child	1
Voluntary Contribution	1
Training	1
Class Size	2
Total	47

Helpline

INFORMATION/HELPLINE SUBJECT OF CALLS/EMAILS	TOTAL NUMBER OF CALLS/EMAILS FOR 2008
BULLYING	
Bullying involving a child	119
Bullying involving a teacher	29
Bullying involving a principal	21
Problems with Principal	32
Total	201
ISSUE	
Supervision	85
Complaints Procedure	26
Homework	37
Code of Behaviour	22
School Transport	15
Split Classes	11
Uniforms	19
Class Size	57
Enrolment	46
Retention	3
Curriculum	54
Standardisation of school year/Time in school	8
Standardised tests	19
Book rental scheme	2
WSE	13
Health & Safety	43
Separated parents	4
First Holy Communion	4
Total	468
OTHER ISSUES	
Child Abuse	11
Journalist	8
Other	21
Total	40

INFORMATION/HELPLINE SUBJECT OF CALLS/EMAILS	TOTAL NUMBER OF CALLS/EMAILS FOR 2008
BOARD OF MANAGEMENT	
General	61
Complaints	84
Total	145
PARENT ASSOCIATION	
Set up	69
Disputes	90
Fundraising & Voluntary Contributions	147
NPC Membership	73
Rules/Roles	153
Information	153
Difficulty with Principal	22
Training	138
Insurance	39
Total	884
SPECIAL NEEDS	
Assessment	4
SNAS	10
Access to school	1
Individual Child	63
Special Needs General	28
Total	106
OTHER AGENCIES	
NEWB	4
Ombudsman	1
Department	2
Post primary	18
Total	25
Migrant Parent Drop in Centre issues (see previous table of statistics)	47
TOTAL NUMBER OF ISSUES	1916

Training and Development

The NPC Training and Development Programme continued to deliver training and support to parents throughout 2008. The Training and Development Programme is a national programme that enables parents to have positive parental involvement in their child's education.

Aims and Objectives

The Training and Development Programme enables parents to work in a positive partnership between the home and the school and it empowers parents in their role as the primary educators of their children and encourages a positive role for parents as part of the school community.

Training Programmes

Parent Association Effectiveness Training helped parents understand the role of the Parent Association as defined by the Education Act. It facilitated groups in developing a positive and beneficial partnership between the Parent Association and the school as a community.

Board of Management Training for parent representatives and the whole board was delivered in partnership with all of the partners in education. NPC also delivered training sessions to parent representatives in Education Centres and in individual schools.

Internet Safety Training gives parents the skills to engage with their children's online lives. This training gives a practical demonstration of the technologies and the websites young people are using. Parents are introduced to strategies to help their children be responsible, effective

and safer Internet users.

Relationships and Sexuality Education (RSE) and Information Training In 2008 NPC made some changes to the RSE training and introduced an RSE Information session along with a shorter RSE training programme. The information session informs parents about the Social Personal Health Education Programme (SPHE) and gives an overview of the full RSE training on offer. The RSE training programme concentrates on how parents can communicate with their children and looks at the barriers to effective communication around relationships and sexuality.

Transition from Primary to Post Primary Training was provided for parents whose children were about to or had made the transition from primary to secondary education. It supported parents in their child's transition and gave them useful information on subject choices and an insight into the post primary education system.

Early Learning Starting School Training was provided for parents whose children were starting primary school or had just started school. The programme looked at how children learn and why parents are the primary educators of their children.

Third country Migrant Parent Project:

In 2008 NPC received funding from Pobal and the Department of Education and Science to support Migrant Parents whose first languages are Russian, Arabic, Chinese, French and Urdu. The project involved a drop-in information and support service and Parent Association training in the

Training and Development

Dublin 15 area, and will continue until December 2009 also operating in Dublin 1, 2, 7 and 8.

The aims of the project are:

1. To support parents of children in primary education who have recently moved to Ireland and may not have sufficient knowledge of the Irish primary education system.
2. To support parents for whom language has posed a barrier in accessing existing information or supports.

This project offers:

1. Translated information for parents regarding their child's primary education.
2. Drop – In Information and Support Service for parents in schools in the Dublin area.
3. Training for Parent Associations to support their development as inclusive structures for parents within schools.

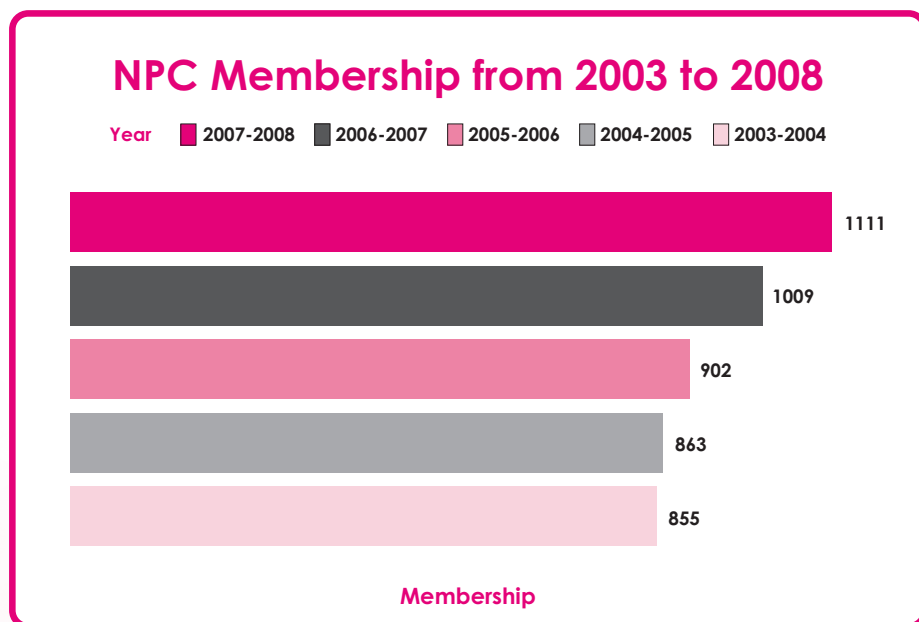
Programme statistics for 2008:

Type of Training	Sessions Delivered	Number of Participants
New Parent Association Training	169	1673
Board of Management Information	20	129
Internet Safety	85	1533
Relationships and Sexuality	6	149
Transition from Primary to Post Primary	14	197
Early Learning	5	42
Total	299	3723

The Training Programmes delivered by National Parents Council Primary are funded by the Department of Education and Science, National Council for Technology in Education, Crisis Pregnancy Agency and Pobal.

Membership

Membership of National Parents Council Primary consists of all the affiliated Parent Associations and individual Associate Members. In line with the Strategic Plan 2007, NPC membership continues to grow year after year; the graph below indicates the growing trend in membership from 2003 to 2008.



NPC Membership 2007-2008			
County	Affiliations	County	Affiliations
Carlow	11	Limerick	51
Cavan	38	Longford	18
Clare	25	Louth	36
Cork East	48	Mayo	33
Cork West	116	Meath	59
Donegal	23	Monaghan	28
Dublin North	64	Offaly	11
Dublin NW	26	Roscommon	17
Dublin South	63	Sligo	25
Dublin SW	30	Tipperary	73
Galway	50	Waterford	17
Kerry	36	Westmeath	19
Kildare	34	Wexford	52
Kilkenny	29	Wicklow	26
Laois	37	Associate Members	6
Leitrim	10	Total	1111

County Branch

NPC has various County Branches throughout the country where members come together to meet and discuss issues which are relevant to their children in primary school. In 2008 NPC had County Branches in Cavan, Clare, Cork West, Dublin North, Dublin NW, Dublin South, Laois, Limerick, Longford, Louth, Mayo, Meath, Monaghan, Sligo and Tipperary.

Dedicated volunteers coordinate the running of these County Branches and organise seminars and discussion forums for parent members.

Issues of significance to parents highlighted and discussed at these county meetings/seminars included:

- Education Cuts and extra pressure on parents to fund raise
- Bullying in schools
- Internet Safety
- Election of Board of Management Parents' Representatives
- Class size
- Dyslexia
- Nutrition
- Self esteem
- Prevention of Drug/Alcohol abuse
- Transition from Primary to Post Primary

In addition to working with parents a number of counties including Dublin NW, Sligo and Cavan organised quizzes for primary school children; and Clare, Tipperary, Limerick and Cork held a provincial final in Munster.

Representatives from the County Branches were invited to sit on various committees/forums including the Cork Education Centre Management Committee and the Cavan Health and Social Care Forum. In Tipperary the County Branch collaborated with the Dyslexia Group to hold a talk for parents.

NPC representatives at county level were also invited to address public meetings to speak about the Budget 2008 cuts to education.

Assembly

Only established in 2007, the NPC Assembly has already become a vibrant and exciting part of NPC and a real bridge between members and the organisational structures. The NPC Assembly is the policy developing body within NPC and is comprised of a maximum of two representatives from each County Branch and one representative from each of the NPC Special Interest Groups. Our new rules include procedures for Parent Associations where there are no County Branches to be also represented at the Assembly.

The Assembly meets three to four times a year and allows parents to fully engage in educational issues that are important to them and their children. This means that when NPC speaks on behalf of parents it can do so knowing that the issues have been considered and debated by its members.

During 2008 the Assembly met three times. On the 2nd of February 2008 the Assembly examined all the NPC policy documents and motions from past conferences since 1991, with a view to developing an up to date NPC Policy Document. It then prioritised the issues for debate at future Assembly meetings. The first issue chosen for debate was Health and Safety, this meeting took place in June. The Assembly met again in October to discuss the issue of Child Protection.

Special Interest Groups

NPC Special Interest Groups met throughout 2008 and looked at redeveloping and restructuring to ensure they remain relevant to their membership.

The Minority Religion Group representing parents of children of non-catholic faiths met three times during the year to look at issues of relevance, to identify ways of reaching new members and to establish the aims and objectives of the group.

The Special Educational Needs Group representing parents of children with special educational needs held their first meeting of the year to look at NPC policy regarding special educational needs. The group examined all previous NPC policy on special educational needs and successfully identified areas of policy that need to be addressed. The group continued to meet throughout 2008 to work on policy development in these areas.

Scoileanna Lán Gaeilge Group representing parents of children in Irish medium and Gaeltacht schools met during the year to identify ways of reaching new members and to establish the aims and objectives of the group.

Financial Report

Report of the Chairperson of the Finance Committee 2007

I was delighted to continue in the role of Chairperson of NPC's Finance Sub-committee during 2008. In 2008, new NPC Articles of Association were adopted which allowed for co-options of external members on to NPC sub-committees for their specific expertise. The Finance Sub-committee co-opted Tara Sherlock on to the committee and I would like to thank Tara for her work during 2008. I would also like to thank the other members of the committee, Sharon McGinty, Seán O'Riordan and Mary King for their work in 2008 and I look forward to the continued work of the committee in 2009.

I am happy to report that NPC finances remain healthy in 2008 and the following pages set out a summary of the figures. Full detailed accounts for the year ended December 31st 2008 have been issued to all NPC members and are also available on request.

Anita McCann

Chairperson of the Finance Committee

NATIONAL PARENTS COUNCIL - PRIMARY

(Company Limited by Guarantee- Without a Share Capital)

FINANCIAL STATEMENTS

PERIOD 1ST NOVEMBER 2007 TO 31ST DECEMBER 2008

REPORT OF THE DIRECTORS

The Directors submit their report together with the audited financial statements for the period 1st November 2007 to 31st December 2008.

RISKS AND UNCERTAINTIES

The directors confirm that there is an ongoing process for identifying, evaluating and managing the significant risks faced by the company.

PRINCIPAL ACTIVITIES AND REVIEW

The principal activities of the Council continue to be the Nationwide Organisation representing parents of children attending early and primary education.

Our aim is to improve and enrich the education of children, represent your views as parents, negotiate with the Minister and Department of Education and Science for improvements in the system and better resources for primary education.

SURPLUS AND RESERVES

The surplus for the year has been transferred to reserves.

Financial Report

DIRECTORS

The Directors who held office during the period under review were: Philip Mudge, Maria Murphy (to 14/11/08), Anita McCann, Amanda Allen (to 24/11/07), Maureen Brennan, Sheila Barrett (to 24/11/07), Martin McLernon, Siobhan Daly (to 24/11/07), Zoe Ewing-Evans (from 24/11/07), Carol Ollry (to 24/11/07), Mary King (from 24/11/07), Maeve O'Hair (to 24/11/07), Sharon McGinty, Liza Toye (to 24/11/07), Paul Stevenson, Gile Mac Lochlainn (to 24/11/07), Francis Linden (to 14/11/08), Martin Kiernan (to 24/11/07), Geraldine Graydon (to 14/11/08), Donal Cooper (from 14/11/08), Beatha Amanda Forbes-Keatley (to 24/11/07), Gráinne McDonnell (from 14/11/08), Sean O' Riordan (from 14/11/08), Áine Uí Ghiollagáin (from 14/11/08), John Farrell (to 14/11/08), Joan Mc Loughlin (to 24/11/07)

COMPANY SECRETARY: Carmel Grahame

COMPLIANCE WITH SECTION 90 OF THE COMPANY LAW ENFORCEMENT ACT, 2001.

The Directors are responsible for ensuring that proper books and accounting records are kept by the Company as required under Section 202 Companies Act, 1990.

The Directors believe that they have complied with this requirement by providing adequate resources to maintain proper accounting records including the appointment of personnel with appropriate experience and expertise. The books and records of the company are maintained at 12 Marlborough Court, Marlborough Street, Dublin 1.

POST BALANCE SHEET EVENTS

No events have occurred subsequent to the balance sheet date which requires disclosure in the Financial Statements.

AUDITORS

The Auditors, Martin Judge & Co., have indicated their willingness to continue in office in accordance with Section 160(2) Companies Act 1963.

STATEMENT OF DIRECTORS RESPONSIBILITIES 14 MONTHS ENDED 31st DECEMBER 2008

Company legislation requires the Council Members to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the Council Members and of the excess of income over expenditure of the Council Members for that year.

In preparing those financial statements, the Council Members are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Council will continue in business.

Council Members are responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the Council and to enable

Financial Report

them to ensure the financial statements comply with the Companies Acts 1963 to 2009. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the Council and to prevent and detect fraud and other irregularities.

STATEMENT OF INCOME AND EXPENDITURE FOR THE 14 MONTHS ENDED 31ST DECEMBER 2008

	€	2007 €
INCOME	850,178	606,419
EXPENDITURE	<u>784,215</u>	<u>684,630</u>
NET SURPLUS/ (DEFICIT) FROM ORDINARY ACTIVITIES	65,963	(78,211)
ACCUMULATED SURPLUS AS AT 31 OCTOBER 2007	<u>137,072</u>	<u>215,283</u>
ACCUMULATED SURPLUS AS AT 31 DECEMBER 2008	<u>203,035</u>	<u>137,072</u>

There are no gains or losses other than those shown above.

BALANCE SHEET AS AT 31ST DECEMBER 2008

	NOTE	€	2007 €
FIXED ASSETS			
Fixtures, Fittings and Equipment	(6)	2,102	
CURRENT ASSETS			
Bank Current Accounts		301,748	229,271
Bank Deposit Accounts		378	375
Cash on Hands		3,145	11,822
Debtors & Prepayments	(7)	<u>12,587</u>	<u>9,787</u>
		<u>317,858</u>	<u>251,255</u>
CURRENT LIABILITIES			
Creditors falling due with one year	(8)	42,098	41,188
Deferred Income	(9)	74,827	72,995
		<u>116,925</u>	<u>114,183</u>
Working Capital		200,933	137,072
NET ASSETS		<u>203,035</u>	<u>137,072</u>
REPRESENTED BY:			
Accumulated Surplus		<u>203,035</u>	<u>137,072</u>
		<u>203,035</u>	<u>137,072</u>

ON BEHALF OF THE COUNCIL

DIRECTOR: PHILIP MUDGE

DIRECTOR: ANITA MCCANN

Board Members 2008

Philip Mudge	Chairperson
Paul Stevenson	Vice Chairperson
Martin McLernon	
Sean O’Riordan	
Mary King	
Zoe Ewing-Evans	
Maureen Brennan	
Donal Cooper	
Anita McCann	
Sharon McGinty	
Gráinne McDonnell	
Áine Uí Ghiollagáin	

Assembly Members 2008

Bridget Brassy	Cavan	Michael Bryson	Longford
Susan Fitzpatrick	Cavan	John Farrell	Longford
Martin McLernon	Clare	Ann Harmon	Louth
Robert Bennett	Clare	Anita McCann	Louth
Sean O’Riordan	Cork West	Sharon McGinty	Mayo
Goretti Walls	Cork West	Gráinne McDonnell	Meath
Siobhan Daly	Dublin North	Bryan Leonard	Meath
Mary King	Dublin North	Paul Stevenson	Sligo
Zoe Ewing-Evans	Dublin NW	Breid Greene	Tipperary
Beatha Keatley	Dublin NW	Mary Quinlan	Tipperary
Liza Toyé	Dublin South	Adebowale Adebisi	Minority Religion
Nadia Owen	Dublin South	Michael Clarke	Special Education
Maureen Brennan	Laois	Geraldine Deegan	Integrated Education
Philip Mudge	Limerick	Áine Uí Ghiollagáin	Irish medium Schools Group
Donal Cooper	Limerick		

Staff 2008

Áine Lynch	Chief Executive
Deirdre Sullivan	Training & Development Officer
Carmel Grahame	Financial Administrator
Mary Killeen	Information/Helpline Officer
Carmel O'Shea	Information/Helpline Officer
Sinéad Tighe	Secretary Training & Development Programme
Caroline Clynes	Administrator Training & Development Programme
Sharon Hopkins	Administrator Training & Development Programme
Nora Harris	Receptionist
Michelle Davern	PA to CEO, Administration, Website
Jelena Pisareva	Office cleaner



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