**Application Form for the Post of Assistant Principal 11**

**John the Baptist Community School**

**Hospital**

**ASSISTANT PRINCIPAL 11**

**2018/2019**

John the Baptist Community School Hospital currently has a vacancy for 7 Assistant Principal 11 posts. The appointment will be in accordance with the promotion procedures outlined in Circular Letter 0003/2018.

It is preferable if the Application Form is TYPED. If not typed, please complete the form legibly using a black pen. All questions must be answered. Do not change the question numbers or sequence. Boxes may be expanded as required to facilitate a **maximum of 450 words** per criterion. No letter of application, CV or written reference should accompany this form.

Candidates are reminded to take appropriate steps to maintain the privacy of their completed form. Candidates are advised not to use school owned equipment to complete the form or store it on any school storage devices.

Candidates are advised that calculations of service will be based on the content of the application form. Each candidate must accept responsibility for the information supplied and for the accuracy and creditability of information supplied. Only service that can be verified by the school will be counted. **It is the candidate’s obligation to obtain and provide certification to the school in respect of his/her external service with his/her application by the closing date.**

|  |
| --- |
| **Guidance for Candidates:****Competencies for Leadership and Management posts of Assistant Principal 11:**Any system of school leadership and management should build on and consolidate existing school leadership and management structures in schools in line with best practice as set out in ‘[LOOKING AT OUR SCHOOLS 2016 – A Quality Framework for Post-Primary Schools’](https://www.education.ie/en/Publications/Inspection-Reports-Publications/Evaluation-Reports-Guidelines/Looking-at-Our-School-2016-A-Quality-Framework-for-Post-Primary-schools.pdf). The leadership model should align the responsibilities of senior (Principal/Deputy Principal) and middle leadership (post holders) more clearly to the identified needs and priorities of the school, underlining the range of responsibilities for various leadership roles and providing opportunities for teachers to develop their leadership capacity.**What are the competencies?**The competencies are mapped to the four domains identified in “Looking at Our Schools 2016 – A Quality Framework for Post-Primary Schools’ – refer to page 22.  The competencies are:1. Leading Teaching and Learning
2. Managing an Organisation
3. Leading School Development
4. Developing Leadership Capacity

**Domain One: Leading Teaching and Learning*****School leaders***:* promote a culture of improvement, collaboration, innovation and creativity in learning, teaching and assessment
* foster a commitment to inclusion, equality of opportunity and the holistic development of each student
* manage the planning and implementation of the school curriculum
* foster teacher professional development that enriches teachers’ and students’ learning

**Domain Two: Managing the organisation*****School leaders***:* establish an orderly, secure and healthy learning environment, and maintain it through effective communication
* manage the school’s human, physical and financial resources so as to create and maintain a learning organisation
* manage challenging and complex situations in a manner that demonstrates equality, fairness and justice
* develop and implement a system to promote professional responsibility and accountability

**Domain Three: Leading school development*****School leaders:**** communicate the guiding vision for the school and lead its realisation in the context of the school’s characteristic spirit
* lead the school’s engagement in a continuous process of self-evaluation
* build and maintain relationships with parents, with other schools, and with the wider community
* manage, lead and mediate change to respond to the evolving needs of the school and to changes in education

**Domain Four: Developing leadership capacity*****School leaders:**** critique their practice as leaders and develop their understanding of effective and sustainable leadership
* empower staff to take on and carry out leadership roles
* promote and facilitate the development of student voice, student participation, and student leadership
* build professional networks with other school leaders

The competencies are mapped onto these domains.  **COMPLETING A COMPETENCY BASED APPLICATION FORM**A Competency Based Application Form requires you, the candidate, to describe some of your personal achievements to-date that demonstrate certain competencies (necessary skills and qualities) required for the position you are applying for (e.g. Leader of Teaching and Learning, Leader of School Development, Communication Skills etc.).A definition of a skill or quality is given for each competency. You are then asked to describe a situation, from your own experience, which you think is/are the best example(s) of what **YOU** have done which demonstrates this skill or quality. It is essential that you describe how **YOU** demonstrated the skill or quality in question. All question areas must be completed.You are advised to structure what you write so that you give specific information about what you have done - for example, do not simply say that “X was successful”, describe exactly what you did and how you demonstrated the skill or quality in question. For each example please describe the following:(a)    the nature of the task, problem or objective;(b)    what you actually did and how you demonstrated the skill or quality (and, where appropriate, the date you demonstrated it)(c)     the outcome or result of the situation and your estimate of the proportion of credit you can claim for the outcome.Please **do not use** the same example to illustrate your answer to **more than two skill areas.**Please note that, should you be called to interview, the board may look for **additional examples** of where you demonstrated the skills required for this post so you should think of a number of examples of where you demonstrated each of the skills. To assist the candidate in answering the questions in the application form and at interview, the internationally recognised STAR model is a useful tool as a way of communicating key points clearly and concisely:Identify a  ‘**S**ituation’ or ‘**T**ask’, outline the ‘**A**ction’ you took and the ‘**R**esult’ from your action.  |

|  |  |
| --- | --- |
| **Name**: | **Teaching Council Registration Number:** |
| **Address:** | **Email:** |
| **Tel. No**: |
| **Mobile No:** |

1. **BASIC TEACHING QUALIFICATIONS (DEGREES, DIPLOMAS)**

|  |  |
| --- | --- |
| **Qualification** | **Subjects** |
| **Award** |  |  |
| **Grade** |  |  |
| **College** |  |  |
| **Year of Award** |  |  |
| **Length of Course in Years** |  |  |

1. **POST GRADUATE/DEGREE/DIPLOMA COURSES UNDERTAKEN:**

|  |  |  |
| --- | --- | --- |
| **TITLE OF COURSE** | **CONDUCTING BODY** | **DATE** |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

1. **IN-SERVICE COURSES UNDERTAKEN:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **YEAR** | **COURSE ATTENDED** | **LENGTH OF COURSE*****weeks/hours*** | **AWARDING BODY** | **AWARD*****(IF ANY)*** |
|  |  |  |  |  |
|  |  |  |  |  |
|   |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |

1. **TEACHER REGISTRATION**

|  |  |
| --- | --- |
|  | Yes/No |
| Are you registered with the Teaching Council under Route 2? |  |
| Are you registered with the Teaching Council under Route 3 and meet the requirements of DES clarification issued in June 2018? |  |

1. **TEACHING EXPERIENCE**

**5.1 Teaching Experience for Eligibility Purposes**

|  |  |
| --- | --- |
| Do you have the required qualified teaching experience as per Circular 00003/2018? | Yes/No |
| Assistant Principal I and Programme Co-ordinator (API Level) | 3 years |  |
| Assistant Principal II and Programme Co-ordinator (APII Level) | 1 year |  |

**5.2 Teaching Experience for Seniority Purposes (2017/2018 and 2018/2019 school years only)**

1. Date on which you were first appointed as a teacher \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(b) School in which you started your teaching career \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(c) In what capacity were you first appointed as a teacher?

 (Part-time, EPT, TWT or PWT) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\* The onus is on the applicant to provide documentary evidence of this appointment if required by the Board of Management - to assist with compliance on applicant’s eligibility under the terms of DES C/L PPT 07/02.

Teachers who have been redeployed into John the Baptist C.S. should also give details below of their teaching service with their previous employer prior to being redeployed.

***Section 21 of the Teachers’ Redeployment Scheme states****:*

*Teachers redeployed in consequence of these arrangements will transfer their reckonable teaching service for promotion purposes in the previous school to the receiving school and this service will be reckonable for promotion purposes in the receiving school*.

1. **TEACHING EXPERIENCE IN JOHN THE BAPTIST COMMUNITY SCHOOL:**

(a)

| Dates(From/To) | Contract TypePWT/CID/RPT/Part-time | If part-time, state hours and weeks teaching in the academic year*Note: Service at or over 22 weeks or 200 hours is a reckonable year for seniority purposes*. |
| --- | --- | --- |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

1. Have you taken unpaid leave (including career break/s) from your teaching duties?
	1. Yes \_\_\_\_\_\_\_ No \_\_\_\_\_\_\_\_\_
	2. Dates: From: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ To: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. Have you been redeployed into current school?

 If yes, please give date of redeployment \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **TEACHING EXPERIENCE IN SCHOOL FROM WHICH YOU WERE REDEPLOYED:**

| Dates(From/To) | Name & Address of school | Contract TypePWT/CID/RPT/Part-time | If part-time, state hours and weeks teaching in the academic year*Note: Service at or over 22 weeks or 200 hours is a reckonable year for seniority purposes*. |
| --- | --- | --- | --- |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

1. **TEACHING EXPERIENCE IN OTHER SCHOOLS:**

**Please complete the table which follows.** It is critical that information supplied is clear. It is the responsibility of the applicant to ensure that supporting documentation from previous schools is submitted with the application form by the closing date in order for service to be verified and considered in the calculation of marks for seniority. **Only service that can be verified by the school will be considered.**

| Dates(From/To) | Name & Address ofSchool | Contract TypePWT/CID/RPT/Part-time | If part-time, state hours and weeks teaching in the academic year*Note: Service at or over 22 weeks or 200 hours is a reckonable year for seniority purposes*. |
| --- | --- | --- | --- |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

1. **Posts of Responsibility**

**9.1 Have you fulfilled the Post of Special Duties Teacher/Assistant Principal II or Programme**

**Co-ordinator (at SD/AP II Level)/Assistant Director of Adult Education (at AP II Level)?** Yes/No:

If “Yes”, please give details:

|  |
| --- |
| **Date of Appointment: From \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ To: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |
| **Post Type: (eg. AP II)** | **Capacity: (e.g. Acting-up/Permanent)** |
| **Nature of Duties:** |

* 1. **Have you fulfilled any of the following Posts: Assistant Principal I, Director of Adult Education, Assistant Director of Adult Education (AP I Level) Programme Co-ordinator (at AP I Level)?** Yes/No:

If “Yes”, please give details:

|  |
| --- |
| **Date of Appointment: From \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ To: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |
| **Post Type: (e.g. AP II)** | **Capacity: (e.g. Acting-up/Permanent)** |
| **Nature of Duties:** |

1. **SCHOOL ACTIVITIES – Student Related e.g., Drama, Music, Games etc.**

|  |  |  |
| --- | --- | --- |
| **SCHOOL** | **DETAILS OF ACTIVITIES** | **DURATION** |
| **FROM** | **TO** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

1. **PROFESSIONAL INVOLVEMENT in School/Own Professional involvement e.g., Subject**

 **Committees, Parents’ Association, Class Tutor, Membership of Subject Associations**

|  |  |  |
| --- | --- | --- |
| **SCHOOL** | **NATURE OF INVOLVEMENT** | **DURATION** |
| **FROM** | **TO** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

1. **Seniority calculations will be taken into account for the years 2017/18 and 2018/19**

**only. The four criteria for selection which will be judged at interview are the following:**

Leading Learning and Teaching

Managing an Organisation

Leading School Development

Developing Leadership Capacity

These criteria have been mapped to the domains in **LOOKING AT OUR SCHOOLS 2016** and you are asked to set out below your experience under each criterion that you believe is relevant to that aspect of Leadership and Management. In completing this section of the application form you should refer to the domains and standards set out in **Looking at our Schools 2016.**

Outline under each criterion how and where you have displayed each of these competencies (no more than 450 words per criterion/competency combined between the summary and examples). Expand boxes as required subject to the maximum word count.

|  |
| --- |
| **Criterion 1 – Leading Learning and Teaching** |
| Summarise your experience/key achievements to date under this criterion |
| Set out two examples which most effectively demonstrate your competency under this criterion with a particular focus on results/outcomes |
|  |

|  |
| --- |
| **Criterion 2 – Managing an Organisation** |
| Summarise your experience/key achievements to date under this criterion |
| Set out two examples which most effectively demonstrate your competency under this criterion with a particular focus on results/outcomes. |
|  |

|  |
| --- |
| **Criterion 3 – Leading School Development** |
| Summarise your experience/key achievements to date under this criterion. |
| Set out two examples which most effectively demonstrate your competency under this criterion with a particular focus on results/outcomes. |
|  |

|  |
| --- |
| **Criterion 4 – Developing Leadership Capacity** |
| Summarise your experience/key achievements to date under this criterion. |
| Set out two examples which most effectively demonstrate your competency under this criterion with a particular focus on results/outcomes. |
|  |

1. **With these four criteria in mind what significant contribution do you see yourself making as a member of the Leadership and Management Team in this school?**

|  |
| --- |
| **Give examples:** |

**14. OUTSIDE ACTIVITIES**

|  |
| --- |
| **Name any extra-curricular activities which you have promoted in this school or the school that amalgamated assimilated into this school or within your community:**  |
|  |

**15. ANY FURTHER RELEVANT INFORMATION you may wish to offer to the Selection Board in support of your application**:

|  |
| --- |
|  |

 **NOTES:**

**I acknowledge the following:**

1. **Completed application forms must be returned to the Secretary, Board of Management, John the Baptist Community School by 12th September, 2018.**
2. **The Board of Management will nominate a date and time which cannot be altered for interview purposes.**
3. **The Board of Management will not be acknowledging receipt of completed application forms but will notify each applicant of the success or not of their application following interviews, BOM approval of successful applicant and acceptance of offer of promotion by successful applicant.**
4. **The vacant Post(s) of Responsibility will be filled per the terms of the DES Circular Letter 0003/2018.**
5. **Candidates may access, upon written request, the items listed (i) to (iv) below after s/he is notified of the outcome of the post of responsibility appointment process:**
	* + 1. **His/her marks under each selection criterion.**
			2. **The notes of the interview board pertaining specifically to the candidate alone.**
			3. **The marks of the recommended candidate(s) under each criterion.**
			4. **Service in the school/scheme of the most senior applicant (only applicable for competitions in 2017/18 and 2018/19 only).**
6. **In the event of the Appeal procedure provided for in the DES Circular Letter 0003/2018 being invoked by an unsuccessful applicant(s) the Appeals Committee may decide to disclose the marks received by the undersigned to any such Appellant(s) during the appeal process.**

**SIGNED: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**DATE: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

I understand that that in addition to seniority, I will be assessed on the basis of the selection

criteria/competencies as per CL 0003/2018.

 I understand and accept the above

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**The latest date for receipt of applications is 12 noon on** **12th September, 2018.**

**Completed application form in hard copy (plus four copies) to be returned to: The Secretary, Board of Management, John the Baptist Community School Hospital, County Limerick**

The school ***cannot accept late applications under any circumstances.***

Data will be processed in accordance with the school’s Data Protection Policy and retained in accordance with the records’ retention schedule therein.

**John the Baptist Community School Hospital is an equal opportunities employer.**