

**Application Form for the Position of Harold’s Cross ETSS Deputy Principal**

1. Ensure that you complete **ALL** sections of this form in full. Do not change the question numbers or sequence.
2. The Application Form must be typed, handwritten forms will not be accepted. Boxes may be expanded as required – please comply with maximum word count requirements.
3. Once completed, save the form in Word format using your name as the new file name – e.g. Jane Murphy.
4. Email the form as an attachment to [recruitment@hcetss.ie](mailto:recruitment@hcetss.ie). In the Subject Box of your email please type Deputy Principal. Postal applications will not be considered.
5. You should receive a brief acknowledgement by email within 48 hours. If you do not, please contact the school immediately at [principal@hcetss.ie](mailto:principal@hcetss.ie) Also, check your junk mail or spam folder.Due to the volume of applications, only shortlisted candidates will receive further contact.
6. The information that you provide on this form will be handled and stored in accordance with current Data Protection legislation. Except for the successful candidate, all records from the recruitment process will be held electronically for six months, after which time they will be permanently deleted.
7. Your application will be assessed on the information you submit on the official application form. Please ensure all sections are completed fully and accurately, giving clear evidence of qualifications, skills and experience.
8. Applications received after **4pm on Thursday 7 May 2020** will not be accepted.

**Notes to applicant**

**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.). All question areas must be completed.

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 the best example 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.

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 include 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.

**APPLICATION FORM**

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| **APPLICATION FOR THE POST OF DEPUTY PRINCIPAL** |

1. **PERSONAL DETAILS**

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| **First Name:** | | **Surname:** |
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| **Home Address:** | | **Correspondence Address: *(if different)*** |
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| **Home Phone Number:** | | **Mobile Phone Number:** |
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| **Email Address:** |  | |

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| **For employer use only:** | **Yes** | **No** |
| Application received by closing date |  |  |
| Teaching Council Registration |  |  |
| Post-Primary Teacher Qualification(s) as per DES Guidelines: |  |  |
| Minimum of 5 year’s whole-time satisfactory teaching service or its equivalent |  |  |

Are there any restrictions regarding your employment? Yes  No

*(if you answer Yes, please provide details on separate sheet)*

Do you require a Work Permit? Yes  No

Do you have five years’ whole-time teaching service or equivalent? Yes  No

(***C&C: CL 07/02)***

Are you registered with the Teaching Council? Yes  No

If YES, Teaching Council Registration Number:

If NO, are you eligible for registration and willing to register?

Please note that the successful candidate will be paid by the DES and will have to fulfill the DES conditions which include registration with The Teaching Council.

1. **PRESENT POSITION**

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| **Please give details of your current position:** | | | |
| **Organisation:** | **Location:** | | **Job Title:** |
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| **How much notice do you need to give your current employer?** | |  | |

1. **QUALIFICATIONS**

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| **3.1 Primary Degrees/Diplomas**: | |
| University/Institute/College: | |
| Qualification (Pass/Hons): | Awarding Body: |
| Year of Entry: | Year Qualified: |

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| Subjects studied: | |
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| **3.2 Post Graduate Degrees/Diplomas:** | |
| University/Institute/College: | |
| Qualification(Pass/Hons): | Awarding Body: |
| Year of Entry: | Year Qualified: |
| Subjects studied: | |
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| University/Institute/College: | |
| Qualification (Pass/Hons): | Awarding Body: |
| Year of Entry: | Year Qualified: |
| Subjects studied: | |
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| * 1. **Other Skills Training/Courses relevant to this Post:** | | |
| Year attended | Title of Skills Training | Training Body |
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**4. PROFESSIONAL MANAGEMENT/LEADERSHIP DEVELOPMENT**

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| **4.1 Professional Management/Leadership Development:**  List any management/leadership courses not included in Section 3 above. Please include dates of the relevant training and duration of these courses as well as additional qualifications. Start with the most recent and work backwards. | | | |
| ***Name of Course*** | ***Name of Organisation/Institution running course*** | ***Length of Course*** | ***Year*** |
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| **4.2** **What key skills and knowledge have you developed as a result of these courses that are relevant to this position? (200 words max)** |
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1. **TEACHING AND OTHER RELEVANT EXPERIENCE**

| **5.1 Please provide details of your work history beginning with the most recent position:** | | | | |
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| Dates  (From/To) | Name & Address of  Employer | Position Held &  Whole-time or Part-time | Summary of Main Duties | Reasons for Leaving |
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| **5.2 Post(s) of Responsibility or equivalent beginning with the most recent position.** | | | |
| Dates From/To | Position  (Indicate level of Position – eg API, APII and Post Title) | School or other Institution | Responsibilities |
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| **5.3 Other relevant experience (ie Social/Business) beginning with the most recent.** | | | |
| Dates From/To | Position | School or other Institution | Responsibilities |
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| **5.4 Outline briefly your three greatest achievements with respect to the above responsibilities: (200 words max)** |
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| **5.5 List, outline dates, any extra-curricular activities in which you are or have been involved (beginning with the most recent):** |
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| **5.6 What aspects of your most recent experience, outlined above, have prepared you for the role of Deputy Principal? (200 words max)** |
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1. **THE ROLE AND FUNCTION OF DEPUTY PRINCIPAL**

A number of key competencies and associated behavioural indicators have been identified as being essential for the effective performance of the role and function of Deputy Principal.

These competencies are as follows:

1. **Lives the Educate Together Ethos**
2. **Promotion of a Holistic Development Culture including Leading Learning and Teaching**
3. **Interpersonal Relationships including Developing Leadership Capacity**
4. **Management & Administration including Managing the Organisation**
5. **Strategic Management including Leading School Development**
6. **Self-awareness & Self-management Skills**

Outline an example(s) on the following pages of how and where you have displayed each of these competencies, paying particular attention to the associated behavioural indicators (no more than 300 words per competency). The example(s) may be drawn from your experience in various settings including professional, social, sporting or voluntary.

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| 1. **Lives the Educate Together Ethos:**   Committed to principles of Educate Together second-level schools (as defined in the Educate Together Charter and the Blueprint for Educate Together Second-level Schools)  Demonstrates the capacity to model and develop a strong culture of mutual trust, respect and shared accountability.  (300 words max) |
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| * 1. **Promotion of a Holistic Development Culture including Leading Learning and Teaching:**   Shows commitment to on-going evidence-based school self-evaluation for the achievement of high educational standards and demonstrates capacity in implementing strategic improvement planning in teaching and learning.  Recognises the importance of providing an enhanced environment where high quality learning and teaching take place and students can grow to their full potential.  (300 words max) |
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| * 1. **Interpersonal Relationships including Developing Leadership Capacity**   Appreciates the critical importance of the Principal/Deputy Principal relationship and the importance and overall impact of an effective working partnership.  Demonstrates the ability to manage challenging and complex situations in a manner that demonstrates equity, fairness and justice.  (300 words max) |
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| * 1. **Management & Administration including Managing the Organisation**   Displays an understanding of the need to manage and oversee the smooth day-to-day running of the school whilst developing and implementing systems and structures to meet the priority needs of the school, particularly in the area of ICT.  Demonstrates the ability to establish and maintain effective and efficient data recording systems for student and staff information in keeping with relevant legislation and good practice.  (300 words max) |
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| * 1. **Strategic Management including Leading School Development**   Demonstrates personal pedagogical excellence and applies these personal standards in creating a community of learning  Demonstrates a willingness to involve relevant individuals or groups in projects, policy or system development for school improvement.  (300 words max) |
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| * 1. **Self-Awareness and Self-Management Skills:**   Has the confidence, resilience and optimism to maintain an emotional balance in challenging situations and the capacity to work through these situations.  Has self-awareness and has a willingness to seek the help, advice and support of others.  Is self- motivated and is committed to personal and professional growth and development.  (300 words max) |
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1. **CHALLENGES FACING SCHOOLS**

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| **7.1** What are the particular challenges and issues that impact on the management and leadership of an Educate Together Secondary School? (200 words max) |
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| **7.2** What do you see as the main challenges and issues facing Harold’s Cross Educate Together Secondary School in the coming years? (200 words max) |
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1. **PERSONAL VISION**

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| * 1. Outline your personal vision of the role of Deputy Principal in this school. (200 words max) |
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1. **ETHOS**

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| **9.1** Outline briefly the ways you have promoted the values of equality and respect in the school(s) in which you were employed. (200 words max) |
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1. **SUPPORTING STATEMENT**

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| **10.1** This section is for you to provide further information in support of your application. You should demonstrate why you have applied for the position and outline any other knowledge/expertise or attributes which you consider pertinent to the role of Deputy Principal. (300 words max) |
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1. **REFERENCES**

Please provide names, addresses and position/occupation of two people (other than relatives or friends) with knowledge of you and your work to whom professional reference can be made. One should be your current or most recent employer. [*Please note: your referees may be contacted without further communication with you]*.

***Present or most recent employer:***

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| **Name & Title:** | **Position Held:** | **Telephone/Mobile:** | **Email:** |
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| **Full address:** | | | |
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***Other referee:***

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| --- | --- | --- | --- |
| **Name & Title:** | **Position Held:** | **Telephone/Mobile:** | **Email:** |
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| **Full address:** | | | |
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1. **DECLARATION**

**If this section is not completed, your application will not be considered for processing.**

Have you been investigated by the Gardaí, HSE, or your employer in relation to substantiated complaints made concerning your treatment of children?

YES  NO

Were you the subject of any allegation of criminal conduct or wrongdoing towards a minor?

YES  NO

Are you aware of any material circumstance in respect of your own conduct which touched/touches on the welfare of a minor?

YES  NO

Please note that it is a fundamental term of your employment that you make appropriate full disclosure in respect of the questions outlined above. You should also note that if the school is satisfied, in the future, that you have made an incomplete or inaccurate disclosure, you may face disciplinary action, up to and including dismissal.

The school undertakes that all responses furnished by you in respect of the above questions will be treated as confidential, subject to any reporting obligations which may be imposed on the school, pursuant to “Children First” published by the Department of Children and Youth Affairs, the Child Protection Procedures for Primary and Post-Primary Schools published by the Department of Education and Skills or pursuant to any legal obligation imposed on the school to facilitate the effective investigation of crime.

In the event of your being recommended for appointment to this position the Board of Management is obliged to comply with the terms of current DES Circular Letters.

The Board of Management’s policy is that all newly appointed teachers and support staff will be vetted via An Garda Siochana and that the outcome of the vetting will be considered in the light of the school’s vetting policy. This applies in respect of appointments to teaching posts, principal and deputy principal positions where the person is not currently an employee of the school and applies irrespective of whether the individual has been previously vetted or not.

**13. DECLARATION AND SIGNATURE**

* You are required to sign the declaration below certifying that all information you have provided is accurate.
* The Selection Committee may wish to check any of the details you have provided.
* Providing incorrect information or deliberately concealing any relevant facts may result in disqualification from the selection process or, where discovery is made after an appointment, in summary dismissal.

I declare that the information supplied in this application form is accurate and true.

Signed \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_

**SCHOOL ETHOS**

All applications are accepted on the understanding that the candidate has read and supports the Educate Together ethos and Second Level Blueprint available at <https://www.educatetogether.ie/sites/default/files/blueprint-final.pdf>