



Educate
Together

ANNUAL REPORT 2019



**STUDENTS CELEBRATING THE OPENING OF DROGHEDA EDUCATE
TOGETHER SECONDARY SCHOOL IN 2019**

MEETINGS OF THE BOARD OF DIRECTORS & ATTENDANCE

ATTENDANCE AT BOARD MEETINGS 2019

	ATTENDED	OF	%
Jennifer Cummins	10	10	100%
Caitriona Hand	8	10	80%
Danny Haskins	9	10	90%
Robert Cochran	7	10	70%
Siobhan Mortell	9	10	90%
Emma Lane-Spollen	9	10	90%
Martina Von Richter	9	10	90%
Colm O'Connor	9	10	90%
Aidan Clifford	9	9	100%
Richard Woulfe	7	9	78%
Renate McIntyre	7	8	88%
Darragh Grennan	2	2	100%
Meena Baskarasubramanian	1	1	100%

A note on financial information:

For information on the organisation's finances in 2019, see the company's audited Financial Statements at: www.educatetogether.ie/about/reports

The Financial Statements have been prepared in accordance with the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP - www.charitysrp.org) and include detailed information about the company's accounting policies, as well as Statements of Financial Activities (SOFA), Financial Position and Cash Flows.

Formal Statement by the Board of Directors on Fundraising Principles

We at Educate Together are fully committed to achieving the standards contained within the Statement of Guiding Principles of Fundraising. We commit to doing this by:

- Maintaining good fundraising practice;
- Providing high levels of accountability and transparency to our donors and prospective donors from the public;
- Providing clarity and assurances to you about how we spend your money.

Formal Statement by the Board of Directors on Governance

The Board of Directors of Educate Together is committed to the following principles of good governance, in accordance with the Charities Governance Code:

- Advancing charitable purpose;
- Behaving with integrity;
- Leading people;
- Exercising control;
- Working effectively;
- Being accountable.

More information can be found at: www.educatetogether.ie/about/governance

CHAIRPERSON'S REPORT



2019 was a very special year for Educate Together. We commenced the year with a belated celebration of our 40th anniversary at the AGM. We worked tirelessly all year opening the highest number of new schools ever in our history, and this was the year where we had our first ever second-level graduates – a moment of great pride for us all. These students and the staff and community of Hansfield Educate Together Secondary School are to be congratulated; they have paved the way for many more to come.

As Chair, I am very proud of the achievements of Educate Together in 2019. We continue to grow and innovate in education. We take on the educational challenges and strive for solutions that work for children and young people. We actively seek to collaborate with education partners and to listen to students, parents and teachers in order to strengthen the education system in Ireland and constantly seek to support quality practice.

2019 was a year of significant activity for Educate Together on all fronts; from engaging more than 30,000 children and young people and opening twelve new schools, to dealing with a challenging lack of permanent buildings for forty of our schools and remedial work on seven new builds. Provision of quality education for children with additional needs is another area where resourcing has been inadequate, placing immense pressure on principals and parents. A real positive in 2019 was the investment by Salesforce in Educate Together. Through their generosity we made a huge investment in teacher professional development and Ethical Education resources. That investment will enrich our schools for many years to come.

As a Board we too had a very busy year. Recruiting a new CEO, preparing that significant transition from our founder CEO, completing the review of the impact and performance of Educate Together that commenced in 2018, and agreeing our new goals to guide us in this next phase of leadership and development. The Board approved the 'Statement of Strategy 2019-2021' and this was presented to members in October. The three goals for the 2019 to 2021 period are printed on page four of this report.

I am delighted to report that the Board successfully recruited Dr Emer Nowlan as our new CEO, from February 2020. Emer will lead the development and implementation of this strategy over the months to come, and she brings a wealth of experience to the role, as well as a demonstrated commitment to Educate Together's values.

As the Chair of a small organisation that leads an extensive network of schools and a large and committed membership, I am conscious of the enormous demands and expectations on us and in particular on the staff. The more in demand we are, the more stretched is our capacity to respond. As a result the underlying underfunding of the organisation to meet its core purpose, let alone to grow, becomes more obvious. Up to 2019, growth has been funded through philanthropy. This has been wonderful, enriching and enabling. It has given the organisation lifeblood. But it is not reliable or sustainable.

As I write this report as a foreword to our financial accounts for 2019 the future is difficult to see clearly. These are uncertain times; worries about Brexit and the economic fallout are now overshadowed by COVID-19.

CHAIRPERSON'S REPORT



As an organisation we have faced into 2020 by restructuring significantly. This has been painful, and we acknowledge the extraordinary staff who have given so much to Educate Together who we have had to say goodbye to. We thank the remaining staff for working at reduced hours and pay as we strive to ensure that the organisation's expenditure in 2020 can be met by secured income, as at March 2020. The impact of COVID-19 on fundraising potential will be significant, and we must be prudent.

On behalf of the Board I wish to thank all the outgoing boards of management, in particular the chairs. Your voluntary work in guiding schools, especially start-up and growing schools is a true act of public service. Educate Together is the fastest growing patron in Ireland. This is in a large part made possible through volunteers.

We extend our sincere thanks to all our principals, teachers, additional needs assistants (SNAs), administrators and maintenance staff, parents and students who individually and collectively live the values of Educate Together.

We thank all members for your continuing support and engagement as we collaborate, share knowledge and experience and support one other to give the children and young people in our care the best education possible, and to use our experience to inform policy in order to strengthen education in Ireland. On behalf of the Board I wish to thank our funders – in particular the Department of Education and Skills and Salesforce – and all our champions. Without their belief, commitment and interest in Educate Together we would not be able to meet schools' needs or parental demand for our model.

On behalf of the Board, I wish to pay a special tribute to outgoing CEO Paul Rowe. Paul has been CEO of Educate Together for over twenty years. When he was appointed in the mid 1990s, there were just ten primary schools under the Educate Together banner. Today, thanks to Paul's commitment and leadership, there are 92 primary and 17 second-level schools in the Educate Together sector. Paul has been a tireless advocate for the values and philosophy of Educate Together, he has engaged successfully with educational policymakers nationally and internationally. He has achieved what seemed impossible twenty-five years ago: a ten-fold increase in the number of Educate Together primary schools and an exponential growth in the number of second-level schools. He has left a lasting legacy. I join with the Board, staff past and present, members of boards of management, parents, teachers, ancillary staff and pupils in Educate Together schools in offering our appreciation and wishing him the very best in this next stage of life and career. *Ní bheidh a leithéid arís ann.*

I wish to thank my fellow directors for the time and commitment they have given to Educate Together. Finally, I wish to acknowledge the staff of Educate Together for their continued dedication, energy and drive in delivering Educate Together's mission.

STRATEGIC GOALS 2019-2021

1

Quality & Capacity

Strengthen the network and shared values across Educate Together schools.



Strategic Objectives:

- Improve the processes and systems in place to support quality in Schools (recruitment, governance etc).
- Support, promote and continually develop Educate Together ethos.
- Review and refine our CPD to support implementation of the Ethical Education curriculum.

2

Leadership

Be a leading voice for innovation and reform in education, continually striving for wider system change in Irish education.



Strategic Objectives:

- Advocate for enhancements in Teacher Education.
- Establish Educate Together as a leader of school communities of practice.
- Continue to support and pioneer innovation in education and implement good practice in 21st century teaching and learning.
- Advocate and work with educational stakeholders for systemic reforms to improve the provision of education in Ireland.

3

Growth

Increase the number of Educate Together school places at primary and second-level



Strategic Objectives:

- Implement a sustainable plan to increase our capacity to keep pace with parental demand for Educate Together schools and seek investment and partnerships accordingly.
- Focus on improving the State support for Educate Together.

STATISTICS 2019

109 Educate Together schools in Ireland

92

Primary schools

17

Second-level schools

Total Enrolment: 30, 823

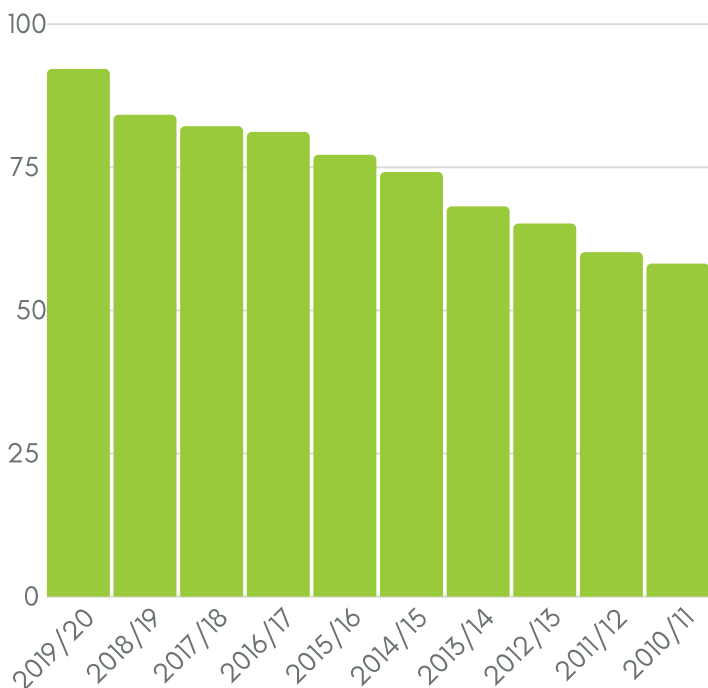
26,056

Primary school students

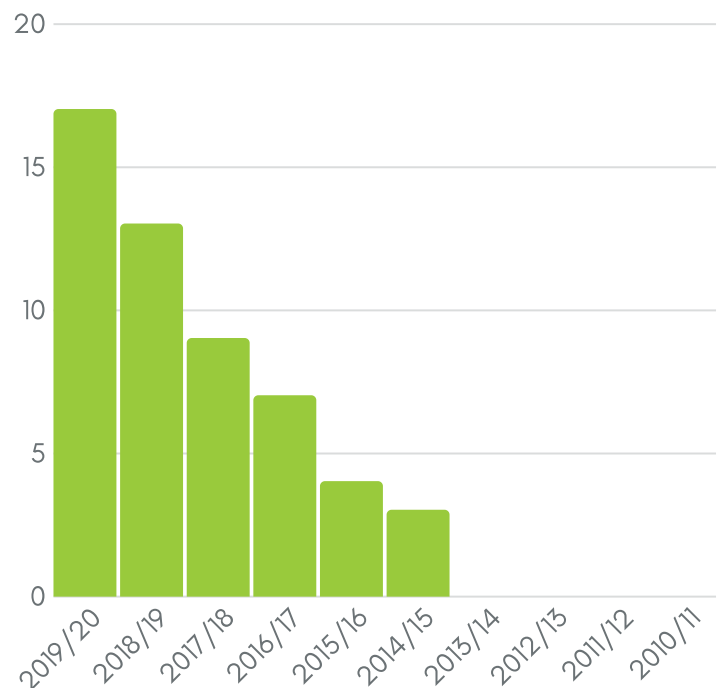
4,767

Second-level school students

Increase in Educate Together schools over the past eight years:



Educate Together primary schools



Educate Together second-level schools

KEY ACHIEVEMENTS IN 2019

- Educate Together celebrated its 40th anniversary at the AGM of its members in 2019.
- The first pupils from an Educate Together second-level school, Hansfield ETSS, graduated in May 2019 with flying colours.
- A comprehensive Ethos Quality Framework for Educate Together Schools was developed in collaboration with DCU's Centre for Evaluation, Quality and School Inspections. We are grateful to Salesforce for supporting this important work.
- There are now 30,823 pupils accessing equality-based education in 109 Educate Together schools.
- In 2019, Educate Together opened twelve new schools; eight primary and four second-level schools. This is the largest expansion of the network in its history and will make nearly 8,000 additional Educate Together school places available to families across Ireland.

New primary schools:

1. Stapolin ETNS, North Dublin
2. South Lee ETNS, Cork City
3. Goatstown Stillorgan ETNS, South Dublin
4. Leixlip ETNS, Co Kildare
5. Killester Raheny Clontarf ETNS, North Dublin 6
6. Newtownmountkennedy ETNS, Co Wicklow 7
7. Harolds Cross ETNS, Dublin City
8. Westport ETNS, Co Mayo*

New second-level schools:

1. Galway ETSS (1,000 pupils), Co Galway
2. Wicklow ETSS (600 pupils), Co Wicklow
3. Drogheda/Laytown ETSS (600 pupils), Co Louth
4. Dublin North East ETSS (1,000 pupils), North Dublin



Educate Together students take part in the global climate strike.

*Westport Educate Together NS was opened as part of the programme for reconfiguration, which resulted from the national Forum on Patronage and Pluralism, and seeks to address the lack of diversity of school provision in areas of stable population. We wish to acknowledge the financial support of the Ireland Funds in relation to the establishment of this school, which makes equality-based education available to families in Westport for the first time.

- New School Buildings: Claregalway ETNS, Citywest ETNS and Maynooth ETNS moved into their permanent homes during 2019.
- 2020 schools: In 2019, patronage of two new second level schools to open in 2020 was secured; in Goatstown/Stillorgan and Harolds Cross, Dublin.
- School Self-Evaluation (SSE) tool: Educate Together worked with DCU's Centre for Evaluation, Quality and School Inspections throughout 2019 to develop a Quality Framework for Educate Together Schools. The result is a specifically tailored Ethos School Self Evaluation (SSE) Framework for Educate Together Schools, which is recognised by the Inspectorate of the Department of Education and Skills. Twenty Educate Together schools are participating in the pilot which is ongoing. The development of this framework was supported by Salesforce, and the piloting is supported by the Ireland Funds.

KEY ACHIEVEMENTS IN 2019

- **Community of Practice:** Hansfield ETSS hosted the first Subject Planning Day for teachers in all second-level schools. The event was innovative and exciting as the staff from the different schools met, collaborated and set up virtual classrooms to aid the sharing of resources and lesson plans across a number of subject areas.
- **Educate Together** was happy to once again provide input into the postgraduate Certificate in Ethical and Multi-denominational Education available from DCU St Patrick's Campus. Educate Together, with support from Salesforce, provided bursaries to four teachers to undertake this Certificate.
- **Residential Summer School:** A five-day Ethical Education Summer School was held in August attended by 50 teachers. This was recognised as approved CPD by the Department of Education and Skills and was a great success. We are grateful to Salesforce for supporting this event.
- **European Project Success:** In August 2019 Educate Together completed its roles as lead partner on an Erasmus+ co-funded Ethical Education project (LITTLE) along with three European partners. The project created a number of significant resources and was selected as an example of good practice. Two related events were held to promote the outcomes of the project including an EU hustings event held before the EU elections in May in collaboration with the Children's Rights Alliance and a workshop at the Ethical Education Summer School in August.
- **Student Global Citizenship Events:** Educate Together's valuable partnership with WorldWise Global Schools continues in the 2019/20 school year. Educate Together is very appreciative of this grant funding which, in 2019 enabled us to:
 - Coordinate a Student Showcase which was hosted by Kishoge Community College.
 - Hold an Inspiring Active Citizens event at The Helix in Dublin, which students from fifteen second-level school participated in.
 - Host a CPD day for teachers of Ethical Education, attended by teachers from ten schools.
 - Develop an online module: "Teaching Global Citizenship for Teachers in Educate Together Schools."



First day at Harold's Cross ETNS.

EDUCATE TOGETHER IN THE MEDIA

THE IRISH TIMES

Record number of Educate Together schools to open this year

Educate Together to open 12 schools across the country from this September

© Tue, Aug 27, 2019, 09:48

Sarah Burns



Tears of joy for the team at the new Educate Together school

BY ALISON COMYN

IT took years to get to this stage, so as the first pupil to enrol in the Drogheda Educate Together Secondary School Abbie Hickey Grandfield cut the ribbon, the tears in the eyes of principal Susan Campbell were those of relief and happiness.

The school, which is in the first of two temporary buildings before its final home in the future, is currently housed next to the Bettystown Youthreach Centre on the Coast Road in Bettystown, to the rear of Colaiste na hInse school.

The school is starting off with 36 pupils split into two first year classes, with seven teachers and a secretary, and Ms Campbell says it was an incredibly emotional day.

"Today is an amazing culmination of the start of an idea from parents; to see it come to fruition, and see students come inside, sit down, take their spaces - being happy and engaged, and parents being interested in their educational



Principal, Susan Campbell

to have the facilities here on our doorstep."

Colin Ryan is thrilled his daughter Sarah can attend the new school, after his two sons went to Colaiste na hInse.

"The one thing I love is the taster subjects, where they get to try the subjects before they have to decide," he said.

"I could cry I am so happy for my child to be here," added Caoimhe Mannix, originally from Malaide and mum to Adetola.

"I love how inclusive Educate Together, it's absolutely fabulous and we are so lucky to be able to send our children here."

And of course, the last word is left to some of the new pupils taking up their places in this brand-new school for the first time.

"It's exciting and a little bit weird, but once you're into it, it's okay and gets better," says Nicola Power with a giggle.

"The main differences are there is no uniform, which because we can't wear any branded clothes

GALWAY DAILY

Galway Educate Together Secondary School opens

By Brian Kelly - September 6, 2019

68 0



Leinster Leader

Enthusiastic support for Educate Together in Kilcock

EDUCATION



by Paula Campbell 18 Sept 2019

Email: paula@leinsterleader.ie

share 0 comments



EchoLIVE.ie



Calls for new secondary school in East Cork to meet growing demand

THE IRISH TIMES

Educate Together appoints new CEO

Emer Nowlan to take over body which is patron of 90 primary and 17 second-level schools with 30,000 pupils

© Thu, Oct 24, 2019, 18:03

Carl O'Brien Education Editor



EDUCATE TOGETHER IN THE MEDIA

FINGAL INDEPENDENT

Donabate students 'strike' on climate change issues



Deputy Darragh O'Brien TD listens to the points made by Donabate/Portrane ETNS on climate change

Tallaght News FREE!

Staff from 10 Educate Together Schools Gather

Sarah • November 10, 2019 • CATEGORY - Education, Tallaght News



Educate Together history made at Hansfield school

THE first cohort of students to complete second-level education under the Educate Together patronage graduated recently at Hansfield ETSS.

The group of 36 students are the first Educate Together students to sit the Leaving Certificate examinations.

Opened in 2014 after several years of campaigning and advocacy by parents and the local community in Dublin 15, Hansfield ETSS was the first second-level school in

Ireland to open under the sole patronage of Educate Together.

The Hansfield ETSS school community, particularly the group of students graduating and their families, have played a crucial role in pioneering the development of 'ethical education' and the ideals of the Educate Together ethos.

"It's been five years since Hansfield ETSS came together for the very first time as a school community," said principal of Hansfield ETSS, Bernie

Judge.

"The students graduating are in a sense our first born and reared and I want to thank each one of them for the wonderful contribution they have made to Hansfield ETSS and the local community."

Sixth year student, Christopher Jackson Suia, reflected on his time at the school prior to his graduation.

"Going to an Educate Together School made us the people we are today," he said.

"We had the chance to go

to a school where a variety of different cultures are present and celebrated. This has enabled us to accept each other for who we truly are. I'm very grateful to have been part of creating this very special school community."

The first Educate Together opened in Dalkey in 1978.

There are now 84 primary and 13 second-level schools around Ireland under the Educate Together banner, providing education for over 26,000 pupils.

Balbriggan school wins an award

A CROSS-CURRICULUM teaching project and a language ambassador scheme delivered by two schools in North Dublin were amongst the winners at the annual European Language Label Awards in Croke Park recently.

Balbriggan Educate Together National School, winners of the recent Erasmus+ School Week, was commended for a student scheme of language ambassadors which celebrates the multilingual nature of the school. Also recognised was Manor House School in Raheny which won the 'Languages for the future' category. Dr Déirdre Kirwan, a

to celebrate different cultures and recognise the many things we have in common," said Dr Kirwan.



the collegeview.

DCU research centre to develop new Educate Together framework

SALLY DOBIE

© November 22, 2019 • News



THE IRISH TIMES

Educate Together and ETBs awarded patronage of six new secondary schools

Harold's Cross and Goatstown secondary schools to be run by Educate Together

© Tue, Dec 17, 2019, 17:11

Carl O'Brien Education Editor



GOVERNANCE & PATRONAGE



Students from Drogheda ETSS take part in the global climate strikes.

The Governance and Patronage programme works to fulfil Educate Together's legal duties as the patron and management body for its members. In 2019 the programme was staffed with a Programme Manager, an acting Officer and new Assistant with additional support when required.

This team reported to the CEO, supported the work of the Board, and in particular, its patronage sub-committee and governance sub-committee. The team also organised all members' meetings/forums of Educate Together.

In 2019, Educate Together's membership increased to 95 schools and ten independent patrons. Members met on three occasions; at the General Members Meeting (GMM) held in Firhouse ETNS in February, the Annual General Meeting (AGM) in Stepside ETNS in March and the National Members Forum (NMF) held in Glasnevin ETNS in October. At the AGM three new directors were appointed, 10 motions were discussed and a celebration of 40 years of Educate Together took place with speeches from co-founder of Educate Together's first school, Professor Áine Hyland, Siobán O'Brien-Green (ex-pupil and former director) and Paddie Murphy (former principal and director).

This year Educate Together undertook a review of its Standing Order Rules. A governance sub-committee was formed and with external advice from The Wheel and it carried out the review. The revised rules were presented for feedback to our members at the National Members Forum and approved by the Board in October. Educate Together also completed The Wheel's Governance Code Bootcamp and commenced work on the Charities Governance Code.

Five principal and four deputy principal appointments were made at second-level and twelve principal and two deputy principal appointments were made at primary level. In the summer months, the Governance and Patronage programme approved appointments for 356 teachers, and 76 additional needs assistants. 118 independent assessors for teacher recruitment panels were selected and appointed. New procedures for selection and appointment approvals were approved by the Board and electronic forms were used to submit requests for approval for the first time. This helped to make the process more efficient and less time consuming for schools.

GOVERNANCE & PATRONAGE

Educate Together accepted the handover of three new buildings, executed three leases/licence agreements and a prefabricated rental agreement on behalf of Educate Together schools. A draft of the Ministerial New School Lease was circulated by the Department to bodies representing patrons in April and a final lease was circulated in August following a briefing by the Department in June. Educate Together currently has 47 schools in Ministerial owned buildings and we are currently seeking advice on the lease before we start to sign leases for each of these schools in a planned sequence.

Patron approval was given for two schools to change their names to reflect their permanent locations. These were Dublin South City ETNS to Harcourt Terrace ETNS and Dublin 13 ETNS to Stapolin ETNS. Patron approval was also given for additional school accommodation for Blessington ETNS and summer or emergency works for four Educate Together schools. In addition, patron approval was given to five schools to apply for credit cards.

All national schools had new boards of management appointed for a new four year term from December 2019-2023.

Educate Together had 80 new boards of management for appointment at national level and nine new boards at second-level (four new schools and five existing schools). Prior to the changeover we appointed seven new chairpersons and eight patron nominees to existing boards.



Principal Cian Gleeson and students of Harold's Cross ETNS on the school's opening day.

Revised Articles of Management were signed for all our voluntary secondary schools and agreed with the TUI. The Governance and Patronage programme also attended recruitment and board of management training provided by the JMB.

The Minister exercised his power under Section 37A of the Education (Admission to Schools) Act 2018 to compel schools to open seven special classes in the Dublin 15 area. Six Educate Together schools were included in this notice. However, due to some of the schools facing accommodation challenges and after detailed negotiation and representation from the schools and the national office, the Department determined that none of the Educate Together schools were required to open additional classes.

Educate Together attended two briefings on the further commencement of Section 62 and 63 of the Education (Admission to Schools) Act 2018 which commenced in February 2020.

GOVERNANCE & PATRONAGE

In 2019, 2,355 Garda Vetting applications were received in the national office, 1,657 of them were sent to the National Vetting Bureau. Corrections stayed at 29%, this was partly due the compliance audits carried out by the bureau requiring Garda vetting roles to specify how they comply with the Act. Within the national office, one new Liaison Person and two Clerk Users were trained. Educate Together signed a service level agreement with South Dublin Volunteer Centre to develop bulk uploading of Garda vetting application to the National Vetting Bureau and electronic submission of application and distribution of disclosures to schools.

Educate Together had no teachers on the main panel. The supplementary panel was released on 6 June with 26 teachers requiring redeployment on the supplementary panel, 50% less than the 2018 panel. The panel cleared on 18 July;

the use of electronic forms helped to improve efficiency.

Remediation work and investigation by the Department on structural and fire safety issues of 40 schools continued in 2019. Investigations were carried out by the Department over the summer on structural elements in 17 schools, of which six buildings housing seven Educate Together schools, had structural issues identified. Precautionary measures were put in place, some schools had delayed hand backs and had to delay opening for the new school year. Twenty two schools (six Educate Together schools) had remedial work carried out over the summer months. Most school works were completed. However, two Educate Together schools had a delayed opening. The investigations involved extensive work with school boards of management, principals and the Department.



The first and second year basketball teams from Limerick ETSS.

EDUCATION & SCHOOL SUPPORT



Hansfield ETSS Class of 2018/2019 – the first cohort of students to complete their second-level education in a school under the sole patronage of Educate Together.

The Education and Support (E&S) programme works to fulfil Educate Together's obligations to its members to support the boards of management of schools, their principals and chairpersons in maintaining the Educate Together ethos and to support teachers in delivering Educate Together's Ethical Education curriculums at primary and second-level.

The programme reports to the CEO and supports the work of the education sub-committee of the Board of Directors. It is responsible for supporting the delivery of the Learn Together Ethical Education curriculum for all Educate Together primary schools and the Ethical Education curriculum at Junior and Senior Cycle in all Educate Together second-level schools.

In 2019 the programme implemented a number of innovations to support and strengthen the implementation of the Educate Together Charter and related ethos in Educate Together schools, including the development and pilot of an Ethos School Self Evaluation (SSE) process which is ongoing in 20 Educate Together schools (primary and second-level).

The programme was staffed by a Programme Manager, a Primary Education Officer, a Second-level Education Officer, a part-time Governance Specialist, an Ethos Guidance Officer and a School Support Officer up to September 2019 after which the latter role was not re-filled. Educate Together's Primary Education Officer is a seconded post funded by the Department.

EDUCATION & SCHOOL SUPPORT

Aim 1: Ensure Educate Together schools (principals and boards) are aware of, trained in and acting in accordance with the DES regulations and relevant legislation.

Training for boards of management

- In 2019 we provided five training sessions (three face-to-face; two via webinar) for boards of management of primary schools covering the following areas: The Board as a Corporate Entity (46 participants); Recruitment and Appointment Procedures (22 participants); standalone inputs to single boards upon request (three Boards).
- While Educate Together is not a management body at second-level, we engaged with the ACCS and the JMB in terms of the training they provide to their members, some of whom are Educate Together second-level schools. In 2019 Educate Together staff gave inputs to second-level board training organised by the JMB in relation to the Educate Together ethos.
- A calendar of training was provided in the Education and Support Newsletter which was circulated three times in 2019.

Aim 2: Provide pre-service (primary level) and CPD (primary and second-level) opportunities for teachers to enhance and develop their knowledge, skills, practice and confidence in Ethical Education.



Students from Hansfield ETSS attending Educate Together's Inspiring Active Student Event at the Helix, Dublin.

School visits and onsite CPD

- In 2019 all Educate Together second-level schools received at least one visit from staff from the E&S programme, primarily the second-level Education Officer who also provided Ethical Education induction CPD in all the newly opened second-level schools.
- In 2019, 20 primary schools received support visits from E&S programme staff.
- During 2019, primary schools were offered the opportunity to hold Learn Together cluster events for schools in their area, a number of schools took up this offer and this model has proved to be very successful.

EDUCATION & SCHOOL SUPPORT

- In 2019 there was considerable investment in resources for teaching Ethical Education at primary and second-level with all school libraries receiving quality resources and books. In addition, religious artefacts were provided to many schools to support teaching the Learn Together Curriculum.
- Hansfield ETSS hosted a Subject Planning Day which all teachers in all second-level schools were invited to attend. The event was innovative and exciting as the staff from ten schools met, collaborated and set up virtual staffrooms to aid the sharing of resources and lesson plans across a number of subject areas.

Pre-service in the Colleges of Education

A key focus of the role of the Primary Education Officer is to provide inputs on the Learn Together curriculum and Educate Together to the colleges of education, this included online summer courses. Educate Together provided two online Department approved summer courses in 2019. Fifty one teachers completed the 'Ethical Education in Educate Together Schools' course, while 12 teachers completed the 'Facilitating Pupil Voices and Active Citizenship' course.

CPD on Development Education – supported by Irish Aid – WorldWide Global Schools (WWGS) programme

Educate Together has been the recipient of grant funding from the WorldWide Global Schools Fund for the past number of years.



Winners of Educate Together's Ethical Education Art Competition at prize giving in the Science Gallery, Dublin.

Educate Together received a grant of €27,000 for the 2019/20 school year. Educate Together is very appreciative of this grant which allowed us to:

- Coordinate a Student Showcase which was hosted by Kishoge Community College in April. Many of Educate Together's second-level schools participated in this event.
- Hold an Inspiring Active Citizens event in November at The Helix in Dublin. Fifteen second-level schools participated in this exciting event for students.
- Host a CPD day for teachers of Ethical Education which was attended by teachers from ten schools.
- Develop the online module 'Teaching Global Citizenship for Teachers in Educate Together Schools'.
- In addition, the E&S programme provided support to teachers via webinars to encourage applications to the fund from individual schools.

EDUCATION & SCHOOL SUPPORT

Ethical Education Summer School 2019

For the first time Educate Together held an Ethical Education residential Summer School in August in Co. Mayo, facilitated through the grant received from Salesforce.org. The school was officially recognised by the Department and was a great success. It ran at maximum capacity (a total of 50 primary and second-level teachers attended).

Development of Ethical Education at Senior Cycle in second-level schools

Following public advertisement in 2019 Educate Together contracted the School of Education, UCD to undertake an evaluation and pilot of the Senior Cycle Ethical Education before the curriculum was finalised. This evaluation is ongoing and involves survey and data collection with the four second-level schools which are teaching the curriculum. A peer reviewed paper was published in December 2019 arising from the evaluation. Bourke, M., Kinsella, W., and Prendiville, P. (2019). "The Implementation of an Ethical Education Curriculum in Secondary Schools in Ireland" in Education Sciences.



Students from Letterkenny ETNS celebrate 'Active Schools Week' with Minister for Education and Skills, Joe McHugh, TD.

Review & development of the Learn Together curriculum

- Following public advertisement an independent consultant was appointed by Educate Together to undertake a review of the Learn Together curriculum. The review got underway in 2019 and continues.

Ethical Education resource development - Erasmus+

- In August 2019 Educate Together completed its roles as lead partner on an Erasmus+ co-funded project (LITTLE) along with three European partners. The project created a number of significant resources to support Ethical Education including;
 - A six-module e-learning course in Methodologies in Ethical Education,
 - A guide for teachers to teach Ethical Education across different subject areas,
 - A policy paper setting out the case for Ethical Education in the European Union.

The project was judged to have been very successful.

- In 2019 two related events were held to promote the outcomes of the project, including an EU Hustings event held before the European elections in May in collaboration with the Children's Rights Alliance and a workshop at the Ethical Education Summer School in August.

EDUCATION & SCHOOL SUPPORT



Amal Azzudin speaking at Educate Together's Inspiring Active Students Event at the Helix, Dublin.

Aim 3: Support good practice in Educate Together Ethos and Ethical Education amongst teachers and school leaders

Innovative projects

Through the support of the Salesforce grant, Educate Together was able to advertise and recruit an experienced school leader to lead on the development of guidance for schools on the Educate Together Charter. In 2019 a number of advisory panels, consultation meetings and schools visits were held, as well as numerous hours of desk-based research to develop guidance on ethos for Educate Together schools. Development of this guidance is ongoing.

Related to the above, Educate Together entered into a partnership with DCU's Centre for Evaluation, Quality and School Inspections and throughout 2019 worked with lead staff member Dr. Shivaun O'Brien to develop a Quality Framework for Educate Together schools. What has resulted is a specifically tailored Ethos SSE Framework for Educate Together schools.

Twenty Educate Together schools applied to participate in the pilot which is ongoing.

As 2019 marked the end of the first cycle of second-level schools to complete their education at Hansfield ETSS, we were very excited to attend the graduation ceremony for this event. The year also proved to be a timely opportunity to commission the Economic and Social Research of Ireland to undertake research in Educate Together second-level schools. The data collection for this research will be published in 2020.

Support to Leaders in Ethical Education

- Educate Together continued its support to the Ethical Education Professional Network which provided a number of CPD events for teachers practicing Ethical Education in 2019.
- The Primary Education Officer provided significant support to a growing team of Educate Together primary Learn Together advisors who promote good practice in the curriculum regionally and in their schools.

EDUCATION & SCHOOL SUPPORT

- In order to encourage good practice in Ethical Education and to acknowledge the significant contribution to the subject by Educate Together teachers, the inaugural Ethical Education Teachers of the Year Awards were held in April. This warmly received event is worthy of continuation and Educate Together continues to seek a sponsor to support this event in 2020.

Support for Principals

- In August, two primary principal induction days took place in the national office due to the high number of new Educate Together principals. A total of 15 principals attended. Educate Together staff provided an input to newly appointed principals at the PDST Misneach event in August.
- In April, the annual Principals Conference was held in Galway. Forty-eight principals attended. Teaching principals were supported to attend this important networking event.
- E&S programme staff provided an input to new second-level principals at their induction day.
- We continued to support the Second-level Principals Network which met on three occasions and supported the establishment of a Second-level Deputy Principals Network which met for the first time in 2019.



Ethical Education Teachers of the Year Awardees Sallie Ennis (Stepaside ETSS), Kate Minnock (North Wicklow ETSS), Jerrieann Sullivan, Angela Burke, Paula McNamara and Benjamin Cochain (all Cork ETSS).

Publications

- Three issues of Education & Support News were published during 2019. There was investment in a new look and name for the newsletter following a survey of members. The first issue of Ethical Education Matters was published in Autumn 2019.
- The Ethical Education Year Planner was sent out to all Educate Together schools as a means of supporting planning for the Ethical Education curriculum. An online version was also updated and circulated in 2019.
- The Junior Cycle Ethical Education curriculum was professionally printed for circulation.

Aim 4: Provide support, guidance and advice to principals, chairpersons and boards of management on relevant school management issues.

EDUCATION & SCHOOL SUPPORT

Support for Schools

- The Education & Support programme includes the provision of a confidential support service for principals and chairpersons of boards of management. In 2019 the school support service provided advice and guidance in relation to numerous queries focusing on such issues as related to enrolment, custody, school finances, HR, disciplinary processes, staffing and recruitment, data protection, parental complaints, set up of a Parents Association, accommodation issues, including fire safety and buildings and AEN/SEN provision.
- There continued to be a significant amount of time and energy spent in relation to the fire safety audits carried out in schools.

Representation and Advocacy

- The Education & Support programme represents Educate Together schools at various national forums. In 2019 these included the following policy representations:
 - DES Review of the Governance Manual for Boards of Management
 - DEIS Consultation on School Completion Programme
 - DES Data Working Group
 - NCCA Senior Cycle Review
 - NCCA Primary Curriculum Review
 - CSL Consultations (primary and second level)
 - NCCA RSE Review
 - DES National Forum on Literacy and Numeracy

- Agreement to engage formally with the National Parents Council Post-Primary on their Education Working Group
- Presentations at public events
- Presentation the TENI national education conference following survey of Educate Together schools on transgender awareness
- Providing support to the Irish Traveller Movement Yellow Flag project.

Working with other programmes

The E&S team continued its support of other programmes in the national office through cross programme planning and collaboration, such work includes recruitment of new school leaders and presentations to new school communities as well as scoping out potential for growth and new partnerships with other education stakeholders. Of significance in 2019 was the support of the E&S programme in the transition process of two schools under the patronage of City of Dublin ETB. This work continues.



President Michael D Higgins speaking at St. Kevin's College in Crumlin, Dublin, one of two schools to re-open in 2020 under the patronage of CDETB and Educate Together.

NEW SCHOOLS



Junior Infant students on their first day at the newly opened Harold's Cross ETNS in 2019.

The aim of the New Schools programme is to increase the number of Educate Together schools at both primary and second level to meet the Charter commitment to “make equality-based education as available as any other in Ireland” and to respond to the increasing demand from parents for places in Educate Together schools.

Twelve new schools opened under the programme in 2019. This is the largest expansion of the network in its history and will increase its capacity by 6,000 places. This expansion of the school network took place mainly via the Department's Patronage Process which restricts the development of new primary and post-primary schools to areas of demographic growth.

From late 2018 to early 2019, the New Schools programme engaged and supported local groups in 13 areas around the country campaigning for the

patronage of new primary schools. This work resulted in Educate Together being awarded patronage of seven new primary schools in March 2019.

The following seven new Educate Together primary schools opened in September:

- Stapolin ETNS (two streams),
- South Lee ETNS (one stream),
- Goatstown Stillorgan ETNS (two streams),
- Leixlip ETNS (one stream),
- KRC ETNS (one stream),
- Newtownmountkenedy ETNS (one stream),
- Harolds Cross ETNS (two streams).

Educate Together has committed that all these schools may increase to three streams if necessary.

Westport ETNS (one stream) also opened in September under the Department's divestment process, providing long overdue choice for parents in the town.

NEW SCHOOLS

At second-level, Educate Together opened another four new schools in 2019:

- Galway ETSS (1,000 pupils),
- Wicklow ETSS (600 pupils),
- Drogheda/Laytown ETSS (600 pupils)
- Dublin North East ETSS (1,000 pupils).

Educate Together has agreed that both Wicklow and Drogheda schools may expand to 1,000 pupils if necessary, delivering a potential capacity increase of 4,000 pupils.

Overall these new schools will deliver an increase of capacity in the Educate Together network of almost 9,000 places.

Temporary Accommodation

All twelve of these new schools are in interim accommodation and enrolment in the four second-level schools is being restricted as a result. Restricting intake in new schools has repercussions in the following areas:

- principals salaries;
- staff contracts;
- choices of subjects provided.

These issues have been raised with the Department and improvements in the delivery of permanent accommodation will remain a significant advocacy objective for Educate Together.

In December, Educate Together was awarded the patronage of two new second-level schools opening in 2020 in the areas of Goatstown/Stillorgan (800 pupils) and Dublin 6 Clonskeagh & Dublin 6W (1,000 pupils).



Volunteers campaign for an Educate Together second-level school for Galway.

Campaigning for the awarding of patronage for three new primary schools commenced in December and will run into 2020. These Department projects are to provide new schools in Carrigaline (16 classrooms), Sallynoggin Cherrywood (16 classrooms) and Rathcoole Newcastle (8 classrooms).

Growth of the network

In addition, our existing school network continued to grow. Our primary network increased its enrolment by 1,603 pupils to 26,056 in 92 schools and our second-level network increased by 1,393 and now stands at 4,767 students in 17 schools. According to Departmental provisional figures, the total number of students in Educate Together schools in Ireland in October 2019 was 30,823.

NEW SCHOOLS

Reconfiguration

Progress under the Department's Schools Reconfiguration for Diversity process was limited in 2019 because Educate Together is still awaiting the publication of surveys undertaken by the ETBs in 2018. These surveys identified areas where patronage transfers are necessary to meet parental demand. Without this relevant information, Educate Together and other patrons have been at a disadvantage. The ETBs have been free to engage with schools to implement 'early mover' transfers to the Community National School (CNS) model.

Partnerships

A series of discussions cumulated in Educate Together and the City of Dublin Education & Training Board (CDETb) signing an MOU in September 2019 to commence the process of transition of Cabra Community College, Cabra and St Kevins College, Crumlin under a new model agreement in which Educate Together becomes a patron partner with the CDETb.

The agreement of both organisations to undertake this process is predicated on the success of Clontarf Community College, which opened in September 2016 under a model agreement in which Educate Together became a patron partner with the CDETb.

Supported by the Department, it is envisaged that the transition programme for the two schools will take two years.



Junior Infants at the newly opened KRC ETNS.

Accommodation

In addition to supporting the Department in the delivery of interim accommodation for new schools, the New Schools Programme also engaged with the DES in relation to other schools in interim accommodation. Monthly meetings were held with the Department to update on the progress of accommodation projects for schools in both permanent and temporary accommodation. Despite this progress, at the end of the year, 40 Educate Together schools in Ireland (41% of the total) are in either temporary or interim accommodation. This continues to be a major restriction on the growth of the network and an unnecessary stress on our Principals, staff, students, management and parents.

In order to address accommodation issues more efficiently and effectively, a service agreement was signed by both Educate Together and the DES in December 2019 whereby the Department will provide funding for three years to help Educate Together in carrying out the school accommodation support functions for the schools it represents.

NEW SCHOOLS

Permanent building projects

Three Educate Together schools moved out of temporary accommodation and into their permanent homes during 2019: Clareglaway ETNS, CityWest ETNS and Maynooth ETNS. The Maynooth project is phased and will be completed in 2020.

Team configuration

The NS Programme was staffed by a Programme Manager and four Regional

Development Officers. The team was supported by a part-time Administrator for six months from July – December 2019.

Three years of funding to support the New Schools programme under the Scheme to Support National Organisations in the Community and Voluntary Sector 2016–2019 (SSNO) finished in June 2019. The programme was funded by the Department of Environment, Community and Local Government.



Principal, Susan Campbell, Educate Together Regional Development Officer, Gerry McKeivitt, retired CEO, Paul Rowe, and students at the official opening of Drogheda ETSS.

COMMUNICATIONS & ADVOCACY



Bremore ETSS students making use of the science labs in their new permanent building.

The Communications and Advocacy programme supports all the work of the Educate Together national office, monitors the organisation's profile in local, national and international media and produces communication materials as required. It also provides communications assistance to member schools from time to time. The team consists of a Programme Manager and two Communications Officers.

Programme support

During 2019, the communications team supported:

- the Education and Support programme in promoting summer courses for teachers, the organisation's first Ethical Education Teacher of the Year Awards, a Student Showcase event, the organisation's first Teacher Summer School, a European Parliament Hustings event, a Global Citizenship Skills Development event and the termly newsletter for schools.
- the New Schools programme in working to secure patronage of new national and second-level schools to open in 2020 and 2021 with a number of online #VoteEducateTogether campaigns.
- the Development and Fundraising programme in raising funds through our new website, social media platforms and email marketing system, spreading awareness of Educate Together's needs as a registered charity, and engaging with and thanking supporters and donors.
- the CEO and other company representatives on a number of public engagements, school events and media interviews and in making representations to Government, national and local politicians, state bodies and education partners.

COMMUNICATIONS & ADVOCACY

Public relations

The communications team engaged with various media outlets over the year to further the organisation's immediate priorities and strategic objectives:

- announcing the news in May that Paul Rowe was to step down as Chief Executive and welcoming the news in October that Emer Nowlan was appointed as the organisation's new CEO.
- expressing concern that many of the Educate Together schools which have opened over the last decade are still residing in temporary accommodation, awaiting the delivery of a permanent school.
- highlighting Educate Together's \$1 million grant from Salesforce and Educate Together's \$25,000 Ireland Funds grant.
- promoting a partnership agreement between City of Dublin Education and Training Board (CDETB) and Educate Together for Cabra Community College and Saint Kevins College in Crumlin.
- celebrating the opening of twelve brand new schools – a record year of growth for Educate Together.
- highlighting the organisation's concerns as a school patron on the delayed reopening of a number of Educate Together schools in September due to delays in certification.



European Parliament Hustings event hosted by Educate Together and the Children's Rights Alliance.

Project work

The communications team continued to mark Educate Together's 40th anniversary with celebrations and speeches at the organisation's AGM in April. Throughout the year, the communications team worked with a video production company to produce an hour-long documentary on the founding of the first Educate Together schools. The documentary is currently in post-production and will be launched in 2020.

During 2019, the communications team finished an overhaul of Educate Together's online presence and launched a new website. The website launched at the organisation's 2019 Annual General Meeting.

Two of the network's newest schools, Leixlip ETNS and Newtownmountkenedy ETNS, both received new Educate Together branded websites as part of a pilot website project which the communications team hopes to extend to more schools in the coming years.

DEVELOPMENT & FUNDRAISING



Students celebrating Founders Day with a 1970s themed dress-up day at Dalkey School Project.

The Development and Fundraising programme works to increase independent funding for Educate Together. It is led by a Programme Manager supported by the CEO and additional staff as required. The focus of this Programme is to build partnerships with organisations and individuals who can provide resources to Educate Together's work. More general fundraising activities focused on servicing our donors through bi-monthly mailings, the release of two campaign appeals and continued communications to raise awareness of our charitable status and need for voluntary donations.

The programme built stronger relationships with donors in the US and UK, receiving major gifts from both countries. In May, Educate Together was proudly featured as The Ireland Funds grantee partner at their Annual New York Gala.

On the night, Oscar-nominated film director, parent and Educate Together Ambassador Lenny Abrahamson, and Irish and American Oscar-nominated actress Saoirse Ronan endorsed the mission of Educate Together.

"These children are growing up in a safe and nurturing environment that will undoubtedly make them fair, well-informed and well-rounded adults. This is not only how a school should be run but how a society should be run. I think we could all learn a thing or two from the moral and ethical message that Educate Together is so beautifully sending out to its students every single day. Educate Together's inclusion and ability to create a true sense of community among students and teachers are what makes these schools unprecedented and really quite revolutionary and essential for our Ireland."

Saoirse Ronan

DEVELOPMENT & FUNDRAISING

Educate Together received its first legacy bequest or gift left in a will in 2019.

Our partnership with Salesforce.org gained momentum as we worked closely with their employee engagement team, linking in volunteers to support the national office and local schools with events, admin, IT, planting and painting. Highlights included 120 students taking part in an EU Code Week workshop and four students receiving work experience. Educate Together recognised the tremendous support of Salesforce and submitted a nomination for the 2019 Community Foundation for Ireland Corporate Philanthropist of the Year Award. Other gifts in kind included participation in the PayPal Hackathon, where employees developed a microsite (website) for our school network.

Our Brady Insurance partnership grew stronger, with over 50% of Educate Together schools now involved in the Network Insurance scheme. The aim of the scheme is to see stable premiums and future premium reductions as more schools sign-up. Brady Insurance also provide a sponsorship contribution to the national office. In its fourth year, our partnership with Folens Publishers has recorded year-on-year growth. Folens provide discounts to members of the network and a financial rebate to the national office dependent on the engagement of our members.



Teachers at Swords ETNS celebrating One Day Together 2019.

These types of partnerships help to provide more sustainable income streams for the national office as well as cost savings to our membership.

In community fundraising, a specific support pack for the annual One Day Together was developed to encourage corporate participation. We appreciate our partners Brady Insurance and Salesforce who took part by hosting bake sales, yoga sessions, nature walks and an inter-team rowing challenge. Google employees also got involved as part of their annual Giving Week, with the event being led and championed by internal Educate Together parents. Last but not least, our ever-generous school community took to the challenge by hosting Halloween-inspired events, creating artwork, running dress-ups days, concerts, discos and much more!

The Board of Directors would like to thank all our supporters for raising much needed funds so that Educate Together can continue to advocate and provide equality-based education.

FINANCE, HR & ADMINISTRATION



Chairperson Jen Cummins addresses delegates at the Educate Together AGM 2019 at Stepaside ETNS.

The CEO works with the Office Manager, Administration Assistants, part-time Financial Controller and Accounts Technician to provide all necessary back office support for the work of the national office. It is difficult to underestimate the scale and intensity of the work carried out by this team.

As well as the daily routine of answering callers and numerous queries, the team provides a full range of support services without which the office could not function.

At the start of 2019, we moved into our additional office space on the ground floor of 16 Ormond Quay and a further fit out was carried out on both floors to accommodate the team.

There was some new appointments to the Finance, HR and Administration (FHA) team, including an Acting Office Manager in February 2019 and an additional Administration Assistant in June 2019. The FHA team also assisted in recruitment processes for four new staff positions.

During the year, a review of the existing policies for GDPR, HR and health and safety commenced. Staff also received training on restorative practice and student voice.

The national office benefits from a generous grant of software licence from Microsoft, TeamworkPM and Salesforce. Office IT systems were upgraded and a programme of staff computer upgrades commenced and is ongoing.

REPRESENTATION & INTERNATIONAL DEVELOPMENT



Students from Malahide Portmarnock ETSS at Educate Together's Inspiring Active Students Event in 2019.

The CEO and other senior staff attended a wide range of national events to represent Educate Together during the year. This included, Irish Primary Principals Network, INTO, TUI, ASTI, JMB/ACCSM, NAPD Annual Conferences, meetings with Education partners, meetings with senior officials of the Department, meetings with Ministers of Education and other cabinet Ministers including the Taoiseach and the leaders and education spokespeople of the various political parties. This wide-ranging activity maintained excellent working relations with our partners during 2019.

In addition, the CEO represented the Board and membership at a wide range of individual school events, including the launch of special programmes and curriculum initiatives, openings of new buildings or extensions or celebrations of importance in the history of the movement.

Educate Together staff attended and supported the first day of all schools opened in September 2019, principal retirement celebrations and school graduation ceremonies.

In the international sphere, Educate Together continued to support the work of the Educate Together Academy Trust (ETAT) in the UK. Following a previous visit by the Chair, Vice-chair and chair of the International Development Sub-committee to Bristol to visit the first and biggest ETAT primary school (which was very impressive, with a genuine Educate Together feel) followed by a meeting with the Board of Trustees of ETAT and a representative of the local agency of the UK Department for Education, the members of ETAT and Trustees of the ETAT Board visited us in Dublin.

REPRESENTATION & INTERNATIONAL DEVELOPMENT

Both the Educate Together Board and particularly the ETAT Members, including the Educate Together representative / member, has since provided ongoing practical support to the ETAT Trustees.

The members have held monthly meetings since then, by videoconference, with regular liaison between the chairs of both groups. The position of CEO of ETAT has been advertised but is as yet being filled by the COO in an acting up capacity.

Following discussions during that meeting, the two Boards concluded a Memorandum of Understanding to cover future cooperation and mutual support.

The then CEO visited a new school in Lebanon which aims to implement the Educate Together model and curriculum and, together with the Development Manager, attended the New York Gala of the Ireland Funds (with fundraising as the primary focus) and also met likeminded educationalists in that city.

The Board of Educate Together has resolved that the organisation does not have resources to support any further international development at this time.



John Fitzpatrick, Chairman of The Ireland Funds America; Lenny Abrahamson, film director and Educate Together Ambassador; Saoirse Ronan, Oscar-nominated actress and Educate Together supporter; Kyle Clifford, Vice-President, The Ireland Funds and Caitriona Fottrell, Vice President and Director, Ireland of The Ireland Funds.

DEPARTURE OF PAUL ROWE, FOUNDING CEO

In May 2019, Educate Together announced that Paul Rowe would be stepping down after 17 years as CEO. Paul has been involved with the Educate Together movement for 30 years, as a parent, activist, board member and national representative.

Paul started his work for Educate Together as a volunteer in 1988 when his eldest son started in the North Dublin National School Project NS. He was elected secretary of Educate Together in 1996 and became chairperson of its first Board of Directors upon its establishment as a limited company in 1998. Paul oversaw the establishment of the full time national office in 2002 at which time he was appointed the organisation's first chief executive.

As CEO he has played a transformative role in the development of the equality-based school movement, turning Educate Together into a major and mainstream innovative presence in Irish education. During his tenure as CEO of Educate Together, Paul:

- transformed the equality-based school network from having only 14 schools to being the leading provider of new schools in Ireland.
- ensured the successful opening of the first Educate Together second-level schools. There are now 17 second-level schools across the country – with more to open in the coming years.



Educate Together's founding CEO, Paul Rowe.

- consistently highlighted and challenged the infringement of human rights and lack of parental choice in the Irish education system.
- led on the development and roll out of Educate Together's unique Ethical Education curriculum, which now operates in all equality-based schools in Ireland.
- ensured that Ethical Education was represented in colleges of education at a time when student teachers had no choice in Ireland but to attend religious-run colleges.
- set up and was the first CEO of the Educate Together Academy Trust in the UK, where there are now four primary schools in the south west of England.

"After many years involvement in the Educate Together movement I have decided that it is time for me to make plans to step back from my day-to-day role as Chief Executive Officer. I believe that it is a critical time for the equality-based school movement and now is the time to recruit a successor who shares our vision for the future of education in Ireland and who can build on the work we have done together over very many years in the national office."

DEPARTURE OF PAUL ROWE, FOUNDING CEO

It has been a privilege to lead the Educate Together movement as CEO over the last two decades, a time which has seen profound cultural and social changes in Ireland and tremendous progress in the reform of our education system. Above all it has been an absolute pleasure and honour to work with such dedicated national office staff, principals, teachers, volunteers and board members.

I have also thoroughly enjoyed our work with many partners in the education system and the friendly, constructive relations we have developed. I am proud of what we have achieved together and I look forward to Educate Together continuing to perform its pioneering role in Irish and world education."

Some Tributes to Paul Rowe

"On behalf of the Board of Directors I would like to thank Paul for his dedicated long service to the Educate Together movement. His involvement has been crucial to our development over 20 plus years; and this will continue as he remains our CEO. The Board of Directors are delighted Paul has agreed to continue as CEO to allow us to properly plan for succession. We are also hugely appreciative that he will work with us to ensure a smooth transition period and the continued success of the equality-based school movement into the future."

Jen Cummins – Chairperson of the Educate Together Board of Directors

"Paul Rowe has been CEO of Educate Together for over twenty years. When he was appointed in the mid 1990s, there were just ten primary schools under the Educate Together banner. Today, thanks to Paul's commitment and leadership, there are 92 primary and 13 second-level schools in the Educate Together sector. Paul is a legend in his own lifetime. As a tireless advocate for the values and philosophy of Educate Together, he has engaged successfully with educational policy-makers nationally and internationally. He has achieved what seemed impossible twenty five years ago – a ten-fold increase in the number of Educate Together primary schools and an exponential growth in the number of second-level schools. He will be sorely missed by members of boards of management, by parents, teachers, ancillary staff and pupils in Educate Together schools, not to mention his colleagues in the Educate Together office. Ní bheidh a leithéid ann arís."

Áine Hyland – Emeritus Professor of Education and former Vice-President of University College Cork and one of the founding parents of the Dalkey School Project

"Paul's vision for equality and inclusivity in education has made a real impact on the school landscape in Ireland. The Educate Together ethos resonates strongly with many parents who want their children to have access to the best education possible in a non-religious environment.

DEPARTURE OF PAUL ROWE, FOUNDING CEO

Paul's belief in his vision has been a key strength in the Educate Together model and his contribution to the success of the network is unquantifiable. He has driven this movement for 30 years and under his stewardship has seen the number of schools adopting the Educate Together ethos grow exponentially. I want to thank Paul for the endless energy, enthusiasm and passion that he brought to the education sector. His legacy will live on in the thousands of students which have and will pass through Education Together schools"

Micheál Martin TD – Leader of Fianna Fáil and Minister for Education from 1999 to 2000

"When I first met Paul, it struck me that he was often a lonely voice in Irish education, raising issues that many considered uncomfortable, like the need for equality, human rights and parental choice in the school system. As Chief Executive, he had a tenacity about him which was certainly needed to push through the progress and reforms which Educate Together has been at the forefront on. In particular I commend Paul's tenacity, drive and vision in gaining recognition for Educate Together as a second-level patron in 2011 and in establishing Ireland's first equality-based second-level schools."

Ruairí Quinn – Minister for Education and Skills from 2011 to 2014

"Paul's tenure in the leadership of Educate Together – both as chair and then as Chief Executive, has seen the transformation of both the organisation and the governance of Irish education. His vision and work has been central to both. Above all, it has been his resilience in the face of out-right opposition and strategically slow change processes, that has defined his leadership. He never let go. He never let go of the vision that drives Educate Together as an organisation; of his personal commitment to ethical and multidenominational education in Ireland; nor of a rights-based determination that educational choice should be available to all. Resilience, persistence, or downright dogged determination – whatever it's called, it has worked!"

Anne Looney – Executive Dean, DCU Institute of Education



Paul Rowe with Ethical Education Teacher of the Year Awardee Ciara McMackin, Kishoge CC and Chairperson Jen Cummins.

EDUCATE TOGETHER'S NEW CEO



Educate Together CEO, Dr Emer Nowlan.

In November 2019, Dr Emer Nowlan was appointed as Educate Together's new CEO. Emer has a lifelong interest in equality and brings a wealth of experience to the role, having held a range of educational and leadership roles in varied contexts in different countries over the past 25 years.

Originally qualified as a second-level teacher, Emer holds a Masters and a PhD in education. She has a long association with Educate Together as a staff member, parent and activist, and occupied a number of key roles in the organisation between 2007 and 2017.

During the past two years Emer led the development of the Migrant Teacher Project in Marino Institute of Education, and lectured in equality in education and children's rights in UCD.

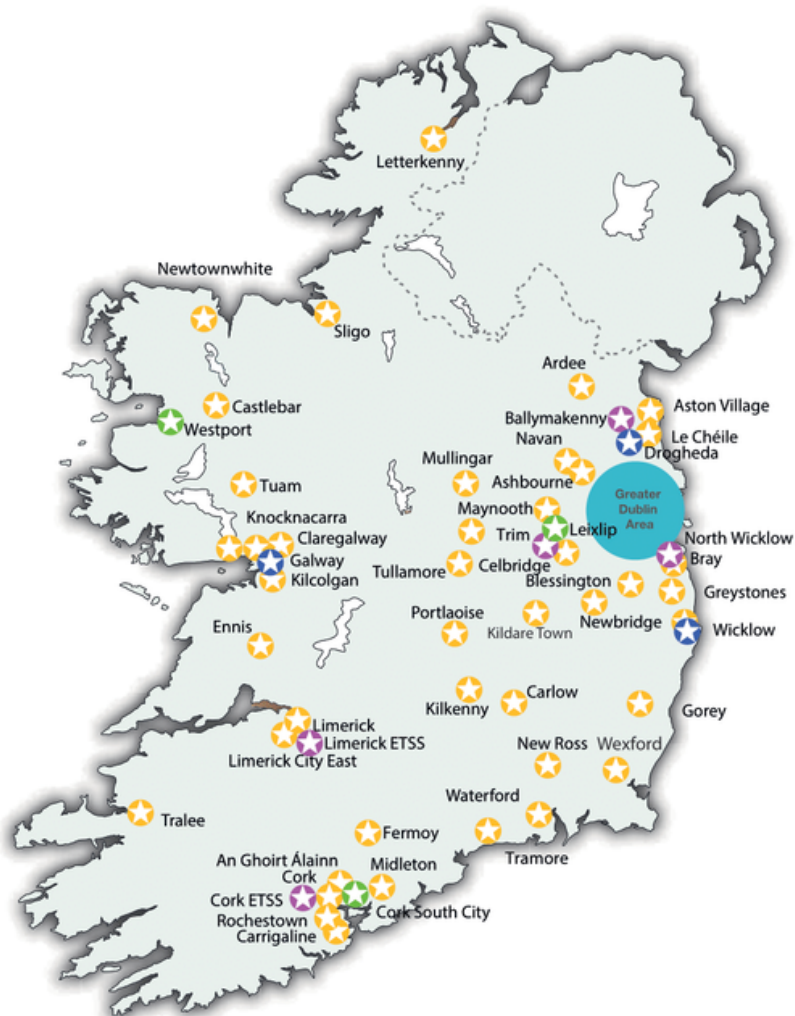
Emer will take over from Paul Rowe in February 2020 and will be charged with developing a new strategic plan and leading Educate Together into its next phase.

EDUCATE TOGETHER NETWORK 2019

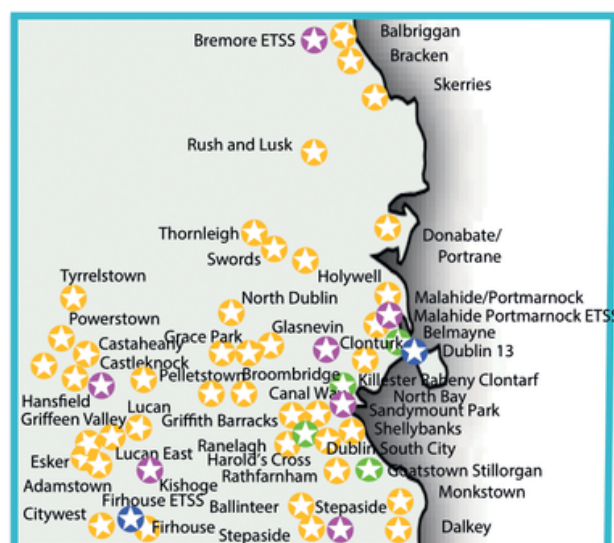
Educate Together Ag Foghlaim Le Chéile



2019



Greater Dublin Area



- Existing Primary School
- Existing Second-level School
- 2019 Primary School
- 2019 Second-level School



Students at Bremore ETSS.

EDUCATE TOGETHER BOARD OF DIRECTORS 2019

- Jennifer Cummins
- Caitriona Hand
- Danny Haskins
- Robert Cochran
- Siobhan Mortell
- Emma Lane-Spollen
- Martina Von Richter
- Colm O'Connor
- Aidan Clifford
- Richard Woulfe
- Renate McIntyre
- Darragh Grennan
- Meena Baskarasubramanian

NATIONAL OFFICE STAFF CHANGES

In 2019, Project Officer James McGlynn left the national office and Office Manager Louise Byrne went on a career break. Jessica Simpson-McKee took on the role of Acting Office Manager.

The national office also welcomed new staff in 2019:

- Annie Hughes, Administrative Assistant
- Aoife Blood, Ethos Guidance Officer
- Hannah Ingle, Governance and Patronage Assistant



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