

Teaching Council Annual Report 2010/2011



The Teaching Council
An Chomhairle Mhúinteoireachta

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Role and Functions

The Teaching Council was established on a statutory basis in March 2006 as the regulatory body for the teaching profession.

In broad terms the Council's functions are as follows:

- To regulate the teaching profession;
- To maintain and improve standards of teaching, knowledge, skill and competence;
- To establish and maintain a register of teachers;
- To establish, publish, review and maintain Codes of Professional Conduct for Teachers which shall include standards of teaching, knowledge, skill and competence;
- To promote the continuing professional development of teachers; and
- To promote teaching as a profession.

Foreword



*Lily Cronin,
Chairperson*

This annual report covers the work of the Teaching Council for the year to 27 March 2011. On reflection it was a 12 month period where the Teaching Council consolidated the progress it had made regarding registration and teacher education and prepared for the significant extension of its statutory remit that is expected to happen in the short to medium term.

The recent decision to extend the duration of degree and post-graduate programmes of teacher education is very welcome. This development presents considerable opportunities for the review and development of programmes so that new entrants to the teaching profession are well prepared for the challenges of the 21st century classroom.

In December 2010, the Teaching Council established an advisory group to develop criteria and guidelines for Higher Education Institutions (HEIs) offering programmes of initial teacher education. The advisory group made its submission to the Council in June 2011 and the criteria and guidelines were subsequently disseminated to all HEIs. Many programme providers are already engaged in discussions on the reconceptualisation of programmes and the criteria and guidelines will assist that process.

Central to the ethos of the Teaching Council is the recognition that teacher education is a lifelong process. The Policy on the Continuum of Teacher Education, which was adopted by the Council in June 2011, is based on the principles of innovation, integration and improvement and will prove to be an important foundation document when the Council's statutory powers in relation to induction, probation and continuing professional development are commenced.

The Teaching Council's commitment to teacher education is also evident through its support for research. During the reporting period, three significant research projects were commissioned. In addition, the Teaching Council awarded 36 bursaries to teachers and researchers carrying out work in the area of teaching, learning and assessment. These bursaries were named in honour of our late colleague Kieran O'Driscoll, a retired post-primary teacher and a member of the Teaching Council. Kieran served on the Teaching Council from his appointment in 2005 and his dedication, energy and commitment to the profession were evident in his contribution to the work of the Council.

Since its establishment, the Teaching Council's work has been informed by a drive for excellence, a commitment to transparency and an appreciation of the immense contribution that teaching makes to the social and economic well-being of our country. We have carried out our work in consultation with the partners in education with whom we have developed an excellent working relationship. I believe our contribution has been significant and we welcome the opportunities and challenges that lie ahead.

In that regard, the coming years will see a significant extension of the Teaching Council's statutory remit, most notably with the commencement of Section 30 and the subsequent commencement of investigative and disciplinary functions under Part 5 of the Act, and its statutory role in relation to the induction and probation of new teachers.

I would like to express my sincere appreciation to my fellow Council members for their commitment and energy throughout the year. Their unfailing dedication to serving the best interests of education is an inspiration. Likewise I wish to acknowledge the contribution of the staff of the Teaching Council who, under the leadership of Áine Lawlor, support the work of the Council with diligence and professionalism.

Finally, on behalf of the Council, I would like to pay tribute to Áine Lawlor on her retirement. I wish her a very happy and fulfilling retirement and thank her for her support during her term of office. Áine's contribution to education has been visionary and will have a lasting benefit for the teaching profession and, ultimately, the learners of this country.

Lily Cronin
Chairperson

Director's Report



Áine Lawlor,
CEO/Director

This will be the last report that I write as Director of the Teaching Council as I will retire today, 30 November 2011, having spent seven years in this post. For that reason, I am availing of this opportunity to share some reflections on the development of the Teaching Council to date, together with my observations on the role of the Council in promoting teaching as a profession.

The first Council assembled in 2005 and was established on a statutory basis in 2006. It drew together 37 members from the teaching profession, teacher unions, colleges and universities, management and parent bodies and Ministerial nominees. Of the 37 members, 22 were teachers as provided for in the Teaching Council Act, 2001. The hallmark of the work of Council members was, and continues to be, their dedication to high quality teaching for the young people in our schools and, to this end, their focus is on the implementation of the Act.

The Teaching Council is the regulatory body for teaching. Since the majority of members are teachers, teachers are being entrusted with the promotion of teaching through the Council functions. The words “promoting teaching as a profession”, taken from the Act, are sometimes misunderstood and taken to mean “standing up for teachers”. For the Council, promoting teaching as a profession means doing everything within its statutory remit to develop and maintain standards in relation to all aspects of the professionalisation of teaching: establishing a Register of Teachers and giving teachers a licence to teach through registration based on qualifications; establishing and maintaining a code of professional conduct for teachers; reviewing and accrediting programmes of initial teacher education to ensure that graduates are suitably prepared for entry to the profession; establishing procedures for induction into the profession; developing a framework for the continuing professional development of teachers and holding inquiries into a teacher’s fitness to teach, as appropriate.

I am pleased to report that the Council has achieved much in relation to the areas mentioned above. The first Register of Teachers in the State has been established and the Council has developed a comprehensive set of regulations governing entry to that Register. *The Teaching Council [Registration] Regulations* were published in 2009 and, for the first time, they bring uniformity to the requirements for entry to the profession in the State. For example, they require that, from April 2013, all teachers wishing to be registered must have a recognised teacher education qualification. Heretofore, this has not been a requirement in all sectors.

Currently, more than 73,000 teachers are registered and approximately 7,500 teachers apply for registration each year. The qualifications of all applicants for registration are assessed against the standards set out in the regulations. The Council also co-ordinates the vetting of all applicants for registration and, to date, has arranged the vetting of more than 35,000 teachers. I believe that protecting standards of entry to the teaching profession is one of the most important functions of the Teaching Council and its achievements in this area represent

a significant milestone in the development of teaching as a profession.

The *Codes of Professional Conduct for Teachers*, published by the Council in 2007, set out the standards of professional conduct and practice which are expected of all registered teachers. This brings teaching into line with other professions in Ireland and with the teaching profession in other countries. At the time of writing, a consultation process on a revised Code is about to begin and I would encourage teachers and all with an interest in teaching as a profession to actively engage in the process.

The Council's recently-published *Policy on the Continuum of Teacher Education* is a significant document which sets out the Council's vision for teacher education, including initial teacher education, induction and continuing professional development. As such, it will provide the framework for the Council's work in each of these areas. It will also provide clear direction for programme providers and shape student, newly qualified and experienced teachers' engagement with teacher education throughout the teaching career. A further Council document, *Initial Teacher Education: Criteria and Guidelines for Programme Providers*, sets out the criteria which must be observed by Higher Education Institutions wishing to have their teacher education programmes accredited by the Council. Programmes will be greatly enhanced by the extension to their duration announced earlier this year. This will allow for an extended school placement period and for the development of vital skills and competences in areas such as reflection, research and portfolio development.

Currently, there are 44 programmes of initial teacher education in Ireland, delivered by 22 Higher Education Institutions. For the first time, there is a system in place for the professional accreditation of programmes to ensure their suitability for teaching. Eight programme reviews were carried out in the period 2009-2011 and, as a result of recommendations in the review reports, significant changes to programmes have already been made and other improvements are in train or planned.

The Teaching Council's role in relation to induction and probation is scheduled to be commenced by the Minister in September 2012. The Council is currently drafting new procedures and criteria for the career entry phase and it is hoped that these will go out for consultation early in 2012. The career entry phase builds on the foundation set down in initial teacher education and continues the teacher's journey of lifelong learning on the continuum of teacher education. I believe that the transition from being a student teacher to that of an independent, solo practitioner should be a very positive experience, at a personal and professional level, and I am particularly pleased to have participated in the drafting of the career entry process to date. I will continue to follow developments in this area with interest.

The Council's functions in the area of continuing professional development have yet to be commenced by the Minister. Much important work has already been done, however, not least in the development of a comprehensive definition of what is meant by CPD and its designation as both a right and a responsibility for all teachers. Over the coming years, the Council will develop a national framework for CPD which will bring greater coherence to this important dimension of the teacher's professional life.

The Council is awaiting the commencement of its statutory investigative and disciplinary functions and much work has been done in preparing for this role. One of the hallmarks of a profession is that its professional body deals with complaints against registered professionals. In that context, the exercising of the Council's investigative and disciplinary function will mark an important step forward for the teaching profession.

Research shows that the quality of an education system cannot exceed the quality of its teachers. For that reason, it is essential that teaching remains an attractive career option for those who can meet the rigorous demands of teacher education, at all stages on the continuum, and engage in the complexity of teaching with understanding, dedication, commitment, passion, competence and confidence. It is very reassuring that, in Ireland, we continue to attract high-calibre entrants to the profession. However, it is a cause of concern that the current over-supply of teachers, resulting in a lack of employment opportunities, may diminish the attractiveness of teaching as a profession and may prove damaging to the career of teaching itself. The Council has a role in advising the Minister in relation to teacher supply and, in that context, it is hoped that this matter will be addressed in the foreseeable future.

Looking back over the 42 years I have spent in education in Ireland, as a teacher and in related roles, I have seen much to be proud of in the development of teaching as a profession. One example that comes to mind is the changing nature of the school evaluation model, from one which tended to be a "top-down" inspection-driven model, to one with an increasing focus on schools' own capacity for self-evaluation. This shift in focus is to be welcomed, as it signifies an increased level of trust in the teaching profession and is consistent with the self-regulatory ethos of the Teaching Council.

In promoting teaching as a profession, the Council has ascertained, through its research, the high regard for teachers among the Irish public. The results of a survey conducted on behalf of the Council in 2009 showed that the majority of respondents had a high level of trust in teachers and were satisfied with the way they do their jobs. There was also a strong endorsement of the valuable role they play in our society and a good level of understanding of the complexity of the role and the skill level required.

More than a decade ago, the role envisaged for the Teaching Council was to 'play a central role in ensuring the high standards of teachers, and education, will be sustained and strengthened.' I believe that during its initial phase of development, The Council has gone a long way towards achieving that goal. It has a vision for the road yet to be travelled and, through its pioneering work in the past six years, has provided a clear roadmap for the journey.

In the latest phase of my career, I was privileged to have been appointed Director of the Teaching Council in 2004 as it allowed me to remain at the heart of teaching. I have found it to be a wonderful experience and I owe a debt of gratitude to many. It has been rewarding and enriching to work with the partners in education, personnel from the Department of Education and Skills, teacher educators and representatives from other sectors, both in the field of education and beyond. I would like to thank in particular the CEOs and staff of the neighbouring Teaching Councils, and of other professional bodies in Ireland, for sharing so generously of their knowledge and expertise in the field of professional regulation and for their support and friendship over the years.

Within the Teaching Council itself, I have also enjoyed wonderful support and collegiality and I wish to pay tribute to the former Chairpersons, Joan Ward and Pat McQuaile and the current Chairperson, Lily Cronin, together with colleagues on the Council, past and present, for the spirit of co-operation and collaboration they have always brought to the Council's work. The late Kieran O'Driscoll, a former Council member who sadly passed away in 2010, was particularly supportive and was a dear friend to me during his time on the Council.

The Council is supported by a strong and cohesive management team and high calibre personnel who are deeply committed to supporting the functions of the Council. I would like to acknowledge their outstanding contribution and support and I will dearly miss their collegiality.

Thanks, finally, to the teachers of Ireland, particularly the Teaching Council Contact Persons, who have engaged with and supported the Council since its establishment.

There is still much work to be done and there are many challenges ahead. I will continue to maintain an active interest in the work of the Council and look forward, with anticipation, to its continued work towards the benefit of teaching as a profession.

Guím gach rath ar an obair agus gach beannacht oraibh go léir.

Slán agaibh

Áine Lawlor
CEO/Director

1. Regulating the Profession

Under the Teaching Council Act, 2001, the Council's key areas of responsibility in relation to the registration and regulation of the teaching profession are:

- Maintaining the Register of Teachers;
- Promoting the Codes of Professional Conduct for Teachers;
- Conducting inquiries into the fitness to teach of a registered teacher.

1.1. Maintaining the Register of Teachers

1.1.1. Registration Statistics

Registration is a mark of professional competence as a teacher and ensures that standards of entry into the profession are maintained. The total number of teachers registered at the beginning of the reporting year was 68,313 (Table 1).

During the reporting year 6,886 teachers were admitted to the Register (Table 2). 3,426 of these were new graduates (Table 1).

During the reporting year 3,376 individuals failed to renew their registration and were removed from the Register (Table 1). In addition, 1,312 teachers, the majority of whom were retiring, requested that they be removed from the Register.

The total number of teachers registered with the Teaching Council at the end of the reporting year was 70,510 (Table 1). This represents an increase of 3% on the previous reporting year and is the highest number of teachers ever registered with the Teaching Council. The total number of new registrants in the reporting year also increased by 12% compared to the previous reporting period (Table 1).

Table 1: Registration Statistics for the Reporting Year, 28 March 2010 to 27 March 2011

	2010/2011	2009/2010	2008/2009
Registered at beginning of year (28 March)	68,313	66,509	59,487
New graduates	3,426 ¹	3,133 ²	2,907 ³
Other new registrants	3,460	2,985	6,124
Non-renewal of registration	(3,376)	(2,942)	(1,719)
Voluntarily removed ⁴	(1,313)	(1,372)	(290)
Registered at end of year (27 March)	70,510	68,313	66,509

Table 2: New Registrations by Education Sector, 28 March 2010 to 27 March 2011

Education Sector	2010/2011 Number of Teachers	2009/2010 Number of Teachers
Primary (4-12 years)	3,545	3,190
Post-primary (12-18 years)	2,575	2,180
Post-primary (VEC sector only)	365	312
Further Education (VEC sector)	416	378
Montessori and other categories	119	122
Total	7,020⁵	6,182⁶

1. The final year results for 3,767 student teachers were transferred from the HEIs to the Council. Of these, 3,426 completed the process of graduate registration during the reporting year.

2. The final year results for 3,457 student teachers were transferred from the HEIs to the Council. Of these, 3,133 completed the process of graduate registration during the reporting year.

3. The final year results for 3,351 student teachers were transferred from the HEIs to the Council. Of these, 2,907 completed the process of graduate registration.

4. For example, some retired teachers may opt to remove themselves from the Register.

5. The difference between the total number of registered teachers (6,886) and the total number of teachers registered by education sector (7,020) is accounted for by a number of teachers being registered under more than one sector.

6. The difference between the total number of registered teachers (6,118) and the total number of teachers registered by education sector (6,182) is accounted for by a number of teachers being registered under more than one sector.

Figure 1: Total Number of Teachers Registered on the last day of each Reporting Year

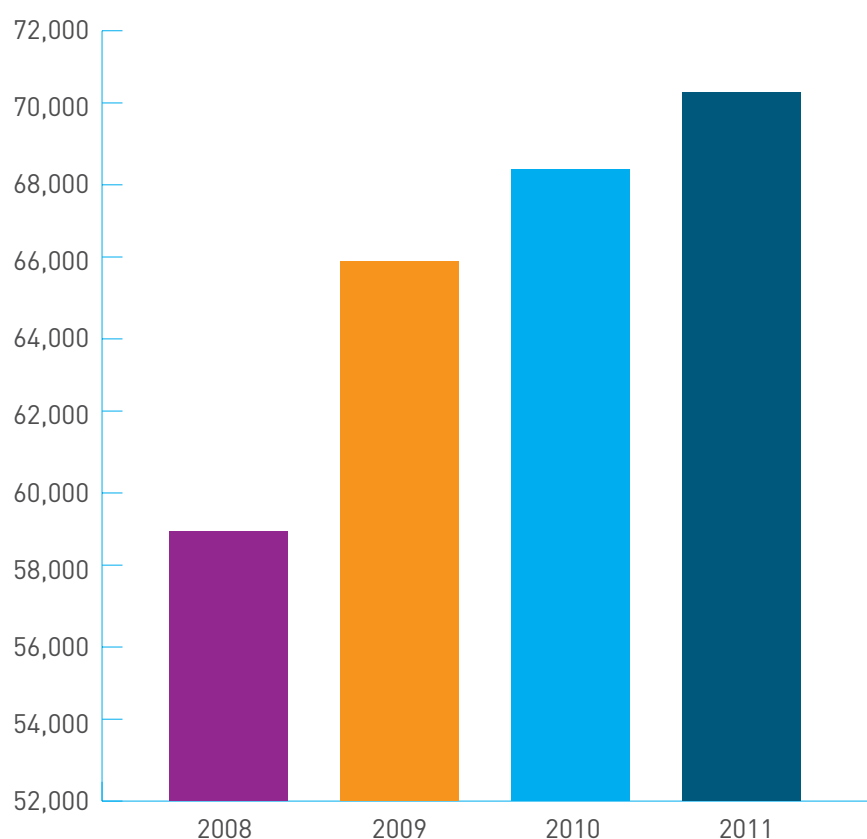
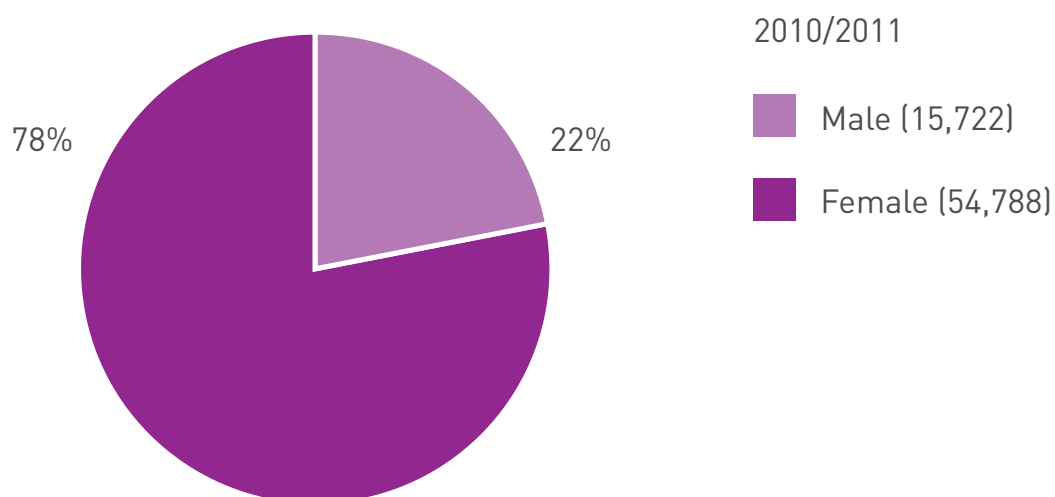


Figure 2: Gender of Teachers Registered as of 27 March 2011

	2010/2011
Male	15,722
Female	54,788
Total	70,510



1.1.2. Registration Regulations

The Teaching Council [Registration] Regulations, 2009, bring greater uniformity to the requirements for entry to the teaching profession at primary, post-primary and further education levels. The regulations replace a series of Department of Education and Skills Circular letters and guidelines adopted by the Council.

Among the provisions in the Regulations is a requirement that, from April 2013, all new teachers in the VEC and further education sectors will be required to have an approved teacher education qualification.

The Regulations are comprised of five separate regulations. Regulation One sets out the categories of information which will be held by the Council in respect of each registered teacher and the provisions for making the Register available for public inspection. It also prescribes the evidence of good character requirements for admission to the Register of Teachers. As well as undergoing Garda vetting, applicants wishing to be registered as teachers in Ireland are required to declare any criminal convictions recorded against them or any disciplinary findings issued by an employer, regulatory body or professional body in Ireland or abroad.

Regulations Two, Four and Five prescribe the standards of entry to the primary, post-primary and further education sectors respectively, while Regulation Three sets out the entry requirements for recognised Montessori teachers and teachers with appropriate specialist qualifications such as those required for teaching learners who have special educational needs.

The Teaching Council [Registration] Regulations, 2009 are available to download from www.teachingcouncil.ie

1.1.3. Entry to the Register

All applicants for registration must ensure they meet the registration requirements of Regulation One of the Teaching Council [Registration] Regulations, 2009 together with those set out in the regulation relevant to their education sector, e.g., Regulation Two for primary teaching; Regulation Four for post-primary teaching. Each application for registration is assessed on an individual basis.

New registrants come from the following three categories:

- **Newly qualified graduates from an Irish Higher Education Institution**

The qualifications of graduates from recognised programmes of initial teacher education provided by Higher Education Institutions (HEIs) in Ireland are automatically recognised for registration purposes.

The Council has further developed its registration process for Newly Qualified Teachers (NQTs) and, during the reporting year, it made 23 visits to providers of accredited teacher education programmes in order to present to their final year students. The visits are designed to brief students on the role of the Council and on the importance of registration in their professional lives as teachers. During these visits, students are requested to begin the Evidence of Character process involving Garda vetting and character references.

They are also requested to give permission to their HEI to transfer their final examination results directly to the Teaching Council. This facilitates the registration of teachers in time for the beginning of the school year.

The number of NQTs who applied for registration in the reporting year was 3,426, representing a 9.3% increase over the previous reporting year (see Table 1).

- **Teachers who graduated from an Irish Higher Education Institution prior to the current year**

Applicants who have been awarded qualifications in Ireland, who are not new graduates, and who wish to begin, or return to, teaching after a prolonged period of absence (e.g. career breaks), may apply to the Teaching Council for registration.

- **Teachers who graduated from institutions outside of Ireland**

During the reporting year, the Teaching Council continued to process applications for registration from teachers qualified outside the State. All such applications are assessed on an individual basis and with reference to the Teaching Council [Registration] Regulations, 2009. Registration may be granted subject to conditions, which must be addressed within a specific timeframe.

In accordance with EU Directive 2005/36/EC regarding the mutual recognition of qualifications, the Teaching Council is the designated authority in Ireland for assessing applications for registration from persons recognised as teachers in other EU/EEA countries. The Council is also the competent authority for the recognition of qualifications obtained in non EU/EEA countries.

1.1.4. Certificates of Registration

Certificates of registration are issued to fully registered teachers in accordance with Section 21 of the Teaching Council Act, 2001. Teachers who are conditionally registered with the Teaching Council receive a certificate after the registration conditions have been satisfied. The certificate is a valuable document and is issued on a once-off basis. In parallel with this, on renewal, registered teachers receive an annual registration card which is proof of registration with the Teaching Council. A list of Frequently Asked Questions about certificates of registration is available on www.teachingcouncil.ie

In the reporting year 3,351 certificates of registration were issued to teachers who had met the requirements for full registration.

1.1.5. Evidence of Character

All applicants wishing to register as teachers must comply with the Council's Evidence of Character requirements. In order to do this, they must:

1. Provide a character reference from an appropriately qualified person, and
2. Undergo a process of Garda vetting and, in the case of applicants with significant periods of residence abroad, supply overseas police clearance.

In parallel with its role in seeking Evidence of Character as part of the registration process, the Council also coordinates the Garda vetting arrangements for new teachers entering the Register and for teachers being appointed to teaching positions where they have not been vetted in the same or previous calendar year.

Details of recruitment procedures, including the requirements for Garda vetting, are laid out in the Department of Education and Skills Circular 0063/2010, which came into effect on 1st January 2011. This circular replaces Circular 0094/2006.

• Working Group

In December 2008, the Council convened a meeting of interested parties with a view to developing a process for the Garda vetting of registered teachers who were in service prior to the Council's establishment in 2006 and who have not been the subject of Garda vetting. A working group was established which has made substantial progress towards putting in place a vetting procedure for all teachers. The working group has written to the Minister for Education and Skills outlining the progress to date and seeking the Minister's assistance in relation to resolving legislative and resource matters which have been identified.

With a view to simplifying the Garda vetting application process, an online option is being developed by the Council and it is hoped it will be in operation in 2012. In the interim, the Garda vetting application form has been modified in conjunction with the Garda Central Vetting Unit to make it more user-friendly.

• Statistics for Reporting Year

In the reporting year, 9,164 applicants completed the Evidence of Character process.

In the case of 199 applicants, disclosures relating to convictions and prosecutions received from the Garda Central Vetting Unit were referred to the Council's Evidence of Character Panel for consideration. Using Council approved guidelines, the Panel decides on the relevance of such a conviction to the teacher's suitability for registration. In addition, a small number of disciplinary findings by a teaching council or similar professional body in other jurisdictions was considered by the Panel. No teacher was refused admission to the Register during the reporting year on the grounds of Evidence of Character.

The guidelines used by the Evidence of Character Panel in its consideration of convictions and prosecutions pending are published on www.teachingcouncil.ie

1.1.6. Registration Renewal

Registered teachers must renew their registration each year. For approximately 67% of teachers, the renewal date is 28 March. In advance of that date, 47,379 teachers were invited to renew their registration for the period to 28 March 2012.

To complement the postal mailing, renewal notices were sent by email to all those teachers on the Register who had supplied an email address. Information about registration and its renewal was included in Oide, the Council's newsletter, on the Council's website and in stakeholder publications. The Council also set up a dedicated phone line to assist with queries about registration renewals.

The same registration renewal process applies to the remaining 33% of teachers whose registration renewal date falls elsewhere in the calendar year.

During the reporting year, more than 45% of teachers availed of the opportunity to renew their registration online via the Registered Teacher Access facility. This is a cost-effective method which significantly reduces the volume of hard copy documentation being processed by the Teaching Council with resulting administrative efficiencies.

1.1.7. Registration Renewal Fee

The registration renewal fee of €90, which was approved by the Minister for Education and Skills in 2007, was reviewed by the Council during the reporting year and a decision was taken not to increase the fee at this time. The fee underpins the Council's status as a self-financing regulatory body. The fee can be claimed against tax and is added to a teacher's existing flat rate expense allowance. This means that the fee in real terms is closer to €53 per annum for those paying the higher rate of tax.

The fee is based on projected expenditure levels and it has been set to ensure the Council has the necessary resources to carry out its statutory functions. Due to the delay in the commencement of certain functions of the Council and the subsequent deferral of associated expenditure, the Council has accumulated a surplus. As the Council takes on more functions, the costs of fulfilling the Council's statutory remit will increase substantially. The current surplus will be used to meet these additional operating costs while maintaining the fee at its current level.

1.1.8. Accessing Information on the Register

Information on the Register is available to three key constituent groups – the public, teachers and the payroll authorities (i.e., the Department of Education and Skills and the 33 VECs). The Teaching Council [Registration] Regulations, 2009 set out the framework used to facilitate access to the Register.

A member of the public may use the 'Search the Register' facility on www.teachingcouncil.ie to ascertain if an individual is registered with the Teaching Council. This facility was used, on average, 452 times each week during the reporting year.

The Registered Teacher Access facility allows teachers to view all the information related to them on the Register and to request an update to their personal or employment details. During the reporting year, 6,730 updates and amendments were made to the Register following online requests from teachers.

1.2. Maintaining Standards of Professional Conduct and Practice

Teaching is characterised by high professional standards and the Teaching Council plays an important role in ensuring that these standards are upheld. It fulfils this role by publishing and promoting the Codes of Professional Conduct for Teachers which set out the standards of professional practice and conduct appropriate to the profession. When the relevant section of the Teaching Council Act is commenced, the Teaching Council will investigate complaints made against registered teachers and apply sanctions where deemed appropriate.

1.2.1. Codes of Professional Conduct for Teachers

The Codes of Professional Conduct for Teachers were published in 2007. The Codes are set out in three parts. The first part outlines the core values which underpin the profession and which span all aspects of teachers' work. The second part sets out the standards of professional practice which are expected of the profession. The third section deals with professional conduct. Taking all three sections together, the Codes illustrate the complexity of teaching as undertaken in collaboration with colleagues, students, parents, related bodies and agencies and the wider community.

During the year, the Council finalised a review of the Codes, following a process which was initiated in 2009. A revised Code was subsequently published for consultation in autumn 2011.

1.2.2. Investigating Complaints

One of the key functions of the Teaching Council will be to investigate complaints relating to the fitness to teach of registered teachers. If a complaint is made about a registered teacher, the Council will have the authority to investigate the complaint and decide if it must deal with it through its disciplinary procedures. If appropriate the Council can impose sanctions ranging from the imposition of conditions to a teacher's registration, to his or her suspension or removal from the Register of Teachers. The latter would effectively remove a teacher's licence to teach. This is similar to the role of other professional bodies in regulating standards.

The Council's investigation and disciplinary functions, as outlined above, have yet to be commenced by the Minister for Education and Skills. The Council understands that the Minister plans to introduce these functions following the commencement of Section 30 of the Teaching Council Act, 2001. In advance of that, the Council has been active in preparing for its role in this area.

During the year, members of the Investigating and Disciplinary Committees attended a range of Fitness to Practise hearings held by other professional bodies. The Committees have further updated the draft Rules of Procedure for Disciplinary Panels and other procedural documentation has also been prepared. The drafting of guidance material for members of the public and for registered teachers, which will be published once the relevant provisions have been enacted, is ongoing.

2. Maintaining and Developing Teaching Standards and Competences and the Quality of Teaching and Learning in the State

Excellence in teaching is a core value guiding the Council in its work and is promoted through the Codes of Professional Conduct for Teachers and the Council's role in teacher education.

2.1. Teacher Education

The Teaching Council Act, 2001, confers on the Council significant powers to shape and develop teacher education at all stages of a teacher's career.

In December 2010, the Council published for consultation its draft Policy on the Continuum of Teacher Education, setting out its vision for teacher education at all stages of the teaching career, from initial teacher education to induction and continuing professional development. There was a high level of engagement and more than 200 submissions were received in response to the draft. At the end of the reporting year, the Council was considering all feedback received. The final policy paper was subsequently published in June 2011 and is available from www.teachingcouncil.ie

2.1.1. Initial Teacher Education

2.1.1.1. Standards of Entry

The Teaching Council has a statutory role in relation to the review of the standards required for entry to the teaching profession.

The Teaching Council [Registration] Regulations, 2009 set out the entry requirements for teachers wishing to be registered. The Regulations bring greater uniformity to the requirements for entry to the teaching profession at primary, post-primary and further education levels.

2.1.1.2. Entry to the Further Education Sector

The Teaching Council [Registration] Regulations, 2009 require that, from 1 April 2013, applicants wishing to be registered under Regulation 5 (Further Education) must have an approved teacher education qualification. With a view to developing the requirements for such teacher education programmes, a process of consultation commenced in July 2008 and culminated in the publication in March 2011 of *Further Education: General and Programme Requirements for the Accreditation of Teacher Education Qualifications*.

This document sets out the requirements to be met by programme providers seeking to have programmes accredited by the Council. In summary, programmes must be at Level 8 on the National Framework of Qualifications, having a minimum of 60 ECTS credits. Minimum requirements are set out in the areas of core values, principles and aims, structure and content, theoretical foundations, professional studies and practical teaching programme.

Specified learning outcomes in the areas of communications and relationships, teaching learning and assessment, subject knowledge and curriculum and group management and organisation are also prescribed.

The Council expects to begin reviewing and accrediting new qualifications for the further education sector in late 2011.

2.1.1.3. Review and Accreditation

The review and accreditation of programmes of initial teacher education provides an opportunity for Higher Education Institutions to demonstrate that their programmes are appropriate for preparing students for entry to the teaching profession, i.e., that they are designed and delivered so as to allow students develop the standards of teaching, knowledge, skill and competence and the attitudes and professional dispositions which are central to the practice of teaching.



Review Panel for St. Patrick's College Drumcondra, along with college staff.

During the reporting year, four reviews of programmes were completed and the associated Review Panel reports were published on the Council's website. The four programmes were:

- The Postgraduate Diploma in Education, University College, Dublin;
- The Graduate Diploma in Education, St. Patrick's College, Drumcondra;
- The Bachelor of Science (Education) in Physics and Chemistry, University of Limerick;
- The Bachelor of Education, Mary Immaculate College, Limerick.

A further four reviews commenced in 2010 and were ongoing at the end of the reporting year. They related to:

- The Postgraduate Diploma in Education, National University of Ireland, Maynooth;
- The Higher Diploma in Art for Art and Design Teachers, Limerick Institute of Technology;
- The Bachelor of Education, Religion and Music, Mater Dei Institute, Dublin;
- The Higher Diploma in Education (Primary), Marino Institute of Education, Dublin.

Also during the reporting year, the then Minister for Education and Skills, Mary Coughlan, TD, announced her intention to extend the duration of all three year Bachelor of Education programmes to four years, and all Post-Graduate Diplomas in Education and Graduate Diplomas to two years. This will present considerable opportunities for the reconceptualisation of programmes. In that context, the Council established an advisory group in December 2010 to develop criteria and guidelines for providers offering programmes of initial teacher education. The advisory group made its submission to the Council in June 2011 and the criteria and guidelines were subsequently disseminated to all HEIs. These criteria and guidelines will assist HEIs in reconceptualising their programmes to ensure that they meet the Council's requirements for professional accreditation. In line with its remit to advise the Minister for Education and Skills on entry criteria, the document includes suggestions for change in the entry requirements for primary teacher education programmes. A process of consultation on these proposals commenced in Autumn 2011.

2.1.1.4. Accreditation of New Programmes

During the reporting year, the Council received one application from a HEI for the accreditation of a new programme of initial teacher education.

A further 19 applications for recognition were received from degree programmes seeking approval for teaching subjects at post-primary level.

2.1.2. Induction, Probation and Continuing Professional Development

The Council's statutory powers in relation to induction, probation and continuing professional development have yet to be commenced. During the reporting year, the then Minister for Education and Skills, Mary Coughlan, TD, confirmed that the Council's functions in relation to the induction and probation of all new teachers will come into operation in September 2012. No date has yet been set for the commencement of the Council's role in accrediting programmes of continuing professional development (CPD).

2.2. Research

The Teaching Council Act, 2001, states that the Council will conduct or commission research on matters relevant to the functions of the Council. The Council's Research Policy provides the framework within which it implements its research function.

2.2.1. Research Bursaries



Aine Lawlor, CEO (left) and Teresa O'Driscoll (right) wife of the late Kieran O'Driscoll at the memorial bursary awards.

To date, the Council has run four schemes of research bursaries for teachers and others carrying out research in the area of teaching, learning and assessment. A total of 86 teachers have been funded under these schemes, with the remainder awarded to 22 others conducting research related to teaching, learning and assessment.

In the reporting year, the Council awarded 36 research bursaries, totalling €123,000. This tranche of bursaries, the fourth awarded by the Council, was named in honour of Kieran O'Driscoll, a dedicated and inspiring teacher who served with distinction on the Teaching Council and sadly passed away in March 2010.

The Council is confident that the research being carried out will have the potential to enhance the quality of teaching and learning in Ireland and, during the reporting year, it began publishing summaries of completed research on www.teachingcouncil.ie. It is envisaged that, over time, the Council's research page will become a valuable research repository for practising teachers and all with an interest in teaching, learning and assessment.



Recipients of a Teaching Council Research Bursary, awarded in memory of Kieran O'Driscoll at ceremony in Maynooth, 5 October 2011.

2.2.2. Commissioned Research

In June 2010 a team of four post-doctoral teachers, under the guidance of Professor Mark Morgan from St. Patrick's College, Drumcondra, was funded to carry out research entitled *Practice-based Research Encompassing Professional Development*.

The research, which is school-based, is grounded in teacher self-evaluation whereby teachers acknowledge the core values informing their practice and test how these values are lived out daily in their professional practice within their classroom work. The research commenced during the reporting year in four different locations.

In July 2010, the Council engaged the ESRI to compile a report on its behalf in relation to:

- Continuing Professional Development among Primary Teachers
- Determinants of Job Satisfaction and Job Stress among Primary Teachers

At the end of the reporting year, both of the ESRI reports were being finalised for publication. They were subsequently published on www.teachingcouncil.ie in June 2011.



(L-R): Dr Mary Roche; Dr Máirín Glenn; Dr Bernie Sullivan; Dr Caitríona McDonagh, authors of *'Practice-based Research Encompassing Professional Development'*.

3. Promoting Teaching as a Profession

Promoting teaching as a profession is at the heart of the Council's work. To progress this goal, the Council focused on a number of strategies.

3.1. Media Relations

Teachers should be celebrated for their help through crises

Research bursaries for Kilkenny teachers

LYIT degree gets extra recognition

Cork teachers scoop prestigious bursary awards

Higher maths proposal for teacher training courses

Bursaries for Limerick-based researchers

Teacher Barry bursting with pride

As part of its role in promoting teaching as a profession, the Teaching Council seeks appropriate opportunities in the media to enhance the standing of teaching as a profession and to raise awareness of the work of the Council.

During the reporting year, 21 press releases were issued, four of which were general press releases. The remainder were localised to meet the needs of the regional media. Articles were written for a variety of publications including the national press, online publications and the magazines of the representative bodies in education.

3.2. World Teachers' Day

October 5th is World Teachers' Day, a worldwide event to celebrate teachers and the central role they play in nurturing and guiding students through the life-long learning process.

In 2010, the theme of World Teachers' Day was 'Recovery Begins With Teachers'. The day provided an opportunity to show support for teachers who have been directly or indirectly affected by a major crisis.

To mark and promote World Teachers' Day in 2010, the Irish Independent published an article from the Teaching Council.

3.3. Exhibitions

During the reporting year, staff attended a number of career exhibitions and the three teacher union conferences. Career exhibitions provide a valuable opportunity to meet and advise those considering teaching as a career and to promote teaching as a profession. However, due to limited staff resources, some invitations to attend career exhibitions were regretfully declined.

4. Developing and Maintaining an Efficient and Effective Organisation to Support the Work of the Council

The Council is mindful of the need to run an effective and cost-efficient organisation and it continually monitors and develops its processes and systems to ensure they remain effective and in line with best practice in corporate governance.

4.1. Fás agus Forbairt, Strategic Plan 2008-2011

The Council's work has been undertaken in line with the functions prescribed in the Teaching Council Act, 2001. In compliance with the requirement for strategic planning outlined in the Code of Practice for the Governance of State Bodies, the Council's first strategic plan, Fás agus Forbairt 2008-2011, guides the Council as it continues to progress the implementation of the Act.

The process of preparing a new strategic plan for the period beginning 2012 was commenced during the reporting year.

4.2. Code of Practice

In 2009, the Council adopted a Code of Practice for Council members, the Chairperson, Director/CEO and Secretary. The purpose of this document is:

- to set out a code of corporate governance for the Teaching Council;
- to serve as a guide to the members of the Council, the Chairperson, the Director/CEO and the Secretary of the Council by setting out their respective functions;
- to establish clearly their respective authority and responsibilities, and
- to delegate certain functions from the Council to the Director/CEO.

During the reporting year, the Council reviewed the Code of Practice to ensure that it complies with the Department of Finance's updated Code of Practice for Statutory Bodies.

The Code of Practice is available to download from www.teachingcouncil.ie

4.3. Committee Structure

In order to facilitate its work, the Council has established a number of committees, working groups and panels. Details of the functions and membership of each of these are set out in Appendix 3. A schedule of meetings held during the reporting year is included in Table 4.

Table 3: Schedule of Council and Committee Meetings during year ended 27 March 2011

	Number of Meetings
Council	5
Executive Committee*	6
Investigating Committee*	6 (joint meetings)
Disciplinary Committee*	
Registration Committee	5
Education Committee	6
Finance Committee	5
Audit Committee	2
Evidence of Character Panel	8
Applications Panel (Primary)	8
Applications Panel (Post-Primary)	9
Registration Review Group (Primary)	5
Registration Review Group (Post-Primary)	6

* *Statutory Committees*

4.4. Corporate Governance

The Council is cognisant of the importance of good corporate governance and has been actively implementing the Department of Finance guidelines on corporate governance for State bodies. Through its Audit Committee, the Council has established a regime of internal financial controls and published its annual report and audited financial accounts. It has also developed a risk assessment and management process, codes of business conduct for both Council members and staff, and a Council code of practice, as outlined in 4.2 above. Procedures with regard to the disclosure of interests and compliance with the requirements of the Ethics in Public Office Acts also form part of the Council's corporate governance arrangements.

During the reporting year, an external assessment of the Council's corporate governance arrangements was undertaken. Recommended changes are being implemented currently.

4.5. Resource Management

4.5.1. Human Resources

The sanctioned staffing level on 27 March 2011 remained at 28.5 posts. During the reporting year, temporary staff were engaged during periods of high-volume activity such as registration renewals and the summer period of graduate registration.

The Council received clarification that the current public sector moratorium applies to Council staff despite its self-funding status. The Council has brought its concerns to the Department of Education and Skills, regarding the impact of the moratorium on Council work. The Council submitted a revised staffing structure to the Department taking account of the additional functions the Minister is expected to commence in 2012.

The Staff Partnership Committee consulted on a number of issues related to improved customer service.

The Council's management structure is included in Appendix 1.

4.5.2. Finance

Much of the work of the Council's Finance section relates to the management of the registration renewal process. March each year is a peak month for registration renewal. During this period in 2011, 47,379 registered teachers (approximately 67% of teachers on the Register) were invited to renew their registration for a further year, as required by the Teaching Council Act, 2001. In order to manage the registration fees being received and to increase efficiencies, refinements were made to the Council's financial processes and procedures including the online renewal system. In the reporting year, more than 45% of teachers renewed online.

The Council's expenditure for the 2010 financial year was €3.89m. The main items of expenditure included staff costs, rent of premises, postage, publications and IT costs. Income for the period was €7.14m, consisting mainly of registration and qualification assessment fees. The surplus has arisen due to the delay in the commencement of certain sections of the Teaching Council Act, 2001 and the subsequent deferral of associated expenditure. As the Council takes on more functions, the costs of fulfilling the Council's statutory remit will increase substantially. The current surplus will be used to meet these additional operating costs while maintaining the fee at its current level. In addition, part of the surplus income has been retained to defray potential future legal liabilities.

The Council's Audited Financial Accounts for 2010 are included in Appendix 5.

4.5.3. ICT

During the reporting year, the Council upgraded several of its IT systems to improve reliability and efficiency. The database system on which the Register of Teachers is housed was upgraded and a number of older desktop computers were replaced. The Council introduced a call recording system for training purposes and to ensure that all teachers receive the highest quality service over the phone.

4.5.4. Registration Business Process Review

The Teaching Council commissioned a business process review of all aspects of the Council's teacher registration process. The review report recommended a wide range of changes to the Council's systems and processes which the Council's management team is currently pursuing, in accordance with a two year implementation plan.

4.6. Communication with Stakeholders

The Council implements a comprehensive communications programme aimed at maintaining and enhancing communications with all of its stakeholders including teachers, representative bodies, teacher unions and other agencies working in the education sector. This programme is monitored regularly to ensure that the most effective, efficient and appropriate communication channels are utilised. Among the key initiatives engaged in during the reporting year were:

4.6.1. Teaching Council Contact Persons



Pictured at the Cork regional meeting with Contact Persons were Christy Carroll, Teaching Council Member (L), Áine Lawlor, CEO (R), James Mulcahy, Director, Cork Education Centre (back) and two participant teachers.

The Council continued to promote the nomination of Contact Persons in schools. The aim is that one registered teacher from each school will be the Teaching Council Contact Person and will ensure that information is distributed to their colleagues.

A large part of the promotion focused on the regional meetings with contact persons. These meetings provided contact persons with an opportunity to gain further information to take back to schools about the role and work of the

Teaching Council and also to share feedback. In the reporting year, nine such meetings took place nationwide. At the end of the reporting year, more than 1,300 teachers had been nominated as the contact person for their schools.

4.6.2. Newsletter

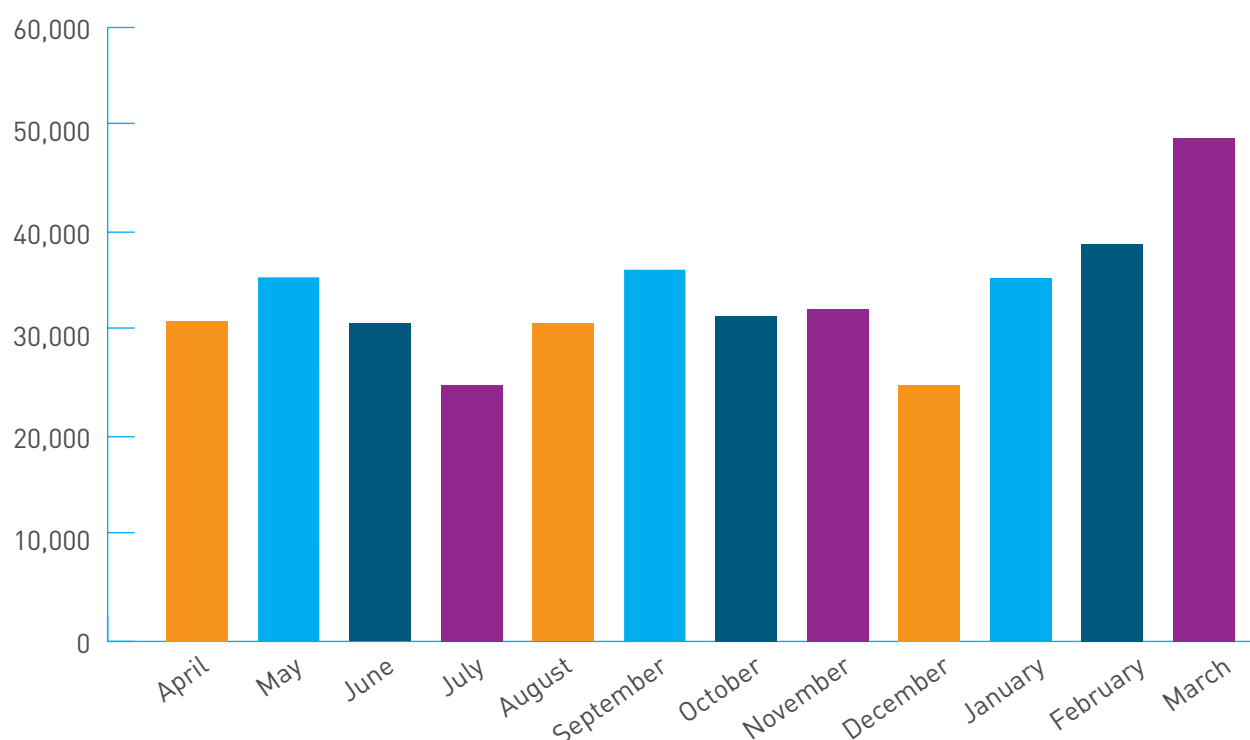
The autumn issue of Oide, the Teaching Council's newsletter, was produced and circulated in October 2010.

4.6.3. Corporate Website

Since its establishment in 2006, the Council's functions have expanded significantly, with the result that the original website design has not been able to continue to function as an efficient and user-friendly source of information. During the year, the Council's website, www.teachingcouncil.ie, was re-designed to provide an enhanced interface for our varied users and new content was added. The new website was at an advanced stage at the end of the reporting year and subsequently went live in June 2011.

On average, there were 33,485 visitors to the website each month between April 2010 and March 2011 inclusive. This is an increase of 20% on the previous year when the average was 27,780 visitors per month. The figures peaked in March 2011 which coincides with the registration renewal period for the majority of teachers (47,909 visits).

Figure 3. Visits to the Teaching Council Website, April 2010 to March 2011



4.6.4. Information Emails

During the year, nine information emails were issued to registered teachers who have provided the Council with an email address. The emails included information on planned events, the consultation process on the draft *Policy on the Continuum of Teacher Education*, the autumn issue of *Oide* and World Teachers' Day. On average, each mailing was sent to more than 55,000 email addresses. This is a direct and low-cost means of communication and teachers are encouraged to record an email address on the Register.

4.6.5. Liaison with Representative Bodies

The Council is committed to developing and maintaining relationships with the partners in education.

Its Director/CEO and senior staff attend a number of conferences, seminars and meetings to promote this goal. The Council is also dedicated to engaging with stakeholders regarding regulatory developments and, in the reporting year, dialogue and feedback regarding issues such as Garda vetting, teacher education for the further education sector and the requirements for admission to the Register, informed the Council's work in these areas.

4.7 Freedom of Information and Data Protection

The Council is subject to the requirements of the Freedom of Information Acts, 1997 and 2003 (FOI Act) and the Data Protection Acts, 1988 and 2003. There were four requests for information under the FOI Act during the reporting year. One request was withdrawn and handled outside of the FOI Act.

4.8 Gaeilge

The Council makes specific provision for delivery of its services in the Irish language. In doing so, it is guided by the provisions of the Official Languages Act, 2003.

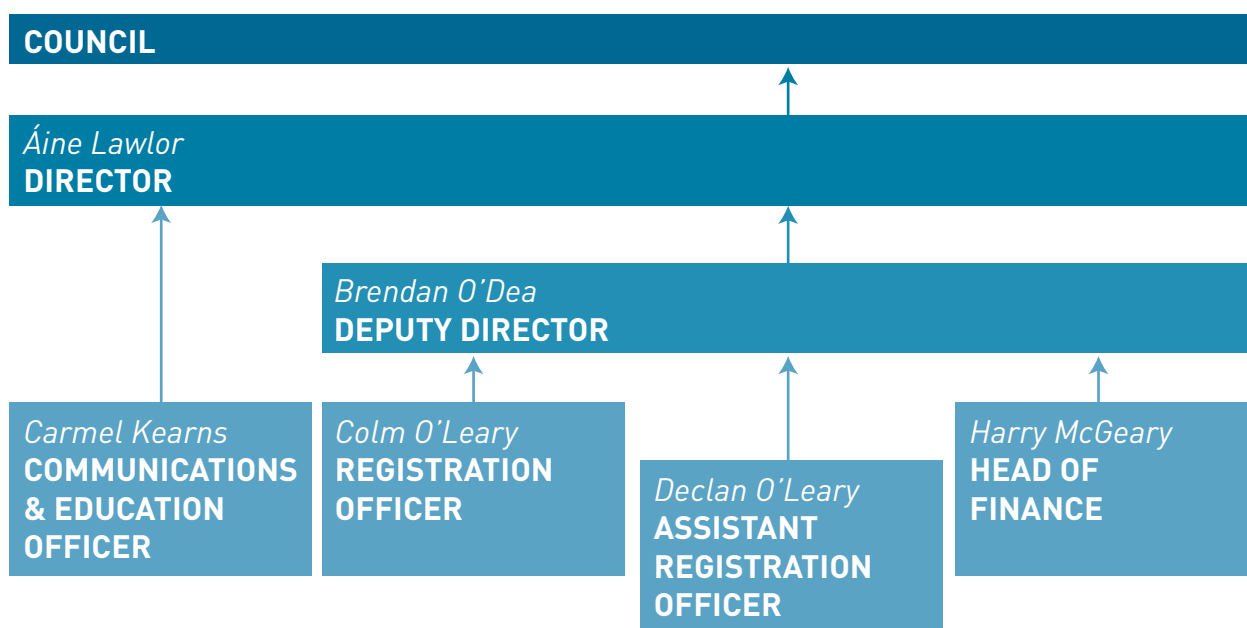
During the year, all communication received by the Council in the Irish language, by email, post or by telephone, was responded to by a fluent Irish speaker.

4.9 Health and Safety

During the reporting year, a working group of staff completed the drafting of the Council's safety statement in accordance with the Safety, Health and Welfare at Work Act, 2005, following consultation with the Staff Partnership Committee. The safety statement was approved by Council in May 2010 and communicated to staff.

APPENDIX 1

Council Management Structure as of 27 March 2011



APPENDIX 2

Council Members

The Council is made up of 37 members as follows:

- Eleven primary teachers, nine of whom are elected and two of whom are teacher union nominees;
- Eleven post-primary teachers, seven of whom are elected and four of whom are teacher union nominees;
- Two nominated by Colleges of Education;
- Two nominated by specified third level bodies;
- Four nominated by school management (two primary and two post-primary);
- Two nominated by parents' associations (one primary and one post-primary) and
- Five nominated by the Minister for Education and Skills , including one representing each of IBEC and ICTU.

Members of the Teaching Council as of 27 March 2011 were as follows:

Member	Category	Sector
Michael Barry	Nominee	ASTI
Mary Brennan	Elected	Primary Schools
Noel Buckley	Elected	Voluntary Secondary Schools
Antoinette Buggle	Nominee	School Management (Primary)
Christy Carroll	Elected	Primary Schools
Jerry Cronin	Nominee	School Management (Post-primary)
Lily Cronin (Chairperson)	Elected	Voluntary Secondary Schools
Elaine Devlin	Nominee	ASTI
Oliver Donohoe	Nominee	Minister (ICTU)
Emer Egan	Nominee	Minister
Ciarán Flynn	Nominee	School Management (Post-primary)
Eileen Flynn	Nominee	School Management (Primary)
Dr Jim Gleeson	Nominee	Universities & Named Third Level Colleges

Professor Kathy Hall	Nominee	Universities & Named Third Level Colleges
Susie Hall	Elected	Community & Comprehensive Schools
Dr Pádraig Hogan	Nominee	Minister
Micheál Kilcrann	Elected	Primary
Vivienne MacSweeney	Nominee	TUI
Christopher Maginn	Elected	Voluntary Secondary Schools
Gerry Malone (Deputy Chairperson)	Nominee	INTO
Dr Kevin Marshall	Nominee	Minister (IBEC)
Anita McCann	Nominee	National Parents Council (Primary)
Fergal McCarthy	Elected	Vocational Schools
Anne McElduff	Nominee	INTO
Pat McQuaile	Elected	Vocational Schools
Dympna Mulkerrins	Elected	Primary Schools
Micheál Ó Gríofa	Elected	Primary Schools
Alice O'Connell	Elected	Primary Schools
Maree O'Connell	Elected	Primary Schools
Dr Anne O'Gara	Nominee	Colleges of Education
Tim O'Meara	Nominee	TUI
Bernadine O'Sullivan	Elected	Voluntary Secondary Schools
Eleanor Petrie	Nominee	National Parents Council (Post-primary)
Dr Seán Rowland	Nominee	Minister
Seán Rowley	Elected	Primary Schools
Dr Pauric Travers	Nominee	Colleges of Education
Milo Walsh	Elected	Primary Schools

APPENDIX 3

Council Committees, Groups and Panels

In order to facilitate its work, the Council has established a number of committees, groups and panels. Details of the functions and membership of each of these are set out below.

The Executive Committee

The Executive Committee is designed to facilitate the efficient and effective functioning of the Council by conducting the business of the Council between general meetings of the Council. Its specific functions include the following:

- Providing a co-ordinating mechanism to take action on overarching issues as they may arise;
- Acting on behalf of the Council when, due to time constraints or other circumstances, it is not possible to arrange a general meeting of the Council;
- Making interim orders on behalf of the Council in urgent situations where the Council is unable to meet at short notice;
- Reviewing and making recommendations to the Council in respect of the establishment, membership, terms of reference and continuance of committees;
- Reporting regularly to the Council.

As of 27 March 2011, the Executive Committee was composed of the following 11 members:

Lily Cronin (Chairperson)

Noel Buckley

Emer Egan

Ciarán Flynn

Dr Jim Gleeson

Gerry Malone

Fergal McCarthy

Anne McElduff

Pat McQuaile

Dr Seán Rowland

Seán Rowley

The Investigating Committee

When Part 5 of the Teaching Council Act, 2001 is commenced, the Council or any person may apply to the Investigating Committee for an inquiry into the fitness to teach of a registered teacher where:

- The teacher has failed to comply with or has contravened the Teaching Council Act, 2001, the Education Act, 1998, the Education (Welfare) Act, 2000 or the VEC Acts, 1930 to 1999 or any regulation, rules or orders made under these Acts;
- The teacher's behaviour constitutes professional misconduct as defined by the Teaching Council Act, 2001;
- The teacher's registration is erroneous due to a false or fraudulent declaration or misrepresentation, or
- She or he is medically unfit to teach.

The Committee will not routinely become involved in day-to-day contractual or disciplinary matters, or in hearing complaints which can be more appropriately dealt with at local level.

When it is deemed appropriate to do so, the Committee will refer an application to the Disciplinary Committee.

As of 27 March 2011, the Investigating Committee was composed of the following 11 members:

Gerry Malone (Chairperson)
Antoinette Buggle
Elaine Devlin
Oliver Donohoe
Ciarán Flynn
Vivienne MacSweeney
Anita McCann
Dympna Mulkerrins
Tim O'Meara
Bernadine O'Sullivan
Milo Walsh

The Disciplinary Committee

A panel of the Disciplinary Committee will conduct a hearing on a complaint referred to it by the Investigating Committee. This hearing is conducted in accordance with Section 43 and Schedule 3 of the Teaching Council Act, 2001, and the associated rules and procedures which have been drawn up by the Council. Based on the hearing, the panel may make a finding of unfitness to teach, or it may dismiss the application. The panel makes its report to the Disciplinary Committee.

Where a finding of 'unfitness to teach' is reached, the Committee applies an appropriate sanction which may involve withdrawal of registration on a temporary or permanent basis or continuing registration subject to a number of conditions.

As of 27 March 2011, the Disciplinary Committee was composed of the following 13 members:

Lily Cronin (Chairperson)
Christy Carroll
Eileen Flynn
Dr Jim Gleeson
Dr Pádraig Hogan
Christy Maginn
Pat McQuaile
Fergal McCarthy
Alice O'Connell
Maree O'Connell
Micheál Ó Gríofa
Eleanor Petrie
Dr Seán Rowland

The Registration Committee

The Registration Committee advises the Council and makes recommendations in all areas relating to the registration of teachers by the Council. This work includes advising and making recommendations on:

- The regulations governing registration;
- The processes for implementing such regulations;
- The process used for the review of panel decisions;
- The composition and terms of reference of Primary and Post-primary Applications Panels and the Evidence of Character Panel;
- The appointment of assessors to assist the Applications Panels and the Review of Decision process;

- Advising the Council on the form of certification to be issued;
- Criteria and guidance for the assessment of qualifications for registration purposes;
- Issues relating to Evidence of Character and probation.

In addition, the Registration Committee, acting on behalf of the Council, reviews registration application decisions made by the Primary and Post-primary Applications Panels and the Evidence of Character Panel, where so requested by the applicant. It does this in accordance with the Review of Decision process adopted by the Council. This is available for download from www.teachingcouncil.ie.

As of 27 March 2011, the Registration Committee was composed of the following 13 members:

Seán Rowley (Chairperson)
Michael Barry
Jerry Cronin
Oliver Donohoe
Ciarán Flynn
Professor Kathy Hall
Micheál Kilcrann
Dr Kevin Marshall
Fergal McCarthy
Dympna Mulkerrins
Dr Anne O’Gara
Tim O’Meara
Bernadine O’Sullivan

The Finance Committee

The Finance Committee oversees the Council’s financial affairs including the preparation of the annual budget, the ongoing monitoring of income and expenditure and the Council’s general administrative arrangements.

Its functions include:

- Reviewing and reporting on the financial affairs of the Council;
- Considering the annual budget;
- Reviewing actual income and expenditure against the budget at regular specified intervals during the annual budget cycle and ensuring a revised budget is prepared where necessary;
- Supervising the disbursement of funds;

-
- Reviewing and making recommendations with respect to the Council's fees;
 - Liaising with and preparing accounts for the auditors and reporting to the Council on its financial affairs.

As of 27 March 2011, the Finance Committee was composed of the following 6 members:

Fergal McCarthy (Chairperson)
Mary Brennan
Noel Buckley
Antoinette Buggle
Dr Kevin Marshall
Anita McCann

The Education Committee

This committee has responsibility for drafting submissions and making recommendations to the Council on a number of areas of the Council's work including:

- The standards of education and training that should apply to persons entering programmes of teacher education in the State and the review and accreditation of such programmes;
- The review of the standards of knowledge, skills and competence required for the practice of teaching;
- Matters relating to the induction of new members into the profession;
- The promotion of the continuing education, training and professional development of teachers and, the review and accreditation of programmes of continuing professional development;
- The drafting and review of codes of professional conduct for teachers;
- The promotion of teaching as a profession to potential new entrants;
- The Council's communications strategy;
- The Council's research policy.

As of 27 March 2011, the Education Committee was composed of the following 13 members:

Noel Buckley (Chairperson)
Christy Carroll
Jerry Cronin
Emer Egan
Dr Jim Gleeson

Professor Kathy Hall

Susie Hall

Dr Pádraig Hogan

Micheál Kilcrann

Vivienne MacSweeney

Micheál Ó Gríofa

Tim O'Meara

Dr Pauric Travers

The Audit Committee

The Audit Committee monitors the systems, financial controls and procedures of the Council to ensure they operate in an orderly and efficient manner.

As of 27 March 2011, the Audit Committee was composed of the following five members:

Ciarán Flynn (Chairperson)

Michael Barry

Mary Brennan

Emer Egan

Vivienne MacSweeney

Evidence of Character Panel

The Council's Evidence of Character Panel assesses the Evidence of Character of applicants seeking to register as teachers with the Council. It does so in line with guidelines which have been approved by the Council, and which are available to download from www.teachingcouncil.ie.

Where the Panel decides that an applicant's evidence of character renders her/him unsuitable for registration purposes, the Panel will notify the applicant of its decision, the reasons for that decision and the courses of action open to the applicant at that point. The Panel then prepares a report for the attention of the Registration Committee.

As of 27 March 2011, the Evidence of Character Panel was composed of the following seven members:

Eleanor Petrie (Chairperson)

Antoinette Buggle

Elaine Devlin

Oliver Donohoe

Maree O'Connell

Tim O'Meara

Milo Walsh

Primary Applications Panel

This panel reviews the recommendations of staff and/or external assessors in respect of the suitability, for registration purposes, of applicants' qualifications in the primary sector. It reports to the Registration Committee.

As of 27 March 2011, the Primary Applications Panel was composed of the following seven members:

Micheál Ó Gríofa (Chairperson)

Christy Carroll

Emer Egan

Christy Maginn

Anita McCann

Seán Rowley

Dr Pauric Travers

Post-Primary Applications Panel

This panel reviews the recommendations of staff and/or external assessors in respect of the suitability, for registration purposes, of applicants' qualifications in the post-primary (including further education) sector. It reports to the Registration Committee.

As of 27 March 2011, the Post-primary Applications Panel was composed of the following seven members:

Bernadine O'Sullivan (Chairperson)

Michael Barry

Mary Brennan

Lily Cronin

Dr Pádraig Hogan

Vivienne MacSweeney

Vacancy

APPENDIX 4

Council Members' Expenses 2010

Expenses to Council Members are paid in respect of travel to Council related meetings from a member's place of residence or place of work. The majority of meetings in 2010 took place in Maynooth, Co. Kildare. Other than travel expenses, there are no fees paid to members of the Council.

	€	Number of meetings attended in 2010
Michael Barry	5,083.68	14
Mary Brennan	2,437.71	23
Noel Buckley	5,369.45	27
Antoinette Buggle	1,961.83	19
Christy Carroll	6,330.63	21
Jerry Cronin	4,904.10	22
Lily Cronin	10,945.51	36
Elaine Devlin	1,235.65	19
Oliver Donohue	305.44	15
Emer Egan	503.28	21
Ciarán Flynn	752.34	19
Dr Jim Gleeson	1,225.18	20
Susie Hall	1,261.06	20
Prof. Kathy Hall	5,314.28	15
Dr Pádraig Hogan	156.36	14
Jack Keane	2,067.09	6
Micheál Kilcrann	679.09	16
Vivienne MacSweeney	6,645.45	22
Christopher Maginn	1,699.82	16
Gerry Malone	3,261.71	23
Dr Kevin Marshall	116.59	3
Fergal McCarthy	8,863.43	25
Anne McElduff	365.24	12
Patrick McQuaile	2,968.56	31
Dympna Mulkerrins	1,959.03	15
Michéal O'Gríofa	2,085.13	23
Alice O'Connell	2,798.70	7

Maree O'Connell	3,993.01	17
Dr Anne O'Gara	303.41	11
Tim O'Meara	8,178.71	24
Bernadine O'Sullivan	767.67	20
Eleanor Petrie	832.18	14
Seán Rowley	8,027.86	28
Dr Pauric Travers	554.08	18
Milo Walsh	6,081.98	20
Total	<u>110,035.26</u>	

APPENDIX 5

Audited Financial Statements

Financial Statements

Chairperson	Lily Cronin	Business Address	Block A Maynooth Business Campus Maynooth Co. Kildare
Deputy-Chairperson	Gerry Malone		
Council Members	Michael Barry (appointed 11 October 2010) Mary Brennan Noel Buckley Antoinette Buggle Christy Carroll Jerry Cronin Elaine Devlin Oliver Donohoe Emer Egan Ciarán Flynn Eileen Flynn Dr Jim Gleeson Susie Hall Prof. Kathy Hall Dr Pádraig Hogan Jack Keane (resigned 22 March 2010) Micheál Kilcrann Vivienne MacSweeney Christopher Maginn Dr Kevin Marshall Anita McCann Fergal McCarthy Anne McElduff Patrick McQuaile Dympna Mulkerrins Alice O'Connell Maree O'Connell Kieran O'Driscoll (deceased 29 March 2010) Dr Ann O'Gara Micheál Ó Gríofa Tim O'Meara Bernadine O'Sullivan Eleanor Petrie Seán Rowland (appointed 11 October 2010) Seán Rowley Dr Pauric Travers Milo Walsh	Auditors	Anne Brady McQuillans DFK Chartered Accountants & Registered Auditors Iveagh Court Harcourt Road Dublin 2
		Bankers	Bank of Ireland Main Street Maynooth Co Kildare AIB Bank plc Main Street Maynooth Co. Kildare
		Solicitors	McDowell Purcell Partnership Solicitors The Capel Building Mary's Abbey Dublin 7 Arthur Cox Solicitors Earlsfort Centre Earlsfort Terrace Dublin 2

Council's Report for the year ended 31 December 2010

The Council presents its report and the financial statements for the year ended 31 December 2010. The Teaching Council (An Chomhairle Mhúinteoireachta) was established on a statutory basis on 28 March 2006 in accordance with the Teaching Council Act, 2001.

Principal Activity and Review of the Business

The principal activity of the Teaching Council is to promote teaching as a profession at primary and post-primary levels, to promote the professional development of teachers and to regulate standards in the teaching profession.

There has been no significant change in these activities during the year ended 31 December 2010.

Principal Risks and Uncertainties

The Council has assessed the following risks and has taken measures to manage these risks in the Teaching Council as follows:

Fraud Risk

The risk is mitigated by maintaining segregation of duties for receipt of funds, and the payment of creditors. The Council has put processes and controls in place to provide assurance that detailed checking is carried out at all stages to ensure the accuracy and validity of all transactions.

Non-commencement of elements of the Teaching Council Act 2001

Certain sections of the Teaching Council Act 2001 have not been commenced yet, restricting the scope of the Council. In particular, Section 30 (Mandatory Registration), Part V (Fitness to Teach), Section 39 (Continuing Professional Development) and Section 7.2 (f) and (g) (Induction and Probation) have not been commenced. The Minister for Education and Skills has indicated that the functions in relation to Induction and Probation will commence in September 2012. The Council has been communicating with the Minister and the Department of Education and Skills to progress the commencement of Section 30.

Results

The surplus for the year after providing for depreciation and taxation amounted to €3,244,564 (2009: €3,054,195). The surplus arises due to the delay in the commencement of certain functions of the Council and the subsequent deferral of associated expenditure. Once these additional functions are commenced, the annual expenditure of the Council will increase significantly. The current surplus will be used to meet these additional operating costs while maintaining the fee at its current level.

Future Developments

The Council plans to continue its present activities. The Minister for Education and Skills has indicated that the Teaching Council's functions in relation to Induction and Probation will commence in September 2012. The legislative process leading to the commencement of Section 30 of the Teaching Council Act 2001 (Mandatory Registration) is underway.

Books of Account

The Council is responsible under Section 18 of the Teaching Council Act, 2001, for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the organisation. The Council is also responsible for safeguarding the assets of the organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The books of account of the Teaching Council are maintained at Maynooth Business Campus, Maynooth, Co. Kildare.

Auditors

The auditors, Anne Brady McQuillans DFK, have indicated their willingness to continue in office.

Events After the Balance Sheet Date

There have been no circumstances or events subsequent to the year end, which require adjustment to, or disclosure in, the financial statements or in the notes thereto.

On behalf of the Council



Lily Cronin
Chairperson



Áine Lawlor
CEO/Director

Date: 13 June 2011

Statement of Council's Responsibilities for the Financial Statements

The Council is responsible for preparing the annual report and the financial statements in accordance with applicable Irish law, including Section 18 of the Teaching Council Act, 2001 and Generally Accepted Accounting Practice in Ireland including the accounting standards issued by the Accounting Standards Board and published by the Institute of Chartered Accountants in Ireland.

Irish law including Section 18 (2) of the Teaching Council Act, 2001, requires the Council to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the organisation for that period.

In preparing the financial statements, the Council is required to:

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

The Council confirms that it has complied with the above requirements in preparing the financial statements.

The Council is responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the organisation and enable it to ensure the financial statements are prepared in accordance with accounting standards generally accepted in Ireland and with Irish Law including Section 18, of the Teaching Council Act, 2001.

The Council is responsible for safeguarding the assets of the organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Council is responsible for the maintenance and integrity of the website. Legislation in the Republic of Ireland concerning the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

On behalf of the Council



Lily Cronin
Chairperson



Áine Lawlor
CEO/Director

Date: 13 June 2011

Statement on Internal Financial Control

On behalf of the Teaching Council I acknowledge our responsibility for ensuring that an effective system of internal financial control is maintained and operated.

The system can only provide reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected in a timely period.

The following procedures have been put in place by the Council and are designed to provide effective internal financial control:

- a) an appropriate control environment is ensured by clearly defined management responsibilities and procedures to identify and react to control failures
- b) a formal process to identify and evaluate organisational business risks is in place
- c) a comprehensive planning and budgetary system is in operation and expenditure trends are reviewed on a monthly basis.
- d) procedures for addressing the financial implications of major business risks include financial instructions and notes of procedures, delegation practices such as authorisation limits approved by Council and segregation of duties between processing and approval of payments
- e) the procedures for monitoring the effectiveness of internal financial control include an internal audit function which operates in accordance with the Code of Practice for the Governance of State Bodies and reports to the Audit Committee.

The Council's monitoring and review of the system of internal financial control is informed by the work of the management team within the Teaching Council who have responsibility for the development and maintenance of the financial management system, the work of our internal auditors and Audit Committee and comments made by the external auditors in their management letter and reports.

A formal review of the internal financial controls was undertaken in 2010.

On behalf of Council



Lily Cronin
Chairperson

Date: 13 June 2011

Independent Auditors' Report to the Council Members of the Teaching Council

We have audited the financial statements of the Teaching Council for the year ended 31 December 2010 which comprise the Income and Expenditure Account, Balance Sheet, Cash Flow Statement and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies therein.

This report is made to the Council's members, as a body, in accordance with Section 18 of the Teaching Council Act, 2001. Our audit work has been undertaken so that we might state to the Council's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the organisation and the Council's members as a body, for our audit work, for this report, or for the opinion we have formed.

Respective Responsibilities of the Council and Auditors

The Council's responsibilities for preparing the Council's report and the financial statements in accordance with applicable Irish law including Section 18 of the Teaching Council Act, 2001, and the accounting standards issued by the Accounting Standards Board and published by The Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland) are set out in the Statement of Council's Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, and are properly prepared in accordance with Irish Law including Section 18 of the Teaching Council Act, 2001. We also report to you whether in our opinion: proper books of account have been kept by the organisation; and whether the information given in the Council's Report is consistent with the financial statements. In addition, we state whether we have obtained all the information and explanations we consider necessary for the purposes of our audit and whether the organisation's financial statements are in agreement with the books of account.

We review whether the Statement on Internal Financial Control reflects the Council's compliance with the Code of Practice for the Governance of State Bodies and report any material instance where it does not do so, or if the statement is misleading or inconsistent with other information of which we are aware from our audit of the financial statements. We are not required to consider whether the Statement on Internal Financial Control covers all financial risks and controls, or to form an opinion on the effectiveness of the risk and control procedures.

We read the Council's report and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of Audit Opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the Council in the preparation of the financial statements, and of whether the accounting policies are appropriate to the organisation's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements:

- give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the Council's affairs as at 31 December 2010 and of its results for the year then ended; and
- have been properly prepared in accordance with the requirements of Irish Law including Section 18 of the Teaching Council Act, 2001.

We have obtained all the information and explanations we consider necessary for the purposes of our audit. In our opinion proper books of account have been kept by the organisation. The financial statements are in agreement with the books of account.

In our opinion the information given in the Council's report is consistent with the financial statements.

Anne Brady McQuillans DFK
Chartered Accountants
& Registered Auditors
Iveagh Court
Harcourt Road
Dublin 2

Date: 13 June 2011

Income and Expenditure Account for the year ended 31 December 2010

		2010 €	2009 €
Income	Notes		
Registration and Assessment Fees		6,985,948	6,711,842
Accreditation Fees		4,000	30,000
Other Income		469	1,250
Total Income	2	6,990,417	6,743,092
Expenditure			
Accommodation Costs		(273,673)	(279,051)
Staff Costs		(1,990,648)	(1,874,768)
Other Administration Costs		(750,138)	(734,618)
Courses, Conferences and Meeting Costs		(135,248)	(197,865)
Registration and Verification Costs		(214,988)	(251,034)
Information Technology Costs		(135,404)	(116,368)
Communications and Education Costs		(274,651)	(204,603)
Loss on disposal of tangibles		–	(757)
Depreciation	7	(117,681)	(120,448)
Total Expenditure		(3,892,431)	(3,779,512)
Interest receivable and similar income		146,672	90,865
Surplus on ordinary activities before taxation	3	3,244,658	3,054,445
Taxation	6	(94)	(250)
Surplus on ordinary activities after taxation		3,244,564	3,054,195

There are no recognised surpluses or deficits other than the result for the above financial periods. The result for the year has been generated exclusively from continuing operations.

The notes on pages 55 to 63 form part of these financial statements.

The financial statements were approved by the Council on 13 June 2011 and signed on its behalf by



Lily Cronin
Chairperson



Áine Lawlor
CEO/Director

Balance Sheet as at 31 December 2010

	Notes	2010		2009	
		€	€	€	€
Fixed Assets					
Tangible assets	7		422,434		356,462
Investments	8		10,594		10,594
			<u>433,028</u>		<u>367,056</u>
Current Assets					
Debtors	9	23,856		4,670	
Cash at bank and in hand		8,086,401		4,871,862	
		<u>8,110,257</u>		<u>4,876,532</u>	
Creditors: Amounts falling due within one year	10	(121,881)		(66,748)	
Net Current Assets			<u>7,988,376</u>		<u>4,809,784</u>
Total Assets Less Current Liabilities			<u>8,421,404</u>		<u>5,176,840</u>
Reserves					
Designated Reserve	11		1,500,000		1,000,000
General Reserves	11		6,921,404		4,176,840
Total Funds			<u>8,421,404</u>		<u>5,176,840</u>

The notes on pages 55 to 63 form part of these financial statements.

The financial statements were approved by the Council on 13 June 2011 and signed on its behalf by



Lily Cronin
Chairperson



Áine Lawlor
CEO/Director

Cash Flow Statement for the year ended 31 December 2010

	Notes	2010 €	2009 €
Reconciliation of operating surplus to net cash inflow from operating activities			
Operating surplus (before interest received)		3,097,986	2,963,580
Depreciation		117,681	120,448
Loss on disposal of tangible assets		–	757
(Increase) in debtors		(19,183)	(4,425)
Increase / (Decrease) in creditors		55,133	(629,336)
Net cash flow from operating activities		3,251,617	2,451,024
Cash Flow Statement			
Net cash flow from operating activities		3,251,617	2,451,024
Returns on investments and servicing of finance	15	146,672	90,865
Taxation	15	(97)	(714)
Capital expenditure and financial investment	15	(183,653)	(101,728)
Increase in cash in the year		3,214,539	2,439,447
Reconciliation of net cash flow to movement in net funds			
	16		
Increase in cash in the year		3,214,539	2,439,447
Net funds at 1 January 2010		4,871,862	2,432,415
Net funds at 31 December 2010		8,086,401	4,871,862

Notes to the Financial Statements for the year ended 31 December 2010

1. Accounting Policies

1.1. Accounting Convention

The financial statements have been prepared on the going concern basis and in accordance with accounting standards generally accepted in Ireland and Irish statute. Accounting Standards generally accepted in Ireland in preparing financial statements giving a true and fair view are those published by the Institute of Chartered Accountants in Ireland and issued by the Accounting Standards Board.

1.2. Income

Income comprises registration fees and assessment fees received during the year. Fees are set by the Council and approved by the Minister of Education and Skills. The Teaching Council's income recognition policy is to fully recognise all fees on a cash receipts basis.

1.3. Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at historic cost less accumulated depreciation. Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost or valuation, less estimated residual value, of each asset systematically over its expected useful life, as follows:

Fixtures and Fittings	- 10% straight line
Computer Equipment	- 33.33% straight line
Computer Software	- 20% straight line

The carrying values of tangible fixed assets are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable.

1.4. Investments

Fixed asset investments are stated at cost less provision for impairments in value. Income from financial fixed asset investments, together with any related withholding tax, is recognised in the income and expenditure account in the year in which it is received.

Notes to the Financial Statements for the year ended 31 December 2010

1.5. Pensions

The Council operates a defined benefit pension scheme for its employees. The scheme is based on the Public Service Model and is approved by the Minister for Education and Skills and the Minister for Finance. Pension benefits payable under the scheme are funded by the Exchequer.

In addition, the Council's arrangements have a number of specific characteristics:

- the Council makes an agreed contribution to the Department of Education and Skills
- the contribution comprises an employee element along with an employer element. In accordance with government policy on public sector pensions the employer's contribution amounts to 25% of gross pay for employees paying PRSI at the A rate and 30% of gross pay for employees paying PRSI at the D rate.
- there is an explicit commitment from the Department of Education and Skills with the agreement of the Department of Finance that the Exchequer will meet the cost of benefits as they fall due.

The Council considers that its pension arrangements as described above have the same financial effect from the Council's point of view as a defined contribution scheme. It is of the view that the provisions of FRS 17, Accounting for Retirement Benefits, which arise under defined benefit schemes are not appropriate to its circumstances. Accordingly it accounts for its contribution as if the scheme was a defined contribution scheme.

1.6. Taxation

The yearly charge for taxation is based on passive income for the year and is calculated with reference to the tax rate applying on the balance sheet date.

1.7. Designated Reserves

The Council has determined that it may at its discretion set aside unrestricted funds for designated future purposes. Where such funds are no longer required for the intended purpose, they will be released to the General Reserve.

2. Income

The income of the organisation for the year has been derived from its principal activity wholly undertaken in Ireland.

Notes to the Financial Statements for the year ended 31 December 2010

3. Operating Surplus

	2010 €	2009 €
Operating surplus is stated after charging:		
Depreciation	117,681	120,448
Loss on disposal of tangible fixed assets	–	757
Auditors' remuneration	6,389	7,190

4. Employees

	2010 Number	2009 Number
Number of employees		
The average monthly numbers of employees during the year were:		
Office and management	39	41

Employment costs

	2010 €	2009 €
Wages and salaries	1,541,465	1,709,879
Social welfare costs	115,888	125,201
Sundry staff costs	18,625	5,203
Pension costs	290,918	(10,548)
Staff training costs	23,752	45,033
	1,990,648	1,874,768

5. Pension Costs

The pension cost represents contributions payable by the Council to the pension fund. In 2009 the credit represents the amount payable for the year of €290,071 less the pension liability over-accrued in previous years.

Notes to the Financial Statements for the year ended 31 December 2010
*6. Taxation***2010****2009**

€

€

Current year taxation

Income Tax

94

250

94

250

The Teaching Council is not liable to taxation in respect of its activities. Passive income, such as deposit interest, remains taxable.

Notes to the Financial Statements for the year ended 31 December 2010

7. Fixed Assets

	Fixtures & Fittings €	Computer Software €	Computer Equipment €	Total €
Cost				
At 1 January 2010	169,199	225,921	199,607	594,727
Additions	38,922	93,948	50,783	183,653
Disposals	–	–	–	–
At 31 December 2010	208,121	319,869	250,390	778,380
Depreciation				
At 1 January 2010	33,715	65,812	138,738	238,265
On disposals	–	–	–	–
Charge for the year	18,212	55,215	44,254	117,681
At 31 December 2010	51,927	121,027	182,992	355,946
Net book values				
At 31 December 2010	156,194	198,842	67,398	422,434
At 31 December 2009	135,484	160,109	60,869	356,462

Notes to the Financial Statements for the year ended 31 December 2010
8. Investments

	Listed Investments	Total
	€	€
Cost		
At 1 January 2010	10,594	10,594
Redemption during the year	–	–
At 31 December 2010	10,594	10,594
Net book values		
At 31 December 2010	10,594	10,594
At 31 December 2009	10,594	10,594

The investments consists of various Government stock and bonds, the market value of which are in excess of the value shown above.

9. Debtors

	2010	2009
	€	€
Other debtors	23,856	4,670
Included in other debtors:		
Income tax repayable	156	153

Notes to the Financial Statements for the year ended 31 December 2010

10. Creditors: Amounts falling due within one year

	2010	2009
	€	€
Other taxes and social security costs	64,006	6,345
Accruals	57,875	60,403
	<u>121,881</u>	<u>66,748</u>

	2010	2009
	€	€
Included in other taxes and social security costs:		
VAT	4,014	2,833
PAYE / PRSI	57,675	851
PSWT	2,317	2,661
	<u>64,006</u>	<u>6,345</u>

11. Reserves

	General reserve	Designated Reserve	Total
	€	€	€
Opening Reserves	4,176,840	1,000,000	5,176,840
Surplus for the year	3,244,564	–	3,244,564
Other movements	(500,000)	500,000	–
Closing Reserves	<u>6,921,404</u>	<u>1,500,000</u>	<u>8,421,404</u>

In accordance with the Council's financial strategy the designated reserves have been established as a contingency reserve to cover any significant costs arising from legal challenge to any part of the Teaching Council Act, 2001 and from any of the Council's rulings. In accordance with the Council's accounting policy where such funds are no longer required they will be released back to the General Reserve.

Notes to the Financial Statements for the year ended 31 December 2010

12. Capital Commitments

2010

2009

€

€

Details of capital commitments at the accounting date are as follows:

Approved for but not provided in the financial statements

–

120,000

In 2009, the Council approved the purchase of hardware in the 2010 budget.

13. Contingent Liabilities

A legal action is pending against the Teaching Council in relation to a teacher's registration status. The Teaching Council is defending this case fully. Having obtained legal advice the Council believe that the Teaching Council will be successful in its defence. As the case is ongoing and the final decision is unknown no provision has been included for any costs associated with the case.

14. Related Party Transactions

In accordance with the Teaching Council Act, 2001 Council members are entitled to reimbursement of expenses necessarily incurred whilst engaging in the business of the Council and Committees of the Council. Council members who are teachers are also required to renew their registration annually. All transactions are conducted on an arms length basis and have been incorporated into these financial statements.

Notes to the Financial Statements for the year ended 31 December 2010

15. Gross Cash Flows

	2010 €	2009 €
Returns on Investments and Servicing of Finance		
Interest received	146,672	90,865
Taxation		
Income tax paid	(97)	(714)
Capital Expenditure and Financial Investment		
Payments to acquire tangible assets	(183,653)	(127,859)
Receipts from sales of tangible assets	–	2,330
Receipts from sales of investments	–	23,801
	(183,653)	(101,728)

16. Analysis of Changes in Net Funds

	Opening balance €	Cash flows €	Closing balance €
Cash at bank and in hand	4,871,862	3,214,539	8,086,401
Net funds	4,871,862	3,214,539	8,086,401

17. Approval of Financial Statements

The financial statements were approved by the Council on 13 June 2011 and signed on its behalf by



Lily Cronin
Chairperson



Áine Lawlor
CEO/Director

Tuairisc Bhliantúil na Comhairle Múinteoireachta 2010/2011



The Teaching Council
An Chomhairle Mhúinteoireachta

Tuairisc Bhliantúil na Comhairle Múinteoireachta 2010/2011

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Ról agus Feidhmeanna

Bunaíodh an Chomhairle Mhúinteoireachta ar bhonn reachtúil i Márta 2006 mar an comhlacht rialála do ghairm na múinteoireachta.

Is iad seo a leanas, ar bhonn leathan, feidhmeanna na Comhairle:

- Gairm na múinteoireachta a rialú
- Caighdeáin mhúinteoireachta, eolais, scile agus inniúlachta, a chothabháil agus a fheabhsú.
- Clár múinteoirí a bhunú agus a chothabháil
- Cóid lompair Ghairmiúil do Mhúinteoirí ar a n-áirítear caighdeáin mhúinteoireachta, eolais, scile agus inniúlachta a bhunú, a fhoilsiú, agus a athbhreithniú.
- Forbairt ghairmiúil leanúnach múinteoirí a chur chun cinn, agus
- An mhúinteoireacht mar ghairm a chur chun cinn.

Brollach



*Lily Cronin,
Cathaoirleach*

Clúdaíonn an tuairisc bhliantúil seo obair na Comhairle Múinteoireachta don bhliain go 27 Márta 2011. Ag breathnú siar ba thréimhse bliana í nuair a rinne an Chomhairle Mhúinteoireachta comhdhlúthú ar an dul chun cinn a bhí déanta aici ar chlárúchán agus ar oideachas múinteoirí agus nuair a bhí ullmhú á dhéanamh aici don leathnú suntasach ar a téarmaí tagartha reachtúla a bheidh, is dócha, ag tarlú sa ghearr nó sa mheán tréimhse.

Tá an-fháilte roimh an cinneadh a rinneadh le déanaí síneadh bliana a chur le fad na gclár céime agus iar-chéime d'oideachas múinteoirí. Cruthaíonn an dul chun cinn seo deiseanna suntasacha don athbhreithniú agus don fhorbairt ar chlár ionas gur féidir le hiontrálaithe nua chuig gairm na múinteoireachta bheith ullmhaithe go maith do dhúshláin an tseomra ranga san aonú haois is fiche.

I mí na Nollag 2010, bhunaigh an Chomhairle Mhúinteoireachta grúpa comhairleach chun critéir agus treoirlínte a fhorbairt d'Institiúidí Ardoideachais a bhfuil cláir oideachais múinteoirí á ofráil acu. Chuir an grúpa comhairleach a céad aighneacht faoi bhráid na Comhairle i mí an Mheithimh 2011 agus ina dhiaidh sin rinneadh na critéir agus na treoirlínte a dháileadh ar na hInstitiúidí Ardoideachais uile. Tá a lán soláthróirí clár páirteach cheana féin sa phlé ar athchoincheapú na gclár agus cuideoidh na critéir agus na treoirlínte leis an bpróiseas sin chun a dheimhniú go sásaíonn Institiúidí Ardoideachais riachtanais na Comhairle don chreidiúnú gairmiúil.

Tá an t-aitheantas gur próiseas ar feadh an tsaoil é oideachas múinteora go lárnach in éiteas na Comhairle Múinteoireachta. Tá an Polasaí ar an Leanúntas in Oideachas Múinteoirí, a ghlac an Chomhairle i mí an Mheithimh 2011, bunaithe ar phrionsabail na nuálaíochta, an chomhtháthaithe agus an fheabhsaithe agus is cinnte go mbeidh sé mar dhoiciméad bunaidh tábhachtach nuair a thugtar tús feidhme do chumhachtaí reachtúla na Comhairle maidir le hionduchtú, promhadh agus forbairt ghairmiúil leanúnach.

Is léir freisin tiomantas na Comhairle Múinteoireachta d'oideachas múinteoirí óna tacaíocht don taighde. Le linn na tréimhse tuairiscithe, rinneadh coimisiniú ar thrí thogra suntasach taighde. Mar aon leis sin, bhronn an Chomhairle Mhúinteoireachta 36 sparántachtaí ar mhúinteoirí agus ar thaighdeoirí a raibh obair ar bun acu i réimsí an teagaisc, na foghlama agus an mheasúnaithe. Ainmníodh na sparántachtaí seo in onóir ár gcomhghleacaí a d'éag, Ciarán Ó Drisceoil, múinteoir iar-bhunoideachais ar scor, agus ball den Chomhairle Mhúinteoireachta. Bhí Ciarán ar an gComhairle Mhúinteoireachta ó ceapadh é i 2005 agus ba léir a dhíograis, a fhuinneamh agus a thiomantas don ghairm san obair a rinne sé don Chomhairle.

Ó bunaíodh í, tá obair na Comhairle Mhúinteoireachta treoraithe ag an ngluaiseacht don bharrmhaitheas, an tiomantas don trédhearcacht agus an meas ar an tionchar sár-mhór a bhíonn ag an oideachas ar leas sóisialta agus eacnamaíochta ár dtíre. Tá ár gcuid oibre curtha i gcrích againn i gcomhairle lenár bpáirtnéirí in earnáil an oideachais a bhfuil sárchaidrimh oibre bunaithe againn leo. Creidim go bhfuil ár bpáirtíocht suntasach agus fáiltímid roimh na deiseanna agus na dúshláin atá le teacht.

Maidir leis sin, sna blianta atá romhainn cuirfear go mór le téarmaí reachtúla na Comhairle Múinteoireachta, ach go háirithe i ngeall ar an tús, ar Alt 30 agus ar fheidhmeanna imscrúdaitheach agus araíonachta na Comhairle Múinteoireachta faoi Chuid 5 den Acht, agus a ról reachtúil maidir le hionductú agus promhadh mhúinteoirí nua.

Is mian liom mo mhór bhuíochas a chur in iúl do mo chomhghleacaithe ar an gComhairle i ngeall ar a ndúthracht agus a bhfuinneamh i gcaitheamh na bliana. Tá a dtiomantas gan staonadh don fhreastal ar bharrleasa an oideachais ionsparáideach. Mar aon leis sin táim faoi chomaoin ag foireann na Comhairle Múinteoireachta as a bhfuil déanta acu siúd, faoi cheannasaíocht Áine Lawlor, chun tacú go díograiseach agus go gairmiúil le hobair na Comhairle.

Mar fhocal scoir, ba mhaith liom thar ceann na Comhairle, tréaslú le hÁine Lawlor ar ócáid a scoir ón obair. Guím scor sona sásta uirthi agus gabhaim buíochas di as a chuid tacaíochta i rith téarma a hoifige. Bhí fíis ag Áine i leith an oideachais agus beidh tionchar aici seo ar ghairm na múinteoireachta go ceann i bhfad, agus i ndeireadh thiar ar fhoghlaimeoirí na tíre seo.

Lily Cronin
Chairperson

Tuairisc an Stiúrthóra



Áine Lawlor,
POF/Stiúrthóir

Seo é an tuairisc dheireanach a bheidh á scríobh agam mar Stiúrthóir na Comhairle Múinteoireactois toisc go mbeidh mé ag dul ar scor inniu, 30 Samhain 2011, tar éis dom seacht mbliana a chaitheamh sa phost seo. Dá bhrí sin, tá an deis á thapú agam chun roinnt athmhachnaimh a dhéanamh ar fhorbairt na Comhairle Múinteoireachta go dáta, mar aon le mo chuid barúlacha a léiriú ar an ról atá ag an gComhairle i gcur chun cinn na múinteoireachta mar ghairm.

Tionóladh an chéad Chomhairle i 2005 agus rinneadh í a bhunú ar bhonn reachtúil i 2006. Thug sí le chéile 37 ball ó ghairm na múinteoireachta, ó chumainn múinteoirí, ó choláistí agus ollscoileanna, ó eagrais bhainistíochta agus thuismitheoirí mar aon le hainmníúcháin Airí. As an 37 ball bhí 22 múinteoir, mar atá foráilte san Acht um Chomhairle Mhúinteoireachta, 2001. Bhí, agus leanann mar shaintréith ag obair bhaill na Comhairle Múinteoireachta, a dtiomantas don ardcháilíocht oideachais do dhaoine óga in ár scoileanna agus, chuige seo, bíonn a bhfócas dírithe ar chur i bhfeidhm an Achta.

Is í an Chomhairle Mhúinteoireachta an comhlacht rialaithe don mhúinteoireacht. Os rud é gur múinteoirí iad tromlach na mball, tá iontaobh á chur i múinteoirí do chur chun cinn na múinteoireachta trí fheidhmeanna na Comhairle. Bíonn míthuiscint uaireanta maidir leis na focail “cur chun cinn na múinteoireachta mar ghairm”, a thagann ón Acht, agus tuigtear mar mhíniú orthu “seasamh le múinteoirí”. Don Chomhairle is ionann cur chun cinn na múinteoireachta mar ghairm agus gach rud a dhéanamh laistigh dá freagracht reachtúil chun caighdeán a fhorbairt agus a chothabháil maidir le gach gné de ghairmiúlacht na múinteoireachta: Clár Múinteoirí a bhunú agus ceadúnas teagaisc a thabhairt do mhúinteoirí trí chlárúchán bunaithe ar cháilíochtaí; cód iompair ghairmiúil do mhúinteoirí a bhunú agus a chothabháil; clár don oideachas tosaigh do mhúinteoirí a athbhreithniú agus a chreidiúnú lena dheimhniú go mbíonn céimithe ullmhaithe mar is cóir don iontráil chun na gairme; nósanna imeachta don ionduchtú chun na gairme a bhunú; creat a fhorbairt d’fhorbairt ghairmiúil leanúnach múinteoirí agus iniúchaidh a chur ar bun, de réir mar is gá, i leith oiriúnachta mhúinteora don ghairm.

Is cúis áthais dom a thuairisciú go bhfuil a lán bainte amach ag an gComhairle sna réimsí atá luaite thuas. Tá an chéad Chlár Múinteoirí sa Stát bunaithe agus tá forbairt déanta ag an gComhairle ar shraith cuimsiteach rialacha don rialú ar iontráil ar an gClár. Foilsíodh Rialacháin na Comhairle Múinteoireachta [Clárúchán] i 2009 agus, don chéad uair, tugann siad aonfhoirmeacht do na riachtanais iontrála chun na gairme sa Stát. Mar shampla, éilíonn siad, ó Aibreán 2013, go gcaithfidh gach múinteoir ar mian leo a bheith cláraithe cáilíocht mhúinteoireachta aitheanta a bheith acu. Go dtí seo, ní raibh a leithéid mar riachtanas i ngach earnáil.

Faoi láthair, tá breis agus 73,000 múinteoir cláraithe agus cuireann thart ar 7,500 múinteoir iarratas isteach ar an gclárúchán gach bliain. Déantar na cáilíochtaí do gach iarratasóir don chlárúchán a mheas i gcoinne na gcaighdeán atá leagtha síos sna rialúcháin. Déanann an Chomhairle comhordú freisin ar gach iarratas don chlárúchán agus, go dáta, tá an seiceáil do 35,000 múinteoir eagraithe aici. Criedim go bhfuil an chosaint ar chaighdeáin iontrála chuig gairm na múinteoireachta mar cheann de na feidhmeanna is tabhactaí ag an gComhairle Mhúinteoireachta agus tá a bhfuil bainte amach aici sa réimse seo mar gharspíoc suntasach i bhforbairt ghairm na múinteoireachta.

Déanann na *Cóid Iompair Ghairmiúil do Mhúinteoirí*, a d'fhoilsigh an Chomhairle i 2007, na caighdeáin don iompar agus don chleachtas gairmiúil, a mbítear ag súil leo ó gach múinteoir, a rianadh. Cuireann sé seo an mhúinteoireacht ar chomhchéim le gairmeacha eile in Éirinn agus le gairm na múinteoireachta i dtíortha eile. Ag an tráth scríofa seo, tá tús á chur le próiseas comhairliúcháin ar na Cóid agus ba mhaith liom múinteoirí, mar aon leo siúd a bhfuil spéis acu sa mhúinteoireacht mar ghairm, a ghríosadh le páirt ghníomhach a ghlacadh sa phróiseas.

Is doiciméad suntasach é doiciméad na Comhairle *Polasaí ar an Leanúntas in Oideachas Múinteoirí* a foilsíodh le déanaí agus a leagan sé amach fíis na Comhairle d'oideachas múinteoirí, ar a n-áirítear oideachas tosaigh múinteoirí, ionduchtú agus forbairt ghairmiúil leanúnach. Dá réir, cuirfidh sé creat ar fáil d'obair na Comhairle i ngach cuid dá réimsí. Tabharfaidh sé bealach soiléir chun cinn do sholáthróirí clár agus cuirfidh sé cruth ar thaithí rannpháirtíochta mac léinn, múinteoirí nuacháilithe agus múinteoirí le taithí le linn a ngairm mar mhúinteoirí. Tá doiciméad eile de chuid na Comhairle, *Oideachas Tosaigh Múinteoirí: Critéir agus Treoirlínte do Sholáthróirí Clár*, a leagann amach na critéir a gcaithfidh Institiúidí Ardoideachais cloí leo más mian leo go mbeadh creidiúnú ag a gclár ón gComhairle. Cuirfear go mór leis na cláir ón síneadh a chuirfear lena bhfad, mar a fógraíodh níos luaithe i mbliana. Cuirfidh sé seo deis ar fáil do thréimhse sínithe socrúcháin scoile agus don fhorbairt ar scileanna agus ar chumais riachtanacha i réimsí ar nós machnamh, taighde agus forbairt punann.

Faoi láthair, tá 44 clár don oideachas tosaigh múinteoirí in Éirinn, á soláthar ag 22 Institiúid Ardoideachais. Don chéad uair tá córas i bhfeidhm don chreidiúnú gairmiúil ar chlár lena n-oiriúntacht don teagasc a dheimhniú. Rinneadh ocht gclár a athbhreithniú sa tréimhse 2009 - 2011 agus, mar thoradh ar mholtaí i dtuarascálacha na n-athbhreithnithe, tá mór-athruithe curtha i bhfeidhm cheana féin ar na cláir, agus tá athruithe eile idir lámha nó á bpleanáil.

Tá sé i gceist go gcuirfeadh an tAire tús le ról na Comhairle i leith an ionduchtaithe agus an phromhaidh i mí Mheán Fómhair 2012. Tá nósanna imeachta agus critéir nua á ndréachtadh ag an gComhairle faoi láthair don tréimhse iontrála gairme agus táthar ag súil go rachaidh siad seo amach don chomhairliúchán go luath i 2012. Tógann an tréimhse iontrála gairme ar an mbunchloch atá leagtha síos san oideachas tosaigh do mhúinteoirí agus leanann turas an mhúinteora don fhoghlaim ar feadh an tsaoil ar leanúntas oideachais an mhúinteora. Creadim gur chóir go mbeadh an t-aistriú ó mhac léinn múinteoireachta go cleachtóir neamhspleách aonair ag leibhéal pearsanta agus gairmiúil mar eispéaras an-dearfach, agus is cúis áthais ar leith dom go raibh páirt agam sa dréachtadh go dáta ar an bpróiseas iontrála chun na gairme. Lenafaidh mé ag breathnú le spéis ar na forbairtí sa réimse seo.

Tá tús le cur fós ag an Aire le ról na Comhairle sa bhforbairt ghairmiúil leanúnach. Tá, áfach, a lán oibre tábhachtach déanta cheana féin, ach go háirithe an fhorbairt ar shainmhíniú cuimsitheach ar a bhfuil i gceist le FGL mar aon leis an gceart agus an fhreagracht a bhaineann lena leithéid don uile mhúinteoir. Sna blianta atá le teacht, déanfaidh an Chomhairle creat náisiúnta a fhorbairt don FGL a thabharfaidh comhleanúnachas breise don ghné thábhachtach seo d'fhorbairt ghairmiúil an mhúinteora.

Tá an Chomhairle ag feitheamh leis an tús lena feidhmeanna reachtúla iniúchaidh agus araíonachta agus tá a lán oibre déanta chun ullmhú don ról seo. Ceann de na sainchomharthaí ag gairm ná gur comhlacht gairmiúil í a phléann le gearáin faoina lucht gairme cláraithe. Sa chomhthéacs seo, beidh feidhmiú na Comhairle ar na róil iniúchaidh agus araíonachta mar chéim thábhachtach chun cinn ag gairm na múinteoireachta.

Léiríonn an taighde nach féidir le cáilíocht an chórais oideachais a bheith níos fearr ná cáilíocht a múinteoirí. Dá bhrí sin tá sé rí-thábhachtach go leanann an mhúinteoireacht mar rogha gairme tarraingteach dóibh siúd ar féidir leo dianriachtanais an oideachais do mhúinteoirí a shásamh ag gach céim den chontanaim, agus dul i ngleic le castacht na múinteoireachta, go tuisceanach, dúthrachtach, tiomanta, paisiúnta, cumasach agus muiníneach. Is breá an rud é go leantar in Éirinn ar dhaoine ar ardchaighdeán a mhealladh chun na gairme. Mar sin féin, is ábhar imní é go bhféadfadh go gcruthaíonn an farasbarr múinteoirí mar atá faoi láthair, agus an t-easpa deiseanna fostaíochta a leanann, laghdú i dtarraingteachas na múinteoireachta mar ghairm agus d'fhéadfadh a leithéid a bheith damáisteach do ghairm na múinteoireachta. Tá ról ag an gComhairle maidir le comhairle a chur ar an Aire faoin soláthar múinteoirí agus, sa chomhthéacs sin, táthar ag súil go raghfarr i ngleic leis an ngnó seo sa ghearrthodhchaí.

Ag breathnú siar ar an 42 bliain atá caite agam le hoideachas in Éirinn, mar mhúinteoir agus i róil ábhartha, tá a lán feicthe agam ar chúis bróid iad maidir le forbairt na múinteoireachta mar ghairm. Sampla amháin a thagann chun cuimhne ná an t-athrú ar nádúr ról mheastóireachta na scoile, ó cheann a bhí mar shamhail cigireacht-thiomáinte ó "bharr-anuas", go ceann le fócas méadaithe ar chumas scoileanna dá bhféinmheastóireacht. Is cóir a leithéid d'athrú a fháiltiú, mar go léiríonn sé ardú sa leibhéal iontaofacht i ngairm na múinteoireachta, agus tá a leithéid de réir an éitis fhéinrialaithe ag an gComhairle Mhúinteoireachta.

Sa chur chun cinn ar an mhúinteoireacht mar ghairm tháinig an Chomhairle, trína taighde, ar ardmheas a bheith ag pobal na hÉireann ar mhúinteoirí. Léirigh torthaí suirbhé a rinne an Chomhairle i 2009 go bhfuil ardleibhéal muiníne ag formhór na bhfreagróirí i múinteoirí, agus go bhfuil siad sásta leis an tslí ina ndéanann siad a gcuid oibre. Bhí deimhniú láidir le fáil freisin ar a ról luachmhar inár sochaí mar aon le leibhéal maith tuisceana ar chastacht an ról agus ar an leibhéal scile is gá.

Breis agus deich mbliana ó shin, ba í an ról a bhí intuigthe don Chomhairle Mhúinteoireachta ná 'ról lárnach a bheith aici lena dheimhniú go ndéantar ardchaighdeán mhúinteoirí, agus oideachais, a chothabháil agus a láidriú.' Creidim sa chéim tosaigh den fhorbairt go ndeachaigh an Chomhairle cuid mhaith den bhealach i dtreo na sprice a bhaint amach. Tá fíis aici don bhóthar atá roimpi, agus, trína hobair ceannródaíochta le sé bliana anuas, tá bealach soiléir chun cinn leagtha amach aici don turas.

Sa tréimhse dheiridh de mo ghairm féin, bhí de phribhléid agam gur ceapadh mé mar Stiúrthóir ar an gComhairle Mhúinteoireachta i 2004, rud a thug deis dom dul i mbun oibre i gcroí na múinteoireachta. Ba thaithí iontach a bhí ann agus is mó duine a bhfuil mo bhuíochas tuillte acu. Bhí sé tairbheach agus taitneamhach a bheith ag obair le páirtnéirí an oideachais, le pearsanra ón Roinn Oideachais agus Scileanna, le hoiliúnóirí múinteoirí agus le hionadaithe ó earnálacha eile, i réimse an oideachais agus eile. Ba mhaith liom buíochas a ghabháil go speisialta le Príomhfheidhmeannaigh agus le foirne na gComhairlí Múinteoireachta sa gharthimpeallacht, agus le comhlachtaí gairmiúla eile in Éirinn, i ngeall ar a n-eolas agus a saineolas ó ghort an rialúcháin ghairmiúil a roinn siad go fonnmhar, agus i ngeall ar an tacaíocht agus an cairdeas a bhí le fáil uatha i gcaitheamh na mblianta.

Laistigh den Chomhairle Mhúinteoireachta féin, ba mhór agam an tacaíocht iontach agus an chomhghuallaíocht a bhí le fáil agam, agus is mian liom mo chomaoin a chur in iúl do na hlarchathaoirligh, Joan Ward agus Pat McQuaile agus don Chathaoirleach atá ann faoi láthair, Lily Cronin, mar aon le comhghleacaithe ón gComhairle, faoi láthair agus ón am atá thart, do spiorad an chomhoibrithe agus na comhpháirtíochta a thug siad leo i gcónaí chuig obair na Comhairle. Bhí Ciarán Ó Drisceoil, iarbhall den Chomhairle a fuair bás i 2010, thar a bheith tacúil agus ba mhór agam é mar dhlúthchara le linn na tréimhse a chaith sé ar an gComhairle.

Tá tacaíocht ag an gComhairle ó fhoireann bhainistíochta láidir agus comhtháite agus ó phearsanra den scoth a bhfuil an-tiomantas acu don tacú le feidhmeanna na Comhairle. Is mian liom aitheantas a thabhairt dá rannpháirtíocht agus dá dtacaíocht thar na bearta, agus brathfaidh mé uaim go mór a gcomhghuallaíocht.

Mo bhuíochas, i ndeireadh báire, do mhúinteoirí na hÉireann, go háirithe Daoine Teagmhála na Comhairle Múinteoireachta a bhí gafa le, agus a thug tacaíocht, don Chomhairle ó bunaíodh í.

Tá a lán oibre fós le déanamh agus d'fhéadfadh go mbeidh dúshláin le teacht. Leanfaidh mise le spéis ghníomhach a bheith agam in obair na Comhairle agus beidh mé ag súil, le hoirchill, lena hobair go leanúnach i dtreo mhaitheas ghairm na múinteoireachta.

Guím gach rath ar an obair agus gach beannacht oraibh go léir.

Slán agaibh,

Áine Lawlor
POF/Stiúrthóir

1. Rialú na Gairme

Faoin Acht um Chomhairle Mhúinteoireachta, 2001, is iad príomhréimsí freagrachta na Comhairle maidir leis an gclárúchán agus an rialú ar ghairm na múinteoireachta ná:

- Clár na Múinteoirí a Chothabháil
- Na Cóid Iompair Ghairmiúil do Mhúinteoirí a chur chun cinn
- Iniúchaidh a dhéanamh ar an oiriúnacht don teagasc ag múinteoirí cláraithe.

1.1. Clár na Múinteoirí a Chothabháil

1.1.1. Staitisticí Cláir

Bíonn an clárúchán mar chomhartha don aitheantas gairmiúil mar mhúinteoir agus cinntíonn sé go ndéantar caighdeáin ghairmiúla don iontráil chun na gairme a chothabháil. Ag tús na bliana tuairiscithe ba é móriomlán na múinteoirí a bhí cláraithe ná 68,313 (Tábla 1).

Sa bhliain ar a ndéantar tuairisciú, ceadaíodh 6,886 ar an gClár (Tábla 2). Ba chéimithe nua iad 3,426 acu seo (Tábla 1).

I rith na bliana ar a bhfuil tuairisciú á dhéanamh, theip ar 3,376 múinteoirí athnuachan a dhéanamh ar a gclárúchán agus rinneadh iad a bhaint den Chlár (Tábla 1). Mar aon leis sin, d'éiligh 1,312 múinteoirí, a bhformhór acu ag dul ar scor, go mbainfí a n-ainmneacha den Chlár.

Ba é an móriomlán múinteoirí a bhí cláraithe leis an gComhairle Mhúinteoireachta ag deireadh na bliana ar a ndéantar tuairisciú ná 70,510 (Tábla 1). Seo méadú 3% ar an mbliain tuairiscithe roimhe sin agus is é sin an líon is mó múinteoirí a cláraíodh leis an gComhairle Mhúinteoireachta. Mhéadaigh líon na gcláraithe nua freisin le 12% i gcomparáid leis an tréimhse tuairiscithe roimhe sin (Tábla 1).

Tábla 1: Staitisticí Clárúcháin don Bhliain Tuairiscithe, 28 Márta 2010 go 27 Márta 2011

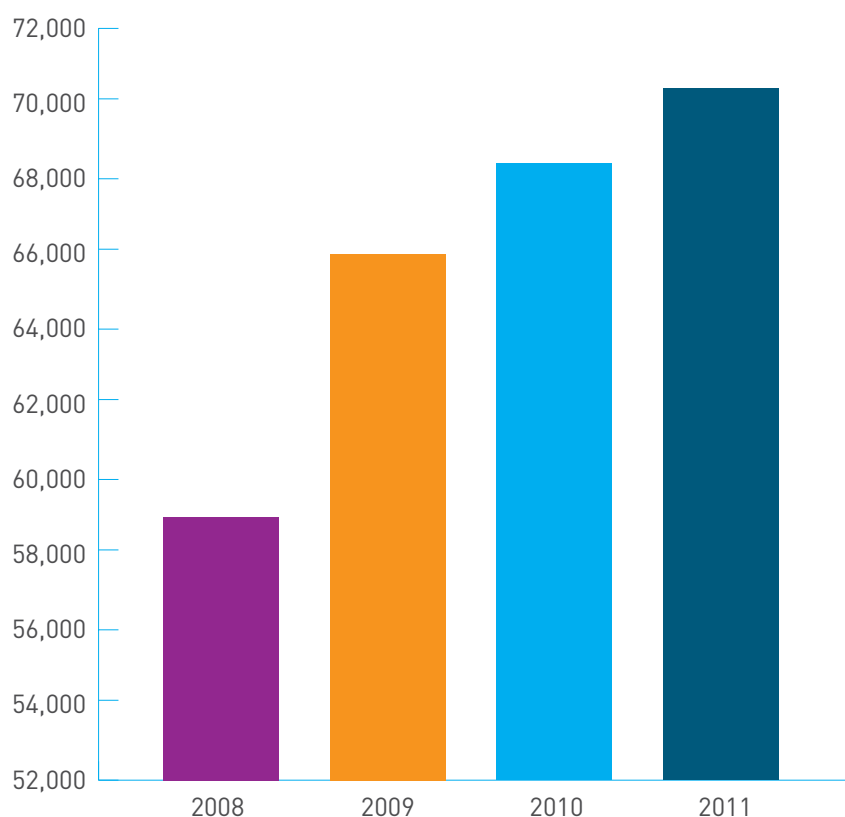
	2010/2011	2009/2010	2008/2009
Cláraithe ag tús na bliana (28 Márta)	68,313	66,509	59,487
Céimithe nua	3,426 ¹	3,133 ²	2,907 ³
Cláraithe nua eile	3,460	2,985	6,124
Neamh-athnuachan ar chlárúchán	(3,376)	(2,942)	(1,719)
Bainte go deonach ⁴	(1,313)	(1,372)	(290)
Cláraithe ag deireadh na bliana (27 Márta)	70,510	68,313	66,509

Tábla 2: Cláraithe nua de réir Earnála Oideachais, 28 Márta 2010 go 27 Márta 2011

Earnáil Oideachais	2010/2011 Líon Múinteoirí	2009/2010 Líon Múinteoirí
Bunleibhéal (4-12 bliana)	3,545	3,190
Iar-bhunleibhéal (12-18 bliana)	2,575	2,180
Iar-bhunleibhéal (earnáil CGO amháin)	365	312
Breisoideachas (earnáil CGO)	416	378
Montessori agus catagóirí eile	119	122
Iomlán	7,020⁵	6,182⁶

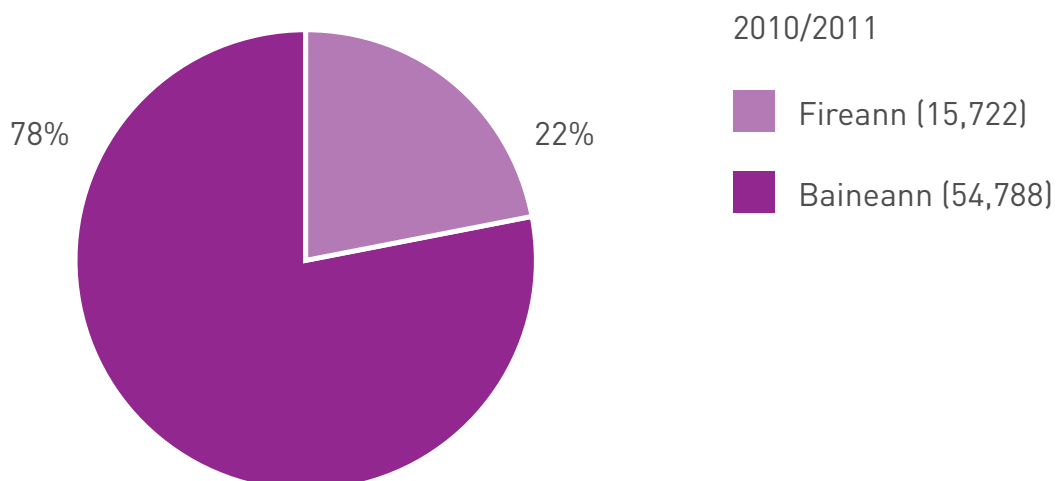
1. Aistríodh na torthaí don bhliain dheireanach dá gcúrsa do 3,767 ábhair oidí ó na hInstitiúidí Ardoideachais go dtí an Chomhairle. Astu seo, chríochnaigh 3,426 duine próiseas an chlárúcháin do chéimithe sa bhliain ar a ndéantar tuarisciúl.
2. Aistríodh na torthaí don bhliain dheireanach dá gcúrsa do 3,457 ábhair oidí ó na hInstitiúidí Ardoideachais go dtí an Chomhairle. Astu seo, chríochnaigh 3,133 duine próiseas an chlárúcháin do chéimithe sa bhliain ar a ndéantar tuarisciúl.
3. Aistríodh na torthaí don bhliain dheireanach dá gcúrsa do 3,351 ábhair oidí ó na hInstitiúidí Ardoideachais go dtí an Chomhairle. Astu seo, chríochnaigh 2,907 duine próiseas an chlárúcháin do chéimithe.
4. Mar shampla, d'fhéadfadh roinnt múinteoirí ar scór rogha a dhéanamh iad féin a bhaint den Chlár.
5. Tá an difríocht idir an líon iomlán múinteoirí cláraithe (6,886) agus an líon iomlán múinteoirí cláraithe de réir earnála oideachais (7,020) mínithe toisc go bhfuil roinnt múinteoirí cláraithe faoi níos mó ná aon earnáil amháin.
6. Tá an difríocht idir an líon iomlán múinteoirí cláraithe (6,118) agus an líon iomlán múinteoirí cláraithe de réir earnála oideachais (6,182) mínithe toisc go bhfuil roinnt múinteoirí cláraithe faoi níos mó ná aon earnáil amháin.

Figiúr 1: Líon Iomlán Múinteoirí Cláraithe ar an Lá deireanach de gach Bliain Thuairiscithe



Figiúr 2: Inscne na Múinteoirí Cláraithe mar a bhí ar 27 Márta 2011

	2010/2011
Fireann	15,722
Baineann	54,788
Iomlán	70,510



1.1.2. Rialacháin Clárúcháin

Tugann Rialacháin [Clárúcháin] na Comhairle Múinteoireachta 2009 aonfhoirmeacht bhreise do na riachtanais iontrála chuig gairm na múinteoireachta ag leibhéal an bhunoideachais, an iar-bhunoideachais agus an bhreiseoideachais. Tagann siad in áit sraith lmlitreacha agus treoirlínte ón Roinn Oideachais agus Scileanna, ar ghlac an Chomhairle leo.

I measc na bhforálacha atá sna Rialacháin tá riachtanas a éilíonn, ó Aibreán 2013, go mbeidh ar gach múinteoir nua in earnálacha an CGO agus an bhreiseoideachais cáilíocht oideachas múinteora aitheanta a bheith acu.

Baineann cúig shraith rialachán ar leith leis na Rialacháin Clárúcháin. Sa chéad cheann acu sin leagtar amach na catagóirí eolais a choimeádfaidh an Chomhairle maidir le gach múinteoir cláraithe agus na forálacha a bhaineann leis an gclár a bheith ar fáil don iniúchadh. Déantar rianadh ann freisin ar an bhfianaise ar dhea-charachtar is gá don cheadú ar Chlár na Múinteoirí. Mar aon le seiceáil an Gharda Síochána, éilítear ó dhaoine ar mian leo a bheith cláraithe mar mhúinteoirí in Éirinn dearbhú a sholáthar maidir le haon chiontuithe coiriúla a cláraíodh ina gcoinne nó maidir le haon torthaí araíonachta a eisíodh ó aon chomhlacht gairmiúil, aon chomhlacht rialála, nó aon fhostóir in Éirinn nó thar lear.

Déanann Rialacháin a Dó, a Ceathair agus a Cúig na caighdeáin iontrála sna hearnálacha bunoidéachais, iar-bhunoideachais agus breisoideachais faoi seach a rianadh, agus leagtar amach i Rialachán a Trí na riachtanais iontrála do mhúinteoirí Montessori agus do mhúinteoirí le saincháilíochtaí cuí ar nós iad siúd is gá chun foghlaiméoirí a bhfuil riachtanais speisialta oideachais acu a mhúineadh.

Tá fáil le híoslódáil ar Rialacháin [Clárúcháin] na Comhairle Múinteoireachta 2009 ó www.oide.ie.

1.1.3. Cead isteach ar an gClár

Caithfidh gach iarratasóir don chlárúcháin a dheimhniú go sásaíonn siad na riachtanais clárúcháin do Rialachán a hAon de Rialacháin [Clárúcháin] na Comhairle Múinteoireachta, 2009 mar aon leo siúd a bhfuil cur síos orthu sa rialachán ábhartha don earnáil oideachais lena mbaineann siad, m.sh., Rialachán a Dó don mhúinteoireacht bhunscoile; Rialachán a Ceathair don mhúinteoireacht iar-bhunscoile. Déantar gach iarratas don chlárúcháin a mheas ar bhonn aonair.

Tagann cláraithe nua ó na trí chatagóir seo a leanas:

- Céimithe nuacháilithe ó Institiúidí Ardoideachas

Tugtar aitheantas go huathúil don chlárúcháin do cháilíochtaí céimithe ó chlár aitheantas don oideachas tosaigh múinteoirí a bhíonn á sholáthar ag Institiúidí Ardoideachais in Éirinn.

Tá forbairt bhreise déanta ag an gComhairle ar a próiseas clárúcháin do Mhúinteoirí Nuacháilithe (MNC) agus i gcaitheamh na bliana tuairiscithe tugadh 23 cuairteanna ar mhic léinn na bliana deireanaí ar chlár creidiúnaithe don oideachas tosaigh múinteoirí. Tá sé mar chuspóir ag na cuairteanna eolas a sholáthar do mhic léinn ar ról na Comhairle agus ar thábhacht an chlárúcháin sa saol gairmiúil a bheidh acu mar mhúinteoirí. Le linn na gcuariteanna seo, iarrtar ar mhic léinn tús a chur leis an bpróiseas Fianaise ar Charachtar le Seiceáil an Gharda Síochána agus le teistiméireachtaí carachtair. Iarrtar orthu freisin cead a thabhairt dá nInstitiúidí Ardoideachas a dtorthaí ag deireadh na bliana a aistriú go

díreach go dtí an Chomhairle Mhúinteoireachta. Éascaíonn sé seo clárúcháin múinteoirí in am do thús an chéad téarma scoile sa bhfómhar.

Ba é an líon MNC a chur iarratas isteach ar an gclárúcháin sa bhliain tuairiscithe ná 3,426, ionann agus méadú 9.3% thar mar a bhí sa bhliain tuairiscithe roimhe sin (féach Tábla 1, l4).

- **Múinteoirí a cháiligh ó Institiúid Ardoideachais in Éirinn roimh an bhliain reatha seo**
Is féidir le hiarratasóirí a bhfuil cáilíochtaí bronnta orthu in Éirinn, nach céimithe nua iad agus ar mian leo tosú, nó filleadh, ar an mhúinteoireacht tar éis tréimhse fhada in easnamh (m.sh. briseadh gairme) iarratas a chur faoi bhráid na Comhairle Múinteoireachta don chlárúcháin.

- **Múinteoirí a cháiligh ó institiúidí lasmuigh d'Éireann**

Le linn na bliana tuairiscithe lean an Chomhairle Mhúinteoireachta ar iarratais don chlárúcháin a phróiseáil ó mhúinteoirí a cháiligh lasmuigh den Stát. Déantar gach iarratas den chineál seo a mheas ar bhonn aonair agus de réir mar atá i Rialacháin [Clárúcháin] na Comhairle Múinteoireachta 2009. Is féidir an clárú a cheadú faoi réir ag coinníollacha, a chaithfear a chur i gcrích laistigh de thréimhse ama ar leith.

De réir mar atá i dTreoir AE 2005/36/EC ar chomhaitheantas cáilíochtaí, is í An Chomhairle Mhúinteoireachta an t-údarás aitheanta in Éirinn don mheasúnú ar iarratais don chlárúcháin ó dhaoine atá aitheanta mar mhúinteoirí i dtíortha AE/LEE eile. Is í an Chomhairle freisin an t-údarás aitheanta don aitheantas ar cháilíochtaí a fhaightear i dtíortha lasmuigh den AE/LEE.

1.1.4. Teastais Chlárúcháin

Eisítear Teastais Chlárúcháin chuig múinteoirí lán-chláraithe de réir Ailt 21 den Acht um Chomhairle Mhúinteoireachta. Is doiciméad luachmhar é an teastas agus is eisiúint aon uaire a bhíonn ann. Gheibheann múinteoirí a bhíonn cláraithe go coinníollach leis an gComhairle Mhúinteoireachta teastas clárúcháin nuair a shásaítear na coinníollacha clárúcháin. Taobh le taobh leis seo, gheibheann múinteoirí cláraithe cárta ballraíochta bliana a bhíonn mar chruthúnas ar an gclárúcháin leis an gComhairle Mhúinteoireachta. Tá fáil ar shraith Ceisteanna Coitianta faoi theastais clárúcháin ar fáil ar www.oide.ie

Sa bhliain tuairiscithe eisíodh 3,351 teastas clárúcháin chuig múinteoirí a shásaigh na riachtanais don chlárúcháin iomlán.

1.1.5. Fianaise ar Charachtar

Caithfidh iarratasóirí ar mian leo clárú mar mhúinteoirí riachtanais na Comhairle maidir le 'Fianaise ar Charachtar', i measc rudaí eile, a shásamh. Chun é sin a dhéanamh caithfidh siad:

1. Litir mholta ar charachtar a sholáthar ó dhuine cuí cáilithe
2. Dul trí phróiseas do Sheiceáil an Gharda Síochána agus, i gcás iarratasóirí a bhfuil tréimhsí suntasacha caite acu ina gcónaí thar lear, imréiteach póilíní ó thar lear a sholáthar.

Taobh le taobh lena ról ar fhianaise carachtair a éileamh mar chuid de phróiseas an chlárúcháin, déanann an Chomhairle comhordú freisin ar shocruithe seiceála na nGardaí do mhúinteoirí nua a bhíonn ag dul isteach sa mhúinteoireacht agus do mhúinteoirí eile a bhíonn á gceapadh chuig poist mhúinteoireachta agus gan seiceáil déanta orthu sa bhliain chéanna féilire ná sa bhliain roimhe sin.

Tá na sonraí a bhaineann le nósanna imeachta don earcú, ar a n-áirítear riachtanais do sheiceáil an Gharda, leagtha amach in Imlitir na Roinne Oideachais agus Scileanna 0063/2010, a tháinig i bhfeidhm ar 1 Eanáir 2011. Tagann an Imlitir seo in ionad Imlitir 0094/2006.

• Grúpa Oibre

I mí na Nollag 2008, thionóil an Chomhairle cruinniú de na páirtithe uile a raibh spéis acu sa bhforbairt ar phróiseas do sheiceála an Gharda do na múinteoirí cláraithe uile a bhí sa tseirbhís roimh bhunú na Comhairle Mhúinteoireachta i 2006, agus nár tháinig fós faoi réir ag seiceáil an Gharda Síochána. Bunaíodh Grúpa Oibre ag an am sin a bhfuil dul chun cinn suntasach déanta aige maidir le córas seiceála a chur i bhfeidhm don uile mhúinteoir. Tá an grúpa oibre tar éis scríobh go dtí an Aire Oideachais agus Scileanna ag tabhairt cur síos ar an dul chun cinn go dáta agus ag éileamh cúnamh an Aire maidir le gnóthaí reachtacha agus acmhainne atá aitheanta a réiteach.

Ar mhaithe leis an bpróiseas d'iarratas seiceála an Gharda Síochána a shimpliú, tá rogha ar líne á fhorbairt ag an gComhairle agus táthar ag súil go mbeidh sé seo i bhfeidhm i 2011. Idir an dá linn tá leasú déanta, i gcomhpháirt le Lárionad Seiceála an Gharda Síochána, ar an bhfoirm iarratais do sheiceáil an Gharda Síochána ionas go mbeidh sé níos furasta le húsáid.

• Staitisticí don Bhliain Tuairiscithe

Sa bhliain tuairiscithe, chomhlánaigh 9,164 iarratasóirí an próiseas ar Fhianaise ar Charachtar.

I gcás 199 iarratasóirí, tháinig nochtaidh chun solais ó Lárionad Seiceála an Gharda Síochána maidir le ciontuithé nó imchúisimh agus cuireadh iad seo faoi bhráid Phainéal na Comhairle ar Fhianaise Carachtair dá bhreithmheas. Agus iad ag baint úsáide as treoirlínte atá faomhtha ag an gComhairle Mhúinteoireachta, déanann an Painéal cinneadh maidir le hábharthacht a leithéid de chiontú ar oiriúnacht mhúinteora don chlárú. Mar aon leis sin, rinne an Painéal breithmheastóireacht ar líon beag torthaí araíonachta ó chomhailí múinteoireachta nó óna leithéid de chomhlachtaí gairmiúla i ndlínsí eile. Níor diúltaíodh cead ar an gClár, mar thoradh ar Fhianaise ar Charachtar, d'aon mhúinteoir le linn na bliana ar a bhfuil tuairisciú á dhéanamh.

Tá na Treoirínte a úsáideann an Painéal ar Fhianaise Carachtair nuair a bhíonn breithmheastóireachtaí ar chiontuithe agus ar imchúisimh ar feitheamh á ndéanamh, foilsithe ar www.oide.ie

1.1.6. *Athnuachan Clárúcháin*

Caithfidh múinteoirí cláraithe a gclarúchán a athnuachan go bliantúil. Do thart ar 67% de mhúinteoirí is é an dáta seo ná 28 Márta. Roimh an dáta sin, tugadh cuireadh do 47,379 múinteoirí a gclarúchán a athnuachan don tréimhse go dtí 28 Márta 2012.

Mar thaca leis na coir poist, cuireadh ríomhphostanna go múinteoirí ar an gClár a raibh ríomhphost tugtha acu. Cuireadh eolas faoin gclarúchán agus faoin athnuachan in Oide, nuachtlitir na Comhairle, ar láithreán gréasáin na Comhairle, i bhfoilseacháin na bpáirtithe leasmhara. Chuir an Chomhairle líne gutháin ar leith ar fáil freisin chun cuidiú leis na fiosrúcháin faoi athnuachana clárúcháin.

Is é an próiseas clárúcháin céanna a bhaineann leis an 33% eile de mhúinteoirí a dtiteann dáta a gclarúchán ag am eile i bhféilire na bliana.

Le linn na bliana ar a ndéantar tuairisciú, ghlac 45% de mhúinteoirí an deis chun a gclarúchán a athnuachan ar líne leis an áis Rochtain Múinteora Cláraithe. Is bealach íocaíochta cost-éifeachtúil é a laghadaíonn go suntasach méid an doiciméadacháin cruachóipe a bhíonn á phróiseáil ag an gComhairle Mhúinteoireachta mar aon le na héifeachtaí riaracháin a leanann.

1.1.7. *Táille Athnuachana Clárúcháin*

Rinne an Chomhaire athbhreithniú le linn na bliana tuairiscithe ar an táille clárúcháin €90, a raibh faomhadh tugtha do ag an Aire Oideachais agus Scileanna i 2007, agus socraíodh gan aon athrú a dhéanamh air seo faoi láthair. Cuireann an táille bunús faoi stádas na Comhairle mar chomhlacht rialaithe féin-mhaoinithe. Is féidir liúntas cánach mar chostas oibre a éileamh i gcoinne na táille agus déantar é seo a chur leis an mbunráta costais a cheadaítear. Ciallaíonn sé seo gur cosúla an táille i bhfíorthearmaí le €53 in aghaidh na bliana dóibh siúd a mbíonn an ráta ard cánach á dhíol acu.

Tá an táille bunaithe ar na leibhéil meastúchán caiteachais, agus socraítear é lena dheimhniú go mbíonn na hacmhainní is gá ag an gComhairle chun a feidhmeanna reachtúla a chomhlíonadh. I ngeall ar an mhoill atá le tús a chur le roinnt feidhmeanna de chuid na Comhairle, agus dá réir na speansais a bhaineann lena leithéid a bheith curtha siar, tá barrachas ag an gComhairle. Nuair a bhíonn feidhmeanna breise á nglacadh ag an gComhairle méadóidh a costas go mór agus í ag tabhairt faoi théarmaí tagartha reachtúla a chomhlíonadh. Bainfear úsáid as an mbarrachas reatha chun plé leis na costais oibríochtúla breise ach an táille á choimeád ag an leibhéal ag a bhfuil sé faoi láthair.

1.1.8. *Eolas a Rochtain ar an gClár*

Tá an t-eolas ar an gclár ar fáil do thrí chomhghrúpa – an pobal, múinteoirí agus na húdaráis párolla (i.e., an Roinn Oideachais agus Scileanna agus an 33 CGO). Tá an creat a úsáidtear chun éascaíocht a dhéanamh ar rochtain an Chláir ar fáil i Rialacháin [Clárúchán] na Comhairle Múinteoireachta 2009.

Is féidir la ball den phobal úsáid a bhaint as an saoráid ‘Cuardaigh an Clár’ ar www.oide.ie chun a fháil amach an bhfuil duine cláraithe leis an gComhairle Mhúinteoireachta. Baineadh úsáid as an áisíteacht 452 uaire ar an meán le linn na bliana tuairiscithe.

Ceadaíonn an áisínteacht Rochtain do Mhúinteoirí Cláraithe breathnú ar gach eolas a bhaineann leo ar an gClár agus iarratas a dhéanamh don uasdhátú ar a sonraí pearsanta nó fostaíochta. Le linn na bliana tuairiscithe rinneadh 6,730 uasdhátú nó leasú ar an gClár mar thoradh ar iarratais ar líne ó mhúinteoirí.

1.2. Caighdeáin don Iompar agus don Chleachtas Gairmiúil a Chothabháil

Tá ardchaighdeáin ghairmiúla mar shaintréith ag gairm na múinteoireachta agus tá ról tábhachtach ag an gComhairle Mhúinteoireachta lena dheimhniú go seastar leis na caighdeáin. Déantar an ról a chur i gcrích trí Chóid Iompair Ghairmiúil do Mhúinteoirí a fhoilsiú agus a chur chun cinn ina ndéantar cur síos ar na caighdeáin chuí don ghairm i gcleachtas agus in iompar gairmiúil. Nuair a thugtar tús feidhme don alt ábhartha den Acht um Chomhairle Mhúinteoireachta, déanfaidh an Chomhairle Mhúinteoireachta iniúchadh ar ghearáin a déantar i gcoinne múinteoirí cláraithe agus déanfar smachtaí a chur i bhfeidhm nuair a shíltear é bheith cuí a leithéid a dhéanamh.

1.2.1. Na Cóid Iompair Ghairmiúil do Mhúinteoirí

Foilsíodh na Cóid Iompair Ghairmiúil do Mhúinteoirí i 2007. Tá siad curtha i láthair i dtrí chuid. Déantar cur síos sa chéad chuid ar na croíluachanna atá mar bhunchloch leis an ngairm agus a bhíonn mar thréithe i ngach gnéith d’obair an mhúinteora. Sa dara cuid déantar cur síos ar na caighdeáin sa chleachtas gairmiúil a bhíonn á éileamh don ghairm. Sa tríú cuid pléitear leis an iompar gairmiúil. Nuair a cuirtear na trí chodanna san áireamh léiríonn na Cóid an chastacht a bhaineann leis an mhúinteoireacht nuair a bhíonn sí á láimhseáil ag comhghleacaithe, ag mic léinn, ag tuismitheoirí, ag páirtithe leasmhara agus ag gníomhaireachtaí, mar aon leis an bpobal níos leithne, i gcomhpháirt le chéile.

I gcaitheamh na bliana, chríochnaigh an Chomhairle aischothú ar na Cóid, tar éis próiseas ar cuireadh tús leis i 2009. Foilsíodh Cód athbhreithnithe ina dhiaidh sin don chomhairliúchán sa bhfómhar 2011.

1.2.2. Iniúchadh ar Ghearáin

Beidh an t-iniúchadh ar ghearáin a bhaineann le hoiriúnacht don teagasc ag múinteoirí cláraithe mar cheann de phríomhfheidhmeanna na Comhairle Múinteoireachta. Má déantar gearán faoi mhúinteoir cláraithe, beidh an t-údarás ag an gComhairle an gearán a iniúchadh agus cinneadh a dhéanamh ar chóir plé leis trína nósanna imeachta don araíonacht. Más cuí beidh an Chomhairle ábalta smachtbhannaí a chur i bhfeidhm i gcoinne an mhúinteora a bhíonn i gceist.

Tá raon smachtbhannaí a d’fhéadfadh Coiste Araíonachta na Comhairle a chur i bhfeidhm ó choinníollacha ar chlárúchán an mhúinteora go dtí é/í a chur ar fionraí nó a bhaint de Chlár na Múinteoirí. ‘Séard a bheadh i gceist leis an gceann deireanach nó go ndéanfaí ceadúnas an mhúinteora don teagasc a bhaint. Is ionann a leithéid agus an ról a bhíonn ag comhlachtaí gairmiúla eile maidir le caighdeáin a rialú.

Níl tús curtha ag an Aire Oideachais agus Scileanna le feidhmeanna imscrúdaithe agus araíonachta na Comhairle, mar atá thuas. Tuigeann an Chomhairle go bhfuil sé i gceist ag an Aire tús a chur leis na feidhmeanna seo ag an am céanna le tús feidhme Ailt 30 den Acht um Chomhairle Mhúinteoireachta. Sula gcuirtear tús leis sin, tá an Chomhairle gníomhach cheana féin san ullmhú dá ról sa ghnó seo.

I rith na bliana, d'fhreastail baill de na Coistí Imscrúdaithe agus Araíonachta ar raon éisteachtaí ar an Oiriúnacht don Chleachtas a bhí ag comhlachtaí gairmiúla eile. Tá uasdhátú breise déanta ag na Coistí ar na dréacht Rialacha do Nósanna Imeachta na bPainéal Araíonachta agus ar dhoiciméadachán eile maidir le nósanna imeachta. Táthar ag leanúint leis an dréachtadh ar raon ábhar treorach do bhaill an phobail agus do mhúinteoirí cláraithe, a fhoilseofar a luaithe agus a mbíonn tús feidhme tugtha do na forálacha ábhartha.

2. Caighdeáin agus Inniúlachtaí Múinteoireachta mar aon le Cáilíochtaí an Teagaisc agus na Foghlama sa Stát a Chothabháil agus a Fheabhsú

Is croí luach é an barrchleachtas sa mhúinteoireacht a threoraíonn an Chomhairle ina cuid oibre agus a cuirtear chun cinn trí na Cóid Iompair Ghairmiúil do Mhúinteoirí agus trí ról na Comhairle in oideachas múinteoirí.

2.1. Oideachas Múinteoirí

Bronnann an tAcht um Chomhairle Mhúinteoireachta, 2001 cumhachtaí suntasacha ar an gComhairle chun oideachas múinteoirí a mhúnlú agus a fhorbairt ag gach céim i ngairm an mhúinteora.

I mí na Nollag 2010, d'fhoilsigh an Chomhairle don chomhairliúchán a dréacht *Polasaí don Leanúntas in Oideachas Múinteoirí*, ag leagan amach a fíis d'oideachas múinteoirí ag gach céim de ghairm na múinteoireachta, ón oideachas tosaigh múinteora go hionduchtú agus go dtí an fhorbairt ghairmiúil leanúnach. Bhí ardleibhéal rannpháirtíochta mar fhreagairt ar an dréacht agus glacadh le níos mó ná 200 aighneacht. Ag deireadh na bliana ar a ndéantar tuairisciú, bhí an Chomhairle ag plé leis an aischothú uile a fuarathas. Foilsíodh an polasaí páipéar deiridh ina dhiaidh sin i mí an Mheithimh 2011 agus tá fáil air ar www.oide.ie

2.1.1. Oideachas Tosaigh Múinteoirí

2.1.1.1. Caighdeáin Iontrála

Tá ról reachtúil ag an gComhairle Mhúinteoireachta maidir le hathbhreithniú a dhéanamh ar na caighdeáin is gá don iontráil chuig gairm na múinteoireachta, ar a n-áirítear na caighdeáin eolais, scile agus inniúlachta is gá do chleachtas na múinteoireachta.

Leagtar amach na riachtanais iontrála do mhúinteoirí ar mian leo a bheith cláraithe i Rialacháin [Clárúchán] na Comhairle Múinteoireachta, 2009. Tugann na Rialacháin aonfhoirmeacht bhreise do na riachtanais iontrála chuig gairm na múinteoireachta ag leibhéal an bhunoideachais, an iar-bhunoideachais agus an bhreisoideachais.

2.1.1.2. Iontráil chuig Earnáil an Bhreisoideachais

Leagadh amach i Rialacháin [Clárúchán] na Comhairle Múinteoireachta, 2009, go mbeadh, ó 1 Aibreán 2013, ar iarrathóirí ar mian leo a bheith cláraithe faoi Rialachán 5 (Breisoideachas) cáilíocht oideachais aitheanta a bheith acu don mhúinteoireacht. Thosaigh próiseas comhairliúcháin i mí Iúil 2008 chun na riachtanais dá leithéid de chlár oideachas múinteora a fhorbairt, agus mar thoradh air foilsíodh i mí Márta 2011 *Riachtanais Ginearálta agus Clár don Chreidiúnú ar Cháilíochtaí Oideachas Múinteora [Breisoideachas]*.

Déanann an doiciméad rianadh ar na riachtanais is gá do sholathróirí clár a shásamh más mian leo go meadh creidiúnú ag a gcláir ón gComhairle. Go hachomair, caithfidh cláir a bheith ag Leibhéal 8 ar an gCreat Náisiúnta Cálíochtaí, agus íosmhéid de 60 creidiúint ECTS a bheith acu. Tá íoscheanglais leagtha síos i réimsí na gcroíluachanna, prionsabail agus aidhmeanna, struchtúr agus ábhair, bunús teoiriciúil, staidéir ghairmiúla agus clár don chleachtadh praiticiúil. Leagtar síos freisin saintorthaí foghlama i réimsí cumarsáide agus caidreamh, teagasc, foghlaim agus measúnú, eolas ar ábhar agus curaclam mar aon le grúpbhainistíocht agus eagrúchán.

Táthar ag súil go mbeidh athbhreithniú agus creidiúnú á dhéanamh ag an gComhairle ar chálíochtaí nua d'earnáil an bhreisoideachais ag deireadh 2011..

2.1.1.3. Athbhreithniú agus Creidiúnú

Tugann an t-athbhreithniú agus an creidiúnú ar chlár oideachas tosaigh múinteoirí deis d'Institiúidí Ardoideachais a léiriú go bhfuil a gclár oiriúnach chun mic léinn a ullmhú don iontráil chuig gairm na múinteoireachta, i.e. go bhfuil siad deartha agus curtha i láthair ar bhealach a thugann deis do mhic léinn eolas, scileanna agus inniúlachtaí mar aon leis na dearcaidh agus na meoin ghairmiúla a bhaineann go lárnach le cleachtas na múinteoireachta, a fhorbairt.



An Painéal Athbhreithnithe do Choláiste Phádraig, Droim Conrach, mar aon le foireann ón gcoláiste.

Sa bhliain tuairiscithe, críochnaíodh an t-athbhreithniú ar cheithre chlár agus foilsíodh na tuarascálacha ábhartha ón bPainéal Athbhreithnithe ar ghréasán na Comhairle. Ba iad na ceithre chlár ná:

- Dioplóma larchéime san Oideachas, Ollscoil na hÉireann, Baile Átha Cliath;
- Dioplóma larchéime san Oideachas, Coláiste Phádraig, Droim Conrach;
- Baitsiléar Eolaíochta (Oideachas) i bhFisic agus i gCeimic, Ollscoil Luimnigh;
- Baitsiléar san Oideachas, Coláiste Mhuire gan Smál, Luimneach.

Cuireadh tús leis na hathbhreithnithe ar cheithre chlár eile i 2010 agus bhí siad seo fós idir lámha ag deireadh na bliana ar a ndéantar tuairisciú. Bhain siad sin le:

- Dioplóma larchéime san Oideachas, Ollscoil Náisiúnta na hÉireann Maigh Nuad;
- Ard Dioplóma san Ealaín do Mhúinteoirí Ealaíne is Deartha, Institiúid Theicneolaíochta Luimnigh;
- Baitsiléir Oideachais Reiligiúnda (Béarla, Stair agus Ceol), Institiúid Oideachais Mater Dei;
- Ard Dioplóma san Oideachas (Bunleibhéal), Coláiste Mhuire, Institiúid Oideachais Marino.

Sa bhliain tuairiscithe freisin, d'fhógair an tAire Oideachais agus Scileanna mar a bhí, Mary Coughlan, TD, go raibh sé i gceist aici cur le fad gach clár Baitsiléara Oideachais go ceithre bliana, agus le gach Dioplóma Iar-Chéime san Oideachas agus Dioplóma Céime go dhá bhliain. Cruthóidh sé seo mórdheiseanna d'athchoincheapú na gclár. Sa chomhthéacs sin, i mí na Nollag 2010 bhunaigh an Chomhairle grúpa comhairleach chun critéir agus treoirlínte a fhorbairt do sholáthróirí a mbíonn cláir oideachas tosaigh múinteoirí á ofráil acu. Chuir an grúpa comhairleach a haighneacht faoi bhráid na Comhairle i mí an Mheithimh 2011 agus rinneadh na critéir agus na treoirlínte a dháileadh ina dhiaidh sin ar na hInstitiúidí Ardoideachais uile. Cuideoidh na critéir agus na treoirlínte seo le hInstitiúidí Ardoideachais athchoincheapú a dhéanamh ar a gclár agus a dheimhniú go sásaíonn siad riachtanais na Comhairle don chreidiúnú gairmiúil. De réir a téarmaí tagartha maidir le comhairle a chur ar an Aire Oideachais agus Scileanna faoi chritéir iontrála, tá moltaí sa doiciméad d'athruithe sna riachtanais iontrála ar chlár oideachais do bhunmhúinteoirí. Thosaigh phróiseas clárúcháin ar na moltaí seo sa bhfómhar 2011.

2.1.1.4. Creidiúnú ar chlár nua

Sa bhliain tuairiscithe, fuair an Chomhairle iarratas amháin ó Institiúid Ardoideachais don chreidiúnú ar chlár nua d'oideachas tosaigh múinteoirí.

Fuarthas 19 iarratais eile don aitheantas ó chlár céime ag éileamh faomhaidh don mhúinteoireacht ar ábhair ag an iar-bhunleibhéal.

2.1.2. Ionduchtú, Promhadh agus Forbairt Ghairmiúil Leanúnach

Caithfear tús feidhme a thabhairt go fóill do chumhachtaí reachtúla na Comhairle maidir le hionduchtú, promhadh agus forbairt ghairmiúil leanúnach. Dheimhnigh an t-iar Aire Oideachais agus Scileanna, Mary Coughlan, TD, go dtiocfaidh feidhmeanna na Comhairle don ionduchtú agus don phromhadh i bhfeidhm do gach múinteoir nua i mí Mheán Fómhair 2012. Níl aon dáta tugtha fós don tús feidhme ar ról na Comhairle maidir le clár don fhorbairt ghairmiúil leanúnach (FGL) a chreidiúnú.

2.2. Taighde

Tá sé dlite san Acht um Chomhairle Mhúinteoireachta, 2001, go dtabharfaidh an Chomhairle faoi thaighde a dhéanamh nó a choimisiúnú ar ghnóthaí bainteach le feidhmeanna na Comhairle. Cruthaíonn Polasaí Taighde na Comhairle an creat ina ndéanann sí a cuspóir i leith na taighde a chur i bhfeidhm.

2.2.1. Sparántachtaí Taighde



Áine Lawlor, Príomhfheidhmeannach (clé) agus Teresa O'Driscoll (deas) bean chéile Chiaráin Uí Dhrisceoil, a d'éag, ag bronnadh na sparántachtaí cuimhneacháin.

Go dáta, tá an Chomhairle tar éis cheithre scéim sparántachtaí taighde a reachtáil do mhúinteoirí agus do dhaoine eile i mbun taighde i réimse an teagaisc, na foghlama agus an mheasúnaithe. Rinneadh maoiniú ar 86 múinteoirí faoi na scéimeanna seo, agus bronnadh na sparántachtaí eile ar 22 eile a bhí i mbun taighde bainteach le teagasc, foghlaim agus measúnú.

Sa bhliain tuairiscithe, bhronn an Chomhairle 36 sparántachtaí le mórchiste €123,000. Ainmníodh an tsraith sparántachtaí seo, an ceathrú ceann a bhronn an Chomhairle, in onóir Chaoimhín Uí Dhrisceoil, múinteoir díograiseach agus inspioráideach a bhí mar

bhall urraimeach den Chomhairle Mhúinteoireachta agus ar chúis bróin a bhás i Márta 2010.

Tá an Chomhairle muiníneach go bhféadfaidh an taighde atá idir lámha cur le cáilíocht na múinteoireachta agus na foghlama in Éirinn agus, le linn na bliana ar a ndéantar tuairisciú, tosaíodh ar choimrithe de thaighde críochnaithe a fhoilsiú ar www.oide.ie. Táthar ag súil, thar thréimhse ama, go mbeidh leathanach taighde na Comhairle mar fhoinsé luachmhar taighde ag múinteoirí atá ag múineadh agus acu siúd uile a bhfuil spéis acu sa teagasc, sa bhfoghlaim agus sa mheasúnú.



Faighteoirí Sparántachta Taighde na Comhairle Múinteoireachta, a bronnadh in onóir do Chaoimhín Ó Drisceoil ag searmanas i Maigh Nuad, 5 Deireadh Fómhair 2011.

2.2.2. Taighde Coimisiúnaithe

I mí an Mheithimh 2010 cuireadh maoiniú ar fáil d'fhoireann ceathrar múinteoir iardhochtúireachta, faoi stiúir an Ollaimh Mark Morgan ó Choláiste Phádraig, Droim Conrach, chun taighde a dhéanamh dar teideal *Taighde Cleachtasbhunaithe a Chuimsíonn Forbairt Ghairmiúil*.

Tá an taighde, atá scoilbhunaithe, lárnaithe sa bhféinmheastóireacht múinteora mar a n-aithníonn múinteoirí na croíluachanna a théann i bhfeidhm ar a gcleachtas, agus déantar tástáil ar an mbealach ina mbíonn na luachanna seo á gcleachtadh acu ó lá go lá ina gcleachtas gairmiúil sa seomra ranga. Thosaigh an taighde i gceithre láthair éagsúl le linn na bliana ar a ndéantar tuairisciú. Tá sé i gceist go gcuirfidh an fhoireann tuarascáil eatramhach ar na torthaí ar fáil do chomhdháil náisiúnta na Comhairle i mí na Samhna 2011.

I mí Iúil 2010, rinne an Chomhairle coimisiúnú ar an ITES (Institiúid Taighde Eacnamaíochta agus Sóisialta) chun dhá phíos a taighde a dhéanamh ar:

- An Fhorbairt Ghairmiúil Leanúnach ag Múinteoirí Bunscoile
- Deitéarmanaint ar Shásamh as Post agus ar Strus Oibre ag Múinteoirí Bunscoile

Ag deireadh na bliana ar a ndéantar tuairisciú, bhí críoch á chur leis an dá thaighde ón ITES don fhoilseachán. Foilsíodh iad ina dhiaidh sin ar www.oide.ie i mí an Mheithimh 2011.



(C-D): Dr Mary Roche; Dr Máirín Glenn; Dr Bernie Sullivan; Dr Caitríona McDonagh, údair 'Practice-based Research Encompassing Professional Development'.

3. Cur Chun Cinn na Múinteoireachta mar Ghairm

Tá cur chun cinn na múinteoireachta mar ghairm go lárnach in obair na Comhairle. Dhírigh an Chomhairle ar roinnt straitéisí chun an sprioc seo a chur chun cinn.

3.1. Caidreamh leis na Meáin

Teachers should be celebrated for their help through crises

Research bursaries for Kilkenny teachers

LYIT degree gets extra recognition

Cork teachers scoop prestigious bursary awards

Higher maths proposal for teacher training courses

Bursaries for Limerick-based researchers

Teacher Barry bursting with pride

Mar chuid dá ról i gcur chun cinn na múinteoireachta mar ghairm, éilíonn an Chomhairle Mhúinteoireachta deiseanna cuí sna meáin chun seasamh le próifíl na múinteoireachta mar ghairm agus chun feasacht a ardú maidir le hobair na Comhairle.

Le linn na bliana ar a ndéantar tuairisciú, eisíodh 21 preasráiteas, ar phreaseisiúintí ginearálta iad ceithre cinn acu sin. Ba eisiúintí áitiúla iad an chuid eile chun freastal ar riachtanais na meáin réigiúnacha. Scríobhadh altanna do raon foilseachán ar a n-áirítear an preas náisiúnta, foilseacháin ar líne agus iriseáin na n-eagraíochtaí ionadaíocha san oideachas.

3.2. Lá Domhanda na Múinteoirí

Is é 5 Deireadh Fómhair Lá Domhanda na Múinteoirí, ócáid dhomhanda chun ceiliúradh a dhéanamh ar mhúinteoirí agus ar an ról lárnach a bhíonn acu i gcothú agus i dtreorú mac léinn trí phróiseas fad saoil na foghlama.

I 2010, ba é téama Lá Domhanda na Múinteoirí ná 'Tosaíonn an tAthshlánú le Múinteoirí'. Chruthaigh an lá deis chun tacaíocht a léiriú do mhúinteoirí a ndeachaigh géarchéim i bhfeidhm orthu go díreach nó go hindíreach.

Mar chomhartha aitheantais ar Lá Domhanda na Múinteoirí i 2010, d'fhoilsigh an Irish Independent alt ón gComhairle Mhúinteoireachta.

3.3. Taispeántais

I gcaitheamh na bliana, bhí baill foirne i láthair ag roinnt taispeántas gairme agus ag na trí chomhdhála ag ceardchumann na múinteoirí. Tugann na taispeántais ghairme deis luachmhar chun bualadh le múinteoirí dochúlá, agus comhairle a chur orthu, mar aon le gairm na múinteoireachta a chur chun cinn. Mar sin féin ba chúis díomá, i ngeall ar chiorruithe foirne, gurbh éigin diúltú do roinnt cuirí.

4. Eagraíocht Éifeachtach agus Éifeachtúil a Fhorbairt agus a Chothabháil chun Tacú le hObair na Comhairle

Tá an Chomhairle san airdeall maidir leis an ngá atá ann eagraíocht éifeachtach agus cost-éifeachtúil a rith, agus déanann sí monatóireacht agus forbairt go leanúnach ar a próisis agus a córais chun a dheimhniú go leanann siad go héifeachtach de réir barrchleachtais an rialachais chorparáidigh.

4.1. Fás agus Forbairt, Plean Straitéiseach 2008-2011

Rinneadh obair na Comhairle de réir feidhmeanna an Achta um Chomhairle Mhúinteoireachta, 2001. Mar chomhlíonadh ar an riachtanas don phleanáil straitéiseach mar atá sa Chód Cleachtais don Rialachas ar Chomhlachtaí Stáit, tugann an chéad phlean straitéiseach ón gComhairle, Fás agus Forbairt 2008-2011 treoir don Chomhairle de réir mar a leanann sí le cur i bhfeidhm an Achta a chur chun cinn.

Tosaíodh le linn na bliana ar a ndéantar tuairisciú ar an bpróiseas ar phlean straitéiseach nua a fhorbairt don tréimhse dar tús 2012.

4.2. Cód Cleachtais

I 2009, ghlac an Chomhairle le Cód Cleachtais do bhaill na Comhairle, don Chathaoirleach, don Stiúrthóir/POF agus don Rúnaí. Is é atá mar chuspóir leis an doiciméad seo ná:

- cód a rianadh do rialachas corparáideach na Comhairle Múinteoireachta;
- treoir a sholáthar do bhaill na Comhairle, don Chathaoirleach, do Rúnaí na Comhairle agus don Stiúrthóir/POF trí na feidhmeanna atá acu faoi seach a leagann amach;
- an t-údarás agus na freagrachtaí faoi seach a bhunú go soiléir; agus
- feidhmeanna faoi leith a tharmligean ón gComhairle go dtí an Stiúrthóir/POF.

Le linn na bliana ar a ndéantar tuairisciú, rinne an Chomhairle athbhreithniú ar an gCód Cleachtais lena dheimhniú go gcloíonn sé le Cód Cleachtais do Chomhlachtaí Reachtúla na Roinne Airgeadais.

Tá fáil le híoslódáil ar an gCód Cleachtais ar www.oide.ie

4.3. Struchtúr Coistí

Ar mhaithe le héascú a dhéanamh ar a cuid oibre agus í ag comhlíonadh a cuid dualgas, tá roinnt coistí, grúpaí oibre agus painéal bunaithe ag an gComhairle. Tá na sonraí a bhaineann le feidhmeanna agus ballraíocht gach ceann acu seo ar fáil in Aguisín 3. Tá sceideal na gcruinnithe a tionóladh sa bhliain tuairiscithe curtha ar fáil i dTábla 4.

Tábla 3: Sceideal Cruinnithe ag an gComhairle agus ag Coistí le linn na bliana dar críoch 27 Márta 2011

	Líon na gcruinnithe
Comhairle	5
Coiste Feidhmiúcháin*	6
Coiste Imscrúdúcháin*	6 (comhchruinnithe)
Coiste Araíonachta*	
Coiste Clárúcháin	5
Coiste Oideachais	6
Coiste Airgeadais	5
Coiste Iniúcháireachta	2
Painéal ar Fhianaise Carachtair	8
Painéal na nIarratas (Bunscoile)	8
Painéal na nIarratas (Iar-Bhunscoile)	9
Grúpa Athbhreithnithe Clárúcháin (Bunleibhéal)	5
Grúpa Athbhreithnithe Clárúcháin (Iar-Bhunleibhéal)	6

* Coistí Reachtúla

4.4. Rialachas Corparáideach

Tá an Chomhairle san airdeall faoin tábhacht a bhaineann le dea-rialachas corparáideach agus táthar ag tabhairt go gníomhach faoi threoiríní na Roinne Airgeadais ar rialachas corparáideach d'eagraíochtaí Stáit a chur i bhfeidhm. Trína Coiste Iniúcháireachta tá córas bunaithe ag an gComhairle do smachtaí inmheánacha ar chaiteachas agus tá a tuarascáil bhliantúil agus a cuntas airgeadais iniúchta foilsithe. Tá forbairt déanta freisin ar phróisis do mheasúnú agus do bhainistíocht riosca, cóid iompar gnó do bhaill agus d'fhoireann na Comhairle araon, agus cód cleachtais don Chomhairle, mar atá i 4.2 thuas. Bíonn nósanna imeachta maidir le nochtadh leasa agus géilliúntas do riachtanais na nAchtanna um Eitic in Oifig Poiblí mar chuid de shocruithe na Comhairle i leith an rialachais chorparáidigh freisin.

Le linn na bliana ar a ndéantar tuairisciú, rinneadh measúnú seachtrach ar shocruithe na Comhairle don rialachas corparáideach. Tá na hathruithe a moladh á gcur i bhfeidhm faoi láthair.

4.5. Bainistíocht Acmhainní

4.5.1. Acmhainní Daonna

Lean an leibhéal foirne faofa ar 27 Márta 2010 ag 28.5 post. Le linn na bliana tuairiscithe, ceapadh roinnt ball foirne ar bhonn sealadach ag amanna nuair a bhí mór-ualach gníomhaíochta ann, ar nós athnuachan clárúcháin agus tréimhse an tsamhraidh do chlárúcháin na gcéimithe.

Cuireadh soiléiriú ar fáil don Chomhairle go mbaineann moratorium an earnáil phoiblí le foireann na Comhairle in ainneoin a stádas féinmhaoinithe. Tá an Chomhairle tar éis a hábhair imní a chur faoi bhráid na Roinne Oideachais agus Scileanna, maidir leis an tionchar atá ag an moratorium ar obair na Comhairle.

Rinne an Coiste Comhpháirtíochta don fhoireann plé agus díospóireacht ar roinnt ábhar bainteach le seirbhísí do chustaiméirí a fheabhsú.

Tá fáil in Aguisín 1 ar na sonraí a bhaineann le struchtúr bainistíochta na Comhairle.

4.5.2. Airgeadas

Díríonn rannóg an Airgeadais a lán dá cuid oibre ar bhainistíocht na dtáillí athnuachana clárúcháin. Buaicthréimhse don athnuachan clárúcháin gach bliain a bhíonn sa tréimhse ó Eanáir go Márta. Le linn an ama seo i 2011, tugadh cuireadh do 48,970 múinteoir cláraithe (thart ar 69% de na múinteoirí ar an gclár) a gclárúcháin a athnuachan ar feadh bliana eile. Chun an t-airgead a bhí ag teacht isteach don chlárúcháin a bhainistiú agus chun cur leis na héifeachtúlachtaí, rinneadh mionleasuithe ar phróisis airgeadais na Comhairle agus na cleachtais airgeadais, an t-athnuachan ar líne san áireamh. Sa bhliain ar a ndéantar tuairisciú, rinne breis agus 45% de mhúinteoirí a gclárúcháin a athnuachan ar líne.

Bhí €3.89m mar chaiteachas ag an gComhairle sa bhliain airgeadais 2010. Áirítear costais foirne, cíos ar chóiríocht, postas, foilseacháin agus costais TEC, mar phríomhréimsí caiteachais. Bhí €7.14m mar theacht isteach don tréimhse, táillí clárúcháin agus measúnaithe a bhí i gceist den chuid is mó. Eascraíonn an barrachas ón mhoill a cuireadh ar roinnt de na feidhmeanna san Acht um Chomhairle Mhúinteoireachta, 2001 a thosú, agus an caiteachas a leanann a bheith curtha siar. Nuair a bhíonn feidhmeanna breise á nglacadh ag an gComhairle méadóidh costas na Comhairle go mór agus í ag tabhairt faoi théarmaí tagartha reachtúla a chomhlíonadh. Bainfear úsáid as an mbarrachas reatha chun plé leis na costais oibríochtúla breise agus an táille á choimeád ag an leibhéal ag a bhfuil sé faoi láthair. Ina theannta sin, tá roinnt den bharrachas ioncaim coinnithe chun na speansais ar fhiachais dhlíthiúla a d'fhéadfadh teacht chun cinn a ghlanadh.

Tá fáil ar Ráitis Airgeadais Iniúchta na Comhairle do 2010 in Aguisín 5.

4.5.3. TEC

Le linn na bliana ar a ndéantar tuairisciú, rinne an Chomhairle roinnt dá córas teicneolaíochta a uasgrádú ar mhaithe le hiontaofacht agus éifeachtúlacht a fheabhsú. Rinneadh an córas bunachar sonraí, ar a gcoimeádtar clár na múinteoirí, a uasgrádú agus cuireadh roinnt ríomhaire deisce nua ar fáil in ionad cinn a bhí ann cheana. Thug an Chomhairle isteach córas taifeadta do ghlaochanna don traenáil agus lena dheimhniú go mbíonn seirbhís ardcháilíochta ar fáil do mhúinteoirí ar an nguthán.

4.5.4. Athbhreithniú ar Phróiseas Gnó an Chlárúcháin

Rinne an Chomhairle Mhúinteoireachta coimisiniú ar phróiseas gnó chun athbhreithniú a dhéanamh ar gach gné de phróiseas clárúcháin múinteoirí na Comhairle. Rinne an tuarascáil ar an athbhreithniú raon leathan athruithe ar chórais agus ar phróisis na Comhairle a mholadh agus tá foireann bhainistíochta na Comhairle ag tabhairt futhu seo faoi láthair, i gcomhréir le plean dhá bhliana don chur i bhfeidhm.

4.6. Cumarsáid le Páirtithe Leasmhara

Cuireann an Chomhairle i bhfeidhm clár cuimsitheach cumarsáide a dhíríonn ar chumarsáid a chothabháil agus a fheabhsú lena páirtithe leasmhara uile ar a n-áirítear múinteoirí, eagraíochtaí ionadaíocha, ceardchumainn múinteoirí agus eagraíochtaí eile atá ag obair in earnáil an oideachais. Déantar monatóireacht rialta ar an gclár seo lena dheimhniú go mbaintear úsáid as na bealaí cumarsáide is éifeachtaí, is éifeachtúla agus is oiriúnaí. Ba iad seo a leanas roinnt de na príomhthosaíochtaí a bhí ag feidhmiú le linn na bliana ar a ndéantar tuairisciú:

4.6.1. Daoine Teagmhála na Comhairle Múinteoireachta



Pictiúr tógtha ag an gcruinniú réigiúnach le Daoine Teagmhála i gCorcaigh ina bhfuil Christy Carroll, Ball den Chomhairle Mhúinteoireachta (C), Áine Lawlor, POF (D), James Mulcahy, Stiúrthóir, Ionad Oideachais Chorcaí (ar cúl) agus beirt mhúinteoir a bhí ag glacadh páirte.

Lean an Chomhairle leis an mbolscaireacht ar dhaoine teagmhála a cheapadh i scoileanna agus í mar aidhm leis seo go mbeidh múinteoir cláraithe amháin i ngach scoil mar dhuine teagmhála na Comhairle Múinteoireachta agus go ndeimhneofar dá réir go ndéanfar foilseacháin agus eolas eile a dháileadh ar chomhghleacaithe.

Dhírigh cuid mhór den bolscaireacht ar na cruinnithe réigiúnacha le daoine teagmhála. Thug na cruinnithe seo deis do dhaoine teagmhála

eolas breise a bhailiú faoi ról agus obair na Comhairle Múinteoireachta le tabhairt ar ais go scoileanna mar aon le haischothú a roinnt ar a chéile. Sa bhliain tuairiscithe tharla naoi gcinn dá leithéid de chruinnithe ar fud na tíre. Ag deireadh na bliana tuairiscithe, bhí breis agus 1,300 múinteoir ainmnithe mar dhaoine teagmhála dá scoileanna.

4.6.2. Nuachtlitir

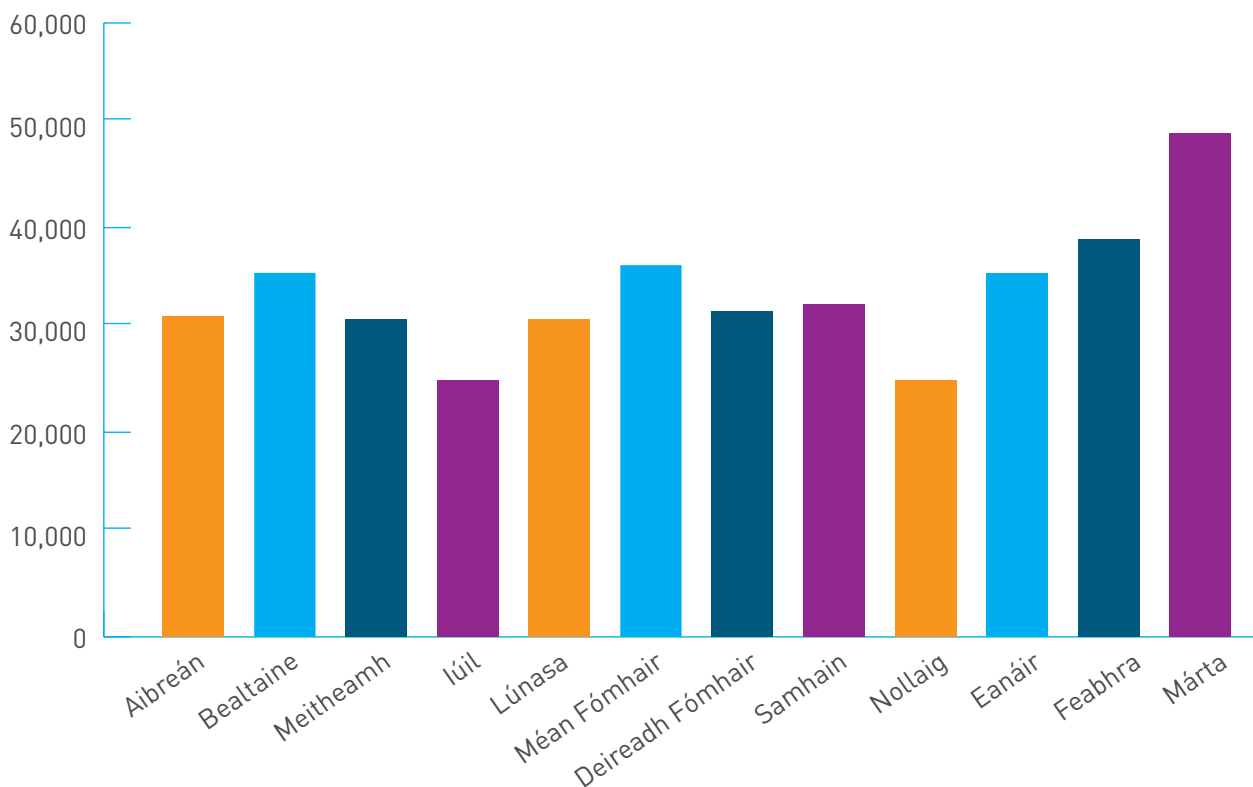
Rinneadh eagrán an fhómhair d'Oide, nuachtlitir na Comhairle Múinteoireachta, a fhoilsiú agus a dháileadh i mí Dheireadh Fómhair 2010.

4.6.3. Gréasán Idirlín Corparáideach

Ó bunaíodh í i 2006, tá méadú mór tagtha ar a feidhmeanna, agus é mar thoradh air sin nach raibh dearadh an ghréasáin ábalta leanúint ag feidhmiú mar fhoinsé eolais éifeachtach agus áisiúil don úsáideoir. I gcaitheamh na bliana, rinneadh láithreán gréasáin na Comhairle, www.oide.ie, a athdhearadh chun comhéadan níos fearr a chur ar fáil do na húsáideoirí éagsúla, agus cuireadh leis an t-ábhar. Bhí dul chun cinn maith déanta ar an láithreán gréasáin ag deireadh na bliana tuairiscithe agus ina dhiaidh sin rinneadh beo é i mí an Mheithimh 2011.

Ar an meán thug 33,485 daoine cuairt ar an láithreán gréasáin gach mí idir Aibreán 2010 agus Márta 2011. Seo méadú 20% ar an mbliain roimhe sin nuair a bhí thart ar 27,780 cuairteoir go míosúil. I mí Márta 2011 a bhí buaicphointe na gcuairteanna, agus tagann sé seo leis an tréimhse athnuachana clárúcháin do thromlach na múinteoirí (47,909 cuairteanna).

Figiúr 3. Cuairteanna chuig Láithreán Gréasáin na Comhairle Múinteoireachta, Aibreán 2010 go Márta 2011



4.6.4. Ríomhphoist Eolais

I rith na bliana, eisíodh naoi ríomhphost eolais chuig múinteoirí cláraithe a raibh seoladh ríomhphoist curtha ar fáil acu don Chomhairle. Chlúdaigh na ríomhphoist eolas ar imeachtaí reatha, ar an bpróiseas comhairliúcháin a bhain leis an dréacht *Polasaí ar an Leanúntas in Oideachas Múinteoirí*, eagrán an fhómhair d'Oide agus Lá Domhanda na Múinteoirí. Ar an meán, cuirtear gach eisiúint chuig breis agus 55,000 seoladh ríomhphoist. Is bealach díreach agus cost-éifeachtúil é seo le cumarsáid a dhéanamh agus moltar do mhúinteoirí seoladh ríomhphoist a chur isteach ar an gClár.

4.6.5. *Teagmháil le hEagraíochtaí Ionadaíocha*

Tá an Chomhairle tiomanta do chaidrimh a fhorbairt agus a chothabháil le páirtneirí an oideachais.

Freastalaíonn a Stiúrthóir/POF agus an fhoireann sinsearach ar roinnt comhdhálacha, seimineár agus cruinnithe chun an sprioc seo a chur chun cinn. Tá an Chomhairle tiomanta freisin don rannpháirtíocht le páirtithe leasmhara maidir le forbairtí i rialúcháin agus, sa bhliain tuairiscithe, chuir an plé agus an t-aischothú faoi ghnéithe ar nós seiceáil an Gharda, oideachas múinteoirí d'earnáil an bhreiseoideachais mar aon leis na riachtanais don cheadú ar an gClár eolas ar fáil d'obair na Comhairle sna réimsí seo.

4.7 Saoráil Faisnéise agus Cosaint Sonraí

Tá an Chomhairle faoi réir ag riachtanais na nAchtanna um Shaoráil Faisnéise 1997 agus 2003 (Acht FOI) agus na nAchtanna um Chosaint Sonraí 1988 agus 2003. Rinneadh ceithre iarratas ar eolas faoin Acht um Shaoráil Faisnéise le linn na bliana ar a ndéantar tuairisciú. Rinneadh ceann de na hiarratais a aistharraingt agus pléadh leis seo lasmuigh den Acht um Shaoráil Faisnéise.

4.8 Gaeilge

Bíonn soláthar ar leith le fáil ón gComhairle do sheirbhísí trí Ghaeilge agus leanann sí na riachtanais a éilíonn Acht na dTeangacha Oifigiúla, 2003.

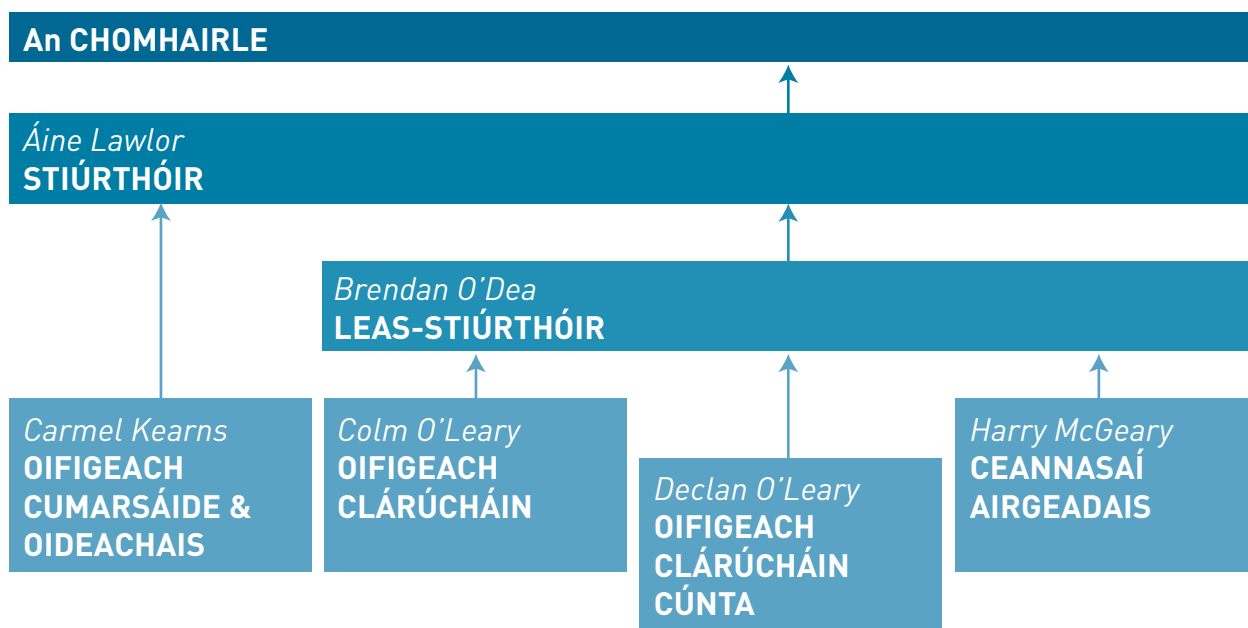
I rith na bliana, deimhníodh maidir le gach cumarsáid a fuair an Chomhairle trí Ghaeilge, ar ríomhphost, sa phost nó ar an nguthán, gur tugadh freagra i nGaeilge líofa ar gach ceann acu sin.

4.9 Sláinte agus Sábháilteacht

Le linn na bliana ar a ndéantar tuairisciú, chuir grúpa oibre den fhoireann críoch, tar éis dul i gcomhairle leis an gCoiste Páirtnéireachta Foirne, le dréacht de ráiteas sábháilteachta na Comhairle i gcomhréir leis an Acht um Shábháilteacht, Sláinte agus Leas ag an Obair, 2005. Thug an Chomhairle faomhadh don ráiteas sábháilteachta i mí Bealtaine 2010 agus rinneadh é seo a chur in iúl don fhoireann.

AGUISÍN 1

Struchtúr Bainistíochta na Comhairle ar 27 Márta 2011



AGUISÍN 2

Baill na Comhairle

Tá 37 ball ar an gComhairle mar seo a leanas:

- Aon mhúinteoir déag bunscoile, naonúr ó thoghcháin agus beirt ainmnithe ag aontas na múinteoirí
- Aon mhúinteoir déag iar-bhunscoile, seachtar ó thoghcháin agus ceathrar ainmnithe ag aontais na múinteoirí
- Beirt ainmnithe ag na Coláistí Oideachais
- Beirt ainmnithe ag eagrais tríú leibhéal sonraithe
- Ceathrar ainmnithe ag bainistíocht scoile (beirt ag leibhéal bunscoile agus beirt ag leibhéal iar-bhunscoile)
- Beirt ainmnithe ag cumainn tuismitheoirí (duine ag leibhéal bunscoile agus duine ag leibhéal iar-bhunscoile) agus
- Cúigear ainmnithe ag an Aire Oideachais agus Eolaíochta, ina measc ionadaí ó Chónaidhm Ghnólachtaí agus Fostóirí na hÉireann (IBEC) agus ó Chomhdháil na gCeardchumann (ICTU).

Seo a leanas baill na Comhairle Mhúinteoireachta ar 27 Márta 2011:

Member	Category	Sector
Michael Barry	Ainmní	CMMÉ (ASTI)
Mary Brennan	Tofa	Bunscoileanna
Noel Buckley	Tofa	Meánscoileanna Deonacha
Antoinette Buggle	Ainmní	Bainistíocht Scoile (Bunleibhéal)
Christy Carroll	Tofa	Bunscoileanna
Jerry Cronin	Ainmní	Bainistíocht Scoile (Iar-Bhunleibhéal)
Lily Cronin (Cathaoirleach)	Tofa	Meánscoileanna Deonacha
Elaine Devlin	Ainmní	CMMÉ (ASTI)
Oliver Donohoe	Ainmní	Aire (ICTU)
Emer Egan	Ainmní	Aire
Ciarán Flynn	Ainmní	Bainistíocht Scoile (Iar-Bhunleibhéal)
Eileen Flynn	Ainmní	Bainistíocht Scoile (Bunleibhéal)
Dr Jim Gleeson	Ainmní	Ollscoileanna & Coláistí Ainmnithe Tríú Leibhéal
Professor Kathy Hall	Ainmní	Ollscoileanna & Coláistí Ainmnithe Tríú Leibhéal

Susie Hall	Tofa	Scoileanna Pobail is Cuimsitheacha
Dr Pádraig Hogan	Ainmní	Aire
Micheál Kilcrann	Tofa	Bunscoileanna
Vivienne MacSweeney	Ainmní	AMÉ (TUI)
Christopher Maginn	Tofa	Meánscoileanna Deonacha
Gerry Malone (Leas Chathaoirleach)	Ainmní	CMÉ (INTO)
Dr Kevin Marshall	Ainmní	Aire (IBEC)
Anita McCann	Ainmní	Comhairle Náisiúnta na dTuismitheoirí (Bunleibhéal)
Fergal McCarthy	Tofa	Scoileanna Gairmoideachais
Anne McElduff	Ainmní	CMÉ (INTO)
Pat McQuaile	Tofa	Scoileanna Gairmoideachais
Dympna Mulkerrins	Tofa	Bunscoileanna
Micheál Ó Gríofa	Tofa	Bunscoileanna
Alice O'Connell	Tofa	Bunscoileanna
Maree O'Connell	Tofa	Bunscoileanna
Dr Anne O'Gara	Ainmní	Coláistí Oideachais
Tim O'Meara	Ainmní	AMÉ (TUI)
Bernadine O'Sullivan	Tofa	Meánscoileanna Deonacha
Eleanor Petrie	Ainmní	Comhairle Náisiúnta na dTuismitheoirí (Iar-Bhunleibhéal)
Dr Seán Rowland	Ainmní	Aire
Seán Rowley	Tofa	Bunscoileanna
Dr Pauric Travers	Ainmní	Coláistí Oideachais
Milo Walsh	Tofa	Bunscoileanna

AGUISÍN 3

Coistí, Grúpaí agus Painéil na Comhairle

Ar mhaithe le héascaíocht a dhéanamh ar a cuid oibre tá roinnt coistí, grúpaí oibre agus painéil bunaithe ag an gComhairle. Tá na mionsonraí faoi fheidhmeanna agus faoi bhallraíocht gach ceann acu seo le fáil thíos.

An Coiste Feidhmiúcháin

Is é cuspóir an Choiste Feidhmiúcháin ná éascaíocht a dhéanamh ar fheidhmiú éifeachtach agus éifeachtúil na Comhairle trí ghnóthaí na Comhairle a reachtáil idir ghnáthchruinnithe ginearálta na Comhairle. Tá siad seo a leanas mar chuid de shainchuspóirí an choiste:

- Feidhmiú mar mheicníocht chomhordaithe chun gníomhú ar thrasghnóthaí de réir mar a eascraíonn siad
- Feidhmiú thar ceann na Comhairle nuair nach féidir cruinniú ginearálta den Chomhairle a eagrú i ngeall ar chúinsí ama nó cúinsí eile
- Orduithe eatramhacha a dhéanamh ar son na Comhairle nuair a bhíonn práinn i gceist agus nuair nach féidir leis an gComhairle cruinniú a eagrú ar ghearr-fhógra
- Athbhreithniú agus moltaí a dhéanamh don Chomhairle maidir le bunú, ballraíocht, téarmaí tagartha agus leanúnachas coistí
- Tuairisciú go rialta don Chomhairle.

[Ar 27 Márta 2011, bhí 11 ball mar chomhdhéanamh ar an gCoiste Feidhmiúcháin mar seo a leanas:](#)

Lily Cronin (Cathaoirleach)

Noel Buckley

Emer Egan

Ciarán Flynn

Dr Jim Gleeson

Gerry Malone

Fergal McCarthy

Anne McElduff

Pat McQuaile

Dr Seán Rowland

Seán Rowley

An Coiste Imscrúdúcháin

Nuair a bhíonn Alt 5 den Acht um Chomhairle Mhúinteoireachta ag feidhmiú beidh an Chomhairle, nó aon duine eile, ábalta iarratas a chur faoi bhráid an Choiste Imscrúdúcháin maidir le hiniúchadh ar oiriúnacht don chleachtas aon mhúinteora sna cúinsí seo a leanas:

- Má theip ar mhúinteoir i gcomhlíonadh, nó má sháraigh sé/sí, an tAcht um Chomhairle Mhúinteoireachta, 2001, an tAcht Oideachais, 1998, an tAcht Oideachais (Leas), 2000, nó na hAchtanna Gairmoideachais, 1930 go 1999, nó aon rialachán, rialacha nó orduithe atá clúdaithe faoi na hAchtanna seo
- Má shíltear iompar an mhúinteora a bheith i réimse an mhí-iompair ghairmiúil mar atá leagtha síos san Acht um Chomhairle Mhúinteoireachta, 2001
- Má bhíonn faillí i gclárú an mhúinteora i ngeall ar eolas míchruinn nó calaoiseach a bheith tugtha nó mífháisnéis a bheith léirithe nó
- Muna mbíonn ar a c(h)umas teagasc i ngeall ar chúinsí leighis.

Ní bheidh baint ag an gCoiste ach an oiread le gnóthaí laethúla a bhaineann le Conradh ná le haraíonacht, ná ní bheidh suntas á thabhairt ag an gComhairle do ghearáin ar féidir déileáil níos fearr leo ag an leibhéal áitiúil.

Nuair a shíltear é a bheith cuí a leithéid a dhéanamh, cuirfidh an Coiste an t-iarratas ar aghaidh chuig an gCoiste Araíonachta.

Ar 27 Márta 2011, bhí 11 ball mar chomhdhéanamh ar an gCoiste Imscrúdúcháin mar seo a leanas:

Gerry Malone (Cathaoirleach)

Antoinette Buggle

Elaine Devlin

Oliver Donohoe

Ciarán Flynn

Vivienne MacSweeney

Anita McCann

Dympna Mulkerrins

Tim O'Meara

Bernadine O'Sullivan

Milo Walsh

An Coiste Araíonachta

Éisteacht Painéal den Choiste Araíonachta le gearán tarchurtha chuige ón gCoiste Imscrúdúcháin. Déantar an éisteacht a reachtáil de réir Ailt 43 agus Sceidil 3 den Acht um Chomhairle Mhúinteoireachta, 2001, agus na rialacha agus nósanna imeachta gaolmhara atá dréachtaithe ag an gComhairle. Mar thoradh ar an éisteacht, d'fhéadfadh go mbeadh mí-oiriúnacht don teagasc mar thoradh ag an bpainéal, nó d'fhéadfaí an t-iaratas a dhíbheann. Cuireann an painéal a thuairisc faoi bhráid an Choiste Araíonachta.

Nuair a shroichtear toradh “neamh-infheidhme chun teagaisc”, gearrann an Coiste smachtbhanna cuí agus d'fhéadfadh go mbeadh aistarraingt clárúcháin go sealadach nó go buan, nó leanúntas leis an gclárúchán faoi réir ag roinnt coinníollacha.

[Ar 27 Márta 2011, bhí 13 ball mar chomhdhéanamh ar an gCoiste Araíonachta mar seo a leanas:](#)

Lily Cronin (Cathaoirleach)
Christy Carroll
Eileen Flynn
Dr Jim Gleeson
Dr Pádraig Hogan
Christy Maginn
Pat McQuaile
Fergal McCarthy
Alice O'Connell
Maree O'Connell
Micheál Ó Gríofa
Eleanor Petrie
Dr Seán Rowland

An Coiste Clárúcháin

Cuireann an Coiste Clárúcháin comhairle ar fáil don Chomhairle agus déanann sí moltaí faoi gach gné de chlárúchán múinteoirí ag an gComhairle. Baineann an obair seo le comhairle agus moltaí a chur ar fáil faoi:

- Na rialacha a rialaíonn an clárúchán
- Na próisis a bhaineann lena leithéid de rialacha a chur i bhfeidhm
- An próiseas a úsáidtear chun cinntí painéal a athbhreithniú
- Comhdhéanamh na dtéarmaí tagartha do na Painéail Iarratas Bunoidreachas agus Iarbhunoidreachas agus don Phainéal ar Fhianaise Carachtair

- Ceapachán measúnóirí chun cuidiú leis na Painéil Iarratas agus leis an bpróiseas ar Athbhreithniú Cinnidh
- Comhairle a chur ar an gComhairle maidir leis an gcineál teastais atá le heisiúint
- Critéir agus treoir don bhreithmheas ar cháilíochtaí don chlarúchán
- Gnóthaí a bhaineann le Fianaise Carachtair agus promhadh.

Mar aon leis sin, déanann an Coiste Clárúcháin, agus é ag feidhmiú thar ceann na Comhairle, athbhreithniú ar chinntí faoi iarratais don chlárúchán a bhíonn déanta ag na Painéil Iarratais Bunleibhéal agus Iar-bhunleibhéal agus ag an bPainéal ar Fhianaise Carachtair, nuair a éilíonn an t-Iarratasóir a leithéid. Déantar é seo de réir an phróisis ar Athbhreithniú Cinnidh atá glactha ag an gComhairle. Is féidir é seo a íoslódáil ó www.oide.ie

Ar 27 Márta 2011, bhí 13 ball mar chomhdhéanamh ar an gCoiste Clárúcháin mar seo a leanas:

Seán Rowley (Cathaoirleach)
Michael Barry
Jerry Cronin
Oliver Donohoe
Ciarán Flynn
Professor Kathy Hall
Micheál Kilcrann
Dr Kevin Marshall
Fergal McCarthy
Dympna Mulkerrins
Dr Anne O’Gara
Tim O’Meara
Bernadine O’Sullivan

An Coiste Airgeadais

Déanann an Coiste Airgeadais maoirseacht ar ghnóthaí airgeadais na Comhairle ar a n-áirítear ullmhúchán an bhuiséid bliantúil, monatóireacht leanúnach ar theacht isteach agus ar chaiteachas, agus ar shocruithe na Comhairle maidir le curamaí ginearálta riarachán.

Áirítear mar chuid dá fheidhmeanna.

- Athbhreithniú agus tuairisciú ar ghnóthaí airgeadais na Comhairle
- Breathnú maidir leis an mbuiséad bliantúil

- Athbhreithniú a dhéanamh, ag tréimhsí rialta aitheanta le linn timthrialla an bhuiséid bhliantúil, ar iarbhír theacht isteach agus ioncaim i gcoinne an bhuiséid agus deimhniú a dhéanamh nuair is gá go ndéantar buiséad leasaithe a ullmhú
- Monatóireacht a dhéanamh ar dháileadh an chiste airgid
- Athbhreithniú agus moltaí a dhéanamh maidir le táillí na Comhairle
- Teagmháil a dhéanamh le, agus cuntais a ullmhú do, na hiniúcháirí agus tuairisciú don Chomhairle maidir le cúinsí airgeadais.

Ar 27 Márta 2011, bhí 6 bhall mar chomhdhéanamh ar an gCoiste Airgeadais mar seo a leanas:

Fergal McCarthy (Cathaoirleach)

Mary Brennan

Noel Buckley

Antoinette Buggle

Dr Kevin Marshall

Anita McCann

An Coiste Oideachais

Tá freagracht ag an gcoiste seo as aighneachtaí a dhréachtadh agus moltaí a dhéanamh don Chomhairle maidir le raon de ghnóthaí obair na Comhairle ar a n-áirítear:

- Na caighdeáin oideachais agus oiliúna a ba chóir a bheith ag daoine agus iad ag tosú ar chlár oideachais múinteora sa Stát agus an t-athbhreithniú agus creidiúnú ar a leithéid de chlár.
- An t-athbhreithniú ar chaighdeáin eolais, scile agus inniúlachta is gá don chleachtas teagaisc.
- Gnóthaí a bhaineann le baill nua a ionduchtú chun na gairme
- Cur chun cinn ar oideachas, ar thraenáil agus ar fhorbairt ghairmiúil múinteoirí go leanúnach; agus, an t-athbhreithniú agus creidiúnú ar chlár don fhorbairt ghairmiúil leanúnach.
- Cóid iompair ghairmiúil do mhúinteoirí a dhréachtadh agus a athbhreithniú.
- Cur chun cinn na múinteoireachta mar ghairm d'iontrálaithe féideartha
- Straitéis chumarsáide na Comhairle
- Polasaí taighde na Comhairle.

Ar 27 Márta 2011, bhí 6 bhall mar chomhdhéanamh ar an gCoiste Airgeadais mar seo a leanas:

Noel Buckley (Cathaoirleach)

Christy Carroll

Jerry Cronin

Emer Egan

Dr Jim Gleeson

Professor Kathy Hall

Susie Hall

Dr Pádraig Hogan

Micheál Kilcrann

Vivienne MacSweeney

Micheál Ó Gríofa

Tim O'Meara

Dr Pauric Travers

An Coiste Iniúchóireachta

Déanann an Coiste Iniúchóireachta monatóireacht ar chórais, ar smachtaí airgeadais agus ar nósanna imeachta na Comhairle lena dheimhniú go mbíonn siad ag feidhmiú ar bhealach ordúil agus éifeachtach.

Ar 27 Márta 2011, bhí 6 bhall mar chomhdhéanamh ar an gCoiste Airgeadais mar seo a leanas:

Ciarán Flynn (Cathaoirleach)

Michael Barry

Mary Brennan

Emer Egan

Vivienne MacSweeney

An Painéal ar Fhianaise Carachtair

Déanann Painéal ar Fhianaise Carachtair na Comhairle fianaise carachtair iarratasóirí a éilíonn clárúcháin mar mhúinteoirí leis an gComhairle a mheas. Déantar é seo agus aird á tabhairt ar na treoirlínte atá faofa ag an gComhairle, agus atá ar fáil le híoslódáil ó www.oide.ie

Nuair a bhíonn sé mar chinneadh ag an bPainéal go bhfágann fianaise carachtair iarratasóra é/í mí-oiriúnach don chlárúchán, cuirfidh an Painéal a chinneadh, na fáthanna leis an gcinneadh, agus na bealaí chun cinn atá ann don iarratasóir ag an bpointe sin. Ullmhaíonn an Painéal tuairisc ansin le cur faoi bhráid an Choiste Clárúcháin.

Ar 27 Márta 2011, bhí 7 mball mar chomhdhéanamh ar an bPainéal ar Fhianaise Carachtair mar seo a leanas:

Eleanor Petrie (Cathaoirleach)

Antoinette Buggle

Elaine Devlin

Oliver Donohoe

Maree O'Connell

Tim O'Meara

Milo Walsh

Painéal na nIarratas Bunscoile

Déanann an painéal seo athbhreithniú ar na moltaí ón bhfoireann agus/nó ó mheastóirí seachtracha maidir le hoiriúnacht, don chlárúchán, na gcáilíochtaí ag iarratasóirí in earnáil na bunscoile. Tuiriscíonn sé don Choiste Clárúcháin.

Ar 27 Márta 2011, bhí an seacht mball seo a leanas mar bhallraíocht ar Phainéal na nIarratas Bunscoile:

Mícheál Ó Gríofa (Cathaoirleach)

Christy Carroll

Emer Egan

Christy Maginn

Anita McCann

Seán Rowley

Dr Pauric Travers

Painéal na nIarratas Iar-Bhunscoile

Déanann an painéal seo athbhreithniú ar na moltaí ón bhfoireann agus/nó ó mheastóirí seachtracha maidir le hoiriúnacht, don chlárúchán, na gcáilíochtaí ag iarratasóirí in earnáil na hiar-bhunscoile (an breisoideachas san áireamh). Tuairiscíonn sé don Choiste Clárúcháin.

Ar 27 Márta 2011, bhí 7 mball mar chomhdhéanamh ar an bPainéal ar Fhianaise Carachtair mar seo a leanas:

Bernadine O'Sullivan (Cathaoirleach)

Michael Barry

Mary Brennan

Lily Cronin

Dr Pádraig Hogan

Vivienne MacSweeney

Vacancy

AGUISÍN 4

Speansais Bhail na Comhairle 2010

Íoctar speansais ón mbaile nó ón ionad oibre le Baill na Comhairle don taisteal chuig cruinnithe bainteach leis an gComhairle. Tionóladh formhór na gcruinnithe do 2010 i Maigh Nuad, Co. Chill Dara. Seachas speansais taistil, ní íoctar aon táillí le baill na Comhairle.

Líon na
gcruinnithe
€ i 2010

Michael Barry	5,083.68	14
Mary Brennan	2,437.71	23
Noel Buckley	5,369.45	27
Antoinette Buggle	1,961.83	19
Christy Carroll	6,330.63	21
Jerry Cronin	4,904.10	22
Lily Cronin	10,945.51	36
Elaine Devlin	1,235.65	19
Oliver Donohue	305.44	15
Emer Egan	503.28	21
Ciarán Flynn	752.34	19
Dr Jim Gleeson	1,225.18	20
Susie Hall	1,261.06	20
Prof. Kathy Hall	5,314.28	15
Dr Padraig Hogan	156.36	14
Jack Keane	2,067.09	6
Micheál Kilcrann	679.09	16
Vivienne MacSweeney	6,645.45	22
Christopher Maginn	1,699.82	16
Gerry Malone	3,261.71	23
Dr Kevin Marshall	116.59	3
Fergal McCarthy	8,863.43	25
Anne McElduff	365.24	12
Patrick McQuaile	2,968.56	31
Dympna Mulkerrins	1,959.03	15
Michéal O'Gríofa	2,085.13	23
Alice O'Connell	2,798.70	7

Maree O'Connell	3,993.01	17
Dr Anne O'Gara	303.41	11
Tim O'Meara	8,178.71	24
Bernadine O'Sullivan	767.67	20
Eleanor Petrie	832.18	14
Seán Rowley	8,027.86	28
Dr Pauric Travers	554.08	18
Milo Walsh	6,081.98	20
Iomlán	<u>110,035.26</u>	

AGUISÍN 5

Ráitis Airgeadais Iniúchta

Ráitis Airgeadais

Cathaoirleach	Lily Cronin	Seoladh Gnó	Bloc A
Leas-Chathaoirleach	Gerry Malone		Campas Gnó Mhaigh Nuad
Baill na Comhairle	Michael Barry (ceapadh 11 Deireadh Fómhair 2010)	Iniúcháirí	Maigh Nuad
	Mary Brennan		Co. Chill Dara
	Noel Buckley		
	Antoinette Buggle		
	Christy Carroll		
	Jerry Cronin		
	Elaine Devlin		
	Oliver Donohoe	Baincéirí	Anne Brady McQuillans DFK
	Emer Egan		Cuntasóirí Cairte agus
	Ciarán Flynn		Iniúcháirí Cláraithe
	Eileen Flynn		Cúirt Iveagh
	Dr Jim Gleeson		Bóthar Earchair
	Susie Hall		Baile Átha Cliath 2
	Prof. Kathy Hall		
	Dr Pádraig Hogan		
	Jack Keane (d'éirigh as 22 Márta 2010)		
	Micheál Kilcrann	Dlíodóirí	Banc na hÉireann
	Vivienne MacSweeney		Príomhshráid
	Christopher Maginn		Maigh Nuad
	Dr Kevin Marshall		Co. Chill Dara
	Anita McCann		
	Fergal McCarthy		Banc AIB plc
	Anne McElduff		Príomhshráid
	Patrick McQuaile		Maigh Nuad
	Dympna Mulkerrins		Co. Chill Dara
	Alice O'Connell		
	Maree O'Connell		McDowell Purcell Partnership
	Kieran O'Driscoll (cailleadh 29 Márta 2010)		Dlíodóirí
	Dr Ann O'Gara		Foirgneamh Capel
	Micheál Ó Gríofa		Mainistir Mhuire
	Tim O'Meara		Áth Cliath 7
	Bernadine O'Sullivan		
	Eleanor Petrie		Arthur Cox
	Seán Rowland (ceapadh 11 Deireadh Fómhair 2010)		Dlíodóirí
	Seán Rowley		Ionad Earlsfort
	Dr Pauric Travers		Ardán Earlsfort
	Milo Walsh		Áth Cliath 2

Tuairisc na Comhairle don bhliain dár críoch 31 Nollaig 2010

Cuireann an Chomhairle a tuairisc i láthair mar aon le ráitis airgeadais don bhliain dár críoch 31 Nollaig 2010. Bunaíodh An Chomhairle Mhúinteoireachta ar bhonn reachtúil ar an 28 Márta 2006 de réir an Achta um Chomhairle Mhúinteoireachta, 2001.

Príomhghníomhaíocht agus Athbhreithniú ar an nGnó

Is é príomhghnó na Comhairle Múinteoireachta ná an mhúinteoireacht mar ghairm, ag leibhéal na bunscoile agus na hiar-bhunscoile a chur chun cinn, forbairt ghairmiúil múinteoirí a chur chun cinn, agus caighdeán a rialú i ngairm na múinteoireachta.

Níor tháinig aon athrú suntasach ar na gníomhaíochtaí sin i rith na bliana dár críoch 31 Nollaig 2010.

Príomhrioscaí agus Neamhchinnteachtaí

Tá an Chomhairle tar éis na rioscaí seo a leanas a mheas agus tá socruithe déanta chun na rioscaí a bhainistiú sa Chomhairle Mhúinteoireachta mar seo a leanas:

Riosca Calaoise

Déantar an riosca a mhaolú trí na dualgais a scarúint don ghabháil ar airgead agus don íocaíocht ar chreidiúnaithe. Tá nósanna imeachta agus smachtaí curtha i bhfeidhm ag an gComhairle chun a dheimhniú go ndéantar seiceáil ag gach céim ionas gur féidir cruinneas agus baillíocht na mbeart a chinntiú.

Neamh-thosú ar eilimintí den Acht um Chomhairle Mhúinteoireachta 2001

Níl tús feidhme tugtha go fóill do roinnt eilimintí den Acht um Chomhairle Mhúinteoireachta 2001, rud a chuireann srian ar scóp na Comhairle. Níl tús feidhme, ach go háirithe, ag Alt 30 (Clárú Éigeantach), Cuid V (Oiriúntacht don Teagasc), Alt 39 (Forbairt Ghairmiúil Leanúnach) agus Alt 7.2 (f) agus (g) (Ionductú agus Promhadh). Tá sé tugtha le fios ag an Aire Oideachais agus Scileanna go dtosóidh na feidhmeanna a bhaineann le hionductú agus Promhadh i mí Mheán Fómhair 2012. Tá an Chomhairle i dteagmháil leis an Aire agus leis an Roinn Oideachais agus Scileanna chun tús feidhme Ailt 30 a chur chun cinn.

Torthaí

Is é an barrachas a bhí ann don bhliain tar éis dímheas agus cánachas ná €3,244,564 (2009: €3,054,195). Eascraíonn an barrachas i ngeall ar gan tús a bheith curtha le roinnt d'fheidhmeanna na Comhairle agus an caiteachas a bheith, da réir, curtha ar athló. A luaithe agus a thosaíonn na feidhmeanna breise seo, tiocfaidh méadú suntasach ar chaiteachas bliana na Comhairle. Bainfear úsáid as an mbarrachas reatha do na costais oibríochtúla breise seo agus an táille á choimeád mar atá faoi láthair.

Forbairtí sa Todhchaí

Tá sé i gceist ag an gComhairle leanúint ar aghaidh lena cuid gníomhaíochtaí reatha. Tá sé tugtha le fios ag an Aire Oideachais agus Scileanna go dtosóidh feidhmeanna na Comhairle don Phromhadh agus don Ionductú i mí Meán Fómhair 2012. Tá an próiseas reachtúil i dtreo thús feidhme Ailt 30 den Acht um Chomhairle Mhúinteoireachta 2001 (Clárúchán Éigeantach) idir lámha.

Leabhair Chuntais

Tá sé dlite faoi Roinn 18 den Acht um Chomhairle Mhúinteoireachta, 2001, go bhfuil an Chomhairle freagrach as leabhair chuntais chearta a choimeád a léiríonn go sách cruinn ag am ar bith conas mar atá cuntais airgeadais na heagraíochta. Tá an Chomhairle freagrach freisin as sócmhainní na heagraíochta a chosaint agus dá réir sin as na céimeanna cuí a ghlacadh chun calaoisí nó mírialtachtaí eile a sheachaint. Coimeádtar leabhair chuntais na Comhairle Múinteoireachta ag Campas Gnó Mhaigh Nuad, Maigh Nuad, Co Chill Dara.

Iníúcháirí

Tá sé curtha in iúl ag na hIníúcháirí, Anne Brady McQuillans DFK, go bhfuil siad sásta leanúint ar aghaidh in oifig.

Imeachtaí i ndiaidh dáta an Chláir Chomhardaithe

Ní raibh aon chúinsí ná imeachtaí i ndiaidh dheireadh na bliana a éilíonn ceartú nó nochtadh sna ráitis chuntais, nó sna nótaí a ghabhann leo.

Ar son na Comhairle



Lily Cronin

Cathaoirleach



Áine Lawlor

POF/Stiúrthóir

Dáta: 13 Meitheamh 2011

Ráiteas i leith Freagrachtaí na Comhairle do na Ráitis Airgeadais

Tá an Chomhairle freagrach as an Tuairisc Bhliantúil agus as na Ráitis Airgeadais a ullmhú mar atá dlite agus cuí de réir dlí na hÉireann, ar a n-áirítear Alt 18 den Acht um Chomhairle Mhúinteoireachta, 2001, agus de réir Ghnáthchleachtais Chuntasaíochta in Éirinn, ar n-áirítear na caighdeáin chuntasaíochta a eisióinn Bord na gCaighdeán Cuntasaíochta agus mar atá foilsithe ag Institiúid na gCuntasóirí Cairte in Éirinn.

Éilíonn dlí na hÉireann ar a áirítear Alt 18(2) den Acht um Chomhairle Mhúinteoireachta, 2001, go n-ullmhóidh an Chomhairle ráitis airgeadais do gach bliain airgeadais agus go ndéanfaí cur síos cothrom agus fíor iontu ar ghnóthaí na heagraíochta don tréimhse sin.

Tá sé mar dhualgas ar an gComhairle agus na ráitis airgeadais á n-ullmhú acu go ndéanfaí:

- polasaithe cuí cuntasaíochta a roghnú agus iad a chur i bhfeidhm go seasta ansin
- breithiúnais agus meastacháin atá réasúnta agus stuama a dhéanamh
- cuntais airgeadais a ullmhú mar ghnóthas leantach ach amháin dá mbeadh sé míchuí a cheapadh go leanfadh an eagraíocht leis an ngnó.

Dearbhaíonn an Chomhairle gur chloígh siad leis na riachtanais thuasluaite nuair a bhí na ráitis airgeadais á n-ullmhú.

Tá freagracht ar an gComhairle leabhair chearta chuntasaíochta a choimeád a léiríonn go sách cruinn ag am ar bith staid airgeadais na heagraíochta agus a chuireann ar a cumas a dheimhniú go ndéantar na ráitis airgeadais a ullmhú de réir na gcleachtais cuntasaíochta a nglactar leo go coitianta in Éirinn agus de réir dlí reachtúil na hÉireann ar a n-áirítear Alt 18 den Acht um Chomhairle Mhúinteoireachta, 2001.

Tá an Chomhairle freagrach freisin as sócmhainní na heagraíochta a chosaint agus dá réir sin as na céimeanna is gá a ghlacadh chun calaoisí nó mírialtachtaí eile a sheachaint.

Tá an Chomhairle freagrach as cothabháil agus sláine an ghréasáin idirlín. D'fhéadfadh go mbeadh reachtaíocht na hÉireann maidir le dáileadh ráiteas airgeadais éagsúil ón reachtaíocht i ndlínsí eile.

Ar son na Comhairle



Lily Cronin
Cathaoirleach



Áine Lawlor
POF/Stiúrthóir

Dáta: 13 Meitheamh 2011

Ráiteas ar Rialú Inmheánach Airgeadais

Thar ceann na Comhairle aithnímh an fhreagracht atá orainn lena dheimhniú go ndéantar córas éifeachtach don rialú inmheánach airgeadais a chothabháil agus a chur i bhfeidhm.

Ní féidir leis an gcóras ach soláthar réasúnta gan a bheith absalóideach a thabhairt go bhfuil na sóchmhainní slán, go bhfuil na bearta údaráithe agus taifeadtha i gceart, agus go ndéantar botúin nó mírialtachtaí a sheachaint nó a aimsiú go tráthúil.

Tá na nósanna imeachta seo a leanas curtha i bhfeidhm ag an gComhairle agus tá sé mar fheidhm acu rialú inmheánach airgeadais a sholáthar:

- a) déantar timpeallacht rialaithe chuí a dheimhniú trí chúramaí bainistíochta a bhíonn rianaithe go soiléir mar aon le nósanna imeachta chun teipeanna rialaithe a aithint agus plé leo
- b) déantar próiseas foirmeálta rioscaí gnó eagraíochtúla a aithint agus a mheas
- c) déantar córas cuimsitheach pleanála agus buiséid a fheidhmiú agus déantar pátrúin caiteachais a athbhreithniú go míosúil
- d) áirítear mar chuid de na nósanna imeachta chun plé le himpleachtaí airgeadais do mhór rioscaí gnó treoracha airgeadais agus nótaí do nósanna imeachta, nósanna imeachta don tarmligean ar nós teorainneacha údaráithe ag an gComhairle agus dualgais a dheighilt idir an próiseáil agus an faomhadh ar íocaíochtaí
- e) nósanna imeachta don mhonatóireacht ar éifeachtacht an rialaithe inmheánaithe airgeadais ar a n-áirítear feidhm iniúchaidh inmheánaidh a fheidhmíonn de réir an Chóid Cleachtais don Rialachas ag Comhlachtaí Stáit agus agus tuairiscíonn don Choiste Iniúcháireachta.

Bíonn córas monatóireachta agus athbhreithniú na Comhairle faoi thionchar an eolais ón obair a dhéanann coiste bainistíochta na Comhairle Múinteoireachta a bhfuil freagracht orthu don chóras bainistíochta airgeadais a fhorbairt agus a chothabháil, obair na n-iniúcháirí inmheánacha agus an Coiste Iniúcháireachta mar aon le nithe a bhíonn le rá ag na hiniúcháirí seachtracha sa litir bhainistíochta agus sna tuairiscí a thagann uathu.

Rinneadh athbhreithniú foirmiúil ar na rialaithe inmheánacha airgeadais i 2010.

Thar ceann na Comhairle



Lily Cronin

Cathaoirleach

Date: 13 Meitheamh 2011

Tuairisc Neamhspleách na nIniúcháirí chuig Baill na Comhairle Múinteoireachta

Tá iniúcháireacht déanta againn ar ráitis airgeadais na Comhairle Múinteoireachta don bhliain dar críoch 31 Nollaig 2010 ina bhfuil Cuntas Ioncaim agus Caiteachais, Clár Comhordaithe, Ráiteas Sreabhadh Airgid agus na nótaí a bhaineann leo. Tá na ráitis airgeadais seo ullmhaithe de réir nósmaireachta costais stairiúil agus na polasaithe cúntasaíochta a bhaineann leo.

Tá an tuairisc seo curtha ar fáil do bhaill na Comhairle, mar chomhlacht, de réir mar a éilíonn Alt 18 den Acht um Chomhairle Mhúinteoireachta, 2001. Rinneadh ár gcuid oibre iniúcháireachta ionas gur féidir linn a chur faoi bhráid bhaill na Comhairle na gnóthaí sin gur gá dúinn a rá leo i dtuairisc iniúcháirí agus ní ar mhaithe le haon ghnó eile. Chomh fada agus is féidir mar a cheadaíonn an dlí, ní ghlacaimid ná ní thógaimid orainn aon fhreagracht d'aon duine seachas an eagraíocht agus baill na Comhairle mar chomhlacht, don obair iniúcháireachta atá déanta againn, don tuairisc seo, ná don tuairim atá ag teacht uainn.

Freagrachtaí ar leithligh na Comhairle agus na nIniúcháirí

Tá freagrachtaí na Comhairle maidir le tuairisc agus ráitis airgeadais á gcur ar fáil de réir dlí na hÉireann ar a n-áirítear Alt 18 den Acht um Chomhairle Mhúinteoireachta, 2001, agus de réir na gcaighdeán cúntasaíochta atá eisithe ag Bord na gCaighdeán Cúntasaíochta Airgeadais agus atá foilsithe ag Institiúid na gCuntasóirí Cairte in Éirinn (Gnáthchleachtas Cúntasaíochta in Éirinn) leagtha síos sa Ráiteas ar Dhualgais na Comhairle.

Is é an dualgas atá orainne ná iniúchadh a dhéanamh ar na ráitis airgeadais de réir mar a éilíonn ceanglas dlíthiúil agus rialála na gCaighdeán Idirnáisiúnta ar Iniúchadh (an Bhreatain agus Éire).

Dearbhaímid daoibh gurb é ár dtuairim go dtugann na ráitis airgeadais dearcadh fíor agus cothrom de réir Gnáthchleachtais Chuntasaíochta in Éirinn agus gur ullmhaíodh iad de réir riachtanas dlí na hÉireann ar a n-áirítear Alt 18 den Acht um Chomhairle Mhúinteoireachta, 2001. Dearbhaímid daoibh freisin gurb é ár dtuairim gur choimeád an eagraíocht leabhair chuí, chuntas, agus go raibh an t-eolas a tugadh i dTuairisc na Comhairle ag teacht leis na ráitis airgeadais. Chomh maith leis sin léirimid, má tá an t-eolas uile faighte againn agus na míniúcháin is gá dar linn don iniúchadh a rinneamar, agus pé acu atá na leabhair ag réiteach leis na leabhair chuntais.

Déanaimid athbhreithniú lena fheiceáil an dtagann an Ráiteas ar Smachtaí Inmheánacha Airgeadais le comhlíonadh na Comhairle leis an gCód Cleachtais don Rialachas ag Comhlachtaí Stáit agus déanaimid tuairisciú ar aon uair nuair nach dtarlaíonn a leithéid, nó má tá míthuiscint le baint as an ráiteas nó é gan a bheith de réir eolais eile atá againn ón ár n-iniúchadh ar na ráitis airgeadais. Ní gá dúinn breathnú an gclúdaíonn an Ráiteas ar Smachtaí Inmheánacha Airgeadais na rioscaí agus smachtaí airgeadais uile, ná tuairim a chruthú ar éifeachtacht na nósanna imeachta riosca agus smachta.

Tá tuairisc na Comhairle léite againn agus táimid san airdeall faoi na himpleachtaí má chuirtear ar na súile dúinn go bhfuil aon mhíchruinneas suntasach inti.

Bunús Dhearcadh an Iniúchta

Rinneamar ár n-iniúchadh de réir na gCaighdeán Idirnáisiúnta ar Iniúchadh (an Bhreatain agus Éire) atá eisithe ag an mBord um Chleachtais Iniúchta. Mar chuid den iniúchadh bíonn scrúdú, ar bhonn trialach, ar fhianaise a bhíonn bainteach leis na méideanna agus an nochtadh a tugadh sna ráitis airgeadais. Áirítear freisin measúnú ar na meastacháin agus ar na breithiúnais shuntasacha a rinne an Chomhairle agus na ráitis airgeadais á n-ullmhú acu, agus féachaint an bhfuil na polasaithe cúntasaíochta oiriúnach do chúinsí na heagraíochta, mar aon le hiad a bheith curtha i gcrích go seasta agus dóthain léirithe tugtha orthu.

Rinneamar pleanáil agus cur i gcrích ar ár n-iniúchadh ar bhealach go bhfuairéamar an t-eolas agus na míniúcháin a shíleamar a bhí riachtanach ionas go mbeadh dóthain fianaise againn le bheith muiníneach go leor go raibh na ráitis airgeadais saor ó ráitis mhíchruinn ábhartha, pé acu go calaoiseach, trí mhírialtacht nó trí bhotún. Rinneamar meastóireacht freisin, agus ár dtuairim á cur le chéile againn, ar shástacht iomlán leibhéal an eolais a cuireadh ar fáil sna ráitis airgeadais.

Tuairim

Is é ár dtuairim go dtugann na ráitis airgeadais:

- dearcadh fíor agus cothrom, de réir Gnáthchleachtais Chuntasaíochta in Éirinn, ar staid ghnóthaí na Comhairle ar an 31 Nollaig 2010 agus ar a cuid torthaí don bhliain dar críoch an lá sin; agus
- gur ullmhaíodh i gceart iad de réir riachtanas dlí na hÉireann agus Alt 18 den Alt um Chomhairle Mhúinteoireachta, 2001 san áireamh.

Tá an t-eolas go léir agus na míniúcháin go léir againn a shílimid a bheith riachtanach do ghnóthaí an iniúchta. Is é ár dtuairim gur choimeád an eagraíocht leabhair chearta, chuntais. Tá na ráitis airgeadais ag réiteach leis na leabhair chuntais.

Is é ár dtuairim go bhfuil an t-eolas i dtuairisc na Comhairle ag teacht leis na ráitis airgeadais.

Anne Brady McQuillans DFK

Cuntasóirí Cairte & Iniúcháirí Cláraithe

Cúirt Iveagh

Bóthar Earchair

Baile Átha Cliath 2

Date: 13 Meitheamh 2011

Cuntas Ioncam agus Caiteachais don bhliain dár críoch 31 Nollaig 2010

		2010 €	2009 €
Ioncam	Nótaí		
Táillí Clárúcháin agus Measúnaithe		6,985,948	6,711,842
Táillí Creidiúnaithe		4,000	30,000
Ioncam Eile		469	1,250
Ioncam Iomlán	2	6,990,417	6,743,092
Caiteachas			
Costais Chóiríochta		(273,673)	(279,051)
Costais Foirne		(1,990,648)	(1,874,768)
Costais Eile Riaracháin		(750,138)	(734,618)
Costais Cúrsaí, Comhdhálacha agus Cruinnithe		(135,248)	(197,865)
Costais Clárúcháin agus Fíorúcháin		(214,988)	(251,034)
Costais Teicneolaíochta agus Fáisnéise		(135,404)	(116,368)
Costais Cumarsáide agus Oideachais		(274,651)	(204,603)
Cailiúint ar dhiúscairt shóchmhainní inláimhsithe		–	(757)
Dímheas	7	(117,681)	(120,448)
Iomlán an Chaiteachais		(3,892,431)	(3,779,512)
Ús gnóthaithe agus ioncam den chineál céanna		146,672	90,865
Barrachas ar ghnáthghníomhaíochtaí roimh cháin	3	3,244,658	3,054,445
Cáin	6	(94)	(250)
Barrachas ar ghnáthghníomhaíochtaí i ndiaidh cánach		3,244,564	3,054,195

Níl aon bharrachais ná cailliúintí aitheanta don tréimhse seachas an toradh airgeadais thuasluaite. D'eascair an toradh don tréimhse go hiomlán ó na hoibriúcháin leantacha.

Is cuid de na ráitis airgeadais sin na nótaí ar leathanaigh 57 go 65.

Thug an Chomhairle faomhadh do na ráitis airgeadais seo agus síníodh iad ar 13 Meitheamh 2011 ar a son ag



Lily Cronin
Cathaoirleach



Áine Lawlor
POF/Stiúrthóir

Clár Comhardaithe mar a bhí ag 31 Nollaig 2010

	Nótaí	2010		2009	
		€	€	€	€
Bunsócmhainní					
Sócmhainní inláimhsithe	7		422,434		356,462
Infheistíochtaí	8		10,594		10,594
			<u>433,028</u>		<u>367,056</u>
Sócmhainní Reatha					
Fiachóirí	9	23,856		4,670	
Airgead ar láimh agus sa bhanc		8,086,401		4,871,862	
		<u>8,110,257</u>		<u>4,876,532</u>	
Creidiúnaithe: Na méideanna a bheidh le n-íoc laistigh de bhliain amháin	10	(121,881)		(66,748)	
Glansócmhainní Reatha			<u>7,988,376</u>		<u>4,809,784</u>
Iomlán na Sócmhainní Lúide Dílteanais Reatha			<u>8,421,404</u>		<u>5,176,840</u>
Cúlchistí					
Cúlchiste Ainmnithe	11		1,500,000		1,000,000
Cúlchistí Ginearálta	11		6,921,404		4,176,840
Iomlán na gCistí			<u>8,421,404</u>		<u>5,176,840</u>

Is cuid de na ráitis airgeadais sin na nótaí ar leathanaigh 57 go 65.

Thug an Chomhairle faomhadh do na ráitis airgeadais ar 13 Meitheamh 2011 agus síníodh iad ar a son ag


Lily Cronin
 Cathaoirleach


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Ráiteas faoi Shreabhadh Airgid don bhliain dár críoch 31 Nollaig 2010

	Notes	2010 €	2009 €
Imréiteach ar bharrachas oibriúcháin go sreabhadh airgid ó ghníomhaíochtaí oibriúcháin			
Barrachas oibriúcháin (roimh ús a fháil)		3,097,986	2,963,580
Dímheas		117,681	120,448
Cailliúint ar dhiúscairt shócmhainní inláimhsithe		–	757
(Méadú) na bhfiachóirí		(19,183)	(4,425)
(Laghdú) / méadú na gcreidiúnaithe		55,133	(629,336)
Glanshreabhadh airgid thirim ó ghníomhaíochtaí oibriúcháin		3,251,617	2,451,024
Ráiteas faoi Shreabhadh			
Glanshreabhadh airgid thirim ó ghníomhaíochtaí oibriúcháin		3,251,617	2,451,024
Brabús ar infheistíochtaí agus Seirbhís a dhéanamh ar Airgeadas	15	146,672	90,865
Cáin	15	(97)	(714)
Caiteachas Caipitil agus infheistíocht airgeadais	15	(183,653)	(101,728)
Méadú ar airgead tirim sa bhliain		3,214,539	2,439,447
Imréiteach ar insreabhadh airgid chuig gluaiseacht i nglanchistí			
Méadú ar an airgead tirim sa bhliain		3,214,539	2,439,447
Glanclistí ag 1 Eanáir 2010		4,871,862	2,432,415
Glanclistí ag 31 Nollaig 2010		8,086,401	4,871,862

Nótaí faoi na Ráitis Airgeadais don bhliain dár críoch 31 Nollaig 2010

1. Polasaithe Cuntasaíochta

1.1. Coinbhinsiún Cuntasaíochta

Tá na ráitis airgeadais ullmhaithe ar bhonn an ghnóthais leantaigh agus de réir gnáth-phrionsabail na cuntasaíochta inghlactha leo in Éirinn agus de réir dlí na hÉireann. Caighdeán chuntasaíochta a bhfuil glactha leo go ginearálta in Éirinn agus ráitis airgeadais á n-ullmhú, ag tabhairt dearcadh fíor agus cothrom faoi mar atá fógartha ag Institiúid na gCuntasóirí Cairte in Éirinn, agus eisithe ag Bord na gCaighdeán Cuntasaíochta Airgeadais.

1.2. Ioncam

Is ionann ioncam agus an t-airgead a fuarthas ó tháillí clárúcháin agus measúnaithe a fuarthas le linn na bliana. Déantar an t-ioncam/na táillí uile a fuarthas a chuntas ar bhonn admhálacha.

1.3. Sócmhainní Seasta Inláimhsithe agus Dímheas

Déantar ráiteas faoi shócmhainní seasta inláimhsithe faoi choinbhinsiún an chostais stairiúil lúide dímheas carntha. Déantar dímheas ar na sócmhainní seasta inláimhsithe uile a sholáthar, ag rátaí a dhéanann an costas a chealú lúide luach iarmharach gach sócmhainn ar an bhfad saoil úsáideach a mbeifí ag súil leis, mar seo a leanas:

Daingneáin agus Feistithe	- 10% líne dhíreach
Trealamh Ríomhaireachta	- 33.33% líne dhíreach
Bogearraí Ríomhaireachta	- 20% líne dhíreach

Déantar dímheas leantach ar na sócmhainní seasta inláimhsithe a athbhreithniú go bliantúil féachaint an bhfuil aon lagú i dtréimhsí dá léireodh tarlaithe nó athraithe i gcúinsí nach bhfuil aon teacht aniar sa luacháil iasachta.

1.4. Infheistíochtaí

Déantar ráiteas faoi infheistíochtaí na mbunsócmhainní mar atá lúide soláthar do chaillteanas ina luach. Tugtar aitheantas sa chuntas caiteachais d'ioncam ó infheistíochtaí bunsócmhainní mar aon le cáin shiarchoinneálach sa bhliain inar gnóthaíodh é.

Nótaí faoi na Ráitis Airgeadais don bhliain dár críoch 31 Nollaig 2010

1.5. Pinsin

Tá scéim phinsin le sochar sainithe i bhfeidhm ag an gComhairle dá cuid fostaithe. Tá an scéim bunaithe ar Shamhail na Seirbhíse Poiblí agus tá sé faofa ag an Aire Oideachais agus Eolaíochta agus an Aire Airgeadais. Íoctar na sochair phinsin iníoctha faoin scéim as an Státchiste.

Mar aon leis seo, tá sainchomharthaí faoi leith ag socruithe na Comhairle:

- íocann an Chomhairle ranníocaíocht socraithe don Roinn Oideachais agus Scileanna.
- is ionann an ranníocaíocht agus cuid an fhostaí mar aon le cuid an fhostóra. De réir pholasaí an rialtais faoi phinsin san earnáil phoiblí íocann an fostóir 25% den phá comhlán ar son na bhfostaithe atá ag íoc ÁSPC ag ráta A agus 30% den phá comhlán d'fhostaithe atá ag íoc ÁSPC ag ráta D.
- tá gealltanais dearfa ón Roinn Oideachais agus Eolaíochta mar aon leis an Roinn Airgeadais go n-íocfaidh an Státchiste costas na sochar nuair a bheidh siad iníoctha.

Is é tuairim na Comhairle gurb ionann na socruithe pinsin thuas ó thaobh airgid de, mar a fheictear don Chomhairle é, agus scéim phinsin le ranníocaíocht shainithe. Tá an Comhairle den tuairim nach bhfuil na forálacha sa scéim FRS 17, Cuntasaíocht do Shochair Scoir, a eascraíonn de bharr scéim le sochar sainithe, feiliúnach dá cuid cúinsí. Dá réir sin mínítear an ranníocaíocht amhail is dá mba scéim le ranníocaíocht sainithe í.

1.6. Cárán

Bunaítear an costas bliantúil cánach ar ioncam éighníomhach na bliana agus ríomhtar é ag tagairt don ráta cánach a dhlitear ar an dáta atá ar an gclár comhardaithe.

1.7. Cúlchistí Ainmnithe

Tá rún diongbháilte ag an gComhairle gur féidir leo suimeanna airgid gan teorainn a chur ar leataobh i gcomhair cúiseanna ainmnithe sa todhchaí, mar is rogha leo. Nuair nach bhfuil gá leis na suimeanna sin don chúis a bhí i gceist, scaoilfear iad ar ais sa Chúlchiste Ginearálta.

2. Ioncam

Tá ioncam na heagraíochta don bhliain faighte ón bpríomhghníomhaíocht acu, a dtugtar fúithi go hiomlán in Éirinn.

Nótaí faoi na Ráitis Airgeadais don bhliain dár críoch 31 Nollaig 2010

3. Barrachas Oibriúcháin

	2010 €	2009 €
Tá an Barrachas Oibriúcháin luaite tar éis costais:		
Dímheas	117,681	120,448
Cailliúint ar dhiúscairt shócmhainní seasta inláimhsithe	–	757
Luach saothair na nIníúcháirí	6,389	7,190

4. Fostaithe

	2010 Number	2009 Number
Uimhir na bhfostaithe		
Ba é meán uimhir mhíosúil na bhfostaithe le linn na bliana:		
Oifig agus bainistíocht	39	41

Costais fostaíochta

	2010 €	2009 €
Pá agus tuarastail	1,541,465	1,709,879
Costais shlándála sóisialaí	115,888	125,201
Costais eile foirne	18,625	5,203
Costais Pinsean	290,918	(10,548)
Costais traenála foirne	23,752	45,033
	1,990,648	1,874,768

5. Costais Pinsean

Is ionann costas an phinsin agus na ranníocaíochtaí a íoctar don chiste pinsean ar son na Comhairle. I 2009 is í an chreidiúint ná an méid iníoctha don bhliain de €290,071 lúide na fiachais phinsin thar dhliteanais fhabhráithe ó bhlianta thart.

Nótaí faoi na Ráitis Airgeadais don bhliain dár críoch 31 Nollaig 2010

6. Cáin

2010

2009

€

€

Cáin don bhliain reatha

Cáin ioncaim

94

250

94

250

Tá díolmhaithe ag an gComhairle Mhúinteoireachta ó Cháin Ioncaim maidir lena cuid gníomhaíochtaí. Tá dualgas cánach i gceist le hioncam éighníomhach, más ann dó (ar nós ús ar thaisc).

Nótaí faoi na Ráitis Airgeadais don bhliain dár críoch 31 Nollaig 2010

7. Sócmhainní Seasta

	Daingneáin agus Feistis €	Bogearraí Ríomhaireachta €	Trealamh Ríomhaireachta €	Iomlán €
Costas				
Ag 1 Eanáir 2010	169,199	225,921	199,607	594,727
Aguisíní	38,922	93,948	50,783	183,653
Diúscairt earraí	–	–	–	–
Ag 31 Nollaig 2010	208,121	319,869	250,390	778,380
Dímheas				
Ag 1 Eanáir 2010	33,715	65,812	138,738	238,265
Um diúscairt	–	–	–	–
Costas don bhliain	18,212	55,215	44,254	117,681
Ag 31 Nollaig 2010	51,927	121,027	182,992	355,946
Glanluach leabhar				
Ag 31 Nollaig 2010	156,194	198,842	67,398	422,434
Ag 31 Nollaig 2009	135,484	160,109	60,869	356,462

Nótaí faoi na Ráitis Airgeadais don bhliain dár críoch 31 Nollaig 2010

8. Infheistíochtaí

	Infheistíochtaí Liostaithe €	Iomlán €
Costas		
Ag 1 Eanáir 2010	10,594	10,594
Fuascailt i rith na bliana	–	–
Ag 31 Nollaig 2010	10,594	10,594
Glanluach leabhar		
Ag 31 Nollaig 2010	10,594	10,594
Ag 31 Nollaig 2009	10,594	10,594

San áireamh sna hinfheistíochtaí tá bannaí agus stoc Rialtais, a bhfuil luach margaidh níos airde orthu ná an luach a léirítear thuas.

9. Fiachóirí

	2010 €	2009 €
Fiachóirí eile	23,856	4,670
	2010 €	2009 €
San áireamh le fiachóirí eile:		
Cáin ioncaim le haisíoc	156	153

Nótaí faoi na Ráitis Airgeadais don bhliain dar críoch 31 Nollaig 2010

10. Crediúnaithe: Na méideanna atá le híoc laistigh de bhliain

	2010	2009
	€	€
Cánacha eile agus costais shlándála sóisialaí	64,006	6,345
Fabhruithe	57,875	60,403
	121,881	66,748

	2010	2009
	€	€
San áireamh le cánacha agus costais slándála sóisialaí eile:		
CBL	4,014	2,833
ÍMAT / ÁSPC	57,675	851
CISG	2,317	2,661
	64,006	6,345

11. Cúlchistí

	Cúlchiste Ginearálta	Cúlchiste Ainmnithe	Iomlán
	€	€	€
Cúlchistí Tosaigh	4,176,840	1,000,000	5,176,840
Barrachas don bhliain	3,244,564	–	3,244,564
Gluaiseachtaí eile	(500,000)	500,000	–
Cúlchistí deiridh	6,921,404	1,500,000	8,421,404

De réir straitéis airgeadais na Comhairle, bunaíodh na cúlchistí ainmnithe mar chiste teagmhais chun aon chostas mór a d'fhéadfadh a theacht ó dhúshlán dlíthiúil d'aon chuid d'Acht na Comhairle Múinteoireachta, 2001 agus ó aon Rialú de chuid na Comhairle. De réir polasaí cuntasáochta na Comhairle san áit nach mbeidh gá a thuilleadh leis na cistí seo scaoilfear ar ais sa Chúlchiste Ainmnithe iad.

Nótaí faoi na Ráitis Airgeadais don bhliain dár críoch 31 Nollaig 2010

12. Gealltanais Chaipitil

2010

2009

€

€

Tá sonraí na nGealltanais Chaipitil ar dháta na cuntasáochta mar seo a leanas:

Ceadaithe ach gan a bheith foráilte sna ráitis airgeadais

–

120,000

Thug an Chomhairle faomhadh do chostais crua-earraí i mbuiséad 2010.

13. Dlíteanais Theagmhasacha

Tá caingean dlí ar feitheamh i gcoinne na Comhairle Múinteoireachta i leith stádas chláráithe múinteora. Tá an Chomhairle Múinteoireachta ag troid an cháis go huile is go hiomlán. Tar éis comhairle dhlíthiúil a fháil creideann an Chomhairle go mbeidh an bua ag an gComhairle Mhúinteoireachta sa chás ina coinne. Mar gheall ar go bhfuil an cás ar siúl go fóill ní fios cén toradh a bheidh ann agus níl aon sholáthar déanta i gcomhair na gcostas atá ceangailte leis an gcás.

14. Gnóthaí Chomhghaolmhara

De réir an Achta um Chomhairle Mhúinteoireachta, 2001, tá sé dlite do na baill aisíoc a fháil ar chostais a caitheadh le linn dóibh a bheith ag obair don Chomhairle agus do Choistí na Comhairle. Ba chóir do na baill, ar múinteoirí iad, a gcuid clárúcháin a athnuachan gach bliain. Déantar na gnóthaí seo go léir ar bhonn fad láimhe agus tá siad curtha le chéile sna ráitis airgeadais seo.

Nótaí faoi na Ráitis Airgeadais don bhliain dár críoch 31 Nollaig 2010

15. Oll-shreabhadh Airgid

	2010 €	2009 €
Torthaí ar Infheistíochtaí agus Seirbhís ar Airgeadas		
Ús gnóthaithe	146,672	90,865
Cáin		
Cáin Ioncaim íoctha	(97)	(714)
Caiteachas Caipitil agus Infheistíocht Airgeadais		
Íocaíochtaí chun sócmhainní inláimhsithe a fháil	(183,653)	(127,859)
Admhálacha ó dhíolachán sócmhainní inláimhsithe	–	2,330
Admhálacha ó dhíolachán infheistíochtaí	–	23,801
	(183,653)	(101,728)

16. Anailís ar Athruithe na nGlanchistí

	larmhéid tosaigh €	Sreabhadh airgid thirim €	larmhéid deiridh €
Airgead tirim sa bhanc agus ar láimh	4,871,862	3,214,539	8,086,401
Glanchistí	4,871,862	3,214,539	8,086,401

17. Faomhadh do na Ráitis Airgeadais

Thug an Chomhairle faomhadh do na ráitis airgeadais ar an 13 Meitheamh 2011 agus síníodh iad ar a son ag



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