

Volume 27: Number 4: September 2009  
ISSN 0790-6560



# astir

Association of Secondary Teachers, Ireland

## Welcome!

### Log on to the new ASTI website

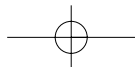


Education under attack

Starting your teaching career

Education Conference

Debunking media myths



# The ASTI Salary Protection Scheme

## More value for your money

Following on from detailed negotiations, Cornmarket, together with the ASTI, successfully secured a substantial reduction in the contribution rate from 2.41% to 2.29% (typically 1.4% after tax relief\*). In addition, a number of valuable new benefits have been negotiated. This is good news for ASTI members given the current economic environment. Unlike 'off the shelf' policies, as a member of the Scheme you now get all the benefits listed below as standard.

### A Benefits/Enhancements of the Scheme

#### 1 Salary Protection/Disability Benefit:

- An income of up to 75% of salary less any Early Retirement Pension/State Illness Benefit
- Payment of benefit up until age 60
- Flexibility for those not claiming an Early Retirement Pension
- Full cover option for job-sharers.

#### 2 Death Benefit/Life Cover:

- Death Benefit of twice annual salary (typically €120,000) up until age 65
- Option to increase Death Benefit (for a limited period) to either 3 or 4 times your annual salary
- Accidental Death Benefit of €15,000
- Children's Death Benefit of €4,000
- Retired Members' Life Cover Plan – option to continue an element of life cover into retirement without medical underwriting.

#### 3 Introduction of a Pension Protection Benefit:

- If you fall ill and are claiming from the Scheme for more than 2 years, a further 5% of the salary you were earning before you fell ill will be paid into a Personal Retirement Savings Account (PRSA) to make up part of your pension shortfall at age 60
- This is paid until you recover, return to work, die or reach age 60.

### B Affordable for every member

Here is an example of what the Scheme costs for a full-time teacher who is a member of the Superannuation Scheme paying PRSI on the lower 'D1' rate and paying income tax @ 41%.

Income	'Real' weekly contribution after tax relief
€40,000	€10.80
€45,000	€12.15
€50,000	€13.50

\*Assuming paying income tax @41% and on the lower 'D1' rate

For more information on the benefits of the Scheme and how you can take advantage of preferential terms of entry before October 31st, 2009, please find the application form enclosed in Insight magazine (pages 7 & 11).



Volume 27: Number 4 : September 2009  
ISSN 0790-6560

# astir

**Editorial Board**

Joe Moran, President;  
John White, General Secretary;  
Jack Keane, Vice President;  
Pat Hurley, Immediate Past-President;  
Ray St John, Honorary Treasurer;  
Paddy Mulcahy, Standing Committee nominee;  
Jim O'Brien, Standing Committee nominee.

Media and Communications Officer:  
Gemma Tuffy.

Published on behalf of ASTI by Think Media.  
Editorial: Ann-Marie Hardiman, Paul O'Grady.  
Design: Tony Byrne, Tom Cullen and Ruth O'Sullivan.  
Advertising: Pat Murray.

ASTI,  
Thomas MacDonagh House,  
Winetavern Street,  
Dublin 8.  
Tel: 01-604 0160  
Fax: 01-671 9280  
astir@astie.ie

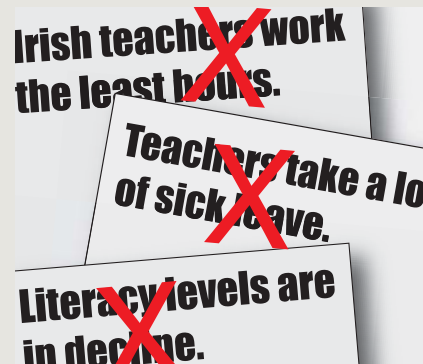
[www.asti.ie](http://www.asti.ie)

ASTIR is published five times annually by the Association of Secondary Teachers, Ireland. The opinions expressed in ASTIR are those of individual authors and are not necessarily endorsed by the ASTI. While every reasonable effort has been taken to ensure information published is accurate, the ASTI cannot accept responsibility for articles or advertisements. The ASTI reserves the right to edit all material submitted for publication.

The ASTIR Editorial Board is interested in receiving feedback on ASTIR. Members can email [astirfeedback@astie.ie](mailto:astirfeedback@astie.ie) or text 087-9349956.



*New ASTI website to launch in September* **7**




*Debunking myths about Irish teachers* **8**



*100 years supporting new teachers – join us!* **13**



*Talis report* **23**

**ASTI centenary** 

*Meet the Presidents part IV* **28**      *Branch celebrations* **31**

**From the President's desk** **5**  
The need to mobilise has never been greater

**News features**  
Education cutbacks  
– priorities for months ahead **6**  
Log on, tune in – new ASTI website **7**  
Debunking myths about Irish teachers **8**

**Feature**  
A good start to your teaching career **10**  
Join us! – ASTI recruitment campaign **13**  
Your future as a teacher **14**  
Wise words **16**

**News** **18**

**RSTA news** **22**

**News reports**  
TALIS report **23**  
Seamus Heaney to address ASTI **24**  
ASTI rewards achievement **25**  
Cutbacks key focus at ICTU conference **26**

**Curriculum** **33**  
Reviewing the Junior Cycle

**Teaching initiative** **34**  
Turning Japanese

**Noticeboard** **36**

**Obituary** **37**

**Crossword** **38**



The Educational Company of Ireland

# EXAM PAPERS

MORE THAN  
JUST AN  
EXAM PAPER!

## NEW Teacher's Pack Free with 10 EDCO Exam Papers

Including • 2009 Annotated Paper • 2009 Solutions • Access Code to Exam Paper Generator, allowing you to create your own Exam Paper at **RANDOM** or by **TOPIC**! Free with every class set purchased!



## Exam Podcasts Free with Over 40 Exam Papers

See [www.edco.ie/podcasts](http://www.edco.ie/podcasts)

## Free Online Sample Answers, Tutorials and Tips

For Selected Subjects on [www.e-xamit.ie](http://www.e-xamit.ie)



## Free Essential Guide To Better Grades

With Over 40 Exam Papers



## Free Study Buddy! Revision CD-Rom

With Junior Cert Higher Level Geography

## Free Hearsay Language CD's/CD-Roms

With Irish, French, German & Spanish Papers,  
Including Repeats and Mock Orals for LC French & Irish!



## Now with Even More Past & Sample Papers

## Free Teacher's Copy with Each Class Set Ordered

## Quantity Discounts and Free Delivery



## Free Text Order Line

Text Your Order Free to **50123**, with the keyword **EDCO** entered first

## The Educational Company of Ireland

Text your order **FREE** to 50123, with the keyword **EDCO** entered first and then your details  
You can **phone** (01) 4500611, **fax** (01) 4500993, **email** [info@edco.ie](mailto:info@edco.ie) your order to us  
or contact your local representative directly

# The need to mobilise has never been greater

This first edition of ASTIR in the 2009-2010 academic year invites you to log in regularly to the new ASTI website which will be launched in September. Our need to communicate, organise and mobilise has never been greater. The education cutbacks announced without consultation last October are now depriving our students of vital resources and staffing. Our students must try to learn in larger classes, choose from reduced subject options, omit L.C.A. or TY as it's not on offer or too expensive and find other funds to get the school books that were grant-funded last year. The concerns expressed by the Minister for Education about boosting standards in mathematics and science education following the Leaving Cert results are in stark contrast to the damage the cutbacks will cause in these subject areas.

## Campaign against cutbacks

The ASTI has campaigned against the education cutbacks in unison with our colleague teacher unions and the Post-Primary Education Forum, which is representative of parents and school management bodies. We carried a joint ballot for industrial action in opposition to job losses and the inequitable pension levy. The moratorium on filling posts of responsibility was another clear indication that the realities of school life are not considered in policy decisions. In cooperation with the TUI, directives were issued to express our opposition and Annual Convention adopted a comprehensive motion on these issues. The response of Government to the economic crisis has been fragmented and this presents great difficulties for the trade union movement. The Irish Congress of Trade Unions has for months now advocated the case to government of a broad Social Solidarity Pact. This pact seeks to provide an integrated response to this multifaceted crisis. Talks are due to resume in September but the odds against a viable agreement remain formidable. David Begg insists that we must establish a threshold of decency in any such agreement. The Public Services Committee has reiterated its opposition to the taxation of pension lump sums.

## Teaching jobs

The summer vacation was a very difficult time for our non-permanent and newly-qualified teachers seeking employment. Reducing the staffing in our schools via the pupil-teacher ratio at a time of increasing student numbers and great learning challenges is a national disgrace. We have such high quality non-permanent and newly-qualified teachers that could provide a much needed impetus to our education system at a time when innovation and creativity should be a national priority. At the same time, the retirement strands available to teachers were another casualty of the cutbacks. The retirement strands should be restored in this school year.

Much of the public discourse during the summer was dominated in succession by the Ryan Report, the McCarthy Report (An Bord Snip Nua), and the N.A.M.A. proposals. The Ryan Report makes us realise as teachers that care and respect of students ranks above any other consideration. The McCarthy Report proposals, by definition, give little regard to their social consequences. The proposals on education are a slash and burn agenda that would make our schools inoperable. A further reduction in the pupil-teacher ratio cannot be allowed. Comments in the report about teachers' contracts gratuitously ignore the massive contribution of teachers through non-contract extra-curricular activities that greatly enrich the holistic education in our schools. There is ample evidence of this in the published Whole School Evaluation reports. The educational consequences of the report are devastating and we must oppose their implementation with absolute resolve. The 'cutbacks commentariat' that regularly scapegoat the public service of course endorse the McCarthy Report.

## The year ahead

The philosopher Michael Oakeshott believes that there is no substitute for the school as a specific institution where, in a personal transaction, a young person is initiated by a teacher in the languages of human understanding. As the school year begins, I wish you well in the challenging environment of a modern school. Whether you are an experienced or in-experienced teacher, deputy principal or principal, I trust that you can depend on the collegiality of your professional colleagues.

The ASTI needs your collegiality, participation, and support too. This is a time to be active, united and strong in protecting our most vulnerable members. I appreciate your support and we will rise to the challenges of these times.



*Joe Moran*

*ASTI President*

# Education cutbacks – ASTI outlines priorities for months ahead

As the debate on economic recovery continues, and attacks on public services and public sector workers by those with a right-wing neo-liberal agenda become more commonplace, the ASTI has set out its priorities for the coming months.

## These include:

- maintaining existing resources at second level;
- resisting any attempt to worsen the pay and conditions of second-level teachers; and,
- campaigning for the reversal of the education cutbacks.

The ASTI will work closely with the other teacher unions – IFUT, INTO and TUI – and with the wider trade union movement in ensuring a concerted campaign against the Government's handling of the economic crisis, and in particular its treatment of public services and public sector workers.

## Working with parents

In addition, the ASTI will work with parents and school management as part of the Post-Primary Education Forum (PPEF). The PPEF participated in the campaign against the education cutbacks during the last school year and is currently working on plans for its 2009/2010 campaign.

## What the education cutbacks mean for schools

### Larger classes

The worsening of the pupil-teacher ratio means even larger class sizes for pupils.

### Disadvantaged students targeted

Many supports for the most vulnerable have been withdrawn. For example, the capping of language support teachers, the abolition of capitation grants for Traveller students, and the abolition of grants for the Junior Certificate Schools Programme, the Leaving Certificate Applied and the Leaving Certificate Vocational Programme.

### Teachers losing jobs

Schools have lost between one and five teachers since last May.

### Subject grants abolished

Grants for Transition Year, physics and chemistry, home economics, and school choirs and orchestras have been withdrawn.

### Posts of responsibility embargo

The moratorium on posts of responsibility will lead to a skeleton school system with a narrow focus.

### Reduced funding for schools

Second-level schools were already operating on a shoestring before these cutbacks were announced. The annual OECD report, 'Education at a Glance', has consistently placed Ireland near the bottom of the league when it comes to investment in our second-level pupils relative to GDP per capita.

## ASTI action against cutbacks

The ASTI has issued a number of directives to all members in response to the education cutbacks. These directives have been issued in order to ensure that the burdens placed on members by the cutbacks are lessened. *For full information on these directives visit [www.asti.ie](http://www.asti.ie) ('Education Cutbacks Campaign').*

**Read the latest updates on the education cutbacks on [www.asti.ie](http://www.asti.ie).**

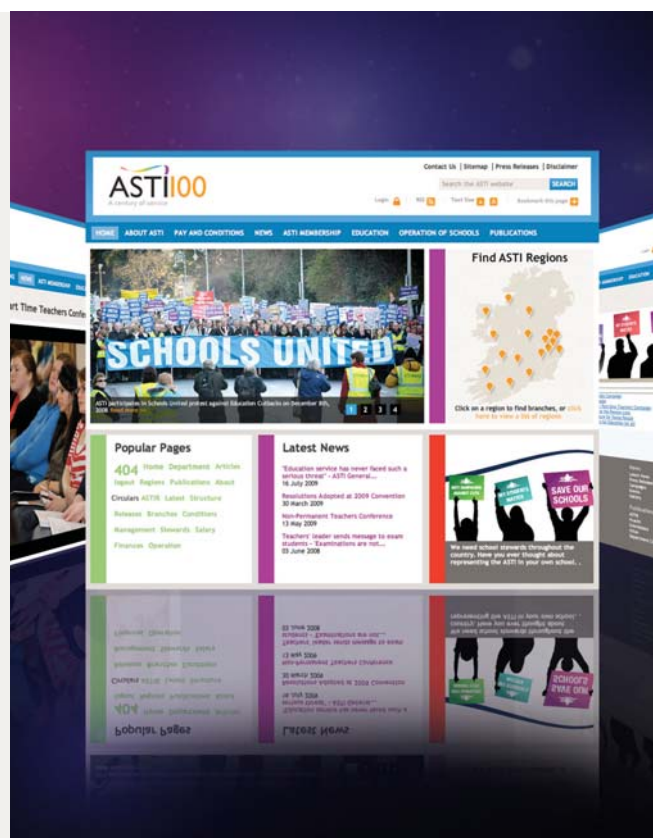
## School books scheme hit

Under budget cutbacks, the School Books Grant Scheme, which was previously available to all schools, is now only available to schools with DEIS status. The Scheme allowed schools to apply for funding to help individual families with financial hardships or low incomes with the cost of school books. In 2008, over 288,000 primary and second level pupils received assistance under the Scheme. According to a recent analysis by Barnardos, 61 per cent of pupils from semi-skilled manual backgrounds and 56 per cent of pupils from unemployed backgrounds attend non-DEIS schools. These students will be disproportionately affected by this budget cut. The ASTI deplores the decision to cut funding for school books. Books are essential to all children's education.



## Log on, tune in

The new ASTI website will go live before the end of September. It provides the latest information on issues of concern to ASTI members.



The website mirrors all of the ASTI's areas of activity, including campaigns, teachers' terms and conditions of employment, professional development, industrial relations and legal issues, and education policy.

### Campaigning website

Given the challenges facing schools, teachers and teaching unions today, the ASTI is working to bring its campaigns online and to empower all of its members to participate in ASTI campaigns, particularly through the use of internet technology.

*The site mirrors all of the ASTI's areas of activity, including campaigns, teachers' terms and conditions of employment, professional development, industrial relations and legal issues, and education policy.*

### New features

A number of new features, including facilities for video and podcasts, are being developed. Members can also sign up to a number of RSS feeds and receive emails detailing latest news and events as they appear on the website.

### Branch section

Every ASTI branch in the country has its own page, which is accessible to ASTI members only. Branches will have the facility to update these pages online and to post photos of local branch activities. Names and contact details for branches also appear on these web pages.

### School stewards

A section for school stewards contains relevant information and advice, including all circulars posted to schools each year.

### Photo gallery

Branches can send their photos to the ASTI for inclusion in the website gallery. In addition, a range of ASTI events are covered in the gallery.

### Your feedback

As an ASTI member, your feedback on the new ASTI website is vital. Please email us at [info@asti.ie](mailto:info@asti.ie).

### Is that you on the ASTI website?

Did you attend any of the following ASTI events recently?

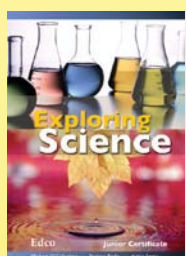
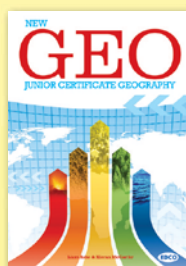
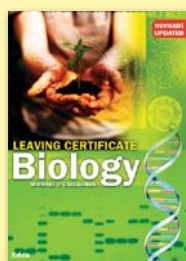
- ASTI Centenary Gala Dinner;
- ASTI conference for non-permanent teachers;
- Cork South Branch centenary function; or,
- ASTI demonstrations against the education cuts.

Then you may feature in our website photo gallery. Visit [www.asti.ie/news/gallery](http://www.asti.ie/news/gallery) to find out!

# edco DIGITAL

## Now Live!...

Register at [www.edcoDigital.ie](http://www.edcoDigital.ie) to access a new range of resources which will help you to prepare, plan and deliver stimulating lessons in your classroom, in an easy to access, hassle-free way.



Ireland's leading educational publisher **The Educational Company of Ireland**, is pleased to announce the launch of **edcoDigital.ie**

**edcoDigital.ie** offers you a broad range of our Post Primary textbooks online, with a menu of easy to use tools, and will enable you to project the textbook onto a screen or Interactive White Board, facilitating ICT integration and active learning in your classroom.

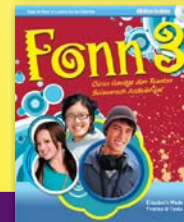
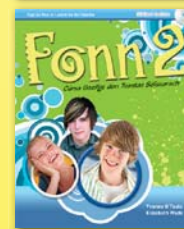
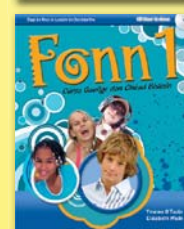
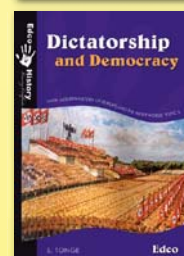
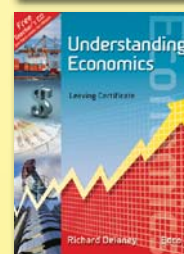
But more than this, based on feedback from hundreds of teachers nationwide, **edcoDigital.ie** has also developed a range of teacher focused content, resources and exercises to eliminate the pressure on teachers to create the content themselves. All resources are based on the Irish Curriculum and written by many of Ireland's top educational authors.

The **edcoDigital.ie** platform will also enable you to create and store your own set of personalised resources, if you so wish.

To access Your Online Teacher Centre,

**Register Now** at

**[www.edcoDigital.ie](http://www.edcoDigital.ie)**



If you have any queries please contact our **edcoDigital.ie** Support Team at [info@edco.ie](mailto:info@edco.ie) or (01) 4299219



# Debunking myths about Irish teachers

ASTIR takes a look at some common misconceptions about Irish teachers and schools which are increasingly reported as fact.

## **Myth: Irish teachers work the least hours.**

Fact: The amount of time which Irish second-level teachers spend teaching per annum is well above the OECD and EU average. Irish second-level teachers clock up the third highest number of teaching hours out of 19 EU countries. Teaching time does not include time spent carrying out other duties such as planning meetings, class preparation and correction work, and administration duties.

## **Myth: Literacy levels are in decline.**

Fact: The OECD PISA study – a significant research study which ranks the performance of second-level pupils in up to 57 countries in literacy, scientific and mathematical skills – shows Irish 15 year olds coming sixth out of 56 countries in literacy tests. Ireland's score was significantly above the OECD average and only one EU country – Finland – had a higher score than Ireland.

## **Myth: Irish teachers earn 54% more than Finnish teachers (as quoted by Dr Ed Walsh in a recent edition of the Sunday Business Post).**

Fact: The starting salary for a full time second-level teacher in Ireland is 5.42% less than that of a Finnish teacher. After 15 years service, the salary of a second-level teacher in Ireland is 14.64% higher than that of a Finnish teacher. The salary of a second-level teacher at the top of the salary scale is 2.35% higher than that of a Finnish teacher. However, a much more relevant figure is the comparison between Irish and Finnish second-level teachers' salaries as a proportion of GDP. This figure demonstrates the relative value of teachers' salaries. The ratio after 15 years of service – the point at which Irish teachers have the greatest salary advantage over their Finnish counterparts – is 1.19 for Irish teachers and 1.30 for Finnish teachers (the OECD average is higher again at 1.72). What's more these comparisons do not take into account relativities that exist between the two countries in terms of cost of living, provision of public services, etc.

### *Fact:*

*The amount of time which Irish second-level teachers spend teaching per annum is well above the OECD and EU average. Irish second-level teachers clock up the third highest number of teaching hours out of 19 EU countries.*

## **Myth: Teaching is a job for life.**

Fact: A permanent teaching job for new teacher graduates has never been a given, but the situation has worsened significantly over the past decade. From 2002 to 2006 between 2 and 5% of second-level teacher graduates had secured permanent employment in teaching one year after graduating. The vast majority of teacher graduates typically spend between five and eight years in temporary and/ or part-time employment before securing a permanent position. The announcement last October that the pupil teacher ratio is to be increased at second level means recently qualified teachers will find it even more difficult to find a permanent teaching job. Teachers in temporary and part-time teaching jobs will spend even longer in a precarious employment position and many will have their hours cut or will lose their jobs. The ASTI has approximately 3,000 members who are in temporary / part-time teaching jobs; most of these teachers are seeking permanent full-time employment.

### *Fact:*

*From 2002 to 2006 between 2 and 5% of second-level teacher graduates had secured permanent employment in teaching one year after graduating.*

## **Myth: You can't get rid of a bad teacher.**

Fact: It is generally accepted that Ireland has a high quality teaching force. More than 55,000 teachers work in schools all over the country. As is the case in all professions, some teachers experience professional difficulties for a wide variety of reasons. New procedures to deal with teachers experiencing difficulties are being implemented from this September. The ASTI believes these procedures adhere to the principles of natural justice and fairness and will work to ensure they are implemented as appropriate.

## **Myth: Teachers take a lot of sick leave.**

Fact: All of the data available shows that teachers do not take excessive sick leave. Data for uncertified sick leave demonstrates that second-level teachers take an average of 2.8 days per annum which is well below the figure for many other professional groups.

*Is there a myth about teachers which you would like to see debunked? Email ASTIR at [astirfeedback@asti.ie](mailto:astirfeedback@asti.ie).*

# A good start

Starting a new teaching job? ASTIR offers some advice.



Well done – you've managed to find yourself a teaching job. Now that that's out of the way, you're facing into the school year with all manner of new things to consider. What kind of a contract do you actually have? How much will you be paid and by whom? Never fear: the ASTI is here to help!

## Your job

The number of second-level teaching positions is directly linked to the number of pupils attending second-level schools. Last October, as part of budget measures, the Government announced an increase to the pupil-teacher ratio, raising it to 19:1. From September of this year, one teacher is appointed for every 19 students in a school. The ASTI is continuing to campaign against the increase in pupil-teacher ratio in order to improve the quality of education and the number of teaching positions available.

Full-time teachers who are appointed to in-quota positions based on the pupil-teacher ratio are funded by the Department of Education and Science. The Department will also pay for 'concessionary' teaching hours, which are extra teaching hours allowed depending on a school's individual needs. Some schools may also pay for teaching hours directly from their own funds.

## Your contract

You are entitled to receive clear written information on the terms and conditions of your new job in the form of a letter of appointment, a written contract, or a written statement. It is important that you understand fully the nature of your employment.

The type of contract you are offered depends on the reasons for the vacancy and the type of hours you will cover. Concessionary hours will normally result in a fixed-term contract. Outside of concessionary hours, a fixed-term contract should only be given when the need for the teacher's service is genuinely a temporary one, for example where you are replacing a teacher on leave. Fixed-term teachers are entitled to the same working conditions as permanent teachers for the duration of their contract.

*From September of this year, one teacher is appointed for every 19 students in a school. The ASTI is continuing to campaign against the increase in pupil-teacher ratio in order to improve the quality of education and the number of teaching positions available.*

## Your contract should:

- set out the nature and duration of your employment;
- clarify the type of contract under which you are employed (fixed-term or permanent, part-time or whole-time);
- clarify the number of hours per week you are contracted to teach;
- name the subjects and levels you will be teaching;
- give the reason for the vacancy you are filling; and,
- tell you whether you will be paid by the Department of Education, or the school or VEC.

If this information is not made available to you, ask your principal to supply it in written form. Remember to keep a copy of all documents, as they may be important subsequently. Read your contract carefully, make sure you understand it and, if there is anything you are unsure of, ask your school steward or ASTI Head Office for clarification before signing.

A regular part-time (RPT) teacher is appointed where the need for part-time hours is viable for at least a year. A casual part-time teacher is appointed where there is a casual need for hours to be covered, for example when replacing a teacher on short-term sick leave. A fixed-term contract is awarded for concessionary hours, or where there is a specific reason for a temporary position, for example where you will be covering the hours of a teacher on leave. When a teacher has been employed on four successive fixed-term contracts, s/he may be entitled to a contract of indefinite duration (CID).

A CID holder has the same entitlements as a permanent employee, except that their salary is based on the number of hours taught per week. A CID holder on 18 hours or more per week is paid a full-time salary. A teacher entering service for the first time may be given a permanent position. A probationary contract may be given to such teachers but once the probationary period has been served the teacher should receive a continuous contract. Full information on contracts is available on [www.asti.ie](http://www.asti.ie).

### Your salary

Your salary will depend on your qualifications, years of service, number of hours, and the period and nature of your contract. A permanent full-time teacher is paid based on a 25-point incremental scale. The beginning point is point 3, which is currently €34,910. In addition to this basic salary, you will receive a degree allowance and a HDip allowance. A fixed-term employee's salary is based on a pro-rata fraction of the relevant point on the salary scale plus allowances, depending on how many hours they teach. Qualified casual part-time teachers are paid €49.60 for each hour of teaching. After 150 hours at the casual rate in one school year, the teacher is paid a personal non-casual hourly rate based on his or her qualifications and previous experience for the remainder of that school year. A teacher who is employed as an RPT is employed and paid for 12 months (August to July), and is paid at an hourly rate that is calculated by dividing the relevant salary scale point rate plus allowances by 735. Registration with the Teaching Council will shortly become a requirement for all teachers wishing to teach in recognised schools and have their salaries paid from State monies. Visit [www.teachingcouncil.ie](http://www.teachingcouncil.ie) for more information or to begin the registration process.

Full details of salary scales and allowances are available on [www.asti.ie](http://www.asti.ie).

*Got any advice for new teachers? Want to share your own experience of starting out in teaching? Email: [astirfeedback@asti.ie](mailto:astirfeedback@asti.ie).*

## PROTECT YOUR SCHOOL AGAINST SWINE FLU!



**ONLY 7 CENT PER PERSON, PER DAY.**

**Protects against:**  
Swine Flu  
Asian Flu  
MRSA  
E-COLI

• **Free site survey** • **Free installation** •



Contact us today 01-6629404  
e-mail [info@surgicalhealthcaresolutions.ie](mailto:info@surgicalhealthcaresolutions.ie)  
Web [www.surgicalhealthcaresolutions.ie](http://www.surgicalhealthcaresolutions.ie)



# Non-permanent? Part-time? Know Your Rights

Whether you are an ASTI member or have yet to join the ASTI, you are invited to a **Know Your Rights** meeting near you.

CIDs

Part-time Hours

Contracts

Fixed-Term

## Non-Permanent Teachers' Regional Meetings – SEPTEMBER 2009

VENUE	DATE	TIME
DAYS HOTEL, Galway	Monday, 7th September	5.00pm
STILLORGAN PARK HOTEL Stillorgan	Monday, 7th September	5.00pm
SILVERSPRINGS MORAN HOTEL, Cork	Monday, 7th September	7.30pm
THE TALBOT HOTEL, Wexford	Tuesday, 8th September	5.00pm
TULLAMORE COURT HOTEL, Tullamore, Co. Offaly	Tuesday, 8th September	5.00pm
NUREMORE HOTEL, Carrickmacross, Co. Monaghan	Thursday, 10th September	5.00pm
THE HORSE AND JOCKEY INN, Tipperary	Thursday, 10th September	5.00pm
RADISSON AIRPORT HOTEL, Dublin	Thursday, 10th September	7.00pm
SOUTHCOURT HOTEL, Limerick	Thursday, 10th September	7.30pm
BREAFFY HOUSE HOTEL, Castlebar, Co. Mayo	Monday, 14th September	5.00pm
THE KEADEEN HOTEL, Newbridge, Co. Kildare	Monday, 14th September	5.00pm
RADISSON BLU HOTEL, Sligo	Monday, 14th September	7.00pm
BREHON HOTEL, Killarney, Co. Kerry	Monday, 14th September	7.30pm

**If you are an ASTI member, the ASTI will pay you a travel allowance for the Know Your Rights meeting nearest to your home/school.**

For more information contact Emer Hynes. Email: [ehynes@asti.ie](mailto:ehynes@asti.ie) or Tel: 01/6040171.

**ASTI100**  
A century of service

## 100 years supporting new teachers – join us!

Becoming involved in the ASTI allows you to have a say about education and teaching in Ireland – we want to hear your voice.

The ASTI has a powerful influence on education and teaching in Ireland. The Association – the largest second-level teachers' union in Ireland – is represented on the Teaching Council, the NCCA and at social partnership talks, and is involved in negotiating for improved resources for schools and better working conditions for teachers. If you want to have your say on these issues, get involved with the ASTI.

As an early career teacher, you bring a fresh perspective. Your experience and views are important – you are the future of the union. The ASTI is here to represent your concerns; however, we need you to let us know what they are. Meet with your branch, attend other ASTI meetings, keep informed about what is going on and make your voice heard. Get your motions before ASTI Annual Convention through your branch and make a difference to ASTI policy.

The ASTI is available to you to discuss concerns you have about your job or your work. The issue of jobs for new teachers is a priority for the ASTI and we will continue to campaign for a reduction in the pupil-teacher ratio and more secure teaching positions. We are here to advise you about the terms of your employment and about any difficulties you may be experiencing.

*As an early career teacher, you bring a fresh perspective. Your experience and views are important – you are the future of the union.*

The teaching profession has a tough time ahead as a result of budget cutbacks and the threat of further measures down the line. We need you to help fight these measures and ensure that the high quality of education in this country is maintained.

School stewards have distributed ASTI welcome packs to new teachers in their schools. These packs contain important information on employment rights, contracts, and about ASTI benefits and services.

The packs also contain a membership application form.

You can call us on 01-604 0160 or 1850-418400 to find out more about membership or to get advice on your new job.

You became a teacher to make a difference – now is your chance!



# Your future as a teacher

The ASTI is committed to assisting and supporting its 3,000 non-permanent teachers and to advocating on their behalf to ensure that they are supported to pursue long and fulfilling teaching careers.



Last May over 200 non-permanent teachers gathered at a conference organised by the ASTI to address their specific concerns, and to allow them to have their voices heard on the issues of importance to them. Speakers addressed those gathered on the employment opportunities and challenges facing them, and assured them that the ASTI would continue to campaign on their behalf, particularly in relation to the increase in pupil-teacher ratio and the loss of teaching jobs.

### Encouragement

Then ASTI President, Pat Hurley, told teachers at the conference that until 12 years ago he too was a non-permanent teacher and he remains very conscious of the situation such teachers face: "I am continuously hearing about the hard work and commitment of newly qualified teachers. But the vast majority of these teachers cannot secure permanent teaching posts for many years, and this is set to worsen when the education cutbacks kick in this September." However, he assured the conference: "We are working on your behalf. We have been in talks with the Department of Education and Science to try to secure as many

jobs as possible. We have ensured that concessionary hours will be available, that job-sharing will be available and that vacant posts will be filled ... Our goal is that every one of you would have a full time job". ASTI General Secretary John White told the conference that despite the education cutbacks and budget measures, which threaten to strangle our second-level education system, it is not all doom and gloom in the teaching world: "The recession has emphasised the importance of teachers' work. The way to get out of this recession is going to be through education, through the creation of a smart economy, which means having creative, innovative people. And who is going to deliver those young people? It's you".



*Gwynne Dennehy, Middleton, and Sinead Kent, Nenagh, pictured with ASTI President Joe Moran at the Non-Permanent Teachers Conference in May*



*From left: Dearbhla Cussen, Carlow, and Kieran Gallagher, Dundalk.*

Mr White told the conference that due to the very high number of teachers who began teaching when free education was introduced, it is likely that teaching positions will be opened over the coming years due to retirements. He also reminded members that there will be a significant rise in the number of students in second-level schools over the next number of years and that this will lead to a rise in teacher numbers.

**Advice**

Workshops conducted on the day allowed non-permanent teachers to find out about their individual entitlements and to ask officials

about their employment concerns. Officials covered issues such as casual employment, fixed-term contracts, contracts of indefinite duration and contracts of continuous employment. The conference was also addressed by Anne Looney, CEO of the NCCA, Ciaran McCormack, Principal of St Paul's Raheny, and Joe Moran, ASTI President, who each talked about their teaching experiences and offered some practical advice and encouragement to non-permanent teachers.

*Log on to <http://www.asti.ie/news/campaigns> to keep up to date with the ASTI campaign against budget cuts.*



*Pictured at the Non-Permanent Teachers' Conference are (from left): Loretta Gaughan, Castlebar; Dympna Nolan, Galway; Julia O'Malley, Dublin; and, Clodagh McDonagh, Dublin.*



*From left: Rosario Walsh, Chairperson, Non-Permanent Teachers' Committee; and, Jack Keane, ASTI Vice-President.*



*From left: Imelda Taylor, Beaumont; ASTI General Secretary John White; and, Deirdre Whitlow, Beaumont.*



*Over 200 non-permanent teachers gathered in Dublin to attend the conference organised to address their specific concerns.*

## Wise words

Speaking at last May's ASTI Non-permanent Teacher Conference, experienced teachers offered some advice to new colleagues:



**Anne Looney, teacher and CEO of the NCCA**

I firmly believe that teaching is a profession you only understand when you have done it. Teachers know things about teaching that they don't often say aloud. To me, good teaching rests on five things – good relationships, being artistic, giving hope, having passion, and having integrity. Children do not come to school to learn.

They do not get up in the morning thinking: 'Yippee, double geography'. They get up thinking: 'I am going to be with my friends'. So the quality of relationships is hugely important. Students don't thank you for the quality of your lesson plans, but for the relationship you have with them. Teaching is an art form and requires constant creativity, thinking on your feet and responding to the unexpected. In your teaching practice days you probably had it broken down into five units, maybe scripted and in some cases rehearsed in front of a mirror. But in real life you never know what is going to happen next and that takes a lot of energy. You have to be motivated and give your students hope that what you are teaching them matters for their future. Most teachers are passionate about their subject and about their students and job. A consequence of that is that you are never happy; teachers are always looking for things to be better. It's too important a job to say that the status quo is great. Kids can spot a phoney. That doesn't mean someone who is putting on an act – because teaching is an act – but somebody whose inner views don't resonate with their outer person. A teacher who is not themselves is spotted very quickly in the classroom.

I would encourage you to be active in your union. It is an opportunity to participate in the policy making process and if you want to be involved in that, get yourself down to a branch meeting.



**John White, ASTI General Secretary and former teacher at De la Salle Secondary School, Dundalk**

If you have problems when you start out in your job, there are people who will help you. Teaching is a tough job, but your colleagues are there to help. Ask them for advice. I had students about whom I needed advice and you are going to find that you do too.

So talk to a colleague and ask: 'Can you advise me on the best way to deal with this class?'

Get involved in your professional organisation: the ASTI, and your subject organisation. We deal with salaries and contracts and so forth, but we are also concerned with our professional work. We are involved with the Teaching Council and the NCCA so you can have a say in that through the ASTI.



**Ciarán McCormack, Principal of St Paul's College, Raheny, and President of the NAPD**

Each school is unique. It will be easier to settle in and become part of the school if you familiarise yourself with the spirit, ethos of the school and school policies, e.g. Code of Behaviour.

You can't expect your students to be cooperative and respectful if you don't walk the walk. That means

treating them with respect; recognising the individual, speaking to them with respect and having your work prepared. You are on stage and are under observation the whole time. Be organised, tidy and professional. Be mindful of the subtle messages you may be giving. Mind yourself. Going from a teaching practice timetable to a full-time job is tiring. You will sometimes have a new audience every 40 minutes and that takes its toll.

The Principal and staff want you in the school. You come with new ideas and the energy of a new teacher. Don't be afraid to speak up and ask staff for advice or guidance.



**Joe Moran, ASTI President and teacher at Presentation Secondary School, Ballingarry, Co. Tipperary**

Get involved in your union, because it is your union. You are as much the ASTI as I am. The ASTI can do a lot more for you once you take ownership of it and get involved. Go to branch meetings; over time you can set the agenda. Be willing to give support and to take support.

The most important thing you need in teaching is your colleagues; all of you together give each other strength. Every problem you have, someone else has it too. There is great value in teaching experience; your older colleagues have a lot to teach you.

Take pride in being a teacher; if you are non-permanent, that is not your fault, it is the conditions of the time. Be proud to be a teacher, it's worth hanging in there.

If you are enthusiastic about what you are doing you'll be good at it. You may have some tough times in the next few years, but the ASTI is open to you and to helping you. We will be there for you and we will do our best.





# NOW IS THE TIME TO MAKE REAL SAVINGS ON YOUR HEALTH INSURANCE



Sinéad Moore, Teacher, Dublin

"I hadn't thought about switching health insurance providers until Cornmarket called me. They compared prices and plans from all three health insurance providers and ended up saving me and my family money. By switching my health insurance, I ended up saving around **€270.**"

"I decided to switch health insurance providers as Cornmarket were able to get me more or less the same type of health insurance plan but for around **€260 less a year.** It worked out much better for me."



Orla Monaghan, Teacher, Dublin

"I was with my previous health insurer for 25 years but then I heard about the health insurance comparison service offered by Cornmarket. They took all the hassle out of searching and did all the work for me. I switched providers and ended up **saving almost €500** for me and my family."



Ray Donagh, Teacher, Louth

To see if you can make a saving, call us on **1890 252 140** for your **FREE HEALTH INSURANCE PRICE COMPARISON.** We will compare prices from **VHI, Hibernian Aviva Health and Quinn Healthcare** to find the best deal for you.

Subject to underwriting criteria, terms and conditions may apply. For details on cover please refer to relevant policy schedule/policy guide.

Cornmarket Group Financial Services Ltd. is regulated by the Financial Regulator. A member of the Irish Life & Permanent Group. Irish Life & Permanent plc is regulated by the Financial Regulator. Telephone calls may be recorded for quality control purposes.



**cornmarket**  
group financial services Ltd

## News

## 1,288 schools in need of building improvements

Information published by the Department of Education in July indicates that 32% of all schools in the country are in need of repair, 82% of these in critical need of repair or urgent attention. The Department's move to publish details of the School Buildings Programme on its website was intended to "improve transparency and allow projects to be tracked through all stages", according to Minister for Education, Batt O'Keeffe. However, the Minister admitted that in light of current competing demands on the capital budget, it is not currently possible to give an indicative timeframe for the progression of the individual projects currently in architectural planning. Some 170 projects are listed as being at architectural planning stage – 55 of these are second-level schools. Over 80 of the 170 schools named have been at the architectural planning stage since 2004 or before. The published information does not give a time scale for individual project progression, meaning that many schools at architectural planning stage have no way of knowing when the project will proceed to tender and construction. Projects are given a priority rating at the beginning of the architectural planning stage but this does not give any indication of how a school will progress. Work on only 18 second-level schools was completed in 2008. This includes three new second-level schools and extensions or refurbishments at 15 other schools.

To keep up with all the latest ASTI news, log on to [www.asti.ie/news](http://www.asti.ie/news).



## Cycle to Work Scheme for teachers

A Government scheme to encourage people to cycle to work came into force in January of this year and is to be implemented for teachers for the 2010 calendar year. The Scheme allows the Department of Education to purchase a new bicycle and/or bicycle safety equipment to a value of €1,000 on behalf of an employee. The cost is repayable by a salary sacrifice agreement in which the employee pays the cost over 12 months. The employee is not liable for benefit in kind taxation and the amount of salary sacrificed is exempt from tax, employee's PRSI, or pension-related deductions. The Scheme applies only to new bicycles and bicycle safety equipment purchased from approved suppliers. A list of suppliers is available on the OPW website at <http://www.opw.ie/en/OurBusinessUnits/GovernmentSuppliesAgency/Cycle-to-WorkScheme/>. Applications for the scheme, to be completed in conjunction with the supplier, must be forwarded to the appropriate payroll section in the Department of Education and Science no later than December 15 for the following calendar year. These forms will be available for download from the Department's website, [www.education.ie](http://www.education.ie), in the 'Education Personnel', 'Payroll' section.

## New award to encourage student enterprise

A new award to encourage enterprise in second-level schools was announced in June. The Sean Lemass Award will be the centerpiece of a restructured Student Enterprise Awards scheme, which has been operating for a number of years through county and city enterprise boards around the country. The Student Enterprise Awards programme provides a series of online modules to guide students through each stage of starting and running a business – from forming a team to market research, costs, pricing and promotion. The guidance and support of teachers throughout the school year is instrumental in the success of the enterprise programme. A fundamental aim of the Sean Lemass Award will be to encourage greater participation by students at second level in entrepreneurial activities, to encourage more schools to take part in enterprise award schemes, and to raise the profile of the schemes. Speaking at the launch of the Award, Taoiseach Brian Cowen said: "Entrepreneurship is essential to the continued success of Ireland into the future and it is vital that entrepreneurship is promoted and supported. The Student Enterprise Awards play a key role in promoting entrepreneurship as students are offered a real and practical experience of researching, setting up and running a business. They also encourage innovative thinking and creativity. These are skills that will be increasingly needed in our changing economic climate". Further enhancements of the Student Enterprise Awards are also envisaged, including an examination of the scope for enabling participants in other student enterprise award schemes to access the Sean Lemass Award.



National Centre for Technology in Education  
Ionad Náisiúnta don Teicneolaíocht san Oideachas

## Want to learn how to use Web 2.0 in your Classroom?

### New Course for Teachers – Autumn 2009

The National Centre for Technology in Education is offering a new course *Web 2.0 in Learning and Teaching for teachers*. The course focuses on the skills required to use Web 2.0 tools along with their possible uses in learning and teaching.

It consists of three modules, each of 2.5 hours duration:

- Introduction to Web 2.0 tools
- Introduction to Blogging
- Introduction to Podcasting

*The course is available from October 2009 in Education Centres nationwide. For more information log on to [www.ncte.ie/courses](http://www.ncte.ie/courses).*

## U2's gift to music education

Music Network has announced a major philanthropic gift to be invested in music education in Ireland. To allow a national system of music education provision to be rolled out between 2010 and 2015, €5 million has been donated by the band U2 and a further €2 million is pledged by The Ireland Funds. Music Network works to raise awareness of the value of music education, and of the need for enhanced provision, through a national system of local music education services. Deirdre McCrea, Music Network CEO, says: "This gift allows us to implement a planned, integrated approach to music education at a national level so that the potential and talent of our young people can be developed. The roll-out of our model will make an

important contribution to music in Ireland and to educational provision generally". Music Network will administer the scheme, which will be rolled out on a phased basis, in a number of new locations each year. Local interests will be invited to bid for a three-year subsidy to provide for the costs of teachers and local administration. Tenders must show how they will generate matching resources locally, and how they will plan to make the scheme sustainable in the longer term.



## Challenge to suspension of Early Retirement Scheme not upheld

A High Court challenge to the suspension of The Early Retirement Scheme for teachers has not been upheld on the grounds that the suspension of the Scheme is in the public interest. The case was taken by the ASTI on behalf of members who had planned to retire at the end of the school year 2008/2009 under the terms of the Department of Education and Science's Early Retirement Scheme, which was suspended in November 2008. The ASTI case submitted that the decision to suspend the Early Retirement Scheme for teachers was unlawful and constituted a breach of the legitimate expectation on the part of the applicants that they could avail of the provisions of the Scheme and elect for early retirement at the end of the academic year 2008/2009. The decision by Ms Justice Dunne upheld that the applicants had a legitimate expectation to pursue their applications under the Scheme. However, Justice Dunne ruled that declining economic circumstances were such that the overriding public interest in taking the decision to suspend the Scheme must outweigh any such legitimate expectation.

## Lecture on the history of the ASTI

The Irish Labour History Society is hosting a public lecture '100 years of the ASTI' on Monday, September 28, at 8p.m. The lecture will be given by labour historian Dr John Cunningham who is the author of the forthcoming book 'Unlikely Radicals: Irish Post-Primary Teachers and the ASTI, 1909-2009'. The lecture will be held in the Mansion House in Dublin where, at a meeting in July 1909, the Association of Secondary Teachers, Ireland was officially founded.

## Decision on school enrolment

The first appeal challenging a Department of Education and Science (DES) decision on school enrolment has backed the right of schools to refuse admission to disruptive students. The case involved a school in Mullingar that refused admission to a student who had effectively been expelled from another school due to disruptive behaviour. In August 2007, the school's board of management refused to admit the student as its enrolment policy provided that it should not accept transfers for students already enrolled in another local school. Upon appeal by the student's parents under the Education Act, the DES's Appeals Committee ordered that the school should enrol the student. The school appealed this decision to the High Court and in July Mr Justice Daniel O'Keefe quashed the DES's decision, finding that the Committee exceeded its jurisdiction in two of its four reasons. The Appeals Committee had upheld the parents' appeal on the ground that the enrolment policy of the community college might conflict with the right of parents to enrol their child in the school of their choice. Mr Justice O'Keefe ruled that Section 15.2 of the Education Act gives no absolute right to a parent to enrol a child in the school of their choice. The Appeals Committee also upheld the appeal on the grounds that the boy had no school place following his withdrawal from his school. The judge found that the Appeals Committee erred in allowing the parents' appeal on this ground, as in August 2007 the boy continued to be enrolled in his other school and his withdrawal from that school did not occur until September 2007.

## Newspaper for students

The Student Press is a newspaper aimed at second-level students which includes topical content and news from Ireland and abroad. Check out [www.studentpress.ie](http://www.studentpress.ie) to find out more and to find out about subscribing.

## Voucher winners

The winners of €100 One for All vouchers in the Think Media science and maths teachers' questionnaire were: Anne Marie Mee, Dublin 9; Margaret Barry, Co Kerry; Peter Clarke, Co Kildare; Frances O'Regan, Co Louth; and, Mary Benson, Co Sligo.

News

## Changes to CID entitlements

Amendments to Circular 0055/2008, which advises school authorities of the terms agreed for the implementation of the Protection of Employees (Fixed Term Work) Act 2003 and entitlement to CID contracts, were issued in June. The two changes made are necessary to bring the Circular into line with case law.

The first change removes the exclusion of a period of secondment from the reckoning of four years' continuous service and also removes the need for the four years' service to be in the same post. The second amendment removes the exclusion on the grounds that the teacher is the subject of a disciplinary procedure. For more information, visit [www.asti.ie](http://www.asti.ie).

## Teaching Council registration

The Teaching Council has now completed the process of establishing the Register of Teachers and its main focus is now on maintaining the Register. In order to maintain their registration, registered teachers must renew annually, on the anniversary of the date of their registration. For approximately 80% of teachers, this date is March 28 annually. For teachers who missed their registration renewal deadline, but who wish to remain on the Register of Teachers, the Council is continuing to facilitate retrospective renewal, i.e., renewal of registration, with effect from March 28, 2009. It has issued reminders to all such teachers to return their renewal form and fee to the Council without delay or, alternatively, to renew online through the homepage of [www.teachingcouncil.ie](http://www.teachingcouncil.ie). A final reminder notice is expected to issue shortly. Teachers who do not renew within one month of the reminder notice date will have their names removed from the Register. When Section 30 of the Teaching Council Act, 2001, is commenced by the Minister for Education and Science, registration will be a requirement for all teachers wishing to teach in recognised schools and have their salaries paid from State monies. The Minister for Education and Science recently informed Teaching Council members that it was his intention to bring forward legislation to commence Section 30 of the Act shortly. Registered teachers who allow their registration to lapse, and who subsequently wish to re-register with the Teaching Council, will be required to undergo the full application process, including submission of academic results transcripts, and complete the process of Garda vetting. This process may take up to 12 weeks. The ASTI strongly advises its members whose registration renewal is outstanding to renew without delay.

## IATSE anniversary

The Irish Association of Teachers in Special Education this year celebrates its fortieth anniversary. When it was established in 1969, special education in Ireland was synonymous with special schools and it was only a decade since the Department had set up a special education section with only one inspector. Forty years on, special education has become a necessary concern, daily reality and shared responsibility of all teachers at every level. To read an article about the history of the Irish Association of Special Education by Sean Griffin, log on to the ASTI website – [www.asti.ie](http://www.asti.ie).

## Free online encyclopedia



World Book, the encyclopedia and reference source, is now available free of charge through Scoilnet and the Schools Broadband Network. The World Book Online contains the entire text of the 22-volume Encyclopedia, plus illustrations, video clips, 3D panoramic views and sound files. Access to World Book is through the home page of Scoilnet – [www.scoilnet.ie](http://www.scoilnet.ie). As part of the licensing arrangement between NCTE and World Book Online, free access to the service is confined to computers accessing the Internet via the Schools Broadband Network, which means that home access will not be possible.

## ASTI submission to National Strategy on Higher Education

A submission by the ASTI to the National Strategy on Higher Education has highlighted the importance of second-level education to the quality and depth of students' learning and their capacity to become active learners at third level. The ASTI made the submission in July as part of a consultation process towards the enhancement of the higher education system, to optimise Ireland's economic recovery and social development. In the submission, the ASTI points out that higher education policy must recognise and seek to build on the strengths of second-level schools, but must also address the challenges that persist at second level. The submission identifies these challenges as inadequate investment in schools and in the professional development of teachers, along with inadequate staffing levels. The submission notes that in the context of inappropriate resources, criticisms of schools as not adequately preparing young people for higher education are unfair and ill informed. As socio-economic inequalities persist in terms of access to higher education, the submission highlights the need for initiatives to improve the school completion rate and to tackle educational disadvantage. Due to lack of resources, another significant obstacle to participation in higher education identified in the submission is the tendency for the guidance and counselling service in schools to concentrate on students in examination years and to focus on post-school options rather than the promotion of study skills and subject choice implications.

## Concern Debates

Dublin school Sandford Park narrowly beat Gort Community School in the finals of the Concern National Debates held in May. The Dublin school proposed the motion that: 'The Irish Government's recent cut in overseas aid is misguided, irresponsible and just plain wrong!' It was the 24th year of the debates and both schools had won the finals in previous years. Gort Community School was victorious in 2003 and Sandford Park won the competition in 1993.



## Applied maths quiz

The inaugural inter-schools Applied Mathematics Team Quiz, organised by the Irish Applied Maths Teachers' Association (IAMTA), took place last March. Some 83 teams participated in centres around the country in the contest organised to provide a serious competition for students. The winning schools were: St Peter's, Wexford; St Jarlath's, Tuam; Belvedere College, Dublin; Dominican College, Newbridge; Presentation Brothers' College, Cork; and, Castletroy Community College, Limerick. The Association would like to thank all teachers who organised teams and venues and managed the contest, and to congratulate participants on the high standards shown in response to this rigorous test.

## ISPCC needs help more than ever in 2009

The ISPCC is appealing to TY and CSPE teachers and students to once again join them in raising funds this Christmas for their annual Holly Days appeal. In 2008 over 120 second-level schools around Ireland supported Holly Days in their communities, raising over €100,000. This year, the ISPCC is hoping to secure the support of 200 secondary schools, with the aim of raising over €250,000 for their services, and having a bit of fun too!

There are a number of ways students can get involved. They can hold a public Holly Day collection in their area, hold a Holly Day fundraiser in school, or organise a Holly Day bag pack at a local supermarket. The Holly Days appeal is also about raising awareness, so the ISPCC will be visiting schools all over Ireland in September and October to speak to teachers and students about the work of the organisation. If you would like to help the ISPCC Holly Days appeal, or to request a school visit, log on to [www.ispcc.ie](http://www.ispcc.ie) or Email: [holly@ispcc.ie](mailto:holly@ispcc.ie).

## Poverty project wins Young Social Innovators

Students from Coláiste Bhríde, Carnew, Co. Wicklow and St Peter's College, Dunboyne, Co. Meath were named Young Social Innovators of the Year 2009 for their joint project 'The Butterfly Effect', which highlights the issue of poverty in society.

The judges commended the students for their imaginative approach to the issue, which included a 'Poverty Week' and the publication of a book on poverty with contributions from Sebastian Barry, Seamus Heaney and Anne Enright.

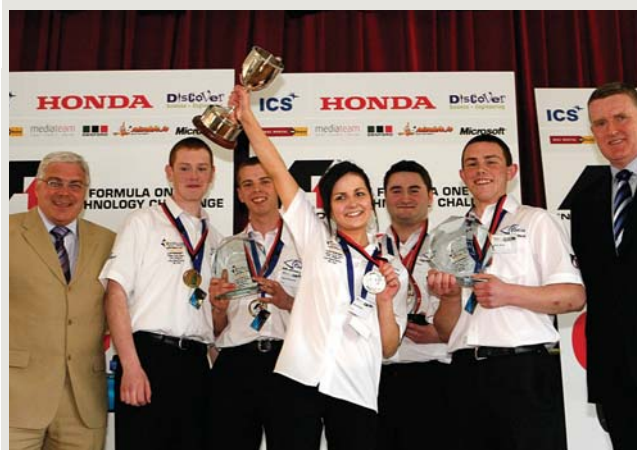
Runners-up were Moyle Park College, Clondalkin in Dublin, for their project entitled 'Hairless Whisper', which looked at the emotional effects of hair loss on patients with cancer.

Third place went to CBS Secondary School in Tralee for their project called 'For Sale, For Race', which addressed the problem of the 'boy racer culture'.

Over 5,500 teenagers across the country participated in this year's Young Social Innovators programme, which involves young people tackling social issues that concern them.

## F1 schools 2009 winners

Team Blink from St Ailbe's School in Tipperary Town was declared Overall Winner of the 2009 Honda-powered F1 in Schools Technology Challenge last April. The team fought off competition from 24 finalist teams from all over Ireland to claim the national title and trophy, as well as the opportunity to represent Ireland next year in the 2010 World Championships. Frank Kennedy, Sales and Marketing Director of Universal Honda, in presenting the winning trophy, commended the commitment shown by the teachers and students involved. "The high standards attained give us all great confidence for the future development of science and technology in Ireland, which is vital for the future of our economy," he said.



Jim Friars, CEO of Irish Computer Society (left), with Team Blink: Matthew Ryan; Daniel Bresnan; Olivia Breen (Team Manager); Nathan Dunne; and, Simon Dunne from St Ailbe's School, Tipperary Town; and, Frank Kennedy, Sales and Marketing Director, Universal Honda Limited.

## Training for school stewards and board of management representatives

Notices have been sent to all school stewards regarding training for stewards and board representatives. Steward's courses will be held during September in venues in Sligo, Kerry, Monaghan, Dublin, Cork, Westmeath, Limerick, Mayo and Kilkenny. Stewards must reserve places on one of these courses using the appropriate application form. Courses for board representatives will be held during October in Dublin, Sligo, Galway, Kilkenny, Limerick and Cork. Applications to attend should be sent to ASTI Head Office using the appropriate forms. *Further information can be obtained from Sarah Fagan, Tel: 01-604 0173.*

## A safety resolution for the new school year

The simple practice of reversing into parking bays will contribute significantly to a reduced number of collisions, says Noel Brett of the Road Safety Authority. The Road Safety Authority is working to promote this practice in workplaces around the country. Schools are particularly busy at the end of the day so if you drive to work, take the time to reverse into your parking space in the morning and cut the risk of accident later that day.

## RSTA news

# RSTA news

The RSTA was established to promote the welfare of retired secondary teachers and the Association endeavours to maintain the standard of living and sense of security of its members. The RSTA is affiliated to the National Federation of Pensioners' Association. RSTA membership gives access to a range of social activities in the

various branches and members have the opportunity to exchange views and enjoy a chat at the informal monthly meetings. At present there are branches in Cork, Dublin, Galway, Kerry, Kildare, Kilkenny, Limerick, Mayo, North East, Sligo, Tipperary, Wexford and Wicklow.

## Branch secretaries

Branch		Telephone
Cork	Ms Geraldine Murphy Lionel Ashboro, Shanakiel, Cork	021-439 6782
Dublin	Ms Maureen O'Connor 89 Castleknock Elms, Castleknock, Dublin 15.	01-8227597/086-877 5754
Galway	Ms Sheila Conneely Kinvara West, Kinvara, Co. Galway	091-637206/087-256 3264
Kerry	Ms Ann Cox The Bungalow, River Side, Tralee, Co Kerry	066-712 5452
Kildare	Mrs Phil Dunning 7 Jigginstown Park, Naas, Co. Kildare	086-123 6404
Kilkenny	Ms Kay Sheedy Kin-Ross, Waterford Road, Kilkenny	056-772 2271/087-245 4380
Limerick	Sr Marie Hayes 3 Racefield, Gouldavoher, Limerick	061-303403
Mayo	Ms Carmel Heneghan Iona, Shrule, Co. Galway	093-31273
North East	Mr Michael McMahon Deerrolam, Carrickmacross Co. Monaghan	042-966 1097
Sligo	Ms Maire T. Finan Dun Clíodhna, Strandhill Road, Sligo	071-916 2185
Wexford	Mrs Mary Kavanagh Gobinstown, New Ross Co. Wexford	086-357 7887
Wicklow	Ms Aveen Kilduff 49 Herbert Park, Bray, Co. Wicklow	01-2760616/087-664 1466

*Branch secretaries are encouraged to forward any forthcoming branch events to the National Secretary for inclusion in future newsletters and for posting on to the web ([rsta-ireland.com](http://rsta-ireland.com)).*

# TALIS report from OECD affirms ASTI concerns but shows schools performing well

The number of teachers without permanent jobs working in Irish second-level schools is well above average, according to a report released by the OECD in June.



The Teaching and Learning International Survey (TALIS) report highlights some key concerns of the ASTI regarding learning environments and teaching conditions in second-level schools, including the number of temporary teachers, the limited professional development on offer for teachers, and the lack of administrative and other supports available in schools. The study looks at aspects of teacher professional development; teachers' beliefs, attitudes and practices; teacher appraisal and feedback; and, school leadership across 23 countries. More than 2,200 teachers and principals in 142 Irish second-level schools took part.

## Positive outlook despite challenges

The Educational Research Centre, which published the summary report for Ireland, states that the survey outcomes "reflect high levels of commitment and professionalism among post-primary teachers in Ireland". The report indicates that Irish teachers have high levels of job satisfaction and belief in the work they do. Some 96% of teachers agree or strongly agree that they are making a significant difference in the lives of students, and 95% say that they usually know how to get through to students. These high levels of motivation and commitment are despite the fact that one out of every four Irish teachers who completed the survey was in temporary employment. Only 73% of Irish teachers are in permanent employment according to the study, as compared to a TALIS average of 85%. Reacting to the report, ASTI General Secretary John White said: "The vast majority of newly qualified teachers cannot secure permanent teaching posts for many years and this is set to worsen when the education cutbacks kick in this September. At a time when our schools are under-funded and understaffed, young well-educated teachers are being squeezed out of the education service and, in many cases, out of the country".

## Administration

The heavy administrative burden on teachers in schools in Ireland is also evidenced by the report's findings, which show that Irish second-level schools have significantly fewer administrative and other supports than other countries. The ratio of teachers to administrative or management personnel in Ireland is 11:1 compared to the TALIS average of 8.4:1.

## Professional development

While the percentage of Irish teachers who reported that they had participated in some professional development in the last 18 months is in line with the OECD average of 89%, on average, Irish teachers attended only six days of professional development in that time, compared with the TALIS average of 15. Irish teachers identified a specific need for training in computer and technology skills, teaching students with special needs, teaching in a multicultural setting and student counselling. Moira Leydon, ASTI Assistant General Secretary: Education and Research, says: "It is critical at this moment in time that teachers have access to quality professional development to enable them to support and motivate their students to promote broad learning goals across all learning areas."

This report confirms that Irish schools and teachers are continuing to perform well despite under-funding and a lack of resources and supports. This level of performance may prove difficult to maintain when the education cutbacks manifest themselves fully, when schools have fewer teachers and larger classes, and a range of administrative duties carried out by recently retired teachers who held posts of responsibility are no longer carried out.

# Seamus Heaney to address ASTI Education Conference

The 2009 ASTI Centenary Education Conference, to be held in Dublin on November 7, will be addressed by Nobel Prize winner Seamus Heaney and President of Education International, Susan Hopgood.



A core focus of this year's conference will be on education's unique role in social solidarity and enduring social values. Workshops will focus on student welfare in challenging times, engaging with science and technology and integrating key skills into the curriculum.

## Seamus Heaney

Throughout his career, Nobel laureate Seamus Heaney has contributed to the promotion of artistic and educational causes, both in Ireland and abroad. He has taught formally at second and third level in Belfast, Dublin, Oxford and Harvard, beginning his career as a second-level teacher in Belfast before being appointed as a lecturer in Modern English Literature at Queen's University Belfast. In 1972, Heaney moved to Co. Wicklow to work full time as a poet and writer, and a few years later began work as a lecturer at Carysfort College of Education. Following this, he was appointed visiting professor at Harvard University and in 1989, he was elected Professor of Poetry at the University of Oxford, a position he held for a five-year term to 1994. Seamus Heaney has published over 30 critically acclaimed collections of poetry, as well as numerous prose collections, literary translations and plays. In 1995 he was awarded the Nobel Prize for Literature in recognition of what the Nobel committee described as "works of lyrical beauty and ethical depth, which exalt everyday miracles and the living past". In 1996, his poetry collection *The Spirit Level* won the Whitbread Book of the Year Award. He repeated that success the following year with *Beowulf: A New Translation*. Reproduced here is a poem written by Seamus Heaney for Amnesty International called 'The Republic of Conscience'.

## Susan Hopgood

Susan Hopgood is President of Education International (EI) and the Federal Secretary of the Australian Education Union (AEU). Susan began her career teaching maths in secondary schools in Victoria, Australia in 1974, and joined the AEU as Women's Officer in 1985. She was elected to the Executive Board of EI in 2001 and re-elected as Vice President in 2004. She holds a number of committee positions in EI and is also extremely active in the Australian Trade Union Movement as a member of the Australian Council of Trade Unions (ACTU) Executive Board and a member of its International Committee.

For more information on this year's Education Conference log on to: [www.asti.ie](http://www.asti.ie). To find out more about attending the Conference contact Eileen O'Rourke, Tel: 01 604 0170.

## The Republic of Conscience

When I landed in the republic of conscience  
it was so noiseless when the engines stopped  
I could hear a curlew high above the runway.  
At immigration, the clerk was an old man  
who produced a wallet from his homespun coat  
and showed me a photograph of my grandfather.  
The woman in customs asked me to declare  
the words of our traditional cures and charms  
to heal dumbness and avert the evil eye.  
No porters. No interpreter. No taxi.  
You carried your own burden and very soon  
your symptoms of creeping privilege disappeared.  
Fog is a dreaded omen there but lightning  
spells universal good and parents hang  
swaddled infants in trees during thunderstorms.  
Salt is their precious mineral. And seashells  
are held to the ear during births and funerals.  
The base of all inks and pigments is seawater.  
Their sacred symbol is a stylized boat.  
The sail is an ear, the mast a sloping pen,  
the hull a mouth-shape, the keel an open eye.  
At their inauguration, public leaders  
must swear to uphold unwritten law and weep  
to atone for their presumption to hold office –  
and to affirm their faith that all life sprang  
from salt in tears which the sky-god wept  
after he dreamt his solitude was endless.  
I came back from that frugal republic  
with my two arms the one length, the customs  
woman having insisted my allowance was myself.  
The old man rose and gazed into my face  
and said that was official recognition  
that I was now a dual citizen.  
He therefore desired me when I got home  
to consider myself a representative  
and to speak on their behalf in my own tongue.  
Their embassies, he said, were everywhere  
but operated independently  
and no ambassador would ever be relieved.



# ASTI rewards achievement

The ASTI recently made awards to two teachers recognising their achievements and commitment to teaching.



ASTI Achievement Award winner Angela Walsh pictured with (from left): ASTI Immediate Past-President Pat Hurley; ASTI Honorary National Organiser Liam O'Mahony; and, ASTI General Secretary, John White.

## ASTI award for Cork captain

All Ireland winning footballer Angela Walsh, a teacher at St Augustine's College, Dungarvan, was presented with an ASTI Achievement Award in recognition of her teaching and community work at a ceremony in June. Angela teaches PE and maths at St Augustine's, where she is also involved with various sports teams. She says she enjoys the variety and scope her job has to offer: "I really love when I see someone who is not considered 'academic' come into their own on the pitch. I am lucky to teach in a school which values sport. This focus on sports benefits the students in so many ways".

Angela has won four All Ireland medals for football and a further two for camogie, and she has been named GAA All Star on four occasions. She is the current captain of the Cork Ladies Football team and last year led the team to All Ireland victory. Following the win, she was surprised on returning to take her routine Wednesday morning class in the gym to be greeted by 600 students offering their congratulations.

Speaking at the ASTI Achievement Award ceremony, ASTI General Secretary



Angela Walsh pictured with officers from the Dungarvan Branch. (Photographs by John Hennessy.)

John White said: "As a teacher Angela is committed to the whole development of the young people in her care. By encouraging her pupils to participate in sports within and outside the school, Angela is helping them to develop characteristics such as working as part of a team, interpersonal skills, goal setting and creativity. These skills are crucial to almost all areas of life".

Angela attended St Mary's High School, Midleton, before attaining her teacher qualification at the University of Limerick. Until two years ago, she played both football and camogie for her county, and she continues to balance commitment to the two sports at club level, which, she says, keeps her very busy during the summer months.

The ASTI Achievement Awards honour second-level teachers who not only play an important role in their schools and communities as teachers, but whose talent and determination has enabled them to excel in areas such as sport, charitable work, literature, music and politics. Previous award recipients include: Sean Kelly, MEP and former GAA President; Marian Harkin MEP; and, Eddie O'Sullivan, former Ireland rugby coach.

## ASTI Centenary Scholarship Award Winner

A total of 50 applications were received for the ASTI Centenary Scholarship Award scheme, an annual award announced last January to commemorate the ASTI's centenary and to assist ASTI members in undertaking further third-level studies.

The bursary of €4,000 is to be awarded to Frances Hurley, at teacher at Christ the King Secondary School, Cork. Frances is completing a Masters Degree in Education at University College Cork. Her studies include modules on 'Perspectives on Literacy Development' and 'Educational Disadvantage and Interventions'. Her Masters dissertation explores models

of professional development for teachers in the use of ICT for teaching and learning. Moira Leydon, ASTI Assistant General Secretary: Education and Research, commended the quality of all 50 applications received, saying they were a testament to teachers' commitment to continuing professional development: "What was noteworthy about the applications was the very high level of qualifications possessed by candidates – most had at least one further postgraduate qualification, and 15 had Masters Degree qualifications".

A summary of Frances's research will be published in *ASTIR* at a later date.

# Cutbacks key focus at ICTU conference

The cutbacks in education became a key focus of the ICTU conference in July with a significant number of trade unions contributing to debates on the issue.



Unions representing members in the private and public sectors put forward motions on the education cutbacks, special needs education, the knowledge economy, support services for teachers, equality in education, and third-level fees.

A key motion proposed by the ASTI and adopted by the Congress of Trade Unions called on the Government to implement the recommendations of the report of the Task Force on the Physical Sciences.

## Scientific literacy

ASTI Immediate Past President Pat Hurley told the conference that just as reading and numerical literacy have had a crucial impact on the life chances of previous generations, scientific and technological literacy is becoming a fundamental prerequisite for successful living in the knowledge society. "Our children will need scientific and technological literacy to make everyday life decisions. They will need it to survive and succeed in the world of work and so that the country can compete at an international level. They will need it to contribute to vital decision-making affecting all of society – on issues such as energy and climate change. I believe every child has the right to leave school with an appropriate level of scientific literacy," said Mr Hurley. "The knowledge economy won't happen by itself, it will be driven by workers. And the main drivers are sitting in classrooms around the country. They must be given every opportunity to achieve their potential as workers, citizens and human beings."

## Disadvantaged hit most

ASTI President Joe Moran spoke on a joint ASTI/INTO motion highlighting the impact of the cuts on an already under-resourced system. He referred to President Obama, who recently stated that: "The future belongs to the nation that best educates its citizens". Joe called on teachers, parents, grandparents and aunts and uncles of children and young people to continue the campaign against the education cutbacks in order to "give a voice to our young people who should not have to pay for bank bailouts".

*A key motion proposed by the ASTI and adopted by the Congress of Trade Unions called on the Government to implement the recommendations of the report of the Task Force on the Physical Sciences.*

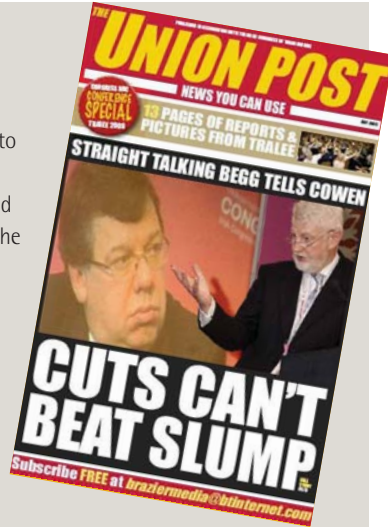
He said that vital services for the most disadvantaged students will disappear in many schools. At the same time, schools are being forced to ask parents for higher voluntary contributions in order to pay for a diminished education service.

## Job losses

ASTI delegate Susie Hall told the conference that it is a myth that teachers are protected from job losses. Second-level schools will be down at least 1,000 posts this September. The loss of teachers and other education cuts will lead to a two-tier education service, she warned.

## The truth about trade unions

If you'd like to keep yourself up to date on developments in the industrial, political, legislative and economic worlds, written from the point of view of trade union members, then read *The Union Post*. This monthly digest of trade union-related news and views, published on behalf of the ICTU, is available on the ASTI website – [www.asti.ie/publications](http://www.asti.ie/publications).



## ICTU celebrates ASTI centenary

The Irish Congress of Trade Unions honoured two unions that reached their 100th anniversary this year – the ASTI and SIPTU – at a reception during its Biennial Conference in Tralee. Both unions were presented with a celebratory cake at the reception. In his address to the Biennial Conference, the incoming President of the ICTU, Jack O'Connor, congratulated the ASTI for its achievements for teachers over the past 100 years.

### Special versus mainstream education

The conference heard that the failure to provide appropriate resources for special needs education discriminates against disadvantaged pupils. ASTI delegate Mary Ohle, a teacher at St Mary's School for Deaf Girls in Dublin, warned of the use of mainstreaming as a cheaper alternative to the provision of specialised resources. "Sadly, some special needs students are integrated by 'location' only, that is, the students are physically present in a mainstream school but are denied adequate resources to give them equality of access to the curriculum and to develop their full potential. It is time for us as teachers to challenge the Department's policy of mainstreaming special needs students until sufficient funding, resources and training are put in place to enable schools to be truly inclusive," she said. Mary Ohle pointed out that a "dual enrolment" system exists in many countries where special needs students are enrolled in both a mainstream and a special school, providing a supportive system for special needs students and their teachers. In Ireland this could be a cost-effective way of utilising existing resources to benefit special needs students.

### ASTI official elected to ICTU Council

John White, ASTI General Secretary, was elected to the ICTU Executive Council at the Conference.

*A full report of the ICTU Biennial Conference is available in the Union Post magazine at [www.asti.ie/publications](http://www.asti.ie/publications).*

*Let us know how the cutbacks are affecting your school: email [astirfeedback@asti.ie](mailto:astirfeedback@asti.ie).*

Put New Skills into Practice in Your Classroom this Autumn



Quality Assured Online Courses from €99

- ★ Down Syndrome
- ★ General Learning Disabilities
- ★ Teaching Troubled Children (Essentials/Advanced)
- ★ Understanding Autism
- ★ Asperger Syndrome
- ★ ABA
- ★ ADHD
- ★ Inclusion
- ★ Teaching Gifted & Talented Students
- ★ Supporting & Managing Student Behaviour
- ★ Dyslexia
- ★ Advanced Classroom Management Skills

Enrol Online Today!  
Course Dates: 13th October - 4th December '09  
Last Date for enrolment: 30th November '09

For further information:

T: +353 (0)1 651 0618 E: [info@icepe.eu](mailto:info@icepe.eu) W: [www.icepe.eu](http://www.icepe.eu)

Sole SESS Approved Provider of Online Courses in Special Educational Needs



Join the Concern Fast and help end hunger



There are plenty of ways to make a difference and help children and families in extreme poverty. You and your class can join us for the Concern Fast 2009 on December 3rd along with hundreds of schools around the country.

You could choose to Fast or have a "Healthy Eating Day" or do something special. Either way, by doing the Concern Fast, not only are you helping Concern's work overseas, you could also be in with a chance to win great prizes for your class.

This year, we hope to raise over €1 million for people who go hungry every day in some of the poorest countries in the world.

To take part in the **Concern Fast 2009** on December 3rd go to [www.concernfast.org](http://www.concernfast.org) or call us today on **1850 50 50 55**

Concern Worldwide - committed to a world without poverty. Registered Charity No. CHY5745



## Meet the Presidents part IV



PATRICIA WROE, President 2007/'08, looks at how far education has come over the last century and wonders if we are now going backwards.

I had the honour to serve my ASTI Presidency on the cusp of our centenary. One hundred years seems a long time since the founding fathers of our secondary teachers' association, the ASTI, were working, yet today there are working ASTI members who were taught by people who had met or taught with those who joined the new Association in 1909. In 1909, a 25-year-old secondary teacher who joined the ASTI and worked for 35 years would have retired in the early autumn of 1944. When he started work (and it was predominantly 'he'), he was part of the British Empire, in a world dominated by empires. When he retired, he knew that the Allied forces had just established a bridgehead on the Normandy beaches.

*Sadly, we have still to move to a place where education is seen as having intrinsic value, both to the individual and to society, irrespective of the lifestyle of the person.*

In 1939, a young enthusiastic teacher would have started working in the same school. His country, known as the Irish Free State since 1922, had held a constitutional referendum in 1937, was declared neutral during World War II, and a Republic in 1948.

By the late 1960s our young enthusiastic teacher is a little older, but no less enthusiastic. The country has more money, emigration has fallen and Ireland is different. Lemass's rising tide is lifting all boats and the most fundamental change in Irish education since the introduction of national schools in 1834 is being implemented: education at second level is free to all.

Not everyone of primary school age had stayed at school until the completion of the Primary Cert at 14 years. There are recorded instances in the 40s of eight-year-olds being taken out of school to start earning money, and well into the '60s it was commonplace for primary school students to leave school, sometimes as early as 10 years of age. In the '60s, fewer than one in five went on to second level. Of that select group, only a small percentage went on to university. Little, up to that point, had changed significantly. With a stroke, Minister O'Malley ensured that education no longer reinforced social barriers, but enabled the

aspiration of the Proclamation that all the children of the nation be cherished equally. In the early '70s, our enthusiastic teacher finds his school more than full to capacity with extra pupils. He has less elbowroom in the staff room as large numbers of new young, enthusiastic teachers are recruited, most of whom are female. By the end of the decade, as he approaches 40 years of work, a further revolution in education is taking place: universities can't cope with demand and the CAO system is born.

In the '80s, many schools encouraged pupils to leave after the Junior Cert to undertake apprenticeships or enter 'commercial colleges'. But, within the same decade, a new vision of education facilitating each individual's development was supported by the introduction of Transition Year. In this, the first decade of the new century, we find that one in five of our second-level students do not complete school to 18 years of age and schools are short of the necessary funding and resources.

Sadly, we have still to move to a place where education is seen as having intrinsic value, both to the individual and to society, irrespective of the lifestyle of the person. The question was posed recently in a UK TV debate between undergraduates on the value of education. I was unnerved to hear some of the young people talking in terms of university education being wasted on someone who would 'only be working as a plumber'. I reflect, now that my Presidency of ASTI is behind me, that when Ireland had more money than ever in its history, the Government's record was to spend less than any other OECD country on education as a percentage of its GDP.

As we face into difficult times, the Government is determined to further cut the educational opportunities of our young, vulnerable and less skilled. Support for special needs is being dismantled unilaterally this year. We are bracing for more cuts to come. When I starting working as a teacher, it was the dawn of a new age when education at second level was emerging as a right. Today, we debate actively that access to education at third level is a right. This is because research and evidence points to education as the driver for both social and economic change. Thus, in our centenary year, the question arises: are we moving dangerously towards re-cementing the old social norm that those with money will secure their place in society while others are simply denied their equal place?



PJ Sheehy, ASTI President 2002/'03 muses on his ASTI involvement, from schoolboy experience of the 1969 strike through to current circumstances.

The ASTI first entered my life when I was still in secondary school. The strike of 1969 caused my classmates and I to be sent home from St Brendan's College, Killarney, for a full three weeks. Bliss, especially in mid winter – thank you ASTI! We followed the dispute of course, not due to any particular interest in pay and conditions (that came later), but rather for purely selfish schoolboy reasons. Forty years later and the ASTI is still very much part of my life, though I am somewhat fearful that many of the advances we have made in the interim will be eroded.

My first teaching job in 1973 saw me with a timetable of 26 hours per week and with a staff that deferred to the principal in all things great and small. My services were not retained for the following year.

My arrival at Arklow CBS introduced me to membership of the union from very early in the year, the redoubtable school steward doing his duty well. Meetings were very social affairs, especially for the newer members who had yet to come to grips with the acronyms that even then beset the world of education and industrial relations. At that time, Annual Convention sounded like a most august body, which discussed branch motions and held elections to a variety of committees.

*It was an experience that could not be bought at any price. In hindsight, I think treating people with respect, despite disagreements on issues, is the key to personal survival in any organisation.*

I first attended Convention in the Talbot Hotel, Wexford, and was quite taken by the whole event, not least the logistics of running a major event over three days. However, I found the thought of standing behind a microphone to address a hall of several hundred very daunting. I was intrigued by the electioneering and politicking that went on, and I marvelled at people's capacity to tolerate long days and late nights.

After this first Convention, I was hooked. My first time to present a motion was in Jury's Hotel, Cork. It was, of course, a Wicklow Branch motion, and as I fretted about presenting cogent arguments to convince my audience about the merits of a union contribution to a development fund, I made the error of not considering opposition to the motion. When it arrived I was left with little option but to rebut, sounding as confident as possible, but inside I could not wait for the motion to be put. One important lesson learned. Since then there has been no going back!

The regionalisation of Standing Committee in 1994 presented an opportunity to get even more involved, and I believed passionately in using the democratic opportunity to get the Wicklow Branch on the national scene. The election race against two other candidates from larger branches was exciting. I enjoyed the experience hugely. I didn't have any presidential ambitions for most of my time on Standing Committee but a throwaway remark by a colleague prompted me to ask, 'well why not?' The thought of managing a large group of several hundred convention delegates, whom I had previously seen get quite passionate about issues, was a little challenging. On balance, though, I felt up to the task.

As it happens, nothing could have quite prepared me, or anyone else for that matter, for the rollercoaster ride that was my presidency. My learning curve was almost vertical, as the ASTI was faced with addressing the benchmarking offer and finalising the vexed question of supervision and substitution. Emotions were high and opinions divided but the members were going to have their say, and they did. It was an exciting, challenging and very rewarding year. I discovered a lot about people and, more importantly, I discovered a lot about myself and my coping skills. It was an experience that could not be bought at any price. In hindsight, I think treating people with respect, despite disagreements on issues, is the key to personal survival in any organisation.

As I scale back on my involvement, I reflect on the many battles the union has proudly fought on behalf of its members, and the improved salaries and conditions. But this is a time to be very wary, as the public service in general comes under the kosh. We must focus on our message of service as teachers, and as net contributors to society.



Mary Dowling Maher, ASTI President 1993/'94 reflects on her year as president of the ASTI

When reflecting on my year as ASTI President, a number of unrelated but important events of that year spring to my mind.

I don't know if it's worth mentioning that as the fifth female ASTI President in 85 years, I was also the first female president with immediate family responsibilities (with an eight-year-old daughter, Lillian, and a five-year-old son, Joe). Furthermore, on my election, I found myself in the extraordinary position for a number of months of being the only woman on Standing Committee. Within a short space of time and with revised regional elections newly in place, Standing Committee had almost equal representation of men and women. The active participation by women in ASTI was a significant issue in the early 1990's.

I would like to share the memory that left me somewhat red-faced during that year. While attending the wonderful Dublin School Girls' Choir in the National Concert Hall as an official guest, to my acute embarrassment, the beautiful Silver Chain of Office fell off my shoulders and unfortunately was not able to withstand any further repairs. A new gold chain of office was commissioned in Kilkenny, and I became the President who wore the silver chain on assuming office and wore the new gold chain for Convention.

However, the issues of the day reached further than the chain of office and the year saw the granting of coordination time for Transition Year coordinators for the first time. The Department of Education, after many years of pressure from ASTI, finally accepted that the work of the coordinator was deemed to be legitimate teaching work for payment of salary.

The Department of Education also accepted that there was hazardous waste in school laboratories which needed to be disposed of safely. However, then as now, it took another few years of efforts by science teachers and ASTI Head Office to see the waste off the school premises.

A major issue of the time was the belief that one teacher union should represent all teachers at first and second level. Negotiations were moving apace. Documents were drawn up by the officials and the concept of teacher unity was gaining some real momentum. Ed Riordan as TUI President agreed to address the ASTI Annual Conference at Easter and I was honoured to address the TUI conference during that week also. However, the unity negotiations

failed to ride through some storms and only history will judge if the shelving of one major teaching union was a missed opportunity for the teaching profession. The time for teacher unity, unfortunately, had not yet come.

*I met wonderful people and found many true friends and colleagues through my years of involvement with ASTI. I feel honoured to have been elected by my peers and to have been entrusted with such an important role.*

Of course no memory of the early nineties would be complete without mentioning yet another stage in the campaign for an early retirement scheme. Negotiations on early retirement opened at that time with the Dept of Education with successful completion of those talks, culminating in a pilot scheme a number of years later.

On Education matters, the ASTI presented a paper to the National Education Convention, the proceedings of which contributed to the debate which led to the drafting of the Government Green and White papers. In turn these papers culminated in the Education Act. ASTI played a full part in all curriculum development through consultation at NCCA, leading to course changes at junior and senior cycle. Often in the face of adversity, the ASTI held the view that State examination system should remain external.

It was a challenging but fulfilling year. I was ably assisted by the late Sean Higgins, a Galwegian from the Drogheda branch who was Vice-President at the time. Sean went on to become an inspirational ASTI President in 1994/95.

The year proved to be a most rewarding experience made possible by the ongoing support and wisdom of my own my late husband, Noel, also a very active member of ASTI member. I met wonderful people and found many true friends and colleagues through my years of involvement with ASTI. I feel honoured to have been elected by my peers and to have been entrusted with such an important role.

# Centenary celebrations

Branches around the country continue to hold celebrations in the ASTI's centenary year.



A group of recent retirees pictured at a function held by the Clare Branch. Standing (left to right): Frank Murphy; Liam Ashe; Pat Whyms; John Stack; Pat Hurley, ASTI Immediate Past President; Joe Moran, ASTI President; Bernard Moynihan, Industrial Relations Official; John Finn; Nelius O'Doherty; Michael Corley. Seated (left to right): Mary Bradshaw; Marie Melican; Mairead Linnane; Brid Dilleen; Anne Bourke; Annette Keane; Jackie McHugh; and Grace Regan.



Teachers from St. Flannan's College, Ennis pictured with ASTI Immediate Past President, Pat Hurley. Left to right: Michael Corley; Mike Kelly; Grace Ryan; Pat Whyms; Liam Ashe; John Finn; and, Peter Quinn.



Teachers at Colaiste Mhuire, Ennis pictured at the Clare Branch function: (left to right) Mary Bradshaw; Mairead Linnane; Marie Melican; Marie Bourke; Brid Dilleen; and, Helen Meade. Photos by Studio 22 - [www.studio22ireland.com](http://www.studio22ireland.com).



## Nenagh Branch

The Nenagh Branch held a centenary retirement function in May, attended by Lucia Redmond, granddaughter of ASTI founder Tomas McDonagh.



*Pictured at the Nenagh Branch function are (from left): Joe Cloherty; Mick Durack; Pat Hurley, Immediate Past-President; Mary Morgan; Fintan O'Gorman; and Jerry Cronin.*



*Members of the Nenagh Branch pictured with Lucia Redmond, granddaughter of ASTI founding member, Thomas MacDonagh (from left): Nicky Kennedy; Ger O'Donoghue, Standing Committee; Beth Cooney; Bridie Corkery; Granu Dwyer; Lucia Redmond; Maire Mulcahy; and, Jack Keane, ASTI Vice-President.*

## Cork South Branch



*Pictured at a Cork South Branch centenary function are: (from left) Mick Evans; Joe Moran, ASTI President; Denis Howard; Helena O'Connell; Pat Hurley, ASTI Immediate Past President; Margaret Noël; Pat Morris; Sean Scully.*



*Maria Kelly; Pat Hurley, ASTI Immediate Past President; Joe Moran, ASTI President; John White, ASTI General Secretary; and Caitriona McGrath.*



*Helena O'Connell and Margaret Noël pictured at a Cork South Branch centenary function.*



# Reviewing the Junior Cycle

ASTIR looks at the progress of the junior cycle review process, which began ten years ago.

In response to issues raised in the late 1990s about the degree to which the aims and principles of the Junior Certificate were being implemented, a review of the programme was undertaken by the National Council for Curriculum and Assessment (NCCA). The review has focused on two main areas: subject rebalancing and Assessment for Learning (AFL).

## Subject rebalancing

To address concerns about curriculum overload and repetition, and to ensure that students could properly engage with learning, work began to rebalance subject syllabi at Junior Cert.

The idea behind the rebalancing was: to allow more space and time for quality learning engagement with students; to reduce course length, overlap and overload; and, to link the syllabus with changes in the primary and Leaving Certificate curricula.

The need for subject rebalancing was endorsed by research conducted as part of the Junior Cycle Review, which found that many students might be taking more subjects in junior cycle than they can realistically be expected to master. The research concluded that the more subjects a student takes, the greater the level of pressure that teachers and students experience in trying to complete courses. The quality of student-teacher interaction and the scope for innovative teaching styles can be seriously compromised as a result of this pressure.

To date five subjects – art, craft, design; English; history; home economics; and music – have been through a rebalancing process and are ready for implementation. Meanwhile, business studies, classics, environmental and social studies, geography, religious education and technical graphics are currently undergoing a rebalancing process. The NCCA recommends that all five rebalanced subjects be implemented simultaneously. However, there is currently no timeframe for their implementation. Resources and funding will be required, and in the present circumstances, delay or deferral is likely.

## Assessment for Learning

A core aspect of the review was to harmonise teaching and the achievement of students' learning objectives. An important part of this is formative assessment of 'Assessment for Learning'. AFL is characterised by:

- sharing learning goals with students;
- helping students to recognise the standards they are aiming for;
- involving students in assessing their own learning;
- providing feedback so students can recognise what they must do to close any gaps in their knowledge or understanding;
- communicating confidence that every student can improve; and,
- adjusting teaching to take account of the results of assessment.

More information about using AFL in your classroom is available on the NCCA website – [www.ncca.ie](http://www.ncca.ie). Sample AFL activities and exemplars of student work and teacher feedback are also published on the NCCA website.

*To date five subjects – art, craft, design; English; history; home economics; and music – have been through a rebalancing process and are ready for implementation.*

## Curriculum review in your school

The NCCA has developed a resource to provide schools with a set of review instruments to assist them in reviewing their junior cycle curriculum in planning for its development. This resource is available on the NCCA website.

*To find out more about developments in curriculum and assessment, log on to the education section of the new ASTI website.*

## DO YOU WANT A LIFE CHANGING EXPERIENCE?

Bring your skills to the developing world with **Viaiores Christi!**



If you find yourself contemplating a new phase of your life due to taking a career break or retirement, you may be considering what to do next.

We are a volunteer sending organisation which places people to work in areas of need in developing countries for 1-2 years. We require teachers for overseas placements.

### Who are we?

- Our volunteers work in South America, Asia, and Africa and help make a long-lasting impact on the lives of others as well as making a positive contribution to their communities.
- As a sending organisation we produce a contract to which we, you and your host organisation are party. We support you with transport and accommodation as well as providing a subsistence allowance.
- If you want to explore such a challenge, we offer a part time training programme to prepare you for working in a new environment and facilitate you in finding a suitable project.



## CALL US TODAY FOR MORE INFORMATION

Viaiores Christi, 8 New Cabra Road, Phibsboro, Dublin 7  
Telephone: 01-8689986 Email [info@viaioreschristi.com](mailto:info@viaioreschristi.com) Web [www.viaioreschristi.com](http://www.viaioreschristi.com)

# Turning Japanese



Since its introduction to the Irish curriculum in 2000, Japanese has been growing in popularity. ASTIR looks at the initiative to promote the language as a Leaving Cert. subject.

Established to diversify, enhance and expand the teaching of languages in second-level schools, the Post-Primary Languages Initiative (PPLI) funds and promotes Japanese programmes in Irish schools. From its introduction in 2000, the subject proved popular at Transition Year and began to grow in clusters of schools where teachers of Japanese were available. The syllabus was revised for non-natives in 2002, and since then more and more students have been taking the subject for Leaving Cert, with the numbers growing from only 49 in 2005 to 249 last June.

*It is attractive to them to do something new and different after the Junior Cert. It's a whole new learning experience and everybody starts from the same place; they're all equal*

The PPLI works in partnership with schools, providing them with teachers of Japanese, officially called Japanese Development Officers, who are recruited, trained and paid for by the PPLI. Ursula

Zimmerman is one such Japanese Development Officer. She wrote the Leaving Cert Japanese textbook and works in Loreto Wexford, where Japanese is mainstreamed as a fully timetabled subject. In most areas, however, Japanese is offered as an extra class after school, where students from a number of schools come together to learn in one centre.

### A fresh start

Japanese is the only foreign language subject that can be taken up at senior cycle. According to Ursula, this offers students the unique opportunity of a fresh start: "It is attractive to them to do something new and different after the Junior Cert. It's a whole new learning experience and everybody starts from the same place; they're all equal".

Grades in Japanese in the Leaving Cert. are awarded the same points as other subjects and it counts as a suitable foreign language for applying to colleges. This means that students who want to drop a European language, or another subject, can take up Japanese as an alternative from fifth year. This can be especially attractive, according to Ursula, because: "It is often difficult for students to gauge their progress in a subject that they have been doing since first year, but with Japanese every week they can see

progress and it's exciting to see what they can achieve in just two years. People often ask how much you can learn in that time, but the students put so much work into it that they achieve quite a lot. They get to the stage where they can complete an oral and aural exam, which is really impressive".

Getting to this stage in two years means that the Japanese course is extremely challenging, but that doesn't mean it is only suitable for those with a talent in languages. "Students who perhaps didn't do so well in languages at Junior Cert. can take it up and do very well. The grammar is logical, there are no genders or articles and the verbs are regular. There is no emphasis on spelling because it's all characters, which is exciting and different, and good for students with artistic or visual minds," says Ursula.

*There is no emphasis on spelling because it's all characters, which is exciting and different, and good for students with artistic or visual minds*

#### Looking to the future

The Japanese initiative has not been immune to cutbacks. Under the National Development Plan 2007-2013, the PPLI will only continue to support schools that actively encourage students to take Japanese to Leaving Certificate, meaning that numbers taking the subject will probably remain static in future. If the programme is scaled back further, it could present a problem for teachers whose contracts are with the PPLI rather than with schools, and whose qualifications may not be recognised by the Teaching Council.

The case for continuing the initiative is easily made. From an economic perspective, learning Japanese language and culture is a gateway to understanding Asian language and culture, increasingly important in today's globalised economy, and at a time when the Government seeks to promote 'Brand Ireland' internationally. From an individual perspective, a unique language skill like Japanese will help a person to stand out from the crowd, particularly in conjunction with a technical or professional qualification. As Ursula Zimmerman points out, making the decision to take up Japanese at senior cycle shows initiative, flexibility and readiness to take on a challenge.

**McSweeney**  
SPORTS SURFACES

### Suppliers of Synthetic Rugby, GAA, Soccer, Track & Golf Surfaces

"We at St. Clement's Redemptorist College are delighted to recommend McSweeney Sports Surfaces to all sports and activity enthusiasts. Mike (McSweeney) and his team have installed a magnificent multi-use astro surface and an international class five lane sprint track at our new facility on South Circular Road. Our facilities are the envy of our neighbours and we are currently heavily booked by teams seeking to escape the testing ground conditions.

We could not be happier with the product we have received from McSweeneys, indeed we feel that because they are a local company and have proven their ability to react quickly to any issue that this has been a super investment for our school."

– Mike Lynch PE Teacher St Clements College Limerick

Tel. 061 395786

info@mcsweeneysportssurfaces.ie

www.mcsweeneysportssurfaces.ie





## Noticeboard

### Budgeting service for ASTI members

Cornmarket Financial Services has launched a free budgeting service for ASTI members.

The service provides members with: an assessment of exactly how a fall in after tax income has affected their overall household budget; realistic steps to reduce household bills and manage the impact of major expenses; and, advice on how to cut borrowings, and on how to make substantial overall savings. To find out more contact 01-408 4025.



### World Book Day Short Story Competition

Registration for the World Book Day third annual children's illustrated short story competition opens on September 7. Teachers and schools are asked to register their interest by logging onto [www.worldbookday.com](http://www.worldbookday.com). Primary and secondary school children are being asked to write their own short story to compete for entry into two anthologies, which will be published for World Book Day, Thursday March 4, 2010. Pupils are also encouraged to submit illustrations for inclusion in the anthology. Once registered, a 'first line' written by a participating author will be emailed to entrants. This 'first line' will be the first line from which the rest of the short story is to be written. The 'first line' will also be the inspiration for the illustration entries. World Book Day promotes the enjoyment of books and reading, and this new initiative gives children the chance to experience being authors and illustrators themselves. The anthology will be distributed free of charge among the 20 winning schools. All profits from the sale of the books will be donated to the World Book Day charity, Book Aid International, which sends books to schools and colleges in Africa and the developing world.

### Young translators

The Directorate General for Translation of the European Commission will be running the translation contest *Juvenes Translatores* for the third time in 2009. The contest is aimed at 17-year-olds in secondary schools all over the European Union. They will have the task of translating a text in a language pair of their choice, selected from the 23 official languages of the EU. The winners will be invited on a two-day trip to Brussels. Find out more on <http://ec.europa.eu/translatores>. Registration is open until October 20 and the contest will be held on November 24.

## CLASSIFIEDS

### HOMELINK HOME EXCHANGE

Swap your main residence or holiday home with the largest home exchange organisation in the world – 15,000 homes. Easy online application – live listing within 24 hours. Visit [www.homelink.ie](http://www.homelink.ie)  
**Email: [info@homelink.ie](mailto:info@homelink.ie), Tel: 01- 846 2598.**

### INTERVAC

#### FOUNDED BY TEACHERS

The Original Home Exchange Holiday Organisation  
 apply at [www.intervac.ie](http://www.intervac.ie)

Home exchange offers you an inexpensive and unique way to travel the world. Intervac started home exchange in the early 1950s and offers its members a multi-language, real-time database of over 20,000 home exchange listings.

Intervac History: [www.home-exchange.org/50years](http://www.home-exchange.org/50years)

Info: 041-9837969 or [fkelly@intervac.ie](mailto:fkelly@intervac.ie)

### FRANCE, MONTPELIER

Large house, private terrace over garden. 500 metres city centre, 15 mins to the beach. Carcassonne Airport 90 minutes.

From €300 per week.

Tel: 0033 650 929419. Marc

### 'Rest Assured' union hotel deals for union members

The Irish Congress of Trade Unions, in association with the ASTI, is delighted to endorse the 'Rest Assured' initiative, as launched at the recent ICTU Conference. The focus of this initiative is to encourage union members to support unionised hotels by making an informed decision when choosing a hotel. In an industry that employs in the region of 60,000 workers, the National Employment Rights Authority found in 2008 that 78% of all hotels inspected were not compliant with basic employment legislation. Notwithstanding this, there are some very good employers in the hotel industry. A list of hotels that support quality employment and recognise their employees' right to be represented collectively by their trade union has been compiled, and each hotel is offering exclusive value for money deals to trade union members. So why not explore the hidden treasures that this opportunity affords you, knowing that by choosing one of the featured hotels you can 'Rest Assured' that you are supporting fair work practices and good quality employment. Further information on all union deals for union members is available on [www.ictu.ie](http://www.ictu.ie).

### Moving Mountains

Former ASTI member Aiden Burke, who taught at St Louis Community School, Kiltimagh, Co Mayo, has written a book on the building of Knock Airport, entitled *Moving Mountains*. Copies are available by emailing [agmburke@eircom.net](mailto:agmburke@eircom.net).



**Anti-Bullying Campaign Tools for Teachers**

A Free Anti-Bullying Website Resource for Irish Second Level Teachers

[www.anti-bullyingcampaign.ie](http://www.anti-bullyingcampaign.ie)

## Dr Concepta Conaty 1947-2009

Concepta Conaty was born in Munterconnaught, Co Cavan, in 1947. She attended Ballinalough National School, where her mother taught, and completed her secondary education in St Louis Secondary School, Carrickmacross, Co. Monaghan. After secondary school, she joined the Presentation Order in Kildare, and while there went to Carysfort Training College, where she qualified as a national teacher. Shortly after leaving the Presentation Sisters, she started teaching in Ballyjamesduff, Co. Cavan. Always wanting to further her education, she moved to Dublin, taking up a teaching post in Bonnybrook in north Dublin. This allowed her to enrol in University College Dublin to study for her BA and HDip by night. Later she attended Maynooth College, from where she graduated with an MA. In the mean time, she had moved from Bonnybrook to Killinarden in Tallaght, taking up a post first as deputy principal and later principal of Sacred Heart Junior School, Killinarden. Her experiences with the marginalised communities of Bonnybrook and Killinarden fostered her great passion for communities who are economically, socially and educationally disadvantaged. She recognised early on in her teaching career that for schools to effect positive change in the lives of their pupils, it would be necessary to reach out beyond the school walls to the homes and communities from which those pupils came. She began inviting parents into the school, initially for simple basic courses, and later into the classes to partner teachers in reading and numeracy activities. From this courageous and radical beginning grew the Home School Community Liaison (HSCL) Scheme. In 1990, Concepta was approached by Sean Glennane, then Chief Inspector, and she agreed to set up a pilot Home School Community Liaison Scheme in 55 schools. The scheme has grown in strength,

depth and number over the intervening years and is now embedded in 651 schools. Concepta also became the National Co-ordinator for Disadvantage Initiatives.

Concepta's vision, commitment and integrity ensured that all who worked with her were impressed and inspired. Her work ethic and courage were remarkable, as were her passion and advocacy for the poor and marginalised. Not only has Concepta's death left an immense void in the landscape of Irish education, but also in the lives of her family, friends and work colleagues. Her loyalty, generosity of spirit, care and concern for everybody were an integral part of all her interactions with people: no request for help was ignored, no favour asked left unheard. For those friends and family who had the privilege of knowing her on a more intimate level, her death is even more devastating because they have lost a woman with a unique energy, a big heart and that most precious of all gifts, the ability to see goodness in everybody.

As a work colleague, Concepta demonstrated care, consideration, leadership and tolerance of differing views; her team on the HSCL scheme enjoyed lively exchanges, real collegiality and a firm belief that all of us on this earth, regardless of circumstances, are entitled to a fair chance to shape our destiny and to play a role in the betterment of society for all, through realising our unique giftedness and power. Concepta is survived by her brothers Patrick, Cathal and Micheál, her sisters-in-law May and Paula, and her nephews and nieces Simon, Martina, Justine and Warren.

*Solas na bhFlaitheas dá hanam uasal.*

From the HSCL National team.



### Mind Mosaic: a teaching tool on the European Charter of Fundamental Rights

Citizens of the European Union enjoy fifty distinct fundamental rights. Do you know what these rights are? Do your students?

**Mind Mosaic is a creative, new teaching tool on the European Charter of Fundamental Rights which will help your students to understand their fundamental rights and gain a deeper understanding of the meaning of citizenship.**

This project is open to all secondary schools and is aimed at students aged 13-16. It entails four class periods in a relevant subject e.g. CSPE, European Studies, Religion, and one art class during which the students will create a paper mural based on the Charter, to decorate their school.

The project is being piloted in 300 schools in five European countries, including Ireland, during the 2009/10 school year. Participating teachers will receive the teacher's kit (in both English and *as Gaeilge*) free of charge and will be required to provide feedback on the pedagogical tool. Based on this feedback, one lucky school in each country will win a permanent, ceramic mural celebrating the Charter and incorporating the students' own artwork.

The registration deadline for this project is **23 October 2009**. To find out more see [www.mindmosaic.eu](http://www.mindmosaic.eu) or contact Léargas on (01) 873 1411 or at [info@leargas.ie](mailto:info@leargas.ie)



Mind Mosaic. A project funded by the European Commission.

Crossword

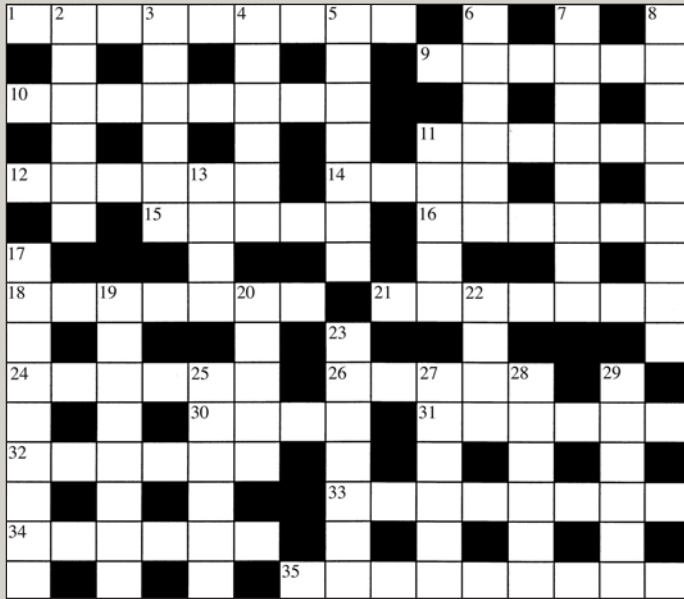


# ASTIR CROSSWORD NO. 0904

€200 prize for the first fully correct answer drawn from the entries.



Sponsored by ASTI Credit Union



## The winner will receive €200

courtesy of the ASTI Credit Union.

If you wish to keep your copy of *ASTIR* intact you may send a photocopy of the crossword. One entry only per member.

Name

School

Address

ASTI Branch

Entries to: **Astir Crossword No. 0904, Think Media,  
The Malthouse, 537 NCR, Dublin 1.**  
 To arrive by: **Friday, October 23, 2009**

**CLUES ACROSS:**

- 1 Pleased about a dire gift (9)
- 9 She brews a Semitic language (6)
- 10 An increasing problem in schools (8)
- 11 Spasmodic muscular contractions (6)
- 12 & 18 across: The McCarthy Report – in incisive mode! (2,4,4,3)
- 14 One of Europe's leading research centres in the social sciences (1.1.1.1.1.)
- 15 Macgillcuddy? (5)
- 16 Could a weekend earache cause to become beloved? (6)
- 18 See 12 across
- 21 Could be elegant or graceful (7)
- 24 A warning to vacate? (6)
- 26 Casta diva is an aria from this Bellini Opera (5)
- 30 See 6 down
- 31 A sage in alleviating (6)
- 32 "I am ready to meet my Maker. Whether my Maker is prepared for the ... of meeting me is another matter." (Winston Churchill) (6)
- 33 Desert or ruins made good (8)
- 34 Received as return for effort (6)
- 35 The growth of the fairytale! (9)

**CLUES DOWN:**

- 2 Surname of painter, 1st name of racing driver (6)
- 3 A term or involuntary shudder (6)
- 4 A decaf veneer! (6)
- 5 I sat & see with the least difficulty (7)
- 6 down & 30 across: Consider an imaginary animal? (4,2,4)
- 7 First performance (8)
- 8 Jammed cylinder? (5,4)
- 11 Its capital is Heraklion (5)
- 13 Erin, a restraining influence (4)
- 17 Evidenced by delusions, hallucinations, etc. (9)
- 19 Could they be space ones? (8)
- 20 Unlit up to the time that (5)
- 22 Will it manage the banks' bad loans – at the taxpayers' expense? (1.1.1.1.1.)
- 23 Approve red ones (7)
- 25 "Who can be wise, ... temperate & furious, Loyal and neutral, in a moment? No man." (Shakespeare) (6)
- 27 No ears will persuade or influence (6)
- 28 Classify roasts (6)
- 29 Illusory (6)

### Solution to ASTIR crossword No. 0903

Across	Down
1. Somersault	1. Scam
6. Stud	2. Melodrama
10. A clue	3. Reeks
11. Italicise	4. Aniseed
12. Odysseus	5. Liaises
13. Arson	7. TALIS
15. Enacted	8. Doesn't have
17. Spinach	9. Finalise
19. Adamant	14. Relay races
21. Chekhov	16. Trainees
22. Robin	18. Abhorrent
24. Obituary	20. Trojans
27. Correlate	21. Chinese
28. Chess	23. Berry
29. Styx	25. Uncap
30. Osteopaths	26. Asps

Congratulations to the winner of Crossword No. 0903:  
**Billy Hannon, Killaloony, Weir Road, Tuam, Co. Galway, Tuam Branch member.**



# When The Going Gets Tough ... ... ASTI Credit Union Gets Going!

## Just a few facts...

**Car Loans – 6.99%** apr (variable), repayable over 5 years

**Once Loans – 5.99%** apr (variable), up to €5,000 repayable over 1 year

**Personal Loans – 7.99%** apr (variable), repayable up to 15 years

- No Transaction Fees
- No Administration Fees
- No Set Up Charges
- Free Loan Protection Insurance\*
- No early redemption charges

- Immediate Loan Approval\*
- Easy Application Process
- Flexible Repayments
- Interest on outstanding balance only
- Direct Salary Deduction

\*subject to terms & conditions

## Today - Tomorrow - Together

# BUSINESS AS USUAL at YOUR PLACE

**Tel: 01 850 44 31 31** [www.asticu.ie](http://www.asticu.ie) [info@asticu.ie](mailto:info@asticu.ie)

**NOT A BANK – A COOPERATIVE  
NOT PROFITS – BENEFITS  
NOT CUSTOMERS – MEMBERS  
IT'S YOUR CREDIT UNION**



**ASTI CREDIT UNION LIMITED**

**Wellington House · 25 Wellington Quay · Dublin 2**

ASTI Credit Union Limited is regulated by the Financial Regulatory Authority



**“I SAVED OVER €550  
BY SWITCHING MY  
CAR, HOME AND  
HEALTH INSURANCE  
TO CORNMARKET!”**

Sinéad Moore, ASTI member, Dublin

**CALL US NOW TO SEE HOW MUCH YOU CAN SAVE!**



**Car**

Dublin **01 408 4040**  
Cork **021 455 3335**  
Galway **091 562 727**



**Home**

Dublin **01 408 4040**  
Cork **021 455 3335**  
Galway **091 562 727**



**Health**

Lo Call **1890 252 140**

Subject to entry criteria, terms and conditions may apply. For details on cover please refer to the relevant policy schedule/guide. Cornmarket Group Financial Services Ltd. is regulated by the Financial Regulator. A member of the Irish Life & Permanent Group. Irish Life & Permanent plc is regulated by the Financial Regulator. Telephone calls may be recorded for quality control purposes.



**cornmarket**  
group financial services Ltd

3446 P1 Ins ASTIR Ad 1 07/09