

# Dealing with Teacher Underperformance The “New” Procedure

This full day seminar delivered by a leading education expert and a qualified employment solicitor is designed to explain how the new procedure is intended to work, what it requires and how best to conduct a disciplinary hearing under the new measures. Places are limited at this event, so book early to guarantee your place.

**Radisson Blu Royal Hotel, Dublin**

**Thursday 26th April 2012**

**Full day seminar from 9:30am - 4:30pm**

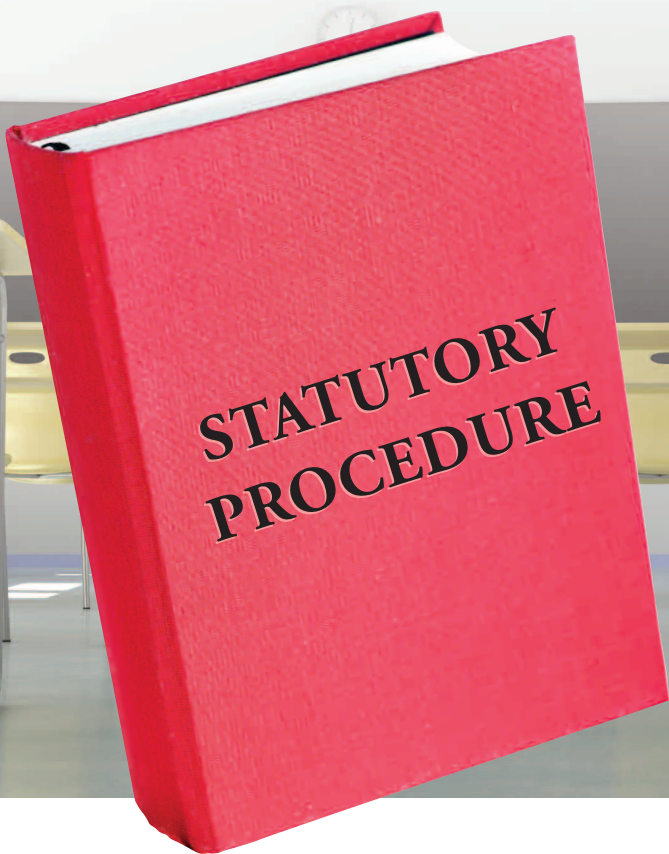
#### **Who should attend?**

This seminar is intended for Principals and their Deputies, and for members of Boards of Management.

#### **Cost**

Standard Rate: €195

Save an additional €20 if you book and pay online.



**STATUTORY  
PROCEDURE**

Booking Code: DTU/12

Booking Form

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Thursday 26th April 2012

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### Your Details

Title (Mr, Mrs, Ms etc) \_\_\_\_\_ Name \_\_\_\_\_

Job Title \_\_\_\_\_

Organisation Name \_\_\_\_\_

Organisation Address \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Telephone No \_\_\_\_\_

Fax No \_\_\_\_\_

Delegate Email Address \_\_\_\_\_

An email address for the delegate is essential for purposes of pre & post conference learning as well as confirmation of booking. Legal-Island will not disclose your email address to any third party for whatever reason.

### Cost and Payment

Invoice Address (if different from above) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Name of Accounts Payable Contact \_\_\_\_\_

Telephone No of Accounts Payable Contact \_\_\_\_\_

Purchase Order Number (if applicable) \_\_\_\_\_

#### Cost per delegate

**Standard Rate: €195**

*Cost includes lunch, refreshments and all delegate materials.  
Save an additional €20 if you book and pay online.*

#### Method of Payment

Cheque (payable to Legal-Island)

For credit card payments go to [www.legal-island.ie](http://www.legal-island.ie).

Please indicate if you have any special dietary, learning or access requirements.  
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### Terms and Conditions

For Terms & Conditions please check online at [www.legal-island.ie/events/terms-and-conditions](http://www.legal-island.ie/events/terms-and-conditions)

I have read and agree with the terms and conditions

Signature Accepting Terms of Booking

In 2011, the Department of Education and Skills introduced the new procedure relating to the professional competence of teachers. This procedure represents a radical change in terms of how the issue of teacher performance must now be managed. Significantly, it is now accepted that they are accountable to their employer, the Board of Management with regard to issues of competency.

## Programme

### Morning Sessions

- Overview of the new Five Steps procedure from Informal Notice to Teacher Appeal.
- Examination of Four Scenarios of Teacher Performance (Group Learning).
- Drafting Typical Improvement Plans.
- Drawing up of Good Practice Points.

### Afternoon Sessions

- Protecting yourself from allegations of bullying.
- A close look at what the principles of natural justice in law require you to do for the teacher.
- The Teacher's Rights – the right to know the case the teacher has to face, the right to challenge the evidence, call witnesses and to representation.
- Group critique of a mock hearing (video).
- Choosing the appropriate disciplinary action – a look at the sanctions available and the legal principles of “proportionality” and what it means for you.
- Preparing for Appeal.

#### Facilitators

Clive Byrne Director, NAPD

John Hogan Partner, Leman Solicitors

Linda Hynes Solicitor, Leman Solicitors

John Stevenson Freelance Educational Consultant

For latest information and speaker biographies for this event go to [www.legal-island.ie](http://www.legal-island.ie)

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