

Annual Report 2018

CEIST (Catholic Education, an Irish Schools' Trust) is the Trustee body responsible for the trusteeship of the secondary schools of five religious congregations - the Daughters of Charity, the Presentation Sisters, the Sisters of the Christian Retreat, the Missionaries of the Sacred Heart and the Sisters of Mercy. The Trust provides a moral and legal trustee framework, dedicated to developing and sustaining the vibrant network of CEIST schools, and to continuing the growth and development of secondary education with a Catholic ethos in Ireland.

OBJECTIVE*

CEIST was established in 2007 for the following charitable object:

To further the aims and purposes of Roman Catholic education in the tradition of the combined ethos and educational philosophies of the Congregations in colleges and schools and other educational projects in Ireland.

SUBSIDIARY OBJECTIVES*

To secure through the Management, the development and implementation of the religious and educational philosophy of the Company.

To ensure that the Schools provide educational opportunity for all students and give special consideration to those who are disadvantaged or marginalised in any way and ensure that provision is made, in so far as is practicable, for those with special educational needs.

To provide through the Schools a holistic education, that caters for the spiritual, emotional, physical, social, aesthetic and intellectual development of the students.

To ensure that education in the Schools is imparted in an environment where students are inspired and enabled to direct their lives in accordance with Gospel values and to contribute to the overall good of society.

Generally to further the interest of Roman Catholic education in Ireland.

*from the Memorandum and Articles of Association of CEIST CLG.



Foreword from the Chairperson



Welcome and thanks for taking time to read the 2018 CEIST Annual Report.

The end of 2018 represents the half way point of CEIST's current four year strategic plan. In that plan we set out goals that we believed were *"realistically realisable and quantifiable"*. Therefore, during 2018, the CEIST Board again sought to pursue initiatives that continue to articulate the distinctive charism of CEIST; initiatives that illustrate for all stakeholders our commitment to promoting an understanding and appreciation of the distinctive nature of Catholic education. CEIST schools are faith communities functioning as extensions of families where respect, tolerance and forgiveness are the hallmarks. The students' experience is one of inclusivity, being valued for *who I am, where I am at* - with an emphasis on both spiritual and human development. CEIST schools are truly participating in the Mission of Jesus Christ through the Church.

Education and diversity of provision featured regularly in the media throughout 2018. As Ireland continues to become more pluralist we can expect the role of the patron to feature even more prominently in the years ahead. The current legislative landscape in the Republic of Ireland requires all schools to have a patron. Indeed, there is no legislative basis for any type of *"recognised"* school to exist without a patron! In modern Ireland the origins and founding intention of the voluntary secondary school sector is obscured and frequently misrepresented and misunderstood. Voluntary schools were established to meet local need and to serve local communities at a particular point in time. For CEIST schools to continue to flourish they need to reassess constantly how they continue to serve their local communities. By responding and adapting to changing local needs and by being cognisant of and remaining faithful to the founding intention, CEIST schools will continue to flourish. One of the many governance strengths of the voluntary schools is subsidiarity – an aspect of voluntary schools which must never be taken for granted.

We salute the 107 schools that make up the CEIST family of schools: the Chairpersons, Boards of Management, Senior Leaders, Staffs and Students, for their continued promotion of the characteristic spirit and ethos of the schools in a contemporary way. At CEIST Board level we marvel and thank God for the dynamism, energy, boundless enthusiasm and creativity throughout the entire network of schools. Some of this is captured in the following pages. Reading and hearing of their many and varied endeavours keeps us, as directors, alert to the reason why we engage in this work.

The CEIST Board of Directors acknowledges the support and commitment of the EDUCENA Board of Directors. The unique joint enterprise project of CEIST and EDUCENA was created to ensure the ongoing support of the educational enterprise and the longevity of CEIST schools. The invaluable work of EDUCENA, now chaired by Mr. Jim Corbett, ensures CEIST can fulfil its role as an active and effective patron. We welcome Jim to the role of Chair and wish him every blessing.

Thanks and acknowledgement goes to the directors of CEIST for their indefatigable and generous voluntary contribution in ensuring the trust functions to the highest governance standards. As a charity we are ever conscious of our legal and moral obligations. As ever, the Audit Committee,

under the leadership of Mr. John O'Donovan, continues to keep **CEIST** and our schools compliant with statutory requirements.

In accordance with the revised Memorandum and Articles of Association of the Company, at the 2018 Annual General Meeting the tenure of Sr. Helena O'Donoghue, RSM, as a director of **CEIST**, came to conclusion. **CEIST** has been important in the life of Sr. Helena. Since the ground breaking project was first conceived in the early 2000s Sr. Helena was at the very centre of the planning process. In her role as Provincial leader of Mercy South Central Province, Sr. Helena has the distinction of being one of the ten signatories of the **CEIST** Charter signed on 1st February 2007. Her appreciation of strong corporate governance, functioning and effective corporate structures, as well as canonical requirements, was invaluable to **CEIST**. As one of the architects of the **CEIST**/EDUCENA joint enterprise, Sr. Helena's skill set was unique and very much treasured. We thank her for her exceptional contribution.

Due to work commitments Ms. Maeve Mahon retired from the **CEIST** Board in August 2018. Maeve was also vice-chair of the Board. As Diocesan Advisor for Religious Education in the Diocese of Kildare & Leighlin, (a role in which she has responsibility for overseeing the teaching of Religious Education in the one hundred and sixty four schools under the patronage of the Bishop of Kildare & Leighlin), Maeve's contribution was always practical and school-focussed. Her understanding and energy for the promotion of characteristic spirit and ethos in an effective way in schools was always to the fore. Maeve also made a vast contribution in the area of faith formation. Sincere thanks to Maeve for her generosity and dedication.

The Members of the company requested that a parental voice would be heard at Board level. On foot of that request we welcomed in 2018 Mrs. Maria O'Rourke. Maria is currently seconded to Veritas from her primary school principalship position. Maria's son attends a **CEIST** school. Her skillset is unique and has created great synergy at Board level - welcome aboard, Maria.

Dr Marie Griffin, **CEIST** CEO, and her team, continue to ensure that the strategic objectives of the **CEIST** Board are achieved throughout the network of schools. Working for a Catholic education trust is more than just doing a job - it is a way of life with a very solid vocational aspect. Coupled with this is a requirement to have a strong personal faith and sense of mission – Marie and her team consistently exhibit both for which the Board is truly grateful. We thank Marie and her team for their dedication and invaluable contribution.

Le gach dea-ghuí,

Bernard Keeley,

Chairperson, Board of Directors **CEIST.**

May 2019

Executive Summary



The highlight of 2018 for many Irish people and for CEIST in particular was the papal visit for the World Meeting of Families. His Holiness, Pope Francis was in Ireland on August 25th and 26th. On Sunday, August 26th, Pope Francis celebrated Mass in the Phoenix Park. As part of that Mass, 1,500 volunteers from CEIST schools worked to make the event even more memorable. These 1,500 volunteers were mainly students in CEIST schools but there were also Principals, Deputy Principals, teachers, parents and other members of our school communities. Most volunteers travelled to Dublin on the Saturday and stayed in three CEIST schools; St Joseph's College Lucan, Coláiste Bríde Clondalkin and Our Lady of Mercy College Beaumont. These three schools were wonderful hosts, opening their schools and their welcome to the volunteers and organising to feed them and entertain them until they left for the Phoenix Park in the dawn hours of the Sunday morning.

Although that Sunday morning was a bit wet and miserable, spirits stayed high. Our volunteers helped people as they accessed the Park and then acted as umbrella holders for the Eucharistic Ministers or indeed as Eucharistic Ministers themselves. They all wore their CEIST kerchiefs and were a source of pride to all who saw or knew them. There is a wonderful video of the days on the CEIST website. We are very grateful to everyone who made the event so memorable and to the Presentation and Mercy Sisters for their sponsorship assistance.

In 2018, CEIST schools in the Presentation tradition also celebrated the tercentenary of the foundress Venerable Nano Nagle. The various events confirmed the founding tradition of these schools and will contribute to the contemporary expression of Nano's legacy in our schools.

This Annual Report gives an outline of the work carried out under the CEIST Strategic Plan 2017-2020.

As outlined in our Training Calendar, there was an extensive range of in-service training for Boards of Management and all school personnel during 2018. It was noteworthy again how many in our school communities are willing to give of their own time for the benefit of their schools. (The 40 places on the Middle Leadership Programme "Leadership in a Catholic School" were filled in just over 3 minutes). CEIST is now using the Education Centres around the country for in-service training provision wherever possible. This is proving to be a very useful partnership and we appreciate the cooperation.

The CEIST School Coordinators began giving training for Student Councils in the Autumn of 2018. The emphasis of the training was on being a student in a Ceist Catholic school. This training was developed in cooperation with the ERST Trust and we value that association.

As always, there were some wonderful achievements in our schools during the year; on the sporting field, in debating, drama, art, music, science and academic excellence, among others. The wide range of activities provided by teachers in CEIST schools is evidence of their commitment to the holistic education of students and their support for living "life to the full" (John 10:10).

Sean McCann joined the CEIST team in 2018 to work as a School Coordinator for Community Schools and designated Community Colleges where the Mercy and Presentation Sisters are co-patrons or patron partners. Sean's work has been very enriching for CEIST and we are glad to have someone of his experience and expertise on the team.

On behalf of the CEIST Executive, I would like to thank all the staff in CEIST schools and our other partners who contributed to the work with students throughout 2018. We also remember with love and gratitude those students, staff and family members who have passed away in 2018. May eternal rest shine upon them.

Dr Marie Griffin,

CEO.

May 2019.



Nano Nagle Tercentenary Celebrations

The 21st of November each year is a very special date in the calendar for CÉIST schools in the Presentation tradition, as it is on this date that “Presentation Day” and the legacy of the foundress, Venerable Nano Nagle, is celebrated throughout the world. In 2018, the tercentenary of Nano’s birth, there was a year of celebrations to mark “Nano 300”.

On 10th May 2018 Presentation College Headford, Presentation College Athenry, Presentation College Currylea, Tuam and Calasanz College, Oranmore held an evening of Music, Song and Dance in celebration of the Tercentenary of the foundress of their schools, **Nano Nagle**, in Knock Basilica, Co. Mayo. The evening was called “Bealtaine – Who will Light the Lantern?”. The event was coordinated by Presentation College Headford and attracted a huge attendance. It was a great evening of celebration and reflection of all that is good in the legacy of Nano Nagle who would have been very proud of the schools’ great achievement.

Presentation Secondary School, Loughboy, Kilkenny set about marking Nano Nagle’s 300th birthday by compiling the various values and talents of its students, so that all who visit the school may reflect on the work that happens there every day. This was done through the creation of a specially commissioned mural, which is now proudly on display in the front hallway of the school. The stunning mural includes depictions of the suffragette movement, sport, the Presentation Sisters, landmarks of Kilkenny, music and human rights, to name but a few. It truly is a very appropriate way to mark the legacy left behind by Venerable Nano Nagle. A basketball tournament was also organised by Presentation Loughboy where they were joined by basketball teams from the Presentation schools of Waterford, Ballingarry, Thurles and Clonmel. There was also a celebratory Mass, led by Bishop Dermot Farrell, Bishop of Ossory, for the Presentation Primary and Secondary schools in Kilkenny city.

Presentation Secondary School Waterford hosted the inaugural Nano Nagle Tercentenary Public Speaking Competition with 9 students participating from three Presentation schools- Kilkenny, Wexford and Waterford. The speeches addressed a range of topics related to Nano Nagle, her vision and the empowerment of women. All of the speeches were delivered with excellence and the standard was very high. This was a wonderful opportunity for Presentation Secondary School Waterford girls to get to know other Pres girls and it was lovely to have Presentation sisters in attendance.

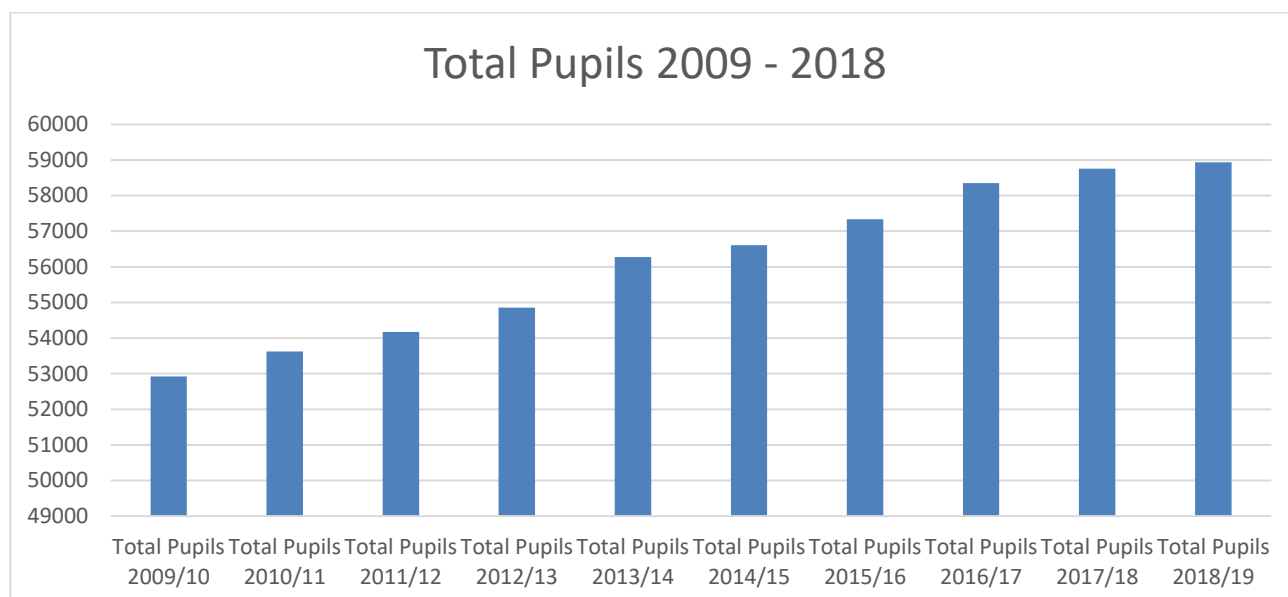
On September 29th, the Catholic Historical Society of Ireland, in partnership with CÉIST, hosted a conference on “Nano 300” in DCU. The conference was very well attended and opened the door to the life and times of the Presentation foundress in Cork in the eighteenth century and to her global legacy.

Nano Nagle once said: “I can assure you my schools are beginning to be of service to a great many parts of the world... I often think they will not bring me to heaven as I only take delight and pleasure in them.” On her 300th birthday, let us hope that Nano continues to take delight and pleasure in the work that remains ongoing in her schools here in Ireland and beyond.

CEIST and the Education Demographics in 2018

CEIST is a large organisation, having patronage responsibilities for 107 schools. CEIST schools provided second-level education for 32% (58,933) of the students in the voluntary secondary sector in Ireland in September 2018. They provided for just over 16% of the second-level students nationally, despite having only 15% of schools. 79% of CEIST students were female and 21% male. 44 (41%) schools under CEIST patronage are co-educational.

There has been a 13% increase in pupil numbers across CEIST schools since the Trust was established in 2007 (Fig. 1). While enrolments in some CEIST schools are falling for demographic reasons, others are rising at a rapid rate, as per the national projections. The uneven spread of enrolments is a challenge. Smaller schools are under pressure financially because of decreased capitation funding and an 11% reduction in State funding since the recession. Larger schools are challenged for space and infrastructure.

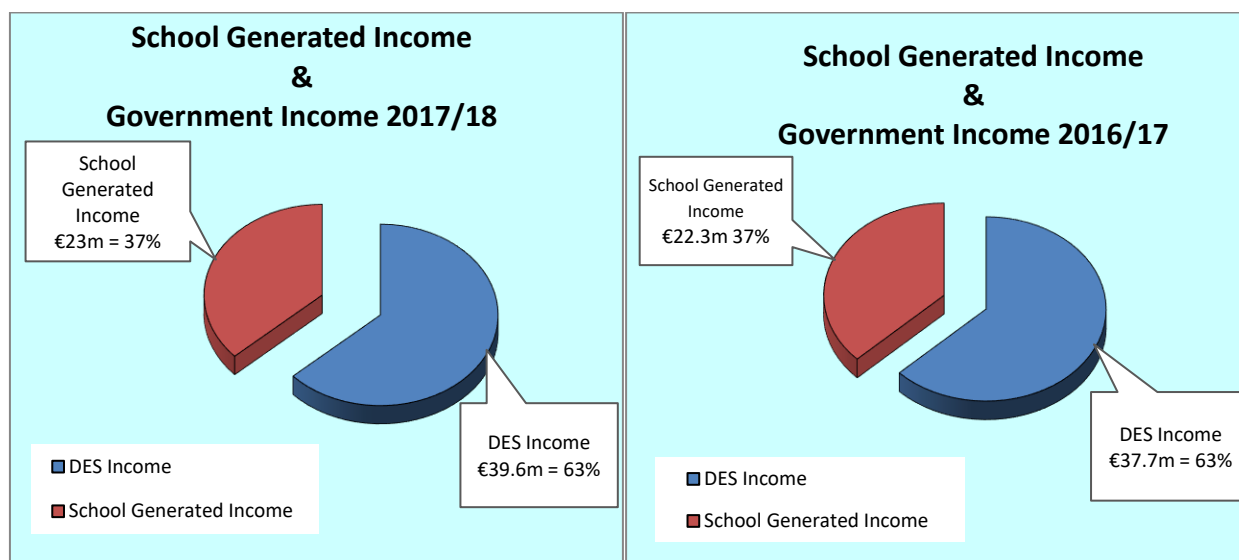


CEIST School Funding from Government Sources

The independent study, “Governance and Funding of Voluntary Secondary Schools in Ireland” (ESRI – October 2013), states that:

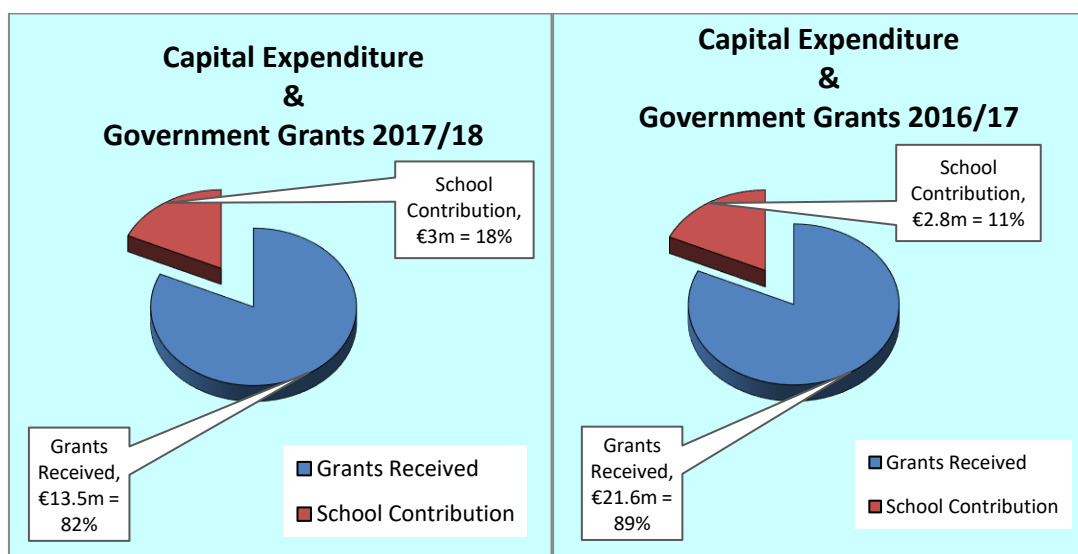
“survey findings show that (non-fee-paying) voluntary secondary schools receive just over two-thirds of their funding from government sources while the vast majority of schools in other sectors receive a much higher proportion of funding from the state (90 per cent in vocational schools and 93 per cent in community/comprehensive schools).”

The graph below is broadly in line with this figure indicating that only 63% of CEIST school income in both the 2016/17 school year and the 2017/18 school year came from government sources.



CEIST School Capital Expenditure 2017/18 - Funding

It is worth noting that the cost to CEIST schools in relation to expenditure of a capital nature during the 2017/18 school year amounted to €16.5m. Of this amount, the schools provided €3m (18%) from their own funds (This compares with 11% of their own funds the previous year). Ultimately a large proportion of this €3m was paid for by parents either by way of fundraising or contributions.



CEIST Strategic Plan 2017-2020

In early 2017, following consultation with all stakeholders, CEIST adopted a new Strategic Plan to inform its work for the four years to 2020. The Plan has proved very useful in guiding the work of CEIST. (the Strategic Plan is available on the CEIST website www.ceist.ie). The three Objectives of the Strategic Plan 2017-2020 will form the main headings under which the activity of CEIST is outlined in this Annual Report for 2018. (The Objectives and subheadings of the Plan are noted below in bold type.)

Objective 1

CEIST will continue to articulate its distinctive charism as a Catholic Education Trust and strive to ensure that all stakeholders understand and appreciate the distinct nature of Catholic education.

Members, Directors and Executive will have engaged with the Founding Congregations to deepen their understanding of the founding intentions and explore how these find contemporary expression. CEIST will work with EDUCENA on this objective.

- A joint Board meeting of CEIST and EDUCENA was held in August 2018. This was the first joint meeting of the two Boards and proved most useful in confirming the common purpose of the sister Trusts and the primacy of the CEIST Charter in underpinning all our work.
- The CEIST Executive held two days of reflection during 2018, one as participants at the World Meeting of Families at the RDS in Dublin and one in the Mercy Hermitage in Laragh, Co. Wicklow.

CEIST will exercise the trustee role in community schools of which the founding congregations are co-trustees, where requested to do so.

- In 2018, a School Coordinator for Community Schools and designated Community Colleges of which the Mercy and Presentation congregations are co-patrons or patron partners was appointed. The Coordinator began the process of formally visiting each Community School and designated Community College and establishing the agency role of CEIST; 33 in all. The Coordinator also made contact with the Chief Executive of the relevant ETB (Education and Training Board) in all cases with a view to establishing and developing the lead patron role for all such schools.

CEIST will engage with parents of students in CEIST schools as the primary educators of their children.

- In 2018, a parent was appointed to the CEIST Board as a Director.

CEIST schools will continue to educate in an environment where students are inspired and enabled to direct their lives in accordance with Gospel values and to contribute to the overall good of society.

- As part of the annual in-service training for the Board of Directors of CEIST, there was a focus on the Strategic Plan for Catholic Education at Second-level being developed under the aegis of the Catholic Education Services Committee.
- During 2018, the CEIST website chronicled the examples of CEIST school communities that lived their Gospel values and promoted Catholic Social Justice issues. Examples included those schools that have been taking part in the Mercy Leaders' programme and The Pope John Paul II awards. Other schools engaged with third world countries to develop particular local initiatives and, in some cases, students travelled to countries such as Zambia to assist with projects.
- Other schools were involved in fund-raising for charity, climate justice initiatives and pilgrimages. Schools placed the liturgical year at the centre of their community activities.
- In 2018, CEIST School Coordinators began delivery of Student Council Training in CEIST schools. This training was developed in cooperation with the Edmund Rice Schools' Trust (ERST) and focuses on being a student in a Catholic CEIST school.

CEIST schools continue to be supported in building a recognisable identity for themselves as part of the CEIST community.

- The CEIST 2018 Annual Conference took place on September 27th and 28th in the Hodson Bay Hotel, Athlone. The theme of the 2018 conference was “CEIST- a unique family”. Over 200 participants attended from CEIST schools. On the first day, there were inputs from students and teachers who had participated in the World Meeting of Families. Presentations were also made to the three host schools. Seamus Lynch who has been carrying out research on CEIST school buildings presented his findings and the CEO charted some of the challenges for the next ten years of CEIST. The keynote address on Friday was by Pat Coyle of the Jesuit Communication Office. Pat’s address was entitled “The Power of Everyday Mysticism” where Pat shared her experience of finding a place to stand in the Church in the face of all the loss, essentially based on what she calls her understanding of “everyday mysticism”.

From Pat Coyle’s presentation “The Power of Everyday Mysticism” at the CEIST conference, September 2018: Pope Francis asks, “Are we truly sensitive to young people? Do we understand their needs and expectations? Can we understand their need to have meaningful experiences? Are we able to bridge the distance that separates us from their world?” (Instrumentum Laboris).

A special presentation was made to Eddie O’Connor, Board member in Caritas College, in recognition of the Benemerenti medal he received from Pope Francis and to Anne McDonagh, CEIST Director, in recognition of her being made a Dame Commander of the Order of St. Gregory the Great by Pope Francis. Sr Elizabeth Maxwell, a CEIST Member, was also acknowledged on the occasion of her Diamond Jubilee as a Presentation Sister.

Fr Paddy Byrne from Portlaoise Parish celebrated Mass and delivered an inspirational homily. Four retiring Principals and one Deputy Principal received presentations at the Conference for their contribution to CEIST. Candles were presented to Deputy Principals and Principals new to CEIST schools to welcome them to the CEIST family. Following workshops on both days and the Conference dinner, Mary Theresa McCormack gave the Scattering Prayer to bless all participants as they headed away.



A special presentation was made to Anne McDonagh, CEIST Director, in recognition of her being made a Dame Commander of the Order of St. Gregory the Great by Pope Francis (here with the Chairperson and CEO).



A special presentation was made to Sr Elizabeth Maxwell, a CEIST Member, to celebrate her Diamond Jubilee as a Presentation Sister. (l to r Sr Mary Rossiter, Canon Brendan Kilcoyne, Sr Elizabeth Maxwell).

- The third annual CEIST golf classic, again sponsored by ALLIANZ, took place on the morning of September 27th, 2018. Aidan Lawless, Deputy Principal in Presentation Killina, took the honours for the gentlemen as did Rita McCabe, Principal of St Mary's, Naas for the ladies.
- Principal Network meetings took place in June and December 2018. The June meeting was held for all Principals in the Hodson Bay hotel, Athlone. There was a focus on Health and Safety and fire prevention (EDUCENA made Fire and General Registers available for all schools). The December meetings took place in Kill, Mallow, Galway and Navan. There was an Advent Reflection at each meeting and consideration of topical issues for Principals in schools.
- Deputy Principal Network meetings took place in January 2018 in Cork and Navan. Sessions included innovations being carried out by CEIST Deputy Principals in schools.
- The fourth 2018 CEIST Bake-off took place in March in Ardscoil Na Tríonóide, Athy, the school that organises the event for the CEIST community. There were seven finalists in each of the Junior and Senior categories. The Junior winner was Tara Maher, Scoil Chríost Rí, Portlaoise, Co. Laois and the Senior winner was Niamh Doyle, Scoil Mhuire, Carrick-an-Suir, Co. Tipperary. CEIST would like to acknowledge the contributions of all involved in organising the 2018 Bake Off as well as the teachers and students who entered the competition and Odlums who generously sponsor the competition.



*Tara Maher, Scoil Chríost Rí Portlaoise.
Junior Winner with Catherine Leyden of Odlums*



*Niamh Doyle, Scoil Mhuire Carrick-an-Suir
Senior Winner with Catherine Leyden of Odlums*

- The new CEIST website was launched in April 2018. This new website integrates much better with modern technology such as tablets and mobile phones. It is also more user friendly and makes updating and creating new content much easier and faster than the previous site. Several of the pages from the old website were integrated and updated as required. Irrelevant data was removed. As before, each school has its own page, but instead of just school information we now display school news and information, contact details with an interactive map and links to school website/social media sites. All schools were invited to review their page and suggest updates if required. The website address remains the same www.ceist.ie.
- The CEIST e-news is published monthly and is used by schools to profile what has happened in their school throughout the given month. The newsletter also provides the latest updates from the Trust and is very useful for promoting upcoming CEIST workshops and seminars during the school calendar year. This newsletter is distributed to subscribers through email. Copies of each newsletter are then hosted on the CEIST website after email delivery. As part of GDPR all subscribed members were contacted and asked to re-subscribe if they still wished to receive the newsletter. We now have a new live subscription list of 362 members.

- The Twitter social media platform remains very popular among the CEIST community surpassing Facebook and other social media websites. 95% of CEIST schools now have a school Twitter account. These schools use Twitter to broadcast news and events occurring in their school and surrounding area. This increase meant that CEIST's Twitter account @CEIST1 now has over 4,000 followers, a big increase. The 'CEIST-Schools' list is monitored daily by the CEIST ICT Coordinator to keep track of school events and news. This list is publicly accessible from the following link (<https://twitter.com/ceist1/lists/ceist-schools>) and will only show tweets generated from CEIST school accounts. As well as connecting with our schools CEIST also uses Twitter to advertise CEIST events and management posts available in schools and the CEIST office.

CEIST schools will continue to be challenged to provide educational opportunities for all students, including those who are disadvantaged, marginalised or have special educational needs.

- As part of the "Nano 300" celebrations, in the spirit of Nano Nagle's work for the poor and disadvantaged in education, the Presentation Sisters (North East Province) have made a fund available for disadvantaged students in CEIST schools for the next 10 years. Each year, €50,000. will be available across all CEIST schools for students who need some help. The Presentation Sisters have indicated that the Fund is specifically for disadvantaged students. The fund was launched in Autumn 2018.
- An increasing number of schools, such as St. Aloysius Cork, opened new ASD facilities to better include those students on the autistic spectrum. The inclusive ethos in CEIST schools was noted in Whole School Evaluation reports e.g.
 - I. *The school is very inclusive in keeping with the ethos of the Sisters of Mercy (Scoil Bhríde, Tuam).*
 - II. *Support for students with Special Educational Needs (SEN) is good. The school has a very inclusive ethos (St Joseph's, Rush).*
 - III. *The school strives to be an inclusive school and students identified with SEN are supported by a core team of special education teachers (Scoil na Tríonóide Naofa, Doon).*
 - IV. *A special class is provided for students with a mild general learning disability. Rang Reiltín provides a caring and inclusive learning atmosphere for students, and its positive impact on the whole school community is very evident. The students' integration into all aspects of school life is ably facilitated by staff, student mentors, and by the dedicated contribution of the special needs assistants (St Mary's, Mallow).*
- There are 14 DEIS schools in the CEIST network. To support those schools, CEIST is one of the sponsors of research by Dr Judith Harford and Dr Brian Fleming of UCD that aims to (a) capture the reality of life in a range of DEIS schools, detailing the challenges facing all of those within the school community, principal, staff, students and parents. If this has an impact on the policy makers in Irish education at national level prompting them to provide more support to DEIS schools generally that would be a very welcome development and (b) to illustrate how each school is unique and explain the factors that bring this about to provide an evidence base which will, hopefully, begin to focus more clearly on the individual nature of schools and reflect this in the Department of Education and Skills (DES) approach to various issues and processes.

CEIST schools will continue to be provided with varied opportunities to promote their ethos.

- An Induction Course for new Principals was held on August 16th, 2018, covering Governance, Finance & Ethos.

- An Induction Course for new Deputy Principals was held on August 20th, 2018 covering Governance & Ethos.
- Two 'Leadership in a Catholic School' courses were run by CEIST during 2018; one in Killarney in the Spring and one in Emmaus, Dublin in August. Both courses filled immediately, despite teachers having to participate out of school time. Input included Leading a Faith School, Spirituality, Understanding Yourself and Leading through the lens of the CEIST Gospel values.
- The CEIST award was presented in CEIST schools to those students who, in 2018, best lived out the CEIST values in their schools.
- 46 schools, coordinated by CEIST, sent volunteers to the World Meeting of Families Papal Mass in August 2018.

CEIST schools will be engaged in, or have completed, the first cycle of the CSP process "Understanding and Living the Ethos in a Voluntary Catholic Secondary School."

- This process is being revised for second-level schools.
- The Alliance for Catholic Education (ACE) School Culture Initiative has been taking place in three of our schools; Presentation Secondary School Castleisland, Presentation Secondary School Tralee and Presentation Secondary School Milltown with the purpose: "To strengthen and sustain our Catholic School Culture". This is a two-year process from 2017. The process, under the guidance of Jonathan Tiernan, Director of ACE, involved carrying out a School Culture Audit, Determining Root Beliefs, Identifying the core Values and then considering the impact on Actions & Behaviour. The end result hopes to encourage stronger commitment to being a Catholic Teacher.

CEIST schools will allocate the directed time and emphasis to Religious Education (RE).

- CEIST schools return online an annual statistics form to CEIST. One of the questions concerns the provision of two hours per week of RE, as outlined by the Irish Episcopal Conference and CEIST. This statistics form is discussed as part of the annual formal school visit carried out in each CEIST school by CEIST Faith, Leadership and Governance Coordinators. A small number of schools is in the process of ensuring that each year group has the required time provision for RE.



World Meeting of Families volunteer stand at the CEIST Student Leadership Conference 2018



Archbishop Diarmuid Martin talks with Students at the CEIST Student Leadership Conference

Objective 2

CEIST will ensure that robust and respectfully operated systems of governance are in place.

A Memorandum of Understanding relating to operational matters will be agreed and put in place between CEIST and EDUCENA.

- CEIST and EDUCENA are in the process of developing a Memorandum of Understanding on operational matters at both Board and Executive levels following the appointment of a new Chairperson and a new CEO to EDUCENA in 2018.

An agreed reporting mechanism from the Executive to the Board will be reviewed annually.

- The new agreed reporting mechanism under the Strategic Plan 2017-2020 continued in 2018.

CEIST office operational management systems will be regularly reviewed and updated.

- Due to new GDPR constraints it was decided to move the CEIST email system from Google to Microsoft. The advantages of using Microsoft is that we are fully GDPR compliant in terms of data storage location. New email accounts were also created for all CEIST board members. All CEIST staff members are now using the latest version of Microsoft Office and will continue to receive software updates as they are released.
- As CEIST laptops were dated a decision was made to purchase new hardware. All CEIST data was fully removed from old laptops and systems were then donated to a CEIST school. The new laptops are faster and lightweight which is more convenient for school visits and other such mobile work.

CEIST will continue to promote excellent corporate governance.

- In 2018, the CEIST Board of Directors held nine meetings (January 31st, March 8th, March 15th, April 25th, June 24th, August 29th, September 27th, November 8th and December 13th). The August meeting included in-service training and took place over August 29th and 30th.
- The AGM of the Company took place on April 25th, 2018. (The Chairperson and CEO of CEIST held two meetings during 2018 with CEIST Members in March and November to appraise them of the ongoing work of the Trust).
- The CEIST Audit Committee held ten meetings during 2018.

Strategies will be devised to support the viability of schools in financial difficulty, in areas of demographic challenge and/or economic hardship.

- In 2018, CEIST engaged with a number of schools experiencing financial difficulty. With the assistance of EDUCENA, financial support was provided, operational support and advice was provided to Finance Subcommittees, School Administrative Staff and Boards of Management and there was regular engagement with school accountants and Principals to identify areas for cost savings etc.

- Some schools experienced financial difficulties or face the prospect of financial difficulty. We have identified the following as being the most common reasons for CEIST schools finding themselves in difficulty from a financial viability perspective:
 - Reduction in pupil numbers in some of our inner-city schools, mainly as a result of the changing demographics in the cities in which they are located.
 - Schools experiencing a reduction in pupil numbers due to competition from other schools.
 - Overspends on school capital works.
 - Poor financial management and financial reporting to the Board of Management.
- In order to monitor our schools that show symptoms of financial stress, updated reports on current schools in financial difficulty and schools showing symptoms of potential stress is presented regularly to the CEIST Audit Committee. These reports are reviewed and discussed in detail by the CEIST Audit Committee and the CEIST Board of Directors. Schools identified as being “at risk” are monitored closely. CEIST works with these schools to encourage an increase in income and decrease in expenditure so that they might return to financial viability. It is worth noting that some schools that have experienced financial difficulty or the prospect of financial difficulty, have returned to a financially viable position as a result of engaging with CEIST and taking on board recommendations.

CEIST will continue to foster an environment of trust and respectful communication with its schools.

- The CEIST Executive is grateful to schools for their continued engagement, hospitality and assistance in so many ways throughout 2018.
- CEIST School Coordinators attended all meetings of Inspectors with Boards of Management before and after the 9 Whole School Evaluations in CEIST schools in 2018. Many of these evaluations highlighted the living ethos in CEIST schools:
 - I. *Student care permeates school life, with all teachers providing elements of it to students.....Students spoke very positively of the time outside school hours that teachers give very generously to support extra-curricular projects and co-curricular learning (Mary Immaculate Secondary School, Lisdoonvarna).*
 - II. *Holistic development of all students is given a high priority; the school is very inclusive and opportunities are provided for students to develop their capacity for leadership and to contribute to school life. Student welfare is also given a high priority and there are high-quality student support structures (Presentation Wexford)*
 - III. *The senior management team of principal and three deputy principals is united in their values, views and vision in respect of student support and learning (St Vincent’s, Dundalk).*
 - IV. *The school strongly lives out its Mercy tradition, educating students from a range of ethnic, faith, economic and social backgrounds and operates under CEIST trusteeship (St Joseph’s, Castlebar)*
 - V. *The board of management provides good leadership for the school and upholds its educational vision and Christian ethos (St Mary’s, Mallow).*

CEIST will continue to ensure that Boards of Management understand and fulfil their responsibility and accountability to the Trust.

- Annual School Budgets

Article 15(c) of the *Articles of Management for Catholic Secondary Schools* sets out that the school Board of Management should prepare a budget each year and submit same to the Trustees. It is a CEIST requirement that the budgets in respect of the school year commencing on the 1st September be submitted to the CEIST Education Office. The deadline for submission of annual school budgets to the Trustees is the 31st May each year.

- Annual School Accounts

The FSSU Guidelines state that:

“When the Trustees/Patron is satisfied with school’s accounts, a Declaration signed by the Trustee/Patron is sent to the Board of Management which is then forwarded to the JMB Financial Support Services Unit together with a copy of the final accounts by the end of January at the very least”

In late 2018 it was decided, on review, to change the deadline for submission of the school’s Annual Financial Accounts to the Trustees to January 15th each year.

- Approval, by CEIST, of all Capital Expenditure by CEIST Schools

Article 27 of the *Articles of Management for Catholic Secondary Schools* states:

- (a) *Any extension, improvement or replacement of school building requires Trustee approval*
- (b) *Hire purchase/lease agreements, bank loans, overdrafts or any other loan may not be arranged without prior Trustee approval*
- (c) *All Capital Expenditure including Summer Works Scheme, and expenditure above the permitted level (€2,500 per 100 pupils (once off per annum)), must be approved separately by the Trustees.*

Through continuous training, schools continue to be made aware of their obligation under Arts. 27 & 28 of the *Articles of Management* to seek CEIST approval in relation to school capital works prior to such works being initiated. Applications should be made on the Appendix V form, which is then brought to the CEIST Board for consideration and, where applicable, to the EDUCENA Board.

There continues to be an improvement in the compliance rate of schools completing the application form seeking permission from the Trustees to carry out Capital Expenditure at their schools. A log of school property queries & requests for additions/repairs/improvements is maintained for the attention of the respective CEOs of both CEIST and The EDUCENA Foundation for appropriate action.

In October 2018, 31 new Boards of Management were appointed to CEIST schools. As always, finding committed and available Trustee nominees can be challenging. CEIST is indebted to all those members of Boards of Management who give of their time, expertise and experience for the benefit of the students in CEIST schools. To assist the Boards, CEIST engages in training by means of the following:

- Board of Management Training (in association with AMCSS (Association of Management of Catholic Secondary Schools)/ JMB (Joint Managerial Body) in November 2018 covering Governance, Finance & Ethos. CEIST attended all eight workshops to provide ethos training to Boards of Management from CEIST schools and to assist generally with the training.

- Individual Board of Management Training for the 31 new CEIST Boards. October-December 2018 covering Governance & Ethos.
- Chairpersons' Day. October 26th, 2018 covering Governance & Human Resources. Brian Matthews Jun., Solicitor, also provided an input on GDPR requirements for Boards of Management.

CEIST will continue to ensure that there is regular and robust reporting on finance and relevant school matters from schools to the Executive.

- In 2018, support was offered to schools by the CEIST Finance Manager and CEIST School Coordinators in the area of financial reporting. The reduced number of Accountants now working with CEIST schools also helps to ensure that there is more consistent and timely reporting.
- Finance training for Administration staff in CEIST schools was provided by the CEIST Finance Manager in Kill, Cork, Limerick and Mayo during 2018.

CEIST will embed the practice of formal school visits.

- In the 2017-2018 school year, every school received a formal school visit from their CEIST School Coordinator. Trustee matters, including the school's ethos in practice were discussed at each visit. Matters that arose included school provision for Wellbeing into the future and concerns arising on the impact for students of the new Junior Cycle programme.

CEIST will continue to support school Boards of Management in the appointment of leaders personally committed to the Catholic ethos and characteristic spirit of CEIST schools.

- In 2018, CEIST supported Boards of Management in the appointment of 13 new school Principals, one of those in an acting capacity. 22 new Deputy Principal appointment processes were also supported by the CEIST team, two of those in an acting capacity. From meeting the Board of Management to outline the recruitment process, to carrying out a needs analysis where required and then engaging in the actual selection itself, recruitment processes involve a substantial time commitment from CEIST. However, the recruitment of senior leaders is of vital importance in school life and in ensuring mission transmission and continues to be one of the most important roles of the Trust.



Students from Calasanctius College Oranmore celebrate the Tercentenary of the birth of Nano Nagle.

Objective 3

CEIST will be proactive in building relationships that will further the provision of Catholic Education in Ireland.

CEIST will enhance professional relationships between CEIST & CEIST stakeholders and will continue to provide ethos in-service opportunities for CEIST schools.

- In 2018, in-service training was provided for Religious Education (RE) teachers in Dublin, Athlone and Cork in January and February. Over 120 RE teachers attended. There was a focus on the upcoming World Meeting of Families. RE teachers also shared successful initiatives.
- On March 13th, 2018, the CEIST Student Leadership Conference took place in St Patrick's campus, DCU. Over 250 students from CEIST schools attended, with 73 accompanying teachers. The Conference was opened and blessed by Archbishop Diarmuid Martin and addressed by David Kennedy from the office of the World Meeting of Families. Students attended workshops on the topic of "Families of Joy" and their own leadership initiatives in schools. The conference was addressed in the afternoon by Fr Philip Mulryne, a Dominican priest and former soccer player with Northern Ireland and Manchester United.
- In 2018, CEIST continued its partnership with the Alliance for Catholic Education (ACE) on the school culture and ethos initiative.



Some of the attendees at the CEIST Student Leadership Conference in St Patrick's Campus, DCU on March 13th, 2018

CEIST will, as a provider of faith-based education at second-level, have clarified and established its identity as an authoritative voice for Catholic education.

- This is ongoing work and will continue to receive attention by the Board and Executive of CEIST.

CEIST will have a role in commenting publicly on issues that impact on CEIST schools.

- CEIST continued to work in this area.

CEIST will continue to cultivate greater cohesiveness within the wider Catholic education community.

- In 2018, Mary Immaculate College, Limerick began the provision of an accredited short course for aspiring leaders in faith schools. This Graduate Certificate in Christian Leadership in Education was piloted in Mercy Mounthawk in Autumn 2018 with 19 participants.
- Following his work with the Working Group established by the Catholic Education Services Committee to develop a Plan for the future of Catholic second-level education in Ireland, Mr Bernard Keeley, Chairperson of CEIST, was appointed to the Implementation Group to put the Plan into action and this work has continued throughout 2018.
- The CEIST CEO was appointed in 2018 as Honorary Secretary of the Board of the Association of Trustees of Catholic Schools, an organisation that represents the interest of Trustees of Catholic schools in Ireland.
- The CEIST CEO also continued as a member of the Catholic Schools' Partnership (CSP). The CSP is an association established by the Irish Bishop's Conference and the Conference of Religious of Ireland. It was formally launched in 2010 to, inter alia, foster coherence in Catholic Education at a national level.

CEIST will continue to approach other agencies in a spirit of trust and willingness to share information and expertise.

- During 2018, as part of its involvement with the Association of Trustees of Catholic Schools (ATCS) and otherwise, CEIST worked with other Trust bodies and education providers. CEIST is working with ERST (Edmund Rice Schools Trust) on amalgamations in Callan and Ennistymon and also with Clare Limerick ETB to provide a new Community School in Ennistymon. CEIST is also working with Le Chéile towards a possible amalgamation of three schools in Ballyfermot and with the Diocese of Galway towards an amalgamation of Our Lady's College and St Mary's College in 2021.
- As outlined, CEIST liaised with AMCSS/JMB for the provision of Board of Management training. CEIST also engaged with AMCSS/JMB on the new Admissions Act for schools and the implications thereof for CEIST schools.
- CEIST also liaised with the National Council for Curriculum and Assessment on the new Religious Education and Relationships and Sexuality curricula.
- The CEIST CEO is a member of the Trustees of Mary Immaculate Teacher Education College and was appointed to An tÚdaras Rialaithe there in 2018.

CEIST will continue to work to minimise unnecessary duplication of reporting and training through enhanced cooperation with other education agencies.

- The CEIST executive engages on a regular basis with AMCSS (Association of Managers of Catholic Secondary Schools)/ JMB (Joint Managerial Body) to ensure a coordinated approach from the respective management and patron perspectives to schools. The CEIST Board of Directors met formally with the President and General Secretary of AMCSS/JMB in August 2018.
- CEIST was also a participant in workshops with the Centre for School Leadership (CSL) to discuss how training across the second-level sector can be co-ordinated and enhanced.

CEIST - 2018 Financial Performance

The CEIST Financial Statements for the Year Ended 31st December 2018 are prepared in accordance with The Companies Act 2014 and FRS 102.

Financial Summary

	2018	2017
	€'000	€'000
<u>Income</u>		
EDUCENA Funding	554	558
Licence Fees	325	292
Sponsorship/Donations	15	35
Miscellaneous Income	<u>67</u>	<u>30</u>
	<u>961</u>	<u>915</u>
<u>Administrative Costs</u>		
Employee Costs	655	633
Depreciation	20	17
Rent and Management Charges	26	25
Travel and Subsistence	52	57
Website Development IT Costs	22	24
Rationalisation of Schools	19	11
Student Conference/Training/Publications/World Meeting of Families	72	26
Ethos Development	15	13
Other Costs	<u>99</u>	<u>115</u>
	<u>980</u>	<u>921</u>
(Excess) of Expenses over Income	<u>(19)</u>	<u>(6)</u>

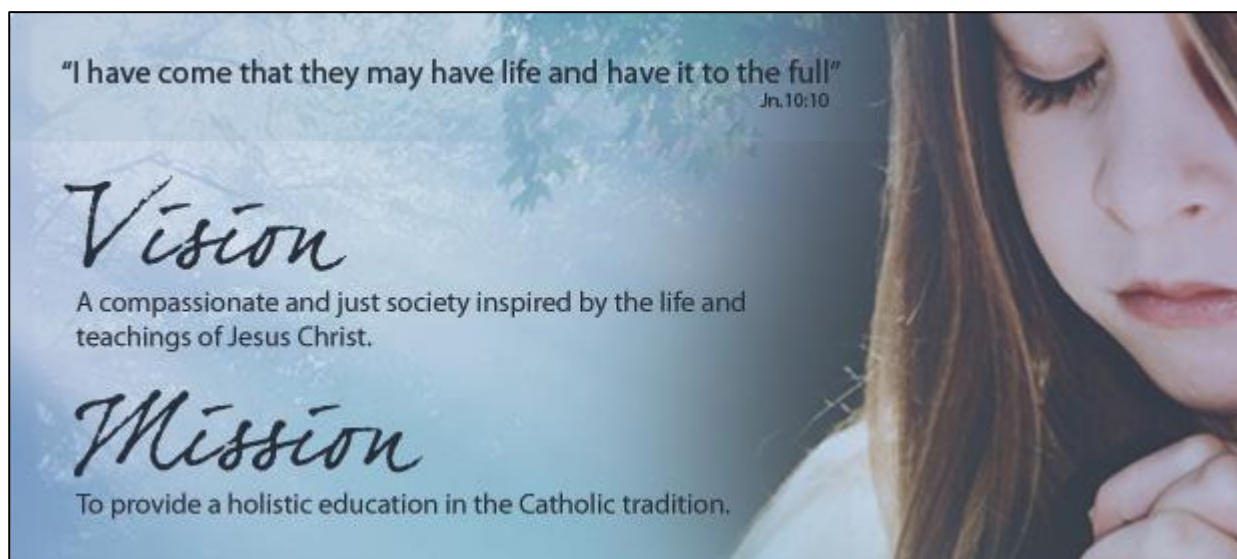
No internal control issues arose from the audit of the CEIST Company Limited by Guarantee Financial Statements in respect of the year ended 31st December 2018.

BOARD OF DIRECTORS

Mr Bernard Keeley	Chairperson
Ms Maeve Mahon	Deputy Chairperson to April 25 th 2018
Ms Freda Nolan	Deputy Chairperson from April 25 th 2018
Mrs Anne McDonagh	
Canon Brendan Kilcoyne	
Sr Helena O'Donoghue	to April 25 th 2018
Mr John O'Donovan	
Mr Eugene O'Sullivan	
Sr Mary Rossiter	
Mrs Anne McDonnell	
Mr Donal Cronin	
Mr David Cox	
Ms Maria O' Rourke	from April 25 th 2018
Sr Margaret Farrell	from April 25 th 2018

Audit Committee

Mr John O'Donovan	Chairperson
Ms Freda Nolan	
Sr Mary Rossiter	



CEISC STAFF

Chief Executive Officer

Dr Marie Griffin

Faith Leadership and Governance Coordinators

Catherine McCormack

Gerry McGuill

Gerry Watchorn

Colin Roddy

Coordinator for Community Schools and Designated Community Colleges

Sean McCann

from September 1st 2018

Finance Officer

Bernadette McKeown

Information and Communications Systems Manager

David Conway

Administration

Rosemary Greene

St Leo's College Mercy commemorative event



On Sunday 4th November 2018, Bishop Denis Nulty unveiled a plaque at the Mercy Convent gate, Carlow in recognition of the journey undertaken by seven Mercy Sisters who left Carlow and travelled to Pittsburgh, USA in 1843. Bishop Nulty and the Principal of St. Leo's College, Ms. Clare Ryan were joined by a huge gathering from the local town. Bishop Nulty spoke movingly about the audacious journey led by Mother Frances Warde. St. Leo's College Chamber Choir performed for the assembled crowd and this was followed by a dramatic depiction of the departure of the seven sisters from St. Leo's College. Finally, this series commemorative events concluded with past-pupil Dr. Eimear Cotter, Director of the Office of Environmental Sustainability delivering the 8th Annual Catherine McAuley Lecture to a packed Assembly Hall. The 8th Annual Catherine McAuley Lecture was followed by a beautiful reception in the school refectory. This wonderful commemorative event was co-ordinated by St. Leo's College in conjunction with Carlow Museum and Carlow Co. Council.

Celebrations as Presentation Wexford marks 200 Years



The entire school community of Presentation Wexford came together in October 2018 to celebrate 200 years of continued education and service in Wexford Town. The Presentation Sisters were the first religious order to be established in Wexford town, after the Penal Laws. The convent was opened on Francis Street on Friday, October 2, 1818 on the Feast Day of the Guardian Angels with two Presentation nuns Sister Mary Frances de Salles and Sister Mary Baptist Frayne coming from the already established convent in Kilkenny City. Students opened the proceedings with walks through the Convent and Convent gardens, before the book launch of "Going One Step Beyond, The Presentation community in Wexford 1818-2018" taking place prior to a lantern procession that evening. A celebratory Bicentenary Mass with Bishop Denis Brennan and school chaplain Fr Tom Dalton then took place in Rowe Street Church on Thursday October 4th. The celebrations came to a fabulous close on the Friday evening, with an extraordinary Bicentenary Gala Concert in Rowe Street Church.



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