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Coláiste Dún an Rí
Kingscourt, Co.Cavan

Coláiste Dún an Rí Strategic Plan 2023 – 2028

Learners Today Leaders Tomorrow

Coláiste Dún an Rí's Strategic Plan 2023 – 2028 has been drafted following consultation with students, parents, staff and the Board of Management during the spring of 2023.

Following surveys of students, parents and staff the plan centred around six pillars identified below as areas of review and development over the next five years. This is a living plan that will be measured regularly and adapted, if necessary, to meet changing needs of the school community.

Within the scope of the plan there is an inbuilt capacity to listen to student and parent voice in meeting the needs of the students as the school moves to its next phase of development. The pillars, objectives and actions are based on the data gathered by the school during 2022-2023.

The Plan was guided by the Looking at Our Schools document and strives to meet the standards and expectations outlined in that document.

Over the next five years the Strategic Plan will form the guiding vision of the type of school we want to be in 2028.

<u>Pillars</u>

1   Ethos and Community

2   Teaching and Learning

3   Attendance and Participation

4   Wellbeing and Pastoral Care

5   Parental Engagement

6   Management and Leadership

cmetb
Bord Oideachais agus Oiliúna
an Chabháin agus Mhuineacháin
*Cavan and Monaghan
Education and Training Board*

Ethos and Community

Objective: By 2028 the school motto of Learners Today, Leaders Tomorrow, will be embedded as the spirt of the school community and to create a positive and inclusive school culture and environment which provides a space where children, young people and staff experience a sense of belonging and feel safe, connected and supported.

Number	Action	Implementation
1.1	Embed the Parton's Framework	Q4 2023 – Q 2 2028 Embed the core values outlined in the ETBI Parton's Framework by realising the best practice outlined in each domain.
1.2	Highlight the ETB Core Values in our school	Q4 2023 – Q4 2023 Review survey results on school ethos and promote visual displays school wide promoting the ETB Core Values
1.3	Elicit Student Voice on School Ethos	Q4 2023 – Q1 2023 Ethos team to meet with Student representatives to elicit how we as a school can live our ethos
1.4	Develop the current Student Voice in the school	Q4 2023 – Q 2 2028 Continue the development and recognition of the Student Council and Student Body as a key stakeholder in the school. Conduct annual Student Council elections. Consult students on policies and school ethos. Provide regular Student Voice reports to the Board of Management and Parents Association Establish core student leadership teams in the school including Senior Prefects, Peer Support Groups, Sports and Extra Curricular Leaders, Green Schools and Sustainability Leaders, and any other leadership opportunity that presents from time to time. Q4 2023 – Q4 2028

		Identify and develop student leadership skills in First Year students
1.5	Implement the Cineáltas Action Plan on Anti-Bullying in Schools	Q4 2023 – Q2 2027 Implement the Cineáltas Action Plan on Anti-Bullying by using the DES Framework.
1.6	Embed the culture of Restorative Practice in the school	Q 4 2023 – Q4 2023 Provide CPD for each staff member each Q 4 for the duration of the plan. Q4 2024 – Q2 2025 Disseminate information to parents and students on the wider practice of Restorative Practice
1.7	Promote a culture of Positive Behaviour Management	Q 4 2023 – Q2 2024 Introduce a new system of recording and managing student behaviour with an emphasis on recognising and rewarding positive behaviour
1.8	Develop Community Links	Q 4 2023 – Q 2 2025 Establish mutually beneficial links with local business and enterprise in Kingscourt to support student learning and progression. This will include programmes such as 'Business in the Community'; 'Business Weeks'; visits to local enterprise, College and Careers Week; Apprenticeship Programmes, Scholarships.
1.9	Recognise Student Success	Q 4 2023 – Q 2 2028 Continue to recognise student success in school through End of Year Awards, announcements, displays of work, publication of successes, student photos on corridors, student work displayed in school, this includes taking annual class photos for display.
1.10	Creation of Wellbeing Spaces	Q 2 2024 – Q 2 2025 Develop wellbeing area in the school for students and staff. This will be a key part of the additional accommodation development.
1.11	Teacher Plaques on each room	Q 4 2024 – Q4 2024 Display plaques for each room detailing teacher names, subjects, qualifications and achievements
1.12	Invite Past Pupils to Return	Q 2 2024 – Q2 2028

		Invite past pupils to return to school to speak with students about their experiences in school and career path.
1.13	Identify areas for redecoration	Q2 2024 – Q2 2028 Identify areas of school for repainting, refurnishing and redesign and elicit student voice in this process
1.14	Quarterly Review	The coordinating committee should implement a review at the end of each quarter and report back on the review detailing progress, recommended changes and new initiatives.

Teaching and Learning

Objective: By 2028 we seek to create an effective student experience that is inclusive, safe and dynamic. We want to be a school where students achieve successful outcomes and in which students take ownership and are accountable for their learning under the guiding principles of Looking at Our Schools

Number	Action	Implementation
2.1	Coláiste Dún an Rí will endeavour to meet students, needs across a range of abilities through our Additional Education Needs provision	Q4 2023 – Q 2 2028 Identify student needs and draft support plans based on available data and map to the Continuum of Support and target interventions where they are needed most.
2.2	Coláiste Dún an Rí will work to develop student literacy skills as part of our SSE School Improvement Plan	Q4 2023 – Q2 2026 Identify gaps in student literacy and implement a series of actions and interventions as detailed and measured in our SIP Literacy.
2.3	Coláiste Dún an Rí will work to develop student numeracy skills as part of our SSE School Improvement Plan	Q4 2023 – Q2 2026 Identify gaps in student numeracy and implement a series of actions and interventions as detailed and measured in our SIP Numeracy.
2.4	Coláiste Dún an Rí will seek to enhance student engagement in	Q4 2023 – Q2 2026

	learning as part of our SSE School Improvement Plan	Identify gaps in student engagement and participation in learning and implement a series of actions and interventions as detailed and measured in our SIP Student Engagement.
2.5	Coláiste Dún an Rí will work to develop and enhance student skills in reflective practice.	Q4 2023 – Q2 2026 Encourage and help student grow as reflective learners and implement a series of actions and interventions as detailed and measured in our SIP Student Reflective Practice.
2.6	Coláiste Dún an Rí will Formulate and implement our Digital Learning Plan	Q4 2023 – Q2 2028 To draft an annual Digital Learning Plan/Strategy to meet the ever-changing needs of the technological age
2.7	Coláiste Dún an Rí will Provide CPD for teachers and staff to enhance student engagement and learning to meet the needs of all learners.	Q 4 2023 – Q2 2028 Provide CPD, formal and informal, across a range of active teaching methodologies e.g. Instructional Leadership, and best practice e.g. differentiation, Assessment for Learning, Feedback. An integral part of this is a commitment from staff to engage in Peer Observation, Teach Meet Program and Restorative Practice in school. Teacher CPD will be encouraged and facilitated where possible.
2.8	Coláiste Dún an Rí will endeavour Embed Effective Learning Methodologies	Q4 2023 – Q2 2026 To embed practices such as Assessment for Learning, Reflection, Differentiation and Instructional Leadership across all departments.
2.9	Coláiste Dún an Rí will work to Develop Student Voice in the Classroom	Q4 2023 – Q 4 2024 Develop Student Voice in the classroom to best meet student learning styles. This includes discussion on Class Rules, Assessments, Peer Assessment, end of topic feedback, eliciting student feedback on class activities etc
2.10	Coláiste Dún an Rí will Develop a comprehensive Study Skills Programme	Q1 2024 – Q 4 2024 Develop a practical Study Skills Program to meet the needs of individual learners. This program will also be communicated to parents so they can engage to support their child in their learning
2.11	A Policy Review related to Teaching and Learning will take place	Q1 2024 – Q1 2025 Review and modify existing policies on Assessment, Feedback and Homework and Study.

2.12	Coláiste Dún an Rí will provide AEN Support to teachers dealing with AEN students	Q4 2023 – Q2 2028 To have consistent support for students though the AEN department, including the LEAP Centre. Supports include SNA where sanctioned, in-class learning support and external support. Also included is a bank of resources for teachers to access in relation to students on the Continuum of Support
2.13	Coláiste Dún an Rí will have an effective Subject Department System	Q4 2023 – Q2 2028 The school will have a standardised subject department procedure and utilises data (including State Exam results) to improve learning outcomes. The departments will meet regularly and report back directly to the Principal.
2.14	Quarterly Review	The coordinating committee should implement a review at the end of each quarter and report back on the review detailing progress, recommended changes and new initiatives.

Attendance and Participation		
Objective: By 2028 we will work to increase student daily attendance and participation		
Number	Action	Implementation
3.1	Coláiste Dún an Rí will Document our Attendance Strategy	Q4 2023 – Q2 2024 To redraft our current Attendance Strategy and set targets for improvement, detail interventions to reduce non-attendance, and detail rewards for good attendance
3.2	Coláiste Dún an Rí will work to reduce the number of students going home during school time	Q4 2023 – Q4 2024 Engage with students and parents to reduce the occasions where students leave school early to attend appointments or family events. To support students who find the school day challenging and provide strategies for them to remain in school.
3.3	Coláiste Dún an Rí will develop a Policy on students over 18	Q 4 2023 – Q 4 2023 Communicate effectively with students over 18 and their parents to reduce the occasion where students over 18 make the decision to leave school during the school day without parental permission.
3.4	Coláiste Dún an Rí will develop a Policy on Leaving School Early	Q4 2023 – Q 1 2024 Provide a clear policy for parent and students on procedures for leaving school early.

3.5	Coláiste Dún an Rí will work to enhance Parental Engagement around attendance and punctuality and keep them informed about their child's attendance and punctuality	Q 4 2023 – Q 2 2028 The school representatives will discuss attendance with parents individually, at information evenings, through the Parents Council around the importance of regular attendance. The school will keep parents informed of their child's attendance on term reports. A text message system will operate to alert parents when their child is absent in the mornings VSware will be opened to parents where they can check their child's attendance. The school will explore to see if parents can use a digital system to register and explain their child's non-attendance Monitoring letters will be sent to parents where their child has missed a number of days.
3.6	Coláiste Dún an Rí will endeavour to reward good attendance	Q 4 2023 – Q 2 2008 The school will seek to reward good attendance for individuals and class groups.
3.7	Coláiste Dún an Rí will action campaigns to encourage good attendance and punctuality	Q 4 2023 – Q 2 2025 The school will run 'Everyday Counts' campaigns and also put visual displays around the school about the importance of good attendance. Assemblies will also be utilised to encourage punctuality and good attendance.
3.8	Coláiste Dún an Rí will utilise student voice to improve punctuality and attendance	Q 4 2023 – Q1 2024 The school will discuss causes of tardiness and poor attendance to identify trends and to develop effective strategies to improve punctuality and attendance. Discussions with individual students will set targets for improvement.
3.9	Coláiste Dún an Rí will consult with parents	Q 4 2023 – Q1 2024 The school will elicit feedback from parents to determine the causes of tardiness and poor attendance and seek support in improving attendance and punctuality
3.10	Coláiste Dún an Rí will report to the Board of Management	Q4 2023 – Q2 2028 The Principal will report to the Board of Management on attendance at least once per term as per statutory requirement
3.11	Coláiste Dún an Rí will report to TUSLA on Attendance	Q1 2024 – Q2 2028

		The Principal, as per statutory requirement, will report to TUSLA the list of names of all students under 16 who miss 20 or more days from school.
		The Principal will also refer cases of poor or non-attendance directly to the TUSLA Education Welfare Officer.
3.12	Coláiste Dún an Rí will support students in situations of school refusal	Q3 2024 – Q 2 2028
		The school will support students and parents in situations of school refusal. In the first instance this may explore reasons for non-attendance.
		This includes referral to TUSLA, the EWO and any other support agencies that may benefit the child in question.
3.13	Quarterly Review	The coordinating committee should implement a review at the end of each quarter and report back on the review detailing progress, recommended changes and new initiatives.

Wellbeing and Pastoral Care		
Objective: By 2028 we will have embedded pastoral care and well-being activities on a termly basis as a culture in the school and provide a safe, caring and supportive environment for all in the school community under the guidance of Looking at Our Schools and the DES Wellbeing Framework		
Number	Action	Implementation
4.1	Coláiste Dún an Rí will review its Wellbeing Program	Q 3 2023 – Q 2 2024
		A review of wellbeing provision in Coláiste Dún an Rí under the guidance of LAOS and the Wellbeing Framework and will take place as part of the SSE process and form part of the School Improvement Plan.
4.2	Implementation of the new SPHE curriculum	Q 3 2023
		The school will introduce the new SPHE curriculum as per DES Circular 20/2023
4.3	Implementation of the Cineáltas Action Plan on Anti Bullying in Schools	Q4 2023 – Q2 2027
		Implement the Cineáltas Action Plan on Anti-Bullying by using the DES Framework.
4.4	Coláiste Dún an Rí will review its Anti-Bullying Policy	Q2 2024 – Q2-2024

		The school will review its Anti-Bullying Plan on an annual basis for ratification by the Board of Management as per statutory requirement.
		School Management will communicate the Anti-Bullying Policy to parents and students and place it on the website.
		The principal will report on bullying matters to the Board at least once per term.
		All teachers will record reported incidents of bullying on the Bullying Report Form
		The school will appoint an Antibullying Coordinator as per of the Post of Responsibility schedule.
		School management will provide an online reporting procedure for parents and the public via the school website.
4.5	Elicit Student Voice in the development and provision of Pastoral Care and Wellbeing	Q 4 2023 – Q2 2028 The school will regularly elicit (at least once per term) the input of students into catering for the wellbeing needs of students in the school.
4.6	Ensure Child Safeguarding procedures are implemented	Q3 2023 – Q3 2023 The school will review its Child Safeguarding Statement and Risk Assessment on an annual basis for ratification by the Board of Management as per statutory requirement. School Management will communicate the Child Safeguarding Statement and Risk Assessment to parents and students and place it on the website. The principal will report on Child Safeguarding matters to the Board at each meeting. All staff will complete training on Child Safeguarding each September School management will provide an online reporting procedure for parents and the public via the school website. The Child Safeguarding Statement and Risk Assessment will be displayed in the school foyer/entrance. The Principal shall be appointed as DLP by the Board of Management. Notifications of information of Child Safeguarding and the appointed DLP should be displayed throughout the school.
4.7	Relationship Building through Teacher-Student activities	Q1 2024 – Q1 2024

		The school will explore areas where student and teachers can take part in team building and positive relationship building activities.
4.8	Coláiste Dún an Rí will seek to define the role of Pastoral Care in the school	Q1 2024 – Q4 2024 As part of the embedding of the ETBI Ethos Framework in the school we will review the role of Pastoral Care in the school and seek to define its role as part of the Ethos of the school.
4.9	Development of a Wellbeing Committee	Q3 2023 – Q3 2023 A Wellbeing Committee consisting of students and staff will be established annually to coordinate Wellbeing Activities in the school
4.10	Development of a Wellbeing Clubs for Junior and Senior	Q4 2023 – Q3 2024 The school Wellbeing Committee will work to establish lunchtime Wellbeing Clubs for Junior and Senior Students.
4.11	Development of a Wellbeing Calendar	Q4 2023 – Q4 2023 The Wellbeing Committee will annually draft a calendar detailing Wellbeing Activities and actions taking place in the school
4.12	Develop more Wellbeing spaces	Q 2 2024 – Q 2 2025 Develop wellbeing area in the school for students and staff. This will be a key part of the additional accommodation development.
4.13	Development of a Wellbeing Walls for Students and Staff	Q 2 2024 – Q2 2024 The Wellbeing Committee will set up Wellbeing Walls for students and staff.
4.14	Reporting on Wellbeing	Q4 2023 – Q2 2024 Wellbeing will be reported on as part of the school term reports for students. This will be a joint report made by the Wellbeing Departments – PE, CSPE and SHPE.
4.15	The provision of whole school Guidance	Q4 2023 – Q2 2028 The school will continue to develop its whole school guidance plan. This will be updated annually and include Pastoral Care, Wellbeing and Care Team/Student Support Team structures.
4.16	Review of the Critical Incidents Management Policy	Q4 2023 – Q1 2024 The school will annually review and update its Critical Incidents Management Plan CPD will be provided for the key personal leading the CI Policy.

4.17	Exploring the introduction of LCVP	Q4 2024 – Q1 2025 The school will explore the introduction of the Leaving Cert Vocational Programme in Coláiste Dún an Rí. A review of the current provision at Leaving Cert should take place and an audit of students needs and voice should be conducted.
4.18	Continued development of Themed Weeks	Q4 2023 – Q2 2024 The Wellbeing Committee will endeavour to schedule themed weeks specific to Wellbeing and Pastoral Care e.g. Anti-Bullying (Friendship) Week, LGBTI Respect Week, Cultural Weeks, Active and Wellbeing Week.
4.19	Continued development of Pastoral Care/Student Support Teams	Q 1 2024 – Q1 2024 The school will conduct an audit of the current Care Team/Support Team structure to determine if it best meets the needs of the students. Student and parent voice should be included.
4.20	Continued development of Teambuilding	Q3 2023 – Q3 2023 Teambuilding activities should be organised for First and TY Year groups at the start of each academic year. Review should be given to determine if teambuilding activities are necessary and timely for other year groups. Teambuilding activities should also be included for staff.
4.21	Developing a structured Pastoral Care Program for Senior Cycle	Q1 2024 – Q4 2024 School management and Pastoral Care/Wellbeing coordinators should review the current Pastoral Care programme in Senior Cycle with a view to meeting the needs of senior students.
4.22	Inclusion of Wellbeing across Subject Departments	Q4 2023 – Q3 2024 Subject departments should detail in their plans where they support student wellbeing needs and indicate sections of their course (where practical) in which the topic of wellbeing is address with students.
4.23	Extra Curricular Activities	Q3 2023 – Q2 2028 The school should continue its Extra Curricular Program. The programme should, in as far a practical meet the needs of a wide range of students.

		Student Voice should be elicited to determine if other activities can be provided for the 'silent' group.
		A review of student involvement in extra-curricular activities should also take place to determine of students have over committed to extracurricular activities outside the classroom to the detriment of their academic program.
		The school should endeavour to stage a musical and/or music and drama and/or art events over the course of each year to meet the wellbeing needs of artistic students.
4.24	Quarterly Review	The coordinating committee should implement a review at the end of each quarter and report back on the review detailing progress, recommended changes and new initiatives.

Parental Engagement

Objective: By 2028 we would like to see parents play a more active role within the school community both as agents of support for student learning and as agents of support for school activities.

Number	Action	Implementation
5.1	Coláíste Dún an Rí will endeavour to promote the role and work of the Parents Council	Q3 2023 – Q3 2024 The school will promote the activities of the Parents Council through school communication paths The role of the Parents Council will be highlighted at school events such as the Open Evening and Information Evenings
5.2	Appointment of a staff nominee to liaise with the Parents Council	Q4 2023 – Q4 2023 A staff nominee shall be appointed to liaise with the Parents Council and assist the Principal in his work with the Parents Council.
5.3	Opening of VSware system to parents	Q3 2023 – Q3 2023 The school will make the VSware facility more available to parents in relation to Attendance, Behaviour, Assessments, Timetables. The aim is to increase parents' knowledge of their child's time in school. The school will explore making VSware the main tool of home-school communication in relation to student performance.

		Parents will be encouraged to use the VSware App.
		Parents will be provided with instructions around the use of VSware.
5.4	Parent Teacher Student Meetings	Q4 2023 – Q1 2023 Parents shall be encouraged to attend Parent Teacher Student Meetings. Tea/Coffee shall be provided to parents. The school will us the meetings as an opportunity to get feedback from parents on school related matters. The meeting should be made as convenient as possible for parents. The school will endeavour to reach out to parents who were not in a position to attend the meeting.
5.5	School App	Q3 2023 – Q3 2023 The school will develop and disseminate a school app specific to Coláiste Dún an Rí to help make home school communications easier. Parents will be provided with instructions around the use of the App.
5.6	Information Evenings	Q 3 2023 – Q4 2024 Parents will be invited to attend information evenings at the start of each year with the priority being 3rd and 6th Year. The information will centre around key motivators for success, study and attendance. These information evenings will also provide information on subject choice, career paths, study skills etc.
5.7	Parents mornings	Q3 2024 – Q3 2024 The school will implement a Parents Morning as part of the primary school transfer process. This will allow new parents get a sense of the school and form a connection with the staff working with their child.
5.8	Career events	Q1 2024 – Q1 2024 The school will endeavour to organise a series of career events aimed at parents and students as the look at future career paths.
5.9	Fundraising	Q3 2023 – Q2 2028

		The school and Parents Association will work together each year to host at least one fundraising activity to support the school's extra-curricular program.
5.10	Workshops	Q4 2023 – Q2 2028 The school and the Parents Association will work together to provide a series of workshops to support parents in the community. Workshops can centre around careers, teenage concerns, mental health, addiction etc.
5.11	Policy development	Q4 2023 -Q2 2028 The school will consult the Parents Association, where practical and relevant, on policy development within the school.
5.12	School activities and events	Q3 2023 – Q2 2028 The school will work with the Parents Association in the provision of school activities and events and seek the assistance of the Parents Association to help engage new parents in the school.
5.13	Quarterly Review	The coordinating committee should implement a review at the end of each quarter and report back on the review detailing progress, recommended changes and new initiatives.

Leadership and Management		
Objective: By 2028 we would like to have a school where leadership is evident across the school community with a professional and effective management structure that optimises student and staff learning under the guiding principles of Looking at Our Schools.		
Number	Action	Implementation
6.1	Lead school development	Q3 2023 – Q2 2028 School management shall lead to process of school development in the areas of: • School Self Evaluation • School Ethos • Staff professional development • Teaching and Learning • Curriculum development • Building leadership capacity

		• Participation and inclusion
		• Behaviour Management
		• Policy development and implementation
		• Recruitment
		• School maintenance and facilities development
		• Health and Safety
		• Wellbeing
		• Child Protection
		• Relationship building
6.2	Leading School Self Evaluation	Q3 2023 – Q2 2028 School management will lead the SSE process. A coordinator shall be appointed to oversee the process. The SSE process shall meet the requirements of LAOS and the DES Inspectorate Guidelines on SSE. A School Report and School Improvement Plan shall be published and made available to staff, students, parents and the BOM Feedback shall be elicited from staff, students, parents and BOM as part of the SSE process.
6.3	Developing School Ethos	Q3 2023 – Q2 2025 School management shall provide a plan for the implementation of the ETBI Ethos Framework and clearly define the Ethos of Coláiste Dún an Rí
6.4	Staff Professional Development	Q3 2023 – Q2 2028 School management shall ensure that staff are appropriately trained and that their work is underpinned by LAOS and the Code of Professional Conduct for Teachers. Management shall provide and facilitate opportunities for formal and informal training of all staff and keep a record of same.
6.5	Teaching and Learning	Q3 2023 – Q2 2028

		School management shall ensure that teachers and students can work in an appropriate environment.
		Management shall ensure that subject departments work effectively, meet regularly and feedback to the principal.
		Management shall provide and facilitate CPD for teachers and support teachers in accessing further training as per 6.4 above.
		School management shall support the work of the Teaching and Learning Committee and meet regularly with its coordinator.
		School management will encourage and provide staff with the opportunity to reflect on their practice.
		Management will put in effective processes for supporting staff in behaviour management, student support and wellbeing.
6.6	Curriculum Development	Q1 2024 – Q1 2028 School management shall consult with students, parents, staff and the BOM at regular intervals in relation to ongoing curriculum development to meet the needs of students. School management shall ensure that curriculum changes are implemented in a timely manner as directed by the DES and NCCA.
6.7	Building Leadership Capacity	Q3 2023 – Q2 2024 School management shall provide opportunities for staff to participate in the leadership of the school both within the context of the Post of Responsibility schedule and outside of it. School management shall continue to maintain systems aimed at developing student leadership e.g. Senior Prefects, Councils, Committees and support groups
6.8	Participation and Inclusion	Q3 2023 – Q 4 2024 School management will set in place structures to encourage and monitor attendance. School management will ensure that resources and structures in the school meet the additional learning needs of students. School management will maintain an effective positive behaviour management system in the school.

		A wide-ranging extracurricular program will continue to be provided to encourage student pride and participation in school life.
6.9	Behaviour Management	Q 3 2023 – Q2 2028
		School management shall implement with staff a positive behaviour management system that seeks to reward positive behaviour and manage negative behaviour.
		School management will facilitate staff in utilising VSware as a recording system for behaviours. This system will be made available for parents to engage their support in maintaining good behaviour.
		The Code of Behaviour will be reviewed every two years.
		Training and support will also be provided for Restorative Practice on a school wide basis.
6.10	Policy development and implementation	Q 4 2023 – Q4 2024
		School management will ensure that all relevant policies are reviewed on a annual/biannual basis as appropriate
		New policies should also be developed to meet the changing needs of the school community
6.11	Recruitment	Q2 2024 – Q2 2024
		Management should ensure that all new staff are suitably qualified and registered to teach the required subjects.
		All staff should have completed Garda Vetting as required
6.12	School maintenance and facilities development	Q4 2023 – Q2 2024
		School management should continue to progress the additional accommodation project.
		School management should facilitate a schedule of checks for building maintenance and ensure all relevant contracts are in place.
6.13	Health and Safety	Q3 2023 – Q3 2028
		Management should ensure that annual health and safety checks and services are completed.
		School management should also ensure that all relevant training has taken place
		An annual Health and Safety Risk Assessment and report should be drafted.
6.14	Wellbeing	Q3 2023 – Q 2 2028

		School management should ensure that all appropriate wellbeing measures are in place as per Strand 4 Wellbeing and Pastoral Care
6.15	Child Protection and Antibullying	Q3 2023 – Q2 2028 Should management will ensure that all relevant training and supports are in place to meet the statutory requirements around child safeguarding and anti-bullying as identified in Stand 4 Wellbeing and Pastoral Care
6.16	Relationship building	Q3 2023 – Q2 2028 The school management should continue to put in place measures to increase parent and community engagement in the school. School management should also seek to enhance relationships across the school community as detailed in Strands 1 to 5 of this document.
6.17	Quarterly Review	The senior management team should implement a review at the end of each quarter and report on the review detailing progress, recommended changes and new initiatives as part of this document.