

School Development Planning

Our Aim: Continuously improve school Governance and ensure the school remains financially viable.

Strategic Targets	LAOS Domain	Strategic Actions	Achieved by Whom	Strategic Time frame	Evaluation and Results
Strategic Plan	Leading School Development	<ul style="list-style-type: none"> ● Develop a 3 Year Strategic Plan for the school. ● Involve all stakeholders in the creation of this plan. ● Revise and amend the Plan at the end of each academic Year 	<ul style="list-style-type: none"> ● BOM ● School Leadership ● Staff ● Parents ● Student Council 	September 2023 to May 2026	
Ethos and Culture	Leading Teaching and Learning	<ul style="list-style-type: none"> ● Review our Ethos and Culture in the school ● Create an action plan to support our schools ethos and characteristic spirit ● Develop a school motto 	<ul style="list-style-type: none"> ● BOM ● School Leadership ● Staff ● Students ● Parents 	September 2023 to May 2026	
School Sustainability	Managing the Organisation	<ul style="list-style-type: none"> ● Review projected Enrolment Numbers ● Review effectiveness of Open Day and Enrolment practices 	<ul style="list-style-type: none"> ● BOM ● Senior Leadership ● Staff 	September 2023 to May 2026	
Parental Engagement	Managing the Organisation	<ul style="list-style-type: none"> ● Reestablish the Parents Association ● Ensure the Parents Association play an active role in school life 	<ul style="list-style-type: none"> ● BOM ● School Leadership ● Parents 	September 2023	

Public Relations and School Communications Strategy	Managing the Organisation	<ul style="list-style-type: none"> ● Redevelop and modernise the school website ● Review the Schools use of Social Media 	<ul style="list-style-type: none"> ● School Leadership ● Staff ● Students 	September 2023 to May 2026	
Middle Leadership and Management	Developing Leadership Capacity	<ul style="list-style-type: none"> ● Conduct Full Review of Middle Management and Leadership in March 2024 and March 2026 ● Build Leadership Capacity amongst Assistant Principals and the wider staff 	<ul style="list-style-type: none"> ● School Leadership ● Staff ● BOM 	Review 1 March 2024 Review 2 March 2026 Building Leadership Capacity 2023-2026	
Curriculum Review	Leading Teaching and Learning	<ul style="list-style-type: none"> ● Explore the possibility of introducing Leaving Certificate Computer Science ● Review TY Curriculum and assessment 	<ul style="list-style-type: none"> ● School Leadership ● Staff ● School Advisory Board of Studies 	March 2023 to March 2026	
Policy Development and Review	Managing the Organisation	<p>Develop the following Policies</p> <ul style="list-style-type: none"> ● Wellbeing Policy ● Teaching and Learning Policy ● Homework Policy ● Develop Sustainability Policy ● Develop Pastoral Care Policy <p>Review the following policies</p> <ul style="list-style-type: none"> ● Child Protection ● Anti Bullying ● Dignity In Workplace ● Acceptable Use Policy ● Code of Behaviour ● School Attendance Strategy ● Assessment Policy ● Guidance Plan 	<ul style="list-style-type: none"> ● Senior Leadership ● Staff ● Parents ● Student Council ● BOM ● School Care Team 	<p>March - Sept 2023</p> <ul style="list-style-type: none"> ● Homework Policy ● Attendance Strategy <p>Sept - Aug 2024</p> <ul style="list-style-type: none"> ● Dignity in Workplace 	

Inspection Review	Leading Teaching and Learning	Review of all Inspection Findings <ul style="list-style-type: none"> ● Irish ● Maths ● MLL ● Music ● Incidental ● English 	<ul style="list-style-type: none"> ● BOM ● Senior Leadership ● Staff ● Subject Departments 	Review to take place in September 2023	
Financial Control and Support	Managing an Organisation	<ul style="list-style-type: none"> ● Organise and support a major school fundraiser ● Review all fundraising activities of the school with a view to creating new opportunities ● Review all BTEI finances ● Standardise financial reporting to the Board ● Strive to create accurate school budget annually ● Draw up a future schedule of school investment in refurbishment 	<ul style="list-style-type: none"> ● BOM ● School Leadership ● Staff ● Parents 	2023- 2026	

Teaching and Learning

Our aim: To deliver a rich and diverse teaching experience that provides the best possible learning opportunities, appropriate to their abilities, for our students.

Strategic Targets	LAOS Domain	Strategic Actions	Achieved By Whom	Strategic Time frame	Evaluation and Results
Teaching and Learning Policy	1. Leading Learning and Teaching	<ul style="list-style-type: none"> ● Conduct a training needs analysis of staff to inform the policy ● Develop a Teaching and Learning Policy for our school that underpins all practices in relation to students' learning and promote best practice in relation to Teaching and Learning. ● Ensure staff are made aware of relevant CPD opportunities and maintain a register of CPD. ● Review Homework Policy and Practice. 	<ul style="list-style-type: none"> ● BOM ● Senior Leadership ● Staff ● Student Council 	March 2023 <ul style="list-style-type: none"> ● Staff Needs Analysis August/September 2023 <ul style="list-style-type: none"> ● Teaching & Learning Policy Ongoing 2023 - 2026 <ul style="list-style-type: none"> ● CPD register ● Homework Policy Review 	
Digital Learning Framework	1. Leading Learning and Teaching	<ul style="list-style-type: none"> ● Reinforce the significance of appropriate online behaviour, known as netiquette, to all junior cert students at a level suitable for the learners' age group. This is to be implemented as part of the coding curriculum and reviewed each term. ● Teachers design and use a variety of digital technologies for assessment of learning and assessment for learning and regularly evaluate their validity and reliability. 	<ul style="list-style-type: none"> ● Digital Learning Team ● Staff ● School Leadership ● Coding/CS department 	2023 - 2026	
	2. Teachers' individual/ collaborative practice	<ul style="list-style-type: none"> ● Each subject department to continue to plan and share resources collaboratively through SHARED DRIVE ● Continue digital mentor workshops ● Review use of school digital resources 			

	3.Learner experiences	<ul style="list-style-type: none"> Effectively implement digital technologies to promote inclusivity. 			
Teaching, Learning and Assessment/ Feedback	1.Teachers' individual practice	<ul style="list-style-type: none"> Reinforce consistency with the use of Learning Intentions, Success Criteria and Descriptive Feedback in teaching practices. Implement reflective practice to encourage student voice/participation. Key pieces of work are used to create print rich environments in teachers' classrooms. Foster a consistent approach to implementing the homework policy in every class. Develop active teaching methodologies to suit one hour classes to incorporate reading, writing, listening and practical activities to cater for all learners. 	<ul style="list-style-type: none"> Staff Subject Departments 	2023 - 2026	
	2.Teachers' collective / collaborative practice	<ul style="list-style-type: none"> Develop a record when giving oral feedback within subject departments. Whole school literacy policy to be developed, implemented and embedded Ensure a section on Teaching and homework Practices is included in Subject Plans. Homework as an agenda item for all subject department meetings. Review of TY Programme with specific reference to curriculum and subject planning and assessment. 	<ul style="list-style-type: none"> School Leadership Staff Subject Departments Literacy Team 	2023 - 2026	

	3.Learner experiences	<ul style="list-style-type: none"> All students to have access to a study skills programme with support from teachers on an ongoing basis. Create a classroom layout suitable to group work and active/practical teaching and learning methodologies Opportunities in classes for all learning styles through development of active teaching methodologies 	<ul style="list-style-type: none"> Staff Subject Departments Students 	2023 - 2026	
SEN Provision	Leading School Development	<ul style="list-style-type: none"> Review our SEN allocation and ensure that there is a plan to ensure compliance with circular 0013/2017 Review the management and Leadership of resources for ASD within the school Develop gifted and talented resources and targets for students in each subject plan as part of the new SEN model. Develop daily differentiated classroom strategies to cater for all students in each teachers classroom Develop SNA CPD profile and seek to develop skill set of SNA team Create a dedicated SEN core team Develop the role of the team teacher within the school, emphasis to be placed on CPD and development of staff 	<ul style="list-style-type: none"> School Leadership Staff Subject Departments Literacy Team SEN Team 	2023 - 2026	

School Environment

Our Aim: Continuously improve school facilities and environment

Strategic Targets	LAOS Domain	Strategic Actions	Achieved by Whom	Strategic Time frame	Evaluation and Results
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School Facilities	Managing the Organisation	<ul style="list-style-type: none"> ● Seek to develop one facility within the school each year. ● Seek to develop links with parents who can support the development of school facilities ● Apply for a new PE hall and fitness suite. ● Progress work on the proposed extension as rapidly as possible. ● Draw up a plan for Refurbishment of school over next 3 years 	<ul style="list-style-type: none"> ● BOM ● School Leadership ● Staff ● Parents ● Students 	2023-2026	
School Aesthetics	Managing the Organisation	<ul style="list-style-type: none"> ● Develop aesthetics of the Atrium and Corridors – painting doors, inspirational quotations. ● Enable students to play a positive role in the development of the school aesthetically. ● Ensure classroom displays reflect the quality of the teaching and Learning taking place. ● Establish a suitable time frame for repainting and decorating classrooms, corridors etc. 	<ul style="list-style-type: none"> ● BOM ● School Leadership ● Staff ● Parents ● Student 	2023-2026	
School Exterior		<ul style="list-style-type: none"> ● Actively progress roof repairs. ● Investigate if more effective use can be made of external facilities. ● Review external planting within school grounds and propose additional planting. ● Recognise student voice/participation and identify areas for development with personal art / design. 	<ul style="list-style-type: none"> ● BOM ● School Leadership ● Staff 	2023 - 2026	

Green Schools	Leading School Development	<ul style="list-style-type: none"> ● Eliminate plastic bottles. ● Improve recycling in general and reduce refuse waste. ● Focus on energy conservation in the school. ● Consider if changes are possible and feasible in reducing net electricity use within the school. ● Apply through the summer works scheme to upgrade the school heating system. ● Pursue Biodiversity Green Flag in partnership with the Green-Schools Programme. 	<ul style="list-style-type: none"> ● School Leadership ● Students 	2023-2026	
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Wellbeing

Strategic Targets	LAOS Domain	Strategic Actions	Achieved by Whom	Strategic Time frame	Evaluation and Results
Staff & Student Wellbeing	Managing the organisation	<ul style="list-style-type: none"> ● Organise School Wellbeing Day. ● Organise School Fun Day ● Consultation with stakeholders to review the activities annually ● Design a new school jacket ● Create a wellbeing calendar for all staff and for each year group 	<ul style="list-style-type: none"> ● BOM ● School Leadership ● Staff ● Parents ● Students 	October of each year: <ul style="list-style-type: none"> ● organising of Wellbeing Day May of each year: <ul style="list-style-type: none"> ● School Fun Day 2023 - 2026	
Wellbeing Curriculum	Leading School Development	<ul style="list-style-type: none"> ● Wellbeing Policy to be developed ● Ensure compliance with JCT specifications on wellbeing ● Create a homework and study policy ● Review the provision of Guidance in the school 	<ul style="list-style-type: none"> ● School Leadership ● Wellbeing Team ● Staff ● Students ● Guidance Counsellor 	September 2023 <ul style="list-style-type: none"> ● Wellbeing Policy Ongoing 2023 - 2026 <ul style="list-style-type: none"> ● implementation of wellbeing and homework policy 	
Extra Curricular Activities	Managing the organisation	<ul style="list-style-type: none"> ● Devise a robust structured programme of extra curricular activities and raise student participation. ● Provide opportunities for students to excel in extra curricular areas that are subject specific. 	<ul style="list-style-type: none"> ● School Leadership ● Subject Departments ● Student Council ● Staff ● Students 	 2023 - 2026	
Student Voice	Developing Leadership Capacity	<ul style="list-style-type: none"> ● Develop the role of Student Council. ● Ensure Student Voice/participation is to the 	<ul style="list-style-type: none"> ● Student Council ● Senior Leadership ● Staff ● Students 	 2023 - 2026	

		forefront of the strategic plan.			
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