

OBCS

Strategic Plan

2018-2021

This is a live document awaiting consultation and review from the BOM and staff of Old Bawn Community school. It is envisioned that the document will be complete and ratified by October 2018



History

School Building

The Foundation of the School

The founding of Old Bawn Community School (OBCS) in 1978 was part of what was called the 'Myles Wright Plan' in 1967, which focused on the creation of four new towns to the west of Dublin City, Blanchardstown, Lucan, Clondalkin and Tallaght. There were no development corporations created to develop the Irish new towns, so instead, South Dublin County Council combined with private investment contributed towards local housing, retail, a national hospital and education. Tallaght Community School (founded in 1972) situated in Balrothery was the only other post-primary school located in Tallaght before Old Bawn Community School was founded, so the need for investment in education in the area was required to match with the fast growing population.

Old Bawn Community School since its foundation has found itself partnering with the community in terms of youth development, family support, health and social services. The term 'community' is essential to its founding. Since 1982, the school has been familiar with the tradition of hosting non-school uniform days in order to allow students to donate to local charities such as St. Vincent De Paul and the Dominican charities to give the community a helping hand when in need. The idea of aiding those areas of need is heavily associated with the founders of Old Bawn Community School, The Dominican Fathers and Sisters.

The 'Experience' of the School

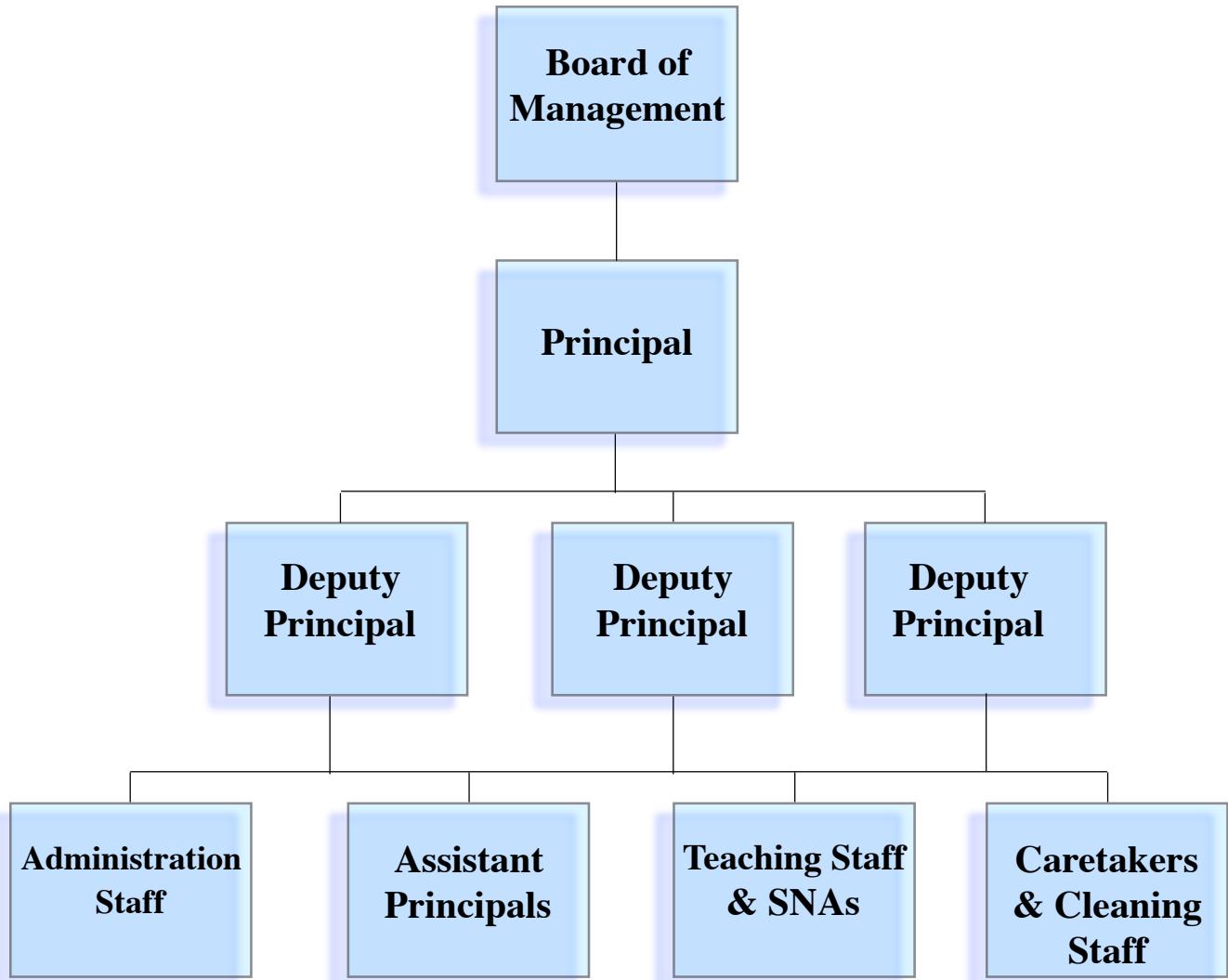
In a small booklet published in 1988 to celebrate the ten year anniversary of the school, one of the first sentences reads the following: (The schools philosophy in relation to staff) "Endeavour to attract the very best available and through encouragement, involvement, leadership and motivation build a team that would be capable to meet the challenges a new school invariably throws out." Approaching the 30 years since this quote was written and 40 years since the school opened, many of the teaching staff in OBCS are ex-pupils of the school. Indeed, the 'very best available' are those that understand the ethos of the school more than others; of course hiring ex-pupils is not a unique approach, but it is a very sensible one in that ex-pupils understand the holistic Dominican ethos more wholly than other interviewees eyeing up a position.

Sean Loughney 2017 PME Student



Organisational Structure

While Old Bawn Community School values and encourages equality, there is a recognised organisational structure for the purpose of management procedures.



A Brief Snapshot of Recent Milestones

Both staff and students are committed to developing a positive school community where students are given the opportunity to develop a wide array of personal skills. The following list, while not exhaustive, gives an indication of the wealth of talent and drive that is flourishing among the cohort of staff and students.

2018	<ul style="list-style-type: none"> ★ Past pupil Olwen Carey and the Brendan Martin Cup visit the school ★ Arts Evening show casing music, dance and drama ★ 5th year trip to Poland ★ 2nd year trip to Spain ★ TY trip to Italy ★ 3rd year trip to Delphi ★ 1st year trip to Carlingford ★ Awarded a 3rd Green Schools Green Flag for water conservation ★ Incidental Inspection ★ Cultural Exhibition from students who are non-English native speakers ★ South County Dublin Councils Social Inclusion Unit prize winners ★ Habitat for Humanity build in Romania ★ Junk Couture ★ First JCBA Presentations to those who sat their Junior Certificate in June 2017 ★ Staff and students participated in the Darkness into Light walk to raise awareness of the work of Pieta House ★ TYs, fifth years and staff participated in the Omens Mini Marathon, raising funds for Q22 ★ Whole school Light Hike organised by the Amber Flag committee to promote healthy mental health ★ Maths teachers Meabh Murray and Yvonne Marley presenting their successful lesson study at the Maths Counts Conference in University College Dublin ★ U-16 Girls semi-finalists in All Ireland School Basketball C cup
2017	<ul style="list-style-type: none"> ★ Back to the 80s Musical ★ Winner of Act Up festival for best Sound and Staging ★ Laura Healy and Kerri Ann Jones recognised for excellence in their Junior Certificate Business Exams ★ Musical trip to London ★ German trip to Cologne ★ 3rd year trip to Delphi ★ TY trip to Italy ★ 2nd year trip to Gaeltacht ★ Introduction of snacks and breakfasts, available to all students ★ Introduction of the PIE programme assisting in the transition of students from primary school to secondary school ★ Whole School Evaluation in May 2017 ★ UCD Entrance Scholar awarded to Claudia George ★ Annual Carol Service ★ College Awareness ★ Ellen Campbell and Sean Ronan finalists in the Irish Junior Maths Competition
2016	<ul style="list-style-type: none"> ★ Annie the musical ★ 2nd year trip to Germany ★ TY trip to Italy ★ Senior German trip ★ Luke Coulton Dillon, Kyra Nica Divinagracia, Claudia George and Anna Helena Maliakal recognised for excellence in their Junior Certificate Business Exams ★ 3rd year Business Studies team placed 2nd in the regional BSTAI Business Studies quiz and represented Dublin at the national finals. ★ Habitat for Humanity build in Romania ★ Uptown Punk by Lily Rose Chatham, Grace Nestor and Helana Paul Maliakal was shortlisted for the Eastern Regional Finals of Junk Couture and subsequently chosen as a Wild Card for the All Ireland Final. ★ College Awareness Week ★ Reformatting of Carol Service to become an evening event for the school and wider community



2015	<ul style="list-style-type: none"> ★ A Christmas Carol and Hairspray ★ Senior German trip ★ 1st year Trip to Paris ★ TY trip to Italy ★ Introduction of the Tiered Leadership Programme to develop student leadership ★ Hairspray the musical long listed for a Bord Gais Student Theatre Award. ★ UCD Entrance Scholar awarded to Jason McClelland ★ Regional Winners and All-Ireland Finalists in CIMA Business Studies Quiz ★ Annual Carol Service
2014	<ul style="list-style-type: none"> ★ Habitat for Humanity build in Romania ★ Annual Carol Service ★ TY trip to Italy
2013	<ul style="list-style-type: none"> ★ TY award for best presentation in South County Dublin Schools Enterprise Awards ★ 1st prize in Trinity College Dublin Salters' Festivals of Chemistry ★ TY trip to Paris ★ CSTY Team of the year presented to Rachel Fulham by Trinity College Dublin ★ OBCS Fashion Show ★ Annual Carol Service ★
2012	<ul style="list-style-type: none"> ★ First years received 2nd Place in South County Dublin Schools Enterprise Awards ★ Dublin Colleges U-16 Football Champions ★ Leinster Colleges U-16 Football Champions ★ TY Trip to Spain ★ OBCS Talent Show ★ Annual Carol Service
2011	<ul style="list-style-type: none"> ★ The first OBCS School bank was launched in conjunction with Bank of Ireland ★ Precious Nwafor awarded UCD High Academic Achievement Award ★ OBCS Talent Show ★ Annual Carol Service
2010	<ul style="list-style-type: none"> ★ OBCS Talent Show ★ Annual Carol Service

Picture Collage

Planning Process

The Old Bawn Community School recognises that planning is integral in successful education. The management of the school wanted to develop a plan that was clear and concise with attainable, yet wholly beneficial targets.

Upon appointment as School Improvement Officer, a staff member, Ms. Sarah Gibbons, was asked to lead a group to research and develop a four year strategic plan for the school. This plan would provide a clear direction for the management and the staff as to agreed priorities over the period of time.

The project began with an initial consultation between the Principal and the School Improvement Officer and it was agreed that in order for the success of the project the staff would be asked to volunteer their expertise by becoming a member of the School Improvement Steering Group.

The steering group was established in December 2017 and the group met to brainstorm about their own visions for the school for the next four years. The group used the School Self Evaluation Guidelines 2016-2010 as a starting point and agreed that all work would follow a SMART plan. The group consisted of:

- Ms. Regina Grenham
- Ms. Ursula McCabe
- Mr. Kevin Shorthall
- Ms. Sarah Mullen
- Ms. Méabh Murray
- Mr. Lorcan Ginty
- Mr. Cathal Molloy
- Ms. Amy Doherty
- Ms. Joanne Kelly

It immediately became apparent that there were a number of priorities that were evident to all in addition to many other areas where individuals had a vision that would be of benefit to the entire school community. It was agreed upon, that an in-depth consultation with all stakeholders in the community would be essential in order to move forward with planning. This would be done through randomised surveys.



Three surveys were drafted, consulted upon with management and then administered. This took place in January and February 2018. The surveys fell under 6 broad headings which were identified as areas for improvement in a teacher workshop held in 2017.

Student survey - a random selection of two classes per year group resulting in a representative sample of 36% of the student body. This was conducted anonymously under the supervision of a teacher. The survey was then opened to all students who were not part of the selected class groups.

Staff survey - all staff members were asked to complete the survey for staff during a staff meeting. 92% of staff completed the survey.

Parents survey - over a number of weeks, during parent teacher meetings, steering group members, prefects and mentors administered the survey to parents of students from 2nd to 5th year. This resulted in a response of 32%

There were also a number of focus groups conducted and consultations with the Student Council, Schools Completion Programme representatives, the Numeracy Committee, the Literacy Committee, the ICT Committee and the Board of Management. Furthermore, a number of informal discussions were included as collected information.

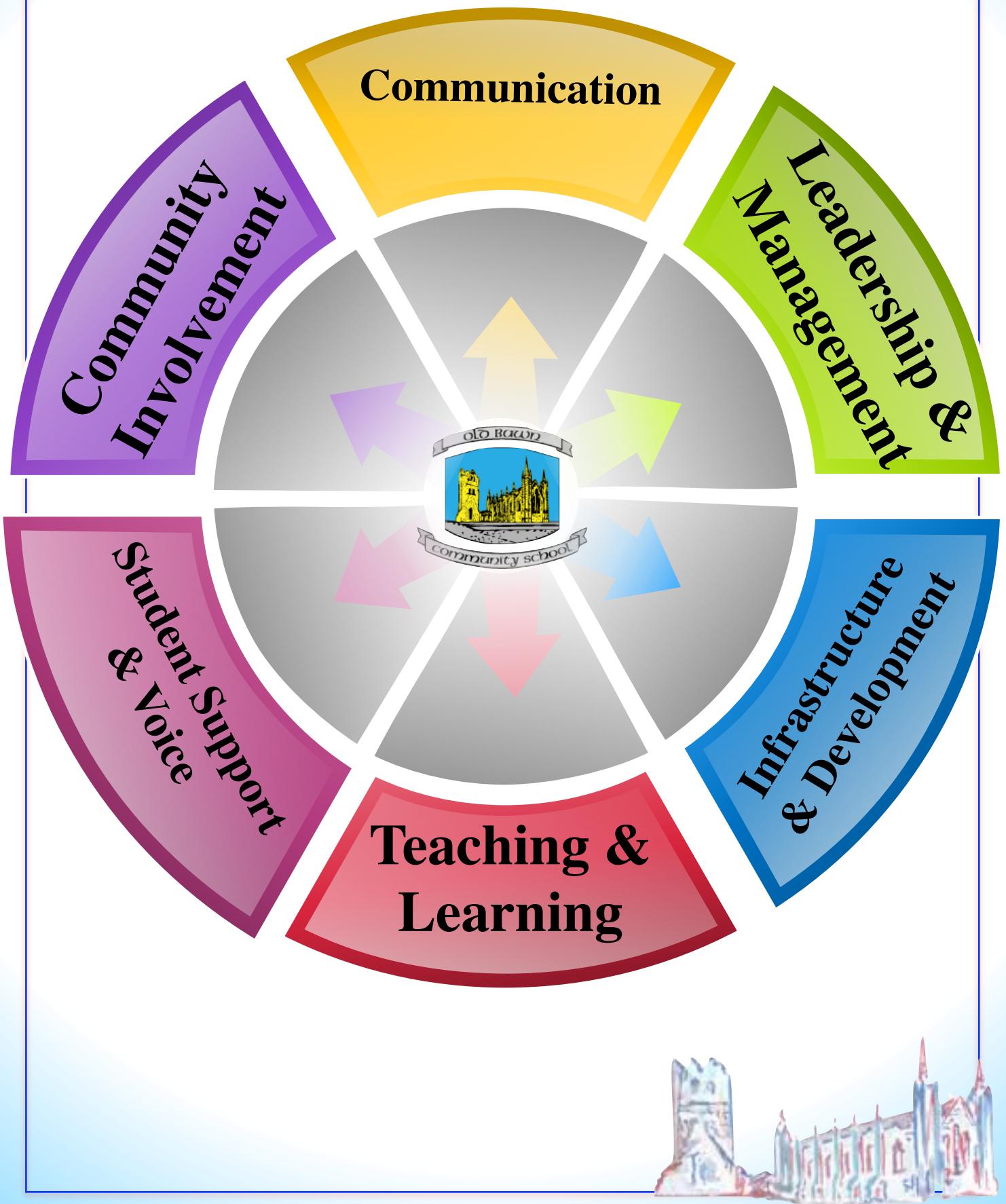
The discussions yielded a wealth of information, with many exciting and visionary ideas coming to the fore.

The target areas for the school are detailed under the headings of:

- **Leadership and Management**
- **Infrastructure and Development**
- **Student Support**
- **Communications**
- **Community Involvement**
- **Teaching and Learning**

The steering group analysed the discussions and survey results and from that deduced a number of targets with detailed actions, in line with the views of the stakeholders of the school. These targets were then presented to the staff and BOM in October 2018 for consultation. Upon edits and approval the strategic plan was published on **DATE**





What we heard from our staff

Staff Picture

'Space is a major issue in the school.'

'Punctuality and attendance is the biggest barrier to teaching and learning in the classroom.'

'Teaching and Learning could be enhanced if the students had access to internet enabled devices in classes.'

59% of teachers reported teaching to be good in the school

'Links with the wider community could be stronger.'

Under 50% of staff reported to be aware of the steps needed for students to avail of student support

Reliable ICT is needed. More digital equipment available to teachers and students.'

86% of staff agree or strongly agree that they are willing to try new teaching methodologies for the benefit of their students.

'Management support all the community involvement that I engage in. We need to keep moving forward and bring about some changes. We need to address how we intend to meet the needs of students with additional needs.'

'Daily announcement could be put on screens around the school.'

Leadership is strong and members of leadership team are very approachable.'

'Teachers need to familiarise themselves on students' diagnosis and differentiate accordingly'

'Opportunity to observe each other teaching and actively seeking feedback from students'

'Student support is excellent in this school'.

'There is not enough room in the staff room for the current staff.'

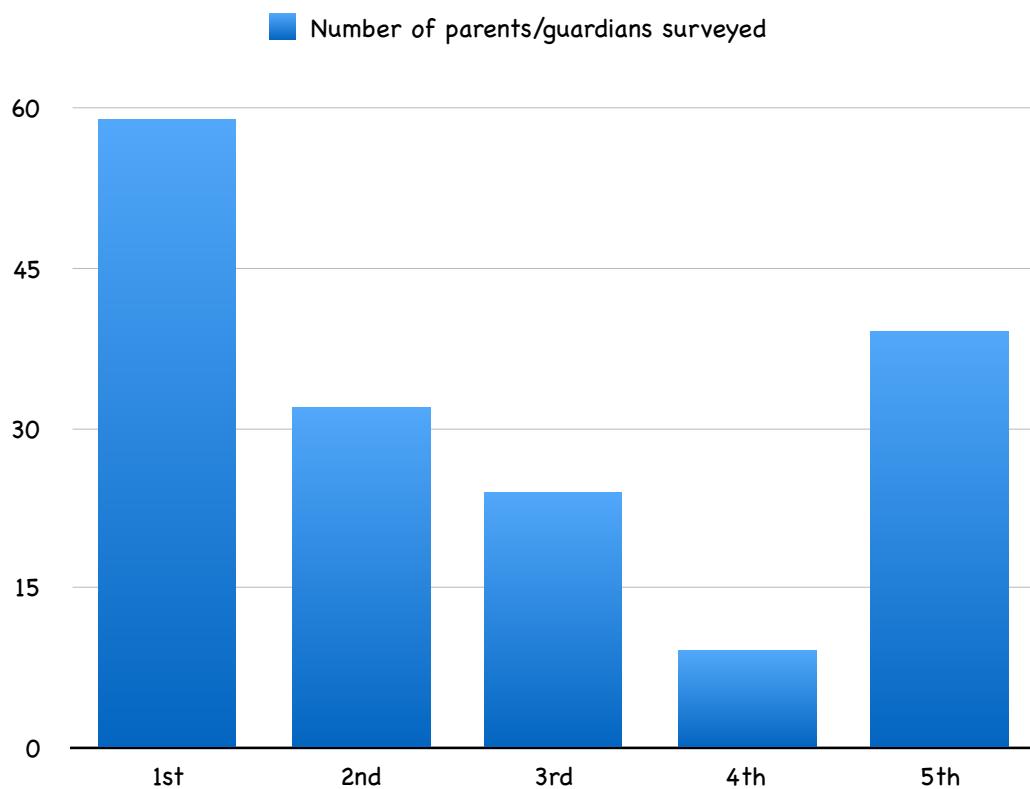
'Use email to communicate with parents and students.'

67% of staff surveyed have confidence in how the school is run.

'I believe that the management in the school are very willing to help teachers should a difficult situation arise in the classroom'



What we heard from our Parents & Guardians



'Fantastic school, great preparation for the outside world.'

'Teachers should be more open to students' views on learning and their way of learning.'

'Times are changing and moving on... students should be taught how to use a computer and programmes.'

59% surveyed agreed that teaching was good.

'School reports are vague regarding progress being made.'

79% agree or strongly agree that their child enjoys coming to school

100% of parents surveyed felt that ICT was either of some importance or very important to their child's learning

'I do feel as I have a quiet child that often his classes are disrupted by the behaviour of others.'

40% are unsure or unaware of the different social communications used by the school.

'I find the teachers are very committed overall.'

61% agree or strongly agree that measures to keep order in the classroom are consistent among teachers.

'Some teachers need to listen to students reasons for their behaviour.... there could always be an underlying problem that they are missing.'



What we heard from our students

Collage of students being surveyed

'Teachers are very nice and helpful.'

5.6% felt that access to technology was not important and 90.7% felt that technology helps them to learn

'I personally believe teaching is of an excellent standard and the teachers are performing exceptionally well.'

I enjoy teachers different ways of learning, for example, games and activities.'

Have more surveys so more people can voice their opinion.'

68% of students feel that they have somebody in school that they can confide in.

'Equality needs to be a priority.'

'Teachers all have different ways of dealing with behaviour.'

'Trust is the key to a healthy relationship between students and teachers.'

51% said printing was readily available

'The teaching itself is good but we do not get feedback from our teachers very often'

38.3% of students agreed or strongly agreed that they enjoy coming to school.

85% of students would like to use more ICT in school

'Stop telling students to study long hours, instead tell them to study smart hours.'



Communication

Led by Kevin Shorthall and Sarah Gibbons

In 2021 we will be able to say. . .

'Old Bawn Community School is recognised for having outstanding communications with students, parents, staff and the community.'

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Communicating with Staff	1	<ul style="list-style-type: none"> • Evaluate the setup of staff meetings and subject meetings in their current form • Form a group to develop an attendance management system to include one member of management, 1 year head and 2 SDOs • Whole school events calendar to be trialled from Christmas to Easter 	<ul style="list-style-type: none"> • Survey of staff • Numbers in group • Review the successs of the calendar 	
	2	<ul style="list-style-type: none"> • Development of attendance management system. Increase the group membership to include 2 year heads and 4 SDOs • Whole school events calendar to be used 	<ul style="list-style-type: none"> • Attendance management to be transferred to a digital form. Survey of year heads and SDOS and review of system • Completion of calendar for 2019/2020 acamdenics year to be completed by May 2019 	
	3	<ul style="list-style-type: none"> • Implementation of attendance management system to be used by year heads in 1st 2nd and 3rd year • Group to be formed to trial using 365 Teams. 2 subject departments will be asked to join the trial. Communication for that subject will be through this medium. 	<ul style="list-style-type: none"> • Review of system and communicate to staff. • Review and determine number of members. 	
	4	• Introduction of discussion boards using 365 Teams with 10% staff engagement.	• Review and determine % of staff engagement.	



Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Communicating with Students	1	<ul style="list-style-type: none"> • Assess the cost of installing electronic notice board at strategic locations to display day to day information. • Establish a team to take charge of electronic noticeboards • Trial 365 Teams with staff engagement of 5% across academic and extra curricular domains 	<ul style="list-style-type: none"> • Quotes from a number of local companies • Numbers in group • Review and determine % of student 	
	2	<ul style="list-style-type: none"> • Introduction of trial electronic noticeboard. • Review the role of person/people in charge of staff noticeboards. • Whole school events calendar to be trialled with at least one sport and one other extra curricular group. • Increase engagement with 365 Teams with staff engagement of 10% across academic and extra curricular domains 	<ul style="list-style-type: none"> • Noticeboard in one area • Review of students and teachers and numbers engaged. • Use of calendar by teachers. • Review and determine % of student engagement. 	
	3	<ul style="list-style-type: none"> • Review electronic noticeboards to display day to day information in addition to achievements. Encouragement at staff meetings to use the board. • Increase engagement with 365 Teams with staff engagement of 20% across academic and extra curricular domains • Establish a Tutor System Review Committee. Carry out a review of the school's Tutor System. 	<ul style="list-style-type: none"> • Continued use of electronic noticeboards. Review of minutes. • Review and determine % of student engagement. • Numbers on committee and recommendations reported to the staff by April 2020. 	
	4	<ul style="list-style-type: none"> • Review electronic noticeboards to display day to day information in addition to achievements • Implement recommendations of the review of the Tutor system 	<ul style="list-style-type: none"> • 1 electronic noticeboard to be installed in each year group areas by the end of May 2021 • To be implemented for incoming first years of 2021 	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Communicating with Parents	1	<ul style="list-style-type: none"> ⌚ At parent/year head meetings, inform parents of the school website and social media accounts. ⌚ Develop a parents email database ⌚ Develop a community stakeholder database. ⌚ Trial VSware parental log in with parents of first years 	<ul style="list-style-type: none"> ⌚ Review minutes/presentations from year heads ⌚ In place by June 2019 ⌚ In place by June 2019 ⌚ Review and % use 	
	2	<ul style="list-style-type: none"> ⌚ Develop a parents satisfaction index ⌚ Increase VSware parental log in for use of 1st year and 2nd year parents. ⌚ Review existing parent/teacher meeting process. 	<ul style="list-style-type: none"> ⌚ Gathering of parents opinions on a bi-annual basis using email database. ⌚ Review and % use ⌚ Recommendations reported to the staff by April 2019. 	
	3	<ul style="list-style-type: none"> ⌚ Implement recommendations of new parent teacher meeting process ⌚ Establish a Tutor System Review Committee. Carry out a review of the school's Tutor System. 	<ul style="list-style-type: none"> ⌚ Review through parent and staff survey ⌚ Numbers on committee and recommendations reported to the staff by April 2020. 	
	4	<ul style="list-style-type: none"> ⌚ Eliminate paper reports being sent to parents ⌚ Evaluate Parent teacher meeting process 	<ul style="list-style-type: none"> ⌚ To be implemented for incoming first years of 2021 	

Teaching and Learning

Led by Amy Doherty and Ursula McCabe

In 2021 we will be able to say. . .

'Old Bawn Community School reflects excellence in teaching and learning by supporting the continuous development of our staff, students and management.'

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Planning	1	<ul style="list-style-type: none"> ➊ Devise a 4 year Teaching & Learning Plan in line with SSE procedures & empirical evidence gathered from parents, students and staff. ➋ Create a Teaching & Learning Policy document ➌ Teaching & Learning on the agenda in all staff meetings. 	<ul style="list-style-type: none"> ➊ Living document compiled with targets established. ➋ Policy document communicated to the staff ➌ Review staff minutes. 	
	2	<ul style="list-style-type: none"> ➊ Review the performance against agreed targets. ➋ Devise a new 'Language Learning' document. ➌ Teaching & Learning on the agenda in all subject meetings. 	<ul style="list-style-type: none"> ➊ Complete review - update as required and communicate to the staff ➋ Disseminate document to teaching staff. ➌ Review Staff minutes. 	
	3	<ul style="list-style-type: none"> ➊ Review the performance against agreed targets. ➋ Teaching & Learning on the agenda in all subject meetings. 	<ul style="list-style-type: none"> ➊ Complete review - update as required and communicate to the staff ➋ Review Staff minutes. 	
	4	<ul style="list-style-type: none"> ➊ Review the performance against agreed targets. ➋ Teaching & Learning on the agenda in all subject meetings. 	<ul style="list-style-type: none"> ➊ Complete review - update as required and communicate to the staff ➋ Review Staff minutes. 	



Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Collaboration	1	<ul style="list-style-type: none"> ⌚ Set up a teaching and learning team with a target of 5% staff engagement. ⌚ Create a cloud based shared folder of T & L resources for staff with a target of 10 submissions. 	<ul style="list-style-type: none"> ⌚ Review and determine % of staff engagement. ⌚ Review and determine number of submissions made. 	
	2	<ul style="list-style-type: none"> ⌚ Increase staff engagement by 1% across subject areas. ⌚ Increase the number of submissions to the T&L folder by 10 . ⌚ Establish a collaborative practice team who will have an ‘open door’ policy to allow other staff members to view lessons in action with a target of 3 members. ⌚ Hold a collaborative team meeting with representatives from other active pillar teams in the school. 	<ul style="list-style-type: none"> ⌚ Review and determine % of staff engagement. ⌚ Review and determine number of submissions made. ⌚ Review and determine number of members. ⌚ Review in minutes. 	
	3	<ul style="list-style-type: none"> ⌚ Increase staff engagement by 1% across subject areas. ⌚ Increase the number of submissions to the T&L folder by 10 ⌚ Increase the number of members in the collaborative practice team and increase by 2 ⌚ Hold a collaborative team meeting with representatives from other active pillar teams in the school. 	<ul style="list-style-type: none"> ⌚ Review and determine % of staff engagement. ⌚ Review and determine number of submissions made. ⌚ Review and determine number of members ⌚ Review in minutes. 	
	4	<ul style="list-style-type: none"> ⌚ Increase staff engagement by 1% across subject areas. ⌚ Increase the number of submissions to the T&L folder by 10 ⌚ Increase the number of members in the collaborative practice team and increase by 3 ⌚ Hold a collaborative team meeting with representatives from other active pillar teams in the school. 	<ul style="list-style-type: none"> ⌚ Review and determine % of staff engagement. ⌚ Review and determine number of submissions made. ⌚ Review and determine number of members ⌚ Review in minutes. 	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Continued Professional Development	1	<ul style="list-style-type: none"> ⌚ Presentation to staff at whole school staff meeting from the T&L team members with a target of one presentation per team. ⌚ Create a TL21 T&L team with a target of 4 members 	<ul style="list-style-type: none"> ⌚ Review and determine number of presentations made. ⌚ Review and determine number of members. 	
	2	<ul style="list-style-type: none"> ⌚ Increase the frequency of staff presentations by 1 and move to a mixture of presentations & rotating workshops. ⌚ Increase membership of the TL21 team by 1. ⌚ Create a ‘speed dating’ workshop at a whole staff meeting for active teaching methodologies/strategies with a target of 10. ⌚ Introduction of team-teaching to whole staff in August 2018 with a target of 2-3 staff beginning the practice. 	<ul style="list-style-type: none"> ⌚ Review and determine number of presentations/ workshops completed ⌚ Review and determine number of members ⌚ Review and determine number of methodologies/strategies ⌚ Review and determine number of members. 	
	3	<ul style="list-style-type: none"> ⌚ Increase the frequency of staff presentations by 1 and move to a mixture of presentations & rotating workshops. ⌚ Increase membership of the TL21 team by 1. ⌚ Host a ‘speed dating’ workshop at a whole staff meeting for active teaching methodologies/strategies with a target of 12 ⌚ Increase team-teaching by 2 members. 	<ul style="list-style-type: none"> ⌚ Review and determine number of presentations/ workshops completed ⌚ Review and determine number of members ⌚ Review and determine number of methodologies/strategies ⌚ Review and determine number of members. 	
	4	<ul style="list-style-type: none"> ⌚ Increase the frequency of staff presentations by 1 and move to a mixture of presentations & rotating workshops. ⌚ Increase membership of the TL21 team by 1. ⌚ Host a ‘speed dating’ workshop at a whole staff meeting for active teaching methodologies/strategies with a target of 12 ⌚ Increase team-teaching by 2 members. 	<ul style="list-style-type: none"> ⌚ Review and determine number of presentations/ workshops completed ⌚ Review and determine number of members ⌚ Review and determine number of methodologies/strategies ⌚ Review and determine number of members. 	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Homework	2	⌚ Devise whole school homework approach, 'I must, I should, I could' with a target uptake of 10%	⌚ Review and determine % uptake.	
	3	⌚ Proceed with whole school homework approach, 'I must, I should, I could' with a target uptake of 12%	⌚ Review and determine % uptake.	
	4	⌚ Proceed with whole school homework approach, 'I must, I should, I could' with a target uptake of 15%	⌚ Review and determine % uptake.	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Assessment	2	⌚ Ensure VSware is using language of learning for the new JCT ⌚ Devise homework feedback sticker to accompany the October and Easter Assessments with a target use of 1 per assessment block with first year and sixth year students.	⌚ Review and determine % uptake.	
	3	⌚ Use homework feedback sticker to accompany the October and Easter Assessments with a target sticker use of 1 per assessment block with first year, sixth year and second year students.	⌚ Review and determine % uptake.	
	4	⌚ Use homework feedback sticker to accompany the October and Easter Assessments with a target sticker use of 1 per assessment block with first year, sixth year, second year and third year students.	⌚ Review and complete attitudinal survey.	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Student Refelction	4	⌚ Devise a student reflection sheet for parent/teacher meetings with an emphasis on self-talk/internal voice of reflection & trial with first year students.	⌚ Review and complete attitudinal survey.	

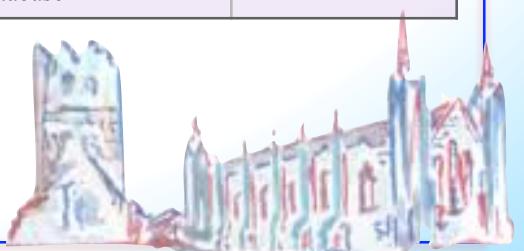
Community Involvement

Led by Joanne Kelly and Sarah Gibbons

In 2021 we will be able to say. . .

'In Old Bawn Community School we encourage links with the wider community in order to enhance the experiences of students in our school and the wider community.'

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Connecting with Business	1	<ul style="list-style-type: none"> ⌚ Establish a team incorporating the Guidance Department and a member of the Business Department ⌚ Compile a list of existing business contacts used within the school 	<ul style="list-style-type: none"> ⌚ Review and determine number of members ⌚ Number of businesses with links to the school 	
	2	<ul style="list-style-type: none"> ⌚ Research local companies ⌚ Increase team members to include extra curricular organiser. ⌚ Compile a database with contact details of local businesses 	<ul style="list-style-type: none"> ⌚ List of companies in the area. ⌚ Numbers in the group ⌚ Database to be in place by May 2020 	
	3	<ul style="list-style-type: none"> ⌚ Establish links with 3 new businesses ⌚ Have one bursary for excellence in a subject that corresponds with the industry of one company 	<ul style="list-style-type: none"> ⌚ Contact and school contact to be made available for all staff. ⌚ 1 student obtaining a bursary at prize giving in October 2020 	
	4	<ul style="list-style-type: none"> ⌚ Increase subject bursaries to 3. ⌚ Sponsorship of one school event by 1 company. ⌚ Review the data base of business connections. 	<ul style="list-style-type: none"> ⌚ 3 students obtaining a bursary at prize giving in October 2021 ⌚ Once school event/kit to have sponsorship details visible throughout. ⌚ Updates made to database 	



Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Alumni Programme	1	❶ Develop a presence on the school website to facilitate registration of interest in an OBCS Alumni network.	❶ Create a database of past students, with education details and employment	
	2	❶ Invite 2 past students to give a motivational talk at prize giving	❶ Attendance of two past pupils at prize giving October 2019	
	3	❶ Create an annual Careers Expo within the school of past students showcasing different careers.	❶ Expo to coincide with subject choice in January 2021	
	4	❶ Review Alumni network ❶ Evaluate success of Careers Expo	❶ Updates to be made to database ❶ Review and present results to staff at May staff meeting.	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Volunteering within the community	1	❶ Establish a database of voluntary activities that already exist in OBCS	❶ Database created and shared with the staff by December 2018	
	2	❶ Develop the connections with charities and voluntary activities in Transition Year through community work experience	❶ Increase in community work experience from 1 week to 2 weeks.	
	3	❶ Review of TY community work experience with a view to increasing it.	❶ TY portfolio entry	
	4	❶ Establish a working group to communicate information to students about volunteering opportunities ❶ Volunteering noticeboard to used and updated.	❶ Review and determine number of members ❶ Visible noticeboard on the main corridor	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Connections within the community	1	<ul style="list-style-type: none"> ⌚ Identify all areas where OBCS is connected with the community ⌚ Invite different groups to attend school events such as the musical. 	<ul style="list-style-type: none"> ⌚ Database created and shared with the staff by December 2018 ⌚ Increase % of invites by 5% 	
	2	<ul style="list-style-type: none"> ⌚ Establish Maynooth Access programme within OBCS ⌚ Establish additional community links to be invited to school events 	<ul style="list-style-type: none"> ⌚ Inclusion of 5 students on the programme. ⌚ Increase % of invites by 5% 	
	3	<ul style="list-style-type: none"> ⌚ Review of Maynooth Access programme 	<ul style="list-style-type: none"> ⌚ Review % of students who obtained a place in Maynooth University 	
	4	<ul style="list-style-type: none"> ⌚ Review of all areas that OBCS is connected with the community. 	<ul style="list-style-type: none"> ⌚ Database created and shared with the assistance of student support and the guidance department 	

Infrastructure and Development

Led by Cathal Molloy

In 2021 we will be able to say. . .

'Old Bawn Community School provides a wholistic education to students, in an environment conducive to the equipping students for their adult lives.'

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Digital Framework	1	<ul style="list-style-type: none"> • All classrooms will be provided with new data projectors which will interact with teacher devices using appropriate technology (Screenbeam) • Digital leaders to be identified and supplied with school device to trial 	<ul style="list-style-type: none"> • IT Audit of classrooms confirming all projectors • List made available to all staff members 	
	2	<ul style="list-style-type: none"> • All teachers to be supplied with a school device. • Training to be provided in the use of a chosen platform to support student learning 	<ul style="list-style-type: none"> • Teachers with devices • Minutes of T&L to subject meeting for IT training. 	
	3	<ul style="list-style-type: none"> • Digital leaders to continue to provide training to colleagues in the used of the new school device. • Student devices to selected and included on the booklist for the incoming 1st years. 	<ul style="list-style-type: none"> • Minutes of T&L to subject meeting for IT training. • 1st year booklist 	
	4	<ul style="list-style-type: none"> • Second year students to record progress of Junior Certificate on a digital platform in a minimum of three subject areas • Digital Leaders continue to provide and broaden training for all teachers. 	<ul style="list-style-type: none"> • Submission of Profile of Achievement through a digital platform • Minutes of T&L to subject meeting for IT training. 	



Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Staff and Student Facilities	1	<ul style="list-style-type: none"> ⌚ Audit of the photocopying and printing facilities available to staff ⌚ Upgrade of printing facilities for staff and students 	<ul style="list-style-type: none"> ⌚ Audit presented to staff ⌚ Increase % of working printers per capita 	
	2	<ul style="list-style-type: none"> ⌚ Review of the staffroom ⌚ Review of student lunch facilities ⌚ Continue to encourage breakfast club. 	<ul style="list-style-type: none"> ⌚ Survey of teachers on functionality of staffroom ⌚ Survey of students on functionality of staffroom ⌚ Included in assemblies with year heads and 	
	3	<ul style="list-style-type: none"> ⌚ Make changes to staffroom as per survey. ⌚ Audit of the toilet facilities for staff and students ⌚ Review of breakfast club 	<ul style="list-style-type: none"> ⌚ Minutes of meeting where changes and their purpose are communicated to staff. ⌚ Ratio of number of toilets to students and staff ⌚ % of students availing of the facility. 	
	4	<ul style="list-style-type: none"> ⌚ Review of the facilities 	<ul style="list-style-type: none"> ⌚ Report to be included on Board meeting in March 2021 	

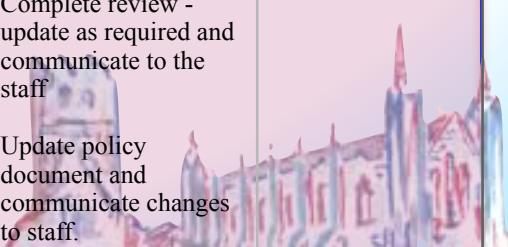
Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Code of Behaviour	1	<ul style="list-style-type: none"> ⌚ Acceptable usage policy of devices to be drafted and put out for consultation to BOM, staff, parents and students. ⌚ Broaden the Learning Code Committee ⌚ Draft new Code of Behaviour for consultation 	<ul style="list-style-type: none"> ⌚ Living document compiled ⌚ Increase members by 2 ⌚ Living document compiled with targets established. 	
	2	<ul style="list-style-type: none"> ⌚ Implement Acceptable Usage Policy ⌚ Evaluate results from consultation and amend Code of Behaviour 	<ul style="list-style-type: none"> ⌚ In place in staff and student journals. ⌚ To be included on minutes for BOM meeting 	
	3	<ul style="list-style-type: none"> ⌚ Implement new Code of Behaviour throughout school 	<ul style="list-style-type: none"> ⌚ Year heads to be presented with at the earliest meeting of the year. ⌚ 2% decrease in the number of yellow cards 	
	4	<ul style="list-style-type: none"> ⌚ Review outcomes of Code of Behaviour 	<ul style="list-style-type: none"> ⌚ Comparison of positive and negative referrals to management from 2020 and 2021 	

Student Support

Led by Méabh Murray and Sarah Mullen

In 2021 we will be able to say . . .

'Old Bawn Community School successfully promotes and supports the health and wellbeing of staff and students.'

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Student Inclusion	1	<ul style="list-style-type: none"> ⌚ Maintaining the PIE (Positive Inclusive Education) ⌚ Develop the PIE programme to include senior students. ⌚ Audit on numbers in each year group participating in extra curricular activities ⌚ Include students with additional needs on the agenda of staff meetings 	<ul style="list-style-type: none"> ⌚ Review and determine number of students using the programme ⌚ Determine number of students using the programme ⌚ Review and determine numbers ⌚ Review staff minutes 	
	2	<ul style="list-style-type: none"> ⌚ Survey of students on how involved they feel in school life ⌚ Extra curricular activities to host an expo for all first years ⌚ Increase the numbers of students participating in extra curricular activities ⌚ Include students with additional needs on the agenda of staff meetings 	<ul style="list-style-type: none"> ⌚ Record results ⌚ To be included in school calendar for September 2019 ⌚ Increase percentage by 5% ⌚ Review staff minutes 	
	3	<ul style="list-style-type: none"> ⌚ Increase the numbers of students participating in extra curricular activities ⌚ Review of PIE Programmes ⌚ Include students with additional needs on the agenda of staff meetings 	<ul style="list-style-type: none"> ⌚ Increase percentage by 5% ⌚ Complete review - update as required and communicate to the staff 	
	4	<ul style="list-style-type: none"> ⌚ Re survey students on how involved they feel in school life ⌚ Implement changes from PIE review in year 3 	<ul style="list-style-type: none"> ⌚ Complete review - update as required and communicate to the staff ⌚ Update policy document and communicate changes to staff. 	

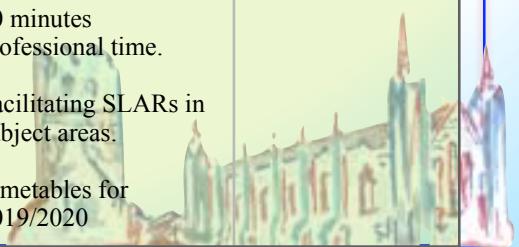
Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Positive Mental Health	1	<ul style="list-style-type: none"> ⌚ Amber flag student led committee to be reestablished ⌚ Hold a mental Health Awareness week ⌚ Create a Wellbeing noticeboard ⌚ Introduce social skills and the Friends programme to 1st years ⌚ Student support steps and roles to be addressed in the first staff meeting 	<ul style="list-style-type: none"> ⌚ Numbers of students form each year group on the committee ⌚ In school calendar ⌚ In situ in common area in the school ⌚ Review of 1st year timetables ⌚ Minutes of staff meeting of August 2018 	
	2	<ul style="list-style-type: none"> ⌚ Maintain the Amber Flag ⌚ Monthly updates to the Wellbeing noticeboard ⌚ Hold a mental health awareness week ⌚ 1st year fundraising event as aide to promote positive mental health. ⌚ Review both programmes and continue with the roll out of both programmes for both 1st and 2nd year 	<ul style="list-style-type: none"> ⌚ Amber flag award ⌚ To be included on minutes of staff meetings ⌚ In school calendar ⌚ In school calendar ⌚ Complete review - update as required and communicate to the staff 	
	3	<ul style="list-style-type: none"> ⌚ Maintain the Amber Flag ⌚ Review current awareness procedures ⌚ Fundraising junior cycle events as aide to promote positive mental health. ⌚ Implement programme review and explore options of new programmes, including at senior cycle. 	<ul style="list-style-type: none"> ⌚ Amber flag award ⌚ Complete review - update as required and communicate to the staff and students ⌚ In school calendar ⌚ Complete review - update as required and communicate to the staff 	
	4	<ul style="list-style-type: none"> ⌚ Maintain the Amber Flag ⌚ Implement outcomes from review in year 3 ⌚ Fundraising whole school events as aide to promote positive mental health. 	<ul style="list-style-type: none"> ⌚ Amber flag award ⌚ Changes made and communicated to staff and students. Minutes of staff meetings and assemblies from year heads ⌚ In school calendar 	

Leadership and Management

Led by Regina Grenham and Ursula McCabe

In 2021 we will be able to say. . .

'Old Bawn Community School engages in strategic planning to ensure the management of resources and facilities while staff and student empowerment is fostered within the school.'

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
New Junior Cycle	1	<ul style="list-style-type: none"> ❑ Manage introduction of new Junior Cycle subject specifications - Maths, Home Economics, History, Music, Geography ❑ Manage introduction of new Junior Cycle subject planning time for all teachers ❑ Manage introduction of new Junior Cycle assessment arrangements. ❑ Review of current timetable and its ability to facilitate the new JC courses. ❑ Evaluate recommendations from review of existing timetable 	<ul style="list-style-type: none"> ❑ Facilitating teachers for CPD and cluster Day CPD. Communicate information re Junior Cycle to staff and parents. ❑ Check timetables of JC teachers to ensure that hours are reflective of 40 minutes professional time. ❑ Facilitating SLARs in subject areas. ❑ Survey of teachers who have completed CBAs and review results to be presented to staff and BOM ❑ Review and present to staff at staff meeting in April 2019 	
	2	<ul style="list-style-type: none"> ❑ Continue to manage introduction of new Junior Cycle subject specifications - Technology Subjects, Religion ❑ Continue to manage introduction of new Junior Cycle subject planning time for all teachers ❑ Continue to manage introduction of new Junior Cycle assessment arrangements. ❑ Introduction of one hour classes to facilitate CBAs 	<ul style="list-style-type: none"> ❑ Facilitating teachers for CPD and cluster Day CPD. Communicate information re Junior Cycle to staff and parents. ❑ Check timetables of JC teachers to ensure that hours are reflective of 40 minutes professional time. ❑ Facilitating SLARs in subject areas. ❑ Timetables for 2019/2020 	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
	3	<ul style="list-style-type: none"> ⌚ Continue to manage introduction of new Junior Cycle assessment arrangements. ⌚ Evaluate recommendations from review of existing timetable 	<ul style="list-style-type: none"> ⌚ Facilitating SLARs in subject areas. ⌚ Review and present to staff at staff meeting in April 2020 	
	4	<ul style="list-style-type: none"> ⌚ Continue to manage introduction of new Junior Cycle assessment arrangements. ⌚ Review subject to Department of Education 	<ul style="list-style-type: none"> ⌚ Facilitating SLARs in subject areas. 	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Focus on needs and priorities of the school	2	<ul style="list-style-type: none"> ⌚ Further development of the role of the SDOs ⌚ Promoting leadership in staff and students 	<ul style="list-style-type: none"> ⌚ Review of role of SDO duties ⌚ Providing CPD opportunities. Revising PRO schedules. 	
	3	<ul style="list-style-type: none"> ⌚ Continue to develop leadership skills among the teaching staff. 	<ul style="list-style-type: none"> ⌚ Providing CPD opportunities. Revising PRO schedules. 	
	4	<ul style="list-style-type: none"> ⌚ Continue to develop leadership skills among the teaching staff. 	<ul style="list-style-type: none"> ⌚ Providing CPD opportunities. Revising PRO schedules. 	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Infrastructure Management	1	<ul style="list-style-type: none"> ⌚ Increase the space availability in the school to cater for increasing numbers and possible increase in numbers taking Transition Year. ⌚ New devices to be trialled by 20 teaching staff 	<ul style="list-style-type: none"> ⌚ Make representations to the Department of Education re extension needs. ⌚ Number of extra rooms being used for classroom based activities ⌚ Staff members with logins on school devices. 	
	2	<ul style="list-style-type: none"> ⌚ Increase the space availability in the school to cater for increasing numbers and possible increase in numbers taking Transition Year. ⌚ New devices to be used by all teaching staff ⌚ Introduction of devices for 1st years on booklists 2019 	<ul style="list-style-type: none"> ⌚ Make representations to the Department of Education re extension needs. ⌚ Staff to be provided with school devices. ⌚ Review of 1st year booklist 	
	3	<ul style="list-style-type: none"> ⌚ Review of the current entry requirements for TY 	<ul style="list-style-type: none"> ⌚ Make representations to the Department of Education re extension needs. ⌚ Consultation with subject coordinator ⌚ Review to communicated to staff 	
	4	<ul style="list-style-type: none"> ⌚ Manage increase in space/building to facilitate increasing numbers subject to Department of Education approval 	<ul style="list-style-type: none"> ⌚ Make representations to the Department of Education re extension needs. 	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Strategic Plan review	2	<ul style="list-style-type: none"> ⌚ Carry out a review of the strategic plan and adapt the plan for next year accordingly. 	<ul style="list-style-type: none"> ⌚ Review and revisions completed by June 2019. 	
	3	<ul style="list-style-type: none"> ⌚ Carry out a review of the strategic plan and adapt the plan for next year accordingly. 	<ul style="list-style-type: none"> ⌚ Review and revisions completed by June 2020. 	
	4	<ul style="list-style-type: none"> ⌚ Carry out a review of the strategic plan and adapt the plan for next year accordingly. 	<ul style="list-style-type: none"> ⌚ Review and revisions completed by June 2021. 	

Implementing the Plan

The first step in implementing the plan is to present it to the staff, Principal and the Board of Management to provide them with the opportunity to approve the projects, the milestones and the measures of success.

Upon approval, and to coincide with the 40th anniversary celebrations of the school, the plan will be launched to students, parents, staff and the wider community where they will have the opportunity to see the priorities of the school for the next four years. The plan will be made available through a link on the school's website once launched. The document will also be shared on the shared digital platform for all staff members to consult at their leisure.

Once launched, it will be imperative to set up a review group who will oversee the implementation of targets and goals in conjunction with the relevant committees, be it established or newly formed as part of the plan.

Picture of cover

Reviewing the Plan

The Board of Management, Principal and review committee will engage in a review session at the end of each academic year. This will include the assessment of the measured targets and the progress being made. The review will also include an analysis of the targets and their relevance to the school each year.



Acknowledgements

Many people have contributed to the development of this plan and while it is not possible to name the 292 students, 70 staff members and 165 parents and guardians who completed the survey, not to mention the time afforded by the Board of Management, Student Council and many more, their help and assistance was integral. Without the honest opinions and fantastic ideas of every person involved the steering group would not have been able to produce this document.

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Parents Council
Board of Management
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Steering Group

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