Old Bawn
Community School

Strategic Plan
2022-2025

This is a live document awaiting consultation and review from the BOM and staff of Old Bawn Community School.

What we heard from
OUR STAFF

(74 staff members participated in survey)

In general, teaching and learning is at a high standard in OBCS

I feel poor attendance hinders t & l.

The recent training in Microsoft 365 has been excellent;
I would love more of this

I think a whole school approach to behaviour
should be looked at in the school, that way
student behaviour would improve across
the board and improve student engagement
and learning

T&L constantly developing in the school, giving teachers &
students good opportunities to try new methods

Great collaboration work going on - well done

Discussion on getting the right blend between devices in
class and traditional methods

There are very good options to upskill, and
improve on our teaching and learning
techniques in this school, at times it can be
difficult to get the time to prepare resources to
facilitate student engagement.

Teaching and learning is improved when departments share
resources and are given time to collaborate and plan schemes
of work.

The staff training for using Microsoft at the
start of the year was brilliant. It would be
great to have that again at another point in the
academic year - or even 'digital clinics' for
those that need it - even for new staff in
particular. I really want to use OneNote more
but don't feel confident about it yet

Student support and involved are actively encouraged in the school.
Students are always consulted in the school when new
strategies are proposed

Students seem to be at the heart of decision
making and have many channels and
opportunities to use their voices

Different year groups have different consequences for their

actions, should have a uniform system across all year groups

It would be great to have a document dealing how each year head deals with behaviour

A stronger focus on recycling in school and would be.
E.g. separate waste and recycling bins in classrooms and halls

A football pitch is a massive need in terms of school infrastructure. I think this should be a priority given the importance with which sport is treated in the school.

Staffroom and 'study' need a huge overhaul to make them more function

What we heard from our PARENTS & GUARDIANS

(55 parents completed survey)

Communication through Vsware could be utilised more some of the icons are not supported by old bawn cs and I think they could be

Our overall opinion of the learning environment and ethos of the school is predominantly a positive one.

Consistency with where homework should be submitted is key.

It would be great if there were more sports activities e.g. badminton and golf teams representing the school in school leagues etc

Communication from school is really strong with good support staff in place. excellent TY program in place. Strong leadership sets tone for the school and teaching staff show commitment and provide encouragement

Teachers don't have a consistent approach to behaviour

OneNote and Teams are working very well for students.

The school should have more focus on sustainability and the environment

Make greater use links with the wider community

What we heard from
OUR STUDENTS
(358 students participated in survey)

Try and maybe get students more involved in the education techniques, ask for their opinions, ask for what they enjoy. try and get more student held activities and events.

I enjoy coming to school and learning

I think the teaching in school is great but we have laptops to use but some teachers don't use them enough and the generation were in now use more things online and laptops and phones so when teachers are just reading people zone out and lose interest so I think if we do more kahoots and PowerPoints and online and more typing work and quizzes people would enjoy school more and interact more in classes

sometimes we get a lot of homework that can be hard to manage with all are tests and cbas and studying

After we are finished a chapter, teachers could give us tests on that chapter so that it would be easier to revise for upcoming exams. Not all the time though because it could also be stressful if we had to revise for tests for many subjects on the same week. I think teachers should also give us less homework

The student support within this school is outstanding. There is a very wide variety of options for people to speak to, whether it is the Pastoral Care Team or a teacher you trust. They are always willing to listen, no matter your situation. In my opinion, there should be consistent forms on Teams for students' opinions on new programs and/or features of the school. This could be very beneficial as there would be first-hand experience and feedback for improvement

Extra curricular activities thrive and students are given a voice

I think different people need different tactics to behave in class some teacher give punishment work or a bad note on vs ware, but when I talk to some of my friends that get in trouble sometimes It doesn't really change how they will act in the class I think the teachers should put their foot down and sometimes give out punishment's but I also think if they sometimes talk to the pupils and give them a chance that

they won't want to disappoint the teacher and might try to act better

More lab and pe hall equipment would be very beneficial

we could ask the council to make a pitch with nets and decent goals beside the stadium for football and hurling and rugby

I feel as though the school only contacts home when the student has done something bad and never contacts the parents when the student deserves praise.

Community involvement could be improved especially for 4th years.

Communication

In 2025 we will be able to say….

'Old Bawn Community School continues to be recognised for having outstanding communications with students, staff and the community.'

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Communicating with staff	1	• Evaluate the setup of staff meetings and subject meetings in the current form (post covid) • Establish a formal structure for effective Year Head/SDO/tutor communication through scheduled meetings/teams. • VSWare Points System trialled with first years. • Maintain consistency in implementing Code of Behaviour	Survey staff Communication structure in place by end of Term 1 Trial completed by end of May 2023.] Ladder of Referral system to be issued to all staff	
	2	• Attendance management system to be reviewed. • VSWare Points System trialled with first years and second years. • Weekly whole school meetings calendar to be trialled. • Assess the effectiveness of communication procedures between management and API and APII post holder	Attendance management to be transferred to OneNote. Trial completed by end of May 2024 Assessment completed by end of Term 1.	

| | 3 | • VSWare points system to be trialled with all junior students. | Trial completed by end of May 2025 | |
| | 4 | • Vsware points system to be reviewed. | Survey staff and students | |

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Communicating with students	1	• Assess the use of the electronic notice boards • Whole school events calendar to be trialled with at least one sport and one other extracurricular group	Survey students and staff on effective displays Review use of calendar by teachers	
	2	• Evaluate the effectiveness of promoting Student Voice in the school • Whole school events calendar to be trialled with at least two sports and two other extra-curricular group	Survey staff and students Review Student Leadership programme Review use of calendar by teachers	
	3	• Implement the recommendations of the review of Student Voice activities in the school • Establish a Tutor System Review	Survey staff and students Number on committee and recommendations reported to the staff by April 2024.	

		Committee. Carry out a review of the school's Tutor System	Survey staff and students	
		• Whole school events calendar to be trialled with at least three sports and three other extra-curricular group		
	4	• Implement recommendations of the Tutor system	Survey staff and students	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Communicating with Parents	1	• Develop a parents email database • Year heads of 1st and 2nd year to use the school app to communicate with parents • The Athena Tracker to be trialled with first years • Review existing parent/teacher meeting process.	In place by June 2023 In place by June 2023. Review to be carried out by end of May 2023 Survey parents and staff	
	2	• The Athena Tracker to be trialled with first and second years. • Evaluate the existing parent teacher communication structure by consulting with parents and teachers and draw up recommendations to ensure maximum effectiveness		
	3	• The Athena Tracker to be trialled with all junior students • Review use of VSWare with		

		regards to parent communication		
	4	• The Athena tracker to be trailed with junior and 5th year. • Implement new strategies with regards to the use of Vsware.		

Teaching and Learning

In 2025 we will be able to say…

'Old Bawn Community School continues to reflect excellence in teaching and learning by supporting the continuous development of our staff, students and management.'
[Learning & Teaching Plan](#)

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Planning	**1**	• Continue to develop T&L using the School Self Evaluation process • Teaching and Learning to continue to be on the agenda in all staff meetings. • Review Teaching and Learning Policy Document [Learning & Teaching Policy](#) • Digital Learning: continue to promote strategies to support T&L	Living document compiled with targets established. Report by end of 2023 Review staff minutes T&L committee to review policy IT committee to meet with T&L committee	
	2	• Review the performance against agree targets • Teaching and Learning on the agenda in all staff/subject meetings	Complete review-update as required and communicate to the staff Review Staff minutes	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
	3	• Review the performance against agree targets • Teaching and Learning on the agenda in all staff/subject meetings	Complete review-update as required and communicate to the staff Review Staff minutes	
	4	• Review the performance against agree targets • Teaching and Learning on the agenda in all staff/subject meetings	Complete review-update as required and communicate to the staff Review Staff minutes	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Collaboration	1	• Review of Teaching and Learning Committee. Increase engagement by 5% • Review shared folders of resources on OneNote • Review Student Teaching and Learning Committee. Increase engagement by 2% • Both Committee to meet once per term to discuss	Review and determine % of staff engagement Review and determine number of submissions made Review and determine % of staff engagement	

		effective T&L strategies		
	2	• Review of Teaching and Learning Committee. Increase engagement by 5% • Review shared folders of resources on OneNote • Review Student Teaching and Learning Committee. Increase engagement by 2% • Both Committee to meet once per term to discuss effective T&L strategies	Review and determine % of staff engagement Review and determine number of submissions made Review and determine % of staff engagement	
	3	• Review of Teaching and Learning Committee. Increase engagement by 5% • Review shared folders of resources on OneNote • Review Student Teaching and Learning Committee. Increase engagement by 2%	Review and determine % of staff engagement Review and determine number of submissions made Review and determine % of staff engagement	

		• Both Committee to meet once per term to discuss effective T&L strategies		
	4	• Review of Teaching and Learning Committee. Increase engagement by 5% • Review shared folders of resources on OneNote • Review Student Teaching and Learning Committee. Increase engagement by 2% • Both Committee to meet once per term to discuss effective T&L strategies	Review and determine % of staff engagement Review and determine number of submissions made Review and determine % of staff engagement	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Continued Professional Development	1	• Digital CPD led by staff to be included in the calendar, throughout the year. • Teachers with MCE and MIEE qualifications to increase by 2%		
	2	• Digital CPD lead by staff to be included in the calendar, throughout the year. • Teachers with MCE and MIEE qualifications to increase by 3%		
	3	• Digital CPD lead by staff to be included in the calendar, throughout the year. • Teachers with MCE and MIEE qualifications to increase by 4%		

	4	• Digital CPD lead by staff to be included in the calendar, throughout the year. • Teachers with MCE and MIEE qualifications to increase by 5%		

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Homework	1	• Form a Homework Policy committee • Workshops, surveys, focus groups with students on current homework and study procedures	Report issued by May 2024	
	2	• Use feedback to create whole school policy on Homework with target of 10%	Hold student and teacher focus group and determine uptake	
	3	• Review policy and increase uptake by 5%	Hold student and teacher focus group and determine uptake	
	4	• Review policy and increase uptake by 10%	Hold student and teacher focus group and determine uptake	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Assessment	1	• Review Assessment committee and increase engagement by 5% • Assign targets/strategies for the year • Review school report model	Report (following SSE guidelines) to be completed by May 2023	
	2	• Review Assessment committee and increase engagement by 5% • Assign targets/strategies for the year	Report (following SSE guidelines) to be completed by May 2024	
	3	• Review Assessment committee and increase engagement by 5% • Assign targets/strategies for the year	Report (following SSE guidelines) to be completed by May 2025	
	4	• Review Assessment committee and increase engagement by 5%	Report (following SSE guidelines) to be completed by May 2026	

		• Assign targets/strategies for the year		

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Student Reflection	1	• Devise a student reflection sheet for parent/teacher meetings with an emphasis on self-talk/internal voice of reflection and trial with first year students	Review and complete survey/focus group	
	2	• Trial reflection sheet with first and 2nd years	Review and complete survey/focus group	
	3	• Trial reflection sheet with all junior students	Review and complete survey/focus group	
	4	• Trial reflection sheet with all junior students	Review and complete survey/focus group	

Community Involvement

In 2025 we will be able to say…

'In Old Bawn Community School we continue to 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	• Four strong Business partnerships with OBCS.
		  a. Aryzta
		  b. Boots
		  c. PM Group
		  d. Microsoft
		
		• Each of these partnerships to be recognised and communicated to students parents and staff.
		
		• A group to be set up to coordinate the overseeing of this.
			Staff will have access to Team/OneNote outlining the details of the partnership and the different programmes/activities that they are providing for the school and our students
			
			All activities with these business should be communicated via social media, website, newsletters and the digital notice boards.	

	2	• Develop links with one new business • Review bursaries-aim to increase by one	Information to be made available to all staff. One student obtaining bursary at prize giving 2023	
	3	• Develop links with one new business	Information to be made available to all staff	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
		• Review bursaries-aim to increase by one		
	4	• Sponsorship of one school event/facilities by business	Sponsorship details visible throughout	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Alumni Programme	1	• Wall of fame and past students presenting at prize night to be maintained. • Interviews of past pupils to be made and shown during CAW. • Past pupils presentations to students during wellbeing week, Science week, Multicultural week and other themed weeks etc.	Past pupils to share their experience with current students about careers, courses, study or advice. This should be recorded as a podcast/ flipgrid video/video and stored on a media hub that the OBCS community has access to.	
	2	• A database to be set up of all hall of fame candidates and past students that have produced a video interview or in person interview.	Team of students/teachers to be established to help coordinate and lead these activities.	

	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
	3	• Create an annual Careers Expo within the school of past students showcasing different careers.	Expo to coincide with subject choice in January	
	4	• Review Alumni network • Evaluate success of Careers Expo	Updates to be made to database Review and present results to staff at final meeting of the year.	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Volunteering within the community	1	• Review voluntary activities that already exist in OBCS		
	2	• Review TY community involvement with view to increasing it	TY survey/portfolio review	
	3	• Establish a working group to communicate information to students about volunteering opportunities	Teams/Digital noticeboards	
	4			

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Connections withing the community	1	• Green School Committee to be re-established consisting of students and teachers • Action plan created with goals and targets for the year	Committee in place by December 2022 Action plan created and launched by February 2023 Use website/social media to inform community of action plan for committee	
	2	• Invite different groups from local community to attend school events	Increase % of invites by 5%	
	3	• Invite different groups from local community to attend school events	Increase % of invites by 5%	
	4	• Review of all areas that OBCS is connected to within the community	Database created and shared with the assistance of student support and guidance dep.	

Infrastructure and Development

In 2025 we will be able to say…

'Old Bawn Community School continues to provide a holistic education to students, in an environment conducive to equipping students for their adult lives.'

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Digital Framework	1	I.T audit of classrooms to be carried out		
	2			
	3			
	4			

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Staff and Student Facilities	1	• Review of the staffroom • Review Staff Handbook • All weather Pitch and Ball Wall- Tender for contractors	Survey staff View to move all policies and procedures for staff on line. Process created and launched by August 2023	
	2	• Make changes to staffroom as per survey • Audit of photocopying and printing facilities available to staff • All weather Pitch and Ball Wall	Project to be completed by May 2024	

	3	• Promote and ensure greater use of noticeboards and display screens.		
	4	• Review of the facilities	Report to be included in Board meeting in March 2025	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Code of Behaviour	1	• Acceptable usage policy to be reviewed • The Learning Code to be reviewed	Committee formed to assess and review. Report by May 2023	
	2	• Amendments to the acceptable usage policy to be trialled	Survey/review by end of 2024	
	3	• The Learning Code to be reviewed	Committee formed to assess and review. Report by May 2024	
	4	• Amendments to the Learning Code to be trialled.	Committee formed to assess and review. Report by May 2025	

Student Support

In 2025 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	• Attendance Improvement Strategies- set actions and targets for improvement in attendance and the reduction of absences.	Communicate with home, parent teacher meetings, reminders on VSWare	
	2	• Form committees to create/review an inclusion and EAL policy	Committee established by September 2023	
	3	• Review existing wellbeing programmes	Group established by September 2024	
	4			

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Communication between Staff and Students (Restorative Practice)	1	• Five members of the student support team to have been offered formal restorative practise training		
	2	• Four Year Heads (AP1 holders) to have been offered formal RP training.		
	3	• All AP1 holders to have been offered formal RP training • At least two year heads commit to offering restorative meetings as normal practice as a route of resolution for any arising issues in student-to-student relationships.		
	4	• Four teachers and four SNAs to have been offered formal RP training • At least three year heads commit to		

		offered restorative meetings as normal practice as a route of resolution for any arising issues in student-to-student relationships. • At least one year to commit to offering restorative meetings as normal practice as a route of resolution for any arising issues in student and teacher relationships.		

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Positive Mental Health	1	• Broadening of Extra-curricular • Create and carry out student and staff surveys • Based on this feedback, invite interested parties to set up new clubs/groups etc • Restorative Practice sessions to be carried out in 1st year SPHE classes	Surveys created and completed by January 2023 Recruitment of parties completed by March 2023 In consultation with Year Heads and class tutors-organise events within year groups	

		• Student Wellbeing Days		
	2	• Restorative Practice sessions to be carried out in 1st and 2nd year SPHE classes		
	3	• Restorative Practice sessions to be carried out in Junior Cycle SPHE classes		
	4	• Restorative Practice sessions to be carried out in Junior Cycle and TY SPHE classes		

Leadership and Management

In 2025 we will be able to say…

'Old Bawn Community School continues to engage 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
Junior Cycle Curriculum Review	1			
	2	Phase One: • Workshops, surveys, focus groups with students, parents and teachers on Junior Cycle.	Schedule of events for Phase 1 in place plan drawn up by May 2024	
	3			
	4			

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Senior Cycle Curriculum Review	1	• Workshops, surveys, focus groups with students, parents and teachers on TY and Senior Cycle	Schedule of events in place -plan drawn up by May 2023	
	2	• TY compulsory for 1st year students 2024 • Review of curriculum in SC.		

	3			
	4			

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Focus on needs and priorities of the school	1	• Review list of needs & priorities within the school • Review the role of SDO	Completed May 2023 Focus group and survey staff	
	2	• Continue to promote leadership skills among the teaching staff	Provide CPD opportunities	
	3	• Continue to promote leadership skills among the teaching staff	Provide CPD opportunities	
	4	• Review list of needs & priorities	Focus group and survey staff	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Infrastructure Management	1	• Review current entry requirements for TY		
	2	• School and Toilet Redecoration	Set up student and teacher committee to	

			oversee redecoration work Source options for design	
	3	• Sports Hall Renovation- upgrade student shower areas, replace equipment where necessary	Programme of works to be completed by May 2025	
	4	• Update Old Classroom Furniture	Project to be complete by May 2025	

Key Focus Areas	Year	Actions	Achievement Milestones (Measurements of Success)	Tracking
Strategic Plan review	2	• Carry out a review of the strategic plan and adapt the plan for next year accordingly.	Review and revisions completed by June 2023.	
	3	• Carry out a review of the strategic plan and adapt the plan for next year accordingly.	Review and revisions completed by June 2024.	
	4	• Carry out a review of the strategic plan and adapt the plan for next year accordingly.	Review and revisions completed by June 2025.	