

DEIS Three-Year Plan - **Post Covid**



School Name: Mercy Secondary School, Inchicore

Roll Number: 60872A

Period of Plan: 2022-2025

Date(s) of Ratification by Board of Management:

Post holders with Specific responsibility for each Pillar:

Retention	Frainc O’Broin	Transitions	Simon Cfreane
Attendance	James Hanrahan	Attainment	Caroline McCorriston
Literacy	Letitia Enright	Partnership with Parents	Fiona Healy
Numeracy	Sinead O’ Sullivan	Partnerships with others	Michelle O Kelly

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Plan to promote Retention

Summary Plan to promote RETENTION

Target(s):

State in specific terms how RETENTION should improve as a result of measures in the school.s DEIS plan (*number the targets*)

1. In 2021- 2022 we retained 100 % of Junior cycle students. We aim to maintain 100 % retention of Junior cycle students in 2022-23 onward.
2. In 2021-22 we retained 87.5% of our Senior Cycle students and we aim to maintain this at no lower than 95% on average over the 3 years.
3. To increase school retention of our Senior Cycle at risk target students from 66% to 85% on average over the three year plan.

Actions:

State proposed measures (both existing and new) to improve RETENTION. *Actions should be sequenced and coordinated over the three years of the plan to achieve maximum effect*

Measure	To address target(s) no. #	Who?	Lead responsibility	When?	Resources?
<p>Curriculum Records compiled to ascertain areas of strength and concern for each pupil. Engagement with Initiatives for all JCSP classes. Specific class cohorts targeted in subject areas.</p> <p>More targeted approach to students selecting LCA programmes. To include interviews and extra support.</p>	1	FH, SC, RM,SH,LB,MMcG,TN,PMcC	Fiona Healy	Every term	JCSP initiatives and resources. Postcards Certificates
	2	FH, MOK, JH	Fiona Healy	End of Year	IT devices for LCA classes. Dedicated mentor for work experience and support in school.
<p>Behaviour:</p>	1,2	All teachers and SNA	James Hanrahan	Every Week	VSware positive points, Announcements,

Positive behaviour initiatives, use of praise and awards.					Awards, Class prizes
Breakfast club – All welcome	1,2	AD, TC, KK, MOK, JH	Michelle O’Kelly	Every Morning for Breakfast club, Every Tuesday and Thursday afternoon for HW club.	School Meals, School Completion
Homework club – new central roll with text messages home for absences.					
Lunch games room	1,2	SH, SCP	Sorcha Hackett and School Completion	Games room twice a week.	Board games.
<u>Identification</u> Identification of the needs of “at risk” students of ESL (early school leavers) -provision of intensive supports based on the identified needs.	1,2	Support Team (MOK,JH,LB,SOS,FOB,CM cC)	Michelle O’Kelly and James Hanrahan	Every Week during Support team Meeting	
<u>Target students</u> Individualised goal setting re attendance, subjects and levels with Parent/guardian, student, tutor and subject teacher.	1,2	Tutors , Year Head (FOB,SOS)	Frainc O’Broin, Sinead O’Sullivan	Daily	
Promote greater recording of meeting and phone calls home using vsware notes section	1,2	All teachers	Staff	Ongoing	
<u>School Completion</u> School completion team to link with the attendance team on a monthly basis.	1,2	Brenda McKenna (SCP)	Michelle O’Kelly and James Hanrahan	Weekly	

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SCP supports provision in art therapy and MAP programme and school Counsellor.	1,2	All staff	Caroline McCorriston	Every term	Posters, prizes, decorations etc.
Themed weeks, for example stand up week, maths week, college awareness week and so on.					

Monitoring:
 State how progress will be monitored and at what intervals (monthly/ termly/annually...) over the three years

- Feedback from teachers and SNA's.
- Retention will be monitored weekly at the student support team which includes Guidance, HSCL, Principal, Deputy, Year Heads and SEN co-ordinator.
- Specific focus is on groups identified most at risk of ESL. (Early school Leaving) Travelling community, homeless, students attending mental health services, students/families not accessing essential supports for their children.
- Update on DEIS targets at staff meetings during the year.
- Initiatives applied for yearly.
- % of students receiving postcards logged and top work displayed every month in JCSP area in different subject areas.
- Review and monitoring of VSware at weekly attendance meeting.
- H.S.C.L. records to be submitted quarterly for target students at Student support team.

Evaluation:
 State how impact of actions on RETENTION will be evaluated at the end of the three years
 State how progress will be measured, using baseline and targets as guide

- We will use Vsware data each year to check that we are meeting our targets.
- Review the targets set out in the 3 Year DEIS Plan in order to inform the setting of the next 3 Year targets. (SMART Targets)
- Work with School Completion to get more students signed up and appropriate programmes running in the school.

Plan to promote Attendance

Summary Plan to promote ATTENDANCE

Target(s):

State in specific terms how ATTENDANCE should improve as a result of measures in the school's DEIS plan (*number the targets*)

1. To ensure a decline in the absence rates of Junior students from 8.97% in 2021/2022 to 5% in 22/23, 4% 23/24 and 3% in 24/25.
2. To ensure a decline in the absence rates of Senior students from 9.49% in 2021/2022 to 7% in 22/23, 5% 23/24 and 4% in 24/25.
3. We will implement measures to reduce the number of students attending late from 10.22% in 2021/2022 to 7% in 22/23 , 6% in 23/24 and 4.5% in 24/25

Actions:

State proposed measures (both existing and new) to improve ATTENDANCE. *Actions should be sequenced and coordinated over the three years of the plan to achieve maximum effect*

Measure	To address target(s) no.	Who?	Lead responsibility	When?	Resources?
Vsware and Tracking All teachers take accurate and timely roll calls using vsware software.	1,2,3	All staff	James Hanrahan	Every class	
Awards Ceremonies and breakfasts for perfect attenders Graduation and showcases of work.	1,2	Sinead O'Sullivan and Year Heads	Michelle O'Kelly	Each Term	Certificates and Assembly
Pastoral To maintain a Pastoral Care approach and maximise necessary resources and supports to support Students most at risk of chronic attendance	1,2,3	All Staff	Frainc O'Broin, Sinead O' Sullivan and Donal Byrne	Always	
Extra Curricular Homework club After school Study Breakfast club Sports / School trips	1,2,3	SCP James Hanrahan SNA	James Hanrahan James Hanrahan Michelle O'Kelly	Tuesday, Thursday Mon, Tue, Thurs Every Morning	

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Improvements to the school environments, Student Support team		TN,PMcC,RM,SH, All staff All staff MOK,JH,LB,FOB,SOS,C McC	Michelle O'Kelly JH and MOK Michelle O'Kelly	Weekly Ongoing Weekly	
HSCL Running parents classes, liaising with primary feeder schools, researching new students via the student passport. Tracking lates and absences	1,2,3	Fiona Healy	Fiona Healy	Ongoing	
<p>Monitoring: State how progress will be monitored and at what intervals (monthly/ termly/annually...) over the three years</p> <ul style="list-style-type: none"> ● Weekly meeting with office staff to discuss, lates, going home sick and parents calling for student's to leave early ● Monitoring will happen weekly with the Student support team, HSCL and Principal/Deputy Principal ● TUSLA Returns ● SCP and HSCL monitoring of targeted students – liaising with Student Support team minimum monthly ● Attendance figures will be reviewed termly ● HSCL liaising with Principal and deputy Principal weekly ● Late stamps are monitored by tutors daily/weekly, ● Letters sent home each term to Parents advising number of absences, lates, and individual classes missed. 					
<p>Evaluation: State how impact of actions on ATTENDANCE will be evaluated at the end of the three years State how progress will be measured, using baseline and targets as guide</p> <ul style="list-style-type: none"> ● Ongoing monitoring of attendance by HSCL, Programme coordinator, leadership team and SCP ● Attendance figures will be re-evaluated yearly and at the end of the three-year cycle school will take cognisance of results and set new targets ● VSware will keep track of attendance figures, which will inform staff. ● Particular focus will be on the Seniors who traditionally have had poor records of partial attendance. 					

It is possible that a measure may address a number of targets

Plan to improve Literacy Levels

Summary Plan to improve LITERACY LEVELS

Target(s):

State in specific terms how LITERACY LEVELS should improve as a result of measures in the school's DEIS plan (*number the targets*)

1. *To foster an environment amongst our Junior cycle students where they read for pleasure. We aim to increase this from 47% (2021) to 57% in 2022-2023, 67% in 2023-2024 and 77% in 2024-2025.*
2. *To re-start the practice of staff displaying and using keywords in their classrooms. At present we only have 27% of staff doing this. At the end of this three year plan 100% of staff will display keywords in their rooms.*

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3. To increase the number of students who understand keywords in exam questions from 53.3% (2021) to 63% in 2022-2023, 73% in 2023-2024 and 83% in 2024-2025.

Actions:

State proposed measures (both existing and new) to improve LITERACY LEVELS. *Actions should be sequenced and coordinated over the three years of the plan to achieve maximum effect*

Measure	To address target(s) no.	Who?	Lead responsibility	When?	Resources?
Reading and Literacy					
Library membership and trips for all Junior cycle students.	1	All Junior Students	LE, LR and SMcL	Twice per term.	Local Library
Redevelop our own school library and move it up into the central concourse.	1	Transition Year Project	LE and MOK	Open by Easter Break	Fundraising
Literacy Drives, Drop and read, Make a book, VEP	1	Whole School	Letitia Enright	Each Term	
Keywords					
Use of digital tools in assessing Keywords	2	All Teachers	LE, Digital Learning group	Ongoing	Various software packages
A keyword Board / Poster in Each room, used by the subject teacher	2	All Teachers	Letitia Enright	Ongoing	Whiteboards / Posters
SEC examination Language used with all class groups at JC and Sc	2	All teachers	Letitia Enright	Ongoing	
Digital Literacy					

Use of chromebooks with first year students for digital Literacy.	4	All teachers	Letitia Enright	Ongoing	Chromebook Trolley
Dig lit classes to improve ICT skills. Language apps in classrooms eg duolingo.	4	FOB and SOS	Frainc O'Broin	September and ongoing	
<u>Exam Terminology</u>					
Provide students with a definition and explanation of the top five key words in exam questions	3	All Teachers	Letitia Enright	Ongoing	Posters
Encourage students to highlight/underline relevant keywords.	3	All Teachers	Letitia Enright	Ongoing	
Teachers to take part in Study skills seminar with a view to using knowledge for their subject.	3	All teachers			

Monitoring:
State how progress will be monitored and at what intervals (monthly/ termly/annually...) over the three years

- Feedback for teachers,
- Analyse the data derived at the end of the year from annual standardised tests, house exams and school reports and target setting,
- Record reading progress of students participating in reading initiatives,
- Regular monitoring throughout the year through student's work
- Survey parents, staff and students
- SEN folders
- Exam attainment will be monitored on a yearly basis.

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Evaluation:

State how impact of actions on LITERACY LEVELS will be evaluated at the end of the three years

State how progress will be measured, using baseline and targets as guide

- Positive attitude towards literacy-through surveys
- Improved literacy levels and increasing focus on the importance of literacy skills,
- Improved self-esteem and confidence of students,
- Better relationship between teachers, students and parents,
- Students will have the confidence to engage with the wider curriculum,
- Progress will be measured by pre and post testing,
- Entrance results will be compared with Junior Cycle results and Leaving Certificate results.
- Students will have made significant gains on a standardised reading test
- Students will have mastered a range of key words relevant to each subject
- Students will have mastered a range of reading strategies for use in every subject area
- Students will be able to express factual information clearly and simply in writing in each subject area
- Students will be able to use the spoken word to communicate factual information clearly and simply in each subject area.
- Review the targets set out in the 3 Year DEIS Plan in order to inform the setting of the next 3 Year targets. (SMART Targets)

Plan to improve Numeracy Levels

Summary Plan to improve NUMERACY LEVELS

Target(s):

State in specific terms how NUMERACY LEVELS should improve as a result of measures in the school.s DEIS plan (*number the targets*)

1. *We will increase the number of 1st and 2nd years who can convert a fraction to a percentage from 55% in 21/22 to 65% in 2022-23, 75% in 2023-24 and 85% in 2024-25*
2. *To improve students' attitudes and approaches to problem solving by creating a culture of problem solving throughout all our subjects among all our junior cycle students. We will increase the number of students who like problem solving from 21% in 21/22 to 30% in 2023-23, 40% in 2023-24 and 50% in 2024-25.*
3. *To increase the number of Junior students who feel confident doing a calculation without a calculator from 44% in 21/22 to 50% in 2022-23, 55% in 2024-25 and 60% in 2025-26*

Actions:

State proposed measures (both existing and new) to improve NUMERACY LEVELS. *Actions should be sequenced and coordinated over the three years of the plan to achieve maximum effect*

Measure	To address target(s) no. *	Who?	Lead responsibility	When?	Resources?
Numeracy testing	1,2,3	LB	LB	Early on to inform Timetable	testing software
Test results to be given as a fraction school wide.	1	Whole Staff		Every test	
Problem solving competitions / Maths treasure hunts.	2	DOLE, SOS, Maths Dept	SOS	Termly	
Numeracy Ninjas	3	Maths teachers	DOLE	10 week programme	Numeracy ninja kit
Each classroom has a poster called "Numeracy in my room"	1,2,3	Whole staff	SOS	Each year	Make posters

Monitoring:

State how progress will be monitored and at what intervals (monthly/ termly/annually...) over the three years

- Feedback from teachers,
- Progress will be monitored by pre and post testing for the Catch Up Numeracy Programme,
- Maths teachers will monitor the progress of their individual students.
- Entrance results will be compared with Junior Certificate.
- Examination attainment will be monitored on a yearly basis.

Evaluation:

State how impact of actions on NUMERACY LEVELS will be evaluated at the end of the three years

State how progress will be measured, using baseline and targets as guide

- Positive attitude towards maths and problem solving,
- Progress will be measured by pre and post testing,
- Improved numeracy levels and increasing focus on the importance of numeracy skills,

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- Improved self-esteem and confidence of students,
- Better relationship between teachers, students and parents,
- Students will have the confidence to engage with the wider curriculum,
- Entrance results will be compared with Junior Certificate results.
- Students will have made significant gains on a standardised numeracy test.
- Students will have mastered a range of key words relevant to numeracy in all relevant subjects.
- Students will be able to apply a range of numeracy competencies to all relevant subject areas
- Students will have achieved significant improvement in computerised skills.
- Review the targets set out in the 3 Year DEIS Plan in order to inform the setting of the next 3 Year targets. (SMART Targets)

It is possible that a measure may address a number of target

DEIS Planning:

Plan to improve Examination Attainment

Summary Plan to improve EXAMINATION ATTAINMENT

Target(s):

State in specific terms how EXAMINATION ATTAINMENT should improve as a result of measures in the school,s DEIS plan (*number the targets*)

1. *To establish a framework that informs all staff of ability and attainment at JC and SC.*
2. *To increase exam preparedness from a base level of 13.1% feeling fully prepared for exams to 30% in 22/23, then 40% in 23/24 and then 60% in 25/25*
3. *To put supports in place to try encourage 90% of our senior cycle students to perform at or above their attainment scores.*

Actions:

State proposed measures (both existing and new) to improve EXAMINATION ATTAINMENT. *Actions should be sequenced and coordinated over the three years of the plan to achieve maximum effect*

Measure	To address target(s) no.	Who?	Lead responsibility	When?	Resources?
Open Days/Career Talks, Study Seminars for 1 st , 3 rd & 6 th year students, Increased subject choice	1	All Students	Caroline McCorriston	Ongoing	
Study class after school for senior students.	1	Seniors	James Hanrahan	Mon,Tues,Thurs	
Survey students prior to and after assessments	1	All students	Assessment committee (MOK,JH,LB,DOL,DB,LD,CM cC)	Each term	
Develop an Assessment committee to look into an overhaul of our current assessment practices.	1,2,3	MOK,JH,LB,DOL,DB,LD,C McC	MOK,JH	Meet 3-4 times per term.	
	1,2,3		Lisa Baker	Ongoing	

SEN support for those with difficulty accessing the curriculum.		Lisa Baker, Bernie McCabe and Sinead O'Sullivan			
Bring in a tracking software and have Year heads and guidance meet seniors after exams.	1,2,3	FOB, SOS and CMcC	CMcC	After House exams	
Study Skills for teachers	1,2,3	CmcC and MOK	MOK	During CP meeting	
Homework Club	2,3	SCP, All juniors welcome	Brenda McKenna and MOK	Tuesday, Thursday	
Regular Tests/Exams	1,2,3	All teachers	JH and MOK	Nov, Feb, May	
Homework Policy	1,2,3	Assessment committee	MOK, JH, LB, DOL, DB, LD, CMcC	Ongoing	
Subject Plans	1,2,3	All teachers	C	Ongoing	
Work Experience	1,2,3	Frainc O'Broin	MOK FOB	Ongoing	
Coffee Mornings for parents and classes discussing JC exams and CBA's	3				

Monitoring:

State how progress will be monitored and at what intervals (monthly/ termly/annually...) over the three years

- Profile meetings at leadership team and student support team meeting once a term
- Assessment committee researches best practice in assessment.
- Research tracking softwares.
- All students looking to change levels are referred to the guidance counsellor and/or student support team. Communication and if necessary a meeting with parents will be organised.
- Referrals made to student support team meetings for students not working to fullest potential
- SEN Co-ordinator regular meetings with HSCL and/or parents
- Differentiation methodologies in the classroom
- Subject planning meetings
- Analysis of State Exam results annually – using PDST tool
- Analysis of testing for incoming 1st Year test results annually

Evaluation:

State how impact of actions on EXAMINATION ATTAINMENT will be evaluated at the end of the three years State how progress will be measured, using baseline and targets as guide

- Teachers will analyse their students' results in State exams and compare them to national averages.
- Teachers will examine the marks that their students get in all class assessments and refer to the student support team/guidance counsellor as required

It is possible that a measure may address a number of target

Plan to improve Educational Progression

Summary Plan to improve EDUCATIONAL PROGRESSION / transition

Target(s):

State in specific terms how EDUCATIONAL PROGRESSION should improve as a result of measures in the school,s DEIS plan (*number the targets*)

1. *To create a structured programme lasting for the first 6 weeks of Second level to support our incoming first year students. This will be overseen by HSCL, Guidance and the TL21 Team.*
2. *In 2021 33% of students progressed to a QQI Level 5/ trade. We aim to increase this to: 34% in 2022-23, 35% in 2023-24 and 36% in 2024-25*
3. *In 2021 56% of students progressed to a level 6-8 programme. We aim to increase this to: 57% in 2022-23, 58% in 2023-24 and 59% in 2024-25*
4. *To decrease the number of students who leave school without an action plan for further ed. or training from 2% to 0% by 2025*

Actions:

State proposed measures (both existing and new) to improve EDUCATIONAL PROGRESSION. *Actions should be sequenced and coordinated over the three years of the plan to achieve maximum effect*

Measure	To address target(s) no.	Who?	Lead responsibility	When?	Resources?
Establish a transitions team in January of 2023 to begin work on primary to post primary transition programme. Include subject option tasters and plan our incoming first year parent's night, science shows, C~ooking classes at Easter for primary students.	1	Transitions team, MOK,JH,FH	JH	January 2023 and each subsequent year.	
Introduce a summer camp in June of 2023 and plan the welcoming ceremony.	1				
LCA & TY & Leaving Cert options outlined to parents & students	2,3,4	MOK JH FH FOB	CMcC	January / February	
Career Guidance classes & interviews		CMcC		Senior Cycle	
Aspire programme to help students with trades and apprenticeships along with career mentors from the programme to mentor the students	2,3	DOLE	DOLE		
Third level and PLC open days & school presentations	2	CMcC	CMcC	All year and during CAW	
1 to 1 Career Guidance sessions to be introduced when we have a trained guidance counsellor.	2,3,4	CMcC	CMcC	in 5th and 6th Year	
Primary to Post Primary Transition Course - 6 weeks	1	All Teachers and SNA	FH and CMcC	September	
Open days and Guest Speakers, College awareness week	1,2,3	All staff	MOK and JH	Ongoing	

Monitoring:

State how progress will be monitored and at what intervals (monthly/ termly/annually...) over the three years

- Feedback from teachers, parents, students,
- Progression to further education will be monitored each Sept. by the Guidance Counsellor
- Progression from year to year will be monitored in Sept. by the Guidance Counsellor.
- Survey all first years pre and post transition programme.

- Analyse data in tracking software.

Evaluation:

State how impact of actions on EDUCATIONAL PROGRESSION will be evaluated at the end of the three years State how progress will be measured, using baseline and targets as guide

- Check progression statistics to higher education and compare to previous years.
- Check progression to trades and compare to previous years.
- Analyse our students' pathways to college and highlight different options available to them.
- Include a parental evaluation/survey during and after our primary to post primary transition programme.
- Informal feedback from teachers.
- Liaise with subject option teachers to fine tune the taster programmes.

It is possible that a measure may address a number of targets

Plan to promote Partnership with Parents

Summary Plan to promote PARTNERSHIP WITH PARENTS

Target(s):

State in specific terms how PARTNERSHIP WITH PARENTS should improve as a result of measures in the school,s DEIS plan (*number the targets*)

1. *To increase PTM attendance from 76.7% on average to 80% in 22/23 then 83% in 23/24 and then 85% in 24/25 or 84% on average over the three year plan/*
2. *Post covid we aim to re-establish our practice of inviting parents to school events. We aim to have 15 events in 22/23, increasing to 20 events in 23/23 and then 25 events in 24/25*
3. *Post covid we aim to reestablish parent classes, we aim to run 2 in 22/23 up to 3 in 23/24 and then 4 classes a year from 24/25*

Actions:

State proposed measures (both existing and new) to improve PARTNERSHIP WITH PARENTS. *Actions should be sequenced and coordinated over the three years of the plan to achieve maximum effect*

Measure	To address target(s) no. *	Who?	Lead responsibility	When?	Resources?
PTM dates given early to parents with timely reminders. Senior students are invited to attend their PTM. Sticker in students Journals advising of time and whether there would be someone in attendance to be signed.	1	JH MOK	JH	Ongoing	
Plan for a second PTM for 6th year students immediately after the Mock results are released. Students should attend this meeting.	1	JH, MOK	MOK	Yearly	
Parent's Newsletter each term	1,2,3	FH	FH	Termly	
Principal and Deputy to attend Parent council meetings to answer any questions	1,2,3	JH MOK	MOK	Each Meeting	

Open the school for events such as: <ul style="list-style-type: none"> ● open nights ● coffee mornings for parents of each year group ● cooking classes for parents of our target students and Ukrainian students. ● Christmas Market ● Welcoming ceremony at the start of the year. ● Science shows for primary 	1,2,3	JH,MOK,Year heads, Tutors , HSCCL	FH	Ongoing	
Updated Website to make the school more inviting / Increased presence on social media.	1,2,3	JH / MOK	JH (Website) / MOK (Social Media)	Ongoing	
HSCCL links in with Trinity College to facilitate parent classes in the school. Survey parents to see what classes might be wanted. Some may include: <ul style="list-style-type: none"> ● Study skills for parents (to support their child) ● Drug awareness from local drug taskforce ● Digital skills 	3	FH	Fh	Ongoing	
Develop a parents area within the school where parents can drop in for tea or coffee and a chat. (Possibly down at current prayer room, toilet facilities and own door available)	1,2,3	FH, MOK,JH	FH	Easter 2023	
Monitoring: State how progress will be monitored and at what intervals (monthly/ termly/annually...) over the three years <ul style="list-style-type: none"> ● Feedback from teachers and parents, ● HSCCL visits progress will be monitored by the HSCCL on an ongoing basis in conjunction with the Principal, Deputy Principal, Year Heads and Tutors. ● Parent teacher meeting attendance will be monitored after each meeting by the HSCCL. ● Parents Council regular meetings, ● Recruitment of marginalised parents onto local committee. 					

Evaluation:

State how impact of actions on PARTNERSHIP WITH PARENTS will be evaluated at the end of the three years State how progress will be measured, using baseline and targets as guide

- Culture of positive communication between the school and parents.
- Better relationship between teachers, students and parents,
- An increase in the number of parents attending Parent Teacher meetings.
- An increase in the number of hits onto the school website.
- Parents involved in formulating school policy.
- Recruitment of marginalised parents onto local committee,
- Parent representative on the Board of Management,
- Review the targets set out in the 3 Year DEIS Plan in order to inform the setting of the next 3 Year targets.
(SMART Targets)

It is possible that a measure may address a number of targets

Plan to promote Partnership with Others

Summary Plan to promote PARTNERSHIP WITH OTHERS

Target(s):

State in specific terms how PARTNERSHIP WITH OTHERS should improve as a result of measures in the school's DEIS plan (*number the targets*)

1. *To expand upon our partnership with Aspire 2 to include 100% of traditional LC and to include LCA students in 22/23 along with incorporating the needs of boys entering SC in 23/24 and 24/25*
2. *STEM Passport for Inclusion (Maynooth University) At present 60% of female TY students are engaging with the programme we aim to go to 65% in 22/23, then 75% in 23/24 up 95% in 24/25*
3. *To improve upon our current partnership with the local Core Youth Service from a base rate of 16% of students in 21/22 to 21% 22/23 to 25% in 23/24 and 30% in 24/25*

Actions:

State proposed measures (both existing and new) to improve PARTNERSHIP WITH OTHERS. *Actions should be sequenced and coordinated over the three years of the plan to achieve maximum effect*

Measure	To address target(s) no.	Who?	Lead responsibility	When?	Resources?
Principal on the local Regeneration committee and board of youth clubs	3	MOK	MOK	Ongoing	
Students take part in many community events such as STEMP, Microsoft dreamspace. Trinity access, Sky Ireland Media events.	2	TBC	TBC	Ongoing	
STEMP will become compulsory for girls in TY.	2	FH	FH	Ongoing	

<p>Closer links with Aspire programme to encourage more students to research apprenticeships</p>	1	DOLE	DOLE	Ongoing	
<p>Aspire 2 Lead teacher to attend Aspire information sessions to ensure as many students are involved as possible.</p>	1	DOLE	DOLE	Ongoing	
<p>All staff to be made aware of Aspire 2 programme with each pillar of DEIS now having its own agenda item every second staff meeting.</p> <p>All Parents to be made aware of Aspire programme and the benefits to their child.</p> <p>Aspire lead teacher to visit a school where programme caters for boys as well as girls.</p>	1 1 1	JH DOLE	JH DOLE	Each Meeting Regular updates via letter home	
<p>Boys will be moving into Transition Year in September 2023 so we aim to link in with the youth club to put on a build your bike programme in their garages for those times the Girls will be attending STEMP for inclusion.</p>	3	FH, MOK, JH Teachers	FH	Sept 2023	
<p>Continue our strong links with the Trinity Access Programme</p>	1,2	CMcC	CMcC	Ongoing	
<p>We will Invite the Youth club in each September to tell our students about the programmes on offer.</p> <p>We will start the TY leadership programme from September 2022 where our senior girls will be trained as mentors and leaders to help the new first years.</p>	3 3	MOK FH	MOK FH	Start of each year. Each September	

All Year groups will be brought to visit the youth club.	3	Tutors	Year Heads	During first term each Year	
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Monitoring:

State how progress will be monitored and at what intervals (monthly/ termly/annually...) over the three years

- Aspire lead and management to meet at start of year to determine numbers.
- Regular meetings with the youth club.
- Meeting with Aspire programme itself
- Survey students
- Aspire lead and TAP co-ord will submit reports to BOM on their work.

Evaluation:

State how impact of actions on PARTNERSHIP WITH OTHERS will be evaluated at the end of the three years State how progress will be measured, using baseline and targets as guide

- At the beginning of the school year we will survey students about the core youth services.
- We will repeat this at Christmas time
- We will survey TY students on the STAMP programme
- The Aspire lead teacher will submit stats and data at the end of each year.
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It is possible that a measure may address a number of targets

DEIS Plan One-Year Summary

**Templates for a summary overview of a
school DEIS Plan for 1 school year
2022/2023**

SUMMARY OF DEIS PLAN FOR THE SCHOOL YEAR 2022/2023

DEIS Area	Targets	Measures for Implementation in the Current Year
1. RETENTION	<p>1.In 2021- 2022 we retained 100 % of Junior cycle students. We aim to maintain 100 % retention of Junior cycle students in 2022-23 onward.</p> <p>2.In 2021-22 we retained 87.5% of our Senior Cycle students and we aim to maintain this at no lower than 95% on average over the 3 years.</p> <p>3. To increase school retention of our Senior Cycle at risk target students from 66% to 85% on average over the three year plan.</p>	<p><u>Behaviour:</u></p> <p>Positive behaviour initiatives, use of praise and awards.</p> <p>Breakfast club – All welcome</p> <p>Homework club – new central roll with text messages home for absences.</p> <p>Lunch games room</p>
2. ATTENDANCE	<p><i>1.To ensure a decline in the absence rates of Junior students from 8.97% in 2021/2022 to 5% in 22/23, 4% 23/24 and 3% in 24/25.</i></p> <p><i>2.To ensure a decline in the absence rates of Senior students from 9.49% in 2021/2022 to 7% in 22/23, 5% 23/24 and 4% in 24/25.</i></p> <p><i>3.We will implement measures to reduce the number of students attending late from 10.22% in 2021/2022 to 7% in 22/23 , 6% in 23/24 and 4.5% in 24/25</i></p>	<p>Vsware and Tracking</p> <p>All teachers take accurate and timely roll calls using vsware software.</p> <p>Attendance Awards and breakfasts for perfect attenders</p>

<p>3. LITERACY</p>	<p><i>1. To foster an environment amongst our Junior cycle students where they read for pleasure. We aim to increase this from 47% (2021) to 57% in 2022-2023, 67% in 2023-2024 and 77% in 2024-2025.</i></p> <p><i>2. To re-start the practice of staff displaying and using keywords in their classrooms. At present we only have 27% of staff doing this. At the end of this three year plan 100% of staff will display keywords in their rooms.</i></p> <p><i>3. To increase the number of students who understand keywords in exam questions from 53.3% (2021) to 63% in 2022-2023, 73% in 2023-2024 and 83% in 2024-2025.</i></p>	<p>Library membership and trips for all Junior cycle students.</p> <p>Redevelop our own school library and move it up into the central concourse.</p> <p><u>Exam Terminology</u></p> <p>Provide students with a definition and explanation of the top five key words in exam questions</p> <p>Encourage students to highlight/underline relevant keywords.</p>
<p>4. NUMERACY</p>	<p><i>1. We will increase the number of 1st and 2nd years who can convert a fraction to a percentage from 55% in 21/22 to 65% in 2022-23, 75% in 2023-24 and 85% in 2024-25</i></p> <p><i>2. To improve students' attitudes and approaches to problem solving by creating a culture of problem solving throughout all our subjects among all our junior cycle students. We will increase the number of students who like problem solving from 21% in 21/22 to 30% in 2023-23, 40% in 2023-24 and 50% in 2024-25.</i></p> <p><i>3. To increase the number of Junior students who feel confident doing a calculation without a calculator from 44% in 21/22 to 50% in 2022-23, 55% in 2024-25 and 60% in 2025-26</i></p>	<p>Numeracy Testing</p> <p>All school test results to be given as a fraction school wide.</p> <p>Numeracy Ninjas</p> <p>Maths Week</p>

SUMMARY OF DEIS PLAN FOR THE SCHOOL YEAR 2022/2023

DEIS Area	Targets	Measures for Implementation in the Current Year
5. EXAMINATION ATTAINMENT	<p><i>1. To establish a framework that informs all staff of ability and attainment at JC and SC.</i></p> <p><i>2. To increase exam preparedness from a base level of 13.1% feeling fully prepared for exams to 30% in 22/23, then 40% in 23/24 and then 60% in 25/25</i></p> <p><i>3. To ensure that 90% of our senior cycle students are performing at or above their attainment scores.</i></p>	<p>Study class after school for senior students.</p> <p>Survey students prior to and after assessments</p> <p>Develop an Assessment committee to look into an overhaul of our current assessment practices.</p>
6. EDUCATIONAL PROGRESSION	<p><i>1. To create a structured programme lasting for the first 6 weeks of Second level to support our incoming first year students. This will be overseen by HSCL, Guidance and the TL21 Team.</i></p> <p><i>2. In 2021 33% of students progressed to a QQI Level 5/ trade. We aim to increase this to: 34% in 2022-23, 35% in 2023-24 and 36% in 2024-25</i></p> <p><i>3. In 2021 56% of students progressed to a level 6-8 programme. We aim to increase this to: 57% in 2022-23, 58% in 2023-24 and 59% in 2024-25</i></p> <p><i>4. To decrease the number of students who leave school without an action plan for further ed. or training from 2% to 0% by 2025</i></p>	<p>Establish a Transitions Team for Incoming First Years</p> <p>Introduce a summer camp in June of 2023 and plan the welcoming ceremony.</p> <p>Aspire programme to help students with trades and apprenticeships along with career mentors from the programme to mentor the students</p> <p>100% of 6th year students receive at least two guidance appointments a year.</p>

<p>7. PARTNERSHIP WITH PARENTS</p>	<p>1.To increase PTM attendance from 76.7% on average to 80% in 22/23 then 83% in 23/24 and then 85% in 24/25 or 84% on average over the three year plan/</p> <p>2.Post covid we aim to re-establish our practice of inviting parents to school events. We aim to have 15 events in 22/23, increasing to 20 events in 23/23 and then 25 events in 24/25</p> <p>3.Post covid we aim to reestablish parent classes, we aim to run 2 in 22/23 up to 3 in 23/24 and then 4 classes a year from 24/25</p>	<p>PTM dates given early to parents with timely reminders.</p> <p>Senior students are invited to attend their PTM.</p> <p>Principal and Deputy Principal to attend Parent COuncil Meetings</p> <p>Parent Newsletter each term</p>
<p>8. PARTNERSHIP WITH OTHERS</p>	<p>1.To expand upon our partnership with Aspire 2 to include 100% of traditional LC and to include LCA students in 22/23 along with incorporating the needs of boys entering SC in 23/24 and 24/25</p> <p>2.STEM Passport for Inclusion (Maynooth University) At present 60% of TY students are engaging with the programme we aim to go to 65% in 22/23, then 75% in 23/24 up 95% in 24/25</p> <p>3.To improve upon our current partnership with the local Core Youth Service from a base rate of 16% of students in 21/22 to 21% 22/23 to 25% in 23/24 and 30% in 24/25</p>	<p>All staff to be made aware of Aspire 2 programme with each pillar of DEIS now having its own agenda item every second staff meeting.</p> <p>All Parents to be made aware of Aspire programme and the benefits to their child.</p> <p>Aspire lead teacher to visit a school where the programme caters for boys as well as girls.</p> <p>Appoint a link teacher for the STEM passport for inclusion</p> <p>Invite Core Youth project in to meet all year groups and sign students up for their porgrammes</p>

