

**DEIS Planning:
Plan to promote Retention**

**Delivering Equality of Opportunity in Schools (DEIS)
Three-Year Plan
Summary Framework**

School Name: St. Kevin's College

Roll Number: 60581M

Period of Plan:2023-2025

Date(s) of Ratification by Board of Management:

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1. Introduction

1.1 School Details:

St. Kevin's College is a single sex DEIS school in Dublin 11. We have 513 students, 41 teachers, 5 SNA's, PME students as well as an administrative & ancillary staff. We are under the trusteeship of the Edmund Rice Schools Trust and have served our community since 1967.

1.2 School Vision:

Our Vision is to continue our legacy as a kind, caring and vibrant learning community which supports the wellbeing and the academic, spiritual and creative growth of every student but also to ensure that we challenge ourselves to create and maintain high expectations for our staff and students. We will ensure that we consistently embed our core values of We Care, We Belong, We Achieve in everything we do to address the inequity that can exist in disadvantaged communities.

The basis for our vision is the knowledge that to see improvements across the seven pillars of DEIS – Attendance, Transition, Retention, Literacy, Numeracy, Partnership with Parents and Others and Attainment – we need to constantly reflect on how we embed the targets for each pillar in our DEIS Plan in our teaching.

Inherent in any school improvement is a strong awareness of *Wellbeing for all* in our community. This underpins all our pillars. We acknowledge that students or staff who are struggling, cannot teach or learn well.

We understand the need for continuous professional development for all of us and the necessity for strong leadership in all areas of the school including student leaders.

To be successful in DEIS Action Planning our school needs to ensure that we have;

1. Highly effective leadership at all levels
2. Commitment of whole staff
3. Collaboration
4. Clear systems in place
5. A Positive school climate
6. Clear link with School Self Evaluation (SSE) process

The SSE Process has six clear step which are:

1. Identify focus
2. Gather evidence from a range of sources
3. Analyse and make judgements

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4. Devise DEIS Action Plan for Improvement
5. Implement strategies
6. Monitor and evaluate improvements in outcomes for students

1.3 Brief account of the use of SSE/DEIS initiatives which have been implemented in the school to date:

- Partnership with Parents - HSCL, Parents Council
- Partnership with Others – CYTI, Fold Housing, DCU link programmes
- Retention - SCP, SST
- Attendance – Drive for 5, Attendance Awards, Attendance Support Packs
- Literacy – Strategies CPD for staff, Word of the Month, DEAR, Book in a Bag, Library Class.
- Numeracy – Exams returned as fractions, additional supports in Maths classes
- Transition – to increase supports for transitions from Primary to Post Primary (Parent Information Evening re Junior Cycle, AEN teacher to visit feeder schools in 6th class, Incoming 1st years meet CTs/Year Head in May of 6th class) from TY to Fifth Year/LCA (Meetings with parents/Information Evening for students and parents, subject fair, subject information session.) and from Post Primary to 3rd level (CAO information evening, trips to universities, personal guidance sessions, guidance classes)
- Attainment – TL21 programme, AFL strategies trialled & reflected on, Athena to monitor academic progress

2. The focus of this SSE/DEIS Plan

DEIS schools should ensure a focus on teaching and learning wherever relevant when planning for improvement in literacy, numeracy, educational attainment, attendance, retention, progression, and partnership with parents and others. (Circulars 39/2016 P, 40/2016 PP)

2.1 The dimensions and domains from the Looking At Our School 2020-2024 document being selected

- **Dimension: Teaching and Learning:**
- **Dimension: Leadership and Management:**

2.2 The standards and statements from the Looking At Our School 2020-2024 document being selected

2.3. These are a summary of our strengths with regards to the DEIS Pillars

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- All staff have been put into a pillar group.
- Each pillar has a DEIS Leader
- The DEIS Leaders have had 2 meetings to come up with measures to match their targets.
- Leaders of groups have begun to deliver CPD sessions relevant to their pillar.
- We have a DEIS Team in place which meets regularly.
- We have the relevant baseline data which has been analysed.
- We had some success with our targets previously which we hope to build on.

2.4 This is what we are going to focus on to improve our practice further

- Setting goals through LAOS 2022 standards of effective and highly effective practice
- Using the SSE method of evaluating what is working well and how we can improve through cycles of action research.
- Include the whole staff in this process.

3. Our SSE/DEIS Plan

On the next page we have recorded:

- The **targets** for improvement we have set
- The **actions** we will implement to achieve these
- **Who is responsible** for implementing, monitoring and reviewing our improvement plan
- How we will measure **progress** and check **outcomes** (criteria for success)

As we implement our improvement plan we will record:

- The **progress** made, and **adjustments** made, and **when**
- **Achievement of targets** (original and modified), and **when**

**DEIS Planning:
Plan to promote Retention**

RETENTION

**DEIS Planning:
Plan to promote Retention**

DEIS Planning: 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. To decrease the average number of Junior Cert students who leave school after 3rd yr from 4 per year to 2 per year. (We have lost 13 over a 3-year period 2019-2022)
2. To ensure the number of LCE who leave school during 5th/6th years does not exceed 2/3 per year
3. To maintain an average completion rate of 98% at Junior Cycle
4. To increase an average LCA completion rate from 74% to 80% over the next three year

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?
Take roll call at the beginning of each class.	1,2,3,4	All teachers	Deputy principal	Whole school year	VS Ware
Form Tutor will check reason(s) behind absence	1,2,3,4	FT/CT	Year Head	Whole school year	VS Ware HSCL Parents
Targeted Students referred to SCP	1,2,3,4	HSCL	YH/HSCL	Whole school year	VS Ware Target Cards SCP
FT highlights and informs regular and unexplained absenteeism to Year Head/HSCL	1,2,3,4	FT/YH/HSCL	YH/HSCL	Whole School Year	VS Ware Email Target Cards

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

DEIS Planning: Plan to promote Retention

Nurture programme referral	1,2,3,4	FT/YH/ SST	<i>Nurture Teachers</i>	Whole School Year	PBT
EWO referral	1,2,3,4	HSCL	<i>Principal</i>	Whole School Year	HSCL
Breakfast Club offered	1,2,3,4	TBD	<i>Principal SCP</i>	Whole School Year	Teacher HSCL
Link in with external agencies to support at risk students	1,2,3,4	HSCL GC	<i>SST</i>	Whole School Year	SST HSCL
BFL referrals	1,2,3,4	BFL teacher	<i>BFL teacher</i>	Whole School Year	Staff Time/CPD
LCA/TY	1,2,3,4	CT	<i>PC</i>	Whole School Year	Programme Co-ordinator
Broad range of Extra Curricular Activities Offered	1,2,3,4	All teachers	<i>All teachers</i>	Whole School Year	Staff

Monitoring:

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

1. VS Ware records to be checked by Attendance Officer (Julie) on a monthly basis- information to be shared with HSCL & YHs.
2. Weekly SST meeting to discuss students at risk of leaving school.
3. At risk students on the agenda at the weekly SST meeting. Specific actions are assigned to a member of SST who reports back during the following meeting. Meetings have minutes to reduce the risk of students falling through the gaps.

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

1. We will monitor how many students are at risk of leaving school firstly by linking with our attendance strategies. Students missing over 20 days unexplained are at more risk of leaving so early interventions are needed.
2. We will follow up on the students who have left (where have they gone? Are they still in education? etc).
3. We will track how many of our identified at-risk students are availing of the about measures (are they in Breakfast Club, homework club, extra curriculars etc).

**DEIS Planning:
Plan to promote Attendance**

Attendance

Summary Plan to promote ATTENDANCE

DEIS Planning: 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 decrease the number of JC students who miss 20+ days from average of 49 students to an average of 35 over the next 2 years .
2. To decrease the number of LC students who miss 20+ days from an average of 26 students to an average of 13 students over the next 2 years.
3. Improve overall attendance from average of 89% to 92% by 2025.
4. To decrease the number of absences in TY from 10% to 5% over 3 years.

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?
Roll call Taken at the beginning of every class	1,2,3,4	All teachers CT/YH	<i>Deputy Principal</i>	Whole School Year	VS Ware
Communication with parent and guardians via school app	1,2,3,4	Attendance officer	<i>Deputy Principal</i>	Whole School Year	School APP Training for School App provided beginning of each year
Importance of Form Tutor roll in attendance explained at beginning of year	3	DEIS Team	<i>Deputy Principal</i>	Whole School Year	CPD for staff at start of year
Referral to HSCL for persistent absenteeism	1,2,3,4	Year Head	<i>HSCL</i>	Whole School Year	Talk given to staff by HSCL
Award/Rewards/Attendance drives for Attendance	1,2,3,4	All Staff	<i>EK/FM/HSCL</i>	Whole School Year	HSCL Talk given VS Ware
Whole School Behavioural lesson	1,2,3,4	CT	<i>EK</i>	Beginning of Year	BFL CPD
Early Intervention for students who are poor attendees	1,2,3,4	Teachers/ SCP/HSCL	<i>HSCL</i>	Beginning of Year	Target Cards HSCL Initiatives

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

DEIS Planning: Plan to promote Attendance

EWO referral	1,3	HSCL	<i>Principal</i>	Whole School Year	VS Ware Counsellor
Nurture Programme	1,3	SST	<i>AEN</i>	Whole School Year	CPD for staff VS Ware
Provide attendance support packs	1,2,3,4	HSCL	<i>HSCL</i>	Whole School Year	HSCL
Breakfast Club	1,2,3,4	SCP	<i>Principal</i>	Whole School Year	Funding
Have a percentage attendance expectation linked to participation in TY.	4	PC/YH	<i>PC</i>	Whole School Year	

Monitoring:

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

1. VS Ware records to be checked by Attendance Officer on a monthly basis- information to be shared with YHs & HSCL
2. Rolls taken every class.
3. Lates monitored by teachers/CTs/YHs daily.
4. Late detention monitored weekly by the DP/YH's – interventions where required.

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

1. DEIS coordinator takes data from Vsware yearly for comparison

**DEIS Planning:
Plan to improve Literacy Levels**

LITERACY

DEIS Planning: 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 increase the percentage of students who read for pleasure (read over an hour a week) by 10% from 32% to 42% over the next 3 years.
2. To decrease the percentage of students who report reading zero books for pleasure over the last year from 23% to 20% in Year 1, then 20% to 15% in Year 2
3. To decrease the percentage of students saying they do not like reading at all from 42% to 32% over 3 years.
4. To increase the number of students comfortable giving oral presentations (current 1st year cohort) from 7% to 20% over 2 years.

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?
We will continue to provide the following Literacy programmes – e.g. Book Reviews, DEAR, Reading for Pleasure, Book in the bag	1,2,3	<i>All teachers</i>	<i>Eric Flynn</i>	Monthly	Library access. Library books.
We will continue to provide the support of Learning Support in Literacy	1,4	<i>SEN dept</i>	<i>Principal, AEN Coordinator</i>	Whole School Year	Coordinator Time/CPD
We will continue to teach keywords in subject department	4	<i>All teachers</i>	<i>Principal, Department heads</i>	Whole School Year	CPD
We will continue to run Book Club in the library at lunch time – days tbc each Sept	1,2,3	<i>Literacy Team</i>	<i>Martin Monks</i>	Whole School Year	Coordinator Time
We will trial an initiative between Literacy/Numeracy of using Maths codebreakers to reveal keywords	4	<i>All teachers</i>	<i>Numeracy/Literacy Lead</i>	Sept-Dec	Coordinator CPD Time

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

DEIS Planning: Plan to improve Literacy Levels

We will continue to provide reasonable accommodation for examination students	4	<i>AEN Coordinator</i>	<i>AEN Coordination</i>	State & Term Exam time	Staff
We will continue to address attendance to prevent students from falling behind – see attendance strand		<i>HSCL, SCP, FT, YH</i>	<i>Attendance Officer, HSCL</i>	Whole School Year	VS Ware Targeted interventions
Teachers favourite book display <i>Teachers favourite book will be displayed on their doors. Students will be encouraged to ask staff about their selection.</i>	1,2,3	<i>All teachers</i>	<i>Literacy lead</i>	Monthly	Coordinator Time
Oral/verbal literacy presentations will be implemented by several departments. <i>Students will present their work to the class in small groups. Departments involved include: Irish, History, French, German and science.</i>	4	<i>Subject department heads, subject teachers</i>	<i>Principal, Department heads</i>	Whole school year	CPD Time Coordinator
Oral/Verbal homework passes. <i>Volunteering teachers will be given three ‘verbal passes’ each week. They are free to present these passes to any student of their choosing. The selected students will return the pass to the teacher and present their homework in a verbal format rather than written.</i>	4	<i>Class Teachers</i>	<i>Principal, Literacy lead</i>	Whole school year	Printed version CPD/Time

Monitoring:

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

1. Comparison of state exams yearly
2. Survey of students on how comfortable they are yearly

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

1. DEIS coordinator takes data from Vsware and Athena yearly for comparison

DEIS Planning: Plan to improve Literacy Levels

	DOMAINS	STANDARDS	DEIS TARGET	STATEMENT OF EFFECTIVE PRACTICE	STATEMENT OF HIGHLY EFFECTIVE PRACTICE
<i>Teaching & Learning</i>	LEARNER OUTCOMES	Students demonstrate the knowledge , skills and understanding required by the post primary curriculum.		Students demonstrate good subject knowledge and subject skill at an appropriate level, and demonstrate this at the relevant assessment points in the year or cycle.	
<i>Teaching & Learning</i>	LEARNER EXPERIENCES	<p>*Students grow as learners through respectful interactions and experiences that are challenging and supportive.</p> <p>* Students experience opportunities to develop the skills and attitudes necessary for lifelong learning.</p>		<p>*Relationships and interactions in classrooms and learning areas support a co-operative and productive learning environment.</p> <p>*Students feel able to contribute their opinions and experiences to class discussion. They listen respectfully to the opinions and experiences of classmates.</p> <p>Students have an age appropriate understanding of the concept of life-long learning, and are well disposed to continuing education and training.</p>	
<i>Teaching & Learning</i>	TEACHERS' INDIVIDUAL PRACTICE	The teacher has the requisite subject knowledge, pedagogical knowledge and classroom management skills.		Teachers, through their own enthusiasm for and enjoyment of their subject area, motivate students to engage in and enjoy their learning.	
<i>Teaching & Learning</i>	TEACHERS' COLLECTIVE PRACTICE / COLLABORATIVE PRACTICE	Teachers contribute to building whole staff capacity by sharing their expertise.		Teachers are open to building collective expertise in the skills and approaches necessary to facilitate student learning for the future.	

**DEIS Planning:
Plan to improve Numeracy Levels**

NUMERACY

DEIS Planning: 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. To increase the number of JC students taking HL Maths from 19% to 24% by 2025.
2. To increase the number of students who have a positive attitude to numeracy from 59% to 69% by 2025.

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?
Every room will have a clock on display	2	<i>Class Teachers</i>	<i>Numeracy Lead</i>	Whole School Year	Digital and analog clocks
Test scores will be returned as fractions for students to convert into percentages.	2	<i>Class teachers</i>	<i>All teachers</i>	Whole School Year	Premade cover sheet for exams
We will continue to provide the support of Additional Education Needs programmes	1,2	<i>AEN Coordinator, Resource teachers, SNA's</i>	<i>AEN dept</i>	Whole School Year	DEIS/School Online printable resources
We will trial an initiative between Literacy/Numeracy	1,2	<i>Class Teachers</i>	<i>Teachers</i>	Whole School Year	CPD training Time

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

DEIS Planning: Plan to improve Numeracy Levels

of using Maths codebreakers to reveal keywords					
Team-Teaching to target class with most vulnerable students/resource classes	1,2	<i>AEN Coordinator, resource teachers</i>	<i>AEN dept</i>	Whole School Year	CPD Time Staff Resources for subjects
We will encourage students to take Higher Level Maths	1	<i>Maths Teachers</i>	<i>Maths Head</i>	Whole School Year	CPD
Cross-subject agreement on teaching techniques eg. Currency conversion in Maths and Business	1,2	<i>Class Teachers</i>	<i>Subjects Teachers</i>	Whole School Year	CPD Staff lead croke park hours to share learning from CPD
The Maths Notice Board will be changed on a Monthly Basis	2	<i>Maths Teachers</i>	<i>Maths Dept</i>	Monthly	Paper, Pens, Colours, Students Word Samples, Internet, Pinterest
Maths Eyes Initiative	2				CPD Time
To create/maintain a Numeracy-rich School Environment and create a greater Maths Profile in the school	1,2	<i>Maths Teachers All Teachers</i>	<i>Maths Dept</i>	Monthly	Printable resources Cooridnator
Monitoring:					

DEIS Planning: Plan to improve Numeracy Levels

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

1. Comparison of state exams yearly
2. Survey of students on how comfortable they are yearly

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

1. DEIS coordinator takes data from Vsware and Athena yearly for comparison

	DOMAINS	STANDARDS	DEIS TARGET	STATEMENT OF EFFECTIVE PRACTICE	STATEMENT OF HIGHLY EFFECTIVE PRACTICE
<i>Teaching & Learning</i>	LEARNER OUTCOMES	Students demonstrate the knowledge , skills and understanding required by the post primary curriculum.	1, 2		Junior Cycle students have attained proficiency in the prescribed key skills appropriate to their stage in the cycle.
<i>Teaching & Learning</i>	LEARNER EXPERIENCES	Students experience opportunities to develop skills and attitudes necessary for lifelong learning.	3	Students make meaningful connections between school-based learning and learning that takes place in other contexts.	
<i>Teaching & Learning</i>	TEACHERS' INDIVIDUAL PRACTICE	The teacher selects and uses planning , preparation and assessment practices that progress student learning.	1	Teachers share success criteria with students so that they can assess their own learning through self-assessment and peer assessment.	
<i>Teaching & Learning</i>	TEACHERS' COLLECTIVE PRACTICE / COLLABORATIVE PRACTICE	Teachers value and engage in professional development and professional collaboration.	2,3		Teachers view collaboration as a means to improve student learning

**DEIS Planning:
Plan to improve Numeracy Levels**

					and to enhance their own professional development. They engage in constructive collaborative practice, and in collaborative review of practice.
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**DEIS Planning:
Plan to improve Examination Attainment**

ATTAINMENT

Summary Plan to improve EXAMINATION ATTAINMENT

DEIS Planning: 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. Increase the number of Leaving Certificate higher level exams taken by students from 55% to 70% over the next 3 years.
2. Decrease the number of students who achieve less than 200 points from a 3-year average of 32% over the next three years.
3. To increase the percentage of students sitting the higher-level examinations at Junior Certificate from 47% to 66% over the next three years.
4. To bring average mean grade achieved at all JC Common Level exams to within 5% of that achieved nationally.
5. To increase the number of LC students achieving over 500 points from a 3-year average of 3% to 6%

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?
Class Teachers will continue to regularly monitor and test their students with both formative and summative assessment techniques	1,2,3,4,5	Class Teachers	<i>Principal, Deputy Principal</i>	Throughout year	VS Ware Resources
Promote and reward homework and exam attainment regularly in class through our VS Ware System	1,2,3,4,5	Class Teachers	<i>Principal/Year Heads</i>	Throughout year	Assembly time for year groups
Actively encourage all students to follow the highest level of syllabi/ subject specification that they are capable of. Engage with parents on this. Effective use of Assessment and Change of Level Policy. (Policy Needed)	1,2,3,4,5	Class Teachers, Year Head, Academic Monitor, Guidance Counsellor	<i>Principal</i>	Throughout Year	Parent evenings App Year Group Assemblies

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

DEIS Planning: Plan to improve Examination Attainment

Homework monitored using formative assessment and homework procedures.		<i>Class Teachers</i>	<i>Principal/Year Head</i>	Throughout Year	VS Ware
Careers to be explored with Guidance Counsellor on individual basis and with invited speakers & study skills seminars.	1,2,5	<i>Guidance Counsellor</i>	<i>Guidance Counsellor</i>	(ask Laura)	Guest Speakers Past Pupils
Promotion of College Awareness Week.	1,2,5	<i>Guidance Counsellor, All teachers</i>	<i>Guidance counsellor</i>	November	Display posters
Parent Teacher meetings – full attendance to be strongly encouraged. Follow up with who didn't/ couldn't attend.	1,2,3,4,5	<i>HSCL, Year Head</i>	<i>Principal/ Year Head</i>	Once a year per year group	APP Parents info evenings
School reports to be comprehensive, strengths, areas to improve. Focus on Learning.	1,2,3,4,5	<i>Class teachers, form tutors, year head</i>	<i>Principal/ Deputy Principal</i>	Twice a year	CPD for staff
Learning support / Resource teaching to enable student to achieve their potential. CPD and assistive technology resources relevant to that role.	1,2,3,4,5	<i>AEN Coordinator, SNA's, Resource Teachers</i>	<i>Principal, AEN Coordinator</i>	Throughout Year	CPD for staff Training for students Time
Identification of students in need of NEPS assessment/ the implementation of recommendations contained in the NEPS report	1,2,3,4,5	<i>Class teachers, AEN Coordinator, learning support teachers</i>	<i>AEN Coordinator</i>	Throughout year	
Subject planning meetings to include review of exam attainment of students Vs National Averages & DEIS Averages	1,2,3,4,5	<i>Subject department heads, subject teachers</i>	<i>Principal, Deputy principal, Academic Monitor</i>	After leaving certificate & junior certificate results	CPD Time
Common tests at Christmas and Summer		<i>Class teachers</i>	<i>Principal, Subject Department teachers</i>	Twice a year	
Focus of Careteam meetings – regularly addressing study plans/ goal setting / Wellbeing	1,2,3,4,5	<i>Year head, Form Tutors</i>	<i>Principal, Deputy Principal, Year Head</i>	Once a week as per timetable	
Students are brought to 3rd level institutes from 2nd year onwards	1,2,3,4,5	<i>Guidance Counsellor</i>	<i>Guidance Counsellor</i>	(ask Laura)	Time Year head
Encourage implementation of AFL strategies by teachers.	1,2,3,4,5	<i>Class Teachers</i>	<i>Principal, Deputy Principal</i>	Throughout Year	CPD

DEIS Planning: Plan to improve Examination Attainment

Whole school approach to improving Literacy and Numeracy.	1,2,3,4,5	<i>Class Teachers</i>	<i>Principal</i>	Throughout Year	Staff lead CPD Time
Library Programme/ access for students	3,4	<i>English Department</i>	<i>Principal</i>	Throughout Year	Library access/books Time
Academic achievements to be awarded and celebrated by the school community	1,2,3,4,5	<i>Class teachers, Award Coordinator</i>	<i>Principal, Award Coordinator</i>	Christmas, End of Year	App Coordinator
We will continue to provide evening study and homework club afterschool.	1,2,5	<i>SCP, Year Heads, Denis Foley</i>	<i>Principal</i>	Throughout year	Coordiantor Time
Students and Parents made aware of the CAO process and the HEAR and DARE access route	1,2,5	<i>Guidance Counsellor, HSCL</i>	<i>Guidance Counsellor</i>	Sept/Oct	Parents info evenings CPD
Provision of information evenings and guidance classes to address subject choice and levels	1,2,3,4,5	<i>Guidance Counsellor, Year Heads,</i>	<i>Principal, Deputy Principal</i>	Apr/May	Time
We will continue to support students through the LCA programme	Retention?	<i>LCA Coordinator, Class teachers, Year Head</i>	<i>Principal</i>	Throughout Year	VS Ware Target Cards Common exams
We will continue to provide Learning Support and Special Educational Needs Programme, BFL Teacher.	1,2,3,4,5	<i>AEN Coordinator, learning support teachers, SNA's</i>	<i>Principal</i>	Throughout Year	Staff CPD
We will test students to identify problem areas – via referral to AEN.	1,2,3,4,5	<i>AEN Coordinator</i>	<i>Principal</i>	Throughout Year	Staff
We will liaise with primary schools to identify problem areas prior to entry to school	3,4	<i>HSCL</i>	<i>HSCL, Principal</i>	March - May	HSCL
We will continue to provide reasonable accommodation for examination students	1,2,3,4,5	<i>AEN Coordinator</i>	<i>Principal</i>	Throughout Year	Coordinator
We will continue to address attendance to prevent students from falling behind and provide support for poor attendees	1,2,3,4,5	<i>Attendance Officer, HSCL, Year Head, Form Tutor, SCP</i>	<i>Principal</i>	Throughout Year	VS Ware Attendance officer Ft and YH
SCP Key Worker supports students at risk of early school leaving.	1,2,3,4,5	<i>SST, SCP, HSCL</i>	<i>Principal</i>	Throughout Year	
BFL works with students at risk of learning being interrupted by poor behaviour choices.	1,2,3,4,5	<i>BFL teacher</i>	<i>AEN Coordinator, Principal</i>	Throughout Year	

DEIS Planning: Plan to improve Examination Attainment

We will continue to encourage students to participate in Summer School Support Programmes, College shadowing days and leaving cert workshops	1,2,3,4,5	<i>Guidance Counsellor, SCP</i>	<i>Guidance Counsellor, SCP</i>	Throughout Year	Coordinator/Time
Provision of extra-curricular activities/ courses as deemed appropriate	Retention?	<i>Care team, class teachers, AEN department, HSCL, SCP</i>	<i>Principal</i>	Throughout Year	TimeCoordinator
Team Teaching will be provided to classes that need support	1,2,3,4,5	<i>Class teachers, AEN Coordinator</i>	<i>Principal</i>	Throughout Year	CPD/Time
Monitoring of students' academic progress from 1st year (Athena).	1,2,3,4,5	<i>Class teachers, Academic Monitor, Year Head</i>	<i>Principal</i>	Throughout Year	Coordinator
Parents provided with students' academic progress yearly	1,2,3,4,5	<i>Class teacher, Academic Monitor</i>	<i>Principal</i>	At assessment periods, at parent teacher meetings	Vs Ware APP Term Reports
Using Athena profiles, students are advised on appropriate options subjects in Senior Cycle	1,2,5	<i>Academic Monitor, Guidance Counsellor</i>	<i>SC/Guidance</i>	May	App VS Ware CPD Athena
Mixed ability classes for all subjects except English/ Irish/ Maths from 2nd Year.	1,2,3,4,5	<i>Subject Department, AEN Cordinator</i>	<i>Principal</i>	Ongoing	Time

Monitoring:

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

1. State exam results compared yearly
2. LCA students surveyed yearly

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

1. DEIS coordinator take data from Vsware and Athena yearly

DEIS Planning: Plan to improve Examination Attainment

	DOMAINS	STANDARDS	DEIS TARGET	STATEMENT OF EFFECTIVE PRACTICE	STATEMENT OF HIGHLY EFFECTIVE PRACTICE	
<i>Teaching & Learning</i>	LEARNER OUTCOMES					
<i>Teaching & Learning</i>	LEARNER EXPERIENCES					
<i>Teaching & Learning</i>	TEACHERS' INDIVIDUAL PRACTICE					
<i>Teaching & Learning</i>	TEACHERS' COLLECTIVE PRACTICE / COLLABORATIVE PRACTICE					

**DEIS Planning:
Plan to improve Transitions**

TRANSITIONS

Summary Plan to improve Transitions

DEIS Planning: Plan to improve Transitions

Target(s):

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

Primary to 1st year – TBD (need to survey incoming 1st years by Oct break to get baseline data then track that cohort.

Junior Cycle to Senior Cycle

1. To increase the number of students who are 'comfortable and confident in' their choice of programme from 58% of students to 68% by 2025.
2. To increase the number of students who are very comfortable in their subject choice in 5th year from 25% to 45% over next 3 cohorts.
3. To decrease the number of students who wish to change 1-2 subjects towards the end of 5th year from 69% to 59%.

Senior Cycle – 3rd Level

1. To increase the number of students who progress to 3rd Level L8 institutes from an average of 50% to 61% (this baseline is a 5 year average that excluded the Covid Accredited grades @ 70% & 62%).

Wholeschool

1. To increase the number of students at Junior cycle who are 'Almost always connected to their school' by 10% from 62% to 72% over the next 3 years.
2. To increase the number of students at Senior cycle who are 'Almost always connected to their school' by 10% from 51% to 61% over the next 3 years.

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

DEIS Planning: Plan to improve Transitions

Primary School visits	Primary school	Feeder Schools HSCL	HSCL Principal	September/April	Time Current students
1st Year Induction evening.	Primary school target	HSCL, Guidance, Principal/DP/AEN	Principal	May	Time Care Team
HSCL/AEN liase with all incoming 1st Year Parents	1,2,3	HSCL, Principal, DP, AEN, 1 st YH	HSCL	Mar-Oct	
Open Evening	Primary school target	All Staff	Principal	Sept	Time Info booklet
We will continue to provide a full Guidance Service to all students in the school.	Junior & senior cycle target	HSCL, Guidance	GC	Throughout year	
We will continue to provide help to students with the completion of CAO, UCAS, PLC application forms, funding for the process may be provided in some instances	Senior cycle target	Guidance	GC	Throughout year	
We will continue to assist students with Work Placements while following the LCA, TY and LCVP Programme.	Senior cycle targets	Teachers, Programme Coordinator	Programme Coordinator	Throughout year	Past Pupils Electronic folder with details of previous employers
We will continue to provide evening study/homework club	Junior & Senior targets	Teachers, Year Heads	DF/YH	Throughout year	Coordinator Time
We will develop a study skills programme across relevant Year Groups.	Junior & Senior Cycle targets	Teachers, Year heads	YH	October	Year Heads Time Resource Pack
We will run a College Awareness week yearly	Senior Cycle targets	Teachers, Guidance	Guidance	Throughout year	Posters Guest speakers Past students

DEIS Planning: Plan to improve Transitions

We will have a panel style discussion hosted by teachers discussing their diverse pathways into post primary education	Senior Cycle targets	Teachers	Guidance	College Awareness Week	Teachers Past students
We will host a CAO/PLC/Apprenticeships information evening for parents & students	Senior cycle targets	Past Students	Guidance	As per calendar	
Career Classes, One to one meeting(s) with students/ small group meetings with students.	Senior cycle targets	Teachers	Guidance	Whole Year	Time Coordinator
Summer Provision – CTYI Programme	Junior & Senior cycle targets	Guidance	Guidance	Summer Holidays	
Early targeting of students at risk of leaving school early. Early intervention by care team to identify needs & develop an individual action plan	Junior cycle target	<i>Form tutors</i>	Year Head	Whole Year	Time Pre-made Action Plan to use.
Up to date career notice board/ online Teams page ensure students are aware of open days, career exhibitions etc.	Senior cycle targets	<i>Form Tutors</i>	Year head	Whole Year	Coordinator Dedicated resource board
Senior Cycle Options evening for 3rd, 4th year parents Subject Options Week – including subject presentations to students, subject fair delivered by Senior Students, classes in computer room.	Senior cycle targets	<i>Teachers, Form tutors</i>	<i>Guidance</i>	As per calendar	Time Information booklet

Monitoring:

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

1. Students surveyed yearly
2. Teachers to use CAT4 results throughout the year

Evaluation:

State how impact of actions on EDUCATIONAL PROGRESSION will be evaluated at the end of the three years

DEIS Planning: Plan to improve Transitions

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

1. DEIS coordinator takes information from VSware yearly for comparison

	DOMAINS	STANDARDS	DEIS TARGET	STATEMENT OF EFFECTIVE PRACTICE	STATEMENT OF HIGHLY EFFECTIVE PRACTICE
<i>Teaching & Learning</i>	LEARNER OUTCOMES				
<i>Teaching & Learning</i>	LEARNER EXPERIENCES				
<i>Teaching & Learning</i>	TEACHERS' INDIVIDUAL PRACTICE				
<i>Teaching & Learning</i>	TEACHERS' COLLECTIVE PRACTICE / COLLABORATIVE PRACTICE				

DEIS Planning:
Plan to promote Partnership with Parents

PARTNERS- 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 improve the average attendance of parents at the PTM from
2. To increase the number of parents engaging with the PTA from 2 to 12 over the next 3 years.
3. To increase parental engagement weekly with VSWare from 28% to 38% after Y1 and to 48% after Y2.

DEIS Planning: Plan to promote Partnership with Parents

Actions:					
State proposed measures (both existing and new) to improve PARTNERSHIP WITH PARENTS. <i>Actions should be sequenced and coordinated over the three years of the plan to achieve maximum effect</i>					
Measure	To address target(s) no.*	Who?	Lead responsibility	When?	Resources?
Information Evening on use of VS Ware/School App/Athena	2,3	<i>Social media post holder</i>	Principal/DP HSCL Richie Peavoy Sinead Collins	As per calendar	Time CPD
We will ensure that parents are informed about all meetings and ceremonies in school – by letter or text reminders	1,2,3	<i>Reception</i>	Principal DP HSCL YH's	Whole Year	APP
We will continue to do home visits	2,3	<i>HSCL</i>	HSCL	Whole Year	HSCL
We will continue promoting and encouraging participation of parents in induction nights, celebrations activities	2,3	<i>HSCL</i>	HSCL Richie Fiona	Whole Year	
We will invite 1st year parents to join the PTA	2,3	<i>HSCL</i>	YH HSCL	May/October	Parents info evenings
We will continue to provide career guidance information for parents regarding: 1st yr subject choice, post junior cert options, PLC and third level college application and apprenticeships etc.	1,2,3	<i>Teachers, Guidance</i>	HSCL Guidance	Whole Year	Time Coordinator
We will produce a newsletter especially with student and parent involvement	2,3	<i>Teachers, HSCL</i>	HSCL DEIS Team	Termly	Time Coordinator
We will promote the school via our social media channels and the school app	1,2,3	<i>All Staff</i>	Richie	Whole Year	CPD for staff for the APP
We will run activities for parents on our DEIS list	1,2,3	<i>HSCL</i>	HSCL	Whole Year	
Monitoring:					

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

DEIS Planning: Plan to promote Partnership with Parents

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

1. Sign in sheet at PTM and information evenings
2. CTs monitor journals being signed weekly

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

1. Gathering information from sign in sheets and comparing to previous years

	DOMAINS	STANDARDS	DEIS TARGET	STATEMENT OF EFFECTIVE PRACTICE	STATEMENT OF HIGHLY EFFECTIVE PRACTICE
<i>Teaching & Learning</i>	LEARNER OUTCOMES				
<i>Teaching & Learning</i>	LEARNER EXPERIENCES				
<i>Teaching & Learning</i>	TEACHERS' INDIVIDUAL PRACTICE				
<i>Teaching & Learning</i>	TEACHERS' COLLECTIVE PRACTICE / COLLABORATIVE PRACTICE				

DEIS Planning:
Plan to promote Partnership with Others

PARTNERS

- Others

DEIS Planning: 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 increase our partnerships with agencies and the local community by 3 per year for 2 years.
2. To increase our access to the supports available to use a community cooperative approach to allow students and parents access appropriate supports
3. To create/grow an Alumni Association to a membership of 12 over the next 3 years.

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?
We will maintain close links with statutory and voluntary agencies, to include NEPS, SENO, HSE, DCU, St John's Education centre, CDET, Peter McVerry Trust, St. Laurence O'Toole Special School, Inspire, Henrietta St, Youth Reach, Community Training Centres.	1	<i>Specific Agencies</i>	HSCL	Ongoing	List created and updated of these links and made available on one drive
We will hold regular Scheduled Meetings with SCP & EWO	1	<i>SCP/EWO</i>	Principal HSCL	Whole Year	Time
We will maintain strong links with all sporting agencies and youth clubs in the area	1	<i>Specific Agencies</i>	PE Dept HSCL	Whole Year	Time Past Pupils
We will create new links with local businesses particularly involving past pupils	1,2, 3	<i>TBD</i>	HSCL/Denis Foley	Ongoing	Past pupils Coordinator

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

DEIS Planning: Plan to promote Partnership with Others

We will target senior students to attend university open days specific to their needs & interests	1	<i>Guidance</i>	GC - Laura	Whole Year	Time Coordinator
We will continue to develop local business/industrial links through work experience and community service placements – eg: DNWAP		<i>HSCL/Guidance/DC</i>	PC – Irene GC - Laura	Whole Year	Coordinator Time Dedicated space to store links for easy access
Our AEN department will create links with primary schools	1	<i>Local primary schools</i>	AEN Dept - Gina	Whole Year	Time
Our guidance department will invite speakers for Careers, army, apprenticeships, colleges	1		GC - Laura	Whole Year	Time

Monitoring:

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

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

1. DEIS coordinator to compile information over a year to compare to previous years

	DOMAINS	STANDARDS	DEIS TARGET	STATEMENT OF EFFECTIVE PRACTICE	STATEMENT OF HIGHLY EFFECTIVE PRACTICE
<i>Teaching & Learning</i>	LEARNER OUTCOMES				
<i>Teaching & Learning</i>	LEARNER EXPERIENCES				
<i>Teaching & Learning</i>	TEACHERS' INDIVIDUAL PRACTICE				
<i>Teaching & Learning</i>	TEACHERS' COLLECTIVE PRACTICE				

**DEIS Planning:
Plan to promote Partnership with Others**

	/ COLLABORATIVE PRACTICE					
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DEIS Plan One-Year Summary

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

SUMMARY OF DEIS PLAN FOR THE SCHOOL YEAR 2022-2023

DEIS Area	Targets	What it looks like in the classroom.
1. RETENTION	<ol style="list-style-type: none"> 1. To decrease the average number of Junior Cert students who leave school after 3rd yr from 4 per year to 2 per year. (We have lost 13 over a 3-year period 2019-2022) 2. To ensure the number of LCE who leave school during 5th/6th years does not exceed 2/3 per year 3. To maintain an average completion rate of 98% at Junior Cycle 4. To increase an average LCA completion rate from 74% to 80% over the next three year 	
2. ATTENDANCE	<ol style="list-style-type: none"> 1. To decrease the number of JC students who miss 20+ days from average of 49 students to an average of 35 over the next 2 years. 2. To decrease the number of LC students who miss 20+ days from an average of 26 students to an average of 13 students over the next 2 years. 	

SUMMARY OF DEIS PLAN FOR THE SCHOOL YEAR 2022-2023

DEIS Area	Targets	What it looks like in the classroom.
	<p>3. Improve overall attendance from average of 89% to 92% by 2025.</p> <p>4. To decrease the number of absences in TY from 10% to 5% over 3 years.</p>	
<p>3. LITERACY</p>	<p>1. To increase the percentage of students who read for pleasure (read over an hour a week) by 10% from 32% to 42% over the next 3 years.</p> <p>2. To decrease the percentage of students who report reading zero books for pleasure over the last year from 23% to 20% in Year 1, then 20% to 15% in Year 2</p> <p>3. To decrease the percentage of students saying they do not like reading at all from 42% to 32% over 3 years.</p> <p>4. To increase the number of students comfortable giving oral presentations (current 1st year cohort) from 7% to 20% over 2 years.</p>	
<p>1. NUMERACY</p>	<p>1. To increase the number of JC students taking HL Maths from 19% to 24% by 2025.</p> <p>2. To increase the number of students who have a positive attitude to numeracy from 59% to 69% by 2025.</p>	

SUMMARY OF DEIS PLAN FOR THE SCHOOL YEAR 2022-2023

DEIS Area	Targets	What it looks like in the classroom.
<p>1. EXAMINATION ATTAINMENT</p>	<p>1. Increase the number of Leaving Certificate higher level exams taken by students from 55% to 70% over the next 3 years.</p> <p>2. Decrease the number of students who achieve less than 200 points from a 3-year average of 32% over the next three years.</p> <p>3. To increase the percentage of students sitting the higher-level examinations at Junior Certificate from 47% to 66% over the next three years.</p> <p>4. To bring average mean grade achieved at all JC Common Level exams to within 5% of that achieved nationally.</p> <p>5.To increase the number of LC students achieving over 500 points from a 3-year average of 3% to 6%</p>	
<p>1. TRANSITIONS</p>	<p><u>Primary to 1st year</u> – TBD (need to survey incoming 1st years by Oct break to get baseline data then track that cohort.</p> <p><u>Junior Cycle to Senior Cycle</u></p> <p>1. To increase the number of students who are ‘comfortable and confident in’ their choice of</p>	

SUMMARY OF DEIS PLAN FOR THE SCHOOL YEAR 2022-2023

DEIS Area	Targets	What it looks like in the classroom.
	<p>programme from 58% of students to 68% by 2025.</p> <p>2. To increase the number of students who are very comfortable in their subject choice in 5th year from 25% to 45% over next 3 cohorts.</p> <p>3. To decrease the number of students who wish to change 1-2 subjects towards the end of 5th year from 69% to 59%.</p> <p><u>Senior Cycle – 3rd Level</u></p> <p>2. To increase the number of students who progress to 3rd Level L8 institutes from an average of 50% to 61% (this baseline is a 5-year average that excluded the Covid Accredited grades @ 70% & 62%).</p> <p><u>Wholeschool</u></p> <p>3. To increase the number of students at Junior cycle who are 'Almost always connected to their school' by 10% from 62% to 72% over the next 3 years.</p> <p>4. To increase the number of students at Senior cycle who are 'Almost always connected to their school' by 10% from 51% to 61% over the next 3 years.</p>	

SUMMARY OF DEIS PLAN FOR THE SCHOOL YEAR 2022-2023

DEIS Area	Targets	What it looks like in the classroom.
<p>1. PARTNERSHIP WITH PARENTS</p>	<ol style="list-style-type: none"> 1. To improve the average attendance of parents at the PTM from 2. To increase the number of parents engaging with the PTA from 2 to 12 over the next 3 years. 3. To increase parental engagement weekly with VSWare from 28% to 38% after Y1 and to 48% after Y2. 	
<p>4. PARTNERSHIP WITH OTHERS</p>	<ol style="list-style-type: none"> 1. To increase our partnerships with agencies and the local community by 3 per year for 2 years. 2. To increase our access to the supports available to use a community cooperative approach to allow students and parents access appropriate supports 3. To create/grow an Alumni Association to a membership of 12 over the next 3 years. 	

