

Education & Training Boards Ireland

Boird Oideachais & Oiliúna Éireann

Annual Report 2019-2020



etbi

Education and Training
Boards Ireland
*Boird Oideachais agus
Oiliúna Éireann*

The ETBI Annual Report provides an overview of the key achievements over the course of the last 12 months and reflects the challenges that were overcome in responding to COVID-19.



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Foreword from the Chairperson



Cllr. Patrick Murphy
Chairperson and President
of the ETBI Board
August 2020

Education and Training Boards Ireland (ETBI) is showing what can be done when there is great partnership and common purpose across Education and Training Boards (ETBs). This annual report for 2019-20 gives a real flavour of the work that ETBI does for the sector. Over the past seven years the collaboration across ETBs has made this association thrive so we can really see the energy and commitment of our staff rewarded. As President, I have witnessed the strength of the sector as we face the serious challenges of 2020 with care and consideration for all in our communities affected by COVID-19. The return to school, FET and youth services demanded profound changes in the way work is done, and staff managed these challenges with good humour, creativity and a sense of decency. As a proud Cork man, I am deeply honoured to have been President and to have been able to support this work and encourage our people to keep going even though things were tough.

There have been great developments this year in improving Further Education and Training pathways, addressing the patronage of schools, developing creative digital learning training and responding to the critical challenges posed during the lockdown and beyond. Groundwork has been done in schools, colleges, centres and services to ensure a safe working environment while remaining professional in our learning and teaching environments. This sector continues to improve in every area through the work we do together. This year before the COVID-19 pandemic, I have been in schools and centres and seen the smiling faces of our students and learners who are taking the opportunities that will make them great citizens for our future Ireland. They give us the motivation to keep doing our important work and I wish to acknowledge the great resilience shown by them in these challenging times. ETBs around the country are involved in a huge number of quality building projects on behalf of the Department of Education. We are grateful to the Department for providing additional resources to assist in this effort.

ETBI is committed to representing the sector and continues to work in partnership with all of our funding Departments and SOLAS. I welcome the establishment of the Department of Further and Higher Education which will provide for greater integration and clear progression pathways for learners.

I would like to thank both former and present members and staff who have worked diligently in ETBI on behalf of the sector. I would like to commend all the members of ETBI, members of the Board and Forums, the General Secretary, Ms Nessa White and her executive team for their hard work and dedication particularly in responding to the challenges presented by the COVID-19 pandemic.

Foreword from the General Secretary



Nessa White
General Secretary
August 2020

I am most pleased to present the ETBI Annual Report 2019-2020 to our AGM 2020. The ETBI Annual Report provides an overview of the key achievements over the course of the last 12 months and reflects the challenges that were overcome in responding to COVID-19. ETBI has further enhanced the presentation of the annual report this year to ensure that the content is relevant and provides the reader with an overview of what has been achieved.

This year the organisation set strategic priorities based on the needs identified by the sector. These priorities formed the basis of the work plans in each Directorate and quarterly reports which reported on progress achieved and informed the plans for the subsequent quarter. The ETBI Forums inputted into specific strategic projects along with sectoral submissions to external stakeholders and in representing the sector.

March 2020 saw the emergence of the unprecedented events and ensuing impact of the global pandemic, COVID-19. Who would have thought that our plans and priorities would have been usurped by the pandemic? COVID-19 also provided the organisation with opportunities, opportunities which were embraced by ETBI and resulted in a change of focus and a requirement to react and engage differently. There was a requirement for ETBI to move from office based to remote working for all staff over the course of a weekend, the establishment of enhanced methods of communication to ensure the sector was kept updated and produce resource material and guidance on COVID-19 related matters. Another opportunity was the potential to enhance relationships with external stakeholders in other areas of education, this included sitting on steering groups and working groups right across right across primary, post-primary, further and higher education and advocacy groups.

Our annual report provides an overview of key highlights since the ETBI Annual Conference 2019 to June 2020 and aims to improve how we 'tell our story' in line with enhancing sectoral communications across the ETB sector. It also tells the story of what the ETB sector does very well and indeed the significant contribution made by ETBs in numerous areas of provision across education and training in communities across towns and cities in Ireland.

[Click to View
Introduction to Report](#)

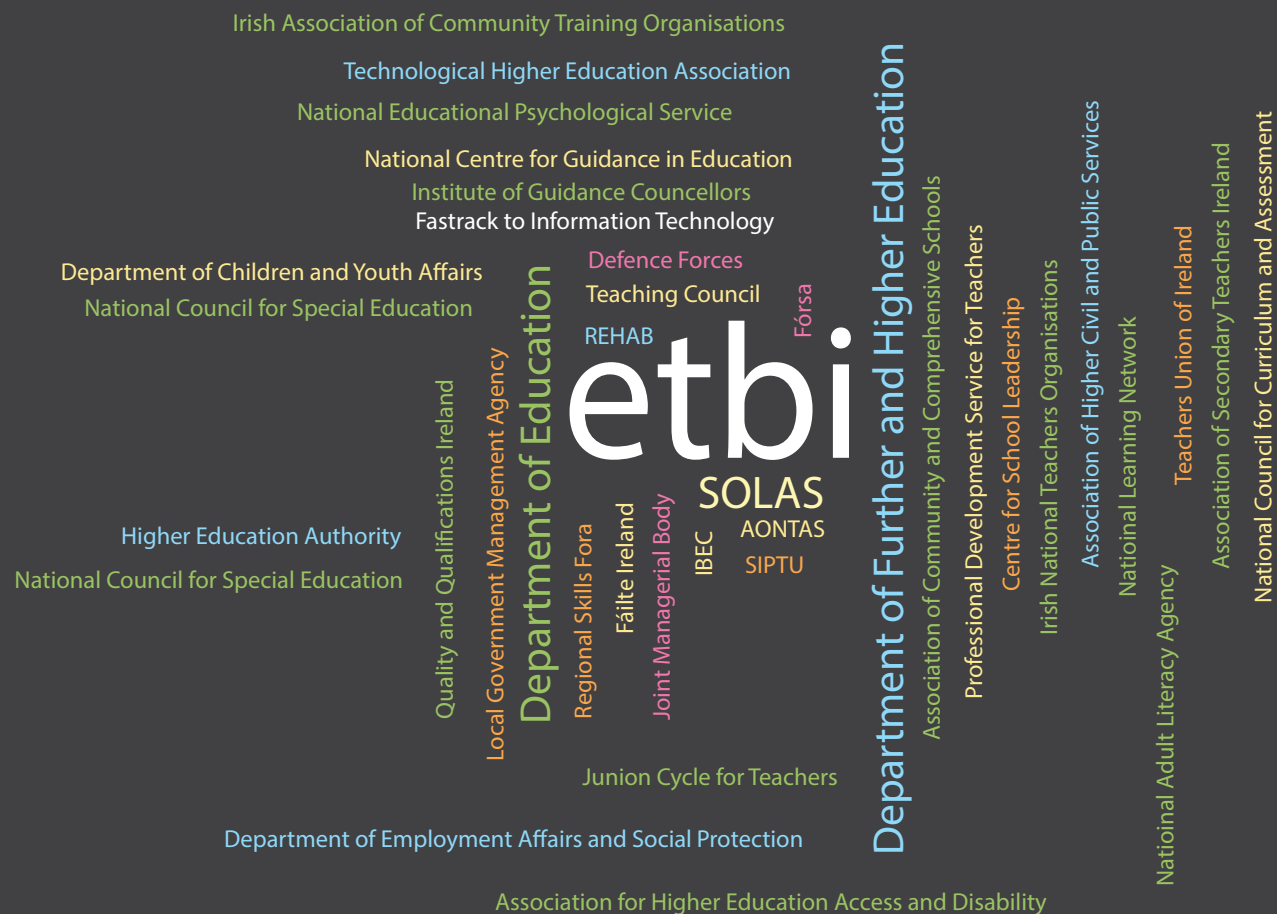


Education & Training Boards Ireland

MISSION STATEMENT

ETBI represents Ireland's sixteen Education and Training Boards and promotes the interests of ETBs. On behalf of government agencies ETBI promotes the development and implementation of appropriate education and training policy for the Education and Training Boards sector.

Some of the government departments, agencies and bodies that ETBI engages with on behalf of its members



About ETBI

Education and Training Boards Ireland (ETBI) is an association established to collectively represent Education and Training Boards (ETBs) and promote their interests, which is recognised by the Minister for the purposes of the Education and Training Boards Act 2013. The principal activity of ETBI for its members continues to be that of protecting, promoting, and enhancing the interests of vocational education and training in Ireland and within a European context. The Association represents, negotiates, and advocates on behalf of member ETBs. ETBI consults and negotiates at national level on behalf of ETB members with Government Departments, Trade Unions and with a range of other relevant bodies and authorities. ETBI promotes the development and implementation of appropriate education and training policies, procedures and guidance for member ETBs and conducts research, devises, and delivers education and training programmes targeted at the general ETB membership.

Vision

Our vision is to be an effective organisation that represents and promotes the development of the ETB sector by providing innovative and quality support services to meet the needs of ETBs and other stakeholders in the rapidly-changing world of Irish public-sector education and training.

With the support of ETBI, Education and Training Boards are the leading providers of high quality, locally responsive, inclusive, and innovative public sector education and training in their areas. ETBI works with ETBs to promote excellent outcomes for learners at all stages of lifelong learning, and to enhance social and economic cohesion in the communities we serve.

Mission

ETBI represents Ireland's sixteen Education and Training Boards and promotes the interests of ETBs. On behalf of government agencies ETBI promotes the development



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and implementation of appropriate education and training policy for the Education and Training Boards sector. ETBI is a central resource for the ETB sector, providing, procuring, and coordinating a range of support services which are most appropriately and efficiently delivered at national level. It is a shared repository of best practice providing research, development, and specialist expertise for the sector.

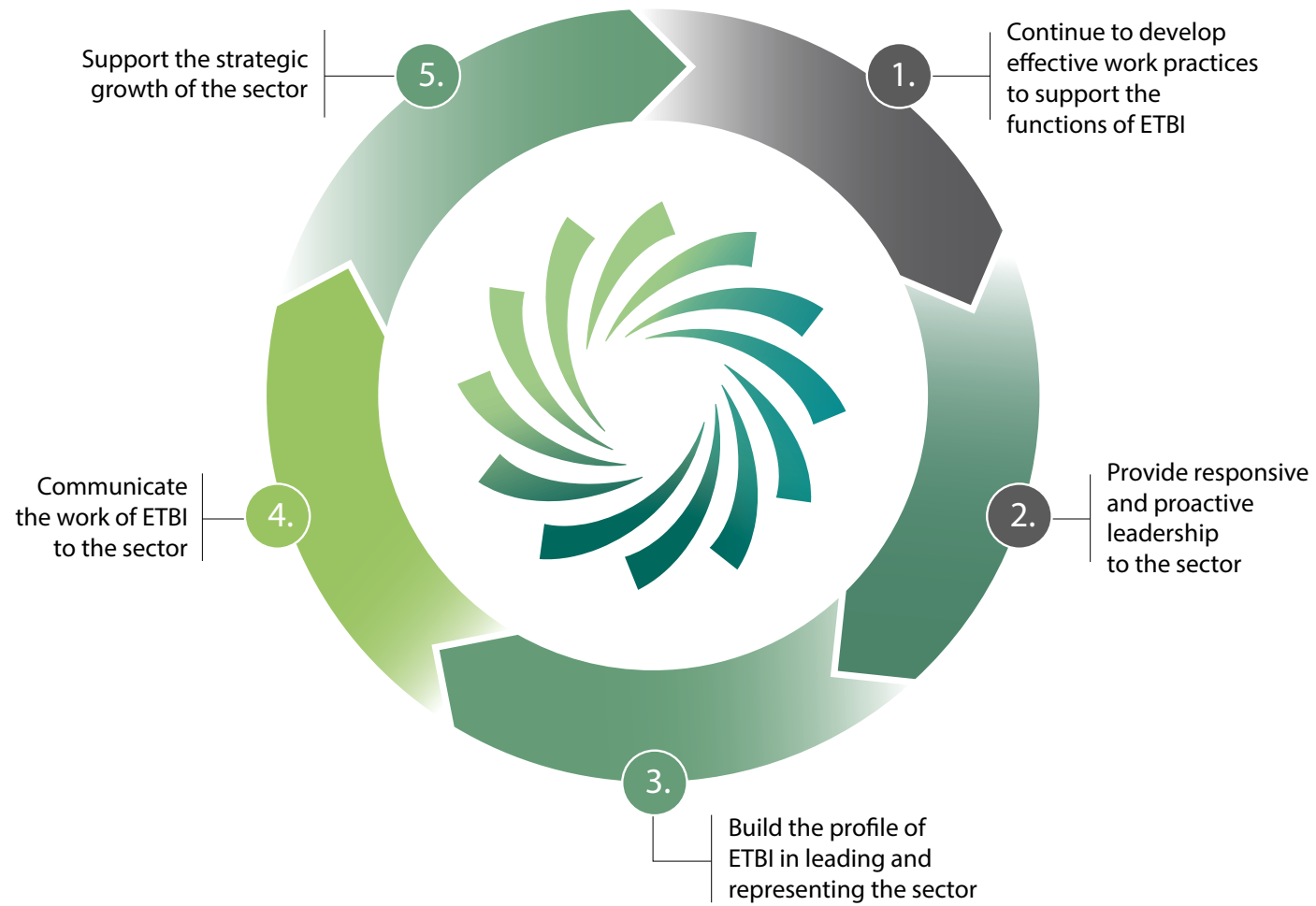
ETBI provides a range of coordinated services that include:

- Staff negotiations and staff development
- Policy analysis, research, and administrative support services
- Management services required by ETBs in the performance of their executive and reserved functions
- Specialised supports to assist ETBs in promoting equality of opportunity in education and training, and in responding to the needs of disadvantaged communities
- Services as required by the Minister for Education and Skills.

ETBI fulfils its role by using the expertise of its professional staff, and by harnessing the expertise that exists within ETBs. It also promotes effective working partnerships among ETBs, the Department of Education, Department of Further and Higher Education, SOLAS and other external bodies.

ETBI Strategic Priorities 2019 - 2020

In planning the programme of work for ETBI for 2019-2020 the Executive Leadership Team considered current sectoral needs and projects and future initiatives required. The current projects were mapped under five ETBI strategic priorities:



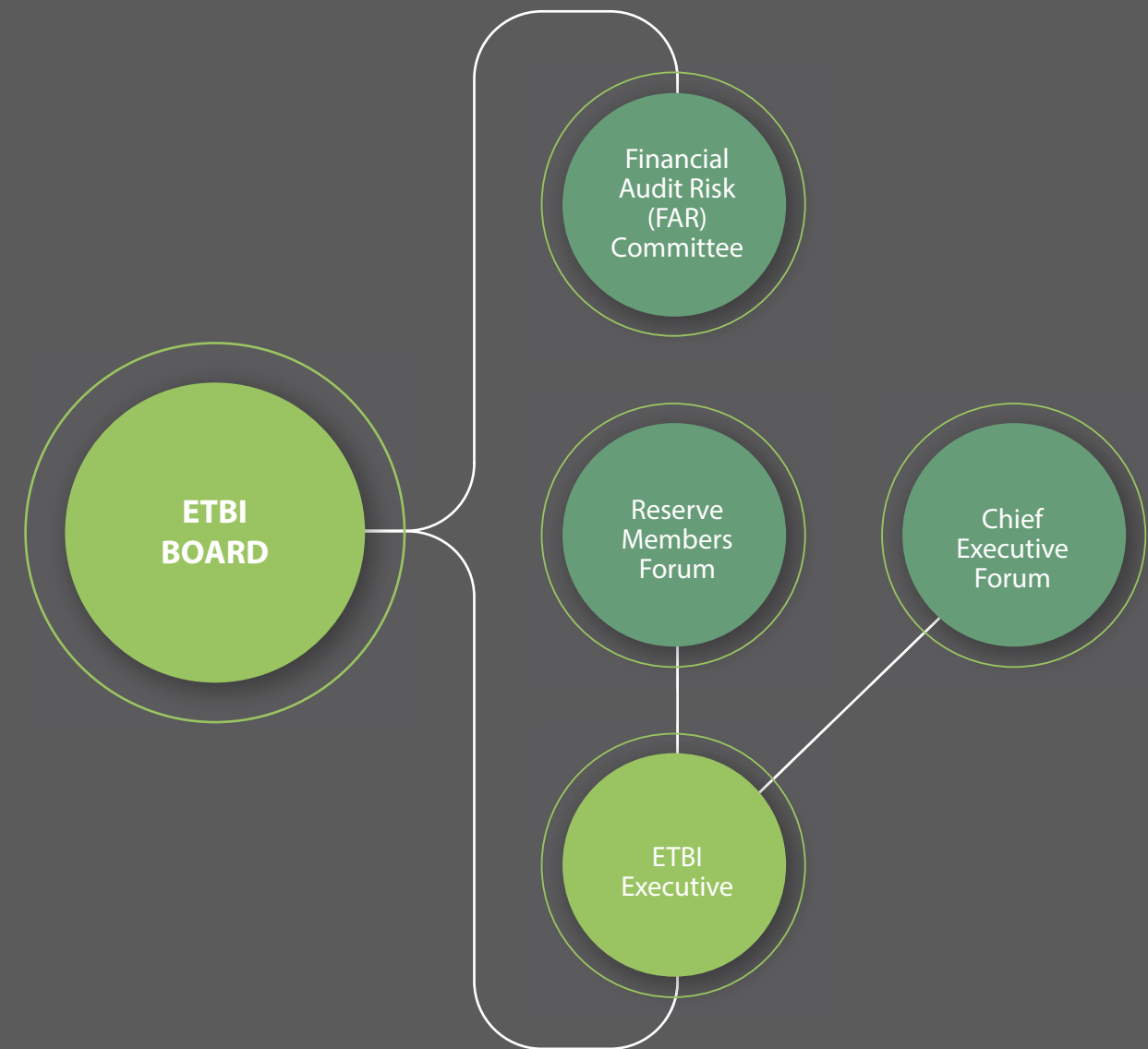
The identification of this work under these strategic priorities enabled each Directorate to map out plans in advance, on a quarterly basis and to also report on progress made on the strategic priorities identified. Many of the specific projects are referenced throughout this report and will continue to be reviewed in the planning for the 2020/2021 programme of work for ETBI.

Governance and Corporate Structure of ETBI

The governance structure of ETBI comprises three main groups, as set out in the ETBI Constitution consisting of the:

- ETBI Board
- Reserve Members Forum and the
- Chief Executives Operational Forum

The affairs of the Association are under the general supervision of the ETBI Board as set out in the ETBI Constitution.



Membership of the ETBI Board 2019-2020

ETB	2019	2020
Cavan & Monaghan ETB	Clifford Kelly	Clifford Kelly John Kearney
Cork ETB	Patrick Gerard Murphy	Patrick Gerard Murphy (Chairperson) Denis Leamy
Donegal ETB	Anne McHugh	Gary Doherty
Dublin & Dún Laoghaire ETB	Paddy Lavelle	
Galway & Roscommon ETB	David Leahy Michael Maher	David Leahy
Kerry ETB	Jim Finucane Colm McEvoy	Jim Finucane Colm McEvoy
Kilkenny & Carlow ETB		Gerard Frisby Eileen Curtis
Laois & Offaly ETB	Joe Cunningham Mary Sweeney	Joe Cunningham
Limerick & Clare ETB	George O'Callaghan (Vice-Chairperson)	George O'Callaghan (Vice-Chairperson) Gabriel Keating
Longford and Westmeath ETB	Christy Duffy	
Louth & Meath ETB	Oliver Tully ¹	Wayne Harding
Mayo, Sligo & Leitrim ETB	Tom Grady Mary Bohan	Tom Grady Mary Bohan
Tipperary ETB	John Hogan (Chairperson)	

Under the ETBI Constitution, the ETBI Board is convened six times per year or more frequently as necessary. The ETBI Board met on the following occasions for the 2019-2020 period;

2nd Sept 2019, 25th Sept 2019, 21st Nov 2019, 28th Jan 2020, 18th Feb 2020, 21st May 2020 and the 26th of May 2020.

¹ ETBI Board member Mr Oliver Tully died on the 9th July 2019, RIP.

Reserve Members Forum (RMF)

The Reserve Members Forum is a National forum and implementation group for issues concerning the reserve function of members boards. The Reserve Forum nominated 8 of its members to the ETBI Board and nominated the chairperson of the ETBI Board and President of ETBI.

The ETBI Reserve Members Forum (RMF) is constituted of 16 members, one representing the views of each of the 16 ETBs and reporting back from the forum meetings. The establishment of the RMF in 2019/2020 was delayed due to the local elections, establishment of ETB Boards and then subsequent nominations to the ETBI Reserve Members Forum. Once the Forum was established and a Chairperson appointed, the work on planning the presentations and agenda items for the forum began. There was significant collaboration between the Chairperson and the General Secretary in developing a plan which would provide oversight on a number of key strategic areas that required consideration and input by the members of the forum. This engagement also allowed for the Forum members to represent the views of their respective ETBs.

The areas outlined below were covered in the plan agreed by the chair and put to the Forum for sign off:

- Post-leaving certificate courses
- ETB Community National Schools
- Further Education and Training
- Payment for Board members conducting interviews on behalf of ETBs
- Communications and branding for the ETB sector
- Apprenticeship programmes

Some of the above areas being considered by the Forum were impacted by COVID-19 and the number of meetings that took place. However, this approach to forward planning in collaboration with the Chairperson of the Forum has been really effective and will continue to be considered into the future.



Membership of the Reserve Members Forum 2019-2020

ETB	2019	2020
Cavan & Monaghan ETB	Clifford Kelly	Clifford Kelly
City of Dublin ETB	Paddy Bourke	Keith Connolly
Cork ETB	Patrick Gerard Murphy	Patrick Gerard Murphy
Donegal ETB	Gary Doherty	Gary Doherty
Dublin & Dún Laoghaire ETB	Gerry McGuire	Gerry McGuire
Galway & Roscommon ETB	Michael Maher	Michael Maher
Kerry ETB	Jim Finucane	Jim Finucane
Kildare & Wicklow ETB	Noel Merrick	Daragh Fitzpatrick
Kilkenny & Carlow ETB	Gerard Frisby (Chairperson)	Gerard Frisby
Laois & Offaly ETB	Mary Sweeney	Mary Sweeney
Limerick & Clare ETB	Joan Aherne	Gabriel Keating
Longford & Westmeath ETB	Frankie Keena	Frankie Keena
Louth & Meath ETB	Oliver Tully	Wayne Harding
Mayo, Sligo & Leitrim ETB	Mary Bohan	Mary Bohan
Tipperary ETB	John Hogan	Roger Kennedy (Vice-Chairperson)
Waterford & Wexford ETB	Kathleen Codd-Nolan (Vice-Chairperson)	Kathleen Codd-Nolan (Chairperson)

The Reserve Members Forum met on the following occasions for the 2019-2020 period; 14th Nov 2019, 18th Dec 2019, 9th Jan 2020, 12th Feb 2020, and the 10th June 2020.

Financial Audit Risk Committee (FAR) 2019-2020

The Finance Audit Risk Committee is a sub-committee of the ETBI Board under Section 9.7 of the ETBI Constitution and Standing Orders. Its function is to examine and report to the ETBI Board on financial matters relating to the Association, to assist the ETBI Board in discharging its internal audit functions, and to examine and report to the ETBI Board on risk matters relating to the ETBI Board and the Association.

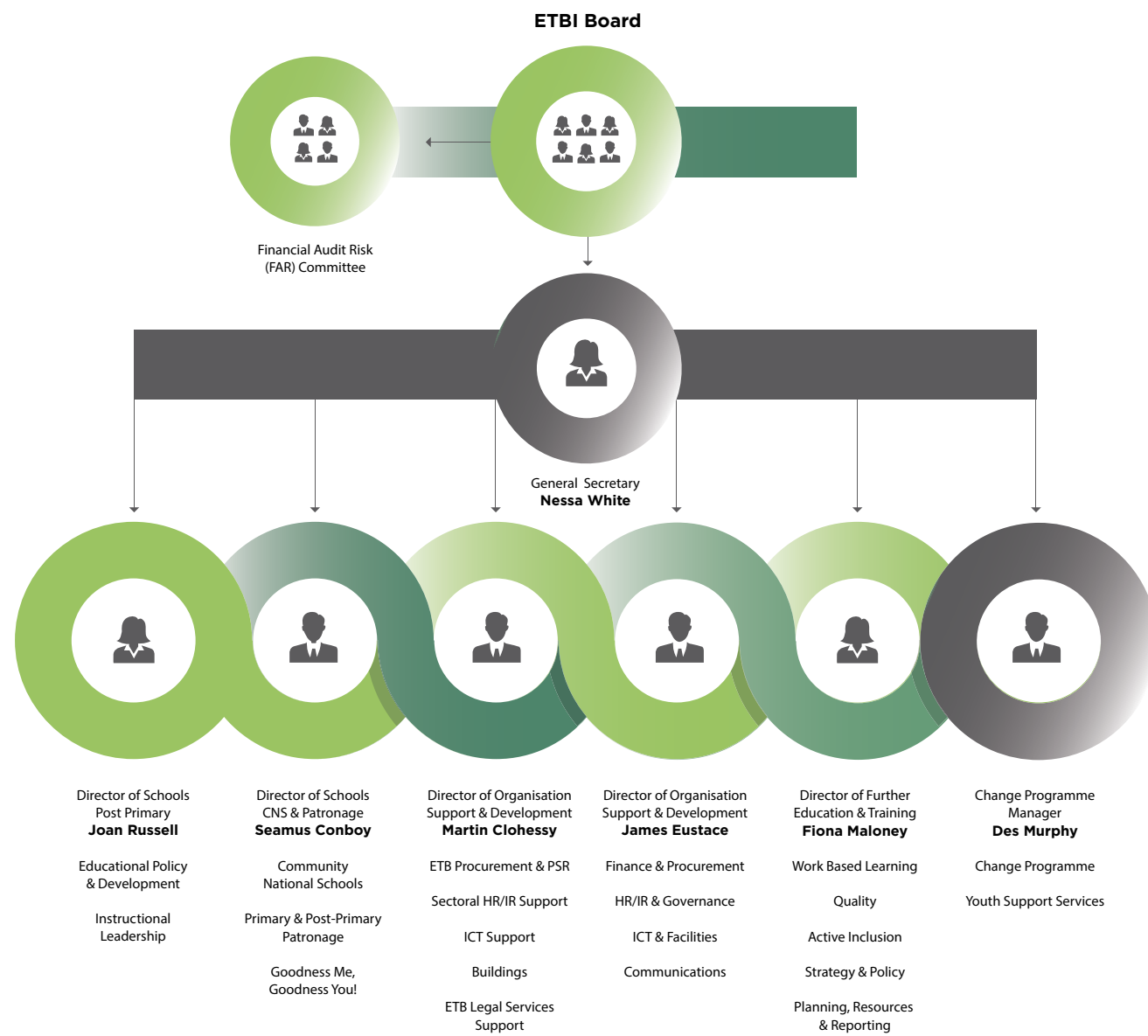
The membership of the FAR committee is shown below.

ETB	2019	2020
Cavan & Monaghan ETB	Clifford Kelly	Clifford Kelly
Galway & Roscommon ETB	Michael Maher	
Laois & Offaly ETB		Joe Cunningham
Limerick & Clare ETB	George O'Callaghan	Gabriel Keating
Mayo, Sligo & Leitrim ETB	Mary Bohan Tom Grady	Mary Bohan Tom Grady

The FAR committee reviewed the ETBI Financial accounts for 2019 and recommended the Audited accounts to the ETBI Board for approval.



ETBI Organisational Structure 2019-2020



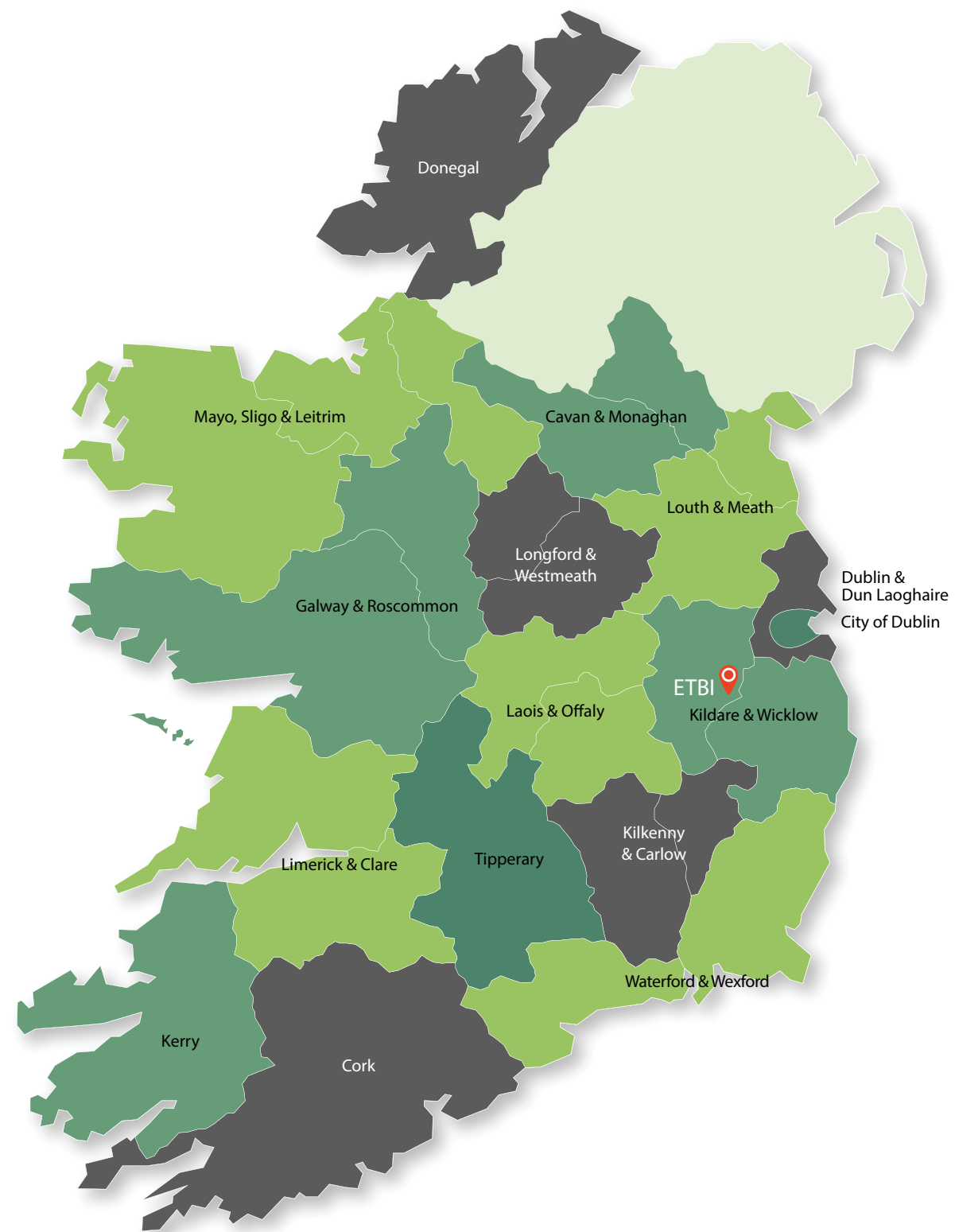
Education and Training Boards



ETB Post-Primary Schools are the largest provider of education through the medium of Irish



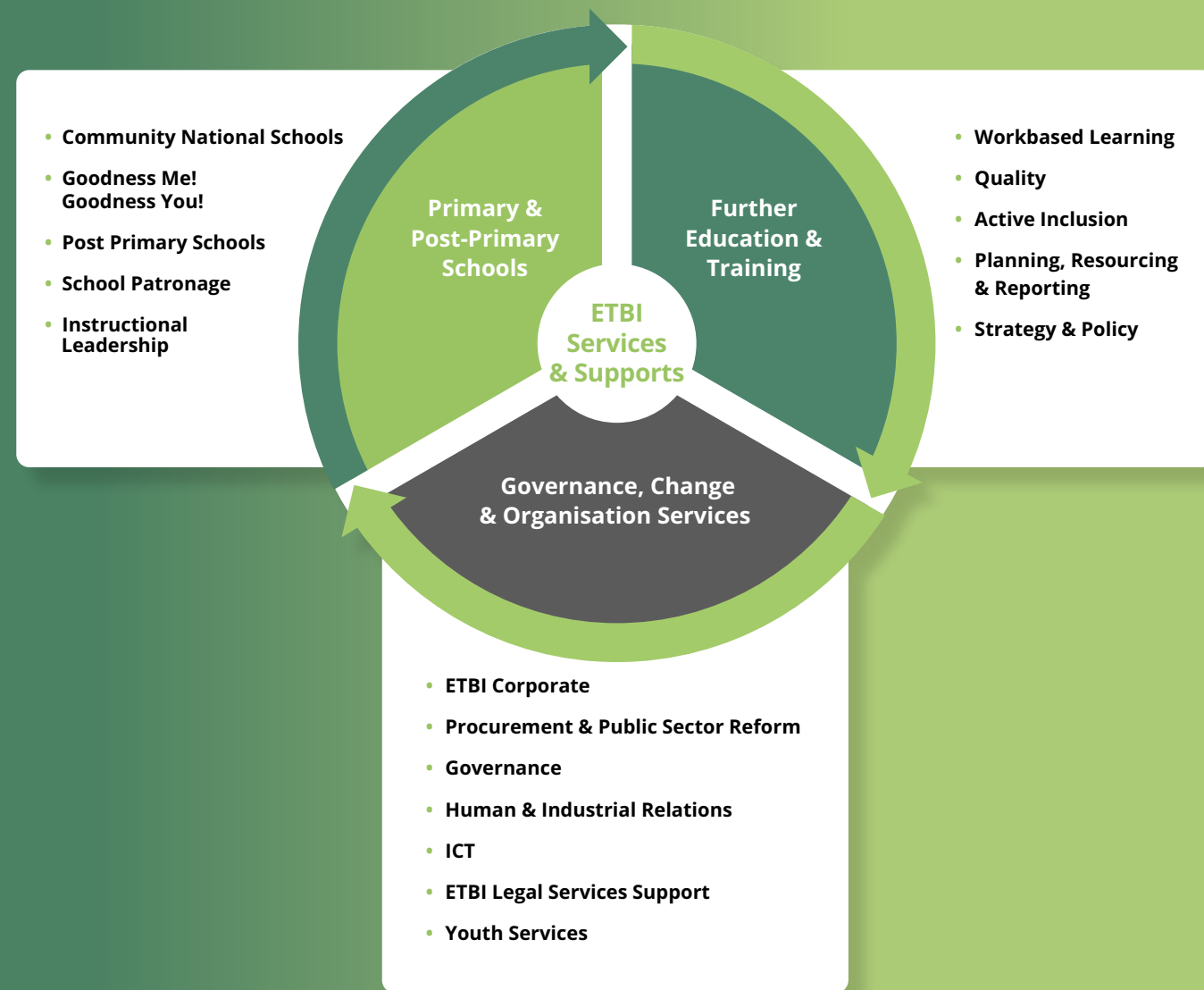
Education and Training Boards



ETBI Services and Supports

ETBI is a central resource for the ETB members, providing, procuring, and coordinating a range of support services which are most appropriately and efficiently delivered at national level and is broadly divided into the three main pillars of Schools, Further Education and Training and Organisation Support and Development.

Schools consist of two Directorates, Community National Schools and Patronage at Primary and Post-Primary level established in this reporting year, and Post-Primary Schools including Instructional Leadership.



The Further Education and Training Directorate provides supports and services across five strategic area, Workbased Learning, Quality, Active Inclusion, Planning Resourcing and Reporting, and Strategy and Policy.

The Organisation Support and Development Directorate includes ETB Legal Services Support, ICT, Human and Industrial Relations, Governance, Procurement, Public Sector Reform, Governance, ETBI Corporate and Youth Services.

Communications & Leadership at a time of crisis

ETBI's response to the COVID-19 Pandemic
 When the government announced the closure of all schools on Thursday the 12th of March 2020, there was a requirement for ETBI to move from office based to remote working for all staff over the course of a weekend. It was also clear that ETBI needed to establish enhanced methods of communication to ensure the Sector could be kept updated on developments, consulted on their views, and provided with essential resource material and guidance on COVID-19 related matters.

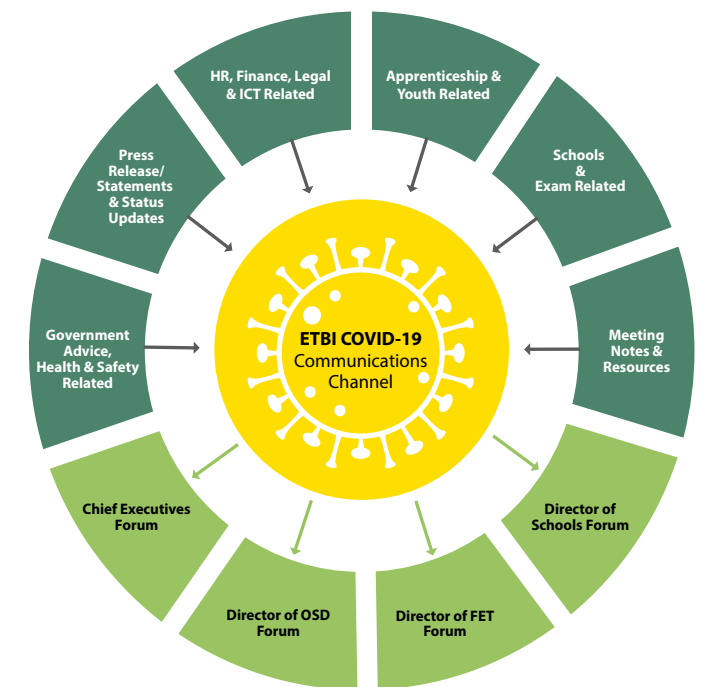
Close collaboration with ETBs, the Department of Education and Education partners was the keystone of the approach taken. Regular on-line 'check-in' meetings with ETB Chief Executives were held in addition to the scheduled CE Forum meetings. ETBI made submissions to and engaged with the State Examinations Commission in relation to Junior Cycle, Leaving Certificate, Leaving Certificate Applied and the Leaving Certificate Vocational Programme. There was also cooperation with SOLAS, the Department of Education, QQI and Unions in relation to further education and training assessments. It was essential that the views, queries and concerns of the sector were captured and represented when engaging with the Department of Education and education partners at the critical touchpoints of calculated grades and the physical return to work, schools and centres.

Ensuring prompt dissemination of accurate and up to date information is critical during a crisis. The ETBI COVID-19 Communications Channel was established on the 20th March 2020 utilising the ETB Chief Executive Forum Microsoft Teams platform. As the COVID-19 restrictions evolved, this channel provided twice daily updates to ETBs including Government advice, Health and Safety updates and Department of Education guidance. Membership of the channel was also extended to Directors of FET, OSD and Schools Forums, with updates, meeting notes and resources covering everything from HR & Finance to ICT and Apprenticeships, calculated grades to the guidelines for a physical return work. The channel also facilitated the two-way exchange of information through requests for information and feedback including a **sector-wide survey**

[Click to View Sector-wide Report](#)

on the response to COVID-19 including **Further Education & Training**

[Click to View Responses to COVID-19](#)



The swift move to hosting **on-line ETBI meetings and webinars** was crucial to ensuring that ETB Forums and Groups could continue to meet in order to develop and agree important sectoral responses, and that ETB personnel could maintain business continuity and continue to provide services to our member ETBs. The planned two-day CNS Principals' and Deputy Principals' Conference was adapted to an online seminar series and the ETBI Youth Support Service pre-recorded important **training sessions**

[Click to View UBU Resources](#)

and made them available on the ETBI website. ETBI's Further Education & Training team fast-tracked key elements of its **digital library** development to respond to the Sector's on-line resource needs during COVID-19 restrictions. ETBI flexibility and adaptability twinned with the active

[Click to View FET Digital Library](#)

collaboration of ETB personnel resulted in timely responses to emerging issues including **remote recruitment** and interviewing, dealing with **contracts** for and of services as well as learner/ staff loan agreements for ICT devices that were to be deployed rapidly throughout the sector. The supply of **ICT Devices** was supported through ETBI engagement with the Department of Education and other key stakeholders to facilitate bulk ordering of machines for learners nationwide.

AT A GLANCE:

Summary of key ETBI activities 2019-2020



Strategic Priorities: Activities, Initiatives and Achievements 2019 – 2020



Strategic Priority 1

Continue to develop effective work practices to support the functions of ETBI



ETBI response to COVID-19

- Facilitated remote working for all ETBI staff
- Created dedicated COVID-19 communications channel for CEs & Directors Forums
- On-line meetings and webinars for ETB Forums & Groups
- Key supports and guidance for OSD, FET and Schools
- Represented and consulted with ETBs throughout engagement with Department of Education, SOLAS, Unions and other education stakeholders



ETBI Organisation Support & Development (internal)

- New finance system introduced, Microsoft Business Central
- HR, Finance and Procurement Policies agreed and implemented
- Regular staff consultation / staff meetings and wellbeing activities
- Infrastructure and supports for remote working implemented



Governance

- Annual Conference focusing on governance across the sectors held.
- Structured training programme on corporate governance, Board of Management Training, Induction Programme newly appointed Principals and Deputy Principals
- Developed a Train the Trainer Programme for members of Boards of Management in consultation with the CNS and ETB Patronage Directorate.
- The Governance Manual for Boards of Management in ETB Schools was updated and prepared for approval and publication
- Agreed the template financial statements with DES and the C&AG reflecting the additional reporting requirements for ETBs
- Service Plan was devised for the sector to ensure consistency in approach and incorporate the additional disclosures required by the Performance Delivery Agreement
- Annual Report checklist was agreed with DES to ensure that all of the necessary disclosures are made



ETBI Forums, Groups & Networks

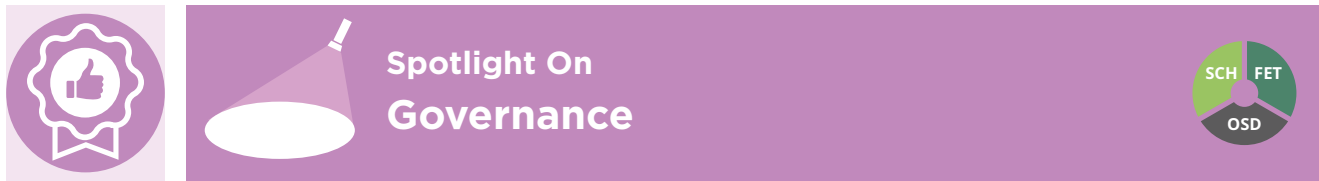
- Reviewed and progressed the functioning of ETBI Directorate Fora, in consultation with the Co-Chairs & Deputy Chair and ETBI Forum Review Group
- Facilitated regular meetings of the OSD, FET and Schools Directorate Fora and CE forum
- Facilitated regular meetings of the supporting networks such as the Training Centre Managers Network, Principals of FET Colleges, Outdoor Education and Training Centres Network, ETBI Principal Network, Lionréa Gaeloideachas, Apprenticeship Management Network, CNS Principals and Deputy Principals
- Facilitated regular meetings of all OSD supporting groups and networks including HR/IR, Procurement, Finance and ICT
- Established a Building Officer group to build capacity and share good practice



ETBI Organisational Support & Development (sectoral)

- Buildings officer role and supporting network established
- Strategic & operational ICT supports provided to ETBs, matrix of issues and roadmap developed
- Template Safety Statement developed and approved
- Legal expertise, project support for School Admissions and Governance
- HR/ IR liaison and consultation in development of circulars, guides, policies, and T&Cs
- Corporate Procurement Planning process implemented across sector and Certificate in Procurement Management (NFQ SPA 8)





Walking the talk

Governance is about how we deliver priorities and achieve objectives by behaving with integrity and by acting in the public interest, ensuring we 'walk the talk'. Supporting good governance both internally in ETBI and with our member ETBs has been a key priority in the 2019-2020 period. This was highlighted early in the period by the focus on good governance at the ETBI 2019 Annual Conference.

Following the issuing of the *Code of Practice for the Governance of Education and Training Boards*, the Department of Education tasked ETBI's Change Programme Management Unit to develop and deliver a **Governance Training Programme** specifically targeting the topic of "setting the tone from the top". As within all public sector bodies, good governance is a shared responsibility which requires leadership, collaboration and ethical conduct by Board Members, senior executive management and all staff and stakeholders together. In partnership with Crowe Consulting Ireland, a training programme was developed for key leaders within ETBs. To date workshops have been delivered for Chief Executives, Directors and Board Chairs and are planned for ETB Boards members and Chairs of the Finance and Risk and Audit Committees.

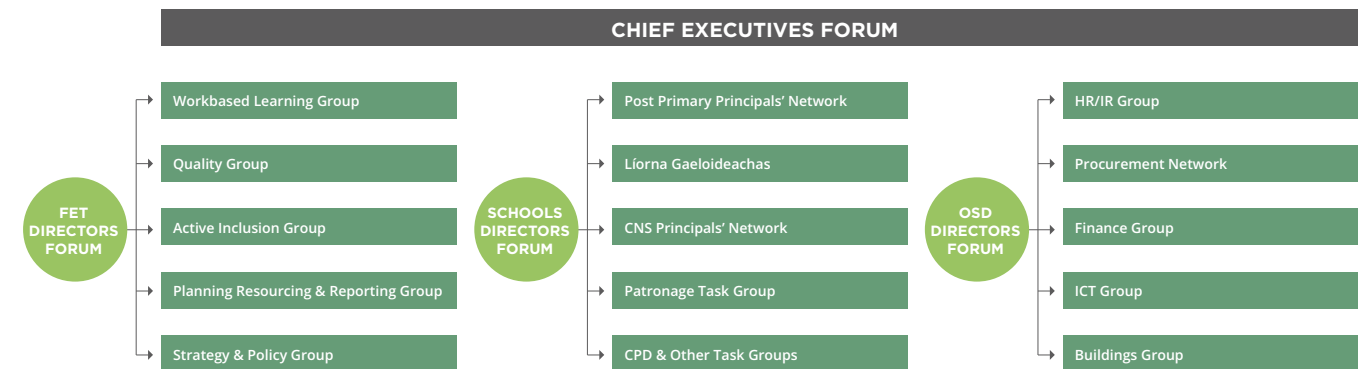


ETBI's Organisational Support & Development Directorate plays a key role in supporting good governance across the Sector through its collaborative approach to standardising practice with member ETBs and other stakeholders including the Department of Education, SOLAS, C&AG, Revenue etc. 2019-2020 saw the agreement of **Financial Statement and Service Plan templates** as well as agreed approaches to Annual Report disclosures, fixed asset policy and register, pensions and taxation related issues. A template Safety Statement was developed and approved. This template, which applies to all schools, centres and other locations, will provide a framework for achieving compliance with legislation.

Good governance in our schools was supported through the ETBI Schools Directorate development of a **Governance Handbook for Community National Schools**, a Train the Trainer **programme for Boards of Management** and in the induction of newly appointed Principals and Deputy Principals.



Fostering "we-ness"



ETBI Forums, and the groups reporting to them, provide the backbone of ETBI engagement with and support of the Sector, facilitating collaboration across ETBs in developing and agreeing strategic and operational priorities and positions, policy and procedures. From the Chief Executive (CE) Forum to the Schools, Further Education and Training (FET) and Organisational Support and Development (OSD) Director Forums, and the groups and networks reporting to them, feedback from ETBs indicates this is what ETBI does very well.²

Considerable work has already taken place to standardise and formalise the operation of all groups within the agreed sectoral forum structure, including Chairing, Terms of Reference, tasks, and reporting. In 2019-2020, ETBI continued to review and develop the functioning of the Directorate Forums in consultation with their co-chairs, deputy chairs and the ETBI Forum Review Group.

In response to feedback from the Sector that inter-Forum communications could be enhanced, ETBI hosted a sectoral conference for ETB Chief Executives and Directors. Titled **"we-ness": one team one service**, the conference agenda focused on clarifying the role and function of ETBI, fostering better communications across the Forum structure and some self-reflection on our own style of leadership and communications. The challenges associated with communications not always reaching all directorates was highlighted as a concern on an on-going basis. This matter was addressed by agreeing to establish cross directorate working groups to address issues that apply to all directorates. This approach introduced since early 2020 has been working very effectively.

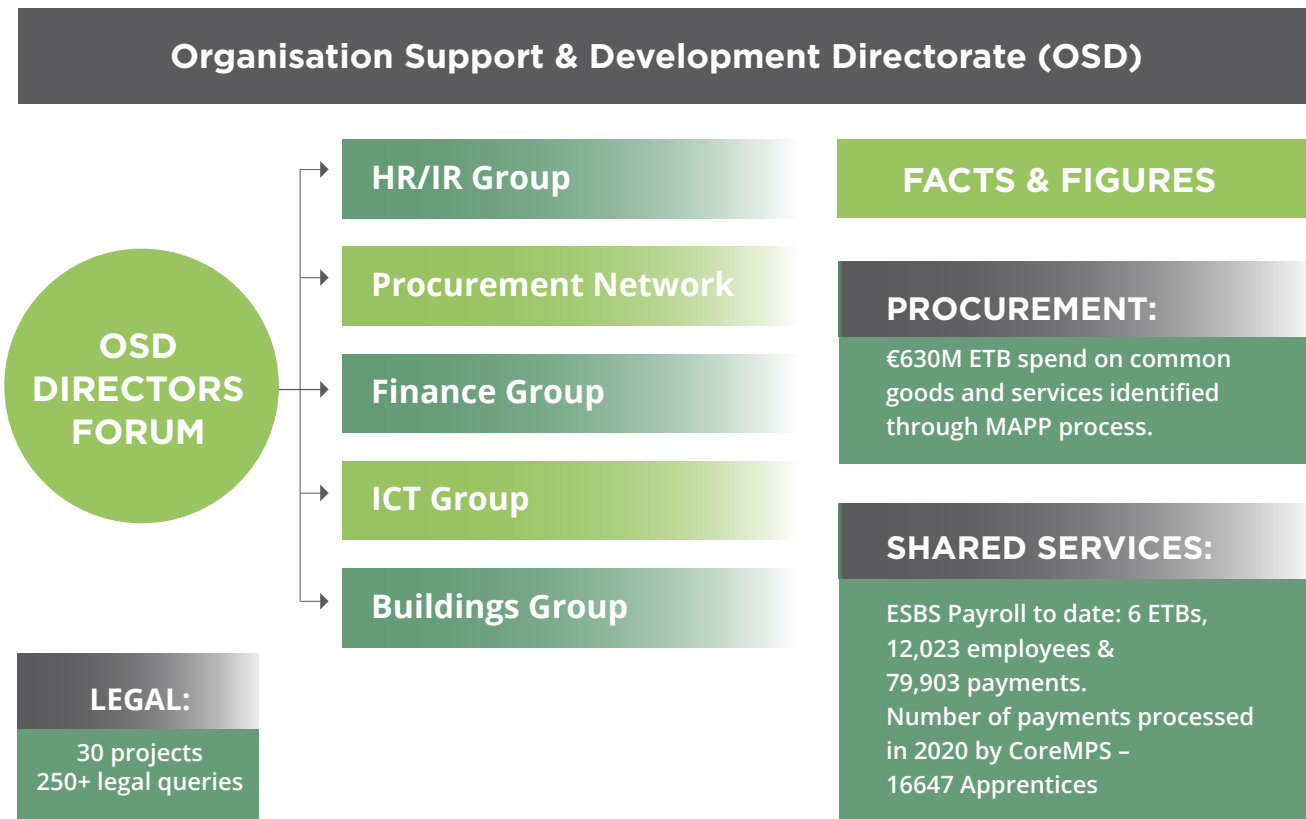
Improving sectoral communications was also discussed at length and it was agreed that a communications workshop would be arranged by ETBI to agree a methodology for enhancing sectoral communications. This workshop took place with representation from the Schools, FET and OSD Director Forums and four nominees of the CE Forum.

The results of ETBI's Survey on *ETBI and Sectoral Communications* informed the planning of the workshop and the key points to be addressed. The challenges and opportunities in developing a shared sectoral identity were also investigated, and the requirement for the appropriate structures for supporting communications were agreed. It was agreed that a communications steering group would be established and would have each of the forums (Schools, OSD, FET and CE) represented. This structure will also be further supplemented by having a communications network established. The work of both groups will be shared with Director Forums and reported for final sign-off by the CE Forum. This work will continue to be progressed over the course of the next number of months and will be reported upon accordingly.

² Survey of ETB CEs & Directors 2019-2020 identified this as key ETBI strength - 90% of respondents said ETBI Forums & face to face meetings were either excellent or good.



Doing it all!



The challenge in supporting organisational development and change in our Sector is the sheer breadth and diversity of the work involved. From Human Resources and Industrial Relations to finance and procurement, corporate services to buildings, legal and compliance to Information and Communications Technology, the OSD Directorate supports the entire ETB organisation. It is also in this realm that ETBI continues to build its reputation as a repository of best practice information, guidance, and advice for its member ETBs. It is worth noting that when ETBs were surveyed on ETBI communications the universal response was that it did so in a professional manner.³

A key mechanism for supporting the Sector, collectively progressing pieces of work and facilitating networking and the sharing of expertise is the ETBI group (see diagram). Joining HR/IR, Procurement, Finance, and ICT in 2020 is the ETB Buildings Group, supported by the new Buildings Officer role in ETBI. This is timely as ETB Buildings sections are set to see significant expansion over the next decade because the Department of Education plans to devolve more projects to ETBs for Procurement and Project Management Services. Negotiating and agreeing sectoral building supports for the ETB sector was a critical first step on this journey in 2020. The Covid-19 restrictions highlighted the key role ICT will play in all ETB staff and learners live. This is a challenging and complex area where issues of technology, procurement, VFM and governance intersect. The identification and mapping of these was the first step towards bringing clarity and facilitating the development of a roadmap for resolving issues. This will require ongoing collaboration with the Department of Education and other education stakeholders.

³ ETBI Survey on ETBI & Sectoral communications 2019-2020

The Legal Services Support Unit (LSSU) provides a key support for ETBI and its member ETBs, facilitating the compliant procurement of legal services across the Sector, assisting with legal queries, and providing legal expertise in the development of best practice policies and procedures. The finalisation of an Admissions policy and suite of supporting documentation for both post-primary and community national schools was a key piece of work in 2019-2020, as was its support in ETBI's development of Governance manuals for schools. Significant progress has been made in payroll, finance and learner payments Shared Services. Each is on target for completion/stabilisation by 2022. This will ensure that for the first time, each of the ETBs will have modern and stable systems through which to process and manage their information. Work on a common chart of accounts and coding structure to underpin the process of transactions through these systems is progressing.

The HR/IR group is one of the most well-established in ETBI and key to the development of our people and our organisations. 2019-2020 activities included the development of an operational guide for Leave Schemes for ETB Staff other than Teachers/SNAs, a Guide to support remote recruitment, including remote interviewing during the COVID-19 crisis, and Terms and Conditions of Employment for Tutors in the FE area.

There was significant progress made in Procurement Reform through the implementation of an agreed Corporate Procurement Planning process across all ETBs, including the mapping, for the first time in the sector, procurement spend on common goods and services. The graduation of the ETB students on the ETBI UCC Certificate in Procurement Management was also a highlight.





Strategic Priority 2 Provide responsive and proactive leadership to the sector



Community National Schools & Patronage

- CNS & ETB Patronage Schools Directorate established
- Developed a Goodness Me, Goodness You! (GMGY) GY Implementation Plan in conjunction with the GMGY Coordinators' Network and CNS Principals' Network
- Developed a series of Professional Development Videos and other support materials for schools on GMGY and ETB Ethos
- Developed and Finalised terms of reference for an ETBI GMGY Coordinators Network
- Planned for Professional Learning Communities (PLCs) for CNS Teachers
- Developed a three-phased Core Values Implementation Plan for Primary and Post-Primary



Take 1 (Sustainable Development in Education Programme)

- Embed the Sustainable Development Goals (SDGs) in teaching and learning.
- Training in October 2019 and February 2020, attended by over 125 teachers, Principals and Deputy Principals
- Take 1 Week, which commenced on December 2nd, 2020: Teachers taught 1 Lesson about 1 SDG to 1 Class group over the course of 1 week



Youthwork Structure

- The **ETBI Youth Support Service (YSS)** was established in July 2019 to support the ETBs in relation to their youth work function and implementation of a reformed targeted youth work funding scheme, the **UBU Your Place Your Space**. Provides one-to-one support and mentoring to Youth/Development Officers and capacity building sessions to support key aspects of the scheme
- ETBI Youth Work Network (YWN) established December 2019 as a joint subcommittee of the ETBI Directors of FET and Schools Forums, to collectively represent ETBs and promote their interests in relation to their youth work functions.



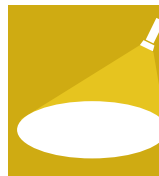
Quality, Programme Development & Recognition of Prior Learning

- Promoted and increased awareness of supports available to staff to engage in validation of prior learning
- Evaluation of the TOBAR project with ongoing research involving 10 participating ETBs
- Supported the establishment of a pilot framework and model for collaborative programme development with the ETBs
- Supported ETBs in the development of their Quality Systems



Information and Communications Technology

- Identification of gaps in ICT sourcing
- COVID-19 Learner/Staff Device Loan agreement developed, to be operated by ETBs on a "best effort basis"
- Engagement with Microsoft by ETB delegation, nominated by CE forum regarding licence renewal ongoing



Spotlight On Community National Schools: Supporting Growth & Developing Values



New Kid on the Block

The last year has seen considerable growth and development in the newest member of the ETB family: Community National Schools (CNSs). Twelve new schools, including three green field sites in Dublin & Dun Laoghaire and Louth & Meath as well as nine successful reconfigurations in Kerry, Limerick & Clare, Galway & Roscommon and Waterford & Wexford brought the CNS total to twenty-seven in September 2020.

This rapid growth required the leadership and support of a dedicated team in ETBI, led by Director of Schools, Seamus Conboy. This team provides support to the sector through liaison with Directors of Schools, supporting the CNS Principals' Network and induction for principals and teachers.

Good governance practices in CNSs have also been developed and supported through cross directorate projects including the *Handbook on the Governance Manual for Community National Schools*, a *Train-the-Trainer Programme for Boards of Management* and a suite of template *Admissions Policy* documents.

The team also supported the professional development of our CNS leaders and teachers through bespoke face-to-face sessions, online meetings and webinars: a key highlight included the CNS Online Seminar Series consisting of online sessions over four weeks featuring experts in Schools Self-Evaluation, Special Educational Needs, Wellbeing and Reconfiguration.

In September 2019, responsibility for the implementation of the multi-belief and values education curriculum **Goodness Me, Goodness You!** (GMGY), unique to Community National Schools, was transferred to ETBI. This marked the first time ETBI played a role in the development and implementation of a curriculum. GMGY has four inter-related strands focussing on Identity and Values Education, Philosophy with and for Children and Multi-denominational Religious Education.

The ETBI team support GMGY professional development through producing support materials including training videos, presentations, and information sheets. The GMGY Coordinators' Network provides a structure within which Coordinators from each school can be supported as the leaders of GMGY in their schools and can more broadly contribute to the development of GMGY across the sector.

The Programme for Government has committed to establishing an additional 250 multi-denominational primary schools by 2030 involving the establishment of new schools and the reconfiguration of existing denominational schools to multi-denominational ones. The Programme also, for the first time, explicitly names Community National Schools as the alternative for denominational schools that reconfigure. Reconfiguration can be a challenging process and will require ongoing liaison between ETBI and the Department of Education so that key issues are addressed, and we ensure that becoming a CNS remains an attractive option for schools.

[Click to View CNS Timeline](#)



What's next? GMGY implementation video

[Click to View What's Next for GMGY?](#)



About CNSs schools – listen to Pat Kenny Radio clip

[Click to Listen to About CNSs](#)



[Click to View What are CNSs](#)





Take 1 Programme

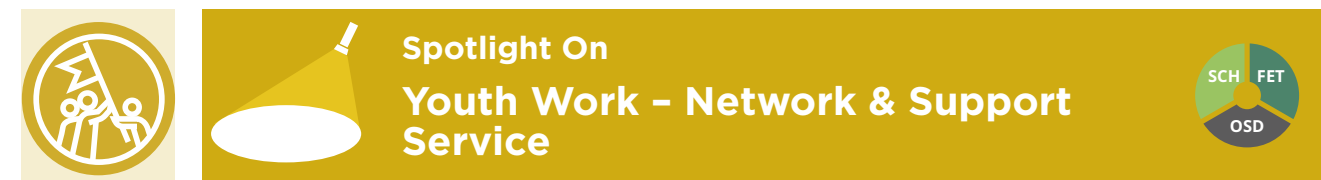
The Take 1 Programme was developed from a desire to support senior leaders, teachers, and students in Education and Training Board (ETB) schools, to embed the Sustainable Development Goals (SDGs) in teaching and learning. The 'five Ps' identified in the preamble to the SDGs — People, Planet, Prosperity, Peace, and Partnership — reflect the overall themes of the sustainable agenda and also align with the core values of ETB schools (Excellence in Education, Respect, Care, Equality and Community).

The Take 1 Programme provided two separate training opportunities in October 2019 and February 2020, attended by over 125 teachers, Principals and Deputy Principals. These training days provided a background to the SDGs and support resource materials for each subject in the new Junior Cycle curriculum. Following the first training, participants had an opportunity to showcase the learning in their respective schools by participating in Take 1 Week, which commenced on December 2nd. Teachers taught 1 Lesson about 1 SDG to 1 Class group over the course of 1 week. Lessons and events were shared on social media using the hashtag ETB_SDGS, describing the activities and including photos and images.

Key to the success of the Take 1 Programme is making the information about the 17 goals available and understandable. Resources for the Programme demonstrate the potential for all Junior Cycle subjects to engage with the Goals in a formal setting, and subsequently translate that engagement into action. Following the training one participant noted that Take 1 is "not an extra initiative, but celebrating what is already ongoing and embracing and encouraging student voice" while another commented "I feel like I have a much greater understanding of the goals and I have lots of ideas on how to embed them". A small cohort of teachers have already commenced training to explore the further growth of the programme to encourage a breath of engagement both within and across subject areas. The Take 1 resources will also be developed to engage with students in both senior cycle subjects, including leaving certificate applied.



Jack O'Connor United Nations Youth Delegate for Ireland (2019/20) and former student of Desmond College, visits the school during Take 1 Week in December, as first year students participate in the ETBI Take 1 Programme and learn about the Sustainable Development Goals. Photo: Don Moloney



Collaborating across Directorates

The development and support of ETB Youth Work functions is a genuine example of cross sectoral and cross directorate collaboration. Led by the ETB Change Programme Manager and in liaison with the Department of Children and Youth Affairs (DCYA), Youth Work also connects Schools and Further Education and Training (FET) Directorates.

The establishment in December 2019 of **ETBI Youth Work Network** (YWN), a joint subcommittee of the ETBI Directors of FET and Schools Forums, aims to collectively represent ETBs and promote their interests in relation to their youth work functions. Through consultation via this network, two common Service Level Agreements relating to youth work funding were finalised and work has now commenced on developing strategic priorities for the coming year.



UBU launch 16 December 2019 (L-R) Kevin Lewis CE WWETB, Nessa White General Secretary ETBI, Minister for Children Katherine Zappone, George O'Callaghan CE LCETB, Paddy Lavell CE DDLETB.

The **ETBI Youth Support Service** (YSS) was established in July 2019 to support the ETBs in relation to their youth work function. A primary focus of the service has been on supporting the final development stage and implementation of a reformed targeted youth work funding scheme, the **UBU Your Place Your Space**. The ETBI YSS facilitated opportunities for ETBs to input into the final design stage of the UBU including Policy & Rules and work processes. The Service also played a key role in managing ETB youth work function queries and ensuring consistency by establishing a dedicated line of communication with the DCYA. The ETBI YSS provides one-to-one support and mentoring to Youth/Development Officers and capacity building sessions to support key aspects of the scheme such as the new application process and performance & oversight implementation. In response to Covid-19 restrictions some of these sessions were recorded and made available on the ETBI website.





Strategic Priority 3

Build the profile of ETBI in leading and representing the sector



Leading and representing FET

- Engaged with SOLAS to coordinate #ThisisFET with ETBs and creative company and promoted FET at regional and national events
- Coordinate with SOLAS and ETBs to promote Generation Apprenticeships as a cohesive offering for Employers
- Achievements and progression opportunities of FET learners promoted (publication in BellTime magazine)
- ETBI secured Erasmus+ funding for the Directors of FET Forum. In 2019 trips to Finland and Germany were facilitated that provided opportunities for colleagues to experience FET in another EU member state
- Promoted FET at key national events
- FETCHcourses.ie



Instructional Leadership Programme

- This professional development programme has grown from strength to strength and is offered to all sectors through ETBI, to enhance learning and teaching in our schools with 529 participants between Oct 2019 and March 2020
- Learner Voice Project, in partnership with NCCA with an Inaugural Conference facilitated for 35 schools, at cross-sectoral level in November 2019. Participating schools included 20 ETB Schools/Colleges, 7 ACCS Schools and 8 JMB Schools



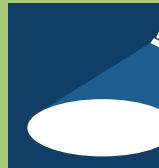
Patronage

- Clarified the ethos and values of all ETB schools through collaboration of ETBI's CNS & ETB Patronage Directorate with the Patronage Task Group and the wider sector resulting in Characteristic Spirit Statement
- Development and agreement of Framework for the Recognition of the Religious/Belief Identities of all Students in ETB Schools.
- ETBs committed to facilitate a part-time Ethos Coordinator to work with ETBI on the development and implementation of the Core Values Framework and to fund the development of a Patrons' Curriculum for ETB Post-Primary Schools to underpin the core values



Principals & Deputy Principals

- Annual Principals and Deputy Principals Conference 2019/2020, developed in partnership with the Directors of Schools Forum, took place on the 30th & 31st January 2020. 247 delegates attended workshops and presentations in Co Wexford. The Keynote speaker was Dr Zachary Walker, University College London.



Spotlight On Leading & Promoting Further Education & Training



ETBI secured Erasmus+ funding for the Directors of FET Forum. In 2019 trips to Finland and Germany were facilitated that provided opportunities for colleagues to experience FET in another EU member state, pick up new ideas and practices and the chance to build a relationship with a new institution. See our video for details the reflections of participant.

[Click to View Erasmus Video](#)



Throughout the year, ETBI places a special priority on the sectoral promotion of FET through a wide variety of events. At these events, ETBI representatives speak with the public about the options available that would lead to a brighter future through Further Education and Training. As well as events, active campaigns are used to engage the public about what is on offer at regional levels, **This is FET** is one such campaign. The events attended included School Summit, The Ploughing Championship, Higher Options, Zeminar and Ireland Skills Live.





Teacher creativity and Learner Voice

Instructional Leadership (IL) is a programme for the professional learning of teachers and school leaders aimed at enhancing learning and teaching in our classrooms. In the 2019/2020 period, Cohort 10 and 11 completed, Cohort 12 continued and Cohort 13 & 14 commenced their journey.



The Programme endeavours to initiate and facilitate systemic change, across all levels of education by specifically encouraging teachers to consciously modify their instructional actions to maximise student learning.

The ETBI IL team also commenced an exciting new project, in partnership with the National Council for Curriculum and Assessment (NCCA), focused on Learner Voice. As part of the continuing implementation of Junior Cycle, this project will seek to identify, support and share practices rooted in the principles of Instructional Leadership that promote students talking about learning, teaching and assessment in the classroom, and being empowered through creative and thoughtful pedagogical practices to use their voice to enhance their own learning.



Cohort 10 - Graduation October 2019



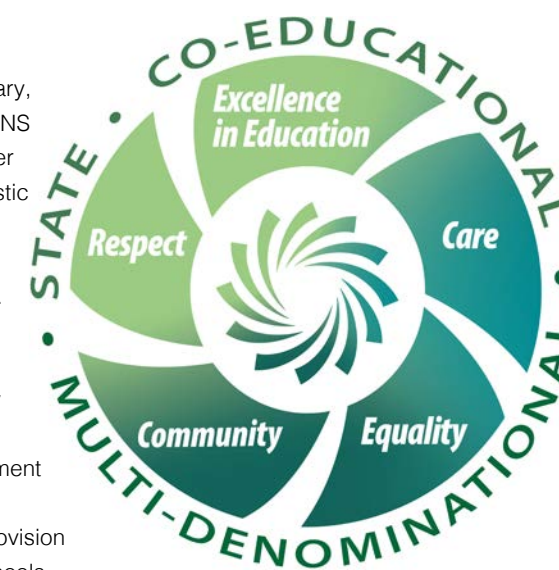
Cohort 11 - Graduation October 2019



Knowing who we are

Clarifying the ethos and values of all ETB schools, primary and post-primary, has been a challenging process but through the collaboration of ETBI's CNS & ETB Patronage Directorate with the Patronage Task Group and the wider sector, a clear understanding has now been established. This Characteristic Spirit Statement confidently describes all ETB Schools as state, co-educational, multi-denominational schools underpinned by the core values of excellence in education, care, equality, community and respect.

A broader statement on characteristic spirit has been developed for use in all Community National Schools and Non-Designated ETB Post-Primary schools for use in their Admissions Policies. The place of religions and beliefs in non-designated schools has also been clarified by the development and agreement of a Framework for the Recognition of the Religious/Belief Identities of all Students in ETB Schools. A clear pathway on the future provision of religious education or a Patrons' Curriculum in all ETB post-primary schools will require further work and engagement with the other bodies involved in the management of Designated Community Colleges. The ETBI team work hard to ensure a researched and evidence-based approach is brought to all patronage initiatives and documentation. ETBs have now committed to facilitate a part-time Ethos Coordinator to work with ETBI on the development and implementation of the Core Values Framework and to fund the development of a Patrons' Curriculum for ETB Post-Primary Schools to underpin the core values of the sector, so it looks like 2020-2021 will be an exciting year!





Strategic Priority 4

Communicate the work of ETBI to the sector



ETBI Annual Conference 2019

- “Partnerships and Governance for Learning”
- Strong emphasis on enhancing communications
- ETB voices ‘telling our story’: both Schools and Further Education and Training



ETBI Journal of Education

- A new Journal of Education was designed, edited and produced online. The first volume of the Journal, November 2019, was written on the theme of Student Voice.
- Volume 2 Issue 1 was published online in June, 2020. This edition was written on the theme of Education for Sustainable Development.



ETBI Digital Library

- Work commenced on the **FET Digital Library** in 2019
- Key elements were fast-tracked in order to respond to the Sector’s online resource needs during Covid-19 restrictions.
- Provides access to library resources, information and digital literacy guides and tutorials, basic skills and FET topic subject guides.



ETBI Gaeloideachas Newsletter

- ETBI’s first Irish-medium newsletter, Blaiseadh na Bliana, was prepared and issued in June 2020 to report the progress made by the sector in the area of Gaeloideachas. Nuachtlitr BOOÉ 2020 - Blaiseadh na Bliana



Communications Strategy

- Carried out Survey on *ETBI & Sectoral Communications* across Sector
 - ETBI Executive Leadership Team,
 - ETB CEs and Directors,
 - ETBI Reserve Forum
 - Designated ETB communication contacts
- Communications workshop held on the 14th of July 2020 and agreed key actions including the establishment of a structure to support sectoral communications.



Spotlight On

Communications Initiatives across ETBI



Telling our story

In 2019-2020 ETBI began to actively examine and address key communication challenges as; how can such a diverse Sector as ours speak with one voice and tell its story? What areas of its own communications does ETBI as an organisation need to improve? How can we share information to inform best practice and innovation in education? Could we develop a ‘one stop shop’ where FET staff and learners to access resources?

The starting point was to establish functional responsibility for communications within ETBI’s corporate structure and to ask ETBI and ETB personnel what they thought, and to listen to their answers.

A survey of ETBI’s Executive Leadership team, ETB

CEs and Directors and designated ETB Communications personnel on **ETBI & Sectoral Communications** identified consensus around the key issues. ETBI is seen as a repository of knowledge and advice that communicates in a professional manner. When asked to prioritise ETBI Communications objectives respondents highlighted ‘speaking with one voice on behalf of the Sector’ and ‘Developing & promoting the ETB Brand nationally’ as their top two. ETBI and ETB senior management representatives explored these and other challenges at a communications workshop held on the 14th of July 2020 and agreed key actions including the establishment of a structure to support sectoral communications.



Antonine Healy, Director of FET, Longford & Westmeath ETB (centre) with learners from Longford and Westmeath ETB schools and centres at ETBI’s Annual Conference 2019

The **ETBI Journal of Education** tells our story by sharing knowledge from early years to lifelong learning with articles reflecting a spectrum of topics from policy to practice and impact to innovation, both within and beyond the Education and Training Boards sector. With two issues per year and published and hosted online, the journal includes reflections, research developments, explanations of practice and research reports. Winter 2019, explored the theme of Student Voice with contributors reflecting both classroom practice and experiences and addressing issues around policy and development.

[Click to View ETBI Journal Oct 2019](#)



Summer 2020, covered the theme of the Sustainable Development Goals (SDGs) with contributing authors focusing on a range of engagements including the SDGs in Science and the operation of the ETBI Take 1 Programme (see page 28) in practice. The foreword for this edition was provided by Michael D Higgins, President of Ireland, a long-time advocate of the Global Goals.

[Click to View ETBI Journal June 2020](#)



Winter 2020, will reflect ETBI Bliain na Gaeilge 2020/21 and feature articles and contributions on aspects of Irish medium education.

The importance of ETB learners telling their stories was highlighted at ETBI’s Annual Conference. During the **ETB Voices** section, learners Jane Hennelly & Michael Kilcline Athlone Community College and Gerry Hough, VTOS Student shared their experiences of their local ETB. (Relates to image)

Work commenced on the **FET Digital Library** in 2019, and while it is still being developed, key elements were fast-tracked in order to respond to the Sector’s online resource needs during Covid-19 restrictions. To date there have been 15,000-page views and 3,000 visitors to the digital library website which provides access to library resources, information and digital literacy guides and tutorials, basic skills, and FET topic subject guides. The latest development in this “one-stop shop” for staff and learner resources is the partnership with FET practitioners to create resources such as the recent ‘Maths for Trades’ workbooks for the craft apprenticeships.

[Click to View FET Digital Library](#)





Strategic Priority 5

Support the strategic growth of the sector



External Authentication (EA) Panel

- Established a robust mechanism for EA panel resourcing and enhanced the hosting access infrastructure
- Commissioned and communicated CPD initiatives for EA panel members
- Established an ETB National Panel of External Authenticators (EAs) supported by a team of advising/mentoring EAs



ETBI/UCC Certificate in Procurement Management

- NFQ Level 8 SPA
- 17 students from 12 ETBs graduated November 2019
- Key competencies tracked



Active inclusion

- Safeguarding Vulnerable Adult in FET Framework
- Supporting DEIS Learners Transition to FET
- Lesbian Gay Bisexual Transgender Intersex (LGBTI+) National Youth Strategy



ETBI Supports for Irish Medium Education

- Education Policy and Development Officer appointed for Irish Medium Education.
- *ETBI FÓRAM FEASA* scheme established in April 2020 to support teachers and school leaders operating in an all-Irish setting in the Education & Training Boards sector.
- Postgraduate Certificate in Subject-based Teaching (for Irish-medium Post-Primary Schools) developed in partnership with Mary Immaculate College, Limerick, to support teachers to successfully teach through the medium of Gaeilge.
- Videos promoting Irish-medium Education in the Sector were produced and shared.



Change Programme Management

- Developed Performance Delivery Agreements and Overview agreements between individual ETBs and the Department of Education and Skills.





Spotlight On

National Directory of External Authenticators

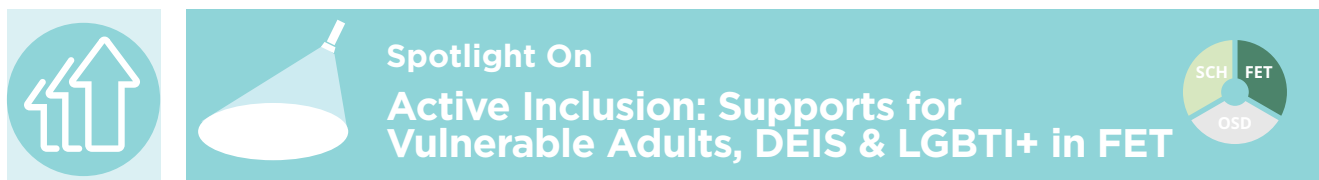


Ensuring Quality

In January 2020 ETBI established the **National Directory of External Authenticators** for ETBs to support the ETB sector meet the requirements of the Core Statutory Quality Assurance Guidelines. The panel of over 750 ETB staff were trained by ETBI and FESS to provide an External Authentication service to the National network of ETBs. ETBs confirmed *“the EA National Directory is a significant improvement and provides the user with a wider range of EA’s than were available previously”*. The establishment of the National Directory collectively ensures a national and consistent approach to the authentication process. Furthermore, its value is supported by ongoing maintenance and enhancement of the directory, and the commitment to ensure supports for both EA’s and Superusers, thus building a professional community of practice which will build capacity and shape the vision of Quality within ETB’s. Kerry ETB confirmed *“we were very happy with the quality and standard of EAs and with the training they’ve received”*



National Directory training event for External Authenticators hosted by ETBI and delivered by FESS

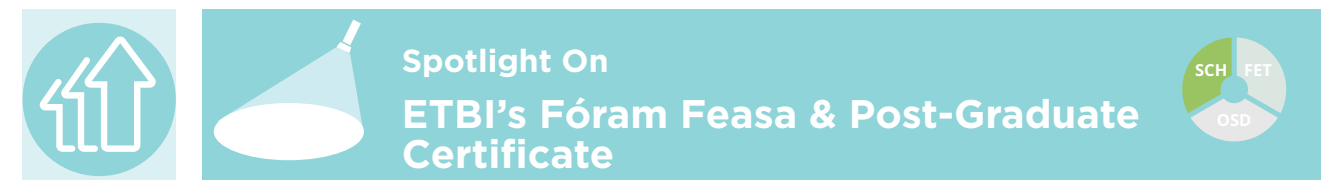


Championing the needs of all our learners

There were a number of FET initiatives aimed at promoting and supporting active inclusion during the 2019-2020 period. The development of a **Safeguarding Vulnerable Adult in FET Framework** is a priority area. An important first step in this initiative was the delivery of an information session, in partnership with Clara Learning, which provided FET senior managers an opportunity to explore the strategic and operational implications and requirements in regard to safeguarding vulnerable adults in FET. Over 40 senior managers attended the information sessions and feedback indicated the provided clear and relevant information on safeguarding our vulnerable adult learners.

In order to support collaboration amongst ETBs, continually improve practice and develop draft proposals, policies, procedures, information and resources to Support DEIS learners transition to FET, a steering group consisting of Directors of Schools and FET, ETB Guidance personnel and other key education and training sector stakeholders was established. This group will draft strategic proposals on **Supporting DEIS Learners Transition to FET** and will be assisted through a local network established at individual ETB level. Collaborative working and establishing links between FET and DEIS Post Primary Schools as well as across the education and training sector will be crucial in identify mechanisms to support and encourage onward progression via FET for DEIS Learners.

In order to support ETBs in implementing the **Lesbian Gay Bisexual Transgender Intersex (LGBTI+) National Youth Strategy**, which includes provision of student led LGBTI+ specific awareness raising initiatives in FET institutes as well as targeting FET information towards LGBTI+ young people who may have left school early, ETBI hosted a series of workshops. In partnership with ShoutOut, Ireland's largest provider of LGBTQIA+ workshops to schools and education centres, participants were provided with information and ShoutOut volunteers answered questions and addressed issues of bullying and discrimination in schools, education centres and workplaces. ETBI distributed a *Guide for Youth Workers, Teachers and Social Workers* following the training sessions and the guide is available on the ETBI digital library website.



Building capacity in our all-Irish settings

Tugadh isteach tionscnamh ETBI FÓRAM FEASA in Aibreán 2020 chun tacú le múinteoirí agus ceannairí scoile atá ag obair i suíomh lán-Ghaeilge in earnáil na mBord Oideachais & Oiliúna. Ligeann an scéim seo dóibh naisc a chruthú le comhghleacaithe i scoileanna eile an BOO mar líonra tacaíochta breise.

Tá ceannairí scoile cnuasaithe i ngrúpaí de 4/5 chun smaointe a iniúchadh agus a roinnt, chun líonrú a chruthú agus chun tacaíocht chomhghleacaithe a thairiscint. Mar an gcéanna, do mhúinteoirí, eagraítear grúpaí de réir réimse ábhair agus tugann siad deis do mhúinteoirí an cleachtas is fearr sa teagasc agus san fhoghlaim a roinnt agus a phlé.

Is í an fhís don tionscnamh ná go dtagann grúpaí le chéile ar líne uair amháin sa téarma ar a laghad ar feadh uair an chloig ar a mhéad trí ardán ar líne. Tá an t-aiseolas go dtí seo sármhaithe agus thar a bheith dearfach. Tá Boird Oideachais & Oiliúna ag tnúth le fás agus forbairt na scéime seo agus fáilte a chur roimh níos mó múinteoirí BOO a bheith rannpháirteach.

The ETBI FÓRAM FEASA initiative was introduced in April 2020 to support teachers and school leaders working in an all-Irish setting in the Education & Training Boards sector. This scheme allows them to create links with colleagues in other ETB schools as an additional support network.

School leaders are clustered in groups of 4/5 to explore and share ideas, to network and to offer collegial support. Likewise, for teachers, cluster groups are arranged by subject area and offer teachers an opportunity to share and discuss best practice in teaching and learning.

The vision for the initiative is that groups meet online at least once per term for a maximum of one hour via an online platform. Feedback thus far has been excellent and extremely positive. ETBI looks forward to the growth and development of this scheme and welcoming more ETB teachers to participate.

Teastas iarchéime i dTeagasc Ábharbhunaithe (TTA) (san iarbhunscoil lán- Ghaeilge agus Ghaeltachta) Tá ETBI i gcomhpháirt le Coláiste Mhuire gan Smál, Luimneach, agus COGG, i gceannas ar thionscadal chun clár iarchéime a fhorbairt chun tacú le múinteoirí múineadh go rathúil trí mheán na Gaeilge.

'Sé sprioc an chláir chumaisc Teastas iarchéime i dTeagasc Ábharbhunaithe (TTA) i scoil lán-Ghaeilge/Ghaeltachta ná tacú le múinteoirí feidhmiú go cumasach mar mhúinteoir i suíomh lán-Ghaeilge. Is ó Choláiste Mhuire gan Smál a réachtálar an clár faoi stiúir An Dr. TJ Ó Ceallaigh. (Dáta tosaithe: Eanáir 2021)

Tá dúshlán ag síormhéadú do scoileanna lán-Ghaeilge múinteoirí a aimsiú atá in ann teagasc go hinniúil trí mheán na Gaeilge. Sa chláir iarchéime seo, déanfar freastal ar na riachtanais forbartha gairmiúla mar aon leis na hinniúlachtaí teanga éigeantacha chun ábhar a mhúineadh trí Ghaeilge san iarbhunscoil Lán- Ghaeilge/Ghaeltachta.



Postgraduate Certificate in Subject-based Teaching (for Irish-medium Post- Primary Schools) ETBI in partnership with Mary Immaculate College, Limerick, and COGG, has spearheaded a project to develop a postgraduate programme to support teachers to successfully teach through the medium of Gaeilge.

The Postgraduate Certificate in Subject-based Teaching in Irish-medium Schools is a one-year blended learning programme to enable teachers to teach confidently through the medium of Gaeilge. The programme will be administered through MIC, Limerick under the direction of Dr. TJ Ó Ceallaigh and is scheduled to commence in January 2021.

There is an ever-increasing challenge for Irish-medium schools to source teachers who can teach competently through the medium of Irish. In this postgraduate programme, the professional development needs as well as the compulsory language competencies to teach content through Irish will be addressed for those teaching in All-Irish/Gaeltacht schools.

Fóram Feasa

Múinteoirí ag tacú le múinteoirí eile



Capping it all

It had been a long journey for the seventeen students from twelve ETBs who graduated in UCC on the 21st of November 2019. Some had been involved in the original discussion at the procurement working group about how we might professionalise procurement practice across the ETB sector years before. After researching and evaluating different options, the group made a recommendation to the OSD Forum that a programme, delivered in ETBI to ETB personnel, was the optimum approach. It was also important to ensure that any course of study was accredited to a high level and that it was flexible and took account of the differing academic experiences of ETB personnel. UCC's Adult & Continuing Education (ACE) Department stepped up to deliver a specially tailored version of their Level 8 Certificate in Procurement Management in ETBI with a continuous assessment model and blended learning.

Photo: Jim Coughlan



Students of the ETBI/UCC Certificate in Procurement Management celebrate following their graduation ceremony in University College Cork in November 2019

After an introductory session, the course commenced in January 2018 in the ETBI boardroom and the group were to get to know each other well over eight Thursdays and Fridays over the next 16 months. From procurement principals to spend analysis and category management; from contract and supplier relationship management to each student's strategic project, it was a heavy workload, but the group support was exceptional.

Apart from the sense of personal and professional achievement for those graduating, there are benefits to the Sector as identified through the tracking of overall group competency. These included significant improvements in professional knowledge (Spend Analysis +73%, Supplier Relationship Management +73%, Tendering +72% and Sourcing +64%) and technical know-how (Product knowledge +65%, Process governance 65%, Market expertise and research +64%).

When surveyed on the experience, the group cited guest lecturers and the interactive class discussions as their highlights followed closely by the network created and the opportunity for peer learning. One student commented that it had been a "fantastic opportunity to gain a significant qualification in a highly relevant area of work" and another said "It was a challenge but now that it is complete I am thrilled I did it!".

The lasting friendships formed are not covered by any statistics....

[Click to View Procurement Reform Story](#)



Glossary of Acronyms

Acronym	Full Name/Term
A ACCS	Association of Community and Comprehensive Schools (representing 95 Community and Comprehensive Post-Primary Schools nationwide)
C CE CNS CPD	Chief Executive Community National School Continuous Professional Development
D DCYA DES	Department of Children and Youth Affairs Department of Education and Skills
E EA ESBS ESOL ETB ETBI	External Authentication Education Shared Business Services English for Speakers of Other Languages Education and Training Board Education and Training Boards Ireland
F FAR FESS FET FETCH	Finance, Audit and Risk (Committee) Further Education Support Service Further Education and Training Further Education and Training Course Hub
G GMGY	Goodness Me, Goodness You!
H HR HR & IR (HR/IR)	Human Resources Human Resources and Industrial Relations
I ICT ILP	Information and Communications Technology (or Technologies) Instructional Leadership Programme
J JMB	Joint Managerial Body (representing School Management in Voluntary Secondary Schools)
L LGBTI+ LSSU	Lesbian, Gay, Bisexual, transgender and Intersex ETB Legal Services Support Unit
M MAPP NCCA NFQ OSD	Multi-Annual Procurement Plan National Council for Curriculum and Assessment National Framework of Qualifications Organisation Support and Development
P PSR SOLAS	Public Sector Reform An tSeirbhís Oideachais Leanúnaigh agus Scileanna, lit. 'Further Education and Skills Service'
Q QQI	Quality and Qualifications Ireland
U UCC	University College Cork





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