

Saint Joseph's Community College



DEIS Three-Year Plan

Summary Framework

2023 - 2026

Ratified by the Board of Management on 7th December 2023

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. By the end of year 3 Junior Cycle Retention Rate will still be 100%.
2. To retain all 4 traveller student for the academic year 23-24
To retain all ____ traveller student for the academic year 24-25
To retain all _____ traveller student for the academic year 25-26
3. To increase the retention rate at senior cycle from ____to_____

This excludes our International students who come to our school for 1 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?
Monitor attendance in each class.	1,2,3	HSCL Principal Year heads	Class teachers Year heads	Ongoing	VS Ware
Whole School staff to monitor, communicate and report concerns regarding retention or risk of early school leaving indicators to appropriate year head, HSCL	1,2	All school staff	HSCL Class teachers Year heads	Ongoing	Year head, HSCL time allocation

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

DEIS Planning: Plan to promote Retention

<p>Subject Department Planning will promote student wellbeing in the classroom by developing a respectful and cooperative learning environment enabling students to reach their full potential.</p>	1,2,3	<p>All teachers</p> <p>Subject departments</p>	All teachers	Ongoing	<p>Teaching allocation time</p> <p>Professional time</p> <p>Classroom resource</p>
<p>Promoting and utilising best use of school programmes namely Transition Year and LCVP, to meet a variety of needs & strengths of all students.</p>	1,2,3	<p>School management</p> <p>Programme co-ordinator</p> <p>Subject teachers</p>	Programme co-ordinator	Ongoing	<p>Coordinator time allocation,</p> <p>Programme resources</p>
<p>1st year transition programme for incoming 1st years to ease the transition from primary to secondary school while specifically targeting students with identified needs from Primary school meetings/passports i.e.: educational needs, attendance concerns etc.</p>	1,2,3	<p>School management</p> <p>Year heads</p> <p>Guidance counsellor</p> <p>SEN team</p>	SENCO	From 6 th class and throughout 1 st year	
<p>Offer a range of extra-curricular activities, sporting activities, student council, class tours, foreign trips etc.</p>	1,2,3	<p>School management</p> <p>PE teachers</p>		Ongoing	Voluntary hours
Monitoring:					

DEIS Planning: Plan to promote Retention

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

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

DEIS Planning: Plan to promote Attendance

Summary Plan to promote ATTENDANCE

Target(s):

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

1. To have a pattern of regular attendance (less than 10 unexplained absences per year) --- To increase the number of students who have less than 10 days unexplained absences by 10% (focus on junior students initially to create good habits)
2. To decrease the number of students in cohort A who are chronic latecomers (list of 6 students) from 6 to 4.
3. To reduce long term absenteeism of more than 20 days by 3 students (under 16) from an average of 30 over the last 5 years.
4. To ensure that there are less than 20 unexplained absences within the unsettled traveller population in the school. (Settled cohort to be the same as above)
5. To tackle the partial attendance in the school: to decrease the number of students signing in late / out early each day by 4 students per day from an average of 15.

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?
SPHE class in September to highlight the impact of absenteeism and lateness on teaching and learning	1,2	<i>All SPHE classes/Religion</i>	<i>SPHE teacher</i>	September	VS Ware
Weekly class competitions to promote attendance.	1	<i>All.</i>	<i>Home school liaison officer</i>	Weekly(Friday)	VS Ware
More up to date app system(live) to help monitor attendance and lateness.	2	<i>All</i>	<i>Attendance officer/management</i>	Daily	VS Ware
Long term absenteeism of more than 2 weeks continuously. Contact made with Parents by Year head with Parents to discuss a return to school plan.	3,4	<i>Few.(less than 10)</i>	<i>Year head/Attendance officer.Home school liason officer to visit home. EWO to be informed.</i>	Case by case.	VS Ware

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

DEIS Planning: Plan to promote Attendance

Regular analysis of VS Ware data by attendance officer.(monthly)

Weekly review of data at weekly post holders meeting. Weekly VS Ware analysis by home School Liaison for class competition.

Evaluation:

Information from VS Ware will be used to inform us of the attendance rate each year. We will be able to compare each year's attendance by looking at average from VS Ware over the past three year period. This information can then be analysed, and conclusions drawn and give us a focus for moving forward.

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 improve how students (*1st –3rd Year*) *feel* about reading aloud and Presenting Orally to their peers in class (*link to CBA / Assessment Task Presentations*)
2. To improve positivity towards reading among current 1st year cohort by 1% per year over the next 3 years
3. .To Increase the number of students who are confident with exam language by 1% year on year.

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?
Small group / one-to-one support	1, 2, 3,	<i>SEN Dpt. as required</i>	<i>SEN Co-Ordinator</i>	Ongoing	Library
Students given the opportunity to present to whole class and to read aloud in class to get practice with tone, pace, voice projection etc.	1, 2	<i>All Staff</i>	<i>All Staff</i>	Ongoing	Laptops, Library, Class books / notes etc
Feedback given to students on Class Presentations / Mock CBA	1, 2	<i>All Staff</i>	<i>All Staff (as appropriate in individual subjects)</i>	Ongoing	Notes etc
Promote the importance of reading within every subject and also Encourage reading for pleasure	3	<i>All Staff but with focus from English Dpt.</i>	<i>All Staff</i>	Ongoing	Get all 1 st years to join the Library, Reading apps (e.g. Borrow Box)
Use of Key words / phrases in classrooms	3	<i>All Staff Literacy Committee</i>	<i>All Staff</i>	Ongoing	Key Word posters / lists

Monitoring:

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

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

DEIS Planning: Plan to improve Literacy Levels

- Students surveyed about their experiences at the beginning / end of the year or after specific initiatives
- SEN Dpt. carryout standardised tests at the beginning of the year potentially could be repeated at the end of the year???
- Key Words spelling test (Literacy Group)
- Homework submitted digitally is available to review

Evaluation:

This plan will be reviewed on an ongoing basis. At the end of each year data will be compiled from carrying out surveys. It will then be compared against previous years. An in-depth review will take place annually. This will determine if amendments are required and if targets need to be altered.

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. Common approaches - cross curricular

To increase the number of students in our school who can identify a common approach to numeracy in different subject areas, by 5 by the end of 1st year.

2. To increase the number of students who are confident in problem solving from ____ to _____. (1st -3rd year)

3. Attitudes to Numeracy

To increase the number of students with a positive attitude to numeracy. Increase by 5 students from 1st year to 3rd year, those students that will be able to make links in relation to numeracy in everyday life.

4. Attitudes to Numeracy

Increase by a further 5 students from 4th year to 6th year, those students that will be able to make links in relation to numeracy in everyday life.

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?
To encourage common approaches such as graphing/ measurement weighing etc. across different subject areas. Survey students to gain an understanding of their knowledge of the common approaches across subject areas. Keywords/Familiar language used across subjects in relation to numeracy to simplify for students.	1	All staff	All teaching staff	Over the next 3 years. Review in 2024. Survey (September 2023)	Class notes, laptops, teachers.
Discuss with students, examples of possible links in relation to numeracy - in school, across subject areas, in everyday life. Teachers to highlight links in their individual subject areas.	1, 3	All Staff. Students.	All teaching staff	Ongoing	All stakeholders
Emphasise the importance of Numeracy for career choice and college courses.	4	All staff, Guidance department,	All teaching staff	Yearly	Prospectus
Encourage a positive attitude to numeracy. Numeracy board- Every department have a month, quizzes, Surveys - attitudes to numeracy.	3, 4	All Staff, SEN team. parents, students,	All teaching staff	Ongoing	Numeracy board

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

DEIS Planning: Plan to improve Numeracy Levels

Learning support in the area of numeracy.	1,2,3	Teachers, SEN team, Students. Parents(Surveys)	All teaching staff	Ongoing	MCT (Numeracy testing) testing
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Monitoring:

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

- ✓ Management – Oversee the plan.
- ✓ Teaching Staff.
- ✓ Students – Surveyed about experiences of numeracy. Gathering information for numeracy board, standardised testing.
- ✓ SEN team – Standardised testing.

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

This plan will be reviewed on an ongoing basis, with an in-depth review taking place once a year to look at how the plan is being implemented, changes that are necessary and see whether targets need to be amended or we may need to add to them.

DEIS Planning: Plan to improve Examination Attainment

Summary Plan to improve EXAMINATION ATTAINMENT

Target(s):

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

Junior Cycle

1. To increase the number of students taking 1 HL exam in a core subject at J.C. from 42% to 50%
2. To decrease the number of students obtaining '*Partially achieved*' in their J.C. from 51% to 40%

Senior Cycle

3. To decrease the number of students obtaining below 200 points at LC by 12%
4. To increase by the number of students attempting at least 3 HL subjects at LC from 89% to 95%

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?
Each subject teacher will record & track term results consistently on VS Ware	2, 3	Each subject teacher	Mgt./ DEIS coordinator	Each term	VS Ware
An emphasis on study skills for both JC & LC students – throughout the year	2, 4	DEIS co-ordinator	DEIS co-ordinator	Annually	External organisation Subject teachers
Introduce progress trackers; whereby senior cycle students have to access their results in order calculate points & set targets following term & mock exams	3, 4	Senior Cycle student	DEIS co-ordinator / subject teachers	Each term	VS Ware
	1,2	Each teacher	DEIS coordinator	Once a term	Senior mentors Class teachers

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

DEIS Planning: Plan to improve Examination Attainment

Introduce a study buddy skills program for first years thus focusing on student aspirations at a much earlier stage and continue it yearly (from first year)					
A much greater emphasis placed on homework (recording & completing)	1	<i>Each teacher / student</i>	<i>Each subject teacher</i>	Daily	Journal, Teams, Progress trackers, Class teachers to remind students to take down homework in each class

Monitoring:

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

- Review of results on a termly basis – LC & JC
- Review of results on a yearly basis – whole student body
- Analyse data to the national average yearly
- To review the completion of homework on a daily / weekly basis

Evaluation:

- Count how many students do higher level in each subject the exams each year⁵ⁱ
- The plan will be reviewed on a termly basis following in house exams
- There will be an in-depth review of grades yearly from 2023
- Grades will be compared to the National average yearly

DEIS Planning: Plan to improve Transitions

Summary 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*)

1. Primary to secondary discover if students are settling into second level.
2. TY to senior cycle selection of the correct subject.
4. The number of six years entering apprenticeships/traineeships/FE/HE. Increase the number by 1.
5. *The number of parents to attend CAO/higher options evening. (Check data and then decide %)*

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?
1. Investigate after induction period how students have settled in. (International students also to see if they have settled).	1.	<i>First Years</i>	<i>Maggie/Treasa</i>	Beginning of school year and again in October.	Online Questionnaire. (Homework, organisation & friends).
2. Survey students on their intentions to select TY for progression to senior cycle.	2.	<i>Third years</i>	<i>Maggie/Treasa/TY Co-ordinator</i>	Each School year	TY Information evening. Speakers. Online talk.
3. Have students selected the correct subject.	3.	<i>Fifth years</i>	<i>Maggie/Treasa/</i>	Each School year	Subjects options evening
4. Students progression into apprenticeships/traineeships as an alternative to third level	4	<i>Students who have completed their LC</i>	<i>Maggie/Treasa</i>	Beginning of School year	Historical Data and current data
5.	5				

DEIS Planning: Plan to improve Transitions

Monitoring:

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

- Review of questionnaire to see if students have settled two weeks after arrival and again in October.
- Analysis of survey to find out students intentions for progression into TY.
- Analyse students selection of subjects to investigate if they are content in their subject.
- Review feedback on course selection, third level, traineeship and apprenticeship and FE.

Evaluation:

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

Management & Teaching Staff, Parents, Students, Guidance Department.

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

What data do we already have to support this?

1. No investigation carried out in this area to date.
2. Numbers who did not do TY 20-21(8%), 21-22(35%), 22-23(21%), 23-24(21%) excluding transfer students & international students
3. Selection of the correct subject no data in this area yet.
4. **At the end of each year data will be compiled and compared against previous years on progression to third level entering apprenticeships/traineeships/FE. College progression over the past 5 years. 22=50%, 21=77%,20=72% 19=78%,18=76%**

DEIS Planning: Plan to promote Partnership with Parents

Summary Plan to promote PARTNERSHIP WITH PARENTS

Target(s):

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

- To build parental engagement and communication through school app
- To increase involvement of Parents Association
- To build on early success of HSCL/parental communication
- To increase attendance at PTM meetings
- To support parents to engage with homework
- To improve attendance through further engagement with parents and relevant services

Actions:

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

Measure	To address target(s) no.*	Who?	Lead responsibility	When?	Resources?
To use app as main mode of contact between year heads and parents. Also to improve numbers of absentee notes etc	1.	<i>Year Heads</i>	<i>Year Heads</i>	Throughout the school year	Unique schools app
To encourage more parents to become involved in PA and increase number of events they hold	2	<i>HSCLO</i>	<i>HSCLO & Principal</i>	Throughout the school year	HSCLO to build relationships PTMs
To ensure all new parents and eventually all parents to be visited by HSCLO	2	<i>HSCLO & SCO</i>	<i>HSCLO</i>	Throughout the year	HSCLO
To improve rates of attendance at PTMS, concentrating on poor attenders	4	<i>HSCL, Principal, school secretary</i>	<i>Deputy Principal</i>	Beginning of school year to end	App, visits, calls
To run literacy and numeracy courses for adults in order to help with homework	5	<i>HSCL</i>	<i>HSCLO</i>	Throughout the year	Mayo/Sligo Education centres and

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

DEIS Planning: Plan to promote Partnership with Parents

					resources/tutors from them
To improve attendance through regular communication with parents	6	<i>Attendance officer</i>	<i>Attendance officer</i>	All year	HSCLO,
<p>Monitoring: State how progress will be monitored and at what intervals (monthly/ termly/annually...) over the three years</p> <ul style="list-style-type: none"> All monitoring to be ongoing with DEIS meetings 					
<p>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</p> <ul style="list-style-type: none"> Increased acceptance amongst parental body to take part in PA Parental fundraising increases and initiatives such as book sales etc more common. Parents to help out at open evening and share their experiences of school HSCL to be appointed and begin visiting parents very soon Increased attendance at PTM of those with previously poor record of attendance Percentage using the school app increases. 					

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 strengthen links already in existence with school partners.
2. To encourage students to become more involved in community based projects
3. To assist students and parents by providing support and educational opportunities
4. To work in partnership with School Completion Officer and Home School Community Liaison Officer (HSCL) to address the educational needs of the disadvantaged to address the educational needs of disadvantaged students.
5. Establish new partnerships that will provide educational opportunities for the students.
6. Strengthen links with local primary and secondary schools to promote collaboration.

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?
TY students to complete volunteer training and take part in community projects.	2, 5,6	<i>TY coordinator, Principal.</i>	<i>TY coordinator</i>	Ongoing	Voluntary Training, Social media advertising
Collaborate with local primary and secondary schools on various initiatives.	1, 6	<i>Principal, Dept. Head, Guidance counsellor, SEN department</i>	<i>Principal</i>	Ongoing	
Each department to establish links to provide educational opportunities for their students.	5, 1, 2	<i>All staff</i>	<i>Principal</i>	Sept 23	Careers information evening. Survey. Department field trips.
Links with local business/industry in order to provide students with the opportunity to improve communication skills.	5, 3	<i>All staff, deputy principal, TY coordinator.</i>	<i>Principal</i>	Ongoing	Information evening. Work experience survey

Monitoring:

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

DEIS Planning: Plan to promote Partnership with Others

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

1. Senior year head and guidance counsellor will maintain a record of student career interests and will liaise with relevant personnel to establish links.
2. Record of meetings involving outside agencies
3. Meetings will be held every term for DEIS committee to give feedback on measures and evaluate effectiveness..
4. Continuation of work placement mentorship from staffs to support students through their work placement.

Evaluation:

State how impact of actions on PARTNERSHIP WITH OTHERS will be evaluated at the end of the three years

- At the end of the period an evaluation will be carried out reviewing the links made between the students and relevant personnel.

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

- Records will be kept to show the links made between students and personnel and how this has increased/ decreased over the period.

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 _____

DEIS Area	Targets	Measures for Implementation in the Current Year
1. RETENTION		
2. ATTENDANCE		
3. LITERACY		
4. NUMERACY		

SUMMARY OF DEIS PLAN FOR THE SCHOOL YEAR _____

DEIS Area	Targets	Measures for Implementation in the Current Year
5. EXAMINATION ATTAINMENT		
6. EDUCATIONAL PROGRESSION		
7. PARTNERSHIP WITH PARENTS		
8. PARTNERSHIP WITH OTHERS		

SUMMARY OF DEIS PLAN FOR THE SCHOOL YEAR _____

DEIS Area	Targets	Measures in the Current Year
1. RETENTION		
2. ATTENDANCE		
3. LITERACY		
4. NUMERACY		
5. EXAMINATION ATTAINMENT		
6. EDUCATIONAL PROGRESSION		
7. PARTNERSHIP WITH PARENTS		
8. PARTNERSHIP WITH OTHERS		