DEIS Three-Year Plan
Summary Framework

School Name: St Aidan's Community College

Roll Number: 71101G

Period of Plan: 2022-25

Date(s) of Ratification by Board of Management: 6th April 2022

Summary Plan to promote RETENTION

Target(s):
State in specific terms how RETENTION should improve as a result of measures in the school's DEIS plan *(number the targets)*
1. To decrease the number of students leaving school and not completing their Junior Cert from to 2% to 1%
2. To decrease the number of students who did not progress from Junior Cycle to Leaving Cert completion from 14% to 10%
3. To decrease the number of students who did not complete the full 2 year LCA programme from 21% to 10%

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?
1. Use of SCP Mentors & Behaviour for Learning Programme to set a target & reward system for identified students.	*1*	*Targeted students (approx 10)*	*Pauline Hyde Jodie Furlong*	2022-2025	SCP Mentors
2. Identify students 'self-selecting' half days from school.	1 & 2	Students with unexplained half days	Year Heads & HSCL	2022-2025	VS Ware
3. Identify students with repeated suspensions. Use of Restorative practice to try to get students to take responsibility for their actions and prevent repeat issues.	1, 2 & 3	Students with repeat suspensions	Ubuntu Team	2022-2025	Restorative practice resources
4. Curricular intervention at Junior Cycle. Target group students in 3rd year 2022.	1 & 2	Students not achieving at level 3 Junior Cycle	JCSP co-ordinator	Aug 2022	JCSP resources
5. Monitor student progression in LCA to include completion of Key Assignments & Attendance. Students not engaging referred to LCA co-ordinator and/or Guidance Counsellor	3	LCA 1 & 2	LCA teachers & co-ordinator	2022-2025	VS Ware

Monitoring:
Action 1: Students will be identified based on SCP referral system and information about students with BfL needs. A profile of students needs/interests will be developed and targets put in place for these students. Target setting will be for 6 week period at the end of which an assessment of whether or not targets have been achieved will be made. Targets will be adjusted or new targets set based on assessment. Carried out by BfL & SCP depending on which area the student has been targeted for.
Action 2: Contact will be made with parents by HSCL for students who are not explaining half days. Reasons for absence will be reviewed monthly and agreed targets put in place.
Action 3: Suspension list will be monitored and students identified by Year Heads. Reasons for suspension discussed and alternative behaviour agreed to be used in future to prevent repeat suspension for same or similar situations.
Action 4: Record achievement of JCSP Statements for profiling.
Action 5: LCA teachers will inform co-ordinator each month of students who are not achieving key assignments in subject area. Reasons for lack of completion will be reviewed and target to complete or improve attendance will be set by LCA co-ordinator.

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

Evaluation:
The retention rates from Junior Cycle to Senior cycle will be measured and comparison made to baseline data.
The retention rates to Leaving Cert will be measured and comparison made to baseline data.
The completion rates of LCA students across 2 years will be calculated and comparison made to baseline data.

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 increase overall attendance from 86% to 90% over the three years
  2. Decrease percentage of students with unexplained absences from 72% to 50%

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?
1. Poor attenders to be identified by Year Heads. HSCL to discuss reasons for non-attendance with parents and set targets.	*1*	*Students with poor attendance*	*Year Heads & HSCL*	From October onwards	VS ware
2. Message am & pm from VS Ware to inform parents about non-attendance	1	*Absent students*	*Office staff*	After every am & pm roll	VS Ware
3. Attendance certificates and a gift voucher to be offered to those with 100% attendance at the end of each term.	1	*Students with full attendance*	*Ms Curley*	January and May	Gift vouchers & certs
4. Students with unexplained absence to get a text home each week requesting explanation for absence	2	*Unexplained absences*	*Office staff*	Weekly	VSWare
5. *Restorative practice. Target 1st year students- encourage taking responsibility for attending school*	1 & 2	*1st years*	*Tutors*	Twice yearly	Restorative practice resources

Monitoring:
Action 1 & 2: Letters sent at end of term to those with poor attendance showing % attendance and possible referral to EWO
Action 3: Those with full attendance for the year are given Lord Mayors cert and recognised at school awards for multiple years perfect attendance
Action 4. Office staff to record receipt of explanations. If explanations are not being received referral list given to HSCL to make contact with home
Action 5: Survey of students in relation to attitudes towards attending carried out before and after Restorative practice sessions

Evaluation:
The overall attendance rate will be calculated each year and compared with baseline data.
The percentage of students with unexplained absences each year will be calculated and compared with baseline data

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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.Improve reading ages of first year students by 6 months per school year using the Reading Age Tests as baseline data.

2. Improve typing skills of students using Assistive Technology. (No baseline data available yet)

3. Increase the number of students reading for pleasure by 2% each 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?
1. Paired Reading, Library class, Book Club	1 &3	1st Years	N Mc Donnell & M. Dineen	2022-2025	Library & book club Resources
2. Engage with Wellread 2 Award process	1 & 3	TY students or student council	N Mc Donnell	October 2022	Wellread award information
3. Level 2 Literacy to be provided for students who meet the criteria	1	Level 2 students	S. Flanagan & Literacy teachers	2022-2025	C pens & L2 resources
4. SNIP programme	1	Students identified from PPADE results	S. Flanagan	2022-2025	Literacy resources
5. As part of induction for first years into new subjects focus initially on literacy	1	1st years	Subject departments	August 2022 August 2023 August 2024	Subject teachers
6. Touch Type Read & Spell - online literacy prog for all laptop users who have been granted Assistive Technology from SENO.	2	Assistive Technology users	SEN Department	2022-2025	AT programmes

Monitoring:

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

Action 1: Reading ages will be tested in February for current first years. First and second years will be tested in September 2022 and will be tested again in May 2023. This will continue over the three years for target students. PPAD-E testing will be carried out at the start of school year for incoming 1st years.

Action 2: Criteria to be awarded Wellread 2 Award to be checked.

Action 3: Folders maintained by Literacy teachers for Level 2 Literacy programme for certification

Action 4: SNIP Programme followed with completed work in folders and areas of need further identified by Literacy teacher.

Action 5: Review as part of subject department planning

Action 6: Assess typing skills in advance of programme and again after programme

Evaluation:

1. Following retesting of reading ages comparisons will be made to baseline data. Adjustments to target improvement of 6 months will be made accordingly depending on the numbers who achieve the target by the end of the first year.
2. Compare skill levels of AT users before and after the programme and develop baseline data for future years comparison

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. Increase the percentage of students who obtained 30/40 or greater in the WRAT 4 test by 10% over the course of 3 years.
2. Decrease the number of students who obtained less than 10 in the WRAT 4 test by 10% 0ver the 3 years

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

Measure	To address target(s) no.*	Who?	Lead responsibility	When?	Resources?
1. WRAT tests carried out on all first year students	*1 & 2*	*1st years*	*1st Year Head*	August each year	WRAT Tests
2. Level 2 Numeracy to be provided for students who meet the criteria	*2*	*Level 2 Numeracy students*	*Numeracy teachers*	2022-2025	St. Aidan's C.C., L2LP Numeracy (padlet.com)
3. After analysing data from WRAT - decipher where numerical needs lie. Feedback to respective Maths teachers/resource teachers on areas of need to be retaught.	*2*	*Identified students*	*Numeracy team*	October each year	

Monitoring:
State how progress will be monitored and at what intervals (monthly/ termly/annually...) over the three years
Action 1: WRAT4 data will be analysed to identify changes in students numerical learning. Possible targeted withdrawal of students who identify as needy.
Action 2: Folders maintained by Numeracy teachers for Level 2 Literacy programme for certification
Action 3: Maths teachers/resource teachers will give feedback to numeracy team on areas covered before retesting is carried out

Evaluation:
Following retesting with WRAT 4 comparisons for those achieving 30/40 or greater will be made to baseline data
Following retesting with WRAT 4 comparisons for those achieving less than 10 will be made to baseline data

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	Summary Plan to improve EXAMINATION ATTAINMENT					

Target(s):
State in specific terms how EXAMINATION ATTAINMENT should improve as a result of measures in the school's DEIS plan *(number the targets)*
1. Improve numbers taking higher level subjects by 1% per year over 3 years from 55% of all exams 'sat' at H/L to 58%
2. Improve numbers attending the study centre by 1% per year, from 12% to 15% of the student body that the facility is offered to
3. Increase the % achieving a Higher Merit in Pre-exams compared to achieved Higher Merit in Junior Cycle exam by 1% per year (No current baseline data available)

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?
1. Monthly VS Ware TEAM competition in 1st Year and individual monthly acknowledgement based on VS Ware points	1	*1st Years for Team All years for individual*	*M. Scanlon*	Monthly	Reward prizes Student of month certificates
2. Presentation of Vouchers for 1st-6th year based on Christmas exam results					
3. Past pupil visits to give motivational talks	1	*3rd & 5th years*	*M. Scanlon*	Twice yearly	Past pupils
4. Develop a common study strategy and promote to parents	1	*Focus on 3rd & 6th years*	*M. Scanlon*	Sep - June	Study folders & templates
5. Teach various study methodologies (SQ3R, Use of Graphic Organisers, POKER method for mind-maps), target setting for achievements in exams.	1	*All year groups*	*Tutors*	During tutorial and study seminar	Templates
6. Student attendance at Gaeltacht during the summer to improve spoken Irish		*3rd year target group*	*Irish teachers*	Summer holidays	Gaeltacht
7. Promotion of study centre- setting up a targeted group and tracking their progress/ grades	2	*3rd year target group*	*M.Scanlon*	Monthly tracking	Study centre
8. Track % achieving a Higher Merit in Pre-exams and compare to those achieving Higher Merit in Junior Cycle exam.	3	*3rd years*	*Subject teachers*	After pre exams and after Junior cycle results	Exam results

Monitoring:
Action 1: Review points on VS Ware monthly. Monthly signing of journal by parents to keep parents up-to- date on student progress
Action 2: Review results/ progress reports on VS Ware termly. Monthly signing of journal by parents to keep parents up-to- date on student progress
Action 3: Survey students re benefits of talks
Action 4: Monitor study folder usage during tutorials
Action 5: Tutors to check student understanding on use of templates and teachers to use as part of homework/revision assignments
Action 6: Get baseline data for those interested in attending and survey after attendance to determine improvement

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Action 7: Track numbers attending study centre monthly
Action 8: Keep records of pre results and Junior Cycle results for comparison

Evaluation:
1. Calculate the number of higher level subjects being chosen by students and compare with projected increases from baseline data
2. Calculate the numbers attending the study centre and compare with projected increases from baseline data
3. Compare the % achieving a Higher Merit in Pre-exams versus Higher Merit in Junior Cycle per subject and develop baseline data per year and then make comparisons at end of three years

	Summary Plan to improve EDUCATIONAL PROGRESSION				

Target(s):
State in specific terms how EDUCATIONAL PROGRESSION should improve as a result of measures in the school's DEIS plan *(number the targets)*
1. Increase the number of students going to higher education by 1% each year 25% to 28%
2. Increase the number of students going to plc colleges or apprenticeships by 1% each year from 17% to 20%

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. Engage with 12 week Nurturing Bright Futures Programme through UCC.	*1 & 2*	*5th Years*	*Mike Forde*	Oct 2021 - Jan 2022	Online programme
2. Involvement with DPS programme Aspire 2	1 & 2	*5th & 6th years*	*Mike Forde*	2021-2024	DPS supports
3. Attendance at Open days for UCC, MTU, plc Colleges and training centres	1 & 2	*6th years*	*Mike Forde*	2021-2024	Course providers
4. Study Clix registration for students	1 & 2	*5th & 6th years*	*Mike Forde*	2021-2024	Study Clix
5. UCC Plus & MTU Access programme initiatives	1	*All years*	*Mike Forde*	2021-2024	UCC & MTU

Monitoring:
State how progress will be monitored and at what intervals (monthly/ termly/annually...) over the three years
Action 1: Survey students before and after the programme to assess attitudes towards further education
Action 2: Analysis of programme benefits through DPS meetings & reports required as part of programme twice yearly
Action 3: Determine student possible interest in the various courses and encourage attendance at relevant open days Jan - March
Action 4: Record student use of study clix site and survey students on usefulness
Action 5: Engage with UCC & MTU in relation to available initiatives and assess take up by students of various initiatives for future planning

Evaluation:
1. Calculate the number of students going to higher education each year and compare to projected increases
2. Calculate the number of students going to plc colleges or apprenticeships and compare to projected increases

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	Summary Plan to promote PARTNERSHIP WITH PARENTS/GUARDIANS					

Target(s):
State in specific terms how PARTNERSHIP WITH PARENTS/GUARDIANS should improve as a result of measures in the school's DEIS plan *(number the targets)*
1. Improve the attendance of parents/guardians at school events by 10% over the next 3 years (no current baseline data due to Covid)
2. Increase links between parents/guardians and HSCL by 10%

Actions:
State proposed measures (both existing and new) to improve PARTNERSHIP WITH PARENTS/GUARDIANS. *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. Create a learning neighbourhood with Scoil Oilibheir and the Ballyvolane Dublin Hill community	2	Parents/guardians	HSCL	2021-2024	Learning neighbourhood supports
2. Tours after school daily for prospective first years.	1	Incoming 1st years	HSCL	2021-2022	N/A
3. Coffee mornings, parent/guardian information sessions & IT Training	1 & 2	Parents/guardians	HSCL	2021-2024	Parents Room Chrome books
4. Parent Association Meetings – focus on policies and parental/guardian input	1	Parents/guardians	Principal	2021-2024	N/A
5. Use of school App to keep parents/guardians updated with school information	1 & 2	Parents/guardians	Principal & PR	2021-2024	School App
6. Take part in 'One book one community'	2	1st years & parents/guardians & Scoil Oilibheir	HSCL	Last term each year	Chosen book

Monitoring:
Action 1: Use of target setting set out by Learning Neighbourhood
Action 2: Follow up with parents/guardians who request visits with appointments made
Action 3: Attendance taken for various meetings and possible targeting of certain parents/guardians to encourage attendance
Action 4: Attendance taken for meetings and feedback requested from parents/guardians about areas of interest to be discussed at meetings
Action 5: Check usage of App using log on App
Action 6: Use of criteria aligned with One Book One Community

Evaluation:
1. Record attendance of parents/guardians at school events and compare with previous year to check if projected increase is being achieved and set up baseline data
2. Record number of contacts with parents/guardians and check for projected increase

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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. Develop further links with outside agencies to provide educational supports for students

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?
1. Continue engagement with DPS Aspire 2 programme	1	*5th & 6th years*	*Mike Forde*	2021-2024	DPS Aspire 2
2. Further develop the STAR (Supporting Traveller & Roma) Programme	1	*Traveller & Roma students*	*HSCL*	2021-2024	STAR
3. Engage with all suitable initiatives from UCC & MTU	1	*All years*	*Mike Forde*	2021-2024	
4. Continue links with Junior Achievement	1	*1st & TY*	*Maths Teachers*	October	Junior Achievement

Monitoring:
Action 1: DPS meetings and reports sent to DPS will monitor programme
Action 2: Reports needed twice yearly to Department on progress
Action 3: Record number of initiatives and numbers of students attending various initiatives that are available
Action 4: Complete feedback forms for Junior Achievement

Evaluation:

Record and compare links with outside agencies

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