

# Donegal ETB

## Annual Report

# 2023



**etb**

Bord Oideachais agus  
Oiliúna Dhún na nGall  
Donegal Education and  
Training Board

# Donegal Education and Training Board Annual Report 2023

## Table of Contents

### Contents

Foreword, Donegal ETB Chairperson Cllr Michael McBride  
Introduction, Donegal ETB Chief Executive Anne McHugh

Our Vision  
Our Mission Statement  
Our Values

1. Donegal Education and Training Board Statement
  - 1.1 Functions of the Board
  - 1.2 Responsibilities of the Board
  - 1.3 Donegal ETB Membership and Chairpersons 2023
  - 1.4 Board Composition
  - 1.5 Board Members Meeting Attendance Record 2023
2. Committees
  - 2.1 Audit and Risk Committee
  - 2.2 Finance Committee
  - 2.3 Youth Work Committee
3. Risk Management
  - 3.1 Systems of internal control
  - 3.2 Procurement policy and procedures
  - 3.3 Taxation
  - 3.4 Financial Statement for the year ending 31 December 2023
4. Overview of Services
5. Implementation of Strategic Goals
  - 5.1 Optimise Student/Learner Experience
  - 5.2 Staff Support
  - 5.3 Governance
  - 5.4 Specific Strategic Priorities

Abbreviations

## **Foreword**

**Donegal Education and Training Board Chairperson, Cllr Michael McBride**

This report has been compiled as per the provisions of Section 28 of the Education and Training Boards Act, 2013.

As Chairperson of Donegal Education and Training Board, it is my privilege to present the Annual Report for 2023. This report encapsulates our collective efforts, achievements, and the progress we've made throughout the past year in delivering quality education and training services to the people of Donegal.

In an ever-evolving educational landscape where our learners progress, our commitment to excellence remains unwavering. Through the dedication and hard work of our staff, the support of our partners, and the engagement of our learners, we have continued to enhance educational opportunities and empower individuals to reach their full potential.

Our Annual Report highlights the breadth and depth of our educational provision. It showcases the diverse range of programmes and initiatives that enrich the lives of our community members and contribute to the socio-economic development of the region.

We remain committed to continuous enhancement and innovation, ensuring that our educational services remain relevant, accessible, and of the highest quality.

I would like to extend my sincere gratitude to all those who have contributed to the success of Donegal Education and Training Board over the past year – our dedicated staff, committed learners, supportive partners, and the broader community. Your collective efforts have enabled us to overcome challenges, seize opportunities, and make a positive difference in the lives of individuals and the prosperity of our region.

As we continue to implement the Statement of Strategy 2022-2026 we look to the future, let us reaffirm our shared commitment to education as a catalyst for individual empowerment, social inclusion, and economic prosperity.

Cllr Michael McBride  
Chairperson

## **Introduction**

### **Donegal Education and Training Board Chief Executive, Anne McHugh**

As Chief Executive of Donegal Education and Training Board, it is with pleasure that I now present our annual report which has been compiled as per the provisions of Section 28 of the Education and Training Boards (ETB) Act 2013. It encapsulates our endeavours, achievements, and the journey we've undertaken in the past year as we continue to grow and develop. Throughout these pages, you'll discover the commitment, innovation, and resilience that define our organisation as we strive to achieve the identified objectives in our Strategy Statement 2022-2026.

In a landscape of constant change, we've remained steadfast in our mission to provide high-quality education, training, and youth services to the communities of County Donegal. Our dedication to excellence has driven us to adapt and evolve, ensuring that we meet the diverse needs of our learners and stakeholders.

Our achievements are a testament to the dedication of our staff, the support of our partners, and the resilience of our learners. Together, we've achieved remarkable outcomes, empowering individuals to reach their full potential and contributing to the social and economic development of our region.

Anne McHugh  
Chief Executive

## **Our Vision**

### **Donegal ETB - transforming learning, changing lives**

By 2026, we will have improved the life chances of people in Donegal, by helping them to achieve successes in education and training.

## **Our Mission Statement**

Donegal ETB offers education and training opportunities that help students to achieve their full potential and to contribute to the social, cultural and economic life of their communities.

## **Our Values**

We are a learning organisation. We place students at the centre of our work. Everything we do to serve the best interests of our students is based on our core values: excellence, equality, care, community and respect.

**Excellence:** We strive for excellence in all aspects of our work. We are committed to achieving the highest quality standards of teaching, learning and assessment in all our programmes. We value innovation and seek to achieve continuous improvement, supporting our staff to engage in professional development opportunities.

**Equality:** We strive to ensure that all students are afforded equal opportunity to participate in our education and training programmes that are based on respect for human rights and diversity. Our learning and work communities are inclusive of race, gender, religion or belief, age, family status, civil status, membership of the Traveller community, sexual orientation, ability and socioeconomic status. As an employer, we value diversity, and we aim to be fully inclusive in our staff teams.

**Care:** We care for the well-being of our students and our staff by creating safe and welcoming environments for learning and working. We have a culture that recognises and celebrates the achievements of students and staff. At the same time, we support people who are experiencing challenges in their lives.

**Community:** Our Donegal ETB community includes our staff, our students and our partners, working together to achieve our collective goals. We are closely linked to communities throughout Donegal. We value the partnerships that we have developed with other groups and organisations to bring social, cultural and economic benefits to the county.

**Respect:** We treat every person with respect. Our relationships with students, staff and communities are based on openness and trust. We respect the laws and rules that govern all aspects of our work: we operate within a culture of accountability, fairness, honesty and inclusion.

## **1. Donegal Education and Training Board Statement**

Donegal Education and Training Board (ETB) was established under the Education and Training Boards Act, 2013 and is responsible and accountable for the proper direction and control of its functions in the Donegal local authority area.

Donegal Education and Training Board complies with the Code of Practice for Governance of Education and Training Boards, Department of Education Circular 0002/2019. The purpose of the code is to ensure that the principles of good governance and management are applied by Donegal Education and Training Board.

### **1.1 Functions of the Board**

Decisions taken by the Board are reserved functions and are set out in Section 12 (2) of the Education and Training Boards Act, 2013 and in Circular 0002/2019 Code of Practice for the Governance of Education and Training Boards, with a full schedule set out in Appendix A of the Code. Decisions not specified in the Code are deemed to be Executive Functions for the Chief Executive. The Board is satisfied that the Chief Executive delegates functions where appropriate and in accordance with the Education and Training Boards Act, 2013.

### **1.2 Responsibilities of the Board**

The Board is responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the Board and which enable it to ensure that the Financial Statements comply with section 51 of the Education and Training Boards Act, 2013. The Board is also responsible for safeguarding its assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Board considers that the Annual Financial Statements properly present the income and expenditure of the Board and the state of affairs of the Board.

In preparing those accounts, the Board is required to:

- (a) apply the standard accounting policies for the preparation of ETB financial statements
- (b) make judgements and estimates that are reasonable and prudent
- (c) disclose and explain any material departures from the standard accounting policies

During 2023 the Board approved the following documentation:

- Adoption of the Annual Report
- Financial Statements
- Adoption of the Annual Service Plan
- Authorised attendance of members at conferences
- Approved the acquisition, holding and disposal of land or interest in accordance with Department of Education regulations
- Ensured accurate records were kept of meetings and decisions

### 1.3 Donegal ETB Membership and Chairpersons 2023

<b>Chief Executive:</b> Ms Anne McHugh
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<b>Donegal Education and Training Board</b>		
<b>Name</b>	<b>Designation</b>	<b>Nominating Body</b>
CLlr Michael McBride	Chairperson	Donegal County Council
Mr Patsy McVicar	Deputy Chairperson	National Association of Principals and Deputy Principals

<b>Audit and Risk Committee</b>		
<b>Name</b>	<b>Designation</b>	<b>Nominating Body</b>
Mr Francis Coyle	Chairperson	External Member

<b>Finance Committee</b>		
<b>Name</b>	<b>Designation</b>	<b>Nominating Body</b>
Mr Patsy McVicar	Chairperson	National Association of Principals and Deputy Principals

### Representation and Meetings

- The term of office of Donegal ETB is five years (2019-2024).
- The Board meets regularly - around once every six weeks. In 2023, the Board met seven times and in addition, with Members of the Oireachtas
- The Chairperson and Deputy Chairperson are usually elected annually.
- Donegal ETB appoints four of its Board Members or representatives to each Board of Management of Donegal ETB schools and colleges for the five-year term of office of the Board.

- Members also sit on various committees of the Board, mainly the Youth, Audit and Risk, and Finance Committees.

#### 1.4 Board Composition

The Board is comprised of 21 members elected under the provisions of Section 30 of the Education and Training Boards Act, 2013 as follows:

Donegal Education and Training Board has 21 Members, twelve of whom are elected following the local authority elections, two members of elected staff, two elected parent representatives and the five remaining members are appointed arising from nominations from bodies and organisations of special interest or knowledge of education as specified by the Minister for Education. The Board meets on a regular basis to carry out its reserved functions under the Education and Training Boards Act, 2013.

#### 1.5 Board Members Meeting Attendance Record 2023

During the year the Board met on seven occasions, with details of attendance outlined in the table below.

Name of Member	Nominating Body	24/02/23	30/03/23	15/05/23	26/06/23	11/09/23	Oireachtas as 06/11/23	11/12/23	Total
<b>12 Members elected by Local Authority Elections under Donegal County Council Section 30 (I) (a) Education and Training Boards, Act 2013</b>									
Cllr Albert Doherty	DCC	✓	✓	✓		✓	✓		5/7
Cllr Gary Doherty	DCC			✓	✓	✓	✓		4/7
Cllr Rena Donaghey	DCC	✓	✓	✓	✓		✓	✓	6/7
Cllr Martin Farren	DCC		✓		✓	✓	✓	✓	5/7
*Cllr Noreen McGarvey RIP	DCC		✓	✓	✓	✓			4/7
Cllr Martin Harley	DCC		✓		✓		✓	✓	4/7
Cllr Donal Coyle	DCC	✓	✓	✓	✓	✓	✓	✓	7/7
Cllr Michael McBride	DCC	✓		✓	✓	✓	✓	✓	6/7
Cllr Noel Jordan	DCC					n/a	n/a	n/a	0/7
**Cllr Terry Crossan	DCC	n/a	n/a	n/a	n/a	n/a	n/a	0	0/7
Cllr John O'Donnell	DCC		✓						1/7
Cllr Barry Sweeny	DCC	✓	✓	✓	✓	✓	✓	✓	7/7
Cllr John Seamus Ó Fearraigh	DCC		✓	✓	✓		✓	✓	5/7
<b>2 Members who are members of staff. Section 30 (I) (b) Members of Staff elected</b>									



Mr Barry Molloy	Staff Nominee	✓	✓	✓	✓	✓	✓	✓	7/7
Ms Joanne Donaghy	Staff Nominee	✓	✓	✓	✓	✓	✓	✓	7/7
<b>2 Members of Parent Representatives. Section 30 (I) (c) nominated by Parents Association</b>									
Mr Geoffrey Browne	Parent Nominee	✓	✓	✓	✓	✓	✓	✓	7/7
Ms Lorraine Doherty	Parent Nominee	✓		✓					2/7
<b>5 Members appointed in accordance with Section 30 (I) (d) subsection (11) From Nominated Bodies with specialist interests/areas as specified by the Minister</b>									
Mr Patsy McVicar	National Association of Principals and Deputy Principals	✓	✓	✓	✓	✓	✓		6/7
Ms Lorraine Thompson	Youth Work Ireland	✓	✓	✓	✓	✓	✓	✓	7/7
Mr Gerard Grant	IBEC	✓					✓		2/7
Mr Brian McDermott	Irish Hospitality Institute					n/a	n/a	n/a	0/7
Ms Regina Grant	Disability Federation of Ireland		✓	✓	✓	✓	✓		5/7
***Dr Conor McTiernan	Irish Hospitality Institute	n/a	n/a	n/a	n/a	n/a	n/a	✓	1/7

\* Cllr Noreen McGarvey, RIP served as a Member of the Board of Donegal ETB and Member of the Board of Management of Gairmscoil Mhic Diarmada, Árainn Mhór since her election to Donegal County Council in 2019 to 28th December 2023.

\*\*Cllr Terry Crossan: Replaced Cllr Noel Jordan, Local Authority DCC 11 December 2023

\*\*\*Dr Conor McTiernan: Replaced Mr Brian McDermott, Irish Hospitality Institute 11 December 2023

## 2. Committees of the Board

### 2.1 Audit and Risk Committee

During the year the Audit and Risk Committee met on four occasions, with details of attendance outlined in the table below.

Member	Internal/External Member	21/02/2023	20/03/2023	11/10/2023	5/12/2023	Total No. of Meetings Attended
Mr Francis Coyle (Chairperson)	External	✓	✓	✓	✓	4/4
Mr Gabriel O'Donnell	External	✓		✓	✓	3/4
Mr Kevin Huston	External	✓	✓	✓	✓	4/4
Cllr Michael McBride	Internal		✓		✓	2/4
Ms Lorraine Thompson	Internal	✓	✓	✓		3/4
Mr Gerard Grant	Internal	✓	✓		✓	3/4
Ms Kathleen Bonner	External	✓	✓	✓	✓	4/4
Mr Eunan Cunningham	External			✓	✓	2/4

## 2.2 Finance Committee

During the year the Finance Committee met on four occasions, with details of attendance outlined in the table below.

Member	Internal/ External Member	23/02/20 23	20/03/20 23	19/09/20 23	18/12/20 23	Total No. of Meetings Attended
Mr Patsy McVicar (Chairperson)	Internal	✓	✓	✓		3/4
Mr Conall Dunne	External	✓	✓	✓	✓	4/4
Mr Seamus Bradley	External			✓	✓	2/4
Ms Regina Grant	Internal	✓		✓	✓	3/4
Cllr Gary Doherty	Internal			✓		1/4
Cllr Martin Harley	Internal		✓		✓	2/4
Ms Mary Doogan	External	✓	✓		✓	3/4

## 2.3 Youth Work Committee

Donegal Education and Training Board Youth Work Committee, established for the duration of the Term of Office of the Board under Section 10 of the Education and Training Boards Act 2013 ('the Act'), sets out the functions of each Education and Training Board ('ETB'). The youth work function for an ETB is provided for in subsection (j), namely to: "support the provision, co-ordination, administration and assessment of youth work services in its functional area and provide such information as may be requested by the Minister for Children and Youth Affairs in relation to such support."

The establishment of a Youth Work Committee facilitates the accounting of all executive functions carried out in relation to youth work to be reported to the Youth Work Committee. Accordingly, the only function of a Youth Work Committee set up in line with the Act is to take account of the functions carried out by the staff of the ETB in relation to youth work.

Donegal ETB Youth Committee met twice in 2023.

<b>Name of Member</b>	<b>Internal/External Membership</b>
Geoffrey Browne, Chairperson Gina Grant Cllr Donal Coyle	Donegal ETB
Lorraine Thompson, Deputy Chairperson	Donegal Youth Service
Claire Gavigan	Foróige
Two students appointed annually	Donegal Youth Council
Kevin Ferguson	Scouting Ireland
Inspector Seamus McGonigle	An Garda Síochána
Martin Keeney	TUSLA
Donal McBride	Muintearas
Martin Mongan	Involve CLG (Youth Service for Young Travellers)

### **3. Risk Management**

The Board maintains active oversight of Risk Management and confirms that it has carried out an assessment of the principal risks, associated mitigation measures and reviewed the effectiveness of these measures in 2023. The Board manages risk for the organisation through a structured risk management programme. The Board is assisted in its risk management function by the Audit and Risk Committee.

#### **3.1 Systems of internal control**

The Board confirms that there has been a review of the effectiveness of the system of internal control and that the Statement on Internal Control, which is subject to change until the external audit is completed, has been included in the Annual Financial Statements for the year ended 31 December 2023 which will be published within one month of receipt from the Office of the Comptroller and Auditor General and as an appendix to the Chairperson's Comprehensive Report that has been submitted to the Minister.

#### **3.2 Procurement policy and procedures**

The Board confirms that the organisation is adhering to the relevant aspects of the Public Spending Code and affirms adherence to the relevant procurement policy and procedures and the development and implementation of the Corporate Procurement Plan.

### **3.3 Taxation**

The Board confirms that Donegal ETB has complied with its obligations under tax law.

### **3.4 Financial Statement for the year ending 31 December 2023**

The Annual Financial Statement for the year ended the 31st of December 2023 is subject to audit by the Office of the Comptroller and Auditor General at the time of publication of the Annual Report 2023. Donegal ETB will publish the audited financial statements within one month of receipt from the Office of the Comptroller and Auditor General.

#### **Financial data in relation to the following are included in the Annual Financial Statement:**

- Details of non-salary related fees paid in respect of Board Members analysed by category of fees
- Aggregate details of compensation of key management analysed by the following categories including management compensation in total;
  - o Salaries and short-term employee benefits
  - o Post-employment benefits
  - o Termination benefits
- Key management compensation if any;
- Details of the number of employees whose total employee benefits (excluding employer pension cost) for the reporting period fell between €0 and €59,999 and within each pay band of €10,000 and €60,000 upwards and an overall figure for total employer pension contributions.

Cllr Michael McBride  
Chairperson  
Donegal Education and Training Board

#### 4. Overview of Services as outlined in the Service Plan



Donegal ETB has signed an Oversight Agreement and Performance Delivery Agreement with the Department of Education which governs the administration and schools' operations. Post-primary education is served by fifteen schools and colleges (four of which are Gaeltacht schools and two of which are Gaelcholáistí, and eleven of which are designated under the Delivering Equality of Opportunity in Schools (DEIS) scheme).

The Further Education and Training (FET) Service is directed by a Strategic Performance Agreement with SOLAS. FET have nineteen dedicated Centres, located in Gort an Choire, Gaoth Dobhair, Bunrana, Glengad (Youthreach), Donegal Town (Ardscoil and Drumcliff), Letterkenny (Ballyraine, Kilmacrennan Road (Youthreach), Business Park Road and Port Road), Ballyshannon, Milford, Lifford Youthreach, Bunrana Youthreach and Stranorlar. Post Leaving Certificate programmes are delivered in three ETB Schools: Errigal College (Letterkenny), St Catherine's

Vocational School (Killybegs) and Finn Valley College (Stranorlar). The FET Service delivers Apprenticeships, Traineeships, and also works collaboratively with 140+ community, voluntary, statutory and private bodies to deliver its programmes and services across the county, including extensive engagement with local industry. Outdoor Education and Training is provided by Gartan Outdoor Education and Training Centre on its extensive facilities and 87-acre estate.

The Adult Guidance and Information Service offers impartial and confidential information, advice, guidance and counselling to adults on education and training options that are available both within Donegal ETB and elsewhere.

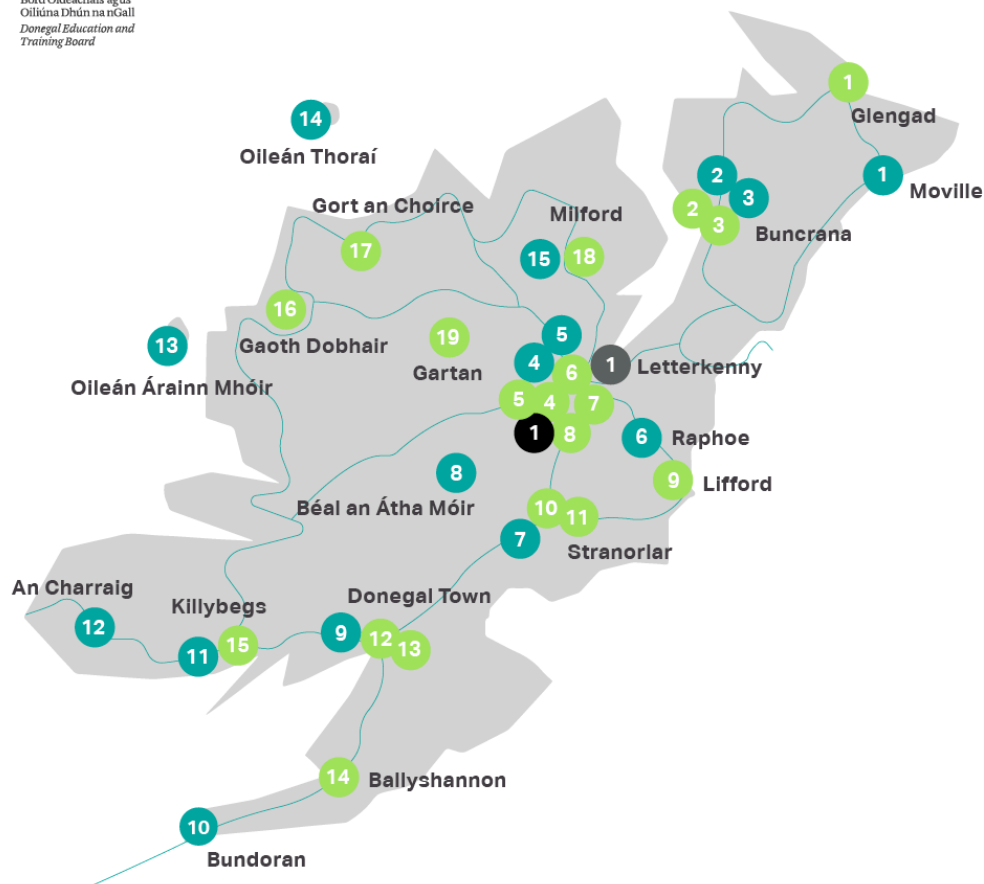
The Youth Work Services Programmes are provided throughout the County in line with the ETB's obligations and responsibilities under the Youth Work Act, 2001 led by the Youth Development Officer.

Donegal Music Education Partnership (DMEP) offers music tuition, vocal tuition and instrumental provision to both primary and post-primary students across the county. DMEP also has performing groups, including the Donegal Youth Orchestra, Donegal Youth Chamber Orchestra and the Donegal Junior Strings Orchestra performing at local and national level. Donegal ETB has one of the largest school's Ukulele Programmes in the country with a membership of over 1,000 primary pupils.

The Drugs and Alcohol education and training programme provides training courses to Counties Donegal, Leitrim and Sligo delivered by its Coordinator.

There are five School Completion Programmes under the aegis of TUSLA, to which Donegal ETB provides administrative support.

Donegal ETB works in partnership with various bodies including Donegal County Council, Donegal Sports Partnership, the Children and Young People's Services Committee (CYPSC) and the Local Community Development Committee, Atlantic Technological University (ATU), Údarás na Gaeltachta in the development of strategies at regional level.



**School Map – Clockwise from Merville**

1	Moville Community College	Moville
2	Crana College	Bunrana
3	Coláiste Chineal Eoghain	Bunrana
4	Coláiste Ailigh	Letterkenny
5	Errigal College	Letterkenny
6	Deele College	Raphoe
7	Finn Valley College	Stranorlar
8	Gairmscoil Chú Uladh	Béal an Átha Móir
9	Abbey Vocational School	Donegal Town
10	Magh Éne College	Bundoran
11	St Catherine's Vocational School	Killybegs
12	Coláiste na Carraige	An Charraig
13	Gairmscoil Mhic Diarmada	Oileán Árainn Mhóir
14	Coláiste Phobail Cholmcille	Oileán Thoráí
15	Mulroy College	Milford

**Administrative Offices**

1	Ard O'Donnell	Letterkenny
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**Music Education**

1	Donegal Music Education Partnership	Letterkenny
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**FET Centres – Clockwise from Glengad**

1	Youthreach Centre	Glengad
2	FET Centre Bunrana	Bunrana
3	Youthreach Centre	Bunrana
4	FET Centre Letterkenny (Port Road)	Letterkenny
5	FET Centre Letterkenny (Business Park Road)	Letterkenny
6	Errigal College (PLCs)	Letterkenny
7	Training Centre Letterkenny	Letterkenny
8	Youthreach Centre	Letterkenny
9	Youthreach Centre	Lifford
10	FET Centre Stranorlar	Stranorlar
11	Finn Valley College (PLCs)	Stranorlar
12	FET Centre Donegal Town (Drumcliff)	Donegal Town
13	FET Centre Donegal Town (Ard Scoil na gCeithre Máistir)	Donegal Town
14	FET Centre Ballyshannon	Ballyshannon
15	St Catherine's Vocational School (PLCs)	Killybegs
16	Training Centre Gaoth Dobhair	Gaoth Dobhair
17	FET Centre Gort an Choíche	Gort an Choíche
18	FET Centre Milford	Milford
19	Gartan Outdoor Education and Training Centre	Church Hill



## 5. Implementation of Strategic Goals 2023

The achievements outlined below stem from the **Strategy Statement 2022-2026** which sets out the high-level priorities and objectives that we aim to achieve over the lifetime of the Statement. Each annual report derives from the Strategy Statement outlining the progress made towards achieving the goals and targets as set out in the Strategy Statement.

### 5.1 GOAL: Optimise Student/Learner Experience

<b>PRIORITY 1: Provide a positive learning experience for all learners, including learners from marginalised groups</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target/Goal</b>	<b>Achievements</b>
Further roll-out of FET Digital Citizenship programme.	Numbers participating in FET Digital Citizenship programme.	Increased numbers participating in FET Digital Citizenship programme.	Programme design is complete and the first pilot is scheduled to start in 2024.

<p>Ensure our five core values are embedded across our schools and FET Centres.</p> <p>Upskill our middle management teams in our schools.</p> <p>Further development and delivery of Blended Learning approaches in both FET and Schools.</p>	<p>Greater awareness of our core values among students, staff, Board of Management (BOM) members and parents.</p> <p>Training for our middle management teams in our schools.</p> <p>Development of a Blended Learning Policy for FET.</p> <p>Increased use of Google Classroom in schools.</p>	<p>All schools have an active Ethos Team working on the promotion of the five core values.</p> <p>All schools actively engaged in Google Classroom.</p>	<p>Training has progressed as follows:</p> <ul style="list-style-type: none"> <li>- Patron Curriculum in three schools.</li> <li>- Monthly Continuous Professional Development (CPD) for FET staff.</li> <li>- Professional Learning Network Meeting 9th May 2023.</li> <li>- Interview Board training.</li> <li>- AP 1, 2 attendance at Education and Training Boards Ireland (ETBI) Summer School in University of Limerick re Identity, Multi Belief and Values Education.</li> <li>- Google Classroom is used as a primary communication tool across schools and centres.</li> <li>- Identity Multi Belief Values Information session provided for senior management of “new” schools.</li> <li>- Four schools currently in Year 1 of Pilot.</li> </ul> <p>Seven schools participating in the School Self Evaluation of ETB Ethos process.</p>
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<p>Develop a Public Sector Duty implementation plan.</p>	<p>Compliance with relevant legislation.</p>	<p>Implementation Plan developed.</p>	<p>Continued commitment to equality and human rights with ongoing implementation of the public sector equality and human rights duty. The 'Assess' Step has been completed, and Donegal ETB are currently working on the 'Address' step of the Duty.</p> <p>Ongoing work on the Address step includes:</p> <ul style="list-style-type: none"> <li>- Drafting an Equality, Diversity and Inclusion Policy.</li> <li>- Updating Recruitment and Retention Procedures.</li> <li>- The Policy Management Framework will include a Human Rights Impact Assessment during development/review of policies. A guide and template will be included.</li> </ul>
<p>Identification of opportunities for sharing good practice between Schools and Centres including continuing involvement in the Curriculum Planning and Content Creation Group and the Instructional Leadership Programme which is promoted and supported within ETBI.</p>	<p>Positive feedback from Subject Inspections.</p> <p>Series of Continuous Professional Development Seminars for teachers led by different schools.</p> <p>Whole School Evaluation Management, Leadership and Learning reports, Instructional Leadership training participation.</p>	<p>Increased number of staff involved in communities of practice in relation to teaching, learning and assessment.</p>	<p>Series of CPD Seminars delivered by teachers in different schools with recordings also available for schools and FET teaching staff.</p> <p>Instructional Leadership training provided by ETBI with ongoing attendance by three schools.</p>

<p>On-going provision of a wide range of responsive education and training programmes and relevant supports in all schools, colleges and centres.</p>	<p>Wide range of programmes and services available and delivered across the county.</p>	<p>Increased responsive provision to ensure inclusion of all learners.</p>	<p>FET Service strives to take a Universal Design for Learning approach to all service provisions. Accessibility improvements have been made in some centres and the FET Buildings Officer has conducted an audit of other centres. Schools are currently undertaking an overview of existing curricular provision to nominate subject options at Junior Cycle and Leaving Certificate.</p>
<p>Developmental work in promoting and embedding the ethos of an ETB school through the statements of practice.</p>	<p>Ethos Coordinator working with schools and the FET service in promoting the statements of practice.</p> <p>Schools are participating in the Patrons Short Course teacher training.</p>	<p>Increased awareness among students, staff, parents, Boards of Management and ETB Board Members of the ethos of ETB schools and services. Three schools are to participate in the pilot.</p>	<p>Ethos Leadership Teams have a programme of activities in all schools. Regular updates to Boards of Management and to Senior Management.</p>
<p>Further development in the four schools participating in an Scéim Aitheantais mar Scoil Ghaeltachta.</p>	<p>Progress in relation to the school plan for the Scéim Aitheantais mar Scoil Ghaeltachta.</p>	<p>Strengthened basis upon which to continue to improve on the use of Gaeilge within the four schools by achieving goals for 2023.</p>	<p>Schools working on progressing the implementation targets.</p>

<p>Progress the Special Educational Needs (SEN) Provision Mapping in Practice for Schools: Strategically plan SEN provision, build systems for promoting an approach through School Self Evaluation, allocate resources and identify staff CPD.</p> <p>Provision of all the relevant resources schools need to support implementation of provision mapping in schools.</p>	<p>Numbers of schools participating in SEN Provision Mapping as part of ETBI/MIC initiative. Increased places available in special classes.</p>	<p>Two schools participating in SEN Provision Mapping. Needs of marginalised learners addressed.</p> <p>Strengthened SEN provision in our schools resulting in an improved learning experience for students.</p> <p>Improve access and retention.</p>	<p>Continued professional development offered on a monthly basis to FET staff. Six schools are now participating in SEN Mapping Initiative. Coordinator assigned to initiative.</p>
<p>Monitor Wave 2 of Apprentice and learner payments shared service.</p>	<p>Learner payments processed accurately and on time.</p>	<p>All payment deadlines were met.</p>	<p>All payment deadlines met in 2023.</p>

<b>PRIORITY 2: Provide a broad-based curriculum</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
<p>Prepare and contribute to consultation on senior cycle reform.</p> <p>Embedding of the new Junior Cycle across the schools with all subjects now included.</p>	<p>Awareness among staff on progress in relation to Senior Cycle Reform.</p> <p>Number of curriculum reviews performed.</p>	<p>Increased number of staff engaging with National Council for Curriculum and Assessment curriculum reviews.</p>	<p>Update of Senior Cycle Reform at ETBI's Principals/Deputy Principals Conference. Chief Executive provides regular updates to Principals on the work of the National Council for Curriculum and Assessment in progressing the Senior Cycle.</p>
<p>Addition of new Leaving Cert subjects to the curriculum in some schools.</p>	<p>Number of schools introducing new Leaving Certificate subjects.</p>	<p>Address new and existing education and training needs of the community.</p>	<p>Computer Science and Physical Education embedded as a Leaving Certificate Option in five schools.</p>
<p>Further development of new FET Programmes in relevant curricular areas e.g. 'green' skills, communications technology, remote working, work-based learning.</p>	<p>Number of new programmes introduced (FET).</p>	<p>Minimum of three new programmes introduced in FET in 2023.</p>	<p>Continued promotion of Green skill programmes. Plans to run a second iteration of the Public Works traineeship. A new Level 6 Health Care programme has been designed and will be rolled out in September 2024.</p>

<p>Cross-FET Integrated Provision Planning.</p> <p>Develop a new Tertiary Degree pilot project with ETB partners and ATU.</p> <p>Streamline how provision is presented to the public.</p>	<p>Integrated provision planning (FET) to minimise duplication and improve progression pathways for learners.</p> <p>Facilities and resources ready for September 2023.</p> <p>Naming conventions complete, duplication minimised and new website launched</p>	<p>Cross-FET Integrated Provision Planning Working Group established / meeting regularly.</p> <p>First intake on four Degree programmes in Autumn 2023.</p> <p>New website launched in 2023.</p>	<p>The launch of a new FET website has been delayed due to ongoing brainstorming in relation to a reviewed FET brand for Donegal ETB.</p>
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<b>PRIORITY 3: Implement relevant and appropriate Quality Assurance systems</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
<p>Continuous engagement with the Inspectorate in our schools.</p>	<p>Positive constructive Inspection reports.</p> <p>Recommendations from Inspection Reports presented to BOMs who provide oversight and direction.</p>	<p>Timely implementation of recommendations of Inspection Reports.</p>	<p>BOMs take on the recommendations of inspection reports where applicable.</p>

<p>Ongoing development and integration of Quality Assurance Systems in FET.</p> <p>Plan to address recommendations of Inaugural Statutory Review of FET Quality Assurance.</p>	<p>Number of recommendations from Quality Assurance review implemented.</p>	<p>Continued implementation of Quality Assurance Action Plan.</p>	<p>In June 2023 a strategic dialogue meeting took place between Donegal ETB and Quality and Qualifications Ireland where very positive feedback was received regarding the continued implementation of the Quality Assurance action plan.</p>
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<p><b>PRIORITY 4: Support students/learners at risk of educational disadvantage in line with current national policy</b></p>			
<p><b>Action</b></p>	<p><b>Performance Indicator</b></p>	<p><b>Target</b></p>	<p><b>Achievements</b></p>



Active DEIS Plan in all of our 11 DEIS schools. DEIS/FET Steering Group continue with their work.	Practical and dynamic DEIS Plans.	Address educational disadvantage.	DEIS Plans being implemented on a regular basis with updates being provided to the BOMs of the eleven schools.  Schools participating in CPD training through the Education Support Centre.
Student Support Teams further embedded in school life.	Active School Support teams.	Improved access, retention and progression to the world of work/further/higher education	Student Support Teams active in our fifteen schools.
Provide increased supports to FET students through Student Supports and Welfare Service.	Deliver FET learner supports in a consistent manner across programmes.	Referrals of FET students to FET Student Supports and Welfare services.	Available across all FET programmes.
Ensure student voice is represented within different decision-making fora.	Student Forums and other student feedback mechanisms in place.	Timely implementation of Action Plan.  Evidence of implementation of changes arising from student feedback.	Student Council presents updates at least once per year at the BOM meeting of the school.

<p>Promotion of REACH fund to community groups (FET).</p>	<p>Support for community groups in implementing actions funded under REACH e.g. establishment of digital hubs at local level, and in accessing 2023 fund.</p>	<p>Increase in access to disadvantaged students through implementation of the FET REACH funding.</p>	<p>Promotion complete and briefing session recordings were distributed. Plans being finalised for 2024.</p>
<p>Mainstreaming and integration of Recognition of Prior Learning process as a means of making skills gained through experiential (workplace) learning visible (FET).</p>	<p>Number of learners achieving awards through the Recognition of Prior Learning process (FET).</p>	<p>Sustain the number of students accessing awards through Recognition of Prior Learning process (FET).</p>	<p>The Recognition of Prior Learning programme has been mainstreamed under Skills to Advance. However, expansion of the provision is dependent on further funding from SOLAS.</p>
<p>Roll out of Professional Learning Network / Community of Practice in Universal Design for Learning. Further use of Technology Enhanced Learning hubs to support and mentor staff in tools and software for accessibility. Training of staff in Universal Design for Learning approaches / further roll-out of UDL badge.</p>	<p>Number of staff participating in Universal Design for Learning training.</p>	<p>Increased number of staff trained in Universal Design for Learning approaches in programme delivery and assessment.</p> <p>Increased numbers of FET staff awarded Universal Design for Learning Badge.</p> <p>Improved access, progression and retention.</p>	<p>Regular Continued Professional Development and information sharing in Universal Design for Learning continues but is funding dependent.</p>

Implementation of the Adult Literacy for Life (ALL) Strategy.	Active engagement of marginalised learners in provision of digital upskilling, literacy and numeracy education.	Increased numbers of students engaged in literacy, numeracy and digital skills education programmes (FET).	Coordinator appointed and engaging with the Adult Literacy for Life Office in SOLAS as the workplan develops.
Provision of counselling services to students in need (FET).	Rollout of the counselling service procured (FET).	Counselling service piloted (FET).	Service is in place and will be monitored throughout 2024.
Increase FET options for students with disabilities.	Continue to promote the Autism programme (FET) (The Collective).	Autism programme reviewed and maintained.	A local review of the programme took place. Work continues with SOLAS to identify an appropriate body to carry out an independent review of the programme in 2024.

<b>PRIORITY 5: Provide Guidance and Counselling services</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
Guidance service available in schools and FET Centres.	Engaging Guidance Counsellors in all our schools.  Number of teachers qualifying.	Increased number of teachers in Donegal ETB qualified as Guidance Counsellors.	Ongoing engagement between Guidance Counsellors and the FET Service. All schools visiting the FET Training Centre. FET as a progression option promoted in post-primary schools.

<p>To provide improved access to Guidance courses leading to qualification through continuous liaison with Mayo, Sligo and Leitrim ETB and Dublin City University (DCU) in seeking to provide another outreach Guidance Programme.</p>	<p>Evidence of discussions with DCU.</p> <p>Continued provision of face-to face FET guidance services, including re-opening of service to drop-in clients. Service also available online as required.</p>	<p>Commitment by DCU to provide an outreach programme.</p>	<p>Service has returned to pre-pandemic provision.</p>
<p>Guidance Service offered in disadvantaged communities (FET).</p>	<p>FET Guidance service provided in unemployment “blackspots” areas.</p> <p>FET Fair (October 2023)</p>	<p>Increased access to guidance services for FET students and potential students, including in disadvantaged areas.</p>	<p>Guidance service is offered across all communities including blackspot areas.</p> <p>Provision of the FET Fair was moved out to early 2024 after considering feedback.</p>

<p><b>PRIORITY 6: Provide high quality learning/training facilities</b></p>			
<p><b>Action</b></p>	<p><b>Performance Indicator</b></p>	<p><b>Target</b></p>	<p><b>Achievements</b></p>

<p>Continuous refurbishment and development of facilities in liaison with Estates Management.</p> <p>Rental of FET premises where additional accommodation is required.</p>	<p>Ongoing analysis / risk assessment of refurbishment needs of centres and schools.</p> <p>FET facilities meet the needs of learners and staff.</p>	<p>Organisation Support and Development/FET/Schools Buildings Working Group ensuring coordinated planning of buildings' projects and optimum use of resources.</p>	<p>Progress continued on a number of projects.</p> <ul style="list-style-type: none"> <li>- Construction is onsite at Moville Community College.</li> <li>- Crana College and Coláiste Cineal Eoghain 3-school campus design options agreed and stage 1 being progressed.</li> <li>- Errigal College planning application submitted.</li> <li>- Modular build projects at Errigal College, Mulroy College and Deelee College.</li> <li>- Several Additional School Accommodation projects progressing at different design stages.</li> <li>- Several Emergency Works applications were submitted to the Department of Education and granted to upgrade infrastructure.</li> <li>- Refurbishment of existing and creation of additional classrooms in Donegal Town FET Centre.</li> <li>- Construction of additional electrical apprentice training bays and new classrooms at Gaoth Dobhair Training Centre.</li> <li>- Provision of Further Education facilities at the Letterkenny FET Centre at Business Park Road.</li> </ul>
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<p>Facilitate access of students where current premises are inadequate to meet the needs of programmes/learners.</p>	<p>Access for students facilitated.</p>	<p>Consolidation of a number of FET premises.</p> <p>New accommodation sourced for Post Leaving Certificate (Letterkenny); Literacy Service.</p>	<ul style="list-style-type: none"> <li>- Additional classrooms and a SEN suite were officially opened in the Abbey Vocational School in May 2023.</li> <li>- Improvement of access and facilities to Ballyshannon FET Centre.</li> <li>- Provision of accessible modular classroom(s) at Donegal Town (Ard Scoil na gCeithre Máistir) and Stranorlar FET Centres.</li> <li>- Construction of additional accessible electrical apprentice training bays and new classrooms at Gaoth Dobhair Training Centre.</li> <li>- Provision of accessible Further Education facilities in the Letterkenny FET Centre at Business Park Road.</li> </ul>
<p>On-going review of FET facilities to ensure optimum delivery to students. New classrooms for students with SEN.</p> <p>Develop a FET Estates Strategy and submit a Strategic Assessment Report to SOLAS.</p>	<p>Enhanced facilities for learners.</p> <p>Development of a FET Estates Strategy.</p>	<p>Accommodation for Literacy, Post Leaving Certificate and admin support finalised in Letterkenny.</p> <p>Submissions to SOLAS of Donegal ETB's completed Estates Strategy and submission of Strategic Assessment Report for strategic capital project(s) completed.</p>	<p>Consolidation of a number of existing Letterkenny FET provisions into the Business Hub, Letterkenny.</p>

<b>PRIORITY 7: Promote and develop Outdoor Education and Training</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
Further development of the Outdoor Education and Training Centre (OETC) funding model with progression towards further integration with the FET Service (in accordance with national policy).	Financial performance.  Numbers participating in activities at Centre.  Further development in integration of OETC into FET.	Strive towards creating a financially viable service.  Maximised numbers participating in activities at centre.  Awareness of how the OETC can contribute to FET programmes.	OETC Centre active in national groups progressing the integration of outdoor education into further education and training.  Reported activity was very good in the Centre following the recovery period after the COVID-19 pandemic.  New pathways to FET from school programmes are scheduled to be piloted in 2024 after one successful iteration in 2023 (subject to funding being approved).

<p>OETC delivers relevant programmes to both schools, the FET Service and the wider community.</p> <p>Realign OETC model to reflect all the challenges including focused branding and public relations.</p> <p>Improve the partnerships approach of the national OETC network.</p> <p>Contribute to Donegal County Council Outdoor Recreation Strategy for Donegal.</p> <p>Identify plans for the future of the centre as part of development of overall FET Estates Strategy.</p>	<p>Dynamic and relevant programmes to meet the needs of the target groups accessing the centre.</p> <p>Regular upskilling of staff.</p> <p>Increased awareness of the Centre.</p>	<p>Enhanced linkages with ETBI OETC National Network.</p>	<p>Participation on working groups with the ETBI structure. Donegal ETB's Director of Schools chaired the last meeting of the national group.</p> <p>Increased engagement with schools and the FET Service.</p>
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<b>PRIORITY 8: Plan for changing demographics</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
<p>Liaison with Estates Management, Department of Education and Department of Further and Higher Education, Research, Innovation and Science (DFHERIS)/SOLAS on expected anticipated enrolments.</p> <p>Ongoing work by the Estate Management Team in liaison with school management.</p> <p>Continue to link with the Schools Accommodation Section of the Department of Education.</p>	<p>Sufficient places available for all students.</p>	<p>Increase building stock as required.</p>	<p>Modular buildings planned for Mulroy College, Errigal College and Deelee College to cater for increased enrolment.</p> <p>Construction of additional electrical apprentice training bays and new classrooms at Gaoth Dobhair Training Centre.</p> <p>Provision of Further Education facilities in the Letterkenny FET Centre at Business Park Road.</p>

<b>PRIORITY 9: Provide and develop Traineeship and Apprenticeship programmes</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	
Addressed within the Further Education and Training Programmes delivery: development of new Traineeships and delivery of five Craft Apprenticeship programmes.	Increase the number of intakes of Phase 2 Apprenticeships for 2023.	Have three intakes across as many Apprenticeship programmes as possible.	The 3 phase model was implemented across all relevant apprenticeships in 2023.
Submission to SOLAS to deliver additional numbers on traineeship programmes in 2023.	New programmes approved/ validated as required	Delivery of two new Traineeship programmes in 2023.	Two new traineeship programmes were designed and put to market with one recruiting sufficient numbers.

<b>PRIORITY 10: Prioritise Science, Technology, Engineering and Mathematics/ Science, Technology, Engineering, Arts and Mathematics in Schools</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>

Upskilling teachers in coding modules.	Number of teachers participating in CPD.	Encourage increased participation in competitions and exhibitions.	Examples include: <ul style="list-style-type: none"> <li>- Schools involved in <a href="#">VEX Robotics competition</a>.</li> <li>- Schools also participated in the BT Young Scientists Exhibition.</li> <li>- Errigal College collaboration with Illistrin National School and Woodland National School in Science, Technology, Engineering and Mathematics initiative.</li> <li>- Training on LinkedIn courses.</li> </ul>
<p>Further embedding of Computer Science in the schools offering the subject at Leaving Certificate.</p> <p>Progress discussions with the ATU on a model to provide Leaving Certificate Computer Science to students unable to access the programme in their school</p> <p>Support the ATU programme in linking with schools on the VEX Robotics module.</p>	Computer Science as a viable option for students when available at Senior Cycle.	Four schools offering Computer Science.	<p>Recruitment of teachers for the delivery of Computer Science at Leaving Certificate with this being a viable Senior Cycle option in four schools.</p> <p>Schools competed in <a href="#">VEX Robotics Competition</a> in ATU.</p>

<b>PRIORITY11: Provide high quality ICT learning supports in schools/centres</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>

<p>Explore options for providing meaningful feedback to students through an online platform.</p>	<p>Improved functionality for students and staff.</p> <p>Teachers using the online platform as part of their work.</p>	<p>Further piloting of an online platform.</p>	<ul style="list-style-type: none"> <li>- Feedback in schools being provided through Google Classroom and VsWare.</li> <li>- CPD in Information and Communications Technology (ICT) is offered on a regular basis to FET teaching staff. Schools have engaged in training provided through the Education Support Centre and Oide.</li> </ul>
<p>Extensive CPD opportunities for staff to upskill in blended Teaching and Learning provision. Increased use by teachers of Google Classroom.</p>	<p>Number and level of CPD opportunities in ICT available to staff appropriate to meet the challenge of high-quality delivery of blended teaching and learning.</p> <p>Staff uptake of Technology Enhanced Learning upskilling opportunities.</p>	<p>Increased numbers participating in CPD, particularly in relation to blended Teaching and Learning.</p> <p>Increased staff numbers engaged in Technology Enhanced Learning.</p>	<p>Monthly ICT CPD promoted and available including Technology Enhanced Learning week which was held at the end of May.</p> <p>CPD in ICT is offered on a regular basis to FET teaching staff. Schools have engaged in training provided through the Education Support Centre and Oide.</p>

Planning for Erasmus+ funded programme in Digital Transformation (FET).	Share innovative practices in the use of technology for teaching, learning and assessment.	Proposal developed for Erasmus in Digital Transformation (FET) for submission early 2023.	Both PEACEPLUS applications, in partnership with the North West Tertiary Education Cluster and Irish Central Border Area Network (ICBAN), are currently being progressed.
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<b>PRIORITY 12: Ensure all necessary child safeguarding measures are in place in accordance with the Child Protection Procedures for Primary and Post-Primary Schools 2017/Ensure full compliance with the Child Protection Procedures for Primary and Post-Primary Schools 2017</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
Approval of Child Safeguarding Statements by BOMs.	Child Safeguarding Statements produced.	All statements approved by BOMs.	Child Safeguarding Statements approved annually by BOMs.
Training for Principals/Deputy Principals.	Number of Principals / Deputy Principals trained.	All training to be completed.	Oide training enabled for all Designated Liaison Persons and Deputy Designated Liaison Persons.

Completion of Child Protection Oversight Reports by Principals.	Number of reports completed.	All reports to be completed.	Child Protection Oversight Report included as part of BOM minutes.
Staff are aware of their responsibilities under Child Protection.	Inspection Reports. Oversight of BOM minutes.		Senior management in our schools have made staff members aware of their responsibilities under child protection and ongoing reminders are issued.
Training for Boards of Management.	Number of BOMs trained.	All BOMs trained.	Training video on ethos and core values presented to the Board of Managements.
Monitor the development of Adult Safeguarding Legislation nationally and respond accordingly.	Adopt and implement adult safeguarding legislation and policy if the legislation is passed.	Respond to the introduction of adult safeguarding legislation if introduced.	Ongoing communications with initial expressions of interest.

## 5.2 GOAL - STAFF SUPPORT

<b>PRIORITY 1: Recruitment and retention of staff</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
<p>Implement an effective recruitment and retention policy to include the use of innovative approaches to attract high calibre candidates. Implement probation procedures for staff.</p>	<p>Staff retention.</p> <p>Vacancies advertised and filled in reasonable timeframe.</p> <p>Induction process expanded to cover all staff.</p>	<p>Enhanced induction processes Probation procedures implemented.</p> <p>Make Donegal ETB an employer of choice in the region.</p>	<p>Training provided on interviews for panel members.</p> <p>Work progressed on the implementation of a New Google Classroom induction module planned for launch in 2024.</p>

<b>PRIORITY 2: Support staff in ongoing Professional Development</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
<p>Enhance the organisation's Irish Language capacity.</p> <p>Support staff in participating in the national CPD programme in Instructional Leadership.</p> <p>Explore partnership with EA in NI to apply for PEACEPLUS funding for a cross-border Instructional Leadership project.</p>	<p>Use of the language is increased within the organisation and in external engagements.</p> <p>Schools actively promoting the use of Instructional Leadership techniques as part of learning, teaching and assessment.</p>	<p>Gaeilge CPD intervention for Ard O'Donnell staff. Link with Lónra Leitir Ceanainn to access supports.</p> <p>Eight schools actively promoting Instructional Leadership in their learning, teaching and assessment.</p> <p>PEACEPLUS funding awarded.</p> <p>Oifigeach na Gaeilge appointed.</p>	<ul style="list-style-type: none"> <li>- Teaching staff in five schools have participated in Irish Language training.</li> <li>- Ard O'Donnell - six-week Gaeilge course completed and extended due to continued staff interest.</li> <li>- Assistant Principal Officer Corporate Services attended Lónra Leitir Ceanainn session during Seachtain na Gaeilge.</li> <li>- Concept paper re PEACEPLUS proposal for an Instructional Leadership project with the Education Authority of Northern Ireland has been submitted and we await the call.</li> </ul>

Seek additional resourcing for Oifigeach na Gaeilge.	Additional resource secured.		<ul style="list-style-type: none"> <li>- ETBI have applied to the Department for an Irish Language Officer post to ensure compliance with the legislation.</li> </ul>
Provide a range of staff learning opportunities and supports to build organisational capacity and enhance the quality of educational and training provision. Enhance the streamlining of CPD provision across the entire organisation.	Calendar of CPD opportunities.  Numbers undertaking CPD.	High-quality CPD opportunities available at an appropriate level to meet the needs of the organisation.	<ul style="list-style-type: none"> <li>- Training provided on interviews for panel members.</li> <li>- Regular ongoing CPD in FET.</li> <li>- LinkedIn Learning subscription taken out in 2023 and being rolled out to all staff.</li> </ul>

<b>PRIORITY 3: Support and develop high quality leadership in the ETB</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
<p>Build leadership capacity within the organisation.</p> <p>Provide training in conjunction with ETBI and external providers to address identified needs.</p> <p>Provide targeted training to managers aimed at increasing leadership capacity within the organisation.</p>	<p>More people upskilling with a view to progression and promotion.</p> <p>Numbers undertaking relevant CPD.</p> <p>Leadership training delivered.</p>	<p>Formulate a plan to develop leadership capacity.</p> <p>Develop a training plan.</p> <p>Improved leadership capacity.</p>	<p>Senior Managers attended Donegal ETB seminar.</p> <p>ETBI Summer School details disseminated to all Assistant Principals.</p>

<b>PRIORITY 4: Promote awareness of Health and Safety</b>	
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Action	Performance Indicator	Target	Achievements
<p>Address Health and Safety (H&amp;S) internal audit report findings.</p> <p>Reconstitute the Health and Safety Working Group to make it more efficient and fit for purpose.</p> <p>Identify and address Health and Safety training needs.</p> <p>Address gaps in Health and Safety provision.</p>	<p>Number of recommendations implemented.</p> <p>Less accidents occurring in schools and centres.</p> <p>Number of Safety Statements completed.</p>	<p>Prioritise recommendations and ensure all high-risk items are implemented.</p> <p>Up to date Safety Statements in place for all Schools, Centres and Offices.</p>	<ul style="list-style-type: none"> <li>- Safety Officers and Representatives in place and training provided.</li> <li>- Additional training provided to staff on a needs basis.</li> <li>- External H&amp;S firm procured to assist with completion of Safety Statements and Risk Assessments to FET centres.</li> <li>- The Health, Safety and Welfare Officer has visited a number of schools and provided advice to Principals.</li> <li>- Radon testing in schools/centres.</li> <li>- Maintenance contract implemented for the upkeep of defibrillators across the organisation.</li> <li>- ETBI Health, Safety and Welfare Working Group links regularly to share experience and collaborate where possible.</li> </ul>

<b>PRIORITY 5: Remote Working</b>			
Action	Performance Indicator	Target	Achievements
Develop a Hybrid Working policy for the organisation.	Hybrid Working policy developed.	Hybrid working policy developed, published and implemented.	Implementing an automated application process.

**5.3 GOAL - GOVERNANCE**

<b>PRIORITY 1: Attendance rates at Board meetings</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
Re-emphasise the requirement for attendance at all Board meetings as per the Code of Practice for Governance of ETBs.	Attendance records.	Full attendance by all Board members.	Boards are reminded of this target each year.

<b>PRIORITY 2: Board Self-Assessments</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
The Board should carry out a self-assessment, using the questionnaire included in the Code of Practice, to identify areas where improvements are required.	Board Self-Assessment completed.	Assessment performed periodically and any identified areas for improvements addressed.	Questionnaire was circulated to members in November and results presented to the Board at the December 2023 meeting.

<b>PRIORITY 3: Financial expertise on Audit and Risk and Finance committees</b>			
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Action	Performance Indicator	Target	Achievements
<p>Appointments to Audit and Risk and Finance committees should be made by the Board in consultation with committee chairs.</p> <p>External members of committees should bring the required audit and financial skills and experience to the role.</p>	<p>Appropriate financial and audit expertise and experience on Audit and Risk Committee (ARC) and Finance Committee.</p>	<p>External appointees to Audit and Risk Committee and Finance Committee to have experience and expertise in finance and audit.</p>	<p>External appointees to the Audit and Risk Committee and Finance Committee have experience and expertise in finance and audit.</p>

<b>PRIORITY 4: Board appraisal of work carried out by Finance and Audit and Risk Committees</b>			
Action	Performance Indicator	Target	Achievements
<p>The Chair of the Board should ensure that Board members are provided with written reports on the work carried out by the Finance and Audit and Risk Committees as required under the</p>	<p>Reports submitted to Board.</p>	<p>Reports submitted and appraisals completed annually.</p>	<p>The minutes of all Committee meetings were presented to the Board at the following meeting after their approval.</p>

Code of Practice for Governance of ETBs.			
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<b>PRIORITY 5: Self-Assessment by Finance and Audit and Risk Committees</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
The Chairs of both the Finance Committee and the Audit and Risk Committee should ensure that a self-assessment exercise is completed annually as required under the Code of Practice for the Governance of ETBs.	Self-assessments completed.	Assessments performed annually and any identified areas for improvements addressed.	Appraisals of Chairs of both Committees completed during 2023.

<b>PRIORITY 6: Staff Development</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
The Chief Executive will ensure that: - A member of staff is appointed as the training manager.	Number of budget holders trained.  Number of training courses offered.	All staff offered the opportunity to participate in relevant training during the year. Each school/centre budget holder receives training in financial	LinkedIn training in place offering an array of training courses for staff.

<p>- A training needs analysis in financial management is carried out on an annual basis.</p> <p>- A training programme on financial management is developed and implemented.</p>	<p>Number of staff participating in training.</p>	<p>management at least once in every three year period.</p>	
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<b>PRIORITY 7: Departmental reporting deadlines</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
<p>Reporting deadlines set by the Department of Education, the Department of Further and Higher Education, Innovation and Science, SOLAS, Department of Children, Equality, Diversity, Inclusion and Youth are adhered to.</p>	<p>Adherence to deadlines.</p> <p>New reports developed using dynamic enterprise performance management (d/EPM) functionality.</p>	<p>FAR, Annual Service Plan, Annual Financial Statements and Annual Report all submitted by due dates.</p> <p>Continue to develop and enhance the roll out of new d/EPM reporting module to enhance reporting capability and timely decision-making</p> <p>Develop additional reporting on the back of merged system.</p>	<p>FAR, Service Plan, Annual Financial Statements and Annual Report all submitted within required deadlines.</p>

<b>PRIORITY 8: Risk Management Policy</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
<p>The Board should ensure there is an ongoing process designed to identify and address significant risks involved in achieving an entity's outcomes. The Audit and Risk Committee should support the Board in this role.</p> <p>Update the Corporate Risk Register at least annually.</p>	<p>Up to date Risk Management Policy.</p> <p>Updated Corporate Risk Register Review of Risk Management performed by Board / ARC.</p>	<p>Update Donegal ETB's Corporate Risk Register annually and Risk Management policy in line with policy requirements.</p>	<p>Policy updated in March 2023, Corporate Risk Register updated annually and approved by ARC and Board.</p>

<b>PRIORITY 9: Internal Controls</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
<p>The Board should ensure that it receives adequate assurance that specified controls are operating as intended.</p>	<p>Board receives and reviews assurances from management and the Audit and Risk Committee regarding the operation of the</p>	<p>System of Internal Control reviewed annually by ARC and Board.</p>	<p>This was completed as part of the Annual Financial Statement process in February/March 2023.</p>

	internal control structure.		
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<b>PRIORITY 10: Develop organisational structures and systems to meet the changing needs of the organisation</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
<p>Engage with the Department of Education, DFHERIS, SOLAS, and ETBI to seek to implement proposed new organisational structures to enable Donegal ETB to meet its statutory obligations and to carry out new and enhanced functions.</p> <p>Examine the FET College of the Future concept from a capital investment perspective</p>	<p>Identification of preferred organisation structure.</p>	<p>Structures reviewed.</p> <p>Progress Organisation Design Phase II.</p> <p>FET Estates Strategy finalised and approved.</p> <p>Strategic Assessment Report submitted and approved by SOLAS.</p>	<p>No additional resources provided from the Department of Education to assist schools in managing school communities where mica is evident throughout.</p>

<b>PRIORITY 11: Efficiently use resources</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
<p>Ongoing guidance provided to Principal and Centre managers / budget holders on the best use of financial and staffing resources to maximise delivery of ETB services.</p> <p>Complete implementation of SAP to SUN transition and provide training to FET users on SUN financial system as part of transition from SAP to SUN.</p> <p>Increased use of digitisation to enhance productivity and improve sustainability.</p>	<p>Delivering services that meet user needs.</p> <p>SUN replaces SAP and staff trained appropriately.</p>	<p>Annually identify opportunities for sharing best management and leadership practices and resources across the organisation</p> <p>SAP is discontinued once all outstanding orders and invoices are processed. SUN is the only system used going forward.</p>	<p>SAP to SUN has been completed, SAP only in use for some limited purposes pending national decisions required for remaining areas.</p> <p>Digitisation is ongoing, all departments have been asked to examine areas/processes that can be digitised.</p> <p>IT and Corporate Services including Buildings fully digitised. Work continues in other Departments.</p>
Implement Payroll Shared Services project.	Transition to Payroll Shared Services completed.	Transition completed and payment deadlines continue being adhered to.	First phase completed (transition of monthly to fortnightly payroll), current target is February 2024 for transition to Education Shared Business Services.
Progress Finance Shared Services project.	Transition to Finance Shared Services advanced, business processes reviewed.	Transition to Finance Shared Services significantly progressed.	Donegal ETB volunteered and have been selected to partake in Wave 3 of the project, which will proceed in the first 6-8 months of 2024.
Ensure continued provision of Public Sector Purchasing Card (or equivalent) facility for	Replacement provider(s) secured.	Seamless transition to replacement service.	Donegal ETB was the pilot site in the ETB sector for this project and has gone live with the new Purchasing Card.



service users following Ulster Bank withdrawal from Irish market.			
Review of ICT resources with a view to integration across all Directorates.	ICT Working Group established.	Develop an Action Plan for an integrated ICT strategy.	Focus this year has been on Cyber Security and engagement has occurred with a number of national projects.

<b>PRIORITY 12: Communicate effectively</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
<p>Develop a clear and effective communications strategy for Donegal ETB. Communications Advisory Group to oversee implementation and advice on communication matters.</p> <p>Review FET marketing strategy.</p>	<p>Improved understanding within the local community of the range of services being provided by Donegal ETB.</p> <p>Create a standalone FET website and marketing strategy in line with FET Future Strategy and FET College of the Future concept.</p>	<p>Produce draft communications strategy.</p> <p>New FET website launched and FET marketing strategy devised.</p>	<ul style="list-style-type: none"> <li>- Discussions have taken place regarding the development of a Communications Strategy.</li> <li>- ETBI PRII Cert in Communications course being attended by member of staff.</li> <li>- A business case for a dedicated Communications resource has been submitted for approval.</li> </ul>
Review Donegal ETB website.	Website kept up to date.	Website kept updated and reviewed regularly.	Revamp of Policy section of the website completed which will ensure a more user-friendly system of policy retrieval. Policies are now actively managed by the Compliance Section within Corporate Services.
Enhance the profile of Donegal ETB within the community.	Increased media presence and statistical indicators.	Achieving 1,500 media items across print, broadcast and online.	Continuing to promote online presence.

		<p>Publishing at least 12 press releases.</p> <p>Publishing 24 blogs in 2023 to represent all sections of the organisation.</p> <p>Aiming for 200,000 website users.</p> <p>Growth in key social media metrics.</p>	<ul style="list-style-type: none"> <li>- 2,449 media items achieved during 2023 across print, broadcast and online.</li> <li>- 25 press releases published.</li> <li>- 24 blogs published in 2023, representing all sections of the organisation.</li> </ul>
Comply with Irish Language requirements as set out in Section 10.1 (a) of the Official Languages Act	<p>Percentage of advertisements done as Gaeilge.</p> <p>Percentage of budget spent on Irish language media.</p>	<p>20% of advertisements placed as Gaeilge.</p> <p>5% of total advertising budget spent on the Irish Language media.</p>	<p>20% target achieved.</p> <p>Communications group working on ways to address full compliance.</p>

<b>PRIORITY 13: Develop Service Level Agreements with external stakeholders</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
Review and update all Service Level Agreements due for review / renewal in 2023	Reviews conducted and new Memorandum of Understandings (MOUs) signed.	<p>Establish Memorandum of Understanding with Donegal County Council.</p> <p>All relevant Service Level Agreements reviewed/updated.</p>	MoU with Council was signed in May.
Ensure Service Level Agreement/MOU in place for new initiatives where required and that existing agreements are updated in a timely fashion.	All agreements with external stakeholders are up to date and reviewed.	Implement 2023 targets as outlined in Strategic Performance Agreement with SOLAS. Review Oversight Agreement and Performance Delivery Agreement with the	Oversight Agreement and Performance Delivery Agreement with the Department of Education updated and signed. Review meeting held with the Department of Education in February.

		Department of Education on a regular basis.	
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<b>PRIORITY 14: Ensure effective data protection</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
Continue to enhance Donegal ETB's cyber security infrastructure.	No loss/theft of data as a result of cyber attack.	Ensure Donegal ETB data is protected as far as possible.	Training has been provided.
Dedicated Data Protection (DP) function in place and training provided.	Number of data breaches reported.	Data breaches are logged as Reported and Not-reported. No high-risk data breaches require reporting to Data Protection Commission.	<ul style="list-style-type: none"> <li>- Data Protection training is issued annually to all staff.</li> <li>- Support provided to managers and staff as required.</li> <li>- Data Protection Impact Assessments and Data Processing Agreements in place.</li> <li>- Data Mapping carried out annually.</li> </ul>

<b>PRIORITY 15: Engage effectively with employers and employer bodies</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>

<p>Work collaboratively with all relevant employers/employer bodies to effectively establish training needs and provide the required upskilling. Respond to the changing needs of industry arising from technological and other advances.</p> <p>Maintain positive relationships in order to effect work experience and placements for Donegal ETB students.</p>	<p>Increased numbers of employers accessing our training programmes.</p> <p>Increased numbers of employers providing work experience.</p> <p>Better knowledge and awareness of what Donegal ETB can offer employers.</p> <p>Participate in Local Enterprise Week events.</p>	<p>Increase networking opportunities at IBEC and Letterkenny Chamber events/meetings.</p> <p>Expand links through Local Enterprise Week.</p>	<p>Donegal ETB continues to make every effort to engage with industry representative groups and bodies along with attending as many relevant events as possible e.g. Letterkenny Chamber Awards, Invest in the North West events, IBEC events, Regional Skills Cluster meetings, Local Enterprise Office meetings and events, etc.</p>
<p>Work collaboratively with Regional Skills Forum/ Enterprise Ireland/ Donegal County Council Economic Unit/IDA/Local Enterprise Office (LEO)/ICBAN/ Engineering Cluster Executive/NW Regional Enterprise Plan/Northern &amp; Western Regional Assembly</p>	<p>Numbers of employees in the county participating in Quality and Qualifications Ireland and vendor-certified courses.</p>	<p>Delivery of programmes which meet the needs of learners and industry.</p> <p>Grow the number of FET beneficiaries engaging through Skills to Advance by 5%.</p>	<p>Staff members of the FET Service and the Chief Executive represent Donegal ETB on numerous regional groups and forums. Skills to Advance student numbers are set to grow beyond the target of 5%.</p>

<p>Intensive engagement with employers in key sectors in SMEs and multi-national companies e.g. engineering, tech sector with a view to new FET programme development and upskilling of existing workforce, including provision of online and blended learning opportunities.</p>	<p>Programmes designed to meet the needs of workforce development employment opportunities in the county.</p> <p>Delivery of online and blended learning opportunities to meet industry needs, including upskilling of existing employees.</p> <p>Ongoing development of positive relationships with the industry sector.</p>	<p>Increased number and types of companies engaged.</p> <p>Increased number of opportunities offered to industry sector employees e.g. green skills, supervisory management, remote working, work-based learning, engineering, Future Skills.</p>	<p>Courses in green skills, Work Based Learning, engineering and future skills are all underway. Over fifty companies have participated in the Work Based Learning course to date.</p>
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<b>PRIORITY 16: Engage effectively with stakeholders and develop partnerships</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
<p>Build on relationships already established with local community groups and employers and with relevant voluntary, statutory, cross border and other organisations to work towards shared goals: DCC, ATU, Údarás na Gaeltachta, IBEC, DWIBN, DETE, North West Tertiary Education Cluster, ICBAN.</p>	<p>MOU/Service Level Agreements signed.</p> <p>Specific projects agreed with various stakeholders with work plans and targets outlined.</p> <p>Allocation of appropriate resources, if applicable.</p> <p>PEACEPLUS/Shared Island funding applications to be considered.</p> <p>Outcomes assessed against shared goals. Increase in number of employers engaging with our enterprise unit.</p> <p>Actions achieved in NW Regional Enterprise Plan.</p> <p>Participate in events to promote Donegal and the North west organised by relevant councils, Enterprise Ireland, IDA etc.</p>	<p>Sign MOU with Donegal County Council.</p> <p>Establish working group to advance actions under MOU with Údarás na Gaeltachta.</p> <p>Complete actions under the 4 ICBAN working groups.</p> <p>MOU with North West Tertiary Education Cluster partners re-signed and workplan progressed.</p> <p>ATU collaboration progressed: metal fabrication apprenticeship and DFHERIS pilot tertiary cluster.</p> <p>Improve knowledge of skills training offering at IBEC regional meetings.</p> <p>Complete actions allocated to Donegal ETB as part of the North West Regional Economic Partnership.</p> <p>Participate as required in events to promote the region.</p> <p>Participation in Donegal County Council Peace Partnership.</p>	<p>A Memorandum of Understanding was signed with Donegal County Council in May.</p> <p>A site has been identified for the delivery of the Metal Fabrication course.</p> <p>Planning for a new site has commenced with the ATU.</p> <p>New Tertiary degrees launched in 2023 with ATU.</p> <p>Shared Island discussions are ongoing re North West Tertiary Education Cluster work plan.</p> <p>Concept papers submitted to Special EU Programmes Body re PEACEPLUS. Meetings continuing re North West Regional Economic Partnership.</p>

<b>PRIORITY 17: Follow best practice in procurement</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
Implement updated Procurement Policy in line with best practice.	Reduce value of non-compliant procurement.	Value of non-compliant procurement reduced.	Review of revised ETBI Procurement Policy has taken place.
Consider new initiatives for improving procurement compliance.	New initiatives implemented e.g. Hosting 'bidders briefings' to improve participation and understanding of public sector procurement requirements among suppliers.  Internal Audit report actioned.	Implement recommendations of Procurement Internal Audit.	Several developments in Procurement during 2023 (increase in thresholds from 25k to 50k as per new Circular, implementation of Article 5.2 re disaggregation of spends and Donegal ETB targeting of areas of non-compliance in 2022 have resulted in a substantial improvement in non-compliance during 2023.

<b>PRIORITY 18: Assist the Department of Education, as needed, to meet the needs arising from the Irish Refugee Protection Programme and provision for international protection applicants</b>			
<b>Action</b>	<b>Performance Indicator</b>	<b>Target</b>	<b>Achievements</b>
<p>Establish a Regional Education and Language Team to assist in meeting the challenges of placing Ukrainian children in primary and post-primary schools.</p> <p>Provide appropriate resources to work in partnership with other agencies to provide appropriate services for refugees and asylum seekers.</p>	<p>Recruitment of a Regional and Education and Language Team.</p> <p>Integration and progression into mainstream programmes.</p> <p>Appropriate provision in place for new communities as required.</p>	<p>Provide all required supports</p>	<p>Two Regional Education and Language Team Coordinators have been recruited and are continuing to work in this area.</p>



## 5.4 GOAL - Specific Strategic Priorities

In addition to the above nationally agreed goals and priorities, the following specific strategic priorities for Donegal ETB were commenced or advanced during 2023 to ensure the progression of the overall Strategy Statement:

Goal	Priority	Action	Performance Indicator	Target	Achievements
<b>Capital Projects</b>	Address school provision in Buncrana.	Work with the Department of Education to progress the building project.	Progress the project through the Department of Education school building project stages.	Continue to liaise with relevant authorities.	Design of the new campus is currently being progressed.
	Errigal College, Letterkenny.	Major extension project (Devolved) 9,000m <sup>2</sup> .	Progress the project through the Department of Education school building project stages.	To accommodate long-term projected enrolment of 750 pupils.	Awaiting planning approval.
	Moville Community College.	Major extension project (Devolved) 5,000m <sup>2</sup> .	Progress the project through the Department of Education school building project stages.	To accommodate long-term projected enrolment of 550 pupils.	Clerk of Works being appointed to this project.
<b>Youth Work</b>	Expand, enhance and	Continue to support all established youth	Increased numbers supported through	Growth in numbers of young people supported, increased	Area Profiling completed for the region.

Goal	Priority	Action	Performance Indicator	Target	Achievements
	support Youth Work Provision in the Donegal ETB area.	<p>provision including volunteer-led youth clubs.</p> <p>Interagency work through Donegal ETB Youth Work Committee, CYPSC, Donegal Youth Council and HSE.</p> <p>Collaboratively address the needs of children and young people through youth work and other effective methodologies.</p>	<p>various youth activities (Youth Clubs, Youth Information Centres, Your Place Your Space projects).</p> <p>Planning and Progress Review Meetings (PPRMs) held with Your Place Your Space funded Youth Organisations, to review and discuss the delivery of the Your Place Your Space Service.</p>	investment in youth activities.	<p>Ongoing liaison with stakeholders in the Youth Work sector.</p> <p>Ongoing consideration being given to recommendations arising from the internal audit process.</p>
<b>Sustainability /Energy Efficiency</b>	Formulate an Energy Management and Sustainability Strategy and Policy.	<p>Perform a scoping exercise around energy management and sustainability throughout the organisation.</p> <p>Include sustainability / care for the environment as a scoring category in relevant procurements.</p>	<p>Produce an action plan for energy management / sustainability initiatives for 2023.</p> <p>Energy consumption data.</p>	<p>Working group will target progress in the following areas:</p> <ul style="list-style-type: none"> <li>- Awareness.</li> <li>- Reduction in energy consumption and emissions.</li> <li>- Digitisation.</li> <li>- Identifying funding sources.</li> <li>- Identifying opportunities for collaboration both</li> </ul>	<ul style="list-style-type: none"> <li>- Energy Performance Officer has been identified.</li> <li>- Climate, Energy and Sustainability Senior management group has been established and meet regularly.</li> <li>- An internal Energy Working Group has also been established and meet regularly to progress the reduction in energy consumption and emissions.</li> </ul>

Goal	Priority	Action	Performance Indicator	Target	Achievements
				internally and externally with other bodies. - Donegal ETB as a training provider for sustainability / energy efficiency.	<ul style="list-style-type: none"> <li>- Energy Champions have been identified for each school and centre.</li> <li>- SEAI Energy courses being attended by schools.</li> <li>- Information Day held for all managers and caretaking staff in Letterkenny, facilitated by Aengus Kennedy.</li> <li>- SEAI usage returns completed.</li> <li>- Buildings Register and Buildings Stock Plan being created to assist in identifying usage per site.</li> <li>- Gap to Target being developed.</li> </ul>
<b>Community National Schools</b>	Continue to gauge need for additional choice in patronage in relation to primary schools.	Monitor need for this new patronage arrangement by meeting with existing patrons and promoting the CNS model.	Respond to inquiries received by meeting relevant parties and providing further information upon request.	Meet any identified need for Community National schools.	Ongoing communications with initial expressions of interest.
<b>Donegal Music Education Partnership</b>	Contribution to the cultural fabric of the County.	Support continued delivery of lessons.  Support further development of primary schools' programmes.	Increased numbers of primary and post-primary school pupils participating.  Increased	Deliver 5% increase in tuition numbers in 2022-2023.  Increase social media followers in 2023.	<ul style="list-style-type: none"> <li>- Ukelele programme active in primary schools.</li> <li>- Pilot project in Woodland National School.</li> <li>- In March the Donegal Youth Orchestra performed at a Music</li> </ul>

Goal	Priority	Action	Performance Indicator	Target	Achievements
		Grow awareness via social media profile.	engagement on social media and numbers availing of the service.		<p>Generation event in Dublin for around 1,000 young musicians from across the country.</p> <ul style="list-style-type: none"> <li>- The DMEP is starting a new brass project in Scoil Mhuire in Glenties with the help of Music Generation.</li> <li>- The Donegal Chamber Orchestra capped a busy and successful year with their sell-out 'Festive Treats' concert at Rockhill House in December.</li> </ul>
<b>Drugs and Alcohol</b>	<p>Promote and protect health and well-being.</p> <p>Minimise the harms caused by use and misuse of substances.</p>	<p>Research, design and deliver a range of continuous professional development courses in the North West Region to address the need for upskilling, knowledge refreshment and enhancement of professional development skills, educational and training needs within professional frontline staff. Deliver on national training objectives in respect of alcohol and other drugs.</p>	Reach of communications via various networks / partnership and stakeholders.	Improved access for all via technology.	Various courses being delivered regarding Drugs and Alcohol to promote and protect health and well-being and reduce harm caused by misuse of substances.

Goal	Priority	Action	Performance Indicator	Target	Achievements
	Support participation of individuals, families and communities	Design and deliver short courses available to community members and those in recovery as well as professionals to contribute to knowledge skills and inform change and approaches to the issues.	Numbers of participants on various training courses.  Learner feedback.	Address emerging trends and keep professionals informed of same via training opportunities.	Continued delivery of courses to provide support for individuals, families and communities.
<b>Mica and Affected Schools</b>	Seek Additional Resources to Support Students and Staff	Engage with Department of Education officials to seek the necessary additional resources to support students and staff.	Progress the allocation of resources.	Increased support available in affected schools.	No additional resources provided from the Department of Education to assist schools in managing school communities where Mica is evident throughout.

## **Glossary of Acronyms and Terms**

### **Acronyms**

ARC	Audit and Risk Committee
ATU	Atlantic Technological University
BOM	Board of Management
CLG	Company limited by Guarantee
CLLR	Councillor
CPD	Continuous Professional Development
CYPSC	Children and Young People's Services Committee
DCC	Donegal County Council
DCU	Dublin City University
DEIS	Delivering Equality of Opportunity In Schools
dEPM	Dynamic Enterprise Performance Management
DFHERIS	Department of Further and Higher Education, Research, Innovation and Science
DMEP	Donegal Music Education Partnership
DWIBN	Donegal Women in Business Network
ETB	Education and Training Board
ETBI	Education and Training Boards Ireland
FET	Further Education and Training
HSE	Health Service Executive
IBEC	Irish Business and Employers Confederation
ICT	Information and Communications Technology
IDA	Industrial Development Authority
ICBAN	Irish Central Border Area Network
MOU	Memorandum of Understanding
OETC	Outdoor Education and Training Centre
SAP	SAP Financial Management Systems
SEN	Special Educational Needs
SUN	SUN Financial Management Systems

### **Terms**

Parent – refers to parent or guardian

Student – refers to student/learner

# Tuarascáil Bhliantúil

Bhord Oideachais agus Oiliúna Dhún na nGall

# 2023



**etb**

Bord Oideachais agus  
Oiliúna Dhún na nGall  
*Donegal Education and  
Training Board*

## Clár an Ábhair

### Ábhar

Brollach, Cathaoirleach ETB Dhún na nGall, An Clr Michael McBride  
Réamhrá, Príomhfheidhmeannach ETB Dhún na nGall, Anne McHugh

Ár bhFís

Ár Ráiteas Misin

Ár gCuid Luachanna

1. Ráiteas Bhord Oideachais agus Oiliúna Dhún na nGall
  - 1.1 Feidhmeanna an Bhoird
  - 1.2 Freagrachtaí an Bhoird
  - 1.3 Ballraíocht agus Cathaoirligh ETB Dhún na nGall 2023
  - 1.4 Comhdhéanamh an Bhoird
  - 1.5 Taifead Tinrimh Chomhaltaí an Bhoird ag Cruinnithe den Bhord in 2023
2. Coistí
  - 2.1 An Coiste um Iniúcháireacht agus Riosca
  - 2.2 An Coiste Airgeadais
  - 2.3 An Coiste um Obair don Ógra
3. Bainistíocht Riosca
  - 3.1 Córais rialaithe inmheánaigh
  - 3.2 Beartas agus nósanna imeachta soláthair
  - 3.3 Cánachas
  - 3.4 Ráiteas Airgeadais don bhliain dar críoch an 31 Nollaig 2023
4. Achoimre ar Sheirbhísí
5. Cur i bhFeidhm Spriocanna Straitéiseacha
  - 5.1 Eispéireas an Scoláire/an Fhoghlaimeora a Bharrfheabhsú
  - 5.2 Tacaíocht Foirne
  - 5.3 Rialachas
  - 5.4 Tosaíochtaí Straitéiseacha Sonracha

Giorrúcháin



## **Brollach**

### **Cathaoirleach ETB Dhún na nGall, An Clr Michael McBride**

Tá an tuarascáil seo curtha le chéile de réir fhorálacha Alt 28 den Acht um Boird Oideachais agus Oiliúna, 2013.

Mar Chathaoirleach ar Bhord Oideachais agus Oiliúna Dhún na nGall, tá sé de phribhléid agam an Tuarascáil Bhliantúil do 2023 a chur i láthair. Cuimsíonn an tuarascáil seo ár gcomhiarrachtaí, ár n-éachtaí, agus an dul chun cinn atá déanta againn le bliain anuas maidir le seirbhísí oideachais agus oiliúna ar ardchaighdeán a sholáthar do mhuintir Dhún na nGall.

I dtírdhreach oideachasúil atá ag síorathrú agus ina ndéanann ár bhfoghlaimoirí dul chun cinn, tá ár dtiomantas do shármhaitheas go fóill daingean. Trí thiomantas agus obair chrua ár bhfoirne, trí thacaíocht ár gcomhpháirtithe, agus trí rannpháirtíocht ár bhfoghlaimoirí, leanaimid ar aghaidh ag cur le deiseanna oideachais agus ag tabhairt cumhacht do dhaoine aonair a lánacmhainneacht a bhaint amach.

Tarraingíonn ár dTuarascáil Bhliantúil aird ar fhairsinge agus ar dhoimhneacht ár soláthair oideachais. Léiríonn sé an raon éagsúil clár agus tionscnamh a shaibhríonn saolta ár bpobal agus a chuireann le forbairt shocheacnamaíoch an réigiúin.

Tá muid go fóill tiomanta d'fheabhsú leanúnach agus nuálaíocht, ag cinntiú go bhfuil ár seirbhísí oideachasúil go fóill ábhartha, inrochtana, agus den chaighdeán is airde.

Ba mhaith liom mo bhuíochas ó chroí a ghabháil leo siúd ar fad a chuidigh le rathúlacht Bhord Oideachais agus Oiliúna Dhún na nGall le bliain anuas – ár bhfoireann tiomanta, ár bhfoghlaimoirí tiomanta, ár gcomhpháirtithe tacúla, agus an pobal i gcoitinne. Mar gheall ar bhur gcomhiarrachtaí bhí muid in ann dúshláin a shárú, deiseanna a thapú, agus difear dearfach a dhéanamh i saol na ndaoine aonair agus i rath ár réigiún.

De réir mar a leanaimid ar aghaidh le Ráiteas Straitéise 2022-2026 a chur i bhfeidhm, amharcaimid chun tosaigh agus athdhearbháimis ár dtiomantas comhroinnte don oideachas ar cúis é do chumasú an duine aonair, do chuimsiú sóisialta agus do rathúnas eacnamaíoch.

An Clr Michael McBride  
Cathaoirleach

## **Réamhrá**

### **Príomhfheidhmeannach Bhord Oideachais agus Oiliúna Dhún na nGall, Anne McHugh**

Mar Phríomhfheidhmeannach ar Bhord Oideachais agus Oiliúna Dhún na nGall, is le háthas atá mé ag cur ár dtuarascáil bhliantúil atá curtha le chéile de réir fhorálacha Alt 28 den Acht um Boird Oideachais agus Oiliúna (ETB), 2013 i láthair. Cuimsíonn sé ár n-iarrachtaí, ár n-éachtaí, agus an turas atá déanta againn le bliain anuas agus muid ag leanúint ar aghaidh ag fás agus ag forbairt. Ar fud na leathanach seo, beidh an tiomantas, an nuálaíocht agus an athléimneacht a shainíonn ár n-eagraíocht soiléir agus muid ag déanamh ár ndícheall na cuspóirí atá aitheanta inár Ráiteas Straitéise 2022-2026 a bhaint amach.

I dtírdhreach d'athruithe leanúnacha, chloígh muid lenár misean chun ardchaighdeán oideachais, oiliúna agus seirbhísí don ógra a sholáthar do phobail Chontae Dhún na nGall. Spreag ár dtiomantas don sármhaitheas muid chun oiriúnú agus forbairt a dhéanamh, ag cinntiú go bhfreastalaímid ar na riachtanais éagsúla atá ag ár bhfoghlaimoirí agus páirtithe leasmhara.

Is fianaise iad ár n-éachtaí do thiomantas ár bhfoirne, do thacaíocht ár gcomhpháirtithe, agus athléimneacht ár bhfoghlaimoirí. Le chéile, tá torthaí iontacha bainte amach againn, rud a chumasaíonn daoine aonair a lánacmhainneacht a bhaint amach agus a chuireann le forbairt shóisialta agus eacnamaíoch ár réigiúin.

Anne McHugh  
Príomhfheidhmeannach

## Ár bhFís

### Bord Oideachais agus Oiliúna Dhún na nGall - an fhoghlaim a athrú, saol na ndaoine a athrú

Faoi 2026, beidh feabhas curtha againn ar dheiseanna saoil na ndaoine i nDún na nGall, trí chuidiú leo rath a bhaint amach san oideachas agus san oiliúint.

## Ár Ráiteas Misin

Cuireann ETB Dhún na nGall deiseanna oideachais agus oiliúna ar fáil a chuidíonn le scoláirí a lánacmhainneacht a bhaint amach agus le cur le saol sóisialta, cultúrtha agus eacnamaíochta a bpobal.

## Ár gCuid Luachanna

Is eagraíocht foghlama muid. Cuirimid scoláirí ag croílár ár gcuid oibre. Tá gach rud a dhéanaimid chun freastal ar leas ár scoláirí bunaithe ar ár gcroíluachanna: sármhaitheas, comhionannas, cúram, pobal agus meas.

**Sármhaitheas:** Déanaimid ár ndícheall sármhaitheas a bhaint amach i ngach gné dár gcuid oibre. Tá muid tiomanta do na caighdeáin cháilíochta is airde a bhaint amach maidir le teagasc, foghlaim agus measúnú inár gcláir go léir. Is mór againn nuálaíocht agus déanaimid iarracht feabhsú leanúnach a bhaint amach, agus mar sin tacaímid lenár bhfoireann dul i mbun deiseanna forbartha gairmiúla.

**Comhionannas:** Déanaimid ár ndícheall a chinntiú go dtugtar an deis chéanna do gach scoláire páirt a ghlacadh inár gcláir oideachais agus oiliúna, cláir atá bunaithe ar mheas, ar chearta an duine agus ar éagsúlacht. Cuimsíonn ár bpobail foghlama agus oibre cine, inscne, reiligiún nó creideamh, aois, stádas teaghlaigh, stádas sibhialta, ballraíocht den Lucht Siúil, claonadh gnéis, cumas agus stádas socheacnamaíoch. Mar fhostóir, is mór againn an éagsúlacht, agus tá sé mar aidhm againn go mbeidh ár bhfoirne go hiomlán uilechuimsitheach.

**Cúram:** Tugaimid aire d'fholláine ár gcuid scoláirí agus ár bhfoireann trí thimpeallachtaí sábháilte agus fáilteacha a chruthú don fhoghlaim agus don obair. Tá cultúr againn a aithníonn agus a cheiliúránn éachtaí na scoláirí agus na foirne. Ag an am céanna, tacaímid le daoine a bhfuil dúshlán rompu ina saol.

**Pobal:** Cuimsíonn ár bpobal ETB Dhún na nGall ár bhfoireann, ár scoláirí agus ár gcomhpháirtithe, a oibríonn le chéile chun ár gcuispóirí comhchoiteanna a bhaint amach. Tá dlúthnasc againn le pobail ar fud Dhún na nGall. Is mór againn na comhpháirtíochtaí atá forbartha againn le grúpaí pobail agus le heagraíochtaí chun buntáistí sóisialta, cultúrtha agus eacnamaíochta a thabhairt chuig an chontae.

**Meas:** Caithimid le gach duine le meas. Tá ár gcuidrimh le scoláirí, le baill foirne agus le pobail bunaithe ar oscailteacht agus ar mhúinín. Tá meas againn ar na dlíthe agus na rialacha a rialaíonn gach gné dár gcuid oibre: oibrímid taobh istigh de chultúr cuntasachta, cothroime, macántachta agus cuimsithe.

## **1. Ráiteas Bhord Oideachais agus Oiliúna Dhún na nGall**

Bunaíodh Bord Oideachais agus Oiliúna Dhún na nGall (ETB) faoin Acht um Boird Oideachais agus Oiliúna, 2013 agus tá sé freagrach agus cuntasach i leith stiúradh agus rialú ceart a chuid feidhmeanna i gceantar údaráis áitiúil Dhún na nGall.

Comhlíonann Bord Oideachais agus Oiliúna Dhún na nGall an Cód Cleachtais um Rialachas na mBord Oideachais agus Oiliúna, Ciorclán na Roinne Oideachais agus Scileanna 0002/2019. Is é cuspóir an chóid ná chun a chinntiú go gcuireann Bord Oideachais agus Oiliúna Dhún na nGall prionsabail an dea-rialachais agus na dea-bhainistíochta i bhfeidhm.

### **1.1 Feidhmeanna an Bhoird**

Is feidhmeanna forchoimeáda iad cinntí a ghlacann an Bord agus leagtar amach iad in Alt 12 (2) den Acht um Boird Oideachais agus Oiliúna, 2013 agus i gCiorclán 0002/2019 Cód Cleachtais do Rialachas Boird Oideachais agus Oiliúna, le sceideal iomlán leagtha amach in Aguisín A den Chód. Meastar gur Feidhmeanna Feidhmiúcháin don Phríomhfheidhmeannach iad cinntí nach sonraítear sa Chód. Tá an Bord sásta go ndéanann an Príomhfheidhmeannach feidhmeanna a fhágáil faoi dhaoine eile nuair is cuí agus de réir an Achta um Boird Oideachais agus Oiliúna, 2013.

### **1.2 Freagrachtaí an Bhoird**

Tá an Bord freagrach as leabhair chuntais chúil a choinneáil, a nochtann le cruinneas réasúnta am ar bith riocht airgeadais an Bhoird agus a chuireann ar a chumas a dheimhniú go gcomhlíonann na Ráitis Airgeadais Alt 51 den Acht um Boird Oideachais agus Oiliúna, 2013. Tá an Bord freagrach chomh maith as a shócmhainní a chosaint agus as bearta réasúnta a chur i bhfeidhm chun calaois agus mírialtachtaí eile a chosc agus a aimsiú. Measann an Bord go gcuireann na Ráitis Airgeadais Bhliantúla ioncam agus caiteachas an Bhoird agus staid chúrsaí an Bhoird i láthair mar is ceart.

Agus na cuntais sin á n-ullmhú aige, tá ar an Bhord:

- (a) na polasaithe caighdeánacha cuntasáíochta a chur i bhfeidhm chun ráitis airgeadais an ETB a ullmhú
- (b) breithiúnais agus meastacháin a dhéanamh atá réasúnta agus ciallmhar
- (c) aon imeacht ábhartha ó na beartais chaighdeánacha chuntasáíochta a nochtadh agus a mhíniú

I rith 2023 d'fhaomh an Bord na nithe seo a leanas:

- Glacadh na Tuarascála Bliantúla
- Ráitis Airgeadais
- Glacadh an Phlean Seirbhíse Bliantúil
- Freastal údaraithe comhaltaí ag comhdhálacha

- Fáil, gabháil agus diúscairt talún nó leasa de réir rialacháin na Roinne Oideachais
- Cinntíodh gur coinníodh taifid chruinne ar chruinnithe agus ar chinntí

### 1.3 Ballraíocht agus Cathaoirligh ETB Dhún na nGall 2023

<b>Príomhfheidhmeannach:</b> Anne McHugh, Uasal
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<b>Bord Oideachais agus Oiliúna Dhún na nGall</b>		
<b>Ainm</b>	<b>Ainmníocht</b>	<b>Comhlacht Ainmniúcháin</b>
An Clr Michael McBride	Cathaoirleach	Comhairle Contae Dhún na nGall
An tUasal Patsy McVicar	Leaschathaoirleach	Cumann Náisiúnta na bPríomhoidí agus na Leas-Phríomhoidí

<b>An Coiste um Iniúcháireacht agus Riosca</b>		
<b>Ainm</b>	<b>Ainmníocht</b>	<b>Comhlacht Ainmniúcháin</b>
An tUasal Francis Coyle	Cathaoirleach	Comhalta Seachtrach

<b>An Coiste Airgeadais</b>		
<b>Ainm</b>	<b>Ainmníocht</b>	<b>Comhlacht Ainmniúcháin</b>
An tUasal Patsy McVicar	Cathaoirleach	Cumann Náisiúnta na bPríomhoidí agus na Leas-Phríomhoidí

### Ionadaíocht agus Cruinnithe

- Is é téarma oifige ETB Dhún na nGall ná cúig bliana (2019 -2024).

- Buailleann an Bord le chéile go rialta - thart ar uair amháin gach sé seachtaine. In 2023, tháinig an Bord le chéile seacht n-uaire agus ina theannta sin, bhuail sé le Comhaltaí an Oireachtais
- Toghtar an Cathaoirleach agus an Leasathaoirleach go bliantúil de ghnáth.
- Ceapann ETB Dhún na nGall ceathrar dá Chomhaltaí Boird nó ionadaithe ar gach Bord Bainistíochta de chuid scoileanna agus coláistí ETB Dhún na nGall do théarma oifige cúig bliana an Bhoird.
- Suíonn comhaltaí fosta ar choistí éagsúla an Bhoird, go príomha an Coiste Óige, an Coiste um Iniúcháireacht agus Riosca agus an Coiste Airgeadais.

#### 1.4 Comhdhéanamh an Bhoird

Tá 21 comhalta ar an Bhord a thoghtar faoi fhorálacha Alt 30 den Acht um Boird Oideachais agus Oiliúna, 2013 mar seo a leanas:

Tá 21 Comhalta ar Bhord Oideachais agus Oiliúna Dhún na nGall, agus toghtar dáréag acu i ndiaidh na dtoghchán údaráis áitiúil, beirt bhaill foirne tofa, beirt ionadaithe tuismitheoirí tofa agus ceaptar an cúigear comhalta eile ag éirí as ainmniúcháin ó chomhlachtaí agus eagraíochtaí sainspéise nó eolas ar oideachas mar a shonróidh an tAire Oideachais. Tagann an Bord le chéile go rialta chun a chuid feidhmeanna forchoimeáda faoin Acht um Boird Oideachais agus Oiliúna, 2013 a chomhlíonadh.

#### 1.5 Taifead Tinrimh Chomhaltaí an Bhoird ag Cruinnithe den Bhord in 2023

Tháinig an Bord le chéile seacht n-uaire i rith na bliana, agus leagtar amach sonraí tinrimh sa tábla thíos.

Ainm an Chomhalta	Comhlacht Ainmniúcháin	24/02/23	30/03/23	15/05/23	26/06/23	11/09/23	Oireacht as 06/11/23	11/12/23	Total
<b>12 Comhalta tofa ag Toghcháin Údaráis Áitiúil faoi Chomhairle Contae Dhún na nGall Alt 30 (I) den Acht um Boird Oideachais agus Oiliúna 2013</b>									
An Clr Albert Doherty	CCDG	✓	✓	✓		✓	✓		5/7
An Clr Gary Doherty	CCDG			✓	✓	✓	✓		4/7
An Clr Rena Donaghey	CCDG	✓	✓	✓	✓		✓	✓	6/7
An Clr Martin Farren	CCDG		✓		✓	✓	✓	✓	5/7
*An Clr Noreen McGarvey RIP	CCDG		✓	✓	✓	✓			4/7
An Clr Martin Harley	CCDG		✓		✓		✓	✓	4/7
An Clr Donal Coyle	CCDG	✓	✓	✓	✓	✓	✓	✓	7/7
An Clr Michael McBride	CCDG	✓		✓	✓	✓	✓	✓	6/7
An Clr Noel Jordan	CCDG					n/a	n/a	n/a	0/7
**An Clr Terry Crossan	CCDG	n/a	n/a	n/a	n/a	n/a	n/a	0	0/7

An Clr John O'Donnell	CCDG		✓						1/7
An Clr Barry Sweeny	CCDG	✓	✓	✓	✓	✓	✓	✓	7/7
An Clr John Seamus Ó Fearraigh	CCDG		✓	✓	✓		✓	✓	5/7
<b>Beirt Chomhaltaí atá ina mbaill foirne. Alt 30 (I) (b) Baill Foirne tofa</b>									
An tUasal Barry Molloy	Ainmní Foirne	✓	✓	✓	✓	✓	✓	✓	7/7
Joanne Donaghy, Uasal	Ainmní Foirne	✓	✓	✓	✓	✓	✓	✓	7/7
<b>Beirt Chomhaltaí ar Ionadaithe Tuismitheoirí iad. Alt 30 (I) (c) ainmnithe ag Cumann na dTuismitheoirí</b>									
An tUasal Geoffrey Browne ****	Ainmní Tuismitheora	✓	✓	✓	✓	✓	✓	✓	7/7
Lorraine Doherty, Uasal	Ainmní Tuismitheora	✓		✓					2/7
<b>5 Comhaltaí arna gceapadh de réir Alt 30(I) (d) fho-alt (11) Ó Chomhlachtaí Ainmnithe a bhfuil sainleasanna/réimsí acu mar atá sonraithe ag an Aire</b>									
An tUasal Patsy McVicar	Cumann Náisiúnta na bPríomhoidí agus na Leas-Phríomhoidí	✓	✓	✓	✓	✓	✓		6/7
Lorraine Thompson, Uasal	Obair d'Ógra Éireann	✓	✓	✓	✓	✓	✓	✓	7/7
An tUasal Gerard Grant	CGFÉ	✓					✓		2/7
An tUasal Brian McDermott	Institiúid Aíochta na hÉireann					n/a	n/a	n/a	0/7
Regina Grant, Uasal	Cónaidhm na hÉireann um Míchumas		✓	✓	✓	✓	✓		5/7
***An Dr Conor McTiernan	Institiúid Aíochta na hÉireann	n/a	n/a	n/a	n/a	n/a	n/a	✓	1/7

\* Bhí an Clr Noreen McGarvey, RIP, ina Comhalta de Bhord Oideachais agus Oiliúna Dhún na nGall agus ina Comhalta de Bhord Bainistíochta Ghairmscoil Mhic Diarmada, Árainn Mhór ó toghadh ar Chomhairle Contae Dhún na nGall í in 2019 go dtí an 28 Nollaig 2023.

\*\*An Clr Terry Crossan: A tháinig in áit an Clr Noel Jordan, Údarás Áitiúil CCDG ar an 11 Nollaig 2023

\*\*\*An Dr Conor McTiernan: A tháinig in áit an tUasal Brian McDermott, Institiúid Aíochta na hÉireann 11 Nollaig 2023

## 2. Coistí an Bhoird

### 2.1 An Coiste um Iniúchóireacht agus Riosca

Tháinig an Coiste um Iniúchóireacht agus Riosca le chéile ceithre huairé i rith na bliana agus tá sonraí an tinrimh leagtha amach sa tábla thíos.

Comhalta	Comhalta Inmheánach/S eachtrach	21/02/2023	20/03/2023	11/10/2023	5/12/2023	Líon Iomlán na gCruinnithe ar Freastalaíodh orthu
An tUasal Francis Coyle (Cathaoirleach)	Seachtrach	✓	✓	✓	✓	4/4
An tUasal Gabriel O'Donnell	Seachtrach	✓		✓	✓	3/4
An tUasal Kevin Huston	Seachtrach	✓	✓	✓	✓	4/4
An Clr Michael McBride	Inmheánach		✓		✓	2/4
Lorraine Thompson, Uasal	Inmheánach	✓	✓	✓		3/4
An tUasal Gerard Grant	Inmheánach	✓	✓		✓	3/4
Kathleen Bonner, Uasal	Seachtrach	✓	✓	✓	✓	4/4



## 2.2 An Coiste Airgeadais

Tháinig an Coiste Airgeadais le chéile ceithre huairé i rith na bliana agus tá sonraí an tinrimh leagtha amach sa tábla thíos.

Comhalta	Comhalta Inmheánach / Seachtrach	23/02 /2023	20/03/20 23	19/09/20 23	18/12/2 023	Líon Iomlán na gCruinnithe ar Freastalaíodh orthu
An tUasal Patsy McVicar (Cathaoirleach)	Inmheánach	✓	✓	✓		3/4
An tUasal Conall Dunne	Seachtrach	✓	✓	✓	✓	4/4
An tUasal Seamus Bradley	Seachtrach			✓	✓	2/4
Regina Grant, Uasal	Inmheánach	✓		✓	✓	3/4
An Clr Gary Doherty	Inmheánach			✓		1/4
An Clr Martin Harley	Inmheánach		✓		✓	2/4
Mary Doogan, Uasal	Seachtrach	✓	✓		✓	3/4

## 2.3 An Coiste um Obair don Ógra

Leagann an Coiste um Obair don Ógra Bhord Oideachais agus Oiliúna Dhún na nGall, a bunaíodh ar feadh Tréimhse Oifige an Bhoird faoi Alt 10 den Acht um Boird Oideachais agus Oiliúna, 2013 ('an tAcht'), amach feidhmeanna gach Bord Oideachais agus Oiliúna ('ETB'). Tá foráil d'fheidhm an Choiste um Obair don Ógra d'ETB i bhfo-alt (j), is é sin chun: "tacú le soláthar, comhordú, riar agus measúnú ar sheirbhísí oibre don ógra ina réimse feidhme agus cibé eolais a sholáthar a d'fhéadfadh an tAire Leanáí agus Gnóthaí Óige a iarraidh i dtaca leis an tacaíocht."

Éascaíonn bunú Coiste um Obair don Ógra cuntasáocht na bhfeidhmeanna feidhmiúcháin go léir atá déanta maidir le hobair don ógra le bheith tuairiscithe don Choiste um Obair don Ógra. Dá réir sin, is é an t-aon fheidhm atá ag an Choiste um Obair don Ógra a cuireadh ar bun de réir an Achta ná feidhmeanna a dhéanann foireann an ETB maidir le hobair don ógra a chur san áireamh.

Tháinig an Coiste um Obair don Ógra ETB Dhún na nGall le chéile dhá uair in 2023.

<b>Ainm an Chomhalta</b>	<b>Comhaltas Inmheánach/Seachtrach</b>
Geoffrey Browne, Cathaoirleach Gina Grant An Clr Donal Coyle	ETB Dhún na nGall
Lorraine Thompson, Leaschathaoirleach	Seirbhís Óige Dhún na nGall
Claire Gavigan	Foróige
Beirt scoláirí a cheaptar gach bliain	Comhairle Óige Dhún na nGall
Kevin Ferguson	Cumann Gasóg na hÉireann
An Cigire Seamus McGonigle	An Garda Síochána
Martin Keeney	TUSLA
Donal McBride	Muintearas
Martin Mongan	Involve CLG (Seirbhís Óige don Lucht Siúil Óg)

### **3. Bainistíocht Riosca**

Déanann an Bord maoirseacht ghníomhach ar Bhainistíocht Riosca agus deimhníonn an Bord go bhfuil measúnú déanta ar na príomhrioscaí, ar na bearta maolaithe a bhaineann leis na rioscaí sin agus go ndearnadh athbhreithniú ar éifeachtacht na mbeart sin in 2023. Déanann an Bord bainistíocht ar riosca don eagraíocht le clár bainistíochta riosca struchtúrtha. Faigheann an Bord cuidiú ina fheidhm bainistíochta riosca ón Choiste um Iniúchóireacht agus Riosca.

#### **3.1 Córais rialaithe inmheánaigh**

Deimhníonn an Bord go bhfuil athbhreithniú déanta ar éifeachtacht an chórais maidir le rialú inmheánach agus go gcuimsítear an Ráiteas faoin Rialú Inmheánach, a d'fhéadfaí a athrú go dtí go gcríochnófar an iniúchóireacht sheachtrach, sna Ráitis Airgeadais Bhliantúla (RAB) don bhliain dár críoch an 31 Nollaig 2023 a bheidh foilsithe taobh istigh de mhí amháin i ndiaidh d'Oifig an Ard-Reachtair Cuntas agus Ciste é a fháil agus mar aguisín le Tuarascáil Chuimsitheach an Chathaoirligh a cuireadh faoi bhráid an Aire.

#### **3.2 Beartas agus nósanna imeachta soláthair**

Deimhníonn an Bord go bhfuil an eagraíocht ag cloí leis na gnéithe ábhartha den Chód Caiteachais Phoiblí agus dearbhaíonn sé go gcloítear leis an bheartas agus na nósanna imeachta soláthair ábhartha agus le forbairt agus cur i bhfeidhm an Phlean Soláthair Chorporáidigh.

### **3.3 Cánachas**

Deimhníonn an Bord gur chomhlíon ETB Dhún na nGall a oibleagáidí faoin dlí cánach.

### **3.4 Ráiteas Airgeadais don bhliain dar críoch an 31 Nollaig 2023**

Tá Ráitis Airgeadais Bhliantúla ETB Dhún na nGall don bhliain dar críoch an 31 Nollaig 2023 faoi réir iniúchta ag Oifig an Ard-Reachtair Cuntas agus Ciste tráth a fhoilsítear Tuarascáil Bhliantúil 2023 ETB Dhún na nGall. Foilseoidh ETB Dhún na nGall na ráitis airgeadais iniúchta laistigh de mhí amháin i ndiaidh iad a fháil ó Oifig an Ard-Reachtair Cuntas agus Ciste.

#### **Tá sonraí airgeadais maidir leis an méid seo a leanas san áireamh sna Ráitis Airgeadais Bhliantúla:**

- Sonraí maidir le táillí nach táillí tuarastail iad a íoctar i leith Chomhaltaí an Bhoird a ndéantar anailís de réir catagóire táillí orthu
- Sonraí comhiomlána maidir le cúiteamh an luchta bhainistíochta is tábhachtaí arna n-anailísiú de réir na gcatagóirí seo a leanas, lena n-áirítear cúiteamh an luchta bhainistíochta san iomlán;
  - o Tuarastail agus sochair ghearrthéarmacha fostaithe
  - o Sochair iar-fhostaíochta
  - o Sochair Foirceanta
- Cúiteamh don phríomhlucht bainistíochta más ann dó;
- Sonraí faoi líon na bhfostaithe a raibh a sochair iomlána fostaí (gan costas pinsin fostóra san áireamh) don tréimhse tuairiscithe idir €0 agus €59,999 agus laistigh de gach banda pá €10,000 agus €60,000 níos airde agus figiúr foriomlán do ranníocaíochtaí pinsin fostóra iomlána.

An Clr Michael McBride  
Cathaoirleach  
Bord Oideachais agus Oiliúna Dhún na nGall

#### 4. Forbhreathnú ar Sheirbhísí mar atá leagtha amach sa Phlean Seirbhíse



Tá Comhaontú Maoirseachta agus Comhaontú Seachadta Feidhmíochta sínithe ag ETB Dhún na nGall leis an Roinn Oideachais a rialaíonn na hoibríochtaí riaracháin agus scoileanna. Tá cúig iar-bhunscoil déag ann, (ceithre Ghaelscoil agus dhá Ghaelcholáiste, agus tá aon scoil déag díobh ainmnithe faoin scéim um Chomhionannas Deiseanna i Scoileanna a Sheachadadh (DEIS)).

Tá an tseirbhís Breisoideachais agus Oiliúna (FET) á stiúradh ag Comhaontú Straitéiseach Feidhmíochta le SOLAS. Tá naoi n-ionad FET déag ag an tSeirbhís Breisoideachais agus Oiliúna

(FET) atá lonnaithe i nGort an Choirce, Gaoth Dobhair, Bun Cranncha, Gleann Gad (Cumasóige), Baile Dhún na nGall (Ardscoil agus Droim Chliabh), Leitir Ceanainn (Baile Raithin, Bóthar Chill Mhic Réanáin (Cumasóige), Bóthar na Páirce Gnó agus Bóthar an Phoirt), Béal Átha Seanaidh, Baile na nGallóglach, Cumasóige Leifir, Cumasóige Bhun Cranncha agus Srath an Urláir. Cuirtear cláir iar-Ardteistiméireachta ar fáil i dtrí scoil de chuid ETB: Coláiste an Earagail (Leitir Ceanainn), Gairmscoil Chaitríona (Na Cealla Beaga) agus Coláiste Ghleann na Finne (Srath an Urláir). Seachadann an tseirbhís FET Printíseachtaí, Cúrsaí Oiliúna agus oibríonn sí i gcomhar le 140+ comhlacht pobail, deonach, reachtúil agus príobháideach chun a cuid clár agus seirbhísí a sheachadadh ar fud an chontae, lena n-áirítear teagmháil fairsing leis an tionscal. Cuirtear Oideachas agus Oiliúint Allamuigh ar fáil ag Ionad Oideachais agus Oiliúna Allamuigh Ghartáin atá suite ar eastát 87 acra.

Tugann an tSeirbhís Treorach agus Eolais d'Aosaigh eolas neamhchlaonta agus rúnda, comhairle, treoir agus comhairleoireacht do dhaoine fásta maidir le roghanna oideachais agus oiliúna atá ar fáil ó ETB Dhún na nGall agus ó áiteanna eile.

Cuirtear na Cláir Seirbhísí Oibre don Aos Óg ar fáil ar fud an Chontae, ag teacht le dualgais agus freagrachtaí an ETB faoin Acht um Obair Ógra, 2001 faoi stiúir an Oifigigh Forbartha Óige.

Cuireann Comhpháirtíocht Oideachais Ceoil Dhún na nGall (COCDG) teagasc ceoil, teagasc gutha agus soláthar uirlisí ar fáil do dhaltáí bunscoile agus iar-bhunscoile ar fud an chontae. Tá grúpaí oifide ag COCDG freisin, lena n-áirítear Ceolfhoireann Óige Dhún na nGall, Ceolfhoireann Aireagail Dhún na nGall agus Ceolfhoireann Shóisearach Téaduirilís Dhún na nGall ag seinm ag leibhéal áitiúil agus náisiúnta. Tá ceann de na Cláir Ucailéile scoile is mó sa tír ag ETB Dhún na nGall le breis is 1,000 dalta bunscoile ina mbaill.

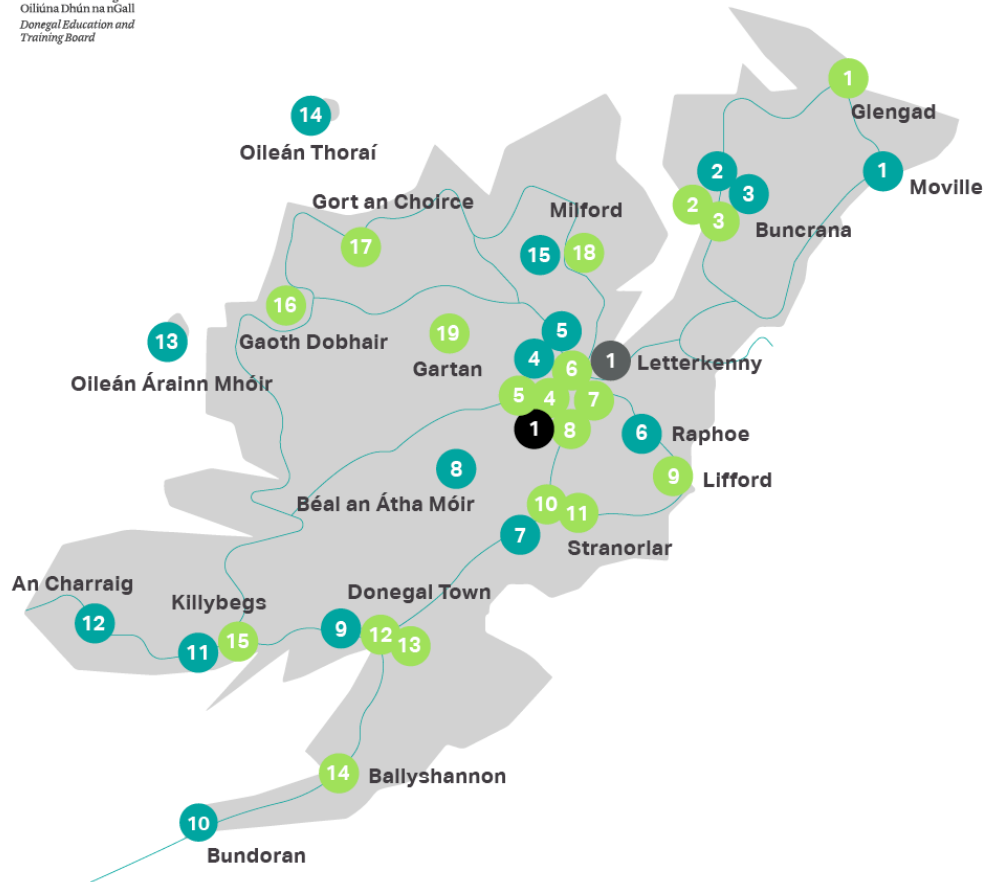
Cuireann an clár oideachais agus oiliúna maidir le Drugaí agus Alcóil cúrsaí oiliúna ar fáil do Chontae Dhún na nGall, Contae Liatroma agus Contae Shligigh agus is é a Chomhordaitheoir a dhéanann na cúrsaí a sheachadadh.

Tá cúig Chlár Críochnaithe Scoile faoi choimirce TUSLA, a dtugann ETB Dhún na nGall tacaíocht riaracháin dóibh.

Oibríonn ETB Dhún na nGall i gcomhpháirtíocht le comhlachtaí éagsúla lena n-áirítear Comhairle Contae Dhún na nGall, Comhpháirtíocht Spóirt Dhún na nGall, an Coiste Seirbhísí do Leanaí agus do Dhaoine Óga (CSLDÓ) agus an Coiste Forbartha Pobail Áitiúil, Ollscoil Teicneolaíochta an Atlantaigh (OTA), Údarás na Gaeltachta, i bhforbairt straitéisí ag leibhéal réigiúnach.



**etb**  
Bord Oideachais agus  
Oiliúna Dhún na nGall  
Donegal Education and  
Training Board



**School Map – Clockwise from Movicille**

1	Movicille Community College	Movicille
2	Crana College	Bunrana
3	Coláiste Chineal Eoghain	Bunrana
4	Coláiste Ailigh	Letterkenny
5	Errigal College	Letterkenny
6	Deele College	Raphoe
7	Finn Valley College	Stranorlar
8	Gairmscoil Chú Uladh	Béal an Átha Móir
9	Abbey Vocational School	Donegal Town
10	Magh Éne College	Bundoran
11	St Catherine's Vocational School	Killybegs
12	Coláiste na Carraig	An Charraig
13	Gairmscoil Mhic Diarmada	Oileán Árainn Mhóir
14	Coláiste Phobail Cholmcille	Oileán Thoráí
15	Mulroy College	Milford

**Administrative Offices**

1	Ard O'Donnell	Letterkenny
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**Music Education**

1	Donegal Music Education Partnership	Letterkenny
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**FET Centres – Clockwise from Glengad**

1	Youthreach Centre	Glengad
2	FET Centre Bunrana	Bunrana
3	Youthreach Centre	Bunrana
4	FET Centre Letterkenny (Port Road)	Letterkenny
5	FET Centre Letterkenny (Business Park Road)	Letterkenny
6	Errigal College (PLCs)	Letterkenny
7	Training Centre Letterkenny	Letterkenny
8	Youthreach Centre	Letterkenny
9	Youthreach Centre	Lifford
10	FET Centre Stranorlar	Stranorlar
11	Finn Valley College (PLCs)	Stranorlar
12	FET Centre Donegal Town (Drumcliff)	Donegal Town
13	FET Centre Donegal Town (Ard Scoil na gCeithre Máistir)	Donegal Town
14	FET Centre Ballyshannon	Ballyshannon
15	St Catherine's Vocational School (PLCs)	Killybegs
16	Training Centre Gaoth Dobhair	Gaoth Dobhair
17	FET Centre Gort an Choírce	Gort an Choírce
18	FET Centre Milford	Milford
19	Gartan Outdoor Education and Training Centre	Church Hill

## 5. Cur i bhFeidhm Spriocanna Straitéiseacha 2023

Eascaíonn na héachtaí atá leagtha amach thíos ón **Ráiteas Straitéise 2022-2026** a leagann amach na tosaíochtaí agus na cuspóirí ardleibhéil a bhfuil sé mar aidhm againn a bhaint amach thar shaolré an Ráitis. Eascaíonn gach tuarascáil bhliantúil ón Ráiteas Straitéise a leagann amach an dul chun cinn atá déanta maidir le baint amach na gcuspóirí agus na spriocanna mar atá leagtha amach sa Ráiteas Straitéise.

### 5.1 CUSPÓIR: Eispéireas an Scoláire/an Fhoghlaimeora a Bharrfheabhsú

TOSAÍOCHT 1: Eispéireas foghlama dearfach a sholáthar do gach foghlaimeoir, lena n-áirítear foghlaimeoirí ó ghrúpaí imeallaithe			
Beart	Táscaire Feidhmíochta	Sprioc/Cuspóir	Éachtaí
Clár Saoránachta Digití FET a rolladh amach a thuilleadh.	Líon na rannpháirtithe i gclár Saoránachta Digití FET.	Líon méadaithe na rannpháirtithe i gclár Saoránachta Digití FET.	Tá dearadh an chláir críochnaithe agus tá an chéad chlár píolótach beartaithe do 2024.

<p>Cinntigh go bhfuil ár gcúig chroíluach neadaithe ar fud ár scoileanna agus Ionaid FET.</p> <p>Déan na foirne meánbhainistíochta inár scoileanna a uasoiliúint.</p> <p>Forbair agus soláthair cuir chuige um Fhoghlaim Chumaisc ar fáil a thuilleadh in ionaid FET agus i Scoileanna araon.</p>	<p>Feasacht níos fearr ar ár gcroíluachanna i measc na scoláirí, na foirne, na gComhaltaí den Bhord Bainistíochta (BB) agus na dtuismitheoirí.</p> <p>Oiliúint dár bhfoirne meánbhainistíochta inár scoileanna.</p> <p>Beartas um Fhoghlaim Chumaisc a fhorbairt don FET.</p> <p>Úsáid mhéadaithe Google Classroom i scoileanna.</p>	<p>Tá Foireann Éitis ghníomhach ag gach scoil atá ag obair ar chur chun cinn na gcúig chroíluach.</p> <p>Úsáideann gach scoil Google Classroom go rialta.</p>	<p>Tá dul chun cinn déanta ar an oiliúint mar a leanas:</p> <ul style="list-style-type: none"> <li>- Curaclam an Phátrúin i dtrí scoil.</li> <li>- Forbairt Ghairmiúil Leanúnach (FGL) mhíosúil don fhoireann FET.</li> <li>- Cruinniú an Lónra Foghlama Gairmiúla ar an 9 Bealtaine 2023.</li> <li>- Oiliúint don Bhord Agallaimh.</li> <li>- D'fhreastail PC 1, 2 ar Scoil Samhraidh Bhord Oideachais agus Oiliúna Éireann (ETBI) in Ollscoil Luimnigh ar Oideachas Féiniúlachta, Ilchreidimh agus Luachanna.</li> <li>- Úsáidtear Google Classroom mar phríomhuirlis chumarsáide ar fud na scoileanna agus na n-ionad.</li> <li>- Seisiún eolais maidir le Féiniúlachta, Ilchreidimh agus Luachanna curtha ar fáil do lucht ardbhainistíochta sinsearaí na scoileanna “nua”.</li> <li>- Ceithre scoil i mBliain 1 den Phíolótach faoi láthair.</li> </ul> <p>Seacht scoil ag glacadh páirt san Fhéinmheasúnú Scoile ar phróiseas Éiteas ETB.</p>
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<p>Plean cur chun feidhme maidir le Dualgas na hEarnála Poiblí a fhorbairt.</p>	<p>Comhlíonadh na reachtaíochta ábhartha.</p>	<p>Plean Cur Chun Feidhme forbartha.</p>	<p>Tiomantas leanúnach don chomhionannas agus do chearta an duine le cur i bhfeidhm leanúnach maidir le dualgas comhionannais agus cearta daonna na hearnála poiblí. An Céim ‘Measúnú’ curtha i gcrích, agus tá ETB Dhún na nGall ag obair faoi láthair ar an chéim ‘Seoladh’ den Dualgas.</p> <p>Mar chuid d’obair leanúnach na céime Seoladh tá:</p> <ul style="list-style-type: none"> <li>- Beartas Comhionannais, Éagsúlachta agus Cuimsithe a dhréachtú.</li> <li>- Nósanna Imeachta Earcaíochta agus Coinneála a uasdátú.</li> <li>- Mar chuid den Chreat um Bainistíocht Beartais, beidh Measúnacht Tionchair ar Chearta an Duine le linn fhorbairt/athbhreithniú beartas. Beidh treoir agus teimpléad san áireamh.</li> </ul>
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<p>Beidh deiseanna chun dea-chleachtas a roinnt idir Scoileanna agus Ionaid aitheanta lena n-áirítear leanúint de bhaint leis an Ghrúpa Pleanála Curaclaim agus an Grúpa Cruthaithe Ábhair agus an Clár um Cheannaireacht Teagaisc atá curtha chun cinn agus tacaíthe laistigh de ETBI.</p>	<p>Aiseolas dearfach ó Chigireachtaí Ábhair.</p> <p>Sraith Seimineár um Forbairt Ghairmiúil Leanúnach do mhúinteoirí faoi stiúir scoileanna éagsúla.</p> <p>Meastóireacht Uile-Scoile, Tuarascálacha Bainistíochta, Ceannaireachta agus Foghlama, Rannpháirtíocht in Oiliúint Ceannaireacht Teagaisc.</p>	<p>Líon méadaithe ball foirne a bhfuil baint acu le pobail chleachtais maidir le teagasc, foghlaim agus measúnú.</p>	<p>Sraith de Sheimineáir FGL arna seachadadh ag múinteoirí i scoileanna éagsúla agus taifeadtaí ar fáil freisin do scoileanna agus d'fhoireann teagaisc FET.</p> <p>Oiliúint Ceannaireachta Teagaisc curtha ar fáil ag ETBI le freastal leanúnach ag trí scoil.</p>
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<p>Soláthar leanúnach de raon leathan de chlár fhreagrúla oideachais agus oiliúna agus tacaíochtaí ábhartha i ngach scoil, coláiste agus ionad.</p>	<p>Réimse leathan clár agus seirbhísí ar fáil agus á seachadadh ar fud an chontae.</p>	<p>Soláthar freagrúil méadaithe chun uilechuimsiú gach foghlaimeora a chinntiú.</p>	<p>Déanann an seirbhís FET a dícheall cur chuige um Dhearadh Uilíoch don Foghlaim a ghlacadh i leith gach soláthar seirbhíse. Tá feabhsuithe inrochtaineachta déanta i roinnt ionad agus rinne an tOifigeach Foirgneamh FET iniúchadh ar ionaid eile. Tá scoileanna ag tabhairt faoi fhorbhreathnú faoi láthair ar an soláthar curaclaim reatha chun roghanna ábhar a ainmniú don tSraith Shóisearach agus don Ardteistiméireacht.</p>
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<p>Obair fhorbartha chun éiteas scoil ETB a chur chun cinn agus a leabú trí na ráitis chleachtais.</p>	<p>Comhordaitheoir Éiteas ag obair le scoileanna agus leis an tseirbhís FET chun na ráitis chleachtais a chur chun cinn.</p> <p>Tá scoileanna ag glacadh páirt i nGearrchúrsa na bPátrún d'oiliúint múinteoirí.</p>	<p>Feasacht mhéadaithe i measc na scoláirí, na foirne, na dtuismitheoirí, na mBord Bainistíochta agus Chomhaltaí Boird an ETB ar éiteas scoileanna agus seirbhísí ETB. Tá trí scoil le bheith rannpháirteach sa chlár pólótach.</p>	<p>Tá clár gníomhaíochtaí ag Foirne Ceannaireachta Éitis i ngach scoil. Uasdátaithe rialta do Bhoird Bhainistíochta agus don Lucht Ardbhainistíochta.</p>
<p>Tuilleadh forbartha sna ceithre scoil atá páirteach sa Scéim Aitheantais mar Scoil Ghaeltachta.</p>	<p>Dul chun cinn maidir leis an phlean scoile don Scéim Aitheantais mar Scoil Ghaeltachta.</p>	<p>Dúshraith níos daingne a leagan, a chuideoidh le scoileanna leanúint orthu ag cur le húsáid na Gaeilge sna ceithre scoil trí spriocanna a bhaint amach don bhliain 2023.</p>	<p>Scoileanna ag obair ar chur chun cinn na spriocanna feidhmithe.</p>

<p>Mapáil Soláthair Riachtanais Speisialta Oideachais (RSO) i gCleachtas do Scoileanna a chur chun cinn: Soláthar RSO a phleanáil go straitéiseach, córais a fhorbairt chun cur chuige a chur chun cinn trí Fhéinmheastóireacht Scoile (FS), acmhainní a leithdháileadh agus FGL na foirne a shainaithint.</p> <p>Na hacmhainní ábhartha go léir atá de dhíth ar scoileanna chun tacú le cur i bhfeidhm mapáil soláthar i scoileanna a chur ar fáil.</p>	<p>Líon na scoileanna atá rannpháirteach i Mapáil Soláthar RSO mar chuid den tionscnamh ETBI/Choláiste Mhuire gan Smál. Áiteanna méadaithe ar fáil i ranganna speisialta.</p>	<p>Dhá scoil ag glacadh páirt i Mapáil Soláthair RSO. Aghaidh tugtha ar riachtanais foghlaimeoirí imeallaithe.</p> <p>Soláthar neartaithe RSO inár scoileanna agus eispéireas foghlama feabhsaithe do scoláirí mar thoradh air.</p> <p>Feabhas a chur ar rochtain agus coinneáil.</p>	<p>Forbairt ghairmiúil leanúnach á tairiscint ar bhonn míosúil don fhoireann FET. Tá sé scoil ag glacadh páirt anois sa Tionscnamh Mapála RSO. Comhordaitheoir sannta don tionscnamh.</p>
<p>Monatóireacht a dhéanamh ar Shruth 2 de sheirbhís roinnte íocaíochtaí printíseachta agus foghlaimeora.</p>	<p>Íocaíochtaí foghlaimeora próiseáilte go cruinn agus in am.</p>	<p>Comhlíonadh na spriocdhátaí íocaíochta go léir.</p>	<p>Comhlíonadh na spriocdhátaí íocaíochta go léir in 2023.</p>

<b>TOSAÍOCHT 2: Curaclam leathan a chur ar fáil</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
<p>Ullmhaigh agus cuir le comhairliúchán ar athchóiriú na sraithe sinsearaí.</p> <p>Daingniú na Sraithe Sóisearaí nua ar fud na scoileanna agus gach ábhar mar chuid dó anois.</p>	<p>Feasacht i measc na foirne ar dhul chun cinn maidir le hAthchóiriú na Sraithe Sinsearaí.</p> <p>Líon na n-athbhreithnithe curaclaim a rinneadh.</p>	<p>Méadú ar an líon foirne a théann i ngleic le hathbhreithnithe curaclaim na Comhairle Náisiúnta Curaclaim agus Measúnachta.</p>	<p>Nuashonrú ar Athchóiriú na Sraithe Sinsearaí ag Comhdháil Príomhoidí/Leas-Phríomhoidí ETBI. Soláthraíonn an Príomhfheidhmeannach uasdátaithe rialta do Phríomhoidí ar obair na Comhairle Náisiúnta Curaclaim agus Measúnachta chun an tSraith Shinsearach a chur chun cinn.</p>
<p>Ábhair nua Ardteistiméireachta a chur leis an churaclam i roinnt scoileanna.</p>	<p>Líon na scoileanna a bhfuil ábhair nua Ardteistiméireachta á dtabhairt isteach acu.</p>	<p>Aghaidh a thabhairt ar riachtanais oideachais agus oiliúna nua agus ar riachtanais oideachais agus oiliúna reatha an phobail.</p>	<p>Eolaíocht Ríomhaireachta agus Corpoideachas leabaithe mar Rogha Ardteistiméireachta i gcúig scoil.</p>
<p>Tuilleadh forbartha ar Chláir FET nua i réimsí ábhartha curaclaim e.g. scileanna 'glasa', teicneolaíocht chumarsáide, cianobair, foghlaim obair-bhunaithe.</p>	<p>Líon na gclár nua a tugadh isteach (FET).</p>	<p>Trí chlár nua ar a laghad tugtha isteach in FET in 2023.</p>	<p>Cur chun cinn leanúnach ar chláir scileanna Glasa. Pleananna chun an dara atriall den chúrsa oiliúna Oibreacha Poiblí a reáchtáil. Tá clár nua Cúram Sláinte Leibhéal 6 deartha agus cuirfear i bhfeidhm é i mí Mheán Fómhair 2024.</p>

<p>Pleanáil Soláthair Chomhtháite Tras-FET.</p> <p>Tionscadal píolótach nua Céime Treasach a fhorbairt le comhpháirtithe ETB agus OTA.</p> <p>Cuíchóiriú a dhéanamh ar an dóigh a gcuirtear soláthar i láthair an phobail.</p>	<p>Pleanáil soláthair chomhtháite (FET) chun dúbláil a íoslaghdú agus bealaí dul chun cinn d'fhoghlaimoirí a fheabhsú.</p> <p>Áiseanna agus acmhainní réidh do Mheán Fómhair 2023.</p> <p>Coinbhinsiúin ainmniúcháin críochnaithe, dúbláil íoslaghdaithe agus suíomh gréasáin úr seolta</p>	<p>Go mbeadh Grúpa Oibre um Pleanáil Soláthair Chomhtháite Tras-FET bunaithe /ag bualadh le chéile go rialta.</p> <p>An chéad iontráil ar cheithre chlár Céime i bhFómhar 2023.</p> <p>Seoladh suíomh gréasáin nua in 2023.</p>	<p>Cuireadh moill ar sheoladh suíomh gréasáin FET nua mar gheall ar ransú smaointe leanúnach maidir le branda FET athbhreithnithe do Bhord Oideachais agus Oiliúna Dhún na nGall.</p>
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<b>TOSAÍOCHT 3: Córais Dearbhaithe Cáilíochta ábhartha agus iomchuí a chur i bhfeidhm</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Spríoc</b>	<b>Éachtaí</b>
<p>Teagmháil leanúnach inár scoileanna leis an Fhoireann Cigireachta.</p>	<p>Tuarascálacha Cigireachta atá dearfach agus cuiditheach.</p> <p>Moltaí ó Thuarascálacha Cigireachta curtha faoi bhráid Bord Bainistíochta a chuireann maoirseacht agus treoir ar fáil.</p>	<p>Moltaí na dTuarascálacha Cigireachta a chur i bhfeidhm go tráthúil.</p>	<p>Glacann Boird Bhainistíochta moltaí ó thuarascálacha cigireachta nuair is cuí.</p>

<p>Forbairt leanúnach agus comhtháthú Córas Dearbhaithe Cáilíochta in FET.</p> <p>Plean chun aghaidh a thabhairt ar mholtaí an Athbhreithnithe Reachtúil Tionscnaimh ar Dhearbhú Cáilíochta FET.</p>	<p>Líon na moltaí ón athbhreithniú Dearbhaithe Cáilíochta atá curtha i bhfeidhm.</p>	<p>Cur i bhfeidhm leanúnach an Phlean Ghníomhaíochta um Dhearbhú Cáilíochta.</p>	<p>I mí an Mheithimh 2023, reáchtáladh cruinniú plé straitéiseach idir Bord Oideachais agus Oiliúna Dhún na nGall agus Dearbhú Cáilíochta agus Cáilíochtaí Éireann agus fuarthas aiseolas an-dearfach maidir le cur i bhfeidhm leanúnach an phlean ghníomhaíochta um Dhearbhú Cáilíochta.</p>
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<p><b>TOSAÍOCHT 4: Tacú le scoláirí/foghlaimoirí atá i mbaol míbhuntáiste oideachais i gcomhréir leis an bheartas náisiúnta reatha</b></p>				
<p><b>Beart</b></p>	<p><b>Táscaire Feidhmíochta</b></p>	<p><b>Sprioc</b></p>	<p><b>Éachtaí</b></p>	

<p>Plean gníomhach DEIS i ngach ceann dár 11 scoil DEIS.</p> <p>Leanann Grúpa Stiúrtha DEIS/FET lena gcuid oibre.</p>	<p>Pleananna DEIS atá praiticiúil agus dinimiciúil.</p>	<p>Aghaidh a thabhairt ar mhíbhuntáiste oideachasúil.</p>	<p>Pleananna DEIS á gcur i bhfeidhm ar bhonn rialta agus nuashonruithe á gcur ar fáil do na Boird Bhainistíochta sna haon scoil déag.</p> <p>Scoileanna a ghlacann páirt in oiliúint FGL tríd an Ionad Tacaíochta Oideachais.</p>
<p>Foirne Tacaíochta Scoláirí daingnithe níos mó i saol na scoile.</p>	<p>Foirne Tacaíochta Scoile Gníomhacha.</p>	<p>Feabhas a chur ar rochtain, ar choinneáil agus ar dhul ar aghaidh chuig saol na hoibre/breisoideachas/ardoid eachas</p>	<p>Foirne Tacaíochta Scoláirí atá gníomhach inár gcúig scoil déag.</p>
<p>Tacaíochtaí méadaithe a thabhairt do scoláirí trí Thacaíochtaí do Scoláirí agus Seirbhís Leasa a chur ar fáil.</p>	<p>Tacaíochtaí foghlaimeora FET a chur ar fáil ar bhealach comhsheasmhach ar fud na gclár.</p>	<p>Atreoruithe scoláirí ETB chuig seirbhísí Tacaíochta agus Leasa Scoláirí ETB.</p>	<p>Ar fáil ar fud clár FET.</p>
<p>A chinntiú go gcuirtear guth na scoláirí san áireamh i bhfóraim éagsúla chinnteoireachta.</p>	<p>Fóraim do Scoláirí agus meicníochtaí aiseolais eile do scoláirí i bhfeidhm.</p>	<p>Cur i bhfeidhm tráthúil an Phlean Ghníomhaíochta.</p> <p>Fianaise go bhfuil athruithe á gcur i bhfeidhm mar gheall ar aiseolas ó dhaltaí.</p>	<p>Cuireann Comhairle na Scoláirí nuashonruithe i láthair uair sa bhliain ar a laghad ag cruinniú Bhard Bainistíochta na scoile.</p>



<p>Ciste REACH a chur chun cinn do ghrúpaí pobail (FET).</p>	<p>Tacaíocht do ghrúpaí pobail chun gníomhaíochtaí arna maoiniú faoi REACH a chur i bhfeidhm e.g. moil dhigiteacha a bhunú ag an leibhéal áitiúil, agus rochtain a fháil ar chiste 2023.</p>	<p>Méadú ar rochtain do scoláirí faoi mhíbhuntáiste trí mhaoiniú FET REACH a chur i bhfeidhm.</p>	<p>Cuireadh an cur chun cinn céime gcrích agus scaipeadh taifeadtaí seisiúin faisnéise. Pleananna á dtabhairt chun críche do 2024.</p>
<p>Príomhshruthú agus comhtháthú an phróisis um Aitheantas Réamhfhoghlama mar mhodh chun scileanna a fuarthas trí fhoghlaim ó thaithí (san ionad oibre) a dhéanamh infheicthe (FET).</p>	<p>Líon na bhfoghlaimeoirí a ghnóthaíonn dámhachtainí tríd an phróiseas um Aitheantas Réamhfhoghlama (FET).</p>	<p>Líon na bhfoghlaimeoirí a ghnóthaíonn dámhachtainí tríd an phróiseas um Aitheantas Réamhfhoghlama (FET) a choinneáil.</p>	<p>Tá an clár um Aitheantas Réamhfhoghlama príomhshruthaithe faoi Scileanna chun Dul Chun Cinn. Mar sin féin, tá leathnú an tsoláthair ag brath ar mhaoiniú breise ó SOLAS.</p>

<p>Líonra Foghlama Gairmiúla / Pobal Cleachtais i nDearadh Uilíoch don Fhoghlaim.</p> <p>Úsáid bhreise a bhaint as moil Foghlaim le Cuidiú Teicneolaíochta chun tacú le baill foirne agus meantóireacht a dhéanamh orthu maidir le huirlisí agus bogearraí le haghaidh inrochtaineachta.</p> <p>Foireann a chur faoi oiliúint i gcur chuige Dearadh Uilíoch don Fhoghlaim / tuilleadh rolladh amach shuaitheantas Dearadh Uilíoch don Fhoghlaim.</p>	<p>Líon na mball foirne atá rannpháirteach in oiliúint um Dhearadh Uilíoch don Fhoghlaim.</p>	<p>Méadú ar líon na mball foirne oilte i gcur chuige maidir le Dearadh Uilíoch don Fhoghlaim i seachadadh agus measúnú clár.</p> <p>Líon méadaithe foirne FET ar bronnadh Suaitheantas um Dhearadh Uilíoch don Fhoghlaim orthu.</p> <p>Rochtain, dul chun cinn agus coinneáil feabhsaithe.</p>	<p>Leanann Forbairt Ghairmiúil Leanúnach Rialta agus comhroinnt faisnéise i nDearadh Uilíoch don Fhoghlaim ar aghaidh ach braitheann sé ar mhaoiniú.</p>
<p>An Straitéis um Litearthacht Aosach ar feadh an tSaoil (LAFS) a chur i bhfeidhm.</p>	<p>Rannpháirtíocht ghníomhach foghlaimeoirí imeallaithe maidir le huasoiliúint dhigiteach agus oideachas litearthachta agus uimhearthachta.</p>	<p>Líon méadaithe scoláirí i mbun clár oideachais litearthachta, uimhearthachta agus scileanna digiteacha (FET).</p>	<p>Comhordaitheoir ceaptha agus i dteagmháil leis an Oifig um Litearthacht Aosach ar feadh an tSaoil in SOLAS de réir mar a fhorbraítear an plan oibre.</p>

Seirbhísí comhairleoireachta a sholáthar do scoláirí atá ina ngátar (FET).	Rolladh amach na seirbhíse comhairleoireachta a soláthraíodh a rolladh amach (FET).	Seirbhís chomhairleoireachta ar bhonn póilótach (FET).	Tá an tseirbhís i bhfeidhm agus déanfar monatóireacht uirthi i rith 2024.
Méadú ar roghanna FET do scoláirí atá faoi mhíchumas.	Leanúint ar aghaidh ag cur an chláir Uathachais (FET) (The Collective) chun cinn.	Clár Uathachais atá athbhreithnithe agus coinnithe.	Rinneadh athbhreithniú áitiúil ar an chlár. Leantar den obair le SOLAS chun comhlacht cuí a shaináithint chun athbhreithniú neamhspleách a dhéanamh ar an chlár in 2024.

<b>TOSAÍOCHT 5: Seirbhísí Comhairleoireachta agus Treoirchomhairleoireachta a sholáthar</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
Seirbhísí Comhairleoireachta a sholáthar i scoileanna agus in ionaid FET.	Treoirchomhairleoirí a fhostú inár scoileanna go léir.  Líon na múinteoirí a cháilíonn.	Líon méadaithe múinteoirí in ETB Dhún na nGall atá cáilithe mar Threoirchomhairleoirí.	Teagmháil leanúnach idir na Treoirchomhairleoirí agus an tSeirbhís FET. Thug gach scoil cuairt ar an Ionad Traenála FET. Fógraíodh FET mar rogha dul chun cinn in iar-bhunscoileanna.

Rochtain fheabhsaithe ar chúrsaí Treorach a sholáthar, as a dtiocfaidh cáilíocht trí idirchaidreamh leanúnach le ETB Mhaigh Eo, Shligigh agus Liatroma agus Ollscoil Chathair Bhaile Átha Cliath (OCBÁC) chun Treoirchlár for-rochtain eile a chur ar fáil.	Fianaise ar phlé le OCBÁC.  Seirbhísí treoirchomhairleoireachta FET duine le duine a chur ar fáil ar bhonn leanúnach, lena n-áirítear an tseirbhís ‘buail isteach’ a athoscailt do chliaint. Seirbhís ar fáil ar líne fosta de réir mar is gá.	Gealltanas ó OCBÁC go gcuirfidh sí clár for-rochtana ar fáil.	Tá an tseirbhís chéanna á soláthar mar a soláthraíodh roimh an phaindéim.
Seirbhís Treorach á tairiscint i bpobail faoi mhíbhuntáiste (FET).	Seirbhís Treorach FET curtha ar fáil i gceantair ard-dífhostaíochta.  Aonach FET (Deireadh Fómhair 2023)	Rochtain mhéadaithe ar sheirbhísí treorach do scoláirí FET agus scoláirí ionchasacha, lena n-áirítear iad siúd i gceantair faoi mhíbhuntáiste.	Cuirtear seirbhís treorach ar fáil ar fud na bpobal go léir, ceantair ard-dífhostaíochta ina measc.  Cuireadh soláthar an Aonaigh FET siar go go luath in 2024 i ndiaidh aiseolas a chur san áireamh.

<b>TOSAÍOCHT 6: Áiseanna foghlama/oiliúna ardchaighdeáin a sholáthar</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>

<p>Athchóiriú leanúnach agus forbairt na n-áiseanna i gcomhar le Bainistíocht Eastát.</p> <p>Áitribh FET a thógáil ar cíos sa chás go bhfuil gá le cóiríocht bhreise.</p>	<p>Anailís / measúnú riosca leanúnach ar riachtanais athchóirithe na n-ionad agus na scoileanna.</p> <p>Áiseanna FET ag freastal ar riachtanais na bhfoghlaimoirí agus na foirne.</p>	<p>Grúpa Oibre um Thacaíocht Eagraíochta agus Forbairt/FET/Foirgnimh Scoile a chinntíonn pleanáil chomhordaithe ar thionscadail foirgneamh agus go bhfuil an úsáid is fearr agus is féidir á baint as acmhainní.</p>	<p>Leanadh den dul chun cinn ar roinnt tionscadal.</p> <ul style="list-style-type: none"> <li>- Tá tógáil ar an láthair ar siúl ag Coláiste Pobail Bhun an Phobail.</li> <li>- Comhaontaíodh roghanna deartha campas 3 scoile Choláiste Cranncha agus Choláiste Chineál Eoghain agus tá an chéad chéim á cur ar aghaidh.</li> <li>- Iarratas pleanála curtha isteach ag Coláiste an Earagail.</li> <li>- Tionscadail foirgníochta modúlaí ag Coláiste an Earagail, Coláiste na Maoile Rua agus Coláiste na Daoile.</li> <li>- Roinnt tionscadal um Chóiríocht Bhreise Scoile ag leanstan ag céimeanna éagsúla dearaidh.</li> <li>- Roinnt iarratas um Oibreacha Éigeandála faoi bhráid agus deonaithe ag an Roinn Oideachais chun bonneagar a uasghrádú.</li> <li>- Athchóiriú ar na seomraí ranga atá ann cheana féin agus cruthú seomraí ranga breise in Ionad FET Bhaile Dhún na nGall.</li> <li>- Tógáil bána traenála do phrintíseachtaí leictreachais breise agus seomraí ranga nua in Ionad Oiliúna Ghaoth Dhobhair.</li> <li>- Áiseanna breisoideachais a sholáthar ag an Ionad FET Leitir Ceanainn ag Bóthar na Páirce Gnó.</li> </ul>
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<p>Rochtain na scoláirí a éascú nuair nach leor an t-áitreabh reatha chun freastal ar riachtanais na gclár/ na bhfoghlaimeoirí.</p>	<p>Rochtain do scoláirí éascaithe.</p>	<p>Líon na n-áitreabh FET a chomhdhlúthú.</p> <p>Cóiríocht nua a fháil d'Ionad Iar-Ardteistiméireachta (Leitir Ceanainn); Seirbhís Litearthachta.</p>	<ul style="list-style-type: none"> <li>- Seomraí ranga breise agus seomra RSO oscailte go hoifigiúil i nGairmscoil na Mainistreach i mBealtaine 2023.</li> <li>- Feabhas ar rochtain agus ar áiseanna Ionad FET Bhéal Átha Seanaidh.</li> <li>- Soláthar seomra mhodúlaigh/seomraí modúlacha inrochtana ag Ionad FET Bhaile Dhún na nGall (Ard Scoil na gCeithre Máistir) agus Ionad FET Shrath an Urláir.</li> <li>- Tógáil bána traenála inrochtana do phrintíseachtaí leictreachais agus seomraí ranga nua in Ionad Oiliúna Ghaoth Dhobhair.</li> <li>- Áiseanna breisoideachais inrochtana a sholáthar san Ionad FET Leitir Ceanainn ag Bóthar na Páirce Gnó.</li> </ul>
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<p>Athbhreithniú leanúnach ar áiseanna FET chun an seachadadh is fearr agus is féidir a chinntiú do scoláirí.</p> <p>Seomraí ranga nua do scoláirí a bhfuil RSO acu.</p> <p>Straitéis Eastát FET a fhorbairt agus Tuarascáil Straitéiseach Measúnachta (TSM) a chur faoi bhráid SOLAS.</p>	<p>Áiseanna feabhsaithe d'fhoghlaimoírí.</p> <p>Straitéis Eastát FET a fhorbairt.</p>	<p>Cóiríocht don Litearthacht, Iar-Ardteistiméireacht agus tacaíocht riaracháin a thabhairt chun críche i Leitir Ceanainn.</p> <p>Aighneachtaí chuig SOLAS maidir le Straitéis Eastát ETB Dhún na nGall críochnaithe agus cur isteach Tuarascáil Straitéiseach Measúnachta ar thionscadal caipitiúil straitéiseach/tionscadail chaipitiúla straitéiseacha críochnaithe.</p>	<p>Comhdhlúthú ar roinnt soláthairtí reatha FET Leitir Ceanainn sa Mhol Gnó, Leitir Ceanainn.</p>
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<b>TOSAÍOCHT 7: Oideachas agus Oiliúint Allamuigh a chur chun cinn agus a fhorbairt</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>

<p>Forbairt bhreise ar shamhail mhaoinithe an Ionaid Oideachais agus Oiliúna Allamuigh (IOOA) chun go mbeidh dul chun cinn i dtreo comhtháthú breise leis an tseirbhís FET ann (de réir an bheartais náisiúnta).</p>	<p>Feidhmíocht airgeadais.</p> <p>Líon na ndaoine atá rannpháirteach i ngníomhaíochtaí san Ionad.</p> <p>Tuilleadh forbartha i gcomhtháthú IOOA in FET.</p>	<p>Iarracht a dhéanamh seirbhís atá inmharthana ó thaobh airgeadais de a chruthú.</p> <p>Líon na daoine a ghlacann páirt i ngníomhaíochtaí san ionad a uasmhéadú.</p> <p>Eolas faoin dóigh ar féidir le IOOA cur le cláir FET.</p>	<p>Lárionad OETC atá gníomhach i ngrúpaí náisiúnta chun an oideachas allamuigh a chomhtháthú sa bhreisoideachas agus oiliúint.</p> <p>Bhí an ghníomhaíocht san Ionad, a bhí tuairiscithe, go han-mhaith i ndiaidh na tréimhse téarnaimh i ndiaidh na paindéime COVID-19.</p> <p>Tá conairí nua chuig FET ó chláir scoile le bheith léirithe ar bhonn píolótach in 2024 i ndiaidh leagan amháin rathúil in 2023 (faoi réir maoiniú a bheith ceadaithe).</p>
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<p>Seachadann IOOA cláir ábhartha do scoileanna, don tSeirbhís FET agus don phobal i gcoitinne.</p> <p>Múnla IOOA a athailíniú chun na dúshláin go léir a léiriú lena n-áirítear brandáil dhírithe agus caidreamh poiblí.</p> <p>Feabhas a chur ar an chur chuige comhpháirtíochtaí maidir leis an líonra náisiúnta IOOA.</p> <p>Cur le Straitéis Comhairle Contae Dhún na nGall faoi choinne Fóillíochta Faoin Aer do Dhún na nGall.</p> <p>Pleananna a aithint do thodhchaí an ionaid mar chuid d'fhorbairt na Straitéise foriomláine Eastát FET.</p>	<p>Cláir dhinimiciúla agus ábhartha chun freastal ar riachtanais na spríocghrúpaí a dhéanann rochtain ar an ionad.</p> <p>Uasoiliúint a dhéanamh ar an fhoireann go rialta.</p> <p>Feasacht mhéadaithe faoin Ionad.</p>	<p>Naisc fheabhsaithe le Líonra Náisiúnta IOOA ETBI.</p>	<p>Rannpháirtíocht i ngrúpaí oibre le struchtúr ETBI. Bhí Stiúrthóir Scoileanna ETB Dhún na nGall ina chathaoirleach ar an chruinniú deireanach den ghrúpa náisiúnta.</p> <p>Rannpháirtíocht mhéadaithe le scoileanna agus leis an tSeirbhís FET.</p>
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<b>TOSAÍOCHT 8: Plean faoi choinne déimeagrafaic atá ag athrú</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
<p>Idirchaidreamh a dhéanamh le Bainistíocht Eastát, an Roinn Oideachais agus an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta (RBOAOTNE)/SOLAS maidir le líon na rolluithe a bhfuiltear ag súil leo.</p> <p>Obair leanúnach ag an Fhoireann um Bainistíocht Eastát i gcomhar le bainistíocht na scoile.</p> <p>Leanúint ar aghaidh ag nascadh leis an Rannóg um Chóiríocht Scoile de chuid na Roinne Oideachais.</p>	<p>Go leor áiteanna ar fáil do gach scoláire.</p>	<p>An stoc tógála a mhéadú de réir mar is gá.</p>	<p>Foirgníocht mhodúlach beartaithe do Choláiste na Maoile Rua, Coláiste an Earagail agus Coláiste na Daoile chun freastal ar rollú atá ag méadú.</p> <p>Tógáil bána traenála do phrintíseachtaí leictreachais breise agus seomraí ranga nua in Ionad Oiliúna Ghaoth Dhobhair.</p> <p>Áiseanna breisoideachais a sholáthar san Ionad FET Leitir Ceanainn ag Bóthar na Páirce Gnó.</p>

<b>TOSAÍOCHT 9: Cláir Oiliúna agus cláir Phrintíseachta a sholáthar agus a fhorbairt</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	
Aghaidh tugtha air taobh istigh de sholáthar na gClár Breisoideachais agus Oiliúna: cúrsaí Oiliúna úra a fhorbairt agus cúig chlár Printíseachta Ceardaíochta a sheachadadh.	Cur le líon na bPrintíseachtaí Chéim 2 a ghluactar isteach don bhliain 2023.	Glacadh le trí ghrúpa éagsúla in aon bhliain amháin san oiread clár Printíseachta agus is féidir.	Cuireadh an múnla 3 chéim i bhfeidhm ar fud na bprintíseachtaí ábhartha go léir in 2023.
Aighneacht chuig SOLAS chun líon breise ar chlár oiliúna a chur ar fáil in 2023.	Cláir nua faofa / bailíochtaithe de réir mar is gá	Dhá chlár Oiliúna nua a chur ar fáil in 2023.	Dearadh dhá chlár oiliúna nua agus cuireadh ar an mhargadh iad agus d'éirigh le clár amháin go leor daoine a fháil.

**TOSAÍOCHT 10: Tús áite a thabhairt d'Eolaíocht, Teicneolaíocht, Innealtóireacht agus Matamaitic/Eolaíocht, Teicneolaíocht, Innealtóireacht, Na hEalaíona agus Matamaitic i Scoileanna**

Beart	Táscaire Feidhmíochta	Sprioc	Éachtaí
Múinteoirí a uasoiliúint i modúil chódaithe.	Líon na múinteoirí atá rannpháirteach in FGL.	Níos mó daoine a spreagadh le bheith rannpháirteach i gcomórtais agus i dtaispeántais.	I measc na samplaí tá: <ul style="list-style-type: none"> <li>- Scoileanna páirteach i <a href="#">gcomórtas VEX Robotics</a>.</li> <li>- Ghlac scoileanna páirt fosta i dTaispeántas Eolaithe Óga BT.</li> <li>- Comhoibriú Choláiste an Earagail le Scoil Naomh Fiachra, Eileastran agus Scoil Náisiúnta Thalamh na Coille i dtionscnamh Eolaíochta, Teicneolaíochta, Innealtóireachta agus Matamaitice.</li> <li>- Oiliúint ar chúrsaí LinkedIn.</li> </ul>
<p>Eolaíocht Ríomhaireachta a neadú a thuilleadh sna scoileanna a thairgeann an t-ábhar ag leibhéal na hArdteistiméireachta.</p> <p>Plé le OTA a chur chun cinn ar mhúnla chun Eolaíocht Ríomhaireachta don Ardteistiméireacht chur ar fáil do scoláirí nach bhfuil rochtain acu ar an chlár ina scoil féin</p> <p>Tacú le clár OTA maidir le nascadh le scoileanna ar an mhodúl Róbataic VEX.</p>	Is rogha inmharthana í Eolaíocht Ríomhaireachta do scoláirí nuair atá sí ar fáil sa tSraith Shinsearach.	Eolaíocht Ríomhaireachta a bheith á cur ar fáil i gceithre scoil.	<p>Múinteoirí a earcú chun Eolaíocht Ríomhaireachta a theagasc ag an Ardteistiméireacht agus é ina rogha inmharthana don tSraith Shinsearach i gceithre scoil.</p> <p>Bhí scoileanna san iomaíocht i <a href="#">gComórtas Róbataic VEX</a> san OTA.</p>

**TOSAÍOCHT11: Tacaíochtaí foghlama TFC ar ardchaighdeán a sholáthar i scoileanna/ionaid**

Beart	Táscaire Feidhmíochta	Sprioc	Éachtaí
Deiseanna a fhiosrú chun aiseolas fiúntach a thabhairt do scoláirí trí ardán ar líne.	<p>Feidhmiúlacht fheabhsaithe do scoláirí agus don fhoireann.</p> <p>Múinteoirí ag úsáid an ardáin ar líne mar chuid dá gcuid oibre.</p>	Tuilleadh trialacha píolótacha ar ardán ar líne.	<ul style="list-style-type: none"> <li>- Aiseolas i scoileanna á chur ar fáil trí Google Classroom agus VsWare.</li> <li>- Cuirtear FGL i dTeicneolaíocht Faisnéise agus Cumarsáide (TFC) ar fáil ar bhonn rialta d'fhoireann teagaisc FET. Ghlac scoileanna páirt in oiliúint a cuireadh ar fáil tríd an Ionad Tacaíochta Oideachais agus Oide.</li> </ul>
Deiseanna fairsinge FGL don fhoireann chun scileanna a fheabhsú i soláthar cumaisc Teagaisc agus Foghlama. Úsáid mhéadaithe á baint ag múinteoirí as Google Classroom.	<p>Líon agus leibhéal na ndeiseanna FGL in TFC atá ar fáil don fhoireann chun freastal ar an dúshlán a bhaineann le teagasc agus foghlaim chumaisc ar ardchaighdeán a sholáthar.</p> <p>Glacadh na foirne le deiseanna uasoiliúna maidir le Foghlaim le Cuidiú Teicneolaíochta.</p>	<p>Níos mó ball foirne ag glacadh páirt in FGL, go háirithe maidir le Teagasc agus Foghlaim Chumaisc.</p> <p>Níos mó ball foirne ag glacadh páirt i bhFoghlaim le Cuidiú Teicneolaíochta.</p>	<p>FGL TFC míosúil curtha chun cinn agus ar fáil lena n-áirítear Seachtain um Foghlaim le Cuidiú Teicneolaíochta a reáchtáladh ag deireadh mhí na Bealtaine.</p> <p>Cuirtear FGL in TFC ar fáil ar bhonn rialta don fhoireann teagaisc FET. Ghlac scoileanna páirt in oiliúint a cuireadh ar fáil tríd an Ionad Tacaíochta Oideachais agus Oide.</p>

Pleanáil le haghaidh clár maoinithe Erasmus+ i gClaochlú Digiteach (FET).	Comhroinn cleachtais nuálacha in úsáid na teicneolaíochta don teagasc, don fhoghlaim agus don mheasúnú.	Togra forbartha le haghaidh Erasmus i gClaochlú Digiteach (FET) le bheith curtha isteach go luath sa bhliain 2023.	An dá iarratas PEACEPLUS, i gcomhpháirtíocht le Braisle Oideachais Threasaigh an Iarthuaiscirt agus Líonra Limistéar Teorann Láir na hÉireann (Irish Central Border Area Network) (ICBAN) á gcur chun cinn faoi láthair.
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<b>TOSAÍOCHT 12: Cinntigh go bhfuil gach beart cosanta leanaí riachtanach i bhfeidhm de réir na Nósanna Imeachta um Chosaint Leanaí do Bhunscoileanna agus Iar-bhunscoileanna 2017/Cinntigh go gcomhlíontar, go hiomlán na Nósanna Imeachta um Chosaint Leanaí do Bhunscoileanna agus Iar-bhunscoileanna 2017</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
Faomhadh na mBord Bainistíochta i leith na Ráiteas maidir le Cosaint Leanaí.	Ráitis maidir le Cosaint Leanaí scríofa.	Gach ráiteas a bheith faofa ag Boird Bhainistíochta.	Ráitis maidir le Cosaint Leanaí faofa go bliantúil ag Boird Bhainistíochta.
Oiliúint do Phríomhoidí/Leas-Phríomhoidí.	Líon na bPríomhoidí / na Leas-Phríomhoidí atá oilte.	Gach cúrsa oiliúna le bheith críochnaithe.	Oiliúint Oide curtha ar chumas gach Teagmhálaí Ainmnithe agus gach Leas-Teagmhálaí Ainmnithe.

Críochnú Tuairiscí Maoirseachta maidir le Cosaint Leanaí ag Príomhoidí.	Líon na dtuairiscí a críochnaíodh.	Gach tuairisc le bheith críochnaithe.	Tuarascáil Mhaoirseachta ar Chosaint Leanaí san áireamh mar chuid de mhiontuairiscí Bhord Bainistíochta.
Tá an fhoireann ar an eolas faoina bhfreagrachtaí maidir le Cosaint Leanaí.	Tuairiscí Cigireachta. Maoirseacht ar mhiontuairiscí Bhord Bainistíochta.		Chuir an lucht ardbhainistíochta ár scoileanna baill foirne ar an eolas faoina bhfreagrachtaí i dtaca le cosaint leanaí agus eisítear meabhrúcháin leanúnacha.
Oiliúint do Bhoird Bhainistíochta.	Líon na mBord Bainistíochta atá oilte.	Gach Bord Bainistíochta a bheith oilte.	Físeán oiliúna ar éiteas agus croíluachanna curtha faoi bhráid na mBord Bainistíochta.
Monatóireacht a dhéanamh ar fhorbairt na Reachtaíochta um Chosaint Aosach go náisiúnta agus freagairt a thabhairt dá réir.	Reachtaíocht agus beartas um chosaint aosach a ghlacadh agus a chur i bhfeidhm má ritear an reachtaíocht.	Freagair do thabhairt isteach na reachtaíochta um chosaint aosach má thugtar isteach é.	Cumarsáid leanúnach le léirithe spéise tosaigh.

## 5.2 CUSPÓIR - TACAÍOCHT FOIRNE

<b>TOSAÍOCHT 1: Foireann a earcú agus a choinneáil</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
<p>Beartas éifeachtach earcaíochta agus coinneála a chur i bhfeidhm lena n-áirítear cuir chuige nuálacha a úsáid chun iarrthóirí den scoth a mhealladh.</p> <p>Nósanna imeachta promhaidh a chur i bhfeidhm don fhoireann.</p>	<p>Coinneáil foirne.</p> <p>Folúntais fógartha agus líonta laistigh d’achar ama réasúnach.</p> <p>An próiseas ionductúcháin méadaithe le gach ball foirne a chlúdach.</p>	<p>Próisis ionductaithe fheabhsaithe Nósanna imeachta promhaidh curtha i bhfeidhm.</p> <p>ETB Dhún na nGall le bheith ina roghfhostóir sa réigiún.</p>	<p>Cuireadh oiliúint ar fáil ar agallaimh do chomhaltaí an phainéil.</p> <p>Rinneadh dul chun cinn ar chur i bhfeidhm modúl nua ionductaithe Google Classroom atá beartaithe le bheith seolta in 2024.</p>

<b>TOSAÍOCHT 2: Tacaíocht a thabhairt don fhoireann maidir le Forbairt Ghairmiúil leanúnach</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
<p>Feabhas a chur ar Chumas Gaeilge na heagraíochta.</p> <p>Tacaíocht a thabhairt do bhaill foirne maidir le páirt a ghlacadh sa clár náisiúnta FGL i gCeannaireacht Teagaisc.</p> <p>Déan iniúchadh ar chomhpháirtíocht le EA i dTuaisceart Éireann chun iarratas a dhéanamh ar mhaoiniú PEACEPLUS do thionscadal Ceannaireachta Teagaisc trasteorann.</p>	<p>Úsáid na teanga laistigh den eagraíocht agus i ngníomhaíochtaí seachtracha méadaithe. Scoileanna a úsáideann teicnící um Ceannaireacht Teagaisc chun cinn go gníomhach mar chuid den fhoghlaim, den teagasc agus den mheasúnú.</p>	<p>Idirghabháil FGL Gaeilge d’fhoireann Aird Uí Dhónaill. Nasc le Lónra Leitir Ceanainn chun teacht ar thacaíochtaí.</p> <p>Ocht scoil ag cur na Ceannaireachta Teagascaí chun cinn ina gcuid foghlama, teagaisc agus measúnaithe ar bhonn gníomhach. Maoiniú PEACEPLUS bronnta.</p>	<ul style="list-style-type: none"> <li>- Ghlac foireann teagaisc i gcúig scoil páirt in oiliúint Ghaeilge.</li> <li>- Aird Uí Dhónaill - críochnaíodh agus leathnaíodh an cúrsa Gaeilge sé seachtaine mar gheall ar spéis leanúnach na foirne.</li> <li>- D’fhreastail Príomhoifigeach Cúnta Seirbhísí Corparáideacha ar sheisiún Lónra Leitir Ceanainn i rith Sheachtain na Gaeilge.</li> <li>- Páipéar coincheapa maidir le moladh PEACEPLUS do thionscadal um Ceannaireacht Teagaisc le hÚdarás Oideachais Thuaisceart Éireann curtha</li> </ul>



Acmhainní breise a lorg le haghaidh Oifigeach na Gaeilge.	Acmhainn bhreise faighte.	Oifigeach na Gaeilge a bheith ceaptha.	isteach agus tá muid ag fanacht leis an scairt. - Tá iarratas déanta ag ETBI chuig an Roinn ar phost um Oifigeach Gaeilge le cinntiú go comhlíontar na reachtaíochta.
Réimse deiseanna foghlama agus tacaíochtaí a chur ar fáil do bhaill foirne le cur le hacmhainn na heagraíochta agus le cur le caighdeán an tsoláthair oideachais agus oiliúna. Feabhas a chur ar chúchóiriú an tsoláthair FGL ar fud na heagraíochta ar fad.	Féilire na ndeiseanna FGL.  Líon na ndaoine a thugann faoi FGL.	Deiseanna FGL den scoth ar fáil ag leibhéal cuí chun freastal ar riachtanais na heagraíochta.	- Cuireadh oiliúint ar fáil ar agallaimh do chomhaltaí an phainéil. - CPD leanúnach rialta san FET. - Síntiús LinkedIn Learning tógtha amach in 2023 agus á leathadh amach don fhoireann ar fad.

<b>TOSAÍOCHT 3: Tacaíocht agus forbairt a dhéanamh ar cheannaireacht ardchaighdeáin san ETB</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Spríoc</b>	<b>Éachtaí</b>
<p>Cumas ceannaireachta a fhorbairt laistigh den eagraíocht.</p> <p>Oiliúint a chur ar fáil i gcomhar le ETBI agus soláthraithe seachtracha chun aghaidh a thabhairt ar riachtanais aitheanta.</p> <p>Oiliúint spriocdhírthe a sholáthar do bhainisteoirí dírithe ar mhéadú cumas ceannaireachta laistigh den eagraíocht.</p>	<p>Níos mó daoine ag cur lena gcuid scileanna le dul chun cinn a dhéanamh agus le hardú céime a fháil.</p> <p>Líon na ndaoine a thugann faoin FGL ábhartha.</p> <p>Oiliúint ceannaireachta seachadta.</p>	<p>Plean a chur le chéile chun cumas ceannaireachta a fhorbairt.</p> <p>Plean oiliúna a fhorbairt.</p> <p>Cumas ceannaireachta feabhsaithe.</p>	<p>D'fhreastail ard-Bhainisteoirí ar sheimineár ETB Dhún na nGall.</p> <p>Sonraí Scoil Samhraidh ETBI scaipthe chuig gach Príomhoide Cúnta.</p>

<b>TOSAÍOCHT 4: Eolas ar Shláinte agus Sábháilteacht a chur chun cinn</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
<p>Tabhair faoi thorthaí na tuarascála um iniúchadh inmheánach Sláinte agus Sábháilteachta (S&amp;S).</p> <p>An Grúpa Oibre Sláinte agus Sábháilteachta a athbhunú chun é a dhéanamh níos éifeachtaí agus níos oiriúnaí don fheidhm atá leis.</p> <p>Sainaithe agus tabhair aghaidh ar Riachtanais oiliúna Sláinte agus Sábháilteachta.</p> <p>Dul i ngleic le bearnaí i soláthar Sláinte agus Sábháilteachta.</p>	<p>Líon na moltaí atá curtha i bhfeidhm.</p> <p>Níos lú timpistí ag tarlú i scoileanna agus ionaid.</p> <p>Líon na Ráiteas Sábháilteachta atá déanta.</p>	<p>Moltaí a chur in ord tosaíochta agus cinntigh go bhfuil gach mír ardriosca curtha i bhfeidhm.</p> <p>Ráitis Sábháilteachta cothrom le dáta a chur i bhfeidhm do gach Scoil, Ionad agus Oifig.</p>	<ul style="list-style-type: none"> <li>- Oifigh agus Ionadaithe Sábháilteachta socruithe agus oiliúint curtha ar fáil.</li> <li>- Oiliúint bhreise curtha ar fáil don fhoireann ar bhonn riachtanas.</li> <li>- Gnólacht S&amp;S seachtrach faighte chun cuidiú le Ráitis Sábháilteachta agus Measúnuithe Riosca ar Ionaid FET a chur i gcrích.</li> <li>- Thug an tOifigeach Sláinte, Sábháilteachta agus Leasa cuairt ar roinnt scoileanna agus thug sé comhairle do Phríomhoidí.</li> <li>- Tástáil radóin i scoileanna/ionaid.</li> <li>- Conradh cothabhála curtha i bhfeidhm do chothabháil dífhibrileoirí ar fud na heagraíochta.</li> <li>- Nascann Grúpa Oibre Sláinte, Sábháilteachta agus Leasa ETBI go rialta chun taithí a roinnt agus chun comhoibriú nuair is féidir.</li> </ul>

<b>TOSAÍOCHT 5: Cianobair</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
<p>Beartas Oibre Cumaisc a fhorbairt don eagraíocht.</p>	<p>Beartas Oibre Cumaisc forbartha.</p>	<p>Beartas Oibre Cumaisc a bheith forbartha, foilsithe agus curtha i bhfeidhm.</p>	<p>Próiseas iarratais uathobrithe á chur i bhfeidhm.</p>

### 5.3 CUSPÓIR - RIALACHAS

<b>TOSAÍOCHT 1: Rátaí tinrimh ag cruinnithe Boird</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
Béim a chur in athuair ar an ghá le freastal ar gach cruinniú Boird de réir an Chóid Cleachtais um Rialachas na ETBanna.	Taifid tinrimh.	Tinreamh iomlán ag gach comhalta Boird.	Cuirtear an sprioc seo i gcuimhne do Bhoird gach bliain.

<b>TOSAÍOCHT 2: Féinmheasúnuithe an Bhoird</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
Ba chóir don Bhord féinmheasúnú a dhéanamh trí úsáid a bhaint as an cheistneoir atá sa Chód Cleachtais, chun réimsí a aithint ina bhfuil gá le feabhsúcháin.	Féinmheasúnú an Bhoird curtha i gcrích.	Measúnú a dhéanamh go tréimhsiúil agus aghaidh a thabhairt ar aon réimsí a sainaitníodh le haghaidh feabhsúcháin.	Scaipeadh ceistneoir ar chomhaltaí i Mí na Samhna agus cuireadh na torthaí faoi bhráid an Bhoird ag cruinniú mhí na Nollag 2023.

<b>TOSAÍOCHT 3: Saineolas airgeadais ar an choiste um Iníúcháireacht agus Riosca agus an coiste Airgeadais</b>			

<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
<p>Ba chóir don Bhord ceapacháin ar choistí um Iniúcháireacht agus Riosca agus Airgeadais a dhéanamh i gcomhairle le cathaoirligh na gcoistí.</p> <p>Ba cheart do chomhaltaí seachtracha na gcoistí na scileanna agus an taithí iniúcháireachta agus airgeadais atá de dhíth a thabhairt leo chuig an ról.</p>	Saineolas agus taithí chuí airgeadais agus iniúcháireachta ar an Choiste CIR (Coiste Iniúcháireachta agus Riosca) agus an Coiste Airgeadais.	Go mbeadh taithí agus saineolas ar chúrsaí airgeadais agus iniúcháireachta ag na ceapaithe seachtracha ar an Choiste um Iniúcháireacht agus Riosca agus ar an Choiste Airgeadais.	Tá taithí agus saineolas ar chúrsaí airgeadais agus iniúcháireachta ag na ceapaithe seachtracha ar an Choiste um Iniúcháireacht agus Riosca agus ar an Choiste Airgeadais.

**TOSAÍOCHT 4: Breithmheas ón Bhord ar obair a dhéanann an Coiste Airgeadais agus an Coiste um Iniúcháireacht agus Riosca**

<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
Ba chóir do Chathaoirleach an Bhoird a chinntiú go dtugtar tuairiscí i scríbhinn do chomhaltaí an Bhoird	Tuairiscí curtha faoi bhráid an Bhoird.	Tuairiscí a chur isteach agus breithmheasanna a thabhairt chun críche go bliantúil.	Bhí miontuairiscí gach cruinniú Coiste curtha faoi bhráid an Bhoird ag an chéad chruinniú eile i ndiaidh dóibh a bheith faofa.

ar an obair a dhéanann an Coiste Airgeadais agus an Coiste um Iniúchóireacht agus Riosca mar a éilítear faoin Chód Cleachtais um Rialachas ETBanna.			
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<b>TOSAÍOCHT 5: Féinmheasúnú á dhéanamh ag an Choiste Airgeadais agus an Coiste um Iniúchóireacht agus Riosca</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
Ba cheart do Chathaoirligh an Choiste Airgeadais agus an Coiste um Iniúchóireacht agus Riosca araon a chinntiú go ndéantar féinmheasúnú go bliantúil mar is gá faoin Chód Cleachtais um Rialachas ETBanna.	Féinmheasúnuithe críochnaithe.	Na measúnaithe a dhéanamh go bliantúil agus aghaidh a thabhairt ar aon réimsí aitheanta le haghaidh feabhsúchán.	Measúnuithe ar Chathaoirligh an dá Choiste déanta le linn 2023.

<b>TOSAÍOCHT 6: Forbairt Foirne</b>	
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Beart	Táscaire Feidhmíochta	Spríoc	Éachtaí
<p>Cinntoidh an Príomhfheidhmeannach:</p> <ul style="list-style-type: none"> <li>- Go gceapfar ball foirne mar bhainisteoir oiliúna.</li> <li>- Go ndéanfar anailís ar bhonn bliantúil ar riachtanais oiliúna i mbainistíocht airgeadais.</li> <li>- Go bhforbrófar clár oiliúna ar bhainistíocht airgeadais agus go gcuirfear i bhfeidhm é.</li> </ul>	<p>Líon na sealbhóirí buiséid a fuair oiliúint.</p> <p>Líon na gcúrsaí oiliúna a chuirtear ar fáil.</p> <p>Líon na mball foirne atá rannpháirteach in oiliúint.</p>	<p>Deis a thabhairt do gach ball foirne páirt a ghlacadh in oiliúint ábhartha i rith na bliana.</p> <p>Oiliúint sa bhainistíocht airgeadais a bheith á fáil ag gach sealbhóir buiséid scoile/ionaid oiliúint uair amháin i ngach tréimhse trí bliana ar a laghad.</p>	<p>Oiliúint LinkedIn i bhfeidhm, ag cur raon cúrsaí oiliúna ar fáil don fhoireann.</p>

<b>TOSAÍOCHT 7: Spriocdhátaí tuairiscithe na Roinne</b>			
Beart	Táscaire Feidhmíochta	Spríoc	Éachtaí
<p>Cloítear le spriocdhátaí tuairiscithe atá leagtha síos ag an Roinn Oideachais, ag an Roinn Breisoideachais agus Ardoideachais, Nuálaíochta agus Eolaíochta, ag SOLAS, ag an Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige.</p>	<p>Comhlíonadh spriocdhátaí.</p> <p>Tuarascálacha úra forbartha ag baint úsáid as feidhmiúlacht bainistíochta feidhmíochta fiontair dinimiciúil (d/EPM).</p>	<p>Iarratas ar Leithdháileadh Maoinithe (ILM), Plean Seirbhíse Bliantúil, Ráitis Airgeadais Bhliantúla agus Tuarascáil Bhliantúil go léir curtha isteach faoi dhátaí dlite.</p> <p>Leanúint ar aghaidh ag forbairt agus ag feabhsú rolladh amach modúl tuairiscithe nua d/EPM chun cumas tuairiscithe agus cinnteoireacht thráthúil a fheabhsú</p> <p>Tuairisciú breise a fhorbairt de bharr an chórais chumaiscthe.</p>	<p>FAR, Plean Seirbhíse, Ráitis Airgeadais Bhliantúla agus Tuarascáil Bhliantúil curtha isteach laistigh de na spriocdhátaí riachtanacha.</p>



<b>TOSAÍOCHT 8: Beartas Bainistíochta Riosca</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
<p>Ba chóir don Bhord a chinntiú go bhfuil próiseas leanúnach ann atá ceaptha chun rioscaí suntasacha a aithint a bhfuil baint acu le baint amach thorthaí an eintitis agus dul i ngleic leo. Ba chóir don Choiste um Iniúchóireacht agus Riosca tacú leis an Bhord sa ról seo.</p> <p>Clár Riosca Corparáideach a uasdátú go bliantúil ar a laghad.</p>	<p>Beartas Bainistíochta Riosca cothrom le dáta.</p> <p>Clár Riosca Corparáideach uasdátaithe Athbhreithniú ar Bhainistíocht Riosca déanta ag an Bhord / CIR.</p>	<p>Clár Riosca Corparáideach agus Beartas Bainistíochta Riosca ETB Dhún na nGall a uasdátú go bliantúil de réir riachtanas beartais.</p>	<p>Uasdátaíodh an beartas i Márta 2023, uasdátaítear an Clár Riosca Corparáideach gach bliain agus d'fhaomh an CIR agus an Bord é.</p>

<b>TOSAÍOCHT 9: Rialuithe Inmheánacha</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
<p>Ba chóir don Bhord a chinntiú go bhfaigheann sé cinnteacht leordhóthanach go bhfuil rialuithe sonraithe ag oibriú mar atá beartaithe.</p>	<p>Faigheann an Bord dearbhuithe ón lucht bainistíochta agus ón Choiste um Iniúchóireacht agus Riosca</p>	<p>Athbhreithníonn CIR agus an Bord an Córas um Rialú Inmheánach gach bliain.</p>	<p>Críochnaíodh é sin mar chuid de phróiseas an Ráitis Airgeadais Bhliantúil i mí Feabhra/Márta 2023.</p>



	maidir le feidhmiú an struchtúir rialaithe inmheánaigh agus déanann sé athbhreithniú orthu.		
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<b>TOSAÍOCHT 10: Struchtúir agus córais eagraíochtúla a fhorbairt chun freastal ar riachtanais na heagraíochta atá ag athrú</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
<p>Téigh i dteagmháil leis an Roinn Oideachais, RBATNE, SOLAS, agus ETBI chun iarracht a dhéanamh struchtúir eagraíochtúla nua a chur i bhfeidhm le cur ar chumas ETB Dhún na nGall a dhualgais reachtúla a chomhlíonadh agus feidhmeanna nua agus feabhsaithe a chur i gcrích.</p> <p>An coincheap Coláiste FET na Todhchaí a scrúdú ó thaobh infheistíochta caipitiúla de</p>	Struchtúr eagraíochta is fearr a shainaithint.	<p>Athbhreithniú déanta ar na struchtúir.</p> <p>Céim Dearaidh Eagrúcháin II a chur chun cinn.</p> <p>Straitéis Eastát FET a thabhairt chun críche agus a fhaomhadh.</p> <p>Tuarascáil ar Mheasúnú Straitéiseach a bheith curtha isteach agus faofa ag SOLAS.</p>	Níor chuir an Roinn Oideachais aon acmhainní breise ar fáil chun cuidiú le scoileanna pobail scoile a bhainistiú nuair is léir go bhfuil míoca le fáil go forleathan.

<b>TOSAÍOCHT 11: Úsáid éifeachtach a bhaint as acmhainní</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Spríoc</b>	<b>Éachtaí</b>
<p>Treoir leanúnach á tabhairt do Phríomhoidí agus do Bhainisteoirí Ionaid / do shealbhóirí buiséid maidir leis an úsáid is fearr is féidir a bhaint as acmhainní airgeadais agus foirne le seirbhísí ETB a sheachadadh chomh maith agus is féidir.</p> <p>Cur i bhfeidhm iomlán an aistrithe SAP go SUN agus oiliúint a chur ar fáil d'úsáideoirí FET ar chóras airgeadais SUN mar chuid den aistriú ó SAP go SUN.</p> <p>Úsáid méadaithe digitithe le cur leis an táirgiúlacht agus chun inbhuanaitheacht a fheabhsú.</p>	<p>Seirbhísí a sheachadadh a fhreastalaíonn ar riachtanais úsáideoirí.</p> <p>Tagann SUN in ionad SAP agus foireann oilte mar is ceart.</p>	<p>Deiseanna a aithint gach bliain chun na cleachtais agus na hacmhainní bainistíochta agus ceannaireachta is fearr a roinnt ar fud na heagraíochta</p> <p>Deireadh le SAP nuair a phróiseálfar gach ordú agus sonrasc atá fós gan íoc. Is é SUN an t-aon chóras a úsáidfear sa todhchaí.</p>	<p>Aistriú SAP go SUN curtha i gcrích, SAP in úsáid do roinnt rudaí teoranta amháin, ar feitheamh cinntí náisiúnta atá riachtanach do na limistéir atá fágtha.</p> <p>Tá an digitiú ar siúl go leanúnach, iarradh ar gach rannóg scrúdú a dhéanamh ar réimsí/próisis ar féidir a digitiú.</p> <p>TF agus Seirbhísí Corparáideacha lena n-áirítear Foirgnimh go hiomlán digitithe. Leanann obair ar aghaidh i rannóga eile.</p>
<p>Tionscadal Seirbhísí Comhroinnte Párolla a chur i bhfeidhm.</p>	<p>Aistriú chuig Seirbhísí Roinnte Párolla curtha i gcrích.</p>	<p>Aistriú a bheith curtha i gcrích agus cloítear i gcónaí le spriocdhátaí íocaíochta.</p>	<p>An chéad chéim críochnaithe (aistriú párolla míosúil go párolla coicíse), is é Feabhra 2024 an sprioc reatha don aistriú go Seirbhísí Gnó Comhroinnte Oideachais.</p>
<p>Tionscadal Seirbhísí Comhroinnte Airgeadais a chur chun cinn.</p>	<p>Aistriú go dtí Seirbhísí Airgeadas Comhroinnte curtha chun cinn,</p>	<p>Cur chun cinn suntasach a dhéanamh maidir leis an aistriú</p>	<p>Dheonaigh Bord Oideachais agus Oiliúna Dhún na nGall agus roghnaíodh iad le páirt a ghlacadh i Sruth</p>

	athbhreithniú déanta ar phróisis ghnó.	chuig Seirbhísí Comhroinnte Airgeadais.	3 den tionscadal, a rachaidh ar aghaidh sna chéad 6-8 mí de 2024.
Soláthar leanúnach na háise do Chártaí Ceannaithe na hEanála Poiblí (nó a mhacasamhail) a chinntiú d'úsáideoirí seirbhíse i ndiaidh do Bhanc Uladh tarraingt siar ó mhargadh na hÉireann.	Soláthraí/soláthraithe eile faighte.	Aistriú saoráideach chuig seirbhís eile.	Ba é ETB Dhún na nGall an suíomh píolótach san earnáil ETB don tionscadal seo agus tá sé tar éis an Cárta Ceannaithe nua a chur beo.
Athbhreithniú ar acmhainní TFC d'fhonn comhtháthú a dhéanamh ar fud na Stiúrthóireachtaí go léir.	Grúpa Oibre TFC bunaithe.	Plean Gníomhaíochta a fhorbairt do straitéis TFC chomhtháite.	Díríodh i mbliana ar Chibearshlándaíl agus bhí rannpháirtíocht i gceist le roinnt tionscadal náisiúnta.

## TOSAÍOCHT 12: Cumarsáid éifeachtach a dhéanamh

Beart	Táscaire Feidhmíochta	Spríoc	Éachtaí
<p>Straitéis chumarsáide atá soiléir agus éifeachtach a fhorbairt do ETB Dhún na nGall.</p> <p>Grúpa Comhairleach Cumarsáide chun maoirseacht a dhéanamh ar chur i bhfeidhm agus comhairle a thabhairt ar chúrsaí cumarsáide.</p> <p>Athbhreithniú a dhéanamh ar straitéis margáíochta FET.</p>	<p>Tuigbheáil fheabhsaithe laistigh den phobal áitiúil ar an raon seirbhísí atá á gcur ar fáil ag ETB Dhún na nGall.</p> <p>Suíomh gréasáin neamhspleách FET agus straitéis mhargaíochta a chruthú i gcomhréir le Straitéis FET don Todhchaí agus le coincheap Choláiste FET don Todhchaí.</p>	<p>Dréachtstraitéis chumarsáide a chruthú.</p> <p>Suíomh gréasáin nua FET a sheoladh agus straitéis mhargaíochta FET a chur le chéile.</p>	<ul style="list-style-type: none"> <li>- Tá cainteanna ar siúl maidir le Straitéis Chumarsáide a fhorbairt.</li> <li>- Ball foirne ag freastal ar Chúrsa Teastas Cumarsáide ETBI IÉCP (Institiúid na hÉireann um Chaidreamh Poiblí).</li> <li>- Cás gnó maidir le hacmhainn Cumarsáide tiomnaithe curtha isteach lena cheadú.</li> </ul>

Athbheithniú a dhéanamh ar shuíomh gréasáin ETB Dhún na nGall.	Suíomh gréasáin coinnithe suas chun dáta.	An suíomh gréasáin a bheith coinnithe suas chun dáta agus athbheithniú a dhéanamh air go rialta.	Athchóiriú déanta ar an rannán Beartais den suíomh gréasáin, rud a chinnteoidh córas aisghabhála beartais níos so-úsáidte. Déantar beartais a bhainistiú go gníomhach anois ag an Rannóg Chomhlíontachta laistigh de Sheirbhísí Corparáideacha.
Feabhas a chur ar phróifíl ETB Dhún na nGall laistigh den phobal.	Láithreacht ar na meáin shóisialta agus táscairí staitistiúla méadaithe.	1,500 mír mheáin a bhaint amach thar na meáin chlóite, chraolta agus ar líne. Ar a laghad 12 phreasráiteas a fhoilsiú. 24 blag a fhoilsiú in 2023 chun ionadaíocht a dhéanamh ar gach cuid den eagraíocht. Ag iarraidh 200,000 úsáideoir láithreán gréasáin a mhealladh. Fás ar phríomh-mhéadracht na meán sóisialta.	Leanúint le láithreacht ar líne a chur chun cinn. <ul style="list-style-type: none"> <li>- 2,449 mír mheáin bainte amach thar na meáin chlóite, chraolta agus ar líne in 2023.</li> <li>- 25 preasráiteas foilsithe.</li> <li>- 24 blag foilsithe in 2023 agus ionadaíocht déanta ar gach cuid den eagraíocht.</li> </ul>
Cloí le riachtanais na Gaeilge mar atá leagtha amach in Alt 10.1 (a) d'Acht na dTeangacha Oifigiúla	Céatadán d'fhógraí déanta as Gaeilge.  Céatadán den bhuiséad caite ar na meáin Ghaeilge.	20% de na fógraí a dhéanamh as Gaeilge.  5% den bhuiséad a chaitheamh ar na meáin Ghaeilge.	Sprioc 20% bainte amach.  Grúpa cumarsáide ag obair ar bhealaí le dul i ngleic le comhlíonadh iomlán.

**TOSAÍOCHT 13: Comhaontuithe Leibhéal Seirbhíse a fhorbairt le páirtithe leasmhara seachtracha**

Beart	Táscaire Feidhmíochta	Sprioc	Éachtaí
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Athbhreithniú agus nuashonrú a dhéanamh ar gach Comhaontú Leibhéal Seirbhíse a bhfuil athbhreithniú / athnuachan le déanamh orthu in 2023	Athbhreithnithe déanta agus Meabhráin Tuisceana (MTanna) nua sínithe.	Meabhrán Tuisceana le Comhairle Contae Dhún na nGall a bhunú.  Athbhreithniú agus uasdátú déanta ar gach Comhaontú Leibhéal Seirbhíse.	Síníodh MT leis an Chomhairle i mí na Bealtaine.
Cinntigh go bhfuil Comhaontú Leibhéal Seirbhíse/MT i bhfeidhm do thionscnaimh nua nuair is gá agus go ndéantar comhaontuithe reatha a uasdátú go tráthúil.	Tá gach comhaontú le sealbhóirí seachtracha cothrom le dáta agus athbhreithnithe.	Spriocanna 2023 a chur i bhfeidhm mar atá leagtha amach i gComhaontú Straitéiseach Feidhmíochta le SOLAS. Athbhreithniú a dhéanamh ar Chomhaontú Maoirseachta agus Comhaontú Seachadta Feidhmíochta leis an Roinn Oideachais ar bhonn rialta.	Comhaontú Maoirseachta agus Comhaontú Seachadta Feidhmíochta leis an Roinn Oideachais uasdátaithe agus sínithe. Cruinniú athbhreithnithe déanta leis an Roinn Oideachais i mí Feabhra.

<b>TOSAÍOCHT 14: Cosaint sonraí éifeachtach a chinntiú</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
Leanúint ag cur le bonneagar cibearshlándála ETB Dhún na nGall.	Níl aon chailteanas/goid sonraí mar thoradh ar chibirionsaí.	A chinntiú go ndéantar sonraí ETB Dhún na nGall a chosaint a oiread agus is féidir.	Cuireadh oiliúint ar fáil.
Feidhm Cosanta Sonraí (CS) Tiomnaithe i bhfeidhm agus oiliúint curtha ar fáil.	Líon na sáruithe sonraí a tuairiscíodh.	Sáruithe sonraí a logáil mar Tuairiscithe agus Neamhthuairiscithe. Nach mbeadh gá le sáruithe ardriosca ar shonraí a thuairisciú don Choimisiún um Chosaint Sonraí.	<ul style="list-style-type: none"> <li>- Eisítear oiliúint ar Chosaint Sonraí gach bliain don fhoireann ar fad.</li> <li>- Tacaíocht curtha ar fáil do bhainisteoirí agus don fhoireann de réir mar is gá.</li> <li>- Measúnuithe Tionchair ar Chosaint Sonraí agus Comhaontuithe Próiseála Sonraí i bhfeidhm.</li> <li>- Mapáil Sonraí déanta go bliantúil.</li> </ul>

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<b>TOSAÍOCHT 15: Teagmháil éifeachtach a dhéanamh le fostóirí agus le comhlachtaí fostóra</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
<p>Oibriú i gcomhar leis na fostóirí/comhlachtaí fostóra ábhartha go léir chun riachtanais oiliúna a aithint go héifeachtach agus chun an uasoiliúint riachtanach a sholáthar. Freagairt do riachtanais athraitheacha an tionscail a eascraíonn as dul chun cinn na teicneolaíochta agus dul chun cinn eile.</p> <p>Caidrimh dhearfacha a choinneáil chun taithí oibre agus socrúcháin oibre a shocrú do scoláirí ETB Dhún na nGall.</p>	<p>Líon méadaithe fostóirí a úsáideann ár gcláir oiliúna.</p> <p>Líon méadaithe fostóirí a chuireann taithí oibre ar fáil.</p> <p>Eolas agus feasacht níos fearr ar an mhéid is féidir le ETB Dhún na nGall a thairiscint d'fhostóirí.</p> <p>Páirt a ghlacadh in imeachtaí Sheachtain na Fiontraíochta Áitiúla.</p>	<p>Deiseanna líonraithe a mhéadú ag imeachtaí/cruinnithe CGFÉ agus Comhlachas Tráchtála Leitir Ceanainn.</p> <p>Naisc a mhéadú le Seachtain na Fiontraíochta Áitiúla.</p>	<p>Leanann ETB Dhún na nGall ar aghaidh ag déanamh gach iarracht dul i dteagmháil le grúpaí agus comhlachtaí ionadaíochá tionscail chomh maith le freastal ar an oiread sin imeachtaí ábhartha agus is féidir e.g. Dámhachtainí Chomhlachas Leitir Ceanainn, Imeachtaí Invest in the North West, imeachtaí CGFÉ, cruinnithe Braisle Scileanna Réigiúnacha, cruinnithe agus imeachtaí Oifig Fiontair Áitiúil etc.</p>

<p>Oibriú i gcomhar le Fóram Scileanna Réigiúnach/ Fiontar Éireann/Aonad Eacnamaíochta Chomhairle Contae Dhún na nGall/GFT/Oifig Fiontair Áitiúil (OFÁ)/ICBAN/ Feidhmeannas Braisle Innealtóireachta/Plean Fiontair Réigiúnach an Iarthuisirt /Tionól Réigiúnach an Tuaiscirt agus an Iarthair</p>	<p>Líon fostaithe sa chontae atá rannpháirteach i gcúrsaí Dhearbhú Cáilíochta agus Cáilíochtaí Éireann agus i gcúrsaí atá díoltóir-deimhnithe.</p>	<p>Cláir a sheachadadh a fhreastalaíonn ar riachtanais foghlaimoirí agus tionscail.</p> <p>Líon na dtairbhith FET a théann trí Scileanna chun Cinn a mhéadú faoi 5%.</p>	<p>Déanann baill foirne na Seirbhíse FET agus an Príomhfheidhmeannach ionadaíocht thar ceann ETB Dhún na nGall ar go leor grúpaí agus fóram réigiúnach. Tá sé beartaithe go n-ardóidh líon na scoláirí Scileanna chun Dul Chun Cinn thar an sprioc de 5%.</p>
<p>Dianteamháil le fostóirí in earnálacha tábhachtacha i nGnóthais Bheaga agus Mheánmhéide agus cuideachtaí ilnáisiúnta e.g. an earnáil innealtóireachta agus teicneolaíochta d'fhonn cláir FET nua a fhorbairt agus uasoiliúint a chur ar an fhórsa saothair atá ann cheana, lena n-áirítear deiseanna foghlama ar líne agus deiseanna foghlama cumaisc a sholáthar.</p>	<p>Cláir atá deartha chun freastal ar riachtanais deiseanna fostaíochta forbartha lucht saothair sa chontae.</p> <p>Deiseanna foghlama ar líne agus cumaisc a sheachadadh chun freastal ar riachtanais an tionscail, lena n-áirítear uasoiliúint a chur ar fhostaithe reatha.</p> <p>Forbairt leanúnach ar chaidrimh dhearfacha le hearnáil na tionsclaíochta.</p>	<p>Méadú ar líon agus cineálacha cuideachtaí a dtéitear i dteagmháil leo.</p> <p>Méadú ar líon na ndeiseanna a chuirtear ar fáil d'fhostaithe in earnáil na tionsclaíochta e.g. scileanna glasa, bainistíocht mhaoirseachta, cianobair, foghlaim obairbhunaithe, innealtóireacht, Scileanna don Todhchaí.</p>	<p>Cúrsaí i scileanna glasa, Foghlaim Obairbhunaithe, scileanna innealtóireachta agus scileanna sa todhchaí ar fad ar siúl. Ghlac breis is caoga comhlacht páirt sa chúrsa Foghlama Obairbhunaithe go dtí seo.</p>

<b>TOSAÍOCHT 16: Teagmháil éifeachtach a dhéanamh le páirtithe leasmhara agus comhpháirtíochtaí a fhorbairt</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
<p>Caidrimh atá bunaithe cheana féin le grúpaí pobail áitiúla agus le fostóirí áitiúla agus le heagraíochtaí deonacha, reachtúla, trasteorann agus eagraíochtaí ábhartha eile a fhorbairt chun oibriú i dtreo spriocanna comhroinnte: CCDG, OTA, Údarás na Gaeltachta, CGFÉ, GGMDG, An Roinn Fiontar Trádála agus Fostaíochta, Braisle Oideachais Threasaigh an Iarthuaiscirt (BOTI), ICBAN.</p>	<p>MT/Comhaontuithe Leibhéal Seirbhíse sínithe.</p> <p>Tionscadail shonracha comhaontaithe le páirtithe leasmhara éagsúla agus pleananna oibre agus spriocanna leagtha amach.</p> <p>Acmhainní cuí a leithdháileadh, más infheidhme.</p> <p>Iarratais ar mhaoiniú PEACEPLUS/Oileán Comhroinnte le cur san áireamh.</p> <p>Torthaí measúnaithe i gcoinne spriocanna comhroinnte. Méadú ar líon na bhfostóirí a bhíonn i dteagmháil lenár n-aonad fiontair.</p> <p>Gníomhartha bainte amach i bPlean Fiontar Réigiúnach an Iarthuaiscirt.</p> <p>Páirt a ghlacadh in imeachtaí chun Dún na</p>	<p>MT a shíniú le Comhairle Contae Dhún na nGall.</p> <p>Grúpa oibre a bhunú chun gníomhartha le hÚdarás na Gaeltachta faoi MT a chur ar aghaidh.</p> <p>Gníomhaíochtaí a chur i gcrích faoi 4 ghrúpa oibre ICBAN.</p> <p>MT le comhpháirtithe Bhraisle Oideachais Threasaigh an Iarthuaiscirt a athshíniú agus plean oibre a chur chun cinn.</p> <p>Comhoibriú OTA a chur chun cinn: printíseacht oibriú miotail agus braisle treasach píolótach RBOAOTNE.</p> <p>Feabhas a chur ar an eolas ar oiliúint scileanna a chuirtear ar fáil ag cruinnithe réigiúnacha CGFÉ.</p> <p>Gníomhaíochtaí atá tugtha d’ETB Dhún na nGall mar chuid de Chomhpháirtíocht Eacnamaíoch Réigiún an Iarthuaiscirt a thabhairt chun críche.</p> <p>Páirt a ghlacadh, de réir mar is gá, in imeachtaí chun an réigiún a chur chun cinn.</p>	<p>Síníodh Meabhrán Tuisceana le Comhairle Contae Dhún na nGall i mí na Bealtaine.</p> <p>Sainaithníodh suíomh chun an Cúrsa Oibriú Miotail a sheachadadh.</p> <p>Tá tús curtha le pleanáil do shuíomh nua leis an OTA.</p> <p>Seoladh Céimeanna Treasacha nua in 2023 le OTA.</p> <p>Cainteanna ar Oileán Comhroinnte maidir le plean oibre Bhraisle Oideachais Threasaigh an Iarthuaiscirt ar siúl.</p> <p>Páipéir choincheapa curtha faoi bhráid Chlár Speisialta AE maidir le PEACEPLUS. Cruinnithe ag leanúint ar aghaidh maidir le Comhpháirtíocht Eacnamaíoch Réigiún an Iarthuaiscirt.</p>



	nGall agus an tIarlthuaisceart a chur chun cinn arna n-eagrú ag comhairlí cuí, Fiontraíocht Éireann, GFT etc.	Rannpháirtíocht i gComhpháirtíocht Síochána Chomhairle Contae Dhún na nGall.	
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<b>TOSAÍOCHT 17: Dea-chleachtas a leanúint ó thaobh soláthair de</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
Beartas Soláthair uasdátaithe a chur i bhfeidhm de réir dea-chleachtas.	Laghdú luach an tsoláthair neamhchomhlíonta.	Luach an tsoláthair neamhchomhlíonta a laghdú.	Tá athbhreithniú déanta ar Bheartas Soláthair ETBI athbhreithnithe.
Smaoinigh faoi thionscnaimh nua chun comhlíonadh soláthair a fheabhsú.	Tionscnaimh nua curtha i bhfeidhm e.g. ‘Cruinnithe faisnéise tairgeoirí’ a óstáil chun rannpháirtíocht agus tuiscint ar riachtanais sholáthair na hearnála poiblí i measc soláthróirí a fheabhsú.  Tuarascáil Iniúchta Inmheánaigh curtha i bhfeidhm.	Moltaí ó Iniúchadh Inmheánach Soláthair a chur i bhfeidhm.	Mar gheall ar roinnt forbairtí ar Sholáthar le linn 2023 (méadú ar thairseacha ó 25k go 50k de réir an Chiorcláin nua, cur i bhfeidhm Airteagal 5.2 maidir le caiteachas a imdhealú agus ETB Dhún na nGall ag díriú ar réimsí neamhchomhlíonta in 2022, tá feabhas suntasach tagtha ar neamhchomhlíonadh le linn 2023.

<b>TOSAÍOCHT 18: Cuidiú leis an Roinn Oideachais, de réir mar is gá, chun freastal ar na riachtanais a eascraíonn as Clár na hÉireann um Chosaint Dídeanaithe agus soláthar d'iarratasóirí ar chosaint idirnáisiúnta</b>			
<b>Beart</b>	<b>Táscaire Feidhmíochta</b>	<b>Sprioc</b>	<b>Éachtaí</b>
<p>Foireann Réigiúnach Oideachais agus Teanga a bhunú chun cuidiú le tabhairt faoi na dúshláin a bhaineann le leanaí ón Úcráin a chur i mbunscoileanna agus in iar-bhunscoileanna.</p> <p>Acmhainní cuí a sholáthar chun oibriú i gcomhpháirtíocht le gníomhaireachtaí eile chun seirbhísí cuí a sholáthar do theifigh agus iarrthóirí tearmainn.</p>	<p>Foireann Réigiúnach Oideachais agus Teanga a earcú.</p> <p>Comhtháthú agus dul chun cinn chuig cláir phríomhshrutha.</p> <p>Soláthar cuí i bhfeidhm do phobail nua de réir mar is gá.</p>	<p>Gach tacaíocht riachtanach a chur ar fáil</p>	<p>Earcaíodh beirt chomhordaitheoirí den Fhoireann Réigiúnach Oideachais agus Teanga agus tá siad ag leanúint ar aghaidh ag obair sa réimse seo.</p>

## 5.4 CUSPÓIR - Tosaíochtaí Straitéiseacha Sonracha

Chomh maith leis na spriocanna agus na tosaíochtaí atá comhaontaithe go náisiúnta thuas, cuireadh tús leis na tosaíochtaí straitéiseacha sonracha seo a leanas d’ETB Dhún na nGall nó cuireadh chun cinn iad le linn 2023 chun dul chun cinn an Ráitis Straitéise san iomlán a chinntiú:

Cuspóir	Tosaíocht	Beart	Táscaire Feidhmíochta	Sprioc	Éachtaí
<b>Tionsca dail Chaipitil</b>	Tabhair faoi sholáthar scoile i mBun Cranncha.	Oibrigh leis an Roinn Oideachais chun an tionscadal tógála a chur chun cinn.	An tionscadal a chur chun cinn trí chéimeanna thionscadal tógála scoile na Roinne Oideachais.	Leanúint le hidirchaidreamh a dhéanamh leis na húdaráis ábhartha.	Tá dearadh an champais nua á chur chun cinn faoi láthair.
	Coláiste an Earagail, Leitir Ceanainn.	Tionscadal maidir le síneadh mór (Cineachta) 9,000m <sup>2</sup> .	An tionscadal a chur chun cinn trí chéimeanna thionscadal tógála scoile na Roinne Oideachais.	Chun freastal ar rollú réamh-mheasta fadtéarmach de 750 dalta.	Ag fanacht le cead pleanála.
	Coláiste Pobail Bhun an Phobail.	Tionscadal maidir le síneadh mór (Cineachta) 5,000m <sup>2</sup> .	An tionscadal a chur chun cinn trí chéimeanna thionscadal tógála scoile na Roinne Oideachais.	Chun freastal ar rollú réamh-mheasta fadtéarmach de 550 dalta.	Cléireach oibreacha ceaptha chuig an tionscadal seo.
<b>Obair don Ógra</b>	Leathnú, feabhsú agus tacaíocht a thabhairt do Sholáthar Oibre don	Leanúint ar aghaidh ag tacú le gach soláthar óige atá bunaithe cheana féin lena n-áirítear clubanna óige faoi stiúir oibrithe deonacha.	Fás ar líon na ndaoine óga a fhaigheann tacaíocht trí ghníomhaíochtaí óige éagsúla (Clubanna Óige, Lárionaid Eolais	Méadú ar líon na ndaoine óga a fhaigheann tacaíocht, infheistíocht mhéadaithe i ngníomhaíochtaí óige.	Próifíliú Ceantair críochnaithe don réigiún.  Idirchaidreamh leanúnach á dhéanamh le páirtithe leasmhara in Earnáil na hOibre don Ógra.

Cuspóir	Tosaíocht	Beart	Táscaire Feidhmíochta	Sprioc	Éachtaí
	Ógra i gceantar ETB Dhún na nGall.	Obair idirghníomhaireachta trí Choiste Oibre don Ógra ETB Dhún na nGall, CSLDÓ, Comhairle Óige Dhún na nGall agus FSS.  Freastal go comhoibríoch ar riachtanais leanaí agus daoine óga trí obair don ógra agus modheolaíochtaí éifeachtacha eile.	don Ógra, tionscadail D'Áit Do Spás).  Cruinnithe Athbhreithnithe um Pleanáil agus Dul Chun Cinn a reáchtáladh le hEagraíochtaí Óige atá maoinithe ag D'Áit Do Spás, chun athbhreithniú agus plé a dhéanamh ar sheachadadh na Seirbhíse D'Áit Do Spás.		Tá breithniú leanúnach á dhéanamh ar mholtaí ag éirí as an phróiseas iniúchta inmheánaigh.
<b>Inbhuanaitheacht /Éifeachtúlacht Fuinnimh</b>	Straitéis agus Beartas Bainistíochta Fuinnimh agus Inbhuanaitheachta a chur le chéile.	Cleachtadh scóipe a dhéanamh ar bhainistíocht fuinnimh agus inbhuanaitheacht ar fud na heagraíochta.  Inbhuanaitheacht a chur san áireamh / cúram don chomhshaol mar chatagóir scórála i soláthairtí ábhartha.	Plean gníomhaíochta do thionscnaimh bainistíochta fuinnimh/inbhuanaitheachta do 2023 a chur le chéile.  Sonraí ídithe fuinnimh.	Díreoidh an grúpa oibre ar dhul chun cinn sna réimsí seo a leanas: - Feasacht. - Laghdú ar ídiú fuinnimh agus astuithe. - Digitíú. - Foinsí maoinithe a aithint. - Deiseanna comhoibríthe a aithint go himmheánach agus go seachtrach le comhlachtaí eile. - ETB Dhún na nGall a bheith mar sholáthraí oiliúna maidir	<ul style="list-style-type: none"> <li>- Tá Oifigeach Feidhmíochta Fuinnimh aitheanta.</li> <li>- Grúpa sinsearach bainistíochta um Aeráid, Fuinneamh agus Inbhuanaitheacht bunaithe agus buaileann siad le chéile go rialta.</li> <li>- Tá Grúpa Oibre Fuinnimh inmheánach bunaithe fosta agus tagann sé le chéile go rialta chun dul chun cinn a dhéanamh ar laghdú ar ídiú fuinnimh agus astuithe.</li> <li>- Tá Curaidh Fuinnimh aitheanta do gach scoil agus ionad.</li> </ul>

Cuspóir	Tosaíocht	Beart	Táscaire Feidhmíochta	Spríoc	Éachtaí
				le hinbhuanaitheacht / éifeachtúlacht fuinnimh.	<ul style="list-style-type: none"> <li>- Scoileanna ag freastal ar Chúrsaí Fuinnimh an ÚFIÉ.</li> <li>- Lá Eolais ar siúl do gach bainisteoir agus foireann airíochais i Leitir Ceanainn, arna éascú ag Aengus Kennedy.</li> <li>- Tuairisceáin úsáide an ÚFIÉ comhlánaithe.</li> <li>- Clár na bhFoirgneamh agus Plean Stoc na bhFoirgneamh á gcruthú chun cuidiú le húsáid in aghaidh na láithreach a aithint.</li> <li>- Bearna go Spríoc á forbairt.</li> </ul>
<b>Pobalscoileanna Náisiúnta</b>	Leanúint ar aghaidh ag tomhas an ghá atá le roghanna eile pátrúnachta maidir le bunscoileanna.	Monatóireacht a dhéanamh ar an ghá atá leis an socrú pátrúnachta úr seo trí bhualadh le pátrúin atá ann cheana agus an tsamhail Pobalscoile Náisiúnta (PN) a chur chun cinn.	Freagra a thabhairt ar fhiosrúcháin a fhaightear trí bhualadh le páirtithe ábhartha agus tuilleadh faisnéise a thabhairt arna iarraidh sin.	Freastal ar aon riachtanas aitheanta do Phobalscoileanna Náisiúnta.	Cumarsáid leanúnach le léirithe spéise tosaigh.
<b>Comhpháirtíocht Oideachais Cheoil Dhún na nGall</b>	Cur le creatlach cultúrtha an Chontae.	<p>Tacaíocht leanúnach do sheachadadh ceachtanna.</p> <p>Tacaíocht do thuilleadh forbartha ar chlár na mbunscoileanna.</p> <p>Feasacht a mhéadú trí phróifíl na meán sóisialta.</p>	<p>Líon méadaithe daltaí bunscoile agus iar-bhunscoile rannpháirteach.</p> <p>Rannpháirtíocht mhéadaithe ar na meáin shóisialta agus méadú ar líon na</p>	<p>Méadú 5% ar líon teagaisc in 2022-2023 a chur ar fáil.</p> <p>Lucht leanúna na meán sóisialta a mhéadú in 2023.</p>	<ul style="list-style-type: none"> <li>- Clár Ucailéile ag dul ar aghaidh i mbunscoileanna.</li> <li>- Tionscadal píolótach i Scoil Náisiúnta Thalamh na Coille.</li> <li>- I mí an Mhárta, sheinn Ceolfhoireann Óige Dhún na nGall ag ócáid Music Generation i mBaile Átha Cliath do thart ar 1,000 ceoltóir óg ó cheann ceann na tíre.</li> </ul>

Cuspóir	Tosaíocht	Beart	Táscaire Feidhmíochta	Spríoc	Éachtaí
			ndaoinne a bhaineann leas as an tseirbhís.		<ul style="list-style-type: none"> <li>- Tá an COCDG ag cur tús le tionscadal práis nua i Scoil Mhuire sna Gleannta le cuidiú ó Music Generation.</li> <li>- Chríochnaigh Ceolfhoireann Aireagail Dhún na nGall bliain ghnóthach agus rathúil lena gceolchoirm ‘Festive Treats’ a bhí díolta amach ag Teach Chnoc na Carraige i mí na Nollag.</li> </ul>
<b>Drugaí agus Alcól</b>	Sláinte agus folláine a chur chun cinn agus a chosaint.  Na dochair a dhéanann úsáid agus mí-úsáid substaintí a íoslaghdú.	Taighde, dearadh agus seachadadh a dhéanamh ar raon cúrsaí forbartha gairmiúla leanúnaí i Réigiún an Iarthuaiscirt chun aghaidh a thabhairt ar an ghá atá le huasoiliúint, athnuachan eolais agus feabhsú scileanna forbartha gairmiúla, riachtanais oideachais agus oiliúna laistigh den fhoireann ghairmiúil túslíne. Cuspóirí oiliúna náisiúnta a chur i bhfeidhm maidir le halcól agus drugaí eile.	A fhad agus a théann cumarsáid trí líonraí / comhpháirtíocht agus páirtithe leasmhara éagsúla.	Rochtain fheabhsaithe do gach duine tríd an teicneolaíocht.	Cúrsaí éagsúla á seachadadh maidir le Drugaí agus Alcól a chur chun cinn agus sláinte agus folláine a chosaint agus an dochar a dhéanann mí-úsáid substaintí a laghdú.
	Tacú le rannpháirtíocht daoine aonair,	Gearrchúrsaí a dhearadh agus a sheachadadh atá ar fáil do bhaill den phobal agus dóibh siúd atá ag bisiú chomh maith le	Líon na rannpháirtithe ar chúrsaí oiliúna éagsúla.	Aghaidh a thabhairt ar threochtaí atá ag teacht chun cinn agus gairmithe a choinneáil ar an eolas fúthu trí dheiseanna oiliúna.	Seachadadh leanúnach cúrsaí chun tacaíocht a sholáthar do dhaoine aonair, do theaghlaigh agus do phobail.

Cuspóir	Tosaíocht	Beart	Táscaire Feidhmíochta	Sprioc	Éachtaí
	teaghlaigh agus pobail	gairmithe chun cur le scileanna eolais agus chun eolas a dhéanamh d'athruithe agus cuir chuige i leith na saincheisteanna.	Aiseolas foghlaimeora.		
<b>Míoca agus Scoilean na atá Buailte</b>	Acmhainní Breise a lorg chun Tacú le Scoláirí agus Baill Foirne	Dul i dteagmháil le hoifigigh na Roinne Oideachais chun na hacmhainní breise riachtanacha a lorg chun tacú le scoláirí agus leis an fhoireann.	Leithdháileadh acmhainní a chur chun cinn.	Tacaíocht mhéadaithe ar fáil sna scoileanna atá buailte.	Níor chuir an Roinn Oideachais aon acmhainní breise ar fáil chun cuidiú le scoileanna pobail scoile a bhainistiú nuair is léir go bhfuil míoca le fáil go forleathan.

## Gluais Acrainmneacha agus Téarmaí

### Acrainmneacha

CIR	An Coiste um Iniúchóireacht agus Riosca
OTA	Ollscoil Teicneolaíochta an Atlantaigh
BB	Bord Bainistíochta
CTR	Cuideachta faoi Theorainn Ráthaíochta
CLR	Comhairleoir
FGL	Forbairt Ghairmiúil Leanúnach
CSLDÓ	Coiste Seirbhísí do Leanaí agus do Dhaoine Óga
CCDG	Comhairle Contae Dhún na nGall
OCBÁC	Ollscoil Chathair Bhaile Átha Cliath
DEIS	Comhionannas Deiseanna sna Scoileanna a Sheachadadh
dEPM	Bainistíocht Feidhmíochta Fiontair Dinimiciúil
RBOAOTNE	An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta
COCDG	Comhpháirtíocht Oideachais Cheoil Dhún na nGall
GGMDG	Gréasán Gnó Mhná Dhún na nGall
ETB	Bord Oideachais agus Oiliúna
ETBI	Boird Oideachais agus Oiliúna Éireann
FET	Breisoideachas agus Oiliúint
FSS	Feidhmeannacht na Seirbhíse Sláinte
CGFÉ	Cónaidhm Ghnólachtaí agus Fhostóirí na hÉireann
TFC	Teicneolaíocht na Faisnéise agus na Cumarsáide
GFT	An Ghníomhaireacht Forbartha Tionscail
ICBAN	Líonra Limistéar Teorann Láir na hÉireann
MT	Meabhrán Tuisceana
IOOA	Ionad Oideachais agus Oiliúna Allamuigh



SAP	Córais Bhainistíochta Airgeadais SAP
RSO	Riachtanais Speisialta Oideachais
SUN	Córais Bhainistíochta Airgeadais SUN

**Téarmaí**

Tuismitheoir – tagraíonn sé do thuismitheoir nó caomhnóir

Scoláire – tagraíonn sé do scoláire/foghlaiméir