



**cmetb**

Bord Oideachais agus Oiliúna  
an Chabháin agus Mhuineacháin  
*Cavan and Monaghan  
Education and Training Board*

Bord Oideachais agus Oiliúna Chabháin agus Mhuineacháin  
Cavan and Monaghan Education and Training Board

# Annual Report

## 2023

Cumhachtú trí fhoghlaim agus dul chun cinn do chách  
Empowerment through learning and progression for all

[www.cmetb.ie](http://www.cmetb.ie)

## Contents

1	Strategic Goals for 2022-2026 .....	5
2	Chairperson’s Welcome .....	6
3	Chief Executive’s Address .....	8
4	Overview of Services.....	10
5	Cavan and Monaghan Education and Training Board Statement .....	13
6	Directors Reports .....	23
7	Report on Year Two of the CMETB Strategy Statement 2022- 2026 .....	67
8	Annual Report on the Equality and Human Rights Public Sector Duty .....	96
9	Annual Report 2023 on Public Sector Energy Performance.....	98
10	Annual Report on the performance of obligations under the Official Languages (Amendment) Act 2021 .....	98
11	Annual Report on Protected Disclosures.....	100
12	Table of Figures.....	102
	List of Abbreviations: .....	104
13	Ráiteas Straitéise BOOCM 2022-2026 .....	107
14	Spriocanna Straitéiseacha 2022-2026 .....	108
15	Réamhrá an Chathaoirligh .....	110
16	Aitheasc an Phríomhfheidhmeannaigh .....	112
17	Forléargas ar Sheirbhísí .....	114
18	Ráiteas Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin.....	117
19	Tuarascáil na Stiúrthóirí.....	128
20	Tuarascáil ar Bhliain a Dó de Ráiteas Straitéise BOOCM 2022-2026 .....	177
21	Tuarascáil Bhliantúil ar Dhualgas Comhionannais agus Chearta an Duine na hEarnála Poiblí .....	211
22	Tuarascáil Bhliantúil 2023 ar Fheidhmíocht Fuinnimh na hEarnála Poiblí.....	213
23	Tuarascáil Bhliantúil ar fheidhmíocht oibleagáidí faoi Acht na dTeangacha Oifigiúla, (Leasú), 2021 .....	213
24	Tuarascáil Bhliantúil ar Nochtaí Cosanta .....	215
25	Tábla figiúirí .....	217
	Liosta Giorrúchán:.....	220

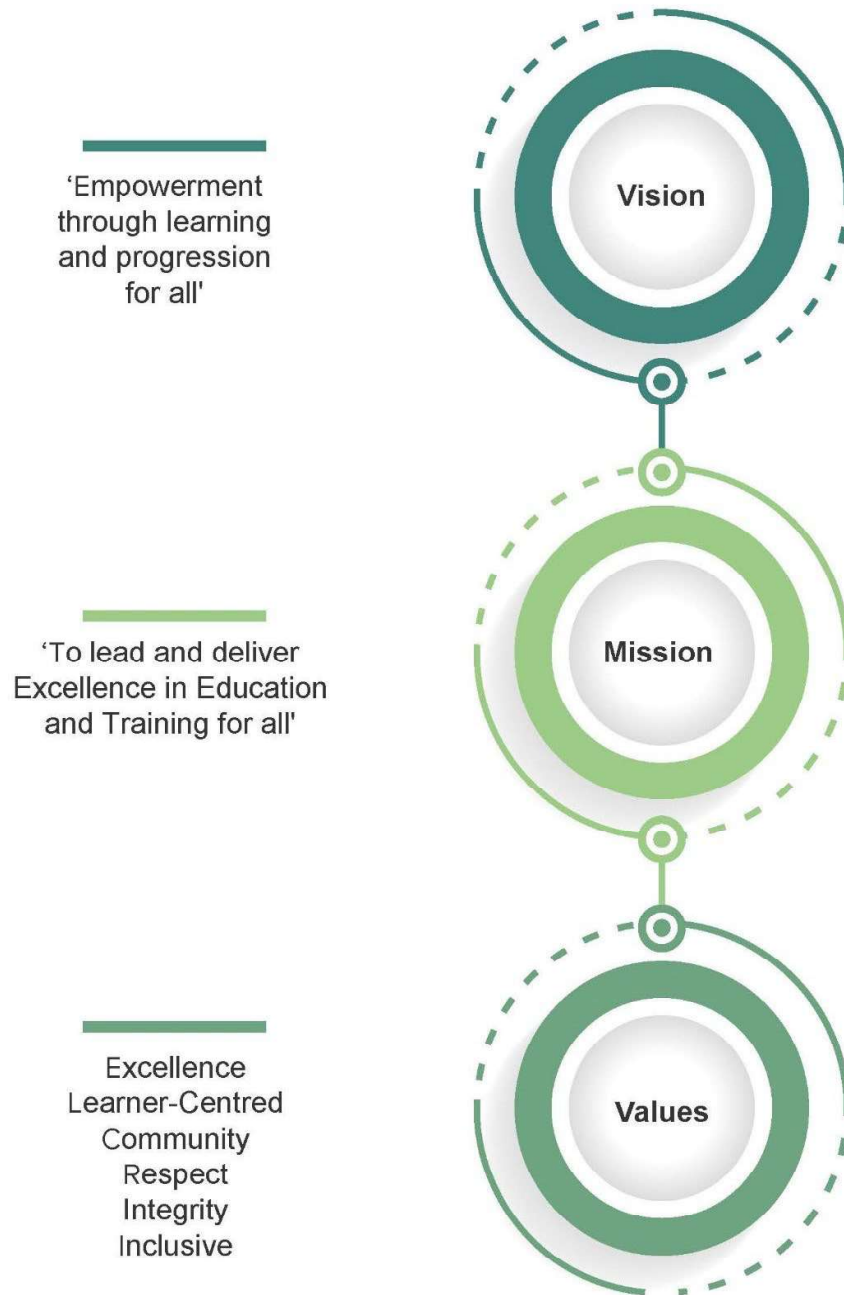


Figure 1: Vision, Mission and Values of CMETB in its Strategy Statement 2022-2026

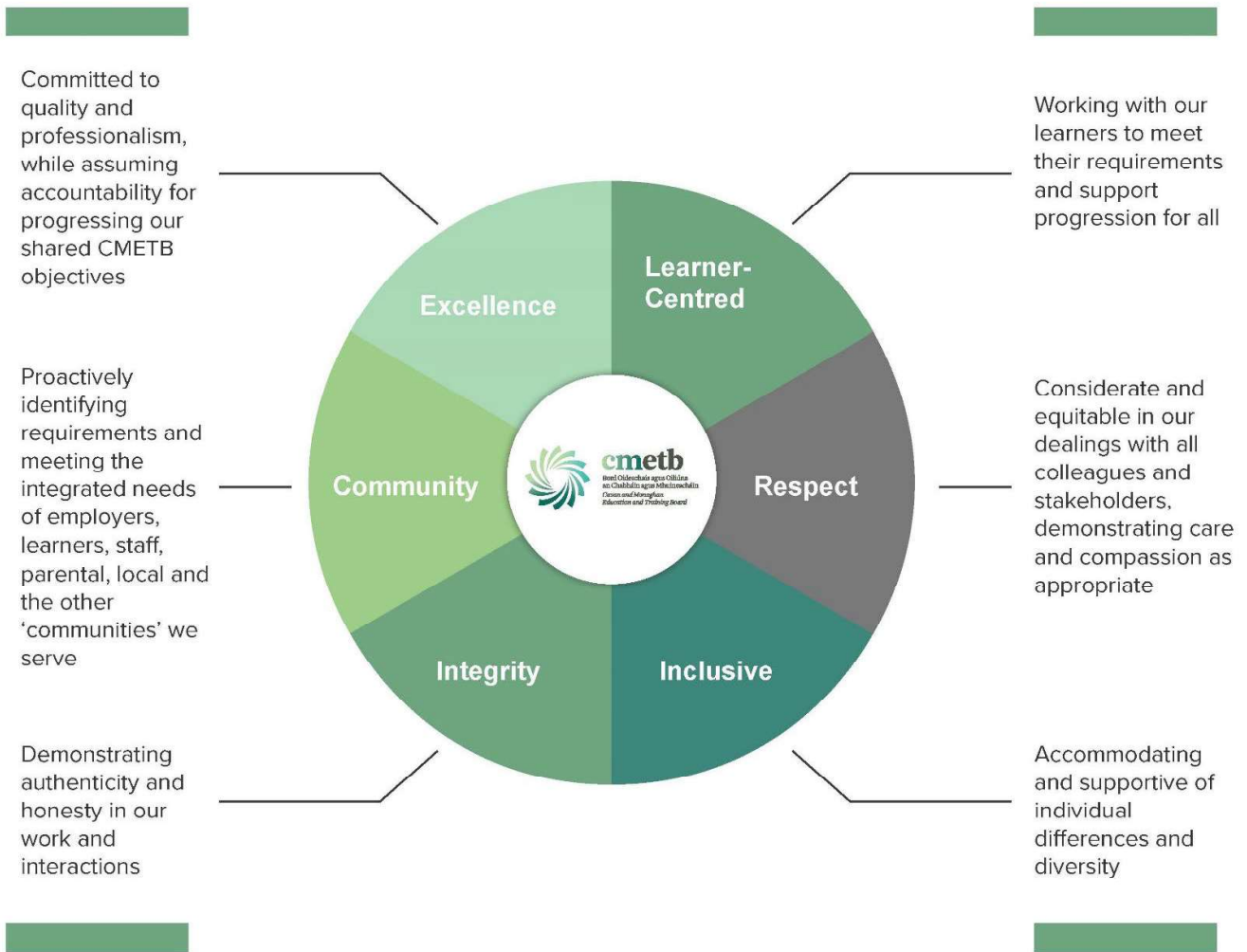


Figure 2: CMETB Values

# 1 Strategic Goals for 2022-2026

## Strategic Goals of CMETB

The following diagram illustrates CMETB's four strategic goals which have their foundation in the first core goal, that is, Teaching, Learning and Engagement:

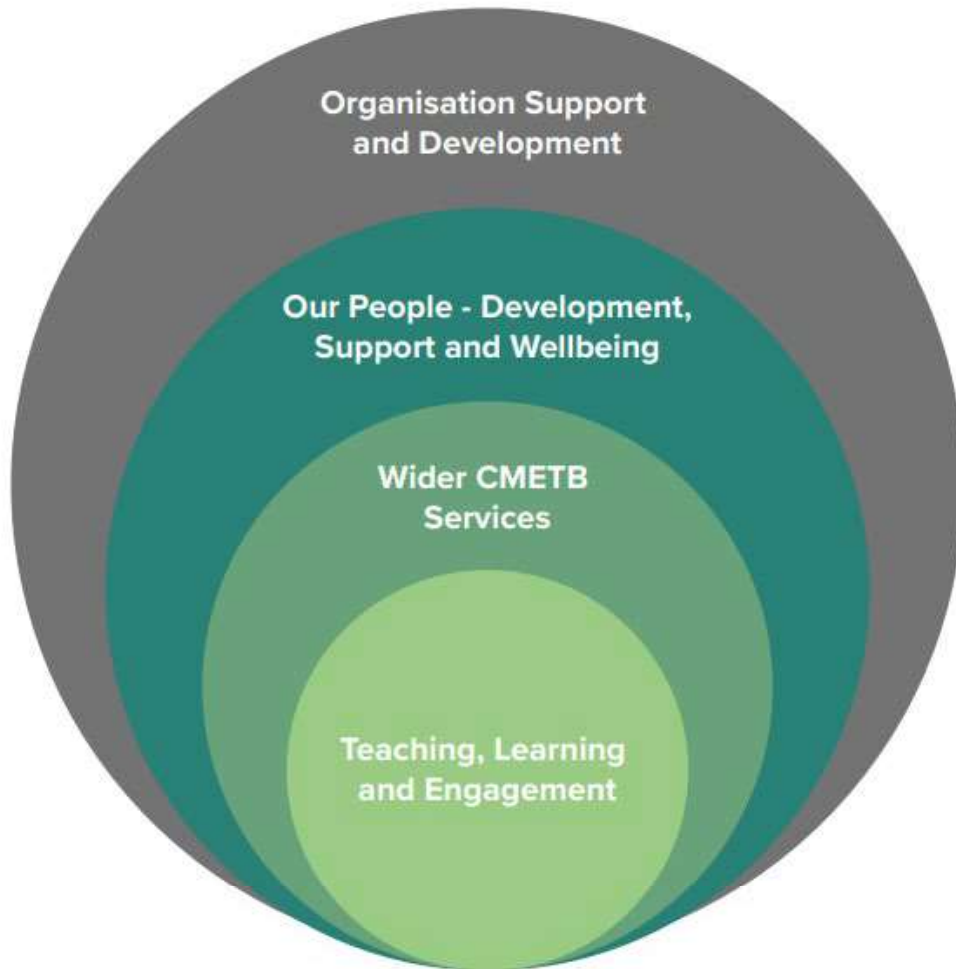


Figure 3: Strategic Goals of CMETB

**Teaching Learning and Engagement:** To promote high quality teaching, learning, wellbeing, engagement and progression in an inclusive, learner-centred environment.

**Wider CMETB Services:** To work collaboratively to enhance and further develop services that respond in an inclusive manner to the needs of our community.

**Our People – Development, Support and Wellbeing:** To work collaboratively as a CMETB team to promote leadership and best practice, deliver excellence and support equality within a progressive workplace culture.

**Organisation Support and Development:** To consolidate our position as a learner-centred, responsive, equality-focused organisation by driving excellence, innovation and best practice in governance.

## 2 Chairperson's Welcome

I am pleased to join our Chief Executive Dr Fiona McGrath in welcoming the Cavan and Monaghan Education and Training Board (CMETB) Annual Report for 2023.

CMETB is one of the biggest employers in Cavan and Monaghan with a significant workforce of 1,428 part-time and full-time staff providing crucial services to in excess of 14,500 learners. Through our key strategic partnerships with local business, employers and Cavan and Monaghan County Councils and their associated committees, CMETB is also one of the key drivers of economic growth in the region.

Amongst many noteworthy events which occurred during 2023 were:

- Excellent examination results achieved by students in all our schools.
- Participation and achievement of CMETB students in Sport, the Arts and in STEAM
- The expansion of apprenticeships and training services across Cavan and Monaghan, including the introduction of state-of-the-art simulators for HGV driver education in the SCLP Centre of Excellence in Cavan
- The continued progression of capital projects for both ETB schools/centres and non-ETB schools, including:
  - the official opening of a new school extension for Ballybay Community College by Minister Heather Humphreys
  - the official opening of a new Education and Training Facility for Cavan Institute by Minister Simon Harris.
  - Transfer of Carrickmacross Youthreach to new premises/enhanced facilities on the Main Street, Carrickmacross.
  - The signing of contracts and commencement of works on site for the new primary schools for Gaelscoil Eois, Clones and Scoil Mhuire, Rockcorry.

The above are only some highlights of the work undertaken by staff, students, learners and Board Members in 2023.

I would like to pay tribute to my late esteemed colleague, Board member Cllr. Sean Smith who sadly passed away in early January 2023. He was committed to supporting education and his daughter Cllr Aine Smith was co-opted onto the Board in April 2023 and is now following in his footsteps.

As Chairperson my hope is that the year 2024 and beyond sees the increasing growth of learners in CMETB Schools and Further Education and Training centres and programmes, and that the support CMETB provides for capital projects throughout Cavan and Monaghan continues and develops.

In every sense we will continue our endeavours, as a leader in the Cavan and Monaghan region, to advance the delivery of targeted programmes and services to meet the needs of all of our stakeholders.



**Cllr. PJ O'Hanlon**  
**Chairperson, CMETB**

### 3 Chief Executive's Address

I am pleased to present the CMETB Annual Report for 2023, the year in which we celebrated 10 years since the establishment of the Education and Training Boards.

This report presents an overview of the performance of CMETB in relation to its functions during the year and of the work carried out to implement the CMETB Strategy Statement 2022-2026. The core values from our Strategy Statement: Excellence, Learner-Centred, Community, Inclusive, Integrity, and Respect remain particularly relevant in informing our collective actions throughout the organisation in playing an essential role in assisting the region's response to current global challenges.

This Annual Report highlights many significant achievements of the CMETB Strategy Statement delivered by staff across our services / centres during 2023.

There has been a substantial growth in student numbers across all CMETB schools, reflecting the high-quality education being provided for the young people of our region.

CMETB Further Education and Training (FET) Services continue to grow and provide education and training services throughout the region. Highlights in 2023 included:

- Completion of a Preliminary Business Case for a new FET College of the Future campus in Cavan.
- Supply Chain and Logistics Programme moved to a new Centre of Excellence premises in Cavan town and there has been ongoing development in terms of equipment and training provision
- OEM Engineering Apprenticeship partner with Irish Rail
- New Forestry Forwarder Training Course launched in partnership with Teagasc

In 2023 CMETB was pleased to launch a [Local Creative Youth Partnership](#) (LCYP) in association with the Creative Ireland Programme. The LCYP focuses on providing out-of-school creative activities for children and young people, realising the vision of the Government's Creative Youth Plan.

Music Generation continued to provide quality performance music education for children and young people across the region. The highlight of the year was a performance by the



Cross-Border Youth Folk Orchestra at the Decade of Centenaries event in Clones in November 2023.

During 2023 we worked to counteract the residual effects that the COVID-19 pandemic had on teaching, learning and wellbeing in our schools and Further Education and Training programmes. The war in Ukraine continued and has impacted thousands of people, with many Ukrainian families seeking refuge in counties Cavan and Monaghan. Through the Regional Education and Language Team (REALT), CMETB is dedicated to ensuring that these families have access to relevant supports in education and training services, which assists the process of integration into Irish society.

I am very grateful for the support of the CMETB board members who have shown remarkable dedication to their work on behalf of all learners. I thank all who contributed in any way to this report and wish all staff and learners continued success in 2024.



**Dr Fiona McGrath**  
**Chief Executive**

## 4 Overview of Services

The services of CMETB are delivered through a well-functioning, streamlined structure as outlined below:

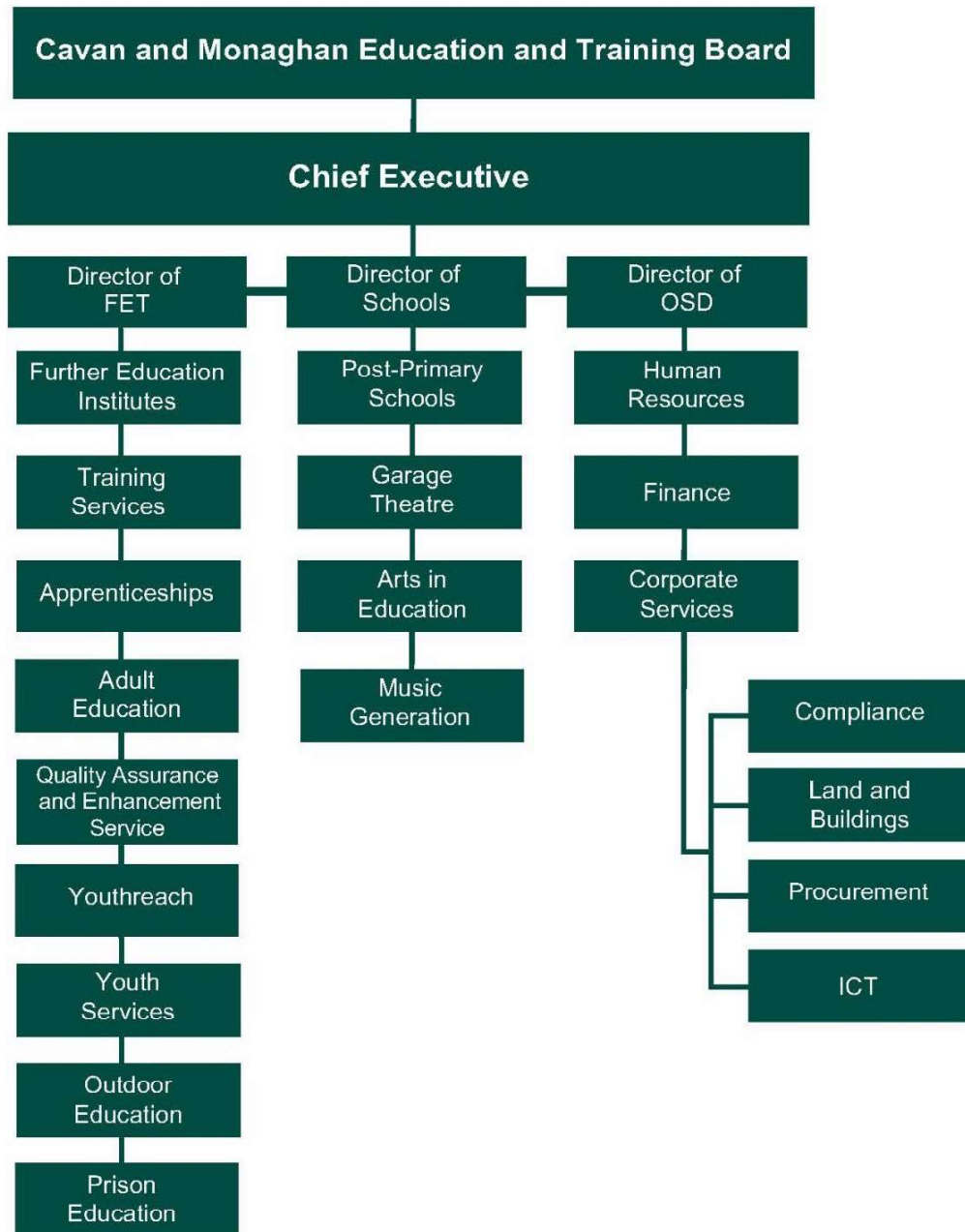


Figure 4: Organisational Structure of CMETB

The Chief Executive is responsible for executive management of CMETB and has overall responsibility for the performance of schools, programmes and training centres. The Directors, Principals, Coordinators and Managers of these centres are responsible for their day-to-day management.

CMETB remains committed to the continuous improvement of its services in the context of the [Government of Ireland's Transformation of Public Services Programme](#) and relevant strategy documents. CMETB worked on a number of key themes and initiatives during 2023 as outlined in the Directors Reports in Section 7.



Figure 5: CMETB Schools and Institutes

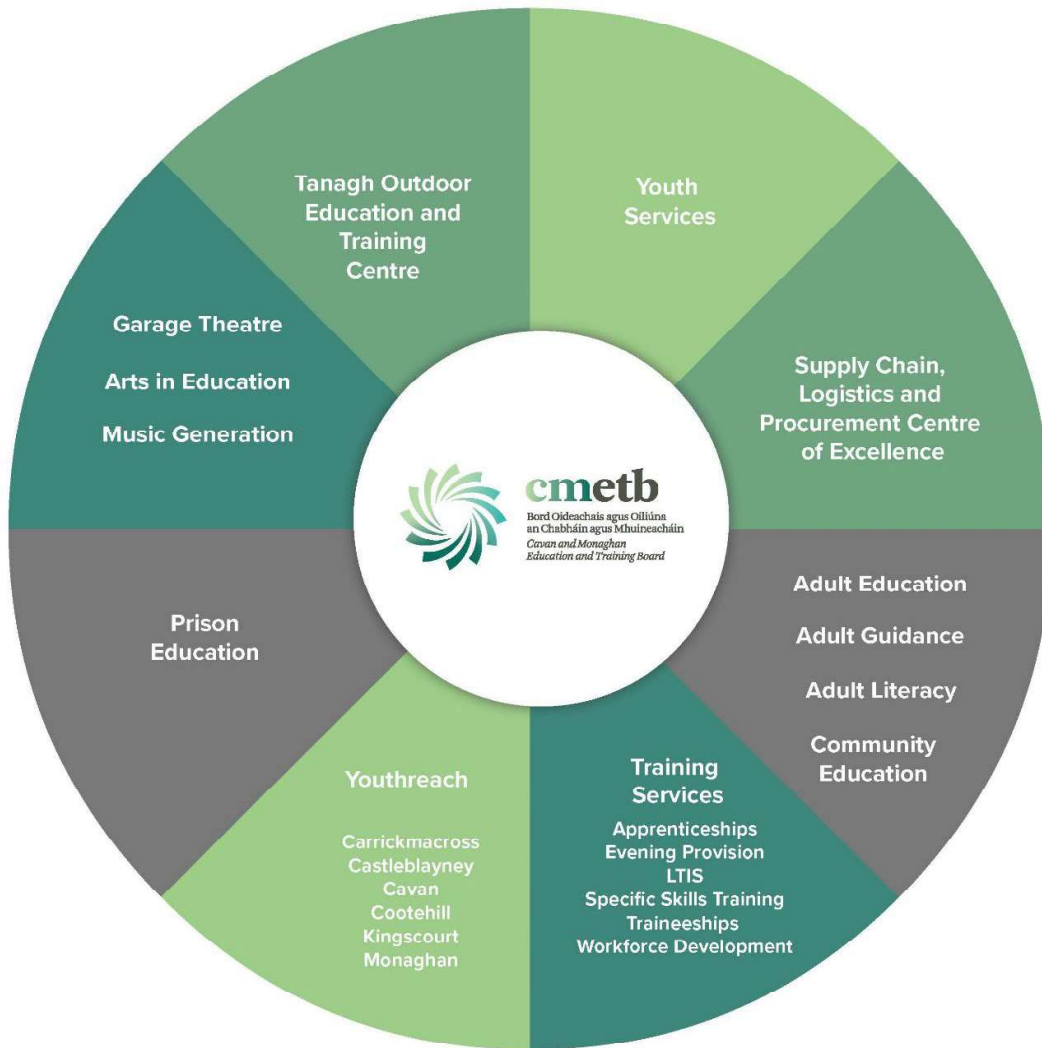


Figure 6: CMETB Further Education and Training and Ancillary Services

## **5 Cavan and Monaghan Education and Training Board Statement**

Cavan and Monaghan Education and Training Board 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 Cavan and Monaghan local authority areas.

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

### **Functions of the ETB 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.

### **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 for 2022
- Financial Statements for 2022
- Adoption of the Service Plan for 2023
- 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.

### **Cavan and Monaghan Education and Training Board**

Cavan and Monaghan Education and Training Board has 21 members<sup>1</sup> and has a formal schedule of functions reserved to itself under the Education and Training Boards Act, 2013. The reserved functions are supported by legislation and include policy, planning, monitoring and the adoption of the annual accounts/report. The ETB is supported by an Executive which is responsible for implementation of plans, day to day management and functions not reserved for the Board. An organisational structure with clearly defined authority levels and reporting structures is in place.

ETB members and designated staff are required to provide annual Disclosures of Interests in respect of issues that could materially influence the performance of functions. In addition, the CMETB has adopted a Code of Conduct, and this has been provided to all members and staff.

The Board meets at least every two months, with a register of attendance being maintained. Members receive agenda and papers in advance of meetings. Any further information applicable to the role of the ETB is readily available. Minutes are maintained and adopted in support of ETB meetings.

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<sup>1</sup> As of 31 December 2023, there are 2 vacancies on the Board for parent representatives.

A training manual is provided to members outlining their functions and responsibilities. Members have direct access to the Chief Executive. Procedures are also in place for members, in furtherance of their duties, to take professional advice.

#### **Chairperson and Deputy Chairperson:**

- **Chairperson 2023/2024:** Cllr PJ O'Hanlon
- **Chairperson 2022/2023:** Cllr Carmel Brady
  
- **Deputy Chairperson 2023/2024:** Cllr Clifford Kelly
- **Deputy Chairperson 2022/2023:** Cllr Aidan Campbell

#### **Chief Executive – Dr Fiona McGrath**



Figure 7: Members of CMETB and Administration Staff September 2023

#### **Committees of the ETB**

CMETB has established Committees under section 44 of the ETB Act 2013, comprising ETB members, and other relevant stakeholders. The ETB nominates the chairperson of these Committees and detailed terms of reference are provided.

The **Audit and Risk Committee** is responsible for monitoring the executive in the carrying out of its functions and provides assurances to the ETB as to the adequacy and

effectiveness of the internal control processes. The Audit and Risk Committee receives reports from management and the external and internal audit. The ETB receives minutes of meetings from the Audit and Risk Committee and has regard to its report in adopting a statement of internal control and approving the annual accounts.

The **Finance Committee** has responsibility for reviewing the income/expenditure of CMETB, major contracts and the financial aspects of the Education and Service Plans. Minutes of the Finance Committee meetings are received by the ETB for consideration and to assist in providing assurance that the Education and Service Plans are being achieved.

Other Committees established by the ETB are the School/Institutes Boards of Management (BOMs), Youthreach Board of Management, the Youth Work Committee, Tanagh OETC Board, Garage Theatre Board, Creative Youth Arts Committee, Music Generation Committee and the Further Education and Training (FET) Board.

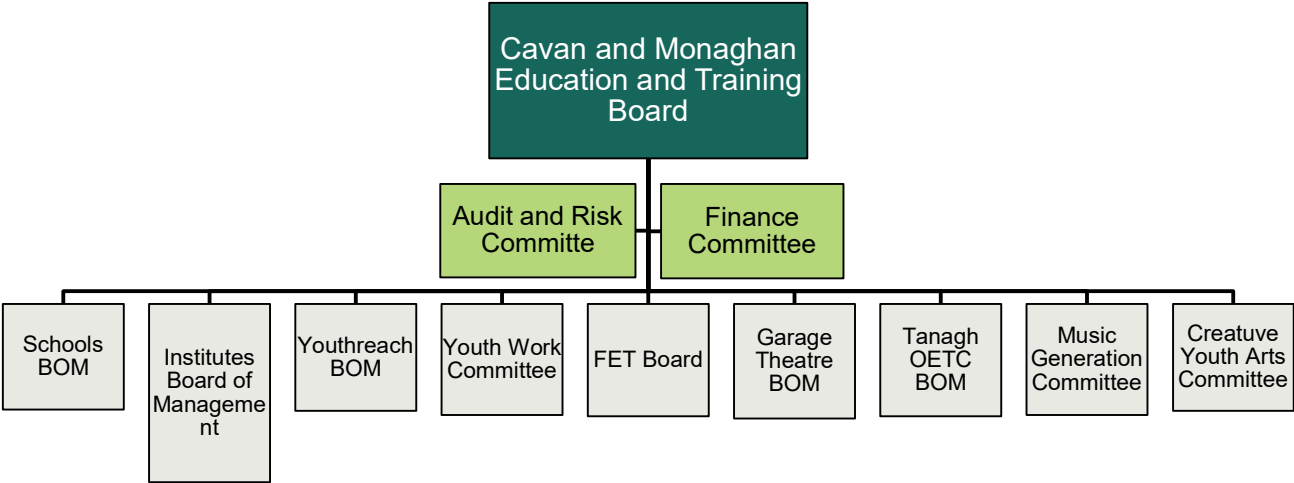


Figure 8: CMETB Governance Structure



## Board Meetings 2023

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

Table 1: Board Member Register of Attendance

Board Members Name	Nominating Body	Meeting 22.02.23	Meeting 28.03.23	SBM Meeting 17.04.23	Meeting 16.05.23	Meeting 18.07.23	Meeting 26.07.23	Meeting 19.09.23	SBM Meeting 11.10.23	Meeting 14.11.23	Meeting 13.12.23	Total Meetings Attended 10
PJ O'Hanlon (Chairperson)	Monaghan Co. Co.	X	X	X		X	X	X	X	X	X	9/10
Clifford Kelly (Vice - Chairperson)	Cavan Co. Co.	X	X	X	X	X	X	X	X	X	X	10/10
Madeleine Argue	Cavan Co. Co.	X	X	X	X	X	X	X	X	X	X	10/10
April Anna Barker	Restaurants Assoc of Ireland (Irish Hospitality Institute in co-operation with)		X	X		X	X		X	X		6/10
Carmel Brady	Cavan Co. Co.	X	X		X	X	X	X	X	X	X	9/10
Aidan Campbell	Monaghan Co. Co.	X	X	X	X	X	X	X	X	X		9/10
Colm Carthy	Monaghan Co. Co.	X	X	X			X	X	X	X	X	8/10
Sean Conlon	Monaghan Co. Co.	X	X	X		X				X	X	6/10

Board Members Name	Nominating Body	Meeting 22.02.23	Meeting 28.03.23	SBM Meeting 17.04.23	Meeting 16.05.23	Meeting 18.07.23	Meeting 26.07.23	Meeting 19.09.23	SBM Meeting 11.10.23	Meeting 14.11.23	Meeting 13.12.23	Total Meetings Attended
Rosena Donogh	Technological Higher Education Authority (THEA)		X	X			X	X		X		5/10
Brendan Fay	Cavan Co. Co.	X	X	X	X	X		X	X	X	X	9/10
Sean Fegan	ACCS/JMB/NAPD	X	X		X	X		X		X		6/10
Michelle Flynn	Staff Rep.	X	X		X			X		X		6/10
Micheál Martin	Staff Rep.	X	X	X	X	X	X	X	X	X	X	10/10
David Maxwell	Monaghan Co. Co.	X		X	X	X	X		X	X	X	8/10
Martin McBreen	Down Syndrome Ireland (DSI)	X	X	X	X	X	X	X		X	X	9/10
Joe McGrath	Foras na Gaeilge	X	X		X	X	X	X	X	X	X	9/10
Sarah O'Reilly	Cavan Co. Co.	X	X	X	X	X			X	X	X	8/10
Aine Smith <sup>2</sup>	Cavan Co. Co.			X	X	X	X	X	X	X	X	8/8
Patricia Walsh	Cavan Co. Co.	X	X	X			X	X	X		X	7/10
Vacant	Parent Rep (Female)											
Vacant	Parent Rep (Male)											

<sup>2</sup> Joined the Board following nomination from Cavan Co Council, taking the place of her late father Cllr Sean Smith and approval at Special CMETB Board meeting on 17 April 2023

## Finance Committee Meetings

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

Table 2: Finance Committee Register of Attendance

Committee Members Name	Internal / External Member	Meeting 01.02.2023	Meeting 21.03.2023	Meeting 28.06.2023	Meeting 21.09.2023	Meeting 07.12.2023	Total Meetings Attended
Peter McGrath (Chairperson)	External Member	X		X	X	X	4/5
Insert Name (Vice - Chairperson)	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Clifford Kelly	Internal Member	X		X			2/5
David Maxwell	Internal Member	X	X			X	3/5
Joe McGrath	Internal Member	X	X		X	X	4/5
Pat Treanor	External Member	X	X	X	X	X	5/5
Declan Woods	External Member		X	X	X	X	4/5

## Audit and Risk Committee Meetings

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

Table 3: Audit and Risk Committee Register of Attendance

Committee Members Name	Internal / External Member	Date of Meeting 01.03.2023	Date of Meeting 30.06.2023	Date of Meeting 25.09.2023	Date of Meeting 27.11.2023	Total Meetings Attended
Ger Finn (Chairperson)	External Member	X	X	X	X	4/4
Insert Name (Vice - Chairperson)	n/a	n/a	n/a	n/a		n/a
Madeleine Argue	Internal Member	X		X	X	3/4
Sean Conlon	Internal Member	X	X	X	X	4/4
Sean Corcoran	External Member		X	X	X	3/4
Seamus Coyle	External Member				X	1/4
Sean Fegan	Internal Member	X	X	X		3/4
Michael Mulvey	External Member	X	X	X		3/4

## 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. The Board also relies on the Internal Audit Unit (IAU) and its reports, on the Comptroller and Auditor General (C&AG) annual audit and any external Audit such as an ESF audit or Revenue Audit. In addition, there is a review of Internal Controls performed on an annual basis.

Risk Management is a standing item at all Board meetings and consideration includes:

- Risk reports from senior management including the Chief Risk Officer (CRO)
- Reports of the Audit and Risk Committee
- Changes in risk ratings
- Audit Register

Details of the principal risks and associated mitigation measures or strategies have been included in the Statement of Internal Control (SIC) as part of the audited financial statements 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.

### **System of internal controls**

The Board confirms that there has been a review of the effectiveness of the system of internal control and that the Statement of Internal Control, which is subject to change until the external audit is completed, has been included in the Annual Financial Statements (AFS) for the year ended the 31 of 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 Chairpersons Comprehensive Report that has been submitted to the Minister.

### **Procurement Policy and Procedures**

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

### **Taxation**

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


### **Financial Statements 2023**

The Annual Financial Statement for the year ended on 31 December 2023 is subject to audit by the Office of the Comptroller and Auditor General (C&AG) at the time of publication of the Annual Report 2023. The ETB will publish the audited financial statements as soon as practicable after they have been signed off on by the C&AG.

### **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
  - Salaries and short-term employee benefits
  - Post-employment benefits
  - 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.

Signed  \_\_\_\_\_  
Cllr PJ O'Hanlon  
Cavan and Monaghan Education and Training Board

Date 14.05.2024

## 6 Directors Reports

### 6.1 Schools



**Paddy Flood**  
Director of Schools

CMETB provided post-primary education to 6104 students across 11 schools during 2023. There was an increase of 303 students (5.2%) in the current year, with a projection of future growth in coming years. This represents another year of substantial growth in student numbers and secures an increased share of all students in the region attending a CMETB school. The growth in student numbers in our schools, at 37%<sup>3</sup> since the establishment of CMETB in 2013, has been remarkable, and reflective of our commitment to investment in enhancing the teaching and learning environment for our communities.

The schools and details are:

Table 4: Breakdown of CMETB School Enrolment 2023

School	Address	Enrolment Sept 2023	DEIS / Non DEIS
<b>Ballybay Community College</b>	Ballybay, Co. Monaghan	363	Non-DEIS
<b>Beech Hill College</b>	Monaghan, Co. Monaghan	874	DEIS
<b>Breifne College</b>	Cavan, Co. Cavan	895	DEIS
<b>Castleblayney College</b>	Castleblayney, Co. Monaghan	406	DEIS
<b>Coláiste Dún an Rí</b>	Kingscourt, Co. Cavan	703	Non DEIS

<sup>3</sup> The increase in student numbers since 2013 includes the establishment of a new Post-Primary School Coláiste Dún an Rí in 2016

<b>Coláiste Oiriall</b>	Cnoc an Chonnaidh, Muineachán	392	Non DEIS Gaelcholáiste
<b>Inver College</b>	Carrickmacross, Co. Monaghan	670	DEIS
<b>Largy College</b>	Clones, Co. Monaghan	488	DEIS
<b>St Bricin's College</b>	Belturbet, Co. Cavan	230	Non-DEIS
<b>St Mogue's College</b>	Bawnboy, Co. Cavan	288	DEIS
<b>Virginia College</b>	Virginia, Co. Cavan	795	Non DEIS
<b>Total</b>		<b>6104</b>	

### School Leadership

During 2023 CMETB appointed Principals and Deputy Principals to schools in the CMETB area as follows

School	Position	Appointment
<b>Inver College</b>	Principal	Sinead McColgan
<b>Castleblayney College</b>	Principal	Mary McArdle
<b>Largy College</b>	Deputy Principal	Vincent Corey
<b>Inver College</b>	Deputy Principal	David McHale
<b>Beech Hill College</b>	Deputy Principal	John Moylan



Figure 9 Minister Heather Humphreys visits Ballybay Community College to officially open the new school extension.



## **Child Protection**

In September 2023 the Department of Education Child Protection Procedures for Primary and Post-Primary Schools were revised, CMETB schools continue to ensure that these revised guidelines are implemented in an effective and efficient manner. Each school developed and maintains a risk assessment document and Child Safeguarding Statement and ensures that all relevant staff avail of core CPD in child protection. Teachers continue to avail of CPD provided by Professional Development Service for Teachers (PDST). CMETB assisted in developing appropriate reporting mechanisms to Boards of Management (BOMs). This is an ongoing process with schools reviewing their Child Safeguarding statement on an annual basis. Designated Liaison Persons (DLPs) and Deputy Designated Liaison Persons (DDLPs) attended appropriate CPD. CMETB has provided appropriate CPD to Board Members in relation to their child protection responsibilities and child protection procedures are highlighted in the Induction programme for new teachers.

## **Recruitment**

The recruitment of all teaching staff for CMETB schools was conducted online, once again, using Microsoft TEAMS. Protocols were developed for online interviews and suitable training was provided to interviewers. Candidates presenting for interview were invited to avail of a test call and support was on hand throughout the interview process.

## **CMETB Response to the war in Ukraine**

The Cavan Monaghan ETB REALT programme continue to assist Ukrainian and IPASS students from age 4 to 18 in enrolling in Primary and Post Primary Schools. At the end of 2023 there were 533 children successfully placed in schools in the Cavan and Monaghan area.

The REALT team continues to work together to ensure that children and school staff have access to necessary support and services. Additional resources provided by the Department of Education, such as English as an Additional Language (EAL) teaching hours, Special Education Teaching (SET), and Special Needs Assistant (SNA) hours, have greatly aided in the integration of these children into the Irish education system. REALT has also provided helpful advice and support in addressing any issues that arise

during the participation of Ukrainian children in schools.

Collaboration with County Councils has been instrumental in facilitating the transition of families from temporary to permanent housing and local schools. Additionally, engagement between REALT and personnel from the Department of Children, Equality, Disability, Integration, and Youth has helped to ensure a smooth transition and school placements for 28 families in the modular housing scheme which opened in Cavan town in August 2023.

County	No of Primary Students	No of Primary Schools	No of post-primary students	No of post-primary Schools	Total number of enrolments
Cavan	275	33	129	11	404
Monaghan	75	19	54	10	129
<b>Total</b>	<b>350</b>	<b>52</b>	<b>183</b>	<b>21</b>	<b>533</b>

5: Enrolments of Ukrainian students in Cavan and Monaghan

## Inclusion

CMETB has taken a proactive approach to working with the National Council for Special Education (NCSE) to plan timely provision of Autism Spectrum Disorder (ASD) classes in the region and, as a result, additional classes were opened at Largy College and Virginia College in August 2023. CMETB continues to plan for appropriate provision for Special Education in conjunction with NCSE.

CMETB has also committed to supporting the ASD classes by establishing an Inclusion working group and a forum for teachers in ASD classes. CMETB has advanced Special Educational Needs (SEN) provision mapping under the guidance of Dr Johanna Fitzgerald in all schools in 2023. In addition, CMETB's ASD teachers network linked with the local Education Centre to provide for additional resources for older ASD learners under the Reach Fund (formally MAEDF) initiative. Reach funding has assisted learners to prepare for life and work outside of school.

CMETB offers Polish as a modern foreign language to students using a blended learning approach. Smaller numbers of students from across different schools learn both online

and face to face. In 2023, a total of 17 students took Polish for Leaving Certificate. This programme is in partnership with the Post Primary Languages Ireland (PPLI). A Polish Day was celebrated in participating schools on 23 March 2023.



Figure 10 Castleblayney College TY Students take part in GAA for all initiative

## Ethos

Ethos leaders have been appointed in all 11 schools. These Ethos Leaders have presented a PowerPoint on Ethos, developed by Ethos Co-ordinator Siobhán Sheerin, at a staff meeting and a Board of Management meeting in each school.

A CMETB Ethos Team has been set up and six online Teams meetings were held in 2023. All resources are shared on this platform, for example, PowerPoint presentations, inserts for school journals, competition ideas and award ideas. A celebration cake was sent to all schools to mark Ethos Day. Ethos lanyards were ordered for every school.



Figure 11 ETB Schools Ethos and core values

Each school celebrated Ethos Day in their own way with murals, quizzes, picnics, art and poetry competitions, random acts of kindness, photographic exhibitions and so on.

Two schools, Beech Hill College and St Bricin's College are teaching the *Identity and*

*Multi Belief and Values* curriculum to 1st year classes. Castleblayney College intends to introduce this next year.

CMETB Ethos Lead Siobhán Sheerin attends sessions in ETBI Headquarters keeping up to date with national developments and networking with other ETB Ethos leads.



Figure 12 St Bricin's College awarded the Pieta Amber flag for commitment in promoting positive mental health



Figure 13 Largy College All Ireland Debating Winners



Figure 14 CMETB host Virtual-Reality Welding Workshops to local Secondary School students

## Arts, Music and Theatre

### Music Generation

Music Generation Cavan and Monaghan have delivered long term programmes to over 2,219 Children and Young People (CYP) weekly both in schools and in the community. Music Generation Cavan and Monaghan engaged 8,652 CYP in performance music programmes in 2023.

Table 6: Music Generation Cavan and Monaghan breakdown of sessions delivered in 2023.

Number of primary schools in which weekly sessions were delivered	33
Number of childcare settings in which weekly sessions were delivered	3
Number of post primary schools in which weekly sessions were delivered	2
Number of Special Schools in which weekly sessions were delivered	1
Number of community hubs in which weekly sessions were delivered	2

### Highlights for Music Generation Cavan and Monaghan 2023

71 <sup>st</sup> Music Generation Summer Hub Showcase in Cavan Town Hall	Trad Hub offering Uileann Pipe, Harp, Tin-Whistle and Fiddle Programmes	Music on Wheels Tour
School Hubs in Beech Hill and Inver College offering Drums, Guitar, and Keyboard programmes.	Junior Harp Ensemble programme	Tradoodle Big Band Programme
'A Deep Ravine - Cross Border Youth Folk Orchestra	Ukelele/Vocal Foróige workshops	Ukrainian Welcome Day (Tradoodle Big Band performance)
Come Sing With Us - Junior Choir for ages 7-11years	Bounce Back – Music Recording Workshops	Cruinniu na nÓg in partnership with Cavan County Council and Monaghan County Council
Country and Rock Workshops	Songtales Tour	Creative Sounds Orchestra
National Harp Day	Féile Oriel	Come and Try “Uileann Pipes” Events
Culture Night – Come and Play in partnership with Cavan Youth Orchestra	Cottage Market “Come and Try”	Harp Tour – The Celebration of Edward Bunting



*Figure 15 Tradoodle Big Band, who absolutely stole the show at the Tradoodle Festival with their outstanding performance*

### **A Deep Ravine: Reflections on a Divided Ireland,' - Music Generation Cavan/Monaghan Cross Border Youth Folk Orchestra**

In a momentous celebration of cultural collaboration, Music Generation Cavan/Monaghan proudly presented 'A Deep Ravine: Reflections on a Divided Ireland,' a musical suite performed by over 100 young musicians from border counties. This unique event served as a powerful contribution to The Decade of Centenaries 2023.

The innovative musical suite was commissioned by renowned musician, composer, and musical director Michael Rooney and featured a script crafted by the esteemed writer, Tommy Mc Ardle. The suite told the story of life on the border, delivering a profound creative response to the era of partition, offering deeper insights into the significant events of that time. Audiences were encouraged to reflect on the lives of individuals living 100 years ago on the newly established border as two separate states, North and South, came into existence.

The performance of this suite came to life through the talents of recently formed Music

Generation Cavan/Monaghan Cross Border Youth Folk Orchestra. The young musicians come from Cavan, Monaghan, Tyrone, Fermanagh, Scotland and Ukraine and represented a diverse range of musical genres. They were joined by talented local actors from Monaghan and Cavan and were guided by RTÉ host and 'MC' Sean Rocks. The performance took place within the enchanting confines of The Magical Spiegeltent, located at Hilton Park in Clones, County Monaghan. This venue was thoughtfully chosen to evoke the unique atmosphere of being right on the border.



*Figure 16 A Deep Ravine: Reflections on a Divided Ireland as part of The Decade of Centenaries 2023*

## Theatre

In September 2023, the Garage Theatre celebrated its 30<sup>th</sup> Anniversary by hosting a free variety show over two nights. The Garage Theatre also hosted two full programmes of events during the year, with over 80 shows performed.

The Garage Theatre is now home to 160 Youth Theatre members and continues to provide two workshops weekly to 4 different groups of Youth Theatre members. During the holidays at Easter, Summer and Halloween, Drama camps were full.

The Garage Theatre also delivers a 3-day per week Professional Arts service to the HSE Disability Services.

The Café in the Garage Theatre opens daily to support the catering needs of Monaghan Institute and Coláiste Oiriail.

The Garage Theatre website was updated in 2023 and a 3-year Strategic Plan was completed for 2024-2027.

In addition to all above, the Theatre, Rehearsal room and Art Studio were hired out regularly for conferences, art classes, dance classes and meetings in 2023.



*Figure 17 Culture night in the Garage Theatre celebrating 30 years*



## 6.2 Further Education and Training Services



**Dr Linda Pinkster**  
**Director of Further Education and Training**

CMETB Further Education and Training (FET) Services provide a wide range of full and part-time programmes throughout Cavan and Monaghan, offering valuable learning opportunities for those over 16 years of age. The programmes are largely vocational in nature, for example, childcare, healthcare, ICT, engineering, thus providing clear routes into employment. Likewise, there are a number of progression opportunities from FET programmes into higher education (for example, Universities and Institutes of Technology / Technological University programmes).

CMETB FET comprises five distinct services:

- i. **Two Further Education and Training (FET) Colleges** – Cavan Institute and Monaghan Institute – delivering full time vocational skills programmes at QQI Levels 5 and 6
- ii. **Adult Education Services** – delivering a range of part time basic and vocational skills and hobby programmes at Levels 1- 6
- iii. **Training Services** – this includes the Apprenticeship Service, Specific Skills Training Programmes, Traineeships, Supply Chain, Logistics and Procurement Centre, Evening Provision, Local Training Initiatives and Specialist Training Providers
- iv. **Youthreach** - Six Youthreach Centres that provide a broad range of certified programmes for early school leavers
- v. **Prison Education** at Loughan House Open Prison, Cavan

CMETB FET Service is diverse and far reaching with certified and uncertified full and part time provision spanning urban and rural communities across the two counties. 2023 was a very positive year for CMETB FET with increased provision and over 10,500

learners availing of programmes.



Figure 18 Adult Education Graduation 2023



Figure 19 The OEM Engineering Apprenticeship have partnered with Irish Rail to offer the Apprenticeship programme to train prospective apprentices in the area of OEM engineering.



Figure 20 METB, in conjunction with Teagasc Ballyhaise Agricultural College launched a new Forestry Forwarder training course.

## FET Strategy and the Strategic Performance Agreement

During 2023 work continued towards implementation of the FET Strategy. Three areas were prioritised and progressed:

- Development of consistent Learner Support for all FET learners
- Greater integration and coordination of Employer Engagement Services
- Consideration of development of a shared brand and identity for CMETB FET services



*Figure 21 Success for Inver College and Coláiste Dún an Rí students at the "Young Cook of the Year" at Cavan Institute*

CMETB entered into a Strategic Performance Agreement (SPA) with Solas covering the period 2022–2024. This agreement sets out targets across a range of areas that CMETB should achieve. End of year data for 2023 shows strong attainment of the targets with some exceeded. CMETB hopes to build on this in 2024 and beyond.

Table 8: FET Strategy Targets and their achievements in 2023

Strategic Performance Agreement (CMETB & Solas) Target	2023 Target Achieved
1. Skills to Complete	102%
2. Progression within FET	119%
3. Transversal Skills	127%
4. Widening Participation	106%
5. Adult Literacy for life	100%
6. Lifelong Learning	121%
7. Skills to Advance	119%
8. Key Skills Needs	108%
9. Green Skills for All	68%



Figure 22 CMETB Hairdressing Apprenticeship launch new Salon in Cavan Institute

### New Developments in 2023

2023 saw the operation of a number of new initiatives and programmes and the establishment of two new Services:

#### 1. CMETB FET Services Learner Support

In January 2022, CMETB FET services set up a Learner Support Office with the ambition

of standardising supports for learners across the FET services. During 2023 a range of initiatives were developed, including:

- **Policy Development:** Development of the CMETB FET Services Reasonable Accommodations for Learners with Disability Policy. This policy outlines the process and procedures for offering reasonable accommodations to learners after they disclose a disability.
- **Needs Assessment process:** Nomination of 14 Needs Assessors across FET Services and development of a Needs Assessment Process. Training for Needs Assessors was delivered by Cavan Institute SEN staff.
- **Disability Awareness Information Booklet:** Development of a Guidance and Information Booklet for staff working with learners with disabilities.
- **Educational Assessments:** Access to Educational Assessments for learners who have never had the opportunity to be assessed for a learning disability – referral is through the Guidance Service.
- **Learner Assistance Fund:** Learners in financial difficulty enabled to access a small fund for course materials and transport.
- **Professional Learning and Development:** Delivery of PL&D sessions on Autism Awareness and Dyslexia Awareness
- **Reasonable Accommodations:** Provision of reasonable accommodations to FET learners who disclosed a disability e.g., Notetaker, additional time request, ISL Interpreter, transport, assistive technology, personal assistants, loan device.
- **Learner Support Hub:** learners continued to have access to face to face support at six locations across Cavan and Monaghan. Support is also available via TEAMS/ZOOM and on our digital hub on the CMETB website.

### **Wellbeing Supports**

- **On-site Counselling Pilot:** Establishment of onsite counselling in Cavan Institute and Monaghan Institute for learners who prefer access to counselling, onsite. Continued to offer offsite counselling via our arrangement with the local Family Resource Centres.
- **Youthreach:**  
Pilot Learner Mentoring Initiative (SENI - Special Education Needs Initiative)

commenced in two selected Youthreach Centres.

Increased counsellor hours provided to the remaining four Youthreach Centres.

- **Wellbeing Events:** Delivery of Wellbeing Webinars, e.g., 'Nutrition, Sleep and Hydration for Good Mental Health' and 'Minding your Wellbeing at Christmas'.
- **Professional Learning and Development:** training provided for Wellbeing Champions e.g., Suicide or Survive Supporters Programme.
- **Fee Reduction:** A key action in 2022 resulted in the reduction of PLC fees and course material costs with a flat €200 fee for all programmes. This initiative was designed to enhance accessibility and enable wider participation and was well received. It was continued through 2023.

## **2. Supply Chain Logistics and Procurement Centre of Excellence (SCLP)**

The SCLP is a joint Enterprise Ireland and Solas funded project which enabled CMETB to establish a dedicated fully equipped centre and provide a range of training for this sector.

Much progress was achieved in 2023 with new premises and increased provision. A 7,000 square foot warehouse type premises was secured on the Dublin Road in Cavan across from FET Campus. Work commenced in 2023 to equip the centre with the latest technology in manufacturing and warehousing and install new classroom, office and so on. It will now serve as the Centre of Excellence for Supply Chain, Logistics and Procurement.

Two new Motion Lorry Simulators arrived in April 2023, these simulators are currently being used in courses for Rigid, Artic and Bus/Coach driving. The Simulators provide the learner with the ability to experience an enhanced training tool to fine tune their driving skills in a safe and secure environment.

SCLP continued to offer part time courses in Rigid, Artic and Bus/Coach driving. In 2023 circa 170 learners have obtained their driving licence through these part-time courses, serving an industry that has a severe shortage of professional drivers. SCLP is providing learners with a unique opportunity to obtain their driving licence in a 9-week period, thus allowing them to alleviate the pressure on local transport companies who are struggling to recruit drivers in current times.

As well as the above-mentioned part time driving courses, throughout 2023, SCLP

provided courses such as HGV Traineeships, Purchasing & Procurement, Logistics and Distribution, Supply Chain Operations, Fork Truck Training and Digital Assisted Eco Driving.

SCLP into Schools programme was delivered to approximately 500 Transition Year and Leaving Cert Applied students in Cavan & Monaghan schools in 2023.

In 2023, important relationships with local industry in the Cavan and Monaghan region were forged by providing specialised training in the area of Supply Chain, Logistics and Procurement. These relationships will assist the SCLP Centre of Excellence to grow in 2024, by fostering the knowledge and expertise of these industry experts, so that industry required specialised and up to date training can be provided within the Cavan and Monaghan regions.



*Figure 23 Fork truck Training Facility in the new SCLP Centre*



*Figure 24 Driving Simulators in the new SCLP centre*

## Response to Ukrainian Crisis

The outbreak of war in Ukraine, and the resultant influx of persons seeking refuge in Ireland, led to a large increase in demand for English for Speakers of Other Languages (ESOL) provision. CMETB's Adult Education team continued to provide a swift and supportive response providing ESOL training to over 600 learners in 2023.

Additional staff were upskilled / recruited to meet the growing demand for ESOL. To further support this work, CMETB developed bespoke programmes for ESOL with a particular focus on lower levels, targeting those with low or no literacy in their native language. This work resulted in the development of a Level 1 and Level 2 certified ESOL programme which were approved for QQI validation, and a non-accredited bridging programme. These programmes will be available for sharing with the wider FET sector in 2024.

## Capital Projects

2023 saw substantial progress in FET capital projects, including:

- Official opening of Cavan Institute modular units at the FET Campus
- Move of Carrickmacross Youthreach to new spacious, renovated premises
- Premises sourced and funding approved (for renovation and fit out works) for development of apprenticeship training facility in Monaghan Town
- Energy upgrade works undertaken at two Youthreach Centres
- Estates Strategy developed setting out short, medium and long-term plans for FET Estate and submitted to Solas and DFHERIS
- Development of large submission to progress new College of the Future for Cavan
- Ongoing repairs, maintenance and upgrades to FET facilities in Cavan and Monaghan
- New and replacement equipment purchased to ensure learners have access to the latest technology and high-quality facilities

## REACH Fund

In 2023, CMETB was awarded over €425,000 in funding to address educational disadvantage. This funding was allocated by Solas to CMETB as part of the REACH Fund. The funding enabled the operation of a Learner Assistance Fund and grant-aiding of several community projects. A total of 21 Community groups and services in Cavan and Monaghan received grants and have worked to implement their projects. The projects spanned all age-groups and included youth/senior groups, Traveller groups,



refugee groups, and community groups.

In addition, 306 learners were supported under the Learner Assistance Fund.

## Youth Services

The Department of Children, Equality, Disability, Integration and Youth (DCEDIY) provided a 3% baseline increase to CMETB for the Youth Work Grant (previously known as the 'Youth Work Function') for 2023 and provided a 3% baseline increase for each of the staff led projects funded under the UBU Your Place Your Space Scheme and the Youth Information Centre (YIC) Scheme. Other scheme funding administered by CMETBs was the Local Youth Club Grant Scheme Allocation, Youth Capital and a Targeted Youth Employability Initiative.

2023 saw the completion of the Area Profile Needs Analysis Service Requirement (APNASR) in preparation for UBU Cycle 2, which will commence in 2024. Five APNASR were approved by the DCEDIY.

External community and youth organisations were supported to engage and receive funding under the REACH Fund (formally known as Mitigating Educational Disadvantage Scheme). The work contributed to Youth and Community groups across Cavan and Monaghan receiving grants to support those young people in their centres who are 'hard to reach', 'marginalised' and most distant from education'.

In addition, 2023 saw the continued roll out of the Planet Youth Initiative. One of the direct results from our Data Return was the successful application for funding to the Department for the Local Creative Youth Partnership. CMETB became the 7<sup>th</sup> ETB in the country to be awarded funding for this initiative resulting in extra resources and staff employed in the region, enabling access to the Arts for young people from hard to reach and marginalised communities.

A pilot called the Planet Youth Leisure Time Activities commenced in 2023, in partnership with 10 secondary schools across the region. Here, Leisure Time opportunities are provided to young people in their school environment, outside of school hours – providing additional opportunities for all and removing barriers to participation

like transport, fee's, facilitators costs, food etc. Funding was secured locally to support the introduction of these programmes to each of the 10 areas from Cavan Monaghan Healthy Ireland, Sports Partnership, Cavan and Monaghan Children and Young People's Services Committees



Figure 25 Young People from Breifne College participating in the After School Leisure Time Activities Programme



Figure 26 Young People from Beech Hill College participating in the After School Leisure Time Activities Programme

## Assessment of Governance and Compliance in Youth Services

Our Youth Services Governance and Compliance Checklist continued to be rolled out in 2023 with another main organisation in receipt of nationally funding participating. This exercise ensures that CMETB are active agents in ensuring that all grant recipients are compliant with their funding obligations as well as being compliant with the relevant legislation, circulars, Codes of Governance and the Service Level Agreement (SLA) that has been signed with CMETB.

## PEACEPLUS Programme

2023 was a busy year in the planning, consultation, and preparation of programme submissions to SEUPB for PEACEPLUS funding. CMETB Youth Services were involved as 'Lead/Partner' in 4 PEACEPLUS Programmes – 2 Directly via Open Calls to SEUPB and 2 Via Local Authority PEACE Partnerships. In December 2023, positive news emerged with regards the first project submitted under the 'Open Call Process' with CMETB approved to commence activity on the creation of 3 new programmes for the region, employing 6.5 staff.

No.	Action/Project Name	Staffing
1.	Alternatives	2 FT Staff
2.	Options	2 FT Staff
3.	Face Off	2 24 HR Staff
4.	Admin	P/T Grade VI

### Local Creative Youth Partnership

In 2023 CMETB became the 7<sup>th</sup> region to launch a [Local Creative Youth Partnership](#) (LCYP) in association with the Creative Ireland Programme. The LCYP brings together resources to develop and provide out-of-school creative activities for children and young people that complement and work with the formal school settings in a non-mainstream manner, realising the vision of the Government's Creative Youth Plan – to enable the creative potential of every child and young person.

The objective is to create programmes that respond to the needs, interests, and experiences of young people in 'out of school' settings, with a particular focus on those who are marginalised or experience disadvantage to support them to act as change agents within their local communities. The target age range for Cavan and Monaghan LCYP focuses on young people aged 0-24 years.

### 2023 Creative Projects

Clones Youth Choir	A new youth choir for young people in a UBU project called Include Youth Service with two performance pieces including Clones Christmas Light Switch On and a charity bucket collection.
Wonder Youth Theatre	Theatre workshops for seldom heard young people and a stage production call 'Happy Ever After Cinderella'
Youthers Podcast	Creating a podcast group with a Youth Information Centre called <i>Youthers</i> CMX. The group will release monthly podcasts around issues and topics effecting young people in Carrickmacross.
Roma Music Lessons	Music lessons for Roma young people which ties back to <i>Youthers</i> CMX to integrate the Roma young people to the wider community.
Unseen Ballyjamesduff & Belturbet	Photography project allowing young people to showcase their community, how they view it and how its seen through their eyes.

BBWC Music Project	Music production with CMC Music Education learn about music editing and to create music and backing tracks for movie projects.
Parent & Toddler Art Classes	Art classes for parents/guardians and their child/ward to introduce children to techniques and mediums while having fun in a relaxed setting.
Castleblayney YR - Creative Spark	CNC Router & Cyanotype workshops
Care Day / Photography Project	Photography workshops for care-experienced young people from Cavan and Monaghan exploring the concepts of 'care' and 'community' culminating in an exhibition.
Creative Care Mural Project	Young people design and created a new mural for their own space within a Youth Information project in Castleblayney.
Tullyvin Christmas Chorus	Intergenerational project for young people to come together with other members of their community and preform a Christmas chorus.
Ukrainian Film Night	Movie night for Ukrainian families from all over Cavan & Monaghan to watch a Christmas movie in their own language.
St. Clare's - Clayotic project	<i>Clayotic</i> workshops (air drying modelling clay) for primary school children in an afterschool club.
TIG Monaghan - face painting	Facepainting & balloon making with young travellers
Ballybay Baking Project	Young people learning to bake cakes and other treats



Figure 27 Young People from Ukraine participating in Robotics Programme under the LCYP



Figure 28 Young People participating in a Mural Arts Project under the LCYP



Figure 29 Young People from Cavan Traveller Movement in Cavan Town participating in Community Celebration of their Ethnic History under the LCYP



Figure 30 Young People from the new Roma Community in South Monaghan participating in Choir Programme under the LCYP

## 2023 Creative Youth Grants

A total of nine Creative Youth Grants were allocated in 2023 to a range of organisations to provide Creative workshops for young people. These workshops offered music, art & crafts, photography, drama and digital technology experiences.

## Tanagh Outdoor Education and Training Centre

### Visitor Numbers

Tanagh Outdoor Education and Training Centre (TOETC) hosted 10,908 visitors for Outdoor Programmes and Services in 2023.

### Events and Activities

- The Centre piloted a FET Pathways for Schools programme for the first time - *An Introduction to Outdoor Skills*. This Outdoor Programme was funded through the FET Pathways Programme and six groups of CMETB Transition Year students attended a 5-day Outdoor Programme that focused on personal skills and the benefits of a career in the Outdoor Industry. The programme was well received by the students and the Transition Year Coordinators.
- Alongside the 7-week Summer camp Programme Tanagh delivered a disability friendly camp through Cavan Sports Partnership.
- Air France/Language Safaris returned to the Centre with two bookings of 10 nights respectively of young French students on a Language/Outdoor Adventure programme.
- The Centre participated in a number of National events including *Her Outdoor*

*Events* – one for a group of Female Adults and the second event targeted at TEEN females who attended for a 3-day Outdoor Adventure Camp

- *CanTeen Ireland* attended for a weekend residential for Teens who have recovered from or are in treatment for cancer.



*Figure 31 CMETB Apprentices taking part in Battlezone Archery as part of a Team Building day*

## **Centre Developments**

Building and maintenance developments at Tanagh OETC in 2023 included a full electrical upgrade, painting, installation of new floors and improved lighting.

A Contract was signed with *Trailbreaker* for the design and build of a Bike Pump Track.

The centre continued to invest in updated equipment such as a new crew cab, inflatable Banana Boat, wet suits and a drying store dehumidifier.



*Figure 32 CMETB Apprentices learning Climbing Skills*

### **Staff Training**

Staff continued to upskill by attending training programmes such as REC 3 First Aid Refresher, Adult Safeguarding, Archery Instructing and Health and Safety.

## 6.3 Organisation Support and Development

### Organisational Structures and Services



**Karen McBride**  
Director of Organisation Support and Development

CMETB is committed to creating an organisational structure which operates effectively and efficiently in the delivery of its services throughout the counties of Cavan and Monaghan.

The Administration function is central to CMETB operations. The Head Office is located in Market Street, Monaghan and the sub-office is in Church View Square, Cavan. The Administrative functions are delivered through a three-pillar structure, comprising Human Resources, Finance, and Corporate Services. Each Section is overseen by an APO, who reports to the Director of Organisation, Support and Development (OSD).



Figure 33 CMETB Administrative Organisational Structure



The work of the administrative function is carried out in close collaboration with the Director of Schools and the Director of Further Education and Training.

Working across all four goals, OSD aims to deliver increased value to CMETB by further enhancement of sound and coherent policies, systems and engagement processes, which ensure that the ETB is compliant with legislation, attracts and retains high quality staff and demonstrates excellence in governance.

### **CMETB Strategy Statement 2022-2026**

2023 was the second year of the CMETB Strategy Statement 2022-2026. The Strategy Statement sets out CMETB's priorities and aims over five years and is highlighted in the Vision for CMETB: Empowerment through Learning and Progression for All.

The Strategy Statement highlights CMETB's significant role in the region in supporting all stakeholders – from learners to employers – in responding to the education and training needs of our local area and economy. The Strategy is built around four key strategic goals:

- Teaching, Learning and Engagement
- Wider CMETB Services
- Our People – Development Support and Wellbeing
- Organisation Support and Development.

The five-year cycle of this Strategy Statement will enhance the work of CMETB in education and training, with working groups being developed and implemented to ensure that the objectives and priorities of the Strategy Statement are fulfilled.

### **2023 update**

CMETB are pleased to report on the significant achievements made in the past year-

2023 marked 10 years since the amalgamation of Co Cavan and Co Monaghan VEC to form Cavan and Monaghan Education and Training Board. Over the ten years CMETB has developed into an efficient and effective organisation, responsive to the needs of the community we serve.

CMETB along with all 16 ETBs celebrated their 10-year anniversary by participating in the national 'ETB Week' in February/March 2023 and 'ETB Day' on the 2<sup>nd</sup> of March 2023, coordinated by ETBI. The week-long event allowed each ETB to showcase the services they provide to their local communities throughout Ireland. A focus on Schools and ETB Ethos was emphasised on Tuesday, followed by a FET focus on Wednesday. On Thursday all 16 ETBs gathered in Croke Park for the ETB Excellence awards and celebrations, with Coláiste Oiriail and Cavan Institute students among the award recipients.

CMETB has made considerable progress in developing and implementing a plan for the Public Sector Duty, ensuring that our organisation is fully compliant with this important legislative requirement.

We continue to strengthen our IT security by progressing the Information Security Management System (ISMS) using the Baseline Standards, working with ETBI and the IAU-ETBs and our insurers IPB to enable us to:

- assess and treat information security risks in accordance with our needs.
- manage information security risks in a consistent and demonstrable way.
- demonstrate commitment and compliance to global best practice.
- demonstrate to customers, suppliers, and stakeholders that security is paramount to the way we operate.
- better secure all financial and confidential data, so minimising the likelihood of it being accessed illegally or without permission.

Furthermore, we have continued to strengthen our Security Posture, Business Continuity Plans, and Disaster Recovery capabilities.

In the past year, CMETB has continued to forge strong partnerships with key stakeholders in the education sector. CMETB are proud to be the first ETB in the country to migrate to the full Finance Shared Service platform in July 2023, whereby Education Shared Business Service (ESBS) will process all creditor payments for CMETB going forward. The Finance Shared Service process shall ensure increased efficiency, effectiveness, standardisation, and cost savings when it is ultimately rolled out to all 16

ETBs. This achievement marks a significant milestone for CMETB in terms of our commitment to operational efficiency.

A new requirement in the Annual Financial report is the inclusion of details of the ETB's retirement benefit obligations in respect of its current, deferred and retired staff. CMETB has collaborated with ESBS on the pilot Pension Liability Project, which demonstrates our commitment to responsible financial management and planning for both CMETB and our staff.

Despite the challenges in the global economy, considerable progress was made towards CMETB's extensive building programme during 2023. CMETB continues to expand and develop its services with the delivery of IT and building projects services to non-ETB schools.

Finally, our CPD programme has covered a number of areas necessary for staff and management, equipping them with the required skills and knowledge to drive our organisation forward in a rapidly changing business landscape. A CPD programme was rolled out to all administrative staff. The ICT CPD programmes covered a range of Microsoft modules and were delivered online, assisting the ETB in achieving its objective in relation to training. In addition, middle and senior management participated in a very successful Presentation Skills and Public Speaking programme.

### **Corporate and Governance Compliance**

The primary legislation governing ETBs is the Education and Training Boards Act, 2013. Department of Education Circular Letter 0002/2019, "The Code of Practice for the Governance of Education and Training Boards", whilst setting out guidelines in certain situations, should be primarily considered as a set of standards for members and staff of the Board. Members and staff are expected to ensure that their activities in relation to CMETB are governed at all times by these standards, in letter and in spirit.

In Q4 2023 the Board undertook the process of Self-Evaluation, as required under the Code of Practice.

In Q1 2023, a meeting took place between the DE and CMETB Senior Management to

review the Oversight Agreement, Performance Delivery Agreement and Annual Service Plan. The ETB acknowledged the benefits of the Agreements, including the role in helping to identify Key Performance Indicators (KPI's) which aided the development of the ETB's Service Plan, Annual Report and also linked into the Statement of Strategy. The Department confirmed a high level of compliance in CMETB in meeting its governance obligations in terms of both statutory and other deadlines.

### **Audit of Compliance with Code of Practice for Governance of ETBs**

The Code of Practice for Governance of ETBs (Circular Letter 0002/2019) was issued by the Department of Education in January 2019. During the course of 2023 focus was on implementing the Code and enhancing the level of compliance in order to demonstrate continual improvement, while building a body of assurance for CMETB. In January 2023, CMETB carried out a review of the audit of compliance with the Code in the previous year, using an audit tool developed by Irish Public Bodies Insurance (IPB). The review of the audit demonstrated that we had an acceptable level of compliance.

### **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. The Board also relies on the Internal Audit Unit (IAU) and its reports, on the C&AG annual audit and any external Audit such as an ESF audit and or Revenue Audit. In addition, there is a review of Internal Controls performed on an annual basis.

Risk Management is a standing item at all Board meetings and consideration includes:

- Risk reports from senior management including the Chief Risk Officer (CRO)
- Reports of the Audit and Risk Committee
- Changes in risk ratings
- Audit Register

CMETB undertook a number of activities in 2023 to support the management of enterprise risk and to demonstrate good governance. The underpinning evidence base

for this work is legislation relevant to CMETB and the Code of Practice for the Governance of Education and Training Boards (Department of Education, Circular Letter 0002/2019). The following outputs were completed during the year:

1. Quarterly review and updating of the Organisation Support and Development Risk Register
2. Quarterly review and updating of the Further Education and Training Risk Register
3. Quarterly review and updating of the Schools Risk Register
4. Quarterly review of the Senior Management Team/Corporate Risk Register which records and considers high level risks

The focus was on identifying the key risks that could prevent the delivery of the CMETB Strategy Statement 2022-2026. These key risks were presented to the Audit and Risk Committee and work was ongoing on managing the risks identified, reducing risk and identifying new risk areas.

### **Freedom of Information**

CMETB published its Freedom of Information Publication Scheme, in compliance with the Section 8 of the Freedom of Information Act, 2014. The Publication Scheme may be accessed on [www.cmetb.ie](http://www.cmetb.ie) and a hard copy is available on request from Head Office. The Publication Scheme lists information on CMETB services, having regard to the principles of openness, transparency and accountability as set out in Sections 8(5) and 11(3) of the Act. The scheme is updated and added to on a regular basis.

During the course of 2023, CMETB received nine (9) requests for information under the FOI Act. Of these, six requests were for non-personal information made by journalists, interest group members and members of the public. The types of non-personal information requested were information on CMETB's Climate Action Plan, records relating to ETB employees and leave, records regarding the school reconfiguration process, records relating to CMETB school of music and records relating to audit reports. A summary of the requests received (Disclosure Log) is published on the CMETB website as part of the FOI Publication Scheme.

## **Data Protection**

The EU General Data Protection Regulation (GDPR) has been in place since 25 May 2018. CMETB has policies and procedures in place that comply with GDPR. These policies and procedures are reviewed regularly. Throughout 2023 work continued developing data processing and data sharing agreements with third parties, including other Public Service Bodies. The Data Protection Officer (DPO) continued to provide support to management and staff on their responsibilities under GDPR.

GDPR Awareness eLearning programme for staff was continually rolled out to all CMETB staff. The administration centres focused on data minimisation and the development of the OSD SharePoint was critical in this regard.

In 2023 nine (9) data breaches were notified to the DPO. These breaches were deemed low risk for the data subjects, most involved clerical errors leading to loss of control of personal data. In the case of one of these data breaches it was deemed necessary to make a report to the Data Protection Commission. These breaches were managed within the GDPR legislation and corrective action was implemented.

## **Public Spending Code**

CMETB reaffirms its commitment to meeting all requirements relating to relevant aspects of the Public Spending Code and confirm that following a review of same, CMETB are satisfied that in 2023 the Board adhered to the relevant aspects of the Code.

## **Training and ongoing support for the Education and Training Board, Committees and Boards of Management**

During 2023 CMETB administrative staff continued to provide support for the ETB and its committees, including Boards of Management. Governance training for the Board and the Finance and Audit and Risk Committee members was organised in June 2023. CMETB Corporate Services department continues to support the Board and committees by providing administrative support for meetings and supports Boards of Management by providing guidance on agenda preparation, minute taking and recording of minutes.

## Staffing

CMETB is a significant employer within the region employing approximately 996 full time staff and 432 part-time staff. During 2023, the reassignment of staff on both a temporary and permanent basis to areas of critical need ensured the continued delivery of key services.

## Recruitment

CMETB endeavours to recruit and retain the best staff available. Most recruitment interviews are now competency-based, and Selection Board members have received the necessary training to conduct competency-based interviews.

A promotion video is located on the CMETB website promoting ETBs generally **[www.cmetb.ie](http://www.cmetb.ie)**. Targeted promotions which included paid advertisement on social media, targeting geographic areas and demographics is also now in place to help recruit teachers, encourage people to visit the CMETB website, promoting posts advertised on the 'etbjobs.ie' website and promoted through the CMETB social media channels. The necessary skillsets are identified in order to deliver organisational excellence and to enhance capacity to adequately meet new and evolving challenges.

In 2023, interviews were held online through Microsoft TEAMS and in person where appropriate to the role. Selection Board members received the necessary training and full assistance was provided for interviewees to ensure interviews ran smoothly.

HR staff attend the National Forum and continue to use the services of Ibec for advice on HR and IR matters. All new staff continue to receive induction regarding CMETB policies and procedures.

## Training

CMETB provided the following training courses to administration staff during 2023:

- Cyber Security Awareness including Phishing Awareness
- IT Training covering a range of Microsoft modules.
- Presentation Skills & Public Speaking to middle and senior managers
- Superannuation (SPSPS) Training to the CMETB Pensions team

- Green Skills - Energy & You Reduce your Use.
- DCM Learning modules including Inclusive Leadership
- Ibec Contract of Employment training
- Finance Shared Service system training including Power BI reporting and P2P delivered by ESBS
- Equality and Diversity training
- Freedom of Information (FOI) training for Decision Makers
- Public Spending Code
- Administration Staff CPD Day held in June 23 incorporating Energy Management, Corporate Communications and a Wellbeing Workshop

## ICT

CMETB uses a combination of on-premises file servers and Microsoft 365 (M365) for email and other web-based applications. The long-term plan for CMETB is to move away from on-premises servers and move towards a hosted web-based service where all products would be available on the web. This project continued in 2023, working towards the goal to be a fully hosted web-based service and it lends itself to our security posture in terms of our Business Continuity Plan (BCP), Disaster Recovery scenarios and our backup solutions. This allows for our business-critical day to day applications to evolve within our M365 and SharePoint platform and facilitates the collaboration between staff, leveraging economics of scale, with easy access to policies and procedures in a central location. This also incorporates the importance of the security and robustness of our data.

CMETB uses Microsoft TEAMS which is a collaboration tool enabling *staff to staff* and *staff to student* collaboration. This is a very powerful communication tool and it continued to be used in 2023 across the CMETB Scheme. We continue to leverage this platform securely to allow the continuity of service to be maintained in the Schools, FET Centres and Administration Offices which was vital.

Security is now to the forefront in our decision making around ICT delivery. In 2023 we continued to ensure that our estate was fit for purpose utilising robust market recommended applications and processes to test its possible vulnerabilities. These mechanisms included quarterly penetration testing, a certificate of insurance for CE and



staff awareness and cyber security training on an ongoing basis. To facilitate the importance of security and the future scalability of our infrastructure we utilise a cloud backup solution to support our M365 estate. This platform based on Microsoft is supporting our business-critical applications.

The delivery of the ICT Action Plan is predicated on our secure and reliable ICT infrastructure, one that can also deliver administrative efficiencies. The ICT priorities very much reflect the growing importance of ICT with focus on the three-year ICT Action Plan, the delivery and implementation of a centre wide CMETB intranet for effective communication, collaboration and dissemination of and access to information along with the strategic development of our ICT infrastructure to reflect a cloud-first, shared-services approach to ICT delivery.

CMETB ICT department currently supports 1,428, staff and approximately 14,000 students daily across all our schools and education centres in the Cavan and Monaghan region. CMETB ICT department also provides support to the various applications and systems that users require to carry out their work.

CMETB continues to progress the use of IT in all schools, with digital leaders in place. In 2023 schools explored future direction with a one-day symposium. This led to a focus on strategic planning for IT, in partnership with Monaghan Education Centre. Using the European-wide SELFIE tool, schools have gathered data to inform planning. The process will be complete in 2024.—Our schools are also beginning to explore the advantages and implications of Artificial Intelligence in education.

One of the main priorities of the school plans was to improve the network infrastructure within the school and in particular, school Wi-Fi. This continued in 2023 and will roll over into 2024 as CMETB ICT team works to upgrade all school Wi-Fi. There are currently over 550 managed Wireless Access Points across all centres. Other investment was made in mobile teacher devices which ensures that CMETB staff are well equipped to embrace new technologies within education.

Each year CMETB has continually progressed the upgrade of the Windows 10 platform to the latest release with a managed transition to Windows 11 initialised to ensure security and stability on the client estate going forward.

CMETB ICT Department have ensured that our collection of computer servers are maintained by the organisation to supply functionality far beyond the capability of a single machine. They are the backbone of our internet, storing, processing and distributing of data. Managing a server farm is no small task but with our server management best practice it is done effectively. This is an ongoing process fully managed inhouse.

CMETB has implemented Microsoft Intune mobile device management. Intune is an Enterprise Mobility Management (EMM) application which will enable CMETB to protect its corporate data on all mobile devices including laptops, tablets and mobile phones. As part of the Intune suite, CMETB have leveraged Mobile Application Management (MAM) policies and rolled them out to all CMETB staff and student cohort. Intune MAM policies protects the CMETB Office.

CMETB are continually enrolling corporate mobile devices utilising Intune and enforcing security and management of these devices. CMETB are committed to the renewal of Cyber Essentials (CE) certification annually. CE is a cyber security certification scheme that offers a sound foundation of basic ICT security controls that all types of organisations can implement and potentially build upon. Implementing these controls can significantly reduce an organisations vulnerability. The CE scheme provides businesses large and small with clarity. CMETB received certification in 2023.

Due to the highlighted importance of cyber awareness in 2023, CMETB has provided cyber awareness training for all staff which will be an ongoing process. This emphasises the importance of security and its ongoing management as a critical aspect of ICT. A Cyber Response Plan was developed by the ICT team in conjunction with the Compliance team, based on the Baseline Standards, and was tested in 2023.

## **Finance**

On 31 July 2023 Cavan and Monaghan Education and Training Board (CMETB) was the first ETB to have Finance Shared Services implemented. Finance Shared Services was an initiative of the Government to streamline finance processes and procedures, improve financial reporting and create a customer focused culture. To achieve these aims

CMETB Administration are no longer responsible for the processing and payment of invoices, this responsibility has moved to Education Shared Business Services (ESBS).

### **Financial Statements 2023**

The Board is responsible for the preparation of the annual report and financial statements and, based on the information available to it, considers that the financial statements properly present the income and expenditure of the ETB and the state of affairs of the ETB. CMETB's Annual Financial Statements for the year ended 31 December 2023 are subject to audit by the Office of the Comptroller and Auditor General (C&AG). Following audit sign-off by the C&AG, CMETB will publish the audited financial statements.

### **Land and Buildings (Capital)**

CMETB's school building programme includes a wide range of both major and minor projects. 2023 was another busy year with a number of new projects sanctioned by the Department of Education (DE) and the Department of Further and Higher Education, Research Innovation and Science (DFHERIS), two major building projects commencing on site and one extension reaching completion.

The post primary schools under the remit of CMETB are continuing to see an increase in their student enrolment numbers and in 2023 further Modular and Temporary Accommodation provisions were sanctioned for Inver College, and Virginia College. The Modular Unit for St Bricin's College was handed over in August 2023 and planning permission for St Mogue's College modular accommodation was also granted in 2023.

Major building projects sanctioned in previous years are progressing. Castleblayney College, Breifne College, Coláiste Dún an Rí, Inver College and Virginia College are at detailed design stage with Beech Hill College awaiting Department approval to go to construction. Finally, Ballybay Community College additional accommodation project was completed in early 2023. With regards to the non-ETB school projects that CMETB are assisting with, two national schools commenced construction in 2023, one is currently waiting on Department approval to proceed to construction, one has progressed to detailed design stage and three are waiting on Department approval to

proceed from early design stage.



*Figure 34 Minister Heather Humphreys visits Ballybay Community College to officially open the new school extension*

Numerous other minor construction projects across all our schools have been ongoing and completed by CMETB in 2023, the majority funded by the Emergency Works Grant Scheme, Summer Works Grant Scheme or Sports Capital Grant Scheme.

In FET, CMETB completed a significant modular unit development for Cavan Institute in 2023. CMETB also put significant work into a Preliminary Business Case for the proposed College of the Future during the year and are continuing to pursue this much needed investment. A full electrical upgrade was also completed at Tanagh Outdoor Education Centre.

The Land and Buildings team used Microsoft Planner in 2023 to assist them in managing the high level of capital projects ongoing concurrently.



*Figure 35 Minister Harris officially opens the new Education and Training Facility for Cavan Institute*

While good progress was made, as in 2022, 2023 proved a challenging year due to substantial inflation costs in the construction sector. The Office of Government Procurements (OGP) Inflation Framework was used to address this challenge throughout 2023.

The scale of the increase in CMETB's capital project portfolio can be seen in the rise in capital expenditure from €3.8 million in 2021 to €12.4 million in 2022 to €14.4 million in 2023.

The new Asset Management System, which went live in September 2020 to provide information on all assets throughout CMETB and allow for reporting at Head Office level, is working well and providing CMETB with better controls around the safe custody of assets.

The staff within the Land and Buildings Department. continue to upskill themselves through various training forums, webinars and by engaging with other ETBs to share information and promote cooperation to ensure efficiencies are achieved throughout the department. Land and Buildings continue to deliver the various projects while implementing the core principles of the Public Spending Code, to ensure value for money is achieved whenever public money is being spent. There are a range of robust policies and procedures on

procurement and DE guidelines in place and Land and Buildings are satisfied that we have adhered to the relevant aspects of the Code.

## Climate Action

The 2019 Climate Action Plan originally set out 2030 targets for the public sector to reduce their greenhouse gas emissions by 30%. The Climate Action Plan 2023 (CAP23) is the second annual update to Ireland's Climate Action Plan 2019, and it states the target has been extended to an absolute reduction of 51% by 2030 and net zero by 2050. In 2023, CMETB continued to work with Sustainable Energy Authority of Ireland (SEAI) and ETBI demonstrating our commitment to work to meet our legal obligations and achieve these targets. CMETB assigned a Senior Staff Officer (Energy Officer) with responsibility for overseeing this area from 2023. CMETB also nominated a member of the SMT as a Climate Action Sustainability Champion/Energy Performance Officer and both the EO and EPO undertook Energy Management training in 2023.

In 2023, we undertook a further five energy audits in our centres in line with Statutory Instrument No. 426/2014 - European Union (Energy Efficiency) Regulations 2014 obligations. In Q1 2024, CMETB explored the results of these audits with the assistance of our assigned SEAI Partnership Support Manager (PSM), investigating the possibility of retrofitting and using renewable energy to help meet the 2030 greenhouse gas emissions target. CMETB submitted their Building Stock Plan and their Buildings Register to SEAI.

In 2023, CMETB developed its first Public Sector Climate Action Roadmap detailing our current status and planned project pipeline with regards to reducing carbon emissions and improving energy efficiency targets in line with 2030 overall public sector targets.

CMETB submitted their M&R (Monitoring and Reporting) data to SEAI via the online system in 2023 for 2022, we will continue to complete this exercise on an annual basis as outlined in the Public Sector Climate Action Mandate requirements.

CMETB took part in the Department of the Environment, Climate and Communications *Reduce Your Use* Campaign that commenced in Q3 2023 and ran until the end of Q1 2024, ETBI's Take One Programme (May Day – Metre of Meadow), and our annual

CMETB Green Day. Green Teams were established in all Schools and Centres across CMETB, and site visits were carried out over 2023.

CMETB reviewed our paper-based activities, digitising where possible and continue to do so on an ongoing basis. We will continue to move over to using recycled paper in our Schools and Centres. CMETB have implemented Green Public Procurement (GPP), in line with the EPA Green Public Procurement Guidance in our Procurement Policy and documents.



*Figure 36 CMETB host 'Green Day' to promote Environmental Responsibility*

*Figure 37 Get active Week*



*Figure 38 St Bricin's College Students take part in Green Day*

See Section 11 for the CMETB Annual Report on Public Sector Energy Performance.

## **Health and Safety**

In 2023, CMETB continued to support schools and centres in the development and implementation of their Safety Statements and Risk Assessments. Additional training tools were provided to schools and centres to improve the quality and accuracy of their risk

assessments.

The Health and Safety Authority conducted two sites visits at the CMETB Administration sub office and a FET centre in 2023. No significant findings were noted. Key themes were reviewed, and good practices highlighted during these visits. These were shared with all schools and centres.

During 2023, CMETB engaged the services of an external agency to assist with a review of CMETB Health and Safety policies, procedures and documentation. A schedule for informal reviews was created by the CMETB Health and Safety Co-ordinator and external agency for implementation in 2024. These reviews will complement and enhance the Health and Safety Management System.

The following health and safety training courses were rolled out to nominated staff in schools and centres throughout 2023:

- First aid responder training
- Fire warden training
- Manual Handling Training
- People Moving and Handling Training
- Evacuation Chair Training
- Bespoke Caretaker and Cleaner training package

## Property Register

CMETB continued the implementation of the DCS Property Register software system in 2023, with regards to collating and uploading all information for CMETB owned, leased and licensed properties. to include:

- Property details
- Utilities linked with the property
- Insurance details
- Legal data incorporating property registration and folio numbers
- Fire certificate information
- Security data including CCTV information

A review of the Property Register reporting module is required and CMETB shall



continue to engage with DCS and ETBI Land and Buildings Forum, with a view to enhancing the reporting features of the system.

## Procurement

CMETB Procurement Department utilised the OGP national procurement model and their frameworks, where available and appropriate, for all our schools and centres 'procurement' spend in 2023. In addition, the Procurement department put the following contracts in place via e-tender competitions:

- The provision of suitable sites for Venue Hire for CMETB for various meetings, conferences, training sessions and award ceremonies (Panel)
- A framework agreement for a mobile performance space and sound and lighting services
- Maintenance Services to Technology Equipment (Construction/Wood Technology and Engineering)
- The Provision of Concession Catering Services to FET Campus, Cavan and Cavan Institute
- The Provision of School Meal Services to St. Mogue's College, Bawnboy, Co. Cavan and Coláiste Oiriall
- Single party framework for the supply of fork trucks and power pallet trucks
- The Supply of Vending Machine Services
- Supply, Delivery, Installation/Assembly and Commissioning of Equipment
- The Provision of Managed Print Services and Vendor Neutral Print Audit Services to the Public Sector Bodies in Ireland
- The Supply of Metalwork and Engineering Class Materials
- The Supply of Hairdressing and Barbering Consumables
- Support, maintenance and monitoring of all CMETB local area networks (LAN's), wireless LAN's, firewalls and associated management platform.

## Corporate Procurement Plan

CMETB worked with the Procurement Public Sector Reform Unit (PSRU) in ETBI and the Education Procurement Service and completed the Corporate Procurement Plan (CPP) which set out the Board's future procurement requirements. Through the 3-year Multi-Annual Procurement Plan (MAPP) we identified our top procurement priorities for

2024. We will continue to review the CPP annually and undertake procurements identified as being required particularly in areas of aggregated expenditure in the absence of a national, sectoral or other framework / contract in place.

CMETB will continue, where appropriate, to make use of the OGP Frameworks and disseminate the required information on how to use these to our schools and centres.

## 7 Report on Year Two of the CMETB Strategy Statement 2022- 2026

Details of relevant actions, performance indicators to meet the CMETB Goals and Priorities identified in the CMETB Strategy Statement 2022- 2026 and a report on progress towards these goals are set out below. In addition, under the terms of the Performance Delivery Agreement (PDA) between the Department of Education (DE) and CMETB, a number of specific goals and priorities were identified. The specific actions for the achievement of these priorities, together with the associated performance indicators and targets to be delivered are as follows:

CMETB Strategic Goals					
Teaching, Learning and Engagement					
Goal	Priority	Action	Performance Indicator	Update on Progress in 2023	
Goal: To promote high quality teaching, learning, wellbeing, engagement and progression in an inclusive, learner-centred environment	1.	Udertake review of CMETB curriculum/learning opportunities to identify innovative programmes and strategies for adoption – placing particular emphasis on STEM subjects	<ul style="list-style-type: none"> <li>• Review curriculum offering in each school</li> <li>• Identify possible gaps in provision/areas for expansion</li> </ul>	<ul style="list-style-type: none"> <li>• Completion of curriculum review</li> <li>• Gaps identified and solutions proposed</li> </ul>	<ul style="list-style-type: none"> <li>• Extension of Polish Language as a Leaving Cert subject to a second cohort. First cohort completed Leaving Certificate in 2023</li> <li>• Thorough curriculum review with all Schools completed. Emerging possibilities identified. Curriculum adjusted based on student need and limited Teacher supply.</li> </ul>
	2.	Establish the FET College of Future model in CMETB, leading to consolidated and integrated provision, flexible learning opportunities, access pathways and consistent learner supports.	<ul style="list-style-type: none"> <li>• Develop an action plan for the FET College of the Future in CMETB</li> <li>• Work to resource and implement this plan</li> </ul>	<ul style="list-style-type: none"> <li>• Plan developed and positive engagement with funder re associated resource requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Branding report completed. Further review and planning to take place 2024.</li> <li>• Preliminary Business Case prepared and submitted in respect of development of a FET College of the Future in Cavan</li> </ul>

Goal	Priority	Action	Performance Indicator	Update on Progress in 2023
Goal: To promote high quality teaching, learning, wellbeing, engagement and progression in an inclusive, learner-centred environment	3. Identify requirements necessary to meet learners' integrated/ diverse support needs <sup>4</sup> , work to secure necessary resources and develop effective mechanisms for provision of these learner supports	<ul style="list-style-type: none"> <li>Learner Support Officer Role to be established</li> <li>Learner Support Working Group to be established</li> <li>Work to develop a centralised learner support system that will enable FET learners to access the equipment and assistance they require to engage in and complete their programme of study</li> </ul>	<ul style="list-style-type: none"> <li>Centralised Learner Support System developed and operational across FET Services</li> </ul>	<ul style="list-style-type: none"> <li>Wide range of actions and initiatives developed and operational across all FET services aimed at ensuring all learners have equal access to supports - regardless of what service they are attending or whether they are full / part time</li> <li>New process for Learner Needs Assessment developed and staff trained in this</li> <li>Continued reduction of PLC fees and course material costs and replacement with a flat €200 fee for all - to enhance accessibility and enable wider participation.</li> <li>Learner Assistance Programme operated for full time learners providing financial support towards the cost of participating in education and training.</li> </ul>
	4. Continue to offer inclusive learning while expanding targeted provision and enriching the experience / pedagogy for those with specific learning, physical and emotional needs	<ul style="list-style-type: none"> <li>Completion of provision mapping of SEN in two CMETB Schools</li> <li>CPD for all Schools in provision mapping</li> <li>Establish online support network of SEN Teachers</li> <li>Expansion of the provision of ASD Classes in CMETB Schools</li> <li>Provision of enhanced buildings and facilities for ASD classes</li> </ul>	<ul style="list-style-type: none"> <li>Initial provision maps completed.</li> <li>CPD completed.</li> <li>SEN Network launched and established.</li> <li>Expansion of ASD Classes in CMETB Schools.</li> <li>Additional facilities in CMETB Schools.</li> </ul>	<ul style="list-style-type: none"> <li>ASD Teachers online forum established, and suitable supports secured through REACH (formerly MAEDF) funding.</li> <li>Two additional ASD classes opened in CMETB schools namely Larcy College and Virginia College in August 2023.</li> <li>A new modular ASD unit opened at St. Bricin's College in 2023.</li> <li>All Schools engaged in provision mapping process</li> <li>Additional ASD classes provided. SENCO forum established.</li> </ul>

<sup>4</sup> Psychological, wellbeing, career guidance, disability, Special Educational Needs (SEN), Autism Spectrum Disorder (ASD), and so forth

Goal	Priority	Action	Performance Indicator	Update on Progress in 2023
<p>Goal: To promote high quality teaching, learning, wellbeing, engagement and progression in an inclusive, learner-centred environment</p>	<p>5. Develop and implement integrated approaches to enhance student and parent voice mechanisms in our schools and centres, while ensuring that periodic reviews are undertaken to optimise effectiveness</p>	<ul style="list-style-type: none"> <li>• Review of student voice initiatives and practices in CMETB Schools</li> <li>• CPD for Staff on empowering student voice</li> <li>• Ongoing development of FET Learner Voice Initiatives, to include: <ul style="list-style-type: none"> <li>▪ Conduct an annual learner survey</li> <li>▪ Host an annual learner forum.</li> <li>▪ Establish a Learner Advisory Network (LAN) with four meetings per year</li> <li>▪ Pilot learner participation on governance structures</li> <li>▪ Utilise the inputs of the LAN in self-evaluation, monitoring and review activities</li> </ul> </li> <li>• Facilitate leadership programme for members of the LAN to assist them with learner advocacy</li> </ul>	<ul style="list-style-type: none"> <li>• Working Group to review best practices on student voice</li> <li>• LAN established and operating effectively</li> <li>• Learners empowered and assisted to advocate</li> </ul>	<ul style="list-style-type: none"> <li>• CPD provided to School Leaders on Student and Parent Voice</li> <li>• Professional Learning and Development session on Promoting the Learner Voice delivered to FET staff by Dr Paula Flynn in November 2022.</li> <li>• Implementation and dissemination of Student Leadership structure in 2 CMETB Schools. Detailed canvas of Student Voice on a range of social issues via Planet Youth. (Systemic, evidence-based approach to enhancing students' lives)</li> <li>• Meeting of FET Learner Advisory Network (LAN) took place in January 2023.</li> <li>• AONTAS facilitated a Learner Forum for learners as part of their national learner voice initiative in February. Independent report received and reviewed by CMETB.</li> <li>• Based on feedback from Youthreach learners who attended the AONTAS Learner Forum, CMETB successfully piloted a centre specific Youthreach Learner Forum in May.</li> <li>• Learner Survey reviewed and updated for 2023/24 with two versions available; one for learners on unaccredited and Level 1 to 3 programmes and another for learners on programmes at Levels 4 and 5. Plain English review also conducted. The survey went live in early-December 2023.</li> <li>• 1,254 responses received to 2023/24 FET learner survey.</li> </ul>
<p>6. Develop and promote initiatives to support alternative opportunities / pathways for learners moving into and beyond Senior Cycle education, placing particular emphasis on those experiencing disadvantage and/or at risk of not completing courses / programmes</p>		<ul style="list-style-type: none"> <li>• Exploration of alternative TY Programme in a CMETB School</li> <li>• Provision of summer courses for students experiencing disadvantage</li> <li>• Continued delivery and development of Alternative Learning Programme (ALP)</li> <li>• Work to develop Employability Programme</li> </ul>	<ul style="list-style-type: none"> <li>• New programme designed and approved.</li> <li>• Launch with initial cohort of students.</li> <li>• ALP operating effectively.</li> <li>• Employability programme developed.</li> </ul>	<ul style="list-style-type: none"> <li>• The EmployAbility programme commenced.</li> <li>• Early School Leaver working group met frequently and undertook a range of actions, including hosting an Early School Leaving and Networking Event. This provided all services and schools with the opportunity to consider issues of retention and alternative options for those not in school and engage in valuable networking.</li> <li>• Publication of internal report on Early School Leaving involving all provider stakeholders in catchment area. Report disseminated to schools.</li> <li>• Planning of CPD for all stakeholder organisations to address early school leaving.</li> </ul>

				<ul style="list-style-type: none"> <li>• Summer Programme offered in two CMETB schools.</li> <li>• Provision of joint symposium of School and FET centres to promote continuing education for Early School Leavers.</li> <li>• Careers Fair for Students in all ETB Schools.</li> <li>• ALP operated effectively.</li> </ul>
<p>Goal: To promote high quality teaching, learning, wellbeing, engagement and progression in an inclusive, learner- centred environment</p>	<p>7. Continue to enhance and expand the range of programmes available to school leavers, jobseekers, those returning to education, employers and the employed</p>	<p><b>Action</b></p> <ul style="list-style-type: none"> <li>• Continue to develop and expand industry engagement and provision of Traineeship, Skills to Advance and Skills for Work programmes.</li> <li>• Offer flexible range of upskilling programmes to enable employees to progress in their career</li> <li>• Expansion of Evening Provision across Cavan and Monaghan</li> <li>• Offer mixed provision (post COVID-19), that is, blended / online/classroom delivery to facilitate learners.</li> <li>• Develop / access a range of alternative/additional programmes and certifying options</li> <li>• Development of additional Craft apprenticeships in CMETB</li> <li>• Continued operation and expansion of Post 2016 Apprenticeships</li> </ul>	<p><b>Performance Indicator</b></p> <ul style="list-style-type: none"> <li>• Increased levels and range of provision delivered across both counties.</li> <li>• Increased engagement with industry</li> <li>• Development of blended learning policy and procedures (post COVID-19)</li> <li>• Expansion of apprenticeships offered by CMETB.</li> </ul>	<p><b>Update on Progress in 2023</b></p> <p>Wide range of programmes ran in 2023 including:</p> <ul style="list-style-type: none"> <li>• SCLP new programmes: Part-time Rigid Driving courses started in Cavan and Monaghan, Purchasing programme, SCLP workshops in schools.</li> <li>• Large scale expansion of ESOL provision to meet the needs to the Ukrainians arriving to Cavan and Monaghan were delivered across both counties with upwards of 600 participants.</li> <li>• Expansion in evening provision registration, programme offerings and number of evenings in operation</li> <li>• New Skills to Advance programmes delivered and new employers engaged.</li> <li>• PLC programmes in full operation with increased numbers in both Cavan and Monaghan Institutes in 2023 and new programmes commenced in both Institutes.</li> <li>• New Forestry programme launched in partnership with Teagasc &amp; Coillte</li> <li>• Increased number of employers involved in OEM apprenticeship with 2<sup>nd</sup> annual intake planned.</li> <li>• Range of new programmes developed / validated for use by CMETB, including new micro credentials, thereby expanding its offering and meeting wider learner and industry needs.</li> <li>• Range of new adult education programmes delivered across both counties, including a healthcare partnership project with HSE and the EU funded Employment and Social Innovation (EaSI) Programme.</li> <li>• Increase in enrolments across FET provision.</li> <li>• New programmes developed and commenced.</li> </ul>

	<p>8. Augment the CMETB offering within the region to include the provision of Community National Schools (CNS) in accordance with identified local needs and demographic requirements</p>	<ul style="list-style-type: none"> <li>• Exploring the feasibility of one CNS in Co. Cavan and Co. Monaghan</li> </ul>	<ul style="list-style-type: none"> <li>• Feasibility reviewed and recommendations acted upon</li> </ul>	<p>Capital projects progressed and funding and lease approval secured for new apprenticeship unit in Monaghan Town.</p> <ul style="list-style-type: none"> <li>• Input to CMETB Board from ETBI on establishing CNS.</li> <li>• Awaiting expansion of national divestment programme.</li> <li>• Met with Patron of Primary Schools.</li> </ul>
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Goal	Priority	Action	Performance Indicator	Update on Progress in 2023
<p>Goal: To promote high quality teaching, learning, wellbeing, engagement and progression in an inclusive, learner-centred environment</p>	<p>9. Develop the identity and ethos of CMETB schools in conjunction with ETBI, to incorporate the development of a Patron's Framework for curricular implementation</p>	<ul style="list-style-type: none"> <li>Ethos Development programme in one CMETB School</li> <li>CPD in Ethos Development for all CMETB School Leaders</li> <li>Awareness raising of ETB Ethos with CMETB Staff and Board</li> </ul>	<ul style="list-style-type: none"> <li>Programme completed in one school.</li> <li>CPD delivered</li> </ul>	<p>Update on Progress in 2023</p> <ul style="list-style-type: none"> <li>Ethos CPD and activities provided to: <ul style="list-style-type: none"> <li>CMETB Board</li> <li>Principals and Deputy Principals</li> <li>Teachers</li> </ul> </li> <li>All Schools participating in professional learning network for School ethos. Ethos incorporated into CMETB recruitment process. Marketing of Ethos on social media and with merchandise</li> </ul>
	<p>10. Identify and implement integrated / effective responses to support student and staff wellbeing generally, and in response to pandemic-related challenges</p>	<ul style="list-style-type: none"> <li>Review of Wellbeing programme in CMETB Schools</li> <li>Identification of relevant strategies and initiatives to enhance student and staff wellbeing</li> <li>Commencement of implementation of initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Review completed by Working Group</li> <li>Strategies and support implemented</li> </ul>	<ul style="list-style-type: none"> <li>Timetables of CMETB schools have evolved to reflect additional wellbeing components in line with national policy.</li> <li>CPD provided to school leaders on Active Consent and link established with NUIG on Active Consent.</li> <li>CPD on Traveller education provided.</li> <li>One school has embarked on LGBTQ+ Quality Mark process.</li> <li>Incorporation of Youth Supports in CMETB Schools based on Planet Youth Data.</li> <li>Assistance in design and delivery of multi stakeholder conference on combating Alcohol and other drugs among students.</li> <li>Learner Support and Wellbeing Service in place across all FET provision. This provides a range of supports and initiatives including: <ul style="list-style-type: none"> <li>Counselling onsite and offsite.</li> <li>Special Education Needs Initiative (SENI) piloted in 2 Outreach Centres.</li> <li>New process for Learner Needs Assessment developed and staff trained in its operation.</li> <li>Wellbeing talks.</li> <li>Wellbeing Champions in each centre / service</li> <li>Virtual Learner Support hub in website</li> <li>Physical Learner Support hubs developed in FET centres where learners of all ages can avail of assistance, support and sanctuary.</li> <li>Training for staff.</li> </ul> </li> </ul>



Goal	Priority	Action	Performance Indicator	Update on Progress in 2023
<p>Goal: To promote high quality teaching, learning, wellbeing, engagement and progression in an inclusive, learner- centred environment</p>	<p>11. Ensure adherence to the public sector equality and human rights duty in the planning, development, and review of the initiatives set out under this strategic goal.</p>	<ul style="list-style-type: none"> <li>In planning and implementation of programmes and initiatives, consideration will be given to equality, inclusion and diversity issues</li> </ul>	<ul style="list-style-type: none"> <li>Equality of access to a range of inclusive education and training programmes and activities</li> </ul>	<p><b>Update on Progress in 2023</b></p> <ul style="list-style-type: none"> <li>Implementation group and working group established.</li> <li>Training provided to staff on digital accessibility.</li> <li>Irish Sign Language Interpreter Protocol developed and implemented.</li> <li>CMETB Accessibility Templates and CMETB Style Guide developed and implemented.</li> <li>Training provided on Public Sector Duty, ISL protocol and Accessibility in 2023 to Administration and FET staff.</li> <li>Working groups meeting regularly. Assessment of provision carried out. Staff attended various EDI awareness training/briefing sessions. Accessibility of information assessed, and guidelines developed.</li> <li>FET Learner Assistance Programme established and providing support to learners.</li> </ul>

## Goals Identified in the Performance Delivery Agreement

### Optimise Student/Learner Experience

Goal	Priority	Action	Performance Indicator	Update on progress in 2023
Optimise Student / Learner Experience	1. Provide a positive learning experience for all learners, including learners from marginalised groups	<ul style="list-style-type: none"> <li>• Commencement of Alternative Learning Programme (ALP) for those under 16 not attending or excluded from school.</li> <li>• Ongoing provision of a wide range of programmes at levels 1-6, and associated supports, to facilitate participation by learners of all ages and abilities.</li> <li>• Provision of programmes online where face to face is not feasible. Explore and utilise all options to support marginalised learners to engage in remote learning.</li> <li>• Programmes provided on a full and part-time basis in venues throughout both counties and some with allowances / supports for travel / meals / childcare.</li> </ul>	<ul style="list-style-type: none"> <li>• ALP Service established in two sites.</li> <li>• Wide range of FET programmes offered and delivered.</li> <li>• Increased enrolments and strong retention</li> <li>• Development of Centralised Learner Support System</li> </ul>	<ul style="list-style-type: none"> <li>• ALP Service operational in two sites in 2023 - plan to continue in 2024 and beyond.</li> <li>• Continued wide range of provision at all levels with additional learner supports available.</li> <li>• New online programme developed and delivered with DSP to facilitate participation by marginalised learners.</li> <li>• Wide range of programmes delivered in numerous locations throughout both counties.</li> <li>• Strong attainment of targets set out in the Strategic Performance Agreement prepared with Solas in 2023.</li> <li>• New Regional Literacy Coordinator working to support implementation of Adult Literacy for Life Strategy (ALL), including establishment of Regional Literacy Coalition, Development of Action Plan and roll out of Innovation Fund in Cavan and Monaghan.</li> <li>• Centralised Learner Support Service operational and expanded.</li> <li>• Ongoing engagement with education by students.</li> <li>• FET Enrolment levels in 2023 exceeding those of 2019 (pre-pandemic).</li> <li>• Internal review of Polish Language learning complete.</li> </ul>

Goal	Priority	Action	Performance Indicator	Update on progress in 2023
Optimise Student / Learner Experience	2. Support students / learners at risk of educational disadvantage in line with current national policy	<ul style="list-style-type: none"> <li>Engagement with Mary Immaculate College to develop a system of mapping and monitoring provision for SEN students.</li> <li>Planning for and opening new ASD classes where relevant</li> <li>Continued support of learners to access, complete and progress from FET Programmes.</li> <li>Work to provide range of supports necessary to enhance learner wellbeing and ability to adapt and engage post COVID-19</li> <li>Ongoing identification of gaps / needs and development of initiatives to address these</li> </ul>	<ul style="list-style-type: none"> <li>Under guidance of Working Group, pilot of concept in one school with initial training for other schools.</li> <li>Director of Schools and Principals meet with SENOs and agree strategies.</li> <li>Two new classes opened in 2023.</li> <li>Maintenance and expansion of programmes with allowances and other supports</li> <li>Successful completion of third year of PLC Access programme for Youthreach learners to support and facilitate their progression, and commencement of 4<sup>th</sup> cohort.</li> <li>Development of a Local Training Initiative (LTI) Programmes for Syrian refugee group resettled in Monaghan.</li> <li>Establishment of LAN.</li> <li>Establishment of Learner Support System for all Services and Centres.</li> </ul>	<ul style="list-style-type: none"> <li>Inclusion coaches in place and actively leading the provision mapping process which is ongoing in all schools.</li> <li>Comprehensive CPD programme in place led by Provision Mapping co-ordinator.</li> <li>Ongoing planning with NCSE on regional need for special classes. Response from CMETB by opening special classes in all areas identified through planning process.</li> <li>Two additional ASD classes opened in CMETB schools namely Lary College and Virginia College in August 2023.</li> <li>A new modular ASD unit opened at St. Bricin's College in 2023.</li> <li>Commencement of pilot SENI programme for Youthreach in 2 x Centres (to provide individual mentoring and support to learners)</li> <li>Learner Advisory Network (LAN) established and convened and range of Learner Voice initiatives implemented.</li> <li>Learner Support service further developed to include Provision of onsite counselling and Learner hubs in FET Centres.</li> <li>PL&amp;D provision for FET staff.</li> <li>Continued development of learner resources.</li> <li>Learner Voice Actions implemented and enhanced, including Learner Survey, LAN, Learner Forum and dedicated Youthreach Forum.</li> </ul>

Goal	Priority	Action	Performance Indicator	Update on progress in 2023
	2. Support students / learners at risk of educational disadvantage in line with current national policy	<ul style="list-style-type: none"> <li>Continued expansion of evening provision to support those in and out of employment to access certified training at low/no cost.</li> <li>Expanded provision and increased enrolments.</li> </ul>	<ul style="list-style-type: none"> <li>Expanded provision and increased enrolments.</li> </ul>	<ul style="list-style-type: none"> <li>Evening Provision expanded in 2023 to include new programmes, increased enrolments and operating three evenings per week.</li> <li>New programmes offered in 2023 and suite of programme expanded.</li> <li>Validation secured for new programmes.</li> <li>Additional Workforce Development Officer employed which will enable great employer engagement and should enhance participation numbers.</li> </ul>
Optimise Student/Learner Experience	2. Support students / learners at risk of educational disadvantage in line with current national policy	<ul style="list-style-type: none"> <li>Continued and coordinated provision of learner supports across all FET provision.</li> <li>Development of initiatives under Mitigating Against Educational Disadvantage Fund (MAEDF), subject to funding availability.</li> </ul>	<ul style="list-style-type: none"> <li>Learning Support Officer appointed in late 2021 – service developed in 2023 and beyond.</li> <li>Continue to build on this initiative in 2023 through Learner Assistance Fund and a range of community-based projects.</li> </ul>	<ul style="list-style-type: none"> <li>Continued delivery of wide range of provision in multiple venues to support access, engagement and progression among learners, particularly those hardest to reach.</li> <li>Further development of learner supports to enable learners to engage fully with their programme.</li> <li>Reach (previous MAEDF) Fund rolled out in 2023 and many projects supported and implemented, including 21 community projects and 306 learners benefitting from Learner Assistance Fund.</li> </ul>
	3. Ensure all necessary child safeguarding measures are in place in accordance with the Child Protection Procedures for Primary and Post-Primary Schools (revised 2023)	<ul style="list-style-type: none"> <li>Necessary procedures and processes in place and adhered to in Schools, Outreach Centres, Tanagh Outdoor Education and Training Centre (OETC), Garage Theatre, Youth Services and FET Services</li> <li>All DLPs and DDLPs to avail of appropriate CPD and</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing compliance and safeguarding.</li> <li>Spot checks that all DLP and DDLPs have done CPD.</li> </ul>	<ul style="list-style-type: none"> <li>Central coordinated response – with updating of Child Safeguarding Policies and Risk Assessments from 01 Sept 2023, in line with revised Child Protection Procedures for Primary and Post Primary Schools.</li> <li>All schools and services have necessary child safeguarding measures and staff are fully trained.</li> </ul>

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<p><b>Goal</b></p> <p>Optimise Student/Learner Experience</p>	<p><b>Priority</b></p> <p>3. Ensure full compliance with the Child Protection Procedures for Primary and Post-Primary Schools (revised 2023)</p>	<p><b>Action</b></p> <ul style="list-style-type: none"> <li>CPOR is provided at every BOM meeting. BOMs carry out annual review of Child Safeguarding.</li> <li>Dedicated support available from Director of Schools and Compliance Officer.</li> </ul>	<p><b>Performance Indicator</b></p> <ul style="list-style-type: none"> <li>BOM Minutes reviewed by Director of Schools</li> <li>Positive Inspectorate reports</li> <li>Formal notification of annual review is received by CMETB</li> </ul>	<p><b>Update on progress in 2023</b></p> <ul style="list-style-type: none"> <li>Ongoing work in this area; Youthreach Centre selected for pilot of new Departmental Inspection process and very positive report received</li> <li>Work underway to implement the Adult Safeguarding policy.</li> <li>Schools have received necessary training; Child Protection Inspections in a number of CMETB schools have reported on compliance with agreed procedures.</li> <li>Oversight of safeguarding procedures at BOM and CMETB level. Appropriate support and advice provided to schools.</li> </ul>
<p>Protection Programmes</p>	<p>1. Assist the Department of Education, as needed, to meet the needs arising from the Irish Refugee Protection Programme and provision for international protection applicants</p>	<ul style="list-style-type: none"> <li>Participation in and responding to Refugee Protection Programmes for Cavan and Monaghan</li> <li>Development of a LTI for refugee resettlement group in Monaghan</li> </ul>	<ul style="list-style-type: none"> <li>Appropriate placement of student in schools and centres</li> <li>35 Syrian refugees are currently participating in classes in Cavan, Bailieboro and Virginia</li> <li>Effective engagement by Syrian groups in Cavan and Monaghan with CMETB FET services</li> </ul>	<ul style="list-style-type: none"> <li>REALT Team in place with all students requesting school placement in primary and post-primary schools suitably placed. No Child is refused appropriate education -533 Children placed to date in Cavan and Monaghan.</li> <li>Audit of available places completed and ongoing communication with every school sector regarding future planning.</li> <li>Strong links established between REALT Team and other stakeholder organisations including county councils, local partnerships, CYPSC programmes, Education Welfare Boards and National Educational Psychological Service.</li> <li>Families and students supported by REALT Coordinator to apply for and receive school transport.</li> <li>Continued large scale response to Ukrainian crisis, including provision of ESOL programmes to 600+; expansion of ESOL tutor panel and upskilling of</li> </ul>

					<p>existing tutors to deliver ESOL training; co-operation and collaboration with other agencies and stakeholders to widen associated supports for those affected by the crisis. In addition to the work with Ukrainians, ESOL provision for Syrians and other refugees continued. Part time LTI operated in Clones providing ESOL training.</p> <ul style="list-style-type: none"> <li>• Delivery of timely and required ESOL provision in multiple locations to meet increasing demand; 3 x New programmes written to address gap in curricula available for ESOL provision; Programmes submitted to QQI for validation with differential validation request received from other ETBS</li> <li>• New ESOL Programmes approved for validation by QQI.</li> </ul>
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CMETB Strategic Goals					
Wider CMETB Services					
Goal	Priority	Action	Performance Indicator	Report on Progress during 2023	
Goal: To work collaboratively to enhance and further develop services that respond in an inclusive manner to the needs of our community	1. Review, plan and expand the current Music Generation project to provide performance music education to young people from early years' setting to 18 years of age	<ul style="list-style-type: none"> <li>• Expansion of Music Generation to young people between 12 and 18 years of age</li> <li>• Expansion of early years and primary programmes</li> <li>• Development of Music Generation Youth ensemble</li> </ul>	<ul style="list-style-type: none"> <li>• Music Generation opportunities for Post Primary students in schools</li> <li>• Doubling of numbers early years and primary programmes</li> <li>• Ensemble established and initial performances completed</li> </ul>	<ul style="list-style-type: none"> <li>• Mobile recording studio launched in December 2022 and rolled out in 2023.</li> <li>• Collaboration with County Councils and national agencies to develop Music Generation Orchestra.</li> <li>• Draft Strategic plan completed.</li> <li>• Regional Collaboration with Louth, Meath, Cavan and Monaghan and Oriel Centre as part of National 10-year celebration of Music Generation Ireland .</li> </ul>	
	2. Collaborate with partners and stakeholders to coordinate opportunities for young people in all areas of the arts through engagement with artists at local	Development of four local Arts initiatives for young people between 4 and 18 years of age	<ul style="list-style-type: none"> <li>• Initiatives planned and completed</li> <li>• Engagement completed</li> </ul>	<ul style="list-style-type: none"> <li>• Programme completed.</li> <li>• Cruinniú Performances completed and ARTS Van programme successfully executed.</li> <li>• In 2023 CMETB secured the Local</li> </ul>	

## CMETB Strategic Goals

### Wider CMETB Services

Goal	Priority	Action	Performance Indicator	Report on Progress during 2023
	and national level	<ul style="list-style-type: none"> <li>Engagement of four local artists</li> </ul>		<p>Creative Youth Partnership. This project is co-ordinated by CMETB with a LCYP Co-ordinator appointed and a number of projects took place.</p>
	3. Engage with the community to provide a range of dramatic performances for local audiences and nurture local artists through a wide and varied youth theatre offering	<ul style="list-style-type: none"> <li>Planning and delivering ambitious theatre programme at Garage Theatre.</li> <li>Provision of youth theatre development programme</li> </ul>	<ul style="list-style-type: none"> <li>Programme completed.</li> <li>Programme completed - youth theatre members to exceed 150</li> </ul>	<ul style="list-style-type: none"> <li>Programme of drama performances completed.</li> <li>Garage Theatre Strategic plan completed.</li> <li>Youth Theatre provision for 160 members</li> </ul>
	4. Continue to work in collaboration with communities to develop and support initiatives aimed at mitigating against educational disadvantage.	<ul style="list-style-type: none"> <li>Continue to build on this initiative in 2023 through Learner Assistance Fund and a range of community-based projects</li> </ul>	<ul style="list-style-type: none"> <li>Operate calls for projects and work to secure similar funding levels for allocation to projects in 2023</li> </ul>	<ul style="list-style-type: none"> <li>REACH (previous MAEDF) Fund rolled out in 2023 and many projects supported and implemented, including community projects and Learner Assistance Fund</li> </ul>
	5. Continue to expand CMETB's Youth Work Function ensuring services are developed, supported and enhanced in line with youth work principles and vision	<ul style="list-style-type: none"> <li>Continue operation of existing Youth projects</li> <li>Establishment of new Youth Service in Cavan urban</li> </ul>	<ul style="list-style-type: none"> <li>Successful operation of existing projects</li> <li>New project operational in Cavan</li> </ul>	<ul style="list-style-type: none"> <li>One new UBU Youth Service became operation in Cavan Town in Q3 2022, bringing our UBU Services in the region to five</li> <li>Commencing the rollout of Youth Services funded through the PEACE Plus programme.</li> </ul>
Goal: To work collaboratively to enhance and further develop services that respond in an inclusive manner to the needs of our community	6 . Review and assess emerging issues / challenges for young people and collaborate with relevant partners and stakeholders to ensure needs are advocated and addressed in a collective and inclusive manner	<ul style="list-style-type: none"> <li>Work to identify needs and issues and proposals to address these</li> <li>Seek to secure resources for these proposals</li> </ul>	<ul style="list-style-type: none"> <li>Project proposals developed and progressed</li> </ul>	<ul style="list-style-type: none"> <li>2023 saw the completion of the Area Profile Needs Analysis Service Requirement (APNASR) in preparation for UBU Cycle 2, which will commence in 2024. Five APNASR were approved by the DCEDY.</li> <li>External community and youth organisations were supported to engage and receive funding under the REACH Fund (formally known as Mitigating</li> </ul>

## CMETB Strategic Goals

### Wider CMETB Services

Goal	Priority	Action	Performance Indicator	Report on Progress during 2023
<p>Goal: To work collaboratively to enhance and further develop services that respond in an inclusive manner to the needs of our community</p>	<p>7. Develop a diverse and progressive Outdoor Education programme into Schools, Centres and Services that provides equality of access as well as the personal, physical and mental well-being benefits of Outdoor Education</p>	<ul style="list-style-type: none"> <li>• Continued development and delivery of programmes at Tanagh OETC</li> <li>• Ongoing integration of outdoor education and CMETB schools and centres</li> </ul>	<ul style="list-style-type: none"> <li>• Increased range of programmes on offer and wider participation</li> </ul>	<p>Educational Disadvantage Scheme).</p> <ul style="list-style-type: none"> <li>• Review and analysing of Planet Youth Data continues with our research partners in RCSI. Information gathered has supported the development of a Pilot Planet Youth Afterschool Leisure Time Activities programme in 10 pilot schools and funding success in achieving same</li> <li>• Approval obtained in December 2023 for a PEACEPLUS funded project submitted under the “Open Call Process” to SEUPB. CMETB have approval to develop three new programmes for the region and employ 6.5 staff.</li> </ul>
		<ul style="list-style-type: none"> <li>• Part-time learners recorded on the stand-alone QQI modules offered to include QQI Level 5 Kayaking, Rock Climbing Skills, Mountain Skills and Stand Up Paddle Boarding</li> <li>• Five week “FET pathways for Schools – An Introduction to Outdoor Education” developed and promoted to Transition year groups in CMETB schools.</li> <li>• Increased number of learners recorded overall in all programmes offered by Tanagh OETC.</li> <li>• MOU agreed with CARA – the national pan-disability organisation and inclusive kayak equipment purchased.</li> <li>• Increased range of programmes and participant numbers in 2023.</li> </ul>		



## CMETB Strategic Goals

### Our People - Development, Support and Wellbeing

Goal	Priority	Action	Performance Indicator	Update on progress in 2023
Goal: To work collaboratively as a CMETB team to promote leadership and best practice, deliver excellence and support equality within a progressive workplace culture	1. Review and develop our systems and processes to support the recruitment and retention of the best staff with the necessary competencies	<ul style="list-style-type: none"> <li>• Development of new eRecruitment service which will link to new CMETB website.</li> <li>• Continuation of competency- based interviews for appropriate posts</li> <li>• Continue remote video interviewing for certain posts.</li> <li>• Agree strategies for sourcing and recruiting teachers in an increasingly competitive job market including collaboration with Third Level Institutions and attendance at appropriate Career Fair.</li> </ul>	<ul style="list-style-type: none"> <li>• Recruitment and retention of staff with the appropriate skills and competencies.</li> </ul>	<p>Update on progress in 2023</p> <ul style="list-style-type: none"> <li>• Competency based interviews continued for appropriate posts.</li> <li>• Remote interviewing continued</li> <li>• Work to develop new interview suites in CMETB head office completed in 2023.</li> <li>• Tender for the purchase of recruitment System has been awarded, system to be operational in Feb-March 2024 for testing and for use at Summer Recruitment process. Vacancies will be advertised in April with teacher interviews continuing to be held in early May.</li> </ul>

Goal	Priority	Action	Performance Indicator	Update on progress in 2023
<p>Goal: To work collaboratively as a CMETB team to promote leadership and best practice, deliver excellence and support equality within a progressive workplace culture</p>	<p>2. Establish dedicated CPD team to develop and implement an overarching professional development strategy integrating management, teaching, administrative and ancillary staff development</p>	<ul style="list-style-type: none"> <li>Support all staff in identifying (personal and professional) development pathways, and that relevant supports are provided to meet related needs</li> <li>Establish shared learning networks<sup>5</sup> and protocols for the promotion of excellence and best professional practice across our schools and learning centres.</li> <li>eLearning Programmes for Data Security and ICT Security through dedicated software systems.</li> <li>Induction programme to be delivered for new staff in schools and FET staff (teachers, Special Needs Assistants, tutors, other FET staff)</li> </ul>	<ul style="list-style-type: none"> <li>CPD in new areas, for example, environmental awareness / protection</li> <li>Development of badging system for CPD undertaken</li> <li>Delivery of four hybrid induction modules</li> <li>Refresher modules to run throughout the year</li> </ul>	<ul style="list-style-type: none"> <li>GDPR eLearning awareness programme and Phishing training rolled out through new Privacy Engine system</li> <li>Equality Diversity and Inclusion (EDI) awareness training for Admin and FET staff</li> <li>Ongoing training on the P2P system for new staff and refresher training for existing staff</li> <li>Induction programme for new teachers conducted in August/September 2023</li> <li>Role of Training Officer has been assigned to Recruitment Officer in HR.</li> <li>Training being undertaken by staff relevant to their area of work, for example Superannuation, FOI, HR Contract Training.</li> <li>CPD Policy for ETB Admin Staff being reviewed.</li> </ul>

<sup>5</sup> On interrelated topics from, for example, pedagogy to youth leadership and social media to resilience

Goal	Priority	Action	Performance Indicator	Update on progress in 2023
<p>Goal: To work collaboratively as a CMETB team to promote leadership and best practice, deliver excellence and support equality within a progressive workplace culture</p>	<p>3. Actively promote / embed our CMETB values and enhance our workplace culture by engaging with staff in the development and pursuit of continuous improvement</p>	<ul style="list-style-type: none"> <li>• Embed CMETB values throughout the organisation through communicating with all staff through various channels, for example website, staff briefings, SharePoint,</li> <li>• Management to communicate with staff to capture their inputs and identify scope for continuous improvement</li> </ul>	<ul style="list-style-type: none"> <li>• All CMETB staff know and understand our values.</li> <li>• All staff contribute to CMETB's continuous improvement agenda.</li> </ul>	<ul style="list-style-type: none"> <li>• CMETB standardised bilingual Email signatures have been rolled out across administration, school, centre and programme staff, incorporating CMETB branding and Vision statement.</li> <li>• CMETB Staff Hub SharePoint has been established as a repository for shared resources.</li> <li>• A Corporate Resources Hub has been created and holds information on accessibility, the CMETB style guide, logos and templates. Training has been given to Administration staff and FET Managers on accessing this resource.</li> </ul>

Goal	Priority	Action	Performance Indicator	Update on progress in 2023
<p>Goal: To work collaboratively as a CMETB team to promote leadership and best practice, deliver excellence and support equality within a progressive workplace culture</p>	<p>4. Revise and update our HR practices and procedures to provide for the progressive development of our workplace environment</p>	<ul style="list-style-type: none"> <li>Continually develop initiatives/run training courses to encourage a positive work environment with clear lines of communication.</li> <li>Manage Hybrid/Blended Working and alternative workplace attendance arrangements in line with Government guidelines.</li> <li>Ensure that CMETB has a succession plan in place and that retirement planning programmes are made available to all relevant staff.</li> </ul>	<ul style="list-style-type: none"> <li>HR practices and procedures reflect a progressive organisation with the ability to manage change / development.</li> </ul>	<ul style="list-style-type: none"> <li>Hybrid working in place for admin staff where the nature of their work &amp; work systems allows them to work remotely effectively and is working satisfactorily.</li> <li>Standard Operating Procedures are the responsibility of each manager and are completed and saved in a central SharePoint location by all Section Heads.</li> <li>'Number 2' have been identified and Standard Operating Procedures are available for all functions.</li> <li>Staff Handbook updated.</li> <li>CDETb run a retirement course for Teaching Staff annually that is open to all ETBs.</li> <li>CMETB organised a pre-retirement course for our Admin Staff in March 2022 and plans to run one every 3 years, next course to be delivered in 2025.</li> </ul>

Goal	Priority	Action	Performance Indicator	Update on progress in 2023
<p>Goal: To work collaboratively as a CMETB team to promote leadership and best practice, deliver excellence and support equality within a progressive workplace culture</p>	<p>5. Develop initiatives to embed the culture and promotion of health and wellbeing in the work environment</p>	<ul style="list-style-type: none"> <li>Recognition of wellbeing as a key element of CPD provision</li> <li>Employee Assistance Service is in place for all staff including 24/7 phone service and wellbeing App</li> <li>Social events for staff organised throughout the year</li> </ul>	<ul style="list-style-type: none"> <li>Wellbeing component in all CPD</li> <li>All staff have access to 24/7 support</li> <li>Staff feel valued and supported</li> </ul>	<ul style="list-style-type: none"> <li>Employee Assistance Service available to CMETB staff members 24/7, 365 days pa</li> <li>Social Committee established with events for staff members held throughout the year</li> </ul>
	<p>6. Ensure leadership, systems, and structures are in place and functioning effectively, to address relevant equality and human rights issues and comply with the public sector equality and human rights duty</p>	<ul style="list-style-type: none"> <li>Carry out an assessment of equality and human rights issues and develop and implementation plan to address relevant issues</li> </ul>	<ul style="list-style-type: none"> <li>Development of an inclusive organisation.</li> <li>Obligations under the Public Sector duty are fulfilled</li> </ul>	<ul style="list-style-type: none"> <li>Training provided to Administration Staff and FET Managers on the CMETB Public Sector Duty</li> <li>Public Sector Duty Implementation Group and EDI and Access Group established and meeting quarterly.</li> <li>Action Plan for 2023 progressed. Staff training for EDI awareness initiated.</li> </ul>

## CMETB Strategic Goals

### Organisation, Support and Development

Goal	Priority	Action	Performance Indicator	Update on progress in 2023
Goal: To consolidate our position as a learner-centred, responsive, equality-focused organisation by driving excellence, innovation and good governance	1. Develop integrated ICT strategy, implementation plan and policies <sup>4</sup> to meet identified requirements and promote the adoption of 21 <sup>st</sup> century digital skills	<ul style="list-style-type: none"> <li>• Systematically identify scope for further digital transformation to increase: (i) learner/course access, (ii) course/learning delivery options<sup>6</sup> and (iii) innovation/collaboration across all CMETB activities</li> <li>• Complete review of CMETB's physical and ICT infrastructure<sup>7</sup>, identify enhancement requirements, and secure funding to meet future needs and digital transformation objectives.</li> <li>• Optimise efficiencies by reducing duplication in service delivery and course offerings, while ensuring that accessibility to learning is maintained / increased through innovation and digital transformation</li> <li>• Continue to provide CPD for staff using the technologies and applications available to them, such as Office 365, MSTEAMS and Moodle, to further enhance online / blended / face-to-face provision in CMETB. These supports will be offered as one-to-one / group support sessions, live webinars, ongoing guidance, and support.</li> <li>• Increased usage of Technology Enhanced Learning (TEL) tools across all FET centres and schools in CMETB</li> <li>• Expansion of hybrid teaching and learning activities across CMETB Schools, for example, Polish Leaving Cert Programme</li> <li>• Expansion of Microsoft Office Specialism for students in Years 1 to 4 in CMETB Schools</li> </ul>	<ul style="list-style-type: none"> <li>• CMETB has a comprehensive ICT Strategy and Implementation Plan and relevant Policies in place.</li> <li>• Progression achieved on the actions in the current ICT Action Plan</li> </ul>	<ul style="list-style-type: none"> <li>• New ICT Action Plan was developed.</li> <li>• A suite of new ICT Policies were developed, approved and are in place</li> <li>• Cyber Response Plan was developed and tested in 2023.</li> </ul>
			<ul style="list-style-type: none"> <li>• Double the number of students engaging in hybrid learning subjects and courses</li> <li>• Programme active in all CMETB Schools with relevant exams completed by participating Transition Year students</li> </ul>	<ul style="list-style-type: none"> <li>• Pioneering Polish Language as a Leaving Certificate subject in Hybrid environment.</li> <li>• Successful completion of MOS programme and examinations by students in nine CMETB schools. This involved formal recognition via Microsoft Office Specialism accreditation.</li> </ul>

<sup>6</sup> Conventional, blended and remote learning

<sup>7</sup> Extending to include facilities and energy usage

Goal	Priority	Action	Performance Indicator	Update on progress in 2023
<p>Goal: To consolidate our position as a learner-centred, responsive, equality-focused organisation by driving innovation and excellence, good governance</p>	<p>2. Identify scope to streamline governance, administrative, procurement and related processes to optimise efficiencies and continue to meet CMETB Board requirements</p>	<ul style="list-style-type: none"> <li>Continue roll-out of SharePoint across the ETB.</li> <li>Procure appropriate cloud-based document management system for OSD. All documentation and information accessible from secure cloud-based services and systems</li> <li>Prioritise the work of implementing robust governance across the organisation to achieve compliance with legislation, regulations and Circulars to ensure transparency and accountability and to meet audit and reporting requirements.</li> <li>The Executive will continue to work with the Board to ensure that members of the board, Finance Committee and ARC have sufficient information, documentation and training to make informed reserved function decisions.</li> </ul>	<ul style="list-style-type: none"> <li>Automated systems in place to optimise work process efficiencies and streamline the workload of staff</li> <li>Governance and Compliance obligations fulfilled in relation to Procurement, Risk Management, Compliance, HR, Finance, Land and Buildings, and ICT</li> <li>Information and documentation provided through dedicated SharePoint site / Meetings as per the Code of Practice for Governance of ETBs.</li> </ul>	<ul style="list-style-type: none"> <li>SharePoint has been rolled out across the ETB. CMETB Board, Audit and Risk and Finance Committee SharePoint created, and training provided to members.</li> <li>Contract management system in place since 2022 to ensure value for money and compliance with national procurement guidelines.</li> <li>CMETB continued the implementation of the DCS Property Register software system in 2023. Significant work was completed and will continue in 2024 with regards to collating and uploading all information for CMETB owned, leased and licensed properties.</li> </ul>
	<p>3. Continue to lead and support selected ETB pilot programmes to deliver further sectoral improvements and consolidate CMETB's position in driving innovation</p>	<ul style="list-style-type: none"> <li>Ongoing participation at national forums and working groups with ETBI to share resources and ensure best practice and up to date knowledge</li> <li>Active participation in national shared service projects: VTOS and Youthreach learner payments, Contract Management System, eRecruit.</li> </ul>	<ul style="list-style-type: none"> <li>CMETB's involvement and commitment at national level ensures the delivery of pilot projects.</li> </ul>	<ul style="list-style-type: none"> <li>CMETB have representatives at all the national forums and working groups through ETBI.</li> <li>CMETB participated in national projects such as the Pension Liability. CMETB moved to the Finance Shared Service in July 2023.</li> </ul>

Goal	Priority	Action	Performance Indicator	Update on progress in 2023
<p>Goal: To consolidate our position as a learner-centred, responsive, equality-focused organisation by driving excellence, innovation and good governance</p>	<p>4. Develop and implement CMETB's Communications Strategy, to promote a shared identity within the organisation and to enhance awareness of our brand and services</p>	<ul style="list-style-type: none"> <li>Communicate effectively with external stakeholders. Continue to implement the digital marketing efforts to grow CMETB's online audiences and presence across social media channels with timely and relevant social media messaging.</li> <li>Communicate effectively - Internal Communication: Foster a positive, supportive and 'connected' work environment through targeted workplace communications, wellbeing initiatives and creation of a staff directory.</li> <li>Increase staff awareness of organisational goals and objectives through the use of information campaigns to communicate organisational news and successes.</li> </ul>	<ul style="list-style-type: none"> <li>CMETB has a comprehensive Communication Strategy</li> <li>Our community are aware of CMETB and our services</li> </ul>	<ul style="list-style-type: none"> <li>CMETB developed a Communications Strategy covering internal and external communications. The strategy was finalised in 2023.</li> <li>Various advertising channels, including social media, radio and newspapers are utilised to communicate with stakeholders.</li> <li>A Corporate Resources Hub for CMETB staff has been developed on the SharePoint that provides templates and guidance on communicating with internal and external stakeholders.</li> <li>CMETB newsletter circulated on a quarterly basis to staff and Board members.</li> <li>CMETB ensured compliance with its obligations under the official languages (Amendment) Act 2021 – see Section 11 for further details</li> </ul>
<p>5. Work to improve the energy performance of CMETB in support of our Energy Efficiency Strategy and the Government Climate Action agenda.</p>	<p>5. Work to improve the energy performance of CMETB in support of our Energy Efficiency Strategy and the Government Climate Action agenda.</p>	<ul style="list-style-type: none"> <li>Continue to seek funding to provide state of the art facilities including buildings that use smart technologies to help reach zero net emissions.</li> <li>CMETB with responsibilities as a public sector body must achieve the target of a 51% decrease in Greenhouse Gas Emissions by 2030</li> <li>Continue to promote on-going investment in energy-reduction measures through participation in the following programmes: <ul style="list-style-type: none"> <li>Better Education Communities</li> <li>CMETB's Climate Action and Energy Awareness Programme</li> </ul> </li> <li>Monitoring and review of energy performance across each school and centre within CMETB</li> </ul>	<ul style="list-style-type: none"> <li>Completion of the CMETB's Public Sector Climate Action Roadmap, Monitoring and Reporting Returns to the SEAI. Report outcome of energy performance to CMETB schools and centres using the SEAI Energy Bill Tracker Toolkit and the Top Energy Users spreadsheet</li> <li>Engage with staff and students through the Energy Awareness</li> </ul>	<ul style="list-style-type: none"> <li>CMETB continues to complete the annual Monitoring and Reporting submission and to update our Public Sector Climate Action Roadmap as per the Climate Action Mandate requirements.</li> <li>CMETB have completed and submitted our Buildings Register and Building Stock Plan to SEAI.</li> <li>CMETB carried out a further five SI426 Energy Audits in schools in 2023, highlighting projects that could reduce greenhouse gases if funding is made available, we have also added these projects</li> </ul>



			<p>Programme, Green Day, ETBI Take One Programme, DECC Reduce Your Use Campaign and email communications to heighten awareness and understanding of energy efficiency.</p> <ul style="list-style-type: none"> <li>Investigate possibility of securing funding to retrofit high energy usage buildings</li> </ul>	<p>into our Gap to Target tool.</p> <ul style="list-style-type: none"> <li>CMETB continued to engage with our schools and centres in relation to their Green Teams and energy usage via quarterly Green Team meetings with Schools and also FET/Admin.</li> <li>Retrofit works carried out in one Youthreach building during 2023.</li> <li>CMETB reached an energy efficiency improvement of 27% on their 2016 baseline data.</li> </ul>
<p><b>Goal</b></p> <p>Goal: To consolidate our position as a learner-centred, responsive, equality-focused organisation by driving excellence, innovation and good governance</p>	<p><b>Priority</b></p> <p>6. Ensure on-going effective service delivery to include provision of high-quality facilities and infrastructure, as well as professional supports to schools and FET centres</p>	<p><b>Action</b></p> <ul style="list-style-type: none"> <li>To improve and develop education facilities across CMETB</li> <li>Commencement of new projects – major works, SWS<sup>8</sup>, EWS<sup>9</sup>, IT Grants, Subject Grants, Sports Capital Grants and as appropriate</li> <li>Development and enhancement of FET facilities.</li> <li>Provide services (ICT and building projects) to organisations outside of the general CMETB remit such as primary schools and other secondary schools</li> </ul>	<p><b>Performance Indicator</b></p> <ul style="list-style-type: none"> <li>Completion of current building projects and progression of new projects</li> </ul>	<p><b>Update on progress in 2023</b></p> <p><b>Completion of existing projects:</b></p> <ul style="list-style-type: none"> <li>Ballybay Community College Extension</li> <li>Modular Accommodation at: <ul style="list-style-type: none"> <li>St Bricin's College</li> <li>Breifne College</li> </ul> </li> <li>Emergency Lighting upgrade at: <ul style="list-style-type: none"> <li>Ballybay Community College</li> </ul> </li> <li>Fire Door and Fire Alarm upgrades at: <ul style="list-style-type: none"> <li>St Bricin's College</li> <li>Breifne College</li> <li>Virginia College</li> </ul> </li> <li>Castleblayney College Enabling Works for 3 general classrooms</li> </ul>

<sup>8</sup> Summer Works Scheme (SWS)

<sup>9</sup> Emergency Works Scheme (EWS)

			<ul style="list-style-type: none"> <li>• Beech Hill College: PE Roof Upgrade and Disability Ramp to Sports field</li> <li>• Castleblayney College: Roof Upgrade, Science Lab upgrade and Universal Toilet</li> </ul> <p><b>Projects Approved in 2023</b></p> <ul style="list-style-type: none"> <li>• Virginia College Temporary Accommodation (1 General classroom)</li> <li>• Inver College Modular Accommodation (9 General Classrooms)</li> <li>• Ballybay College Boiler Upgrade</li> <li>• Beech Hill College Emergency Lighting upgrade</li> <li>• St Mogue's Emergency Lighting upgrade</li> </ul> <p><b>Non-ETB School Projects completed in 2023:</b></p> <ul style="list-style-type: none"> <li>• Royal School Cavan Modular Accommodation</li> <li>• Doohamlet National School two Temporary Accommodation units</li> <li>• Scoil Mhuire, Rockcorry - temporary Accommodation enabling works</li> </ul> <p><b>Progress in FET capital projects</b></p> <ul style="list-style-type: none"> <li>• Submission of Preliminary Business Case for FET College of the Future</li> <li>• Completion of Modular Unit for Cavan Institute</li> <li>• Ongoing repairs, maintenance and upgrades to FET Campus</li> <li>• Electrical Upgrade at Tanagh Outdoor Education Centre</li> </ul>
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		<ul style="list-style-type: none"> <li>• Provide professional support to schools and FET leaders in their management role to ensure appropriate governance and compliance.</li> </ul>	<p>School and FET management are supported in their financial, compliance and governance roles</p>	<ul style="list-style-type: none"> <li>• New Bike Pump Track at Tanagh Outdoor Education Centre</li> <li>• New premises leases and fit outs for FET Services, including Carrickmacross Youthreach, Kingscourt Youthreach, Training Services and Supply Chain Logistics and Procurement Centre</li> <li>• New and replacement equipment purchased to ensure learners have access to latest technology and high-quality facilities.</li> </ul> <p>CMETB OSD directorate provide ongoing support for all school and FET centre management, to ensure compliance with policies, relevant legislation, circulars etc.</p>
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Goals Identified in the PDA				
Goal	Priority	Action	Performance Indicator	Update on progress in 2023
Governance	1. Attendance rates at board meetings	<ul style="list-style-type: none"> <li>Individual boards should re-emphasise the requirement for attendance at all board meetings as per the Code of Practice for Governance of ETBs</li> <li>Record of absence or apologies. Follow up on absence without apology.</li> </ul>	Maximum attendance at Board and Committee meetings	<ul style="list-style-type: none"> <li>The Board is reminded regularly of the requirement to attend all Board meetings, with an average attendance rate of 82% for 2023.</li> <li>An apology is always received when a Board member is unavailable. A record of apologies is noted in the Minutes. No follow-up is usually necessary.</li> </ul>
	2. Board Self Assessments	<ul style="list-style-type: none"> <li>All boards should carry out self-assessments, using the questionnaire included in the Code of Practice, to identify areas where improvements are required.</li> </ul>	<ul style="list-style-type: none"> <li>Board Self-Assessment carried out, required improvements noted and training support organised if appropriate</li> </ul>	<ul style="list-style-type: none"> <li>This was carried out in Q4 2023.</li> <li>Refresher training on Governance for the CMETB Board, Audit and Risk and Finance Committee took place in June 2023.</li> </ul>
	3. Financial expertise on audit and finance committees	<ul style="list-style-type: none"> <li>Appointments to audit and finance committees should be made by the board in consultation with committee chairs. External members of committees should bring the required audit and financial skills and experience to the role.</li> </ul>	<ul style="list-style-type: none"> <li>Committees have been appointed and external members have the necessary financial experience and expertise</li> </ul>	<ul style="list-style-type: none"> <li>Audit and Risk and Finance committees were established in December 2019, following the election of the new CMETB Board in July 2019 after the conclusion of the local elections.</li> <li>Members have the necessary financial experience and expertise.</li> </ul>
	4. Board appraisal of work carried out by Finance and Audit and Risk Committees	<ul style="list-style-type: none"> <li>The Chair of each board should ensure that Board members are provided with written reports on the work carried out by Finance and Audit and Risk committees as required under the Code of Practice for Governance of ETBs</li> </ul>	<ul style="list-style-type: none"> <li>Report from the Finance Committee and Audit and Risk Committee presented to the Board</li> </ul>	<ul style="list-style-type: none"> <li>Report presented to the Board following each Committee meeting (Five Finance Committee meetings and four Audit and Risk Committee meetings)</li> </ul>

				held in 2023).
5. Self-Assessment by Finance and Audit and Risk Committees	<ul style="list-style-type: none"> <li>The Chairs of both the ARC and the Finance Committee should ensure that a self-assessment exercise is completed annually as required under the Code of Practice for the Governance of ETBs</li> </ul>	<ul style="list-style-type: none"> <li>Committees carry out self- assessment</li> </ul>	<ul style="list-style-type: none"> <li>Carried out annually by each committee and takes place in Q4.</li> </ul>	

Goals Identified in the PDA				
Goal	Priority	Action	Performance Indicator	Update on progress in 2023
Governance	Staff Development <sup>10</sup>	<ul style="list-style-type: none"> <li>The Chief Executive should ensure that: <ul style="list-style-type: none"> <li>a member of staff is appointed as the training manager.</li> <li>training needs analysis in financial management is carried out on an annual basis.</li> <li>a training programme on financial management is developed and implemented</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Staff member assigned and cross-sectional Team to be assembled to identify and assess training needs and develop a Training Plan in line with the Professional Development policy and the Financial Maturity Model</li> <li>Staff engagement in range of CPD provision, including certified programmes.</li> <li>Induction programme delivered to new school and FET staff.</li> <li>CPD in new areas, for example, environmental awareness / protection</li> <li>Development of badging system for CPD undertaken</li> </ul>	<p>CMETB provided the following training courses to administration staff during 2023:</p> <ul style="list-style-type: none"> <li>Cyber Security Awareness including Phishing Awareness</li> <li>IT Training covering a range of Microsoft modules.</li> <li>Presentation Skills &amp; Public Speaking to middle and senior managers</li> <li>Superannuation (SPSPS) Training to the CMETB Pensions team</li> <li>Green Skills - Energy &amp; You Reduce your Use.</li> <li>DCM Learning modules including Inclusive Leadership</li> <li>Ibec Contract of Employment</li> </ul>

<sup>10</sup> This refers to an ETB ensuring that a member of its existing staff is assigned overall responsibility for the oversight and implementation of training across the ETB with the objective of ensuring a strategic, coherent and efficient approach to training across all functional areas. Such a role can fit in with existing structures and arrangements across the ETB and it is not a requirement that it be a fulltime role. The key issue is to have a member of staff that has overall responsibility and oversight for the training programme.

			<ul style="list-style-type: none"> <li>eLearning Programmes for Data Security and ICT Security through dedicated software system.</li> </ul>	<ul style="list-style-type: none"> <li>Finance Shared Service system training including Power BI reporting and P2P delivered by ESBS.</li> <li>Equality and Diversity training</li> <li>Freedom of Information (FOI) training for Decision Makers</li> <li>Public Spending Code</li> <li>Administration Staff CPD Day held in June 23 incorporating Energy Management, Corporate Communications, and a Wellbeing Workshop</li> <li>Role of Training Officer has been assigned to a Grade VII Administrative Officer within the HR team. .</li> <li>Draft CPD Policy for ETB Admin Staff to be finalised in 2024.</li> </ul>
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Goal	Priority	Action	Performance Indicator	Update on progress in 2023
Governance	Departmental reporting deadlines	<ul style="list-style-type: none"> <li>Reporting deadlines set by the Department should be adhered to.</li> <li>Governance and Compliance calendar implemented to ensure on time returns</li> </ul>	<ul style="list-style-type: none"> <li>Reports are submitted on time or before the deadline.</li> <li>Returns submitted on time with no penalties incurred</li> </ul>	<ul style="list-style-type: none"> <li>Reporting deadlines were adhered to in 2023 and no penalties were incurred.</li> <li>Governance and Compliance Calendar completed for 2023.</li> </ul>

<p>Risk Management Policy</p>	<ul style="list-style-type: none"> <li>The Board of each ETB should ensure that there is an ongoing process designed to identify and address significant risks involved in achieving an entity's outcomes. The ARC should support the Board in this role</li> </ul>	<ul style="list-style-type: none"> <li>Risk is a high-level agenda item at every management meeting.</li> <li>Risk Registers for OSD, FET and Schools reviewed quarterly, and appropriate actions taken to manage risk and is presented at each ARC meeting, the minutes of which are submitted to the Board.</li> <li>New Corporate Risk Register introduced for High Level risks.</li> <li>Reviewed quarterly by Senior Management Team and presented to the Board</li> </ul>	<ul style="list-style-type: none"> <li>Monitoring of all Risk Registers quarterly throughout 2023</li> </ul>
<p>Internal Controls</p>	<ul style="list-style-type: none"> <li>The Board of each ETB should ensure that it receives adequate assurance that specified controls are operating as intended</li> </ul>	<ul style="list-style-type: none"> <li>Statements of Internal control (SIC) are completed by schools and centres and administrative departments.</li> <li>These are reviewed by Directors and presented to Chief Executive</li> <li>They in turn present the SIC to the ARC who reports to the Board</li> </ul>	<ul style="list-style-type: none"> <li>All statements for 2022 were completed and submitted to SMT in Q1 2023.</li> <li>SIC for 2022 was presented to Audit and Risk Committee in March 2023 for review and recommendation to the Board.</li> </ul>
<p>Compliance</p>	<ul style="list-style-type: none"> <li>To undertake objective assurance activity designed to add value and improve CMETB operations.</li> <li>To bring a systematic approach to monitoring and review</li> <li>To improve the effectiveness of risk management, control and governance processes</li> </ul>	<ul style="list-style-type: none"> <li>Spot checks are carried out under the direction of the Compliance Working Group.</li> </ul>	<ul style="list-style-type: none"> <li>The Compliance Working Group met in Q1 and Q3 2023 to discuss and review a schedule of spot checks to be carried out throughout 2023.</li> <li>2023 Spot Checks completed.</li> </ul>

## 8 Annual Report on the Equality and Human Rights Public Sector Duty

As a public sector organisation, there is an obligation on CMETB under the Public Sector Equality and Human Rights Duty to eliminate discrimination, promote equality of opportunity and protect the human rights of CMETB employees and those we provide services to, when carrying out our functions as an organisation.

In 2022, CMETB published its assessment of equality and human rights issues, and an implementation and action plan to implement the Public Sector Duty. During 2023 CMETB continued to implement a strategic vision that is underpinned by a commitment to deliver equality and human rights outcomes for our students, learners, staff, and wider community stakeholders.

In 2023, staff members from across the organisation were involved in rolling out and embedding CMETB's Equality and Human Rights Values. The values of Participation, Inclusion and Social Justice have been identified as motivating our commitment to equality and human rights.

CMETB is actively embedding our Public Sector Duty in its organisational structure, policy development and the provision and delivery of services through two working groups who represent each pillar of CMETB. They will be responsible for leading the Public Sector Duty throughout the organisation and act as a driver to commencing, driving and monitoring the work of CMETB to implement the Public Sector Duty. On an ongoing basis CMETB supports initiatives to promote awareness of human rights and equality, such as:

- Expansion of Special Educational Needs units across Cavan and Monaghan to ensure equal access to education
- Irish Sign Language Awareness training for schools, centres and administrative offices
- Digital Accessibility training and monitoring including creating accessible documents and an accessible website for all
- Development of the Learner Support Service with a dedicated Officer and Learner Support / Wellbeing Champions in each FET Service



We will continue to develop our commitments to equality, diversity and inclusion throughout the organisation and provide responsive services and excellent customer care to our service users and the wider public.

## 9 Annual Report 2023 on Public Sector Energy Performance

Public Body	ENERGY PERFORMANCE				GREENHOUSE GAS EMISSIONS							
	2022 energy consumption		Energy performance indicator		Fossil CO <sub>2</sub> emissions				Total CO <sub>2</sub> emissions			
	Final GWh	Primary GWh	2030 target	Change since EE baseline ● good ● bad	GHG baseline tCO <sub>2</sub>	2022 tCO <sub>2</sub>	2030 target tCO <sub>2</sub>	Change since GHG baseline ● good ● bad	GHG baseline tCO <sub>2</sub>	2022 tCO <sub>2</sub>	2030 target tCO <sub>2</sub>	Change since GHG baseline ● good ● bad
Cavan & Monaghan Education & Training Board	7.7	11.3	-50%	-27%	793.2	808.9	388.6	+2%	2,017.2	1,850.6	652.7	-8%

CMETB Energy Performance Indicator shows 2022's data as having an improvement on the energy efficiency baseline of 27%, Greenhouse House Gas Fossil CO<sub>2</sub> emissions increased by 2% and Total CO<sub>2</sub> emissions decreased by 8%.

Climate Action and Energy Management were included on the agendas for both the FET and Admin CPD days held in 2023.

CMETB's EPO presented on our Public Sector Climate Action Roadmap at the annual SEAI Climate Action Conference in Q3 2023.

CMETB submitted two applications for the Smarter Travel Mark certification on behalf of Cavan Institute and Monaghan Institute which are ongoing.

## 10 Annual Report on the performance of obligations under the Official Languages (Amendment) Act 2021

The Official Languages (Amendment) Act, 2021, enacted in December 2021, strengthens the Official Languages Act, 2003. The aim of the legislation is to increase, in an organised manner over a period of time, the quantity and quality of services provided for the public through Irish by public bodies.

Section 10A (Advertising of Public Bodies) of the Official Languages (Amendment) Act, 2021, came into effect on 10 October 2022 and places duties on public bodies in relation to the way they communicate in the State's official language.

Each public body must ensure that at least 20% of annual advertising is done through Irish and 5% of the advertising budget will be spent on Irish language advertising in Irish language media. The Office of An Coimisinéir Teanga is an independent statutory office operating as an ombudsman service and as a compliance agency for the Act.

In 2023, designated staff members attended various seminars with the Oifig an Choimisinéara Teanga regarding the new requirements from the Act. Subsequently CMETB enacted multiple changes to comply with the Act, including the introduction of bilingual email signatures, the updating of official correspondence to include Irish, a review of official forms and the provision of Irish in CMETB public information, marketing, and recruitment assets.

CMETB completed an electronic compliance return to An Coimisinéir Teanga in respect of advertising placed from 01 January 2023 to 31 December 2023 inclusive. The return details CMETB's compliance to the 20% and 5% advertising regulations. This return was submitted to An Coimisinéir Teanga in March 2024.

## 11 Annual Report on Protected Disclosures

### Protected Disclosures Act 2014-2022

The Protected Disclosures Act 2014 came into effect on 15 July 2014 and was amended on 01 January 2023 by the Protected Disclosures (Amendment) Act 2022.

This Act provides a framework within which workers can raise concerns regarding potential wrongdoing that has come to their attention in the workplace in the knowledge that they can avail of significant and other protections if they are penalised by their employer or suffer any detriment for doing so.

Cavan and Monaghan ETB (CMETB) has put in place a policy and procedures, which in tandem with the legislation, will encourage workers to report potential wrongdoing in the knowledge that their concerns will be taken seriously and investigated, where appropriate, and that their confidentiality will be respected.

The policy highlights that it is always appropriate to raise concerns when they are based on a reasonable belief, irrespective of whether any wrongdoing is in fact subsequently identified. The policy also provides workers with guidance on how to raise concerns

This policy applies to all CMETB workers including contractors, consultants, agency staff, former employees and interns/trainees.

In accordance with the provisions of the Protected Disclosures Acts, CMETB has appointed Fiona Nugent to receive protected disclosures. The designated officer can be contacted by telephone at 047 30888, by email at [speakup@cmetb.ie](mailto:speakup@cmetb.ie) or by post at Cavan and Monaghan ETB, Administration Centre, Market Street, Monaghan, H18 W449.

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## **Protected Disclosures Annual Report 2023**

Annual report of Cavan and Monaghan Education and Training Board as required by Section 22 of the Protected Disclosures Act 2014 (as amended).

Pursuant to this requirement, CMETB hereby confirms that no (0) reports were received under the Protected Disclosure Act during 2023. An assessment was undertaken of a disclosure received in 2022, and it was not deemed to be a Protected Disclosure within the meaning of the legislation.

## 12 Table of Figures

Figure 1: Vision, Mission and Values of CMETB in its Strategy Statement 2022-2026.....	3
Figure 2: CMETB Values .....	4
Figure 3: Strategic Goals of CMETB.....	5
Figure 4: Organisational Structure of CMETB.....	10
Figure 5: CMETB Schools and Institutes .....	11
Figure 6: CMETB Further Education and Training and Ancillary Services.....	12
Figure 7: Members of CMETB and Administration Staff September 2023 .....	15
Figure 8: CMETB Governance Structure .....	16
Figure 9 Minister Heather Humphreys visits Ballybay Community College to officially open the new school extension.....	24
Figure 10 Castleblayney College TY Students take part in GAA for all initiative.....	27
Figure 11 ETB Schools Ethos and core values.....	27
Figure 12 St Bricin's College awarded the Pieta Amber flag for commitment in promoting positive mental health .....	28
Figure 13 Largy College All Ireland Debating Winners .....	28
Figure 14 CMETB host Virtual-Reality Welding Workshops to local Secondary School students .....	28
Figure 15 Tradoodle Big Band, who absolutely stole the show at the Tradoodle Festival with their outstanding performance .....	30
Figure 16 A Deep Ravine: Reflections on a Divided Ireland as part of The Decade of Centenaries 2023.....	31
Figure 17 Culture night in the Garage Threate celebrating 30 years .....	32
Figure 18 Adult Education Graduation 2023 .....	34
Figure 19 The OEM Engineering Apprenticeship have partnered with Irish Rail to offer the Apprenticeship programme to train prospective apprentices in the area of OEM engineering. ....	34
Figure 20 CMETB, in conjunction with Teagasc Ballyhaise Agricultural College launched a new Forestry Forwarder training course. ....	34
Figure 21 Success for Inver College and Coláiste Dún an Rí students at the "Young Cook of the Year" at Cavan Institute.....	35
Figure 22 CMETB Hairdressing Apprenticeship launch new Salon in Cavan Institute....	36
Figure 23 Fork truck Training Facility in the new SCLP Centre.....	39
Figure 24 Driving Simulators in the new SCLP centre .....	39
Figure 25 Young People from Breifne College participating in the After School Leisure Time Activities Programme .....	42
Figure 26 Young People from Beech Hill College participating in the After School Leisure Time Activities Programme .....	42
Figure 27 Young People from Ukraine participating in Robotics Programme under the LCYP .....	44
Figure 28 Young People participating in a Mural Arts Project under the LCYP .....	44
Figure 29 Young People from Cavan Traveller Movement in Cavan Town participating in Community Celebration of their Ethnic History under the LCYP .....	45
Figure 30 Young People from the new Roma Community in South Monaghan participating in Choir Programme under the LCYP .....	45
Figure 31 CMETB Apprentices taking part in Battlezone Archery as part of a Team Building day .....	46
Figure 32 CMETB Apprentices learning Climbing Skills .....	47
Figure 33 CMETB Administrative Organisational Structure .....	48
Figure 34 Minister Heather Humphreys visits Ballybay Community College to officially	

open the new school extension.....	60
Figure 35 Minister Harris officially opens the new Education and Training Facility for Cavan Institute .....	61
Figure 36 CMETB host 'Green Day' to promote Environmental Responsibility.....	63
Figure 37 Get active Week .....	63
Figure 38 St Bricin's College Students take part in Green Day.....	63

## List of Abbreviations:

AFS	Annual Financial Statements
AIE	Access to Information on the Environment
ALL	Adult Literacy for All
ALP	Alternative Learning Programme
ARC	Audit and Risk Committee
ASD	Autism Spectrum Disorder
BCP	Business Continuity Plan
BOM	Board of Management
CE	Cyber Essentials
CMETB	Cavan and Monaghan Education and Training Board
CNS	Community National School
CPD	Continuous Professional Development
CPP	Corporate Procurement Plan
CPOR	Child Protection Oversight Report
CRO	Chief Risk Officer
CYP	Children and Young People
CYPSC	Children and Young People's Services Committees
C&AG	Comptroller and Auditor General
DCEDIY	Department of Children, Equality, Disability, Integration and Youth
DDLDP	Deputy Designated Liaison Person
DE	Department of Education
DFHERIS	Department of Further and Higher Education, Research, Innovation and Science
DLP	Designated Liaison Person
DPO	Data Protection Officer
EaSI	Employment and Social Innovation
EDI	Equality Diversity and Inclusion
EMM	Enterprise Mobility Management
ESBS	Education Shared Business Services
ESOL	English for Speakers of Other Languages
ETB	Education and Training Board
ETBI	Education and Training Boards Ireland
EMS	Emergency Works Scheme
FET	Further Education and Training
GDPR	General Data Protection Regulation
GPP	Green Public Procurement
IAU	Internal Audit Unit
ISMS	Information Security Management System
ICT	Information and Communication Technology
KPI	Key Performance Indicator
LAEP	Local Arts in Education Partnership
LAN	Learner Advisory Network
LTI	Local Training Initiative
LCYP	Local Creative Youth Partnership
MAEDF	Mitigating Against Education Disadvantage Fund
MAM	Mobile Application Management
MAPP	Multi Annual Procurement Plan



M365	Microsoft 365
NCSE	National Council for Special Education
OETC	Outdoor Education and Training Centre
OGP	Office of Government Procurement
OSD	Organisation Support and Development
PDA	Performance Delivery Agreement
PDST	Professional Development Service for Teachers
PLC	Post Leaving Certificate
PSM	Partnership Support Manager
PSRU	Procurement Public Sector Reform Unit
QQI	Quality and Qualifications Ireland
RCSI	Royal College of Surgeons of Ireland
REALT	Regional Education and Language Team
SCLP	Supply Chain Logistics and Procurement
SEAI	Sustainable Energy Authority of Ireland
SEN	Special Educational Needs
SENI	Special Education Needs Initiative
SENO	Special Educational Needs Organiser
SIC	Statement of Internal Control
SLA	Service Level Agreement
SPA	Strategic Performance Agreement
SWS	Summer Works Scheme
TEL	Technology Enhanced Learning
TOETC	Tanagh Outdoor Education and Training Centre
TY	Transition Year
VTOS	Vocational Training Opportunities Scheme
YIC	Youth Information Centre



**cmetb**

Bord Oideachais agus Oiliúna  
an Chabháin agus Mhuineacháin  
*Cavan and Monaghan  
Education and Training Board*

Bord Oideachais agus Oiliúna Chabháin agus Mhuineacháin

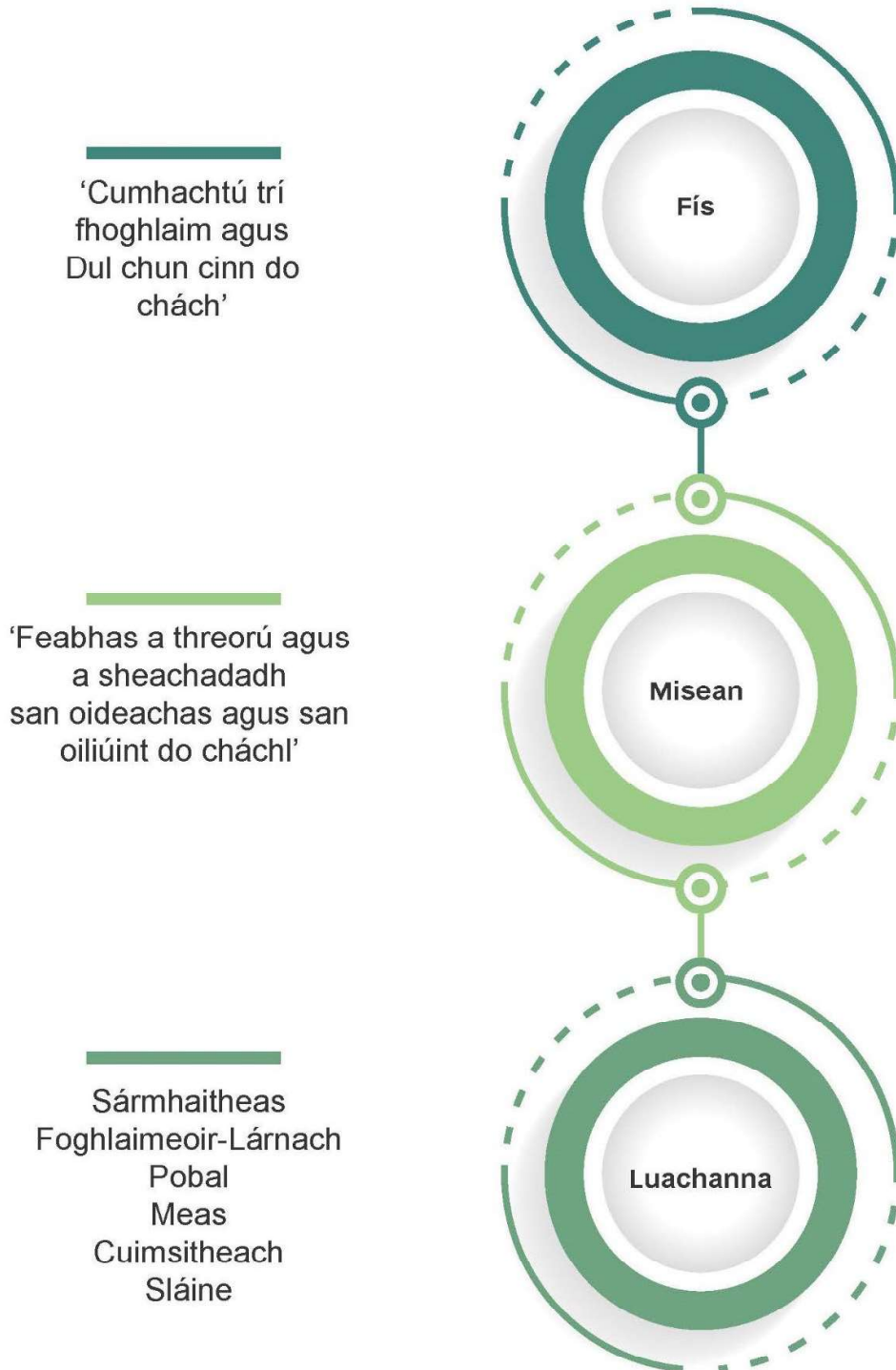
# Tuarascáil Bhliantúil

## 2023

Cumhachtú trí Fhoghlaim agus dul chun cinn do Chách  
Empowerment through Learning and Progression for All

[www.cmetb.ie](http://www.cmetb.ie)

### 13 Ráiteas Straitéise BOOCM 2022-2026



Figiúr 39: Fís, Misean agus Luachanna BOOCM ina Ráiteas Straitéise 2022-2026

Tiomanta do cáilíocht agus gairmiúlacht, Agus tú ag glacadh leis cuntasacht le haghaidh ag dul chun cinn ár BOOCM comhroinnte cuspóirí

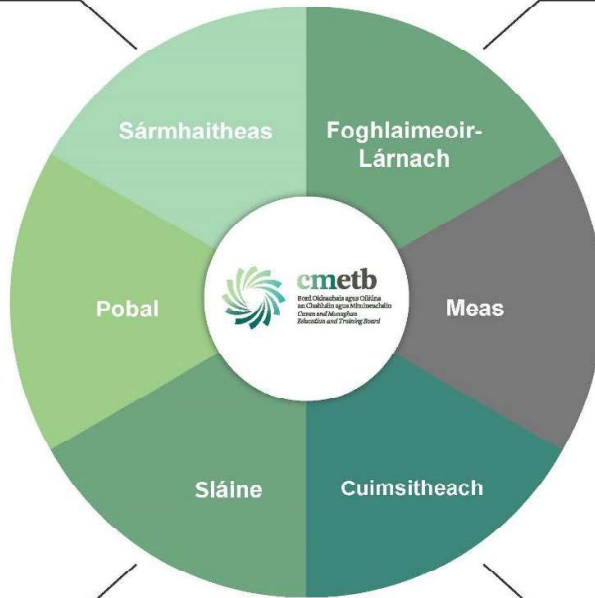
Ag obair lenár bhfoghlaimoirí chun a gcuid riachtanas a chomhlíonadh agus chun tacú le dul chun cinn do chách

Riachtanais a aithint go réamhghníomhach agus freastal ar riachtanais chomhtháite an fhostóra, an fhoghlaimora, na foirne, na dtuismitheoirí, na bpobal áitiúil agus eile a bhfreastalaímid orthu

Tuisceanach agus cothrom inár ndéileálacha le gach duine comhghleacaithe agus páirtithe leasmhara, ag léiriú cúraim agus trua mar is cuí

Barántúlacht agus macántacht a léiriú inár gcuid oibre agus idirghníomhaíochtaí

Freastal agus tacú le difríochtaí aonair agus éagsúlacht

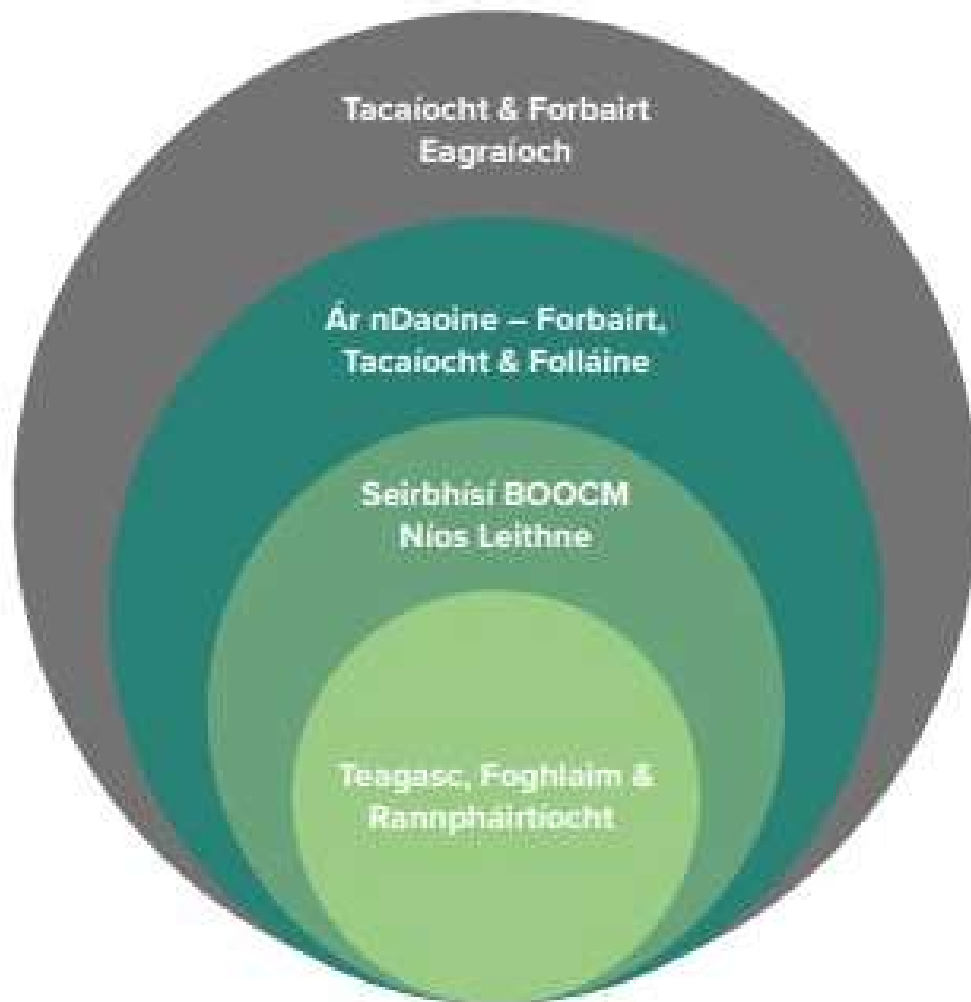


Figiúr 40: Luachanna BOOCM

## 14 Spriocanna Straitéiseacha 2022-2026

### Spriocanna Straitéiseacha BOOCM

Tá léargas le fáil sa léaráid thíos ar cheithre sprioc straitéiseacha BOOCM atá bunaithe ar a chéad bhunspríoc, is é sin, Teagasc, Foghlaim agus Rannpháirtíocht:



Figiúr 41: Spriocanna Straitéiseacha BOOCM

**Teagasc Foghlaim agus Rannpháirtíocht:** Tacú le teagasc, foghlaim, folláine, rannpháirtíocht agus dul chun cinn i dtimpeallacht ionchuimsitheach, fhoghlaiméirlárnach.

**Seirbhísí Ginearálta BOOCM:** Oibriú i gcomhpháirt chun seirbhísí a fheabhsú agus a fhorbairt tuilleadh, seirbhísí a fhreagraíonn ar bhealach ionchuimsitheach do riachtanais ár bpobail.

**Ár bhFoireann – Forbairt, Tacaíocht agus Folláine:** Oibriú i gcomhpháirt mar fhoireann BOOCM chun tacú le ceannaireacht agus le dea-chleachtas, barr feabhais a sheachadadh agus tacú le comhionannas laistigh de chultúr áit oibre atá forásach.

**Tacaíocht agus Forbairt Eagraíochta:** Ár seasamh mar eagraíocht fhoghlaiméirlárnach, fhreagrach atá dírithe ar chomhionannas a chomhdhlúthú trí dhílús a chur le barr feabhais, nuálaíocht agus dea-chleachtas i ndáil le rialachas.

## 15 Réamhrá an Chathaoirligh

Cúis áthais dom féin agus dár bPríomhfheidhmeannach, an Dr Fiona McGrath, Tuarascáil Bhliantúil Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin (BOOCM) 2023, a chur in bhur láthair.

Is é BOOCM ceann de fostóirí is mó in An Cabhán agus Muineachán; tá 1,428 duine ag obair ar bhonn páirtaimseartha agus lánaimseartha don eagraíocht, iad ag soláthar seirbhísí riachtanacha do bhreis is 14,500 foghlaimeoir. Trínár bpríomh-chomhpháirtíochtaí straitéiseacha le gnóthaí áitiúla, fostóirí agus Comhairlí an Chabháin agus Mhuineacháin, agus a gcoistí gaolmhara, is é BOOCM ceann de na príomhthiomántóirí d'fhás eacnamaíoch sa réigiún freisin.

I measc na n-imeachtaí suntasacha a tharla in 2023 bhí:

- Torthaí scrúdaithe den chéad scoth a bheith faighte ag mic léinn inár scoileanna ar fad.
- Rannpháirtíocht agus éachtaí mhic léinn BOOCM i gCúrsaí Spóirt, sna hEalaíona agus in ETIEM
- Forbairt printíseachtaí agus seirbhísí oiliúna ar fud an Chabháin agus Mhuineacháin, lena n-áirítear ionsamhlóirí úrscothacha d'oideachas tiománaí HGV in Ionad Bairr Feabhais SCLP in An Cabhán
- Leanúint ar aghaidh le tionscadail chaipitil do scoileanna/d'ionad BOO agus do scoileanna neamh-BOO, lena n-áirítear:
  - d'oscail an tAire Heather Humphreys síneadh nua le Coláiste Pobail Bhéal Átha Beithe go hoifigiúil
  - d'oscail an tAire Simon Harris Saoráid Oideachais agus Oiliúna nua d'Institiúid an Chabháin go hoifigiúil.
  - Aistríodh Ógtheagmháil Charraig Mhachaire Rois go dtí áitreabh/saoráid nua ar an bPríomhshráid, Carraig Mhachaire Rois.
  - Síníodh conarthaí agus cuireadh tús le hoibreacha ar an láthair chun bunscoileanna nua a thógáil - Gaelscoil Eois, Cluain Eois agus Scoil Mhuire, Buíochar.

Níl sa mhéid thuasluaite ach cuid de bhuaicphointí na hoibre a rinne baill foirne, mic léinn, foghlaimeoirí agus Baill Boird in 2023.

Is mian liom ómós a thabhairt do mo chomhghleacaí gradamach, an ball Boird, an Comhairleoir Sean Smith, a cailleadh ag tús mhí Eanáir 2023. Bhí sé tiomanta do thacú leis an oideachas agus comhthoghadh a iníon, an Comhairleoir Áine Smith, ar an mBord i mí Aibreáin 2023 agus tá a lorg á leanúint aici anois.

Mar Chathaoirleach, tá mé ag súil go mbeidh méadú ar líon na bhfoghlaimeoirí i Scoileanna agus in ionaid agus i gcláir Bhreisoideachais agus Bhreisoiliúna BOOCM i rith 2024, agus go leantar ar aghaidh leis an tacaíocht a sholáthraíonn BOOCM do thionscadail chaipitil ar fud an Chabháin agus an Mhuineacháin agus go bhforbraíonn an tacaíocht seo.

Tá sé beartaithe againn leanúint ar aghaidh lenár gcuid oibre, mar cheannaire i réigiún an Chabháin agus Mhuineacháin, chun dlús a chur le seachadadh clár agus seirbhísí spriocdhírthe chun freastal ar riachtanais ár bpáirtithe leasmhara ar fad.



**An Comhairleoir PJ O'Hanlon**  
**Cathaoirleach, BOOCM**

## 16 Aitheasc an Phríomhfheidhmeannaigh

Cúis áthais dom Tuarascáil Bhliantúil BOOCM 2023 a chur i láthair, bliain ina ndearnamar ceiliúradh ar 10 mbliana ó bunaíodh na Boird Oideachais agus Oiliúna.

Tugtar léargas sa tuarascáil seo ar fheidhmíocht BOOCM i ndáil lena fheidhmeanna i rith na bliana agus ar an obair a cuireadh i gcrích chun Ráiteas Straitéise BOOCM 2022-2026 a chur chun feidhme. Seo a leanas bunluachanna ár Ráitis Straitéise: tá tábhacht fós le Barr Feabhais, Foghlaimeoiríocht, Pobal, Ionchuimsitheacht, Ionracas agus Meas chun bonn eolais a chur ar fáil dár ngníomhartha comhpháirteacha ar fud na heagraíochta agus ról riachtanach a imirt i ndáil le cabhrú le freagairt an réigiúin do dhúshlán dhomhanda reatha.

Tarraingítear aird sa Tuarascáil Bhliantúil seo ar go leor éachtaí Ráiteas Straitéise BOOCM curtha i gcrích ag baill foirne inár seirbhísí / inár n-ionaid i rith 2023.

Tugadh fás suntasach faoi deara ar líon na mac léinn i ngach scoil BOOCM, fianaise ar an oideachas ar ardchaighdeán atá á chur ar fáil do dhaoine óga inár réigiún.

Tá Seirbhísí Breisoideachais agus Oiliúna (BO) BOOCM ag fás go leanúnach agus ag soláthar seirbhísí oideachais agus oiliúna ar fud an réigiúin. Áirítear i measc bhuaicphointí 2023:

- Réamhchás Gnó a chur i gcrích do champas Choláiste BO na Todhchaí in An Cabhán.
- Bhog an Clár um Shlabhra Soláthair agus Lóistíochta go dtí áitreabh nua, Ionad Bairr Feabhais i mbaile an Chabháin, agus rinneadh forbairt leanúnach i ndáil le trealamh agus soláthar oiliúna
- Thosaigh an Phrintíseacht Oiliúna OEM ag obair i gcomhpháirt le Iarnród Éireann
- Seoladh Cúrsa Oiliúna Iompróra Foraoiseachta Nua i gcomhpháirt le Teagasc

In 2023, cúis áthais do BOOCM [Comhpháirtíocht Óige Ildánach Áitiúil](#) (CÓIÁ) a sheoladh i gcomhar leis an gClár Éire Ildánach. Díríonn CÓIÁ ar ghníomhaíochtaí cruthaitheacha lasmuigh den scoil a chur ar fáil do leanaí agus do dhaoine óga, chun fíis Phlean Óige Ildánach an Rialtais a thabhairt chun beochta.



Lean Glúin an Cheoil ar aghaidh le hoideachas ceoil taibhithe ar ardchaighdeán a chur ar fáil do leanaí agus do dhaoine óga ar fud an réigiúin. Ba é buaicphointe na bliana taibhiú de chuid na Ceolfhoirne Tíre Trasteorann ag imeacht Dheich mBliana na gCuimhneachán a reáchtáladh i gCluain Eoin i mí na Samhna 2023.

I rith 2023, chuireamar obair i gcrích chun cur i gcoinne na n-éifeachtaí iarmharacha a bhí ag paindéim COVID-19 ar theagasc, ar fhoghlaím agus ar fholláine inár scoileanna agus ar chláir Bhreisoideachais agus Oiliúna. Lean an cogadh sa Úcráin ar aghaidh agus chuir sé isteach ar na mílte daoine, agus lorg go leor teaghlach Úcránach dídean i gCo. an Chabháin agus i gCo. Mhuineacháin. Tríd an bhFoireann Oideachais agus Teanga Réigiúnach (FOTR), tá BOOCM tiomanta do chinntiú go mbeidh rochtain ag na teaghlaigh seo ar thacaíochtaí ábhartha i seirbhísí oideachais agus oiliúna, rud a chabhraíonn leis an bpróiseas lánpháirtithe i sochaí na hÉireann.

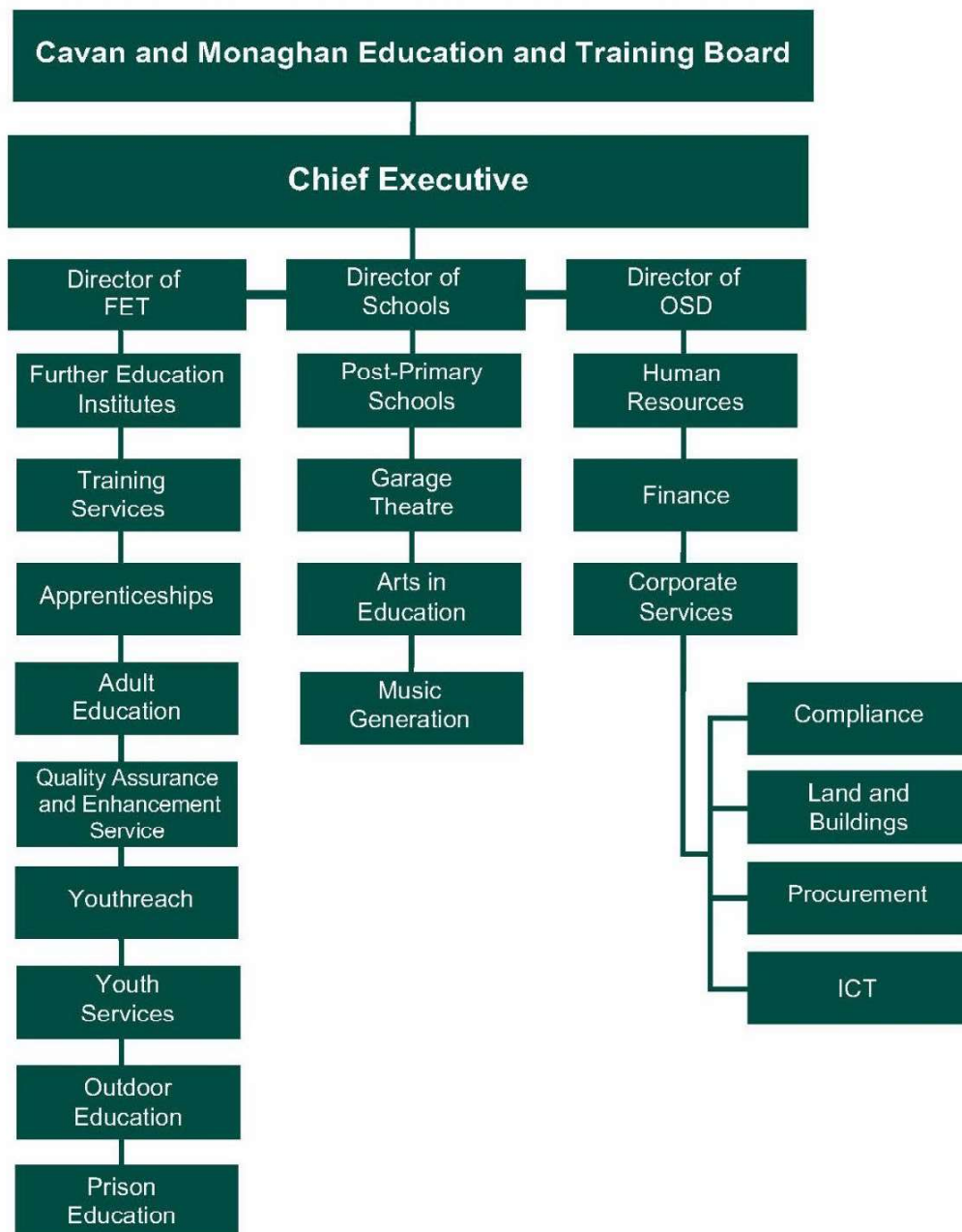
Táim fíorbhuíoch as an tacaíocht a fuair mé ó bhaill boird BOOCM a rinne a gcuid oibre go díograiseach thar ceann na bhfoghlaimeoirí ar fad. Is mian liom buíochas a ghabháil le gach duine a chabhraigh ar aon bhealach leis an tuarascáil seo agus guím gach rath ar na baill foirne ar fad agus ar na foghlaimeoirí ar fad in 2024.



**An Dr Fiona McGrath**  
**Príomhfheidhmeannach**

## 17 Forléargas ar Sheirbhísí

Tá seirbhísí BOOCM á gcur ar fáil trí struchtúr dea-fheidhmiúil, sruthlínithe mar seo a leanas:



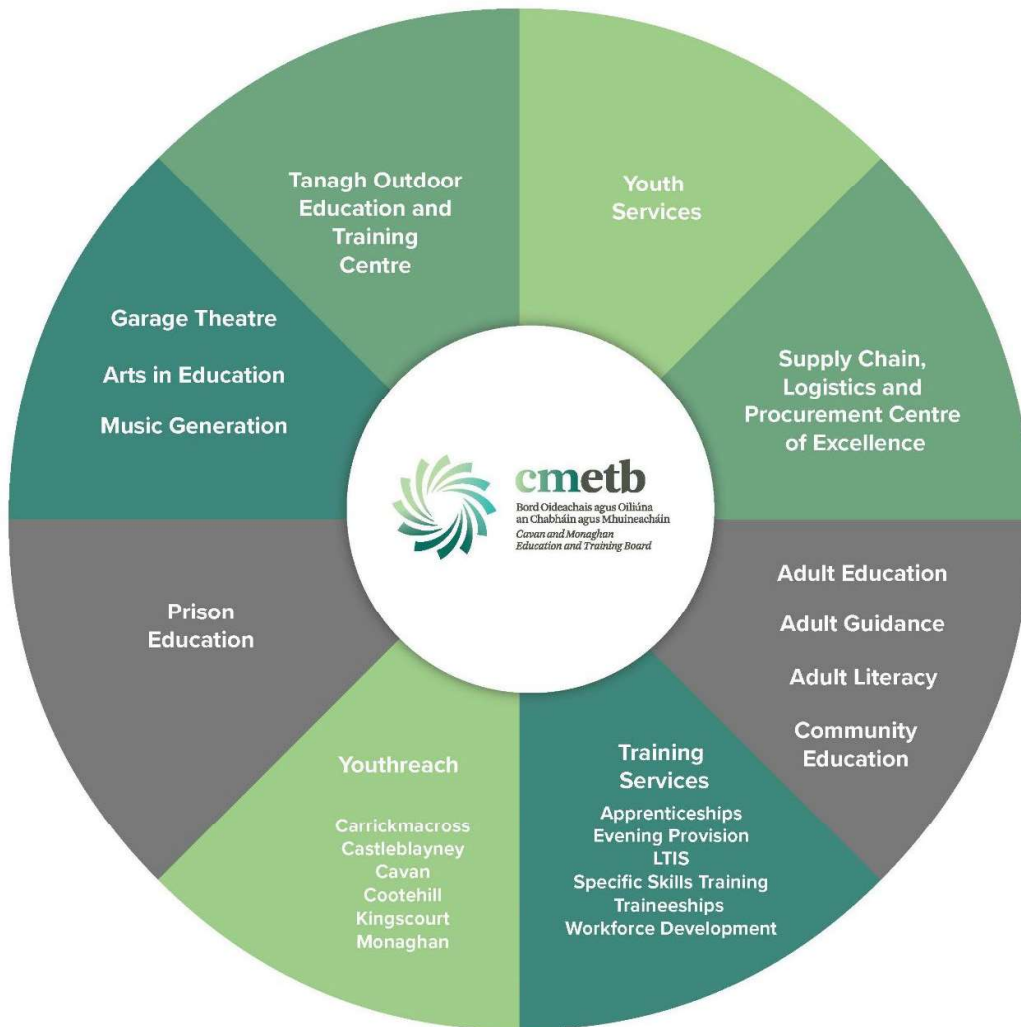
Figiúr 42: Struchtúr Eagraíochta BOOCM

Tá an Príomhfheidhmeannach freagrach as bainistíocht feidhmiúcháin BOOCM agus is uirthi atá an fhreagracht as feidhmíocht scoileanna, clár agus ionad oiliúna. Tá Stiúrthóirí, Príomhoidí, Comhordaitheoirí agus Bainisteoirí na n-ionad seo freagrach as

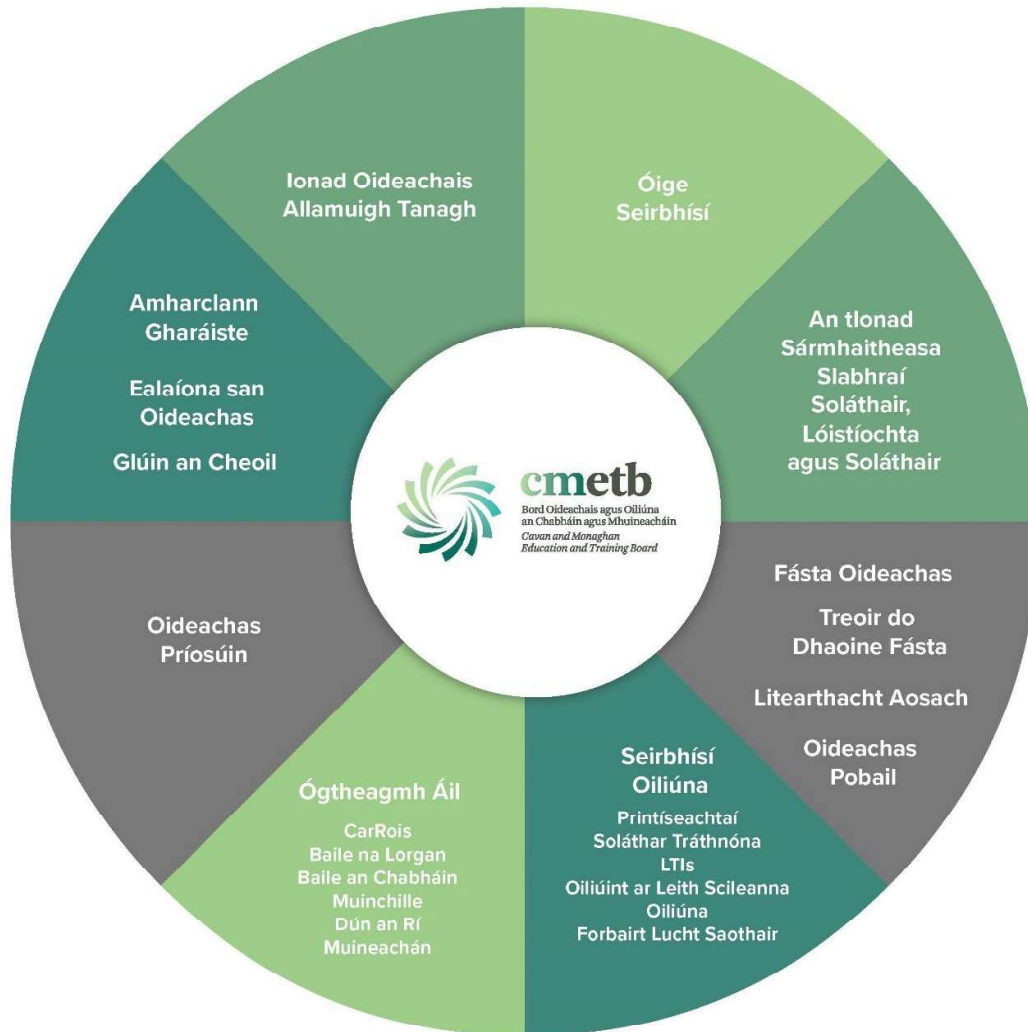
an mbainistíocht laethúil.

Tá BOOCM tiomanta d'fheabhsú leanúnach a sheirbhísí i gcomhthéacs [Chlár um Chlaochlú Seirbhísí Poiblí Rialtas na hÉireann](#) agus doiciméid straitéise ábhartha.

D'oibrigh BOOCM ar roinnt príomhthéamaí agus príomhthionscnamh i rith 2023 mar atá mínithe i dTuarascálacha na Stiúrthóirí i Rannóg 7.



Figiúr 43: Scoileanna agus Institiúidí BOOCM



Figiúr 44: Breisoideachas agus Oiliúint agus Seirbhísí Coimhdeacha BOOCM

## **18 Ráiteas Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin**

Bunaíodh Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin faoi Acht um Boird Oideachais agus Oiliúna, 2013, agus tá sé freagrach agus cuntasach as treo agus rialú cuí a fheidhmeanna i gceantair údaráis áitiúil an Chabháin agus Mhuineacháin.

Tá an Cód Cleachtais do Rialachas Bord Oideachais agus Oiliúna, Imlitir 0002/2019 na Roinne Oideachais á gcomhlíonadh ag Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin. Is é cuspóir an chóid a chinntiú go bhfuil prionsabail dea-rialachais agus bhainistíochta á gcur i bhfeidhm ag Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin.

### **Feidhmeanna an Bhoird BOO:**

Is feidhmeanna coimeádta iad cinntí a dhéanann an Bord agus tá siad leagtha amach in Alt 12 (2) d'Acht um Boird Oideachais agus Oiliúna, 2013 agus in Imlitir 0002/2019 "Cód Cleachtais do Rialachas Bord Oideachais agus Oiliúna", agus tá an sceideal iomlán leagtha amach in Aguisín A den Chód. Glactar le cinntí nach bhfuil sonraithe sa Chód seo mar Fheidhmeanna Feidhmiúcháin don Phríomhfheidhmeannach. Tá an Bord sásta go dtarlmligean an Príomhfheidhmeannach feidhmeanna áit ar cuí agus de réir Acht um Boird Oideachais agus Oiliúna, 2013.

### **Freagrachtaí an Bhoird:**

Tá an Bord freagrach as leabhair chuntais chuí a choimeád ina nochtar, go réasúnta cruinn ag tráth ar bith, staid airgeadais an Bhoird agus a chuireann ar a chumas a chinntiú go bhfuil Alt 51 d'Acht um Boird Oideachais agus Oiliúna, 2013, á chomhlíonadh ag na Ráitis Airgeadais. Chomh maith leis sin, tá an Bord freagrach as a shócmhainní a chosaint agus bearta réasúnacha a dhéanamh chun calaois agus mírialtachtaí eile a chosc agus a bhrath. Breithníonn an Bord go léirítear i gceart sna Ráitis Airgeadais Bliantúla ioncam agus caiteachas an Bhoird agus staid ghnóthaí an Bhoird.

Nuair a bhíonn na cuntais seo á n-ullmhú, ceanglaítear ar an mBord:

- (a) na beartais chuntasaíochta chaighdeánacha a chur i bhfeidhm

d'ullmhú ráitis airgeadais BOO

(b) breithiúnais agus meastacháin atá réasúnta agus stuama a dhéanamh

(c) aon imeacht ábhartha i gcomparáid le caighdeáin chuntasaíochta chaighdeánacha a nochtadh agus a mhíniú

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

- Glacadh leis an Tuarascáil Bhliantúil do 2022
- Ráitis Airgeadais i gcomhair 2022
- Glacadh leis an bPlean Seirbhíse i gcomhair 2023
- Tinreamh údaraithe ball ag comhdhálacha
- Faomhadh éadáil, sealbhú agus diúscairt talún nó úis de réir rialacháin na Roinne Oideachais.
- Cinntíodh gur coimeádadh taifid chruinne de chruinnithe agus de chinntí.

### **Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin**

Tá 21 ball ag Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin<sup>11</sup> agus tá sceideal feidhmeanna forchoimeáda aige dó féin faoi Acht um Boird Oideachais agus Oiliúna, 2013. Ag tacú leis na feidhmeanna forchoimeáda tá reachtaíocht agus áirítear iontu beartas, pleanáil, monatóireacht agus glacadh leis na cuntais bhliantúla/leis an tuarascáil bhliantúil. Tá Feidhmeannas ag tacú le BOO atá freagrach as cur chun feidhme pleananna, bainistíocht laethúil agus feidhmeanna nach bhfuil forchoimeáda don Bhord. Tá struchtúr eagraíochta le leibhéal údaráis atá sainithe go soiléir agus struchtúir thuairiscithe bunaithe.

Ceanglaítear ar bhaill BOO agus ar bhaill foirne ainmnithe Nochtadh Leasa bliantúil a chur ar fáil i ndáil le haon saincheist a bhféadadh tionchar ábhartha a bheith aici ar fheidhmiú feidhmeanna. Lena chois sin, ghlac BOOCM le Cód lompair, agus tá cóip den chód seo curtha ar fáil do gach ball agus ball foirne.

Buaileann baill an Bhoird le chéile uair amháin gach dhá mhí, agus coimeádtar clár tinrimh. Faigheann baill cóip den chlár oibre agus de pháipéir roimh chruinnithe. Tá aon fhaisnéis eile a bhaineann le ról an BOO ar fáil go héasca.

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<sup>11</sup> Amhail ón 31 Nollaig 2023, tá dhá fholúntas ar an mBord d'ionadaithe tuismitheoirí.

Coimeádtar miontuairiscí agus glactar leo chun tacú le cruinnithe BOO.

Cuirtear lámhleabhar oiliúna ar fáil do bhaill ina ndéantar cur síos ar a bhfeidhmeanna agus freagrachtaí. Tá rochtain dhíreach ag Baill ar an bPríomhfheidhmeannach. Tá nósanna imeachta bunaithe freisin do bhaill, le cois a ndualgas, chun glacadh le comhairle ghairmiúil.

#### **Cathaoirleach agus Leas-Chathaoirleach:**

- **Cathaoirleach 2023/2024:** An Comh. PJ O'Hanlon
- **Cathaoirleach 2022/2023:** An Comh. Carmel Brady
  
- **Leas-Chathaoirleach 2023/2024:** An Comh. Clifford Kelly
- **Leas-Chathaoirleach 2022/2023:** An Comh. Aidan Campbell

#### **Príomhfheidhmeannach – An Dr Fiona McGrath**



Figiúr 45: Baill de BOOCM agus Foireann Riaracháin Meán Fómhair 2023

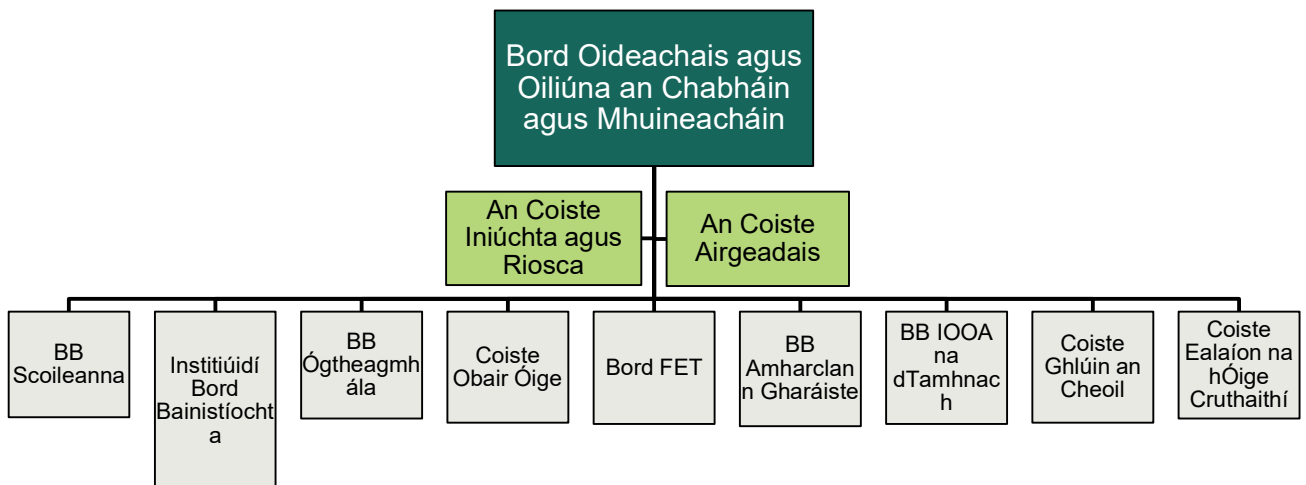
#### **Coistí BOO**

Tá Coistí bunaithe ag BOOCM faoi alt d'Acht BOO, 2013, agus páirteach iontu tá baill BOO, agus páirtithe leasmhara ábhartha eile. Ainmníonn an BOO cathaoirleach na gCoistí seo agus cuirtear téarmaí tagartha mionsonraithe ar fáil.

Tá an **Coiste Iniúchta agus Riosca** freagrach as monatóireacht a dhéanamh ar an bhfeidhmeannas fad is atá a fheidhmeanna á chomhlíonadh aige agus soláthraíonn sé dearbhú don BOO maidir le leordhóthanacht agus éifeachtacht na bpróiseas rialaithe inmheánach. Faigheann an Coiste Iniúchta agus Riosca tuarascálacha ón bhfoireann bainistíocht agus ón bhfeidhm iniúchta sheachtrach agus inmheánach. Faigheann BOO miontuairiscí cruinnithe ón gCoiste Iniúchta agus Riosca agus tá aird aige ina thuarascáil ar ghlacadh le ráiteas ar rialú inmheánach agus leis na cuntais bhliantúla a fhaomhadh.

Tá an **Coiste Airgeadais** freagrach as athbhreithniú a dhéanamh ar ioncam/ar chaiteachas BOOCM, mórchonarthaí agus gnéithe airgeadais na bPleananna Oideachais agus Seirbhíse. Faigheann an BOO cóip de mhiontuairiscí an Choiste Airgeadais le breithniú agus chun cabhrú le dearbhú a sholáthar go bhfuil na Pleananna Oideachais agus Seirbhíse á gcomhlíonadh.

I measc na gCoistí eile atá bunaithe ag an BOO tá Boird Bhainistíochta Scoileanna/Institiúidí (BBanna), Bord Bainistíochta Ógtheagmhála, an Coiste um Obair don Óige, Bord IOOA na dTamhnach, Bord Amharclann Gharáiste, Coiste Ealaíon na hÓige Cruthaithí, Coiste Ghlúin an Cheoil agus an Bord Breisoideachais agus Oiliúna (BO).



Figiúr 46: Struchtúr Rialachais BOOCM



## Cruinnithe Boird 2023

I rith na bliana, bhuail an Bord le chéile deich n-uaire, agus tá na sonraí tinrimh le fáil sa tábla thíos

Tábla 9: Clár Tinrimh Bhaill an Bhoird

Ainm Bhaill an Bhoird	Comhlacht Ainmnithe	Cruinniú 22.02.23	Cruinniú 28.03.23	Cruinniú 17.04.23	Cruinniú 16.05.23	Cruinniú 18.07.23	Cruinniú 26.07.23	Cruinniú 19.09.23	Cruinniú 11.10.23	Cruinniú 14.11.23	Cruinniú 13.12.23	Líon Iomlán Cruinnithe ar Freastal aoidh Orthu
PJ O'Hanlon (Cathaoirleach)	Comhairle Contae Mhuineacháin	X	X	X		X	X	X	X	X	X	10
Clifford Kelly (Leas-Chathaoirleach)	Comhairle Contae an Chabháin	X	X	X	X	X	X	X	X	X	X	10/10
Madeleine Argue	Comhairle Contae an Chabháin	X	X	X	X	X	X	X	X	X	X	10/10
April Anna Barker	Cumann Bialann na hÉireann (Institiúid Fáilteachais na hÉireann i gcomhar le)		X	X		X	X		X	X		6/10
Carmel Brady	Comhairle Contae an Chabháin	X	X		X		X	X	X	X	X	9/10

Aidan Campbell	Comhairle Contae Mhuineacháin	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	9/10
Colm Carthy	Comhairle Contae Mhuineacháin	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	8/10
Sean Conlon	Comhairle Contae Mhuineacháin	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	6/10
Rosena Donagh	Údarás um Ard-Oideachas Teicneolaíoch (ÚAOT)		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	5/10
Brendan Fay	Comhairle Contae an Chabháin	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	9/10
Sean Fegan	CSPC/BBC/CNPP <sub>T</sub>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	6/10
Michelle Flynn	Ionadaí Foirne	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	6/10
Micheál Martin	Ionadaí Foirne	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	10/10
David Maxwell	Comhairle Contae Mhuineacháin	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	8/10
Martin McBreen	Cumann Shiondróm Down na hÉireann (SDÉ)	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	9/10
Joe McGrath	Foras na Gaeilge	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	9/10
Sarah O'Reilly	Comhairle Contae an Chabháin	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	8/10

Aine Smith <sup>12</sup>	Comhairle Contae an Chabháin						X		X			X	X	X	X	X	8/8
Patricia Walsh	Comhairle Contae an Chabháin	X		X							X		X	X		X	7/10
Folamh	Ionadaí Tuismitheora (Bean)																
Folamh	Ionadaí Tuismitheora (Fear)																

<sup>12</sup> Thosaigh Áine ag feidhmiú mar Ball Boird i ndiaidh do Chomhairle Contae an Chabháin í a ainmniú. Thosaigh sí ag feidhmiú i ndiaidh dá hathar, an Comh. Sean Smith, bás a fháil agus faomhadh a hainmniúchán ag cruinniú Speisialta de Bhord BOOCM ar an 17 Aibreán 2023

## Cruinnithe an Choiste Airgeadais

I rith na bliana, bhuail an Coiste Airgeadais le chéile cúig huaire, agus tá na sonraí tinrimh le fáil sa tábla thíos.

Tábla 10: Clár Tinrimh an Choiste Airgeadais

Ainm Bhaill an Coiste	Ball Inmheánach / Seachtrach	Cruinniú 01.02.2023	Cruinniú 21.03.2023	Cruinniú 28.06.2023	Cruinniú 21.09.2023	Cruinniú 07.12.2023	Líon Iomlán Cruinnithe a Freastalaíod Orthu
Peter McGrath (Cathaoirleach)	Ball Seachtrach	X		X	X	X	4/5
Cuir Isteach Ainm (Leas-Chathaoirleach)	n/b	n/b	n/b	n/b	n/b	n/b	n/b
Clifford Kelly	Ball Inmheánach	X		X			2/5
David Maxwell	Ball Inmheánach	X	X			X	3/5
Joe McGrath	Ball Inmheánach	X	X		X	X	4/5
Pat Treanor	Ball Seachtrach	X	X	X	X	X	5/5
Declan Woods	Ball Seachtrach		X	X	X	X	4/5

## Cruinnithe an Choiste Iniúchta agus Riosca

I rith na bliana, bhuail an Coiste Iniúchta agus Riosca (CIR) le chéile ceithre huair, agus tá na sonraí tinrimh le fáil sa tábla thíos

Tábla 11: Clár Tinrimh an Choiste Iniúchta agus Riosca

Ainm Bhaill an Coiste	Ball Inmheánach / Seachtrach	Dáta an Chruinnithe 01.03.2023	Dáta an Chruinnithe 30.06.2023	Dáta an Chruinnithe 25.09.2023	Dáta an Chruinnithe 27.11.2023	Líon Iomlán Cruinnithe ar Freastalaíodh Orthu
Ger Finn (Cathaoirleach)	Ball Seachtrach	X	X	X	X	4/4
Cuir Isteach Ainm (Leas-Chathaoirleach)	n/b	n/b	n/b	n/b		n/b
Madeleine Argue	Ball Inmheánach	X		X	X	3/4
Sean Conlon	Ball Inmheánach	X	X	X	X	4/4
Sean Corcoran	Ball Seachtrach		X	X	X	3/4
Seamus Coyle	Ball Seachtrach				X	1/4
Sean Fegan	Ball Inmheánach	X	X	X		3/4
Michael Mulvey	Ball Seachtrach	X	X	X		3/4

## Bainistíocht Riosca

Déanann an Bord maoirseacht ghníomhach ar bhainistíocht riosca agus deimhníonn sé go bhfuil measúnú déanta aige ar na príomhrioscaí, na bearta maolaithe gaolmhara agus go bhfuil athbhreithniú déanta aige ar éifeachtacht na mbeart seo in 2023.

Bainistíonn an Bord riosca don eagraíocht trí chlár bainistíochta riosca struchtúrtha. Cabhraíonn an Coiste Iniúchta agus Riosca leis an mBord lena fheidhm bainistíocht riosca. Chomh maith leis sin, braitheann an Bord ar an Aonad Iniúchta Inmheánaigh (All) agus ar na tuarascálacha a chuireann sé i dtoll a chéile, ar iniúchadh bliantúil an Ard-Reachtair Cuntas agus Ciste (A&CC) agus ar aon Iniúchadh seachtrach cosúil le

hiniúchadh CSTE nó ar Iniúchadh á dhéanamh ag na Coimisinéirí Ioncaim. Lena chois sin, déantar athbhreithniú ar Rialuithe Inmheánacha ar bhonn bliantúil.

Is mír sheasta ag gach cruinniú Boird í Bainistíocht Riosca agus cuimsítear sa bhreithniú a dhéantar:

- Tuarascálacha rioscaí ón bhfoireann bainistíocht shinsearach lena n-áirítear an Príomhoifigeach Riosca (POR)
- Tuarascálacha an Choiste Iniúchta agus Riosca
- Athruithe ar rátálacha riosca
- Clár Iniúchta

Sonraí maidir le príomhrioscaí agus bearta maolaithe gaolmhara nó straitéisí atá curtha san áireamh sa Ráiteas ar Rialú Inmheánach (RRI) mar chuid de na ráitis airgeadais iniúchta a fhoilseofar laistigh de mhí amháin i ndiaidh admháil a fháil ó Oifig an Ard-Reachtair Cuntas agus Ciste agus Iniúcháir agus mar Aguisín le Tuarascáil Chuimsitheach an Chathaoirligh.

### **Córas na rialuithe inmheánacha**

Deimhníonn an Bord go ndearnadh athbhreithniú ar éifeachtacht an chórais rialaithe inmheánaigh agus go bhfuil an Ráiteas ar Rialú Inmheánach, atá faoi réir athraithe go dtí go gcuirtear an t-iniúchadh seachtrach i gcrích, curtha san áireamh sna Ráitis Airgeadais Bliantúla (RAB) don bhliain dar críoch an 31 Nollaig 2023 a fhoilseofar laistigh de mhí amháin i ndiaidh admháil a fháil ó Oifig an Ard-Reachtair Cuntas agus Ciste agus mar Aguisín le Tuarascáil Chuimsitheach an Chathaoirligh atá curtha faoi bhráid an Aire.

### **Beartas agus Nósanna Imeachta Soláthair**

Deimhníonn an Bord go bhfuil an eagraíocht ag cloí le gnéithe ábhartha den Chód Cainteachais Phoiblí agus go bhfuiltear ag cloí leis an mbeartas agus leis na nósanna imeachta soláthair ábhartha agus le forbairt agus le cur chun feidhme an Phlean Soláthair Chorparáidigh.

### **Cánachas**


Deimhníonn an Bord gur chomhlíon an BOO a chuid oibleagáidí faoin dlí cánach.

## Ráitis Airgeadais 2023

Tá an Ráiteas Airgeadais Bhliantúil don bhliain dar críoch an 31 Nollaig 2023 faoi réir iniúchta a bheidh á dhéanamh ag Oifig an Ard-Reachtaire Cuntas agus Cist (A&CC) tráth foilsithe Thuarascáil Bhliantúil 2023. Foilseoidh an BOO na ráitis airgeadais iniúchta a luaithe is féidir i ndiaidh don A&CC iad a shíniú.

### Tá sonraí airgeadais a bhaineann leis an méid seo a leanas le fáil sa Ráiteas Airgeadais Bhliantúil:

- Sonraí maidir le táillí neamhthuarastail íoctha i ndáil le Baill Boird a ndearnadh anailís orthu de réir na catagóire táillí
- Sonraí comhiomlána de chúiteamh príomhbhall den fhoireann bainistíochta a ndearnadh anailís orthu de réir na gcatagóirí seo a leanas lena n-áirítear cúiteamh iomlán don fhoireann bainistíochta
  - Tuarastail agus sochair ghearrthéarmacha fostaí eile
  - Sochair iarfhostaíochta
  - Sochair foirceanta
- Cúiteamh do bhaill den phríomhfhoireann bainistíochta más cuí
- Sonraí líon na bhfostaithe a bhfuil a sochair fostaí iomlána (seachas costas pinsin fostóra) don tréimhse thuairiscithe cothrom le idir €0 agus €59,999 agus laistigh de gach banda pá de €10,000 agus €60,000 agus níos mó, agus figiúr foriomlán le haghaidh na ranníocaíochtaí pinsin fostóra iomlána.

Signed   
Cllr PJ O'Hara  
Cavan and Monaghan Education and Training Board

Date 14.05.2024

## 19 Tuarascáil na Stiúrthóirí

### 19.1 Scoileanna



**Paddy Flood**  
Stiúrthóir Scoileanna

Sholáthair BOOCM cúrsaí oideachais iar-bhunscoile do 6104 mac léinn in 11 scoil i rith 2023. Tugadh méadú de 303 mac léinn (5.2%) faoi deara sa bhliain reatha, agus táthar ag súil go mbeidh méadú le tabhairt faoi deara sna blianta amach romhainn freisin. Is ionann é sin agus bliain eile d'fhás suntasach ar líon na mac léinn agus ciallaíonn sé go bhfuil an sciar de gach mac léinn sa réigiún atá ag freastal ar scoil BOOCM méadaithe. Tá an fás atá tagtha ar líon na mac léinn inár scoileanna, 37%<sup>13</sup> ó bunaíodh BOOCM in 2013, dochreidte, agus is fianaise atá ann ar an ngealltanais atá tugtha againn maidir le hinfheistíocht a dhéanamh chun an timpeallacht teagaisc agus foghlama a fheabhsú dár bpobail.

Tá eolas maidir leis na scoileanna agus sonraí na scoileanna le fáil thíos:

Tábla 12: Miondealú ar Rollú i Scoileanna BOOCM in 2023

Scoil	Seoladh	Rollú MF 2023	DEIS / Neamh-DEIS
<b>Coláiste Pobail Bhéal Átha Beithe</b>	Béal Átha Beithe, Co. Mhuineacháin	363	Neamh-DEIS
<b>Coláiste Ard Feá</b>	Muineachán, Co. Mhuineacháin	874	DEIS
<b>Coláiste Bhréifne</b>	An Cabhán, Co. an Chabháin	895	DEIS

<sup>13</sup> Cuimsítear sa mhéadú ar líon na mac léinn ó 2013 iar-bhunscoil nua a bhunú, Coláiste Dhún an Rí in 2016



<b>Coláiste Bhaile na Lorgan</b>	Baile na Lorgan, Co. Mhuineacháin	406	DEIS
<b>Coláiste Dhún an Rí</b>	Dún an Rí, Co. an Chabháin	703	Neamh-DEIS
<b>Coláiste Oiriall</b>	Cnoc an Chonnaidh, Muineachán	392	Neamh-DEIS Gaelcholáiste
<b>Coláiste Inbhir</b>	Carraig Mhachaire Rois, Co. Mhuineacháin	670	DEIS
<b>Coláiste Learga</b>	Cluain Eois, Co. Mhuineacháin	488	DEIS
<b>Coláiste Naomh Bricín</b>	Béal Tairbirt, Co. an Chabháin	230	Neamh-DEIS
<b>Coláiste Naomh Maadhóg</b>	An Bábhún Buí, Co. an Chabháin	288	DEIS
<b>Coláiste Achadh an Iúir</b>	Achadh an Iúir, Co. an Chabháin	795	Neamh-DEIS
<b>Iomlán</b>		<b>6104</b>	

### Ceannaireacht Scoile

I rith 2023, cheap BOOCM Príomhoidí agus Leas-Phríomhoidí i scoileanna i gceantar BOOCM mar seo a leanas

<b>Scoil</b>	<b>Post</b>	<b>Ceapachán</b>
<b>Coláiste Inbhir</b>	Príomhoide	Sinead McColgan
<b>Coláiste Bhaile na Lorgan</b>	Príomhoide	Mary McArdle
<b>Coláiste Learga</b>	Leas-Phríomhoide	Vincent Corey
<b>Coláiste Inbhir</b>	Leas-Phríomhoide	David McHale
<b>Coláiste Ard Feá</b>	Leas-Phríomhoide	John Moylan



*Figúr 47 An tAire Heather Humphreys ar cuairt ar Choláiste Pobail Bhéal Átha Beithe chun an síneadh scoile nua a oscailt go hoifigiúil.*

## **Cosaint Leanaí**

I mí Mheán Fómhair 2023, rinneadh athbhreithniú ar Nósanna Imeachta um Chosaint Leanaí na Roinne Oideachais do Bhunscoileanna agus d'Iar-bhunscoileanna, agus lean scoileanna BOOCM lena chinntiú go gcuirtear na treoirínte athbhreithnithe seo chun feidhme ar bhealach éifeachtach agus éifeachtúil. D'fhorbair agus coimeádann gach scoil doiciméad measúnaithe riosca agus Ráiteas um Chumhdach Leanaí agus cinntíonn siad go mbaineann gach ball foirne ábhartha tairbhe as FGL bhunúsach i gcosaint leanaí. Tá múinteoirí ag leanúint ar aghaidh le tairbhe a bhaint as FGL atá á cur ar fáil ag an tSeirbhís um Fhorbairt Ghairmiúil do Mhúinteoirí (SFGM). Chabhraigh BOOCM le sásraí tuairiscithe oiriúnacha a fhorbairt do Bhoird Bhainistíochta (BBanna). Is próiseas leanúnach é seo agus déanann scoileanna athbhreithniú ar a Ráiteas um Chumhdach Leanaí ar bhonn bliantúil. D'fhreastail Teagmhálaithe Ainmnithe (TAnna) agus Leasteagmhálaithe Ainmnithe (LTAnna) ar FGL oiriúnach. Sholáthair BOOCM FGL oiriúnach do Bhaill Bhoird i ndáil lena fhreagrachtaí cosanta leanaí agus tá aird tarrainthe ar nósanna imeachta um chosaint leanaí sa chlár Ionduchtaithe do

mhúinteoirí nua.

## **Earcaíocht**

Reáchtáladh an próiseas earcaíochta do gach ball foirne teagaisc do scoileanna BOOCM ar líne, agus arís, baineadh úsáid as Microsoft TEAMS. Forbraíodh prótacail maidir le hagallaimh ar líne agus cuireadh oiliúint chuí ar agallóirí. Tugadh cuireadh d'iarthóirí a bhí chun agallamh a dhéanamh glao tástála a dhéanamh agus cuireadh tacaíocht ar fáil i rith an phróisis agallaimh.

## **Freagairt BOOCM don chogadh sa Úcráin**

Lean clár FOTR BOO an Chabháin agus Mhuineacháin ar aghaidh ag cabhrú le mic léinn Úcránacha agus IPASS, idir 4 agus 18 mbliain d'aois, chun rollú i mBunscoileanna agus in Iar-bhunscoileanna. Ag deireadh 2023, bhí 533 leanbh ag freastal ar scoileanna i gceantar an Chabháin agus Mhuineacháin.

Tá foireann FOTR ag leanúint ar aghaidh ag obair le chéile chun a chinntiú go bhfuil rochtain ag leanaí agus ag baill foirne scoile ar an tacaíocht agus ar na seirbhísí riachtanacha. Chabhraigh acmhainní breise a chuir an Roinn Oideachais ar fáil, cosúil le huaireanta teagaisc Béarla mar Theanga Bhreise (BTB), uaireanta Teagaisc Oideachais Speisialta (TOS) agus Cúntóra Riachtanas Speisialta (CRS), go mór le lánpháirtí na leanaí seo i gcóras oideachais na hÉireann. Chomh maith leis sin, sholáthair FOTR comhairle agus tacaíocht chabhrach chun déileáil le haon saincheist a thagann chun cinn i rith rannpháirtíochta leanaí Úcránacha i scoileanna.

Bhí an comhoibriú le Comhairlí Contae an-tábhachtach i ndáil le haistriú teaghlach ó thithíocht shealadach go dtí tithíocht bhuan agus scoileanna áitiúla a éascú. Lena chois sin, chabhraigh rannpháirtíocht idir FOTR agus pearsanra ón Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige, chun aistriú agus socrúcháin scoile éifeachtacha a chinntiú do 28 teaghlach atá ag baint tairbhe as an scéim tithíochta modúlaí a osclaíodh i mbaile an Chabháin i mí Lúnasa 2023.

Contae	Líon na Mac Léinn Bunscoile	Líon na nIar-bhunscoileanna	Líon na mac léinn iar-bhunscoile	Líon na nIar-bhunscoileanna	Líon iomlán na rolluithe
An Cabhán	275	33	129	11	404
Muineachán	75	19	54	10	129
<b>Iomlán</b>	<b>350</b>	<b>52</b>	<b>183</b>	<b>21</b>	<b>533</b>

13: Rollú mac léinn Úcránach in An Cabhán agus Muineachán-

## Ionchuisiú

Tá BOOCM ag baint tairbhe as cur chuige réamhghníomhach maidir le bheith ag obair leis na gComhairle Náisiúnta um Oideachas Speisialta (CNOS) chun pleanáil a dhéanamh do sholáthar tráthúil ranganna do mhic léinn a bhfuil neamhord de chuid speictream an uathachais (ASD) orthu sa réigiún agus, dá bharr sin, cuireadh tús le ranganna breise i gColáiste Learga agus i gColáiste Achadh an Lúir i mí Lúnasa 2023. Tá BOOCM ag leanúint ar aghaidh le pleananna a dhéanamh do sholáthar oiriúnach Oideachais Speisialta i gcomhar le CNOS.

Chomh maith leis sin, tá gealltanas tugtha ag BOOCM tacú leis na ranganna ASD trí mheitheal um Ionchuisiú a bhunú mar aon le fóram do mhúinteoirí i ranganna ASD. Tá dlús curtha ag BOOCM le soláthar do Riachtanais Speisialta Oideachais (RSO) faoi threoir an Dr Johanna Fitzgerald i ngach scoil in 2023. Lena chis sin, nasc líonra múinteoirí ASD BOOCM leis an Ionad Oideachais áitiúil chun acmhainní breise a chur ar fáil d'fhoghlaimoirí ASD níos sine faoi thionscnamh Chiste Reach (CMMO roimhe seo). Chabhraigh maoiniú Reach le foghlaimoirí ullmhú don saol agus don obair lasmuigh den scoil.

Tairgeann BOOCM an Pholainnis mar nuatheanga iasachta do mhic léinn trí úsáid a bhaint as cur chuige atá bunaithe ar fhoghlaim chumaisc. Bíonn líon níos lú mac léinn as scoileanna difriúla ag foghlaim ar líne agus aghaidh ar aghaidh. In 2023, rinne 17 mhac léinn Polainnis don Ardteistiméireacht. Tá an clár seo á reáchtáil i gcomhpháirt le Teangacha Iar-bhunscoile Éireann (TIBÉ). Rinneadh ceiliúradh ar Lá Polannach i scoileanna rannpháirteach ar an 23 Márta 2023.



Figiúr 48 Mic Léinn Idirbhliana Choláiste Bhaile na Lorgan ag glacadh páirt sa tionscnamh CLG do chách

## Éiteas

Tá ceannairí éitis ceaptha san 11 scoil. Rinne na Ceannairí Éitis seo cur i láthair PowerPoint maidir le hÉiteas, a d'fhorbair an Comhordaitheoir Éitis, Siobhán Sheerin, ag cruinniú foirne agus ag cruinniú den Bhord Bainistíochta i ngach scoil.

Tá Foireann Éitis BOOCM bunaithe agus reáchtáladh sé chruinniú Teams ar líne in 2023. Roinntear na hacmhainní ar fad ar an ardán seo, mar shampla, cuir i láthair PowerPoint, iatáin do dhialanna scoile, smaointe do chomórtas agus smaointe do ghradaim. Seoladh cáca ceiliúrtha do gach scoil chun an Lá Éitis a cheiliúradh. Ordaíodh láinnéir éitis do gach scoil.



Figiúr 49 Éiteas agus bunluachanna Scoileanna BOO

Rinne gach scoil ceiliúradh ar Lá Éitis ar a mbealach féin le múrphictiúir, quizeanna, picnicí, comórtais ealaíon agus filíochta, gníomhartha cineálta fánacha, taispeántais grianghraf agus mar sin de.

Tá dhá scoil, Coláiste Ard Feá agus Coláiste Naomh Bricín, ag teagasc an churaclaim *Féiniúlacht agus Ilchreideamh agus Luachanna* do ranganna na chéad bhliana. Tá sé beartaithe ag Coláiste Bhaile na Lorgan tús a chur leis an gcuraclam seo a theagasc an bhliain seo chugainn.

Freastalaíonn Ceannasaí Éitis BOOCM, Siobhán Sheerin, ar sheisiúin i gCeannteathrú BOOÉ chun a chinntiú go bhfuil an t-eolas is déanaí aici maidir le forbairtí náisiúnta agus chun líonrú le ceannasaithe Éitis BOO eile.



Figiúr 50 Bronnadh Bratach Ómra Pieta ar Choláiste Naomh Bricín as a thiomantas tacú le meabhairshláinte dhearfach



*Figiúr 51 Buaiteoirí Díospóireachta Uile-Éireann Choláiste Learga*



*Figiúr 52 BOOCM ag óstáil Ceardlann Táthúcháin Réaltachta Fíorúla do mhic léinn Mheánscoile áitiúla*

## Ealaíona, Ceol agus Amharclann

### Glúin an Cheoil

Tá Glúin an Cheoil an Chabháin agus Mhuineacháin i ndiaidh clár fadtéarmach a chur ar fáil do bhreis is 2,219 Leanbh agus Duine Óg (LDÓ) ar bhonn seachtainiúil i scoileanna agus sa phobal. Thug Glúin an Cheoil an Chabháin agus Mhuineacháin deis do 8,652 LDÓ páirt a ghlacadh i gcláir thaibhithe cheoil in 2023.

Tábla 14: Miondealú ar na seisiúin a chuir Glúin an Cheoil an Chabháin agus Mhuineacháin ar fáil in 2023.

Líon na mbunscoileanna inar cuireadh seisiúin sheachtainiúla ar fáil	33
Líon na suíomhanna cúraim leanaí inar cuireadh seisiúin sheachtainiúla ar fáil	3
Líon na n-iarbhunscoileanna inar cuireadh seisiúin sheachtainiúla ar fáil	2
Líon na Scoileanna Speisialta inar cuireadh seisiúin sheachtainiúla ar fáil	1
Líon na mol pobail inar cuireadh seisiúin sheachtainiúla ar fáil	2

### Buaicphointí Ghlúin an Cheoil an Chabháin agus Mhuineacháin 2023

151 <sup>ú</sup> Sárthaispeántas Mhol Samhraidh Ghlúin an Cheoil i Halla Baile an Chabháin	Mol Traidisiúnta ag a raibh Clár a bhí dírithe ar an bPíob Uilleann, an Chruit, an Fheadóg agus an Fhidil á dtairiscint	Turas <i>Music on Wheels</i>
Moil Scoile i gColáiste Ard Feá agus Coláiste Inbhir ag tairiscint clár a bhí dírithe ar na Drumaí, an Giotár agus an Méarchlár.	Clár Ensemble Cruit na Sóisear	Clár Banna Mór Tradoodle
'A Deep Ravine' - Ceolfhoireann Tíre Trasteorann	Ceardlanna Ucailéile/Gutha Fhoróige	Lá Fáiltithe Phobal na hÚcráine (taibhiú le Banna Mór Tradoodle)
<i>Come Sing With Us</i> - Cór Sóisearach do leanaí idir 7-11 bhliain d'aois	<i>Bounce Back</i> – Ceardlanna Taifeadta Ceoil	Cruinniú na nÓg i gcomhpháirt le Comhairle Contae an Chabháin agus Comhairle Contae Mhuineacháin
Ceardlanna Ceol Tíre agus	Turas <i>Songtales</i>	Ceolfhoireann <i>Creative</i>



Rac-cheoil		<i>Sounds</i>
Lá Náisiúnta na Cruite	Féile Oriel	Imeachtaí Bain Triail as “an Phíb Uileann”
Oíche Chultúir – <i>Come and Play</i> i gcomhpháirt le Ceolfhoireann Óige an Chabháin	<i>Cottage Market “Come and Try”</i>	Turas Cruite – Ceiliúradh ar Edward Bunting



Figiúr 53 Banna Mór Tradoodle, a chuaigh i bhfeidhm go mór ar gach duine ag Féile Tradoodle lena thaibhiú iontach

### ***A Deep Ravine: Reflections on a Divided Ireland,' - Ceolfhoireann Tíre Trasteorann Ghluín an Cheoil an Chabháin/Mhuineacháin***

Chun ceiliúradh mór a dhéanamh ar chomhoibriú cultúrtha, cúis bhróid do Ghluín an Cheoil an Chabháin/Mhuineacháin 'A Deep Ravine: Reflections on a Divided Ireland,' a chur i láthair, saothar ceoil a raibh breis is 100 ceoltóir óg as contaetha na teorann páirteach ann. Chuir an t-imeacht uathúil seo ar bhealach cumhachtach le comóradh Dheich mBliana na gCuimhneachán 2023.

Ba é an ceoltóir, cumadóir agus léiritheoir ceoil aitheanta, Michael Rooney, a

choimisiúnaigh an saothar ceoil nuálacha seo agus san áireamh ann bhí script a bhí scríofa ag an scríbhneoir cáiliúil, Tommy Mc Ardle. I rith an tsaothair seo insíodh scéal an cineáil saoil a chaitear ag an teorainn, agus freagairt chruthaitheach dhomhain a bhí ann do dheireadh le ré na críochdheighilte, saothar a thug léargas níos doimhne don phobal ar na himeachtaí suntasacha a tharla an t-am sin. Spreagadh an lucht féachana chun machnamh a dhéanamh ar shaol daoine a bhí ina gcónaí 100 bliain ó shin ar an teorainn nuabhunaithe, tráth ar bunaíodh dhá stát ar leithligh, Thuaidh agus Theas.

Thug baill chumasacha Cheolfhoireann Tíre Trasteorann nuabhunaithe Ghlúin an Cheoil an Chabháin/Mhuineacháin an saothar seo chun beochta. Bhí ceoltóirí óga as An Cabhán, Muineachán, Tír Eoghain, Fear Manach, Albain agus an Úcráin ina measc agus tugadh léargas ar raon leathan seánraí ceoil. Ina dteannta bhí aisteoirí áitiúla cumasacha as Muineachán agus An Cabhán, agus ba é óstach RTÉ agus 'Fear an Tí' Sean Rocks a bhí freagrach as na himeachtaí a threorú.

Bhí an taibhiú ar siúl laistigh de *The Magical Spiegeltent*, atá lonnaithe in Hilton Park i gCluain Eois, Contae Mhuineacháin. Roghnaíodh an t-ionad seo chun a chinntiú go mbeifí dílis don atmaisféar a bhaineann le bheith suite díreach ar an teorainn.



Figiúr 54 A Deep Ravine: Reflections on a Divided Ireland mar chuid de Dheich mBliana na gCuimhneachán 2023

## Amharclann

I mí Mheán Fómhair 2023, bhí Amharclann Gharáiste ag ceiliúradh 30 Bliain a Bhunaithe agus mar chuid den cheiliúradh d'eagraigh sé seó ilsiamsa saor in aisce thar dhá oíche. Chomh maith leis sin, d'óstáil Amharclann Gharáiste dhá chlár iomlána imeachtaí i rith na bliana, agus taibhíodh breis is 80 seó.

Tá 160 ball páirteach in Amharclann na nÓg, Amharclann Gharáiste, anois agus táthar ag leanúint ar aghaidh le dhá cheardlann a reáchtáil gach seachtain do 4 ghrúpa dhifriúla de bhaill d'Amharclann na nÓg. I rith na laethanta saoire i rith na Cásca, an tSamhraidh agus Oíche Shamhna, bhí na Campaí Drámaíochta lán.

Chomh maith leis sin, eagraíonn Amharclann Gharáiste seirbhís Ealaíon Ghairmiúil, trí lá sa tseachtain, do Sheirbhísí Míchumais FSS.

Bíonn an Caifé in Amharclann Gharáiste oscailte go laethúil chun tacú le riachtanais lónadóireachta Institiúid Mhuineacháin agus Choláiste Oiriall.

Nuashonraíodh suíomh gréasáin Amharclann Gharáiste in 2023 agus cuireadh Plean Straitéiseach 3 bliana i gcrích i gcomhair na tréimhse 2024-2027.

Le cois gach rud atá thuasluaite, cuireadh an Amharclann, an Seomra Cleachtaidh agus an Stiúideo Ealaine ar fáil go rialta le haghaidh comhdhálacha, ranganna ealaíne, ranganna damhsa agus cruinnithe in 2023.



*Figiúr 55 An Oíche Chultúir in Amharclann Gharáiste tráth a raibh 30 bliain ar an bhfód á cheiliúradh*

## Seirbhísí Breisoideachais agus Oiliúna



**An Dr Linda Pinkster**  
**An Stiúrthóir Breisoideachais agus Oiliúna**

Soláthraíonn Seirbhísí Breisoideachais agus Oiliúna (BO) BOOCM raon leathan clár lánaimseartha agus páirtaimseartha ar fud an Chabháin agus Mhuineacháin, cláir a thugann deiseanna foghlama luachmhara dóibh siúd atá 16 bhliain d'aois agus níos sine. Is cláir ghairmoiliúna den chuid is mó iad seo, mar shampla, cláir atá bunaithe ar chúram leanaí, cúram sláinte, TFC, innealtóireacht, cláir a chabhraíonn le daoine deiseanna fostaíochta a aimsiú. Ar an gcuma chéanna, is féidir díriú ar chláir ardoideachais i ndiaidh cláir BO a chur i gcrích (mar shampla, cláir in Ollscoileanna agus Institiúidí Teicneolaíochta / Ollscoileanna Teicneolaíochta).

Tá cúig sheirbhís ar leith á cur ar fáil ag BO BOOCM:

- vi. **Dhá Choláiste Breisoideachais agus Oiliúna (BO)** – Institiúid an Chabháin agus Institiúid Mhuineacháin – a sholáthraíonn cláir scileanna ghairmoiliúna ag Leibhéal 5 agus ag Leibhéal 6 DCC
- vii. **Seirbhísí Oideachais d'Aosaigh** – raon clár scileanna páirtaimseartha bunúsacha agus gairmoiliúna agus caithimh aimsire a chur ar fáil ag Leibhéal 1 - 6
- viii. **Seirbhísí Oiliúna** – cuimsítear anseo an tSeirbhís Printíseachta, Cláir Oiliúna i Sainscileanna, Cúrsaí Oiliúna, Slabhra Soláthair, Ionad Lóistíochta agus Soláthair, Cúrsaí sa Tráthnóna, Tionscnaimh Oiliúna Áitiúla agus Soláthraithe Oiliúna Speisialtóra
- ix. **Ógtheagmháil** - Sé Ionad Ógtheagmhála a sholáthraíonn raon leathan clár deimhnithe do luathfhágálaithe scoile
- x. **Oideachas Príosúin** ag Príosún Oscailte Theach an Locháin, An Cabhán

Tá Seirbhís BO BOOCM éagsúil agus forleathan agus tá cúrsaí lánaimseartha agus páirtaimseartha, le teastas agus gan teastas, á gcur ar fáil i bpobail uirbeacha agus thuaithe ar fud an dá chontae. Bliain an-dearfach do BO BOOCM ba ea 2023, bliain inar cuireadh leis an soláthar agus inar bhain breis is 10,500 foghlaimoír tairbhe as cláir.



Figiúr 56 Searmanas Bronnta na gCúrsaí Oideachais d'Aosaigh 2023



Figiúr 57D'oibrigh Printseacht Innealtóireachta OEM le Iannród Éireann chun an clár Printseachta a thairiscint chun oiliúint a chur ar phrintísigh i réimse na hinnealtóireachta OEM.



*Figiúr 58Sheol BOOCM, i gcompháirt le Coláiste Talmhaíochta Bhéal Átha hÉis Teagasc cúrsa oiliúna nua lompróra Foraoiseachta.*

## **Straitéis BO agus an Comhaontú Feidhmíochta Straitéiseach**

I rith 2023, leanadh ar aghaidh ag obair ar chur chun feidhme na Straitéise BO. Tugadh tús áite do thrí réimse agus leanadh leis an obair sna réimsí sin:

- Forbraíodh Tacaíocht d'Fhoghlaimeoirí chomhsheasmhach do gach foghlaimeoir BO
- Breis lánpháirtithe agus comhordaithe ar Sheirbhísí Rannpháirtíocht le Fostóirí
- Breithniú a dhéanamh ar bhranda agus ar aitheantas comhroinnte a fhorbairt do sheirbhísí BO BOOCM



*Figiúr 59 D'éirigh go breá le mic léinn Choláiste Inbhir agus Choláiste Dhún an Rí ag comórtas "Cócaire Óg na Bliana" in Institiúid an Chabháin*

Ghlac BOOCM páirt i gComhaontú Feidhmíochta Straitéiseach (CFS) le Solas a chlúdaigh an tréimhse idir 2022–2024. Leagtar amach sa chomhaontú seo spriocanna i raon réimsí ba cheart do BOOCM a chomhlíonadh. Is léir ó shonraí dheireadh na bliana i gcomhair 2023 gur comhlíonadh na spriocanna agus gur sáraíodh cuid acu fiú. Tá BOOCM ag súil le cur leis an obair seo in 2024 agus ina dhiaidh sin.

Tábla 16: Spriocanna Straitéis BO agus a n-éachtaí in 2023

Sprioc an Chomhaontaithe Feidhmíochta Straitéiseach (BOOCM & Solas)	Sprioc 2023 Comhlíonta
1. Scileanna le Críochnú	102%
2. Dul Chun Cinn laistigh de BO	119%
3. Tras-scileanna	127%
4. Rannpháirtíocht a Leathnú	106%
5. Litearthacht Aosaigh don saol	100%
6. Foghlaim ar feadh an tSaoil	121%
7. Scileanna atá le Forbairt	119%
8. Riachtanais Príomhscileanna	108%
9. Scileanna Glasa do Chách	68%



Figúr 60 Sheol Printíseacht Guagaireachta BOOCM Salón nua in Institiúid an Chabháin

### Forbairtí Nua in 2023

In 2023 eagraíodh roinnt tionscnamh agus clár nua agus bunaíodh dhá Sheirbhís nua:

#### 3. Tacaíocht d'Fhoghlaimeoirí Sheirbhísí BO BOOCM

I mí Eanáir 2022, bhunaigh seirbhísí BO BOOCM Oifig Tacaíocht d'Fhoghlaimeoirí agus é mar aidhm tacaíochtaí d'fhoghlaimeoirí ar fud sheirbhísí BO a chaighdeánú. I rith 2023,



forbraíodh raon tionscnamh lena n-áirítear:

- **Forbairt Beartais:** Forbraíodh Beartas um Chóiríocht Réasúnta d'Fhoghlaimeoirí atá faoi Mhíchumas Sheirbhísí BO BOOCM. Déantar cur síos sa bheartas seo ar an bpróiseas agus ar na nósanna imeachta a bhaineann le cóiríocht réasúnach a thairiscint d'fhoghlaimeoirí i ndiaidh dóibh a chur in iúl go bhfuil siad faoi mhíchumas.
- **An Próiseas Measúnaithe Riachtanas:** Ainmníodh 14 Measúnaithe Riachtanas: i Seirbhísí BO agus forbraíodh Próiseas Measúnaithe Riachtanas: Sholáthair baill foirne RSO Institiúid an Chabháin cúrsaí oiliúna do Mheasúnoirí Riachtanas.
- **Leabharlann Eolais faoi Fheasacht Míchumais:** Forbraíodh Treoir agus Leabhrán Eolais do bhaill foirne atá ag obair le foghlaimeoirí atá faoi mhíchumas.
- **Measúnuithe Oideachais:** Rochtain ar Mheasúnuithe Oideachais a thabhairt d'fhoghlaimeoirí nach raibh an deis acu riamh tairbhe a bhaint as measúnú do mhíchumas foghlama – eagraítear an t-atreorú tríd an tSeirbhís Treorach.
- **An Ciste Cúnaimh d'Fhoghlaimeoirí:** Cuireadh ar chumas foghlaimeoirí a raibh fadhbanna airgeadais acu rochtain a fháil ar chiste beag chun íoc as ábhair chúrsa agus as córas iompair.
- **Foghlaim agus Forbairt Ghairmiúil:** Seisiúin F&FG maidir le Feasacht Uathachais agus Feasacht Disléicse
- **Cóiríocht Réasúnach:** Cóiríocht réasúnach a chur ar fáil d'fhoghlaimeoirí BO a chuir in iúl go bhfuil siad faoi mhíchumas e.g., Notetaker, iarratas ar am breise, Ateangaire TCÉ, iompar, teicneolaíocht chúnta, cúntóirí pearsanta, gléas ar iasacht.
- **Mol Tacaíochta d'Fhoghlaimeoirí:** lean foghlaimeoirí ar aghaidh le tairbhe a bhaint as tacaíocht aghaidh ar aghaidh ag sé shuíomh ar fud an Chabháin agus Mhuineacháin. Tá tacaíocht ar fáil freisin trí TEAMS/ZOOM agus ar ár mol digiteach ar shuíomh gréasáin BOOCM.

### **Tacaíochtaí Folláine**

- **Tionscadal Píolótach Comhairleoireachta Ar an Láthair:** Bunaíodh comhairleoireacht ar an láthair in Institiúid an Chabháin agus in Institiúid Mhuineacháin d'fhoghlaimeoirí ar farr leo rochtain a fháil ar chomhairleoireacht

ar an láthair. Leanadh ar aghaidh le comhairleoireacht lasmuigh den láthair a chur ar fáil trí shocrú a dhéanamh leis na hIonaid Acmhainní do Theaghlaigh áitiúla.

- **Ógtheagmháil:**

Cuireadh tús le Tionscadal Píolótach Meantóireachta d'Fhoghlaimeoirí (TRSO - Tionscnamh Riachtanas Speisialta Oideachais) in dhá Ionad Ógtheagmhála roghnaithe.

Cuireadh líon níos mó uaireanta comhairleora ar fáil don cheithre Ionad Ógtheagmhála eile.

- **Imeachtaí Folláine:** Eagraíodh Seimineáir Folláine, e.g., 'Cothú, Codladh agus Hiodráitiú do Mheabhairshláinte Mhaith' agus 'Aire a thabhairt do d'Fholláine ag Am Nollag'.

- **Foghlaim agus Forbairt Ghairmiúil:** cuireadh cúrsaí oiliúna ar fáil do Sheaimpíní Folláine e.g., an clár Tacadóirí *Suicide or Survive*.

- **Laghú Táillí:** Mar thoradh ar phríomhghníomh in 2022 laghdaíodh táillí CIA agus costais ábhar cúrsa agus bhí táille chothrom de €200 le híoc do gach clár. Ba é an aidhm a bhí leis an tionscnamh seo inrochtaineacht a fheabhsú agus tacú le breis rannpháirtíochta agus baineadh neart tairbhe as. Leanadh ar aghaidh leis an tionscnamh seo i rith 2023.

#### **4. Ionad Bairr Feabhais Lóistíochta agus Soláthair Slabhra Soláthair (LSSS)**

Is comhthionscadal idir Fiontraíocht Éireann agus Solas é LSSS a chuir ar chumas BOOCM ionad tiomnaithe lánfheistithe a bhunú agus raon cúrsaí oiliúna don earnáil seo a chur ar fáil.

Rinneadh go leor dul chun cinn in 2023 tráth ar cuireadh áitreabh nua ar fáil agus ar méadaíodh an soláthar. Fuarthas áitreabh cosúil le teach trádstórais ina bhfuil 7,000 troigh chearnach ar Bhóthar Bhaile Átha Cliath in An Cabhán díreach trasna ó Champas BO. Cuireadh tús leis an obair in 2023 chun an teicneolaíocht is déanaí déantúsaíochta agus trádstórála a chur ar fáil san ionad agus seomra ranga, oifig etc. nua a shuiteáil. Tá an t-ionad anois in úsáid mar Ionad Barra Feabhais do Shlabhra Soláthair, Lóistíocht agus Soláthar.

Fuarthas dhá lonsamhlóir Gluaisne Leoraí i mí Aibreáin 2023, agus tá na hionsamhlóirí seo in úsáid le haghaidh cúrsaí a bhaineann le tiomáint Trucailí Dochta, Altacha agus Bus/Cóiste faoi láthair. Tugann na hlonsamhlóirí deis don fhoghlaimeoir taithí a fháil ar

uirilis ardoiliúna a úsáid chun a scileanna tiomána a fheabhsú i dtimpeallacht shábháilte agus shlán.

Lean LSSS ar aghaidh ag tairiscint cúrsaí a bhain le tiomáint Trucaílí Dochta, Altacha agus Bus/Cóiste. In 2023, fuair thart ar 170 foghlaimeoir a gceadúnas tiomána i ndiaidh dóibh na cúrsaí páirtaimseartha seo a dhéanamh, agus tá siad ag freastal ar thionscal a bhfuil ganntanas suntasach tiománaithe gairmiúla ar fáil do. Tá LSSS ag tabhairt deis ar leith d'fhoghlaimeoirí chun a gceadúnas tiomána a fháil laistigh de thréimhse 9 seachtaine, agus ar an tsíl sin, an brú atá ar chuideachtaí iompair áitiúla atá ag streachailt chun tiománaithe a earcú faoi láthair a laghdú.

Mar aon leis na cúrsaí tiomána páirtaimseartha thuasluaite, i rith 2023, sholáthair LSSS cúrsaí cosúil le Cúrsaí Oiliúna HGV, Ceannach & Soláthar, Lóistíocht agus Dáileadh, Oibríochtaí Slabhra Soláthair, Cúrsaí Oiliúna Forcardaitheora agus Tiomáint Éiceolaíoch le Cúnamh Digiteach.

Cuireadh an clár LSSS i Scoileanna ar fáil do thart ar 500 mac léinn Idirbhliana agus Ardeistiméireachta Feidhmí i scoileanna in An Cabhán & Muineachán in 2023.

In 2023, bunaíodh caidreamh tábhachtach leis an tionscal áitiúil i réigiún an Chabháin agus Mhuineacháin trí shainchúrsaí oiliúna a chur ar fáil i ndáil le Slabhra Soláthair, Lóistíocht agus Soláthar. Cabhróidh an caidreamh seo le hIonad Bairr Feabhais LSSS fás in 2024, trí thairbhe a bhaint as eolas agus as saineolas na saineolaithe tionscail seo, ionas gur féidir oiliúint speisialaithe agus cothrom le dáta a theastaíonn ón tionscal a chur ar fáil i réigiún an Chabháin agus Mhuineacháin.



*Figiúr 61 Saoráid Oiliúna Forcardaitheora san Ionad LSSS nua*



Figiúr 62 Lonsamhlóirí Tiomána san ionad LSSS nua

### Freagairt don Ghéarchéim sa Úcráin

Bhí an cogadh a bhris amach sa Úcráin agus an líon daoine a tháinig go hÉirinn ar thóir dídine dá bharr, mar bhonn le méadú suntasach ar an éileamh a bhí ar Bhéarla do Chainteoirí Teangacha Eile (BCTE). Lean foireann Oideachais d'Aosaigh BOOCM le freagairt thapa agus thacúil a sholáthar trí chúrsaí oiliúna BCTE a chur ar fáil do bhreis is 600 foghlaimeoir in 2023.

Rinne baill foirne bhreise cúrsaí uasoiliúna / earcaíodh baill foirne bhreise chun freastal ar an éileamh méadaitheach a bhí ar BCTE. Chun tuilleadh tacaíochta a thabhairt don obair seo, d'fhorbair BOOCM cláir shaincheaptha do BCTE agus leagadh béim ar leith ar leibhéal níos ísle, agus díriodh ar dhaoine nach raibh aon litearthacht nó litearthacht íseal acu ina dteanga dhúchais. Mar thoradh ar an obair seo forbraíodh clár deimhnithe BCTE Leibhéal 1 agus Leibhéal 2 ar ceadaíodh é a chur faoi bhráid DCC chun críche bailíochtaithe, mar aon le nasc-chlár neamhchreidiúnaithe. Beidh na cláir seo ar fáil le roinnt leis na earnáil BO trí chéile in 2024.

### Tionscadail Chaipitil

In 2023 rinneadh dul chun cinn suntasach i ndáil le tionscadail chaipitil BO, lena n-áirítear:

- Osclaíodh go hoifigiúil aonaid mhodúlacha Institiúid an Chabháin ag an gCampas BO
- Aistríodh Ógtheagmháil Charraig Mhachaire Rois go dtí áitreabh mór nua, athchóirithe
- Aimsíodh áitreabh agus fuarthas maoiniú (d'oibreacha athchóirithe agus feistithe)

chun saoráidí oiliúna printíseachta a fhorbairt i mBaile Mhuineacháin

- Rinneadh oibreacha uasghrádaithe fuinnimh in dhá Ionad Ógtheagmhála
- Forbraíodh Straitéis Eastát ina leagtar amach pleananna gearrthéarmacha, meántéarmacha agus fadtéarmacha d'Eastát BO agus cuireadh an straitéis faoi bhráid Solas agus RBATNE
- Forbraíodh aighneacht mhór chun dlús a chur le Coláiste na Todhchaí in An Cabhán
- Leanadh ar aghaidh le hoibreacha deisiúcháin, cothabhála agus le huasghráduithe ar shaoráidí BO in An Cabhán agus Muineachán
- Ceannaíodh trealamh nua agus athsholáthair chun a chinntiú go mbeidh rochtain ag foghlaimeoirí ar an teicneolaíocht is déanaí agus ar shaoráidí ar ardchaighdeán

### **Maoiniú REACH**

In 2023, bronnadh maoiniú sa bhreis ar €425,000 ar BOOCM chun déileáil le míbhuntáiste oideachasúil. Leithdháil BOOCM an maoiniú seo ar Solas mar chuid de Chiste REACH. Thacaigh an maoiniú seo le feidhmiú an Chiste Cúnaimh d'Fhoghlaimeoirí agus chuir sé cúnaimh deontais ar fáil do roinnt tionscadal pobail. Cuireadh deontais ar fáil do 21 Grúpa agus seirbhís pobail in An Cabhán agus Muineachán agus tá obair déanta acu chun a gcuid tionscadal a chur i bhfeidhm. Bhí na tionscadail dírithe ar gach aoisghrúpa agus páirteach iontu bhí grúpaí óige/sinsearacha, grúpaí den Lucht Siúil, grúpaí dídeanaithe agus grúpaí pobail.

Lena chois sin, tacaíodh le 306 foghlaimeoir tríd an gCiste Cúnaimh d'Fhoghlaimeoirí.

### **Seirbhísí don Aos Óg**

Sholáthair an Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige (RLCMLÓ) méadú bonnlíne 3% do BOOCM don Deontas don Obair Óige ('Feidhm na hOibre Óige' roimhe seo) in 2023 agus méadú bonnlíne 3% do gach tionscadal a bhí á stiúradh ag baill foirne faoina Scéim UBU - Do Áit Do Spás agus faoi Scéim an Lárionaid Eolais don Ógra (LEÓ). I measc an mhaoinithe scéime eile a bhí á riar ag BOOCManna bhí Leithdháileadh Scéim Deontais an Chlub Óige Áitiúil, Caipitil Óige agus Tionscnamh Spriocdhírthe Infhostaitheachta Óige.

In 2023 cuireadh Ceanglas Seirbhísí Anailíse Riachtanas Próifíle Ceantair (CSARPC) i gcrích mar chuid den ullmhúchán do Thimthriall UBU 2, a gcuirfear tús leis in 2024. Cheadaigh RLCMLÓ cúig CSARPC.

Tacaíodh le heagraíochtaí pobail agus óige chun páirt a ghlacadh in agus chun maoiniú a fháil faoi Chiste REACH (ar a tugadh an Scéim um Míbhuntáiste Oideachasúil a Mhaolú roimhe seo go foirmiúil). Chabhraigh an obair seo le grúpaí Óige agus Pobail ar fud an Chabháin agus Mhuineacháin chun deontais a fháil chun tacú leis na daoine óga sin ina n-ionaid a raibh sé deacair ‘teagmháil a dhéanamh leo’, a bhí ‘imeallaithe’ agus a bhí ‘scartha ón gcóras oideachais’.

Lena chois sin, in 2023 leanadh ar aghaidh leis an Tionscamh Phláinéad na nÓg a rolladh amach. Ceann de thorthaí díreacha ár dTuairisceáin Sonraí ba ea iarratas rathúil ar mhaoiniú a chur faoi bhráid na Roinne don Chomhpháirtíocht Óige Ildánach Áitiúil. Ba é BOOCM an 7<sup>ú</sup> BOO sa tír a fuair maoiniú don tionscnamh seo rud ba chúis le hacmhainní breise agus le baill foirne bhreise a bheith á bhfostú sa réigiún, rud a chumasaigh rochtain daoine óga ó phobail ar deacair teagmháil a dhéanamh leo agus pobail imeallaithe ar na hEalaíona a Chumasú.

Cuireadh tús le tionscadal píolótach dar teideal Gníomhaíochtaí Am Caithimh Aimsire Phláinéad na Óg in 2023, i gcomhpháirt le 10 meánscoil ar fud an réigiúin. Anseo, cuirtear deiseanna d'Am Caithimh Aimsire ar fáil do dhaoine óga ina dtimpeallacht scoile, lasmuigh d'uaireanta scoile – rud a sholáthraíonn deiseanna breise do gach duine agus a chuireann deireadh le bacainní ar rannpháirtíocht cosúil le hiompar, táillí, costais éascaitheoirí, bia etc. Fuarthas maoiniú sa cheantar áitiúil chun tacú le bunú na gclár seo i ngach ceann den 10 gceantar lena n-áirítear Éire na Sláinte an Chabháin agus Mhuineacháin, Comhpháirtíocht Spóirt, Coistí Seirbhísí do Leanaí agus Daoine Óga an Chabháin agus Mhuineacháin



Figiúr 63 Daoine Óga ó Choláiste Bhréifne ag glacadh páirt sa Chlár Gníomhaíochta Am Caithimh Aimsire Iarscoile



Figiúr 64 Daoine Óga ó Choláiste Ard Feá ag glacadh páirt sa Chlár Gníomhaíochta Am Caithimh Aimsire Iarscoile

## Measúnú ar Rialachas agus ar Chomhlíonadh i Seirbhísí Óige

Leanamar ar aghaidh lenár Seicliosta Rialachais agus Comhlíonta Seirbhísí Óige a rolladh amach in 2023 agus ghlac príomheagraíocht eile a raibh maoiniú náisiúnta á fáil aici páirt san obair. Is bealach é an cleachtadh seo chun a chinntiú go bhfuil BOOCM ag feidhmiú mar ghníomhaire gníomhach chun a chinntiú go bhfuil a gcuid oibleagáidí maoinithe á gcomhlíonadh ag gach faighteoir deontais mar aon leis an reachtaíocht ábhartha, imlitreacha, Cóid Rialachais agus an Comhaontú ar Leibhéal Seirbhíse (CLS) atá sínithe le BOOCM.

## An Clár PEACEPLUS

Bliain ghnóthach ba ea 2023 chomh fada is a bhain le pleanáil, comhairliúchán agus ullmhú aighneachtaí cláir do mhaoiniú SEUPB agus PEACEPLUS. Bhí Seirbhísí Óige BOOCM páirteach san obair mar 'Ceannaire/Comhpháirtí' in 4 Chlár PEACEPLUS – 2 chlár go Díreach trí Ghairmeacha Oscailte ar SEUPB agus 2 chlár trí Chomhpháirtíochtaí PEACE Údaráis Áitiúil. I mí na Nollag 2023, fuarthas dea-scéala maidir leis an gcéad tionscadal a cuireadh ar fáil faoin 'Próiseas Gairme Oscailte' agus tugadh cead do BOOCM tús a chur le gníomhaíocht maidir le 3 chlár nua a chruthú don réigiún, a fhostóidh 6.5 bhall foirne.

Líon	Gníomh/Ainm an Tionscadail	Soláthar Foirne
1.	Roghanna malartacha	2 Bhall Foirne LA
2.	Roghanna	2 Bhall Foirne LA
3.	Face Off	2 24 HR Staff
4.	Riarachán	P/A Grád VI

## Comhpháirtíocht Óige Ildánach Áitiúil

In 2023 ba é BOOCM an 7<sup>ú</sup> réigiún a sheol [Comhpháirtíocht Óige Ildánach Áitiúil](#) (COIÁ) i gcomhar le Clár Éire Ildánach. Tugann COIÁ le chéile acmhainní chun gníomhaíochtaí cruthaitheacha lasmuigh den scoil a fhorbairt agus a sholáthar do leanaí agus do dhaoine óga, gníomhaíochtaí a chuireann le agus a oibríonn leis na suíomhanna scoile foirmiúla ar bhealach neamh-phríomhshrutha, agus a thugann chun beochta fíis Phlean Óige Ildánach an Rialtais – poitéinseal cruthaitheach gach linbh agus gach duine óig a chumasú.

Is é an cuspóir atá ann cláir a chruthú a fhreagraíonn do riachtanais, leasanna agus eispéiris daoine óga i suíomhanna ‘lasmuigh den scoil’, agus leagtar béim ar leith ar dhaoine óga atá imeallaithe nó atá ag déileáil le míbhuntáiste ionas gur féidir tacú leo feidhmiú mar ghníomhairí athraithe laistigh dá bpobail áitiúla. Tá an sprioc-aoisraon do COIÁ an Chabháin agus Mhuineacháin dírithe ar dhaoine óga atá idir 0-24 bhliain d'aois.

## Tionscadail Chruthaitheacha 2023

Cór Daoine Óga Chluain Eois	Cór daoine óg nua mar chuid de thionscadal UBU ar a dtugtar <i>Include Youth Service</i> a rinne dhá thaibhiú lena n-áirítear nuair a bhí Soilse na Nollag á gcur ar siúl i gCluain Eois agus i rith imeacht chun airgead a bhailiú do charthanachtaí.
<i>Wonder Youth Theatre</i>	Ceardlanna amharclainne do dhaoine óga nach mbíonn a nguth le cloistéáil go minic agus léiriú stáitse ar a dtugtar ‘Happy Ever After Cinders’
Podchraoladh <i>Youthers</i>	Grúpa podchraolta a chruthú leis an Lárionad Eolais don Ógra ar a dtugtar <i>Youthers</i> CMX. Eiseoidh an grúpa podchraoltaí míosúla a bhaineann le saincheisteanna agus le topaicí a bhfuil tionchar acu ar dhaoine óga i gCarraig Mhachaire Rois.
Ceachtanna Ceoil don Phobal Romach	Ceachtanna ceoil don Phobal Romach atá nasctha le <i>Youthers</i> CMX chun daoine óga ón bPobal Romach a nascadh leis an bpobal trí chéile.
<i>Unseen Ballyjamesduff &amp; Belturbet</i>	Tionscadal grianghrafadóireachta a thug deis do dhaoine óga léargas a thabhairt ar a bpobal féin, léargas a thabhairt ar a dtuairim féin faoina bpobal féin agus an méid a fheiceann siad trína súil féin.



Tionscadal Ceoil BBWC	Léiriú ceoil le <i>CMC Music Education</i> - deis foghlaim faoi cheol a chur in eagar agus ceoil a chruthú mar aon le fuaimrianta taca do thionscadail scannáin.
Ranganna Ealaíne do Thuismitheoirí & do Lapadáin	Ranganna ealaíne do thuismitheoirí/do chaomhnóirí agus leanaí/barda chun buneolas a roinnt le leanaí maidir le teicnící agus meáin agus deis a thabhairt dóibh píosa spraoi a bheith acu i suíomh compordach.
ÓT Bhaile na Lorgan - <i>Creative Spark</i>	Ceardlanna faoi Ródaire RRU & Cianachló
Lá Cúraim / Tionscadal Grianghrafadóireachta	Ceardlanna grianghrafadóireachta do dhaoine óga a bhfuil taithí acu ar chúram ó An Cabhán agus Muineachán chun scrúdú a dhéanamh ar choincheap an 'chúraim' agus an 'phobail' agus deis taispeántas a eagrú ag deireadh na gceardlann.
Tionscadal Cruthaitheach Múrphictiúir faoi Chúram	Tugadh deis do dhaoine óga múrphictiúr nua a dhearadh agus a chruthú dá spás féin mar chuid de thionscadal Faisnéise Óige i mBaile na Lorgan
Cór Nollag Thulaigh Bhinn	Tionscadal idirghlúine do dhaoine óga chun deis a thabhairt dóibh bualadh le baill eile den phobal agus curfá Nollag a chanadh.
Oíche Scannán do Phobal na hÚcráine	Oíche scannán do theaghlaigh ón Úcráin as ar fud an Chabháin & Mhuineacháin chun deis a thabhairt dóibh féachaint ar scannán Nollag ina dteanga féin.
San Clár - tionscadal <i>Clayotic</i>	Ceardlanna <i>Clayotic</i> (marla a aerthriomú) do leanaí bunscoile i gclub iarscoile.
TIG Mhuineacháin - péinteáil aghaidheanna	Péinteáil aghaidheanna & agus cruthú balún le daoine óga ó phobal an Lucht Siúil
Tionscadal BÁCÁLA Bhéal Átha Beithe	Deis do dhaoine óga foghlaim conas cácaí agus rudaí milse eile a bhácáil



Figiúr 65 Daoine Óga ón Úcráin ag glacadh páirt i gClár Róbataice faoi COIÁ



Figiúr 66 Daoine Óga ag glacadh páirt i dTionscadal Ealaíne Múrphictiúir faoi COIÁ



Figiúr 67 Daoine Óga ó Ghluaiseacht Phobal an Lucht Siúil an Chabháin ag glacadh páirt i gCeiliúradh Pobail ar a Stair Eitneach faoi COIÁ



Figiúr 68 Daoine Óga ón Pobal Romach nua i nDeisceart Mhuineacháin ag glacadh páirt i gClár Cóir faoin COIÁ

## Deontais Óige Ildánach 2023

Leithdháileadh naoi nDeontas Óige Ildánach in 2023 ar raon eagraíochtaí chun ceardlanna Ildánacha a chur ar fáil do dhaoine óga. I rith na gceardlann seo tugadh deis do dhaoine óga taitneamh a bhaint as ceol, ealaín & ceardaíocht, grianghrafadóireacht, drámaíocht agus eispéiris teicneolaíochta digití.

## Ionad Oideachais agus Oiliúna Allamuigh na dTamhnach

### Líon Cuairteoirí

D'fhreastail Ionad Oideachais agus Oiliúna Allamuigh na dTamhnach (IOOAT) ar 10,908 cuairteoir a bhain tairbhe as Clár agus Seirbhísí Allamuigh in 2023.

### Imeachtaí agus Gníomhaíochtaí

- Reáchtáil an tIonad clár píolótach - Conairí BO do Scoileanna - den chéad uair

dar teideal *Buneolas ar Scileanna Allamuigh*. Bhí an Clár Allamuigh seo á mhaoiniú trí Chlár Conairí BO agus d'fhreastail sé ghrúpa de mhic léinn Idirbhliana BOOCM ar Chlár Allamuigh 5 lá a bhí dírithe ar scileanna pearsanta agus ar na buntáistí a bhaineann le gairm sa Tionscal Allamuigh. Léirigh na mic léinn agus Comhordaitheoirí na hIdirbhliana an-suim sa chlár seo.

- I dteannta leis an gClár Campa Samhraidh 7 seachtaine, réachtáladh campa a bhí oiriúnach do dhaoine faoi mhíchumas in Na Tamhnacha trí Chomhpháirtíocht Spóirt an Chabháin.
- D'fhill Air France/Language Safaris ar an Ionad i ndiaidh dhá áirithint a dhéanamh - 10 n-oíche faoi seach - i gcomhair mac léinn óg Francach a bhí ag tabhairt faoi chlár Teanga/Eachtraíochta Allamuigh.
- Ghlac foireann an Ionaid páirt i roinnt imeachtaí Náisiúnta lena n-áirítear *Her Outdoor Events* – imeacht amháin do ghrúpa d'Aosaigh Bhaineanna agus imeacht eile a bhí spriocdhírthe ar DHÉAGÓIRÍ baineanna a d'fhreastail ar Champa Eachtraíochta Allamuigh 3 lá
- D'fhreastail *CanTeen Ireland* ar dheireadh seachtaine cónaithe do Dhéagóirí a raibh ailse orthu roimhe seo nó a bhfuil cóir leighis á fáil acu d'aile faoi láthair.



Figiúr 69 Printísigh BOOCM ag glacadh páirt in Battlezone Archery mar chuid de lá Neartú na Foirniúlachta

## Forbairtí san Ionad

I measc na bhforbairtí tógála agus cothabhála a rinneadh in IOOA na dTamhnach in 2023 bhí uasghrádú leictreach iomlán, péinteáil, suiteáil urlár nua agus soilsiú

feabhsaithe.

Síníodh Conradh le *Trailbreaker* chun Pumpraon Rothaíochta a dhearadh agus a thógáil. Lean an t-ionad ar aghaidh le hinfheistíocht a dhéanamh i dtrealamh nuashonraithe cosúil le criúchábán nua, Bád Banana inséidte, cultacha uisce agus dífhaisire don stór triomaithe.



*Figiúr 70 Printísigh BOOCM ag foghlaim Scileanna Dreapadóireachta*

### **Oiliúint Foirne**

Lean an fhoireann ar aghaidh le cúrsaí uasoiliúna agus d'fhreastail siad ar chlár oiliúna cosúil le REC 3 - Cúrsa Athnuachana Garchabhrach, Slánchumhdach Aosach, Treoir Boghdóireachta agus Sláinte & Sábháilteacht.

## 19.2 Tacaíocht agus Forbairt Eagraíochta

### Struchtúir agus Seirbhísí Eagraíochta



**Karen McBride**  
Stiúrthóir na Tacaíochta agus na Forbartha Eagraíochta

Tá BOOCM tiomanta do struchtúr eagraíochta a chruthú a fheidhmíonn go héifeachtach agus go héifeachtúil trína sheirbhísí a sheachadadh i gContae an Chabháin agus i gContae Mhuineacháin.

Tá ról lárnach ag an bhfeidhm Riaracháin chomh fada is a bhaineann le hoibríochtaí BOOCM. Tá an Cheannoifig lonnaithe ar Shráid an Mhargaidh, Muineachán agus tá an fho-oifig lonnaithe ag Cearnóg Radharc an Teampaill, An Cabhán. Tá na feidhmeanna Riaracháin á soláthar trí struchtúr trí cholún, ina gcuimsítear Acmhainní Daonna, Airgeadas agus Seirbhísí Corparáideacha. Tá POC i gceannas ar gach Rannóg, a thuiriscíonn don Stiúrthóir Eagraíochta, Tacaíochta agus Forbartha (ETF).

# Príomhfheidhmeannach

## Stiúrthóir na Tacaíochta agus na Forbartha Eagraíochta

POC  
AD

POC  
Airgead  
as

POC Seirbhísí  
Corparáideacha

Ceannasaí  
Soláthair

Ceannasaí  
TFC

Ceannasaí  
Comhlíonta

Ceannasaí  
Talaimh  
agus  
Foirgneamh

Cuirtear obair na feidhme riaracháin i gcrích i ndlúthpháirt leis an Stiúrthóir Scoileanna agus leis an Stiúrthóir Breisoideachais agus Oiliúna.

Trí obair a chur i gcrích a bhaineann le ceithre sprioc, tá sé mar aidhm ag ETF luach breise a chur ar fáil do BOOCM trí bheartais fhóna agus chomhleanúnacha a fheabhsú, mar aon le córais agus próisis rannpháirtíochta a fheabhsú, a chinnteoidh go mbeidh an reachtaíocht á comhlíonadh ag BOO, go mbeidh baill foirne ar ardchaighdeán á mealladh agus a gcoimeád, agus go mbeidh barr feabhais rialachais á léiriú.

### **Ráiteas Straitéise BOOCM 2022-2026**

Ba í 2023 an dara bliain a raibh Ráiteas Straitéise BOOCM 2022-2026 i bhfeidhm. Leagtar amach sa Ráiteas Straitéise tosaíochtaí agus aidhmeanna BOOCM thar thréimhse cúig bliana agus tarraingítear aird uirthi i bhFís BOOCM: Cumhachtú trí Foghlaim agus Dul Chun Cinn á Dhéanamh ag Gach Duine.

Tarraingítear aird sa Ráiteas Straitéise ar an ról suntasach a bhí ag BOOCM sa réigiún chomh fada is a bhain le tacú le gach páirtí leasmhar – idir fhoghlaimoirí agus fhostóirí – chun freagairt do riachtanais oideachais agus oiliúna ár gceantair agus ár ngeilleagair áitiúil. Tá an Straitéis bunaithe ar cheithre phríomhspríoc straitéiseacha:

- Teagasc, Foghlaim agus Rannpháirtíocht.
- Seirbhísí Ginearálta BOOCM
- Ár bhFoireann – Forbairt, Tacaíocht agus Folláine
- Tacaíocht agus Forbairt Eagraíochta.

Feabhsóidh timthriall cúig bliana an Ráitis Straitéise seo an obair atá á déanamh ag BOOCM i ndáil le hoideachas agus oiliúint, le meithleacha atá á bhforbairt agus á gcur chun feidhme d'fhonn a chinntiú go bhfuil cuspóirí agus tosaíochtaí an Ráitis Straitéise á gcomhlíonadh.

### **Nuashonrú 2023**

Cúis áthais do BOOCM tuairisciú faoi na héachtaí suntasacha a rinneadh le bliain anuas.

In 2023 bhí ceiliúradh á dhéanamh ar 10 mbliana ó cónascadh Coiste Gairmoideachais Chontae an Chabháin agus Chontae Mhuineacháin agus ó bunaíodh Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin. Le deich mbliana anuas, tá BOOCM forbartha mar eagraíocht éifeachtúil agus éifeachtach, atá freagrúil do riachtanais an phobail a bhfuil sé ag freastal air.

Rinne BOOCM i dteannta leis na 16 BOOnna ceiliúradh ar 10 mbliana ar an bhfód trí pháirt a ghlacadh i 'Seachtain BOO' náisiúnta i mí Feabhra/mí an Mhárta 2023 agus 'Lá BOO' ar an 2 Márta 2023, imeachtaí a bhí comhordaithe ag BOOÉ. Thug an t-imeacht seachtaine deis do gach BOO léargas a thabhairt ar na seirbhísí atá á gcur ar fáil acu dá bpobail áitiúla ar fud na hÉireann. Ar an Máirt leagadh béim ar Scoileanna agus ar Éiteas BOO, agus ar an gCéadaoin leagadh béim ar BO. Ar an Déardaoin, bhailigh na 16 BOO le chéile i bPáirc an Chrócaigh áit ar reáchtáladh gradaim Barr Feabhais BOO agus ceiliúradh, agus i measc na mbuaiteoirí bhí mic léinn ó Choláiste Oiriall agus Institiúid an Chabháin.

Tá dul chun cinn suntasach déanta ag BOOCM i ndáil le plean do Dhualgas na hEarnála Poiblí a fhorbairt agus a chur chun feidhme, agus a chinntiú go bhfuil an ceanglas reachtach tábhachtach seo á chomhlíonadh go hiomlán ag an eagraíocht.

Táimid ag leanúint ar aghaidh lenár slándáil TF a fheabhsú trí fhorbairt a dhéanamh ar an gCóras um Bainistiú Slándáil Faisnéise (CBSF) trí úsáid a bhaint as na Caighdeáin Bhonnlíne, a bheith ag obair le BOOÉ agus le All-BOOnna agus lenár n-árachóirí IPB chun cabhrú linn chun an méid seo a leanas a dhéanamh:

- measúnú a dhéanamh ar agus déileáil le rioscaí slándála faisnéise de réir ár riachtanas.
- rioscaí slándála faisnéise a bhainistiú ar bhealach atá comhsheasmhach agus follasach.
- gealltanais maidir le agus comhlíontacht le dea-chleachtas domhanda a léiriú.
- a léiriú do chustaiméirí, do sholáthraithe agus do pháirtithe leasmhara go mbaineann fíorthábhacht le slándáil i ndáil lenár gcuid oibre.
- slándáil na sonraí airgeadais agus rúnda ar fad a fheabhsú, ionas go laghdófar an dóchúlacht go mbeidh na sonraí á rochtain go neamhdhleathach nó gan chead.

Lena chois sin, leanamar ar aghaidh lenár Seasamh Slándála, Pleananna Leanúnachais Ghnó agus acmhainní Athshlánaithe ó Thubaiste a neartú.

Le bliain anuas, lean BOOCM ar aghaidh le comhpháirtíochtaí láidre a bhunú le príomhpháirtithe leasmhara san earnáil oideachais. Cúis bhróid do BOOCM gurb é an chéad BOO sa tír a d'ascain go dtí an t-ardán iomlán Seirbhíse Comhroinnte Airgeadais i mí Iúil 2023, rud a chiallaíonn go mbeidh gach íocaíocht creidiúnaí i gcomhair BOOCM á próiseáil ag Seirbhísí Comhroinnte Gnó Oideachais (SCGO) amach anseo. Cinnteoidh an tSeirbhís Chomhroinnte Airgeadais éifeachtúlacht, éifeachtacht agus caighdeánú méadaithe, mar aon le coigilteas costais nuair a bheidh an tSeirbhís iomlán rollta amach sa 16 BOO. Is ionann an t-éacht sin agus garsprioc shuntasach do BOOCM chomh fada is a bhaineann lena ghealltanais maidir le héifeachtúlacht oibríochtuil.

Ceanglas sa tuarascáil Airgeadais Bhliantúil é sonraí maidir le hoibleagáidí sochair scoir BOO a chur san áireamh chomh fada is a bhaineann lena bhaill foirne reatha, iarchurtha agus ar scor. Chomhoibrigh BOOCM le SCGO i ndáil le Tionscadal Píolótach an Dliteanais Phinsin, fianaise ar ár dtiomantas do bhainistíocht airgeadais fhreagrach agus pleanáil do BOOCM agus dár mbaill foirne.

Ainneoin na ndúshlán atá le sárú ag an ngeilleagar domhanda, rinneadh dul chun cinn suntasach i ndáil le clár tógála suntasach BOOCM i rith 2023. Tá BOOCM ag leanúint ar aghaidh lena sheirbhísí a leathnú agus a fhorbairt trí sheirbhísí TF agus tionscadal tógála a chur ar fáil do scoileanna neamh-BOO.

Ar deireadh, chlúdaigh ár gclár FGL roinnt réimsí atá riachtanach do bhaill foirne agus don fhoireann bainistíochta, agus cinntíodh go raibh na scileanna agus an t-eolas riachtanach acu chun ár n-eagraíocht a chur chun cinn i dtimpeallacht ghnó atá ag athrú go tapa. Rolladh amach clár FGL do gach ball foirne riaracháin. Chlúdaigh na cláir FGL TFC raon modúl Microsoft agus cuireadh ar fáil ar líne iad, agus chabhraigh siad le BOO a chuspóir a bhain le hoiliúint a chomhlíonadh. Lena chois sin, ghlac an fhoireann meánbhainistíochta agus shinsearach páirt i gclár rathúil faoi Scileanna Láithreoireachta agus Óráidíochta Poiblí.



## **Comhlíonadh Corparáideach agus Rialachais**

Is é an tAcht um Boird Oideachais agus Oiliúna, 2012, an príomhphiosa reachtaíochta a bhfuil BOOnna a rialú aige. Ba cheart glacadh le hImlitir 0002/2019 na Roinne Oideachais, “An Cód Cleachtais do Rialachas Bord Oideachais agus Oiliúna”, ainneoin go leagtar amach ann treoirínte do chásanna áirithe, mar thacar caighdeán do bhaill agus do bhaill foirne an Bhoird go príomha. Bítear ag súil go gcinnteoidh baill agus baill foirne go bhfuil a ngníomhaíochtaí a bhaineann le BOOCM á rialú ag na caighdeáin seo i gcónaí, de réir na litreach agus an spioraid.

I R4 2023, thug an Bord faoi phróiseas Féinmheastóireachta, mar a cheanglaítear faoin gCód Cleachtais.

I R1 2023, reáchtáladh cruinniú idir an RO agus Foireann Bainistíochta Shinsearach BOOCM chun athbhreithniú a dhéanamh ar na gComhaontú Maoirseachta, Comhaontú Seachadta Feidhmíocht agus Plean Seirbhíse Bliantúil. D'admhaigh an BOO na buntáistí a bhain leis na Comhaontuithe, lena n-áirítear an ról a bhí acu i gcabhrú le Príomhtháscairí Feidhmíochta (PTFanna) a shainaithint a chabhraigh le forbairt Phlean Seirbhíse an BOO, an Tuarascáil Bhliantúil agus a bhí nasctha leis an Ráiteas Straitéise freisin. Dheimhnigh an Roinn ardleibhéal comhlíonta in BOOCM chomh fada is a bhain lena oibleagáidí rialachais a chomhlíonadh i ndáil le spriocdhátaí reachtúla agus spriocdhátaí eile.

## **Iniúchadh ar Chomhlíonadh leis an gCód Cleachtais do Rialachas BOOnna**

D'eisigh an Roinn Oideachais an Cód Cleachtais do Rialachas BOOnna (Imlitir 0002/2019) i mí Eanáir 2019. I rith 2023, leagadh béim ar an gCód a chur chun feidhme agus ar an leibhéal comhlíonta a fheabhsú chun feabhas leanúnach a léiriú, agus ag an am céanna fianaise maidir le dearbhú a bhailiú do BOOCM. I mí Eanáir 2023, rinne BOOCM athbhreithniú ar iniúchadh ar chomhlíonadh leis an gCód i rith na bliana roimhe sin, trí úsáid a bhaint as uirlis iniúchta a d'fhorbair Árachas Comhlachtaí Poiblí na hÉireann (CPÉ). Léiríodh san athbhreithniú ar an iniúchadh go raibh an leibhéal comhlíonta inghlactha.

## **Bainistíocht Riosca**

Déanann an Bord maoirseacht ghníomhach ar bhainistíocht riosca agus deimhníonn sé go bhfuil measúnú déanta aige ar na príomhrioscaí, na bearta maolaithe gaolmhara agus go bhfuil athbhreithniú déanta aige ar éifeachtacht na mbearta seo in 2023. Bainistíonn an Bord riosca don eagraíocht trí chlár bainistíochta riosca struchtúrtha. Cabhraíonn an Coiste Iniúchta agus Riosca leis an mBord lena fheidhm bainistíocht riosca. Chomh maith leis sin, braitheann an Bord ar an Aonad Iniúchta Inmheánaigh (All) agus ar na tuarascálacha a chuireann sé i dtoll a chéile agus ar aon Iniúchadh seachtrach dá leithéid cosúil le hiniúchadh CSTE agus/nó ar Iniúchadh á dhéanamh ag na Coimisinéirí Ioncaim. Lena chois sin, déantar athbhreithniú ar Rialuithe Inmheánacha ar bhonn bliantúil.

Is mír sheasta ag gach cruinniú Boird í Bainistíocht Riosca agus cuimsítear sa bhreithniú a dhéantar:

- Tuarascálacha rioscaí ón bhfoireann bainistíocht shinsearach lena n-áirítear an Príomhoifigeach Riosca (POR)
- Tuarascálacha an Choiste Iniúchta agus Riosca
- Athruithe ar rátálacha riosca
- Clár Iniúchta

Thug BOOCM faoi roinnt gníomhaíochtaí in 2023 chun tacú le bainistiú an riosca fiontair agus chun dea-rialachas a léiriú. Is é an bonn fianaise atá ag tacú leis an obair seo reachtaíocht atá ábhartha do BOOCM agus don Chód Cleachtais do Rialachas Bord Oideachais agus Oiliúna (An Roinn Oideachais, Imlitir 0002/2019). Cuireadh an t-aschur seo a leanas i gcrích i rith na bliana:

5. Athbhreithniú agus nuashonrú ráithiúil ar an gClár Rioscaí Tacaíochta agus Forbartha Eagraíochta
6. Athbhreithniú agus nuashonrú ráithiúil ar an gClár Rioscaí Breisoideachais agus Oiliúna
7. Athbhreithniú agus nuashonrú ráithiúil ar an gClár Rioscaí Scoileanna
8. Athbhreithniú ráithiúil ar an bhFoireann Bainistíochta Shinsearach/Clár Rioscaí Corparáideach a thaifeadann agus a bhreithníonn rioscaí ardleibhéil

Bhí an bhéim á leagan ar na príomhrioscaí a shainaithint a d'fhéadfadh cosc a chur ar sheachadadh Ráiteas Straitéise BOOCM 2022-2026. Cuireadh na príomhrioscaí seo i

láthair an Choiste Iniúchta agus Riosca agus leanadh ar aghaidh leis an obair a bhain leis na rioscaí sainaitheanta a bhainistiú, riosca a laghdú agus réimsí riosca nua a shainaitheint.

## Saoráil Faisnéise

D'fhoilsigh BOOCM a Scéim Foilseacháin um Shaoráil Faisnéise, chun Alt 8 d'An tAcht um Shaoráil Faisnéise, 2014, a chomhlíonadh. Tá an Scéim Foilseacháin le fáil ag [www.cmetb.ie](http://www.cmetb.ie) agus tá cóip chrua ar fáil ar iarratas ón gCeannoifig.

Liostaítear sa Scéim Foilseacháin faisnéis faoi sheirbhísí BOOCM, agus tugtar aird ar phrionsabail na hoscailteachta, na trédhearcachta agus an cuntasachta mar atá leagtha amach in Alt 8(5) agus in Alt 11(3) den Acht. Déantar an scéim a nuashonrú agus eolas breise a chur léi ar bhonn rialta.

I rith 2023, cuireadh naoi (9) n-iarratas ar fhaisnéis faoin Acht SF faoi bhráid BOOCM. As measc na n-iarratas seo, bhain sé hiarratas le faisnéis neamhphearsanta ó iriseoirí, grúpaí leasa agus baill den phobal. Bhain na cineálacha faisnéise neamhphearsanta a lorgaíodh le Plean um Ghníomhú ar son na hAeráide BOOCM, taifid a bhain le fostaithe BOO agus saoire, taifid a bhain leis an bpróiseas athchumraithe scoile, taifid a bhain le scoil cheoil BOOCM agus taifid a bhain le tuarascálacha iniúchta.

Tá achoimre ar na hiarratais faighte (Log Nochta) foilsithe ar shuíomh gréasáin BOOCM mar chuid de Scéim Foilseacháin SF.

## Cosaint Sonraí

Tá Rialachán Ginearálta maidir le Cosaint Sonraí (RGCS) an AE i bhfeidhm ón 25 Bealtaine 2018. Tá beartais agus nósanna imeachta bunaithe ag BOOCM a bhfuil RGCS á chomhlíonadh acu. Déantar athbhreithniú ar na beartais agus ar na nósanna imeachta seo go rialta. I rith 2023, leanadh ar aghaidh ag forbairt comhaontuithe próiseála sonraí agus comhroinnte sonraí le tríú páirtithe, lena n-áirítear Comhlachtaí Seirbhíse Poiblí eile. Lean an tOifigeach um Chosaint Sonraí (OCS) le tacaíocht a chur ar fáil don fhoireann bainistíochta agus do bhaill foirne i ndáil lena bhfreagrachtaí faoi RGCS.

Leanadh ar aghaidh leis an gclár Ríomhfhoghlama um Fheasacht RGCS do bhaill foirne a rolladh amach do gach ball foirne RGCS. Dhírigh na hionaid riaracháin ar íoslághdú

sonraí agus bhí ról ríthábhachtach ag forbairt SharePoint EFT sa chomhthéacs seo.

In 2023, fógraíodh naoi (9) sárú ar shonraí don OCS. Measadh gur sárú ísealriosca a bhí i gceist chomh fada is a bhain leis na daoine is ábhar do na sonraí, bhain a bhformhór le hearráidí cléireachais ba chúis le smacht ar shonraí pearsanta a chailleadh. Chomh fada is a bhain le sárú sonraí amháin, measadh go raibh sé riachtanach tuarascáil a chur faoi bhráid an Choimisiúin um Chosaint Sonraí. Bainistíodh gach sárú laistigh de reachtaíocht RGCS agus cuireadh gníomh ceartaitheach chun feidhme.

### **An Cód Caiteachais Phoiblí**

Athdhearbhaíonn BOOCM a ghealltanais maidir le gach ceanglas a chomhlíonadh a bhaineann le gnéithe ábhartha den Chód Caiteachais Phoiblí agus deimhníonn sé, i ndiaidh athbhreithniú a dhéanamh air sin, go bhfuil BOOCM sásta gur chloígh an Bord le gach gné ábhartha den Chód in 2023.

### **Cúrsaí oiliúna agus tacaíocht leanúnach don Bhord Oideachais agus Oiliúna, do Choistí agus do Bhoird Bhainistíochta**

I rith 2023, lean foireann riaracháin BOOCM ag tacú le BOO agus lena choistí, lena n-áirítear Boird Bhainistíochta. Eagraíodh oiliúint rialachais do bhaill den Bhord agus den Choiste Airgeadais agus den Choiste Iniúchta agus Riosca i mí Meithimh 2023. Tá roinn Seirbhísí Corparáideacha BOOCM ag leanúint ar aghaidh ag tacú leis an mBord agus le coistí trí thacaíocht riaracháin a chur ar fáil do chruinnithe agus tá sí ag tacú le Boird Bhainistíochta trí threoir a thabhairt maidir le conas cláir oibre a ullmhú, miontuairiscí a ghlacadh agus a thairfeadh.

### **Soláthar Foirne**

Is fostóir suntasach é BOOCM sa réigiún - tá thart ar 996 ball foirne lánaimseartha agus 432 ball foirne páirtaimseartha fostaithe aige. I rith 2023, chinntigh athshannadh ball foirne, ar bhonn sealadach agus buan, i réimsí ríthábhachtacha, gur leanadh ar aghaidh le príomhsheirbhísí a chur ar fáil.

## Earcaíocht

Déanann BOOCM iarracht na baill foirne is fearr agus is féidir a earcú agus a choimeád. Is ar bhonn inniúlachta a dhéantar formhór na n-agallamh earcaíochta níos mó, agus tá na cúrsaí oiliúna riachtanacha déanta ag baill an Bhoird Roghnúcháin chun cur ar a gcumas agallaimh ar bhonn inniúlachta a dhéanamh.

Tá físeán margaíochta le fáil ar shuíomh gréasáin BOOCM a bhfuil sé mar aidhm leis tacú le BOOanna go ginearálta [www.cmetb.ie](http://www.cmetb.ie). Chomh maith leis sin, tá fógraíocht spriodchírith eagraithe anois lena n-áirítear fógraíocht íoctha ar na meáin shóisialta, atá dírithe ar limistéir gheografacha agus ar dhéimeagrafaic chun cabhrú le múinteoirí a earcú, chun daoine a spreagadh chun cuairt a thabhairt ar shuíomh gréasáin BOOCM, chun tacú le poist a fhógraítear ar an suíomh gréasáin 'etbjobs.ie' agus a fhógraítear trí chainéil meán sóisialta BOOCM. Tá na tacair scileanna riachtanacha sainaitheanta chun barr feabhais eagraíochta a sheachadadh agus chun acmhainn a fheabhsú chun freastal go cuí ar dhúshláin nua agus ar dhúshláin atá ag forbairt.

In 2023, reáchtáladh agallaimh ar líne trí úsáid a bhaint as Microsoft TEAMS agus tugadh cuireadh do dhaoine freastal ar agallaimh nuair a bhí sé sin oiriúnach don ról. D'fhreastail Baill an Bhoird Roghnúcháin ar na cúrsaí oiliúna riachtanacha agus cuireadh cúnaimh ar fáil do na hagallaithe chun a chinntiú gur éirigh go breá leis na hagallaimh.

Freastalaíonn baill foirne AD ar an bhFóram Náisiúnta agus leanann siad ar aghaidh le húsáid a bhaint as seirbhísí IBEC más mian leo comhairle a fháil faoi shaincheisteanna AD agus CT. Leanann na baill foirne nua ar fad ar aghaidh ag freastal ar chúrsaí ionduchtaithe maidir le beartais agus nósanna imeachta BOOCM.

## Oiliúint

Chuir BOOCM na cúrsaí oiliúna seo a leanas ar fáil don fhoireann riaracháin i rith 2023:

- Feasacht Cibearshlándála lena n-áirítear Feasacht Fioscaireachta
- Cúrsaí Oiliúna TF a chlúdaigh raon modúl Microsoft.
- Scileanna Láithreoireachta & Óráidíochta don mheánbhainistíocht agus do bhainisteoirí sinsearacha
- Oiliúint Aoisliúntais (SPSPS) d'fhoireann pinsean BOOCM
- Scileanna Glasa - Fuinneamh & Laghdaigh d'Úsáid.

- Modúil Foghlama DCM lena n-áirítear Ceannaireacht Ionchuimsitheach
- Oiliúint maidir le Conradh Fostaíochta IBEC
- Oiliúint maidir le córas na Seirbhíse Comhroinnte Airgeadais lena n-áirítear tuairisciú Power BI agus P2P seachadta ag SCGO
- Oiliúint maidir le Comhionannas agus Éagsúlacht
- Oiliúint maidir le Saoráil Faisnéise (SF) do Chinnteoirí
- An Cód Caiteachais Phoiblí
- Lá FGL na Foirne Riaracháin reáchtáilte i Meitheamh 23 a dhírigh ar Bhainistíocht Fuinnimh, Cumarsáid Chorpóraideach agus eagraíodh Ceardlann Folláine freisin

## TFC

Úsáideann BOOCM meascán de fhreastalaithe comhad ar an láthair agus de Microsoft 365 (M365) do ríomhphost agus d'fheidhmchláir ghréasánbhunaithe eile. Is é an plean fadtéarmach atá ann go n-éireoidh BOOCM as freastalaithe ar an láthair a úsáid agus go dtosóidh sé ag úsáid seirbhíse gréasánbhunaithe óstáilte a chiallaíonn go mbeadh gach táirge ar fáil ar an ngréasán. Leanadh ar aghaidh ag obair ar an tionscadal seo in 2023, agus é mar aidhm a bheith ag feidhmiú mar sheirbhís iomlán óstáilte ghréasánbhunaithe a chuirfidh lenár staid slándála chomh fada is a bhaineann le Plean Leanúnachais Ghnó (PLG), cásanna Athshlánaithe ó Thubaiste agus réitigh chúltaca. Ceadáíonn sé seo d'fheidhmchláir laethúla atá riachtanach don ghnó forbairt laistigh dár n-ardán M365 agus SharePoint agus éascaíonn sé comhoibriú idir an fhoireann, barainneacht scála a úsáid, agus rochtain a fháil go héasca ar bheartais agus ar nósanna imeachta i suíomh lárnach. Cuimsítear anseo freisin an tábhacht a bhaineann le slándáil agus le seasmhacht ár sonraí.

Úsáideann BOOCM Microsoft TEAMS, uirlis chomhoibrithe a éascaíonn comhoibriú idir *baill foirne* agus idir *baill foirne agus mic léinn*. Is uirlis chumarsáide an-chumhachtach í seo agus leanadh ar aghaidh á húsáid in 2023 ar fud Scéim BOOCM. Leanfaimid ar aghaidh le tairbhe a bhaint as an ardán seo go slán chun tacú le leanúnachas seirbhíse sna Scoileanna, sna hIonaid BO agus sna hOifigí Riaracháin, rud a bhí riachtanach.

Tá tús áite á thabhairt anois do chúrsaí slándála mar chuid dár bpróiseas cinnteoireachta i ndáil le seachadadh TFC. In 2023, leanamar ar aghaidh lena chinntiú go raibh ár n-eastát oiriúnach don fheidhm trí úsáid a bhaint as feidhmchláir agus as próisis láidre a

bhí molta ag an margadh chun leochaileachtaí féideartha a thástáil. I measc na sásraí seo bhí tástáil ráithiúil treáite, teastas árachais do CB agus oiliúint feasachta foirne agus cibearshlándála ar bhonn leanúnach. Chun tábhacht slándála agus inscálaitheacht ár mbonneagar amach anseo a éascú úsáidimid néalréiteach cúltaca chun tacú lenár n-eastát M365. Tá an t-ardán seo atá bunaithe ar Microsoft ag tacú lenár bhfeidhmchláir atá ríthábhachtach dár ngnó.

Tá seachadadh an Phlean Gníomhaíochta TFC bunaithe ar ár mbonneagar slán agus iontaofa TFC, bonneagar a bheidh in ann tacú le héifeachtúlachtaí riaracháin freisin. Is fianaise iad na tosaíochtaí TFC ar an tábhacht mhéadaithe atá le TFC agus tá béim á leagan ar Phlean Gníomhaíochta TFC trí bliana, seachadadh agus cur chun feidhme inlíon BOOCM ar fud an ionaid chun tacú le cumarsáid éifeachtach, comhoibriú agus dáileadh agus rochtain ar fhaisnéis mar aon le forbairt straitéiseach ár mbonneagar TFC, agus fianaise freisin ar chur chuige seirbhísí comhroinnte i ndáil le TFC atá ag tabhairt tús áite don néal.

I láthair na huaire, tacaíonn roinn TFC BOOCM le 1,428 ball foirne agus le thart ar 14,000 mac léinn gach lá ina scoileanna agus ionaid oideachais i réigiún an Chabháin agus Mhuineacháin. Chomh maith leis sin, tacaíonn roinn TFC BOOCM leis na feidhmchláir agus leis na córais éagsúla a theastaíonn ó úsáideoirí chun a gcuid oibre a chur i gcrích.

Tá BOOCM ag leanúint ar aghaidh le dlús a chur le húsáid TFC i ngach scoil, agus tá ceannairí digiteacha ceaptha. In 2023, rinne foirne scoileanna scrúdú ar an treo a mbeifear ag díriú amach anseo trí shiompóisiam lae a eagrú. Bhí sé sin mar bhonn le pleanáil straitéiseach do TF, i gcomhpháirt le hIonad Oideachais Mhuineacháin. Trí úsáid a bhaint as an uirlis Eorpach, SELFIE, bhailigh scoileanna sonraí a bheidh mar bhonn le pleanáil. Cuirfear an próiseas seo i gcrích in 2024.–Chomh maith leis sin, tá tús á chur ag ár scoileanna le scrúdú a dhéanamh ar na buntáistí agus ar na himpleachtaí a bhaineann le hIntleacht Shaorga sa chomhthéacs oideachais.

Ceann de phríomhthosaíochtaí na bpleananna scoile ba ea an bonneagar líonra laistigh den scoil a fheabhsú agus go háirithe, Wi-Fi scoile. Leanadh ar aghaidh leis an obair seo in 2023 agus leanfar léi in 2024 freisin nuair a bheidh foirne ICT BOOCM ag díriú ar uasghrádú an Wi-Fi scoile uile. I láthair na huaire, tá breis is 550 Pointe Rochtana Gan

Sreang bainistithe i ngach ionad. Rinneadh infheistíocht eile i ngléasanna móibíleacha do mhúinteoirí rud a chinntíonn go bhfuil ar chumas bhail foirne BOOCM tairbhe a bhaint as teicneolaíochtaí nua laistigh den chóras oideachais.

Gach bliain, lean BOOCM ar aghaidh le huasgrádú an ardáin Windows 10 go dtí an leagan is déanaí trí thús a chur le haistriú bainistithe go dtí Windows 11 chun slándáil agus cobhsaíocht eastát an chliant a chinntiú uaidh seo amach.

Chinntigh Roinn TFC BOOCM go bhfuil ár mbailiúchán de fhreastalaithe ríomhaire á gcothabháil ag an eagraíocht chun feidhmiúlacht a sholáthar sa bhreis ar acmhainn meaisín aonair. Is iad sin cnámh droma ár n-idirlín, ár stóráil, ár bpróiseáil agus ár ndáileadh sonraí. Is tasc ar leith é ár bhfreastalaithe a bhainistiú ach tasc a dhéantar go héifeachtach trí thairbhe a bhaint as ár ndea-chleachtas bainistíochta freastalaí. Is próiseas leanúnach é seo atá á bhainistiú go himmheánach.

Tá bainistíocht gléasanna móibíleacha Microsoft Intune curtha chun feidhme ag BOOCM. Is feidhmchlár Bainistíochta Soghluaisteachta Fiontair (BSF) é Intune a chuirfidh ar chumas BOOCM a shonraí corparáideacha ar gach gléas móibíleach a chosaint lena n-áirítear ríomhairí glúine, táibléid agus fóin phóca. Mar chuid de thacar Intune, bhain BOOCM tairbhe as beartais Bainistíochta Feidhmchláir Mhóibíleacha (BFM) atá á rolladh amach do bhail foirne agus do chohórt mic léinn BOOCM. Cosnaíonn beartais BFM Intune Oifig BOOCM.

Tá BOOCM ag rollú gléasanna móibíleacha corparáideacha go leanúnach trí úsáid a bhaint as Intune agus tá slándáil agus bainistiú na ngléasanna sin a bhforfheidhmiú. Tá BOOCM tiomanta don deimhniú Cibearshlándála Bunúsacha (CB) a athnuachan gach bliain. Is scéim deimhnithe chibearshlándála é CB a thairgeann bonnsraith fhónta de rialuithe bunúsacha slándála TFC ar féidir le gach cineál eagraíochta iad a chur chun feidhme agus cur leo freisin seans. Trí na rialuithe seo a chur chun feidhme d'fhéadfaí leochaileacht eagraíochta a laghdú go suntasach. Soláthraíonn an scéim CB soiléire do ghnóthaí móra agus beaga. Fuair BOOCM deimhniú in 2023.

Mar gheall ar an tábhacht a bhaineann le cibearfheasacht in 2023, sholáthair COOBM oiliúint chibearfheasachta do gach ball foirne agus is próiseas leanúnach a bheidh ann. Leagann sé seo béim ar an tábhacht a bhaineann le slándáil agus bainistiú leanúnach



na slándála mar ghné ríthábhachtach de TFC. D'fhorbair an fhoireann TFC Plean Cibearfhreagartha i gcomhar leis an bhfoireann Chomhlíonta, bunaithe ar na Caighdeáin Bhonnlíne, agus rinneadh tástáil ar an bPlean in 2023.

## **Airgeadas**

Ar an 31 Iúil 2023, ba é Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin (BOOCM) an chéad BOO a chuir Seirbhísí Comhroinnte Airgeadais chun feidhme. Tionscnamh de chuid an Rialtais ba ea Seirbhísí Comhroinnte Airgeadais, a raibh sé mar aidhm leis próisis agus nósanna imeachta airgeadais a shruthlíniú, tuairisciú airgeadais a fheabhsú agus cultúr atá dírithe ar chustaiméirí a chruthú. Chun na haidhmeanna seo a chomhlíonadh, níl feidhm Riaracháin BOOCM freagrach níos mó as próiseáil agus as íoc sonrasc, is iad Seirbhísí Comhroinnte Gnó Oideachais (SCGO) atá freagrach as an bhfeidhm seo anois.

## **Ráitis Airgeadais 2023**

Tá an Bord freagrach as an tuarascáil bhliantúil agus as na ráitis airgeadais a ullmhú agus, bunaithe ar an bhfaisnéis atá ar fáil don Bhord, breithníonn sé go dtugtar léargas cuí sna ráitis airgeadais ar ioncam agus ar chaiteachas an BOO agus ar staid ghnóthaí an BOO. Tá Ráitis Airgeadais Bhliantúla BOOCM don bhliain dar críoch an 31 Nollaig 2023 faoi réir iniúchta atá le déanamh ag Oifig an Ard-Reachtair Cuntas agus Ciste (A&CC). I ndiaidh do A&CC an t-iniúchadh a shíniú, foilseoidh BOOCM na ráitis airgeadais iniúchta.

## **Talamh agus Foirgnimh (Caipiteal)**

Cuimsítear i gclár foirgneamh scoile BOOCM raon leathan de thionscadail mhóra agus de thionscadail bheaga. Bliain ghnóthach eile ba ea 2023 de bhrí gur cheadaigh an Roinn Oideachais (RO) agus an Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta (RBATNE), dhá mhórtionscadal tógála ar cuireadh tús leo agus tá críoch beagnach curtha le síneadh amháin.

Tá an hiar-bhunscoileanna atá faoi shainchúram BOOCM ag leanúint ar aghaidh le méadú a thabhairt faoi deara ar líon na mac léinn atá ag rollú leo agus in 2023

ceadaíodh tuilleadh forálacha do Chóiríocht Mhodúlach agus Shealadach do Choláiste Inbhir, agus do Choláiste Achadh an Iúir. Tugadh an tAonad Modúlach do Choláiste Naomh Bricín ar láimh i mí Lúnasa 2023 agus fuarthas cead pleanála do chóiríocht mhodúlach do Choláiste Naomh Maodhóg in 2023 freisin.

Táthar ag leanúint ar aghaidh ag obair ar na mórthionscadail tógála a ceadaíodh sna blianta roimhe seo. Tá dearadh mionsonraithe á dhéanamh ar fhorbairtí i gColáiste Bhaile na Lorgan, Coláiste Bhréifne, Coláiste Dhún an Rí, Coláiste Inbhir agus Coláiste Achadh an Iúir, agus táthar ag feitheamh ar chead a fháil ón Roinn chun tús a chur leis an obair thógála. Ar deireadh, cuireadh tionscadal cóiríochta breise do Choláiste Pobail Bhéal Átha Beithe i gcrích ag tús 2023. Chomh fada is a bhaineann leis na tionscadail scoile neamh-BOO a bhfuil BOOCM ag cabhrú leo, chuir dhá bhunscoil tús le hoibreacha tógála in 2023, tá scoil amháin ag feitheamh ar chead a fháil ón Roinn chun leanúint ar aghaidh leis an obair thógála, tá scoil amháin ag díriú ar an dearadh mionsonraithe agus tá trí scoil ag feitheamh ar chead a fháil ón Roinn leanúint ar aghaidh ón dearadh tosaigh.



*Figiúr 72 An tAire Heather Humphreys ar cuairt ar Choláiste Pobail Bhéal Átha Beithe chun an síneadh scoile nua a oscailt go hoifigiúil*

Tá BOOCM ag díriú ar neart miontionscadal tógála eile ina scoileanna a dhéanamh agus a chur i gcrích in 2023, agus tá a bhformhór maoinithe ag Scéim Deontais na nOibreacha Éigeandála, Scéim Deontais na nOibreacha Samhraidh nó an Scéim Deontais Caipitil Spóirt.

In BO, chuir BOOCM forbairt shuntasach aonaid mhodúlaigh i gcrích in Institiúid an Chabháin in 2023. Chomh maith leis sin, rinne BOOCM obair shuntasach i rith na bliana ar Réamhchás Gnó do Choláiste na Todhchaí atá beartaithe a thógáil agus táthar ag leanúint ar aghaidh ag díriú ar an infheistíocht seo a bhfuil géarghá léi. Chomh maith leis sin, rinneadh uasghrádú leictreach iomlán ag Ionad Oideachais Allamuigh na Tamhnaí.

Bhain an Fhoireann Talaimh agus Foirgnimh úsáid as Microsoft Planner in 2023 chun cabhrú léi an leibhéal ard de thionscadail chaipitil a bhfuiltear ag díriú orthu faoi láthair a bhainistiú.



*Figiúr 73 An tAire Harris ag oscailt Saoráid Oideachais agus Oiliúna nua Institiúid an Chabháin go hoifigiúil*

Ainneoin go ndearnadh dul chun cinn suntasach, díreach cosúil le 2022, bliain dhúshlánach ba ea 2023 mar gheall ar chostais bhoilscithe shuntasacha san earnáil tógála. Úsáideadh creat Boilscithe na hOifige um Sholáthar Rialtais (OSR) chun déileáil leis an dúshlán seo i rith 2023.

Tá fianaise ar scála an mhéadaithe ar phunann tionscadal caipitil BOOCM le fáil sa mhéadú ar chaiteachas caipitil ó €3.8 milliún in 2021 go dtí €12.4 milliún in 2022 agus go dtí €14.4 milliún in 2023.

Tá an Córas Bainistíochta Sócmhainní nua, atá beo ó Mheán Fómhair 2020 chun faisnéis

a sholáthar maidir le gach sócmhainn BOOCM agus chun tuairisciú a dhéanamh ag leibhéal Ceannoifige, ag obair go maith agus ag soláthar rialuithe níos fearr maidir le coimeád sábháilte sócmhainní.

Tá foireann na Roinne Talaimh agus Foirgnimh ag leanúint ar aghaidh le cúrsaí uasoiliúna a dhéanamh trí fhóiraim oiliúna éagsúla, seimineáir ghréasáin agus trí oibriú le BOOnna eile chun faisnéis a roinnt agus chun tacú le comhoibriú chun a chinntiú go mbaintear éifeachtúlachtaí amach ar fud na roinne.

Tá an Roinn Talaimh agus Foirgnimh ag leanúint ar aghaidh ag obair ar thionscadail éagsúla fad is atá bunphrionsabail an Chóid Caiteachais Phoiblí á gcur chun feidhme, chun a chinntiú go bhfuil luach ar airgead a fháil nuair a bhíonn airgead poiblí á chaitheamh. Tá raon beartas agus nósanna imeachta maidir le soláthar agus treoirlínte RO i bhfeidhm agus tá an Roinn Talaimh agus Foirgnimh sásta gur éirigh linn cloí le gnéithe ábhartha an Chóid.

### **Gníomhú ar son na hAeráide**

Ar dtús, i bPlean um Ghníomhú ar son na hAeráide 2019 leagadh amach spriocanna 2030 don earnáil phoiblí chun a hastaíochtaí gás ceaptha teasa a laghdú 30%. Is é Plean um Ghníomhú ar son na hAeráide 2023 (PGA23) an dara nuashonrú bliantúil ar Phlean um Ghníomhú ar son na hAeráide 2019 na hÉireann, agus sonraítear ann go bhfuil síneadh curtha leis an sprioc go dtí laghdú absalóideach de 51% faoi 2030 agus glan-nialasach faoi 2050. In 2023, lean BOOCM ar aghaidh ag obair le Fuinneamh Inmharthana na hÉireann (FIÉ) agus le BOOÉ, fianaise ar ár ngealltanas maidir le hobair a dhéanamh chun ár n-oibleagáidí dlí a chomhlíonadh agus chun na spriocanna sin a chomhlíonadh. Shann BOOCM Oifigeach Sinsearach Foirne (Oifigeach Fuinnimh) atá freagrach as maoirseacht a dhéanamh ar an réimse seo ó 2023. Chomh maith leis sin, d'ainmnigh BOOCM ball de FSB mar Sheimpín Inbhuanaitheachta um Ghníomhú ar son na hAeráide/Oifigeach Feidhmíochta Fuinnimh agus thug an OF agus an OFF faoi oiliúint Bainistíochta Fuinnimh in 2023.

In 2023, rinneamar cúig iniúchadh fuinnimh bhreise inár n-ionaid de réir Ionstraim Reachtuil Uimh. 426/2014 - Rialacháin an Aontais Eorpaigh (Éifeachtúlacht Fuinnimh), 2014. I R1 2024, rinne BOOCM scrúdú ar thorthaí na n-iniúchtaí seo le cabhair ónár mBainisteoir Tacaíochta Comhpháirtíochta FIÉ (BTC), agus rinneadh iniúchadh ar an

bhféidearthacht a bhain le haisfheistiú agus le fuinneamh in-athnuaite a úsáid chun cabhrú le sprioc astaíochtaí gás ceaptha teasa 2030 a chomhlíonadh. Chuir BOOCM a Phlean maidir le Stoc Foirgneamh agus a Chlár Foirgneamh faoi bhráid FIÉ.

In 2023, d'fhorbair BOOCM a chéad Threochlár maidir le Gníomhú ar son na hAeráide na hEarnála Poiblí inar sonraíodh a stádas reatha agus píblíne bheartaithe an tionscadail chomh fada is a bhain le hastaíochtaí carbóin a laghdú de réir spriocanna earnála poiblí iomlána BOOCM.

Chuir BOOCM a shonraí M&T (Monatóireacht agus Tuairisciú) i gcomhair 2022 ar fáil do FIÉ tríd an gcóras ar líne in 2023, agus leanfaimid ar aghaidh leis an gcleachtadh seo a chríochnú ar bhonn bliantúil mar atá mínithe i gceanglais Shainordú um Ghníomhú ar son na hAeráide na hEarnála Poiblí.

Ghlac BOOCM páirt i bhFeachtas na Roinne Comhshaoil, Aeráide agus Cumarsáide dar teideal Laghdaigh d'Úsáid ar cuireadh tús leis i R3 2023 agus a reáchtáladh go dtí dheireadh R1 2024, Clár *Take One BOOÉ* (Lá Bealtaine – Méadar Móinéir), agus Lá Glas bliantúil BOOCM. Bunaíodh Foirne Glasa i ngach Scoil agus Ionad ar fud BOOCM, agus eagraíodh cuairteanna suímh i rith 2023.

Rinne BOOCM athbhreithniú ar a ghníomhaíochtaí páipéarbhunaithe, agus rinneadh iad a dhigitiú áit ar cuí agus leanfar ar aghaidh ag obair mar seo ar bhonn leanúnach. Leanfar ar aghaidh leis na hiarrachtaí páipéar athchúrsáilte a úsáid inár Scoileanna agus Ionaid. Chuir BOOCM Soláthar Poiblí Glas (SPG) i bhfeidhm de réir Threoir Soláthair Phoiblí Ghlais GCC inár mBeartas Soláthair agus doiciméid.



Figiúr 74 'Lá Glas' BOOCM chun aird a tharraingt ar Fhreagracht Chomhshaoil



*Figiúr 75 An tseachtain 'Bí gníomhach'*

*Figiúr 76 Mic Léinn ó Choláiste Naomh Bricín ag glacadh páirt sa Lá Glas*

Féach ar Alt 11 de Thuarascáil Bhliantúil BOOCM maidir le heolas faoi Fheidhmíocht Fuinnimh na hEarnála Poiblí.

### **Sláinte agus Sábháilteacht**

In 2023, lean BOOCM ar aghaidh ag tacú le scoileanna agus le hionaid chun Ráitis Sábháilteachta agus Measúnuithe Riosca a fhorbairt agus a chur chun feidhme. Cuireadh uirlisí oiliúna breise ar fáil do scoileanna agus d'ionaid chun cáilíocht agus cruinneas a measúnuithe riosca a fheabhsú.

D'eagraigh an tÚdarás Sláinte agus Sábháilteachta dhá chuairt suímh - ceann ar fho-oifig Riaracháin BOOCM agus ceann ar ionad BO in 2023. Níor taifeadh aon rud suntasach. Rinneadh athbhreithniú ar phríomhthéamaí, agus tarraingíodh aird ar dheachleachtais i rith na gcuairteanna sin. Roinneadh an t-eolas ar fad le gach scoil agus ionad.

I rith 2023, bhain BOOCM tairbhe as seirbhísí gníomhaireachta seachtraí chun cabhrú le hathbhreithniú a dhéanamh ar bheartais, ar nósanna imeachta agus ar dhoiciméid Sláinte agus Sábháilteachta BOOCM. Chruthaigh Comhordaitheoir Sláinte agus Sábháilteachta BOOCM agus gníomhaireacht sheachtrach sceideal le haghaidh hathbhreithnithe neamhfhoirmiúla a bhí le cur chun feidhme in 2024. Cuirfidh na hathbhreithnithe seo le agus feabhsóidh siad an Córas Bainistíochta Sláinte agus Sábháilteachta.

Rolladh amach na cúrsaí oiliúna sláinte agus sábháilteachta seo a leanas do bhaill foirne ainmnithe i scoileanna agus in ionaid i rith 2023:

- Cúrsaí oiliúna do fhreagóirí garchabhrach
- Cúrsaí oiliúna do mhaoir dóiteáin
- Cúrsa faoi Láimhsiú Sábháilte
- Oiliúint faoi Dhaoine a Bhogadh agus a Láimhsiú
- Oiliúint faoi Chathaoir Aslonnaithe
- Pacáiste oiliúna saincheaptha d'Fheighlithe agus do Ghlantóirí

### Clár Réadmhaoine

Lean BOOCM le córas bogearraí Chlár Réadmhaoine DCS a chur chun feidhme in 2023, chun an faisnéis ar fad faoi réadmhaoin atá faoi úinéireacht, léasaithe agus ceadúnaithe ag BOOCM a thiomsú agus a uaslódáil, lena n-áirítear:

- Sonraí na réadmhaoine
- Fóntais atá nasctha leis an réadmhaoin
- Sonraí árachais
- Sonraí dlí lena gcuimsítear uimhreacha cláraithe agus fóilió réadmhaoine
- Faisnéis faoi dheimhniú um shábháilteacht ó dhóiteán
- Sonraí slándála lena n-áirítear faisnéis TCI

Tá gá le hathbhreithniú a dhéanamh ar mhodúl tuairiscithe an Chláir Réadmhaoine agus leanfaidh BOOCM ar aghaidh ag obair le DCS agus le Fóram Talaimh agus Foirgnimh BOOÉ, agus é mar aidhm gnéithe tuairiscithe an chórais a fheabhsú.

### Soláthar

D'úsáid Roinn Soláthair BOOCM samhail soláthair náisiúnta OSR agus a creataí, sa chás go raibh a leithéid ar fáil agus oiriúnach, i ndáil le caiteachas 'soláthair' a scoileanna agus ionaid ar fad in 2023. Lena chois sin, bhunaigh an roinn Soláthair na conarthaí seo a leanas trí chomórtais r-thairisceana:

- Cuireadh suíomhanna oiriúnacha ar fáil chun Ionad a Ligean ar Cíos do BOOCM do chruinnithe, do chomhdhálacha, do sheisiúin oiliúna agus do shearmanais bhronnta éagsúla (Painéal)

- Creat-chomhaontú do spás taibhithe soghluaiste agus do sheirbhísí fuaimne agus soilsithe
- Seirbhísí Cothabhála do Threalamh Teicneolaíochta (Tógáil/Teicneolaíocht agus Innealtóireacht Adhmaid)
- Seirbhísí Lónadóireachta Lamhátais a chur ar fáil do Champas BO, An Cabhán agus Institiúid an Chabháin
- Seirbhísí Béile Scoile a chur ar fáil do Choláiste Naomh Maodhóg, An Bábhún Buí, Co. an Chabháin agus do Choláiste Oiriall
- Creat páirtí aonair chun forcardaitheoirí agus chun trucaílí pailéide láimhe a chur ar fáil
- Seirbhísí Meaisíní Díola a chur ar fáil
- Trealamh a Sholáthar, a Sheachadadh, a Shuiteáil/a Chóimeáil agus a Choimisiúnú
- Seirbhísí Priontála Bainistithe a chur ar fáil mar aon le Seirbhísí Iniúchta Priontála Neodracha Díoltóra do Chomhlachtaí Earnála Poiblí in Éirinn
- Ábhair do Ranganna Miotalóireachta agus Innealtóireachta a chur ar fáil
- Tomhaltáin Ghruagaireachta agus Bhearbóra a Sholáthar
- Tacaíocht, cothabháil agus monatóireacht ar gach líonra achair logánta (LAL) BOOCM, LALanna gan sreang, ballaí dóiteáin agus ardán bainistíochta gaolmhar.

### **Pleanáil Soláthair Chorparáidigh**

D'oibrigh BOOCM le hAonad Athchóirithe Soláthair na hEarnála Poiblí (AAEP) in BOOÉ agus sa tSeirbhís Soláthair Oideachais agus chuir sé Plean Soláthair Chorparáidigh (PSC) i gcrích ina leagtar amach na ceanglais soláthair a bheidh ag an mBord amach anseo. Tríd an bPlean Soláthair Ilbhliantúil 3 bliana (PSIB) shainníomair ár bpríomhthosaíochtaí soláthair i gcomhair 2024. Leanfaimid ar aghaidh le hathbhreithniú a dhéanamh ar PSC gach bliain agus díreimid ar na soláthairtí atá sainaitheanta mar sholáthairtí riachtanacha go háirithe sna réimsí a bhaineann le caiteachas comhiomlán sa chás nach bhfuil aon chreat / aon chonradh náisiúnta, earnálach nó eile bunaithe.

Leanfaidh BOOCM ar aghaidh, más cuí, le húsáid a bhaint as Creataí OSR agus roinnfidh sé eolas lenár scoileanna agus ionaid maidir le conas iad seo a úsáid.



## 20 Tuarascáil ar Bhliain a Dó de Ráiteas Straitéise BOOCM 2022-2026

Tá sonraí maidir le gníomhartha ábhartha, táscairí feidhmíochta chun Spriocanna agus Tosafochtaí BOOCM a chomhlíonadh atá sainaitheanta i Ráiteas Straitéise 2022-2026 agus tuarascáil maidir leis an dul chun cinn atá déanta i ndáil leis na spriocanna seo sonraithe thíos. Lena chois sin, faoi théarmaí an Chomhaontaithe Seachadta Feidhmíochta (CSF) idir an Roinn Oideachais (RO) agus BOOCM, sainithníodh roinnt spriocanna agus tosafochtaí sonracha. Seo a leanas na gníomhartha tosafochta a bhaineann le gnóthachtáil na dtosafochtaí seo, mar aon leis na táscairí feidhmíochta gaolmhara agus na spriocanna atá le seachadadh:

Spriocanna Straitéiseacha BOOCM				
Teagasc, Foghlaim agus Rannpháirtíocht.				
Sprioc	Tosafocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2023
Sprioc: Tacú le teagasc, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ar ardchaighdeán i dtimpeallacht ionchuimsith eacht, fhoghlaimíoch ríárnach	3. Tabhairt faoi athbhreithniú ar dheiseanna curaclaim/foghlaim a BOOCM chun clár agus straitéisí nuálacha a shainiú a bhféadfaí tairbhe a bhaint astu – agus beim ar leith a leagan ar ábhair ETIM	<ul style="list-style-type: none"> <li>An tairiscint curaclaim i ngach scoil a athbhreithniú</li> <li>Bearnaí a d'fhéadfadh a bheith sa soláthar/réimsí a d'fhéadfaí a fhorbairt a shainiú</li> </ul>	<ul style="list-style-type: none"> <li>Athbhreithniú ar an gcuraclaim a chur i gcrích</li> <li>Bearnaí sainaitheanta agus réitigh molta</li> </ul>	<ul style="list-style-type: none"> <li>Síneadh a chur le Polainnis mar ábhar Ardeistiméireachta don dara cohórt. Chuir an chéad cohórt an Ardeistiméireacht i gcrích in 2023</li> <li>Athbhreithniú cuimsitheach ar an gcuraclaim curtha i gcrích le gach Scoil. Féidearthachtaí a d'fhéadfadh teacht chun cinn sainaitheanta. An curaclaim leasaithe bunaithe ar riachtanas mac léinn agus soláthar teoranta Muínteoirí.</li> </ul>
	4. Samhail Cholaíste na Todhchaí BO a bhunú in BOOCM, chun tacú le soláthar comhdhlúite agus comhtháite, deiseanna foghlama solúbtha, conairí rochtana agus tacafochtaí seasta d'fhoghlaimíochtaí.	<ul style="list-style-type: none"> <li>Plean gníomhaíochta a fhorbairt do Cholaíste na Todhchaí BO in BOOCM</li> <li>Obair a dhéanamh chun acmhainní a fháil don phlean seo agus chun é a chur chun feidhme</li> </ul>	<ul style="list-style-type: none"> <li>Plean forbartha agus rannpháirtíocht dhearfach déanta i ndáil le ceanglais acmhainní gaolmhara</li> </ul>	<ul style="list-style-type: none"> <li>Tuarascáil brandála curtha i gcrích. Tuilleadh athbhreithnithe agus pleanála le déanamh in 2024.</li> <li>Réamhchás Gnó ullmhaithe agus curtha ar fáil i ndáil le forbairt Cholaíste na Todhchaí BO in An Cabhán</li> </ul>

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2023
<p>Sprioc: Tacú le teagasc, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ar ardchaighdeán i dtimpeallacht ionchuimsitheacht, fhoghlaimoirlárna ch</p>	<p>3. Ceanglais a shainaitheint atá riachtanach chun tacú le riachtanais tacaitochta chomhtháite/éagsúla foghlaimoirí<sup>14</sup>, obair a dhéanamh chun acmhainní riachtanacha a fháil agus sárait éifeachtacha a fhorbairt chun na tacaitochtaí seo d'fhoghlaimoirí a chur ar fáil</p>	<ul style="list-style-type: none"> <li>Ról d'Ofigeach Tacaitochta d'Fhoghlaimoirí le bunú</li> <li>Grúpa Tacaitochta d'Fhoghlaimoirí le bunú</li> <li>Obair a dhéanamh chun córas tacaitochta lárnaigh d'fhoghlaimoirí a bhunú a chuirfidh ar chumas foghlaimoirí BO rochtain a fháil ar an trealamh agus ar an gcúnamh a theastaíonn uathu chun páirt a ghlacadh in agus chun a gclár staidéir a chur i gcrích</li> </ul>	<ul style="list-style-type: none"> <li>Córas Tacaitochta Lárnaigh d'Fhoghlaimoirí bunaithe agus curtha i bhfeidhm ar fud Sheirbhísi BO</li> </ul>	<ul style="list-style-type: none"> <li>Raon leathan gníomhartha agus tionscnamh forbartha agus curtha i bhfeidhm i ngach seirbhís BO a bhfuil sé mar aidhm leo a chinntiú go bhfuil rochtain chomhionann ag gach foghlaimoirí ar thacaitochtaí - beag beann ar an tseirbhís a bhfuil siad ag freastal uirthi nó an bhfuil siad ag freastal ar sheirbhísi ar bhonn lánaimseartha / páirtaimseartha</li> <li>Próiseas nua do Mheasúnú ar Riachtanais Foghlaimoirí forbartha agus baill foirne oilte</li> <li>Leanadh ar aghaidh le tálillí CIA agus le costais ábhair chúrsa agus athsholáthair a laghdú agus tálillí chothrom de €200 le hionc ag gach duine - chun inrochtaineacht a fheabhsú agus chun níos mó rannpháirtíochta a chumasú.</li> <li>Cuireadh an Clár Cúnamh d'Fhoghlaimoirí i bhfeidhm d'fhoghlaimoirí lánaimseartha, clár a sholáthair tacaitochtaí airgeadais chun íoc as an gcostas a bhaineann le páirt a ghlacadh i gcúrsaí oideachais agus oiliúna.</li> </ul>
<p>4. Leanúint ar aghaidh le foghlaim ionchuimsitheach a thairiscint agus leis an soláthar spriocdhírthe a leathnú agus cur leis an eispéireas / le hoideolaíocht dóibh siúd a bhfuil riachtanais shonracha foghlama, fisiciúla agus mhothúchanacha acu</p>	<ul style="list-style-type: none"> <li>Mapáil soláthair RSO a chur i gcrích in dhá Scoil BOOCM</li> <li>FGL do gach Scoil sa mhapáil soláthair RSO a bhunú</li> <li>Forbairt a dhéanamh ar sholáthair Ranganna NSU i Scoileanna BOOCM</li> <li>Foirgnimh agus saoráidí feabhsaithe a chur ar fáil do ranganna NSU</li> </ul>	<ul style="list-style-type: none"> <li>Na chéad mapáil soláthair críochnaithe.</li> <li>FGL curtha i gcrích.</li> <li>Líonra ROS seolta agus bunaithe.</li> <li>Ranganna NSU forbartha i Scoileanna BOOCM.</li> <li>Saoráidí breise curtha ar fáil i Scoileanna BOOCM.</li> </ul>	<ul style="list-style-type: none"> <li>Fóram ar líne do Mhúinteoirí NSU bunaithe ar tacaitochtaí curtha ar fáil trí mhaoiniú REACH (CMMO roimhe seo).</li> <li>Osclaíodh dhá rang bhreise NSU i scoileanna BOOCM, eadhon Coláiste Learga agus Coláiste Achadh an Iúir i mí Lúnasa 2023.</li> <li>Osclaíodh aonad NSU modúlach nua i gColáiste Naomh Bricín in 2023.</li> </ul> <p>Ghlac gach Scoil páirt sa phróiseas mapála Eagraíodh ranganna NSU breise Bunaíodh fóram CCRS.</p>	

<sup>14</sup> Síceolaíocht, folláine, gairmthreoir, míchumas, Riachtanais Speisialta Oideachais (RSO), Neamhord de chuid Speictream an Uathachais (NSU), agus mar sin de

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2023
<p>Sprioc: Tacú le teagasc, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ar ardchaighdeán i dtimpeallacht ionchuirimsitheach, fhoghlaiméiríarnach</p>	<p>5. Cuir chuige chomtháite a fhorbairt agus a chur chun feidhme chun sásraí guthanna mac léinn agus tuismitheoirí inár scoileanna agus ionaid a fheabhsú, agus a chinntiú ag an am céanna go gcuirtear athbhreithnithe tréimhsiúla i gcrích chun éifeachtacht a bharrfheabhsú</p>	<ul style="list-style-type: none"> <li>• Athbhreithniú a dhéanamh ar thionscnaimh agus ar chleachtais a bhaineann le guth mac léinn i Scoileanna BOOCM</li> <li>• FGL do Bhaill Foirne maidir le guth mac léinn a chumhachtú</li> <li>• Forbairt leanúnach Thionscnaimh Ghuth Foghlaiméirí BO, lena n-áirítear: <ul style="list-style-type: none"> <li>▪ Suirbhé bliantúil ar fhoghlaiméirí a dhéanamh</li> <li>▪ Fóram foghlaiméirí a eagrú go bliantúil.</li> <li>▪ Líonra Comhairleach Foghlaiméirí (LCF) a bhunú agus ceithre chruinniú a eagrú gach bliain</li> <li>▪ Rannpháirtíocht foghlaiméirí i struchtúir rialachais a thástáil ar bhonn píolótach</li> <li>▪ Úsáid a bhaint as ionchur LCF i ngníomhaíochtaí féinmheastóireacht, monatóireachta agus athbhreithnithe</li> </ul> </li> <li>• An clár ceannaireachta a éascú do bhaill LCF chun cabhrú leo le habhcóideacht ar son foghlaiméirí</li> </ul>	<ul style="list-style-type: none"> <li>• Meitheal chun athbhreithniú a dhéanamh ar dhea-chleachtais i ndáil le guth mac léinn</li> <li>• Bunatodh LCF agus tá sé ag feidhmiú go héifeachtach</li> <li>• Foghlaiméirí cumhachtaithe agus cabhair tugtha dóibh chun abhcóideacht a dhéanamh</li> </ul>	<ul style="list-style-type: none"> <li>• FGL curtha ar fáil do Cheannairí Scoile maidir le Guth Mac Léinn agus Tuismitheoirí</li> <li>• Seisiún maidir le Foghlaim agus Forbairt Ghairmiúil a bhí dírithe ar Thacú le Guth Foghlaiméirí curtha ar fáil ag an Dr Paula Flynn do bhaill foirne BO i mí na Samhna 2022.</li> <li>• An struchtúr Ceannaireachta Mac Léinn curtha chun feidhme agus ar fáil in 2 Scoil BOOCM. Canbhás mionsonraithe faoi Ghuth Mac Léinn ar raon saincheisteanna sóisialta trí Phláinéad na nÓg. (Cur chuige córasach, fianaisebhunaithe maidir le saol mac léinn a fheabhsú)</li> <li>• Reáchtáladh cruinniú den Líonra Comhairleach Foghlaiméirí (LCF) BO i mí Eanáir 2023.</li> <li>• D'éascaigh AONTAS Fóram Foghlaiméirí d'fhoghlaiméirí mar chuid dá dtionscnamh náisiúnta 'guth foghlaiméirí' i mí Feabhra. Fuair agus d'athbhreithnigh BOOCM tuarascáil neamhspleách.</li> <li>• Bunaithíte ar aiseolas ó fhoghlaiméirí Ógtheagmhála a d'fhreastail ar Fóram Foghlaiméirí AONTAS, réachtáil BOOCM Fóram Foghlaiméirí Ógtheagmhála sonrach píolótach i mí Bealtaine.</li> <li>• Rinneadh athbhreithniú agus nuashonrú ar an Suirbhé Foghlaiméirí i gcomhair 2023/24 agus cuireadh dhá leagan ar fáil; leagan amháin d'fhoghlaiméirí a bhí ag díriú ar chlár neamhchreidiúnaithe agus ar chlár Leibhéal 1 - 3, agus leagan eile d'fhoghlaiméirí a bhí ag díriú ar chlár ag Leibhéal 4 agus Leibhéal 5. Rinneadh athbhreithniú ar Bhéarla Simplí freisin. Bhí an suirbhé beo ag tús mhí na Nollag 2023.</li> <li>• Fuarthas 1,254 freagra ar shuirbhé foghlaiméirí BO 2023/24.</li> </ul>

<p><b>Sprioc</b></p> <p>Sprioc: Tacú le teagasc, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ar ardchaighdeán i dtimpeallacht ionchúimsitheach t, fhoghlaimoirlárn ach</p>	<p><b>Tosaíocht</b></p> <p>7. Leanúint ar aghaidh leis an raon clár atá ar fáil d'fhágáilithe scoile, cuardaitheoirí poist, daoine atá ag filleadh ar chúrsaí oideachais, fostóirí agus daoine fostaithe a fheabhsú agus a fhorbairt</p>	<p><b>Gníomh</b></p> <ul style="list-style-type: none"> <li>• Leanúint ar aghaidh le rannpháirtíocht tionscail a fhorbairt agus a leathnú agus le Cúrsaí Oiliúna, agus le cláir Scileanna atá le Forbairt agus Scileanna don Obair a chur ar fáil.</li> <li>• Raon solúbtha de chlár uasoilúna a thairiscint chun cur ar chumas fostaithe dul chun cinn gairme a dhéanamh</li> <li>• Leathnú na gClár Tráthnóna in An Cabhán agus Muineachán</li> <li>• Soláthar measctha a thairiscint (i ndiaidh COVID-19), is é sin, seachadadh cumaisc / ar líne / seomra ranga chun freastal ar fhoghlaimoírí.</li> <li>• Forbairt / tabhairt rochtain ar raon clár</li> </ul>	<p><b>Táscaire Feidhmíochta</b></p> <ul style="list-style-type: none"> <li>• Leibhéil agus raon méadaithe de sholáthar sa dá chontae.</li> <li>• Níos mó rannpháirtíochta leis an tionscal</li> <li>• Beartas agus nósanna imeachta foghlama cumaisc a fhorbairt (i ndiaidh COVID-19)</li> <li>• Líon na bprinntiseachtaí a thairgfidh BOOCM</li> </ul>	<p><b>Gníomh</b></p> <ul style="list-style-type: none"> <li>• Scrúdú a dhéanamh ar Chlár IB malartach i Scoil BOOCM</li> <li>• Cúrsaí samhraidh a chur ar fáil do mhic léinn atá ag déileáil le míbhuntáiste</li> <li>• Seachadadh agus forbairt leantach an Chláir Foghlama Malartaí (CFM)</li> <li>• Obair a dhéanamh chun an Clár Infhostaitheachta a fhorbairt</li> </ul>	<p><b>Clár nua deartha agus ceadaithe.</b></p> <ul style="list-style-type: none"> <li>• Clár seolta agus an chéad chohórt mac léinn ag baint tairbhe as.</li> <li>• CFM ag feidhmiú go héifeachtach.</li> <li>• An clár infhostaitheachta forbartha.</li> </ul>	<p><b>Tús curtha leis na gClár Infhostaitheachta.</b></p> <ul style="list-style-type: none"> <li>• Bhuail grúpa na Luathfhágáilithe Scoile le chéile go minic agus dhírigh sé ar raon gníomhartha, lena n-áirítear Imeacht Luathfhágáta Scoile agus Líonraithe a eagrú. Deis a bhí ansin do gach seirbhís agus do gach scoil breithniú a dhéanamh ar cheisteanna a bhain le coimeád agus roghanna malartacha dóibh siúd nach bhfuil ag freastal ar an scoil agus páirt a glacadh i líonrú luachmhar.</li> <li>• Follsiódh tuarascáil inmheánach maidir le Luathfhágáil Scoile a raibh baint ag gach páirtí leasmhar soláthraí sa dobharcheantar léi. Cuireadh cóip den tuarascáil ar fáil do scoileanna.</li> <li>• FGL a phleanáil do gach eagraíocht páirtí leasmhar chun déileáil le luathfhágáil scoile.</li> <li>• Clár Samhraidh tairgthe in dhá scoil BOOCM.</li> <li>• Siompóisiam comhpháirteach idir Scoileanna agus ionaid BO chun tacú le hoideachas leantach do Luathfhágáilithe scoile.</li> <li>• Aonach Gairme do gach Mac Léinn i ngach Scoil BOO.</li> <li>• CFM ag feidhmiú go héifeachtach.</li> </ul>
				<p><b>Nuashonrú ar Dhul Chun Cinn in 2023</b></p> <p>Reáchtáladh raon leathan clár in 2023 lena n-áirítear:</p> <ul style="list-style-type: none"> <li>• Cláir nua LSSS Cuireadh tús le cúrsaí páirtaimseartha Tiomána Trucaillí Dochta in An Cabhán agus Muineachán, le clár Ceannaigh, agus le ceardlanna LSSS i scoileanna.</li> <li>• Leathnú mórsála ar sholáthar BCTE chun freastal ar riachtanais na nÚcránach atá ag teacht chomh fada le An Cabhán agus Muineachán sa dá chontae agus ghlac breis is 600 rannpháirtí páirt sna cláir seo.</li> <li>• Forbairt a dhéanamh ar chláir do na cúrsaí tráthnóna, tairiscintí cláir agus líon na tráthnóna a bhfuil cúrsaí á tairiscint</li> <li>• Cláir nua Scileanna atá le Forbairt curtha ar fáil agus fostóirí nua ceaptha.</li> </ul>		

		<p>malartach / breise agus roghanna deimhnithe</p> <ul style="list-style-type: none"> <li>• Printíseachtaí Ceardaíochta breise a fhorbairt in BOOCM</li> <li>• Oibriú agus leathnú leanúnach ar Phrintíseachtaí i ndiaidh 2016</li> </ul>	<p>a fhorbairt.</p>	<ul style="list-style-type: none"> <li>• Clár CIA ag feidmiú agus méadú curtha le líon na mac léinn atá ag freastal ar Institiúid an Chabháin agus Mhuineacháin in 2023 agus tús curtha le clár nua sa dá Institiúid.</li> <li>• Clár Foraoiseachta nua seolta i gcomhpháirt le Teagasc &amp; Coillte</li> <li>• Méadú curtha le líon na bhfostóirí a bhfuil baint acu le printíseacht OEM agus é beartaithe glacadh le printíseachtaí nua don dara bliain.</li> <li>• Raon clár nua forbartha / bailíochaithe le húsáid ag BOOCM, lena n-áirítear micridhíntiúir nua, agus ar an tsli sin, forbairt a dhéanamh ar a thairiscint agus freastal ar riachtanais níos leithne foghlaimoírí agus tionscail.</li> <li>• Raon clár oideachais d'aoisigh nua curtha ar fáil sa dá chontae, lena n-áirítear tionscadal comhpháirtíochta cúraim sláinte le FSS agus an clár maoinithe ag an AE, an Clár um Fhostaíocht agus um Nuálaíocht Shóisialta (EaSI).</li> <li>• Méadú ar líon na rolluithe sa soláthar BO.</li> <li>• Clár nua forbartha agus tús curtha leo.</li> </ul> <p>Dlús curtha le tionscadail chaipitil agus cead maoinithe agus léasa faighte d'aonad printíseachta nua i mBaile Mhuineacháin.</p>
<p>8. Tairiscint BOOCM laistigh de réigiún a mhéadú chun Scoileanna Náisiúnta Pobail (SNP) a chur san áireamh de réir riachtanas áitiúil sainaitheanta agus ceanglas déimeagrafach</p>	<ul style="list-style-type: none"> <li>• Scrúdú a dhéanamh ar an bhféidearthacht a bhaineann le SNP amháin i gCo. an Chabháin agus i gCo. Mhuineacháin</li> </ul>	<ul style="list-style-type: none"> <li>• Athbhreithniú déanta ar fhéidearthacht agus gníomh déanta bunaithe ar mholtai</li> </ul>	<ul style="list-style-type: none"> <li>• Ionchur ó BOOÉ ar Bhord BOOCM maidir le SNP a bhunú.</li> <li>• Ag feitheamh ar leathnú a dhéanamh ar chlár difreistithe náisiúnta.</li> <li>• Eagraíodh cruinniú le Pátrún na mBunscoileanna.</li> </ul>	

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmiúcháin	Nuashonrú ar Dhul Chun Cinn in 2023
<p>Sprioc: Tacú le teagasc, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ar ardchaighdeán i dtimpeallacht ionchuimsitheach t, fhoghlaiméiríach</p>	<p>9. Féiniúlacht agus éiteas scoileanna BOOCM a fhorbairt i gcomhar le BOOE, chun forbairt Crea do Phátrún a chur san áireamh atá le cur i bhfeidhm sa churaclam</p>	<ul style="list-style-type: none"> <li>Clár Forbartha Éitis bunaithe i Scoil BOOCM amháin</li> <li>FGL i bhForbairt Éitis do gach Ceannaire Scoil BOOCM</li> <li>Feasacht a mhúscailt maidir le hÉiteas BOO i measc Fhoireann agus Bhord BOOCM</li> </ul>	<ul style="list-style-type: none"> <li>An clár críochnaithe i scoil amháin.</li> <li>FGL curtha ar fáil</li> </ul>	<ul style="list-style-type: none"> <li>Éiteas, FGL agus gníomhachtaí curtha ar fáil do: <ul style="list-style-type: none"> <li>Bord CMETB</li> <li>Príomhoidí agus Leas-Príomhoidí</li> <li>Múinteoirí</li> </ul> </li> <li>Gach Scoil ag glacadh páirt i líonra foghlama ghairmiúil d'Éiteas Scoile. Tá éiteas curtha san áireamh i bpróiseas earcaíochta BOOCM. Tá aird tarraingthe ar Éiteas ar na meáin shóisialta agus trí mharsantacht a chur ar fáil</li> </ul>
	<p>10. Freagairtí comhtháite / éifeachtacha a shainaitheint agus a chur chun feidhme chun tacú le folláine mac léinn agus ball foirne go ginearálta, agus mar fhreagairt do dhúshláin a bhaineann leis an bpaindéim</p>	<ul style="list-style-type: none"> <li>Athbheithniú ar an gclár Folláine i Scoileanna BOOCM</li> <li>Straitéisí agus tionscnaimh ábhartha a shainaitheint chun folláine mac léinn agus ball foirne a fheabhsú</li> <li>Tús a chur le tionscnaimh a chur chun feidhme</li> </ul>	<ul style="list-style-type: none"> <li>Athbheithniú críochnaithe ag Meitheal</li> <li>Straitéisí agus tacaíocht curtha chun feidhme</li> </ul>	<ul style="list-style-type: none"> <li>Tá amhláir scoileanna BOOCM forbartha chun gnéithe breise folláine a chur san áireamh de réir an bheartais náisiúnta.</li> <li>Tá FGL curtha ar fáil do cheannairí scoile maidir le Toliú Gníomhach agus tá nasc bunaithe le hOllscoil na Gaillimhe maidir le Toliú Gníomhach.</li> <li>FGL maidir le hoideachas do Phobal an Lucht Siúil curtha ar fáil.</li> <li>Chuir scoil amháin tús le próiseas Mharc Cáilíochta LADTA+.</li> <li>Cuimsíodh Tacaíocht do Dhaoine Óga i Scoileanna BOOCM bunaithe ar Shonraí Phláinéad na nÓg.</li> <li>Cabhair le dearadh agus le seachadadh comhdhála le páirtithe leasmhara éagsúla maidir le cosc a chur ar úsáid Alcóil agus drugaí i measc mac léinn.</li> <li>Seirbhís Tacaíochta agus Folláine d'Fhoghlaiméirí bunaithe i ndáil leis an soláthar BO uile. Soláthraítear raon tacaíochtaí agus tionscnamh lena n-áirítear: <ul style="list-style-type: none"> <li>Comhairleoireacht ar an suíomh agus lasmuigh den suíomh.</li> <li>Tionscnamh Riachtanas Speisialta Oideachais (TRSO) eagraithe ar bhonn píolótach in 2 Ionad Ógtheagmhála.</li> <li>Próiseas nua do Mheasúnú ar Riachtanais Foghlaiméirí forbartha agus bailiú foirne oilte.</li> <li>Cainteanna folláine.</li> <li>Seaimpíní Folláine i ngach ionad / seirbhís</li> <li>Mol Tacaíochta Fíorúil d'Fhoghlaiméirí ar an suíomh gréasáin</li> </ul> </li> </ul>

				<ul style="list-style-type: none"> <li>• Moil Tacaíochta Fhísiciúla d'Fhoghlaimoirí forbartha in ionaid BO áit ar féidir le foghlaimoirí de gach aois tairbhe a bhaint as cúnaimh, tacaíocht agus tearmann.</li> <li>• Cúrsaí oiliúna don fhoireann.</li> </ul>
<p><b>Spríoc</b></p> <p>Spríoc: Tacú le teagasc, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ar ardchaighdeán i dtimpeallacht ionchuirimsitheach t, fhoghlaimoirí lárach</p>	<p><b>Tosaíocht</b></p> <p>11. A chinntiú go gcloítear le dualgas comhionannais agus chearta an duine na hearnála poiblí chomh fada is a bhaineann le pleanáil, forbairt agus athbhreithniú ar na tionscnaimh atá leagtha amach faoin spríoc straitéiseach seo.</p>	<p><b>Gníomh</b></p> <ul style="list-style-type: none"> <li>• Nuair a bhíonn cláir agus tionscnaimh á bpleanáil agus á gcur chun feidhme, déanfar breithniú ar chomhionannas, ionchuirimsiú agus éagsúlacht</li> </ul>	<p><b>Táscaire Feidhmíochta</b></p> <ul style="list-style-type: none"> <li>• Comhionannas rochtana ar raon clár agus gníomhaíocht a ionchuirimsitheacha oideachais agus oiliúna</li> </ul>	<p><b>Nuashonrú ar Dhul Chun Cinn in 2023</b></p> <ul style="list-style-type: none"> <li>• Grúpa forfheidhmithe agus meitheal bunaithe.</li> <li>• Eagraíodh cúrsaí oiliúna maidir le hinrochtaineacht dhigitheach do bhaill foirme.</li> <li>• Prótacal maidir le hAteangaireacht Theanga Chomharthaíochta na hÉireann forbartha agus curtha chun feidhme.</li> <li>• Teimpléid Inrochtaineachta BOOCM agus Treoir Stíle BOOCM forbartha agus curtha chun feidhme.</li> <li>• Cúrsaí oiliúna eagraithe maidir le Dualgas na hEarnála Poiblí, prótacal TCE agus Inrochtaineacht in 2023 do bhaill foirme Riaracháin agus BO.</li> <li>• Bhuail na grúpaí oibre lena chéile go minic. Rinneadh measúnú ar sholáthar. D'fhreastail baill foirme ar sheisiúin oiliúna/faisnéise éagsúla maidir le feasacht CEC. Rinneadh measúnú ar inrochtaineacht faisnéise, agus forbraíodh treoirlínte.</li> <li>• Bunaíodh Clár Cúnaimh d'Fhoghlaimoirí BO agus cuireadh tacaíocht ar fáil d'fhoghlaimoirí.</li> </ul>

## Spriocanna Sainaitheanta sa Chomhaontú Seachadta Feidhmíochta

### Eispéireas an Mhíic Léinn/an Fhoghlaiméora a Bharrfheabhsú

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2023
Eispéireas an Mhíic Léinn / an Fhoghlaiméora a Bharrfheabhsú	1. Eispéireas foghlama dearfach a chur ar fáil do gach foghlaiméoir, lena n-áirítear foghlaiméoirí ó ghrúpaí imeallaithe	<ul style="list-style-type: none"> <li>Tús a chur leis an gClár Foghlama Malartaí (CFM) dóibh siúd atá faoi 16 bhliain d'aois nach bhfuil ag freastal ar an scoil nó atá eisiata ón scoil.</li> <li>Soláthar leanúnach de raon leathan clár ag leibhéal 1-6, agus tacaíochtaí gaolmhara, chun rannpháirtíocht foghlaiméoirí, gach aois agus cumas, a éascú.</li> <li>Cláir a chur ar fáil ar líne nuair nach féidir le míc léinn freastal ar chláir. Gach rogha a scrúdú agus a úsáid chun tacú le foghlaiméoirí imeallaithe páirt a ghlacadh i gcianfhoghlaim.</li> <li>Cláir curtha ar fáil ar bhonn lánaimseartha agus páirtaimseartha sa dá chontae agus le roinnt liúntas / tacaíochtaí do thaiséal / do bhéilí / do chúram leanaí.</li> </ul>	<ul style="list-style-type: none"> <li>Seirbhís CFM agus leibhéal mhaithe bunaithe ag dhá shuíomh.</li> <li>Raon leathan clár BO tairgthe agus soláthartha.</li> <li>Rolluithe méadaithe agus leibhéal mhaithe choimeála</li> <li>Córas Tacaíochta d'Fhoghlaiméoirí Lárnach forbartha</li> </ul>	<ul style="list-style-type: none"> <li>Seirbhís CFM ar fáil in dhá shuíomh in 2023 - pleananna a dhéanamh chun leanúint ar aghaidh leis seo in 2024 agus ina dhiaidh sin.</li> <li>Leanadh ar aghaidh le soláthar forleathan ag gach leibhéal agus cuireadh tacaíochtaí breise d'fhoghlaiméoirí ar fáil.</li> <li>Clár ar líne nua forbartha agus curtha ar fáil le RCS chun rannpháirtíocht foghlaiméoirí imeallaithe a éascú.</li> <li>Raon leathan clár curtha ar fáil i suíomhanna éagsúla sa dá chontae.</li> <li>Neart spriocanna atá sonraithe sa Chomhaontú Feidhmíochta Straitéiseach, a ullmháil i dteannta le Solas, curtha i gcrích in 2023.</li> <li>Comhordaitheoir Litearthachta Réigiúnach Nua ag obair chun tacú le Straitéis na Litearthachta Aosaigh don Saol (LAS), lena n-áirítear Comhghuaillíocht Litearthachta Réigiúnach a bhunú, Plean Gníomhaíochta a Fhorbairt agus Ciste Nuálaíochta a rolladh amach in An Cabhán agus Muineachán.</li> <li>Seirbhís Tacaíocht d'Fhoghlaiméoirí Lárnach ag feidhmiú agus leathnaithe.</li> <li>Rannpháirtíocht leanúnach na mac léinn leis an gcóras oideachais.</li> <li>Sháraigh leibhéal Rolluithe BO in 2023 leibhéal 2019 (roimh an bpaindéim).</li> <li>Athbhreithniú inmheánach ar fhoghlaim na Polainnise curtha i gcrích.</li> </ul>



Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2023
Eispéireas an Mhic Léinn / an Fhoghlaiméora a Bharrfheabhsú	2. Tacú le mic léinn / le foghlaiméoirí atá i mbaol míbhuntáiste oideachais de réir an bheairtais náisiúnta reatha	<ul style="list-style-type: none"> <li>Rannpháirtíocht le Coláiste Mhuire Gan Smál chun córas a fhorbairt chun soláthar do mhic léinn ROS a mhapáil agus a mhonatóiriú.</li> <li>Pleanáil a dhéanamh le haghaidh agus ranganna NSU a oscailt más cui</li> <li>Tacú go leanúnach le foghlaiméoirí chun rochtain a fháil ar chúrsaí, cúrsaí a chríochnú agus leanúint ar aghaidh le cúrsaí i ndiaidh Chláir BO a dhéanamh.</li> <li>Obair a dhéanamh chun raon tacaíochtaí a sholáthar chun folláine foghlaiméoirí a fheabhsú agus chun a gcumas oiriúna agus rannpháirtíochta i ndiaidh COVID-19 a fheabhsú</li> <li>Sainithint leanúnach bearnaí / riachtanas agus forbairt tionscnamh chun déileáil leis seo</li> </ul>	<ul style="list-style-type: none"> <li>Faoi threoir Meithle, tionscadal píolótach bunaithe ar choincheap amháin a bhunú i scoil amháin agus cúrsaí oiliúna tosaigh a chur ar fáil do scoileanna eile.</li> <li>Buailteann an Stiúrthóir Scoileanna agus Príomhoidí le ERSONna agus tagann siad ar thomhaontú maidir le straitéisí.</li> <li>Osclaíodh dhá rang nua in 2023.</li> <li>Cothabháil agus forbairt clár agus liúntais agus tacaíochtaí eile a chur ar fáil</li> <li>An tríú bliain den chlár Rochtana CIA a chur i gcrích d'fhoghlaiméoirí Ógtheagmhála chun tacú lena ndul chun cinn agus chun é a éascú, agus chun deis a thabhairt don cheathrú cohórt tús a chur leis an gclár.</li> <li>Clár an Tionscnaimh Oiliúna Áitiúil (TOA) do ghruapa dídeanaithe ón tSiria</li> </ul>	<ul style="list-style-type: none"> <li>Cóitseálaithe ionchuimsitheachta ceaptha agus ag stiúradh sholáthar an phróisis mapála atá ar siúl go leanúnach i ngach scoil.</li> <li>Clár cuimsitheach FGL bunaithe á stiúradh ag comhordaitheoir Mapála Soláthair.</li> <li>Pleanáil leanúnach ar siúl le CNOS maidir le riachtanas réigiúnach do ranganna speisialta. Freagairt ó BOOCM trí ranganna speisialta a oscailt i ngach réimse sainaitheanta tríd an bpróiseas pleanála.</li> <li>Osclaíodh dhá rang bhreise NSU i scoileanna BOOCM, eadhon Coláiste Learga agus Coláiste Achadh an Iúir i mí Lúnasa 2023.</li> <li>Osclaíodh aonad NSU modúlach nua i gColáiste Naomh Bricín in 2023.</li> <li>Cuireadh tús le clár píolótach TRSO d'Ógtheagmháil in 2 x Ionad (chun meantóireacht agus tacatocht aonair a chur ar fáil d'fhoghlaiméoirí)</li> <li>Líonra Comhairleach Foghlaiméoirí (LCF) bunaithe agus tionóla agus raon tionscnamh maidir le Guth Foghlaiméoirí curtha chun feidhme.</li> <li>Tuilleadh forbairt déanta ar an tseirbhís Tacaíochta d'Fhoghlaiméoirí chun comhairleoireacht ar an láthair a chur ar fáil agus Moil d'fhoghlaiméoirí in Ionaid BO.</li> <li>Soláthar F&amp;FG do gach ball foirne BO.</li> <li>Forbairt leanúnach ar acmhainní d'fhoghlaiméoirí. Gníomhartha Guth Foghlaiméoirí curtha chun feidhme agus feabhsaithe, lena n-áirítear Suirbhé Foghlaiméoirí, LCF, Fóram Foghlaiméoirí agus Fóram Ógtheagmhála tiomanta.</li> </ul>

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmiúchta	Nuashonrú ar Dhul Chun Cinn in 2023
	2. Tacú le mic léinn / le foghlaimoirí atá i mbaol míbhuntáiste oideachais de réir an bheartais náisiúnta reatha	<ul style="list-style-type: none"> <li>Leathnú leantach ar sholáthar na gcúrsaí sa tráthnóna chun tacú leo siúd a bhíonn ag baint tairbhe as deiseanna fostaíochta anois is arís chun rochtain a fháil ar chúrsaí oiliúna deimhnithe ag costas íseal/gan chostas.</li> <li>Soláthar leathnaithe agus rolluithe méadaithe.</li> </ul>	<ul style="list-style-type: none"> <li>Soláthar leathnaithe agus rolluithe méadaithe.</li> </ul>	<ul style="list-style-type: none"> <li>Cúrsaí sa Tráthnóna méadaithe in 2023 agus cláir nua curtha san áireamh, rolluithe méadaithe agus ar fáil trí thráthnóna sa tseachtain.</li> <li>Cláir nua tairgthe in 2023 agus an tacar clár forbartha.</li> <li>Bailíochtú faighte le haghaidh clár nua.</li> <li>Breis Oifigeach Forbartha Lucht Oibre fostaithe a chumasóidh rannpháirtíocht iontach le fostóirí agus a fheabhsóidh na figiúirí rannpháirtíochta.</li> </ul>
Eispéireas an Mhic Léinn/an Fhoghlaimoora a Bharrfheabhsú	2. Tacú le mic léinn / le foghlaimoirí atá i mbaol míbhuntáiste oideachais de réir an bheartais náisiúnta reatha	<ul style="list-style-type: none"> <li>Soláthar leanúnach agus comhordaithe tacaíochtaí d'fhoghlaimoirí sa soláthar BO trí chéile.</li> <li>Tionscnaimh a fhorbairt faoin gCiste um Míbhuntáiste Oideachasúil a Mhaolú (CMMO), faoi réir maoinithe a bheith ar fáil.</li> </ul>	<ul style="list-style-type: none"> <li>Oifigeach Tacaíochta Foghlama ceaptha ag deireadh 2021 – seirbhís forbartha in 2023 agus ina dhiaidh sin.</li> <li>Leanúint ar aghaidh ag cur leis an tionscnamh seo in 2023 trí Chiste Cúnaimh d'Fhoghlaimoirí agus raon de thionscadail phobalbhunaithe.</li> </ul>	<ul style="list-style-type: none"> <li>Seachadadh leanúnach raon leathan cúrsaí in ionaid éagsúla chun tacú le rochtain, rannpháirtíocht agus dul chun cinn i measc foghlaimoirí, go háirithe i measc na bhfoghlaimoirí sin ar deacair teagmháil a dhéanamh leo.</li> <li>Tuilleadh forbairt a dhéanamh ar thacaíochtaí d'fhoghlaimoirí chun cur ar chumas foghlaimoirí lántairbhe a bhaint as an gclár a roghnaíonn siad.</li> <li>Rolladh Ciste REACH (CMMO roimhe seo) amach in 2023 agus tacaíodh le agus cuireadh chun feidhme go leor tionscadal, lena n-áirítear 21 tionscadal pobail agus bhain 306 foghlaimoir tairbhe as an gCiste Cúnaimh d'Fhoghlaimoirí.</li> </ul>

	<p>3. A chinntiú go bhfuil na nósanna imeachta um chosaint leanaí ar fad i bhfeidhm de réir na Nósanna Imeachta um Chosaint Leanai do Bhunscoileanna agus d'Iar-bhunscoileanna (athbhreithnithe 2023)</p>	<ul style="list-style-type: none"> <li>Nósanna imeachta agus próisis riachtanacha bunaithe agus ag cloí leo i Scoileanna, Ionaid Ógtheagmhála, Ionaid Oideachais agus Oilúna Allamuigh na dTamhnach (IOOA), Amharclann Gharáiste, Seirbhísí don Óige agus Seirbhísí BO</li> <li>Tá gach TA agus LTA chun tairbhe a bhaint as FGL agus as tacatocht chuí.</li> </ul>	<ul style="list-style-type: none"> <li>Comhlíonadh agus cumhdach leanúnach.</li> <li>Spoteiceálacha chun a chinntiú go bhfuil FGL curtha i gcrích ag gach TA agus LTA.</li> </ul>	<ul style="list-style-type: none"> <li>Freagairt chomhordaithe lárnach – Beartais Chumhdaigh Leanai agus Measúnuithe Riosca á nuashonrú ón 1 Meán Fómhair 2023, de réir Nósanna Imeachta um Chosaint Leanai do Bhunscoileanna agus d'Iar-bhunscoileanna athbhreithnithe.</li> <li>Tá bearta cumhdaigh leanai riachtanacha bunaithe ag gach scoil agus seirbhís agus tá na baill foirne lánoilte.</li> </ul>
<p><b>Sprioc</b></p> <p>Eispéireas an Mhic Léinn/an Fhoghlaimora a Bharrfheabhsú (athbhreithnithe 2023)</p>	<p><b>Tosaíocht</b></p> <p>3. Comhlíonadh iomlán le Nósanna Imeachta um Chosaint Leanai do Bhunscoileanna agus d'Iar-bhunscoileanna a chinntiú (athbhreithnithe 2023)</p>	<p><b>Gníomh</b></p> <ul style="list-style-type: none"> <li>Cuir CSÚ ar fáil ag gach cruinniú BB. Déanann BBanna athbhreithniú bliantúil ar Chumhdach Leanai.</li> <li>Tá tacatocht thiomanta ar fáil ón Stiúrthóirí Scoileanna agus ón Oifigeach um Chomhlíonadh.</li> </ul>	<p><b>Táscaire Feidhmíochta</b></p> <ul style="list-style-type: none"> <li>Rinne an Stiúrthóirí Scoileanna athbhreithniú ar Mhiontuairiscí an BB</li> <li>Bhí na tuarascálacha Cigireachta dearfach Faigheann BOOCM fógra foirmiúil maidir leis an athbhreithniú bliantúil</li> </ul>	<p><b>Nuashonrú ar Dhul Chun Cinn in 2023</b></p> <ul style="list-style-type: none"> <li>Táthar ag leanúint ar aghaidh le hobair sa réimse seo; tá Ionad Ógtheagmhála roghnaithe do leagan piolótach den phróiseas Cigireachta Roinne nua agus tá tuarascáil an-dearfach faighte</li> <li>Tá obair á déanamh chun an beartas maidir le Slánchumhdach Aosach a chur chun feidhme.</li> <li>Tá na cúrsaí oilúna riachtanacha curtha ar fáil i scoileanna; tuairiscíodh i roinnt Cigireachtaí um Chosaint Leanai a rinneadh i roinnt scoileanna BOOCM go raibh na nósanna imeachta comhaontaithe á gcomhlíonadh.</li> <li>Tá maoirseacht á déanamh ar nósanna imeachta cumhdaigh ag leibhéal BB agus BOOCM. Cuireadh tacatocht agus comhairle chuí ar fáil do scoileanna.</li> </ul>
<p>Cláir Chosanta</p>	<p>1. Cabhrú leis an Roinn Oideachais, de réir mar is gá, chun freastal ar riachtanais a eascraíonn as Clár Cosaint na hÉireann do Dhídeanaithe agus foráil a dhéanamh d'Iarrthóirí ar chosaint idirnáisiúnta</p>	<ul style="list-style-type: none"> <li>Rannpháirtíocht in agus freagairt do Chláir Chosanta Dídeanaithe do An Cabhán agus Muineachán</li> <li>TOÁ a fhorbairt do ghrúpa athlonnaithe dídeanaithe i Muineachán</li> </ul>	<ul style="list-style-type: none"> <li>Socrúchán oiriúnach mac léinn i scoileanna agus in ionaid</li> <li>Tá dídeanaí Sírriacha ag glacadh páirt i ranganna in An Cabhán, Coill an Chollaigh agus Achadh an Iúir faoi láthair</li> <li>Rannpháirtíocht éifeachtach grúpaí</li> </ul>	<ul style="list-style-type: none"> <li>Foireann FOTR bunaithe agus gach mac léinn a bhí sa tóir ar shocrúchán scoile i mbunscoileanna agus in iar-bhunscoileanna eagraithe. Ní dhiúltaítear oideachas cuí d'aon Leanbh - socrúchán scoile eagraithe do 533 Leanbh in An Cabhán agus Muineachán go dtí seo.</li> <li>Iníúchadh déanta ar áiteanna atá ar fáil agus cumarsáid leanúnach le gach earnáil scoile maidir le pleanáil don todhchaí.</li> <li>Naisc láidre bunaithe idir Foireann FOTR agus eagraíochtaí páirtí leasmar eile lena n-áirítear comhairlí contae, comhpháirtíochtaí áitiúla, cláir CSLDO, Boird Leasa Oideachais agus an tSeirbhís</li> </ul>

				Siriacha in An Cabhán agus Muineachán le seirbhísí BO BOOCM	<ul style="list-style-type: none"> <li>Náisiúnta Síceolaíochta Oideachais.</li> <li>Tá an Comhordaitheoir FOTR ag tacú le teaghlai gh agus le mic léinn chun iarratas a dhéanamh ar agus chun tairbhe a bhaint as iompar scoile.</li> <li>Leanadh ar aghaidh leis an bhfeagairt mhórsála don ghéarchéim sa Úcráin, lena n-áirítear cláir BCTE a chur ar fáil do 600+; forbairt phainéal teagascóirí BCTE agus uasollúint teagascóirí reatha chun ollúint BCTE a chur ar fáil; comhoibriú agus obair i gcompháirt le gníomhaireachtaí agus le páirtithe leasmhara eile chun forbairt a dhéanamh ar thacatoccháí gaolmhara dóibh siúd a bhfuil tionchar ag an ngéarchéim orthu. Le cois na hoibre le pobal na hÚcráine, leanadh ar aghaidh le BCTE a chur ar fáil do Shriainigh agus do dhídeanaithe eile. Bhí TOÁ páirtaimseartha ar fáil i gCluain Eois chun ollúint BCTE a chur ar fáil.</li> <li>BCTE tráthúil agus riachtanach a chur ar fáil i suíomhanna éagsúla chun freastal ar an éileamh méadaithe;</li> <li>3 x clár nua scríofa chun déileáil leis an mbearna sna curaclaim atá ar fáil do sholáthar BCTE; Cláir curtha faoi bhráid DCC chun críche bailíochaithe agus iarratas ar bhailíochtú difreálach faighte ó BOOanna eile</li> <li>Cláir BCTE nua ceadaithe le bailíochtú ag DCC.</li> </ul>
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Spriocanna Straitéiseacha BOOCM				
Seirbhísí Ginearálta BOOCM				
Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Tuarascáil ar Dhul Chun Cinn i rith 2023
Sprioc: Oibriú i gcompháirt chun seirbhísí a fheabhsú agus a	1. Tionscadal reatha Ghlúin an Cheoil a athbhreithniú, a phleanáil agus a fhorbairt chun oideachas ceoil taibhithe a chur ar fáil do dhaoine óga sa suíomh luathbhlianta agus go dtí go	<ul style="list-style-type: none"> <li>Ghlúin an Cheoil a leathnú agus a chur ar fáil do dhaoine atá idir 12 agus 18 mbliana d'aois</li> <li>Na cláir luathbhlianta agus bhunscoile a leathnú</li> </ul>	<ul style="list-style-type: none"> <li>Deiseanna Ghlúin an Cheoil do mhic léinn lar-bhunscoileanna i scoileanna</li> <li>Na cláir luathbhlianta agus bhunscoile a</li> </ul>	<ul style="list-style-type: none"> <li>Stiúideo taifeadta soghluaiste seolta i mí na Nollag 2022 agus rollta amach in 2023.</li> <li>Comhoibriú le Comhairlí Contae agus le gníomhaireachtaí náisiúnta chun Ceolfhoireann Ghlúin an Cheoil a fhorbairt</li> <li>Dréachtphlean Straitéiseach curtha i gcrích.</li> </ul>

## Spriocanna Straitéiseacha BOOCM

### Seirbhísí Ginearálta BOOCM

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Tuarascáil ar Dhul Chun Cinn i rith 2023
florbairt tuilleadh, seirbhísí a fhreagróir ar bhealach ionchuimsitheach do riachtanais ár bpobail	mbíonn siad 18 mbliana d'aois	<ul style="list-style-type: none"> <li>Ensemble Óige Ghluin an Cheoil a fhorbairt</li> </ul>	<p>dhúbailt</p> <ul style="list-style-type: none"> <li>Ensemble bunaithe agus taibhithe tosaigh déanta</li> </ul>	<ul style="list-style-type: none"> <li>Comhoibriú Réigiúnach le An Lú, An Mhí, An Cabhán agus Muineachán agus le hIonad Oiriail mar chuid de chomóradh Náisiúnta 10 mbliana ar Ghluin an Cheoil na hÉireann.</li> </ul>
	2. Comhoibriú le comhpháirtithe agus le páirtithe leasmhara chun deiseanna a chomhordú do gach duine óg i ngach réimse de na healaíona trí rannpháirtíocht le healaíontóirí ag leibhéal áitiúil agus náisiúnta	<ul style="list-style-type: none"> <li>Ceithre thionscnamh Ealain áitiúil a fhorbairt do dhaoine óga atá idir 4 agus 18 mbliana d'aois</li> <li>Deis rannpháirtíochta a thabhairt do cheathrar ealaíontóirí áitiúla</li> </ul>	<ul style="list-style-type: none"> <li>Tionscnaimh pleanáilte agus curtha i gcrích</li> <li>Rannpháirtíocht curtha i gcrích</li> </ul>	<ul style="list-style-type: none"> <li>Clár curtha i gcrích.</li> <li>Taibhithe Cruinníú críochnaithe agus clár <i>ARTS Van</i> curtha i gcrích go rathúil.</li> <li>In 2023, d'éirigh le BOOCM an Chomhpháirtíocht Óige Ildánach Áitiúil a bhunú. Tá an tionscadal seo á chomhordú ag BOOCM agus tá Comhordaitheoir COIÁ ceaptha agus tá roinnt tionscadal curtha i gcrích.</li> </ul>
	3. Rannpháirtíocht leis an bpobal chun raon taibhithe drámaíochta a chur ar fáil do spriocphobail áitiúla agus tacú le healaíontóirí áitiúla trí thairiscint amharclainne don óige atá leathan agus éagsúil	<ul style="list-style-type: none"> <li>Clár amharclainne uailmhianach a phleanáil agus a sheachadadh ag Amharclann Gharáiste.</li> <li>Clár forbartha d'amharclann na n-óg a chur ar fáil</li> </ul>	<ul style="list-style-type: none"> <li>Clár curtha i gcrích.</li> <li>Clár críochnaithe - beidh níos mó ná 150 ball páirteach in amharclann na n-óg</li> </ul>	<ul style="list-style-type: none"> <li>Clár de thaibhithe drámaíochta curtha i gcrích.</li> <li>Plean Straitéiseach Amharclann Gharáiste curtha i gcrích.</li> <li>Amharclann na n-óg in ann freastal ar 160 ball</li> </ul>
	4. Leanúint ar aghaidh ag obair i gcomhpháirt le pobail chun tionscnaimh a fhorbairt agus chun tacú le tionscnaimh a bhfuil sé mar aidhm leo maolú i gcoinne an mhíbhuntáiste oideachasúil.	<ul style="list-style-type: none"> <li>Leanúint ar aghaidh ag cur leis an tionscnamh seo in 2023 trí Chiste Cúnaimh d'Fhoghlaimoirí agus raon de thionscadail phobalbhunaithe</li> </ul>	<ul style="list-style-type: none"> <li>Gairmeacha do thionscadail a eagrú agus obair a dhéanamh chun leibhéal mhaoinithe chosúla a fháil le leithdháileadh ar thionscadail in 2023</li> </ul>	<ul style="list-style-type: none"> <li>Rolladh Ciste REACH (CMMO roimhe seo) amach in 2023 agus tacaíodh le agus cuireadh chun feidhme go leor tionscadal, lena n-áirítear tionscadail phobail agus an Ciste Cúnaimh d'Fhoghlaimoirí</li> </ul>

## Spriocanna Straitéiseacha BOOCM

### Seirbhísí Ginearálta BOOCM

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Tuairascáil ar Dhul Chun Cinn i rith 2023
<p>Sprioc: Oibriú i gcomhpháirt chun seirbhísí a fheabhsú agus a fhorbairt tuilleadh, seirbhísí a fhreagraíonn ar bhealach ionchuirimsitheacha do riachtanais ár bpobail</p>	<p>5. Leanúint ar aghaidh le Feidhm Obair Óige BOOCM a leathnú agus a chinntiú go bhfuil seirbhísí á bhforbairt, go bhfuiltear ag tacú leo agus go bhfuil siad á bhfeabhsú de réir phrionsabail agus fhís na hoibre óige</p> <p>6. Athbhreithniú agus measúnú a dhéanamh ar shaincheisteanna / ar dhúshláin atá ag teacht chun cinn agus comhoibriú le comhpháirtithe ábhartha d'fhonn a chinntiú go dtacaítear le riachtanais agus go ndéileáiltear leo ar bhealach comhochoiteann agus ionchuirimsitheach</p>	<ul style="list-style-type: none"> <li>Leanúint ar aghaidh ag díriú ar thionscadail Óige atá bunaithe cheana féin</li> <li>Seirbhís Óige nua a bhunaigh i gceantar uirbeach an Chabháin</li> <li>Obair a dhéanamh chun riachtanais agus saincheisteanna a shainaithint agus tograí a bhunú chun déileáil leo</li> <li>Iarracht a dhéanamh acmhainní a fháil le haghaidh na dtograí seo</li> </ul>	<ul style="list-style-type: none"> <li>Leanúint ar aghaidh ag díriú ar thionscadail atá bunaithe cheana féin</li> <li>Tionscadal nua i mbun feidhme in An Cabhán</li> <li>Tograí tionscadail forbartha agus curtha chun cinn</li> </ul>	<ul style="list-style-type: none"> <li>Tá Seirbhís Óige UBU nua i mbun feidhme i mBaile an Chabháin ón R3 2022, rud a chiallaíonn go bhfuil cúig Sheirbhís UBU á gcur ar fáil sa réigiún</li> <li>Cuireadh tús le Seirbhísí Óige a rolladh amach tríd an gclár PEACE Plus.</li> <li>In 2023 cuireadh Ceanglas Seirbhísí Anailise Riachtanais Próifíle Ceantair (CSARPC) i gcrích mar chuid den ullmhúchán do Thimthriall UBU 2, a gcuirfeadh tús leis in 2024. Cheadaigh RLCMLÓ cúig CSARPC.</li> <li>Tacaíodh le heagraíochtaí pobail agus óige chun páirt a ghlacadh in agus chun maoiniú a fháil faoi Chiste REACH (ar a tugadh an Scéim um Míbhuntáiste Oideachasúil a Mhaolú roimhe seo go foirmiúil).</li> <li>Táthar ag leanúint ar aghaidh le hathbhreithniú agus le hanailís a dhéanamh ar Shonraí Phláinéad na nÓg i dteannta lenár gcomhpháirtithe taighde in CRME. Thacaigh faisnéis a bailíodh le clár píolótach Gníomhaíochtaí Am Caitimh Aimsire Iarscoile Phláinéad na nÓg a fhorbairt i 10 scoil píolótacha agus fuarthas maoiniú don chlár seo</li> <li>Fuarthas cead i mí na Nollag 2023 do thionscadal maoinithe PEACEPLUS curtha isteach faoi "Phróiseas na Gairme Oscailte" do SEUPB. Tá cead faighte ag BOOCM chun trí chlár nua a fhorbairt don réigiún agus chun 6.5 ball foirne a</li> </ul>

## Spriocanna Straitéiseacha BOOCM

### Seirbhísí Ginearálta BOOCM

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Tuarascáil ar Dhul Chun Cinn i rith 2023
	<p>7. Clár Oideachais Allamuigh éagsúil agus forásach a fhorbairt i Scoileanna, Ionaid agus Seirbhísí a sholáthraíonn comhionannas rochtana agus buntáistí folláine pearsanta, fisiciúla agus meabhráil an Oideachais Allamuigh</p>	<ul style="list-style-type: none"> <li>Forbairt agus seachadadh leanúnach clár ag IOOA na dTamhnach</li> <li>Lánpháirtíú leanúnach an oideachais allamuigh agus scoileanna agus ionaid BOOCM</li> </ul>	<ul style="list-style-type: none"> <li>Raon clár méadaithe ar fáil agus rannpháirtíocht bhreise</li> </ul>	<p>fhostú.</p> <ul style="list-style-type: none"> <li>Foghlaimoírí páirtaimseartha taifeadta ar mhodúil neamhspleácha DCC tairgthe lena n-áirítear cúrsa DCC Leibhéal 5 - Cadhcáil, Scoileanna Ailleadóireachta, Scoileanna Sléibhe agus Seaschéaslóireacht.</li> <li>“Conairí BO do Scoileanna – Buneolas ar Oideachas Allamuigh” cúig seachtaine forbartha agus curtha i láthair grúpaí Idirbhliana i scoileanna BOOCM.</li> <li>Líon níos mó foghlaimoírí taifeadta i ngach clár atá á thairiscint ag IOOA na dTamhnach.</li> <li>MT comhaontaithe le CARA – an eagraíocht phain-mhíchumais náisiúnta agus treallamh cadhcála ionchuirmitheach ceannaithe.</li> <li>Raon méadaithe clár agus líon rannpháirtithe in 2023.</li> </ul>

## Spriocanna Straitéiseacha BOOCM

### Ár bhFoireann - Forbairt, Tacaíocht agus Folláine

Srioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2023
<p>Sprioc: Oibriú i gcomhpháirt mar fhoireann BOOCM chun tacú le ceannaireacht agus le dea-chleachtas, barr feabhais a sheachadadh agus tacú le comhionannas laistigh de chultúr áit oibre atá forásach</p>	<p>1. Athbheithniú agus forbairt a dhéanamh ar ár gcórais agus le próisis chun tacú le hearcú agus le coimeád na mball foirne is fearr leis na hinniúlachtaí riachtanacha</p>	<ul style="list-style-type: none"> <li>Seirbhís r-Earcaíochta nua a fhorbairt a bheidh nasctha le suíomh gréasáin nua BOOCM.</li> <li>Leanúint ar aghaidh le hagallaimh ar bhonn inniúlachta a réachtáil do phoist oiriúnacha</li> <li>Leanúint ar aghaidh le tairbhe a bhaint as fis-agallóireacht chianda do phoist áirithe.</li> <li>Teacht ar chomhaontú maidir le straitéisí chun múinteoirí a aimsiú agus a earcú i margadh poist atá ag éirí níos iomaíche lena n-áirítear comhoibriú le hInstitiúidí Tríú Leibhéal agus freastal ar Aonach Gairme oiriúnach.</li> </ul>	<ul style="list-style-type: none"> <li>Earcú agus coimeád ball foirne ag a bhfuil na scileanna agus na hinniúlachtaí oiriúnacha.</li> </ul>	<ul style="list-style-type: none"> <li>Leanúint ar aghaidh le tairbhe a bhaint as agallaimh ar bhonn inniúlachta do phoist oiriúnacha.</li> <li>Leanúint ar aghaidh le cian-agallóireacht</li> <li>Obair a dhéanamh chun seomraí agallaimh nua a fhorbairt i gCeannoifig BOOCM curtha i gcrích in 2023.</li> <li>Bronnadh an tairiscint chun Córas earcaíochta a cheannach, agus táthar ag súil go mbeidh an córas in úsáid i mí Feabhra - Márta 2024 chun tástáil a dhéanamh agus chun úsáid a bhaint as do phróiseas Earcaíochta an tSamhraidh. Fógrófar folúntais i mí Aibreáin agus leanfar ar aghaidh le hagallaimh múinteoirí a réachtáil ag tús mhí na Bealtaine.</li> </ul>
<p>feabhais a sheachadadh agus tacú le comhionannas laistigh de chultúr áit oibre atá forásach</p>	<p>2. Foireann thiomanta FGL a bhunú chun straitéis forbartha ghairmiúil uileghabhálach a fhorbairt agus a chur chun feidhme ina gcomhtháthaitear bainistíocht, teagasc, riaracháin agus forbairt ball foirne cormhdeach</p>	<ul style="list-style-type: none"> <li>Anailís a dhéanamh ar riachtanais oiliúna agus forbartha foirne, ceanglais tosaíochta a shainithint agus seasamh BOOCM mar eagraíocht foghlama a chomhdhlúthú<sup>15</sup></li> <li>Forbairt gach ceannaire BOOCM a éascú trí anailís a dhéanamh ar riachtanais agus trí chláir ábhartha a sholáthar, mar aon le treoir, foghlaim leanúnach agus tacaíochtaí forbartha gairme.</li> </ul>	<ul style="list-style-type: none"> <li>Ball foirne sannta agus Foireann Forbartha Gairmiúla thras-earnálacha le bunú chun riachtanais oiliúna a shainithint agus a mheas agus chun plean oiliúna a fhorbairt de réir an bheartais Forbartha Gairmiúla.</li> <li>Baill foirne ag díriú ar raon soláthair FGL,</li> </ul>	<p>Chuir BOOCM na cúrsaí oiliúna seo a leanas ar fáil don fhoireann riaracháin i rith 2023:</p> <ul style="list-style-type: none"> <li>Feasacht Cibearshlándála lena n-áirítear Feasacht Fioscaireachta</li> <li>Cúrsaí Oiliúna TF a chlúdaigh raon modúl Microsoft.</li> <li>Scileanna Láithreoireachta &amp; Óráidíochta don mheánbhainistíocht agus do bhainistoirí sinsearach</li> <li>Oiliúint Aoisliúntais (SPSPS) d'fhoireann pinsean BOOCM</li> </ul>

<sup>15</sup> Tacú le foghlaim ar feadh an tsaoil, forbairt ghairme, uas-oiliúint teagascóirí agus solúbtha i ndáil le himlonnú acmhainní



			<p>lena n-áirítear cláir dheimhnithe.</p>	<ul style="list-style-type: none"> <li>• Scileanna Glasa - Fuinneamh &amp; Laghdaigh d'Úsáid.</li> <li>• Modúil Foghlama DCM lena n-áirítear Ceannaireacht Ionchuisitheach</li> <li>• Oiliúint maidir le Conradh Fostaíochta IBEC</li> <li>• Oiliúint maidir le córas na Seirbhíse Comhroinnte Airgeadais lena n-áirítear tuairiscíú Power BI agus P2P seachadta ag SCGO.</li> <li>• Oiliúint maidir le Comhionannas agus Éagsúlacht.</li> <li>• Oiliúint maidir le Saoráil Faisnéise (SF) do Chinnteoiri.</li> <li>• An Cód Cateachais Phoiblí.</li> <li>• Reachtáladh Lá FGL don Fhoireann Riaracháin i mí Meithimh 2023 agus cuireadh Fuinneamh san áireamh.</li> <li>• Ceardlann faoi Bhainistíocht, Cumarsáid Chorporáideach agus Folláine.</li> </ul>
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Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2023
<p>Sprioc: Oibriú i gcomhpháirt mar fhoireann BOOCM chun tacú le ceannaireacht agus le dea-chleachtas, barr feabhais a sheachadadh agus tacú le comhionannas laistigh de chultúr áit oibre atá forásach</p>	<p>2. Foireann thiomanta FGL a bhunú chun straitéis forbartha ghairmiúil uileghabhalach a fhorbairt agus a chur chun feidhme ina gcomhtháthítear bainistíocht, teagasc, riaracháin agus forbairt ball foirne coimhdeach</p>	<ul style="list-style-type: none"> <li>Tacú le gach ball foirne chun conairí forbartha (pearsanta agus gairmiúil) a fhorbairt, agus a chinntiú go gcuirtear tacaíochtaí ábhartha ar fáil chun freastal ar riachtanais ghaolmhara</li> <li>Líonraí agus <sup>16</sup> prótacail foghlama chomhroinnte a bhunú chun tacú le barr feabhais agus le dea-chleachtas gairmiúil inár scoileanna agus ionaid foghlama.</li> <li>Clár r-Fhoghlama do Shlándáil Sonraí agus do Shlándáil TFC trí chórais bogearraí thiomanta.</li> <li>Clár ionductaithe le cur ar fáil do bhaill foirne nua i scoileanna agus baill foirne BO (múinteoirí, Cúntóirí Riachtanas Speisialta, teagascóirí, baill foirne BO eile)</li> </ul>	<ul style="list-style-type: none"> <li>FGL i réimsí nua, mar shampla, feasacht / cosaint an chomhshaoil</li> <li>Córas suaitheantais a fhorbairt do FGL curtha i gcrích</li> <li>Ceithre mhodúl hibrideacha ionductaithe a chur ar fáil</li> <li>Modúil athnuachana le cur ar fáil i rith na bliana</li> </ul>	<ul style="list-style-type: none"> <li>Clár feasachta r-Fhoghlama RGCS agus oiliúint Fioscaireachta rollta amach trí chóras Inmill Phríobháideachais nua</li> <li>Oiliúint feasachta Comhionannais, Éagsúlachta agus Ionchuisithe (CÉI) do bhaill foirne Riaracháin agus BO</li> <li>Oiliúint leanúnach ar an gcóras P2P do bhaill foirne nua agus oiliúint athnuachana do bhaill foirne atá ceaptha cheana féin</li> <li>Clár ionductaithe do mhúinteoirí nua curtha ar fáil i mí Lúnasa/mí Mheán Fómhair 2023</li> <li>Ról an Oifigigh Oiliúna sannta don Oifigeach Earcaíochta in AD.</li> <li>Cúrsaí oiliúna á ndéanamh ag baill foirne ábhartha dá réimse oibre, mar shampla, Aoisliúntas, SF, Oiliúint maidir le Conradh AD.</li> <li>Tá athbheithniú á dhéanamh ar an mBeartas FGL do Bhaill Foirne Riaracháin BOO.</li> </ul>

<sup>16</sup> I nclár le topaicí idirghaolmhara, mar shampla, oideolaíocht agus ceannaireacht óige agus meáin shóisialta agus teacht aniar

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2023
<p>3. Tacaíocht / leabú gníomhach ar luachanna BOOCM agus ar gcultúr áit oibre a fheabhsú trí dhul i gcomhairle le baill foirne i ndáil le forbairt agus díriú ar fheabhas leanúnach</p> <p>Sprioc: Oibriú i gcomhpháirt mar fhoireann BOOCM chun tacú le ceannaireacht agus le dea-chleachtas, barr feabhais a sheachadadh agus tacú le comhionannas laistigh de chultúr áit oibre atá forásach</p>	<p>3. Tacaíocht / leabú gníomhach ar luachanna BOOCM agus ar gcultúr áit oibre a fheabhsú trí dhul i gcomhairle le baill foirne i ndáil le forbairt agus díriú ar fheabhas leanúnach</p>	<ul style="list-style-type: none"> <li>• Luachanna BOOCM a leabú ar fud na heagraíochta trí chumarsáid a dhéanamh le gach ball foirne trí chainéil éagsúla, mar shampla, an suíomh gréasáin, seisiúin faisnéise foirne, SharePoint, An fhoireann bainistíochta chun cumarsáid a dhéanamh le baill foirne chun ionchur a bhailiú agus chun scóip d'fheabhas leanúnach a shainiú</li> </ul>	<ul style="list-style-type: none"> <li>• Tá foireann uile BOOCM ar luachanna.</li> <li>• Cabhraíonn na baill foirne ar fad le clár oibre um fheabhas leanúnach BOOCM.</li> </ul>	<ul style="list-style-type: none"> <li>• Tá sinithe Ríomhphoist dátheangacha caighdeánacha BOOCM rollta amach agus in úsáid ag baill foirne riaracháin, scoile, ionaid agus cláir, agus tá brandáil agus Físráiteas BOOCM curtha san áireamh freisin.</li> <li>• Tá Mol SharePoint Foirne BOOCM bunaithe mar thaisclann d'acmhainní comhroinnte.</li> <li>• Tá Mol Acmhainní Corparáideacha bunaithe agus tá faisnéis á coimeád ann faoi inrochtaineacht, treoir stíle BOOCM, lógónna agus teimpléid. Tá cúrsaí oiliúna déanta ag baill foirne Riaracháin agus ag Bainisteoirí BO maidir le rochtain a fháil ar an acmhainn seo.</li> </ul>
<p>4. Athbheithniú agus nuashonrú a dhéanamh ar ár gcleachtais agus nósanna imeachta AD ar mhaithe le forbairt fhorásach thimpeallacht ar n-áite oibre</p>	<p>4. Athbheithniú agus nuashonrú a dhéanamh ar ár gcleachtais agus nósanna imeachta AD ar mhaithe le forbairt fhorásach thimpeallacht ar n-áite oibre</p>	<ul style="list-style-type: none"> <li>• Leanúint ar aghaidh le tionscnaimh a fhorbairt/le cúrsaí oiliúna a reáchtáil chun timpeallacht oibre dhearfach a spreagadh agus chun línte soiléire cumarsáide a chinntiú.</li> <li>• Obair Hibrideach/Chumaisc agus socruithe eile a bhaineann</li> </ul>	<ul style="list-style-type: none"> <li>• Tá fianaise le fáil i gcleachtais agus i nósanna imeachta AD ar eagraíocht fhorásach ag a bhfuil an cumas athrú / forbairt a bhainistiú.</li> </ul>	<ul style="list-style-type: none"> <li>• Tá socruithe oibre hibridí bunaithe do bhaill foirne riaracháin sa chás go gciallaíonn an cineál oibre a dhéanamh siad agus na córais oibre gur féidir leo oibriú ó chian go héifeachtach agus go bhfuil na socruithe sásúil.</li> <li>• Tá gach bainisteoir</li> </ul>

		<p>le freastal ar an áit oibre a bheainistiú de réir threoirilinte an Rialtais.</p> <ul style="list-style-type: none"> <li>A chinntiú go bhfuil plean comharbais bunaithe ag BOOCM agus go gcuirtear cláir phleanála scoir ar fáil do gach ball foirne ábhartha.</li> </ul>		<p>freagrach as Gnáthnósanna Oibriúcháin agus cuireann gach Ceannaire Rannóige iad i gcrích agus sábháilann sé nó sí iad i suíomh lárnach SharePoint.</p> <ul style="list-style-type: none"> <li>Tá 'Uimhir 2' sainaitheanta agus tá Gnáthnósanna Oibriúcháin ar fáil do gach feidhm anois.</li> <li>Nuashonraíodh an Lámhleabhar Foirne.</li> <li>Reáchtáilann BOOCM cúrsa scoir don Fhoireann Teagaisc gach bliain agus tá cead ag gach BOOCM tairbhe a bhaint as.</li> <li>D'eagraigh BOOCM cúrsa réamhscoir dá Fhoireann Riaracháin i mí Márta 2022 agus tá sé beartaithe aige cúrsa mar seo a reáchtáil uair amháin gach trí bliana, agus tá an chéad chúrsa eile le seachadadh in 2025.</li> </ul>
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Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2023
<p>Sprioc: Oibriú i gcomhpháirt mar fhoireann BOOCM chun tacú le ceannaireacht agus le dea-chleachtas, barr feabhais a sheachadadh agus tacú le comhionannas laistigh de chultúr áit oibre atá forasach</p>	<p>5. Tionscnaimh a fhorbairt chun cultúr agus cur chun cinn sláinte agus folláine sa timpeallacht oibre a leabú</p>	<ul style="list-style-type: none"> <li>Folláine a aithint mar phríomhghné de sholáthar FGL</li> <li>Tá Seirbhís Cúnaimh d'Fhostaithe ar fáil don fhoireann ar fad mar aon le seirbhís teileafóin 24/7 agus Aip folláine</li> <li>Eagraíodh imeachtaí sóisialta don fhoireann i rith na bliana</li> </ul>	<ul style="list-style-type: none"> <li>Tá gné folláine san áireamh san FGL ar fad</li> <li>Tá rochtain ag an bhfoireann ar fad ar thacaíocht 24/7</li> <li>Mothaíonn na baill foirne go bhfuil luach lena gcuid oibre agus go bhfuil tacalocht ar fáil dóibh</li> </ul>	<ul style="list-style-type: none"> <li>Tá an Seirbhís Cúnaimh d'Fhostaithe ar fáil do bhaill foirne BOOCM 24/7, 365 lá sa bhliain</li> <li>Bunaidh Coiste Sóisialta agus eagraíodh imeachtaí do bhaill foirne i rith na bliana</li> </ul>
<p>6. A chinntiú go bhfuil ceannaireacht, córais agus struchtúir bunaithe agus ag feidhmiú go héifeachtach, chun déileáil le saincheisteanna ábhartha comhionannais agus chearta an duine agus chun dualgas comhionannais agus chearta an duine na hearnála poiblí a chomhlíonadh</p>		<ul style="list-style-type: none"> <li>Measúnú a dhéanamh ar shaincheisteanna comhionannais agus chearta an duine agus plean feidhmithe a fhorbairt chun déileáil le saincheisteanna ábhartha</li> </ul>	<ul style="list-style-type: none"> <li>Eagraíocht ionchuimsitheach a fhorbairt.</li> <li>Oibleagáidí comhlíonta faoi dhualgas na hEarnála Poiblí</li> </ul>	<ul style="list-style-type: none"> <li>Cúrsaí oiliúna curtha ar fáil do Bhaill Foirne Riaracháin agus do Bhainisteoirí BO maidir le Dualgas Earnála Poiblí BOOCM</li> <li>Grúpa Feidhmithe Dhualgas na hEarnála Poiblí agus Grúpa CÉI agus Rochtana bunaithe ag eagrú cruinnithe ráithiúla. Dul chun cinn déanta i ndáil le Plean Gníomhaíochta 2023. Tús curtha le hoiliúint foirne maidir le feasacht CÉI.</li> </ul>

## Spriocanna Straitéiseacha BOOCM

### Tacaíocht agus Forbairt Eagraíochta

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2023
<p>Sprioc: Ár seasamh mar eagraíocht fhoghlaimoirlárnach, fhreagrach atá dírithe ar chomhionannas a chomhdhlúthú trí dhíús a chur le barr feabhais, nuálaíocht agus dea-chleachtas i ndáil le rialachas</p>	<p>1. Straitéis TFC chomhtháite, plean feidhmíthe agus beartais<sup>4</sup></p> <p>chomhtháite a fhorbairt chun freastal ar riachtanais shainitheanta agus chun tacú le glacadh le scileanna digiteacha an 21<sup>ú</sup> haois</p>	<ul style="list-style-type: none"> <li>• Scóip a shainithint go córasach do bhreis claochlaithe dhigitigh chun an méid seo a leanas a mhéadú: (i) rochtain foghlaimoiri/cúrsaí, (ii) roghanna seachadta cúrsa/foghlama<sup>17</sup> agus (iii) nuálaíocht/comhoibriú i ndáil le gach gníomhaíocht BOOCM</li> <li>• Athbheithniú a dhéanamh ar bhonneagar fisiciúil agus TFC BOOCM<sup>18</sup>, ceanglais feabhsaithe a shainithint, agus maoiniú a fháil chun freastal ar riachtanais a bheidh ann amach anseo agus ar chuspóirí claochlaithe dhigitigh.</li> <li>• Éifeachtúlachtaí a bharrfeabhsú trí dhúbailt a laghdú i ndáil le seachadadh seirbhísí agus tairiscintí cúrsa, agus a chinntiú go bhfuil inrochtaineacht ar fhoghlaim á cothabháil / á méadú trí nuálaíocht agus claochlú digiteach</li> <li>• Leanúint ar aghaidh le FGL a chur ar fáil do bhaill foirne trí na teicneolaíochtaí agus na feidhmchláir atá ar fáil doibh a úsáid, cosúil le Office 365, MSTEAMS agus Moodle, chun an soláthar ar líne / cumaisc / aghaidh ar aghaidh in BOOCM a fheabhsú tuilleadh. Tairgfear na tacaíochtaí seo mar sheisiúin tacaíochta duine le duine / grúpa, seimineair ghreásáin bheo, treoir leanúnach, agus tacaíocht.</li> <li>• Níos mó úsáide a bhaint as uirlisí Foghlama le Cuidiú Teicneolaíochta (FCT) i ngach ionad agus scoil BOO in BOOCM</li> <li>• Forbairt a dhéanamh ar theagasc hibrideach agus ar ghníomhaíochtaí foghlama i Scoileanna</li> </ul>	<ul style="list-style-type: none"> <li>• Tá Straitéis agus Plean Feidhmíthe TFC cuimsitheach ag BOOCM agus tá Beartais ábhartha bunaithe.</li> <li>• Rinneadh dul chun cinn i ndáil leis na gníomhartha atá sonrath sa Phlean Gníomhaíochta TFC reatha</li> </ul>	<ul style="list-style-type: none"> <li>• Forbraíodh Plean Gníomhaíochta TFC nua.</li> <li>• Forbraíodh, ceadaíodh agus bunatíodh tacar nua de Bheartais TFC</li> <li>• Forbraíodh agus tástáladh Plean Cibearfhreagartha in 2023.</li> </ul>
			<ul style="list-style-type: none"> <li>• Líon na mac léinn atá ag baint tairbhe as ábhair agus as cúrsaí a dhéanamh trí fhoghlaim hibrideach a dhúbailt</li> <li>• Tá an clár gníomhach i ngach Scoil BOOCM agus tá na</li> </ul>	<ul style="list-style-type: none"> <li>• Bunatíodh an Pholainnis mar ábhar Ardeistiméireachta i dtimpeallacht Hibrideach den chéad uair.</li> <li>• Cuireadh an clár SMS i gcrích agus rinneadh mic léinn scrúduithe i naoi scoil BOOCM. San áireamh anseo bhí aitheantas foirmiúil trí chreidiúnú Speisialachais Microsoft Office.</li> </ul>

<sup>17</sup> Foghlaim thraidisiúnta, chumaisc agus cianfhoghlaim

<sup>18</sup> Sineadh a chur leis chun saoráidí agus úsáid fuinnimh a chur san áireamh

		BOOCM; Clár Polainnise na hArdteistiméireachta mar shampla	scrúduithe ábhartha curtha i gcrích ag mic léinn Idirbhliana rannpháirteacha	
		<ul style="list-style-type: none"> <li>Síneadh a chur le Speisialachas Microsoft Office do mhic léinn atá i mBliain 1 - 4 i Scoileanna BOOCM</li> </ul>		

Spríoc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2023
<p>Spríoc: Ár seasamh mar eagraíocht fhoghlaiméiríarnach, fhreagrach atá dírithe ar chomhionannas a chomhdhlúthú trí dhús a chur le barr feabhais, nuálaíocht agus dea-chleachtas i ndáil le rialachas</p>	<p>2. Scóip a shainnaithint chun próisis rialachais, riaracháin, soláthair agus próisis ghaolmhara a shruithlíniú chun éifeachtúlachtaí a bharrfheabhsú agus chun leanúint ar aghaidh le ceanglais Bhord BOOCM a chomhlíonadh</p>	<ul style="list-style-type: none"> <li>Leanúint ar aghaidh le SharePoint a rolladh amach in BOO.</li> <li>Córas bainistíochta doiciméad néalbhunaithe oiriúnach a sholáthar do EFT. Beidh na doiciméid agus an faisnéis ar fad inrochtana ó sheirbhísí agus ó chórais shlána néalbhunaithe</li> <li>Tús áite a thabhairt don obair a bhaineann le rialachas stuama a chur chun feidhme ar fud na heagraíochta chun a chinntiú go bhfuil reachtalocht, rialacháin agus Imlitreacha á gcomhlíonadh ar mhaithe le trédhearcacht a chinntiú agus cuntasacht agus ar mhaithe le ceanglais iniúchta agus tuairiscithe a chomhlíonadh.</li> <li>Leanfaidh an Feidhmeannas ar aghaidh ag obair leis an mBord d'fhonn a chinntiú go bhfuil dóthain faisnéise, doiciméad agus oiliúna ag baill den bhord, den Choiste Airgeadais agus de CIR chun cinntí eolasacha a bhaineann leis an bhfeidhm choimeáda a dhéanamh.</li> </ul>	<ul style="list-style-type: none"> <li>Tá córais uathoibríthe bunaithe chun éifeachtúlachtaí próisis oibre a bharrfheabhsú agus chun ualach oibre na foirme a shruithlíniú</li> <li>Tá oibleagáidí Rialachais agus Comhlíonta comhlíonta chomh fada is a bhaineann le Soláthar, Bainistíocht Riosca, Comhlíonadh, AD, Airgeadas, Talamh agus Foirgnimh, agus TFC</li> <li>Tá faisnéis agus doiciméid curtha ar fáil trí shuíomh SharePoint tiomanta / trí Chruinnithe de réir an Chóid Cleachtais do Rialachas BOOanna.</li> </ul>	<ul style="list-style-type: none"> <li>Tá SharePoint rollta amach ar fud BOO. SharePoint do Bhord BOOCM, an Coiste Iniúchta agus Riosca agus Airgeadais cruthaithe, agus cúrsaí oiliúna curtha ar fáil do bhaill.</li> <li>Córas bainistithe conarthaí bunaithe ó 2022 chun luach ar airgead a chinntiú agus comhlíonadh le treoirínte soláthair náisiúnta.</li> <li>Lean BOOCM ar aghaidh le córas bogearraí Chlár Réadmhaoin DCS a chur chun feidhme in 2023. Cuirteadh obair shuntasach i gcrích agus leanfar ar aghaidh leis an obair in 2024 a bhaineann le tionsú agus le huaslódáil na faisnéise uile a bhaineann le réadmhaoin BOOCM atá faoi úinéireacht, léasaithe agus ceadúnaithe.</li> </ul>

	<p>3. Lean ar aghaidh le tuilleadh clár piolótach roghnaithe BOO a threorú agus tacú leo chun tuilleadh feabhsuithe earnálacha a dhéanamh agus chun staid BOOCM chomh fada is a bhaineann le dlús a chur le nuálaíocht a chormhdhlúthú</p>	<ul style="list-style-type: none"> <li>• Rannpháirtíocht leanúnach i bhfóiraim agus i meithleacha náisiúnta le BOOÉ chun acmhainní a roinnt agus chun dea-chleachtas agus eolas cothrom le dáta a chinntiú</li> <li>• Rannpháirtíocht ghníomhach i dtionscadail seirbhíse comhroinnte náisiúnta: Iocaíochtaí foghlaiméora SDOG agus Ógtheagmhála, Córas Bainistíochta Conarthaí, eRecruit.</li> </ul>	<ul style="list-style-type: none"> <li>• Cinntíonn rannpháirtíocht agus tiomantas BOOCM ag leibhéal náisiúnta go mbíonn tionscadail phiolótacha á seachadadh.</li> </ul>	<ul style="list-style-type: none"> <li>• Tá ionadaithe ag BOOCM ag na fóiraim agus meithleacha náisiúnta ar fad trí BOOÉ.</li> <li>• Ghlac BOOCM páirt i dtionscadail náisiúnta cosúil leis an Dlíteanas Pínsin. Bhog BOOCM go dtí an tSeirbhís Comhroinnte Airgeadais i mí Iúil 2023.</li> </ul>
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Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2023
<p>Sprioc: Ár seasamh mar eagraíocht fhoghlaiméoirílmach, fhreagrach atá dírithe ar chomhionannas a chomhdhlúthú trí feabhais, nuálaíocht agus dea-chleachtas i ndáil le rialachas</p>	<p>4. Straitéis Cumarsáide BOOCM a fhorbairt agus a chur chun feidhme, chun tacú le féiniúlacht chomhroinnte laistigh den eagraíocht agus chun feasacht ar ár mbranda agus seirbhísí a fheabhsú</p>	<ul style="list-style-type: none"> <li>Cumarsáid éifeachtach a dhéanamh le páirtithe leasmhara seachttracha. Leanúint ar aghaidh le hiarrachtaí margaiochta digiteacha a chur chun feidhme chun spriocphobail ar líne BOOCM agus a láithreach a mhéadú ar chainéil meán sóisialta trí theachtairreachtaí meán sóisialta tráthúla agus ábhartha.</li> <li>Cumarsáid éifeachtach a dhéanamh - Cumarsáid Inmheánach: Timpeallacht oibre atá dearfach, tacúil agus 'nasctha' a chothú trí chumarsáid spriocdhírithithe san áit oibre, tionscnaimh folláine agus eolaire foirne a chruthú.</li> <li>Feasacht foirne ar spriocanna agus ar chuspóirí eagraíochta a mhéadú trí úsáid a bhaint as feachtais faisnéise chun nuacht agus dea-scéalta eagraíochta a roinnt.</li> </ul>	<ul style="list-style-type: none"> <li>Tá Straitéis Cumarsáide chuimsitheach bunaithe ag BOOCM</li> <li>Tá ár bpal airdeallach ar BOOCM agus ar a sheirbhísí</li> </ul>	<ul style="list-style-type: none"> <li>D'fhorbairt BOOCM Straitéis Cumarsáide a chlúdaíonn cumarsáid inmheánach agus sheachttrach. Cuireadh an straitéis i gcrích in 2023.</li> <li>Úsáidtear cainéil fógraíochta éagsúla, lena n-áirítear na meán sóisialta, an raidió agus nuachtáin chun cumarsáid a dhéanamh le páirtithe leasmhara.</li> <li>Tá Mol Acmhainní Corparáideacha do bhaill foirne BOOCM forbartha ar SharePoint a sholáthraíonn teimpléid agus treoir maidir le cumarsáid a dhéanamh le páirtithe leasmhara inmheánacha agus seachttracha.</li> <li>Dáileadh cóip de nuachtlitr BOOCM ar bhaill foirne agus ar bhaill den Bhard ar bhonn ráithiúil.</li> <li>Chinntigh BOOCM go raibh a chuid oibleagáidí faoi Acht na dTeangacha Oifigiúla (Leasú), 2021 á gcomhlíonadh – tá tuilleadh sonraí le fáil i Rannóg 11</li> </ul>

	<p>5. Tá obair déanta chun feidhmíocht fuinnimh BOOCM a fheabhsú chun tacú lenár Straitéis Éifeachtúlacht Fuinnimh agus le clár oibre um Ghníomhú ar son na hAeráide an Rialtais.</p>	<ul style="list-style-type: none"> <li>• Leanúint ar aghaidh le maoiniú a lorg chun saoráidí den chéad scoth a chur ar fáil lena n-áirítear foirgnimh a úsáideann teicneolaíochtaí cliste chun glanastáíochtaí nialasacha a chinntiú.</li> <li>• Ní mór do BOOCM, mar chomhlacht earnála poiblí a bhfuil freagrachtaí air, an sprioc de laghdú 51% ar Astaíochtaí Gás Ceaptha Teasa a chomhlíonadh faoi 2030</li> <li>• Leanúint ar aghaidh ag tacú le infheistíocht leanúnach i mbearta laghdaithe fuinnimh trí rannpháirtíocht sna cláir seo a leanas: <ul style="list-style-type: none"> <li>○ Pobail Oideachais Níos Fearr</li> <li>○ Clár um Ghníomhú ar son na hAeráide agus um Fheasacht Fuinnimh BOOCM</li> </ul> </li> <li>• Monatóireacht agus athbhreithniú ar fheidhmíocht fuinnimh i ngach scoil agus ionad laistigh de BOOCM</li> </ul>	<ul style="list-style-type: none"> <li>• Treochlár um Ghníomhú ar son na hAeráide na hEarnála Poiblí BOOCM a chur i gcrích, mar aon le Tuairisceáin Mhonatóireachta agus Tuairiscithe a chur faoi bhráid FIÉ. An toradh feidhmíochta fuinnimh a thuairisciú do scoileanna agus d'ionaid BOOCM trí úsáid a bhaint as Foireann Uirlisí Rianaire Billí. Fuinnimh FIÉ agus scairbhileog na nÚsáideoirí Fuinnimh is Mó</li> <li>• Oibriú le bail foirne agus le mic léinn tríd an gClár Feasachta Fuinnimh, Lá Glas, Clár Take One BOOE, Feachtas Laghdaigh d'Úsáid RCAC agus cumarsáid ríomhphoist chun feasacht agus tuiscint ar éifeachtúlacht fuinnimh a mhéadú.</li> <li>• Imscrúdú a dhéanamh ar an bhféidearthacht a bhaineann le maoiniú a fháil chun foirgnimh mhórusáide fuinnimh a aisfheistiú</li> </ul>	<ul style="list-style-type: none"> <li>• Tá BOOCM ag leanúint ar aghaidh leis an aighneacht bhliantúil Mhonatóireachta agus Tuairiscithe a chríochnú agus le Treochlár um Ghníomhú ar son na hAeráide na hEarnála Poiblí a nuashonrú de réir cheanglais an tSainordaithe um Ghníomhú ar son na hAeráide.</li> <li>• Tá críoch crutha ag BOOCM lena Chlár Foirgneamh agus lena Phlean maidir le Stoc Foirgneamh agus tá siad curtha faoi bhráid FIÉ.</li> <li>• Rinne BOOCM cúig Iníúchadh Fuinnimh SI426 eile i scoileanna in 2023, agus tarraingtíodh aird ar thionscadail a d'fhéadfadh gáis cheaptha teasa a laghdú má chuirtear maoiniú ar fáil, agus tá na tionscadail seo curtha san áireamh againn inár n-uirlis <i>Gap to Target</i> freisin.</li> <li>• Lean BOOCM ar aghaidh ag obair le scoileanna agus le hionaid i ndáil lena bhFoirne Glasa agus úsáid fuinnimh trí chruinnithe ráithiúla na Foirne Glaise le Scoileanna agus le foirne BO/Riaracháin freisin.</li> <li>• Cuirtear oibreacha aisfheistithe i gcrích i bhfoirgneamh Ógtheaghála amháin i rith 2023.</li> <li>• Thairfead BOOCM feabhas éifeachtúlachta fuinnimh de</li> </ul>
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					27% i gcomparáid lena shonraí bonnlíne i gcomhair 2016.
<b>Sprioc</b>	<b>Tosaíocht</b>	<b>Gníomh</b>	<b>Táscaire Feidhmíochta</b>	<b>Nuashonrú ar Dhul Chun Cinn in 2023</b>	
<p>6. Seachadadh seirbhíse éifeachtach leanúnach a chinntiú lena n-áirítear saoráidí agus bonneagar ar archaighdeán a chur ar fáil, mar aon le tacáidíochtai gairmiúla do scoileanna agus d'ionaid BO</p> <p>Sprioc: Ar seasamh mar eagraíocht fhoghlaimoirlárnach, fhreagrach atá dírithe ar chomhionannas a chomhdhlúthú trí dhlús a chur le barr feabhais, nuálaíocht agus dea-rialachas</p>	<p>6. Seachadadh seirbhíse éifeachtach leanúnach a chinntiú lena n-áirítear saoráidí agus bonneagar ar archaighdeán a chur ar fáil, mar aon le tacáidíochtai gairmiúla do scoileanna agus d'ionaid BO</p>	<ul style="list-style-type: none"> <li>Saoráidí oideachais in BOOCM a fheabhsú agus a fhorbairt</li> <li>Tús a chur le tionscadail nua – móroibreacha, SOS<sup>19</sup>, SOE<sup>20</sup>, Deontais TF, Deontais Ábhair, Deontais Chaipitil Spóirt agus de réir mar is cuí</li> <li>Saoráidí BO a fhorbairt agus a fheabhsú.</li> <li>Seirbhísí a chur ar fáil (tionscadail TFC agus foirgnimh) d'eagraíochtaí lasmuigh de shainchúram ginearálta BOOCM cosúil le bunscóileanna agus meánscoileanna eile</li> </ul>	<ul style="list-style-type: none"> <li>Tionscadail tógála reatha a chur i gcrích agus leanúint ar aghaidh le tionscadail nua</li> </ul>	<p><b>Tionscadail reatha a chur i gcrích:</b></p> <ul style="list-style-type: none"> <li>Sineadh le Coláiste Pobail Bhéal Átha Beithe</li> <li>Cóiríocht Mhodúlach ag: <ul style="list-style-type: none"> <li>Coláiste Naomh Bricín</li> <li>Coláiste Bhréifne</li> </ul> </li> <li>Uasghrádú an tSoilsiithe Eigeandála ag: <ul style="list-style-type: none"> <li>Coláiste Pobail Bhéal Átha Beithe</li> </ul> </li> <li>Uasghrádú Doirse Dóiteáin agus Aláram Dóiteáin ag: <ul style="list-style-type: none"> <li>Coláiste Naomh Bricín</li> <li>Coláiste Bhréifne</li> <li>Coláiste Achadh an Iúir</li> </ul> </li> <li>Oibreacha Cumasúcháin do thrí sheomra ranga ghinearálta i gColáiste Bhaile na Lorgan</li> <li>Coláiste Ard Feá: Uasghrádú Dín PE agus Rampa Míchumais</li> </ul>	

<sup>19</sup> Scéim Oibreacha Samhraidh (SOS)

<sup>20</sup> Scéim Oibreacha Eigeandála (SOE)

			<p>curtha ar fáil ag an bPáirc Imeartha</p> <ul style="list-style-type: none"> <li>• Coláiste Bhaile na Lorgan: Uasghrádú Dín, Uasghrádú na Saotharlainne Eolaíochta agus Leithreas do Chách</li> </ul> <p><b>Tionscadail a Ceadaiodh in 2023</b></p> <ul style="list-style-type: none"> <li>• Cóiríocht Shealadach i gColáiste Achadh an Iúir (1 Sheomra ranga ginearálta)</li> <li>• Cóiríocht Mhodúlach i gColáiste Inbhir (9 Sheomra Ranga Ginearálta)</li> <li>• Uasghrádú ar an gCoire i gColáiste Bhéal Atha Beithe</li> <li>• Uasghrádú ar an Soilsiú Eigeandála i gColáiste Ard Feá</li> <li>• Uasghrádú ar an Soilsiú Eigeandála i gColáiste Naomh Maadhóg</li> </ul> <p><b>Tionscadail Scoile Neamh-BOO curtha i gcrích in 2023:</b></p> <ul style="list-style-type: none"> <li>• Cóiríocht Mhodúlach i Scoil Ríoga an Chabháin</li> <li>• Dhá aonad Cóiríochta Sealadaí i mBunscoil Dhúthamhlachta</li> <li>• Scoil Mhuire, Buíochar - oibreacha cumasúcháin Cóiríochta sealadaí</li> </ul> <p><b>Dul chun cinn i ndáil le tionscadail chaipitil BO</b></p> <ul style="list-style-type: none"> <li>• Réamhchás Gnó do champas Choláiste BO na Todhchaí a chur ar fáil</li> <li>• Aonad Modúlach d'Institiúid an Chabháin a chur i gcrích</li> </ul>
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		<ul style="list-style-type: none"> <li>Tacaíocht ghairmiúil a chur ar fáil do scoileanna agus do cheannairí BO i ndáil lena ról bainistíochta chun rialachas agus comhlíonadh oiriúnach a chinntiú.</li> </ul>	<p>Táthar ag tacú le foireann bhainistíochta scoile agus BO lena ról airgeadais, chomhlíonata agus rialachais</p>	<ul style="list-style-type: none"> <li>Deisiúchán, cothabháil agus uasghráduithe leanúnacha ar Champs BO</li> <li>Uasghrádú Leictreachais ag Ionad Oideachais Allamuigh na Tamhnaí</li> <li>Pumpraon Rothaíochta nua ag Ionad Oideachais Allamuigh na Tamhnaí</li> <li>Léasanna agus feistiú áitribh nua do Sheirbhísí BO, lena n-áirítear Ógtheagmháil Charraig Mhachaire Rois, Ógtheagmháil Dhún an Rí, Seirbhísí Oiliúna agus Lóistíocht Slabhra Soláthair agus Ionad Soláthair</li> <li>Trealamh nua agus athsholáthair ceannaithe chun a chinntiú go mbeidh rochtain ag foghlaimoírí ar an teicneolaíocht is déanaí agus ar shaoráidí ar ardchaighdeán.</li> </ul> <p>Stiúrthóireacht EFT BOOCM ag soláthar tacaíochta leanúnaí d'fhoirme bainistíochta uile scoileanna agus ionad BO, chun a chinntiú go bhfuil beartais, reachtaíocht ábhartha, imlitreacha etc. á gcomhlíonadh.</p>
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Spriocanna Sainaitheanta sa CSF				
Sprioc	Tosatocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2023
Rialachas	1. Rátaí tinnimh ag cruinnithe boird	<ul style="list-style-type: none"> <li>Ba cheart do bhoird aonair béim a leagan an athuair ar an riachtanas a bhaineann le freastal ar gach cruinniú boird de réir an Chóid Cleachtais do Rialachas BOONna</li> <li>Taifead a choinneáil ar neamhláithreachtaí nó leithscéalta. Neamhláithreachtaí gan leithscéalta a cheistiú.</li> </ul>	Tinreamh uasta ag cruinnithe Boird agus Coiste	<ul style="list-style-type: none"> <li>Meabhraítear don Bhord go rialta go bhfuil sé riachtanach freastal ar gach cruinniú Boird, agus bhí an meánráta tinnimh cothrom le 82% in 2023.</li> <li>Faightear leithscéal i gcónaí nuair nach mbíonn ball Boird ar fáil. Taifeadtar leithscéalta sna Miontuairiscí. Ní bhíonn aon ghá le hobair leantach de ghnáth.</li> </ul>
	2. Féinmheasúnuithe Boird	<ul style="list-style-type: none"> <li>Ba cheart do gach Bord féinmheasúnuithe a dhéanamh, trí úsáid a bhaint as an gceistneoir atá le fáil sa Chód Cleachtais, chun réimsí ina bhfuil gá le feabhas a shainiú.</li> </ul>	<ul style="list-style-type: none"> <li>Féinmheasúnú Boird déanta, na feabhsuithe riachtanacha taifeadta agus tacafocht oiliúna eagraithe más cuí</li> </ul>	<ul style="list-style-type: none"> <li>Rinneadh é sin ar fad i R4 2023.</li> <li>Reáchtáladh cúrsaí oiliúna athnuachana maidir le Rialachas Bhord BOOCM, an Coiste Iniúchta agus Riosca agus Airgeadais i mí an Mheithimh 2023.</li> </ul>
	3. Saineolas airgeadais ar choistí iniúchta agus airgeadais	<ul style="list-style-type: none"> <li>Ba cheart don Bhord ceapacháin ar choistí iniúchta agus airgeadais a dhéanamh i gcomhairle le cathaoirleach choiste. Ba cheart go mbeadh baill sheachtracha de choistí in ann tairbhe a bhaint as scileanna iniúchta agus airgeadais agus as taithí atá acu nuair a bhíonn a ról á gcomhlíonadh acu.</li> </ul>	<ul style="list-style-type: none"> <li>Tá coistí ceaptha agus tá an taithí agus anaineolas airgeadais riachtanach ag baill sheachtracha</li> </ul>	<ul style="list-style-type: none"> <li>Bunaíodh coistí Iniúchta agus Riosca agus Airgeadais i mí na Nollag 2019, i ndiaidh Bhord BOOCM nua a thoghadh i mí Iúil 2019 i ndiaidh na dtoghchán áitiúil.</li> <li>Tá an taithí agus anaineolas airgeadais riachtanach ag baill.</li> </ul>
	4. Breithmheas an Bhoird ar obair curtha i gcrích an Coistí Airgeadais	<ul style="list-style-type: none"> <li>Ba cheart do Chathaoirleach gach bord a chinntiú go gcuirtear tuarascálacha i scríbhinn ar do bhaill Bhoird maidir leis an obair a chuir na Coiste Airgeadais agus</li> </ul>	<ul style="list-style-type: none"> <li>Tuarascáil faighte ón gCoiste Airgeadais agus ón gCoiste Iniúchta agus Riosca agus</li> </ul>	<ul style="list-style-type: none"> <li>Tuarascáil curtha faoi bhráid an Bhoird i ndiaidh gach cruinniú Coiste (Cúig chruinniú den Choiste</li> </ul>

	agus Iniúchta agus Riosca	Iniúchta agus Riosca i gcrích faoin gCód Cleachtais do Rialachas BOOanna	curtha faoi bhráid an Bhoird	Airgeadais agus ceithre chruinniú den Choiste Iniúchta agus Riosca reáchtáilte in 2023).
	5. Féinmheasúnú déanta ag an gCoiste Airgeadais agus ag an gCoiste Iniúchta agus Riosca	<ul style="list-style-type: none"> <li>Ba cheart do Chathaoirleach CIR agus do Chathaoirleach an Choiste Airgeadais a chinntiú go gcuirtear cleachtadh féinmheasúnaithe i gcrích gach bliain de réir mar a cheanglaítear faoin gCód Cleachtais do Rialachas BOOanna</li> </ul>	<ul style="list-style-type: none"> <li>Déanann Coistí féinmheasúnú</li> </ul>	<ul style="list-style-type: none"> <li>Curtha i gcrích go bliantúil ag gach coiste i R4.</li> </ul>

<b>Spriocanna Sainaitheanta sa CSF</b>				
<b>Spríoc</b>	<b>Tosaíocht</b>	<b>Gníomh</b>	<b>Táscaire Feidhmíochta</b>	<b>Nuashonrú ar Dhul Chun Cinn in 2023</b>
Rialachas	Forbairt Foirme <sup>21</sup>	<ul style="list-style-type: none"> <li>Ba cheart don Phríomhfheidhmeannach an méid seo a leanas a chinntiú: <ul style="list-style-type: none"> <li>ceaptar ball foirme mar bhainisteoir oiliúna.</li> <li>déantar anailís ar riachtanais oiliúna sa bhainistíocht airgeadais ar bhonn bliantúil.</li> <li>forbraítear agus cuirtear chun feidhme clár oiliúna maidir le bainistíocht airgeadais</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Ball foirme sannta agus Foireann thras-earnálach le bunú chun riachtanais oiliúna a shainaithint agus a mheas agus chun Plean Oiliúna a fhorbairt de réir an bheartais Forbartha Gairmiúla agus na Samhla Aibíochta Airgeadais</li> <li>Baill foirme ag díriú ar raon soláthair FGL, lena n-áirítear clár dheimhniithe.</li> <li>Clár ionductaithe curtha ar fáil d'fhoireann nua scoile agus BO.</li> </ul>	<ul style="list-style-type: none"> <li>Chuir BOOCM na cúrsaí oiliúna seo a leanas ar fáil don fhoireann riaracháin i rith 2023: <ul style="list-style-type: none"> <li>Feasacht Cibearshlándála lena n-áirítear Feasacht Fioscaireachta</li> <li>Cúrsaí Oiliúna TF a chlúdaigh raon modúl Microsoft.</li> <li>Scileanna Láithreoireachta &amp; Óráidíochta don mheánbhainistíocht agus do bhainisteoirí sinsearacha</li> <li>Oiliúint Aoisiúntais (SPSPS) d'fhoireann pinsean BOOCM</li> <li>Scileanna Glasa - Fuinneamh</li> </ul> </li> </ul>

<sup>21</sup> Tagraíonn sé seo do BOO a bheith ag cinntiú go sanntar freagracht fhoriomlán ar bhall dá fhoireann reatha as mairseacht agus as cur chun feidhme oiliúna ar fud an BOO agus é mar a aidhm cur chuige straitéiseach, comhleánúch agus éifeachtúil a chinntiú i ndáil le hoiliúint i ngach réimse feidhme. D'fhéadfadh a leithéid sin de ról a bheith ag teacht le struchtúir agus le socrúithe reatha ar fud an BOO agus ní ceanglas atá ann gur ról lánaimeartha a bheadh ann. Is í an phríomh-shaincheist go mbeadh ball foirme ann a bhfuil an freagracht fhoriomlán air nó uirthi agus atá freagrach as mairseacht a dhéanamh ar an gclár oiliúna.

		<ul style="list-style-type: none"> <li>• FGL i réimsí nua, mar shampla, feasacht / cosaint an chomhshaoil</li> <li>• Córas suaitheantais a fhorbairt do FGL curtha i gcrích</li> <li>• Cláir r-Fhoghlama do Shláidéalí Sonraí agus do Shláidéalí TFC trí chórais bogearraí thiomanta.</li> </ul>	<p>&amp; Laghdaigh d'Usáid.</p> <ul style="list-style-type: none"> <li>• Modúil Foghlama DCM lena n-áirítear Ceannaireacht Ionchuimsitheach</li> <li>• Oiliúint maidir le Conradh Fostaíochta IBEC</li> <li>• Oiliúint maidir le córas na Seirbhíse Comhroinnte Airgeadais lena n-áirítear tuairiscíú Power BI agus P2P seachadta ag SCGO.</li> <li>• Oiliúint maidir le Comhionannas agus Eagsúlacht</li> <li>• Oiliúint maidir le Saoráil Faisnéise (SF) do Chinnteoirí</li> <li>• An Cód Caiteachais Phoiblí</li> <li>• Lá FGL na Foirne Riaracháin reáchtáilte i Meitheamh 23 a dhirigh ar Bhainistíocht Fuinnimh, Cumarsáid Chorpóraideach agus eagraíodh Ceardlann Folláine freisin</li> <li>• Ról an Oifigeach Oiliúna samnta d'Oifigeach Riaracháin Ghrád VII laistigh den fhoireann AD. . .</li> <li>• <b>Dréachtbheartas FGL d'Fhoireann Riaracháin BOO le cur i gcrích in 2024.</b></li> </ul>
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Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2023
Rialachas	Spriodhataí tuairiscithe roinne	<ul style="list-style-type: none"> <li>Ba cheart cloí leis na spriodhataí tuairiscithe atá sonraithe ag an Roinn.</li> <li>Féilire Rialachais agus Comhlíonta curtha chun feidhme chun a chinntiú go ndéantar tuairisceáin in am</li> </ul>	<ul style="list-style-type: none"> <li>Cuirtear tuarascálacha ar fáil in am nó roimh an spriodhata.</li> <li>Cuirtear tuairisceáin ar fáil in am agus ní ghearrtar aon phionós</li> </ul>	<ul style="list-style-type: none"> <li>Cloíodh le spriodhataí tuairiscithe in 2023 agus níor gearradh aon phionós.</li> <li>Tá an Féilire Rialachais agus Comhlíonta curtha i gcrích i gcomhair 2023.</li> </ul>
	Beartas Bainistíochta Riosca	<ul style="list-style-type: none"> <li>Ba cheart do Bhord gach BOO a chinntiú go bhfuil próiseas leanúnach deartha chun riosca suntasacha a shainaithint agus déileáil leo, rioscaí a bhfuil baint acu le torthaí eintitis a chinntiú. Ba cheart do CIR tacú leis an mBord leis an ról seo</li> </ul>	<ul style="list-style-type: none"> <li>Is mír ardleibhéil ar an gclár oibre ag gach cruinniú bainistíochta é riosca.</li> <li>Athbheithniú ráithiúil déanta ar Chláir Rioscaí do EFT, BO agus Scoileanna, agus gníomhartha oiriúnacha déanta chun riosca a bhainistiú agus curtha i láthair ag gach cruinniú CIR, agus cuirtear miontuairiscí na gcrúinnithe sin faoi bhráid an Bhoird.</li> <li>Clár Rioscaí Corparáideacha Nua bunaithe do rioscaí Ardleibhéil.</li> <li>Athbheithniú ráithiúil déanta ag an bhFoireann Bainistíochta Shinsearach agus curtha faoi bhráid an Bhoird</li> </ul>	<ul style="list-style-type: none"> <li>Monatóireacht ráithiúil ar gach Clár Rioscaí i rith 2023</li> </ul>
	Rialuithe Inmheánacha	<ul style="list-style-type: none"> <li>Ba cheart do Bhord gach BOO a chinntiú go bhfaigheann sé dearbhú réasúnach go bhfuil rialuithe sonraithe ag feidhmiú mar a bhí beartaithe</li> </ul>	<ul style="list-style-type: none"> <li>Cuireann scoileanna agus ionaid agus ranna riaracháin Ráitis ar Rialú Inmheánach (RRI) i gcrích.</li> </ul>	<ul style="list-style-type: none"> <li>Bhí gach ráiteas i gcomhair 2022 críochnaithe agus cuireadh faoi bhráid FSB iad i R1 2023.</li> <li>Cuireadh an RRI i gcomhair 2022 faoi bhráid an Choiste Iniúchta</li> </ul>

			<ul style="list-style-type: none"> <li>• Déanann Stiúrthóirí athbhreithniú orthu seo agus cuirtear faoi bhráid an Phríomhfheidhmeannaigh iad</li> <li>• Ansin déanann siad cur i láthair don RRI agus do CIR a thuiriscíonn don Bhord</li> <li>• Déantar spotseiceálacha faoi threoir na Meithle Comhlíonta.</li> </ul>	<p>agus Riosca i mí Márta 2023 chun críche athbhreithnithe agus le moladh don Bhord.</p> <ul style="list-style-type: none"> <li>• Bhuail an Mheitheal Chomhlíonta i R1 agus i R3 2023 chun plé agus athbhreithniú a dhéanamh ar sceideal spotseiceálacha atá le cur i gcrích i rith 2023.</li> <li>• Cuireadh Spotseiceálacha 2023 i gcrích.</li> </ul>
	Comhlíontacht	<ul style="list-style-type: none"> <li>• Gníomhaíocht dearbhaithe oibiachtúil a dhéanamh atá deartha chun luach a chur le agus chun oibríochtaí BOOCM a fheabhsú.</li> <li>• Tairbhe a bhaint as cur chuige córasach maidir le monatóireacht agus athbhreithniú</li> <li>• Éifeachtacht na bpróiseas bainistíochta riosca, rialaithe agus rialachais a fheabhsú</li> </ul>		

## 21 Tuarascáil Bhliantúil ar Dhualgas Comhionannais agus Chearta an Duine na hEarnála Poiblí

Mar eagraíocht earnála poiblí, tá dualgas ar BOOCM faoi Dhualgas Comhionannais agus Chearta an Duine na hEarnála Poiblí deireadh a chur le hidirdhealú, tacú le comhionannas deiseanna agus cearta an duine fhostaithe BOOCM a chosaint agus na ndaoine a gcuirimid seirbhísí ar fáil dóibh, le linn dúinn ár bhfeidhmeanna mar eagraíocht a chur i gcrích.

In 2022, d'fhoilsigh BOOCM a mheasúnú ar shaincheisteanna a bhain le comhionannas agus le cearta an duine, agus plean feidhmithe agus gníomhaíochta chun Dualgas na hEarnála Poiblí a chur chun feidhme. I rith 2023, lean BOOCM ar aghaidh le fíis straitéiseach a chur chun feidhme atá bunaithe ar ghealltanais maidir le comhionannas agus cearta an duine a chinntiú dá mhic léinn, foghlaimoirí, baill foirne agus páirtithe leasmhara poiblí go ginearálta.

In 2023, bhí baint ag baill foirne as ar fud na heagraíochta le rolladh amach agus le leabú Luachanna Comhionannais agus Chearta an Duine BOOCM. Tá na luachanna seo a leanas - Comhpháirtíocht, Ionchuimsiú agus Ceartas Sóisialta - sainaitheanta mar luachanna a spreagann ár dtiomantas do chomhionannas agus do chearta an duine.

Tá iarrachtaí gníomhacha á ndéanamh ag BOOCM chun a Dhualgas Earnála Poiblí a leabú ina struchtúr eagraíochta, forbairt beartais agus soláthar agus seachadadh seirbhísí trí dhá mheitheal a dhéanann ionadaíocht ar gach colún de BOOCM. Beidh siad freagrach as Dualgais na hEarnála Poiblí a stiúradh ar fud na heagraíochta agus as feidhmiú mar thiománaí chun dlús a chur le tosú, tiomáint agus monatóireacht ar obair an BOOCM chun an Dualgas Earnála Poiblí a chur chun feidhme.

Ar bhonn leanúnach, tacaíonn BOOCM le tionscnaimh a bhfuil sé mar aidhm leo feasacht a mhúscailt ar chearta an duine agus ar chomhionannas, cosúil le:

- Leathnú a dhéanamh ar aonaid Riachtanas Speisialta Oideachais ar fud an Chabháin agus Mhuineacháin chun rochtain chomhionann ar oideachas a chinntiú
- Cúrsaí oiliúna maidir le Feasacht ar Theanga Chomharthaíochta na hÉireann a eagrú i scoileanna, ionaid agus in oifigí riaracháin

- Oiliúint agus monatóireacht ar Inrochtaineacht Dhigiteach lena n-áirítear doiciméid inrochtana a chruthú mar aon le suíomh gréasáin inrochtana do chách
- Seirbhísí Tacaíochta d'Fhoghlaimeoirí a fhorbairt le hOifigeach tiomnaithe agus Seaimpíní Tacaíochta / Folláine Foghlaimeoirí i ngach Seirbhís BO

Leanfar ar aghaidh le tiomantas a bhaineann le comhionannas, éagsúlacht agus ionchuimsiú a fhorbairt ar fud na heagraíochta agus le seirbhísí freagrúla a sholáthar mar aon le cúram do chustaiméirí den chéad scoth a chur ar fáil dár n-úsáideoirí seirbhíse agus don phobal trí chéile.

## 22 Tuarascáil Bhliantúil 2023 ar Fheidhmíocht Fuinnimh na hEarnála Poiblí

Public Body	ENERGY PERFORMANCE				GREENHOUSE GAS EMISSIONS							
	2022 energy consumption		Energy performance indicator		Fossil CO <sub>2</sub> emissions				Total CO <sub>2</sub> emissions			
	Final GWh	Primary GWh	2030 target	Change since EE baseline ● good ● bad	GHG baseline tCO <sub>2</sub>	2022 tCO <sub>2</sub>	2030 target tCO <sub>2</sub>	Change since GHG baseline ● good ● bad	GHG baseline tCO <sub>2</sub>	2022 tCO <sub>2</sub>	2030 target tCO <sub>2</sub>	Change since GHG baseline ● good ● bad
Cavan & Monaghan Education & Training Board	7.7	11.3	-50%	-27%	793.2	808.9	388.6	+2%	2,017.2	1,850.6	652.7	-8%

Léirítear i dTáscaire Feidhmíochta Fuinnimh BOOCM gur fheabhsaigh sonraí 2022 27% i gcomparáid leis an mbonnlíne éifeachtúlachta fuinnimh, gur mhéadaigh astaíochtaí CO<sub>2</sub> Breosla Iontaise Gás Ceaptha Teasa 2% agus gur laghdaigh astaíochtaí CO<sub>2</sub> Iomlána 8%.

Bhí an Gníomhú ar son na hAeráide agus Bainistíocht Fuinnimh luaite i gclár oibre na laethanta BO agus FGL Riaracháin a réachtáladh in 2023.

Rinne OFF BOOCM cur i láthair maidir le Treochlár Ghníomhú ar son na hAeráide na hEarnála Poiblí ag Comhdháil Bhliantúil um Ghníomhú ar son na hAeráide FIÉ i R3 2023.

Chuir BOOCM dhá iarratas isteach do dheimhniú an Mhairc Taistil Níos Cliste thar ceann Institiúid an Chabháin agus Institiúid Mhuineacháin a bhfuiltear fós ag obair orthu.

## 23 Tuarascáil Bhliantúil ar fheidhmíocht oibleagáidí faoi Acht na dTeangacha Oifigiúla, (Leasú), 2021

Treisiónn Acht na dTeangacha Oifigiúla, (Leasú), 2001, a achtaíodh i mí na Nollag 2021, Acht na dTeangacha Oifigiúla, 2003. Is é aidhm na reachtaíochta cur le, ar bhealach eagraithe thar thréimhse ama, líon agus caighdeán na seirbhísí a chuireann comhlachtaí poiblí ar fáil don phobal trí Ghaeilge.

Tháinig Alt 10A (Fógraíocht Comhlachtaí Poiblí) d'Acht na dTeangacha Oifigiúla (Leasú),

2021, i bhfeidhm ar an 10 Deireadh Fómhair 2022 agus ciallaíonn sé go bhfuil dualgais le comhlíonadh ag comhlachtaí poiblí i ndáil leis an tslí a ndéanann siad cumarsáid i dteanga oifigiúil an Stáit.

Ní mór do gach comhlacht poiblí a chinntiú go ndéantar ar a laghad 20% dá fhógraíocht bhliantúil trí Ghaeilge agus go gcaithfear 5% den bhuiséad fógraíochta ar fhógraíocht i nGaeilge sna meáin Ghaeilge. Is oifig reachtúil neamhspleách í Oifig an Choimisinéara Teanga atá ag feidhmiú mar sheirbhís Ombudsman agus mar ghníomhaireacht chomhlíontachta don Acht.

In 2023, d'fhreastail baill foirne ainmnithe ar sheimineáir éagsúla a d'eagraigh Oifig an Choimisinéara Teanga maidir le ceanglais nua an Achta. Ina dhiaidh sin, d'achtaigh BOOCM roinnt athruithe chun an tAcht a chomhlíonadh, lena n-áirítear úsáid a bhaint as sínithe ríomhphoist dátheangacha, an comhfhreagras oifigiúil a nuashonrú chun Gaeilge a chur san áireamh, athbhreithniú ar fhoirmeacha oifigiúla agus faisnéis phoiblí, margaíocht agus sócmhainní earcaíochta BOOCM a chur ar fáil trí Ghaeilge.

Chuir BOOCM tuairisceán comhlíonta leictreonach ar fáil don Choimisinéir Teanga maidir le fógraíocht a rinneadh idir an 1 Eanáir 2023 agus an 31 Nollaig 2023, an dá dháta sin san áireamh. Léirítear sa tuairisceán gur chomhlíon BOOCM na rialacháin fógraíochta 20% agus 5%. Cuireadh an tuairisceán faoi bhráid an Choimisinéara Teanga i mí Márta 2024.

## 24 Tuarascáil Bhliantúil ar Nochtaí Cosanta

### An tAcht um Nochtadh Cosanta, 2014 - 2022

Tháinig an tAcht um Nochtadh Cosanta, 2014 i bhfeidhm ar an 15 Iúil 2014 agus leasaíodh é ar an 1 Eanáir 2023 le hAcht um Nochtadh Cosanta (Leasú), 2022.

Soláthraíonn an tAcht seo creat inar féidir le hoibrithe aird a tharraingt ar ábhair imní maidir le héagóir fhéideartha atá tagtha chun solais san áit oibre agus fios acu gur féidir leo tairbhe a bhaint as cosaintí suntasacha agus as cosaintí eile má ghearrann a f(h)ostóir pionós orthu nó má fhulaingíonn siad aon díobháil de bhrí go ndearna siad amhlaidh.

Tá beartas agus nósanna imeachta bunaithe ag BOO an Chabháin agus Mhuineacháin (BOOCM), a spreagfaidh oibrithe, i dteannta leis an reachtaíocht, chun éagóir fhéideartha a thuairisciú agus fios acu go nglacfar go dáiríre lena n-ábhar imní agus go ndéanfar iad a imscrúdú, más cuí, agus go mbeidh a rúndacht á hurramú.

Leagtar béim sa bheartas seo ar an bpointe go bhfuil sé oiriúnach i gcónaí aird a tharraingt ar ábhair imní má tá siad bunaithe ar thuairim réasúnach, beag beann ar cibé acu a sainithnítear nó nach sainithnítear aon éagóir ina dhiaidh sin. Chomh maith leis sin, tá treoir le fáil d'oibrithe sa bheartas maidir le conas aird a tharraingt ar ábhair imní

Baineann an beartas seo le gach oibrí BOOCM, lena n-áirítear conraitheoirí, comhairligh, baill foirne ghníomhaireachta, iar-fhostaithe agus intéirnigh/oiliúnaithe.

De réir fhorálacha na nAchtanna um Nochtadh Cosanta, tá Fiona Nugent ceaptha ag BOOCM chun glacadh le nochtaí cosanta. Is féidir teagmháil a dhéanamh leis an oifigeach ainmnithe trí ghlaoch ar an uimhir 047 30888, trí ríomhphost a sheoladh chuig [speakup@cmetb.ie](mailto:speakup@cmetb.ie) nó trí chomhfhreagras a sheoladh sa phost chuig BOO an Chabháin agus Mhuineacháin, an tIonad Riaracháin, Sráid an Mhargaidh, Muineachán, H18 W449.

## **Tuarascáil Bhliantúil maidir le Nochtaí Cosanta 2023**

Tuarascáil bhliantúil Bhord Oiliúna an Chabháin agus Mhuineacháin de réir mar a cheanglaíonn Alt 22 d'Acht um Nochtadh Cosanta, 2014 (arna leasú).

De bhua an cheanglais seo, deimhníonn BOOCM nach bhfuarthas aon (0) tuarascáil faoin Acht um Nochtadh Cosanta i rith 2023. Rinneadh measúnú ar nochtadh a fuarthas in 2022, agus níor measadh gur Nochtadh Cosanta a bhí ann de réir bhrí na reachtaíochta.



## 25 Tábla figiúirí

Figióir 1: Fís, Misean agus Luachanna BOOCM ina Ráiteas Straitéise 2022-2026.....	107
Figióir 2: Luachanna BOOCM.....	108
Figióir 3: Spriocanna Straitéiseacha BOOCM.....	109
Figióir 4: Struchtúr Eagraíochta BOOCM.....	114
Figióir 5: Scoileanna agus Institiúidí BOOCM.....	115
Figióir 6: Breisoideachas agus Oilíúint agus Seirbhísí Coimhdeacha BOOCM .....	116
Figióir 7: Baill de BOOCM agus Foireann Riaracháin Meán Fómhair 2023.....	119
Figióir 8: Struchtúr Rialachais BOOCM .....	120
Figióir 9 An tAire Heather Humphreys ar cuairt ar Choláiste Pobail Bhéal Átha Beithe chun an síneadh scoile nua a oscailt go hoifigiúil. ....	130
Figióir 10 Mic Léinn Idirbhliana Choláiste Bhaile na Lorgan ag glacadh páirt sa tionscnamh CLG do chách.....	133
Figióir 11 Éiteas agus bunluachanna Scoileanna BOO .....	133
Figióir 12 Bronnadh Bratach Ómra Pieta ar Choláiste Naomh Bricín as a thiomantas tacú le meabhairshláinte dhearfach.....	134
Figióir 13 Buaiteoirí Díospóireachta Uile-Éireann Choláiste Learga .....	135
Figióir 14 BOOCM ag óstáil Ceardlann Táthúcháin Réaltachta Fíorúla do mhic léinn Mheánscoile áitiúla .....	135
Figióir 15 Banna Mór Tradoodle, a chuaigh i bhfeidhm go mór ar gach duine ag Féile Tradoodle lena thaibhiú iontach.....	137
Figióir 16 A Deep Ravine: Reflections on a Divided Ireland mar chuid de Dheich mBlíana na gCuimhneachán 2023.....	138
Figióir 17 An Oíche Chultúir in Amharclann Gharáiste tráth a raibh 30 bliain ar an bhfód á cheiliúradh .....	139
Figióir 18 Searmanas Bronnta na gCúrsaí Oideachais d'Aosaigh 2023 .....	141
Figióir 19D'oibrigh Printíseacht Innealtóireachta OEM le Iarnród Éireann chun an clár Printíseachta a thairiscint chun oilíúint a chur ar phrintísigh i réimse na hinnealtóireachta OEM.....	141
Figióir 20Sheol BOOCM, i gcomhpháirt le Coláiste Talmhaíochta Bhéal Átha hÉis Teagasc cúrsa oiliúna nua lompróra Foraoiseachta. ....	142
Figióir 21 D'éirigh go breá le mic léinn Choláiste Inbhir agus Choláiste Dhún an Rí ag comórtas "Cócaire Óg na Blíana" in Institiúid an Chabháin .....	143
Figióir 22 Sheol Printíseacht Gruagaireachta BOOCM Salón nua in Institiúid an Chabháin .....	144
Figióir 23Saoráid Oilíúna Forcardaitheora san Ionad LSSS nua.....	147
Figióir 24 Ionsamhlóirí Tiomána san ionad LSSS nua .....	148
Figióir 25 Daoine Óga ó Choláiste Bhréifne ag glacadh páirt sa Chlár Gníomhaíochta Am Caithimh Aimsire Iarscoile .....	151
Figióir 26 Daoine Óga ó Choláiste Ard Feá ag glacadh páirt sa Chlár Gníomhaíochta Am Caithimh Aimsire Iarscoile .....	151
Figióir 27 Daoine Óga ón Úcráin ag glacadh páirt i gClár Róbataice faoi COIÁ .....	154
Figióir 28 Daoine Óga ag glacadh páirt i dTionscadal Ealaíne Múrphictiúir faoi COIÁ ..	154
Figióir 29 Daoine Óga ó Ghluaiseacht Phobal an Lucht Siúil an Chabháin ag glacadh páirt i gCeiliúradh Pobail ar a Stair Eitneach faoi COIÁ .....	154
Figióir 30 Daoine Óga ón Pobal Romach nua i nDeisceart Mhuineacháin ag glacadh páirt i gClár Cóir faoin COIÁ .....	154
Figióir 31 Printísigh BOOCM ag glacadh páirt in Battlezone Archery mar chuid de lá Nearthú na Foirniúlachta.....	155

Figióúr 32 Printísigh BOOCM ag foghlaim Scileanna Dreapadóireachta .....	156
Figióúr 33 Struchtúr Eagraíochta Riaracháin BOOCM.....	158
Figióúr 34 An tAire Heather Humphreys ar cuairt ar Choláiste Pobail Bhéal Átha Beithe chun an síneadh scoile nua a oscailt go hoifigiúil .....	170
Figióúr 35 An tAire Harris ag oscailt Saoráid Oideachais agus Oiliúna nua Institiúid an Chabháin go hoifigiúil.....	171
Figióúr 36 'Lá Glas' BOOCM chun aird a tharraingt ar Fhreagracht Chomhshaoil.....	173
Figióúr 37 An tseachtain 'Bí gníomhach'.....	174
Figióúr 38 Mic Léinn ó Choláiste Naomh Bricín ag glacadh páirt sa Lá Glas.....	174
Figióúr 1: Fís, Misean agus Luachanna BOOCM ina Ráiteas Straitéise 2022-2026.....	3
Figióúr 2: Luachanna BOOCM.....	4
Figióúr 3: Spriocanna Straitéiseacha BOOCM.....	5
Figióúr 4: Struchtúr Eagraíochta BOOCM.....	10
Figióúr 5: Scoileanna agus Institiúidí BOOCM.....	11
Figióúr 6: Breisoideachas agus Oiliúint agus Seirbhísí Coimhdeacha BOOCM .....	12
Figióúr 7: Baill de BOOCM agus Foireann Riaracháin, Meán Fómhair 2023.....	15
Figióúr 8: Struchtúr Rialachais BOOCM .....	16
Figióúr 9 An tAire Heather Humphreys ar cuairt ar Choláiste Pobail Bhéal Átha Beithe chun an síneadh scoile nua a oscailt go hoifigiúil. ....	24
Figióúr 10 Mic Léinn Idirbhliana Choláiste Bhaile na Lorgan ag glacadh páirt sa tionscnamh CLG do chách.....	27
Figióúr 11 Éiteas agus bunluachanna Scoileanna BOO .....	27
Figióúr 12 Bronnadh Bratach Ómra Pieta ar Choláiste Naomh Bricín as a thiomantas tacú le meabhairshláinte dhearfach.....	28
Figióúr 13 Buaiteoirí Díospóireachta Uile-Éireann Choláiste Learga .....	28
Figióúr 14 BOOCM ag óstáil Ceardlann Táthúcháin Réaltachta Fíorúla do mhic léinn Mheánscoile áitiúla .....	28
Figióúr 15 Banna Mór Tradoodle, a chuaigh i bhfeidhm go mór ar gach duine ag Féile Tradoodle lena thaibhiú iontach.....	30
Figióúr 16 A Deep Ravine: Reflections on a Divided Ireland as part of The Decade of Centenaries 2023.....	31
Figióúr 17 An Oíche Chultúir in Amharclann Gharáiste tráth a raibh 30 bliain ar an bhfód á cheiliúradh .....	32
Figióúr 18 Searmanas Bronnta na gCúrsaí Oideachais d'Aosaigh 2023 .....	34
Figióúr 19 D'oibrigh Printíseacht Innealtóireachta OEM le Iarnród Éireann chun an clár Printíseachta a thairiscint chun oiliúint a chur ar phrintísigh i réimse na hinnealtóireachta OEM.....	34
Figióúr 20 Sheol BOOCM, i gcomhpháirt le Coláiste Talmhaíochta Bhéal Átha hÉis Teagasc cúrsa oiliúna nua lompróra Foraoiseachta. ....	34
Figióúr 21 D'éirigh go breá le mic léinn Choláiste Inbhir agus Choláiste Dhún an Rí ag comórtas "Cócaire Óg na Bliana" in Institiúid an Chabháin .....	35
Figióúr 22 Sheol Printíseacht Gruagaireachta BOOCM Salón nua in Institiúid an Chabháin .....	36
Figióúr 23 Saoráid Oiliúna Forcardaitheora san Ionad LSSS nua.....	39
Figióúr 24 Ionsamhlóirí Tiomána san ionad LSSS nua.....	39
Figióúr 25 Daoine Óga ó Choláiste Bhréifne ag glacadh páirt sa Chlár Gníomhaíochta Am Caithimh Aimsire Iarscoile .....	42
Figióúr 26 Daoine Óga ó Choláiste Ard Feá ag glacadh páirt sa Chlár Gníomhaíochta Am Caithimh Aimsire Iarscoile .....	42
Figióúr 27 Daoine Óga ón Úcráin ag glacadh páirt i gClár Róbataice faoi COIÁ .....	44

Figióúr 28 Daoine Óga ag glacadh páirt i dTionscadal Ealaíne Múrphtictiúir faoi COIÁ ....	44
Figióúr 29 Daoine Óga ó Ghluaiseacht Phobal an Lucht Siúil an Chabháin ag glacadh páirt i gCeiliúradh Pobail ar a Stair Eitneach faoi COIÁ .....	45
Figióúr 30 Daoine Óga ón Pobal Romach nua i nDeisceart Mhuineacháin ag glacadh páirt i gClár Cóir faoin COIÁ .....	45
Figióúr 31 Printísigh BOOCM ag glacadh páirt in Battlezone Archery mar chuid de lá Nearthú na Foirniúlachta.....	46
Figióúr 32 Printísigh BOOCM ag foghlaim Scileanna Dreapadóireachta .....	47
Figióúr 33 Struchtúr Eagraíochta Riaracháin BOOCM.....	48
Figióúr 34 An tAire Heather Humphreys ar cuairt ar Choláiste Pobail Bhéal Átha Beithe chun an síneadh scoile nua a oscailt go hoifigiúil. ....	60
Figióúr 35 An tAire Harris ag oscailt Saoráid Oideachais agus Oiliúna nua Institiúid an Chabháin go hoifigiúil.....	61
Figióúr 36 'Lá Glas' BOOCM chun aird a tharraingt ar Fhreagracht Chomhshaoil.....	63
Figióúr 37 An tseachtain 'bí gníomhach' .....	63
Figióúr 38 Mic Léinn ó Choláiste Naomh Bricín ag glacadh páirt sa Lá Glas.....	63

## Liosta Giorrúchán:

RAB	Ráitis Airgeadais Bhliantúla
RFC	Rochtain ar Fhaisnéis faoin gComhshaol
LAS	Litearthacht Aosaigh don Saol
CFM	Clár Foghlama Malartach
CIR	An Coiste Iniúchta agus Riosca
NSU	Neamhord de chuid Speictream an Uathachais
PLG	Plean Leanúnachais Ghnó
BB	Bord Bainistíochta
CB	Cibearilimintí Bunúsacha
BOOCM	Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin
SNP	Scoil Náisiúnta Pobail
FGL	Forbairt Ghairmiúil Leanúnach
PSC	Plean Soláthair Chorparáidigh
TMCL	Tuarascáil Mhaoirseachta um Chosaint Leanaí
POR	Príomhoifigeach Riosca
LDÓ	Leanaí agus Daoine Óga
CSLDÓ	Coistí Seirbhísí do Leanaí agus Daoine Óga
AC&C	An tArd-Reachtair Cuntas agus Ciste
RLCMLÓ	An Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige
LTA	Leas-Teagmhálaí Ainmnithe
RO	An Roinn Oideachais
RBATNE	An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta
TA	Teagmhálaí Ainmnithe
OCS	Oifigeach um Chosaint Sonraí
FNS	Fostaíocht agus Nuálaíocht Shóisialta
CÉC	Comhionannas, Éagsúlacht agus Cuimsiú
BSF	Bainistíocht Soghluaisteachta Fiontair
SCGO	Seirbhísí Comhroinnte Gnó Oideachais
BCTE	Béarla do Chainteoirí Teangacha Eile
BOO	Bord Oideachas agus Oiliúna
BOOÉ	Boird Oideachais agus Oiliúna na hÉireann
SOÉ	Scéim Oibreacha Éigeandála
BO	Breisoideachas agus Oiliúint
RGCS	An Rialachán Ginearálta maidir le Cosaint Sonraí
SPG	Soláthar Poiblí Glas
All	An tAonad Iniúchta Inmheánaigh
CBSF	An Córas um Bainistiú Slándáil Faisnéise
TFC	Teicneolaíocht Faisnéise agus Cumarsáide
PTF	Príomhtháscaire Feidhmíochta
CÁEO	Comhpháirtíocht Áitiúil Ealaíon san Oideachas
LCF	Líonra Comhairleach Foghlaimeoirí
TOÁ	Tionscnamh Oiliúna Áitiúil
CÓIÁ	Comhpháirtíocht Óige Ildánach Áitiúil
CMOM	An Ciste um Míbhuntáiste Oideachasúil a Mhaolú
BFM	Bainistíocht Feidhmchláir Mhóibíleacha

PSI	Plean Soláthair Ilbhliantúil
M365	Microsoft 365
CNOS	An Chomhairle Náisiúnta um Oideachas Speisialta
IOOA	Ionad Oideachais agus Oiliúna Allamuigh
OSR	An Oifig um Sholáthar Rialtais
TFE	Tacaíocht agus Forbairt Eagraíochta
CSF	Comhaontú Seachadta Feidhmíochta
SFGM	An tSeirbhís um Fhorbairt Ghairmiúil do Mhúinteoirí
CIA	Cúrsa Iar-Ardteistiméireachta
BTC	Bainisteoir Tacaíochta Comhpháirtíochta
AASEP	Aonad Athchóirithe Soláthair na hEarnála Poiblí
DCC	Dearbhú Cáilíochta agus Cáilíochtaí Éireann
CRMÉ	Coláiste Ríoga na Máinleá in Éirinn
FOTR	Foireann Oideachais agus Teanga Réigiúnach
LSSS	Lóistíocht Slabhra Soláthair agus Soláthair
FIÉ	Údarás Fuinneamh Inmharthana na hÉireann
RSO	Riachtanais Speisialta Oideachais
TRSO	Tionscnamh Riachtanas Speisialta Oideachais
ERSO	Eagraí Riachtanas Speisialta Oideachais
RRI	Ráiteas ar Rialú Inmheánach
CLS	Comhaontú ar Leibhéal Seirbhíse
CFS	Comhaontú Feidhmíochta Straitéiseach
SOS	Scéim Oibreacha Samhraidh
FCT	Foghlaim le Cuidiú Teicneolaíochta
IOAT	Ionad Oideachais agus Oiliúna Allamuigh na dTamhnach
IB	Idirbhliain
SDOG	Scéim Deiseanna Oiliúna Gairmoideachais
LEÓ	Lárionad Eolais don Ógra

Tá an Leathanach seo Bán