



**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

## 2022

Cumhachtú trí Fhoghlaim agus dul chun  
cinn do Chách

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Empowerment through Learning and  
Progression for All

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

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# 1 Strategy Statement of CMETB 2022-2026



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

# OUR VALUES



Figure 2: CMETB Values

## 2 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:

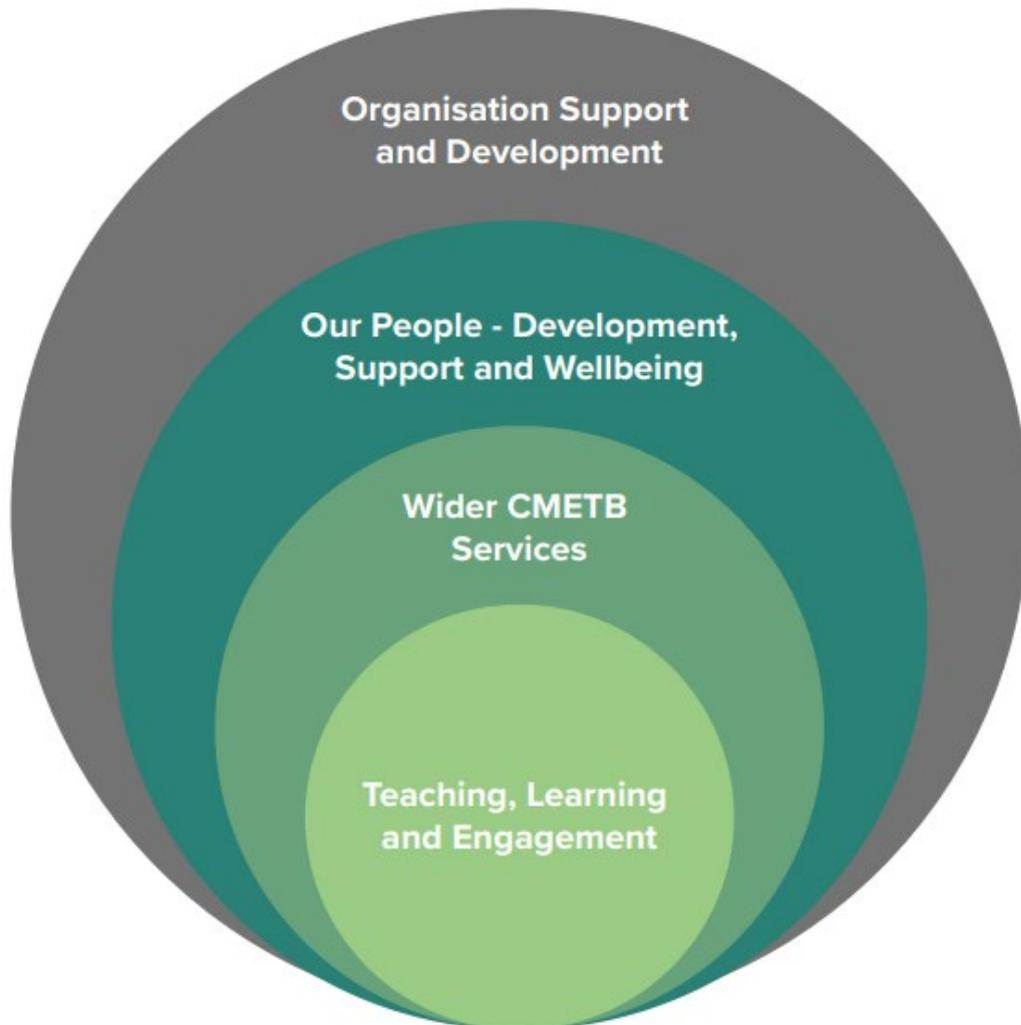


Figure 3: Strategic Goals of CMETB

**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.

### 3 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 2022.

CMETB is one of the biggest employers in Cavan and Monaghan with a significant workforce of 1,400 part-time and full-time staff providing crucial services to 14,802 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 2022 were:

- The publication of the CMETB Strategy Statement 2022-2026.
- Excellent examination results achieved by students in all our schools.
- The launch of the Planet Youth initiative.
- The expansion of apprenticeships and training services across Cavan and Monaghan.
- The continued progression of capital projects for both ETB and non-ETB schools, including the opening of the SEN classroom in Inver College by Minister of State, Josepha Madigan.
- The announcement by Minister Harris of funding for a new campus for Cavan Institute.

The above are only some highlights of the work undertaken by staff, students, learners and Board Members in 2022.

I would like to pay tribute to my esteemed colleague, Board member Cllr. Sean Smith who passed away early in January 2023. As a hardworking and committed public representative, he gave incredible service to his community and was passionate about supporting education.

As Chairperson my hope is that the year 2023 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. Carmel Brady**  
**Chairperson, CMETB**

## 4 Chief Executive's Address

I am pleased to present the CMETB Annual Report for 2022, my first year as Chief Executive.

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 new CMETB Strategy Statement 2022-2026. The core values from our Strategy Statement of 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 in the aftermath of the COVID-19 pandemic and the current global challenges.

This Annual Report highlights many significant achievements of the CMETB Strategy Statement delivered by staff across our services / centres during 2022.

There has been a substantial growth in student numbers, reflecting the high-quality education being provided for the young people whose parents have entrusted them to us.

CMETB Further Education and Training (FET) Services continue to grow and provide education and training services throughout the region, including the development of the Supply Chain Logistics and Procurement Centre of Excellence. Access to further education was made easier by a significant reduction in fees for Post Leaving Certificate programmes at our two Further Education colleges: Monaghan Institute and Cavan Institute. The launch of the Planet Youth initiative is a milestone in youth service provision in the region with the aim of providing young people with improved health and wellbeing outcomes.

During 2022 the effects of the COVID-19 pandemic continued to impact on teaching, learning and wellbeing in our schools and Further Education and Training programmes. While the pandemic has been a once in a lifetime event, we began to face other challenges in 2022. The war in Ukraine has impacted thousands of people, with many Ukrainian families seeking refuge in counties Cavan and Monaghan. 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 2023.



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

## 5 Overview of Services

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

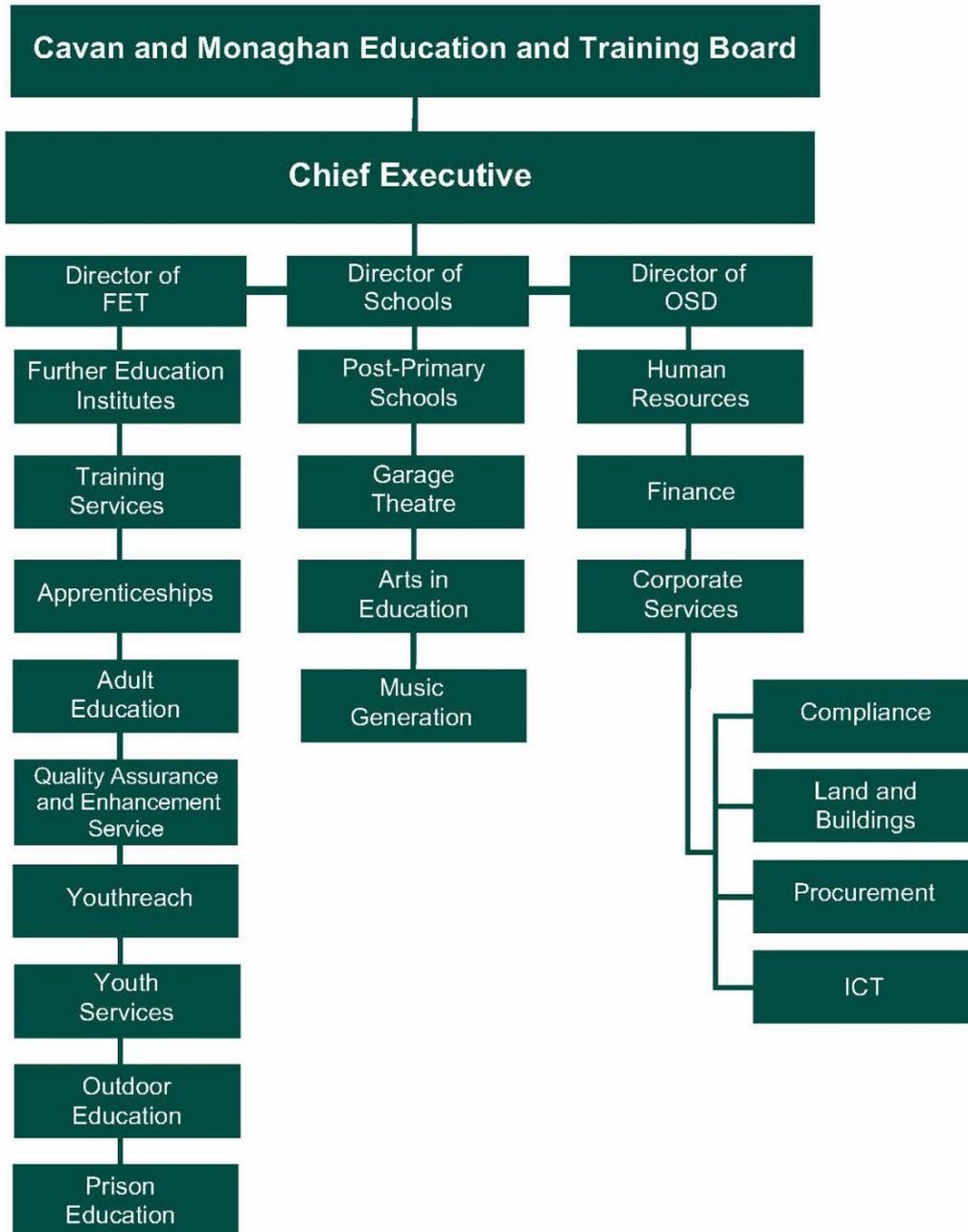


Figure 4: Organisational Structure of CMETB

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, Co-ordinators 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 the policy framework outlined in [Our Public Service 2020](#). CMETB worked on a number of key themes and initiatives during 2022 as outlined in the Directors Reports in Section 7.

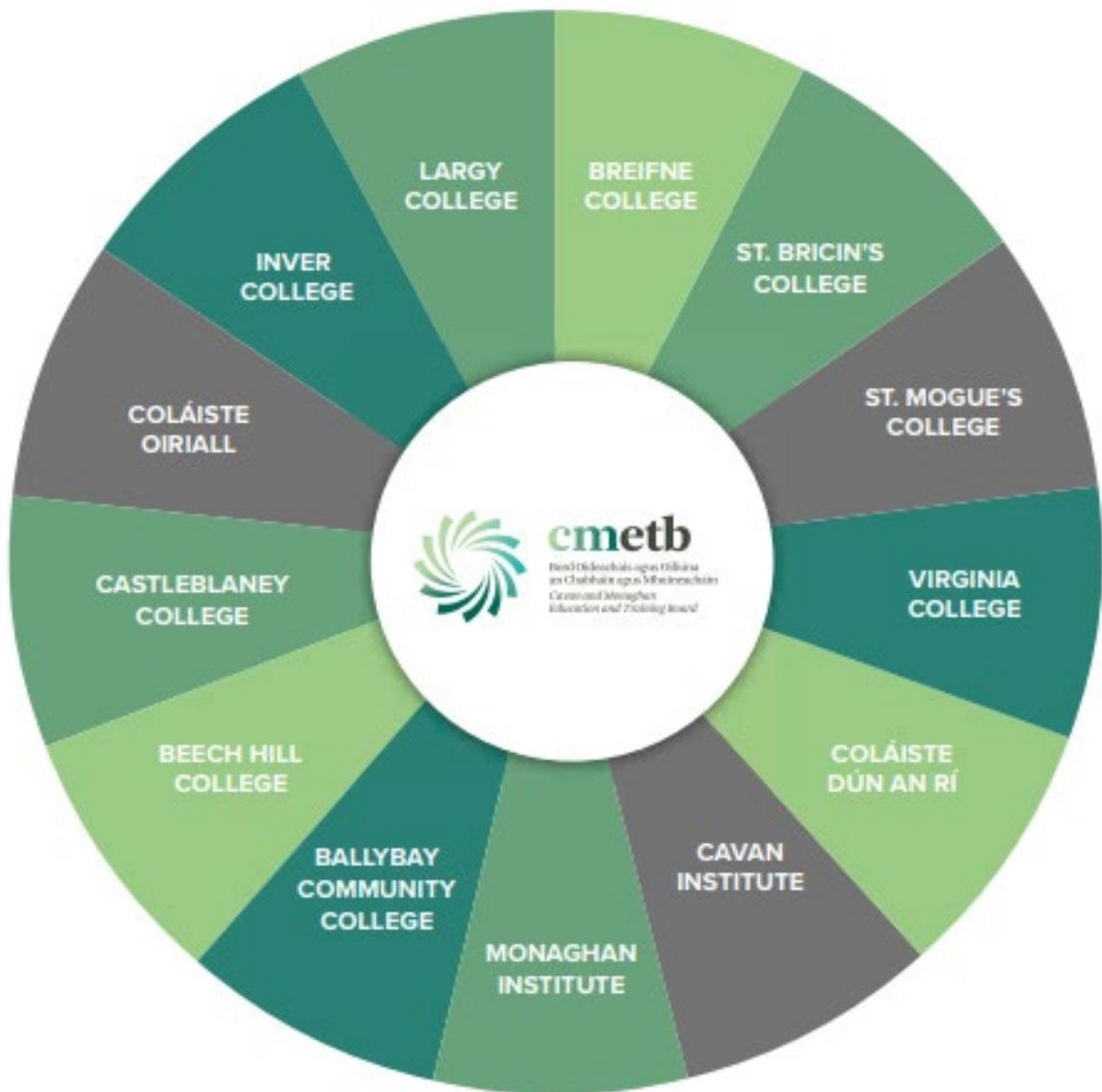


Figure 5: CMETB Schools and Institutes

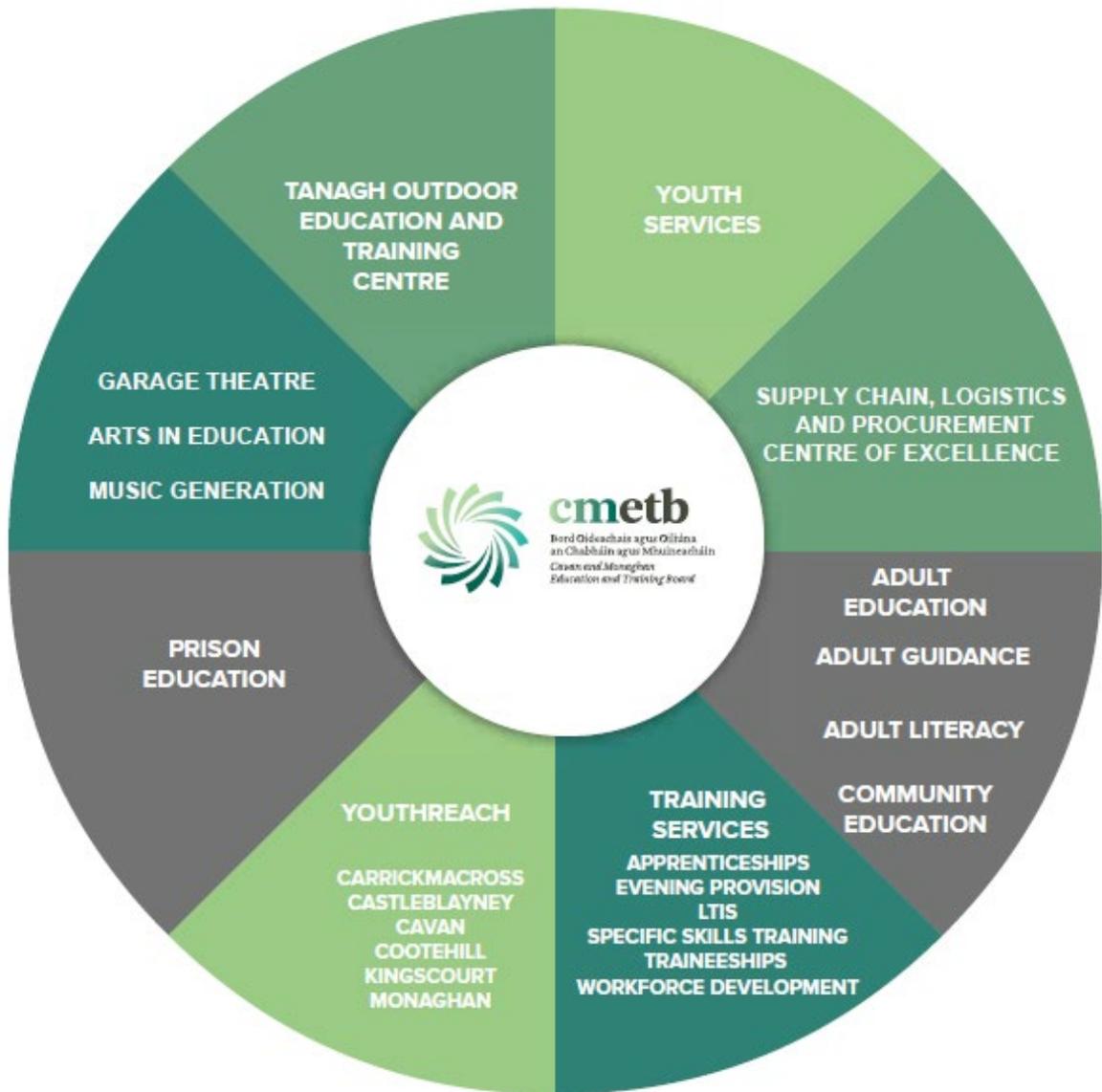


Figure 6: CMETB Further Education and Training and Ancillary Services

## **6 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 2022 the Board approved the following documentation:

- Adoption of the Annual Report for 2021
- Financial Statements for 2021
- Adoption of the Service Plan for 2022
- Adoption of the Strategy Statement for 2022 to 2026
- 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

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<sup>1</sup> As of 31 December 2022 there are 2 vacancies on the Board for parent representatives

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.

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 2022/2023:** Cllr Carmel Brady
- **Chairperson 2021/2022:** Cllr Colm Carthy
  
- **Deputy Chairperson 2022/2023:** Cllr Aidan Campbell
- **Deputy Chairperson 2021/2022:** Cllr Carmel Brady

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



Figure 7: Members of CMETB and Administration Staff September 2022

## 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 year and Service Plans. Minutes of the Finance Committee are received by the ETB or 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 Boards of Management (BOMs), Youthreach Board of Management, the Youth Work Committee, Tanagh OETC Board, Board of the Garage Theatre, Local Arts in Education Committee, the Music Education Committee and the Further Education and Training (FET) Board.

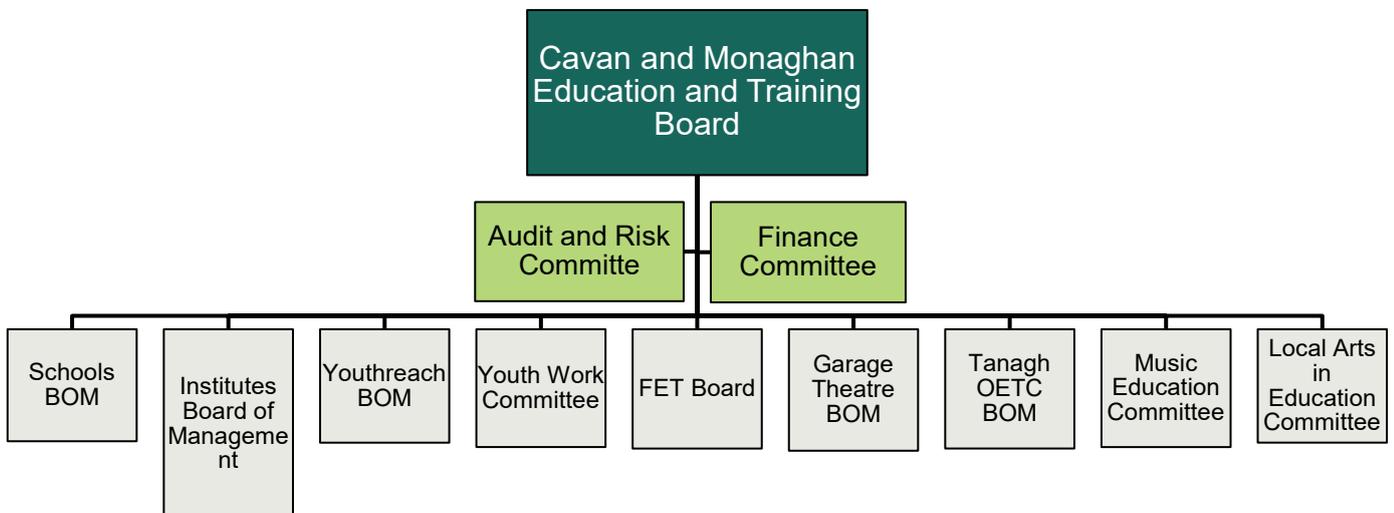


Figure 8: CMETB Governance Structure

## Board Meetings:

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

Table 1: Board Member Register of Attendance

Board Members Name	Nominating Body	Meeting 22.02.22	Meeting 08.03.22	Meeting 14.03.22	Meeting 29.03.22	Meeting 17.05.22	Meeting 19.07.22	Meeting 20.09.22	Meeting 15.11.22	Meeting 13.12.22	Total Meetings Attended
Carmel Brady (Chairperson)	Cavan Co. Co.	X	X	X		X	X	X	X	X	8/9
Aidan Campbell (Vice - Chairperson)	Monaghan Co. Co.	X	X	X	X		X	X	X		7/9
Madeleine Argue	Cavan Co. Co.	X	X	X	X	X	X	X	X	X	9/9
April Anna Barker	Restaurants Assoc of Ireland (Irish Hospitality Institute in co-operation with)		X	X			X	X	X	X	6/9
Elaine Carolan *	ETBsNPA			X			X				2/9
Colm Carthy	Monaghan Co. Co.	X	X	X	X	X	X	X	X	X	9/9
Sean Conlon	Monaghan Co. Co.		X		X	X	X	X			5/9

Rosena Donagh	Technological Higher Education Authority (THEA)			X		X					2/9
Brendan Fay	Cavan Co. Co.	X	X	X	X	X	X	X		X	8/9
Sean Fegan	ACCS/JMB/NA PD	X	X	X	X	X	X	X	X	X	9/9
Michelle Flynn	Staff Rep.	X		X	X	X		X	X	X	7/9
Clifford Kelly	Cavan Co. Co.	X	X	X	X	X	X	X	X	X	9/9
Brian Martin *	ETBsNPA			X		X					2/9
Micheál Martin	Staff Rep.	X	X	X	X	X	X	X	X	X	9/9
David Maxwell	Monaghan Co. Co.	X	X	X			X	X	X	X	7/9
Martin McBreen	Down Syndrome Ireland (DSI)		X	X		X		X	X	X	6/9
Joe McGrath	Foras na Gaeilge	X	X	X	X	X	X		X	X	8/9
PJ O'Hanlon	Monaghan Co. Co.	X	X	X	X	X		X			6/9
Sarah O'Reilly	Cavan Co. Co.			X		X			X	X	4/9
Sean Smith	Cavan Co. Co.	X	X	X		X	X	X			6/9
Patricia Walsh	Cavan Co. Co.	X	X	X	X		X	X	X	X	8/9

\*Membership ceased as member no longer qualifies as a parent of a student under 18 years attending a CMETB school/centre

## 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 08.02.2022	Meeting 22.03.2022	Meeting 30.06.2022	Meeting 07.10.2022	Meeting 15.12.2022	Total Meetings Attended
Peter McGrath (Chairperson)	External Member	X	X	X	X	X	5/5
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	2/5
Joe McGrath	Internal Member	X	X	X	X	X	5/5
Pat Treanor	External Member	X	X	X	X	X	5/5
Declan Woods	External Member	X	X	X	X	X	5/5

## Audit and Risk Committee Meetings

During the year the Audit and Risk Committee (ARC) met on five 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 02.03.2022	Date of Meeting 14.03.2022	Date of Meeting 15.06.2022	Date of Meeting 26.09.2022	Date of Meeting 28.11.2022	Total Meetings Attended
Ger Finn (Chairperson)	External Member	X	X	X	X	X	5/5
Insert Name (Vice - Chairperson)	n/a	n/a	n/a	n/a	n/a		n/a
Madeleine Argue	Internal Member	X	X	X		X	4/5
Sean Conlon	Internal Member	X	X	X			3/5
Sean Corcoran	External Member	X	X	X	X		4/5
Seamus Coyle	External Member	X	X	X			3/5
Sean Fegan	Internal Member		X	X	X		3/5
Michael Mulvey	External Member		X	X	X	X	4/5

## **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 2022. 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 2022 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

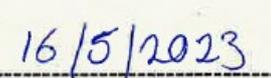
The Board confirms that the ETB has complied with its obligations under tax law.

## Financial Statements 2022

The Annual Financial Statement for the year ended on 31 December 2022 is subject to audit by the Office of the Comptroller and Auditor General (C&AG) at the time of publication of the Annual Report 2022. 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:  Date:   
Cllr Carmel Brady  
Cavan and Monaghan Education and Training Board

## 7 Directors Reports

### 7.1 Schools

CMETB provided post-primary education to 5,802 students across 11 schools during 2022. This represents a growth of over 422 students (7.84%) 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 schools and details are:

Table 4: Breakdown of CMETB School Enrolment 2022

School	Address	Enrolment Sept 2022	DEIS / Non DEIS
<b>Ballybay Community College</b>	Ballybay, Co. Monaghan	357	Non-DEIS
<b>Beech Hill College</b>	Monaghan, Co. Monaghan	778	DEIS
<b>Breifne College</b>	Cavan, Co. Cavan	876	DEIS
<b>Castleblayney College</b>	Castleblayney, Co. Monaghan	362	DEIS
<b>Coláiste Dun an Rí</b>	Kingscourt, Co. Cavan	686	Non DEIS
<b>Coláiste Oiriall</b>	Cnoc an Chonnaidh, Muineachán	408	Non DEIS Gaelcholáiste
<b>Inver College</b>	Carrickmacross, Co. Monaghan	604	DEIS
<b>Largy College</b>	Clones, Co. Monaghan	455	DEIS
<b>St Bricin's College</b>	Belturbet, Co. Cavan	198	Non-DEIS
<b>St Mogue's College</b>	Bawnboy, Co. Cavan	273	DEIS
<b>Virginia College</b>	Virginia, Co. Cavan	808	Non DEIS
<b>Total</b>		<b>5,802</b>	

### School Leadership

During 2022 CMETB appointed Principals and Deputy Principals to schools in the CMETB area as follows:

School	Position	Appointment
<b>St Bricin's College</b>	Principal	Jody Ó Gallchóir
<b>Ballybay Community College</b>	Principal	Rosie Croarkin
<b>Virginia College</b>	Deputy Principal	Dr Miriam Nugent
<b>Inver College</b>	Deputy Principal	Fiona Mulholland

## Child Protection

In March 2018 new national guidelines for child protection were put on a mandatory footing by the Government. CMETB schools continue to ensure that these guidelines are implemented in an effective and efficient manner. Each school developed and maintained 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.



Figure 9: Inver College Student Council 2022/2023 who will promote the student voice and an environment conducive to educational and personal development and foster friendship.



Figure 10: Coláiste Dún an Rí TY Policies and Society Students enjoyed an interactive workshop with Minister for Justice, Helen McEntee and Minister for Social Protection and Rural and Community Affairs, Heather Humphreys

## 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.



Figure 11: St Bricin's College Open Night



Figure 12: Coláiste Oiriall students at Cavan Adventure Centre. Chaith siad lá fada leis na inflatables ar an uisce, ag cadhacáil agus ag rothaíocht sléibhte sa pháirc foraoise.

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

In Spring 2022 Ireland was presented with the considerable challenge of responding to the needs of large-scale migration from war-torn Ukraine. The Department of Education (DE) commissioned the 16 ETBs to ensure that all students from 4-18 years of age received a suitable school placement and access to relevant supports, including school transport. The Regional Education and Language Team (REALT) was established with an interim co-ordinator and a team reflecting the significant stakeholders in both Cavan and Monaghan. This initiative necessitated:

- Communicating with schools and educational community
- Organising and supporting the placement of students (primary and post-primary)
- Liaising closely with accommodation providers and English-speaking members of the Ukrainian community
- Auditing capacity in Cavan and Monaghan primary and post-primary schools

Table 5: Enrolments of Ukrainian students in Cavan and Monaghan

County	No of Primary Students	No of Primary Schools	No of post-primary students	No of post-primary Schools	Total number of enrolments
Cavan	213	32	91	11	304
Monaghan	56	17	25	10	82
<b>Total</b>	<b>269</b>	<b>49</b>	<b>116</b>	<b>21</b>	<b>385</b>

### Inclusion

CMETB has taken a proactive approach to working with 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, Breifne College and Virginia College in August 2022.

CMETB welcomed Minister of State with responsibility for Special Education and Inclusion, Josepha Madigan, to the official opening of Inver College’s ASD Unit in August 2022. The new unit will be Inver College’s second ASD class with three more classes in the pipeline.



Figure 13: The official opening of the Inver College ASD unit by Minister of State Josepha Madigan

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 two pilot schools in 2021. In addition, CMETB’s ASD teachers network

linked with the local education centre to provide for additional resources for older ASD learners under the Mitigating Against Educational Disadvantage Fund (MAEDF) initiative. MAEDF funding has assisted learners to prepare for life and work outside of the school.



Figure 14: Garda Stephen McCabe delivered an engaging and informative talk to Larcy College TY and LCA students on drug misuse

## Ethos

Together with other ETBs nationally, CMETB has further developed our embedding of the ETB ethos framework in our schools. Progress in 2022 included:

- Expansion of a pilot programme with Dublin City University
- Ethos leads identified in all schools
- Ethos awareness in all schools
- Presentation to CMETB Board and school leaders
- One school has been identified to pilot the Patron's Framework.



Figure 15 ETB Schools Ethos and core values

## Arts, Music and Theatre

### Music Generation

Music Generation Cavan and Monaghan have delivered long term programmes to over 2,052 Children and Young People (CYP) weekly both in schools and the community. Music Generation Cavan and Monaghan engaged 6,604 CYP in performance music programmes in 2022.

Table 6: Music Generation Cavan and Monaghan breakdown of sessions delivered in 2022

Number of primary schools in which weekly sessions were delivered	42
Number of childcare settings in which weekly sessions were delivered	4
Number of post primary schools in which weekly sessions were delivered	4
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

#### Music on Wheels Tour

- 2-week Tour of Cavan and Monaghan
- Total: 19 Schools (Cavan: 12, Monaghan: 7, and included one post-primary school)
- 2,141 children attended with 998 performing

Music Generation Cavan and Monaghan brought their “Music on Wheels Tour” to primary and post-primary schools across Cavan and Monaghan as part of the end of year “Music on Wheels Showcase Tour”. This show featured five Music Educators and most importantly our children from Monaghan and Cavan.

#### Come Sing with Us Workshops

- 10-week workshops which has developed into a long-term project: Townhall, Cavan Town
- Dates: 30 March-15 June 2022

Music Generation Cavan and Monaghan held 10 workshops for CYP in Cavan Town Hall. These workshops concluded with an end of year concert with performances from the young children who took part in the workshop series. This project has created a community space for our CYP to perform and as a result we have built a strong and

inclusive community of young singers both from our school programmes and community contexts. The choir resumed back in September 2022 as part of our outreach community hub within Music Generation Cavan and Monaghan.

### **Music Generation Cavan and Monaghan launch a mobile recording studio - An Ródaí.cm**

Music Generation Cavan and Monaghan launched their new mobile recording studio called An Ródaí.cm in December 2022. The aim of this new mobile recording studio is to support children and young people to make and learn music in creative, diverse and inclusive ways. This recording studio will enable Music Generation to reach a much wider audience, especially as Cavan and Monaghan are both rural counties.

By creating access to our brand-new state of the art studio, Music Generation Cavan and Monaghan hope to be able to provide learners the opportunity to record, mix, master and produce their own music just like many of the famous musicians with support from expert technicians.



Figure 16: Launch of An Ródaí.cm

## Music Generation Cavan and Monaghan Once Off Projects

Table 7: Music Generation Cavan and Monaghan 2022 Once Off Projects

Songtales Tour	Pilot Bodhran Making and Performance Project	Music on Wheels Tour
Leaf in Partnership with Ceol Connected	Rediscovering the Joy of Music	Come and Try “Uileann Pipes” Events
Ukelele/Vocal Foróige	Cottage Market “Come and Try”	St Pat’s Open Day
Decade of Centenaries/Creative Ireland – Bordering Realities Collaborative	Xenia Pestova Bennet "Be friending Anxiety" Workshop	Cruinniu na nÓg in partnership with Garageland
Launch of Inaugural Blended Polish Leaving Certificate	Blackwater Ceili Band Workshops and Performance	Creative Sounds
National Harp Day	Early Years CPD Training	Festival in a Van
Culture Night	Tradoodle Big Band Project	Harp Tour – The Celebration of Edward Bunting

## Arts 2022 initiatives and developments

- Local Arts in Education Partnership (LAEP), Creative Cavan and Creative Monaghan teams Cruinniú na nÓg continued collaborative planning and programming
- Arts Van programme development for 2023
- Arts Van Music on Wheels programme for schools with Music Generation Cavan and Monaghan
- National Youth Council of Ireland Youth Arts Hub: Creative Movement NS interactive session on LGBTQI+ awareness, inclusion and creating safe spaces
- Youth Arts Bursary showcase
- Creative Schools Supplementary Programme circus skills, dance, and physical theatre for 22 Creative Schools. These included five post-primary schools, 1 Special Education school and 16 primary schools across Cavan and Monaghan.
- Magic of Music with Daragh Slacke song writing workshops and song production "Roundabouts"
- Cavan and Monaghan Arts and Health Partnership
- Sensory Needs Consultation with Monaghan County Council

- Junior Youth Theatre at the Garage Theatre
- Bordering Realities Centenary Project in partnership with Monaghan and Cavan County Councils, Music Generation Cavan and Monaghan and LAEP. The creative team included:
  - Composer **Michael Rooney**
  - Theatre maker and creative schools associate **Declan Gorman**
  - Contemporary dancer from Quintessence Theatre Company **Fiona Keenan O'Brien**
  - Script writer/KYDS youth theatre director **Alice Lynch**

## Theatre

The Garage Theatre had its first full operating year in 2022 since the COVID-19 lockdowns. During this year, the theatre had its best year of show ticket sales to date with "bums on seats" of 10,917. This was more than in any of the previous years since the Garage Theatre opened. Staffing was increased by two employees during this time to help meet the needs of the busy box office schedule and the additional technical assistance required.

During 2022, the Garage Theatre staff also continued to provide a day service to HSE students with disabilities. This is a unique pilot Outreach Arts Programme, which commenced in 2020 and has benefitted many service users in the HSE. These students received workshops in Drama, Dance, Art and Film on three days weekly, which helped promote their artistic potential.

**Monaghan Youth Theatre** has increased in size dramatically over the last few years. In September 2022, there were 170 Youth Theatre members. This is a 200% increase in members registered in 2020. The Garage Theatre has now divided membership into four age groupings and has engaged an additional drama tutor to help facilitate the growing capacity. Monaghan Youth Theatre groups meet 1-2 times weekly for a two-hour Drama workshop. These workshops lead to mainstage productions at Christmas and again in Summer. In addition to the Youth Theatre Groups, the theatre also provides Easter, Summer and Halloween Camps for Drama and Technical workshops.

In 2022, the **Café at the Garage Theatre** provided additional income needed to support all these arts activities in the Theatre. The Café caters for shows and conferences and

also caters for learners attending Monaghan Institute on a daily basis.

In addition to all above the **Garage Theatre's Art Studio, Rehearsal room and Theatre** were hired out regularly for conferences, art classes, dance classes and meetings in 2022.



**Paddy Flood**  
Director of Schools

## 7.2 Further Education and Training Services

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 Post Leaving Certificate (PLC) 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. 2022 was a very positive year for CMETB FET as it bounced back from COVID-19 with increased provision and over 9,000 learners availing of programmes.



Figure 17: Adult Education Graduation Ceremony 2022

### FET Strategy and the Strategic Performance Agreement

During 2022 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 co-ordination of Employer Engagement Services
- Consideration of development of a shared brand and identity for CMETB FET services



Figure 18: CMETB in partnership with Monaghan County Council and Monaghan Local Enterprise Office launching the "Young Cook of the Year" at Monaghan 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 2022 shows strong attainment of the targets with some exceeded. CMETB hopes to build on this in 2023 and beyond.

Table 8: FET Strategy Targets and their achievements in 2022

Target	2022 Target Achieved
1. Skills to Complete	90%
2. Progression within FET	118%
3. Transversal Skills	111%
4. Widening Participation	92%
5. Adult Literacy for life	93%
6. Lifelong Learning	118%
7. Skills to Advance	105%
8. Key Skills Needs	122%



Figure 19: Launch of the National Hairdressing Apprenticeship, Cavan Institute

## New Developments in 2022

2022 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 2022 a range of initiatives were developed, including:

- **Wellbeing Support Service:** Learners can phone a contracted counselling service to access counselling support over the phone/zoom or in person. Access to a wellbeing 'app' with information on nutrition, exercise, mindfulness, and so forth, is also available. Running alongside this, an arrangement has been put in

place with five local Family Resource Centres to offer counselling, so if learners prefer to access counselling in a local centre, this option is available to them. Both options are free to all FET learners.

- **Wellbeing Champions:** CMETB now has 'Wellbeing Champions' based in every Centre across the FET Services. 23 staff members, for example, tutors and Guidance Counsellors, have volunteered to be the local 'Wellbeing Champion' in their centre. The role involves managing a local Wellbeing Noticeboard, arranging wellbeing activities in their centre and being a point of contact for wellbeing information for all learners. The FET Service has also arranged a series of webinars broadcast out to all the centres, for example, Eric Donovan on Resilience, Conor Nolan on Mental Health, and Carrie Archer on Diversity in the Classroom.
- **Drop-in Learning Support Hubs:** Six new 'Drop-in' Learning Support Hubs have been established across Cavan and Monaghan. Learners can now access support on 'How to start your assignment', 'Study Skills', for example, mind mapping, memorisation, taking notes, writing skills, personal learning strategies, 'Academic Writing and Referencing', 'Using Assistive Technology', and 'Using your computer, laptop, or tablet'. These hubs are facilitated by two adult educators with morning, afternoon, and evening sessions to suit all learners. If travel is an issue, a session can be arranged via Zoom.

To complement this, CMETB has developed a Digital Learning Hub on the CMETB FET services learner support webpage which is available to all learners and tutors.

- **Reasonable Accommodations:** A panel of personal assistants, notetakers and readers is now available to learners in Training Services, the Adult Education Service and Youthreach. Previously these supports were only available to learners in PLC settings. A bank of assistive technology devices has been created to lend out to learners, for example, laptops, internet dongles, Livescribe pens and visualisers.

- **Learner Support Webpage:** Learners can contact the Learner Support Service via the new learner support webpage, [www.cmetb.ie/learner-supports/](http://www.cmetb.ie/learner-supports/)
- **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.

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

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

In February 2022, the Manager of Supply Chain, Logistics and Procurement Centre of Excellence was appointed. A 7,000 square foot warehouse type premises was secured on the Dublin Road in Cavan across from FET Campus. Work will commence in 2023 to equip the centre with the latest technology in manufacturing and warehousing and it will become the Centre of Excellence for Supply Chain, Logistics and Procurement.

In May 2022, the official launch of the HGV Professional Driver Traineeship took place in Monaghan with over 100 attendees. Feedback received from that launch showed a requirement for part-time HGV driving courses. SCLP provided part-time driving courses in both Cavan and Monaghan in addition to courses in Bus Driving, Purchasing / Procurement and Fork Truck Training.



Figure 20: Launch of the HGV Professional Traineeship programme with the Irish Road Haulage Association

An SCLP into Schools programme was developed and delivered to approximately 300 Transition Year and Leaving Cert Applied students in CMETB schools.

High-tech specialised equipment will be a key element of the SCLP. To this end, a tender process was completed for the purchase of two Motion Lorry Simulators – the first in Ireland. Delivery of the Lorry Simulators will take place in Q2 2023.

### **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. As people from Ukraine began to arrive in Cavan and Monaghan, CMETB's Adult Education team provided a swift and supportive response providing ESOL training to over 500 learners.

Additional staff were upskilled / recruited to meet the growing demand for ESOL. To further support this work, CMETB began to review and develop bespoke programmes for ESOL with a particular focus on lower levels, targeting those with low or no literacy in their native language. It is intended to have these programmes onstream in 2023.

### **Capital Projects**

2022 saw substantial progress in FET capital projects, including:

- Submission of three capital funding applications under new SOLAS / Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) process
- Finalisation of modular units for Cavan Institute
- Announcement in December 2022 of new building for Cavan Institute
- Ongoing repairs, maintenance and upgrades to FET Campus, Cavan
- Completion of indoor venue and new climbing wall for Tanagh OETC
- New modular unit for Adult Education Monaghan
- Sourcing of premises to lease for other FET Services, for example, Carrickmacross Youthreach, Training Services and SCLP Centre
- New and replacement equipment purchased to ensure learners have access to the latest technology and high-quality facilities

## **Mitigating Against Educational Disadvantage Fund (MAEDF) / REACH Fund**

In 2022, CMETB was awarded over €425,000 in funding to address educational disadvantage. This funding was allocated by SOLAS to CMETB as part of the MAEDF / REACH Fund. The funding enabled the operation of a Learner Assistance Fund and grant-aiding of several community projects. A total of 18 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, over 400 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 2022 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 to all ETBs saw a 9% increase in the Local Youth Club Grant Scheme Allocation, Youth Capital Allocation and a 100% in the once off Targeted Youth Employability Initiative. The DCEDIY Youth Resilience and Capacity Initiative was also welcomed again in 2022 and enabled one UBU project to increase its staffing.

Following a National Area Profile Needs Analysis Service Requirement call, CMETB were placed second on a National Panel for the Development of new UBU Your Place Your Space Services. As a result, 2022 saw the development of a new Youth Service in Cavan Town in Quarter 3 with two full time youth service staff employed.

External community and youth organisations were, at the latter part of 2022, supported to engage and receive funding under the Mitigating Educational Disadvantage Scheme. The work contributed to Youth and Community groups across Cavan and Monaghan receiving an additional €290,000 of funding to support those who are deemed 'hard to reach', 'marginalised', most distant from education'. The funding assisted these groups to procure digital technologies, implement learner support and COVID-19 measures for young people in local communities.

In addition, 2022 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 by our Research Partners, Royal College of Surgeons Ireland (RCSI), to the Health Research Board for research specific funding. They secured €2.4million, which will aid them with the employment of a number of Research Fellows for the next four years to analyse our data and produce specific Cavan Monaghan related papers. Healthy Ireland Funding secured by CMETB through Cavan and Monaghan Children and Young People's Services Committees saw the launch of Planet Youth Increased Leisure Time programmes delivered in 10 pilot schools across the region.



Figure 21: Launch of the Planet Youth Cavan Monaghan Initiative at the Garage Theatre, Monaghan

### **Assessment of Governance and Compliance in Youth Services**

In 2022, Youth Services conducted and completed a verification check under an audit process of all youth staff-led projects that are funded and administered by CMETB under the UBU Your Place Your Space Scheme. This was to ensure that all grant recipients were 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 so that CMETB can provide assurances to the DCEDIY.

Over the course of Q2 2022 an assurance statement template was developed and provided to staff-led youth organisations to complete, with site-visits being conducted for assurance and confirmation of documentation.

The organisations were certified as compliant, and this certification was noted by the Audit and Risk Committee.

## Tanagh Outdoor Education and Training Centre

### Visitor Numbers

Tanagh Outdoor Education and Training Centre (TOETC) hosted 11,389 visitors for Outdoor Programmes and Services in 2022 - another significant increase (7,220 in 2021, 4,770 in 2020 and 16,921 in 2019)

There was also a significant increase in FET services booking the Centre in 2022 for Outdoor Learning Programmes including Youthreach, PLC, Adult Education, Institutes, Training Services and FET Admin staff for meetings and CMETB staff workshops and training.



Figure 22: Trainees of Tanagh Outdoor Education and Training Centre

### QQI

CMETB received official validation to deliver QQI Level 5 Stand Up Paddle Board Instructor Training and Lowland Leader Special Purpose Awards.

### Maintenance and Building Developments

- A full Periodical Electrical testing Inspection was completed.
- A new staff changing facility was completed.
- An Arborist completed a Tree Survey Report of the trees on site at TOETC and all essential tree surgery recommendations were carried out.
- A site strategy, concept design and area schedule for the site in Dartrey Forest was completed.

## **Broadband Access**

- Five additional Wi-Fi points with high-speed internet were installed by Vodafone through the Connected Hubs scheme.

## **Climate Action Plan**

- Staff planted 180 Native trees secured under funding received from Easy Treesie. The planting formed part of the commitment towards the “Our Million Trees by 2023” Project which was being carried out in collaboration with Crann and others.

## **Funding Applications**

- An application was submitted to the Outdoor Recreation Infrastructure Scheme for support with development of an on-site mountain bike skills and pump track. This was successful with €30,000 approved.
- CMETB received approval from DHFREIS under the Emergency Health and Safety Works Grant in respect of electrical works at TOETC.

## **Staff Training**

- Manual Handling for all staff completed.
- Four day Stand Up Paddle Boarding Skills and Instructor Training completed.
- Indoor Climbing Wall Training for Instructors completed.
- Chemical Awareness training for auxiliary staff completed.

## **Finances**

TOETC had no deficit at the end of 2022.

## **Equipment**

- A Climbing Tower was installed with nine indoor climbing routes in Tanagh sports hall.
- Six Large Bell Tents were purchased to offer better camping facilities at the Centre and cater for an additional 60 persons.
- 32 Mountain bikes and accessories were purchased in 2022 through funding secured from Sports Capital Application.
- Inclusive Kayaking Equipment provided by CARA - national pan-disability sport

organisation.

### **Marketing and Networking**

- ETBI/OETC Network developed a suite of digital assets for use throughout the OETC Network for promotional and informational purposes.
- Official Launch of the Outdoor Education and Training Strategic Framework took place in Achill OETC in February 2022
- SkyRocket productions finalised a promotional video for the Outdoor Instructor Traineeship.
- Memorandum of Understanding was agreed with CARA.



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

## 7.3 Organisation Support and Development

### Organisational Structures and Services

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. An APO of each Section, who reports to the Director of Organisation, Support and Development (OSD), oversees each pillar.



Figure 23: 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 FET.

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, demonstrates excellence in governance.

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

2022 saw the publication and implementation of the CMETB Strategy Statement 2022-2026. The Strategy Statement sets out CMETB's priorities and aims over the next 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 region 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



Figure 24: Launch of the Strategy Statement 2022-2026 with CMETB Board Members

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.

## 2022

CMETB are pleased to report on the significant achievements made in the past year. In Q4 2022, we rolled out a pilot hybrid working scheme for our administrative staff, which has been successful in providing greater flexibility and a greater work-life balance while maintaining productivity levels. This has led to the introduction of a wider hybrid working scheme at the end of 2022 with a continuation into 2023.

Additionally, we have 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. Furthermore, we have continued to strengthen our security posture, Business Continuity Plans, and Disaster Recovery capabilities.

In early 2022, CMETB carried on implementing its Response Plan ensuring that services continued to operate uninterrupted and a full return to the Administration offices was implemented in Q2 as the COVID-19 pandemic and restrictions were coming to an end.

Our IT Team provided the necessary equipment and systems to accommodate remote working and ensure the continuity of teaching and learning and administrative support.

A new Staff Intranet based on Microsoft SharePoint was introduced by CMETB in 2021 with the roll out continuing in 2022. The Financial Management Maturity Model assessment, and the resultant Action Plan developed in 2020 continues to be implemented. This Action Plan outlined a pathway for the improvement of financial governance and reporting practices in the ETB.

In the past year, CMETB has continued to forge strong partnerships with key stakeholders in the education sector. We are pleased to report that our close collaboration with the Department of Education Shared Services Project has resulted in the successful implementation of the Contract Management System, which went live in April 2022. The migration of our financial systems has borne fruit with the seamless migration of SAP to P2P. This achievement marks a significant milestone for CMETB in terms of our commitment to operational efficiency. Additionally, we are proud to have collaborated with ESBS on the pilot Pension Liability Project, which demonstrates our commitment to responsible financial management and planning for the future.

Despite the combined challenges of COVID-19, the war in Ukraine and changes in the global economy, substantial progress was made towards CMETB's extensive building programme. 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 all 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. An extensive CPD programme was rolled out to all administrative staff including non-ETB school administrative staff.

The ICT CPD programmes covered a vast 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 Leadership and Management Skills 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 2022 the Board undertook the process of Self-Evaluation, as required under the Code of Practice.

In Q4 2022, 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 2022 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 2022, 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 2022. 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 2022 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 2022, CMETB received nine (9) requests for information under the FOI Act. Of these, eight 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 details of payment of expenses to ETB members; tenders; student enrolment numbers and number of teachers employed by CMETB. 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) commenced on 25 May 2018. A project group, comprising representative from all 16 ETBs, developed policies and procedures that comply with GDPR. These policies and procedures were reviewed in 2021 with a view to sign off and implementation in January 2022. Throughout 2022 work continued mapping CMETB data processing activities and developing data processing and data sharing agreements with third parties. The Data Protection Officer (DPO) continued to provide support to 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 2022 twelve (12) data breaches were notified to the DPO. One of these breaches required reporting to the Data Protection Commission. These breaches were deemed low risk for the data subjects, most involved clerical errors leading to loss of control of personal data. 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 2022 the Board adhered to the relevant aspects of the Code.

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

During 2022 CMETB administrative staff continued to provide support for the ETB and its committees, including Boards of Management. 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 985 full-time staff and 417 part-time staff. During 2022, the reassignment of staff on both a temporary and permanent basis to areas of critical need ensured the continued delivery of key services during the COVID-19 pandemic and the recovery and lifting of restrictions.

### **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.

Training has been provided in areas including HR, Finance, IT, Procurement, Land and Buildings, Management and Governance. CMETB is continually striving to make the best use of technology to ensure a better quality of service within the resources available.

In 2022, 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. Additionally, CMETB HR staff are represented on the e-Recruitment project being rolled out by Shared Services.

All new staff continue to receive induction regarding procedures.

## **Training**

CMETB provided training to middle and senior managers on Managing Difficult Conversations and training to the HR team on contracts, absence management and Grievance / Disciplinary processes. Staff in the superannuation section continued to attend refresher training regarding the Single Pension Scheme. All administrative and FET staff were given the opportunity to attend Equality and Diversity training.

Administration staff were involved in CMETB QQI Self-Evaluation Steering Group reviewing all aspects of FET provision – recruitment, policies, Quality Assurance and took part in a successful inaugural review meeting with the QQI Panel Members.

## **Other Areas of Development**

Compliance and HR staff are members of CMETB Equality and Human Rights Working Group, working on assessment of equality and human rights issues and developing an implementation plan for the Public Sector Duty.

Shared Services (ESBS) – HR staff attend Shared Services update meetings with ESBS and have monthly calls regarding payroll administration and superannuation.

## 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 services and move towards a hosted web-based service where all products would be available on the web. This project continued in 2022 with the goal to be a fully hosted web-based service and it lends itself to our security posture in terms of our 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, 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 2022 across the CMETB Scheme. During the COVID-19 pandemic we were able 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.

The Minister for Education in 2022 announced the payment of €50 million in grant funding for digital technology infrastructure to all recognised primary and post-primary schools. Through continued investment CMETB will continue supporting schools to build their own capacity and digital technology infrastructure.

Security is now to the forefront in our decision making around ICT delivery. In 2022 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 Cyber Essentials, 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 two-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 1,402 staff and approximately 14,800 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.

The use of ICT within CMETB schools continues to increase at a very high rate particularly since the launch of our digital leader's programme. This staff initiative was launched in 2017 and CMETB has identified a group of staff, coordinated by the Director of Schools and the ICT Department, who are working to enhance the staff student interface for the 2022/2023 academic year and beyond. These staff members are receiving advanced, customised training on how best to utilize M365 in the progression of teaching and learning in their own classrooms and across their school as a whole. These staff members are engaging with other staff within their own schools and centres and are passing on the knowledge they gain to their colleagues within their own subject departments and more generally throughout the school.

As part of this programme all CMETB schools have completed a comprehensive eLearning Plan and CMETB ICT department has been working very closely with the schools' management in a support role to ensure their plans are fit for purpose from a technology perspective. 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 has continued in 2022 and CMETB will continue in 2023 to upgrade all school Wi-Fi and 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.

CMETB ICT department has rolled out Windows 10 to almost 5,000 devices across the

entire organisation. 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 has implemented Microsoft Intune mobile device management. Intune is an Enterprise Mobility Management 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 certification annually. Cyber Essentials 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 Cyber Essentials scheme provides businesses large and small with clarity. CMETB received certification in 2022.

Due to the highlighted importance of cyber awareness in 2022, 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 will be tested in 2023.

### **Finance**

CMETB successfully migrated the Training Services expenditure from SAP to P2P in July 2022. The outcome from this was that from 01 July 2022, CMETB were operating one financial management system across the scheme for all income and expenditure. The co-ordination of the migration and training was carried out internally by the finance team.

In December 2022, CMETB were the first ETB to go-live with the Contracted Training Module for P2P. All contracts for contracted training courses are now stored on this module which feeds into P2P and SUN for the payment of invoices. The module

captures the contract from initiation to completion, including contracts and invoices, thus reducing the need for paper copies.

### **Financial Statements 2022**

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 2022 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. In this regard, 2022 was a successful year with a number of new projects sanctioned by the DE and the DFHERIS.

The post-primary schools under the remit of CMETB are continuing to see an increase in their student enrolment numbers and in 2022 Modular and Temporary Accommodation was provided in Breifne College, Inver College, Beech Hill College and Coláiste Dún an Rí. Further Modular Accommodation was sanctioned for Castleblayney College, St Mogue's College and St Bricin's College and are currently in production. We are also now preparing applications / awaiting sanction for additional modular accommodation for Virginia College, Inver College and Beech Hill College. CMETB also delivered temporary accommodation in two non-ETB schools in 2022.

Major building projects sanctioned in previous years are continuing to progress. CMETB currently have Castleblayney College, Breifne College, Coláiste Dún an Rí and three non-ETB schools at early design stage with Beech Hill College, Inver College, Virginia College and one non-ETB school at detailed design stage and two non-ETB schools ready to go to construction. Finally, Ballybay Community College additional accommodation project was at construction stage during 2022 with handover expected in early 2023.



Figure 25: CMETB Chairperson Cllr Colm Carthy, Principal Rosie Croarkin and CMETB CE Dr Fiona McGrath at the Ballybay Community College Additional Accommodation project

Numerous other minor construction projects across all our schools have been ongoing and completed by CMETB in 2022 namely those funded by the Emergency Works Grant Scheme, Summer Works Grant Scheme and Sports Capital Grant Scheme.

In FET, CMETB have almost completed a significant modular unit development for Cavan Institute with handover expected in March 2023. In 2022, plans for further accommodation for Cavan Institute, Monaghan Institute and for a SCLP Centre were submitted for funding to SOLAS. Subsequently, Minister Simon Harris announced €40m funding to deliver a major new state-of-the-art Education Campus for Cavan Institute.

While good progress was made, 2022 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 and we will continue to manage this throughout 2023.

The scale of the increase in CMETBs capital project portfolio can be seen in the rise in capital expenditure from €5.2 million in 2021 to €16.4 million in 2022.

The 2019 Climate Action Plan originally set out 2030 targets for the public sector to reduce their greenhouse gas emissions from the sector by 30%. This target has been extended to an absolute reduction of 51% by 2030 and net zero by 2050. In 2022, 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 have committed to assign a Senior Staff Officer to oversee this area in 2023.

In 2022, we undertook energy audits in five of our centres in line with SI426 obligations. In 2023, CMETB will explore the results of these audits, investigating the possibility of retrofitting and using renewable energy to help meet the 2030 greenhouse gas emissions target.

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 Land and Buildings continue to upskill themselves through various training forums, webinars and by engaging with other ETBs to share information and promote co-operation 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.

### **Health and Safety**

In 2022, CMETB continued to support schools and centres in the implementation of the ETBI Safety Statement and Health and Safety Authority 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 nine sites visits at the CMETB Administration office and FET centres in Q4 2022. No significant findings were noted. Key themes were reviewed, and good practices highlighted during these visits. These were shared with all schools and centres.

A schedule of informal reviews was conducted by the CMETB Health and Safety Co-ordinator and external agency in one school and four FET centres during 2022. These

reviews were completed to review, test and enhance the Health and Safety Management System. These informal reviews will continue in 2023.

A pilot of hybrid working scheme for CMETB administration staff was rolled out in October 2022. A risk assessment was completed of 68 administration employee's remote working locations in Q4 2022, which formed the basis for remote working approval.

The following health and safety training courses were rolled out to nominated staff in schools and centres throughout 2022:

- First aid responder training
- Fire warden training
- Manual Handling Training
- People Moving and Handling Training

### **Property Register**

CMETB continued the implementation of the DCS Property Register software system in 2022. Significant work was completed and will continue 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 being conducted in 2023 with DCS, with a view to enhancing the reporting features of the system.

## Procurement

CMETB Procurement Department utilised the national procurement model the OGP and their frameworks, where available, and appropriate for all our schools and centres 'procurement' spend in 2022. In addition, the Procurement department put the following contracts in place via e-tender competitions:

- The provision of school meal services to Breifne College, Cavan
- Heat fuel supply including operating and maintaining the biomass heating plant including oil boiler at Monaghan Education Campus
- The supply of mountain bikes and safety equipment to Tanagh OETC
- The provision of a Youth Service to young people in Cavan town for CMETB
- Supply, delivery, installation / assembly and commissioning of equipment required for CMETB
- The supply, delivery and training of beauty therapy equipment to CMETB
- The supply of motion lorry driving simulators Two (2)
- The supply of one (1) dual user welding simulator to CMETB
- The supply and commissioning of commercial catering equipment for Cavan Institute at the FET Campus, Cavan
- The supply of harps (musical instruments) to Music Generation and CMETB
- The supply of hairdressing, barbering and beauty kits and consumables for CMETB
- The provision of school meal services to Coláiste Oiriail, Monaghan
- The supply of electrical apprenticeship equipment
- The supply of woodwork class materials to CMETB Schools and Centres
- The supply of stationery and office supplies

## Corporate Procurement Plan

CMETB worked with the Procurement Public Sector Reform Unit 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 2023. 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.



**Berni Power**  
**Director of Organisation Support and Development**

## 8 Report on Year One 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 2022
Goal: To promote high quality teaching, learning, wellbeing, engagement and progression in an inclusive, learner-centred environment	1. Undertake 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>Ongoing review in place. Consultation and review for current year completed with all schools</li> <li>Desired and necessary curricular adjustments completed</li> <li>Extension of Polish Language as a Leaving Cert subject to a second cohort. First cohort to complete Leaving Certificate in 2023</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>Agreed two areas to be focused on in 2022:                             <ul style="list-style-type: none"> <li>Consistent Learner Support and</li> <li>Consolidation of FET Provision (in the context of common identity / shared branding).</li> </ul> </li> <li>Work undertaken in this regard and to be continued in 2023</li> </ul>

Goal	Priority	Action	Performance Indicator	Update on Progress in 2022
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>2</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 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</li> </ul>	<ul style="list-style-type: none"> <li>• Role established and staff member in situ</li> <li>• Wide range of actions and initiatives developed and operational across all 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>• Additional key action involved 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> </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 four CMETB Schools</li> </ul>	<ul style="list-style-type: none"> <li>• Provision Mapping process in second phase in two CMETB schools.</li> <li>• ASD Teachers online forum established, and suitable supports secured through MAEDF funding.</li> <li>• A further five ASD classes opened in CMETB schools.</li> <li>• Permanent ASD Unit commenced building at Largy College with temporary capacity at Virginia College.</li> <li>• New modular units opened at Inver College and Beech Hill College.</li> </ul>

<sup>2</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 2022
<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>• Each school has embarked on enhancing the student voice in a manner that responds to school needs</li> <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>• FET Learner Advisory Network (LAN) established and convened</li> <li>• Learner Connects Week took place from 17 to 19 April with a series of webinars delivered in respect of issues / areas of concern identified in the Learner Survey and further raised by the LAN. These included sessions relating to wellbeing and resilience, the future of work, using technology to boost study, study motivation and how to dress for success</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 ALP continued to operate effectively in 2022</li> <li>• The EmployAbility programme commenced</li> <li>• Each 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> <li>• Summer Programme offered in two CMETB schools</li> </ul>

Goal	Priority	Action	Performance Indicator	Update on Progress in 2022
<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>	<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>	<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>Wide range of programmes ran in 2022 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 500 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 number in Cavan Institute in 2022 and new programmes commenced in both Institutes</li> <li>• New National Hairdressing apprenticeship commenced in Cavan</li> <li>• Increased number of employers in OEM apprenticeship</li> <li>• Range of new programmes developed / validated for use by CMETB and expanding its offering and meeting wider learner and industry needs</li> <li>• Range of new adult education programmes delivered across both counties</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>	<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> </ul>

Goal	Priority	Action	Performance Indicator	Update on Progress in 2022
<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>	<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>• Ethos awareness planning in place</li> <li>• All schools have joined a professional network with Ethos Leads identified and trained in each school</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>• 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</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 2022
<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>	<ul style="list-style-type: none"> <li>Assessment completed Q2 2022</li> <li>Assessment, Implementation and Action Plan published Q3 2022</li> <li>Implementation group and working group established Q4 2022</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 Q4 2022 to Administration staff</li> </ul>

## Goals Identified in the Performance Delivery Agreement

### Optimise Student/Learner Experience

Goal	Priority	Action	Performance Indicator	Update on progress in 2022
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>• 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 - plan to continue in 2023 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>• New Strategic Performance Agreement prepared with SOLAS setting out targets to be achieved in eight areas, including widening participation and fostering inclusion. Strong attainment of targets in 2022</li> <li>• New Regional Literacy Coordinator sanctioned and appointed to support implementation of Adult Literacy for Life Strategy in Cavan and Monaghan</li> <li>• Centralised Learner Support Service developed and operational</li> </ul>

Goal	Priority	Action	Performance Indicator	Update on progress in 2022
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 to meet with SENOs and agree strategies</li> <li>• One new class opened and a further two planned for 2022</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 process in pilot schools</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>• A further five ASD classes opened in CMETB schools</li> <li>• Permanent ASD Unit commenced building at Largy College, with temporary capacity provided at Virginia College</li> <li>• New modular units opened at Inver College and Beech Hill College.</li> <li>• New Learner Support Officer role in place with a range of actions and initiatives in operation, including psychological support, digital and physical learner hubs, Wellbeing Champions appointed in each Centre / Service, Extension of Fund for Students with Disability model across all FET services</li> <li>• Exploration of SENI programme for Youthreach (to provide individual mentoring and support to learners)</li> <li>• LAN established and convened and led to Leaner Connects Week event</li> </ul>

Goal	Priority	Action	Performance Indicator	Update on progress in 2022
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 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 2022 to include new programmes, increased enrolments and operating three evenings per week</li> <li>New programmes offered in 2022 and suite of programme expanded</li> <li>Validation secured for new programmes</li> <li>Sanction sought and received for additional Workforce Development Officer which will enable great employer engagement and should enhance participation numbers</li> </ul>
	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 to be developed in 2022</li> <li>Continue to build on this initiative in 2022 through Learner Assistance Fund and a range of community-based projects</li> </ul>	<ul style="list-style-type: none"> <li>Comprehensive suite of learner supports available for all which facilitate and enhance access, retention and progression</li> <li>MAEDF/REACH Fund rolled out with 19 projects benefitting and over 400 learners availing of 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 2017	<ul style="list-style-type: none"> <li>Necessary procedures and processes in place and adhered to in Schools, Youthreach 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 support</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</li> </ul>

Goal	Priority	Action	Performance Indicator	Update on progress in 2022
Optimise Student/Learner Experience	3. Ensure full compliance with the Child Protection Procedures for Primary and Post-Primary Schools 2017	<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>	<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>	<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>Support provided to BOMs in compiling oversight reports</li> </ul>
Protection Programmes	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	<ul style="list-style-type: none"> <li>Participation in and responding to Refugee Protection Programmes for Cavan and Monaghan</li> <li>Refugee resettlement programme initiated in Cavan with a high level of provision by adult education</li> <li>Development of a LTI for refugee resettlement group in Monaghan who have completed intensive ESOL training but require further supports</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 by year end. 284 students in primary schools and 120 students in post primary schools over both counties.</li> <li>Audit of available places completed and ongoing communication with every school sector regarding future planning</li> <li>Strong links were 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 Co-ordinator to apply for and receive school transport</li> <li>Planned actions in this area greatly altered due to the Ukrainian crisis. Large scale response mounted by CMETB, including; provision of ESOL programmes to 350+ Ukrainians; expansion of ESOL tutor panel and upskilling of 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. LTI not progressed due to Ukrainian crisis and necessary diversion of resources and focus to this</li> </ul>

## CMETB Strategic Goals

### Wider CMETB Services

Goal	Priority	Action	Performance Indicator	Report on Progress during 2022
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>Strategic Planning Process ongoing with agreed lead facilitator identified</li> <li>Mobile recording studio launched in December 2022</li> <li>Orchestra established with major performance commissioned for Q4 2023</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 and national level	<ul style="list-style-type: none"> <li>Development of four local Arts initiatives for young people between 4 and 18 years of age</li> <li>Engagement of four local artists</li> </ul>	<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>Cruinniu Performances completed and ARTS Van programme successfully executed</li> </ul>
	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 completed.</li> <li>Programme completed - Youth Theatre members exceed 150</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 2022 through Learner Assistance Fund and a range of community-based projects</li> </ul>	<ul style="list-style-type: none"> <li>Operate 2 calls for projects and work to secure similar funding levels (to 2021 levels) for allocation to projects in 2022</li> </ul>	<ul style="list-style-type: none"> <li>Work ongoing</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> </ul>

## CMETB Strategic Goals

### Wider CMETB Services

Goal	Priority	Action	Performance Indicator	Report on Progress during 2022
<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>6 . Review and assess emerging issues / challenges for young people and collaborate with relevant partners and stakeholders to ensure needs are advocated for and addressed in a collective and inclusive manner</p>	<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>• Area Profile Needs Analysis Service Requirement Exercise was carried out in Q1 of 2022 and supported the development of the new UBU for Cavan Town</li> <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> </ul>
	<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>	<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> </ul>

## CMETB Strategic Goals

### Our People - Development, Support and Wellbeing

Goal	Priority	Action	Performance Indicator	Update on progress in 2022
<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>1. Review and develop our systems and processes to support the recruitment and retention of the best staff with the necessary competencies</p>	<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>	<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 commenced in Q4 2022</li> </ul>
	<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>• Undertake analysis of staff training and development needs, identify priority requirements and consolidate CMETB's position as a learning organisation<sup>3</sup></li> <li>• Facilitate the development of all CMETB leaders through the analysis of needs and provision of relevant programmes, guidance, on-going learning and career development supports</li> </ul>	<ul style="list-style-type: none"> <li>• Staff member assigned and cross-sectional Professional Development Team to be assembled to identify and assess training needs and develop training plan in line with the Professional Development policy</li> <li>• Staff engagement in range of CPD provision, including certified programmes</li> </ul>	<ul style="list-style-type: none"> <li>• 3-day course in Oversight of Capital Projects for Senior Officials in the Public Sector attended in June 2022</li> <li>• Display Screen Equipment / Visual Display Unit Assessor course attended in November 2022</li> <li>• Transforming Difficult Conversations Training in December 2022</li> </ul>

<sup>3</sup> To support lifelong learning, career development, tutor up-skilling and flexibility in resource deployment

Goal	Priority	Action	Performance Indicator	Update on progress in 2022
<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>4</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 rolled out through new software system</li> <li>• Phishing training implemented through external company in 2022</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 2022</li> <li>• Specific training undertaken by admin staff in FOI, Access to Information on the Environment (AIE), Accessibility, Health and Safety, Environmental Awareness, Equality, Diversity and Inclusion (EDI), Finance and Procurement</li> </ul>

<sup>4</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 2022
<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 Email signatures have been rolled out across administration staff, Quality Assurance and Training Services administration, incorporating CMETB branding and Vision statement</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>
	<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 rolled out in Q4 and is working satisfactorily</li> <li>• CMETB hybrid working pilot was implemented October 2022. A risk assessment was completed of 68 administration employees' remote working locations in Q4 2022, which formed the basis for remote working approval</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> </ul>

Goal	Priority	Action	Performance Indicator	Update on progress in 2022
Goal: To work collaboratively as a CMETB team to promote leadership and best practice, deliver excellence and support equality within a progressive workplace culture	5. Develop initiatives to embed the culture and promotion of health and wellbeing in the work environment	<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 per year</li> <li>• Social Committee established with events for staff members held throughout the year</li> </ul>
	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	<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>• Implementation and Working Group established under the Public Sector Duty</li> <li>• Training provided to Administration Staff and FET Managers on the CMETB Public Sector Duty</li> </ul>

## CMETB Strategic Goals

### Organisation, Support and Development

Goal	Priority	Action	Performance Indicator	Update on progress in 2022
<p>Goal: To consolidate our position as a learner-centred, responsive, equality-focused organisation by driving excellence, innovation and good governance</p>	<p>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</p>	<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>5</sup> and (iii) innovation/collaboration across all CMETB activities</li> <li>• Complete review of CMETB's physical and ICT infrastructure<sup>6</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> <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>• New ICT Action Plan being developed</li> <li>• Pioneering Polish Language as a Leaving Certificate subject in Hybrid environment.</li> <li>• Successful completion of programme and examinations by students in nine CMETB schools. This involved formal recognition via Microsoft Office Specialism accreditation. One student reached world finals, while Inver College received international distinction at Awards Ceremony in London, November 2022</li> </ul>

<sup>5</sup> Conventional, blended and remote learning

<sup>6</sup> Extending to include facilities and energy usage

Goal	Priority	Action	Performance Indicator	Update on progress in 2022
<p>Goal: To consolidate our position as a learner-centred, responsive, equality-focused organisation by driving excellence, innovation and 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 implemented in 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 2022. Significant work was completed and will continue in 2023 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 also agreed to take part in Wave 1 Finance Shared Services project commencing in 2023</li> </ul>

Goal	Priority	Action	Performance Indicator	Update on progress in 2022
<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 began work on developing a Communications Strategy covering internal and external communications. The strategy is set to be launched 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 staff newsletter circulated on a quarterly basis</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>	<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 Monitoring and Reporting Returns to the SEAI. Report outcome of energy performance to CMETB schools and centres using the SEAI Energy Bill Tracker Toolkit</li> <li>Engage with staff and students through the Energy Awareness Programme to heighten awareness and understanding of energy efficiency</li> <li>Investigate possibility of securing BEC grant to retrofit high energy usage buildings</li> </ul>	<ul style="list-style-type: none"> <li>CMETB continues to complete the annual Monitoring and Reporting submission</li> <li>CMETB carried out SI426 Energy Audits in five FET centres in 2022, highlighting projects that could reduce greenhouse gases if funding is made available</li> <li>CMETB continued to engage with our schools and centres in relation to their Green Teams and energy usage</li> </ul>

Goal	Priority	Action	Performance Indicator	Update on progress in 2022
<p>Goal: To consolidate our position as a learner-centred, responsive, equality-focused organisation by driving excellence, innovation and good governance</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>	<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>7</sup>, EWS<sup>8</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> <li>Provide professional support to schools and FET leaders in their management role to ensure appropriate governance and compliance</li> </ul>	<ul style="list-style-type: none"> <li>Completion of current building projects and progression of new projects</li> <li>School and FET management are supported in their financial, compliance and governance roles</li> </ul>	<p><b>Completion of existing projects:</b></p> <ul style="list-style-type: none"> <li>Virginia College Temporary Accommodation</li> <li>Virginia College Toilet Refurbishment</li> <li>Beech Hill College 1 Rental and 1 Purchased Temporary Accommodation unit</li> <li>Inver College Modular Accommodation</li> <li>Dun an Ri College Temporary Accommodation</li> <li>Inver College PE Floor Refurbishment</li> <li>Castleblayney SEN enabling works</li> </ul> <p><b>Projects Approved:</b></p> <ul style="list-style-type: none"> <li>Castleblayney College Temporary Accommodation</li> <li>St Bricin's College Modular Accommodation</li> <li>St Mogue's College Modular Accommodation</li> <li>Beech Hill College PE Roof upgrade</li> <li>Beech Hill College Disability Ramp to sports field</li> <li>Castleblayney College Roof upgrade</li> <li>Breifne College Modular Accommodation</li> <li>St Bricin's College Fire Door upgrade</li> <li>St Bricin's College Fire Alarm upgrade</li> <li>St Bricin's College Upgrade Toilet Facilities</li> </ul> <p><b>Non-ETB School Projects:</b></p> <ul style="list-style-type: none"> <li>Gaelscoil Eois sanction and completion of Temporary Accommodation in 2022</li> <li>Royal School Cavan sanction of Modular Accommodation in 2022</li> <li>Doohamlet National School sanction of 2 Temporary Accommodation units in 2022</li> </ul> <p>CMETB reached an energy efficiency improvement of 35.9% since their 2009 baseline</p>

<sup>7</sup> Summer Works Scheme (SWS)

<sup>8</sup> Emergency Works Scheme (EWS)

				<p><b>Progress in FET capital projects</b></p> <ul style="list-style-type: none"> <li>• Submission of three capital funding applications under new SOLAS / DFHERIS process</li> <li>• Finalisation of modular units for Cavan Institute</li> <li>• Announcement in December 2022 of new building for Cavan Institute</li> <li>• Ongoing repairs, maintenance and upgrades to FET Campus</li> <li>• Completion of indoor venue and new climbing wall for Tanagh OETC</li> <li>• New modular unit for Adult Education Monaghan</li> <li>• Sourcing of premises to lease for other FET Services, for example, Carrickmacross 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>
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### Goals Identified in the PDA

Goal	Priority	Action	Performance Indicator	Update on progress in 2022
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 72% for 2022</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 2022</li> <li>Refresher training on Governance has been requested and will take place in 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 meetings held in 2022 by each of the Finance and Audit and Risk Committees)</li> </ul>
	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 2022
Governance	Staff Development <sup>9</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> <li>eLearning Programmes for Data Security and ICT Security through dedicated software system.</li> </ul>	CPD in 2022 included <ul style="list-style-type: none"> <li>3-day course in Oversight of Capital Projects for Senior Officials in the Public Sector</li> <li>Display Screen Equipment / Visual Display Unit Assessor</li> <li>Transforming Difficult Conversations</li> <li>Irish Sign Language Awareness</li> <li>Digital Accessibility</li> <li>The Public Sector Duty</li> <li>Cyber Essentials certification</li> <li>FOI and AIE</li> <li>Equality Diversity and Inclusion awareness</li> <li>GDPR eLearning awareness programme rolled out through new software system</li> <li>Phishing training implemented through external company in 2022</li> <li>Cyber Essentials certification completed</li> </ul>

<sup>9</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.

Goal	Priority	Action	Performance Indicator	Update on progress in 2022
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>Department reporting deadlines are recorded and monitored on CMETB Corporate Governance calendar</li> <li>Reporting deadlines were adhered to in 2022 and no penalties were incurred</li> </ul>
	Risk Management Policy	<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>Risk registers and internal controls reviewed quarterly and actioned accordingly</li> </ul>
	Internal Controls	<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>Completed Q1 2022</li> </ul>
	Compliance	<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 2022 to discuss and review a schedule of spot checks to be carried out throughout 2022</li> </ul>

## 9 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.

Through 2022, CMETB published its assessment of equality and human rights issues, and an implementation and action plan to implement the Public Sector Duty. CMETB continues 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 2022, staff members from across the organisation were involved in developing CMETB's Equality and Human Rights Values Statement. The values of Participation, Inclusion and Social Justice were 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 and implementation of a 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.

## **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. It contains a series of new provisions aimed at strengthening the language rights of Irish speakers.

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. An electronic compliance return in relation to this requirement is due before 10 March 2024 in respect of advertising completed from 01 January 2023.

CMETB designated staff members attended a seminar with the Oifig an Choimisinéara Teanga in September 2022 and a presentation on the new requirements from the Act was delivered to CMETB Principals and FET management in October 2022.

A template has been created and circulated to CMETB schools and centres to support adherence with the requirements of the Act. Monitoring and compliance reviews will be completed by the Corporate Services department throughout 2023.

## **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) have put in place a policy, 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 Act 2014, CMETB has appointed Fiona Nugent to receive protected disclosures. The designated officer can be contacted by telephone at 047 30888, by email at or by post at Cavan and Monaghan ETB, Administration Centre, Market Street, Monaghan, H18 W449.

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### **Protected Disclosures Annual Report 2022**

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 two (2) reports were received under the Protected Disclosure Act during 2022. An assessment was undertaken of the first disclosure, and it was not deemed to be a Protected Disclosure within the meaning

of the legislation. The second disclosure is being assessed and will be investigated if it is found to be a Protected Disclosure within the meaning of the legislation.

One report received in 2021 was investigated under the CMETB Protected Disclosures Policy during 2022 and is now closed.

## List of Abbreviations

AFS	Annual Financial Statements
AIE	Access to Information on the Environment
ALP	Alternative Learning Programme
ARC	Audit and Risk Committee
ASD	Autism Spectrum Disorder
BOM	Board of Management
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
DDL P	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
EDI	Equality Diversity and Inclusion
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
IAU	Internal Audit Unit
ICT	Information and Communication Technology
KPI	Key Performance Indicator
LAEP	Local Arts in Education Partnership
LAN	Learner Advisory Network
LTI	Local Training Initiative
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
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
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
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*

Cumhachtú trí Fhoghlaim agus dul chun  
cinn do Chách

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Progression for All

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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**

# **Tuarascáil Bhliantúil**

## **2022**

Cumhachtú trí Fhoghlaim agus dul chun  
cinn do Chách

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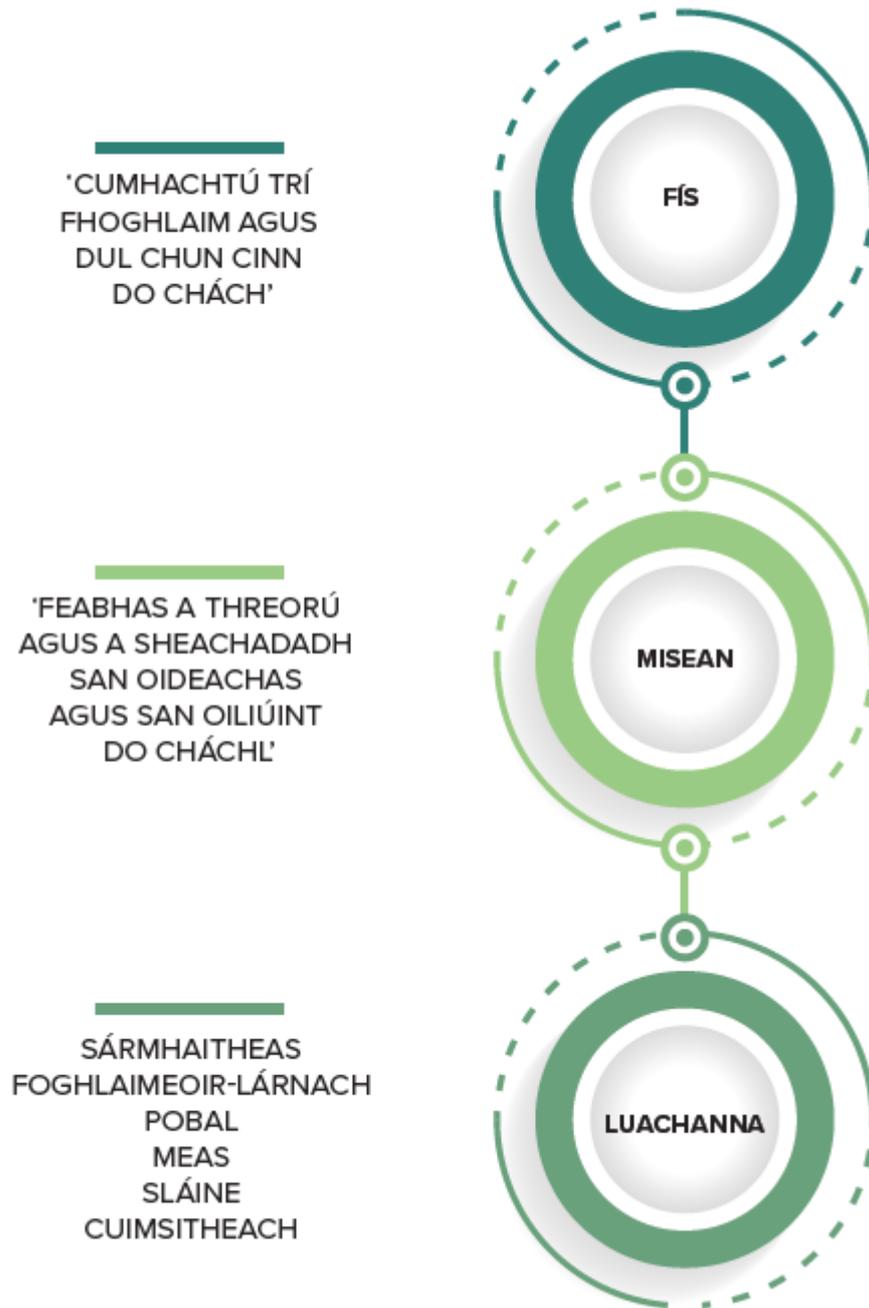
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# 1 Ráiteas Straitéise BOOCM 2022-2026



Fíor 26: Fís, Misean agus Luachanna BOOCM ina Ráiteas Straitéise 2022-2026

# ÁR LUACHANNA

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

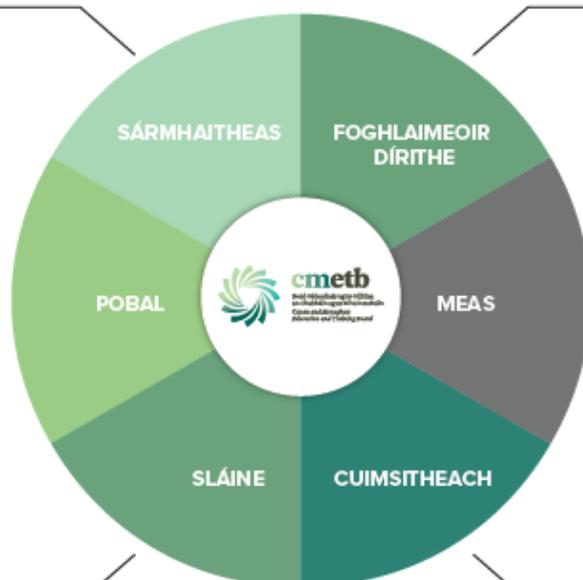
Ag obair lenár bhfoghlaimoirí chun a gcuid riachtanas a chomhlíonadh agus chun tacú le dul chun cinn do chách

Riachtanais a aithint go réamhghníomhach agus freastal ar riachtanais chomhtháite an fhostóra, an fhoghlaimoora, 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

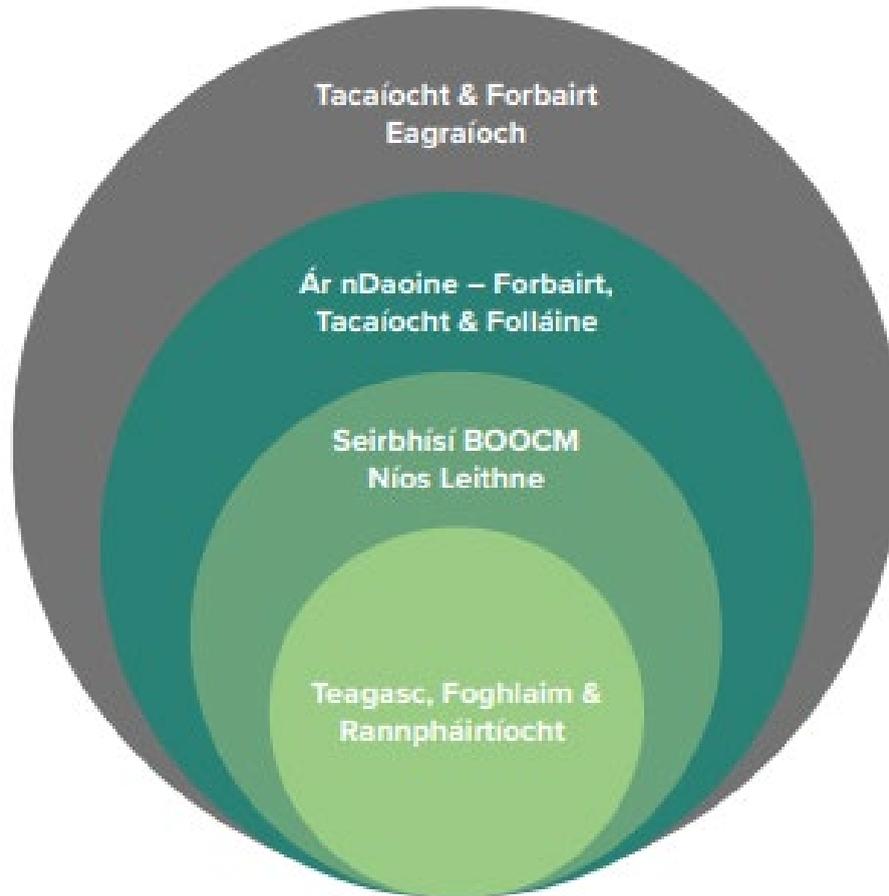


Fíor 27 Luachanna BOOCM

## 2 Spriocanna Straitéiseacha don tréimhse 2022-2026

### Spriocanna Straitéiseacha BOOCM

Léirítear sa léaráid seo a leanas ceithre sprioc straitéiseacha BOOCM atá bunaithe ar an gcéad chroísprioc, is é sin, Múinteoireacht, Foghlaim agus Rannpháirtíocht:



Fíor 28: Spriocanna Straitéiseacha BOOCM

**Múinteoireacht, Foghlaim agus Rannpháirtíocht:** Múinteoireacht, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ardchaighdeáin a chur chun cinn i dtimpeallacht ionchuimsitheach fhoghlaimoirlárnach.

**Seirbhísí Níos Fairsinge BOOCM:** Oibriú go comhoibritheach le seirbhísí a fheabhsú agus a fhorbairt níos mó a fhreagraíonn ar bhealach ionchuimsitheach do riachtanais ár bpobail.

**Ár nDaoine – Forbairt, Tacaíocht agus Folláine:** Oibriú go comhoibritheach mar fhoireann BOOCM le ceannaireacht agus dea-chleachtas a chur chun cinn, sármhaitheas a sholáthar agus tacú le comhionannas laistigh de chultúr céimnitheach san ionad oibre.

**Tacaíocht agus Forbairt na hEagraíochta:** Ár seasamh a chomhdhlúthú mar eagraíocht fhoghlaimoirlárnach, fhreagrúil agus atá dírithe ar chomhionannas trí shármhaitheas, nuálaíocht, agus dea-chleachtas i rialachas a chur chun cinn.

### 3 Fáilte an Chathaoirligh

Tá áthas orm bheith i dteannta ár bPríomhfheidhmeannaigh, an Dr Fiona McGrath, le fáilte a chur roimh Thuarascáil Bhliantúil Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin (BOOCM) don bhliain 2022.

Tá BOOCM ar cheann de na fostóirí is mó sa Chabhán agus i Muineachán ina bhfuil fórsa saothair mór 1,400 ball foirne páirtaimseartha agus lánaimseartha a sholáthraíonn seirbhísí riachtanacha do 14,802 foghlaimeoir. Trínár bpríomh-chomhpháirtíochtaí straitéiseacha le gnólachtaí áitiúla, le fostóirí agus le Comhairlí Contae an Chabháin agus Mhuineacháin agus lena gcoistí gaolmhara, tá BOOCM ar cheann de na príomhthiománaithe a bhaineann le fás eacnamaíoch sa réigiún.

I measc go leor imeachtaí suntasacha a tharla le i rith 2022, bhí:

- Foilsíodh Ráiteas Straitéise 2022-2026 BOOCM
- Torthaí scrúduithe den scoth gnóthaithe ag scoláirí inár n-iar-bhunscoileanna uile
- Seoladh an tionscnaimh Planet Youth
- Fairsingiú ar phrintíseachtaí agus ar sheirbhísí oiliúna ar fud an Chabháin agus Mhuineacháin
- Dul chun cinn leanúnach ar thionscadail chaipitil i measc scoileanna BOO agus neamh-BOO, oscailt an tseomra ranga Riachtanais Speisialta Oideachais (RSO) i gColáiste an Inbhir leis an Aire Stáit, Josepha Madigan san áireamh
- Cistiú á fhógairt ag an Aire Harris do champas nua d'Institiúid an Chabháin

Níl sa mhéid thuas ach cuid de bhuaicphointí na hoibre a rinne an fhoireann, na foghlaimeoirí agus na Comhaltaí Boird in 2022.

Ba mhaith liom ómós a chur in iúl do mo chomhghleacaí díil, an Comhalta Boird an Comh. Seán Smith, a d'imigh ar shlí na Fírinne in Eanáir 2023. Ionadaí poiblí tiomanta agus a d'oibrigh go dian ab ea é a sholáthair seirbhís dhochreidte dá phobal agus bhí sé paiseanta faoi thacú leis an oideachas.

Mar Chathaoirleach, tá súil agam go dtabharfar faoi deara sa bhliain 2023 agus ina dhiaidh sin fás méadaitheach ar fhoghlaimeoirí i Scoileanna agus Ionaid agus i gCláir Bhreisoideachais agus Oiliúna BOOCM, agus go leantar leis an tacaíocht a sholáthraíonn BOOCM do thionscadail chaipitil ar fud an Chabháin agus Mhuineacháin agus go dtiocfaidh forbairt orthu.

Leanfaimid orainn, agus sinn inár gceannaire i réigiún an Chabháin agus Mhuineacháin, le soláthar clár agus seirbhísí spriocdhíritha a thabhairt chun cinn ar gach bealach is féidir linn d'fhonn freastal ar riachtanais ár bpáirtithe leasmhara go léir.



An Comh. Carmel Brady  
Cathaoirleach, BOOCM

## 4 Aitheasc an Phríomhfheidhmeannaigh

Tá áthas orm Tuarascáil Bhliantúil BOOCM don bhliain 2022, mo chéad mar Phríomhfheidhmeannach, a chur i láthair.

Tugtar forbheathnú ar fheidhmíocht BOOCM sa tuarascáil seo maidir lena fheidhmeanna i rith na bliana agus ar an obair a rinneadh chun Ráiteas Straitéise 2022-2026 BOOCM a chur i bhfeidhm. Tá croíluchanna an Ráitis Straitéise - Sármhaitheas, Foghlaimeoirí, an Pobal, Ionchuisitheach, Ionracas, agus Meas, ábhartha i gcónaí i dtaobh eolas a thabhairt dár gcomhghníomhartha ar fud na heagraíochta i dtaobh glacadh le ról bunriachtanach chun cabhrú le freagairt an réigiúin tar éis phaindéim COVID-19 agus na dúshlán reatha dhomhanda i gceist.

Tugtar chun solais sa Tuarascáil Bhliantúil seo éachtaí suntasacha Ráiteas Straitéise BOOCM a sholáthair an fhoireann ar fud ár seirbhísí/ionad i rith 2022.

Tháinig borradh substainteach ar líonta scoláirí, a chuir san áireamh an t-oidéachas ardaighdeáin a bhí á sholáthar do na daoine óga ar chuir a dtuismitheoirí faoinár gcúram iad.

Leanann Seirbhísí Breisoideachais agus Oiliúna (BO) BOOCM ag fás agus le seirbhísí oideachais agus oiliúna a sholáthar ar fud an réigiúin, forbairt an Ionaid Sármhaitheasa Slabhraí Soláthair, Lóistíochta agus Soláthair san áireamh. D'éascaigh laghdú mór ar tháillí ar chlár lar-Ardteistiméireachta ag ár dhá choláiste Breisoideachais eile: Institiúid Mhuineacháin agus Institiúid an Chabháin, teacht ar bhreisoideachas. Garspíoc i dtaobh soláthar seirbhíse don ógra sa réigiún é tionscnamh Planet Youth a sheoladh a bhfuil mar aidhm aige torthaí níos fearr sláinte agus folláine a sholáthar do dhaoine óga.

I rith 2022, lean éifeachtaí phaindéim COVID-19 le tionchar a imirt ar mhúinteoireacht, foghlaim agus folláine inár scoileanna agus Clár Bhreisoideachais agus Oiliúna. Cé gurbh imeacht í an phaindéim a thit amach uair amháin inár saol, thosaigh dúshlán eile ag teacht romhainn in 2022. D'imir an cogadh san Úcráin tionchar ar na mílte daoine, agus lorg go leor teaghlaigh Úcránacha dídean i gcontaetha an Chabháin agus Mhuineacháin. Tá BOOCM tiomnaithe do chinntiú go mbíonn teacht ag na teaghlaigh seo ar na tacaíochtaí ábhartha i seirbhísí oideachais agus oiliúna, a chabhraíonn leis an bpróiseas imeasctha isteach i sochaí na hÉireann.

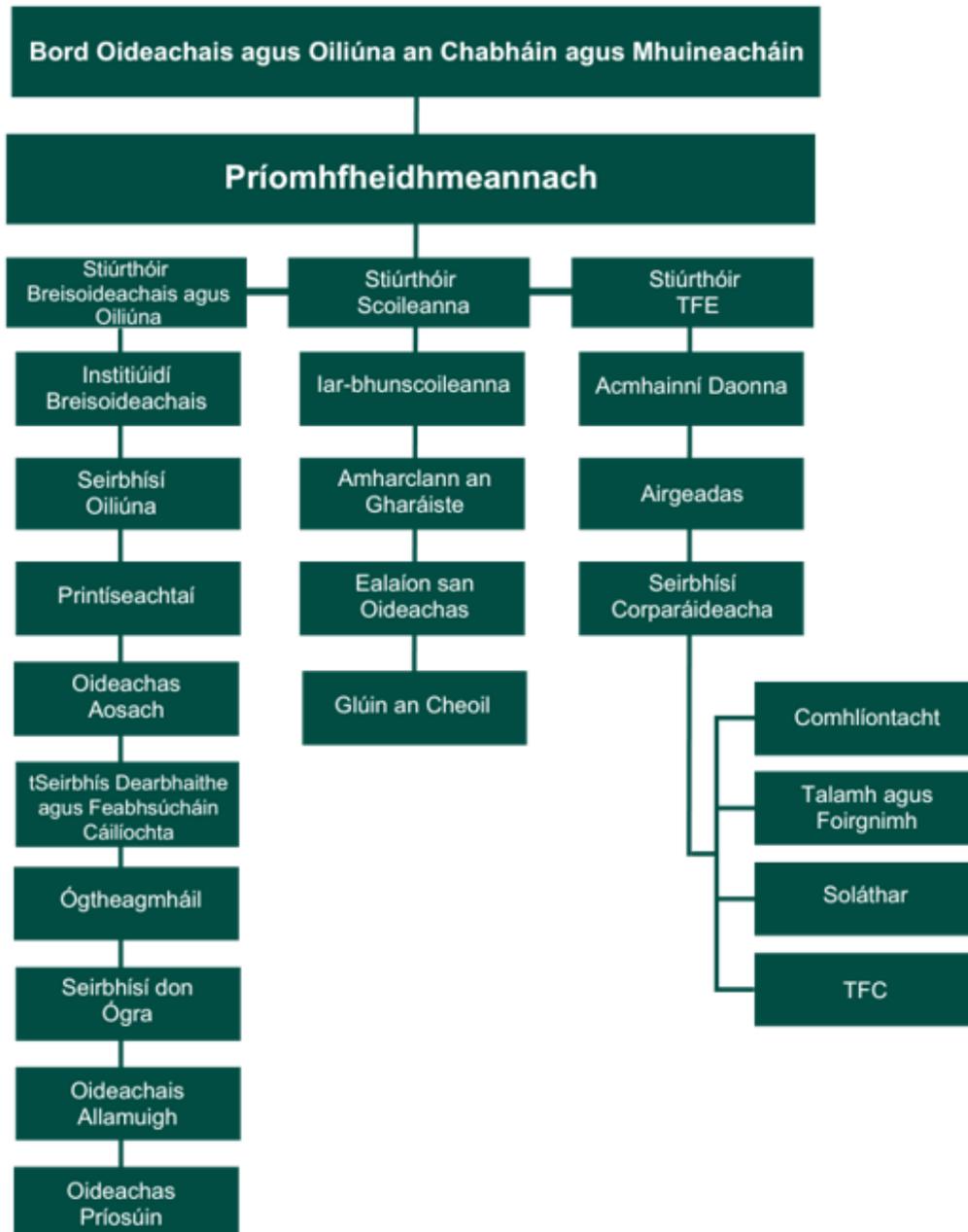
Táim an-bhuíoch de thacaíocht chomhaltaí boird BOOCM a léirigh tiomantas as cuimse dá n-obair thar ceann na bhfoghlaimeoirí go léir. Gabhaim buíochas le gach duine a chuir leis an tuarascáil seo ar bhealach ar bith agus guím rath leanúnach ar an bhfoireann agus ar na foghlaimeoirí go léir in 2023.



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

## 5 Léargas Ginearálta ar Sheirbhísí

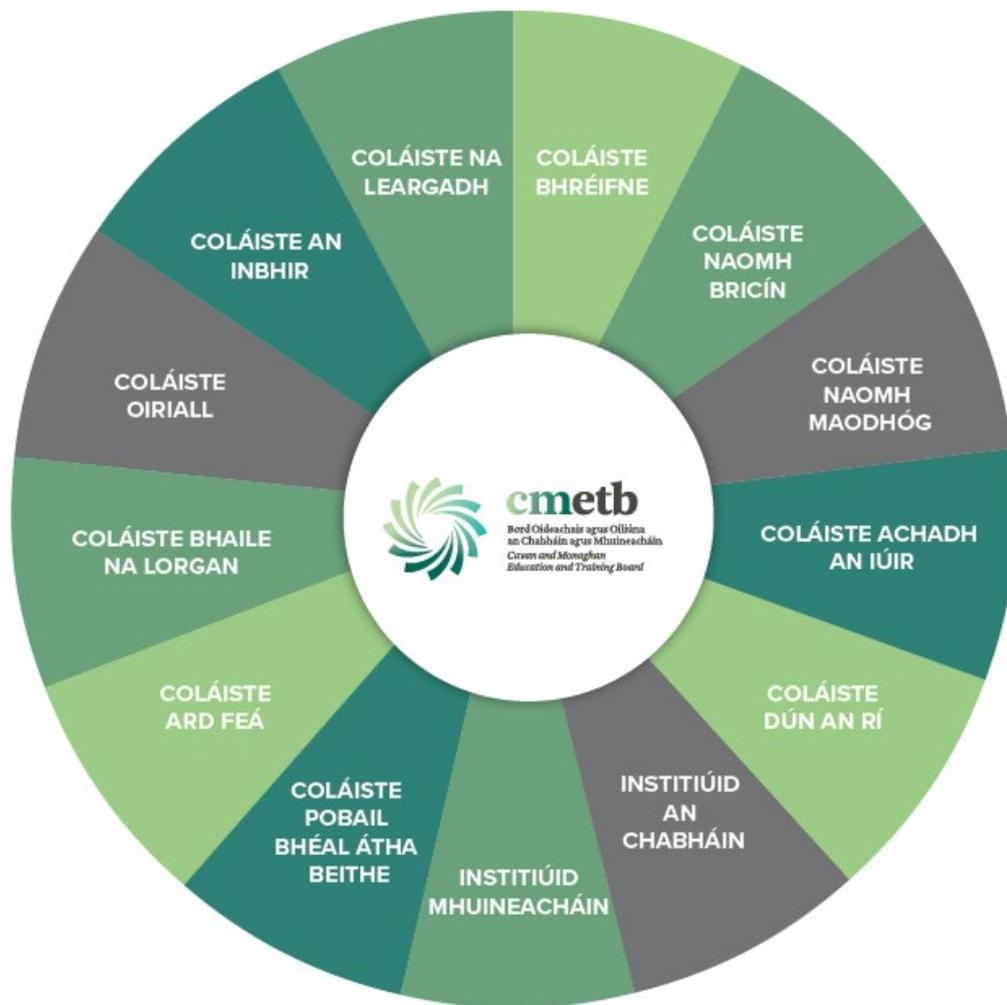
Soláthraítear seirbhísí BOOCM trí struchtúr cuíchóirithe a fheidhmíonn go maith, faoi mar a dtugtar cuntas air thíos:



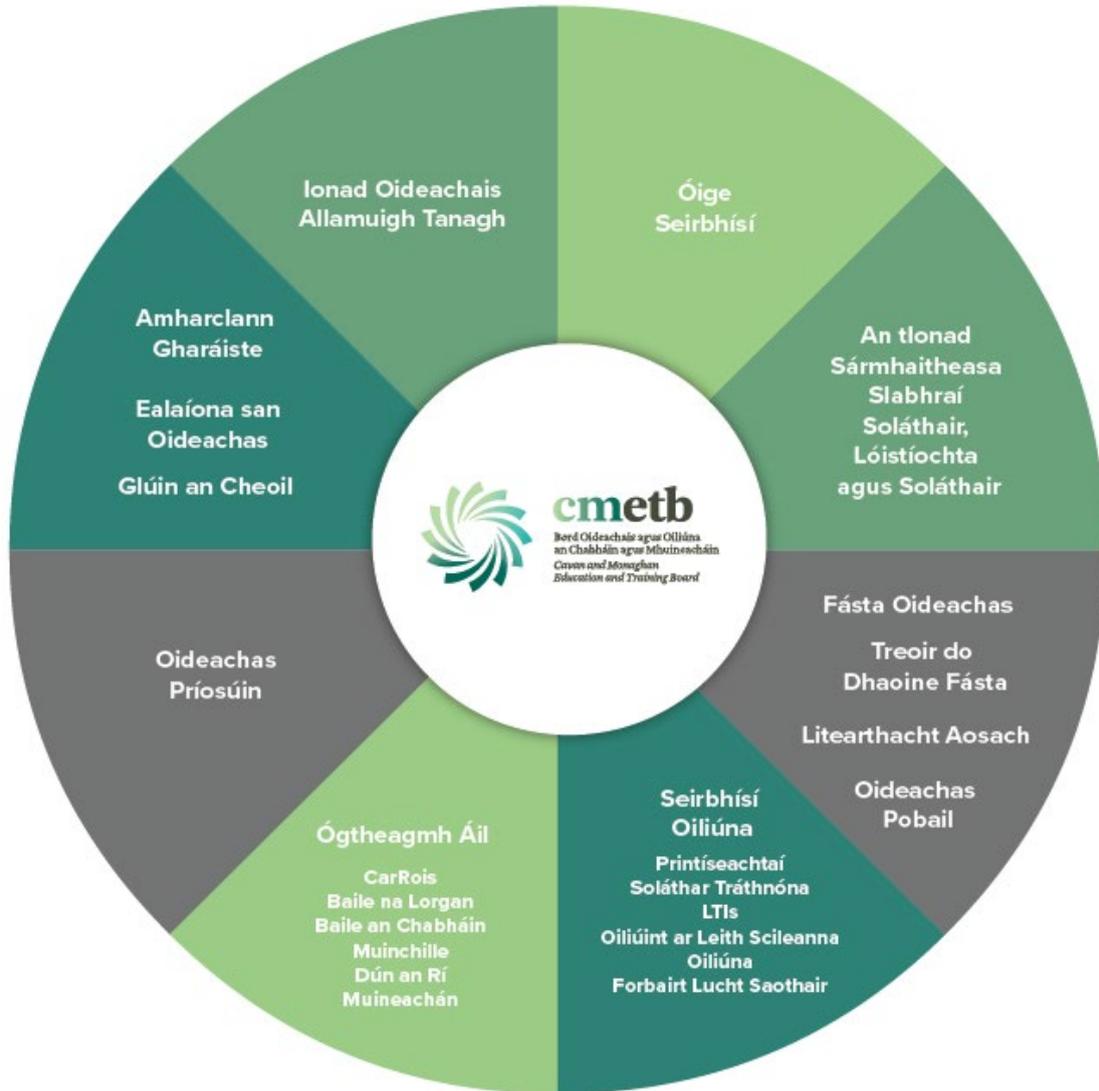
Fíor 29: Struchtúr Eagraíochta BOOCM

Tá an Príomhfheidhmeannach freagrach as bainistíocht feidhmiúcháin BOOCM agus tá freagracht fhoriomlán air/uirthi as feidhmíocht na scoileanna, na gclár agus na n-ionad oiliúna. Tá Stiúrthóirí, Príomhoidí, Comhordaitheoirí agus Bainisteoirí na n-ionad seo freagrach as a mbainistiú ó lá go lá.

Tá BOOCM tiomanta d'fheabhas leanúnach a chur ar a chuid seirbhísí i gcomhthéacs Chlár Athchóirithe na Seirbhíse Poiblí de chuid Rialtas na hÉireann agus i gcomhthéacs an chreata beartais a leagtar amach in [Ár Seirbhís Phoiblí 2020](#). D'oibrigh BOOCM ar roinnt príomhthéamaí agus príomhthionscnamh i rith 2022 mar atá leagtha amach i dTuarascálacha na Stiúrthóirí i Mír 7.



Fíor 30: Scoileanna agus Institiúidí BOOCM



Fíor 31: Seirbhísí Breisoideachais agus Oiliúna agus Coimhdeacha BOOCM

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

Bunaíodh Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin faoin Acht um Boird Oideachais agus Oiliúna, 2013 agus tá sé freagrach agus cuntasach as treoir agus rialú ceart a fheidhmeanna i limistéar údaráis áitiúil an Chabháin agus Mhuineacháin.

Comhlíonann Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin Ciorclán 0002/2019 na Roinne Oideachais agus Scileanna - An Cód Cleachtas chun Boird Oideachais agus Oiliúna a Rialú. Is é cuspóir an chóid a chinntiú go gcuireann Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin prionsabail an dea-rialachais agus an dea-bhainistithe chun feidhme.

### **Feidhmeanna Bhord an BOO:**

Feidhmeanna forchoimeáda iad na cinntí a dhéanann an Bord agus leagtar amach iad in Alt 12(2) den Acht um Boird Oideachais agus Oiliúna, 2013 agus i gCiorclán 0002/2019 “An Cód Cleachtas chun Boird Oideachais agus Oiliúna a Rialú”, agus leagtar sceideal iomlán amach in Aguisín A den Chód. Meastar gur Feidhmeanna Feidhmiúcháin don Phríomhfheidhmeannach iad cinntí nach sonraítear sa Chód. Tá an Bord sásta go ndéanann an Príomhfheidhmeannach feidhmeanna a tharmligean sa chás gur cuí agus i gcomhréir leis an Acht um Boird Oideachais agus Oiliúna, 2013.

### **Fhreagrachtaí an Bhoird:**

Tá an Bord freagrach as taifid chuí chuntasaíochta a choimeád ina nochtar le cruinneas réasúnta, ag tráth ar bith, staid airgeadais an Bhoird agus a chuireann ar a chumas a chinntiú go gcomhlíonann na Ráitis Airgeadais Alt 51 den Acht um Boird Oideachais agus Oiliúna, 2013. Tá an Bord freagrach, chomh maith, as a shócmhainní a chosaint agus as dul i mbun bearta réasúnta chun cosc a chur ar chalaos agus ar neamhrialtachtaí eile nó iad a bhrath. Measann an Bord go gcuirtear ioncam agus caiteachas an Bhoird agus staid ghnóthaí an Bhoird i láthair i gceart sna Ráitis Airgeadais Bliantúla.

Agus na ráitis siúd airgeadais á réiteach, ceanglaítear an mBord an méid a leanas a dhéanamh:

- (a) na beartais chuntasaíochta chaighdeánach a chur i bhfeidhm d'ullmhú ráitis airgeadais BOO
- (b) breithiúnais agus meastacháin a dhéanamh atá réasúnta agus stuama
- (c) aon imeachtaí ábhartha ó na beartais chuntasaíochta chaighdeánacha a nochtadh agus a mhíniú

Rinne an Bord an cháipéisíocht seo a leanas a cheadú i rith 2022:

- Glacadh leis an Tuarascáil Bhliantúil don bhliain 2021
- Ráitis Airgeadais don bhliain 2021
- Glacadh leis an bPlean Seirbhíse don bhliain 2022
- Glacadh leis an Ráiteas Straitéise don tréimhse 2022 go 2026
- Freastal ball ar chomhdhálacha a údarú
- Ceadaíodh éadail, sealbhú agus diúscairt talún nó leasa i gcomhréir le rialacháin na Roinne Oideachais
- Cinntíodh gur coimeádadh taifid chruinne ar chruinnithe agus cinntí

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

Tá 21 comhalta ag Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin<sup>10</sup> agus tá sceideal foirmiúil feidhmeanna aige atá forchoimeáda dó féin faoin Acht um Boird Oideachais agus Oiliúna, 2013. Tacaítear sa reachtaíocht leis na feidhmeanna forchoimeáda agus áirítear leo beartas, pleanáil, monatóireacht agus glacadh leis na cuntais/an tuarascáil bhliantúil. Tacaíonn Feidhmeannacht leis an BOO atá freagrach as pleananna, bainistíocht agus feidhmeanna laethúla nach bhfuil forchoimeáda don Bhord a chur i bhfeidhm. Tá struchtúr eagraíochta i bhfeidhm, ina bhfuil na leibhéil údaráis agus na struchtúir thuairiscithe atá sainithe go soiléir.

Ceanglaítear ar chomhaltaí BOO agus ar fhoireann ainmnithe Nochtadh Leasa bliantúil a sholáthar maidir le saincheisteanna a d'fhéadfadh tionchar ábhartha a imirt ar chomhlíonadh feidhmeanna. Ina theannta sin, tá Cód Iompair glactha ag

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<sup>10</sup> Tá 2 fholúntas ann amhail an 31 Nollaig 2022 ar an mBord d'ionadaithe tuismitheoirí

BOOCM agus tá sé seo curtha ar fáil do gach comhalta agus ball foirne.

Tagann an Bord le chéile gach dhá mhí agus coinnítear clár tinrimh. Faigheann na comhaltaí clár oibre agus páipéir roimh chruinnithe. Tá aon eolas eile a bhaineann le ról an BOO ar fáil go héasca. Déantar miontuairiscí a choimeád agus a ghlacadh mar thaca le cruinnithe BOO.

Cuirtear lámhleabhar oiliúna ar fáil do chomhaltaí ina leagtar amach a bhfeidhmeanna agus a bhfreagrachtaí. Tá fáil dhíreach ag comhaltaí ar an bPríomhfheidhmeannach. Tá nósanna imeachta i bhfeidhm freisin do chomhaltaí, chun a ndualgais a chur chun cinn, chun glacadh le comhairle ghairmiúil.

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

- **Cathaoirleach 2022/2023:** An Comh. Carmel Brady
- **Cathaoirleach 2021/2022:** An Comh. Colm Carthy
  
- **Leas-Chathaoirleach 2022/2023:** An Comh. Aidan Campbell
- **Leas-Chathaoirleach 2021/2022:** An Comh. Carmel Brady

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



Fíor 32: Comhaltaí BOOCM agus Foireann Riaracháin, Meán Fómhair 2022

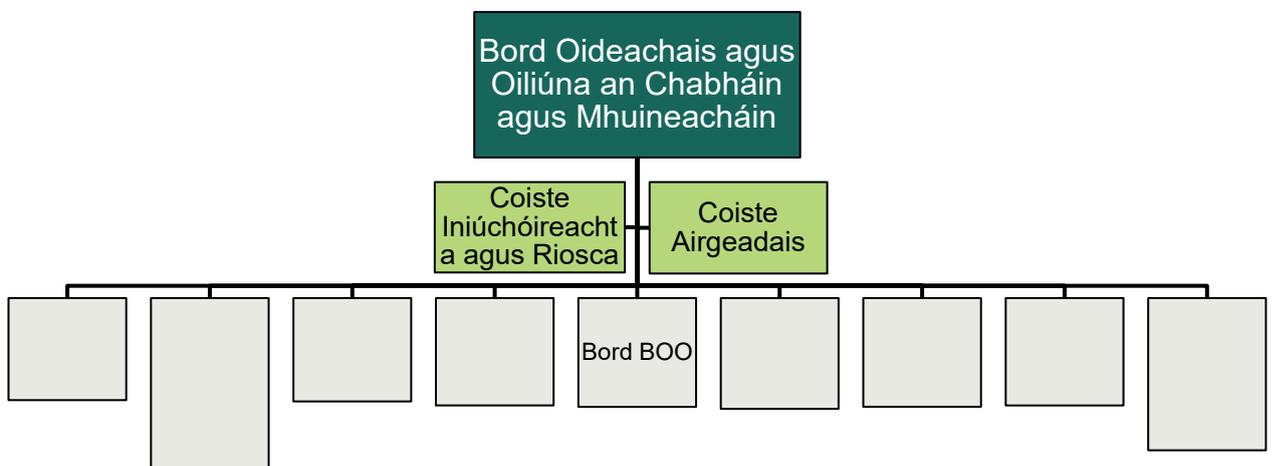
## Coistí an BOO

Tá Coistí bunaithe ag BOOCM faoi alt 44 d'Acht BOO 2013, ar a bhfuil baill BOO, agus páirtithe leasmhara ábhartha eile. Ainmníonn an BOO cathaoirleach na gCoistí seo agus tugtar téarmaí tagartha mionsonraithe.

Tá **an Coiste Iniúcháireachta agus Riosca** freagrach as monatóireacht a dhéanamh ar an bhfeidhmeannas i gcomhlíonadh a fheidhmeanna agus tugann sé dearbhuithe don BOO maidir le leordhóthanacht agus éifeachtacht na bpróiseas rialaithe inmheánaigh. Faigheann an Coiste Iniúcháireachta agus Riosca tuairiscí ón mbainistíocht agus ón iniúcháireacht sheachtrach agus inmheánach. Faigheann an BOO miontuairiscí cruinnithe ón gCoiste Iniúcháireachta agus Riosca agus tugtar aird don tuarascáil sin agus ráiteas ar rialú inmheánach á ghlacadh agus na cuntais bhliantúla á bhfaomhadh.

Tá freagracht ar **an gCoiste Airgeadais** as athbhreithniú a dhéanamh ar ioncam/chaiteachas BOOCM, conarthaí móra agus gnéithe airgeadais na bliana agus de Phleananna Seirbhíse. Glacann an Bord le miontuairiscí cruinnithe an Choiste Airgeadais chun breithniú a dhéanamh orthu agus chun cabhrú le dearbhú a sholáthar go bhfuil na Pleananna Oideachais agus Seirbhíse á gcur i bhfeidhm.

Is iad na Coistí eile a bhunaigh an BOO Boird Bhainistíochta Scoile (BB), Bord Bainistíochta Ógtheagmhála, Coiste Oibre don Aos Óg, Bord IOOA an Tamhnaigh, Bord Amharclann an Gharáiste, an Coiste um na hEalaíona Áitiúla san Oideachas, an Coiste Oideachais Ceoil agus an Bord Breisoideachais agus Oiliúna (BO).



Fíor 33: Struchtúr Rialachais BOOCM

## Cruinnithe an Bhoird:

Chas an Bord lena chéile naoi n-uaire i rith na bliana, agus tugtar cuntas ar shonraí faoi fhreastal sa tábla thíos.

Tábla 9: Clár Freastail na gComhaltaí Boid

Ainm an Chomhalta Boid	Comhlacht Ainmiúcháin	Cruinniú 22.02.22	Cruinniú 08.03.22	Cruinniú 14.03.22	Cruinniú 29.03.22	Cruinniú 17.05.22	Cruinniú 19.07.22	Cruinniú 20.09.22	Cruinniú 15.11.22	Cruinniú 13.12.22	Iomlán na gCruinnithe ar ar Freastalaíodh
Carmel Brady (Cathaoirleach)	Comhairle Contae an Chabháin	X	X	X		X	X	X	X	X	8/9
Aidan Campbell (Leas-Chathaoirleach)	Comhairle Contae Mhuineacháin	X	X	X	X		X	X	X		7/9
Madeleine Argue	Comhairle Contae an Chabháin	X	X	X	X	X	X	X	X	X	9/9
April Anna Barker	Cumann Bialann na hÉireann (I gcomhoibriú le hInstitiúid Aíochta na hÉireann)		X	X			X	X	X	X	6/9
Elaine Carolan *	ETBSNPA			X			X				2/9
Colm McCarthy	Comhairle Contae Mhuineacháin	X	X	X	X	X	X	X	X	X	9/9
Sean Conlon	Comhairle Contae Mhuineacháin		X		X	X	X	X			5/9
Rosena Donagh	An tÚdarás um Ard-Oideachas Teicneolaíochta (THEA)			X		X					2/9

Brendan Fay	Comhairle Contae an Chabháin	X	X	X	X	X	X	X		X	8/9
Seán Fegan	ACCS/JMB/NAP D	X	X	X	X	X	X	X	X	X	9/9
Michelle Flynn	Ionaí Foirne	X		X	X	X		X	X	X	7/9
Clifford Kelly	Comhairle Contae an Chabháin	X	X	X	X	X	X	X	X	X	9/9
Brian Martin *	ETBSNPA			X		X					2/9
Mícheál Ó Máirtín	Ionaí Foirne	X	X	X	X	X	X	X	X	X	9/9
David Maxwell	Comhairle Contae Mhuineacháin	X	X	X			X	X	X	X	7/9
Martin McBreen	Siondróm Down Éireann (DSI)		X	X		X		X	X	X	6/9
Joe McGrath	Foras na Gaeilge	X	X	X	X	X	X		X	X	8/9
PJ O'Hanlon	Comhairle Contae Mhuineacháin	X	X	X	X	X		X			6/9
Sarah O'Reilly	Comhairle Contae an Chabháin			X		X			X	X	4/9
Seán Smith	Comhairle Contae an Chabháin	X	X	X		X	X	X			6/9
Patrick Walsh	Comhairle Contae an Chabháin	X	X	X	X		X	X	X	X	8/9

\*Cuireadh deireadh leis an mballraíocht mar gheall nach gcáilítear an comhalta a thuilleadh mar thuismitheoir scoláirí níos óige ná 18 mbliana d'aois atá ag freastal ar scoil/ionad BOOCM

## Cruinnithe an Choiste Airgeadais

Chas an Coiste Airgeadais lena chéile cúig huaire i rith na bliana, agus tugtar cuntas ar shonraí faoi fhreastal sa tábla thíos.

Tábla 10: Clár Freastail an Choiste Airgeadais

Ainm Chomhaltaí an Choiste	Comhalta Inmheána ch/Seacht rach	Cruinniú 08.02.2022	Cruinniú 22.03.2022	Cruinniú 30.06.2022	Cruinniú 07.10.2022	Cruinniú 15.12.2022	Iomlán na gCruinnithe ar ar Freastalaí odh
Peter McGrath (Cathaoirleach)	Comhalta Seacht rach	X	X	X	X	X	5/5
Iontráil Ainm (Leas-Chathaoirleach)	n/b	n/b	n/b	n/b	n/b	n/b	n/b
Clifford Kelly	Comhalta Inmheánach	X	X				2/5
David Maxwell	Comhalta Inmheánach	X				X	2/5
Joe McGrath	Comhalta Inmheánach	X	X	X	X	X	5/5
Pat Treanor	Comhalta Seacht rach	X	X	X	X	X	5/5
Declan Woods	Comhalta Seacht rach	X	X	X	X	X	5/5

## Cruinnithe an Choiste Iniúchóireachta agus Riosca

Chas an Coiste Iniúchóireachta agus Riosca (an CIR) lena chéile cúig huaire i rith na bliana, agus tugtar cuntas ar shonraí faoi fhreastal sa tábla thíos.

Tábla 11: Clár Freastail an Choiste Iniúchóireachta agus Riosca

Ainm Chomhaltaí an Choiste	Comhalta Inmheánach /Seachtrach	Dáta an Chruinnithe 02.03.2022	Dáta an Chruinnithe 14.03.2022	Dáta an Chruinnithe 15.06.2022	Dáta an Chruinnithe 26.09.2022	Dáta an Chruinnithe 28.11.2022	Iomlán na gCruinnithe ar ar Freastalaíodh
Ger Finn (Cathaoirleach)	Comhalta Seachtrach	X	X	X	X	X	5/5
Iontráil Ainm (Leas-Chathaoirleach)	n/b	n/b	n/b	n/b	n/b		n/b
Madeleine Argue	Comhalta Inmheánach	X	X	X		X	4/5
Sean Conlon	Comhalta Inmheánach	X	X	X			3/5
Seán Corcoran	Comhalta Seachtrach	X	X	X	X		4/5
Séamus Coyle	Comhalta Seachtrach	X	X	X			3/5
Seán Fegan	Comhalta Inmheánach		X	X	X		3/5
Michael Mulvey	Comhalta Seachtrach		X	X	X	X	4/5

## Bainistíocht Riosca

Leanann an Bord le maoirseacht ghníomhach a dhéanamh ar bhainistíocht riosca agus deimhníonn sé gur thug sé faoi mheasúnú ar na príomhrioscaí, na bearta maolaithe gaolmhara agus go ndearna sé athbhreithniú ar éifeachtacht na mbeart seo in 2022. Bainistíonn an Bord riosca don eagraíocht trí chlár struchtúrach bainistíochta riosca. Cabhraíonn an Coiste Iniúchóireachta agus Riosca leis an mBord maidir lena fheidhm bhainistíochta riosca. Braitheann an Bord freisin ar an Aonad Iniúchóireachta Inmheánaí (an AI) agus a chuid tuarascálacha, ar iniúchadh bliantúil an Ard-Reachtair Cuntas

agus Ciste (an ARCC) agus ar aon Iniúchadh seachtrach, ar nós iniúchadh an CSE nó iniúchadh na gCoimisinéirí Ioncaim. Anuas air sin, déantar athbhreithniú ar Rialuithe Inmheánacha faoina dtugtar ar bhonn bliantúil.

Buanearra é Bainistíocht Riosca ag gach Cruinniú Boird agus áirítear an méid seo a leanas leis na nithe a bhreithnítear:

- Tuarascálacha riosca ón mbainistíocht shinsearach, an Príomhoifigeach Riosca (an POR) san áireamh
- Tuarascálacha an Choiste Iniúcháireachta agus Riosca
- Athruithe ar rátálacha riosca
- Clár Iniúchta

Cuireadh sonraí san áireamh sa Ráiteas ar Rialú Inmheánach (an RRI) faoi na príomhrioscaí agus na bearta nó straitéisí gaolmhara maolaithe mar chuid de na ráitis airgeadais iniúchta a fhoilseofar laistigh de mhí amháin i ndiaidh go bhfaightear iad ó Oifig an Ard-Reachtair Cuntas agus Ciste agus mar Aguisín le Tuarascáil Chuimsitheach an Chathaoirligh.

### **Córas Rialuithe Inmheánacha**

Deimhníonn an Bord go ndearnadh athbhreithniú ar éifeachtacht an chórais rialaithe inmheánaigh agus gur cuireadh an Ráiteas ar Rialú Inmheánach, a d'fhéadfadh athrú go dtí go gcríochnófar an t-iniúchadh seachtrach, san áireamh sna Ráitis Airgeadais Bhliantúla don bhliain dar críoch an 31 Nollaig 2022, a fhoilseofar laistigh de mhí amháin i ndiaidh go bhfaightear iad ó Oifig an Ard-Reachtair Cuntas agus Ciste agus mar Aguisín le Tuarascáil Chuimsitheach an Chathaoirligh a cuireadh faoi bhráid an Aire.

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

Deimhníonn an Bord go gcloíonn an eagraíocht le gnéithe ábhartha an Chóid Chaiteachais Phoiblí agus gur cloíodh leis an mbeartas agus na nósanna imeachta ábhartha soláthair agus gur forbraíodh agus gur cuireadh i bhfeidhm an Plean Corparáideach Soláthair.

### **Cánachas**

Deimhníonn an Bord gur chloígh BOOCM lena chuid oibleagáidí faoin dlí cánach.

## Ráitis Airgeadais 2022

Tá an Ráiteas Airgeadais Bliantúil don bhliain dar críoch an 31 Nollaig 2022 faoi iniúchta ag Oifig an Ard-Reachtaire Cuntas agus Ciste (an ARCC) ag tráth foilsithe Thuarascáil Bhliantúil 2022. Foilseoidh an BOO na ráitis airgeadais iniúchta a luaithe is indéanta i ndiaidh gur chuir an ARCC a n-ainm leo.

### Cuirtear sonraí airgeadais maidir leis an méid seo a leanas san áireamh sa Ráiteas Airgeadais Bliantúil:

- Sonraí faoi tháillí gaolmhara neamhthuarastail a íocadh maidir le Baill Bhoird a anailísítear de réir catagóir tháillí
- Sonraí comhiomlána faoin bpríomhbhainistíocht a chúiteamh a anailísítear sna catagóirí seo a leanas, cúiteamh na bainistíochta, ar an iomlán san áireamh
  - Tuarastail agus sochair fostaí ghearrthéarmacha
  - Sochair iarfhostaíochta
  - Sochair foirceanta
- Cúiteamh na príomhbhainistíochta, más ann dó
- Sonraí faoi líon na bhfostaithe ar tháinig laghdú idir €0 agus €59,999 ar a sochair fostaí iomlána (gan costais phinsin fostóra a áireamh) don tréimhse thuairiscithe agus laistigh de gach banda pá €10,000 ó €60,000 aníos agus figiúr foriomlán do ranníocaíochtaí pinsin iomlána fostóra.

Signed: Carmel Brady Date: 16/5/2023  
Cllr Carmel Brady  
Cavan and Monaghan Education and Training Board

## 7 Tuarascálacha na Stiúrthóirí

### 7.1 Scoileanna

Chuir BOOCM oideachas iar-bhunscoile ar fáil do 5,802 scoláire i measc 11 scoil i rith 2022. Is ionann é seo agus fás breis is 422 scoláire (7.84%) sa bhliain reatha agus tá réamh-mheastachán d'fhás ann don todhchaí sna blianta amach romhainn. Léiríonn seo bliain eile d'fhás suntasach ar líon na scoláirí agus cinntítear méadú ar sciar na scoláirí go léir sa réigiún atá ag freastal ar scoil BOOCM. Is iad seo a leanas na scoileanna agus na sonraí:

Tábla 12: Miondealú ar Rollú Scoileanna BOOCM in 2022

Scoil	Seoladh	Rollú M.F. 2022	DEIS / Neamh-DEIS
<b>Coláiste Pobail Bhéal Átha Beithe</b>	Béal Átha Beithe, Contae Mhuineacháin	357	Neamh-DEIS
<b>Coláiste Ard Feá</b>	Muineachán, Contae Mhuineacháin	778	DEIS
<b>Coláiste Bhréifne</b>	An Cabhán, Contae an Chabháin	876	DEIS
<b>Coláiste Bhaile na Lorgan</b>	Baile na Lorgan, Contae Mhuineacháin	362	DEIS
<b>Coláiste Dhún an Rí</b>	Dún an Rí, Contae an Chabháin An Cabhán	686	Neamh-DEIS
<b>Coláiste Oiriail:</b>	Cnoc an Chonnaidh, Muineachán	408	Gaelcholáiste Neamh-DEIS
<b>Coláiste an Inbhir</b>	Carraig Mhachaire Rois, Contae Mhuineacháin	604	DEIS
<b>Coláiste na Leargadh</b>	Cluain Eois, Contae Mhuineacháin	455	DEIS
<b>Coláiste Naomh Bricín</b>	Béal Tairbirt, Contae an Chabháin	198	Neamh-DEIS
<b>Coláiste Naomh Maodhóg</b>	An Bábhún Buí, Contae an Chabháin An Cabhán	273	DEIS
<b>Coláiste Achadh an Iúir</b>	Achadh an Iúir, Contae an Chabháin	808	Neamh-DEIS
<b>Iomlán</b>		<b>5,802</b>	

## Ceannaireacht Scoile

I rith 2022, cheap BOOCM Príomhoidí agus Leas-Phríomhoidí do scoileanna i limistéar BOOCM, mar seo a leanas:

Scoil	Post	Ceapachán
Coláiste Naomh Bricín	Príomhoide	Jody Ó Gallchóir
Coláiste Pobail Bhéal Átha Beithe	Príomhoide	Rosie Croarkin
Coláiste Achadh an Iúir	Leas-Phríomhoide	An Dr Miriam Nugent
Coláiste an Inbhir	Leas-Phríomhoide	Fiona Mulholland

## Cosaint Leanaí

I mí an Mhárta 2018 chuir an Rialtas treoirínite náisiúnta nua maidir le cosaint leanaí ar bhonn éigeantach. Leanann scoileanna BOOCM lena chinntiú go gcuirtear na treoirínite seo i bhfeidhm ar bhealach éifeachtach agus éifeachtúil. D'fhorbair gach scoil doiciméad measúnaithe riosca agus Ráiteas um Chosaint Leanaí agus chinntigh siad gur bhain gach ball foirne ábhartha leas as croí-FGL i gcosaint leanaí. Leanann múinteoirí ag baint leasa as FGL a chuireann an tSeirbhís um Fhorbairt Ghairmiúil do Mhúinteoirí Sar fáil. Chabhraigh BOOCM le meicníochtaí tuairiscithe iomchuí a fhorbairt do Bhoird Bhainistíochta (BBanna). Is próiseas leanúnach é seo agus déanann scoileanna athbhreithniú ar a ráiteas um Chosaint leanaí ar bhonn bliantúil. D'fhreastail Teagmhálaithe Ainmnithe (DLPanna) agus Leasteagmhálaithe Ainmnithe (LDAIanna) ar FGL cuí. Sholáthair BOOCM FGL cuí do Chomhaltaí Boird maidir lena bhfreagrachtaí um chosaint leanaí agus tá nósanna imeachta um chosaint leanaí tugtha chun solais sa chlár Ionduchtúcháin do mhúinteoirí nua.



Fíor 34: Comhairle Scoláirí Choláiste an Inbhir 2022/2023 a chuirfidh glór na scoláirí agus timpeallacht chun cinn atá fabhrach i leith forbairt oideachais agus phearsanta agus cairdeas a chothú



Fíor 35: Bhain Scoláirí Bheartais agus Chumann na hIdirbhliana i gColáiste Dún an Rí taitneamh as ceardlann idirghníomhach leis an Aire Dlí agus Cirt, Helen McEntee agus an tAire Coimirce Sóisialaí agus Tuaithe agus Gnóthaí Pobail, Heather Humphreys

## Earcaíocht

Rinneadh earcaíocht na foirne múinteoireachta go léir do scoileanna BOOCM ar líne, arís eile, trí úsáid a bhaint as Microsoft TEAMS. Forbraíodh prótacail d'agallaimh ar líne agus cuireadh oiliúint oiriúnach ar fáil d'agallóirí. Tugadh cuireadh d'iarrthóirí a bhí i láthair le haghaidh agallaimh leas a bhaint as glao tástála agus bhí tacaíocht ar fáil i rith an phróisis agallaimh.



Fíor 36: Oíche Oscailte Choláiste Naomh Bricín



Fíor 37: Scoláirí Choláiste Oiriail agus Ionad Eachtraíochta an Chabháin. Chaith siad lá fada leis na hinséidigh ar an uisce, ag cadhcáil agus ag rothaíocht sléibhte sa pháirc foraoise.

### **Freagairt BOOCM don chogadh san Úcráin**

Cuireadh an dúshlán mór roimh Éirinn in earrach 2022 chun freagairt do riachtanais imirce mórsála ón Úcráin, mar a raibh cogadh ag réabadh. Choimisiúnaigh an Roinn Oideachais (an RO) na 16 BOO lena chinntiú go bhfuair na scoláirí go léir 4-18 mbliana d'aois socrúchán oiriúnach scoile agus teacht ar thacaíochtaí ábhartha, iompar scoile san áireamh. Bunaíodh an Fhoireann Oideachais agus Teanga Réigiúnach (REALT) le comhordaitheoir eatramhach agus foireann a léirigh na páirtithe leasmhara móra sa Chabhán agus i Muineachán araon. Theastaigh ón tionscnamh seo:

- Cumarsáid a dhéanamh le scoileanna agus an pobal oideachais

- Socrúchán scoláirí (bunscoile agus iar-bhunscoile) a eagrú agus tacú leis
- Idirchaidreamh dlúth a dhéanamh le soláthraithe cóiríochta agus le baill labhartha Béarla phobal na hÚcráine
- Acmhainneacht i mbunscoileanna agus iar-bhunscoileanna sa Chabhán agus i Muineachán a iniúchadh

Tábla 13: Scoláirí na hÚcráine a rollú sa Chabhán agus i Muineachán

Contae	Líon na Scoláirí Bunscoile	Líon na mBunscoileanna	Líon na Scoláirí Iar-Bhunscoile	Líon na nIar-Bhunscoileanna	Líon Iomlán na Rolluithe
<b>An Cabhán</b>	213	32	91	11	304
<b>Muineachán</b>	56	17	25	10	82
<b>Iomlán</b>	<b>269</b>	<b>49</b>	<b>116</b>	<b>21</b>	<b>385</b>

### Ionchuimsiú

Tá cur chuige réamhghníomhach glactha ag BOOCM maidir le bheith ag obair leis an gComhairle Náisiúnta um Oideachas Speisialta (CNOS) chun soláthar tráthúil ranganna Neamhord de chuid Speictream an Uathachais (NSU) a phleanáil sa réigiún agus mar thoradh air sin osclaíodh trí rang bhreise ag Coláiste na Leargadh, Coláiste Bhréifne agus Coláiste Achadh an Iúir i Lúnasa 2022.

Chuir BOOCM fáilte roimh an Aire Stáit le Freagracht as Oideachas Speisialta agus Ionchuimsiú, Josepha Madigan, chuig oscailt oifigiúil Aonad NSU Choláiste an Inbhir i Lúnasa 2022. Dara haonad NSU Choláiste an Inbhir a bheidh san aonad nua agus tá trí rang bhreise ar na bacáin.



Fíor 38: Oscailt oifigiúil aonad NSU Choláiste an Inbhir leis an Aire Stáit Josepha Madigan

Tá BOOCM tiomanta freisin do thacú leis na ranganna NSU tríd an ngrúpa oibre um lonchuimsiú agus fóram a bhunú do mhúinteoirí i ranganna NSU. Tá léarscáiliú ar sholáthar Riachtanais Speisialta Oideachais (RSO) curtha chun cinn ag BOOCM faoi threoir an Dochtúra Johanna Fitzgerald in dhá scoil phíolótacha in 2021. Ina theannta sin, nasc líonra múinteoirí NSU BOOCM leis an ionad oideachais áitiúil chun soláthar a dhéanamh d'acmhainní breise d'fhoghlaimoirí NSU níos sine faoi thionscnamh an Chiste um Míbhuntáiste Oideachais a Mhaolú (MAEDF). Chabhraigh cistiú MAEDF le foghlaimoirí ullmhú don saol agus don obair lasmuigh den scoil.



Fíor 39: Sholáthair an Garda Stephen McCabe caint spreagúil agus eolasach do scoláirí Idirbhliana agus Ardeistiméireachta Feidhmí Choláiste na Leargadh maidir le mí-úsáid drugaí

## Éiteas

In éineacht le BOOanna eile, tá BOOCM tar éis forbairt bhreise a dhéanamh ar chreat éitis an BOO a leabú inár scoileanna. Áiríodh leis an dul chun cinn a rinneadh in 2022:

- Clár píolótach a fhairsingiú le hOllscoil Chathair Bhaile Átha Cliath
- Ceannairí éitis sainaitheanta i ngach scoil
- Feasacht ar éiteas i ngach scoil
- Cur i láthair do Bhord agus ceannairí scoile BOOCM
- Sainithníodh scoil amháin ina mbainfear triail phíolótach as Creat an Phátrúin.



Fíor 40 Éiteas agus croíluachanna Scoileanna BOO

## Na hEalaíona, Ceol agus Amharclannaíocht

### Glúin an Cheoil

Sholáthair Glúin an Cheoil, an Cabhán agus Muineachán cláir fhadtéarmacha do bhreis agus 2,052 Leanbh agus Duine Óg (LD) ar bhonn seachtainiúil i scoileanna agus sa phobal. Ba é líon na LDanna a ghlac páirt i nGlúin an Cheoil, an Cabhán agus Muineachán in 2022 6,604.

Tábla 14: Miondealú ar sheisiúin Ghlúin an Cheoil, an Cabhán agus Muineachán a soláthraíodh in 2022

Líon na mbunscoileanna inar cuireadh seisiúin sheachtainiúla ar siúl	42
Líon na suíomhanna cúraim leanaí inar cuireadh seisiúin sheachtainiúla ar siúl	4
Líon na n-iar-bhunscoileanna inar cuireadh seisiúin sheachtainiúla ar siúl	4
Líon na Scoileanna Speisialta inar cuireadh seisiúin sheachtainiúla ar siúl	1
Líon na mol pobail inar cuireadh seisiúin sheachtainiúla ar siúl	2

## Buaicphointí do Ghlúin an Cheoil, an Cabhán agus Muineachán

### Turas ‘Ceol ar Rothaí’ (Music on Wheels)

- Turas 2 sheachtain ar an gCabhán agus ar Mhuineachán
- Iomlán: 19 Scoil (an Cabhán: 12, Muineachán: 7, agus áiríodh leo iar-bhunscoil amháin)
- D’fhreastail 2,141 leanbh agus sheinn 998 leanbh

Thug Glúin an Cheoil, an Cabhán agus Muineachán a dTuras “Ceol ar Rothaí” go bunscoileanna agus iar-bhunscoileanna ar fud an Chabháin agus Mhuineacháin mar chuid de Thuras Taispeántais “Ceol ar Rothaí” dheireadh na bliana. Bhí cúigear

Oideachasóirí Ceoil agus, thar aon ní eile, ár leanaí ó Mhuineachán agus an Cabhán sa taispeántas seo.

### **Ceardlanna Can Linn (Come Sing with Us)**

- Ceardlanna 10 seachtaine ar tháinig forbairt ina dtionscadal fadtéarmach orthu: Halla an Bhaile, Baile an Chabháin
- Dátaí: An 30 Márta-an 15 Meitheamh 2022

Chuir Glúin an Cheoil, an Cabhán agus Muineachán 10 gceardlann ar bun do CYP i Halla an Bhaile i mBaile an Chabháin. Críochnaíodh na ceardlanna seo le ceolchoirm dheireadh na bliana inar sheinn na leanaí óga a ghlac páirt sa tsraith ceardlann. Chruthaigh an tionscadal seo spás pobail dár CYPanna le seinm ann agus tá pobal láidir agus ionchuimsitheach d’amhránaithe óg tógtha againn ónár gcláir scoile agus comhthéacsanna pobail dá bharr. Thosaigh an cór ag canadh arís thiar i Meán Fómhair 2022 mar chuid dár mol pobail for-rochtana laistigh de Ghlúin an Cheoil, an Cabhán agus Muineachán.

### **Seolann Glúin an Cheoil, an Cabhán agus Muineachán stiúideo taifeadta soghluaiste - An Ródaí.cm**

Sheol Glúin an Cheoil, an Cabhán agus Muineachán a stiúideo taifeadta soghluaiste nua ar a dtugtar An Ródaí.cm i mí na Nollag 2022. Is í aidhm an stiúideo taifeadta nua seo tacú le leanaí agus daoine óga ceol a chumadh agus a fhoghlaim ar bhealaí cruthaitheacha, éagsúla agus ionchuimsitheacha. Cuirfidh an stiúideo taifeadta seo ar chumas Ghlúin an Cheoil lucht éisteachta i bhfad níos fairsinge a aimsiú, go háirithe mar gheall gur contaetha tuaithe iad an Cabhán agus Muineachán.

Trí theacht a chur ar fáil ar ár stiúideo ealaíne úrnua den chéad scoth, tá súil ag Glúin an Cheoil, an Cabhán agus Muineachán a bheith in ann an deis a thabhairt d’fhoghlaimoirí a gceol féin a thaifeadadh, a mheascadh, a mháistriú agus a tháirgeadh díreach cosúil go leor de na ceoltóirí cáiliúla le tacaíocht ó theicneoirí saineolacha.



Fíor 41: Seoladh An Ródaí.cm

## Tionscadail Aonuaire Ghlúin an Cheoil, an Cabhán agus Muineachán

Tábla 15: Tionscadail Aonuaire Ghlúin an Cheoil, an Cabhán agus Muineachán 2022

Turas Songtales	Tionscadal Píolótach Déanta agus Seanma Bodhrán	Turas 'Ceol ar Rothaí'
Leaf Music i gcomhar le Ceol Connected	Rediscovering the Joy of Music	Imeachtaí Bain Triail as na Píb Uilleann
Imeachtaí Ucailéile/Gutha Foróige	Margadh an Teachín "Tar agus Triail"	Lá Oscailte Scoil Phádraig
Deich mBliana na gComóradh Céad Bliain/Éire Ildánach – Comhar Bordering Realities	Ceardlann "Be friending Anxiety" Xenia Pestova Bennet	Cruinniú na nÓg i gcomhar le Garageland
Seoladh Ardteistiméireacht Tionscnaimh Cumaisc na Polainne	Ceardlanna agus Seimh Bhanna Céilí na hAbhann Duibhe	Creative Sounds
Lá Náisiúnta na Cruite	Oiliúint Luathbhlianta FGL	Féile i Veain
Oíche an Chultúir	Tionscadal Bannaí Móra Tradoodle	Turas na gCruiteanna – Ceiliúradh ar Edward Bunting

## Na hEalaíona Tionscnaimh agus forbairtí in 2022

- Lean foirne Chomhpháirtíocht na nEalaíon Áitiúil san Oideachas (CEÁO), an Chabháin Ildánaigh agus Mhuineacháin Ildánanaigh agus Cruinniú na nÓg le pleanáil agus cláreagú comhoibrítheach
- Forbraíodh clár Veain Ealaíon don bhliain 2023

- Clár Ceoil ar Rothaí na Veain Ealaíon do scoileanna le Glúin an Cheoil, an Cabhán agus Muineachán
- Mol Ealaíon Óige Chomhairle Náisiúnta na nÓg: Seisiún idirghníomhach Creative Movement do bhunscoileanna ar fheasacht ar LADTAI+, ionchuimsiú agus spásanna sábháilte a chruthú
- Taispeántas Sparánachta Ealaíon Óige
- Amharclann scileanna sorcais, rince agus fhisiciúil Chlár Fhorlíontach Scoileanna Ildánacha do 22 Scoil Ildánach. Ina measc seo, bhí cúig iar-bhunscoil, 1 scoil Oideachais Speisialta agus 16 bhunscoil ar fud an Chabháin agus Mhuineacháin.
- Draíocht an Cheoil le ceardlanna scríbhneoireachta amhrán agus léiriúcháin amhrán “Roundabouts” le Daragh Slacke.
- Comhpháirtíocht Ealaíon agus Sláinte an Chabháin agus Mhuineacháin
- Comhairliúchán Riachtanas Céadfach le Comhairle Contae Mhuineacháin
- Amharclann Óige Shóisearach ag Amharclann an Gharáiste
- Tionscadal Comórtha Céad Bliain Bordering Realities i gcomhar le Comhairle Contae an Chabháin agus Mhuineacháin, Glúin an Cheoil, an Cabhán agus Muineachán agus an CEÁO . I measc na foirne cruthaithí, bhí
  - An Cumadóir **Michael Rooney**
  - Amharclannóir agus comhlach Scoileanna Ildánacha **Declan Gorman**
  - An rinceoir comhaimseartha ó Chompántas Amharclannaíochta Quintessence **Fiona Keenan O'Brien**
  - Scriptscríbhneoir/stiúrthóir amharclainne óige KYDS **Alice Lynch**

### **Amharclannaíocht**

Bhí a céad bhliain iomlán oibrithe ag Amharclann an Gharáiste in 2022 tar éis dhianghlasáil COVID-19. Bhain an amharclann an bhliain ab fhearr amach ó thaobh díolacháin ticéad i rith na bliana seo tar éis go raibh 10,917 duine i láthair. Ba mhó an líon seo ná in aon chinn de na blianta roimhe seo ó osclaíodh Amharclann an Gharáiste. Cuireadh beirt fhostaithe leis an soláthar foirne i rith an ama seo le cabhrú le freastal ar riachtanais sceideal gnóthach oifig na dticéad agus leis an gcúnamh breise teicniúil a theastaíonn.

Lean foireann Amharclann an Gharáiste i rith 2022 freisin le seirbhís lae a sholáthar do scoláirí FSS faoi mhíchumas. Clár uathúil píolótach For-Rochtana Ealaíon é seo, a tosaíodh in 2020 agus chuaigh sé chun tairbhe go leor úsáideoirí seirbhíse in FSS.

Cuireadh ceardlanna ar bun do na scoláirí seo sa Drámaíocht, Damhsa, Ealaín agus Scannánaíocht trí lá sa tseachtain, a chabhraigh lena gcumas ealaíonta a chur chun cinn.

Tháinig méadú suntasach ar **Amharclann Óige Mhuineacháin** ó thaobh méide le blianta beaga anuas. Bhí 170 ball den Amharclann Óige ann i Meán Fómhair 2022. Is méadú 200% é seo ar na baill a cláraíodh in 2020. Tá Amharclann an Gharáiste tar éis an bhallraíocht a roinnt ina ceithre aoisghrúpa agus d'fhostaigh siad teagascóir breise drámaíochta le cabhrú leis an mballraíocht atá ag fás a éascú. Casann grúpaí Amharclann Óige Mhuineacháin lena chéile 1-2 uair sa tseachtain chun ceardlann Drámaíochta dhá uair an chloig a chur ar siúl. Eascraíonn léiriúcháin phríomhstáitse as na ceardlanna seo um Nollaig agus arís sa Samhradh. Anuas ar na Grúpaí Amharclainne Óige, cuireann an amharclann Campaí Cásca, Samhraidh agus Oíche Shamhna ar siúl do cheardlanna Drámaíochta agus Teicniúla.

Sholáthair **an Caifé ag Amharclann an Gharáiste** an t-ioncam breise a theastaíonn chun tacú leis na gníomhaíochtaí ealaíon uile seo san Amharclann. Freastalaíonn an Caifé ar thaispeántais agus ar chomhdhálacha agus ar fhoghlaimoirí a fhreastalaíonn ar Institiúid Mhuineacháin ar bhonn laethúil.

Anuas ar an méid thuas go léir, ligeadh **an Stiúideo Ealaíne, an Seomra Cleachtaidh agus an Amharclann in Amharclann an Gharáiste** ar cíós go rialta do chomhdhálacha, ranganna ealaíne, ranganna damhsa agus cruinnithe in 2022.



**Paddy Flood**  
Stiúrthóir Scoileanna

## 7.2 Seirbhísí Breisoideachais agus Oiliúna

Cuireann Seirbhísí Breisoideachais agus Oiliúna (BO) BOOCM raon leathan clár lánaimseartha agus páirtaimseartha ar fáil ar fud an Chabháin agus Mhuineacháin, ag tairiscint deiseanna foghlama luachmhara dóibh siúd atá os cionn 16 bliana d'aois. Is cláir ghairmiúla iad den chuid is mó, m.sh., cúram leanaí, cúram sláinte, TFC, innealtóireacht, lena dtugtar bealaí soiléire isteach san fhostaíocht. Mar an gcéanna, tá roinnt deiseanna dul chun cinn ó chláir BO go hardoideachas (m.sh. cláir Ollscoileanna agus Institiúidí Teicneolaíochta).

Cuimsítear in BO BOOCM cúig sheirbhís ar leith:

- vi. **Dhá Choláiste Iar-Ardteistiméireachta** – Institiúid an Chabháin agus Institiúid Mhuineacháin – ina soláthraítear cláir lánaimseartha scileanna gairmoideachais ar Leibhéal 5 agus 6
- vii. **Seirbhís Oideachais Aosach** – ina soláthraítear raon bunscileanna agus gairmscileanna páirtaimseartha agus cláir chaitheamh aimsire ar leibhéal 1-6
- viii. **Seirbhísí Oiliúna** – áirítear leis seo an tSeirbhís Phrintíseachta, Cláir Oiliúna Scileanna Sonracha, Cúrsaí Oiliúna, an tIonad Sármhaitheasa Slabhraí Soláthair, Lóistíochta agus Soláthair, Soláthar um Thráthnóna, Tionscnaimh Oiliúna Áitiúla agus Soláthraithe Oiliúna Speisialaithe
- 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 cuirtear soláthar deimhnithe agus neamhdheimhnithe lánaimseartha agus páirtaimseartha ar fáil do phobail uirbeacha agus tuaithe ar fud an dá chontae. Ba bhliain an-dearfach 2022 do BO BOOCM tráth a thug sé a chosa leis as COVID-19 agus inar cuireadh soláthar méadaithe ar fáil agus inar ghlac breis agus 9,000 foghlaimeoir páirt i gcláir.



Fíor 42: Searmanas Bronnta Oideachais Aosach 2022

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

Lean obair ar aghaidh i rith 2022 i dtreo an Straitéis BO a chur i bhfeidhm. Tugadh tús áite do thrí limistéir agus cuireadh chun cinn iad:

- Tacaíocht Foghlaimeora Chomhsheasmhach a fhorbairt do gach foghlaimeoir BO
- Imeachadh agus comhordú níos fearr i measc Seirbhísí Rannpháirtíochta Fostóirí
- Breithniú ar bhranda agus aitheantas comhroinnte do sheirbhísí BO BOOCM



Fíor 43: “Cócaire Óg na Bliana” á sheoladh ag BOOCM i gcomhar le Comhairle Contae Mhuineacháin agus Oifig Fiontair Áitiúil Mhuineacháin ag Institiúid Mhuineacháin

D'iontráil BOOLM i gComhaontú Feidhmíochta Straitéisí (CFS) le SOLAS don tréimhse 2022-2024. Leagtar amach sa chomhaontú seo spriocanna i measc réimse limistéar ar cheart do BOOCM a bhaint amach. Léirítear sna sonraí deiridh bliana don bhliain 2022 gur gnóthaíodh na spriocanna agus sáraíodh roinnt díobh. Tá súil le BOOCM cur leis seo in 2023 agus ina dhiaidh sin.

Tábla 16: Spriocanna na Straitéise BOO agus a n-éachtaí in 2022

Sprioc	Baineadh Sprioc 2022 Amach
9. Scileanna chun Dul san Iomaíocht	90%
10. Dul chun Cinn laistigh de BOO	118%
11. Tras-Scileanna	111%
12. Rannpháirtíocht a Leathnú	92%
13. Litearthacht d'Aosaigh don Saol	93%
14. Foghlaim ar feadh an tSaoil	118%
15. Scileanna chun Dul chun Cinn	105%
16. Riachtanais Phríomhscileanna	122%



Fíor 44: Seoladh na Printíseachta Náisiúnta Gruagaireachta, Institiúid an Chabháin

### Forbairtí Nua in 2022

Cuireadh roinnt tionscnaimh agus cláir nua ar bun in 2022 agus bunaíodh dhá Sheirbhís nua:

### 3. Tacaíocht Foghlaimeoirí Sheirbhísí BO BOOCM

Bhunaigh seirbhísí BO BOOCM Oifig Tacaíochta Foghlaimeoirí in Eanáir 2022 agus é ina uailmhian tacaíochtaí a chaighdeánú d'fhoghlaimeoirí i measc na seirbhísí BO.

Forbraíodh réimse tionscnamh i rith 2022, an méid seo a leanas ina measc:

- **Seirbhís Tacaíochta Folláine:** Is féidir le foghlaimeoirí glaoc ar sheirbhís comhairleoireachta chun teacht ar thacaíocht chomhairleoireachta ar an nguthán/ar zoom nó i bpearsan. Tá teacht freisin ar 'aip' folláine a chuireann eolas

ar fáil ar chothú, aclaíocht, aireachas, agus mar sin de. Ar siúl in éineacht leis seo, cuireadh socrú i bhfeidhm le cúig Ionad Acmhainní Teaghlaigh áitiúla le comhairleoireacht a thairiscint, mar sin, más fearr le foghlaimeoirí teacht ar chomhairleoireacht in ionad áitiúil, tá an rogha ar fáil dóibh. Tá an dá rogha ar fáil saor in aisce do gach foghlaimeoir BO.

- **Seaimpíní Folláine:** Tá ‘Seaimpíní Folláine’ bunaithe anois ag BOOCM i ngach ionad i measc na Seirbhísí BO. Tá 23 ball foirne, mar shampla, teagascóirí agus Treoirchomhairleoirí, tar éis a thairiscint go mbeidh siad ina ‘Seaimpín Folláine’ áitiúil ar bhonn deonach ina n-ionad. Is éard a bhaineann leis an ról an Clár Fógraí Folláine áitiúil a bhainistiú, gníomhaíochtaí folláine a eagrú ina n-ionad agus bheith mar phointe teagmhála maidir le heolas ar fholláine do gach foghlaimeoir. D’eagraigh an tSeirbhís BO chomh maith sraith seimineáir ghréasáin a chraoltar chuig gach ceann de na hionaid, mar shampla, Eric Donovan maidir le hAthléimneacht, Conor Nolan maidir le Meabhairshláinte, agus Carrie Archer maidir le hÉagsúlacht sa Seomra Ranga.
- **Moil Tacaíochta Foghlama Buail Isteach** Bunaíodh sé Mhol Tacaíochta Foghlama ‘Buail Isteach’ nua ar fud an Chabháin agus Mhuineacháin. Is féidir le foghlaimeoirí teacht anois ar thacaíocht le ‘Conas do thasc a thosú’, ‘Scileanna Staidéir’, mar shampla, meabhairmhapáil, cur de ghlanmheabhair, nótaí a bhreacadh, scileanna scríbhneoireachta, straitéisí foghlama pearsanta, ‘Scríbhneoireacht agus Tagairt Acadúil’, ‘Teicneolaíocht Chúnta a Úsáid’, agus ‘Do ríomhaire, ríomhaire glúine, nó táibléad a úsáid’. Éascaíonn beirt oideachasóirí fásta na moil seo agus cuirtear seisiúin ar maidin, san iarnóin agus um tráthnóna ar siúl a oireann do gach foghlaimeoir. Má bhíonn taisteal ina fhadhb, is féidir seisiún a shocrú trí Zoom.

Le cur leis seo, d’fhorbair BOOCM Mol Foghlama Digití ar leathanach gréasáin tacaíochta foghlaimeoirí Sheirbhísí BO BOOCM atá ar fáil do gach foghlaimeoir agus teagascóir.

- **Freastal Réasúnta:** Tá painéal cúntóirí pearsanta, breacairí nótaí agus léitheoirí ar fáil anois d’fhoghlaimeoirí i Seirbhísí Oiliúna, an tSeirbhís Oideachais Aosach agus Ógtheagmháil. Ní bhíodh na tacaíochtaí seo ar fáil roimhe seo ach

d'fhoghlaimoírí i suíomhanna Iar-Ardteistiméireacht. Cruthaíodh banc gléasanna teicneolaíochta cúnta lena dtabhairt ar iasacht d'fhoghlaimoírí, mar shampla, ríomhairí glúine, dangail idirlín, pinn Livescribe agus amharcléiritheoirí.

- **Leathanach Gréasáin Tacaíochta d'Fhoghlaimoírí:** Is féidir le foghlaimoírí teagmháil a dhéanamh leis an tSeirbhís Tacaíochta d'Fhoghlaimoírí tríd an leathanach gréasáin nua tacaíochta d'fhoghlaimoírí, [www.cmetb.ie/learner-supports/](http://www.cmetb.ie/learner-supports/)
- **Laghdú Táillí:** D'eascair laghdú ar tháillí Iar-Ardteistiméireacht agus ar chostais ábhair chúrsa as príomhghníomhaíocht in 2022 agus gearrtar buntáille €200 do na cláir go léir. Bhí an tionscnamh seo ceaptha inrochtaineacht a fheabhsú agus rannpháirtíocht níos fairsinge a chumasú agus bhí glacadh maith leis.

#### **4. An tIonad Sármhaitheasa Slabhraí Soláthair, Lóistíochta agus Soláthair (SSLS)**

Comhthionscadal é an SSLS atá cistithe ag Fiontraíocht Éireann agus Solas a chuirfidh ar chumas BOOCM ionad tiomnaithe ina bhfuil an trealamh go léir a bhunú agus réimse oiliúna a sholáthar don earnáil seo.

Ceapadh Bainisteoir an Ionaid Sármhaitheasa Slabhraí Soláthair, Lóistíochta agus Soláthair i bhFeabhra 2022. Fuarthas áitreabh de shaghas trádstórais 7,000 troigh chearnach ar Bhóthar Bhaile Átha Cliath sa Chabhán trasna ón gCampas BO. Tosófar leis an obair in 2023 leis an teicneolaíocht is déanaí i ndéantúsaíocht agus trádstóráil a fheistiú agus déanfar Ionad Sármhaitheasa Slabhraí Soláthair, Lóistíochta agus Soláthair de.

Thit seoladh oifigiúil an Chúrsa Oiliúna do Thiománaithe Gairmiúla HGV amach i mBealtaine i Muineachán agus bhí breis agus 100 duine sa lucht freastail. Léirigh aiseolas a fuarthas ón seoladh sin go dteastaíonn cúrsaí tiomána páirtaimseartha HGV. Sholáthair an SSLS cúrsaí páirtaimseartha tiomána sa Chabhán agus i Muineachán anuas ar chúrsaí i dTiomáint, Ceannach/Soláthar Busanna Oiliúint Forcardaitheora.



Fíor 45: Seoladh chlár an Chúrsa Oiliúna do Thiománaithe Gairmiúla HGV i gcomhar le Comhlachas Tarlú Bóthair na hÉireann.

Forbraíodh clár an SSLS isteach i Scoileanna agus cuireadh ar siúl é i measc thart ar 300 scoláire Idirbhliana agus Ardteistiméireachta Feidhmí i scoileanna BOOCM.

Beidh saintrealamh ardteicneolaíochta ina phríomhghné den SSLS. Chuige sin, críochnaíodh próiseas tairisceana le dhá lonsamhlóir Gluaiseachta Leoraithe a cheannach – na chéad chinn dá samhail in Éirinn. Titfidh seachadadh na n-lonsamhlóirí Leoraithe amach i ráithe 2 2023.

### **Freagairt do Ghéarchéim na hÚcráine**

D'eascair méadú mór ar an éileamh ar Bhéarla do Chainteoirí Teangacha Eile (BCTE) a sholáthar as an gcogadh a tosaíodh san Úcráin agus as an méid daoine a tháinig go hÉirinn ag lorg dídine dá bharr. De réir mar a thosaigh daoine ón Úcráin ag teacht go dtí an Cabhán agus Muineachán, sholáthair foireann Oideachais Aosach BOOCM freagairt thapa agus thacúil a sholáthair oiliúint BCTE do bhreis agus 500 foghlaimeoir.

Earcaíodh/cuireadh uasoiliúint ar fhoireann bhreise chun freastal ar an éileamh a bhí ag dul i méid ar BCTE. Chun tacaíocht bhreise a thabhairt don obair seo, thosaigh BOOCM le cláir shaincheaptha a athbhreithniú agus a fhorbairt do BCTE agus díriú ar leith ar leibhéal níos ísle, a dhírigh orthu siúd a bhfuil litearthacht íseal nó ar bith ina dteanga dhúchais acu. Beartaítear go gcuirfeadh na cláir seo ar fáil in 2023.

### **Tionscadail Chaipitil**

Baineadh dul chun cinn substainteach amach in 2022 ar thionscadail chaipitil BO, an

méid seo a leanas ina measc:

- Trí iarratas ar chistiú caipitil a sheoladh ar aghaidh faoi phróiseas nua SOLAS / na Roinne Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta (RBATNE)
- Aonaid mhodúlacha a chríochnú d'Institiúid an Chabháin
- Fógraíodh foirgneamh nua i mí na Nollag 2022 d'Institiúid an Chabháin
- Deisiúcháin, cothabháil agus uasghráduithe leanúnacha ar an gCampas BO, an Cabhán
- Ionad taobh istigh agus balla nua dreaptha a chríochnú do IOOA an Tamhnaigh
- Aonad modúlach nua d'Oideachas Aosach Mhuineacháin
- Áitreabh a aimsiú lena ligean ar léas le Seirbhísí BO eile, mar shampla, Ógtheagmhála Charraig Mhachaire Rois, Seirbhísí Oilíúna agus Ionad SSSL
- Ceannaíodh trealamh nua agus athsholáthair lena chinntiú go mbíonn teacht ag foghlaimeoirí ar an teicneolaíocht is déanaí agus ar áiseanna ardchaighdeáin

### **An Ciste um Míbhuntáiste Oideachasúil a Mhaolú (MAEDF) / Ciste REACH**

In 2022, bronnadh cistiú breis agus €425,000 ar BOOCM le dul i ngleic le míbhuntáiste oideachasúil. Leithdháil SOLAS an cistiú seo ar BOOCM mar chuid de Chiste MAEDF/REACH+. Chumasaigh an cistiú Ciste Cúnaimh Foghlaimeoirí a oibriú agus cúnaimh deontais a thabhairt do roinnt tionscadail phobail. Fuair 18 ngrúpa agus seirbhís Pobail sa Chabhán agus i Muineachán, ar an iomlán, deontais agus d'oibrigh siad lena dtionscadail a chur i bhfeidhm. Chuimsigh an tionscadal na haoisghrúpaí go léir agus áiríodh leo grúpaí óige/sinsearacha, grúpaí an Lucht Siúil, grúpaí dídeanaithe, agus grúpaí pobail.

Anuas air sin, tacaíodh le breis agus 400 foghlaimeoir faoin gCiste Cúnaimh Foghlaimeoirí.

### **Seirbhísí don Ógra**

Sholáthair an Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige (RLCMLÓ) méadú bonnlíne 3% do BOOCM don Deontas Oibre don Ógra (tugadh 'an Fheidhm Oibre don Ógra' air roimhe seo) don bhliain 2022 agus sholáthair sé méadú bonnlíne 3% do gach ceann de na tionscadail faoi stiúir na foirne a chistítear faoi Scéim UBU D'Áit, Do Spás agus Scéim an Lárionaid Eolais don Ógra (LOÉ). Tháinig méadú 9% ar chistiú eile scéime a soláthraíodh do gach BOO ar Leithdháileadh na Scéime

Deontais do Chlubanna Óige Áitiúla, ar an Leithdháileadh Caipitil Óige agus méadú 100% ar an Tionscnamh Spriocdhírthe Infhostaitheachta Óige aonuaire. Fáiltíodh freisin roimh Thionscnamh Athléimneachta agus Cumais Óige an RLCMLÓ arís in 2022 agus chumasaigh sé tionscadal amháin UBU lena sholáthar foirne a mhéadú.

I ndiaidh glao ar Riachtanas Seirbhíse Anailíse Riachtanas Próifíl Cheantair Náisiúnta, cuireadh BOOCM sa dara háit ar Phainéal Náisiúnta chun Seirbhísí nua UBU D'Áit, Do Spás a fhorbairt. Mar thoradh air sin, forbraíodh in 2022 Seirbhís nua don Ógra i mBaile an Chabháin i ráithe 3 agus fostaíodh beirt foirne seirbhíse lánaimseartha don ógra.

Tacaíodh sa dara cuid den bhliain 2022 le heagraíochtaí pobail agus óige seachtracha chun páirt a ghlacadh agus cistiú a fháil faoin Scéim um Míbhuntáiste Oideachais a Mhaolú. Chuir an obair le Grúpaí Óige agus Pobail ar fud an Chabháin agus Mhuineacháin a fuair cistiú breise €290,000 chun tacú leo siúd a mheastar atá 'deacair le haimsiú', 'imeallaithe', agus is faide ón oideachas. Chabhraigh an cistiú leis na grúpaí seo teicneolaíochtaí digiteacha a fháil, tacaíocht d'fhoghlaimoírí a chur i bhfeidhm agus bearta COVID-19 do dhaoine óga a chur i bhfeidhm i bpobail áitiúla.

Rinneadh an Tionscnamh Planet Youth a thabhairt isteach go leanúnach freisin in 2022. Ar cheann de na torthaí díreacha ónár dTuairisceán Sonraí a bhí san iarratas rathúil ar chistiú a rinne ár gComhpháirtithe Taighde, Coláiste Ríoga na Máinlianna in Éirinn (RCSI), ar an mBord Taighde Sláinte ar chistiú a bhaineann go sonrach le taighde. Fuair siad €2.4 milliún, a chabhróidh leo le roinnt Comhaltaí Taighde a fhostú do na chéad cheithre bliana eile amach romhainn le hanailís a dhéanamh ar ár sonraí agus páipéir a chur le chéile a bhaineann go sonrach leis an gCabán agus Muineachán. Seoladh cláir Am Méadaithe Fóillíochta Plant Youth a soláthraíodh in 10 Scoil phíolótacha ar fud an réigiúin mar thoradh ar Chistiú Éire Shláintiúil a fuair BOOCM trí Choistí Seirbhísí Leanaí agus Daoine Óga an Chabháin agus Mhuineacháin.



Fíor 46: Seoladh thionscnamh Planet Youth an Chabháin-Mhuineacháin ag Amharclann an Gharáiste, Muineachán

### **Measúnú ar Rialachas agus ar Chomhlíonadh i Seirbhísí don Ógra**

Rinne agus chríochnaigh Seirbhísí don Ógra seiceáil fíoraithe in 2022 faoi phróiseas iniúchta ar gach tionscadal faoi stiúir foirne a chistíonn agus a riarann BOOCM faoi Scéim UBU D'Áit, Do Spás. Rinneadh seo lena chinntiú gur chomhlíon na faighteoirí deontais go léir a n-oibleagáidí cistithe agus gur chomhlíon siad an reachtaíocht ábhartha, ciorcláin, Cóid Rialachais, agus an Comhaontú Seirbhíse a síníodh le BOOCM chun gur féidir le BOOCM dearbhuithe a sholáthar don RLCMLÓ.

Forbraíodh ráiteas teimpléid dearbhaithe i gcaitheamh ráithe 2 2022 agus soláthraíodh é d'eagraíochtaí óige faoi stiúir foirne lena líonadh, agus tugadh faoi chuartheanna a thabhairt le cáipéisíocht a dhearbhu agus a dheimhniú.

Deimhníodh go raibh na heagraíochtaí seo comhlíontach, agus chuir an CIR an deimhniúchán seo i gcuntas.

### **Ionad Oideachais agus Oiliúna Allamuigh an Tamhnaigh**

#### **Líonta na gCuartheoirí**

Thug 11,389 cuairteoir cuairt ar Ionad Oideachais agus Oiliúna Allamuigh an Tamhnaigh (IOOAT) chun tabhairt faoi Chláir agus Seirbhísí Allamuigh in 2022 - ar méadú eile suntasach é seo (7,220 in 2021, 4,770 in 2020 agus 16,921 in 2019)

Tháinig méadú suntasach freisin ar líon na seirbhísí BO a chuir an tIonad in áirithe in 2022 do Chláir Foghlama Allamuigh, Ógtheagmháil, Iar-Ardteistiméireacht, Oideachas

Aosach, Institiúidí, Seirbhísí Oiliúna agus foireann riaracháin BO ina measc do chruinnithe agus ceardlanna agus oiliúint BOOCM.



Fíor 47: Oiliúnaithe Ionad Oideachais agus Oiliúna Allamuigh an Tamhnaigh

## QQI

Fuair BOOCM bailíochtú oifigiúil le hOiliúint Teagascóirí Clár Seaschéaslóireachta agus Dámhachtainí Sainchuspóra Ceannaire Ísealtalún Leibhéal 5 QQI a sholáthar.

## Cothabháil agus Forbairtí Foirgnimh

- Críochnaíodh Cigireacht iomlán Tástála Leictirí Thréimhseach.
- Críochnaíodh saoráid nua ghléasta foirne.
- Rinne Cranneolaí Tuarascáil Suirbhé ar Chrainn ar na crainn atá ar an suíomh ag IOOAT agus tugadh faoi na moltaí uile crannliachta.
- Críochnaíodh straitéis láithreáin, dearadh coincheapa agus sceideal limistéir don láithreán i bhForaois Dhartraí.

## Rochtain ar Leathanbhanda

- Shuiteáil Dartrey cúig phointe breise Wi-Fi idirlín ardluais tríd an scéim Moil Cheangailte.

## An Plean um Ghníomhú ar son na hAeráide

- Chuir an fhoireann 180 crann dúchasach a fuarthas faoi chistiú ó Easy Treesie. Bhí na crainn seo a cuireadh mar chuid den tiomantas i dtreo an Tionscadail “Ár Milliún Crann faoi 2023” faoina rabhthas ag tabhairt i gcomhoibriú le Crann agus eagraíochtaí eile.

## **Iarratais ar Chistiú**

- Seoladh iarratas chuig an Scéim Bonneagair Áineasa Taobh Amuigh ar thacaíocht le raon scileanna rothair sléibhe agus pumpraon ar an láthair a fhorbairt. D'éirigh leis seo agus ceadaíodh €30,000.
- Fuair BOOCM faomhadh ó RBATNE faoin Deontas Oibreacha Sláinte agus Sábháilteachta Éigeandála maidir le hoibreacha leictreacha ag IOOAT.

## **Oiliúint Foirne**

- Críochnaíodh Láimhsiú don fhoireann go léir.
- Críochnaíodh Oiliúint Scileanna agus Teagascóirí Clár Seaschéaslóireachta ceithre lá.
- Críochnaíodh Oiliúint Balla Dreaptha Taobh Istigh do Theagascóirí.
- Críochnaíodh Oiliúint Feasachta ar Cheimiceáin don fhoireann choimhdeach.

## **Airgeadas**

Ní raibh aon easnamh ag IOOAT ag deireadh 2022.

## **Trealamh**

- Suiteáladh Túr Dreaptha le naoi mbealach dreaptha i halla spóirt an Tamhnaigh.
- Ceannaíodh sé Phuball Cloig mhóra le háiseanna campála níos fearr a sholáthar ag an Ionad agus le freastal ar 60 duine breise.
- Ceannaíodh 32 rothar sléibhe agus oiriúintí in 2022 le cistiú a fuarthas ó Iarratas ar Chaipiteal Spóirt.
- Sholáthair CARA - an eagraíocht náisiúnta spóirt uilemhíchumais Trealamh Ionchuimsitheach Cadhcála.

## **Margaíocht agus Líonrú**

- D'fhorbair Líonra BOOÉ/IOOA sraith sócmhainní digiteacha lena n-úsáid ar fud Líonra IOOA ar mhaithe le cuspóirí um chur chun cinn agus eolais.
- Thit Seoladh Oifigiúil an Chreata Straitéisigh Oideachais agus Oiliúna Taobh Amuigh amach in IOOA Acla i bhFeabhra 2022.
- Chríochnaigh SkyRocket Productions físeán um chur chun cinn don Chúrsa Oiliúna do Theagascóirí Taobh Amuigh.

- Aontaíodh ar Mheabhrán tuisceana le CARA.



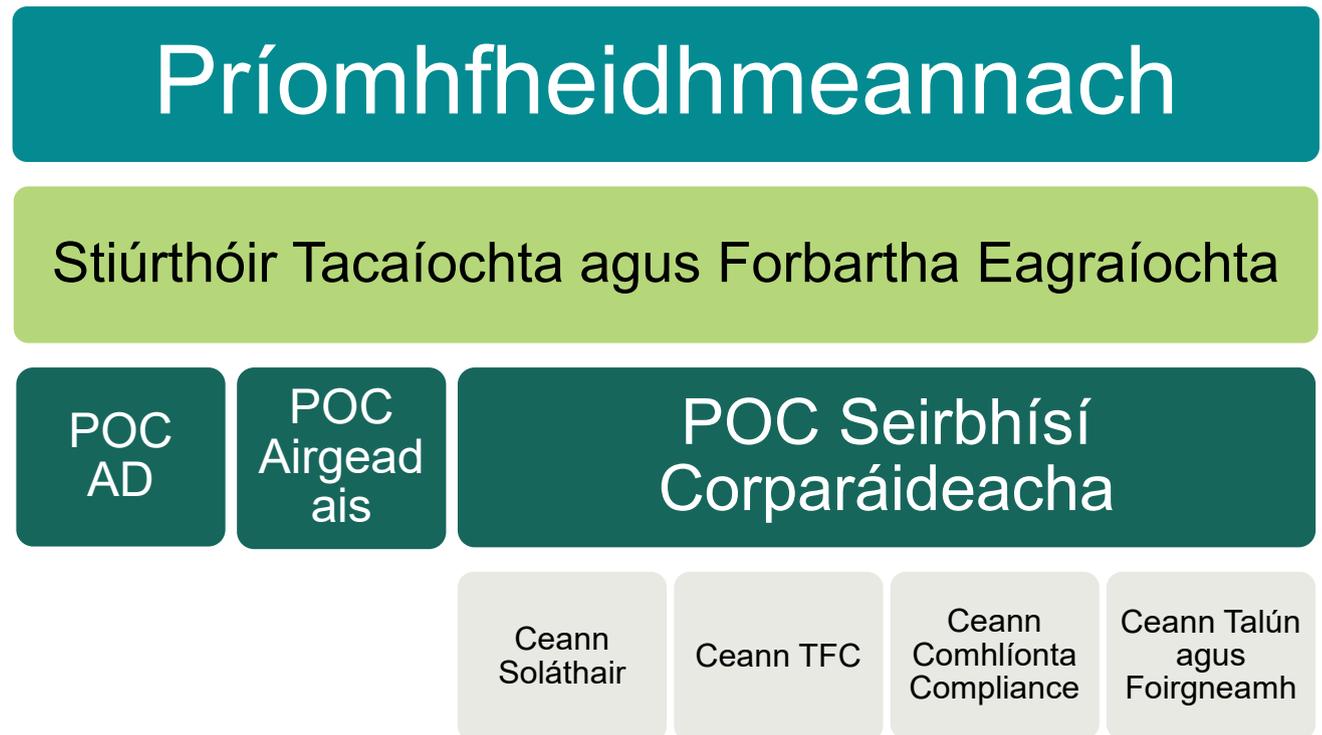
**An Dr Linda Pinkster**  
**Stiúrthóir Breisoideachais agus Oiliúna**

### 7.3 Tacaíocht agus Forbairt na hEagraíochta

#### Struchtúir agus Seirbhísí Eagraíochta

Tá BOOCM tiomanta do struchtúr eagraíochta a chruthú a oibríonn go héifeachtach agus go héifeachtúil i dtaobh a sheirbhísí a sholáthar ar fud chontae an Chabháin agus Mhuineacháin.

Tá baint lárnach ag an bhfeidhm Riaracháin le hoibríochtaí BOOCM. Tá an Cheannoifig lonnaithe ar Shráid an Mhargaidh, Muineachán agus tá an fho-oifig suite i gCearnóg Radharc an Teampaill, an Cabhán. Soláthraítear na feidhmeanna Riaracháin trí struchtúr trí cholún ina bhfuil Acmhainní Daonna, Airgeadas agus Seirbhísí Corparáideacha. Déanann Príomhoifigeach Cúnta (APO), a thuiriscíonn leis an Stiúrthóir Tacaíochta agus Forbartha Eagraíochta (TFE), maoirseacht ar gach colún.



Fíor 48: Struchtúr Eagraíochta Riaracháin BOOCM

Tugtar faoi obair na feidhme riaracháin i ndlúthchomhar leis an Stiúrthóir Scoileanna agus an Stiúrthóir BO.

Ag oibriú i measc na gceithre sprioc uile, tá mar aidhm ag TFE luach méadaithe a

sholáthar do BOOCM trí fheabhas breise a chur ar bheartais, córais agus próisis rannpháirtíochta fhóna agus chomhtháiteacha, a chinntíonn go gcomhlíonann an BOO an reachtaíocht, go meallann agus go gcoimeádann sé foireann ardchaighdeáin agus go léiríonn sé sármhaitheas i rialachas.

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

Foilsíodh agus cuireadh Ráiteas Straitéise 2022-2026 BOOCM i bhfeidhm in 2022.

Leagtar amach sa Ráiteas Straitéise tosaíochtaí agus aidhmeanna BOOCM sna chéad chúig bliana eile amach romhainn agus tugtar chun solais é san Fhís do BOOCM:

Cumasú trí Fhoghlaim agus Dul chun Cinn do Chách.

Tugtar chun solais sa Ráiteas Straitéise ról tábhachtach BOOCM sa réigiún i dtacú leis na páirtithe leasmhara go léir – idir foghlaimeoirí agus fhostóirí – chun freagairt do riachtanais oideachais agus oiliúna ár réigiúin agus ár ngeilleagair áitiúil. Tógadh an straitéis ar cheithre phríomhcholún straitéiseacha:

- Múinteoireacht, Foghlaim agus Rannpháirtíocht
- Seirbhísí Níos Fairsinge BOOCM
- Ár nDaoine – Forbairt, Tacaíocht agus Folláine
- Tacaíocht agus Forbairt Eagraíochta.



Fíor 49: Seoladh Ráiteas Straitéise 2022-2026 le Comhaltaí Boird BOOCM

Feabhsóidh timthriall cúig bliana an Ráitis Straitéis seo obair BOOCM san oideachas agus oiliúint, agus forbrófar agus cuirfear grúpaí oibre i bhfeidhm lena chinntiú go gcomhlíontar cuspóirí agus tosaíochtaí an Ráitis Straitéise.

## 2022

Is deas le BOOCM tuairisciú a dhéanamh ar na héachtaí móra a rinneadh le bliain anuas. Thugamar scéim phíolótach oibre hibridí isteach i ráithe 4 2022 dár bhfoireann riaracháin, ar éirigh léi solúbthacht níos fearr agus cothromaíocht oibre is saoil níos fearr a sholáthar agus leibhéal táirgiúlachta á mbaint amach go fóill. D'eascair scéim oibre hibridí níos fairsinge a thabhairt isteach as seo ag deireadh 2022 a lean isteach in 2023.

De bhreis air sin, tá dul chun cinn suntasach déanta againn i dtaobh plean a fhorbairt agus a chur i bhfeidhm do Dhualgas na hEarnála Poiblí, a chinntíonn go gcomhlíonann ár n-eagraíocht an ceanglas tábhachtach reachtaíochta seo go hiomlán. De bhreis air sin, leanamar lenár seasamh slándála, Pleananna Leanúnachais Gnó, agus cumas Athshlánaithe ó Thubaiste a neartú.

Go luath in 2022, lean BOOCM lena bPlean Freagartha a chur i bhfeidhm a chinntigh gur lean seirbhísí ag oibriú gan cur isteach orthu agus cuireadh filleadh go hiomlán ar na hoifigí Riaracháin i bhfeidhm i ráithe 2 de réir mar a bhí deireadh ag teacht le paidéim COVID-19 agus le srianta.

Sholáthair ár bhFoireann TF an trealamh agus na córais riachtanacha chun freastal ar chianoibriú agus lena chinntiú gur leanadh le tacaíocht mhúinteoireachta agus foghlama agus riaracháin a thabhairt.

Thug BOOCM Inlín nua Foirne isteach bunaithe ar Microsoft SharePoint in 2021 agus lean an tabhairt isteach ar aghaidh in 2022. Leantar leis an measúnú ar an tSamhail Aibíochta Bainistíochta Airgeadais, agus leis an bPlean Gníomhaíochta a forbraíodh in 2020 a chur i bhfeidhm. Thug an Plean Gníomhaíochta seo cuntas ar bhealach chun feabhas a chur ar rialachas airgeadais agus ar chleachtais tuairiscithe sa BOO.

Lean BOOCM le bliain anuas le comhpháirtíochtaí láidre a chruthú le príomhpháirtithe leasmhara san earnáil oideachais. Is deas linn a thabhairt le fios gur eascair cur i bhfeidhm rathúil an Chórais Bainistíochta as ár n dlúthchomhar le Tionscadal Seirbhísí Comhroinnte na Roinne Oideachais, a cuireadh i bhfeidhm beo in Aibreán 2022. Bhain aistriú ár gcóras airgeadais tairbhe amach tar éis gur aistríodh gan fhadhb ó SAP go P2P. B'ionann an t-éacht seo agus garsprioc shuntasach don BOOCM i dtaobh ár

dtiomantais d'éifeachtúlacht oibríochtúil. De bhreis air sin, tá bród orainn gur chomhoibríomar le ESBS maidir leis an Tionscadal pólótach Dliteanais Pinsin, a léiríonn ár dtiomantas do bhainistíocht agus pleanáil airgeadais fhreagrach don todhcháí.

In ainneoin comhdhúshláin COVID-19, an chogaidh san Úcráin agus athruithe ar an ngeilleagar domhanda, rinneadh dul chun cinn substainteach i dtreo clár fairsing tógála BOOCM. Leanann BOOCM lena sheirbhísí a fhairsingiú agus a fhorbairt agus soláthraíodh seirbhísí tionscadail TF agus tógála do scoileanna neamh-BOO.

Ar deireadh, chumhdaigh ár gclár FGL na limistéir uile riachtanacha don fhoireann agus don bhainistíocht, a thug na scileanna agus an t-eolas riachtanach dóibh lenár n-eagraíocht a thabhairt chun cinn i dtírdhreach gnó atá ag athrú go mear. Tugadh clár forleathan FGL isteach i measc na foirne riaracháin go léir, foireann riaracháin scoile neamh-BOO san áireamh.

Chumhdaigh na cláir FGL TFC réimse fairsing modúil Microsoft agus soláthraíodh ar líne iad, a chabhraigh leis an BOO a chuspóir maidir le hoiliúint a bhaint amach. Anuas air sin, ghlac an bhainistíocht láir agus shinsearach páirt i gclár an-rathúil Scileanna Ceannaireachta agus Bainistíochta.

### **Comhlíonadh Corparáideach agus Rialachais**

Is é an tAcht um Boird Oideachais agus Oiliúna, 2013 an phríomhreachtaíocht lena rialaítear BOOanna. Ba cheart “an Cód Cleachtais chun Boird Oideachais agus Oiliúna a Rialú”, Litir Chiorcláin na Roinne Oideachais agus Scileanna 0002/2019, a mheas go príomha mar shraith caighdeán do chomhaltaí agus d'fhoireann an Bhoird, cé gur leagtar amach treoirlínte i gcásanna áirithe. Bíonn súil leis go gcinnteoidh comhaltaí agus foireann go mbeidh a gcuid gníomhaíochtaí maidir le BOOCM á rialú ag na caighdeáin seo i gcónaí, go litriúil agus i spiorad.

I ráithe 4 2022, thug an Bord faoin bpróiseas Féinmheasúnaithe, faoi mar a cheanglaítear faoin Cód Cleachtais.

I ráithe 4 2022, tionóladh cruinniú idir an Roinn Oideachais agus Bainistíocht Shinsearach BOOCM chun an Comhaontú Maoirseachta, an Comhaontú Soláthair

Feidhmíochta agus an Plean Seirbhíse Bliantúil a athbhreithniú. D'admhaigh an BOO buntáistí na gComhaontuithe, lena n-áirítear an ról i gcuidiú le Príomhtháscairí Feidhmíochta (PFanna) a shainaithint a chabhraigh le forbairt Phlean Seirbhíse agus Thuarascáil Bhliantúil an BOO agus a bhí nasctha freisin leis an Ráiteas Straitéise. Dheimhnigh an Roinn leibhéal ard comhlíontachta in BOOCM maidir lena hoibleagáidí rialachais a chomhlíonadh i dtéarmaí spriocdhátaí reachtúla agus spriocdhátaí eile.

### **Iniúchadh ar Chomhlíonadh an Chóid Chleachtais um Rialachas do BOOanna**

D'eisigh an Roinn Oideachais an Cód Rialachais chun Boird Oideachais agus Oiliúna a Rialú (Litir Chiorcláin 0002/2019) in Eanáir 2019. I rith 2022, díriodh ar an gCód a chur i bhfeidhm agus ar an leibhéal comhlíonta a fheabhsú d'fhonn feabhas leanúnach a léiriú, agus comhlacht dearbhaithe á thógáil do BOOCM i gcomhthráth. In Eanáir 2022, rinne BOOCM athbhreithniú ar iniúchadh ar chomhlíonadh an Chóid an bhliain roimhe sin, ag baint úsáid as uirlis iniúchta a d'fhorbair Árachas Comhlachtaí Poiblí na hÉireann (IPB). Léirigh an t-athbhreithniú ar an iniúchadh go raibh leibhéal comhlíonta inghlactha againn.

### **Bainistíocht Riosca**

Leanann an Bord le maoirseacht ghníomhach a dhéanamh ar bhainistíocht riosca agus deimhníonn sé gur thug sé faoi mheasúnú ar na príomhrioscaí, na bearta maolaithe gaolmhara agus go ndearna sé athbhreithniú ar éifeachtacht na mbeart seo in 2022. Bainistíonn an Bord riosca don eagraíocht trí chlár struchtúrach bainistíochta riosca. Cabhraíonn an Coiste Iniúcháireachta agus Riosca leis an mBord maidir lena fheidhm bhainistíochta riosca. Braitheann an Bord freisin ar an Aonad Iniúcháireachta Inmheánaí (an All) agus a chuid tuarascálacha, ar iniúchadh bliantúil an ARCC agus ar aon Iniúchadh seachtrach, ar nós iniúchadh an CSE agus/nó iniúchadh na gCoimisinéirí loncaim. Anuas air sin, déantar athbhreithniú ar Rialuithe Inmheánacha faoina dtugtar ar bhonn bliantúil.

Buanearra é Bainistíocht Riosca ag gach Cruinniú Boird agus áirítear an méid seo a leanas leis na nithe a bhreithnítear:

- Tuarascálacha riosca ón mbainistíocht shinsearach, an Príomhoifigeach Riosca (an POR) san áireamh
- Tuarascálacha an Choiste Iniúcháireachta agus Riosca
- Athruithe ar rátálacha riosca
- Clár Iniúchta

Thug BOOCM faoi roinnt gníomhaíochtaí in 2022 chun tacú le bainistíocht riosca fiontair agus chun dea-rialachas a thaispeáint. Is é an bonn fianaise atá mar bhonn agus taca don obair seo ná an reachtaíocht a bhaineann le BOOCM agus leis an gCód Cleachtais chun Boird Oideachais agus Oiliúna a Rialú (an Roinn Oideachais, Ciorclán 0002/2019). Críochnaíodh na haschuir seo a leanas i rith na bliana:

5. Athbhreithniú ráithiúil agus nuashonrú ar an gClár Riosca um Thacaíocht agus Forbairt Eagraíochta
6. Athbhreithniú ráithiúil agus nuashonrú ar an gClár Riosca Breisoideachais agus Oiliúna
7. Athbhreithniú ráithiúil agus nuashonrú ar an gClár Riosca Scoileanna
8. Athbhreithniú ráithiúil ar an bhFoireann Bainistíochta Sinsearaí/Clár Riosca Corparáideach a thaifeadann agus a bhreithníonn rioscaí ardleibhéal

Díríodh ar na príomhrioscaí a aithint a d'fhéadfadh seachadadh Ráiteas Straitéise BOOCM a chosc. Cuireadh na príomhrioscaí seo faoi bhráid an Choiste Iniúcháireachta agus bhí obair leanúnach ar siúl maidir leis na rioscaí a aithníodh a bhainistiú, riosca a laghdú agus réimsí nua riosca a aithint.

### **Saoráil Faisnéise**

D'fhoilsigh BOOCM a Scéim Foilsithe um Shaoráil Faisnéise, i gcomhréir le hAilt 8 den Acht um Shaoráil Faisnéise 2014. Is féidir teacht ar an Scéim Foilsithe ar [www.cmetb.ie](http://www.cmetb.ie) agus tá cóip chrua ar fáil ar iarratas ón bPríomhoifig.

Liostaítear faisnéis ar sheirbhísí BOOCM sa Scéim Foilsithe, ag féachaint do phrionsabail na hoscailteachta, na trédhearcachta agus na cuntasachta mar atá leagtha amach in Ailt 8(5) agus 11 (3) den Acht. Déantar uasdátú ar an scéim agus cuirtear léi ar bhonn rialta.

I rith 2021, fuair BOOCM naoi n-iarratas (9) ar fhaisnéis faoin Acht um Shaoráil Faisnéise. As na hiarratais sin, bhain ocht gcinn le hiarratas ar eolas neamhphearsanta a rinne iriseoirí, baill de ghrúpaí sainleasa agus baill den phobal. Ba shonraí faoi chostais a íocadh le baill an BOO; tairiscintí; líonta rollaithe scoláirí agus líon na múinteoirí atá fostaithe ag BOOCM a bhí sna faisnéise neamhphearsanta a iarradh. Foilsítear achoimre ar na hiarratais a fuarthas (Loga Nochta) ar shuíomh gréasáin BOOCM mar chuid den Scéim Foilsithe um Shaoráil Faisnéise.

## **Cosaint Sonraí**

Tháinig an Rialachán Ginearálta um Chosaint Sonraí (an RGCS) i bhfeidhm an 25 Bealtaine 2018. D'fhorbair grúpa tionscadail, a chuimsíonn ionadaí ó gach ceann de na 16 BOO, beartais agus nósanna imeachta a chomhlíonann an RGCS. Rinneadh athbhreithniú ar na beartais agus na nósanna imeachta seo in 2021 ainm a chur leo agus iad a chur i bhfeidhm i mí Eanáir 2022. I rith 2022 leanadh ar aghaidh le hobair ar ghníomhaíochtaí próiseála sonraí BOOCM a mhapáil agus comhaontuithe próiseála sonraí agus roinnte sonraí a fhorbairt le tríú páirtithe. Lean an tOifigeach Cosanta Sonraí (an OCS) ag soláthar tacaíochta don fhoireann maidir lena bhfreagrachtaí faoin RGCS.

Forbraíodh agus tugadh clár ríomh-Fhoghlama Feasachta RGCS nua isteach don fhoireann go léir ag BOOCM. Bhí na hionaid riaracháin dírithe ar íoslaghdu sonraí agus ar fhorbairt an TFE SharePoint rithábachtach maidir leis seo.

In 2022, cuireadh dhá shárú dhéag (12) sonraí in iúl don OCS. Ba ghá tuairisciú a dhéanamh leis an gCoimisiún Cosanta Sonraí maidir le ceann amháin de na sárúithe seo. Measadh go raibh riosca íseal ag baint leis na sárúithe sin i gcás na n-ábhar sonraí, agus bhain an chuid is mó díobh le hearráidí cléireachais a raibh cailteanas smachta ar shonraí pearsanta mar thoradh orthu. Bainistíodh na sárúithe seo laistigh de reachtaíocht an RGCS agus cuireadh gníomh ceartaitheach i bhfeidhm.

## **An Cód Caiteachais Phoiblí**

Athdhearbhaíonn BOOCM a thiomantas do gach riachtanas a shásamh a bhaineann le gnéithe ábhartha an Chóid Chaiteachais Phoiblí agus deimhníonn sé freisin go bhfuil BOOCM sásta gur chloígh an Bord in 2022 le gnéithe ábhartha an Chóid tar éis athbhreithniú a dhéanamh ar an gcéanna.

## **Oiliúint agus tacaíocht leanúnach don Bhord Oideachais agus Oiliúna agus na Boird Bhainistíochta.**

I rith 2022 lean foireann riaracháin BOOCM ag tabhairt tacaíochta don BOO agus dá choistí, lena n-áirítear Boird Bhainistíochta. Leanann Roinn Seirbhísí Corparáideacha BOOCM ag tacú leis an mBord agus leis na coistí trí thacaíocht riaracháin a thabhairt do chruinnithe agus tacaíonn sí leis na Boird Bainistíochta trí threoir a thabhairt maidir le hullmhú an chláir oibre, miontuairiscí a thógáil agus a thaifeadadh.

## Soláthar Foirne

Is fostóir mór é BOOCM laistigh den réigiún a fhostaíonn thart ar 985 ball foirne lánaimseartha agus 483 ball foirne páirtaimseartha. I rith 2022, le hathshannadh foirne ar bhonn sealadach agus buan go réimsí riachtanacha criticiúla cinntíodh seachadadh leanúnach na bpríomhsheirbhísí i rith paindéim agus téarnamh COVID-19 agus fad a bhí na srianta á mbaint.

## Earcaíocht

Déanann BOOCM iarracht an fhoireann is fearr atá ar fáil a earcú agus a choinneáil. Tá formhór na n-agallamh earcaíochta bunaithe ar inniúlacht anois, agus fuair baill den Bhord Roghnúcháin an oiliúint riachtanach chun agallaimh bunaithe ar inniúlacht a dhéanamh.

Tá físeán promóisin ar shuíomh gréasáin BOOCM a chuireann BOOanna i gcoitinne chun cinn, [www.cmetb.ie](http://www.cmetb.ie). Tá promóisin spriocdhírthe (fógra íoctha ar na meáin shóisialta) atá dírithe ar cheantair gheografacha agus ar dhéimeagrafaic i bhfeidhm anois freisin chun cabhrú le múinteoirí a earcú, chun daoine a spreagadh chun cuairt a thabhairt ar láithreán gréasáin BOO, chun poist a fógraíodh ar an láithreán gréasáin 'etbjobs.ie' a chur chun cinn agus a chuirtear chun cinn trí chainéil mheán sóisialta BOOCM. Sainaitnítear na tacair scileanna riachtanacha chun sármhaitheas eagraíochta a sholáthar agus chun cumas a fheabhsú le haghaidh a thabhairt ar dhúshláin nua atá ag teacht chun cinn go sásúil.

Cuireadh oiliúint ar fáil i réimsí, lena n-áirítear Acmhainní Daonna, Airgeadas, TF, Soláthar, Bainistíocht Chaipitil agus Rialachas. Bíonn BOOCM i gcónaí ag iarraidh an úsáid is fearr a bhaint as teicneolaíocht chun cáilíocht seirbhíse níos fearr a chinntiú laistigh de na hacmhainní atá ar fáil.

I rith 2022, reáchtáladh agallaimh ar líne trí Microsoft TEAMS agus i bpearsan sa chás gur chuí maidir leis an ról. Fuair baill den Bhord Roghnúcháin an oiliúint riachtanach agus cuireadh cúnamh iomlán ar fáil d'agallaithe lena chinntiú gur reáchtáladh agallaimh gan stró.

Freastalaíonn foireann Acmhainní Daonna ar an bhFóram Náisiúnta agus leanann siad

le seirbhísí Ibec a úsáid maidir le comhairle ar cheisteanna Acmhainní Daonna agus Caidrimh Tionscail. De bhreis air sin, tá ionadaíocht ag foireann acmhainní daonna BOOCM ar an tionscadal Ríomh-Earcaíochta atá á cur i bhfeidhm ag Seirbhísí Comhroinnte.

Tá ionduchtú fós á fháil ag gach ball foirne nua maidir le nósanna imeachta.

### **Oiliúint**

Chuir BOOCM oiliúint ar bainisteoirí láir agus sinsearacha maidir le Comhráite Deacra a Bhainistiú agus oiliúint ar an bhfoireann Acmhainní Daonna ar chonarthaí, asláithreacht a bhainistiú agus próisis Chasaoide/Dhisciplíneacha. Lean an fhoireann sa rannóg aoisliúntais ag freastal ar oiliúint athnuachana i dtaca leis an Scéim Pinsin Aonair. Tugadh an deis don fhoireann riaracháin agus BO go léir freastal ar oiliúint Comhionannais agus Éagsúlachta.

Bhí baint ag an bhfoireann riaracháin i nGrúpa Stiúrtha Féinmheasúnaithe QQI BOOCM agus athbhreithniú á dhéanamh acu ar gach gné de sholáthar BO – earcaíocht, beartais, Dearbhú Cáilíochta agus ghlac siad páirt i gcruinniú rathúil tionscnaimh athbhreithnithe le Comhaltaí de Phainéal QQI.

### **Limistéir Eile Forbartha**

Comhaltaí de Ghrúpa Oibre Comhionannais agus Ceart Daonna BOOCM iad an fhoireann comhlíonta agus acmhainní daonna, a oibríonn le measúnú a dhéanamh ar shaincheisteanna comhionannais agus ceart daonna agus ar phlean um chur i bhfeidhm a fhorbairt do Dhualgas na hEarnála Poiblí.

Seirbhísí Comhroinnte (ESBS) – Freastalaíonn foireann Acmhainní Daonna ar chruinnithe nuashonraithe le ESBS agus cuirtear glaonna míosúla ar a chéile maidir le riar párolla agus aoisliúntas.

### **TFC**

Úsáideann BOOCM meascán d'fhreastalaithe comhad san áitreabh agus as Microsoft Office 365 le haghaidh ríomhphost agus feidhmchláir eile ghréasánbhunaithe. Is é an plean fadtéarmach do BOOCM aistriú ó sheirbhísí ar an áitreabh agus bogadh i dtreo seirbhíse bunaithe ar an ngréasán ina mbeadh na táirgí go léir ar fáil an ngréasán. Lean

an tionscadal seo in 2022 agus é mar sprioc a bheith ina sheirbhís a chuirtear ar fáil go hiomlán ar an ngréasán agus cuireann sé lenár seasamh slándála i dtaobh ár Plean Leanúnachais Gnó, cásanna Athshlánaithe ó Thubaiste agus ár réitigh chúltaca. Cuireann seo ar chumas ár bhfeidhmchlár laethúil atá ríthábhachtach don ghnó teacht chun cinn laistigh dár n-ardán M365 agus SharePoint agus éascaíonn sé comhoibriú idir an fhoireann a dhéanann barainneachtaí scála a ghíaráil agus a chuireann rochtain gan stró ar fáil ar bheartais agus nósanna imeachta in áit lárnach. Cuimsítear ann seo chomh maith tábhacht shlándaíl agus dhaingne ár sonraí.

Úsáideann BOOCM Microsoft TEAMS, ar uirlis chomhoibríthe é seo a chumasaíonn comhoibriú idir an fhoireann agus foireann agus idir an fhoireann agus scoláirí. Uirlis an-chumhachtach chumarsáide í seo agus leanadh le hí a úsáid in 2022 i ngach gné de Scéim BOOCM. I rith phaindéim COVID-19 bhíomar in ann an t-ardán seo a ghíaráil go slán chun leanúnachas na seirbhíse a choinneáil sna Scoileanna, sna hIonaid BO agus sna hOifigí Riaracháin, rud a bhí ríthábhachtach.

D'fhógair an tAire Oideachais in 2022 go n-íocfaí cistiú deontais €50m don bhonneagar teicneolaíochta digítí le gach bunscoil agus iar-bhunscoil aitheanta. Leanfaidh BOOCM, trí infheistíocht leanúnach, ag tacú le scoileanna a n-acmhainneacht agus bonneagar teicneolaíochta digítí féin a thógáil.

Tá slándáil anois ar thús cadhnaíochta inár gcinnteoireacht maidir le TFC a sholáthar. Leanamar in 2022 lena chinntiú go raibh ár n-eastát oiriúnach don fheidhm agus feidhmchláir agus próisis dhaingne a mholtar sa mhargadh a úsáid chun a leochaileacht fhéideartha a thástáil. Áiríodh ar na meicníochtaí seo bréagionsaí tástála ráithiúil, deimhniú árachais do Cyber Essentials, feasacht foirne agus oiliúint cibearshlándaála ar bhonn leanúnach. Le tábhacht na slándála agus inscálaitheacht ár mbonneagair 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 don ghnó.

Tá soláthar an Phlean Gníomhaíochta TFC bunaithe ar ár mbonneagar slán agus iontaofa TFC, bonneagar ar féidir leis éifeachtúlachtaí riaracháin a sholáthar freisin. Léiríonn tosaíochtaí TFC go mór an tábhacht mhéadaitheach atá ag TFC le fócas ar Phlean Gníomhaíochta TFC 2 bhliain a fhorbairt, inlíon BOOCM ar fud an ionaid a

sholáthar chun cumarsáid éifeachtach, comhoibriú agus scaipeadh faisnéise a dhéanamh agus rochtain ar fhaisnéis mar aon le forbairt straitéiseach ár mbonneagair TFC chun cur chuige tús áite do néal, seirbhísí comhroinnte i leith seachadadh TFC a léiriú.

Tacaíonn Roinn TFC BOOCM le 1,402 ball foirne agus thart ar 14,800 scoláire léinn ar bhonn laethúil faoi láthair ar fud ár scoileanna agus ár n-ionad oideachais go léir i réigiún an Chabháin agus Mhuineacháin. Cuireann Roinn TFC BOOCM tacaíocht ar fáil freisin do na feidhmchláir agus na córais éagsúla a theastaíonn ó úsáideoirí chun a gcuid oibre a dhéanamh.

Tá úsáid TFC laistigh de scoileanna BOOCM ag méadú ag ráta an-ard i gcónaí, go háirithe ó seoladh ár gclár ceannaire dhigitigh. Seoladh an tionscnamh foirne seo in 2017 agus d'aithin BOOCM grúpa foirne arna chomhordú ag Stiúrthóir na Scoileanna agus an Roinn TF atá ag obair chun comhéadan na scoláirí-na foirne a fheabhsú don bhliain acadúil 2022/2023 agus ina dhiaidh sin. Tá ardoiliúint shaincheaptha á fáil ag na baill foirne seo ar an mbealach is fearr chun úsáid a bhaint as M365 i gcur chun cinn an teagaisc agus na foghlama ina seomraí ranga féin agus ar fud a scoile ina iomláine. Tá idirchaidreamh á dhéanamh ag na baill foirne seo le baill foirne eile laistigh dá scoileanna agus dá n-ionaid féin agus tá an t-eolas a fhaigheann siad á chur ar aghaidh chuig a gcomhghleacaithe laistigh dá ranna ábhair féin agus go ginearálta ar fud na scoile.

Mar chuid den chlár seo tá Plean ríomhfhoghlama comhlánaithe ag gach scoil BOOCM agus tá Roinn TFC BOOCM ag obair go dlúth le bainistíocht na scoileanna mar ról tacaíochta lena chinntiú go bhfuil a gcuid pleananna oiriúnach don fheidhm ó thaobh na teicneolaíochta de. Ar cheann de na príomhthosaíochtaí a bhí ag na pleananna scoile, bhí feabhas a chur ar an mbonneagar líonra laistigh den scoil agus go háirithe ar Wi-Fi na scoile. Lean sé seo ar aghaidh in 2022 agus leanfaidh BOOCM in 2023 chun an Wi-Fi scoile go léir a uasghrádú agus tá os cionn 550 Pointe Rochtana Gan Sreang bainistithe ar fud a n-ionad go léir faoi láthair. Rinneadh infheistíocht eile i ngléasanna soghluaiste do mhúinteoirí a chinntíonn go bhfuil an-chumas ag foireann BOOCM glacadh le teicneolaíochtaí nua laistigh den oideachas.

Tá Windows 10 tugtha isteach ag Roinn TF BOOCM ar beagnach 5,000 gléas ar fud na

heagraíochta ar fad. Gach bliain, tá dul chun cinn leanúnach á dhéanamh ag BOOCM maidir le hardán Windows 10 a uasghrádú go dtí an leagan is déanaí chun slándáil agus cobhsaíocht ar eastát na gcliant a chinntiú as seo amach.

Tá bainistiú gléasanna móibíleacha Microsoft Intune curtha i bhfeidhm ag BOOCM. Is feidhmchlár Bainistíochta Soghluaisteachta Fiontair é Intune a chuirfidh ar chumas BOOCM a chuid sonraí corparáideacha a chosaint ar gach gléas soghluaiste lena n-áirítear ríomhairí glúine, táibléid agus gutháin phóca. Mar chuid den tsraith Intune, tá BOOCM tar éis polasaithe Bainistíochta Feidhmchláir Soghluaiste (BFS) a ghíaráil agus a thabhairt isteach i measc bhaill foirne agus chohóirt scoláirí uile BOOCM. Cosnaíonn beartais Intune BFS Oifig BOOCM.

Tá BOOCM ag clárú gléasanna soghluaiste corparáideacha ar bhonn leanúnach agus iad ag baint úsáid as slándáil dhlúth agus forfheidhmithe na ngléasanna seo. Tá BOOCM tiomanta don deimhniúchán Cyber Essentials a athnuachan gach bliain. Is scéim deimhnithe cibearshlándála é Cyber Essentials a thairgeann bunús fóna de rialuithe bunúsacha slándála TF ar féidir le gach cineál eagraíochta a chur i bhfeidhm agus cur leo. Trí na rialuithe sin a chur i bhfeidhm, is féidir leochaileacht eagraíochta a laghdú go suntasach. Tugann an scéim Cyber Essentials soiléireacht do ghnólachtaí móra agus beaga. Ghnóthaigh BOOCM deimhniú in 2022.

Mar gheall ar an tábhacht a bhaineann le cibearfheasacht in 2022, thug BOOCM faoi oiliúint cibearfheasachta don fhoireann go léir. Beidh seo ina phróiseas leanúnach. Leagann sé seo béim ar thábhacht na slándála agus a bainistíochta leanúnaí, mar ghné ríthábhachtach de TFC. D'fhorbair an Fhoireann TFC Plean Cibearfhreagartha i gcomhar leis an bhFoireann Comhlíonta bunaithe ar na Caighdeáin Bhonnlíne agus déanfar tástáil air in 2023.

### **Airgeadas**

D'éirigh le BOOCM an caiteachas ar Sheirbhísí Oiliúna a aistriú ó SAP go P2P in Iúil 2022. Ba é an toradh uaidh seo go raibh córas bainistíochta airgeadais amháin á oibriú ag BOOCM ón 01 Iúil 2022 ar fud na scéime don ioncam agus caiteachas go léir. Thug an fhoireann airgeadais faoin aistriú agus an oiliúint a chomhordú go himhneánach.

Ba é BOOCM an chéad BOO a chuir an Modúl Oiliúna ar Conradh do P2P a chur i

bhfeidhm i mí na Nollag 2022. Stóráiltear anois na conarthaí go léir do chúrsaí oiliúna ar conradh ar an modúl seo atá ceangailte le P2P agus SUN chun sonraisc a íoc. Déanann an modúl an conradh a choimeád in aon áit amháin ón dtráth a thosaítear é go dtí go gcuirtear i gcrích é, conarthaí agus sonraisc san áireamh, agus laghdaíonn sé an gá atá le cóipeanna páipéir, ar an gcaoi sin.

### **Ráitis Airgeadais 2022**

Tá an Bord freagrach as an Tuarascáil Bhliantúil agus na Ráitis Airgeadais a ullmhú agus, bunaithe ar an eolas atá ar fáil dó, an measann nó nach measann sé go gcuirtear i láthair i gceart sna ráitis airgeadais ioncam agus caiteachas an BOO agus staid ghnóthaí an BOO. Tá Ráitis Airgeadais Bhliantúla BOOCM don bhliain dar críoch an 31 Nollaig 2022 faoi iniúchta ag Oifig an Ard-Reachtair Cuntas agus Ciste (an ARCC). Tar éis don ARC agus C an t-iniúchadh a shíniú, foilseoidh BOOCM na ráitis airgeadais iniúchta.

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

Áirítear le clár tógála scoileanna BOOCM réimse fairsing tionscadal beag agus mór. Ba bhliain rathúil é 2022 ina leith seo agus cheadaigh an RO agus an RBATNE roinnt tionscadail nua.

Tá méadú leanúnach ar líon rollaithe na ndaltaí sna hiar-bhunscoileanna atá faoi chúram BOOCM agus soláthraíodh Cóiríocht Mhodúlach agus Shealadach ar fáil i gColáiste Bhréifne, Coláiste an Inbhir, Coláiste Ard Feá agus Coláiste Dhún an Rí. Ceadaiódh Cóiríocht bhreise Mhodúlach do Coláiste Bhaile na Lorgan Coláiste, Coláiste Naomh Maadhóg agus Coláiste Naomh Bricín agus tá siad á dtáirgeadh faoi láthair. Tá iarratais á n-ullmhú anois againn freisin agus táimid ag fanacht le cead do chóiríocht bhreise mhodúlach do Choláiste Achadh an Lúir, Coláiste an Inbhir agus Coláiste Ard Feá. Sholáthair BOOCM cóiríocht shealadach freisin in dhá scoil neamh-BOO in 2022.

Leanann tionscadail mhóra tógála a ceadaiódh i mblianta roimhe seo le dul chun cinn a dhéanamh. Tá céim luath dhearaidh bainte amach faoi láthair ag BOOCM i dtaobh Choláiste Bhaile na Lorgan, Coláiste Bhréifne, Coláiste Dhún an Rí agus trí scoil neamh-BOO agus tá céim dhearaidh mhionsonraithe bainte amach ag Coláiste Ard Feá, Coláiste an Inbhir, Coláiste Achadh an Lúir agus tá dhá scoil neamh-BOO réidh le tabhairt faoin gcéim thógála. Ar deireadh, bhí céim thógála bainte amach ag Coláiste Pobail Bhéal Átha Beithe i rith 2022 agus táthar ag súil le haistriú go luath in 2023.



Fíor 50: Cathaoirleach BOOCM, an Comh. Colm McCarthy, an Príomhoide, Rosie Croarkin agus PF BOOCM, an Dr Fiona McGrath ag Tionscadal Cóiríochta Breise Choláiste Pobail Bhéal Átha Beithe

Bhí roinnt mhaith tionscadail bheaga tógála ar fáil i measc ár scoileanna go léir agus chríochnaigh BOOCM iad in 2022, ina measc iad siúd a chistigh an Scéim Deontais Oibreacha Éigeandála, an Scéim Deontais Oibreacha Samhraidh agus an Scéim Deontais Caipitil Spóirt.

Tá forbairt aonaid mhodúlaigh d'Institiúid an Chabháin beagnach críochnaithe in BO ag BOOCM agus tá súil le haistriú i Márta 2023. Cuireadh pleananna do chóiríocht bhreise d'Institiúid an Chabháin, Institiúid Mhuineacháin agus d'Ionad SLS ar aghaidh le haghaidh cistiú chuig SOLAS in 2022. D'fhógair an tAire Aire Simon Harris cistiú €40m ina dhiaidh sin chun Campas Oideachais mór nua den chéad scoth a sholáthar d'Institiúid an Chabháin.

Cé go ndearnadh dul chun cinn maith, ba bhliain dhúshlánach 2022 mar gheall ar chostais bhoilscithe san earnáil tógála. Úsáideadh Creat Boilscithe na hOifige um Sholáthar Rialtais (an OSR) chun dul i ngleic leis an dúshlán seo agus leanfaimid leis seo a bhainistiú seo i rith 2023.

Is féidir scála an mhéadaithe ar an bportfóilió tionscadail chaipitil in BOOCM a thabhairt faoi deara san ardú a tháinig ar chaiteachas caipitiúil ó €5.2 milliún in 2021 go €16.4 milliún in 2022.

Leagadh amach sa Phlean um Ghníomhú ar son na hAeráide 2019 spriocanna don

earnáil phoiblí i dtosach lena n-astaíochtaí gás ceaptha teasa a laghdú 30%. Síneadh an sprioc seo chuig laghdú dearbh faoin mbliain 2030 agus bheith neodrach ó thaobh fuinnimh faoi 2050. Lean BOOCM ag oibriú le hÚdarás Fuinnimh Inmharthana na hÉireann (an SEAI) agus BOOÉ lenár dtiomantas a léiriú d'obair chun ár n-oibleagáidí dlíthiúla a shásamh agus do na spriocanna seo a bhaint amach. Gheall BOOCM go sannfaidís Oifigeach Foirne Sinsearach chun maoirseacht a dhéanamh ar an limistéar seo in 2023.

Thugamar faoi iniúchtaí fuinnimh in 2022 i gcúig cinn dár n-ionaid ar aon dul le hoibleagáidí IR426. Fiosróidh BOOCM torthaí na n-iniúchtaí seo in 2023, agus fiosróimid an fhéidearthacht chun fuinneamh in-athnuaite a iarfheistiú agus a úsáid le cabhrú le sprioc astaíochtaí gás ceaptha teasa 2030 a bhaint amach.

Tá ag éirí go maith leis an gCóras Bainistíochta Sócmhainní nua, a cuireadh i bhfeidhm i Meán Fómhair 2020 le heolas a sholáthar ar na sócmhainní go léir ar fud BOOCM agus lena cheadú tuairisciú a dhéanamh ar leibhéal Ceannoifige, agus tá rialuithe níos fearr á soláthar aige do BOOCM maidir le coimeád sábháilte sócmhainní.

Leanann an fhoireann laistigh de Thalamh agus Foirgnimh ag déanamh uasoilúna trí fhóraitm oiliúna éagsúla, seimineáir ghréasáin agus trí theagmháil a dhéanamh le BOOanna eile chun faisnéis a roinnt agus comhoibriú a chur chun cinn chun a chinntiú go mbaintear éifeachtúlachtaí amach ar fud na roinne.

Leanann Talamh agus Foirgnimh ag seachadadh na dtionscadal éagsúil agus ag an am céanna cuireann siad croíphrionsabail an Chóid Caiteachais Phoiblí i bhfeidhm, chun a chinntiú go mbaintear luach ar airgead amach nuair a bhíonn airgead poiblí á chaitheamh. Tá réimse beartas agus nósanna imeachta láidre ann maidir le treoirlínte soláthair agus an RO agus tá Talamh agus Foirgnimh sásta gur chloígh muid le gnéithe ábhartha an Chóid.

### **Sláinte agus Sábháilteacht**

In 2022, lean BOOCM ag tacú le scoileanna agus le hionaid maidir le Ráiteas Sábháilteachta BOOÉ agus Measúnuithe Riosca an Údaráis Sláinte agus Sábháilteachta a chur i bhfeidhm. Cuireadh uirlisí oiliúna breise ar fáil do scoileanna agus ionaid chun cáilíocht agus cruinneas a measúnuithe riosca a fheabhsú.

Thug an tÚdarás Sláinte agus Sábháilteachta naoi gcuart ar an láthair ag Oifig Riaracháin BOOCM agus ar ionaid BO i ráithe 4 2022. Níor cuireadh aon torthaí suntasacha i gcuntas. Athbhreithníodh príomhthéamaí, agus tugadh dea-chleachtais chun solais i rith na gcuartheanna seo. Roinneadh iad seo le gach scoil agus ionad.

Thug Comhordaitheoir Sláinte agus Sábháilteachta BOOCM agus gníomhaireacht sheachtrach faoi sceideal athbhreithnithe neamhfhoirmiúla i scoil amháin agus ceithre ionad BO i rith 2022. Rinneadh na hathbhreithnithe seo chun an Córas Bainistíochta Sláinte agus Sábháilteachta a athbhreithniú, a thástáil agus a fheabhsú. Leanfar leis na hathbhreithnithe neamhfhoirmiúla seo in 2023.

Tugadh clár píolótach de scéim oibre hibridí isteach d'fhoireann riaracháin BOOCM i nDeireadh Fómhair 2022. Rinneadh measúnú riosca ar 68 láthair fostaithe riaracháin cianoibrithe i ráithe 4 2022, a leag an bonn faoi chianoibriú a fhaomhadh.

Tugadh na cúrsaí oiliúna sláinte agus sábháilteachta seo a leanas isteach i measc na foirne ainmnithe i scoileanna agus ionaid i rith 2022:

- Oiliúint freagróirí garchabhrach
- Oiliúint maoir dhóiteáin
- Oiliúint láimhsithe
- Oiliúint gluaiseachta agus láimhseála daoine

### **Clár Réadmhaoine**

Lean BOOCM le córas bogearraí Chlár Réadmhaoine DCS a chur i bhfeidhm in 2022.

Críochnaíodh go leor oibre agus leanfar leis in 2023 maidir leis an eolas go léir a bhailiú agus a uaslódáil atá faoi réadmhaoin faoi úinéireacht BOOCM, ar léas agus atá ceadúnaithe, an méid seo a leanas san áireamh:

- Sonraí faoin réadmhaoin
- Fónais atá nasctha leis an réadmhaoin
- Sonraí árachais
- Sonraí dlí, clárú réadmhaoine agus uimhreacha fóilió san áireamh
- Eolas ar dheimhniú um shábháilteacht ó dhóiteán
- Sonraí slándála, eolas faoi CCTV san áireamh

Táthar ag tabhairt faoi athbhreithniú ar mhodúl tuairiscithe an Chláir Réadmhaoine in 2023 le DCS, ag féachaint le barr feabhais a chur ar ghnéithe tuairiscithe an chórais.

### **Soláthar**

D'úsáid Roinn Soláthair BOOCM samhail soláthair náisiúnta an OSR agus a gcreataí, sa chás go raibh siad ar fáil agus gur chuí do chaitheamh 'soláthair' ár scoileanna agus á n-ionad uile in 2022. Anuas air sin, chuir an Roinn Soláthair an conarthaí seo a leanas i bhfeidhm trí chomórtais ríomhthairisceana:

- Seirbhísí béilí scoile a sholáthar do Choláiste Bhréifne, an Cabhán
- Soláthar breosla téimh, an gléasra téimh bithmhaise a oibriú agus a chothabháil, an coire ola san áireamh ag Campas Oideachais Mhuineacháin
- Rothair shléibhe agus trealamh sábháilteachta a sholáthar do IOOA an Tamhnaigh
- Seirbhís don Ógra a sholáthar do dhaoine óga i mBaile an Chabháin do BOOCM
- Trealamh a sholáthar, a shuiteáil/a chur le chéile agus a choimisiúnú a theastaigh do BOOCM
- Trealamh teiripe áilleachta a sholáthar agus a sheachadadh do BOOCM agus oiliúint a thabhairt orthu
- Ionsamhlóirí gluaiseachta tiomána leoraí a sholáthar (2 cheann)
- Ionsamhlóirí tathaithe amháin (1) déúsáideora a sholáthar do BOOCM
- Trealamh lónadóireachta tráchtála a sholáthar agus a choimisiúnú d'Institiúid an Chabháin agus an gCampas BO, an Cabhán
- Cruiteanna (gléasanna ceoil) a sholáthar do Glúin an Cheoil agus BOOCM
- Pacaí agus tomhaltáin ghruagaireachta, bhearbóra agus áilleachta a sholáthar do BOOCM
- Seirbhísí béilí scoile a sholáthar do Choláiste Oiriail, Muineachán
- Trealamh printíseachta leictrí a sholáthar
- Ábhair rang adhmaadóireacht a sholáthar do scoileanna agus ionaid BOOCM
- Páipéarachas agus soláthairtí oifige a sholáthar

### **Plean Corparáideach Soláthair**

D'oibrigh BOOCM leis an Aonad um Athchóiriú na hEarnála Poiblí Soláthair in BOOÉ agus leis an tSeirbhís Soláthair Oideachais agus chríochnaigh siad an Plean Corparáideach Soláthair (PCS) ina leagtar amach riachtanais soláthair an Bhoird sa

todhchaí. D'aithníomar ár bpríomhthosaíochtaí soláthair do 2023 tríd an bPlean Soláthair Ilbhliantúil (PSI) 3 bliana. Leanfaimid orainn ag athbhreithniú an PCS go bliantúil agus ag tabhairt faoi sholáthairtí a aithnítear a bheith ag teastáil, go háirithe i réimsí caiteachais chomhiomlánaithe in éagmais creat/conradh náisiúnta, earnála nó eile i bhfeidhm.

Leanfaidh CMETB, nuair is iomchuí, le húsáid a bhaint as na Creaí n Oifig un Sholáthar Rialtais agus an fhaisnéis riachtanach maidir le conas iad seo a úsáid a scaipeadh ar ár scoileanna agus ar ár n-ionaid.



**Berni Power**  
Stiúrthóir Tacaíochta agus Forbartha Eagraíochta

## 8 Tuarascáil ar an gCéad Bhliain de Ráiteas Straitéise 2022-2026 BOOCM

Leagtar amach thíos sonraí faoi na gníomhartha ábhartha, na táscairí feidhmíochta atá le sásamh le Spriocanna agus Tosaíochtaí BOOCM a bhaint amach a shainaithnítear i Ráiteas Straitéise 2022-2026 BOOCM agus tuarascáil ar an dul chun cinn i dtreo na spriocanna seo. Anuas air sin, faoi théarmaí an Chomhaontaithe Soláthair Feidhmíochta (CSF) idir an Roinn of Oideachas (an RO) agus BOOCM, sainaithníodh roinnt spriocanna agus tosaíochtaí ar leith. Leagtar amach mar seo a leanas thíos na gníomhartha sonracha leis na tosaíochtaí seo a bhaint amach sa mhullach ar na táscairí feidhmíochta agus spriocanna gaolmhara atá le soláthar:

### Spriocanna Straitéiseacha BOOCM

#### Múinteoireacht, Foghlaim agus Rannpháirtíocht

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
Sprioc: Múinteoireacht, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ardchaighdeá in a chur chun cinn i dtimpeallacht ionchuimsithe ach fhoghlaimoír lánach	3. Tabhairt faoi athbhreithniú ar churaclam/dheiseanna foghlama BOOCM le cláir agus straitéisí nuálacha lena nglacadh a shainaithint – béim ar leith a chur ar ábhair STEM	<ul style="list-style-type: none"> <li>Tairiscint an churaclaim i ngach scoil a athbhreithniú</li> <li>Bearnaí féideartha i soláthar/limistéir lena bhfairsingiú a shainaithint</li> </ul>	<ul style="list-style-type: none"> <li>Athbhreithniú ar an gcuraclam a dhéanamh</li> <li>Bearnaí a sainaithníodh agus réitigh beartaithe</li> </ul>	<ul style="list-style-type: none"> <li>Athbhreithniú leanúnach i bhfeidhm. Comhairliúchán agus athbhreithniú don bhliain reatha críochnaithe le gach scoil</li> <li>Críochnaíodh na coigeartuithe inmhianaithe agus riachtanacha curaclaim</li> <li>Síneadh ar an bPolainnis mar ábhar Ardteistiméireachta faoi réir dara cohórt. Tá an Ardteistiméireacht le déanamh ag an gcéad cohórt in 2023</li> </ul>
	4. Samhail Choláiste BO na Todhchaí a bhunú, óna neascróidh soláthar comhdhlúite agus comhtháite, deiseanna foghlama solúbtha, bealaí rochtana agus tacaíochtaí comhsheasmhacha d'fhoghlaimoírí	<ul style="list-style-type: none"> <li>Plean gníomhaíochta a fhorbairt do Choláiste BOO na Todhchaí in BOOCM</li> <li>Obair chun acmhainní a sholáthar don phlean seo agus é a chur i bhfeidhm</li> </ul>	<ul style="list-style-type: none"> <li>Plean arna fhorbairt agus idirchaidreamh dearfach leis an maoinitheoir maidir le riachtanais ghaolmhara acmhainní</li> </ul>	<ul style="list-style-type: none"> <li>Táthar le díriú ar an dá limistéar lenar comhaontaíodh in 2022: <ul style="list-style-type: none"> <li>Tacaíocht Chomhsheasmhach d'Fhoghlaimoírí agus</li> <li>Soláthar BO a chomhdhlúthú (i gcomhthéacs aitheantas coiteann/brandáil chomhroinnte).</li> </ul> </li> <li>Tugadh faoi obair ina leith seo agus leanfar le hamhlaidh a dhéanamh in 2023</li> </ul>

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
<p>Sprioc: Múinteoireacht, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ardchaighdeán a chur chun cinn i dtimpeallacht ionchuimsitheach fhoghlaimoirlárna ch</p>	<p>3. Riachtanais a shainaitheint a theastaíonn le freastal ar riachtanais chomhtháite/éagsúla tacaíochta foghlaimoírí<sup>11</sup>, obair chun na hacmhainní riachtanacha a fháil agus meicníochtaí éifeachtacha a fhorbairt chun na tacaíochtaí seo d'fhoghlaimoírí a sholáthar</p>	<ul style="list-style-type: none"> <li>Tá Ról Oifigeach Tacaíochta d'Fhoghlaimoírí le bunú</li> <li>Tá an Grúpa Oibre Tacaíochta d'Fhoghlaimoírí le bunú</li> <li>Obair le córas tacaíochta láraithe d'fhoghlaimoírí a fhorbairt a chuirfidh ar chumas foghlaimoírí teacht ar an trealamh agus an cúnamh a theastaíonn uathu le tabhairt faoina gclár staidéir agus é a chríochnú</li> </ul>	<ul style="list-style-type: none"> <li>Córas Tacaíochta Láraithe d'Fhoghlaimoírí arna fhorbairt agus oibríochtúil</li> </ul>	<ul style="list-style-type: none"> <li>Ról arna bhunú agus ball foirne sa phost</li> <li>Réimse fairsing gníomhartha agus tionscnamh arna bhforbairt agus oibríochtúil i measc na seirbhísí go léir atá dírithe ar a chinntiú go mbíonn teacht ag na foghlaimoírí go léir ar thacaíochtaí - gan aird ar cén tseirbhís ar a bhfuil siad ag freastal ar nó cibé acu an seirbhís lánaimseartha nó páirtaimseartha iad</li> <li>D'eascair laghdú ar tháillí lar-Ardteistiméireacht agus ar chostais ábhair chúrsa as príomhghníomhaíocht bhreise agus gearrtar buntáille €200 do na cláir go léir anois - le hinrochtaineacht a fheabhsú agus rannpháirtíocht níos fairsinge a chumasú</li> </ul>
	<p>4. Leanúint le foghlaim ionchuimsitheach a thairiscint agus soláthar spriocdhírthe á fhairsingiú agus an t-eispéireas/an oideolaíocht a shabhrú dóibh siúd a bhfuil riachtanais shonracha foghlama, fhisiciúla agus mhothúcháin acu</p>	<ul style="list-style-type: none"> <li>Léarscáiliú soláthair a dhéanamh ar RSO in dhá Scoil BOOCM</li> <li>FGL a sholáthar do gach Scoil i léarscáiliú soláthair</li> <li>Líonra tacaíochta ar líne Múinteoirí RSO a bhunú</li> <li>Soláthar Ranganna NSU a fhairsingiú i Scoileanna BOOCM</li> <li>Foirgnimh agus saoráidí feabhsaithe a sholáthar do ranganna NSU</li> </ul>	<ul style="list-style-type: none"> <li>Léarscáileanna tosaigh soláthair críochnaithe</li> <li>FGL críochnaithe</li> <li>Seoladh agus bunaíodh an Líonra RSO</li> <li>Fairsingíodh Ranganna NSU i Scoileanna BOOCM</li> <li>Saoráidí breise i gceithre Scoil BOOCM</li> </ul>	<ul style="list-style-type: none"> <li>Tá an próiseas Léarscáilithe Soláthair i gcéim a dó in dhá scoil BOOCM.</li> <li>Bunaíodh fóram ar líne Múinteoirí NSU, agus fuarthas tacaíochtaí oiriúnacha trí chistiú MAEDF.</li> <li>Osclaíodh cúig rang bhreise NSU i scoileanna BOOCM.</li> <li>Thosaigh an tAonad Buan NSU leis an tógáil ag Coláiste na Leargadh agus cuireadh acmhainn shealadach ar fáil ag Coláiste Achadh an Iúir.</li> <li>Osclaíodh aonaid nua mhodúlacha ag Coláiste an Inbhir agus Coláiste Ard Feá.</li> </ul>

<sup>11</sup> Síceolaíoch, folláine, gairmthreoir, míchumas, Riachtanais Speisialta Oideachais (SEN), Neamhord de chuid Speictream an Uathachais (NSU), agus mar sin de

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
<p>Sprioc: Múinteoireacht, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ardchaighdeán a chur chun cinn i dtimpeallacht ionchuimsitheach fhoghlaimoirlárnach</p>	<p>5. Cur chuige comhtháite a fhorbairt agus a chur i bhfeidhm le meicníochtaí glór na scoláirí agus na dtuismitheoirí inár scoileanna agus ionaid a fheabhsú, agus a chinntiú i gcomhthráth go ndéantar athbhreithnithe le héifeachtacht a bharrfheabhsú</p>	<ul style="list-style-type: none"> <li>• Athbhreithniú ar thionscnaimh agus cleachtais glór na scoláirí i Scoileanna BOOCM</li> <li>• FGL don fhoireann le glór na scoláirí a chumasú</li> <li>• Forbairt leanúnach a dhéanamh ar Thionscnaimh Glór na bhFoghlaimoírí, an méid seo a leanas san áireamh: <ul style="list-style-type: none"> <li>▪ Suirbhé bliantúil ar fhoghlaimoírí a dhéanamh</li> <li>▪ Fóram bliantúil foghlaimoírí a chur ar siúl.</li> <li>▪ Líonra Comhairleach d'Fhoghlaimoírí (LCF) a bhunú agus ceithre chruinniú sa bhliain a thionól</li> <li>▪ Triail phíolótach a bhaint as rannpháirtíocht i struchtúir rialachais</li> <li>▪ Ionchur an LCF a úsáid i ngníomhaíochtaí féinmheasúnaithe, monatóireachta agus athbhreithnithe</li> </ul> </li> <li>• Clár ceannaireachta a éascú do chomhaltaí an LCF chun cabhrú leo le habhcóideacht d'fhoghlaimoírí</li> </ul>	<ul style="list-style-type: none"> <li>• Grúpa Oibre le hathbhreithniú a dhéanamh ar dhea-chleachtais maidir le glór na scoláirí</li> <li>• Bunaíodh an LCF agus tá sé ag oibriú go héifeachtach</li> <li>• Cumasaíodh agus cabhraíodh le foghlaimoírí chun abhcóideacht a sholáthar</li> </ul>	<ul style="list-style-type: none"> <li>• Thug gach scoil faoi bharr feabhais a chur ar glór na scoláirí ar bhealach a fhreagraíonn do riachtanais scoile</li> <li>• Soláthraíodh FGL do Cheannairí Scoile maidir le Glór na Scoláirí agus na dTuismitheoirí</li> <li>• Chuir an Dr Paula Flynn seisiún um Foghlaim agus Forbairt Ghairmiúil ar siúl maidir le Glór na Scoláirí a Chur chun Cinn d'fhoireann BO i Samhain 2022.</li> <li>• Bunaíodh agus tionóladh Líonra Comhairleach Foghlaimoírí (LCF) BO</li> <li>• Thit Seachtain Learner Connects amach idir an 17 agus an 14 Aibreán inar cuireadh sraith seimineáir ghréasáin ar siúl maidir le saincheisteanna/limistéir ábhar buartha a sainithníodh sa Suirbhé ar Foghlaimoírí agus a thug an LCF chun solais freisin. Ina measc seo, bhí seisiún a bhain le folláine agus athléimneacht, todhchaí na hoibre, úsáid a bhaint as teicneolaíocht le soláthar a chur chun cinn, spreagadh staidéir agus conas tú féin a ghléasadh leis an rath a bhaint amach</li> </ul>

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
<p>Sprioc: Múinteoireacht, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ardchaighdeáin a chur chun cinn i dtimpeallacht ionchuimsitheach fhoghlaiméirí.</p>	<p>6. Tionscnaimh a fhorbairt agus a chur chun cinn chun tacú le deiseanna/bealaí malartacha d'fhoghlaiméirí atá ag tabhairt faoi agus ag fágáil oideachas Sraithe Sinsearaí, agus béim ar leith orthu siúd atá thíos le míbhuntáiste agus/nó atá i mbaol gan cúrsaí/cláir a chríochnú</p>	<ul style="list-style-type: none"> <li>• Clár malartach Idirbhliana i Scoil BOOCM a fhiosrú</li> <li>• Cúrsaí samhraidh a sholáthar do scoláirí atá thíos le míbhuntáiste</li> <li>• Clár Cianfhoghlama Malartaí (CFM) a sholáthar agus a fhorbairt go leanúnach</li> <li>• Obair le Clár Infhostaitheachta a fhorbairt</li> </ul>	<ul style="list-style-type: none"> <li>• Clár nua deartha agus faofa</li> <li>• É a sheoladh leis an gcohort tosaigh scoláirí</li> <li>• An CFM ag oibriú go héifeachtach</li> <li>• Clár infhostaitheachta arna fhorbairt</li> </ul>	<ul style="list-style-type: none"> <li>• Lean an CFM ag oibriú go héifeachtach in 2022</li> <li>• Tosaíodh an clár Infhostaitheachta (EmployAbility)</li> <li>• Chas gach grúpa oibre Fágáilithe Scoil ar a chéile go minic agus thug siad faoi réimse gníomhartha, Imeacht Líonraithe agus Luathfhágála Scoile san áireamh. Sholáthair seo an deis do na seirbhísí agus na scoileanna go léir breithniú a dhéanamh ar shaincheisteanna coinneála agus roghanna malartacha dóibh siúd nach bhfuil ar scoil agus le tabhairt faoi líonrú fiúntach</li> <li>• Tuarascáil inmheánach a fhoilsiú ar Luathfhágáil Scoile ina bhfuil na páirtithe leasmhara i ndobharcéantar bainteach. Scaipeadh an tuarascáil ar scoileanna</li> <li>• FGL a phleanáil do gach eagraíocht pháirtithe leasmhara le dul i ngleic le luathfhágáil scoile</li> <li>• Cuireadh Clár an tSamhraidh ar tairiscint in dhá scoil BOOCM</li> </ul>
	<p>7. Leanúint leis an réimse clár a fheabhsú agus a fhairsingiú atá ar fáil d'fhógóirí scoile, cuardaitheoirí poist, iad siúd atá ag fillleadh ar oideachas, fostóirí agus daoine fostaithe</p>	<ul style="list-style-type: none"> <li>• Leanúint le idirchaidreamh leis an tionscal agus soláthar cláir Oiliúna, Scileanna chun Dul chun Cinn agus Scileanna don Obair a sholáthar</li> <li>• Réimse solúbtha clár a chur ar tairiscint lena chur ar chumas fostaithe dul chun cinn a dhéanamh ina gcúram</li> <li>• An Soláthar um Thráthnóna a fhairsingiú ar fud an Chabháin agus Mhuineacháin</li> <li>• Soláthar measctha a thairiscint (i ndiaidh COVID-19), is é sin, soláthar measctha/ar líne/seomra ranga le foghlaiméirí a éascú</li> <li>• Réimse clár malartach/breise agus roghanna deimhnithe a fhorbairt/a rochtain</li> <li>• Printíseachtaí breise Ceardaíochta a</li> </ul>	<ul style="list-style-type: none"> <li>• Leibhéil mhéadaithe agus réimse soláthair curtha ar fáil ar fud an dá chontae</li> <li>• Idirchaidreamh méadaithe leis an tionscal</li> <li>• Beartas agus nósanna imeachta foghlama cumaisc a fhorbairt (i ndiaidh COVID-19)</li> <li>• Na printíseachtaí a chuireann BOOCM ar tairiscint a fhairsingiú</li> </ul>	<p>Reáchtáladh réimse fairsing clár in 2022 an méid seo a leanas ina measc:</p> <ul style="list-style-type: none"> <li>• Cláir nua SSLs: Tosaíodh cúrsaí páirtaimseartha leoraí dholúbtha sa Chabhán agus i Muineachán, clár Ceannaigh, ceardlanna SSLs i scoileanna</li> <li>• Rinneadh fairsingiú mórsála ar sholáthar BCTE chun freastal ar riachtanais na nÚcránach a bhí ag teacht go dtí an Cabhán agus Muineachán a sholáthar ar fud an dá chontae agus breis agus 500 rannpháirtí ann</li> <li>• Fairsingiú ar chlárú do sholáthar um thráthnóna, tairiscintí cláir agus ar an líon tráthnóna i bhfeidhm</li> <li>• Cláir nua Scileanna chun Dul chun Cinn curtha ar fáil agus fostóirí nua fostaithe</li> <li>• Cláir Iar-Ardteistiméireacht á n-oibriú go hiomlán agus líon méadaithe ann in Institiúid</li> </ul>

		<p>fhorbairt in BOOCM</p> <ul style="list-style-type: none"> <li>Oibriú agus fairsingiú leanúnach ar Phrintíseachtaí i ndiaidh 2016</li> </ul>		<p>an Chabháin in 2022 agus clár nua tosaithe sa dá Institiúid</p> <ul style="list-style-type: none"> <li>Printíseacht nua Gruagaireachta Náisiúnta tosaithe sa Chabhán</li> <li>Líon méadaithe fostóirí i bprintíseacht OEM</li> <li>Réimse clár nua forbartha/bailíochtaithe lena n-úsáid ag BOOCM agus a thairiscint a fhairsingiú agus freastal ar riachtanais níos fairsinge foghlaimeoirí agus tionscail</li> <li>Réimse clár oideachais aosach nua curtha ar fáil ar fud an dá chontae</li> </ul>
<p>Spríoc: Múinteoireacht, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ardchaighdeán a chur chun cinn i dtimpeallacht ionchuimsitheach fhoghlaimeoirí</p>	<p>8. Tairiscint BOOCM a mhéadú laistigh den réigiún, soláthar Pobalscoileanna Náisiúnta (PN) san áireamh i gcomhréir le riachtanais áitiúla agus riachtanais dhéimeagrafacha</p>	<ul style="list-style-type: none"> <li>A indéanta atá sé PN amháin a bheith i gContae an Chabháin agus i gContae Mhuineacháin a fhiosrú</li> </ul>	<ul style="list-style-type: none"> <li>Athbhreithniú déanta ar an indéantacht agus chuathas i mbun gnímh i leith moltaí</li> </ul>	<ul style="list-style-type: none"> <li>Ionchur i mBord BOOCM ó BOOÉ maidir le PN a bhunú</li> <li>Fanacht le clár náisiúnta dífheistithe a fhairsingiú</li> </ul>
	<p>9. Aitheantas agus éiteas scoileanna BOOCM a fhorbairt i gcomhar le BOOÉ, lena gcuimsítear Creat Pátrúin a fhorbairt leis an gcuraclam a chur i bhfeidhm</p>	<ul style="list-style-type: none"> <li>Clár Forbartha Éitis i Scoil amháin BOOCM</li> <li>FGL i bhForbairt Éitis do gach Ceannaire Scoile BOOCM</li> <li>Feasacht a mhúscailt ar Éiteas BOO i measc Fhoireann agus Bhord BOOCM</li> </ul>	<ul style="list-style-type: none"> <li>Críochnaíodh clár i scoil amháin</li> <li>FGL curtha ar fáil</li> </ul>	<ul style="list-style-type: none"> <li>FGL Éitis agus gníomhaíochtaí curtha ar fáil do: <ul style="list-style-type: none"> <li>Bord BOOCM</li> <li>Príomhoidí agus Leas-Phríomhoidí</li> <li>Múinteoirí</li> </ul> </li> <li>Pleanáil feasachta ar éiteas i bhfeidhm.</li> <li>Ghlac gach scoil le ballraíocht de líonra gairmiúil agus sainaitníodh Ceannairí Éitis agus cuireadh oiliúint orthu i ngach scoil</li> </ul>

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
<p>Sprioc: Múinteoireacht, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ardchaighdeán a chur chun cinn i dtimpeallacht ionchuimsitheach fhoghlaimoirlárnach</p>	<p>10. Freagairtí comhtháite/éifeachtach a a shainaithint agus a chur i bhfeidhm chun tacú le folláine scoláirí agus foirne go ginearálta, agus mar fhreagairt do dhúshlán a bhaineann leis an bpaindéim</p>	<ul style="list-style-type: none"> <li>Athbhreithniú ar an gclár Folláine i Scoileanna BOOCM</li> <li>straitéisí agus tionscnaimh ábhartha a shainaithint le feabhas a chur ar folláine scoláirí agus foirne</li> </ul> <p>Tús a chur le cur i bhfeidhm tionscnamh</p>	<ul style="list-style-type: none"> <li>Athbhreithniú críochnaithe ag an nGrúpa Oibre/Month/etc. Straitéisí agus tacaíocht curtha i bhfeidhm</li> </ul>	<ul style="list-style-type: none"> <li>Tá amchlár scoileanna BOOCM tagtha chun cinn agus léirítear iontu gnéithe breise folláine ar aon dul leis an mbeartas náisiúnta</li> <li>Cuireadh FGL ar fáil do cheannairí scoile maidir le Toiliú Gníomhach agus bunaíodh nasc le Ollscoil na Gaillimhe maidir le Toiliú Gníomhach.</li> <li>Cuireadh FGL ar oideachas don Lucht Siúil ar fáil</li> <li>Thug scoil amháin faoi phróiseas Marc Cáilíochta LADTA+</li> <li>Tá Seirbhís Tacaíochta agus Folláine Foghlaimoírí i bhfeidhm ar fud an tsoláthair uile BOO Cuireann seo réimse tacaíochtaí agus tionscnamh ar fáil, an méid seo a leanas ina measc: <ul style="list-style-type: none"> <li>Comhairleoireacht</li> <li>Cainteanna folláine</li> <li>Seaimpíní Folláine i ngach ionad/seirbhís</li> <li>Mol Tacaíochta d'Fhoghlaimoírí Fíorúil sa láithreán gréasáin</li> <li>Forbraíodh moil Fhisiciúla Tacaíochta d'Fhoghlaimoírí in ionaid BOO, áit ar féidir le foghlaimoírí ar gach aois teacht ar chúnamh, tacaíocht agus tearmann</li> <li>Oiliúint bhreise don fhoireann</li> </ul> </li> </ul>
	<p>11. A chinntiú go gcloítear leis an Dualgas maidir le Comhionannas agus Cearta Daonna san Eanáil Phoiblí nuair a bhíonn na tionscnaimh á bpleanáil, á bhforbairt agus á n-athbhreithniú a leagtar amach faoin sprioc straitéiseach seo.</p>	<ul style="list-style-type: none"> <li>Nuair a bhíonn clár agus tionscnaimh á bpleanáil agus á gcur i bhfeidhm, déanfar breithniú ar shaincheisteanna comhionannais, ionchuimsithe agus éagsúlachta</li> </ul>	<ul style="list-style-type: none"> <li>Comhionannas rochtana ar réimse clár agus gníomhaíochtaí ionchuimsitheacha oideachais agus oiliúna</li> </ul>	<ul style="list-style-type: none"> <li>Measúnú déanta i ráithe 2 2022</li> <li>Plean Measúnaithe, um Chur i bhFeidhm agus Gníomhaíochta foilsithe i ráithe 2022</li> <li>Bunaíodh grúpa um chur i bhfeidhm agus oibre i ráithe 4 2022</li> <li>Oiliúint curtha ar an bhfoireann ar inrochtaineacht dhigiteach</li> <li>Prótacal Sheirbhís Ateangaireachta Teanga Comharthaíochta na hÉireann (ISL) forbartha agus curtha i bhfeidhm</li> <li>Teimpléid Inrochtaineachta BOOCM agus Treoir Stíle BOOCM forbartha agus curtha i bhfeidhm</li> <li>Oiliúint curtha ar fáil ar Dhualgas na hEanála Poiblí, prótacal ISL agus Inrochtaineacht i ráithe 2022 don fhoireann Riaracháin</li> </ul>

## Spriocanna Sainaitheanta sa Chomhaontú Soláthair Feidhmíochta

### Eispéireas Scoláirí/Foghlaimoirí a Bharrfheabhsú

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
Eispéiris Scoláirí/Foghlaimoirí a Bharrfheabhsú	1. Eispéireas dearfach foghlama a sholáthar do gach foghlaimoir, foghlaimoirí ó ghrúpaí imeallaithe san áireamh	<ul style="list-style-type: none"> <li>• Tús a chur le Clár Foghlama Malartaí (CFM) dóibh siúd níos óige ná 16 nach bhfuil ag freastal ar an scoil nó atá fágtha ar lár ón scoil</li> <li>• Réimse fairsing clár a sholáthar go leanúnach ar leibhéil 1-6, agus tacaíochtaí gaolmhara, le rannpháirtíocht i measc foghlaimoirí ar gach aois agus cumas a éascú</li> <li>• Cláir a sholáthar ar líne nuair nach bhfuil soláthar aghaidh ar aghaidh indéanta. Gach rogha a fhiosrú agus a úsáid chun tacú le foghlaimoirí imeallaithe i gcianfhoghlaim</li> <li>• Cuireadh cláir ar siúl ar bhonn lánaimseartha agus páirtaimseartha in ionaid ar fud an dá chontae agus roinnt liúntas / tacaíochtaí do thaisteal / béilí / cúram leanaí ar fáil</li> </ul>	<ul style="list-style-type: none"> <li>• Seirbhís bunaithe in dhá shuíomh</li> <li>• Réimse fairsing cláir BOO curtha ar tairiscint agus ar fáil</li> <li>• Rolluithe méadaithe agus coinneáil láidir</li> <li>• Córas Tacaíochta Láraithe d'Fhoghlaimoirí arna fhorbairt</li> </ul>	<ul style="list-style-type: none"> <li>• Seirbhís ALP i mbun oibre in dhá shuíomh - beartaítear leanúint leis in 2021 agus ina dhiaidh sin</li> <li>• Réimse fairsing leanúnach de sholáthar ar gach leibhéal agus tacaíochtaí d'fhoghlaimoirí ar fáil</li> <li>• Clár nua ar líne forbartha agus curtha ar fáil leis an RCS le rannpháirtíocht a éascú ag foghlaimoirí imeallaithe</li> <li>• Réimse fairsing clár curtha ar fáil i roinnt mhaith láithreacha ar fud an dá chontae</li> <li>• Comhaontú nua Feidhmíochta Straitéisí ullmhaithe le Solas ina leagtar amach spriocanna atá le baint in ocht limistéar, rannpháirtíocht a leathnú agus ionchuimsiú a chothú san áireamh. Gnóthú tréan spriocanna in 2022</li> <li>• Comhordaitheoir Litearthachta Réigiúnach nua ceadaithe agus ceaptha chun tacú le Straitéis Litearthachta d'Aosaigh don Saol a chur i bhfeidhm sa Chabhán agus i Muineachán</li> <li>• Seirbhís Tacaíochta Láraithe d'Fhoghlaimoirí arna forbairt agus oibríochtúil</li> </ul>

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
Eispéiris Scoláirí/Foghlaimeoirí a Bhearrfheabhsú	2. Tacú le scoláirí/foghlaimeoirí atá i mbaol bheith faoi mhíbhuntáiste oideachais ar aon dul leis an mbeartas reatha náisiúnta	<ul style="list-style-type: none"> <li>• Idirchaidreamh a dhéanamh le Coláiste Mhuire gan Smál le córas léarscáilithe a fhorbairt agus monatóireacht a dhéanamh ar sholáthar do scoláirí RSO</li> <li>• Ranganna nua NSU a phleanáil agus a oscailt, sa chás gurb iomchuí</li> <li>• Tacaíocht leanúnach a thabhairt d'fhoghlaimeoirí chun Cláir BOO a rochtain, a dhéanamh agus dul chun cinn a dhéanamh tar éis na cláir a dhéanamh.</li> <li>• Obair le réimse tacaíochtaí a sholáthar a theastaíonn le feabhas a chur ar fholláine foghlaimeoirí ar a gcumas chun oiriúnú agus páirt a ghlacadh i ndiaidh COVID-19</li> <li>• Bearnáil/riachtanais a shainaitheint go leanúnach agus tionscnaimh a fhorbairt tionscnaimh chun dul i ngleic leo seo</li> </ul>	<ul style="list-style-type: none"> <li>• Faoi threoir an Ghrúpa Oibre, triail phíolótach a bhaint as an gcoincheap i scoil amháin agus oiliúint tosaigh a sholáthar do scoileanna eile</li> <li>• Tá an Stiúrthóir Scoileanna agus Príomhoidí le casadh le ERSOanna agus aontú le straitéisí</li> <li>• Osclaíodh rang amháin agus tá dhá cheann eile pleanáilte don bhliain 2022</li> <li>• Cláir a choimeád ar siúl agus a fairsingiú le liúntais agus tacaíochtaí eile</li> <li>• Críochnaíodh an tríú bliain den chlár rochtana Iar-Ardteistiméireacht d'fhoghlaimeoirírochtain Ógtheagmhála go rathúil chun tacú lena ndul chun cinn agus é a éascú, agus tús a chur leis an 4ú cohórt</li> <li>• Cláir Thionscnaimh Oiliúna Áitiúil (TOÁ) a fhorbairt don ghrúpa dídeanaithe ón tSiria a athlonnaíodh i Muineachán</li> <li>• LAN a bhunú</li> <li>• Córas Tacaíochta d'Fhoghlaimeoirí a bhunú do gach Seirbhís agus Ionad</li> </ul>	<ul style="list-style-type: none"> <li>• Cóistí ionchuimsithe i bhfeidhm agus an próiseas á stiúradh go gníomhach acu i scoileanna píolótacha.</li> <li>• Pleanáil leanúnach leis an CNOS maidir le riachtanas réigiúnach do ranganna speisialta. Freagairt ó BOOCM trí ranganna speisialta a oscailt i ngach limistéar a sainaitheint trí phróiseas pleanála.</li> <li>• Osclaíodh cúig rang bhreise NSU i scoileanna BOOCM.</li> <li>• Thosaigh an tAonad Buan NSU leis an tógáil ag Coláiste na Leargadh agus cuireadh acmhainn shealadach ar fáil ag Coláiste Achadh an Iúir.</li> <li>• Osclaíodh aonaid nua mhodúlacha ag Coláiste an Inbhir agus Coláiste Ard Feá.</li> <li>• Ról nua Oifigeach Tacaíochta Foghlaimeoirí i bhfeidhm agus réimse gníomhartha agus tionscnamh i bhfeidhm, tacaíocht shíceolaíoch, moil dhigiteacha agus fhisiciúla foghlaimeoirí, Seaimpíní Folláine ceaptha i ngach Ionad/Seirbhís, Síneadh shamhail an Chiste do Scoláirí faoi Mhíchumas i measc na seirbhísí go léir BOO.</li> <li>• Clár SENI a fhiosrú d'Ógtheagmháil (meantóireacht agus tacaíocht aonair a sholáthar d'fhoghlaimeoirí)</li> <li>• Bunaíodh, tionóladh agus stiúradh an LAN d'imeacht Sheachtain Leaner Connects</li> </ul>

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
Eispéireas Mic Léinn/Foghlaim meora a Bharrfheabhsú	2. Tacú le scoláirí/foghlaimoirí atá i mbaol bheith faoi mhíbhuntáiste oideachais ar aon dul leis an mbeartas reatha náisiúnta	<ul style="list-style-type: none"> <li>Leanadh leis an soláthar um thráthnóna a fhairsingiú chun tacú leo siúd isteach agus amach ón bhfostaíocht chun teacht ar oiliúint dheimhnithe ar chostas íseal/chostas ar bith</li> <li>Fairsingiódh an soláthar agus méadaíodh na rolluithe</li> </ul>	<ul style="list-style-type: none"> <li>Fairsingiódh an soláthar agus méadaíodh na rolluithe</li> </ul>	<ul style="list-style-type: none"> <li>Fairsingiódh an soláthar um thráthnóna in 2022, cláir nua agus rolluithe méadaithe san áireamh, agus táthar ag oibriú trí thráthnóna sa tseachtain.</li> <li>Cláir nua curtha ar tairiscint in 2022 agus sraith clár fairsingithe</li> <li>Fuarthas an bailíochtú do chlár nua</li> <li>Lorgaíodh agus fuarthas cead d'Oifigeach Forbartha Lucht Saothair breise a chumasóidh rannpháirtíocht mhór i measc fostóirí agus ba cheart go bhfeabhsódh sé líonta rannpháirtithe</li> </ul>
	2. Tacú le scoláirí/foghlaimoirí atá i mbaol bheith faoi mhíbhuntáiste oideachais ar aon dul leis an mbeartas reatha náisiúnta	<ul style="list-style-type: none"> <li>Soláthraíodh tacaíochtaí d'fhoghlaimoirí go leanúnach agus go comhordaithe i measc an tsoláthair uile BOO</li> <li>Forbraíodh tionscnaimh faoin gCiste um Míbhuntáiste Oideachasúil a Mhaolú (MAEDF), faoi réir fáil ar chistiú</li> </ul>	<ul style="list-style-type: none"> <li>Ceapadh Oifigeach Tacaíochta Foghlama go déanach in 2021 – tá an tseirbhís le forbairt in 2022</li> <li>Leanúint ag cur leis an tionscnamh seo in 2022 tríd an gCiste Cúnaimh d'Fhoghlaimoirí agus réimse tionscadal pobalbhunaithe</li> </ul>	<ul style="list-style-type: none"> <li>Sraith chuimsitheach tacaíochtaí d'fhoghlaimoirí ar fáil do gach duine a éascaíonn agus a fheabhsaíonn rochtain, coinneáil agus dul chun cinn</li> <li>Tugadh Ciste MAEDF/REACH isteach agus 19 dtionscadal ag dul chun sochair foghlaimoirí agus an Ciste Cúnaimh d'Fhoghlaimoirí á chur ar fáil do bhreis agus 400 foghlaimoir</li> </ul>
	3. A chinntiú go bhfuil na bearta riachtanacha uile um chosaint leanaí i bhfeidhm i gcomhréir le Níosanna Imeachta um Chosaint Leanáí do Bhunscoileanna agus Iar-Bhunscoileanna 2017	<ul style="list-style-type: none"> <li>Na nósanna imeachta agus na próisis riachtanacha i bhfeidhm agus táthar ag cloí leo i Scoileanna, Ionaid Ógtheagmhála, Ionad Oideachais agus Oiliúna Allamuigh an Tamhnaigh (IOOA), Amharclann an Gharáiste, Seirbhísí don Ógra agus Seirbhísí BOO</li> <li>An FGL agus an tacaíocht chuí le cur ar fáil do na DAÍanna agus na LDAÍanna go léir</li> </ul>	<ul style="list-style-type: none"> <li>Comhlíonadh agus cosaint leanúnach</li> <li>Spotseiceálacha gur thug na DAÍanna agus na LDAÍanna go léir go léir faoi FGL</li> </ul>	<ul style="list-style-type: none"> <li>Freagairt lárnach chomhordaithe</li> </ul>

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
Eispéireas Mic Léinn/Foghlaim meora a Bharrfheabhsú	3. Comhlíonadh iomlán na Nósanna Imeachta um Chosaint Leanaí do Bhunscoileanna agus Iar-Bhunscoileanna 2017 a chinntiú	<ul style="list-style-type: none"> <li>Cuirtear TMCL ar fáil ag gach cruinniú an BB. Tugann BBanna faoi athbhreithniú bliantúil ar Chosaint Leanaí</li> <li>Tacaíocht thiomnaithe ar fáil ón Stiúrthóir Scoileanna agus ón Oifigeach Comhlíontacháin</li> </ul>	<ul style="list-style-type: none"> <li>Athbhreithníonn an Stiúrthóir Scoileanna Miontuairiscí an BB</li> <li>Tuairiscí dearfacha ón gCigireacht</li> <li>Faigheann BOOCM fógra foirmiúil i leith athbhreithniú bliantúil</li> </ul>	<ul style="list-style-type: none"> <li>Obair leanúnach sa limistéar seo; Roghnaíodh Ionad Ógtheagmhála chun triail phíolótach a bhaint as próiseas Cigireachta na Roinne agus tuairisc an-dearfach faighte</li> <li>Obair ar bun le Beartas um Chosaint Daoine Fásta a chur i bhfeidhm</li> <li>Fuair scoileanna an oiliúint riachtanach; thuairiscigh Cigireachtaí um Chosaint Leanaí i roinnt scoileanna BOOCM ar na nósanna imeachta lena gcomhaontaítear a chomhlíonadh</li> <li>Tacaíocht tugtha do BBanna le tuarascálacha maoirseachta a chur le chéile</li> </ul>
Cláir Chosanta	1. Cabhrú leis an Roinn Oideachais, faoi mar a theastaíonn, chun freastal ar riachtanais a eascraíonn as Clár Cosanta Dídeanaithe na hÉireann agus soláthar a dhéanamh d'iaratasóirí ar chosaint idirnáisiúnta	<ul style="list-style-type: none"> <li>Rannpháirtíocht in agus freagairt ar Chláir um Chosaint Dídeanaithe don Chabhán agus Muineachán</li> <li>Clár athlonnaithe dídeanaithe tosaithe sa Chabhán agus ardeibhéal soláthair ag oideachas aosach</li> <li>TOÁ a fhorbairt do ghrúpa athlonnaithe dídeanaithe i Muineachán a chríochnaigh dianoiliúint BCTE ach a dteastaíonn tacaíochtaí breise uathu</li> </ul>	<ul style="list-style-type: none"> <li>Socrúcháin chuí a sholáthar do scoláirí i scoileanna agus in ionaid</li> <li>Tá páirt á glacadh faoi láthair ag 35 dídeanaí ón tSiria i ranganna sa Chabhán, Coill an Chollaigh agus Achadh an Lúir</li> <li>Rannpháirtíocht éifeachtach ag grúpaí ón tSiria sa Chabhán agus i Muineachán le seirbhísí BOO BOOCM</li> </ul>	<ul style="list-style-type: none"> <li>Foireann REALT i bhfeidhm agus socrúchán oiriúnach scoile tugtha do gach scoláire i mbunscoileanna agus iar-bhunscoileanna a bhí á iarraidh faoi dheireadh na bliana. 284 scoláire i mbunscoileanna agus 120 scoláire in iar-bhunscoileanna ar fud an dá chontae.</li> <li>Iníúchadh déanta ar na háiteanna go léir ar fáil agus cumarsáid leanúnach le gach earnáil scoile maidir le pleanáil amach anseo.</li> <li>Bunaíodh naisc láidre idir Foireann REALT agus eagraíochtaí eile páirtithe leasmhara, comhairlí contae, comhpháirtíochtaí áitiúla, cláir CSLD, Boird Leasa Oideachais agus an tSeirbhís Náisiúnta Síceolaíochta Oideachais san áireamh.</li> <li>Tacaíocht tugtha ag Comhordaitheoir REALT do theaghlaigh agus scoláirí le hiarratas a dhéanamh ar iompar scoile agus é á fháil.</li> <li>Chuir géarchéim na hÚcráine isteach go mór ar na gníomhartha a bhí pleanáilte sa limistéar seo. Freagairt mhórscaála tosaithe ag BOOCM, an méid seo a leanas ina measc; cláir BCTE a sholáthar do 350+ Úcránach; painéal teagascóirí BCTE a fhairsingiú agus uasoiliúint a chur ar theagascóirí reatha le hoiliúint BCTE a sholáthar; comhoibriú agus comhar le</li> </ul>

				<p>gníomhaireachtaí agus páirtithe leasmhara eile le tacaíochtaí gaolmhara a fhairsingiú dóibh siúd a ndearna an ghéarchéim difear dóibh. Anuas ar an obair leis na hÚcránaigh, leanadh le soláthar BCTE a dhéanamh do Siriaigh agus dídeanaithe eile. Níor leanadh ar aghaidh leis an TOÁ mar gheall ar ghéarchéim na hÚcráine agus gur ghá acmhainní a chur ar fáil ina ionad sin chun díriú air seo</p>
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## Spriocanna Straitéiseacha BOOCM

### Seirbhísí Níos Fairsinge BOOCM

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Tuarascáil ar Dhul chun Cinn
Sprioc: Oibriú go comhoibritheach le seirbhísí a fheabhsú agus a fhorbairt níos mó a fhreagraíonn ar bhealach ionchuimsitheach do riachtanais ár bpobail.	1. Tionscadal reatha Ghlúin an Cheoil a athbhreithniú, a phleanáil agus a fhairsingiú le hoideachas seanma ceoil a sholáthar do dhaoine óga ó shuíomh luathbhlianta go dtí 18 mbliana d'aois	<ul style="list-style-type: none"> <li>• Glúin an Cheoil a fhairsingiú i measc daoine óga 12 agus 18 mbliana d'aois</li> <li>• Cláir luathbhlianta agus bhunscoile a fhairsingiú</li> <li>• Ensemble Óige Ghlúin an Cheoil a fhorbairt</li> </ul>	<ul style="list-style-type: none"> <li>• Deiseanna Ghlúin an Cheoil do scoláirí Iar-Bhunscoile i scoileanna</li> <li>• Na líonta cláir luathbhlianta agus bhunscoile a mhéadú faoi dhó</li> <li>• Ensemble bunaithe agus seinm tosaigh críochnaithe</li> </ul>	<ul style="list-style-type: none"> <li>• Próiseas Pleanála Straitéisí ar bun agus an príomhéascaitheoir lena gcomhaontaítear sainaitheanta</li> <li>• Stiúideo taifeadta soghluaiste seolta i Nollaig 2022</li> <li>• Ceolfhoireann bunaithe agus seinm mhór coimisiúnaithe do ráithe 4 2023</li> </ul>
	2. Comhoibriú le comhpháirtithe agus páirtithe leasmhara le deiseanna a chomhordú do dhaoine óga i ngach limistéar de na healaíona trí idirchaidreamh a dhéanamh le healaíontóirí ar leibhéal áitiúil agus náisiúnta	<ul style="list-style-type: none"> <li>• Ceithre thionscnamh ealaíon a fhorbairt do dhaoine óga idir 4 agus 18 mbliana d'aois</li> <li>• Ceathrar ealaíontóirí áitiúla a fhostú</li> </ul>	<ul style="list-style-type: none"> <li>• Tionscnaimh pleanáilte agus críochnaithe</li> <li>• Fostú críochnaithe</li> </ul>	<ul style="list-style-type: none"> <li>• Clár críochnaithe</li> <li>• Seinm Cruinniú déanta agus clár na Veain EALAÍON críochnaithe go rathúil</li> </ul>
	3. Idirchaidreamh a dhéanamh leis an bpobal le réimse seanma drámatúla a sholáthar do lucht éisteachta áitiúil agus ealaíontóirí áitiúla a chothú trí thairiscint leathan agus ilchineálach amharclainne óige	<ul style="list-style-type: none"> <li>• Clár uailmhianach amharclannaíochta a phleanáil agus a sholáthar ag Amharclann an Gharáiste.</li> <li>• Clár forbartha amharclainne óige a sholáthar</li> </ul>	<ul style="list-style-type: none"> <li>• Clár críochnaithe.</li> <li>• Clár Críochnaithe - líon breis agus 150 i measc bhaill na hamharclainne óige</li> </ul>	<ul style="list-style-type: none"> <li>• Clár críochnaithe.</li> <li>• Clár Críochnaithe - líon breis agus 150 i measc bhaill na hAmharclainne Óige</li> </ul>
	4. Leanúint ag oibriú i gcomhoibriú le pobail le tionscnaimh a fhorbairt agus tacú leo atá dírithe ar mhaolú in aghaidh míbhuntáiste oideachasúil.	<ul style="list-style-type: none"> <li>• Leanúint ag cur leis an tionscnamh seo in 2022 tríd an gCiste Cúnamh d'Fhoghlaimoirí agus réimse tionscadal pobalbhunaithe</li> </ul>	<ul style="list-style-type: none"> <li>• 2 ghlaoch ar thionscadail agus obair chun a mhacasamhail de leibhéil chistithe (le leibhéal 2021) a bhaint amach do leithdháileadh ar thionscadail in 2022</li> </ul>	<ul style="list-style-type: none"> <li>• Obair ar bun</li> </ul>
5. Leanúint le Feidhm Oibre don Ógra BOOCM a fhairsingiú lena chinntiú go ndéantar seirbhísí a fhorbairt agus a fheabhsú agus go dtacaítear leo ar aon dul le prionsabail agus fíis oibre don ógra	<ul style="list-style-type: none"> <li>• Leanúint ag oibriú tionscadal reatha don Óige</li> <li>• Seirbhís nua don Ógra a bhunú i gceantar uirbeach an Chabháin</li> </ul>	<ul style="list-style-type: none"> <li>• Tá na tionscadail reatha á n-oibriú go rathúil</li> <li>• Tionscadal nua i mbun feidhme sa Chabhán</li> </ul>	<ul style="list-style-type: none"> <li>• Cuireadh Seirbhís don Ógra amháin nua UBU i mbun oibre i mBaile an Chabháin i ráithe 3 2022, a mhéadaigh ár Seirbhís UBU sa réigiún aníos go cúig cinn</li> </ul>	
	6. Athbhreithniú agus measúnú a dhéanamh ar	<ul style="list-style-type: none"> <li>• Obair le riachtanais agus saincheisteanna agus tograí</li> </ul>	<ul style="list-style-type: none"> <li>• Tograí tionscadail forbartha agus curtha chun cinn</li> </ul>	<ul style="list-style-type: none"> <li>• Tugadh faoi Chleachtadh Riachtanas Seirbhíse Anailíse ar Riachtanais Próifíl</li> </ul>

## Spriocanna Straitéiseacha BOOCM

### Seirbhísí Níos Fairsinge BOOCM

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Tuarascáil ar Dhul chun Cinn
<p>Sprioc: Oibriú go comhoibritheach le seirbhísí a fheabhsú agus a fhorbairt níos mó a fhreagraíonn ar bhealach ionchuimsitheach do riachtanais ár bpobail.</p>	<p>shaincheisteanna/dhúshlán roimh dhaoine óga agus comhoibriú le comhpháirtithe agus páirtithe leasmhara ábhartha lena chinntiú go dtacaítear le riachtanais agus go dtéitear i ngleic leo ar bhealach comhchoiteann agus ionchuimsitheach</p>	<p>a shainnighint chun dul i ngleic leo seo</p> <ul style="list-style-type: none"> <li>• A lorg acmhainní a fháil do na tograí seo</li> </ul>		<p>Cheantair i ráithe 1 2022 agus tacaíodh leis an UBU nua do Bhaile an Chabháin</p> <ul style="list-style-type: none"> <li>• Leantar leis an athbhreithniú agus anailísiú ar Shonraí Planet Youth lenár gcomhpháirtithe taighde in RCSI. Thacaigh an t-eolas a bailíodh le clár Píolótach Gníomhaíochtaí Am Fóillíochta Iarscoile Planet Youth in 10 scoil píolótacha agus le cistiú a fháil chun an céanna a bhaint amach</li> </ul>
	<p>7. Clár éagsúil agus céimnitheach Oideachais Allamuigh a fhorbairt isteach i Scoileanna, Ionaid agus Seirbhísí a sholáthraíonn comhionannas rochtana anuas ar na tairbhí pearsanta, fisiciúla agus folláine meabhraí a chruthaíonn Oideachas Allamuigh</p>	<ul style="list-style-type: none"> <li>• Leanadh le clár a fhorbairt agus a sholáthar ag IOOA an Tamhnaigh</li> <li>• Scoileanna agus ionaid oideachais allamuigh agus BOOCM a chomhtháthú go leanúnach</li> </ul>	<ul style="list-style-type: none"> <li>• Tá réimse méadaithe clár ar tairiscint agus tá rannpháirtíocht níos fairsinge iontu</li> </ul>	<ul style="list-style-type: none"> <li>• Cuireadh foghlaimeoirí páirtaimseartha i gcuntas i modúil aonair DCCÉ, Cadhcáil, scileanna ailleadóireacht, scileanna sléibhe agus clár seaschéaslóireachta Leibhéal 5 DCCÉ san áireamh</li> <li>• Cúrsa cúig seachtaine “Bealaí BOO do Scoileanna – Tús Eolais ar Oideachas Allamuigh” arna fhorbairt agus chur chun cinn do ghrúpaí Idirbhliana i scoileanna BOOCM</li> <li>• Líon méadaithe foghlaimeoirí, ar an iomlán, curtha i dtaifead i ngach clár a chuireann IOOA an Tamhnaigh ar fáil</li> <li>• Meabhrán Tuisceana (MOU) arna aontú le CARA – an eagraíocht uilemhíchumais náisiúnta agus trealamh ionchuimsitheach cadhcála ceannaithe</li> </ul>

## Spriocanna Straitéiseacha BOOCM

### Ár nDaoine – Forbairt, Tacaíocht agus Folláine

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
<p>Sprioc: Oibriú go comhoibrith each mar fhoireann BOOCM le ceannaireacht agus deachleachtas a chur chun cinn, sármhaithe as a sholáthar agus tacú le comhionannas laistigh de chultúr céimnitheach san ionad oibre.</p>	<p>1. Ár gcórais agus ár bpróisis a athbhreithniú agus a fhorbairt chun tacú leis an bhfoireann is fearr a earcú agus a choinneáil a bhfuil na hinniúlachtaí riachtanacha acu</p>	<ul style="list-style-type: none"> <li>Seirbhís nasc Ríomhearcaíochta a fhorbairt a cheanglófar le láithreán gréasáin nua BOOCM</li> <li>Leanúint ar aghaidh le hagallaimh ar bhonn Inniúlachta do na poist chúí</li> <li>Leanúint le cianagallamhóireacht físeáin do phoist áirithe</li> <li>Aontú le straitéisí chun múinteoirí a aimsiú agus a earcú i margadh post atá ag éirí níos iomaíche i gcónaí, comhoibriú san áireamh le hInstitiúidí Tríú Leibhéal agus freastal Aonach Gairmeacha Beatha cuí</li> </ul>	<ul style="list-style-type: none"> <li>Foireann a earcú agus a choinneáil a bhfuil na scileanna agus na hinniúlachtaí cuí acu</li> </ul>	<ul style="list-style-type: none"> <li>Leanadh ar aghaidh le hagallaimh ar bhonn Inniúlachta do na poist chúí</li> <li>Leanadh le cianagallóireacht</li> <li>Tosaíodh le hobair le seomraí nua agallaimh a fhorbairt i gceannoifig BOOCM i ráithe 4 2022</li> </ul>
	<p>2. Foireann thiomnaithe FGL foireann a bhunú le straitéis forbartha gairmiúla uileghabhálach a fhorbairt agus a chur i bhfeidhm ina ndéantar forbairt bainistíochta, múinteoireachta, riaracháin agus foirne coimhdí</p>	<ul style="list-style-type: none"> <li>Tabhairt faoi anailís ar riachtanais oiliúna agus forbartha foirne, riachtanais a dtugtar tús áite dóibh a shainaitheint agus seasamh BOOCM mar eagraíocht foghlama a chomhdhlúthú<sup>12</sup></li> <li>Forbairt cheannairí uile BOOCM a éascú trí anailís a dhéanamh ar riachtanais agus cláir ábhartha, treoir, tacaíochtaí leanúnacha foghlama agus forbartha gairm bheatha a sholáthar</li> </ul>	<ul style="list-style-type: none"> <li>Sannadh ball foirne agus tá Foireann Forbartha Gairmiúla trasannóige le cur le chéile le riachtanais oiliúna a shainaitheint agus a mheasúnú agus plean oiliúna a fhorbairt ar aon dul le beartas Forbartha Gairmiúla</li> <li>Tugann an fhoireann faoi réimse soláthair FGL, cláir dheimhnithe san áireamh</li> </ul>	<ul style="list-style-type: none"> <li>Freastalaíodh ar chúrsa 3 lá ar Mhaoirseacht ar Thionscadail Chaipitil d'Oifigigh Shinsearacha san Earnáil Phoiblí i Meitheamh 2022</li> <li>Freastalaíodh ar chúrsa Trealamh Scáileán Taispeána/Measúnóir Aonad Fístaispeána (VDU) i Samhain 2022</li> <li>Oiliúint ar Chomhráite Deacra a Chlaochlú i mí na Nollag 2022</li> </ul>

<sup>12</sup> Tacú le foghlaim ar feadh an tsaol, forbairt gairm bheatha, uasoiliúint teagascóirí agus solúbthacht in imlonnú acmhainní

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
<p>Sprioc: Oibriú go comhoibritheach mar fhoireann BOOCM le ceannaireacht agus dea-chleachtas a chur chun cinn, sármhaitheas a sholáthar agus tacú le comhionannas laistigh de chultúr céimnitheach san ionad oibre.</p>	<p>2. Foireann thiomnaithe FGL foireann a bhunú le straitéis forbartha gairmiúla uileghabhálach a fhorbairt agus a chur i bhfeidhm ina ndéantar forbairt bainistíochta, múinteoireachta, riaracháin agus foirne coimhdí</p>	<ul style="list-style-type: none"> <li>• Tacú leis an bhfoireann go léir (pearsanta agus gairmiúil) le bealaí forbartha a shainiú, agus na tacaíochtaí ábhartha a sholáthar chun freastal ar riachtanais ghaolmhara</li> <li>• Líonraí foghlama comhroinnte<sup>13</sup> agus prótacail a bhunú maidir le sármhaitheas agus dea-chleachtas gairmiúil a chur chun cinn i measc ár scoileanna agus ár n-ionad foghlama</li> <li>• Clár Ríomhfhoghlama do Shláidáil Sonraí agus Sláidáil TFC trí chórais thiomnaithe bhogearraí.</li> <li>• Clár ionduchtúcháin le soláthar don fhoireann nua i scoileanna agus d'fhoireann BOO (múinteoirí, Cúntóirí Riachtanas Speisialta, teagascóirí, foireann eile BOO)</li> </ul>	<ul style="list-style-type: none"> <li>• FGL i limistéir nua, mar shampla, feasacht/cosaint an chomhshaoil</li> <li>• Tugadh faoi chóras suaitheantais do FGL</li> <li>• Soláthraíodh ceithre mhodúl ionduchtúcháin hibridigh</li> <li>• Modúil athnuachana le réachtáil i gcaitheamh na bliana</li> </ul>	<ul style="list-style-type: none"> <li>• Tugadh clár feasachta ríomhfhoghlama an RGCS isteach trí chóras bogearraí nua</li> <li>• Oiliúint fioscaireachta curtha i bhfeidhm trí chuideachta sheachtrach in 2022</li> <li>• Oiliúint feasachta ar Chomhionannas, Éagsúlacht agus Ionchuimsiú (CÉI) don fhoireann Riaracháin agus BOO</li> <li>• Oiliúint leanúnach ar chóras P2P don fhoireann nua agus oiliúint athnuachana don fhoireann reatha</li> <li>• Cuireadh clár ionduchtúcháin ar siúl do mhúinteoirí nua i Lúnasa/Meán Fómhair 2022</li> <li>• Oiliúint sholáthar curtha ar siúl don fhoireann riaracháin ar Shaoráil Faisnéise (SF), Rochtain ar Fhaisnéise ar an gComhshaoil (RFC), Inrochtaineacht, Sláinte agus Sábháilteacht, Feasacht Chomhshaoil, Comhionannas, Éagsúlacht agus Ionchuimsiú (CÉI), Airgeadas agus Soláthar</li> </ul>

<sup>13</sup> Maidir le hábhair ghaolmhara, mar shampla, idir oideolaíocht agus ceannaireacht óige agus na meáin shóisialta agus athléimneacht



Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
<p>Sprioc: Oibriú go comhoibritheach mar fhoireann BOOCM le ceannaireacht agus deachleachtas a chur chun cinn, sármhaitheas a sholáthar agus tacú le comhionannas laistigh de chultúr céimnitheach san ionad oibre.</p>	<p>5. Tionscnaimh a fhorbairt leis an gcultúr agus le cur chun cinn sláinte agus folláine a leabú sa timpeallacht oibre.</p>	<ul style="list-style-type: none"> <li>Folláine a aitheantas mar phríomhghné de sholáthar FGL</li> <li>Tá Seirbhís Cúnaimh d'Fhostaithe i bhfeidhm don fhoireann go léir, seirbhís gutháin 24/7 agus Aip folláine san áireamh</li> <li>Eagraítear imeachtaí sóisialta don fhoireann i gcaitheamh na bliana</li> </ul>	<ul style="list-style-type: none"> <li>Gné folláine i ngach FGL</li> <li>Tá rochtain ag an bhfoireann go léir ar thacaíocht 24/7</li> <li>Braitheann an fhoireann go bhfuil meas orthu agus go dtacaítear leo</li> </ul>	<ul style="list-style-type: none"> <li>Seirbhís Cúnaimh d'Fhostaithe ar fáil do bhaill foirne BOOCM 24/7, 365 lá sa bhliain</li> <li>Bunaíodh Coiste Sóisialta agus cuirtear imeachtaí ar siúl do bhaill foirne i gcaitheamh na bliana</li> </ul>
	<p>6. A chinntiú go bhfuil ceannaireacht, córais, agus struchtúir i bhfeidhm agus go bhfuil siad ag feidhmiú go héifeachtach, dul i ngleic le saincheisteanna ábhartha comhionannais agus ceart daonna agus an dualgas maidir le comhionannas agus cearta daonna san earnáil phoiblí a chomhlíonadh</p>	<ul style="list-style-type: none"> <li>Measúnú a dhéanamh ar shaincheisteanna comhionannais agus ceart daonna agus plean um chur i bhfeidhm a fhorbairt le dul i ngleic le saincheisteanna ábhartha</li> </ul>	<ul style="list-style-type: none"> <li>Eagraíocht ionchuimsitheach a fhorbairt.</li> <li>Sásaítear oibleagáidí faoi Dhualgas na hEarnála Poiblí</li> </ul>	<ul style="list-style-type: none"> <li>Bunaíodh Grúpa Oibre um Chur i bhFeidhm faoi Dhualgas na hEarnála Poiblí</li> <li>Cuireadh oiliúint ar an bhFoireann Riaracháin agus ar Bhainisteoirí BOO ar Dhualgas na hEarnála Poiblí de chuid BOOCM</li> </ul>

## Spriocanna Straitéiseacha BOOCM

### Tacaíocht agus Forbairt na hEagraíochta

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
<p>Sprioc: Ár seasamh a chomhdhlúthú mar eagraíocht fhoghlaimoirlárnach, fhreagrúil agus atá dírithe ar chomhionannas trí shármhaitheas, nuálaíocht, agus dea-chleachtas i rialachas a chur chun cinn.</p>	<p>1. Straitéis, plean um chur i bhfeidhm agus beartais chomhtháite TFC<sup>4</sup> a fhorbairt le riachtanais a sainaithníodh a shásamh agus glacadh le scileanna digiteacha an 21ú haois a chur chun cinn</p>	<ul style="list-style-type: none"> <li>• Scóip a shainnithint go córasach do chlaochlú breise digiteach leis na rudaí seo a leanas a mhéadú: (i) rochtain foghlaimoirlárnach/cúrsaí, (ii) roghanna soláthair cúrsaí/foghlama<sup>14</sup> agus (iii) nuálaíocht/comhoibriú i measc ghníomhaíochtaí uile BOOCM</li> <li>• Athbhreithniú a dhéanamh ar bhonneagar TFC BOOCM<sup>15</sup>, riachtanais feabhsaithe a shainnithint, agus cistiú a fháil chun freastal ar riachtanais amach anseo agus ar chuspóirí claochlaithe dhigitigh</li> <li>• Éifeachtúlachtaí a bharrfheabhsú trí dhúbláil i soláthar seirbhíse agus tairiscintí cúrsa a laghdú, agus a chinntiú i gcomhthráth go ndéantar inrochtaineacht ar fhoghlaim a choimeád/a mhéadú trí nuálaíocht agus claochlú digiteach</li> <li>• Leanúint le FGL a sholáthar don fhoireann trí úsáid a bhaint as na teicneolaíochtaí agus na feidhmchláir atá ar fáil dóibh, cosúil le Office 365, MSTEAMS agus Moodle, le feabhas breise a chur ar sholáthar ar líne/cumaisc/aghaidh ar aghaidh in BOOCM. Cuirfear na tacaíochtaí seo ar fáil mar sheisiúin aghaidh ar aghaidh/ghrúpthacaíochta, seimineáir ghréasáin bheo, treoir leanúnach, agus tacaíocht.</li> <li>• Úsáid mhéadaithe a bhaint as uirlisí Foghlama le Cuidiú Teicneolaíochta (FCT) i measc na n-ionad agus scoileanna BOO uile in BOOCM</li> <li>• Gníomhaíochtaí múinteoireachta agus foghlama hibridí a fhairsingiú i measc Scoileanna BOOCM, mar shampla, Clár Ardeistiméireachta na Polainne</li> <li>• speisialachas Microsoft Office a fhairsingiú do scoláirí i mBlianta 1 go 4 i Scoileanna BOOCM</li> </ul>	<ul style="list-style-type: none"> <li>• Tá Straitéis agus Plean um Chur i bhFeidhm TFC cuimsitheach ag BOOCM agus tá Beartais ábhartha i bhfeidhm aige.</li> <li>• Dul chun cinn bainte amach ar na gníomhartha sa Plean Gníomhaíochta TFC reatha</li> <li>• Líon na scoláirí a mhéadú faoi dhó a thugann faoi ábhair agus cúrsaí foghlama hibridí</li> <li>• Tá an clár gníomhach i ngach Scoil BOOCM agus chríochnaigh scoláirí rannpháirteacha Idirbhliana iad</li> </ul>	<ul style="list-style-type: none"> <li>• Tá Plean Gníomhaíochta TFC nua á fhorbairt</li> <li>• Triail cheannródaíoch a bhaint as an bPolainnis mar ábhar Ardeistiméireachta i dtimpeallacht Hibrideach.</li> <li>• D'éirigh leis na scoláirí an clár agus scrúduithe a chríochnú i naoi scoil BOOCM. Bhain aitheantas foirmiúil leis seo trí chreidiúnú Speisialachais Microsoft Office. Bhain scoláire amháin craobhchomórtas an domhain amach, agus bronnadh pas le gradam ar Choláiste an Inbhir ag Searmanas Bronnta Gradam i Londain, i Samhain 2022.</li> </ul>

<sup>14</sup> Gnáthfhoghlaim, foghlaim chumaisc agus cianfhoghlaim

<sup>15</sup> Á shíneadh le saoráid agus úsáid fuinnimh a chur san áireamh

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
<p>Sprioc: Ár seasamh a chomhdhlúthú mar eagraíocht fhoghlaimoirlárnach, fhreagrúil agus atá dírithe ar chomhionannas trí shármhaitheas, nuálaíocht, agus dea-chleachtas i rialachas a chur chun cinn.</p>	<p>2. Scóip a shainaithint le rialachas, soláthar riaracháin agus próisis ghaolmhara a chuíchóiriú le héifeachtúlachtaí a bharrfheabhsú agus le leanúint le riachtanais Bhord BOOCM a shásamh</p> <p>3. Leanúint le cláir phíolótacha roghnaithe BOO a stiúradh agus tacú leo le feabhsúcháin bhreise earnála a sholáthar agus seasamh BOOCM i dtaobh nuálaíocht a chur chun cinn a chomhdhlúthú</p>	<ul style="list-style-type: none"> <li>Leanúint le SharePoint a thabhairt isteach ar fud an BOO.</li> <li>Córas cuí bainistíochta cáipéisí néalbhunaithe a sholáthar do TFE. Tá an cháipéisíocht agus an t-eolas go léir inrochtana ó sheirbhísí agus córais slána néalbhunaithe</li> <li>Tús áite a thabhairt d'obair a bhaineann le rialachas daingean a chur i bhfeidhm ar fud na heagraíochta le comhlíonadh na reachtaíochta, rialachán agus Ciorclán a bhaint amach le trédhearcacht agus cuntasacht a chinntiú agus riachtanais iniúchta agus tuairiscithe a shásamh</li> <li>Leanfaidh an Fheidhmeannacht ag oibriú leis an mBord lena chinntiú go bhfuil eolas, cáipéisíocht agus oiliúint dhóthanach ag comhaltaí an bhoird, an Coiste Airgeadais agus an CIR le cinntiú eolasacha feidhme forchoimeáda a dhéanamh.</li> </ul> <ul style="list-style-type: none"> <li>Páirt leanúnach a ghlacadh ag fóraim agus grúpaí oibre náisiúnta le BOOÉ le hacmhainní a roinnt agus le dea-chleachtas agus eolas cothrom le dáta a chinntiú</li> <li>Páirt ghníomhach a ghlacadh i dtionscadail náisiúnta seirbhíse comhroinnte: Íocaíochtaí foghlaimoira an SDOG agus Ógtheagmhála, Córas Bainistíochta Conarthaí, Ríomhearcaíocht.</li> </ul>	<ul style="list-style-type: none"> <li>Córais uathoibríthe i bhfeidhm le héifeachtúlachtaí próiseas oibre a bharrfheabhsú agus ualach oibre na foirne a chuíchóiriú</li> <li>Sásaíodh oibleagáidí Rialachais agus Comhlíonta maidir le Soláthar, Bainistíocht Riosca, Comhlíonadh, Acmhainní Daonna, Airgeadas, Talamh agus Foirgnimh, agus TFC</li> <li>Cuireadh eolas agus cáipéisíocht ar fáil trí láithreán tiomnaithe SharePoint/Chruinnithe, de réir an Chóid Chleachtais chun BOOanna a Rialú</li> </ul> <ul style="list-style-type: none"> <li>Cinntíonn baint agus tiomantas BOOCM ar leibhéal náisiúnta go soláthraítear tionscadail phíolótacha</li> </ul>	<ul style="list-style-type: none"> <li>Tugadh SharePoint isteach ar fud an BOO. Cruthaíodh SharePoint do Bhord BOOCM, an Coiste Iniúchóireachta agus Riosca agus Airgeadais, agus cuireadh oiliúint ar na comhaltaí</li> <li>Cuireadh córas bainistíochta conarthaí i bhfeidhm in 2022 le luach ar airgead a chinntiú agus lena chinntiú go gcomhlíontar treoirlínte náisiúnta soláthair</li> <li>Lean BOOCM le córas bogearraí Chlár Réadmhaoine DCS a chur i bhfeidhm in 2022. Críochnaíodh go leor oibre agus leanfar leis in 2023 maidir leis an eolas go léir a bhailiú agus a uaslódáil atá faoi réadmhaoine faoi úinéireacht BOOCM, ar léas agus atá ceadúnaithe</li> </ul> <ul style="list-style-type: none"> <li>Tá ionadaithe ag BOOCM ag gach ceann de na fóraim náisiúnta agus na grúpaí oibre go léir trí BOOÉ</li> <li>Ghlac BOOCM páirt i dtionscadail náisiúnta cosúil leis an Dlíteanas Pinsin. D'aontaigh BOOCM chomh maith le páirt a ghlacadh i dtionscadail Seirbhísí Comhroinnte Airgeadais Thonn 1, a thosóidh in 2023</li> </ul>

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
<p>Sprioc: Ár seasamh a chomhdhlúthú mar eagraíocht fhoghlaimoirlárnach, fhreagrúil agus atá dírithe ar chomhionannas trí shármhaitheas, nuálaíocht, agus dea-chleachtas i rialachas a chur chun cinn.</p>	<p>4. Straitéis Cumarsáide BOOCM a fhorbairt agus a chur i bhfeidhm, le haitheantas comhroinnte a chur chun cinn laistigh den eagraíocht agus le feachtas ar ár mbranda agus seirbhísí a fheabhsú</p>	<ul style="list-style-type: none"> <li>• Cumarsáid a dhéanamh go héifeachtach le páirtithe leasmhara seachtracha. Leanúint leis na hiarrachtaí margaíochta digití a chur i bhfeidhm le luchtanna féachana agus láithreachta BOOCM ar líne a fhás i measc cainéil mheán sóisialta agus teachtaireachtaí tráthúla agus ábhartha meán sóisialta a bheith ann.</li> <li>• Cumarsáid éifeachtach a dhéanamh - Cumarsáid Inmheánach: Timpeallacht dhearfach, thacúil agus 'ceangailte' oibre a chruthú trí chumarsáid spriocdhírithithe ionad oibre, tionscnaimh folláine agus eolaire foirne a chruthú.</li> <li>• Feachtas foirne ar spriocanna agus cuspóirí eagraíochta a mhéadú trí úsáid a bhaint as feachtais faisnéise le nuacht agus rath eagraíochta a chur in iúl</li> </ul>	<ul style="list-style-type: none"> <li>• Tá Straitéis Cumarsáide chuimsitheach ag BOOCM</li> <li>• Tá ár bpobal ar an eolas ar BOOCM agus ár seirbhísí</li> </ul>	<ul style="list-style-type: none"> <li>• Thosaigh BOOCM le hobair ar Straitéis Cumarsáide a fhorbairt a bhaineann le cumarsáid inmheánach agus sheachtrach. Tá an straitéis le seoladh in 2023.</li> <li>• Úsáidtear cainéil éagsúla fógraíochta, na meáin shóisialta, raidió agus nuachtáin san áireamh le cumarsáid a dhéanamh le páirtithe leasmhara</li> <li>• Forbraíodh Mol Acmhainní Corparáideacha d'fhoireann BOOCM ar SharePoint a sholáthraíonn teimpléid agus treoir maidir le cumarsáid a dhéanamh le páirtithe leasmhara inmheánacha agus seachtracha</li> <li>• Scaipeadh nuachtlitir foirne BOOCM ar bhonn ráithiúil</li> </ul>
	<p>5. Obair a dhéanamh le feabhas a chur ar fheidhmíocht fuinnimh BOOCM chun tacú lenár Straitéis Éifeachtúlachta Fuinnimh agus le clár um Ghníomhú ar son na hAeráide an Rialtais.</p>	<ul style="list-style-type: none"> <li>• Leanúint le cistiú a lorg le háiseanna den chéad scoth a sholáthar a úsáideann teicneolaíochtaí cliste chun cabhrú le neodracht ó thaobh fuinnimh de a bhaint amach</li> <li>• Tá ar BOOCM, mar chomhlacht earnála poiblí, an sprioc laghdú 51% ar Astaíochtaí Gás Ceaptha Teasa a bhaint amach faoin mbliain 2030</li> <li>• Leanúint le hinfheistíocht leanúnach a chur chun cinn i mbearta laghdaithe fuinnimh trí pháirt a ghlacadh sna cláir seo a leanas: <ul style="list-style-type: none"> <li>○ Pobail Fuinnimh Níos Fearr</li> <li>○ Clár um Ghníomhú ar son na hAeráide agus Feasachta ar Fhuinneamh BOOCM</li> </ul> </li> <li>• Monatóireacht agus athbhreithniú ar fheidhmíocht fuinnimh i measc gach scoile agus ionaid laistigh de BOOCM</li> </ul>	<ul style="list-style-type: none"> <li>• Na Tuairisceáin Mhionatóireachta agus Tuairiscithe a chríochnú don SEAI. Toradh na feidhmíochta fuinnimh a thabhairt le fios do scoileanna agus ionaid BOOCM trí úsáid a bhaint as Sraith Straitéisí Bhillle Fuinnimh an SEAI</li> <li>• Idirchaidreamh a dhéanamh leis an bhfoireann agus le scoláirí tríd an gClár Feachtas ar Fhuinneamh le feachtas agus tuiscint ar éifeachtúlacht fuinnimh a mhéadú</li> <li>• A indéanta atá sé deontas BEC a fháil a fhiosrú le foirgnimh ardúsáide fuinnimh a iarfheistiú</li> </ul>	<ul style="list-style-type: none"> <li>• Leanann BOOCM leis an aighneacht bhliantúil Mhionatóireachta agus Tuairiscithe a dhéanamh leis an SEAI.</li> <li>• Thug BOOCM faoi Iniúchtaí Fuinnimh IR426 i gcúig ionad BOO in 2022, a thug tionscadail chun solais a d'fhéadfadh gáis cheaptha teasa a laghdú dá gcuirfí cistiú ar fáil.</li> <li>• Lean BOOCM le hidirchaidreamh a dhéanamh lenár scoileanna agus ionaid maidir lena bhFoirne Glasa agus úsáid fuinnimh.</li> </ul>

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
<p>Sprioc: Lenár seasamh a chomhdhlúthú mar eagraíocht fhoghlaimoirlárnach, fhreagrúil agus atá dírithe ar chomhionannas trí shármhaitheas, nuálaíocht, agus dea-chleachtas i rialachas a chur chun cinn.</p>	<p>6. Soláthar seirbhíse éifeachtach leanúnach a chinntiú, soláthar agus bonneagar áiseanna ardchaighdeán san áireamh, chomh maith le tacaíochtaí gairmiúla do scoileanna agus ionaid BOO</p>	<ul style="list-style-type: none"> <li>• Áiseanna oideachais a fheabhsú agus a fhorbairt ar fud BOOCM</li> <li>• Tús a chur le tionscadail nua – oibreacha móra, SOS<sup>16</sup>, SOÉ<sup>17</sup>, Deontais TF, Deontais Ábhair, Deontais Chaipitil Spóirt agus faoi mar is cuí</li> <li>• Áiseanna BOO a fhorbairt agus a fheabhsú.</li> <li>• Seirbhísí (tionscadail TFC agus tógála) a sholáthar d'eagraíochtaí lasmuigh de shainchúram ginearálta BOOCM cosúil le bunscoileanna agus meánscoileanna eile</li> <li>• Tacaíocht ghairmiúil a thabhairt do scoileanna agus ceannairí BOO ina ról bainistíochta le rialachas agus comhlíonadh cuí a chinntiú</li> </ul>	<ul style="list-style-type: none"> <li>• Tionscadail reatha tógála a chríochnú agus tionscadail nua a thabhairt chun cinn</li> <li>• Tacaítear le bainistíocht na Scoile agus BOO ina ról airgeadais, chomhlíonta agus rialachais</li> </ul>	<p><b>Tionscadail reatha a chríochnú:</b></p> <ul style="list-style-type: none"> <li>• Cóiríocht Shealadach Choláiste Áth an Chóiste</li> <li>• Athchóiriú Leithris Choláiste Achadh an Iúir</li> <li>• 1 Aonad Ciosa Choláiste Ard Feá agus 1 Aonad Cóiríochta Sealadaí Ceannaithe</li> <li>• Cóiríocht Mhodúlach Choláiste an Inbhir</li> <li>• Cóiríocht Shealadach Choláiste Dhún an Rí</li> <li>• Athchóiriú Urláir Corpoideachais Choláiste an Inbhir</li> <li>• Oibreacha cumasaithe RSO Bhaile na Lorgan</li> </ul> <p><b>Tionscadail a Fomhadh:</b></p> <ul style="list-style-type: none"> <li>• Cóiríocht Shealadach Choláiste Bhaile na Lorgan</li> <li>• Coláiste an Inbhir Choláiste Naomh Bricín</li> <li>• Cóiríocht Mhodúlach Choláiste Naomh Maodhóg</li> <li>• Uasghrádú Dhíon Corpoideachais Choláiste Ard Feá</li> <li>• Rampa do Dhaoine faoi Mhíchumas chuig an bpáirc spóirt i gColáiste Ard Feá</li> <li>• Uasghrádú Dhíon Choláiste Bhaile na Lorgan</li> <li>• Cóiríocht Mhodúlach Choláiste Bhréifne</li> <li>• Uasghrádú Dhoras Dóiteáin Choláiste Naomh Bricín</li> <li>• Uasghrádú Aláram Dóiteáin Choláiste Naomh Bricín</li> <li>• Uasghrádú Áiseanna Leithris Choláiste Naomh Bricín</li> </ul> <p><b>Tionscadail Scoile Neamh-BOO:</b></p> <ul style="list-style-type: none"> <li>• Gaelscoil Eois a cheadú agus Cóiríocht Shealadach a chríochnú in 2022</li> <li>• Cheadaigh Scoil Ríoga an Chabháin Cóiríocht Mhodúlach in 2022</li> <li>• Cheadaigh Scoil Náisiúnta Dhúthamlachta 2 aonad Cóiríochta Sealadaí in 2022</li> </ul> <p>Bhain BOOCM feabhsú 35.9% ar éifeachtúlacht fuinnimh amach óna mbonnlíne 2009.</p>

<sup>16</sup> Scéim na nOibreacha Samhraidh (SOS)

<sup>17</sup> Scéim na nOibreacha Éigeandála (SOÉ)

				<p><b>Dul chun cinn ar thionscadail chaipitil BOO</b></p> <ul style="list-style-type: none"> <li>• Trí iarratas ar chistiú caipitil a sheoladh ar aghaidh faoi phróiseas nua Solas/na Roinne BATNE</li> <li>• Aonaid mhodúlacha a chríochnú d’Institiúid an Chabháin</li> <li>• Fógraíodh foirgneamh nua i mí na Nollag 2022 d’Institiúid an Chabháin</li> <li>• Deisiúcháin, cothabháil agus uasghráduithe leanúnacha ar an gCampas BOO</li> <li>• Ionad taobh istigh agus balla nua dreaptha a chríochnú do IOOA an Tamhnaigh</li> <li>• Aonad modúlach nua d’Oideachas Aosach Mhuineacháin</li> <li>• Áitreabh a aimsiú lena ligean ar léas le Seirbhísí BOO eile, mar shampla, Ionad Ógtheagmhála, Seirbhísí Oiliúna agus Sármhaitheasa Slabhraí Soláthair, Lóistíochta agus Soláthair Charraig Mhachaire Rois</li> <li>• Ceannaíodh trealamh nua agus athsholáthair lena chinntiú go mbíonn teacht ag foghlaimoírí ar an teicneolaíocht is déanaí agus ar áiseanna ardchaighdeáin</li> </ul>
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## Spriocanna Sainaitheanta sa CSF

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
Rialachas	1. Rátaí freastail ar chruinnithe boird	<ul style="list-style-type: none"> <li>Ba cheart do bhoird aonair athbheim a chur ar an ngá ata le freastal ar gach cruinniú boird de réir an Chóid Chleachtais chun BOOanna a Rialú</li> <li>Taifead ar asláithreacht nó ar leithscéalta. Fiosrú leantach a dhéanamh ar asláithreacht gan leithscéal</li> </ul>	Freastal uasta ar chruinnithe Boird agus Coiste	<ul style="list-style-type: none"> <li>Meabhraítear don Bhord go rialta gur gá freastal ar gach cruinniú Boird, agus baineadh meánráta freastail 72% amach don bhliain 2022</li> <li>Faightear leithscéal i gcónaí nuair nach mbíonn comhalta Boird ar fáil. Cuirtear taifead ar leithscéalta i gcuntas sna Miontuairiscí. Ní theastaíonn aon fiosrú leantach de ghnáth.</li> </ul>
	2. Féinmheasúnaithe Boird	<ul style="list-style-type: none"> <li>Ba cheart do na boird go léir tabhairt faoi fhéinmheasúnuithe, trí úsáid a bhaint as an gceistneoir atá sa Chód Cleachtais, le limistéir a shainaithint a shainaithint ina dteastaíonn feabhsúcháin</li> </ul>	<ul style="list-style-type: none"> <li>Tugtar faoi Féinmheasúnú Boird, cuirtear feabhsúcháin riachtanacha i gcuntas agus eagraítear tacaíocht oiliúna, más cuí</li> </ul>	<ul style="list-style-type: none"> <li>Tugadh faoi seo i ráithe 4 2022.</li> <li>Iarradh ar oiliúint athnuachana ar Rialachas agus titfidh sí amach in 2023</li> </ul>
	3. Saineolas airgeadais ar choistí iniúchta agus airgeadais	<ul style="list-style-type: none"> <li>Ba cheart don bhord ceapacháin le coistí iniúchta agus airgeadais a dhéanamh i gcomhairle le cathaoirligh choiste. Ba cheart do chomhaltaí seachtracha coistí na scileanna agus an taithí riachtanach iniúchta agus airgeadais a bheith acu sa ról</li> </ul>	<ul style="list-style-type: none"> <li>Ceapadh coistí agus tá an taithí agus anaineolas riachtanach airgeadais ag comhaltaí seachtracha</li> </ul>	<ul style="list-style-type: none"> <li>Bunaíodh coistí Iniúcháireachta agus Riosca agus Airgeadais i mí na Nollag 2019 i ndiaidh gur toghadh Bord nua BOOCM in Iúil 2019 tar éis gur cuireadh na toghcháin áitiúla i gcrích.</li> <li>Tá an taithí agus anaineolas riachtanach airgeadais ag comhaltaí.</li> </ul>
	4. Rinne na Coistí Iniúcháireachta agus Riosca agus Airgeadais breithmheas oibre an Bhoird	<ul style="list-style-type: none"> <li>Ba cheart do Chathaoirleach gach boird a chinntiú go gcuirtear tuairiscí scríofa ar fáil do chomhaltaí Boird ar an obair a rinne na Coistí Airgeadais agus Iniúcháireachta agus Riosca, faoi mar a cheanglaítear faoin gCód Cleachtais chun BOOanna a Rialú</li> </ul>	<ul style="list-style-type: none"> <li>Cuireadh tuarascáil ón gCoiste Airgeadais agus Iniúcháireachta agus Riosca faoi bhráid an Bhoird</li> </ul>	<ul style="list-style-type: none"> <li>Cuireadh tuarascáil faoi bhráid an Bhoird tar éis gach Cruinniú Coiste (thionóil an Coiste Airgeadais agus an Coiste Iniúcháireachta agus Riosca cúig chruinniú in 2022).</li> </ul>
	5. Féinmheasúnú ag na Coistí Iniúcháireachta agus Riosca agus Airgeadais	<ul style="list-style-type: none"> <li>Ba cheart do Chathaoirleach an CIR agus an Choiste Airgeadais a chinntiú go ndéantar cleachtadh féinmheasúnaithe gach bliain, faoi mar a cheanglaítear faoin gCód Cleachtais chun BOOanna a Rialú</li> </ul>	<ul style="list-style-type: none"> <li>Tugann coistí faoi fhéinmheasúnú</li> </ul>	<ul style="list-style-type: none"> <li>Déanann gach coiste go bliantúil é agus titeann sé amach i ráithe 4</li> </ul>

## Spriocanna Sainitheanta sa CSF

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
Rialachas	Forbairt Foirne <sup>18</sup>	<ul style="list-style-type: none"> <li>• Ba cheart don Phríomhfheidhmeannach a chinntiú:               <ul style="list-style-type: none"> <li>• ceaptar ball foirne mar an bainisteoir oiliúna</li> <li>• tugtar faoi anailís ar riachtanais oiliúna i mbainistíocht airgeadais ar bhonn bliantúil</li> <li>• déantar clár oiliúna ar bhainistíocht airgeadais a fhorbairt agus a chur i bhfeidhm</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Sannadh ball foirne agus tá Foireann trasrannóige le tionól le riachtanais oiliúna a shainithint agus a mheasúnú agus Plean Oiliúna a fhorbairt ar aon dul le beartas Forbartha Gairmiúla agus leis an tSamhail Aibíochta Airgeadais</li> <li>• Tugann an fhoireann faoi réimse soláthair FGL, cláir dheimhnithe san áireamh</li> <li>• Cuireadh clár ionducthúcháin ar fáil d'fhoireann nua scoile agus BOO</li> <li>• FGL i limistéir nua, mar shampla, feasacht/cosaint an chomhshaoil</li> <li>• Tugadh faoi chóras suaitheantais do FGL</li> <li>• Cláir Ríomhfhoghlama do Shlándáil Sonraí agus Slándáil TFC trí chóras tiomnaithe bogearraí.</li> </ul>	<p>Áiríodh leis an FGL in 2022</p> <ul style="list-style-type: none"> <li>• Cúrsa 3 lá ar Mhaoirseacht ar Thionscadail Chaipitil d'Oifigigh Shinsearacha san Earnáil Phoiblí</li> <li>• Cúrsa Trealamh Scáileán Taispeána/Measúnoir Aonad Fístaispeána (VDU)</li> <li>• Comhráite Deacra a Chlaochlú</li> <li>• Feasacht ar Theanga Chomharthaíochta na hÉireann</li> <li>• Inrochtaineacht Dhigiteach</li> <li>• Dualgas na hEarnála Poiblí</li> <li>• Deimhniúchán Cyber Essentials</li> <li>• SF agus AIE</li> <li>• Feasacht ar Chomhionannas, Éagsúlacht agus Ionchuimsiú</li> <li>• Tugadh clár feasachta ríomhfhoghlama an RGCS isteach trí chóras bogearraí nua</li> <li>• Oiliúint fiosaiceachta curtha i bhfeidhm trí chuideachta sheachtrach in 2022</li> <li>• Deimhniúchán Cyber Essentials críochnaithe</li> </ul>

<sup>18</sup> Tagraíonn seo do BOO a chinntíonn go sanntar freagracht fhoriomlán ar chomhalta dá fhoireann reatha as oiliúint a mhaoirsiú agus a chur i bhfeidhm ar fud an BOO agus é mar chuspóir cur chuige straitéiseach, comhtháiteach agus éifeachtúil i leith oiliúna i measc na limistéar feidhme go léir a chinntiú. Is féidir le ról den sórt sin teacht le struchtúir agus socruithe reatha ar fud an BOO agus ní gá gur ról lánaimseartha é. Is í an cheist is mó go bhfuil ball foirne ann ar a bhfuil freagracht fhoriomlán as an gclár oiliúna agus a dhéanann maoirseacht air.

Sprioc	Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul chun Cinn in 2022
Rialachas	Spriocdhátaí tuairiscithe Roinne	<ul style="list-style-type: none"> <li>Ba cheart cloí le spriocdhátaí tuairiscithe a leagann an Roinn amach.</li> <li>Féilire Rialachais agus Comhlíonta curtha i bhfeidhm lena chinntiú go seoltar tuairisceáin ar ais in am</li> </ul>	<ul style="list-style-type: none"> <li>Seoltar tuarascálacha in am nó roimh an spriocdháta</li> <li>Seoltar tuarascálacha in am agus níor gearradh aon phionóis</li> </ul>	<ul style="list-style-type: none"> <li>Cuirtear spriocdhátaí tuairiscithe Roinne i dtaifead agus déantar monatóireacht orthu ar fhéilire Rialachais Chorparáidigh BOOCM.</li> <li>Cloíodh le spriocdhátaí tuairiscithe in 2022 agus níor gearradh aon phionóis.</li> </ul>
	Beartas Bainistíochta Riosca	<ul style="list-style-type: none"> <li>Ba cheart do Bhord gach BOO a chinntiú go bhfuil próiseas leanúnach ann atá ceaptha rioscaí móra a shainnigh agus dul i ngleic leo a bhíonn i gceist chun torthaí aonáin a bhaint amach. Ba cheart go dtacódh an CIR leis an mBord sa ról seo</li> </ul>	<ul style="list-style-type: none"> <li>Mír ardleibhéil ar chlár cruinnithe ag gach cruinniú bainistíochta é riosca</li> <li>Déantar Clár Rioscaí do TFE, BOO agus Scoileanna a athbhreithniú go ráithiúil, agus téitear i mbun gníomh cuí le riosca a bhainistiú agus cuirtear i láthair iad ag gach cruinniú den CIR, agus cuirtear miontuairiscí an chruinnithe faoi bhráid an Bhoird</li> <li>Tugadh Clár Rioscaí Corparáideacha nua isteach do rioscaí Ardleibhéil</li> <li>Déanann an Fhoireann Bainistíochta Sinsearaí athbhreithniú ráithiúil agus cuirtear faoi bhráid an Bhoird é</li> </ul>	<ul style="list-style-type: none"> <li>Déantar athbhreithniú ráithiúil ar chlár rioscaí agus rialuithe inmheánacha agus téitear i mbun gnímh ina leith dá réir</li> </ul>
	Rialuithe Inmheánacha	<ul style="list-style-type: none"> <li>Ba cheart do Bhord gach BOO a chinntiú go gcuirtear dearbhú leordhóthanach ar fáil dó go bhfuil na rialuithe sonraithe á n-oibriú mar a bheartaítear</li> </ul>	<ul style="list-style-type: none"> <li>Déanann scoileanna agus ionaid agus ranna riaracháin Ráitis ar Rialú Inmheánach.</li> <li>Déanann Stiúrthóirí athbhreithniú orthu seo agus cuirtear faoi bhráid an Phríomhfheidhmeannaigh iad</li> <li>Cuireann siad an Ráitis ar Rialú Inmheánach faoi bhráid an CIR, ar a uain sin, a thuairiscíonn leis an mBord</li> </ul>	<ul style="list-style-type: none"> <li>Críochnaítear i Ráithe 1 2022</li> </ul>
	Comhlíonadh	<ul style="list-style-type: none"> <li>Tabhairt faoi ghníomhaíocht oibiachtúil dearbhaithe atá in ainm is luach a chur le agus feabhas a chur ar oibríochtaí BOOCM</li> <li>Cur chuige córasach a sholáthar i leith monatóireachta agus athbhreithniú</li> <li>Éifeachtacht phróisis bhainistíochta riosca, rialaithe agus rialachais a fheabhsú</li> </ul>	<ul style="list-style-type: none"> <li>Déantar spotseiceálacha faoi stiúir an Ghrúpa Oibre Comhlíonta.</li> </ul>	<ul style="list-style-type: none"> <li>Chas an Grúpa Oibre Comhlíonta ar a chéile i ráithe 1 agus ráithe 2022 chun plé agus athbhreithniú a dhéanamh ar sceideal spotseiceálacha atá le déanamh i rith 2022.</li> </ul>

## 9 Tuarascáil ar an Dualgas maidir le Comhionannas agus Cearta Daonna san Earnáil Phoiblí.

Mar eagraíocht eárnála poiblí, tá oibleagáid ar BOOCM faoin Dualgas maidir le Comhionannas agus Cearta Daonna san Earnáil Phoiblí deireadh a chur le hidirdhealú, comhionannas deiseanna a chur chun cinn agus cearta daonna fhostaithe BOOCM agus iad siúd a soláthraímid seirbhísí dóibh a chosaint, nuair a thugaimid faoinár bhfeidhmeanna mar eagraíocht.

I gcaitheamh 2022, d'fhoilsigh BOOCM a mheasúnú ar shaincheisteanna comhionannais agus ceart daonna, agus plean um chur i bhfeidhm agus gníomhaíochta le Dualgas na hEarnála Poiblí a chur i bhfeidhm. Leanann BOOCM le fíis straitéiseach a chur i bhfeidhm lena mbuntacaíonn tiomantas do thorthaí ardchaighdeáin comhionannais agus ceart daonna a sholáthar dár scoláirí, foghlaimeoirí, foireann, agus páirtithe leasmhara an phobail i gcoitinne

In 2022, bhí baint ag baill foirne ó áiteanna ar fud na heagraíochta le Ráiteas Luachanna Comhionannais agus Ceart Daonna BOOCM a fhorbairt. Sainithníodh luachanna na Rannpháirtíochta, an Ionchuisithe agus an Cheartais Shóisialta mar rudaí a spreagann ár dtiomantas do chomhionannas agus cearta daonna.

Tá ár nDualgas de chuid na hEarnála Poiblí á leabú go gníomhach ag BOOCM ina struchtúr eagrúcháin, forbairt beartais agus nuair a bhíonn seirbhísí á gcur ar fáil agus á soláthar trí dhá ghrúpa oibre a dhéanann ionadaíocht do gach colún de BOOCM. Beidh siad freagrach as Dualgas na hEarnála Poiblí a stiúradh ar fud na heagraíochta agus gníomhóidh siad mar rud a spreagfaidh obair BOOCM chun Dualgas na hEarnála Poiblí a chur i bhfeidhm a thosú, a thabhairt chun cinn agus monatóireacht a dhéanamh air. Tacaíonn BOOCM ar bhonn leanúnach le tionscnaimh le feachtas ar chearta daonna agus comhionannas a chur chun cinn, cosúil le:

- Aonaid Riachtanais Speisialta Oideachais a fhairsingiú ar fud an Chabháin agus Mhuineacháin lena chinntiú go mbíonn teacht comhionann ar oideachas
- Oiliúint ar Theanga Chomharthaíochta na hÉireann do scoileanna, ionaid agus oifigí riaracháin
- Oiliúint agus monatóireacht ar Inrochtaineacht Dhigiteach, cáipéisí inrochtana

agus láithreán gréasáin inrochtana a chruthú do chách

- Seirbhís Tacaíochta Foghlaimoirí a fhorbairt agus a chur i bhfeidhm ag a bhfuil Oifigeach agus Seaimpíní Folláine/Tacaíochta Foghlaimoirí tiomnaithe i ngach Seirbhís BO

Leanfaimid lenár dtiomantas i leith to comhionannais, éagsúlachta agus ionchuimsiú a fhorbairt ar fud na heagraíochta agus le seirbhísí freagrúla agus sárchúram custaiméirí a sholáthar dár n-úsáideoirí seirbhíse agus don phobal i gcoitinne.

## **10 Tuarascáil Bhliantúil ar fheidhmiú ár n-oibleagáidí faoi Acht na dTeangacha Oifigiúla (Leasú), 2021.**

Neartaíonn Acht na dTeangacha Oifigiúla (Leasú), 2021, a achtaíodh i mí na Nollag 2021, Acht na dTeangacha Oifigiúla, 2003. Tá sraith forálacha nua ann atá dírithe ar chearta teanga cainteoirí Gaeilge a neartú.

Tháinig Alt 10A (Fógraíocht Comhlachtaí Poiblí) d'Acht na dTeangacha Oifigiúla (Leasú), 2021, i bhfeidhm an 10 Deireadh Fómhair 2022 agus leagann sé dualgais ar chomhlachtaí poiblí maidir leis an mbealach a dhéanann siad cumarsáid i dteanga oifigiúil an Stáit.

Caithfidh gach comhlacht poiblí a chinntiú go ndéantar ar a laghad 20% den fhógraíocht bhliantúil trí Ghaeilge agus caithfear 5% den bhuiséad fógraíochta ar fhógraíocht i nGaeilge amháin. Tá tuairisceán comhlíonta leictreonaigh maidir leis an riachtanas seo le seoladh ar ais roimh an 10 Márta 2024 maidir le fógraíocht a rinneadh ón 01 Eanáir 2023.

D'fhreastail comhaltaí foirne ainmnithe BOOCM ar sheimineár le hOifig an Choimisinéara Teanga i Meán Fómhair 2022 agus cuireadh cur i láthair ar na riachtanais nua ón Acht i láthair Phríomhoidí agus bhainistíocht BO BOOCM i nDeireadh Fómhair 2022.

Cruthaíodh teimpléad agus scaipeadh é ar scoileanna agus ionaid BOOCM chun tacú le ceanglais an Achta. Déanfaidh an Roinn Seirbhísí Corparáideacha monatóireacht agus athbhreithnithe comhlíonta i rith 2023.

## **11 Tuarascáil Bhliantúil ar Nochtadh Cosanta**

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

Tháinig an tAcht um Nochtadh Cosanta, 2014 i bhfeidhm an 15 Iúil 2014 agus leasaíodh é an 01 Eanáir 2023 tríd an Acht um Nochtadh Cosanta (Leasú), 2022.

Soláthraítear creat san Acht seo inar féidir le hoibrithe buarthaí a thabhairt chun solais maidir le héagóir fhéideartha a cuireadh in iúl dóibh san ionad oibre agus é ar eolas acu gur féidir leo cosaintí móra agus eile a fháil má ghearrann a bhfostóir pionós orthu nó má bhíonn siad thíos le haon dochar i ngeall ar amhlaidh a dhéanamh.

Chuir BOO an Chabháin agus Mhuineacháin (BOOCM) beartas i bhfeidhm, spreagfaidh, ar aon dul leis an reachtaíocht, oibrithe éagóir fhéideartha a thuairisciú agus é ar eolas acu go gcaithfear go tromchúiseach lena mbuarthaí agus go bhfiosrófar iad, sa chás gur cuí, agus go léireofar meas ar a rúndacht.

Tugtar chun solais sa bheartas gur cuí i gcónaí buarthaí a thabhairt chun solais nuair a bhíonn siad bunaithe ar chreideamh réasúnta, gan aird ar cibé acu ar sainaitníodh nó nár sainaitníodh aon éagóir ina dhiaidh sin. Cuirtear treoir ar fáil sa bheartas chomh maith maidir le conas buarthaí a thabhairt chun solais

Baineann an beartas seo le gach oibrí BOOCM, conraitheoirí, sainchomhairleoirí, foireann gníomhaireachta, iarfhostaithe agus intéirnígh/oiliúnaithe san áireamh.

I gcomhréir le forálacha an Achta um Nochtadh Cosanta, 2014, cheap BOOCM Fiona Nugent le nochtadh cosanta a fháil. Is féidir teagmháil ar an nguthán a dhéanamh leis an oifigeach ainmnithe trí ghlaoch ar 047 30888, ar ríomhphost, nó sa phost ag BOO an Chabháin agus Mhuineacháin, An tIonad Riaracháin, Sráid an Mhargaidh, Muineachán, H18 W449.

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### **Tuarascáil Bhliantúil ar Nochtadh Cosanta 2022**

Tuarascáil Bhliantúil Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin, faoi mar a cheanglaítear in Alt 22 den Acht um Nochtadh Cosanta, 2014 (arna leasú).

De bhun an cheanglais seo, deimhníonn BOOCM leis seo go bhfuarthas dhá (2) tuarascáil faoin Acht um Nochtadh Cosanta i rith 2022. Tugadh faoi mheasúnú ar an

gcéad nochtadh, agus níor measadh gur Nochtadh Cosanta é laistigh de bhrí na reachtaíochta. Tá an dara nochtadh á mheas, agus fiosrófar é má mheasfar gur Nochtadh Cosanta laistigh de bhrí na reachtaíochta é.

Fiosraíodh tuarascáil amháin a fuarthas in 2021 faoi Bheartas um Nochtadh Cosanta BOOCM i rith 2022 agus cuireadh i gcrích é.

## Liosta Giorrúchán

All	Aonad Iniúchóireachta Inmheánaí
ARCC	An tArd-Reachtair Cuntas agus Ciste
BB	Bord Bainistíochta
BCTE	Béarla do Chainteoirí Teangacha Eile
BFS	Bainistíocht Feidhmchlár Soghluaiste
BO	Breisoideachas agus Oiliúint
BOO	Bord Oideachais agus Oiliúna
BOOCM	Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin
BOOÉ	Boird Oideachais agus Oiliúna Éireann
CEÁO	Comhpháirtíocht na nEalaíon Áitiúil san Oideachas
CÉI	Comhionannas, Éagsúlacht agus Ionchuimsiú
CFM	Clár Foghlama Malartaí
CFS	Comhaontú Feidhmíochta Straitéisí
CIR	An Coiste Iniúchóireachta agus Riosca
CNOS	An Chomhairle Náisiúnta um Oideachas Speisialta
CSF	Comhaontú Soláthair Feidhmíochta
CSLD	Coistí Seirbhísí do Leanaí agus Dhaoine Óga
DAI	Duine Ainmnithe Idirchaidrimh
DCCÉ	Dearbhú Cáilíochta agus Cáilíochtaí Éireann
ERSO	Eagraí Riachtanais Speisialta Oideachais
FCT	Foghlaim le Cuidiú Teicneolaíochta
FGL	Forbairt Ghairmiúil Leanúnach
IOOA	Ionad Oideachais agus Oiliúna Allamuigh
IOOAT	Ionad Oideachais agus Oiliúna Allamuigh an Tamhnaigh
LCF	Líonra Comhairleach Foghlaimeoirí
LD	Leanaí agus Daoine Óga
LDAI	Leas-Duine Ainmnithe Idirchaidrimh
LEÓ	Lárionad Eolais don Ógra
MAEDF	An Ciste um Míbhuntáiste Oideachasúil a Mhaolú
M365	Microsoft 365
NSU	Neamhoird de chuid Speictream an Uathachais
OCS	Oifigeach Cosanta Sonraí
PCS	Plean Corparáideach Soláthair
PF	Príomhtháscaire Feidhmíochta
PLG	Plean Leanúnachais Gnó
PN	Pobalscoil Náisiúnta
POR	Príomhoifigeach Riosca
PSI	Plean Soláthair Ilbhliantúil
RAB	Ráitis Airgeadais Bhliantúla
RBATNE	An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta
RCSI	Coláiste Ríoga na Máinlianna in Éirinn
REALT	Foireann Réigiúnach Oideachais agus Teanga
RFC	Rochtain ar Fhaisnéis faoin gComhshaol
RGCS	an Rialachán Ginearálta um Chosaint Sonraí
RLCMLÓ	An Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige
RO	An Roinn Oideachais

RSO	Riachtanais Speisialta Oideachais
SDOG	Scéim Deiseanna Oiliúna Gairmoideachais
An SEAI	Údarás Fuinnimh Inmharthana na hÉireann
SOÉ	Scéim na nOibreacha Éigeandála
SOS	Scéim na nOibreacha Samhraidh
SSLS	Slabhraí Soláthair, Lóistíocht agus Soláthar
TFC	Teicneolaíocht Faisnéise agus Cumarsáide
TFE	Tacaíocht agus Forbairt na hEagraíochta
TMCL	An Tuarascáil Mhaoirseachta ar Chosaint Leanai
TOÁ	Tionscnamh Oiliúna Áitiúla



**cmetb**

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

Cumhachtú trí Fhoghlaim agus dul chun  
cinn do Chách

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