



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 2024

Cumhachtú trí Fhoghlaim agus dul chun cinn
do Chách

Empowerment through Learning and
Progression for All

www.cmetb.ie

Table of Contents

1	Strategy Statement of CMETB 2022-2026	5
2	Strategic Goals for 2022-2026.....	7
3	Chairperson's Welcome	8
4	Chief Executive's Address	10
5	Overview of Services	12
6	Cavan and Monaghan Education and Training Board Statement.....	14
7	Directors Reports	28
8	Report on Year Three of the CMETB Strategy Statement 2022- 2026	68
9	Annual Report on the Equality and Human Rights Public Sector Duty	92
10	Annual Report 2024 on Public Sector Energy Performance.....	94
11	Annual Report on the performance of obligations under the Official Languages (Amendment) Act 2021	98
12	Annual Report on Protected Disclosures.....	100
	List of Abbreviations	102

Clár na nÁbhar

1	Ráiteas Straitéise BOOCM 2022-2026	109
2	Spriocanna Straitéiseacha do 2022-2026	111
3	Fáilte an Chathaoirligh.....	112
4	Aitheasc an Phríomhfheidhmeannaigh	114
5	Forléargas ar Sheirbhísí	116
6	Ráiteas Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin	118
7	Tuarascáil na Stiúrthóirí.....	133
8	Tuarascáil ar Bhliain a Trí de Ráiteas Straitéise BOOCM 2022- 2026	177
9	Tuarascáil Bhliantúil ar Dhualgas Comhionannais agus Chearta an Duine na hEarnála Poiblí	204
10	Tuarascáil Bhliantúil 2024 ar Fheidhmíocht Fuinnimh na hEarnála Poiblí	206
11	Tuarascáil Bhliantúil ar fheidhmíocht oibleagáidí faoi Acht na dTeangacha Oifigiúla, (Leasú), 2021.....	210
12	Tuarascáil Bhliantúil ar Nochtaí Cosanta.....	212
	Liosta Giorrúchán	214

List of Tables

Table 1: Board Member Register of Attendance January – August 2024	20
Table 2: Board Member Register of Attendance August - December 2024	22
Table 3: Finance Committee Register of Attendance January – May 2024	24
Table 4: Finance Committee Register of Attendance June – December 2024	24
Table 5: Audit and Risk Committee Register of Attendance January – June 2024	25
Table 6: Audit and Risk Committee Register of Attendance July - December 2024	25
Table 7: Breakdown of CMETB School Enrolment 2024	28
Table 8: Enrolments of Ukrainian students in Cavan and Monaghan	31
Table 9: Music Generation Cavan and Monaghan sessions delivered in 2024.....	40
Table 10: Highlights for Music Generation Cavan and Monaghan 2024	40
Table 11: PEACEPLUS Programmes with Staffing numbers.....	45
Table 12: LCYP Creative Project Highlights 2024.....	46
Table 13: LCYP Creative Engagements 2024	46
Table 14: LCYP One Day Event Attendees	46

List of Figures

Figure 1: Vision, Mission and Values of CMETB.....	5
Figure 2: CMETB Values	6
Figure 3: Strategic Goals of CMETB.....	7
Figure 4: Organisational Structure of CMETB.....	12
Figure 5: CMETB Schools	13
Figure 6: CMETB Further Education and Training Services	13
Figure 7: Overview of Wider CMETB Services	14
Figure 8: Members of CMETB and Administration Staff September 2024	17
Figure 9 Members of CMETB and Administration Staff May 2025.....	18
Figure 10: CMETB Governance Structure	19
Figure 11: Breifne College was awarded the LIFT (Leading Ireland's Future Together) flag to increase the level of positive leadership.....	29
Figure 12: Coláiste Dún an Rí Students selected to represent Ireland at the SAGE World Cup in Tokyo.....	30
Figure 13: St Mogue's College students win sliver at the TY Intergenerational Awards at DCU	32
Figure 14: CMETB Students celebrating ETB Ethos in Rossmore Park	33
Figure 15: The winner of the ETB Week 2024 Irish Language Bursary Aoibhinn Ní Craoibhínn from Coláiste Oiriall	33
Figure 16 ETB Schools Ethos and Core Values	33
Figure 17: National Launch of ESOL QQI Level 1 and 2 Awards on 04 June 2024	35
Figure 18: CMETB Launch the Employer Portal: a resource for local employers in the region.....	37
Figure 19: Official Opening of the new Carrickmacross Youthreach premises	38
Figure 20: CMETB hosting the National Apprenticeship Awards	39
Figure 21: Music Generation Performance at the National Concert Hall, Dublin	41
Figure 22: Performance of Fairytale of New York Featuring the Whistlin' Donkeys	42

Figure 23: Monaghan Comic Con 2024	47
Figure 24: Spray paint mural - Include project Ballybay	
Figure 25: Eir fibre box project - Castleblayney	47
Figure 26: Unseen Ballyjamesduff Photography Project	
Figure 27: Belturbet sewing project	47
Figure 28: Minister Humphreys opens New Bike Track at Tanagh OETC	49
Figure 29: A 7-week Summer Camp for 7-16 year old	50
Figure 30 CMETB Administrative Organisational Structure	50
Figure 31 Contract signed for Gaelscoil Lorgan's new school in Castleblayney	61
Figure 32: CMETB Fossil CO2 target	94
Figure 33: CMETB Total CO2 Target.....	95
Figure 34: CMETB Energy Efficiency Target	95
Figure 35: CMETB Energy Usage 2024.....	96

1 Strategy Statement of CMETB 2022-2026



Figure 1: Vision, Mission and Values of CMETB

OUR VALUES

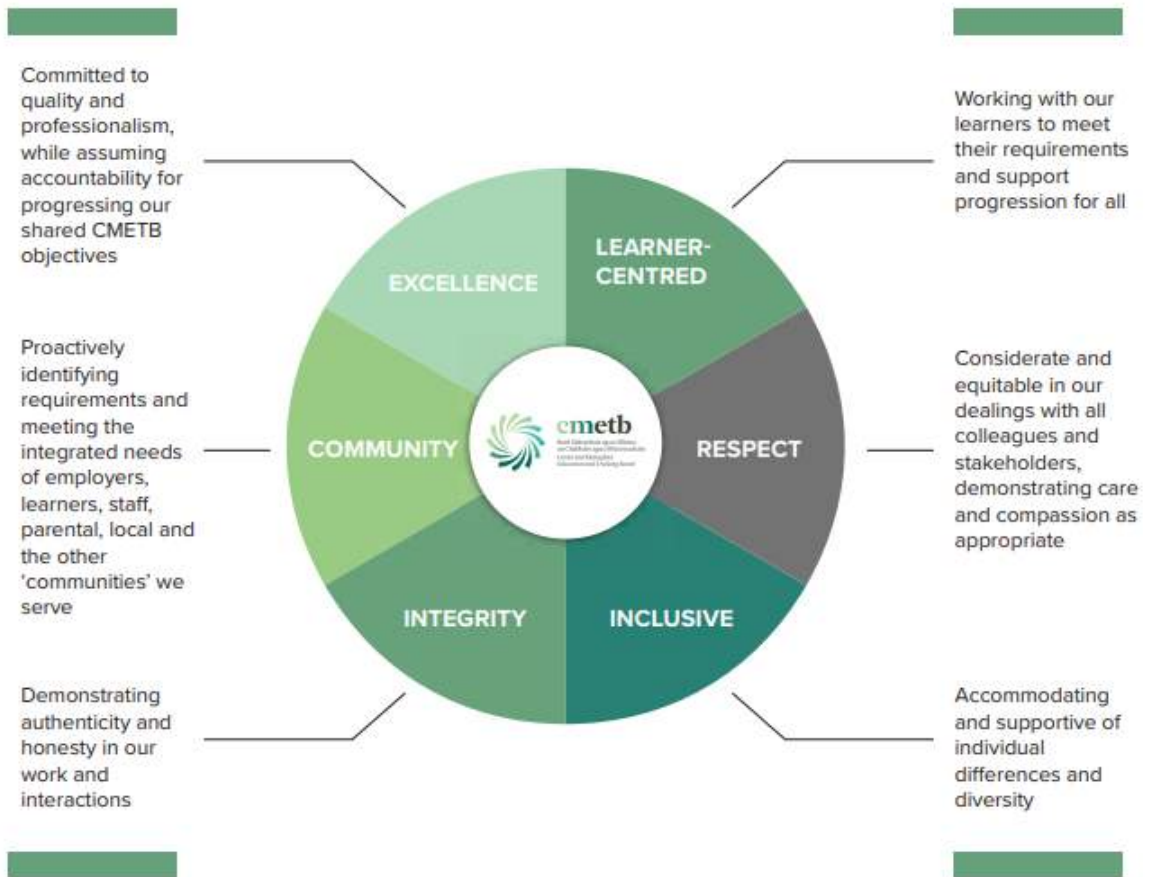


Figure 2: CMETB Values

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 2024.

CMETB is one of the biggest employers in Cavan and Monaghan with a significant workforce of 1,806 part-time and full-time staff providing crucial services to over 14,700 learners. Through our 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 2024 were:

- Excellent examination results achieved by students in all our schools.
- Participation and achievement of CMETB students in Sport, the Arts and in STEAM.
- The expansion of apprenticeships and training services across Cavan and Monaghan, including Renewable Construction Technologies and Solar System Implementation in Monaghan Institute.
- The continued progression of capital projects for both ETB schools/centres and non-ETB schools, including:
 - o The completion of the Milltown Apprenticeship Unit in Monaghan Town.
 - o Additional Modular accommodation across ETB schools in Cavan and Monaghan – Virginia College, Inver College, Carrickmacross and St Mogue's College, Bawnboy.
 - o Planning permission granted for major building projects at Beech Hill College, Monaghan, Castleblayney College, Coláiste Dún an Rí and Virginia College.
 - o The official opening of the new Carrickmacross Youthreach premises.
 - o Launch of Pump Bike track at Tanagh Outdoor Education and Training Centre.
 - o The signing of contracts and commencement of works on site for a new primary school for Gaelscoil Lorgan, Castleblayney.
 - o Non-ETB school projects in construction - Gaelscoil Eois, Clones and Rockcorry National School.

The above are only some highlights of the work undertaken by staff, students, learners and Board Members in 2024. As Chairperson my hope is that the year 2025 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 2024. This report provides an overview of the performance of CMETB in relation to its functions during the year and of the work carried out to implement the CMETB Strategy Statement 2022-2026. The core values from our Strategy Statement: Excellence, Learner-Centred, Community, Inclusive, Integrity, and Respect remain particularly relevant in informing our collective actions throughout the organisation.

There has been continued growth in student numbers across all CMETB schools, reflecting the high-quality education being provided across the region. We look forward to expanding our offering for the 2025/2026 academic year with the announcement of CMETB as patron of the new Monaghan Community Special School.

CMETB Further Education and Training (FET) Services continue to grow and provide education and training services throughout the region with the establishment of new apprenticeships and traineeships, adult education programmes and the progression of FET College of the Future in Cavan to the next approval stage.

Music Generation continued to provide quality music performance education for children and young people across the region, culminating in performances of the Cross Border Youth Folk Orchestra in the Guildhall in Derry and the National Concert Hall in Dublin.

In Q4 2024, CMETB had eight schools approved for the Department of Education's Schools Photovoltaic programme, which will assist in reducing energy costs and carbon footprint, in response to climate targets and in line with our Climate Action Roadmap. There was also a Green Devolved Capital Allocation received for further education from DFHERIS and SOLAS which will also support the implementation of energy and emissions reduction measures.

The Local Creative Youth Partnership (LCYP) grew and developed in 2024, providing over 50 creative programmes in out of school settings across Cavan and Monaghan for young people, especially those who are marginalised or experience disadvantage.

CMETB Youth Service was successful in applying for PEACEPLUS funding for three new projects, through SEUPB and both Cavan and Monaghan Local Authority Peace Partnerships. Additional staff have been employed to lead out on these projects in 2025.

During 2024 we worked to counteract the effects that global challenges have had on teaching, learning and wellbeing and navigated a rapidly evolving landscape, embracing change with a steadfast commitment to our mission. CMETB staff members have worked tirelessly, fostering collaboration, driving progress, and ensuring that we remain at the forefront of excellence.

Looking ahead, we are excited about the opportunities, and we are ready to build on our successes, strengthen our partnerships, and continue delivering impact in the region. I am grateful for the support of the CMETB Board Members, both our outgoing Board that served from 2019 to mid-2024 and the new Board that was established at the end of 2024, who have shown remarkable dedication to their work on behalf of all learners and stakeholders. I thank all who contributed in any way to this report and wish all staff and learners continued success in 2025.



Dr Fiona McGrath,
Chief Executive

5 Overview of Services

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

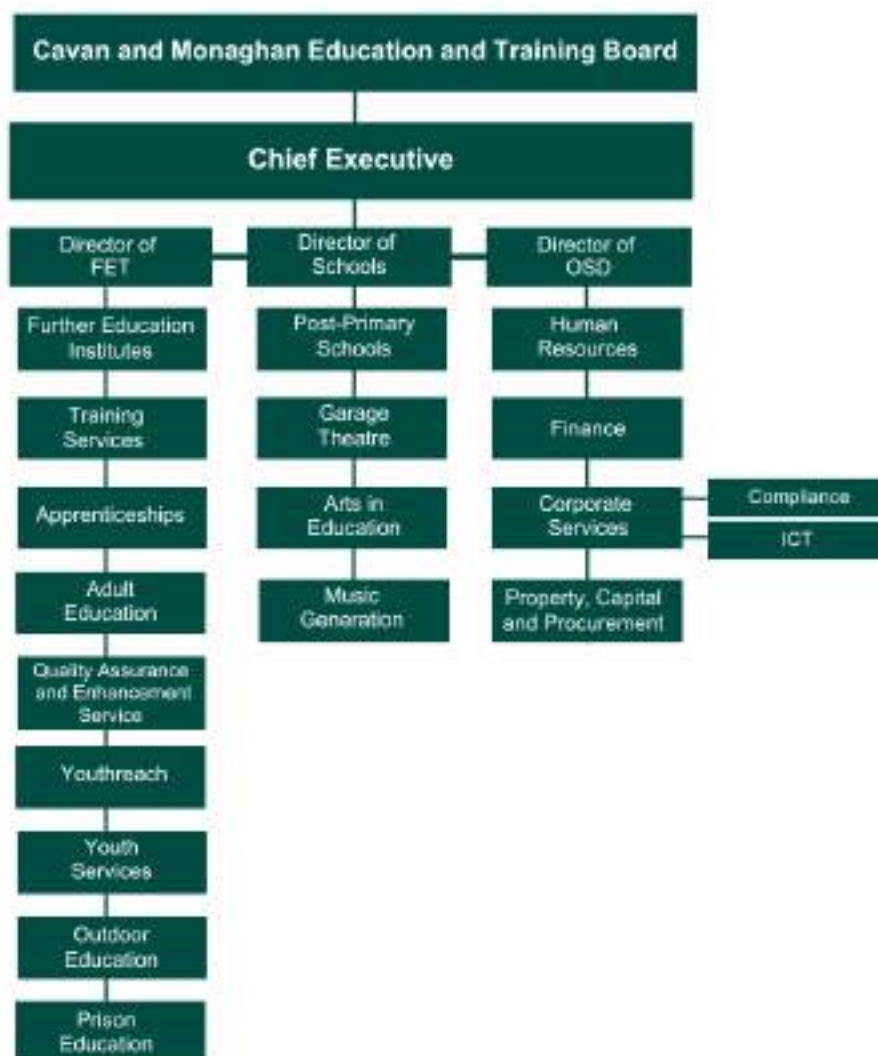


Figure 4: Organisational Structure of CMETB

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, Coordinators and Managers of these centres are responsible for their day-to-day management.

CMETB remains committed to the continuous improvement of its services in the context of the [Government of Ireland's Transformation of Public Services Programme](#) and

relevant strategy documents. CMETB worked on a number of key themes and initiatives during 2024 as outlined in the Directors Reports in Section 7.

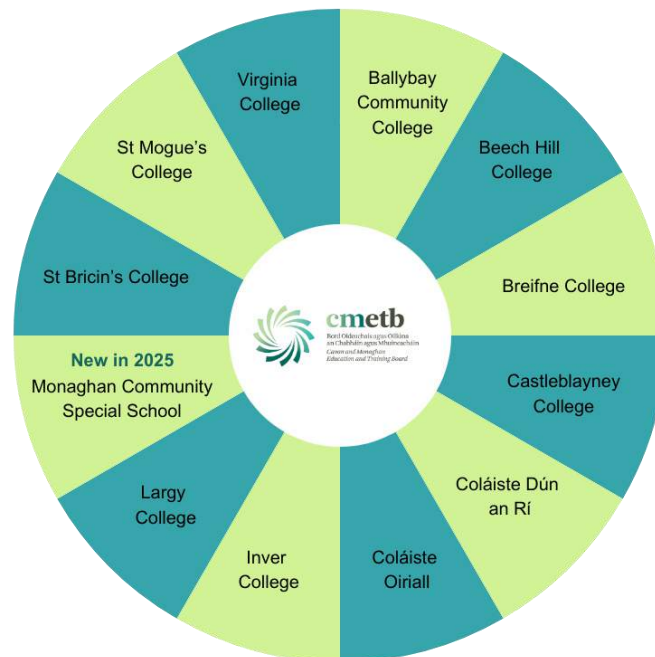


Figure 5: CMETB Schools

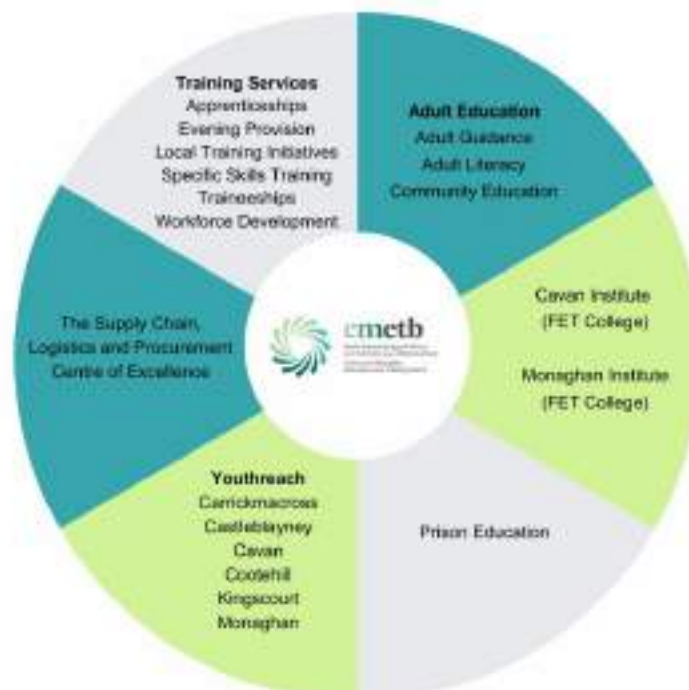


Figure 6: CMETB Further Education and Training Services

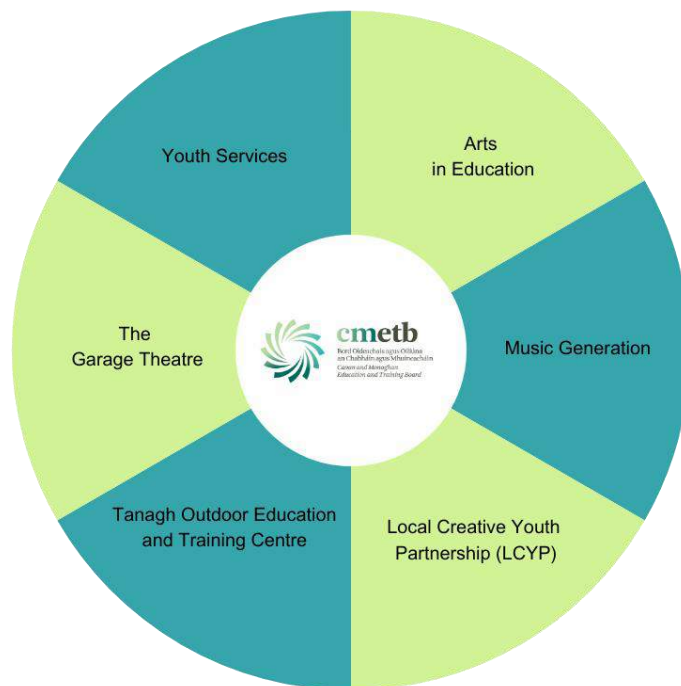


Figure 7: Overview of Wider CMETB Services

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 Circular 0083/2024, previously 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 0083/2024 “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 2024 the Board approved the following documentation:

- Adoption of the Annual Report for 2023.
- Financial Statements for 2023.
- Adoption of the Service Plan for 2024.
- 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 members¹ and has a formal schedule of functions reserved to itself under the Education and Training Boards Act, 2013. The reserved functions are supported by legislation and include policy, planning, monitoring and the adoption of the annual accounts/report. The ETB is supported by an Executive which is responsible for implementation of plans, day to day management and functions not reserved for the Board. An organisational structure with clearly defined authority levels and reporting structures is in place.

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

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

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.

Board membership: Diversity and Inclusion

As at 31 December 2024, the Board had 8 (38%) female and 13 (62%) male members, with no positions vacant. The Board therefore does not meet the Government target of a minimum of 40% representation of each gender in the membership of State Boards.

¹ Vacant Parent Representative (Female) in 2024

The following measures are planned to address and improve gender balance on this Board:

The Board does not have all-male or all-female membership. All nominating bodies were asked to provide a gender balance in terms of their representation on the Board. Both Monaghan County Council and Cavan County Council confirmed that all female councillors had been afforded the opportunity to seek nomination. If a vacancy arises on the Board during the current term, CMETB will request nominations from both Councils for a female nominee.

Chairperson and Deputy Chairperson:

- **Chairperson 2024/2025:** Cllr Carmel Brady (December 2024 –present)
- **Chairperson 2024/2025:** Cllr David Maxwell (September 2024 - December 2024)
- **Chairperson 2023/2024:** Cllr PJ O'Hanlon
- **Deputy Chairperson 2024/2025:** April Anna Barker
- **Deputy Chairperson 2023/2024:** Cllr Clifford Kelly

Chief Executive – Dr Fiona McGrath



Figure 8: Members of CMETB and Administration Staff September 2024



Figure 9 Members of CMETB and Administration Staff May 2025

Committees of the ETB

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

The **Audit and Risk Committee** is responsible for monitoring the executive in the carrying out of its functions and provides assurances to the ETB as to the adequacy and effectiveness of the internal control processes. The Audit and Risk Committee receives reports from management and the external and internal audit. The ETB receives minutes of meetings from the Audit and Risk Committee and has regard to its report in adopting a statement of internal control and approving the annual accounts.

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

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

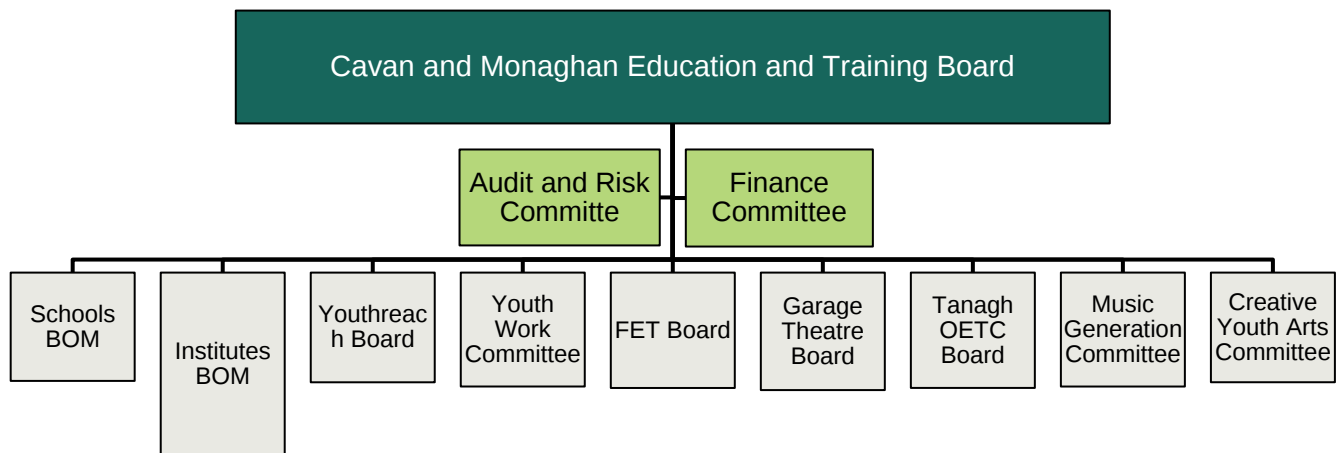


Figure 10: CMETB Governance Structure

Board Meetings 2024

During the year January to August **2024 Board** met on **five** occasions, with details of attendance outlined in the table below.

Table 1: Board Member Register of Attendance January – August 2024

Board Members Name	Nominating Body	Board Meeting 23.01.24	Board Meeting 20.02.24	Board Meeting 27.03.24	Board Meeting 14.05.24	Board Meeting 30.07.24	Total Meetings Attended
PJ O'Hanlon (Chairperson)	Monaghan County Council	x	x	x	x	x	5/5
Clifford Kelly (Vice -Chairperson)	Cavan County Council	x	x	x	x	x	5/5
Madeleine Argue	Cavan County Council	x	x	x	x	x	5/5
April Anna Barker	Restaurants Association of Ireland (Irish Hospitality Institute in co-operation with)		x	x	x		3/5
Carmel Brady	Cavan County Council	x	x	x	x	x	5/5
Aidan Campbell	Monaghan County Council	x	x	x	x		4/5
Colm Carthy	Monaghan County Council	x	x	x	x	x	5/5
Sean Conlon	Monaghan County Council	x	x	x		x	4/5
Rosena Donagh	Technological Higher Education Authority	x		x			2/5
Brendan Fay	Cavan County Council	x	x	x	x	x	5/5
Sean Fegan	ACCS/JMB/NAPD		x	x	x	x	4/5
Michelle Flynn	Staff Representative		x	x	x	x	4/5
Micheál Martin	Staff Representative	x	x	x	x	x	5/5
David Maxwell	Monaghan County Council	x	x	x		x	4/5

Martin McBreen	Down Syndrome Ireland	x	x	x		x	4/5
Joe McGrath	Foras na Gaeilge	x	x	x	x	x	5/5
Rory McMahon ²	Parent Representative (Male)			x	x	x	3/3
Sarah O'Reilly	Cavan County Council	x		x			2/5
Aine Smith	Cavan County Council	x	x	x		x	4/5
Patricia Walsh	Cavan County Council		x	x		x	3/5
Vacant	Parent Representative (Female)						

² The National Parents Council (NPC) nominated Rory McMahon (Male Parent Rep) to the CMETB Board. The appointment was approved by the Board at their meeting on 20 February 2024.

Board Meetings 2024: August – December 2024

From August to December **2024**, the **Board** met on **five** occasions, with details of attendance outlined in the table below.

Table 2: Board Member Register of Attendance August - December 2024

Board Members Name	Nominating Body	1 st Post Election Meeting 03.09.24	2 nd Post Election Meeting 03.09.24	Board Meeting 17.09.24	Board Meeting 12.11.24	Board Meeting 10.12.24	Total Meetings Attended
Carmel Brady (Current Chairperson)	Cavan County Council	x	x	x	x	x	5/5
David Maxwell (Chairperson Sep 24–Dec 24) ³	Monaghan County Council	x	x	x	x		4/4
April Anna Barker (Vice-Chairperson)	Restaurants Association of Ireland (Irish Hospitality Institute in co-operation with)			x	x	x	3/3
Winston Bennett ⁴	Cavan County Council			x	x	x	3/3
Damien Brady	Cavan County Council	x	x	x		x	4/5
Niamh Brady	Cavan County Council	x	x	x	x		4/5
Aidan Campbell	Monaghan County Council	x	x	x		x	4/5
Colm Carthy	Monaghan County Council	x	x	x		x	4/5
Seamus Coyle	Monaghan County Council				x		1/5
Brendan Fay	Cavan County Council	x	x	x	x	x	5/5

³ In December 2024 David Maxwell was elected to the Oireachtas and accordingly became ineligible as a member of CMETB Board and Committee's.

⁴ Cavan Co Council appointed Cllr W Bennett to the CMETB Board in September 2024, replacing Cllr Trevor Smith.

Lorraine Fealy	Staff Representative (Female)	x	x	x		x	4/5
Sinead Flynn	Monaghan County Council	x	x	x	x	x	5/5
Michelle Flynn ⁵	Parent Representative (Female)				x	x	2/2
Clifford Kelly	Cavan County Council	x	x	x	x	x	5/5
Irene McCausland	Technological Higher Education Association				x	x	2/3
Colm McCormick	Staff Representative (Male)				x	x	2/5
Frank McDermott	Aontas			x	x	x	3/3
Joe McGrath	National Association of Principals and Deputy Principals (NAPD)				x	x	2/3
Rory McMahon	Parent Representative (Male)		x	x	x	x	4/4
Peter McVitty	Irish Road Haulage Association			x	x	x	3/3
Aine Smith	Cavan County Council	x	x	x	x	x	5/5
Trevor Smith ⁶	Cavan County Council	x	x				2/2

⁵ The National Parents Council (NPC) nominated Michelle Flynn (Female Parent Rep) to the CMETB Board. The appointment was approved by the Board at their meeting on 12 November 2024.

⁶ Cllr T Smith attended the 1st and 2nd Post-Election meetings only. Due to lack of availability to attend Board meetings on Tuesdays Cavan County Council replaced him with Cllr W Bennett.

Finance Committee Meetings

Finance Committee Meetings: January – May 2024

During the year January to May 2024 the **Finance Committee** met on **three** occasions, with details of attendance outlined in the table below.

Table 3: Finance Committee Register of Attendance January – May 2024

Committee Members Name	Internal / External Member	Meeting 01.02.2024	Meeting 20.03.2024	Meeting 28.05.2024	Total Meetings Attended
Peter McGrath (Chairperson)	External Member	x	x	x	3/3
Insert Name (Vice - Chairperson)	n/a	n/a	n/a	n/a	n/a
Clifford Kelly	Internal Member	x	x		2/3
David Maxwell	Internal Member				0/3
Joe McGrath	Internal Member	x	x		2/3
Pat Treanor	External Member	x	x	x	3/3
Declan Woods	External Member	x	x	x	3/3

Finance Committee Meetings: June – December 2024

During the year June to December 2024 the **Finance Committee** met on **two** occasions, with details of attendance outlined in the table below.

Table 4: Finance Committee Register of Attendance June – December 2024

Committee Members Name	Internal / External Member	Meeting 11.10.2024	Meeting 05.12.2024	Total Meetings Attended
Joe McGrath (Chairperson)	Internal Member	x	x	2/2
Insert Name (Vice -Chairperson)	n/a	n/a	n/a	n/a
Cornelia Connolly	External Member	x	x	2/2
Hugh Farrell	External Member	x	x	2/2
Clifford Kelly	Internal Member	x	x	2/2
David Maxwell ⁷	Internal Member	x		1/1
Joe McCabe	External Member	x	x	2/2

⁷ David Maxwell was elected to the Oireachtas in December 2024 and accordingly became ineligible as a member of CMETB and the Finance Committee. His vacancy will be filled in 2025.

Audit and Risk Committee Meetings

Audit and Risk Committee Meetings: January – June 2024

During the year January to June 2024 **Audit and Risk Committee (ARC)** met on **two** occasions, with details of attendance outlined in the table below

Table 5: Audit and Risk Committee Register of Attendance January – June 2024

Committee Members Name	Internal / External Member	Date of Meeting 05.03.2024	Date of Meeting 12.06.2024	Total Meetings Attended
Ger Finn (Chairperson)	External Member	x	x	2/2
Insert Name (Vice -Chairperson)	n/a	n/a	n/a	n/a
Madeleine Argue	Internal Member			0/2
Sean Conlon	Internal Member	x		1/2
Sean Corcoran	External Member		x	1/2
Seamus Coyle	External Member			0/2
Sean Fegan	Internal Member	x	x	2/2
Michael Mulvey	External Member		x	1/2

Audit and Risk Committee Meetings: July – December 2024

During the year July to December 2024 the **Audit and Risk Committee (ARC)** met on **two** occasions, with details of attendance outlined in the table below

Table 6: Audit and Risk Committee Register of Attendance July - December 2024

Committee Members Name	Internal / External Member	Date of Meeting 03.10.2024	Date of Meeting 25.11.2024	Total Meetings Attended
Sean Conlon (Chairperson)	External Member	x	x	2/2
Insert Name (Vice -Chairperson)	n/a	n/a	n/a	n/a
April Anna Barker	Internal Member	x		1/2
Aidan Campbell	Internal Member	x	x	2/2
Hugh Farrell	External Member	x	x	2/2
Frank McDermott	Internal Member			0/2
Grainne McGann	External Member	x	x	2/2

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 2024. 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 2024 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 2024

The Annual Financial Statement for the year ended on 31 December 2024 is subject to audit by the Office of the Comptroller and Auditor General (C&AG) at the time of publication of the Annual Report 2024. 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.

7 Directors Reports

7.1 Schools

CMETB provided post-primary education to 6,235-students across 11 schools during 2024. There was an increase of 131 (2.1%) in the current year, with a projection of future growth in coming years. This represents another year of substantial growth in student numbers and secures an increased share of all students in the region attending a CMETB school. The growth in student numbers in our schools, at 37%⁸ since the establishment of CMETB in 2013, has been remarkable and reflective of our commitment to investment in enhancing the teaching and learning environment for our communities. The schools and details are:

Table 7: Breakdown of CMETB School Enrolment 2024

School	Address	Enrolment 2024	DEIS / Non DEIS
Ballybay Community College	Ballybay, Co. Monaghan	345	Non-DEIS
Beech Hill College	Monaghan, Co. Monaghan	891	DEIS
Breifne College	Cavan, Co. Cavan	893	DEIS
CastleblayneyCollege	Castleblayney, Co. Monaghan	412	DEIS
Coláiste Dún an Rí	Kingscourt, Co. Cavan	689	Non DEIS
Coláiste Oiriall	Cnoc an Chonnaidh, Muineachán	402	Non DEIS Gaelcholáiste
Inver College	Carrickmacross, Co. Monaghan	700	DEIS
Largy College	Clones, Co. Monaghan	500	DEIS
St Bricin's College	Belturbet, Co. Cavan	252	Non-DEIS
St Mogue's College	Bawnboy, Co. Cavan	307	DEIS
Virginia College	Virginia, Co. Cavan	844	Non-DEIS
Total		6,235	

⁸ The increase in student numbers since 2013 includes the establishment of a new Post-Primary School Coláiste Dún an Rí in 2016.

7.1.1 School Leadership

During 2024 CMETB appointed the following Deputy Principals to CMETB Schools:

School	Position	Appointment
Coláiste Dún an Rí	Deputy Principal	Mary McMahon
Inver College	Deputy Principal	Pauric Finnegan



Figure 11: Breifne College was awarded the LIFT (Leading Ireland's Future Together) flag to increase the level of positive leadership

Child Protection

CMETB schools continue to ensure that the Department of Education Child Protection Procedures for Primary and Post-Primary Schools (revised in 2023) are implemented in an effective and efficient manner. Each school developed and maintained a Child Safeguarding Statement and associated risk assessment document and ensures that all relevant staff avail of core CPD in child protection. Teachers continue to avail of CPD provided by Oide, the Professional Development Service for Teachers (formerly 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 with their board of management. 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.

Child Protection Inspections continue across all schools and learnings from these inspections are shared among School Leaders.

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.

A new online recruitment system was implemented in 2024, with teacher advertisements being placed on the new website www.careers.cmetb.ie which has now been expanded to all roles throughout the ETB.

CMETB has engaged in robust teacher recruitment campaigns and has recruited teachers earlier than previous years to maximise availability for interviews and to ensure timely engagement with new teachers on all aspects of their employment.



Figure 12: Coláiste Dún an Rí Students selected to represent Ireland at the SAGE World Cup in Tokyo

CMETB Response to the war in Ukraine

The Cavan Monaghan ETB REALT programme continue to assist Ukrainian and IPAS students from age 4 to 18 in enrolling in primary and post-primary schools. At the end of 2024 there were 617 children successfully placed in schools (primary and post-primary) in the Cavan and Monaghan area.

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

Table 8: Enrolments of Ukrainian students in Cavan and Monaghan 2024

County	No of Primary Students	No of Primary Schools	No of post-primary students	No of post-primary Schools	Total number of enrolments
Cavan	329	33	146	11	475
Monaghan	76	19	66	10	142
Total	405	52	212	21	617

Inclusion

CMETB has taken a proactive approach to working with the National Council for Special Education (NCSE) to plan timely provision of Autism Spectrum Disorder (ASD) classes in the region. CMETB continues to plan for appropriate provision for special education in conjunction with NCSE.

Provision mapping data collection was completed in all schools as well as CPD support. A provision mapping lead is also in place in all schools. A forum has been established for SENO and ASD lead teachers which include appropriate CPD opportunities.

CMETB has also committed to supporting the ASD classes by establishing an Inclusion working group and a forum for teachers in ASD classes. CMETB has advanced Special Educational Needs (SEN) provision mapping under the guidance of Dr Johanna Fitzgerald in all schools in 2024. In addition, CMETB's ASD teachers network linked with the local Education Centre to provide for additional resources for older ASD learners under the Reach Fund Initiative. Reach funding has assisted learners to prepare for life and work outside of school.



Figure 13: St Mogue's College students win sliver at the TY Intergenerational Awards at DCU

Furthering the commitment to inclusive education, in late 2024 CMETB was granted patronage by the Department of Education of the planned new Monaghan Community Special School. This will be the first dedicated special school in the county, catering for children with autism and complex learning needs and children with complex learning needs up to the age of 18. Monaghan Community Special School is expected to open for the 2025/2026 academic year.

CMETB offers Polish as a modern foreign language to students using a blended learning approach. Smaller numbers of students from across different schools learn both online and face to face. In 2024, a total of 29 students took Polish for Leaving Certificate. This programme is in partnership with the Post Primary Languages Ireland. Two Polish days were celebrated in participated schools on 16 and 23 January 2024.

Ethos

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

A CMETB Ethos Team has been set up and a number of online TEAMS meetings were held in 2024. All resources are shared on this platform, for example, PowerPoint presentations, inserts for school journals, competition and award ideas. Our Ethos Co-ordinator organised a celebration of Ethos in our ETB schools during ETB Week 2024 by hosting a communal hike in Rossmore Park with participation from all 11 schools.



Figure 14: CMETB Students celebrating ETB Ethos in Rossmore Park

Three schools (Beech Hill College, St Bricin's College and Castleblayney College) are teaching the Identity and Multi-Belief and Values curriculum to first year classes.



Figure 15: The winner of the ETB Week 2024 Irish Language Bursary Aoibhinn Ní Craoibhínn from Coláiste Oiriall

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



Figure 16 ETB Schools Ethos and Core Values



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 several progression opportunities from FET programmes into higher education (for example, Universities and Institutes of Technology/Technological University programmes).

CMETB FET comprises five distinct services:

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

CMETB FET Service is diverse and far reaching with certified and uncertified full and part time provision spanning urban and rural communities across the two counties.



Figure 17: National Launch of ESOL QQI Level 1 and 2 Awards on 04 June 2024

In 2024, CMETB FET Centres and Services made significant advances and progress across a range of initiatives and developments.

Monaghan Institute and Cavan Institute became partners on the South-East HE/FE/Industry Cross-Border Alliance (SECBA) PEACEPLUS project aimed at improving the South-East Region of Ireland by addressing the skills gap between education and the needs of local industries. The project secured over €9 million PEACEPLUS funding and will focus on skills development through partnerships with Dundalk Institute of Technology (DkIT), Southern Regional College, Monaghan Institute, and Cavan Institute. This initiative spans four years and includes education from Levels 4 to 9, bridging courses, and work-based learning.

Monaghan Institute established an advanced entry route with DkIT's School of Business and Humanities, allowing Business Studies students to progress into Year 3 and Year 4 of the four-year Level 8 degree. Cavan Institute progressed a BA(Hons) in Social Care Practice new tertiary programme in partnership with Atlantic Technological University set to begin in September 2025.

2024/2025 learner recruitment was strong in Cavan Institute, with over 1,000 full-time learners and over 300 night-school learners registered. Monaghan Institute expanded its course offerings in areas such as Speech and Language Therapy,

Computer Systems and Networks, Post-Primary Special Needs Assistant, and Renewable Construction Technologies.

Erasmus projects were undertaken in both Institutes. A two-week Erasmus+ work placement in the Netherlands provided Monaghan Institute Software Development and Engineering Technology students with invaluable experience, exposing them to cutting-edge environments. In Cavan Institute, placements to Malta and Estonia provided 25 learners with valuable learning opportunities.

Adult Education services engaged approximately 7,500 learners despite funding constraints. The Reach Fund allocated approximately €130,000 which supported various community and youth projects. The Adult Literacy Innovation and Collaboration Fund allocated €41,000 for diverse initiatives, including driving simulators and AI programme writing.

2024 saw the introduction of a new project – 'The Journey' Podcast Series - sharing a diverse range of FET learners' stories. This was released by the Adult Guidance team and garnered approximately 500 listens per episode.



Figure 18 Launch of "The Journey Podcast"

Training Services saw considerable growth in registered apprenticeship employers and apprentices, At the end of 2024 CMETB was providing for 405 employers and 1,046 apprentices.

Evening school numbers increased to 350 learners attending 32 part-time courses. New Employment and Training Expo events in Cavan and Monaghan attracted over 70 employers and 300 public attendees. An Employers Portal was also developed and is a key online link between employers, CMETB, learners and job seekers.



Figure 19: CMETB Launch the Employer Portal: a resource for local employers in the region

The FET into Schools initiative saw increased participation, with 423 second level students completing several training skill workshops across Cavan and Monaghan. In addition, the Supply Chain, Logistics and Procurement (SCLP) into Schools programme was delivered to approximately 450 Transition Year and Leaving Cert Applied students in Cavan and Monaghan schools in 2024.

The Supply Chain, Logistics & Procurement Centre of Excellence (SCLPCE) continued to offer popular courses such as HGV Professional Driver Traineeships, Rigid, Artic and Bus/Coach driving (Full and Part Time), Purchasing and Procurement, Logistics and Distribution, Supply Chain Operations, Fork Truck Training, Digital Assisted Eco Driving, Freight Forwarding and International Trade. Over 250 learners obtained professional driving licenses, addressing the severe driver shortage in the industry.

CMETB specific skills training continued to grow from strength to strength in 2024 with significant demand for engineering and construction programmes on offer. New programmes included City and Guilds Drylining, Lantra Underground Heating and Comp TIA stackable qualifications in the area of cybersecurity. Specific skills training

also worked alongside CMETB Workforce Development to provide Metal Inert Gas (MIG) welding classes to several local companies in Cavan and Monaghan.

Quality Assurance and Enhancement Services (QAES) developed and secured validation for 17 new awards across a variety of subject areas. Blended Learning and Recognition of Prior Learning strategies were also developed, and Learner Voice initiatives engaged many learners through surveys (1,255 learners) and forums (397 learners).

Youthreach benefitted from the opening of two alternative premises for the centres in Carrickmacross and Kingscourt, enhancing the learning experience. Successful Erasmus funding applications facilitated Youthreach staff and learner mobilities. The SENI initiative piloted learner mentoring in two centres, proving successful with recommendations for expansion.



Figure 20: Official Opening of the new Carrickmacross Youthreach premises

Overall CMETB FET data and target attainment were strong. CMETB recorded 9,760 distinct learners and 15,977 beneficiaries in 2024. The Strategic Performance Agreement attainment rates were impressive, with the majority of targets attained/exceeded.



Figure 21: CMETB hosting the National Apprenticeship Awards

Capital projects were also progressed in 2024. The Milltown premises was completed thereby providing three additional apprenticeship workshops. Ongoing upgrade works were undertaken at all Centres.

Finally, at the end of 2024, CMETB received very welcome news that its sizeable submission in respect of a new College of the Future for Cavan was successful in progressing to the next stage of approval. This will be a priority project in 2025/26.



Dr Linda Pinkster, Director of Further Education and Training

7.3 Wider CMETB Services

Music Generation

Music Generation Cavan and Monaghan have delivered long term programmes to over 3,264 Children and Young People (CYP) weekly both in schools and in the community. Music Generation Cavan and Monaghan engaged 12,048 CYP in performance music programmes in 2024.

Table 9: Music Generation Cavan and Monaghan sessions delivered in 2024.

Number of primary schools in which weekly sessions were delivered	37
Number of childcare settings in which weekly sessions were delivered	2
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

Table 10: Highlights for Music Generation Cavan and Monaghan 2024

Music Generation Summer Hub Showcase as part of Cruinniu na nÓg in partnership with Cavan County Council and Monaghan County Council.	Trad Hub offering Uileann Pipe, Harp, Tin-Whistle and Fiddle Programmes Featuring House of Spooky Tunes.	Music on Wheels Tour.
School Hubs in Beech Hill College and Inver College offering Drums, Guitar, and Keyboard programmes.	Junior and Senior Harp Ensemble programme.	Tradoodle Big Band Programme.
'A Deep Ravine - Cross Border Youth Folk Orchestra in the Guildhall Derry and the National Concert Hall Dublin.	Lullaby Leaf programme in partnership with Ceol Connected.	Fairytale of New York collaboration with 'The Whistlin Donkeys'.
Come Sing With Us - Junior Choir and Senior Choir.	Late Late Show St Patrick Day's Special.	Tionol Festival in Laois Music Generation Weekend.
All Ireland Fleadh Performance with Tradoodle Big Band.	Music Generation 10 Year Celebrations.	National Childhood Day and Songbirds Stories
National Harp Day and Ed Reavey Festival Cavan.	Féile Oriel Performances.	World Fiddle Day.
Culture Night – NASC'24 Performance in the Garage Theatre.	Cottage Christmas Market Performances.	Harp Tour – The Celebration of Eoin Roe.

A Deep Ravine: Reflections on a Divided Ireland

The performance of **A Deep Ravine: Reflections on a Divided Ireland** by Music Generation Cavan/Monaghan highlighted the vital role of partnerships with organisations and funders in achieving ambitious projects. These collaborations were instrumental in elevating the production, enabling us to bring it to two of Ireland's most prestigious stages in 2024: The Guildhall in Derry and the National Concert Hall in Dublin.

Building on the success of its premiere at the Spiegeltent at Hilton Park, Clones, Co Monaghan in 2023, the opportunity to perform A Deep Ravine again extended the project's lifespan and deepened its artistic impact. Each performance showcased the remarkable growth in musicianship among our young performers, allowing them to refine their artistry with every stage they graced. Both events exceeded expectations, attracting new and diverse audiences while celebrating the exceptional talent and dedication of our young musicians. These performances represent one of our proudest achievements as an organisation.



Figure 22: Music Generation Performance at the National Concert Hall, Dublin

For the young musicians involved, this experience was transformative. Their dedication and passion shone brightly as they delivered a performance of outstanding quality, blending technical skill with emotional depth. It was a moment of immense pride, elevating their artistry and confidence. Many have since expressed a renewed sense of purpose and ambition, inspired by the possibility of future opportunities in music.

The production has been widely recognised for its powerful storytelling and artistic excellence, sparking conversations about future collaborations and even international performances. Beyond the stage, the experience has profoundly influenced the young performers, helping them develop not just as musicians but as artists capable of deeply connecting with their audiences.

This project has not only inspired our young people but also raised the profile of Music Generation Cavan/Monaghan, fostering a strong sense of pride in our communities and underscoring the transformative power of music.

Fairytale of New York – Christmas Video Collaboration

This festive collaboration was a highlight of the year, uniting the talents of Music Generation Cavan/Monaghan's young musicians with the renowned Irish band, The Whistlin' Donkeys. Over 142 children from our choirs and ensembles participated in a single, unforgettable video production that celebrated community and partnership across all our programmes. Performing alongside a band many of the children idolise was a dream come true. The Whistlin' Donkeys' warmth and encouragement fostered teamwork and inclusivity, strengthening the bonds between participants. Older students acted as role models, inspiring younger musicians and reinforcing the supportive environment that defines our programmes.



Figure 23: Performance of Fairytale of New York Featuring the Whistlin' Donkeys

This initiative also provided an invaluable learning experience. The children witnessed the full process of bringing a music video to life, from arrangements and rehearsals to professional recording and video production. For many, it was their first glimpse into the behind-the-scenes world of music production, broadening their understanding of performance artistry. The project left a lasting impact, creating

cherished memories and deepening the children's love for music. It was a powerful demonstration of the strength of our programmes and music's ability to unite, inspire, and bring people together as one.

Theatre

The Garage Theatre hosted two full programmes of events during the year, with over 80 shows performed during the Spring/Summer and Autumn/Winter offerings, which were well attended. The Winter Theatre Season started on a high with the world premiere of Pat McCabe's new play **Little White Lies**. It opened on 01 November 2024, as the Pride of Place All Ireland Event being hosted in Monaghan, in conjunction with Monaghan County Council. **Little White Lies** went on to run the following week to sold-out shows and standing ovations.

The Garage Theatre is now home to 160 Youth Theatre members and provides weekly workshops for four different groups of Youth Theatre members. During the holidays at Easter, Summer and Halloween, drama camps were full.

The Garage Theatre also delivers a three-day Professional Arts service per week to the HSE Disability Services. The Café in the Garage Theatre opens daily to support the catering needs of Monaghan Institute and Coláiste Oiriall.

The Garage Theatre 3-year Strategic Plan 2024-2027 was completed and published in 2024 and is available on the Garage Theatre website

<https://www.garagetheatre.com/>

In addition, the Theatre, Rehearsal Room and Art Studio were hired out regularly for conferences, art classes, dance classes and meetings in 2024.

Youth Services

The Department of Children, Equality, Disability, Integration and Youth (DCEDIY) provided a 2% baseline increase to CMETB for the Youth Work Grant (previously known as the 'Youth Work Function') for 2024 and provided a 2% baseline increase for each of the staff led projects funded under the UBU Your Place Your Space Scheme and the Youth Information Centre (YIC) Scheme. Other scheme funding administered by CMETB was the Local Youth Club Grant Scheme Allocation, Resilience and Effectiveness, Integration Grant and a Targeted Youth Employability Initiative. External community and youth organisations were supported to engage and receive funding under the Reach Fund (formally known as Mitigating Educational Disadvantage Scheme). The work contributed to Youth and Community groups across Cavan and Monaghan receiving grants to support those young people in their centres who are 'hard to reach', 'marginalised' and most distant from education'.

2024 saw the continued roll out of the Planet Youth Initiative, with Youth Services implementing the Planet Youth Leisure Time Activities across the region with primary Schools, post-primary schools and Youth Services. Leisure Time opportunities were provided to young people in their school environment outside of school hours, providing taster opportunities for all and removing barriers to their participation in programmes, such as transport considerations, fee's, facilitators costs, food and so forth. Funding was secured locally from the Cavan Monaghan Healthy Ireland Programme, Sláinte Care, Sports Partnership, Cavan and Monaghan Children and Young People's Services Committees.

Assessment of Governance and Compliance in Youth Services

One of the national organisations in receipt of DCEDIY funding through CMETB completed our Youth Services Governance and Compliance Checklist in 2024. This exercise assists CMETB in ensuring that all grant recipients are compliant with their funding obligations as well as being compliant with the relevant legislation, circulars, Codes of Governance and the SLA that has been signed with CMETB.

PEACEPLUS Programme

2024 was an extremely busy year in the planning and development of SEUPB PEACEPLUS programmes. CMETB Youth Services are involved as 'Lead/Partner' in three PEACEPLUS Programmes – one directly via Open Calls to SEUPB and two via Local Authority PEACE Partnerships. 2024 saw the recruitment of seven youth staff via the Journeys Programme.

Table 11: PEACEPLUS Programmes with Staffing numbers

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

Youth Service Audit

In 2024, an audit was carried out by the IAU-ETBs on the CMETB Youth Services. This was to analyse and test the services processes and controls. An adequate opinion was received in the audit report and recommendations made are being actioned.

Local Creative Youth Partnership

The Local Creative Youth Partnership (LCYP) is a programme initiated by Creative Ireland and is a Government-led initiative aimed at promoting creativity and cultural participation across Ireland. The objective of Cavan Monaghan LCYP is to create programmes that respond to the needs, interests, and experiences of young people in 'out of school' settings, with a particular focus on those who are marginalised or experience disadvantage, to support them to act as change agents within their local communities. Young people themselves are at the heart of developing and implementing opportunities to engage in creative activities which are limitless - everything from traditional and visual arts to coding and tech. The target age range for Cavan Monaghan LCYP focuses on young people aged 0-24 years. In total, over 50 small and large-scale projects took place in Cavan and Monaghan during 2024 and engaged over 2,000 children, young people, guardians and family members.

Table 12: LCYP Creative Project Highlights 2024

Belturbet Vaping Project	Musical Tots
Ballinagh Community Project	LGBT Gonzo Forum Theatre
Wholesome Wellness Journal Project	Dangers of Tik Tok - Tusla/Foróige Group
Include Fairy Forest	Belturbet Sewing Project
Mad Hatters Tea Party	VEX Robotics Competition
St Felim's Woodworking Project	Merchants Quay Ireland Cavan
Focus FRC Youth+ Group	Workshops for Youth Practitioners and Creatives
Youth Fest	Monaghan Comic Con

Table 13: LCYP Creative Engagements 2024

	Number of Participants Engaged	Number of Projects	Number of Exhibitions/Showcases	Number of Artists/Creatives Engaged
Cavan	472	35	8	19
Monaghan	292	16	5	12
Total	764	51	14	31

Table 14: LCYP One Day Event Attendees

	Event Attendees
Monaghan Comic Con	900
Youth Fest	250
Colouring Competition	120
Total	1,270



Figure 24: Monaghan Comic Con 2024



Figure 25: Spray paint mural - Include project Ballybay Castleblayney



Figure 26: Eir fibre box project -



Figure 27: Unseen Ballyjamesduff Photography Project



Figure 28: Belturbet sewing project

Tanagh Outdoor Education and Training Centre

Visitor Numbers

Tanagh Outdoor Education and Training Centre (TOETC) hosted 8,243 visitors for Outdoor Programmes and Services in 2024 and turned away 9,000 circa visitor days during peak season as the Centre had reached maximum capacity.

Events and Activities

Alongside the range of Outdoor Programmes delivered for schools, colleges, youth groups and sports clubs the Centre also delivered several Community Outdoor Activity events throughout 2024 including:

- A heritage Canoe Paddle for Cootehill Women's Shed members – funded through the Age and Opportunity programme (which promotes physical activity for older people).
- A 7-week Summer camp programme for 9-16 years olds.
- A 3-day Inclusion Summer Camp (part funded through Cavan Sports Partnership) in August 2024.
- A number of [Her Outdoors](#) events in August 2024 alongside Cavan and Monaghan Sports Partnerships to celebrate and encourage females of all ages to enjoy the benefits of being outdoors.
- A Dartrey Heritage bike trail for older people to coincide with National Bike week in May 2024.

Centre Developments

Building and maintenance developments at TOETC in 2024 included:

- Full upgrade to the kitchen and utility room making these spaces fully compliant with commercial kitchen compliances.
- Pump Bike track was officially launched by Minister Heather Humphries in April 2024.
- Upgrading and maintenance of facilities through 2024.



Figure 29: Minister Humphreys opens New Bike Track at Tanagh OETC

Updated equipment

The centre continued to invest in equipment in 2024 to include new wetsuits, canoe paddles, canoe helmets, buoyancy aids and an auto mower.

Broadband

National Broadband Ireland installed fast fibre connectivity to the centre in July 2024.

Blueway Accreditation

The Centre continues to work alongside Monaghan County Council towards the progression of a Blueway accreditation for the Dromore river and lakes system.

Energy Audit

An Energy Audit of the Centre (SI426) was completed.

Staff Training

Staff continued to upskill throughout 2024 to include:

- Hazard Analysis and Critical Control Point (HACCP) training for Kitchen staff.
- Pump Track Bike skills training for Instructors.
- Climbing Tower training for New Entrant Instructors.
- Biodiversity Training for Instructors.
- Stand Up Paddle board skills for new entrant Instructors.



Figure 30: A 7-week Summer Camp for 7-16 year old

7.4 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 in Market Street, Monaghan and the sub-office is in Church View Square, Cavan. The Administrative functions are delivered through a four-pillar structure, comprising Human Resources, Finance, Corporate Services and Property, Capital and Procurement. Each Section is overseen by an APO, who reports to the Director of Organisation, Support and Development (OSD).



Figure 31 CMETB Administrative Organisational Structure

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

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

CMETB Strategy Statement 2022-2026

2024 was the third year of the CMETB Strategy Statement 2022-2026. The Strategy Statement sets out CMETB's priorities and aims over five years and is highlighted in the Vision for CMETB: **Empowerment through Learning and Progression for All.**

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

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

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

7.4.1 2024 update

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

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

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

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

Despite the challenges in the global economy, considerable progress was made towards CMETB's extensive building programme during 2024, as outlined in Capital on page 58. 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 areas necessary for staff and management, equipping them with the required skills and knowledge to drive our organisation forward in a rapidly changing business landscape. A CPD programme was rolled out to all administrative staff. The ICT CPD programmes covered a range of Microsoft modules and were delivered online, assisting the ETB in achieving its objective in relation to training.

Corporate Governance Compliance

The primary legislation governing ETBs is the Education and Training Boards Act, 2013. Department of Education Circular Letter 0083/2024, "The Code of Practice for the Governance of Education and Training Boards", whilst setting out guidelines in certain situations, should be 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 always governed by these standards, in letter and in spirit.

With the conclusion of the Local Elections in Q3 2024, a new Board was established in CMETB. This Board will adhere to Circular Letter 0083/2024 and CMETB will continue to provide governance training and support to the members of the new Board. In Q4 2024 the Board undertook the process of self-evaluation, as required under the Code of Practice.

In Q1 2024, 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 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 new Code of Practice for Governance of ETBs (Circular Letter 0083/2024) was issued by the Department of Education in November 2024. CMETB carries out a self-audit review of compliance with the Code, using a tool developed in conjunction with IPB.

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 2024. 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 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 2024 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 0083/2024). 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 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.

In 2024, CMETB received eight (8) requests for information under the FOI Act. Of these, five requests were for non-personal information made by journalists, interest group members and members of the public. The types of non-personal information requested were information on tender and procurement processes, planning applications, and records on financial spending and statements. A summary of the requests received (Disclosure Log) is published on the CMETB website as part of the FOI Publication Scheme.

Data Protection

The EU General Data Protection Regulation (GDPR) has been in place since 25 May 2018. CMETB has policies and procedures in place that comply with GDPR. These policies and procedures are reviewed regularly. Throughout 2024 work continued developing data processing and data sharing agreements with third parties, including other Public Service Bodies. The Data Protection Officer (DPO) continued to provide support to management and staff on their responsibilities under GDPR.

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

In 2024 four (4) data breaches were notified to the CMETB DPO. These breaches were deemed low risk for the data subjects, most involved clerical errors leading to loss of control of personal data. In the case of two of these data breaches it was deemed necessary to make a report to the Data Protection Commission. These breaches were managed within the GDPR legislation and corrective action was implemented.

Infrastructure Guidelines

CMETB reaffirms its commitment to meeting all requirements relating to relevant aspects of the Infrastructure Guidelines, formerly known as the Public Spending Code, and confirm that following a review of same, CMETB are satisfied that in 2024 the Board adhered to the relevant aspects of the Guidelines.

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

During 2024 CMETB administrative staff continued to provide support for the ETB and its committees, including Boards of Management.

ETBI provided a suite of governance training and CMETB will continue to provide training and support to the Board and Committees. In 2024, ETBI organised a phased schedule of Governance Training sessions with the IPA, funded by the DE.

Phase 1 for Board Members took place in October 2024. Phases 2 and 3 are scheduled for 2025. Additionally, CMETB will arrange training with the IPA for the Audit and Risk and Finance Committees in 2025. 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 1,162 full time staff and 644 part-time staff. During 2024, the reassignment of staff on both a temporary and permanent basis to areas of critical need ensured the continued delivery of key services.

Recruitment

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

A new eRecruitment system was implemented in Q1 2024 and was used successfully during the summer recruitment process. By the end of 2024, the system was fully implemented for all posts throughout the ETB.

A promotion video is located on the CMETB website promoting ETBs generally 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' and 'careers.cmetb.ie' website and promoted through the CMETB social media channels. The necessary skillsets are identified to deliver organisational excellence and to enhance capacity to adequately meet new and evolving challenges.

In 2024, interviews were held online through Microsoft TEAMS and in-person where appropriate to the role. Selection Board members received the necessary training, and full assistance was provided for interviewees to ensure interviews ran smoothly.

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

Training

CMETB provided the following training courses to administration staff during 2024:

- Cyber Security Awareness including Phishing Awareness
- IT Training covering a range of Microsoft modules
- Superannuation (SPSPS) Training to the CMETB Pensions team
- Green Skills - Energy & You Reduce your Use
- DCM Learning modules including:
 - o Lean White Belt
 - o Women in Leadership - The Pursuit of Leadership
 - o Business Writing/Emails
 - o Reports and More
 - o Management/Managing Former Peer
 - o Breaking Bad Habits - How to make lasting changes
 - o Bias Free Recruitment Processes
 - o Mental Health Champion
- Finance Shared Service system training including Power BI reporting and P2P delivered by ESBS
- Equality and Diversity training
- FOI training for Decision Makers
- Public Spending Code
- ETBI Training, including
 - o ISMS Workshop
 - o Contact Person Training
 - o Bullying Prevention & Resolution Training, Employment Law
 - o Governance Training
- Fire Warden Training
- Public Service Apprentice Symposium
- Accessibility Awareness NDA online workshop

- NALA - Leading a culture of Plain English in your Organisation
- Display Screen Equipment (DSE) Awareness Training
- Middletown Centre of Autism- Autism and Communication
- SEAI training including Energy Metering, Measurement and Verification and Grants
- Green Public Procurement

ICT

In 2024, CMETB continued the project towards a cloud-first strategy, enhancing security posture in terms of our Business Continuity Plan (BCP), Disaster Recovery scenarios and our backup solutions.

CMETB uses Microsoft TEAMS which is a collaboration tool enabling 'staff to staff' and 'staff to student' and 'organisation to external' collaboration. This is a very powerful communication tool, and it continued to be used in 2024 across the CMETB scheme. We continue to leverage this platform securely to allow the continuity of service to be maintained in the Schools, FET Centres and Administration Offices which was vital.

Security is now to the forefront in our decision making around ICT delivery. In 2024 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 penetration testing, a certificate of insurance for Cyber Essentials and staff awareness and cyber security training on an ongoing basis. CMETB continued to utilise SOC/SIEM for 24/7 monitoring of our estate and leveraged EDL (External Dynamic List) to highlight known malicious and high-risk IP addresses. CMETB have a uniformity of type in terms of our Firewall Infrastructure thus minimising administration overheads. The delivery of these strategies is predicated on our secure and reliable ICT infrastructure, one that can also deliver administrative efficiencies. To facilitate the importance of security and the future scalability of our infrastructure we are utilising cloud to support our Office 365 estate. This platform based on Microsoft is supporting our business-critical applications. We have updated critical staff with A5 Licencing.

We strive to create a secure environment that maximises the benefits of Generative AI (GenAI) for CMETB, ensuring the use of industry-standard, safe GenAI applications. CMETB is committed to utilising this rapidly growing technology to enrich the learning experience.

In 2024, CMETB continued to progress the ISMS project, in preparation to reach Cyber Security Baseline Standards in the sector.

CMETB are in the process of transition to VOIP, leveraging the TEAMS platform for telephone, with a plan to rollout across schools and centres. This lends itself to our cyber security posture and aligns us with our BCP requirements.

CMETB ICT department currently supports over 1,800 staff and approximately 14,700 students and adult learners daily across all our schools and education centres in the Cavan and Monaghan region. CMETB ICT department also provides support to the various applications and systems that users require to carry out their work.

CMETB continues to progress the use of IT in all schools, with digital leaders in place.-Our schools are also beginning to explore the advantages and implications of AI in education.

One of the main priorities of the school plans was to improve the network infrastructure within the school and in particular, school Wi-Fi. This continued in 2024 and will roll over into 2025 as CMETB ICT team works to upgrade all school Wi-Fi. There are currently over 550 managed Wireless Access Points across all centres. Other investment was made in mobile teacher devices which ensures that CMETB staff are well equipped to embrace new technologies within education.

Each year CMETB has continually progressed the upgrade of the Windows 10 platform to the latest release with a managed transition to the latest version of Windows 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 (EMM) application which will enable CMETB to protect its corporate data on all mobile devices including laptops, tablets and mobile phones. As part of the Intune suite, CMETB have leveraged Mobile Application Management (MAM) policies and rolled them out to all CMETB staff and student cohort. Intune MAM policies protect the CMETB Office.

CMETB are committed to the renewal of Cyber Essentials (CE) certification annually. CE is a cyber security certification scheme that offers a sound foundation of basic ICT security controls that all types of organisations can implement and potentially build upon. CMETB received certification in 2024.

Due to the highlighted importance of cyber awareness in 2024, 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.

Financial Statements 2024

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 2024 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.

Capital

CMETB's school building programme includes a wide range of both major and minor projects. 2024 was an exceptionally busy year with a number of projects progressed by the DE and the DFHERIS and three major building projects on site and three modular units also provided.

Post-primary school accommodation is continuing to increase within CMETB and 2024 brought further modular and temporary accommodation provisions opened at Inver College, Virginia College and St Mogue's College.

Major building projects sanctioned in previous years are progressing. Beech Hill College, Castleblayney College, Coláiste Dún an Rí and Virginia College were granted planning permission in 2024. Inver College planning permission was lodged and Breifne College's detailed design was submitted to the DE for approval to proceed to the next stage.

With regards to seven non-ETB school projects that CMETB are assisting with, three of these were in construction during 2024. Two of these schools are due for completion in 2025 and one in 2026. The other schools are at design stage with planning permission envisaged to be granted for at least two of these schools during 2025.

Numerous other minor construction projects across all our schools have been ongoing and completed by CMETB in 2024, the majority funded by the Emergency Works Grant Scheme, Summer Works Grant Scheme or Sports Capital Grant Scheme.



Figure 32 Contract signed for Gaelscoil Lorgan's new school in Castleblayney

On the FET side, CMETB progressed the following projects during 2024:

- Significant apprenticeship unit (including two electrical and one OEM workshops) at Milltown Monaghan.
- A further temporary unit was opened at Monaghan Institute for a Renewable Construction Technologies traineeship.
- New professional kitchen completed at TOETC.
- New switch board installed at the FET Campus, Cavan.
- Continued to progress the Preliminary Business Case for the proposed FET College of the Future and following a robust evaluation process, received approval to move to the pre-tender stage of development - Project Design, Planning and Procurement Strategy.

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

The staff within the Capital department continue to upskill themselves through various training forums, webinars and by engaging with other ETBs to share information and promote cooperation to ensure efficiencies are achieved throughout the department.

We continue to deliver the various projects while implementing the core principles of the Infrastructure Guidelines 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 we are satisfied that we have adhered to the relevant aspects of the guidelines.

Climate Action

CMETB continue to progress compliance with the Climate Action Plan 2024 (CAP24) including:

- Reducing energy related GHG emissions by 51% in 2030.
- Improving energy efficiency in the public sector by 50% by 2030.

In 2024, CMETB renewed our partnership with the Sustainable Energy Authority of Ireland (SEAI) and continued to work with them and ETBI demonstrating our commitment to work to meet our legal obligations and achieve these targets. CMETB's assigned Senior Staff Officer (Energy Officer) has continued to oversee the area of Climate Action and Sustainability. CMETB's Climate Action and Sustainability Champion/Energy Performance Officer continues to implement and report on the Public Sector Climate Action Mandate on behalf of the organisation.

In 2024, we undertook the following:

- a further two energy audits in our centres in line with Statutory Instrument No. 426/2014 - European Union (Energy Efficiency) Regulations 2014.
- submitted CMETB Building Stock Plan and Buildings Register to SEAI.
- updated the 2024 CMETB Public Sector Climate Action Roadmap.
- submitted the CMETB M&R (Monitoring and Reporting) data to SEAI and completed the first Statement on Compliance with Climate Action Mandate 2023.
- CMETB took part in the DECCs [Reduce Your Use](#) Campaign that commenced in Q4 2024 and ran until the end of Q1 2025, ETBI's Take One Programme (May Day – Metre of Meadow), and our annual CMETB Green Day.
- Green Teams were established in all Schools and Centres across CMETB, and site visits were carried out over 2024.
- reviewed paper-based activities, digitising where possible.
- continued to move over to using recycled paper in our Schools and Centres and to procure recycled paper as default.
- implemented Green Public Procurement (GPP), in line with the EPA Green Public Procurement Guidance in our Procurement Policy and documents.

CMETB were granted funding of €435,000 under Green Devolved Capital Allocation for further education from the DFHERIS and Solas. The grant was developed to support the implementation of energy and emissions reduction measures and to achieve a reduction in the carbon footprint in compliance with the Public Sector Climate Action Mandate.

In Q4 2024, CMETB Schools commenced developing their Education for Sustainable Development Schools Sustainability Policy in line with the Schools Sector Climate Action Mandate requirements.

Eight CMETB schools were approved under the DE's Schools Photovoltaic Programme which aimed to assist schools in reducing their energy costs and carbon footprint as part of the schools' sector's response to meeting the 2030 and 2050 climate targets.

Breifne College in Cavan will be part of the first cohort of schools nationally to offer Climate Action and Sustainable Development for the 2025/26 academic year, the new subject will engage students with sustainability issues such as the climate crisis, developing students' capacity for informed and meaningful action.

Two of CMETB's schools received their Green Flag under the An Taisce Green - School's initiative: St. Bricin's College and Coláiste Dún an Rí.

See Section 9 for the CMETB Annual Report on Public Sector Energy Performance.

Health and Safety

In 2024, CMETB continued to support schools and centres in the development and implementation of their Safety Statements and Risk Assessments. Additional training tools were provided to schools and centres to improve the quality and accuracy of their risk assessments, including risk assessment awareness training for staff.

IPB conducted insurance surveys of three CMETB schools in 2024 and from these visits issued a risk improvement programme. Key themes outlined in these reports were reviewed and shared with all schools and centres.

In 2024, CMETB continued to engage the services of an external agency to assist with a review of CMETB Health and Safety policies, procedures and documentation. A schedule for informal reviews was created and implemented by the CMETB Health and Safety Co-ordinator and external consultant. This schedule included on site Health and Safety reviews of seven CMETB schools and centres. These reviews not only assisted schools and centres in reviewing, refining and developing their Health

and Safety procedures but also continued to enhance CMETB's Health and Safety Management System.

The following health and safety training courses were rolled out to nominated staff in schools and centres throughout 2024:

- First Aid Responder training (PHECC FAR, CFR and Basic First Aid)
- Fire Warden training
- Manual Handling Training
- People Moving and Handling Training
- Bespoke Caretaker and Cleaner training package
- Risk Assessment Awareness Training

Property Register

A review of the Property Register is required in 2025 and CMETB shall continue to engage with DCS and ETBI Land and Buildings Forum, with a view to enhancing the reporting features of the system.

Procurement

CMETB Procurement department utilised the OGP national procurement model and their frameworks, where available and appropriate, for all our schools and centres 'procurement' spend in 2024. In addition, the Procurement department put the following contracts in place via e-tender competitions:

- The Supply of Metalwork and Engineering Class Materials to Cavan and Monaghan Education and Training Board.
- Establishment of a Multi-Party Framework Agreement for the Supply of Hairdressing and Barbering Consumables for Cavan and Monaghan Education and Training Board.
- Supply, Delivery, Installation and Commissioning of Loose Furniture to Cavan and Monaghan Education and Training Board.
- The Supply of Art and Craft Equipment to Cavan and Monaghan Education and Training Board.

- The Provision of a Recruitment Agency to Supply Fixed Term and Temporary Agency Staff and Recruitment Services to Cavan and Monaghan Education and Training Board.
- Establishment of a Single Party Framework Agreement for The Provision of Pest Control Services.
- Multi Supplier Framework Agreement for the Supply of Learner Books and Exam Papers.
- A Production Line and Industrial Robots to include Design, Supply, Delivery, Installation, and Commissioning to CMETB.
- A Concession Contract for Catering Services at Cavan Institute to Cavan and Monaghan Education and Training Board.
- The Provision of Concession Catering Services to Cavan and Monaghan Education and Training FET Campus.

Corporate Procurement Plan

CMETB worked with the Procurement Public Sector Reform Unit (PSRU) in ETBI and the Education Procurement Service and completed the Corporate Procurement Plan (CPP) which set out the Board's future procurement requirements. Through the 3-year Multi-Annual Procurement Plan (MAPP) we identified our top procurement priorities for 2025. 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.



Karen McBride, Director of Organisation Support and Development

8 Report on Year Three 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: To promote high quality teaching, learning, wellbeing, engagement and progression in an inclusive, learner- centred environment.			
Priority	Action	Performance Indicator	Update on Progress in 2024
1. Undertake review of CMETB curriculum/learning opportunities to identify innovative programmes and strategies for adoption – placing particular emphasis on STEM subjects.	- Review curriculum offering in each school. - Identify possible gaps in provision/areas for expansion.	- Completion of curriculum review. - Gaps identified and solutions proposed.	- Senior Cycle CPD commenced for all Schools. - Curriculum Planning in place in all Schools. - Teachers in Tranche 1 of Leaving Cert subject reform have commenced CPD. - New Leaving Certificate subject being piloted in one school, with Applied Mathematics being identified as a gap in provision. - Review carried out of outcomes in all subject areas in all schools with each school to address any gaps in attainment.
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.	- Develop an action plan for the FET College of the Future in CMETB. - Work to resource and implement this plan.	Plan developed and positive engagement with funder re associated resource requirements.	Rebranding paused to prioritise major capital submission to develop a new FET College of the Future in Cavan.

Teaching, Learning and Engagement

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

Priority	Action	Performance Indicator	Update on Progress in 2024
3. Identify requirements necessary to meet learners' integrated/diverse support needs ⁹ , work to secure necessary resources and develop effective mechanisms for provision of these learner supports.	- Learner Support Officer Role to be established. - Learner Support Working Group to be established. - Work to develop a centralised learner support system that will enable FET learners to access the equipment and assistance they require to engage in and complete their programme of study.	Centralised Learner Support System developed and operational across FET Services.	Learner Support Service continued to grow - new initiatives included onsite counselling in PLC settings, Mentoring programme in Youthreach, development and implementation of service wide learner needs assessment process.
4. Continue to offer inclusive learning while expanding targeted provision and enriching the experience / pedagogy for those with specific learning, physical and emotional needs.	- Completion of provision mapping of SEN in two CMETB Schools. - CPD for all Schools in provision mapping. - Establish online support network of SEN Teachers. - Expansion of the provision of ASD Classes in CMETB Schools. - Provision of enhanced buildings and facilities for ASD classes.	- Initial provision maps completed. - CPD completed. - SEN Network launched and established. - Expansion of ASD Classes in CMETB Schools. - Additional facilities in CMETB Schools.	- Opening of additional Special Classes as required. - Accepted patronage of new Special School in Co. Monaghan. - Six CMETB schools participated in an NCSE pilot project on positive behaviour teams, with most participating schools establishing these teams. - CMETB provided CPD to schools in 'Supporting Distressed Individuals through Low Arousal Approaches' in partnership with Monaghan Education Centre. - Collaboration with the NCSE and CPI to facilitate school CPD programs for CMETB schools on DE guidelines for managing behaviours of concern.

⁹ Psychological, wellbeing, career guidance, disability, Special Educational Needs (SEN), Autism Spectrum Disorder (ASD), and so forth

Teaching, Learning and Engagement

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

Priority	Action	Performance Indicator	Update on Progress in 2024
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.	- Review of student voice initiatives and practices in CMETB Schools. - CPD for Staff on empowering student voice. - Ongoing development of FET Learner Voice Initiatives, to include: - Conduct an annual learner survey. - Host an annual learner forum. - Establish a Learner Advisory Network (LAN) with four meetings per year. - Pilot learner participation on governance structures. - Utilise the inputs of the LAN in self-evaluation, monitoring and review activities. - Facilitate leadership programme for members of the LAN to assist them with learner advocacy.	- Working Group to review best practices on student voice. - LAN established and operating effectively. - Learners empowered and assisted to advocate.	- Schools availed of CPD on gathering student voice in relation to digital learning, with many engaging in the SELFIE Process. Schools incorporated this data into their digital learning plans and received feedback from Head Office. - Planet Youth data integrated in student feedback which informs ETB school interventions and in the wider ETB. - FET Learner Survey 2024/25 circulated to all FET learners in November 2024 and closed at the end of January 2025. A total of 1,198 responses were received. An overview of the results of the survey to be presented to FET staff at a briefing in March 2025. - Based on the success of the Youthreach specific Learner Forum in 2023, individual centre level forums were hosted for all FET services across Q1, 2024. This process concluded with CMETB hosting one of AONTAS' National Learner Forum events in March 2024. - In lieu of convening a Learner Advisory Network (LAN) in 2024, CMETB engaged with AONTAS regarding the establishment of a CMETB Learner Council which it is hoped will be launched in Q4, 2025. - To mark International Students' Day which occurs on 17 November each year, CMETB hosted its inaugural Learner Voice Week from 11-15 November 2024. During this week QAES staff visited various FET centres and engaged directly with learners via informal chats and a short survey around wellbeing. A total of 226 learners completed the survey. - Five-year analysis report will be published in Q1, 2025.

Teaching, Learning and Engagement

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

Priority	Action	Performance Indicator	Update on Progress in 2024
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.	• Exploration of alternative TY Programme in a CMETB School. • Provision of summer courses for students experiencing disadvantage. • Continued delivery and development of Alternative Learning Programme (ALP). • Work to develop Employability Programme.	• New TY programme designed and approved. • Launch of summer course with initial cohort of students. • ALP operating effectively. • Employability programme developed.	• Establishing an enhanced communication system to link Learners with appropriate options within and outside of schools. • ESL Directory/Leaflets launched and ESL Options uploaded to the CMETB Website under Youth Services. • Connecting You App successfully updated and re-launched in all CMETB schools. • Members of the ESL group presented at a Middle Leadership of Learning event in March 2024. Senior management teams and guidance counsellors from each school attended a very successful ESL Event held in Beech Hill College with key speakers from various organisations within the region. • Through the Early School Leavers working group, an information session on alternative education pathways was held for all schools, and an infographic resource outlining options for students and parents was disseminated. • Works of Early School Leavers Group ongoing. Networking and information event held for stakeholders. • Significant PEACE funding secured to deliver ALP programmes for four years.

Teaching, Learning and Engagement			
Goal: To promote high quality teaching, learning, wellbeing, engagement and progression in an inclusive, learner-centred environment.			
Priority	Action	Performance Indicator	Update on Progress in 2024
7. Continue to enhance and expand the range of programmes available to school leavers, jobseekers, those returning to education, employers and the employed.	- Continue to develop and expand industry engagement and provision of Traineeship, Skills to Advance and Skills for Work programmes. - Offer flexible range of upskilling programmes to enable employees to progress in their career. - Expansion of Evening Provision across Cavan and Monaghan. - Offer mixed provision (post COVID-19), that is, blended/online/classroom delivery to facilitate learners. - Develop/access a range of alternative/additional programmes and certifying options. - Development of additional Craft apprenticeships in CMETB. - Continued operation and expansion of Post-2016 Apprenticeships.	- Increased levels and range of provision delivered across both counties. - Increased engagement with industry. - Development of blended learning policy and procedures (post COVID-19). - Expansion of apprenticeships offered by CMETB.	- New Apprenticeship Unit completed at Milltown, Monaghan. - New Solar Panel Training facility developed, and course commenced in Monaghan Institute. - Range of programmes increased through new programme development and differential validation. - Conducted two Expression of Interest processes seeking practical training facilities in Monaghan.
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.	Exploring the feasibility of one CNS in Co. Cavan and Co. Monaghan.	Feasibility reviewed and recommendations acted upon.	- Raising awareness of Community National Schools at Board level continued. - CMETB has been granted patronage for the Monaghan Community Special School.

Teaching, Learning and Engagement			
Goal: To promote high quality teaching, learning, wellbeing, engagement and progression in an inclusive, learner-centred environment.			
Priority	Action	Performance Indicator	Update on Progress in 2024
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,	- Ethos Development programme in one CMETB School. - CPD in Ethos Development for all CMETB School Leaders. - Awareness raising of ETB Ethos with CMETB Staff and Board.	- Programme completed in one school. - CPD delivered.	- ETB Ethos embedded and celebrated in all 11 schools. - CMETB event held with attendance from all 11 schools on Ethos Day in March 2024. - All CMETB schools attended the Ethos Symposium. - The BOM's of all schools have had a presentation on Ethos from the school's Ethos lead. - IMBVE presently running in three schools.
10. Identify and implement integrated/effective responses to support student and staff wellbeing generally, and in response to pandemic-related challenges.	- Review of Wellbeing programme in CMETB Schools. - Identification of relevant strategies and initiatives to enhance student and staff wellbeing. - Commencement of implementation of initiatives.	- Review completed by Working Group. - Strategies and support implemented.	- All schools received and analysed their Planet Youth data through meetings with the Director of Schools. This data has been integrated into overall school planning and resource allocation to address school targets. - CMETB schools engaged in a pilot project with Oide to explore the use of AI for supporting teachers in differentiation approaches for learners. - CMETB providing almost 100 youth activities across the two counties.
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.	In planning and implementation of programmes and initiatives, consideration will be given to equality, inclusion and diversity issues.	Equality of access to a range of inclusive education and training programmes and activities.	Public Sector Duty was implemented throughout 2024 with the development and implementation of the PSD Action Plan. Public Sector Duty taken into account in the implementation of policies, protocols and programmes.

Goals Identified in the Performance Delivery Agreement

Optimise Student/Learner Experience

Priority	Action	Performance Indicator	Update on Progress in 2024
1. Provide a positive learning experience for all learners, including learners from marginalised groups.	- Commencement of Alternative Learning Programme (ALP) for those under 16 not attending or excluded from school. - 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. - 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. - Programmes provided on a full and part-time basis in venues throughout both counties and some with allowances/supports for travel/meals/childcare.	- ALP Service established in two sites. - Wide range of FET programmes offered and delivered. - Increased enrolments and strong retention. - Development of Centralised Learner Support System.	- ALP Programme is up and running in both counties. - Strategic Performance Agreement targets met. There was some reduction in learner numbers due to reduced funding in 2024 and there was a need to cancel some adult education programmes in Q3/4. - Blended Learning Policy and Procedures and Micro Qualifications (MQs) developed and submitted to QQI for approval. This will enable delivery of programmes via Blended Learning thereby increasing flexible learning options. 29 students completed blended Leaving Certificate Polish in 2024, with remarkable results.

Goals Identified in the Performance Delivery Agreement

Optimise Student/Learner Experience

Priority	Action	Performance Indicator	Update on Progress in 2024
2. Support students/learners at risk of educational disadvantage in line with current national policy.	- Engagement with Mary Immaculate College to develop a system of mapping and monitoring provision for SEN students. - Planning for and opening new ASD classes where relevant. - Continued support of learners to access, complete and progress from FET Programmes. - Work to provide range of supports necessary to enhance learner wellbeing and ability to adapt and engage post COVID-19. - Ongoing identification of gaps/needs and development of initiatives to address these.	- Under guidance of the Working Group, pilot of concept in one school with initial training for other schools. - Director of Schools and Principals meet with SENOs and agree strategies. - New ASD classes opened, as required. - Maintenance and expansion of programmes with allowances and other supports. - Successful completion of fourth year of PLC Access programme for Youthreach learners to support and facilitate their progression, and commencement of fifth cohort. - Establishment of LAN. - Establishment of Learner Support System for all Services and Centres.	- Provision mapping data collection completed in all schools. - CPD support provided to all schools. - Provision mapping lead person identified in all schools. - Forum established for SENCO and ASD lead teachers, including for appropriate CPD opportunities. - SENI evaluated. - Onsite counselling expanded. - PLC Access course for Youthreach continued. - Learner Support Service expanded with 145 referrals in 2024 (98 in 2023). 15 professional development activities held in 2024 with overall attendance of 646 individuals. - DCM Member Webinars accessed by 218 staff across the organisation.

Goals Identified in the Performance Delivery Agreement

Optimise Student/Learner Experience

Priority	Action	Performance Indicator	Update on Progress in 2024
2. Support students/learners at risk of educational disadvantage in line with current national policy.	- Continued expansion of evening provision to support those in and out of employment to access certified training at low/no cost. - Expand provision and increased enrolments.	Expanded provision and increased enrolments.	- Increase in range of supports available to learners. - Increase in numbers referred to and receiving supports - 145 in 2024. - Increased engagement at Centre level with Well Being Champions and Reasonable Accommodation Assessors, which are in place across FET Programmes delivered in multiple locations across both counties to facilitate engagement. - Discussion and Articulation Agreements progressed with HE which will enable learners to part undertake degree programmes locally.
2. Support students/learners at risk of educational disadvantage in line with current national policy.	- Continued and coordinated provision of learner supports across all FET provision. - Development of initiatives under the Reach Fund (formerly the Mitigating Against Educational Disadvantage Fund), subject to funding availability.	- Learning Support Officer appointed in late 2021 – service further developed in 2024 and ongoing. - Continue to build on this initiative in 2024 through a range of community-based projects.	Reach fund allocated and initiatives supported, including mentoring and counselling. The Learner Assistance Fund is no longer feasible, as per revised Reach Guidelines 2024.
3. Ensure all necessary child safeguarding measures are in place in accordance with the Child Protection Procedures for Primary and Post-Primary Schools (revised 2023).	- 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 - All DLPs and DDLPs to avail of appropriate CPD and support.	- Continuing compliance with safeguarding measures. - Spot checks that all DLP and DDLPs have done CPD.	- Compliance and safeguarding protocols continued throughout 2024. - All schools reviewed child safeguarding procedures. Learnings from the safeguarding inspections were shared among School Leaders.

Goals Identified in the Performance Delivery Agreement

Optimise Student/Learner Experience

Priority	Action	Performance Indicator	Update on Progress in 2024
3. Ensure full compliance with the Child Protection Procedures for Primary and Post-Primary Schools (revised 2023)	CPOR is provided at every BOM meeting. BOMs carry out annual review of Child Safeguarding. Dedicated support available from Director of Schools and Compliance Officer.	- BOM Minutes reviewed by Director of Schools - Positive Inspectorate reports - Formal notification of annual review is received by CMETB.	- New BOM established in each school, following the establishment of a new CMETB Board in Q4 2024. - Support provided to all new Boards in terms of CPD for Chairs, Secretaries and Child Protection. - Directors available to Boards to support challenging issues and policies.
4. Assist the Department of Education, as needed, to meet the needs arising from the Irish Refugee Protection Programme and provision for international protection applicants	Participation in and responding to Refugee Protection Programmes for Cavan and Monaghan.	- Appropriate placement of student in schools and centres. - Effective engagement by Syrian groups in Cavan and Monaghan with CMETB FET services.	- The successful expansion of the REALT program now fully integrates IPAS children. - The DE is updating ArcGIS to provide up-to-date information on available school places. - There is regular communication with CCLD, Monaghan County Council, Tusla, and relevant agencies regarding the relocation of families to Cavan and Monaghan. - Efforts are made to connect families with appropriate services to facilitate their smooth integration into the community. - Assistance is provided to families with transport applications and follow-up with Bus Éireann. - Continued increase in new communities enrolling in ESOL/FET programmes. - Levels 1 & 2 ESOL programmes written and successfully validated - shared with 15 other ETBs. - Project developed and approved to write sector specific ESOL modules and commenced in Q3 2024. - Working with sector and Solas towards overall standardisation of ESOL provision. - Costing submission prepared for Solas in respect of developing Level 3 & 4 ESOL modules. - Working with Solas and sector in reviewing overall ESOL provision and working towards greater standardisation.

CMETB Strategic Goals			
Wider CMETB Services			
Goal: To work collaboratively to enhance and further develop services that respond in an inclusive manner to the needs of our community			
Priority	Action	Performance Indicator	Update on Progress in 2024
1. Review, plan and expand the current Music Generation project to provide performance music education to young people from early years' settings to 18 years of age.	- Expansion of Music Generation to young people between 12 and 18 years of age. - Expansion of early years and primary programmes. - Development of Music Generation Youth ensemble.	- Music Generation opportunities for Post Primary students in schools. - Doubling of numbers in early years and primary programmes. - Ensemble established and initial performances completed.	- Strategic Plan Published. - Operational Plan completed. - The Mobile Recording Studio Program has been successfully established and is now being rolled out in schools. - We are constantly creating performance opportunities for our Cross Border Orchestra and hold monthly rehearsals for various activities. In 2024, performances were held in the Guildhall in Derry and the National Concert Hall in Dublin.
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.	- Development of four local Arts initiatives for young people between 4 and 18 years of age. - Engagement of four local artists.	- Initiatives planned and completed. - Engagement completed.	- Over 50 small and large-scale projects delivered in 2024 engaging over 2.000 children, young people, guardians and family members. - Local Creative Youth Partnership (LCYP) Committee established.
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.	- Planning and delivering ambitious theatre programme at the Garage Theatre. - Provision of a youth theatre development programme.	- Theatre Programme completed. - Programme completed - youth theatre members to exceed 150.	- Strategic Plan for the future of the Theatre developed with relevant stakeholders. - Garage Theatre has a youth theatre group of 150 in three different theatrical clusters. Performances of each cluster twice in 2024. - Lighting rig upgraded. Standard lamps replaced with LEDs throughout 2024.
4. Continue to work in collaboration with communities to develop and support initiatives aimed at mitigating against educational disadvantage.	Continue to build on this initiative in 2024 through a range of community-based projects.	Operate calls for projects and work to secure similar funding levels for allocation to projects in 2024.	Reach funding rolled out and 12 x projects supported. The Learner Assistance Fund not feasible due to revised Reach guidelines for 2024.

Wider CMETB Services			
Goal: To work collaboratively to enhance and further develop services that respond in an inclusive manner to the needs of our community			
Priority	Action	Performance Indicator	Update on Progress in 2024
5. Continue to expand CMETB's Youth Work Function ensuring services are developed, supported and enhanced in line with youth work principles and vision.	Continue operation of existing Youth projects.	- Successful operation of existing projects. - Continuation of Planet Youth cycle and implementation of the Planet Youth Leisure Time Initiative.	- Established three PEACEPLUS programmes in April 2024 - Alternatives, Face Off and Options. - Work continued with Cavan County Council and Monaghan County Council to develop two further Youth Services in each county in 2025
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.	- Work to identify needs and issues and proposals to address these. - Seek to secure resources for these proposals.	Project proposals developed and progressed.	Cycle 2 of the Departments UBU Your Space, Your Place Scheme" was continued in 2024, with each of our 5 Funded UBU Youth Services participating in 4 Progress and Performance Review and Monitoring (PPRM) Meetings throughout the year.
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.	- Continued development and delivery of programmes at Tanagh OETC. - Ongoing integration of outdoor education in CMETB schools and centres.	- Increased range of programmes on offer and wider participation. - Ongoing refurbishment and upgrade of facilities at Tanagh OETC.	- Bike Track and Skills introduced to the Centre programme in 2024. - Increased uptake of community led outdoor programmes. - Visitor numbers were lower than previous year, because of a lack of Instructing staff available nationally. The centre had to turn away circa 9,000 visitor days during peak season due to oversubscription. - Centre maintenance and painting throughout internally. - New Outdoor Archery and Seating area built - Kitchen and Utility room had a complete refurbishment to meet all current commercial kitchen statutory compliances.

CMETB Strategic Goals

Our People – Development, Support and Wellbeing

Goal: To work collaboratively as a CMETB team to promote leadership and best practice, deliver excellence and support equality within a progressive workplace culture.

Priority	Action	Performance Indicator	Update on Progress in 2024
1. Review and develop our systems and processes to support the recruitment and retention of the best staff with the necessary competencies.	- Development of new eRecruitment service which will link to new CMETB website. - Continuation of competency-based interviews for appropriate posts - Continue remote video interviewing for certain posts. - Agree strategies for sourcing and recruiting teachers in an increasingly competitive job market including collaboration with Third Level Institutions and attendance at appropriate Career Fairs.	Recruitment and retention of staff with the appropriate skills and competencies.	- New Recruitment website/portal procured and implemented for teachers Summer recruitment drive in April/May 2024 (Phase 1). - Rolled out for all vacancies (Phase 2) by Q4 2024.
2. Establish dedicated CPD team to develop and implement an over-arching professional development strategy integrating management, teaching, administrative and ancillary staff development.	- Undertake analysis of staff training and development needs, identify priority requirements and consolidate CMETB's position as a learning organisation¹⁰. - 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.	- 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. - Staff engagement in a range of CPD provision, including certified programmes.	- Training Manager appointed. - DCM Training Courses circulated to staff. - Training Register to record attendance at training courses has been rolled out in HR department.

¹⁰ To support lifelong learning, career development, tutor up-skilling and flexibility in resource deployment

Our People – Development, Support and Wellbeing

Goal: To work collaboratively as a CMETB team to promote leadership and best practice, deliver excellence and support equality within a progressive workplace culture.

Priority	Action	Performance Indicator	Update on Progress in 2024
2. Establish dedicated CPD team to develop and implement an over-arching professional development strategy integrating management, teaching, administrative and ancillary staff development.	- Support all staff in identifying (personal and professional) development pathways, and that relevant supports are provided to meet related needs. - Establish shared learning networks¹¹ and protocols for the promotion of excellence and best professional practice across our schools and learning centres. - eLearning Programmes for Data Security and ICT Security through dedicated software systems. - Induction programme to be delivered for new staff in schools and FET staff (teachers, Special Needs Assistants, tutors, other FET staff).	- CPD in new areas, for example, environmental awareness/protection. - Development of badging system for CPD undertaken. - Delivery of four hybrid induction modules. - Refresher modules to run throughout the year.	- Cyber Security Awareness including Phishing Awareness - IT Training covering a range of Microsoft modules. - Superannuation (SPSPS) Training - Green Skills - Energy & You Reduce your Use. - DCM Learning modules including - Lean White Belt - Women in Leadership - The Pursuit of Leadership - Business Writing/Emails - Reports and More - Management/Managing Former Peer - Breaking Bad Habits - How to make lasting changes - Bias Free Recruitment Processes - Mental Health Champion - Finance Shared Service system training including Power BI reporting and P2P delivered by ESBS - Equality and Diversity training - FOI training for Decision Makers - Public Spending Code - ETBI Training, including ISMS Workshop, Contact Person Training, Bullying Prevention and Resolution Training, Employment Law, Governance Training - Fire Warden Training - Public Service Apprentice Symposium - Accessibility Awareness NDA online workshop - NALA - Leading a culture of Plain English in your Organisation - Display Screen Equipment (DSE) Awareness Training - Middletown Centre of Autism- Autism and Communication - SEAI training including Energy Metering, Measurement and Verification and Grants. - Green Public Procurement.

¹¹ On interrelated topics from, for example, pedagogy to youth leadership and social media to resilience

Our People – Development, Support and Wellbeing			
Goal: To work collaboratively as a CMETB team to promote leadership and best practice, deliver excellence and support equality within a progressive workplace culture.			
Priority	Action	Performance Indicator	Update on Progress in 2024
3. Actively promote/embed our CMETB values and enhance our workplace culture by engaging with staff in the development and pursuit of continuous improvement.	- Embed CMETB values throughout the organisation through communicating with all staff through various channels, for example website, staff briefings, SharePoint. - Management to communicate with staff to capture their inputs and identify scope for continuous improvement.	- All CMETB staff know and understand our values. - All staff contribute to CMETB's continuous improvement agenda.	- Strategy Statement with Vision, Mission and Values of CMETB circulated to staff members. - Vision of CMETB incorporated into email signatures and documentation. - Awareness ongoing throughout 2024 through email and the Staff Hub SharePoint.
4. Revise and update our HR practices and procedures to provide for the progressive development of our workplace environment.	- Continually develop initiatives/run training courses to encourage a positive work environment with clear lines of communication. - Manage Hybrid/Blended Working and alternative workplace attendance arrangements in line with Government guidelines. - Ensure that CMETB has a succession plan in place and that retirement planning programmes are made available to all relevant staff.	HR practices and procedures reflect a progressive organisation with the ability to manage change/development.	Effectiveness of hybrid working was monitored throughout 2024.

Our People – Development, Support and Wellbeing			
Goal: To work collaboratively as a CMETB team to promote leadership and best practice, deliver excellence and support equality within a progressive workplace culture.			
Priority	Action	Performance Indicator	Update on Progress in 2024
5. Develop initiatives to embed the culture and promotion of health and wellbeing in the work environment.	• Recognition of wellbeing as a key element of CPD provision. • Employee Assistance Service is in place for all staff including 24/7 phone service and wellbeing App. • Social events for staff organised throughout the year.	• Wellbeing component in all CPD. • All staff have access to 24/7 support. • Staff feel valued and supported.	• Employee Assistance service provider Spectrum Life Newsletter circulated with interesting articles for staff. • Staff events organised, for example, ETB Day celebration.
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.	• Carry out an assessment of equality and human rights issues and develop an implementation plan to address relevant issues.	• Development of an inclusive organisation. • Obligations under the Public Sector duty are fulfilled.	• Public Sector Duty implemented throughout the organisation in 2024 highlighting CMETB Values Statement.

CMETB Strategic Goals

Organisation, Support and Development

Goal: To consolidate our position as a learner- centred, responsive, equality-focused organisation by driving excellence, innovation and good governance

Priority	Action	Performance Indicator	Update on Progress in 2024
1. Develop integrated ICT strategy, implementation plan and policies to meet identified requirements and promote the adoption of 21 st century digital skills.	- Systematically identify scope for further digital transformation to increase: (i) learner/course access, (ii) course/learning delivery options¹² and (iii) innovation/collaboration across all CMETB activities. - Complete review of CMETB's physical and ICT infrastructure¹³, identify enhancement requirements, and secure funding to meet future needs and digital transformation objectives. - 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. - Continue to provide CPD for staff using the technologies and applications available to them, such as Office365, 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. - Increased usage of Technology Enhanced Learning (TEL) tools across all FET centres and schools in CMETB - Expansion of hybrid teaching and learning activities across CMETB Schools, for example, Polish Leaving Cert Programme. - Expansion of Microsoft Office Specialism for students in Years 1 to 4 in CMETB Schools.	- CMETB has a comprehensive ICT Strategy and Implementation Plan and relevant Policies in place. - Progression achieved on the actions in the current ICT Action Plan. - Double the number of students engaging in hybrid learning subjects and courses. - MOS Programme active in all CMETB Schools, with relevant exams completed by participating Transition Year students.	- ISMS Project began in 2024 and is ongoing on baseline standards. - Firewall upgrade project across all schools and centres to a uniformity of type complete. - Pilot AI programme for teachers commenced with Oide. - Review of all CMETB schools digital plan completed and feedback shared with each school. 29 students completed Leaving Certificate Polish with remarkable results. 1,347 TY students took MOS exams in 2024.

¹² Conventional, blended and remote learning

¹³ Extending to include facilities and energy usage

Organisation, Support and Development			
Goal: To consolidate our position as a learner- centred, responsive, equality-focused organisation by driving excellence, innovation and good governance			
Priority	Action	Performance Indicator	Update on Progress in 2024
2. Identify scope to streamline governance, administrative, procurement and related processes to optimise efficiencies and continue to meet CMETB Board requirements.	- Continue roll-out of SharePoint across the ETB. - Procure appropriate cloud-based document management system for OSD. All documentation and information accessible from secure cloud-based services and systems. - 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. - 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.	- Automated systems in place to optimise work process efficiencies and streamline the workload of staff. - Governance and Compliance obligations fulfilled in relation to Procurement, Risk Management, Compliance, HR, Finance, Land and Buildings, and ICT. - Information and documentation provided through dedicated SharePoint site and at meetings as per the Code of Practice for Governance of ETBs.	- SharePoint has been rolled out. - Work on-going on Document Management System in 2024 and is to be carried into 2025. - Contract Management System currently implemented by the Procurement Department. - Information was provided to Board and Committee members through SharePoint throughout 2024.
3. Continue to lead and support selected ETB pilot programmes to deliver further sectoral improvements and consolidate CMETB's position in driving innovation.	- Ongoing participation at national forums and working groups with ETBI to share resources and ensure best practice and up to date knowledge. - Active participation in national shared service projects: VTOS and Youthreach learner payments, Contract Management System, eRecruit.	CMETB's involvement and commitment at national level ensures the delivery of pilot projects.	CMETB staff attended forums at national level throughout 2024 through ETBI.

Organisation, Support and Development

Goal: To consolidate our position as a learner- centred, responsive, equality-focused organisation by driving excellence, innovation and good governance

Priority	Action	Performance Indicator	Update on Progress in 2024
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.	- 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. - Communicate effectively - Internal Communication: Foster a positive, supportive and 'connected' work environment through targeted workplace communications, wellbeing initiatives and creation of a staff directory. - Increase staff awareness of organisational goals and objectives through the use of information campaigns to communicate organisational news and successes.	- CMETB has a comprehensive Communication Strategy. - Our community are aware of CMETB and our services.	- Throughout 2024, CMETB successfully implemented the Communications Action Plan. Digital marketing efforts were consistently executed, contributing to increased engagement across social media platforms and improved public awareness of CMETB services. Analytics indicated steady growth in online audiences, demonstrating the effectiveness of timely and relevant messaging. - Internally, workplace communication initiatives were rolled out to foster a more connected environment. These included staff news updates and the addition of photographs to the staff teams profile directory. These actions contributed to employee connectivity which is valuable in a geographically spread-out organisation.

Organisation, Support and Development

Goal: To consolidate our position as a learner- centred, responsive, equality-focused organisation by driving excellence, innovation and good governance

Priority	Action	Performance Indicator	Update on Progress in 2024
5. Work to improve the energy performance of CMETB in support of our Energy Efficiency Strategy and the Government Climate Action agenda.	- Continue to seek funding to provide state of the art facilities including buildings that use smart technologies to help reach zero net emissions. - CMETB with responsibilities as a public sector body must achieve the target of a 51% decrease in Greenhouse Gas Emissions by 2030. - Continue to promote on-going investment in energy-reduction measures through participation in the following programmes: Better Education Communities and CMETB's Climate Action and Energy Awareness Programme. - Monitoring and review of energy performance across each school and centre within CMETB.	- Completion of the CMETB's Public Sector Climate Action Roadmap, M&R Returns to the SEAI. Report outcome of energy performance to CMETB schools and centres using the SEAI Energy Bill Tracker Toolkit and the Top Energy Users spreadsheet. - Engage with staff and students through the Energy Awareness Programme, Green Day, ETBI Take One Programme, DECC Reduce Your Use Campaign and email communications to heighten awareness and understanding of energy efficiency. - Investigate possibility of securing funding to retrofit high energy usage building.	CMETB's Public Sector Climate Action Mandate (PSCAM) Roadmap was submitted on the 28 June in line with Climate Action Mandate delivery date. M&R reporting and Statement of Compliance submitted to SEAI by relevant deadlines.

Organisation, Support and Development

Goal: To consolidate our position as a learner- centred, responsive, equality-focused organisation by driving excellence, innovation and good governance

Priority	Action	Performance Indicator	Update on Progress in 2024
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.	- To improve and develop education facilities across CMETB. - Commencement of new projects – major works, SWS¹⁴, EWS¹⁵, IT Grants, Subject Grants, Sports Capital Grants and as appropriate. - Development and enhancement of FET facilities. - Provide services (ICT and building projects) to organisations outside of the general CMETB remit such as primary schools and other secondary schools. - Provide professional support to schools and FET leaders in their management role to ensure appropriate governance and compliance.	- Completion of current building projects and progression of new projects. - School and FET management are supported in their financial, compliance and governance roles.	- Building Projects were progressed through 2024. - Modular and Temporary Accommodation: Inver College, Virginia College, St Mogue's College. - Planning Permission: Beech Hill College, Castleblayney College, Coláiste Dún an Rí, Virginia College. - Non-ETB Schools: Under Construction (3) in 2024. - Completion of apprenticeship unit in Monaghan. - Monaghan Institute completion of temporary unit for Traineeship. - Completion of kitchen in TOETC. - Progression of FET College of the Future: Preliminary Business Case. - Microsoft Planner is being utilised to assist with streamlining priorities and highlighting timelines/reminders on our building projects.

¹⁴ Summer Works Scheme (SWS)

¹⁵ Emergency Works Scheme (EWS)

Goals Identified in the Performance Delivery Agreement			
Priority	Action	Performance Indicator	Update on Progress in 2024
1. Attendance rates at board meetings.	- Individual boards should re-emphasise the requirement for attendance at all board meetings, as per the Code of Practice for Governance of ETBs. - Record of absence or apologies. Follow up on absence without apology.	Maximum attendance at Board and Committee meetings.	- The Board is reminded regularly of the requirement to attend all Board meetings. - Old Board (Jan – July 2024) Attendance Rate 83%. - New Board (Sept – Dec 2024) Attendance Rate 95%.
2. Board Self Assessments.	All boards should carry out self-assessments, using the questionnaire included in the Code of Practice, to identify areas where improvements are required.	Board Self-Assessment carried out, required improvements noted and training support organised, if appropriate.	This was carried out in Q4 2024.
3. Financial expertise on audit and finance committees.	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.	Committees have been appointed, and external members have the necessary financial experience and expertise.	- Audit and Risk and Finance Committees were established in Q3 2024 following the election of the new CMETB Board in September 2024. - Members have the necessary financial experience and expertise.
4. Board appraisal of work carried out by Finance and Audit and Risk Committees.	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.	Report from the Finance Committee and Audit and Risk Committee presented to the Board.	Report presented to the Board following each Committee meeting (Five Finance Committee meetings and four Audit and Risk Committee meetings held in 2024).
5. Self-Assessment by Finance and Audit and Risk Committees.	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.	Committees carry out self-assessment.	Carried out annually by each committee and takes place in Q4.

Goals Identified in the Performance Delivery Agreement

Priority	Action	Performance Indicator	Update on Progress in 2024
Staff Development ¹⁶ .	- The Chief Executive should ensure that: - a member of staff is appointed as the training manager. - training needs analysis in financial management is carried out on an annual basis. - a training programme on financial management is developed and implemented	- 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. - Staff engagement in range of CPD provision, including certified programmes. - Induction programme delivered to new school and FET staff. - CPD in new areas, for example, environmental awareness / protection - Development of badging system for CPD undertaken - eLearning Programmes for Data Security and ICT Security through dedicated software system.	- Training Manager in place who co-ordinates the training programme. - Review of financial management training requirements. - Training provided by Section Heads for Principals and Deputy Principals. - Induction Procedure for Admin staff adopted and rolled out. - An Evaluation Form has been developed for feedback from staff on courses attended. CMETB provided training courses for administration staff: - Cyber Security Awareness including Phishing Awareness. - IT Training covering a range of Microsoft modules. - Superannuation (SPSPS) Training to the CMETB Pensions team. - Finance Shared Service system training including Power BI reporting and P2P. - Public Spending Code. - Public Service Apprentice Symposium - SEAI training including Energy Metering, Measurement and Verification and Grants. - Green Public Procurement.

¹⁶ 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.

Goals Identified in the Performance Delivery Agreement			
Priority	Action	Performance Indicator	Update on Progress in 2024
Departmental returns and reporting deadlines.	- Returns to the Department must be accurate and reporting deadlines adhered to. - Governance and Compliance calendar implemented to ensure on time returns.	- Reports are submitted on time or before the deadline. - Returns submitted on time with no penalties incurred.	- Reporting deadlines were adhered to in 2024 and no penalties were incurred. - Governance and Compliance Calendar completed for 2024.
Risk Management Policy.	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.	- Risk is a high-level agenda item at every management meeting. - 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. - New Corporate Risk Register introduced for High Level risks. - Reviewed quarterly by Senior Management Team and presented to the Board.	Monitoring of all risk registers quarterly throughout 2024.
Internal Controls.	The Board of each ETB should ensure that it receives adequate assurance that specified controls are operating as intended.	- Statements of Internal control (SIC) are completed by schools and centres and administrative departments. - These are reviewed by Directors and presented to Chief Executive. - They in turn present the SIC to the ARC who reports to the Board.	- All statements for 2023 were completed and submitted to SMT in Q1 2024. - SIC for 2023 was presented to the ARC in Q1 2024 and recommendation to the Board.
Compliance.	- To undertake objective assurance activity designed to add value and improve CMETB operations. - To bring a systematic approach to monitoring and review - To improve the effectiveness of risk management, control and governance processes.	Spot checks are carried out under the direction of the Compliance Working Group.	Spot Checks completed throughout 2024.

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.

In 2022, CMETB published its assessment of equality and human rights issues, and an implementation and action plan to implement the Public Sector Duty. During 2024 CMETB continued to implement a strategic vision that is underpinned by a commitment to deliver equality and human rights outcomes for our students, learners, staff, and wider community stakeholders.

In 2024, staff members from across the organisation were involved in rolling out and embedding CMETB's Equality and Human Rights Values. The values of Participation, Inclusion and Social Justice have been identified as motivating our commitment to equality and human rights.

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

- Expansion of Special Educational Needs units across Cavan and Monaghan to ensure equal access to education.
- Irish Sign Language Awareness training for schools, centres and administrative office.
- Digital Accessibility training and monitoring including creating accessible documents and an accessible website for all.
- Development of use of Plain English in the organisation.

- Training in Equality, Diversity and Inclusion in Schools and Centres.
- Development of the Learner Support Service with a dedicated Officer and Learner Support/Wellbeing Champions in each FET Service.

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

10 Annual Report 2024 on Public Sector Energy Performance

The following data was extracted from the SEAI M&R system for 2024:

- **Fossil CO₂ target:**

Fossil CO₂ was 4.2% above the baseline of 793,057 kgCO₂.

2024: 826,641 kgCO₂

2030 target: 388,598 kgCO₂

To achieve this target, fossil CO₂ must reduce by 53% from 2024 level within 6 years as outlined in graphic below.

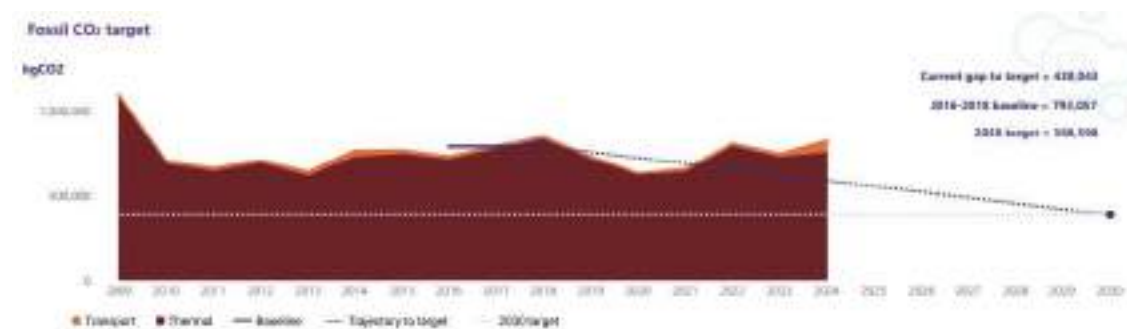


Figure 33: CMETB Fossil CO₂ target

Total CO₂ target:

Total CO₂ was 27.2% below the baseline of 2,305,100 kgCO₂.

2024: 1,678,793 kgCO₂

2030 target: 714,198 kgCO₂

To achieve this target, CO₂ must reduce by another 57.5% from 2024 level within 6 years as outlined years as outlined in graphic below.

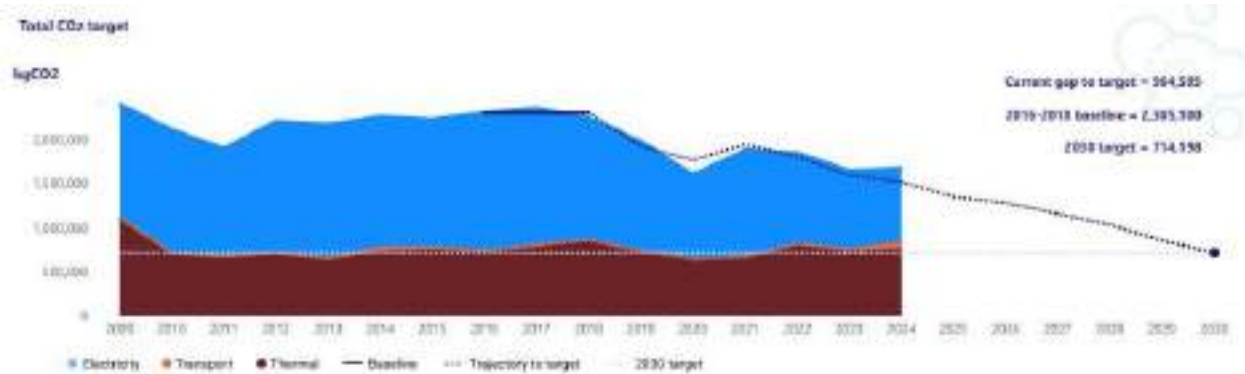


Figure 34: CMETB Total CO2 Target

Energy Efficiency target:

By 2024, energy performance had improved by 34.6% since the baseline.

To achieve the efficiency target, energy performance must improve by another 15.4% within 6 years as outlined in the graphic below.

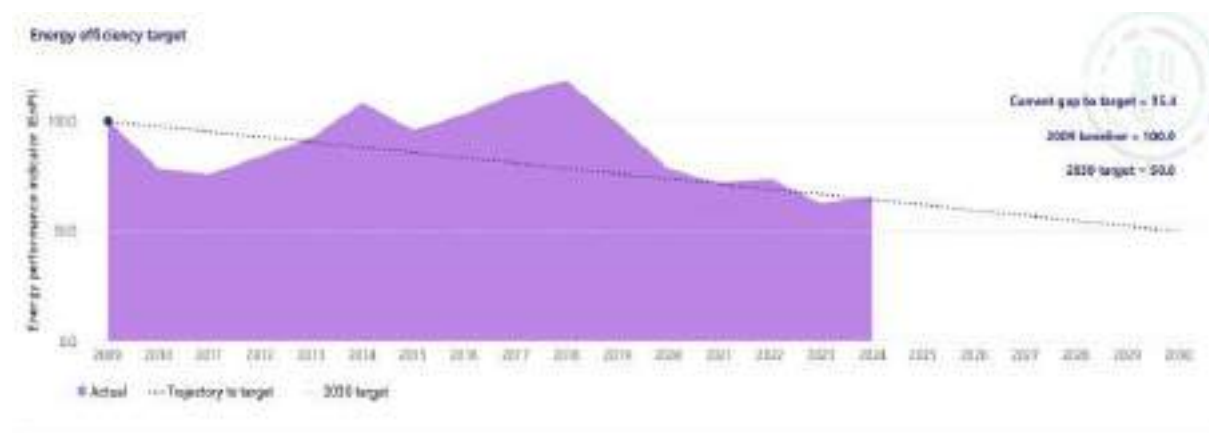


Figure 35: CMETB Energy Efficiency Target

The following SEAI M&R system report presents total CMETB energy for 2024 split between types of energy usage:

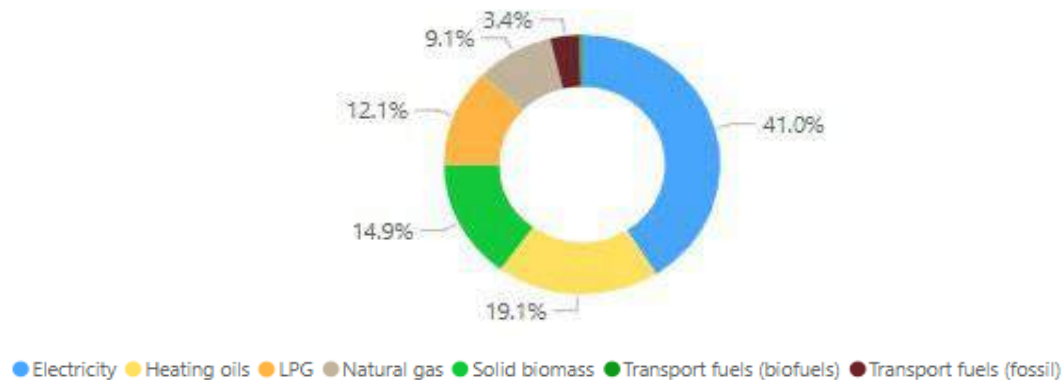


Figure 36: CMETB Energy Usage 2024

Implementation of the Mandate

- CMETB updated our Climate Action Roadmap in line with Climate Action Mandate requirements.
- In 2024 CMETB submitted M&R data to SEAI via the online system in 2024 for 2023. We will continue to complete this exercise on an annual basis as outlined in the Public Sector Climate Action Mandate requirements.
- CMETB's Green Teams across all Schools/Centre's and Admin Offices continue to attend regular meetings held by the Energy Office who in turn reports to CMETB's Senior Management Team.
- Members of CMETB's Senior Management Team commenced Senior Leadership Climate Action training in Q4 2024 and into 2025, this training was procured by ETBI via Institute of Public Administration.
- In 2024, 33 Admin Staff completed the Energy and You, Reduce Your Use course via Moodle. 111 non-Administrative staff and learners also completed this course, this was in addition to the 1,311 CMETB administration staff and learners completed the Energy and You, Reduce your Use course in 2023.

Sustainability Activities

- CMETB took part in the Department of the Environment, Climate and Communications "Reduce Your Use" Campaign that commenced in Q3 2024 and ran until the end of Q1 2025, ETBI's Take One Programme (May Day – Metre of Meadow), and our annual Green Day.
- CMETB Green Teams continue to progress energy efficiency initiatives at School/Centre level.
- CMETB received €435,000 in 2024 under the Solas Green Devolved grant and will receive the same funding again in 2025 and 2026. The funds for 2024 were awarded in November 2024 and CMETB commit to spend this money in line with Solas requirements.

Compliance with Circular 0001/2020: Procedures for offsetting the emissions associated with official air travel. The Circular does not directly apply to public sector bodies other than central Government Departments and Offices. CMETB deem this not applicable.

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

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

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

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

In 2024, CMETB continued to actively progress the changes introduced in 2023 in line with the requirements of the Official Languages (Amendment) Act. Building on the groundwork laid through staff engagement with Oifig an Choimisinéara Teanga, CMETB further embedded Irish language obligations across the organisation.

Ongoing meetings and communications with schools and centres helped raise internal awareness of our responsibilities under the Act. As part of this, CMETB developed clear advertising guidelines related to recruitment, expressions of interest (EOIs), and evergreen advertising campaigns to ensure full compliance with the 20% and 5% Irish language advertising regulations.

A key highlight in 2024 was CMETB's first-ever television advertisement aired on TG4, marking a significant milestone in the promotion of our services through the

Irish language. This was complemented by ongoing efforts to maintain bilingual standards across email signatures, official correspondence, forms, and public-facing content.

CMETB completed an electronic compliance return to An Coimisinéir Teanga in respect of advertising placed from 01 January 2024 to 31 December 2024 inclusive. The return details CMETB's compliance to the 20% and 5% advertising regulations. This return was submitted to An Coimisinéir Teanga in March 2025.

CMETB remains committed to upholding and expanding the use of Irish in our communications, and to fulfilling our obligations under the Act in a meaningful and visible way.

12 Annual Report on Protected Disclosures

Protected Disclosures Act 2014-2022

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

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

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

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

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

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

Protected Disclosures Annual Report 2024

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

Pursuant to this requirement, CMETB hereby confirms that no (0) reports were received under the Protected Disclosure Act during 2024. An assessment was undertaken of a disclosure received in 2022, and it was not deemed to be a Protected Disclosure within the meaning of the legislation.

List of Abbreviations

AFS	Annual Financial Statements
AI	Artificial Intelligence
ALL	Adult Literacy for All
ALP	Alternative Learning Programme
APO	Assistant Principal Officer
ARC	Audit and Risk Committee
ArcGIS	Geographic Information System
ASD	Autism Spectrum Disorder
BCP	Business Continuity Plan
BOM	Board of Management
CCLD	Cavan County Local Development
CE	Cyber Essentials
CMETB	Cavan and Monaghan Education and Training Board
CNS	Community National School
CPD	Continuous Professional Development
CPP	Corporate Procurement Plan
CPOR	Child Protection Oversight Report
CRO	Chief Risk Officer
CYP	Children and Young People
C&AG	Comptroller and Auditor General
DCEDIY	Department of Children, Equality, Disability, Integration and Youth
DDLDP	Deputy Designated Liaison Person
DE	Department of Education
DECC	Department of Energy and Climate Change
DFHERIS	Department of Further and Higher Education, Research, Innovation and Science
DLP	Designated Liaison Person
DPO	Data Protection Officer
DSE	Display Screen Equipment
EDI	Equality Diversity and Inclusion
EMM	Enterprise Mobility Management
ESBS	Education Shared Business Services
ESOL	English for Speakers of Other Languages
ETB	Education and Training Board
ETBI	Education and Training Boards Ireland
EWS	Emergency Works Scheme
FET	Further Education and Training
GDPR	General Data Protection Regulation
GenAI	Generative Artificial Intelligence
GPP	Green Public Procurement
HACCP	Hazard Analysis and Critical Control Point
IAU	Internal Audit Unit
IMBVE	Identity Multi-Belief and Values Education
IPAS	International Protection Accommodation Services
ISMS	Information Security Management System
ICT	Information and Communication Technology
KPI	Key Performance Indicator

LAN	Learner Advisory Network
LTI	Local Training Initiative
LCYP	Local Creative Youth Partnership
MAEDF	Mitigating Against Education Disadvantage Fund
MAM	Mobile Application Management
MAPP	Multi Annual Procurement Plan
MIG	Metal Insert Gas
MQ	Micro Qualification
M&R	Monitoring and Reporting
M365	Microsoft 365
NAPD	National Association of Principals and Deputy Principals
NCSE	National Council for Special Education
OEM	Original Equipment Manufacturing
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
PPRM	Performance and Progress Review Meeting
PSCAM	Public Sector Climate Action Mandate
PSM	Partnership Support Manager
PSRU	Procurement Public Sector Reform Unit
QAES	Quality Assurance and Enhancement Services
QQI	Quality and Qualifications Ireland
RCSI	Royal College of Surgeons of Ireland
REALT	Regional Education and Language Team
SCLP	Supply Chain Logistics and Procurement
SEAI	Sustainable Energy Authority of Ireland
SEN	Special Educational Needs
SENI	Special Education Needs Initiative
SENO	Special Educational Needs Organiser
SIC	Statement of Internal Control
SIEM	Security Information and Event Management
SLA	Service Level Agreement
SPA	Strategic Performance Agreement
SOC	Security Operations Centre
SOLAS	Seirbhís Oideachas Leanúnaigh agus Scileanna
SPSPS	Single Public Service Pension Scheme
SWS	Summer Works Scheme
TEL	Technology Enhanced Learning
TOETC	Tanagh Outdoor Education and Training Centre
TY	Transition Year
VOIP	Voice Over Internet Protocol
VTOS	Vocational Training Opportunities Scheme
YIC	Youth Information Centre

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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**

Tuarascáil Bhliantúil 2024

Cumhachtú trí Fhoghlaim agus dul chun cinn
do Chách

Empowerment through Learning and
Progression for All

www.cmetb.ie

Clár na nÁbhar

1	Ráiteas Straitéise BOOCM 2022-2026	109
2	Spriocanna Straitéiseacha do 2022-2026	111
3	Fáilte an Chathaoirligh	112
4	Aitheasc an Phríomhfheidhmeannaigh	114
5	Forléargas ar Sheirbhísí.....	116
6	Ráiteas Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin ...	118
	Tuarascáil na Stiúrthóirí.....	133
7	Tuarascáil ar Bhliain a Trí de Ráiteas Straitéise BOOCM 2022- 2026.....	177
8	Tuarascáil Bhliantúil ar Dhualgas Comhionannais agus Chearta an Duine na hEarnála Poiblí.....	204
9	Tuarascáil Bhliantúil 2024 ar Fheidhmíocht Fuinnimh na hEarnála Poiblí	206
10	Tuarascáil Bhliantúil ar fheidhmíocht oibleagáidí faoi Acht na dTeangacha Oifigiúla, (Leasú), 2021	210
11	Tuarascáil Bhliantúil ar Nochtaí Cosanta	212
	Liosta Giorrúchán	214

Liosta Táblaí

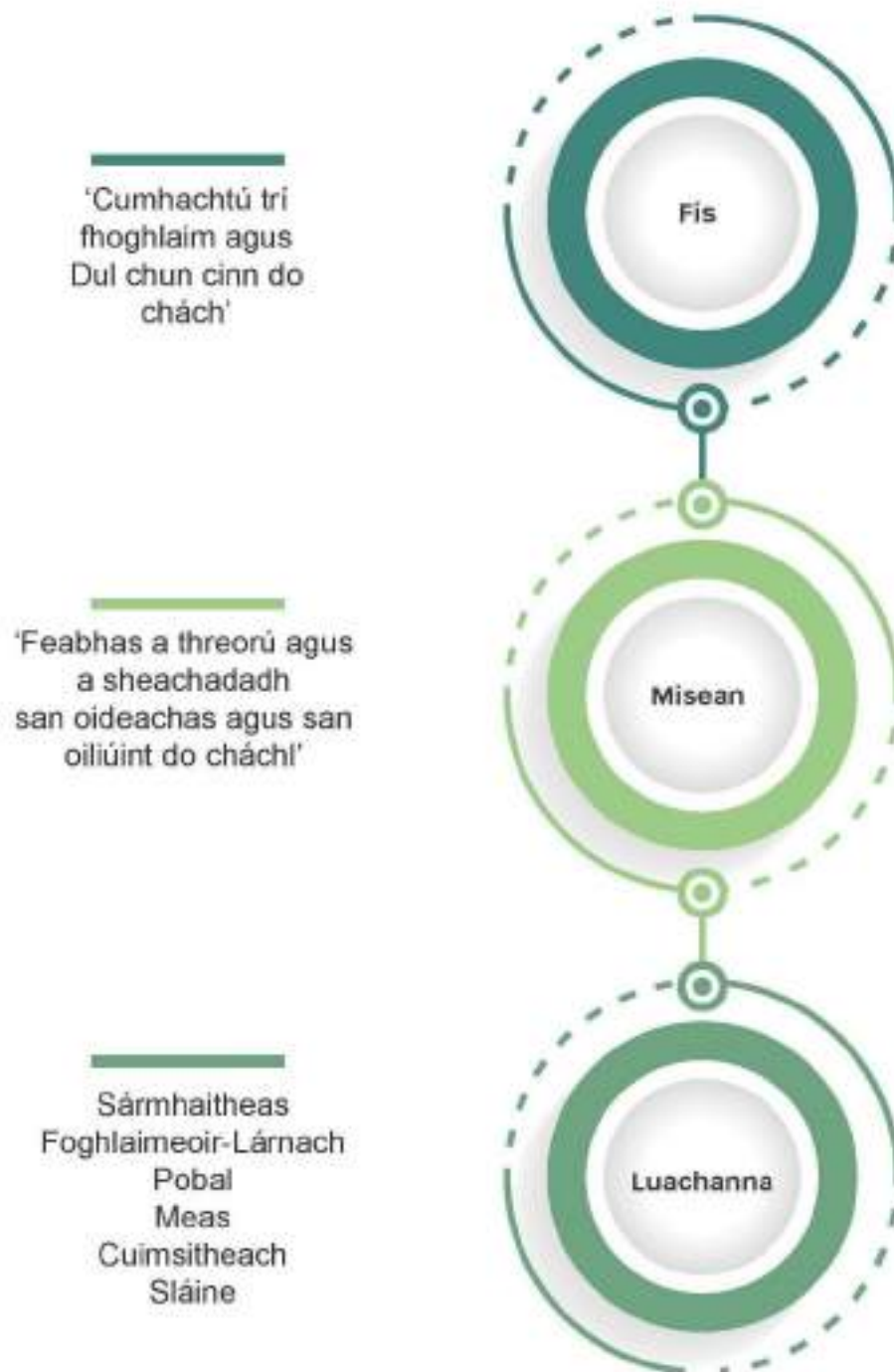
Tábla 1: Clár Tinrimh Bhaill an Bhoird Eanáir – Lúnasa 2024.....	124
Tábla 2: Clár Tinrimh Bhaill an Bhoird Lúnasa - Nollaig 2024.....	126
Tábla 3: Clár Tinrimh an Choiste Airgeadais Eanáir – Bealtaine 2024.....	128
Tábla 4: Clár Tinrimh an Choiste Airgeadais Meitheamh – Nollaig 2024	128
Tábla 5: Clár Tinrimh an Choiste Iniúchta agus Riosca Eanáir – Meitheamh 2024	129
Tábla 6: Clár Tinrimh an Choiste Iniúchta agus Riosca Iúil - Nollaig 2024	129
Tábla 7: Miondealú ar Rollú i Scoileanna BOOCM in 2024.....	133
Tábla 8: Clárúcháin mac léinn Úcránacha I gCabhán agus Muineachán 2024	136
Tábla 9: Seisiúin Music Generation i gCabhán agus i Muineachán a cuireadh ar fáil in 2024.	146
Tábla 10: Buaicphointí do Music Generation, Cabhán agus Muineachán 2024	147
Tábla 11: Clár PEACEPLUS agus Líon na foirne	152
Tábla 12: Buaicphointí tionscadail LCYP Creative 2024	153
Tábla 13: Rannpháirtíocht chruthaitheach LCYP 2024	153
Tábla 14: Glacadh le himeacht aon lae LCYP.....	153

Liosta na bhFigiúracha

Figíúr 1 Fís, Misean agus Luachanna BOOCM.....	109
Figíúr 2 Luachanna BOOCM	110
Figíúr 3 Spriocanna Straitéiseacha BOOCM	111
Figíúr 4 Struchtúr Eagraíochta BOOCM	116
Figíúr 5 Scoileanna BOOCM	117
Figíúr 6 Seirbhísí Breisoideachais agus Oiliúna BOOCM.....	117
Figíúr 7 Forléargas ar Sheirbhísí BOOCM Níos Leithne	118
Figíúr 8 Baill de BOOCM agus den Fhoireann Riaracháin Meán Fómhair 2024	122
Figíúr 9 Baill de BOOCM agus den Fhoireann Riaracháin Bealtaine 2025	122
Figíúr 10 Struchtúr Rialachais BOOCM.....	123
Figíúr 11 Bronnadh bratach LIFT (Ag ceannaireacht todhchaí na hÉireann le chéile) ar Choláiste Breifne chun leibhéal na ceannaireachta dearfaí a mhéadú	134
Figíúr 12 Daltaí Choláiste Dún an Rí roghnaithe chun ionadaíocht a dhéanamh ar éirinn ag Corn Domhanda SAGE i dTóiceo.....	135
Figíúr 13 Buaigh daltaí Choláiste Naomh Mogue duais ag Duaiseanna Idirghlúine na hIdirbhliana in Ollscoil Chathair Bhaile Átha Cliath	137
Figíúr 14 Daltaí BOOCM ag ceiliúradh Éiteas an BOO i bPáirc Ros Mór.....	138
Figíúr 15 Buaiteoir Sparánacht na Gaeilge Seachtain BOO 2024 Aoibhinn Ní Craoibhinn ó Choláiste Oiriall.....	139
Figíúr 16: Seoladh Náisiúnta Dhuaisanna ESOL QQI Leibhéal 1 agus 2 ar an Meitheamh 2024	141
Figíúr 17 Seoladh Podchraoladh "An Turas"	143
Figíúr 18 Seoladh BOOCM an Tairseach Fostóirí: acmhainn d'fhostóirí áitiúla sa réigiún	143
Figíúr 19 Oscailt Oifigiúil áitreabh nua Ógtheagmhála Charraig Mhachaire Rois...	145
Figíúr 20 BOOCM ag óstail Dhaiseanna Náisiúnta na bPrintíseachtaí.....	145
Figíúr 21 Taibhiú Music Generation ag an Halla Ceolchoirme Náisiúnta, Baile Átha Cliath.....	148
Figíúr 22 Taibhiú de Fairytale of NewYork ina bhfuil na Whistlin' Donkeys	149
Figíúr 23 Comic Mhuineacháin Con 2024	154
Figíúr 24 Múrmhaisiú péint spraeála.....	Figíúr 25 Tionscadal bosca snáithín Eir
Figíúr 26 Tionscadal Grianghrafadóireachta	154
Dofheicthe Bhaile Shéamais Dhuibh Fíor.	Figíúr 27 Tionscadal fuála Bhéal Tairbirt
Figíúr 28 An tAire Humphreys ag oscailt Rian Rothar Nua ag OETC Tamhnach...	156
Figíúr 29 Campa Samhraidh 7 seachtaine do pháistí 7-16 mbliana d'aoi.....	157
Figíúr 30 Struchtur Eagraíochtúil Riaracháin BOOCM	158
Figíúr 31 Conradh sínithe do scoil nua Ghaelscoil Lorgan i mBaile na Lorgan	171
Figíúr 32 Sprioc CO2 Iontaise	206
Figíúr 33 Sprioc Iomlán CO2	207

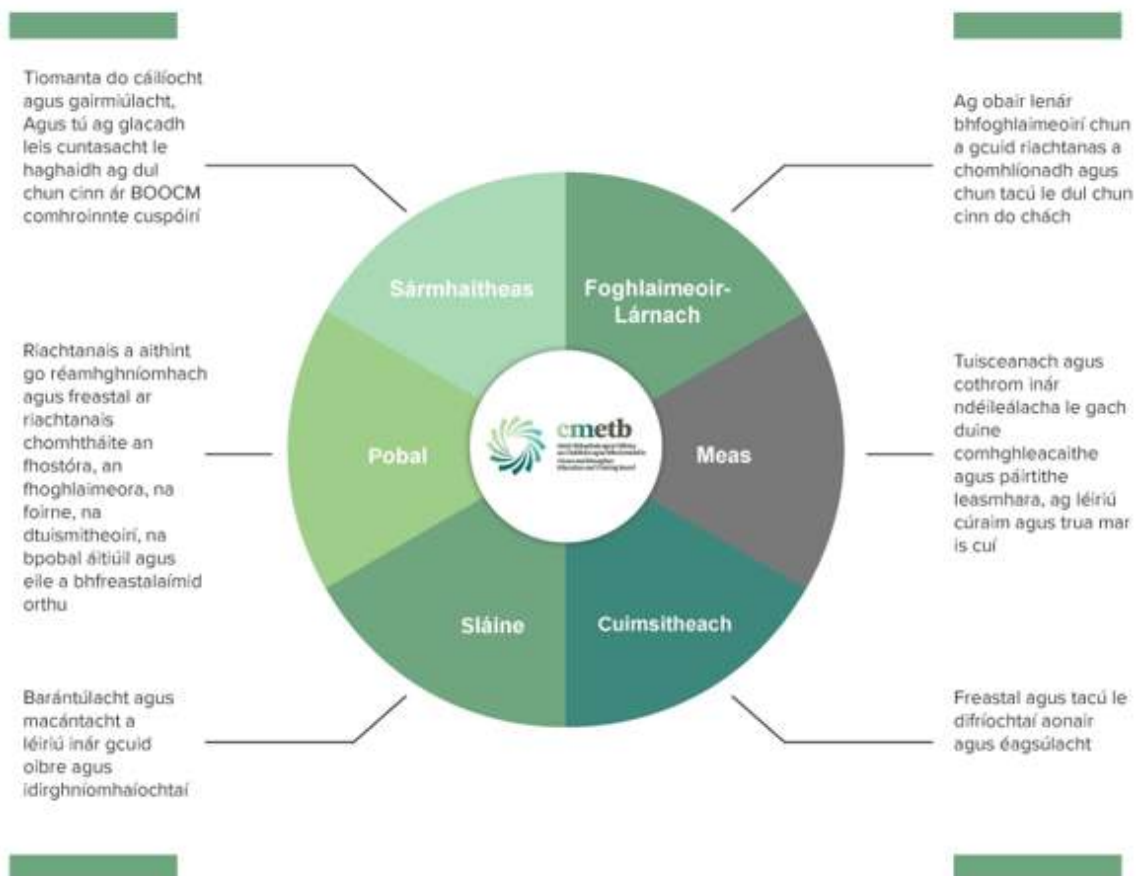
Figiúr 34 Sprioc Éifeachtúlachta Fuinnimh	207
Figiúr 35 Úsáid Fuinnimh BOOCM 2024	208

1 Ráiteas Straitéise BOOCM 2022-2026



Figiúr 1 Fís, Misean agus Luachanna BOOCM

Ár Luachanna

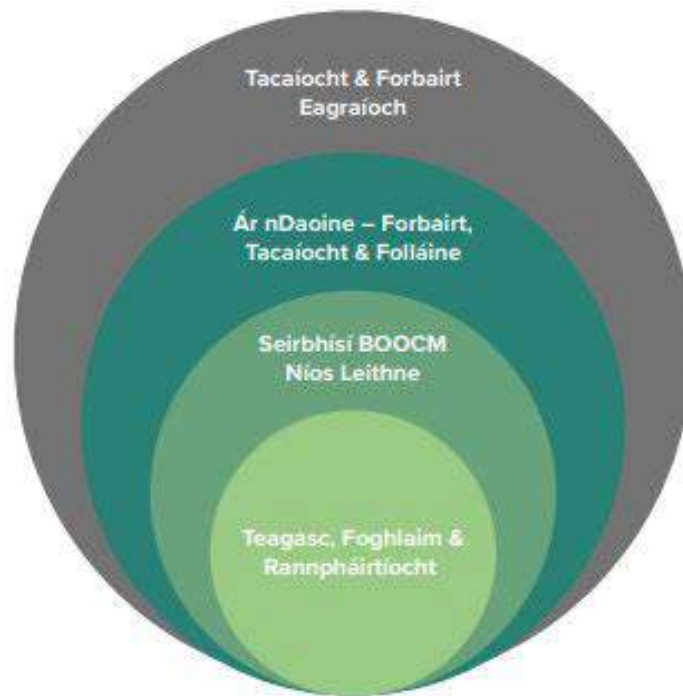


Figiúr 2 Luachanna BOOCM

2 Spriocanna Straitéiseacha do 2022-2026

Spriocanna Straitéiseacha BOOCM

Léiríonn an léaráid seo a leanas ceithre sprioc straitéiseacha BOOCM a bhfuil a mbunsraith acu sa chéad bhunspríoc, is é sin, Teagasc, Foghlaim agus Rannpháirtíocht:



Figiúr 3 Spriocanna Straitéiseacha BOOCM

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

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

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

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

3 Fáilte an Chathaoirligh

Cúis áthais dom féin agus dár bPríomhfeidhmeannach, an Dr Fiona McGrath, Tuarascáil Bhliantúil Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin (BOOCM) 2024, a chur in bhur láthair.

Tá BOOCM ar cheann de na fostóirí is mó sa Chabhán agus i Muineachán le fórsa saothair suntasach de 1,806 ball foirne páirtaimseartha agus lánaimseartha agus iad ag soláthar seirbhísí riachtanacha do 14,700 foghlaimeoir. Tríd ár gcomhpháirtíochtaí straitéiseacha le gnólachtaí áitiúla, le fostóirí agus le Comhairlí Contae an Chabháin agus Mhuineacháin agus lena gcoistí gaolmhara, táimid ar cheann de na príomhthiománaithe a bhaineann le fás eacnamaíoch sa réigiún

I measc go leor imeachtaí suntasacha a tharla le linn 2024 bhí:

- Torthaí scrúduithe den scoth a ghnóthaigh scoláirí inár n-iarbhunscoileanna uile.
- Rannpháirtíocht agus éachtaí mhic léinn BOOCM i gCúrsaí Spóirt, sna hEalaíona agus in ETIEM.
- Forbairt printíseachtaí agus seirbhísí oiliúna ar fud an Chabháin agus Mhuineacháin, lena n-áirítear Teicneolaíochtaí Tógála In-athnuaite agus Cur i bhFeidhm an Ghrianchórais in Institiúid Mhuineacháin.
- Leanúint ar aghaidh le tionscadail chaipitil do scoileanna/d'ionaid BOO agus do scoileanna neamh-BOO, lena n-áirítear:
 - o Críochnú Aonad Printíseachta Bhaile an Mhuilinn i mBaile Mhuineacháin.
 - o Lóistín Modúlach breise ar fud scoileanna BOO sa Chabhán agus i Muineachán – Coláiste Achadh an Iúir, Coláiste Inbhir, Carraig Mhachaire Rois agus Naomh Maodhóg, An Bábhún Buí.
 - o Cead pleanála tugtha do thograí móra tógála i gColáiste Chnoc na Feá, Muineachán, Coláiste Bhaile na Lorgan, Coláiste Dhún an Rí agus Coláiste Achadh an Iúir.
 - o Oscailt oifigiúil áitreabh nua Ógtheagmhála Charraig Mhachaire Rois.
 - o Seoladh Rian Rothar Caidéil ag Ionad Oideachais agus Oiliúna Allamuigh na dTamhnach.
 - o Síniú conarthaí agus tús a chur le hoibreacha ar an láthair do bhunscoil nua do Ghaelscoil Lorgan, Baile na Lorgan.
 - o Tograí scoile neamh-BOO i dtógáil - Gaelscoil Eois, Cluain Eois agus Scoil Náisiúnta Bhuíochair.

Níl sa mhéid thuas ach cuid de bhuaicphointí na hoibre a rinne an fhoireann, na foghlaimeoirí agus baill an Bhoird in 2024. Mar Chathaoirleach tá súil agam go dtiocfaidh méadú ar líon na bhfoghlaimeoirí i Scoileanna BOOCM agus in ionaid agus cláir Bhreiseoideachais agus Oiliúna sa bhliain 2025 agus ina dhiaidh sin, agus go leanfaidh agus go bhforbróidh an tacaíocht a thugann BOOCM do thionscadail

chaipitil ar fud an Chabháin agus Mhuineacháin.

I ngach slí leanfaimid lenár n-iarrachtaí, mar cheannaire i réigiún an Chabháin agus Mhuineacháin, seachadadh clár agus seirbhísí spriocdhírithe a chur chun cinn chun freastal ar riachtanais ár bpáirtithe leasmhara go léir.



An Comhairleoir Carmel Brady,
Cathaoirleach, BOOCM

4 Aitheasc an Phríomhfheidhmeannaigh

Cúis áthais dom Tuarascáil Bhliantúil BOOCM 2024 a chur i láthair. Tugtar léargas sa tuarascáil seo ar fheidhmíocht BOOCM i ndáil lena fheidhmeanna i rith na bliana agus ar an obair a cuireadh i gcrích chun Ráiteas Straitéise BOOCM 2022-2026 a chur chun feidhme. Seo a leanas bunluachanna ár Ráitis Straitéise: tá tábhacht fós le Barr Feabhais, Foghlaimeoiríarnacht, Pobal, Ionchuimsitheacht, Ionracas agus Meas chun bonn eolais a chur ar fáil dár ngníomhartha comhpháirteacha ar fud na heagraíochta.

Tá fás leanúnach tagtha ar líon na mac léinn i ngach scoil BOOCM, rud a léiríonn an t-oideachas ardchaighdeán atá á chur ar fáil ar fud an réigiúin. Táimid ag tnúth lenár dtairiscint don bhliain acadúil 2025/2026 a leathnú le fógairt BOOCM mar phátrún ar Phobalscoil Speisialta nua Mhuineacháin.

Leanann Seirbhísí Breisoideachais agus Oiliúna BOOCM ag fás agus ag soláthar seirbhísí oideachais agus oiliúna ar fud an réigiúin le bunú printíseachtaí agus cúrsaí oiliúna nua, cláir oideachais aosaigh agus dul chun cinn Choláiste BO na Todhchaí sa Chabhán go dtí an chéad chéim fhaofa eile.

Lean Ceol na Glúine le hoideachas taibhithe ceoil d'ardchaighdeán a chur ar fáil do leanaí agus do dhaoine óga ar fud an réigiúin, agus mar bhailchríoch air seo, bhí léirithe Cheolfhoireann Tíre na nÓg Trasteorann sa Guildhall i nDoire agus sa Cheoláras Náisiúnta i mBaile Átha Cliath.

I Ráithe 4 de 2024, bhí ocht scoil faofa ag BOOCM do chlár Fótvoltach Scoileanna na Roinne Oideachais, a chabhróidh le costais fuinnimh agus lorg carbóin a laghdú, mar fhreagairt ar spriocanna aeráide agus de réir ár dTreochlár Gníomhaithe ar son na hAeráide.

Fuarthas Leithdháileadh Caipitil Déabhlóidithe Glas freisin le haghaidh Breisoideachais ón RBATNE agus ó SOLAS a thacóidh freisin le bearta laghdaithe fuinnimh agus astaíochtaí a chur i bhfeidhm.

D'fhás agus d'fhorbair an Chomhpháirtíocht Óige Ildánach Áitiúil (CÓIÁ) in 2024, ag soláthar os cionn 50 clár cruthaitheach i suíomhanna lasmuigh den scoil ar fud an Chabháin agus Mhuineacháin do dhaoine óga, go háirithe iad siúd atá imeallaithe nó atá faoi mhíbhuntáiste.

D'éirigh le Seirbhís Óige BOOCM iarratas a dhéanamh ar mhaoiniú PEACEPLUS do thrí thionscadal nua, trí SEUPB agus trí Chomhpháirtíochtaí Síochána Údarás Áitiúil an Chabháin agus Mhuineacháin araon. Fostaíodh foireann bhreise chun na tionscadail seo a threorú in 2025.

Le linn 2024 d'oibríomar chun dul i ngleic leis na héifeachtaí a bhí ag dúshláin dhomhanda ar theagasc, ar fhoghlaím agus ar fholláine agus rinneamar nascleanúint ar thírdhreach atá ag athrú go tapa, ag glacadh le hathrú le tiomantas an-láidir dár misean. D'oibrigh baill foirne BOOCM gan stad gan staonadh, ag cothú comhoibrithe, ag tiomáint dul chun cinn, agus ag cinntiú go bhfanfaimid ar thús cadhnaíochta maidir le barr feabhais.

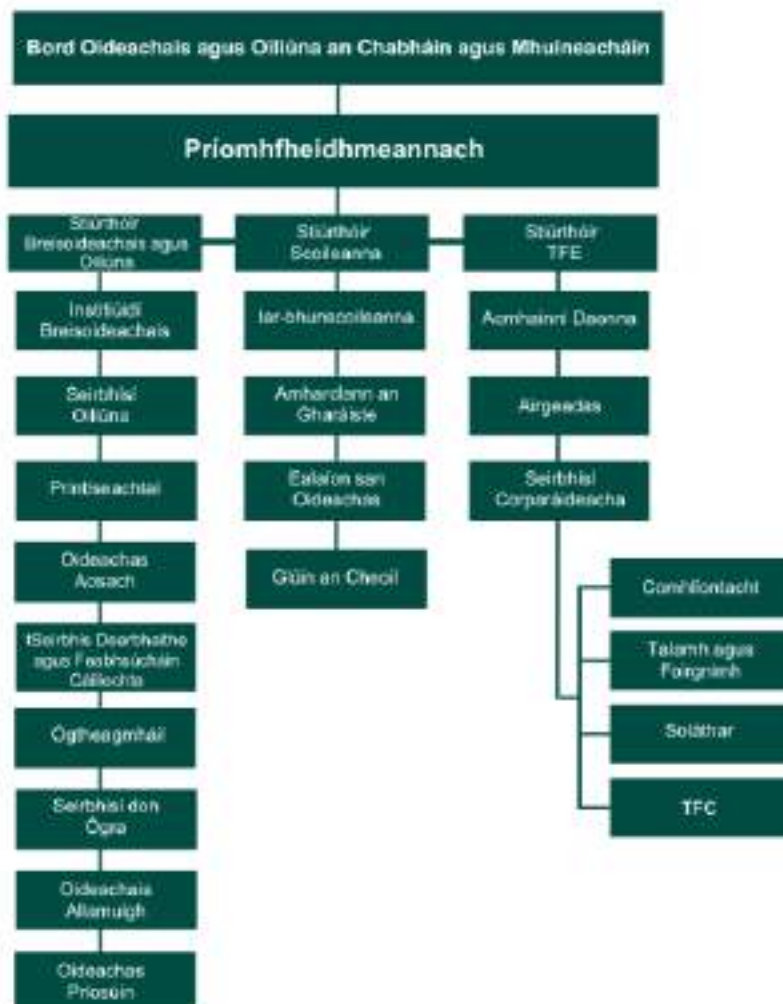
Ag féachaint chun cinn, táimid ar bís faoi na deiseanna, agus táimid réidh chun tógáil ar ár n-éachtaí, ár gcomhpháirtíochtaí a neartú, agus leanúint ar aghaidh ag seachadadh tionchair sa réigiún. Táim buíoch as tacaíocht Bhaill Boird BOOCM, ár mBord atá ag dul as oifig a d'fhóin ó 2019 go dtí lár-2024 agus an Bord nua a bunaíodh ag deireadh 2024, a léirigh tiomantas iontach dá gcuid oibre thar ceann na bhfoghlaimeoirí agus na bpáirtithe leasmhara go léir. Gabhaim buíochas le gach duine a chuidigh ar bhealach ar bith leis an tuarascáil seo agus guím rath leanúnach ar gach ball foirne agus foghlaimeoir in 2025.



An Dr Fiona McGrath,
Príomhfheidhmeannach

5 Forléargas ar Sheirbhísí

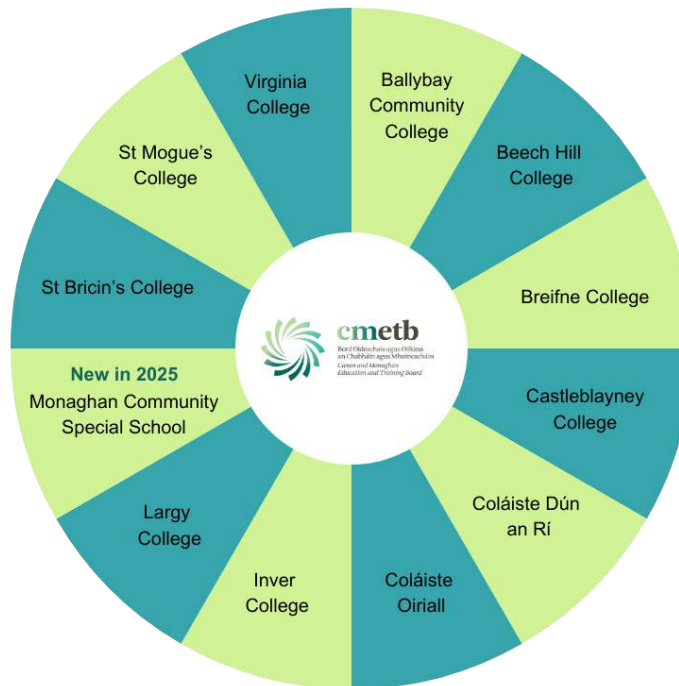
Tá seirbhísí BOOCM á gcur ar fáil trí struchtúr dea-fheidhmiúil, sruthlínithe mar atá leagtha amach thíos:



Figiúr 4 Struchtúr Eagraíochta BOOCM

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

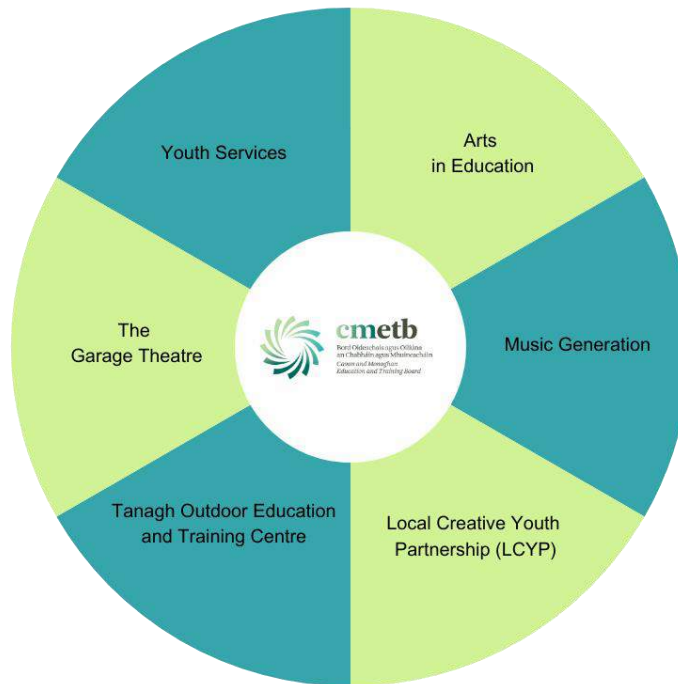
Tá BOOCM tiomanta d'fheabhsú leanúnach a sheirbhísí i gcomhthéacs [Chlár um Chlaohlú Seirbhísí Poiblí Rialtas na hÉireann](#) agus doiciméid straitéise ábhartha. D'oibrigh BOOCM ar roinnt príomhthéamaí agus príomhthionscnamh le linn 2024 mar a leagtar amach i dTuarascálacha na Stiúrthóirí in Alt 7.



Figióir 5 Scoileanna BOOCM



Figióir 6 Seirbhísí Breisoideachais agus Oiliúna BOOCM



Figiúr 7 Forléargas ar Sheirbhísí BOOCM Níos Leithne

6 Ráiteas Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin

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

Comhlíonann Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin an Cód Cleachtais chun Boird Oideachais agus Oiliúna a Rialú, Imlitir 0083/2024, na Roinne Oideachais agus Oiliúna. Is é cuspóir an chóid ná cinntiú go gcuireann Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin prionsabail an dea-rialachais agus na dea-bhainistíochta i bhfeidhm.

Feidhmeanna an Bhoird BOO:

Is feidhmeanna coimeádta iad cinntí a dhéanann an Bord agus tá siad leagtha amach in Alt 12 (2) d'Acht um Boird Oideachais agus Oiliúna, 2013 agus in Imlitir 0002/2019 "Cód Cleachtais do Rialachas Bord Oideachais agus Oiliúna", agus tá an

sceideal iomlán leagtha amach in Aguisín A den Chód. Glactar le cinntí nach bhfuil sonraithe sa Chód seo mar Fheidhmeanna Feidhmiúcháin don Phríomhfheidhmeannach. Tá an Bord sásta go dtarmligean an Príomhfheidhmeannach feidhmeanna áit ar cuí agus de réir Acht um Boird Oideachais agus Oiliúna, 2013.

Freagrachtaí an Bhoir

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

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

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

I rite 2024 d'fhaomh an Bord na doiciméid seo a leanas:

- Glacadh leis an Tuarascáil Bhliantúil do 2023.
- Ráitis Airgeadais i gcomhair 2023.
- Glacadh leis an bPlean Seirbhíse i gcomhair 2024.
- Tinreamh údaraithe ball ag comhdhálacha.
- Faomhadh éadail, sealbhú agus diúscairt talún nó úis de réir rialacháin na Roinne Oideachais.
- Cinntíodh gur coimeádadh taifid chruinne de chruinnithe agus de chinntí.

Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin

Tá 21 ball¹⁷ ag Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin agus tá sceideal feidhmeanna forchoimeádta aige dó féin faoi Acht um Boird Oideachais agus Oiliúna faoin Acht um Boird Oideachais agus Oiliúna, 2013. Tacaíonn an reachtaíocht leis na feidhmeanna forchoimeádta agus áirítear leo beartas, pleanáil, monatóireacht agus glacadh leis na cuntais bhliantúla/leis an tuarascáil bhliantúil. Faigheann an BOO tacaíocht ó Fheidhmeannas atá freagrach as pleananna a chur i bhfeidhm, as bainistiú ó lá go lá agus as feidhmeanna nach bhfuil forchoimeádta don Bhord. Tá struchtúr eagraíochta i bhfeidhm, ina bhfuil na leibhéil údaráis agus na struchtúir tuarascithe sainithe go soiléir.

Ceanglaítear ar bhaill BOO agus ar fhoireann ainmnithe Nochtadh Leasa bliantúil a sholáthar maidir le saincheisteanna a bhfhéadfadh tionchar ábhartha a imirt ar chomhlíonadh feidhmeanna. Ina theannta sin, tá Cód Iompair glactha ag BOOCM agus tá sé seo curtha ar fáil do gach ball agus ball foirne.

Tagann an Bord le chéile gach dhá mhí agus coinnítear clár tinrimh. Faigheann na baill 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 bhaill ina leagtar amach a bhfeidhmeanna agus a bhfreagrachtaí. Tá rochtain dhíreach ag baill ar an bPríomhfheidhmeannach. Tá nósanna imeachta i bhfeidhm freisin do bhaill, ar mhaithe lena ndualgais a chur chun cinn, le comhairle ghairmiúil a ghlacadh.

Ballraíocht ar an Bhoird: Éagsúlacht agus Cuimsiú

Mar a bhí ar an 31 Nollaig 2024, bhí 8 (38%) baineann agus 13 (62%) fir ar an mBord, gan aon phoist folamh. Dá bhrí sin, ní chloíonn an Bord le sprioc an Rialtais maidir le íosleibhéal 40% d'aighnéis ar bith a bheith i láthair i

¹⁷ Ionadaí Tuismitheoirí Folamh (Mná) in 2024

mballraíocht na mBord Stáit.

Tá na bearta seo leagtha amach chun cóimheasa inscne a fheabhsú agus a thabhairt i bhfeidhm ar an mBord seo:

Níl baill uile-fhear nó uile-bhean ar an mBord. Cuireadh iarratas ar na comhlachtaí ainmniúcháin go léir cóimheas inscne a sholáthar maidir lena n-ionadaíocht ar an mBord. Dheimhnigh Comhairle Chontae Mhuineacháin agus Comhairle Chontae an Chabháin go raibh deis ag na comhaltaí beirt ina mban go léir ainmniúcháin a lorg. Má thagann folúntas ar an mBord le linn na téarma reatha, iarrfaidh CMETB ainmniúcháin ó na Comhailte nuachúirteacha d'ainmniúchán baineann.

Cathaoirleach agus Leas-Chathaoirleach:

- **Cathaoirleach 2024/2025:** An Comhairleoir Carmel Brady (Nollaig 2024-inniu)
- **Cathaoirleach 2024/2025:** An Comhairleoir David Maxwell (Meán Fómhair 2024 - Nollaig 2024)
- **Cathaoirleach 2023/2024:** An Comhairleoir PJ O'Hanlon
- **Leas-Chathaoirleach 2024/2025:** April Anna Barker
- **Leas-Chathaoirleach 2023/2024:** An Comhairleoir Clifford Kelly

Príomhfheidhmeannach – An Dr Fiona McGrath



Figiúr 8 Baill de BOOCM agus den Fhoireann Riaracháin Meán Fómhair 2024



Figiúr 9 Bhaill de BOOCM agus den Fhoireann Riaracháin Bealtaine 2025

Coistí an BOO

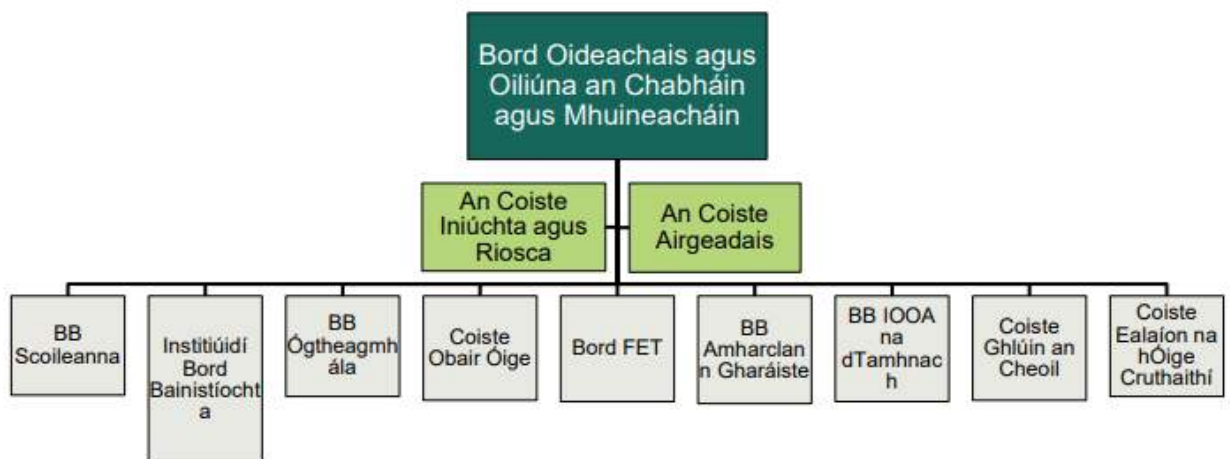
Tá Coistí bunaithe ag BOOCM faoi alt 44 d'Acht BOO 2013, ar a bhfuil baill BOO, agus páirtithe leasmhara ábhartha eile. Ainmníonn an BOO cathaoirleach na gCoistí seo agus cuirtear téarmaí tagartha mionsonraithe ar fail.

Tá **an Coiste Iniúchta agus Riosca** freagrach as monatóireacht a dhéanamh

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

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

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



Figiúr 10 Struchtúr Rialachais BOOCM

Cruinnithe Boird 2024

Le linn na bliana Eanáir go Lúnasa **2024 tháinig an Bord** le chéile **cúig huaire**, agus tá sonraí an tinrimh leagtha amach sa tábla thíos.

Tábla 1: Clár Tinrimh Bhaill an Bhoird Eanáir – Lúnasa 2024

Ainm Bhaill an Bhoird	Comhlacht Ainmnithe	Cruinniú Boird 23.01.24	Cruinniú Boird 20.02.24	Cruinniú Boird 27.03.24	Cruinniú Boird 14.05.24	Cruinniú Boird 30.07.24	Iomlán na gCruinnithe ar freastalaíod h orthu
PJ O'Hanlon (Cathaoirleach)	Comhairle Contae Mhuineacháin	x	x	x	x	x	5/5
Clifford Kelly (Leas-Chathaoirleach)	Comhairle Contae an Chabháin	x	x	x	x	x	5/5
Madeleine Argue	Comhairle Contae an Chabháin	x	x	x	x	x	5/5
April Anna Barker	Cumann Bialann na hÉireann (Institiúid Fáilteachais na hÉireann i gcomhar le)		x	x	x		3/3
Carmel Brady	Comhairle Contae an Chabháin	x	x	x	x	x	5/5
Aidan Campbell	Comhairle Contae Mhuineacháin	x	x	x	x		4/4
Colm Carthy	Comhairle Contae Mhuineacháin	x	x	x	x	x	5/5
Sean Conlon	Comhairle Contae Mhuineacháin	x	x	x		x	4/4
Rosena Donagh	Údarás um Ard-Oideachas Teicneolaíoch	x		x			2/2
Brendan Fay	Comhairle Contae an Chabháin	x	x	x	x	x	5/5
Sean Fegan	ACCS/JMB/NAPD		x	x	x	x	4/4
Michelle Flynn	Ionadaí Foirne		x	x	x	x	4/4
Micheál Martin	Ionadaí Foirne	x	x	x	x	x	5/5
David Maxwell	Comhairle Contae Mhuineacháin	x	x	x		x	4/4
Martin McBreen	Cumann Shiondróm Down na hÉireann	x	x	x		x	4/4
Joe McGrath	Foras na Gaeilge	x	x	x	x	x	5/5

Rory McMahon ¹⁸	Ionadaí Tuismitheora (Fir)			x	x	x	3/3
Sarah O'Reilly	Comhairle Contae an Chabháin	x		x			2/2
Aine Smith	Comhairle Contae an Chabháin	x	x	x		x	4/4
Patricia Walsh	Comhairle Contae an Chabháin		x	x		x	3/3
Folamh	Ionadaí Tuismitheora (Baineann)						

¹⁸ D'ainmnigh an Chomhairle Náisiúnta Tuismitheoirí (CNT) Rory McMahon (Ionadaí Tuismitheora Fireann) ar Bhord BOOCM. Cheadaigh an Bord an ceapachán ag a gcrúinniú ar 20 Feabhra 2024

Cruinnithe Boird 2024: Lúnasa – Nollaig 2024

Ó Lúnasa go Nollaig **2024**, **tháinig an Bord** le chéile **cúig huaire**, agus tá sonraí an tinrimh leagtha amach sa tábla thíos.

Tábla 2: Clár Tinrimh Bhaill an Bhoird Lúnasa - Nollaig 2024

Ainm Bhaill an Bhoird	Comhlacht Ainmnithe	1 ^ú Toghchán an Phoist Cruinniú 03.09.24	2 ^ú Toghchán an Phoist Cruinniú 03.09.24	Cruinniú Boird 17.09.24	Cruinniú Boird 12.11.24	Cruinn iú Boird 10.12.24	Iomlán na gCruinnith e ar freastalaíó dh orthu
Carmel Brady (Cathaoirleach Reatha)	Comhairle Contae an Chabháin	x	x	x	x	x	5/5
David Maxwell (Cathaoirleach 24 Meán Fómhair-24 Nollaig) ¹⁹	Comhairle Contae Mhuineacháin	x	x	x	x		4/4
April Anna Barker (Leas- Chathaoirleach)	Cumann Bialann na hÉireann (Institiúid Fáilteachais na hÉireann i gcomhar le)			x	x	x	3/3
Winston Bennett ²⁰	Comhairle Contae an Chabháin			x	x	x	3/3
Damien Brady	Comhairle Contae an Chabháin	x	x	x		x	4/4
Niamh Brady	Comhairle Contae an Chabháin	x	x	x	x		4/4
Aidan Campbell	Comhairle Contae Mhuineacháin	x	x	x		x	4/4
Colm Carthy	Comhairle Contae Mhuineacháin	x	x	x		x	4/4
Seamus Coyle	Comhairle Contae Mhuineacháin				x		1/1
Brendan Fay	Comhairle Contae an Chabháin	x	x	x	x	x	5/5
Lorraine Fealy	Ionadaí Foirne (Baineann)	x	x	x		x	4/4

¹⁹ I mí na Nollag 2024 toghadh David Maxwell don Oireachtas agus dá réir sin d'éirigh sé neamh-incháilithe mar bhall de Bhord agus de Choiste BOOCM.

²⁰ Cheap Comhairle Co an Chabháin an Comhairleoir W Bennett ar Bhord BOOCM i Meán Fómhair 2024, in áit an Chomhairleora Trevor Smith.

Sinead Flynn	Comhairle Contae Mhuineacháin	x	x	x	x	x	5/5
Michelle Flynn ²¹	Ionadaí Tuismitheora (Baineann)				x	x	2/2
Clifford Kelly	Comhairle Contae an Chabháin	x	x	x	x	x	5/5
Irene McCausland	Údarás um Ard-Oideachas Teicneolaíoch				x	x	2/2
Colm McCormick	Ionadaí Foirne (Fir)				x	x	2/2
Frank McDermott	Aontas			x	x	x	3/3
Joe McGrath	An Cumann Náisiúnta Príomhoidí agus Príomhoidí Tánaisteacha				x	x	2/2
Rory McMahon	Ionadaí Tuismitheora (Fir)		x	x	x	x	4/4
Peter McVitty	Comhlachas Tarlú Bóthair na hÉireann			x	x	x	3/3
Áine Smith	Comhairle Contae an Chabháin	x	x	x	x	x	5/5
Trevor Smith ²²	Comhairle Contae an Chabháin	x	x				2/2

²¹ D'ainmnigh an Chomhairle Náisiúnta Tuismitheoirí (CNT) Michelle Flynn (Ionadaí na dTuismitheoirí Mná) ar Bhord BOOCM. Cheadaigh an Bord an ceapachán ag a gcrúinniú ar an 12 Samhain 2024.

²² D'fhreastail an Comhairleoir T Smith ar an 1ú agus 2ú cruinniú iarthoghcháin amháin. De bharr easpa infhaighteachta le freastal ar chruinnithe an Bhoird gach Máirt, chuir Comhairle Contae an Chabháin an Comhairleoir W Bennett ina áit.

Cruinnithe an Choiste Airgeadais

Cruinnithe an Choiste Airgeadais: Eanáir – Bealtaine 2024

I rith na bliana Eanáir go Bealtaine 2024, bhuail an **Coiste Airgeadais** le chéile **trí huaire** agus tá sonraí an tinrimh leagtha amach sa tábla thíos.

Tábla 3: Clár Tinrimh an Choiste Airgeadais Eanáir – Bealtaine 2024

Ainm Bhaill an Choiste	Ball Inmheánach / Seachtrach	Cruinniú 01.02.2024	Cruinniú 20.03.2024	Cruinniú 28.05.2024	Iomlán na gCruinnithe ar freastalaíodh orthu
Peter McGrath (Cathaoirleach)	Ball Seachtrach	x	x	x	3/3
Cuir isteach Ainm (Leas-Chathaoirleach)	n/a	n/a	n/a	n/a	n/a
Clifford Kelly	Ball Inmheánach	x	x		2/2
David Maxwell	Ball Inmheánach				0/0
Joe McGrath	Ball Inmheánach	x	x		2/2
Pat Treanor	Ball Seachtrach	x	x	x	3/3
Declan Woods	Ball Seachtrach	x	x	x	3/3

Cruinnithe an Choiste Airgeadais: Meitheamh – Nollaig 2024

I rith na bliana ó Mheitheamh go Nollaig 2024, bhuail an **Coiste Airgeadais** le chéile **faoi dhó**, agus tá sonraí an tinrimh leagtha amach sa tábla thíos.

Tábla 4: Clár Tinrimh an Choiste Airgeadais Meitheamh – Nollaig 2024

Ainm Bhaill an Choiste	Ball Inmheánach / Seachtrach	Cruinniú 11.10.2024	Cruinniú 05.12.2024	Iomlán na gCruinnithe ar freastalaíodh orthu
Joe McGrath (Cathaoirleach)	Ball Inmheánach	x	x	2/2
Cuir isteach Ainm (Leas-Chathaoirleach)	n/a	n/a	n/a	n/a
Cornelia Connolly	Ball Seachtrach	x	x	2/2
Hugh Farrell	Ball Seachtrach	x	x	2/2
Clifford Kelly	Ball Inmheánach	x	x	2/2
David Maxwell ²³	Ball Inmheánach	x		1/1
Joe McCabe	Ball Seachtrach	x	x	2/2

²³ Toghadh David Maxwell chuig an Oireachtas i mí na Nollag 2024 agus dá réir sin d'éirigh sé neamh-ncháilithe mar bhall de BOOCM agus den Choiste Airgeadais. Liónfar a fholúntas in 2025.

Cruinnithe an Choiste Iniúchta agus Riosca

Cruinnithe an Choiste Iniúchta agus Riosca: Eanáir – Meitheamh 2024

Le linn na bliana Eanáir go Meitheamh 2024 tháinig **an Coiste Iniúchta agus Riosca (CIR)** le chéile **dhá huaire** agus sonraí an tinrimh leagtha amach sa tábla thíos.

Tábla 5: Clár Tinrimh an Choiste Iniúchta agus Riosca Eanáir – Meitheamh 2024

Ainm Bhaill an Choiste	Ball Inmheánach / Seachtrach	Dáta an Chruinnithe 05.03.2024	Dáta an Chruinnithe 12.06.2024	Iomlán na gCruinnithe ar freastalaíodh orthu
Ger Finn (Cathaoirleach)	Ball Seachtrach	x	x	2/2
Cuir isteach Ainm (Leas-Chathaoirleach)	n/a	n/a	n/a	n/a
Madeleine Argue	Ball Inmheánach			0/0
Sean Conlon	Ball Inmheánach	x		1/1
Sean Corcoran	Ball Seachtrach		x	1/1
Seamus Coyle	Ball Seachtrach			0/0
Sean Fegan	Ball Inmheánach	x	x	2/2
Michael Mulvey	Ball Seachtrach		x	1/1

Cruinnithe an Choiste Iniúchta agus Riosca: Iúil – Nollaig 2024

I rith na bliana, Iúil go Nollaig 2024 tháinig **an Coiste Iniúchta agus Riosca (CIR)** le chéile **dhá huaire**, le sonraí tinrimh leagtha amach sa tábla thíos

Tábla 6: Clár Tinrimh an Choiste Iniúchta agus Riosca Iúil - Nollaig 2024

Ainm Bhaill an Choiste	Ball Inmheánach / Seachtrach	Dáta an Chruinnithe 03.10.2024	Dáta an Chruinnithe 25.11.2024	Iomlán na gCruinnithe ar freastalaíodh orthu
Seán Conlon (Cathaoirleach)	Ball Seachtrach	x	x	2/2
Cuir isteach Ainm (Leas-Chathaoirleach)	n/a	n/a	n/a	n/a
April Anna Barker	Ball Inmheánach	x		1/1
Aidan Campbell	Ball Inmheánach	x	x	2/2
Hugh Farrell	Ball Seachtrach	x	x	2/2
Frank McDermott	Ball Inmheánach			0/0
Gráinne McGann	Ball Seachtrach	x	x	2/2

Bainistíocht Riosca

Déanann an Bord maoirseacht ghníomhach ar bhainistíocht riosca agus deimhníonn sé go bhfuil measúnú déanta aige ar na príomhrioscaí, na bearta maolaithe gaolmhara agus go bhfuil athbhreithniú déanta aige ar éifeachtacht na mbeart seo in 2024. Bainistíonn an Bord riosca don eagraíocht trí chlár bainistíochta riosca struchtúrtha. Cabhraíonn an Choiste Iniúchta agus Riosca leis an mBord lena fheidhm bainistíocht riosca. Chomh maith leis sin, braitheann an Bord ar an Aonad Iniúchta Inmheánaigh (AI) agus ar na tuarascálacha a chuireann sé i dtoll a chéile, ar iniúchadh bliantúil an Ard-Reachtair Cuntas agus Ciste (A&CC) agus ar aon Iniúchadh seachtrach cosúil le hiniúchadh CSTE nó ar Iniúchadh á dhéanamh ag na Coimisinéirí Ioncaim. Lena chois sin, déantar athbhreithniú ar Rialuithe Inmheánacha ar bhonn bliantúil.

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

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

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

Córas na rialuithe inmheánacha

Deimhníonn an Bord go ndearnadh athbhreithniú ar éifeachtacht an chórais rialaithe inmheánaigh agus go bhfuil an Ráiteas ar Rialú Inmheánach, atá faoi réir athraithe go dtí go gcuirtear an t-iniúchadh seachtrach i gcrích, curtha san áireamh sna Ráitis Airgeadais Bliantúla (RAB) don bhliain dar

críoch an 31 Nollaig 2024 a fhoilseofar laistigh de mhí amháin i ndiaidh admháil a fháil ó Oifig an Ard-Reachtair Cuntas agus Ciste agus mar Aguisín le Tuarascáil Chuimsitheach an Chathaoirligh atá curtha faoi bhráid an Aire.

Beartas agus Nósanna Imeachta Soláthair

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

Cánachas

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

Ráitis Airgeadais 2024

Tá an Ráiteas Airgeadais Bhliantúil don bhliain dar críoch an 31 Nollaig 2024 faoi réir iniúchta a bheidh á dhéanamh ag Oifig an Ard-Reachtair Cuntas agus Ciste (A&CC) tráth foilsithe Thuarascáil Bhliantúil 2024. Foilseoidh an BOO na ráitis airgeadais iniúchta a luaite is féidir i ndiaidh don A&CC iad a shíniú.

Tá sonraí airgeadais a bhaineann leis an méid seo a leanas le fáil sa

Ráiteas Airgeadais Bhliantúil:

- Sonraí maidir le táillí neamhthuarastail íoctha i ndáil le Baill Boird a ndearnadh anailís orthu de réir na catagóire táillí.
- Sonraí comhiomlána de chúiteamh príomhbhall den fhoireann bainistíochta a ndearnadh anailís orthu de réir na gcatagóirí seo a leanas lena n-áirítear cúiteamh iomlán don fhoireann bainistíochta:
 - Tuatastail agus sochair ghearrthéarmacha fostaí eile
 - Sochair iarfhostaíochta
 - Sochair foirceanta

- Cúiteamh do bhaill den phríomhfhoireann bainistíochta más cuí
- Sonraí líon na bhfostaithe a bhfuil a sochair fostaí iomlána (seachas costas pinsin fostóra) don tréimhse thuairiscithe cothrom le idir €0 agus €59,999 agus laistigh de gach banda pá de €10,000 agus €60,000 agus níos mó, agus figiúr foriomlán le haghaidh na ranníocaíochtaí pinsin fostóra iomlána.

7 Tuarascáil na Stiúrthóirí

7.1 Scoileanna

Chuir BOOCM oideachas meánscoile ar fáil do 6,235 scoláire in 11 scoil i rith 2024. Bhí méadú 131 (2.1%) ann sa bhliain reatha, agus réamh-mheastachán ar fhás amach anseo sna blianta amach romhainn. Léiríonn seo bliain eile d'fhás suntasach ar líon na mac léinn agus cinntítear méadú ar sciar na mac léinn go léir sa réigiún atá ag freastal ar scoil BOOCM. Tá an fás ar líon na mac léinn inár scoileanna, ag 37%²⁴ ó bunaíodh BOOCM in 2013, iontach agus léiríonn sé ár dtiomantas d'infheistíocht chun an timpeallacht teagaisc agus foghlama dár bpobail a fheabhsú. Is iad seo a leanas na scoileanna agus na sonraí:

Tábla 7: Miondealú ar Rollú i Scoileanna BOOCM in 2024

Scoil	Seoladh	Rollú 2024	DEIS/Neamh-DEIS
Coláiste Pobail Bhéal Átha Beithe	Béal Átha Beithe, Co. Muineachán	345	Neamh-DEIS
Coláiste Ard Feá	Muineachán, Co. Muineachán	891	DEIS
Coláiste Bhréifne	An Cabhán, Co. An Cabhán	893	DEIS
Coláiste Bhaile na Lorgan	Baile na Lorgan, Co. Muineachán	412	DEIS
Coláiste Dhún an Rí	Dún an Rí, Co. An Cabhán	689	Neamh-DEIS
Coláiste Oiriall	Cnoc an Chonnaidh, Muineachán	402	Neamh-DEIS Gaelcholáiste
Coláiste Inbhir	Carraig Mhachaire Rois, Co. Muineachán	700	DEIS
Coláiste Learga	Cluain Eois, Co. Muineachán	500	DEIS
Coláiste Naomh Bricín	Béal Tairbirt, Co. An Cabhán	252	Neamh-DEIS
Coláiste Naomh Maodhóg	An Bábhún Buí, Co. An Cabhán	307	DEIS
Coláiste Achadh an Iúir	Achadh an Iúir, Co. An Cabhán	844	Neamh-DEIS
Iomlán		6,235	

²⁴ 8 Cuimsítear sa mhéadú ar líon na mac léinn ó 2013 Iar-bhunscoil nua a bhunú, Coláiste Dhún an Rí in 2016.

Le linn 2024 cheap BOOCM na Leas-Phríomhoidí seo a leanas ar Scoileanna BOOCM:

Scoil	Post	Ceapachán
Coláiste Dhún an Rí	Leas-Phríomhoide	Mary McMahon
Coláiste Inbhir	Leas-Phríomhoide	Pauric Finnegan



Figiúr 11 Bronnadh bratach LIFT (Ag ceannaireacht todhchaí na hÉireann le chéile) ar Choláiste Breifne chun leibhéal na ceannaireachta dearfaí a mhéadú

Cosaint Leanaí

Leanann scoileanna BOOCM orthu ag cinntiú go gcuirtear Nósanna Imeachta um Chosaint Leanaí do Bhunscoileanna agus d'larbhunscoileanna na Roinne Oideachais (athbhreithnithe in 2023) i bhfeidhm ar bhealach éifeachtach agus éifeachtúil. D'fhorbair agus coimeádann gach scoil doiciméad measúnaithe riosca agus Ráiteas um Chumhdach Leanaí agus cinntíonn siad go mbaineann gach ball foirne ábhartha tairbhe as FGL bhunúsach i gcosaint leanaí. Tá múinteoirí ag leanúint ar aghaidh le tairbhe a bhaint as FGL atá á cur ar fáil ag an tSeirbhís um Fhorbairt Ghairmiúil do Mhúinteoirí (SFGM roimhe seo). Chabhraigh BOOCM le sásraí tuairiscithe oiriúnacha a fhorbairt do Bhoird Bhainistíochta (BBanna). Is próiseas leanúnach é seo agus déanann scoileanna athbhreithniú ar a Ráiteas um Chumhdach Leanaí ar bhonn bliantúil. D'fhreastail Teagmhálaithe Ainmnithe (TAnna) agus Leasteagmhálaithe Ainmnithe (LTAnna) ar FGL oiriúnach. Sholáthair BOOCM FGL oiriúnach do Bhaill Bhoird i ndáil lena fhreagrachtaí

cosanta leanaí agus tá aird tarraingthe ar nósanna imeachta um chosaint leanaí sa chlár Ionductaithe do mhúinteoirí nua.

Leanann Cigireachtaí um Chosaint Leanaí ar aghaidh ar fud na scoileanna go léir agus roinntear foghlaim ó na cigireachtaí seo i measc Ceannairí Scoile.

Earcaíocht

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

Cuireadh córas earcaíochta nua ar líne i bhfeidhm in 2024, agus cuireadh fógraí múinteoirí ar an láithreán gréasáin nua www.careers.cmetb.ie atá leathnaithe anois chuig gach ról ar fud an BOO.

Tá BOOCM tar éis dul i mbun feachtais láidre earcaíochta do mhúinteoirí agus tá múinteoirí earcaithe acu níos luaithe ná blianta roimhe seo chun an infhaighteacht is mó is féidir a fháil d'agallaimh agus chun teagmháil thráthúil a chinntiú le múinteoirí nua ar gach gné dá bhfostaíocht.



Figiúr 12 Daltaí Choláiste Dún an Rí roghnaithe chun ionadaíocht a dhéanamh ar éirinn ag Corn Domhanda SAGE i dTóiceo

Freagairt BOOCM don chogadh san Úcráin

Lean clár FOTR BOO an Chabháin agus Mhuineacháin ar aghaidh ag cabhrú le mic léinn Úcránacha agus IPASS, idir 4 agus 18 mbliain d'aois, chun rollú i mBunscoileanna agus in Iar-bhunscoileanna. Ag deireadh 2024, bhí 617 leanbh ag freastal ar scoileanna (bunscoileanna agus iarbhunscoileanna) i gceantar an Chabháin agus Mhuineacháin.

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

Tábla 8: Clárúcháin mac léinn Úcránacha i gCabhán agus Muineachán 2024

Contae	Líon na Mac Léinn Bunscoile	Líon na mBunscoileanna	Líon na scoláirí iar-bhunscoile	Líon na n-iarbhunscoileanna	Líon iomlán na rolluithe
An Cabhán	329	33	146	11	475
Muineachán	76	19	66	10	142
Iomlán	405	52	212	21	617

Ionchuimsiú

Tá BOOCM ag tabhairt faoi cur chuige réamhghníomhach maidir le bheith ag obair leis na gComhairle Náisiúnta um Oideachas Speisialta (CNOS) chun pleanáil a dhéanamh do sholáthar tráthúil ranganna do mhic léinn a bhfuil neamhord de chuid speictream an uathachais (ASD) orthu sa réigiún. Tá BOOCM ag leanúint ar aghaidh le pleananna a dhéanamh do sholáthar oiriúnach Oideachais Speisialta i gcomhar le CNOS.

Críochnaíodh bailiú sonraí mapála soláthair i ngach scoil chomh maith le tacaíocht Forbartha Gairmiúla Leanúnaí. Tá ceannaire mapála soláthair i bhfeidhm i ngach scoil freisin. Bunaíodh fóram do mhúinteoirí ceannais SENO ags ASD lena n-áirítear deiseanna cuí Forbartha Gairmiúla Leanúnaí.

Tá BOOCM tiomanta freisin tacú leis na ranganna ASD tríd an ngrúpa oibre um Ionchuimsiú agus fóram a bhunú do mhúinteoirí i ranganna ASD. Tá dlús curtha ag BOOCM le soláthar do Riachtanais Speisialta Oideachais (RSO) faoi threoir an Dr Johanna Fitzgerald i ngach scoil in 2024. Lena chois sin, nasc líonra múinteoirí ASD BOOCM leis an Ionad Oideachais áitiúil chun acmhainní breise a chur ar fáil d'fhoghlaimeoirí ASD níos sine faoi thionscnamh Chiste Reach. Chuidigh maoiniú REACH le foghlaimeoirí ullmhú don saol agus don obair lasmuigh den scoil.

Ag cur leis an tiomantas d'oideachas ionchuimsitheach, i ndeireadh 2024 bhronn an Roinn Oideachais pátrúnacht ar Scoil Speisialta Phobal Mhuineacháin nua pleanáilte ar BOOCM. Beidh sé seo ar an gcéad scoil speisialta tiomnaithe sa chontae, ag freastal ar leanaí a bhfuil uathachas agus riachtanais chasta foghlama acu agus leanaí a bhfuil riachtanais chasta foghlama acu suas go dtí 18 mbliana d'aois. Táthar ag súil go n-osclofar Pobalscoil Speisialta Mhuineacháin don bhliain acadúil 2025/2026.



Figiúr 13 Buaigh daltaí Choláiste Naomh Mogue duais ag Duaiseanna Idirghlúine na hIdirbhliana in Ollscoil Chathair Bhaile Átha Cliath

Tairgeann BOOCM an Pholainnis mar nuatheanga iasachta do mhic léinn trí úsáid a bhaint as cur chuige atá bunaithe ar fhoghlaím chumaisc. Bíonn líon níos lú mac léinn as scoileanna difriúla ag foghlaim ar líne agus aghaidh ar aghaidh. In 2024, rinne 29 mac léinn Polainnis don Ardteistiméireacht. Tá an clár seo á reáchtáil i gcomhpháirt le Teangacha Iar-bhunscoile Éireann. Rinneadh dhá lá Polannach a cheiliúradh i scoileanna rannpháirteacha ar an 16 agus 23 Eanáir 2024.

Éiteas

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

Cuireadh Foireann Éitis BOOCM ar bun agus reáchtáladh roinnt cruinnithe TEAMS ar líne in 2024. Roinntear na hacmhainní ar fad ar an ardán seo, mar shampla, cuir i láthair PowerPoint, iatáin do dhialanna scoile, smaointe do chomórtas agus smaointe do ghradam. D'eagraigh ár gComhordaitheoir Éitis ceiliúradh Éitis inár scoileanna BOO le linn Sheachtain BOO 2024 trí shiúlóid phobail a óstáil i bPáirc Ros Mór le rannpháirtíocht ó gach ceann de na 11 scoil.



Figiúr 14 Daltaí BOOCM ag ceiliúradh Éiteas an BOO i bPáirc Ros Mór

Tá trí scoil (Coláiste Ard Feá, Coláiste Naomh Bricín agus Coláiste Bhaile na Lorgan) ag múineadh an churaclaim Féiniúlachta agus Ilchreidimh agus Luachanna do ranganna na chéad bhliana.



Figiúr 15 Buaiteoir Sparánacht na Gaeilge Seachtain BOO 2024 Aoibhinn Ní Craoibhínn ó Choláiste Oiriall

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



Figiúr 16 Éiteas agus Croíluachanna Scoileanna BOO



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, mar shampla, cúram leanaí, cúram sláinte, TFC, innealtóireacht, lena dtugtar bealaí soiléire isteach san fhostaíocht. Mar an gcéanna, tá roinnt deiseanna dul chun cinn ó chlár BO chuig ardoideachas (mar shampla, Ollscoileanna agus Institiúidí Teicneolaíochta/cláir Ollscoile Teicneolaíochta).

Cuimsíonn BO BOOCM 5 sheirbhís ar leith:

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

Tá Seirbhís BO BOOCM éagsúil agus forleathan agus tá cúrsaí lánaimseartha agus páirtaimseartha, le teastas agus gan teastas, á gcur ar fáil i bpobail uirbeacha agus thuaithe ar fud an dá chontae.



Figiúr 16: Seoladh Náisiúnta Dhuaiseanna ESOL QQI Leibhéal 1 agus 2 ar an Meitheamh 2024

In 2024, rinne Ionaíd agus Seirbhísí BO BOOCM dul chun cinn suntasach thar raon tionscnamh agus forbairtí.

Tháinig Institiúid Mhuineacháin agus Institiúid an Chabháin chun bheith ina gcomhpháirtithe i dtionscadal PEACEPLUS de chuid Chomhghuaillíocht Trasteorann an Oirdheisceart um Ardoideachas/Boiliúnoideachas/Tionscal a bhfuil sé mar aidhm aige Réigiún Oirdheisceart na hÉireann a fheabhsú trí dhul i ngleic leis an mbearna scileanna idir an t-oideachas agus riachtanais na dtionscal áitiúil. Fuair an tionscadal maoiniú PEACEPLUS €9 milliún agus díreoidh sé ar fhorbairt scileanna trí chomhpháirtíochtaí le hInstitiúid Teicneolaíochta Dhún Dealgan, Coláiste Réigiúnach an Deiscirt, Institiúid Mhuineacháin, agus Institiúid an Chabháin. Cuimsíonn an tionscnamh seo ceithre bliana agus cuimsíonn sé oideachas ó Leibhéal 4 go 9, cúrsaí idirlinne, agus foghlaim obairbhunaithe.

Bhunaigh Institiúid Mhuineacháin ardbhealach iontrála le Scoil Ghnó agus Daonnachtaí DKIT, rud a thug deis do mhic léinn Staidéar Gnó dul ar aghaidh go Bliain 3 agus Bliain 4 den chéim ceithre bliana Leibhéal 8. Chuir Institiúid an Chabháin clár nua treasach BA(Onóracha) i gCleachtas Cúraim Shóisialaigh chun cinn i gcomhpháirtíocht le hOllscoil Teicneolaíochta an Atlantaigh a bheidh ag tosú i mí Mheán Fómhair 2025.

Bhí earcaíocht foghlaimeoirí 2024/2025 láidir in Institiúid an Chabháin, agus chláraigh os cionn 1,000 foghlaimeoir lánaimseartha agus os cionn 300 foghlaimeoir scoile oíche. Leathnaigh Institiúid Mhuineacháin a cuid tairiscintí cúrsaí i réimsí ar nós Teiripe Urlabhra agus Teanga, Córais Ríomhaireachta agus Líonraí, Cúntóir Riachtanais Speisialta Iar-bhunscoile, agus Teicneolaíochtaí Tógála In-athnuaite.

Tugadh faoi thionscadail Erasmus sa dá Institiúid. Chuir socrúchán oibre Erasmus+ coicíse san Ísiltír taithí luachmhar ar fáil do mhic léinn Forbartha Bogearraí agus Teicneolaíochta Innealtóireachta Institiúid Mhuineacháin, rud a nocht iad do thimpeallachtaí ceannródaíocha. In Institiúid an Chabháin, chuir socrúcháin chuig Málta agus an Eastóin deiseanna luachmhara foghlama ar fáil do 25 foghlaimeoir.

D'fhostaigh seirbhísí Oideachais Aosaigh thart ar 7,500 foghlaimeoir in ainneoin srianta maoinithe. Leithdháil Ciste REACH thart ar €130,000 a thacaigh le tionscadail éagsúla pobail agus óige. Leithdháil an Ciste um Nuálaíocht agus Comhoibriú Litearthachta d'Aosaigh €41,000 ar thionscnaimh éagsúla, lena n-áirítear ionsamhlóirí tiomána agus scríbhneoireacht cláir IS.

In 2024 tugadh isteach tionscadal nua – Sraith Phodchraoltaí 'The Journey' - ag roinnt réimse éagsúil scéalta foghlaimeoirí BO. D'eisigh an fhoireann Treorach d'Aosaigh é seo agus fuair siad tuairim is 500 éisteacht in aghaidh na heipeasóide.



Figiúr 17 Seoladh Podchraoladh "An Turas"

Tháinig fás suntasach ar fhostóirí agus ar phrintísigh phrintíseachta chláraithe i Seirbhísí Oiliúna. Ag deireadh 2024 bhí BOOCM ag soláthar do 405 fostóir agus 1,046 printíseach.

Mhéadaigh líon na scoileanna tráthnóna go 350 foghlaimeoir a d'fhreastail ar 32 cúrsa páirtaimseartha. Mheall imeachtaí nua Móraonach Fostaíochta agus Oiliúna sa Chabhán agus i Muineachán os cionn 70 fostóir agus 300 lucht freastail pobail. Forbraíodh Tairseach Fostóirí freisin agus is príomhnasc ar líne é idir fostóirí, BOOCM, foghlaimeoirí agus cuardaitheoirí poist



Figiúr 18 Seoladh BOOCM an Tairseach Fostóirí: acmhainn d'fhostóirí áitiúla sa réigiún

Chonaic tionscnamh BO isteach sna Scoilenna méadú ar rannpháirtíocht, agus chríochnaigh 423 mac léinn dara leibhéal roinnt ceardlanna oiliúna scileanna ar fud an Chabháin agus Mhuineacháin. Ina theannta sin, seachadadh clár an tSlabhra Soláthair, Lóistíocht agus Soláthar (SSLS) isteach i Scoileanna do thart ar 450 scoláire Idirbhliana agus Ardteistiméireachta Feidhmí i scoileanna an Chabháin agus Mhuineacháin in 2024.

Lean an tIonad Barr Feabhais um Shlabhra an tSoláthair, Lóistíocht & Soláthar ar aghaidh ag tairiscint cúrsaí coitianta ar nós Tréimhsí Oiliúna Tiomána Gairmiúla HGV, Tiomáint Daingean, Artach agus Bus/Cóiste (Lánaimseartha agus Páirtaimseartha), Ceannach agus Soláthar, Lóistíocht agus Dáileadh, Oibríochtaí Slabhra Soláthair, Oiliúint Trucail Forc, Tiomáint Éicea-chuidithe Digiteach, Lasta a Chur ar Aghaidh agus Trádáil Idirnáisiúnta. Fuair os cionn 250 foghlaimeoir ceadúnais tiomána ghairmiúla, ag tabhairt aghaidh ar an nganntanas tiománaithe tromchúiseach sa tionscal.

Lean oiliúint scileanna ar leith BOOCM ag fás ó neart go neart in 2024 agus bhí éileamh suntasach ar chlár innealtóireachta agus tógála ar fáil. I measc na gclár nua bhí Tirimlíneáil City and Guilds, Téamh faoi thalamh Lantra agus Cáilíochtaí carntha CompTIA i réimse na cibearshlándála. D'oibrigh oiliúint Scileanna ar leith in éineacht le Forbairt Lucht Saothair BOOCM chun ranganna táthúcháin Gás Támh Miotail (MIG) a sholáthar do roinnt cuideachtaí áitiúla sa Chabhán agus i Muineachán.

Seirbhísí Dearbhaithe agus Feabhsaithe Cáilíochta (QAES) forbartha agus daingnithe bailíochtú le haghaidh 17 dámhachtain nua thar réimsí éagsúla ábhair. Forbraíodh straitéisí Foghlama Cumaisc agus Aitheantais Réamhfhoghlama freisin, agus chuir tionscnaimh Guth na bhFoghlaimeoirí go leor foghlaimeoirí i dteagmháil trí shuirbhéanna (1,255 foghlaimeoir) agus fóraim (397 foghlaimeoir).

Bhain Ógtheagmháil tairbhe as dhá áitreabh mhalartacha a oscailt do na hionaid i gCarraig Mhachaire Rois agus i nDún an Rí, rud a chuir leis an eispéireas foghlaimeora. D'éascaigh iarratais rathúla ar mhaoiniú Erasmus soghluaisteachtaí foirne Ógtheagmhála agus foghlaimeoirí. Rinne an tionscnamh SENI meantóireacht foghlaimeora a reáchtáil ar bhonn píolótach in dhá ionad, rud a chruthaigh go raibh rath air le moltaí maidir le leathnú.



Figiúr 19 Oscailt Oifigiúil áitreabh nua Ógtheagmhála Charraig Mhachaire Rois

Bhí sonraí agus baint amach spriocanna BOOCM láidir ar an iomlán. Thaifead BOOCM 9,760 foghlaimeoir ar leith agus 15,977 tairbhí in 2024. Bhí rátaí gnóthachtála an Chomhaontaithe Feidhmíochta Straitéiseach go hiontach, agus baineadh amach/sáraíodh formhór na spriocanna



Figiúr 20 BOOCM ag óstail Dhaiseanna Náisiúnta na bPrintíseachtaí

Cuireadh tionscadail chaipitil chun cinn in 2024 freisin. Críochnaíodh áitreabh Bhaile an Mhuilinn agus ar an gcaoi sin cuireadh trí cheardlann bhreise printíseachta ar fáil. Tugadh faoi oibreacha uasghrádaithe leanúnacha ag gach Ionad.

Ar deireadh, ag deireadh 2024, fuair BOOCM an-fháilte roimh an scéala gur éirigh lena aighneacht shuntasach maidir le Coláiste nua Todhchaí don Chabhán dul ar aghaidh go dtí an chéad chéim eile den fhaomhadh. Tionscadal tosaíochta a bheidh ann in 2025/26.



An Dr Linda Pinkster, Stiúrthóir Breisoideachais agus Oiliúna

7.3 Seirbhísí Ginearálta BOOCM

Glúin an Cheoil

Tá Glúin an Cheoil an Chabháin agus Mhuineacháin i ndiaidh clár fadtéarmach a chur ar fáil do bhreis is 3,264 Leanbh agus Duine Óg (LDÓ) ar bhonn seachtainiúil i scoileanna agus sa phobal. Thug Glúin an Cheoil an Chabháin agus Mhuineacháin deis do 12,048 LDÓ páirt a ghlacdh i gcláir thaibhithe cheoil in 2024.

Tábla 9: Seisiúin Music Generation i gCabhán agus i Muineachán a cuireadh ar fáil in 2024.

Líon na mbunscoileanna inar cuireadh seisiúin sheachtainiúla ar fáil	37
Líon na suíomhanna cúraim leanaí inar cuireadh seisiúin sheachtainiúla ar fáil	2
Líon na n-iarbhunscoileanna inar cuireadh seisiúin sheachtainiúla ar fáil	4
Líon na Scoileanna Speisialta inar cuireadh seisiúin sheachtainiúla ar fáil	1
Líon na mol pobail inar cuireadh seisiúin sheachtainiúla ar fáil	2

Tábla 10: Buaicphointí do Music Generation, Cabhán agus Muineachán 2024

Taispeántas Mol Samhraidh Ghlúin an Cheoil mar chuid de Chruinniú na nÓg i gcomhpháirtíocht le Comhairle Contae an Chabháin agus Mhuineacháin.	Mol Traidisiúnta ag a raibh Cláir a bhí dírithe ar an bPíob Uilleann, an Chruit, an Fheadóg agus an Fhidil á dtairiscint, ina raibh House of Spooky Tunes.	Turas Music on Wheels.
Moil Scoile i gColáiste Ard Feá agus Coláiste Inbhir ag tairiscint clár a bhí dírithe ar na Drumaí, an Giotár agus an Méarchlár.	Clár Ensemble Cruit na Sóisear agus Sinear.	Clár Banna Mór Tradoodle
'A Deep Ravine' - Ceolfhoireann Tíre Trasteorann sa Guildhall i nDoire agus sa Cheoláras Náisiúnta i mBaile Átha Cliath.	Clár Lullaby Leaf i gcomhpháirt le Ceol Connected.	Fairytale of New York i gcomhar le 'The Whistlin Donkeys '.
Come Sing with Us - Cór Sóisearach agus Cór Sinsireach.	Late Late Show Speisialta do Lá 'le Pádraig.	Féile Thionóil i nDeireadh Seachtaine Glúin an Cheoil Laoise.
Taibhiú Fhleadh Cheoil na hÉireann le Clár Banna Mór Tradoodle.	Ceiliúradh 10 mBliana Ghlúin an Cheoil.	Lá Náisiúnta na hÓige agus Scéalta Songbirds
Lá Náisiúnta na gCláirseach agus Féile Ed Reavey an Chabháin.	Taibhithe Fhéile Oiriall.	Lá Domhanda na bhFidléirí.
Taibhiú Oíche Chultúir – NASC'24 in Amharclann Gharáiste.	Taibhithe Teachín Mhargadh na Nollag.	Turas Cláirseach – Ceiliúradh Eoin Roe.

A Deep Ravine: Reflections on a Divided Ireland (Machnamh ar Éirinn Roinnte)

Leag léiriú **A Deep Ravine: Reflections on a Divided Ireland** le Glúin Cheoil an Chabháin/Mhuineacháin béim ar ról ríthábhachtach na gcomhpháirtíochtaí le heagraíochtaí agus le maoinitheoirí maidir le tionscadail uailmhianacha a bhaint amach. Bhí baint lárnach ag na comhoibrithe seo leis an léiriú a chur chun cinn, rud a chuir ar ár gcumas é a thabhairt chuig dhá cheann de na stáitsí is mó le rá in Éirinn in 2024: An Guildhall i nDoire agus an Ceoláras Náisiúnta i mBaile Átha Cliath.

Ag tógáil ar an rath a bhí ar a chéad léiriú ag an Spiegeltent i bPáirc Hilton, Cluain Eois, Co. Mhuineacháin in 2023, leathnaigh an deis chun A Deep Ravine a dhéanamh saolré an tionscadail arís agus dhoimhnigh sé a thionchar ealaíne. Léirigh gach taibhiú an fás iontach i gceoltóireacht i measc ár dtaibheoirí óga, rud a thug deis dóibh a n-ealaíontóireacht a bheachtú le gach céim a ghráigh siad. Bhí an

dá imeacht i bhfad níos fearr ná mar a bhíothas ag súil leis agus iad ag mealladh lucht féachana nua agus éagsúil agus ag an am céanna ag ceiliúradh tallann agus dúthracht eisceachtúil ár gceoltóirí óga. Léiríonn na taibhithe seo ceann de na héachtaí is bródúla atá bainte amach againn mar eagraíocht.



Figiúr 21 Taibhiú Music Generation ag an Halla Ceolchoirme Náisiúnta, Baile Átha Cliath

Maidir leis na ceoltóirí óga a bhí páirteach, bhí an taithí seo claochlaitheach. Scairt a ndúthracht agus a bpaisean go geal agus iad ag seachadadh taibhithe ar chaighdeán den scoth, ag meascadh scil theicniúil le doimhneacht mhothúchánach. Nóiméad bróid ollmhór a bhí ann, ag ardú a gcuid ealaíontóireachta agus féinmhuiníne. Tá mothúchán athnuaite cuspóra agus uailmhéine léirithe ag go leor acu ó shin, spreagtha ag an bhféidearthacht go mbeadh deiseanna sa cheol amach anseo.

Tá aitheantas forleathan tugtha don léiriú as a fheabhas cumhachtach scéalaíochta agus ealaíne, ag spreagadh comhráite faoi chomhoibrithe amach anseo agus fiú taibhithe idirnáisiúnta. Taobh amuigh den stáitse, bhí tionchar as cuimse ag an eispéireas ar na taibheoirí óga, rud a chabhraigh leo forbairt, ní hamháin mar cheoltóirí ach mar ealaíontóirí atá in ann nascadh go domhain lena lucht féachana. Ní hamháin gur spreag an tionscadal seo ár ndaoine óga ach d'ardaigh sé próifíl Ghlúin Cheoil an Chabháin/Mhuineacháin freisin, rud a chothaigh mórtas láidir inár bpobail agus a chuir béim ar chumhacht chlaochlaitheach an cheoil.

Fairytale of New York – Comhoibriú Físeáin na Nollag

Buaicphointe na bliana a bhí sa chomhoibriú féiltiúil seo, ag tabhairt le chéile buanna cheoltóirí óga Ghlúin Cheoil an Chabháin/Mhuineacháin leis an mbanna ceoil

clúiteach Éireannach, The Whistlin' Donkeys. Ghlac os cionn 142 páiste ónár gcór agus ónár n-ensembles páirt i léiriú físeán do-dhearmadta a rinne ceiliúradh ar phobal agus ar chomhpháirtíocht ar fud ár gcláracha go léir. Ba bhrionglóid a tháinig i gcrích é a bheith ag seinm in éineacht le banna ceoil a bhfuil adhradh ag go leor de na páistí dó. Chothaigh croíúlacht agus spreagadh The Whistlin' Donkeys obair foirne agus ioncuimsitheacht, ag neartú na naisc idir rannpháirtithe. Ghníomhaigh na daltaí níos sine mar eiseamláirí, ag spreagadh ceoltóirí níos óige agus ag neartú an timpeallacht thacúil a shainíonn ár gcláir



Figiúr 22 Taibhiú de Fairytale of NewYork ina bhfuil na Whistlin' Donkeys

Chuir an tionscnamh seo eispéireas foghlama thar a bheith luachmhar ar fáil freisin. Chonaic na páistí an próiseas iomlán chun beocht a chur i bhfíseán ceoil, idir chóirithe agus chleachtaí agus taifeadadh gairmiúil agus léiriú físe. I gcás go leor, ba é an chéad léargas a thug siad ar shaol taobh thiar de na radharcanna den léiriú ceoil, rud a leathnaíonn a dtuiscint ar an ealaíontóireacht taibhithe. D'fhág an tionscadal tionchar buan, ag cruthú cuimhní cinn luachmhara agus ag doimhniú grá na bpáistí don cheol. Léiriú cumhachtach a bhí ann ar láidreacht ár gcláracha agus ar chumas an cheoil daoine a aontú, a spreagadh, agus a thabhairt le chéile mar aonán amháin.

An Amharclannaíocht

D'óstáil Amharclann Gharáiste dhá chlár iomlána imeachtaí i rith na bliana, agus léiríodh os cionn 80 seó le linn thairiscintí an Earraigh/an tSamhraidh agus an Fhómhair/an Gheimhridh, a raibh freastal maith orthu. Cuireadh tús láidir le Séasúr Amharclann an Gheimhridh leis an gcéad léiriú domhanda de dhráma nua Pat McCabe *Little White Lies*. Osclaíodh é ar an 01 Samhain 2024, mar Imeacht Mórtas Áite Uile-Éireann á óstáil i Muineachán, i gcomhar le Comhairle Contae Mhuineacháin. *Lean Little White Lies* ar aghaidh an tseachtain dár gcionn agus bhí na seónna díolta amach agus bualadh bos mór.

Tá 160 ball d'Amharclann na nÓg lonnaithe in Amharclann Gharáiste anois agus cuireann sí ceardlanna seachtainiúla ar fáil do cheithre ghrúpa éagsúla de bhaill d'Amharclann na nÓg. I rith na laethanta saoire ag an gCáisc, an Samhradh agus Oíche Shamhna, bhí campaí drámaíochta lán.

Seachadann Amharclann Gharáiste seirbhís Ealaíon Ghairmiúil trí lá in aghaidh na seachtaine do Sheirbhísí Míchumais FSS freisin. Osclaíonn an Caifé in Amharclann Gharáiste gach lá chun tacú le riachtanais lónadóireachta Institiúid Mhuineacháin agus Choláiste Oiriail.

Críochnaíodh agus foilsíodh Plean Straitéiseach 3- bliana Amharclann Gharáiste 2024-2027 in 2024 agus tá sé ar fáil ar shuíomh gréasáin Amharclann Gharáiste <https://www.garagetheatre.com/>

Ina theannta sin, cuireadh an Amharclann, an Seomra Cleachtaidh agus an Stiúideo Ealaíne ar fáil go rialta le haghaidh comhdhálacha, ranganna ealaíne, ranganna damhsa agus cruinnithe in 2024.

Seirbhísí Óige

Sholáthair an Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige (RLCMLÓ) méadú bonnlíne 2% do BOOCM don Deontas don Obair Óige ('Feidhm na hOibre Óige' roimhe seo) in 2024 agus méadú bonnlíne 2% do gach tionscadal a bhí á stiúradh ag baill foirne faoina Scéim UBU - Do Áit Do Spás agus faoi Scéim an Lárionaid Eolais don Ógra (LEÓ). I measc an mhaoinithe scéime eile a bhí á riar ag BOOCM bhí Leithdháileadh Scéim Deontais an Chlub Óige Áitiúil, Athléimneacht agus Éifeachtacht, Deontas Comhtháthaithe, agus Tionscnamh Spriocdhírithe Infhostaitheachta Óige. Tugadh tacaíocht d'eagraíochtaí seachtracha pobail agus óige chun páirt a ghlacadh agus maoiniú a fháil faoin gCiste Reach (ar a dtugtar go foirmiúil Scéim um Míbhuntáiste Oideachais a Mhaolú). Chuidigh an obair le grúpaí Óige agus Pobail ar fud an Chabháin agus Mhuineacháin deontais a fháil chun tacú leis na daoine óga sin ina n-ionaid atá 'deacair teagmháil a dhéanamh leo'imeallaithe' agus scartha ón gcóras oideachais'.

In 2024 cuireadh Tionscamh Phláinéad na nÓg i bhfeidhm go leanúnach, agus chuir Seirbhísí Óige Gníomhaíochtaí Ama Fóillíochta Phláinéad na nÓg i bhfeidhm ar fud an réigiúin le bunscoileanna, iar- bhunscoileanna agus Seirbhísí Óige. Cuireadh deiseanna Ama Fóillíochta ar fáil do dhaoine óga ina dtimpeallacht scoile lasmuigh d'uaireanta scoile, ag soláthar deiseanna samplacha do chách agus ag fáil réidh le bacainní ar a rannpháirtíocht i gcláir, mar shampla cúinsí iompair, táillí, costais éascaitheoirí, bia agus mar sin de. Fuarthas maoiniú go háitiúil ó Clár Éire na Sláinte an Chabháin agus Mhuineacháin, Cúram Sláinte, Comhpháirtíocht Spóirt, Coistí Seirbhísí do Leanaí agus Daoine Óga an Chabháin agus Mhuineacháin.

Measúnú ar Rialachas agus ar Chomhlíonadh i Seirbhísí Óige

Chríochnaigh ceann de na heagraíochtaí náisiúnta a fuair maoiniú RLCMLÓ trí BOOCM ár Seicliosta um Rialachas agus Comhlíonadh Seirbhísí Óige in 2024. Cabhraíonn an cleachtadh seo le BOOCM a chinntiú go gcomhlíonann gach faighteoir deontais a n-oibleagáidí maoinithe chomh maith le bheith ag cloí leis an reachtaíocht ábhartha, ciorcláin, Cóid Rialachais agus an SLA atá sínithe le BOOCM.

Clár PEACEPLUS

Ba bhliain thar a bheith gnóthach í 2024 i bpleanáil agus i bhforbairt chláir SEUPB PEACEPLUS. Tá Seirbhísí Óige BOOCM páirteach mar 'Cheannaire/Chomhpháirtí' i dtrí Chlár PEACEPLUS – ceann amháin go díreach trí Ghlaonna Oscailte chuig SEUPB agus dhá cheann trí Chomhpháirtíochtaí Síochána Údaráis Áitiúil. In 2024 earcaíodh seachtar ball foirne óige tríd an gClár Aistear.

Tábla 11: Clár PEACEPLUS agus líon na foirne

Líon	Gníomh/Ainm an Tionscadail	Soláthar Foirne
1.	Roghanna malartacha	2 Bhall Foirne LA
2.	Roghanna	2 Bhall Foirne LA
3.	An clár 'Face Off'	2 Ball foirne 24 Uair
4.	Riarachán	Grád VI

Iniúchadh ar an tSeirbhís Óige

In 2024, rinne na hAII-BOO iniúchadh ar Sheirbhís Óige BOOCM. Rinneadh é seo chun na próisis agus na rialuithe seirbhísí a anailísiú agus a thástáil. Fuarthas tuairim leordhóthanach sa tuarascáil iniúchta agus tá moltaí a rinneadh á gcur i ngníomh.

Comhpháirtíocht Óige Ildánach Áitiúil

Is clár é an Chomhpháirtíocht Óige Ildánach Áitiúil (COIÁ) a thionscain Éire Ildánach agus is tionscnamh é atá faoi stiúir an rialtais agus atá dírithe ar chruthaitheacht agus rannpháirtíocht chultúrtha a chur chun cinn ar fud na hÉireann. Is é cuspóir COIÁ an Chabháin/Mhuineacháin cláir a chruthú a fhreagraíonn do riachtanais, do spéiseanna agus d'eispéiris daoine óga i suíomhanna 'lasmuigh den scoil', le fócas ar leith orthu siúd atá imeallaithe nó a bhfuil míbhuntáiste ag baint leo, chun tacú leo gníomhú mar ghníomhairí athraithe laistigh dá bpobail áitiúla. Tá daoine óga iad féin i gcroílár deiseanna a fhorbairt agus a chur i bhfeidhm chun dul i mbun gníomhaíochtaí cruthaitheacha atá gan teorainn - gach rud ó na healaíona traidisiúnta agus na hamharcealaíona go códú agus teicneolaíocht. Díríonn an spriocraon aoise do COIÁ an Chabháin/ Mhuineacháin ar dhaoine óga idir 0-24

bliana d'aois. San iomlán, bhí os cionn 50 tionscadal ar scála beag agus mór ar siúl sa Chabhán agus i Muineachán le linn 2024 agus bhí os cionn 2,000 leanbh, duine óg, caomhnóir agus ball teaghlaigh páirteach.

Tábla 12: Buaicphointí tionscadail LCYP Creative 2024

Tionscadal Vápála Bhéal Tairbirt	Lapadáin Cheolmhara
Tionscadal Pobail Bhéal Átha na nEach	Amharclann Fhóram LADT Gonzo
Tionscadal Iris Folláine Shláintiúil	Contúirtí Tik Tok - Grúpa Tusla/Foróige
Farois Sí	Tionscadal Fuála Bhéal Tairbirt
Páirtí Tae Mad Hatters	Comórtas Róbataic VEX
Tionscadal Adhmadóireachta Naomh Feilim	Merchants Quay Ireland de chuid an Chabháin
Grúpa Óige+ Fócas FRC	Ceardlanna do Chleachtóirí Óige agus do Chruthaitheoirí
Féile na nÓg	Comic Con Mhuineacháin

Tábla 13: Rannpháirtíocht chruthaitheach LCYP 2024

	Líon na Rannpháirtithe Páirteach	Líon na dTionscadal	Líon na dTaispeántas/Seónn a Taispeántais	Líon na nEalaíontóirí/nagCruthaitheoirí Páirteach
An Cabhán	472	35	8	19
Muineachán	292	16	5	12
Iomlán	764	51	14	31

Tábla 14: Glacadh le himeacht aon lae LCYP

	Rannpháirtithe Imeachtaí
Comic Con Mhuineacháin	900
Féile na nÓg	250
Comórtas Dathúcháin	120
Iomlán	1,270



Figiúr 23 Comic Mhuineacháin Con 2024



Figiúr 24 Múrmhaisiú péint spraeála



Figiúr 25 Tionscadal bosca snáithín Eir



Figiúr 26 Tionscadal Grianghrafadóireachta

Dofheicthe Bhaile Shéamaís Dhuibh Fíor



Figiúr 27 Tionscadal fuála Bhéal Tairbirt

Ionad Oideachais agus Oiliúna Allamuigh na dTamhnach.

Líon na gCuartheoirí

D'óstáil Ionad Oideachais agus Oiliúna Allamuigh na dTamhnach (IOOAT) 8,243 cuairteoir do Chláir agus do Sheirbhísí Allamuigh in 2024 agus ní raibh sé in ann freastal ar 9,000 cuairteoir lae le linn an bhuaicshéasúir toisc go raibh an acmhainn uasta bainte amach ag an Ionad.

Imeachtaí agus Gníomhaíochtaí

In éineacht le réimse na gClár Allamuigh a cuireadh ar fáil do scoileanna, coláistí, grúpaí óige agus clubanna spóirt, chuir an tIonad roinnt imeachtaí Gníomhaíochtaí Pobail Allamuigh ar fáil freisin i rith 2024 lena n-áirítear:

- Lapadáil Canú oidhreachta do bhaill Bhothán na mBan – maoinithe tríd an gclár Aois agus Deiseanna (a chuireann gníomhaíocht choirp chun cinn do dhaoine scothaosta).
- Clár campa samhraidh 7-seachtaine do pháistí 9-16 bliana d'aois.
- Campa Samhraidh Cuimsithe 3- lá (páirtmhaoinithe trí Chomhpháirtíocht Spóirt an Chabháin) i mí Lúnasa 2024.
- Tá roinnt imeachtaí [Her Outdoors](#) i mí Lúnasa 2024 in éineacht le Comhpháirtíochtaí Spóirt an Chabháin agus Mhuineacháin chun mná de gach aois a cheiliúradh agus a spreagadh chun taitneamh a bhaint as na buntáistí a bhaineann le bheith amuigh faoin aer.
- Conair rothar Oidhreachta Dhartraí do dhaoine breacaosta le bheith i gcomhthráth le seachtain Náisiúnta na Rothar i mí na Bealtaine 2024.

Forbairtí san Ionad

I measc na bhforbairtí tógála agus cothabhála a rinneadh in IOOA na dTamhnach in 2024 bhí:

- Uasghrádú iomlán ar an gcistin agus ar an seomra fónais rud a

fhágann go bhfuil na spásanna seo ag cloí go hiomlán le caighdeáin na cistine tráchtála.

- Sheol an tAire Heather Humphries rian Rothar Caidéil go hoifigiúil i mí Aibreáin 2024.
- Uasghrádú agus Cothabháil áiseanna le linn 2024.



Figiúr 28 An tAire Humphreys ag oscailt Rian Rothar Nua ag OETC Tamhnach

Trealamh uasghrádaithe

Lean an t-ionad ar aghaidh ag infheistiú i dtrealamh in 2024 chun feistis fhlíucha nua, céaslaí canú, clogaid canú, áiseanna buacachta agus uatj-lomaire a chur san áireamh.

Leathanbhanda

Chuir Leathanbhanda Náisiúnta Éireann nascacht mhear snáithín leis an ionad i mí Iúil 2024.

Creidiúnú Gormbhealaigh

Leanann an t-ionad ar aghaidh ag obair in éineacht le Comhairle Contae Mhuineacháin i dtreo dul chun cinn creidiúnú Gormbhealaigh do chóras abhann agus lochanna na Droime Móire.

Iniúchadh Fuinnimh

Críochnaíodh Iniúchadh Fuinnimh ar an Ionad.

Oiliúint Foirne

Lean an fhoireann ar aghaidh ag uas-sciliú i rith 2024 agus na nithe seo a leanas san áireamh:

- Traenáil maidir le hAnailís Guaise agus Pointí Rialúcháin Criticiúla (AGPRC) don Chistin foireann.
- Oiliúint scileanna Rothar Rianaithe Caidéil do Theagascóirí.
- Oiliúint Túr Dreapadóireachta do Theagascóirí Iontrála Nua.
- Oiliúint Bhithéagsúlachta do Theagascóirí.
- Scileanna boird Seas Suas Liáin do Theagascóirí iontrálaithe nua.



Figiúr 29 Campa Samhraidh 7 seachtaine do pháistí 7-16 mbliana d'aoi

7.4 Tacaíocht agus Forbairt Eagraíochta

Struchtúir agus Seirbhísí Eagraíochta

Tá BOOCM tiomanta do struchtúr eagrúcháin a chruthú a fheidhmíonn go héifeachtach agus go héifeachtúil i seachadadh a sheirbhísí ar fud chontaetha an Chabháin agus Mhuineacháin. Tá an fheidhm Riaracháin lárnach d'oibríochtaí BOOCM. Tá an Phríomh-Oifig lonnaithe i Sráid an Mhargaidh, Muineachán agus tá an Fo-Oifig i gCearnóg Radharc an Teampaill, An Cabhán. Seachadtar na feidhmeanna Riaracháin trí struchtúr ceithre cholún, ina gcuimsítear Acmhainní Daonna, Airgeadas, Seirbhísí Corparáideacha agus Maoin, Caipiteal agus Soláthar. Tá POC i gceannas ar gach Rannóg, a thuairiscíonn don Stiúrthóir Eagraíochta, Tacaíochta agus Forbartha (ETF).

Príomhfheidhmeannach

Stiúrthóir Tacaíocht agus Forbairt na hEagraíochta



Figiúr 30 Struchtur Eagraíochtúil Riaracháin BOOCM

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

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

Ráiteas Straitéise BOOCM 2022-2026

Ba í 2024 an tríú bliain a raibh Ráiteas Straitéise BOOCM 2022-2026 i bhfeidhm. Leagtar amach sa Ráiteas Straitéise tosaíochtaí agus aidhmeanna BOOCM thar thréimhse cúig bliana agus tarraingítear aird uirthi i bhFís BOOCM:

Cumhachtú trí Fhoghlaim agus Dul Chun Cinn á Dhéanamh ag Gach Duine.

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

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

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

Nuashonrú 2024

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

Tá dul chun cinn suntasach déanta ag BOOCM maidir le plan a fhorbairt agus a chur i bhfeidhm do Dhualgas na hEarnála Poiblí, ag cinntiú go bhfuil ár n-eagraíocht ag cloí go hiomlán leis an gceanglas reachtaíochta tábhachtach seo.

Táimid ag leanúint ar aghaidh lenár slándáil TF a fheabhsú trí fhorbairt a dhéanamh ar an gCóras um Bainistiú Slándáil Faisnéise (CBSF) trí úsáid a bhaint as na

Caighdeáin Bhonnlíne, a bheith ag obair le BOOÉ agus le All-BOOnna agus lenár n-árachóirí IPB.

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

In ainneoin na ndúshlán sa gheilleagar domhanda, rinneadh dul chun cinn suntasach i dtreo chlár fairsing tógála BOOCM le linn 2024, mar a leagtar amach i gCaipiteal ar leathanach 57. Tá BOOCM ag leanúint ar aghaidh lena sheirbhísí a leathnú agus a fhorbairt trí sheirbhísí TF agus tionscadal tógála a chur ar fáil do scoileanna neamh-BOO.

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

Comhlíonadh Corparáideach agus Rialachais

Is é an tAcht um Boird Oideachais agus Oiliúna, 2013, an príomhphíosa reachtaíochta a bhfuil BOOnna a rialú aige. Ba cheart glacadh le hImlitir 0083/2024 na Roinne Oideachais, “An Cód Cleachtais do Rialachas Bord Oideachais agus Oiliúna”, ainneoin go leagtar amach ann treoirínte do chásanna áirithe, mar thacar caighdeán do bhaill agus do bhaill foirne an Bhoird go príomha. Bítear ag súil go gcinnteoidh baill agus baill foirne go bhfuil a ngníomhaíochtaí a bhaineann le BOOCM á rialú ag na caighdeáin seo i gcónaí, de réir na litreach agus an spioraid.

Nuair a cuireadh deireadh leis na Toghcháin Áitiúla i Ráithe 3 2024, bunaíodh Bord nua i mBOOCM. Cloífidh an Bord seo le hImlitir 0083/2024 agus leanfaidh BOOCM le hoiliúint agus tacaíocht rialachais a chur ar fáil do chomhaltaí an Bhoird nua. I Ráithe 4 2024 thug an Bord faoin bpróiseas Féinmheastóireachta, mar a éilítear

faoin gCód Cleachtais.

I Ráithe 1 2024, tionóladh cruinniú idir an Roinn Oideachais agus Ardbhainistíocht BOOCM chun an Comhaontú Maoirseachta, an Comhaontú Seachadta 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 (PTFanna) a shainaithint a chabhraigh le forbairt Phlean Seirbhíse, Tuarascáil Bhliantúil an BOO agus a bhí nasctha freisin leis an Ráiteas Straitéise. Dheimhnigh an Roinn leibhéal ard comhlíontachta i BOOCM maidir lena hoibleagáidí rialachais a chomhlíonadh i dtéarmaí spriocdhátaí reachtúla agus spriocdhátaí eile.

Iniúchadh ar Chomhlíonadh leis an gCód Cleachtais do Rialachas BOOnna

D'eisigh an Roinn Oideachais an Cód Cleachtais nua um Rialachas BOO (Imlitir 0083/2024) i mí na Samhna 2024. Déanann BOOCM féin-athbhreithniú iniúcháireachta ar chomhlíonadh an Chóid, ag baint úsáide as uirlis a forbraíodh i gcomhar le CPÉ.

Bainistíocht Riosca

Déanann an Bord maoirseacht ghníomhach ar bhainistíocht riosca agus deimhníonn sé go bhfuil measúnú déanta aige ar na príomhrioscaí, na bearta maolaithe gaolmhara agus go bhfuil athbhreithniú déanta aige ar éifeachtacht na mbeart seo in 2024. Bainistíonn an Bord riosca don eagraíocht trí chlár bainistíochta riosca struchtúrtha. Cabhraíonn an Coiste Iniúchta agus Riosca leis an mBord lena fheidhm bainistíocht riosca. Chomh maith leis sin, braitheann an Bord ar an Aonad Iniúchta Inmheánaigh (AI) agus ar na tuarascálacha a chuireann sé i dtoll a chéile agus ar aon Iniúchadh seachtrach dá leithéid cosúil le hiniúchadh CSTE agus/nó ar Iniúchadh á dhéanamh ag na Coimisinéirí Ioncaim. Lena chois sin, déantar athbhreithniú ar Rialuithe Inmheánacha ar bhonn bliantúil.

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

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

Thug BOOCM faoi roinnt gníomhaíochtaí in 2024 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 reachtaíocht a bhaineann le BOOCM agus leis an gCód Cleachtais chun Boird Oideachais agus Oiliúna a Rialú (An Roinn Oideachais, Imlitir 0083/2024). Cuireadh an t-aschur seo a leanas i gcrích i rith na bliana:

- 1 Athbhreithniú agus nuashonrú ráithiúil ar an gClár Rioscaí Tacaíochta agus Forbartha Eagraíochta.
- 2 Athbhreithniú agus nuashonrú ráithiúil ar an gClár Rioscaí Breisoideachais agus Oiliúna.
- 3 Athbhreithniú agus nuashonrú ráithiúil ar an gClár Rioscaí Scoileanna.
- 4 Athbhreithniú ráithiúil ar an bhFoireann Ardbhainistíochta/Clár Rioscaí Corparáideach a thaifeadann agus a bhreithníonn rioscaí ardleibhéil

Bhí an bhéim á leagan ar na príomhrioscaí a shainaithint a d'fhéadfadh cosc a chur ar sheachadadh Ráiteas Straitéise BOOCM 2022-2026. Cuireadh na príomhrioscaí seo i láthair an Choiste Iniúchta agus Riosca agus leanadh ar aghaidh leis an obair a bhain leis na rioscaí sainaitheanta a bhainistiú, riosca a laghdú agus réimsí riosca nua a shainaithint.

Saoráil Faisnéise

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

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

In 2024, fuair BOOCM ocht (8) n-iarratas ar fhaisnéis faoin Acht um Shaoráil Faisnéise. As na hiarratais sin, bhain dhá cheann déag le hiarratas ar eolas neamhphearsanta a rinne iriseoirí, baill de ghrúpaí sainleasa agus baill den phobal. Ba iad na cineálacha faisnéise neamhphearsanta a iarradh ná faisnéis faoi phróisis tairisceana agus soláthair, iarratais phleanála, agus taifid ar chaiteachas airgeadais agus ráitis. Foilsítear achoimre ar na hiarratais a fuarthas (Loga Nochta) ar shuíomh gréasáin BOOCM mar chuid den Scéim Foilseacháin um Shaoráil Faisnéise.

Cosaint Sonraí

Tá Rialachán Ginearálta maidir le Cosaint Sonraí (RGCS) an AE i bhfeidhm ón 25 Bealtaine 2018. Tá beartais agus nósanna imeachta bunaithe ag BOOCM a bhfuil RGCS á chomhlíonadh acu. Déantar athbhreithniú ar na beartais agus ar na nósanna imeachta seo go rialta. I rith 2024, leanadh ar aghaidh ag forbairt comhaontuithe próiseála sonraí agus comhroinnte sonraí le tríú páirtithe, lena n-áirítear Comhlachtaí Seirbhíse Poiblí eile. Lean an tOifigeach um Chosaint Sonraí (OCS) le tacaíocht a chur ar fáil don fhoireann bainistíochta agus do bhaill foirne i ndáil lena bhfreagrachtaí faoi RGCS.

Leanadh ar aghaidh leis an gclár Ríomhfhoghlama um Fheasacht RGCS do bhaill foirne a rolladh amach do gach ball foirne RGCS. Dhírigh na hionaid riaracháin ar íoslaghdú sonraí agus bhí ról ríthábhachtach ag forbairt SharePoint EFT sa chomhthéacs seo.

In 2024, fógraíodh ceithre (4) shárú ar shonraí don OCS BOOCM. Measadh gur sárú ísealriosca a bhí i gceist chomh fada is a bhain leis na daoine is ábhar do na sonraí, bhain a bhformhór le hearráidí cléireachais ba chúis le smacht ar shonraí pearsanta a chailleadh. Chomh fada is a bhain le dhá shárú sonraí, measadh go raibh sé

riachtanach tuarascáil a chur faoi bhráid an Choimisiúin um Chosaint Sonraí. Bainistíodh gach sárú laistigh de reachtaíocht RGCS agus cuireadh gníomh ceartaitheach chun feidhme.

Treoirlínte Bonneagair

Athdhearbhaíonn BOOCM a thiomantas do chomhlíonadh gach ceanglas a bhaineann le gnéithe ábhartha de na Treoirlínte Bonneagair, ar a dtugtaí an Cód Caiteachais Phoiblí roimhe seo, agus dearbhaíonn sé, tar éis athbhreithniú a dhéanamh air, go bhfuil BOOCM sásta gur chloígh an Bord leis na gnéithe ábhartha de na Treoirlínte in 2024.

Cúrsaí oiliúna agus tacaíocht leanúnach don Bhord Oideachais agus

Oiliúna, do Choistí agus do Bhoird Bhainistíochta

I rith 2024 lean foireann riaracháin BOOCM ag tabhairt tacaíochta don BOO agus dá choistí, lena n-áirítear Boird Bhainistíochta.

Chuir BOOÉ sraith oiliúna rialachais ar fáil agus leanfaidh BOOCM ar aghaidh ag cur oiliúna agus tacaíochta ar fáil don Bhord agus do na Coistí. In 2024, d'eagraigh BOOÉ sceideal céimnithe de sheisiúin Oiliúna Rialachais leis an bhForas Riaracháin, arna mhaoiniú ag an RO. Bhí Céim 1 do Bhaill an Bhoird ar siúl i mí Dheireadh Fómhair 2024. Tá céimeanna 2 agus 3 sceidealaithe do 2025.

Ina theannta sin, socróidh BOOCM oiliúint leis an bhForas Riaracháin do na Coistí Iniúchta agus Riosca agus Airgeadais in 2025. Tá roinn Seirbhísí Corparáideacha BOOCM ag leanúint ar aghaidh ag tacú leis an mBord agus le coistí trí thacaíocht riaracháin a chur ar fáil do chruinnithe agus tá sí ag tacú le Boird Bhainistíochta trí threoir a thabhairt maidir le conas cláir oibre a ullmhú, miontuairiscí a ghlacadh agus a thaifeadadh.

Soláthar Foirne

Is fostóir suntasach é BOOCM sa réigiún - tá thart ar 1,162 ball foirne lánaimseartha agus 644 ball foirne páirtaimseartha fostaithe aige. I rith 2024, chinntigh athshannadh ball foirne, ar bhonn sealadach agus buan, i réimsí ríthábhachtacha,

gur leanadh ar aghaidh le príomhsheirbhísí a chur ar fáil.

Earcaíocht

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

Cuireadh córas nua eRecruitment i bhfeidhm i Ráithe 1 2024 agus úsáideadh go rathúil é le linn phróiseas earcaíochta an tsamhraidh. Faoi dheireadh 2024, cuireadh an córas i bhfeidhm go hiomlán do gach post ar fud an BOO.

Tá físeán a chuireann chun cinn é ar shuíomh gréasáin BOOCM a chuireann BOOanna i gcoitinne chun cinn www.cmetb.ie. Chomh maith leis sin, tá fógraíocht spriocdhírthe eagraithe anois lena n-áirítear fógraíocht íoctha ar na meáin shóisialta, atá dírithe ar limistéir gheografacha agus ar dhéimeagrafaic chun cabhrú le múinteoirí a earcú, chun daoine a spreagadh chun cuairt a thabhairt ar shuíomh gréasáin BOOCM, chun tacú le poist a fhógraítear ar an suíomh gréasáin 'etbjobs.ie' agus 'careers.cmetb.ie' agus a chuirtear chun cinn trí bhealaí meán sóisialta BOOCM. Tá na tacair scileanna riachtanacha sainaitheanta chun barr feabhais eagraíochta a sheachadadh agus chun acmhainn a fheabhsú chun freastal go cuí ar dhúshláin nua agus ar dhúshláin atá ag forbairt.

In 2024, reáchtáladh agallaimh ar líne trí úsáid a bhaint as Microsoft TEAMS agus tugadh cuireadh do dhaoine freastal ar agallaimh nuair a bhí sé sin oiriúnach don ról. D'fhreastail Baill an Bhoird Roghnúcháin ar na cúrsaí oiliúna riachtanacha agus cuireadh cúnamh ar fáil do na hagallaithe chun a chinntiú gur éirigh go breá leis na hagallaimh.

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

Oiliúint

Chuir BOOCM na cúrsaí oiliúna seo a leanas ar fáil don fhoireann riaracháin i rith 2024:

- Feasacht Cibearshlándála lena n-áirítear Feasacht Fioscaireachta
- Cúrsaí Oiliúna TF a chlúdaigh raon modúl Microsoft.
- Oiliúint Aoisliúntais (SPSPS) d'fhoireann pinsean BOOCM
- Scileanna Glasa - Fuinneamh & Laghdaigh d'Úsáid
- Modúil Foghlama DCM lena n-áirítear:
 - Crios Bán Lean
 - Mná sa Cheannaireacht - Tóir na Ceannaireachta
 - Scríobh Gnó/Ríomhphoist
 - Tuarascálacha agus Tuilleadh
 - Bainistiú/Iar-Chomhghleacaí a Bhainistiú
 - Briseadh Droch-Nósanna - Conas athruithe buana a dhéanamh
 - Próisis Earcaíochta Saor ó Chlaontacht
 - Curadh Meabhairshláinte
- Oiliúint maidir le córas na Seirbhíse Comhroinnte Airgeadais lena n-áirítear tuairisciú Power BI agus P2P seachadta ag SCGO
- Oiliúint um Chomhionannas agus Éagsúlacht
- Oiliúint maidir le Saoráil Faisnéise (SF) do Chinnteoirí
- An Cód Caiteachais Phoiblí
- Oiliúint BOOÉ, lena n-áirítear
 - Ceardlann ISMS
 - Oiliúint do Dhuine Teagmhála
 - Oiliúint um Chosc & Réiteach Bulaíochta, Díl Fostaíochta
 - Oiliúint Rialachais
- Oiliúint do Mhaoir Dhóiteáin
- Siompóisiam Printíseach na Seirbhíse Poiblí
- Ceardlann ar líne um Fheasacht ar Inrochtaineacht ÚNM
- NALA - Cultúr Gnáth-Bhéarla a threorú i d'Eagraíocht
- Oiliúint Feasachta ar Threalamh Scáileáin Taispeána (TST)
- Lárionad Uathachais an Bhaile Láir - Uathachas agus Cumarsáid

- Oiliúint SEAI lena n-áirítear Méadrú Fuinnimh, Tomhas agus Fíorú agus Deontais
- Soláthar Poiblí Glas

TFC

In 2024, lean BOOCM leis an tionscadal i dtreo straitéis scamall ar dtús, ag feabhsú staidiúir slándála i dtéarmaí ár bPlean Leanúnachais Gnó (PLG), cásanna Téarnaimh Tubaiste agus ár réitigh chúltaca.

Úsáideann BOOCM Microsoft TEAMS ar uirlis chomhoibrithe í lena gcumasaítear 'baill foirne do bhaill foirne' agus 'baill foirne do mhic léinn' agus 'eagraíocht do chomhoibriú seachtrach'. Is uirlis chumarsáide an-chumhachtach í seo agus leanadh ar aghaidh á húsáid i 2024 ar fud Scéim BOOCM. Leanfaimid orainn ag baint úsáide as an ardán seo go slán chun go leanfar leis an tseirbhís a choinneáil sna Scoileanna, sna hIonaid BO agus sna hOifigí Riaracháin, rud a bhí ríthábhachtach.

Tá slándáil chun tosaigh anois inár gcinnteoireacht maidir le seachadadh TFC. In 2024 leanamar orainn ag cinntiú go raibh ár n-eastát oiriúnach don fheidhm ag baint úsáide as iarratais agus próisis láidre a mholtar sa mhargadh chun a leochaileachtaí féideartha a thástáil. I measc na meicníochtaí sin bhí tástáil treá, deimhniú árachais do Chibear-bhunriachtanais agus feasacht foirne agus oiliúint chibearshlándála ar bhonn leanúnach. Lean BOOCM ar aghaidh ag úsáid SOC/SIEM le haghaidh monatóireachta 24/7 ar ár n-eastát agus ar ár EDL gearáilte (Liosta Dinimiciúil Seachtrach) chun aird a tharraingt ar sheoltaí IP mailíseach agus ardriosca aitheanta. Tá aonfhoirmeacht de chineál ag BOOCM i dtéarmaí ár mBonneagair Balla Dóiteáin agus ar an gcaoi sin forchostais riaracháin a íoslaghdú. Tá seachadadh na straitéise TFC bunaithe ar ár mbonneagar TFC atá slán agus iontaofa, bonneagar atá in ann éifeachtúlachtaí riaracháin a sholáthar chomh maith. Chun tábhacht na slándála agus inscálaitheacht ár mbonneagair amach anseo a éascú táimid ag úsáid scamall chun tacú lenár n-eastát Office 365. Tá an t-ardán seo atá bunaithe ar Microsoft ag tacú lenár bhfeidhmchláir atá criticiúil ó thaobh gnó de. Tá foireann chriticiúil nuashonraithe againn le Ceadúnú A5.

Déanaimid ár ndícheall timpeallacht shlán a chruthú a uasmhéadaíonn na buntáistí a bhaineann le IS Giniúnach (GenAI) do BOOCM, ag cinntiú go n-úsáidfear feidhmchláir GenAI shábháilte, chaighdeánacha tionscail. Tá BOOCM tiomanta don teicneolaíocht seo atá ag fás go tapa a úsáid chun an t-eispéireas foghlama a shaibhriú.

In 2024, lean BOOCM ar aghaidh ag cur Tionscadal an Chórais Bainistíochta Slándála Faisnéise (ISMS) chun cinn, mar ullmhúchán chun Caighdeán Bhunlíne Chibearshlándála a bhaint amach san earnáil.

Tá BOOCM i mbun aistrithe chuig VOIP, ag giaráil ardán TEAMS don teileafón, le plean le rolladh amach céimneach ar fud scoileanna agus ionad. Tugann sé seo é féin dár seasamh cibearshlándála agus déanann sé muid a ailíniú lenár riachtanais BCP.

Tacaíonn roinn TFC BOOCM le breis is 1,800 ball foirne faoi láthair agus le thart ar 14,700 mac léinn agus foghlaimeoir fásta go laethúil ar fud ár scoileanna agus ár n-ionad oideachais go léir i réigiún an Chabháin agus Mhuineacháin. Cuireann CMETB tacaíocht ar fáil freisin do na hiarratais agus na córais éagsúla a theastaíonn ó úsáideoirí chun a gcuid oibre a dhéanamh.

Leanann BOOCM ar aghaidh ag cur úsáid TF chun cinn i ngach scoil, agus ceannairí digiteacha i bhfeidhm. Tá ár scoileanna ag tosú freisin ar na buntáistí agus na himpleachtaí a bhaineann le IS san oideachas a fhiosrú.

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 2024 agus rollfaidh sé ar aghaidh go 2025 de réir mar a oibríonn foireann TFC BOOCM chun Wi-Fi uile na scoile a uasghrádú. Faoi láthair tá os cionn 550 Pointí Rochtana Gan Sreang á mbainistiú ar fud na n-ionad go léir. Rinneadh infheistíocht eile i bhfeistí múinteoirí soghluaiste a chinntíonn go bhfuil an-chumas ag foireann BOOCM glacadh le teicneolaíochtaí nua laistigh den oideachas.

Gach bliain tá dul chun cinn leanúnach déanta ag BOOCM ar uasghrádú ardán Windows 10 go dtí an leagan is déanaí le haistriú bainistithe go dtí an leagan is déanaí de Windows túsaithe chun slándáil agus cobhsaíocht a chinntiú ar eastát na gcliant amach anseo

Tá bainistiú gléasanna móibíleacha Microsoft Intune curtha i bhfeidhm ag BOOCM. Is feidhmchlár bainistíochta soghluaisteachta fiontair (EMM) é Intune a chuirfidh ar chumas BOOCM a chuid sonraí corparáideacha a chosaint ar gach gléas soghluaiste lena n-áirítear ríomhairí glúine, táibléad agus fóin phóca. Mar chuid den tsraith Intune, tá BOOCM tar éis polasaithe Bainistíochta Feidhmchláir Soghluaiste (MAM) a ghairiú agus a rolladh amach do gach ball foirne agus mac léinn BOOCM. Cosnaíonn polasaithe Intune MAM Oifig BOOCM.

Tá BOOCM tiomanta d'athnuachan a dhéanamh ar dheimhniú Cyber Essentials (CE) go bliantúil. Is scéim deimhnithe cibearshlándála é Cyber Essentials (CE) a thairgeann bunús fónta de rialuithe bunúsacha slándála TF ar féidir le gach cineál eagraíochta a chur i bhfeidhm agus a d'fhéadfadh tógáil orthu. Ghnóthaigh BOOCM deimhniú in 2024.

Mar gheall ar an tábhacht a bhaineann le cibearfheasacht in 2024, thug BOOCM faoi oiliúint cibearfheasachta don fhoireann go léir. Beidh seo ina próiseas 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 Bhunlíne.

Ráitis Airgeadais 2024

Tá an Bord freagrach as an tuarascáil bhliantúil agus as na ráitis airgeadais a ullmhú agus, bunaithe ar an bhfaisnéis atá ar fáil don Bhord, breithníonn sé go dtugtar léargas cuí sna ráitis airgeadais ar ioncam agus ar chaiteachas an BOO agus ar staid ghnóthaí an BOO. Tá Ráitis Airgeadais Bhliantúla BOOCM don bhliain dar críoch an 31 Nollaig 2024 faoi réir iniúchta atá le déanamh ag Oifig an Ard-

Reachtair Cuntas agus Ciste (A&CC). I ndiaidh do A&CC an t-íniúchadh a shíniú, foilseoidh BOOCM na ráitis airgeadais iniúchta.

Caipiteal

Cuimsítear i gclár foirgneamh scoile BOOCM raon leathan de thionscadail mhóra agus de thionscadail bheaga. Bliain thar a bheith gnóthach ab ea 2024 agus chuir an RO agus an RBATNE roinnt tionscadal chun cinn agus cuireadh trí mhórtionscadal tógála ar an láthair agus trí aonad modúlach ar fáil freisin.

Tá cóiríocht iar-bhunscoile ag méadú i gcónaí laistigh de BOOCM agus thug 2024 tuilleadh forálacha cóiríochta modúlacha agus sealadacha a osclaíodh i gColáiste Inbhir, i gColáiste Achadh an Lúir agus i gColáiste Naomh Maodhóg.

Tá dul chun cinn á dhéanamh maidir le mórtionscadail tógála a ceadaíodh sna blianta roimhe seo. Tugadh cead pleanála do Choláiste Ard Feá, Coláiste Bhaile na Lorgan, Coláiste Dhún an Rí agus Coláiste Achadh an Lúir in 2024. Lóisteáladh cead pleanála Choláiste Inbhir, agus cuireadh dearadh mionsonraithe Choláiste Breifne faoi bhráid na RO lena cheadú dul ar aghaidh go dtí an chéad chéim eile.

Maidir le seacht dtionscadal scoile neamh-BOO a bhfuil BOOCM ag cabhrú leo, bhí trí cinn acu sin á dtógáil le linn 2024. Tá dhá cheann de na scoileanna sin le críochnú in 2025 agus ceann amháin in 2026. Tá na scoileanna eile ag céim an deartha agus tá sé beartaithe cead pleanála a thabhairt do dhá cheann de na scoileanna sin ar a laghad le linn 2025.

Tá BOOCM ag díriú ar neart miontionscadal tógála eile ina scoileanna a dhéanamh agus a chur i gcrích in 2024, agus tá a bhformhór maoinithe ag Scéim Deontais na nOibreacha Éigeandála, Scéim Deontais na nOibreacha Samhraidh nó an Scéim Deontais Caipitil Spóirt.



Figiúr 31 Conradh sínithe do scoil nua Ghaelscoil Lorgan i mBaile na Lorgan

Ó thaobh BO de, chuir BOOCM na tionscadail seo a leanas chun cinn le linn 2024:

- Aonad suntasach printíseachta (dhá cheardlann leictreacha agus ceardlann OEM amháin san áireamh) ag Baile an Mhuilinn, Muineachán.
- Osclaíodh aonad sealadach eile in Institiúid Mhuineacháin le haghaidh cúrsa oiliúna i dTeicneolaíochtaí Tógála In-athnuaite.
- Cistin ghairmiúil nua críochnaithe ag TOETC.
- Lasc-chlár nua suiteáilte ar Champas BO, An Cabhán.
- Lean sé leis an Réamhchás Gnó a chur chun cinn don Cholaíste Breisoideachais agus Oiliúna don Todhchaí atá beartaithe agus tar éis próiseas láidir meastóireachta, fuair sé faomhadh chun bogadh go dtí an chéim réamhthairisceana forbartha - Straitéis um Dhearadh, Pleanáil agus Soláthar Tionscadail.

Tá an Córas Bainistíochta Sócmhainní nua, atá beo ó Mheán Fómhair 2020 chun faisnéis a sholáthar maidir le gach sócmhainn BOOCM agus chun tuairisciú a dhéanamh ag leibhéal Ceannoifige, ag obair go maith agus ag soláthar rialuithe níos fearr maidir le coimeád sábháilte sócmhainní.

Leanann an fhoireann laistigh den Roinn Caipitil orthu ag uas-sciliú iad féin trí fhórais oiliúna, seimineáir ghréasáin éagsúla agus trí theagmháil a dhéanamh le BOOanna eile chun eolas a roinnt agus comhoibriú a chur chun cinn chun a chinntiú go mbaintear éifeachtúlachtaí amach ar fud na roinne.

Leanaimid orainn ag seachadadh na dtionscadal éagsúla agus ag an am céanna ag cur croíphrionsabail na dTreoirínte Bonneagair i bhfeidhm chun a chinntiú go mbaintear amach luach ar airgead aon uair a bhíonn airgead poiblí á chaitheamh. Tá raon beartas agus nósanna imeachta maidir le soláthar agus treoirínte RO i bhfeidhm agus táimid sásta gur éirigh linn cloí le gnéithe ábhartha na dtreoirínte.

Gníomhú ar son na hAeráide

Leanann BOOCM ar aghaidh ag cur chun cinn comhlíonadh an Phlean Gníomhaithe ar son na hAeráide 2024 (CAP24) lena n-áirítear:

- Astaíochtaí gás ceaptha teasa a bhaineann le fuinneamh a laghdú 51% in 2030.
- Éifeachtúlacht fuinnimh san earnáil phoiblí a fheabhsú 50% faoi 2030.

In 2024, rinne BOOCM athnuachan ar ár gcomhpháirtíocht le hÚdarás Fuinnimh Inmharthana na hÉireann (SEAI) agus lean sé ag obair leo agus le BOOÉ ag léiriú ár dtiomantas oibriú chun ár n-oibleagáidí dlíthiúla a chomhlíonadh agus na spriocanna seo a bhaint amach. Lean Oifigeach Foirne Sinsearach sannta BOOCM (Oifigeach Fuinnimh) le maoirseacht a dhéanamh ar an réimise a bhaineann le Gníomhú ar son na hAeráide agus Inbhuanaitheacht. Leanann Seaimpín Inbhuanaitheachta um Ghníomhú ar son na hAeráide agus na hInbhuanaitheachta/Oifigeach Feidhmíochta Fuinnimh BOOCM de Shainordú na hEarnála Poiblí um Ghníomhú ar son na hAeráide a chur i bhfeidhm agus tuairisc a thabhairt air thar ceann na heagraíochta.

In 2024, thugamar faoi na nithe seo a leanas:

- dhá iniúchadh fuinnimh bhreise inár n-ionaid de réir Ionstraim Reachtúil Uimh. 426/2014 - Rialacháin an Aontais Eorpaigh (Éifeachtúlacht Fuinnimh), 2014.
- plean Stoic Foirgníochta BOOCM agus Clár na bhFoirgneamh a chur faoi bhráid SEAI.
- treochlár Gníomhaithe ar son na hAeráide na hEarnála Poiblí BOOCM 2024 a nuashonrú.
- cuireadh sonraí M&T (Monatóireacht agus Tuairisciú) BOOCM faoi bhráid

SEAI agus críochnaíodh an chéad Ráiteas maidir le Comhlíonadh Sainordú um Ghníomhú ar son na hAeráide 2023.

- Ghlac BOOCM páirt i bhFeachtas [Laghdaigh d'Úsáid](#) DECCanna a thosaigh i Ráithe 4 2024 agus a bhí ar siúl go dtí deireadh R1 2025, Clár Tóg Amháin BOOCM (Lá Bealtaine – Méadar an Mhóinéir), agus ár Lá Glas BOOCM bliantúil.
- Bunaíodh Foirne Glasa i ngach Scoil agus Ionad ar fud BOOCM, agus rinneadh cuairteanna láithreáin thar 2024.
- athbhreithníodh gníomhaíochtaí páipéir-bhunaithe agus iad á ndigitiú nuair is féidir.
- leanadh ag bogadh ar aghaidh chuig páipéar athchúrsáilte a úsáid inár Scoileanna agus Ionaid agus chun páipéar athchúrsáilte a fháil mar réamhshocrú.
- cuireadh Soláthar Poiblí Glas (SPG) i bhfeidhm, de réir Threoir Soláthair Phoiblí Ghlais an EPA inár mBeartas agus inár ndoiciméid Soláthair.

Tugadh maoiniú €435,000 do BOOCM faoi Leithdháileadh Caipitil Déabhlóidithe Glas don Bhreiseoideachas ón RBATNE agus Solas. Forbraíodh an deontas chun tacú le bearta laghdaithe fuinnimh agus astaíochtaí a chur i bhfeidhm agus chun laghdú ar an lorg carbóin a bhaint amach i gcomhréir le Sainordú na hEarnála Poiblí um Ghníomhú ar son na hAeráide.

I Ráithe 4 2024, chuir Scoileanna BOOCM tús lena mBeartas Inbhuanaitheachta maidir le hOideachas ar mhaithe le Forbairt Inbhuanaithe Scoileanna a fhorbairt de réir riachtanais na hEarnála Scoileanna maidir le Gníomhú ar son na hAeráide.

Ceadaíodh ocht scoil BOOCM faoi Chlár Fótvoltach Scoileanna na RO a raibh sé mar aidhm aige cabhrú le scoileanna a gcostais fuinnimh agus a lorg carbóin a laghdú mar chuid de fhreagairt na hearnála scoileanna ar spriocanna aeráide 2030 agus 2050 a bhaint amach.

Beidh Coláiste Breifne sa Chabhán mar chuid den chéad chohórt scoileanna go náisiúnta a thairgeann Gníomhú ar son na hAeráide agus Forbairt Inbhuanaithe don bhliain acadúil 2025/26. Cuirfidh an t-ábhar nua mic léinn ag plé le saincheisteanna inbhuanaitheachta amhail an ghéarchéim aeráide, ag forbairt cumas na mac léinn do ghníomhú eolasach agus fiúntach.

Fuair dhá cheann de Scoileanna BOOCM a mBrat Glas faoi Ghlas An Taisce - Tionscnamh na Scoile: Coláiste Naomh Bricín agus Coláiste Dhún an Rí.

Féach Cuid 9 do Thuarascáil Bhliantúil BOOCM ar Fheidhmíocht Fuinnimh na hEarnála Poiblí.

Sláinte agus Sábháilteacht

In 2024, lean BOOCM ag tacú le scoileanna agus le hionaid chun a Ráitis Sábháilteachta agus a Measúnuithe Riosca a fhorbairt agus a chur i bhfeidhm. Cuireadh uirlisí oiliúna breise ar fáil do scoileanna agus d'ionaid chun cáilíocht agus cruinneas a measúnuithe riosca a fheabhsú, lena n-áirítear oiliúint Feasachta Measúnaithe Riosca don fhoireann.

Rinne IPB suirbhéanna árachais ar thrí scoil BOOCM in 2024 agus ó na cuairteanna sin d'eisigh siad clár feabhsaithe riosca. Rinneadh athbhreithniú ar na príomhthéamaí a leagtar amach sna tuarascálacha seo agus roinneadh iad le gach scoil agus ionad.

In 2024, lean BOOCM le seirbhísí gníomhaireachta seachtraí a fhostú chun cabhrú le hathbhreithniú ar bheartais, nósanna imeachta agus doiciméadú Sláinte agus Sábháilteachta BOOCM. Chruthaigh agus chuir Comhordaitheoir Sláinte agus Sábháilteachta BOOCM agus comhairleoir seachtrach sceideal le haghaidh athbhreithnithe neamhfhoirmiúla i bhfeidhm. Áiríodh ar an sceideal seo athbhreithnithe Sláinte agus Sábháilteachta ar sheacht scoil agus ionad BOOCM. Ní hamháin gur chuidigh na hathbhreithnithe seo le scoileanna agus le hionaid a nósanna imeachta Sláinte agus Sábháilteachta a athbhreithniú, a bheachtú agus a

fhorbairt ach lean siad orthu ag cur le Córas Bainistíochta Sláinte agus Sábháilteachta BOOCM.

Rolladh amach na cúrsaí oiliúna sláinte agus sábháilteachta seo a leanas do bhail foirne ainmnithe i scoileanna agus in ionaid i rith 2024:

- Oiliúint Freagróra Garchabhrach (PHECC FAR, CFR agus Garchabhair Bhunúsach)
- Oiliúint do Mhaoir Dhóiteáin
- Oiliúint ar Láimhsiú Sábháilte
- Oiliúint faoi Dhaoine a Bhogadh agus a Láimhsiú
- Pacáiste oiliúna saincheaptha d'Fheighlithe agus do Ghlantóirí
- Oiliúint Feasachta ar Mheasúnú Riosca

Clár Réadmhaoine

Tá gá le hathbheithniú ar an gClár Réadmhaoine in 2025 agus leanfaidh BOOCM de bheith ag plé le DCS agus le Fóram Talún agus Foirgneamh BOOÉ, d'fhoill gnéithe tuairiscithe an chórais a fheabhsú.

Soláthar

D'úsáid Roinn Soláthair BOOCM samhail soláthair náisiúnta OSR agus a creataí, sa chás go raibh a leithéid ar fáil agus oiriúnach, i ndáil le caiteachas 'soláthair' a scoileanna agus ionaid ar fad in 2024. Lena chois sin, bhunaigh an roinn Soláthair na conarthaí seo a leanas trí chomórtais r-thairisceana:

- Ábhair Ranga Miotalóireachta agus Innealtóireachta a Sholáthar do Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin.
- Creat-Chomhaontú Ilpháirtí a bhunú chun Tomhaltáin Gruagaireachta agus Bearbóireachta a Sholáthar do Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin.
- Soláthar, Seachadadh, Suiteáil agus Coimisiúnú ar Throscán Scaoilte chuig Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin.
- Trealamh Ealaíne agus Ceardaíochta a Sholáthar do Bhord Oideachais

agus Oiliúna an Chabháin agus Mhuineacháin.

- Gníomhaireacht Earcaíochta a Sholáthar chun Seirbhísí Foirne agus Earcaíochta Téarma Seasta agus Gníomhaireachta Sealadaí a Sholáthar do Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin.
 - Creat-Chomhaontú Páirtí Aonair a bhunú chun Seirbhísí Rialaithe Lotnaidí a Sholáthar.
 - Creat-Chomhaontú Ilsholáthraithe maidir le Leabhair Foghlaimeoirí agus Páipéir Scrúdaithe a Sholáthar.
 - Líne Táirgthe agus Róbait Thionsclaíocha lena n-áirítear Dearadh, Soláthar, Seachadadh, Suiteáil, agus Coimisiúnú do BOOCM.
 - Conradh Lamhálaíocht do Sheirbhísí Lónadóireachta ag Institiúid an Chabháin do Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin.
- Soláthar Seirbhísí Lónadóireachta Lamhálaíocht do Champas BO Oideachais agus Oiliúna an Chabháin agus Mhuineacháin.

Pleanáil Soláthair Chorporáidigh

D'oibrigh BOOCM le hAonad Athchóirithe Soláthair na hEarnála Poiblí (AAEP) in BOOÉ agus sa tSeirbhís Soláthair Oideachais agus chuir sé Plean Soláthair Chorporáidigh (PSC) i gcrích ina leagtar amach na ceanglais soláthair a bheidh ag an mBord amach anseo. Tríd an bPlean Soláthair Ilbhliantúil 3 bliana (PSIB) shainaithníomar ár bpríomhthosaíochtaí soláthair i gcomhair 2025. Leanfaimid ar aghaidh le hathbhreithniú a dhéanamh ar PSC gach bliain agus díreoimid ar na soláthairtí atá sainaitheanta mar sholáthairtí riachtanacha go háirithe sna réimsí a bhaineann le caiteachas comhiomlán sa chás nach bhfuil aon chreat/aon chonradh náisiúnta, earnálach nó eile bunaithe.



Karen McBride, Stiúrthóir Tacaíocht agus Forbairt na hEagraíochta

8 Tuarascáil ar Bhliain a Trí de Ráiteas Straitéise BOOCM 2022- 2026

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

Spriocanna Straitéiseacha BOOCM			
Teagasc, Foghlaim agus Rannpháirtíocht			
Sprioc: Tacú le teagasc, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ar ardchaighdeán i dtimpeallacht ionchuimsitheachta, fhoghlaimeoiríarnach.			
Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
1. Tabhairt faoi athbhreithniú ar dheiseanna curaclaim/foghlama BOOCM chun cláir agus straitéisí nuálacha a shainaithint a bhféadfaí tairbhe a bhaint astu – agus béim ar leith a leagan ar ábhair ETIM.	- An tairiscint curaclaim i ngach scoil a athbhreithniú. - Bearnaí a d'fhéadfadh a bheith sa soláthar/réimsí a d'fhéadfaí a fhorbairt a shainaithint.	- Athbhreithniú ar an gcuraclaim a chur i gcrích. - Bearnaí sainaitheanta agus réitigh molta.	- Cuireadh tús le FGL na Sraithe Sinsearaí do gach Scoil. - Pleanáil Curaclaim i bhfeidhm i ngach Scoil. - Tá tús curtha ag múinteoirí i dTráinse 1 d'athchóiriú ábhair na hArdteistiméireachta le FGL. - Ábhar nua Ardteistiméireachta á reáchtáil ar bhonn píolótach i scoil amháin, agus Matamaitic Fheidhmeach á haithint mar bhearna sa soláthar. - Rinneadh athbhreithniú ar thorthaí i ngach réimse ábhair i ngach scoil le gach scoil chun aghaidh a thabhairt ar aon bhearnaí sa ghnóthachtáil.
2. Samhail Choláiste na Todhchaí BO a bhunú in BOOCM, chun tacú le soláthar comhdhlúite agus comhtháite, deiseanna foghlama solúbtha, conairí rochtana agus tacaíochtaí seasta d'fhoghlaimeoirí.	- Plean gníomhaíochta a fhorbairt do Choláiste na Todhchaí BO in BOOCM. - Obair a dhéanamh chun acmhainní a fháil don phlean seo agus chun é a chur chun feidhme.	Plean forbartha agus rannpháirtíocht dhearfach déanta i ndáil le ceanglais acmhainní ghaolmhara.	Cuireadh athbhrandáil ar sos chun tús áite a thabhairt d'aighneacht mhórchaipitil chun Coláiste nua na Todhchaí BO a fhorbairt sa Chabhán.

Teagasc, Foghlaim agus Rannpháirtíocht			
Sprioc: Tacú le teagasc, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ar ardchaighdeán i dtimpeallacht ionchuimsitheachta, fhoghlaimeoiríárnach.			
Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
3. Riachtanais a aithint atá riachtanach chun freastal ar riachtanais tacaíochta chomhtháite/éagsúla na bhfoghlaimeoirí ²⁵ , oibriú chun acmhainní riachtanacha a fháil agus meicníochtaí éifeachtacha a fhorbairt chun na tacaíochtaí foghlaimeora seo a sholáthar.	- Ról Oifigeach Tacaíochta Foghlaimeoirí le bunú. - Grúpa Oibre Tacaíochta d'Fhoghlaimeoirí le bunú. - Oibriú chun córas láraithe tacaíochta d'fhoghlaimeoirí a fhorbairt a chuirfidh ar chumas foghlaimeoirí BO rochtain a fháil ar an trealamh agus ar an gcúnamh a theastaíonn uathu chun tabhairt faoina gclár staidéir agus é a chur i gcrích.	Córas Lárnaithe Tacaíochta d'Fhoghlaimeoirí a fhorbairt agus a oibriú ar fud Seirbhísí BO.	Lean Seirbhís Tacaíochta d'Fhoghlaimeoirí ag fás - áiríodh ar thionscnaimh nua comhairleoireacht ar an láthair i suíomhanna Iar-Ardteistiméireachta, clár Meantóireachta in Ógtheagmháil, próiseas measúnaithe ar riachtanais Foghlaimeoirí ar fud na seirbhíse a fhorbairt agus a chur i bhfeidhm.
4. Leanúint ar aghaidh ag tairiscint foghlaim ionchuimsitheach agus ag leathnú soláthar spriocdhíríthe agus ag saibhriú an eispéiris/na hoideolaíochta dóibh siúd a bhfuil sainriachtanais foghlama, fhisiciúla agus mhothúchána acu.	- Mapáil soláthair Riachtanais Oideachais Speisialta a chur i gcrích i ndá Scoil BOOCM. - Forbairt Ghairmiúil Leanúnach do gach Scoil i mapáil soláthair. - Líonra tacaíochta ar líne de Mhúinteoirí Riachtanais Oideachais Speisialta a bhunú. - Soláthar Ranganna ASD i Scoileanna BOOCM a leathnú. - Foirgnimh agus áiseanna feabhsaithe a sholáthar do ranganna ASD.	- Mapaí soláthair tosaigh comhlánaithe. - FGL críochnaithe. - Líonra RSO seolta agus bunaithe. - Ranganna ASD a leathnú i Scoileanna BOOCM. - Áiseanna breise i Scoileanna BOOCM.	- Ranganna Speisialta breise a oscailt de réir mar is gá. - Glacadh le pátrúnacht ar Scoil Speisialta nua i gCo. Mhuineacháin. - Ghlac sé scoil BOOCM páirt i dtionscadal píolótach NCSE ar fhoirne iompair dearfacha, agus bhunaigh formhór na scoileanna rannpháirteacha na foirne seo. - Chuir CMETB FGL ar fáil do scoileanna i d'Tacaíocht a thabhairt do Dhaoine faoi Thrioblóid trí Chur Chuige Íseal-Dhúisithe' i gcomhpháirtíocht le hIonad Oideachais Mhuineacháin. - Comhoibriú leis an NCSE agus CPI chun cláir um Fhorbairt Ghairmiúil Leanúnach scoile do scoileanna BOOCM a éascú ar threoirínte na RO chun iompraíochtaí ar údar imní iad a bhainistiú.

²⁵ Síceolaíocht, folláine, gairmthreoir, míchumas, Riachtanais Speisialta Oideachais (RSO), neamhord ar speictream an uathachais (ASD), agus mar sin de

Teagasc, Foghlaim agus Rannpháirtíocht			
Sprioc: Tacú le teagasc, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ar ardchaighdeán i dtimpeallacht ionchuimsitheachta, fhoghlaimeoiríarnach.			
Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
5. Cuir chuige chomhtháite a fhorbairt agus a chur chun feidhme chun sásraí guthanna mac léinn agus tuismitheoirí inár scoileanna agus ionaid a fheabhsú, agus a chinntiú ag an am céanna go gcuirtear athbhreithnithe tréimhsiúla i gcrích chun éifeachtacht a bharrfheabhsú.	- Athbhreithniú a dhéanamh ar thionscnaimh agus ar chleachtais a bhaineann le guth mac léinn i Scoileanna BOOCM - FGL do Bhaill Foirne maidir le guth mac léinn a chumhachtú - Forbairt leanúnach Thionscnaimh Ghuth Foghlaimeoirí BO, lena n-áirítear: - Suirbhé bliantúil ar fhoghlaimeoirí a dhéanamh. - Óstáil fóram foghlaimeora bliantúil. - Líonra Comhairleach d'Fhoghlaimeoirí (LCF) a bhunú le ceithre chruinniú in aghaidh na bliana. - Rannpháirtíocht thrialach foghlaimeoirí ar struchtúir rialachais. - Úsáid a bhaint as ionchuir an LCF i ngníomhaíochtaí féinmheastóireachta, monatóireachta agus athbhreithnithe. - Clár ceannaireachta a éascú do bhaill an LCF chun cabhrú leo le habhcóideacht foghlaimeoirí.	- Meitheal chun athbhreithniú a dhéanamh ar dhea-chleachtais maidir le guth na mac léinn. - LCF bunaithe agus ag feidhmiú go héifeachtach. - Foghlaimeoirí cumasaithe agus cuidithe chun abhcóideacht a dhéanamh.	- Bhain scoileanna leas as Forbairt Ghairmiúil Leanúnach maidir le guth scoláirí a bhailiú i ndáil le foghlaim dhigiteach, agus ghlac go leor acu páirt sa Phróiseas SELFIE. Chuir scoileanna na sonraí seo isteach ina bpleananna foghlama digiteacha agus fuair siad aiseolas ón bPríomhoifig. - Sonraí Planet Youth comhtháite in aiseolas mac léinn a chuireann eolas ar idirghabhálacha scoile BOO agus san BOO níos leithne. - Suirbhé Foghlaimeoirí BO 2024/25 scaipeadh ar gach foghlaimeoir BO i mí na Samhna 2024 agus dúnadh é ag deireadh mhí Eanáir 2025. Fuarthas 1,198 freagra san iomlán. Léargas ar thorthaí an tsuirbhé le cur i láthair fhoireann BO ag Cruinniú Faisnéise i mí an Mhárta 2025. - Bunaithe ar rath an Fhórait Foghlaimeoirí sainiúil Ógtheagmhála in 2023, reáchtáladh fórait ag leibhéal ionad aonair do gach seirbhís BO ar fud R1, 2024. Críochnaíodh an próiseas seo nuair a d'óstáil BOOCM ceann d'imeachtaí Fóram Náisiúnta Foghlaimeoirí AONTAS i mí an Mhárta 2024. - In ionad Líonra Comhairleach d'Fhoghlaimeoirí (LAN) a thionól in 2024, chuaigh BOOCM i dteagmháil le hAONTAS maidir le Comhairle Foghlaimeoirí BOOCM a bhunú agus táthar ag súil go seolfar í i Ráithe 4, 2025. - Chun Lá Idirnáisiúnta na Mac Léinn a bheidh ar siúl ar an 17 Samhain gach bliain a chomóradh, d'óstáil BOOCM a chéad Seachtain Ghuth na bhFoghlaimeoirí ón 11-15 2024. Samhain 2024. Le linn na seachtaine seo thug foireann QAES cuairt ar ionaid éagsúla BO agus chuaigh siad i dteagmháil go díreach le foghlaimeoirí trí chomhráite neamhfhoirmiúla agus suirbhé gearr maidir le folláine. Chríochnaigh 226 foghlaimeoir an suirbhé san iomlán. Foilseofar tuarascáil anailíse cúig bliana i R1, 2025.

Teagasc, Foghlaim agus Rannpháirtíocht			
Sprioc: Tacú le teagasc, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ar ardchaighdeán i dtimpeallacht ionchuimsitheachta, fhoghlaimeoirilárnach.			
Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
6. Tionscnaimh a fhorbairt agus a chur chun cinn chun tacú le deiseanna/conairí malartacha d'fhoghlaimeoirí atá ag díriú ar agus ag críochnú an Timthrialla Shóisearaigh, agus béim ar leith a leagan orthu siúd atá faoi mhíbhuntáiste agus/nó i mbaol chomh fada is a bhaineann le cúrsaí / le cláir a chríochnú.	- Scrúdú a dhéanamh ar Chlár IB malartach i Scoil BOOCM. - Cúrsaí samhraidh a chur ar fáil do mhic léinn atá ag déileáil le míbhuntáiste. - Seachadadh agus forbairt leantach an Chláir Foghlama Malartaí (CFM). - Obair a dhéanamh chun an Clár Infhostaitheachta a fhorbairt.	- Clár nua Idirbhliana deartha agus faofa. - Seoladh cúrsa samhraidh le cohórt tosaigh na mac léinn. - CFM ag feidhmiú go héifeachtach. - An clár infhostaitheachta forbartha.	- Córas cumarsáide feabhsaithe a bhunú chun foghlaimeoirí a nascadh le roghanna cuí laistigh agus lasmuigh de Scoileanna. - Eolaire/Bileoga ESL seolta agus Roghanna ESL uaslódáilte chuig Láithreán Gréasáin BOOCM faoi Sheirbhísí Óige. - D'éirigh leis an Aip 'Connecting You' a nuashonrú agus a athsheoladh i ngach Scoil BOOCM. - Thug baill den ghrúpa ESL cur i láthair ag imeacht Ceannaireachta Foghlama Meánleibhéil i mí an Mhárta 2024. D'fhreastail foirne Ardbhainistíochta agus comhairleoirí treorach ó gach scoil ar Ócáid ESL a bhí an-rathúil ar siúl i gColáiste Ard Feá le príomhchainteoirí ó eagraíochtaí éagsúla laistigh den réigiún. - Trí mheitheal Luathfhágálaithe Scoile, reáchtáladh seisiún eolais maidir le conairí oideachais malartacha do gach scoil, agus scaipeadh acmhainn ghrafach ina dtugtar breac-chuntas ar roghanna do scoláirí agus do thuismitheoirí. - Oibreacha an Ghrúpa Luathfhágálaithe Scoile ar siúl i gcónaí. Imeacht líonraithe agus faisnéise ar siúl do pháirtithe leasmhara. - Maoiniú suntasach PEACE daingnithe chun cláir CFM A sheachadadh ar feadh ceithre bliana.

Teagasc, Foghlaim agus Rannpháirtíocht

Sprioc: Tacú le teagasc, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ar ardchaighdeán i dtimpeallacht ionchuimsitheachta, fhoghlaimeoirí.

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
7. Leanúint ar aghaidh leis an raon clár atá ar fáil d'fhágáilthe scoile, cuardaitheoirí poist, daoine atá ag filleadh ar chúrsaí oideachais, fostóirí agus daoine fostaithe a fheabhsú agus a fhorbairt.	- Leanúint ar aghaidh le rannpháirtíocht tionscail a fhorbairt agus a leathnú agus le Cúrsaí Oiliúna, agus le cláir Scileanna atá le Forbairt agus Scileanna don Obair a chur ar fáil. - Raon solúbtha de chlár uasoiliúna a thairiscint chun cur ar chumas fostaithe dul chun cinn gairme a dhéanamh. - Leathnú na gClár Tráthnóna sa Cabhán agus i Muineachán. - Soláthar measctha a thairiscint (i ndiaidh COVID-19), is é sin, seachadadh cumaisc/ar líne/seomra ranga chun freastal ar fhoghlaimeoirí. - Forbairt/tabhair rochtain ar raon clár malartach/breise agus roghanna deimhnithe. - Printíseachtaí Ceardaíochta breise a fhorbairt in BOOCM. - Oibriú agus leathnú leanúnach ar Phrintíseachtaí i ndiaidh 2016.	- Leibhéil agus raon méadaithe de sholáthar sa dá chontae. - Níos mó rannpháirtíochta leis an tionscal. - Beartas agus nósanna imeachta foghlama cumaisc a fhorbairt (i ndiaidh COVID-19). - Líon na bprintíseachtaí a thairgfídh BOOCM a fhorbairt.	- Aonad Printíseachta nua críochnaithe ag Baile an Mhuilinn, Muineachán. - Forbraíodh áis nua Oiliúna Painéal na Gréine, agus cuireadh tús leis an gcúrsa in Institiúid Mhuineacháin. - Tháinig méadú ar raon na gclár trí fhorbairt nua clár agus bailíochtú difreálach. - Rinneadh dhá phróiseas Léiriú Spéise a bhí ag lorg áiseanna praiticiúla oiliúna i Muineachán.

Teagasc, Foghlaim agus Rannpháirtíocht			
Sprioc: Tacú le teagasc, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ar ardchaighdeán i dtimpeallacht ionchuimsitheachta, fhoghlaimeoirí.			
Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
8. Tairiscint BOOCM laistigh de réigiún a mhéadú chun Scoileanna Náisiúnta Pobail (SNP) a chur san áireamh de réir riachtanas áitiúil sainaitheanta agus ceanglas déimeagrafach.	Scrúdú a dhéanamh ar an bhféidearthacht a bhaineann le SNP amháin i gCo. An Chabháin agus i gCo. Mhuineacháin.	Athbhreithniú déanta ar fhéidearthacht agus gníomh déanta bunaithe ar mholtaí.	- Leanadh ar aghaidh ag ardú feasachta ar Scoileanna Náisiúnta Pobail ag leibhéal an Bhoird. - Tá pátrúnacht bronnata ar BOOCM do Phobalscoil Speisialta Mhuineacháin.
9. Féiniúlacht agus éiteas scoileanna BOOCM a fhorbairt i gcomhar le BOOÉ, chun forbairt Creat Pátrúin maidir le cur i bhfeidhm curaclaim a ionchorprú.	- Clár Forbartha Éiteas i Scoil BOOCM amháin. - FGL i bhForbairt Éiteas do gach Ceannaire Scoile BOOCM. - Éiteas BOO a mhúscailt le Foireann agus Bord BOOCM.	- Clár curtha i gcrích i scoil amháin. - FGL seachadta.	- Éiteas BOO leabaithe agus ceiliúrtha i ngach ceann de na 11 scoil. - Reáchtáladh imeacht BOOCM le tinreamh ó na 11 scoil ar fad ar Lá Éiteas i mí an Mhárta 2024. - D'fhreastail gach scoil BOOCM ar an Siompóisiam Éiteas. - Thug ceannairí Éitis na scoileanna cur i láthair ar Éiteas i láthair Bhord Bainistíochta (BB) gach scoile. - IMBVE ag rith i dtrí scoil faoi láthair.
10. Freagairtí comhtháite/éifeachtacha a shainaithint agus a chur chun feidhme chun tacú le folláine mac léinn agus ball foirne go ginearálta, agus mar fhreagairt do dhúshláin a bhaineann leis an bpaindéim.	- Athbhreithniú ar an gclár Folláine i Scoileanna BOOCM. - Straitéisí agus tionscnaimh ábhartha a shainaithint chun folláine mac léinn agus ball foirne a fheabhsú - Tús a chur le tionscnaimh a chur chun feidhme.	- Athbhreithniú críochnaithe ag Meitheal. - Straitéisí agus tacaíocht curtha chun feidhme.	- Fuair agus rinne gach scoil anailís ar a gcuid sonraí Planet Youth trí chruinnithe le Stiúrthóir na Scoileanna. Rinneadh na sonraí seo a chomhtháthú i bpleanáil fhoriomlán scoile agus i leithdháileadh acmhainní chun aghaidh a thabhairt ar spriocanna scoile. - Chuaigh scoileanna BOOCM i mbun treoirthionscadail le Oide chun iniúchadh a dhéanamh ar úsáid IS chun tacú le múinteoirí i gcur chuige difreála d'fhoghlaimeoirí. - Cuireann BOOCM beagnach 100 gníomhaíocht óige ar fáil ar fud an dá chontae.

Teagasc, Foghlaim agus Rannpháirtíocht			
Sprioc: Tacú le teagasc, foghlaim, folláine, rannpháirtíocht agus dul chun cinn ar ardchaighdeán i dtimpeallacht ionchuimsitheachta, fhoghlaimeoirlárnach.			
Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
11. A chinntiú go gcloítear le dualgas comhionannais agus chearta an duine na hearnála poiblí chomh fada is a bhaineann le pleanáil, forbairt agus athbhreithniú ar na tionscnaimh atá leagtha amach faoin sprioc straitéiseach seo.	Nuair a bhíonn cláir agus tionscnaimh á bpleanáil agus á gcur chun feidhme, déanfar breithniú ar chomhionannas, ionchuimsiú agus éagsúlacht.	Comhionannas rochtana ar raon clár agus gníomhaíochtaí ionchuimsitheac ha oideachais agus oiliúna.	Cuireadh Dualgas na hEarnála Poiblí i bhfeidhm ar fud 2024 le forbairt agus cur i bhfeidhm Phlean Gníomhaíochta Dualgais na hEarnála Poiblí. Cuireadh Dualgas na hEarnála Poiblí san áireamh i gcur i bhfeidhm beartas, prótacal agus clár.

Spriocanna Sainaitheanta sa Chomhaontú Seachadta Feidhmíochta

Eispéireas an Mhic Léinn/an Fhoghlaimora a Bharrfheabhsú

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
1. Eispéireas foghlama dearfach a chur ar fáil do gach foghlaimoir, lena n-áirítear foghlaimoirí ó ghrúpaí imeallaithe.	- Tús a chur leis an gClár Foghlama Malartaí (CFM) dóibh siúd atá faoi 16 bhliain d'aois nach bhfuil ag freastal ar an scoil nó atá eisiata ón scoil. - Soláthar leanúnach de raon leathan clár ag leibhéal 1-6, agus tacaíochtaí gaolmhara, chun rannpháirtíocht foghlaimoirí, gach aois agus cumas, a éascú. - Cláir a sholáthar ar líne i gcás nach bhfuil sé indéanta duine le duine. Gach rogha a scrúdú agus a úsáid chun tacú le foghlaimoirí imeallaithe páirt a ghlacadh i gclánfhoghlaim. - Cláir curtha ar fáil ar bhonn lánaimseartha agus páirtaimseartha sa dá chontae agus le roinnt liúntas/tacaíochtaí do thaisteal/do bhéilí/do chúram leanaí.	- Seirbhís CFM bunaithe ag dhá shuíomh. - Raon leathan clár BO tairgthe agus soláthartha. - Rolluithe méadaithe agus leibhéil mhaithe choinneála. - Córas Tacaíochta d'Fhoghlaimoirí Lárnach forbartha.	- Tá Clár CFM faoi lán seoil sa dá chontae. - Baineadh spriocanna an Chomhaontaithe um Fheidhmíocht Straitéiseach amach. Bhí laghdú éigin ar líon na bhfoghlaimoirí mar gheall ar mhaoiniú laghdaithe in 2024 agus bhí gá le roinnt clár oideachais aosaigh a chur ar ceal i Ráithe 3/4. - Beartas agus Nósanna Imeachta um Fhoghlaim Chumaisc agus Micricháilíochtaí (MQanna) forbartha agus curtha faoi bhráid QQI le haghaidh ceadaithe. Éascóidh sé seo cláir a sheachadadh trí Fhoghlaim Chumaisc agus, ar an gcaoi sin, méadóidh sé roghanna foghlama solúbtha. - Chríochnaigh 29 dalta Polainnis chumaisc na hArdteistiméireachta in 2024, le torthaí iontacha.

Spriocanna Sainitheanta sa Chomhaontú Seachadta Feidhmíochta

Eispéireas an Mhic Léinn/an Fhoghlaimoira a Bharrfheabhsú

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
2. Tacú le mic léinn/le foghlaimoirí atá i mbaol míbhuntáiste oideachais de réir an bheartais náisiúnta reatha.	- Rannpháirtíocht le Coláiste Mhuire Gan Smál chun córas a fhorbairt chun soláthar do mhic léinn ROS a mhapáil agus a mhonatóiriú. - Pleanáil a dhéanamh le haghaidh agus ranganna NSU a oscailt más cuí. - Tacú go leanúnach le foghlaimoirí chun rochtain a fháil ar chúrsaí, cúrsaí a chríochnú agus leanúint ar aghaidh le cúrsaí i ndiaidh Chláir BO a dhéanamh. - Obair a dhéanamh chun raon tacaíochtaí a sholáthar chun folláine foghlaimoirí a fheabhsú agus chun a gcumas oiriúna agus rannpháirtíochta i ndiaidh COVID-19 a fheabhsú. - Sainaithint leanúnach bearnaí/riachtanas agus forbairt tionscnamh chun déileáil leis seo.	- Faoi threoir Meithle, tionscadal píolótach bunaithe ar choincheap amháin a bhunú i scoil amháin agus cúrsaí oiliúna tosaigh a chur ar fáil do scoileanna eile. - Buaileann an Stiúrthóir Scoileanna agus Príomhoidí le ERSOnna agus tagann siad ar chomhaontú maidir le straitéisí. - Osclaítear ranganna nua NSU, de réir mar is gá. - Cothabháil agus forbairt clár agus liúntais agus tacaíochtaí eile a chur ar fáil. - An ceathrú bliain den chlár Rochtana CIA a chur i gcrích d'fhoghlaimoirí Ógtheagmhála chun tacú lena ndul chun cinn agus chun é a éascú, agus chun deis a thabhairt don chúigiú cohórt tús a chur leis an gclár. - LCF a bhunú. - Córas Tacaíochta d'Fhoghlaimoirí do gach Seirbhís agus Ionad a bhunú.	- Bailiú sonraí mapála a chur ar fáil i ngach scoil. - Tacaíocht FGL curtha ar fáil do gach scoil. - Ceapadh duine ceannais mapála soláthair i ngach scoil. - Fóram bunaithe do mhúinteoirí ceannais SENCO agus NSU, lena n-áirítear do dheiseanna FGL cuí. - Rinneadh meastóireacht ar TRSO. - Leathnaíodh an chomhairleoireacht ar an láthair. - Lean an cúrsa Rochtana CIA do Ógtheagmháil ar aghaidh. - Leathnaíodh an tSeirbhís Tacaíochta d'Fhoghlaimoirí le 145 atreorú in 2024 (98 in 2023). - Reáchtáladh 15 ghníomhaíocht forbartha gairmiúla in 2024 agus d'fhreastail 646 duine ar an iomlán orthu. - Seimineáir Ghréasáin Chomhaltaí DCM arna rochtain ag 218 ball foirne ar fud na heagraíochta.

Spriocanna Sainaitheanta sa Chomhaontú Seachadta Feidhmíochta

Eispéireas an Mhic Léinn/an Fhoghlaimoira a Bharrfheabhsú

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
2. Tacú le mic léinn/le foghlaimoirí atá i mbaoil míbhuntáiste oideachais de réir an bheartais náisiúnta reatha.	- Leathnú leanúnach ar sholáthar tráthnóna chun tacú leo siúd atá i bhfostaíocht agus as fostaíocht rochtain a fháil ar oiliúint dheimhnithe ar chostas íseal/gan chostas. - Foráil a leathnú agus rolluithe méadaithe.	Foráil mhéadaithe agus rolluithe méadaithe.	- Méadú ar an réimse tacaíochtaí atá ar fáil d'fhoghlaimoirí. - Méadú ar líon na dtacaíochtaí dá dtagraítear agus a fhaigheann siad - 145 in 2024. - Rannpháirtíocht mhéadaithe ag leibhéal an Ionaid le Seaimpíní Folláine agus Measúnóirí Cóiríochta Réasúnta, atá i bhfeidhm ar fud Cláir BO a sheachadtar in iliomad áiteanna ar fud an dá chontae chun rannpháirtíocht a éascú. - Plé agus Comhaontuithe Cur in lúl forbartha le hArdoideachas a chuirfidh ar chumas foghlaimoirí tabhairt faoi chláir chéime go háitiúil.
2. Tacú le mic léinn/le foghlaimoirí atá i mbaoil míbhuntáiste oideachais de réir an bheartais náisiúnta reatha.	- Soláthar leanúnach agus comhordaithe tacaíochtaí d'fhoghlaimoirí sa soláthar BO trí chéile. - Tionscnaimh a fhorbairt faoin gCiste REACH (an Ciste um Míbhuntáiste Oideachasúil a Mhaolú roimhe seo), faoi réir infhaighteacht maoinithe.	- Oifigeach Tacaíochta Foghlama ceaptha go déanach in 2021 – tháinig tuilleadh forbartha ar sheirbhís in 2024 agus tá sí fós ar siúl. - Leanúint ar aghaidh ag tógáil ar an tionscnamh seo in 2024 trí réimse tionscadal pobalbhunaithe.	Ciste Reach leithdháilte agus tionscnaimh tacaithe, lena n-áirítear meantóireacht agus comhairleoireacht. Níl an Ciste Cúnamh d'Fhoghlaimoirí indéanta a thuilleadh, de réir Threoirlínte athbhreithnithe REACH 2024.

Spriocanna Sainaitheanta sa Chomhaontú Seachadta Feidhmíochta

Eispéireas an Mhic Léinn/an Fhoghlaimeora a Bharrfheabhsú

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
3. A chinntiú go bhfuil na nósanna imeachta um chosaint leanaí ar fad i bhfeidhm de réir na Nósanna Imeachta um Chosaint Leanaí do Bhunscoileanna agus d'Iar-bhunscoileanna (athbhreithnithe 2023).	- Nósanna imeachta agus próisis riachtanacha bunaithe agus ag cloí leo i Scoileanna, Ionaid Ógtheagmhála, Ionad Oideachais agus Oiliúna Allamuigh na dTamhnach (IOOA), Amharclann Gharáiste, Seirbhísí don Óige agus Seirbhísí BO - Tá gach TA agus LTA chun tairbhe a bhaint as FGL agus as tacaíocht chuí.	- Leanúint de bhearta cosanta a chomhlíonadh. - Spotseiceálacha chun a chinntiú go bhfuil FGL curtha i gcrích ag gach TA agus LTA.	- Leanadh ar aghaidh le prótacail um chomhlíonadh agus um chosaint i rith 2024. - Rinne gach scoil athbhreithniú ar nósanna imeachta um chosaint leanaí. Roinneadh foghlaim ó na cigireachtaí cosanta i measc Ceannairí Scoile.
3. Comhlíonadh iomlán le Nósanna Imeachta um Chosaint Leanaí do Bhunscoileanna agus d'Iar-bhunscoileanna a chinntiú (athbhreithnithe 2023).	- Cuireadh CSÚ ar fáil ag gach cruinniú BB. Déanann Boird Bhainistíochta athbhreithniú bliantúil ar Chumhdach Leanaí. - Tacaíocht thiomnaithe ar fáil ón Stiúrthóir Scoileanna agus ón Oifigeach um Chomhlíonadh.	- Miontuairiscí na mBord Bainistíochta athbhreithnithe ag Stiúrthóir Scoileanna - Bhí na tuarascálacha Cigireachta dearfach - Faigheann BOOCM fógra foirmiúil maidir leis an athbhreithniú bliantúil.	- Bord Bainistíochta nua bunaithe i ngach scoil, tar éis bunú Bhord nua BOOCM i R4 2024. - Cuireadh tacaíocht ar fáil do gach Bord nua i dtéarmaí FGL do Chathaoirligh, Rúnaithe agus Cosaint Leanaí. - Stiúrthóirí ar fáil do Bhoird chun tacú le saincheisteanna agus beartais dhúshlánacha.

Spriocanna Sainaitheanta sa Chomhaontú Seachadta Feidhmíochta

Eispéireas an Mhic Léinn/an Fhoghlaimeora a Bharrfheabhsú

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
4. Cabhrú leis an Roinn Oideachais, de réir mar is gá, chun freastal ar riachtanais a eascraíonn as Clár Cosaint na hÉireann do Dhídeanaithe agus foráil a dhéanamh d'iarrthóirí ar chosaint idirnáisiúnta.	Rannpháirtíocht in agus freagairt do Chláir Chosanta Dídeanaithe do An Cabhán agus Muineachán.	- Socrúchán oiriúnach mac léinn i scoileanna agus in ionaid. - Rannpháirtíocht éifeachtach ag grúpaí Siriacha sa Chabhán agus i Muineachán le seirbhísí BO BOOCM.	- Comhtháthaíonn leathnú rathúil an chláir REALT leanaí IPAS go hiomlán anois. - Tá an RO ag nuashonrú ArcGIS chun eolas cothrom le dáta a sholáthar maidir le háiteanna scoile atá ar fáil. - Bíonn cumarsáid rialta ann le CCLD, le Comhairle Contae Mhuineacháin, le Tusla, agus le gníomhaireachtaí ábhartha maidir le teaghlaigh a athlonnú chuig an gCabhán agus chuig Muineachán. - Déantar iarrachtaí teaghlaigh a nascadh le seirbhísí cuí chun a gcomhtháthú réidh sa phobal a éascú. - Cuirtear cúnamh ar fáil do theaghlaigh a bhfuil iarratais iompair agus obair leantach acu le Bus Éireann. - Méadú leanúnach ar phobail nua a chláraíonn i gcláir ESOL/BO. - Leibhéil 1 & 2 de chláir ESOL scríofa agus bailíochtaithe go rathúil - roinnte le 15 BOO eile. - Tionscadal forbartha agus ceadaithe chun modúil ESOL a bhaineann go sonrach leis an earnáil a scríobh agus cuireadh tús leis i R3 2024. - Oibriú leis an earnáil agus le Solas i dtreo caighdeánú foriomlán a dhéanamh ar sholáthar ESOL. - Aighneacht chostais ullmhaithe do Solas maidir le modúil ESOL Leibhéil 3 & 4 a fhorbairt. - Oibriú le Solas agus leis an earnáil chun athbhreithniú a dhéanamh ar sholáthar foriomlán ESOL agus oibriú i dtreo níos mó caighdeánuithe.

Spriocanna Straitéiseacha BOOCM

Seirbhísí Ginearálta BOOCM

Sprioc: Oibriú i gcomhpháirt chun seirbhísí a fheabhsú agus a fhorbairt tuilleadh, seirbhísí a fhreagraíonn ar bhealach ionchuimsitheach do riachtanais ár bpobail

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
1. Tionscadal reatha Ghlúin an Cheoil a athbhreithniú, a phleanáil agus a fhorbairt chun oideachas ceoil taibhithe a chur ar fáil do dhaoine óga sa suíomh luathbhlianta agus go dtí go mbíonn siad 18 mbliana d'aois.	- Ghlúin an Cheoil a leathnú agus a chur ar fáil do dhaoine atá idir 12 agus 18 mbliana d'aois. - Na cláir luathbhlianta agus bhunscoile a leathnú. - Ensemble Óige Ghlúin an Cheoil a fhorbairt	- Deiseanna Ghlúin an Cheoil do mhic léinn lar-bhunscoileanna i scoileanna. - Na cláir luathbhlianta agus bhunscoile a dhúbailt. - Ensemble bunaithe agus taibhithe tosaigh déanta.	- Plean Straitéiseach Foilsithe. - Plean Oibriúcháin curtha i gcrích. - Tá an Clár Stiúideo Taifeadta Soghluaiste bunaithe go rathúil agus tá sé á rolladh amach i scoileanna anois. - Táimid de shíor ag cruthú deiseanna taibhithe dár gCeolfhoireann Trasteorann agus bíonn cleachtaí míosúla ar siúl againn do ghníomhaíochtaí éagsúla. In 2024, reáchtáladh léirithe sa Guildhall i nDoire agus sa Cheoláras Náisiúnta i mBaile Átha Cliath.
2. Comhoibriú le comhpháirtithe agus le páirtithe leasmhara chun deiseanna a chomhordú do gach duine óg i ngach réimse de na healaíona trí rannpháirtíocht le healaíontóirí ag leibhéal áitiúil agus náisiúnta.	- Ceithre thionscnamh Ealaín áitiúil a fhorbairt do dhaoine óga atá idir 4 agus 18 mbliana d'aois. - Deis rannpháirtíochta a thabhairt do cheathrar ealaíontóirí áitiúla.	- Tionscnaimh pleanáilte agus curtha i gcrích. - Rannpháirtíocht curtha i gcrích.	- Os cionn 50 tionscadal beag agus mórscála a cuireadh ar fáil in 2024 agus a raibh níos mó ná 2.000 leanbh, duine óg, caomhnóir agus ball teaghlaigh rannpháirteach iontu. - Coiste Comhpháirtíochta Óige Ildánach Áitiúil (CÓIÁ) bunaithe.
3. Rannpháirtíocht leis an bpobal chun raon taibhithe drámaíochta a chur ar fáil do spriocphobail áitiúla agus tacú le healaíontóirí áitiúla trí thairiscint amharclainne don óige atá leathan agus éagsúil.	- Clár amharclainne uailmhianach a phleanáil agus a sheachadadh ag Amharclann Gharáiste. - Clár forbartha d'amharclann na n-óg a chur ar fáil.	- Clár Amharclannaíochta curtha i gcrích. - Clár críochnaithe - baill d'amharclann na n-óg le dul thar 150.	- Forbraíodh Plean Straitéiseach do thodhchaí na hAmharclainne le páirtithe leasmhara ábhartha. - Tá grúpa amharclannaíochta óige de 150 ball ag Amharclann Gharáiste, roinnte i dtrí bhráisle amharclannaíochta éagsúla. Taibhithe gach bráisle faoi dhó in 2024. - Uasghrádaíodh an rig soilsithe. Cuireadh lampaí caighdeánacha in ionad soilse LED le linn 2024.

Seirbhísí Ginearálta BOOCM

Sprioc: Oibriú i gcomhpháirt chun seirbhísí a fheabhsú agus a fhorbairt tuilleadh, seirbhísí a fhreagraíonn ar bhealach ionchuimsitheach do riachtanais ár bpobail

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
4. Leanúint ar aghaidh ag obair i gcomhpháirt le pobail chun tionscnaimh a fhorbairt agus chun tacú le tionscnaimh a bhfuil sé mar aidhm leo maolú i gcoinne an mhíbhuntáiste oideachasúil.	Leanúint ar aghaidh ag cur leis an tionscnamh seo in 2023 trí Chiste Cúnaimh d'Fhoghlaimoirí agus raon de thionscadail phobalbhunaithe.	Gairmeacha do thionscadail a eagrú agus obair a dhéanamh chun leibhéal mhaoinithe chosúla a fháil le leithdháileadh ar thionscadail in 2024.	Cuireadh maoiniú REACH i bhfeidhm go céimneach agus tugadh tacaíocht do 12 x tionscadal. Níl an Ciste Cúnaimh d'Fhoghlaimoirí indéanta mar gheall ar threoirlínte athbhreithnithe REACH do 2024.
5. Leanúint ar aghaidh le Feidhm Obair Óige BOOCM a leathnú agus a chinntiú go bhfuil seirbhísí á bhforbairt, go bhfuiltear ag tacú leo agus go bhfuil siad á bhfeabhsú de réir phrionsabail agus fhís na hoibre óige.	Leanúint ar aghaidh ag díriú ar thionscadail Óige atá bunaithe cheana féin.	Leanúint ar aghaidh ag díriú ar thionscadail atá bunaithe cheana féin.	Bunaíodh trí chlár PEACEPLUS in Aibreán 2024 - Alternatives, Face Off agus Options. Lean an obair le Comhairle Contae an Chabháin agus Comhairle Contae Mhuineacháin chun 2 Sheirbhís Óige eile a fhorbairt i ngach contae i 2025.

Seirbhísí Ginearálta BOOCM

Sprioc: Oibriú i gcomhpháirt chun seirbhísí a fheabhsú agus a fhorbairt tuilleadh, seirbhísí a fhreagraíonn ar bhealach ionchuimsitheach do riachtanais ár bpobail

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
6. Athbhreithniú agus measúnú a dhéanamh ar shaincheistean / ar dhúshláin atá ag teacht chun cinn agus comhoibriú le comhpháirtithe agus le páirtithe leasmhara ábhartha d'fhonn a chinntiú go dtacaítear le riachtanais agus go ndéileáiltear leo ar bhealach comhchoiteann agus ionchuimsitheach.	- Obair a dhéanamh chun riachtanais agus saincheistean a shainaithint agus tograí a bhunú chun déileáil leo seo. - Tograí tionscadail forbartha agus curtha chun cinn.	Forbraíodh agus rinneadh dul chun cinn ar thograí tionscadail.	Leanadh le Timthriall 2 de Scéim "UBU Do Spás, Do Áit" na RO i 2024 agus ghlac gach ceann de na 5 Sheirbhís Óige UBU Maoinithe againn páirt i 4 Chruinniú Athbhreithnithe agus Monatóireachta ar Dhul Chun Cinn agus Feidhmíocht (CADF) i rith na bliana.
7. Clár Oideachais Allamuigh éagsúil agus forásach a fhorbairt i Scoileanna, Ionaid agus Seirbhísí a sholáthraíonn comhionannas rochtana agus buntáistí folláine pearsanta, fisiciúla agus meabhraí an Oideachais Allamuigh.	- Forbairt agus seachadadh leanúnach clár ag IOOA na dTamhnach. - Lánpháirtiú leanúnach an oideachais allamuigh agus scoileanna agus ionaid BOOCM.	- Raon clár méadaithe ar fáil agus rannpháirtíocht bhreise. - Athchóiriú agus uasghrádú leanúnach ar áiseanna IOOA na dTamhnach.	- Cuireadh Cosán Rothar agus Scileanna isteach i gclár an Ionaid i 2024. - Méadú ar líon na gclár allamuigh faoi stiúir an phobail. - Bhí líon na gcuairteoirí níos ísle ná an bhliain roimhe sin, mar gheall ar easpa foirne Teagaisc atá ar fáil go náisiúnta. Bhí ar an ionad timpeall 9,000 lá cuairte a dhiúltú le linn an tséasúir bhuaice mar gheall ar róshubscríobh. - Cothabháil ionaid agus péinteáil go forleathan taobh istigh. - Limistéar nua Boghdóireachta agus Suíocháin Lasmuigh tógtha - Bhí athchóiriú iomlán ag seomra Cistine agus Fónais chun freastal ar gach comhlíonadh reachtúil cistine tráchtála atá ann faoi láthair.

Spriocanna Straitéiseacha BOOCM

Ár bhFoireann - Forbairt, Tacaíocht agus Folláine

Sprioc: Oibriú i gcomhpháirt mar fhoireann BOOCM chun tacú le ceannaireacht agus le dea-chleachtas, barr feabhais a sheachadadh agus tacú le comhionannas laistigh de chultúr áit oibre atá forásach.

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
1. Athbhreithniú agus forbairt a dhéanamh ar ár gcórais agus próisis chun tacú le hearcú agus le coimeád na mball foirne is fearr leis na hinniúlachtaí riachtanacha.	- Seirbhís r-Earcaíochta nua a fhorbairt a bheidh nasctha le suíomh gréasáin nua BOOCM. - Leanúint ar aghaidh le hagallaimh ar bhonn inniúlachta a reáchtáil do phoist oiriúnacha - Leanúint ar aghaidh le tairbhe a bhaint as fíis-agallóireacht chianda do phoist áirithe. - Teacht ar chomhaontú maidir le straitéisí chun múinteoirí a aimsiú agus a earcú i margadh poist atá ag éirí níos iomaíche lena n-áirítear comhoibriú le hInstitiúidí Tríú Leibhéal agus freastal ar Aonach Gairme oiriúnach.	Earcú agus coimeád ball foirne ag a bhfuil na scileanna agus na hinniúlachtaí oiriúnacha.	- Suíomh gréasáin/tairseach earcaíochta nua soláthraithe agus curtha i bhfeidhm do mhúinteoirí Feachtas earcaíochta Samhraidh in Aibreán/Bealtaine 2024 (Céim 1). - Rollaithe amach do gach folúntas (Céim 2) faoi R4 2024.
2. Foireann thiomanta FGL a bhunú chun straitéis forbartha ghairmiúil uileghabhálach a fhorbairt agus a chur chun feidhme ina gcomhtháthaítear bainistíocht, teagasc, riaracháin agus forbairt ball foirne coimhdeach.	- Anailís a dhéanamh ar riachtanais oiliúna agus forbartha foirne, ceanglais tosaíochta a shainaithint agus seasamh BOOCM mar eagraíocht foghlama a chomhdhlúthú²⁶. - Forbairt gach ceannaire BOOCM a éascú trí anailís a dhéanamh ar riachtanais agus trí chlár ábhartha a sholáthar, mar aon le treoir, foghlaim leanúnach agus tacaíochtaí forbartha gairme.	- Ball foirne sannta agus Foireann Forbartha Gairmiúla thras-earnálacha le bunú chun riachtanais oiliúna a shainaithint agus a mheas agus chun plan oiliúna a fhorbairt de réir an bheartais Forbartha Gairmiúla. - Rannpháirtíocht na foirne i réimse soláthar FGL, lena n-áirítear clár dheimhnithe.	- Bainisteoir Oiliúna ceaptha. - Scaipeadh Cúrsaí Oiliúna DCM ar an bhfoireann. - Cuireadh an Clár Oiliúna chun freastal ar chúrsaí oiliúna a thaifeadadh i bhfeidhm go céimneach sa Roinn Acmhainní Daonna.

²⁶ Tacú le foghlaim ar feadh an tsaoil, forbairt ghairme, uasoiliúint teagascóirí agus solúbtha i ndáil le himlonnú acmhainní

Ár bhFoireann - Forbairt, Tacaíocht agus Folláine

Sprioc: Oibriú i gcomhpháirt mar fhoireann BOOCM chun tacú le ceannaireacht agus le dea-chleachtas, barr feabhais a sheachadadh agus tacú le comhionannas laistigh de chultúr áit oibre atá forásach.

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
2. Foireann thiomanta FGL a bhunú chun straitéis forbartha ghairmiúil uileghabhálach a fhorbairt agus a chur chun feidhme ina gcomhtháthaítear bainistíocht, teagasc, riaracháin agus forbairt ball foirne coimhdeach.	- Tacú le gach ball foirne chun conairí forbartha (pearsanta agus gairmiúil) a fhorbairt, agus a chinntiú go gcuirtear tacaíochtaí ábhartha ar fáil chun freastal ar riachtanais ghaolmhara - Líonraí agus prótacail foghlama chomhroinnte²⁷ a bhunú chun tacú le barr feabhais agus le dea-chleachtas gairmiúil inár scoileanna agus ionaid foghlama. - Clár r-Fhoghlama do Shlándáil Sonraí agus do Shlándáil TFC trí chórais bogearraí thiomanta. - Clár ionduchtaithe le cur ar fáil do bhaill foirne nua i scoileanna agus baill foirne BO (múinteoirí, Cúntóirí Riachtanas Speisialta, teagascóirí, baill foirne BO eile).	- FGL i réimsí nua, mar shampla, feasacht/cosaint an chomhshaoil. - Córas suaitheantais a fhorbairt do FGL curtha i gcrích. - Ceithre mhodúl hibrideacha ionduchtaithe a chur ar fáil. - Modúil athnuachana le cur ar fáil i rith na bliana.	- Feasacht Cibearshlándála lena n-áirítear Feasacht Fioscaireachta - Oiliúint TF a chlúdaíonn réimse modúl Microsoft. - Oiliúint Aoisliúntais (SPSPA) - Scileanna Glasa - Fuinneamh & Laghdaigh d'Úsáid - Modúil Foghlama DCM lena n-áirítear: - Crios Bán Lean - Mná sa Cheannaireacht - Tóir na Ceannaireachta - Scríobh Gnó/Ríomhphoist - Tuarascálacha agus Tuilleadh - Bainistiú/Iar-Chomhghleacaí a Bhainistiú - Briseadh Droch-Nósanna - Conas athruithe buana a dhéanamh - Próisis Earcaíochta Saor ó Chlaontacht - Seaimpín Meabhairshláinte - Oiliúint maidir le córas na Seirbhíse Comhroinnte Airgeadais lena n-áirítear tuairisciú Power BI agus P2P seachadta ag SCGO - Oiliúint um Chomhionannas agus Éagsúlacht - Oiliúint maidir le Saoráil Faisnéise (SF) do Chinnteoirí - An Cód Caiteachais Phoiblí - Oiliúint BOOÉ, lena n-áirítear Ceardlann CBSF, Oiliúint Theagmhálaí, Oiliúint um Chosc agus Réiteach Bulaíochta, Dlí Fostaíochta, Oiliúint Rialachais - Oiliúint do Mhaoir Dhóiteáin - Siompóisiam Printíseach na Seirbhíse Poiblí - Ceardlann ar líne um Fheasacht ar Inrochtaineacht ÚNM - NALA - Cultúr Gnáth-Bhéarla a threorú i d'Eagraíocht - Oiliúint Feasachta ar Threalamh Scáileáin Taispeána (TST) - Lárionad Uathachais an Bhaile Láir - Uathachas agus Cumarsáid - Oiliúint SEAI lena n-áirítear Méadrú Fuinnimh, Tomhas agus Fíorú agus Deontais. - Soláthar Poiblí Glas.

²⁷ I ndáil le topaicí idirghaolmhara, mar shampla, oideolaíocht agus ceannaireacht óige agus meáin shóisialta agus teacht aniar.

Ár bhFoireann - Forbairt, Tacaíocht agus Folláine

Sprioc: Oibriú i gcomhpháirt mar fhoireann BOOCM chun tacú le ceannaireacht agus le dea-chleachtas, barr feabhais a sheachadadh agus tacú le comhionannas laistigh de chultúr áit oibre atá forásach.

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
3. Tacaíocht/leabú gníomhach ár luachanna BOOCM agus ár gcultúr áit oibre a fheabhsú trí dhul i gcomhairle le baill foirne i ndáil le forbairt agus díriú ar fheabhas leanúnach.	- Luachanna BOOCM a leabú ar fud na heagraíochta trí chumarsáid a dhéanamh le gach ball foirne trí chainéil éagsúla, mar shampla, an suíomh gréasáin, seisiúin faisnéise foirne, SharePoint. - An fhoireann bainistíochta chun cumarsáid a dhéanamh le baill foirne chun ionchur a bhailiú agus chun scóip d'fheabhas leanúnach a shainaithint.	- Tá foireann uile BOOCM eolach air agus tuigeanann siad ár luachanna. - Cabhraíonn na baill foirne ar fad le clár oibre um fheabhas leanúnach BOOCM.	- Ráiteas Straitéise le Fís, Misean agus Luachanna BOOCM a scaipeadh ar bhaill foirne. - Fís BOOCM atá ionchorpraithe i sínithe ríomhphoist agus i gcáipéisíocht. - Feasacht ar siúl i rith 2024 trí ríomhphost agus trí SharePoint an Mhoil Foirne.
4. Athbhreithniú agus nuashonrú a dhéanamh ar ár gcleachtais agus nósanna imeachta AD ar mhaithe le forbairt fhorásach thimpeallacht ár n-áite oibre.	- Leanúint ar aghaidh le tionscnaimh a fhorbairt/le cúrsaí oiliúna a reáchtáil chun timpeallacht oibre dhearfach a spreagadh agus chun línte soiléire cumarsáide a chinntiú. - Obair Hibrideach/Chumaisc agus socruithe eile a bhaineann le freastal ar an áit oibre a bhainistiú de réir threoirlínte an Rialtais. - A chinntiú go bhfuil plean comharbais bunaithe ag BOOCM agus go gcuirtear cláir phleanála scoir ar fáil do gach ball foirne ábhartha.	Tá fianaise le fáil i gcleachtais agus i nósanna imeachta AD ar eagraíocht fhorásach ag a bhfuil an cumas athrú/forbairt a bhainistiú.	Rinneadh monatóireacht ar Éifeachtacht Oibre Hibrideach i rith 2024.

Ár bhFoireann - Forbairt, Tacaíocht agus Folláine

Sprioc: Oibriú i gcomhpháirt mar fhoireann BOOCM chun tacú le ceannaireacht agus le dea-chleachtas, barr feabhais a sheachadadh agus tacú le comhionannas laistigh de chultúr áit oibre atá forásach.

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
5. Tionscnaimh a fhorbairt chun cultúr agus cur chun cinn sláinte agus folláine sa timpeallacht oibre a leabú.	- Folláine a aithint mar phríomhghné de sholáthar FGL. - Tá Seirbhís Cúnaimh d'Fhostaithe ar fáil don fhoireann ar fad mar aon le seirbhís teileafóin 24/7 agus Aip folláine. - Eagraíodh imeachtaí sóisialta don fhoireann i rith na bliana.	- Tá gné folláine san áireamh san FGL ar fad. - Tá rochtain ag an bhfoireann ar fad ar thacaíocht 24/7. - Mothaíonn na baill foirne go bhfuil luach lena gcuid oibre agus go bhfuil tacaíocht ar fáil dóibh.	- Scaip an soláthraí seirbhíse Cúnaimh d'Fhostaithe Nuachtlitir Spectrum Life le hait shuimiúla don fhoireann. - Imeachtaí foirne eagraithe, mar shampla, ceiliúradh Lá BOO.
6. A chinntiú go bhfuil ceannaireacht, córais agus struchtúir bunaithe agus ag feidhmiú go héifeachtach, chun déileáil le saincheistanna ábhartha comhionannais agus chearta an duine agus chun dualgas comhionannais agus chearta an duine na hearnála poiblí a chomhlíonadh.	Measúnú a dhéanamh ar shaincheistanna comhionannais agus chearta an duine agus plean feidhmithe a fhorbairt chun déileáil le saincheistanna ábhartha.	- Eagraíocht ionchuimsitheach a fhorbairt. - Oibleagáidí comhlíonta faoi dhualgas na hEarnála Poiblí.	Cuireadh Dualgas na hEarnála Poiblí i bhfeidhm ar fud na heagraíochta in 2024 ag cur béime ar Ráiteas Luachanna BOOCM.

Spriocanna Straitéiseacha BOOCM

Tacaíocht agus Forbairt Eagraíochta

Sprioc: Ár seasamh mar eagraíocht fhoghlaiméoirí, fhreagrach atá dírithe ar chomhionannas a chomhdhlúthú trí dhlús a chur le barr feabhais, nuálaíocht agus dea-chleachtas i ndáil le rialachas

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
1. Straitéis TFC chomhtháite, plean feidhmithe agus beartais chomhtháite a fhorbairt chun freastal ar riachtanais shainaitheanta agus chun tacú le glacadh le scoileanna digiteacha an 21 ^ú haois.	- Scóip a shainaitheant go córasach do bhreis claochlaithe dhigitigh chun an méid seo a leanas a mhéadú: (i) rochtain foghlaiméoirí/cúrsaí, (ii) roghanna seachadta cúrsa/foghlama²⁸ agus (iii) nuálaíocht/comhoibriú i ndáil le gach gníomhaíocht BOOCM. - Athbhreithniú a dhéanamh ar bhonneagar fisiciúil agus TFC BOOCM²⁹, ceanglais feabhsaithe a shainaitheant, agus maoiniú a fháil chun freastal ar riachtanais a bheidh ann amach anseo agus ar chuspóirí claochlaithe dhigitigh. - Éifeachtúlachtaí a bharrfheabhsú trí dhúbailt a laghdú i ndáil le seachadadh seirbhísí agus tairiscintí cúrsa, agus a chinntiú go bhfuil inrochtaineacht ar fhoghlaim á cothabháil/á méadú trí nuálaíocht agus claochlú digiteach. - Leanúint ar aghaidh le FGL a chur ar fáil do bhaill foirne trí na teicneolaíochtaí agus na feidhmchláir atá ar fáil dóibh a úsáid, cosúil le Office 365, MSTEAMS agus Moodle, chun an soláthar ar líne/cumaisc/aghaidh ar aghaidh in BOOCM a fheabhsú tuilleadh. Tairgfear na tacaíochtaí seo mar sheisiúin tacaíochta duine le duine/grúpa, seimineáir ghréasáin bheo, treoir leanúnach, agus tacaíocht. - Níos mó úsáide a bhaint as uirlisí Foghlama le Cuidiú Teicneolaíochta (FCT) i ngach ionad agus scoil BOO in BOOCM - Forbairt a dhéanamh ar theagasc hibrideach agus ar ghníomhaíochtaí foghlama i Scoileanna BOOCM, Clár Polainnise na hArdteistiméireachta mar shampla. - Síneadh a chur le Speisialachas Microsoft Office do mhic léinn atá i mBlain 1 - 4 i Scoileanna BOOCM.	- Tá Straitéis agus Plean Feidhmithe TFC cuimsitheach ag BOOCM agus tá Beartais ábhartha bunaithe. - Rinneadh dul chun cinn i ndáil leis na gníomhartha atá sonraithe sa Phlean Gníomhaíochta TFC reatha. - Líon na mac léinn atá ag baint tairbhe as ábhair agus as cúrsaí a dhéanamh trí fhoghlaim hibrideach a dhúbailt. - Tá an clár MOS gníomhach i ngach Scoil BOOCM agus tá na scrúduithe ábhartha curtha i gcrích ag mic léinn Idirbhliana rannpháirteacha.	- Tionscadal CBSF tosaithe in 2024 agus tá sé ar siúl go leanúnach ar chaighdeán bhonnlíne. - Tionscadal uasghrádaithe balla dóiteáin ar fud na scoileanna agus na n-ionad go haonfhoirmeacht de chineál críochnaithe. - Cuireadh tús le clár píolótach IS do mhúinteoirí le Oide. - Athbhreithniú ar phlean digiteach scoileanna uile BOOCM curtha i gcrích agus aiseolas roinnte le gach scoil. - Rinne 29 dalta Polainnis na hArdteistiméireachta le torthaí iontacha. - Rinne 1,347 dalta Idirbhliana scrúduithe MOS in 2024.

²⁸ Gnáthfhoghlaim, foghlaim chumaisc agus cianfhoghlaim

²⁹ Leathnú chun áiseanna agus úsáid fuinnimh a chur san áireamh

Tacaíocht agus Forbairt Eagraíochta			
Sprioc: Ár seasamh mar eagraíocht fhoghlaimeoirilárnach, fhreagrach atá dírithe ar chomhionannas a chomhdhlúthú trí dhlús a chur le barr feabhais, nuálaíocht agus dea-chleachtas i ndáil le rialachas			
Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
2.Scóip a shainaitheint chun próisis rialachais, riaracháin, soláthair agus próisis ghaolmhara a shruthlíniú chun éifeachtúlachtaí a bharrfheabhsú agus chun leanúint ar aghaidh le ceanglais Bhord BOOCM a chomhlíonadh.	- Leanúint ar aghaidh le SharePoint a rolladh amach in BOO. - Córas bainistíochta doiciméad néalbhunaithe oiriúnach a sholáthar do EFT. Beidh na doiciméid agus an fhaisnéis ar fad inrochtana ó sheirbhísí agus ó chórais shlána néalbhunaithe. - Tús áite a thabhairt don obair a bhaineann le rialachas stuama a chur chun feidhme ar fud na heagraíochta chun a chinntiú go bhfuil reachtaíocht, rialacháin agus Imlitreacha á gcomhlíonadh ar mhaithe le trédhearcacht a chinntiú agus cuntasacht agus ar mhaithe le ceanglais iniúchta agus tuairiscithe a chomhlíonadh. - Leanfaidh an Feidhmeannas ar aghaidh ag obair leis an mBord d'fhonn a chinntiú go bhfuil dóthain faisnéise, doiciméad agus oiliúna ag baill den bhord, den Choiste Airgeadais agus de CIR chun cinntí eolasacha a bhaineann leis an bhfeidhm choimeádta a dhéanamh.	- Tá córais uathoibrithe bunaithe chun éifeachtúlachtaí próisis oibre a bharrfheabhsú agus chun ualach oibre na foirne a shruthlíniú. - Tá oibleagáidí Rialachais agus Comhlíonta comhlíonta chomh fada is a bhaineann le Soláthar, Bainistíocht Riosca, Comhlíonadh, AD, Airgeadas, Talamh agus Foirgnimh, agus TFC. - Tá faisnéis agus doiciméid curtha ar fáil trí shuíomh SharePoint tiomanta/rí Chruinnithe de réir an Chóid Cleachtais do Rialachas BOONna.	- Tá SharePoint rollta amach. - Obair ar siúl ar an gCóras Bainistíochta Doiciméad in 2024 agus tá sé le leanúint ar aghaidh isteach in 2025. - Córas Bainistíochta Conarthaí curtha i bhfeidhm ag an Roinn Soláthair faoi láthair. - Cuireadh faisnéis ar fáil do bhaill an Bhoird agus an Choiste trí SharePoint i rith 2024.
3.Lean ar aghaidh le tuilleadh clár píolótach roghnaithe BOO a threorú agus tacú leo chun tuilleadh feabhsuithe earnálacha a dhéanamh agus chun staid BOOCM chomh fada is a bhaineann le dlús a chur le nuálaíocht a chomhdhlúthú.	- Rannpháirtíocht leanúnach i bhfóraim agus i meithleacha náisiúnta le BOOÉ chun acmhainní a roinnt agus chun dea-chleachtas agus eolas cothrom le dáta a chinntiú. - Rannpháirtíocht ghníomhach i dtionscadail seirbhíse comhroinnte náisiúnta: Iocaíochtaí foghlaimeora SDOG agus Ógtheagmhála, Córas Bainistíochta Conarthaí, eRecruit.	Cinntíonn rannpháirtíocht agus tiomantas BOOCM ag leibhéal náisiúnta go mbíonn tionscadail phíolótacha á seachadadh.	D'fhreastail foireann BOOCM ar fhóraim ag leibhéal náisiúnta i rith 2024 trí BOOÉ.

Tacaíocht agus Forbairt Eagraíochta			
Spríoc: Ár seasamh mar eagraíocht fhoghlaimeoiríarnach, fhreagrach atá dírithe ar chomhionannas a chomhdhlúthú trí dhlús a chur le barr feabhais, nuálaíocht agus dea-chleachtas i ndáil le rialachas			
Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
4. Straitéis Cumarsáide BOOCM a fhorbairt agus a chur chun feidhme, chun tacú le féiniúlacht chomhroinnte laistigh den eagraíocht agus chun feasacht ar ár mbranda agus seirbhísí a fheabhsú.	- Cumarsáid éifeachtach a dhéanamh le páirtithe leasmhara seachtracha. Leanúint ar aghaidh le hiarrachtaí margaíochta digiteacha a chur chun feidhme chun spriocphobail ar líne BOOCM agus a láithreacht a mhéadú ar chainéil meán sóisialta trí theachtaireachtaí meán sóisialta tráthúla agus ábhartha. - Cumarsáid éifeachtach a dhéanamh - Cumarsáid Inmheánach: Timpeallacht oibre atá dearfach, tacúil agus 'nasctha' a chothú trí chumarsáid spriocdhírithe san áit oibre, tionscnaimh folláine agus eolaire foirne a chruthú. - Feasacht foirne ar spriocanna agus ar chuspóirí eagraíochta a mhéadú trí úsáid a bhaint as feachtais faisnéise chun nuacht agus dea-scéalta eagraíochta a roinnt.	- Tá Straitéis Cumarsáide chuimsitheach bunaithe ag BOOCM. - Tá ár bpobal ar an eolas faoi BOOCM agus faoinár seirbhísí.	- Le linn 2024, d'éirigh le BOOCM an Plean Gníomhaíochta Cumarsáide a chur i bhfeidhm. Cuireadh iarrachtaí margaíochta digití i gcrích go comhsheasmhach, rud a chuir le rannpháirtíocht mhéadaithe ar fud na n-ardán meán sóisialta agus a chuir feabhas ar fheasacht an phobail ar sheirbhísí BOOCM. Léirigh anailísíocht fás seasta i lucht féachana ar líne, rud a léirigh éifeachtacht teachtaireachtaí tráthúla agus ábhartha. - Go himmheánach, cuireadh tionscnaimh chumarsáide san ionad oibre i bhfeidhm go céimneach chun timpeallacht níos nasctha a chothú. Ina measc seo bhí nuashonruithe nuachta foirne agus grianghraif a chur le heolaire próifíle na bhfoirne foirne. Chuir na gníomhartha seo le nascacht na bhfostaithe, rud atá luachmhar in eagraíocht atá scaipthe go geografach.

Tacaíocht agus Forbairt Eagraíochta

Sprioc: Ár seasamh mar eagraíocht fhoghlaimeoirilárnach, fhreagrach atá dírithe ar chomhionannas a chomhdhlúthú trí dhlús a chur le barr feabhais, nuálaíocht agus dea-chleachtas i ndáil le rialachas

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
5. Tá obair déanta chun feidhmíocht fuinnimh BOOCM a fheabhsú chun tacú lenár Straitéis Éifeachtúlacht Fuinnimh agus le clár oibre um Ghníomhú ar son na hAeráide an Rialtais.	- Leanúint ar aghaidh le maoiniú a lorg chun saoráidí den chéad scoth a chur ar fáil lena n-áirítear foirgnimh a úsáideann teicneolaíochtaí cliste chun glanastaíochtaí nialasacha a chinntiú. - Ní mór do BOOCM, mar chomhlacht earnála poiblí a bhfuil freagrachtaí air, an sprioc de laghdú 51% ar Astaíochtaí Gás Ceaptha Teasa a chomhlíonadh faoi 2030. - Leanúint ar aghaidh ag tacú le infheistíocht leanúnach i mbearta laghdaithe fuinnimh trí rannpháirtíocht sna cláir seo a leanas: Pobail Oideachais Níos Fearr agus Clár um Ghníomhú ar son na hAeráide agus um Fheasacht Fuinnimh BOOCM. - Monatóireacht agus athbhreithniú ar fheidhmíocht fuinnimh i ngach scoil agus ionad laistigh de BOOCM.	- Treochlár um Ghníomhú ar son na hAeráide na hEarnála Poiblí BOOCM a chur i gcrích, mar aon le Tuairisceáin Mhonatóireachta agus Tuairiscithe a chur faoi bhráid an SEAI. An toradh feidhmíochta fuinnimh a thuairisciú do scoileanna agus d'ionaid BOOCM trí úsáid a bhaint as Foireann Uirlisí Rianaire Billí Fuinnimh SEAI agus scairbhileog na nÚsáideoirí Fuinnimh is Mó. - Oibriú le baill foirne agus le mic léinn tríd an gClár Feasachta Fuinnimh, Lá Glas, Clár Take One BOOÉ, Feachtas Laghdaigh d'Úsáid RCAC agus cumarsáid ríomhphoist chun feasacht agus tuiscint ar éifeachtúlacht fuinnimh a mhéadú. - Imscrúdú a dhéanamh ar an bhféidearthacht a bhaineann le maoiniú a fháil chun foirgnimh mhórúsáide fuinnimh a aisfheistiú.	- Cuireadh Treochlár um Ghníomhú ar son na hAeráide de chuid BOOCM isteach ar an 28 Meitheamh de réir dháta seachadta an tSainordaithe um Ghníomhú ar son na hAeráide. - Tuairisceáin Mhonatóireachta agus Tuairiscithe agus Ráiteas Comhlíonta curtha faoi bhráid SEAI faoi spriocdhátaí ábhartha.

Tacaíocht agus Forbairt Eagraíochta			
Sprioc: Ár seasamh mar eagraíocht fhoghlaimeoirilárnach, fhreagrach atá dírithe ar chomhionannas a chomhdhlúthú trí dhlús a chur le barr feabhais, nuálaíocht agus dea-chleachtas i ndáil le rialachas			
Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
6. Seachadadh seirbhíse éifeachtach leanúnach a chinntiú lena n-áirítear saoráidí agus bonneagar ar archaighdeán a chur ar fáil, mar aon le tacaíochtaí gairmiúla do scoileanna agus d'ionaid BO.	- Saoráidí oideachais in BOOCM a fheabhsú agus a fhorbairt. - Tús a chur le tionscadail nua – móroibreacha, SOS³⁰, SOÉ³¹, Deontais TF, Deontais Ábhair, Deontais Chaipitil Spóirt agus de réir mar is cuí. - Saoráidí BO a fhorbairt agus a fheabhsú. - Seirbhísí a chur ar fáil (tionscadail TFC agus foirgnimh) d'eagraíochtaí lasmuigh de shainchúram ginearálta BOOCM cosúil le bunscoileanna agus meánscoileanna eile. - Tacaíocht ghairmiúil a chur ar fáil do scoileanna agus do cheannairí BO ina ról bainistíochta chun rialachas agus comhlíonadh cuí a chinntiú.	- Tionscadail tógála reatha a chur i gcrích agus leanúint ar aghaidh le tionscadail nua. - Tacaítear le bainistíocht scoile agus BO ina ról airgeadais, comhlíonta agus rialachais.	- Cuireadh Tionscadail tógála chun cinn i rith 2024. - Cóiríocht Mhodúlach agus Shealadach: Coláiste Inbhir, Coláiste Achadh an Iúir, Coláiste Naomh Maodhóg. - Cead Pleanála: Coláiste Ard Feá, Coláiste Bhaile na Lorgan, Coláiste Dhún an Rí, Coláiste Achadh an Iúir. - Scoileanna nach BOO iad: Faoi Thógáil (3) in 2024. - Aonad printíseachta curtha i gcrích i Muineachán. - Cur i gcrích an aonaid shealadaigh d'Oiliúnacht ag Institiúid Mhuineacháin. - Críochnú na cistine in IOAT. - Dul chun cinn Choláiste BO na Toghcháin: Réamhchás Gnó. - Tá Microsoft Planner á úsáid chun cabhrú le tosaíochtaí a chuíchóiriú agus aird a tharraingt ar amlínte/meabhrúcháin ar ár dtionscadail thógála.

³⁰ Scéim na nOibreacha Samhraidh (SOS)

³¹ Scéim na nOibreacha Éigeandála (SOE)

Spriocanna Sainaitheanta sa Chomhaontú Seachadta Feidhmíochta

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
1. Rátaí tinrimh ag cruinnithe boird.	- Ba cheart do bhoird aonair béim a leagan an athuair ar an riachtanas a bhaineann le freastal ar gach cruinniú boird de réir an Chóid Cleachtais do Rialachas BOOnna. - Taifead a choinneáil ar neamhláithreacht nó leithscéalta. Neamhláithreachtaí gan leithscéalta a cheistiú.	Tinreamh uasta ag cruinnithe Boird agus Coiste.	- Meabhraítear don Bhord go rialta an riachtanas freastal ar gach cruinniú Boird. - An Sean-Bhord (Eanáir – Iúil 2024) Ráta Tinrimh 83%. - An Bord Nua (Meán Fómhair – Nollaig 2024) Ráta Tinrimh 95%.
2. Féinmheasúnuithe Boird.	Ba cheart do gach Bord féinmheasúnuithe a dhéanamh, trí úsáid a bhaint as an gceistneoir atá le fáil sa Chód Cleachtais, chun réimsí ina bhfuil gá le feabhas a shainaithint.	Féinmheasúnú Boird déanta, na feabhsuithe riachtanacha taifeadta agus tacaíocht oiliúna eagraithe más cuí.	Rinneadh é seo i Ráithe 4 2024.
3. Saineolas airgeadais ar choistí iniúchta agus airgeadais.	Ba cheart don Bhord ceapacháin ar choistí iniúchta agus airgeadais a dhéanamh i gcomhairle le cathaoirigh choiste. Ba cheart go mbeadh baill sheachtracha de choistí in ann tairbhe a bhaint as scileanna iniúchta agus airgeadais agus as taithí atá acu nuair a bhíonn a ról á gcomhlíonadh acu.	Tá coistí ceaptha agus tá an taithí agus anaineolas airgeadais riachtanach ag baill sheachtracha.	- Bunaíodh Coistí Iniúchta agus Riosca agus Airgeadais i R3 2024 tar éis toghchán an Bhoird BOOCM nua i Meán Fómhair 2024. - Tá an taithí agus anaineolas airgeadais is gá ag na baill.
4. Breithmheas an Bhoird ar obair curtha i gcrích an Coistí Airgeadais agus Iniúchta agus Riosca.	Ba cheart do Chathaoirleach gach bord a chinntiú go gcuirtear tuarascálacha i scríbhinn ar do bhaill Bhoird maidir leis an obair a chuir na Coiste Airgeadais agus Iniúchta agus Riosca i gcrích faoin gCód Cleachtais do Rialachas BOOnna.	Tuarascáil faighte ón gCoiste Airgeadais agus ón gCoiste Iniúchta agus Riosca agus curtha faoi bhráid an Bhoird.	Tuarascáil curtha faoi bhráid an Bhoird i ndiaidh gach cruinniú Coiste (Cúig chruinniú den Choiste Airgeadais agus ceithre chruinniú den Choiste Iniúchta agus Riosca reáchtáilte in 2024).
5. Féinmheasúnú déanta ag an gCoiste Airgeadais agus ag an gCoiste Iniúchta agus Riosca.	Ba cheart do Chathaoirleach CIR agus do Chathaoirleach an Choiste Airgeadais a chinntiú go gcuirtear cleachtadh féinmheasúnaithe i gcrích gach bliain de réir mar a cheanglaítear faoin gCód Cleachtais do Rialachas BOOnna.	Déanann Coistí féinmheasúnú.	Déanann gach coiste é gach bliain agus bíonn sé ar siúl i Ráithe 4.

Spriocanna Sainaitheanta sa Chomhaontú Seachadta Feidhmíochta

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
Forbairt Foirne ³² .	- Ba cheart don Phríomhfheidhmeannach an méid seo a leanas a chinntiú: - ceaptar ball foirne mar bhainisteoir oiliúna. - déantar anailís ar riachtanais oiliúna sa bhainistíocht airgeadais ar bhonn bliantúil. - forbraítear agus cuirtear chun feidhme clár oiliúna maidir le bainistíocht airgeadais	- Ball foirne sannta agus Foireann thras-earnálach le bunú chun riachtanais oiliúna a shainaithint agus a mheas agus chun Plean Oiliúna a fhorbairt de réir an bheartais Forbartha Gairmiúla agus na Samhla Aibíochta Airgeadais. - Rannpháirtíocht na foirne i réimse soláthar FGL, lena n-áirítear cláir dheimhnithe. - Clár ionductaithe curtha ar fáil d'fhoireann nua scoile agus BO. - FGL i réimsí nua, mar shampla, feasacht/cosaint an chomhshaoil - Córas suaitheantais a fhorbairt do FGL curtha i gcrích. - Cláir ríomhfhoghlama le haghaidh Slándáil Sonraí agus Slándáil TFC trí chóras bogearraí tiomnaithe.	- Bainisteoir Oiliúna i bhfeidhm a chomhordaíonn an clár oiliúna. - Athbhreithniú ar riachtanais oiliúna bainistíochta airgeadais. - Oiliúint a chuireann Cinn Rannóige ar fáil do Phríomhoidí agus do Phríomhoidí Tánaisteacha. - Nós Imeachta Ionductaithe don fhoireann riaracháin glactha agus á rolladh amach. - Forbraíodh Foirm Mheastóireachta chun aiseolas a fháil ón bhfoireann maidir le cúrsaí ar freastalaíodh orthu. Chuir BOOCM cúrsaí oiliúna ar fáil don fhoireann riaracháin: - Feasacht Cibearshlándála lena n-áirítear Feasacht Fioscaireachta. - Oiliúint TF a chlúdaíonn réimse modúl Microsoft. - Oiliúint Aoisliúntais (SPSPA) d'fhoireann pinsean BOOCM. - Oiliúint i gcóras na Seirbhíse Comhroinnte Airgeadais lena n-áirítear tuairisciú Power BI agus P2P. - Cód Caiteachais Phoiblí. - Siompóisiam Printíseach na Seirbhíse Poiblí - Oiliúint SEAI lena n-áirítear Méadrú Fuinnimh, Tomhas agus Fíorú agus Deontais. - Soláthar Poiblí Glas.

³² Tagraíonn sé seo do BOO a bheith ag cinntiú go sanntar freagracht fhoriomlán ar bhall dá fhoireann reatha as maoirseacht agus as cur chun feidhme oiliúna ar fud an BOO agus é mar a aidhm cur chuige straitéiseach, comhleanúnach agus éifeachtúil a chinntiú i ndáil le hoiliúint i ngach réimse feidhme. D'fhéadfadh a leithéid sin de ról a bheith ag teacht le struchtúir agus le socruithe reatha ar fud an BOO agus ní ceanglas atá ann gur ról lánaimseartha a bheadh ann. Is í an phríomh-shaincheist go mbeadh ball foirne ann a bhfuil an freagracht fhoriomlán air nó uirthi agus atá freagrach as maoirseacht a dhéanamh ar an gclár oiliúna.

Spriocanna Sainaitheanta sa Chomhaontú Seachadta Feidhmíochta

Tosaíocht	Gníomh	Táscaire Feidhmíochta	Nuashonrú ar Dhul Chun Cinn in 2024
Tuairisceáin na Roinne agus spriocdhátaí tuairiscithe.	- Ní mór do thuairisceáin chuig an Roinn a bheith cruinn agus cloí le spriocdhátaí tuairiscithe. - Féilire Rialachais agus Chomhlíontachta curtha i bhfeidhm chun tuairisceáin in am a chinntiú.	- Cuirtear tuarascálacha isteach in am nó roimh an spriocdháta. - Tuairisceáin curtha isteach in am agus gan aon phionóis tabhaithe.	- Cloíodh le spriocdhátaí tuairiscithe in 2024, agus níor tabhaíodh aon phionóis. - Tá an Féilire Rialachais agus Comhlíonta curtha i gcrích i gcomhair 2024.
Beartas Bainistíochta Riosca.	Ba cheart do Bhord gach BOO a chinntiú go bhfuil próiseas leanúnach deartha chun riosca suntasacha a shainaithint agus déileáil leo, rioscaí a bhfuil baint acu le torthaí eintitis a chinntiú. Ba cheart do CIR tacú leis an mBord leis an ról seo.	- Is mír ardleibhéil ar an gclár oibre ag gach cruinniú bainistíochta é riosca. - Athbhreithniú ráithiúil déanta ar Chlár Rioscaí do EFT, BO agus Scoileanna, agus gníomhartha oiriúnacha déanta chun riosca a bhainistiú agus curtha i láthair ag gach cruinniú CIR, agus cuirtear miontuairiscí na gcruinnithe sin faoi bhráid an Bhoird. - Clár Rioscaí Corparáideacha Nua bunaithe do rioscaí Ardleibhéil. - Athbhreithniú ráithiúil déanta ag an bhFoireann Ardbhainistíochta curtha faoi bhráid an Bhoird.	Monatóireacht ráithiúil ar gach Clár Rioscaí i rith 2024.
Rialuithe Inmheánacha.	Ba cheart do Bhord gach BOO a chinntiú go bhfaigheann sé dearbhú réasúnach go bhfuil rialuithe sonraithe ag feidhmiú mar a bhí beartaithe.	- Cuireann scoileanna agus ionaid agus ranna riaracháin Ráitis ar Rialú Inmheánach (RRI) i gcrích. - Déanann Stiúrthóirí athbhreithniú orthu seo agus cuirtear faoi bhráid an Phríomhfheidhmeannaigh iad. - Ansin déanann siad cur i láthair don RRI agus do CIR a thuairiscíonn don Bhord.	- Bhí gach ráiteas i gcomhair 2023 críochnaithe agus cuireadh faoi bhráid FSB iad i R1 2024. - Cuireadh an RRI i gcomhair 2023 faoi bhráid an Choiste Iniúchta agus Riosca i Ráithe 1 2024.
Comhlíonadh.	- Gníomhaíocht dhearbhaíthe oibiachtúil a dhéanamh atá deartha chun luach a chur leis agus oibríochtaí BOOCM a fheabhsú. - Cur chuige córasach a thabhairt i leith monatóireachta agus athbhreithnithe - Feabhas a chur ar éifeachtacht an bhainistithe riosca, an rialaithe agus le próisis rialachais.	Déantar spotseiceálacha faoi stiúir an Ghrúpa Oibre um Chomhlíonadh.	Spotsheiceálacha curtha i gcrích i rith 2024.

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

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

In 2022, d'fhoilsigh BOOCM a mheasúnú ar shaincheisteanna a bhain le comhionannas agus le cearta an duine, agus plean feidhmithe agus gníomhaíochta chun Dualgas na hEarnála Poiblí a chur chun feidhme. I rith 2024, lean BOOCM ar aghaidh le fíis straitéiseach a chur chun feidhme atá bunaithe ar ghealltanas maidir le comhionannas agus cearta an duine a chinntiú dá mhic léinn, foghlaimoirí, baill foirne agus páirtithe leasmhara poiblí go ginearálta.

In 2024, bhí baint ag baill foirne as ar fud na heagraíochta le rolladh amach agus le leabú Luachanna Comhionannais agus Chearta an Duine BOOCM. Tá na luachanna seo a leanas - Comhpháirtíocht, Ionchuidsiú agus Ceartas Sóisialta - sainaitheanta mar luachanna a spreagann ár dtiomantas do chomhionannas agus do chearta an duine.

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

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

- Leathnú a dhéanamh ar aonaid Riachtanas Speisialta Oideachais ar fud an Chabháin agus Mhuineacháin chun rochtain chomhionann ar oideachas a chinntiú.

- Cúrsaí oiliúna maidir le Feasacht ar Theanga Chomharthaíochta na hÉireann a eagrú i scoileanna, ionaid agus in oifigí riaracháin.
- Oiliúint agus monatóireacht ar Inrochtaineacht Dhigiteach lena n-áirítear doiciméid inrochtana a chruthú mar aon le suíomh gréasáin inrochtana do chách.
- Úsáid an Ghnáth-Bhéarla a fhorbairt san eagraíocht.
- Oiliúint i gComhionannas, Éagsúlacht agus Cuimsiú i Scoileanna agus Ionaid. Seirbhísí Tacaíochta d'Fhoghlaimoirí a fhorbairt le hOifigeach tiomnaithe agus Seaimpíní Tacaíochta/Folláine Foghlaimoirí i ngach Seirbhís BO.

Leanfar ar aghaidh le tiomantas a bhaineann le comhionannas, éagsúlacht agus ionchuimsiú a fhorbairt ar fud na heagraíochta agus le seirbhísí freagrúla a sholáthar mar aon le cúram do chustaiméirí den chéad.

10 Tuarascáil Bhliantúil 2024 ar Fheidhmíocht Fuinnimh na hEarnála Poiblí

Baineadh na sonraí seo a leanas as córas M&T SEAI do 2024:

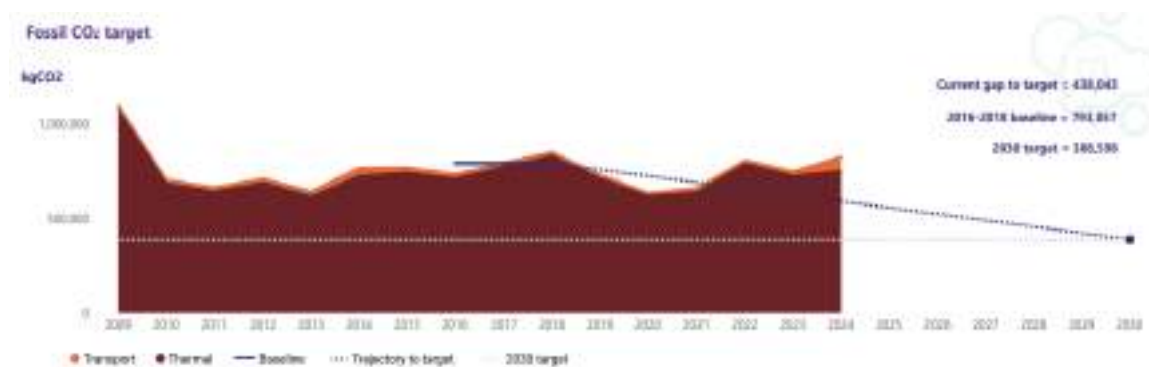
Sprioc iontaise CO₂:

Bhí CO₂ iontaise 4.2% os cionn na bonnlíne 793,057 kgCO₂

2024: 826,641 kgCO₂

Sprioc 2030: 388,598 kgCO₂

Chun an sprioc seo a bhaint amach, ní mór CO₂ iontaise a laghdú 53% ó leibhéal 2024 laistigh de 6 bliana mar



Figióir 32 Sprioc CO₂ Iontaise

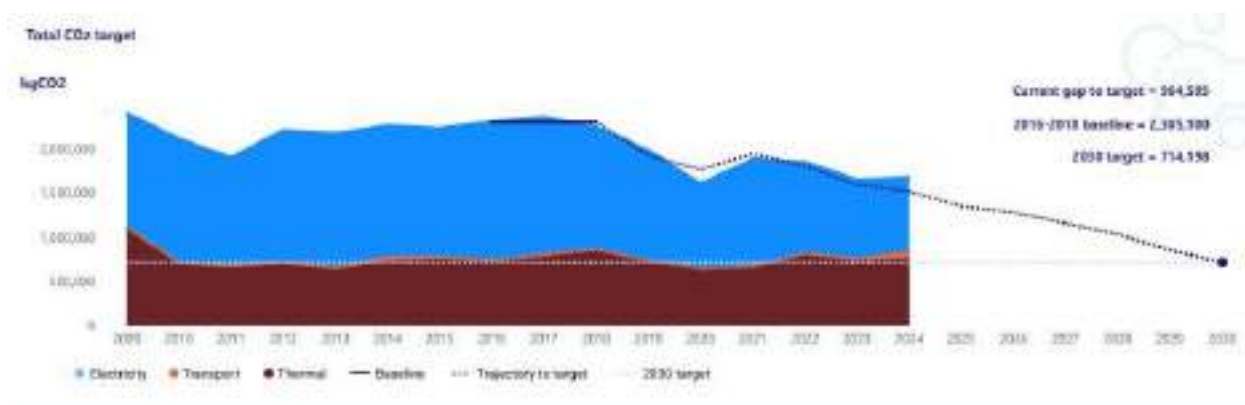
Sprioc iomlán CO₂:

Bhí CO₂ iomlán 27.2% faoi bhun na bonnlíne de 2,305,100 kgCO₂.

2024: 1,678,793 kgCO₂

Sprioc 2030: 714,198 kgCO₂

Chun an sprioc seo a bhaint amach, ní mór CO₂ a laghdú 57.5% eile ó leibhéal 2024 laistigh de 6

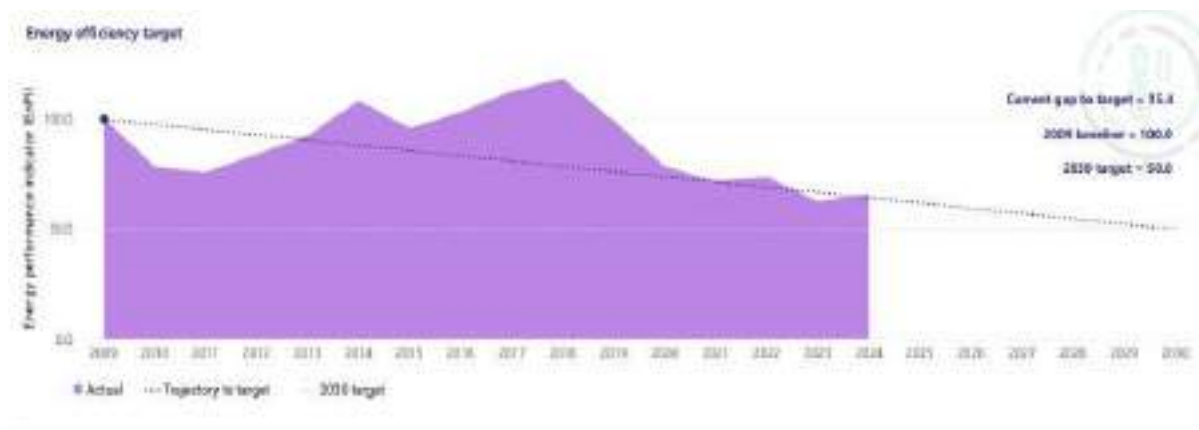


Figúir 33 Sprioc Iomlán CO₂

Sprioc Éifeachtúlachta Fuinnimh:

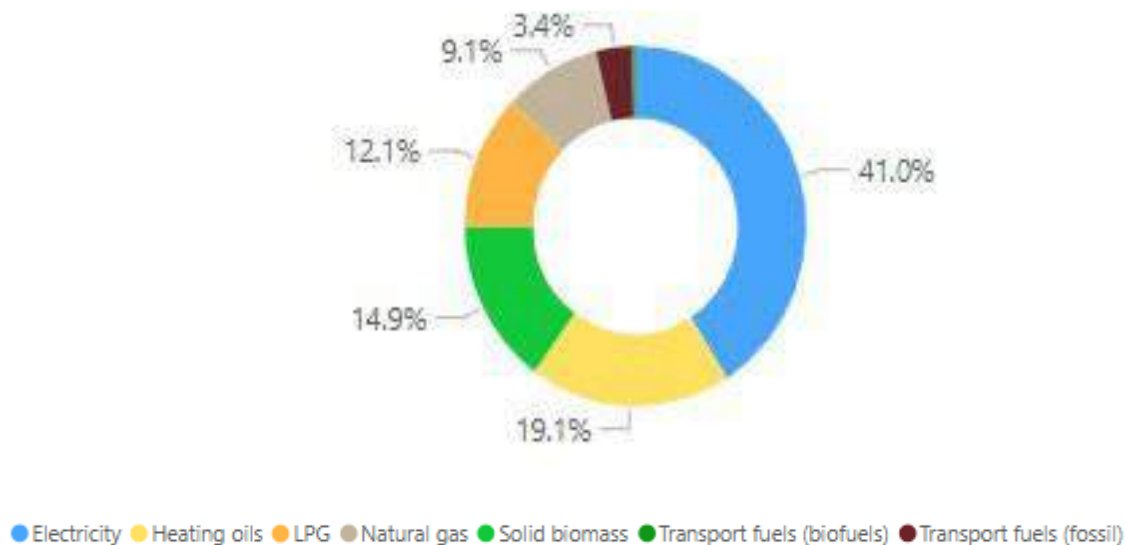
Faoi 2024, bhí feabhas 34.6% tagtha ar fheidhmíocht fuinnimh ón mbonnlíne.

Chun an sprioc éifeachtúlachta a bhaint amach, ní mór feidhmíocht fuinnimh a fheabhsú 15.4% eile laistigh de 6 bliana mar atá leagtha amach sa ghrafaic thíos.



Figúir 34 Sprioc Éifeachtúlachta Fuinnimh

Cuirtear fuinneamh iomlán BOOCM i láthair sa tuarascáil córais M&T SEAI seo a leanas do 2024 roinnte idir cineálacha úsáide fuinnimh



Figióir 35 Úsáid Fuinnimh BOOCM 2024

An Sainordú a Chur i bhFeidhm

- Rinne BOOCM nuashonrú ar ár dTreochlár um Ghníomhú ar son na hAeráide de réir riachtanais Sainordaithe um Ghníomhú ar son na hAeráide.
- In 2024 chuir CMETB sonraí M&T faoi bhráid SEAI tríd an gcóras ar líne in 2024 do 2023. Leanfaimid leis an gcleachtadh seo a chur i gcrích ar bhonn bliantúil mar atá leagtha amach i riachtanais Sainordaithe na hEarnála Poiblí um Ghníomhú ar son na hAeráide.
- Leanann Foirne Glasa BOOCM ar fud gach Oifig Scoile/Ionaid agus Riaracháin ag freastal ar chruinnithe rialta a reáchtálann an Oifig Fuinnimh agus a thuairiscíonn d'Fhoireann Ardbhainistíochta BOOCM ina dhiaidh sin.
- Thosaigh baill d'Fhoireann Ardbhainistíochta BOOCM ar Oiliúint Ceannaireachta Sinsearaí um Ghníomhú ar son na hAeráide i R4 2024 agus isteach in 2025, soláthraíodh an oiliúint seo ag BOOÉ trí IRP.
- In 2024, chríochnaigh 33 Ball Foirne Riaracháin an cúrsa Fuinneamh agus Tusa, Laghdaigh d'Úsáid trí Moodle. Chomh maith leis sin, chríochnaigh 111 ball foirne

agus foghlaimeoir neamh-riaracháin an cúrsa seo, bhí sé seo sa bhreis ar an 1,311 ball foirne agus foghlaimeoirí riaracháin BOOCM a chríochnaigh an cúrsa Fuinneamh agus Tusa, Laghdaigh do Úsáid in 2023.

Gníomhaíochtaí Inbhuanaitheachta

- Ghlac BOOCM páirt i bhFeachtas "Laghdaigh d'Úsáid" na Roinne Comhshaoil, Aeráide agus Cumarsáide a thosaigh i R3 2024 agus a mhair go dtí deireadh R1 2025, Clár Tóg Ceann Amháin BOOÉ (Lá Bealtaine – Méadar Móinéir), agus ár Lá Glas bliantúil.
- Leanann Foirne Glasa BOOCM de thionscnaimh éifeachtúlachta fuinnimh a chur chun cinn ag leibhéal na Scoile/an Ionaid.
- Fuair BOOCM €435,000 in 2024 faoi dheontas Glas Díláráithe SOLAS agus gheobhaidh sé an maoiniú céanna arís in 2025 agus 2026. Bronnadh na cistí do 2024 i mí na Samhna 2024 agus geallann BOOCM an t-airgead seo a chaitheamh de réir riachtanais Solas.

Comhlíonadh le hImlitir 0001/2020: Nósanna imeachta chun na hastaíochtaí a bhaineann le haerthaisteal oifigiúil a fhritháireamh. Ní bhaineann an imlitir go díreach le comhlachtaí earnála poiblí seachas Ranna agus Oifigí Rialtais lárnacha. Measann BOOCM nach mbaineann seo leo.

11 Tuarascáil Bhliantúil ar fheidhmíocht oibleagáidí faoi

Acht na dTeangacha Oifigiúla, (Leasú), 2021

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

Tháinig Alt 10A (Fógraíocht Comhlachtaí Poiblí) d'Acht na dTeangacha Oifigiúla (Leasú), 2021, i bhfeidhm ar an 10 Deireadh Fómhair 2022 agus ciallaíonn sé go bhfuil dualgais le comhlíonadh ag comhlachtaí poiblí i ndáil leis an tslí a ndéanann siad cumarsáid i dteanga oifigiúil an Stáit.

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

In 2024, d'fhreastail baill foirne ainmnithe ar sheimineáir éagsúla a d'eagraigh Oifig an Choimisinéara Teanga maidir le ceanglais nua an Achta. Ag tógáil ar an mbunobair a leagadh síos trí theagmháil foirne le hOifig an Choimisinéara Teanga, neadaigh BOOCM dualgais Ghaeilge bhreise ar fud na heagraíochta.

Chuidigh cruinnithe agus cumarsáid leanúnach le scoileanna agus le hionaid lefeasacht inmheánach a mhúscailt ar ár bhfreagrachtaí faoin Acht. Mar chuid de seo, d'fhorbair BOOCM treoirínte soiléire fógraíochta a bhaineann le hearcaíocht, léirithe spéise, agus feachtais fógraíochta síorghlasa chun comhlíonadh iomlán na rialachán fógraíochta Gaeilge 20% agus 5% a chinntiú.

Príomhbhuaicphointe in 2024 ab ea an chéad fhógra teilifíse riamh de chuid BOOCM a

craoladh ar TG4, agus é ina chloch mhíle shuntasach i gcur chun cinn ár seirbhísí trí Ghaeilge. Comhlánaíodh é seo le hiarrachtaí leanúnacha caighdeáin dhátheangacha a choinneáil maidir le sínithe ríomhphoist, comhfhreagras oifigiúil, foirmeacha, agus ábhar atá os comhair an phobail.

Chríochnaigh BOOCM tuairisceán leictreonach comhlíonta chuig an gCoimisinéir Teanga i leith fógraíochta a cuireadh ar siúl ón 01 Eanáir 2024 go dtí an 31 Nollaig 2024 agus an fhógraíocht sin san áireamh. Sonraíonn an tuairisceán comhlíonadh BOOCM leis na rialacháin fógraíochta 20% agus 5%. Cuireadh an tuairisceán seo faoi bhráid an Choimisinéara Teanga i mí an Mhárta 2025.

Tá BOOCM tiomanta i gcónaí seasamh le húsáid na Gaeilge agus í a leathnú inár gcumarsáid, agus ár ndualgais faoin Acht a chomhlíonadh ar bhealach fiúntach agus infheicthe.

12 Tuarascáil Bhliantúil ar Nochtaí Cosanta

An tAcht um Nochtadh Cosanta, 2014- 2022

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

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

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

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

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

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

Tuarascáil Bhliantúil maidir le Nochtaí Cosanta 2024

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

De bhua an cheanglais seo, deimhníonn BOOCM nach bhfuarthas aon (0) tuarascáil faoin Acht um Nochtadh Cosanta i rith 2024. Rinneadh measúnú ar nochtadh a fuarthas in 2022, agus níor measadh gur Nochtadh Cosanta a bhí ann de réir bhrí na reachtaíochta.

Liosta Giorrúchán

AASEP	Aonad Athchóirithe Soláthair na hEarnála Poiblí
AC&C	An tArd-Reachtair Cuntas agus Ciste
AGPRC	Anailís Ghuaise agus Pointe Rialaithe Criticiúil All An tAonad Iniúchta Inmheánaigh
ArcGIS	Córas Faisnéise Geografaí
BB	Bord Bainistíochta
BCTE	
(ESOL)	Béarla do Chainteoirí Teangacha Eile
BO	Breisoideachas agus Oiliúint
BOO	Bord Oideachas agus Oiliúna
BOOCM	Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin
BOOÉ	Boird Oideachais agus Oiliúna na hÉireann
BSF	Bainistíocht Soghluaisteachta Fiontair
BTC	Bainisteoir Tacaíochta Comhpháirtíochta
CAFD	Cruinniú Athbhreithnithe ar Fheidhmíocht agus ar Dhul Chun Cinn
CB	Cibeareilimintí Bunúsacha
CBSF	An Córas um Bainistiú Slándáil Faisnéise
CÉC	Comhionannas, Éagsúlacht agus Cuimsiú
CFM	Clár Foghlama Malartach
CFS	Comhaontú Feidhmíochta Straitéiseach
CIA	Cúrsa Iar-Ardteistiméireachta
CIR	An Coiste Iniúchta agus Riosca
CLS	Comhaontú Leibhéal Seirbhísí
CMOM	An Ciste um Míbhuntáiste Oideachasúil a Mhaolú BFM Bainistíocht Feidhmchláir Mhóibíleacha
CNOS	An Chomhairle Náisiúnta um Oideachas Speisialta
CNPPT	
(NAPD)	An Cumann Náisiúnta Príomhoidí agus Príomhoidí Tánaisteacha
COIÁ	Comhpháirtíocht Óige Ildánach Áitiúil
CRMÉ	Coláiste Ríoga na Máinleá in Éirinn
CSF	Comhaontú Seachadta Feidhmíochta
DCC	Dearbhú Cáilíochta agus Cáilíochtaí Éireann
DTB	Déantúsaíocht Trealaimh Bhunaidh
ERSO	Eagraí Riachtanas Speisialta Oideachais
ESBI	Eolas Slándála agus Bainistíocht Imeachtaí
FACC	Forbairt Áitiúil Chontae an Chabháin
FCT	Foghlaim le Cuidiú Teicneolaíochta
FGL	Forbairt Ghairmiúil Leanúnach
GNM	Gás Neamhghníomhach Miotail
GTPI	Guth thar Phrótacal Idirlín
IB	An Idirbhliain
IOAT	Ionad Oideachais agus Oiliúna Allamuigh na dTamhnach

IOOA	Ionad Oideachais agus Oiliúna Allamuigh
IOS	Ionad Oibríochtaí Slándála
IS	Intleacht Shaorga
ISG	Intleacht Shaorga Ghiniúnach
LAS	Litearthacht Aosaigh don Saol
LCF	Líonra Comhairleach Foghlaimeoirí
LDÓ	Leanaí agus Daoine Óga
LEÓ	Lárionad Eolais don Ógra
LSSS	Lóistíocht Slabhra Soláthair agus Soláthair
LTA	Leas-Teagmhálaí Ainmnithe
M&T	Monatóireachta agus Tuairisciú
M365	Microsoft 365
MC	Micricháilíocht
NSU	Neamhord de chuid Speictream an Uathachais
OCS	Oifigeach um Chosaint Sonraí
OILA	Oideachas Ilchreidimh agus Luachanna Aitheantais
OSR	An Oifig um Sholáthar Rialtais
PLG	Plean Leanúnachais Ghnó
POC	Príomhoifigeach Cúnta
POR	Príomhoifigeach Riosca
PSC	Pleanáil Soláthair Chorporáidigh
PSI	Plean Soláthair Ilbhliantúil
PTF	Príomhtháscaire Feidhmíochta
RAB	Ráitis Airgeadais Bhliantúla
RBATNE	An Roinn Breisoideachais agus Ardoideachais, Taighde, Nuálaíochta agus Eolaíochta
REALT	
(FOTR)	Foireann Oideachais agus Teanga Réigiúnach
RFAA	An Roinn Fuinnimh agus Athrú Aeráide
RGCS	An Rialachán Ginearálta maidir le Cosaint Sonraí
RLCMLÓ	An Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige
RO	An Roinn Oideachais
RRI	Ráiteas ar Rialú Inmheánach
RSO	Riachtanais Speisialta Oideachais
SCCI	
(IPAS)	Seirbhísí Cóiríochta um Chosaint Idirnáisiúnta
SCGO	Seirbhísí Comhroinnte Gnó Oideachais
SDFC	Seirbhísí Dearbhaithe agus Feabhsaithe Cáilíochta
SDOG	Scéim Deiseanna Oiliúna Gairmoideachais
SEAI	Údarás Fuinneamh Inmharthana na hÉireann
SEPGA	Sainordú na hEarnála Poiblí um Ghníomhú ar son na hAeráide
SFGM	An tSeirbhís um Fhorbairt Ghairmiúil do Mhúinteoirí
SNP	Scoil Náisiúnta Pobail

SOÉ	Scéim Oibreacha Éigeandála
SOLAS	Seirbhís Oideachais Leanúnaigh agus Scileanna
SOS	Scéim Oibreacha Samhraidh
SPG	Soláthar Poiblí Glas
SPSPA	An Scéim Pinsean Seirbhíse Poiblí Aoanir
TA	Teagmhálaí Ainmnithe
TFC	Teicneolaíocht Faisnéise agus Cumarsáide
TFE	Tacaíocht agus Forbairt Eagraíochta
TMCL	Tuarascáil Mhaoirseachta um Chosaint Leanaí
TOÁ	Tionscnamh Oiliúna Áitiúil
TRSO	Tionscnamh Riachtanas Speisialta Oideachais
TST	Trealamh Scáileáin Taispeána

Tá an leathanach seo bán d'aon ghnó



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