



cmeth

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

ANNUAL REPORT

2019

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1 CMETB Mission, Vision and Core Values

MISSION

- Cavan and Monaghan Education and Training Board - providing quality education and training for young people and adults through a professional, inclusive and innovative approach.

VISION

- Leading and delivering excellence in education and training for all

CORE VALUES

- Progressiveness
- Professionalism
- Learner-centred
- Community
- Diversity
- Quality

2 Strategic Objectives for 2017-2021

The CMETB Strategy Statement for 2017-2021 outlines strategic objectives in the following three key areas:

Schools

- **Teaching and Learning**
- **Leadership**
- **Wellbeing**
- **Capital Projects**

Further Education & Training

- **Raising the Standing of FET**
- **Skills for the Economy**
- **Integrated Planning and Funding**
- **Active Inclusion**
- **Quality Provision**

Organisation Support & Development

- **Corporate governance and compliance**
- **Staffing (numbers, skills and competency)**
- **Internal communication and information systems**
- **Communication strategy**
- **Organisational capacity and IT Strategy**

3 Chairperson's Welcome

I am delighted to join with our Chief Executive John Kearney in offering some words of welcome and introduction to the Cavan and Monaghan Education and Training Board (CMETB) Annual Report for 2019.

CMETB is one of the biggest employers in Cavan and Monaghan with some 1,200 part-time and full-time staff providing a service to 12,000 learners. Through our strategic partnerships with local business, employers and Cavan and Monaghan County Councils and their associated committees, we are also one of the key drivers of economic growth in the region.

Amongst many significant events which occurred during 2019 were:

- Commencement of the Original Equipment Manufacturing (OEM) apprenticeship programme.
- CMETB held a Career's Fair for over 1000 post-primary students, giving them access to careers advice from experts, colleges, professional representatives and others.
- Excellent results being achieved by students in all our post-primary schools, in terms of academic, sporting and social activities.
- Expansion of CMETB's Youth Service, bringing emerging youth issues and priorities to the fore and improving outcomes for the children and young people of our region.
- The migration of CMETB's payrolls to Education Shared Business Services (ESBS), one of the first ETBs in the country to do so.
- Maintaining the highest standards of corporate governance throughout the organisation.

The above are only some highlights of the work undertaken by staff, learners and Board members in 2019.

As Chairperson, my hope is that the years 2020 and beyond see the increasing growth of learners in CMETB Schools and Further Education and Training and continuing the support CMETB provides to capital projects throughout Cavan and Monaghan. We will continue to strive, as a real leader, in advancing Traineeships and Apprenticeships to meet the needs of the region and develop CMETB staff in their learning and development to ensure that CMETB provides excellence to all learners, staff and the community.



Cllr Clifford Kelly, Chairperson CMETB 2019-20

4 Chief Executive's Address

Our purpose in presenting this report is to provide an overview of the performance of Cavan and Monaghan ETB in relation to its functions during the year and of the work carried out to implement the CMETB Strategy Statement 2017 to 2021. A review of the Strategy conducted in 2019 confirmed that our core values of Equality, Professionalism, Integrity, Collaboration and Innovation continue to inform our collective actions throughout the organisation in progressing the delivery of each goal of our strategy. This Annual Report highlights many significant achievements of the CMETB Strategy Statement during 2019.

In schools, there has been a significant growth in student numbers, reflecting the high-quality education being provided for young people, whose parents have entrusted them to us. Collaborative planning networks in Leadership, Teaching and Learning, Wellbeing and Information and Communications Technology have all helped to develop highly interactive approaches to enhancing the quality of teaching and learning taking place in our classrooms. The signing of new Service Level Agreements with the Minister for Education and Skills for the construction of primary schools has enabled CMETB to play a substantial role in progressing the delivery of the Schools Capital Investment Programme for the region.

CMETB Further Education and Training services are developing a reputation for leading proactive and planned responses to economic activation and development in our area. Enhancement of our Further Education and Training services entailed notable contributions from Cavan Institute, Monaghan Institute, Training Services and Adult Education Services, working together to ensure important progress has been recorded in our Further Education and Training Plan. The launch of a new exciting OEM Apprenticeship with CombiLift and the Mid-Tier Engineering Consortium allied to the introduction of a Commis Chef Apprenticeship reflects the expanded collaborative capacity of CMETB to successfully engage with employers in generating economic growth for the region.

CMETB Youth Services continue to monitor and evaluate provision in the area as well as providing innovative services to so many communities and youth groups across Counties Cavan and Monaghan. Our Music Generation Programme has ensured increased access to high-quality, subsidised vocal and instrumental tuition for children and young people throughout the region.

It has been a privilege for me to work with my colleagues among the staff of CMETB over the past year. I am very grateful for the support of the CMETB board members who have shown such dedication to their work on behalf of all learners. I thank all who contributed in any way to this report and wish all staff and learners continued success in 2020.



John Kearney, Chief Executive

5 Overview of Services





6 Directors Reports

6.1 Schools

Cavan and Monaghan ETB provided post-primary education to 4,609 students across 11 schools during 2019. This represents a growth of over 385 students (9.5%) in the current year with a projection of future growth in coming years. This growth in student numbers represents a huge achievement for CMETB schools. The schools and details are:

School	Address	Enrolment Sept 2019	DEIS/Non DEIS
Ballybay Community College	Ballybay, Co. Monaghan	353	Non DEIS
Beech Hill College	Monaghan, Co. Monaghan	577	DEIS
Breifne College	Cavan, Co. Cavan	737	DEIS
Castleblayney College	Castleblayney, Co. Monaghan	269	DEIS
Coláiste Dun an Rí	Kingscourt, Co. Cavan	404	Non DEIS
Coláiste Oiriall	Cnoc an Chonnaidh, Muineachán	348	Non DEIS Gaelcholáiste
Inver College	Carrickmacross, Co. Monaghan	372	DEIS
Largy College	Clones, Co. Monaghan	411	DEIS
St Bricin's College	Belturbet, Co. Cavan	193	Non DEIS
St Mogue's College	Bawnboy, Co. Cavan	231	DEIS
Virginia College	Virginia, Co. Cavan	714	Non DEIS
TOTAL		4609	

During the year, the Department of Education and Skills conducted the following inspections in these schools:

School	Nature of Inspection	Date of Inspection
St. Bricin's College	Whole School Inspection	17/01/2019
Beech Hill College	Subject Inspection in Home Economics	29/01/2019
Inver College	Subject Inspection in Metalwork and Engineering	12/04/2019
Virginia College	Subject Inspection in Mathematics	30/04/2019
Castleblayney College	Subject Inspection Social Personal and Health Education (SPHE)	30/04/2019
Beech Hill College	Subject Inspection in Physical Education	30/04/2019
Virginia College	Subject Inspection in Art, Craft and Design	20/12/2019

In addition to this, incidental inspections took place periodically and one school participated in the annual Comptroller & Auditor General audit of CMETB.

School Leadership:

During 2019 CMETB appointed Principals and Deputy Principals to schools in the CMETB area as follows:

School	Position	Appointment
Inver College	Principal	Cormac Flynn
Inver College	Deputy Principal	Dr Miriam Nugent
St. Mogue's College	Deputy Principal	Martha Brady
Breifne College	Deputy Principal	Breege Reilly
St. Bricin's College	Deputy Principal	Pauric Hanlon

Statement of Internal Control

All schools returned a statement for 2019. The statement covered areas including Financial Management, Procurement and Asset Management, Compliance with DES Circulars etc. in relation to Teaching and Learning and Governance.



Figure 1: Students attending CMETB Career's Fair

Teacher Development:

Guided by the Working Group for Learning and Teaching, extensive CPD and supports have been put in place for teachers in CMETB schools in 2020. This programme includes teacher induction, ongoing CPD and programmes for middle and senior leadership.

The table below documents the deep commitment of CMETB to developing teacher capacity in line with our Strategy Statement. Key highlights of 2019 included:

- Second annual Teacher Symposium on the theme of 'Enriching Independent Learning'. This symposium had three themed strands including 'Improving Student Attainment', 'Using Technology to Enhance Learning' and 'Innovative Practices'.

- Annual CPD for all Principals and Deputy Principals which took place over two days in June 2019, in addition to CPD components at regular Principals' Meetings. 'Building School Culture' was the theme for this year's CPD symposium.
- Tailored programme for Assistant Principals and Senior Leadership with 120 participants over two days in Cavan and Monaghan.
- Specific CPD in the area of drugs and alcohol misuse
- An extensive digital leadership programme offering significant support to schools in implementing digital planning and learning.
- Exploration of further new ways to map and implement Special Educational Needs supports in all schools.



Figure 2: Leaving Certificate Excellence Awards Night 2019

Capital Developments:

The growth in student numbers, combined with the learning and teaching needs of our schools has resulted in the need to address capital projects in a number of schools. Proposals are awaiting approval to move to design stage at Inver College for the development of new classrooms, facilities and an Autism unit at the school. Similarly, Virginia College, Beech Hill College and Coláiste Dún an Rí have reviewed their accommodation needs and have prepared submissions to the Department of Education and Skills.

Music Generation (2019 Information)

The Music Generation Programme Cavan and Monaghan was established in 2018, under the leadership of Ms. Mairead Duffy. In 2019 the programme commenced the implementation of its programme of activities, following detailed discussion with a wide range of stakeholders. The initial programme is detailed below.

Programme details September – December 2019

Primary Vocal Programme (30-week programme) commenced in September 2019 in 23 primary schools in Cavan and Monaghan.

- Estimated weekly participants: 916 children and young people, age range 5-12 years
- Delivered by a team of 8 Musician Educators.
- Included in the above provision is Holy Family Special School, Cootehill, where 2 musicians are delivering 5 hours per week.

Early Years' Programme

- An 8-week pilot programme commenced week beginning 21 October 2019, in 4 childcare settings, with 2 Musician Educators, with another Musician Educator commencing a mentorship programme, in Cavan and Monaghan.

Non-programmed projects

- The Michael Gallen opera project took place in Castleblayney in November 2019.
- Music Generation Cavan / Monaghan facilitated mentorship opportunities for 5 second level Music students in Co. Monaghan. In addition, 70 Transition Year/Leaving Certificate Music students had the opportunity to attend an open rehearsal and Q & A session with the composer and creative team of the production.

Garage Theatre:

The Garage Theatre has established itself as a prestigious venue for the promotion of drama and the Arts in Co. Monaghan. The theatre programme ensures that a wide variety of dramatic and musical genres are brought to Monaghan as well as providing exposure to a range of artistic forms. It is also a key performance space for local drama companies and musical performers

The theatre is home to several shows each month, including professional touring companies and amateur community groups, as well as providing a platform for youth drama in the area. In total 120 young people participate in the youth programmes in 2019.

In total just short of 29 000 patrons attended shows and events in the theatre in 2019, with a further 3,500 using the theatre as a rehearsal space. It is also a key rehearsal and performance space for local schools.

Self-financing theatre and office space is rented out to local groups and companies and it is also home to a thriving Art studio.

Cumulatively, there were more than 60 000 unique visits to the theatre in 2019, positioning the Garage as a key driver in the artistic life of the region.

Report of the delivery of Strategic Goals 2019

Strategic Goal 1: Leadership

Action	Update 2019
1. To develop a Principals and Deputy Principals' network which focuses on exchange of best practices and fosters collaborative decision making	1. Regular meetings of Principals and Deputy Principals are serviced by an agenda that includes OSD Related Updates, Director of School Updates and when appropriate relevant CPD and speakers 2. Working Group for School Leadership has advised Director of Schools on the implementation of strategy and on how supports for school leaders can be maximised
2. To develop a tailored leadership and management continuing professional development plan for serving leaders and teacher leaders to include opportunities to further develop Instructional Leadership	Throughout 2019, there has been a tailored CPD Programme for school leaders including a content focus on the empowerment and development of Middle Leaders in CMETB schools. A bespoke programme for CMETB Middle Leaders is now in place with 120 teachers participating. • Curriculum Development • Policy Development • Drugs and Alcohol Issues • Coaching Skills • Student Voice • Digital Leadership
3. To develop a coordinated approach to promote excellence in learning and teaching across the ETB	The second CMETB symposium building capacity in the areas of teaching and learning took place in March 2019. Enriching Independent Learning was the theme and Karol Sadleir was guest speaker. CMETB staff presented workshops on developing literacy skills, student voice and Creating Digital Resources
4. To establish subject teacher networks/communities of practice to promote best practice and sharing of resources.	A network of Digital Leaders has been established to promote best practices in the use of digital technology in learning. This group is supported by the Digital Leaders' Working Group.
5. To target improved student outcomes and improved	1. Each school completed a subject by subject review of Leaving Certificate Results.

transfer to 3rd level across the scheme	2. Results from Leaving Cert were forwarded to Director of Schools for review. School leaders met with DOS & CE to discuss analysis of Leaving Cert Results (2019) – detailed feedback given to Principals & Deputy Principals. 3. CMETB held a Career's Fair for over 1000 post-primary students, giving them access to careers advice from experts, colleges, professional representatives and others. Workshops on CAO applications and preparing for college were also a part of this day
6. To foster and support greater distributed leadership amongst staff and students	Circular 03/2018 introduced new arrangements of posts of responsibilities in our schools. As part of the implementation of this circular: • Posts of responsibilities are now being reviewed at least every two years • Annual review of post between school leaders and teachers in middle leadership positions has been established • Written report from Principal to Board of Management describing the work of Middle Leaders in schools • Bespoke development programme for middle leaders.
7. To develop a framework in support of curriculum review across all schools/centres	In 2019 CMETB had a specific focus on the development of Autism Support Classes and Units in our schools where a demand and need has been established. The Director of Schools engaged with school leaders and National Council for Special Education. ASD classes/units are now approved for opening in Beech Hill College, Coláiste Dún and Rí and Inver College.

Goal 2: Learning and Teaching

Action	Update 2019
1. To place learning and teaching as a top-level priority goal for CMETB statement of strategy	• CMETB organised a significant Celebration of Excellence Awards evening for students who excelled in Leaving Certificate and Applied Leaving Certificate examinations. All schools participated • Development of the Special Education Needs Working Group:

	• CMETB has partnered with Dr. Johanna Fitzgerald of UL (Mary Immaculate College) to develop a framework of best practice in supporting all students with learning difficulties. She has presented to representatives of all schools and a partnership model is being established for roll out in 2020.
2. The development of a structured CPD programme within the framework for learning and teaching	• The Digital Platform offered in Microsoft Office and Teams has been customised to afford for in and cross school planning and sharing of resources.
3. The promotion of cross curricular collaboration within and between schools/centres	• The CMETB Digital Cluster has provided schools with support and resources to extend curriculum provision into areas like coding and programming and supporting the development of Computer Science at Senior Cycle. School visits and supports have been facilitated by our own teachers, led by Mr. Aidan Keeshan (teacher at Virginia College).
4. To promote effective engagement with IT in the learning process across all schools	• Significant investment in teacher and student devices and equipment has been made, supported by DES grant for IT Infrastructure. • CMETB has commenced the journey of incrementally reducing our dependence on IT servers where data is stored locally by migrating data to cloud for storage. • Significant increase in the use of Microsoft Teams as an educational support. • Further cohort of digital leaders CPD has been completed.
5. Audit of resources including capital, personnel (teaching and support) and fiscal with the aim to secure the optimal level for all schools/centres	• A thorough review of the teaching capacity of each school was conducted involving the CE, Director of Schools, Head of HR and the school leaders from each school. Gaps in capacity were identified and the allocation of teachers to school reflected the needs of a growing school population across CMETB. In a small number of cases teachers were shared between schools to maximise curriculum provision. • An ongoing review of school buildings led to a request from DES to provide refurbishments/extensions to two schools and to conduct upgrades on others. • In August 2019, the Minister for Education wrote to CMETB approving the advancement of a new school in Ballyconnell, Co. Cavan.

6. To reduce the administrative burden on schools/centres leadership team	• Expert advice in the formulation of relevant policies was provided to all schools by the CMETB Compliance Officer and relevant resources and templates were forwarded to schools to assist them in the implementation of such policies. • When required legal and compliance advice was available to all schools on a range of matters. • The use of Microsoft Teams was introduced by the Director of Schools as a primary, cohesive communication platform for schools. • Revised procedures for the admission of students to CMETB schools were introduced in 2019, supported by CMETB Compliance Officer.
7. To build on CMETB's commitment to inclusion of all students irrespective of gender, socio-economic background, race or religion	• Two schools welcomed Syrian students into their schools as part of the Syrian Refugee Resettlement Programme and specific supports were put in place for these students. • Six of our CMETB schools are supported by the DEIS programme and all six avail of the School Completion Programme. Relevant supports and interventions were offered to students targeted by the DEIS Programme. • All schools were asked to verify that their allocation of teaching resources to students with special educational needs was in line with relevant DES circulars via a Statement of Internal Control, introduced in 2018.

Goal 3: Wellbeing

Action	Update 2019
1. To develop a scheme wide mission and vision statement focusing on wellbeing	• New Wellbeing Working Group was established to guide work of ETB on Wellbeing related issues. • School programmes have been redesigned to include Wellbeing Component under Junior Cycle Programme
2. To prioritise support for both physical and mental health	• Linkage with local agencies to address mental and physical health issues.

	• Participation by Director of Schools in local Drug and Alcohol Taskforce activities. • Early exploration of new service in Co. Monaghan for out of school provision for students under 14.
3. Standardisation of pastoral care across the scheme	• Director of Schools chaired Wellbeing Working Group. Outcomes were shared to all schools.
4. A comprehensive CPD programme will be available to all staff and students which focuses on emotional intelligence, anti-bullying and resilience	• Inter-agency approach with NEPS, Co. Council, CYPSE and Youth Services • Mapping of provision and gaps in Cavan and Monaghan by Youth Officer • Commencement of specific planning for out of school provision



Paddy Flood
Director of Schools

6.2 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, e.g. childcare, healthcare, ICT, engineering, thus providing clear routes into employment. Likewise, there are a number of progression opportunities from FET programmes into Higher Education (e.g. Universities & Institutes of Technology programmes).

CMETB FET comprises 5 distinct services:

- i. **Two PLC Colleges** – Cavan Institute & Monaghan Institute – delivering full time vocational skills programmes at Levels 5 & 6 and evening classes
- 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, Local Training Initiatives & Specialist Training Providers
- iv. **Youthreach** - 6 Youthreach Centres that provide a broad range of certified programmes for early school leavers
- v. **Prison Education** at Loughan House Open Prison



Figure 3: Kingscourt Youthreach awarded the Silver Health Quality Mark

In 2019, CMETB continued to implement a range of actions and new initiatives. Key achievements and innovations included:

- Attainment of targets set out in Strategic Performance Agreement with SOLAS 2018-2020
- Development and delivery of new Traineeship programmes
- Expansion of Skills to Advance programme
- Significant expansion of evening provision in both counties

- Development of new apprenticeship facilities for Electrical, Commis Chef and OEM programmes
- Commencement of innovative PLC Access Programme to support transition from Youthreach and Leaving Cert Applied to PLC
- Commencement of Original Equipment Manufacturing (OEM) apprenticeship programme



Figure 4: Year one of B.Sc. General Degree in association with Institute of Technology, Sligo commenced in 2019

2019 also saw the continued implementation of the FET Strategy. This strategy is aligned with the national SOLAS FET Strategy and mirrors its goals and aims. The progress in implementation of actions is set out in the table below.

Youth Services

2019 was a transformative year for Youth Services and saw Area Profiling and the re-engineering of local Youth Services put emerging youth issues and priorities to the fore. CMETB welcomed an additional Youth Project in July and now administers funding to 5 Staff Led Projects across Cavan and Monaghan employing 15 Full Time Staff, 5 Part Time Staff, supporting 3 CE Scheme participants and 5 Youth Traineeships. Annual DCYA funding schemes of over €1 million were administered across Cavan and Monaghan to both staff led projects and volunteer led youth groups. Two of our Peace IV projects finished in the Autumn of 2019, accomplishing all project outcomes and deliverables and we are delighted to be supporting our CYPSC Partners in the administration of their Healthy Ireland Strand 3 Initiatives, which provide yet more employment to Youth Service staff across the region.

In addition, 2019 was a year for firsts, with many polarised and marginalised communities benefitting directly from DCYA Schemes, including participants on our Cavan Traveller Youth Employment Initiative and LGBTi projects. A new mobile facility was launched in West Cavan and now provides much needed outreach supports to young people who feel rurally isolated. Needs Analysis and recommendations for Improved Outcomes for these young people were developed and shared with agencies who have a remit for children and young people. Internally, together with colleagues in CMETB FET, 2019 also saw the establishment of PLC Access Programme and the development of the region's first QQI Level 6 Youth

Traineeship, whilst our Buildings Department supported our Youth Service in the establishment of West Cavan's first Youth Facility.



Figure 5 Official launch of Bounce Back West Cavan and formal opening of Belturbet Youth Hub

Tanagh Outdoor Education and Training Centre

In 2019 Tanagh OETC hosted record visitor numbers (**16,921**) for its Outdoor Programmes and Services. The substantial increase in visitors to the Centre confirms the significant contribution the Centre made to the local economy. Developments in 2019 included:

- Refurbishment of the Centre commenced in December 2019 including a refit of Fire Doors throughout the Centre and upgrade to internal Fire Protection Systems.
- Monaghan County Council accessed funding as part of the renewal and development works of the Bunnoe River and arranged to install a bus parking layby near the site used for Geography Field Studies near Drum Village and improved student access to the river.
- As a result of continued good relations with the local community group, Cootehill Area Development sourced funding for redevelopment of the site at 'Halton's' which is used by Tanagh for water-based activities launching Canoes/ Kayaks. These resurfacing works significantly improved access for those visitors with poor mobility.
- Tanagh was designated as one of the 12 Digital hubs cited for Broadband roll out with speeds up to 150mb. Installation started in December 2019 and is due for completion in July 2020.
- ETBI secured funding for Outdoor Education & Training Services Network / OETS to make three staff mobility trips through Erasmus funding to European countries where Outdoor Education is integrated into the curriculum formally.
- An Outdoor Sectoral Research Report commissioned by ETBI/OETC Network was finalised in December 2019 and findings are due to launch in 2020.

- In addition, ETBI /OETCS finalised an MOU / Partnership agreement with Canoeing Ireland whereby it is envisioned that all 12 Centres will become key regional providers and hubs for Canoeing & Kayaking in order to develop the sport nationally.
- 13 out of 16 Trainees completed their QQI Level 5 Outdoor Instructor Traineeship and 16 new Trainees were enrolled on 21 October for the 2019/2020 course.



Figure 6 QQI Level 5 Outdoor Education Traineeship

Report of the delivery of Strategic Goals in 2019

Strategic Goal 1: Raise the Standing of FET

Aim	Actions undertaken in 2019
To ensure recognition of FET as a valued learning path	• Sanction obtained and staff member appointed to position of Communications Officer with key role in promoting FET • FET promotion month held involving series of radio interviews and FET Briefings for schools / parents & general public • Ongoing promotion of FET via a range of media • Launch of OEM Apprenticeship in 2019 with excellent attendance from education and industry • Official opening of Dun Mhuire Adult Education Centre, Monaghan • CMETB FET participation in national stories / events – e.g. College Awareness week, Science Week, Engineering Week, Adult Learners' Week, Literacy Awareness Week, SOLAS FET promotion campaign • Development of FET into Schools programmes, aimed at providing senior cycle students with opportunity to sample apprenticeship & traineeship programmes

Strategic Goal 2. Skills for the Economy

Aim	Actions undertaken in 2019
To address current and future needs of learners, jobseekers, employers and employees and contribute to national economic development	• Ongoing development and provision of a wide range of FET programmes across Levels 1-6 • Delivery of a number of new Level 5 & 6 programmes in PLC and Training Services, including: ▪ Original Equipment Manufacturing (OEM) Apprenticeship programme ▪ Pre-University Sports Science - (Level 5) ▪ Computer and Network Technician - (Level 6) ▪ Animation - (Level 5) ▪ Traineeship in Youthwork – Level 6 ▪ Traineeship in Domiciliary Care – Level 5

- Traineeship in Architectural Technology and Computer Aided Design – Level 6
- Continuation of traineeships in OEM, Outdoor Activity Instructor, Laboratory Assistance and Hospitality and engagement with employers in these sectors
- Expansion of apprenticeship registrations
- Commencement of two new Higher Education programmes in CMETB: LYIT Level 7 degree in Health & Social Care began in Monaghan Institute & Sligo IT Level 7 degree in Science began in Cavan Institute
- Expansion of Skills to Advance programmes in Monaghan and Cavan. Under this initiative:
 - 441 employees were upskilled via the night provision in Cavan and Monaghan
 - 112 employees upskilled via programmes for 1 or more organisations
 - Engagement with over 230 employers.
- Range of Employer events held across FET services, including:
 - Employer apprenticeship events
 - MI:CONNECT, an employer employee networking event organised by Monaghan Institute & Local Enterprise Office
 - CI Employer Engagement Fora with employers from Youthwork, Domiciliary Care, Audio Visual Technician & Science sectors.
- Development of four new Electrical Apprenticeship facilities and Commis Chef / Hospitality facility, comprising a fully fitted Training Kitchen, Training Restaurant and Teaching space
- Increased focus on Science and Engineering programmes in adult education with intended progression to employment in the wide range of engineering companies locally or move into CMETB traineeships and apprenticeships.
- Adult Education Services supported company and staff suffering redundancies and provided Guidance appointments and a Learning to Learn programme

Strategic Goal 3. Integrated Planning and Funding

Aim	Actions undertaken in 2019
To ensure that CMETB FET provision is planned and implemented on the basis of objective analysis of need and demand	- Contributed to SOLAS FET Strategy 2020-2024 and commenced strategic planning for CMETB 2020-2024 - Ongoing and effective work towards attainment of targets set out in the CMETB/SOLAS Strategic Performance Agreement 2018-2020 - Ongoing review of overall CMETB FET provision and labour market data to ensure: - Provision of programmes that meet needs and priorities, as (i) outlined in relevant strategies and reports, and (ii) identified by industry - Provision of mix of Sectoral skills & Cross sectoral skills - CMETB does not oversupply the market with lesser required skills - Sanction obtained for additional FET posts and recruitment undertaken - Self-evaluation of programmes took place in Adult Ed and PLC - Continued development and implementation of cross service programmes, e.g. literacy awareness training for tutors, literacy support for apprentices, guidance for contracted training groups, Learning to Learn, Leaving Cert Maths for PLC students - Ongoing meetings and liaison among FET services and centres re working to maximise range of provision and avoid duplication

Strategic Goal 4. Active Inclusion

Aim	Actions undertaken in 2019
That FET provision will support the inclusion of people of all abilities, with special reference to literacy and numeracy	PLC Access programme commenced in MI & CI in Sept 2019. This programme enables Youthreach and Leaving Cert Applied students to undertake a varied programme at QQI Level 4 and sample Level 5 modules

	in a supportive environment, which will enhance their progression to full Level 5 programme in 2020 • Refugee Resettlement Programme commenced in Cavan with intensive ESOL classes being delivered in Baileborough, Cavan Town and Virginia. • Cultural Champions Programme was launched in Cavan in conjunction with Tusla, Breffni Integrated, and ISPCC. • CMETB was contracted by SOLAS to work on the development of good practice guidelines and toolkit for the initial and ongoing assessment of English language competence of migrant learners. Report completed and will be launched nationally in 2020. • Support classes for Mature learners and ESOL provided through the Literacy service for PLC students in MI & CI • Literacy awareness training was delivered to external stakeholders, e.g. Community Employment Scheme staff and staff from DEASP. • Dyslexia screening training undertaken by a number of FET staff, which will ultimately facilitate learners with dyslexia to obtain additional support • Multicultural Choir created in Cavan to further integrate new communities. • Open Learning Centre at Cavan Institute, where students with specific Learning Needs are supported, was upgraded
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Strategic Goal 5. Quality Provision

Aim	Actions undertaken in 2019
To ensure that CMETB FET Services provide high quality education and training programmes that meet national and	• Positive review meetings held with both QQI and SOLAS in 2019; • Staff induction programme developed – to be tested and rolled out in 2020;

international
standards

quality

- Development of integrated CMETB policies and procedures to further integrate FET provision at CMETB;
- Roll out of new FET Governance structures
- Continued delivery of Professional Development (PD) Plan for FET staff with a greater focus on certified training and blended and eLearning options via Moodle and eCollege.
- Staff supported to undertake certified PD programmes outside of CMETB
- Sharing of best practice and discussion of #FutureFET at the 'Vision 2025' themed FET Meet, with over 200 attendees.
- Advancement of the development of state-of-the-art FET buildings and facilities, as required for quality provision and optimum accommodation of learners and staff



Dr Linda Pinkster

Director of Further Education and Training

6.3 Organisation Support and Development

i. Organisational Services

The Administration Centres/Offices are central to CMETB operations. CMETB Head Office is located in Monaghan Town and we have a Sub-Office in Cavan Town. These centres act as the hub for all CMETB centres and services. The Administrative functions are delivered through a pillar structure, comprising Human Resources, Finance, Land and Buildings, Corporate Services, Compliance, Procurement, IT and Training Administration.

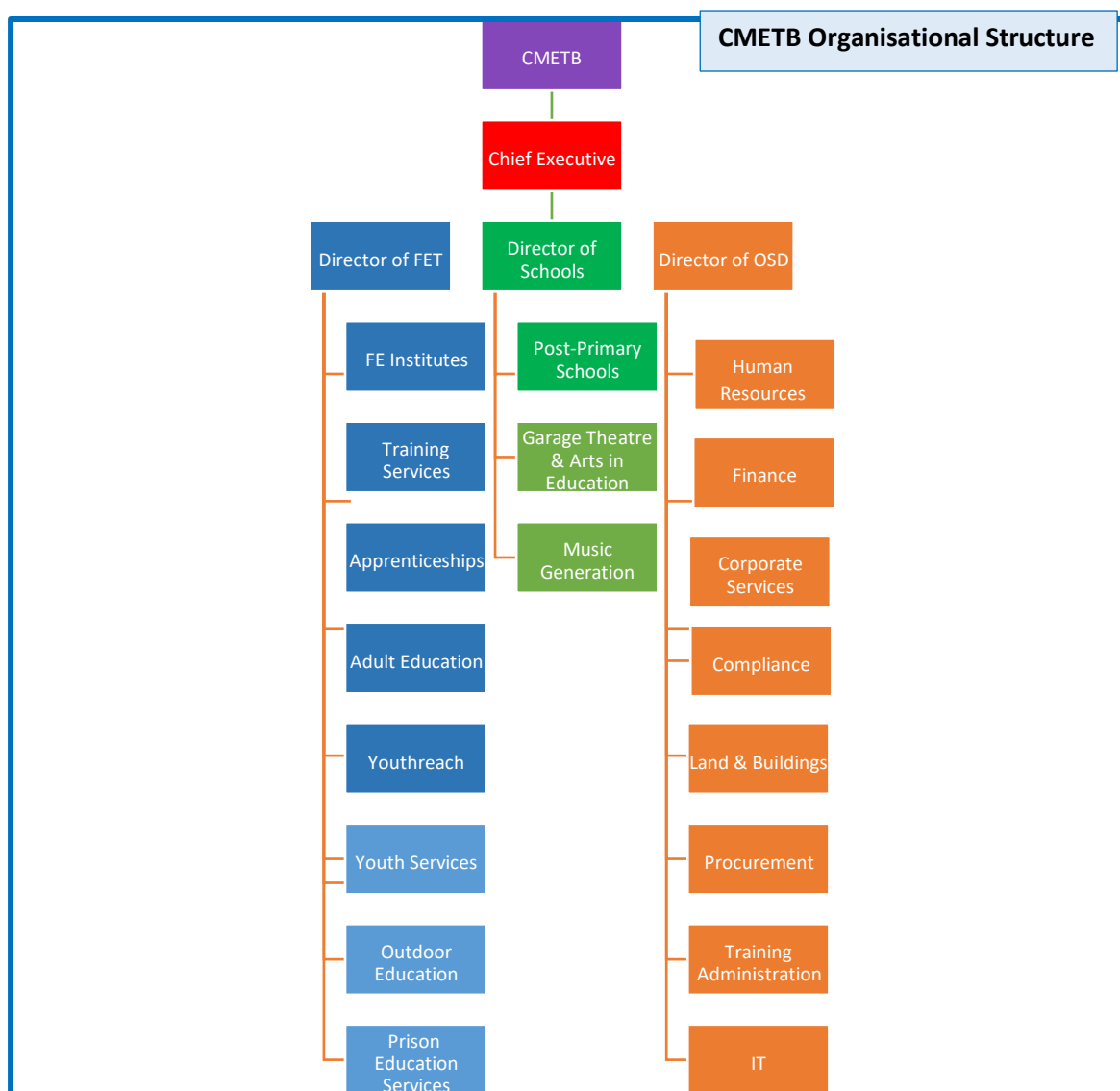
The OSD team's goals are to enhance the processes and procedures that underpin good corporate governance in CMETB and to ensure that Human, Financial and Infrastructure resources, appropriate to the delivery of front-line services are deployed efficiently and effectively across CMETB.

Organisation structure is a continuous process and this year has demonstrated how CMETB's structure has evolved by facilitating the Department of Education & Skills' National Shared Services Project.

Consequently, CMETB's organisation design has been restructured with the successful migration of payroll to Shared Services (ESBS) in November 2019.

Furthermore, CMETB continues to expand and develop its services with the delivery of services to non-ETB schools.

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



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

ii. Corporate and Governance Compliance

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

The term of the outgoing Board came to an end in May 2019 and a new Board was appointed following the local elections in 2019. CMETB carried out a review of Board procedures

including the Standing Orders and Operating Procedures for Committees. Induction training for the new Board took place in September 2019.

Audit of Compliance with Code of Practice for Governance of ETBs

A new Code of Practice for Governance of ETBs (Circular Letter 0002/2019) was issued by the Department of Education and Skills in January 2019. During the course of 2019 our focus was on implementing the Code and enhancing the level of compliance in order to demonstrate continual improvement, while building a body of assurance for CMETB. In July 2019, CMETB carried out a review of the audit of compliance with the Code using an audit tool developed by Irish Public Bodies Insurance (IPB). The review of the audit demonstrated that we had an acceptable level of compliance. This process was repeated in September and December 2019 having carried out an induction process following the election of new Board members.

Development of Safety Management System

CMETB has been involved in a project, working with a specialist health and safety contractors (Quadra), with the support of IPB Insurance, on the development of bespoke Safety Statement template for schools. This work is guided by a combination of the HSA guidelines and the work completed by the Safety Management System Project Steering Group. The consultation phase of the project continued during 2019, with ETBI facilitating meeting with sectoral unions, representatives of the project steering group and IPB staff. The project outputs will add value across CMETB while also supporting us to reduce the incidence of employee incidents and claims which ultimately affect people, CMETB and insurance premiums.

The new Guidelines on Managing Safety, Health and Welfare in Post-Primary Schools were launched by the Health and Safety Authority and the Department of Education and Skills in 2018 with a series of regional workshops for Principals, schools continued with the implementation of these guidelines in 2019.

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.

During the course of 2019, CMETB received sixteen (16) requests for information under the FOI Act. Of these, fifteen requests were for non-personal information made by journalists, interest group members and members of the public. The types of non-personal information requested were: details of payment of expenses to ETB members; details of leases; teacher allocation; tenders: and information regarding correspondence with religious

organisations and the proposed amalgamation of two schools. A summary of the requests received (Disclosure Log) is published on the CMETB website as part of the FOI Publication Scheme.

Data Protection

The EU General Data Protection Regulation (GDPR) commenced on 25 May 2018. A project group, comprising representative from all 16 ETBs, developed policies and procedures that comply with GDPR. These policies and procedures were reviewed in 2019. Throughout 2019 work continued on mapping CMETB data processing activities and developing data processing and data sharing agreements with third parties. The DPO continued to provide sessions to staff to brief them on their responsibilities under GDPR. The ETBI GDPR eLearning online training programme for staff was completed by almost 600 CMETB staff. The administration centres focussed on data minimisation and a highly successful 'De-clutter Day' was held in July 2019. The reconfiguration of offices in the Monaghan Administration Centre provided a further opportunity to purge files in accordance with the Records Retention policy.

In 2019 eleven (11) data breaches were notified to the DPO. Of these eleven, eight were reported to the Data Protection Commission. These breaches were deemed low risk for the data subjects, most involved clerical error leading to loss of control of personal data and the one involved a potential theft of documentation. These breaches were managed within the GDPR legislation and corrective action was implemented.

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

During 2019 CMETB administrative staff continued to provide support for the ETB and its sub-committees, including Boards of Management. In September 2019 the incoming Board received induction training, facilitated by IPA. As Boards of Management were coming to the end of their term, no formal training sessions took place in 2019. A training programme is in development for 2020. The Corporate Services Department continues to support the Board and sub-committees by providing administrative support for meetings and supports Boards of Management by providing guidance on agenda preparation, minute taking and recording of minutes.

iii. Staffing

CMETB is a significant employer within the region employing approximately 700 full time staff and 600-part time staff. During 2019, the reassignment of staff on both a temporary and permanent basis to areas of critical need ensured the continued delivery of key services. CMETB endeavours to recruit and retain the best staff available. Most recruitment interviews are now competency-based, and Selection Board members have received the necessary training to conduct competency-based interviews. A promotion video is located on the CMETB website promoting ETBs generally. Targeted promotions (paid advertisement on social media) targeting geographic areas and demographics is also now in place to help recruit teachers, encourage people to visit the ETB website, promoting posts advertised on the

etbjobs.ie website etc. The necessary skill sets are identified in order to deliver organisational excellence and to enhance capacity to adequately meet new and evolving challenges. Training has been provided in areas including HR, Finance, IT, Procurement, Capital Management and Governance. CMETB is continually striving to make the best use of technology to ensure a better quality of service within the resources available.

In 2019 payroll for all full and part-time staff moved to Shared Services (ESBS). This was a major project for CMETB involving many months of planning and testing by key staff. Pay runs were tested and parallel runs were carried out to ensure data accuracy and reliability of the new service. Training for employees on the operation of the new CoreHR portal was rolled out and in November pay runs (fortnightly and monthly) were successfully moved over to ESBS. CMETB was one of the first ETBs to successfully move payroll to ESBS and the project will now move on to Travel and Subsistence payment and the payment of Trainees and Apprentices.

iv. ICT

CMETB uses a combination of on-premise file servers and Microsoft Office 365 for email and other web-based applications. The long-term plan for CMETB is to move away from on-premise services and move towards a hosted web-based service where all products would be available on a web.

CMETB has introduced a staff intranet to all staff across the scheme. This intranet is running on Microsoft SharePoint which is part of the Microsoft Office 365 product suite. The application allows staff to collaborate and share information very easily and access documents including staff policies and procedures which are stored centrally and can be accessed securely from anywhere on multiple devices including desktop, laptop and smart phones. CMETB uses Microsoft Teams which is a collaboration tool enabling staff to staff and staff to student collaboration. This is a very powerful communication tool and is currently being used across the CMETB Scheme.

CMETB is one of the leaders in terms of ICT within the ETB sector nationally. CMETB IT currently supports 1,200 staff and 12,000 students on a daily basis across all our schools and education centres in the Cavan and Monaghan region. CMETB IT also provides support to the various applications and systems that users require to carry out their work.

The use of ICT within CMETB schools continues to increase at a very high rate particularly since the launch of our digital leader's programme. This staff initiative was launched in 2017 and CMETB has identified a group of staff, coordinated by CMETB, who are working to enhance the staff student interface for the 2019/2020 academic year. These staff members are receiving advanced, customized training on how best to utilize Office 365 in the progression of teaching and learning in their own classrooms and across their school as a whole. These staff members are engaging with other staff within their own schools and centres and are passing on the knowledge they gain to their colleagues within their own subject departments and more generally throughout the school.

The Minister for Education and Skills, Joe McHugh T.D., announced a further investment of €50 Million in ICT infrastructure for primary and post-primary schools. This investment is a further instalment of the implementation of the government's €210 Million Digital Strategy for

Schools. As part of this programme all CMETB schools have completed a comprehensive eLearning Plan and CMETB IT has been working very closely with the school's Management in a support role to ensure their plans are fit for purpose from a technology perspective. One of the main priorities of the school plans was to improve the network infrastructure within the school and in particular, school Wi-Fi. Over the past number of years CMETB has continued to upgrade all school Wi-Fi and there are currently over 550 managed Wireless Access Points across all their centres. Other investment was made in mobile teacher devices which ensures that CMETB staff are well equipped to embrace new technologies within education.

CMETB IT has rolled out Windows 10 to almost 3,300 devices across the entire organisation. Each year CMETB has continually progressed in upgrading windows 10 to the latest release to ensure security and stability on the Client estate.

The ETB Internal Audit Unit engaged the expertise of KOSI Corporation Limited to conduct a full ICT audit of the sector. This audit was completed in 2017 and the audit report has been actioned. CMETB are proactively addressing the recommendations of the findings of the audit report.

Security continues to be a primary concern for CMETB particularly with our Office 365 cloud services. A key aspect of cloud security is identity and access when it comes to managing our cloud resources. In a mobile-first, cloud-first world, CMETB users can access resources using a variety of devices and apps from anywhere. As a result of this, just focusing on who can access a resource is not sufficient anymore. In order to master the balance between security and productivity, CMETB has introduced a higher level of security called conditional access which will require Staff to enter additional login information when accessing CMETB cloud services from outside the corporate network. This new security feature has been fully tested and has been fully rolled out to all staff.

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 out to all CMETB staff and student cohort. Intune MAM policies protects CMETB Office 365 corporate data at the application level on mobile devices. CMETB are continually enrolling corporate mobile devices utilising Intune and enforcing security and management of these devices.

v. Finance

School bank accounts were closed in 2019 following a C&AG recommendation. Purchasing cards were implemented to the schools and Administrative Offices at the end of 2019 in order to replace the use of school bank accounts, reduce the use of cash in schools/offices and to allow savings on small value items.

vi. Land and Buildings

Projects completed by CMETB in 2019 were:

- Opening of the OEM apprenticeship in Monaghan Institute

- 4 Electrical apprenticeship facility in the FET campus Cavan

CMETB is also assisting and advising Edenmore National School and St. Brigid's National School, Redhills with their building projects.

One of the focuses of the year was identifying all the short comings with our buildings and planning how to rectify them. This led to us compiling comprehensive information for all properties and completing Additional Accommodation Application forms which were submitted to Department of Education. These applications not only addressed issues with the current buildings, but also took into account the accommodation needs of each school for the long term. We have already seen results from these applications with Inver College received sanction for a major Extension and also the provision of Life Safety Systems.

In addition, the Land and Buildings Section made and progressed a number of Emergency Works Applications, Sports Capital Grant Applications and Additional Accommodation Applications. Staff attended various training throughout the year to ensure the highest-level knowledge to deliver the requirements of its stakeholders.



Figure 7: Official Launch of the OEM Apprenticeship Programme with Minister McHugh and Minister Humphreys

vii. Procurement

Cavan and Monaghan ETB procurement unit utilised the national procurement model Office of Government Procurement (OGP) and their frameworks, where available, and appropriate for all our schools and centres 'procurement' spend in 2019.

In addition, the procurement unit put the following contracts in place via e-tender competitions:

- The Supply of Electrical and Pneumatic Training Rigs
- The Supply and Commissioning of Commercial Catering Equipment
- The Supply of Canteen & Tuck Shop Supplies
- The Provision of Concessionary Canteen Services
- The Supply of Metalwork/Engineering Class Materials
- The Supply of a New 29-Seater Bus
- The Supply of Healthcare Equipment and Supplies
- The provision of General Construction/Maintenance Related Services in Four Lots.

- The Provision of FET Consultancy and Training Services

Procurement Training

Two staff members successfully completed a level 8 Certificate in Procurement Management.

Corporate Procurement Plan

Cavan and Monaghan ETB worked with the Procurement Public Sector Reform Unit (PSRU) in ETBI and the Education Procurement Service and completed the Corporate Procurement Plan 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 2020. 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.

Cavan and Monaghan ETB 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.

Report of the delivery of Strategic Goals in 2019

Strategic Goal 1. Effective delivery of service

Actions	Update 2019
1. To improve and develop education facilities across CMETB	Completion of existing projects: • Electrical Apprenticeship Building on FET Campus • OEM Phase 2 • Belturbet Youth Buildings • Dun Mhuire, Adult Education Centre, Monaghan Applications for Additional Accommodation/Special Needs Facilities were prepared and sent to DoES for: • Virginia College • Inver College • Beech Hill College • Castleblayney College • Breifne College • Coláiste Dún An Rí • Ballybay College Projects Approved: • Inver College – Summer Works Scheme and Additional Accommodation • Ballybay Community College – Additional Accommodation. SLA Agreements signed to carry out building projects for 3 Primary Schools
2. Develop an Operations Manual for all areas of work in order to effectively manage and optimise staff resources within the ETB	• Develop a succession planning strategy including operational manuals to ensure continuity of Service • Large percentage of manuals prepared and updated as required on a regular basis
3. Develop an Organisational Training Plan for all staff which identifies specific priority areas.	• Consultation with all sections to identify training needs. Skills survey has been completed for Microsoft Office suite. • Briefing Staff on new developments, compliance and updates on ongoing events e.g. Strategy, GDPR, IT Security. Training for staff in GDPR, procurement, superannuation, property register, education law has been completed and ongoing.

	• Ongoing CPD e.g. time management, motivation and wellbeing. • General IT CPD on various Microsoft O365 applications has been completed. • Infrastructure developed to facilitate use of one drive by Admin. • Shared Services: • The migration of CMETB's payrolls to Education Shared Business Services (ESBS) both fortnightly and monthly took place in November 2019. • Training was completed in Sept and Oct 2019 for all staff on changes associated with the introduction of the ESBS Shared Services CoreHR including: ○ 1. Employee Self Service ○ 2. Manager Self Service • CoreHR training: The following training courses were conducted on the new CoreHR system which has been implemented: 1. Pensions 2. Reporting 3. HR 4. Time 5. Expenses • CPD on PowerPoint and Outlook has been completed. • CPD completed on Microsoft Office. • Training on Teams and Social Media has taken place. • Specific Training for staff including: Procurement, PSWT, REC, VAT, eTendering, OGP Frameworks, Superannuation, Education Law, Data Protection, Property Registers.
4. An organisational chart with associated roles and responsibilities	• Organisation chart regularly updated and circulated to all Schools/Institutes and Centres
5. Cross Training Plan	• Cross training has commenced on key functional areas taking account of individual and organisations current and future needs

6. Good Corporate Governance to ensure accountability.

Risk Management:

- Risk register OSD, Schools, FET prepared and reviewed quarterly.
- New Risk Landscape Report produced
- Risk Management is on agenda of all Senior Management Meetings
- Report and review quarterly, bi-annually and annually depending on risk rating
- Updated Risk Register Summary presented at each Audit and Risk Committee meeting.

Reporting

- All deadlines for statutory reporting and reporting to funding agencies completed.
- Financial Statements for 2018 were signed off by the CMETB Board on 26/3/2019 and submitted to C&AG on 27/3/2019 (ahead of the 31/3/2019 deadline)

Procurement

- Procurement Policy reviewed and completed in line with national template. CMETB Multi-Annual Procurement Plan (MAPP) was submitted to ETBI by the 1st Sept 2019 deadline.

Governance

- New Code of Practice for Governance of ETBs implemented 31/01/19
- The CMETB Board members and the Finance and Audit and Risk committees have received training, information and documentation to make informed reserved function decisions.
- Specialised Governance Training provided to new ETB Board in advance of first meeting 18.09.19. Act and Code issued to all Board members.
- SharePoint site created for Board documents and rolled out 18.09.19.
- Work is ongoing on planning training for Boards of Management.

Policies

- Register of policies established with adoption/effective date, review date and version control information. All policies have a version control box detailing date of adoption, implementation, version and details of reviews.

Agreements

- Database of SLAs, MOU etc. established.
- Data Protection agreements with other agencies signed where appropriate.

	Health and Safety • Safety Management System being developed nationally in consultation with ETBI, IPB and sectoral Unions. • Realignment of responsibility for OSD support for Health and Safety.
	IT Security • All new incoming student accounts are set to a unique Department ID as opposed to 1st initial, surname and DOB. This will be phased in over the next number of years. The 2018 1st year cohort of students were part of the first phase roll out. • All Staff both existing and new are requested to accept the digitally deployed CMETB ICT Acceptable Usage Policy before obtaining access to the CMETB corporate O365 cloud services. All entries both accepted and declined are recorded with time stamps for future reference if required.
7. Developing use of ICT in schools	• Continued use of ICT within CMETB Schools and progressing the eLearning Plan to ensure uniformity of equipment type and quality. Continuous investment in new devices. • Investment in IT Hardware, infrastructure and cloud technology in all schools, funded by Digital Strategy for Schools Grant from DES. Upgrading of all school Wi-Fi, currently over 550 managed Wireless Access Points across all CMETB centres. Investment in mobile teacher devices.
8. Promoting a culture of health and wellbeing among staff	Develop initiatives to embed the culture of health and wellbeing at work. CMETB actively encourages and support all staff in this regard. • Social Committee actively organises a number of social events throughout the year. • Ongoing CPD and communication provided to staff in relation to health and wellbeing at work. • Employee Assistance Service is promoted, and staff are encouraged to avail of it.
9. Providing for the recruitment and retention of high-quality staff	• Agree strategies for sourcing and recruiting teachers in an increasingly competitive job market including collaboration with Third Level Institutions and attendance at appropriate Trade Fairs. • A promotion video is now on the CMETB website promoting ETBs generally. Targeted promotions (paid

advertisement on social media) targeting geographic areas and demographics is also now in place to help recruit teachers, encourage people to visit the ETB website, promoting posts advertised on ETB jobs etc.

Strategic Goal 2. Develop CMETB's communication

Actions	Update 2019
1. Effective internal communication and information system.	• Communications meeting held every 2 months with Directors to discuss issues, report on PR & Marketing data and undertake in horizon scanning. • Exchange of information and collaboration between staff facilitated via Microsoft Teams and Office 365. • Progress made on Staff Directory project, which is envisioned to form a key resource for CMETB to enable team members to locate colleagues with ease. The staff directory created enables staff to locate colleagues' contact information, title, department etc. It will also greatly support new recruits to integrate in the organisation and quickly establish working relationships, regardless of location. The final stages of this project involve obtaining photographs of staff members to add to the directory (due to be completed in 2020). • CMETB Communications email inbox established to circulate communications to staff. • Internal communication campaign commenced with the aim of increasing the holistic awareness of CMETB as an organisation among staff and across the services. An organisational infographic was created and circulated to staff in December 2019 to give an organisational overview and highlight organisational achievements. Staff feedback suggests this was a helpful tool in getting to know other areas outside their department/service – which they previously wouldn't have known about. It is proposed to continue this practice as a way of keeping staff up to date. • Staff noticeboards were utilised to communicate positive organisational messages and encourage staff to engage with social media and wellbeing activities.

2. Effective communication strategy which will profile CMETB's services within the catchment area.	• Analysis and research of CMETB internal and external environments was conducted to inform an up to date Communication Strategy for the organisation. • Through digital marketing campaigns involving a range of target audiences, CMETB has reported significant social media growth across all social media channels in 2019: social media platforms include Facebook, Twitter, Instagram and LinkedIn. • Data management system was implemented whereby all social media and website data are regularly monitored and evaluated. This in turn feeds future digital marketing actions.
3. Ensure that the public have access to real time data.	• Efforts made to maintain a regular feed of CMETB news articles on the website and associated social media activity to communicate organisational messages. • Website audit was completed, and findings were reported to senior management team. Analysis of current site revealed issues related to mobile responsiveness and functionality.

Strategic Goal 3. CMETB will extend its organisational capacity to be flexible and proactive in responding to local and national needs.

Actions	Update 2019
1. Engage with national strategies.	• Relevant staff attend and active in national ETBI FORA and Group meetings. • Staff members attend Group meetings relating to Finance, Corporate Services, HR, Land and Buildings, Procurement and IT. The CE and Directors of OSD, FET and Schools also attend their relevant National Fora Meetings.
2. Develop internal capacity to deliver services to agencies and other educational bodies	Providing services to organisations outside of the general ETB remit such as primary schools and secondary schools, IT and Building Projects to non-ETB schools. • Regular update from IT Department re provision of IT Services in Non- ETB schools. All non-ETB schools visited, and new contract negotiated

	- Land and Buildings Section providing advice and assistance to primary schools managing extensions. - GDPR briefing sessions provided to external educational institutions.
3. Engage in data driven planning with effective use of local data and data from Local Authorities.	- CMETB has availed of economic data generated by Cavan LCDC and Monaghan LCDC to progress the delivery of the following suite of Training Programmes: OEM Engineering, Commis Chef, Skills to Advance. - CMETB, in partnership with Cavan and Monaghan LEO Offices, has also successfully secured funding under the inaugural SOLAS Innovation Fund for the delivery of targeted upskilling programmes for the Food Sector in both Counties - Data has been utilised to progress the delivery of targeted Youth Programmes in; West Cavan, East Cavan, Healthy Ireland Initiatives. 6 Peace Projects are concluding, having yielded significant impacts for the region.

Strategic Goal 4. Maximising organisational efficiencies

Actions	Update 2019
1. Optimum use of ICT infrastructure.	- IT Specific Training on Security, compliance, SharePoint, OneDrive - Utilising M365 Stack to ensure compliance in relation to personal security, including regular password change, Mobile Device Management, conditional access leveraging two-factor authentication when accessing CMETB corporate cloud applications from outside the corporate networks.
2. Examine all operations to reduce manual input.	- Consultation with Section Heads to identify Key labour-intensive activities/operations. - A draft plan was prepared in consultation with IT.
3. Conduct a review of systems/packages in current use.	- Register of all software licences completed. - Review of all packages and their respective functionality, including schools is ongoing.



Berni Power
Director of Organisation Support and Development

SECTION 3

7 Corporate Governance and Finance

7.1 Corporate Governance

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

Cavan and Monaghan Education and Training Board

Cavan and Monaghan Education and Training Board has 21 members 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 met 9 times during 2019, with a register of attendance being maintained. Members receive agenda and papers in advance of meetings. Details of attendance are outlined at Appendix 1. 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.

Section 51 of that Act requires the ETB to keep in such form and in respect of such accounting periods as may be approved by the Minister for Education and Skills with the consent of the Minister for Finance and Public Expenditure and Reform, all proper and usual accounts of the monies received or expended by it.

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

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 Chief Executive and designated staff are responsible for the preparation of the annual report and financial

statements. The Annual Report and Annual Financial Statement for 2019 were presented to the Board. The Board, based on the information available to it, it considered that the financial statements properly present the income and expenditure of the Board and the state of affairs of the Board.

Chairperson and Deputy Chairperson:

- Chairperson 2018/2019: Cllr Seamus Coyle
- Chairperson 2019/2020: Cllr Clifford Kelly
- Deputy Chairperson 2018/2019: Michelle Flynn
- Deputy Chairperson 2019/2020: Joe McGrath



Figure 8: CMETB Board September 2019

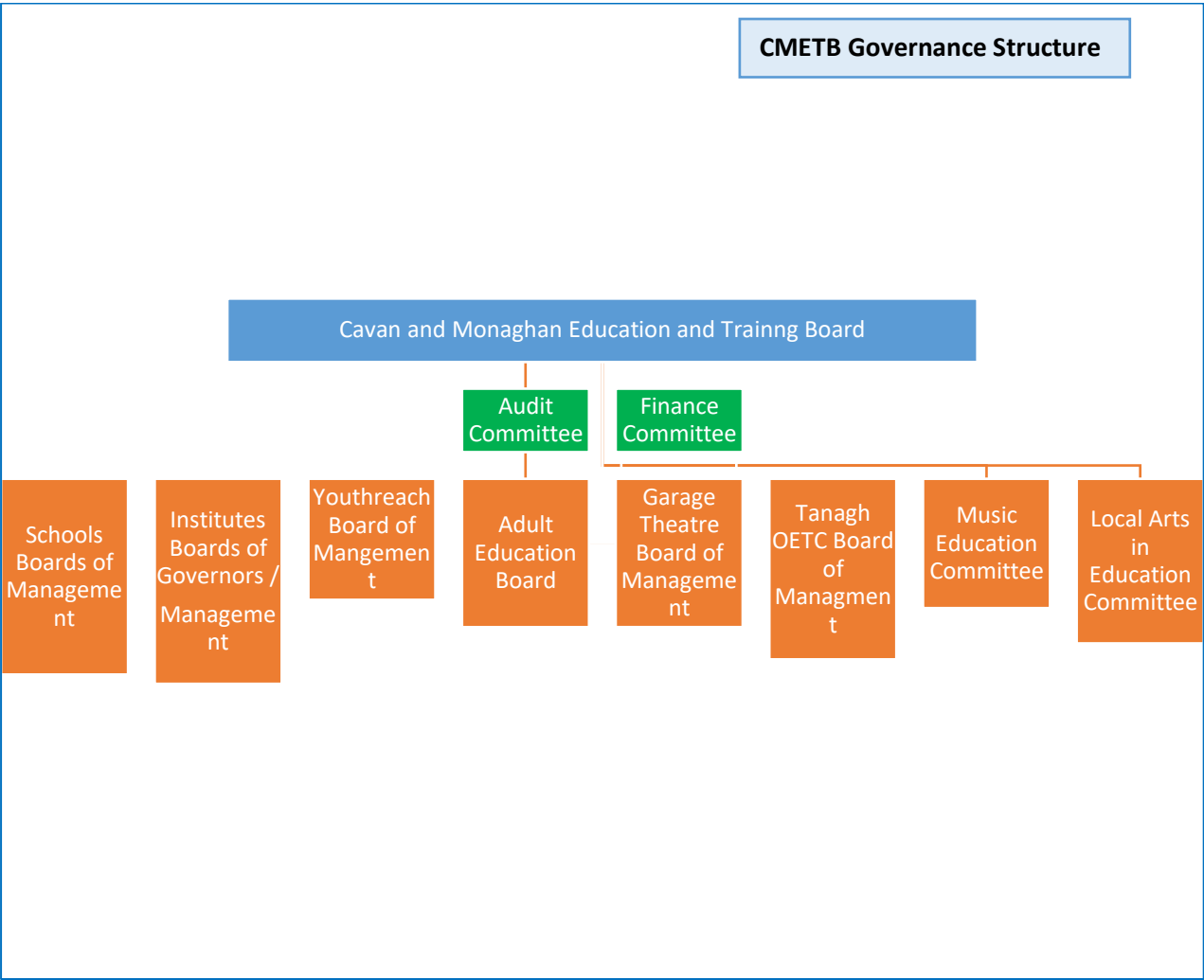
Committees of the ETB

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 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 Boards of Management, Youthreach Board of Management, the Youth Work Committee, the Adult Education Board, Tanagh OETC Board** and the **Board of the Garage Theatre**. **New Committees established in 2019 are the Local Arts in Education Committee and the Music Education Committee.**



7.2 Head Office/Administration Centre

The Administration function is central to CMETB operations. The Head Office is located in Market Street, Monaghan and the Sub-Office is in Church View Square, Cavan. The Administrative functions are delivered through a five-pillar structure, comprising Human Resources, Finance, IT, Capital Management and Corporate Services. A Head of Section who reports to the Director of OSD oversees each pillar.



The Chief Executive (CE) is responsible for the executive management of CMETB and has overall responsibility for the performance of schools and centres. The Principals, Directors, Managers and Co-ordinators of these schools and centres are responsible for their day-to-day management.

7.3 Risk Management

The Board maintains active oversight of risk management and confirms that it has carried out an assessment of the principal risks, associated mitigation measures and reviewed the effectiveness of these measures in 2019. The Board manages risk for the organisation through a structured risk management programme. The Board is assisted in its risk management function by the Audit and Risk Committee. The Board also relies on the Internal Audit Unit (IAU) and its reports, on the C&AG annual audit and any external Audit such as an ESF audit and or Revenue Audit. In addition, there is a review of Internal Controls performed on an annual basis.

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

- Risk reports from senior management including the Chief Risk Officer (CRO)
- Reports of the Audit and Risk Committee

- Changes in risk ratings
- Audit Register

The risks identified are added to the Risk Register and categorized as follows:

Professional/Managerial; Contractual; Business Continuity; Physical (safety, health and welfare, built environment, fire, security); Legislative/Regulatory; Legal; Social; and Financial.

These risks are then rated from 1 to 4 in terms of likelihood and impact and classified accordingly as Red, Amber or Green risks. Management control measures which are put in place to mitigate the impact of these risks are documented on the risk register. Once the risks have been identified and recorded on the risk register, they are reviewed by management as follows: Red - every quarter, Amber - six monthly, Green – annually.

CMETB undertook a number of activities in 2019 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 and Skills, Circular Letter 0002/2019). The following outputs were completed during the year:

1. Quarterly review and updating of the Corporate 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

The key risks identified were presented to the Audit and Risk Committee and work was ongoing on managing the risks identified, reducing risk and identifying new risk areas.

The focus was on identifying the key risks that could prevent the delivery of the CMETB Statement of Strategy and the associated control measures to be implemented in order to mitigate the impact of such risks.

The Board confirms that it has carried out an assessment of the ETB's principal risks and details of these identified risks, including associated mitigation measures or strategies, have been submitted as an Appendix to the Chairpersons Comprehensive Report to the Minister of Education & Skills.

8 Chairperson's Statement

The Chairpersons Comprehensive Report to the Minister of Education & Skills for 2019 has been submitted as a separate document to the Department of Education and Skills.

The Board confirms that a review of the effectiveness of the system of internal control has been carried out. The Chairperson confirms 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 and as an appendix to the Chairpersons Comprehensive Report that has been submitted to the Minister.

The Chairperson of the Board confirms that the organisation is adhering to the relevant aspects of the Public Spending Code.

The Board reaffirms its commitment to meeting all requirements relating to its obligations under tax law and confirms also that in 2019, it adhered to the relevant aspects of said policies and procedures.

The Board reaffirms its commitment to meeting all requirements relating adherence to the relevant procurement policy and procedures and the development and implementation of the Corporate Procurement Plan and confirms also that in 2019, it adhered to the relevant aspects of said policies and procedures.

9 Financial Report – Audited accounts for 2019

Please note that the CMETB Annual Financial Statements for the year ended the 31st of December 2019 is subject to audit by the C&AG at the time of publication of the CMETB Annual Report for 2019. CMETB will publish the audited financial statements within one month of receipt from the Office of the Comptroller and Auditor General”

10 Annual Report on Protected Disclosures

Cavan and Monaghan Education and Training Board

Protected Disclosures Act 2014

The Protected Disclosures Act 2014 came into effect on 15 July 2014.

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, which in tandem with the legislation, will encourage workers to report potential wrongdoing in the knowledge that their concerns will be taken seriously and investigated, where appropriate, and that their confidentiality will be respected.

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

The policy also provides workers with guidance on how to raise concerns
This policy applies to all CMETB workers including contractors, consultants, agency staff, former employees and interns/trainees.

In accordance with the provisions of the Protected Disclosures Act 2014, CMETB has appointed Fiona Nugent to receive protected disclosures. The designated officer can be contacted by telephone at 047 30888, by email at fionanugent@cmetb.ie or by post at Cavan and Monaghan ETB, Administration Centre, Market Street, Monaghan, H18 W449.

Protected Disclosures Annual Report 2019

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

Pursuant to this requirement, CMETB hereby confirms that one (1) report was received under the Protected Disclosure Act during 2019. An investigation was undertaken and the disclosure was deemed to be a Protected Disclosure within the meaning of the legislation. An investigation under the CMETB Protected Disclosures Policy was initiated and is being progressed.

Appendix 1 Attendance Details

Cavan and Monaghan ETB Meetings 2019												
Name			13/02/2019	26/03/2019	08/05/2019	First Meeting 31/07/2019	Second Meeting 31/07/2019	18/09/2019	22/10/2019	29/10/2019	17/12/2019	Total No. of Meetings Attended
Cllr	Madeleine	Argue	√	√	√	√	√	√	√	√	√	9
Ms	April Anna	Barker						√	x	√	√	3
Cllr	Cathy	Bennett	√	√	√							3
Cllr	Carmel	Brady	√	√	√	√	√	√	√	√	x	8
Cllr	Aidan	Campbell	√	√	√	√	√	√	√	√	√	9
Ms	Elaine	Carolan					√	√	x	√	x	3
Cllr	Colm	Carthy	√	√	√	x	√	√	√	√	√	8
Cllr	Sean	Conlon				√	√	√	√	x	√	5
Cllr	Seamus	Coyle	x	√	√							2
Ms	Rosena	Donagh						√	x	√	x	2

Ms	June	Donnery	√	√	√							3
Cllr	Brendan	Fay				√	√	√	√	√	√	6
Mr	Sean	Fegan	√	√	x			√	x	√	x	4
Ms	Michelle	Flynn	√	√	√	√	√	√	√	√	√	9
Ms	Michelle	Johnston	x	x	x							0
Cllr	Clifford	Kelly	x	√	√	√	√	√	√	√	√	8
Ms	Deirdre	Kelly	x	x	x							0
Ms	Jacqui	Lewis	x	x	x							0
Mr	Brian	Martin					√	√	x	√	√	4
Mr	Micheál	Martin	√	√	√	√	√	√	√	√	√	9
Cllr	David	Maxwell				√	√	√	√	√	x	5
Mr	Martin	McBreen						√	√	√	√	4
Cllr	Paddy	McDonald	√	√	x							2
Mr	Joe	McGrath	x	√	√			√	x	√	√	5

Mr	Sean	McKiernan	√	x	√							2
Cllr	P J	O'Hanlon	√	√	√	√	√	√	√	√	√	9
Cllr	Paddy	O'Reilly	√	√	√							3
Cllr	Sarah	O'Reilly	√	√	x	√	√	√	√	√	√	8
Cllr	Shane P	O'Reilly	x	√	x							1
Cllr	Sean	Smith				√	√	√	√	√	x	5
Cllr	Patricia	Walsh				√	√	√	√	√	√	6
		= not a member of CMETB at the time										

Audit and Risk Committee							
				Meeting dates			
Name				18.02.2019	15.03.2019	23.09.2019	09.12.2019
	Roisin	Duffy	Chairperson (External)	√	√	X	
Cllr	Madeleine	Argue	CMETB Member	X	X	√	X
	Sean	Fegan	CMETB Member	X	√	√	√
	Clifford	Kelly	CMETB Member	√	√	√	
	Michael	Mulvey	External Member	√	√	√	√
	Aidan	Murray	External Member	√	X	√	
Mr	Ger	Finn	Chairperson (External)				√
Cllr	Sean	Conlon	CMETB Member				√
	Sean	Corcoran	External Member				X
Cllr	Seamus	Coyle	External Member				X
Finance Committee							
				Meeting dates			
Name				15.03.2019	25.03.2019	01.10.2019	13.12.2019
	Peter	McGrath	Chairperson (External)	√	√	√	√
Cllr	Carmel	Brady	CMETB Member	X	√	X	
	Deirdre	Kelly	External Member	√	√	X	
Cllr	Sarah	O'Reilly	CMETB Member	√	√	√	
Cllr	Pat	Treanor	External Member	√	√	√	√
Cllr	Clifford	Kelly	CMETB Member				X
	Joe	McGrath	CMETB Member				√
Cllr	David	Maxwell	CMETB Member				X
	Declan	Woods	External Member				√

= not a member of the Committee/ no longer a member of the Committee at that date

Appendix 2 Contact Details

CAVAN SCHOOLS

Name of school	St Mogue's College
Address	Bawnboy Co Cavan
Phone	049 9523112 / 049 9523156
Email	info@stmoguescollege.ie
Principal	Anne Conaghan
Deputy Principal	Martha Brady
Name of school	St Bricin's College
Address	Belturbet Co Cavan
Phone	049 9522170
Email	info@stbricinscollege.ie
Principal	Mary Sheridan
Deputy Principal	Pauric Hanlon
Name of school	Breifne College
Address	Cootehill Road Co Cavan
Phone	049 4331735 / 049 4331790
Email	info@breifnecollege.ie
Principal	John Crotty
Deputy Principal	Breege Reilly
Deputy Principal	Fr Jason Murphy
Name of school	Coláiste Dún an Rí
Address	Kingscourt Co Cavan
Phone	042 9698294
Email	info@dunanricollege.ie
Principal	Fergal Boyle
Deputy Principal	Tara Mullan
Name of school	Virginia College
Address	Virginia Co Cavan
Phone	049 8547050
Email	info@virginiacollege.ie
Principal	Niall Lynch
Deputy Principal	Seamus Greene

MONAGHAN SCHOOLS

Name of school	Ballybay Community College
Address	Ballybay Co Monaghan
Phone	042 974 1093
Email	info@ballybaycc.ie

Principal	Moya Lynch
Deputy Principal	Conal Ó Grianna
Name of school	Beech Hill College
Address	Beech Hill Monaghan Co Monaghan
Phone	047 81200
Email	info@bhc.ie
Principal	Patrick McArdle
Deputy Principal	Siobhán Sheerin
Name of school	Castleblayney College
Address	Dublin Road Castleblayney Co Monaghan
Phone	042 974 0066
Email	info@cblayneycollege.com
Principal	Dr Niall McVeigh
Deputy Principal	Frances King
Name of school	Coláiste Oiriall
Address	Cnoc an Chonnaidh Bóthar Ard Mhacha Muineachán
Phone	047 72344
Email	eolas@oiriall.ie
Principal	Brendán O'Duفاigh
Deputy Principal	Annette Ní Thuathail
Name of school	Inver College
Address	Carrickmacross Co Monaghan
Phone	042 966 1282
Email	info@invercollege.ie
Principal	Cormac Flynn
Deputy Principal	Dr Miriam Nugent
Name of school	Largy College (in co-operation with the Diocese of Clogher)
Address	Annalore Road Clones Co Monaghan
Phone	047 51132
Email	info@largy.ie
Principal	Sharon Magennis
Deputy Principal	Michael Killen

FURTHER EDUCATION AND TRAINING

Name	Cavan Institute
Address	Cathedral Road Cavan

Phone	049 433 2633
Email	info@cavaninstitute.ie
Director	Ann Marie Lacey
Deputy Director	Gerry McKenny Karen Fitzpatrick Louise Clarke
Name	Monaghan Institute
Address	Monaghan Education Campus Knockaconny Co Monaghan
Phone	047 84900
Email	info@monaghaninstitute.ie
Director	Dr Fiona McGrath
Deputy Director	Rynagh McNally

YOUTHREACH Centres

Name of Centre	Carrickmacross Youthreach
Address	Holy Family Hall Carrickmacross Co Monaghan
Phone	042 9673906
Email	info@carrickmacrossyouthreach.ie
Co-ordinator	Bernadette Duffy
Name of Centre	Castleblayney Youthreach
Address	Lakeview Business Park Castleblayney Co Monaghan
Phone	042 974 9516
Email	davidmcadam@cmetb.ie
Co-ordinator	David McAdam
Name of Centre	Cavan Youthreach
Address	Moynehall Cavan Co.Cavan
Phone	049 4361573
Email	cavanyouthreach@cmetb.ie
Co-ordinator	Sabrina McEntee
Name of Centre	Cootehill Youthreach
Address	Cootehill Co.Cavan
Phone	049 5552561
Email	MikeDurkan@cmetb.ie
Co-ordinator	Mike Durkan
Name of Centre	Kingscourt Youthreach

Address	Lower Main St. Kingscourt Co.Cavan
Phone	042 9668248
Email	michaelmurphy@cmetb.ie
Co-ordinator	Michael Murphy
Name of Centre	Monaghan Youthreach
Address	Knockaconny Co Monaghan
Phone	047 83554
Email	info@monaghanyouthreach.ie
Co-ordinator	Niall McCann

Other Centres

Name of Centre	Tanagh Outdoor Education and Training Centre
Address	Dartrey via Cootehill Co Monaghan
Phone	049 555 2988
Email	info@tanaghoutdoorededucation.com
Manager	Michelle Forester
Name of Centre	Garage Theatre
Address	Monaghan Education Campus Armagh Road, Monaghan. Co Monaghan
Phone	047 81597
Email	info@garagetheatre.com
Operations Manager	Cathy Bennett
Artistic Director	Eileen Costello

Administration Centres

	Monaghan Office (Head Office)	Cavan Office
Address:	CMETB Administration Centre Market Street Monaghan H18 W449	CMETB Administration Centre Church View Square Cavan H12 A252
Phone:	047 30888	049 433 1044
Email:	info@cmetb.ie	info@cmetb.ie
Website: www.cmetb.ie		



cmeth

Bord Oideachais agus Oiliúna
an Chabháin agus Mhuineacháin

*Cavan and Monaghan
Education and Training Board*

TUARASCÁIL BHLIANTÚIL

2019

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1 Misean, Fís agus Príomhluachanna CMETB

MISEAN

- Bord Oideachais an Chabháin agus Muineacháin - ag tabhairt oideachais agus oiliúna ardchaighdeáin do dhaoine óga agus fásta le cur chuige gairmiúil, ionchuimsitheach agus nuálaíoch.

FÍS

- Sármhaitheas a spreagadh agus a sheachadadh in oideachas agus oiliúint do chách

PRÍOMHLUACHANNA

- Forásacht
- Gairmiúlacht
- Dírithe ar an bhfoghlaim
- Comhlúadar
- Éagsúlacht
- Cáilíocht

2 Cuspóirí Straitéiseacha do 2017-2021

Tugann Ráiteas Straitéiseach CMETB do 2017-2021 breac-chuntas ar chuspóirí straitéiseacha sna réimsí tábhachtacha a leanas:

Scoileanna

- **Teagasc agus Foghlaim**
- **Ceannaireacht**
- **Leas**
- **Tionscnaimh Caipitil**

Breisoideachas agus Oiliúint

- **Seasamh FET a Ardú**
- **Scileanna don Gheilleagar**
- **Pleanáil agus Maoiniú Comhtháite**
- **Ionchuimsiú Gníomhach**
- **Foráil Cáilíochta**

Tacaíocht agus Forbairt na hEagraíochta

- **Rialachas agus comhréireacht chorparáideach**
- **Soláthar Foirne (uimhreacha, scileanna agus cumas)**
- **Cumarsáid inmheánach agus córais faisnéise**
- **Straitéis chumarsáide**
- **Acmhainn Eagraíochtúil agus Straitéis IT**

3 Fáilte An Chathaoirligh

Tá áthas orm teacht lenár bPríomhfheidhmeannach John Kennedy ag cur fáilte romhaibh agus réamhrá do Thuarascáil Bliantúil Bhord Oideachais agus Oiliúna an Chabháin agus Muineacháin (CMETB) do 2019.

Ceann d'fhostóirí is mó sa Chabhán agus i Muineachán é CMETB, le timpeall 1,200 ball foirne páirt-aimseartha agus lán-aimseartha ag soláthair seirbhíse do 12,000 foghlaimeoir. Trínár gcomhpháirtíochtaí straitéiseacha le gnónna áitiúla, fostóirí agus Comhairlí Contae an Chabháin agus Muineacháin agus a gcoistí gaolmhara, is muid freisin ceann de phríomh-thiomántóirí fáis sa gheilleagar áitiúil.

I measc go leor ócáidí tábhachtacha a tharla le linn 2019 bhí:

- Seoladh an chlár printíseachta i nDéantúsaíocht Buntrealaimh (OEM).
- Reachtaigh CMETB Aonach Gairme do os cionn 1000 mac léinn iarbhunscoile, ag tabhairt rochtana dóibh ar chomhairle gairmiúil ó shaineolaithe, coláistí, ionadaithe gairmiúla agus eile.
- Torthaí sármhaith á mbaint amach ag ár mic léinn i ngach ceann dár scoileanna iarbhunscoile, i dtéarmaí gníomhaíochtaí acadúla, spóirt agus sóisialta.
- Méadú ar Sheirbhís Óige CMETB, ag cur ceisteanna agus tosaíochtaí óige chun cinn agus ag feabhsú torthaí do pháistí agus daoine óga inár réigiún.
- Ceann de párolla CMETB a aistriú chuig Seirbhísí Gnó Roinnte Oideachais (ESBS), ceann den chéad ETB sa tír a rinne sin.

• Ag coinneáil na caighdeán is airde rialachais corparáidigh ar feadh na heagraíochta. Seo thuas cuid de na buaicphointí a bhí ag an obair déanta ag foireann, foghlaimeoirí agus baill an Bhoird in 2019.

Mar Chathaoirleach, tá súil agam sna blianta 2020 agus tar éis go mbeidh fás leanúnach ar líon na bhfoghlaimeoirí i Scoileanna CMETB agus Breisoideachais agus Oiliúna, agus go leanfaidh an tacaíocht a thugann CMETB do thionscnaimh caipitil ar feadh an Chabháin agus Muineacháin. Leanfaimid ag déanamh ár ndíchill, mar cheannaire, chun Oiliúint Gairmiúil agus Printíseachtaí a thabhairt chun cinn chun cloí le riachtanais an réigiúin agus foireann CMETB a fhorbairt ina foghlaim agus forbairt chun a chinntiú go dtugann CMETB sármhaitheas do gach foghlaimeoirí, foireann agus an pobal.



Cllr Clifford Kelly, Cathaoirleach, CMETB 2019-20

4 Óráid an Phríomhfheidhmeannaigh

Is é ár gcuspóir le cur i láthair an tuarascála seo ná forléargas a thabhairt ar fheidhmíocht ETB an Chabháin agus Muineacháin maidir lena fheidhmeanna ar feadh na bliana agus an obair déanta chun Ráiteas Straitéiseach CMETB 2017 go 2021 a chur i bhfeidhm. Dheimhnigh athbhreithniú ar an Straitéis déanta in 2019 go leanann ár bpríomhluachanna Comhionannais, Gairmiúlachta, Slánchúis, Comhoibríochta agus Nuálaíochta ag tabhairt eolais dár gcuid gníomhaíochtaí comhchoiteann i ndul chun cinn a chur ar sheachadadh gach aidhm ár straitéise. Cuireann an Tuarascáil Bliantúil seo béim ar go leor gaiscí suntasacha an Ráitis Straitéisigh CMETB le linn 2019.

I scoileanna, bhí fás suntasach i líon na ndaltaí, rud a léiríonn an t-oideachas ardchaighdeán á thabhairt do dhaoine óga, a gcuir a dtuismitheoirí muinín orainn. Chuidigh gréasáin pleanála comhoibríochta i gCeannaireacht, Teagasc agus Foghlaim, Leas agus Faisnéise agus Teicneolaíocht Cumarsáide cur chuige idirghníomhach go leor a fhorbairt chun cur le cáilíocht an teagaisc agus foghlaim a tharlaíonn inár seomraí ranga. I ngeall ar shíniú Comhaontuithe Seirbhíse nua leis an Aire Oideachais agus Scileanna i gcomhair tógála bunscoileanna, bhí CMETB in ann ról suntasach a imirt i seachadadh an Chláir Infheistíochta Chaipitil Scoileanna don réigiún.

Tá seirbhísí Breisoideachais agus Oiliúna CMETB ag forbairt clú as freagraí onnghníomhacha pleanáilte do ghníomhachtú eacnamaíoch agus forbairt inár gceantar. Áirítear i bhfeabhsú ár seirbhísí Breisoideachais agus Oiliúna obair suntasach ó Institiúid Cabháin, Institiúid Muineacháin, Seirbhísí Oiliúna agus Seirbhísí Oideachais do Dhaoine Fásta, ag obair le chéile chun dul chun cinn tábhachtach a chinntiú, taifeadta inár bPlean Breisoideachais agus Oiliúna. Léiríonn seoladh Printíseachta OEM iontach nua le CombiLift agus an Cuibhreannas Innealtóireachta Meánach i dteannta le cur i bhfeidhm Printíseachta Commis Chef acmhainneacht chomhoibríochta mhéadaithe CMETB chun idirbheartaíochta rathúla le fostóirí i mbun fáis geilleagair a ghiniúint don réigiún.

Leanann na Seirbhísí Óige CMETB ag tabhairt monatóireachta agus measúnaithe ar an bhforáil sa réimse sin chomh maith le seirbhísí nuálaíochta a sholáthar do go leor pobail agus grúpaí óige ar feadh Contae an Chabháin agus Muineacháin. Chinntigh ár gClár Music Generation a thuilleadh rochtana ar theagasc ar ardchaighdeán, fóirdheonaithe gutha agus uirlise do pháistí agus daoine óga ar fud an réigiúin.

Ba phríbhléid dom oibriú le mo chomhoibrithe i measc foirne CMETB an bhliain seo caite. Táim an-bhuíoch as an tacaíocht ó bhaill bhoird CMETB a léirigh tiomantas iontach dá gcuid oibre thar ceann gach foghlaimeoirí. Táim buíoch do gach duine a chabhraigh in aon bhealach agus guím gach rath ar gach ball foirne agus foghlaimeoirí in 2020.



John Kearney, Príomhfheidhmeannach

5 Forléargas ar Sheirbhísí





6 Tuarascálacha na Stiúrthóirí

6.1 Scoileanna

Thug ETB an Chabháin agus Muineacháin oideachas iarbhunscoile do 4,609 mac léinn thar 11 scoil le linn 2019. Léiríonn sin fás os cionn 385 mac léinn (9.5%) sa bhliain reatha le réamh-mheastachán fáis sa todhchaí sna blianta le teacht. Léiríonn an fás sin i líon na mac léinn gaisce mór do gach scoileanna CMETB. Is iad na scoileanna agus mionsonraí:

Scoil	Seoladh	Clárúchán Meán Fómhair 2019	DEIS/Gan DEIS
Coláiste Pobail Bhéal Átha Beithe	Baile Átha Beithe, Co. Muineacháin	353	Gan DEIS
Coláiste Beech Hill	Muineachán, Co. Muineacháin	577	DEIS
Breifne College	An Cabháin, Co. Cabháin	737	DEIS
Coláiste Bhaile na Lorgan	Baile na Lorgan, Co. Muineacháin	269	DEIS
Coláiste Dún an Rí	Dún an Rí, Co. Cabháin	404	Gan DEIS
Coláiste Oiriall	Cnoc an Chonnaidh, Muineachán	348	Gaelcholáiste gan DEIS
Inver College	Carraig Mhachaire Rois, Co. Muineacháin	372	DEIS
Largy College	Clones, Co. Muineacháin	411	DEIS
St Bricin's College	Béal Tairbirt, Co. Cabháin	193	Gan DEIS
St Mogue's College	An Bábhún Buí, Co. Cabháin	231	DEIS
Virginia College	Virginia, Co. Cabháin	714	Gan DEIS
IOMLÁN		4609	

Le linn na bliana, rinne an Roinn Oideachais agus Scileanna iniúchadh mar a leanas ar na scoileanna seo:

Scoil	Nádúr an Iniúchta	Dáta an Iniúchta
St Bricin's College	Iniúchadh na Scoile ar Fad	17/01/2019
Coláiste Beech Hill	Iniúchadh ar Ábhar Eacnamaíochta Bhaile	29/01/2019
Inver College	Iniúchadh ar Ábhar Mioalóireachta agus Innealtóireachta	04/12/2019
Virginia College	Iniúchadh ar Ábhar Matamaitice	30/04/2019
Coláiste Bhaile na Lorgan	Iniúchadh ar Ábhar Oideachais Pearsanta Sóisialta agus Sláinte (SPHE)	30/04/2019
Coláiste Beech Hill	Iniúchadh ar Ábhar Corpoideachais	30/04/2019

Virginia College	Iniúchadh ar Ábhar Ealaíne, Ceirde agus Deartha	20/12/2019
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Leis sin, rinneadh iniúchta teagmhasacha go tréimhsiúil agus ghlac scoil amháin páirt in iniúchadh bliantúil an Ard-reachtaire is Ard-iniúcháir CMETB.

Ceannaireacht Scoile:

Le linn 2019, cheap CMETB Príomhoidí agus Leas-phríomhoidí do scoileanna sa limistéar CMETB mar a leanas:

Scoil	Post	Ceapachán
Inver College	Príomhoide	Cormac Flynn
Inver College	Leas-phríomhoide	Dr Miriam Nugent
St. Mogue's College	Leas-phríomhoide	Martha Brady
Breifne College	Leas-phríomhoide	Breege Reilly
St Bricin's College	Leas-phríomhoide	Pauric Hanlon

Ráiteas um Rialú Inmheánach

Thug gach scoil ráiteas do 2019. Chlúdaigh an ráiteas réimsí lena n-áirítear Bainistíocht Airgeadais, Bainistíocht Sholáthair agus Shócmhainn, Comhréireacht le Ciorcláin DES srl maidir le Teagasc is Foghlaim agus Rialachas.



Figiúr 95. Mic Léinn ag freastal ar Aonach Gairme CMETB

Forbairt Mhúinteora:

Le treoir ón nGrúpa Oibre um Fhoghlaim agus Teagasc, bhí CPD agus tacaíochtaí cuimsitheacha curtha i bhfeidhm do mhúinteoirí i scoileanna CMETB in 2020. Áirítear sa chlár seo ionduchtú an mhúinteora, CPD leanúnach agus cláir do cheannaireacht meánach agus sinsearach.

Tugann an tábla thíos taifead do thiomantas mór CMETB chun acmhainneacht an mhúinteora a fhorbairt i gcomhréir lenár Ráiteas Straitéiseach. Áirítear le buaicphointí 2019:

- An Dara Shiompóisiam Múinteora bhliantúil ar théama ‘Foghlaim Neamhspleách a Shaibhriú’. Bhí trí snáithe téamaithe san áireamh sa siompóisiam seo lena n-áirítear ‘Gnóthachtáil Mac Léinn a Feabhsú’, ‘Teicneolaíocht a Úsáid chun Foghlaim a Fheabhsú’ agus ‘Cleachtais Nuálaíocha’.
- CPD Bliantúil do gach Príomhoide agus Leas-phríomhoide a tharla thar dhá lá i Meitheamh 2019, chomh maith le comhpháirteanna CPD ag Cruinnithe rialta na bPríomhoidí. Ba é ‘Cultúr Scoile a Thógáil’ é téama do shiompóisiam CPD na bliana seo.
- Clár saincheaptha do Phríomhoidí Cúnta agus Ceannaireacht Shinsearach le 120 rannpháirtí thar dhá lá sa Chabhán agus i Muineachán.
- CPD sonrach i réimse mí-úsáide drugaí agus alcóil
- Clár ceannaireachta digití forleathan a ofráilann go leor tacaíochta do scoileanna chun planáil agus foghlaim digiteach a chur i bhfeidhm.
- Bealaí nua a lorg chun tacaíochtaí Riachtanais Oideachais Speisialta a léarscáiliú agus a chur i bhfeidhm i ngach scoileanna.



Figiúr 105. Oíche Duaiseanna Sármhaitheasa an Ardeist 2019

Forbairtí Caipitil:

D'eascraigh an fás i líon na mac léinn, in éineacht le riachtanais foghlama agus teagaisc ár scoileanna ar an ngá chun déileáil le tionscnaimh caipitil i go leor scoileanna. Tá tairiscintí ag feitheamh ar fhaomhadh chun bogadh go staid dearaidh ag Inver College ar son forbartha seomraí ranga nua, áiseanna agus aonad uathachais ag an scoil. Ar bhealach cosúil, thug Virginia College, Coláiste Beech Hill agus Coláiste Dún an Rí athbhreithniú ar a riachtanais lóistín agus d'ullmhaigh siad aighneachtaí chuig an Roinn Oideachais agus Scileanna.

Music Generation (Faisnéis 2019)

Bunaíodh an Clár Music Generation sa Chabhán agus Muineachán in 2018 faoi cheannaireacht Ms. Mairead Duffy. In 2019 chuir an clár tús le cur i bhfeidhm a chlár gníomhaíochtaí, i ndiaidh plé mionsonraithe le réimse leathan geallshealbhóirí. Tá an clár tosaigh mionsonraithe thíos.

Mionsonraí an Chláir Mheán Fómhair - Nollaig 2019

Clár Gutha Bunscoile (clár 30 seachtain) a thosaigh i mí Mheán Fómhair 2019 i 23 bunscoil sa Chabhán agus Muineachán.

- Rannpháirtithe measta na seachtaine: 916 páiste agus daoine óga, réimse aoise 5-12
- Seachadta ag foireann 8 Oide Ceoil.
- Áirítear sa bhforáil thuas Holy Family Special School, Cootehill, ina bhfuil 2 cheoltóir ag seachadadh 5 uair sa tseachtain.

Clár Luath-óige

- Thosaigh clár píolóta 8-seachtaine sa tseachtain a thosaigh 21 Dheireadh Fómhair 2019, i 4 socrú chúram leanaí, le 2 Oide Ceoil, le Oide Ceoil eile ag cur tús le clár meantóireachta, sa Chabhán agus Muineachán.

Tionscnaimh neamh-chláraithe

- Tharla an tionscnamh opera Michael Gallen Bhaile na Lorgan i mí na Samhna 2019.
- D'éascaigh Music Generation an Chabháin / Muineacháin deiseanna meantóireachta i gcomhair 5 mhic léinn Ceoil dara leibhéal i Co. Mhuineacháin. Leis sin, bhí deis ag 70 mac léinn Ceoil san Idirbhliain/Ardteist freastal ar chleachta oscailte agus seisiún Q & A leis an gceapadóir agus foireann chruthaíoch an léirithe.

Garage Theatre:

Bunaíodh an Garage Theatre féin mar ionad iomráiteach chun dráma agus na Ealaíona a chur chun cinn i Co. Mhuineacháin. Cinntíonn an clár drámaíochta seo réimse leathan seánraí dráma agus ceoil agus tugtar go Muineachán iad chomh maith le nochtadh a thabhairt do go leor cineálacha ealaíne. Spás tábhachtach i gcomhair feidhmíochta is ea é le haghaidh comhlachtaí drámaíochta agus ceoltóirí

Óstálann an amharclann taispeántais gach mí, lena n-áirítear comhlachtaí ar turas agus grúpaí pobail amaitéarach, chomh maith le ardán a chur ar fáil do dhráma óige sa cheantar. Ar iomlán ghlac 120 duine páirt sa chlár óige in 2019.

Ar iomlán d'fhreastal díreach faoi 29,000 patrúin taispeántais agus ócáidí san amharclann in 2019, le 3,500 eile ag úsáid na hamharclainne mar spás cleachtaidh. Spás tábhachtach is ea é freisin i gcomhair cleachta agus feidhmíochta do scoileanna áitiúla.

Cuirtear spás amharclainne féin-mhaoinithe agus oifige ar fáil ar cíós do ghrúpaí agus comhlachtaí áitiúla agus óstálann sé freisin stiúideo Ealaíne rathúil.

Anuas air sin, bhí os cionn 60,000 cuairt uathúil ar an amharclann in 2019, agus dá bharr is tiomántóir tábhachtach é an Garage i saol ealaíne an réigiúin.

Tuarascáil chun seachadta na nAidhmeanna Straitéiseacha 2019

Aidhm Straitéiseach 1: Ceannaireacht

Gníomh	Nuashonrú 2019
1. Gréasán Príomhoidí agus Leas-phríomhoidí a fhorbairt a dhíríonn ar mhalartú dea-chleachtais agus a chothaíonn comhoibríocht sa chinnteoireacht	3. Cruinnithe rialta le Príomhoidí agus Leas-phríomhoidí freastalaithe ag clár a chuimsíonn Nuashonruithe Bainteach le OSD, Nuashonruithe Stiúrthóra na Scoile, agus nuair is cuí, CPD agus cainteoirí ábhartha 4. Thug Grúpa Oibre um Cheannaireacht Scoile comhairle do Stiúrthóir na Scoileanna maidir le cur i bhfeidhm na straitéise agus conas is féidir tacaíochtaí do cheannairí scoile a uasmhéadú
2. Ceannaireacht agus bainistíocht shaincheaptha a fhorbairt, ag leanúint le plean forbartha gairmiúil do cheannairí agus múinteoirí ag freastal, lena n-áirítear deiseanna chun Ceannaireacht Oideachasúil a fhorbairt a thuilleadh	Le linn 2019, bhí Clár CPD saincheaptha ann do cheannairí scoile lena n-áirítear béim ar ábhair maidir le cumasú agus forbairt Meán-cheannairí i scoileanna CMETB. Tá clár saincheaptha do Meán-cheannairí CMETB in áit anois le 120 múinteoir ag glacadh páirt ann. • Forbairt Churaclaim • Forbairt Pholasaí • Ceisteanna Drugaí agus Alcóil • Scileanna Cóitseála • Guth Mac Léinn • Ceannaireacht Dhigiteach
3. Cur chuige comhordaithe a fhorbairt chun sármhaitheas a chur chun cinn i gceannaireacht agus múineadh thar an ETB	An dara shiompóisiam CMETB ag tógáil acmhainne sna réimsí teagaisc agus foghlama a tharla i Márta 2019 Ba théama leis Foghlaim Neamhspleách a Shaibhriú agus ba í Karol Sadleir an cainteoir cuairte. Rinne CMETB cur i láthair ar cheardlanna maidir le scileanna inniúlachta a fhorbairt, guth mac léinn agus Acmhainní Digiteacha a Chruthú
4. Gréasáin/pobail cleachta múinteora ábhair a bhunú chun dea-chleachtas agus roinnt acmhainní a chur chun cinn.	Bunaíodh gréasán Ceannairí Digiteacha chun dea-chleachtais a chur chun cinn in úsáid teicneolaíochta digítí san fhoghlaim. Faigheann an grúpa seo tacaíocht ó Ghrúpa Oibre na gCeannairí Digiteacha.
5. Díriú ar thorthaí mic léinn feabhsaithe agus aistriú	4. Chríochnaigh gach scoil athbhreithniú ábhar ar ábhar ar Thorthaí na hArdteiste.

feabhsaithe chuig an 3ú leibhéal thar na scéime	5. Bhí torthaí ón Ardteist seolta ar aghaidh chuig Stiúrthóir na Scoileanna i gcomhair athbhreithnithe. Chas ceannairí scoile le DOS agus CE chun anailís a phlé ar Thorthaí na hArdteiste (2019) - aiseolas mionsonraithe tugtha do Phríomhoidí agus Leas-phríomhoidí 6. Reachtaigh CMETB Aonach Gairme do os cionn 1000 mac léinn iarbhunscoile, ag tabhairt rochtana dóibh ar chomhairle gairmiúil ó shaineolaithe, coláistí, ionadaithe gairmiúla agus eile. Bhí ceardlanna ar iarratais CAO agus ullmhú don ollscoil mar chuid den lá freisin
6. Ceannaireacht níos roinnte a chothú agus a thacú i measc na foirne agus mic léinn	Chuir Ciorclán 03/2018 tús le socrúcháin nua ar phoist freagrachtaí inár scoileanna. Mar chuid de chur i bhfeidhm an chiorcláin sin: • Tá poist freagrachtaí faoi athbhreithniú anois ar a laghad gach dhá bhliain • Athbhreithniú bliantúil idir ceannairí scoile agus múinteoirí i bpoist meán-cheannaireachta bunaithe anois • Tuarascáil i scríbhinn ón bPríomhoide chuig an mBord Bainistíochta le cur síos ar obair na Meán-bhainisteoirí i scoileanna • Clár forbartha saincheaptha do mheán-cheannairí.
7. Creatlach a fhorbairt chun tacú le athbhreithniú ar churaclam thar gach scoileanna/ionaid	In 2019 bhí béim sonrach ag CMETB ar fhorbairt Ranganna Tacaíochta Uathachais agus Aonaid inár scoileanna, áit ina raibh éileamh dóibh. Rinne Stiúrthóir na Scoileanna idirbheartaíocht le ceannairí scoile agus an Comhairle Náisiúnta chun Oideachais Speisialta. Tá ranganna/aonaid ASD faofa anois chun oscailt i gColáiste Beech Hill, Coláiste Dún an Rí agus Inver College.

Aidhm 2: Foghlaim agus Teagasc

Gníomh	Nuashonrú 2019
1. Foghlaim agus teagasc a chur mar thosaíocht ardleibhéil do ráiteas straitéiseach CMETB	• D'eagraigh CMETB oíche suntasach Duaiseanna Sármhaitheasa do mhic léinn ar éirigh go maith leo san Ardteist agus scrúduithe Ardteistiméireachta Fheidhmí. Ghlac gach scoil páirt ann

	- Forbairt Ghrúpa Oibre um Riachtanais Oideachais Speisialta: - Tá CMETB i gcomhpháirtíocht le Dr. Johanna Fitzgerald ó UL (Mary Immaculate College) chun creatlach a fhorbairt ar dea-chleachta a thacaíonn le gach mac léinn le deacrachtaí foghlama. Chuir sí i láthair d'ionadaithe gach scoileanna agus tá samhail comhpháirtíochta á bhunú i gcomhair feidhmiú céimneach in 2020.
2. Forbairt struchtúrtha cláir CPD laistigh an chreatlaigh chun foghlama agus teagaisc	- Bhí an tArdán Digiteach á chur ar fáil in Microsoft Office agus Teams saincheaptha chun tacú le pleanáil in agus tras-scoil agus roinnt acmhainní. - Chuir an CMETB tacaíocht agus acmhainní ar fáil do scoileanna chun síneadh a thabhairt ar fhoráil curaclaim i réimsí amhail códú agus cláreagrú agus tacú le forbairt Eolaíochta Ríomhaireachta ag an sraith shinsearach. Bhí cuairteanna agus tacaíochtaí ar scoileanna éascaithe ag ár múinteoirí féin, faoi cheannaireacht Mr. Aidan Keeshan (múinteoir ag Virginia College).
3. Comhoibríocht tras-churaclaim a chur chun cinn laistigh agus idir scoileanna/ionaid	
4. Rannpháirtíocht éifeachtach a chur chun cinn le IT sa phróiseas pleanála thar gach scoileanna	- Bhí infheistíocht shuntasach i ngléasanna múinteora agus mac léinn agus trealamh déanta, le tacaíocht ón ndeontas DES d'Infreastruchtúr IT. - Thosaigh CMETB an aistear chun ár spleáchas a laghdú go hincriminteach ar fhreastalaithe IT ina bhfuil sonraí stóráilte, ag aistriú sonraí ón scamall go stóras. - Ardú suntasach in úsáid Microsoft Teams mar thacaíocht oideachais. - Cohórt breise do CPD cheannairí digiteacha críochnaithe.
5. Iniúchadh ar acmhainní lena n-áirítear caipitil, pearsanra (teagasc agus tacaíocht) agus fioscach chun leibhéal optamach a dhaingniú do gach scoil/ionaid	- Bhí athbhreithniú cuimsitheach ar acmhainn teagaisc gach scoile déanta le CE, Stiúrthóir na Scoileanna, Ceannaire HR agus ceannairí scoile ó gach scoil. Bhí bearnaí in acmhainn aitheanta agus leithdháileadh múinteoirí chuig scoileanna ag léiriú an gá ó dhaonra scoile a mhéadaíonn thar CMETB. I líon beag cásanna, bhí múinteoirí roinnte idir scoileanna chun foráil curaclaim a uasmhéadú. - Spreag athbhreithniú leanúnach ar fhoirgnimh scoile iarratas ó DES chun athchóirithe/sínte a thabhairt ar dhá scoil agus uasghrádú a dhéanamh ar chinn eile.

	I mí Lúnasa 2019, scríobh an Aire Oideachais do CMETB ag tabhairt faomhaidh do dhul chun cinn ar scoil nua i mBéal Átha Conaill, Co. Chabháin.
6. Ualach riaracháin a laghdú ar scoileanna/ionaid foirne ceannaireachta	- Tugadh comhairle saineolach ar fhoirmliú polasaithe ábhartha do gach scoileanna ag Oifigeach Comhréireachta CMETB agus bhí acmhainní ábhartha agus teimpléid seolta ar aghaidh chuig scoileanna chun cuidiú leo i gcur i bhfeidhm na bpolasaithe sin. - Bhí comhairle dlíthiúil agus comhréireachta ar fáil do gach scoileanna ar réimse ábhair. - Cuireadh tús le úsáid Microsoft Teams ag Stiúrthóir na Scoileanna mar phríomhardán comhtháite cumarsáide do scoileanna. - Bhí nósanna imeachta athbhreithnithe chun riaracháin mic léinn do scoileanna CMETB curtha ar fáil in 2019, le tacaíocht ag Oifigeach Comhréireachta CMETB.
7. Chun tógáil ar thiomantas CMETB chun ionchuimsithe gach mac léinn d'ainneoin inscne, cúlra sócheacnamaíoch, cine nó reiligiún	- Chuir dhá scoil fáilte roimh mhic léinn ón tSiria mar chuid den Chlár Athlonnaithe Teifeach ón tSiria agus bhí tacaíochtaí sonracha curtha ar fáil do na mic léinn sin. - Faigheann sé chinn dár scoileanna CMETB tacaíocht ón gclár DEIS agus baineann gach ceann leas as an gClár Críochnaithe Scolaíochta. Bhí tacaíochtaí agus idirghabhálacha sonracha curtha ar fáil do gach mac léinn, dírithe ag an gClár DEIS. - Iarradh ar gach scoileanna a leithdháileadh a fhíorú go raibh acmhainní teagaisc do mhic léinn le riachtanais speisialta i gcomhréir le ciorcláin DEIS ábhartha trí Ráiteas um Rialú Inmheánach, curtha ar bun in 2018.

Aidhm 3: Leas

Gníomh	Nuashonrú 2019
1. Ráiteas misin agus físe ar fud na scéime a fhorbairt ag díriú ar leas	Bunaíodh Grúpa Oibre Leasa nua chun obair ETB a threorú ar cheisteanna a bhaineann le Leas.

	Bhí cláir scoile athdheartha chun Comhpháirt Leasa a chur leo faoi réir an Chláir Sóisearaigh
2. Áit tosaíochta a thabhairt do mheabhairshláinte agus sláinte fisiciúil	- Nascacht le gníomhaireachtaí áitiúla chun dul i ngleic le ceisteanna intinne agus sláinte fisiciúil. - Rannpháirtíocht ó Stiúrthóir na Scoileanna i ngníomhaíochtaí Tascfhórsa Drugaí agus Alcóil. - Taiscéalaíocht lua ar sheirbhís nua i Co. Muineacháin d'fhoráil as an scoil do mhic léinn faoi 14.
3. Caighdeánú ar chúram tréadach thar na scéime	Bhí Stiúrthóir na Scoileanna ina chathaoireach ag Grúpa Oibre Leasa. Bhí torthaí roinnte le gach scoileanna.
4. Beidh clár CPD cuimsitheach ar fáil freisin do gach ball foirne agus mic léinn, ag díriú ar intleacht mhothúcháin, frith-bhulaíocht agus solúbthacht	- Cur chuige idir-ghníomhaireachta le NEPS, Comhairle Contae, CYPSE agus Seirbhísí Óige - Léarscáiliú le foráil agus bearnaí sa Chabhán agus Muineachán ag Oifigeach Óige - Tosaíocht pleanála sonraigh i gcomhair forála amach ón scoil



Paddy Flood
Stiúrthóir na Scoileanna

6.2 Seirbhísí Breisoideachais agus Oiliúna

Tugann Seirbhísí Breisoideachais agus Oiliúna CMETB (FET) réimse leathan cláir páirt-aimseartha agus lán-aimseartha tríd an gCabhán agus Muineachán, ag tabhairt deiseanna foghlama luachmhara dóibh sin os cionn 16 bliain d'aois. Tá na cláir bainteach le gairmeacha go mór, m.s. Cúram leanaí, cúram sláinte, ICT, innealtóireacht, ag soláthair bealaí soiléir don fhostaíocht. Mar sin, tá go leor deiseanna ann chun dul chun cinn ó chlár FET in ardoideachas (m.s. Cláir Ollscoileanna agus Institiúidí Teicneolaíochta).

Cuimsíonn CMETB FET 5 sheirbhís difriúil:

vi. **Dhá Choláiste PLC** - Institiúid Chabháin agus Muineacháin - ag seachadadh cláir scileanna gairmiúla ag Leibhéal 5 agus 6 agus ranganna oíche

vii. **Seirbhísí Oideachais do Dhaoine Fásta** - ag seachadadh réimse scileanna páirt-aimseartha agus gairmiúla agus cláir chaitheamh aimseartha ag leibhéal 1 - 6

viii. **Seirbhísí Oiliúna** - áirítear leis sin an tSeirbhís Phrintíseachta, Cláir Oiliúna Scileanna Sonracha, Cúrsaí Oiliúna, Tionscnaíochtaí Oiliúna Áitiúla agus Soláthraithe Oiliúna Saineolais

ix. **Youthreach** - 6 Ionad Youthreach a sholáthraíonn réimse leathan cláir teistithe do dhaoine a d'fhág an scoil go luath

x. **Oideachas Príosúin** ag Príosún Oscailte Loughan House



Figiúr 115. Kingscourt Youthreach a bhronnadh an Marc Cáilíochta Sláinte Airgid

In 2019, lean CMETB ag cur i bhfeidhm réimse gníomhaíochtaí agus tionscnaíochtaí nua. Príomh-ghaíscí agus nuálaíochtaí lena n-áirítear:

- Targaid bainte amach de réir leagtha amach i gComhaontú Feidhmíochta Straitéisí le SOLAS 2018-2020
- Forbairt agus seachadadh cláir Oiliúna nua
- Clár Fairsingthe Scileanna chun Dul ar Aghaidh
- Fairsingiú suntasach ar fhoráil oíche ar an dá chontae

- Forbairt áiseanna printíseachta nua i gcomhair cláir Leictreach, Commis Chef agus OEM
- Tús ar Chlár Rochtana PLC nuálaíoch chun tacú leis an aistriú ó Youthreach agus Ardteistiméireacht Fheidhmeach go PLC
- Seoladh an chlár printíseachta i nDéantúsaíocht Buntrealaimh (OEM)



Figiúr 12: Chéad bhliain B. Sc. Céim Ghineatálta i gcomhpháirtíocht le Institiúid Teicneolaíochta, Sligeach tosaithe in 2019

In 2019 bhí cur i bhfeidhm leanúnach ar an Straitéis FET. Tá an straitéis seo ailínithe leis an Straitéis SOLAS FET náisiúnta agus léiríonn sé a aidhmeanna agus spriocanna. Tá dul chun cinn i gcur i bhfeidhm gníomhartha leagtha amach sa tábla thíos.

Seirbhísí Óige

Bhí 2019 ina bhliain trasfhoirmithe do Sheirbhísí Óige, le Próifíliú an Cheantair agus ath-innealtóireacht na Seirbhísí Óige ag cur tosaíochtaí cheisteanna óige ag teacht chun cinn ar aghaidh. Chuir CMETB fáilte roimh Tionscnamh Óige breise i mí Iúil agus anois tugann sé riarachán ar 5 Thionscnamh faoi Cheannaireacht Foirne ar fud an Chabháin agus Muineacháin, ag fostú 15 Bhall Foirne Lán-aimseartha, 5 Bhall Foirne Páirt-Aimseartha, ag tacú le 3 rannpháirtí Scéime CE agus 5 Chlár Oiliúna Óige. Tugadh riarachán do scéimeanna maoinithe DCYA bliantúla ar os cionn €1 milliún ar fud an Chabháin agus Muineacháin do thionscnaimh faoi cheannaireacht na foirne agus grúpaí óige deonacha. Chríochnaigh dhá cheann dár dtionscnaimh IV i bhFómhar 2019, ag baint amach torthaí agus ineachadtaí gach tionscnaimh agus bhí áthas orainn tacú le Comhpháirtithe CYPSC i riarachán a dTionscnaíochtaí Éire Aclaí Srath 3, a thugann níos mó fostaíochta d'fhoireann Seirbhíse Óige sa réigiún.

Leis sin, bhí 2019 ina bhliain tosaigh, le go leor pobail imeallaithe agus polaraithe ag baint leasa go díreach ó Scéimeanna DCYA, lena n-áirítear rannpháirtithe inár dTionscnaíocht Fostaíochta don Óige Lucht Siúil sa Chabhán agus tionscnaimh LGBTi. Seoladh áis shoghluaiste nua in Iarthar an Chabháin agus tugann sé tacaíochtaí a bhí i ngéar-ghá do dhaoine óga a mhothaíonn iargúlta faoin tuath. Forbraíodh anailís ar riachtanais agus moltaí chun Torthaí Feabhsaithe do na daoine óga sin, agus roinnte le gníomhaireachtaí a bhfuil réim acu do pháistí agus daoine óga. Go himmheánach, in éineacht le coláistí in CMETB FET, in 2019 tharla freisin bunaíocht an Chláir Rochtana PLC agus forbairt an Chláir Oiliúna don Óige

ar Leibhéal QQI 6 den chéad uair sa réigiún, agus thacaigh ár Roinn Foirgnimh lenár Seirbhísí Óige i mbunaíocht an chéad Ionaid Óige in Iarthar an Chabháin.



Figiúir 13 Seoladh Oifigiúil Bounce Back West Cavan agus oscailt fhoirmiúil Mol Óige Bhaile Bhéal Tairbirt

Ionad Oideachais Allamuigh agus Oiliúna Tanagh

In 2019, d'óstáil OETC Tanagh líon curiarrachta cuairteoirí (**16,921**) dá Seirbhísí agus Cláir Allamuigh. Deimhníonn an t-ardú suntasach i gcuariteoirí ar an Ionad an cúnamh suntasach a thug an tIonad don gheilleagar áitiúil. Áirítear le forbairtí in 2019:

- Athchóiriú ar an Ionad a thosaigh i Nollaig 2019, lena n-áirítear athshocrú Doirse Dóiteáin ar feadh an Ionaid agus uasghrádú le Córais Cosanta Dóiteáin inmheánacha.
- Fuair Comhairle Contae Muineacháin rochtain ar mhaoiniú mar chuid de na oibreacha athchóirithe agus forbartha ar an Abhann Bhun Abha agus d'eagraigh sé suiteáil d'áit pháirceála do bhusanna in aice leis an suíomh in úsáid i gcomhair Staidéir Allamuigh Geografach in aice le Drum Village agus chuir sé feabhas le rochtain do mhic léinn trasna na habhainn.
- Mar thoradh le dea-chaidrimh leanúnacha leis an ngrúpa pobail áitiúil, fuair Forbairt Limistéir Mhuinchille maoiniú chun athfhorbartha an tsuímh ag 'Halton', a úsáidtear ag Tanagh i gcomhair gníomhaíochtaí uisce-bhunaithe ag seoladh Canú/Kayak. Chuir na oibreacha athdhromchlaithe sin feabhas suntasach ar rochtain do na cuairteoirí le droch-shoghluaiseacht.
- Bhí Tanagh ainmnithe mar cheann de 12 mhol Digiteach luaite i gcomhair feidhmiú céimneach Leathanbhanda le luais suas go dtí 150mb. Thosaigh suiteáil i Nollaig 2019 agus tá sé dlite chun críochnaithe i mí Iúil 2020.
- Chinntigh ETBI maoiniú i gcomhair Gréasán Seirbhísí Oideachais Allamuigh agus Oiliúna / OETS chun trí chuairt soghluasteachta foirne trí mhaoiniú Erasmus do thíortha in Eoraip ina bhfuil Oideachas Allamuigh comhtháite sa churaclam go foirmiúil.

- Bhí Tuarascáil Taighde Earnála Allamuigh coimisiúnaithe ag Gréasán ETBI/OETC críochnaithe i Nollaig 2019 agus tá torthaí le bheith seolta in 2020.
- Leis sin, chríochnaigh ETBI/OETCS comhaontú Comhpháirtíochta MOU le Canoeing Ireland, ina bhfuiltear ag súil go mbeidh gach 12 Ionad ina soláthraithe agus moil réigiúnacha i gcomhair canúála agus cadhcála chun an spóirt a fhorbairt go náisiúnta.
- Chríochnaigh 13 as 16 duine faoi oiliúint a gClár Oiliúna Treoraí Allamuigh Leibhéal 5 QQI agus bhí 16 duine eile cláraithe chun oiliúna ar an 21ú Dheireadh Fómhair don chúrsa 2019/2020.



Figiúir 14 Clár Oiliúna Treoraí Allamuigh Leibhéal 5 QQI

Tuarascáil chun seachadta na nAidhmeanna Straitéiseacha in 2019

Aidhm Straitéiseach 1: Seasamh FET a ardú

Aidhm	Gníomhartha déanta in 2019
Aitheantas a chinntiú do FET mar chosán foghlama luachmhar	- Cead faighte agus ball foirne ceaptha chun poist Oifigeach Cumarsáidí le príomh-ról in FET a chur chun cinn - Mí chur chun cinn FET reachtáilte bainteach le sraith agallaimh raidió agus seisiúin eolais FET do scoileanna / tuismitheoirí agus an pobal ginearálta - Cur chun cinn leanúnach FET le go leor meáin - Seoladh Printíseachta OEM in 2019 le freastal iontach ó oideachas agus an tionscal - Oscailt dheiridh Ionaid Oideachais do Dhaoine Fásta Dhún Mhuire, Muineachán - Rannpháirtíocht CMETB FET i scéalta / ócáidí náisiúnta - m.s. Seachtain Fheasachta Ollscoile, Seachtain Eolaíochta, Seachtain Innealtóireachta, Seachtain na bhFoghlaimeoirí Fásta, Seachtain Feasachta ar Inniúlacht, feachtas chur chun cinn FET SOLAS - Forbairt FET i gcláir Scoile, dírithe ar dheiseanna a thabhairt do mhic léinn sinsearach a chur triail a bhaint as printíseachtaí agus cláir oiliúna

Aidhm Straitéiseach 2. Scileanna don Gheilleagar

Aidhm	Gníomhartha déanta in 2019
Dul i ngleic le riachtanais reatha agus sa todhchaí le foghlaimeoirí, cuardaitheoirí poist, fostóirí agus fostaithe agus cuidiú le forbairt an gheilleagair náisiúnta	- Forbairt leanúnach agus foráil réimse leathan cláir FET thar Leibhéil 1-6 - Seachadadh go leor cláir nua Leibhéil 5 & 6 in PLC agus Seirbhísí Oiliúna, lena n-áirítear: - Clár Printíseachta i nDéantúsaíocht Buntrealaimh (OEM) - Eolaíocht Spóirt Réamh-Ollscoile - (Leibhéal 5) - Teicneoir Ríomhaireachta agus Gréasáin - (Leibhéal 6) - Beochan - (Leibhéal 5)

- Clár Oiliúna in Obair Óige - Leibhéal 6
- Clár Oiliúna in gCúram sa Bhaile - Leibhéal 5
- Clár Oiliúna i dTeicneolaíocht Ailtireachta agus Dearadh Cuidithe ag Ríomhaire - Leibhéal 6
- Leanúint le cláir oiliúna in OEM, Treoraí Gníomhaíochta Allamuigh, Cúnamh Saotharlainne agus Fáilteachas agus idirbheartaíocht le fostóirí sna earnálacha sin
- Fairsingiú ar chlárúcháin printíseachta
- Tús le dhá chlár Ardoideachais nua in CMETB: Céim LYIT Leibhéal 7 i gCúram Sláinte agus Sóisialta in Institiúid Muineacháin agus Sligigh agus céim IT Leibhéal 7 in Eolaíocht a thosaigh in Institiúid an Chabháin
- Fairsingiú Scileanna chun cláracha a chur ar aghaidh i Muineachán agus an Cabhán. Faoin tionscnaíocht seo:
 - Bhí 441 fostaí uas-scilithe le foráil oíche sa Chabhán agus i Muineachán
 - Bhí 112 fostaí uas-scilithe le cláir do 1 nó níos mó eagraíochtaí
 - Idirbheartaíocht le os cionn 230 fostaí.
- Réimse ócáidí an Fhostóra eagraithe thar seirbhísí FET, lena n-áirítear:
 - Ócáidí printíseachta an fhostóra
 - MI:CONNECT, ócáid gréasánaithe fhostóra agus fostaithe eagraithe ag Institiúid Muineacháin agus Oifig Fiontair Áitiúla
 - Fóraim Idirbheartaíochta an Fhostóra CI le fostaithe ó Obair Óige, Cúram sa Bhaile, Teicneoir closamhairc agus Eolaíochta.
- Forbairt ar cheithre ionad Printíseachta Leictirigh nua agus Commis Chef / Fáilteachais, ag comhdhéanamh Cistine Oiliúna go hiomlán feistithe, Bialann Oiliúna agus spás Múinte
- Béim níos mó ar chlár Eolaíochta agus Innealtóireachta in oideachas do dhaoine fásta le dul chun cinn beartaithe don fhostaíocht i réimse leathan comhlachtaí innealtóireachta go háitiúil nó bogadh go cláir oiliúna agus printíseachtaí CMETB.
- Thacaigh Seirbhísí Oideachais do Dhaoine Fásta le comhlacht agus foireann ag fulaingt le iomarcaíochtaí

agus thug sé Treoraíocht agus clár Foghlama chun Foghlaim

Aidhm Straitéiseach 3. Pleanáil agus Maoiniú Comhtháite

Aidhm	Gníomhartha déanta in 2019
Cinntiú go bhfuil an fhoráil CMETB FET pleanáilte agus curtha i bhfeidhm ar bhonn anailíse oibiachtúla ar riachtanas agus éileamh	• Chuidigh sé le Straitéis SOLAS FET 2020-2024 agus thosaigh sé pleanáil straitéiseach do CMETB 2020-2024 • Obair leanúnach éifeachtach i dtreo targaid a bhaint amach leagtha amach sa Chomhaontú Feidhmíochta Straitéisigh CMETB/SOLAS 2018-2020 • Athbhreithniú leanúnach ar fhoráil CMETB FET agus sonraí mhargadh saothair chun a chinntiú: - Foráil cláir a chloíonn le riachtanais agus tosaíochtaí, de réir (i) achoimrithe i straitéis agus tuarascálacha ábhartha, agus (ii) aitheanta de réir tionscail - Foráil meascáin scileanna Earnála agus scileanna tras-earnála - Ní thugann CMETB soláthar iomarcach don mhargadh le scileanna nach bhfuil éileamh mór dóibh • Cead faighte i gcomhair poist FET breise agus earcaíocht déanta • Féin-mheasúnú ar chlár a tharla in Oid Fásta agus PLC • Forbairt leanúnach agus cur i bhfeidhm ar chlár tras-seirbhíse, m.s. Feasacht ar oiliúint inniúlachta do theagascóirí, tacaíocht inniúlachta do phrintísigh, treoraíocht do ghrúpaí oiliúna faoi chonradh, Foghlaim le foghlaim, Matamaitic na hArdteiste do mhic léinn PLC • Cruinnithe leanúnacha agus idirbheartaíocht i measc seirbhísí FET agus ionaid, ag obair chun réimse forála a uasmhéadú agus dúbailt a sheachaint

Aidhm Straitéiseach 4. Ionchuimsiú Gníomhach

Aidhm	Gníomhartha déanta in 2019
Tacóidh foráil FET le ionchuimsiú daoine gach cumais, le tagairt speisialta d'inniúlacht agus uimhearthacht	- Clár Rochtana PLC a thosaigh in MI agus CI i Meán Fómhair 2019. Ceadáíonn an clár seo do mhic léinn Youthreach agus Ardteist Fheidhmigh clár athraithe a ghlacadh ag Leibhéal 4 QQI agus modúil samplach Leibhéal 5 i dtimpeallacht thacaíochta, rud a chuirfidh lena dul chun cinn chuig cláir Leibhéal 5 iomlán in 2020. - Thosaigh an Clár Athlonnaithe Teifeach sa Chabhán le ranganna ESOL diana á seachadadh in Baileborough, Baile an Chabháin agus Virginia. - Seoladh an Clár Curaidh Cultúrtha sa Chabhán in éineacht le Tusla, Breffni Integrated, agus ISPCC. - Bhí CMETB faoi chonradh ag SOLAS chun oibriú i bhforbairt treoirínite dea-chleachtais agus taca uirlisí don mheasúnú tosaigh ar inniúlacht sa Bhéarla d'fhoghlaimeoirí imirceacha. Tá an tuarascáil críochnaithe agus seolfar é go náisiúnta in 2020. - Ranganna tacaíochta d'fhoghlaimeoirí fásta agus ESOL tugtha tríd an seirbhís Inniúlachta do mhic léinn PLC in MI agus CI - Bhí oiliúint feasachta ar inniúlacht seachadta do gheallshealbhóirí seachtracha, m.s. Foireann Scéime Fostaíochta Pobail ó DEASP. - Oiliúint scagthástála disléicse déanta ag go leor foirne FET, rud a éascóidh d'fhoghlaimeoirí le disléicse tacaíocht bhreise a fháil - Cór Ilchultúrtha cruthaithe sa Chabhán chun pobail nua a ionchuimsiú go hiomlán. - Tugadh uasghrádú d'Ionad Foghlama Oscailte ag Institiúid Cabháin, ina dtugtar tacaíocht d'fhoghlaimeoirí le Riachtanais Foghlama sonracha

Aidhm Straitéiseach 5. Foráil Cáilíochta

Aidhm	Gníomhartha déanta in 2019
Le cinntiú go dtugann Seirbhísí CMETB FET oideachas ar ardchaighdeán agus cláir oiliúna a chloíonn le caighdeáin cáilíochta náisiúnta agus idirnáisiúnta	• Cruinnithe athbhreithnithe dearfacha le QQI agus SOLAS in 2019; • Clár iondúchtaithe foirne forbartha - le bheith tástáilte agus feidhmiú céimneach déanta air in 2020; • Forbairt ar pholasaithe ionchuimsithe CMETB agus nósanna imeachta chun foráil FET a ionchuimsiú tuilleadh ag CMETB; • Struchtúir Rialachais FET nua a fheidhmiú céimneach • Seachadadh leanúnach do Phlean Forbartha Ghairmiúil (PD) d'fhoireann FET le béim níos mó ar oiliúint dheimhnithe agus cumaisc agus roghanna r-Fhoghlaim le Moodle agus eCollege. • Foireann tacaithe chun cláir PD deimhnithe a dhéanamh lasmuigh CMETB • Roinnt dea-chleachtais agus plé #FutureFET ag an gCruinniu téamaithe 'Fís 2025', le os cionn 200 duine ag freastal. • Dul chun cinn ar fhorbairt foirgnimh FET agus áiseanna is déanaí, de réir riachtanais forála cáilíochta agus lóistín optamach d'fhoghlaimeoirí agus foireann



Dr Linda Pinkster

Stiúrthóir Breisoideachais agus Oiliúna

6.3 Tacaíocht agus Forbairt na hEagraíochta

i. Seirbhísí Eagraíochta

Tá na Ionaid/Oifigigh Riaracháin lárnach d'oibriúcháin CMETB. Tá Príomhoifig CMETB lonnaithe i mBaile Muineacháin agus tá Fo-Oifig againn i mBaile an Chabháin. Gníomaíonn na ionaid sin mar mhol do gach ionad agus seirbhísí CMETB. Bíonn feidhmeanna Riaracháin seachadta trí struchtúr piléir, a chuimsíonn Acmhainní Daonna, Airgeadas, Talamh agus Foirgnimh, Seirbhísí Chorpáraídeacha, Soláthar, IT agus Riarachán Oiliúna

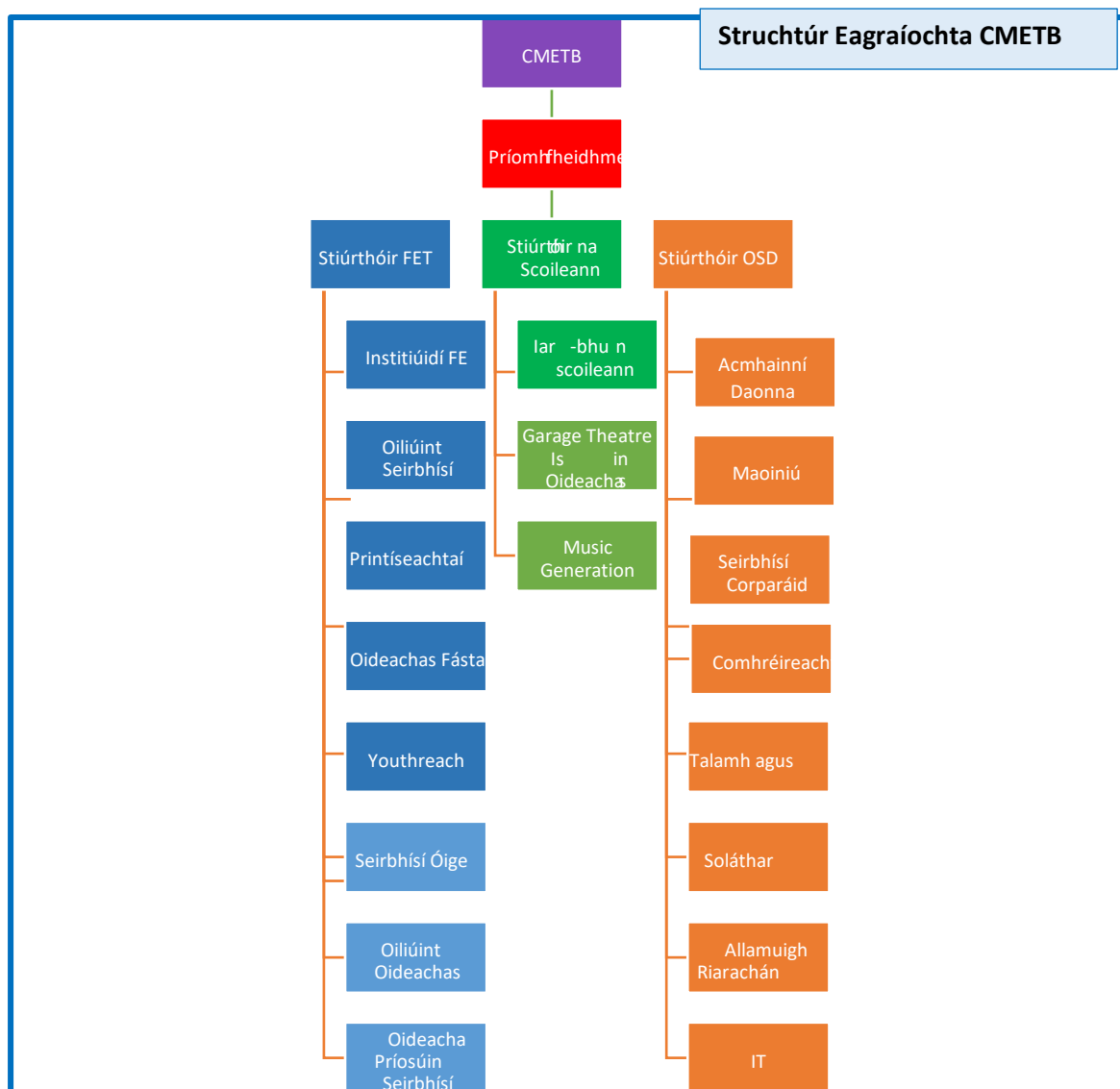
Is aidhm leis an bhfoireann OSD feabhas a chur ar phróisis agus nósanna imeachta a thacaíonn le dea-rialachas corparáideach in CMETB agus cinntiú go bhfuil acmhainní Daonna, Airgeadais agus Infreastruchtúir, oiriúnach do sheachadadh seirbhísí líne thosaigh imlonnaithe go héifeachtach ar feadh CMETB.

Is próiseas leanúnach é struchtúr na heagraíochta agus an bhliain seo léirigh sé cén dul chun cinn a bhí ar struchtúr CMETB ag éascú Tionscnaimh Seirbhísí Roinnte Náisiúnta ag an Roinn Oideachais agus Scileanna.

Dá bharr, bhí dearadh eagraíochta CMETB athstruchtúrtha le aistriúchán rathúil párolla chuig Seirbhísí Roinnte (ESBS) i mí na Samhna 2019.

Chomh maith leis, leanann CMETB ag fairsingiú agus ag forbairt a sheirbhísí le seachadadh seirbhísí chuig scoileanna neamh-ETB.

Bíonn na seirbhísí CMETB seachadta trí struchtúr feidhmiúil, cuíchóirithe de réir achoimrithe thíos:



Tá an Príomhfheidhmeannach freagrach as bainistíocht fheidhmeannach ar CMETB agus tá freagracht ghinearálta aige as feidhmíocht scoileanna, clár agus ionaid oiliúna. Tá na Stiúrthóirí, Príomhoidí, Comhordaitheoirí agus Bainisteoirí na n-ionad sin freagrach as a mbainistíocht laethúil.

ii. Comhréireacht Chorporáideach agus Rialachais

Is é príomh-rialachán i gcomhair boird oideachais agus oiliúna é Acht na mBord Oideachais agus Oiliúna 2013. Ba chóir do Litir Chiorcláin ar Oideachas agus Scileanna 0002/2019, “An Cód Cleachtais chun Rialachais na mBord Oideachais agus Oiliúna” a bheith glactha san áireamh go príomha mar thacar caighdeáin do bhaill agus foireann an Bhoird, cé go socraíonn sé treoirínte i gcúinsí áirithe. Táthar ag súil go gcinnteoidh baill foirne go bhfuil a gcuid gníomhaíochtaí maidir le CMETB rialaithe an t-am go léir ag na caighdeáin sin, i litir agus i sprid.

Tháinig téarma an Bhoird amach chun deiridh i mí Bealtaine 2019 agus bhí Bord nua ceaptha i ndiaidh na toghchán áitiúla in 2019. Rinne CMETB athbhreithniú ar nósanna imeachta an

Bhoid lena n-áirítear Buanorduithe agus Nósanna Imeachta Oibriúcháin do Choistí. Rinneadh oiliúint ionductaithe don Bhord nua i Meán Fómhair 2019.

Iniúchadh Comhréireachta leis an gCód Cleachtais chun Rialachais ETB

Eisíodh Cód Cleachtais nua chun Rialachais ETB (Litir Chircláin 0002/2019) ag an Roinn Oideachais agus Scileanna in Eanáir 2019. Le linn 2019, chuireamar béim ar an gCód a chur i bhfeidhm agus leibhéal comhréireachta a fheabhsú chun feabhas leanúnach a léiriú, le linn coirp ráthaíochta a thógáil do CMETB. In Iúil 2019, rinne CMETB athbhreithniú ar an iniúchadh comhréireachta leis an gCód ag úsáid uirlise iniúchta forbartha ag Árachais do Chomhlachtaí Poiblí na hÉireann (IPB). Léirigh an t-athbhreithniú ar an iniúchadh go raibh leibhéal inghlactha comhréireachta againn. Bhí an próiseas sin athdhéanta i Meán Fómhair agus Nollaig 2019, i ndiaidh próisis ionductaithe a dhéanamh tar éis baill Bhoird nua a thoghadh.

Forbairt don Chóras Bainistíochta ar Shábháilteacht

Bhí CMETB gníomhach i dtionscadal, ag obair le conraitheoirí le saineolas i sláinte agus sábháilteacht (Quadra), le tacaíocht ó Árachas IPB, ar fhorbairt teimpléid shaincheaptha do Ráiteas Sábháilteachta do scoileanna. Fuair an obair sin teorú ag treoirlínte HSA agus ag an obair críochnaithe ag Grúpa Stiúrtha Tionscadail an Chórais Bainistíochta Sábháilteachta. Lean an staid comhairleoireachta den tionscadal le linn 2019, le ETBI ag éascú cruinnithe le ceardchumann na hearnála, ionadaithe an ghrúpa stiúrtha tionscadail agus foireann IPB. Cuirfidh aschuir an tionscnaimh le luach ar feadh CMETB, ag tacú freisin linn minicíocht eachtraí agus éilimh ó fhostaithe a laghdú, a chuireann tionchar ar dhaoine ar deireadh, mar aon le CMETB agus préimheanna árachais.

Seoladh na Treoirlínte nua i gcomhair Sábháilteacht, Sláinte agus Leas a Bhainistiú i Scoileanna Iarbhunscoile ag an Údarás Sláinte agus Sábháilteachta agus an Roinn Oideachais agus Scileanna in 2018 le sraith ceardlanna réigiúnacha do Phríomhoidí, lean scoileanna le cur i bhfeidhm na dtreoirlínte sin in 2019.

Saoirse Faisnéise

D'fhoilsigh CMETB a Scéim um Shaoirse Faisnéise, i gcomhréir le Cuid 8 an Achta Saoirse Faisnéise 2014.

Is féidir rochtain a fháil ar an Scéim Fhoilseacháin ar www.cmetb.ie agus tá cóip crua ar fáil ón bPríomhoifig, ar iarratas.

Tugann an Scéim Fhoilseacháin faisnéis maidir le seirbhísí CMETB, ag cur san áireamh prionsabail oscailteachta, follasachta agus cuntasachta de réir leagtha amach i gCodanna 8(5) agus 11(3) an Achta. Tugtar nuashonrú don scéim agus cuirtear leis ar bhonn rialta.

I rith 2019, fuair CMETB sé iarratas déag (16) i gcomhair faisnéise faoin Acht FOI. Astu sin, bhí cúig iarratas déag i gcomhair faisnéise neamh-phearsanta déanta ag iriseoirí, baill an ghrúpa leasmhara agus baill an phobail. Ba iad na cineálacha faisnéise neamh-phearsanta

iarrtha: mionsonraí íocaíochta do chaiteachais na mball ETB; mionsonraí ar léasanna; leithdháileadh múinteoirí; tairisceana; agus faisnéis bainteach le comhfhreagras le eagraíochtaí reiligiúnda agus malgamúchán molta do dhá scoil. Tá achoimre ar na iarratais faighte (Loga Nochtaithe) foilsithe ar shuíomh gréasáin CMETB mar chuid den Scéim Foilseacháin FOI.

Cosaint Sonraí

Thosaigh an Rialachán Ginearálta maidir le Cosaint Sonraí (GDPR) ar an 25 Bealtaine 2018. D'fhorbair grúpa tionscnaimh, ag comhdhéanamh ionadaithe ó gach 16 ETB, polasaithe agus nósanna imeachta i gcomhréir le GDPR. Tugadh athbhreithniú ar na polasaithe agus nósanna imeachta sin i 2019. Ar feadh 2019, lean obair ar léarscáiliú do ghníomhaíochtaí próiseála sonraí CMETB, próiseáil sonraí a fhorbairt agus comhaontuithe roinnte sonraí le tríú páirtithe. Lean an DPO ag tabhairt seisiúin chuig an bhfoireann chun faisnéis a thabhairt dóibh ar a bhfreagrachtaí faoi réir GDPR. Críochnaíodh an clár oiliúna ar líne r-Fhoghlaim ETBI GDPR d'fhoireann ag beagnach 600 ball foirne CMETB. Dhírigh na ionaid riaracháin ar íosláhdú sonraí agus reachtaíodh 'Lá Glanta Suas' in Iúil 2019. Thug athshocrú oifige in Ionad Riaracháin Muineacháin deis nua chun fáil réidh le comhaid i gcomhréir leis an bpolasaí Coinneála Taifead.

In 2019 tugadh fógra maidir le aon shárú déag (11) ar sonraí chuig an DPO. Astu sin, bhí ocht gcinn tuairiscithe chuig an gCoimisiún um Chosaint Sonraí. Bhí na sárúithe sin ar riosca íseal do shuibhachtaí sonraí, an chuid is mó bainteach le botúin cléiriciúla a d'eascaigh i gcaillteanas smachta ar shonraí pearsanta agus bhain ceann amháin dóibh le gadaíocht cháipéisíochta féideartha. Tugadh bainistiú ar na sárúithe sin laistigh reachtaíochta GDPR agus bhí gníomh cheartaitheach curtha i bhfeidhm.

Oiliúint agus tacaíocht leanúnach don Bhord Oideachais agus Oiliúna agus Boird Bhainistíochta

Le linn 2019, lean foireann riaracháin CMETB ag tabhairt tacaíochta don ETB agus a fo-choistí, lena n-áirítear Boird Bhainistíochta. I Meán Fómhair 2019, fuair an Bord nua oiliúint ionductaithe, éascaithe ag IPA. De réir is a bhí na Boird Bhainistíochta ag teacht chun deiridh a dtéarma, níor tharla aon seisiún oiliúna in 2019. Tá clár oiliúna á fhorbairt do 2020. Leanann an Roinn Seirbhísí Corparáideacha ag tacú leis an mBord agus fo-choistí, le tacaíocht riaracháin do chruinnithe agus tacaíochtaí do na Boird Bhainistíochta, ag tabhairt treoraíochta ar ullmhúchán cláir gnó, glacadh miontuairiscí agus taifead miontuairiscí.

iii. Soláthar Foirne

Is fostóir tábhachtach é CMETB sa réigiún, ag fostú timpeall 700 ball foirne lán-aimseartha agus 600 ball foirne páirt-aimseartha. Le linn 2019, chinntigh an ath-shannadh foirne ar bhonn buan agus sealadach araon in áiteanna ina bhfuil go leor gá an seachadadh leanúnach ar sheirbhísí tábhachtacha. Déanann CMETB iarracht an fhoireann is fearr ar fáil a earcú agus a choinneáil. Tá an chuid is mó agallaimh earcaíochta anois bunaithe ar inniúlacht, agus fuair baill an Bhoird Rogha oiliúint chuig chun agallaimh bunaithe ar inniúlacht a dhéanamh. Tá

físeán chur chun cinn lonnaithe ar shuíomh gréasáin CMETB ag cur CMETB chun cinn go ginearálta. Tá cur chun cinn dírithe (fógraíocht íoctha ar na meáin sóisialta) dírithe ar limistéir geografacha agus déimeagrafaic i bhfeidhm anois freisin chun múinteoirí a earcú, misneach a chur ar dhaoine dul go suíomh gréasáin ETB, postálacha fógraithe ar shuíomh gréasáin etbjobs.ie a chur chun cinn, srl. Aithnítear na tacair scileanna riachtanacha chun shármhaitheas eagraíochta a sheachadadh agus acmhainn a fheabhsú chun cloí le dúshlán nua agus ag forbairt. Tugadh oiliúint in áiteanna lena n-áirítear HR, Airgeadas, IT, Soláthair, Bainistíocht Chaipitil agus Rialachas. Tá CMETB ag déanamh iarrachta chun an úsáid is fearr a bhaint as an teicneolaíocht chun cáilíocht sheirbhíse níos fearr a chinntiú leis na acmhainní ar fáil.

In 2019, bhog párolla do gach ball foirne lán agus páirt-aimseartha go Seirbhísí Roinnte (ESBS). Ba thionscnamh mór é sin do CMETB, ag baint le go leor míonna pleanála agus tástála ag an bhfoireann. Rinneadh tástáil ar rith íocaíochta agus rith comhuaineach chun cruinneas sonraí agus iontaofacht na seirbhíse nua a chinntiú. Bhí feidhmiú céimneach déanta d'fhostaithe ar oibriúchán an ardáin CoreHR nua feidhmithe agus rith íocaíochta (gach coicís agus gach mí) bogadh go rathúil chuig ESBS. Ba é CMETB ceann den chéad ETBs a bhog párolla go rathúil chuig ESBS agus anois bogfaidh an tionscnamh ar aghaidh do íocaíocht Taistil agus Maireachtála agus íocaíocht Oibrithe Oiliúna agus Printísigh.

iv. ICT

Úsáideann CMETB freastalaithe comhaid ar an láthair agus Microsoft Office 365 i gcomhair r-phoist agus feidhmeanna eile bunaithe ar an ngréasán. Is plean fadtréimhseach do CMETB bogadh amach ó sheirbhísí ar an láthair agus i dtreo seirbhíse óstálaithe bunaithe ar an ngréasán ina mbeadh gach táirge ar fáil ar ghréasán.

Chuir CMETB tús le inlín foirne do gach ball foirne sa scéim. Tá an t-inlín sin ag rith ar Microsoft SharePoint, mar chuid de sraith táirgí Microsoft Office 365. Ceadáíonn an feidhmchlár d'fhoireann comhoibriú agus eolas a roinnt go héasca agus rochtain ar cháipéisí lena n-áirítear polasaithe foirne agus nósanna imeachta stóráilte go lárnach ar bhealach slán ó aon áit le go leor gléasanna amhail deisce, glúine agus fóin cliste. Úsáideann CMETB Microsoft Teams, sin uirlis chomhoibríochta a cheadaíonn comhoibríocht foireann go foireann agus foreainn go mac léinn. Is uirlis chumarsáide an-chumhachtach í agus tá sí in úsáid faoi láthair thar na Scéime CMETB.

CMETB is ea ceann de cheannairí i dtéarmaí ICT, laistigh an earnála ETB go náisiúnta. Faoi láthair, tacaíonn CMETB IT le 1,200 ball foirne agus 12,000 mac léinn ar bhonn laethúil thar gach ceann dár scoileanna agus ionaid oideachais sa réigiún Cabháin agus Muineacháin. Soláthraíonn CMETB IT freisin tacaíocht do go leor feidhmchláir agus córais a theastaíonn ó úsáideoirí chun a n-obair a dhéanamh.

Leanann úsáid ICT laistigh scoileanna CMETB ag ardú ag ráta an-ard go háirithe ó seoladh ár gclár ceannairí digiteacha. Seoladh an tionscnaíocht foirne in 2017 agus d'aithin CMETB grúpa foirne, comhordaithe ag CMETB, atá ag obair chun feabhas a chur ar chomhéadan foirne mac léinn don bhliain acadúil 2019/2020. Tá na baill foirne sin ag fáil traenála casta saincheaptha ar conas an úsáid is fearr a bhaint as Office 365 ina dul chun cinn sa teagasc agus foghlaim ina seomraí ranga agus ar fud na scoile. Tá na baill foirne sin i mbun idirbheartaíochta le baill foirne eile laistigh a scoileanna féin agus ionaid agus ag cur ar

aghaidh eolais a fhaigheann siad dá gcomhoibrithe laistigh a ranna ábhair féin agus níos ginearálta ar fud na scoile.

D'fhógair an tAire Oideachais agus Scileanna, Joe McHugh T.D., infheistíocht bhreise de €50 milliún in infreastruchtúr ICT i gcomhair scoileanna bunscoile agus iarbhunscoile. Is tráthchuid bhreise í an infheistíocht sin le cur i bhfeidhm Straitéise Dhigiteach €10 Milliún an rialtais do Scoileanna. Mar chuid den chlár, chríochnaigh gach scoileanna CMETB Plean r-Fhoghlaim agus tá CMETB IT ag obair go dlúth le Bainistíocht na scoile i ról tacaíochta chun a chinntiú go bhfuil a gcuid pleananna oiriúnach don chuspóir ó thaobh teicneolaíochta de. Ceann de phríomh-thosaíochtaí na bpleananna scoile ná feabhas a chur ar infreastruchtúr an ghréasáin laistigh na scoile agus go háirithe, Wi-Fi na scoile. Le blianta anuas, lean CMETB ag uasghrádú gach Wi-Fi scoile agus faoi láthair tá os cionn 550 Pointe Rochtana Gan Sreang faoi bhainistíocht thar a n-ionaid. Rinneadh infheistíocht eile ar ghléasanna múinteora soghluaiste, a chinntíonn go bhfuil foireann CMETB feistithe go maith chun teicneolaíochtaí nua a fháil laistigh oideachais.

Rinne CMETB IT feidhmiú céimneach Windows 10 go beagnach 3,300 gléas thar na heagraíochta ar fad. Gach bliain déanann CMETB dul chun cinn leanúnach in uasghrádú windows 10 go dtí an seoladh is déanaí chun slándáil agus seasmhacht a chinntiú ar eastát an Chliant.

D'úsáid Aonad Iniúchta Inmheánaigh ETB saineolas KOSI Corporation Limited chun ICT iomlán a dhéanamh ar an earnáil. Críochnaíodh an t-iniúchadh sin in 2017 agus bhí tuarascáil an iniúchta curtha i ngnímh. Tá CMETB ag déileáil ar bhealach onnghníomhach le moltaí na dtorthaí ón tuarascáil iniúchta.

Leanann slándáil mar phríomhcheist do CMETB go háirithe lenár seirbhísí Office 365 sa scamall. Gné thábhachtach dár slándáil sa scamall ná féiniúlacht agus rochtain ó thaobh bainistíochta ar ár n-acmhainní sa scamall. I ndomhain soghluaiste ar dtús, scamall ar dtús, is féidir le úsáideoirí CMETB teacht ar acmhainní ag úsáid go leor gléasanna agus aipeanna ó aon áit. Mar thoradh leis sin, ní leor a thuilleadh díriú ar cé atá in ann acmhainn a rochtain amháin. Chun máistreacht a fháil ar an gcothromaíocht idir slándáil agus táirgeacht, chuir CMETB tús le slándáil ar leibhéal níos airde dár b ainm rochtain coinníollach, ina bhfuil ar bhaill foirne faisnéis logála istigh breise a chur ann chun rochtain a fháil ar sheirbhísí scamail CMETB lasmuigh den ghréasán corparáideach. Rinneadh tástáil iomlán ar an bhfeidhm seo agus feidhmiú céimneach do gach ball foirne.

Chuir CMETB bainistíocht ghléis shoghluaiste Microsoft Intune i bhfeidhm. Is fiontar bainistíochta soghluaisteachta é Intune (EMM) a chuirfidh ar chumas CMETB a shonraí corparáideacha a chosaint ar gach gléasanna soghluaiste lena n-áirítear ríomhairí glúine agus fóin soghluaiste. Mar chuid den sraith Intune d'úsáid CMETB polasaithe Bainistíochta Feidhmchláir Soghluaiste (MAM) agus bhí feidhmiú céimneach ann do gach ball foirne CMETB agus cohórt mac léinn. Cosnaíonn polasaithe MAM sonraí corparáideacha Office 365 CMETB ag leibhéal an fheidhmchláir ar ghléasanna soghluaiste. Tá CMETB ag clárú gléasanna soghluaiste corparáideacha go leanúnach ag úsáid Intune agus ag neartú slándála agus bainistíochta do na gléasanna sin.

v. Maoiniú

Bhí cuntais bainc scoile dúnta in 2019 i ndiaidh moladh C&AG. Bhí cártaí ceannacháin curtha i bhfeidhm chuig na scoileanna agus Oifigí Riaracháin ag deireadh 2019 chun úsáid cuntais bainc na scoile a athchur, úsáid airgid tirim a laghdú i scoileanna/oifigí agus sábhálacha a cheadú in earraí ar luach íseal.

vi. Talamh agus Foirgnimh

Seo tionscnaimh críochnaithe ag CMETB in 2019:

- Oscailt printíseachta OEM in Institiúid Muineacháin
- 4 áis phrintíseachta leictreach ag campas FET sa Chabhán

Tá CMETB ag cuidiú freisin agus ag tabhairt comhairle do Scoil Náisiúnta Naomh Bhríd, Redhills lena tionscnaimh tógála.

Ceann de bhéimeanna na bliana ná chun gach botún sa chur chuige a aithint lenár bhfoirgnimh agus pleanáil conas iad a réitiú. De bharr sin, chuireamar le chéile faisnéis chuimsitheach do gach áitribh agus chríochnaigh muid foirmeacha iarratais Lóistín Breise a raibh seolta chuig an Roinn Oideachais. Ní hamháin gur chuaigh na iarratais sin i ngleic le ceisteanna leis na foirgnimh reatha, ach ghlac siad san áireamh freisin riachtanais lóistín gach scoile go fadtréimhseach. Bhí torthaí againn cheana ó na iarratais sin le Inver College agus fuaireamar cead i gcomhair Síneadh mór agus foráil Córais Sábháilteachta Saoil.

Leis sin, rinne an Rannóg Talamh agus Foirgnimh agus bhí dul chun cinn acu ar go leor Feidhmeanna Oibre Éigeandála, Feidhmeanna Deontais Chaipiteal Spóirt agus Feidhmeanna Lóistín Breise. D'fhreastail foireann ar oiliúint le linn na bliana chun ardleibhéal eolais a chinntiú agus seachadadh do riachtanais a gheallshealbhóirí.



Figiúr 155. Seoladh Oifigiúil an Chláir Printíseachta OEM leis an Aire McHugh agus Aire Humphreys

vii. Soláthar

D'úsáid aonad soláthair ETB an Chabháin agus Muineacháin samhail soláthair náisiúnta le Oifig Sholáthair Rialachais (OGP) agus a gcreatlaigh, más ann, agus cuí do gach scoileanna is ionaid 'soláthair' caite in 2019.

Leis sin, chuir an t-aonad soláthair sin na conarthaí a leanas in áit trí iomaíocht r-thairiscint:

- Soláthair Rigí Traenála Neomatacha agus Leictreacha
- Soláthair agus Coimisiúnú Trealamh Lónadóireachta Tráchtála
- Soláthair Ábhair Ceantín agus Siopa Sólaistí
- Soláthair Seirbhísí Ceantín Deonaíochta
- Soláthair Ábhair ar Aicme Miotailéireachta/Innealtóireachta
- Soláthair Bus Nua 29 Suíochán
- Soláthair Trealamh agus Ábhair Chúram Sláinte
- Foráil Seirbhísí Comhairleoireachta Ginearálta/Cothabhála i gCeithre Sraith.
- Foráil Seirbhísí Comhairleoireachta agus Oiliúna FET

Oiliúint Soláthair

Chríochnaigh beirt bhall foirne Teastas leibhéil 8 i mBainistíocht Sholáthair.

Plean Soláthair Corparáideach

D'oibrigh ETB an Chabháin agus Muineacháin le Aonad Athchóirithe an Earnála Poiblí Soláthair (PSRU) in ETBI ags Seirbhís Soláthair Oideachais agus chríochnaigh siad an Plean Soláthair Corparáideach a leag amach riachtanais soláthair do thodhchaí an Bhoird. Leis an bPlean Soláthair Ilbhliantúil 3-bhlíana (MAPP), d'aithin muid ár bpríomhthosaíochtaí soláthair do 2020. Leanfaidh muid le athbhreithniú ar an CPP go bliantúil agus ag déanamh soláthair aitheanta go háirithe i réimsí caiteachais comhiomlán, ceal creatlach/conradh náisiúnta, earnála nó eile i bhfeidhm.

Leanfaidh etb an Chabháin agus Muineacháin, nuair is cuí, ag baint úsáide as Creatlaigh OGP agus ag scaipeadh na faisnéise a theastaíonn ar conas iad a úsáid inár scoileanna agus ionaid.

Tuarascáil chun seachadta na nAidhmeanna Straitéiseacha in 2019

Aidhm Straitéiseach 1. Seachadadh éifeachtach na seirbhíse

Gníomhartha	Nuashonrú 2019
1. Áiseanna oideachais a fheabhsú agus a fhorbairt ar fud CMETB	Tionscnaimh reatha a chríochnú: • Tógáil Printíseachta Leictrí ar Champas FET • OEM Cuid 2 • Foirgnimh Óige Bhéal Tairbirt • Ionad Oideachais do Dhaoine Fásta Dhún Mhuire, Muineachán Ulmhaíodh agus seoladh Feidhmeanna do Lóistín Bhreise/Áiseanna do Riachtanais Speisialta chuig DoES go: • Virginia College • Inver College • Coláiste Beech Hill • Coláiste Bhaile na Lorgan • Breifne College • Coláiste Dún an Rí • Coláiste Bhéal Átha Beithe Tionscnaimh Faofa: • Inver College - Scéim Oibreacha Samhraidh agus Lóistín Bhreise • Coláiste Pobail Bhéal Átha Beithe - Lóistín Bhreise Comhaontuithe SLA sínithe chun tionscnaimh a dhéanamh do 3 Bhunscoil
2. Lámhleabhar Oibriúcháin a fhorbairt do gach réimse oibre chun bainistíocht agus optamú a dhéanamh go héifeachtach ar acmhainní foirne laistigh ETB	• Straitéis pleanála comharbais a fhorbairt le lámhleabhair oibriúcháin chun leanúnachas seirbhíse a chinntiú • Céatadán ard lámhleabhair ullmhaithe agus nuashonraithe de réir gá ar bhonn rialta
3. Plean Oiliúna Eagraíochta a ullmhú do gach ball foirne, ag aithint réimsí tosaíochta sonracha.	• Comhairleoireacht le gach cuid chun riachtanais a aithint. Críochnaíodh suirbhé scileanna don sraith Microsoft Office. • Faisnéis a thabhairt don fhoireann ar fhorbairtí, comhréireacht agus nuashonruithe maidir le ócáidí ar siúil, m.s. Straitéis, GDPR, Slándáil IT. Tá oiliúint don

	fhoireann in GDPR, soláthair, aoisliúntas, clárúchán áitribh, dlí oideachais críochnaithe agus ar siúil. • CPD ar siúil, m.s. Bainistíocht ama, spreagadh agus leas pearsanta. • Tá CPD IT ginearálta i go leor feidhmchláir Microsoft O365 críochnaithe. • Infreastruchtúr forbartha chun úsáid one drive a éascú ag an Riarthóir. • Seirbhísí Roinnte: • Tharla aistriú párolla CMETB chuig Seirbhísí Gnó Roinnte Oideachais (ESBS) gach coicís agus gach mí i mí na Samhna 2019. • Críochnaíodh oiliúint i Meán Fómhair agus Deireadh Fómhair 2019 do gach ball foirne ar athruithe bainteach le tús áite do Sheirbhísí Roinnte ESBS CoreHR lena n-áirítear: ○ 1. Féin-sheirbhís Fostaithe ○ 2. Féin-sheirbhís Bainisteora • Oiliúint CoreHR: Rinneadh na cúrsaí oiliúna a leanas ar an gcóras CoreHR nua, curtha i bhfeidhm: 1. Pinsin 2. Tuairisciú 3. HR 4. Am 5. Caiteachais • Tá CPD ar PowerPoint agus Outlook críochnaithe. • Tá CPD críochnaithe ar Microsoft Office. • Tharla Oiliúint ar Teams agus Meáin Sóisialta. • Oiliúint Sonrach do bhaill foirne le: Soláthair, PSWT, REC, VAT, r-Thairiscint, OGP, Creatlaigh, Aoisliúntas, Dlí Oideachais, Cosaint Sonraí, Taifid Maoine.
4. Cairt eagrúcháin le ról agus freagrachtaí gaolmhara	• Cairt eagrúcháin nuashonraithe go rialta agus scaipthe chuig gach Scoileanna/Institiúidí agus Ionaid
5. Plean Tras-oiliúna	• Thosaigh tras-oiliúint ar réimsí feidhmiúcháin tábhachtacha, ag glacadh san áireamh riachtanais aonair agus eagraíochta agus riachtanais sa todhchaí

6. Dea-rialachas Corparáideach chun cuntasacht a chinntiú.

Bainistíocht ar Rioscaí:

- OSD taifid rioscaí, Scoileanna, FET ullmhaithe agus athbhreithnithe go ráithiúil.
- Tuarascáil Nua déanta ar Thimpeallacht na Rioscaí
- Tá Bainistíocht ar Rioscaí sa chlár le gach Cruinniú Bainistíochta ar Rioscaí
- Tuairisciú agus athbhreithniú go ráithiúil, gach dara bhliain agus go bliantúil ag brath ar rátáil rioscaí
- Achoimre Nuashonraithe ar an Taifead Rioscaí ag gach cruinniú an Choiste Iniúchta agus Riosca.

Tuairisciú

- Gach spriocdháta do thuairisciú reachtúil críochnaithe do ghníomhaireachtaí maoinithe.
- Bhí Ráitis Airgeadais do 2018 deimhnithe ag Bord CMETB ar an 26/3/2019 agus seolta chuig C&AG ar an 27/3/2019 (roimh an spriocdháta 31/3/2019)

Soláthar

- Polasaí Soláthair athbhreithnithe agus críochnaithe i gcomhréir leis an teimpléad náisiúnta. Bhí Plean Soláthair Ilbhliantúil CMETB (MAPP) seolta chuig ETBI roimh an spriocdháta 1ú Mheán Fómhair.

Rialachas

- Cód Cleachtais Nua chun Rialachais ETBs curtha i bhfeidhm 31/01/19
- Fuair baill Bhoird CMETB agus na coistí Airgeadais agus Iniúchta agus Riosca oiliúint, faisnéis agus taifid chun cinntí feidhmiúla forchoimeádta oilte a dhéanamh.
- Oiliúint Speisialaithe ar Rialachas tugtha don Bhord ETB nua roimh an gcéad chruinniú 18.09.19. Acht agus Cód eisithe do gach ball an Bhoird.
- Suíomh SharePoint cruthaithe do cháipéisí an Bhoird agus feidhmiú céimneach déanta 18.09.19.
- Tá obair ar siúil ar oiliúint phleanála do Bhoird Bainistíochta.

Polasaithe

- Taifid ar pholasaithe bunaithe le dáta éifeachtach, dáta athbhreithnithe agus faisnéis rialaithe an leagain. Tá bosca rialaithe leagain ag gach polasaí a thugann mionsonruithe ar an ndáta éifeachtach, cur i bhfeidhm, leagan agus mionsonraí faoi athbhreithnithe.

Comhaontuithe

- Bunachar sonraí SLA, MOU, srl bunaithe.

	• Comhaontuithe um Chosaint Sonraí le gníomhaireachtaí eile sínithe nuair is cuí. Sláinte agus Sábháilteacht • Córas Bainistíochta Sábháilteachta á fhorbairt go náisiúnta i gcomhairleoireacht le ETBI, IPB agus Aontais an eanála. • Ath-ailíniú freagrachta i gcomhair tacaíochta OSD do Sláinte agus Sábháilteacht. Slándáil IT • Tá gach cuntas mac léinn isteach socraithe le ID Roinne uathúil seachas chéad litir, sloinne agus dáta breithe. Beidh sé seo céimnithe isteach thar na blianta beaga le teacht. Bhí cohórt mic léinn 2018 mar chuid d'fheidhmiú céimneach sa chéad chuid. • Iarrtar ar gach ball foirne, reatha agus nua, glacadh leis an bPolasaí Úsáide Inghlactha CMETB ICT sula bhfaigheann siad rochtain ar sheirbhísí scamail corparáideacha CMETB O365. Déantar taifead ar gach iontrálacha, glactha agus diúltaithe, le stampaí ama chun tagartha sa todhchaí más gá.
7. Úsáid ICT a fhorbairt i scoileanna	• Úsáid leanúnach ICT laistigh Scoileanna CMETB agus dul chun cinn ar an bPlean r-Fhoghlama chun aonfhoirmeacht a chinntiú le cineál agus cáilíocht trealaimh. Infheistíocht leanúnach ar ghléasanna nua. • Infheistíocht ar Chrua-earra IT, infreastruchtúr agus teicneolaíocht scamail i ngach scoileanna, bunaithe ag Straitéis Dhigiteach do Scoileanna ón DES. Uasghrádú ar gach Wi-Fi scoile, faoi láthair os cionn 550 Pointe Rochtana Gan Sreang faoi bhainistíocht thar gach ionad CMETB. Infheistíocht i ngléasanna múinteora soghluaiste.
8. Cultúr sláinte agus leasa pearsanta a chur chun cinn i measc na foirne	Tionscnaíochtaí a fhorbairt chun cultúr sláinte agus leasa pearsanta a leabú san obair. Spreagann CMETB agus tacaíonn sé go leanúnach le gach ball foirne maidir leis sin. • Eagraíonn an Coiste Sóisialta go leor ócáidí sóisialta go gníomhach le linn na bliana. • CPD leanúnach agus cumarsáid tugtha do gach ball foirne maidir le sláinte agus leas pearsanta san obair. • Cuirtear Seirbhís Chúnamh d'Fhostaithe chun cinn, agus moltar don fhoireann leas a bhaint as.

9. Forálacha chun foireann ardchaighdeán a earcú agus a choinneáil

- Straitéisí a chomhaontú chun múinteoirí a aimsiú agus a earcú i margadh saothair níos iomaíoch, lena n-áirítear comhoibríocht le Institiúidí Tríú Leibhéil agus freastail ag Aonaigh Trádála cuí.
- Tá físeán chur chun cinn anois ar shuíomh gréasáin CMETB ag cur CMETB chun cinn go ginearálta. Promóisin dírithe (fógraíocht íoctha sna meáin sóisialta) dírithe ar na ceantair geografacha agus déimeagrafaic i bhfeidhm anois chun cuidiú le múinteoirí a earcú, spreagadh do dhaoine dul go dtí suíomh gréasáin ETB, postálacha fógraithe ar jabanna ETB a chur chun cinn, srl.

Aidhm Straitéiseach 2. Cumarsáid CMETB a chur chun cinn

Gníomhartha	Nuashonrú 2019
1. Cumarsáid inmheánach agus córas faisnéise.	• Cruinniú cumarsáide eagraithe gach dara mhí le Stiúrthóirí chun ceistanna a phlé, tuarascáil ar shonraí PR agus Margaíocht agus scanadh scóipe a dhéanamh. • Malartú faisnéise agus comhoibríocht idir baill foirne éascaithe trí Microsoft Teams agus Office 365. • Dul chun cinn déanta ar thionscnamh Bhunachar Foirne, tuartha chun acmhainn tábhachtach a fháil do CMETB chun a cheadú do bhaill foirne comhoibrithe a aimsiú go héasca. Ceadaíonn an bunachar foirne cruthaithe don fhoireann faisnéis teagmhála na gcomhoibrithe, teideal, rannóg, srl a aimsiú. Tabharfaidh sé freisin tacaíocht mhór d'earcaithe nua chun imeascadh san eagraíocht agus caidrimh oibre a bhunú go gasta, d'ainneoin an tsuímh. Baineann staideanna deiridh an tionscnaimh seo le grianghraifeanna a fháil ó gach ball foirne chun cur leis an mbunachar (geall le bheith críochnaithe in 2020). • Bosca isteach cumarsáidí CMETB bunaithe chun cumarsáidí a chiorclú don fhoireann. • Feachtas cumarsáide inmheánaigh tosaithe chun feachtas iomlánach a ardú ar CMETB mar eagraíocht i measc na foirne agus ar fud na seirbhísí. Bhí físghrafaic eagraíochta cruthaithe agus ciorclaithe don fhoireann i Nollaig 2019 chun forléargas eagraíochta a thabhairt agus béim a chur ar éachtaí eagraíochta. Molann aiseolas na foirne gur uirlis chabhrach a bhí inti chun eolas a chur ar réimsí eile lasmuigh a ranna/seirbhíse -

	nach mbeadh siad ar an eolas fúthu roimhe. Moltar leanúint leis an gcleachta seo mar bhealach chun an fhoireann a choinneáil nuashonraithe. Bhí boird fógraí foirne in úsáid chun cumarsáide faoi theachtaireachtaí dearfacha eagraíochta agus spreagadh don fhoireann idirbheartú le meáin sóisialta agus gníomhaíochtaí leasa.
2. Straitéis chumarsáide éifeachtaí a thabharfaidh próifíl do sheirbhísí CMETB laistigh an limistéir do bharcheantair.	- Bhí anailís agus taighde ar thimpeallachtaí inmheánacha agus seachtracha CMETB déanta chun eolas a thabhairt ar Straitéis Chumarsáide nuashonraithe don eagraíocht. - Trí fheachtais margaíochta digiteacha a bhaineann le réimse spriocphobail, thuairiscigh CMETB fás suntasach sna meáin sóisialta thar gach cainéil mheáin sóisialta in 2019: áirítear le ardáin mheáin sóisialta Facebook, Twitter, Instagram agus LinkedIn. - Bhí córas bainistíochta ar shonraí curtha i bhfeidhm ina bhfuil gach sonraí mheáin sóisialta agus shuíomh gréasáin faoi mhonatóireacht agus measúnú. Fothaíonn sé sin gníomhartha margaíochta digitigh sa todhchaí.
3. Cinntigh go bhfuil rochtain ag an bpobal ar shonraí fíor-ama.	- Iarrachtaí déanta chun fothú rialta ailt nuachta CMETB a choinneáil ar an suíomh gréasáin agus meáin sóisialta gaolmhara chun teachtaireachtaí eagraíochta a thabhairt. - Críochnaíodh iniúchadh ar an suíomh gréasáin, agus bhí torthaí tuairiscithe chuig an bhfoireann bhainistíochta sinsearaí. Léirigh anailís ar an suíomh reatha fadhbanna maidir le freagraí soghluaiste agus feidhmiúlacht.

Aidhm Straitéiseach 3. Sínfidh CMETB a acmhainneacht eagraíochta le bheith solúbtha agus onghníomhach ag freagairt le riachtanais áitiúla agus náisiúnta.

Gníomhartha	Nuashonrú 2019
1. Idirbheartaíocht le straitéisí náisiúnta.	- Freastalaíonn foireann ábhartha agus bíonn siad gníomhach i gcrúinnithe náisiúnta ETBI FORA agus Grúpa. - Freastalaíonn baill foirne ar chruinnithe an Ghrúpa ag baint le Airgeadas, Seirbhísí Chorpáraideacha, HR, Talamh agus Foirgnimh, Soláthar agus IT. Freastalaíonn an CE agus Stiúrthóirí OSD, FET agus Scoileanna a gCruinnithe Fhórait Náisiúnta ábhartha.

2. Acmhainn inmheánach a fhorbairt chun seirbhísí a sheachadadh do ghníomhaireachtaí agus comhlachtaí oideachais eile	Seirbhísí a thabhairt d'eagraíochtaí lasmuigh den réim ETB ginearálta amhail bunscoileanna agus meánscoileanna, tionscnaimh IT agus Foirgnimh chuig scoileanna neamh-ETB. - Nuashonrú rialta ó Roinn IT maidir le foráil Seirbhísí IT i scoileanna Neamh-ETB. Cuairt déanta ar fach scoil neamh-ETB, agus Conradh nua idirbheartaithe - Roinn Talaimh agus Foirgnimh ag tabhairt comhairle agus cúnamh do bhunscoileanna ag bainistiú sínte. - Seisiún faisnéisithe GDPR tugtha d'institiúidí oideachais seachtracha.
3. Pleanáil tiománaithe ag sonraí a dhéanamh le úsáid éifeachtach nó sonraí áitiúla agus sonraí ó Údarás Áitiúla.	- D'úsáid CMETB sonraí eacnamaíocha ginte ag LCDC an Chabháin agus LCDC Mhuineacháin chun dul chun cinn a thabhairt ar sheachadadh na sraithe Cláir Oiliúna a leanas: Innealtóireacht OEM, Commis Chef, Scileanna chun dul ar aghaidh. - Dheimhnigh CMETB, i gcomhpháirtíocht le Oifigí LEO an Chabháin agus Muineacháin, maoiniú faoi réir Ciste Nuálaíochta SOLAS chun seachadta cláir uasoiliúna dírithe don Earnáil Bia ar an dá Chontae - Bhí sonraí in úsáid chun dul chun cinn a dhéanamh ar sheachadadh Cláir Óige in Iarthar an Chabháin, Oirthear an Chabháin, Tionscnaíochtaí Éire Folláin. Tá 6 Thionscnamh Síocháin á gcríochnú, i ndiaidh tionchair suntasacha a imirt ar an réigiún.

Aidhm Straitéiseach 4. Éifeachtúlachtaí eagraíochtúla a uasmhéadú

Gníomhartha	Nuashonrú 2019
1. Úsáid optamach as infreastruchtúr ICT.	- Oiliúint Shonrach IT, comhréireacht, SharePoint, OneDrive - M365 Stack a úsáid chun comhréireacht a chinntiú maidir le slándáil pearsanta, lena n-áirítear athrú pasfhocail, Bainistíocht Ghléis Shoghluaiste, rochtain coinníollach ag gearáil údaráithe dhá fhachtóir le linn rochtain a fháil ar fheidhmchláir an scamail chorpóraidigh CMETB lasmuigh de ghréasáin corparáideacha.
2. Measúnú a thabhairt ar gach oibriúcháin chun ionchur de láimhe a laghdú.	- Comhairleoireacht le Ceannairí Rannóige chun príomh-ghníomhaíochtaí/oibriúcháin le go leor saothair. - Ullmhaíodh dréacht ar phlean i gcomhairleoireacht le IT.

3. Athbhreithniú a thabhairt ar chórais/pacáistí in úsáid faoi láthair.

- Gach ceadúnais bogearraí críochnaithe a chlárú.
- Tá athbhreithniú ar siúil ar gach pacáistí agus a gcuid feidhmiúlachta, lena n-áirítear scoileanna.



Berni Power
Stiúrthóir Tacaíochta agus Forbartha na hEagraíochta

CUID 3

7 Rialachas agus airgeadas corparáideach

7.1 Rialachas Corparáideach

Tá Bord Oideachais agus Oiliúna an Chabháin agus Muineacháin le Cód Cleachtais chun Rialachais Oideachais agus Oiliúna, Ciorclán na Roinne Oideachais agus Scileanna 0002/2019. Is cuspóir leis an gcód a chinntiú go gcuirtear prionsabail dea-rialachais agus bainistíochta i bhfeidhm ag CMETB.

Bord Oideachais agus Oiliúna an Chabháin agus Muineacháin

Tá 21 ball ag Bord Oideachais agus Oiliúna an Chabháin agus Muineacháin agus tá sceideal foirmiúil feidhmeanna curtha ar leataobh faoi réir Achta na mBord Oideachais agus Oiliúna 2013. Faigheann na feidhmeanna fhorchoimeádta tacaíocht ón reachtaíocht agus áirítear leis polasaí, pleanáil, monatóireacht agus glacadh le cuntais/tuarascáil bliantúil. Faigheann an ETB tacaíocht ag Feidhmeannach atá freagrach as cur i bhfeidhm pleananna, bainistíocht laethúil agus feidhmeanna nach bhfuil bainteach leis an mBord. Struchtúr eagraíochta le leibhéil údaráis sonraithe go soiléir agus tá struchtúir tuairiscithe i bhfeidhm.

Teastaíonn baill ETB agus foireann ainmnithe chun Nochtaí Suime a sholáthar maidir le ceisteanna ar féidir leo tionchar ábhartha a imirt ar fheidhmíocht na bhfeidhmeanna. Leis sin, ghlac CMETB Cód Iompair agus tugadh sin do gach ball agus foireann.

Chas an bord 9 uair le chéile in 2019 le taifead ar fhreastail á choinneáil. Faigheann na baill clár agus páipéir roimh na cruinnithe. Tá achoimre ar mhionsonraí freastail ag Aguisín 1. Tá aon fhaisnéis eile a bhaineann le ról ETB ar fáil go réidh. Coinneáiltear miontuairiscí agus glactar iad mar thacaíocht le cruinnithe ETB.

Tugtar lámhleabhar oiliúna do bhaill a achoimríonn a bhfeidhmeanna agus freagrachtaí. Tá rochtain díreach ag baill ar an bPríomhfheidhmeannach. Tá nósanna imeachta i bhfeidhm freisin do bhaill, anuas ar a ndualgais, chun comhairle gairmiúil a ghlacadh.

Iarrann Cuid 51 den Acht ón ETB gach gnáth-chuntas cuí a choinneáil ar an airgead faighte nó caite, i bhfoirm agus maidir le tréimhsí cuntasáíochta de réir faomhadh ag an Aire Oideachais agus Scileanna agus le comhthoil ón Aire Airgeadais agus Caiteachais Poiblí agus Athchóirithe.

In ullmhúchán na gcuntas sin, iarrtar ar an mBord:

(A) na polasaithe chaighdeán cuntasáíochta a chur i bhfeidhm chun ullmhúchán ráitis airgeadais ETB

(B) Breithiúnas agus meastacháin a dhéanamh atá réasúnta agus críonna;

(C) nochtadh agus míniúchán a thabhairt ar aon éagsúlachtaí ábhartha ó na polasaithe cuntasáíochta caighdeánacha

Tá an Bord freagrach as leabhair cuntasáíochta cuí a choimeád, a nochtann le cruinneas réasúnta ag aon am, staid airgeadais an Bhoird, agus dá réir, a chinntiú go gcomhlíonann na

Ráitis Airgeadais Cuid 51 Achta na mBord Oideachais 2013. Bíonn an Bord freagrach freisin as a shócmhainní a chosaint, agus dá bhrí sin, bearta réasúnta a ghlacadh chun calaois a chosc agus a bhrath, mar aon le neamhrialtachtaí eile. Tá an Príomhfheidhmeannach agus foireann ainmnithe freagrach as ullmhúchán an tuarascála bhliantúil agus ráitis airgeadais. Tá an Tuarascáil Bliantúil agus Ráiteas Airgeadais Bliantúil 2019 curtha ar fáil don Bhord. Cheap an Bord, bunaithe ar fhaisnéis ar fáil, go dtugann na ráitis airgeadais léargas cruinn ar ioncaim agus caiteachas an Bhoird agus staid reatha an Bhoird.

Cathaoirleach agus Leas-chathaoirleach:

- Cathaoirleach 2018/2019: Cllr Seamus Coyle
- Cathaoirleach 2019/2020: Cllr Clifford Kelly

- Leas-Chathaoirleach 2018/2019: Michelle Flynn
- Leas-Chathaoirleach 2019/2020: Joe McGrath



Figiúr 165. Bord CMETB Mheán Fómhair 2019

Coistí ETB

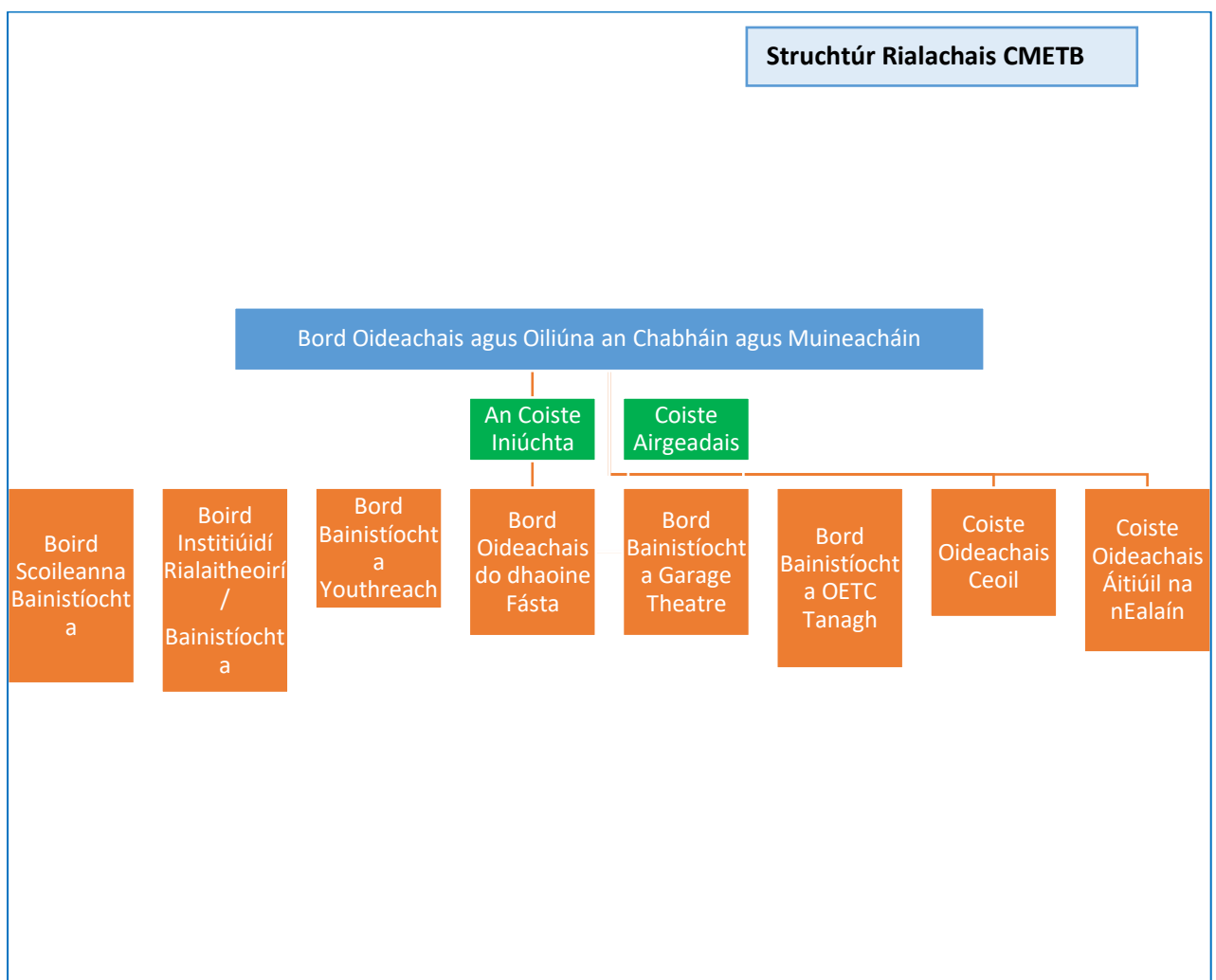
Bhunaigh CMETB Coistí faoi réir coda 44 an Acht ETB 2013, a chuimsíonn baill ETB, agus geallshealbhóirí ábhartha eile. Ainmníonn ETB cathaoirleach do na Coistí sin agus mhionsonraigh sé téarmaí tagartha tugtha.

Tá an **Coiste Iniúchta agus Riosca** freagrach as monatóireacht a thabhairt don fheidhmeannach i gcomhlíonadh a fheidhmeanna agus tugann sé ráthaíocht don ETB maidir le oiriúnacht agus éifeachtacht na bpróiseas rialaithe inmheánaigh. Faigheann an Coiste Iniúchta agus Riosca tuarascálacha ón bhainistíocht agus ón iniúchadh seachtrach agus inmheánach. Faigheann ETB miontuairiscí ar chruinnithe an Choiste Iniúchta agus Riosca

agus tagraíonn sé don tuarascáil chun ráiteas um rialú inmheánaigh a ghlacadh agus na cuntais bliantúla a fhaomhadh.

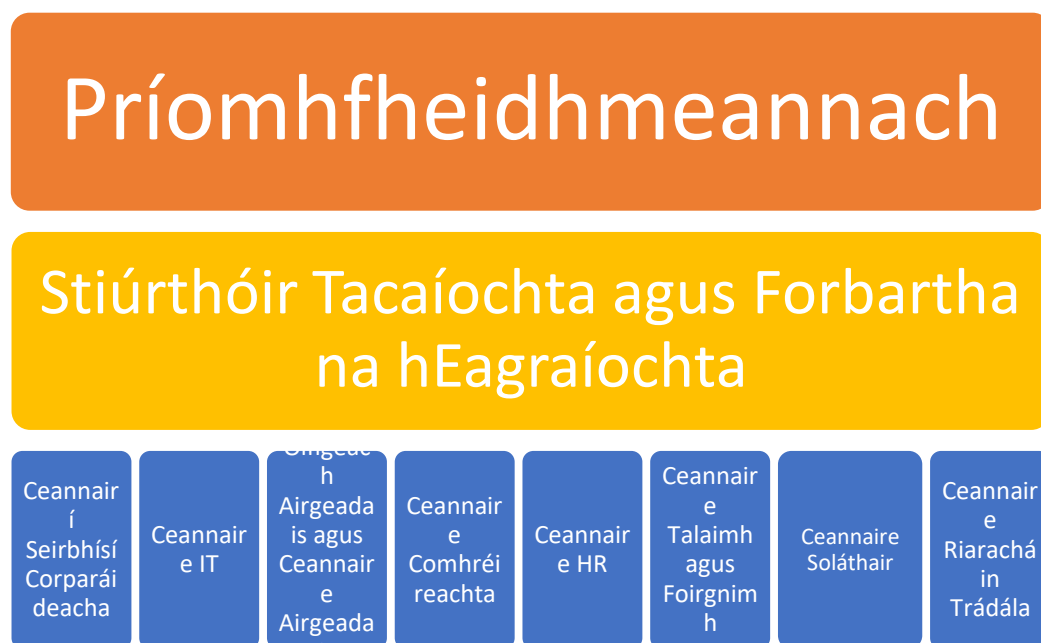
Tá freagracht ag an **gCoiste Airgeadais** as athbhreithniú ar ioncaim/caiteachas CMETB, mór-chonarthaí agus gnéithe airgeadais na bPleananna Oideachais agus Seirbhíse. Faightear miontuairiscí ar an gcoiste Airgeadais ag an ETB chun smaointeoireachta agus chun cuidiú ráthaíocht a thabhairt go bhfuil na Pleananna Oideachais agus Seirbhíse á mbaint amach.

Coistí eile bunaithe ag ETB ná **Boird Scoileanna Bainistíochta, Bord Bainistíochta Youthreach, Coiste Oibre Óige, Bord Oideachais do dhaoine Fásta, Bord OETC Tanagh agus Bord an Garage Theatre. Is iad Coistí nua bunaithe in 2019 Coiste Oideachais Áitiúil na nEalaín agus Oideachais agus Coiste Oideachais Ceoil.**



7.2 Príomhoifig/Ionad Riaracháin

Tá na Ionaid/Oifigigh Riaracháin lárnach d'oibriúcháin CMETB. Tá an príomhoifig lonnaithe i Sráid an Mhargaidh, Muineachán, agus tá an Fo-oifig in Church View Square, an Cabhán. Seachadtar na feidhmeanna Riaracháin trí struchtúr cúig philéir, a chuimsíonn Acmhainní Daonna, Airgeadais, It, Bainistíocht Chaipitil agus Seirbhísí Chorporáideacha. Tugann Ceannaire Rannóige tuairisciú chuig an Stiúrthóir OSD agus maoirseacht ar gach piléar.



Tá Príomhfheidhmeannach (CE) freagrach as bainistíocht fheidhmeannach ar CMETB agus tá freagracht ghinearálta aige as feidhmíocht scoileanna, agus ionaid. Tá na Stiúrthóirí, Príomhoidí, Stiúrthóirí, Comhordaitheoirí agus Bainisteoirí na n-ionad sin freagrach as a mbainistíocht laethúil.

7.3 Bainistíocht ar Rioscaí

Coinníonn an Bord maoirseacht ghníomhach ar bhainistíocht rioscaí agus deimhníonn sé go ndearna sé measúnú ar príomhrioscaí bainteach le bearta maolaithe agus athbhreithniú ar éifeachtacht na mbeart sin in 2019. Bainistíonn an Bord riosca don eagraíocht trí chlár bainistíochta ar rioscaí struchtúrtha. Faigheann an Bord cúnamh ina fheidhm bainistíochta rioscaí ag an gCoiste Iniúchta agus Riosca. Braitheann an Bord freisin ar an Aonad Iniúchadh Inmheánaigh (IAU) agus a thuarascálacha, ar iniúchadh bliantúil C&AG agus aon Iniúchadh seachtrach amhail iniúchadh ESF nó Iniúchadh Ioncaim. Leis sin, déantar athbhreithniú ar Rialuithe Inmheánacha ar bhonn bliantúil.

Is earra seasta é Bainistíocht ar Rioscaí ag gach cruinniú an Bhoird agus áirítear leis an mbreithniúchán:

- Tuarascálacha ar rioscaí ón mbainistíocht shinsearach lena n-áirítear Príomhoifigeach Rioscaí (CRO)
- Tuarascálacha an Choiste Iniúchta agus Riosca
- Athruithe i rátálacha rioscaí
- Taifead Iniúchta

Cuirtear na rioscaí aitheanta leis an Taifead Rioscaí agus i gcatagóirí mar a leanas:

Gairmiúil/Ábhartha; Conraitheach; Leanúnachais Gnó; Fisiceach (sábháilteacht, sláinte agus leas, timpeallacht thógála, dóiteáin, slándáil); Reachtaíocht/Rialála; Dlíthiúil; Sóisialta; agus Airgeadais.

Tugtar rátáil ansin ar na rioscaí ó 1 go 4 i dtéarmaí dóchúlachta agus tionchair agus aicmítear iad dá réir mar Dhearg, Buí nó Glas. Tugtar taifead de na bearta rialaithe bainistíochta curtha i bhfeidhm chun tionchar na rioscaí sin a mhaolú ar an taifead rioscaí. Tar éis do na rioscaí a bheith aitheanta agus taifeadta ar an taifead rioscaí, tugtar athbhreithniú orthu ag an mbainistíocht mar a leanas: Dearg - go ráithiúil, Buí - gach sé mhí, Glas - go bliantúil.

Rinne CMETB go leor gníomhaíochtaí i 2019 chun tacú le bainistíocht ar rioscaí d'fhiontair agus dea-rialachas a léiriú. Mar fhianaise taobh thiar den obair sin, tá reachtaíocht ábhartha do CMETB agus an Cód Cleachtais chun Rialachais Bhoird Oideachais agus Oiliúna (an Roinn Oideachais agus Scileanna, Litir Ciorcláin 0002/2019). Bhí na aschurtha a leanas críochnaithe le linn na bliana:

1. Athbhreithniú ráithiúil agus nuashonrú ar an Taifead Riosca Corparáidigh
2. Athbhreithniú ráithiúil agus nuashonrú ar an Taifead Breisoideachais Riosca Oiliúna
3. Athbhreithniú ráithiúil agus nuashonrú ar an Taifead Riosca do Scoileanna

Tugadh na príomh-rioscaí aitheanta do Choiste Iniúchta agus Riosca agus bhí obair ar siúil chun na rioscaí aitheanta a bhainistiú, ag maolú riosca agus ag aithint réimsí riosca nua.

Bhí béim ar príomh-rioscaí a aithint ar féidir leo bac a chur ar sheachadadh Ráiteas Straitéisigh CMETB agus na bearta rialaithe gaolmhara le cur i bhfeidhm chun tionchar na rioscaí sin a mhaolú.

Deimhníonn an Bord go ndearna sé measúnú ar phríomhrioscaí an ETB agus mionsonraithe ar na rioscaí aitheanta sin, lena n-áirítear bearta maolaithe nó straitéisí gaolmhara, a bhí seolta mar Aguisín le Tuarascáil Cuimsitheach na gCathaoirleach chuig an Aire Oideachais agus Scileanna.

8 Ráiteas An Chathaoirligh

Tá Tuarascáil Cuimsitheach an Chathaoirligh don Aire Oideachais agus Scileanna in 2019 seolta mar cháipéis ar leithligh chuig an Roinn Oideachais agus Scileanna.

Deimhníonn an Bord go raibh athbhreithniú déanta ar éifeachtacht an chórais rialaithe inmheánaigh. Deimhníonn an cathaoirleach go raibh Ráiteas um Rialú Inmheánach, faoi réir athraithe go dtí go mbeadh an t-iniúchadh seachtrach críochnaithe, curtha leis na Ráitis Airgeadais Bliantúla mar aguisín le Tuarascáil Cuimsitheach an Chathaoirligh seolta chuig an Aire.

Deimhníonn Cathaoirleach an Bhoird go bhfuil an eagraíocht ag cloí le gnéithe ábhartha an Chóid Caiteachais Poiblí.

Athdhearbhaíonn an Bord a thiomantas chun cloí le gach riachtanais a bhaineann lena oibleagáidí faoi réir dlí cánach agus deimhníonn sé freisin gur chloígh sé in 2019 le gach gné ábhartha de na polasaithe agus nósanna imeachta sin.

Athdhearbhaíonn an Bord a thiomantas chun cloí le gach riachtanas a bhaineann le comhréireacht leis an bpolasaí soláthair ábharthaí agus nósanna imeachta agus forbairt is cur i bhfeidhm an Phlean Soláthair Corparáidigh agus deimhníonn sé freisin gur chloígh sé in 2019 le gnéithe ábhartha na bpolasaithe agus nósanna imeachta sin.

9 Tuarascáil Airgeadais - Cuntais iniúchta do 2019

Tabhair faoi deara go bhfuil na Ráitis Airgeadais Bliantúla CMETB don bhliain dár gcríoch 31 Nollaig 2019 faoi réir iniúchta ag C&AG le linn foilseacháin an Tuarascála Bhliantúla CMETB 2019. Foilseoidh CMETB na ráitis airgeadais iniúchta laistigh mí i ndiaidh a bhfaightear ó Oifig an Ard-reachtair agus Ard-Iniúcháir

10 Tuarascáil Bliantúil ar Nochtuithe Cosanta

Bord Oideachais agus Oiliúna an Chabháin agus Muineacháin

An tAcht um Nochtuithe Cosanta

Tháinig Acht na Nochtuithe Cosanta 2014 i bhfeidhm ar an 15 Iúil 2014.

Tugann an tAcht creatlach ina féidir le oibrithe buairtí a ardú maidir le éagóir féideartha a thug siad faoi deara sa láthair oibre, agus a fhios acu gur féidir leo leas a bhaint as méid suntasach cosaintí eile má thugtar pionós dóibh ag an bhfostóir nó má bhíonn aon dochar eile dóibh as amhlaidh a dhéanamh.

Chuir ETB Cabháin agus Muineacháin (CMETB) polasaí i bhfeidhm, agus i dteaindim leis an reachtaíocht, tabharfaidh sé spreagadh d'oibrithe tuairisciú maidir le aon éagóir féideartha, agus a fhios acu go mbeidh a mbuairtí glactha i ndáiríre agus go ndéantar imscrúdú orthu, nuair is cuí, agus go dtabharfar meas ar a rúndacht.

Cuireann an polasaí béim ar an scéal é go bhfuil sé i gcónaí cuí buairtí a léiriú nuair atá siad bunaithe ar chreideamh réasúnta, d'ainneoin an aithnítear an t-éagóir i gceist i ndáiríre.

Tugann an polasaí treoraíocht freisin d'oibrithe ar conas buairtí a léiriú. Baineann an polasaí seo le gach oibrí CMETB lena n-áirítear conraitheoirí, comhairleoirí, foireann an ghníomhaireachta, iar-fhostaithe agus intéirnígh/oibrithe oiliúna.

I gcomhréir le forálacha Achta um Nochtuithe Cosanta 2014, cheap CMETB Fiona Nugent chun nochtuithe cosanta a fháil. Is féidir labhairt leis an oifig ainmnithe Ar an nguthán ag 047 30888, trí r-phost ag fionanugent@cmetb.ie nó post ag Ionad Riaracháin ETB an Chabháin agus Muineacháin, Sráid an Mhargaidh, Muineachán, H18W499

Tuarascáil Bliantúil ar Nochtuithe Cosanta 2019

Tuarascáil bliantúil Bhoird Oideachais agus Oiliúna an Chabháin agus Muineacháin de réir riachtanais ag Cuid 22 an Achta um Nochtuithe Cosanta 2014.

I gcomhréir leis an riachtanas seo, deimhníonn CMETB leis seo go bhfuarthas tuarascáil amháin (1)

Faoi réir Achta um Nochtuithe Cosanta le linn 2019. Bhí imscrúdú déanta agus fuarthas go raibh an nochtú ina Nochtú Cosanta laistigh brí an reachtaíochta. Cuireadh tús le imscrúdú faoi réir Polasaí um Nochtuithe Cosanta CMETB agus tá sé faoi phróiseáil.

Aguisín 1 Sonraí Tinrimh

Cruinniú ETB an Chabháin agus Muineacháin 2019												
Ainm			13/02/2019	26/03/2019	08/05/2019	Chéad Chruinniú 31/07/2019	Dara Chruinniú 31/07/2019	18/09/2019	22/10/2019	29/10/2019	17/12/2019	Iomlán na gCuinnithe Freastalaithe
Cllr	Madeleine	Argue	√	√	√	√	√	√	√	√	√	9
Ms	April Anna	Barker						√	x	√	√	3
Cllr	Cathy	Bennett	√	√	√							3
Cllr	Carmel	Brady	√	√	√	√	√	√	√	√	x	8
Cllr	Aidan	Campbell	√	√	√	√	√	√	√	√	√	9
Ms	Elaine	Carolan					√	√	x	√	x	3
Cllr	Colm	Carthy	√	√	√	x	√	√	√	√	√	8
Cllr	Sean	Conlon				√	√	√	√	x	√	5
Cllr	Seamus	Coyle	x	√	√							2
Ms	Rosena	Donagh						√	x	√	x	2

Ms	June	Donnery	√	√	√							3
Cllr	Brendan	Fay				√	√	√	√	√	√	6
Mr	Sean	Fegan	√	√	x			√	x	√	x	4
Ms	Michelle	Flynn	√	√	√	√	√	√	√	√	√	9
Ms	Michelle	Johnston	x	x	x							0
Cllr	Clifford	Kelly	x	√	√	√	√	√	√	√	√	8
Ms	Deirdre	Kelly	x	x	x							0
Ms	Jacqui	Lewis	x	x	x							0
Mr	Brian	Martin					√	√	x	√	√	4
Mr	Micheál	Martin	√	√	√	√	√	√	√	√	√	9
Cllr	David	Maxwell				√	√	√	√	√	x	5
Mr	Martin	McBreen						√	√	√	√	4
Cllr	Paddy	McDonald	√	√	x							2
Mr	Joe	McGrath	x	√	√			√	x	√	√	5

Mr	Sean	McKiernan	√	x	√							2
Cllr	P J	O'Hanlon	√	√	√	√	√	√	√	√	√	9
Cllr	Paddy	O'Reilly	√	√	√							3
Cllr	Sarah	O'Reilly	√	√	x	√	√	√	√	√	√	8
Cllr	Shane P	O'Reilly	x	√	x							1
Cllr	Sean	Smith				√	√	√	√	√	x	5
Cllr	Patricia	Walsh				√	√	√	√	√	√	6
		= ní ball CMETB é faoi láthair										

An Coiste Iniúchta agus Riosca

				Dátaí cruinnithe			
Ainm				18.02.2019	15.03.2019	23.09.2019	09.12.2019
	Roisin	Duffy	Cathaoirleach (Seachtrach)	√	√	x	
Cllr	Madeleine	Argue	CMETB Member	x	x	√	x
	Sean	Fegan	CMETB Member	x	√	√	√
	Clifford	Kelly	CMETB Member	√	√	√	
	Michael	Mulvey	External Member	√	√	√	√
	Aidan	Murray	External Member	√	x	√	
Mr	Ger	Finn	Cathaoirleach (Seachtrach)				√
Cllr	Sean	Conlon	CMETB Member				√
	Sean	Corcoran	External Member				x
Cllr	Seamus	Coyle	External Member				x

Coiste Airgeadais

				Dátaí cruinnithe			
Name				15.03.2019	25.03.2019	01.10.2019	13.12.2019
	Peter	McGrath	Cathaoirleach (Seachtrach)	√	√	√	√
Cllr	Carmel	Brady	CMETB Member	x	√	x	
	Deirdre	Kelly	External Member	√	√	x	
Cllr	Sarah	O'Reilly	CMETB Member	√	√	√	
Cllr	Pat	Treanor	External Member	√	√	√	√
Cllr	Clifford	Kelly	CMETB Member				x
	Joe	McGrath	CMETB Member				√
Cllr	David	Maxwell	CMETB Member				x
	Declan	Woods	External Member				√



= níl sé mar bhall leis
an gCoiste/ níl sé mar
bhall leis an gCoiste a
thuilleadh anois

Aguisín 2 Sonraí Teagmhála

SCOILEANNA AN CHABHÁIN

Ainm na scoile	St Mogue's College
Seoladh	An Bábhún Buí Co. Chabháin
Guthán	049 9523112 / 049 9523156
Ríomhphost	info@stmoguescollege.ie
Príomhoide	Anne Conaghan
Leas-phríomhoide	Martha Brady
Ainm na scoile	St Bricin's College
Seoladh	Béal Tairbirt Co. Chabháin
Guthán	049 9522170
Ríomhphost	info@stbricinscollege.ie
Príomhoide	Mary Sheridan
Leas-phríomhoide	Pauric Hanlon
Ainm na scoile	Breifne College
Seoladh	Cootehill Road Co. Chabháin
Guthán	049 4331735 / 049 4331790
Ríomhphost	info@breifnecollege.ie
Príomhoide	John Crotty
Leas-phríomhoide	Breege Reilly
Leas-phríomhoide	Fr Jason Murphy
Ainm na scoile	Coláiste Dún an Rí
Seoladh	Dún an Rí Co. Chabháin
Guthán	042 9698294
Ríomhphost	info@dunanricollege.ie
Príomhoide	Fergal Boyle
Leas-phríomhoide	Tara Mullan
Ainm na scoile	Virginia College
Seoladh	Virginia Co. Chabháin
Guthán	049 8547050
Ríomhphost	info@virginiacollege.ie
Príomhoide	Niall Lynch
Leas-phríomhoide	Seamus Greene

SCOILEANNA MHUINEACHÁIN

Ainm na scoile	Coláiste Pobail Bhéal Átha Beithe
Seoladh	Béal Átha Beithe Co. Mhuineacháin

Guthán	042 974 1093
Ríomhphost	info@ballybaycc.ie
Príomhoide	Moya Lynch
Leas-phríomhoide	Conal Ó Grianna
Ainm na scoile	Coláiste Beech Hill
Seoladh	Beech Hill Muineachán Co. Mhuineacháin
Guthán	047 81200
Ríomhphost	info@bhc.ie
Príomhoide	Patrick McArdle
Leas-phríomhoide	Siobhán Sheerin
Ainm na scoile	Coláiste Bhaile na Lorgan
Seoladh	Dublin Road Baile na Lorgan Co. Mhuineacháin
Guthán	042 974 0066
Ríomhphost	info@cblayneycollge.com
Príomhoide	Dr Niall McVeigh
Leas-phríomhoide	Frances King
Ainm na scoile	Coláiste Oiriall
Seoladh	Cnoc an Chonnaidh Bóthar Ard Mhacha Muineachán
Guthán	047 72344
Ríomhphost	eolas@oiriall.ie
Príomhoide	Brendán O'Dufaigh
Leas-phríomhoide	Annette Ní Thuathail
Ainm na scoile	Inver College
Seoladh	Carraig Mhachaire Rois Co. Mhuineacháin
Guthán	042 966 1282
Ríomhphost	info@invercollege.ie
Príomhoide	Cormac Flynn
Leas-phríomhoide	Dr Miriam Nugent

Ainm na scoile	Largy College (I gcomhoibríocht le deoise an Chlochair)
Seoladh	Annalore Road Clones Co. Mhuineacháin
Guthán	047 51132
Ríomhphost	info@largy.ie
Príomhoide	Sharon Magennis
Leas-phríomhoide	Michael Killen

BREISOIDEACHAS AGUS OILIÚINT

Ainm	Institiúid Cabháin.
Seoladh	Cathedral Road An Cabhán
Guthán	049 433 2633
Ríomhphost	info@cavaninstitute.ie
Stiúrthóir	Ann Marie Lacey
Leas-Stiúrthóir	Gerry McKenny Karen Fitzpatrick Louise Clarke
Ainm	Institiúid Muineacháin
Seoladh	Monaghan Education Campus Cnoc an Chonnaidh Co. Mhuineacháin
Guthán	047 84900
Ríomhphost	info@monaghaninstitute.ie
Stiúrthóir	Dr Fiona McGrath
Leas-Stiúrthóir	Rynagh McNally

Ionaid YOUTHREACH

Ainm an Ionaid	Youthreach Charraig Mhachaire Rois
Seoladh	Halla Teaghlaigh Naofa Carraig Mhachaire Rois Co. Mhuineacháin
Guthán	042 9673906
Ríomhphost	info@carrickmacrossyouthreach.ie
Comhordaitheoir	Bernadette Duffy
Ainm an Ionaid	Youthreach Bhaile na Lorgan
Seoladh	Lakeview Business Park Baile na Lorgan Co. Mhuineacháin
Guthán	042 974 9516
Ríomhphost	davidmcadam@cmetb.ie
Comhordaitheoir	David McAdam
Ainm an Ionaid	Youthreach an Chabháin
Seoladh	Moynehall An Cabhán Co. Cabháin
Guthán	049 4361573
Ríomhphost	cavanyouthreach@cmetb.ie
Comhordaitheoir	Sabrina McEntee
Ainm an Ionaid	Youthreach Mhuinchille
Seoladh	Muinchille Co. Cabháin
Guthán	049 5552561

Ríomhphost	MikeDurkan@cmetb.ie
Comhordaitheoir	Mike Durkan
Ainm an Ionaid	Kingscourt Youthreach
Seoladh	Príomhsráid Íocht. Dún an Rí Co.Cavan
Guthán	042 9668248
Ríomhphost	michaelmurphy@cmetb.ie
Comhordaitheoir	Michael Murphy
Ainm an Ionaid	Youthreach Mhuineacháin
Seoladh	Cnoc an Chonnaidh Co. Mhuineacháin
Guthán	047 83554
Ríomhphost	info@monaghanyouthreach.ie
Comhordaitheoir	Niall McCann

Ionaid Eile

Ainm an Ionaid	Ionad Oideachais Allamuigh agus Oiliúna Tanagh	
Seoladh	Dartraí trí Mhuinchille Co. Mhuineacháin	
Guthán	049 555 2988	
Ríomhphost	info@tanaghoutdoorededucation.com	
Bainisteoir	Michelle Forester	
Ainm an Ionaid	Garage Theatre	
Seoladh	Monaghan Education Campus Bóthar Ard Mhacha, Muineachán. Co. Mhuineacháin	
Guthán	047 81597	
Ríomhphost	info@garagetheatre.com	
Bainisteoir Oibriúcháin	Cathy Bennett	
Stiúrthóir Ealaíonta	Eileen Costello	

Ionaid Riaracháin

	Oifig Mhuineacháin (Príomhoifig)	Oifig an Chabháin
Seoladh:	Ionad Riaracháin CMETB Sráid an Mhargaidh Muineachán H18 W449	Ionad Riaracháin CMETB Church View Square An Cabhán H12 A252
Guthán:	047 30888	049 433 1044
Ríomhphost:	info@cmetb.ie	info@cmetb.ie
Suíomh Gréasáin: www.cmetb.ie		