



cmeth

Bord Oideachais agus Oiliúna
an Chabháin agus Mhuineacháin

*Cavan and Monaghan
Education and Training Board*

ANNUAL REPORT

2020

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1 CMETB Mission, Vision and Core Values



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 2020.

CMETB is one of the biggest employers in Cavan and Monaghan with a significant workforce of 1,300 part-time and full-time staff providing essential services 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 2020 were:

- Continued delivery of all services and supports throughout the pandemic via a highly effective Business Continuity Plan.
- Announcement of significant Capital Investment Projects for Beech Hill College, Virginia College and Castleblayney College.
- Excellent examination results achieved by students in all our post-primary schools.
- 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.
- Successful Application being presented to Enterprise Ireland for the establishment of a Centre of Excellence in Supply Chain, Procurement and Logistics.
- Introduction of the Financial Maturity Model to further enhance 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 2020.

As Chairperson, my hope is that the years 2021 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. In every sense we will continue to strive, as a real leader, in advancing the delivery of targeted programmes to meet the needs of the region in recovering from the aftermath of Covid-19.



Séan Fagan, Chairperson

CMETB 2020-21

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. The core values of Strategy Statement of Equality, Professionalism, Integrity, Collaboration and Innovation remain particularly relevant in informing our collective actions throughout the organisation in playing a pivotal role in assisting the region's response to the Covid-19 crisis. This Annual Report highlights many significant achievements of the CMETB Strategy Statement delivered during the 2020.

In schools, collaborative planning networks in Leadership, Teaching and Learning, Wellbeing and Information and Communications Technology have all helped to develop highly interactive approaches to delivering quality remote teaching and learning during various stages of the pandemic. 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. 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.

Covid-19 has had a serious impact on the employment status of many people in the region, with CMETB Further Education and Training services establishing a pathway towards helping people re-skill and to best position themselves for our post-Covid-19 economy. The flexibility 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 every assistance was provided in supporting our learners, employers and communities.

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. The highest standards of corporate governance have been maintained throughout the organisation for all services throughout the pandemic crisis.

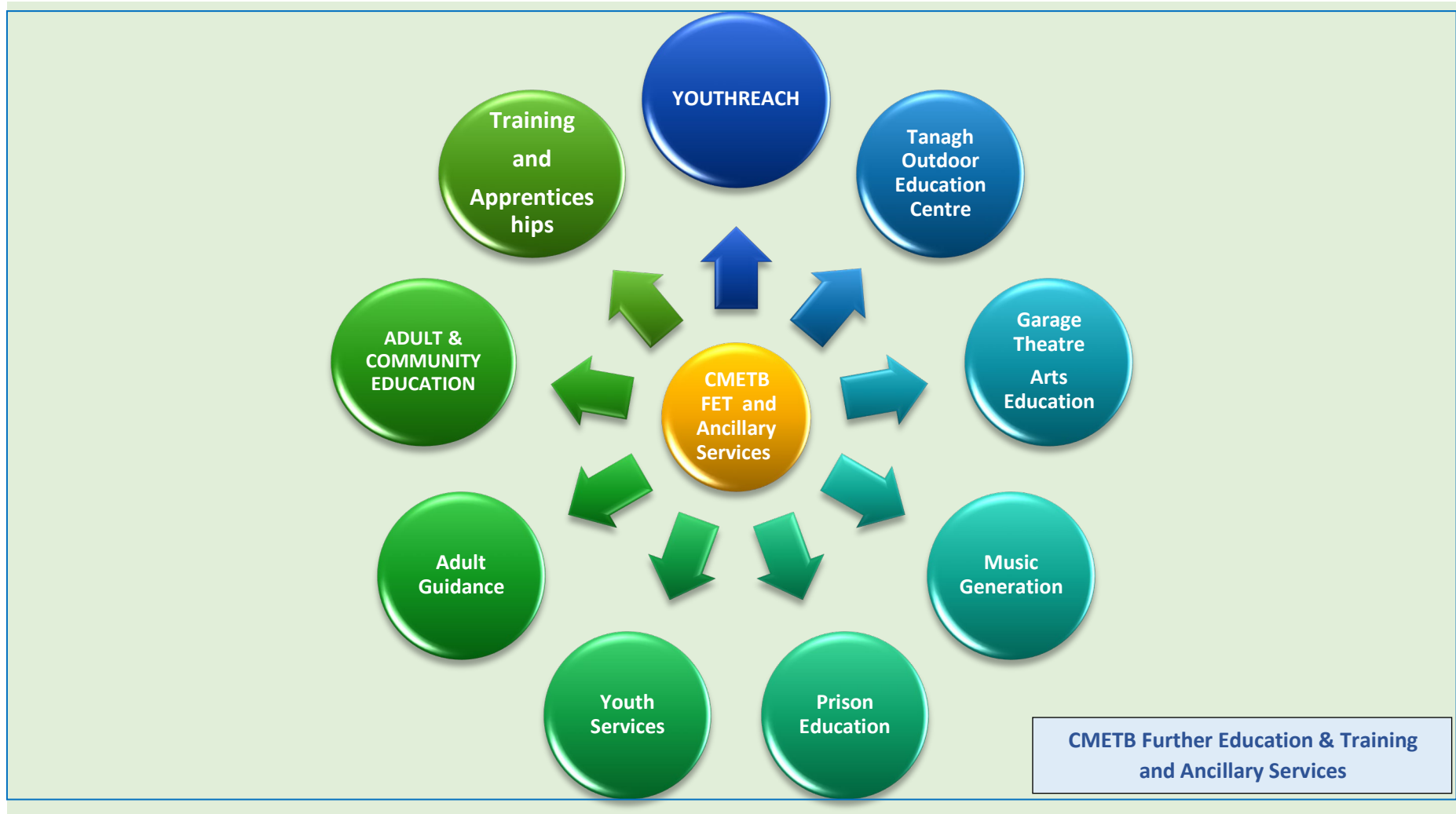
It has been a privilege for me to work with my colleagues among the staff of CMETB in testing circumstances over the past year. I am very grateful for the support of the CMETB board members who have shown remarkable dedication to their work on behalf of all learners. I thank all who contributed in any way to this report and wish all staff and learners continued success in 2021..



**John Kearney,
Chief Executive**

5 Overview of Services





6 Directors Reports

6.1 SCHOOLS

Cavan and Monaghan ETB provided post-primary education to 5016 students across 11 schools during 2020. This represents a growth of over 438 students (9.56%) in the current year with a projection of future growth in coming years. This represents the fourth year of substantial growth in student numbers and secures an increase share of all students in the region attending a CMETB school. The schools and details are:

School	Address	Enrolment Sept 2020	DEIS/Non DEIS
Ballybay Community College	Ballybay, Co. Monaghan	350	Non DEIS
Beech Hill College	Monaghan, Co. Monaghan	661	DEIS
Breifne College	Cavan, Co. Cavan	798	DEIS
Castleblayney College	Castleblayney, Co. Monaghan	294	DEIS
Coláiste Dun an Rí	Kingscourt, Co. Cavan	529	Non DEIS
Coláiste Oiriall	Cnoc an Chonnaidh, Muineachán	384	Non DEIS Gaelcholáiste
Inver College	Carrickmacross, Co. Monaghan	405	DEIS
Largy College	Clones, Co. Monaghan	426	DEIS
St Bricin's College	Belturbet, Co. Cavan	165	Non DEIS
St Mogue's College	Bawnboy, Co. Cavan	250	DEIS
Virginia College	Virginia, Co. Cavan	754	Non DEIS
TOTAL		5016	

School Leadership:

During 2020 CMETB appointed Principals and Deputy Principals to schools in the CMETB area as follows:

School	Position	Appointment
St Bricin's College	Deputy Principal	Stephen Smith
Breifne College	Deputy Principal	Jason Murphy
Virginia College	Deputy Principal	Kaye Duffy

Statement of Internal Control

All schools returned a statement for 2020. The statement covered areas including Financial Management, Procurement and Asset Management, Compliance with DES Circulars etc. re Teaching and Learning, Governance.

Child Protection:

In March 2018 new national guidelines for child protection were put on a mandatory footing by the government. CMETB acted in a timely and efficient manner to ensure that these guidelines were implemented immediately. Each school developed a risk assessment document and Child Safeguarding Statement and ensured that all relevant staff availed of core CPD in child protection. Teachers continue to avail of CPD provided by PDST. CMETB assisted in developing appropriate reporting mechanisms to Boards of Management. This is an ongoing process with schools reviewing their statement on an annual basis. DLPS and DDLPs attend appropriate CPD.



Figure 1 Ruth Madden, a student at Largy College in Clones, Co Monaghan, claimed the Gold Award in Physical and Engineering at the Hong Kong Global Youth Science and Technology Bowl. She had already won the SciFest National Final, organised by Science Foundation

Board of Management CPD 2020:

- CMETB provided professional development to members of the Boards of Managements to support the effectiveness and efficiency of Boards.
- Three 1-hour workshops were provided to Board of Management Members in 2020.
- The focus of this year's CPD were:
Evening 1 - Governance, Legal responsibilities for Boards, Role of the Board member.
Evening 2 - Effective meetings and Board of Managements Role in MLL Inspections
Evening 3 - Child Protection and Knowing our Education system.
- These sessions were held remotely via MS Teams. They were attended by significant numbers and feedback from participants reflect their appreciation at being suitably supported in their role as members of Boards of Management and they expressed a desire for further support and development from Cavan and Monaghan ETB.
- Boards of Management gained an insight in how to exercise their child safeguarding governance and oversight role and their role in preparing for and participating in the inspection process.

Covid-19 Pandemic Response:

A significant focus of the operation of CMETB schools in 2020 was based on our response to the Covid 19 pandemic that had unprecedented impact on schooling. Schools closed on 12 March 2020. CMETB, in anticipation of such an event had prepared the way for Microsoft Teams to be the dominant platform for delivery of remote education. Support to learners and educators followed, led by the IT Capacity Group that includes IT Support, Schools Working Group, FET IT Officer and lead teachers. This phase of support included:

- Provision of face to face workshops to teachers prior to lockdown
- Audit of resources, procurement of additional resources and provision of devices for use by teachers and students
- Development of remote learning resource bank located primarily on Microsoft Stream. In total over 100 videos pieces generated and managed by CMETB staff were produced here
- Provision of one-to-one support for teachers on IT usage
- Continuous provision of a flow of Webinars for teachers on IT usage
- Monitoring of the use of Teams and adapting the functionality to respond to student and teacher demand
- Monitoring of and planning for security and safety of learners and teachers online
- Provision of guidance for remote learning for Special Education Needs and for student Guidance
- Establishment of online only staff meetings



Figure 2 Inver College provided 7000 faceshields for front line workers in the fight against Covid 19.

Recruitment:

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



Figure 3 Beech Hill College - Class of 2020 "Drive In" Graduation

Staff and CMETB Meetings:

All meetings were moved on to the MS Teams platform and schools continued to function here including:

- Conduct of Board of Management meetings
- Principals Meetings
- Staff meetings and subject – department meetings
- Working Group meetings
- Provision of school leaders' summer programme online

Calculated Grades:

Minster McHugh announced that Leaving Certificate and Junior Certificate examinations would not be held in 2020. As a result, CMETB schools, like all others, had to address the provision of Calculated Grades to all Leaving Certificate students. This was a revolutionary response to unprecedented circumstances and required teachers and schools to work together to generate a system of predicted grades instead of the traditional Leaving Certificate grades. While requiring much planning and guidance this process resulted in the vast majority of students receiving a Calculated Grade in almost all subjects that they had applied to sit in their Leaving Certificate. Strong teacher cooperation and leadership oversight by Principals were central to the success of this operation.

Junior Cycle students were provided with a school-based report on their learning over the three years of Junior Cycle, incorporating all aspects of relevant learning and assessments.

Safe Return to School August 2020

In July 2020 Minister Foley announced a detailed set of guidelines and protocols on the safe return to school in September for all students and staff. Again, the response required was unprecedented and came with a significant resource allocation from the Department of Education. The main features of the response include:

- Risk Assessments and a Safe Return to School Response Plan being developed for each school
- Recruitment of additional teachers and supervisors
- Significant adjustments to class groupings and timetables
- Procurement and installation of relevant Covid 19 prevention resources including sanitising stations, hand gels and signage
- Additional cleaning and sanitising
- The adjustment to buildings and classrooms to provide appropriately socially distanced, ventilated areas.
- Provision of significant storage areas in all schools to cater for the removal of all furniture other than tables and chairs from classrooms
- Procedures on the wearing of face coverings and adjusting behaviour policies to take into account the prevention measures required in each school
- Detailed communication of revised arrangements with parents and families
- Covid 19 specific educational interventions for students in school
- Focus on student wellbeing on return to school after a significant disruption to normal education
- Provision of revised timetabling of events and learning opportunities for the remainder of the year
- Adjusting to revised guidelines for programmes of study from DES.

Safe Return to Schools: Implementation

On return to school in August CMETB staff and officials supported schools as they addressed the challenges of having learning on site while a pandemic continued. This involved:

- Monitoring and adjustment of protocols for staff and students
- Rigorous Covid-19 related education of all
- Planning of activities to conform with regulations
- Management of cases and outbreaks in schools
- Liaising with and following guidelines of Public Health
- Organising and implementing parent-teacher meetings
- Conduct of normal school administration on a remote basis
- Dealing with parental and student concerns about measures in place
- Addressing substantial substitution and supervision challenges



Figure 4 Faolán Ó Cathmhaoil, a fifth-year student from Coláiste Oiriall in Co Monaghan, has been named as the overall winner of the PDST Young Economist of the Year award, his project titled "The Economic Sustainability of Index-Funds for Equity Markets"

Inclusion

CMETB has taken a proactive approach to working with NCSE to plan timely provision of ASD classes in the region and as a result two additional schools (Inver College and Coláiste Dún and Rí) opened ASD classes for the first time in 2021. Beech Hill College will open one in 2021 and a timeline for further expansion of provision is in place.

CMETB has also committed to supporting the ASD classes by establishing the Inclusion working group and a forum for teachers in ASD classes.

On a wider level, CMETB has worked with Dr. Johanna Fitzgerald in investigating the provision of effective models for use of SEN resources in CMETB schools.



Figure 5 Lukas Bepalovas (17) a sixth-year student at Breifne College, Cavan was one of only six finalists at the 2020 Top Security Frank Maher Classical Music Awards on Friday 2nd October. With a €5,000 prize for the winner, it is Ireland's largest such competition

ARTS, MUSIC & THEATRE

Music Generation:

Overview of Activities for Academic Year 2019/20

- Number of **schools** in which weekly sessions were delivered: 32
- Number of **childcare settings** in which weekly sessions were delivered: 9
- The Music Generation Cavan / Monaghan official launch event was held in Feb 2020.
- A 4 week vocal course was offered as part of the Garda Diversion Programme (Monaghan) in partnership with Foróige.
- The Primary Vocal & Early Years programmes moved online. The Trad programme was suspended but has since resumed.
- CMETB 'Music for Preschoolers' online video series was published for Cruinniú 2020.
- 6 Musician Educators took part in the 'Le Chéile' series of Irish language virtual concerts in partnership with Monaghan County Council.
- 2 Virtual Concerts in which 4 of our Musician Educators performed were produced as part of Culture Night 2020.
- An online Rock & Pop pilot was held in partnership with Bounce Back Youth Services (Cavan), 2 Musician Educators facilitated an 8-week programme which covered recording, production, band theory, instrumental practice and song writing.
- 4 of our Musicians Educators took part in a series of 'Festival in a Van' performances in nursing and care homes across Monaghan and Cavan - in partnership with Creative Monaghan.
- Music and Me! A 3-week, free, online music experience for children 0-3 and their parents was facilitated by our 2 Early Years Musicians Educators. This was in partnership with Lifestart and CYPSC Monaghan.
- A virtual Christmas concert was produced in the Patrick Kavanagh Centre. Musicians performed in various groups alongside clips from partner schools in the vocal programme. A new musical setting of Kavanagh's 'Advent' composed by one of our Musician Educators performed by a group of MEs along with the MDO and Admin. This was a joint venture between Music Generation Cavan / Monaghan and Monaghan County Council.



Figure 6 Launch of Music Generation

Local Arts & Education Partnership

CMETB in conjunction with Monaghan and Cavan County Councils promotes the Arts in Education and has established a partnership with local artists. Throughout 2020 activity had to be particularly creative due to the limitations imposed by the pandemic restrictions on artistic and cultural events. Notwithstanding this, the partnership had oversight of:

- Workshops for Cruinniú 2020,
- Workshops for artists who are developing funding applications for youth activities
- Creative writing and performance online opportunities for Youth Theatre
- Video workshops for schools as part of “Creative Classrooms”
- Storytelling for students in special school
- Shakespearean recorded workshop in collaboration with Monaghan Education Centre,
- Provision of a “Creative Van” to bring drama and the arts to young people
- Other online workshops on poetry, art, and storytelling
- Support for schools in applying for Creative Cluster funding

Theatre:

The CMETB run Garage Theatre began 2020 with the normal dynamic range of theatrical opportunities for local artists and audiences. Support of school shows, art studio and rehearsal spaces continued.

The theatre remained closed to the public since March 2020 but continued to find creative ways of providing services including:

- Youth Theatre online, workshops, rehearsals and performances
- Online shows and interviews from theatre
- Recording space for theatrical and music productions online
- Recording series of online programmes as Gaeilge with cultural focus
- Providing space for artistic workshops for adults with learning difficulties.

Strategic Goal 1: Leadership

Action	KPI	Update 2020
1.To develop a Principals and Deputy Principals' network which focuses on exchange of best practices and fosters collaborative decision making	1. Presence of ongoing dynamic communication and support network for school leaders.	- 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 - 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	- Evidence of engagement of school leaders in ongoing CPD - Evidence of timely and relevant support for school leaders	2020 Leadership support provision was more focused than ever, given the reality of the pandemic. This entailed: - Regular briefings of Principals (weekly basis during the pandemic) - Provision of templates and resources. - Support in the development of plans and policies and plans to implement all stages of health, safety and return to school protocols. - Specific CPD programme for CMETB school leaders continued with topics covered including restorative practice, Microsoft Office Specialism and Interview Skills 11 school leaders participated in ETBI Leadership Conference in Wexford. (Jan 2020)
3. To develop a coordinated approach to promote excellence in learning and teaching across the ETB	1. Ongoing support and development opportunities provided by CMETB to schools and teachers.	1. Excellence in teaching and learning was guided by five working groups in 2020. Not surprisingly this was dominated by supporting remote learning and creating a positive learning experience under the restricted nature of the

		return to school in August 2020. 2. Significant focus on Remote teaching and learning throughout the year. Substantial CPD portfolio provided.
4. To establish subject teacher networks/communities of practice to promote best practice and sharing of resources.	1. ASD forum to be established for relevant teachers. 2. Evidence of further extension of support for Digital Leaders	1. Establishment of ASD Forum for Teachers in ASD classes 2. Development of Digital Leaders network with face to face and remote support for Digital Leaders.
6. To target improved student outcomes and improved transfer to 3rd level across the scheme	1. Introduction of new programme to bridge IT skills gap between students and world of further learning and work.	1. Introduction of Microsoft Office Specialism programme across 10 schools with certified, workplace compliant programme for Transition Year students. 2. CMETB held an online Careers 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
7. To foster and support greater distributed leadership amongst staff and students	1. CMETB supports middle leaders through resources and CPD opportunities. 2. Review of posts and roles takes place in each school.	1. Digital Leadership dominated the CPD programme for teachers and leaders in 2020. 2. Weekly webinars for digital leaders and teachers. 3. Preparation of Digital Leaders for Remote learning took place in February and March 2020 including a face to face workshop for same. 4. Support given to school leaders in reviewing posts and roles. This is ongoing with templates and resources available.
8. To develop a framework in support of curriculum review	1. Ongoing review of curricular arrangements	1. Continued exploration of evidence around length of class periods for CMETB

across all schools/centres	between DOS and school leaders. 2. Identification of additional subject needs in CMETB schools. 3. Review of curricular needs with each school	schools.6/11 are now running 58 or 60 minute classes. 2. Review of curricular needs has seen schools apply for new curricular subjects. 3. Negotiations have commenced with PPLI to offer Polish as a Leaving Cert subject using a blended model.
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Strategic Goal 2: Learning and Teaching

Action	KPI	Update 2020
1.To place learning and teaching as a top-level priority goal for CMETB statement of strategy	1. Oversight of Leaving Certificate and LCA results 2. Introduction to Restorative Practice for schools 3. Schools develop effective timetables with support from CMETB	• Follow up to exploration of Leaving Cert results with senior management conducted in schools. • Restorative Practice workshop for school leaders and teachers. • Strategic planning support provided to schools • Curriculum and timetabling support provided to all school leaders
2.The development of a structured CPD programme within the framework for learning and teaching 3.The promotion of cross curricular collaboration within and between schools/centres	1. Needs based CPD Programme in place for teachers 2. Ongoing inclusion of students with special needs to be supported at Junior Cycle.	1. The Digital Platform offered in Microsoft Office and Teams has been customised to afford for in and cross school planning and sharing of resources. 2. Ongoing implementation of Junior Cycle Programme in all schools with relevant CPD taking place for teachers 3. A number of schools have introduced Level 2 Learning Programmes to support the curricular needs of a very defined group of students with specific learning difficulties.

4. To promote effective engagement with IT in the learning process across all schools	1. IT support for relevant learning opportunities to be reviewed and initiatives delivered. 2. Review of ECDL in schools and introduction of MOS for learners. 3. Expansion of hardware, devices and resources, pending funding.	1. Extensive IT support programme offered as described earlier in this document. 2. Introductions and support for Microsoft Office Specialism took place for school leaders, teachers and IT support. 3. The IT grants for schools strengthened the infrastructure across all schools and enabled schools to purchase much needed devices. 4. Purchase of devices for students and teachers as required under pandemic response. 5. Continued migration from servers to cloud based services for schools. 6. Expanded use of Microsoft Teams in all schools. This is now a portal used by all teachers and students.
6. Audit of resources including capital, personnel (teaching and support) and fiscal with the aim to secure the optimal level for all schools/centres	1. Each school to plan for necessary resources to support teaching and learning. IT Grants will be used to match needs, 2. CMETB to develop a progressive schools' building programme responding to strong demographic growth in enrolments. 3.	1. 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. 2. Five schools are currently on school building programme due to growing enrolments and the introduction of ASD units. 3. Thorough review and risk assessment of each

		school's capacity to reopen safely in August 2020 led to withdrawal of furniture and fittings from all classrooms, adjustments to school buildings, upgrading of hand sanitisation and ventilation arrangements. Storage was procured as appropriate.
7. To reduce the administrative burden on schools/centres leadership team	1. To trial online meetings using Microsoft Teams. 2. Provision of legal and compliance advice to all school boards and leaders as required. 3. Regular meetings between OSD staff and school leaders	1. 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. 2. When required legal and compliance advice was available to all schools on a range of matters. 3. The use of Microsoft Teams was introduced by the Director of Schools as a primary, cohesive communication platform for schools. 4. All meetings and interviews have been conducted remotely reducing time and travel costs. OSD staff available as required at all meetings
8.To build on CMETB's commitment to inclusion of all students irrespective of gender, socio-economic background, race or religion	1. To commence at least one additional ASD class in a CMETB school in 2020. 2. Review teaching capacity in area of SEN, looking at available staff, requirements for future and identify necessary CPD. 3. Review by Senior Management at CMETB of resources	• Two additional ASD units opened in CMETB schools. • 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

	attached to each school.	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. Students were accepted by CMETB schools as part of Syrian refugee resettlement programme
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Strategic Goal 3: Wellbeing

Action	Update 2020	
1.To develop a scheme wide mission and vision statement focusing on wellbeing	- Development of a CMETB wide Schools' Wellbeing Plan - Expand curricular provision for PE to include a senior cycle PE programme	- CMETB has an inter-agency wellbeing group exploring a consistent approach to wellbeing related issues in CMETB schools - One school to pilot PE as a Leaving Certificate subject while others have introduced a short course in PE. - Planning in place for extension of wellbeing hours to 400 at Junior Cycle (Note: planning was redirected to Covid-19 pandemic response in 2020)
2.To prioritise support for both physical and mental health	- Participation in initiatives to promote prevention of drugs and alcohol misuse. - Provision of guidance to schools by Wellbeing Working Group.	- Interagency collaboration on Covid 19, Drugs and Alcohol and suicide prevention - Participating in local response to chain of suicides in a geographical area. - Preparation for introduction of "Planet Youth" under CMETB as a lead partner. This will address social issue, and in particular misuse of drugs and alcohol. - Wellbeing working group established advice for Principals and schools on welcoming students back to school after periods of online learning.

		- Support and advice given for supporting vulnerable students at home - Two schools availed of summer programme for vulnerable learners - Continuation of meals provision to students during periods of school closures.
3. Standardisation of pastoral care across the scheme	That all schools are introduced to formal practices in relation to Restorative Practice.	- Director of Schools chaired Wellbeing Working Group. Outcomes were shared to all schools. - Teachers from CMETB schools received training on Restorative Practice that is now being implemented in schools on a phased basis.
4. A comprehensive CPD programme will be available to all staff and students which focuses on emotional intelligence, anti-bullying and resilience	Provision of tailored CPD opportunities as guided by Wellbeing Working Group.	- Restorative Practices CPD for teachers and school leaders. - Sharing of practice between schools and school leaders on effective strategies to assist students when coping with pandemic, - Intense planning and delivery of core messages for teachers and students relating to compliance with Covid 19 Return to School plan. - Interagency cooperation in addressing non-compliance outside of the school environment.



Paddy Flood
Director of Schools

6.2 FURTHER EDUCATION & 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, Evening Provision, 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 7 OEM Apprentices 2020

In 2020, FET provision like all other activities were hugely disrupted. Centres and Services were closed for a large part of the year and alternative means of provision had to be developed. While this was hugely challenging for all and disadvantageous for many of our learners, it did however lead to some positive outcomes which will continue beyond COVID, including :

- Large scale advances in utilisation of Technology Enhanced Learning across all FET Provision
- Significant upskilling of all staff in ICT skills and TEL
- Development of new modes of delivery and alternative forms of assessment
- Utilisation of a range of media for all services, e.g. creation of a You tube channel for community education, online Guidance Counselling appointments, etc
- Continued delivery of a broad range of programmes at all Levels
- Significant progress in development of a blended learning policy
- Advances in utilisation of technology as a means to capture and respond to the Learner Voice
- Development and operation of a Learner Assistance Fund and ICT Device Loan Scheme

While COVID undoubtedly affected learner numbers, it enhanced innovation, versatility and creative thinking among FET Services. This will benefit us as we work towards wider reopening and return to site and rebuilding our service and learner numbers in 2021 and beyond.



Figure 8 Learning in the Virtual World

2020 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.



Figure 9 FET Centre of Excellence launch

Youth Services

2020 was a year that Youth Services came to the fore in relation to the response to the Covid-19 Pandemic. We are particularly proud of the Youth Organisations funded through the Department of Children, Equality, Disability, Inclusion and Youth who led the digital way in ensuring services for young people remained available. Their services went from a 5-day week provision to 7 days a week, 24 hours a day and were pivotal in providing much needed support and sign posting to services for all young people.

Youth workers were deemed as essential workers under Covid-19 restrictions and meant that one to one responses and initiatives could be deployed when needed from time to time.

The DCEDIY increased the level of Youth Work Funding to all ETBs in 2020 and new initiatives such as Covid once off and capita grants, along with ICT grants, supported Youth Services to increase the digital and reach-out capacity of staff-led projects and volunteer-led youth groups to ensure they could continue to support young people through provision of their programmes.

The administration of Healthy Ireland Funding on behalf of our CYPSC colleagues in Cavan and Monaghan continued and supported youth and community organisations to respond to the Covid-19 pandemic through various initiatives.

External community and youth organisations were, at the latter part of the year, supported to engage and receive funding under the Mitigating Educational and Disadvantage Scheme. The work contributed to CMETB receiving a large portion of the national pot and supported the formation of new professional relationships whilst also provided funding for digital technologies, learner support and Covid measures for the most vulnerable and most distant from education.

In addition, 2020 saw Research carried out in support of developing an Alternative Learning Programme for Cavan and Monaghan, funded under Youth Services. CMETB in collaboration with Foróige, are now working closely with the Education and Welfare Officers in both counties to provide a youth work response to young people who may be at risk of leaving school prior to the national legal age.



Figure 10 Launch of UBU Programme

Tanagh Outdoor Education and Training Centre

Visitor Number

Tanagh hosted **4,770** Visitors for Outdoor Programmes and Services in 2020 (significantly down from 16,921 in 2019).

Local Economy Impacts as a result of Covid Lockdown

The significant drop in visitors to the Centre presented significant impact not just to the Centre but to the local economy in 2020 in the form of employment of local staff required to deliver its programmes and services and the purchase of goods and services normally required by the Centre to meet the needs of those visitors in the form of transport, fuel, catering and cleaning industries.

QQI Level 5 Outdoor Instructor Traineeship

The traineeship was granted an extension to allow Trainees to complete the Outdoor Instructor Traineeship in October 2020, delayed due to Covid-19 restrictions and a group of 9 new Trainees were enrolled and started the 45-week Traineeship in October 2020.

23 learners from the PLC Access programme in Cavan and Monaghan successfully completed a 10-week Outdoor Recreation Programme at the latter end of 2020.

ETBI Outdoor Education Services Network

As a result of the Sectoral Review of Outdoor Education which was published at the start of 2020, a Strategic Framework for the Sector 2021 – 2023 was developed and has since been submitted to DoE and other stakeholders including SOLAS through ETBI, with view to Outdoor Education and Training coming under the banner of FET Services.

Maintenance and Building Developments

The Refurbishment of the Centre that was started in December 2019 to include refit of Fire Doors throughout the Centre and upgrade to internal Fire Protection Systems was completed. The remaining structure of the derelict School and Church on site at the Centre was demolished and removed, making way for a new Sports hall facility on Centre grounds.

Broadband Access

The centre which was approved to be one of 12-digi hubs within County Monaghan had works completed in 2020 allowing for broadband speeds of up to 80mbps at three locations within the Centre.

Health and Safety

The Centre Safety Statement was reviewed and updated in line with Risk Assessments developed for the Education Sector by the HSA and ETBI.

Finance and Stock System

The Centre migrated all their financial systems over to Purchase to Pay along with the rest of the CMETB Schools and Centres. The Centre also migrated all stock over to a new on-line stock system along with the rest of CMETB Schools and Centres

Website and On-line Payments

The Centre launched a new website for its programmes and services with on-line booking and payment facility.



Figure 11 QQI Level 5 Outdoor Education Traineeship

Report of the delivery of Strategic Goals in 2020

Strategic Goal 1: Raise the Standing of FET

Aim	KPI	Actions undertaken in 2020
To ensure recognition of FET as a valued learning path	- Increased awareness of FET services and provision - Greater understanding and recognition of FET and its value as a means of progression to HE and/or employment - Increased numbers enrolling on FET Programmes	- Ongoing and wide range of FET promotion utilising range of media, including webinars, interviews, social media, podcasts, etc - Specific targeted promotion regarding supports for those most affected by COVID - CMETB FET participation in national stories / events – e.g. College Awareness week, Science Week, Adult Learners' Week, Literacy Awareness Week, SOLAS FET promotion campaign - Continued 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	KPI	Actions undertaken in 2020
To address current and future needs of learners, jobseekers, employers and employees and contribute to national economic development	- Widened range of provision - Increased learner numbers - Greater linkages with employers - Increased range of certification offered - Positive outcomes for learners, i.e. into employment / HE	- All FET Services moved to online delivery and blended learning - Alternative assessment options were created and implemented enabling majority of learners to complete their programmes in line with academic year - In line with restrictions, Centres partially reopened to facilitate assessment / engagement of vulnerable learners/ delivery of lower lever or practical programmes - Varied offering of FET provision to meet changing profile of learners arising from

		COVID, e.g. shorter online programmes for those on PUP payments • Continued development of employer / industry linkages and introduction of new programmes, e.g. HGV Traineeship • Funding secured from Enterprise Ireland towards development of a Centre of Excellence for Supply Chain, Logistics and Procurement • Development and delivery of bespoke supervisory management programme for industry • Development and delivery of tailored programmes for hospitality industry • Ongoing development and provision of a wide range of FET programmes across Levels 1-6 • Operation of traineeships in OEM, Outdoor Activity Instructor, Youth Work, Home Care, and Hospitality and engagement with employers in these sectors • Expansion of apprenticeship registrations • Expansion of Skills to Advance programmes in Monaghan and Cavan. • Range of Employer events held across FET services • Guidance and information services provided via a range of media to enable participation • New Pathways to Education developed and launched supporting learners to re enter education
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Strategic Goal 3. Integrated Planning and Funding

Aim	KPI	Actions undertaken in 2020
To ensure that CMETB FET provision is planned and implemented on the basis of objective analysis of need and demand	- Increased uptake of FET provision - Increased retention and certification rates - Increased integration among FET Services	- Progressed development of CMETB FET Strategy 2021-2024 aligned to Solas National FET Strategy - 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 - Consultation and engagement actions implemented, e.g. Learner Forum, Learner Survey, Staff Survey to ascertain learner needs and issues and work to address these - Continued development and implementation of cross service programmes, e.g. literacy awareness training for tutors, literacy support for apprentices, guidance for contracted training groups, 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	KPI	Actions undertaken in 2020
That FET provision will support the inclusion of	Increased range of learners supports available	High level of IT Support and training provided to all FET learners to support their engagement in online learning

people of all abilities, with special reference to literacy and numeracy	Increased participation among learners experiencing disadvantage / those hardest to reach	- Variety of media and actions used to engage with learners following centre closures 300 learners provided with a laptop for the duration of their programme under CMETB ICT Device Loan Scheme - Learner Assistance Fund established through monies received under Mitigating Against Educational Disadvantage Fund (MAEDF). This provided financial support to >600 PLC and Traineeship learners 20 Community Projects allocated funding under MAEDF to support education and training in their locality 2nd cohort of PLC Access programme commenced in MI & CI in Sept 2020. 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 2021 - Refugee Resettlement Programme commenced in Cavan with intensive ESOL classes - Range of supports provided to people in community with lesser ICT / Technical ability to engage with online activity, e.g. supporting elderly to use phone / Zoom, etc. - Finalisation of the development of good practice guidelines and toolkit for the initial and ongoing assessment of English language competence of migrant learners.
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Strategic Goal 5. Quality Provision

Aim	KPI	Actions undertaken in 2020
To ensure that CMETB FET Services provide high quality education and training programmes that meet national and international quality standards	• Attainment of KPIs set out in Quality Improvement Plan • Integration of quality assurance policies and procedures • Increased range of PL&D opportunities for staff • Increased participation in PL & D programmes • Progression of capital projects	• Continued implementation of Quality Improvement Plan • Commenced work towards QQI Inaugural Review • Staff induction programme developed and piloted • Continued development of integrated CMETB policies and procedures to further integrate FET provision at CMETB; • Continued operation of 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. • Range of Well Being initiatives and workshops delivered for FET Staff • TEL Staff and PLC Staff with TEL expertise worked to upskill staff in a range of areas such as use of MS Teams for Education, MS Forms for Assessment, OneNote for Education, Sway and MS Stream. • Live webinars held and recorded for staff and uploaded to Stream for staff to review at a later date. • Progressed development of TEL Champion system in adult education and Youthreach • Dedicated TEL CPD Programme was developed using resources available on the Microsoft Educator Centre. In excess of 100 tutors undertook the programme. • Range of PLD opportunities provided and availed of

- Staff supported to undertake certified PD programmes outside of CMETB
- Sharing of best practice and discussion of #FutureFET at the 'Stay Connected' 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 Structures and Services

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

Central to the delivery of its services are the administrative centres, with CMETB Head office located in Monaghan and sub-office located in Cavan town.

The Administrative functions are delivered across several key pillars, comprising Human Resources, Finance, Land and Buildings, Corporate Services, Compliance, Procurement, IT and Training Administration.

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

CMETB regularly review and monitor its structures and infrastructure to deliver on the four goals outlined in the Strategy Statement and ensure that it continues to deliver its services as efficiently and effectively as possible.



Working across all 4 goals, Organisation Support and Development aims to deliver increased value to Cavan and Monaghan Education and Training Board by further enhancement of sound and coherent policies, systems and engagement processes, which ensure that the ETB is compliant with legislation, attracts and retains high quality staff, demonstrates excellence in governance.

2020

This past year has been exceptional challenging with COVID-19 affecting all aspects of our daily lives and in how we go about our work. CMETB's response to the pandemic has been inspirational and testament to the values and culture right across the organisation. In early 2020, CMETB implemented its contingency/response plan and were able to swiftly activate procedures and protocols that were critical to ensuring that services continued to operate uninterrupted. Our IT Team provided the necessary equipment and systems to accommodate remote working and ensure the continuity of teaching and learning. I would like to acknowledge the support and commitment of the entire CMETB administrative staff, their adaptability was tested, as work practices changed practically overnight. The commitment and flexibility of staff was instrumental in ensuring the successful implementation of our Business Continuity Plan.

2020 was a difficult year, and the Social Committee hosted a series of virtual events targeting health and well-being. These events together with regular well-being initiatives provided by the Compliance Team were important in supporting staff and maintaining connections.

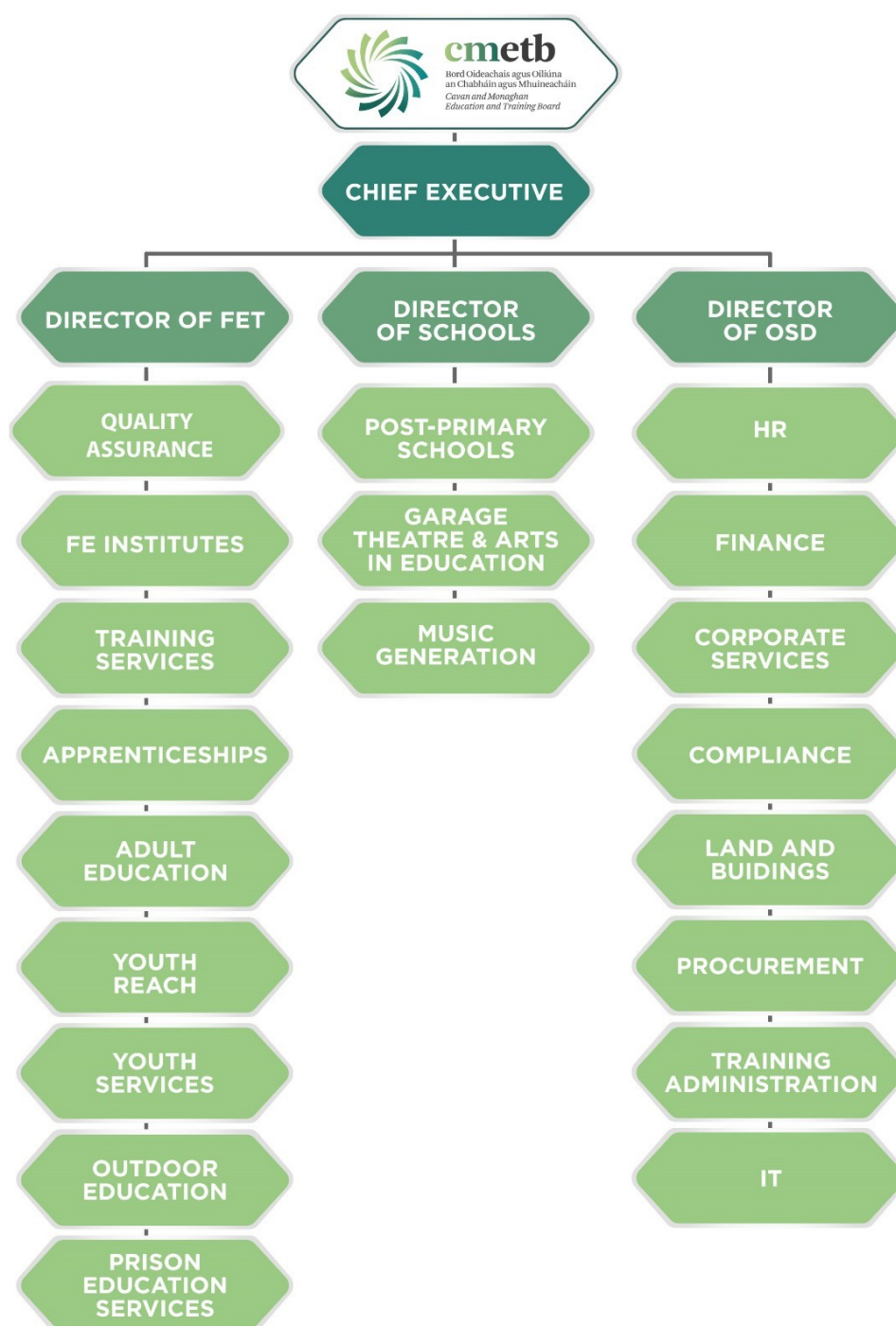
Organisation structure is a continually evolving and this year CMETB's structure has evolved by supporting and facilitating the Department of Education National Shared Services Projects. Following the successful migration of payroll to Shared Services (ESBS) in November 2019, the payment of Travel and Subsistence and the Apprentices and Other Learner allowance payroll migrated to ESBS during 2020. CMETB was also involved in a pilot project to migrate to a new financial system during Q4 2020. In addition, CMETB procured and implemented a new Asset Management System during 2020.

An extensive CPD programme was rolled out to all Admin Staff including non-ETB School Admin staff. These ICT CPD programmes covered a vast range of Microsoft modules and were delivered online, assisting the ETB in achieving its objective in relation to training.

A Financial Maturity Model assessment was completed by CMETB in 2020. The ETB identified the necessary changes required to current practice in order to achieve the desired level of maturity. An Action Plan has been developed, outlining a pathway for the improvement of financial governance and reporting practices in the ETB.

CMETB continues to expand and develop its services with the delivery of IT and building projects services to non-ETB schools. Despite the combined challenges of Covid 19 and Brexit, substantial progress was made towards CMETB's extensive building programme, including ensuring the necessary Covid 19 infrastructural changes complied with national guidelines.

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.

Cavan and Monaghan Education and Training Board remains committed to the continuous improvement of its services in the context of the Government of Ireland's Transformation of Public Services Programme and the policy framework outlined in Our Public Service 2020. The ETB worked on a number of key themes and initiatives during 2020 including:

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.

Governance and Compliance training for the Board took place on 15 December 2020.

In Q4, a meeting took place between the Department of Education and CMETB Senior Management to review the Oversight Agreement, Performance Delivery Agreement and Annual Service Plan. The ETB acknowledged the benefits of the Agreements, including the role in helping to identify Key Performance Indicators (KPI's) which aided the development of the ETB's Service Plan, Annual Report and also linked into the Statement of Strategy. The Department confirmed a high level of compliance in CMETB in meeting its governance obligations in terms of both statutory and other deadlines.

Audit of Compliance with Code of Practice for Governance of ETBs

The Code of Practice for Governance of ETBs (Circular Letter 0002/2019) was issued by the Department of Education and Skills in January 2019. During the course of 2019 and 2020 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 February 2021, CMETB carried out a review of the audit of compliance with the Code in the previous year, using an audit tool developed by Irish Public Bodies Insurance (IPB). The review of the audit demonstrated that we had an acceptable level of compliance.

Risk Management

The Board maintains active oversight of risk management and confirms that it has carried out an assessment of the principal risks, associated mitigation measures and reviewed the effectiveness of these measures in 2020. The Board manages risk for the organisation through a structured risk management programme. The Board is assisted in its risk management function by the Audit and Risk Committee. The Board also relies on the Internal Audit Unit (IAU) and its reports, on the C&AG annual audit and any external Audit such as an ESF audit and or Revenue Audit. In addition, there is a review of Internal Controls performed on an annual basis.

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

- Risk reports from senior management including the Chief Risk Officer (CRO)

- Reports of the Audit and Risk Committee
- Changes in risk ratings
- Audit Register

CMETB undertook a number of activities in 2020 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 Organisation Support and Development Risk Register
2. Quarterly review and updating of the Further Education and Training Risk Register
3. Quarterly review and updating of the Schools Risk Register

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

In addition, a new Risk Register was developed to identify the risks presented by the Covid-19 pandemic, identify the controls required to manage the risks and to track progress on risk management throughout the year as the national response to the pandemic developed.

Development and Implementation of Safety Management

CMETB has been involved in a project, working with a specialist health and safety contractors (Quadra), with the support of ETBI and IPB Insurance, on the development of bespoke Safety Statement template for schools. This work is guided by a combination of the HSA Guidelines on Managing Safety, Health and Welfare in Post-Primary Schools and the work completed by the Safety Management System Project Steering Group. The consultation phase of the project took place during 2019, with ETBI facilitating meeting with sectoral unions, representatives of the project steering group and IPB staff for implementation in 2020. 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.

In September 2020 CMETB engaged Health and Safety Consultants Quadra to assist with the roll-out of the Safety Statement and Risk Assessment template across all schools and centres. A series of training workshops took place and Quadra provided support for staff in each school/centre in adapting and developing the template for their individual needs.

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 2020, CMETB received seventeen (17) requests for information under the FOI Act. Of these, sixteen 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; procurement; climate action; 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 2020/21 with a view to sign off and implementation in May 2021. Throughout 2020 work continued on mapping CMETB data processing activities and developing data processing and data sharing agreements with third parties. The DPO continued to provide support to staff on their responsibilities under GDPR. The ETBI GDPR eLearning online training programme for staff continued to be completed by new CMETB staff. The administration centres focused on data minimisation and a highly successful 'De-clutter Day' was held in July 2020, in accordance with the Records Retention policy. Work was also ongoing on minimising data held on electronic files.

In 2020 ten (10) data breaches were notified to the DPO. These breaches were deemed low risk for the data subjects, most involved clerical errors leading to loss of control of personal data. None of these required reporting to the Data Protection Commission. These breaches were managed within the GDPR legislation and corrective action was implemented.

Public Spending Code

CMETB reaffirm their commitment to meeting all requirements relating to relevant aspects of the Public Spending Code and confirm that following a review of same, CMETB are satisfied that in 2020 the Board adhered to the relevant aspects of the Code.

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

During 2020 CMETB administrative staff continued to provide support for the ETB and its committees, including Boards of Management. On 15 December 2020 the Board received training, facilitated by Crowe Consulting. Boards of Management received training in the Autumn/Winter Term of 2020 with three sessions involving 100+ participants over Microsoft Teams. Corporate Services Department continues to support the Board and committees by

providing administrative support for meetings and supports Boards of Management by providing guidance on agenda preparation, minute taking and recording of minutes.

iii. Staffing

CMETB is a significant employer within the region employing approximately 850 full time staff and 483-part time staff. During 2020, the reassignment of staff on both a temporary and permanent basis to areas of critical need ensured the continued delivery of key services during the Covid-19 pandemic. CMETB endeavors 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' website and promoted via the CMETB social media channels. 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.

During Covid-19 pandemic in 2020, all interviews were held online via Microsoft Teams. Selection Board members received the necessary training and full assistance was provided for interviewees to ensure interviews ran smoothly.

CMETB successfully moved payroll for all full and part time staff to Shared Services (ESBS) in 2019. The transition was smooth and there continues to be close communication between CMETB payroll Admin staff and ESBS, with many update meetings taking place in 2020. A good working relationship has been established with ESBS which will ensure continued success.

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. During the Covid 19 pandemic we were able to leverage this platform securely to allow the continuity of service to be maintained in the Schools, FET Centres and Administration Offices which was vital.

Additional funding for ICT was received in 2020 for the Covid pandemic. This was utilised to maintain teaching and learning to the highest standards in the remote environment with the purchase of suitable devices and software to support the needs of the individual schools and centres. A loan system was introduced to support the rollout of these devices to disadvantaged learners for Educators delivering content on our digital platform.

On Monday, 30 November 2020 Minister for Education Norma Foley TD announced a €50 million investment in Information and Communications Technology (ICT) Grants for primary and post-primary schools which was received in early December 2020.

The €50 million payments involve:

€40m ICT Grant funding issued to all eligible schools in line with previous years, to support the embedding of the use of digital technologies in teaching and learning

€10m for measures to provide for the continuity of teaching and learning using digital technology

This funding also included €10m for Covid-19 specific measures, allowed CMETB schools to put in place robust systems to enable the use of digital technologies within the school, and provide for remote learning. These measures included the purchase of digital devices to loan to students and teachers, software, essential learning platforms and other ICT solutions as determined by the needs of the individual school.

The delivery of the ICT strategy is predicated on our secure and reliable ICT infrastructure, one that can also deliver administrative efficiencies. The ICT priorities very much reflect the growing importance of ICT with focus on the development of a 2 year ICT Action Plan, the delivery of a centre wide CMETB intranet for effective communication, collaboration and dissemination of and access to information along with the strategic development of our ICT Infrastructure to reflect a cloud-first, shared-services approach to ICT delivery.

CMETB is one of the leaders in terms of ICT within the ETB sector nationally. CMETB IT currently supports 1,300 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 the Director of Schools and the IT Department, who are working to enhance the staff student interface for the 2020/2021 academic year and beyond. These staff members are receiving advanced, customized training on how best to utilize M365 in the progression of teaching and learning in their own classrooms and across their school as a whole. These staff members are engaging with other staff within their own schools and centres and are passing on the knowledge they gain to their colleagues within their own subject departments and more generally throughout the school.

As part of this programme all CMETB schools have completed a comprehensive eLearning Plan and CMETB 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 5,000 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 M365 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. Over the last year the ETB continues to use this new security feature.

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.

CMETB were the first ETB to achieve Cyber Essentials certification. Cyber Essentials (CE) is a cyber security certification scheme that offers a sound foundation of basic IT security controls that all types of organisations can implement and potentially build upon. Implementing these controls can significantly reduce an organisations vulnerability. Cyber Essentials is for organisations of all sizes and in all sectors. The Cyber Essentials scheme provides businesses large and small with clarity



Figure 12 CMETB IT Team receive Cyber Security Certification, the first ETB to do so.

v. Finance

The payment of Travel and Subsistence to CMETB staff moved to the Shared Services platform in January 2020. CMETB Apprentices and Other Learner allowance payroll migrated to ESBS from the legacy TAPS (Trainee Allowance Payment System) between March and August 2020

CMETB was involved in a pilot project to migrate to a new financial management system with a go-live date of 01 January 2021. Finance Department staff successfully undertook a 12-week data migration and training programme in Q4 of 2020 in order to facilitate the move. The new SUN system went live on 01 January 2021.

A Financial Maturity Model assessment was completed in 2020 by CMETB. The model was based upon the report from the C&AG 'Financial Management Maturity Model: A Good Practice Guide' which is used to assess and identify opportunities for improvement in financial management practices in public sector organisations.

The functions of CMETB Finance were fortunate to be relatively unaffected by the challenges of the Covid-19 pandemic throughout 2020. Key staff and functions were identified, particularly in the Creditors and Payment section, and these staff continued working from their offices, with health and safety protocols in place. Other staff worked from home with secure remote access to systems and files. In some instances, it was necessary to sanction approval for payment of invoices received electronically during periods of Level 5 lockdown, but nothing was processed without approval and there were no delays in payment. All other financial systems are internet based such as our receipting, Way2Pay and purchasing cards so these duties were able to be carried out remotely. Finance Section also successfully undertook the

12 week project to migrate data, test and get fully trained in the P2P/SUN systems whilst working remotely and facilitated the movement of Learner payments to the ESBS platform.

Financial Statements 2020

It is the responsibility of Cavan and Monaghan Education and Training Board for the preparation of the annual report and financial statements and, based on the information available to it, considers that the financial statements properly present the income and expenditure of the authority and the state of affairs of the authority.

Cavan and Monaghan Education and Training Board's Annual Financial Statements for the year ended 31st December 2020 are subject to audit by the Office of the Comptroller and Auditor General (C&AG).

Following audit sign-off by the C&AG, Cavan and Monaghan Education and Training Board will publish the audited financial statements.

vi. Land and Buildings

2020 was a very positive year in terms of infrastructure development for CMETB schools and centres, with a significant amount of project activity throughout the year. There were several projects completed and most notably, there were a number of sanctions received from the Department of Education for Additional Accommodation projects.

The projects completed by CMETB in 2020 were:

- Various construction works throughout all schools to prepare for safe occupation by staff and students, funded through the Covid-19 Minor Works Grant Scheme.
- Completion of demolition works (disused building) at Tanagh Outdoor Education Centre.
- Completion of Fire Safety Works at Tanagh Outdoor Education Centre.
- Opening of the Commis Chef Facility at Cavan Institute.
- Inver College Fire Safety upgrade works to existing prefabs for SEN Units.
- Completion of works in Unit 20, Church View Square, Cavan Town for Adult Education
- Youthreach Cootehill Relocation

In an acknowledgement of the tremendous work ongoing throughout the CMETB schools, the Department of Education have issued sanctions for additional accommodation for a number of CMETB schools in 2020:

- Beech Hill College – 3 x Classroom SEN Base plus 10 Classrooms plus ancillary rooms.
- Castleblayney College - 2 x Classroom SEN Base plus ancillary Rooms
- Virginia College - 2 x Classroom SEN Base plus 12 Classrooms plus ancillary rooms.

The Department of Education has also recognised the expertise which is available within the ETBs with respect to project delivery and 2020 saw a significant increase in the number of projects which CMETB are delivering or assisting to deliver, for non-ETB Schools, on their behalf. These projects are for both Primary and Post Primary Schools.

CMETB are acting as Project Executive for Scoil Mhuire in Rockcorry, Gaelscoil Eois in Clones and Gaelscoil Lorgan in Castleblayney. CMETB has successfully delivered the initial two projects through a Stage 1 Design process. CMETB are also assisting and advising in the delivery of Additional Accommodation projects at Edenmore National School and Scoil Naomh Deagha, Inniskeen.

CMETB were also appointed by the Department of Education to assist in the delivery of Physical Education Halls at two Post Primary Schools, Monaghan Collegiate School and the Royal School Cavan.

The Land and Buildings Section submitted and progressed a number of Emergency Works Applications, Summer Works Scheme projects, Sports Capital Grant Applications and Additional Accommodation Applications.

As most of the Post Primary schools, under the remit of CMETB, are increasing their student enrolment numbers, Land and Buildings have focused significant efforts in securing sanctions from the Department of Education for Additional Temporary Accommodation. Applications were submitted in 2020 for the following schools

- Beech Hill College
- Breifne College
- Coláiste Dún an Rí
- Inver College
- Virginia College

There has been significant engagement with the Department to secure funding for the much-needed projects.

2021 will see many of the aforementioned project's progress through the Design Stages with some going to construction stage in 2021.

While good progress has been made, 2020 was a very challenging year for delivery of construction projects due to the intermittent suspension of construction nationwide, arising from the Covid-19 pandemic. There was a significant impact on the number of projects progressed and completed in the year, primarily in the FET sector. However, Covid-19 also resulted in significant grant funding by the various Government Departments to prepare school and FET facilities for safe occupation by staff and students. There was a considerable body of works undertaken to procure and deliver the necessary infrastructure within all facilities during the summer months and in the early part of the 2020/2021 academic year, to prepare for staff and student return to schools and centres.

In other areas, Land and Buildings have rolled out and administered the following new Contract and Framework Agreements in 2020;

- Provision of Lift Maintenance Services
- Provision of Services for the Maintenance of Fire and Facilities Systems Lot 1 - Supply, Install and Maintain Portable Fire Equipment (Equipment, Blankets, Stands, etc)
- Framework agreement for the provision of General Construction and Maintenance related services

An area of particular focus in 2020 was the roll out of the Energy Awareness Programme 2019 - 2022 to ensure all schools, centres and administrative offices throughout CMETB improve their energy efficiency in line with the 2020 government targets set out for the public sector. Due to Covid 19, the programme was suspended and will be relaunched in 2021 to incorporate new 2030 targets set out in the government's Climate Action Plan.

Land and Buildings also procured a centralised Assets Management System (AMS) to provide information on all assets throughout CMETB and allow for reporting at Head Office level. The new Asset Management System went live in September 2020.

Land and Buildings rolled out the approved Safety Statement and Risk Assessments developed by ETBI to schools and centres with the support of Quadra Consulting. Risk Assessment training was also organised for nominated personnel within each school and centre.

The Staff within Land and Buildings continue to upskill themselves through various training forums, webinars and by engaging with other ETBs to share information and promote co-operation to ensure efficiencies are achieved throughout the department.

Land and Buildings continue to deliver the various projects while implementing the core principles of the Public Spending Code, to ensure Value for Money is achieved whenever public money is being spent. There are a range of robust policies and procedures on Procurement and DoE Guidelines in place and Land and Buildings are satisfied that we have adhered to the relevant aspects of the Code.



Figure 13: CMETB Investment in Schools – Announcement of sanction for additional accommodation at Beech Hill College

vii. Procurement

Cavan and Monaghan ETB Procurement Department 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 2020.

In addition, the Procurement Department put the following contracts in place via e-tender competitions:

- The Supply of Stationery
- Electrical Supplies for Electrical Apprenticeship
- The Supply of Automotive Educational Engine Test Bed and Auxiliary Equipment
- The Provision of Mock Exam Papers
- The Supply of Books to Post-Primary Schools
- The Provision of FET Consultancy and Training Services
- The Provision of General Construction/Maintenance Related Services in Four Lots
- The Supply of Books Monaghan Institute
- The supply of Hydraulic Training Rigs
- Recruitment Agency Staff Tender

Corporate Procurement Plan

CMETB worked with the Procurement Public Sector Reform Unit (PSRU) in ETBI and the Education Procurement Service and completed the Corporate Procurement Plan 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 2021. We will continue to review the CPP annually and undertake procurements identified as being required particularly in areas of aggregated expenditure in the absence of a national, sectoral or other framework/contract in place.

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

Covid-19 pandemic

The impact of the pandemic brought about change on the working environment and control systems within the Procurement Department. To enable remote and virtual working, provisions were put in place to ensure the ease of adjustment for staff working from home with Microsoft Teams. From a tendering perspective the e-tenders portal remained active, so competitions continued during 2020. To ensure continuity of service official openings took place via Microsoft Teams from March 2020.

Report of the delivery of Strategic Goals in 2020

Strategic Goal 1. Effective delivery of service

Actions	KPI	Update 2020
1. To improve and develop education facilities across CMETB	Continuous identification and delivery quality infrastructure development projects for CMETB and external education providers.	- Completion of existing projects: - Cavan Institute Commis Chef Building - Tanagh Outdoor Education Centre, Fire protection Works - Tanagh Outdoor Education Centre, disused building demolition works - Cavan Institute Unit 20, Refurb completed - Inver College Additional Accommodation Prefabs for SNU - Youthreach Cootehill Relocation - Inver College Emergency Works Fire Safety - Virginia College Bathroom Facilities - Covid 19 Minor Works Grants - Works completed on numerous Post Primary Schools and FET Centres. - Projects Approved: - Ballybay Community College Additional Accommodation. - Beech Hill College Additional Accommodation. - Castleblayney College Additional Accommodation. - Inver College – Summer Works Scheme and Additional Accommodation - Virginia College Additional Accommodation - SLA Agreements signed to carry out building projects for 3 Primary Schools. - Sanction received to deliver Physical Education Halls for two Post Primary Schools.
2. Develop an Operations Manual for all areas of work in order to	Standard Operating procedures are updated in line with changes in practices and legislation	Business Continuity Plan was developed and implemented.

effectively manage and optimise staff resources within the ETB		Large percentage of Standard Operating Procedures are available on the staff portal and are updated as required on a regular basis
3. Develop an Organisational Training Plan for all staff which identifies specific priority areas.	Working within each team, Section Heads will maintain a record of provision of appropriate CPD and development opportunities. Staff availed of CPD opportunities relevant to their sections and their workflows.	- 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 Apprenticeship and Learner payments to Education Shared Business Services (ESBS) took place in 2020. - Shared Services provided training on the New Financial Systems including payroll for learners, - CPD training took place covering an Extensive range of Microsoft modules - Training on Teams and Social Media has taken place. - Training took place on the Asset Management System - 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	Schools and Centres are kept updated with staff changes and staff roles.	- Organisation chart regularly updated and circulated to all Schools/Institutes and Centres - Updates circulated by email or during meetings

5. Cross Training Plan	Plan to be developed taking account of individual and organisations current and future needs.	• 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 is appropriately identified and managed. Risk register and internal controls reviewed regularly and actioned accordingly.	Risk Management: • Risk register OSD, Schools, FET prepared and reviewed quarterly. • Risk Landscape Report shows progress across the quarters • 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. • Covid-19 Risk Register developed
	All deadlines for statutory reporting and reporting to funding agencies are met/	Reporting: • Governance and Compliance Calendar introduced to track deadlines and actual completion date to ensure that returns are made in a timely fashion. • All deadlines for statutory reporting and reporting to funding agencies completed in 2020 • Financial Statements for 2019 were signed off by the CMETB Board on 26/3/2020 and submitted to C&AG on 27/3/2019 (ahead of the 01/04/2020 deadline)
	Procurement is planned and carried out in line with regulations and guidelines.	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.
	High levels of Governance and Compliance achieved. Members aware of their responsibilities.	Governance • Code of Practice for Governance of ETBs implemented • 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 ETB Board.

	CMETB develops and maintains a suite of policies and procedures which are relevant and up to date reflecting the high levels of governance and compliance required	• SharePoint site for Board documents • Training for Boards of Management, 3 sessions Oct/Nov 2020. • 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. • Approval process for policies reviewed and developed • Policies are circulated to staff via email by line management and available on staff SharePoint • IAU audit on Policy Compliance – result Comprehensive Report achieved.
	CMETB enters into appropriate agreements with other organisations and keeps these under review	Agreements • Database of SLAs, MOU etc. established. Specific SharePoint for Youth SLAs developed • Data Protection agreements with other agencies signed where appropriate.
	Implement an effective Health & Safety Plan for the organisation and prioritise training for managers in the areas of health and safety management.	Health and Safety • Safety Management System developed nationally in consultation with ETBI, IPB and sectoral Unions. • Realignment of responsibility for OSD support for Health and Safety. • Approved Safety Statement and Risk Assessments developed by ETBI rolled out to schools with training and support provided by consultants Quadra. • Risk Assessment Training completed by H&S Co-ordinators in each centre.
	Provide high quality ICT infrastructure and systems in Schools and Centres to ensure compliance	IT Security • All new incoming student accounts are set to a unique Department ID This will be phased in over the next number of years. • All Staff both existing and new are required 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	Provide high quality ICT infrastructure and systems in Schools and Centres to ensure compliance	• During the Covid 19 pandemic restrictions leverage of Microsoft Teams platform securely to allow the continuity of service to be maintained in the Schools, FET Centres and Administration Offices whilst staff worked remotely. • 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. • Additional funding for the Covid-19 pandemic utilised to maintain teaching and learning to the highest standards in the remote environment with the purchase of suitable devices and software to support the needs of the individual schools and centres. • A loan system was introduced to support the rollout of these devices to disadvantaged learners and Educators delivering content on our digital platform.
8. Promoting a culture of health and wellbeing among staff	Develop initiatives to embed the culture of health and wellbeing at work. Actively encourage and support all staff in this regard.	• Particular emphasis on Wellbeing during the Covid-19 pandemic. • 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 and remote working. • Employee Assistance Service is promoted, and staff are encouraged to avail of it. New EAS Spectrum Life rolled out.
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	• Summer recruitment drive commenced mid-April to ensure early recruitment of teachers for the next school year • 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

	appropriate Trade Fairs.	people to visit the ETB website, promoting posts advertised on ETB jobs etc. • Due to Covid-19 interviews took place via MS Teams platform. Process proved effective and efficient with no adverse feedback from candidates or selection panel members. • Induction programme for new teachers via MS Teams conducted successfully over 4 evenings.
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Strategic Goal 2. Develop CMETB's communication

Actions	KPI	Update 2020
1. Effective internal communication and information system.	Review internal structure for communication to ensure optimum use of current IT capacity to facilitate exchange of information.	• 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, a key resource for CMETB to enable team members to easily identify 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 due to be completed in 2021 when Covid restrictions are eased.
	Review of internal structure for communication to ensure optimum use of current IT capacity to facilitate exchange of information.	• 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 2020 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.	Establishment of a communications strategy	- 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 2020: 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.	Relevant data is kept updated on the website.	- 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	KPI	Update 2020
1. Engage with national strategies.	CMETB to have a minimum of one staff member at ETBI National Fora meetings and report back to management	- 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	Develop the volume and type of services that CMETB provide to external organisations.	• 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 support provided to external educational institutions on request.
3. Engage in data driven planning with effective use of local data and data from Local Authorities.	• CMETB to maintain involvement with local authorities to design and implement projects/programmes that will provide skills development opportunities within Cavan and Monaghan. • Monitor the progression of these projects.	• 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	KPI	Update 2020
1. Optimum use of ICT infrastructure.	• Continually ensuring that our environment and infrastructure is of the latest technology and is fit for purpose and secure.	• 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.

		• Providing secure access to ICT systems to facilitate remote working and remote teaching and learning during Covid restrictions ensuring continuity.
2. Examine all operations to reduce manual input.	• Utilising technology as it becomes available.	• 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.	• Current list of software available in an ever-changing environment and availing of economies of scale with direction from ETBI.	• Register of all software licences completed developed. • 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 meets every two months, with a register of attendance being maintained. Members receive agenda and papers in advance of meetings. Any further information applicable to the role of the ETB is readily available. Minutes are maintained and adopted in support of ETB meetings.

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

The majority of CMETB's 2020 meetings were held via Microsoft TEAMS because of the on-going restrictions of Covid-19. Governance Training and Evaluation was also conducted via TEAMS.

Chairperson and Deputy Chairperson:

- Chairperson 2020/2021: Seán Fegan
- Chairperson 2019/2020: Cllr Clifford Kelly

- Deputy Chairperson 2020/2021: Aprilanna Barker
- Deputy Chairperson 2019/2020: Joe McGrath

Chief Executive – John Kearney



Figure 14: Members of CMETB and Administration Staff

Functions of the ETB Board

The functions of the Board are either executive or reserved. Executive functions are carried out by the Chief Executive and reserved functions are carried out by the Board. Reserved functions are set out in Section 12 (2) of the ETB Act 2013.

Board Responsibilities

Cavan and Monaghan Education and Training Board was established on 1 July 2013 under the provisions of the Education and Training Boards Act 2013. 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 Board considers that the Annual Financial Statements properly present the income and expenditure of the Board and the state of affairs of the Board.

The Chairperson of the Board confirms that the ETB has complied with its obligations under tax law. The Chairperson of the Board confirms adherence to the relevant procurement policy

and procedures and the development and implementation of the Corporate Procurement Plan.

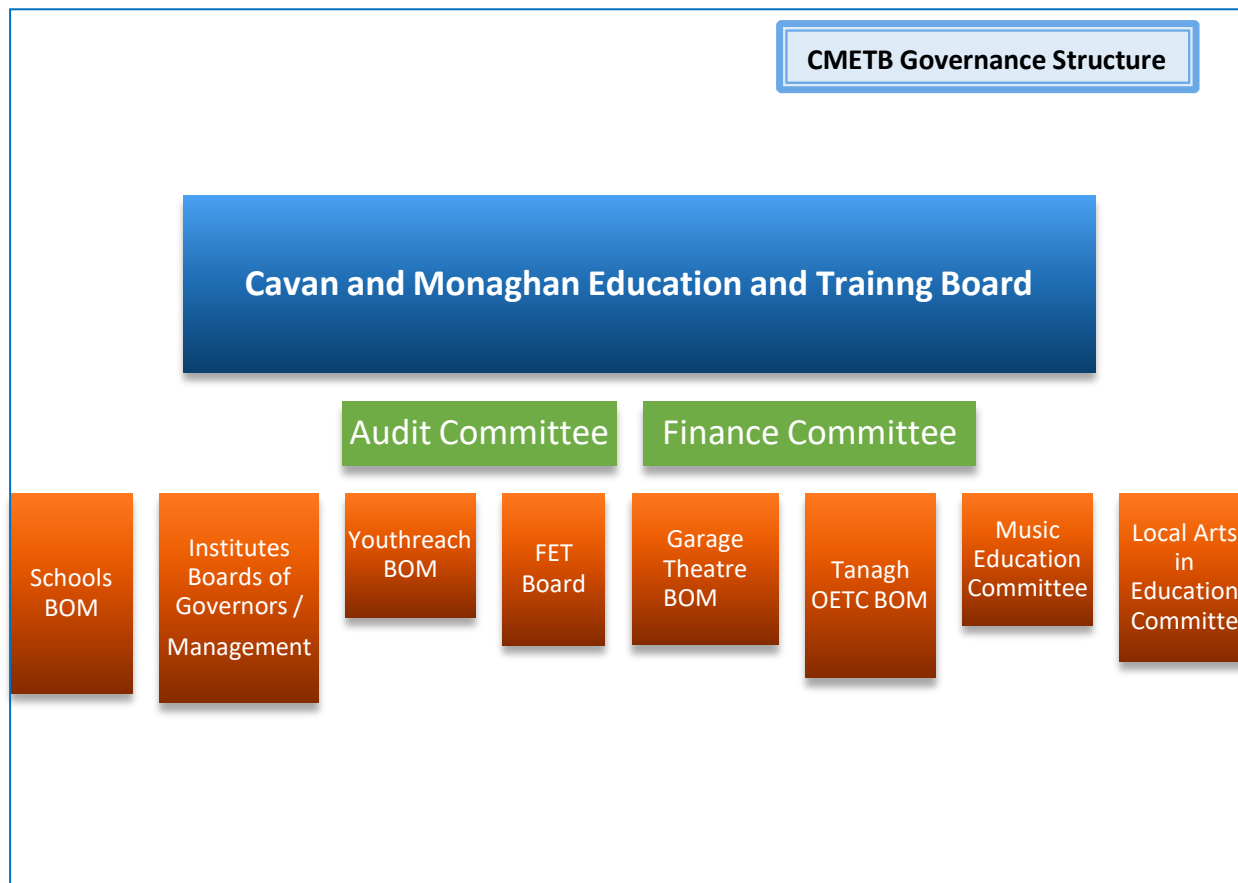
Committees of the ETB

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, Tanagh OETC Board, Board of the Garage Theatre, Local Arts in Education Committee and the Music Education Committee**. A new Committees established in 2020 is the **Further Education and Training (FET) Board**.



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.

8 Chairperson's Statement

The Board confirms that a confidential Chairpersons Comprehensive Report has been submitted to the Minister.

8.1 Statement of System of Internal Control

The Board confirms that there has been a review of the effectiveness of the system of internal control and that the Statement of Internal Control, which is subject to change until the external audit is completed, has been included in the Annual Financial Statements (AFS) for the year ended the 31st of December 2020 which will be published within one month of receipt from the Office of the Comptroller and Auditor General *on its website* www.cmetb.ie and as an appendix to the Chairpersons Comprehensive Report that has been submitted to the Minister

9 Financial Report – Audited accounts for 2020

In accordance with Section 51 of the Education and Training Boards Act 2013, CMETB has submitted its annual Financial Statements for year ended 31 December 2020 to the Comptroller and Auditor General (C&AG) and is subject to audit by the C&AG at the time of publication of the CMETB Annual Report for 2020. CMETB will publish the audited financial statements within one month of receipt from the Office of the Comptroller and Auditor General on its website www.cmetb.ie

Financial data in relation to the following is included in the Annual Financial Statement:

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

10 Annual Report on Protected Disclosures

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 2020

Annual report of CMETB as required by section 22 of the Protected Disclosures Act 2014.

CMETB confirms that no protected disclosures were received to the end of 2020. Consequently, no action was required to be taken by CMETB in relation to Protected Disclosures.

APPENDIX 1 – Record of members attendance

Members of Cavan and Monaghan ETB – 2020 Meeting Attendance										
Name			11.02.2020	26.03.2020	20.05.2020	21.07.2020	23.09.2020	19.11.2020	15.12.2020	Total No. of Meetings Attended
Cllr	Madeleine	Argue	√	√	√	√	√	√	√	7
Ms	April Anna	Barker	x	√	√	√	√	√	√	6
Cllr	Carmel	Brady	√	√	√	√	√	√	√	7
Cllr	Aidan	Campbell	√	x	√	√	√	√	√	6
Ms	Elaine	Carolan	x	√	√	x	√	x	x	3
Cllr	Colm	Carthy	x	√	√	√	√	√	√	6
Cllr	Sean	Conlon	√	√	√	x	√	√	x	5
Ms	Rosena	Donagh	√	√	√	x	√	x	x	4
Cllr	Brendan	Fay	√	√	√	√	√	√	√	7
Mr	Sean	Fegan	√	√	√	√	√	√	√	7

Ms	Michelle	Flynn	✓	✓	✓	✓	✓	✓	✓	7
Cllr	Clifford	Kelly	✓	✓	✓	✓	✓	✓	x	6
Mr	Brian	Martin	✓	✓	✓	✓	x	✓	✓	6
Mr	Micheál	Martin	✓	✓	✓	✓	✓	✓	✓	7
Cllr	David	Maxwell	x	✓	✓	✓	✓	✓	x	5
Mr	Martin	McBreen	✓	✓	✓	✓	✓	✓	✓	7
Mr	Joe	McGrath	✓	✓	✓	✓	✓	✓	✓	7
Cllr	P J	O'Hanlon	✓	✓	✓	✓	✓	✓	✓	7
Cllr	Sarah	O'Reilly	✓	✓	✓	x	✓	✓	x	5
Cllr	Sean	Smith	x	x	✓	✓	✓	✓	x	4
Cllr	Patricia	Walsh	x	✓	✓	x	✓	x	x	3

Audit and Risk Committee – 2020 Meeting Attendance

Name				02.12.2019 (Governance Training)	09.12.2019	17.02.2020	19.03.2020	22.6.2020	28.09.2020	30.11.2020	Total No of Meetings attended in 2020
	Ger	Finn	Chairperson (External)	√	√	√	√	√	√	√	5
Cllr	Madeleine	Argue	CMETB Member	√	x	x	√	√	√	√	4
Cllr	Sean	Conlon	CMETB Member	x	√	√	√	√	√	x	4
	Sean	Corcoran	External Member	√	x	√	√	√	√	√	5
Cllr	Seamus	Coyle	External Member	x	x	x	x	√	√	x	2
	Sean	Fegan	CMETB Member	√	√	x	√	√	√	√	4
	Michael	Mulvey	External Member	x	√	√	√	√	√	√	5

Finance Committee – 2020 Meeting Attendance

Name				02.12.2019 (Governance Training)	13.12.2019	07.02.2020	19.03.2020	25.06.2020	01.10.2020	27.10.2020	17.12.2020	Total No of Meetings attended in 2020
	Peter	McGrath	Chairperson (External)	√	√	√	√	√	√	√	√	6
Cllr	Clifford	Kelly	CMETB Member	√	x	√	x	√	x	x	√	3
	Joe	McGrath	CMETB Member	√	√	x	√	√	√	√	√	5
Cllr	David	Maxwell	CMETB Member	x	x	x	√	√	x	√	√	4
Cllr	Pat	Treanor	External Member	x	√	√	√	√	√	√	√	6
	Declan	Woods	External Member	√	√	√	√	√	√	√	√	6

APPENDIX 2 - Contact Details for Schools and Centres

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	David McCague
Deputy Principal	Stephen Smith
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
Deputy Principal	Sinead McColgan
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'Dufaigh
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@largo.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 Kingscourt Main St. 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		

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

TUARASCÁIL BHLIANTÚIL

2020

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1 Misean, Fís agus Croíluachanna BOOCM

MISEAN

- Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin - oideachas agus oiliúint ardchaighdeán a sholáthar do dhaoine óga agus do dhaoine fásta trí chur chuige gairmiúil, cuimsitheach agus nuálach.

FÍS

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

CROÍ LUACHANNA

- Forásacht
- Gairmiúlacht
- Dírithe ar an bhfoghlaimeoir
- Pobal
- Éagsúlacht
- Cáilíocht

2 Cuspóirí Straitéiseacha do 2017-2021

Sa Ráiteas Straitéise BOOCM do 2017-2021, leagtar amach cuspóirí straitéiseacha sna trí phríomhréimse seo a leanas:

Scoileanna

Teagasc agus Foghlaim

Ceannaireacht

Folláine

Tionscadail Chaipitil

Breisoideachas & Oiliúint

Seasamh Breisoideachais agus Oiliúna a Ardú

Scileanna don Gheilleagar

Pleanáil agus Maoiniú Comhtháite

Cuimsiú Gníomhach

Soláthar ar Ardchaighdeán

Tacaíocht & Forbairt Eagraíochta

Rialachas corparáideach agus comhlíonadh

Soláthar foirne (líon, scileanna agus inniúlacht)

Córais chumarsáide agus faisnéise inmheánaí

Straitéis chumarsáide

Cumas eagrúcháin agus Straitéis TF

3 Fáilte an Chathaoirligh

Tá áthas orm a bheith in éineacht lenár bPríomhfheidhmeannach John Kearney chun roinnt focal fáilte agus réamhrá a chur ar fáil do Thuarascáil Bhliantúil Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin (BOOCM) do 2020.

Tá BOOCM ar cheann de na fostóirí is mó sa Chabhán agus i Muineachán le fórsa saothair suntasach de 1,300 ball foirne páirtaimseartha agus lánaimseartha ag soláthar seirbhísí riachtanacha do 12,000 foghlaimoir. Tríd ár gcomhpháirtíochtaí straitéiseacha le gnólachtaí áitiúla, le fostóirí agus le Comhairlí Contae an Chabháin agus Mhuineacháin agus lena gcoistí gaolmhara, táimid ar cheann de na príomhthiománaithe a bhaineann le fás eacnamaíoch sa réigiún.

I measc a lán imeachtaí suntasacha a tharla le linn 2020 bhí:

- Seachadadh leanúnach ar na seirbhísí agus na tacaíochtaí go léir ar fud na paidéime trí Phlean Leanúnachais Gnó an-éifeachtach.
- Fógairt Tionscadail Infheistíochta Caipitil suntasacha do Choláiste Chnoc na Feá, Coláiste Achadh an Lúir agus Coláiste Bhaile na Lorgan.
- Torthaí scrúdaithe den scoth a ghnóthaigh mic léinn inár meánscoileanna uile.
- Leathnú Sheirbhís Óige CMETB, ag tabhairt saincheistanna agus tosaíochtaí óige atá ag teacht chun cinn agus ag feabhsú torthaí do leanaí agus do dhaoine óga dár réigiún.
- Iarratas Rathúil á chur i láthair Fiontraíocht Éireann chun Ionad Sármhaitheasa sa Slabhra Soláthair, Soláthar agus Lóistíocht a bhunú.
- An tSamhail Aibíochta Airgeadais a thabhairt isteach chun na caighdeán is airde rialachais chorparáidigh ar fud na heagraíochta a fheabhsú tuilleadh.

Níl sa mhéid thuasluaite ach cuid de bhuaicphointí na hoibre a rinne baill foirne, foghlaimoirí agus comhaltaí an Bhoird le linn 2020.

Mar Chathaoirleach, tá súil agam go bhfeicfear sna blianta 2021 agus ina dhiaidh sin fás méadaitheach na bhfoghlaimoirí i Scoileanna BOOCM agus Breisoideachas agus Oiliúint agus ag leanúint leis an tacaíocht a sholáthraíonn BOOCM do thionscadail chaipitil ar fud an Chabháin agus Mhuineacháin. Leanfaimid orainn ag iarraidh, mar cheannaire dáiríre, seachadadh clár spriocdhírthe a chur chun cinn d'fhonn freastal ar riachtanais an réigiúin maidir le téarnamh tar éis Covid-19.



Séan Fagan, Cathaoirleach

BOOCM 2020- 21

4 Aitheasc an Phríomhfheidhmeannaigh

Tá sé mar aidhm againn agus an tuarascáil seo a chur i láthair ná forbhreathnú a sholáthar ar fheidhmíocht BOO an Chabháin agus Mhuineacháin maidir lena fheidhmeanna i rith na bliana agus an obair a rinneadh chun Ráiteas Straitéise BOOCM 2017 go 2021 a chur i bhfeidhm. Tá croíluachanna an Ráitis Straitéise Comhionannais, Gairmiúlachta, Ionracais, Comhoibrithe agus Nuálaíochta fós an-ábhartha maidir le bonn eolais a chur faoinár gcomhghníomhartha ar fud na heagraíochta maidir le ról lárnach a imirt i gcabhair a thabhairt ar fhreagairt an réigiúin don géarchéim Covid 19. Sa Tuarascáil Bhliantúil seo, leagtar béim ar an méid atá bainte amach i leith seachadadh na Ráiteas Straitéise BOOCM le linn 2020.

I scoileanna, chuidigh líonraí comhphleanála i gCeannaireacht, Teagasc agus Foghlaim, Folláine agus Teicneolaíocht Faisnéise agus Cumarsáide le cineálacha cur chuige an-idirghníomhacha a fhorbairt chun cianteachas agus foghlaim ardchaighdeán a sholáthar le linn céimeanna éagsúla den phaindéim. Tá fás suntasach tagtha ar líon na mac léinn, rud a léiríonn an t-oideachas ardchaighdeán atá á sholáthar do dhaoine óga, a bhfuil a dtuismitheoirí tar éis iad a chur de chúram orainn. Le síniú Comhaontuithe Leibhéal Seirbhíse nua leis an Aire Oideachais agus Scileanna chun bunscoileanna a thógáil cuireadh ar chumas BOOCM ról suntasach a imirt i seachadadh an Chláir Infheistíochta Caipitil Scoileanna don réigiún a chur chun cinn.

Bhí tionchar tromchúiseach ag Covid-19 ar stádas fostaíochta a lán daoine sa réigiún, le seirbhísí Breisoideachais agus Oiliúna BOOCM ag bunú bealaigh i dtreo cabhrú le daoine uasoiliúint a fháil agus iad féin a chur sa seasamh is fearr don gheilleagar tar éis Covid-19. Mar chuid de sholúbthacht ár seirbhísí Breisoideachais agus Oiliúna bhí ranníocaíochtaí suntasacha ó Institiúid an Chabháin, Institiúid Mhuineacháin, Seirbhísí Oiliúna agus Seirbhísí Oideachais Aosaigh, ag obair le chéile chun a chinntiú go soláthraíodh gach cúnamh chun tacú lenár bhfoghlaimoirí, lenár bhfostóirí agus lenár bpobail.

Leanann Seirbhísí Óige BOOCM ar aghaidh ag déanamh monatóireachta agus meastóireachta ar sholáthar sa cheantar chomh maith le seirbhísí nuálacha a sholáthar do go leor pobal agus grúpaí óige ar fud Chontaetha an Chabháin agus Mhuineacháin. Rinneadh na caighdeáin is airde de rialachas corparáideach a choimeád ar fud na heagraíochta do na seirbhísí go léir le linn na géarchéime paindéime.

Ba phribhléid dom a bheith ag obair le mo chomhghleacaithe i measc fhoireann BOOCM le linn cúinsí dúshlánacha le bliain anuas. Táim an-bhuíoch as tacaíocht an bhoird BOOCM a thaispeáin tiomantas den scoth dá gcuid oibre ar son gach foghlaiméora. Gabhaim buíochas le gach duine a chuidigh leis an tuarascáil seo ar dhóigh ar bith agus guím gach rath ar gach ball foirne agus foghlaiméoir in 2021.



John Kearney,
Príomhfheidhmeannach

5 Forbhreathnú ar Sheirbhísí





Breisoideachas & Oiliúint agus Seirbhísí Coimhdeacha BOOCM

6 Tuarascálacha na Stiúrthóirí

6.1 SCOILEANNA

Sholáthair BOO an Chabháin agus Mhuineacháin oideachas meánscoile do 5016 mac léinn i 11 scoil i rith 2020. Is ionann é seo agus fás de bhreis is 438 mac léinn (9.56%) sa bhliain reatha agus tá réamh-mheastachán d'fhás ann don todhchaí sna blianta amach romhainn. Léiríonn sé seo an ceathrú bliain d'fhás suntasach i líon na mac léinn agus faigheann sé sciar méadaithe de na mic léinn go léir sa réigiún atá ag freastal ar scoil BOOCM. Is mar seo a leanas na scoileanna agus na sonraí:

Scoil	Seoladh	Rollú Meán Fómhair 2020	DEIS / Neamh DEIS
Coláiste Pobail Bhéal Átha Beithe	Béal Átha Beithe, Co. Mhuineacháin	350	Neamh DEIS
Coláiste Chnoc na Feá	Muineachán, Co. Mhuineacháin	661	DEIS
Coláiste Bhréifne	An Cabhán, Co. an Chabháin	798	DEIS
Coláiste Bhaile na Lorgan	Baile na Lorgan, Co. Mhuineacháin	294	DEIS
Coláiste Dún an Rí	Dún an Rí, Co. an Chabháin	529	Neamh DEIS
Coláiste Oiriall	Cnoc an Chonnaidh, Muineachán	384	Gaelcholáiste Neamh DEIS
Coláiste Inbhir	Carraig Mhachaire Rois, Co. Mhuineacháin	405	DEIS
Coláiste na Leargadh	Cluain Eois, Co. Mhuineacháin	426	DEIS
Coláiste Bhricín	Béal Tairbirt, Co. an Chabháin	165	Neamh DEIS
Coláiste Mhaodhóg	An Bábhún Buí, Co. an Chabháin	250	DEIS
Coláiste Achadh an Iúir	Achadh an Iúir, Co. an Chabháin	754	Neamh DEIS
IOMLÁN		5016	

Ceannaireacht Scoile:

Le linn 2020 cheap BOOCM Príomhoidí agus Leas-Phríomhoidí ar scoileanna i limistéar BOOCM mar seo a leanas:

Scoil	Post	Ceapachán
Coláiste Bhricín	Leas-Phríomhoide	Stephen Smith
Coláiste Bhréifne	Leas-Phríomhoide	Jason Murphy
Coláiste Achadh an Iúir	Leas-Phríomhoide	Kaye Duffy

Ráiteas ar Rialú Inmheánach

Chuir gach scoil ráiteas ar ais do 2020. Sa ráiteas, cumhdaíodh réimsí lena n-áirítear Bainistíocht Airgeadais, Soláthar agus Bainistíocht Sócmhainní, Comhlíonadh le Ciorcláin DES srl. maidir le Teagasc agus Foghlaim, Rialachas.

Cosaint Leanaí:

I mí an Mhárta 2018 chuir an rialtas treoirínte náisiúnta nua um chosaint leanaí ar bhonn éigeantach. D'fheidhmigh BOOCM ar bhealach tráthúil agus éifeachtach chun a chinntiú go gcuirfí na treoirínte seo i bhfeidhm láithreach. D'fhorbair gach scoil doiciméad measúnaithe riosca agus Ráiteas um Chosaint Leanaí agus chinntigh siad gur bhain gach ball foirne ábhartha leas as croí-FGL i gcosaint leanaí. Leanann múinteoirí ag baint leasa as FGL arna soláthar ag PDST. Chabhraigh BOOCM le meicníochtaí tuairiscithe cuí a fhorbairt do Bhoird Bhainistíochta. Is próiseas leanúnach é seo le scoileanna ag déanamh athbhreithniú ar a ráiteas ar bhonn bliantúil. Freastalaíonn DLPS agus DDLPanna ar FGL iomchuí.



Fíor 1 Bhain Ruth Madden, mac léinn i gColáiste na Leargadh i gCluain Eois, Co Mhuineacháin, an Gradam Óir i bhFisic agus Innealtóireacht ag Babhla Eolaíochta agus Teicneolaíochta Domhanda Óige Hong Cong. Bhuaigh sí Cluiche Ceannais Náisiúnta SciFest cheana féin, arna eagrú ag Science Foundation

FGL an Bhoird Bhainistíochta 2020:

- Chuir BOOCM forbairt ghairmiúil ar fáil do chomhaltaí na mBord Bainistíochta chun tacú le héifeachtacht agus éifeachtúlacht na mBord.
- Cuireadh trí cheardlann de 1 uair an chloig ar fáil don Bhord Bainistíochta in 2020.
- Ba iad fócas FGL na bliana seo:
Tráthnóna 1 - Rialachas, Freagrachtaí dlíthiúla do Bhoird, Ról an chomhalta Boird.
Tráthnóna 2 - Cruinnithe éifeachtacha agus Ról an Bhoird Bainistíochta in Iniúchtaí MLL
Tráthnóna 3 - Cosaint Leanaí agus Eolas ar ár gcóras Oideachais.
- Reáchtáladh na seisiúin seo go cianda trí Fhoirne MS. Bhí líon mór ar na seisiúin agus léiríonn aiseolas ó na rannpháirtithe go bhfuil siad buíoch as tacaíocht chuí a fháil ina ról mar bhaill de Bhoird Bhainistíochta agus léirigh siad gur mhian leo breis tacaíochta agus forbartha a fháil ó BOO an Chabháin agus Mhuineacháin.
- Fuair Boird Bhainistíochta léargas ar conas a ról rialachais agus maoirseachta um chosaint leanaí a fheidhmiú agus a ról maidir le hullmhú agus páirt a ghlacadh sa phróiseas cigireachta.

Bhí fócas suntasach ar oibriú scoileanna BOOCM in 2020 bunaithe ar ár bhfreagra ar phaindéim Covid 19 a raibh tionchar gan fasach aige ar scolaíocht. Dúnadh scoileanna an 12 Márta 2020. D'ullmhaigh BOOCM, agus é ag súil le hócáid den sórt sin, an bealach do Microsoft Teams a bheith ar an ardán ceannasach chun cianoideachas a sholáthar. Lean tacaíocht d'fhoghlaimeoirí agus d'oideoirí, faoi stiúir an Ghrúpa Cumais TF a chuimsíonn Tacaíocht TF, Grúpa Oibre Scoileanna, Oifigeach TF BOO agus múinteoirí ceannais. Áiríodh sa chéim tacaíochta seo:

- Ceardlanna duine le duine a sholáthar do mhúinteoirí sula gcuirtear faoi ghlas iad
- Iníúchadh ar acmhainní, acmhainní breise a sholáthar agus gairis a sholáthar le húsáid ag múinteoirí agus mic léinn
- Banc acmhainní cianfhoghlaime a fhorbairt lonnaithe go príomha ar Microsoft Stream. San iomlán táirgeadh níos mó ná 100 físeán a ghineann agus a bhainistíonn foireann BOOCM
- Tacaíocht duine le duine a sholáthar do mhúinteoirí maidir le húsáid TF
- Soláthar leanúnach sreabhadh Sheimineár Gréasáin do mhúinteoirí ar úsáid TF
- Monatóireacht ar úsáid Teams agus an fheidhmiúlacht a oiriúnú chun freagairt d'éileamh na mac léinn agus na múinteoirí
- Monatóireacht agus pleanáil a dhéanamh ar shlándáil agus sábháilteacht foghlaimeoirí agus múinteoirí ar líne
- Treoir a sholáthar maidir le cianfhoghlaim do Riachtanais Oideachais Speisialta agus do Threoir do mhic léinn
- Cruinnithe foirne ar líne amháin a bhunú

7000 Faceshields

The Inver College School Community hepled fight the COVID-19 threat by providing doctors, nurses, caregivers and medical staff with over 7000 personal protective face shields.

- Crumlin Chidlrens Hospital
- OurLadys Hopsital Drogheda
- Beamount Hospital
- HSE Covid Assessment Hubs Monaghan and Navan
- Nursing Homes in Monaghan, Cavan, Louth and Meath

We would like to thank the local businesses for their very kind and generous donations.

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Cavan Monaghan Emergency Trust
Cavan Monaghan Emergency Trust
Cavan Monaghan Emergency Trust

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Earcaíocht:

Earcaíodh gach ball foirne do scoileanna BOOCM ar líne, agus Microsoft Teams á úsáid arís acu. Forbraíodh prótacail le haghaidh agallaimh ar líne agus cuireadh oiliúint oiriúnach ar fáil d'agallóirí. Tugadh cuireadh d'iarrthóirí a bhí i láthair don agallamh leas a bhaint as glao tástála agus bhí tacaíocht ar fáil le linn an phróisis agallaimh.



Fíor 3 Coláiste Chnoc na Feá - Searmanas Bronnta Céime "Drive In" don Rang 2020

Cruinnithe Foirne agus BOOCM:

Bogadh na cruinnithe go léir ar ardán MS Teams agus lean scoileanna ag feidhmiú ann lena n-áirítear:

- Cruinnithe an Bhoird Bainistíochta a reáchtáil
- Cruinnithe Príomhoidí
- Cruinnithe foirne agus cruinnithe ranna ábhair
- Cruinnithe an Ghrúpa Oibre
- Clár samhraidh ceannairí scoile a sholáthar ar líne

Gráid Ríofa:

D'fhógair an tAire McHugh nach ndéanfaí scrúduithe Ardteistiméireachta agus Teastas Sóisearach a reáchtáil in 2020. Mar thoradh air sin, b'éigean do scoileanna BOOCM, cosúil le gach scoil eile, aghaidh a thabhairt ar sholáthar Gráid Ríofa do gach mac léinn Ardteistiméireachta. Freagra réabhlóideach a bhí anseo ar chúinsí nach bhfacthas riamh roimhe agus chuir sé iallach ar mhúinteoirí agus ar scoileanna oibriú le chéile chun córas gráid tuartha a ghiniúint in ionad ghráid thraidisiúnta na hArdteistiméireachta. Cé go raibh go leor pleanála agus teorach ag teastáil uaidh, leis an bpróiseas seo fuair formhór na mac léinn Grád Ríofa i mbeagnach gach ábhar a rinne siad iarratas chun suí ina dTeastas Ardteistiméireachta. Bhí an comhoibriú láidir múinteora agus maoirseacht ceannaireachta ag Príomhoidí lárnach do rath na hoibríochta seo.

Tugadh tuarascáil scoilbhunaithe do mhic léinn na Sraithe Sóisearaí ar a gcuid foghlama thar na trí bliana den tSraith Shóisearach, ag ionchorprú gach gné den fhoghlaim agus de na measúnuithe ábhartha.

Filleadh ar ais ar Scoil go Sábháilte Lúnasa 2020

I mí Iúil 2020 d'fhógair an tAire Foley tacar mionsonraithe treoirínte agus prótacal maidir le fillleadh slán ar scoil i mí Mheán Fómhair do gach mac léinn agus ball foirne. Arís, bhí an freagra a bhí ag teastáil gan fasach agus tháinig leithdháileadh suntasach acmhainní ón Roinn Oideachais. I measc phríomhghnéithe an fhreagra tá:

- Measúnuithe Riosca agus Plean Freagartha Sábháilte ar ais ar Scoil á fhorbairt do gach scoil
- Múinteoirí agus maoirseoirí breise a earcú
- Coigeartuithe suntasacha ar ghrúpálacha ranga agus ar amchláir
- Soláthar agus suiteáil acmhainní coiscthe ábhartha Covid 19 lena n-áirítear stáisiúin sláintíochta, glóthacha láimhe agus comharthaíocht
- Glanadh agus sláintíocht bhreise
- An coigeartú ar fhoirgnimh agus ar sheomraí ranga chun ceantair aeráilte, atá srathaithe go sóisialta, a sholáthar.
- Limistéir stórála shuntasacha a sholáthar i ngach scoil chun freastal ar an troscán go léir seachas táblaí agus cathaoirí a bhaint as seomraí ranga
- Nósanna imeachta maidir le cumhdaigh aghaidhe a chaitheamh agus beartais iompraíochta a choigeartú chun na bearta coisctheacha a theastaíonn i ngach scoil a chur san áireamh
- Cumarsáid mhionsonraithe maidir le socruithe athbhreithnithe le tuismitheoirí agus teaghlaigh
- Idirghabhálacha oideachais a bhain go sonrach le Covid 19 do dhaltaí ar scoil
- Díriú ar fholláine na ndaltaí ar fhilleadh ar scoil tar éis cur isteach suntasach ar ghnáthoideachas
- Tráthchlár athbhreithnithe imeachtaí agus deiseanna foghlama a sholáthar don chuid eile den bhliain
- Coigeartú do threoirínte athbhreithnithe do chlár staidéir ón DES.

Filleadh ar ais Sábháilte ar Scoileanna: Cur chun feidhme

Ar fhilleadh ar scoil dóibh i mí Lúnasa thacaigh foireann agus oifigigh CMETB le scoileanna agus iad ag dul i ngleic leis na dúshláin a bhaineann le foghlaim a bheith ar an láthair fad is a bhí an phaindéim ar siúl. I gceist anseo bhí:

- Monatóireacht agus coigeartú ar phrótacail don fhoireann agus do mhic léinn
- Oideachas beacht Covid-19 gaolmhar do chách
- Pleanáil gníomhaíochtaí chun cloí le rialacháin
- Bainistíocht cásanna agus ráigeanna i scoileanna
- Idirchaidreamh a dhéanamh le treoirínte Sláinte Poiblí agus iad a leanúint
- Cruinnithe tuismitheoirí-múinteoirí a eagrú agus a chur i bhfeidhm
- Gnáth-riarachán scoile a sheoladh ar bhonn iargúlta
- Déileáil le hábhair imní tuismitheoirí agus mac léinn faoi bhearta atá i bhfeidhm
- Dul i ngleic le dúshláin mhóra ionadaíochta agus maoirseachta



Fíor 4 Tá Faolán Ó Cathmhaoil, dalta sa chúigiú bliain ó Choláiste Oiriall i gContae Mhuineacháin, ainmnithe mar bhuaiteoir foriomlán ghradam Eacnamaí Óg na Bliana PDST, a thionscadal dar teideal "The Economic Sustainability of Index-Funds for Equity Markets"

Cuimsiú

Tá cur chuige réamhghníomhach glactha ag BOOCM maidir le bheith ag obair le NCSE chun soláthar tráthúil ranganna ASD a phleanáil sa réigiún agus mar thoradh air sin d'oscail dhá scoil bhreise (Coláiste Inbhir agus Coláiste Dún agus Rí) ranganna ASD den chéad uair i 2021. Oslóidh Coláiste Chnoc na Feá ceann in 2021 agus tá amlíne ann chun an soláthar a leathnú tuilleadh.

Tá BOOCM tiomanta freisin tacú leis na ranganna ASD tríd an ngrúpa oibre um Cuimsiú agus fóram a bhunú do mhúinteoirí i ranganna ASD.

Ar leibhéal níos leithne, d'oibrigh BOOCM leis an Dr. Johanna Fitzgerald chun imscrúdú a dhéanamh ar sholáthar samhlacha éifeachtacha chun acmhainní RSO a úsáid i scoileanna BOOCM.



Fíor 5 Bhí Lukas Bepalovas (17), dalta sa séú bliain i gColáiste Breifne, an Cabhán ar cheann de na sé iomaitheoir sa chomórtas ceannais ag Gradaim Cheoil Chlasaíe Frank Maher 2020 Top Security Dé hAoine 2 Deireadh Fómhair. Le duais de €5,000 don bhuaiteoir, is é an comórtas is mó dá leithéid in Éirinn

EALAÍON, CEOL & AMHARCLANN

Music Generation:

Forbhreathnú ar Ghníomhaíochtaí don Bhliain Acadúil 2019/20

- Líon na **scoileanna** inar seachadadh seisiúin seachtainiúla: 32
- Líon na **suíomhanna cúraim leanaí** inar seachadadh seisiúin seachtainiúla: 9
- Tionóladh imeacht seolta oifigiúil an Chabháin/ Muineacháin Music Generation i mí Feabhra 2020.
- Tairgeadh cúrsa gutha 4 seachtaine mar chuid de Chlár Athstiúrtha an Gharda Síochána (Muineachán) i gcomhpháirtíocht le Foróige.
- Bhog na cláir Bhunscoile Gutha & Luathbhlianta ar líne. Cuireadh an clár Trad ar fionraí ach tá sé atosaithe ó shin.
- Foilsíodh sraith físeán ar líne BOOCM 'Music for Preschoolers' do Cruillte 2020.
- Ghlac 6 Oideachasóir Ceoil páirt sa tsraith 'Le Chéile' de cheolchoirmeacha fíorúla Gaeilge i gcomhpháirtíocht le Comhairle Contae Mhuineacháin.
- Táirgeadh 2 Cheolchoirm Fhíorúla inar sheinn 4 dár nOideachasóirí Ceoil mar chuid d'Oíche Cultúir 2020.
- Reáchtáladh píolótach ar líne Rock & Pop i gcomhpháirtíocht le Seirbhísí Óige Bounce Back (An Cabhán), d'éascaigh 2 Oideachasóir Ceoil clár 8 seachtaine a chuimsigh taifeadadh, táirgeadh, teoiric banda, cleachtas uirlise agus scríobh amhrán.
- Ghlac 4 dár nOideoirí Ceoltóirí páirt i sraith léiriúcháin 'Festival in a Van' i dtithe altranaís agus cúraim ar fud Mhuineacháin agus an Chabháin - i gcomhpháirtíocht le Muineachán Ildánach.
- Ceol agus Mise! D'éascaigh ár 2 Oideachasóir Ceoltóirí Luathbhliana eispéireas ceoil 3 seachtaine saor in aisce do leanaí idir 0-3 bliana agus dá dtuismitheoirí. Bhí sé seo i gcomhpháirtíocht le Lifestart agus CYPSC Muineachán.
- Cuireadh ceolchoirm fhíorúil Nollag le chéile in Ionad Patrick Kavanagh. Sheinn ceoltóirí i ngrúpaí éagsúla in éineacht le gearrthóga ó scoileanna comhpháirtíochta sa chlár gutha. Suíomh ceoil nua de 'Advent' Kavanagh arna chumadh ag duine dár nOideachasóirí Ceoil arna léiriú ag grúpa MEanna in éineacht leis an MDO agus Riarachán. Ba chomhfhiontar é seo idir Music Generation an Chabháin /Muineacháin agus Comhairle Contae Mhuineacháin.



Fíor 6 Seoladh Music Generation

Comhpháirtíocht Ealaíon & Oideachais Áitiúil

Cuireann BOOCM i gcomhar le Comhairlí Contae Mhuineacháin agus an Chabháin na hEalaíona san Oideachas chun cinn agus tá comhpháirtíocht bunaithe aige le healaíontóirí áitiúla. I rith 2020 b'éigean don ghníomhaíocht a bheith cruthaitheach go háirithe mar gheall ar na teorainneacha a fhorchuireann na srianta paindéime ar imeachtaí ealaíne agus cultúrtha. Ina ainneoin sin, bhí maoirseacht ag an gcomhpháirtíocht ar:

- Ceardlanna do Cruinniú 2020,
- Ceardlanna d'ealaíontóirí atá ag forbairt iarratais mhaoinithe ar ghníomhaíochtaí óige
- Deiseanna scríbhneoireachta agus léirithe cruthaitheacha ar líne d'Amharclann na hÓige
- Ceardlanna físe do scoileanna mar chuid de “Seomraí Ranga Cruthaitheacha”
- Scéalaíocht do dhaltáí ar scoil speisialta
- Ceardlann taifeadta Shakespearean i gcomhar le hIonad Oideachais Mhuineacháin,
- “Vean Cruthaitheach” a sholáthar chun drámaíocht agus na healaíona a thabhairt do dhaoine óga
- Ceardlanna eile ar líne maidir le filíocht, ealaín agus scéalaíocht
- Tacaíocht do scoileanna iarratas a dhéanamh ar mhaoiniú Braisle Cruthaitheach

Amharclann:

Thosaigh Amharclann Garáiste BOOCM arna reáchtáil ag 2020 le gnáth-raon dinimiciúil deiseanna amharclainne d'ealaíontóirí agus lucht féachana áitiúla. Leanadh de thacaíocht a thabhairt do thaispeántais scoile, stiúideo ealaíne agus spásanna cleachtaidh.

D'fhan an amharclann dúnta don phobal ó mhí an Mhárta 2020 ach lean sí ar aghaidh ag aimsiú bealaí cruthaitheacha chun seirbhísí a sholáthar lena n-áirítear:

- Amharclann na nÓg ar líne, ceardlanna, cleachtaí agus léirithe
- Seónna ar líne agus agallaimh ón amharclann
- Spás taifeadta do léiriúcháin amharclainne agus ceoil ar líne
- Sraith clár ar líne a thaifeadadh mar Ghaeilge le fócas cultúrtha
- Spás a sholáthar do cheardlanna ealaíne do dhaoine fásta a bhfuil deacrachtaí foghlama acu.

Sprioc Straitéiseach 1: Ceannaireacht

Gníomh	KPI	Nuashonrú 2020
1. Líonra Príomhoidí agus Leas-Phríomhoidí a fhorbairt a dhíríonn ar dhea-chleachtais a mhalartú agus a chothaíonn cinnteoireacht chomhoibritheach	1. Láithreachtaí líonra cumarsáide agus tacaíochta dinimiciúla leanúnach do cheannairí scoile.	- Déantar cruinnithe rialta de Phríomhoidí agus de Leas-Phríomhoidí a sheirbhísiú le clár oibre lena n-áirítear Nuashonruithe a Bhaineann le OSD, Stiúrthóir Nuashonruithe Scoile agus nuair is cuí FGL agus cainteoirí ábhartha - Chuir an Mheitheal um Cheannaireacht Scoile comhairle ar an Stiúrthóir Scoileanna maidir le cur i bhfeidhm na straitéise agus ar an gcaoi ar féidir uasmhéadú a dhéanamh ar thacaíochtaí do cheannairí scoile.
2. Plean forbartha gairmiúla leanúnaí ceannaireachta agus bainistíochta saincheaptha a fhorbairt do cheannairí atá ag fónamh agus do cheannairí múinteora lena n-áirítear deiseanna chun Ceannaireacht Teagaisc a fhorbairt tuilleadh	- Fianaise ar rannpháirtíocht ceannairí scoile i FGL leanúnach - Fianaise ar thacaíocht thráthúil agus ábhartha do cheannairí scoile	Bhí soláthar tacaíochta ceannaireachta 2020 níos dírithe ná riamh, i bhfianaise réaltacht na paidéime. I gceist anseo bhí: - Mionteagaisc rialta ar Phríomhoidí (ar bhonn seachtainiúil le linn na paidéime) - Soláthar de theimpléid agus acmhainní. - Tacaíocht i bhforbairt pleananna agus beartas agus pleananna chun gach céim de phrótacail sláinte, sábháilteachta agus filleadh ar scoil a chur i bhfeidhm. - Leanadh le clár sonrach FGL do cheannairí scoile BOOCM le hábhair a clúdaíodh lena n-áirítear cleachtas aisiríoch, Speisialtacht Microsoft Office agus Scileanna Agallaimh - Ghlac 11 ceannaire scoile páirt i gComhdháil Ceannaireachta BOOÉ i Loch Garman. (Eanáir 2020)

3. Cur chuige comhordaithe a fhorbairt chun barr feabhais i bhfoghlaim agus i dteagasc a chur chun cinn ar fud an BOO	1. Deiseanna tacaíochta agus forbartha leanúnacha a sholáthraíonn BOOCM do scoileanna agus do mhúinteoirí.	1. Threoraigh cúig ghrúpa oibre barr feabhais sa teagasc agus san foghlaim in 2020. Ní haon ionadh go raibh sé seo den chuid is mó trí thacú le cianfhoghlaim agus eispéireas dearfach foghlama a chruthú faoi nádúr srianta filleadh ar scoil i mí Lúnasa 2020. 2. Fócas suntasach ar theagasc agus foghlaim cianda i rith na bliana. Punann substaintiúil FGL curtha ar fáil.
4. Líonraí múinteoirí/pobail cleachtais ábhair a bhunú chun dea-chleachtas agus comhroinnt acmhainní a chur chun cinn.	1. Fóram ASD le bunú do mhúinteoirí ábhartha. 2. Fianaise ar leathnú breise ar thacaíocht do Cheannairí Digiteacha	1. Fóram ASD a bhunú do Mhúinteoirí i ranganna ASD 2. Líonra Ceannairí Digiteacha a fhorbairt le tacaíocht duine le duine agus iargúlta do Cheannairí Digiteacha.
6. Díriú ar thorthaí mac léinn níos fearr agus aistriú go dtí an 3ú leibhéal ar fud na scéime a fheabhsú	1. Clár nua a thabhairt isteach chun an bhearna scileanna TF idir mic léinn agus saol na breisfhoghlaama agus na hoibre a dhúnadh.	1. Clár Speisialtachta Microsoft Office a thabhairt isteach ar fud 10 scoil le clár deimhnithe, comhlíontach san ionad oibre do mhic léinn Idirthréimhse. 2. Reáchtáil BOOCM Aonach Gairme do bhreis agus 1000 mac léinn meánscoile, ag tabhairt rochtain dóibh ar chomhairle gairme ó shaineolaithe, ó choláistí, ó ionadaithe gairmiúla agus ó dhaoine eile. Bhí ceardlanna ar iarratais Lár-Oifig Iontrála agus ullmhú don choláiste mar chuid den lá seo freisin
7. Ceannasaíocht dailte níos mó a chothú agus a thacú i measc na foirne agus na mac léinn	1. Tacaíonn BOOCM le ceannairí lárnacha trí acmhainní agus deiseanna FGL. 2. Déantar athbhreithniú ar	1. Bhí Ceannaireacht Dhigiteach chun tosaigh sa chlár FGL do mhúinteoirí agus do cheannairí in 2020. 2. Seimineáir ghréasáin seachtainiúla do cheannairí digiteacha agus do mhúinteoirí.

	phoist agus ar ról i ngach scoil.	3. Ullmhaíodh Ceannairí Digiteacha don Chianfhoghlaim i mí Feabhra agus i mí an Mhárta 2020 lena n-áirítear ceardlann duine le duine ina leith freisin. 4. Tacaíocht a thugtar do cheannairí scoile chun poist agus ról a athbhreithniú. Tá sé seo ar siúl le teimpléid agus acmhainní ar fáil.
8. Creat a fhorbairt chun tacú le hathbhreithniú curaclaim i ngach scoil/ionad	1. Athbhreithniú leanúnach ar shocruithe curaclaim idir DOS agus ceannairí scoile. 2. Riachtanais bhreise ábhair a aithint i scoileanna BOOCM. 3. Athbhreithniú ar riachtanais churaclaim le gach scoil	1. Tá iniúchadh leanúnach ar fhianaise maidir le fad na dtréimhsí ranga do scoileanna BOOCM. Tá 6 / 11 ag reáchtáil ranganna 58 nó 60 nóiméad anois. 2. Mar thoradh ar athbhreithniú ar riachtanais churaclaim tá scoileanna ag cur isteach ar ábhair churaclaim nua. 3. Cuireadh tús le hidirbheartaíocht le PPLI chun an Pholainnis a thairiscint mar ábhar Ardteistiméireachta ag úsáid samhail chumaisc.

Sprioc Straitéiseach 2: Foghlaim agus Teagasc

Gníomh	KPI	Nuashonrú 2020
1. Foghlaim agus teagasc a chur mar sprioc tosaíochta ardleibhéil do ráiteas straitéise BOOCM	1. Maoirseacht ar thorthaí an Ardteistiméireachta agus LCA 2. Réamhrá ar Chleachtas Aisiríoch do scoileanna 3. Forbraíonn scoileanna tráthchláir éifeachtacha le tacaíocht ó BOOCM	- Leanúint ar aghaidh le hiniúchadh a dhéanamh ar thorthaí an Ardteistiméireachta leis an mbainistíocht shinsearach a rinneadh i scoileanna. - Ceardlann Cleachtais Aisiríoch do cheannairí scoile agus do mhúinteoirí. - Tacaíocht phleanála straitéiseach curtha ar fáil do scoileanna - Tacaíocht curaclaim agus tráthchláir curtha ar fáil do gach ceannaire scoile

2. Forbairt ar chlár FGL struchtúrtha laistigh den chreatlach don fhoghlaim agus don teagasc 3. Comhoibriú traschuraclaim a chur chun cinn laistigh agus idir scoileanna / ionaid	1. Clár FGL bunaithe ar riachtanais i bhfeidhm do mhúinteoirí 2. Tacófar le mic léinn le riachtanais speisialta a ionchuimsiú go leanúnach sa tSraith Shóisearach.	1. Tá an tArdán Digiteach a thairgtear in Microsoft Office agus Teams saincheaptha chun pleanáil agus comhroinnt acmhainní scoile agus tras-scoile a sholáthar. 2. Cur i bhfeidhm leanúnach de Chlár na Sraithe Sóisearaí i ngach scoil le FGL ábhartha ar siúl do mhúinteoirí 3. Tá roinnt scoileanna tar éis Clár Foghlama Leibhéal 2 a thabhairt isteach chun tacú le riachtanais churaclaim de ghrúpa sainmhínithe daltaí a bhfuil deacrachtaí foghlama ar leith acu.
4. Rannpháirtíocht éifeachtach le TF a chur chun cinn sa phróiseas foghlama i ngach scoil	1. Athbhreithniú a dhéanamh ar thacaíocht TF do dheiseanna foghlama ábhartha agus tionscnaimh a sheachadadh. 2. Athbhreithniú ar ECDL i scoileanna agus MOS a thabhairt isteach d'fhoghlaiméoirí. 3. Crua-earraí, gairis agus acmhainní a leathnú, ar feitheamh maoinithe.	1. Clár fairsing tacaíochta TF á thairiscint mar a thairiscítear níos luaithe sa doiciméad seo. 2. Tabhairt isteach ar agus tacaíocht do Speisialtacht Microsoft Office do cheannairí scoile, do mhúinteoirí agus do thacaíocht TF. 3. Leis na deontais TF do scoileanna, neartaíodh an bonneagar ar fud na scoileanna go léir agus chuir siad ar chumas scoileanna gléasanna a raibh géarghá leo a cheannach. 4. Feistí a cheannach do mhic léinn agus do mhúinteoirí de réir mar is gá faoi fhreagairt phaindéimeach. 5. Imirce leanúnach ó fhreastalaithe go seirbhísí scamall-bhunaithe do scoileanna. 6. Úsáid leathnaithe Microsoft Teams i ngach scoil. Is tairseach é seo

		anois a úsáideann gach múinteoir agus mac léinn.
6. Iniúchadh acmhainní lena n-áirítear caipiteal, pearsanra (teagasc agus tacaíocht) agus fioscach agus é mar aidhm an leibhéal is fearr a bhaint amach do gach scoil / ionad	1. Gach scoil chun pleanáil do na hacmhainní riachtanacha chun tacú le teagasc agus foghlaim. Úsáidfear Deontais TF chun freastal ar riachtanais, 2. BOOCM chun clár forásach tógála scoileanna a fhorbairt ag freagairt d'fhás láidir déimeagrafach i rolluithe. 3.	1. Rinneadh athbhreithniú críochnúil ar chumas múinteoireachta gach scoile a raibh baint ag an CE, Stiúrthóir Scoileanna, Ceann AD agus ceannairí scoile ó gach scoil leis. Aithníodh bearnaí i gcumas agus le leithdháileadh múinteoirí don scoil leiríodh riachtanais dhaonra scoile atá ag dul i méid ar fud BOOCM. I líon beag cásanna roinneadh múinteoirí idir scoileanna chun soláthar curaclaim a uasmhéadú. 2. Tá cúig scoil ar chlár tógála scoile faoi láthair mar gheall ar rolluithe atá ag fás agus aonaid ASD a thabhairt isteach. 3. Mar thoradh ar athbhreithniú críochnúil agus measúnú riosca ar chumas gach scoile athoscailt go sábháilte i mí Lúnasa 2020, tarraingíodh siar troscán agus feistis ó gach seomra ranga, rinneadh athruithe ar fhoirgnimh scoile, rinneadh uasghrádú ar shocruithe sláintíochta láimhe agus aerála. Fuarthas stóráil de réir mar is cuí.
7. An t-ualach riaracháin ar fhoireann ceannaireachta scoileanna / ionaid a laghdú	1. Cruinnithe ar líne a thriail ag úsáid Microsoft Teams. 2. Comhairle dlí agus comhlíonta a sholáthar do gach bord agus ceannaire scoile de réir mar is gá.	1. Chuir Oifigeach Comhlíontachta BOOCM comhairle shaineolach ar fáil do gach scoil maidir le polasaithe ábhartha a chur le chéile agus cuireadh acmhainní agus teimpléid ábhartha ar aghaidh chuig scoileanna chun cabhrú leo na beartais sin a chur i bhfeidhm.

8. Tógáil ar thiomantas BOOCM do gach mac léinn a chuimsiú beag beann ar inscne, cúlra socheacnamaíoch, cine nó creideamh	3. Cruinnithe rialta idir foireann OSD agus ceannairí scoile	2. Nuair a bhí gá leis, bhí comhairle dlí agus comhlíonta ar fáil do gach scoil ar réimse ábhar. 3. Thug Stiúrthóir na Scoileanna úsáid Microsoft Teams isteach mar ardán cumarsáide príomhúil, comhtháite do scoileanna. 4. Rinneadh gach cruinniú agus agallamh go cianda ag laghdú costais ama agus taistil. Foireann OSD ar fáil de réir mar is gá ag gach cruinniú
	1. Tús a chur le rang ASD breise amháin ar a laghad i scoil BOOCM in 2020. 2. Athbhreithniú a dhéanamh ar an gcumas teagaisc i réimse RSO, ag féachaint ar an bhfoireann atá ar fáil, na riachtanais don todhchaí agus an FGL riachtanach a aithint. 3. Athbhreithniú ag an mBainistíocht Shinsearach ag BOOCM ar na hacmhainní atá ceangailte le gach scoil.	• Osclaíodh dhá aonad ASD breise i scoileanna BOOCM. • Tacaíonn clár DEIS le seisear dár scoileanna BOOCM agus baineann gach ceann de na sé cinn acu leas as an gClár Críochnaithe Scoile. Tairgeadh tacaíochtaí agus idirghabhálacha ábhartha do mhic léinn a ndírigh an Clár DEIS orthu. • Iarradh ar gach scoil a dheimhniú go raibh a leithdháileadh acmhainní teagaisc do mhic léinn a bhfuil riachtanais speisialta oideachais acu ag teacht le ciorcláin ábhartha ROS trí Ráiteas um Rialú Inmheánach, a tugadh isteach in 2018. • Ghlac scoileanna BOOCM le daltaí mar chuid de chlár athlonnaithe dídeanaithe ón tSiria

Sprioc Straitéiseach 3: Folláine

Gníomh	Nuashonrú 2020
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1. Ráiteas misin agus fise ar fud na scéime a fhorbairt ag díriú ar an bhfolláine	1. Plean Folláine Scoileanna ar fud BOOCM a fhorbairt 2. Leathnú den soláthar curaclaim do Chorpoideachas chun clár corpoideachais timthriall sinsearach a áireamh	1. Tá grúpa folláine idirghníomhaireachta ag BOOCM a dhéanann iniúchadh ar chur chuige comhsheasmhach maidir le saincheistean a bhaineann le folláine i scoileanna BOOCM 2. Tá scoil amháin chun triail a bhaint as Corpoideachas mar ábhar Ardteistiméireachta agus tá gearrchúrsa corpoideachais tugtha isteach ag scoileanna eile. 3. Pleanáil i bhfeidhm chun uaireanta folláine a leathnú go 400 ag an tSraith Shóisearach (Nóta: atreoraíodh an phleanáil chuig freagairt phaindéimeach Covid-19 in 2020)
2.Tosaíocht a thabhairt do thacaíocht do shláinte fhisiciúil agus mheabhrach araon	1. Rannpháirtíocht i dtionscnaimh chun cosc ar mhí-úsáid drugaí agus alcóil a chur chun cinn. 2. Treoir a sholáthar do scoileanna ag an nGrúpa Oibre Folláine.	1. Comhoibriú idirghníomhaireachta ar Covid 19, Drugaí agus Alcól agus féinmharú a chosc 2. Páirt a ghlacadh i bhfreagairt áitiúil ar shlabhra féinmharuithe i limistéar geografach. 3. Ullmhúchán chun “Planet Youth” a thabhairt isteach faoi BOOCM mar phríomhpháirtí. Tabharfaidh sé seo aghaidh ar shaincheist shóisialta, agus go háirithe mí-úsáid drugaí agus alcóil. 4. Bhunaigh grúpa oibre folláine comhairle do Phríomhoidí agus do scoileanna maidir le fáilte a chur roimh dhaltaí ar ais ar scoil tar éis tréimhsí foghlama ar líne. 5. Tacaíocht agus comhairle tugtha chun tacú le daltaí leochaileacha sa bhaile 6. Bhain dhá scoil leas as clár samhraidh d’fhoghlaimeoirí leochaileacha

		7. Leanúint den soláthar béilí do dhaltáí le linn tréimhsí dúnta scoile.
3. Seirbhísí tréadchúraim a mheas ar fud na scéime	1. Go gcuirtear cleachtais fhoirmiúla in aithne do gach scoil maidir le Cleachtas Aisiríoch.	1. An Grúpa um Fholláine i gceannas ar Stiúrthóir na Scoileanna. Scaipeadh na torthaí ar gach scoil. 2. Fuair mhúinteoirí ó scoileanna BOOCM oiliúint ar Chleachtas Aisiríoch atá á chur i bhfeidhm anois i scoileanna ar bhonn céimnithe.
4. Beidh clár cuimsitheach FGL ar fáil do gach ball foirne agus mac léinn a dhíríonn ar fhaisnéis mhothúchánach, frithbhulaíocht agus athléimneacht	1. Deiseanna oiriúnaithe FGL a sholáthar faoi threoir an Ghrúpa Oibre Folláine.	1. Cleachtais Aisiríoch FGL do mhúinteoirí agus do cheannairí scoile. 2. An cleachtas a roinnt idir scoileanna agus ceannairí scoile ar straitéisí éifeachtacha chun cabhrú le mic léinn agus iad ag déileáil le paidéim, 3. Pleanáil dhian agus seachadadh croítheachtaireachtaí do mhúinteoirí agus do mhic léinn a bhaineann le comhlíonadh phlean Covid 19 um Fhilleadh ar Scoil. 4. Comhar idirghníomhaireachta chun aghaidh a thabhairt ar neamhchomhlíonadh lasmuigh de thimpeallacht na scoile.



Paddy Flood

Stiúrthóir na Scoileanna

6.2 SEIRBHÍSÍ & OILIÚINT BREISOIDEACHAIS

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

Tá BO BOOCM comhdhéanta de 5 sheirbhís ar leith:

- i. **Dhá Choláiste Iar-Ardteistiméireachta** - Institiúid an Chabháin & Institiúid Mhuineacháin - ag seachadadh cláir scileanna gairme lánaimseartha ag Leibhéil 5 & 6 agus ranganna oíche
- ii. **Seirbhísí Oideachais Aosaigh** - cláir scileanna bunúsacha agus gairme agus cláir caitheamh aimsire a sheachadadh ag leibhéil 1-6
- iii. **Seirbhísí Oiliúna** - áirítear leis seo an tSeirbhís Phrintíseachta, Cláir Oiliúna Scileanna Sonracha, Cúrsaí Oiliúna, Soláthar Tráthnóna, Tionscnaimh Oiliúna Áitiúla & Soláthraithe Oiliúna Speisialaithe
- iv. **Ógtheagmháil** - 6 Ionad Ógtheagmhála a sholáthraíonn raon leathan clár deimhnithe do luathfhágálaithe scoile
- v. **Oideachas Príosúin** ag Príosún Oscailte Theach an Locháin



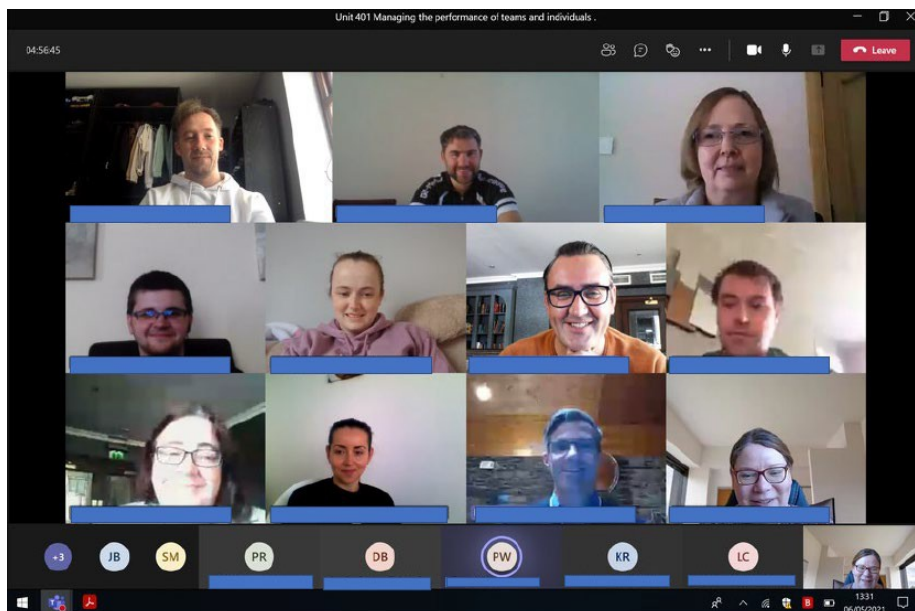
Fíor 7 Printísigh OEM 2020

Cuireadh isteach go mór ar sholáthar BOO cosúil le gach gníomhaíocht eile in 2020. Dúnadh lonaid agus Seirbhísí ar feadh cuid mhór den bhliain agus b'éigean modhanna malartacha soláthair a fhorbairt. Cé go raibh sé seo an-dúshlánach do chách agus míbhuntáisteach do

go leor dár bhfoghlaimoirí, áfach, bhí roinnt torthaí dearfacha ann a leanfaidh níos faide ná COVID, lena n-áirítear:

- Dul chun cinn ar scála mór in úsáid na Foghlama Feabhsaithe Teicneolaíochta i ngach Soláthar BOO
- Uasoiliúint shuntasach ar an bhfoireann go léir i scileanna TFC agus TEL
- Modhanna nua seachadta agus cineálacha malartacha measúnaithe a fhorbairt
- Úsáid a bhaint as raon meán do na seirbhísí go léir, m.sh. cainéal You tube a chruthú le haghaidh oideachas pobail, coinní Comhairleoireachta Treorach ar líne, srl.
- Seachadadh leanúnach ar raon leathan clár ag gach Leibhéal
- Dul chun cinn suntasach i bhforbairt polasaí foghlama cumaiscthe
- Dul chun cinn maidir le húsáid na teicneolaíochta mar bhealach chun Guth an Fhoghlaimora a ghabháil agus freagairt dó
- Forbairt agus oibriú Ciste Cúnaimh Leanaigh agus Scéim Iasachta Feistí TFC

Cé gur chuir COVID isteach ar líon na bhfoghlaimoirí gan amhras, chuir sé feabhas ar nuálaíocht, ar sholúbthacht agus ar smaointeoireacht chruthaitheach i measc Seirbhísí BOO. Rachaidh sé chun leasa dúinn agus muid ag obair i dtreo athoscailt níos leithne agus filleadh ar an láithreán agus atógáil ár seirbhís agus líon na bhfoghlaimoirí in 2021 agus ina dhiaidh sin.



Fíor 8 Ag foghlaim sa Domhan Fíorúil

In 2020 leanadh le cur i bhfeidhm leanúnach na Straitéise BO. Tá an straitéis seo ailínithe le Straitéis náisiúnta SOLAS BO agus léiríonn sí a spriocanna agus a haidhmeanna. Tá an dul chun cinn i gcur i bhfeidhm na ngníomhartha leagtha amach sa tábla thíos.



Fíor 9 Seoladh Ionad Barr-Fheabhais BO

Seirbhísí Óige

Ba bhliain í 2020 a tháinig Seirbhísí Óige chun tosaigh maidir leis an bhfreagra ar an bPaindéim Covid-19. Táimid an-bhródúil as na hEagraíochtaí Óige arna maoiniú tríd an Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige a bhí i gceannas ar an mbealach digiteach lena chinntiú go bhfanfadh seirbhísí do dhaoine óga ar fáil. Chuaigh a gcuid seirbhísí ó sholáthar seachtaine 5 lá go 7 lá sa tseachtain, 24 uair sa lá agus bhí siad ríthábhachtach maidir le tacaíocht a raibh géarghá léi agus comharthaíocht a sholáthar do sheirbhísí do gach duine óg.

Measadh go raibh oibrithe óige mar oibrithe riachtanacha faoi shrianta Covid-19 agus chiallaigh sé seo go bhféadfaí freagraí agus tionscnaimh duine le duine a úsáid nuair is gá ó am go ham.

Mhéadaigh an DCEDIY leibhéal an Mhaoinithe Oibre don Aos Óg do gach BOO in 2020 agus thacaigh tionscnaimh nua mar dheontais aonuaire agus capita Covid, mar aon le deontais TFC, le Seirbhísí Óige chun méadú a chur ar acmhainn dhigiteach agus sroichte na dtionscadal faoi stiúir foirne agus grúpaí óige faoi stiúir oibrithe deonacha chun a chinntiú go bhféadfaidís leanúint ag tacú le daoine óga trína gcuid clár a sholáthar.

Lean riarachán Mhaoiniú Sláintiúil na hÉireann thar ceann ár gcomhghleacaithe CYPSC sa Chabhán agus i Muineachán agus thacaigh sé le heagraíochtaí óige agus pobail freagra a thabhairt ar phaindéim Covid-19 trí thionscnaimh éagsúla.

Tugadh tacaíocht d'eagraíochtaí seachtracha pobail agus óige, ag an dara cuid den bhliain, chun maoiniú a fháil agus a úsáid faoin Scéim Maolaithe Oideachais agus Míbhuntáiste. Chuir an obair le BOOCM cuid mhór den phota náisiúnta a fháil agus thacaigh sé le caidrimh

ghairmiúla nua a fhoirmiú agus chuir sé maoiniú ar fáil freisin do theicneolaíochtaí digiteacha, tacaíocht d'fhoghlaimoirí agus bearta Covid do na daoine is leochailí agus is faide i gcéin ón oideachas.

Ina theannta sin, rinneadh taighde in 2020 chun tacú le Clár Foghlama Malartach a fhorbairt don Chabhán agus do Mhuineacháin, arna mhaoiniú faoi Sheirbhísí Óige. Tá BOOCM i gcomhar le Foróige, ag obair go dlúth anois leis na hOifigí Oideachais agus Leasa sa dá chontae chun freagra oibre óige a sholáthar do dhaoine óga a d'fhéadfadh a bheith i mbaol an scoil a fhágáil roimh an aois dlí náisiúnta.



Fíor 10 Seoladh an Chláir UBU

Ionad Oideachais agus Oiliúna Allamuigh Tanagh

Líon na gCuaríteoirí

D'óstáil Tanagh **4,770** Cuairteoir ar Chláir agus Seirbhísí Allamuigh in 2020 (laghdú suntasach ó 16,921 in 2019).

Tionchair ar an nGeilleagar Áitiúil mar thoradh ar Dhianghlasáil Covid

Bhí tionchar suntasach ag an titim shuntasach i gcuairteoirí ar an Ionad ní amháin ar an Ionad ach ar an ngeilleagar áitiúil in 2020 i bhfoirm fostaíochta foirne áitiúla a theastaíonn chun a chlár agus a sheirbhísí a sheachadadh agus earraí agus seirbhísí a theastaíonn de ghnáth ag an Ionad chun freastal ar riachtanais na gcuairteoirí sin i bhfoirm tionscail iompair, breosla, lónadóireachta agus glantacháin.

QQI Leibhéal 5 Oiliúint do Theagascóirí Allamuigh

Tugadh síneadh don oiliúint chun ligean d'Oiliúnaithe an Oiliúint do Theagascóirí Allamuigh a chur i gcrích i mí Dheireadh Fómhair 2020, cuireadh moill air mar gheall ar shrianta Covid-19 agus cláraíodh grúpa de 9 Oiliúnaí nua agus chuir siad tús leis an Oiliúint 45 seachtaine i mí Dheireadh Fómhair 2020.

D'éirigh le 23 foghlaimoir ón gclár Rochtana PLC sa Chabhán agus i Muineachán Clár Áineasa Allamuigh 10 seachtaine a chríochnú ag deireadh 2020.

Líonra Seirbhísí Oideachais Allamuigh BOOÉ

Mar thoradh ar an Athbhreithniú Earnála ar Oideachas Allamuigh a foilsíodh ag tús 2020, forbraíodh Creat Straitéiseach don Earnáil 2021 - 2023 agus cuireadh faoi bhráid DoE agus geallsealbhóirí eile é lena n-áirítear SOLAS trí BOOÉ, d'fhoill an Oideachas Allamuigh agus Oiliúint ag teacht faoi bhratach Sheirbhísí BOO.

Forbairtí Cothabhála agus Foirgníochta

Críochnaíodh Athchóiriú an Ionaid a tosaíodh i mí na Nollag 2019 chun athnuachan Doirse Dóiteáin ar fud an Ionaid agus uasghrádú ar Chórais Inmheánacha Cosanta Dóiteáin.

Scartáladh agus baineadh an struchtúr a bhí fágtha den Scoil agus den Eaglais tréigthe ar an láithreán ag an Ionad, ag déanamh áite do shaoráid nua halla Spóirt ar thailte an Ionaid.

Rochtain Leathanbhanda

Cuireadh oibreacha i gcrích in 2020 ag an ionad a ceadaíodh a bheith ar cheann de mhoil 12-digi i gContae Mhuineacháin, ag ligean do luas leathanbhanda suas le 80mbps ag trí shuíomh laistigh den Ionad.

Sláinte agus Sábháilteacht

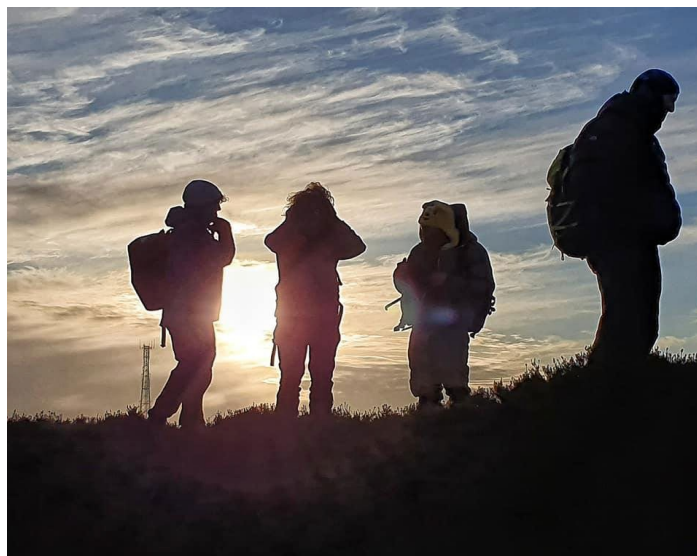
Rinne an HSA agus BOOÉ athbhreithniú agus nuashonrú ar an Ráiteas Sábháilteachta Lárionaid de réir Measúnuithe Riosca a d'fhorbair an Earnáil Oideachais don Earnáil Oideachais.

Córas Airgeadais agus Stoic

D'aistrigh an tIonad a gcórais airgeadais go léir chuig Ceannach le hÍoc mar aon leis an gcuid eile de Scoileanna agus Ionaid BOOCM. D'aistrigh an tIonad an stoc go léir chuig córas nua stoic ar líne mar aon leis an gcuid eile de Scoileanna agus Ionaid BOOCM

Íocaíochtaí Suíomh Gréasáin agus Ar Líne

Sheol an tIonad suíomh gréasáin nua dá chlár agus dá sheirbhísí le saoráid áirithe agus íocaíochta ar líne.



Fíor 11 QQI Leibhéal 5 Oiliúint Oideachais Allamuigh

Tuairisc ar sheachadadh Spriocanna Straitéiseacha 2020

Sprioc Straitéiseach 1: Seasamh Breisoideachais agus Oiliúna a Ardú

Aidhm	KPI	Gníomhartha a rinneadh in 2020
Aitheantas a thabhairt do BO mar chonair foghlama luachmhar	- Feasacht mhéadaithe ar sheirbhísí agus ar sholáthar BO - Tuiscint agus aitheantas níos fearr ar BO agus a luach mar bhealach chun dul ar aghaidh chuig AO agus/nó fostaíocht - Líon méadaithe ag clárú ar Chláir BO	- Raon leanúnach agus leathan de chur chun cinn BO ag baint úsáide as raon meán, lena n-áirítear seimineáir ghréasáin, agallaimh, na meáin shóisialta, podchraoltaí, srl - Cur chun cinn spriocdhírithé sonracha maidir le tacaíochtaí dóibh siúd is mó atá buailte ag COVID - Rannpháirtíocht BO BOOCM i scéalta / imeachtaí náisiúnta - m.sh. seachtain Feasachta an Choláiste, Seachtain na hEolaíochta, Seachtain d'Fhoghlaiméoirí Fásta, Seachtain Feasachta Litearthachta, seachtain ardú céime BO de chuid SOLAS - Forbairt leanúnach ar chláir BO i Scoileanna, atá dírithe ar dheis a thabhairt do mhic léinn na sraithe sinsearaí cláir phrintíseachta & oiliúna a shampláil

Sprioc Straitéiseach 2: Scileanna don Gheilleagar

Aidhm	KPI	Gníomhartha a rinneadh in 2020
Aghaidh a thabhairt ar riachtanais foghlaiméoirí, cuardaitheoirí poist, fostóirí agus fostaithe faoi láthair agus amach anseo agus cur le forbairt eacnamaíoch náisiúnta	- Raon leathan soláthair - Líon méadaithe foghlaiméoirí - Naisc níos mó le fostóirí - Raon méadaithe deimhniúcháin á thairiscint - Torthaí dearfacha d'fhoghlaiméoirí, i.e. i bhfostaíocht / AO	- Bhog na Seirbhísí BO go léir chuig seachadadh ar líne agus foghlaim chumaisc - Cruthaíodh agus cuireadh roghanna measúnaithe malartacha i bhfeidhm a chuir ar chumas thromlach na bhfoghlaiméoirí a gcláir a chríochnú de réir na bliana acadúla - De réir srianta, athosclaíodh lonaid go páirteach chun measúnú / rannpháirtíocht foghlaiméoirí leochaileacha a éascú / seachadadh clár luamháin níos ísle nó praiticiúla - Tairiscint éagsúil ar sholáthar BO chun freastal ar phróifíl athraitheach foghlaiméoirí a

		eascaíonn as COVID, m.sh. cláir ar líne níos giorra dóibh siúd ar íocaíochtaí PUP • Forbairt leanúnach ar naisc fostóra / tionscail agus cláir nua a thabhairt isteach, m.sh. Oiliúint HGV • Maoiniú faighte ó Fhiontraíocht Éireann chun Ionad Barr-Fheabhais don Slabhra Soláthair, Lóistíocht agus Soláthar a fhorbairt • Clár bainistíochta maoirseachta saincheaptha a fhorbairt agus a sheachadadh don tionscal • Cláir shaincheaptha don tionscal fáilteachais a fhorbairt agus a sheachadadh • Forbairt agus soláthar leanúnach ar raon leathan clár BO ar Leibhéil 1-6 • Oiliúint a oibriú in OEM, Teagascóir Gníomhaíochta Allamuigh, Obair don Óige, Cúram Baile, agus Fáilteachas agus teagmháil le fostóirí sna hearnálacha seo • Clárúcháin phrintíseachta a leathnú • Leathnú Scileanna chun Cláir a Chur Chun Cinn i Muineachán agus sa Chabhán. • Raon imeachtaí Fostóirí a réachtáiltear ar fud seirbhísí BO • Seirbhísí teorach agus faisnéise a chuirtear ar fáil trí raon meán chun rannpháirtíocht a chumasú • D'fhorbair agus sheol Bealaí Nua chun Oideachais ag tacú le foghlaimoirí dul isteach san oideachas arís
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Sprioc Straitéiseach 3: Pleanáil agus Maoiniú Comhtháite

Aidhm	KPI	Gníomhartha a rinneadh in 2020
A chinntiú go bpleanáiltear agus go gcuirtear soláthar BO BOOCM i bhfeidhm ar bhonn anailís oibiachtúil ar riachtanas agus éileamh	- Líon níos mó daoine ag glacadh le soláthar BO - Rátaí coinneála agus deimhnithe méadaithe - Comhtháthú méadaithe i measc Seirbhísí BO	- Forbairt chun cinn ar Straitéis BOOCM BO 2021-2024 ailínithe le Straitéis Náisiúnta BO Solas - Athbhreithniú leanúnach ar sholáthar foriomlán BOOCM agus sonraí mhargadh an tsaothair chun a chinntiú: - Go soláthraítear cláir a fhreastalaíonn ar riachtanais agus ar thosaíochtaí, mar (i) atá leagtha amach i straitéisí agus i dtuarascálacha ábhartha, agus (ii) arna n-aithint ag an tionscal - Go soláthraítear meascán de scileanna earnála & scileanna trasearnála - Nach gcuireann BOOCM rósholáthar ar an margadh le scileanna nach bhfuil chomh riachtanach sin - Gníomhartha comhairliúcháin agus rannpháirtíochta curtha i bhfeidhm, m.sh. Fóram na bhFoghlaimeoirí, Suirbhé na bhFoghlaimeoirí, Suirbhé Foirne chun riachtanais agus saincheisteanna foghlaimeoirí a fhionnadh agus obair chun aghaidh a thabhairt orthu - Forbairt agus cur i bhfeidhm leanúnach clár tras-seirbhíse, m.sh. oiliúint feasachta litearthachta do theagascóirí, tacaíocht litearthachta do phrintísigh, treoir do ghrúpaí oiliúna ar conradh, Matamaitic Ardteistiméireachta do dhaltai lar-Ardteistiméireachta - Cruinnithe leanúnacha agus idirchaidreamh i measc seirbhísí agus ionaid BO maidir le hoibriú chun an raon soláthair a uasmhéadú agus dúbláil a sheachaint

Sprioc Straitéiseach 4: Cuimsiú Gníomhach

Aidhm	KPI	Gníomhartha a rinneadh in 2020
Go dtacóidh soláthar BO le ionchuimsiú daoine de gach cumas, le tagairt ar	- Raon méadaithe tacaí foghlaimeoirí ar fáil - Rannpháirtíocht mhéadaithe i	Ardleibhéal Tacaíochta agus Oiliúna TF curtha ar fáil do gach foghlaimeoir BO chun tacú lena rannpháirtíocht san fhoghlaim ar líne

leith don litearthacht agus don uimhearthacht	measc foghlaimeoirí atá faoi mhíbhuntáiste / iad siúd is deacra a shroicheadh	• Éagsúlacht na meán agus na ngníomhartha a úsáidtear chun teagmháil a dhéanamh le foghlaimeoirí tar éis dúnadh na n-ionad • Cuireadh ríomhaire glúine ar fáil do 300 foghlaimeoir ar feadh a gclár faoi Scéim lasachta Gléas TFC BOOCM • Ciste Cúnaimh d'Fhoghlaimeoirí a bunaíodh trí airgead a fuarthas faoin gCiste Maolaithe in aghaidh Míbhuntáiste Oideachais (MAEDF). Chuir sé seo tacaíocht airgeadais ar fáil do> 600 foghlaimeoir PLC agus Oiliúna • Leithdháil 20 Tionscadal Pobail maoiniú faoi MAEDF chun tacú le hoideachas agus oiliúint ina gceantar féin • Cuireadh tús leis an dara cohórt den chlár Rochtana PLC i MI & CI i mí Mheán Fómhair 2020. Cuireann an clár seo ar chumas mic léinn Ógtheagmhála agus na hArdteistiméireachta Feidhmí clár éagsúil a dhéanamh ag QQI Leibhéal 4 agus modúil Leibhéal 5 samplach i dtimpeallacht thacúil, a chuirfidh lena ndul chun cinn go clár iomlán ar Leibhéal 5 in 2021 • Cuireadh tús le Clár Athlonnaithe Dídeanaithe sa Chabhán le dian-ranganna ESOL • Raon tacaíochtaí a chuirtear ar fáil do dhaoine i measc an phobail a bhfuil cumas TFC / Teicniúil is lú acu chun dul i mbun gníomhaíochta ar líne, m.sh. tacú le daoine scothaosta fón / Zoom, srl. a úsáid. • Cur i gcrích den fhorbairt ar threoirlínte dea-chleachtais agus foireann uirlisí chun measúnú tosaigh agus leanúnach a dhéanamh ar inniúlacht Béarla na bhfoghlaimeoirí imirceacha.
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Spríoc Straitéiseach 5: Soláthar Cáilíochta

Aidhm	KPI	Gníomhartha a rinneadh in 2020
A chinntiú go gcuireann Seirbhísí Breisoideachais agus Oiliúna BOOCM cláir oideachais agus oiliúna ardchaighdeán ar fáil a chomhlíonann caighdeán cháilíochta náisiúnta agus idirnáisiúnta	- Gnóthachan KPlanna a bhaint amach atá leagtha amach sa Phlean Feabhsúcháin Cáilíochta - Comhtháthú polasaithe agus nósanna imeachta dearbhaithe cáilíochta - Raon méadaithe deiseanna PL&D don fhoireann - Rannpháirtíocht mhéadaithe i gcláir PL&D - Dul chun cinn tionscadal caipitil	- Cur i bhfeidhm leanúnach an Phlean Feabhsúcháin Cáilíochta - Cuireadh tús le hobair i dtreo Athbhreithniú Tionscnaimh QQI - Clár ionductaithe foirne a fhorbairt agus a phiolótú - Forbairt leanúnach ar bheartais agus nósanna imeachta comhtháite BOOCM chun soláthar BO a chomhtháthú tuilleadh ag BOOCM; - Oibriú leanúnach struchtúir Rialachais BO - Seachadadh leanúnach ar Phlean Forbartha Gairmiúla (PD) d'fhoireann BO le béim níos mó ar oiliúint dheimhnithe agus roghanna cumaiscthe agus r-Fhoghlama trí Moodle agus eCollege. - Raon tionscnamh agus ceardlann Folláine arna seachadadh do Fhoireann BO - D'oibrigh Foireann TEL agus Foireann PLC a bhfuil saineolas TEL acu chun uasoiliúint a dhéanamh ar bhaill foirne i raon réimsí mar úsáid Foirne MS don Oideachas, Foirmeacha MS le haghaidh Measúnaithe, OneNote for Education, Sway agus MS Stream. - Reáchtáladh agus taifeadadh seimineáir ghréasáin bheo a don fhoireann agus rinneadh iad a uaslódáil chuig Stream ionas go ndéanfaidh baill foirne athbhreithniú orthu níos déanaí. - Forbairt chun cinn ar an gcóras TEL Champion in oideachas aosach agus Ógtheagmháil - Forbraíodh Clár Tiomnaithe TEL FGL trí úsáid a bhaint as na hacmhainní atá ar fáil ar Ionad Oideachasóirí Microsoft. Thug níos mó ná 100 teagascóir faoin gclár. - Raon deiseanna PLD curtha ar fáil agus leas baint astu - Fuair baill foirne tacaíocht chun tabhairt faoi chláir PD deimhnithe lasmuigh de BOOCM

- An dea-chleachtas agus an plé ar #FutureFET a roinnt ag an gcruinniú FET Meet ar théama 'Coinnigí Nasctha', le níos mó ná 200 duine i láthair.
- Forbairt na bhfoirgneamh agus na saoráidí BO den scoth a chur chun cinn, de réir mar is gá le haghaidh soláthair ardchaighdeán agus na cóiríochta is fearr d'fhoghlaimeoirí agus don fhoireann



An Dr Linda Pinkster
Stiúrthóir Breisoideachais agus Oiliúna

6.3 TACAÍOCHT AGUS FORBAIRT EAGRAÍOCHTA

i. Struchtúir agus Seirbhísí Eagrúcháin

Tá BOOCM tiomanta do struchtúr eagrúcháin a chruthú a fheidhmíonn go héifeachtach agus go héifeachtúil i seachadadh a sheirbhísí ar fud chontaetha an Chabháin agus Mhuineacháin.

Cuid lárnach de sholáthar a sheirbhísí tá na hionaid riaracháin, leis an gCeannoifig BOOCM lonnaithe i Muineachán agus an fo-oifig lonnaithe i mbaile an Chabháin.

Seachadtar na feidhmeanna Riaracháin thar roinnt príomhcholuín, lena n-áirítear Acmhainní Daonna, Airgeadas, Talamh agus Foirgnimh, Seirbhísí Corparáideacha, Comhlíonadh, Soláthar, TF agus Riarachán Oiliúna.

Déantar obair na feidhme riaracháin i ndlúthchomhar le Stiúrthóir na Scoileanna agus leis an Stiúrthóir Breisoideachais agus Oiliúna.

Déanann BOOCM athbhreithniú agus monatóireacht rialta ar a struchtúir agus a bhonneagar chun na ceithre aidhm a leagtar amach sa Ráiteas Straitéise a bhaint amach agus a chinntiú go leanann sé ag seachadadh a sheirbhísí chomh héifeachtúil agus chomh héifeachach agus is féidir.

Sprioc 1:
Seachadadh éifeachtach
seirbhíse

Sprioc 2:
Cumarsáid BOOCM a fhorbairt

Sprioc 3:
Leathnóidh BOOCM a chumas
eagraíochtúil a bheith solúbtha
agus réamhghníomhach chun
freagairt do riachtanais áitiúla
agus náisiúnta.

Sprioc 4:
Éifeachtúlachtaí eagraíochtúla a
uasmhéadú

Agus é ag obair ar fud na 4 aidhm, tá sé mar aidhm ag Tacaíocht agus Forbairt Eagraíochta luach méadaithe a sholáthar do Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin trí fheabhas a chur ar bheartais, chórais agus phróisis rannpháirtíochta fhóna agus chomhleanúnacha, a chinntíonn go gcomhlíonann an BOO reachtaíocht, agus go meallann agus go gcoinníonn sé baill foirne a bhfuil ar ardchaighdeán, agus go léiríonn sé sármhaitheas sa rialachas.

2020

Bhí dúshlán eisceachtúil i mbliana le COVID-19 ag dul i bhfeidhm ar gach gné dár saol laethúil agus ar an gcaoi a ndéanaimid ár gcuid oibre. Bhí freagra BOOCM ar an bpaindéim inspioráideach agus teist ar na luachanna agus an cultúr ar fud na heagraíochta. Go luath i 2020, chuir BOOCM a phlean teagmhasach / freagartha i bhfeidhm agus bhí siad in ann nósanna imeachta agus prótacail a ghníomhachtú go tapa a bhí ríthábhachtach lena chinntiú go leanfadh seirbhísí ag feidhmiú gan bhriseadh. Chuir ár bhFoireann TF an trealamh agus na córais riachtanacha ar fáil chun freastal ar chianobair agus chun leanúnachas an teagaisc agus na foghlama a chinntiú. Ba mhaith liom tacaíocht agus tiomantas fhoireann riaracháin iomlán BOOCM a admháil, rinneadh tástáil ar a n-inoiriúnaitheacht, de réir mar a d'athraigh cleachtais oibre go praiticiúil thar oíche. Bhí tiomantas agus solúbthacht na foirne lárnach maidir le cur chun feidhme rathúil ár bPlean Leanúnachais Gnó a chinntiú.

Ba bhliain dheacair í 2020, agus d'óstáil an Coiste Sóisialta sraith imeachtaí fíorúla a dhírigh ar shláinte agus ar fholláine. Bhí na himeachtaí seo mar aon le tionscnaimh folláine rialta a sholáthraíonn an Fhoireann Comhlíonta tábhachtach chun tacú leis an bhfoireann agus chun naisc a choinneáil.

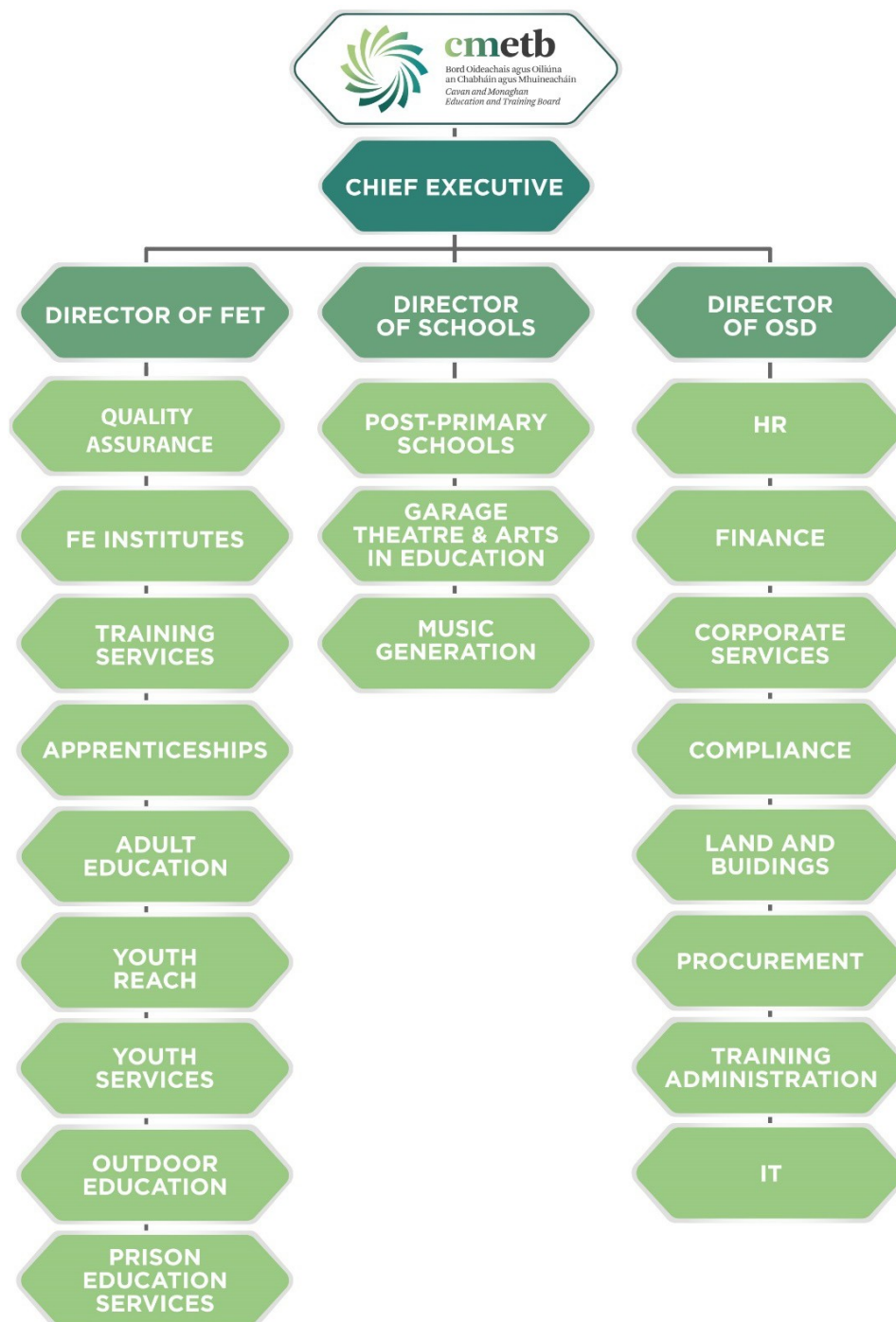
Tá struchtúr na heagraíochta ag athrú i gcónaí agus i mbliana tá struchtúr BOOCM tagtha chun cinn trí thacú agus éascú a dhéanamh ar Thionscadail Náisiúnta Seirbhísí Comhroinnte na Roinne Oideachais. Tar éis imirce rathúil an phárolla chuig Seirbhísí Comhroinnte (ESBS) i mí na Samhna 2019, aistríodh fócaíocht Párolla Taistil agus Cothaithe agus párolla liúntais na bPrintíseach agus an Fhoghlaiméora Eile chuig ESBS le linn 2020. Bhí baint ag BOOCM freisin le treoirionscadal chun aistriú chuig córas airgeadais nua le linn Ráithe 4 2020. Ina theannta sin, fuair agus chuir BOOCM Córas Bainistíochta Sócmhainní nua i bhfeidhm i rith 2020.

Cuireadh clár fairsing FGL i bhfeidhm ar gach Foireann Riaracháin lena n-áirítear foireann Riaracháin Scoile nach baill den BOO é. Chlúdaigh na cláir FGL TFC seo raon leathan modúl Microsoft agus seachadadh iad ar líne, ag cabhrú leis an BOO a chuspóir a bhaint amach maidir le hoiliúint.

Chuir BOOCM measúnú ar Shamhail Aibíochta Airgeadais i gcrích in 2020. D'aithin an BOO na hathruithe riachtanacha atá riachtanach don chleachtas reatha d'fhonn an leibhéal aibíochta inmhianaithe a bhaint amach. Forbraíodh Plean Gníomhaíochta, a leagann amach bealach chun rialachas airgeadais agus cleachtais tuairiscithe san BOO a fheabhsú.

Leanann BOOCM ag leathnú agus ag forbairt a sheirbhísí trí sheirbhísí TF agus tionscadail tógála a sholáthar do scoileanna neamh-BOO. In ainneoin na ndúshlán comhcheangailte atá ag Covid 19 agus an Breatimeacht, rinneadh dul chun cinn suntasach i dtreo chlár fairsing tógála BOOCM, lena n-áirítear a chinntiú go gcomhlíonfadh na hathruithe bonneagair riachtanacha Covid 19 na treoirlínte náisiúnta.

Déantar seirbhísí BOOCM a sheachadadh trí struchtúr atá dea-fheidhmithe, sruthlínithe mar atá leagtha amach thíos:



Tá an Príomhfheidhmeannach freagrach as bainistíocht feidhmiúcháin BOOCM agus tá freagracht iomlán air as feidhmíocht scoileanna, clár agus ionaid oiliúna. Tá Stiúrthóirí,

Príomhoidí, Comhordaitheoirí agus Bainisteoirí na n-ionad seo freagrach as a mbainistiú laethúil.

Tá Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin fós tiomanta d'fheabhsú leanúnach a sheirbhísí i gcomhthéacs Chlár Claochlaith Seirbhísí Poiblí Rialtas na hÉireann agus an chreata beartais a leagtar amach in Ár Seirbhís Phoiblí 2020. D'oibrigh an BOO ar roinnt príomhthéamaí agus tionscnamh le linn 2020 lena n-áirítear:

ii. Comhlíonadh Corparáideach agus Rialachais

Is é an tAcht um Boird Oideachais agus Oiliúna 2013 an phríomhreachtaíocht lena rialaítear clár oideachais agus oiliúna. Ba cheart “an Cód Cleachtais do Rialachas na mBord Oideachais agus Oiliúna” Litir Chiorcláin na Roinne Oideachais agus Scileanna 0002/2019, a mheas go príomha mar shraith caighdeán do chomhaltaí agus d'fhoireann an Bhoird, cé gur leagtar amach treoirleá i gcásanna áirithe. Beifear ag súil go gcinnteoidh comhaltaí agus baill foirne go bhfuil na gníomhaíochtaí seo maidir le BOOCM á rialú de réir na gcaighdeán seo i gcónaí, go go litriúil agus go spioradálta.

Cuireadh oiliúint Rialachais agus Comhlíonta don Bhord ar siúl an 15 Nollaig 2020.

I Ráithe 4, tionóladh cruinniú idir an Roinn Oideachais agus Bainistíocht Shinsearach BOOCM chun an Comhaontú Maoirseachta, an Comhaontú Seachadta Feidhmíochta agus an Plean Seirbhíse Bliantúil a athbhreithniú. D'admhaigh an BOO buntáistí na gComhaontuithe, lena n-áirítear an ról i gcuidiú le Príomhtháscairí Feidhmíochta (KPlanna) a shainaithint a chuidigh le forbairt Phlean Seirbhíse, Tuarascáil Bhliantúil an BOO agus a bhí nasctha freisin leis an Ráiteas Straitéise. Dheimhnigh an Roinn leibhéal ard comhlíonta i BOOCM maidir lena oibleagáidí rialachais a chomhlíonadh i dtéarmaí spriocdhátaí reachtúla agus spriocdhátaí eile.

Iniúchadh ar Chomhlíonadh Chód Cleachtais do Rialachas na mBord Oideachais agus Oiliúna

D'eisigh an Roinn Oideachais agus Scileanna an Cód Cleachtais um Rialachas BOOnna (Ciorclán 0002/2019) i mí Eanáir 2019. Le linn 2019 agus 2020 díriodh ar an gCód a chur i bhfeidhm agus ar an leibhéal comhlíonta a fheabhsú d'fhonn feabhas leanúnach a léiriú, agus comhlacht dearbhaithe a thógáil do BOOCM. I mí an Feabhra 2021, rinne BOOCM athbhreithniú ar an iniúchadh ar chomhlíonadh an Chóid den bhliain roimhe sin, ag baint úsáide as uirlis iniúchta a d'fhorbair Árachas Comhlachtaí Poiblí na hÉireann (IPB). Léirigh an t-athbhreithniú ar an iniúchadh go raibh leibhéal inghlactha comhlíonta againn.

Bainistíocht Riosca

Coinníonn an Bord maoirseacht ghníomhach ar bhainistíocht riosca agus dearbhaíonn sé go ndearna sé measúnú ar na príomhrioscaí, na bearta maolaithe gaolmhara, agus rinne sé athbhreithniú ar éifeachtacht na mbeart seo in 2020. Déanann an Bord bainistíocht ar riosca don eagraíocht trí chlár bainistíochta riosca struchtúrtha. Faigheann an Bord cúnamh ina fheidhm bainistíochta riosca ón gCoiste Iniúchta agus Riosca. Braitheann an Bord freisin ar an Aonad Iniúcháireachta Inmheánaí (an AI) agus a chuid tuarascálacha, ar iniúchadh bliantúil an ARCC agus ar aon Iniúchadh seachtrach, ar nós iniúchadh an CSE agus/nó

iniúchadh na gCoimisinéirí Ioncaim. Ina theannta sin, déantar athbhreithniú ar Rialuithe Inmheánacha a dhéantar ar bhonn bliantúil.

Is mír bhuan í Bainistíocht Riosca ag gach cruinniú Boird agus áirítear an méid seo a leanas

leis na nithe a bhreithnítear:

- Tuarascálacha riosca ón mbainistíocht shinsearach lena n-áirítear an Príomhoifigeach Riosca (CRO)
- Tuarascálacha an Coiste Iniúchta & Riosca
- Athruithe ar rátálacha riosca
- Clár Iniúchta

Thug BOOCM faoi roinnt gníomhaíochtaí in 2020 chun tacú le bainistíocht riosca fiontair agus chun dea-rialachas a léiriú. Ba é an bonn fianaise taca don obair seo a reachtaíocht a bhaineann le BOOCM agus an Cód Cleachtais do Rialachas na mBord Oideachais agus Oiliúna (An Roinn Oideachais agus Scileanna, Litir Chiorcláin 0002/2019). Cuireadh i gcrích na haschuir seo a leanas i rith na bliana:

1. Athbhreithniú agus nuashonrú ráithiúil ar an gClár Riosca um Thacaíocht agus Forbairt Eagraíochta
2. Athbhreithniú agus nuashonrú ráithiúil ar an gClár Riosca Breisoideachais agus Oiliúna
3. Athbhreithniú agus nuashonrú ráithiúil ar an gClár Riosca Scoileanna

Díríodh ar na príomhrioscaí a aithint a d'fhéadfadh cosc a chur ar sheachadadh Ráiteas Straitéise BOOCM. Cuireadh na príomhrioscaí seo faoi bhráid an Choiste Iniúchta agus bhí obair ar bun i gcónaí ar na rioscaí a aithníodh a bhainistiú agus a laghdú agus rinneadh réimsí nua riosca a aithint.

Ina theannta sin, forbraíodh Clár Riosca nua chun na rioscaí a bhaineann leis an bpaindéim Covid-19 a aithint, na rialuithe a theastaíonn chun na rioscaí a bhainistiú a aithint agus chun dul chun cinn ar bhainistíocht riosca a rianú i rith na bliana de réir mar a d'fhorbair an fhreagairt náisiúnta ar an bpaindéim.

Bainistíocht Sábháilteachta a Fhorbairt agus a Chur i bhFeidhm

Bhí baint ag BOOCM le tionscadal, ag obair le sainchonraitheoirí sláinte agus sábháilteachta (Quadra), le tacaíocht ó BOOÉ agus IPB Insurance, ar theimpléad Ráiteas Sábháilteachta saincheaptha a fhorbairt do scoileanna. Tá an obair seo teoraithe ag teaghlaim de Threoirlínte HSA ar Bhainistíocht Sábháilteachta, Sláinte agus Leasa in Iar-Bhunscoileanna agus an obair a rinne Grúpa Stiúrtha Tionscadal an Chórais Bainistíochta Sábháilteachta. Tharla céim chomhairliúcháin an tionscadail le linn 2019, le BOOÉ ag éascú cruinnithe le ceardchumann eárnála, ionadaithe ó ghrúpa stiúrtha an tionscadail agus foireann an IPB lena chur i bhfeidhm in 2020. Cuirfidh aschuir an tionscadail luach leis an BOOCM uile agus tacóidh sé linn chomh maith chun minicíocht teagmhais agus éilimh fostaithe a laghdú a mbíonn tionchar acu sa deireadh ar dhaoine, BOOCM agus préimheanna árachais.

I Meán Fómhair 2020 d'fhostaigh BOOCM na Comhairleoirí Sláinte agus Sábháilteachta, Quadra, chun cabhrú le rolladh amach an teimpléid Ráiteas Sábháilteachta agus Measúnachta Riosca ar fud na scoileanna agus na n-ionad go léir. Reáchtáladh sraith ceardlann oiliúna agus chuir Quadra tacaíocht ar fáil d'fhoireann i ngach scoil/ionad chun an teimpléad a oiriúnú agus a fhorbairt dá riachtanais aonair.

Saoráil Faisnéise

D'fhoilsigh BOOCM a Scéim Foilseacháin um Shaoráil Faisnéise, de réir Alt 8 den Acht um Shaoráil Faisnéise 2014. Is féidir teacht ar an Scéim Foilseacháin ar www.BOOCM.ie agus tá cóip chrua ar fáil ar iarratas ón bPríomhoifig.

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

I rith 2020, fuair BOOCM seacht (17) n-iarratas déag ar fhaisnéis faoin Acht um Shaoráil Faisnéise. Astu seo, b'ionann sé iarratas déag agus faisnéis neamhphearsanta a rinne iriseoirí, baill an ghrúpa leasa agus baill den phobal. Ba iad na cineálacha faisnéise neamhphearsanta a iarradh ná mionsonraí maidir le costais a íoc le baill an BOO; mionsonraí léasanna; leithdháileadh múinteoirí; soláthar; gníomhú ar son na haeráide; agus faisnéis maidir le comhfhreagras le heagraíochtaí reiligiúnacha agus an cónascadh beartaithe dhá scoil. Foilsítear achoimre ar na hiarratais a fuarthas (Loga Nochta) ar shuíomh gréasáin BOOCM mar chuid den Scéim Foilseacháin um Shaoráil Faisnéise.

Cosaint Sonraí

Cuireadh tús le Rialachán Ginearálta an AE um Chosaint Sonraí (GDPR) an 25 Bealtaine 2018. D'fhorbair grúpa tionscadail, a chuimsíonn ionadaí ó gach ceann den 16 BOO, beartais agus nósanna imeachta a chomhlíonann an GDPR. Rinneadh athbhreithniú ar na beartais agus na nósanna imeachta seo in 2020/21 d'fhoillíodh iad a shíniú agus a chur i bhfeidhm i mBealtaine 2021. I rith 2020 leanadh leis an obair ar ghníomhaíochtaí próiseála sonraí BOOCM a mhapáil agus comhaontuithe próiseála sonraí agus comhroinnt shonraí a fhorbairt le tríú páirtithe. Lean an DPO ag soláthar tacaíochta don fhoireann maidir lena bhfreagrachtaí faoi GDPR. Lean foireann nua BOOCM le clár oiliúna ar líne r-Fhoghlama GDPR BOOÉ don fhoireann a chur i gcrích. Dhírigh na hionaid riaracháin ar íoslaghdu sonraí agus reáchtáladh 'Lá Dí-thranglam' an-rathúil i mí Iúil 2020, i gcomhréir leis an mbeartas um Choinneáil Taifead. Bhí obair ar siúl freisin chun na sonraí a choinnítear ar chomhaid leictreonacha a íoslaghdu.

In 2020, cuireadh deich (10) sárú sonraí in iúl don DPO. Measadh gur baol íseal iad na sárúithe seo do na hábhair sonraí, bhain an chuid is mó acu le hearráid chléireachais a bhí mar chúis le cailteanas rialaithe de shonraí pearsanta. Níor ghá aon cheann acu seo tuairisciú don Choimisiún um Chosaint Sonraí. Rinneadh na sárúithe seo a bhainistiú laistigh den reachtaíocht GDPR agus cuireadh gníomh ceartaitheach i bhfeidhm.

Cód Caiteachais Phoiblí

Athdhearbhaíonn BOOCM a dtiomantas na riachtanais uile a bhaineann le gnéithe ábhartha den Chód Caiteachais Phoiblí a chomhlíonadh agus dearbhaíonn siad go bhfuil BOOCM sásta tar éis athbhreithnithe air sin gur chloígh an Bord in 2020 leis na gnéithe ábhartha den Chód.

Oiliúint agus tacaíocht leanúnach don Bhord Oideachais agus Oiliúna agus do Bhoird Bhainistíochta

Le linn 2020 lean foireann riaracháin BOOCM ag soláthar tacaíochta don BOO agus dá gcoistí lena n-áirítear Boird Bhainistíochta. An 15 Nollaig 2020 fuair an Bord oiliúint, arna éascú ag Crowe Consulting. Fuair Boird Bainistíochta oiliúint i dTéarma an Fhómhair / Gheimhridh 2020 le trí sheisiún inar ghlac níos mó ná 100 rannpháirtí páirt trí Microsoft Teams. Leanann an Roinn Seirbhísí Corparáideacha ag tacú leis an mBord agus leis na coistí trí thacaíocht riaracháin a sholáthar do chruinnithe agus tacaíonn sé le Boird Bhainistíochta trí threoir a sholáthar maidir le hullmhú cláir, tógáil nóiméad agus taifeadadh nóiméad.

iii. Soláthar Foirne

Is fostóir suntasach é BOOCM sa réigiún a fhostaíonn thart ar 850 ball foirne lánaimseartha agus 483 ball foirne páirtaimseartha. Le linn 2020, le hathshannadh foirne ar bhonn sealadach agus buan go réimsí riachtanacha criticiúla cinntíodh seachadadh leanúnach na bpríomhsheirbhísí, le linn na paindéime Covid-19. Déanann BOOCM iarracht an fhoireann is fearr atá ar fáil a earcú agus a choinneáil. Tá an chuid is mó d'agallaimh earcaíochta bunaithe ar inniúlacht anois, agus fuair baill an Bhoird Roghnúcháin an oiliúint riachtanach chun agallaimh bunaithe ar inniúlacht a dhéanamh. Tá físeán cur chun cinn le fáil ar shuíomh gréasáin BOOCM ag cur BOOnna chun cinn i gcoitinne. Tá cur chun cinn spriocdhírthe (fógra íochta ar na meáin shóisialta) atá dírithe ar cheantair gheografacha agus déimeagrafaic i bhfeidhm anois chun cabhrú le múinteoirí a earcú, daoine a spreagadh chun cuairt a thabhairt ar shuíomh gréasáin an BOO, poist a fhógairt ar shuíomh gréasáin 'etbjobs' agus a chuirtear chun cinn trí bhealaí meán sóisialta BOOCM. Sainaithnítear na tacair scileanna riachtanacha d'fhonn sármhaitheas eagraíochtúil a sholáthar agus chun an acmhainn a fheabhsú chun freastal go leordhóthanach ar dhúshláin nua atá ag teacht chun cinn.

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

Le linn paindéime Covid-19 in 2020, tionóladh gach agallamh ar líne trí Microsoft Teams. Fuair baill an Bhoird Roghnúcháin an oiliúint riachtanach agus soláthraíodh cúnamh iomlán d'agallaithe lena chinntiú go rithfeadh agallaimh go réidh.

D'éirigh le BOOCM párolla do gach ball foirne lánaimseartha agus páirtaimseartha a aistriú chuig Seirbhísí Comhroinnte (ESBS) in 2019. Bhí an t-aistriú réidh agus tá dlúthchumarsáid ann fós idir foireann Riaracháin párolla BOOCM agus ESBS, agus beidh go leor cruinnithe nuashonraithe ar siúl in 2020. Tá dea-chaidreamh oibre curtha ar bun le ESBS a chinnteoidh go mbeidh rath leanúnach air.

iv. TFC

Baineann BOOCM úsáid as teaghlaim de fhreastalaithe comhad ar an láthair agus as Microsoft Office 365 le haghaidh ríomhphoist agus feidhmchlár eile bunaithe ar an ngréasán. Is é an plean fadtéarmach le haghaidh BOOCM ná bogadh ar shiúl ó sheirbhísí ar an láthair agus bogadh i dtreo seirbhíse bunaithe ar an ngréasán ina mbeadh na táirgí go léir ar fáil an ngréasán.

Tá BOOCM tar éis inlíon foirne a thabhairt isteach do gach ball foirne ar fud na scéime. Tá an inlíon seo ag rith ar Microsoft SharePoint atá mar chuid de shraith táirge Microsoft Office 365. Leis an bhfeidhmchlár, ceadaítear don fhoireann comhoibriú agus faisnéis a roinnt go héasca agus rochtain a fháil ar dhoiciméid lena n-áirítear beartais agus nósanna imeachta foirne a stóráiltear go lárnach agus is féidir rochtain a fháil orthu go slán ó áit ar bith ar ilfheistí lena n-áirítear fóin deisce, ríomhaire glúine agus fóin chliste.

Baineann BOOCM úsáid as Microsoft Teams atá ina uirlis chomhoibrithe a chuireann ar chumas na foirne comhoibriú foireann le foireann agus foireann le mac léinn. Is uirlis chumarsáide an-chumhachtach é seo agus baintear úsáid as faoi láthair ar fud na Scéime BOOCM. Le linn paindéime Covid 19 bhíomar in ann an t-ardán seo a ghíaráil go daingean chun ligean do leanúnachas na seirbhíse a choinneáil sna Scoileanna, sna hIonaid FET agus sna hOifigí Riaracháin a bhí ríthábhachtach.

Fuarthas maoiniú breise do TFC in 2020 don phaindéim Covid. Úsáideadh é seo chun an teagasc agus an fhoghlaim a choinneáil de réir na gcaighdeán is airde sa timpeallacht iargúlta le gairis agus bogearraí oiriúnacha a cheannach chun tacú le riachtanais na scoileanna agus na n-ionad aonair. Tugadh isteach córas iasachta chun tacú le rolladh amach na bhfeistí seo d'fhoghlaimoirí faoi mhíbhuntáiste d'Oideoirí a sholáthraíonn ábhar ar ár n-ardán digiteach.

Ar an Luain, 30 Samhain 2020, d'fhógair an tAire Oideachais Norma Foley TD infheistíocht de €50 milliún i nDeontais Teicneolaíochta Faisnéise agus Cumarsáide (TFC) do bhunscoileanna agus d'iar-bhunscoileanna a fuarthas go luath i mí na Nollag 2020.

Tá na nithe seo a leanas i gceist leis na híocaíochtaí de luach €50 milliún:

Eisíodh maoiniú Deontas TFC €40m do gach scoil incháilithe de réir blianta roimhe seo, chun tacú le húsáid na dteicneolaíochtaí digiteacha sa leabú i dteagasc agus i bhfoghlaim

10m le haghaidh bearta chun foráil a dhéanamh maidir le leanúnachas an teagaisc agus na foghlama ag úsáid na teicneolaíochta digiti

Áiríodh sa mhaoiniú seo ar luach €10m freisin do bhearta sonracha Covid-19, thug sé deis do scoileanna BOOCM córais láidre a chur i bhfeidhm chun úsáid theicneolaíochtaí digiteacha a chumasú laistigh den scoil, agus chun soláthar a dhéanamh d'fhoghlaim iargúlta. Áiríodh leis na bearta seo feistí digiteacha a cheannach ar iasacht do mhic léinn agus do mhúinteoirí, bogearraí, ardáin foghlama riachtanacha agus réitigh TFC eile arna gcinneadh ag riachtanais na scoile aonair.

Tá seachadadh na straitéise TFC bunaithe ar ár mbonneagar TFC slán iontaofa, ceann a fhéadfaidh éifeachtúlachtaí riaracháin a sholáthar freisin. Léiríonn tosaíochtaí TFC go mór an tábhacht mhéadaitheach atá ag TFC le fócas ar Phlean Gníomhaíochta TFC 2 bhliain a

fhorbairt, inlíon BOOCM ar fud an ionaid a sholáthar chun cumarsáid éifeachtach, comhoibriú agus scaipeadh faisnéise agus rochtain ar fhaisnéis mar aon le forbairt straitéiseach ár mBonneagar TFC chun cur chuige tús áite do scamall, seirbhísí comhroinnte i leith seachadadh TFC a léiriú.

Tá BOOCM ar cheann de na ceannairí i dtéarmaí TFC laistigh d'earnáil an BOO ar bhonn náisiúnta. Faoi láthair tacaíonn TF BOOCM le 1,300 ball foirne agus 12,000 mac léinn ar bhonn laethúil i ngach ceann dár scoileanna agus dár n-ionaid oideachais i réigiún an Chabháin agus Mhuineacháin. Tugann TF BOOCM tacaíocht freisin do na feidhmchláir agus na córais éagsúla a theastaíonn ó úsáideoirí chun a gcuid oibre a dhéanamh.

Leanann an úsáid de TFC laistigh de scoileanna BOOCM ag ardú ag ráta an-ard go háirithe ó seoladh ár gclár ceannaire digiteach. Seoladh an tionscnamh foirne seo in 2017 agus d'aithin BOOCM grúpa foirne arna chomhordú ag Stiúrthóir na Scoileanna agus an Rannóg TF atá ag obair chun comhéadan mac léinn a fheabhsú don bhliain acadúil 2020/2021. Tá ardoiliúint saincheaptha á fáil ag na baill foirne seo ar an mbealach is fearr chun úsáid a bhaint as M365 i gcur chun cinn an teagaisc agus na foghlama ina seomraí ranga féin agus ar fud na scoile ina iomláine. Tá na baill foirne seo ag plé le baill foirne eile laistigh dá scoileanna agus dá n-ionaid féin agus tá an t-eolas a fhaigheann siad ag dul ar aghaidh dá gcomhghleacaithe laistigh dá ranna ábhair féin agus go ginearálta ar fud na scoile.

Mar chuid den chlár seo tá Plean ríomhfhoghlama comhlánaithe ag gach scoil BOOCM agus tá TFC BOOCM ag obair go dlúth le Bainistíocht na scoile mar ról tacaíochta lena chinntiú go bhfuil a gcuid pleananna oiriúnach don fheidhm ó thaobh na teicneolaíochta de. Ceann de phríomhthosaíochtaí na bpleananna scoile ná an bonneagar líonra laistigh den scoil a fheabhsú agus go háirithe Wi-Fi na scoile. Le blianta beaga anuas tá BOOCM ag leanúint ar aghaidh ag uasghrádú gach Wi-Fi scoile agus faoi láthair tá os cionn 550 Pointí Rochtana gan Sreang á mbainistiú acu ar fud a n-ionaid go léir. Rinneadh infheistíocht eile i bhfeistí múinteoirí soghluaiste a chinntíonn go bhfuil an-chumas ag foireann BOOCM glacadh le teicneolaíochtaí nua laistigh den oideachas.

Tá Windows 10 rollaithe amach ag TF BOOCM ar bheagnach 5000 feiste ar fud na heagraíochta ar fad. Gach bliain tá dul chun cinn leanúnach déanta ag BOOCM maidir le Windows 10 a uasghrádú go dtí an eisiúint is déanaí chun slándáil agus cobhsaíocht ar eastát na gCliaint a chinntiú.

D'fhostaigh Aonad Iniúchta Inmheánaigh an BOO saineolas KOSI Corporation Limited chun iniúchadh TFC iomlán a dhéanamh ar an earnáil. Críochnaíodh an t-iniúchadh seo in 2017 agus cuireadh an tuarascáil iniúchta i ngníomh. Tá BOOCM ag tabhair aghaidhe go réamhghníomhach ar mholtaí thorthaí na tuarascála iniúchta.

Tá an tslándáil fós ina príomhábhar imní do BOOCM go háirithe lenár seirbhísí néil M365. Príomhghné de shlándáil néil ná céannacht agus rochtain nuair a bhaineann sé le bainistiú ar n-acmhainní néil. Is féidir le húsáideoirí BOOCM rochtain a fháil ar acmhainní ag úsáid réimse gléasanna agus aipeanna ó áit ar bith i dtimpeallacht shoghluaiste néil. Mar thoradh air seo, ní leor díriú ar cé atá in ann rochtain a fháil ar acmhainn níos mó. D'fhonn an chothromaíocht idir an tslándáil agus an táirgiúlacht a bhaint amach, tá leibhéal níos airde slándála tugtha isteach ag BOOCM ar a dtugtar rochtain choinníollach a cheanglóidh ar an bhFoireann faisnéis bhreise logála a chur isteach nuair a bheidh siad ag teacht ar scam-sheirbhísí BOOCM ó lasmuigh den líonra corparáideach. Le bliain anuas leanann an BOO ag úsáid an ghné slándála nua seo.

Tá bainistiú gléas soghluaiste Microsoft Intune curtha i bhfeidhm ag BOOCM. Feidhmchlár bainistíochta soghluaisteachta fiontair (EMM) is ea Intune a chuirfidh ar chumas BOOCM a shonraí corparáideacha a chosaint ar gach gléas soghluaiste lena n-áirítear ríomhairí glúine, tábléad agus fóin phóca. Mar chuid den tsraith Intune, tá BOOCM tar éis polasaithe Bainistíochta Feidhmchláir Soghluaiste (MAM) a ghíaráil agus a rolladh amach do gach ball foirne agus mac léinn BOOCM. Cosnaíonn polasaithe Intune MAM sonraí corparáideacha Oifig BOOCM 365 ag leibhéal an fheidhmchláir ar ghléasanna soghluaiste. Tá BOOCM ag clárú gléasanna soghluaiste corparáideacha ar bhonn leanúnach agus iad ag baint úsáide as slándáil dhlúth agus fhorfheidhmithe na bhfeistí seo.

Ba é BOOCM an chéad BOO a ghnóthaigh deimhniú Cyber Essentials. Is scéim deimhnithe cibearshlándála é Cyber Essentials (CE) a thairgeann bunús fóna de rialuithe bunúsacha slándála TF ar féidir le gach cineál eagraíochta a chur i bhfeidhm agus a d'fhéadfadh tógáil orthu. Tríd na rialuithe seo a chur i bhfeidhm féadfar leochaileacht eagraíochta a laghdú go suntasach. Tá Cyber Essentials ann d'eagraíochtaí de gach méid agus i ngach earnáil. Tugann an scéim Cyber Essentials soiléireacht do ghnólachtaí móra agus beaga



Fíor 12 Faigheann Foireann TF BOOCM Deimhniú Cibearshlándála, an chéad BOO a rinne amhlaidh.

v. Airgeadas

Bhog íocaíocht Taistil agus Cothaithe le foireann CMETB chuig ardán na Seirbhísí Comhroinnte i mí Eanáir 2020. Chuaigh printísigh BOOCM agus párolla liúntais Foghlaimoirí Eile ar imirce chuig ESBS ón TAPS leagáide (Córas Íocaíochta Liúntais Oiliúna) idir mí an Mhárta agus Lúnasa 2020

Bhí baint ag BOOCM le treoirthionscadal chun aistriú chuig córas bainistíochta airgeadais nua le dáta beo den 1 Eanáir 2021. D'éirigh le foireann na Roinne Airgeadais clár 12 seachtaine

maidir le himirce agus oiliúint sonraí a dhéanamh i Ráithe 4 de 2020 d'fhonn an t-aistriú a éascú. Chuaigh an córas nua SUN beo an 01 Eanáir 2021.

Chríochnaigh BOOCM measúnú ar Shamhail Aibíochta Airgeadais in 2020. Bhí an tsamhail bunaithe ar an tuarascáil ón tSamhail Aibíochta Bainistíochta Airgeadais C&AG: Treoir Dea-Chleachtais' a úsáidtear chun deiseanna feabhsúcháin ar chleachtais bhainistíochta airgeadais in eagraíochtaí na hearnála poiblí a mheas agus a aithint.

Bhí an t-ádh ar fheidhmeanna Airgeadas BOOCM nach raibh mórán tionchar ag na dúshláin phaindéime Covid-19 orthu le linn 2020. Aithníodh baill foirne agus feidhmeanna lárnacha, go háirithe sa rannán Creidiúnaithe agus Íocaíochta, agus lean an fhoireann seo ag obair óna n-oifigí, agus bhí prótacail sláinte agus sábháilteachta i bhfeidhm. D'oibrigh baill foirne eile ón mbaile le cianrochtain slán ar chórais agus ar chomhaid. I roinnt cásanna, ba ghá ceadú a cheadú chun sonraisc a fuarthas go leictreonach a íoc le linn tréimhsí frithdhúnadh Leibhéal 5, ach níor próiseáladh aon rud gan cheadú agus ní raibh aon mhoill ar íocaíocht. Tá gach córas airgeadais eile bunaithe ar an idirlíon ar nós ár gcártaí admhála, Way2Pay agus cártaí ceannacháin ionas go mbeifí in ann na dualgais seo a chomhlíonadh go cianda. D'éirigh leis an Rannóg Airgeadais tabhairt faoin tionscadal 12 seachtaine chun sonraí a aistriú, tástáil agus oiliúint iomlán a fháil sna córais P2P / SUN agus iad ag obair go cianda agus éascaíodh gluaiseacht íocaíochtaí Foghlaimoírí chuig an ardán ESBS.

Ráitis Airgeadais 2020

Tá sé de fhreagracht ar Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin as an tuarascáil bhliantúil agus na ráitis airgeadais a ullmhú agus, bunaithe ar an bhfaisnéis atá ar fáil dó, measann sé go gcuireann na ráitis airgeadais ioncam agus caiteachas an údaráis agus staid gnóthaí an údaráis i láthair i gceart.

Tá Ráitis Airgeadais Bhliantúla Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin don bhliain dar críoch 31st Nollaig 2020 faoi réir iniúchta ag Oifig an Ard-Reachtair Cuntas agus Ciste (C&AG).

Tar éis don C&AG síniú iniúchta a dhéanamh, foilseoidh Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin na ráitis airgeadais iniúchta.

vi. Talamh agus Foirgnimh

Ba bhliain an-dearfach í 2020 i dtéarmaí forbairt bonneagair do scoileanna agus d'ionaid BOOCM, le méid suntasach gníomhaíochta tionscadail i rith na bliana. Críochnaíodh roinnt tionscadal agus go háirithe, fuarthas roinnt smachtbhannaí ón Roinn Oideachais ar thionscadail Chóiríochta Breise.

I measc na dtionscadal ar chuireadh BOOCM i gcrích in 2020 bhí:

- Oibreacha tógála éagsúla ar fud na scoileanna go léir chun ullmhú le haghaidh áitiú sábháilte ag baill foirne agus mic léinn, arna maoiniú trí Scéim Deontais Mionoibreacha Covid-19.

- Críochnú na n-oibreacha scartála (sean-fhoirgneamh) ag Ionad Oideachais Allamuigh Tanagh.
- Críochnú na nOibreacha Sábháilteachta Dóiteáin ag Ionad Oideachais Allamuigh Tanagh.
- Oscailt na Saoráide Commis Chef ag Institiúid an Chabháin.
- Oibreacha uasghrádaithe Sábháilteachta Dóiteáin Coláiste Inbhir ar fhoirgnimh réamhdhéanta reatha d'Aonaid RSO.
- Críochnú na n-oibreacha in Aonad 20, Cearnóg Radharc na hEaglaise, Baile an Chabháin um Oideachas Aosach
- Athlonnú Ógtheagmháil Mhuinchille

Mar aitheantas ar an obair iontach atá ar siúl ar fud scoileanna BOOCM, tá smachtbhannaí eisithe ag an Roinn Oideachais ar chóiríocht bhreise do roinnt scoileanna BOOCM in 2020:

- Coláiste Chnoc na Feá - 3 x Seomra Ranga Bonn RSO móide 10 Seomra Ranga móide seomraí coimhdeacha.
- Coláiste Bhaile na Lorgan - 2 x Seomra Ranga Bonn RSO móide Seomraí coimhdeacha
- Coláiste Achadh an Iúir - 2 x Seomra Ranga Bonn RSO móide 12 Seomra Ranga móide seomraí coimhdeacha.

D'aithin an Roinn Oideachais freisin an saineolas atá ar fáil laistigh de na BOOanna maidir le seachadadh tionscadal agus i 2020 tháinig méadú suntasach ar líon na dtionscadal atá BOOCM ag seachadadh nó ag cabhrú lena seachadadh, do Scoileanna neamh-BOO, thar a gceann. Tá na tionscadail seo do Bhunscoileanna agus do Iar-Bhunscoileanna.

Tá BOOCM ag gníomhú mar Fheidhmeannach Tionscadail do Scoil Mhuire i mBuíochar, Gaelscoil Eois i gCluain Eois agus Gaelscoil Lorgan i mBaile na Lorgan. D'éirigh le BOOCM an dá thionscadal tosaigh a sheachadadh trí phróiseas Dearaidh Céim 1. Tá BOOCM ag cabhrú agus ag tabhairt comhairle maidir le tionscadail Chóiríochta Breise a sheachadadh ag Scoil Náisiúnta an Éadain Mhóir agus i Scoil Naomh Deagha, Inis Caoin.

Cheap an Roinn Oideachais BOOCM freisin chun cabhrú le Hallaí Corpoideachais a sheachadadh ag dhá Iar-Bhunscoil, Scoil Choláisteach Mhuineacháin agus Scoil Ríoga an Chabhán.

Chuir an Rannóg Talún agus Foirgnimh roinnt iarratas ar Oibreacha Éigeandála, tionscadail Scéim Oibreacha Samhraidh, iarratais ar Dheontas Caipitil Spóirt agus iarratais ar Chóiríocht Bhreise isteach agus chuir siad chun cinn iad.

Toisc go bhfuil an chuid is mó de na hiar-bhunscoileanna, faoi shainchúram BOOCM, ag méadú a líon rollaithe mac léinn, dhírigh Talún agus Foirgnimh iarrachtaí suntasacha chun smachtbhannaí a fháil ón Roinn Oideachais ar Chóiríocht Shealadach Bhreise. Cuireadh iarratais isteach in 2020 do na scoileanna seo a leanas

- Coláiste Chnoc na Feá
- Coláiste Bhréifne
- Coláiste Dún an Rí
- Coláiste Inbhir
- Coláiste Achadh an Iúir

Bhí caidreamh suntasach leis an Roinn chun maoiniú a fháil do na tionscadail a bhfuil géarghá leo.

In 2021 feicfear cuid mhaith de dhul chun cinn an tionscadail thuasluaite trí na Céimeanna Dearaidh agus rachaidh cuid acu ar aghaidh chuig céim na tógála in 2021.

Cé go bhfuil dul chun cinn maith déanta, ba bhlíain an-dúshlánach í 2020 maidir le tionscadail tógála a sheachadadh mar gheall ar chur ar fionraí na tógála ó am go chéile ar fud na tíre, de bharr na paindéime Covid-19. Bhí tionchar suntasach ar líon na dtionscadal a cuireadh chun cinn agus a cuireadh i gcrích i rith na bliana, go príomha san earnáil BO. Mar thoradh ar Covid-19, áfach, fuair na Ranna Rialtais éagsúla maoiniú suntasach deontais chun áiseanna scoile agus BO a ullmhú ionas go bhféadfadh baill foirne agus mic léinn áitiú sábháilte orthu. Rinneadh go leor oibreacha chun an bonneagar riachtanach a fháil agus a sheachadadh laistigh de na saoráidí go léir i rith míonna an tsamhraidh agus go luath sa bhliain acadúil 2020/2021, chun ullmhú le haghaidh filleadh foirne agus scoláirí ar scoileanna agus ar ionaid.

I réimsí eile, tá Talún agus Foirgnimh tar éis na Comhaontuithe nua Conartha agus Creata seo a leanas a rolladh amach agus a riar in 2020;

- Seirbhísí Cothabhála Ardaitheoirí a Sholáthar
- Seirbhísí a Sholáthar chun Córais Dóiteáin agus Saoráidí a Chothabháil Lot 1 - Trealamh Dóiteáin Inaistrithe a Sholáthar, a Shuiteáil agus a Chothabháil (Trealamh, Blaincéid, Seastáin, srl)
- Creat-chomhaontú chun seirbhísí Ginearálta a bhaineann le Tógáil agus Cothabháil a sholáthar

Réimse a raibh fócas faoi leith air in 2020 ba ea rolladh amach an Chláir Feasachta Fuinnimh 2019 - 2022 lena chinntiú go bhfeabhsaíonn gach scoil, ionad agus oifig riaracháin ar fud BOOCM a n-éifeachtúlacht fuinnimh de réir spriocanna 2020 an rialtais atá leagtha amach don earnáil phoiblí. Mar gheall ar Covid 19, cuireadh an clár ar fionraí agus athsheolfa é i 2021 chun spriocanna nua 2030 a leagtar amach i bPlean Gnímh don Aeráid an Rialtais a ionchorprú.

Fuair Talún agus Foirgnimh Córas Iáraithe Bainistíochta Sócmhainní (AMS) chun faisnéis a sholáthar faoi na sócmhainní go léir ar fud BOOCM agus chun tuairisciú a cheadú ar leibhéal na Ceannoifige. Cuireadh an Córas Bainistíochta Sócmhainní nua beo i mí Mheán Fómhair 2020.

Chuir Talún agus Foirgnimh an Ráiteas Sábháilteachta agus Measúnuithe Riosca faofa i bhfeidhm a d'fhorbair BOOÉ chuig scoileanna agus ionaid le tacaíocht ó Quadra Consulting. Eagraíodh oiliúint um Measúnú Riosca freisin do phearsanra ainmnithe laistigh de gach scoil agus ionad.

Leanann an Fhoireann laistigh de Thalamh agus Foirgnimh ag fáil uasoiliúna trí fhóraithe oiliúna éagsúla, seimineáir ghréasáin agus trí dhul i dteagmháil le BOOnna eile chun faisnéis a roinnt agus comhoibriú a chur chun cinn chun a chinntiú go mbaintear amach éifeachtúlachtaí ar fud na roinne.

Leanann Talamh agus Foirgnimh ag seachadadh na dtionscadal éagsúil agus croíphrionsabail an Chóid Chaiteachais Phoiblí á gcur i bhfeidhm acu, lena chinntiú go mbaintear Luach ar Airgead amach nuair a bhíonn airgead poiblí á chaitheamh. Tá raon

beartas agus nósanna imeachta láidre maidir le Treoirínte Soláthair agus DoE i bhfeidhm agus tá Talún agus Foirgnimh sásta gur chloígh muid leis na gnéithe ábhartha den Chód.



Fíor 13: Infheistíocht BOOCM i Scoileanna - Fógairt smachtbhanna do chóiríocht bhreise i gColáiste Chnoc na Feá

vii. Soláthar

D'úsáid Roinn Soláthair BOO an Chabháin agus Mhuineacháin an tsamhail soláthair náisiúnta Oifig Soláthair Rialtais (OGP) agus a gcreataí, nuair a bhíonn siad ar fáil, agus oiriúnach do chaiteachas 'soláthair' ár scoileanna agus ár n-ionad go léir in 2020.

Ina theannta sin, chuir an Roinn Soláthair na conarthaí seo a leanas i bhfeidhm trí chomórtais r-tairisceana:

- Soláthar Stáiseanóireachta
- Soláthairtí Leictreacha do Phrintíseacht Leictreach
- Soláthar Trealamh Leaba agus Cúnta Tástála Inneall Oideachais Feithicleach
- Soláthar Páipéar Scrúduithe Bréige
- Soláthar Leabhar d'Iar-Bhunscoileanna
- Seirbhísí Comhairleachta agus Oiliúna BO a Sholáthar
- Seirbhísí Ginearálta a Bhaineann le Tógáil / Cothabháil a Sholáthar i gCeithre Chuid
- Institiúid Soláthar Leabhair Mhuineacháin
- Soláthar Ríge Oiliúna Hiodrálacha
- Tairiscint Foirne na Gnómhachta Earcaíochta

Plean Soláthair Chorporáidigh

D'oibrigh BOOCM leis an Aonad um Athchóiriú na hEarnála Poiblí Soláthair (PSRU) in BOOÉ agus leis an tSeirbhís Soláthair Oideachais agus chríochnaigh siad an Plean Soláthair Corparáideach ina leagtar amach riachtanais soláthair an Bhoird sa todhchaí. Tríd an bPlean Soláthair Ilbhliantúil 3 bliana (MAPP) d'aithníomar ár bpríomhthosaíochtaí soláthair do 2021. Leanfaimid orainn ag athbhreithniú an CPP go bliantúil agus ag tabhairt faoi sholáthairtí a shainaithnítear a bheith riachtanach go háirithe i réimsí caiteachais chomhiomlánaithe mura bhfuil creat / conradh náisiúnta, earnála nó eile i bhfeidhm.

Leanfaidh BOOCM, nuair is iomchuí, ag baint leasa as na Creataí OGP agus ag scaipeadh na faisnéise riachtanacha maidir le conas iad seo a úsáid chuig ár scoileanna agus ár n-ionaid.

An phaindéim Covid-19

Mar thoradh ar thionchar na paindéime tháinig athrú ar an timpeallacht oibre agus ar chórais rialaithe laistigh den Roinn Soláthair. Chun oibriú cianda agus fíorúil a chumasú, cuireadh forálacha i bhfeidhm chun a chinntiú go mbeidh sé éasca coigeartú a dhéanamh ar bhaill foirne atá ag obair ón mbaile le Microsoft Teams. Ó thaobh tairisceana de, d'fhan tairseach na r-tairiscintí gníomhach, agus mar sin lean na comórtais ar aghaidh i rith 2020. Chun leanúnachas na seirbhíse a chinntiú, rinneadh oscailtí oifigiúla trí Microsoft Teams ó mhí an Mhárta 2020.

Tuairisc ar sheachadadh Spriocanna Straitéiseacha 2020

Sprioc Straitéiseach 1: Seachadadh éifeachtach seirbhíse

Gníomhartha	KPI	Nuashonrú 2020
1. Áiseanna oideachais a fheabhsú agus a fhorbairt ar fud BOOCM	Tionscadail forbartha bonneagair ardchaighdeán a aithint agus a sheachadadh do BOOCM agus do sholáthraithe oideachais sheachtracha.	- Tionscadail reatha a thabhairt chun críche: - Foirgneamh Cócaire Commis Institiúid an Chabháin - Ionad Oideachais Allamuigh Tanagh, Oibreacha Cosanta Dóiteáin - Ionad Oideachais Allamuigh Tanagh, oibreacha scartála foirgneamh nach bhfuil in úsáid - Institiúid an Chabháin Aonad 20, Athchóiriú críochnaithe - Foirgnimh Réamhdhéanta Chóiríochta Breise Coláiste Inbhir do SNU - Athlonnú Ógtheagmháil Mhuinchille - Sábháilteacht Dóiteáin Oibreacha Éigeandála Coláiste Inbhir - Áiseanna Seomra Folctha Coláiste Achadh an Iúir - Deontais Mionoibreacha Covid 19 - Oibreacha curtha i gcrích ar go leor Ionaid Iar-Bhunscoile agus Ionaid BO. - Tionscadail ar Faomhadh: - Cóiríocht Bhreise Coláiste Pobail Bhéal Átha Beithe. - Cóiríocht Bhreise Coláiste Chnoc na Feá. - Cóiríocht Bhreise Coláiste Bhaile na Lorgan. - Coláiste Inbhir - Scéim Oibreacha Samhraidh agus Cóiríocht Bhreise - Cóiríocht Bhreise Coláiste Virginia - Comhaontuithe CLS sínithe chun tionscadail tógála a dhéanamh do 3 Bhunscoil. - Fuarthas cead chun Hallaí Corpoideachais a sheachadadh do dhá Iar-Bhunscoil.
2. Lámhleabhar Oibríochtaí a fhorbairt do gach réimse oibre chun acmhainní foirne laistigh den BOO a bhainistiú agus a	Déantar nósanna imeachta oibríochta caighdeánacha a nuashonrú de réir athruithe ar chleachtais agus ar reachtaíocht	- Forbraíodh agus cuireadh Pleanáil um Leanúnachas Gnó i bhfeidhm. - Tá céatadán mór de Nósanna Imeachta Oibríocháin Caighdeánacha ar fáil ar thairseach na foirne agus déantar iad a nuashonrú de réir mar is gá go rialta

bharrfheabhsú go héifeachtach		
3. Plean Oiliúna Eagraíochtúil a fhorbairt don fhoireann go léir a aithníonn réimsí tosaíochta sonracha.	Ag obair laistigh de gach foireann, coimeádfaidh Cinn Rannóige taifead ar sholáthar deiseanna FGL agus forbartha iomchuí. Thapaigh an fhoireann deiseanna CPD a bhaineann lena rannáin agus lena sreafaí oibre.	• Comhairliúchán le gach rannóg chun riachtanais oiliúna a aithint. Críochnaíodh suirbhé scileanna doshraith Microsoft Office. • Eolas a thabhairt don Fhoireann maidir le forbairtí nua, comhlíonadh agus nuashonruithe ar imeachtaí leanúnacha m.sh., Straitéis, GDPR, Slándáil TF. Tá oiliúint don fhoireann i RGCS, soláthar, aoisliúntas, clár maoine, dlí oideachais críochnaithe agus ar siúl. • FGL leanúnach - bainistíocht ama, spreagadh agusfolláine. • Tá FGL Gairmiúil Ginearálta maidir le feidhmchláir Microsoft O365 éagsúla curtha i gcrích. • Forbraíodh infratruchtúr chun úsáid one drive aéascú don Riarachán. • Seirbhísí Comhroinnte • Tharla aistriú focaíochtaí Printíseachta agus Foghlaimeora BOOCM chuig Seirbhísí Gnó Comhroinnte Oideachais (ESBS) in 2020. • Chuir Seirbhísí Comhroinnte oiliúint ar fáil maidir leis na Córais Airgeadais Nua lena n-áirítear párolla d'fhoghlaimeoirí, • Cuireadh oiliúint FGL ar fáil inar cuimsíodh raonfairsing de mhodúil Microsoft • Cuireadh oiliúint ar Teams agus ar na Meáin Shóisialta. • Cuireadh oiliúint ar an gCóras Bainistíochta Sócmhainní • Oiliúint Shonrach don fhoireann lena n-áirítear: Soláthar, PSWT, REC, CBL, r-Thairiscint, Creataí OGP, Aoisliúntas, Dlí Oideachais, Cosaint Sonraí, Cláir Maoine
4. Cairt eagrúcháin le ról agus freagrachtaí gaolmhara	Coinnítear Scoileanna agus Ionaid cothrom le dáta maidir le hathruithe foirne agus ról foirne.	• Déantar cairt eagraíochta a nuashonrú go rialta agus a scaipeadh ar gach Scoil / Institiúid agus Ionad • Nuashonruithe a scaiptear trí ríomhphost nó le linn cruinnithe
5. Plean Tras-Traenála	Plean le forbairt agus riachtanais reatha agus riachtanais an duine aonair agus na n-eagraíochtaí á gcur san áireamh.	• Cuireadh tús le tras-oiliúint ar phríomhréimsí feidhmiúla agus riachtanais reatha agus riachtanais na toadhcháí á gcur san áireamh

6. Dea-Rialachas Corparáideach chun cuntasacht a chinntiú.	Déantar riosca a shainaithint agus a bhainistiú go cuí. Déantar clár riosca agus rialuithe inmheánacha a athbhreithniú go rialta agus glactar gníomh dá réir.	Bainistíocht Riosca: - Clár riosca OSD, Scoileanna, BO ullmhaithe agus athbhreithnithe gach ráithe. - Taispeánann an Tuarascáil Tírdhreacha Riosca dul chun cinn ar fud na ráithe - Tá Bainistíocht Riosca ar chlár oibre na gCruinnithe Bainistíochta Sinsearaí uile - Tuairisciú agus athbhreithniú ráithiúil, dhá uair sa bhliain agus go bliantúil ag brath ar rátáil riosca - Achoimre Clár Riosca Nuashonraithe curtha i láthair ag gach cruinniú Coiste Iniúchta agus Riosca. - Clár Riosca Covid-19 forbartha
	Comhlíontar gach spriocdháta le haghaidh tuairisciú reachtúil agus tuairisciú do ghníomhaireachtaí maoinithe	Tuairisciú: - Féilire Rialachais agus Comhlíonta a tugadh isteach chun spriocdhátaí agus an dáta críochnaithe iarbhír a rianú lena chinntiú go ndéantar tuairisceáin ar bhealach tráthúil. - Críochnaíodh gach spriocdháta le haghaidh tuairisciú reachtúil agus tuairisciú do ghníomhaireachtaí maoinithe in 2020 - Shínigh Bord BOOCM Ráitis Airgeadais do 2019 an 26/3/2020 agus cuireadh faoi bhráid C&AG iad ar 27/3/2019 (roimh spriocdháta 01/04/2020)
	Déantar soláthar a phleanáil agus a chur i gcrích de réir rialachán agus treoirlínte.	Soláthar: - Athbhreithníodh agus críochnaíodh an Beartas Soláthair de réir an teimpléid náisiúnta. - Cuireadh Plean Soláthair Ilbhliantúil CM (MAPP) faoi bhráid ETBI faoin spriocdháta 1 mí Mheán Fómhair 2019.
	Leibhéil arda Rialachais agus Comhlíonta bainte amach. Baill ar an eolas faoina bhfreagrachtaí.	Rialachas - Cód Cleachtais um Rialachas BOOnna curtha i bhfeidhm - Tá oiliúint, faisnéis agus doiciméadacht faighte ag baill Bhord BOOCM agus na coistí Airgeadais agus Iniúchta agus Riosca chun cinntí feidhmiúla forchoimeáda a dhéanamh. - Oiliúint speisialaithe Rialachais curtha ar fáil do Bhord an BOO. - Suíomh SharePoint do dhoiciméid an Bhoird - Oiliúint do Bhoird Bainistíochta, 3 sheisiún Deireadh Fómhair / Samhain 2020.
	Déanann BOOCM sraith beartas agus nósanna imeachta a fhorbairt agus a chothabháil atá ábhartha agus	Clár na mbeartas a bunaíodh le dáta glactha/éifeachtach, dáta athbhreithnithe agus faisnéis rialaithe leaganacha. Tá bosca rialaithe leaganacha ag gach beartas ina sonraítear dáta glactha, cur i bhfeidhm, leagan agus sonraí na n-athbhreithnithe.

	cothrom le dáta a léiríonn na leibhéil arda rialachais agus comhlíonta atá riachtanach	• Próiseas ceadaithe do bheartais athbhreithnithe agus forbartha • Scaiptear bainistíocht ar an bhfoireann trí ríomhphost trí bhainistíocht líne agus tá siad ar fáil ar SharePoint na foirne • Iniúchadh IAU ar Chomhlíonadh Beartais - Tuarascáil Chuimsitheach mar thoradh air.
	Déanann BOOCM comhaontuithe iomchuí le heagraíochtaí eile agus coimeádann sé seo faoi athbhreithniú	Comhaontuithe • Bunachar Sonraí SLAnna, MOU srl. bunaithe. SharePoint sonrach le haghaidh SLAnna Óige forbartha • Comhaontuithe cosanta sonraí le gníomhaireachtaí eile sínithe nuair i gcás inarb iomchuí.
	Plean Sláinte & Sábháilteachta éifeachtach a chur i bhfeidhm don eagraíocht agus tosaíocht a thabhairt d'oiliúint do bhainisteoirí sna réimsí feasachta agus bainistíocht sábháilteachta	Sláinte agus Sábháilteacht • Córas Bainistíochta Sábháilteachta a forbraíodh go náisiúnta i gcomhairle le BOOÉ, IPB agus Ceardchumainn earnála. • Ailíniú na freagrachta as tacaíocht OSD do Shláinte agus Sábháilteacht. • Ráiteas Sábháilteachta Formheasta agus Measúnuithe Riosca arna bhforbairt ag BOOÉ á gcur i bhfeidhm i scoileanna le hoiliúint agus tacaíocht curtha ar fáil ag na comhairleoirí Quadra. • Oiliúint um Measúnú Riosca curtha i gcrích ag Comhordaitheoirí S&S i ngach ionad.
	Bonneagar agus córais TFC ardchaighdeán a sholáthar i Scoileanna agus in Ionaid chun comhlíonadh a chinntiú	Slándáil TF • Socraítear gach cuntas nua do mhic léinn atá ag teacht isteach le haitheantas uathúil Roinne. Tabharfar isteach é de réir a chéile sna blianta beaga amach romhainn. • Ceanglaítear ar gach Foireann atá ann cheana agus nua glacadh le Polasaí Úsáid Inghlactha TFC BOOCM a úsáidtear go digiteach sula bhfaigheann siad rochtain ar sheirbhísí néil corparáideach O365 BOOCM. Déantar gach iontráil a nglactar leis agus a dhiúltaítear a thaifeadadh le stampaí ama le tagairt dóibh sa todhchaí más gá. • Le linn srianta paidéime Covid 19 giaráil ardán Microsoft Teams go daingean ionas gur féidir leanúnachas na seirbhíse a choinneáil sna Scoileanna, sna hIonaid BO agus sna hOifigí Riaracháin fad a bhí an fhoireann ag obair go cianda.

7. Úsáid TFC a fhorbairt i scoileanna	Bonneagar agus córais TFC ardchaighdeán a sholáthar i Scoileanna agus in Ionaid chun comhlíonadh a chinntiú	• Úsáid leanúnach TFC i Scoileanna BOOCM agus an Plean r-Fhoghlama a chur chun cinn chun aonfhoirmeacht an chineáil agus na cáilíochta trealamh a chinntiú. Infheistíocht leanúnach i bhfeistí nua. • Infheistíocht i gCruach-earraí TF, bonneagar agus teicneolaíocht néil i ngach scoil, arna maoiniú ag Deontas na Straitéise Digití do Scoileanna ón ROS. • Uasghrádú ar Wi-Fi na scoile, faoi láthair tá os cionn 550 Pointe Rochtana Gan Sreang bainistithe ar fud na n-ionad BOOCM go léir. • Infheistíocht i ngléasanna múinteoirí soghluaiste. • Maoiniú breise don phaindéim Covid-19 a úsáideadh chun teagasc agus foghlaim a choinneáil ag na caighdeán is airde sa timpeallacht chiandatrí fheistí agus bogearraí oiriúnacha a cheannach chun tacú le riachtanais na scoileanna agus na n-ionad aonair. • Tugadh isteach córas iasachta chun tacú le rolladh amach na bhfeistí seo d'fhoghlaiméoirí faoi mhíbhuntáiste agus d'Oideoirí a sholáthraíonn ábhar ar ár n-ardán digiteach.
8. Cultúr sláinte agus folláine a chur chun cinn i measc na foirne	Tionscnaimh a fhorbairt chun cultúr na sláinte agus na folláine ag an obair a leabú. Gach ball foirne a spreagadh agus tacú go gníomhach ina leith seo.	• Béim faoi leith ar Fholláine le linn paindéime Covid-19. • Eagraíonn an Coiste Sóisialta roinnt imeachtaí sóisialta go gníomhach i rith na bliana. • FGL leanúnach agus cumarsáid curtha ar fáil don fhoireann maidir le sláinte agus folláine i mbun oibre agus cianoibre. • Cuirtear an tSeirbhís Cúnaimh d'Fhostaithe chun cinn, agus spreagtar baill foirne chun leas a bhaint aisti. Saol nua Speictrim EAS curtha i bhfeidhm.
9. Foráil a dhéanamh maidir le foireann ardchaighdeán a earcú agus a choinneáil	Straitéisí a chomhaontú chun múinteoirí a fhoinsiú agus a earcú i margadh fostaíochta atá ag éirí níos iomaíche lena n-áirítear comhoibriú le hInstitiúidí Tríú Leibhéal agus freastal ar Aontaí Trádála iomchuí.	• Cuireadh tús le tiomáint earcaíochta samhraidh i lár mhí Aibreáin chun earcaíocht luath múinteoirí a chinntiú don scoilbhliain seo chugainn • Tá físeán cur chun cinn anois ar shuíomh gréasáin BOOCM ag cur BOOnna chun cinn i gcoitinne. Tá cur chun cinn spriocdhírthe (fógra íochta ar na meáin shóisialta) atá dírithe ar cheantair gheografacha agus déimeagrafaic i bhfeidhm anois chun cabhrú le múinteoirí a earcú, daoine a spreagadh chun cuairt a thabhairt ar shuíomh gréasáin an BOO, poist a fhógraítear ar phoist an BOO a chur chun cinn srl. • Mar gheall ar Covid-19 rinneadh agallaimh trí ardán MS Teams. Bhí an próiseas éifeachtach agus éifeachtúil gan aon aiseolas díobhálach ó iarrthóirí ná ó bhaill an phainéil roghnúcháin. • D'éirigh go maith le clár ionductaithe do mhúinteoirí nua trí MS Teams thar 4 thráthnóna.

Spríoc Straitéiseach 2: Cumarsáid BOOCM a fhorbairt

Gníomhartha	KPI	Nuashonrú 2020
1. Córais chumarsáide agus faisnéise inmheánaí éifeachtach.	Athbhreithniú a dhéanamh ar struchtúr inmheánach cumarsáide chun an úsáid is fearr a bhaint as an acmhainn TF reatha chun malartú faisnéise a éascú.	- Tionóladh cruinniú cumarsáide gach 2 mhí leis na Stiúrthóirí chun saincheistanna a phlé, tuairisciú ar shonraí PR & Margaíochta agus tabhairt faoi scanadh léaslíne. - Malartú faisnéise agus comhoibrithe idir baill foirne arna éascú trí Microsoft Teams agus Office 365. - Dul chun cinn déanta ar thionscadal Eolaire Foirne, príomh-acmhainn do BOOCM chun a chur ar chumas bhaill foirne faisnéis teagmhála, teideal, roinn chomhghleacaithe srl. a aithint go héasca. Tacóidh sé go mór le hearcaigh nua comhtháthú san eagraíocht agus caidrimh oibre a bhunú go tapa, beag beann ar a suíomh. Tá céimeanna deiridh an tionscadail seo le bheith críochnaithe in 2021 nuair a mhaolaítear srianta Covid.
	Athbhreithniú a dhéanamh ar struchtúr na inmheánach cumarsáide chun an úsáid is fearr a bhaint as an acmhainn TF reatha chun malartú faisnéise a éascú.	- Bosca isteach ríomhphoist Cumarsáide BOOCM bunaithe chun cumarsáid a scaipeadh ar an bhfoireann. - Cuireadh tús le feachtas cumarsáide inmheánach agus é mar aidhm feasacht iomlánaíoch BOOCM a mhéadú mar eagraíocht i measc na foirne agus ar fud na seirbhísí. Cruthaíodh infographic eagraíochtúil agus scaipeadh é ar an bhfoireann i mí na Nollag 2020 chun forbhreathnú eagraíochtúil a thabhairt agus aird a tharraingt ar éachtaí eagraíochtúla. Tugann aiseolas ó bhaill foirne le tuiscint gur uirlis chabhrach í seo chun aithne a chur ar réimsí eile lasmuigh dá roinn/seirbhís - rud nach mbeadh ar eolas acu roimhe seo. Tá sé beartaithe leanúint leis an gcleachtas seo mar bhealach chun an fhoireann a choinneáil suas chun dáta. - Baineadh úsáid as cláir fógraí foirne chun teachtaireachtaí dearfacha eagrúcháin a chur in iúl agus chun baill foirne a spreagadh chun dul i mbun gníomhaíochtaí meán sóisialta agus folláine.

2. Straitéis chumarsáide éifeachtach a dhéanfaidh próifíl ar sheirbhísí BOOCM laistigh den dobharcheantar.	Straitéis cumarsáide a bhunú	- Rinneadh anailís agus taighde ar thimpeallachtaí inmheánacha agus seachtracha BOOCM chun Straitéis Cumarsáide cothrom le dáta na heagraíochta a threorú. - Trí fheachtais mhargaíochta digítí a raibh raon spriocghrúpaí iontu, thuairiscigh BOOCM fás suntasach ar na meáin shóisialta ar fud na gcainéal meán sóisialta go léir in 2020: tá Facebook, Twitter, Instagram agus LinkedIn ar ardáin na meán sóisialta. - Cuireadh córas bainistíochta sonraí i bhfeidhm trína ndéantar monatóireacht agus luacháil rialta ar na sonraí meán sóisialta agus láithreán gréasáin go léir. Agus ansin fothaíonn sé seo gníomhaíochtaí margaíochta digiteacha.
3. A chinntiú go bhfuil rochtain ag an bpobal ar shonraí fíor-ama.	Coinnítear sonraí ábhartha cothrom le dáta ar an suíomh gréasáin.	- Iarrachtaí a dhéantar chun fotha rialta d'ailt nuachta BOOCM a choinneáil ar an suíomh gréasáin agus an ghníomhaíocht ghaolmhar leis na meáin shóisialta chun teachtaireachtaí eagraíochtúla a chur in iúl. - Críochnaíodh iniúchadh ar an suíomh gréasáin, agus tuairiscíodh na torthaí don fhoireann bainistíochta sinsearaí. Léirigh anailís ar an suíomh reatha saincheisteanna a bhaineann le sofhreagracht agus feidhmiúlacht soghluaiste.

Sprioc Straitéiseach 3: Leathnóidh BOOCM a chumas eagraíochtúil a bheith solúbtha agus réamhghníomhach chun freagairt do riachtanais áitiúla agus náisiúnta.

Gníomhartha	KPI	Nuashonrú 2020
1. Dul i ngleic le straitéisí náisiúnta.	Beidh ball foirne amháin ar a laghad ag BOOCM ag cruinnithe Fóraim Náisiúnta BOOÉ agus tuairisciú ar ais don bhainistíocht	- Freastalaíonn baill foirne ábhartha ar chruinnithe náisiúnta FORA agus Grúpa BOOÉ. - Freastalaíonn baill foirne ar chruinnithe Grúpa a bhaineann le Airgeadas, Seirbhísí Corparáideacha, AD, Talún agus Foirgnimh, Soláthar agus TF. Freastalaíonn CE agus Stiúthóirí OSD, BO agus Scoileanna ar a gCruinnithe Fóraim Náisiúnta ábhartha freisin.
2. Cumas inmheánach a fhorbairt chun seirbhísí a sheachadadh do ghníomhaireachta í agus do	Líon agus cineál na seirbhísí a sholáthraíonn BOOCM a sholáthar d'eagraíochtaí seachtracha.	- Seirbhísí a sholáthar d'eagraíochtaí lasmuigh de shainchúram ginearálta an BOO, ar nós bunscoileanna agus meánscoileanna, TF agus Tionscadail Tógála do meánscoileanna neamh-BOO. - Nuashonrú rialta ón Rannóg TF maidir le soláthar Seirbhísí TF i scoileanna Neamh-BOO. Gach scoil neamh-BOO ar tugadh cuairt uirthi, agus idirbheartaíocht déanta ar chonradh nua.

chomhlachtaí oideachais eile		- An Rannóg Talún agus Foirgneamh ag soláthar comhairle agus cúnaimh do bhunscoileanna a bhainistíonn síntí. - Tacaíocht GDPR curtha ar fáil d'institiúidí oideachais seachtracha arna iarraidh sin.
3. Dul i mbun pleanála sonraí-tiomáinte le húsáid éifeachtach nó de shonraí áitiúla ó Údarás Áitiúla.	- BOOCM chun a rannpháirtíocht le húdarais áitiúla a choinneáil chun tionscadail / cláir a dhearadh agus a chur i bhfeidhm a sholáthróidh deiseanna forbartha scileanna sa Chabhán agus i Muineachán. - Monatóireacht a dhéanamh ar dhul chun cinn na dtionscadal seo.	- Bhain BOOCM leas as sonraí eacnamaíocha a ghineann LCDC an Chabháin agus LCDC Muineacháin chun seachadadh an tsraith Cláir Oiliúna seo a leanas a chur chun cinn: Innealtóireacht OEM, Commis Chef, Scileanna chun Dul Chun Cinn. - D'éirigh le BOOCM, i gcomhpháirtíocht le hOifigí LEO sa Chabhán agus i Muineachán, maoiniú a fháil faoin gCiste Nuálaíochta SOLAS tionscnaimh chun cláir uasoiliúna priocdhírthe a sheachadadh don Earnáil Bia sa dá Chontae - Baineadh úsáid as sonraí chun seachadadh na gClár Óige spriocdhírthe a chur chun cinn i; Tionscnaimh an Chabháin Thiar, an Chabháin Thoir, Éire Sláintiúil. Tá 6 Thionscadal Síochána ag teacht chun críche, tar éis tionchair shuntasacha a bhaint amach don réigiún.

Sprioc Straitéiseach 4: Éifeachtúlachtaí eagraíochtúla a uasmhéadú

Gníomhartha	KPI	Nuashonrú 2020
1. An úsáid is fearr is féidir a bhaint as bonneagar TFC.	A chinntiú go leanúnach go bhfuil ár dtimpeallacht agus ár mbonneagar den teicneolaíocht is déanaí agus go bhfuil sé oiriúnach don fheidhm agus slán.	- Oiliúint Sainiúil TF ar Shlándáil, comhlíonadh, SharePoint, OneDrive - Stack M365 a úsáid chun comhlíonadh a chinntiú maidir le slándáil phearsanta, lena n-áirítear athrú rialta ar phasfhocal, Bainistíocht Gléasanna Soghluaiste, rochtain choinníollach a ghíaráil fiordheimhniú dhá fhachtóir agus rochtain á fháil ar fheidhmchláir scamall corparáideacha BOOCM ó lasmuigh de na líonraí corparáideacha. - Rochtain shlán a sholáthar ar chórais TFC chun cianobair agus teagasc agus foghlaim chianda a éascú le linn srianta Covid, ag cinntiú leanúnachas.
2. Scrúdaigh gach oibríocht chun ionchur láimhe a laghdú.	An teicneolaíocht a úsáid de réir mar a bheidh sí ar fáil.	- Chuathas i gcomhairle le Cinn Rannóige chun príomhghníomhaíochtaí / oibríochtaí dlúthshaothair a aithint. - Ullmhaíodh dréachtphean i gcomhairle le TF.
3. Déan athbhreithniú ar chórais / pacáistí	Liosta reatha de bhogearraí atá ar fáil i dtimpeallacht atá ag síorathrú agus ag	Forbraíodh clár de gach ceadúnas bogearraí a cuireadh i gcrích.

atá in úsáid faoi láthair.

baint leasa as barainneachtaí scála le treoir ón BOOÉ.

- Tá athbhreithniú ar siúl ar na pacáistí uile agus ar a bhfeidhmiúlacht faoi seach, lena n-áirítear scoileanna.



Berni Power
Stiúrthóir Tacaíochta agus Forbartha Eagraíochta

CUID 3

7 Rialachas Corparáideach agus Airgeadas

7.1 Rialachas Corparáideach

Comhlíonann Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin an Cód Cleachtais um Rialachas na mBord Oideachais agus Oiliúna, Ciorclán 0002/2019 na Roinne Oideachais agus Scileanna. Is é cuspóir an chóid a chinntiú go gcuireann BOOCM prionsabail an dea-rialachais agus na bainistíochta i bhfeidhm.

Bord Oideachais agus Oiliúna An Cabhán agus Mhuineacháin

Tá 21 ball ar Bhord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin agus tá sceideal foirmiúil feidhmeanna forchoimeáda dó féin faoin Acht um Boird Oideachais agus Oiliúna 2013. Tacaíonn reachtaíocht le feidhmeanna forchoimeáda agus áirítear leo beartais, pleanáil, monatóireacht agus glacadh na gcuntas / na tuarascála bliantúla. Faigheann an BOO tacaíocht ó Fheidhmeannas atá freagrach as pleananna a chur i bhfeidhm, bainistíocht laethúil agus feidhmeanna nach bhfuil forchoimeáda don Bhord. Tá struchtúr eagraíochtúil i bhfeidhm le leibhéil údarais agus struchtúir tuairiscithe atá sainithe go soiléir.

Ceanglaítear ar bhaill BOO agus ar bhaill foirne ainmnithe Nochtadh Leasanna bliantúla a sholáthar maidir le saincheistean a d'fhéadfadh tionchar ábhartha a imirt ar fheidhmíocht na bhfeidhmeanna. Ina theannta sin, ghlac an BOOCM le Cód Iompair agus cuireadh é seo ar fáil do na baill agus don fhoireann ar fad.

Tagann an Bord le chéile gach dhá mhí, agus coinnítear clár tinrimh. Faigheann baill clár oibre agus páipéir roimh chruinnithe. Tá aon fhaisnéis bhreise a bhaineann le ról an BOO ar fáil go héasca. Déantar miontuairiscí a chothabháil agus a ghlacadh chun tacú le cruinnithe BOO.

Cuirtear lámhleabhair oiliúna ar fáil do chomhaltaí ina leagtar amach a bhfeidhmeanna agus a bhfreagrachtaí. Tá rochtain dhíreach ag baill ar an bPríomhfheidhmeannach. Tá nósanna imeachta i bhfeidhm freisin do chomhaltaí, chun a ndualgais a chomhlíonadh, chun comhairle ghairmiúil a ghlacadh.

Tionóladh an chuid is mó de chruinnithe 2020 BOOCM trí Microsoft TEAMS mar gheall ar shrianta leanúnacha Covid-19. Rinneadh Oiliúint agus Meastóireacht Rialachais trí TEAMS.

Cathaoirleach agus Leas-Chathaoirleach:

- Cathaoirleach 2020/2021: Seán Fegan
- Cathaoirleach 2019/2020: An Clr Clifford Kelly
- Leas-Chathaoirleach 2020/2021: Aprilanna Barker
- Leas-Chathaoirleach 2019/2020: Joe McGrath

Príomhfheidhmeannach – John Kearney



Fíor 14: Baill de BOOCM agus Foireann Riaracháin

Feidhmeanna an Bhord BOO

Tá feidhmeanna an Bhoird feidhmiúcháin nó forchoimeádta. Is é an Príomhfheidhmeannach a chomhlíonann na feidhmeanna feidhmiúcháin agus comhlíonann an Bord na feidhmeanna forchoimeádta. Tá feidhmeanna forchoimeádta leagtha amach in Alt 12(2) d'Acht an BOO 2013.

Freagrachtaí an Bhoird

Bunaíodh Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin an 1 Iúil 2013 faoi fhorálacha an Achta um Boird Oideachais agus Oiliúna 2013. Éilítear le hAlt 51 den Acht sin ar an BOO, i cibé foirm agus i cibé tréimhsí cuntasáíochta a cheadaítear ag an Aire Oideachais agus Scileanna le toiliú an Aire Caiteachais Phoiblí agus Athchóirithe, na cuntais chuí is gnách ar airgead a fuarthas agus a chaitear.

Agus atá na cuntais sin á n-ullmhú aige, ceanglaítear ar an mBord:

- (a) na polasaithe cuntasáíochta caighdeánacha a chur i bhfeidhm chun ráitis airgeadais BOO a ullmhú
- (b) breithiúnais agus meastacháin chuntasaíochta atá réasúnta agus stuama a dhéanamh
- (c) aon imeacht ábhartha ó na polasaithe caighdeánacha cuntasáíochta a nochtadh agus a mhíniú

Tá an Bord freagrach as leabhair chuntais chuí a choinneáil lena nochtar, le cruinneas réasúnta ag tráth ar bith staid airgeadais an Bhoird agus a chuireann ar a chumas a chinntiú go gcomhlíonann na Ráitis Airgeadais alt 51 d'Acht na mBord Oideachais agus Oiliúna 2013. Tá an Bord freagrach freisin as a chuid sócmhainní a chosaint, agus dá bhrí sin chun bearta réasúnta a ghlacadh chun calaois agus neamhrialtachtaí eile a chosc agus a bhrath. Measann an Bord go gcuirtear ioncam agus caiteachas an Bhoird agus staid chúrsaí an Bhoird i láthair i gceart sna Ráitis Airgeadais Bliantúla

Deimhníonn Cathaoirleach an Bhoird gur chomhlíon an BOO a chuid oibleagáidí faoin dlí cánach. Deimhníonn Cathaoirleach an Bhoird gur cloíodh leis an mbeartas agus na nósanna imeachta soláthair ábhartha agus le forbairt agus cur i bhfeidhm an Phlean Soláthair Chorporáidigh.

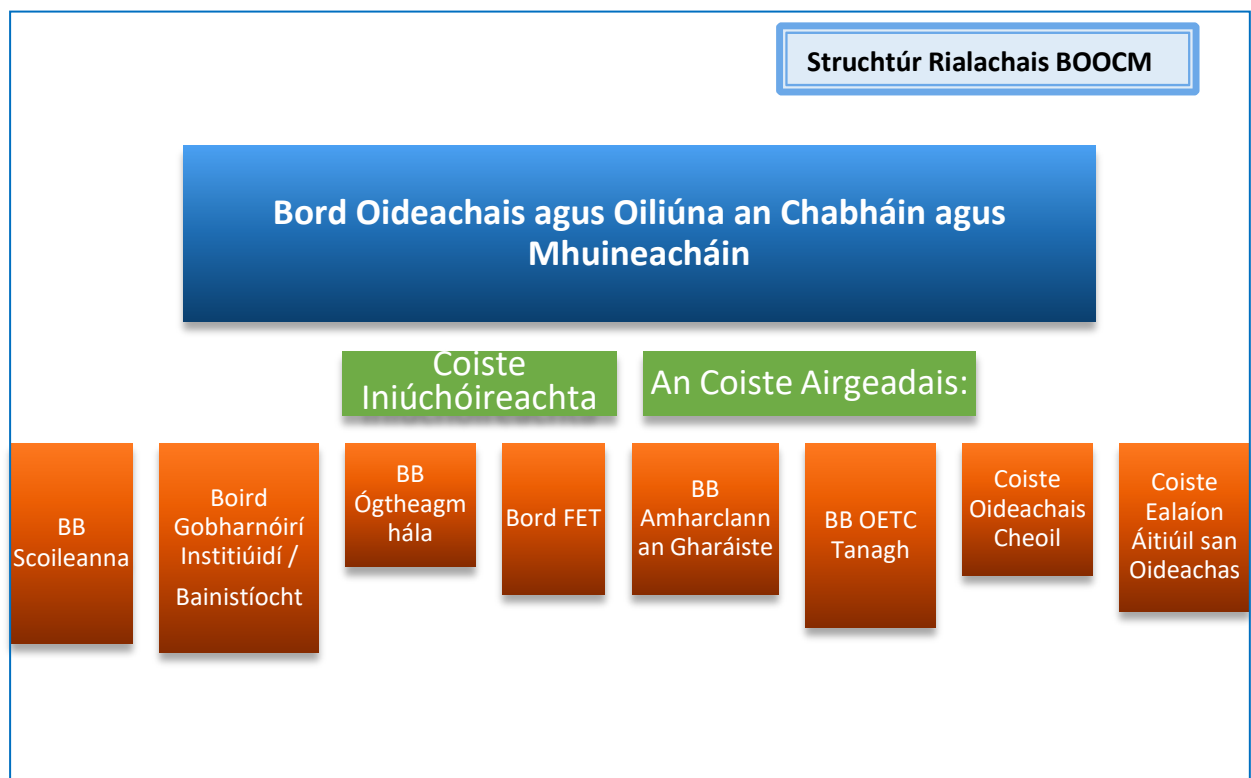
Coistí an BOO

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

Tá **an Coiste Riosca agus Iniúchta** freagrach as monatóireacht a dhéanamh ar an bhfeidhmeannas i gcomhlíonadh a fheidhmeanna agus soláthraíonn sé dearbhuithe don BOO maidir le leordhóthanacht agus éifeachtacht na bpróiseas rialaithe inmheánaigh. Faigheann an Coiste Riosca agus Iniúchta tuairiscí ón mbainistíocht agus an t-iniúchadh seachtrach agus inmheánach. Faigheann an BOO miontuairiscí cruinnithe ón agus gCoiste Riosca agus Iniúchta agus tugann sé aird ar a thuarascáil maidir le ráiteas rialaithe inmheánaigh a ghlacadh agus na cuntais bhliantúla a cheadú.

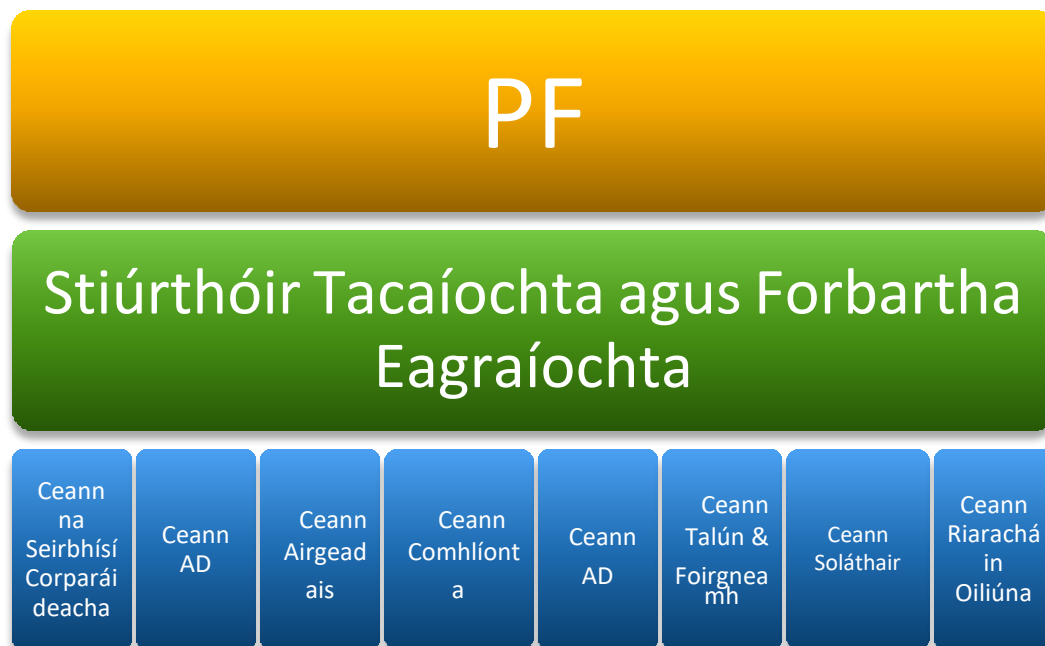
Tá an **Coiste Airgeadais** freagrach as athbhreithniú a dhéanamh ar ioncam / caiteachas BOOCM, ar mhórchonarthaí agus ar ghnéithe airgeadais na bPleananna Oideachais agus Seirbhíse. Faigheann an BOO miontuairiscí an choiste airgeadais lena mbreithniú agus chun cabhrú le dearbhú a thabhairt go bhfuil na Pleananna Oideachais agus Seirbhíse á mbaint amach.

Is iad Coistí eile a bhunaigh an BOO ná **Boird Bainistíochta Scoile, Bord Bainistíochta Ógtheagmhála, Coiste Oibre na hÓige, Bord OETC Tanagh, Bord Amharclann an Gharáiste, Coiste na nEalaíon Áitiúil san Oideachas agus an Coiste um Oideachas Ceoil**. Is é an **Bord Breisoideachais agus Oiliúna (BBO)** Coiste nua a bunaíodh in 2020.



7.2 Ceannoifig/Ionad Riaracháin

Tá an fheidhm Riaracháin lárnach d'oibríochtaí BOOCM. Tá an Phríomhoifig lonnaithe i Sráid an Mhargaidh, Muineachán agus tá an Fo-Oifig i bhFaiche Radharc na hEaglaise, An Cabhán. Seachadtar na feidhmeanna Riaracháin trí struchtúr cúig cholún, lena n-áirítear Acmhainní Daonna, Airgeadas, TF, Bainistíocht Caipitil agus Seirbhísí Corparáideacha. Déanann Ceann Roinne a thuairiscíonn do Stiúrthóir OSD maoirseacht ar gach colún.



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

8 Ráiteas an Chathaoirligh

Deimhníonn an Bord gur cuireadh Tuarascáil Chuimsitheach Rúnda Cathaoirligh faoi bhráid an Aire.

8.1 Ráiteas an Chórais um Rialú Inmheánach

Deimhníonn an Bord go ndearnadh athbhreithniú ar éifeachtacht an chórais rialaithe inmheánaigh agus gur cuireadh an Ráiteas ar Rialú Inmheánach, a d'fhéadfadh athrú go dtí go gcríochnófar an t-iniúchadh seachtrach, san áireamh sna Ráitis Airgeadais Bhliantúla don bhliain dar críoch an 31 Nollaig 2020, a fhoilseofar laistigh de mhí amháin tar éis iad a fháil ó Oifig an Ard-Reachtaire Cuntas *ar a suíomh gréasáin* www.cmetb.ie agus Ciste agus mar aguisín le Tuarascáil Chuimsitheach an Chathaoirligh a cuireadh faoi bhráid an Aire

9 Tuarascáil Airgeadais - Cuntais neamhiniúchta do 2020

De réir Alt 51 d'Acht na mBord Oideachais agus Oiliúna 2013, chuir BOOCM a Ráitis Airgeadais bliantúla don bhliain dar críoch 31 Nollaig 2020 faoi bhráid an Ard-Reachtaire Cuntas agus Ciste (C&AG) agus tá sé faoi réir iniúchta ag an C&AG tráth a fhoilsithe Tuarascáil Bhliantúil BOOCM do 2020. Foilseoidh BOOCM na ráitis airgeadais iniúchta laistigh de mhí tar éis iad a fháil ó Oifig an Ard-Reachtaire Cuntas agus Ciste ar a suíomh gréasáin www.cmetb.ie

Tá sonraí airgeadais maidir leo seo a leanas san áireamh sa Ráiteas Airgeadais Bliantúil:

- Sonraí faoi tháillí nach mbaineann le tuarastal a íocadh i leith Comhaltaí Boird arna n-anailísiú de réir catagóire táillí;
- Sonraí comhiomlána maidir le cúiteamh na príomhbhainistíochta arna anailísiú de réir na gcatagóirí seo a leanas lena n-áirítear cúiteamh bainistíochta san iomlán;
 - Tuarastail agus sochair ghearrthéarmacha fostaí
 - Sochair iarfhostaíochta
 - Sochair foirceanta
- Príomhchúiteamh bainistíochta más ann dó;
- Sonraí faoi líon na bhfostaithe ar thit a sochar iomlán fostaí (gan costas pinsin fostóra san áireamh) don tréimhse tuairiscithe idir € 0 agus € 59,999 agus laistigh de gach banda pá de € 10,000 agus € 60,000 nó níos airde agus figiúr foriomlán do ranníocaíochtaí pinsin fostóra iomlána.

10 Tuarascáil Bhliantúil ar Nochtadh Cosanta

An tAcht um Nochtadh Cosanta, 2014

Tháinig an tAcht um Nochtadh Cosanta 2014 i bhfeidhm an 15 Iúil 2014.

Leis an Acht seo, soláthraítear creat inar féidir le hoibrithe ábhair inní a ardú maidir le éagóir a d'fhéadfadh teacht chun cinn san ionad oibre a bhfuil siad ar an eolas faoi ionas gur féidir leo leas a bhaint as cosaintí suntasacha agus eile má ghearrann a bhfostóir pionós orthu nó má fhulaingíonn siad ó dhochar toisc go ndearnadh siad a leithéid.

Tá beartas curtha i bhfeidhm ag Bord Oideachais agus Oiliúna an Chabháin agus Mhuineacháin (BOOCM), a spreagfaidh oibrithe, in éineacht leis an reachtaíocht, chun éagóir a thuairisciú agus iad ar an eolas go nglacfar a n-inní go dáiríre agus go ndéanfar imscrúdú orthu, nuair is cuí, agus go n-urramófar a gcuid rúndachta.

Leagtar béim sa bheartas gur cuí i gcónaí ábhair inní a ardú nuair a bhíonn siad bunaithe ar chreideamh réasúnach, is cuma an sainaithnítear nó nach sainaithnítear aon éagóir ina dhiaidh sin. Sa bheartas, tugtar treoir freisin d'oibrithe maidir le conas ábhair inní a ardú

Baineann an beartas seo le gach oibrí BOOCM lena n-áirítear conraitheoirí, sainchomhairleoirí, foireann ghníomhaireachta, iarfhostaithe agus intéirigh/oiliúnaithe.

De réir fhorálacha an Achta um Nochtadh faoi Chosaint 2014, tá Fiona Nugent ceaptha ag BOOCM chun nochtadh cosanta a fháil. Is féidir teagmháil a dhéanamh leis an oifigeach ainmnithe ar an teileafón ag 047 30888, trí ríomhphost ag fionanugent@BOOCM.ie nó tríd an bpost ag BOO an Chabháin agus Mhuineacháin, an tIonad Riaracháin, Sráid an Mhargaidh, Muineachán, H18 W449.

Tuarascáil Bhliantúil um Nochtadh Cosanta 2020

Tuarascáil bhliantúil BOOCM mar a cheanglaítear le halt 22 den Acht um Nochtadh Cosanta 2014.

Deimhníonn BOOCM nach bhfuarthas aon nochtadh cosanta go dtí deireadh 2020. Dá bhrí sin, níor ghá do BOOCM aon ghníomh a ghlacadh maidir le Nochtadh Cosanta.

AGUISÍN 1 - Taifead ar thinreamh na mball

Baill de BOO an Chabháin agus Mhuineacháin - Tinreamh Cruinnithe 2020										
Ainm			11.02.2020	26.03.2020	20.05.2020	21.07.2020	23.09.2020	19.11.2020	15.12.2020	Líon Iomlán na gCruinnithe a bhFreastalaíodh orthu
An Clr.	Madeleine	Argue	✓	✓	✓	✓	✓	✓	✓	7
An tUasal	April Anna	Barker	x	✓	✓	✓	✓	✓	✓	6
An Clr.	Carmel	Brady	✓	✓	✓	✓	✓	✓	✓	7
An Clr.	Aidan	Campbell	✓	x	✓	✓	✓	✓	✓	6
An tUasal	Elaine	Carolan	x	✓	✓	x	✓	x	x	3
An Clr.	Colm	Carthy	x	✓	✓	✓	✓	✓	✓	6
An Clr.	Sean	Conlon	✓	✓	✓	x	✓	✓	x	5
An tUasal	Rosena	Donagh	✓	✓	✓	x	✓	x	x	4
An Clr.	Brendan	Fay	✓	✓	✓	✓	✓	✓	✓	7
An tUasal	Sean	Fegan	✓	✓	✓	✓	✓	✓	✓	7

An tUasal	Michelle	Flynn	✓	✓	✓	✓	✓	✓	✓	7
An Clr.	Clifford	Kelly	✓	✓	✓	✓	✓	✓	x	6
An tUasal	Brian	Martin	✓	✓	✓	✓	x	✓	✓	6
An tUasal	Micheál	Martin	✓	✓	✓	✓	✓	✓	✓	7
An Clr.	David	Maxwell	x	✓	✓	✓	✓	✓	x	5
An tUasal	Martin	McBreen	✓	✓	✓	✓	✓	✓	✓	7
An tUasal	Joe	McGrath	✓	✓	✓	✓	✓	✓	✓	7
An Clr.	P J	O' Hanlon	✓	✓	✓	✓	✓	✓	✓	7
An Clr.	Sarah	O'Reilly	✓	✓	✓	x	✓	✓	x	5
An Clr.	Sean	Smith	x	x	✓	✓	✓	✓	x	4
An Clr.	Patricia	Walsh	x	✓	✓	x	✓	x	x	3

An Coiste Iniúchta agus Riosca – 2020 Tinreamh Cruinnithe

Ainm				02.12.2019 (Oiliúint Rialachas)	09.12.2019	17.02.2020	19.03.2020	22.6.2020	28.09.2020	30.11.2020	Líon lomlán na gCruinnithe ar freastalaíodh orthu in 2020
	Ger	Finn	Cathaoirleach (Seachtrach)	√	√	√	√	√	√	√	5
An Clr.	Madeleine	Argue	Ball BOOCM	√	x	x	√	√	√	√	4
An Clr.	Sean	Conlon	Ball BOOCM	x	√	√	√	√	√	x	4
	Sean	Corcoran	Ball Seachtrach	√	x	√	√	√	√	√	5
An Clr.	Séamus	Coyle	Ball Seachtrach	x	x	x	x	√	√	x	2
	Sean	Fegan	Ball BOOCM	√	√	x	√	√	√	√	4
	Michael	Mulvey	Ball Seachtrach	x	√	√	√	√	√	√	5

Coiste Airgeadais - Tinreamh Cruinnithe 2020

Ainm				02.12.2019 (Oiliúint Rialachas)	13.12.2019	07.02.2020	19.03.2020	25.06.2020	01.10.2020	27.10.2020	17.12.2020	Líon lomlán na gCruinnithe ar freastalaíodh orthu in 2020
	Peter	McGrath	Cathaoirleach (Seachtrach)	√	√	√	√	√	√	√	√	6
An Clr.	Clifford	Kelly	Ball BOOCM	√	x	√	x	√	x	x	√	3
	Joe	McGrath	Ball BOOCM	√	√	x	√	√	√	√	√	5
An Clr.	David	Maxwell	Ball BOOCM	x	x	x	√	√	x	√	√	4
An Clr.	Pat	Treanor	Ball Seachtrach	x	√	√	√	√	√	√	√	6
	Declan	Woods	Ball Seachtrach	√	√	√	√	√	√	√	√	6

AGUISÍN 2 - Sonraí Teagmhála do Scoileanna agus Ionaid

SCOILEANNA AN CHABHÁIN

Ainm na scoile	Coláiste Mhaodhóg
Seoladh	An Bábhún Buí, Contae an Chabháin
Teileafón	049 9523112 / 049 9523156
Ríomhphost	info@stmoquescollege.ie
Príomhoifigeach	Anne Conaghan
Leas-Phríomhoide	Martha Brady
Ainm na scoile	Coláiste Bhricín
Seoladh	Béal Tairbirt Contae an Chabháin
Teileafón	049 9522170
Ríomhphost	info@stbricinscollege.ie
Príomhoifigeach	David McCague
Leas-Phríomhoide	Stephen Smith
Ainm na scoile	Coláiste Bhréifne
Seoladh	Bóthar Mhuinchille Contae an Chabháin
Teileafón	049 4331735 / 049 4331790
Ríomhphost	info@breifnecollege.ie
Príomhoifigeach	John Crotty
Leas-Phríomhoide	Breege Reilly
Leas-Phríomhoide	An tAthair Jason Murphy
Ainm na scoile	Coláiste Dún an Rí
Seoladh	Dún an Rí Contae an Chabháin
Teileafón	042 9698294
Ríomhphost	info@dunanricollege.ie
Príomhoifigeach	Fergal Boyle
Leas-Phríomhoide	Tara Mullan
Ainm na scoile	Coláiste Achadh an Iúir
Seoladh	Achadh an Iúir Contae an Chabháin
Teileafón	049 8547050
Ríomhphost	info@virginiacollege.ie
Príomhoifigeach	Niall Lynch
Leas-Phríomhoide	Seamus Greene

SCOILEANNA MHUINEACHÁIN

Ainm na scoile	Coláiste Pobail Bhéal Átha Beithe
Seoladh	Béal Átha Beithe Co Mhuineacháin
Teileafón	042 974 1093
Ríomhphost	info@ballybaycc.ie
Príomhoifigeach	Moya Lynch
Leas-Phríomhoide	Conal Ó Grianna
Ainm na scoile	Coláiste Chnoc na Feá
Seoladh	Cnoc na Feá Muineachán Co Mhuineacháin
Teileafón	047 81200
Ríomhphost	info@bhc.ie
Príomhoifigeach	Patrick McArdle
Leas-Phríomhoide	Siobhán Sheerin
Leas-Phríomhoide	Sinead McColgan
Ainm na scoile	Coláiste Bhaile na Lorgan
Seoladh	Bóthar Bhaile Átha Cliath, Baile na Lorgan Co Mhuineacháin
Teileafón	042 974 0066
Ríomhphost	info@cblayneycollge.com
Príomhoifigeach	An Dr. Niall McVeigh
Leas-Phríomhoide	Frances King
Ainm na scoile	Coláiste Oiriall
Seoladh	Cnoc an Chonnaidh Bóthar Ard Mhacha Muineachán
Teileafón	047 72344
Ríomhphost	eolas@oiriall.ie
Príomhoifigeach	Brendán O'Dufaigh
Leas-Phríomhoide	Annette Ní Thuathail
Ainm na scoile	Coláiste Inbhir
Seoladh	Carraig Mhachaire Rois Co Mhuineacháin
Teileafón	042 966 1282
Ríomhphost	info@invercollege.ie
Príomhoifigeach	Cormac Flynn
Leas-Phríomhoide	An Dr Miriam Nugent
Ainm na scoile	Coláiste na Leargadh (i gcomhar le Deoise Chlochair)
Seoladh	Bóthar Áth an Lobhair Cluain Eois Co Mhuineacháin
Teileafón	047 51132

Ríomhphost	info@largo.ie
Príomhoifigeach	Sharon Magennis
Leas-Phríomhoide	Michael Killen

BREISOIDEACHAS AGUS OILIÚINT

Ainm	Institiúid an Chabháin
Seoladh	Bóthar na hArdeaglaise An Cabhán
Teileafón	049 433 2633
Ríomhphost	info@cavanainstitute.ie
Stiúrthóir	Ann Marie Lacey
Leas-Stiúrthóir	Gerry McKenny Karen Fitzpatrick Louise Clarke
Ainm	Institiúid Mhuineacháin
Seoladh	Campas Oideachais Mhuineacháin Cnoc an Chonnaidh Co Mhuineacháin
Teileafón	047 84900
Ríomhphost	info@monaghaninstitute.ie
Stiúrthóir	An Dr Fiona McGrath
Leas-Stiúrthóir	Rynagh McNally

Ionaid ÓGTHEAGMHÁLA

Ainm an Ionaid	Ógtheagmháil Charraig Mhachaire Rois
Seoladh	Halla an Teaghlaigh Naofa Carraig Mhachaire Rois Co Mhuineacháin
Teileafón	042 9673906
Ríomhphost	info@carrickmacrossyouthreach.ie
Comhordaitheoir	Bernadette Duffy
Ainm an Ionaid	Ógtheagmháil Bhaile na Lorgan
Seoladh	Páirc Ghnó Radharc an Locha Baile na Lorgan Co Mhuineacháin
Teileafón	042 974 9516
Ríomhphost	davidmcadam@cmetb.ie
Comhordaitheoir	David McAdam
Ainm an Ionaid	Ógtheagmháil an Chabháin
Seoladh	Eochail AnCabhán Co. An Chabháin
Teileafón	049 4361573
Ríomhphost	cavanyouthreach@cmetb.ie
Comhordaitheoir	Sabrina McEntee
Ainm an Ionaid	Ógtheagmháil Mhuinchille

Seoladh	Muinchille Co. an Chabháin
Teileafón	049 5552561
Ríomhphost	MikeDurkan@cmetb.ie
Comhordaitheoir	Mike Durkan
Ainm an Ionaid	Ógtheagmháil Dhún an Rí
Seoladh	An Phríomhshráid Íochtarach Dún an Rí Co. an Chabháin
Teileafón	042 9668248
Ríomhphost	michaelmurphy@cmetb.ie
Comhordaitheoir	Michael Murphy
Ainm an Ionaid	Ógtheagmháil Mhuineacháin
Seoladh	Cnoc an Chonnaidh Co Mhuineacháin
Teileafón	047 83554
Ríomhphost	info@monaghanyouthreach.ie
Comhordaitheoir	Niall McCann

Ionaid Eile

Ainm an Ionaid	Ionad Oideachais agus Oiliúna Allamuigh Tanagh
Seoladh	Dartraí trí Mhuinchille Co Mhuineacháin
Teileafón	049 555 2988
Ríomhphost	info@tanaghoutdooreducation.com
Bainisteoir	Michelle Forester
Ainm an Ionaid	Amharclann an Gharáiste
Seoladh	Campas Oideachais Mhuineacháin Bóthar Ard Mhacha, Muineachán, Co Mhuineacháin
Teileafón	047 81597
Ríomhphost	info@garagetheatre.com
Bainisteoir Oibríochtaí	Cathy Bennett
Stiúrthóir Ealaíne	Eileen Costello

Ionaid Riaracháin

	Oifig Mhuineacháin (Ceannoifig)	Oifig an Chabháin
Seoladh:	Ionad Riaracháin BOOCM Sráid an Mhargaidh Muineachán H18 W449	Ionad Riaracháin BOOCM Faiche Radharc na hEaglaise An Cabhán H12 A252
Teileafón:	047 30888	049 433 1044
Ríomhphost:	info@cmetb.ie	info@cmetb.ie
Suíomh Gréasáin: www.cmetb.ie		