



# **GRANGE POST PRIMARY SCHOOL**

## **School Self-Evaluation Report & Improvement Plan**

**2022-2023**

### **1. Introduction**

This document records the outcomes off our last improvement plan, the findings of this self-evaluation, and our current improvement pan, including targets and actions we will implement to meet our targets.

## **1.1 Outcomes of the last improvement plan from September 2021-June 2022**

The previous improvement plan identified and addressed the impact Covid had on our students. Key areas of improvement were as follows:

- anxiety levels/ lack of resilience/ wellbeing of students was promoted through enhanced student support systems within the school, linking in with outside agencies including the Home School Liaison Service, HSE workshops; and a targeted wellbeing activities plan. Getting extra-curricular activities back up and running to support wellbeing. The positive impact of these has shown improvement in overall student wellbeing but remains an on-going concern.
- Bridging the academic gap created by the lack of continuity of schooling was targeted by our use of Covid hours sanctioned by the Dept. to supply additional supports to specific/small groups of students. Improvement has been gradually evident over the time of the plan.
- Students impacted by the digital divide/ their ability to access on line learning platforms, was addressed by purchasing laptops to be distributed to students as required. Additionally, laptop trolleys were formed to ensure greater access to IT within classes for all students to enhance IT competency. Targeted support to enhance IT skills through use of SEN hours for specific students. Our IT survey shows improvement in overall digital use in the school and competency among students.

## **1.2 The focus of this evaluation**

We undertook self- evaluation in the area of Ethos in September 2022 as a new ETB Ethos has been agreed and must now be implemented in our school and sector.

## **2. Findings:**

### **2.1 Students, parents and teachers agree on the following main areas of effective practice:**

- Care is a huge strength and promoted within the school.
- Respect is evident between stakeholders in the school community.
- Bullying is not tolerated in the school.
- Equality of opportunities are evident.
- High participation among students in extra-curricular teams and school events.

### **2.2 Evidence:**

-Surveys carried out with students, parents, teachers, management and the Board of Management.

### **2.3 Area for focus of improvement**

- Promote and raise awareness of our New school Ethos among all stakeholders.
- Develop more effective Communication systems.
- Improve consistency of delivery of the Code of behaviour to support teacher wellbeing.
- Identify areas for further development in providing for student needs.

## **3. Our improvement Plan**

On the next page we have recorded the targets for improvement, the actions we will implement to achieve these targets, who is responsible for implementing and monitoring, how we will measure progress and outcomes and we will report progress, adjustments and achievements made and when.

**SCHOOL IMPROVEMENT PLAN- September 2023-June 2026**

<b>TARGETS</b>	<b>Actions</b>	<b>Person/ Group responsible</b>	<b>Criteria for Success</b>	<b>Progress and Adjustment</b>	<b>Targets Achieved</b>
Domain 1:  Centrality of Ethos:  The Ethos is clearly visible and communicated to all members of the school community.	<ul style="list-style-type: none"> <li>- New Ethos logo to be included on all new and reviewed policies.</li> <li>- Ethos wheel on display in the front office and Foyer.</li> <li>- Ethos wheel to be included on the school website.</li> <li>- Events through the year to promote aspects of Ethos.</li> <li>- Ethos central on Enrolment Evening talks.</li> <li>- Teachers/ Subject Departments will identify an action/s to raise awareness of Ethos within their subject areas.</li> <li>- Ethos will be an item for staff discussion at the outset of each school year in planning meetings.</li> </ul>	<p>Management</p> <p>Ethos Lead/ Post holders</p> <p>Principal</p> <p>All staff members</p> <p>All staff members</p>	<p>1. a)</p> <p>All members of the school community, including students, parents/ guardians, staff and BOM are informed of the Ethos and are aware of their responsibility to uphold and promote it.</p> <p>1 b) The Ethos is evident throughout the school campus and online environment.</p> <p>1 c) As part of the induction programmes, opportunities are provided for discussion and clarification of the ETBi Patrons Framework on Ethos.</p>		
Domain 5:  Community  Staff, students & parents/ guardians experience a sense of belonging and purpose as members of the school.	<ul style="list-style-type: none"> <li>- Friday morning briefings introduced as an optional for staff to keep up to date.</li> <li>- Annual audit meeting with management and teaching staff.</li> <li>- Weekly behavioural meeting with Year Heads/ AP1/PD/P to enhance consistency of delivery of the Code of Behaviour.</li> <li>- Coaching/ Mentoring for senior management Team to enhance capacity and teamwork.</li> </ul>	<p>Management &amp; Post holders</p>	<p>5 c) All members of the school community are encouraged to contribute to and support school development.</p> <p>5 i) There is a strong sense of cooperative effort among all staff and they are provided with opportunities to collaborate and support each other in order to improve teaching, learning and assessment.</p>	<p>Briefings ran for 2023-24 school year.</p> <p>Annual audit meetings took place in 2023 and 2024 with the Principal.</p> <p>Weekly behavioural meetings ran throughout 2023-24 school year.</p>	

	<ul style="list-style-type: none"> <li>- Train teachers as Droichead Mentors for newly qualified teacher induction programme.</li> <li>- Agreement from whole staff re respectful cooperative behaviour.</li> <li>- Parents to be kept informed re attendance, behaviour and educational progress of students at all times.</li> <li>- Newsletter and use of social media to keep parents and the local community aware of school activities and events.</li> <li>- New Parents Association to be formed to enhance Parents voice in the school.</li> <li>- Participation in an Inclusion Project to identify all strengths and areas for improvement in provision for our students' needs in terms of Equality, respect, Care, Community and Excellence in Education.</li> </ul>	<p>Management/ Droichead mentors</p> <p>All staff members</p> <p>All staff members</p> <p>Post Holder</p> <p>Principal/ Parents</p> <p>Inclusion Leads/ management &amp; staff</p>	<p>New members receive induction and newly qualified teachers are supported and mentored in line with national guidelines.</p> <p>5 j) Clear and effective systems of communication exist between all members of the school community in order to ensure they are informed on relevant matters</p> <p>Droichead Programme will run in the school.</p> <p>Parents Council will be up and running.</p> <p>Inclusion map for Grange PPS will be complete.</p>	<p>Two teachers and Principal attended Droichead Training 2023.</p> <p>First two newly qualified teachers completed Droichead Programme in Grange PPS June 2024.</p> <p>Newsletter distributed to staff, students and parents June 2024.</p> <p>New Parents Council formed May 2024.</p> <p>Inclusion project initiated in 2023-24</p>	
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Signed by: \_\_\_\_\_ (Chairperson of the Board of Management) Date: \_\_\_\_\_

Signed by: \_\_\_\_\_ (Secretary to the Board) Date: \_\_\_\_\_