



Coláiste na Mí

School Improvement Plan: Ethos

| Year Developed | 2023-2024 | Implementation Year | 2024-2025 |
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| SSE Team Members | Gemma O'Hart Denise Morgan Brigid Murphy Emma Jayne Corcoran Nikita Rafferty Grace McDonagh | Evidence Sources | All Student Survey All Parent Survey All Teacher Survey Senior Leadership Survey BOM Survey |

1. Introduction

This document records the outcomes of our last improvement plan and our current improvement plan, including targets and the actions we will implement to meet the targets.

1.1 Outcomes of our last improvement plan and Review year from 2022 to 2024

- Whole school training on AR and AR scheduled to support 1st year student literacy.
- School Library Developed.
- Whole School focus on the use of Keywords.
- Whole School Initiatives introduced: Spelling Bee, DEAR.
- Introduction of IXL to support student numeracy.
- Introduction of Athena, academic tracking system.

- Introduction of study skills sessions for students.
- Review of School ethos and Values.
- Leadership training in ETB Ethos.
- Ethos Task Group established.
- Meeting with LMETB Ethos coordinator and Task Group.
- Training for Task Group Lead teacher.
- Training for Lead teacher for IMBV Education.

1.2 The focus of this evaluation

We undertook self-evaluation of Ethos and Values during the period October 2023 to April 2024. We evaluated the following aspects of ETBI Ethos and Values:

- Awareness of ETB Ethos & School Values
- Care
- Respect
- Equality
- Community
- Multidenominational

**ETB Ethos: School Improvement Plan
2024 to 2025**

| | Targets | Actions | Implementation Period | Persons/groups responsible | Criteria for success | Targets achieved |
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| 1. | <p>Develop Awareness:</p> <p>Increase the number of students from 40% to 60% who understand what school ethos means.</p> <p>Increase the number of staff from 40% to 60% who believe we communicate our Ethos to the school community.</p> <p>Increase the number of parents from 65% to 80% who agree that school leaders talk about ethos at school events.</p> <p>Increase the number of leaders & BOM from 20% to 60% who agree that Ethos is discussed at meetings.</p> | <p>Ethos Team to reconvene.</p> <p>Add Ethos logo to all staff e-mails.</p> <p>Add Ethos logo to all print material.</p> <p>Display Ethos in classrooms & main areas of the school.</p> <p>Put Ethos on Assembly, staff, leaders & BOM meeting agendas.</p> <p>Discuss Ethos at school events with students and families.</p> | <p>Sept.2024-May 2025</p> <p>Sept. 2024</p> <p>Sept.2024–June 2025</p> <p>Sept.2024-June 2025</p> <p>Sept.2024-June 2025</p> | <p>G.O’Hart/D.Morgan and team members.</p> <p>All staff</p> <p>G.O’Hart, L. Kearns & staff producing print material.</p> <p>All staff</p> <p>Yearheads, L.Kearns</p> <p>L. Kearns, Yearheads, Guidance.</p> | <p>Team Meetings</p> <p>All staff to insert Ethos logo to email.</p> <p>Ethos Logo on Diaries, Print Communications, Promotional material.</p> <p>Posters displayed, pull up signage displayed.</p> <p>Minutes of meetings include Ethos.</p> | <p>Review in May 2025</p> |

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| | | <p>Pilot IMBV Education with a 1st year class.</p> <p>Promote Ethos on Website and social media platforms.</p> <p>Include Ethos as a themed week and engage with national ETBI Ethos week.</p> | <p>Sept.2024-June 2025</p> <p>Sept.2024-June 2025</p> <p>Sept. 2024-June 2025</p> <p>March 2025</p> | <p>G.O'Hart/D. Morgan</p> <p>Ethos Team</p> <p>Ethos Team</p> | <p>Ethos is spoken about at assemblies, information nights, etc.</p> <p>Short course complete.</p> <p>Greater Ethos visibility.</p> <p>Ethos Initiatives</p> | |
| 2. | <p>Support Care:</p> <p>Increase the number of students from 25% to 45%, and parents from 71% to 85%, who feel teachers try and find out what students are interested in and to get to know them.</p> <p>Increase the number of staff from 60% to 75%, and school leaders from 20% to 50%, who feel their</p> | <p>Base Class Good Times Roll Initiative.</p> <p>WHY TRY Training for 2 Teachers</p> <p>Management attend Department meetings, have individual meetings</p> | <p>Sept.2024-June 2025</p> <p>Sept. 2024</p> <p>Sept.2024-June 2025</p> | <p>Yearheads, Assistant Yearheads & Caomhnoiri. 2 Teachers</p> <p>L.Kearns, G.O'Hart, M.McCarthy</p> | <p>All students recognised & acknowledged during the year. Student support for those who are struggling in school.</p> <p>Check ins with all staff throughout the year.</p> | <p>Review in May 2025</p> |

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| | work is acknowledged by management. | with staff and review meetings with AP's. | | | | |
| 3. | <p>Promote Respect:</p> <p>Increase the number of students from 47% to 60% who agree that the school helps to resolve problems between students.</p> <p>Increase the number of staff who believe the school environment is respected.</p> | <p>Establish a working group, to include students, who will review, revise & implement the Code of Behaviour.</p> <p>Establish a working group, to include students, who will review, revise & implement the Anti-bullying Policy.</p> <p>Employ a cleaner during school hours.</p> | <p>Sept. – Nov. 2024</p> <p>Sept. – Nov. 2024</p> <p>Aug. 2024-July 2025</p> | <p>G. O'Hart</p> <p>G. O'Hart</p> <p>L. Kearns</p> | <p>Revised COB.</p> <p>Revised Anti-bullying Policy.</p> <p>Cleaner school environment</p> | <p>Revise in May 2025</p> |
| 4. | <p>Improve Equality:</p> <p>Increase the number of students from 35% to 55% who feel the images on the walls of the school show images that reflect their identities.</p> | <p>Analyse images used in displays throughout the school.</p> | <p>Sept.2025-May 2025</p> | <p>Ethos team</p> | <p>Improved inclusivity</p> | <p>Review May 2025</p> |

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| | Increase the number of parents from 67% to 80% who know how the school supports their child in school. | Parents to be informed of student supports eg: Athena, Guidance, AR, IXI, Rainbows, etc. | Sept. 2025 | 2024-May | Yearhead, Initiative coordinators, teachers, guidance. | Improved communication and parent awareness. | |
| 5. | Develop Community: | | | | | | Review in May 2025 |
| | Increase the number of students from 35% to 50% who feel their opinion was asked when making school decisions. | All student invite to be issued when devising or revising policies and/or decision making. | Sept. 2025 | 2024-May | SMT, AP responsible for Student leadership. | Improved sense of belonging. | |
| | Increase the number of students from 46% to 60% whose work has been displayed. | Student work to be displayed in classrooms. | Sept. 2025 | 2025-May | All teachers | Improved self-efficacy. | |
| | Increase the number of staff from 40% to 55% who feel effective systems of communication operate in the school. | Facilitate a group to examine how to improve communication systems. | Sept. 2025 | 2024-May | G.O'Hart & interested staff. | Improved communication. | |
| | Increase the number of parents from 63% to 80% who feel encouraged to be part of the school. | Invite parents into school for | Sept. 2025 | 2024-May | G.O'Hart, Yearheads, Initiative leads. | Improved parent engagement. | |

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| | | talks/coffee morning. | | | | |
| 6. | Celebrate Multidenominational Increase the number of students and staff who see the school celebrating all faiths and beliefs. | <p>Include cultural and religious events in the News Bulletin.</p> <p>Use Screens in public areas to display cultural and religious events.</p> <p>Create an Ethos Noticeboard.</p> | <p>Sept. 2025</p> <p>2024-May</p> <p>Sept. 2025</p> <p>2024-May</p> <p>Sept. 2025</p> <p>2024-May</p> | G. O'Hart & cultural diversity committee. | Greater whole school awareness and respect. | Review May 2025 |