

**Mulroy College
Milford
Roll Number: 712200**



**DEIS Three Year
Plan**

DEIS Three-Year Plan

Summary Framework

School Name: Mulroy College, Milford.

Roll Number: 712200

Period of Plan: September 2019-2022

**Date of Ratification by Board of Management: 5th
March 2019**

DEIS Planning:Attendance

Summary Plan to promote ATTENDANCE

Target(s):
Attendance overall should increase greatly as a result of the measures below. Our target is for full attendance for all students with the exception of an illness or a bereavement. Every effort should be made to attend. Our target is to make this everyone's thinking

Actions: State proposed measures (both existing and new) to improve RETENTION.

| Measure | To address target(s) no.* | Who? | Lead responsibility | When? | Resources? |
|---|---------------------------|--|---------------------------------|--------------------------|---|
| Monthly meetings with HSCL, Attendance tracker, EWO, Principal and SCP to address attendance of particular students and every year group. | All | HSCL, SCP, Attendance tracker & management | All | Once a month | Meetings recorded and resources named each week. Follow up info given to each Year Head |
| Each Year head and class Tutor to receive follow up info from attendance meetings to ensure everyone encourages good attendance | All | Attendance committee | Attendance committee | Once a month | Info from meetings emailed to everyone, detailing all follow up |
| Phone calls for students who are absent and encourage parents to ring in when students are off school | All | Tracker | Tracker | Daily | SCP |
| Acknowledgements of good attendance and improvements through class teacher and Year Head systems –termly successes are recognised | All | Class Teacher Year Head | Class Teacher Year Head | Daily and overall termly | Each year defines their rewards |
| Certificates for good attendance given at Assembly each half term | All | Year Head Attendance Tracker | Year Head Attendance Tracker | Every half term | Certificates |
| Letters sent out to parents where students are absent 10,15 or 20 days | All | Attendance office and Tracker | Attendance Officer | Termly | Set letters devised by attendance committee |
| Prize giving- acknowledges improvements and successes. | All | Attendance committee | Coordinator or Prize giving | Term 3 | Certificates and plagues |
| Monitor timekeeping- late comers followed up by Year head and also those who sign out on a regular basis. | All | Tracker & attendance officer | Year Heads | Weekly | VSware and sign in out books |
| Restorative Project- Develop everyone's relationship with the school community | All | All staff | Management | Workshops in each term | Separate funding |

Monitoring: These measures will raise expectations in all areas of DEIS as they will raise individual expectations. Weekly meetings to monitor attendance. Annual DEIS review meetings to monitor the plan. NEWB quarterly returns to monitor progress.

Evaluation:
Each term and at the end of each year the Attendance Committee will review progress. Following review in 2014, our attendance has greatly improved, detailed on attached page.

DEIS Planning: Plan to promote Retention

Summary Plan to promote RETENTION

Target(s): Maintain 100% retention rate at Junior Cycle
Increase retention rates at Senior Cycle by 5%.
No student should leave Mulroy College without a progression plan.

Actions:

| Measure | To address target(s) no.* | Who? | Lead responsibility | When? | Resources? |
|---|---------------------------|--------------------------------|--|---|---|
| All measures detailed in Attendance will directly affect Retention also. | All | All | Attendance Committee | Monthly | Detailed in Attendance |
| Guidance support for all students timetabled at Senior Cycle and individual support where possible. | All | Guidance and Senior Management | Guidance and Senior Management | Weekly | Timetable allocation |
| Piloting 'Student Support Team' initiative through NEPs to look at individual needs of students as they arise and for year group's needs, support for some, support for all and support for few | All | Care team | Senior management | Weekly | Time and allocation Wednesday period 1 |
| Teachers to speak to all classes about subject choices during subject choice week | All | All teaching staff | All teaching staff Guidance Counsellor Programme Coordinator | November | Time/Booklet/ information evening for 3 rd parents/ one to one meetings available on request |
| Information evenings for parents re: senior subject choices, programme choices, points system, CAO and UCAS. | All | Guidance and Management | Guidance | | Time |
| Build on direct links with lead staff in LYIT to support individual Depts ETB Training Services/ Sligo IT/ North West Regional College/ National Learning Networks | All | Lead teachers in each Dept | Same | Throughout the year | |
| Guidance for students. Every student to devise a progression plan with parents, class teacher and Guidance for his/her own personal use. | All | Guidance and management | Same | Throughout the year | Allocation |
| SPHE timetabled at Senior Cycle – share with guidance in 5 th year on a rotational basis – class of both in 6 th year | All | SPHE and management | Same | Weekly | Allocation |
| Develop and implement an academic mentoring programme | All | Student Support Team | Principal | Develop in 15/16 implement 16/17/ continued implementation 19/21 | Teacher responsible as part of post |

DEIS Planning: Plan to promote Retention

| | | | | | |
|--|-----|--|--|---------------------|------------------------------------|
| PE timetabled at Senior Cycle | All | Timetabler | Management | | Staffing and Allocation |
| Mixed ability timetabling for Senior Cycle and Banding for core subjects | All | Timetabler | Management | | Staffing and Allocation |
| Study skills Programme 'Amazing Brains' for all year groups and for staff/parents on a rotational basis. Students also get support throughout the year with study skills in Wellbeing/SPHE/Careers | All | Pastoral Team All teachers of SPHE/Wellbeing/Careers | Management All teachers of SPHE/Wellbeing//DAr eCareers | Throughout the year | Ed Psych, our resources, companies |
| Monitoring: Student support Meetings weekly to look at needs for all, needs for some and needs for few, review overall progress at least once a year. | | | | | |
| | | | | | |

DEIS Planning: Plan to improve Literacy Levels

| Summary Plan to improve LITERACY LEVELS | | | | | |
|---|---------------------------|---------------------------------|--|--------------------------------|-------------------------------|
| Target(s): Improved literacy levels for all students at Junior Cycle and Senior Cycle. Development of literacy approaches in the classroom for all teachers - a whole school approach. See also separate literacy plan and literacy committee targets. | | | | | |
| Actions: Detailed in literacy plan | | | | | |
| Measure | To address target(s) no.* | Who? | Lead responsibility | When? | Resources? |
| Provision of time for resource hours on timetable | All | SEN co-ordinator and management | Management | On timetable | Time |
| JCSP and LCA- continue these programmes, share resources and develop personal development skills in both programmes. | All | JCSP and LCA co-ordinator | Both co-ordinators | Throughout the Year | JCSP and LCA resources |
| Literacy tests for all students at the beginning and end of the year – completed in English classes, each yr group identified in literacy plan | All | SEN and Literacy Committee | SEN and Literacy Committee | Beginning and end of each year | Literacy tests |
| Timetabled L.S. with small teams- these teams need schemes of work and profiles for all students. | All | SEN & Management | Management | On timetable | Allocation |
| Continue whole school literacy initiatives such as: Read DL DEAR Book swap Well Read | All | All | Literacy Committee and all staff supporting literacy initiatives in their classrooms | Throughout the year | Detailed in literacy plan |
| Investigate areas of specific programmes available to build literacy levels | All | Literacy committee | Literacy committee | Throughout the year | To be sources |
| Communication for all staff on literacy levels and specific needs of SEN students. | All | SEN and Literacy Committee | All staff | Throughout year | Results of testings |
| Classroom strategies in literacy- Croke Park hours to be utilised to develop best practices in teaching and learning and sharing resources and skills among staff. | All | Management and all staff | Management | Throughout year | |
| Build a library/Reading space | All | Literacy committee | Literacy Committee | From 2014 on | Finance - Parents Association |
| Monitoring: Literacy Committee meet each term to review and evaluate plan | | | | | |
| Evaluation: Annual review of scores, termly meetings with the Literacy Dept | | | | | |

DEIS Planning: Plan to improve Numeracy Levels

| Summary Plan to improve NUMERACY LEVELS | | | | | |
|---|---------------------------|------------------------------------|---------------------------------|------------------------------|-------------------------------|
| Target(s): Improved numeracy levels for all students. Numeracy testing for all 1 st Years at beginning and end of year. Development of best practices for teachers in methodologies for numeracy support. See also separate numeracy plan | | | | | |
| Actions: State proposed measures (both existing and new) to improve Numeracy Levels. | | | | | |
| Measure | To address target(s) no.* | Who? | Lead responsibility | When? | Resources? |
| Numeracy testing for all 1 st year students at beginning and end of the year | All | Maths Dept. And Numeracy Committee | Maths Department | Beginning and end of year | Numeracy tests |
| Shared resources from JCSP and Maths Department | All | JCSP and Maths Department | JCSP and Maths Department | Throughout the year | JCSP resources |
| Whole School Numeracy programme | All | Numeracy Committee | Numeracy committee | Throughout the year | Detailed in numeracy plan |
| LS support to target both numeracy and literacy | All | All LS teachers | SEN co-ordinator and management | Set at the start of the year | Needs a scheme of work. |
| JCSP to support both numeracy and literacy | All | All JCSP teachers | JCSP Coordinator | Throughout the year | Plans set |
| Whole school Numeracy support- all staff to be supported in developing strategies to improve numeracy | All | All staff | Maths Dept | Throughout year | Devised by numeracy committee |
| Fun activities in numeracy throughout the year. | All | All | Numeracy Committee | Throughout year | Devised by numeracy committee |
| Monitoring: Numeracy Committee meet once a term | | | | | |
| Evaluation: Numeracy Committee will meet once a term to review and evaluate the numeracy plan | | | | | |

DEIS Planning: Plan to improve Examination Attainment

| Summary Plan to improve EXAMINATION ATTAINMENT | | | | | |
|--|---------------------------|--------------------------------|--------------------------------|--|---|
| Target(s): Reduction of the percentage of A's and B's at ordinary level and increase the number taking higher level. Department analysis comparing school results to trends nationally. Each Dept to have a 3 year analysis | | | | | |
| Actions: State proposed measures (both existing and new) to improve EXAMINATION ATTAINMENT. | | | | | |
| Measure | To address target(s) no.* | Who? | Lead responsibility | When? | Resources? |
| Department planning- common schemes and common assessments. | All | All departments | Lead teacher in Department | August | Templates |
| Department analysis of Junior Certificate results and Leaving Certificate results against national averages. | All | All departments | Lead teacher in Department | After Junior Cert and Leaving Cert results | Results and Template |
| Department Analysis of percentage uptake at higher level for Junior cycle and Senior cycle. | All | All departments | Lead teacher in Department | Term 2 | Statistics |
| Career Guidance – timetabled from 3 rd Year onwards and individual planning. | All | Career Guidance and Management | Career Guidance and Management | Throughout the year. | Allocation |
| Study skills Programme for 3 rd and 6 th yrs and support from Guidance Counsellor for other years | All | Student Support Team | Student Support team | Dec | Funding from DLDC |
| Subject choice week to continue. | All | All staff | All Staff | Jan | Information given by teachers |
| Curriculum to be set by student needs and mixed ability grouping for core classes | All | Management | Management | On Timetable in Aug | Allocation |
| Info evening for parents on the Senior programmes & CAO. | All | Guidance & Management | Guidance | Jan | Information given by CG and prog Coordinator |
| JCSP and LCA programmes to continue | All | Management | Same | Each Year | Allocation |
| Parent-teacher meetings. | All | All staff | Management | 3 per Year | Areas to be addressed identified by management and given to staff |
| Monitoring: Subject Dept meetings termly. Assessments at Christmas, Mock, Summer. Reviews at P/Teacher meetings. Management to meet with Dept heads | | | | | |
| Evaluation: Annual review of DEIS plan, collating data on examination attainment using SDPI templates. Each Dept to review and set individual targets. | | | | | |

DEIS Planning: Plan to improve Educational Progression

Summary Plan to improve EDUCATIONAL PROGRESSION

Target(s):

All students should be progressing on to another educational programme from post-primary education.

Actions:

State proposed measures (both existing and new) to improve EDUCATIONAL PROGRESSION. Actions should be sequenced and coordinated over the three years of the plan to achieve maximum effect

| Measure | To address target(s) no.* | Who? | Lead responsibility | When? | Resources? |
|---|---------------------------------------|--------------------------------|--------------------------------|---------------------|-----------------------------|
| Monitor attendance | All | HSCL- Attendance tracker, SCP | HSCL | Daily | SCP hours |
| Promotion of H.E.A.R./DARE and other access programmes including various bursaries/scholarships available for 3 rd level study | All | Career Guidance | Career Guidance | Throughout the year | Links with other agencies |
| Information evenings and clear processes of communication to parents. | All | Career Guidance | Career Guidance | Throughout the year | Allocation |
| Guidance classes and individual guidance/progression plans with students. | All | CG & management | CG & management | Throughout the year | Allocation |
| Mentoring Programme for senior students | 5 th & 6 th Yr | SCP and Yr Head | SCP and Yr Head | Throughout the year | Time and Volunteers |
| Friends for Youth Programme for all 1 st year & 2 nd year students | 1 st yrs | CG and trained staff | CG and trained staff | SPHE classes | Training & Time |
| Social Skills Programme for targeted students | Targeted students | Psychologist and trained staff | Psychologist and trained staff | Throughout the year | Friends for Youth programme |
| Strong links being built with a wide range of colleges/universities and training centres. Students have the opportunity to attend open days/ information sessions and taster days throughout senior cycle | 5 th & 6 th yrs | Career Guidance | Career Guidance | Throughout the year | Time |

* It is possible that a measure may address a number of targets

**DEIS Planning:
Plan to improve Educational Progression**

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|---|---------------------------------------|-------------------------------|-----------------|---------------------|------|
| Senior students attend a career fair in the school to learn about various careers and pathways available | 5 th & 6 th yrs | Career Guidance | Career Guidance | Throughout the year | Time |
| Past students currently at 3 rd level invited back to Mulroy College to advise 6 th years students on the Leaving Cert and making the move to 3 rd level | 6 th yrs | Management Career Guidance | Career Guidance | Throughout the year | Time |
| Monitoring: Weekly student support meetings with ETB Ed psychologist, meetings with Head of Dept once a year. Regular subject planning meetings | | | | | |
| Evaluation: : Weekly student support meetings with ETB Ed psychologist, meetings with Head of Dept once a year. Regular subject planning meeting | | | | | |

DEIS Planning: Plan to promote Partnership with Parents

| Summary Plan to promote PARTNERSHIP WITH PARENTS | | | | | |
|--|---------------------------|---|---|---|-------------------------------------|
| Target(s): Maintain parental involvement to high (from baseline data). Maintain an active Parents Association. | | | | | |
| Actions: State proposed measures (both existing and new) to improve PARTNERSHIP WITH PARENTS. | | | | | |
| Measure | To address target(s) no.* | Who? | Lead responsibility | When? | Resources? |
| HSCL visits. | 1 | HSCL | HSCL | Throughout year | Schedule and time |
| 1 st year parent information evening in September. | 1 | 1 st yr Year Head, class teachers and management | Senior Management | End of September | |
| Review student diary to involve parents on a daily basis | All | Core Team | Management | Throughout the year | Monitored in the diary |
| Parent Teacher Meetings. | 1 | Management and all teachers | Management | 3 meetings held in the year | |
| Parents Association. | 2 | Management, Parents and HSCL | Management, Parents and HSCL | Monthly | |
| Open night for incoming 1 st Years | 1 & 2 | All staff | Management | Jan | |
| Transfer Prog – Primary visits, Outreach prog, open days/night, transfer day | All | All staff | Management and HSCL | Throughout the year | All devised by the school personnel |
| Information night on Senior Cycle programmes & CAO. | 1 | CG /management | Same | Term 2&3 | Time |
| JCSP, Junior and Senior Prizegiving. | 1 | All staff | Post holder responsible for Prizegiving | Term 3 | Certs, Prizes, speaker etc |
| End of year service for 6 th Years. | 1 | All staff | ???? | Last day | |
| Attendance Tracker – daily communication | 1 | Tracking secretary | SCP, Tracking secretary and HSCL | Daily, weekly and monthly meetings, phonecalls and letters home | SCP |
| College Journal. | 1 | All staff/parents | All staff/parents | Daily Journal | |
| Courses for parents/ information talks/monthly parents book club | 1 | HSCL | HSCL | Throughout year | |
| Monitoring: Weekly Care team meetings. Annual DEIS plan review. Tracking of parental attendance at all events listed above. Monthly Parents Association Meetings | | | | | |
| Evaluation: Overview of parental attendance at events listed above. Annual DEIS plan. | | | | | |

* It is possible that a measure may address a number of targets

DEIS Planning: Plan to promote Partnership with Others

Summary Plan to promote PARTNERSHIP WITH OTHERS

Target(s): Maintain effectiveness of partnership with each agency at high level.

Actions: State proposed measures (both existing and new) to improve PARTNERSHIP WITH OTHERS.

| Measure | To address target(s) no.* | Who? | Lead responsibility | When? | Resources? |
|--|---------------------------|--|---------------------|---------------------|------------------------------|
| Transition programme- Principal and HSCL visits to primary schools. | All | Principal and HSCL | Principal | Early November | Time |
| HSCL cluster meetings. | All | HSCL | HSCL | Throughout the year | |
| SCP management committee. | All | SCP, HSCL and Principal | SCP | Throughout the year | Time and “together thinking” |
| Link with local clubs and organisation to make the school premises available – Local Music schools, Community games, basketball club, athletics, dance/drama | All | Management | Management | Throughout the year | No caretaking in evening |
| Programmes with primary schools. | All | Management, staff and HSCL | Management | Throughout the year | Time. Finance. |
| Use of the local media/social media as often as possible | All | All staff | Management | Weekly | |
| Junior and Senior Mentoring Programmes | All | Year Heads | Year Head | During the Year | |
| Include EWO at attendance meetings | All | Attendance Committee | Management | Monthly | Time |
| Student Review meetings | All | Management, Educational psychologist, parents, EWO, SCP and HSCL | Management | Weekly/ Monthly | Time |

Monitoring:

Weekly Student support meetings.
Annual DEIS Plan review.

Evaluation:

At annual DEIS review, we will see if there has been an increase in the effectiveness of partnership with each agency and a review of the use of our premises for outside agencies.

DEIS Plan One-Year Summary

Mulroy College

2019-2020

SUMMARY OF DEIS PLAN FOR THE SCHOOL YEAR 2019-2020

| DEIS Area | Targets | Measures for Implementation in the Current Year |
|---|---|--|
| 1. RETENTION/ATTENDANCE | <p>100% Retention at Junior Cycle. 100% Retention at Senior Cycle.</p> | <p>Monthly Attendance meetings with SCP and EWO Daily Phone calls Year Heads to follow up lates and sign outs Termly acknowledgements for good attendance. SPHE at Senior Cycle. Weekly Care Meetings</p> |
| 2. LITERACY/NUMERACY | <p>Whole school approach to Literacy – see literacy plan Whole school approach to numeracy – see numeracy plan Literacy testing in English Dept Numeracy testing in Maths Dept.</p> | <p>Overall review of SEN, Literacy and Numeracy. Develop strategies to support staff in Dept. Planning and classroom methodologies. Literacy testing in 1st yr, beginning and end of year. Numeracy testing in 1st yr, beginning and end of year</p> |
| 3. EXAMINATION ATTAINMENT/ EDUCATIONAL PROGRESSION | <p>Guidance provision All Departments to have common schemes</p> | <p>Guidance to be timetabled from 3rd year and individual progression planning for 6th years. Assessments, results and attainment analysis</p> |
| 4. PARTNERSHIP WITH PARENTS & OTHERS | <p>Links with primary schools Weekly articles in the local media. Open night in January for all 6th class students in the local area.</p> | <p>Visits and programmes Continued use of diary and record of communication</p> |

SUMMARY OF DEIS PLAN FOR THE SCHOOL YEAR 2019-2020

| Summary of DEIS Plan DEIS Area | 2019/2022 Targets | Measures for Implementation in the Current Year |
|---|---|--|
| <p>1. RETENTION/ 2. ATTENDANCE</p> | <p>100% Retention at Junior Cycle. 100% Retention at Senior Cycle.</p> | <p>Monthly Attendance meetings with SCP and EWO Daily Phone calls Year Heads to follow up lates and sign outs Termly acknowledgements for good attendance. SPHE at Senior Cycle. Weekly Student support Meetings</p> |
| <p>3. LITERACY/ 4. NUMERACY</p> | <p>Whole school approach to Literacy – see literacy plan for updated strategies for 2019 Whole school approach to numeracy – see numeracy plan Standardised testing for all 1st yrs</p> | <p>Overall review of SEN, Literacy and Numeracy. Develop strategies to support staff in Dept. Planning and classroom methodologies Continued development of IL approaches/strategies and New JC training.</p> |
| <p>5. EXAMINATION ATTAINMENT/ 6. EDUCATIONAL PROGRESSION</p> | <p>Guidance provision</p> <p>All Departments to have common schemes</p> <p>Results analysis completed by external company</p> | <p>Guidance to be timetabled from 3rd year and individual progression planning for 6th years.</p> <p>Assessments, results and attainment analysis</p> <p>Each Dept to set individual targets and monitor progress</p> |
| <p>7. PARTNERSHIP WITH PARENTS 8. & OTHERS</p> | <p>Links with primary schools</p> <p>Regular articles in local media</p> <p>Open night in January for all 6th class students in the local area. Open access for local clubs</p> | <p>Visits and programmes</p> <p>Continued use of diary and record of communication</p> |

SUMMARY OF DEIS PLAN FOR THE SCHOOL YEAR 2019-2020

| Summary of DEIS Plan | 2019/2022 | |
|-----------------------------|------------------|--|
| DEIS Area | Targets | Measures for Implementation in the Current Year |
| | | |

| Summary of DEIS plan | 2019/2022 | |
|---|---|---|
| DEIS Area | Targets | Measures for Implementation in the Current Year |
| <p>1. RETENTION/ 2. ATTENDANCE</p> | <p>100% Retention at Junior Cycle. 100% Retention at Senior Cycle.</p> | <p>Monthly Attendance meetings with SCP and EWO Daily Phone calls by tracker Year Heads to follow up lates and sign outs Termly acknowledgements for good attendance. Well being introduced and maintained Weekly Student support Meetings Attendance Committee to report to LMC and BOM</p> |
| <p>3. LITERACY/ 4. NUMERACY</p> | <p>Whole school approach to Literacy – see literacy plan for updated strategies for 2019 Whole school approach to numeracy – see numeracy plan Standardised testing for all 1st yrs Whole School approach to new JC Whole School approach to Well being</p> | <p>Overall review of SEN, Literacy and Numeracy. Develop strategies to support staff in Dept. Planning and classroom methodologies Continued development of IL approaches/strategies and New JC training.</p> |
| <p>5. EXAMINATION ATTAINMENT/ 6. EDUCATIONAL PROGRESSION</p> | <p>Guidance provision</p> <p>All Departments to have common schemes</p> <p>Results analysis completed by external company</p> | <p>Guidance to be timetabled from 3rd year and individual progression planning for 6th years.</p> <p>Assessments, results and attainment analysis</p> <p>Each Dept to set individual targets and monitor progress</p> |

SUMMARY OF DEIS PLAN FOR THE SCHOOL YEAR 2019-2020

| Summary of DEIS plan | 2019/2022 | |
|--|---|--|
| DEIS Area | Targets | Measures for Implementation in the Current Year |
| | Whole School Homework Policy | |
| 7. PARTNERSHIP WITH PARENTS 8. & OTHERS | Links with primary schools Regular articles in local media/social media Open night in January for all 6th class students in the local area. Open access for local clubs | Visits and programmes Continued use of diary and record of communication Use of VShare for parents and teachers |