

Action Plan Reporting Template

Education Sector

September 2021

OVERVIEW (add additional rows as required)

PRIORITY 1

Action	Outcome	Timeframe	Measure	Owner (Dept./Body/Section)	Previously anticipated achievement by Aug 2021	Progress report update and achievements August 2021
1.1. Co-operation on measures to improve the effectiveness of leadership in schools	Improved school leadership and more efficient operations	Ongoing	Engagement with any proposals	Education	None	Department developing proposals
1.2 Explore the concept of school principals completing a leadership course	Improved leadership skills for the role	Q2 2022	Engagement by Unions on exploring the concept	Education	None	Department developing proposals
1.3 Examine potential for post holders to provide professional support as part of POR duties: <ul style="list-style-type: none"> ○ to Newly Qualified Teachers during the Droichead induction process and ○ to student teachers on school placement. 	Improved consistency and quality of support to NQT/student teachers	Q3 2022	Engagement between Unions and Department in exploring the potential of these actions	Education	None	Department developing proposals

PRIORITY 2

Action	Outcome	Timeframe	Measure	Owner (Dept./Body/Section)	Previously anticipated achievement by Aug 2021	Progress report update and achievements August 2021
<p>2.1</p> <p>Co-operation with Covid-19 related emergency measures</p>	<p>Ongoing operations during pandemic</p>	<p>During Pandemic</p>	<p>Measures in place and co-operated with as required</p>	<p>Education</p>	<p>Anticipated compliance in supporting operations and particularly in relation to preparing for new school year</p>	<p>Much of the focus in recent months has been on working with the unions and other education stakeholders in addressing the immediate challenges posed by COVID and this engagement has been productive.</p> <p>Having education operate as normally as possible is important to society generally. Measures delivered during periods of closure include remote teaching, a dual system of Accredited Grades and a Leaving Certificate and special arrangements for students at Very High Risk from COVID and was achieved through the support and engagement of teaching and ancillary staff.</p>
<p>2.2</p> <p>Co-operation with primary and post primary curriculum reform</p>	<p>Implementation of reforms</p>	<p>Throughout agreement</p>	<p>Engagement Reforms implemented on time</p>	<p>Education</p>	<p>Engagement with any reforms proposed</p>	<p>The Department will continue to engage on this issue in the weeks ahead.</p>

2.3	Co-operation with reforms in the further education sector	Implementation of reforms	Throughout agreement	Engagement Reforms implemented on time	Education/FET	Engagement with any reforms proposed	There is continuing engagement and consultation on reforms in the further education and training sector under the strategic pillars of the national FET strategy
2.4	Co-operate with review of arrangements for recruitment in ETBs (Circular 08/2017 refers)	More efficient operations	Q2 2022	Engagement with review process	Education	None	Review not yet undertaken
2.5	Explore the potential of providing some elements of CPD outside teaching hours and online.	Increased continuity	Throughout agreement	Engagement by Unions in exploring the potential of this concept	Education	None	Department developing proposals
2.6	Explore the concept of Primary teachers to be allowed to be employed in post-primary schools at the qualified rate in special education settings as part of sequencing process	Additional supply source	Q3 2021	Engagement by Unions on exploring the concept proposed	Education	Engagement in discussions with Department proposals	Department developing proposals

<p>2.7</p> <p>Explore measures which consider efficient operations of State Examinations such as Orals and Practical elements taking place outside school time and an increase in the number of teachers acting as correctors, superintendents and examiners.</p>	<p>Efficiency in operation of state exams</p>	<p>Q2 2022</p>	<p>Engagement by Unions in exploring the potential of these measures</p>	<p>Education/SEC</p>	<p>None</p>	<p>The Department along with the SEC, for the state exams piece, will be seeking to address these issues in the weeks ahead.</p>
<p>2.8</p> <p>Co-operation with continued implementation of the Framework for Junior Cycle, including engaging in supporting professional and collaborative activities. This will incorporate Subject Learning and Assessment Review (SLAR) meetings taking place at a time which does not impinge on a teacher's contact time with students nor</p>	<p>Maintaining teaching time</p>	<p>Q3 2021</p>	<p>Implementation in all schools</p>	<p>Education</p>	<p>Engagement with any reforms proposed</p>	<p>The Department along with the SEC, for the state exams piece, will be seeking to address these issues in the weeks ahead.</p>

necessitate additional expenditure to the allocation already provided for Professional Time for teachers.						
2.9 Co-operation with upskilling as a result of technology and/or changes in business/operational practices	Improved efficiencies	Throughout agreement	Engagement with any upskilling proposals	Education/FET	Ongoing as arises	No issues to date
2.10 Work with Department to support the use of technology to the greatest extent possible to maintain teaching and supports to children in unexpected closures (weather etc.) on a remote basis	Continuity of learning	Throughout agreement	Positive engagement by staff in supporting the concept	Education	None	Focus remains on maintaining school operations, with an emphasis on equity in and quality of educational provision, in pandemic period. During this time schools staff have adapted to new methodologies to deliver education services in response to the pandemic challenges.
2.11 Commitment to maximise the use of IT solutions for various school operations (e.g. recruitment portal,	More efficient operations	Throughout agreement	Rate of adoption of new solutions	Education	Engagement with any reforms proposed	The IPPN in conjunction with NAPD developed a portal for recruitment of substitute teachers. This is in place and provides a central source of substitute teachers for schools. The IPPN is also developing a portal for long term

school placement portal etc.)						<p>teacher vacancies and this is at an advanced stage of development.</p> <p>A working group (including union representation) has been established to progress a recommendation from the Report of the School Placement Working Group (published earlier this year) for the creation of a national central school placement system and integrated online portal.</p>
<p>2.12</p> <p>Re-assignment of staff to new roles as a result of new technology and/or changes in business/operational practices</p>	Change and reform implementation	Throughout agreement	Engagement with any proposals	Education/FET	Ongoing as arises	<p>This is being actively managed and no issues have been notified as a result of staffing re-assignments associated with the delivery of shared services.</p>

PRIORITY 3						
Action	Outcome	Timeframe	Measure	Owner (Dept./Body/Section)	Previously anticipated achievement by Aug 2021	Progress report update and achievements August 2021
3.1 Co-operate with review of SNA redundancy scheme	Implementation of reforms	Q2 2022	Co-operation and engagement in the review process	Education	Engagement with Department on review	Initial engagement has begun on some reforms. Department developing proposals on other reforms at present.
3.2 Engagement on new SNA allocation model	Implementation of reforms	Ongoing	Level of engagement with the Department on the new model	Education	Engagement with Department on new model	As a result of Covid-19 there was a Government decision to defer the introduction of the front loaded SNA model to 2022/23 school year. The Department will engage with all stakeholders again in advance of this deadline.
3.3 Co-operate with the introduction of new technology and/or changes in business/operational practices associated with the development and implementation of shared services	Implementation of reforms	Throughout agreement	Co-operation over period	Education/FET	Ongoing as need arises	Proposals being developed

3.4 Co-operation with moves to standardise pay frequencies when an organisation is moving and/or has moved to a Shared Service platform.	Implementation of reforms	Throughout agreement	Co-operation over period	Education/FET	Ongoing as need arises	Issues in one Third Level Institution are currently within the dispute resolution process. Otherwise there has been full co-operation thus far with the requirements to standardise pay frequencies as progress is made on the programme to transition Payrolls to the Shared Services Environments in ESBS
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PRIORITY 4

Action	Outcome	Timeframe	Measure	Owner (Dept./Body/Section)	Previously anticipated achievement by Aug 2021	Progress report update and achievements August 2021
4.1 Engagement in the (SNA Contract) process	Improved operation of role	Process to be concluded as soon as possible but for 2022/2023 school year at latest	Level of Engagement Review undertaken	Education	Engagement with the Department on review process	Department considering parameters of review at present