

Action Plan Reporting Template

Education Sector

January 2022

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
2.1 Co-operation with Covid-19 related emergency measures	Ongoing operations during pandemic	During Pandemic	Measures in place and co-operated with as required	Education	Anticipated compliance in supporting operations and particularly in relation to preparing for new school year	<p>Much of the focus over the term of this agreement has been on working with the unions and other education stakeholders in addressing the immediate challenges posed by COVID-19 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-19 and was achieved through the support and engagement of teaching and ancillary staff.</p> <p>The Department and partners continue to work closely to ensure schools operate to the greatest extent possible.</p>

2.2 Co-operation with primary and post primary curriculum reform	Implementation of reforms	Throughout agreement	Engagement Reforms implemented on time	Education	Engagement with any reforms proposed	The Department continues to engage on this issue.
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

<p>2.6</p> <p>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</p>	<p>Additional supply source</p>	<p>Q3 2021</p>	<p>Engagement by Unions on exploring the concept proposed</p>	<p>Education</p>	<p>Engagement in discussions with Department proposals</p>	<p>Department developing proposals</p>
<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>Agreement was reached with teacher unions that 2022 Leaving Certificate oral languages examinations and music practicals will take place outside of school time over the first week of the Easter holidays, from Saturday 9 April to Thursday 14 April 2022 inclusive. This was agreed for 2022 based on the lack of availability of teachers for substitution and the aim to minimise disruption for schools and students. State Examinations Commission (SEC) circular was issued to schools in December 2021. This measure is will reduce disruption to tuition time and is hoped will</p>

						<p>provide the required numbers of teachers to act as examiners.</p> <p>More generally, the SEC is advancing all preparations for the 2022 state examinations, guided by the prevailing public health advice. The Department of Education is continuing to engage with the education partners on all matters concerning the Leaving Certificate examinations, including through the advisory Group on State Examinations. The group includes representatives of students, parents, teachers and school leaders, as well as representatives from the State Examinations Commission, the National Council for Curriculum and Assessment, Higher Education and the Department of Education.</p>	
2.8	Co-operation with continued implementation of the Framework for Junior Cycle, including engaging in supporting professional and collaborative	Maintaining teaching time	Q3 2021	Implementation in all schools	Education	Engagement with any reforms proposed	<p>The Department continues to engage with the teacher unions to seek to resolve this matter, including through the Junior Cycle Implementation Committee, which is due to meet in the coming weeks.</p>

<p>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 necessitate additional expenditure to the allocation already provided for Professional Time for teachers.</p>						
<p>2.9 Co-operation with upskilling as a result of technology and/or changes in business/operational practices</p>	<p>Improved efficiencies</p>	<p>Throughout agreement</p>	<p>Engagement with any upskilling proposals</p>	<p>Education/FET</p>	<p>Ongoing as arises</p>	<p>No issues to date</p>
<p>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</p>	<p>Continuity of learning</p>	<p>Throughout agreement</p>	<p>Positive engagement by staff in supporting the concept</p>	<p>Education</p>	<p>None</p>	<p>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</p>

(weather etc.) on a remote basis						education services in response to the pandemic challenges.
<p>2.11</p> <p>Commitment to maximise the use of IT solutions for various school operations (e.g. recruitment portal, school placement portal etc.)</p>	More efficient operations	Throughout agreement	Rate of adoption of new solutions	Education	Engagement with any reforms proposed	<p>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 teacher vacancies and this is at an advanced stage of development.</p> <p>A working group (including union representation) has been established and has met on a number of occasions to progress a recommendation from the Report of the School Placement Working Group (published in 2021) for the creation of a national central school placement system and integrated online portal.</p>

2.12	Re-assignment of staff to new roles as a result of new technology and/or changes in business/operational practices	Change and reform implementation	Throughout agreement	Engagement with any proposals	Education/FET	Ongoing as arises	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.

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.

<p>3.3</p> <p>Co-operate with the introduction of new technology and/or changes in business/operational practices associated with the development and implementation of shared services</p>	<p>Implementation of reforms</p>	<p>Throughout agreement</p>	<p>Co-operation over period</p>	<p>Education/FET</p>	<p>Ongoing as need arises</p>	<p>Proposals being developed</p>
<p>3.4</p> <p>Co-operation with moves to standardise pay frequencies when an organisation is moving and/or has moved to a Shared Service platform.</p>	<p>Implementation of reforms</p>	<p>Throughout agreement</p>	<p>Co-operation over period</p>	<p>Education/FET</p>	<p>Ongoing as need arises</p>	

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