



Presentation Secondary School

Castleisland

Co. Kerry



Strategic Plan 2023 – 2028

Introduction

In August 2021, we started the process of carrying out a comprehensive review of our entire school, using the *Looking At Our Schools (LAO)* framework as our guide. The Leader of Strategic Planning, supported by Senior Management began a two year analysis of our school using the tool of a S.W.O.T. analysis. This tool allowed all stakeholders to have their input into the strengths and weaknesses of, opportunities for and threats to our school (Please see Appendix). Guided by the findings of this analysis, in August 2023, we began by identifying the appropriate headings for our plan and dividing the timeline into three terms as follows:

- **Short Term (0 – 1 Year):** Academic Year 2023 – 2024
- **Medium Term (1 – 3 Years):** Academic Years 2024 – 2026
- **Long Term (3 – 5 Years):** Academic Years 2026 – 2028

The purpose of a school Strategic Plan is firstly to fulfil the legal requirement as part of an overall School Plan under the Education Act 1998. The Strategic Plan, is Part B of our School Plan. Secondly, to give our school a clear focus for the next five years in both Learning and Teaching and Leadership and Management.

This Strategic Plan is the blueprint for our school's future and every aim below is in conjunction with our day to day mission and overall vision for our school, taking account for our school culture and ethos.

This Strategic Plan will be reviewed annually and relevant changes and amendments made.

Short Term (0 – 1 Year)

LAOS	Area of Focus	Aim	Actions	Personnel	Deadline	Areas to Consider	Progress Review	End of Year Review
L & T	SSE/SIP & DLP	Achieve the targets set out in SIP & DLP	See SIP – Year One See annual DLP	All teachers Leader of SSE	May 2024	Resources	Each staff meeting and dedicated Croke Park meeting	
L & M L & T	Enrolment	Total 245	Continue progress from last year and see new points below. Trial a 5 th class taster day in May 2024 Exploring Visiting International Student options	All staff 1 st Year Students Student Council	May 2024	Concentrate on 21 feeder schools	End of each year	
L & M	Hall rental	-To get the public (adults and potential students) into the school -Clubs and associations renting out the hall	Approach different clubs and societies via email or phone to advertise our space and competitive rates	Staff and public	May 2024	-Insurance -Health and safety -Hall access	May 2024	

L & M L & T	Supervised study (after school, weekends & holidays)	-To promote a culture of learning -To get the students into the school	-Advertise through press and media -Organise people for supervision and facilities -Write out a set of rules	Staff and public	April 2024	A clear set of rules and procedures regarding phones etc.	May 2024	
L & M	Plant and buildings	Plant and building Maintenance and improvement	-Bathrooms upgrades (Student and staff) -Staff room upgrade -Painting outside of Elizabeths building -Painting outdoor basketball court -Painting of all railings black -Artificial fencing around oil tanks - Landscape front lawn - Three new flagpoles	Contractors Management Caretaker	Sept 2024	-Funding -Procurement -Works to be done after exams -Weather for painting outside etc.	End of each term	
L & M L & T	School exposure	-Expand our audience virtually and in person -Instagram: 1,300 -TikTok: 23,000	-Community involvement -Pantomime -Primary school collaboration -Documenting and celebrating achievements in	Management Leaders of School Promotion	May 2024	Student created content Staff to lead events and performing arts	May 2024	

			press and through social media -Awards night -Graduation etc					
L & M L & T	Sport	- Start karate club -Expand the coaching structure of our existing and new sports (indoor soccer, karate)	-Start after school club once a week for karate -Seek additional coaching expertise to strengthen and expand the coaching structure of our school sports teams	Kerry Martial Arts Principal to run indoor soccer New coach/es	Oct 2023	Logistics (availability of sports hall pitches etc.) Student take up.	May 2024	
L & M L & T	Feeder primary schools	Engage/visit with 5 th and 6 th in feeder all schools	Activity or project with feeder primary schools involving different subject areas visiting their school	Open to all subject departments	May 2024	Concentrate on local schools with large number of girls in 5 th & 6 th	May 2024	
L & T	Extra-curricular	Organise and structure lunch time and after school activities into term slots instead of running for the entire school year	Possibility of changing activities every term	All staff Leader of Extra-Curricular Activities	December 2023	Varying length of lunchtimes.	May 2024	

L & M	Alumni profiles	Create profiles of past pupils for school website, social media and for display in school	Contact past pupils for consent and details	Career guidance teacher & management	May 2024	Area to display in school, consent forms and data protection	May 2024	
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Medium Term (1 - 3 Years)								
LAOS	Area of Focus	Aim	Actions	Personnel	Deadline	Areas to Consider	Progress Review	End of Year/s Review
L & T	SSE/SIP & DLP	Achieve the targets set out in SIP & DLP	See SIP – Year 2 & 3 See annual DLP's	All teachers Leader of SSE	May 2025 & May 2026	Resources	Each staff meeting and dedicated Croke Park meeting	
L & M L & T	Enrolment	Total 250	Continue to maintain a steady progress and build on the last few years by maintaining standards & implementing the points below	All staff	August 2026	The number of girls in feeder primary schools	September 2026	
L & M	Additional subjects	To introduce Physics, Drama Film and Theatre Studies	Increase numbers to increase hours and introduce additional subjects	Qualified staff member	August 2026	Numbers need to increase before the	September 2026	

		Ensure sustainability of LCPE	Promote the benefits of LCPE to 3 rd & TY students			addition of a new subject		
L & M	Plant and Maintenance	- Plant and building Maintenance and improvement -Science Labs x2 -Home Ec. -Staff and student toilets	-Fundraising -Procurement -Needs of the school -Grant applications	- Management - Contractors - Caretaker	August 2026	- Funding - Available grants: DES, other state agencies	September 2026.	
L & M L & T	School Exposure	- Steady increase in followers across social media platforms - Explore other platform options - Start a school podcast	- Performing Arts: - OsKars - Musicals - Pantomimes - Links with primary schools and clubs - Other public engagement projects - Documenting and celebrating through social media and newspapers etc.	- All staff - Members of the public - Alumni	August 2026	Trends and IP (Intellectual property; copyright etc.)	September 2026	

Long Term (3 - 5 Years)

LAOS	Area of Focus	Aim	Actions	Personnel	Deadline	Areas to Consider	Progress Review	End of Year/s Review
L & M L & T	Enrolment	Maintained a total of 250 students	Continue a steady progress and build on the last few years by maintaining standards & implementing the points below	All staff	Aug 2028	Numbers of girls in primary schools	End of school year 2027 & 2028	
L & M	Building upgrades	Plant and building Maintenance and improvement St. John's Hall new changing room, dressing room and backstage facilities	-Fundraising -Procurement -Needs of the school -Seek grants	Contractors Management Caretaker	Aug 2028	Funding and various DES grants	End of school year 2027 & 2028	
L & M L & T	School Exposure	Steady increase in followers across social media platforms Explore other platform options	100-year Anniversary Links with primary schools and clubs Other public engagement projects	All staff	Aug 2028	Trends and IP (Intellectual property; copyright etc.)	End of school year 2027 & 2028	

			Documenting and celebrating through social media and newspapers etc.					
L & T	Sport	Maintain a high standard of training and participation on all sports teams -karate -basketball -football -camogie -athletics -soccer	Organised training and facilities for training Organised coaching structure	All Staff and coaches	Aug 2028	Fundraising or sponsorship required Logistics (availability of sports hall pitches etc.)	End of school year 2027 & 2028	
L & T L & M	Night classes/ evening classes	To run a variety of evening/night classes in various subject areas	Seek relevant and interested subject teachers, decide on classes and advertise	Interested staff	Aug 2028	Availability of staff members and logistics Insurance	End of school year 2027 & 2028	

Appendix - S.W.O.T Analysis (Aug 2021 – Aug 2023)

Strengths – Internal (Micro) Environment

Area	Evidence
Ethos & Culture	- History – Presentation Sisters, approaching 100 Year Anniversary. - Welcoming and warm school spirit - Ethos Wall - Culture Tree (in conjunction with Notre Dame University, USA) - New Vision Statement – 2021 - New Mission Statement – 2021 5 Pillars - 2022
Academic Success	90% + progress to third level/further education each year. 29% over 500 points (2021) 18% over 500 points (2023), 5% over 600 points (2021 & 2023). - Two students received 625 points in 2021 & 2023. - Scholarships to Mary Immaculate College (2022) and University College Dublin (2023) - Award winning students in Junior Cycle
Extra-Curricular Success	Most successful basketball school in Ireland (25 All Irelands)
Co-Curricular Success	- Student Enterprise Awards 36 Kerry County Titles 12 National Titles - Junk Kouture - Regional Winners & Finalists - National Finalists - BT Young Scientist - National Finalists - Sci-Fest - Regional Winners
Teaching & Learning	- Teacher peer observation annually to improve learning and teaching in the classroom - Student peer teaching
Digital Learning	- Webwise and Schools Digital Champions Ambassadors - Brand new state-of-the-art IT Room - Class set of laptops and iPads - Staff trained in the use of the online graphic design website, 'Canva'.

Wellbeing Supports	Wide range of wellbeing supports: - Wellbeing committee - Student Support Team - Leader of Wellbeing - Wellbeing themed weeks - Wellbeing Room - Wellbeing Gardens: staff and students
School Promotion	Strong and vibrant presence on and in: Social Media: Instagram, Facebook, X/Twitter and TikTok Print Media: Kerryman, Kerry's Eye, Outlook Magazines Online: website, school app
Partnership with St. Patrick's Secondary School	- Co-ed element - Mixed classes, trips and activities in Transition Year - Expanded curriculums: - Junior Cycle: Graphics & Wood Technology - Senor Cycle: Agricultural Science, Technology, Design & Communication Graphics.
Performing Arts School	- Talent Shows - Musicals: Mamma Mia (2021), Grease (2022) - Pantomimes: Cinderella into the Woods (2023) - School Choir - Considering the introduction of Drama, Theatre and Film Studies in September 2025
Broad Range of Non-Sport Related Clubs	- Pres Picassos Art - Chess - Walking - Debating - Chill club - Enterprise - Book club
Innovation in Curriculum Options.	- Computer Science (2021 – 2023) - Physical Education as an exam subject (2023) - Religious Education & Music as an exam subject to Junior & Senior Cycle - Two Modern Foreign Languages: French & Spanish
Wide range of sports	- Basketball - Gaelic Football

	• Camogie • Athletics • Indoor soccer (2023) • Karate (2023)
• Language Exchanges/Pen Pal Programme	• French and Spanish exchanges • Like with Corsican school (2023)
Weaknesses/Challenges – Internal (Micro) Environment	
Area	Evidence
• No pitch/playing field	Due to our location in the centre of Castleisland town, we do not have the land for a pitch/playing field.
• Age of school building	Upgrades needed for Science Labs and Home Economics Room
• Funding	Limited funding due to school size and voluntary sector
Opportunities – External (Macro) Environment	
Area	Evidence
• Co-Education	95% of our feeder primary schools are co-ed
• Gaeilge Stream	No Post Primary School in Castleisland has a Gaeilge stream.
• SEN Unit	No Post-Primary School in Castleisland has a dedicated SEN unit
• Hall Rental	Opportunity to seek extra rental income from clubs, groups and societies
• Special Class	To introduce a special class in the school
• New subjects	Opportunity to introduce new subjects such as: Climate Action & Sustainability and Drama, Theatre and Film Studies
Threats – External (Macro) Environment	
Area/Statement	Evidence
• Primary School Type	95% of our feeder primary schools are co-ed (20/21)
• Primary School Student Numbers	The number of students in each of our feeder schools fluctuates regularly
• Post-Primary Schools in Castleisland	Two of the three Post-Primary Schools in Castleisland accepts girls.
• Urban schools in close proximity	Tralee, Killarney and Abbyfeale.

Signed: E. Sheely (ACTING)

Chairperson of the Board of Management

Signed: P. Dagan

Secretary to the Board of Management

Date: 06/02/24

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