

Torthaí phróiseas  
comhairliúcháin  
Scoil Oilibhéir agus  
plean don am  
amach romhainn

Cruinniú le Tuismitheoirí  
Reatha  
**12 Feabhra 2018**



## Beagáinín staire

- Bunaíodh Scoil Oilibhéir sa bhliain 1975
- Le 16 páiste agus múinteoir amháin
- 42 bliain níos déanaí... 240 páiste agus 16 múinteoir
- Aithnítear go bhfuil sé tráthúil aois agus rath Scoil Oilibhéir a cheiliúradh, trí athbhreithniú agus forbairt a dhéanamh ar fhís, ar bhunchuspóirí agus ar thodhchaí na scoile chun a dheimhniú go bhfanann sí dílis dá mianta agus spriocanna mar aon le bheith uileghabhálach ina cur chuige dá pobal agus dá cuid páirtithe leasmhara uile.

## Beagáinín staire

- Thosaigh an próiseas i mí Feabhra 2016
- Rinneamar Téarmaí Tagartha
  - Bunaíodh fochoiste den Bhord – Antóin, Maeve Bláthnaid & Ruairí
  - Comhaontú ón mBord go léir
- Deacair comhlacht a fháil chun an obair a dhéanamh
- Roinneamar an tasc
  - Cúrsaí comhairliúcháin – achoimre le fáil
  - Cúrsaí straitéise – cáipéis le fáil
  - Faoi stiúir an fhochoiste – Antóin, Lára & Maeve

## Cúrsaí comhairliúcháin: Iúil - Deireadh Fómhair 2017

*Dr. Laura Devaney*



Tíreolaí Daonna  
Human Geographer

*Dr. Áine Regan*



Eolaí Iompraíochta  
Behavioural Scientist

# Cúrsaí straitéise

## Meán Fómhair - Deireadh Fómhair 2017

- Frank Lynch
- [Lynchtec.com](http://Lynchtec.com)



# Torthaí na nAgallamh *Interview Results*

Bunaitheoirí  
*Founding Members*



# Agallaimh duine-le-duine

- Cúigear páirteach
- An comhthéacs stairiúil *Historical context*
- Forbairt na scoile *Evolution of the school*
  - Athrú ar an bpróiseas iontrála, éileamh agus polasaithe
- Luachanna bunaidh *founding values*
  - Oideachas dátheangach *Bilingual education;*
  - Stádas scoile bige *small school status;*
  - Atmaisféar Dlúthphobail *Close community feel;*
  - Teaghlaigh dhílse *devoted SO families*
  - Saibhriú teanga & pobal *Language enrichment and community*
  - Sonas an pháiste *Happiness of the child*

*‘Tús maith leath na hoibre’*

## Torthaí

- Roinnt díomá nár fhás an scoil go dtí seo *Some disappointment that expansion has not yet happened*
- Fírinne le scoil dháshruthach – fós beag *Reality of double stream school = still small*
- Athrú ama, athrú nádúrtha *Changing times, changing nature*
- Éileamh aitheanta sa cheantar (daonra ó 4,000 go dtí 100,000+) *Perceived demand locally (from c.4,000 population to 100,000+)*
- Ón mbun aníos agus ón mbarr anuas le bainistiú athruithe *Bottom-up & top-down approaches to change in Scoil Oilibhéir*
- Tábhacht bhainistiú an athraithe *Importance of managing change*
- Ardmholadh don chinnteoireacht eiticiúil *High praise for ethical-based decision making*





# Torthaí an tsuirbhé

*Online survey results*

Iarscoláirí, Iarthuistí, tuistí reatha agus  
an pobal

*Past Pupils, Current/Past Parents & Wider  
Community*



# Iarscoláirí

## Thar a bheith dearfach *Overwhelming Positivity*



**Timpeallacht a chothaíonn fás iomlánaíoch**

*An environment for holistic growth*

**Grá don Gaeilge a chothú** *Cultivating a love of Irish*

**Bródúil as scoil a bhfuil clú uirthi** *Pride in a 'highly regarded' school*

**Caomhnú an phobail, na teanga agus an chultúir**  
*Conserve the community, language and culture*

## Iarscoláirí

### Tosaíochtaí a síltear a bheith i Scoil Oilibhéir

*Perceived priorities in Scoil Oilibhéir*

#### Foghlaim na Gaeilge

*Learning the Irish language*

#### Oideachas níos leithne trí Ghaeilge

*Broader education through Irish*



**Ealaíon agus ceardaíocht** *Arts & crafts*

**Drámaíocht** *Drama*

# Iarthuismitheoirí/Tuistí reatha



**Thar a bheith dearfach** *Overwhelming positivity*

**Pobal de Chomhpháirtithe** *Community of partnerships*

**Tuismitheoirí mar rannpháirtithe tábhachtacha**  
*Parents as key contributors*

**Éagsúlacht tuairimí mar gheall ar leathnú**

*Mixed feelings on expansion*

**Scileanna teanga na dtuismitheoirí**

*Parental language skills*

**An Ghaeilge a chaomhnú ach í a leathnú ag an am céanna**

*Inclusivity versus Integrity of the Irish language*



## Iarthuismitheoirí/Tuistí reatha

	N (%)
<b><i>Is Scoil Oilibhéir a central part of the local community?</i></b>	
Yes	59 (60.8%)
No	31 (32%)
<b><i>Perceptions of Scoil Oilibhéir in the wider local community?</i></b>	
Negative	0 (0%)
Positive	70 (72.2%)
Mixed	24 (24.7%)
Neutral	2 (2.1%)

- **Naisc láidir le heagraíochtaí áitiúla** *Good links to local organisations – sports and charities*
- **Fadhb le méid an phobail** *Size of the geographical community an issue*
- **An-chlú, ardchaighdeán, agus an-éileamh** *Excellent reputation, high standards, and ‘in demand’*
- **Dúshlánach áit a fháil sa scoil, fiú éilíteach** *‘Impossible to get into’ → even viewed as elitist?*

## An Pobal



**Scoil a bhfuil clú uirthi le hardchaighdeán oideachais**  
*Well-known, school with high standards*

**Pobal cairdiúil, dlúth** *Warm community vibe*

**Deacair áit a fháil sa scoil**  
*Impossible to gain access*

**Agallaimh strusmhara gan rath**  
*Unsuccessful, stressful interviews*

**Gaeilge na dTuismitheoirí ina bac**  
*Parents' language a barrier*





# Torthaí na ngrúpaí fócais

## *Focus Group Results*

Foireann (múinteoirí agus foireann eile) agus an Bord  
Bainistíochta

*Staff (teaching and non-teaching) & Board of Management*

## Foireann na scoile



**Pobal beag, cosúil le scoil tuaithe, atmaisféar dearfach**  
*Small community, rural feel and positive atmosphere*

**Tuismitheoirí & múinteoirí tiomanta agus macánta**  
*Committed and open parents & teachers*

**Fearann na scoile**  
*Physical school grounds*

**Bun á dhéanamh thar ár n-acmhainn (idir imeachtaí acadúla agus seach-churaclaim )**  
*Punching above weight (academics & extra-curricular)*

**Ciontacht maidir le próiseas iontrála: Spásanna nua teoranta/ éagsúlacht chultúrtha teoranta**

*Admissions Guilt: limited 'new' places/cultural diversity*

**Critéir dhoiléire iontrála** *Poorly defined enrolment criteria*

**Tuiscint éiliteach & gearrtha ón pobal**

*Elitist perception and community disconnect*





# Foireann na scoile



## Féidearthacht fás faoi stiúir a dhéanamh

*Potential for controlled expansion that retains values*

## Níos mó éagsúlachta agus rochtana leis an bhfás

*Increased diversity & accessibility by expansion*

## Saibhriú teanga agus ról níos láidre sa phobal

*Language enrichment & stronger community role*

**Ionrollú cothrom** *Fair enrolment, sibling protection; lottery; date; roles...*

## Bonn míshocair

*Unstable foundations: over-reliance & staff life cycles*

## Baol an fháis Vs. Dúil san éagsúlacht

*Risks of expansion vs. desire for diversity*

## Tacaíocht shrianta ón rialtas

*Limited government support*

## Éagsúlacht sna tosaíochtaí go himmheánach

*Divergences in priorities internally*



# Cárta poist ón todhchaí

Postcard from the Future (foireann na scoile)

<p>CÁRTA</p> <p>CORRESPONDENCE</p>	<p>The DOLLARD TRU-COLOR Series</p>	<p>POIST</p> <p>ADDRESS ONLY</p>	
<p><i>"Gaeilge is really thriving now in the Dublin 15 area"</i></p>		<p><b>Scoil Oilibhéir</b></p>	
<p><i>"It has become more inclusive of all sections of the community"</i></p>		<p><b>2027</b></p>	
<p><i>"Our new school building has allowed us to grow, not only here on our school site but also in the community"</i></p>		<p><i>"Tá an Ghaeilge chomh láidir is a bhí riamh – sin an rud is deise faoin scoil – an teanga – croí na scoile!"</i></p>	
<p><i>"Scoil Oilibhéir was always a friendly school and it still is"</i></p>			
<p><i>"We have now taken a double stream of children and have a beautiful two storey building"</i></p>			

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## Bord Bainistíochta



**Atmaisféar dearfach, comhghleacaíocht, tiomantas**

*Positive atmosphere, collegiality and commitment*

**Dearcadh agus meon na ndaltaí, riar beag fadhbanna smachta**

*Pupil attitude, outlook and limited disciplinary issues*

**Tiomanta don Ghaelscolaíocht**

*Committed Irish medium school*

**Caighdeán ard scothoideachais agus dea-cháil**

*High standard of academic excellence and reputation*

**Éagsúlacht soch-déimeagrafach agus tíreolaíochta ag laghdú** *Shrinking socio-demographic & geographic diversity*

**Unintended elitist reputation**

*Cáil neamhbheartaithe an eilíteachais*

**Ionrollú reatha ag cur srianta le saibhriú teanga**

*Current enrolment limiting language enrichment*

**Strus a bhaineann leis an bpróiseas “agallaimh” do thuisí agus don Bh.B**

*Stress of ‘interview’ process on parents and BoM*



# Bord Bainistíochta

*Board of Management*



**Ní dhéanfadh an dara sruth truailliú ar atmaisféar/cháil na scoile**

*Double stream would not dilute atmosphere/reputation*

**Scoil níos ilghnéithí ó thaobh cultúir agus socheacnamaíochta de**

*More culturally & socio-economically diverse school*

**Níos mó fócais ar an leanbh sa mhisean agus san ionrollú**

*Increased focus on the child in mission & enrolment*

**Pobail níos leithne do shaibhriú teanga**

*Expanded communities for language enrichment*

**Cothaíonn rial na siblíní neamhshuim na dtuistí cur isteach**

*Sibling rule fosters parental apathy/unwillingness to apply*

**Laghdú leanúnach ar an ilghnéitheacht shoch-**

**eacnamaíoch** *Continued socio-economic shrinking if no change*

**Tacaíocht do na teaghlaigh Ghaeilge vs. Saibhriú na Teanga**

*Support of Gaeilgeoir families vs. language enrichment*



# Cárta poist ón todhchaí – Bord Bainistíochta

CÁRTA	The DOLLARD <small>THE COLOR</small> Series	POIST	
CORRESPONDENCE		ADDRESS ONLY	
<i>"Explore, discover and develop all of the child's abilities, interests and aptitudes"</i>	© Printingpress, Dublin, Ltd.	<u>Scoil Oilibhéir</u>	
<i>"Irish language and culture go hand in hand... making it a thriving language community"</i>		2027	
<i>"The wider community invest time and energy...with the school seen as a pivotal point for cultural and linguistic development"</i>	Printed & Published in		
<i>Staff are happy and not over-burdened with pressure or work"</i>			
<i>"A school that has maintained its academic excellence, its community atmosphere and is accessible to all"</i>		<i>"Being part of a team that would take a measured, thoughtful, rational approach to establishing its priorities"</i>	

## Tuairimí na bPáistí Reatha

*“Is maith liomsa mo scoil mar is scoil bheag í...”*

*“Is í an scoil is fearr ar domhan...scoil ina bhfuil a lán spóirt”*

*“An scoil is fearr...scoil ina bhfuil aithne ag gach duine ar a chéile”*



*“An scoil is fearr domsa... gach lá, déanann muid spóirt agus eolaíocht”*

*“An scoil is fearr ar an domhan...sa scoil seo, bíonn gach múinteoir ag obair le chéile mar fhoireann.”*

*“Sa scoil is fearr ar domhan tá páirc spraoi agus tá an scoil beag agus deas. Tá aithne ag gach duine ar a chéile”*



# Focail Scoir

## Conclusions

# Príomhthéamaí

**Comhaontú**  
*Reaching  
consensus*

**Feiceálacht a  
fheabhsú**  
*Enhancing visibility*

**Tús Áite  
don Dalta**  
*Pupil first*

**Straitéisí Eile  
Ionrollaithe**  
*Alternative  
enrolment strategies*

**Tacú le  
tuismitheoirí**  
*Supporting  
parents*

**Trédhearcacht  
Leanúnach**  
*Continued  
transparency*

**Roghnú na  
dTosaíochtaí**  
*Picking priorities*

**Cur le  
hlghnéitheacht**  
*Enhancing diversity*





Very useful. Makes us feel part of the process and the school - ***Current Parent***

I think it provides an opportunity to think critically about things you might have previously taken for granted. - ***Current Parent***

I liked taking part. This is how things are changed for the better. - ***Past Parent***



“

**A good sign that the school is not getting stale and sitting on its laurels. Very healthy to reflect on where the school is at. Fair play! – *Past Parent***

A very smart decision on the schools behalf to carry out this kind of research to better understand parents' thoughts... it shows growth - ***Wider Community Parent***

”

Torthaí ón gcomhairliúchán

SWOT

PESTEL

rothbunúsach

anailís ar staid



Fís

Misean

Plean

# Ráiteas Físe

Cothú agus saibhriú gach páiste, trí mheán na Gaeilge, chun barr a gcumas a bhaint amach

# Cothú agus saibhriú gach páiste trí mheán na Gaeilge chun barr a gcumas a bhaint amach.

## Riachtanais na bpáistí aitheanta – mothaíonn siad slán sbháilte

*Every child's needs recognised and each child feels safe & secure, developed & supported.*

## Mothaíonn gach páiste gríosaithe, cothaithe beathaithe, go hintleachtúil, go mothúchánach, go spioradálta ago fisiciúil

*Every child feels stimulated, nurtured & nourished intellectually, emotionally, spiritually, physically.*

**Irish language, culture, immersion education**  
*Gaeilge, cultúr Gaelach, tumoideachas*

## Gach páiste i lár gach rud anseo

*Each child will be at the heart of everything we do.*

## Toradh do gach páiste ná barr a gcumas féin a bhaint amach – go hacadúil, go forbartha, go mothúchánach, go spioradálta, go fisiciúil, go sibhialta

*Outcome for each child is to have maximised their individual potential – academically, developmentally, emotionally, spiritually, physically, civically.*

## Ráiteas misin

- Is Gaelscoil faoi phátrúnacht na hArdDeoise í Scoil Oilibhéir. Cuirimid sároideachas ar fáil do pháistí, trí mheán na Gaeilge, i dtimpeallacht thacúil, a thugann deis do gach páiste barr a gcumas a bhaint amach. Mar chuid den oideachas sin, déantar cúram d'fhorbairt acadúil, chultúrtha, mhóralta, fhisiciúil, shibhialta, spioradálta, mothúchánach agus shóisialta na bpáistí.
- Scoil Oilibhéir is a Gaelscoil under the patronage of the Arch-Diocese. We provide an excellent education to children, through the medium of Irish, in an enriching environment, giving each child the opportunity to achieve their full potential. As part of this education, we nurture the academic, cultural, moral, physical, civic, spiritual, mental / emotional well-being and social development of the children.

## **Riachtanais an Mhisin** Mission imperatives

### **1. An Páiste**

The child.

### **2. Toradh Scoil Oilibhéir**

The Scoil Oilibhéir product

### **3. Pobal Scoil Oilibhéir**

The Scoil Oilibhéir community.

### **4. Ceannaireacht, bainistíocht, oibríocht agus forbairt na scoile**

Leadership, management, operation & development of the school.

### **5. An pobal ina bhfuilimid ag feidhmiú**

The community within which we operate.

# An Páiste

**Prionsabail:** Beidh an páiste i lár gach ruda a dhéanaimid. Mothaíonn gach páiste sabhálte, slán; go bhfui cion orthu; gríosaithe, cothaithe, beathaithe go hintleachtúil, go mothúchánach, go spioradálta, go fisiciúil. Aithnímid ilghnéitheacht riachtanas na bpáistí seo agus táimid tiomanta ár ndícheall a dhéanamh freastal orthu.

*The child will be at the heart of everything we do. Every child feels safe, secure and cherished, feels stimulated, nurtured & nourished intellectually, emotionally, spiritually, physically. We recognise the diversity of children needs and are committed to striving to meet these.*

1. Spiritual
2. Emotional wellbeing.
3. Physical.
4. Cultural.
5. Academic (intellectual)
6. Moral.
7. Civic.
8. Social.

1. Sábháilte
2. Timpeallacht
3. Spreagadh
4. Foghlaim
5. Cumasú
6. Cairdeas
7. Tumadh
8. Féiniúlacht Ghaelach



# Sainobair Scoil Oilibhéir

## 1. Tumoideachas trí mheán na Gaeilge

*Immersion based teaching through the medium of Irish.*

## 2. Taobh láidir maidir le cultúr Gaelach

*Strong Irish cultural dimension to school life.*

## 3. Clár láidir seach-churaclaim

*Strong extra-curricular programme.*

## 4. Atmaisféar ar leith teaghlaigh

*Distinctive family atmosphere.*

## 5. Rannpháirtíocht na dTuistí

*Parental participation in life of the school.*

## 6. Tiomantas do na torthaí; gach páiste tar éis barr a gcumas féin a bhaint amach – go hacadúil, go forbartha, go mothúchánach, go spioradálta, go fisiciúil, go sibhialta

*Commitment to outcomes: each child to have maximised their individual potential – academically, developmentally, emotionally, spiritually, physically, civically.*

# Pobal Scoil Oilibhéir

- Foireann mhúinteoireachta agus choimhdeach tiomanta  
*Committed teaching and support staff*
- Mórtas teanga agus cultúir borraithe sna páistí agus iad á spreagadh len é seo a roinnt ina dteaghlaigh agus ina bpobal féin.  
*Pride in Irish language and culture inculcated in all children who are encouraged to bring this passion into their homes and community*
- Comhpháirtíocht (múinteoirí – daltaí, múinteoirí – tuismitheoirí, daltaí – daltaí,) le feiceáil go láidir i saol Scoil Oilibhéir – seomra ranga, clós, sa phobal  
*Active partnerships (teachers-pupils, teachers-parents, pupils-pupils) a hallmark of Scoil Oilibheir school life – classroom, playground and into the community*
- Ceannaireacht láidir tríd an bpríomhoide agus a fhoireann á dtácú ag an mBord Bainistíochta agus coistí  
*Strong leadership through Príomhoide and his team supported by Board of Management and committees.*

# Ceannaireacht, bainistíocht, oibríocht agus forbairt na scoile

- Fís agus Misean a bhunú  
*Establishing the vision & mission*
- Coinníollacha oiriúnacha a chruthú chun go mbeidh an rath is fearr ar an scoil  
*Creating the conditions for success*
- Fealsúnacht an fheabhais leanúnaigh, na forbartha leanúnaí  
*Continuous improvement & development philosophy*
- Luachanna, sainsprid, agus cultúr á gcur i bhfeidhm go laethúil, iad ag freagairt dá chéile  
*Values, ethos and culture lived daily, all holding each other to account*
- Luach a chur ar bhainistiú daoine agus é sin a léiriú  
*Value and model great people management*
- Ceannaireacht – go spreagfaí foireann Scoil Oilibhéir chun an fhís a bhaint amach. Féinmhuinín agus breithiúnas cóir  
*Leadership - energizes, excites and mobilizes SO team around the vision, wins hearts and minds. Self-confidence with sound judgement.*

## An Pobal ina bhfuilimid

- Athrú ar bhealaí cumarsáide  
*Step change in two way communication.*
- Athrú ar an dearcadh atá ann i leith na scoile agus an tionchar atá aici ar an bpobal maguaird.  
*Step change in perceived role of SO and appreciation of its impact within the greater community.*
- Tacaíocht an phobail don scoil chun a haidhmeanna a bhaint amach  
*Community support for the school in the realisation of its development goals.*
- Tá tionchar díreach agus indíreach ag Scoil Oilibhéir ar fhorbairt na Gaeilge i mBÁC 15  
*Irish language development in the D15 area enhanced through direct and indirect impact of Scoil Oilibhéir.*

## An plean anois

- Cinneadh déanta chun scoil dhá-shrutha a dhéanamh
- Comhaontú ón mBord go léir
- Cumarsáid le déanamh le foireann na scoile agus le tuismitheoirí reatha
- Cumarsáid le déanamh leis an Roinn Oideachais agus le Teach an ArdEaspaig
- Cumarsáid le déanamh leis an bpobal maguaird
- Fo-choiste cumarsáide le heagrú
- Lá oscailte le heagrú – deireadh Bealtaine 2018



*Cothú agus saibhriú gach  
páiste, trí mheán na Gaeilge,  
chun barr a gcumas a bhaint  
amach*

Ceisteanna?