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## Foreword from the Chairman



As Chairman of the County Kildare Vocational Education Committee, I am pleased to introduce our Education Plan for 2011-2016. The development of this five year plan has been a key task for the Vocational Education Committee, with a focus on a pragmatic approach that serves the population of our county holistically.

These are challenging times for our country and our society, both of which are rapidly evolving. Education plays a pivotal role in building a long-lasting foundation on which to build our future successes. The Committee recognises that it is important to look ahead with foresight but at the same time to ensure no members of our society are neglected. Our goal with the following Education plan is to achieve success through both innovation and the implementation of our core values.

County Kildare Vocational Education Committee has always sought to provide collaborative support to all the stakeholders involved in the growth of the institution and the community, and has identified this as a priority in this plan.

Challenging times bring immense opportunities. I am delighted to present this plan, which I believe holds both the spirit and the letter of the aims and objectives of County Kildare Vocational Education Committee. On behalf of the Committee, I am confident that by the year 2016, we will have achieved the goals and objectives set out in this plan.

### **Councillor Paddy Kennedy**

Chairman, County Kildare Vocational Education Committee  
June 2011



## Introduction by the CEO

I am once again pleased to introduce the Education Plan for the County Kildare Vocational Education Committee. This plan carries forward the good work of in the past and addresses key needs of the near future. This plan will act as our guide in the development and implementation of our education services until 2016.

The goals and objectives set out in the previous five year Education Plan (2006-2011) have had immense support and co-operation of the staff and our partners. In conjunction with these partners, we have made significant strides during this period. It is our intention to build on this with a road map outlined in this plan which brings us through to 2016.

These are challenging times, and they present a test of our ability to prioritise, innovate and leverage our resources efficiently. Our core focus will remain the wellbeing of our learners, staff and all other stakeholders. The success thus far could not have been achieved without their support and similarly the progress hereafter will be directly linked to their valued inputs and co-operation. We have always striven to maintain a policy of involvement of all members of our community, and we will aim to continue as County Kildare's population expands in size and diversity. We have undertaken a thorough process of consulting key stakeholders at each stage of the plan and we believe that the goals and objectives herein reflect the collective view of the organisation.

We have identified a wide range of areas that we will focus on into the future.

The various goals and tasks are broadly based upon:

- Reaching out to the entire community.
- Continually supporting the staff, empowering them with the latest training and technology and gathering frequent feedback.
- Ensuring the highest standards of accountability, transparency and governance throughout our organisation.

County Kildare Vocational Education Committee's aim is to develop not only the infrastructure but also the people and skills that contribute to our ongoing success and growth. Establishing the right processes is a key goal of the Committee. Feedback and input from all stakeholders will continue to be welcomed.

I am confident that this Five Year Education Plan carries forward the successes of the past. It is symbolic of the changes in our environment, and is adaptive and proactive so as to capitalise on these changes. It is an honour and a privilege to spearhead the implementation of these tasks and add value to education and life in County Kildare.

**Sean Ashe**

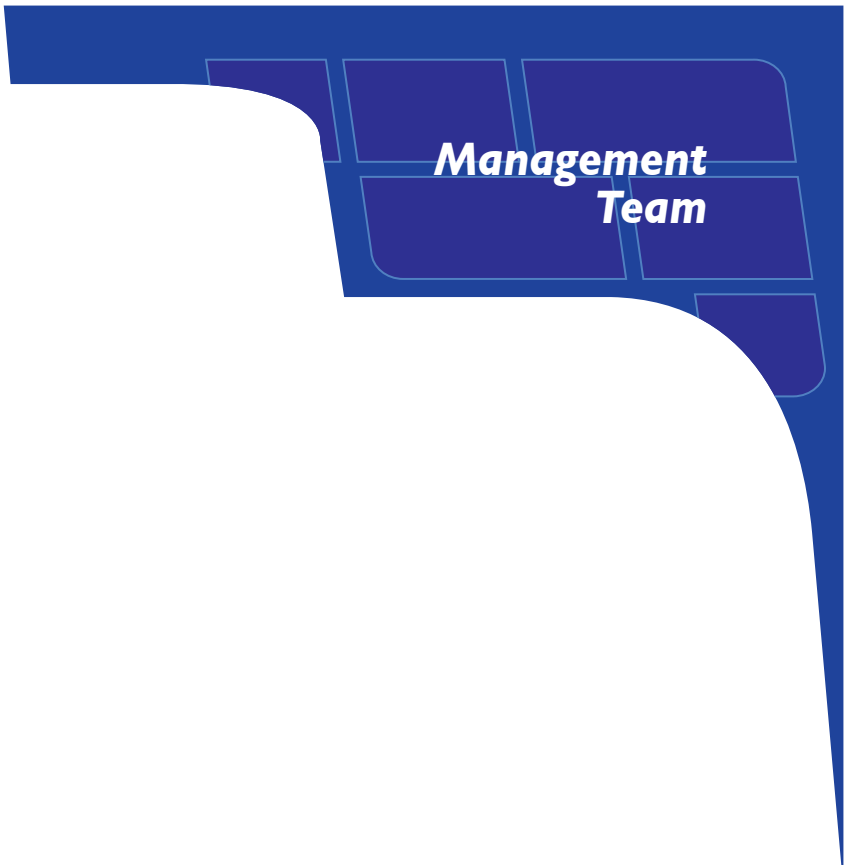
Chief Executive Officer, County Kildare Vocational Education Committee



## **Members of Committee**

### **Members of County Kildare Vocational Education Committee**

Councillor Paddy Kennedy, Chairman  
Councillor Mark Wall Vice-Chairman  
Councillor Willie Callaghan  
Councillor Martin Miley, Jr.  
Councillor Francis Browne  
Councillor John McGinley  
Councillor Brendan Weld  
Councillor Michael Nolan  
Councillor Richard Daly  
Councillor Ivan Keatley  
Ms. Moya Corry  
Mr. Billy Hillis  
Ms. Katie Ridge  
Mr. Pat McCarthy  
Mr. John McDonagh  
Ms. Angela Doherty  
Mr. Ger McDonagh  
Councillor Aoife Breslin  
Councillor Eimear McDaid  
Councillor Rioghnagh Bracken  
Ms. Teresa Murray



### **Education Sub-Committee**

Councillor Willie Callaghan  
Councillor Martin Miley Jnr.  
Councillor Paddy Kennedy  
Mr. Billy Hillis  
Ms. Katie Ridge  
Mr. John McDonagh  
Mr. Ger McDonagh  
Councillor Rioghnagh Bracken  
Ms. Angela Doherty

### **Management Team**

Mr. Seán Ashe, Chief Executive Officer  
Mr. Des Murtagh, Adult Education Officer  
Ms. Jayne Hogarty, Assistant Principal Officer  
Ms. Mary Dillon, Assistant Principal Officer  
Ms. Ann O'Toole, Administrative Officer





## **Management Team**

### **School Principals**

Mr. Colm O'Connor, Piper's Hill College, Naas  
Ms. Mary Lonergan (Acting), St. Conleth's Community College, Newbridge  
Mr. Val O'Brien, Curragh Post Primary School, Curragh  
Mr. Michael Byrnes, Kildare Vocation School, Kildare  
Mr. Paul Murphy (Acting), Ard Scoil Rath Iomghain, Rathangan  
Ms. Patricia O'Brien, St. Farnan's Post Primary School, Prosperous  
Mr. Johnny Nevin, Maynooth Post Primary School, Maynooth  
Mr. Richard Daly, Athy College, Athy  
Mr. Michael Russell, Colaiste Lorcaín, Castledermot  
Mr. Niall Hare, Confey Community College, Leixlip  
Ms. Marianne Henry, Piper's Hill Community National School

### **Further Education Co-Ordinators**

Ms. Mary Campbell, VTOS Co-ordinator, Athy  
Ms. Dolores O'Brien, VTOS Co-ordinator, Leixlip  
Mr. Ray Creighton, VTOS Co-ordinator, Newbridge  
Ms. Lorraine O'Sullivan, Youthreach Co-ordinator, Leixlip  
Ms. Ellie Reddy, Youthreach Co-ordinator, Athy  
Mr. Jonathan McNab, Youthreach Co-ordinator, Naas  
Ms. Angela Doherty, Guidance Co-ordinator  
Ms. Susan Cullinane, Community Education Facilitator  
Ms. Pat Bennett, Basic Adult Ed Co-ordinator  
Ms. Mary Faughnan, Basic Ed Co-ordinator  
Ms. Imelda Carroll, Basic Ed Co-ordinator



## Introduction

This document sets out the Five Year Education Plan for County Kildare Vocational Education Committee (VEC) 2011-2016.

The plan was prepared by the Committee following a comprehensive consultative process, involving a range of stakeholders associated with the VEC. The plan strives to meet the various educational, administrative and management challenges that the VEC are likely to face over the next five years and beyond.

This document includes the following:

- County Kildare VEC, its background and services.
- A description of the environmental context under which the VEC is currently operating and its projection for future development.
- A detailed description of the Committee's strategic goals and objectives that are intended to drive the Committee's strategic development over the period 2011-2016.

This Education plan will be supported by a series of work plans. A work plan will be prepared annually in advance of the start of each year, setting out in detail the proposed activities of the Committee for the forthcoming year. Through the preparation of these work plans, the Education Plan will be subject to regular monitoring, review and updates. Work plans will be set out in conjunction with the objectives of the Education plan and will be used as a guide to the VEC's ongoing work in the years ahead.

County Kildare VEC is due to amalgamate with County Wicklow VEC as part of the Government's planned transformation of the Vocational Education Committee structure. Preparation of the plan for 2011-2016 has involved significant planning in terms of time and resources that included an in-depth review of the previous plan and meticulous planning for the current one. A major consultative process with relevant stakeholders underpinned preparation of this plan. Kildare VEC's Education plan as presented, is applicable to changing circumstances and will clearly benefit all constituent partners as it has the capacity and flexibility to integrate with other Education plans.

We look forward to applying the principles and methodologies as outlined in this document in a collaborative manner to the greatest extent possible so as to deliver on our key objectives.

## Background and Overview

### The Mission and Values

#### The Mission and Values of County Kildare VEC

The Mission of County Kildare VEC is:

*“County Kildare VEC will provide learners with flexible education opportunities that are of the highest quality. Our programmes will reflect current and emerging knowledge and practices and will be relevant to the needs of the individual and our county. We will offer accessible programmes, delivered in a professional manner in a friendly and supportive environment. We will educate our students so that they are ready to undertake the roles, responsibilities and challenges available to them in further education, in business, industry, the professions, public service and society. As a statutory education provider in County Kildare the Vocational Education Committee aspires to be a major contributor to the social, cultural and economic life of the county and the surrounding region.”*

The Values of County Kildare VEC are:

County Kildare VEC will realise this aspiration by providing teaching and learning to the highest standards, with innovation and flexibility. County Kildare VEC is committed to demonstrating the following values:

- Supportive - through the provision of appropriate class groups, individual attention and a learning environment that will support students and staff in meeting their needs and aspirations.
- Accessible - designing equality, diversity and inclusiveness in participation into all our programmes and activities.
- Friendly - dealing with all stakeholders in a positive and responsive manner.
- Professional - delivering professional excellence in teaching, research, innovation, governance, resource management and in public service delivery.
- Relevant - ensuring the continued relevance to industry, business and society of our teaching programmes particularly in the provision of quality lifelong learning experiences.





## Structure

## Structure

### Structure of County Kildare VEC

County Kildare VEC is a large Vocational Education Committee serving a population of approximately 187,000 people. It provides a wide-ranging educational service to meet key vocational education and training needs of the County. This includes a community national school, 10 post-primary schools and an Adult Community and Further Education Service that has expanded to meet the growing needs of the community. The VEC are also Trustees of four Community Schools in the County.

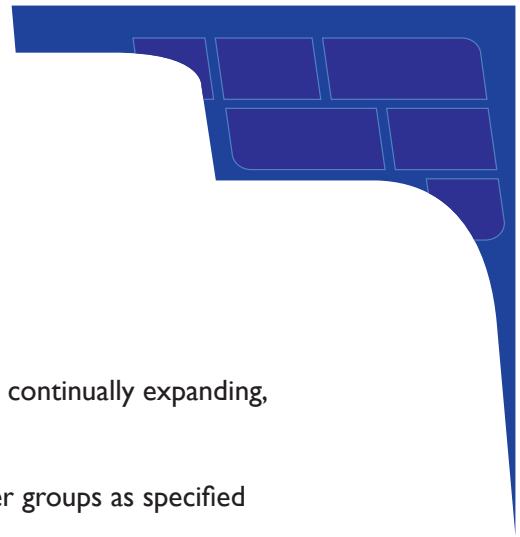
The VEC Committee serves a County that has changed and continues to change in demographic and socio-economic conditions. The Committee has responded well to its changing environment, being flexible in recognising and responding to the changing needs of its stakeholders by providing educational opportunities based on principles of need and equality.

The Committee is a significant employer and contributor to the social and economic well-being of the county. The Committee manages a budget of approximately €41 million per annum, excluding capital expenditure. The staff complement of County Kildare VEC consists of approximately 1,100 teaching and tutoring staff, administrators and a range of ancillary staff.



## County Kildare VEC Structure





The range of education and training programmes offered by County Kildare VEC is continually expanding, based on a commitment to meet the needs of the people of County Kildare.

County Kildare VEC is comprised of representatives of the county's key stakeholder groups as specified in the Vocational Education (Amendment) Act (2001).

The Committee is supported in its work by a number of sub-Committees and Boards of Management.

The Chief Executive Officer (CEO), who is responsible for the executive management of the Vocational Education Committee, is supported by a comprehensive administrative structure covering key areas of responsibility such as finance, human resources and support services. The CEO has executive responsibility for all Vocational Education Committee activities, including its schools and centres. The Principal of each of these schools is responsible for its day-to-day management and operations and is supported in this by the School's Board of Management. The CEO or Committee do not become involved in local management issues unless specific matters arise that requires some intervention or support. Through the Boards of Management, both the CEO and the Committee remain informed of the progress of each school.

The CEO is ultimately responsible and accountable for the performance of the Committees' Adult and Further Education services. However, the Adult Education Officer, together with a team of Programme Coordinators takes responsibility for the day to day planning and operational management of these services.





## Services Provided

### **Services Provided by County Kildare Vocational Education Committee**

County Kildare VEC provides a core set of education services as follows:

#### **Community National School:**

The Committee operates a Community National School in Naas at Piper's Hill Education Campus. Under the patronage of County Kildare VEC, Piper's Hill National School opened in September, 2010. A site has been acquired for a permanent building at Piper's Hill. The school operates through an ethos of inclusiveness and respect for all beliefs, both religious and non-religious.

The school is co-educational and it caters for children of all faiths and none. The school offers students the established curriculum and is supported in its' efforts by County Kildare VEC and Department of Education Inspectorate.

It offers faith/belief nurturing within school hours and to children of all beliefs, rather than to a specific exclusive belief. The school will become a 2-stream school with 16 main stream classes.

#### **Second Level Education:**

The Committee operates ten second level schools in Maynooth, Leixlip, Prosperous, Naas, Rathangan, Newbridge, Kildare Town, Curragh, Athy and Castledermot. Each of these schools has its own website, outlining the range of facilities and education services provided by it. County Kildare VEC is a joint trustee of St. Wolstans, Celbridge, Scoil Mhuire, Clane, Colaiste Chiarain, Leixlip and Kildare Town Community School.

#### **Further, Adult and Community Education:**

The Committee delivers a range of PLC, Further and Adult Education courses from its schools and other centres. County Kildare VEC also provides a range of opportunities in adult learning including Vocational Training Opportunities Scheme (VTOS), Back to Education Initiative (BTEI), Community Education, Adult Basic Education as well as a comprehensive range of self financing evening courses.



### **Youth Services:**

Youthreach Programmes are provided in Leixlip, Athy and Naas. These programmes deliver a range of Further Education and Training Awards Council (FETAC) accredited training courses as an alternative to mainstream second level education for early school leavers.

### **Capital Investment**

During the period of the previous plan significant investment took place in County Kildare VEC Building projects. Two new schools were built in Naas (Piper's Hill College) and Athy (Athy Community College).

Major extensions were undertaken at Ard Scoil Rath Iomghain, Rathangan, Maynooth Post Primary School and St. Farnan's Post Primary School, Prosperous. There were 27 projects completed under the summer works scheme that included some major refurbishments of existing school buildings.

Significant Energy saving projects in retrofitting took place in eight of the County Kildare VEC's schools over the period of the last plan.

County Kildare VEC has acquired sites at Athy, Maynooth, Naas and Celbridge for future developments. Planning is also under way for a New Education Campus at Maynooth. Multiplex Further Education developments are planned for Athy and Maynooth. A new Community School will open in Kildare Town in November 2011. This is an amalgamation of three existing schools in the town. We have worked closely with our Co patron, the Diocese of Kildare and Leighlin in bringing this school to fruition.

The Committee also provides a range of Youth Services such as information, funding support, training and evaluation. County Kildare VEC is the designated statutory Agency for the provision and co-ordination of youth services under the Youthwork Act, 2001. The Committee acknowledge the contribution of Kildare Youth Services and other youth work providers in this regard.

## Preparation and Methodology of Plan

### The Process Undertaken in Developing this Education Plan

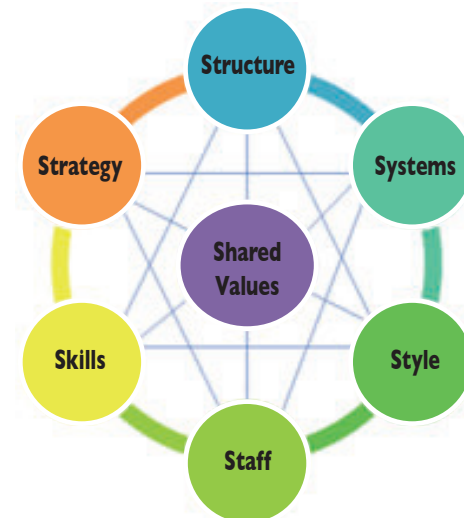
All Vocational Education Committees are required under the terms of the Vocational Education (Amendment) Act, 2001 to implement long-term and short-term planning in the form of Education and Work Plans.

Specifically, in relation to the Education Plan, Section 30 of the Act states:

*“A chief executive officer shall.....prepare and submit to the vocational education Committee for which he or she is the chief executive officer a plan setting out in respect of the period of 5 years immediately following the preparation of the plan, or such other period as the Minister may direct...”*

In compliance with the Act, the CEO was responsible for drafting this Education Plan under the guidance and overview of the Committee. As required by the Act, input to the plan was received from a wide range of key stakeholders in a comprehensive consultation process. The model used to develop the plan was the McKinsey 7S model. This model ensures all areas of the organisation are addressed and that a holistic plan of the organisation is produced. This plan is a road map for the organisation over the next five years.

**Figure 1: McKinsey 7S model**





## Agreement, Buy-in and Consensus to this Plan

This Education Plan is primarily concerned with setting out a road-map for the improvement and ongoing success of County Kildare VEC over the five year period 2011 to 2016. The importance of understanding the views and needs of major stakeholders was a priority throughout the planning process and significant emphasis was placed on the gathering of these views. The plan at all stages adopted a collaborative and inclusive process with all key stakeholders within the organisation.

Milestones for the production of the plan:

<b>Date</b>	<b>Actions</b>
February 2010	Group established to ensure delivery of Education Plan. Senior County Kildare VEC personnel identified to manage process. Stakeholders identified to assist in preparation of the plan.
March 2010	Initial lead document produced that was primarily an overview of the existing VEC services and setting out the background to the plan.
April 2010	Review of previous plan (2006-2010) to measure progress. This process was carried out by online questionnaire and focus groups. Questionnaire circulated to all stakeholders.
May 2010	Consultation process with stakeholders to identify main areas of focus for Education Plan 2011-2016.
August 2010	On the basis of the entire consultation process, the formulation of education strategies and objectives were identified.
October 2010	Gap Analysis for the plan completed.
November/ December 2010	Draft plan completed.
Spring 2011	Education Plan complete.

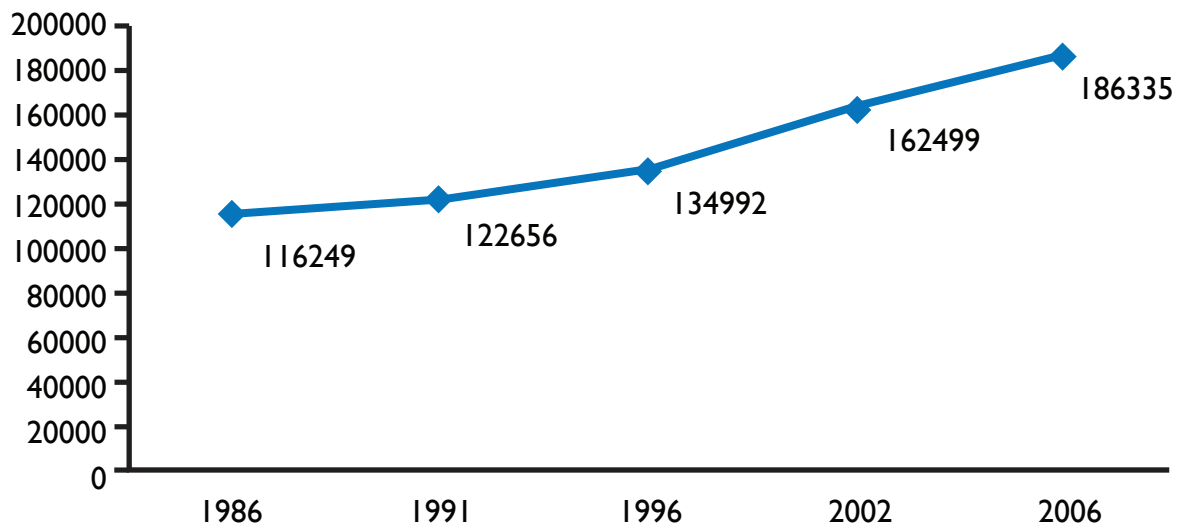
## County Kildare in Context

To develop an Education Plan, it is essential to fully assess and understand the various factors that may influence the VEC in the provision of education up to 2016. The demographic profile and economic profile of County Kildare continue to be key factors influencing the VEC within the county. These factors were considered as a part of the review and were used to inform the development of education objectives.

### Demographic Profile of County Kildare

Demographics are a key consideration in the preparation of any Education Plan. The population of County Kildare stands at 186,335 people. This is an increase of 13.7% since 2002. The next available CSO census figures are due in mid 2011.

This population trend is illustrated in Figure 2.



**Figure 2: Population Change in County Kildare 1986-2006**

Population projections have consistently held that County Kildare is one of the fastest-growing counties in the state and continues to be a centre of dynamic growth in all sectors.

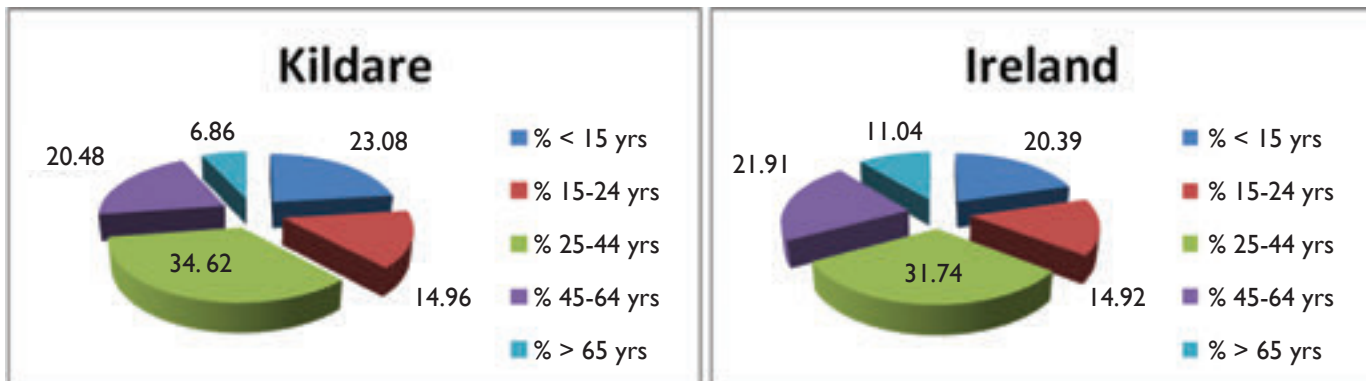


## Age, Education and Employment

### Age, Education and Employment of County Kildare Population

The age of the population of the county is critical in addressing educational issues and programming educational policies. The “young” population of the County is an admirable asset and should be nurtured effectively. Chart 1.2 shows the various distributions across age segments.

**Chart 1.2: Age Profile in County Kildare (2006)**



Source CSO

County Kildare is ahead of the National percentages and has an enviable proportion of young, working, middle-aged, and elderly people.

Within Kildare, there exists the typical urban-rural differential, with age dependency being lowest in Maynooth (23.3%) and other urban areas, and generally higher in rural areas. The exception to this is Athy Urban with 34.4%.

## Employment Profile of County Kildare's Population

It is important to look at Ireland's employment rates over the last number of years from a high during the Celtic Tiger era to the post era recession.

For context, the average number of people unemployed in Ireland in 2006 was just over 157,000. In June 2010, there were over 450,000 unemployed. County Kildare reflects this national trend in its own unemployment figures and County Kildare VEC will continue to address unemployment issues in a structured and coherent manner.

Gender and age are important factors to consider when looking at unemployment issues for the country and for County Kildare. County Kildare VEC will monitor unemployment figures and the trends within these. It is critical to assess the demographics within these figures and the sectors most affected.

## Education Profile of County Kildare's Population

The education levels of the population of County Kildare continue to improve.

**Table 1.4: Education Profile of County Kildare**

Persons (>15 yrs) classified by Highest level of education completed	Kildare(%)		State (%)	
	2002	2006	2002	2006
Primary (incl. no formal education)	17.1%	11.5%	22.2%	15.2%
Lower Secondary	22.2%	16.3%	22.7%	16.9%
Upper Secondary	32.3%	26.0%	29.1%	23.8%
Third Level	28.4%	26.8%	26.0%	24.5%

Source CSO

## Social Class Composition

Ireland has seen vast changes in social class over the past two decades, and there seems to be a correlation between educational achievement, a decline in the number of semi-skilled and unskilled populations and a gradual increase in the number of professionals. At the national level, the proportion of professionals in all classes rose from 25.2% in 1991 to 32.9% in 2006, while the proportion of semi-skilled and unskilled classes declined from 28.2% in 1991 to 18.6% in 2006.

In County Kildare, the proportion of people in the professional classes in 2006 was 35.5% and the proportion in the lower skilled classes was 17.3% indicating a highly advantageous position. This indicates a movement of jobs to the professional and service industries. This movement has manifested itself with some of Ireland's leading companies choosing to locate in County Kildare.

## Summary

The economic changes throughout the State is one of the most critical factors affecting County Kildare VEC, which has finite resources that need to be allocated to optimal use. The Committee intends to keep every strata of its community in focus as it charts its future growth. The Committee will ensure that it meets the growing needs of each section of society. A brief summary of the challenges and opportunities confronting the Committee include:

- The population of County Kildare is expected to increase by 25% by 2016 and 36% by 2022 as compared to population figures of 2006.
- The proportion of youth in the county is one of the highest in the State.
- Unemployment levels are rising throughout the county and State.
- Inward migrant population including non-Irish migrants, traveller community and single-parent households pose specific challenges.
- People with physical or intellectual disabilities require customised learning.
- Maintaining highest levels of academic excellence.
- Adhering to global standards of governance and accountability.

County Kildare VEC has responded effectively in the past to the changes in the social fabric of the county. It is important to carry forward the good work and respond to the changing needs within the county.

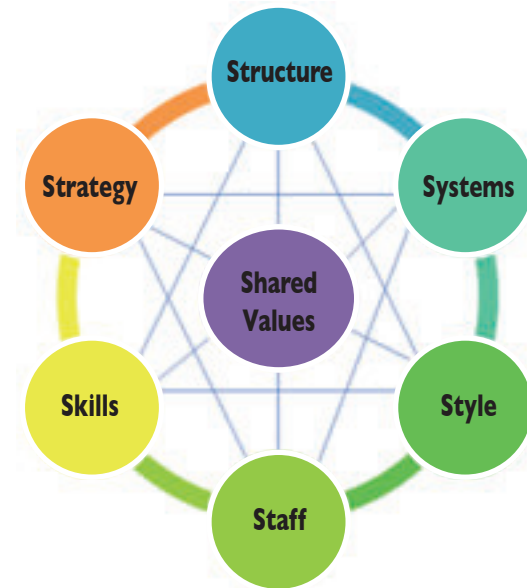
# Goals, Strategic Objectives and Actions

## Goals and Objectives

County Kildare Vocational Education Plan is derived using the McKinsey 7S model (McKinsey & Co.), underpinned by a communications plan.

The 7S approaches the plan in the following order

1. Strategy
2. Structure
3. Systems
4. Staff
5. Skills
6. Style
7. Shared Values & (Communications)



**The first S - Strategy** covers the education strategy being adopted to address the issues facing County Kildare VEC in the next five years.

**The next four S's - Structure, Systems, Staff & Skills** deal with how the organisation will support the achievement of the education strategy.

**The final two S's - Style & Shared Values** deal with the culture and behaviours and ways of working that County Kildare VEC need to have in order to achieve a high performance culture and optimise performance.

Each of the model's aforementioned elements needs to be underpinned by a communications strategy.



## Goals

### 1. Strategy

Providing the people of Kildare with education and learning opportunities that lead the way, through the quality, content, flexibility and relevance to the individual, society and economic needs.

### 2. Structure

**Infrastructure:** Our developing infrastructure provides an ideal learning environment for students at all levels, optimising facilities, teamwork, mutual support, resources and synergies.

**People:** Our Staff structures are open and transparent with clearly defined roles, responsibilities and understood by all.

### 3. Systems

Quality systems will inform our decision making and keep staff informed of those decisions. The use of communication technology allows us share information more efficiently both within and outside the organisation. This contributes significantly to an environment of ownership and team spirit.

### 4. Staff

A talented team of qualified staff valued for their contribution, consulted, involved and committed to delivering high quality person-centred service to the people of County Kildare.

### 5. Skills

We are respected in the community as the educators of choice. We have highly skilled staff that are student-centred, meet the needs of the County, and utilise the most advanced, tried-and-tested methodologies, technologies and processes.

### 6. Style

County Kildare VEC is recognised by the people of Kildare, the VEC community and Education bodies at a national level as a highly professional body. We are a skilled, student-centred organisation where great results are achieved through teamwork and transparency of responsibility and accountability.

### 7. Shared Values

We have an identified set of values that we all own and demonstrate consistently. This is achieved through our behaviour in our dealings with each other internally and externally.

#### **Communications**

Kildare VEC communicates the key messages within the organisation to its external as well as internal audience. The message and communication medium are key elements of any plan.



## **Goal I**

### **Education Strategy**

Provide the people of Kildare with education and learning opportunities that lead the way, through the quality, content, flexibility and relevance to the individual, society and economic needs.

#### **Strategic Objective 1.1: Leading the Way**

Create a learning environment that encourages new approaches to student development and growth, embracing new methodologies and technology.

County Kildare VEC will:

- Identify cutting-edge methods, approaches and technology that enhance the learning experience and increase student involvement and participation.
- Develop quality control and assessment methods that ensure the highest standards of implementation.

#### **Strategic Objective 1.2: Relevant and Flexible**

Create an informed and intuitive education body that meets the rapidly changing educational and developmental needs of our society

County Kildare VEC will:

- Combine the knowhow and professional skills of our teaching staff and focused information. This will assist us to make informed decisions regarding the development of programmes that will maximise student opportunities. This is achieved by identifying the information required and gathering this from the relevant sources.
- Develop a strategic plan of promotion, collaboration and engagement with private enterprise, educational and professional bodies. Our learning will feed into the development of new programmes.
- Analyse all relevant information to identify and develop additions and modifications to existing programmes.



## Goal 2 Structures

**Infrastructure:** Our developing infrastructure provides an ideal learning environment for students at all levels, optimising facilities, teamwork, mutual support, resources and synergies.

**People:** Our staff structures are open and transparent with clearly defined roles, responsibilities and understood by all.

### Strategic Objective 2.1: The Campus

To develop and implement a strategy that will optimise our ability to provide infrastructure appropriate for primary, second-level, adult and further education.

County Kildare VEC will:

- Design facilities that optimise the learning environment where the interests of teachers and students are a priority.
- Continue to identify opportunities to maximise synergies where facilities exist for different educational streams.
- Develop a plan for implementation that will act as a model for future developments.

### Strategic Objective 2.2: Staff structures

To develop an organisation that is transparent with roles and responsibilities that are clear to all.

County Kildare VEC will:


- Draft and distribute an organisation chart, complete with role profiles for all members where roles, responsibilities and accountabilities are clear.
- Continue to issue contracts with clear terms and conditions.

### Strategic Objective 2.3: Adult and Further Education

Develop a plan for the implementation of three regional structures for adult and further education consisting of co-ordinators and other relevant stakeholders.

County Kildare VEC will:

- Examine the structures of the various adult education centres and develop a plan of integration for their support.
- Design and implement a regional operations management structure. This will develop a way of working which adds value, enhances the co-operation, sharing and mutual support and maximise synergies and savings.
- Design, develop and distribute a staff handbook that outlines all policies procedures, mission, values and work practices.



## **Goal 3**

### **Systems**

Quality systems inform our decision making and keep staff informed of those decisions. The use of communication technology allows us share information more efficiently both inside and outside the organisation. This contributes significantly to an environment of ownership and team spirit.

#### **Strategic Objective 3.1: Curriculum and programme design**

To develop a reporting system that ensures we receive regular relevant information to inform our decision making on programme design and development. The curriculum choices are based on student, society, county and national needs.

County Kildare VEC will:

- Design an information gathering system that reports on our student development needs.
- Define and roll out performance standards and criteria as laid out by the Department of Education and Skills subject and school assessment programme.
- Design and implement a system of recording our activities, monitoring our progress and achievements.

#### **Strategic Objective 3.2: Information and Communications Technology Systems**

Develop Information Technology systems to become an integral part of how we communicate as an organisation.

County Kildare VEC will:

- Examine IT systems currently available with a view to developing an internal communication system.
- Examine current website for potential as a student and parental feedback mechanism.
- Examine different communication tools to relate to all stakeholders and the wider public.





## **Goal 4**

### **Staff**

A talented team of qualified staff valued for their contribution, consulted, involved and committed to delivering high quality person-centred service to the people of County Kildare.

#### **Strategic Objective 4.1: Recruiting Talent**

Recruit staff of the highest calibre and grow our talent pool to meet the demands of the organisation.

County Kildare VEC will:

- Identify the key capabilities required for the mainstream roles, with the assistance of the Teaching Council.
- Review the current recruitment methods and identify how we can secure the best talent and build the revisions into our way of working.

#### **Strategic Objective 4.2: Involved & Committed Team**

To create an environment where change can be managed and can happen quickly. Regular communication, consultation and involvement will ensure the development of a committed and responsive team.

County Kildare VEC will:

- Identify and create forums where staff from all areas of the organisation can meet formally, informally and virtually to share knowledge and experiences.
- Build in regular review opportunities to report on progress of agreed plans.



## **Goal 5**

### **Skills**

We are respected in the community as the educators of choice. We have highly skilled people who are student-centred and utilise the most advanced, tried-and-tested methodologies, technologies and processes.

#### **Strategic Objective 5.1**

To examine the recommendations of the Strategic Work Stream (1.1) in terms of new methodologies and technologies and produce an identification of development needs.

County Kildare VEC will:

- Produce a development plan that will equip our staff with the necessary skills to embrace the identified new methodologies and technologies.
- Examine the output of the information gathering exercise, clarify future education needs and identify future skill requirements. This will be the staff development plan.

#### **Strategic Objective 5.2**

To have a process in place that reviews development needs on an annual basis for all staff and provides a development plan for implementation.

County Kildare VEC will:

- Consult with staff on the design of a process that will identify training and development needs for all on an annual basis.
- Identify the key skills required by those with management responsibility, identify the development needs and design and implement plans to close the gaps.
- Clarify responsibilities related to trauma and crises management and identify the required skill set.
- Promote the continuing professional development of teachers through the creation of links with the Teaching Council and other recognised professional education bodies.



## Goal 6

### Style

County Kildare VEC is recognised by the people of Kildare, the VEC community and education bodies at a national level as a highly professional body. We are a skilled, student-centred organisation where great results are achieved through teamwork and transparency of responsibility and accountability.

#### **Strategic Objective 6.1: Securing Buy-In and Ownership**

To secure overall ownership, understanding and buy-in of the organisation's style identified by the surveyed population.

County Kildare VEC will:

- Put a cross functional team in place that will consult with staff and produce the final description of the style most appropriate to County Kildare VEC.
- Identify the individual and group behaviours that exemplify the descriptors and feed into the values of the organisation.



## **Goal 7**

### **Shared Values**

We have an identified set of values that we own and demonstrate consistently. This is achieved through the behaviour in our interaction with each other, internally and externally.

#### **Strategic Objective 7.1: Securing Buy-In**

To secure overall ownership, understanding and buy in of the organisation's values identified by the surveyed population for this plan.

County Kildare VEC will:

- Put a cross functional team in place that will consult with staff and produce the final descriptor of the values most appropriate to County Kildare VEC.
- Identify the individual and group behaviours that exemplify the descriptors and feed into the work done by the style group.
- Develop a 'way of working' document that will be combined with our vision and included in our staff handbook. The behaviours described will become the expected standard against which all will be viewed.
- Future reviews of training and development needs will encompass the behaviours required to demonstrate the style and values of County Kildare VEC.



## Goal 8

### Communications

County Kildare VEC communicates the key messages within the organisation to its external and internal audience. The message and communication medium are key elements of any plan.

#### **Strategic Objective 8.1: Communication Requirements**

To understand what, to whom and how our message needs to be communicated.

County Kildare VEC will:

- Identify what needs to be communicated.
- To whom it needs to be communicated.
- Identify how it needs to be communicated.
- Develop a communications plan.

#### **Strategic Objective 8.2: Communication Strategy**

It is important to integrate an internal communication strategy with a comprehensive external communication strategy. This strategy will underpin the most effective communication channels to communicate with our target audience.

County Kildare VEC will:

- Develop a strategy where the objectives are organisationally driven rather than communications driven.
- Identify the tools and mediums that are most appropriate to communicating the key messages to our audiences. Ensure that the tools and activities are aligned to the level of time, human and financial resources available.

## Key Contributory Factors

### Key Contributory Factors for this Plan

In the development of this plan for County Kildare VEC there are a number of factors that are critical to its success and some of these are outside the Committee's control. These include:

- The active participation by County Kildare Vocational Education Committee, CEO, management, staff and students in the achievement of the objectives from this plan.
- The provision of adequate funding by the Department of Education and Skills.
- The establishment of a close partnership with organisations responsible for the management and development of County Kildare.
- The Kildare and Irish socio and economic situation.
- The ability of County Kildare VEC to prove to parents, students, industry and business that it can respond in a flexible and timely manner to their needs.
- The continued existence of high morale and commitment by committee, staff and students.

### Conclusions

The Educational Plan 2011-2016 set out by County Kildare VEC is a detailed and ambitious plan. The Committee recognises the significant challenge of meeting the needs of a diverse population. The plan is realistic and can be achieved with the commitment and focus of its staff, its culture of innovation, partnership and commitment to deliver.

It is important to note the need for continued support and funding by the Department of Education and Skills to realise the objectives of the Education Plan. The VEC Committee is committed to working in partnership, to plan the efficient and effective delivery of its major goals and will work tirelessly over the next five years to ensure the full delivery of this plan.

In concluding the Committee acknowledges that this plan would not have been developed without the invaluable and much-appreciated input by the staff and stakeholders of County Kildare VEC.

## Schools and Education Centres

School/ Centre	Name	Position	Address	Telephone	Fax	Web address
Co. Office	Séan Ashe	Chief Executive	Áras Chill Dara, Devoy Park, Naas, Co. Kildare.	045-988000	045-879916	<a href="http://www.kildarevec.ie">www.kildarevec.ie</a>
Naas	Colm O'Connor	Principal	Piper's Hill College, Killashee, Naas, Co Kildare.	045-897885	045-866309	<a href="http://www.phcol.ie">www.phcol.ie</a>
Newbridge	Mary Lonergan	Acting Principal	St. Conleth's Community School, Station Road, Newbridge, Co. Kildare.	045-431417	045-438053	<a href="http://www.stconlethsvs.ie">www.stconlethsvs.ie</a>
Rathangan	Paul Murphy	Acting Principal	Ardscoil Rath Iomghain, Rathangan, Co. Kildare.	045-524384	045-524764	<a href="http://www.ardscoilrathangan.ie">www.ardscoilrathangan.ie</a>
Curragh	Val O'Brien	Principal	Curragh Post Primary School, Curragh, Co. Kildare.	045-441809	045-441351	<a href="http://www.curragh.org">www.curragh.org</a>
Kildare	Michael Byrnes	Principal	Kildare College of Further Studies, Kildare Town, Co. Kildare.	045-521287	045-521999	<a href="http://www.kildarevs.ie">www.kildarevs.ie</a>
Athy	Richard Daly	Principal	Athy College, Monasterevin Rd., Athy, Co. Kildare.	059-8631663	059-8632211	<a href="http://www.athycollege.ie">www.athycollege.ie</a>
Prosperous	Patricia O'Brien	Principal	St. Farnan's Post Primary School, Prosperous, Co. Kildare.	045-868152	045-861014	<a href="http://www.stfarnans.ie">www.stfarnans.ie</a>
Castledermot	Michael Russell	Principal	Colaiste Lorcaín, Castledermot, Co. Kildare.	059-9144167	059-9144525	<a href="http://www.colaiistelorcain.com">www.colaiistelorcain.com</a>

# Appendix

<b>School/ Centre</b>	<b>Name</b>	<b>Position</b>	<b>Address</b>	<b>Telephone</b>	<b>Fax</b>	<b>Web address</b>
Maynooth	Johnny Nevin	Principal	Maynooth Post Primary School, Maynooth, Co. Kildare.	01-6286060	01-6285091	www.mpps.ie
Confey, Leixlip	Niall Hare	Principal	Confey Community College, Leixlip, Co. Kildare.	01-6245322	01-6245478	www.confeycollege.org
Piper's Hill Community N.S.	Marianne Henry	Principal	Piper's Hill Community National School, Naas, Co. Kildare	045-988177		www.naascns.ie
Athy Youthreach	Eillie Reddy	Co-ordinator	Old Athy College, Carlow Road, Athy, Co. Kildare	059-8638412	059-8632416	www.kildarevec.ie
Athy Literacy	Imelda Carroll	Co-ordinator	16 Nelson Street, Athy, Co. Kildare	059-8633270	059-8632460	www.kildarevec.ie
Athy VTOS	Mary Campbell	Co-ordinator	Old Athy College, Carlow Road, Athy, Co. Kildare	059-8632044	059-8632221	www.kildarevec.ie
Kildare Literacy	Imelda Carroll	Co-ordinator	Abbeyview House, Kildare Town	045-522003	045-522003	www.kildarevec.ie
Leixlip VTOS	Dolores O'Brien	Co-ordinator	1st Floor, Riverforest Shopping Centre, Leixlip, Co. Kildare	01-6246420	01-6246493	www.kildarevec.ie
Leixlip Youthreach	Lorraine O'Sullivan	Co-ordinator	Mill Lane, Leixlip, Co. Kildare	01-6244084	01-6246648	www.kildarevec.ie
Leixlip Literacy	Mary Faughnan	Co-ordinator	Mill Lane, Leixlip, Co. Kildare	01-6246528	01-6246254	www.kildarevec.ie



# Appendix

<b>School/ Centre</b>	<b>Name</b>	<b>Position</b>	<b>Address</b>	<b>Telephone</b>	<b>Fax</b>	<b>Web address</b>
Naas Youthreach	Jonathan McNab	Co-ordinator	Jigginstown, Naas, Co. Kildare	045-888938	045-889909	www.kildarevec.ie
Naas Literacy	Pat Bennett	Co-ordinator	Jigginstown, Naas, Co. Kildare	045-866314	045-881254	www.kildarevec.ie
Naas Community	Susan Cullinane	Co-ordinator	Jigginstown, Naas, Co. Kildare	045-881863	045-881254	www.kildarevec.ie
Adult Guidance	Angela Doherty	Co-ordinator	George's Street, Newbridge, Co. Kildare	045-448512	045-449142	www.kildarevec.ie
Newbridge VTOS	Ray Creighton	Co-ordinator	George's Street, Newbridge, Co. Kildare	045-434297	045-435278	www.kildarevec.ie

## Co-Operation Centres

RACE	Sheena Groome	Education Co-ordinator	Curragh House, Dublin Road, Kildare Town.	045-522468	045-521305	
Athy Travellers Club	Sr. Rosarii Martin		Mount St. Mary's, Stanhope Place, Athy, Co. Kildare	059-8632612	059-8634711	
Cuan Mhuire	Sr. Consilio Fitzgerald	Guardian of Cuan Mhuire	Cuan Mhuire, Athy, Co. Kildare	059-8631090	059-8638765	
Sister of Charity, Moore Abbey	Brendan Broderick	C.E.O.	Moore Abbey, Monasterevin, Co. Kildare	045-525327	045-525251	

# Appendix

<b>School/ Centre</b>	<b>Name</b>	<b>Position</b>	<b>Address</b>	<b>Telephone</b>	<b>Fax</b>	<b>Web address</b>
KARE	Christy Lynch	C.E.O.	Newbridge Industrial Estate, Newbridge, Co. Kildare	045-448700	045-448798	
Midlands Prison	Peter Doyle	Supervising Teacher	Dublin Road, Portlaoise, Co. Laois	057-8672110	057-8672219	
St. Marks	Peter Donohoe	Principal	Piercetown, Newbridge, Co. Kildare	045-432466		
St. Anne's	Pauline Dempsey	Principal	Curragh, Co. Kildare	045-441494		
C.T.W.	Kathleen Kramer	Co-ordinator	Newbridge, Co. Kildare	045-432372		
Athy Alternative Project	Billy Reid	Manager	Unit 1 & 2, Nelson St., Athy, Co. Kildare	059-8632354		



<b>Ionad</b>	<b>Alm</b>	<b>Post</b>	<b>Seoladh</b>	<b>Tel.</b>	<b>Facs</b>	<b>Seoladh gréasáin</b>
Siuracha na Carthanach, Broderick Moore Abbey	Brendan Broderick	PF	Mainistir Eimhín, Co. Chill Dara	045-525327	045-525251	
KARE	Christy Lynch	PF	Eastát Tionsclaíochta, Droichead Nua, Co. Chill Dara	045-448700	045-448798	
Priosún Lar na Tíre	Peter Doyle	Oide i bhfeidhm	Portlaoise, Co. Laoise	057-8672110	057-8672219	
St. Marks	Peter Donohoe	Príomhoide	Piercetown, Droichead Nua, Co. Chill Dara	045-432466		
St. Annes	Pauline Dempsey	Príomhoide	An Currach, Co. Chill Dara	045-441494		
C.T.W.	Kathleen Kramer	Comhordaitheoir	Droichead Nua, Co. Chill Dara	045-432372		
Tionscadal malaracha, Atha I	Billy Reid	Bainisteoir	Aonad 1 & 2, Sraid Nelson, Atha I, Co. Chill Dara	059-8632354		





**Scoll/ Ionad**   **Ainm**   **Post**   **Seoladh**   **Tel.**   **Facs**   **Seoladh gréasáin**

Itearthacht, Mary Faughnan   Comhordaitheoir   Lána an Mhuilinn, Leim an Bhradáin, 01-6246528   01-6246254   www.kildarevec.ie   Leim an Bhradáin

Ogtheagmhála Jonathan McNab   Comhordaitheoir   Jigginstown, An Nás, Co. Chill Dara   045-888938   045-889909   www.kildarevec.ie

Itearthacht, Pat Bennett   Comhordaitheoir   Jigginstown, An Nás, Co. Chill Dara   045-866314   045-881254   www.kildarevec.ie

Ionad Oideachais Susan Cullinane   Comhordaitheoir   Jigginstown, An Nás, Co. Chill Dara   045-881863   045-881254   www.kildarevec.ie

Treoir d'Aosáigh, Angela Doherty   Comhordaitheoir   Sráide Sheoirse, Droichead Nua, Co. Chill Dara   045-448512   045-449142   www.kildarevec.ie

Seim Deisanna Ray Creighton   Comhordaitheoir   Sráide Sheoirse, Droichead Nua, Co. Chill Dara   045-434297   045-435278   www.kildarevec.ie

Gairmoilúna,  
Droichead Nua

**Ionaid Comhoibriti**

RACE   Sheena Grome   Comhordaitheoir   Teach an Churraigh, An Currach, Co. Chill Dara   045-522468   045-521305

Club Lucht   An tsr Rosari   Cnoc Mhuire, Ait Stánope, Atha I, Co. Chill Dara   059-8632612   059-8634711

Cuan Mhuire   An tsr Consilio   Cuan Mhuire, Atha I, Co. Chill Dara   059-8631090   059-8638765

**Scoil/ Ionad**      **Ailm**      **Post**      **Seoladh**      **Tel.**      **Facs**      **Seoladh greasáin**

Maigh Nuad      Johnny Nevin      Príomhoide      Iarbhunscoil Mhaigh Nuad,  
Maigh Nuad, Co. Chill Dara      01-6286060      01-6285091      www.mpps.ie

Leim an Bhradáin      Niall Hare      Príomhoide      Coláiste Phobail Cheann Fuait,  
Co. Chill Dara      01-6245322      01-6245478      www.confeycollege.org

Nás      Marianne O'Henry      Príomhoide      Coláiste Phobail Náisiúnta,  
Chnoc an Phobaire, Nás, Co. Chill Dara      045-988177      www.naascns.ie

Bunoidéachais Atha I      Eilíne Reddy      Comhordaitheoir      Coláiste Atha I, Br. Cheathrathach,  
Atha I, Co. Chill Dara      059-8638412      059-8632416      www.kildareveec.ie

Ogtheagmhála Imelda Carroll      Comhordaitheoir      16 Sraid Nelson,  
Atha I, Co. Chill Dara      059-8633270      059-8632460      www.kildareveec.ie

Sceim Deiseanna Mary Campbell      Comhordaitheoir      Coláiste Atha I, Br. Cheathrathach,  
Atha I, Co. Chill Dara      059-8632044      059-8632221      www.kildareveec.ie

Iitearthacht Imelda Carroll      Comhordaitheoir      Teach Dearcadh na Mainistreach,  
Co. Chill Dara      045-522003      045-522003      www.kildareveec.ie

Sceim Deiseanna Dolores O'Brien      Comhordaitheoir      Urlar I, Ionad Siopadóireachta  
Abhainn Foraise, Leim an Bhradáin,  
Co. Chill Dara      01-6246420      01-6246493      www.kildareveec.ie

Ogtheagmhála Lorraine O'Sullivan      Comhordaitheoir      Lána an Mhuilinn, Leim an Bhradáin,  
Co. Chill Dara      01-6244084      01-6246648      www.kildareveec.ie



**Aguisín**

## Scoil/ Ionad agus Lárionaid Oideachais Choiste Ghairmdeachais Chontae Chill Dara

Scoil/ Ionad	Ainm	Post	Seoladh	Tel.	Facs	Seoladh greasáin
Orfíg an Chontae Sean Ashe		P.F.	Aras Chill Dara, Páirc Deyó, Nás, Co. Chill Dara	045-988000	045-879916	<a href="http://www.kildarevec.ie">www.kildarevec.ie</a>
Nás	Colm O'Connor	Príomhoide	Coláiste Chnoc an Phobaire, Nás, Co. Chill Dara	045-897885	045-866309	<a href="http://www.phcol.ie">www.phcol.ie</a>

Droichead Nua Mary Lonergan	Príomhoide	Gairmscoil Chonlaith, Br. An Stáisiúin, Droichead Nua, Co. Chill Dara	045-431417	045-438053	<a href="http://www.stconlethsvs.ie">www.stconlethsvs.ie</a>
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Rath Iomgháin Paul Murphy	Príomhoide	Ardscóil Rath Iomgháin, Gnómhach Co. Chill Dara	045-524384	045-524764	<a href="http://www.ardscoilrathangan.ie">www.ardscoilrathangan.ie</a>
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An Currach Val O'Brien	Príomhoide	Iarbhunscóil an Churraigh, An Currach, Co. Chill Dara	045-441809	045-441351	<a href="http://www.curragh.org">www.curragh.org</a>
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Cill Dara Michael Byrnes	Príomhoide	Choláiste Chill Dara, Co. Chill Dara	045-521287	045-521999	<a href="http://www.kildarevs.ie">www.kildarevs.ie</a>
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Atha Í Richard Daly	Príomhoide	Coláiste Phobail, Atha Í, Co. Chill Dara	059-8631663	059-8632211	<a href="http://www.athycollege.ie">www.athycollege.ie</a>
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An Chorrchoill Patricia O'Brien	Príomhoide	Iarbhunscóil Fhearráin, An Chorrchoill, Co. Chill Dara	045-868152	045-861014	<a href="http://www.stfarnans.ie">www.stfarnans.ie</a>
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Diséart Diarmada Michael Russell	Príomhoide	Coláiste Lorcáin, Diséart Diarmada, Co. Chill Dara	059-9144167	059-9144525	<a href="http://www.colaiistelorcain.com">www.colaistelorcain.com</a>
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# Phríomhthosaca Rannpháirteacha

## Phríomhthosaca Rannpháirteacha an Plean seo

Tá líon áirithe rudaí atá rithábhachtach ionnas go n-éireoidh leis an bplean seo ag CG Chontae Chill Dara agus níl aon smacht ag an gcoiste ar roinnt acu sin. Le n-áireamh, tá:

- Rannpháirteacht ghníomhach i gcur i gcrích aidhmeanna an phlean ag Coiste Gairmoideachais Chontae Chill Dara, an Pí, bainistíocht, foireann agus mícléin.
- Go mbeidh fáil ar an maoiniú a theastáil ón Roinn Oideachais agus Eolaíochta.
- Bunú dlúth-pháirteíochta leis na heagrais atá freagrach as bainistíú agus forbairt Chontae Chill Dara.
- Dalai socheacnamáiochta agus eacnamáiochta Chill Dara agus na hÉireann.
- A chruthú do thuist, do mhícléin, lucht gnó agus deantúsáíochta go bhfuil Coiste Gairmoideachais Chontae Chill Dara ábalta freastal ar a gcuid riachtanais síúd ar bhealach tráthúil, solúbtha.
- Go mbeadh fáil go leanúnach ar ardmhíneach agus ar thiomantas an choiste, na foirne agus na ndalaití.

## Conclúid

Plean mion, uallmhianach é an Plean Oideachais 2011-2016 atá curtha chun cinn ag CG Chontae Chill Dara. Aithníonn an Choiste gur dúshlán mór freastal a dhéanamh ar na riachtanais atá ag pobal ilchinealach. Tá réadúlacht ag baint leis an bplean freisin agus is féidir na spríocanna a bhaint amach le cabhair ón bhfoireann ar fad, ó chultúr na nuálaíochta agus na páirtneoireachta agus an tiomantas a bheith in ann an beart a dhéanamh.

Fós, tá sé tábhachtach a thuiscint go bhfuil gá le tacáíocht agus maoiniú ón Roinn Oideachais agus Eolaíochta chun na príomhaidhmeanna a bhaint amach. Tá an Coiste tiomanta oibríú arís i bpáirtíocht chun a chinntiú go mbainfead na príomhspríocanna amach agus oibreoidh sé gan staonadh sna 5 bliana amach romhainn lena chinntiú go gcuirfead an bplean seo i gcrích. Mar fhocal scoir, tá sé tábhachtach a thabhairt le fios nach dtiocfadh an bplean seo ar an saol murach gur fritheadh cúnaimh fíoriachmhara, as a bhfuiltear thar a bheith buíoch, ó fhoireann agus ó pháirtithe leasmhara CG Chontae Chill Dara.



# Spric 8 Cumarsáid

Cuireann CG Chill Dara príomh-theachtairí na heagraíochta in iúl do dhaoine atá taobh amuigh den eagraíocht chomh maith leo siúd atá taobh istigh. Is cuid ríthábhachtach de aon phlean an teachtairí agus an chaoi a gcuirtear sin i láthair.

## Aidhm Straitéiseach 8.1: Riachtanais Chumarsáide

Tuiscint a bheith againn ar ár dteachtairíocht, conas agus cé chuíg ba chóir í a chur in iúl.

Déanfaidh CG Chontae Chill Dara:

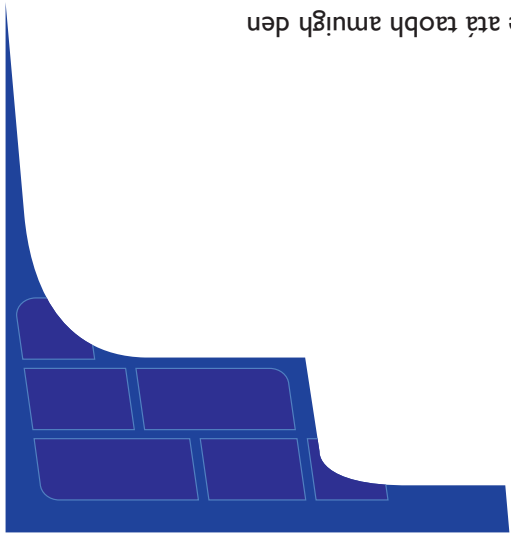
- Sainaitínt ar a bhfuil le cur in iúl.
- Sainaitínt orthu siúd a bhfuil sé le cur in iúl dóibh.
- Sainaitínt ar an gcuma ar chóir sin a dhéanamh.
- Plean cumarsáide a chur le chéile.

## Aidhm Straitéiseach 8.2: Straitéis Chumarsáide

Maron le straitéis chumarsáide inmheánach, ní mór sin a phósadh le straitéis chuimsitheach chumarsáide sheachtarach. Beidh an straitéis sin mar bhunús ag na cainéil chumarsáide is éifeachtaí agus muid i dtéagmháil leis na daoine a bhfuil muid ag diríú orthu.

Déanfaidh CG Chontae Chill Dara:

- Forbairt ar straitéis ina bhfuil na haidhmeanna bunaithe ar an eagraíocht seachas ar an gcumarsáid théin.
- Sainaitínt ar na meáin agus ar na bealaí is oiriúnaí chun ár bpríomhtheachtairíocht a chur in iúl dóibh siúd ar a bhfuil eadar diríthe. A chinntiú go bhfuil comhfhogasú idir na bealaí agus na gníomhaíochtaí agus na hacmhainní ama, foirne agus airgidis atá ar fáil dúinn.







## Spríoc 7

### Luachanna Roinnte

Tá tacar luachanna leagtha amach againn a bhfuil seilbh againn ar fad orthu agus a léiríonn muid go seasta. Baintear sin amach tríd an gcaoi a gcaitheann muid lena chéile taobh istigh agus taobh amuigh den eagraíocht.

### Aidhm Straitéiseach 7.1: Rannpháirtíocht a chinntiú

Cinntiú a dhéanamh maidir le huinéireacht, tuiscint agus rannpháirtíocht ar luachanna na heagraíochta sa phlean seo, mar a chonaic siad síd a ndeachas i dteagmháil leo iad.

Déanfaidh CG Chontae Chill Dara:

- Foiréann tras fheidhmithe a bhunú a thiocfaidh i gcomhairle leis an bhfoireann agus a thabharfaidh ar lámh an tuairiscin chrochnúil maidir leis an stíl is feiliúnaí do CG Chontae Chill Dara.
- Saináithint ar na himpráiochtaí aonair agus grúpa a léiríonn na tuairisciní agus cur leis an obair atá déanta ag an ngrúpa stíle.
- Doiciméad 'bealach oibre' a chur ar fáil a chuirfear leis an bhfís atá againn agus a fhoilseofar inár lámhleabhar foirne. Is iad na caighdeáin a bheas luaithe an slat tomhais lena mbeidh súil agus lena nglactar.
- In aon athbhreithniú a dhéanfar amach anseo maidir le riachtanais thraenála agus forbairt, cuirfear an t-ionpar a bheidh riachtanach chun léiriú a dhéanamh ar stíl agus ar luachanna CG Chontae Chill Dara.



## Sprioc 6 Stíl

Aithníonn pobal Chill Dara gur eagraíocht thar a bheith gairmiúil é CG an chontae sin agus is í an tuairim chéanna atá ag an bpobal Gairmoideachais agus ag eagraíochtaí oideachais ag leibhéal náisiúnta. Is eagraíocht muid atá lán de scileanna, atá dirithe ar na daltaí agus a mbíonn dea-thoradh ar a gcuid saothair mar go n-oiríonn muid as lámha a chéile ar bhealach trédhearcach, freagrach.

### Aidhm Sraitéiseach 6.1: Ceannacht Isteach & Uinéireacht a chinntiú

Daingniú a dheanamh ar lán-uinéireacht, tuiscint agus ceannacht isteach ar stíl na heagraíochta mar a léiríodh sin ag an bpobal a ceistíodh.

Déanfaidh CG Chontae Chill Dara:

- Foiréann tras fheidhmithe a bhunú a thioctaidh i gcomhairle leis an bhfoireann agus a thabharfaidh ar lámh an tuairisc críochnaithe maidir leis an stíl is feiliúnaí do CG Chontae Chill Dara.
- Sainithint ar na hiompair aonair agus grúpa a léiríonn na tuairiscíní agus iad sin a shníomh i luachanna na heagraíochta.



## Sprioc 5 Scileanna

Tá meas orainn sa phobal mar gur muid na hoideachasóirí is rogha le daoine. Tá daoine a bhfuil ardscileanna acu againn agus iad dirthe ar an macleinn. Déanann muid riaradh ar riachtanais an Chontae agus bainean muid úsáid as na modhanna, an teicneolaíocht agus na próiseis is nua-aimseartha agus is cruthaithe.

### Aidhm Straitéiseach 5.1

Scrúdú a dhéanamh ar mhólaí an tsrutha Oibre Straitéise (I.1) maidir le modhanna teicneolaíochtaí nua agus na riachtanais fhorbartha a aithint.

Déanfaidh CG Chontae Chill Dara:

- Plean forbartha a chur ar fáil a thabharfaidh na scileanna atá riachtanach dar bhfoireann rud a fhágfaidh go mbeidh siadsan in ann úsáid a bhaint as na modhanna agus na teicneolaíochtaí nua seo.
- Scrúdú a dhéanamh ar an toradh a bheidh ar bhailiú an eolais, soiléiriú a dhéanamh ar na riachtanais oideachais agus scileanna don todhchaí. Seo an plean forbartha foirne a bheas i gceist.

### Aidhm Straitéiseach 5.2

Go mbéadh próiseas ann a dhéanfaidh athbhreithniú go bliantúil ar riachtanais fhorbartha na foirne agus a chuirfeadh plean forbartha ar fáil lena chur i gcrích.

Déanfaidh CG Chontae Chill Dara:

- Dul i gcomhairle leis an bhfoireann maidir le próiseas a leagan amach a léireoidh go bliantúil riachtanais traenála agus forbartha gach duine.
- Na príomhscileanna a theastáil uathu siúd a bhfuil freagracht bhainistíochta orthu a shaináithint, na riachtanais fhorbartha a shaináithint agus plean a cheapadh leis na bearnaí a líonadh agus a chur i gcrích.
- Soiléiriú ar na freagrachtaí a bhaineann le bainistíocht gearcheime agus tráma agus an riachtanas scile a aithint.
- Cothú leanúnach ar fhorbairt ghairmiúil na muinteoirí trí nascanna a bhunú leis an gcomhairle teagaisc agus le heagrais ghairmiúla oideachais aitheanta eile.



## Spríoc 4 Foireann

Foireann chumasach, cháilithe a bhfuil meas ar a n-iarracht, a dtéitear i gcomhairle leo, atá gafa leis an gcúis agus tiomanta ar sheirbhís den ardchaighdeán, a bheadh dirithe ar an duine, a chur ar fáil do mhuintir Chontae Chill Dara.

### Aidhm Straitéiseach 4.1: Earcú Tallaine

Foireann a bhfuil ard-chumas iontu a earcú agus cur leis an líon daoine cumasacha atá againn chun freastal ar na héilimh atá ar an eagraíocht.

Déanfaidh CG Chontae Chill Dara:

- Na príomh-chumais atá riachtanach do na rólanna lárnacha a aithint, le cabhair ón gcomhairle teagaisc.
- Athbhreithniú ar an gcóras earcaíochta atá i réim chun theacht ar bhealach a chinnteoidh go bhfaighfidh muid an togha agus an t-athmhéas a chur lenár modh oibre.

### Aidhm Straitéiseach 4.2: Foireann Ghafa & Thiomanta

Timpeallacht a chruthú inar féidir an t-athrú a bhainistiú agus a chur i gcrích gan mhoill. Tagann sin mar thoradh ar chaidreamh ríata, ar dhul i gcomhairle agus ar pháirteachas agus is foireann thiomanta, fhéagrúil a bhíonn mar thoradh air.

Déanfaidh CG Chontae Chill Dara:

- Fóram a aithint agus a chur ar fáil faoina mbeidh an fhoireann as gach réimse den eagraíocht in ann a theacht le chéile ar bhonn foirmíuil agus neamh-fhoirmíuil lena gcuid eolais agus a dtaití a roinnt lena chéile.
- Deiseanna a tharraingt chucu féin faoinar féidir tuairiscíú a dhéanamh ar an dul chun cinn atá déanta maidir le pleananna comhaontaithe.

## Spríoc 3 Córais

Sna cinnidh a dhéanfaidh muid, bainfear leas as córais cháilíochta a choinneoidh ár bhfoireann ar an eolas faoin na cinnidh sin. Fágann an teicneolaíocht chumarsáide go bhfuil muid ábalta eolas a roinnt ar bhealach níos éifeachtaí, laistigh agus lasmuigh den eagraíocht. Treisíonn seo meánna foirne agus cotháilonn timpeallacht úinéiríochta.

### Aidhm Straitéiseach 3.1: Ceapadh Curriculum & Cláir

Coras tuairiscithe a fhorbairt a chinnteoidh go mbeidh fáil go rialta againn ar eolas ábharach a chuideoidh linn i gcumadh agus i bhforbairt cláir. Is ar riachtanais an mhicléinn, an phobail, na tíre agus ar na riachtanais náisiúnta atá rogha an Curriculum bunaithe.

Déanfaidh CG Chontae Chill Dara:

- Córas bailithe eolais a dhearadh a thugann tuairisc dúinn ar riachtanais fhorbartha ár micléinn.
- Na caighdeáin feabhais agus an chritéir atá leagtha síos i gclár measúnaithe ábhair agus Scoileanna an Roinne Oideachais agus Eolaíochta a shainiú agus a chur i bhfeidhm.
- Córas a dhéanfaidh tairfeadadh ar ár nglomharcóidh, agus a dhéanfaidh monatóireacht ar ár ndul chun cinn agus ar ár n-éachtaí a dhearadh agus a chur i gcrích.

### Aidhm Straitéiseach 3.2: Teicneolaíocht Faisnéise agus Cumarsáid

Forbairt a dhéanamh ar Chórais Theicneolaíochta Faisnéise a bheidh mar chroílár ag ár gcóras cumarsáide mar eagraíocht.

Déanfaidh CG Chontae Chill Dara:

- Na córais IT atá ar fáil faoi láthair a scrúdu d'fhonn córas cumarsáide inmheánach a fhorbairt.
- An Suíomh Greasáin atá ann faoi láthair a scrúdu feachaint an féidir úsáid a bhaint as chun aiseolas a fháil ó mhicléinn agus ó thuisití.
- Scrúdu a dhéanamh ar gach uirlis chumarsáide a bheadh in úsáidte ag na páirtithe leasmhara agus ag an bpobal trí chéile.

## Spríoc 2 Struchtúir

**Infrastruchtúir:** Fágann an infrastruchtúir atá á fhorbairt againn go bhfuil timpeallacht fhoghlama thar a bheith oiriúnach ag na micléinn ag gach leibhéal, rud a chiallaíonn go mbaintear an úsáid is fearr as na háiseanna, obair foirne, comthacaíocht, acmhainní agus as sineirgí.

**Daoine:** Tá ár struchtúir foirne oscailte agus trédhearcach. Tá na rólanna agus na freagrachtaí sainmhínithe go soiléir agus intuigthe do gach duine.

**Aidhm Straitéiseach 2.1: An Campas**

Forbairt agus cur i gcrích a dhéanamh ar straitéis a bhainfidh iánúsáid as an gcumas atá ionainn soláthar a dhéanamh ar infrastruchtúir a bheadh oiriúnach d'oidéachas bunleibhéal, dara leibhéal, oidéachas aosach agus breisoidéachas.

Déanfaidh CG Chontae Chill Dara:

- Dearadh ar áiseanna a bhainfidh iánúsáid as timpeallacht fhoghlama ina bhfuil tús áite ag leas na mínteoirí agus na micléinn.
- Leanacht orthu ag iarraidh deiseanna a aimsiú chun iánbhuntáiste a bhaint as sineirgí áit a bhfuil áiseanna ann do shruchtanna eagsúla oidéachais.
- Forbairt ar phlean a bheidh mar bhunús ag aon fhoras a thíocfadh san am atá le teacht.

### Aidhm Straitéiseach 2.2: Struchtúir Foirne

Forbairt a dhéanamh ar eagraíocht atá trédhearcach agus ina bhfuil na rólanna agus na freagrachtaí sainmhínithe go soiléir agus intuigthe do gach duine.

Déanfaidh CG Chontae Chill Dara:

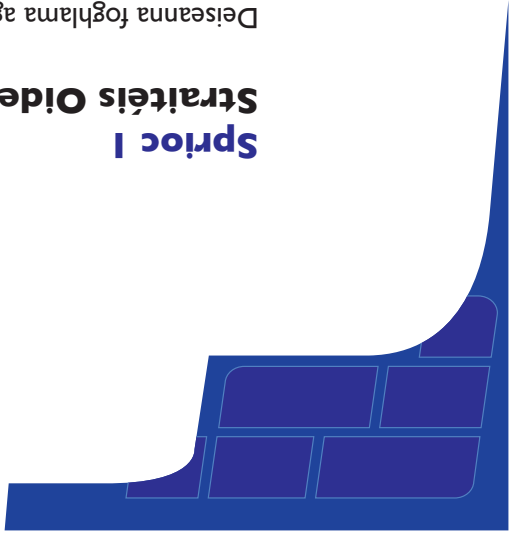
- Cairt eagrúcháin a dhreachtadh agus a sholáthar ina mbeidh ról-chuntais do gach ball, áit a bhfuil ról agus freagrachtaí soiléir.
- Leanacht orthu ag eisíuint conarthaí ina bhfuil téarmaí agus coinníollacha soiléir, san áit is ga.

### Aidhm Straitéiseach 2.3: Oidéachas Aosach & Breisoidéachas

Plean a chur le chéile a dhireoidh ar thriú struchtúir réigiúnda d'oidéachas aosach agus do bhréisoidéachas, ina mbeidh comhordaitheoirí agus páirtithe leasmhara eile.

Déanfaidh CG Chontae Chill Dara:

- Scrúdú a dhéanamh ar na struchtúir a bhaineann le Stúirthóireachtaí an Oidéachais Aosach agus forbairt a dhéanamh ar phlean comtháthaithe mar thacaíocht dóibh.
- Struchtúir réigiúnda bainistíochta oibríochta a dhearadh agus a chur sa tsíúl. As sin tíocfaidh modh a chuirfidh le luach na hoibre, méadófar ar an gcomhoibriú agus ar an tacaíocht dá chéile agus déanfar uasmhéadú ar shineirgí agus ar shábháil.
- Lámhleabhar foirne a dhearadh, a chur ar fáil agus a sheachadadh ina mbeidh na polasaithe agus na modhanna oibre ar fad, chomh maith leis an mbunghuspóir, na luachanna agus na nósanna oibre.



## Spríoc 1 Straitéis Oideachais

Deiseanna foghlama agus oideachais a chur ar fáil do phobal Chill Dara a dhéanann ceannródáilocht ar bhonn caighdeáin, ábhair, solúbthachta agus oiriúnachta don duine aonair, don sochaí agus do na riachtanais eacnamaíochta.

### Aidhm Straitéiseach 1.1: A bheith Chun Cinn

Timpallacht foghlama a chruthú a spreagann cur chuige nua maidir le forbairt an mhicléin, cuimsiú modheolaíochta agus teicneolaíochta nua san áireamh.

Deanfaidh CG Chontae Chill Dara:

- Aithint a dhéanamh ar mhodhanna ceannródáilochta a fheabhasóidh an taitní foghlama agus a fhágfaidh méadú ar pháirtíocht an mhicléin.
- Forbairt a dhéanamh ar mhodhanna measúnachta agus rialaithe caighdeán a chinnteoidh gur iad na caighdeáin is airde a bheidh i bhfeidhm.

### Aidhm Straitéiseach 1.2: Bainnt le hábhar & Solúbthacht

Eagras oideachais a bhunú atá eolach agus iomasach agus a dhéanfaidh freastal ar riachtanais oideachais agus forbairt ar bpobal atá ag athrú go sciobtha.

Deanfaidh CG Chontae Chill Dara:

- Ceangal idir eolas agus scileanna gairmiúla ar bhfoireann agus eolas fócasaithe. Cabhróidh sé sin linn cinnidh eolasacha a dhéanamh i dtaobh na forbairt a bhainfidh leis na cláracha is mó a thabharfaidh deiseanna dar micléin. Déanfar sin tríd an eolas atá riachtanach a aithint agus é a bhailiú ó na foinsí ábharacha.
- Forbairt a dhéanamh ar phlean straitéiseach a chinnteoidh comhoibriú, cur chun cinn agus rannpháirtíocht leis an earraíil phróbháideach, le heagraíochtaí oideachais agus gairmiúla. Leathfaidh an léann isteach i bhforbairt cláracha nua.
- Ainlís ar gach eolas ábharach chun go ndéanfar aithint agus forbairt ar aon athrú nó leasú a bheidh le déanamh ar na cláracha atá ann faoi láthair.

## 1. Straitéis

Deiseanna ceannródáíochta oideachais agus foghlama a chur ar fáil do phobal Chill Dara ina mbeidh ardchaigheáin, ábhar agus solúbthacht, agus a bhainfidh leis an duine aonair, leis an sochail agus leis na riachtanais eacnamaíochta.

## 2. Struchtúr

**Infrastruchtúr:** Cuirtear ar n-infrastruchtúr atá ag forbairt timpeallacht idéalach chun foghlama ar fáil d'ar ndaltaí ag gach leibhéal agus baineamh lanúsáid as áiseanna, obair forine, comh-thacaíocht, acmhainní agus sineirgí.

**Daoine:** Tá ár struchtúr forne oscailte agus trédhearcach. Tá na rólanna agus na freagrachtaí sainmhínithe go soiléir agus intuigthe do gach duine.

## 3. Córais

Sna cinnidh a dhéanfaidh muid, bainfead leas as córais cháilíochta a choinneoidh ár bhfoireann ar an eolas faoi na cinnidh sin. Fágann an teicneolaíocht chumarsáide go bhfuil muid ábalta eolas a roinnt ar bhealach níos éifeachtaí, laistigh agus lasmuigh den eagraíocht. Treisíonn seo meanna foirne agus cothaíonn timpeallacht úinéireachta.

## 4. Foireann

Foireann chumarsach, cháilíthe a bhfuil meas ar a n-iarraicht, a dtéitear i gcomhairle leo, atá gafa leis an gcúis agus dirirthe ar sheirbhís ardchaigheáin atá dirirthe ar an duine, a chur ar fáil do mhuintir Chontae Chill Dara.

## 5. Scileanna

Tá meas orainn sa phobal mar gur muid na hoideachasóirí is rogha le daoine. Tá daoine a bhfuil ardscoilleana acu againn agus iad dirirthe ar na mícileinn. Déanann muid riaradh ar riachtanais an Chontae agus baineamh muid úsáid as na modhanna, an teicneolaíocht agus na próiseis is nua-aimseartha agus is tástáilte.

## 6. Stíl

Tá áitheantas mar eagraíocht thar a bheith gairmiúil ag CG Chontae Chill Dara ó phobal an chontae sin, ón bpobal Gairmoideachais agus ó eagraíochtaí oideachais ag leibhéal náisiúnta. Is eagraíocht muid atá lán de scileanna, atá dirirthe ar na daltaí agus a mbíonn dea-thoradh ar a gcuid saothair, mar go n-oidríonn muid as lámha a chéile ar bhealach trédhearcach, freagrach.

## 7. Luachanna Roinnte

Tá tacar luachanna leagtha againn a bhfuil seilbh againn ar fad orthu agus a léiríonn muid go seasta. Baintear sin amach tríd an gcaoi a gcaitheann muid lena chéile taobh istigh agus taobh amuigh den eagraíocht.

**Cumarsáid**

Cuireann CG Chill Dara príomh-theachtairreachtaí na heagraíochta in iúl do dhaoine atá taobh amuigh den eagraíocht chomh maith leo síúd atá taobh istigh. Tá an teachtairreachta sin agus an chaoi a gcuirtear sin i láthair mar chuid ríthábhachtach den phlean.



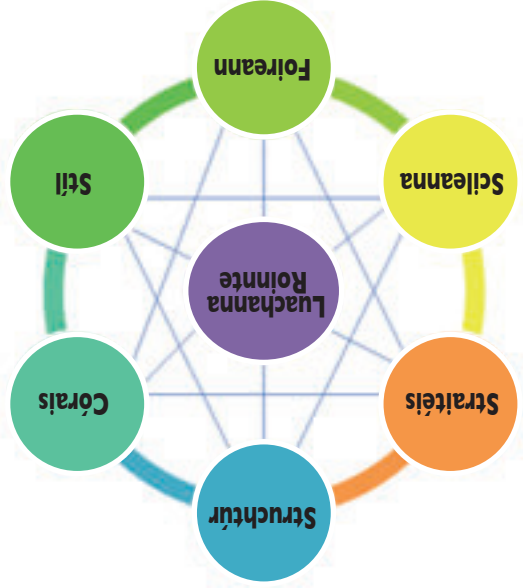


# Spríocanna, Aidhmeanna & Stratéisíeacha & Gníomhaíochtaí

**Spríocanna agus Aidhmeanna**  
I gcur le chéile Phlean Stratéisíeach Choiste Gairmoideachais Chontae Chill Dara baineadh úsáid as samhail McKinsey 7S agus plean cumarsáide mar thaca leis sin.

Tugann an 7S faoin bplean ar an gcuma seo:

1. Stratéisí
2. Struchtúr
3. Córals
4. Foiréann
5. Scileanna
6. Scíl
7. Luachanna Roinnte & (Cumarsáid)



**An chéad S** - clúdáilonn sin an stratéisí oideachais a bhfuiltear ag glacadh leis chun dul i ngleic leis na dúshláin atá romhainn as seo go ceann 5 bhliana.

**Na cheithre S eile** - baineann siad sin leis an gcaoi a dtacoídh an eagraíocht leis an stratéisí oideachais a chur i gcrích.

**An dá S dheireanacha** - baineann siad sin leis an gcultúr, leis an iompar agus leis na modhanna oibre a chreideann muid a bheith riachtanach ionas go mbainfidh muid caighdeán ardheithmíochta agus barreabhais amach.

Ní mór stratéisí chumarsáide a bheith i réim chomh maith chun tacú leis na nithe thuas.

### Comhdhéanamh Aicme Shóisialta

Le fiche bliain tá athraithe mór feicthe in Éirinn maidir le aicmi sóisialta agus is cosúil gaoil a bheith idir sin agus gnóthachteil oideachasúil, mar go bhfuil laghdú tagtha ar an líon daoine neamhoilte agus leathoilte agus arda leanúnach ar líon na ngairmithe. Ag leibhéal stáit, tháinig méadú ar líon na ndaoine gairmiúla sna haicmi ar fad ó 25.2% i 1991 go dtí 32.9% i 2006, faid agus tháinig laghdú ar líon na n-aicmi neamhoilte nó leathoilte ó 28.2% i 1991 go dtí 18.6% i 2006.

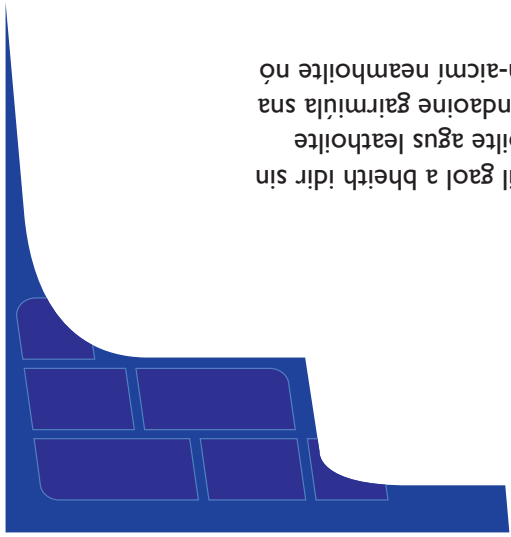
I gContae Chill Dara, leiríonn comhréir na ndaoine sna haicmi gairmiúla (35.5%) i 2006 agus an chomhréir sna haicmi is ísle scile (17.3%) go bhfuil bunstáiste mór ag an gcontae. Leiríonn sé seo go bhfuil daoine ag gluaisseacht i dtreo fostaithe i dtionscail ghairmiúla agus sheirbhíse. Tá a chruithúnas sin le fáil sa mhéid agus go bhfuil oifigi oscailte i gContae Chill Dara ag roinnt de na comhlachtaí is cáiliúla in Éirinn.

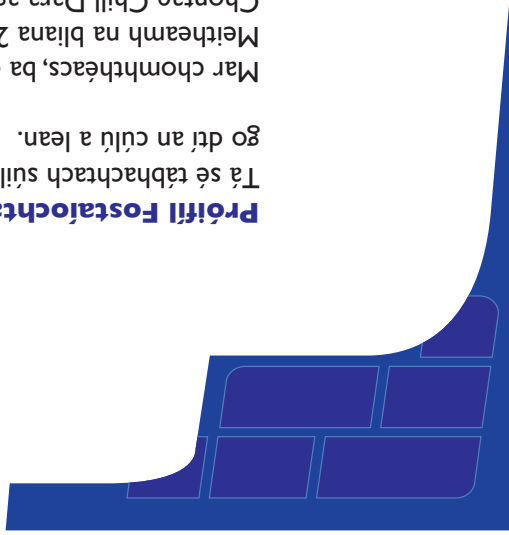
### Achoimre

Tá an t-athrú eacnamaíochta sa Stát fre chéile ar cheann de na príomhrudaí atá ag cur isteach ar CG Chontae Chill Dara, atá taobh le acmhainní teoranta nach mór do lánúsáid a bhaint astu. Tá sé i gceist ag an gCoiste freastal a dhéanamh ar gach aicme ina phobal agus é ag déanamh leagan amach ar an bhforbairt a thioctaidh air sa todhchathair. Cinnteoidh an Coiste go sásófar riachtanais gach aicme den phobal. Seo achoimre ar na dúshláin agus ar na deiseanna atá roimh an gCoiste:

- Meastar go dtiocfaidh méadú 25% ar dhaoine Chontae Chill Dara faoin mbliain 2016 agus méadú 36% faoin mbliain 2022 i gcomparáid le daonra 2006.
- Tá comhréir na hóige sa Chontae ar cheann de na cinn is airde sa Stát.
- Udar imní i gconat lucht luathfhágála scoile.
- Tá an leibhéal difhostaithe ag dul i méid sa Stát agus sa Chontae.
- Fágann líon na ndaoine atá ag bogadh isteach sa chontae, ina measc imirceigh neamh-Éireannacha, lucht siúil agus teaghlaigh aontuiste, go bhfuil gá le riachtanais fhoghlama ar leith.
- Ní mór deiseanna oideachais saincheaptha a chur ar fáil do dhaoine atá faoi mhíchumais coirp agus chadafacha.
- Caighdeáin sármhaitheasa acadúilachta a choinneáil sa tsuíl.
- Cloí le caighdeáin dhomhanda riaracháin agus freagrachta.

San am atá caithe, d'fhreagair CG Chontae Chill Dara go héifeachtach nuair a tharla athraithe i ngréasán sóisialta an chontae. Tá sé tábhachtach leanacht leis an dea-obair agus freagairt do na riachtanais laistigh den chontae agus iad ag athrú.





**Próifil Fostaíochta Dhaonra Chontae Chill Dara**  
 Tá sé tábhachtach súil a chaitheamh ar rátaí fostaíochta na hÉireann le blianta beaga ón Tíogar Ceilteach go dtí an cúlú a lean.

Mar chomhthéacs, ba é mhéan 157,000 líon na ndaoine a bhí difhostaithe in Éirinn sa bhliain 2006. 1 Meitheamh na bliana 2010 bhí 450,000 difhostaithe. Tá an treocht náisiúnta seo le brath freisin i bhfigiúirí Chontae Chill Dara agus dá bharr sin leanfaidh Coiste Gairmoideachais Chontae Chill Dara ar aghaidh ag tabhairt faoi fhadhb na difhostaíochta de réir a chéile agus go comhordaítheach.

Tá tabhacht le hinscne agus le haois nuair atá scrúdú á dhéanamh ar chúrsaí difhostaíochta sa tír fré chéile agus i gContae Chill Dara.

Deanfaidh CG Chontae Chill Dara monatóireacht ar fhiigiúirí difhostaíochta agus ar na hathraithe a bhaineann leo. Tá sé rithábhachtach measúnú a dhéanamh ar an deimeagrafaic a bhaineann leis na figiúirí sin agus ar na rannógai is mó atá faoi thionchar acu.

**Próifil Oideachais Dhaonra Chontae Chill Dara**

Tá feabhas leanúnach ag teach ar leibhéil oideachais dhaonra Chontae Chill Dara agus tugann sonraí daonáirimh le fios go bhfuil sé chun cinn ar fhormhór chontaethé eile na tíre.

**Tábla 1.4 Próifil Oideachais Chontae Chill Dara**

Daoine (> 15 bli) rangaithe de réir an leibhéil is airde oideachais a chríochnaigh siad	Cill Dara (%) 2002	2006	2002	Stat (%) 2006
Bunscoil (gan oideachas foirmeálta san áireamh)	17.1%	11.5%	22.2%	15.2%
Bun larbhunscóile	22.2%	16.3%	22.7%	16.9%
Ard larbhunscóile	32.3%	26.0%	29.1%	23.8%
Triú Leibhéal	28.4%	26.8%	26.0%	24.5%

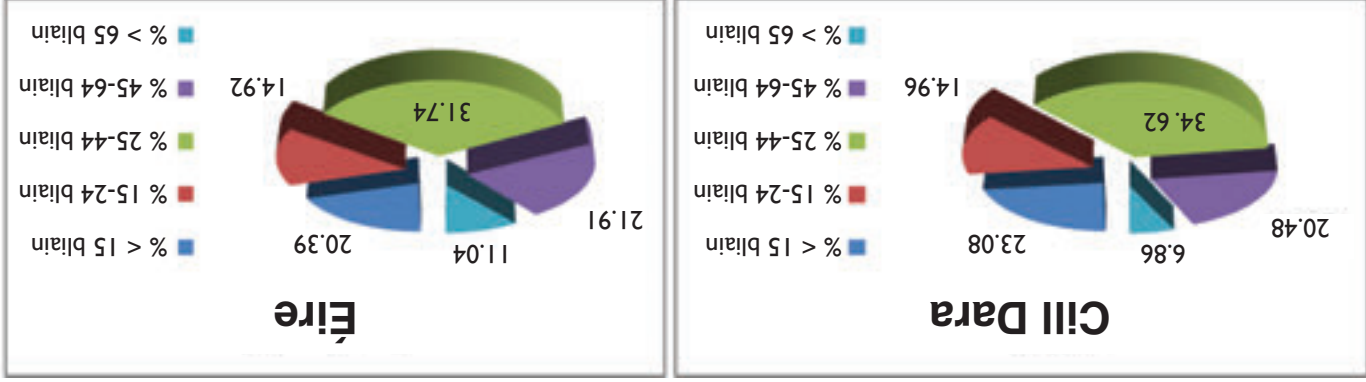
Foinse an Phríomh-Oifig Staidrimh

# Aois, Oideachas agus Fostaíocht

## Aois, Oideachas agus Fostaíocht i gContae Chill Dara

Tá aois dhaonra an chontae rithábhachtach nuair atáthar ag tabhairt faoi ábhair agus ag cur polasáithe oideachais le chéile. Is socmhainn mhór í 'oige' dhaonra an chontae agus ba chóir sin a chosú dá réir. I gCairt 1.2, déantar léiriú ar an roinnt atá sna teascáin aoise ar leith.

**Cairt 1.2 : Próifíl Aoise i gContae Chill Dara (2006)**



Foinse an Phríomh-Oifig Staidrimh

Tá Contae Chill Dara chun cinn ar na céadtaín náisiúnta agus is díol éada an chomhréir idir óige, fostaíthe, iad síúd atá méanaosta agus seanóirí.

Tá an ghnáth dhifreail uirbigh-tuaithe le fail laistigh de Chill Dara ach is í Maigh Nuad atá an cóimheas aoise agus cleithiúnais is ísle (23.3%) agus áit a bhfuil sé níos airde de ghnáth i gceantair thuaithe. Eisceacht is ea Baile Ath Í Uirbeach, 34.4%.

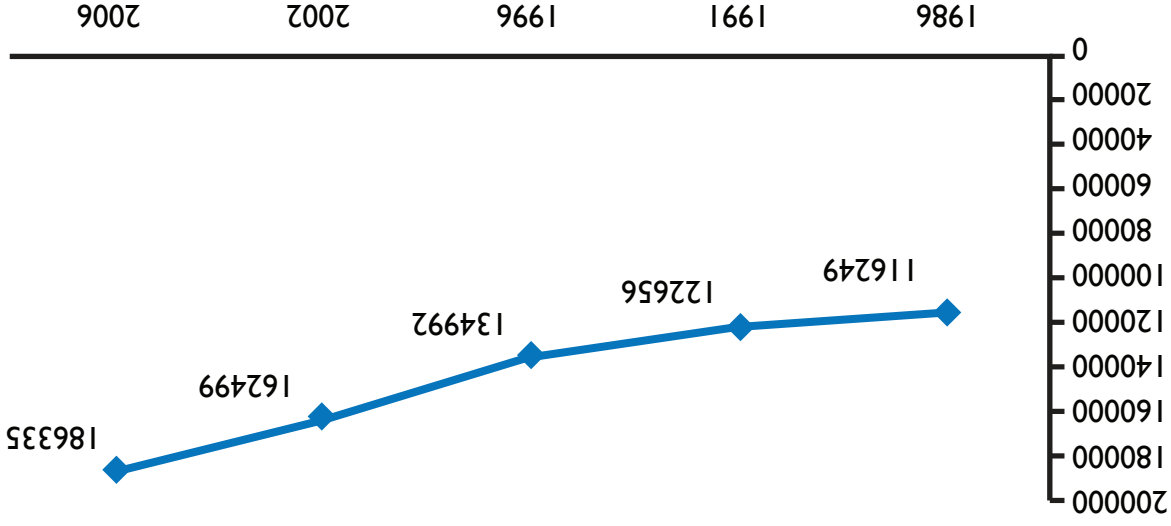
## Contae Chill Dara ! gComhthéacs

Chun Plean Strateiseach a chur le chéile, tá sé ríachtanach measúnú a dhéanamh agus tuiscint a bheith ann ar na factóirí ar fad a bhfeadfadh tionchar a bheith acu ar an CG agus é ag iarraidh oideachas a chur ar fáil as seo go dtí 2016. Taobh istigh den Chontae ní bheidh aon athrú ar an scéal gur é próifíl Chontae Chill Dara ó thaobh na heacnamaíochta agus na déimeagrafaíochta an rud is mó a mbeidh tionchar aige ar an CG. Cuirfeadh sin san áireamh mar chuid den athbhreithniú agus úsáideadh é mar eolas agus na spríocanna oideachais á gcur le chéile.

### Próifíl Déimeagrafach Chontae Chill Dara

Tá an déimeagrafaic thar a bheith tábhachtach agus aon Phlean Strateiseach á ullmhú. Daonra 186,335 atá i gContae Chill Dara. Sin méadú 13.7% ar fhigiúir 2002. I lár na bliana 2011 a bheidh fáil ar na figiúirí is deireanaí ón bPríomh-Oifig Staidrimh.

Tá clonadh an daonra le feiceáil i bhFigiúr 2.



**Figiúr 2 : Athrú daonra i gContae Chill Dara 1986-2006**

Tá tugtha le fios go leanúnach ag meastacháin i dtuairim an daonra go mbeidh Contae Chill Dara ar cheann de na contae is mó sa tír a mbeidh méadú ag teacht ar a dhaonra. Tá sé sin fíor i gconal agus is iáirionad é Contae Chill Dara ina bhfuil méadú bríomhar, dinimiciúil ag teacht ar gach réimse ann.

## Aontas, Rannpháirtíocht agus Comhaontú an Phlean seo

Is í an phrionmhaidhm atá leis an bplean seo léarscáil a leagan amach a chinnteoidh go dtiocfaidh feabhas agus rath ar CG Chontae Chill Dara idir 2011 agus 2016. Tugadh tús áite d'áitheantas a thabhairt agus do thuiscint a bheith ann ar riachtanais na bpríomhpháirtíthe leasmhara agus cuirteadh béim faoi leith ar a gcuid tuairimí síúd a chur san áireamh. Ag gach céim den phlean, leanadh próiseas cuimsitheach, comhoibríoch maidir le páirtíthe leasmhara na heagraíochta.

Garspriocanna:

### Data

### Gníomhaíochtaí

Feabhra 2010 Grupa bunaithe chun Plean Stáitseach a chur ar fáil. Oifigigh sinsireach de chuid CG Chontae Chill Dara ainmnithe chun an próiseas a bhainistiú. Páirtíthe leasmhara ainmnithe chun cuidiú le ullmhú an phlean.

Márta 2010 Fáil ar an gcéad doiciméad tosaigh, a bhain le léargas ar sheirbhísí de chuid an CG a bhí ann cheana agus le leagan amach cúlra an phlean seo.

Aibreán 2010 Súl siar ar phlean 2006-2010 mar shliat tomhais ar an dul chun cinn. Le ceistneoir ar-líne agus le grúpaí fócais a déanadh an dul chun cinn seo. Cuirteadh an cheistneoir chuí na páirtíthe leasmhara ar fad.

Bealtaine 2010 Próiseas comhairleach leis na páirtíthe leasmhara chun a theacht ar na príomhréimsí fócais don Phlean Stáitseach 2011-2016.

Lúnasa 2010 Bunaithe ar an bpróiseas comhairleach ar fad, déanadh sainaitiú ar na haidhmeanna agus ar an straitéis oideachais a bhí le ceapadh.

M. Fómhair 2010 Ainlis Bhearna an phlean críochnaithe.

Samhain/ Nollaig 2010 Dréachtphlean críochnaithe.

Earrach 2011 Plean Oideachais críochnaithe.



# Ullmhú agus Modheolaíocht an Phlean

## An Próiseas a bhain le Forbairt an Phlean Oideachais seo

De réir an Achta Gairmoideachais (Leasú), 2001, ní foláir do gach Coiste Gairmoideachais pleanáil fad agus gearrthéarmach a chur i bhfeidhm i bhfoirm Pleananna Oideachais agus Oibre.

Go sonrach, maidir leis an bPlean Strateiseach, deirtear in Alt 30 den Acht:

“Ní foláir do Phríomhoifigeach Feidhmiúcháin ...plean a ullmhú agus a chur faoi bhráid an Choiste Gairmoideachais ar a bhfuil sé mar phríomhoifigeach feidhmiúcháin maidir leis an treimhse 5 bliana a leanfaidh ullmhú an phlean, nó don treimhse ama eile a ordóidh an tAire...”

Agus é ag comhlíonadh an Achta, bhí an PF freagrach as an bPlean Strateiseach seo a dhreachtadh, faoi threoir agus fhorbhréathnú CG Chontae Chill Dara. Mar atá éilithe san Acht, fritheadh ionchur don phlean ó réimse leathan de na príomh pháirtithe leasmhara le linn an phróiseis chumistheach chomhairliúcháin. An McKinsey 7S Model a thugtar ar an tsamhail a húsáideadh i bhforbairt an phlean. Cinntonn an tsamhail sin gur diríodh ar gach uile réimse den eagraíocht agus go mba phlean iomlán den eagraíocht a bhí mar thoradh ar an obair. Is é an plean seo an léarscail ar a dtaiséalóidh an eagraíocht sna 5 bliana amach romhainn.

Figiúr 1 : Samhail McKinsey 7S



## Seirbhísí Óige:

Tá fáil ar Chláiracha Oigheagmhála i dtíonad (Leim an Bradáin, Ath I agus Nás na Ríogh). Cuirtear siad sin réimse cúlraí tréanála ar fáil atá aitheanta ag Comhairle na gCathlúcháin Breisoidéachais agus Oiliúna (FETAC) mar mhalairt ar an oideachas príomhshrutha dara leibhéal.

## Infhéistíocht Chaipitíuil

Le linn an ama a bhain leis an bplean roimhe seo, rinne CG Chontae Chill Dara infhéistíocht mhór i gcúrsaí tógála. Tógadh dhá scoil nua - Colaiste Chnoc an Fhíobaire, an Nás agus Colaiste Pobail Bhaile Atha I.

Cuirtear go mór le Ard Scoil Ráth Iomgháin, Scoil Iarbhunoidéachais Mhaigh Nuad agus Iarbhunscóil Naomh Fhearnáin, An Chorrchoill. Críochnaíodh 27 tíonscnamh faoi scéim ina n-oidreacha samhraidh agus bhí mór-obair ar roinnt de na foirgnimh atá againn faoi láthair san áireamh ansin.

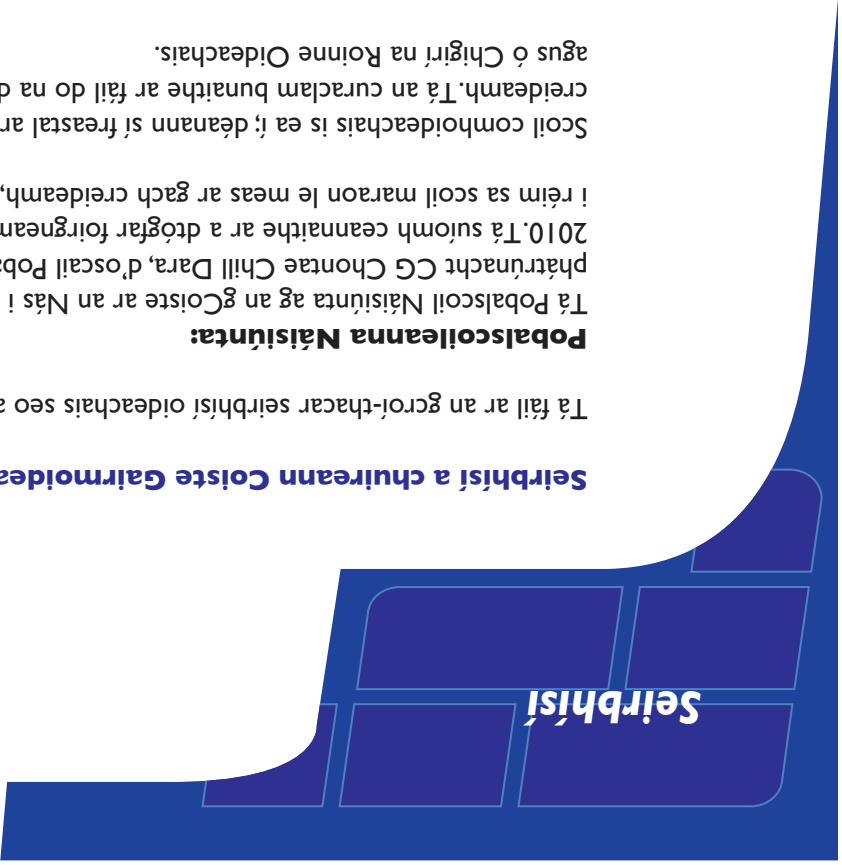
Le linn an achair sin freisin, déanadh mór-obair a bhaineann le coigilt fuinnimh in ocht gcinn de na scoileanna atá ag CG Cho. Chill Dara.

Tá suíomhanna faighte ag CG Cho. Chill Dara i mBaile Atha I, i Maigh Nuad, ar an Nás agus i gCill Droichid d'fhonn tuilleadh forbartha a dhéanamh. Tá pleananna faoi bhealach chun Campas Nua Oideachais a thógáil i Maigh Nuad. Tá sé i gceist tuilleadh forbartha maidir le Breisoidéachais Iphléascáithe a dhéanamh i mBaile Atha I agus i Maigh Nuad. Osclofar Pobalscoil nua i mBaile Chill Dara i mí na Samhna 2011. Cónascadh trí cinn de scoileanna a bhí sa bhaile a bheidh anseo. D'óibrigh muid féin agus ár gcomh-phátrún Deoise Chill Dara agus Leitghlinne as lámha a chéile i dtógáil na scoile sin.

Cuirtear an Coiste réimse seirbhísí eile ar fáil don óige freisin, mar shampla, eolas, tacaíocht mhaoiné, tréanál agus measúnú. Faoin Acht um Obair don Aos Óg, 2001, is é CG Chontae Chill Dara an Ghníomhaíocht Reachtúil ainmnithe do sholáthar agus do chomhordú a dhéanamh ar sheirbhísí don aos óg. Chuirge sin, aithníonn muid an obair a dhéanann Seirbhísí Óige Chill Dara agus daoine eile a oibríonn leis an óige.







## Seirbhísi a chuireann Coiste Gairmoideachais Chontae Chill Dara ar fáil

Tá fáil ar an gcrí-thacar seirbhísi oideachais seo a leanas ó CG Chontae Chill Dara:

### **Pobalscoilleana Náisiúnta:**

Tá Pobalscoil Náisiúnta ag an gCoiste ar an Nás i gCampas Oideachais Chnoc an Phíobaire. Faoi phátrúnacht CG Chontae Chill Dara, d'oscail Pobalscoil Náisiúnta Chnoc an Phíobaire i Meán Fómhair 2010. Tá suíomh ceannaithe ar a dtógfar foirgneamh buan i Chnoc an Phíobaire. Éiteas uilleghabhálach atá i réim sa scoil maraon le meas ar gach creideamh, reiligiúnach nó neamhreiligiúnach.

Scoil comhoideachais is ea i; deanann sí freastal ar leanai de gach creideamh agus orthu siúd atá gan creideamh. Tá an curaclam bunaithe ar fáil do na daltaí agus tá tacaíocht ar fáil ó CG Chontae Chill Dara agus ó Chigirí na Roinne Oideachais.

Tá fáil ar chothú creidimh/reiligiúin le linn uaireanta scoile, ach tá sin ar fáil ag leanai atá de gach creideamh seachas a bheith ar fáil dóibh siúd atá de chreideamh ar leith. Scoil dhá shruth a bheidh inti ina mbeidh 16 rang príomhshrutha.

### **Oideachas Dara Leibhéal:**

Tá deich scoil dara leibhéal ag an gCoiste i Maigh Nuad, Léim an Bhradáin, an Chorrchoill, an Nás, Ráth Iomgháin, An Droichead Nua, Baile Chill Dara, An Currach, Ath I agus Diséart Diarmada. Tá suíomh idirlín dá chuid féin ag gach ceann de na scoileanna sin ar a bhfuil fáil ar an réimse áiseanna agus seirbhísi oideachais atá á dtairiscint iontu.

### **Breisoideachas, Oideachas Aosáigh agus Pobail:**

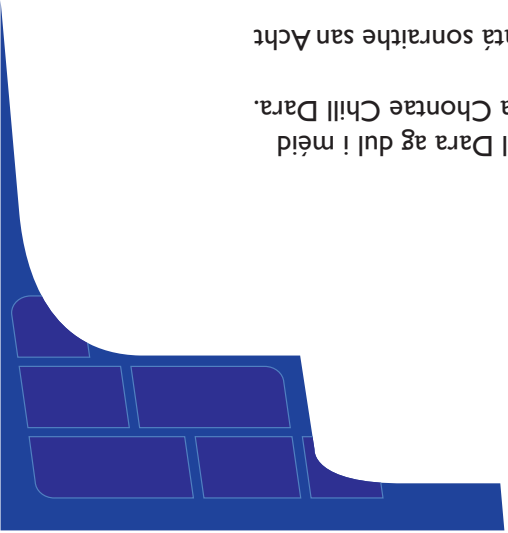
Cuireann an Coiste réimse cúrsaí Iar-Ardteistiméireachta, Breisoideachais agus Oideachais Aosáigh ar fáil ina chuid ionaid. Cuirtear CG Chontae Chill Dara réimse deiseanna foghlama ar fáil do aosáigh freisin, ina measc Sceim Deiseanna Gairmoilíuna (VTOS), an Tionscnamh Filleadh ar Oideachas (BTEI), Oideachas Pobail, Oideachas Bunúsach agus Bearla do Chainteoirí Teangacha Eile (ESOL), chomh maith le réimse leathan ranganna óiche.

Tá an réimse cláracha oideachais agus traenála atá á dtairiscint ag CG Chontae Chill Dara ag dul i méid go leanúnach mar go bhfuil siad tiomanta freastal a dhéanamh ar riachtanais dhaonra Chontae Chill Dara. Is daoine a dhéanann ionadaíocht ar phríomhpháirtithe leasmhara an chontae, mar atá sonraithe san Acht Gairmoideachais (Leasú) 2001, atá ar CG Chontae Chill Dara.

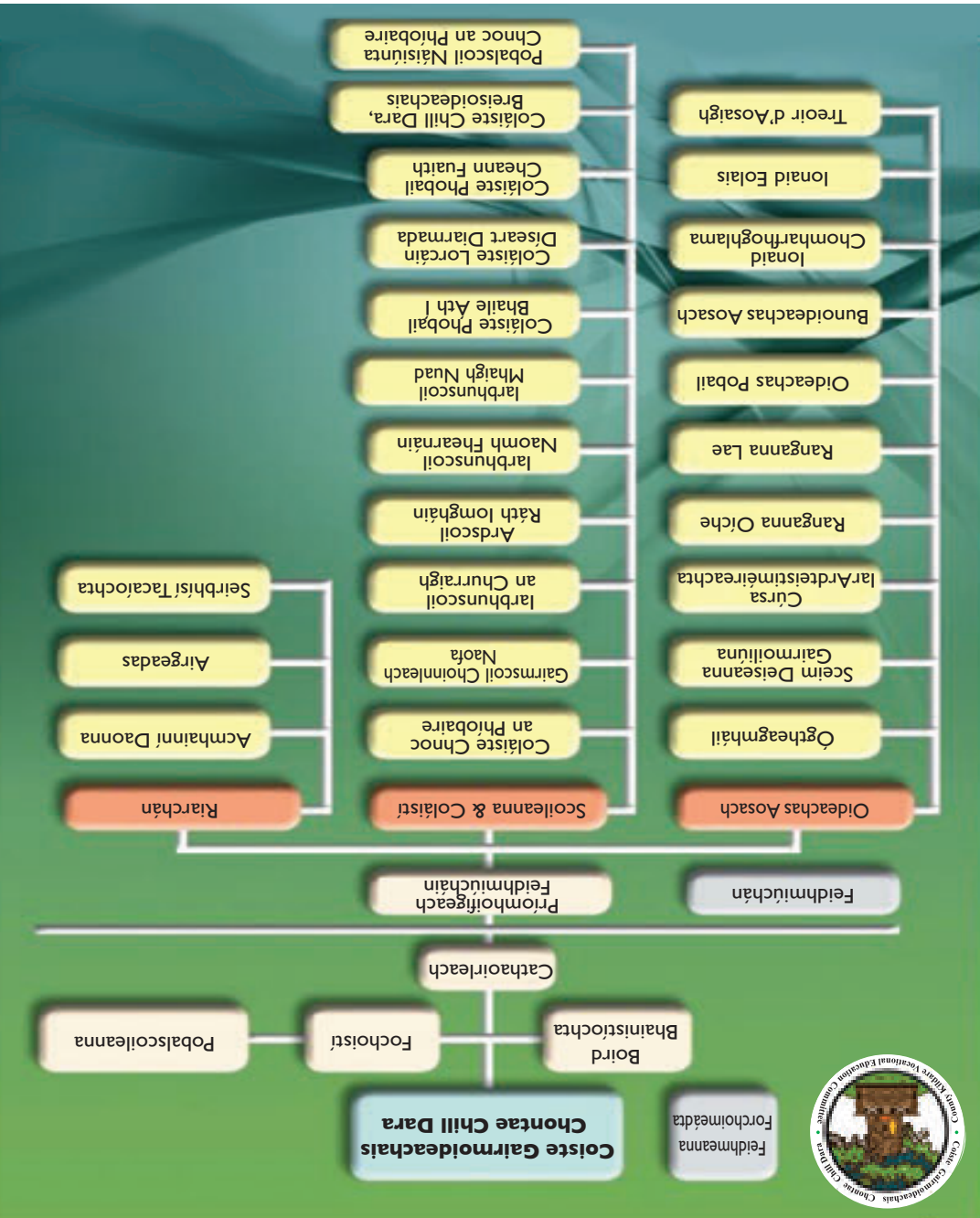
Tá tacáíocht le fáil ina chuid oibre ag an gCoiste ó Bhoird Bhainistíochta gach scoil agus ionad.

Tá tacáíocht le fáil ag an bPríomh-Oifigeach Feidhmiúcháin (PF), atá freagrach as bainistíocht feidhmiúcháin an Choiste Gairmoideachais, ó struchtúr cuimsitheadh riarcháin i réimsí rithábhachtacha mar airgeadas, acmhainní daonna agus seirbhísí pobail. Tá freagracht fheidhmeannach ag an PF as gach gníomhaíocht de chuid an Choiste Gairmoideachais, a chuid scoileanna agus ionaid san áireamh. Tá Príomhoide gach ceann de na scoileanna sin freagrach as bainistíocht agus reachtáil na scoile ó lá go lá agus tacáíocht le fáil acusan ó Bhoird Bainistíochta na Scoile. Ní chuireann an PF ná an Coiste a ladar isteach i gcurramal bainistíochta go háitiúil muna dtagann rud éigin ar leith chun cinn faoina mbeadh gá le hidirghabháil agus tacáíocht. Tríd na boird Bainistíochta, bíonn an PF agus an Coiste eolach ar an dul chun cinn atá á dhéanamh ag gach scoil.

Ar an gcuma chéanna leis na scoileanna, is ar an PF atá an fhreagracht dheireanach as an gcaoi a n-éiríonn leis na seirbhísí Oideachais Aosaigh agus Breisoideachais. Ag an am céanna glacann Oifigeach Oideachais Aosaigh agus foireann comhordaitheoirí clár freagracht as cúrsaí planála ó lá go lá agus as bainistíú oibríocháin na seirbhísí sin.



# Struchtúr CG Cho. Chill Dara



Is fostóir suntasach é an Coiste a chuireann le leas sóisialta agus eacnamaíochta an chontae. Déanann an Coiste Bainistíú ar bhuiséad tuairim agus €41 milliún, agus é sin le n-áireamh mar phárolla. Idir mhúinteoirí, theagascóirí, riarthóirí agus foireann choimhdeach eile, tá tuairim is 1,100 duine fostaithe ag CG Choiste Chontae Chill Dara.

Déanann an Coiste freastal ar Chontae a bhfuil athrú leanúnach ag teacht agus tagtha air go déimeagráfach agus ó thaobh na socheacnamaíochta. Tá deanta go maith ag an gCoiste agus é ag dul i ngleic leis an timpeallacht athraitheach seo. Tá sin amhlaidh mar go bhfuil solúbthacht ag baint leis an gcaoi a n-aitnítear agus a bhfreagráitear ríachtanais athríocho na bpáirtithe leasmhara, trí dheiseanna oideachais a chur ar fáil atá bunaithe ar phrionsabail an ríachtanais agus an chomhionannais.

Is Coiste Mór Gairmoideachais é CG Chontae Chill Dara, a dhéanann freastal ar dháonra tuairim is 187,000 duine. Cuirtear se réimse leathan seirbhísí oideachais ar fáil a fhreastalaíonn ar ríachtanais an Chontae ó thaobh gairmoideachais agus tréanála. San áireamh ansin tá pobalscoil náisiúnta, 10 gcinn de iarbhunscóileanna, 3 phobalscoil agus seirbhís Oideachais Aosaigh agus Pobail a bhfuil méadú tagtha air d'fhonn freastal a dhéanamh ar ríachtanais an phobail agus is ag dul i méid.

## Struchtúr CG Chontae Chill Dara

Struchtúr

Struchtúr



# Cúlra agus Forbhreathnú

## Bunchuspóir agus Luachanna

### Bunchuspóir agus Luachanna CG Chontae Chill Dara

Bunchuspóir CG Chontae Chill Dara:

“Cuirfidh CG Chontae Chill Dara deiseanna solúbtha oideachais den ardchaitheamh ar fáil do fhoghlaiméoirí. Beidh fáil inár gcláracha ar an eolas agus ar na cleachtais atá ann faoi láthair agus orthu síd atá ag teacht chun cinn agus beidh baint acu le riachtanais an duine donair agus le riachtanais ár gcontae. Beidh cláracha a mbeidh teacht orthu a dtairiscint againn, curtha i láthair ar bhealach gairmiúil, i dtimpeallacht cháirdiúil, thacúil. Cuirfidh muid oideachas ar ár gcuid mícléinn a fhágfaidh go mbeidh siad san ann ag na dúshláin, na freagrachtaí agus ag na róil a bhíonn ar fáil dóibh sa bhreisoideachas, i ngó, in earnáil na tionsclaíochta, sna gairmeacha, san earnáil phoiblí agus sa sochaí. Mar shoidéirí reachtúil oideachais, is é toil Choiste Gairmoideachais Chontae Chill Dara go mbeadh lámh mhór aige i saol sóisialta, cultúrtha agus eacnamaíochta an chontae agus an réigiúin.”

Luachanna CG Chontae Chill Dara:

Cuirfidh CG Choiste Contae Chill Dara an chuspóir sin i gcrích trí theagasc agus léann den ardchaitheamh a chur ar fáil a mbeidh nualíocht agus solúbthacht ag baint leo. Tá CG Chontae Chill Dara tiomanta do na luachanna seo a leanas a léiriú:

- Tacúil - trí sholáthar a dhéanamh ar ghrúpaí ranga oiríunacha, aire aonair, agus timpeallacht foghlama a thabharfaidh tacaíocht do mhícléinn agus don fhoireann agus iad ar thóir a riachtanais agus a n-aidhmeanna.
- Inroichte - trína chinntiú go bhfuil comhionannas, ilchineálacht agus cuimsitheacht rannpháirtíochta inár gcláracha agus inár ngníomhaíochtaí go léir.
- Cairdiúil - déileáil leis na páirtithe leasmhara ar fad ar bhealach dearfach, freagrúil.
- Gairmiúlacht - ardchaitheamh gairmiúil teagasc, taighde, nuálaíochta, rialachais, bainistíochta acmhainní agus seirbhíse don phobal.
- Abharthacht - a chinntiú go bhfuil ár gcláracha teagasc ag dul le riachtanais earrnálacha na deantúsáíochta, an ghnó agus an phobail, go háirithe soláthar cleachtais léinn den scoth a fhanfaidh leis an mac léinn go deo.

Leagan an doiciméad seo amach Plean Stratéiseach Chúig Bhliana Choiste Ghairmoideachais Chontae Chill Dara (CG) 2011-2016.

Rinne an Coiste ullmhú ar an bPlean tar éis dó próiseas cuimsitheach comhairliúcháin a leanacht i gcomhair le réimse de na páirtithe leasmhara a bhfuil baint acu le CG Chill Dara. Sa phlean déantar tréanarracht freagra a thabhairt ar na dúshláin éagsúla oideachais, riaracháin agus bainistíochta a mbeidh ar an gCoiste aghaidh a thabhairt orthu, seans, as seo go ceann cúig bliana ar a laghad.

Tá sé seo a leanas sa doiciméad:

- CG Chontae Chill Dara, a chúlra agus a sheirbhísí;
- Cur síos ar an gcomhthéacs comhshaoil faoina bhfuil an Coiste ag obair i láthair na huaire agus a theilgíean maidir le forbairt san am atá le teacht.
- Mionchunntas ar na Spriocanna agus ar na hAidhmeanna stratéiseacha a bheidh mar bhunchloch ag forbairt stratéiseach an Choiste idir 2011-2016.

Beidh tacócht ag an bPlean seo ó shraith pleananna oibre. Cuirfear plean bliantúil oibre le chéile roimh agus gach bliain, ina mbeidh míonsonraí faoina bhfuil bearráithe ag an gCoiste i rith na bliana atá le teacht. Fágfaidh ullmhú na pleananna oibre sin go mbeidh monatóireacht, athbhreithniú agus nuashonrú á ndéanamh go rialta ar an bPlean Stratéiseach.

Faoin athstruchtú atá bearráithe ag an Rialtas maidir leis an leagan amach a bheidh ar Choiste Ghairmoideachais, tá sé i gceist Coiste Ghairmoideachais Chontae Chill Dara a chónascadh le Coiste Ghairmoideachais Cho. Cill Mhantáin. Bhí acmhainní agus am go leor caite le ullmhú an phlean 2011-2016, san áireamh ansin grinnstaidéar ar an bPlean deireanach agus mionphleanáil ar an gceann reatha. Mar bhunús ag an bPlean sin bhí mór-phróiseas comhairliúcháin leis na páirtithe leasmhara. Tá an bPlean Oideachais, mar atá sé, infheidhme do chúrsaí agus iad faoi athrú agus tá sé soiléir go mbeidh na páirtithe ar fad atá i gceist leas as mar go bhfágann a sholúbthacht gur feidir é a chónascadh le pleananna Oideachais eile.

Tá muid ag súil go mór leis an gcur chuige comhoibríoch a bheidh againn agus muid ag cur na bprionsabail agus na modheolaíochtaí atá sa doiciméad seo i bhfeidhm, ar bhealach a fhágann go mbainfear na príomhaidhmeanna atá againn amach.

Réamhrá



## Foireann Bhainistíochta

### Príomhoifidí Scoile

Colm O'Connor, Colaiste Chnoc an Phíobaire, An Nás  
 Mary Loneran (Gníomhach), Colaiste Pobail Naomh Conlath, An Droichead Nua  
 Val O'Brien, Iar-Bhunscóil an Churraigh, An Currach  
 Michael Byrnes, Gairmscóil Chill Dara, Cill Dara  
 Paul Murphy (Gníomhach), Ard Scoil Rath Iomgháin, Rath Iomgháin  
 Patricia O'Brien, Iarbunscóil Fhearnaín, An Chorrchoill  
 Johnny Nevin, Iarbunscóil, Maigh Nuad  
 Richard Daly, Colaiste Atha I, Atha I  
 Michael Russell, Colaiste Lorcaín, Disart Diarmada  
 Niall Hare, Colaiste Pobail Cheann Fuait, Léim an Bhradáin  
 Marianne Henry, Scoil Náisiúnta Pobail Chnoc an Phíobaire

### Comhordaitheoirí Breisoideachais

Mary Campbell, Comhordaitheoir VTOS, Atha I  
 Dolores O'Brien, Comhordaitheoir VTOS, Léim an Bhradáin  
 Ray Creighton, Comhordaitheoir VTOS, Droichead Nua  
 Lorraine O'Sullivan, Comhordaitheoir Ogtheagmháil, Léim an Bhradáin  
 Eilíe Reddy, Comhordaitheoir Ogtheagmháil, Atha I  
 Jonathan McNab, Comhordaitheoir Ogtheagmháil, An Nás  
 Angela Doherty, Comhordaitheoir um Threoir  
 Susan Cullinane, Pobail Oideachais Eascatheoir  
 Pat Bennett, Comhordaitheoir Oideachais Bunúsach, Daoine Fásra  
 Mary Faughnan, Comhordaitheoir Oideachais Bunúsach  
 Imelda Carroll, Comhordaitheoir Oideachais Bunúsach

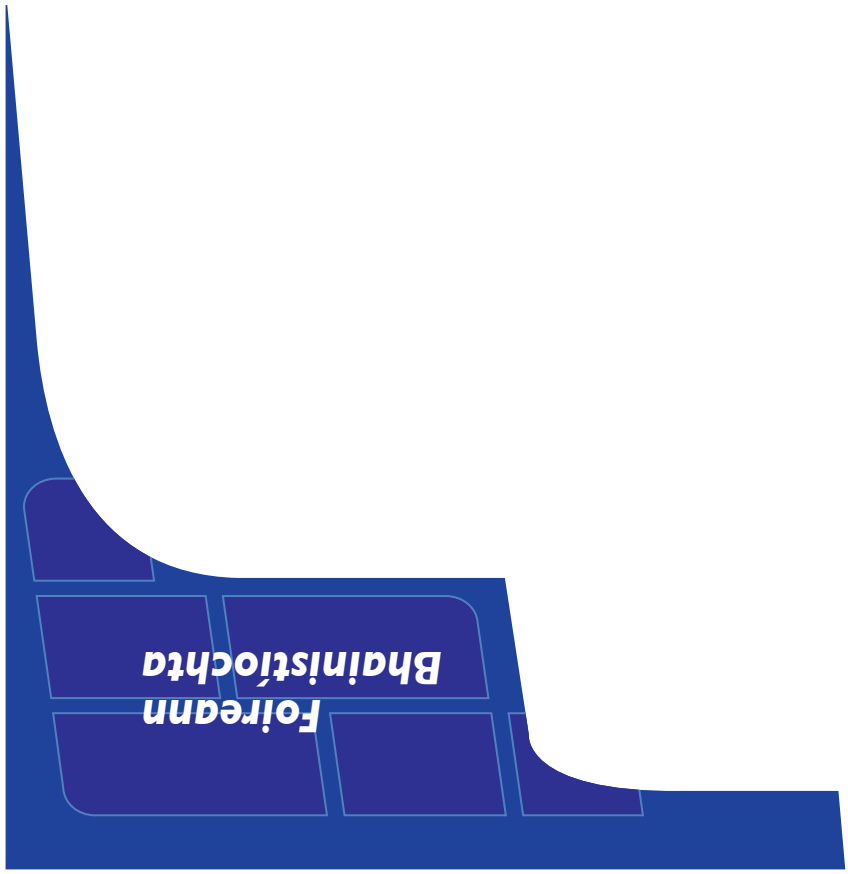
### Foireann Bainistíochta

Seán Ashe, Príomh-Oifigeach Feidhmiúcháin  
 Des Murragh, Oifigeach Oideachais Aosach  
 Jayne Hogarty, Príomhoifigeach Cúnta  
 Mary Dillon, Príomhoifigeach Cúnta  
 Ann O'Toole, Oifigeach Riaracháin

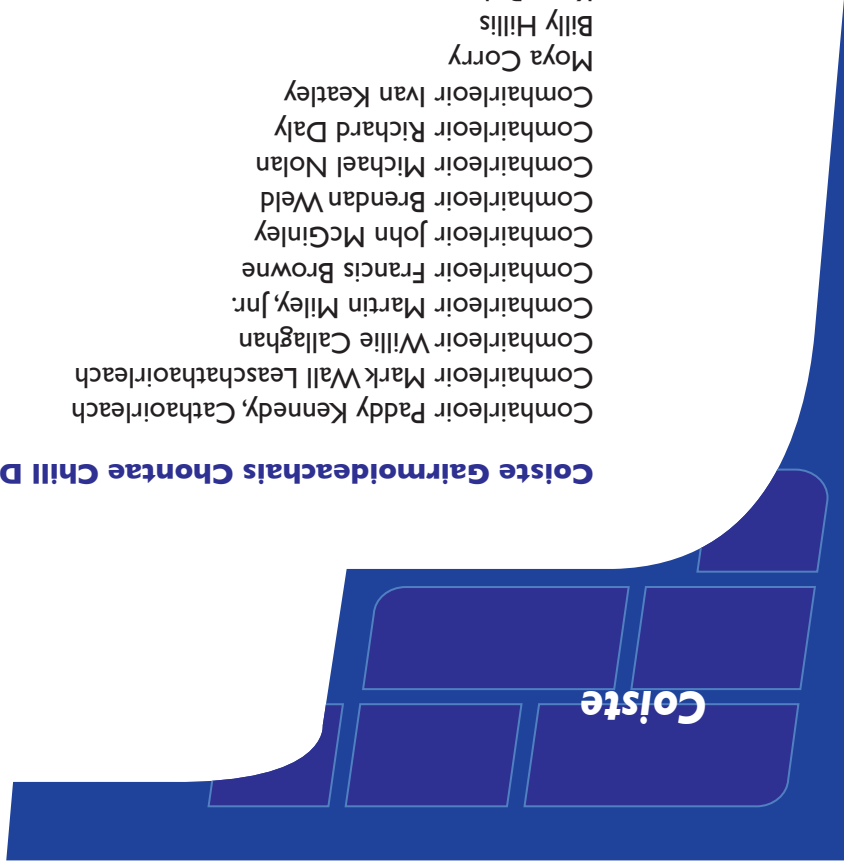
### Fochiste Oideachais

Comhairleoir Willie Callaghan  
 Comhairleoir Martin Miley Jr.  
 Comhairleoir Paddy Kennedy  
 Billy Hillis  
 Katie Ridge  
 John McDonagh  
 Ger McDonagh  
 Comhairleoir Ríoghnaigh Bracken  
 Angela Doherty

**Foireann**  
**Bhainistíochta**







### Coiste Gairmoideachais Chontae Chill Dara - Baili

- Comhairleoir Paddy Kennedy, Cathaoirleach
- Comhairleoir Mark Wall Leaschathaoirleach
- Comhairleoir Willie Callaghan
- Comhairleoir Martin Miley, Jnr.
- Comhairleoir Francis Browne
- Comhairleoir John McGinley
- Comhairleoir Brendan Weid
- Comhairleoir Michael Nolan
- Comhairleoir Richard Daly
- Comhairleoir Ivan Keatley
- Moya Corry
- Billy Hillis
- Katie Ridge
- Pat McCarthy
- John McDonagh
- Angela Doherty
- Ger McDonagh
- Comhairleoir Aoife Breslin
- Comhairleoir Eimear McDauid
- Comhairleoir Ríoghnaigh Bracken
- Teresa Murray



Uair amháin eile tá áthas orm Plean Oideachais Choiste Ghairmoideachais Chontae Chill Dara a chur i láthair. Faoin bplean seo, leanfar leis an dea-obair a déanadh san am atá cáite agus ag am céanna tuغانn sé faoi na príomhríachtanais a fheiceann muid romhainn. Beidh an phlean seo mar threoir againn agus muid ag forbairt ár seirbhísí oideachais agus á gcur i gcrích go dtíochtáidh an bhliain 2016.

Thug ár bhfoireann agus ár bpáirtithe tacaíocht agus comhoibriú ollmhór do na spríocanna agus do na haidhmeanna a leagadh amach sa Phlean Stáiteiseach 5 bhliana (2006-2011) a bhí againn roimhe seo. I bpáirt leo sin rinne muid an-dul chun cinn sa treimhse sin. Is é an rún atá againn go ndéanfáidh a bhfuil leagtha amach sa phlean seo cur leis sin idir 2011 agus 2016.

Tá deacrachtaí móra ag baint leis an am ina mairéann muid agus is dúshlán d'ár gcumas a bheith éifeachtúil, nuálach agus muid ag déanamh bainistíochta ar ár gcuid acmhainní. Bainfidh ár bpríomhchúram i gconal le leas ár bhfoghlaiméoirí, ár bhfoireann agus ár bpáirtithe. Gan a dtacaíocht, ní bheadh oiread ratha orainn go dtí seo agus a bhí agus ar an dul céanna beidh baint dhírreach idir an dul chun cinn a dhéanfáidh muid san am atá le theacht agus a rannpháirtíocht agus a gcomhoibriú síd. Rinne muid ár ndícheall ariamh polasat a bheith againn go mbeadh muid bainteach le gach áicme d'ár sochaí agus tá rún againn cíoí leis sin agus athrú ag teacht ar dhaoine Chontae Chill Dara ó thaobh meid agus ilchineálachta. Ghlac muid próiseas foirte orainn féin faoina ndeachaigh muid i gcomhairle leis na príomh-pháirtithe leasmhara ag gach céim den phlean agus creideann muid gur léargas ar dhearcadh iomlán na heagraíochta iad na spríocanna agus na haidhmeanna atá ann.

Tá sainníthint deanta againn ar réimse leathan limistéir ar a mbeidh muid ag diríú san am atá le teacht.

Tá na spríocanna agus na tascanna sin go ginearálta bunaithe ar:

- A bheith ar fáil don phobal ar fad agus a bheith uilleghabhálach i réigiún ina bhfuil an ilchineálacht ag dul i dtreise.
- Leanacht de thacaíocht a bheith ar fáil don fhoireann, an tréanail agus an teicneolaíocht is deirreanaí a chur ar fáil dóibh agus a dtuarimí a bhailiú go ríata.
- A chinntiú go bhfuil an cáighdeán is airde freagrachta, foliastachta agus rialachais san eagraíocht fré chéile.

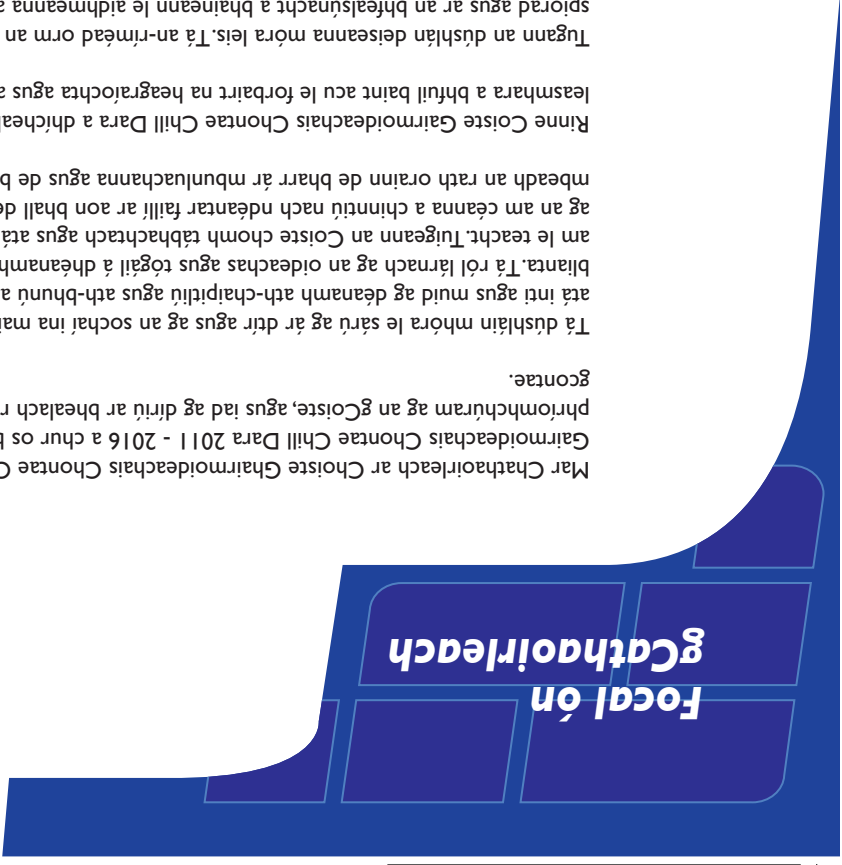
Is í aithm Choiste Gairmoideachais Chontae Chill Dara forbairt a dhéanamh ní amháin ar an infreastruchtur, ach freisin ar na daoine agus ar na córais a bhfuil baint acu leis an rath agus leis an bhforas leanúnach atá orainn. Is bun aithm de chuid an Choiste a theacht ar an bpróiseas ceart. Beidh fáilte i gconal roimh aiseolas agus ionchur ó na páirtithe leasmhara ar fad.

Tá mé muinteach go leanfaidh an ráth a bhí orainn san am atá cáite ar aghaidh de bharr an Phlean Stráitéiseach 5 Bhliana (2011-2016). Is sionbál é de na hathraithe atá tagtha inár dtimpeall agus tá sé oiriúnaitheach agus réamhghníomhach chun sochar a bhaint as na hathruithe sin. Is onóir agus príbhleid a bheith i gceannas ar an iarracht na tascanna seo a chur i gcrích agus cur le oideachas agus leis an saol i gContae Chill Dara.

**Sean Ashe**

Príomh-Oifigeach Feidhmiúcháin, Coiste Gairmoideachais Chontae Chill Dara





Mar Chathaoirleach ar Choiste Ghairmoideachais Chontae Chill Dara, tá áthas orm Plean Stratéiseach Oideachais Choiste Gairmoideachais Chontae Chill Dara 2011 - 2016 a chur os bhur gcomhair. Bhí forbairt an phlean 5 bhliana seo mar phríomhchúram ag an gCoiste, agus iad ag díriú ar bhealach réadúil chun freastal uillechumistheach a dhéanamh ar dhaoirleach ar gcontae.

Tá dúshlán mhóra le sárú ag ár dtír agus ag an sochaí ina maireann muid, iad beirt ag fabhrú go mear. Tréimhse rithbhachtach atá inti agus muid ag déanamh ath-chaipitilí agus ath-bhunú ar na luachanna a bhí mar bhunchloch ar an rath a bhí orainn leis na blianta. Tá ról lárnach ag an oideachas agus tógáil á dhéanamh ar bhunsráth a mhairfidh agus a chinnfeoidh go n-éireoidh linn san am le teacht Tuigean an Coiste chomh tábhachtach agus atá sé a bheith fadhbreatnaíoch agus iad ag feachaint chun cin, ach ag an am céanna a chinntiú nach ndéantar falltú ar aon bhall den tsochaí, is í an spríoc atá againn sa Plean Stratéiseach seo go mbeadh an rath orainn de bharr ár mbunluachanna agus de bharr na nuálaíochta.

Rinne Coiste Gairmoideachais Chontae Chill Dara a dhícheall i gconal tacalocht chomhoibríoch a thabhairt do na páirtithe leasmhara a bhfuil baint acu le forbairt na heagraíochta agus an phobail agus tá tosaiocht tugtha dó sin sa phlean seo.

Tugann an dúshlán deiseanna móra leis. Tá an-riméad orm an phlean seo a chur i láthair agus creidim go bhfuil fáil ann ar an spiorad agus ar an bhfealsúnacht a bhaineann le aithmeanna agus spríocanna Choiste Gairmoideachais Chontae Chill Dara. Thar seinn an Choiste, tá mé muintiníoch go mbeidh na haidhmeanna agus na spríocanna sin bainte amach againn faoin am a dtiocfaíodh an bhliain 2016.

## An Comhairleoir Paddy Kennedy

Cathaoirleach Choiste Gairmoideachais Chontae Chill Dara  
Meitheamh 2011

31	Scoilleana agus Lárionaid Oideachais Choiste Ghairmoideachais Chontae Chill Dara
31	Aguisín
30	Conclúidí
30	Príomhthosca an Phlean seo
29	Spríoc 8: Cumarsáid
28	Spríoc 7: Luachanna Roinnte
27	Spríoc 6: Stíl
26	Spríoc 5: Scileanna
25	Spríoc 4: Fóireann
24	Spríoc 3: Córais
23	Spríoc 2: Struchtúir
22	Spríoc 1: Stratéis Oideachais
20	Spríocanna agus Aidhmeanna
20	Spríocanna, Aidhmeanna Stratéiseacha & Gníomhaíochtaí
17	Aois, Oideachas agus Fostaíocht i gContae Chill Dara
16	Proifíl Déimeagrafach Chontae Chill Dara
16	Contae Chill Dara i gcomhthéacs
15	Aontas, Rannpháirtíocht agus Comhaontú an Phlean
14	An Próiseas a húsáideadh i bhForbairt an Phlean Oideachais seo
14	Ullmhú agus Modheolaíocht an Phlean
12	Seirbhísí atá ar fáil ó Choiste Ghairmoideachais Chontae Chill Dara
9	Struchtúr Choiste Ghairmoideachais Chontae Chill Dara
8	Bunchnuspóir agus Luachanna Choiste Ghairmoideachais Chontae Chill Dara
8	Cúlra agus Leargas Ginearálta an Phlean Oideachais
7	Réamhrá
5	Foireann Bainistíochta Choiste Ghairmoideachais Chontae Chill Dara
4	Baill Choiste Ghairmoideachais Chontae Chill Dara
3	Réamhrá ón bPríomh - Oifigeach Feidhmiúcháin
2	Focal ón gCathaoirleach
	Leathanach

**Clár Abhair**

