



Ethos & Wellbeing

SUMMARY OF OUR SELF-EVALUATION REPORT AND IMPROVEMENT PLAN

Oct 2023

We undertook an evaluation of wellbeing in our school during the period October 2022 to May 2023.

Gathering Evidence

We evaluated our progress by gathering both qualitative and quantitative data.

Our sources:

- Surveys for students, parents/guardians, staff, members of the board of management
- Teaching and learning observation
- VSware data on participation and student progress
- Focus groups with students and staff
- Teacher professional dialogue.

We grounded our research in the following Frameworks:

- ETBI Patron's Framework on Ethos
- Wellbeing Policy Statement and Framework for Practice
- Looking at our school 2022: A Quality Framework for Post Primary Schools
- School Self-Evaluation Next Steps 2022-2026

Our Findings

Effective Practice (What we do well):

- Ethos plays a major role in school choice. 94% of parents/guardians choose Clonturk because of the ethos.
- The Ethos is communicated effectively within the school community and very evident in everyday student and staff experience.
- Decisions made by Senior Leadership and the Board of Management are informed by the school's ethos and core values.
- Staff consistently make the effort to get to know their students' individual strengths, challenges and interests.
- 83% of students feel that there is a strong sense of belonging in Clonturk and that they are part of the community.
- Student voice is strong in the school and a Student Council is in operation and functions effectively.
- Students are provided with opportunities to work together in all classes and feel their voice is heard.

Areas for Improvement:

62% of parents do not feel part of the school community.

52% of parents are unsure how to go about contacting members of staff.

62% of parents feel communication could be improved.

78% are unsure of the content of the SE Curriculum

34% of staff feel they need support in dealing with behaviours not in keeping with the school ethos.

29% of staff feel they need to learn more about their role in promoting equality and anti-bias in the school setting.

57% of students feel that the images and content on school walls and in books/resources do not represent them.

Targets and Actions (What we're going to do this year):

Target 1: to increase parental sense of involvement

Actions:

1. At least one Parent/Guardian in-person event to be arranged by each year head.
2. Monthly emails to parents rather than termly.
3. Communication policy to be developed and shared on the website.

Target 2: To increase ethos awareness within the school community

1. Information about ethos, Student Enrichment and Ethical Education to be shared on the website.
2. Linking Ethos Values and Ethical Ed themes with school assemblies.

Target 3: To upskill teachers in areas of concern such as behaviour management, anti-bullying, technology-enhanced learning, culturally-responsive teaching.

1. Regular teach-meets to be held to support teachers not limited to the above areas.
2. Anti-bias and diversity training booked for whole staff.
3. Support teachers in Continuous Professional Development (CPD)

For classroom actions, please see poster below.

Policies to be reviewed/developed this year:

- Code of Positive Behaviour (Review)
- Antibullying policy (Review)
- Dress Code (Review)
- Communication Policy (Develop)
- Diversity policy (Develop)

What you can do to help:

At home, parents/guardians can:

- Have your say in policy development and review by engaging in surveys and focus groups – keep an eye on monthly emails and social media. [Click here](#) to give feedback on any of our policies.
- Remind students of the study skills and wellbeing skills have learned at school.
- Supply the school with notes to explain absence and lateness through the VShare system. Please do this as quickly as feasible.
- Reiterate the importance of punctuality, and full attendance.
- Continue the conversation at home:
 - Discuss current global issues, climate action, current conflicts, etc.
 - Discuss diversity issues and the importance of representation in the media and school.
 - Discuss how the values we hold influence our actions, the decisions we make and our overall wellbeing.

Classroom practices:

The below poster has been placed in every classroom.



SSE Focus 2023/24: Ethos and Wellbeing

TARGETS

Increase student understanding of ethos and values

Increase student wellbeing and confidence

Increase representation & recognition of diverse groups

Increase attendance accuracy and punctuality

Develop a stronger link between ICT and learning

CLASSROOM ACTIONS

- Explicitly teach and reference Clonturk Pillars, Educate Together and ETB Core Values in your teaching - See classroom posters.
- Link your teaching to Ethical Ed, global citizenship, development education, and apply a justice perspective as appropriate for your subject.



- Explicitly teach study skills in all classes.
- Check in daily with student wellbeing and use Restorative Practice in all interactions with students.
- Praise all positive effort of all students in and outside of the classroom and note on VSware.

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- Include more diverse representation in your subject's curriculum, content, and imagery both inside and outside the classroom.
- Engage in culturally responsive teaching: reference diverse groups in scenarios and examples.

#Community
#Equality
#Respect

It's useful to think about the different grounds for discrimination when aiming for inclusivity: LGBTQ+, ethnicity, cultures, religion, disability, socio-economic backgrounds (non exhaustive)

- Foster confidence in students by offering an inclusive and welcoming environment.
- Double check attendance - headcount and check against attendance marked.
- Implement new lates procedure:
 - Students must knock and wait at door.
 - Teacher to mark as late including minutes.

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- Use of Select Academy to learn new methodologies.
- Engage with one new ICT methodology per term.
- Address links between students' wellbeing and responsible use of ICT.

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