


Iontaobhas Scoileanna Éamainn Rís
Edmund Rice Schools Trust

Meeting of Chairpersons of ERST Primary Schools

December 2024


1



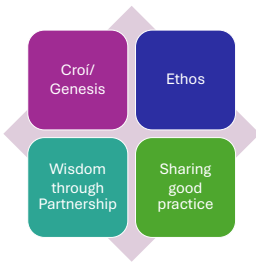
Introductions

- Name and school
- Length of time on the Board
- Brief run-down of school- single sex or coed, enrolment, vertical or junior/senior

2



Catholic Education



- Croí/Genesis
- Ethos
- Wisdom through Partnership
- Sharing good practice


3



How BoMs might support our Catholic identity in our schools

- Start meetings with a prayer
- Have ethos on agenda for each BoM meeting
- Commit a budget to ethos supports and infrastructure
- Have an ethos subcommittee of the BoM
- Seek ways on integrating our Catholic identity into the life of the school
- Leadership and Formation of staff – how do you get people on board? ER School, The Charter etc


4



Ethos should be a standing agenda item on your BOM meeting. An Ethos report might include:

- **Patron news.**
Any communication from the Trust Office/ Board.
Any special dates in the calendar this month ?
- **Ethos activity.**
A summary of any significant school events , visits, pilgrimages, retreats. What has happened since our last meeting ? What is to come this month?
- **Trust engagements.**
Any training / conferences or meetings this month ?
RE Inservice ? Middle Leaders ?

5



Consider

How do you feel about including ethos as a standing item on the agenda, if not already a feature?

How can a BoM get buy-in from staff?

6

Pillar 1: Nurturing faith, Christian Spirituality and Gospel-based values

We will deliver through the following goals and planned actions

Trust		Timeframe
Living out our Charter		
1.1	The work of ERST will reflect our Constitution and Charter values at board and executive level	Ongoing
Advancing Catholic Education		
1.2	Support Edmund Rice Schools by providing opportunities for all the school community to engage with elements of the Charter	Annually
Edmund Rice Schools		Timeframe
Living out our Charter		
1.3	The school community will be nurtured by Christian spirituality, providing an inclusive and welcoming environment for all.	Ongoing
Advancing Catholic Education		
1.4	School management will reflect the ethos as outlined in the Charter, promoting the ERST distinctive spirituality and characteristic spirit	Ongoing

7

Pillar 2: Promoting Partnership

We will deliver through the following goals and planned actions

Trust		Timeframe
Providing Professional Development		
2.1	Support Edmund Rice Schools through training and advice for BOMs, principals, school leadership teams, student and parent voices	Annually
2.2	The Board will oversee and support the work of the executive team and will ensure the Trust's strategy and annual budgets are sufficiently resourced	Annually
Developing and Maintaining Relationships		
2.3	Developing and maintaining excellent relations with other education stakeholders including the DE, APTCS, CEP, JMB and EREBB	Ongoing
Edmund Rice Schools		Timeframe
Engaging in Professional Development		
2.4	In promoting partnerships, our school network will attend and actively participate in Trust activities, including training and networking events	Ongoing
Developing and Maintaining Relationships		
2.5	Promote a shared, collaborative approach to engagement with all members of the school community	Ongoing

8

Pillar 3: Excelling in Teaching and Learning

We will deliver through the following goals and planned actions

Trust		Timeframe
Providing Professional Development		
3.1	Supporting Edmund Rice Schools to achieve excellence in teaching and learning by providing annual training, networking and professional development opportunities.	Annually
Advising on School Infrastructure		
3.2	Advising and supporting school Boards of Management in their assessment of school infrastructural needs and applications for DE funding	Ongoing
Edmund Rice Schools		Timeframe
Recognising the uniqueness of every student		
3.3	Excellence in Teaching and Learning will include learners of all abilities and recognises the uniqueness of every student	Ongoing
Engaging in Professional Development		
3.4	Boards of Management will facilitate best practice in Teaching and Learning by encouraging relevant school staff to attend training, networking and professional development opportunities, provided by ERST and DE-supported organisations	Ongoing

9

Pillar 4: Creating a Caring Organisation
 We will deliver through the following goals and planned actions


Trust	Timeframe
Ensuring Organisational Excellence and Governance	Ongoing
4.1 Operate in accordance with the principles of excellence and transparency by pursuing work practices that are sustainable and aligned to environmental, social and governance (ESG) goals	Ongoing
4.2 Promote a positive and healthy work environment for all its staff and highlight the importance of self-care amongst executive and school staff.	Ongoing
Edmund Rice Schools	Timeframe
Ensuring A Caring School Community and Excellence in School Governance	Ongoing
4.3 Standing in solidarity and advocating for those who are marginalised and powerless, promoting Schools of Solidarity	Ongoing
4.4 Promoting care for the environment through Green Schools, Laudato Si and other sustainable practices and climate actions	Ongoing
4.5 Encouraging the whole school community to work for social and ecological justice in school and in society generally	Ongoing
4.6 Boards of Management and school leadership teams will create and maintain a positive school culture and a safe, healthy work and learning environment	Ongoing
4.7 Boards of Management and school leadership teams will ensure all protocols on Child Protection Procedures are fully implemented	Ongoing
4.8 Valuing quality relationships across our school communities and between all school partners	Ongoing

10

Pillar 5: Inspiring Transformational Leadership
 We will deliver through the following goals and planned actions


Trust	Timeframe
Building Sustainable Leadership	Ongoing
5.1 The Board will proactively oversee compliance and controls, so that best practice is achieved in the areas of finance, risk, governance and sustainability	Ongoing
5.2 The Board will commence the process of setting up a dedicated Edmund Rice Education Centre for Trust operations, which will showcase our heritage and identity, portray the living out of the Charter elements in our schools and facilitate the future growth and development of Edmund Rice education	Annually
5.3 The Board will support the Executive team through training and development opportunities	Annually
5.4 Remaining flexible and adapting to the changing needs of our school network and their communities	Ongoing
5.5 Providing innovative leadership opportunities for schools by developing and implementing training programmes that empower staff and students to take on and carry out leadership roles	Ongoing
5.6 Ensuring network opportunities with other school leaders across our schools	Ongoing
Edmund Rice Schools	Timeframe
Building Sustainable Leadership	Ongoing
5.7 School leaders will pursue ongoing development of effective, sustainable and faith leadership	Ongoing
5.8 School leaders will promote and facilitate the development of student and parent participation and student leadership	Ongoing
5.9 School leaders will reflect elements of this Strategic Plan 2025 -2027 in school planning	Annually

11



STUDENTS

1. Two online meetings of Student Council chairpersons and secretaries
2. Student Council training
3. Annual Student Council Conference
4. Walk In My Shoes event



TEACHERS

1. Religious Education Conference
2. Induction programmes for teachers who are new to our network
3. Two network group meetings of Career Guidance Counsellors per year
4. Two network group meetings of teachers of students with additional needs
5. Four meetings per year of Link Teachers
6. Two meetings per year of Student Council Coordinators
7. We offer a leadership course in the first term, leading the Edmund Rice Schools to teachers who are interested in leadership
8. We offer Charter Renewal assistance to all our schools

12

SCHOOL LEADERS

1. Induction programmes for new principals and deputies
2. Annual Principals' Conference
3. Annual Deputy Principals' Conference
4. Annual Primary Principals' Seminar
5. Bi-annual network group meetings of principals and deputies

BOARDS OF MANAGEMENT

1. We assist the RBG on the three starting days for Boards of Management in November
2. We meet the chairpersons of our BOMs in primary and secondary schools at least twice per year
3. We provide a training session for new BOMs in December/January
4. We attend BOM meetings of schools that are involved in Whole School Evaluations and support the school in the meetings with the inspectors
5. Two members of Director Committees to recruit principals and deputies are nominated by ERST and this helps to ensure that leadership of a faith school is an important aspect of the prospective leader
6. BOMs submit minutes of their meetings and the annual Data Returns, keeping ERST advised of all relevant information. ERST uses the data collected to identify any problems that may exist and to measure the engagement of our schools with ERST

BOARD OF ERST DIRECTORS & MEMBERS

1. We offer reflection sessions to all new ERST Directors who have not come for the Edmund Rice retreats
2. The ERST Chief Executive is a director of the Association of Parents and Teachers of Catholic Schools (APATCS) and learn members and members of the ethics sub-committee, attending all meetings organised by the association
