

## DEIS Leadership 2020-2024 (extended by one year due to Covid-19)

<b>Review</b>	The Principal is assisted by a Deputy Principal, Special Duties teacher and Staff Members who offer to take on the organisation of school events, activities or other educational programmes such as Green Flag, Discover Primary Science and Maths, World Book Day, Well-being, Ice-cream Day, etc. Posts in the Curricular, Organisational and Pastoral areas are assigned to the Deputy Principal and Special Duties teacher.	
<b>Targets</b>	The principal, deputy principal and other leaders will attend successfully to their own wellbeing, as well as that of others. The principal will prioritise and delegate responsibilities appropriately and strategically. The Board of Management, principal and other school leaders will regularly review their own and each other's professional practice and development through the school's self-evaluation processes. The school leaders will develop self-awareness by regularly questioning their own practice through personal and collaborative reflection at meetings. The school leaders will identify and work on areas of their practice that require improvement.	
<b>Action Plan 2020-24</b>		
	<b>Who does what</b>	<b>When it will be done</b>
The principal will empower teachers to take on leadership roles and to lead learning, through the effective use of distributed leadership models.	Principal	Year-round
The principal will encourage teamwork in all aspects of school life including all members of staff, where possible.	Principal	Year-round
The principal will create and motivate working groups to lead developments in key areas, thus building leadership capacity.	Principal	Year-round
The deputy principal will provide and manage an effective mentoring programme to support new teachers appointed to the staff.	Deputy Principal	Year-round
The staff, parents and pupils will have an active role in decision-making and policy development; their views and feedback on important topics will be canvassed in focus groups, surveys and meetings and will inform the eventual decisions taken.	Principal	When reviewing major initiatives and policies
Relevant training will be sourced by the principal in and communicated to all staff members via email.	Principal	Year-round
The Duties to be reviewed in 2024 at the end of this plan period.	Principal and Post-holders	2024
<b>Monitoring</b>	SSE reviews. Croke Park, Board of Management and staff meetings. Parental and pupil surveys. Inspectorate visitations.	
<b>Evaluation</b>	End of year review of actions that worked and what needs to be carried forward to next period	