

# Annual Report

## 2021



**kcetb**

Bord Oideachais agus Oiliúna  
Chill Chainnigh agus Cheatharlach  
*Kilkenny and Carlow  
Education and Training Board*



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## Foreword

Kilkenny and Carlow Education and Training Board (KCETB) is pleased to present its 2021 Annual Report. This report outlines the comprehensive range of activities undertaken by KCETB's schools, centres and services over the past twelve months. The report also includes information on KCETB's corporate governance and financial functions for the period 1 January to 31 December 2021. Together, the Board and executive team have worked effectively to guide the developments that have taken place during 2021 in schools, further education and training and in organisational support.

The work of KCETB was once again significantly impacted by the COVID 19 pandemic during 2021 with online teaching and learning and service delivery for key periods throughout the year. There were also alternative arrangements to support students to complete the Accredited Grades process and the modifications to QQI and other examinations. In addition, the corporate governance work of the organisation was again completed online with the C&AG Audit commencing remotely in August 2021. The Business Continuity Planning Committee continued to meet throughout the year to plan for the continuity of services across the organisation. The delivery of services and the work of KCETB was greatly impacted throughout 2021 as staff and students responded to the various steps on the national roadmap for dealing with Covid 19.

The reopening of schools for the commencement of the 2021/22 academic year marked a key milestone in supporting student learning and wellbeing. While not without its challenges, it assisted a welcome return to a more connected school community. Various blended learning and working arrangements were introduced for our centres, services and administrative offices during 2021 as we responded to the changing Covid demands during the year. We are indebted to all our staff for their extraordinary work in meeting the challenges and maintaining our services in 2021. Despite the vagaries of the everyday, KCETB advanced a number of key projects during the year, including the progress of the Kilkenny Schools Campus project to Stage 2b and the sanction of significant extensions for Coláiste Mhuire, Johnstown, Borris Vocational School and Gaelcholáiste Ceatharlach.

A key undertaking was the development of the new Statement of Strategy for the period 2022-26 which sets out the key themes, goals and objectives for the period ahead. Grateful thanks are extended to all those who participated in the extensive consultation and preparation process throughout 2021. In addition, preparation for the statutory QQI Inaugural Review was carried out during 2021 with the submission of the Self-Evaluation Report in June. The leadership and participation of learners, staff and board members of KCETB as well as employers and external bodies in the process is to be commended. Similarly, the transition to CORE HR in May, as part of the national shared services project, was a significant milestone for KCETB and one whose success was determined by the time and commitment of the many staff who worked on it.

KCETB is very fortunate to have a highly committed board and a dedicated staff team, all of whom contribute to the success of our schools, centres and services. We acknowledge the commitment and expertise brought by our leaders and staff to the many challenges which were encountered again during this year. It is because of their efforts that we have been able to maintain our services. Everything we do in KCETB is guided by serving the best interests of learners: thanks to the successful partnership between the board and staff, KCETB has ensured that our students have remained at the centre of our work.



*Peter Cleere*

Cllr. Peter Cleere  
**Chairperson**



*Eileen Curtis*

Eileen Curtis  
**Chief Executive**

### Kilkenny and Carlow Education and Training Board Members

<b>Name</b>	<b>Representation</b>
<b>Tomás Breathnach</b>	Kilkenny County Council
<b>Eileen Brophy</b>	Chambers Ireland
<b>Fergal Browne</b>	Carlow County Council
<b>Mary Hilda Cavanagh</b> (Deputy Chairperson)	Kilkenny County Council
<b>Peter Cleere</b> (Chairperson)	Kilkenny County Council
<b>Laura Conheady</b>	Staff representative
<b>Deirdre Cullen</b>	Kilkenny County Council
<b>Andrea Dalton</b>	Carlow County Council
<b>Michael Delaney</b>	Kilkenny County Council
<b>Eamonn Doheny</b>	Parent representative
<b>Fidelis Doherty</b>	Kilkenny County Council
<b>Ger Frisby</b>	Kilkenny County Council
<b>Matthew Kenny</b>	Staff representative
<b>Richie Manogue</b>	IBEC
<b>Caitlín Mhic Cárthaigh</b>	Conradh na Gaeilge
<b>Brian O'Donoghue</b>	Carlow County Council
<b>Patrick O'Neill</b>	Kilkenny County Council
<b>Jenny O'Regan Byrne</b>	Parent representative
<b>Noel Phelan</b>	NALA
<b>Clare Ryan</b>	School Management/Leadership
<b>Adrienne Wallace</b>	Carlow County Council

## **Our mission**

Kilkenny and Carlow Education and Training Board enables learners to achieve their full potential and contributes to the social, cultural and economic development of our area and of our country.

## **Our vision**

Our ambition for the future is to:

Lead the development of education and training opportunities throughout our two counties by engaging with learners and communities, creating positive learning environments and experiences for people at all stages of lifelong learning, and contributing to social and economic development.

In everything we do, we aim to be “the education and training service that others use as a benchmark of excellence”.

## **Our values**

We value learning and recognise its role in the development, cohesion and wellbeing of society. Everything we do is guided by serving the best interests of learners.

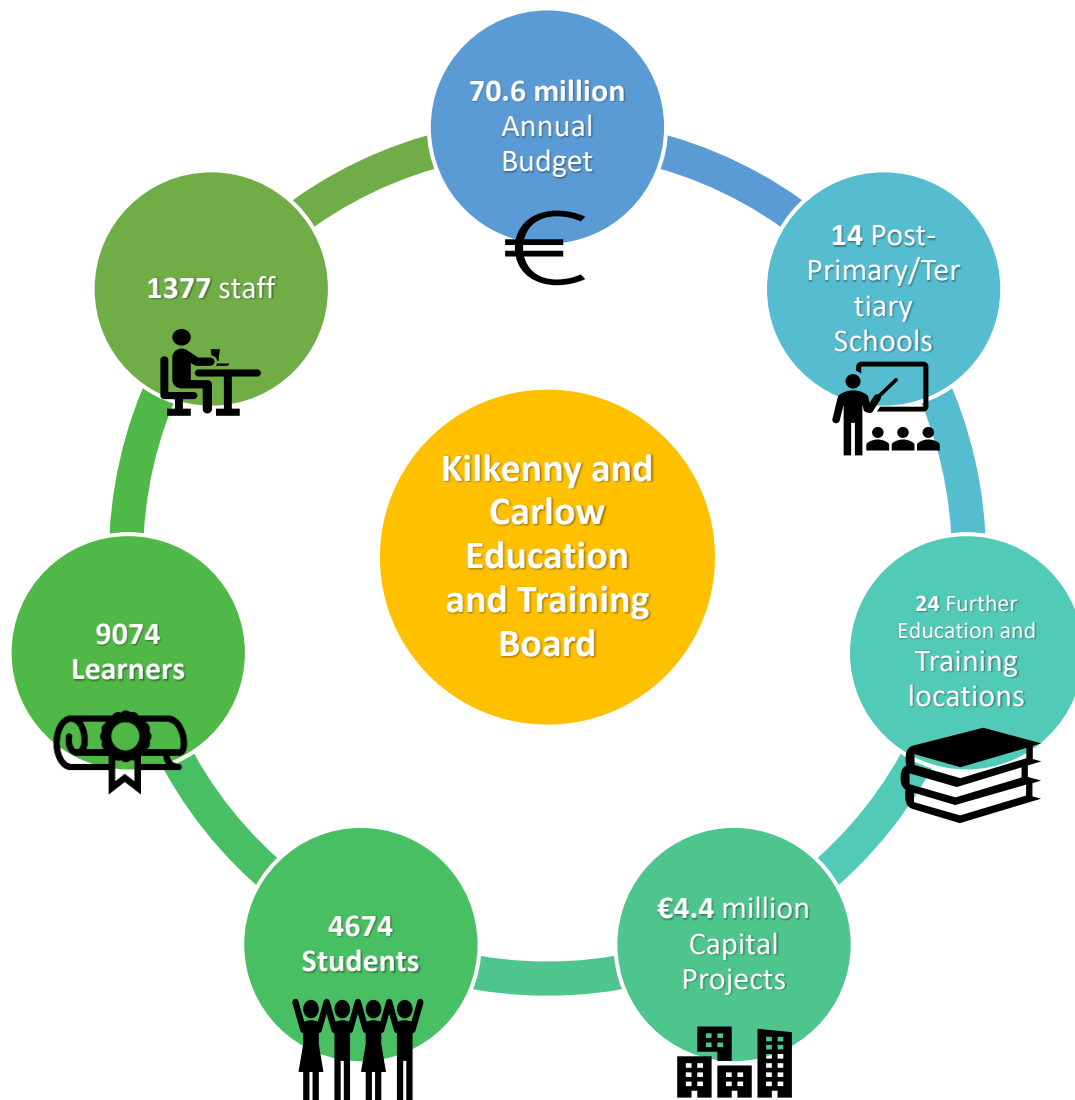
We aim for excellence and are committed to continuous improvement throughout our organisation. We value relationships and working in collaboration within the education and training sector and with the wider community.

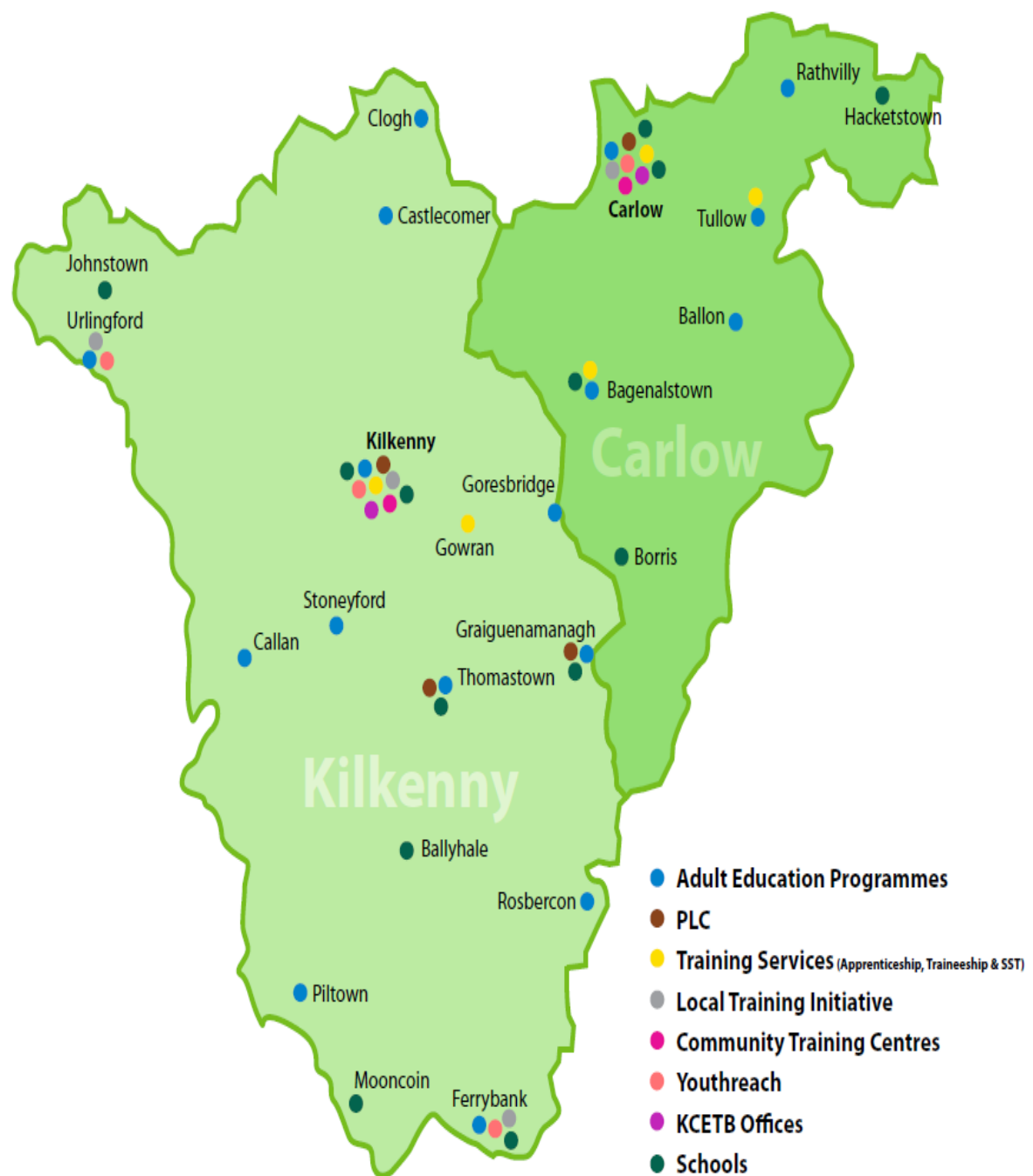
As a public service organisation, KCETB has a culture of accountability, integrity, fairness, openness and respect.

We adopt high standards of professionalism, honesty, objectivity and quality, which are central to serving all learners. We embrace diversity and we are open to new ideas.



## Overview of Services





Geographical map of Kilkenny and Carlow ETB

## Organisational Structure

The Board of KCETB is supported by an Executive, which is responsible for the implementation of policy, day-to-day management and functions not reserved for the Board as detailed in S12 of the Education and Training Boards Act 2013.

Kilkenny and Carlow ETB operate across the two counties of Kilkenny and Carlow with its head office in Carlow and a further office in Kilkenny.

Kilkenny and Carlow ETB management team is led by the Chief Executive and three directors, the Director of Schools, the Director of Further Education and Training and the Director of Organisation Support and Development



**1  
Improve  
the  
learning  
experience  
and  
outcomes  
for all  
learners**

**High standards of teaching and learning**

- SSRS and incidental inspection reports in schools/centres
- Review of examination results in schools and FET centres
- Promotion of online learning through Microsoft Office 365, Onenote and MS Teams
- Inaugural Teachmeet and teaching and learning workshops for schools/centres – continued focus on digital learning
- Extension of digital training programme in schools and FET
- New assessment modifications completed in schools and centres

**Curriculum reform**

- Junior Cycle cluster training days completed
- Well-Being embedded in schools
- eCollege provision commenced
- New programmes developed across KCETB training services and education centres, including Early Learning and Care/Paddle Boarding and Lowland Leader awards
- Skills to Compete provision expanded

**Use of ICT**

- Further roll out of Digital Strategy for Schools
- Further upgrading of ICT infrastructure across schools, centres and services
- Additional expenditure on classroom and learning supports.
- Technology-enhanced learning advanced in FET and schools
- Further development of digital leaders programme for schools and centres
- Roll out of digital devices for students in FET

**Creativity and wellbeing**

- Wellbeing, health and mental health programmes prioritised in schools, centres and offices across the organisation
- Participation in national programmes and competitions
- Participation in advertising campaigns to promote Adult Learning services
- FET Learner Forum hosted by KCETB
- Participation of schools in ETBI Ethos Project
- Virtual promotions and celebrations

**Inclusive learning**

- Work with refugee resettlement programmes in Kilkenny and Carlow
- Additional ASD units and special classes operating in schools
- Assistive technology provided for learners
- Continued development and support for special needs provisions
- Participation in ETBI SEN pilot and training of Inclusion coaches
- 1154 learners on part-time Adult Education programmes completed levels 1-6 certification.

**2**  
**Ensure**  
**that all**  
**KCETB**  
**services**  
**meet high**  
**quality**  
**standards**

**Professional Standards**

- Extensive continuing professional development programme for staff in schools, centres and offices
- Management and leadership development programme for school leaders, middle leaders programme in schools, FET senior leaders programme
- Provision of training, development and information briefings – governance, financial procedures, risk management
- Staff wellbeing programme delivered

**Governance**

- Sanction of additional APO post
- Business Continuity Management Team and Plan Committee continued
- Risk assessments carried out at workplace facilities
- COVID19 Response Plan operational
- KCETB compliant with COVID-19 Public Health Guidelines
- Protocols, policies and procedures for virtual operations aligned with corporate governance requirements
- Timely submission of 2020 Financial Statements
- Support for school and centre management in meeting governance requirements
- Financial Guidelines and Training for School Principals and FET centres
- Maintenance of Risk Management Framework and Risk Register
- Annual Corporate Procurement Plan completed
- Transfer to Core HR Payroll Shared Services
- Preparation for transfer to SUN Financial Management System
- Compliance with Child Protection procedures – training provided
- Adult Safeguarding Policy introduced and training provided
- Strategy Statement 2022- 26 prepared

**Quality working and learning environments**

- Upgrade to school buildings including extension at Coláiste Mhuire
- Progress on the Kilkenny Schools Campus – to stage 2b
- Sanction for major extensions to Coláiste Mhuire, Borris VS and Gaelcholáiste Ceatharlach
- Delivery of a series of capital/refurbishment projects, emergency and COVID-19 special works in schools
- Further development of ICT infrastructure, equipment, systems and operational procedures to facilitate remote working.
- Further enhancement of security to minimise the risk of cyber security breaches in the context of virtual business operations
- E-recruitment and virtual interviewing continued
- Enhanced digital infrastructure to provide for virtual teaching and learning in schools and FET services

**3**  
**Strengthen  
our links  
with the  
wider  
community**

**Quality assurance**

- Looking at Our Schools framework further developed
- School Development Planning, School Self Evaluation and DEIS planning continued
- Review of leadership and management provision in schools
- Implementation of recommendations of inspection reports
- QQI quality assurance governance framework advanced
- QQI Executive Self Evaluation Report submitted
- QQI Inaugural Review panel visit completed
- Quality Improvement Plan 2021 agreed and advanced

**Work with communities, parents, families**

- Student of the Year Awards held with other promotions online
- Marketing of school and FET services through virtual media
- DEIS to FET Working Group programme delivered
- Students' Council workshops
- Virtual Showcase of FET options
- Music Generation Kilkenny programme expanded
- Music Generation Carlow programme reviewed
- Youth initiatives and wellbeing provision expanded to meet Covid needs
- Mitigating Educational Disadvantage Fund received for local groups

**Economic development and entrepreneurship**

- Sustained growth in registrations in apprenticeships and traineeships
- Enhanced links with business and industry
- Contributed to South East Regional Skills Forum; South East Action Plan for Jobs; Local Community Development Committees
- DEASP/ETB Inter-Agency Protocol operated
- Expansion of Skills to Advance Programme
- Ongoing review of FET programmes to meet skills needs
- EXPLORE programme – to promote digital literacy
- New ICT Technology and Bicycle Engineering Traineeships introduced
- Communications Working Group established to promote services/activities of KCETB – logo updated, newsletter produced

**Collaboration with DoE, ETBI and other ETBs**

- Engagement with DoE on staffing, capital projects and policy implementation
- Active involvement in ETBI forums, working groups and support services
- Sharing of good practice and expertise with other ETBs
- Develop and implement ETB sectoral approaches to national policies
- Active sectoral engagement on COVID-19 response for education and training services

## **Corporate Governance**

### **Legislative Mandate**

Kilkenny and Carlow Education and Training Board was established under the Education and Training Boards Act 2013 and is responsible and accountable for the proper direction and control of its functions in the Kilkenny and Carlow local authority areas.

### **Functions of the ETB Board**

Decisions taken by the Board are reserved functions and are set out in Section 12 (2) of the Education and Training Boards Act 2013 and in Circular 0002/2019 Code of Practice for the Governance of Education and Training Boards, with a full schedule set out in Appendix A of the Code. Decisions not specified in the Code are deemed to be Executive Functions for the Chief Executive. The Board is satisfied that the Chief Executive delegates functions where appropriate and in accordance with the Education and Training Board Act 2013.

### **Code of Practice for the Governance of ETBs**

Kilkenny and Carlow Education and Training Board complies with the Code of Practice for the Governance of Education and Training Boards, Department of Education Circular 0002/2019. The purpose of the code is to ensure that the principles of good governance and management are applied by KCETB.

Compliance policies and procedures have been implemented to ensure compliance with the Code and emerging directives, regulations and best practice.

### **Annual Report and Financial Statements**

Kilkenny and Carlow Education and Training Board was established on 1 July 2013 under the provisions of the Education and Training Boards Act 2013. Section 51 of that Act requires the ETB to keep in such form and in respect of such accounting periods as may be approved by the Minister for Education with the consent of the Minister for Finance and Public Expenditure and Reform, all proper and usual accounts of the monies received or expended by it.

In preparing those accounts, the Board is required to:

- (a) apply the standard accounting policies for the preparation of ETB financial statements
- (b) make judgements and estimates that are reasonable and prudent
- (c) disclose and explain any material departures from the standard accounting policies

The Board is responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the Board and which enable it to ensure that the Financial Statements comply with section 51 of the Education and Training Boards Act 2013. The Board is also responsible for safeguarding its assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Board considers that the Annual Financial Statements properly present the income and expenditure of the Board and the state of affairs of the Board.

## **Risk Management**

The Board maintains active oversight of risk management and confirms that it has carried out an assessment of the principal risks, associated mitigation measures and reviewed the effectiveness of these measures in 2021. The Board manages risk for the organisation through a structured risk management programme. The Board is assisted in its risk management function by the Audit and Risk Committee. The Board also relies on the Internal Audit Unit (IAU) and its reports, on the C&AG annual audit and any external Audit such as an ESF audit and or Revenue Audit. In addition, there is a review of Internal Controls performed on an annual basis.

Risk Management is a standing item at all Board meetings and consideration includes:

- Risk reports from senior management including the Chief Risk Officer (CRO)
- Reports of the Audit and Risk Committee
- Changes in risk ratings
- Audit Register

Details of the principal risks and associated mitigation measures or strategies have been included in the SIC as part of the audited financial statements which will be published within one month of receipt from the Office of the Comptroller and Auditor General and as an appendix to the Chairpersons Comprehensive Report

## **System of Internal Control**

The Board confirms that there has been a review of the effectiveness of the system of internal control and that the Statement of Internal Control, which is subject to change until the external audit is completed, has been included in the Annual Financial Statements (AFS) for the year ended the 31<sup>st</sup> of December 2021 which will be published within one month of receipt from the Office of the Comptroller and Auditor General and as an appendix to the Chairpersons Comprehensive Report that has been submitted to the Minister

The system of internal control operated in KCETB is based on:

- Managerial and administrative policies and procedures
- Segregation of duties
- Specific authorisations
- Internal check
- Assurances Declarations signed by senior management
- Strategy Statement
- Annual Service Plan
- Risk Management Reports
- Performance Delivery Agreement
- Oversight Agreement
- Monthly management review of reports outlining the actual and budgeted results of programmes operated by KCETB
- Audit register for external audit reports and recommendations
- Audit register for internal audit reports and recommendations
- Management Letters C&AG
- Opinion Reports, Findings and Recommendations Reports IAU-ETBI



- Code of Governance Compliance Review
- Audit and Risk Committee Annual Report
- Finance Committee Annual Report
- Protected Disclosures Report
- Annual review by the Board of the effectiveness of the system of internal control

KCETB paid specific attention to the revised control environment resulting from the COVID-19 pandemic and adhered to guidance from the C&AG in this regard.

The Board confirms that there has been a review of the effectiveness of the system of internal control.

The Chairperson confirms that the Statement of Internal Control, which is subject to change until the external audit is completed, has been included in the Annual Financial Statements and as an appendix to the Chairpersons Comprehensive Report that has been submitted to the Minister.

### **Procurement**

The Board confirms that the organisation is adhering to the relevant aspects of the Public Spending Code and the development and implementation of the Corporate Procurement Plan. The Corporate Procurement Plan examined any non-compliance with procurement policy. As at the 31 December 2021 KCETB had 1.40% non-compliant expenditure, a number of services were part of ongoing procurement processes to achieve compliance were included in this figure.

### **Public Spending Code 2013**

The Chairperson of the Board confirms that KCETB is adhering to the relevant aspects of the Public Spending Code.

### **Tax Compliance**

The Chairperson of the Board confirms that KCETB has complied with its obligations under tax law.

### Review of Board Effectiveness

The Board carried out a review of its own effectiveness at its Board meeting in November 2021 in accordance with S4 of the Code.

### Board Meeting Schedule, Attendance and Expenses

The Board of KCETB met on the following dates in 2021 via MS Teams

- 19/01/2021
- 23/02/2021
- 23/03/2021
- 18/05/2021
- 06/07/2021
- 14/09/2021
- 16/11/2021

During the year the Board met on seven occasions, with details of attendance outlined in the table below:

First Name	Surname	19 Jan	23 Feb	23 Mar	18 May	06 July	14 Sept	16 Nov	Total
Tómas	Breathnach								7/7
Eileen	Brophy								2/5
Fergal	Browne								6/7
Mary Hilda	Cavanagh								7/7
Peter	Cleere								7/7
Laura	Conheady								6/7
Deirdre	Cullen								6/7
Andrea	Dalton								7/7
Michael	Delaney								5/7
Eamonn	Doheny								5/7
Fidelis	Doherty								7/7
Ger	Frisby								5/7
Matthew	Kenny								7/7
Richie	Manogue								1/5
Caitlín	Mhic Cárthaigh								7/7
Brian	O'Donoghue								1/3
Patrick	O'Neill								6/7
Jenny	O'Regan Byrne								4/7
Noel	Phelan								4/7
Clare	Ryan								7/7
Adrienne	Wallace								4/7
Thomas	Kinsella								2/2

## Governance training for Board and Committee members

Induction training is provided for all new Board and Committee Members to assist them in effectively fulfilling their mandate and includes:

- Appointment Letter – formal appointment letter with details of appointment as required by the Code of Practice for the Governance of ETBs 2019;
- Board Member Induction Pack – comprehensive material on the roles, responsibilities and functions of KCETB Board;
- Executive Management Briefing on the strategic objectives and activities of KCETB

## Committees

The Board of KCETB has established a number of committees to assist them in their functions. These committees are composed of board members and/or other agreed membership. In addition to the Audit and Risk Committee and Finance Committee, each school has its own Board of Management with a number of FET Boards of Management and a Youthwork committee.



### Audit and Risk Committee

Established under section 44 of the Education and Training Boards Act, 2013, the Audit and Risk Committee has a specific role, acting independently of the management of KCETB, providing assurances to the Board as to the adequacy and effectiveness of the internal control processes, including risk management and corporate governance. The committee met on the following dates in 2021; 25 January, 22 February, 18 March, 12 May, 29 September, 17 November and 15 December via MS Teams.

During the year the Audit and Risk Committee met on seven occasions, with details of attendance outlined in the table below.

	25 Jan	22 Feb	18 Mar	12 May	29 Sept	17 Nov	15 Dec	Total
<b>Mary Brennan (Chairperson) – External member</b>								6/7
<b>Andrea Dalton – Board member</b>								7/7
<b>Michael Delaney – Board member</b>								5/7
<b>PJ Leonard – External member</b>								7/7
<b>Gerard Mulvey – External member</b>								7/7
<b>Patrick O’Neill – Board member</b>								7/7

As part of their work programme the Committee considered the following;

- Internal and external audit reports
- Briefings and assurances of senior management
- Minutes of the Board
- Minutes of the Finance Committee
- Audit Register
- Compliance and governance structures
- Risk Management Policy
- Risk Register
- Risk Management Implementation Plan
- Protected Disclosures Policy and Report
- Financial policies and procedures
- Engagement with C&AG representative

### Finance Committee

The Finance Committee has responsibility for reviewing the income and expenditure of KCETB, major contracts and financial aspects of the education and service plans. The Committee met on the following dates in 2021; 16 February, 22 March, 11 November and 21 December 2021 via MS Teams.

During the year the Finance Committee met on four occasions, with details of attendance outlined in the table below.

Members	16/02	22/03	11/11	21/12	Total
Sadie Aherne – external member					4/4
Mary Brennan– external member					4/4
Mary Hilda Cavanagh – Board member					4/4
Peter Cleere – Board member					2/4
Deirdre Cullen – Board member					4/4
Edward Holohan (Chairperson) – external member					4/4

As part of their work programme the Finance Committee in 2021 included the consideration of the following:

- Capital Projects Report
- Monthly Income and Expenditure Reports
- Contracts in excess of €50,000
- Contracts Register
- Financial Statements
- Draft Service Plan
- Report of the Audit and Risk Committee
- Assurances of Chief Executive
- Briefings from Senior Management

## **Financial Statements**

It is a duty of the Board to ensure that a balanced, true and fair view of the ETBs financial position is made annually. The Board of KCETB is responsible for the keeping of accounts and the preparation of the annual financial statements in a manner which complies with: legislation; the accounting policies and standards applicable to the ETBs; properly present the income and expenditure and state of affairs at the end of 2021 and reports on matters which it considers prudent.

The Board of KCETB considers that the financial statements of 2021 give a true and fair view of the financial position of the organisation, properly presents the income and expenditure and the state of affairs at the end of 2021.

Please note that the KCETB Annual Financial Statements for the year ended the 31st of December 2021 is subject to audit by the C&AG at the time of publication of the KCETB Annual Report for 2021. KCETB will publish the audited financial statements within one month of receipt from the Office of the Comptroller and Auditor General.

### Financial data in relation to the following is included in the Annual Financial Statement:

- Details of non-salary related fees paid in respect of Board Members analysed by category of fees
- Aggregate details of compensation of key management analysed by the following categories including management compensation in total;
  - Salaries and short-term employee benefits
  - Post-employment benefits
  - Termination benefits
- Key management compensation if any;
- Details of the number of employees whose total employee benefits (excluding employer pension cost) for the reporting period fell between €0 and €59,999 and within each pay band of €10,000 and €60,000 upwards and an overall figure for total employer pension contributions.

The Audited Financial Statements will be published on [www.kcetb.ie](http://www.kcetb.ie).

## **Freedom of Information Act, 2014**

In 2021 KCETB received 13 requests for information under the Act.

## **Protected Disclosure**

In 2021 there were no matters raised under the Protected Disclosures Act 2014.

**Irish Human Rights and Equality Commission Act, 2014**

KCETB is committed to a policy of equal opportunity, adopts a positive approach to equality in the organisation and seeks to ensure fair and equitable treatment under the nine grounds set out in the Equal Status Act. Programmes and services are committed to ensuring that a culture of equality and fairness underpins their work. In 2019 a KCETB representative was designated as a member of ETBI's Peer Support Group tasked with developing a programme of work to support ETBs to implement the public sector equality and human rights duty. In addition, KCETB set up a Project Team with representatives from the FET, Schools and OSD areas to take forward this work. Training for the group took place virtually in May 2020. Kilkenny and Carlow ETB continues to review and take forward this area of work.

**Annual Reporting of Energy Performance**

The Public Sector Energy Efficiency Strategy provides the framework to assist the public sector in achieving its energy efficiency targets by reducing energy consumption and energy costs and embedding robust energy management practices at all levels of business operations. As a public body KCETB has an annual legal requirement to report energy data under S.I. 426 of 2014. Based on the data reported, KCETB made a 37.4% saving by the end of 2020 which signifies a continued and sustained linear trajectory of improvement since the introduction of the Public Sector Energy Efficiency Strategy.

## Staffing Profile

The following table depicts the whole-time equivalent staffing profile of KCETB during 2021

	2021
<b>Chief Executive</b>	1.00
<b>Directors</b>	3.00
<b>Administration &amp; Support Staff</b>	
Administration staff (wte)	75.03
Ancillary (wte)	24.42
<b>School Staff</b>	
Principals	13.00
Deputy Principals	15.00
Teaching staff (wte)	431.65
Special Needs Assistants (wte)	45.50
<b>Further Education &amp; Training Staff</b>	
Training Services Manager	1.00
Adult Education Officers ( <i>including 1 Assistant Training Services Manager</i> )	4.00
Co-ordinators/Facilitators	14.00
Guidance Counsellors	5.00
Youth Officers	2.00
Music Generation Development Officers	2.00
Resource Tutors	10.00
Part-time Tutors ( <i>paid and voluntary</i> )	100.00
Teachers/Tutors (wte)	75.00
Information Officer	2.00
Instructors	3.00
Authorised Officers	2.00
Project Officers	4.00
Principals	1.00
Deputy Principals	3.00
Teaching Staff (wte)	63.44
<b>Total (whole time equivalent)</b>	<b>900.04</b>



## Directorate Reports

### Schools Directorate

Kilkenny and Carlow Education and Training Board (KCETB) is a statutory local education authority operating in accordance with the Education and Training Boards Act 2013 and other relevant legislation. KCETB schools are state, co-educational, multid denominational schools underpinned by five core values: Excellence in Education, Care, Equality, Community and Respect.

ETB schools are under the patronage of the local Education and Training Boards (ETBs) who are the largest provider of multid denominational education in Ireland. KCETB schools give equal opportunities to all students in the communities they serve and strive to provide high quality education through respectful, positive, supportive and responsive learning environments.



It provides a comprehensive range of quality education programmes and supports designed to meet the needs of young people and adults throughout Kilkenny and Carlow. It has developed a range of educational provision to address the diverse and ever- changing demands of learners. Kilkenny and Carlow ETB operate thirteen second level schools. It is involved in many partnership activities at local level and provides a range of educational supports to enhance the quality of its education programmes.

Kilkenny and Carlow ETB now has responsibility for thirteen second-level, co-educational multi-denominational schools. They are:

• <b>Abbey Community College, Ferrybank</b>	• <b>Duiske College, Graiguenamanagh</b>
• <b>Borris Vocational School</b>	• <b>Gaelcholáiste Cheatharlach</b>
• <b>Coláiste Aindriú, Muine Bheag</b>	• <b>Grennan College, Thomastown</b>
• <b>Coláiste Cois Siúire, Mooncoin</b>	• <b>Kilkenny City Vocational School</b>
• <b>Coláiste Eoin, Hacketstown</b>	• <b>Scoil Aireagail, Ballyhale</b>
• <b>Coláiste Mhuire, Johnstown</b>	• <b>Tyndall College, Carlow</b>
• <b>Coláiste Pobail Osraí, Cill Chainnigh</b>	

The aim of the second level schools is to provide a quality, inclusive, holistic education that will enable each individual to reach his/her full potential so that each student may lead a fulfilling

life and contribute to the development of society. The school communities strive to achieve these aims with professional, collaborative staff by offering:

- an extensive curriculum, catering for the spiritual, moral, intellectual, physical, social and personal development of students
- a co-curricular education programme
- a pastoral care programme

The schools in Kilkenny and Carlow ETB were founded as a response to local educational need and this tradition of meeting the needs of students is ever present throughout the school community. The innovation and management of change is clear from the range of programmes on offer.

Partnership is also a key feature underpinning the development of our schools and is apparent in our active Student Councils and Parents' Associations. We also work in partnership with other stakeholders, particularly in the youth, sport, community development and business sectors to enhance the educational experiences of our students. Kilkenny and Carlow Education and Training Board continues to provide a broad range of programmes in its schools. In addition to the Junior and Leaving Certificate Programmes schools also offer specialised programmes like the Junior Certificate Schools Programme, Leaving Certificate Applied and the Leaving Certificate Vocational Programme.

## Second Level Provision

School	Programmes Offered						
	JC	JCSP	TY	LC	LCA	LCVP	PLC
<b>Abbey Community College, Ferrybank</b>	✓		✓	✓		✓	
<b>Borris Vocational School</b>	✓		✓	✓		✓	
<b>Coláiste Aindriú, Muine Bheag</b>	✓	✓	✓	✓	✓		
<b>Coláiste Cois Siúire, Mooncoin</b>	✓		✓	✓		✓	
<b>Coláiste Eoin, Hacketstown</b>	✓		✓	✓		✓	
<b>Coláiste Mhuire, Johnstown</b>	✓	✓	✓	✓	✓	✓	
<b>Coláiste Pobail Osraí, Kilkenny</b>	✓		✓	✓			
<b>Duise College, Graigueenamanagh</b>		✓	✓	✓		✓	✓
<b>Gaelcholáiste Cheatharlach</b>	✓		✓	✓		✓	
<b>Grennan College, Thomastown</b>	✓		✓	✓		✓	
<b>Kilkenny City Vocational School</b>		✓	✓	✓	✓		✓
<b>Scoil Aireagail, Ballyhale</b>	✓		✓	✓			
<b>Tyndall College, Carlow</b>		✓	✓	✓		✓	

Junior Certificate Schools Programme (JCSP); Transition Year Programme (TY); Leaving Certificate Applied (LCA); Leaving Certificate Vocational Programme (LCVP); Post-Leaving Certificate (PLC)

## Second Level Enrolments

School	2020/2021
Abbey Community College, Ferrybank	941
Borris Vocational School	530
Coláiste Aindriú, Muine Bheag	102
Coláiste Cois Siúire, Mooncoin	138
Coláiste Eoin, Hacketstown	254
Coláiste Mhuire, Johnstown	585
Coláiste Pobail Osraí, Kilkenny	207
Duiske College, Graiguenamanagh	146
Gaelcholáiste Cheatharlach	361
Grennan College, Thomastown	309
Kilkenny City Vocational School	260
Scoil Aireagail, Ballyhale	185
Tyndall College, Carlow	657
<b>Total</b>	<b>4,675</b>

## School Achievements in 2021

ETB schools in Kilkenny and Carlow continued to grow and develop during 2021 with an increase in enrolment in a number of schools.

### Teaching and Learning

2021 was dominated by the ongoing COVID-19 pandemic. All our schools rose to the challenge of delivering high quality teaching and learning in a global pandemic. The pandemic did not stifle our schools innovation and creativity as blended learning approaches and methodologies aligned with the bank of resources and learning supports developed and delivered by staff in our schools.

Despite the ever-changing school landscape, excellence in teaching and learning has remained the focus in all that we do. The theme for this year for our schools was ***“Leading Excellence in Teaching and learning”***.

A series of workshops for school leaders – principals and deputies **on leading excellence in Teaching and Learning in Schools** was facilitated by Dr. Mark Fennell - 37 in attendance.

**The KCETB Inaugural Teach Meet took place online on Saturday 9 October 2021.** This professional learning and sharing event showcased enlightening workshops from our teaching colleagues, together with an insightful keynote presentation from Dr. Mark Fennell on *Leading Highly Effective Teaching and Learning* - 96 attended the event.

Virtual Training for Boards of Management on **Understanding Frameworks for Supporting Teaching and Learning** took place on 17 November with 83 in attendance.

Throughout 2021, all our schools continued to engage in School Development Planning, School Self-Evaluation and DEIS planning with many undertaking a series of initiatives in the area of teaching and learning.

- **Curriculum Development** - There was a continued roll out of training for the Junior Cycle with a series of in-school and cluster training days; with training moved to virtual delivery during COVID-19 restrictions. As part of their Junior Cycle Wellbeing Programme, many schools organised wellbeing events e.g. Active Schools Week - *Move for Your School*, Spring into Action Challenge, TikTok Events, Stand Up Awareness Week, Got Talent Showcases, Staying Safe Online and anti-bullying programmes, together with inspirational wellbeing speakers such as John Doran.

Abbey Community College widened their curriculum provision at senior cycle with the introduction of the Leaving Certificate Applied Programme.

- **Digital/Technology Enhanced Learning** –The focus of embedding digital technology in teaching and learning across schools and colleges with students and teachers using Microsoft Office 365 continued in 2021. Students and teachers are to be commended for their resilience in adapting to online learning during the second school closure from January – March 2021. There has been significant investment in devices and CPD for teachers in the use of MS Teams with every school utilising MS Teams as the sole platform for teaching and learning. There was the continued investment in upgrading of school servers together with the purchase of mobile devices such as surface pros for teacher and student use. Schools surveyed their parents to gather data with respect to their child’s experience of digital/remote learning.
- **Assessment - Junior Cycle** -Teachers are to be commended for their engagement with the Junior Cycle School Report which 3rd year students received as part of their assessment for 2021. There was significant collaborative engagement at school level with teachers and staff teams confirming a framework across subject departments for assessing and reporting on student achievement.

#### **Leaving Certificate 2021 - A Hybrid Model of Accredited Grades and State Examinations**

- Schools are to be acknowledged for the significant efforts they made to undertake accredited grades for their Leaving Certificate students for 2021. Teachers across our schools and centres engaged with subject alignment meetings prior to grades being input on the Esinet portal system and are to be commended for this work. School leaders are to be acknowledged for managing this process together with the oversight of the Leaving Certificate Examinations in their schools.

- **Recognising Achievement**

- Our students have excelled in their academic, sporting and extra-curricular achievements, representing our ETB to the highest level at local and national events e.g. Vocalist Stephanie Nic Giolla from Coláiste Pobail Osraí took first place in the Senior Vocalist Category of the National Scléip Final; while 5<sup>th</sup> year student in Grennan College Anna Ryan was awarded a scholarship to attend the United World College of East Africa in Tanzania in 2022; Coláiste Eoin students, Ailbhe Maguire, Aobha Harmon, Grace Hillard and Maisaa Murad reached the final of the Generation Apprenticeship competition, while transition year student Ella Ryan won the Peter's Problem Solving Maths Competition organised by the Maths Teachers of Ireland; Duiske College were awarded An Taisce *Park n' Stride* School of the Year award in the national competition, whilst also achieving a CPR for Schools Special Recognition Award from the Irish Heart Foundation.
- The Student of the Year Awards 2021 took place on 10 September 2021 in line with COVID -19 measures. A student from each school was nominated for an award for their achievements and overall contribution to school life.

#### School Governance and Management

- **Inspections** - A number of inspections took place during the year including:
  - Supporting the Safe Provision of Schooling (SPS) Inspection in Borris Vocational School, Coláiste Mhuire, Coláiste Aindriú, Coláiste Eoin, Tyndall College, Scoil Aireagail and Gaelcholáiste Cheatharlach.
  - Kilkenny City Vocational School engaged with the Inspectorate in two **research inspections** as follows:
    1. Evaluation of Remote Teaching and Learning (ERTAL) Research Inspection
    2. Research Inspection on:
      - How school identified the most vulnerable learners?
      - What targets were set for those learners in light of the data gathered and the needs that were identified?
      - What measures were put in place to achieve the targets?
      - How are schools monitoring and recording progress and outcomes for the most vulnerable learners?
- **Enhancing Leadership Teams** – Our leadership development programme aimed at building the leadership capacity of the middle management teams (Assistant Principal 1/ AP1 teams) in our schools continued in 2021. This programme delivered by Dr. Joe O'Connell aimed to build middle-leadership capacity to support and work collaboratively with principals and deputies on an identified need/action in the school/college.

- **Teacher Supports and Development** – Inductions for new teachers included the following topics/themes: Using MS Teams for teaching and learning, GRPR and Building Positive Relationships in the School Community.
  - **Aspiring School Leaders** – A Certificate in Restorative Practice in collaboration with IT Carlow took place in 2021 – 26 teachers completed the programme.
  - In supporting school leaders to respond to the myriad of challenges posed by the educational landscape, the Director of Schools organised the following “Pop-up” Virtual Briefings for all Principals:
    - Arrangements for School Re-opening – 8 January 2021
    - Phased re-opening of schools on 11 February – 22 February 2021
    - Briefing on Accredited Grades Process for Leaving Certificate – 24 February 2021
    - Briefing on SEC Arrangements for 2021 – 5 March 2021
    - Health & Safety Briefing for Principals and Deputies – 18 August 2021
    - Pop up on HR Core Portal and Enhanced Supervision for Principals and Deputies – 19 August 2021
    - Findings from consultative process with schools on Statement of Strategy (Principals and deputies) – 20 August 2021
    - Briefing on School Meals Internal Audit – 21 October 2021
    - Consultation on Statement of Strategy – Key Actions for Schools- 21 October 2021
    - Briefing on Incidental Inspections – 18 November 2021
    - Briefing on New Substitution Measures – 3 December 2021
  - **Quality Learning Environments** – a commitment to high quality teaching and learning environments was achieved by the following:
    - **Improved digital infrastructure** in our schools with upgrades to broadband connectivity (incl. enhanced Wi-Fi), software and hardware. With the additional ICT funding from the Department of Education ICT Grants, student and staff devices were purchased to support accessing and engaging with remote teaching and learning during the school closure.
    - **Continued upgrades to school buildings** – construction began in Grennan College for 4 classrooms extension together with, a new Home Economics and Music room and an additional Science Laboratory; the construction of a 3 classroom and ASD unit in Borris Vocational School was completed and opened, there was Emergency Works with respect to roof repairs in Coláiste Eoin, while planning permission for the Kilkenny Schools Campus- (Coláiste Pobail Osraí and Kilkenny City Vocational School) was submitted to Kilkenny County Council. Additional accommodation was also approved by the Department of Education for Coláiste Mhuire and for Gaelcholáiste Cheatharlach.
- Minor Works** - To support schools in their work on the full implementation of the COVID-19 Response Plan, minor works grants issued to all Post Primary schools. Schools used the funding to reconfigure classroom space, re-purpose rooms to provide additional space,

adapting storage facilities, purchasing furniture, altering desk layouts, adapting toilet areas etc., all measures to adhere to physical distancing and to minimise the risk of spreading the COVID-19 Virus. Kilkenny and Carlow ETB purchased 20 HEPA Air Filters to assist in the monitoring of ventilation in schools in 2021.

- **School Governance** – Virtual training for members of Boards of Management took place on 17 November 2021 - Understanding Frameworks for Supporting Teaching and Learning and 83 attended.

Schools also engaged in ETB Internal Audits e.g. The Enrolment Audit and the School Meals Audit.

**Ongoing Supports in the area of Safe School Reopening and around Health and Safety-** KCETB COVID Response Plan was revised in August 2021 to take account of the changes in public health requirements.

*Health and Safety programmes were rolled out as follows:*

- Fire Warden Training – for all SNAs
- Occupational First Aid – for all SNAs and nominated teachers in our schools
- Managing Aggressive and Potential Aggressive (MAPA) Training – for some SNAs and SET Teachers
- Manual Handling – for all Caretakers

#### Partnerships with the wider community

Over the course of the year, we have witnessed the fruits of collaboration between schools and our various educational partners. The commitment of all of the partners to the promotion of excellence is to be commended and is demonstrated by the following:

**Promotion of the Student Voice** – Student Councils in many schools prioritised climate issues in their plan of work for 2021 e.g. introducing recycling systems and the engagement with the Green Flag for Biodiversity. Our Student Councils engaged with KCETB in a workshop facilitated by Dr. Joe O’ Connell to consult with them on KCETB’s Statement of Strategy 2022-2026.

A Train the Trainer Module for link teachers of Student Councils was also organised on 9 November with 15 link teachers in attendance from across our schools.

**Working in Partnership with Parents and the Community** – Strong links at school level with parents, saw the active engagement with Parents Associations and the annual election of new officers to Parents Associations.

In 2021 schools embedded the online mode of collaborating and communicating with parents and whole school communities. Schools continued to enhance their social media presence in keeping their school community informed during COVID -19 restrictions and of important updates regarding their child/ren's teaching, learning and assessment. Social media was key in promoting schools, and in facilitating schools to showcase initiatives and excellent work. Meetings continued online with virtual/remote Parent Associations and Board of Management Meetings taking place during school closures and COVID-19 restrictions.

- **Schools as Centres of Excellence** – Many of our schools are involved in collaborative projects that showcase best practice in teaching and learning with other key stakeholders as follows:
  - **School Excellence Fund** –Kilkenny City Vocational School rolled out their project with two primary schools which aims at exploring the differences between teaching methodologies used in upper primary school and those used in Junior Cycle post-primary with a particular focus on literacy. This project was funded by the Department of Education Investment in Education Fund.
  - **Further and Higher Education Links** -Transition Year, Leaving Certificate Vocational Programme (LCVP) and Leaving Certificate Applied (LCA) Programmes promoted stronger links with further and higher education colleges with guest speakers from colleges providing online briefings in schools. Schools also engaged in College Awareness Weeks and virtual visits to College Open Days.
  - **A DEIS to FET Forum** was strengthened. This working group is made up of representatives from DEIS schools and Further Education and Training Services with a common goal of supporting the transition and progression of post-primary students into further education and training. This is a cross directorate forum being jointly chaired by the Director of Schools and the Director of Further Education and Training.

Whether on-site or online, our schools have remained the heart of the community, striving for academic excellence and ensuring the care of our students' wellbeing. The 2021 year has highlighted the resilience and determination of students, teachers and staff of Kilkenny and Carlow ETB. In our schools we have seen growth in student numbers, increased attendance rates, increased retention rates and a deepening of our connections within our school communities: all against a challenging backdrop. Reflecting on the year and acknowledging the efforts of all our school communities: students, parents/guardians, staff and Boards of Management, the schools directorate will continue to progress, succeed and work together towards Excellence in Education.

Please visit [www.kcetb.ie](http://www.kcetb.ie) to access further information on our post-primary schools.



## Further Education and Training Directorate

Kilkenny and Carlow Education and Training Board (KCETB) provides a wide range of quality assured diverse Further Education and Training programmes through its FET Centres in Kilkenny and Carlow. Twenty two individual programmes are funded through SOLAS, with other initiatives and services funded through DCEDIY and DoE.

The FET Service offers full-time and part-time programmes accredited by QQI, City and Guilds, CIDESCO, ITEC and other awarding bodies. All courses and programmes are available for learners to browse at [www.fetchcourses.ie](http://www.fetchcourses.ie). *Transforming Learning* the FET Strategy 2020 – 2024 has underpinned the direction of KCETB's Further Education and Training Service for 2021 and beyond. Active inclusion and equality of opportunity for every learner is central to the core values of Further Education and Training at KCETB, as well as providing accessible pathways within and from FET. The FET Service continues to prioritise those individuals who are distant from education, training and the labour market and has worked with local, regional and national stakeholders to respond to this need across Kilkenny and Carlow.

During 2021, the number of learners commencing a FET programme with KCETB grew steadily with 9074 individual learners attending a FET course/programme across Kilkenny and Carlow. Large numbers of learners opted for part time provision which was compatible to the challenges still presented by COVID – 19.

### FET 2021 Highlights

The **Mitigating Against Educational Disadvantage Fund** saw 23 groups receive funding through KCETB to assist in sustaining learners' engagement in education and training. €223,271 was awarded during 2021 to Community groups to work with adults to mitigate against exclusion during the COVID pandemic. This additional fund from SOLAS provided opportunities to access other services remotely, to enhance and promote social interaction.

KCETB partnered with Aontas to develop the capacity of our learners to participate in the Inaugural Review panel visit and to also develop our capacity to harness the learner voice. Training took place in November and was welcomed by all attendees. The sessions built advocacy skills, communication, and confidence skills as well as developing leadership and representation talents.

**Ministerial Visit:** Minister for FHERIS Simon Harris TD visited Kilkenny Adult Learning Centre on November 15. He met with a wide representation of learners and discussed their future literacy, numeracy and digital skills needs with them. He praised the high standard of work that the learners displayed and encouraged all adults to get involved with further education. Minister Harris also visited Training Services and met with Phase 2 Electrical Apprentices.

**Feilte Teaching & Learning Festival:** The Adult Literacy Service in Kilkenny was selected to showcase the HUG A BOOK project at Feilte during the year. The DEIS Family Literacy

programme attended the event and submitted a video highlighting the family literacy activities in Kilkenny city.

The launch of the 10 year **Adult Literacy Strategy** also featured **KCETB**. Martina Kiely a learner in Kilkenny Adult Learning Service wrote the forward for the strategy and attended the launch with Minister Harris and SOLAS in the Liberties College in Dublin, in September.

**Apprenticeship registrations** grew by 47% in 2021 when compared with 2020. New registrations are still showing continued demand for electrical, plumbing and carpentry trades.

**Quality Assurance** featured prominently in FET during 2021. The Work Based Learning Group commenced drafting a WBL policy and Communities of Practice were established for practitioners in various disciplines. **The QQI Inaugural Review** occurred during December 2021. During that week, 32 virtual sessions involving 119 participants took place over the week where the panel met with:

- **22** Learners / Past learners / Apprentices (from levels 1 to 6)
- **63** KCETB employees (including Management, Teaching, Support and OSD staff)
- **34** External stakeholders (including KCETB board members, employers, second providers, community stakeholders, other awarding bodies and HEI representatives)

KCETB was found to be compliant in all key quality statement areas as follows:

- **The effectiveness of the QA procedures of the institution and the extent of their implementation**
- **The extent to which existing QA procedures adhere to QQI's Quality Assurance Guidelines and Policies**
- **The enhancement of quality by the institution (through governance, policy, and procedures).**

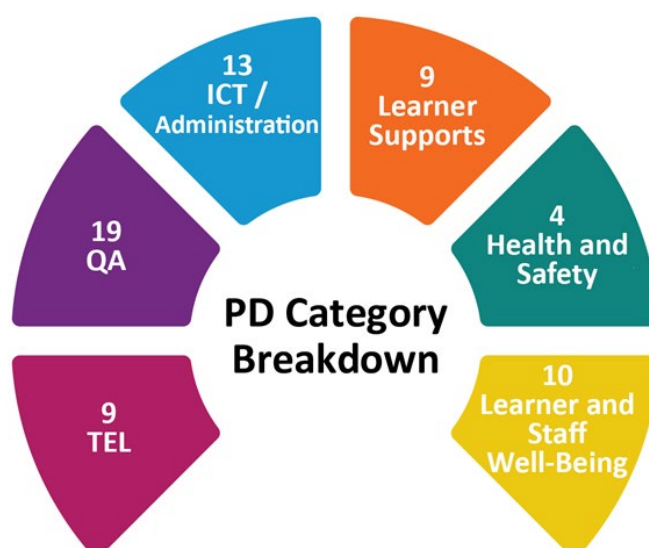
Commendations highlighting areas of good practice included:

- The panel recognised that KCETB have a strong and consistent learner focus
- KCETB's approach to the Inaugural Review consultation was commended
- KCETB's work with other agencies and employers to address estate issues/limitations flexibly and innovatively
- The collaborative work between centres and through Communities of Practice was recognised
- KCETB's commitment to internal communication including the QA portal

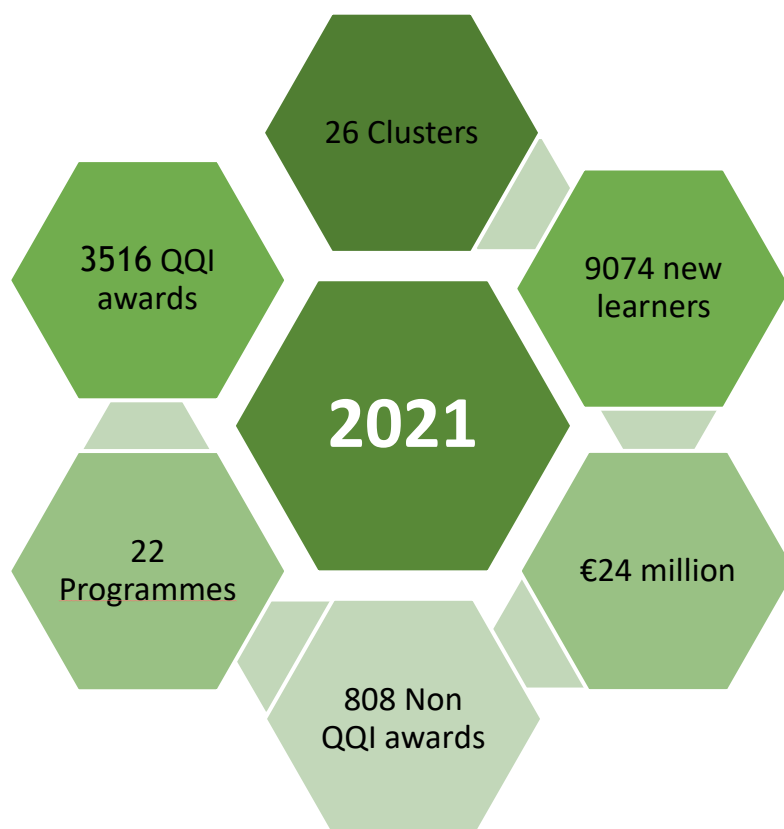
## Awards and Awarding Bodies 2021

AWARDING BODY	AWARDS 2021	
	No.	%
QQI	3516	81.11%
City and Guilds	241	5.56%
British Horse Society	45	1.04%
NCEF	0	0.00%
ITEC	92	2.12%
DES Junior & Senior Trades	11	0.25%
CIDESCO	7	0.16%
(BIBTAC) CIBTAC	28	0.65%
Leaving Certificate	11	0.25%
Leaving Certificate Applied	5	0.12%
Junior Certificate	0	0.00%
RTITB Road Transport Industry Training Board	70	1.61%
EN Certification (ISO: European Standard for Welding)	63	1.45%
RSA (Road Safety Authority)	51	1.18%
Microsoft Technology Associate	0	0.00%
MOS (Microsoft Office Specialist)	17	0.39%
Other	178	4.11%
<b>Total</b>	<b>4335</b>	

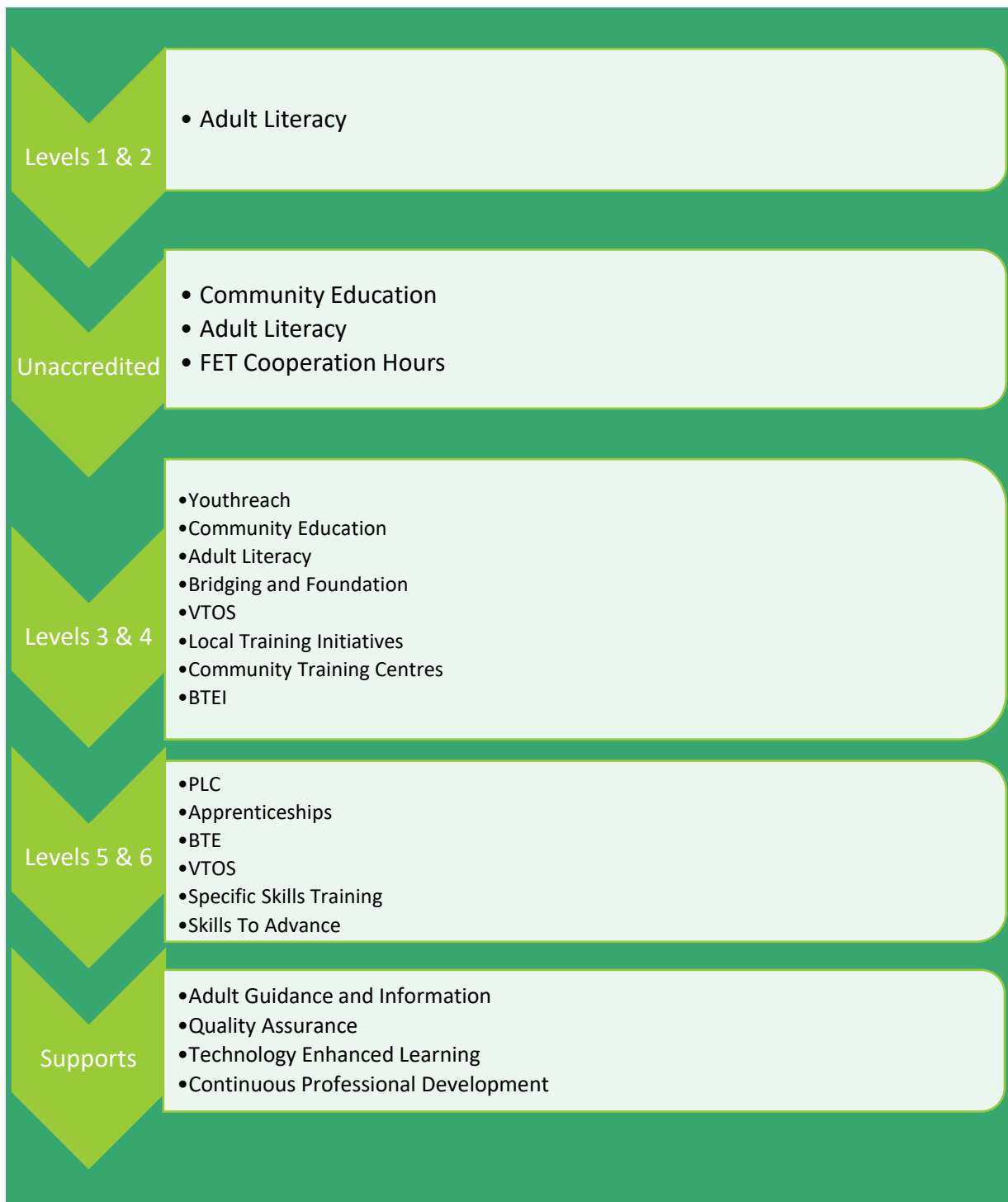
During 2021 the supports offered by the **Technology Enhanced Learning and Professional Development Service** continued to advance the expertise and professionalism of FET staff by providing CPD that was relevant to the online and onsite FET setting. Over 60 training events were organised centrally, with additional visits to the Professional Development Portal. A breakdown of PD events is detailed below:



## FET 2021 in Numbers



## FET Centres and Programmes



## Organisation Support & Development (OSD) Directorate

The role of organisation support and development (OSD) is to manage and deliver the organisational and strategic functions of KCETB.

The OSD Directorate is comprised of the Corporate Services, Finance, Human Resources and ICT departments. OSD has contributed to KCETB achieving its strategic goals and objectives and ensuring that all KCETB services meet the highest quality standards.

The OSD Director, as Chief Risk Officer and in co-operation with the Chief Executive, is responsible for the co-ordination of risk management, governance, compliance and internal control across the organisation.

The achievement of objectives include the following during 2021:

<b>Support all KCETB staff to perform their roles to the highest professional standards</b>	<ul style="list-style-type: none"><li>• Staff wellbeing programmes available to all staff</li><li>• Governance, financial management and risk management briefings provided to staff</li><li>• Business Continuity Plan and COVID-19 Response Plans implemented in conjunction with all staff</li><li>• Remote Working arrangements implemented to facilitate staff performing their roles to the highest possible standards during remote working and blended rota working</li></ul>
<b>Implement high standards of governance throughout KCETB's services</b>	<ul style="list-style-type: none"><li>• Governance and risk management briefings provided to staff</li><li>• Implementation of Risk Management Policy and Implementation Plan</li><li>• Development of policies and procedures</li><li>• Early sign-off of 2020 accounts</li><li>• Updating and active maintenance of Risk Register</li><li>• Development and implementation of Corporate Procurement Plan</li></ul>

<b>Create and maintain quality working and learning environments in all KCETB offices, schools and centres</b>	<ul style="list-style-type: none"> <li>• Capital Projects <ul style="list-style-type: none"> <li>○ Additional accommodation at Coláiste Mhuire</li> <li>○ Emergency COVID-19 works at all schools</li> </ul> </li> <li>• Active review of current leases to ensure value for money and suitable accommodation requirements</li> <li>• Developments in ICT infrastructure to provide upgraded ICT capacity for virtual services and remote working</li> </ul>
<b>Implement support systems to ensure that schools, centres and programmes meet all their relevant quality assurance requirements</b>	<ul style="list-style-type: none"> <li>• Head office support to schools and centres re: HR, Finance and Corporate Services, ICT</li> </ul>
<b>Review organisational performance against best practice models, national and international</b>	<ul style="list-style-type: none"> <li>• Best practice national and sectoral standards of recruitment implemented</li> <li>• Commencement of transition to Payroll Shared Services</li> <li>• Oversight Agreement and Performance Delivery Agreement Review with the Department of Education</li> </ul>
<b>Increase the use of ICT within KCETB to enhance the quality of service</b>	<ul style="list-style-type: none"> <li>• Provision of ICT systems, equipment and training to facilitate virtual services and remote working.</li> <li>• Development of internal ICT systems in preparation for transition to Payroll Shared Services</li> </ul>
<b>Collaboration with DoE, ETBI and other ETBs</b>	<ul style="list-style-type: none"> <li>• Sharing of knowledge, policies and procedures to facilitate best practice across the sector</li> </ul>



**kcetb**

Bord Oideachais agus Oiliúna  
Chill Chainnigh agus Cheatharlach  
*Kilkenny and Carlow  
Education and Training Board*