



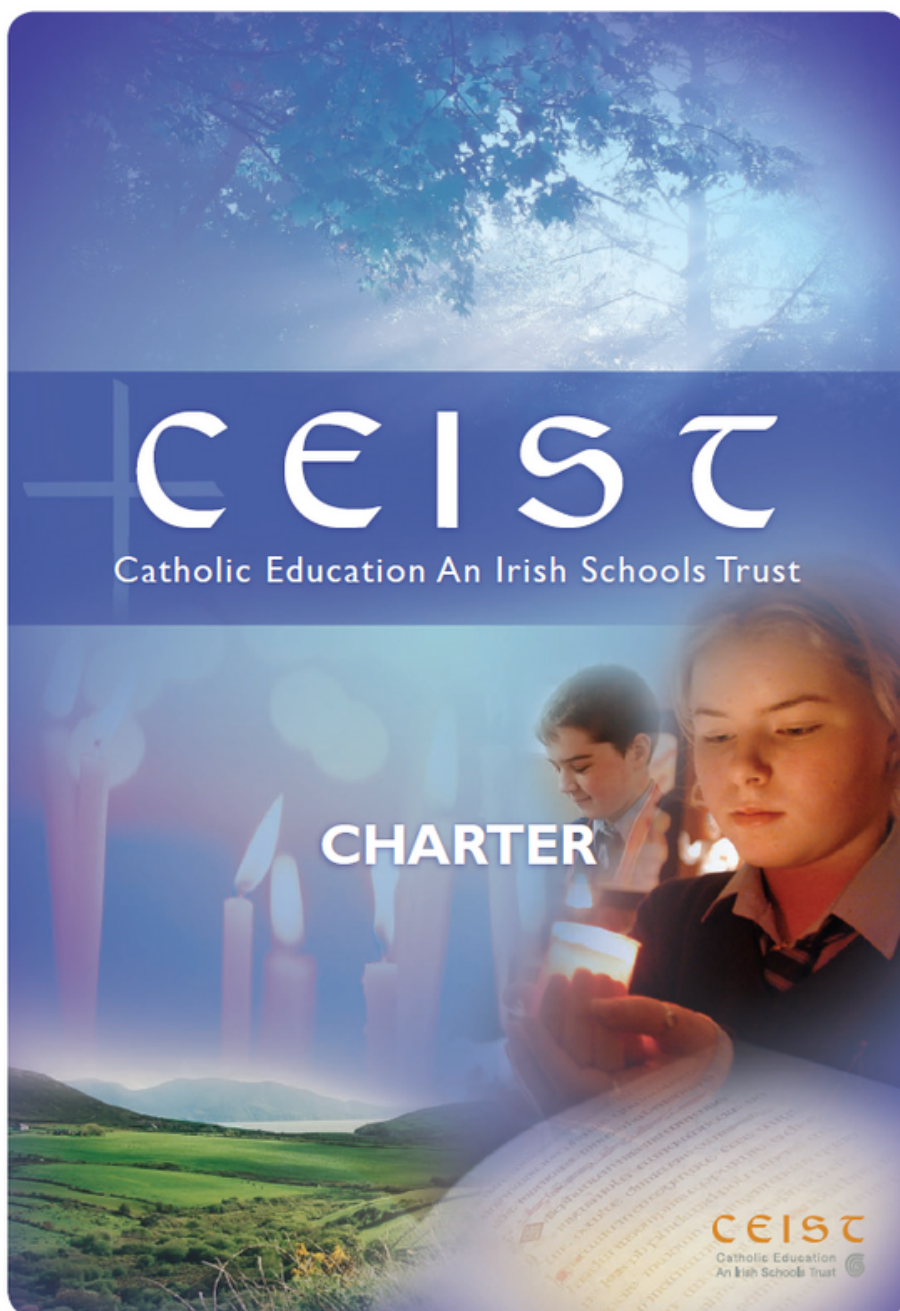
CEIST

Catholic Education
An Irish Schools Trust



ANNUAL REPORT 2022

Celebrating
CEIST 15 years
2007 - 2022



Vision

A compassionate and just society inspired by the life and teachings of Jesus Christ.

Mission

To provide a holistic education in the Catholic tradition.

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CEO Address

On February 7, 2022, I was delighted and honoured to take up the role of CCEIST CEO, returning to familiar surroundings and familiar faces. I have been humbled by the huge amount of goodwill and support I have received since my appointment. This year, as we weathered the final months of the pandemic and returned to post-Covid normality, has been extremely busy. In looking forward, all of us: CCEIST Board of Directors, Members and Executive, have one overriding priority and that is to do everything possible to support our schools in continuing to provide the best possible possible educational experience for the students in our care.



As Catholic Patrons, it is our responsibility to ensure that we continue to provide Catholic education into the future, with the facilities and supports necessary for full educational provision and faith development. We are unequivocally committed to continuing the tradition of providing the highest quality Catholic education to current and future students. Increased secularisation and a rising number of parents opting for co-education necessitates the ongoing evaluation of our post- primary schools. Schools deserve clarity about the future - decisions about capital investment, infrastructure etc. are required in a timely manner to enable the provision of the best educational facilities.

For these reasons we have joined with other Catholic Patrons in a number of locations around the country and begun a process of local consultations on the "**Format of Catholic Post- Primary Education into the Future**". This is not a question of "*Is there a future for Catholic Education?*" but rather the format it will take and what it might look like in the next decades.

It was wonderful, after an absence of two years, to be able to gather together as the year unfolded for a number of events, including very valuable Child Protection Training, Inductions for newly appointed Senior Leaders and Chairpersons, the autumn Leadership in a CCEIST School Programme, Principal Regional Network Meetings and of course our Conference in September 2022. While Zoom and online gatherings have their advantages, nothing can replace the richness and value of personal interaction and sharing.

We were delighted to introduce a number of new initiatives in 2022. The Online Induction Modules equip schools with the tools to enable new members of staff and new students to have a better understanding of CEIST, what it means to be a CEIST school and member of the CEIST Community. Schools are encouraged to embed these modules into their current induction processes. The module for Board of Management members augments the other training available. The CEIST Certification of Junior Cycle Religious Education is an initiative designed to recognise the participation of students in the RE Programme and affirm the work of RE Teachers. During 2022 we also reviewed and enhanced our Leadership Programmes, Board of Management supports and the operation of the Nano Nagle Assistance Fund.

Once again, we are delighted at the level of volunteerism and dedication demonstrated by those serving on Boards of Management in our schools. We acknowledge the essential tasks they undertake to ensure that Board of Management policies are implemented and delivered upon. We are very conscious of the importance of their role and the need for us, as Patron, to provide them with the highest levels of support. We owe them a debt of gratitude and sincerely thank them for their energy, enthusiasm, loyalty and commitment.

The CEIST Board of Directors and Executive continue to work collaboratively with our sister company EDUCENA. We appreciate their support and assistance and together will continue to work to provide the best educational facilities for our students.

We are blessed to have outstanding leaders in our schools, all round the country, who each day meet the challenges and embrace the opportunities that present themselves, ensuring that those in their care receive the very best educational experience. The significant challenges presented by Covid-19 were faced in CEIST schools with resilience, compassion and determination and so we have no fear of what the future holds, knowing how capably we can adapt and manage. Equally, the many staff who give their expertise, time and interest in providing extra-curricular activities, musical, artistic, sporting, social justice etc. are astonishing and represent, for all to witness, ethos in action.

As we review and evaluate our work for 2022, we think in a special way of all those within our school community who have lost loved ones over the past year and especially those schools who have lost beloved students and staff. Be assured that you remain in our thoughts and prayers and may the gift of friendship and love sustain the broken-hearted at this difficult time.

Le gach dea-ghuí,



Gerry McGuill
Chief Executive - CEIST

A Message from the Chairperson

On behalf of the board of CEIST, I am pleased to introduce the Annual Report for 2022. The pages that follow provide a snapshot of the breadth of work undertaken by the Board of Directors and the staff of CEIST and, more importantly, how this work finds expression in the day-to-day life of our school communities. I had the privilege of becoming Chairperson of CEIST in May 2022 when the year was already well under way, and I was very conscious of being handed the reins of a well-structured organisation on a very solid foundation. I want to take this opportunity to pay tribute to my predecessor, Bernard Keeley, who so faithfully led the Trust for the past nine years. His vision for and leadership of CEIST has ensured that we are in the best possible place as we continue to plan for a strong and sustainable provision of Catholic post-primary education across the country.



2022 saw CEIST celebrate fifteen years in existence. In 2007 the founding congregations sought to create a designated organisation that would enable school communities to *'navigate true to their identity, the next stage of their life journey'* while staying faithful to the founding intention. CEIST continues to test every initiative, encounter and programme against this core objective. The next stage of the journey for CEIST has already begun as we engage in key conversations about the future of Catholic post-primary education across the country. Many of these conversations are taking place in unique collaboration with other Catholic patrons and we hope that they will help form the necessary robust relationships that will ensure that Catholic education is a viable option in an increasingly secular society.

This Annual Report showcases the tremendous work of Chairpersons, Boards of Management, Senior Leaders, staffs and students in all of our 107 schools. The ongoing commitment of school leadership and staff to building communities that enable *'life to be lived to the full'* by every student, is brought to the attention of the board as part of the CEO's Report at all our meetings. At the CEIST Conference in September 2022, I was delighted, but not surprised, to hear the Minister with responsibility for Special Education and Inclusion, Josepha Madigan, acknowledge the willingness of CEIST schools to open Special Classes and welcome students with complex needs. CEIST will, however, continue to advocate on behalf of our schools for the provision of the wrap-around support services that are, unfortunately, lacking in so many areas. The CEIST Conference was also the appropriate place to launch our new Strategic Plan 2022-2027 which you can read more about on page 24.

Early in 2022 the CEIST Board said goodbye to CEO, Clare Ryan who made a significant and lasting impact, particularly in her compassionate leadership during the difficult COVID era. I would like to take this opportunity to wish her every blessing in the future.

The beginning of my tenure as Chairperson coincided with the appointment of a new CEO, Gerry McGuill. He brings his invaluable experience as school principal and a CEIST FLG Coordinator to the role. I look forward to continuing to work with him and the CEIST staff in the coming months and years.

CEIST is very fortunate to have twelve members on its Board of Directors who voluntarily guide the organisation by offering their unique skillset, expertise and more importantly commitment to the vision of Catholic education, with a generosity of spirit that seems to know no bounds. Members not only faithfully attend the regular board meetings but also participate in a number of sub-committees. These sub-committees often provide an opportunity for directors and CEIST staff to work together modelling the style of leadership, cooperation and community that we hope for in our schools. We are also fortunate that John Darcy, EDUCENA CEO, is always willing to share his expertise and support when needed. In an era of heavy demands on organisations in terms of Governance, the members of the Audit & Risk Committee, chaired by Mr Paul McEvoy undertake key work to ensure our compliance with all aspects of regulatory and fiduciary duties. This essential work is sincerely appreciated. We take this opportunity to record our sincere thanks to David Cox who retired from the Board after six years of service. Sr Marie Wall has graciously agreed to take over David's role as director in common with our sister company, EDUCENA.

As I come to the end of my first year in this role, I am very conscious that these are challenging times for CEIST and particularly our school communities, striving to honour the traditions and values of the founding congregations in a society that often appears to have little respect for this way of being in the world. We believe, however, that *'it was the stone that the builders rejected that became the cornerstone'*. It is precisely this cornerstone which constantly challenges us to re-imagine the myriad of ways in which we can give lived expression to the values outlined in the CEIST Charter. In doing this we are always seeking to 'see further' because we believe that we are *'standing on the shoulders of giants'* whose vision of *'a compassionate and just society inspired by the life and teachings of Jesus Christ'* was never more acutely needed in our world.



Maeve Mahon, Chairperson

Highlights

The year 2022 began when we were still in the grip of Covid but, as it unfolded, a sense of normality returned. We were all delighted to be able to attend the very much missed Graduation Masses, return to traditional Leaving & Junior Certificate Exams and see, from September, football, hurling & camogie teams return to the playing pitches, basketball teams to the courts, Young Scientists to the RDS, Junk Kouture to the ramps and choirs to the stage. It was a joy to witness and attend school musicals again. Many of our schools have achieved phenomenal success. It has been wonderful to witness the excitement and exuberance of thousands of our students who sacrificed so much during the pandemic. In short, laughter and joy has returned to the corridors and classrooms of our schools.



CEIST Executive

Ceiliúradh CEIST

Ceiliúradh CEIST
1st February



On February 1, 2022 we had the most wonderful experience with the celebration of **Ceiliúradh CEIST**. This inaugural event provided an opportunity for all in the CEIST Community to honour our common provenance. It was simply amazing to see how it was embraced so enthusiastically, with a range of events and ceremonies taking place across all our schools nationwide.

Covid restrictions meant that we could not gather in person. However, this did not diminish the excitement of our first Ceiliúradh CEIST. Sr Elizabeth Maxwell's address personally chronicled the beginnings of the Lay Trust and she expressed the rationale, fears and hopes of each of the congregations as they made the momentous decision to hand over their schools to a new, unknown entity. There was wonderful affirmation of how CEIST has evolved and how the spirit and charism of each order is alive and well in our schools. The Gathering was very much enhanced by the magnificent performances from Coláiste Muire, Ballymote, Mercy Secondary School Mounthawk and Caoimhín O'Raghallaigh.

Our prayer '**The Calling**' was expressly crafted to honour the Charter values and was prayed simultaneously in all schools. Our hope is '**The Calling**' will be prayed at every significant moment of school life.



Christ

Encountered

In

Schools

Today

Bishop Denis Nulty's call to CEIST schools to be see
Christ Encountered In Schools Today was reflected upon.

Ceiliúradh will be an annual event and an occasion to rightly
celebrate what is amazing about our CEIST schools.



This is building and
nourishing community in
action!



One of the most significant events, as part of Ceiliúradh CEIST, was the launch of ***'Leading the Way- Lighting the Way.'***

Sr. Elizabeth Maxwell, one of the Charter signatories, was tasked with commencing the journey and she handed over two lanterns, one northward bound, to Seamus Bennett, Coláiste Íosagáin, Portarlinton and one southward bound, to Helen O'Donnell, Scoil Chríost Rí, Portlaoise.

These two lanterns will help ensure that each of our 107 schools can be involved and reflect on what it means to not only belong to a CEIST school, but also to be part of a bigger community.



CEIST Conference 2022

'Catholic Education in Times of Change, Challenge & Choice'



After a break of two years, we were delighted to host the CEIST Conference again in September 2022. This, as always, was a wonderful opportunity to meet so many of our Principals, Deputy Principals and Chairpersons. The gathering creates a space for all to network and reflect, in a relaxed and social setting, upon the current educational landscape, the changes and challenges emerging and to consider how best we can meet these challenges while being true to our Mission and Vision.

We were most grateful to Bishop Paul Dempsey, Diocese of Achonry, who together with Director, Fr. Tomás Surlis, celebrated the Conference Opening Mass. This enabled us to lay a solid foundation of prayer to our time together.



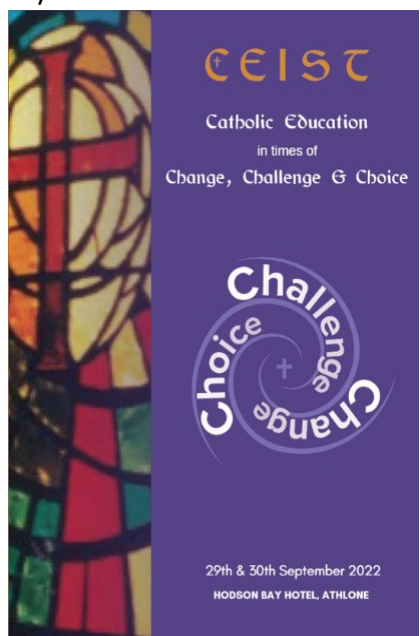
We were delighted to welcome Prof. Daire Keogh, President of DCU, as our keynote speaker this year. Daire captured the audience with his passionate address on the issues of educational leadership, the challenges for Catholic schools attempting to articulate their particular vision with confidence in changing times and the 'special character' which offers choice to both parents and students.

Appreciation was extended to Minister Josepha Madigan, Minister of State for Special Education and Inclusion, who took time out of her busy schedule to address the conference on the closing day.

In his address the CEO thanked and congratulated Principals, Deputy Principals and Chairpersons for the amazing leadership shown during the Covid pandemic. He went on to state that the challenges would keep on coming, necessitating choices and change. He spoke about the unanswered questions facing our Catholic schools and the need to meet these with openness, honesty and bravery.

The Chairperson launched the CEIST Strategic Plan 2022-2027 on the second day of the Conference. She spoke of the Strategic Plan being a living document which, if it is to be effective, must impact on all our interactions. The Strategic Plan is the result of a process of consultation, review and redrafting. The Chairperson thanked the steering committee consisting of members of the Board of Directors and the CEIST executive for all their work on the plan. In concluding her remarks Maeve quoted Ken Untener, *'no set of goals and objectives includes everything. We plant the seeds that one day will grow. We water seeds already planted knowing that they hold future promise.'*

Among the highlights of the conference was the participation from our students who enchanted the delegates with stunning musical performances. The choir from Holy Rosary College, Mountbellew, under Musical Director, Alana Carr, opened the conference with prayers led by student leaders Amy Higgins and Peter O'Neill. The Conference was brought to a close by musicians and choir from St. Joseph's Secondary School, Rush under the stewardship of Áine Lynch.



Celebrating the Contribution of Retired School Leaders

On 20th September 2022, the CEIST Team was very pleased to be joined by former colleagues and Senior Leaders for an occasion organised to mark their retirement.

The outbreak of Covid prevented school communities acknowledging the valuable contribution to education of so many and this event was hosted as a small token of appreciation to them.

Mass was celebrated for the group by Fr. Liam Morgan in St. Peter's Church, Two Mile House, Naas, with beautiful music provided by choir and musicians from St. Mary's College, Naas, led by Musical Director David Lanigan.



Choir from St. Mary's College, Naas with Musical Director David Lanigan



The Student Voice

Student Leadership programmes enable our students to seek and find the best paths to witnessing the values of CEIST in their school communities and beyond. We thank all those who establish, lead and support these programmes. The opportunity offered to students to participate in training, so that they can confidently take their place as members of Student Councils, is of immense value to their ongoing development as leaders and mentors within the CEIST school. The commitment to hearing and valuing the student voice as partner and member in CEIST schools has a real and profound influence on how our Catholic ethos is lived on a daily basis.



Meeting brilliant student leaders in Sancta Maria College Dublin with members of the BoM

Student Leadership Conference 2022

Resilience, flexibility and adaptability were again to the fore in organising our 2022 **Student Leadership Conference**. We moved the conference online on 23rd March 2022 with the theme '*Tabhair Dom do Láimh.*' Once again, we were delighted to be joined by huge numbers of students from every school around the country for what proved to be a very enjoyable and engaging event.

The conference began with a blessing from Archbishop Dermot Farrell who went on to give a very positive, welcome address to the students.

Of the many events that CEIST organizes each year, the Student Leadership Conference is one of the highlights.

New Initiatives for 2022

CEIST Certification of Religious Education

Religious Education is an integral part of the curriculum in every CEIST school. The spiritual wellbeing and faith development of all our students is paramount and must always be a curricular priority.

Ultimately, at the heart of RE in a Catholic school is the CEIST vision that seeks to create a compassionate and just society inspired by the life and teachings of Jesus Christ.

Considering the importance of Religious Education in the life of our schools, CEIST is concerned that students who do not take Religious Education as a Junior or Leaving Certificate examination subject, receive no recognition for the many hours of learning, reflection, participation and activity they have devoted to the subject. Our dedicated RE Teachers, who continuously do incredible work in innovative and imaginative ways, have no recourse to external acknowledgement, appreciation, or affirmation for their students. For these reasons, in September, 2022, CEIST introduced **Certification for Junior Cycle Religious Education** for any CEIST school that wishes to become involved. By so doing, learning in RE will be certified, by the Patron, as part of each student's Junior Cycle Profile of Achievement (JCPA) under 'Other Areas of Learning.'

New Online Initiatives

CEIST is committed to ensuring that all new members of our community are welcomed by the Trustees and made familiar with the role that CEIST plays in their school. We do this in a variety of ways including meeting with new staff, sharing print resources, our website and social media.

In a new initiative, 2022 saw the launch of CEIST eLearning Induction Programmes. Three separate programmes were developed to cater for:

- 1st Year Students
- Teachers new to CEIST schools
- Board of Management members

Schools are asked to include these modules in their own induction processes for new staff and students, thereby ensuring that CEIST is seen as an integral part of the life of their new school.

We hope this new initiative will prove to be an informative enjoyable way of bringing CEIST to those within our community.

Boards of Management Supports

A total of forty-one Boards of Management and one Interim Board were appointed in October 2022. Schools are indebted to these volunteers for the work they do and the commitment they demonstrate in giving of their time and expertise to the development and support of schools. The role of Board of Management members is an extremely important and responsible one and we are deeply appreciative of their commitment and leadership - Míle buíochas!

During 2022 the **CEIST Board of Management Handbook** was revised and updated. This publication sets out the key responsibilities of the Board of Management and attempts to clarify some queries which may arise. An online induction module, specifically for Boards of Management members, has been developed to great effect. A new initiative saw our CEIST Executive offer an Information Session for newly appointed Chairpersons in December 2022.

Child Protection Training

Recognising that *'Child Protection is the most important part of our job for the young people in our care,'* Principals and Deputy Principals who act as Designated and Deputy Designated Liaison Persons (DLP/DDLP), were offered the opportunity to upskill their understanding of Child Protection Procedures. Two sessions were offered across a number of venues and the main objective was to give participants an overview of the obligations of school leadership in respect of *Child Protection Procedures for Primary and Post-Primary Schools 2017*. The process through which the Inspectorate conducts a Child Protection Inspection was explained and explored as a key element of the content.

Day for Chairpersons

At a Chairpersons' Day in February 2022, Child Protection Procedures were once again the topic of discussion. This session reviewed the responsibility that the Board of Management has for oversight and safeguarding and the roles of the Chairperson and Board of Management in ensuring that the procedures are implemented in full.

Space for Grace

In collaboration with our colleagues in other Trusts, we have joined with Le Chéile, Spiritans, Loreto, Marino and Dublin Diocese to offer a regular invitation to online reflection aimed specifically at school leaders, RE teachers and the wider school community. Space for Grace is an attempt to create space for God's presence by escaping from the busyness of life and breaking free of technology's constant pull and digital distraction.

This short lunchtime (20 minutes) reflective piece is offered as an open invitation to all. Hosting is rotated between the groups involved and simply offers participants an opportunity to take time out of their busy schedule to pause for reflection.

Nano Nagle Student Assistance Fund

The Nano Nagle Student Assistance Fund is sponsored by the Presentation Sisters, Northeast Province. This funding was first offered in 2018 to celebrate the 300th anniversary of Nano Nagle and in the Sisters' words: *'Our hope is that this gesture will open opportunities and enable the advancement of some students who are struggling to progress educationally due to financial difficulties.'*

This Fund is designed to offset the cost of educational resources, to enhance the student's educational experience and to enable a full engagement with the curriculum. This year the criteria for accessing the fund was expanded to include sourcing and providing psychological testing and counselling. The application and response processes were also reviewed and revised.

Some of our schools sought additional support to assist newly arriving students seeking refuge from the war in the Ukraine.

The Committee for oversight of this fund assessed the applications received and was delighted to approve just over €50K to be awarded amongst 27 schools.



Gathering for Religious Education Teachers

Two Gatherings for Religious Education/RSE Teachers took place in May 2022. They were hosted by Dr Aiveen Mullally from Marino Institute of Education and Vivek da Silva from DCU was the Guest Speaker.

Vivek led an interesting discussion on his current area of research: *Relationship and Sexuality Education in Catholic Schools in Ireland*. He provided a thought provoking and informative presentation.

These events provide a network of support and a platform for sharing ideas, good practice and resources. They are important for our teachers given the changing landscape that schools are being asked to embrace.

In-Person Inductions and CPD

It is important that everyone in the school community is offered Continuous Professional Development to keep up to date with training, skills and certification. To this end we facilitated a number of different training opportunities for various sectors of our community as follows:

Induction for newly appointed Principals and Deputy Principals

Recruitment of Senior Leaders saw the appointment of 11 Principals and 21 Deputy Principals during 2022.

Induction for these newly appointed Senior Leaders, many of whom are recruited from outside the CEIST community, is an ideal forum to articulate and emphasise our mission, vision and values. It is an opportunity for newly appointed Principals and Deputy Principals to meet and begin to establish a network of support for the future.

Induction is delivered by the CEIST Executive, enabling them to begin to forge a strong and lasting rapport with our new school leaders.

Middle Leadership Programme

Following the hugely successful online delivery of the CEIST Middle Leadership Programme during Covid and in preparation for a return to an in-person model, the CEIST Team reviewed, developed, and rebranded the programme as the ***'Leaders in CEIST Schools' Programme*** for 2022/2023. This revised programme retained many of the best features of our previous programmes while updating and improving on other areas and was designed to run on a hybrid basis with one Zoom session mid-week and two in-person sessions over week-ends.

Course content was informative and challenging and Course Directors were heartened by the level of engagement and feedback from participants.

Once again feedback has been very affirming with participants buoyed by the idea to *'Lead from where you are'* and the concept that *'Leadership is action and not Position.'*



Administration Training

To support School Administration Staff, an Excel workshop was held in June 2022. Kindly facilitated by Ardscoil na Tríonóide, Athy, this event was warmly welcomed by participants as it provided both an opportunity for upskilling and also an opportunity to connect and share ideas.

Caretaker Training

These courses, held at three different locations, were designed to ensure that Caretakers renewed their awareness about Safety, Health & Welfare risks and provided Health & Safety training for newly appointed caretakers. These sessions, aimed at reducing accidents and injuries, are invaluable and ensure compliance with health and safety legislation and guidelines.

Looking to the Future-A Changing Landscape

Irish Education has long benefited from outstanding Catholic Post-Primary Schools, which have provided high quality, Catholic education to young people, with a focus on the education of the whole person. Excellence in teaching and learning in our schools is consistently endorsed by the Inspectorate of the Department of Education and Skills.

As Patron of 107 Catholic Voluntary Secondary Schools it is incumbent on us not only to look closely at the current situation in our schools, but to proactively prepare for the future, to ensure that Catholic Education continues to be an option for future generations. This work is regularly undertaken in collaboration with other Patrons.

In 2018 CÉIST and Le Chéile began a consultation process about the future of three schools in Ballyfermot. The outcome will see Caritas College, a CÉIST school, and two Le Chéile schools; St. John's College and St Dominic's College, take on a new identity as **St. Seton's Secondary School**. Ms Sarah Greene has been appointed as Principal and the new school will open its doors in September 2023, initially operating over two campuses to facilitate building works and site remediation.

September 2022 saw the birth of **Coláiste Abhainn Rí** in Callan, following the amalgamation of St Brigid's College (CÉIST) and Coláiste Éamann Rís (ERST). On Sunday, May 1, a day of celebrations and commemoration was held to mark this auspicious occasion.

Following application to the Department of Education in 2022, approval was granted for the amalgamation of two CÉIST schools in Tuam; Presentation College and Scoil Bhríde, into a single co-educational secondary school. The newly amalgamated co-educational school, to be called **High Cross College** under the Principalship of Neasa Cosgrove, will operate from two sites during the 2023/2024 school year while Phase 2 of the project continues.

In Ennistymon three second level schools look forward to a new beginning in the 2023/24 school year. **Ennistymon Community School**, under newly appointed Principal Orla Conway, will operate under the joint patronage of CÉIST, Edmund Rice Schools Trust (ERST) and Limerick/Clare Education and Training Board. The new school will have an anticipated enrolment of approximately 750 students in September 2023. We thank all involved in Scoil Mhuire who have served the community of Ennistymon so well since 1979, for their immense contribution.

North Presentation Secondary School, Farranree will begin life in September 2023 with a brand-new name, as it prepares to usher in a new era as a co- educational secondary, while encompassing the tradition and history of the community.

In tandem with the name change, the school will be implementing a review of their mission statement to ensure it is reflective and inclusive. There will also be a new school crest and uniform.

In a further expansion of the DEIS programme seven of our schools were granted a change of status/designation. Such designation benefits those students most in need as it assists schools to provide additional resources.

Collaboration with Other Agencies

CEIST continues to support, forge and strengthen relationships with the Irish Episcopal Conference, Catholic Education Partnership, the Association of Patrons and Trustees for Catholic Schools, the Department of Education, the Joint Managerial Board/Association of Management of Catholic Secondary Schools and the many other organisations that seek to ensure the mission of Catholic education in Ireland is sustainable for future generations.

Community Schools and Designated Community Colleges

In 2018 the Sisters of Mercy and Presentation Sister engaged CEIST to carry out their Co-Trustee/Patron function in Community Schools and Designated Colleges under an Agency Agreement. This legal Agency Agreement commits CEIST to carrying out the 'Active Trusteeship' of the Sisters. The Agency Agreement was renewed in 2021 for a further 3 years.

The Agency Agreement functions include:

- Securing Trustee nominees to Selection Boards for Principal, Deputy Principal, Assistant Principal, and Chaplains posts.
- Involvement in the appointment of the BOM under legislation
- Ensuring that relevant policies are in place
- Ensuring the maintenance of the characteristic spirit of the schools
- Securing Trustee nominees to the Boards of Managements
- Keeping in touch with school life
- Acquiring BOM Minutes and maintaining a relevant archive of same
- Liaison with the Provincial Leaders in approvals for major building projects or refurbishment
- Working in partnership with the ETBs and other Catholic Trustees where relevant
- Working with ACCS and other relevant organisations



Our Leadership Coordinator liaised with Principals and Boards of Management during the past year, which involved school visits, oversight of Board of Management Minutes and appointments, DES Inspection Reports and permissions for Capital and Sports Funding projects. We are confident that the founding traditions of the Sisters of Mercy and the Presentation Sisters continue to be fostered and respected in multi-denominational settings. Liturgical celebrations, events and symbols are evident, as are the celebrations of Mercy and Presentation Day. Most schools have an oratory or reflection space and the Chaplains are faith leaders and facilitators of faith development who are invited to participate in CEIST events.

CEIST is extremely grateful to all Boards of Management, Principals and entire school communities in our family of Community Schools and Designated Community Colleges who worked closely and professionally with us over the past year. We also acknowledge and appreciate the co-operation of our Joint Patrons and the support and professionalism of ACCS. We look forward to ongoing progress and development in our relationships and will endeavor to provide support to our schools.

Community Schools & Designated Community Colleges Co-Patronage

- Abbey Community College, Roscommon
- Ballinrobe Community School, Mayo
- Ballyhaunis Community School, Mayo
- Beara Community School (Scoil Phobail Bhéar), Cork
- Blackwater Community School, Waterford
- Carna Community School (Scoil Phobail Mhic Dara), Galway
- Cashel Community School, Tipperary
- Causeway Comprehensive School, Kerry
- Clifden Community School, Galway
- Coláiste Chiaráin, Kildare
- Coláiste Dún Iascaigh, Tipperary
- Coláiste na Sceilige, Cahirciveen, Kerry
- Coláiste na Trócaire (Mercy Community College), Limerick
- Dunmore Community School, Galway
- Glenamaddy Community School, Galway
- Gort Community School, Galway
- Holy Family Community School, Dublin
- John the Baptist Community School, Limerick
- Kilrush Community School, Clare
- Kinsale Community School, Cork
- Lanesboro Community College, Longford
- Millstreet Community School, Cork
- Moate Community School, Westmeath
- Mohill Community College, Leitrim
- Mountmellick Community School, Laois
- Pobalscoil Chorca Dhuibhne, Kerry
- Scoil Mhuire Community School, Kildare
- Scoil Phobail Sliabh Luachra, Kerry
- Skibbereen Community School, Cork
- St. Joseph's Community College, Clare
- St. Mark's Community School, Dublin
- St. Peter's Community School, Cork

CEIST CLG - 2022 Financial Performance

The financial reporting framework that has been applied in the preparation of the CEIST CLG Financial Statements for the Year Ended 31st December 2022, is Irish Law and FRS 102.

Financial Summary

	2022	2021
	€'000	€'000
<u>Income</u>		
EDUCENA Funding	590	709
Licence Fees	408	398
Donations/Sponsorship	14	13
Presentation Sister NE Province Donation re Galway Schools Amalgamation	13	37
CEIST Conference Income	63	0
Miscellaneous Income	69	43
Department of Education Funded School Building Projects	<u>8,325</u>	<u>5,650</u>
	<u>9,482</u>	<u>6,850</u>
<u>Administrative Costs</u>		
Employee Costs	673	639
Depreciation	13	11
Rent	25	25
Travel and Subsistence	64	31
Website Development IT Costs	23	22
Rationalisation of Schools	64	58
School Training/CEIST Initiatives	24	43
Ethos Development Expenditure	19	13
CEIST Conference Expenditure	63	0
Other Costs	165	143
Department of Education Funded School Building Projects	<u>8,325</u>	<u>5,650</u>
	<u>9,458</u>	<u>6,635</u>
Surplus/(Deficit)	<u>24</u>	<u>215</u>

Note:

CEIST CLG operates on a break-even basis each year, with the accounts generally indicating a deficit equal to depreciation (non-cash item). The surplus in 2021 is as a result of once off additional funding from The Educena Foundation, to eliminate the accumulated deficit that had arisen in the CEIST CLG Financial Statements. This deficit arose primarily from the write-off of assets in year ended 31st December 2012, when CEIST CLG moved from Maynooth Business Campus to the Kildare town premises and depreciation thereafter. These losses related to the non-cash element of the work of CEIST CLG. The surplus of €24k in 2022, funded a capital spend of €37k during the year.

No internal control issues arose from the audit of the CEIST Company Limited by Guarantee Financial Statements in respect of the year ended 31st December 2022.



STRATEGIC PLAN 2022 - 2027

ANIMATING THE CHARTER VALUES IN PRACTICE AND PROCESS

"I have come that they may have life and have it to the full"

Jn.10:10

"This charter is based on an understanding of Catholic education and schooling. It is set before the whole CEISC community to enrich its life and to foster development at all levels. It is both an inspiration and a challenge. It provides a means to deepen our understanding of the Catholic tradition in education and its application in our time. The identity and core values of CEISC should be the norm by which members, directors, Boards of Management, staff, students and parents measure their mission, performance and priorities. While every school is unique, the charter forms a common bond between all CEISC schools. The mission statement of each school is inspired by the charter and the tradition of the founding congregations."

CEISC Charter

Foreword

'For I know the plans I have for you,' declares the Lord, 'plans to prosper you and not to harm you, plans to give you hope and a future.' (Jeremiah 29:11)

Fifteen years ago, with the courage and vision of St Louise de Marillac, Jules Chevalier, Nano Nagle, Catherine McAuley and Fr Anthony Receveur, the founding congregations placed their plans and hopes for the future of Catholic post-primary education into the hands of CEISC. The work of the new Trust was wonderfully expressed in the CEISC Charter, a living document, defining the vision and values that would frame and scaffold its approach to this new endeavour. This Charter has guided and directed the work of the past 15 years and enabled CEISC and its 107 schools to become more firmly grounded in the very best possible understanding of what it means to be a Catholic school in 21st century Ireland.

As CEISC publishes its Strategic Plan for 2022-2027 it is evident that the Charter still informs and forms the work. The Plan is structured to reflect the values now firmly embedded in all that the CEISC seeks to do and be. The framing of the Plan is in response to three key, strategic questions. These three questions challenge us to ensure that we will continue to serve the school communities that are the heart and soul of CEISC, enabling them to be vibrant, inclusive places of learning rooted in Gospel values. There is no doubt that our CEO, the members of the Faith, Leadership & Governance Team and our office staff will build on the very solid foundation already in place and approach the many exciting proposed new initiatives with enthusiasm, creativity and expertise.

These questions also call us to be ever attentive to the context that shapes and informs the changing face of Irish education in general and post primary education in particular. There are many challenges to the place of faith-based education in a secular society that will be encountered in the next five years. CEISC is committed to engaging with all the key stakeholders in constructive dialogue and relevant research to ensure that parents will always have the choice

of a Catholic school for their child, if this is what they desire. The ongoing support of CEISC for the newly formed Association of Patrons and Trustees of Catholic Schools will also form a significant aspect of this work.

As I begin my role as Chairperson of the CEISC Board of Directors, I am delighted that one of my first tasks is to conclude the work, begun by my predecessor Bernard Keeley, of developing this Strategic Plan for 2022-2027. I look forward to working with the Board of Directors, the Executive and our CEISC school communities to give practical expression to the ambitions, commitments and actions outlined in each of the five strategic goals. It is always good to have a plan but, it is also important to remember, in the words of Ken Untener, that 'no set of goals and objectives includes everything. We plant the seeds that one day will grow. We water seeds already planted knowing that they hold future promise.'

This is indeed what we are about and we are confident that we do this with God on our side.

Chairperson

Continuing our Journey

CEISC is the Trustee body for 107 Voluntary Catholic Secondary Schools in Ireland as well as enjoying a co-patronage agency arrangement with 34 Community Schools and Designated Community Colleges. CEISC schools educate 16% of the second level student population, this number combined with those enrolled in the Community Schools, where CEISC acts as agent, brings the number to over 74,000 or 20% of the Irish post-primary population. We welcome and embrace the growing diversity of our student bodies and commit to catering for this diversity so that all students in our schools receive a holistic education that is characterised by excellence in all that we do.

Through our Strategic Plan 2022 -2027, the Board and Executive of CEISC will also continue to look outwards, to seek to shape national policy development in education, to assert the role and contribution of the Catholic school in Ireland and to work with partners in education and Catholic schools to influence the development of policy and practice. We will continue to deliver on our commitments to justice, respect and responsibility with staff and students and the key resource of parents and guardians in achieving our mission to provide a holistic education in the Catholic tradition.

CEISC commits to providing opportunities for every member of our school community to contribute to bring the vision of CEISC to life. In building our sense of community, we will strengthen our sense of identity by looking back and looking forward. In showing respect for every person, we will reflect on how we help others to feel that they are part of the CEISC community and listen carefully to the experience of those who may not feel that they belong.

The origins of CEISC were characterised by a concern for the future of Catholic education in Ireland. This concern continues today and is reflected in this Strategic Plan. We will continue to honour the founding intentions and to support their expression in contemporary life. The Board of Directors has a particular, formal role in ensuring the fulfilment of the CEISC mission. This includes attention to the statutory role of Patron by deepening the understanding of and capacity for Patronage and Trusteeship. As a corporate entity, CEISC must have special regard to reviewing governance to ensure that structures, policies and practices are fit for purpose and to identify and protect against potential future risks. With its sister organisation, Educena, the Board of CEISC will review the foundational documents to ensure that they will serve and support the mission of CEISC into the future.

CEO

Strategic Questions

As its name reflects, CĒISTC has a tradition of questioning. "The CĒISTC, or question, in the acronym underlines the necessary challenge to query accepted norms, so that in the delivery of quality Catholic education, the values, vision and mission enunciated here are continuously refined and developed." (CĒISTC Charter).

On the solid foundation of the Charter Values, CĒISTC frames strategic questions which are important for each member of the CĒISTC community and for CĒISTC and its sister organisation, The Educena Foundation. Some of these questions include:

How do we know what is important?

How do we tell ourselves and others what is important to us?

How do we make sure that what we do reflects what we tell ourselves and others about CĒISTC?

Reflecting our charism, CĒISTC fosters a spirit of openness to question, review, revisit and deepen our understanding of our vision and mission.

OUR VISION:

A compassionate and just society inspired by the life and teachings of Jesus Christ.

OUR MISSION:

To provide a holistic education in the Catholic tradition

VALUES

AMBITIONS

ACTIONS

COMMITMENTS

The Strategic Plan sets the direction for CĒISTC as we continue on our mission to provide holistic education in the Catholic tradition. The Plan is a journey, one we embrace, together.

The Structure Of The CĒISTC Strategic Plan

There are five strategic goals, reflecting the five Values of the CĒISTC Charter:

1

Promoting Spiritual and Human Development

2

Achieving Quality in Teaching and Learning

3

Creating Community

4

Showing Respect for Every Person

5

Being Just and Responsible

Our Values intersect and overlap, reflecting different dimensions of a unified and integrated mission. A focus on one enhances and strengthens all others.

Each Value, enshrined in our Charter, has a set of Ambitions – statements of how that Value is expressed in the work of CĒISTC in schools and in all of our structures and practices.

These assertions are followed by Our Actions which reflect current practice and Our Commitments that point towards additional tasks that will be undertaken by CĒISTC over the period of this strategic plan, 2022 to 2027.

Charter Calling

God of Love,
We thank You for the gift entrusted to us by our Founding Congregations
We heed Your calling

To serve
To Be Just
To Be Responsible
To seek excellence in all we do
To be curious, compassionate, consoling, courageous
To build community in an atmosphere of care, love and joy
To treasure the spiritual
To honour and value the person
To honour and value our world
To include all, celebrate all and embrace all
To model respect

All to give glory to You
May our CĒISTC schools be places and spaces of hope, of kindness, of welcome and discovery as we give witness to Your unending love for us.
May our CĒISTC communities experience and exude gratitude and forgiveness in equal measure as we give witness to Your unending love for us
May our words give witness to Your unending love for us
May our actions give witness to Your unending love for us.
And may Christ be encountered in every word, in every action, in every school by every person - every day.

God of Peace – Hear our prayer
God of Wisdom – Hear our prayer
God of Grace – Hear our prayer
God of Love – Hear our prayer. Amen

Governance & Management

CEIST continued to promote excellent corporate governance. The Chairperson and CEO of CEIST held two informal meetings during 2022 with CEIST Members to appraise them of the ongoing work of the Trust.

In 2022 the CEIST Board of Directors held nine meetings:-

- • 27th January 2022
- • 14th February 2022
- • 24th March 2022
- • 5th May 2022
- • 16th June 2022
- • 24th & 25th August 2022
- • 28th September 2022
- • 10th November 2022
- • 8th December 2022

The AGM of the Company took place on 5th May 2022.

Board of Directors

Mr Bernard Keeley, Chairperson

Ms Maeve Mahon, Chairperson

Mr David Cox

Mr Donal Cronin

Monsignor Gearóid Dullea

Sr. Margaret Farrell

Ms Anne McDonagh

Mrs Anne McDonnell

Mr Paul McEvoy

Mr Andrew O'Leary

Ms Maria O'Rourke

Ms Sally Ann Sherry

Rev Dr Tomás Surlis

Sr Marie Wall

To 05/05/2022

From 05/05/2022

To 05/05/2022

From 05/05/2022

Audit & Risk Committee

Mr Paul McEvoy
Mr Donal Cronin
Mr Andrew O'Leary

Chairperson

The CEIST Audit & Risk Committee held eight meetings during the year.

In order to monitor our schools with symptoms of financial stress, updated reports on current schools in financial difficulty and schools showing symptoms of potential stress are presented regularly to the CEIST Audit Committee. These reports are reviewed and discussed in detail by the CEIST Audit Committee and the CEIST Board of Directors. Schools identified as being “at risk” are monitored closely. CEIST works with these schools to encourage an increase in income and decrease in expenditure so that they might return to financial stability.

The CEIST Executive is grateful to schools for their continued engagement, hospitality and assistance in so many ways throughout 2022. Schools submitted Annual School Budgets, Annual School Accounts and applications for approval, by CEIST, of all Capital Expenditure. Board of Management Minutes and Finance Subcommittee Reports were reviewed and monitored by the Executive.

In the 2021-2022 school year, every school received a formal school visit from the school Co-Ordinator although some remained online due to the ongoing pandemic. Trustee matters, including the school's ethos in practice were discussed at each visit.

2022

CEIST STAFF

Chief Executive Officer

- Clare Ryan
 - Gerry McGuill
- To 04/02/2022
From 05/02/2022

Faith Leadership and Governance Co-Ordinators

- Rob Halford
- Rita McCabe
- Johnny McCormack
- Sharon McGrath
- Gerry Watchorn

Co-Ordinator for Community Schools and Designated Community Colleges

- Pádraigín Uí Riordáin

Finance Officer

- Bernadette McKeown

Administration

- Rosemary Greene

Executive Administrator

- Helena McKenna

2022



The Calling

God of Love,
We thank You for the gift entrusted to us by our Founding Congregations.
We heed Your calling

To Serve
To Be Just
To Be Responsible
To seek Excellence in all we do
To be Curious, Compassionate, Consoling, Courageous
To build Community in an atmosphere of Care, Love and Joy
To treasure the Spiritual
To honour and value the Person
To honour and value our World
To include all, celebrate all and embrace all
To model Respect.
All to give glory to You.

May our CEIST schools be places and spaces of Hope,
of Kindness, of Welcome and Discovery
as we give witness to Your unending love for us.

May our CEIST communities experience and exude
Gratitude and Forgiveness in equal measure
as we give witness to Your unending love for us.

May our Words give witness to Your unending love for us.
May our Actions give witness to Your unending love for us.

May Christ be encountered in every Word, in every Action, in
every School, by every Person - every day.

God of Peace – Hear our Prayer
God of Wisdom – Hear our Prayer
God of Grace – Hear our Prayer
God of Love– Hear our Prayer

St. Vincent de Paul – Pray for us
St. Louise de Marillac - Pray for us
Fr. Jules Chevalier – Pray for us
Venerable Catherine McAuley- Pray for us
Venerable Nano Nagle- Pray for us
Fr. Anthony Receveur - Pray for us

Include as
appropriate



[illegible]

