



SÍOL SCHOOLS TRUST

Strategic Plan 2020-2024

Síol Schools Trust CLG,
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SÍOL SCHOOLS TRUST

STRATEGIC PLAN SUMMARY 2020-2024

OUR MISSION

To promote Catholic education as an option within the Irish education system and to support, develop and endow Le Chéile schools in the service of their local communities, the State and the Church.

OUR VISION

Our vision for Catholic education is based upon our congregations' heritage, ethos and contribution to education. It places the human person at the centre of a philosophy of education, in which faith, culture and life are brought into harmony. This vision is what inspires the work of Catholic education and is open to and welcomes all who share that vision and wish to benefit from it.

4 STRATEGIC PRIORITIES

Priority:

1.

Support, Develop and Endow the Le Chéile Schools Trust and its properties

We will achieve this by the following actions:

- Effective management of the endowment funds with the purpose of financially supporting Le Chéile Schools Trust CLG.
- Risk management of all school properties owned or licensed to the Trust
- Risk management of all major capital development of Le Chéile Schools Properties
- Actively managing all Trust funds and the Trust's financial affairs at all times

2.

Ensure a sustainable Financial Model for the Trust

- Maintaining sustainability in the short and medium term, by monitoring and effectively measuring funding requirements
- Establishing a sustainably funded future by identifying a sustainable income base
- Building a future funded strategy aligned to a clear strategic plan that outlines the Trust's mission and builds on community support and collaborative partnerships

3.

Promote and influence the future development of Catholic education in Ireland

- Providing advocacy support through research, policy and representation, to give voice to and support the sustainability of Catholic education
- Developing and extending partnerships which promote Catholic education
- Ensuring Catholic education is recognised on an equal footing with other areas of the education system and that voluntary schools are recognised as having a specific and crucial role in supporting educational equality

4.

Preserve the ethos and educational heritage of our congregations and of the Le Chéile Schools Trust as the foundation for future development

- Preserving the history of our congregations' heritage, ethos and contribution to education (oral and written format, maps, artefacts, publications, etc.)
- Compiling an accessible account of the formation process of Le Chéile Schools Trust, its Charter and the 'story' of the Trust
- Investigating, in collaboration with our Congregations, the creation of a digitised Archive Collection

INTRODUCTION

The Síol Schools Trust together with Le Chéile Schools Trust form the Le Chéile Education Trust.

We are providers of Catholic schools that are based on the message and Gospel of Jesus Christ and on the diverse charisms of our founding Congregations.

The Síol Schools Trust support and endow the development of Catholic education in Le Chéile schools, encouraging preservation of key aspects of the evangelical heritage of our founding Congregations.

In the case of non-denominational schools, we promote the integration of human and spiritual values that permit Catholic values to develop. Where possible we will open new Catholic schools if and where the need arises and resources permit.

Both the Síol Schools Trust and Le Chéile Schools Trust takes their heritage from the work of the founding congregations. The commitment to education of the fifteen religious congregations reflects their participation in the mission of the Church.

The purpose of this strategic plan is to provide a framework for the work of the Síol Schools Trust board over the period 2020-2024. The plan is flexible and will readily accommodate emerging developments and changing circumstances, at a time of ongoing change and uncertainty both in Irish education and in Irish society generally.

OUR MISSION, VISION & VALUES



Our strategy is underpinned by our Mission, Vision and Values which guide all that we do.

Our Charter outlines the Mission and Vision of the founding congregations. It captures the spirit in which the congregations came together and states the hopes and aspirations that the congregations are confident will be carried into the future.

OUR MISSION

The mission of the Síol School Trust is to promote Catholic education as an option within the Irish education system and to support, develop and endow Le Chéile schools in the service of their local communities, the state and the Church.

OUR VISION

Our vision for Catholic education is that of the human person at the centre of a philosophy of education, in which faith, culture and life are brought into harmony. This vision is what inspires the work of Catholic education and is open to and welcomes all who share that vision and wish to benefit from it.

OUR VALUES

We value our links with the local and universal Church and equally the heritage and contribution of each of our member congregations. We believe in the transformative mission of the Catholic school and a philosophy of education based on: intellectual development, emotional and social development, moral development, spiritual development, concern for others and sacramentality.

CONTEXT

NATIONAL POLICY CONTEXT

The following are the main factors on Catholic education identified that have influenced this strategic plan:

- Government policy developments at national level with implications for education
- Statutory and regulatory requirements that have implications for the governance and organisational development of the Trust
- The strategic plan for Catholic education prepared by the Catholic Education Service Committee to bring coherence to the Catholic education sector
- Department of Education and Skills policies and procedures for voluntary secondary schools and the patronage of new schools
- The multiplicity of national bodies with which schools interact
- Expansion of the Trust and the admission of new member congregations and additional schools, including primary schools.

CHALLENGES AHEAD

The Síol Schools Trust intends to play its part to address a number of key issues and challenges for the future of Catholic education in Ireland:

- Formation of a national strategy for future development of schools (secondary & primary)
- Role of Catholic Schools Trusts in the national strategy for education provision
- New Catholic schools, assess demand for and scope to facilitate demand
- Sustainable form of expressing the trustee role into the future.

Strategic Priorities

Síol Schools Trust have identified four strategic goals in order to support, develop and endow Le Chéile schools and to promote Catholic Education as an option within the Irish education system.

These goals will form our strategic priorities for 2020- 2024 and will guide the work of the Síol Schools Trust board and the decisions that we make. The board will measure our progress towards achieving these strategic goals annually.

1. Support, develop and endow the Le Chéile Schools Trust

2. Ensure a sustainable financial model for the Trust.

3. Promote and influence the future development of catholic education in Ireland

4. Preserve the ethos and educational heritage of our congregations and of Le Chéile Schools Trust as the foundation for future development

STRATEGIC PRIORITY 1:

Support, develop and endow the Le Chéile Schools Network

We will continue to support Le Chéile Schools Trust in providing the best educational facilities in schools. We will provide its members with essential financial, legal and governance support.

The board of the Síol Schools Trust will achieve this by the following actions:

- Effective management of the endowment funds, including any school site or other property vested in the Trust, with the purpose of financially supporting Le Chéile Schools Trust CLG.
- Actively managing all funds and the charity's financial affairs at all times.
- Actively manage the capital development of the Le Chéile Schools properties and facilities.

STRATEGIC PRIORITY 2:

Ensure a sustainable financial model for the Trust

We will ensure the financial sustainability and a securely funded future for the Trust

The board of the Síol Schools Trust will achieve this by the following actions:

- Maintaining sustainability in the short and medium term, by monitoring and effectively measuring funding requirements
- Establishing a sustainably funded future by identifying a sustainable income base
- Building a future funding strategy aligned to a clear strategic plan that outlines the Trust's mission and build on community support and collaborative partnerships.

STRATEGIC PRIORITY 3:

Promote and influence the future development of Catholic education in Ireland

The board of the Síol Schools Trust will achieve this by the following actions:

- Providing advocacy support through research, policy and representation, to give voice to and support the sustainability of Catholic education
- Developing and extending partnerships which promote Catholic education
- Ensuring Catholic education is recognised on an equal footing with other areas of the education system and that voluntary schools are recognised as having a specific and crucial role in supporting educational equality.

STRATEGIC PRIORITY 4:

Preserve the ethos and educational heritage of our congregations and of Le Chéile Schools Trust as the foundation for future development

The board of the Síol Schools Trust will achieve this by the following actions:

- Preserving the history of our congregations' heritage, ethos and contribution to education (oral and written format, maps, artefacts, publications, etc..)
- Compiling an accessible account of the formation process of Le Chéile Schools Trust, its Charter and the 'story' of the Trust
- Investigating the creation of a digitised Archive collection

IMPLEMENTING OUR STRATEGY

To achieve our strategic priorities, four key strands of work will underpin our approach:



These complementary reinforcing strands will enable us to achieve successful outcomes for each strategic priority:

CAPACITY BUILDING

We will actively plan for financial resilience and ensure a sustainable model for the support of the Le Chéile Schools Trust.

ADVOCACY

We will continue to respond to member issues, make policy submissions, contribute to evidence-based policy papers and attend policy events with stakeholders and policy makers. We are also represented on a diverse range of national steering groups and committees and at EU level.

PROMOTION AND RECOGNITION

We will communicate and promote the importance for the development of Catholic education nationally. Our communications strategy will raise public awareness to the value and benefits of the philosophy of education as captured in our founding Charter.

COLLABORATION

Working with other stakeholders to maximise the effectiveness of our operations is critical to our work. We will ensure an extensive collaborative approach that engages with all our stakeholders including our congregation members, Le Chéile school communities, the Le Chéile Schools Trust Board and executive, the DES and agencies of the State involved in education and those in Irish society who wish to benefit from the work of the Síol Schools Trust and Le Chéile Schools Trust.

REVIEW AND APPRAISAL

This strategic plan is the result of in-depth consultation, analysis and discussion with our board and our stakeholders. It is our roadmap and will guide the work of the Síol Schools Trust over the coming years.

To ensure effective implementation, we will align our planning structures and optimise resources to ensure strategic focus. We will enable the successful achievement of each of the strategic priorities through four key strands of work.

This plan will be regularly reviewed to ensure that it remains relevant and fit for purpose, it is therefore an agile plan and may be amended according to changing circumstances.