

COGG Strategic Plan

2023 – 2027



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Introduction – COGG Chairperson

It is a great privilege to launch COGG's Strategic Plan 2023 – 2027. This Plan was arrived at following a discussion and development process involving COGG board members and staff.

I am very grateful to the Chief Executive Officer, Jacqueline Ní Fhearghusa, and the COGG staff and Board for their hard work on this Plan. The Board and I will use this framework as the basis for the next four years. The implementation of the various strategies outlined in the plan will be monitored on an ongoing basis by myself and the Board members and we will provide an overview of the achievement of the targets set for the organisation. As one of the educational organisations directly accountable to the Department of Education, the standards of corporate governance and regular reporting to the officials of the Department of Education will continue. We are indebted to the officials of the Department who advise us on an ongoing basis in relation to our statutory duties and corporate responsibilities.

I particularly acknowledge my predecessor as Chairperson, Dónal Ó hAiniféin and the previous chairpersons and board members, as well as the former Chief Executive Officer, Muireann Ní Mhóráin, for the wonderful work they have done in establishing and developing COGG over the years.

As Chairperson of COGG and as a person from the Gaeltacht, I am pleased to see the success of the implementation of the Policy on Gaeltacht education in a very short space of time. I congratulate the schools on demonstrating leadership as they strive to achieve recognition as Gaeltacht schools. The Gaeltacht Education Unit (AOG) of the Department of Education provides a series of vital supports to schools as part of the Gaeltacht School Recognition Scheme (Scheme), including: support hours for the teaching of Irish, additional hours for language assistants, advisory visits from the Department's Inspectorate, continuing professional development from COGG Education Officers and grants to purchase teaching resources, supports which have greatly assisted schools in their self-evaluation process.

As a result of implementation of the scheme and the supporting publications of the AOG, terminology such as 'táscairí dea-chleachtais' and 'critéir theanga-bhunaithe' are commonly used in staff rooms throughout the Gaeltacht just six years after the Policy was published. I call on school communities to continue with their best efforts. It is undeniable that the Gaeltacht is the heart and soul of the language and that the policy and the Scheme are of considerable importance.

This is a pivotal time for the Irish-medium education sector as we embark on the same developmental journey as the AOG proposes a policy for Irish medium education outside the Gaeltacht. The same approach will now be very important for Gaelscoileanna and Gaelcholáistí (L1 schools). That is to say, that the same high-quality supports will be available to schools. It is important to achieve excellence by setting the same standards of best practice in all areas of Irish-medium education. I firmly believe that those who wish to do so should have access to a high standard of education through the medium of Irish at every level of the education system in independent schools.

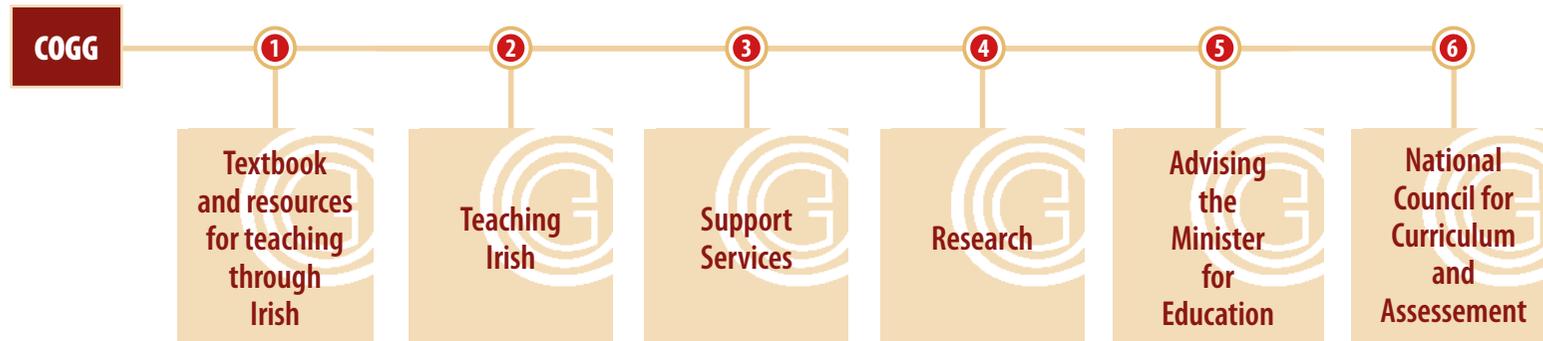
We must also focus on the needs of Learners of Irish in English-medium schools (L2 schools). We recognise the importance of the future growth and development of the Irish-medium sector.

COGG Board and staff are committed to providing high quality services to L1 and L2 schools. Development work will continue over the next few years as we work towards achieving our goals. Is treise sinn le chéile!

Cathnia Ó Muirheartaigh
COGG Chairperson



The Education Act (1998)



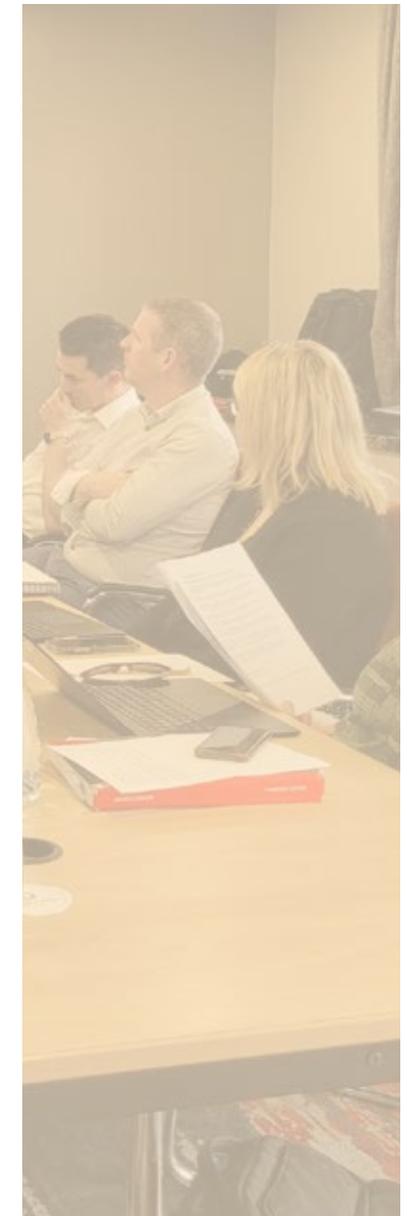
An Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG) was established under the provisions of Section 31 of the Education Act 1998 with the following statutory functions:

- To plan and co-ordinate the provision of textbooks and resources for teaching through Irish. To advise the Minister on the provision and promotion of Irish-medium education
- To provide support services through Irish
- To conduct research on topics related to COGG's work
- To plan and co-ordinate the provision of textbooks and resources for the teaching of Irish
- To advise the Minister on strategies aimed at improving the effectiveness of the teaching of Irish and
- To advise the National Council for Curriculum and Assessment (NCCA) on matters relating to the teaching of Irish, the provision of education through the medium of Irish and the educational needs of people living in Gaeltacht areas

COGG Mission Statement

To fulfil the responsibilities of An Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta effectively, professionally and to a high standard in order to promote the development of the Gaeltacht and Irish-medium sector and to facilitate the teaching of Irish in all schools throughout the country.

An Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG) is a statutory body of the Department of Education.



Executive Summary – COGG Chief Executive

A chairde,

As we look back on the 21 years of work since COGG was first established in 2002, I am proud of what has been achieved to date. These achievements range across a number of areas: research, textbook development, the development of teaching and learning resources, the establishment of **An Tairseach** and the development of services for L1 schools in particular. That said, there is certainly still a lot of work to be done as we look to the future of the Irish-medium education sector, the Gaeltacht and the teaching of Irish in general.

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This Strategic Plan gives the education sector an overview of COGG's work across many fields; the various partnerships that have been established over the years with Irish-language and educational organisations, educational institutions, support services, education providers and publishers, and the positive impact of these on the education system as a whole. COGG is committed to providing the best professional service possible to our stakeholders – these are the L1 and L2 schools. From the outset COGG has focused its attention on the demands of the L1 schools, due to the considerable shortcomings that existed in terms of textbook provision and other teaching and learning resources, including digital resources.

Important work will continue on the provision of services and resources to L1 schools. COGG will also address some of the needs of L2 schools in a more comprehensive way in terms of the teaching of Irish in the education system generally.

COGG has a strong vision for the future and is committed to progressing aspects of the work set out in this Strategic Plan in the years ahead. We will also be committed to meeting the ongoing demands of the various schools and their sectors over the period of this Plan.

As COGG has strongly supported the Policy on Gaeltacht Education since 2017, we look forward to providing the same support for the new Policy on Irish-Medium Education outside the Gaeltacht as we work with the AOG in the Department of Education. We welcome the development and enhancement opportunities that the new Policy will provide for the Irish-medium education sector.

COGG intends to focus on raising awareness and sharing information on COGG's resources and services more comprehensively and effectively in the period ahead. One of the priorities of the Strategic Plan is to focus our attention on communications and marketing.

My sincere thanks to the Chairperson and board

members who continually demonstrate their commitment to the work of the organisation. The COGG Board has an important oversight role in the implementation of the organisation's priorities and goals.

I also want to thank the Deputy Chief Executive and the very diligent and dedicated staff working with COGG. I have the height of respect for all of them and we all depend on each other in so many ways.

I would also like to acknowledge the officials of the Department of Education who generously share information, advice and support.

As COGG Chief Executive Officer, I look forward to focusing on the implementation of the goals and priorities of this Plan with the assistance and support of staff and the Board.

Jacqueline Ní Fhearghusa

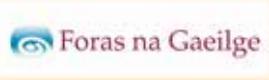
COGG Chief Executive



COGG Board Members

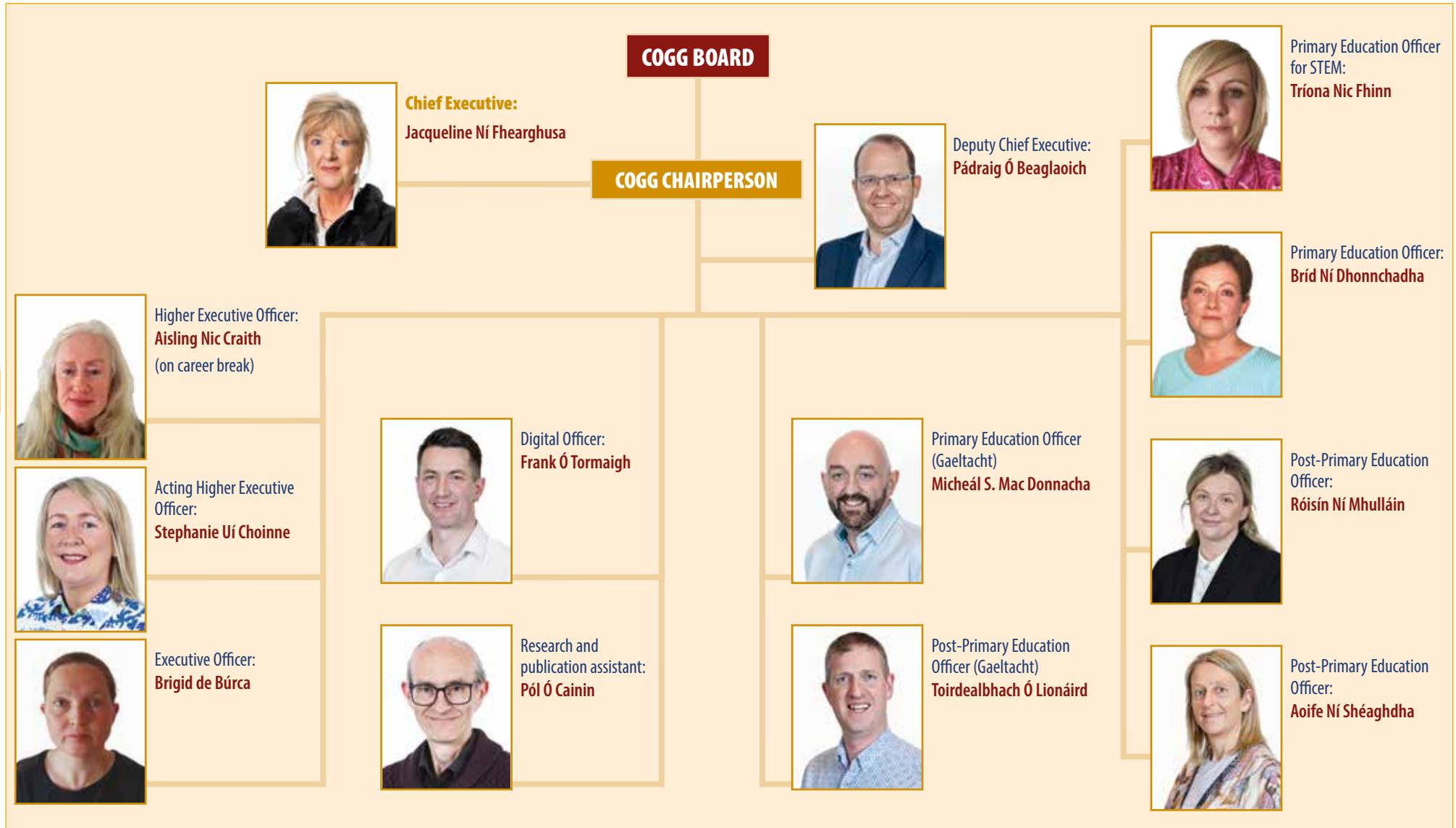
- Board Members and Nominating Organisations

COGG BOARD

 <p>COGG Chairperson Cathnia Ó Muirheartaigh Nominated by the Minister for Education</p>	 <p>Máirín Ní Chéileachair INTO</p> 	 <p>Peadar Ó Muirí Department of Education Inspectorate</p> 	 <p>Pádraig Mac Grianna Údarás na Gaeltachta</p> 
 <p>Éanna Ó Cróinín Údarás na Gaeltachta</p> 	 <p>Elaine Ní Neachtain National Council for Curriculum and Assessment</p> 	 <p>Edel Ní Chorráin Foras na Gaeilge</p> 	 <p>Gilbert de Búrca Teachers' Union of Ireland</p> 
 <p>Aodh Mac Craith Gaeloideachas</p> 	 <p>Lorraine Finn Association of Secondary Teachers, Ireland</p> 	 <p>Eibhlín Nic Gearailt Exam Curriculum Council & Northern Ireland Assessments</p> 	 <p>Nóra Ní Loingsigh Gaeloideachas</p> 

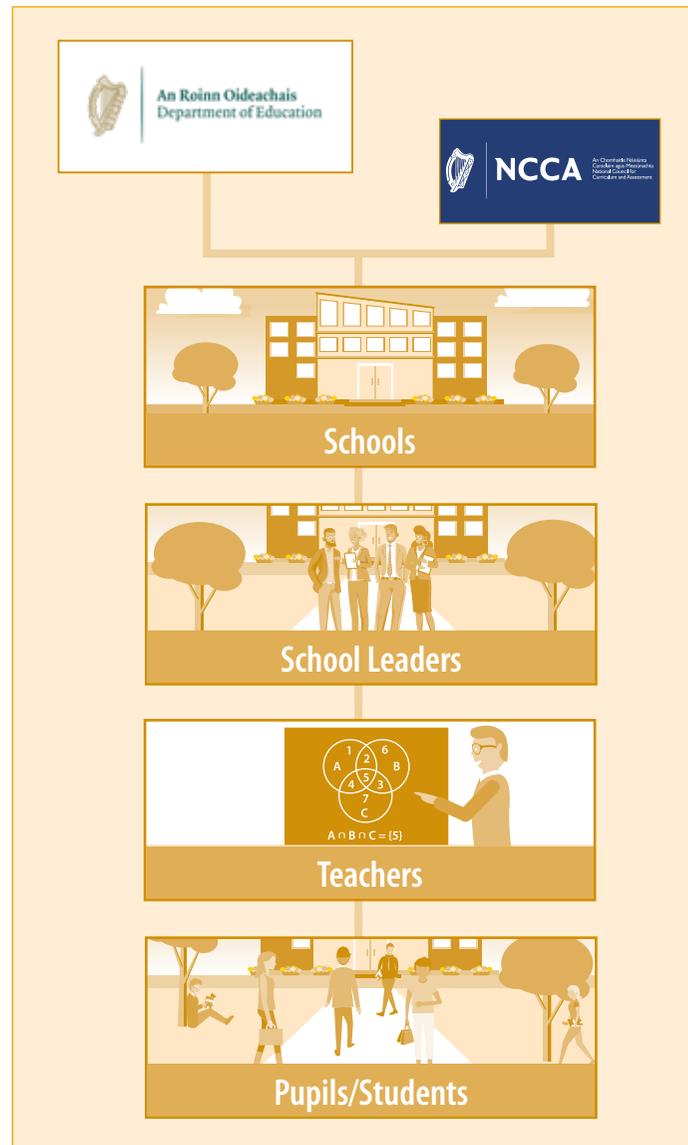


Organisational Structure



Our Stakeholders

- Schools
- School leaders
- Teachers
- Pupils/ students
- The Department of Education, including the following sections:
 - The Curriculum and Policy Unit
 - The Gaeltacht Education Unit
 - The Inspectorate
- National Educational Psychological Service (NEPS)
- National Council for Curriculum and Assessment (NCCA)



Photographs taken at Comhdháil na bPríomhoidí 2023 and the Spraoi '23 prizegiving

Our Partnerships

State Organisations

- The National Council for Special Education
- Foras na Gaeilge
- An Gúm
- Údarás na Gaeltachta
- The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media
- The Department of Health

Educational Organisations

- Gaeloideachas
- An Foras Pátrúnachta
- The Education and Training Boards Ireland
- INTO Education Committee
- Education Support Centres Ireland (ESCI)

Support Services

- Oide (JCT, PDST, ScoilNet, CSL)
- National Association of Principals and Deputy Principals (NAPD)
- Joint Managerial Body for voluntary secondary schools (JMB)
- Gréasán na Múinteoirí Gaeilge
- Post Primary Languages Ireland (PPLI)

Irish Language Organisations

- Glór na nGael
- Conradh na Gaeilge
- Gael Linn
- Tuismitheoirí na Gaeltachta
- Oireachtas na Gaeilge

Scheme Participants and funding recipients

- Publishers
- Resource providers
- Researchers
- Third Level Institutions
- TG4 Foghlaim
- Tuairisc.ie (Rannóg na bhFoghlaimoirí)
- Gaelchultúr
- The Irish Film Institute
- Children's Books Ireland
- Libraries Ireland
- Gaelic Athletic Association (GAA)

Partners in Northern Ireland

- CCEA
- Comhairle na Gaelscolaíochta
- An tÁisaonad



COGG Staff at the Launch of Mol Mata, Scoil Náisiúnta na Rinne, 2022

Achievements 2019-2022

Pádraig Ó Beaglaoich – COGG Deputy CEO

Digital developments

- A brand-new portal for resources has been developed and is being expanded continuously – **An Tairseach** www.tairseachcogg.ie. Over 2000 resources have been uploaded to the new site and more are being developed by teachers, in partnership with other organisations.
- **Mol Mata** was developed in partnership with CCEA and PDST – a fun online resource to help with mathematical thinking and terminology in primary schools <https://ccea.org.uk/learning-resources/mol-mata>

Research

In the period 2019 – 2022 bursaries were awarded to 29 research studies and 13 completed research studies are featured on COGG's website. All research completed as well as COGG's research archive can be found at www.cogg.ie/taighde-cogg COGG identifies new research priorities every year.



Breandán Ó Dufaigh and Dr. Colm Henry at the launch of An Gadaí Bradach 2023

Primary Education

- Active engagement with **TG4 Foghlaim** during the pandemic
- CPD workshops & events with teachers, student teachers, the Inspectorate, NEPS, INTO and IPPN on teaching resources, **Mol Mata**, **Séideán Sí**, **Réidh Socair Déan Mata**, Reading, Oral Language etc.
- **Spreag an Ghaeilge le Spreaoi** was updated
- **Bleais Eolaíochta** with ESB & the RDS

Post-Primary Education

- **Textbooks** were developed in these subjects: History, Geography, Physical Education, Home Economics, Music, Mathematics, Irish L1, SPHE, CSPE, Religious Studies, Spanish, and Graphics
- COGG led intensive course for post-primary teachers
- **Mock** and **sample exam papers**
- Newly written **novels** for teenagers
- **An Leabhrán Téarmaí**
- COGG /PPLI language and resource maths (**Mataí teanga**)
- **An Gadaí Bradach** – A historic and social account of the pandemic



Dónal Ó hAiniféin, former Cathaoirleach of COGG and the former CEO Muireann Ní Mhóráin at an occasion, December 2022, to mark the end of Dónal's time as Cathaoirleach COGG



Board and Staff Priorities for the Strategic Plan 2023 – 2027

Provision of teaching resources

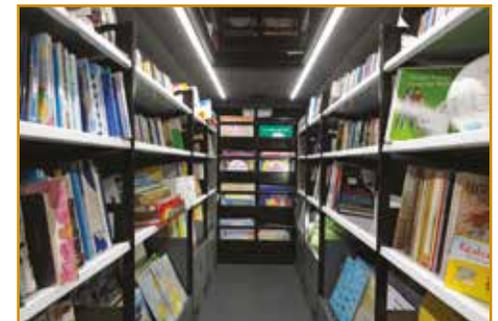
- To develop textbooks for Post-Primary L1 schools
- To work in partnership with the NCCA on the development of resources in the context of new developments at Senior Cycle
- To develop and provide teaching resources to schools through the COGG funding schemes
- COGG travelling library of teaching and learning resources
- To fund Irish Language versions of national education schemes
- An Leabhrán Téarmaí – (Post-primary)
- An Tairseach – A digital platform for teaching resources created by teachers for teachers

Providing support services to schools

- Raise awareness within schools and among teachers of the resources available and encourage them to create and share resources on An Tairseach
- Distribute various educational resources, developed by COGG/ in partnership with other organisations
- Provide training on the use of resources created and funded by COGG
- Organise publicity campaigns on social media to provide information and raise awareness about COGG's work and the teaching and learning resources which are available to schools

New developments in support services

- Fund online Irish language classes for post-primary teachers
- Create and implement a publicity campaign on the benefits of bilingualism and multilingualism in conjunction with the Department of Education, Foras na Gaeilge and other State agencies
- Create and operate a national reading and writing scheme in conjunction with Foras na Gaeilge
- Develop a common approach to supporting and assisting third level institutions in informing student teachers of teaching and learning resources
- Continue with the funding scheme for the MGO (PME) in Galway and explore other funding opportunities in other third level institutions to attract more teachers to work in L1 schools
- Develop a scheme to support guidance councillors in L1 and L2 schools so they can share accurate and comprehensive information on employment opportunities through Irish and with Irish in and outside the Gaeltacht



Research

- Support research on Irish-medium education, Gaeltacht education and the teaching of Irish
- Share key findings and recommendations from research funded by COGG, to help principals, teachers, parents and the education sector to make more beneficial use of key findings and recommendations from that research

Advice to the Minister for Education and the NCCA

- To advise the Minister for Education on teaching through Irish and the teaching of Irish
- To support Department of Education consultation processes by making submissions outlining COGG's advice, participating in focus groups and completing any other relevant steps in the various processes
- To advise the National Council for Curriculum and Assessment (NCCA)
- To support NCCA consultation processes by preparing submissions and advising on a wide range of issues relating to teaching through Irish and the teaching of Irish and attending bilateral meetings

The Policy on Gaeltacht Education and the Policy on Irish-Medium Education Outside the Gaeltacht

- To support the implementation of various actions in the Policy on Gaeltacht Education
- To provide continuing professional development and support to schools
- To raise awareness of immersion educational needs and to develop a practical guide for Gaeltacht schools

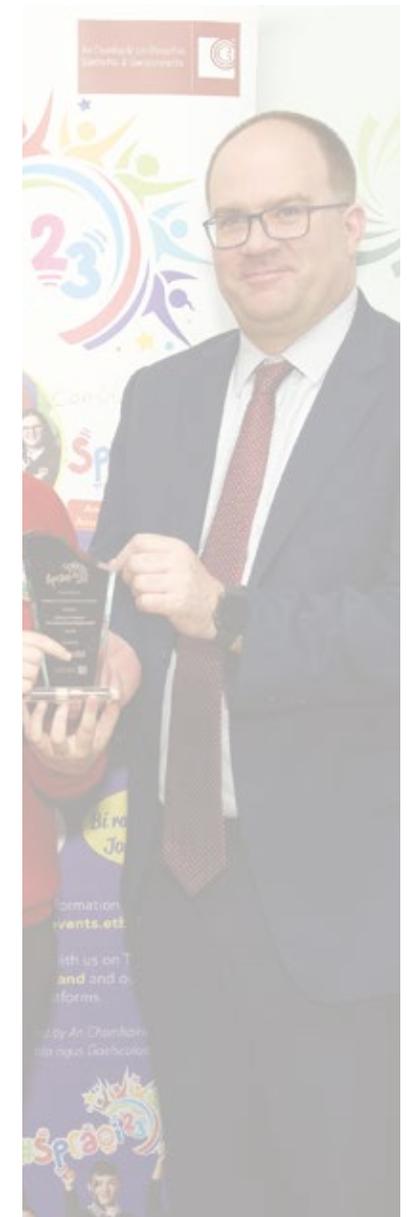
- To support the development and implementation of the policy on Irish-medium education outside the Gaeltacht which is currently being developed by the Gaeltacht Education Unit (AOG)
- To support Glór na nGael in the implementation of the new scheme for language assistants in the Gaeltacht service towns and network towns and for the associated language planning officers
- To develop communities of practice in Gaeltacht schools as set out in the Policy on Gaeltacht Education and to set out a comprehensive infrastructure for subject-based communities of practice in L1 schools

Raising awareness of COGG's role and work

- To focus on publicity and communication campaigns that reflect the scope and breadth of COGG's work
- To create and maintain a network of partnerships to provide more effective support services through Irish for schools and teachers and to ensure that the language and its place in the education system is appropriately recognised



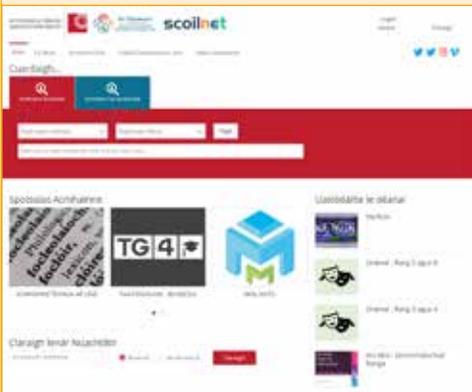
COGG Staff at Comhdháil na bPríomhoidí 2023





An Tairseach

Acmhainní agus Tacaí do Mhúinteoirí
Pobail Chleachtais a Chruthú agus a Choilú



Teachers creating resources

Teachers create resources based on the subject(s) in which they have specific expertise.

A brief summary of the resource along with relevant keywords are provided.

The resources are shared with COGG's digital officer for approval.

Quality Assurance System

All resources are sent to professional proofreaders. Additional advice is sought, if necessary, from a subject-based teacher(s).

Adding resources to An Tairseach

COGG adds the resources to An Tairseach. The resources are listed in terms of level and content. An image and description accompany each resource. Final versions of resources are added to An Tairseach.

Primary Resources: Irish, Maths, Physical Education, the Arts, Social, Environmental and Scientific Education, Wellbeing, Special Education, Technology and SPHE.

Post-Primary Resources: Irish, Maths, New Foreign Languages, History, Geography, Music, Art, Graphics, Business, Guidance, Wellbeing, the Sciences, Accounting, Economics, Home Economics, Woodwork, Technologies, Physical Education and SPHE.

Cúinne na gCluichí and user accounts

COGG is developing Cúinne na gCluichí (Games corner) and User accounts. Over time teachers will be able to create an account, save their favourite resources and create interactive online games.



- Identify expert teachers to create and provide teaching resources for the Portal.
- Arising from the original work, the Digital Resources Scheme will commence in due course.



COGG's scheme for the provision of post-primary textbooks (L1 schools)

1. Expressions of interest are sought by COGG from the Chairperson of the IEPA association, the representative of educational publishers.



1

3. The project and the choice of textbook is costed – COGG selects one textbook, COGG and an educational publisher agree on a timeline and an agreement is signed.



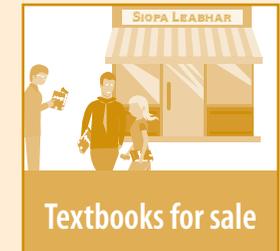
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5. A series of regular meetings take place between COGG staff and the staff of the education publisher etc., to confirm that they are complying with the goals of the project.



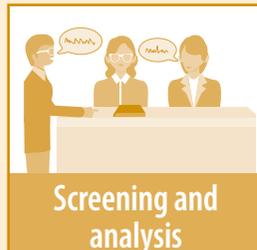
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7. The final version of the textbook can be purchased from an educational publisher and in bookshops.



7

2. Subject-based screening and analysis is carried out – 3 advisory teachers provide reports on various textbooks based on criteria set out in advance.



2

4. COGG recruits an editorial, translation and project management team – co-ordination and management is entirely led by a post-primary Education Officer with COGG



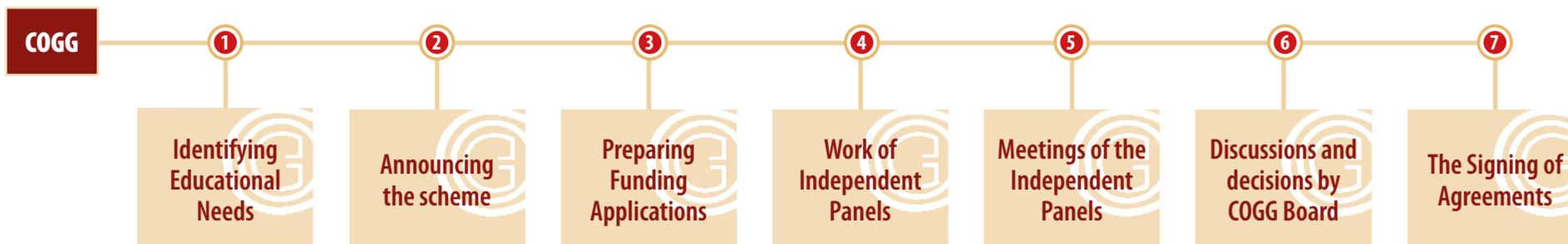
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6. Various drafts, a proofing process, followed by final approval from COGG.



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Teaching and Learning Resource Funding Scheme



- **Beginning of February to mid-February**
 - Identifying educational needs and preparing the annual advertisements
- **Between the end of February and the beginning of March**
 - Posting notices on social media, newspapers and COGG’s website
- **4-week period**
 - Form can be downloaded from COGG’s website, is to be completed and returned
 - Expert teachers nominated on two independent panels to view applications for primary and post-primary resources
- **Work of independent panels**
 - Marking and assessment criteria set out for both panels
 - Over a period of two weeks the panels carry out a preliminary analysis of the applications
- **On an agreed date**
 - The two independent panels meet, discuss their views on the applications and reach an agreed decision
 - The recommendations of the panels are sent to the members of the COGG Board
- **COGG Board**
 - The Board makes decisions on the recommendations of the independent panels
 - From time to time, further information and details on certain applications can be sought
 - Final decisions on applications are approved by the Board
- **Completion**
 - Candidates are informed of the Board’s decision
 - For successful candidates, an agreement is sent out and they are asked to read, sign and return it
 - According to the terms of the agreement the money is paid in pre-agreed amounts.



Research Bursary Scheme

- **Beginning of February to mid-February**
Identifying research needs in the sector for the year
Drafting of form and notification for that year
- **Between the end of February and the beginning of March**
The advertisement is posted on social media, in newspapers and COGG's website
- **4-week period**
The form is to be downloaded from COGG's website, completed and returned digitally or by post
- **The independent panel**
Academic research experts are invited to join an independent panel to look at bursary applications
- **Two-week period**
Individually, the members of the panel analyse and assess the research bursary applications. Marks are awarded to applications based on predetermined criteria
- **On a day set**
The independent panel meets and members of the panel discuss their views on the applications and reach a unified decision on each application
The recommendations of the panel are presented to the COGG Board

- **COGG Board**
At the Board meeting, the recommendations of the panel are discussed and decided on. In certain cases, the Board will invite candidates to appear before the Board to provide further information on the application
- **Completion**
Once all decisions have been made, an email or letter is sent out to each candidate about the Board's decision. Successful candidates are sent an agreement and asked to read, sign and return
Tranches of the bursary are paid at pre-agreed periods during doctoral research.



Toirdealbhach Ó Lionáird speaking at the All-Ireland Research Conference on Immersion Education 2022



Policy on Gaeltacht Education

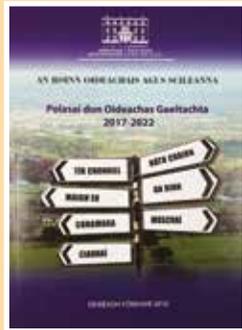
COGG

2016

2017 – 2019

2020 – 2024

- The launch of the Policy on Gaeltacht Education



Seán Kyne, Aire Stáit na Gaeltachta, An Taoiseach Enda Kenny and the Minister for Education Richard Bruton at the launch of the Policy for Gaeltacht Education in 2016

- 2 Education Officers employed by COGG
- Assist schools in preparing a school improvement plan to be sent to the Gaeltacht Education Unit (AOG)
- A series of workshops for primary and post-primary principals – Getting to know the Policy
- Awareness Campaign in Gaeltacht communities to develop an understanding of the Policy and The Gaeltacht School Recognition Scheme (Scéim)
- Supporting documents and circulars are sent to schools
- A link is created between the Language Criteria indicators, the Indicators of Good Practice and the school self-evaluation process
- A Continuing Professional Development (CPD) programme is created for principals and teachers in primary schools



- Co-ordination of the delivery of specific supports and initiatives for Gaeltacht education in conjunction with the national support services and other agencies
- Various guidelines published
- www.tairseachcogg.ie established – a digital platform of resources created by teachers for teachers
- During the COVID-19 Pandemic – a series of online workshops for principals and teachers
- Assist schools on their journey to gain recognition as Gaeltacht schools

