

St Joseph's  
Patrician College  
(The Bish)

# Strategic Plan | 2025 – 2028



St. Joseph's Patrician College

## Introduction to Strategic Plan (2025-28)

St. Joseph's Patrician College (The Bish) has a proud tradition of educational excellence combined with sporting, cultural and extracurricular development founded in its Patrician values since 1862. The Bish holds a special place in Galway city and a long history at its existing campus on Nun's Island. In the coming years, we plan to move to a purpose-built, modern campus in Dangan, beside the University of Galway, providing excellent facilities and new opportunities for learning, development, and connection with community.

This three-year Strategic Plan has been developed to maintain and build on the strong position we currently have, while planning for the challenges and opportunities of the future. The plan has been developed by the school's Board of Management and Principal through consultation and engagement with staff, students, parents, alumni and patron. It reflects the shared vision of our school community and sets out clear goals for the next three years. These include our continued focus on excellence in teaching and learning, with a strong emphasis on student and staff wellbeing, maintaining the school's ethos and carefully managing our finances as we continue to operate in Nun's Island while preparing for our relocation to Dangan.

This Strategic Plan builds on our past, responds to today's needs, and looks confidently to the future. It sets a clear direction as we educate our students, preparing them for exams, their future careers and for life.

On behalf of the Board of Management, we offer our thanks the school staff, students, parents, alumni and patrons who contributed their time, ideas and insights to the process and we look forward to working together, as a united school community, to bring this vision to life for the benefit of all current and future Bish students.

Handwritten signature of Kieran Kavanagh in white ink.

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**Kieran Kavanagh**  
Chair, Board of Management

Handwritten signature of Sarah Gleeson in white ink.

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**Sarah Gleeson**  
Principal



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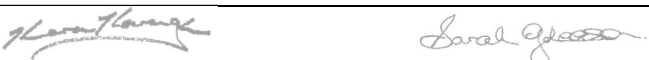
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## Revision History

Revision Number	BOM Approval Date	Signature
1	11 <sup>th</sup> May 2025	



# Strategic Planning Process



## Survey Strategic Priorities of School Stakeholders:

- Parents
- Teachers
- Students
- Alumni
- Board of Management
- Patron

Combination of Face-to-Face meetings, Online surveys and Focus Groups.



## Distill all inputs into priority themes (Pillars) for strategic planning

Analyze data collected from the surveys, focus group session and meetings.

Consolidate results under Themes (Pillars) based on the stakeholder feedback data.



## Identify the key Goals under each Pillar

For each Pillar, identify and prioritise the key Goals, which represent the key strategic outcomes that we want to achieve in that area.



## Agree Actions to achieve the Goals

For each Goal, identify the actions, deadlines and accountable parties.



## Strategic Plan

Issue Draft Strategic Plan for stakeholder review.

Review stakeholder feedback and update and issue the final Strategic Plan with actions, accountability and timescale.

Effectively communicate the contents of the plan to stakeholders.

Embed the implementation of the plan into the running of the school.



## Review and Update

Review progress vs. plan in regular school leadership and Board of Management meetings.

Review plan annually during the 3-year cycle and update plan annually or as considered necessary.

Report progress to key stakeholders.



## Vision & Mission

### Vision

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*"To create a vibrant and inclusive environment where the whole school community is empowered to embrace learning, live with integrity, lead with compassion, and make a positive impact in a diverse world."*

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### Mission

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*"Our Mission is to foster an environment of respect, allowing students to grow, reach their full potential, and achieve educational excellence, guided by Catholic values while respecting all faiths and none."*

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### Motto

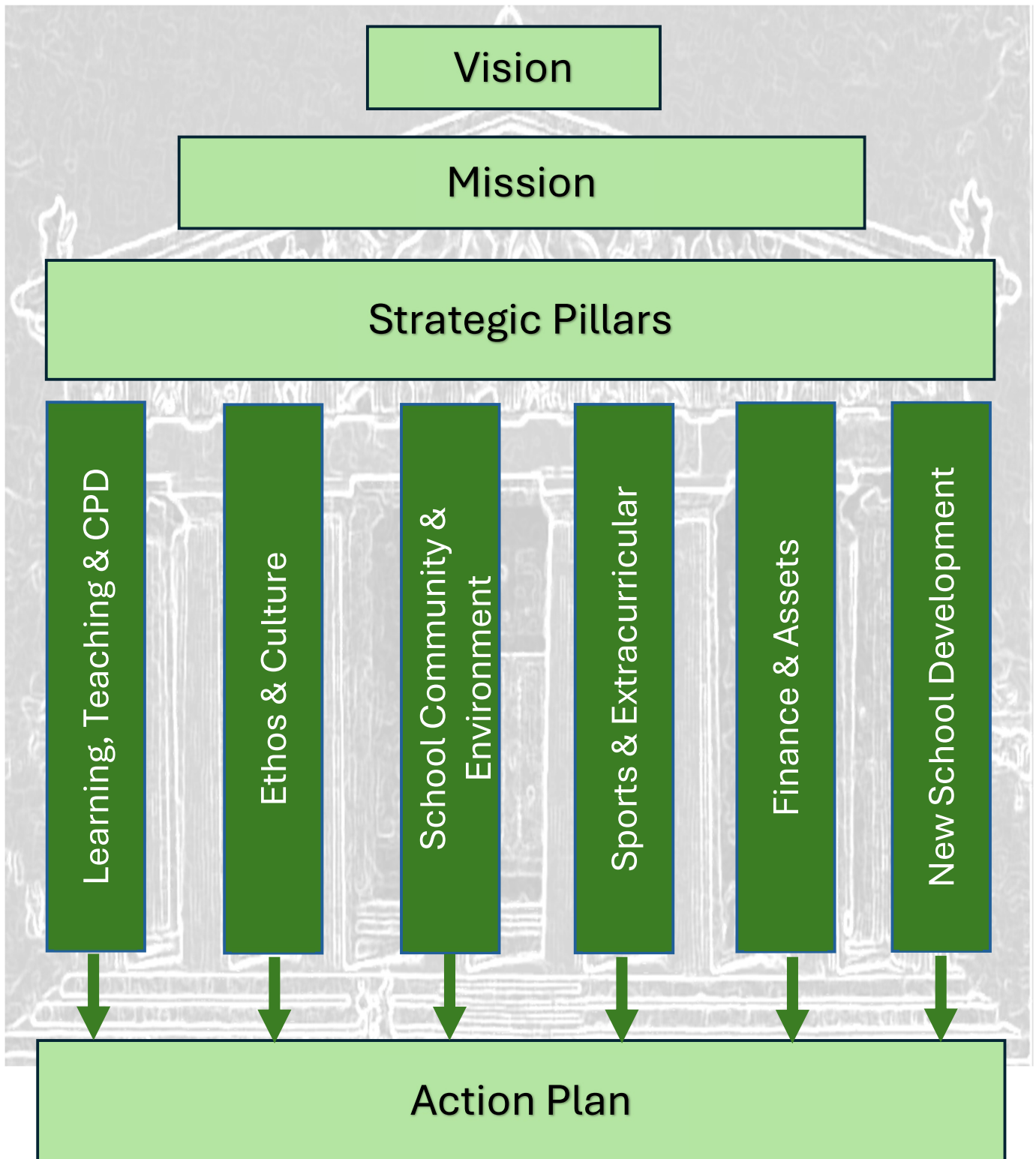
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*"Love God, work hard and take care of one another"*

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# Strategy House





# Pillar 1 Learning, Teaching & CPD

## Goals

- Enhanced Teaching & Learning Experience of Teachers & Students.
- Support a culture of excellence in Education.
- Curriculum tailored to needs of school community.
- Resource plan for Senior Cycle redevelopment.

## Strategic Actions

### Enhanced Teaching & Learning Experience of Teachers & Students.

- Implement evidenced-based and research-informed educational best practice in the classroom, supported by CPD.
- Develop and implement Digital Learning Strategy for the school.
- Implement positive classroom management best-practice approach in light of the implementation of the recently issued Bí Cinneálta with the school's Code of Responsibility and Behaviour.
- Promote CPD through a variety of courses & programmes, including Erasmus

### Support a culture of excellence in Education.

- Encourage and enable creativity in learning through critical engagement within the classroom, outside expertise, online sources and other best practice approaches.
- Use digital toolset to track annual results in Junior and Senior Cycle results, defining success, measuring progress and implementing improvement plans.
- Development and implement teacher collaborative engagement initiatives to enable shared practice and teacher upskilling through effective CPD dissemination.

### Curriculum tailored to needs of school community.

- Undertake a Whole-School Curriculum Review as part of a review of curriculum, available and potential subject choices and the needs of students, including pre-requisite subjects for university entry (matriculation).
- Implementation plan following curriculum review.

### Resource plan for Senior Cycle redevelopment.

- Review and evaluate the resource requirements to enable the full implementation of the Senior Cycle Review.



## Pillar 2: Ethos & Culture

### Goals

- Reinforce the Bish's ethos and culture as a living practice in the school.
- Strengthened alumni and community outreach.

### Strategic Actions

Reinforce the Bish's ethos and culture as a living practice in the school.

- Form Ethos Committee to plan, implement and communicate initiatives around promoting the school's ethos and culture, engaging support from the patron bodies.
- Effectively communicate to students and staff the school's deep commitment to hard work, care for one another and living the school's faith-based values.

Strengthened alumni and community outreach.

- Establish Alumni Group (AG) tasked with planning, implementing and communicating alumni engagement initiatives.
- Build and reinforce community and alumni outreach through storytelling and pride in our school, enhancing links to our past and laying foundations for future
- Access archives to develop a visual history of the Bish in Nun's Island and publish it as a book.
- Form Community Outreach Committee (COC) tasked with planning and implementing community outreach actions, strengthening the Bish's cultural link to the community.



## Pillar 3 School Community & Environment

### Goals

- Empower student voice.
- Pride in self and in school
- Foster an environment at The Bish's where staff feel inspired, empowered and appreciated.

### Strategic Actions

#### Empower student voice.

- Engage with student council with a view to increasing their voice and influence in student-led initiatives.
- Engagement between school and student council to approve student-planned initiatives to enhance the school environment.
- Canvass a random selection of students, assembled as a focus group, to hear their voice in areas like curriculum review, assessment, code of behaviour etc

#### Pride in self and in school

- Recognise and celebrate success, through awards, regular newsletters and media releases.
- Encourage student pride in representing the school through Spirit of the Bish awards and other initiatives

#### Foster an environment at The Bish's where staff feel inspired, empowered and appreciated.

- Empower and support teachers professionally through financial support for CPD, guest speakers and recognition awards?
- Promote staff wellbeing and work-life balance- through wellbeing initiatives aimed at all staff, driven and led by staff initiatives.
- Promote a safe and respectful school culture, driven and promoted by students and staff
- Enhance staff voice and leadership through support for collaborative engagement in school initiatives and events.



## Pillar 4 Sports & Extracurricular

### Goals

- Wide participation in sport and extracurricular activities
- Recognise & foster sporting and extracurricular achievement

### Strategic Actions

#### Wide participation in sport and extracurricular activities

- Encourage, recognise and measure wide participation in sport and extracurricular activities.
- Celebrate musical and performance talent by hosting the school's vibrant annual Bish Bash event.
- Empower students to plan and lead extracurricular clubs (photo, video, board games etc).
- Encourage sporting involvement outside elite competition level.

#### Recognise & foster sporting and extracurricular achievement

- Recognise sporting and extracurricular achievement through annual achievement awards and celebration of successes.
- Support coaching development as a CPD activity.
- Publicise sporting and extracurricular achievement via our website, social media and media channels.



## Pillar 5 Finance & Assets

### Goals

- Prudent financial and asset management.
- Diversify funding sources.

### Strategic Actions

Prudent financial and asset management.

- Maintain an income and expenditure surplus and prudent financial management of the school.

Diversify funding sources.

- Plan for diversifying funding sources to supplement voluntary contributions.
- Engage with the Parent's Council to identify projects where their fundraising can provide enabling sponsorship support.



## Pillar 6 New School Development

### Goals

- Effective planning for the move to Dangan
- Effective and regular stakeholder communication
- Strong Links to Community

### Strategic Actions

#### Effective planning for the move to Dangan

- Establish a Team to plan for the school's move to the Dangan campus. This should include ethos/culture, education and space use planning, capacity planning, curricular planning, financial planning, facilities planning, etc

#### Effective and regular stakeholder communication

- Communicate progress on Dangan project to staff and stakeholders regularly

#### Strong Links to Community

- Maintain our strong and collaborative relationship with the University of Galway
- Develop and foster our links to the community in Dangan.
- Foster our links to parents and potential future parents of future Bish students as we plan for the move to Dangan.



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