

# CORK EDUCATION AND TRAINING BOARD

ARTS EDUCATION STRATEGY

2022 - 2026

*A pathway for every learner*



**cetb**

Bord Oideachais agus  
Oiliúna Chorcaí  
*Cork Education and  
Training Board*

## INTRODUCTION

Welcome to Cork Education and Training Board's Arts Education Strategy. This strategy was developed to support the delivery and communication of the Strategic Priorities, Goals and Objectives as set out in the Strategy Statement 2022-2026.

The main focus of the overall organisation's Strategy Statement is to act in the best interests of learners and provide high quality education in a responsive and inclusive manner.

This strategy will communicate a vision that underpins Cork Education & Training Board's (Cork ETB) commitment to building a creative and culturally aware organisation. The organisation recognises the importance of the arts and the need to promote their practice and support their implementation.

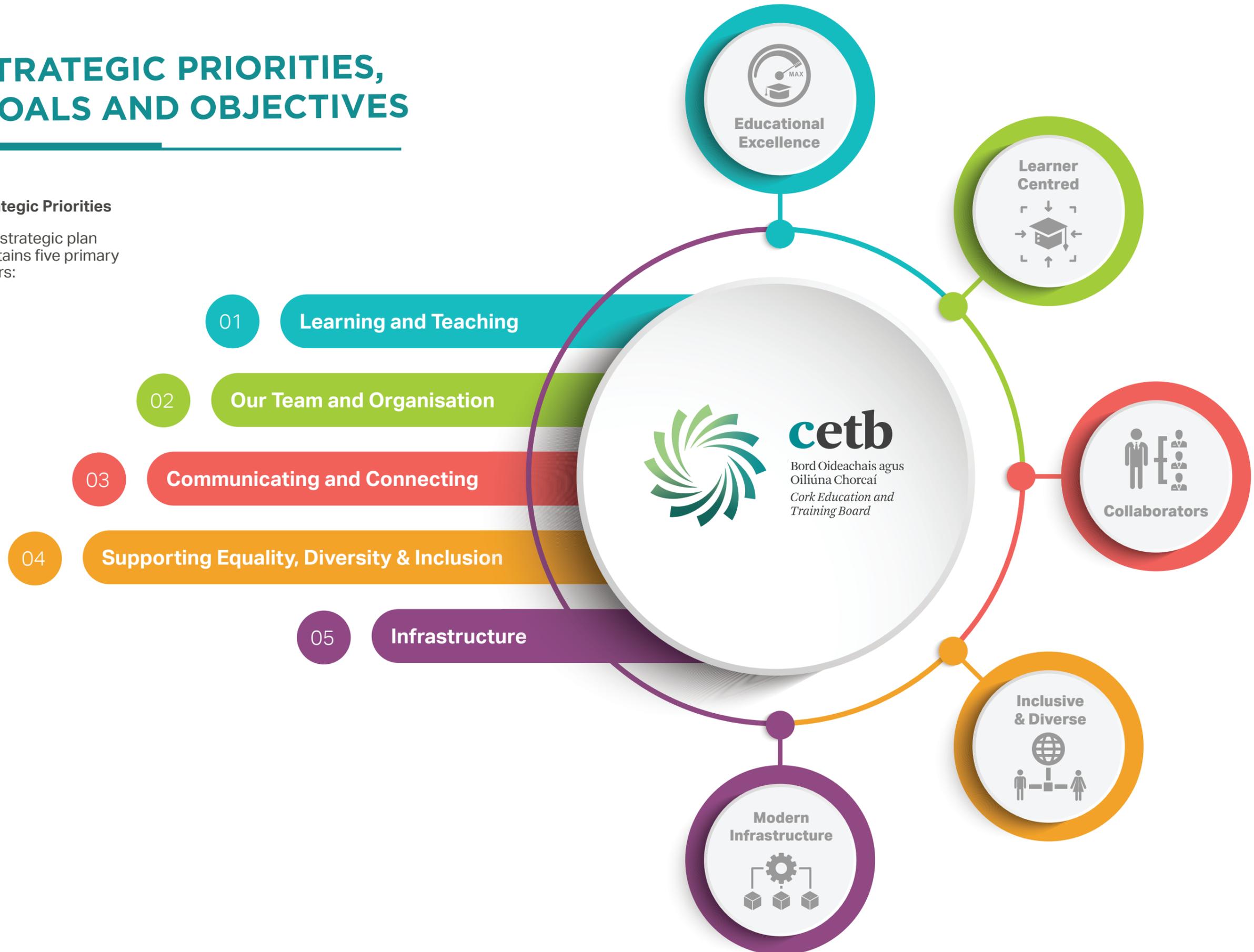
It will support Cork ETB's critical role by creating a common understanding among all stakeholders and improving the quality of good practice in the field. It will provide a framework for arts education within the formal and non-formal sectors. It will provide a solid structure for future decisions and actions.

*A pathway for every learner*

# STRATEGIC PRIORITIES, GOALS AND OBJECTIVES

## Strategic Priorities

Our strategic plan contains five primary pillars:



Cork Education and Training Board's Strategy Statement 2022-2026 sets out the following areas for delivery.

- Learning and Teaching
- Our Team and Organisation.
- Communicating and Connecting.
- Supporting Equality, Diversity and Inclusion.
- Infrastructure.

During the lifetime of the plan, the intention is to focus on the development and enhancement of these pillars. As we move forward in a changing landscape and emerge from the shadows of Covid-19 as a nation we will focus on our financial and economic capital, we must not fail to recognise however the potential wealth of our social capital and the role of the humanities in building and creating connections.

Those involved in the creative industries are passionate about what they do and are intent on making a lasting contribution to their communities and society.

In this rapidly changing world of creative led economies, we must, if we want to thrive socially and succeed economically, pursue a quality education in both creativity as practice and culture as knowledge. At the heart of this unity are the arts. Great arts education is not a machine for churning out artists, rather it should be a system that cultivates a diversity of achievement.

Creativity is essential to the success and fulfilment of people, to the vitality of our communities and to the long-term health of the economy. A critical challenge is bringing a balanced perspective to the prevailing discourse, which puts the needs of the economy to the forefront of the education & training agenda.

It is increasingly important to demonstrate the impact of education on social inclusion, poverty reduction, and overall empowerment of individuals, families, and communities, particularly in disadvantaged areas.

Our Arts and Education Strategy will primarily focus on how it can support the delivery of the following objectives set out in the Strategy Statement 2022-2026.

## 1. LEARNING AND TEACHING

- Researching, adopting and promoting best practice in course/programme design, teaching, learning, assessment and reporting
- Researching, developing and offering innovative solutions to: (i) address learning needs and (ii) enhance course/programme choice and availability throughout the Cork region
- Reorganising courses and programmes to ensure efficiency, value for money and the development of specialisms at our major campus locations

## 2. OUR TEAM AND ORGANISATION

- Establishing Cork ETB as an employer of choice.
- Attracting and retaining high calibre candidates for all positions.

## 3. COMMUNICATING AND CONNECTING

- Ensuring learner engagement is central to what we do.
- Collaborating with our partners in education, communities and community organisations.

## 4. SUPPORTING EQUALITY, DIVERSITY AND INCLUSION

- Sharing a common understanding of inclusion and diversity within the Cork ETB community.
- Leading and working collaboratively, across communities, to support educational participation, increase student completion and ensure that we offer a pathway for every learner.
- Proactively identifying and addressing obstacles to access, participation and engagement (for both students and staff), while also expanding the supports required to enhance retention rates.

## CONSULTATIVE PROCESS

As this strategy has been developed to support all users<sup>1</sup>, in the initial phase of the development of the strategy, a working group was formed from across sectoral areas within Cork ETB. Members of the working group developed a policy to guide the formation of this strategy, contributed to discussions, led additional focus groups, devised a questionnaire, collated case studies and reviewed the findings.

The work undertaken by the working group included a review of current practices, challenges and the compilation of case studies to inform the development of our Arts Education Strategy. Some engagement also took place with other stakeholders in the education, inclusion, and artistic fields. The substantial nature of this work has led to the development of an Arts Education Research Policy & Context Framework to provide context to this strategy.

Stakeholder feedback has been considered and incorporated to refine the objectives as contained herein. Importantly, these should be seen as stages in a longer 'journey' towards the on-going evolution of ICT infrastructure and provision within a progressive organisation.

While there was evidence of great arts practice across the many areas within Cork ETB, many of them are working in isolation and unaware of any policies or structures relating to a unified arts in education philosophy. In conducting our consultations, we identified a range of areas where Arts programmes are beneficial in supporting inclusion and cultural belonging and ensuring that opportunities are leveraged for our organisation, our staff and all our learners.

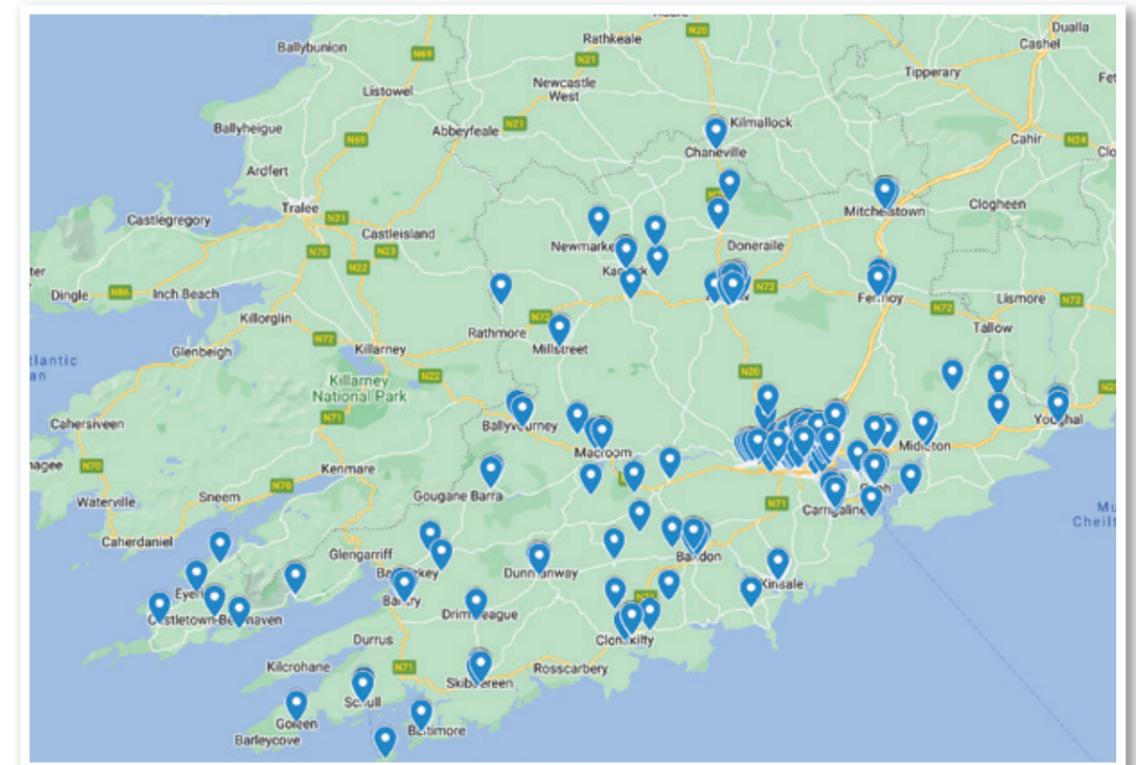
<sup>1</sup>For the purpose of this strategy statement the definition of users incorporates staff and learners



## OPERATING ENVIRONMENT AND FUTURE DIRECTION

Our Arts Education Strategy aims to raise the profile of Arts provision across all Cork ETB services. To this end it is important that an understanding is shared of the breadth and scope of what is currently in place to provide a future direction for the organisation. The goals and objectives as outlined below are formulated to provide such a direction.

The following link provides an up-to-date interactive map of the Arts in Education provision under the remit of Cork ETB.



# IMPLEMENTATION AND ACTION PLAN

## 1. Awareness

*Goal: Develop and create a space for the Arts in all its forms.*

Objectives	Measures & Indicators
1.1 The provision of an annual creative plan that engages & inspires and places the arts in the centre of social, cultural & educational development	<ul style="list-style-type: none"> <li>Retention of the working group with appropriate supports.</li> <li>Create a digital site where all arts activities are logged and celebrated.</li> <li>Regular maintenance and mapping of provision</li> <li>Enhance the role of the key worker</li> </ul>

## 2. Inclusivity

*Goal: To promote and deploy Arts Education as a valuable tool for promoting social inclusion, community engagement, well-being and fostering lifelong learning.*

Objectives	Measures & Indicators
2.1 Make Arts education available in formal and non-formal settings to all regardless of abilities, needs, social, physical, mental or geographical situations	<ul style="list-style-type: none"> <li>Expand community engagement to reach people who are not yet taking part.</li> <li>Increase services and exposure to the arts for disadvantaged group.</li> <li>Support Arts for All in the City area and expand to County areas.</li> <li>Continuous assessment of quality provision</li> </ul>
2.2 Identify and challenge the barriers that currently exist around arts education	<ul style="list-style-type: none"> <li>Identify barriers as part of the annual maintenance of provision with associated actions.</li> <li>Ensure monitoring arrangements are implemented.</li> <li>Continuous assessment of performance.</li> </ul>

## 3. Partnership

*Goal: Develop existing relationships while nurturing the development of new partnerships and joint ventures.*

Objectives	Measures & Indicators
3.1 Develop the establishment of Local Arts Education Partnerships (LAEP's) which will make a major contribution to rooting arts in education at local level.	<ul style="list-style-type: none"> <li>Local Arts Education Partnerships (LAEP's) established.</li> <li>Develop formal relationships with other academic and community bodies.</li> <li>Expansion of cultural and artistic collaborations with Arts organisations.</li> <li>Opportunities for standardisation to be reviewed and progressed as appropriate.</li> </ul>
3.2 Develop pathways to employment in the Arts.	<ul style="list-style-type: none"> <li>Review and mapping of skill requirements/shortages in the industry.</li> <li>Develop a suite of courses / apprenticeships targeting Arts as an industry</li> <li>Appropriate funding model identified.</li> </ul>
3.3 Explore the development of a creative business hub	<ul style="list-style-type: none"> <li>Create an industry-based forum providing links with employers in the Arts</li> <li>Develop an appropriate creative business hub.</li> </ul>

## 4. Value

*Goal: To foster and promote creativity by encouraging schools and centres to give parity of esteem to creative subjects.*

Objectives	Measures & Indicators
4.1 To foster and promote creativity by encouraging schools and centres to give parity of esteem to creative subjects.	<ul style="list-style-type: none"> <li>• Move from STEM to a model of STEAM in all schools, colleges and FET Centres.</li> <li>• Create an accessible arts space in all schools, colleges, and centres.</li> <li>• Showcase Cork ETB Arts at major events and launches</li> <li>• Annual showcase of Cork ETB Arts through appropriate venues / event</li> </ul>
4.2 To commit to the fair and equitable remuneration and contracting of artists	<ul style="list-style-type: none"> <li>• Develop, in consultation with appropriate experts, a remuneration policy in line with current relevant legislation.</li> <li>• Acknowledge publicly that Cork ETB is committed to the fair and equitable employment of artists</li> </ul>

## 5. Quality

*Goal: Provision of appropriate supports and resources to provide for quality teaching and learning in the Arts*

Objectives	Measures & Indicators
5.1 Create a governance structure to support the development and promotion of Arts in Cork ETB.	<ul style="list-style-type: none"> <li>• Develop a Governance structure to complement existing structures in place.</li> <li>• Establish communities of practice</li> <li>• Incentivise schools to make arts a key part of school life</li> <li>• Create pathways and progression routes to FE in the artistic field.</li> </ul>

## MONITORING AND RESOURCES

The actions that have been outlined will be managed and co-ordinated in consultation and in partnership with the various management and operation teams established within Cork ETB, across the three main delivery areas:

- Organisation Support and Development
- Schools
- Further Education and Training

An annual operations plan will be developed to support the delivery of this strategy which will be incorporated into Cork ETB's Service Plan. Progress will be continuously monitored and reported in the Annual Report at the end of each year which is adopted by the Board and submitted to the Department of Education.

Where required, external expertise will be sourced to support the organisation in areas of development to ensure that leading practice is being followed. The knowledge base within Cork ETB, the expertise of our various management groups and external providers will ensure effective initiatives and campaigns will be executed.

## REVIEW AND LIFE CYCLE

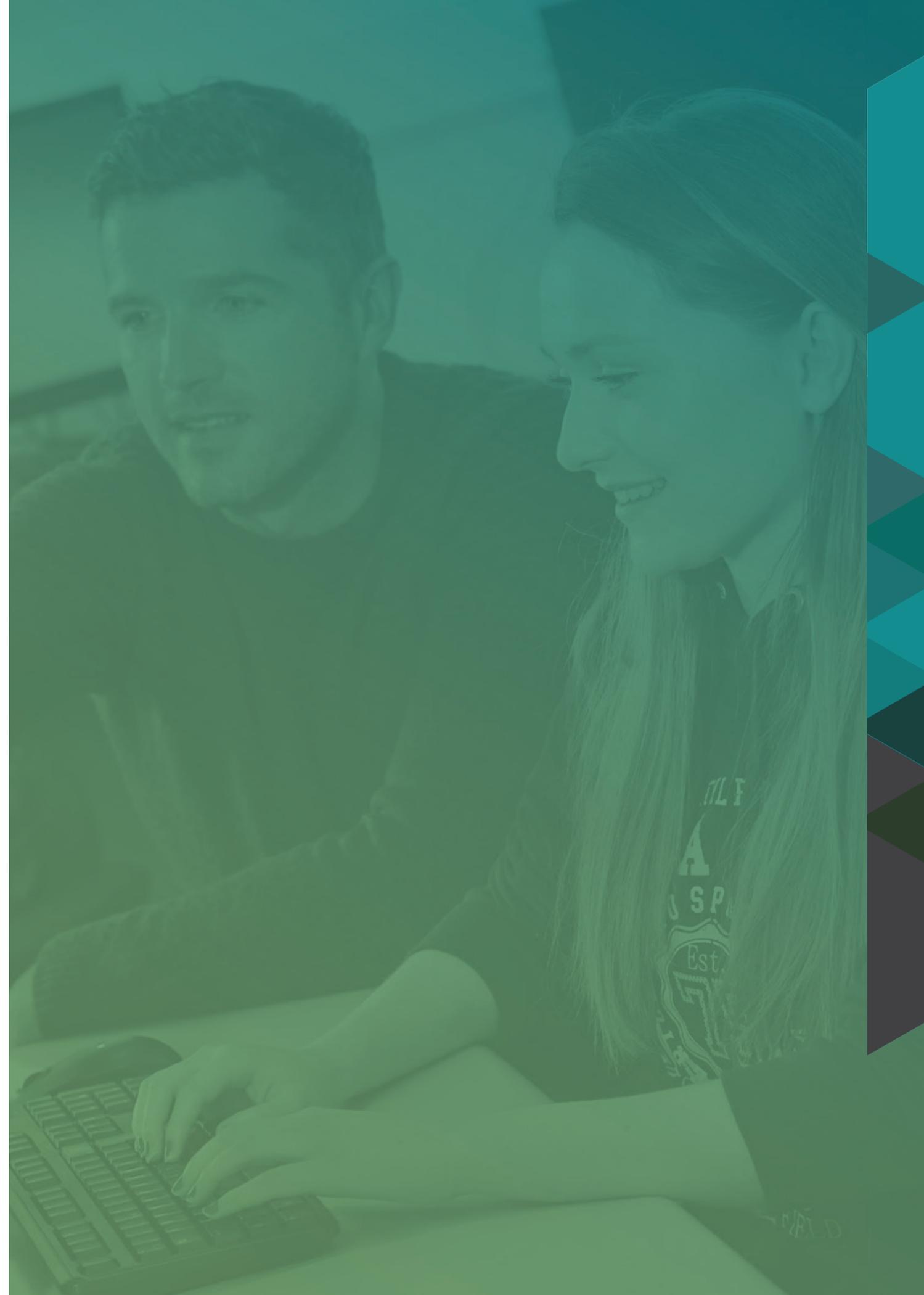
The roll out of the Art Strategy will be in line with the Strategy Statement 2022-2026. This will be a living document that will feed into the Annual Report. In order to ensure that we continuously adapt to our changing environments, this strategy will be reviewed in accordance with national developments in education to bring us to the end of Cork ETB's Strategy Statement 2022-2026.

## CONCLUSION

The appetite for change exists in Cork Education and Training Board. Operating in a post-pandemic world, the development of the organisation in response to a multi-faceted environment which is changing at a rate that is unprecedented – the opportunities for the organisation are endless.

This strategy for 2022-2026 clearly identifies Cork ETB's commitment to the Arts and provides a framework for the way forward. In the Arts Council strategy 2020-2022 "increase engagement in the arts by particular communities" is highlighted as a key priority. The Arts are often identified as the glue that holds communities together, they can strengthen social networks and create a shared sense of identity in new and changing communities. The process of creating with others gives people the opportunity to value each other and develop positive relationships whatever their background and circumstance.

We need to continue to develop innovative programmes that focus on improving the health & wellbeing of our communities. Develop a shared understanding of how taking part in arts activities can be used as a form of prevention in relation to health & wellbeing. When we use artistic activity to build resilience and emotional intelligence, we are helping to create healthier communities that will help build a stronger society. Further economic benefits can be achieved in the long term through cultural performance, tourism and the creative industries.





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