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124RELIGIOUS EDUCATION PROGRAMMING.

For the past two years I have made continual attempts to obtain an acceptable programme of work from Brother Gregory. On only one occasion, in 1986, has his programme shown any signs of efforts being made by Br Gregory, in developing his skills of programming.

As I share the role of R.E. Co-ordinator with **REDACTED**, I have shared <sup>with her</sup> the problems I have encountered in obtaining a programme from Br. Gregory, that fulfils the requirements of an R.E. Programme. I have also discussed the problems with Sr Julia.

In attempting to improve this problem, I have:

- offered him suggestions and guidance both orally and through resource material and handouts.
- encouraged him to seek my assistance and frequently indicated my willingness to help in any way I can.
- made deliberate attempts to find any areas of value in Brother's often brief notes so that positive comments can be made as well as dealing with concerns.
- gone out of my way to give praise for particular aspects of the school masses that Br Gregory and his class have been responsible for.
- always spoken politely to Br Gregory when confronting him with the problem
- always been prepared to listen to his viewpoint of the problem.
- tried to set small goals in programming so that the improvements could be achieved through a continual process.
- organised and been present at grade meetings

Br Gregory's programming has been very inconsistent, in its content. Areas which appeared in one programme unit preparation did not ~~necessarily~~ appear in others even though Br had been informed that these were to be included in programming. The area of Evaluation was rarely mentioned and never once was any attempt made to use any of the guidelines offered to evaluate any completed unit

When asked about his programme preparation on several occasions, the last being the morning of Monday, 6th April, 1986, Br Gregory has made the following comments.

programming is a waste of time - cannot see any sense in writing it down as it is all in the book - feels he doesn't need to do any to be successful in his teaching - has great difficulties writing the

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objectives - knows he should be doing it better.

On Thursday morning, 9th April, 1987. I remarked to B. Gregory that when I returned his programme earlier this week we had not made any plans as to what should now be done to try to reduce the problems which were still being experienced. I reminded him of his comments regarding programming, which he had made on Monday, 6th April and said that I felt that as I had been trying to help him for two years and had obviously failed I had decided to get someone else to help both of us. I informed him that Miss Condon, the second R.E. Co-ordinator and I would use the staff meeting time on Monday, 13th April to meet with him. At the meeting he could express his opinions and comments about programming to Miss Condon and together we all could decide on a plan of action for the year.

Whenever I have offered to spend time with Br Gregory so that we could work on programming Br has declined the offer and has left me with the understanding that he knows what should be done and has the expertise and willingness to meet requirements. The programme he handed in for Term One this year, 1987, was extremely poor and totally inadequate as a record of work for the Term. Some weeks prior to the due date of handing in this programme. Br Gregory remarked to me that both his Religion and Maths programme were going well; though he did express other subject concerns. I had not asked him about his R.E., but was pleased that he was finding no difficulties. The subsequent handing in of such an inadequate programme has been a source of great concern to me.

12/4/87

Jan. O'Grady