

## **Meeting of the Teacher Supply Implementation Group**

**Via WebEx**

**10 March 2022 @ 2.00 pm**

### **Minutes**

#### ***In attendance:***

Dalton Tattan, Assistant Secretary General (Chair)  
Bernie McNally, Secretary General  
Aoife Conduit, Assistant Secretary General  
Phil Fox, Acting Director, Teaching Council  
Chris Kelly, PO, Teacher Education Policy (Teacher Supply)  
Martin McLoughlin, PO, Teacher Education Policy (ITE)  
Sinéad Keenaghan, PO, Payroll  
Paraic Joyce, PO, School Governance/ Teacher Allocations  
Aisling Curley, PO, Pensions  
Deirdre Cullen, PO, Statistics  
Mark Bohan, PO, External Staff Relations  
Clare Butler, PO, Teacher Terms and Conditions

#### ***Also in attendance:***

Conor McCourt, APO, Teacher Supply Secretariat

#### ***Apologies:***

Harold Hislop, Chief Inspector  
Brendan Doody, Assistant Chief Inspector

### **1. Minutes of previous meeting**

The minutes of the meeting of 2<sup>nd</sup> December 2021 were agreed.

### **2. Covid-19 emergency and teacher supply**

The Group considered measures put in place to address teacher supply challenges in the context of the Covid-19 emergency.

Then following points were noted:

#### ***3<sup>rd</sup> and 4<sup>th</sup> year student teachers***

- The Teaching Council has made regulations allowing for the registration of 3<sup>rd</sup> and 4<sup>th</sup> year undergraduate student teachers. Once registered, student teachers will be able to work more than 5 consecutive days in a school.
- The Council is developing its systems to enable the processing of applications for registration from 3<sup>rd</sup> and 4<sup>th</sup> year student teachers.

- Pending the development of this system, the Minister signed regulations exempting 3<sup>rd</sup> and 4<sup>th</sup> year student teachers from the “5-day” rule. This is a temporary measure which will elapse on 30<sup>th</sup> June 2022. The “5-day rule continues to apply to all other unregistered persons

#### *Abatement of pension*

- Retired teachers who work 50 or less days in the 2022 calendar year will not have their pensions abated.
- A small number of retired teachers had their pensions abated in 2021.

#### *Primary substitute teacher supply panels*

- It is intended to review the operation of the supply panels in 2021/22 to inform arrangements for the panels in 2022/23.

#### *Career break and job sharing arrangements*

- A decision will be required regarding the continuation for the 2022/23 school year of the temporary suspension of the limits on sub work applying to teachers on career break and job sharing teachers.

#### *Additional hours at post primary level*

- Payroll will have data in the coming weeks on the take up of additional hours by post primary teachers under Covid-19 emergency measures.

#### *Covid-19 special leave*

- Entitlements to special leave with pay for Covid-19 related illness have been reduced, which will have consequences for the demand for substitute teachers.

#### *CLASS hours*

- The Covid Learning and Support Scheme (CLASS) will cease at the end of the current school year, which will have consequences for the demand for and supply of teachers in the 2022/23 school year.

The following points were agreed:

#### *Abatement of pension*

- The Department will not seek an extension beyond the 50 day annual limit for the waiver of pension abatement for retired teachers.
- Consideration will be given to an information campaign to inform retired teachers of the 50 day limit on pension abatement and, in that context, the likelihood that their pensions will not be abated in the event they return to in teach in a short tem capacity.

### **3. Potential teacher supply measures in response to the Ukrainian crisis**

The Group considered the challenges to the school system arising from the Ukrainian crisis, including the unpredictable scale of such challenges and possible sources of additional support.

The following points were noted:

- Responding to the challenges arising from the Ukraine crisis is a priority issue for the Department which will require both immediate and staged responses.
- Overall coordination of the Department’s responses is being led by Central Policy Unit
- The Teacher Supply Implementation group will have an important role in developing responses to teacher supply challenges.
- Statistics Unit is monitoring and reporting on the enrolments of Ukrainian students on an ongoing basis to support the planning of provision.

#### **4. Data to support teacher supply planning**

##### ***(i) Post primary teacher demand and supply report***

*Survey of unmet demand for teachers in post primary schools*

The Group considered the initial results of the survey of unmet demand.

The following points were noted:

- In order to provide context for the data, a number of follow up phone calls will be made to schools.
- The survey results will be incorporated into the demand/ supply model to give a comprehensive understanding of the demand for post primary subject teachers.
- It is hoped to have a draft report on post primary subject teacher demand and supply in Q3 2022.

##### ***(ii) Options for data from HEIs***

- An internal meeting was held to consider the use in the teacher demand/ supply model of SRS data on post primary ITE student numbers received from the HEA.
- It was agreed at the meeting that data from the Teaching Council on new post primary registrants will be the main source of teacher supply data in the model.

##### ***(iii) Payroll data on teacher absences***

The following points were noted:

- The OLCS does not record where sub vacancies are filled by teachers from primary school supply panels or filled through the supervision and substitution scheme (at post primary level)
- Statistics Section, Payroll Section, IT Development and Teacher Supply Secretariat met to consider how this gap in the data can best be addressed.
- A further meeting will be scheduled, to include also Teacher Allocations Section.

#### **5. Communications and promotion of the teaching profession**

##### ***(i) Teaching Transforms campaign: latest phase***

The following points were noted:

- The latest phase of the campaign coincided with CAO and PME closing dates (mid December 2021 to late January 2022)
- The campaign Used TikTok and Instagram as well as radio and print media.
- The campaign focused on key post primary subject areas and featured teachers/ student teachers from diverse backgrounds
- A link to campaign assets had been shared with the group
- CAO figures indicate a 10% increase in mentions for post primary teaching and a 2% increase in first preferences.

##### ***(ii) Development of a recruitment portal for long term teacher vacancies***

The following points were noted:

- The new recruitment portal is developed and relevant data protection processes are being finalised.
- IPPN received a full data protection impact assessment in early February from their GDPR consultants.
- IPPN's revised policies and procedures are currently being considered by their legal team to ensure full compliance before the portal is launched.
- IPPN intends to circulate a further update to the Department and stakeholders in the coming weeks.
- Further engagements with stakeholders are planned in advance of the launch of the portal.

(iii) Engagement with guidance counsellors

The following points were noted:

- The Teaching Council and the Department recently met with IGC, NCGE and the AGA to consider how to cooperate to promote teaching as a career.
- Potential channels of communication were identified at the meeting.
- It was agreed that the Council, the Department and the guidance bodies will meet bi-annually.
- A national policy group is developing policy on guidance, including guidance counsellor qualification requirements and the supply of guidance counsellors.

(iv) Engagement with stakeholders

*National Consultative Forum*

- It is intended to hold a national consultative forum on teacher supply at the end of May (provisional date 25<sup>th</sup> May) and that the forum will be in hybrid format (in person and online)
- An agenda for the forum is being drafted by the Communications WG.
- Possible agenda items include Irish medium supports, the development of a new higher education access plan and the development of a recruitment portal for long term teacher vacancies.

## **6. Higher Education**

### ***(i) Post primary teacher upskilling programmes***

The following points were noted:

- Additional places were made available on the upskilling programmes for the second entry cohort in January 2022, and enrolments were as follows:
  - Physics 65 enrolments (22 in 2021)
  - Spanish 45 enrolments (35 in 2021)
  - Maths 200 enrolments (115 in 2021)
- An RFT for the evaluation of the upskilling programmes has been drafted and is with the Procurement Unit for observations.

- The HEA has agreed to issue a call for an upskilling programme in Irish, to be in place for the 2022/23 academic year.

**(ii) *Diversity in the teaching profession***

- Draft National Access Plan
  - Teacher Ed Policy sections recently met with DFHERIS regarding the draft national access plan for higher education and have provided observations on the plan.
  - The draft plan includes a broad range of target groupings.
  - DFHERIS hope to publish the new NAP in the coming months

**(iii) *Review of school placement guidelines/ implementation of Working Group report***

The following points were noted:

- HEIs adopted flexible arrangements for primary student teacher placements in order to support schools during the Covid-19 emergency. These arrangements were in place until the February 2022 mid-term break
- The working group to oversee the development of a student placement system has met on a number of occasions.
- The Treoraithe Professional Learning Programme Working Group recently had its initial meeting.
- Not all HEIs may be fully aware of the ongoing work on school placement.

**(iv) *Teaching Council review of the impact of the reconfigured ITE programmes***

The following points were noted:

- A market sounding exercise was recently conducted and a follow up meeting held to consider the outcomes of this exercise.
- The Teaching Council and the Department are engaging on the review on an ongoing basis.
- Further competitive dialogue in advance of procurement will be necessary.
- A PQQ will issue through eTenders.
- External expertise to support the pre-procurement phase will be necessary.
- The review will focus on early career progression and the effectiveness of ITE programmes.

**5. Policies and arrangements for schools and teachers that impact on teacher supply**

**(i) Update on the work of the Policies and Arrangements Working Group**

The following points were noted:

- Two subgroups are being established to consider (i) CPD/ EPV leave and (ii) the employment of primary teachers in post primary special education settings.
- The terms of reference for the sub groups have been drafted and circulated to the TSIG for observations.
- Relevant sections will be asked to nominate representatives to the sub groups.
- The areas under consideration by the sub groups are aligned with actions in the Building Momentum Action Plan and with aspects of senior cycle reform.

## **6. Teacher Supply Action Plan**

The following points were noted:

- The latest draft version of the Plan will need to be updated.
- A decision will be needed as to whether to publish an updated version of the action plan

## **7. AOB**

None

## **8. Date of next meeting**

28<sup>th</sup> April 2022

---

**Teacher Supply Secretariat**  
**March 2022**