

Meeting of the Teacher Supply Implementation Group

Via WebEx

05 May 2022 @ 2.00 pm

Minutes

In attendance:

Dalton Tattan, Assistant Secretary General (Chair)
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
Ray Murphy, APO, Payroll
Paraic Joyce, PO, School Governance/ Teacher Allocations
Edel Harte, APO, Pensions
Deirdre Cullen, PO, Statistics
Mark Bohan, PO, External Staff Relations
Clare Butler, PO, Teacher Terms and Conditions

Also in attendance:

Damien O'Neill, HEO, Teacher Supply Secretariat

Apologies:

Aoife Conduit, Assistant Secretary General
Aisling Curley, PO, Pensions
Harold Hislop, Chief Inspector
Brendan Doody, Assistant Chief Inspector

1. Minutes of previous meeting

The minutes of the meeting of 10th March 2022 were agreed.

2. Ukrainian crisis and Covid-19 challenges: potential teacher supply measures / system capacity

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

The following points were noted:

There are in excess of 400 Ukrainian nationals coming into Ireland daily. There is a possibility that this could increase over the summer period and this has the potential to put pressure on the education system in the new school year.

- **Draft projections of teacher demand and supply**

Statistics Section have updated the current supply and demand model with high level demand data to take account of the increase in Ukrainian students entering the primary and post-primary system.

It was reported that there are 3,300 Ukrainian students enrolled at primary level.

Based on scenario testing carried out by Statistics Section it was estimated that some 380 teachers may be required at primary level and 230 at post-primary level to take account of the Ukrainian students arriving to Ireland and into the education system for the 2021/2022 school year.

It was further noted that for the enrolments currently in the system there were 3 additional mainstream primary teachers allocated as a result. There were no additional post-primary teachers allocated.

In addition, approximately 500 primary schools had sought support with 56 additional EAL posts allocated. At post-primary level, 158 schools sought support with 12.2 additional EAL posts allocated.

It was noted that the Department is reviewing the EAL allocation system to create a more streamlined process for schools.

- **Allow job sharing teachers carry out substitute work on the days they are rostered off**

It was agreed that this measure will cease at the end of the current school year. It can be reviewed in the new school year if there is evidence of further challenges in contracting sub teachers

- **Suspend the limits that teachers on career break can work**

It was agreed that this measure will cease at the end of the current school year. It was also agreed that this measure can be reviewed in the new school year if there is evidence of further challenges in contracting sub teachers

- **Primary teacher supply panels**

A review of the operation of the panels is planned. It was noted that vacancies on the current supply panels are all in Dublin.

- **Additional hours for post-primary teachers**

It was noted that this measure will cease at the end of the current school year.

- **Engage with HEIs to facilitate the availability of 3rd and 4th year ITE undergraduate and PME students to support schools.**

It was noted that the HEIs preference is for 3rd and 4th year ITE students to support schools at the beginning and end of the college year to ensure effective delivery of their programmes.

It was agreed that Teacher Education Policy (ITE & Professional Development) will again engage with ITE providers and the Teaching Council on this measure.

- **Teaching Council to raise the awareness of registered teachers to sub challenges and ask available teachers to register with Sub Seeker.**

It was noted that the Teaching Council targeted teachers through their database to raise awareness of SubSeeker. It was also noted that, in addition, the Teaching Council now have a direct line of contact with 3rd & 4th year ITE students to further raise awareness of the portal.

- **Teaching Council to allow teachers who have qualified outside of Ireland to complete their induction in Ireland.**

It was noted that this emergency Covid-19 measure has now expired with some 65 teachers availing of the measure in 2020 and 91 in 2021.

Other measures

- **Teacher Sharing Scheme**

It was noted that there was no uptake in the teacher sharing scheme at post-primary level.

A number of Covid-19 measures are due to cease at the end of the current school year, including;

- COVID Learning and Support Scheme (CLASS).
- Banking of SET hours.
- Posts allocated in respect of Covid-19 supports at post-primary level.
- Posts allocated in respect of social distancing rules.
- Leave types that were made substitutable due to Covid-19, including special Covid-19 leave with pay.

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

- **Abatement of pensions**

The following was noted for the 2021 calendar year:

- At primary level, 791 retired teachers worked one day or more. 15 retired teachers worked more than 50 days. Of this, 3 were abatable.
- At post-primary level, 175 retired teachers worked one day or more. 41 retired teachers worked more than 40 days. None worked more than 50 days.

It was agreed that, given the numbers above for 2021, there was no business case to approach DPER regarding the abatement of pensions. Accordingly, the Department will not seek an extension beyond the 50 day annual limit for the waiver of pension abatement for retired teachers.

- **Update on the work of the Policies and Arrangements Working Group**

It was noted that the ToR's of both working groups were agreed with plans to progress the work of the group over the coming months.

4. Data to support teacher supply planning

(i) Payroll data on teacher absences

The following points were noted:

- The focus of the sub-group was primarily on supply panel data and how to enhance the capture of this data.
- Statistics Section, Payroll Section and Allocations Sections are currently exploring what supply panel data needs to be captured and how best to do this. Consideration to be given to capturing other relevant data, such as Supervision & Substitution data.
- Allocating IT resources to the project is difficult at the moment but work is progressing in this regard.

It was further noted that work on the subject level supply and demand model is well underway with PTR, demographics and DTR data all now included in the model.

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 is currently being planned and will coincide with the CAO Change of Mind closing date (July 1st).
- The campaign is expected to run on radio, social media and online and will use previously developed campaign assets, amended and updated as appropriate.

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

- The portal has been developed and is ready to go live. Data protection issues have been addressed
- The primary management bodies were provided with a letter from IPPN's data protection advisors which clarifies then role of the schools (data controllers) and IPPN (data processor), the use of anonymised data, and recommendations regarding data retention. The letter was considered at a meeting of the management bodies held recently.
- Minor amendments to the Department's teacher recruitment circulars may be required.
- It is intended that the Department and the IPPN will meet with the management bodies in the coming weeks prior to the launch of the portal.

(iii) Engagement with stakeholders

(i) National Consultative Forum

It was noted that a decision was taken at the most recent Communications Working Group meeting to reschedule the National Consultative Forum to later in the year. This will provide an opportunity for attendees to engage with and provide feedback on the updated technical report.

It was also noted that there are plans to progress the regional focus groups.

6. Higher Education

(i) Meeting with DFHERIS re Higher Education and Teacher Supply

It was noted that DFHERIS is no longer represented on the TSSG, TSIG and Teacher Supply working groups (with the exception of the Communications Working Group) and the HEA have withdrawn from teacher supply.

Accordingly, a meeting with DFHERIS is being scheduled in the coming weeks to consider how to ensure their engagement with the implementation of teacher supply higher education actions.

(ii) Post primary teacher upskilling programmes

It was noted that the Procurement Unit has provided observations on a draft RFT for the evaluation of the upskilling programmes which is being finalised. Consideration needs to be given to the scope for an additional cohort of teachers on the existing programmes in January 2023.

The call agreed by the HEA for an upskilling programme in Irish has not been progressed.

It was also noted that the Department met recently with Munster Technological University and St. Angela's College Sligo, both of which are planning to introduce upskilling programmes in Home

Economics. They were advised that funding would not be available from the Department without a competitive call / procurement process.

(iii) Diversity in the teaching profession

- Draft National Access Plan

The following points were noted:

- The Strategic Action Plan for Equity of Access Participation and Success will now be a seven year plan 2022 - 2028.
- It is at the final stages of preparation and a memorandum will be brought to cabinet in the coming weeks, which a view to publication in July.
- The plan will support a whole of education approach and continues to place a priority on diversity in teaching.
- It includes the following specific objective; *to work towards a more diverse teacher workforce by supporting equity of access, participation and success in initial teacher education by priority groups.*

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

The following points were noted:

- The working group to oversee the development of a student placement system has met on a number of occasions and it is expected that they will publish their recommendations in the near future.
- The Treoraithe Professional Learning Programme Working Group have met and will meet again shortly. It was noted that there is a wide stakeholder representation on the Group.
- Any recommendations made by the Groups will be piloted before being rolled out nationally.

(ii) Teaching Council review of the impact of the reconfigured ITE programmes

The following points were noted:

- A market sounding exercise was recently conducted and is now complete.
- Five interested parties have been identified following the exercise.
- Work is underway to establish a project team.
- The review will focus on early career progression and the effectiveness of ITE programmes.
- It is expected that the review will take 7 – 8 years to be completed.

5. AOB

None

6. Date of next meeting

16th June 2022

**Teacher Supply Secretariat
May 2022**