

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

**19<sup>th</sup> September 2022 @ 2.00 pm**

**Via WebEx**

**Minutes**

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

Dalton Tattan, Assistant Secretary General (Chair)  
Deirdre Shanley, Assistant Secretary General  
Chris Kelly, PO, Teacher Education Policy (Teacher Supply)  
Sinéad Keenaghan, PO, Payroll  
Clare Butler, PO, Teacher Terms and Conditions  
Paraic Joyce, PO, School Governance/ Teacher Allocations  
Jill Fannin, PO, Teacher Education Policy (ITE and Professional Development)  
Mark Bohan, PO, External Staff Relations  
Steven Lucas, Statistics (for Deirdre Cullen)  
Phil Fox, Acting Director, Teaching Council

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

Conor McCourt, APO, Teacher Supply Secretariat

### ***Apologies:***

Tomás Ó Ruairc, Assistant Secretary General  
Aoife Conduit, Assistant Secretary General  
Aisling Curley, PO, Pensions  
Deirdre Cullen, PO, Statistics  
Harold Hislop, Chief Inspector

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

The minutes of the meeting of 16<sup>th</sup> June 2022 were agreed.

## **2. Department response to the Ukrainian crisis**

The following points were noted:

### ***Registration of Ukrainian teachers***

- The Teaching Council has received 143 applications from Ukrainian teachers to date, of which 74 have been admitted to the register. The large majority of those are registered under Route 2 (Post Primary)
- It is unclear why fewer primary teachers are applying for registration but it may be that younger Ukrainian children are being taught remotely.
- It is unlikely that the requirement for Irish is a significant deterrent to prospective primary registrants as this does not appear to be the case for applications received from teachers from other jurisdictions.

### ***Additional teacher demand***

The following points were noted:

- 562 EAL posts have been allocated to schools in respect of displaced Ukrainian children.
- A small number of additional mainstream posts have been put in place in accordance with the staffing schedule.
- The Department continues to keep the situation under ongoing review.

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

#### ***(i) Supply panel arrangements for 2022/23***

The Group considered the operation of the supply panels and the challenges in accessing data to support their oversight.

The following points were noted:

- 610 posts have been allocated to 151 panels covering over 2,840 schools
- The panels were significantly augmented in the context of the Covid-19 pandemic and the allocated panel posts are equivalent to approximately 2 points on the staffing schedule.
- A number of schools are not viable for inclusion in a panel (e.g. due to geographical isolation) and several schools chose to opt out of panel arrangements.
- A number of panel vacancies in Dublin and the surrounding counties were not filled and these posts have been reallocated to identified areas of need.
- Some panel measures put in place in the context of the Covid-19 pandemic have been withdrawn (e.g. allowing NQTs undertake Droichead while employed on a panel, allowing panel teachers work in excess of 4 weeks in a post).
- Very few NQTs undertook Droichead in 2021/22 while employed on a panel.

It was agreed that a policy review on the future operation of the panels is necessary.

#### ***(ii) Potential measures to address current teacher supply pressures***

The Group considered potential measures to address current teacher supply pressures, including short term measures (e.g. removal of limits applying to teachers on career break, allowing post primary teachers teach additional hours, potential employment of student teachers) and medium/ longer term measures (arrangements for the delivery of CPD, upskilling programmes for teachers, potential amendments to the structure of the PME).

The following points were noted:

- Approximately 1,300 student teachers have applied for registration with the Teaching Council under Route 5 (Student Teachers)
- The next cycle of student teacher registrations (for 2022/23 3<sup>rd</sup> year students) is due to commence in October.
- The demands placed on student teachers need to be carefully balanced with potential pressures to be available for substitute cover, in order to protect student teachers' welfare as well as the integrity of ITE programmes.

It was agreed to draw up a short paper identifying potential options to address current teacher supply issues.

#### ***(iii) Update on the work of the Policies and Arrangements Working Group.***

The following points were noted:

- Two subgroups have been established to consider (i) CPD/ EPV leave and (ii) the employment of primary teachers in post primary special education settings.
- The areas under consideration by the sub groups are aligned with actions in the Building Momentum Action Plan.
- The teacher unions are seeking the establishment of a forum to consider teacher recruitment and retention issues.

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

##### ***(i) Development of the teacher demand and supply model***

The following points were noted:

- The latest draft of the post primary subject teacher projections is being considered by the Teacher Supply Data Working Group.
- The report does not address; future policy measures that may affect teacher demand/ supply; SET and regional demand and supply.
- It is intended that the report will be finalised for consideration at the Teacher Supply Consultative Forum, planned for Q4 2022

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

The following points were noted:

- Data on the utilisation of panel teachers (and of teachers deployed under the post primary S & S scheme) is currently not available from the OLCS and limited data is available from the Teamup app, used by most panel schools.
- The OLCS is due to be redeveloped and it is intended that the redeveloped system will facilitate the collection of data on the utilisation of panel teachers.

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

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

The following points were noted:

- The most recent phase of the “Teaching Transforms” campaign coincided with the CAO Change of Mind closing date and ran from 10<sup>th</sup> June to 1<sup>st</sup> July
- The target audience was final year post-primary students and their parents.
- Platforms used included radio, national press, online and digital video and display, social media.
- For applications for post primary ITE programmes through the CAO there was a 16.8% increase in mentions (July 2022 v July 2021) and a 9.2% increase in first preferences (July 2022 v July 2021)).
- For applications for primary ITE programmes through the CAO there was a 8.1% decrease in mentions (July 2022 v July 2021) and a 4.5% decrease in first preferences (July 2022 v July 2021))
- Attendance at careers fairs by the Teaching Council is continuing, with Department support as required (including Higher Options this week)
- A new infographic (Pathways to Teaching) is being developed for guidance counsellors/ prospective student teachers.

- A meeting with guidance counsellor bodies is being scheduled for early October

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

The following points were noted:

- The portal for long term vacancies is fully developed by IPPN and ready to be launched
- Following engagement with IPPN, both primary and post primary management bodies are happy with the new system.
- A formal launch is planned at the IPPN annual conference in November
- IPPN, ETBI and ESBS continue to engage to ensure that ETB vacancies are advertised on the new portal.

## **6. Higher Education**

***(i) Engagement with DFHERIS re ITE and teacher supply***

It was noted that the Department intends to meet regularly with DFHERIS to consider future approaches to mutual ITE and HE teacher supply issues and to progress relevant teacher supply actions developed under the higher education heading.

***(ii) Post primary teacher upskilling programmes***

The following points were noted:

- The first cohort of teachers are due to graduate from the upskilling programmes at the end of this current calendar year (approximately 100 maths, 20 physics, 35 Spanish)
- A decision is needed whether to fund additional cohorts in January 2023, having regard to the demand for places on the programmes and the requirements of the system.
- The demand for upskilling in maths appears not have reduced despite the programmes put funded by the Department over recent years as well as the introduction of new maths ITE programmes by HEIs.
- The Department is engaging with the HEA regarding a call for an Irish upskilling programme. However, it may be necessary for the Department to directly procure the programme.

It was agreed that further research is required in order to understand the ongoing demand for upskilling in maths.

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

### ***National Access Plan***

The following points were noted:

- The National Access Plan 2022- 2028 was published at the end of August.
- The plan identifies 3 priority groups:
  - students who are socio-economically disadvantaged
  - students who are members of Irish Traveller and Roma communities

- students with disabilities including intellectual disabilities
- Under the first cohort, an additional focus will be on students who:
  - have experienced homelessness
  - are survivors of domestic violence
  - have experience of the care system
  - are carers
  - have experience of the criminal justice system
- Objectives of the Plan include: to work towards a more diverse teacher workforce by supporting equity of access, participation and success in initial teacher education for the priority groups

***(iv) 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 completed its work in June 2022
- The working group recommended a system for school placement.
- A notice board to match student teachers with schools is being developed by IPPN. It is intended to review the operation of the noticeboard at the end of the current term
- The Teoraithe Professional Learning Programme Working Group continues to meet.
- The School Placement Implementation Group is scheduled to meet for the first time.

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

The following points were noted:

- The Teaching Council is engaging with an external advisor with regard to the management of the procurement process.
- Project timelines have been revised and, accordingly, the target cohorts of teachers may have to be amended

**7. AOB**

None

**8. Date of next meeting:**

13 October 2022