

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

**Via WebEx**

**28 September 2022 @ 2.00 pm**

**Minutes**

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

Dalton Tattan, Asst Secretary General, Department of Education (Chair)  
Deirdre Shanley, Asst Secretary General, Department of Education  
Tomás O Ruairc, Asst Secretary General, Department of Education  
Mark Bohan, PO, Department of Education (for Aoife Conduit)  
Phil Fox, Acting Director, Teaching Council  
Anthony Finn, University of Glasgow  
Anne Looney, Executive Dean, Institute of Education, DCU  
Declan Kennedy, School of Education, UCC (for Fiona Chambers)  
Antoinette Nic Gearailt, ACCS  
Seamus Mulconry, General Secretary, CPSMA

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

Chris Kelly PO, Department of Education  
Deirdre Cullen, Senior Statistician, Department of Education  
Conor McCourt, APO, Department of Education

### ***Apologies***

Aoife Conduit, Asst Secretary General, Department of Education  
Harold Hislop, Chief Inspector, Department of Education  
Fiona Chambers, Head of the School of Education, UCC  
Áine Doyle, Minister's Adviser  
Lewis Purser, Director of Learning & Teaching and Academic Affairs, IUA

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

The minutes of the meeting of 25<sup>th</sup> May 2022 were agreed.

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

The Group was updated on the Department's response to the Ukraine crisis

The following points were noted:

- Approximately 15,000 Ukrainians of school going age have arrived in the State
- There has been a small increase in demand for mainstream class teachers due to their widespread geographic distribution but a more significant increase in demand for EAL teachers.

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

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

The following points were noted:

- There are over 150 primary teacher supply panels in place in the current school year
- Approximately 88% of primary schools are covered by a supply panel.
- A number of posts allocated to supply panels in Dublin have not been filled.
- It is intended to review the operation of the supply panels.

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

The Group considered potential measures to address current and medium term teacher supply pressures, including:

- Changes to career break and job sharing arrangements
- Arrangements for retired teachers
- Supporting the availability of student teachers to provide sub cover
- Provision of ITE programmes on the Eastern seaboard in home economics and practical subjects
- The potential for a “return to teach” programme.
- Potential measures to increase numbers on ITE programmes in STEM subjects (e.g. alternative entry routes, flexible programme delivery, early identification of subject registration shortfalls)
- Addressing barriers to entry to primary ITE

The following points were noted:

- The Teacher Supply Implementation Group met recently to consider potential measures that could be implemented at short notice.
- A Bachelor of Education in Technology, Engineering and Graphics programme has commenced this year in DCU/ TUS.
- DCU/ TUD are planning to introduce a home economics ITE programme
- Student teachers have played an important role in supporting schools in recent years but it is important that the demands placed on them should not unduly affect their academic performance or welfare.
- The option of a return teach programme was considered previously at which time it was not clear whether the demand for such a programme existed.

It was agreed to engage with Pensions Section regarding the interpretation of the 50-day limit on the waiver of abatement as it applies to post primary teachers.

***(iii) 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 areas under consideration by the sub groups are aligned with actions in the Building Momentum Action Plan and with aspects of senior cycle reform.

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

The Group was updated on the development of a model of post primary subject teacher demand and supply, including the method used to project demand and supply and analyses of teachers not teaching their registered subject and of the deployment of “out of field” teachers.

The Group, recognising the complexity of projecting subject teacher demand and supply, acknowledged the work of Statistics Section in producing the report

The Group considered options for further modelling including the use of case studies in the report to illustrate the school level factors influencing demand and supply, a regional analysis of demand and supply and the potential use of demographic data from the HEA on ITE students to support regional analysis

The following points were noted:

- The report does not address regional teacher demand and supply or SEN teacher demand and supply.
- The report is being considered in detail by the Teacher Supply Data Working Group and it is planned to present on the report at the National Forum on Teacher Supply at end November 2022.

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

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

The following points were noted:

- The most recent phase of *Teaching Transforms* took place to coincide with the CAO Change of Mind closing date (from 10<sup>th</sup> June – 1<sup>st</sup> July 2022)
- The target audience consisted of final year post-primary students & their parents
- Platforms used included radio, national press, online & digital video and display, social media
- CAO figures indicated at post-primary a 16.8% increase in total mentions and a 9.2% increase in first preferences (July 2022 v July 2021)
- At primary level there was an 8.1% decrease in total mentions and a 4.5% decrease in first preferences (July 2022 v July 2021)
- A new infographic (*Pathways to Teaching*) is being developed by the Teaching Council for guidance counsellors/ students

It was agreed to explore the option of a campaign targeting Dublin based potential ITE students.

### ***(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
- All data protection issues have been resolved
- Following intensive engagement with IPPN, primary and post primary management bodies are happy with the new system.
- IPPN plan a formal launch of the portal at their annual conference in November
- IPPN, ETBI and ESBS continue to engage to ensure that ETB vacancies are advertised on the new portal.

### ***(iii) Plans for engagement with guidance counsellors***

The following points were noted:

- The Teaching Council has engaged with the guidance counselling bodies regarding the provision of accurate information to students considering a career in teaching.
- It is planned to meet twice annually with these bodies and the next meeting is scheduled for early October

- This work is overseen by the Teacher Supply Communications Working Group

(iv) ***Attendance at careers fairs***

The following points were noted:

- Attendance at careers fairs by the Teaching Council is continuing, with support from Teacher Education Policy (Teacher Supply) when required (including Higher Options recently).
- Most queries at careers fairs tend to arise from potential post primary ITE students rather than primary.

It was agreed that more detailed feedback from the careers fairs would be provided to the Group.

(v) ***National Consultative Forum on Teacher Supply***

It was noted that a National Consultative Forum on Teacher Supply is being planned for end November and that the focus of the forum will be the post primary subject teacher projections report.

## 6. Higher Education

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

The following points were noted:

- The first cohort of participants from the upskilling programmes will complete the programme at the end of this current calendar year (approx.: 100 maths, 20 physics, 35 Spanish participants).
- The second intake commenced in January this year with 200 mathematics, 65 physics, 45 Spanish participants.
- The Department is giving consideration to funding an additional cohort in January 2023.
- The Department is engaging with the HEA re a call for an Irish upskilling programme to commence in 2023.

The following points were agreed:

- To consider whether upskilling programmes could be targeted at schools with a demonstrated need for a teacher in the subject
- To explore options for tracking graduates of the programmes to determine whether they are being deployed to teach the subject.

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

*National Access Plan 2022-28*

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

- The 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

**(iii) *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 concluded its work in June 2022.
- The Teaching Council has engaged with IPPN and a noticeboard system to match student teachers with available placements has been set up on *educationposts.ie*.
- The Treoraithe Professional Learning Programme Working Group will recommence its work in the coming weeks and a meeting of the School Placement Implementation Group is scheduled for October 2022.

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

The following points were noted:

- Further consideration will be given to the management of the budget for the review.
- A procurement adviser to the project has been appointed to the project.
- The review will focus on the ITE exit cohorts of 2019, 2022 and 2025

**7. AOB**

The Group considered the results of the CPSMA teacher vacancy survey, including that approximately 24% of the 823 schools surveyed reported difficulties in filling long term substitute vacancies and 42.5% reported difficulties in filling short term substitute vacancies

The following points were noted:

- Schools appear to be experiencing challenges to filling sub posts earlier in the school year than is usual
- Schools in Dublin and the surrounding commuter belt are experiencing the greatest challenges
- Schools report that supply panel teachers are being fully utilised
- A regional analysis of the survey data would be useful
- Some schools are deploying SETs to mainstream classes to cover sub vacancies, a practice which is not permissible under Department guidelines.

**8. Next meeting**

8<sup>th</sup> December 2022

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**Teacher Supply Secretariat  
October 2022**

