

Meeting of the Teacher Supply Steering Group

Via WebEx

8 December 2022 @ 2.00 pm

Minutes

In attendance:

Dalton Tattan, Asst. Secretary General, Department of Education (Chair)
Deirdre Shanley, Asst. Secretary General, Department of Education
Deirdre Cullen Senior Statistician, Department of Education (for Tomás O Ruairc)
Mark Bohan, PO, Department of Education (for Aoife Conduit)
Yvonne Keating, Chief Inspector, Department of Education
Phil Fox, Acting Director, Teaching Council
Anthony Finn, University of Glasgow
Charlotte Holland, Institute of Education, DCU (for Anne Looney)
Declan Kennedy, School of Education, UCC (for Fiona Chambers)
Paul Thornton, ACCS (for Antoinette Nic Gearailt)
Seamus Mulconry, General Secretary, CPSMA
Lewis Purser, Director of Learning & Teaching and Academic Affairs, IUA

Also in attendance:

Chris Kelly PO, Department of Education
Conor McCourt, APO, Department of Education

Apologies

Tomás O Ruairc, Asst Secretary General, Department of Education
Aoife Conduit, Asst Secretary General, Department of Education
Anne Looney, Executive Dean, Institute of Education, DCU
Fiona Chambers, Head of the School of Education, UCC
Antoinette Nic Gearailt, ACCS
Áine Doyle, Minister's Adviser

1. Minutes of previous meeting

The minutes of the meeting of 28th September 2022 were agreed.

2. National Consultative Forum on Teacher Supply/ potential measures to address current teacher supply pressures

The Group discussed the recent National Consultative Forum, held on 30 November 2022.

It was noted that there had been positive engagement from stakeholders on the day

It was agreed to circulate the presentations from the forum to the members of the Steering Group.

The Group considered potential measures to address teacher supply pressures, including teacher supply structures, leave arrangements, addressing the issues of teachers teaching out of field and teachers not teaching their registered subjects, and options to encourage teachers to work in Ireland.

The following points were noted:

- Significant progress has been made in identifying and analysing data to support teacher supply planning but gaps in the data still remain.
- Budget 2023 provides for a significant increase in teaching posts in the 2023/24 school year
- There continues to be a high number of applications to ITE programmes and ongoing interest in teaching as a career.
- The removal of Covid restrictions has increased the opportunities for teachers to seek employment abroad teacher supply planning should take account of the global employment opportunities for Irish teachers.
- The immediate focus should be on measures to increase teacher supply or reduce demand in the short term.
- Addressing teacher supply challenges continues to require cooperative approaches across the Department and the education stakeholders and the Department intends to engage intensively with the education stakeholders in the coming weeks on potential measures to address current teacher supply pressures.

3. Data to support teacher supply planning

The Group discussed (i) the post primary subject teacher demand and supply projections report, which includes additional analysis on the deployment of teachers in schools (including data on teachers teaching out of field and teachers not teaching the subject for which they are registered) and (ii) potential next steps, including analysis of regional demand and supply, SET demand and supply and teacher demand and supply in DEIS schools.

The following points were noted:

- The post primary subject teacher demand and supply projections report was the basis of a presentation at the recent consultative forum, where it was received positively by forum attendees.
- It is intended to publish the report in the near future

It was agreed to explore the development of a “data dashboard” to include key statistics on teacher demand and supply.

4. Response to the Ukraine crisis

The following points were noted:

School enrolments

- 8,529 primary and 4,807 post primary Ukrainian students have enrolled to date

Additional teacher demand

- Over 800 EAL posts and 130 SEN posts have been allocated to schools in respect of these enrolments.
- A small number of additional mainstream posts have been put in place in accordance with the staffing schedule.

Registration of Ukrainian teachers

- The Teaching Council has received 168 applications for registration from Ukrainian teachers to date, of which 95 have been admitted to the register. The large majority of those are registered under Route 2 (Post Primary).

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

(i) Primary teacher supply panels

The Group was updated on the operation of the supply panels.

The following points were noted

- There are now more than 150 panels covering over 2,840 schools
- A number of supply panel posts remain vacant, particularly in Dublin schools.
- The operation of the panels will be reviewed to and measures will be considered to support the filling of posts, particularly in Dublin.
- Consideration may be given to allowing NQTs undertake Droichead whilst employed on a supply panel.

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

The following points were noted:

- It had been intended to establish two working groups to consider (i) CPD/ EPV leave and (ii) the employment of primary teachers in post primary special education settings.
- The establishment of these groups will be reviewed having regard to current teacher supply challenges.

6. Communications and promotion of the teaching profession

(i) Teaching Transforms campaign

The Group was updated on the next phase of the Teaching Transforms campaign, to coincide with the lead-in to CAO and PME application closing dates.

It was noted that undergraduate student teachers and PME students are included in campaign assets.

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

The following points were noted:

- Testing of the recruitment portal is ongoing.
- It is planned to go live in the New Year rather than in the current term, at the request of school principals.

(iii) Plans for engagement with guidance counsellors

The following points were noted:

- The Teaching Council is engaging regularly with the guidance counselling bodies, including the AGA.
- Two new guides setting out routes to teaching are being developed (primary and post primary).
- The Teaching Council plans to attend the next IGC national conference.
- The Council intends to meet next with the guidance bodies in February 2023.

(iv) Attendance at careers fairs

The following points were noted:

- The Teaching Council has attended 34 events to date in 2022 with one more planned before year end.
- Overseas recruiters have significant presence at many of these events.

7. Higher Education

(i) Upskilling programmes

The following points were noted:

- The first cohort of participants (approximately 170 teachers) is due shortly to complete the programmes.
- Approximately 300 teachers are expected to finish in 2023.
- The Department has agreed to fund an additional intake in January 2023 (approximately 300 places of which 200 are in mathematics)
- It is planned to begin an Irish upskilling programmes in 2023/24
- It is intended to explore options to extend the upskilling programmes to other subjects and to explore options to ensure that programme graduates are deployed to teach the subject in which they have been upskilled.

(ii) Diversity in the teaching profession

- *National Access Plan 2022-28*

The following points were noted:

- A presentation on the new NAP was given at last week's Teacher Supply Forum by DFHERIS.
- Actions already in place to support underrepresented groups (PATH 1) will be reviewed next year, including their outcomes, and recommendations made.
- The review will inform a call for new actions.

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

It was noted that the Treoraithe Professional Learning Programme Working Group has concluded its work and its report will be considered by the School Placement Implementation Group, which met on 7th December 2022.

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

The following points were noted:

- The Council considered the review at its meeting of 5th December 2023.
- An RFT for the review is being prepared which, it is intended, will be issued in the near future.

8. AOB

None

9. Next meeting

To be confirmed