



**An Roinn Oideachais
agus Scileanna**
Department of
Education and Skills

Teacher Supply Action Plan

Teacher Supply
Action Plan - November 2018

		Action	Working Group	Implementing area(s)	Target date
Data Collection and Analysis	1.	The identification of data and its ownership to support the supply of substitute teachers at primary level.	Data Working Group	Department of Education & Skills	Q4 2018
	2.	The identification of data to support an analysis of subject teacher demand at post primary level.	Data Working Group	Department of Education & Skills	Q4 2018
Promotion of the Profession/ Development of a portal	3.	Stakeholder consultative forum to be held	Communications Working Group	Teaching Council/ Department of Education & Skills	Q3 2018
	4.	5 x regional focus groups to be held	Communications Working Group	Teaching Council/ Department of Education & Skills	Q4 2018
	5.	Campaign to promote the teaching profession including reference to the TC registration process <ul style="list-style-type: none"> • Initial workshop to identify key messages to be held • Campaign plan to be finalised 	Communications Working Group	Teaching Council/ Department of Education & Skills	Q3 2018 Q4 2018
	6.	Development of an online teacher recruitment portal (specification for a portal to be drawn up in advance of consultation with key stakeholders) <ul style="list-style-type: none"> • Specification to be drawn up • Implementation for 2019/20 school year 	Communications Working Group	Department of Education & Skills / Teaching Council	Q3 2018 Q3 2019
	7.	Landing page with links to HEIs, existing recruitment websites, terms and conditions of employment, TC registration to be developed.	Communications Working Group	Department of Education & Skills	Q4 2018 and ongoing

		Action	Working Group	Implementing area(s)	Target date
	8	To explore options to recruit teachers currently employed in other jurisdictions.	Communications Working Group	Department of Education & Skills/ Teaching Council	Q1 2019
Higher Education	9	DES to request the Teaching Council to review the implementation of school placement guidelines, with a particular focus on school / HEI partnerships, and to make recommendations. This review should have regard to relevant systemic issues in relation to teacher supply. Approach to be finalised:	Higher Education Working Group	Teaching Council/ Department of Education & Skills	Q3 2018
	10	DES to contact to all management bodies, IPPN and NAPD to request that schools fully engage with the school placement process in 2018/19. Request for full engagement to be included also in the communications campaign (actions 3 and 5).	Higher Education Working Group	Department of Education & Skills	Q3 2018
	11	DES to: (a) request an interim report from the Teaching Council on its review of the programmes of ITE (b) Having regard to the interim report of the Council, request the HEA to develop a proposal for the review of the impact of the reconfigured ITE programmes and their diversity.	Higher Education Working Group	Department of Education & Skills/ Teaching Council/ Higher Education Authority	Q4 2018
	12	HEA to engage with the ITE programme providers to ensure that additional 4-year concurrent post primary ITE programmes are in place for 2019/20 which qualify teachers in two subject areas, including targeted subjects (Maths,	Higher Education Working Group	Higher Education Authority/ Department of Education & Skills	Q3 2018

	Action	Working Group	Implementing area(s)	Target date
	Physics, Chemistry, Computer Science, French, German, Spanish, Italian, Irish, Home Economics).			
13	HEA to engage with the ITE programme providers to agree additional student numbers in existing concurrent and consecutive post primary ITE programmes, including targeted subjects for 2019/20 (Maths, Physics, Chemistry, French, German, Spanish, Italian, Irish, Home Economics). Numbers and subject areas to be agreed by end November 2018.	Higher Education Working Group	Higher Education Authority/ Department of Education & Skills	Q4 2018
14	HEA to engage with the ITE programme providers (a) to develop proposals for flexible options which will facilitate access to, and participation in, the PME, in targeted subject areas (Maths, Physics, Chemistry, Computer Science, French, German, Spanish, Italian, Irish, Home Economics) and (b) to explore the development of a programme to encourage and support teachers not currently in the labour force to return to teaching.	Higher Education Working Group	Higher Education Authority/ Department of Education & Skills /	Q4 2018
15	HEA to engage with the ITE programme providers to explore the development of programmes to upskill existing teachers in targeted subject areas (Maths, Physics, Chemistry, Computer Science, French, German, Spanish, Italian, Irish, Home Economics).	Higher Education Working Group	Higher Education Authority/ Department of Education & Skills	Q4 2018
16	Funding for capital grants to support teacher supply to be made available via HEA for 2019	Higher Education Working Group	Department of Education & Skills / Higher Education Authority	2019
17	DES to explore the provision of additional supports for postgraduate initial teacher education students.	Higher Education Working Group	Department of Education & Skills	Q4 2018

		Action	Working Group	Implementing area(s)	Target date
Policies and procedures	18	The Teaching Council to develop a more streamlined process for the registration of teachers qualified in jurisdictions outside the State.	Policies and Procedures Working Group	Teaching Council/Department of Education & Skills	Q4 2018
	19	The restriction on job-sharing teachers undertaking substitute work to be removed as soon as possible.	Policies and Procedures Working Group	Department of Education & Skills	2019
	20	Teachers on career break to continue to be allowed for the 2018/19 school year to take up employment without a restriction on days/ hours worked.	Policies and Procedures Working Group	Department of Education & Skills	Q4 2018
	21	Review the potential for substitute teacher supply panels for primary schools.	Policies and Procedures Working Group	Department of Education & Skills / School Mgmt. Bodies	Q1 2019
	22	To explore the sharing between post-primary schools of teachers of priority subjects.	Policies and Procedures Working Group	Department of Education & Skills / School Mgmt. Bodies	Q1 2019