

Meeting of the Teacher Supply Implementation Group

14 September 2023 @ 2.00 pm

Via Teams

Minutes

In attendance:

Dalton Tattan, Assistant Secretary General (Chair)
Deirdre Shanley, Assistant Secretary General
Yvonne Keating, Chief Inspector
Paraic Joyce, PO, School Governance/ Teacher Allocations
Jill Fannin, PO, Teacher Education Policy (ITE and Professional Development)
Clíodhna O'Neill, PO, Communications Section
Lynn Ramsey Director, Teaching Council
Sinéad Keenaghan, PO, Payroll
James Walsh, PO, Teacher/SNA Terms & Conditions
Paul Alexander, PO, Statistics
Martin McLoughlin, PO, Special Education
Frank Hanlon, PO, Special Education.
Caroline Galvin, PO, Pensions
Noreen Finnegan, PO Teacher Education Policy (Teaching Council)
Aine Garvin, APO, External Staff Relations
Róisín Collier, APO, Communications Section

Also in attendance:

Conor McCourt, APO, Teacher Education Policy (Teacher Supply)
Tom Slevin, APO, Teacher Education Policy (Teacher Supply)

Apologies:

Bernie McNally, Secretary General
Tomás Ó Ruairc, Assistant Secretary General
Aoife Conduit, Assistant Secretary General
Séamus Keating, PO, Teacher Education Policy (Teacher Supply)
Mark Bohan, PO, External Staff Relations
Evelyn O'Connor, PO, Curriculum & Assessment Policy Unit

1. Minutes of previous meeting

The minutes of the meeting held on 29 June were agreed.

2. Update on specific actions:

Research into retired teachers

- An interim report has been produced. A summary of the initial findings were outlined to the meeting including.
 - Teachers prefer to return to the school they retired from to help out former colleagues
 - Retirees focus on retired life initially and are more open to undertaking substitution work after an initial period of time following retirement.
 - Pay has not been highlighted as a critical deciding factor.
 - Some have fears that their teaching skills may not be adequate for the current classroom.
 - Maintaining registration with the Teaching Council upon retiring was raised.

Teacher sharing scheme pilot

- The current position on this scheme was noted.

Primary teacher supply panel arrangements 2023/24

- The annual review of supply panels shows efficiency levels over 90% for most panels. There is an increased number of panels in Dublin created by reducing the size of the existing panels. The meeting was informed there are 590 places on teacher supply panels. It was noted that panels are designed for local areas and some areas without panels do not appear to be negatively impacted.

Turas Abhaile

- A summary was given of the numbers of teachers that have contacted Turas Abhaile and taken up teaching positions identified following this engagement: 31 candidates appointed to date, 34 candidates still seeking work and available countrywide. Sixty-five candidates in total applied.

Upskilling programmes – Irish and other subjects

- Four tenders have been received for the Irish upskilling programme. The evaluation process will take place shortly.
- A note suggesting three further upskilling programmes for French, Computer Science and Politics and Society has been prepared.

Teacher supply data project (data dashboards)

- Data governance issues have been addressed. A Data Protection Impact Assessment (DPIA) has been put in place for internal sections and data sharing agreements (DSA) have been issued to the ETBs. Two completed DSAs have been returned.

Measures to support the supply of subs (career break teachers, job-sharing teachers, teaching hour's extension scheme)

- The meeting was informed that amendments to the career break, job-sharing teachers' and the teaching hours' extension schemes have been extended to the 2023/24 school year.

ITE providers supporting the availability of student teachers

- A template issued to universities to obtain data on flexibilities. Many programmes have been scheduled leaving at least one day per week available for subbing. All HEIs are assisting at some level but the meeting was informed of their view that they are largely at their limit of providing flexibilities.

3. Teacher supply in special education settings

A summary was provided of vacancies known to exist in special education schools and classes.

The meeting was informed that

- The case of a school featured on media recently raising teacher supply issues had made progress on recruiting teachers. Interviews were due to take place for posts shortly.
- The NCSE have received a small number of requests to date for additional SNAs to assist with teacher supply shortages.
- Special Education Section are meeting NABMSE regularly on teacher supply issues.
- The Teaching Council held a meeting with some special education schools and were informed as part of the discussions that a new national association of special education school principals is in the process of being formed.

4. Communications and promotion of the teaching profession

Teaching Transforms – update

- An update was provided to the meeting on the Teaching Transforms activity. There was an increase of 14.2 % in post primary first preferences at the change of mind stage in July 2023 over 2022. There was a small decrease of 5.5% for primary.

Consultative forum plans

- The Teacher Supply Consultative Forum will take place on 8 December 2023 and will be co – chaired between the Teaching Council and the Department. Arrangements and discussions on the agenda are at an early stage.

5. Draft Teacher Supply Action Plan (including potential actions to be considered for inclusion)

Droichead arrangements for NQTs trained outside Ireland

- The Teaching Council is considering the extension of the COVID Amendment Regulation (CAR) beyond the current deadline of 24 February 2024.

Access to Droichead for supply panel teachers

- The Teaching Council is considering reintroducing the measure permitting teachers on supply panels undertake induction.

Consideration of existing terms and conditions, and non-statutory leave arrangements

- The position on maintaining existing terms and conditions, and non-statutory leave arrangements, was noted.

Consideration of FE pathway to primary ITE

- The expansion of FET routes in to Primary teaching courses was discussed.

Review the role of various support roles

- The HSCL role is being reviewed as part of the DEIS review. A literary review and data analysis in relation to developing a future vision for the HSCL scheme is underway.

Consideration of PME incentives

- The meeting was informed consideration is being given to an incentive to assist with teacher supply. The nature, scope and form of any such scheme is being examined having regard to the need for any such scheme to be effective.

Further education teachers in post primary schools

- The scope to use further education teachers at post primary level, particularly, for practical subjects was discussed and is being explored.

Review of actions, responsibilities and timelines

- It was felt measures in the TSAP should not create additional demand for teaching resources.

6. Department response to the Ukrainian crisis

The meeting was informed that the numbers of Ukrainians pupils entering schools has steadied.

7. AOB

8. Date of next meeting –26 October 2023 @2pm