

Data and Research to Support Teacher Supply Planning

Minutes of meeting of the Working Group

11.30am, Thursday 7th September 2023

Via Teams

In attendance:

Tomás Ó Ruairc, Department of Education (Chair)
Paul Alexander, Statistics Section
Karen Eastwood Lovett, Teaching Council
Siobhan Healy, Teaching Council
Fiona Kindlon, ETBI
Sinéad Keenaghan, Payroll Division
Fergus Quinn, Special Education
Sinéad Middleton, Teacher Education (ITE)
Michael Redmond, Post-Primary Management Bodies
Micheál Lenihan, ESBS
Jennifer Buttner, Primary Management Bodies

Also in attendance:

Conor McCourt, Teacher Education Policy (Teacher Supply)
Tom Slevin, Teacher Education Policy (Teacher Supply)
Leonie Kiernan, Teacher Education Policy (Teacher Supply)

Apologies:

Séamus Keating, Teacher Education Policy (Teacher Supply)
Olwyn Byrne, Statistics Section
Murty Hanly, Forward Planning
Laura Walsh, Inspectorate
Manuela Heinz, HEIs

1. Minutes of previous meeting

The minutes of the meeting of 8 June 2023 were agreed with a minor amendment.

2. Post primary subject teacher projection report/ model

The following points were noted:

- The post-primary subject teacher report is being reviewed to take account of further data gathering (e.g. 2023 DTR returns) and further consideration of out of field teaching.
- The Department intends to publish the report when it is satisfied that the report projects subject teacher demand and supply as accurately as possible which it is hoped will be by year-end.

3. Planned research on the Teaching Council register

The Group was updated on the "signs of life" analysis of the Teaching Council register being undertaken by the CSO, which will involve the matching of data from the Council's register with data from Revenue, Department of Social Welfare and the census.

It was noted that data from the Teaching Council register has recently been transmitted to the CSO

4. Teacher demand and supply in IME schools

It was noted that the analysis of teacher demand and supply in IM schools is progressing and Statistics Section is engaging with Gaeltacht Unit on this issue.

5. Short to medium term data planning

Teacher supply data project (data dashboards)

The following points were noted:

- There are two sources of data for the dashboards, Department Teacher Payroll and ESBS Teacher Payroll
- Data Sharing Agreements have been sent to individual ETBs and the processing of data will commence when these are signed and returned to the Department.
- It is hoped to have the dashboards in place in the coming months, subject to the agreement of the ETBs

It was agreed to follow up with the ETBs to ensure that the DSAs are signed and returned as soon as possible.

SET demand and supply

The following points were noted:

- A model to project the demand and supply of teachers in special education settings is being developed.
- Once the model is finalised, Statistics Section and Special Education Section will explore options to integrate the special education model with the general teacher demand and supply model.

Survey of unmet demand

- It was agreed to consider commencing the survey of unmet demand for post-primary teachers after the majority of appointments have been made (i.e. early November) and to consider including unmet demand for guidance counsellors in the survey.

6. Data on substitute teacher demand and supply

Online survey of substitute teachers

The following points were noted:

- The online survey to help the Department understand patterns of working of substitute teachers is underway.
- Teacher Supply is engaging with Communications Section to promote the participation of substitute teachers in the survey.

7. Data from the Teaching Council register to support teacher supply planning

The following points were noted:

- Almost 119,00 teachers in total are registered with the Teaching Council
- Approximately 3,560 NQTs have registered in 2023 to date.
- 300 NQTs have yet to engage with the registration process, which is due to close by end September.
- Registrations under Route 5 (Student Teachers) have decreased as 4th year student teachers graduate but the number registered remains over 1,800.
- The registration process for the 2023/24 3rd year student cohort will commence later in the year.
- Almost 1,300 NQTS have applied for Droichead, which is a significant increase on the same period in 2022.

8. Ukraine crisis and teacher supply

The following points were noted:

- Significant numbers of additional EAL and SET posts were allocated to schools in 2022/23 for Ukrainian students.
- Only a small number of post primary schools have drawn from the panels of ESOL tutors for English language support.
- Ukrainian has been introduced as a non-curricular leaving certificate subject, examinable from 2025.

9. Current teacher supply challenges

The Group considered the teacher supply challenges currently being experienced by schools

The following points were noted:

- Many schools, most particularly concentrated in the Dublin and surrounding counties, are facing significant challenges in recruiting teachers schools
- At post primary level certain subjects are most affected, which may have consequences for the subject choices of students.
- At primary level some schools are redeploying SETs to mainstream classes due to unfilled vacancies.
- In light of these challenges, the data which has previously been made available on teacher supply and deployment needs to be carefully considered.

10. Date of next meeting

19 October 2023

Teacher Supply Secretariat

October 2023