

**Meeting of the Teacher Supply Steering Group
21 September 2023 @ 2pm Via Teams
Minutes**

In attendance:

Dalton Tattan, Asst. Secretary General, Department of Education (Chair)
Tomás Ó Ruairc, Asst. Secretary General, Department of Education
Anne Looney, Executive Dean, Institute of Education, DCU
Séamus Keating, PO, Department of Education
Lynn Ramsey, Teaching Council
Anthony Finn, University of Glasgow
Declan Kennedy, School of Education, UCC
Yvonne Keating, Chief Inspector, Department of Education
Deirdre Shanley, Asst. Secretary General, Department of Education
Antoinette Nic Gearailt, ACCS
Séamus Mulconry, CPSMA

Also in attendance:

Tom Slevin, APO, Department of Education
John Egan, HEO, Department of Education

Apologies

Bernie McNally, Secretary General, Department of Education
Áine Doyle, Minister's Advisor
Aoife Conduit, Asst. Secretary General, Department of Education
Lewis Purser, Director of Learning & Teaching and Academic Affairs, IUA
Conor McCourt, APO, Department of Education

1. Minutes of previous meeting

The minutes of the previous meeting were agreed.

2. Update on specific actions:

Research into the motivations of 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 returning to teach after a period.
- Pay has not been highlighted as critical issue.
- Some fear their teaching skills may not be adequate for the current classroom.
- Maintaining registration with the Teaching Council upon retiring was raised.

It was noted that further research will be undertaken before the final report is completed.

Turas Abhaile

An update was provided to the meeting on recruitment activity by Turas Abhaile. The latest data indicates that *Turas Abhaile*, which is operated by the ACCS, has placed 31 qualified Irish teachers who were working abroad with post primary teaching vacancies in Ireland, with 34 qualified teachers still looking for posts in Ireland

Upskilling Programmes – Irish and other subjects

The Group was informed the RFT process for the Irish Upskilling programme is ongoing. The Group welcomed the decision to provide further upskilling programmes in politics & society, computer science and French. A review of the current upskilling programmes is also being considered.

The Group discussed how these upskilling programmes might possibly be aligned with Oide.

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

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

ITE providers supporting the availability of student teachers

The Department engaged with the HEIs over the summer. All HEIs are supportive of providing flexibilities. It is expected a clearer appraisal of the situation with these flexibilities will develop over the coming months. It was also noted that some students undertaking substitution work were at risk of struggling to successfully complete their ITE programme if too much work was taken on. The contribution of students to schools was acknowledged.

Supply Panels

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 166 teacher supply panels for the 2023/24 school year.

Consultative Forum

The consultative forum will take place on 8 December and will be co-chaired by the Teaching Council and the Department. Arrangements and discussions on the agenda are at an early stage.

Teacher supply data projects

Signs of Life analysis –

- The Group was updated on the "signs of life" analysis of the Teaching Council register being undertaken, which will involve the matching of data from the Council's register with data from a number of sources including Revenue, Department of Social Protection and the census.
- It was noted that data from the Teaching Council register has recently been transmitted to the CSO.
- It is hoped to have data available for the Engagement Forum.

Data dashboards -

- There are two sources of data for the dashboards, Department Teacher Payroll and ESBS Teacher Payroll
- The data gathering aspect of the project is progressing well. 7 ETBs have made data available to date.
- It is hoped to have the dashboards in place in the coming months.

Substitution Survey

- The meeting was informed a survey on the working patterns of substitutes is underway.

3. Potential actions to be considered for inclusion in TSAP

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.
- The meeting was informed 165 applications have been received by the Teaching Council under CAR with 62 teachers registered.

Access to Droichead for supply panel teachers

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

Consideration of FE pathway to primary ITE

- The expansion of FET routes in to Primary teaching courses was discussed.
- The Department has received some feedback from HEIs on an FE pathway to Primary ITE programmes. It is hoped to arrange meetings with ITE providers and DFHERIS to discuss the matter further.

Consideration of incentives

- The Group was informed that consideration is being given to incentive options for those who undertake PME courses, while addressing teacher supply issues.

Further education teachers in post primary schools

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

4. Response to the Ukraine crisis

The Group was informed that approximately 17,500 Ukrainian students are enrolled in Irish schools leading to the creation of almost 600 additional mainstream posts.

1,206 additional EAL and SET posts were allocated to schools for Ukrainian students.

The meeting was informed that 133 Ukrainian teachers have registered with the Teaching Council, 12 in primary, 120 in post-primary and 1 in special education.

AOB

The meeting was informed of Conor McCourt's pending retirement. His expertise and hard work in Teacher Supply and in the broader Teacher Education area was acknowledged.

5. Next meeting

2 pm, 14 December 2023

Teacher Supply Secretariat

December 2023