

Meeting of the Teacher Supply Steering Group

Venue: Tyrone House

4 February 2019 @ 3.00 pm

Minutes

In attendance:

- Seán Ó Foghlú, Secretary General, DES (Chairperson)
- Ruth Carmody, Asst. Secretary General, DES
- Harold Hislop, Chief Inspector, DES
- Tara Carton, PO, DES (for Ned Costello)
- Tomás Ó Ruairc, Director, Teaching Council
- Lewis Purser, Director Academic Affairs, Irish Universities Association
- Seamus Mulconry, CPSMA (representing primary management bodies)
- Antoinette Nic Gearailt, ACCS (representing post- primary management bodies)
- Paul O'Toole, CEO, HEA
- Declan Kennedy, UCC (for John O'Halloran)
- Eithne Guilfoyle, Vice President Academic Affairs (Registrar), DCU
- Mark O'Doherty, Minister's Advisor
- Anthony Finn, University of Glasgow (independent expert)

Also in attendance:

- Chris Kelly, PO, Teacher Education Policy, DES
- Conor McCourt, APO, Teacher Supply Secretariat, DES

Apologies

- Ned Costello, Asst. Secretary General, DES
- William Beausang, Asst. Secretary General, DES
- John O'Halloran, Deputy President and Registrar, UCC

1. Minutes

- Minutes of the meeting of 8 November 2018 were agreed.

2. Revised background paper on teacher supply structures.

- The Group noted the revised background paper on teacher supply structures.

3. Update on recent developments

(a) Data to support teacher supply planning.

- The ongoing work in the Department to identify data requirements to support teacher supply planning was noted.

(b) Communications and promotion of the profession

Regional Focus Groups

- The Steering Group noted and welcomed the constructive nature of the engagement by stakeholders at the regional focus groups, which have now concluded.

Promotion campaign/ landing page/teacher recruitment portal

- The Group was updated on recent developments regarding the promotional campaign and the development of a teacher recruitment portal.

The following points were noted:

- Based on initial metrics, the response rates to the campaign promoting the profession were positive.
- IPPN and NAPD have agreed to cooperate to develop a single teacher recruitment portal. The initial phase will be the development of a portal for the recruitment of substitute teachers, intended to be in place for the 2019/20 school year.

Next steps

- It was noted that advertisements will be placed in student newspapers targeted at undergraduate students in advance of the closing dates for the PME.

The following points were agreed:

- 4 year 2-subject ITE undergraduate programmes should be promoted, including creating awareness among guidance counsellors.
- Key issues and developments should be communicated to school principals, management bodies and HEIs.
- A campaign targeting teachers resident outside Ireland may be considered at a future point.

(c) Higher Education

Review of school placement guidelines

- The Group was updated on the work of the School Placement Working Group and noted that this was a key action to support teacher supply.

The following points were noted:

- The work of the Group was scheduled to be completed in September 2019.
- A subgroup composed of nominees of all ITE providers is supporting the Working Group.

The following points were agreed:

- An interim report on the work of the Group to date will be prepared.
- HEIs need to be kept aware of developments in this area and the Teaching Council agreed to liaise further with the IUA in this regard.
- The establishment of a network of management bodies and HEIs will be considered as short run measure, pending the conclusion of the work of the Working Group
- Principals will be informed (via school management bodies/ IPPN/ NAPD) of the progress to date and future actions, and requested to cooperate with the school placement process.

ITE programmes

- The next steps in regard to the HEA review of the impact and diversity of reconfigured ITE programmes and the development of flexible access to ITE/upskilling programmes were noted.

Student supports

- The Group noted and welcomed the Minister's announcement of additional funding of €1m for the Student Assistance Fund in 2018/19 for PME students.
- It was agreed to explore further supports for ITE students.
- It was noted that the Higher Education Working Group would reconvene to oversee and progress actions in this area.

(d) Policies and arrangements for schools and teachers that impact on teacher supply.

The following points were noted:

Job sharing teachers

- Adjustments to the Department's payroll systems are required to support the implementation of this action and a specification is being drawn up for implementation by the Department's IT Unit.

Substitute teacher supply panels for primary schools

- The Department is continuing to explore the potential for a substitute teacher supply panel.

Teacher sharing scheme:

- The latest position regarding the development of a teacher sharing scheme was noted.

Registration

- The latest developments concerning the streamlining of registration processes for teachers qualified outside the State were noted.

4. Teacher Supply Action Plan

- It was agreed that the Action Plan for Teacher Supply should be updated on an annual basis.

5. AOB

The following points were noted:

- The recruitment of substitute teachers is a significant issue for both primary and post primary schools.
- The recruitment of teachers to longer term posts (e.g. for maternity leave) in primary schools is becoming problematic.
- Recruitment is most problematic in schools in cities but also, at primary level, in smaller rural schools.
- Post primary schools may advertise vacancies and interview candidates in advance of the finalisation of the redeployment scheme in a given school year.

6. Indicative schedule of meetings

- The schedule of meetings was noted

**Teacher Supply Secretariat
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