

Meeting of the Teacher Supply Implementation Group

Marlborough St (video link to Athlone)

17 April 2018 @ 2.00 pm

Minutes

In attendance:

Sean O Foghlú, Secretary General (Chair)
Ned Costello, Assistant Secretary General
Eddie Ward, TES
Martin Lally, Assistant Chief Inspector.
Gavan O'Leary, Higher Education
Padraig Maloney, Teacher Payroll
Martina Mannion, Pensions
Neville Kenny, Central Policy Unit
Paraic Joyce, School Governance

Tara Carton External Staff Relations
Majella O'Dea Teacher Terms and Conditions
Helene Hannon, Teacher Terms and Conditions
Brendan O'Dea, Teaching Council
Maria Fitzgerald, Teaching Council

Apologies

Ruth Carmody, Assistant Secretary General
Philip Crosby, External Staff Relations.
Alfie Barrett, Teacher Terms & Conditions
Valerie Harvey, HEA
Tomás Ó Ruairc, Teaching Council

1. Welcome

The Chairperson welcomed the attendees.

2. Background and context to establishment of Steering Group/ key areas for action

The Chairperson indicated that teacher supply is a major challenge which impacts on a wide range of policy areas in the Department

The following items were noted:

- Recent measures that have already been taken by the Department in this area.
- The meeting of the Teacher Supply Steering Group on 26 March 2018

- That there are 5 priority areas on which teacher supply work is to be focussed in the initial stages
- The requirement for measures with a short term as well as longer term impacts

It was agreed that the report of the Technical Group on Teacher Supply (“Striking the Balance”) and the background paper on teacher supply prepared for the TSSG’s meeting of 26 March 2018 would be circulated to members of the IG.

2. Priority areas for action

Terms of Reference and details of membership of the Working Groups in each of the following priority areas for action were presented and discussed:

- a. Data and research to support teacher supply planning
- b. Higher Education: policy, provision, funding and support
- c. Communications and promotion of the teaching profession including possible development of a portal for teacher substitution
- d. Policies and arrangements for schools and teachers that impact on teacher mobility/supply

(a) Data and research to support teacher supply planning

The following items were noted as being important to considerations in this area:

- Demographic trends
- Access to data on retention in the teaching profession
- How best to prioritise work in this area in post primary
- Determining regional supply and demand
- Data from the ETB sector
- Potential of the Teaching Council database to support teacher workforce planning
- Use of data to monitor the implementation of teacher supply measures.
- Possibility of regular reporting on reasons for substitute demand
- Potential use of retirement data from DPER spending review

(b) Higher Education: policy, provision, funding and support

The following items were noted as being important to considerations in this area:

- “Rebalancing” of the consecutive and concurrent ITE routes
- ITE and gender
- School placements
- Potential of upskilling native speakers as foreign language teachers
- Incentivisation to support uptake of ITE programmes
- Possible review of the content of ITE programmes
- Potential for programmes to convert primary teachers to post primary

(c) Communications and promotion of the teaching profession including possible development of a portal for teacher substitution

The following items were noted as being important to considerations in this area:

- The importance of “buy-in” of stakeholders
- Actions may be targeted at certain groups
- Importance of working with guidance counsellors
- Recognition that there are “cost of living” challenges for young teachers
- Exploration of the use of a joint applications process for all ITE programmes
- Possible use of transition year work placements
- Potential for the marketing departments in HEIs as a source of expertise

It was agreed that a link to the recently produced video promoting the teaching profession would be circulated to members of the group

(d) Policies and arrangements for schools and teachers that impact on teacher mobility/supply,

The following items were noted as being important to considerations in this area:

- Department arrangements affecting teacher supply (e.g. incremental credit)
- Casualisation of employment
- Employment arrangements for job-sharers
- Maximising teaching time in school
- Possible use of a supply panel
- Employment of retired teachers
- Alternative modes of delivery of teaching

4. Teacher Mobility

It was noted that the Teaching Council is preparing a paper on teacher mobility issues and on how they might be addressed.

5. Next steps

- ToRs of Working Groups will be amended to reflect the considerations of the meeting
- Working Groups to meet the next 3 weeks

6. Next meeting date

- IG to meet in the next 3 or 4 weeks at a date to be determined