

Meeting of the Teacher Supply Implementation Group

Venue: Marlborough St (video link to DES Athlone)

7 May 2019 @ 2 pm

Minutes

In attendance:

Seán Ó Foghlú, Secretary General (Chair)
Ruth Carmody, Assistant Secretary General
Tara Carton, PO, External Staff Relations
Chris Kelly, PO, Teacher Education Policy (Teacher Supply)(Athlone video link)
John McDermott, APO, Higher Education (for Philip Crosby)
Alfie Barrett, PO, Teacher Terms & Conditions (Athlone video link)
Padraig Maloney, PO, Teacher Payroll (Athlone video link)
Gabriel Martin, APO, School Governance (for Paraic Joyce) (Athlone video link)
Brendan Doody, Assistant Chief Inspector
Aisling Curley, PO, Pensions
Sinéad Middleton, APO, Teacher Education Policy (for Jim Mulkerrins) (Athlone video link)
Brendan O’Dea, Deputy Director, Teaching Council (for Tomás Ó Ruairc)
Orla Nugent, Deputy CEO, HEA
Louise Callinan, Senior Manager, Teacher Education, HEA

Also in attendance:

Conor McCourt, APO, Teacher Supply Secretariat (Athlone video link)

Apologies:

Harold Hislop, Chief Inspector
William Beausang, Assistant Secretary General
Jim Mulkerrins, PO, Teacher Education Policy
Ned Costello, Assistant Secretary General
Philip Crosby, PO, Higher Education
Paraic Joyce, PO, School Governance
Tomás Ó Ruairc, Director, Teaching Council

1. Minutes

- Minutes of the meeting of 14 March 2019 were agreed.

2. Update on recent developments and next steps

(a) Data to support teacher supply planning

- The Group was updated on recent developments in regard to data requirements to support teacher supply planning.

The following points were noted:

- It was noted that the draft agreement to allow the Teaching Council share data from the register of teachers with the Department is being finalised, having regard to legal advice received.
- It was agreed that a statistical report to support teacher supply policy is needed as a matter of urgency.

(b) Communications and Promotion of the Teaching Profession

Promotion campaign

- It was noted that it is proposed that the next phase of the promotion campaign would take place around the CAP change of mind process in June 2019.
- It was agreed to consider the targeting of teachers trained outside Ireland (including those whose nationality is not Irish)

Minister's visit to the UAE June 2019

The following points were noted:

- Minister McHugh plans to visit the UAE in June 2019 to engage with Irish teachers employed there.
- DCU are developing a campaign "Teachers Inspire" to promote the teaching profession

Development of a teacher employment portal

- The Group was updated on recent developments regarding the substitute teacher recruitment portal.

The following points were noted:

- The portal will operate for short term substitutable absences.
- The potential for the portal to cater for planned substitutable absences (e.g. SEC related) is being explored
- In the longer term the portal would be used to recruit teachers to fill longer term vacancies
- ACCS and CDET B are developing a portal to match teachers with unfilled long term vacancies in C & C schools/ CDET B schools

The following points were agreed:

- School management bodies should be encouraged to cooperate in the recruitment of teachers.
- The ultimate aim should be to have all recruitment channelled through one system/ one portal
- To consider issue regarding the recruitment of teachers generally (timing of interviews, the practice of teachers being re-interviewed after one year of employment)
- To meet with the management bodies on these issues

Teacher supply newsletter

- It was noted that the newsletter was in the final stage of development and that it should be ready for publication in the near future.

- It was agreed that the newsletter should be disseminated as widely as possible.

Attendance at teacher recruitment fairs, careers fairs etc

The following points were noted:

- There is interest amongst IoT students in teaching but that it appears that IoT careers advisors are often not aware of the pathways to a teaching career.
- To date, school management bodies (other than certain ETBs) have not attended graduate recruitment and employment fairs.

The following points were agreed:

- The attendance of school management bodies at graduate recruitment and employment fairs is essential.
- School management bodies should collectively make teachers aware of vacancies.

Arrangements for stakeholder Consultative Forum (23 May 2018)

- The Group was updated on the proposed arrangements for the Stakeholder Consultative Forum
- It was noted that the output from the forum would be used to inform the development of a revised Action Plan.

(c) Higher Education

Meeting of the Higher Education Coordination Group

The following points were noted:

- The HECG met on 24 May 2019 to consider the implementation of the higher education actions in the Teacher Supply Action Plan.
- The HECG and the ICT Policy Group will meet on 24 May to consider the planned ITE Policy Review.

2019 applications to ITE programmes

The following points were noted:

- The number of applicants to the PME through the PAC system for entry in 2019 was similar to the number of applicants for 2018 entry (approx. 1400)
- The number of applicants to undergraduate ITE programmes, including programmes newly developed for 2019, has risen by 11% approximately.
- A minimum standard of entry of 2.2 honours degree has been set for eligibility for PME entry in 2019.
- UL intends to commend new undergraduate ITE programmes (languages and Computer Science) in 2020, not 2019 as previously planned.

HEA call for flexible programmes, upskilling programmes and supports for returning teachers

The following points were noted:

- The HEA has drafted a paper on the existing provision of flexible and upskilling programmes to be considered at the next meeting of the HECG.
- Programmes supporting teachers to return to the classroom might potentially be developed from upskilling programmes.

HEA review of impact and diversity of reconfigured ITE programmes

- I was noted that the HEA has drafted a paper on the impact and diversity of reconfigured ITE programmes for the consideration of the HE Coordination Group.

ITE student supports

- It was noted that a draft paper setting out options for student supports has been circulated to the relevant member of the HECG and that this would be considered at the next meeting of that Group on 24 May.

Review of school placement guidelines

- The Group considered the Interim Report of the School Placement Working Group, which sets out the actions undertaken by the WG to date.
- It was noted that the outcome of the work of the Group would not be implemented until the 2020/21 school year.

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

Recruitment process for teachers

- It was agreed to consider how the recruitment process for teachers might be made more efficient, including consideration of the current arrangements for the allocation of teaching posts.

Teacher sharing scheme

- The Group was updated on the implementation of the teacher sharing scheme

Substitute teacher supply panels for primary schools

- The Group was updated on the latest position regarding the development of a substitute teacher supply panel scheme, including the identification of base schools and schools for inclusion in a cluster.

The following points were noted:

- The scheme would be finalised in the next few weeks at which point it would be circulated to the primary management bodies and INTO for information.
- The scheme will be linked to the substitute teacher recruitment portal currently under development.

Job sharing teachers and substitute work

- It was noted that this is one of the priority actions for the IT Unit

Employment of retired teachers

The following points were noted:

- The Department plans to meet with DPER shortly with regard to abatement of pension for retired teachers undertaking substitute work.
- 1,400 retired teachers approximately have been employed as teachers in the current school year.
- The cost of substitute teachers has increased significantly in the current year.
- It was agreed that the reasons for the increased cost of substitute teachers needs further investigation.

Use of digital technology for interviewing

The following points were noted:

- Teacher Terms and Conditions will be engaging with the management bodies in the near future as part of the consultations on teacher recruitment arrangements.
- It is likely that there would be requests for training in order to support its implementation.

Streamlining of registration processes for out of State applicants/ professional orientation model for schools to support out of state teachers

- The Group was updated by the Teaching Council on the latest developments regarding the streamlining of registration processes for out of State applicants.
- The Group noted and welcomed the video recently developed by the Teaching Council "Assessment process for teachers who qualified outside of Ireland"
- It was noted that the Teaching Council would be engaging with the Department in relation to the various action, as required.
- The Group considered the challenges facing overseas trained teachers seeking to work in Ireland, including induction/probation requirements, and how these might be addressed.

Teacher absences due to State examination employment and CPD

The following points were noted:

- The issue of absences due to SEC related employment has been raised at the Steering Group for Curriculum and Assessment
- Absences arising from attendance at teacher professional development events will be considered further.
- The JCT support service is taking account of the pressures in this area and is building flexibility into its arrangements for the delivery of CPD in 2019/20 in order to allow for the provision of suitable substitute cover.
- Some teachers may not be being released by schools for CPD due to the teacher supply pressures.

Review of summer courses/impact of EPV days

- It was noted that the target for the completion of the independent review of summer courses for primary teachers is end 2019.

3. AOB

- It was noted that the Teacher Supply Secretariat intends developing a new project management template for teacher supply which will set out the role so and responsibilities of the various Department line sections and other stakeholders and allow the monitoring of progress of actions.
- It was agreed that the Policies and Procedures Working Group should be convened in June 2019.

4. Next meeting

- The date of the next meeting of the Group (27 June 2019) was noted.

Teacher Supply Secretariat
May 2019