

Teacher Supply

Newsletter

May 2019



An Roinn Oideachais
agus Scileanna
Department of
Education and Skills

Minister Launches Teacher Supply Action Plan

In November 2018, the Minister for Education and Skills, Joe McHugh T.D. published the Teacher Supply Action Plan.

The development of the range of actions contained in the [plan](#) was led by the Teacher Supply Steering Group, chaired by the Secretary General of the Department, in recognition of the significant challenges some schools experience in recruiting teachers.

Sectoral issues identified

At primary level, the recruitment of substitute teachers has been identified as problematic while at post-primary, recruitment of teachers in certain specific subject

areas, such as STEM, modern languages, Irish and home economics is proving difficult.

Challenges to teacher supply

To improve learner outcomes in



our education system and to ensure learners are equipped for 21st century living, new

curriculum initiatives have been introduced such as computer science, and the introduction of [STEM](#), [foreign languages](#) and [digital for schools](#)' strategies.

The growing demographic in student numbers at second level will require an adequate supply of appropriately qualified teachers in the coming years to meet the needs of the system.

It is important that we ensure alignment of teacher graduates in priority subject areas for supply to meet the demands of the system.

The issue of teacher supply is one of the key actions in the [Action Plan for Education](#) and

the implementation of the plan is now ongoing.

It is intended that this newsletter will be updated regularly with the latest actions in relation to teacher supply.

This newsletter is available on www.gov.ie/teachingtransforms

School Policies and Procedures

A number of new measures have been introduced for schools recently, to increase the pool of available teachers and substitute teachers, including:

- For the 2018/19 school year the [restrictions on the employment of teachers](#) on career break were suspended.
- The Department has published a [Circular \(0015/2019\)](#) facilitating the [sharing of teaching resources](#) between post-primary schools. This will allow the sharing of a teaching post across the priority subjects. The scheme is due to commence in the coming school year.
- The Minister recently announced the creation of six [substitute teacher panels](#) for schools in urban and rural areas. The pilot scheme will see up to 18 teachers hired on full-time contracts. Each teacher will be based in one school and rotate among up to 15 other schools as part of a substitute cluster covering both urban and rural areas with the potential for the scheme to cover 90 schools
- The Teaching Council is developing a more streamlined process to enable these teachers who have qualified outside the State to register in Ireland.
- The Department is considering the removal of the restriction on job-sharing teachers undertaking substitute work. Arrangements to facilitate this are currently being examined.
- The Teacher Recruitment Procedures are currently being updated and arrangements to facilitate interviews using digital technology, particularly in the case of qualified applicants resident outside the State, are being explored.



Higher Education Measures

- In their response to the publication of the Teacher Supply Action Plan, the higher education institutes (HEIs) have put in **place new initial teacher education (ITE) undergraduate programmes to commence in 2019** in a number of priority subject areas, including mathematics, modern foreign languages and Irish. More new undergraduate ITE programmes are also planned to commence in 2020.

- The Teaching Council is undertaking a **review** of the implementation of the guidelines for **student teacher school placements**.

- In the current academic year, the Department has allocated **an additional €1m** to the Student assistance Fund for



PME students, increasing the overall fund to **€10.1m**.

- The Higher Education Authority is also engaging with HEIs to explore the development of programmes to **upskill existing**

teachers in targeted subject areas and examine potential for flexible ITE programmes.

- Some of the new programmes offered through the CAO in 2019 include:

⇒ Mary Immaculate College: BA in Education in Mathematics and Gaeilge (MI013)

⇒ DCU: B.Education in Gaeilge and French, German or Spanish (DC013)

⇒ NUIG: BA Education in Computer Science and Mathematical Studies (GY133)

⇒ Maynooth University: BSc Mathematics and Computer Science (with Education) (MH212)

TEACHING TRANSFORMS.
SHAPE THE FUTURE.

Communications Campaign

- The Department recently launched a **national campaign** to promote the teaching profession across a number of platforms, including radio and digital media.

- A new **'Teaching Transforms'** webpage providing information about teaching as a career was also launched.

- An online teacher and substitute teacher **recruitment portal** is being developed. It is intended that the portal will be in place for the next school year.

- The Teacher Supply **Consultative Forum** met on 8th November 2018. The purpose



of these forums is to ensure that all stakeholders are kept aware of the measures being considered and implemented and to facilitate their input and participation. The next forum is planned for May 2019.

- A number of **regional focus groups** were also held in Cork, Galway, Dublin, Kilkenny and Letterkenny, giving teachers, principals and parents an opportunity to consider and respond to the Action Plan and to contribute new ideas.

- The Teaching Council and Management Bodies have, in recent times, increased their engagement with teaching, graduate and recruitment fairs.

- Further phases of the promotional campaign in 2019 will be aligned with key dates in the educational calendar.

Next Steps & Feedback

The Department hopes to issue a Teacher Supply update every four to six months. We would welcome your feedback. Ideas and suggestions can be emailed directly to the team:

teachersupply@education.gov.ie



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