

Comparison between recommendations from the GTCW Action plan for teacher recruitment and retention in Wales (2003) and the Review of Initial Teacher Training Provision in Wales (Furlong et al, 2006)

<p>GTCW Action plan for teacher recruitment and retention in Wales (2003)</p>	<p>Furlong et al. Review of Initial Teacher Training provision in Wales (2006)</p>
<p>3.1 Setting Targets for entry into Initial Teacher Education and Training (ITET) which better meet the demand for teachers in schools in Wales.</p> <p>The Council recommends that:</p> <p style="padding-left: 40px;">A. The Welsh Assembly Government considers ways of ensuring that targets for intake into ITET in Wales better reflect the needs of Welsh schools, within a Wales/ England strategy. Consideration needs to be given to Wales-only factors such as the demand for Welsh-medium education and the</p>	<p>Recommendation 1 That Wales should attempt to develop its workforce planning so that, with an appropriate margin for error, it aims to provide for its own needs for newly qualified teachers and, as far as possible, avoids producing teachers unlikely to work in Wales.</p> <p>Recommendation 3 That the Welsh Assembly Government encourages ITT providers to develop courses that are focused, first and foremost, on preparing new teachers to teach within Welsh schools.</p> <p>Recommendation 5 That the Welsh Assembly Government, HEFCW and providers plan for a</p>

demand for teachers of Welsh when undertaking planning for the number of teachers needing to be trained. The Assembly's scoping study mentioned above may be able to provide further evidence on this issue.

B. The Welsh Assembly Government reviews the way it identifies recruitment difficulties. The use of vacancy rates does not show up some of the underlying issues and the use of different indicators may prove more beneficial in identifying areas of recruitment difficulty.
Supplementary

reduction, in the next five years, of numbers of ITT targets so that they more closely match the numbers of NQTs required in Wales. In primary, the initial plan should be for a reduction of 50% of 2005 provision and, in secondary, 25%. Plans should be revised, year on year, between now and 2010 as more precise information on supply and demand becomes available.

Recommendation 7 That the Welsh Assembly Government increases its statistical capacity so that it is able to develop more robust evidence on all aspects of the demand for and supply of teachers in Wales, including those teaching through the medium of Welsh. This information should be used in the future planning of ITT targets which, as in England, should be made available to providers on a three year rolling basis.

sources such as the Register of Qualified Teachers could be considered.

3.2 Developing a marketing strategy for recruiting teachers in Wales

The Council recommends that:

A. The Welsh Assembly Government ensures that there is an organisation in Wales to take the lead and responsibility for the recruitment of teachers in Wales. This organisation would develop a marketing strategy for teaching in Wales, which clearly identifies the opportunities available in Wales. While the TTA would continue its role in promoting teaching as a profession on an England / Wales

No formal recommendation, but

At present the promotion of teaching as a career in Wales is carried out by the English TDA (Training and Development Agency for Schools) on behalf of Wales. The budget contribution from Wales is currently £1,000,000 pa. While within Wales there seems to be a general satisfaction with this strategy and a feeling that the money is well spent, we were less convinced. In a context of over-production of teachers and where ITT admissions tutors report substantial competition for most ITT places, our view is that it would be sensible to review this current strategy with a view to perhaps redirecting resources to address current shortages in Wales. (Executive Summary, para. 35, page 9)

basis, the organisation responsible for recruitment would employ a Recruitment Adviser to implement the marketing strategy and to provide an advice service for prospective teachers wishing to train or teach in Wales. This organisation would need to work with the TTA to ensure their activities were complementary.

3.3 Increasing the routes into teaching

The Council recommends that:

A. The organisation responsible for recruitment in Wales takes responsibility for providing information and co-ordinating entry into employment based training routes.

B. Subject to a positive evaluation of standards, the Welsh Assembly Government should consider increasing the funding for the Graduate Teacher Programme.

Recommendation 20 That the Welsh Assembly Government establish an ‘assessment only route’ for QTS and that experienced but unqualified instructors be encouraged to use this rather than other employment-based routes as a means of gaining QTS.

Recommendation 21 That the Welsh Assembly Government should put out to tender the development of a new employment-based route into teaching – the Welsh Internship Teacher Scheme.

Recommendation 25 That the Welsh Assembly Government should commission a study of the potential of the new Welsh Internship Teacher Scheme and other flexible routes in increasing the

4.8 Attracting mature trainees and individuals seeking a change of career

The Council recommends that:

A. The Welsh Assembly Government and HEFCW considers the needs of mature individuals wishing to train as teachers and considers whether the current programmes and application procedures are suitable for their needs.

B. The Welsh Assembly Government develops flexible opportunities for mature entrants to train as teachers.

number of Welsh speaking entrants to teaching. If it is assessed that there is such potential, then the eventual provider of that scheme should be commissioned to work with the Welsh Language Board on the development of such provision.

3.5 Raising the importance of partnership arrangements between HEIs and schools

The Council recommends that:

A. HEFCW gathers further data on the relationship between schools and ITET institutions.

B. Governing bodies and headteachers of schools which are currently not involved in training teachers should consider the potential benefits to the school of preparing teachers for the future.

Recommendation 27 That HEFCW set up a working group, membership of which should include representatives of HEI providers and their school partners, to develop a set of performance indicators for ITT in Wales.

Recommendation 31 That the Welsh Assembly Government introduce the notion of Professional Learning and Development Schools.

4.6 Promoting recruitment to posts to teach Welsh as a Second language

The Council recommends that:

A. The Welsh Assembly Government undertakes an evaluation of the scheme to give an incentive grant for trainee teachers to teach Welsh as a Second Language to assess its effectiveness.

B. The Welsh

Assembly
Government
develops a specific
strategy to deal with
this issue, e.g. this
could consider using
tutors or adapting
English as an
additional language
(EAL) models.

C. LEAs develop and
extend the role of
Athrawon Bro to
provide support in
areas where there is a
difficulty in
attracting teachers of
Welsh as a Second
Language.

4.7 Promoting Recruitment to Welsh medium posts in secondary schools

The Council recommends that:

A. The organisation
responsible for
recruitment in Wales
develops a specific
strategy to deal with
recruiting teachers to
teach through the
medium of Welsh,
including the
marketing of
teaching through the
medium of Welsh as
a specific profession.

B. The Welsh
Language Board

Recommendation 22 That HEFCW in
collaboration with the ITT sector be required to
develop 'indicative targets' for Welsh language
graduates in each phase and subject area. Until
more robust data is developed, these should be
indicative only.

Recommendation 23 That the Welsh Assembly
Government should resolve the position on
bursaries for those studying through the medium
of Welsh so that all ITT students, wherever they
are registered, are eligible for such bursaries.

Recommendation 24 That new provision through
the medium of Welsh is progressively developed
for secondary ITT in the South West Wales
School of Education.

Recommendation 25 That the Welsh Assembly
Government should commission a study of the
potential of the new Welsh Internship Teacher
Scheme and other flexible routes in increasing the
number of Welsh speaking entrants to teaching. If
it is assessed that there is such potential, then the
eventual provider of that scheme should be
commissioned to work with the Welsh Language
Board on the development of such provision.

Recommendation 26 That, as a matter of priority,

undertakes research to identify the future demand for Welsh-medium education.

C. LEAs provide support for teachers who wish to move from the English-medium sector to the Welsh-medium sector.

D. D. Providers of CPD opportunities ensure that teachers are able to access professional development opportunities through the medium of Welsh.

the Welsh Assembly Government establish a new Review in order to consider the supply and training needs of all teachers able to teach through the medium of Welsh.

5.4 Supporting teachers within the first five years of their career and after thirty years of teaching

The Council recommends that:

A. The Welsh Assembly Government ensures that the induction and early professional development programmes are properly funded and supported.

B. The Welsh Assembly Government monitors and

Recommendation 33 That the Welsh Assembly Government should look again at the content of Induction and consider drawing up of a set of broadly based competences appropriate for all three stages of early teacher education: ITT, Induction and Early Professional Development. These competences could then be linked to the Induction Standards and other ‘milestones’ currently being developed by the GTCW.

Recommendation 34 That the Welsh Assembly

evaluates the induction and early professional development programme.

C. LEAs develop support schemes that are targeted at retaining competent teachers who need additional support to reach a level in which they may function as teachers.

Government considers in more detail plans to establish an all Wales Guaranteed Induction Placement Scheme for Teachers. Such a scheme, we believe, could be introduced on the same timetable as we have recommended for the reduction in numbers of ITT trainees.