

# Teacher Allocations Section

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# Teacher Allocations Section

- ▶ *Objectives:*
- ▶ *To ensure the efficient allocation of teaching staff resources to 737 second level schools.*
- ▶ *To manage the Post Primary redeployment scheme.*

# Teacher Allocations Staffing

- 2 HEO     Geraldine Kennedy & Anita O'Reilly
  
- 9 EO        Mairead Devery  
                  Val Keogh  
                  Bernie Madden  
                  Ann Rooney  
                  Karen O Connor  
                  Deirdre Feeley  
                  Trevor Nicholson  
                  Mary Kelly  
                  Denise Hughes
  
- 1 CO        Linda Curley

# New in 2017/2018

- ▶ Additional DP posts
- ▶ PTR reverts to 19:1
- ▶ Guidance allocation
- ▶ Junior Cycle Reform - Curriculum Assessment Policy Unit
- ▶ NCSE new model of allocation - NCSE
- ▶ AP and SD posts - circular to issue

# Form CC 17/18

- ▶ Part A Section 1 - application for curricular concessions
- ▶ Part A Section 2 - all schools - projected enrolment 2017
- ▶ Part B Section 3 - all schools - ALL vacancies occurring in 2017
  - ▶ Permanent & Fixed Term vacancies confirmed in letter with staffing schedule
  - ▶ Retirements, jobshare, career breaks etc
- ▶ Part B Section 4 - nominations for redeployment - surplus schools
- ▶ Part B Section 5 - nominations for redeployment - curricular mismatch or teacher returning from CB/Secondment
  - ▶ - list nominated teachers and voluntary applicants
- ▶ Part C - certification of school authority



# Projected increased enrolment

- ▶ Projected enrolment in 17/18 to be confirmed in Form CC
- ▶ Provisional approval will issue to schools in April
- ▶ Enrolment must be confirmed in September before posts are sanctioned
- ▶ Enrolment provided to Allocations must be the same as the numbers provided in October returns

# Curricular Concessions

- ▶ Curricular concessions are available, in certain circumstances, as a short term support to enable essential curricular provision to continue
- ▶ School must demonstrate that:
  - ▶ the need cannot be met within the normal staffing allocation
  - ▶ the concession is only required as a short term measure
- ▶ Curricular Concessions will not be granted to facilitate:
  - ▶ Approval of applications for Jobsharing/Career Break
  - ▶ Introduction/retention of a curriculum provision that cannot be sustained within enrolments, staffing entitlements and school plans



# Curricular Concessions

- ▶ Complete a Curricular Audit
- ▶ Make an original application on Part A Section 1 on Form CC 17/18
- ▶ Look for concession to address the GAP in timetable
- ▶ Provide evidence of:
  - ▶ How the issue arose
  - ▶ How the school plans to address the issue
- ▶ Send 2 copies of completed Form CC 17/18
- ▶ NOTE- Over time, concessions lead to CID's

# Independent Appeals Board

- ▶ Established in 2003/2004
- ▶ Retired Principal from each sector
- ▶ Deals with appeals on DES decisions
  - ▶ on curricular concessions
  - ▶ extra resources for Language Support in respect of non-national pupils
- ▶ Decision of the Board is final

# Appeals - New form AP 17/18

- ▶ Curricular Concessions
- ▶ The appeal must be based on the original curricular concession form and relate to same.
  
- ▶ EAL - New format
- ▶ All requests for additional EAL must be on the appeal form AP 17/18.
- ▶ More information is now required on application form.

# Form AP 17/18 - Table for application for EAL

You are required to state the combined total of EAL support a pupil has received in this school **and all previous schools, both primary and post primary.**

Total (projected) number of all recognised pupils on 30 September 2017 with less than B1 (level 3) proficiency who, on 31 August 2017, will have received a combined total of:

| Total EAL support received | First Year | Second Year | Third Year | Transition Year | Fifth Year | Sixth Year | Total Year |
|----------------------------|------------|-------------|------------|-----------------|------------|------------|------------|
| Less than 1 year           |            |             |            |                 |            |            |            |
| Between 1 and 2 years      |            |             |            |                 |            |            |            |
| Between 2 and 3 years      |            |             |            |                 |            |            |            |
| 3 years or more            |            |             |            |                 |            |            |            |
| Total                      |            |             |            |                 |            |            |            |

# Curricular Concessions & Appeals

## 16/17 Stats for C&C Sector

- ▶ 49 schools applied for concessions
- ▶ 24 were granted concessions up to 1 wte
- ▶ 15 schools appealed decision
- ▶ 9 appeals received additional allocation

# Public Service Stability Agreement 2013-2018 (HRA/LRA)

The Agreement currently applies to:

- ▶ Teachers employed in ETB schools and centres (except Designated Community Colleges)
- ▶ Teachers employed in Voluntary Secondary schools, Designated Community Colleges and Community and Comprehensive schools who are TUI members and who have identified themselves as such through submission of the “LRA Consent Form” contained in Circular 0045/2016

Refer to Circular 0045/2016

# CIDs

Teachers who are TUI members - eligibility criteria are outlined in Circular 0024/2015

Teachers who are members of ASTI or non union members - eligibility criteria are outlined in Circular 0034/2009

Where possible, applications are to be submitted by 24 March

Applications may be submitted throughout the year as a teacher becomes eligible for a CID

# Redeployment Schemes

Redeployment was introduced in 2011 to address the legacy of surplus situations in schools and therefore provide a more equitable allocation system for all schools. In 2011 18 schools had a combined surplus of 82 teachers.

- ▶ School Closures
- ▶ Surplus Schools
- ▶ Ward CIDs -
  - ▶ Teacher replacing a career break/secondment
  - ▶ Curricular mismatch
- ▶ Pilot Voluntary Scheme - Tipperary, Laois, Offaly, Westmeath and Longford



# Directors of Redeployment

Independent Directors of the redeployment schemes -

- ▶ Mary Forde - ex principal of Presentation College, Athenry, Co. Galway
- ▶ - Sean Burke, ex CEO of Limerick/Clare ETB

# Redeployment Stats

- ▶ In 2016, 69 teachers were redeployed between surplus schools, school closures, pilot scheme and Circular 0024/2015.
- ▶ 520 teachers have been redeployed from 2011 to 2016.

# Surplus schools

- ▶ 60 surplus schools for 2017 received a letter regarding their surplus situation in January.
- ▶ The number of surplus teachers for 2017 will be confirmed in the coming weeks.

# Circular 0024/2015 (Ward Report)

Contains 2 separate redeployment schemes

- ▶ Teacher returning from career break/secondment where replacement teacher has been granted a CID.
- ▶ Curricular Mismatch

Options - outlined in Form RD3

1. School may retain both teachers
2. School may nominate the replacement teacher
3. If replacement teacher is nominated, returning teacher/teacher of same subject may volunteer to be redeployed

# Pilot Voluntary Scheme 2017

- ▶ 2013 - introduced to help deal with a large surplus of teachers in the Sligo Area
- ▶ 2014 - extended to the province of Connaught
- ▶ 2015 - operated in Munster
- ▶ 2016 - operated in Limerick, Kerry, Cork, Tipperary, Clare, Galway
- ▶ 2017 - Tipperary, Laois, Offaly, Westmeath, Longford

# Pilot Voluntary Scheme 2017

- ▶ Teachers who are TUI members and are currently employed in schools in Tipperary, Laois, Offaly, Westmeath, Longford may apply.
- ▶ The Principal of the school must sign off on the teacher's application form.
- ▶ Principal should declare on the form the preferred subject options that are required to replace the teacher if redeployed. These subject options do not have to be the same subjects as the teacher applying for the Pilot Scheme.

# Pilot Voluntary Scheme 2017

- ▶ Forms should be returned by 24 March.
- ▶ An offer of Redeployment will take place if it facilitates the redeployment of a compulsory teacher from a surplus school.
- ▶ Where an offer of redeployment is made under this Scheme, the teacher will have 48 hours to accept or decline the offer. No further offers will be made to that teacher.

# Important dates

- ▶ 24 March - all forms to be returned to Allocations Section
  - ▶ Projected Enrolment to be provisionally approved in early April
  - ▶ Curricular Concessions to be confirmed in early May
- ▶ 12 May - Appeals to be received in Allocations Section
  - ▶ Appeals decisions to be confirmed in early June