

TEACHERS:

Main Challenges and Good Practices on improving the attractiveness of the Teaching Profession in Malta

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MAIN CHALLENGES

- Challenges to **attract** new teachers
- Challenges to **retain** teachers

CHALLENGES IN ATTRACTING NEW TEACHERS

- Increase in duration of Initial Teacher Training
- Salaries in Private Sector (such as gaming)
- Low Social Status of Teachers compared to other professions
- Low Social Status of Student Teachers at University compared to other students in different courses

CHALLENGES IN TEACHER RETENTION

- Challenging student behaviour together with issues of safety in schools
- Different learning needs of students- multiple levels and abilities in same class
- Exponential increase in students from different cultures
- Difficult Parents
- Emotional and Psychological Stress

CHALLENGES IN TEACHER RETENTION

- Limited Career Progression
- Less Flexibility for Family Friendly Measures
- Low Social Status compared to other professions
- Relatively Low Salary compared to other professions, although major improvements have been achieved in the last Sectorial Agreement

IMPROVING ATTRACTIVENESS FOR THE TEACHING PROFESSION

- Improving attractiveness to **attract** new teachers
- Improving attractiveness to **retain** teachers

IMPROVING ATTRACTIVENESS TO ATTRACT NEW TEACHERS

- Offering alternative routes to the teaching profession
- Creating opportunities for accelerated progression linked to Professional Development
- Increase in salary through recent Collective and Sectoral Agreements
- Advertising Campaign to attract new teachers

IMPROVING ATTRACTIVENESS TO RETAIN TEACHERS

- Social Dialogue between MEDE and MUT to improve conditions for all education grades
- Introduction of a new allowance for teachers with over twenty years teaching experience
- Introduction of a Work Resources Allowance
- New opportunities for Continuous Professional Development to create a Community of Professional Educators (CoPE)
- Introduction of an Accelerated Progression Scheme

IMPROVING ATTRACTIVENESS TO RETAIN TEACHERS

- New opportunities for lateral movement between different teaching grades
- Possibility of reverting to a previous teaching grade
- Better opportunities for mobility and bridging between schools in different sectors
- Paid Study Leave Scheme (Sabbatical)
- Advertising Campaign to celebrate the positive aspects of School Life

IMPROVING ATTRACTIVENESS TO RETAIN TEACHERS

- Mentoring – structured supportive mechanism
- Revision of Syllabi to reflect today's needs
- Introduction of Applied and Vocational Subjects
- Improvement in School Infrastructure including a heavy investment in technology
- Commitment to improve Safety and Security in Schools