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 the 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