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LIZDA and Novice Teachers

General Data

Inga Vanaga, LIZDA President

15.09.2023.

Training course

"Professionally Supported Novice Teacher"

15-17 September 2023

«Development of Support System for Novice Teachers» (SupportTeachers)

project No.2021-1-LV01-KA220-SCH-000024284



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General data of education staff, novice teachers and LIZDA



LIZDA

The largest trade union in Latvia.

Established in 1990

~40% from all education and science employees in Latvia



21 270

Members – education and science employees



34

Territorial organizations all over Latvia



982

Members in HE and science institutions



10

10 specialists – LIZDA office, Riga, Bruņinieku Str. 29/31

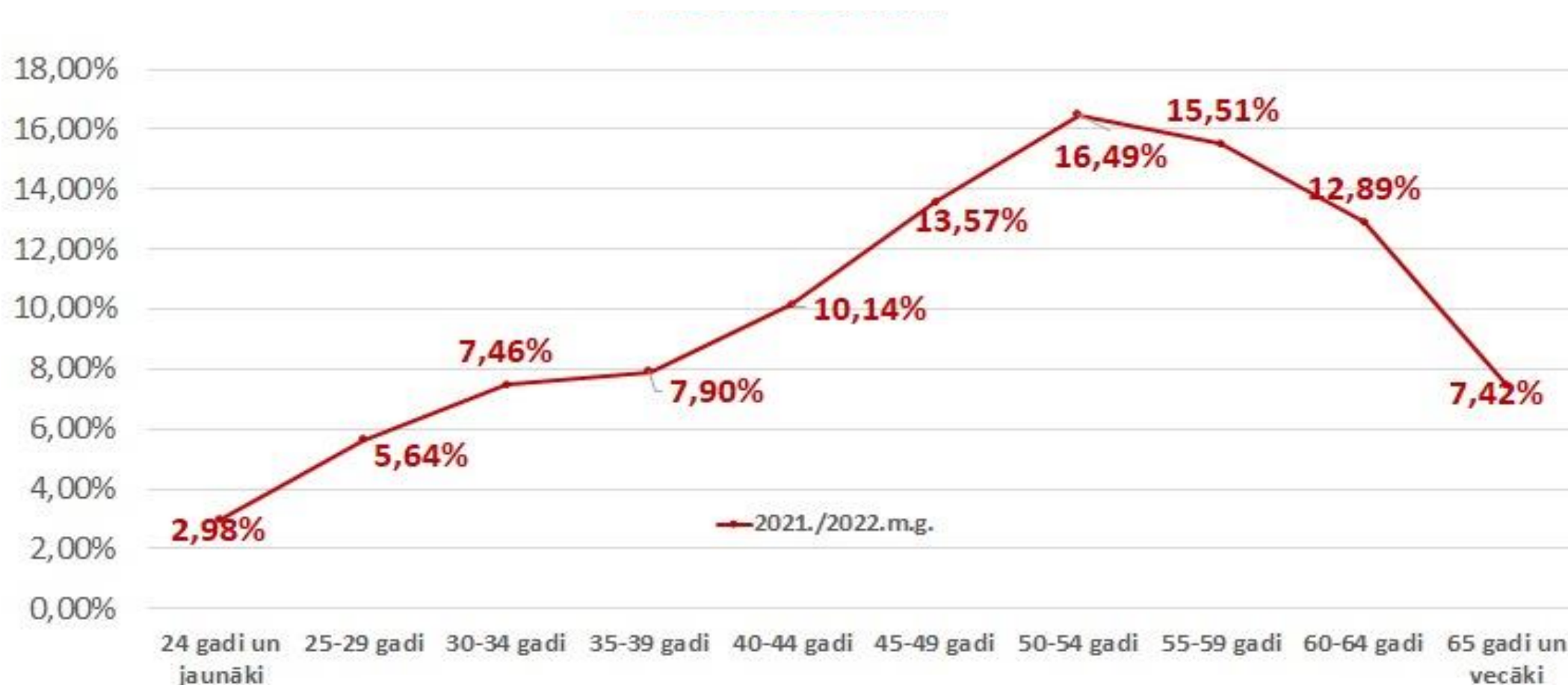
LIZDA – official social partner

LIZDA is the official social partner of the Ministry of Education and Science and works actively at **the National Triangular Collaboration Council (NTSP)**

- Tripartite (government, employers, trade unions) representation to reconcile social and economic issues.
- Employers (Employers' Confederation of Latvia) basically represent private enterprises.
- Employers in the education sector (municipalities, school heads) are not included in the tripartite cooperation council.



Division of general education teachers by age



Source: LSP data

Are we going to have enough teachers?



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Payment and workload for educators – support to novice teachers

Teachers' workload and the lowest monthly salary from 01.09.2023

The lowest rate (h) increased
from 7.50 EUR to 8.50 EUR

	Workload per week (h)	Lessons (h)	Increase for lowest wage rate (EUR)	Lowest monthly wage rate (EUR)
Vocational education teacher	30	not more than 65%	+120	1020
General primary and secondary education teacher	36	not more than 65%	+120-144	1224
Vocational education oriented teacher	30	26	+120	1020
Professionally oriented sports education teacher	30	26	+120	1020
Interest education teacher	30	26	+120	1020
Psychologist, social pedagogue, speech therapist, teaching assistant	30	not more than 70%	+120	1020
Pre-school education teacher	40	34	+170	1240
Educational methodologist, pre-school methodologist	40	job description	+364	1360
Other educators	40	not more than 65%	+460	1360



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WORKLOAD DIVISION OF GENERAL EDUCATION TEACHERS*

Per week	Lessons not more than 65%	Other duties not less than 35%
40h	26h	14h
36h	23,4h	12,6h
30h	19,5h	10,5h

*In accordance with the Cabinet of Ministers 05.07.2016.
No 445 «Regulation on Teachers' Salary»



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Guidelines on balancing workload of teachers

- After the protest actions organized by LIZDA (April, 2023), balancing of workload of educators has been achieved;
- LIZDA continues to ensure that workload balancing takes place correctly, according to jointly developed principles.



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Equality of pay for pre-school teachers

1.09.2023. pre-schools 7.50 EUR/h, others 8.50 EUR/h

1.01.2024. all teachers 9.54 EUR/h

**Judgement of the Constitutional Court, Latvia,
has influenced more than 12 000 educators.**

- Until 2023, MK normative regulations had set - teachers of pre-school educational institutions to be paid by 1 h less, compared to teachers of other levels of education;
- Because of LIZDA and 38 deputies of the Saeima, equality of pay for pre-school educational institution teachers has been achieved;
- The lowest salary rate for pre-school teachers has been recognized as inconsistent with the Constitution.



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**SUPPORT
TEACHERS**

Support for mentorship for a novice teacher during the 1st year

- LIZDA insists that all novice teachers have to receive regular mentorship during the 1st year at school;
- Mentors are preferred in general education, but mandatory in pre-school education;
- Educational activities of teachers – mentors are planned by the Ministry, using EU funds/projects;
- There is no state financing for mentors at educational institutions, it depends on local governments.



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Scholarships to students

- To promote the revival of the teaching profession, motivate young people to choose pedagogy studies, the government has decided to award 300 EUR scholarship to 485 students of teaching education programs;
- LIZDA is convinced that, by working together and persistently reminding about the shortage of pedagogues in the education system, it has finally been achieved that the legislators have defined this issue as a priority;
- It should be reminded that LIZDA has been raising the alarm about this problem for several years, including already in 2019 at the International Education Leaders' Summit by concluding an agreement with the Ministry on the creation of a support system for new educators.



Are you satisfied with your teaching profession?



To what extent are you satisfied with the support provided to you as a new teacher in education institution



Source: LIZDA survey «Support to novice teachers», 2022, n=814



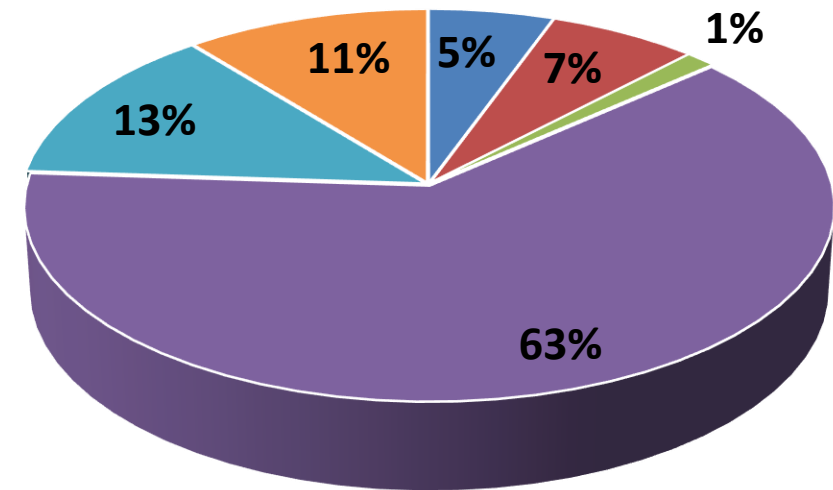
**SUPPORT
TEACHERS**



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What are the motivation factors for choosing studies of pedagogy? Novice teachers' responses (%)

- Available budget places
- Parents, friends
- Prestige of teaching profession
- I like working with students
- I was inspired by my teacher
- Other



• Source: LIZDA survey «Support to novice teachers», 2022, n=814



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Thank you for your attention!

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