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President, LIZDA

Final Conference, 17.01.2024

Support to novice teachers in Latvia



**SUPPORT
TEACHERS**



Līdzfinansē
Eiropas Savienība

17th January, 2024, Riga, Latvia
Erasmus+ project «Development of Support System for Novice
Teachers» (SupportTeachers)
project No.2021-1-LV01-KA220-SCH-000024284

Support to novice teachers

National level

Municipal level

Institutional level

Strategic level of the support for novice teachers

National Development Plan of Latvia 2021-2027

- Activity: preparation, attraction, retention and effective professional development of excellent pedagogues, in particular emphasizing the attraction, retention and qualification improvement of STEM pedagogues and teaching staff, as well as raising the remuneration of pedagogues».

Basic Regulations for Education Development 2021–2027

- Goal: highly qualified, competent and excellence-oriented teachers and academic staff. Task: to develop a teacher training system.

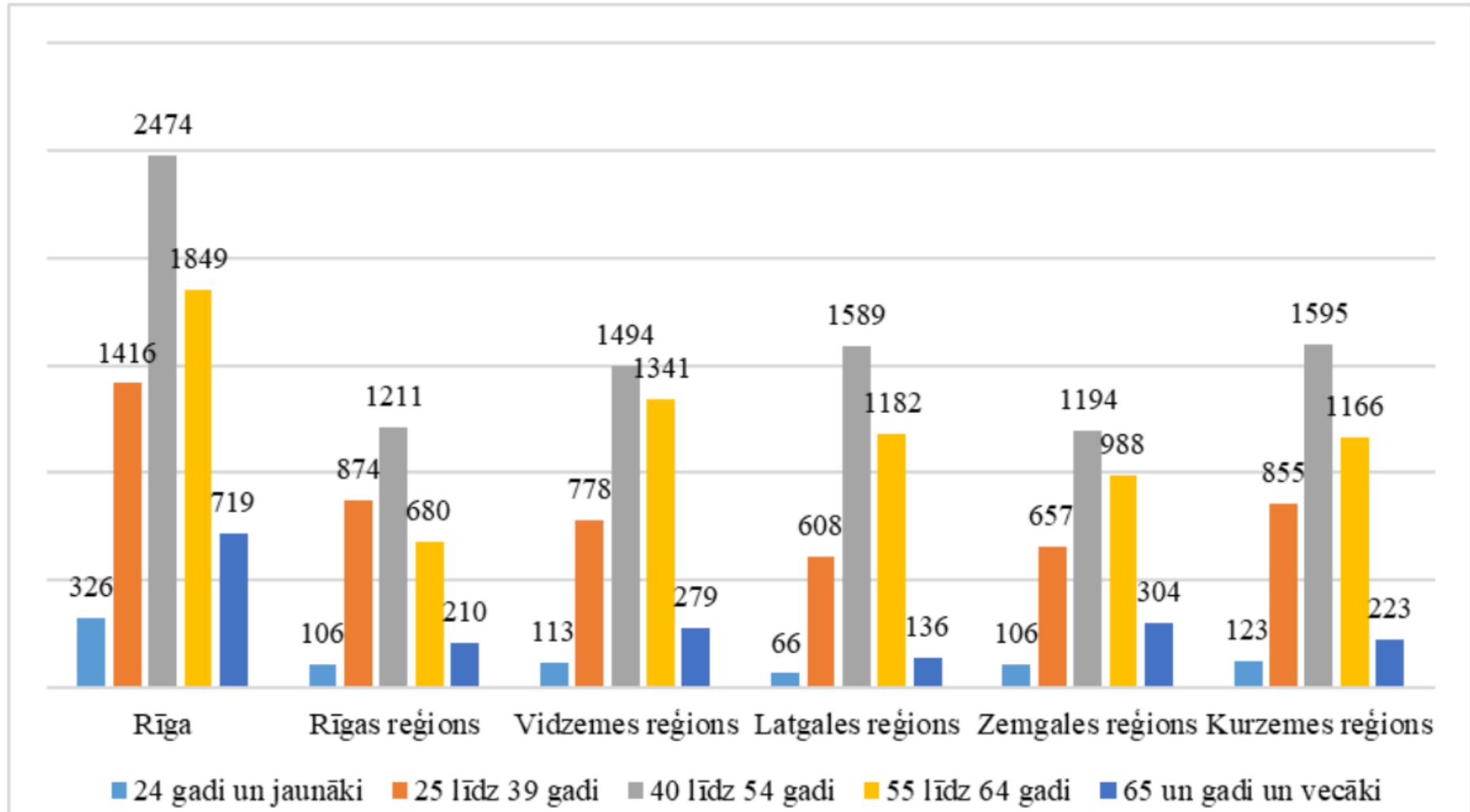
Achievable results 2027 at the national level

Teachers staying at work - changes in the proportion of teachers with optimal length of service:

- proportion of pedagogues who obtained pedagogical education and/or teacher qualification in the last 5 years: 8.9% (base 2018), 10% (goal 2024), 15% (goal 2027);
- share of teachers with 6-10 years of experience: 6.5% (base 2018) 8% (goal 2024) 10% (goal 2027).

Age structure of teachers of general education institutions 2022/2023. in the school year

Vispārējās izglītības iestāžu pedagogu vecuma struktūra 2022./2023. mācību gadā



National support activities 2021 – 2027



Methodological center for teachers

Methodological and consultative support system at national and regional levels

Methodological supervision and professional development for all study forms, incl. inclusive education



Induction year for teachers

Support during the 1st year after the graduation , incl. individual support of professional development groups - observing lessons, professional competence programs etc.



Development of Latvian language studies

Latvian language as foreign language education
content development and implementation

Source: IZM data, 2023

Support for novice teachers at the national level

Induction year: EU Cohesion Policy Program for 2021-2027 specific support objective, implementation rules of measure "Introduction year in teacher preparation study programs«.

Induction year support for new teachers after obtaining teacher's qualification.



- In the 2023/2024 academic year, the total number of budget places in pedagogy will be reduced by 115 (full-time studies), which are covered by government/state budget funds.
- Discussions with the Ministry of Education and Science has been initiated regarding the payment of part-time studies if the student works as a teacher and agrees on the terms of employment for the future years.

Support for novice teachers at the national level

From this academic year, almost 500 pedagogical students will receive 300 EUR monthly scholarship through a competitive process.



Preference will be given to those who study in pedagogy study programs:

- natural sciences, technologies and mathematics;
 - languages of the European Union;
 - special education.
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Support for novice teachers at the municipal level

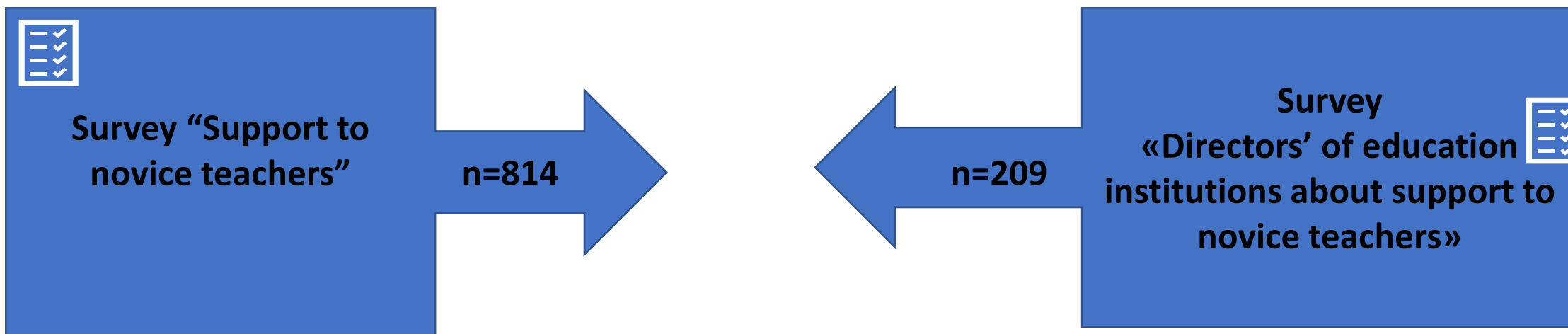


- Municipalities pay for studies, grant scholarships, grant support for renting an apartment, partially cover transportation expenses for novice teachers. The types of support and the amount of funding are determined by the municipality.
- It is up to municipalities to support also novice teachers with transport, housing and other types of compensation. The Education law is still planning to adopt such amendments.



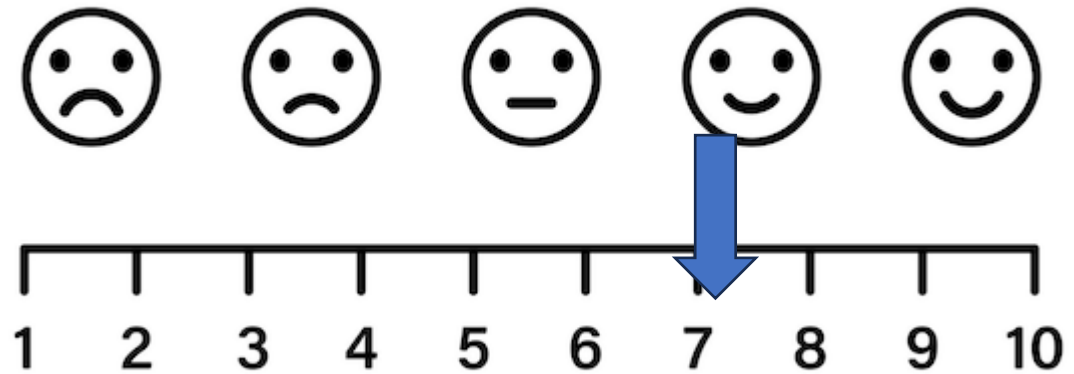
Aim of the survey (2022):

to find out how novice teachers feel when starting work at educational institution and how support is organized in order to initiate recommendations for development of support system



To which extent (scale 1 to 10) you are satisfied with support received from education institution?

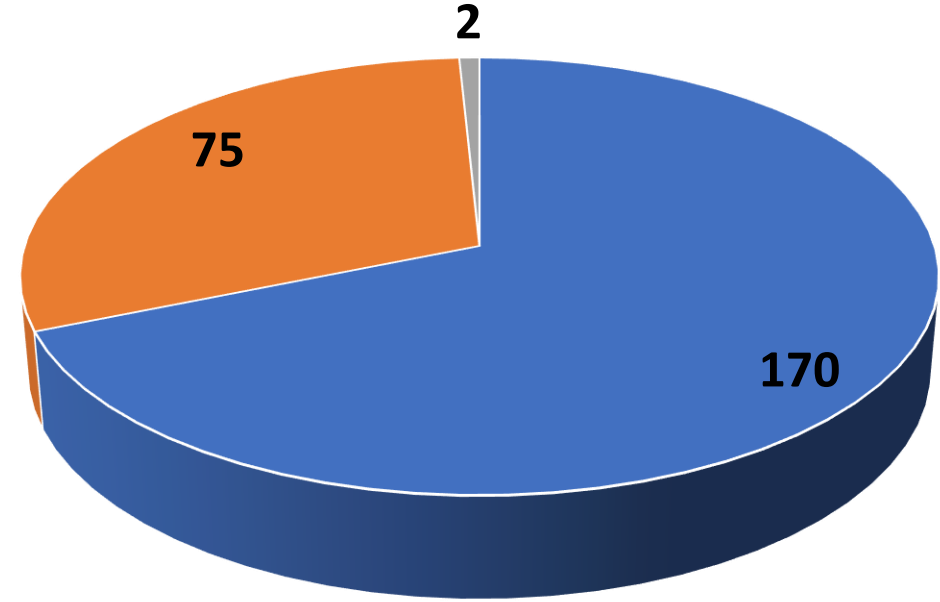
**Evaluation
(from 1 to 10)=
7.05**



*Source: LIZDA survey «Support to Novice Teachers»
(n=814), 2022*

Is support system for novice teachers needed? (%)

Source: LIZDA survey «Directors' of Education Institutions about Support to Novice Teachers» (n=209), 2022

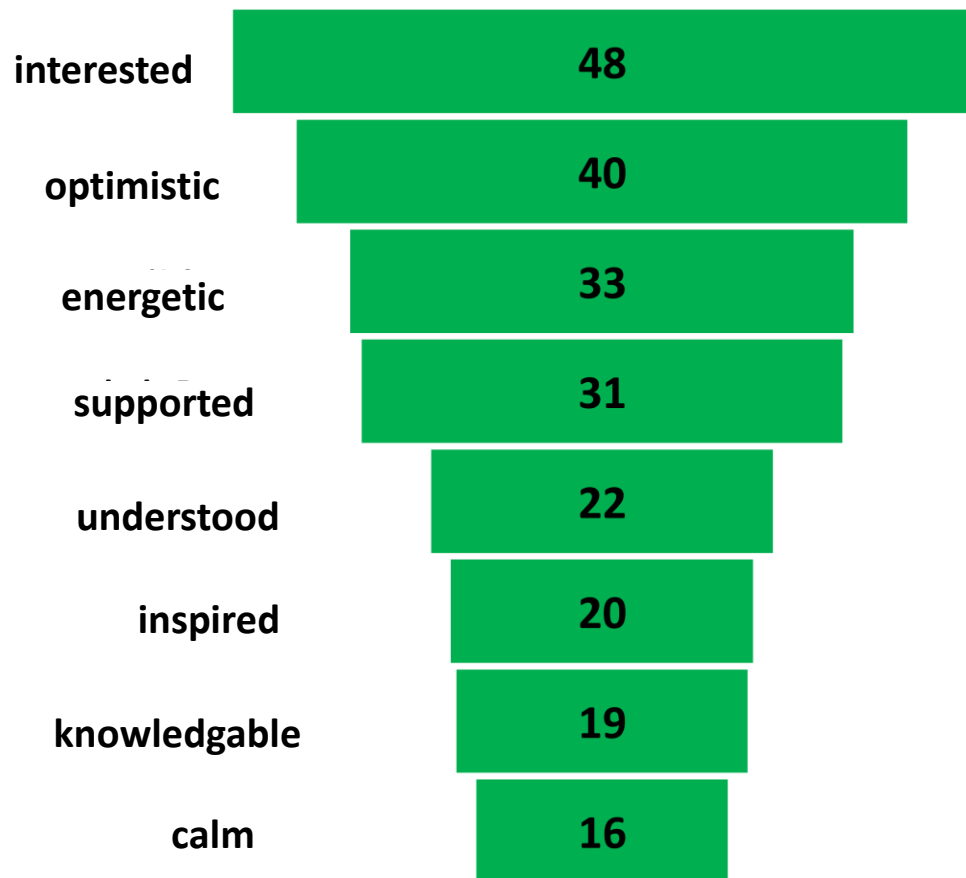


- Yes, at the national level
- Yes, at the municipal level
- No, that is not necessary

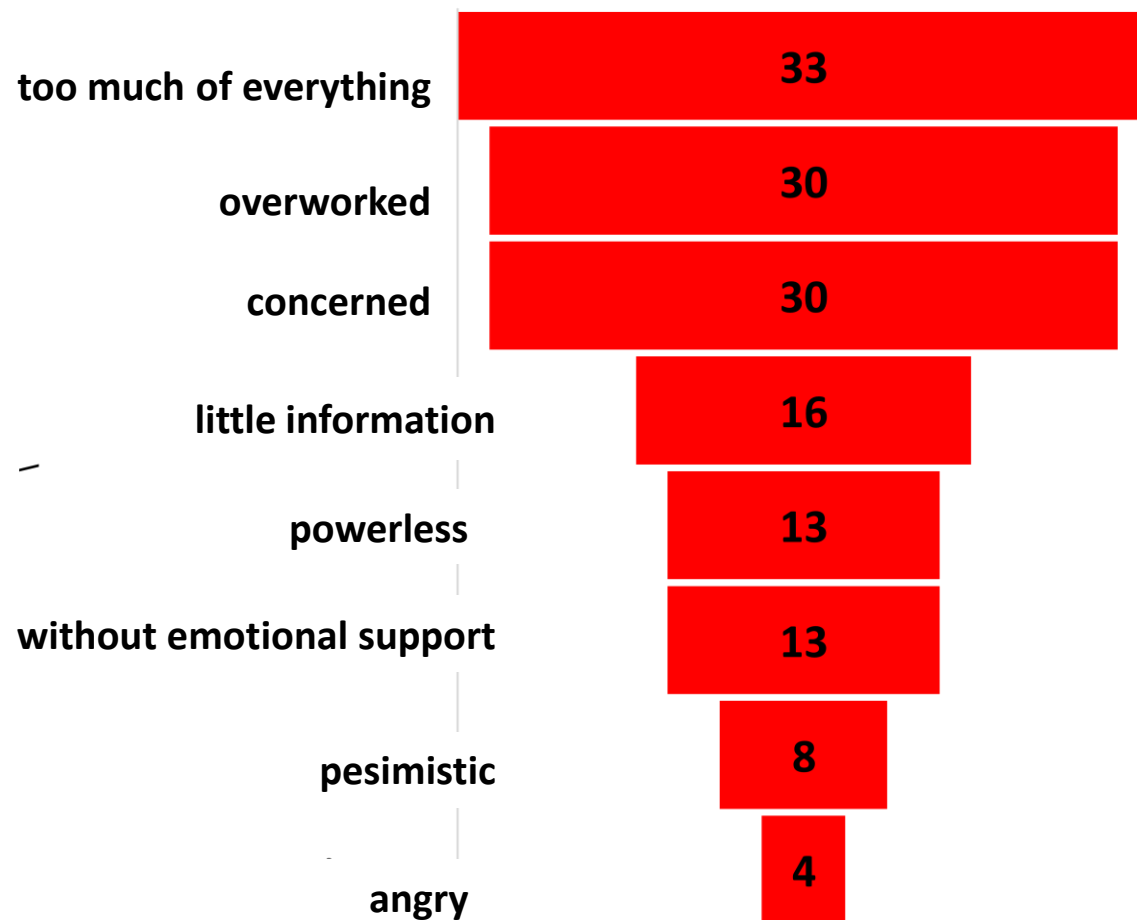


What is the feeling of a novice teacher?

Positive emotions (61% from all responses)



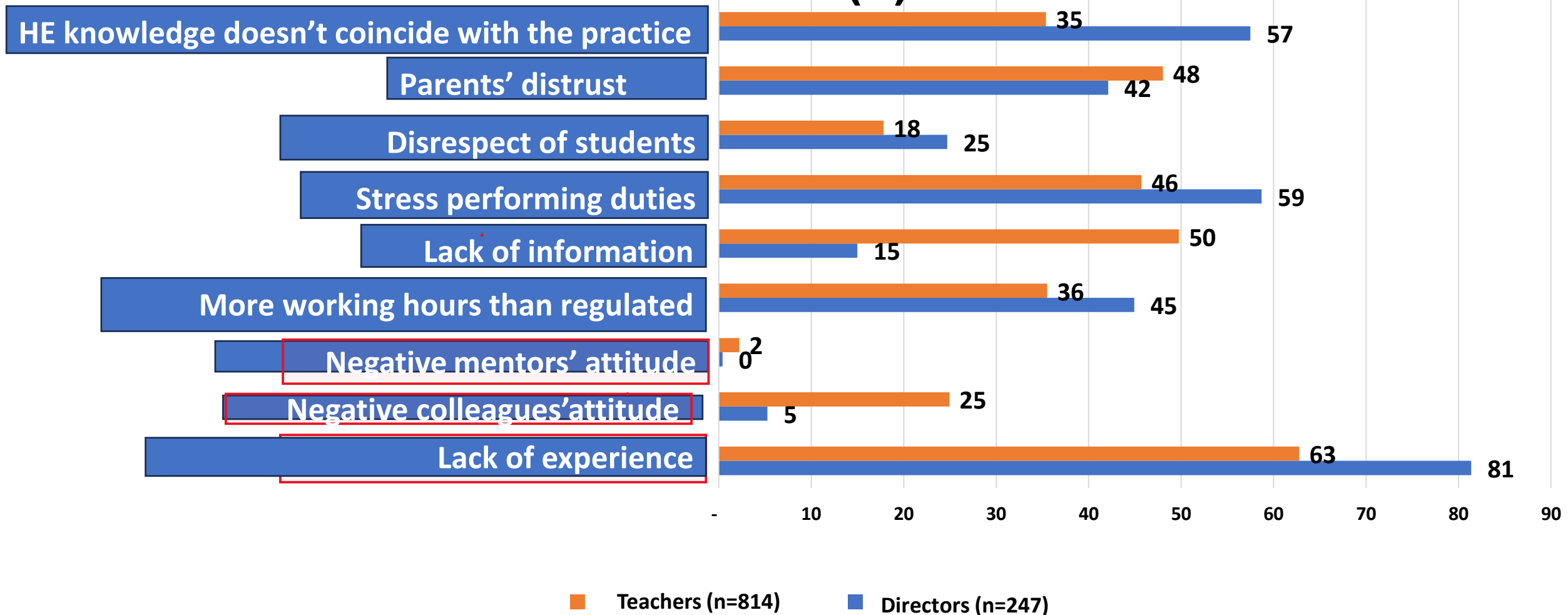
Negative emotions (39% from all responses)





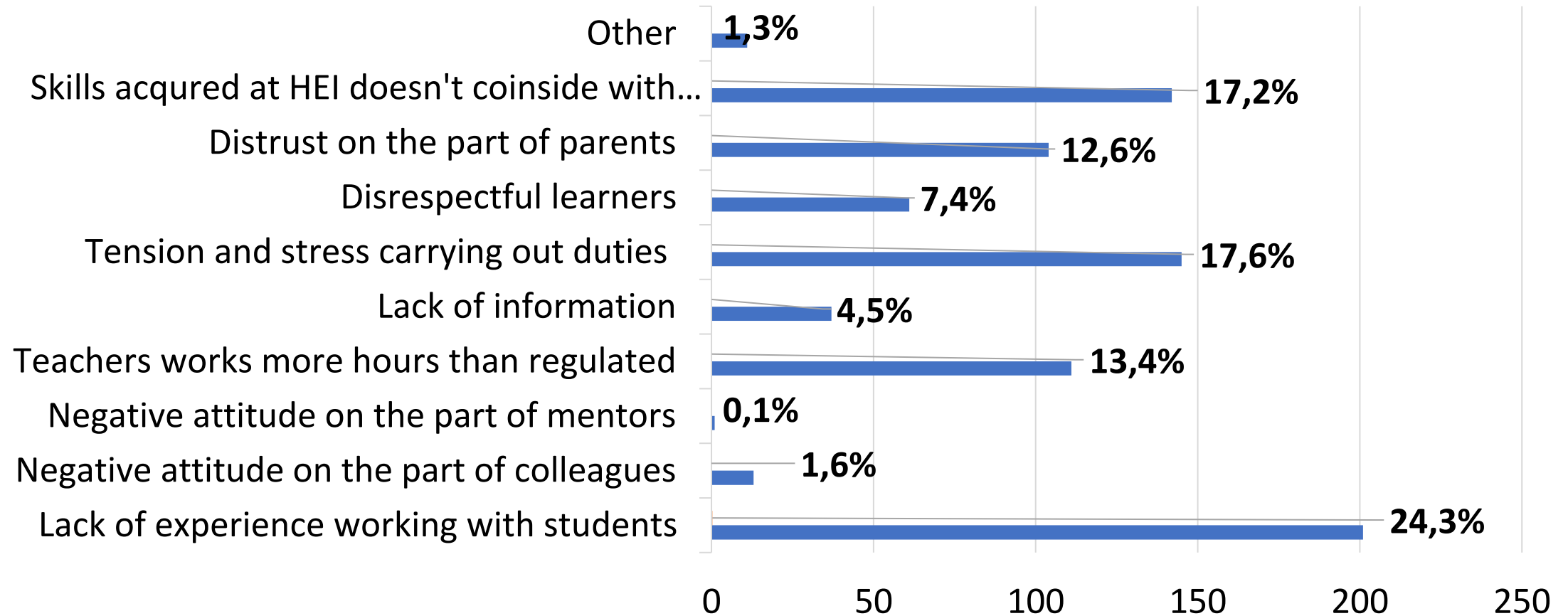
Challenges faced by the novice teachers at education institutions

(%)



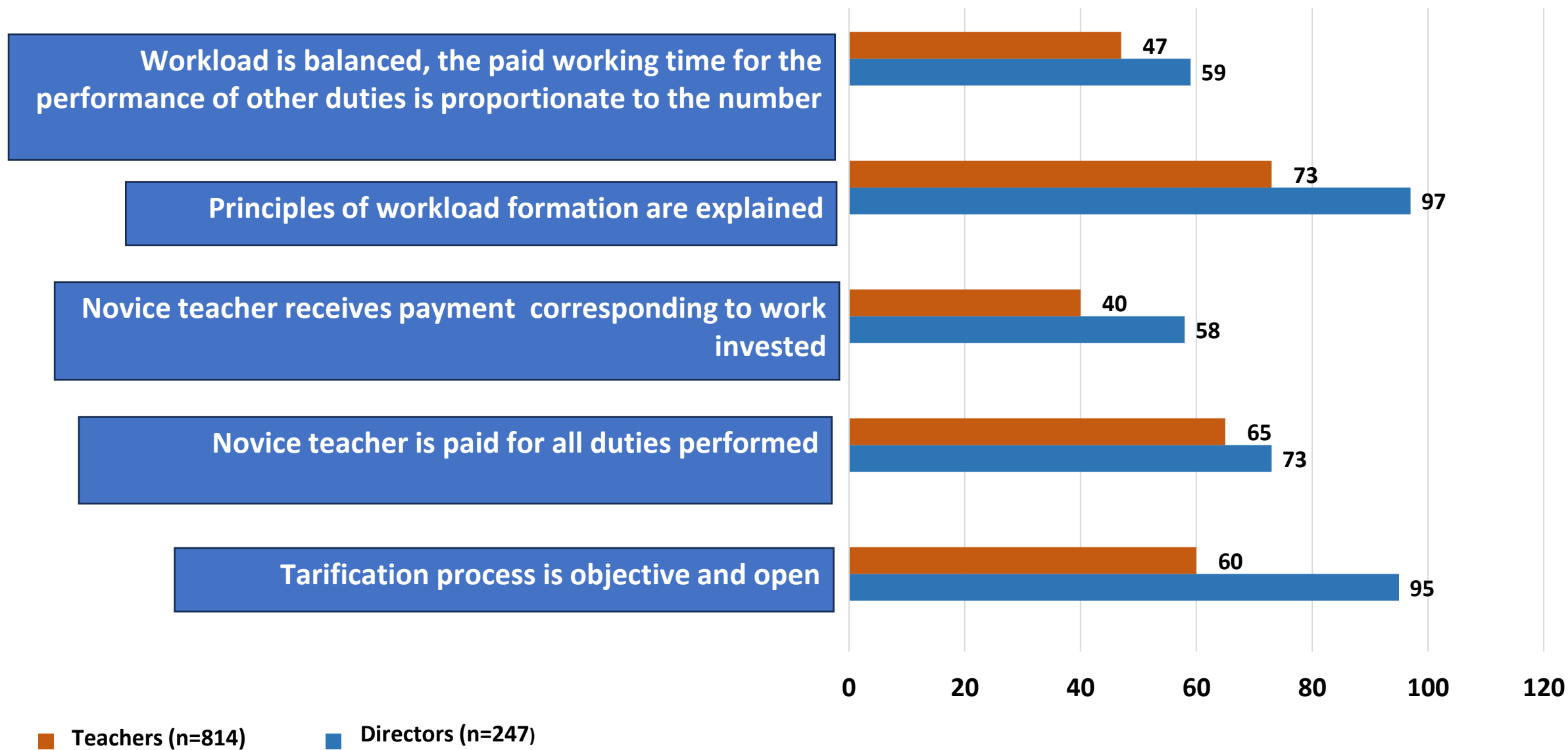
What are the major challenges for novice teachers starting their job?

(%)



Source: LIZDA survey «Directors' of education institutions about support to novice teachers» (n=209), 2022

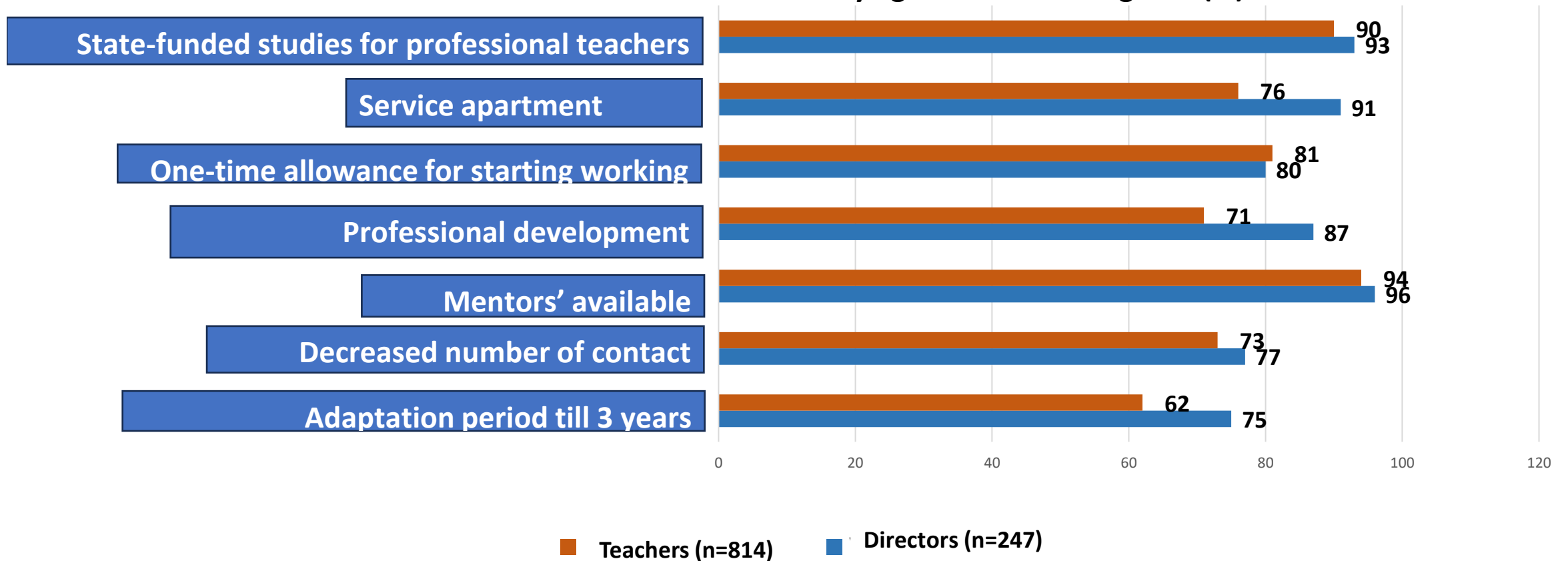
Salary and workload: assessment of statements «fully agree and rather agree» (%)





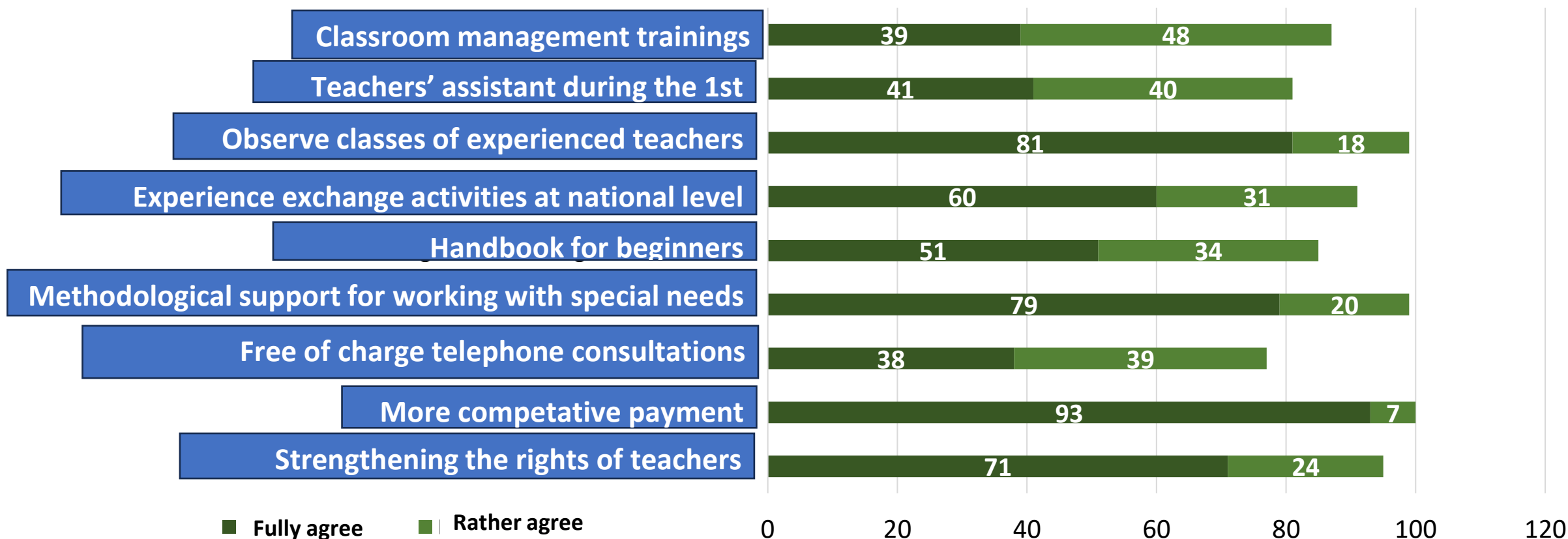
What support is expected to novice teachers?

Necessary support activities:
assessment of statements «fully agree and rather agree» (%)



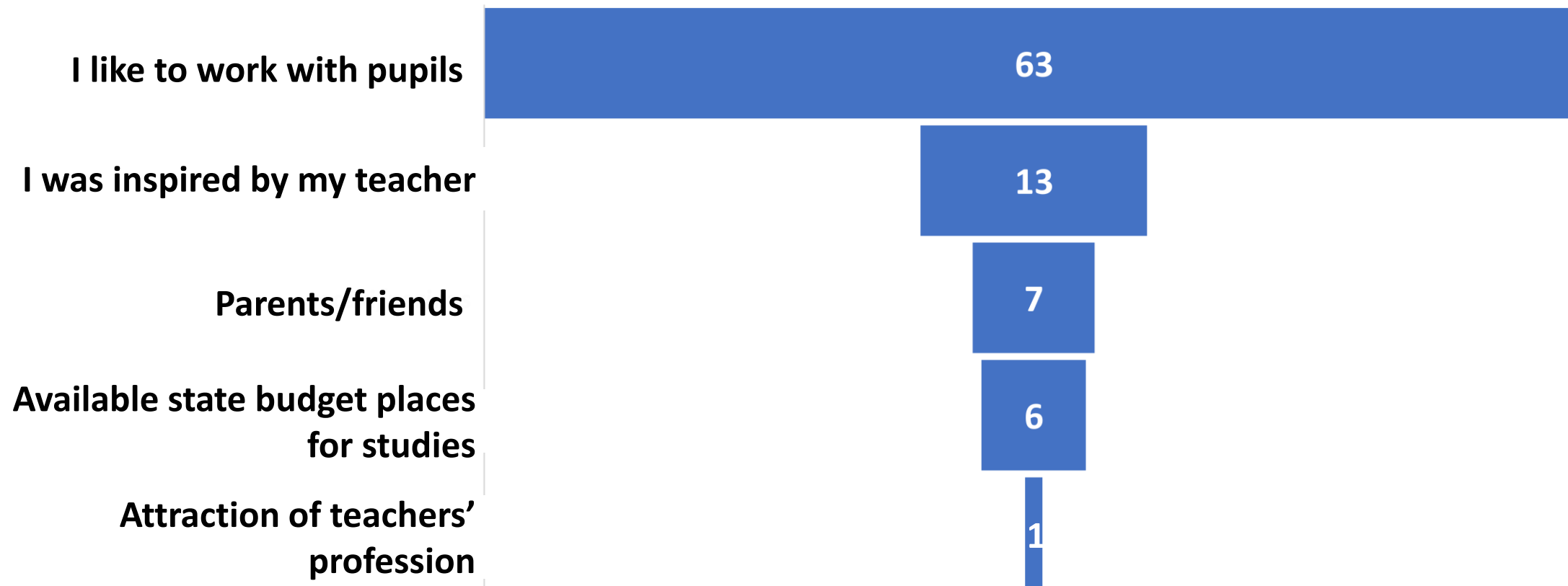
What other support is expected?

Directors' attitude towards the proposals expressed by the novice teachers (%)





What motivated to choose the teaching profession? Novice teachers' opinion (%)



**Results from the
work groups,
seminar
«Professional
Supported Novice
Teacher»,
December 1-2,
2023, Riga**

No. 1. Problems of Mentoring:

- Mentors just «on paper»
- Lack of human resources at school level
- Possibility of burnout for teachers – mentors
- Mentors – voluntary forced
- Lack of money
- Inequality btw urban and rural schools

Solutions:

- Mentor's position noted at the municipal level
- Exchange of mentor's experience, also international
- Obligatory mentoring in normative regulations
- Paid competence and skills development for mentors

**Results from the
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Nr. 2. Solutions for classroom and behaviour management

- Arrangements, set up of the class
- Respectful relationships
- Mentors and supervisors, a person of trust
- Cooperation with colleagues
- Usage of available resources
- Less bureaucracy
- Safe environment
- Needs of learners, active involvement of students
- Availability of support personnel, teacher's assistant



LIZDA Council of novice teachers

Thank you for your attention!