

## **Policy of the Danish Union of Teachers regarding Recruiting and Retaining teachers in the Folkeskole**

The Union will endeavour to make the Ministry of Education and the employers honour their obligations in terms of

- providing teacher training of high quality
- making the job of teaching attractive
- providing good possibilities for pedagogical development
- ensuring general working conditions in the schools at a good level

Everyday life in the Folkeskole has a decisive influence on recruiting and retaining teachers. Therefore, the Union's policy for recruiting and retaining teachers is based on

### **Good working conditions for all teachers**

To ensure good working conditions, it is necessary

- to ensure that the working life of a teacher leaves space for family life and leisure time
- to provide development opportunities and challenges, including in-service training
- to provide a good physical working environment in inspiring and well-equipped school buildings with up-to-date teaching aids
- to ensure a good mental working environment, management support and respect for the teaching job and the teachers' professionalism
- to ensure that working hours represent a balance between demands and means, necessary time for preparation, fixed maximum teaching hours and good co-operation opportunities
- to ensure an attractive development of teachers' salaries

Based on what we know today, teacher training and the subsequent job as a teacher may, to a large degree, accommodate young people's demands and expectations of their future job - individual competence, personal challenges and social relations, the possibility for networking and influencing your work and the culture of your workplace.

### **Recruitment for teacher training is required to fill the total quota - the student places must be filled with qualified applicants**

This may be achieved by

- building on the knowledge that already exists or can be acquired about young people's values and dreams of the future

- allowing experience of life and other qualifications as a supplement to secondary education
- enabling young people to identify with the teacher training programme and its qualities
- visualising to the students that teacher training may have a broad range of uses
- endeavouring to make the media present a balanced view of the job of a teacher

### **It is necessary to make students complete the teacher training programme**

This may be achieved by

- creating a better connection between the teacher training programme and everyday life in the schools
- making the training programme present the teaching job as promising and valuable
- ensuring financial stability for the teacher training colleges as a precondition for the quality of the teacher training
- providing study environments at the teacher training colleges that demand full involvement in the teacher training programme
- ensuring that the schools have qualified practice teachers
- ensuring that the terms of practice periods are in accordance with a general practice agreement
- making the students feel welcome at the practice schools and providing them with constructive experiences during their practice periods
- providing the students with insight into both teaching and teaching-related tasks in the schools

### **The newly qualified teachers must want to look for employment in the Folkeskole and must want to stay there**

This may be achieved by

- good induction programmes for newly qualified teachers
- establishment of experience and network groups, i. e. groups from the teacher training college, groups with other newly appointed teachers at the school/in the municipality, or subject teacher groups
- mentor/trainee assistant arrangements
- providing supervision

- having few classes and manageable personal relations and tasks
- making use of new teacher's qualifications
- full pay during the month of July for new appointees (increment/compensation for preparation)
- high starting salary

**The Danish Union of Teachers recommends increased focus on senior policy arrangements to allow senior teachers/make senior teachers want to continue working in the Folkeskole**

This may be achieved by

- ensuring that senior teachers have the same possibilities as described above
- allowing a reduction of working hours with full pay and pension rights
- making in-service training programmes available to senior teachers
- using the experience of senior teachers in relation to the induction of young teachers.