

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.