

# Expression of interest

# Title: Evaluation of the Teachers’ Student Loan Reimbursement Scheme

**Project reference:** EOR/SBU/2018/004

**Deadline for expressions of interest:** 5pm 23rd February 2018

## Summary

Expressions of interest are sought to conduct an evaluation of the Teachers’ Student Loan Reimbursement Scheme. The project will evaluate the impact of the scheme including, awareness and understanding of the scheme, the effectiveness of its implementation and the influence the scheme has had on trainee and teacher recruitment and retention.

The expression of interest was posted on 5th February 2018.

## Background

Evidence suggests there are a number of subjects that are consistently under-recruiting teaching recruits against their initial teacher training targets; these include sciences and modern foreign languages (MFL). In order to support both recruitment and retention in these subjects, the Department for Education (DfE) is investing in a loan reimbursement scheme in 25 pilot Local Authorities, made up of Local Authority Districts, which suffer low levels of pupil progress and poor access to high quality schools. The pilot will run from 2018 – 2030, however, it is anticipated this evaluation will initially run for the first four years of the pilot, to assess whether the retention benefits expected are being realised.

## Research aims

The overarching aim of this evaluation is to provide in-depth understanding of the impact of the Teachers’ Student Loan Reimbursement Scheme to underpin data analysis that is being undertaken within the DfE to quantify the impact of the scheme. Together with the quantitative analysis, this research will inform the ongoing development of the scheme throughout the lifetime of the pilot and inform decisions about the future use of this type of incentive.

The objectives of this research are to:

* Assess awareness and understanding of the Teachers’ Loan Reimbursement Scheme, including early measures before the start of the next academic year.
* Understand the influence the pilot has had on the recruitment and retention of teacher trainees in the target subjects.
* Understand the influence the pilot has had on the recruitment of qualified teachers in the target subjects and areas.
* Assess the effectiveness of the scheme application process and how efficiently reimbursements are made.
* Explore attitudes towards the Pilot amongst eligible and ineligible teachers and school leaders in eligible schools.

Broad research questions

Is the wider target population aware of the scheme? Are target teacher training applicants aware of the scheme? Are eligible existing teachers aware of the scheme?

Do the target groups understand the offer and how it will be implemented?

Does the pilot encourage people to apply to and successfully complete ITT courses?

Has the pilot improved the recruitment of qualified teachers in the target subjects and areas?

Has the pilot improved the retention of teachers in the target subjects and areas? Has the pilot had an influence on mobility within and between pilot and other areas? What impact has there been on eligible teachers’ behaviours?

How do eligible and ineligible teachers and schools view the pilot and identify any intended and unintended consequences?

What are the views of those claiming through the scheme? How has the pilot influenced the way they see their career in teaching and their mobility?

How efficient and effective is the process for claiming the reimbursements? How could it be improved?

## Methodology

The successful bidder will be responsible for designing and conducting the research underpinning the analysis of the Teachers’ Student Loan Reimbursement Scheme. We will, at the Invitation to Tender stage, encourage bidders to suggest appropriate methodologies that we anticipate will involve:

* A quantitative survey: to gather data about awareness and understanding of the pilot among potential applicants, applicants, and eligible teachers and trainees in the target subjects.
* Qualitative interviews with school leaders.
* Qualitative interviews with eligible teachers and trainees.
* Analysis of quantitative/qualitative data in order to understand progress delivering the Teachers’ Student Loan Reimbursement Scheme and the perceived impact among participating Local Authorities.

The successful bidder will also be expected to review the results of the internal data analysis and produce a report giving an overarching view of the progress of the pilot.

## Timing

* Deadline for EOIs – 23rd February 2018
* Invitations to Tender Issued – w/c 5th March 2018

The evaluation is expected to run from 2018 to 2022.

## Assessment criteria

Expressions of interest will be assessed against the following criteria:

* Evidence of experience and technical ability in designing, conducting, analysing and reporting on evaluations of policies/programmes (particularly carrying out insightful qualitative research and analysis and communicating the results).
* Evidence of organisational capacity and project management skills to deliver the project in the specified timescales.
* Evidence of success in engaging teachers, headteachers and schools in research, achieving high response/engagement rates.
* Knowledge of teacher supply, recruitment and retention issues.

Scoring

1. No evidence/very poor
2. Poor evidence
3. Some evidence
4. Good evidence
5. Excellent evidence

**Each one of these criteria has equal weighting.**

Expressions of interests submitted must be no more than 1,000 words excluding references – anything longer will be disregarded.

| **Closing date for EOIs: 5pm 23rd February 2018****Send your EOI form to:** **Emily.TURNER@education.gov.uk** |
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## How to submit an expressions of interest

You must submit an expression of interest (EOI) in order to be considered to be invited to tender. To do so, please complete the NEW EOI Form, which can be found under attachments. A submission of an EOI does not guarantee an invitation to tender and the Department does not routinely advise organisations that they have not been successful in being invited to tender. Feedback is however available on request.

All contracts are let on the basis of the [Department’s Terms and Conditions](https://www.gov.uk/government/publications/eoi-guide). You are encouraged to check these before submitting your expression of interest, as these form part of your contractual obligations.

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