

# Expression of interest

# Title: Longitudinal Study of Teachers (LSoT)

**Project reference: DFERPPU 20-21/004**

**Deadline for expressions of interest: 11.59pm, Monday 21st September 2020**

## Summary

Expressions of interest are sought from a contractor (or consortia with a lead contractor) for the implementation of a longitudinal study of teachers. The study will involve, at a minimum, recruiting for and delivering an annual survey to teachers and leaders across schools in England, to collect and analyse evidence on a range of subject matter relating to the teaching workforce. The study will serve as the Department’s flagship teacher workforce research vehicle, providing key support to work underpinning the [Teacher Recruitment and Retention (R&R) Strategy](https://www.gov.uk/government/publications/teacher-recruitment-and-retention-strategy).

The first wave will be treated as a pilot and, if deemed successful, we expect the study to run for a minimum of five years, subject to annual review.

## Background

Retaining high-quality teachers in the profession is an integral part of maintaining the supply of teachers to ensure an effective education system in England. One of our top priorities is therefore to ensure that we continue to attract and retain the high-quality teachers we need to inspire the next generation. This is why, last year, we launched the Teacher Recruitment and Retention Strategy. This landmark strategy set out a number of priorities for reform and investment, which aim to: transform support for early career teachers, develop clearer career pathways and put in place steps to support flexible working, help school leaders establish more supportive school cultures with a new Ofsted framework designed to reduce teacher workload, and make it easier for great people to join the profession.

It is vital that the Department has a robust and long-term vehicle through which to collect evidence to support this work, in particular to understand the factors influencing teacher retention and recruitment. Despite the importance of understanding the teacher labour market, there exists no longitudinal study of teachers in England. The Department intends to commission a strategic, cross-cutting longitudinal study of teachers that will serve as its flagship workforce research vehicle. It will fill key evidence gaps on a long-term basis, provide sustained support to work coming out from the R&R strategy, and inform and support further reforms to improve the supply and quality of our teacher workforce.

## Research aims

The aim of the study is provide robust, high-quality evidence examining the key drivers of teacher retention and retention, through a focus on exploring teacher career journeys. The study will collect evidence on the factors underlying teachers’ career decisions over time, from joining through to leaving the profession and beyond, by collecting a combination of management information and evidence relating to the attitudes and experiences of teachers across different subject matter. In addition, the project will effectively monitor change over time across a number policy areas simultaneously to provide robust benchmarking data. This includes (but is not limited to): working conditions (such as workload, pay, flexible working), teacher wellbeing, continuing professional development (CPD), leadership and progression, equality and diversity, early career and newly-qualified teacher experiences, and career pathways after leaving teaching. The study will also collect evidence to monitor the medium and longer term impacts of coronavirus (COVID-19) on the teaching workforce.

The overarching research questions include:

* What factors influence key decisions among teachers and leaders at different stages in their careers, and to what extent, over time?
* To what extent do workforce trends change over time in relation to the attitudes and experiences of teachers and leaders?
* How do different trends influence and interact with each other, and what implications does this have for existing and future workforce policy?
* What career paths do teacher and leaders take before, during and after leaving the profession, and how do their experiences compare after leaving?

## Methodology

The successful bidder will be responsible for designing and implementing the study, and analysing and delivering findings, in liaison with the Department. At the Invitation to Tender stage we will encourage bidders to suggest appropriate methodologies. However, we do expect the study to be a representative panel design and to include, at a minimum:

* A large-scale sample representative of the teaching population in England (open to consideration of sample boosts at invitation to tender stage).
  + Covering teachers, middle and senior leaders in primary, secondary and special schools.
  + A minimum target sample size of 15,000 respondents in Wave 1.
  + Implementation of refreshment methods at each wave from Wave 2 (should the first wave be deemed successful) to maintain sample representativeness.
* A comprehensive, well-tested annual survey that covers key subject matter relating to the teaching workforce, as well as some management information.
* Implementation of effective keep-in-touch mechanisms to reduce attrition, including preferably a website and/or mobile application.
* Consideration of supplementary research alongside the core annual survey, such as qualitative follow-ups with subgroups of interest.

## Indicative timings for procurement

* Deadline for EOIs – 11.59 pm on 21st September 2020
* Invitation to Tender issued – w/c 28th September 2020
* Deadline for Invitation to Tender submission – w/c 2nd November 2020
* Placeholder for bidder interviews – w/c 9th November 2020
* Inception meeting placeholder – w/c 30th November 2020

## Indicative timings for the first wave

* Project design and set up (including sample and survey development) – Dec 2020 – March 2021
* Wave 1 fieldwork – April to June 2021
* Analysis and reporting – July to September 2021
* Delivery of finalised outputs – October 2021

**Please note all timings are subject to change as a consequence of the covid-19 pandemic. Main stage fieldwork timings may also change depending on agreed design and approach with the appointed contractor.**

## Assessment criteria

Expressions of interest will be assessed against the following criteria:

1. Evidence of experience and technical ability in designing, conducting, analysing and reporting for longitudinal studies (including sample development, large-scale recruitment and data collection, cross-cutting survey design, analysis of large datasets).
2. Evidence of organisational capacity and project management skills to deliver the project in the specified timescales.
3. Evidence of success in engaging teachers, headteachers and schools in large-scale and long-term research, and achieving high response rates.
4. Knowledge of teacher supply, recruitment and retention issues and understanding of key areas underpinning the teaching workforce (e.g. workload, flexible working, pay, CPD, leadership and progression).

Evidence against each of these four criteria will be scored using the following scale:

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

Only expressions of interest that score a 2 or higher on each of criteria A, B, C and D will be shortlisted, and only those with the highest scores will be invited to tender. Note that the criteria will be weighted equally at this stage.

Collaborative/ consortia expressions of interest are welcome and may be advisable to score highly across the criteria.

Expressions of Interests submitted must be no more than 1200 words overall – please note anything longer will be disregarded. Website links will not be opened if included, and will not contribute to scoring.

| **Closing date for EOIs: 11.59pm on 21st September 2020**  **Send your EOI form to: Nicola Mackenzie (**[**Jobshare.Mackenzie-Peachey@education.gov.uk**](mailto:Jobshare.Mackenzie-Peachey@education.gov.uk)**) and Alex Barton (**[**Alex.barton@education.gov.uk**](mailto:Alex.barton@education.gov.uk)**)**  **Cc’ Mary Roberts (**[**Mary.roberts@education.gov.uk**](mailto:Mary.roberts@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 ‘EOI form 2019’ form which can be found under Attachments in the ContractsFinder listing. 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 & Conditions, a copy is available attached to the ContractsFinder listing. You are encouraged to check these before submitting your expression of interest, as these form part of your contractual obligations.

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