

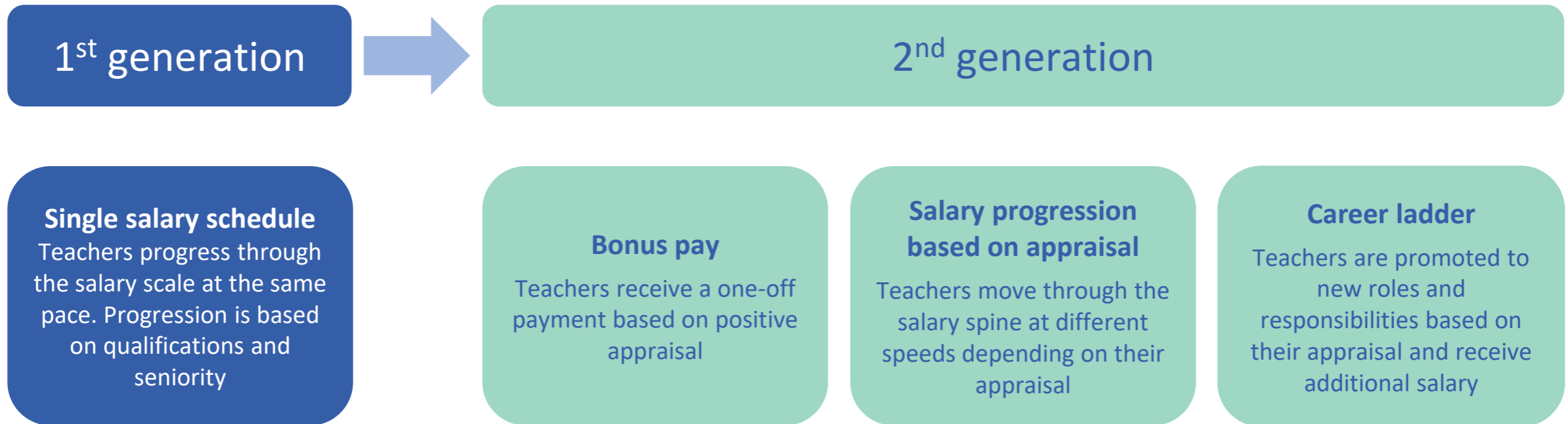


# Reimagining teacher careers for the 21st century

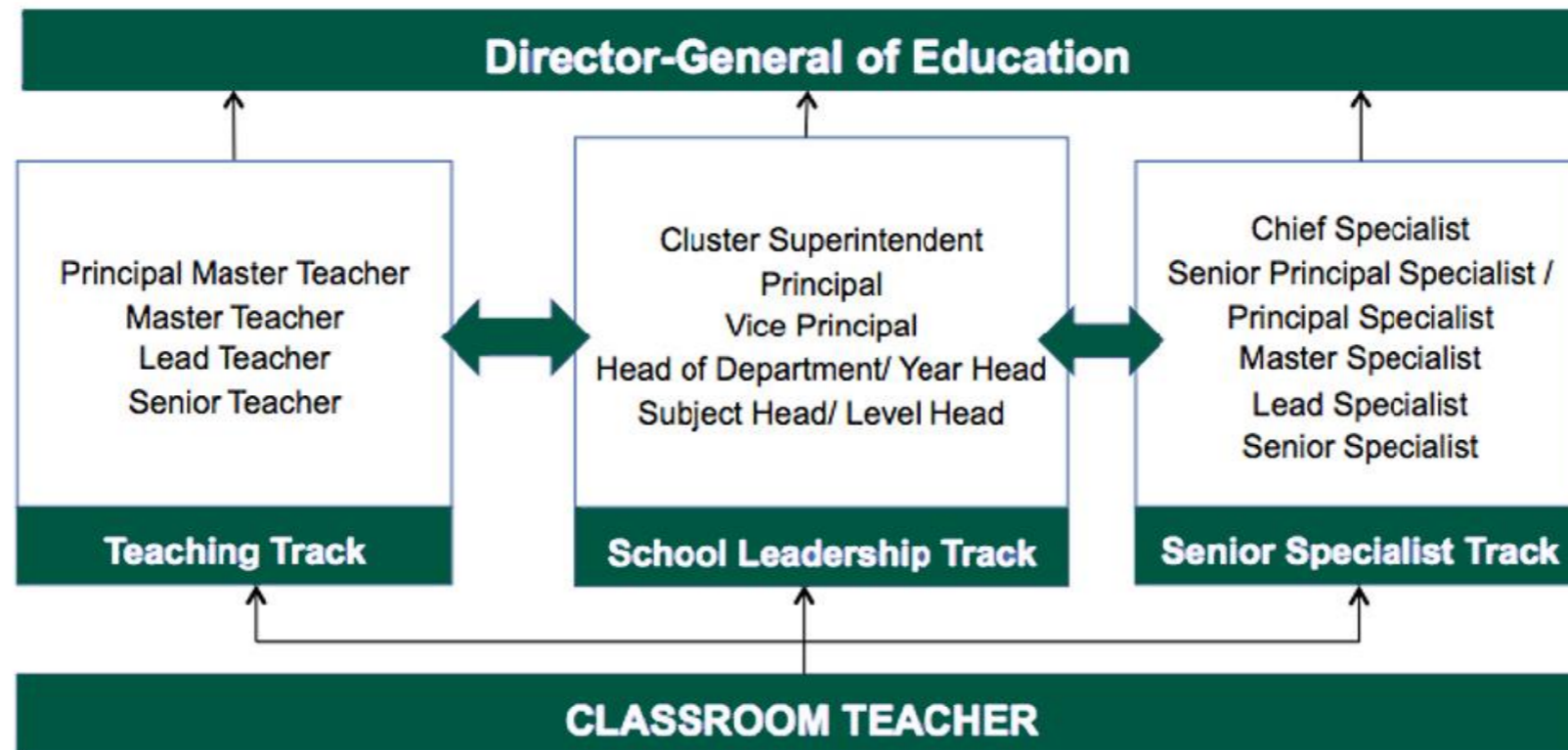
Teacher Education Policy in Europe Network  
Webinar – 16<sup>th</sup> September 2021

Barbara Tournier & Chloé Chimier

# Evolution in teacher careers

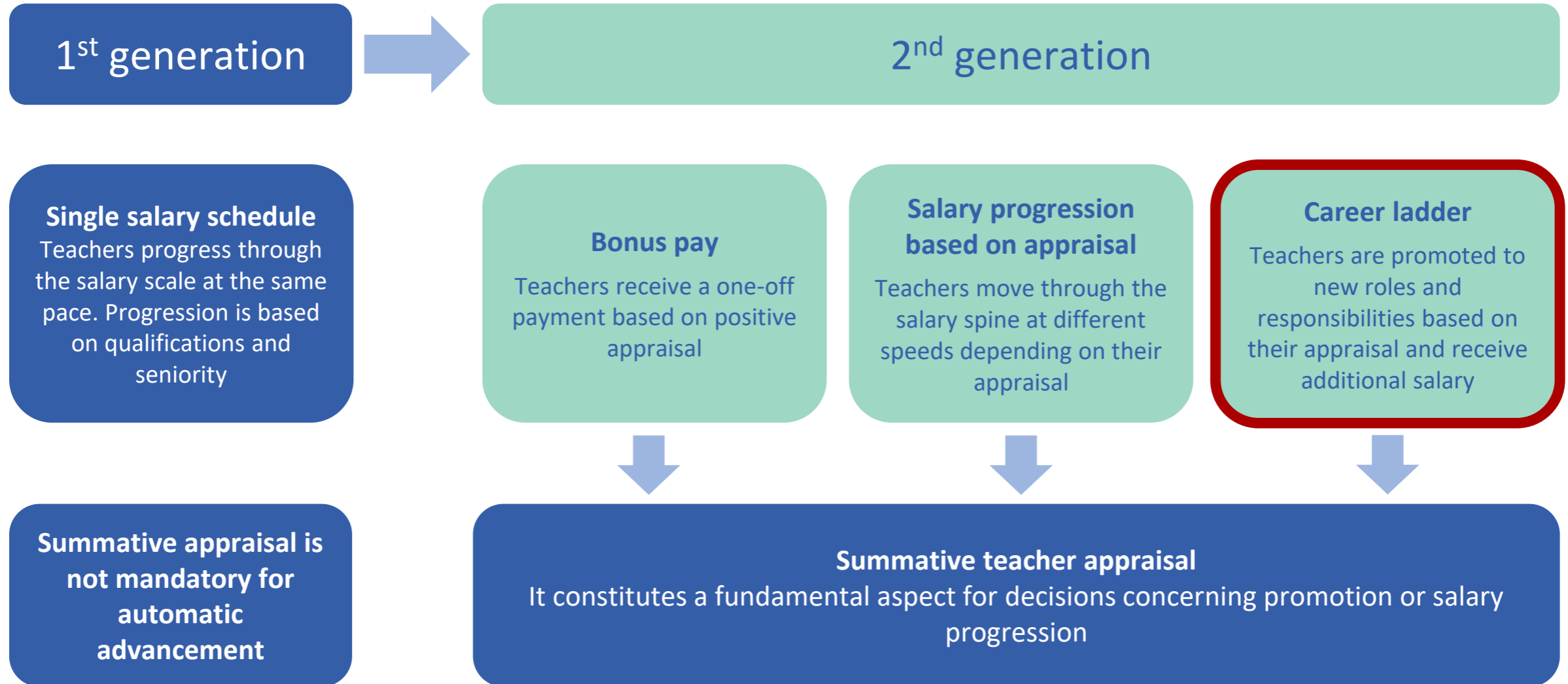


# Example of a career ladder: Singapore



Source: Retrieved from: <https://www.moe.gov.sg/careers/teach/career-information>

# Evolution in teacher careers



# Career models in our sample

	Single salary schedule	Salary progression based on appraisal	Career ladder	Bonus pay
Colombia	●	●	●	
Ecuador		●	●	●
Ethiopia			●	
Lithuania	●		●	
Mexico	●	●	●	
New York City	●		●	
Peru		●	●	●
Scotland	●		●	
South Africa	●	●	●	
Thailand		●	●	





# What's promising ?

- Better regulating entry into the profession
- Diversifying teachers' roles and keeping good teachers in the classroom
- Institutionalizing support roles and fostering collaboration between teachers
- Strengthening teacher training and professional development

# How do we get there?

1

Adopt staged reforms and an iterative approach

2

Foster a process of co-construction

3

Make sure salaries are attractive and avoid multiple teacher statuses

4

Plan for financial, human and technical resources

# Our publications

Exploratory study



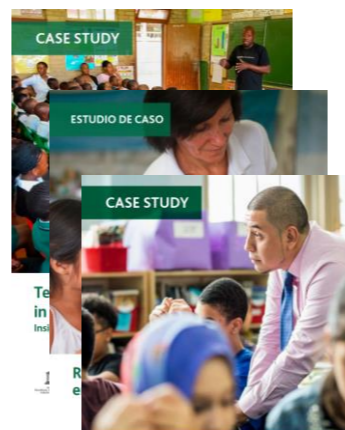
Exploring the impact of career models on teacher motivation

8 country notes



Teacher career reforms in Ethiopia

3 case studies



Teacher Career Pathways in New York City

Lucy Crehan, Barbara Tournier, and Chloé Chénier

4 policy briefs



IIEP Research Brief

Teacher career reforms: Learning from experience N°4

Implementing teacher career structure reform

Resource-intensive reforms

IIEP Research Brief

Teacher career reforms: Learning from experience N°3

Designing teacher career structures and evaluating staff performance

IIEP Research Brief

Teacher career reforms: Learning from experience N°2

How do teachers perceive career structure reforms and how does this affect the profession?

IIEP Research Brief

Teacher career reforms: Learning from experience N°1

Why reform teacher careers and what models are emerging?

Overview

Decline in the status of the teaching profession

As the world looks at education, there is a growing concern about the status of the teaching profession. This is the first in a series of four research briefs that explore the status of the teaching profession in different countries and what can be done to improve it.

A number of countries have implemented reforms to improve the status of the teaching profession. This research brief explores the impact of these reforms on the status of the teaching profession and what can be done to improve it.

The research briefs are based on a review of the literature and interviews with experts in the field. They provide a comprehensive overview of the current status of the teaching profession and what can be done to improve it.

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Synthesis report



Teacher career reforms: Learning from experience



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