

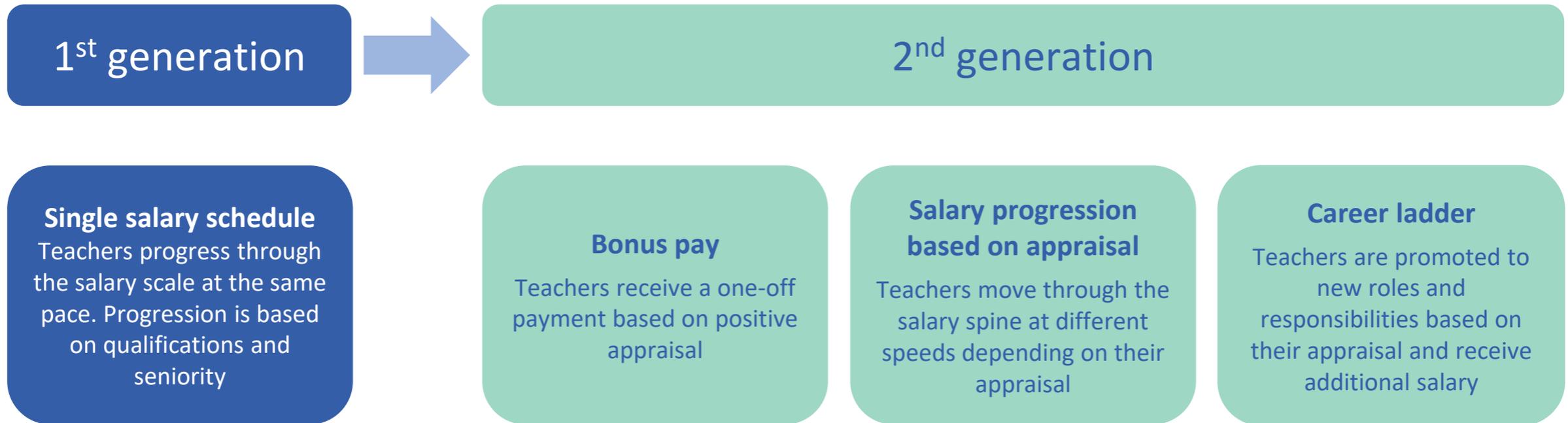


Reimagining teacher careers for the 21st century

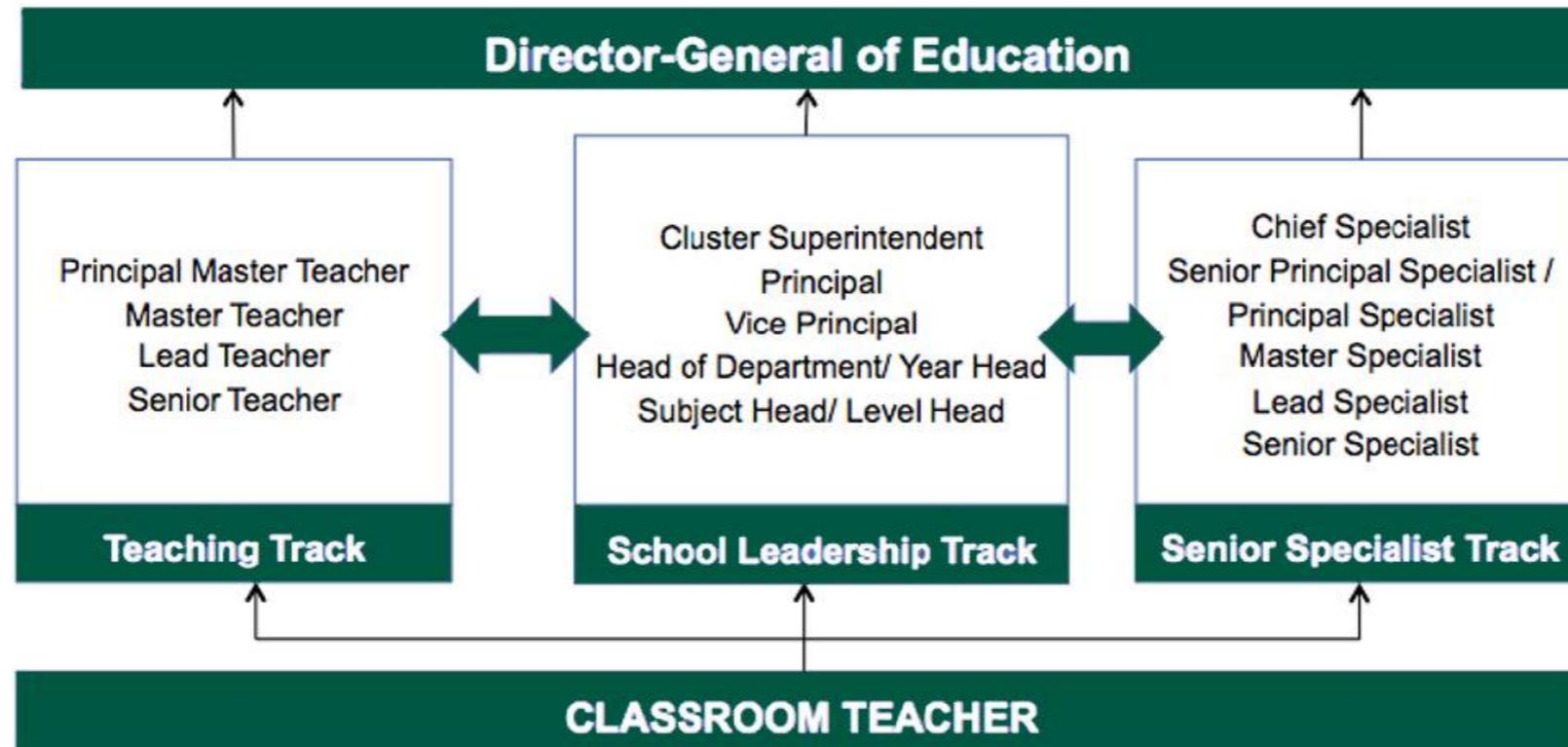
Teacher Education Policy in Europe Network
Webinar – 16th September 2021

Barbara Tournier & Chloé Chimier

Evolution in teacher careers

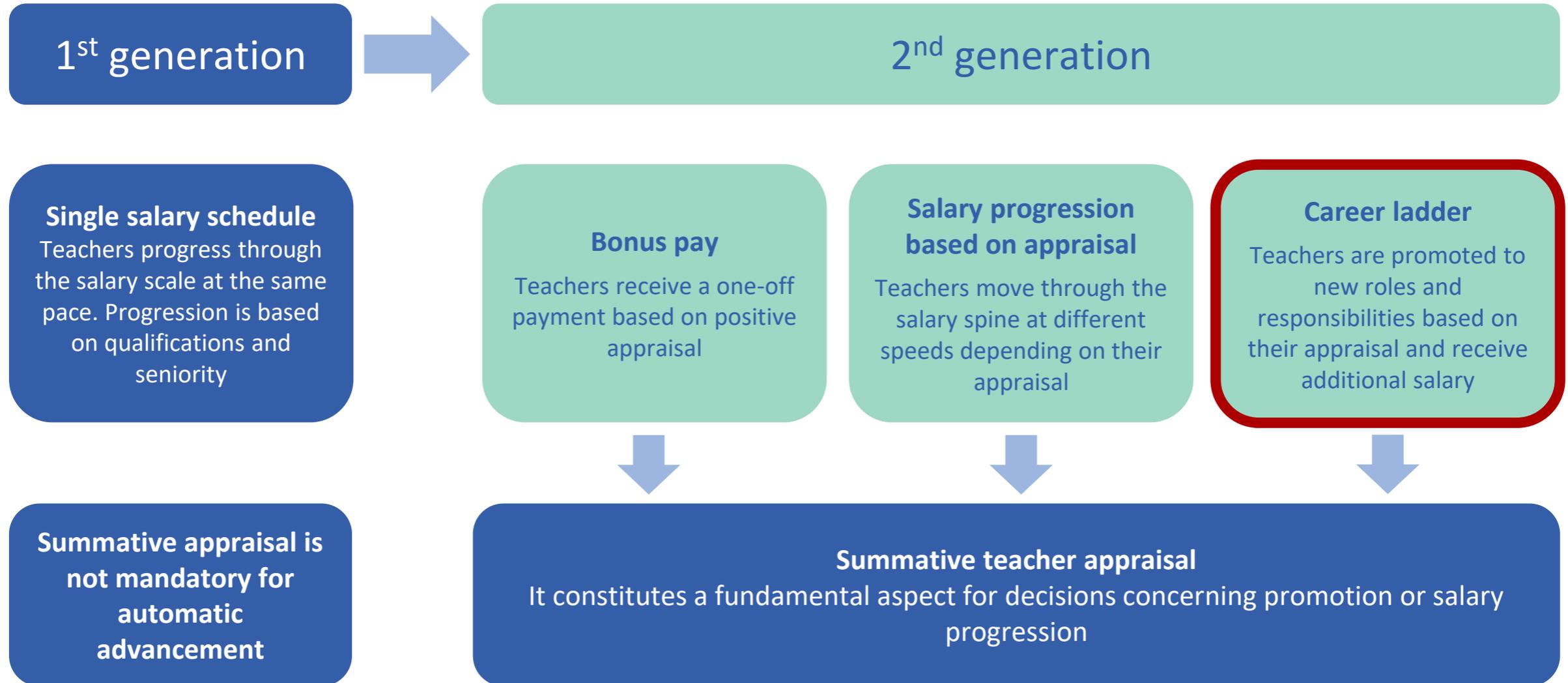


Example of a career ladder: Singapore



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



Implementing teacher career structure reform

Designing teacher career structures and evaluating staff performance

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

Why reform teacher careers and what models are emerging?

Synthesis report



Teacher career reforms: Learning from experience

Contact information

Barbara Tournier & Chloé
Chimier

IIEP-UNESCO Paris



7-9 rue Eugène Delacroix, 75116 Paris,
France



+33 1 45 03 77 00



b.tournier@iiep.unesco.org
c.chimier@iiep.unesco.org



www.iiep.unesco.org



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