

# The importance of career opportunities in the teacher profession



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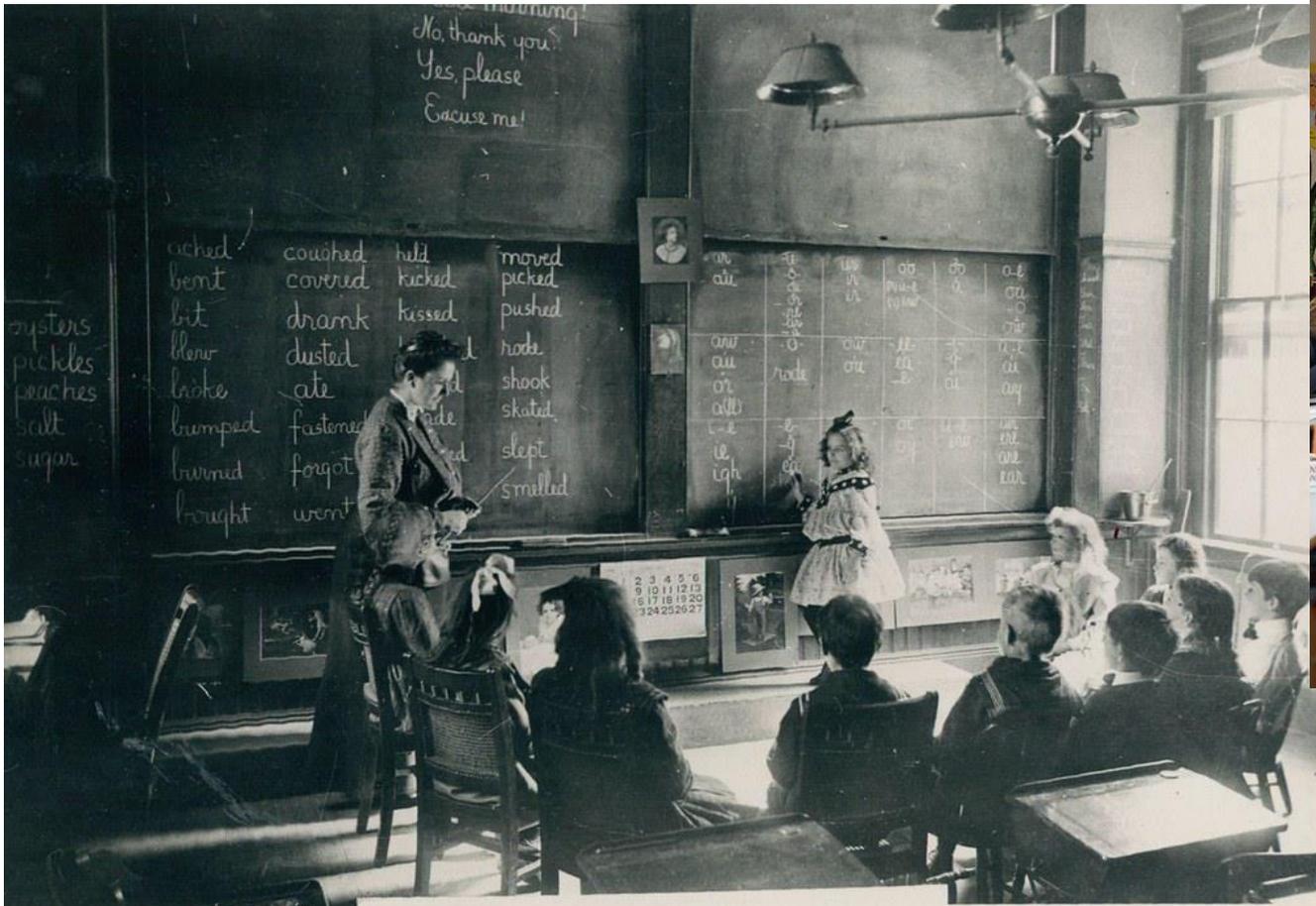
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# Two perspectives

1. European career perspectives for teachers  
based on the work of the ECs Working Group Schools
2. Strengthening teacher career opportunities in the Netherlands

# The organisational structure of teaching



Boston City Archives. Photo: A.H. Folsom at [Flickr](#)



# The implications for teacher development





# Ready teachers???

Teacher Education Policy in Europe

<http://www.nea.org/home/profession-ready-teachers.html>

An **NEA** Policy Brief

**nea** NATIONAL EDUCATION ASSOCIATION

Great Public Schools for Every Student

## Profession-Ready Teachers

*"My barber has to prove that he is prepared to be a barber and earn a license before he is allowed to cut my hair, yet some states and districts allow individuals to be in charge of classrooms and student learning before proving that they should be there. Every student deserves to have a*

[www.coalitionforteachingquality.org/](http://www.coalitionforteachingquality.org/)

**PROFESSION-READY TEACHERS & PRINCIPALS**

For Each and Every Child

#ProgramCompletion #DegreeandSuccess #ResidencyandMentoring #PerformanceAssessment

**COALITION FOR TEACHING QUALITY**  
PREPARED AND EFFECTIVE EDUCATORS FOR ALL  
October 2014

[https://www/action-now.org/](https://www.action-now.org/)

## Action Now: Classroom Ready Teachers



**TeacherReady** ONLINE CERTIFICATION PROGRAM

ABOUT US ABOUT YOU PROGRAM ADMISSIONS STUDENTS BLOG FAQs CONTACT US [APPLY NOW](#)

**ONLINE TEACHER CERTIFICATION PROGRAM**  
BECOME A TEACHER IN LESS THAN A YEAR

Teacherready.org



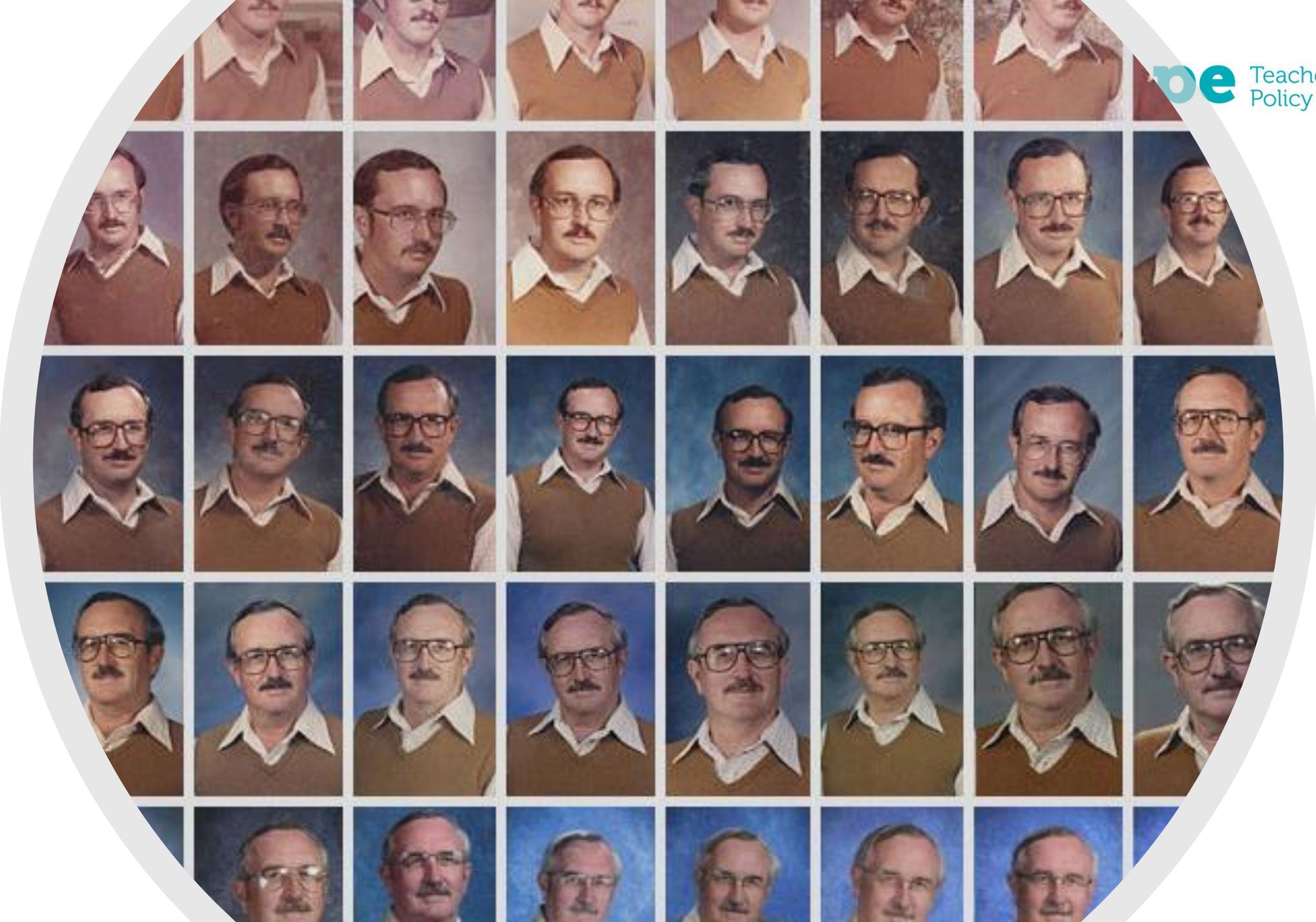
# A narrow and static view on the profession

Dominant messages:

- To be a teacher implies teaching in classrooms
- Teachers need to meet the qualifications from the start

Resulting in:

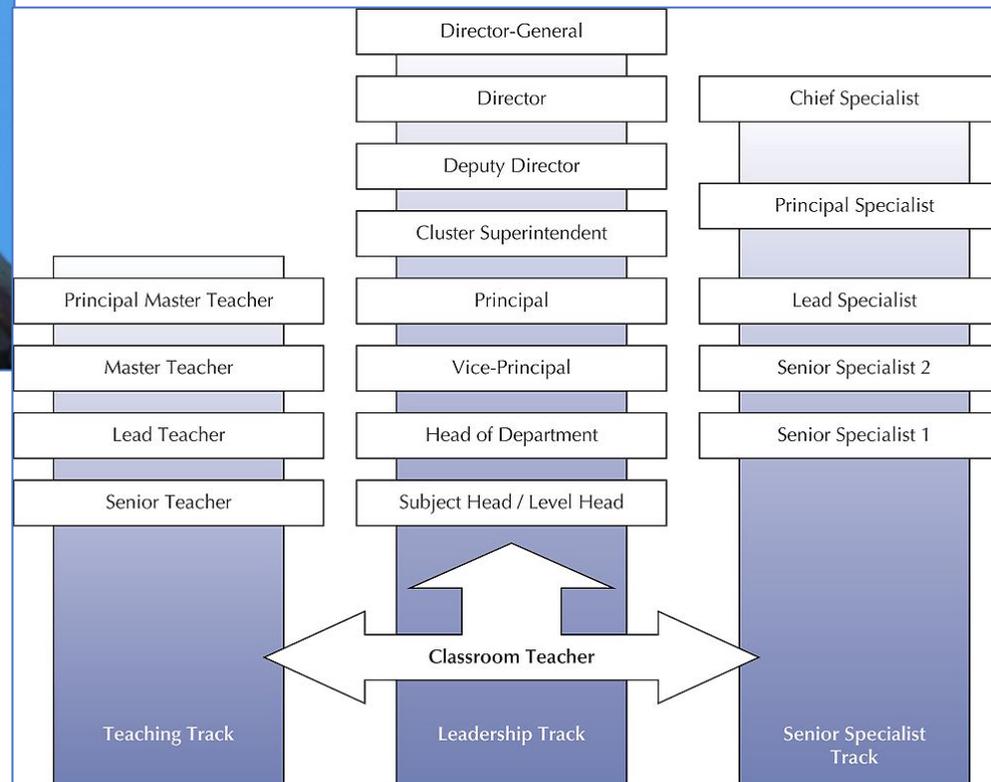
A narrow and static image of the profession, reducing the attractiveness of the profession



# How to understand career opportunities?



Vertical (in terms of salaries, status, authority, ...)



Vertical and horizontal and ...

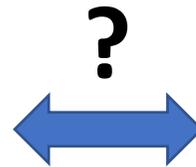
# Whose concern is leading?

The system?

System needs and  
ambitions

'Strategic' HR

Fixed and formalized



The individual?

Individual needs and  
ambitions

Vocational psychology

Varied and diverse

# Career progression

How do teachers stay passionate  
in their profession?

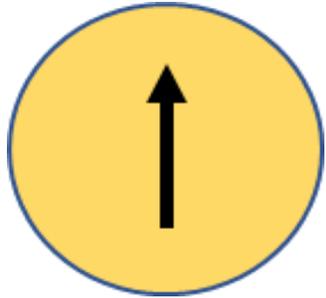
During 5, 10, 20 or 30 years

Key elements:

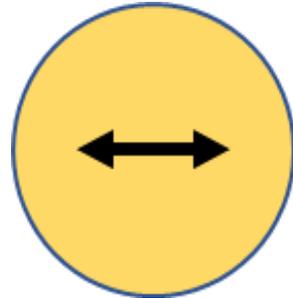
- Variation
- Challenge
- Growth
- Recognition



# Diverse 'career' opportunities



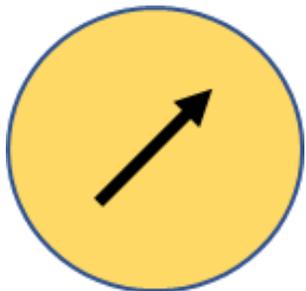
**Moving upwards**



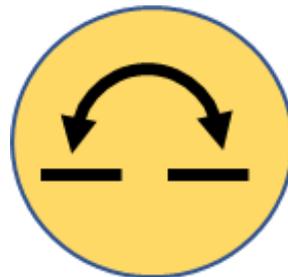
**Moving sideways**



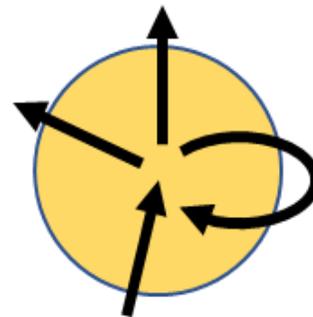
**Adding layers**



**Moving up and along**



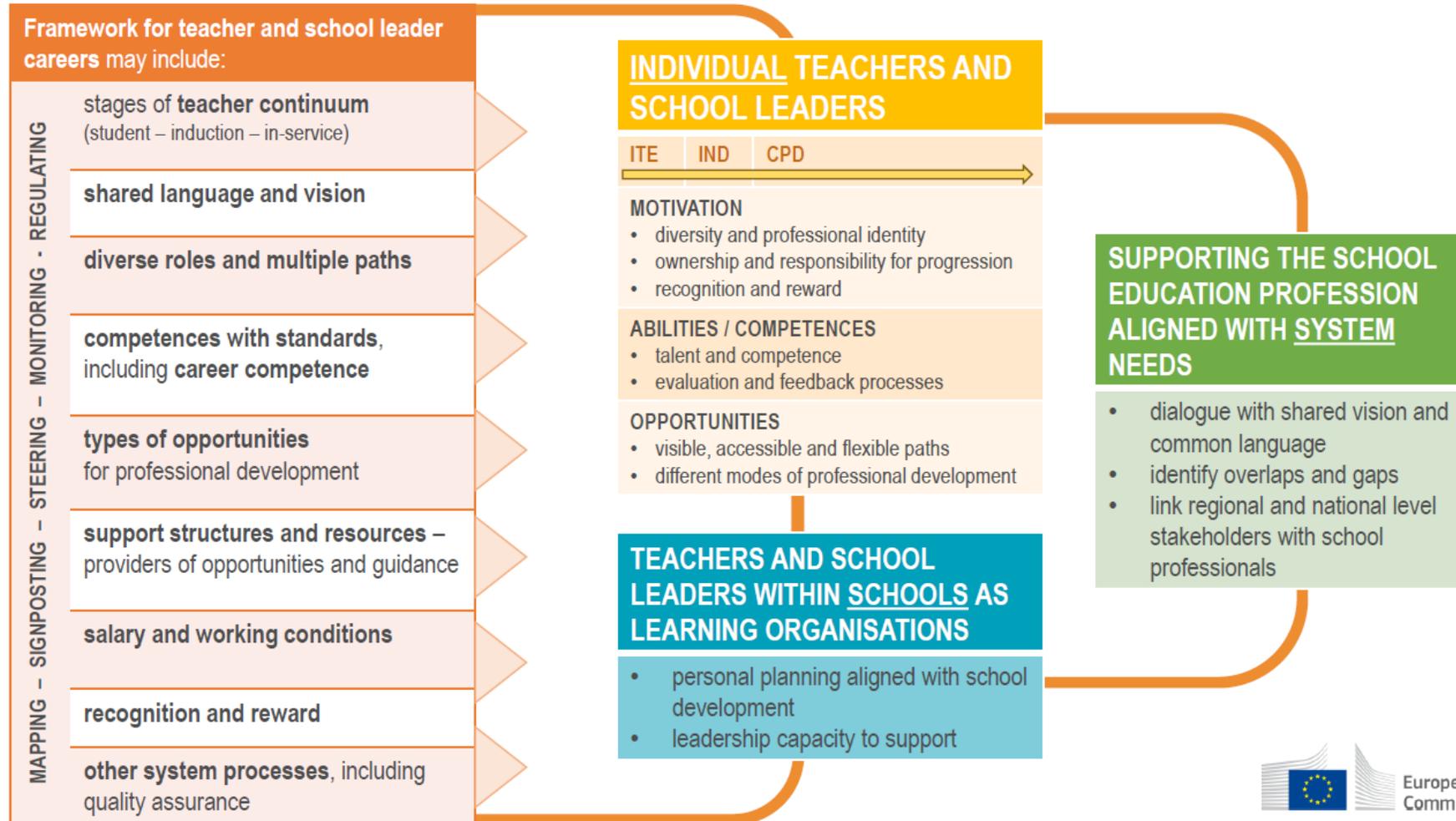
**Changing contexts**



**Moving in and out**



# A framework for teacher careers



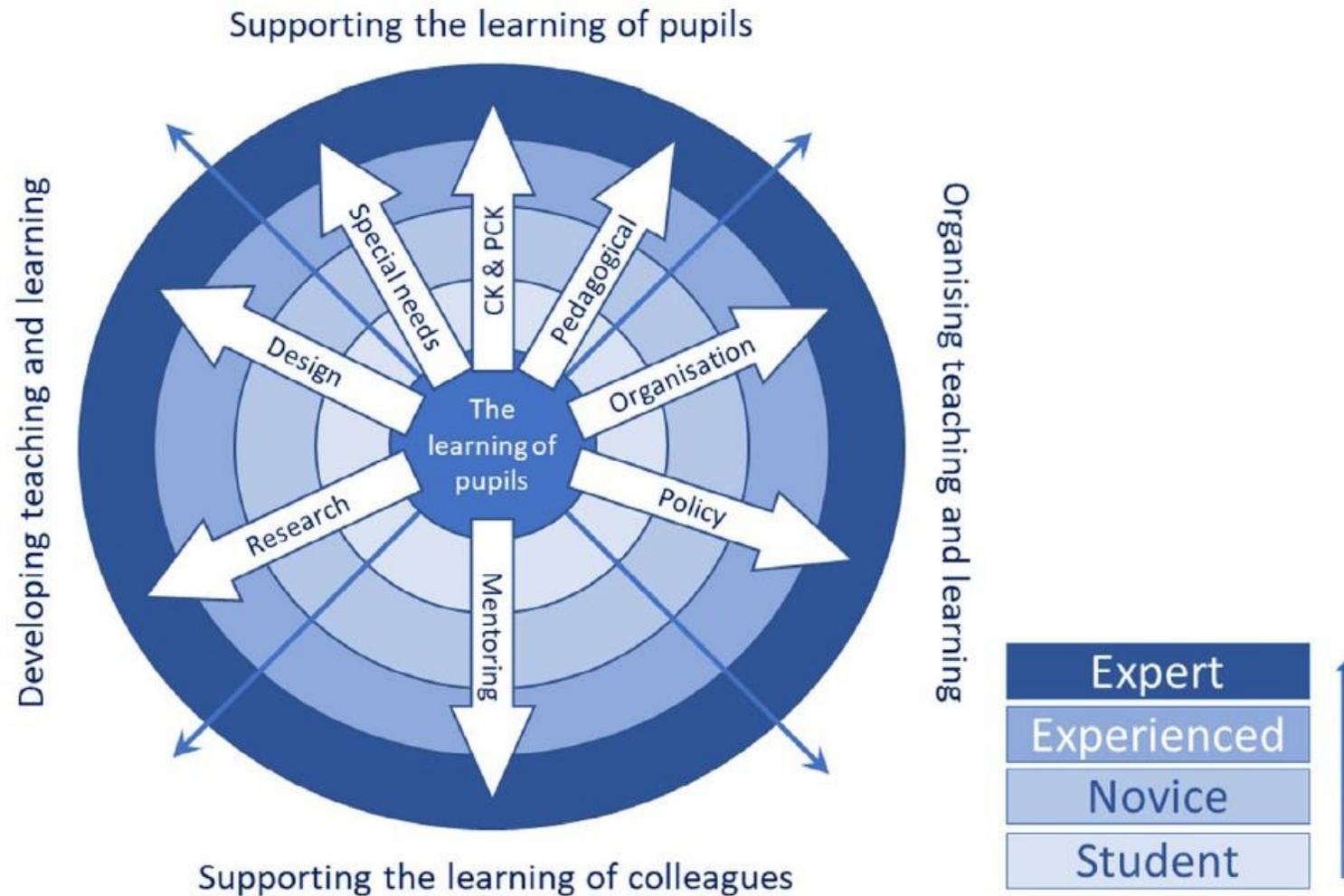
# Stimulating teacher careers in the Netherlands

Since 2018

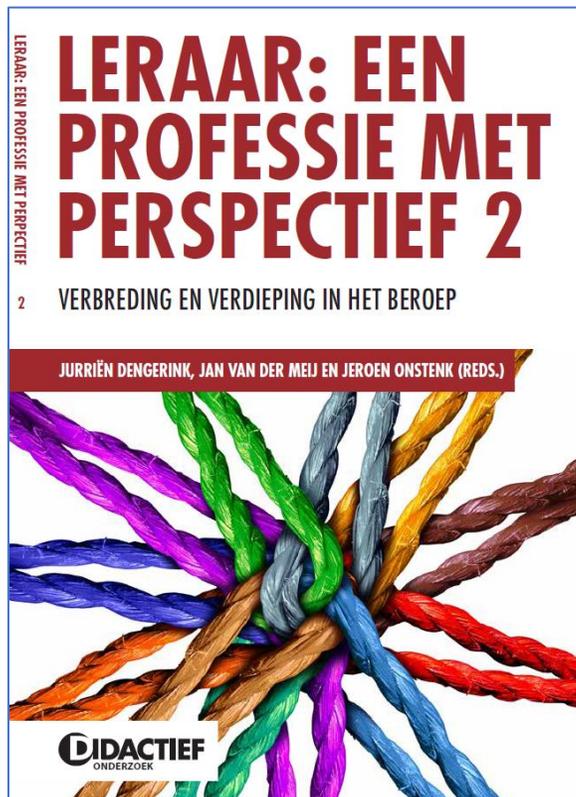
- A shared understanding and language
- A shared knowledge base
- Tools for teachers and school heads
- Collaboration of schools and TE institutions on support programmes (CPD) and development of HR policies in schools

TE Institutions + National school boards + teacher bodies + regional networks on teacher shortage + regional authorities

# Mapping possibilities



# A underlying knowledge base



# A new perspective on teacher career opportunities

## From beginner to expert

Do you get your energy from working with students? Then you can develop by getting better as a teacher, from novice teacher to expert teacher.

## What career options do I have as a teacher?

Do I still work with passion and enjoyment? What ambitions and qualities do I have? How can I use these for my school and students? Who could support me?

To continue to enjoy your work as a teacher you need to think about your own career. Keep challenging yourself and find the space to grow. Read more about the steps you can take. There are more options than you might think!

## Growth towards leadership

The most recognisable "career path" is progression to other positions on the hierarchical ladder: from teacher to team coordinator or department head to school head or school leader.

## Switching schools or subjects

Create variety in your career by switching between school(types), e.g. from primary to secondary and back again. Or broaden your area of work by getting a qualification for another subject.

## Other tasks and roles

In addition to working in the classroom, undertake other tasks and roles such as language coordinator, ICT specialist, teacher researcher or mentor for student teachers or novice teachers.

## Towards a flexible career

Enrich your teaching skills by working outside the school or education sector in another field of work. This can be done simultaneously with teaching (hybrid career), or by leaving the school for a while and returning after some time (circular career).

## Increase your scope

Increase the scope of your actions by combining your classroom work with other roles within your team or school, at local / regional level, nationwide, or even in international networks.

## Teachers

Working together to provide the best education by supporting teachers in their careers

## School heads

As a head you can support your teachers in their career development by empowering them and supporting their ambition and providing inspiration for development.

## HR staff

You show the possibilities for career development, guide teachers in their growth, and contribute to the development of career policies within your school board.

## School supervisors

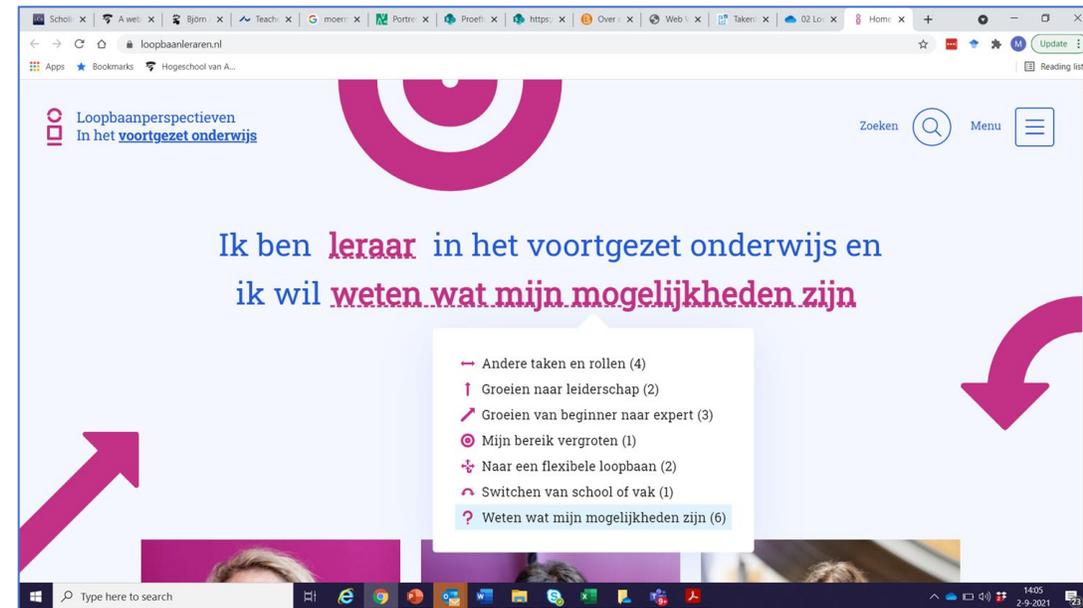
As employer you challenge teachers and school heads to make full use of their potential. Through regional collaboration with other school supervisors you can increase career possibilities.

This infographic is inspired by the report [Supporting teacher and school leader careers: A policy guide](#), published by the European Commission. This policy guide aims to strengthen career opportunities for teachers and school leaders and to support the development of national policies that create the conditions for this. [tiny.cc/teacher-career](http://tiny.cc/teacher-career)

Infographic by The Online Scientist

# Tools for teachers and school leaders

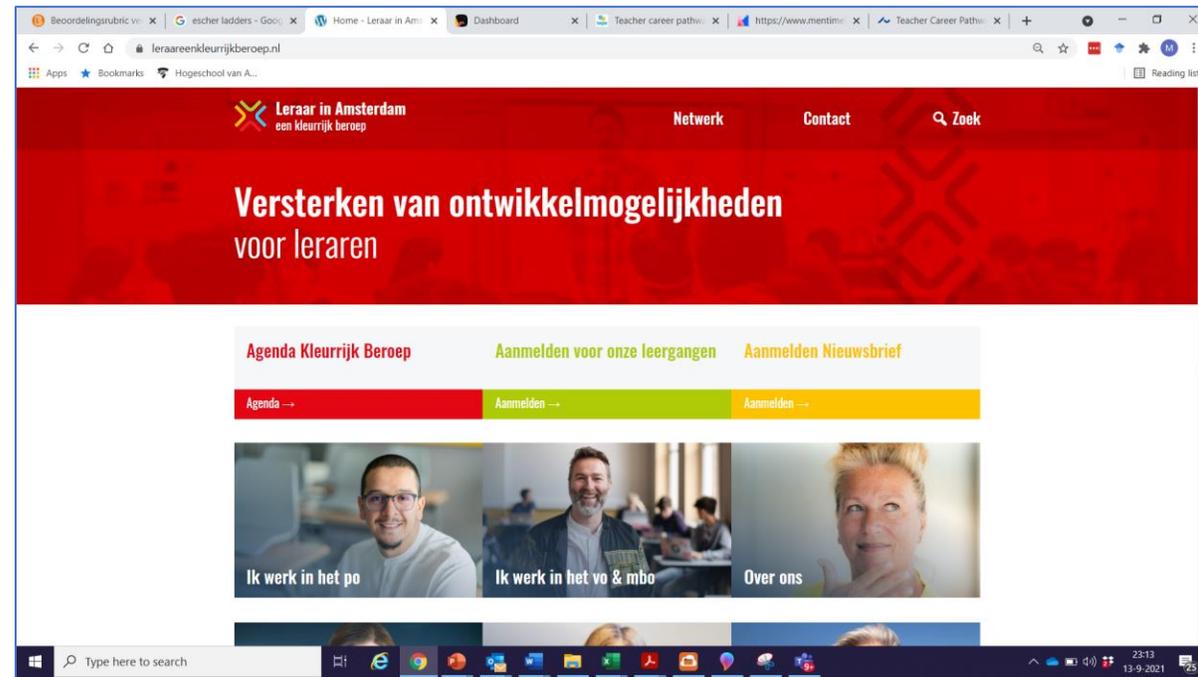
- Career competences for teachers
- Dialogue within school teams
- Reflective tools supporting competence development within the profession
- Inspirational portraits and narratives
- A central website for teachers and school leaders



# Regional networks (Amsterdam example)

Collaboration of school boards, teacher education institutions and local authorities to ...

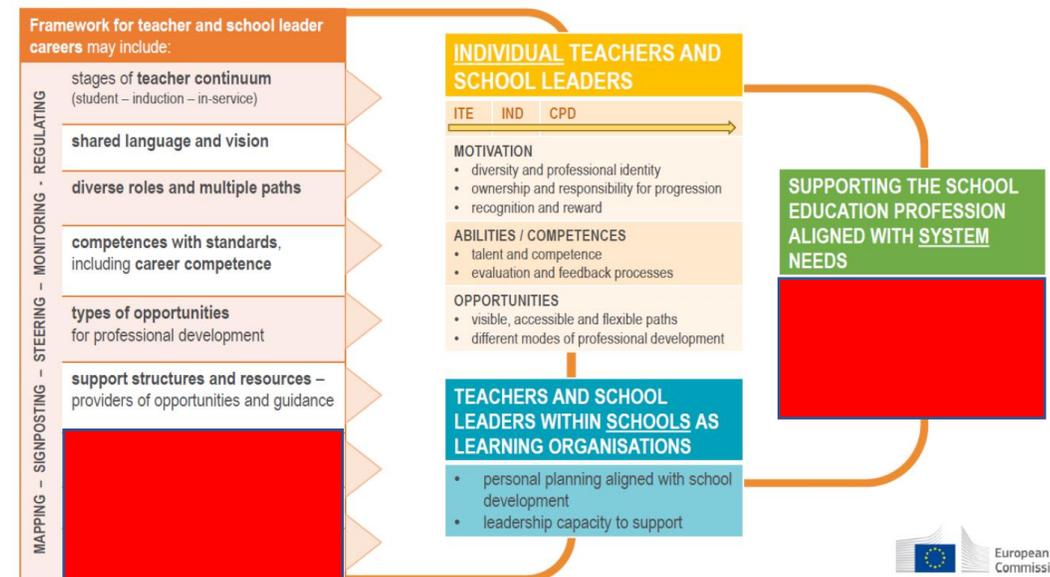
- Strengthen awareness of teachers, school leaders, HR experts in schools
- Support school policies on teacher career development
- Development of CPD programmes
  - Career orientation for teachers
  - Teacher leadership
  - Pedagogical expert
  - Curriculum expert
  - Coaching expert
  - Leadership for growth (for (deputy) school heads)



# A developmental process

- No fixed career pathways, but a career map with opportunities
- Inspirational and conceptual
- Wide and growing acceptance
- Outside the formal negotiations between stakeholders (ministry, unions, employers)
- No focus on formal structures – need to be solved at local level

→ Strength and weakness



# Questions and comments?

