



# Teachers Matter:

*Attracting, Developing and Retaining  
Effective Teachers*

International analysis of the teaching  
profession

Presentation by Paulo Santiago, Directorate for  
Education, OECD

*Improving Quality in Education*  
OECD-Mexico Joint Conference  
Mexico City, 8-12 December 2008

# Teachers Matter Attracting Developing And Retaining Effective Teachers

**Jean-Pierre Bongila**



## **Teachers Matter Attracting Developing And Retaining Effective Teachers:**

### **Education and Training Policy Teachers Matter Attracting, Developing and Retaining Effective Teachers**

OECD,2005-06-08 Teachers Matter provides a comprehensive international analysis of trends and developments in the teacher workforce in 25 countries around the world including research on attracting developing and retaining effective teachers *Education and Training Policy Teachers Matter* Phillip McKenzie,Paulo Santiago,Organisation for Economic Co-operation and Development,2005-06-28 Good teachers are the backbone of any education system That s why governments are constantly seeking teacher policies that will help them recruit and retain the best Most countries are concerned with an ageing teaching workforce and attracting new recruits coupled with the demands of more diverse student populations higher expectations and new responsibilities To be effective teacher policy must address these issues Teachers Matter provides a comprehensive international analysis of trends and developments in the teacher workforce in 25 countries around the world research on attracting developing and retaining effective teachers innovative and successful policies and practices that countries have implemented and teacher policy options for countries to consider While documenting many areas of concern about teachers and teaching the report also provides positive examples of where policies are making a difference It spotlights countries where teachers social standing is high and where there are more qualified applicants than vacant posts Even in countries where shortages have been a concern there are recent signs of increased interest in teaching and policy initiatives appear to be taking effect *Teachers Matter* ,2005

**Teachers Matter** Organisation for Economic Co-operation and Development,2005

### **Teachers Matter (Japanese version) Attracting, Developing and Retaining Effective Teachers**

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### **Teachers Matter (Hungarian Version) Attracting, Developing and Retaining Effective**

**Teachers** ,2008 **Teachers Matter** Christopher Day,Pam Sammons,Gordon Stobart,Alison Kington,Qing Gu,2007-03-16

Teachers Matter offers the most definitive portrait of teachers lives and work to date At a time when teaching standards are high on the political and social agenda the quality and commitment of teaching staff is seen as paramount and they are viewed as pivotal to the economic and social well being of society But What are the influences that help or hinder teachers commitment Is there an association between commitment and pupil attainment Why are teachers identities important What are teachers needs and concerns in different professional life phases Does school context count Based on a DfES funded study of 300 teachers in 100 primary and secondary schools in England the authors identify different patterns of influence and effect between groups of teachers which provide powerful evidence of the complexities of teachers work lives identity and commitment in relation to their sense of agency well being resilience and pupil attitudes and attainment This in turn provides a clear message for teachers teachers associations school leaders and policy makers in understanding and supporting the need to build and sustain school and classroom effectiveness The book addresses issues such as the importance of career development the relationships between school leadership culture and teachers lives maintaining a work

life balance identity and well being and the connection between commitment resilience and effectiveness in the classroom

Original and highly relevant *Teachers Matter* is invaluable reading for teachers head teachers researchers and teacher educators

**A Flying Start Improving Initial Teacher Preparation Systems** OECD,2019-04-11 Addressing teacher education in all its complexity is fundamental to ensuring that all students reach their potential in today s increasingly diverse classrooms and rapidly changing environment

*Leading under Duress* Jean-Pierre Bongila,2024-11-15 This comparative study of teacher attrition in the Global South and OECD countries examines the exceptionality of twenty selected learning leaders in the D R Congo Ghana and Uganda who have stayed in the teaching profession and led their student learning with devotion and integrity Like any learning leader exceptional teachers live the challenges and pressures that have caused some of their peers to leave the profession The extraordinary learning leaders from elementary secondary and higher education have stood victorious amid education devaluations and professional tensions The author gives voice to those exceptional teachers and analyzes the ethical rationale behind their unfailing commitment to their teaching vocation Their teaching philosophies and personal accounts revealed altruistic impulses This book further explores the exceptional teachers narratives and their selfless actions through the lens of philanthropic and leadership ethics theories Although the exceptional teachers altruism appears self sacrificing it embodies some form of self benefit because one can hardly fathom altruism for altruism s sake Nevertheless the twenty exceptional teachers acted in a self sacrificing manner The author appeals to the Global South countries to implement education policies that should redecorate the profession of learning leadership

International Summit on the Teaching Profession Building a High-Quality Teaching Profession Lessons from around the World Schleicher Andreas,2011-11-21 This report presents the best current evidence about what can make teacher oriented reforms effective and points to examples of reforms that have produced specific results show promise or illustrate imaginative ways of implementing change

Teachers Matter – But How? Ninni Wahlström,Daniel Alvunger,Daniel Sundberg,2019-12-18 Global processes are transforming educational policy around the world in complex ways with different implications for different local arenas Over the last two decades a global neoliberal policy paradigm has emerged placing the teacher at its centre Two well known examples are the OECD report on education and training policy *Teachers Matter* and the McKinsey Company report entitled *How the World s Best Performing School Systems Come Out on Top* It now seems more important than ever to highlight some alternatives that might contribute to a broader understanding of the meaning of being a teacher In a time of standardised performance and accountability this special issue raises critical questions about the space for teachers agency and teachers as curriculum agents The different articles from some of our most distinguished researchers in the field provide essential perspectives on the question of where when and how teachers matter Our interest is not primarily to understand the scope of teachers agency but rather to understand what becomes important for teachers in their everyday activities such as teaching students handling educational norms and rules working in

a local as well as a global society etc A common theme throughout the articles is that teachers matter in spaces where they can act as moral subjects in their profession in the present drawing on collective and individual experiences of the past whilst imagining a desired future This book was originally published as a special issue of the Journal of Curriculum Studies

*Singapore's Approach to Developing Teachers* Woon Chia Liu, 2021-09-28 Singapore's education system has come to international attention due to its commendable performance on the Worldwide Educating for the Future Index produced by The Economist Intelligence Unit EIU as well as the students continual sterling performance in internationally benchmarked tests such as Trends in International Math and Science Survey TIMSS and Programme for International Student Assessment PISA The accomplishments are the result of a long haul vision of education and more importantly a deep commitment towards developing teachers for the 21st century Singapore has invested steadfastly from the early years in teachers at the front line of the classrooms in schools This book explicates the thinking behind Singapore's approach to developing teachers and building the teaching profession It examines how Singapore strives to attract the best and the brightest people to become teachers develop them into autonomous professionals and grow them over their career so that they are able to deliver quality education for every child The author hopes that by sharing the hindsight insight and foresight of the system and looking at Singapore's aspirations and challenges the book can stimulate reflection and generate discussion and provide ideas for improving teaching and teacher learning worldwide

**Teachers Matter (Japanese Version) Attracting, Developing and Retaining Effective Teachers**, 2006 **Exploring Teacher Recruitment and Retention** Tanya Ovenden-Hope, Rowena Passy, 2020-10-01 This thought provoking collection examines the challenge of teacher shortages that is of international concern It presents multiple perspectives and explores the commonalities and differences in approaches from around the world to understand possible solutions for the current teacher workforce crisis Acknowledging that solutions to attract and retain teachers vary by country region and in some cases locality the contributors scrutinise a range of workforce planning interventions at local and government level including financial incentives and early career support The book draws on different perspectives to understand a range of problems that negatively affect teacher recruitment and retention unpicking key challenges including links between the disadvantages of location and access to teachers for coastal and rural schools rising pupil numbers declining school budgets and the role of professional learning in raising teacher status Abundant in critiques research informed positions and context specific discussions about the impact of teacher workforce supply and shortages this book will be valuable reading for teacher educators educational leaders education policy makers and academics in the field

**Developing Effective Teacher Performance** Jeff Jones, Mazda Jenkin, Sue Lord, 2006-07-27 Designed to help teachers who manage others this practical book offers guidance on diagnosing ineffectiveness supporting ineffective teachers and using appropriate strategies when support isn't enough

**Education and Educators** The Emirates Center for Strategic Studies and Research, 2016-06-06 Teachers are in the eyes of many the essential ingredient of

success fueling educational development The advancement of teaching and learning standards both inside and outside of the classroom hinges upon the effective participation of teachers in the relevant professional development programs being implemented in schools worldwide In this regard a number of valuable lessons can be learned from the experiences of countries that boast widely respected modern education systems Such lessons can subsequently be utilized to the advantage of other nations including the GCC states which are actively exploring a number of potential avenues in view of bolstering their respective teacher training and professional development programs As highlighted in this volume through a number of different case studies and with reference to the best practices being employed in the likes of the United Kingdom Finland and South Korea the provision of financial benefits and the elevation of teachers standing in society represent two prominent factors that enable the cultivation of a culture of excellence in the classroom In the Gulf research suggests that greater support should be given to highly educated and productive nationals who have chosen to pursue a career in teaching based on an acknowledgement of the pivotal role that teachers play in terms of assisting human and societal development which in turn heightens the prospects of long term economic prosperity The retention of competent teachers is equally imperative particularly for the education process itself whereby experienced teachers serve as welcomed role models for the next generation of teachers Possible solutions include the construction of specific more appealing career paths the provision of professional development and further education opportunities and raising societal awareness of the vital role played by teachers The scholarly papers presented in this book provide a comprehensive overview of the current situation that teachers are facing in certain GCC countries compared to other countries across the globe The insights and recommendations presented therein highlight a range of key aspects that are central to professional teacher development which if acted upon serve to enhance the standard of education in any given country

*The Metrics of Teacher Effectiveness and Teacher Quality Research* Andrew Skourdoumbis, Shaun Rawolle, 2020-03-05 Most developed nations measure the performance of teachers in audit evaluations of school productivity Accountability metrics such as teacher effectiveness and teacher quality dominate evaluations of student outcomes and shape education policy The Metrics of Teacher Effectiveness and Teacher Quality Research explores how these metrics distort analyses of student achievement sideline broader contextual and systemic influences on learning reinforce input output analysis of schooling and skew the educational debate Focusing on recent phases of school education policy reform this book utilizes qualitative data from classroom teacher participants to examine how and why issues of teacher effectiveness and teacher quality figure so prominently in policy reform and why pressing matters of social class school funding and broader contextual influences are downplayed The authors use this information to suggest how teachers can develop their role as pedagogic experts in a highly scrutinized environment This book will be of great interest to education academics and postgraduate students specializing in teacher performance accountability and governance

**Teacher Agency** Mark Priestley, Gert Biesta, Sarah Robinson, 2015-10-22 Recent

worldwide education policy has reinvented teachers as agents of change and professional developers of the school curriculum Academic literature has analyzed changes in how teacher professionalism is conceived in policy and in practice but Teacher Agency provides a fresh perspective on this issue drawing upon an ecological theory of agency Using this model for understanding agency Mark Priestley Gert Biesta and Sarah Robinson explore empirical findings from the Teacher Agency and Curriculum Change project funded by the UK based Economic and Social Research Council ESRC Drawing together this research with the authors international experiences and perspectives Teacher Agency addresses theoretical and practical issues of international significance The authors illustrate how teacher agency should be understood not only in terms of individual capacity of teachers but also in respect of the cultures and structures of schooling Teacher Education and the Political Matthew Clarke, Anne Phelan, 2017-01-12 Teacher Education and the Political is a striking book which addresses the nature and purpose of teacher education in a global context characterised by economic and political anxieties around declining productivity and social inclusion These anxieties are manifested in recent policy developments such as the promotion of professional standards the deregulation and marketisation of teacher education and the imposition of performance related regimes that tie teachers pay to outcomes in high stakes testing The book assesses the implications of such policies for the work of teachers as well as for teacher educators and those undertaking initial teacher training It is argued that these policy moves can be read as a depoliticising and de intellectualising of teacher education In this context they illustrate how contemporary theory can provide a language for critiquing recent developments and imagining new trajectories for policy and practice in teacher education Drawing on the work of theorists from Derrida and Mouffe to Agamben and Lacan this book argues for the need to maintain a space for intellectual autonomy as a critical dimension of the ethico political work of teachers Together these ideas and analyses provide examples of the power of negative thinking illustrating its capacity to unsettle comfortable truths and foreground the political nature of teacher education Current teachers teacher educators and school leaders will be particularly interested readers alongside those concerned with policy in the wider educational landscape *Examining the Teacher Induction Process in Contemporary Education Systems* Öztürk, Mustafa, Hoard, Paul Robert, 2018-08-10 Before today s teachers are ready to instruct the intellectual leaders of tomorrow they must first be trained themselves Every teacher experiences an induction process that can make their early years as an educator nerve racking Focusing on this period of time in a teacher s career can lead to greater teacher retention and success Examining the Teacher Induction Process in Contemporary Education Systems addresses the construct of teacher induction through theoretical and empirical research It also provides an in depth conceptualization of being a novice teacher through micro political realities of teaching in different geographical and cultural regions While highlighting topics including adaptation challenges mentor mentee interaction and teacher retention this book is ideally designed for school administrators early career teachers educational researchers educational professionals and academicians seeking current

research on early career educator adaptation and practices



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