# EMPOWERED EDUCATORS

## HOW HIGH-PERFORMING SYSTEMS SHAPE TEACHING QUALITY AROUND THE WORLD

## RECRUITMENT

**Teachers' Salaries Compared to Average College Graduates**

High-Performers: 90-105%
United States: 60%

To attract quality teaching candidates, high-performing systems pay teachers relatively well compared with other college-educated professionals.

## PREPARATION

**Number of Teacher Training Schools in Each Jurisdiction**

Singapore: 1
Shanghai: 2
Finland: 8
Alberta: 9
Colorado: 35
Florida: 54

High-performing systems have fewer teacher training programs, which train teachers to meet very high standards with the expectation that they will stay in the profession, rather than dozens of programs preparing a large number of teachers who will enter and leave the profession quickly.
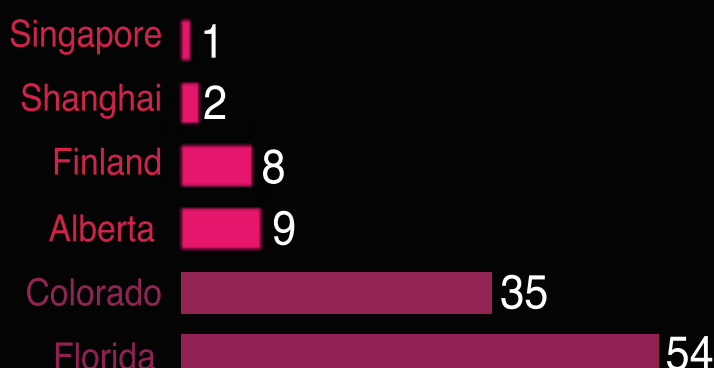
## INDUCTION & MENTORING

In **Finland**, mentoring is part of the shared learning commitment teachers make to each other and their school.

**Ontario** has a structured training program for mentors, and provides them with release time to work with their mentees.

In **Shanghai**, subject mentors provide support for beginning teachers as part of their own professional career trajectory.

Beginning teachers in high-performing education systems are not expected to be at the same level as veterans and master teachers. Instead they are given the resources and support they need to develop their craft, including high-quality mentoring programs.

## PROFESSIONAL LEARNING

**Average Teaching Hours Per Week**

Shanghai: 15
Singapore: 19
Finland: 21
United States: 27

Rather than spending funds solely on far-flung and infrequent workshops, schools in high-performing systems spend funds to provide teachers with time in the school day to continue their learning.
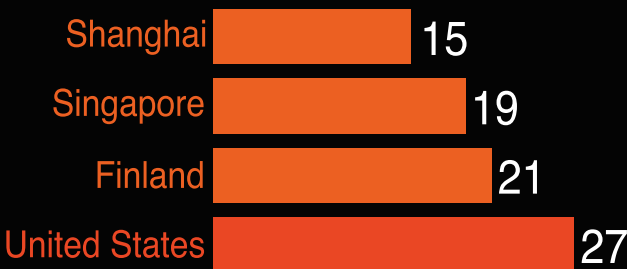
## PERFORMANCE & APPRAISAL

**Teachers Who Feel that Feedback Has Improved Their Teaching Practice**

Shanghai: 94%
Int'l Average: 62%

The main goal of teacher appraisal in high-performing systems is to provide information to help teachers improve their performance, rather than to identify and sanction low performers.

## LEADERSHIP & CAREER DEVELOPMENT

**Master Teacher**
**Lead Teacher**
**Senior Teacher**

**Principal**
**Vice Principal**
**Subject/Level Head**

**Chief Specialist**
**Lead Specialist**
**Senior Specialist**

**Singapore Teacher Career Ladder Options**

In high-performing systems, teachers do not have to leave teaching and move into administration in order to advance in their careers. They have choices and can follow their interests. This makes teaching a more attractive and rewarding profession.

**NCEE**
National Center on Education And The Economy

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