

Putting Teachers at the Center

data
classroom
CLEAR
operational
pedagogical
MAKING
TEACHER
POLICY
WORK
SCALE
sustain
instruction
technology
evaluation
pre-service
system-level barriers
individual-level barriers
LEARNING
compensation
policymakers
feasibility
professional development
rewarding
incentives
change
career progression
deploy
recruit
school
students
capacity
resources
motivated
practice
IMPLEMENTATION
political acceptability
management

Individual level



System level



Do we have adequate data?



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Bringing the best candidates into teaching and deploying them where they are most needed

Policy	Individual Level Solutions	System Level Solutions
Attracting the best into teaching		
	Make it rewarding. Ensure that pursuing a teaching career is rewarding by bolstering the profession's social status and prestige (Chile, UK) or provide incentives such as subsidized tuition at teacher colleges for high-performing students (South Africa, Shanghai)	Make it politically acceptable. Build room for additional budget for education and ensuring that pay is competitive vis-a-vis similar professions by bundling reforms (Peru)
Deploying to where they are most needed		
	Make it clear. Ensure that the process of selection for teaching jobs is clear, easy to navigate, and timely (Brazil)	Use data systems. Use data to check whether teachers understand the process and iterate as necessary.
	Make it doable. Ensure that teachers find it doable to apply to positions, particularly in hard-to-staff schools, by streamlining the application process and prioritizing making vacancies in harder-to-staff schools more salient (Ecuador)	Make it operationally feasible. Partner with the right people to develop the platform so it is easy to use and maintain (Chile)