Reimagining teacher careers for the 21st century
Evolution in teacher careers

1st generation

Single salary schedule
Teachers progress through the salary scale at the same pace. Progression is based on qualifications and seniority

2nd generation
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1st generation

Single salary schedule
Teachers progress through the salary scale at the same pace. Progression is based on qualifications and seniority

2nd generation

Bonus pay
Teachers receive a one-off payment based on positive appraisal

Salary progression based on appraisal
Teachers move through the salary spine at different speeds depending on their appraisal

Career ladder
Teachers are promoted to new roles and responsibilities based on their appraisal and receive additional salary
Example of a career ladder: Singapore

Evolution in teacher careers

1st generation

- **Single salary schedule**
  Teachers progress through the salary scale at the same pace. Progression is based on qualifications and seniority

- **Summative appraisal is not mandatory for automatic advancement**

2nd generation

- **Bonus pay**
  Teachers receive a one-off payment based on positive appraisal

- **Salary progression based on appraisal**
  Teachers move through the salary spine at different speeds depending on their appraisal

- **Career ladder**
  Teachers are promoted to new roles and responsibilities based on their appraisal and receive additional salary

- **Summative teacher appraisal**
  It constitutes a fundamental aspect for decisions concerning promotion or salary progression
### Career models in our sample

<table>
<thead>
<tr>
<th>Country</th>
<th>Single salary schedule</th>
<th>Salary progression based on appraisal</th>
<th>Career ladder</th>
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What’s promising about teacher career reforms?

- 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
What’s challenging about teacher career reforms?

- Without basic conditions, career reforms won’t help to enhance the status of the profession.
- 2nd generation career models require more financial, human and technical resources.
- Transitioning to the new structure can be complex and contentious.
How do we get there?

1. Start by consolidating what exists and adopt staged reforms
2. Teacher support is essential
3. Make sure salaries are attractive
4. Gear systems toward support, collaboration, and professional development at school level
Our publications

- Exploratory study
- 8 country notes
- 3 case studies
- 4 policy briefs
- Synthesis report
Join our side event tonight!

Teacher careers, collaboration and support: how to make change happen?

6 pm Rashyidiya Grand Ballroom
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