

Three Policy Cases to Recruit and Retain High Quality Teachers in China

ZHANG Minxuan
Teacher Education Centre Under the auspices of UNESCO

October 6th 2023

One-Slide Introduction to Teacher Policy in Shanghai & China

- China is a large developing country with over 1.4 billion people & economic and education development is very rapid but still in disparity.
- On one hand, Shanghai and several provinces obtained top scores in PISA since 2009 and very good result in TALIS since 2013, while we demand over 300,000 high quality school teachers every year, especially in the vast rural, remote and mountain areas.

Year	Secondary T.	Primary T.	Pre-school T.	Total
2000	4,813,700	5,860,300	746,500	11,420,500
2005	5,438,200	5,592,500	836,100	11,866,800
2010	5,918,850	5,645,780	1,144,220	12,708,850
2015	6,515,800	5,685,100	2,303,100	14,504,000
2020	7,007,900	6,432,400	3,531,400	16,971,700
2022	6,876,700	6,629,400	3,244,200	16,750,300

Full-time School Teachers in China 2000-2022



How to recruit high quality people to a large force of teaching profession & to retain and develop them in the lifelong career? always our challenges in past, now and future. Therefore, we set-up a strong policy system with many effective innovations. Here I would introduce only 3 cases of teacher policies.

I. Free Teacher Education Programme

- **Development of Free Teacher Education Programme (FTEP)** was set-up in 2007,

1) In that year, 6 national normal universities (top d research universities) enrolled 8,985 government-granted student teachers;

2) In 2008, 10 provincial normal universities also enrolled nearly 10,000 FTEP students with the support of provincial governments. Shanghai Normal University was one of them.

3) In 2018, FTEP was changed to **Governmental-granted Teacher Education Program (GTEP)**, now over 50 local normal universities & colleges enrolled GTEP student teachers.

- **Goals designed for the FTEP includes:**

- 1) More rural and poor family students can freely enter and study in top universities;
- 2) The nation, middle and west China, recruits high quality teachers from top institutions;
- 3) Local and rural schools will have high quality teachers graduated from top universities;
- 4) Pre-service teacher education could be reformed from the programmes as the pilots.

- **Measures to realize the objectives:**

- 1) Only students with scores in the NCEE above the MPS of that university could be admitted;
- 2) 3-side contract for every FTEP student teacher: student-- provincial government--university;



I. Free Teacher Education Programme

3) These Students would enjoy tuition waiver and grant for living expenses & free dormitory during their bachelor degree study in teacher education program (usually for 4 years);

4) During their study, FTEP student teachers should study (1) general education courses, (2) academic disciplinary-based courses (closely relevant to their future teaching subjects), (3) teaching professional courses including pedagogy, psychology, teaching skills, (4) join school teaching practice, (5) write their graduation dissertation & (6) pass the Teacher Certificate Examination.

5) Upon their graduation, they should come back to their original home province & work as a grassroots school teacher in county town and rural schools for 6 years.

6) During the 6 years of teaching, the new teachers can apply for their further study MEd for their CPD as part-time students.

● Results:

1) During 2007-2017, 100,000 FTEP graduated from the 6 national top normal universities, and over 80,000 graduates went back to their home province and worked as teachers in grassroots schools, over 90% of them now are working in Mid-West China provinces.

2) Since 2018, most provinces support their provincial normal universities to enroll GTEP students, over 600,000 student-teachers were admitted.

3) Over 300,000 GTEP graduates now are teaching in the schools of their home county and rural areas.



II. Rural Teacher Support Plan

- ❑ How to retain teachers working in rural areas? Chinese governments and society tried various initiatives and ways in many regions in past 40 years.
- ❑ In 2015, the Central government raised a nation-wide project called **Rural Teacher Support Plan(RTSP)**.
 - 2 main parts in the plan: **living subsidies & housing allowance** for rural teachers .
 - The budget of rural teacher support is shared by both Central and local governments.
 - **Living subsidy:**
 - 1) **Subsidy standard:** rural teachers' income no less but higher than that of local civil servants;
 - 2) **Teacher coverage:** Rural teachers, STP volunteers & others who come to work in rural schools.
 - 3) **Region coverage:** Started from over 2000 nationally recognized poor counties, & now all rural areas, yet the Central Government mainly support the national recognized counties (now over 500).
 - **Housing subsidy approaches:**
 - 1) Local governments include all rural teachers into National Housing Provident Fund System;
 - 2) Governments support rural teachers purchase properties by installments with housing subsidy;
 - 3) The Central Governments invested RMB 26 billion to buy or build dormitories for teachers living in remote and poorest areas. In all 600,000 sets for 830,000 teachers enjoy the dormitories.
 - 4) New rural teachers are offered 35-meter dormitory with bathroom, furniture, hitting, kitchen & water, before they buy their own properties....



IV. Teachers' Pension

- In China, it is believed that “Respect teachers” should not only expressed by words & social honors, but should ensure their deserved economic income and high quality life.
- Therefore, China kept various ways to raise the income of school teachers. In 1993, **Teacher Act of People's Republic of China** was issued. The law regulates:



- 1) **Teachers' salary income should be no less or higher than that of civil servants** in the same region (Article 25);

Average Annual Wage in China 2020	
1. ICT, software and ICT service	¥ 177544
2. Sciences research & technology Service	¥ 139851
3. Finance	¥ 133390
4. Electric power and energy	¥ 116728
5. Medical service	¥ 115449
6. Cultural, Sports and enter	¥ 112081
7. Education	¥ 100642
8. Transportation and post	¥ 100642
9. Mining	¥ 96674
10. Wholesale and retail	¥ 96521
13. Manufactory	¥ 82783
19. Agriculture, Forest, and Fishing	¥ 48540

- 2) School teachers have the right to enjoy “**teaching-age allowance**” and others (Article 26)
- 3) Teachers enjoy **the medical care service equal to that of civil servants**, teachers should enjoy free health checkup regularly (Article 29);
- 4) Upon teachers' retirement, they should enjoy **the retirement pension & other treatments arranged by Central Government**, and local governments should provide retired teachers various care and allowance (Article 30)
- In practice, **teachers with over 20 years of school teaching enjoy the retirement pension equal to 100% of their salary** just before their retirement.
- In fact, it is the only one profession which enjoys such great pension, even professors could not enjoy that high rate pension (usually 75%). It encourages school teachers working as their lifelong career.

教育大计 教师为本

Better Teacher Better Education

Thank you !