



# Reimagining teacher careers for the 21st century

12th Policy Dialogue Forum of the  
International Task Force on Teachers for  
Education 2030

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Barbara Tournier & Chloé Chimier



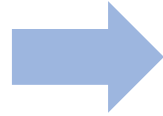
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# Evolution in teacher careers

1st generation

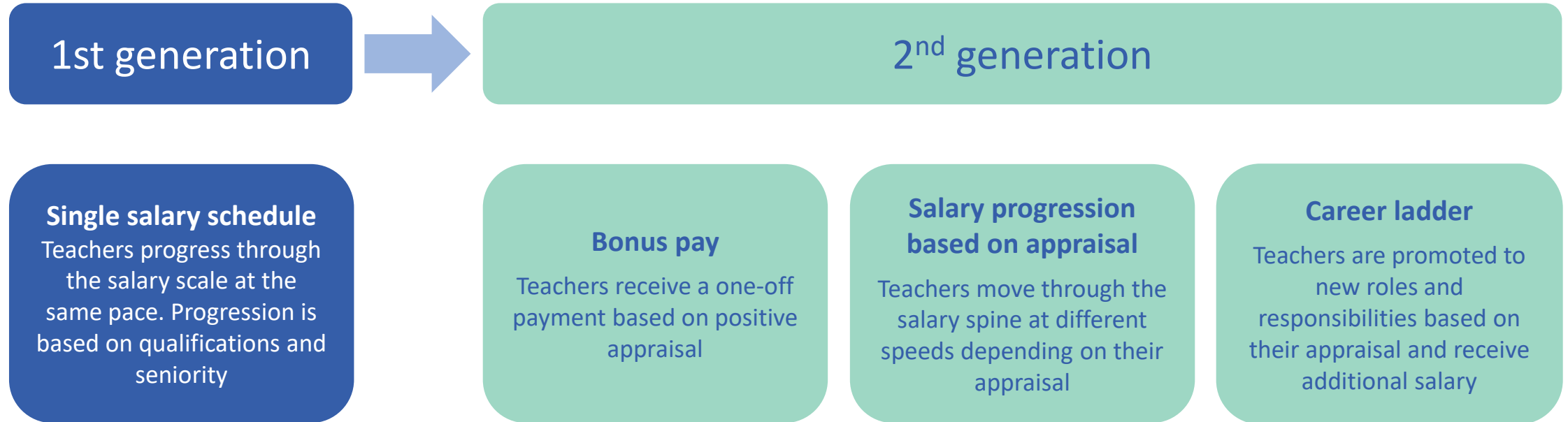


2<sup>nd</sup> generation

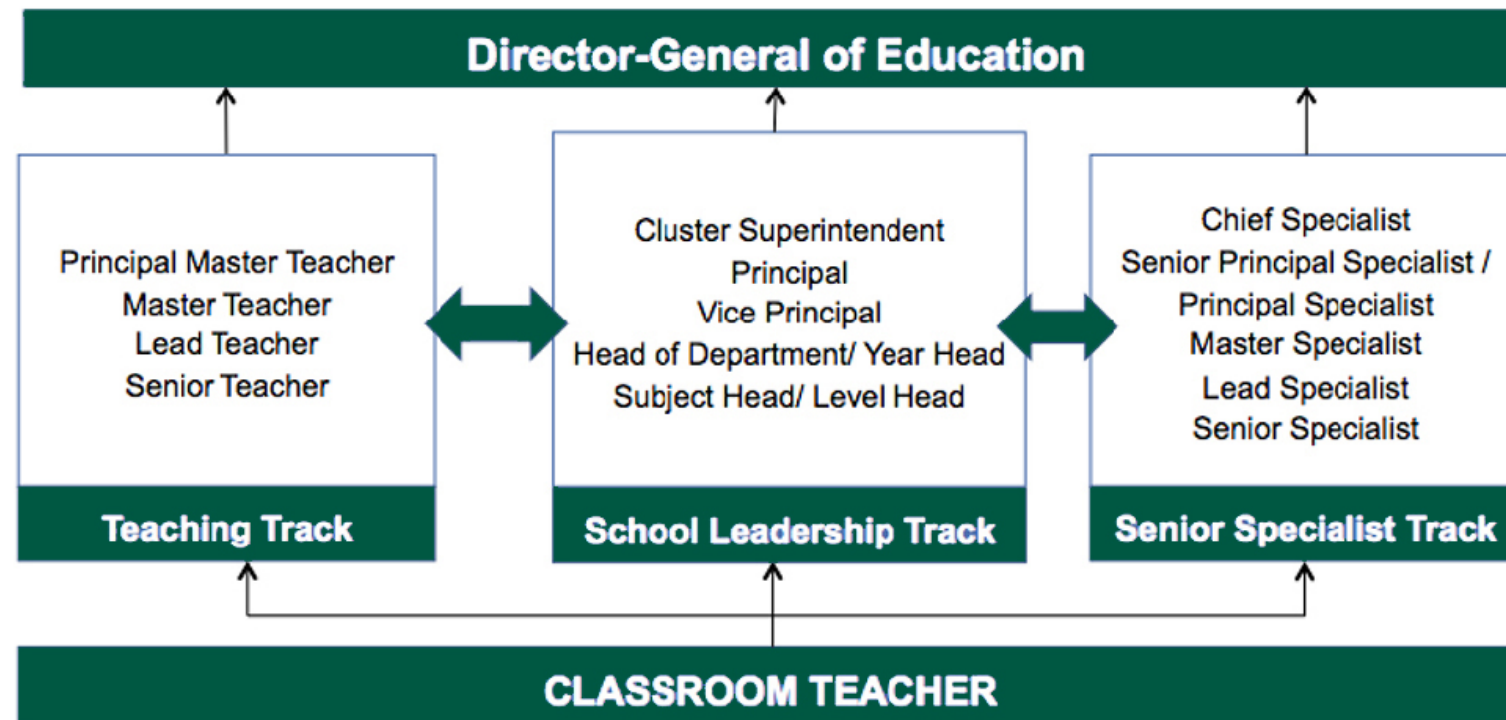
## Single salary schedule

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

# Evolution in teacher careers

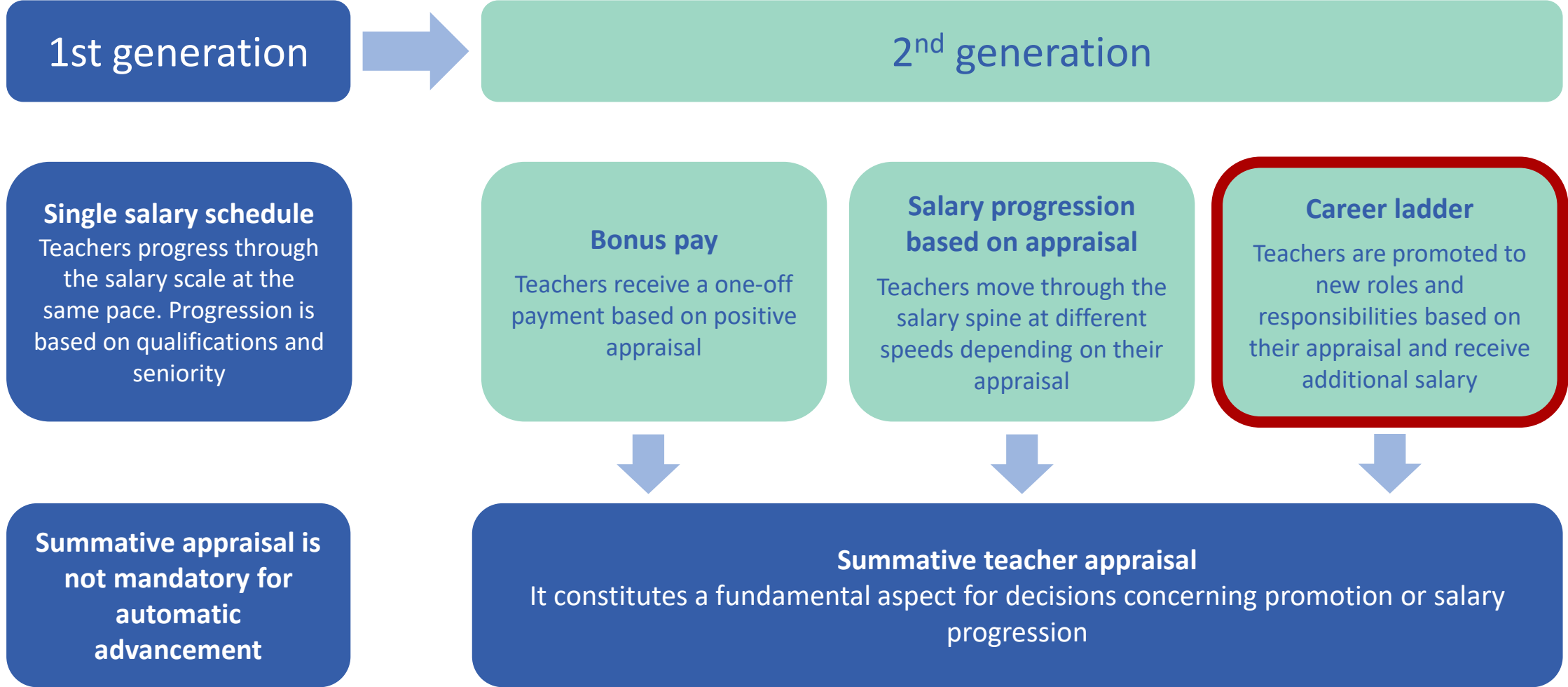


# Example of a career ladder: Singapore



Source: Retrieved from: <https://www.moe.gov.sg/careers/teach/career-information>

# Evolution in teacher careers





# Career models in our sample

	Single salary schedule	Salary progression based on appraisal	Career ladder	Bonus pay
Colombia	●	●	●	
Ecuador		●	●	●
Ethiopia			●	
Lithuania	●		●	
Mexico	●	●	●	
New York City	●		●	
Peru		●	●	●
Scotland	●		●	
South Africa	●	●	●	
Thailand		●	●	

# 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
- 2<sup>nd</sup> 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?

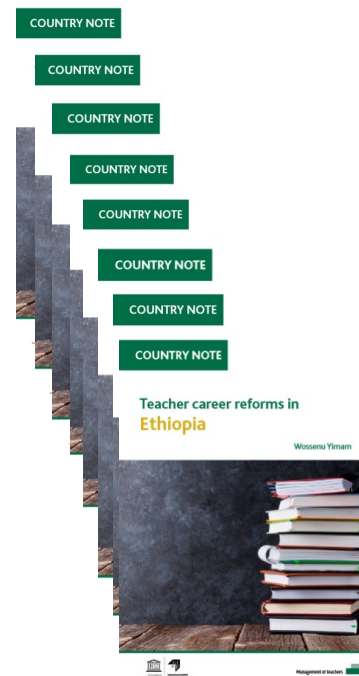
- 1 Start by consolidating what exists and adopt staged reforms
- 2 Teacher support is essential
- 3 Make sure salaries are attractive
- 4 Gear systems toward support, collaboration, and professional development at school level

# Our publications

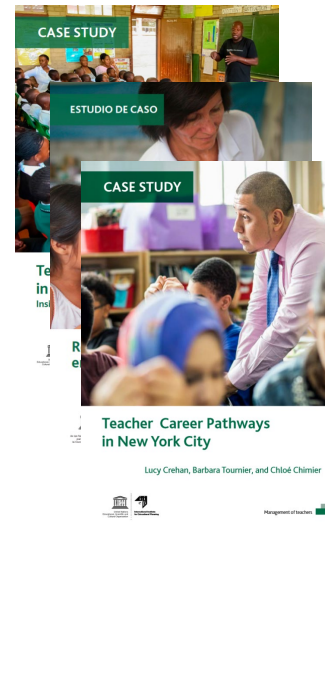
Exploratory study



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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International Institute  
for Educational Planning

the  
**Education**  
**Commission**

# Contact information

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