Teachers' professional identity; Professional development and learning & teacher identity



Centre for the Use of Research and Evidence In Education

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The Centre for the Use of Research and Evidence in Education Presentation at the International Congress for School Effectiveness and Improvement Conference

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This presentation will...

- Describe the research from which our learning was drawn
- Identify the key findings from the research relating to impact on teachers' professional identities of professional development policies
- Explore the opportunities for developing effective policy related to teachers' continuing professional development and learning which are suggested from the research findings
- Use the above to prompt a discussion about the parallels and divergences within this topic in the context of the Global North and South

Introduction to our research

Research into the key building blocks of teachers' professional identities in seven education systems worldwide



Introduction to our research

- We explored how different countries construct teachers' professional identities through the lens of:
 - Classroom practices
 - Professional learning and development
 - Collaboration and networks
 - Government structures e.g. accountability systems
 - Teacher voice and leadership
 - Wider social and cultural contexts
- In order to cast light on how teachers create, access, share and shape professional knowledge

Stage 1 Research posters for each of the 7 systems, summarising education policies & context

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Teacher Identitie	ies and Profe	ssionalism Rese	arch	Teacher Io	entities and	Professionali	sm Research						100 million		_			
Headline Findings									Teacher Identities and Professionalism Research					Teacher Identities and Professionalism Research				
Berlin	National Structures, Support and Direction	Pay/professional status	Collaboration	Kenya	Increasing stude	int enrolment	shortage Kenya Vision 2030		Singap	ore	Headline Fin	dings	Scot			Headline Findings	neseuren	
		Teachers report a positive work	The majority of teachers co-		The introductio and secondary	the increase in of free primary enrolment has enrolment has	ed to a The provision of quality	count.	8-P	Astron	g commitment to	A robust, at-times challenging	SCOL	Id IIQ Strong		I positive and welcoming scho environment, with a degree a	al Active partnerships and f increases in collaborative	
S	 Poor performance for German is PISA 2000 was an impetus fi the creation of the Conference 		operate with their colleagues in exchanging materials and		and 2008 has le enrolment level	ed to skyrocketing the number of	registered of the Kenys Vision 2030. This is guided by the visio	an to	Cx*x	learner's	ind leachers' needs	CPDE environment			of's setters is characterized by a	autonomy Southin advois typically have a peak rolling with relatively low classroom	professional learning	
7	of Ministers of Education, establishing more strategic	good.	information (above OECD		secondary and However, there	university level This has also be is still a need for	en potential",		· * *	×	Area designed to have and a strong control of	and und valued professional development there and effect the former is dearly toget by			committeent to national	disruption and high levels of learner, teacher and leader conveitment. Teachers regularly ity new approach	and active collars of permanatory and comensus building.	
43	planning at the federal level. There is a strong policy focus of inclusion to support immeran	with regards to approaches to teaching and learning, is strong. Pay for teachers in Germany is errors the Nebest is the OECO.	Intely to engage in more complex forms of collaboration, such as joint planning and peer leason observation.		 In 2010, over 1r 	ess to education. and a lack of pe	ficy to are expected in areas suc	ch az			reliance states and Burnighout the syst	attragts with the level of		· 54	concentrate at the state of the statement	Transferst regularly try men approach and had an unuraged to do as and he control of pedagogy and the implementation of the Confusion N Economics	collaboration - including Trum the rolable' - through tothethem and	
	and SEND pupils.	among the highest in the OECD.	lesson observation.		Kenya did not a nimh highest in	ittend school - the	and CPD and performance	-	211	× 1.	weeking streams of the space of	and for the supercritical and have			en creating structure and allowing for leader professionalism. allowed improvement framework	Implementation of the Contraction N Excellence. The government is consolited to shi more responsibility from local autor	There is a new generation of teachers and leaders developing a	
	Berlin Education System	Verview	2.12	F		and teacher pa intended to con		100			relepinent and Impact Day sealer, greater has they docen to	In the set of the set		by:		to scheck.	teachers and leaders developing a colleborative collare for professional learning.	
Teacher Pole		ssional Development, Leaders	hip, Accountability	4	Kenya Educat	ion System Overview		100		Singapore Edu	cation System Overview		-		Education System O			
Priorities and Organisation and R	Retention Te	aching and Learning an	d Assessment	Priorities and Organisation	Teacher Roles, Recruitment and Referition	Professional Development, Teac and Learning	hing Leadership, Accountability Assessment	yand been	Priorities and Organisation	Teacher Roles, Recruitment and Referction	I Professional Development, Teach and Learning	ing Leadership, Accountability and Assessment	Priorities and Organisal	tion Teacher Holes, Recruit Retention	ment and Professional C	Sevelopment, Teaching nd Learning	Leadership, Accountability and Assessment	
	cher Status Profe		llaboration and leadership	System	Teacher Status	Professional development							System	Teacher Stat		al development and	Collaboration and leadership	
	in conducted ecross a number of Continuin	protectional	leadership	Overview The International International	and Autonomy	Learning	leadership	aning deputy	System organisation, funding and governance	Teacher Status and Autonomy	Professional development a Learning	nd Collaboration and leadership	Most pugits in Social (IS.5%) ethend one				According to the OECO (May 2015), Yeal and active	
overseen by the education authority.	teaching profession. and Med for school	Teacher	Identities and	Pri State Department of State Department these Department for Vision and Technical	Augmented processory association responsible for Augmenting trained teachers	 (after elevel to as is sented technical advantation) of prime by the respondicity of the Investor of Gasti Assertance in the Ministra of Education. The inclusion 	wadentity preparation or development. Non	new, land	and a state of Mill schedule is Strangerer, all of	Dise for Department government residend to real	Teachers in Degesion relative a substantial encount of	Decision Department Anticipal and any onto	Advanture Authorities, with funding and na fransactific provided by the Social gover Social and a security contains agreed to be	donal Instant (CTC) we are of the first of movement. The world after it was set up in 1985, assault to the Jostich Partment mark	niting security to a 2012, legislation industry and industry approximate		entern', with Carriculum for Excellence (DE) being a pool exempte of how partners representing different statebolies serve legether to plan, implement and	
	teachers report leing happy with a strong identification with the faudan. Is positive work outburn, with good t and ministrahips with spleagues.	Ajet getile		Twicks There begin there the University Education There are also a number of Adoles Innormal with mean reach an update assessment and an entrankee	Ascrubing and analoging agricewal leaders Promoting a transferring teachers Concess disciplinary control over teachers, india Concess disciplinary control over teachers, india	responsibility for initialing programmes to terget on in total teacher training. Other organizations in other initiale the leaves Dispetier Management institute	and in this	Sec.	b) All arrise the additional drive overlapt of the stend Messey of Education, Science is Engineers a divided into several different space, specification as with an expension and refer to the generation.	Next Next Section 2 (1997) and 1997 and		from develop which and appear the three trade, they have	Independently of the UK system, with response	enablity for extent and The instance in the second second second	for teaching Interdice to, functions a part intercline to despit the intercent to despit the intercent to despit the intercent	to estimate the use of recearch to	number program. The persentent softwarehow with enhancements, baseling entropy such as 00, NAD/WP, 2014. and VOCE and many other statebulier tendes and	
Hoto replant a source into the process: The registry of table Secondary (12-16) Secondary (12	t and relationships with colleagues.	ing groups at	ile	development and recodering excentions before controlling development and recodering special extractional reads, to devical advoction and association advoctionals, facilitation including and reconfiguration	 Redeving the descents of education and teach balling 	 Remain Institute of Constraints Development. A recent 2014 SAME-Teachers report noted that will 	and the The TEC regulate about administration to also internet of the disadigment excess array course area as a pre-regulate for regulation proportion to proper day.	the Dan etter	and schedol ¹ , these witch are independent (though Evenoming to the Education Ministry), and these	production options, and or average from on 2 applicants for every teaching position which become evaluates	of CPEs a same, ADS of which evaluate the forces of an developing standing and isomoly, behavior provide a suggest for approximative of the two of the two of Departments will complete a backet reach analysis to	for the title seas in other searches. Official of le- ters been serving sectors and so may and do rela- te the searces beating (set from time is time after	T-10 Southing advention is reported serveral stag	an perfectoralized to the full links	adar and practitioners and an fewering local action ran	on of a relational forces for academics onling with all 52 local authorities to partit based or sharts on singing the	industrial association and as the built of Calego for Ducational Leadership. A 2016 evaluation of the impact of the implementation of Teaching Instituted's Follow	
choos and grammar schoos. Stoog were of teach with regards to appr mediater PSA performance in 2000 led to an Taschers in German	approaches to teaching & learning. The Berlinstry receive emong the highest including	Senate sko p ublect update	Secio-econo		Courses disciplinary control and teachers, india terministing employment Bedeuring the descellar of education and teach in herizoning the descellar of education and teachers Advancing the setural generation of matters Advancing the descellarg profession	where one sector takes a prophet, as the built	weity		n sight. There are also quells ad axis for clusters In special reacts.	The Ministry of Education's which for Singaporean Seasters is that they should be highly surgedient	p2xxx/, with injust from martain traction, and from th regards in other workships, or well as a fraction or evelopies another, for transferrir remaining 22 hours of	Inter the test start that and while permits in	 Primary 3-7 (PS-7, age 5-12) Secondary 3-6 (S1-6, age 12-26) 	 Impaction and UA self-availuation affective and incidentiation of the 	(Dected) wher julgement in the NP is the set In the NP is the Set is the set	metelogies. Seclety, a larger registe becarts them produe and chare	Indicates that is not provided of function and basis are inside focused on trying to embed a professional learning and create a coloure of opermises and	
		planning fran which provide ant and learni	E Dea	with an of the and donation of and a sector. Second	Yes TSC is also responsible for teacher promotion. Au SIS, there were new 13,555 teachers in public advantum technickers who had cereed in the same		entities and F	Profess	children in Singapore are required by ine to receive others education, and bits a physical others for ranking and the sould be a should be a should be assure that require another co. Ordiner stand	professionals who can work independently and tob dependently in Hear professional options, bringing it monories and experime into the clearment.	ended CPD, 200, 5 or element of the envy of the responsibilities which teachers agree to oner they a profession, and there is a strong solicite of edit-deals	ter the	Surdial date shash, with two exactlants, propadation and non-selection. There a did teachers also to teach Galls: 4 sprife	en fully in carmetty inscring the percentage having inscring rights of by drick and an inscring and reconciliation	Inclusional Extension sharps and in Inclusion system means that loss professional services in	forms in the Southin education implays to date and weaking with of periodies importance. Evaluation	where we have the southing prevent theme	
me exist in the private sector. The state sponsors 30 Begual actools for languages including English, rishh and Spanish. Negetive reflections		by of teachers	and the local diversion of the local diversio	The best main topics of a dwall in herice are public and	position in voteral of 25 years without promotion the			TOTES	to any advant from the ages of 7 to 12, and then take reflected erach which determines much of their	Representative relative are, or exercise, URL per year, compared to a content regis for the court (SAT) ART per year. Daning coloring for fully content	try of 1745 takes a number of different force, the lading	OTIL and control on development also encompany encompany sofieleration, which the personalizes of restland framework. It is also embedded within an	nt of teachers and in a farmer Catholic school to other CBCD systems, it is common for po grouped by shilling into different states or p	and Anishing al Anishing gifts to be groups Anishing by groups and reparations	of the implementation - (055) suggests that the	Tambing Instituted's Estions (Marsh	Receipted the beckel of the processing processing instantials and enforcements. Assembling in the backlish genericitiest, greater instantially "lice in mildle" (Le. aster sectioned but decises informi level in "section").	
		ted by advice	deal Tech			Ontar		erned through Aria	ondey choil agarteria. Incordey low, nuderis en sopratel Into faur	SSR5_288 per year. Horizing orderine for fully gualifies length-sing features are annual 1218, 600 per month, which is lighter to prevent lends for giralization that is normal starting point for real annuaris. Research and normal starting point for real annuaris. Research and the real starting point for real annuaris.	d Profestional Learning Communities and Research Learning Study trials. Teachers are expected to take 120 forum the CPDI, the year and are able to choose when and fore to	er grended by Ba belyalan of "contractly building" of onin heat of professional lawelty.	et a within damas for some subjects. With a mailtance out in UK while budgets, I	Instantion Continued in any distantion of Authority and Authority Technology Continues Conti	Anternal in delages to here annous follow 2013 Education Scattered auto-	monation taking plans. Professional regard to research briefings from mariting reases to belease to the always. Teachers report a granter ment and secondary of CPD, and	andership at all levels is an officer lag sitteer for improvement transfilled in the finding improvement formation of the Providence and as the formation	
Contexts Differing opinions als	ns about the quality of relationships equally in which pervents: in one survey, three-	build with the calves the role	Delo:	roductio	in 2013-2013 there were plit? Insertings for profession minimumburt, in addition, there has been a sharp the ti roard cause instituted by baschers in challenge the			n partnership	sams location that participants in the Primary and Learning Economication (PEU). These streams related:	and free to leave the service of any time, only fee and market-drives and adjusted every fee years, 42 a re		states and Dec	The government has worked to protect the hodgets and larged funding to priority area		replier that d shudi the previous second angege previous second angegee previous second previous second angegee previous second angege pr		Seed Teaching - Oracl Loaning Programma have focused on developing feaders of learning through marker-cleases, support learning and the emobilithment	
educational priorities of the German system ee vasked by the Ideal of Salattabiling: an Individual's autition of culture licensia growth and fidewalighment, which carries implications for the fidewalighment, which carries implications for the	h parants; in another, over half said reflective arents did not respect them.	esperiential	indes The so Refer Sector		Commission's clashing on decipting, transform, and positing.		tool or	n of provincial and reperturbors load skillby for different	The transition Programmer, 204 allows logacian VP levels and indused table "A" levels, International Researchments, or an exploration membration after all years of education. It is	in the part is not a supplicate and an and a second		ntities and Pro	Tes II for with decided share manyments			han' reach and there is an increased his and the STG2 standards, promote m0CPDL and perlagage."	and suggest of Advaci Jaarsing Communities for all shell indity materia.	
y school leaders and teachers way their rise.	or peer lesson obersetions.	agogy, I Classro	3017	e chafter und prime fig to suit and preservations into excessiony and technical scheme. Society and entry	Training, employment and retention		agenti agenti	rgenteetons loid skilling for different s of the other after s, averages by the sy of Education	execution after all years of aducation. The Interded for the most able students.	International standards, degree of control in their	Sweder	Decline and Be	Dis witten dwer school. Twee is additional priority groups and areas such as high loss and house descined inservice successful and	Training, employer retention		to importance of endersting impact of professional learning and the encoding and spring and the	nutifies bisededge is the system. It inserportees a single of features to tack! collectedue secting and agging practitioners to suggest a self ingraving	
stabilishment of the National Conferences of Ministers communicate with o I Iducation (KMK) to provide coordinated support and significantly being the support of the sup	to less likely to regularly diffi colleagues about pupil progress, The scho y below the OECD average number as key to	Ingedante chool quality:	Chile Educatio	In Sy score attend comparison.	Two and igns of backer education programment		• District	Councils provide	International for the school active structures interface up to Constraint. These are four pairs counters interface up to the Generalized Castillizets of Educations. "Or London's Description, values of the sign of 15. Declarities frame chicks over what add/active they take, but	 partness of career programmer. Section: In Engineer choices to take posts on one of three power routes, nemely The Treat big treat, for finance who with to an 		 After years of declarate extens, referets have 	named to Atternment hashand Fund, the bit sole Pro-	Inclusion The 2022 Teaching Surface's Future In Surface at The 2022 Teaching Surfaces's Future	range of classing for adaption in Spectrum, Spectrum and densiting the	e professional learning of teachers.	extraction options. Calleboration and stronger technology is being encouraged in numerous other event including	
ISA 2000 coincided with a large number of refugees	0	electer of a electer offer Priorities and Organisation	Teacher Roles, Recruitment and	National Priorities and Contexts	Even Ends Edit (Mildiand Development and Macather (EDIT), where technics on Annual directly in arrive course in Datata Centres for Endy Childron Macather Frinary teacher education (PTD), a two year Frinary teacher education (PTD), a two year		· Alter	sence at a local level. chers in publicity	must include Explor, mathematics, their mother tangue, contribut humanities, and some form of science	 The "second press": for Second acts to a the risk second. The "second press": for Second second second on active the Second press for Second Second Second the extension exclusive second Second Second Second the extension exclusive second Second Second Second Second Second Second Seco		Plan 2012 marks the directored Plan 2012 marks bring the will be reacted and A provide the set and	National Priorities a	frame now laser, buyles anded. The No.	and professional laws	the appropriate CTUS	scholarethely despects load authority dail or appeal priorities which support the Southely Americanity Technics, Physics & doc season for interpretations	
riving in Germany and the Inglementation of the COD UN Convention of the Rights of Persons with	employment and	(prectice-beau dag environment in environment	Retention	Contexts	Childhood Education Primary teacher advantation (PTD), a tea year		Lunded meridea artiste	Contario uchoule are are of a teachart'	a formal load (5 loce) wars, with the possibility	the education earliering and The "serior operated treats" for these size of experiment is also such as curriculan design.		A surveyour based appro- retires that based balant balancia's surveyour and the surveyour appro- researchest and regimes	tion to Contexts	Southers! has a "Highly professional, all who can exploit fully the potential of	infunctions providegeneration		College controlly see at the Collect Material	
hallenge and leading to significant structural reforms provide the backston, initiatives to address this Teaching in Berlin is a Maximum Control of the backstone in Berlin is a Berlin is	Masters profession, Initial teacher	ston in deno addonin deno and governance	ling Teacher Status	respectively, matrix to more students once excellen- in primery educate by X12 them in X83, the second	public religes serves the ouriery and other pro- subgest.	-	Ontario Educati	ing Sustan O	 Section and adaptives Technical during the bis technical adaptives the technical adaptives and technical to the adaptive adaptive technical to the adaptive technical tech	tenting, educational research, and advantional possibility		when and expectation supportantity a "Yout in efficiency concerning and pro- tein parts place is only being parts place is only	The property of the property o			, Curriculum and room Culture	actions' content and opportunities and according antipart and productored law 1978	
	Syser course and 52 months as a newly qualified teacher (NQT). Pupils as that nearly half of students who	and governance	and Autonomy	gross annubrant ratio reas have 40% to DPL to the anne period, and 7,000 tees adhedd were opered. Throbhant numbers at unbandly load were opered.		Priorities and Organisation	Teacher Roles, Recruitment and	Professional D	the Orlevel even and tale more watering/shatned adjusts	The third will be a part during one's server, and the solution are equil array and the first the serve has majorite are equil array and the first the serve has majorite the service are the tool is characteria.		Terlig part in plane to early the powerset a powerset by the DECD, and challen	and said a reading, induces and mailes have brought to		K.BTG-GR.B45 To Cardouburn for Bro	nimera (171) provides defailed and expirations for all etitiden. Lase	Accountability and Assess	
bedgrounds pess their Masters choose Ring-fenced funding for schools to greate more profession as an NQT, lead	oose not to progress into the secondar , leading to a chronic shortage of French, 3 (arithmetic, deamlatry, (primary)	education, in andiard assess Indiard assess and grade 2 (n	the USD sources, and teachers have the highest humber or debitery working hours. Furthermore, the exempt de- minant, the hierong the legant enoug DEG countries.	ing to dynamial indexem 202 and 3224, as the first shart of freely educated students made their even through the sectem.	contractions requestionly Technical Interface educations, which is offered as restance. Technical Interface of the other into technical Interface Interfaces for executing solution technical Interfaces (Totacs, Interface), technical endingen, includes of technical provide solutions includes the interfaces (Totac ending), and socialized		Retextion		cent studies have extinuted that an exempt of 200 Degestreer withdow late 10° land electro and 40	precipious disc another.		Swedish Education Sys	tem (ter promise of the features)	Teachers taking an additional require also qualify for a penden based on on earnings and benefits such as thereit		an models, It is designed to give appy and replanariation, providing risks allowing the flackOty to during SICD-second to 2013, the contractor in		
Dual (practice-based) Learning to provide computing, music, sport 8 practical experience been attributed to high at	reams, prysics, internany, generary, ont & SEND specialists. This has being required to work at westand The phile	switchise for children upod 2 months -1 = Frances of example of second in the		Pasener, there is still a load for contributive progra- in access in and quality of education, in 2010, and pased in and quality of education, in 2010,	41 college, includes of technology and vocablessi pulpadrate	System organisation, funding and governance	Teacher Status and Autonomy	Professional	ne l	Training, employment and leadership	Priorities and Organisation	Teacher Roles, Recruitment and Retention	Prof arbitrown po beauer non and lead do room profession, homeward in diligent on	the bar bar bar bar and bar bar a mainter technologist deschafte des contact time per see		SID-schedul 2013, the contradium in to being the subject of a concentration		
dvens ethnic badgrounds and investig standards. To convertly 28 hours a week	th. Teaching hours per week are education week in primery schools and 25-28 silowing	al thicking in C Secondary advantiats or advantile percent offering two types of diplome (wherdfly-	leasting profession was valued by entirity.	white this summer had balance attem 2000, it remains the south toginar he has worth, An of 2005, mer a		There are around 1,000 advance in Orderic, and the majority of students (2012) attend one of the four orderidy funded advances ordered. English Public,	According to a public option survey conducted every 3 peers by the Drive to Institute for Studies in Schooling,	A lasy wireneest of Orsiants's education action is a force on acquiring most	to strategy and theory of The education and those productions of supervised line for	en in de tang ales te protes a range mélékeretien and teachar of paratiret anvante datud initiative	System organisation and governance	Teacher Status and Autonomy	Professional development and Learning	Collaboration and leadership				
Our produces for 2000 and billinged pupils made the education extensive include: CEV, is comparing to re-	ndary schools, the education union, to reduce these hours.	Auring school 1 humanities or technical professional for splang or half	per weak inserting, which was more than most other 19425 countries. Of this, 72% of their leader	The scatter of young people had not programmed to Sectors will emploit to the rights for the best in: Sectors will emploit to the derivatives		Eight Getels, hand hall all hard Cenas. They be age of 515, shiften an resided in dep h	Average parents, and information for leasting quality are shown in the close to 20%, and entering into leasting	 Inspectry to do as. The Directions Set Research Group shorty (2024) indicate 	addence and Folicy coartney, the game	and particular and the second states of the second	The families former cannot a regulated through the Education Act, and the rational advantational graduates are	Testine an escherter anti-atte de colles of tes	and Cearning at if are path to for tars per todated the theory administrat of beetlist teachers. It who	readership a kaling buffler if leanent in leader is, supprised by a fait repartmeters				
		The Meaning of December in Chile is the state provening body responding for setting the free for and patting setting advantation patrices. To	Time was spart on teaching & serving, 11% or exhibition was spart on teaching in the serving of the service teacher of the service of the ser	Access to free and quality UFO, guaranteed by the clark This system will also be promote feeder CPO, installizatly and	The Good School Landership frequences of Monty party in Science Derewisio, Interdised in 2020, while outlines the oblice and comparences required for sandly landership in cohools, to the areas of a landership in cohools, to the areas of a landership in cohools, to the areas of a	school. The four phases of education are primary (grades 1-0), (union (grades 1-0), intermediate (grades)	remains a similarity names. All teachers in Colorado's publicly funded advants are	professional learning editerly part professional learning editerly purported to 12 months, down to 50% reported to		in the second seco	and wantered by the Minkoy of Education and Second Minkoy, Decidions of how is address these park are left to marked and advantation. The Minkow is approximately to marked and advantation of the Minkow is a second advantation.	why we in 1992, to an above a particular of the product of the second se	anti-yean, foromen, her datum sem addet to the me dructure for teachers. Next Senten bild attimut respectivities and a logier ratery. Teacher inter Looker procise thereing contents it data	ture. The cherr are taplicate organized into process which there requestibility for story that work. Taplicate data have a lage				
	-	proventing local proposalities for watching the free for wat garding national advantum parties. The backets requirements for for garding taxes in the transverse, developing patients to garding to be advantues and freedow of advantum, propo- ties advantues and freedow of advantum, propo- ties advantues and freedow of advantum, propo-	attenti in 2017. Die Ministry of Education inundent die Tweller ing Professional Dassingment (gefam as get of die nam Profession Destingment (ge. e.C.) for investment in	collectively, in building or reachery' incodedge of facebrag matricels and diviplines, executing in the context in which they work.	Cardiadam menagament	7.50) and active (product). 31.51). Full-day locating article is also provided.	regulated in the matchases of the Ontaria Taschert Taskenation (CTT). The one experiment of the CTT are to prompt and advantum the paces of advantation; the material the relation of the baseling perimetation;	A Muniting Table on Taxathar Develop partnersting with the Ministry of Dia Tedenations, recommended the follow	and in and the best entry	and hotes a tracting environment professional learning	Restinal Agency for Minuskon (MHZ), the Service Science Inspectrums and the Restinal Agency for Service Restin Education in Science.	methods used to a frieve this are left to advant regardners and	d much demonstrative of level 1 years of high-guiding marks	the second secon				
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	1	They have abilitable to share a function on	and and owned to be and the second	presides, and efficient as to 20 member. Trans allocated to induction transport and the feature of by the Ministry of Education, therefore, for the particle of the induction, secting weekly adoption may con-		the public education option, under the Inducation and Induction the development of militar and	La ancie and increase public interest in alcostional addresses alcostional addresses to conserve addresses	Suitatelite Initatelite	 Induction capacity in private line (induction) 	rhunities for collectendon at third and school levels; and	Then extractional life of an early say, in 2022, 10% of it per value server ball is pre-active lager 1-10, they derive the values the VER example of 205, four extract places are pre-table in the per pine to the server pre-active ball (Markov State).	between physical and teachers. This has had to dealing advanta signify shows the URLB seerage, this statute of the proof the active teacher below everyge. The teacher advantation	a NUT much sensers that to service methods processes a scalable in all parts of the country, while school and the function of the country, and a school	Crashing Asked scenarios Asked				
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Stage 2 – what makes a difference within country

- We used the wider research to structure a survey
- We used the country analyses/posters to contextualise survey questions
- We worked with teacher professional bodies and associations to recruit teachers to surveys
- We compared surveys and posters and created country highlight reports

The survey highlights from Scotland were published on the El website, and made national news in Scotland

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olitics

Politics





- Teachers in Scotland feel they have little or no control over • Their pay (97%)
- How they and other teachers are assessed (72%)
- National schemes of learning (64%)



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Our Work

Home News Understanding teacher identity in the 21st century

Understanding teacher identity in the 21st century

Text by: Education International Published: 22.09.2017 Last edited: 26.09.2017

How national policies and cultural factors influence the development of teachers' professional identities is the subject of a new set of studies commissioned by Education International – an eye-opener for educators and policy makers alike.

How national policies and cultural factors influence the development of teachers' professional identities subject of a new set of studies commissioned by Education International – an eye-opener for education policy makers alike.

The Centre for the Use of Research and Evidence in Education (CUREE) and Education Interna

Education undervalued in Scotland, teachers say



Almost four in five teachers surveyed did not feel that a work-life balance was achievable



Teachers feel disrespected and overworked and most do not believe that education is valued in Scotland, according to a study.

The findings of a survey of more than 1,300 teachers also revealed that almost four in five did not feel they could achieve a work-life balance while only 15 cent felt they were given the chance to influence national education poly

Drawing preliminary conclusions about policy from the study findings

Enhancing teacher quality via CPD

- Local ecologies matter hugely
- But Teaching is a profession so for CPD there are some coherent themes e.g. pedagogy & a desire for more CPD
- More CPD not necessarily better. Good diagnostic analysis of system capacity and focus on quality CPD matters more
- CPD provision needs to be matched to complexity of task
- Intense reforms can generate significant increases in short term, remedial, undifferentiated CPD which undermines professional identities
- Teacher leadership can be complementary e.g. in Ontario teacher CPDL has, if anything, reduced to make way for teacher co-learning and leadership
- Links between CPD, accountability and performance review are critical and can enhance or undermine

CPDL and system performance



CPDL and teacher supply

- This evidence suggests that key building blocks for developing teachers' professional identities and healthy teacher supply include:
 - Good opportunities/ pathways for progression that value teachers and teaching not just schooling & are competitive
 - Positioning teachers as professionals who want and need to learn on a continuous basis, not as practitioners whose work needs to be correct; and
 - Investment in high quality CPDL
- But CPDL becomes a problem not a solution if high levels of CPDL are set as an entitlement – without the resource, ring fencing or capacity to do it well

Workload and work life balance

- The patterns around workload and work life balance are diverse
- Lower working hours don't guarantee a positive work life balance
- Positive status and predictability/stability look to be more important



Work life balance

Perceived positive work life balance linked less with amount of mandated working time than: The status of the profession, of teachers and teaching Aligning the system's and the teachers' professional values Changes that had little or no impact arose from: Formal reductions in time without reducing workloads; Or carving reductions out of what teachers see as fundamental

Teacher values

Teachers ranked this aims in interesting ways:

- Across all seven systems, ensuring student success in formal examinations was ranked as least important
- Promoting student interest and enjoyment in life-long learning was top, in Ontario, Scotland and Chile; and
- Educating students to be best citizens they can be was top in Berlin, Singapore and Kenya (also linked to enjoyment)
- In Sweden communicating subject knowledge to students was the top priority which flowed directly from new reforms which focus on communicating knowledge
- What teachers in the other six countries were saying was that the route to progress was through engaging with students in the round

For reference

Tull report can be found:

 https://eiie.org/en/detail/16177/teachers%E2%80%
 99-professional-development-andconditions-vital-signs-for-student-wellbeing-and-progress



Philippa Cordingley, Bart Crisp, Paige Johns, Thomas Perry, Carol Campbell, Miranda Bell and Megan Bradbury

February 2019

Education International

Research



Time for a discussion

- The theme of this conference is around collaboration between the global North and South that is focused on improving education quality for all
- What do the findings from this project suggest to you about ways in which this kind of collaboration can be promoted and/or supported?
- What are the problems which could affect using this research to support or promote collaboration between the global North and South?
- What questions might this process uncover about the system/s you work in?

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