

Task Force on Teachers: Terms of Reference

Working Group on Administrative Data

Target 4.c on teachers has one global indicator and 6 thematic indicators

Target 4.c calls on countries to ‘substantially increase the supply of qualified teachers, including through international cooperation for teacher training in developing countries, especially least developed countries and small island developing States’ by 2030.

Indicators

- **4.c.1 Proportion of teachers with the minimum required qualifications, by education level**
- 4.c.2 Pupil-trained teacher ratio by education level
- 4.c.3 Percentage of teachers qualified according to national standards by education level and type of institution
- 4.c.4 Pupil-qualified teacher ratio by education level
- 4.c.5 Average teacher salary relative to other professions requiring a comparable level of qualification
- 4.c.6 Teacher attrition rate by education level
- 4.c.7 Percentage of teachers who received in-service training in the last 12 months by type of training

Defining 'trained' and 'qualified' teachers has always been an issue

- No shared understanding on how “trained” and “qualified” teachers are to be defined
- Not easy to translate in different languages
- In some countries, it is difficult, if not impossible, to separate the two terms
- Metadata collected by the UIS on national definitions of trained and qualified teachers showcase the complexity and ambiguity related to the two terms.
- Global definitions are needed if a global indicator is to serve the international community.

Developments to date: approval of two decisions by the EDSC (December 2023)

- Establish ISCED level 6, equivalent to a bachelor's degree, as the global minimum education level required for teaching from ISCED level 02 (Pre-primary) to ISCED level 3 (Upper secondary).
- The UIS new data collection to collect:
 - The most recent available data on the number of teachers by teaching level of education and highest level of education completed (also by sex)
 - Retroactively collect data from 2015 onwards on the number of teachers based on the highest level of education completed, to produce indicators 4.c.1 and 4.c.2.

National definitions of “trained teacher” collected by UIS showcases complexity: need global definition

Country	Trained teacher definition
1	A trained teacher is one who has fulfilled at least the minimum organized teacher-training requirements - 3 days of training per year , equivalent to 1 credit according to the pre-university education law (in-service) - to teach at Primary or ISCED 1 level of education according to the relevant national policy or law. These requirements usually include pedagogical knowledge (broad principles and strategies of classroom management and organization that transcend the subject matter being taught - typically approaches, methods and techniques of teaching), and professional knowledge (knowledge of statutory instruments and other legal frameworks that govern the teaching profession). Some programmes may also cover content knowledge (knowledge of the curriculum and the subject matter to be taught and the use of relevant materials).
2	Bachelor’s Degree Teacher training - Elementary education, from a recognized institution
3	The trained teachers should receive professional training in specialized ‘normal’ schools, teachers’ colleges, normal universities or other higher education institutions. The training contents include competency development in the areas of ethical conduct, educational practices, comprehensive skills in student cultivation and self-development etc. Credits are set for different contents and the diploma is delivered after fulfilling the requirements of the assessment.
4	Training in pedagogy for at least one year
5	Trained teachers are persons who have attained either Diploma in Basic Education from Colleges of Education or a Degree in Education from the Universities accredited to offer pedagogy in education.

National definitions of “trained teacher” collected by UIS showcases complexity: need global definition (cont.)

Country	Trained teacher definition
6	Teacher who has fulfilled at least the minimum organized teacher-training requirements to teach Primary Education according to the National Council of Teacher Training Act and who has undergone in-service teacher's training
7	Pedagogical training for primary education
8	He is the teacher with minimal training that enables him to enter the classroom, so all teachers are considered trainers
9	Trained teacher: the teacher who has received training or organized programs for teachers (before or during service) required by the ministry
10	A trained teacher for primary should have at least an advanced secondary certificate A2, ISCED 3 and attended an organized teacher-training program (pre-service or in-service) to acquire necessary pedagogical skills to teach this level of education.
11	Whoever fulfills the conditions for obtaining the position of a teacher and teaching at this level and begins to exercise the duties and responsibilities of the job and is trained in it.
12	Certification of approval by Ministry

Objectives and key activities of the Teachers Task Force

- Trained teachers: assess whether a **workable global definition of “trained teachers” is feasible**, in the sense that the definition can:
 - Require to be a **“qualified teacher”** (ISCED level 6 or above) or not
 - Capture whether an individual has received **pedagogical training** to be a professional teacher.
 - Distinguish those who have received **sufficient pedagogical training** in terms of duration and/or quality, to rule out teachers whose training was too short or too weak.
 - Consider only **pre-service training or in-service training** as well?
 - **Measure the entire teacher workforce**, drawing on countries’ existing administrative data systems without adding burden.
 - Include other criteria as needed

Objectives and key activities of the Teachers Task Force (cont.)

- Propose a **definition of “trained teachers”**.
- Propose a **template for data collection**.
- Assess the need and eventually propose **regional standards of “qualified” and “trained” teachers**

Deliverables and timeline

- Concept note with the proposed definition of trained teacher
- Concept note with proposed regional standards for “trained” and “qualified” teachers, if any
- Template for data collection
- Two phases
 - **Phase 1 (July): finalization of ToRs**
 - **Phase 2 (mid-November):**
 - Agree on definition of trained teachers
 - Agree on regional standards for “trained” and “qualified” teachers
 - Agree on data collection tool
 - Develop and submit proposal to EDSc

Thank you

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