

Indicators for Target 4.a

Technical Cooperation Group (TCG) meeting

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Target 4.c

- ***By 2030, 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.***

Indicator(s) for Target 4.c

- ❑ 37. % of teachers qualified according to national standards
- ❑ 38. Pupil-qualified teacher ratio
- ❑ 39. % of teachers trained according to national standards
- ❑ 40. Pupil-trained teacher ratio
- ❑ 41. Average teacher salary relative to other similar professions
- ❑ 42. Teacher attrition rate
- ❑ 43. % of teachers receiving in-service training in the last 12 months

37 and 39. % of qualified and trained teachers

- **Definition:** % of teachers who have:
 - at least the minimum academic qualifications required for teaching their subjects (qualified)
 - at least the minimum pedagogical teacher training (trained)

- The indicators are in **Tier 1. No need for a placeholder.**

- **Data source and coverage:** Administrative data from schools. Available for **c120**

38 and 40. Pupil-teacher ratios

- ▣ **Definition:** Ratio of pupils to qualified (38) or trained (40) teachers
- ▣ The indicators are in **Tier 1. No need for a placeholder.**
- ▣ **Data source and coverage:** Administrative data from schools. Available for **c120**

Indicators 37-40. Main technical issues

- 'Qualified' and 'trained' are defined relative to national standards which can vary widely.
- Pupil-teacher ratios compare all students to qualified or trained teacher numbers (and not students taught by such teachers).

41. Average teacher salary relative to other professions

- ❑ **Definition:** The ratio of the average salary of a full-time full-year qualified teacher to the average of salaries of professions requiring a similar level of academic qualifications.
- ❑ The indicator is in **Tier 2** but is currently only available for a small number of more developed countries.
- ❑ **A placeholder is needed**

41. Main technical issues

- Whether to use statutory or actual average salaries. Statutory salaries should be more readily available for teachers than average salaries but may not exist for comparable professions.
- The comparable professions will vary from country to country. For global monitoring, it will be necessary to define a fixed group which is broadly comparable across countries.

41. Placeholders

- A. Average expenditure on teacher compensation as a % of GDP per capita

AND/OR

- B. Annual gross statutory salary of teachers as a % of GDP per capita

41. Quality of placeholders

- Average teacher compensation
 - Concept: Yes
 - Target: Fair
 - Comparability: Yes
 - Availability: Fair
 - Frequency: annual
- Annual statutory salary
 - Concept: Yes
 - Target: Fair
 - Comparability: Yes
 - Availability: Poor
 - Frequency: annual

41. Placeholders: Main technical issues

- **Average expenditure on teacher compensation** is a crude estimate as difficult to match expenditure to teachers, includes expenditure on part-time and full-time teachers and teachers at all stages of their careers
- **Annual gross statutory salary of teachers** is currently available for only a very small number of developing countries

42. Teacher attrition rate

- ❑ **Definition:** percentage of teachers at a given level of education leaving the profession in a given school year.
- ❑ The indicator is in **Tier 2. No Placeholder needed**
- ❑ **Data source and coverage:** Estimated from administrative data in two consecutive school years. Coverage being extended from Africa to the rest of the world.

42. Main technical issues

- Estimated at the national level rather than measured directly. Does not capture teacher turnover between schools, levels of education or regions of a country.
- Does not capture reasons for leaving (retirement, death, transfer to other professions, migration etc).
- May over-estimate actual attrition rates (eg where contracts are renewed annually or teachers are employed only in term-time)

43. % of teachers receiving in-service training in the last 12 months

- ▣ **Definition:** percentage of teachers who, during the last academic year, have received in-service training required for teaching at the relevant level in a given country
- ▣ The indicator is in **Tier 3. No current data source identified**
- ▣ **Placeholder needed.**

43. Proposed placeholder

- Indicator 40: % of trained teachers

- Quality:
 - Concept: fair
 - Target: yes
 - Comparability: yes
 - Availability: high
 - Frequency: annual

Questions

- ❑ What further developmental work should be undertaken on indicators for Target 4.c?
- ❑ Are the placeholders proposed for indicators 41 and 43 suitable and useful?
- ❑ Are there better, available placeholders for use in the short term?