



Annex A

Selected comparative data on education from OECD sources

Figure A.1

Comparing countries' performance in reading

	Statistically significantly above the OECD average
	Not statistically significantly different from the OECD average
	Statistically significantly below the OECD average

Mean	Comparison country	Countries whose mean score is NOT statistically significantly different from that of the comparison country
556	Shanghai-China	
539	Korea	Finland, Hong Kong-China
536	Finland	Korea, Hong Kong-China
533	Hong Kong-China	Korea, Finland
526	Singapore	Canada, New Zealand, Japan
524	Canada	Singapore, New Zealand, Japan
521	New Zealand	Singapore, Canada, Japan, Australia
520	Japan	Singapore, Canada, New Zealand, Australia, Netherlands
515	Australia	New Zealand, Japan, Netherlands
508	Netherlands	Japan, Australia, Belgium, Norway, Estonia, Switzerland, Poland, Iceland, United States, Liechtenstein, Sweden, Germany
506	Belgium	Netherlands, Norway, Estonia, Switzerland, Poland, United States, Liechtenstein
503	Norway	Netherlands, Belgium, Estonia, Switzerland, Poland, Iceland, United States, Liechtenstein, Sweden, Germany, Ireland, France
501	Estonia	Netherlands, Belgium, Norway, Switzerland, Poland, Iceland, United States, Liechtenstein, Sweden, Germany, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Hungary
501	Switzerland	Netherlands, Belgium, Norway, Estonia, Poland, Iceland, United States, Liechtenstein, Sweden, Germany, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Hungary
500	Poland	Netherlands, Belgium, Norway, Estonia, Switzerland, Iceland, United States, Liechtenstein, Sweden, Germany, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Hungary
500	Iceland	Netherlands, Norway, Estonia, Switzerland, Poland, United States, Liechtenstein, Sweden, Germany, Ireland, France, Chinese Taipei, Hungary
500	United States	Netherlands, Belgium, Norway, Estonia, Switzerland, Poland, Iceland, Liechtenstein, Sweden, Germany, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Hungary
499	Liechtenstein	Netherlands, Belgium, Norway, Estonia, Switzerland, Poland, Iceland, United States, Sweden, Germany, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Hungary
497	Sweden	Netherlands, Norway, Estonia, Switzerland, Poland, Iceland, United States, Liechtenstein, Germany, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Hungary, Portugal
497	Germany	Netherlands, Norway, Estonia, Switzerland, Poland, Iceland, United States, Liechtenstein, Sweden, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Hungary
496	Ireland	Norway, Estonia, Switzerland, Poland, Iceland, United States, Liechtenstein, Sweden, Germany, France, Chinese Taipei, Denmark, United Kingdom, Hungary, Portugal
496	France	Norway, Estonia, Switzerland, Poland, Iceland, United States, Liechtenstein, Sweden, Germany, Ireland, Chinese Taipei, Denmark, United Kingdom, Hungary, Portugal
495	Chinese Taipei	Estonia, Switzerland, Poland, Iceland, United States, Liechtenstein, Sweden, Germany, Ireland, France, Denmark, United Kingdom, Hungary, Portugal
495	Denmark	Estonia, Switzerland, Poland, United States, Liechtenstein, Sweden, Germany, Ireland, France, Chinese Taipei, United Kingdom, Hungary, Portugal
494	United Kingdom	Estonia, Switzerland, Poland, United States, Liechtenstein, Sweden, Germany, Ireland, France, Chinese Taipei, Denmark, Hungary, Portugal
494	Hungary	Estonia, Switzerland, Poland, Iceland, United States, Liechtenstein, Sweden, Germany, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Portugal
489	Portugal	Sweden, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Hungary, Macao-China, Italy, Latvia, Slovenia, Greece
487	Macao-China	Portugal, Italy, Latvia, Greece
486	Italy	Portugal, Macao-China, Latvia, Slovenia, Greece, Spain
484	Latvia	Portugal, Macao-China, Italy, Slovenia, Greece, Spain, Czech Republic, Slovak Republic
483	Slovenia	Portugal, Italy, Latvia, Greece, Spain, Czech Republic
483	Greece	Portugal, Macao-China, Italy, Latvia, Slovenia, Spain, Czech Republic, Slovak Republic, Croatia, Israel
481	Spain	Italy, Latvia, Slovenia, Greece, Czech Republic, Slovak Republic, Croatia, Israel
478	Czech Republic	Latvia, Slovenia, Greece, Spain, Slovak Republic, Croatia, Israel, Luxembourg, Austria
477	Slovak Republic	Latvia, Greece, Spain, Czech Republic, Croatia, Israel, Luxembourg, Austria
476	Croatia	Greece, Spain, Czech Republic, Slovak Republic, Israel, Luxembourg, Austria, Lithuania
474	Israel	Greece, Spain, Czech Republic, Slovak Republic, Croatia, Luxembourg, Austria, Lithuania, Turkey
472	Luxembourg	Czech Republic, Slovak Republic, Croatia, Israel, Austria, Lithuania
470	Austria	Czech Republic, Slovak Republic, Croatia, Israel, Luxembourg, Lithuania, Turkey
468	Lithuania	Croatia, Israel, Luxembourg, Austria, Turkey
464	Turkey	Israel, Austria, Lithuania, Dubai (UAE), Russian Federation
459	Dubai (UAE)	Turkey, Russian Federation
459	Russian Federation	Turkey, Dubai (UAE)
449	Chile	Serbia
442	Serbia	Chile, Bulgaria
429	Bulgaria	Serbia, Uruguay, Mexico, Romania, Thailand, Trinidad and Tobago
426	Uruguay	Bulgaria, Mexico, Romania, Thailand
425	Mexico	Bulgaria, Uruguay, Romania, Thailand
424	Romania	Bulgaria, Uruguay, Mexico, Thailand, Trinidad and Tobago
421	Thailand	Bulgaria, Uruguay, Mexico, Romania, Trinidad and Tobago, Colombia
416	Trinidad and Tobago	Bulgaria, Romania, Thailand, Colombia, Brazil
413	Colombia	Thailand, Trinidad and Tobago, Brazil, Montenegro, Jordan
412	Brazil	Trinidad and Tobago, Colombia, Montenegro, Jordan
408	Montenegro	Colombia, Brazil, Jordan, Tunisia, Indonesia, Argentina
405	Jordan	Colombia, Brazil, Montenegro, Tunisia, Indonesia, Argentina
404	Tunisia	Montenegro, Jordan, Indonesia, Argentina
402	Indonesia	Montenegro, Jordan, Tunisia, Argentina
398	Argentina	Montenegro, Jordan, Tunisia, Indonesia, Kazakhstan
390	Kazakhstan	Argentina, Albania
385	Albania	Kazakhstan, Panama
372	Qatar	Panama, Peru
371	Panama	Albania, Qatar, Peru, Azerbaijan
370	Peru	Qatar, Panama, Azerbaijan
362	Azerbaijan	Panama, Peru
314	Kyrgyzstan	

Source: OECD, PISA 2009 Database.


StatLink  <http://dx.doi.org/10.1787/888932343133>

Figure A.2

Comparing countries' performance in mathematics

	Statistically significantly above the OECD average
	Not statistically significantly different from the OECD average
	Statistically significantly below the OECD average

Mean	Comparison country	Countries whose mean score is NOT statistically significantly different from that of the comparison country
600	Shanghai-China	
562	Singapore	
555	Hong Kong-China	Korea
546	Korea	Hong Kong-China, Chinese Taipei, Finland, Liechtenstein
543	Chinese Taipei	Korea, Finland, Liechtenstein, Switzerland
541	Finland	Korea, Chinese Taipei, Liechtenstein, Switzerland
536	Liechtenstein	Korea, Chinese Taipei, Finland, Switzerland, Japan, Netherlands
534	Switzerland	Chinese Taipei, Finland, Liechtenstein, Japan, Canada, Netherlands
529	Japan	Liechtenstein, Switzerland, Canada, Netherlands, Macao-China
527	Canada	Switzerland, Japan, Netherlands, Macao-China
526	Netherlands	Liechtenstein, Switzerland, Japan, Canada, Macao-China, New Zealand
525	Macao-China	Japan, Canada, Netherlands
519	New Zealand	Netherlands, Belgium, Australia, Germany
515	Belgium	New Zealand, Australia, Germany, Estonia
514	Australia	New Zealand, Belgium, Germany, Estonia
513	Germany	New Zealand, Belgium, Australia, Estonia, Iceland
512	Estonia	Belgium, Australia, Germany, Iceland
507	Iceland	Germany, Estonia, Denmark
503	Denmark	Iceland, Slovenia, Norway, France, Slovak Republic
501	Slovenia	Denmark, Norway, France, Slovak Republic, Austria
498	Norway	Denmark, Slovenia, France, Slovak Republic, Austria, Poland, Sweden, Czech Republic, United Kingdom, Hungary
497	France	Denmark, Slovenia, Norway, Slovak Republic, Austria, Poland, Sweden, Czech Republic, United Kingdom, Hungary
497	Slovak Republic	Denmark, Slovenia, Norway, France, Austria, Poland, Sweden, Czech Republic, United Kingdom, Hungary
496	Austria	Slovenia, Norway, France, Slovak Republic, Poland, Sweden, Czech Republic, United Kingdom, Hungary, United States
495	Poland	Norway, France, Slovak Republic, Austria, Sweden, Czech Republic, United Kingdom, Hungary, Luxembourg, United States, Portugal
494	Sweden	Norway, France, Slovak Republic, Austria, Poland, Czech Republic, United Kingdom, Hungary, Luxembourg, United States, Ireland, Portugal
493	Czech Republic	Norway, France, Slovak Republic, Austria, Poland, Sweden, United Kingdom, Hungary, Luxembourg, United States, Ireland, Portugal
492	United Kingdom	Norway, France, Slovak Republic, Austria, Poland, Sweden, Czech Republic, Hungary, Luxembourg, United States, Ireland, Portugal
490	Hungary	Norway, France, Slovak Republic, Austria, Poland, Sweden, Czech Republic, United Kingdom, Luxembourg, United States, Ireland, Portugal, Spain, Italy, Latvia
489	Luxembourg	Poland, Sweden, Czech Republic, United Kingdom, Hungary, United States, Ireland, Portugal
487	United States	Austria, Poland, Sweden, Czech Republic, United Kingdom, Hungary, Luxembourg, Ireland, Portugal, Spain, Italy, Latvia
487	Ireland	Sweden, Czech Republic, United Kingdom, Hungary, Luxembourg, United States, Portugal, Spain, Italy, Latvia
487	Portugal	Poland, Sweden, Czech Republic, United Kingdom, Hungary, Luxembourg, United States, Ireland, Spain, Italy, Latvia
483	Spain	Hungary, United States, Ireland, Portugal, Italy, Latvia
483	Italy	Hungary, United States, Ireland, Portugal, Spain, Latvia
482	Latvia	Hungary, United States, Ireland, Portugal, Spain, Italy, Lithuania
477	Lithuania	Latvia
468	Russian Federation	Greece, Croatia
466	Greece	Russian Federation, Croatia
460	Croatia	Russian Federation, Greece
453	Dubai (UAE)	Israel, Turkey
447	Israel	Dubai (UAE), Turkey, Serbia
445	Turkey	Dubai (UAE), Israel, Serbia
442	Serbia	Israel, Turkey
431	Azerbaijan	Bulgaria, Romania, Uruguay
428	Bulgaria	Azerbaijan, Romania, Uruguay, Chile, Thailand, Mexico
427	Romania	Azerbaijan, Bulgaria, Uruguay, Chile, Thailand
427	Uruguay	Azerbaijan, Bulgaria, Romania, Chile
421	Chile	Bulgaria, Romania, Uruguay, Thailand, Mexico
419	Thailand	Bulgaria, Romania, Chile, Mexico, Trinidad and Tobago
419	Mexico	Bulgaria, Chile, Thailand
414	Trinidad and Tobago	Thailand
405	Kazakhstan	Montenegro
403	Montenegro	Kazakhstan
388	Argentina	Jordan, Brazil, Colombia, Albania
387	Jordan	Argentina, Brazil, Colombia, Albania
386	Brazil	Argentina, Jordan, Colombia, Albania
381	Colombia	Argentina, Jordan, Brazil, Albania, Indonesia
377	Albania	Argentina, Jordan, Brazil, Colombia, Tunisia, Indonesia
371	Tunisia	Albania, Indonesia, Qatar, Peru, Panama
371	Indonesia	Colombia, Albania, Tunisia, Qatar, Peru, Panama
368	Qatar	Tunisia, Indonesia, Peru, Panama
365	Peru	Tunisia, Indonesia, Qatar, Panama
360	Panama	Tunisia, Indonesia, Qatar, Peru
331	Kyrgyzstan	

Source: OECD, PISA 2009 Database.


StatLink  <http://dx.doi.org/10.1787/888932343152>

Figure A.3

Comparing countries' performance in science

Mean	Comparison country	Countries whose mean score is NOT statistically significantly different from that comparison country
575	Shanghai-China	
554	Finland	Hong Kong-China
549	Hong Kong-China	Finland
542	Singapore	Japan, Korea
539	Japan	Singapore, Korea, New Zealand
538	Korea	Singapore, Japan, New Zealand
532	New Zealand	Japan, Korea, Canada, Estonia, Australia, Netherlands
529	Canada	New Zealand, Estonia, Australia, Netherlands
528	Estonia	New Zealand, Canada, Australia, Netherlands, Germany, Liechtenstein
527	Australia	New Zealand, Canada, Estonia, Netherlands, Chinese Taipei, Germany, Liechtenstein
522	Netherlands	New Zealand, Canada, Estonia, Australia, Chinese Taipei, Germany, Liechtenstein, Switzerland, United Kingdom, Slovenia
520	Chinese Taipei	Australia, Netherlands, Germany, Liechtenstein, Switzerland, United Kingdom
520	Germany	Estonia, Australia, Netherlands, Chinese Taipei, Liechtenstein, Switzerland, United Kingdom
520	Liechtenstein	Estonia, Australia, Netherlands, Chinese Taipei, Germany, Switzerland, United Kingdom
517	Switzerland	Netherlands, Chinese Taipei, Germany, Liechtenstein, United Kingdom, Slovenia, Macao-China
514	United Kingdom	Netherlands, Chinese Taipei, Germany, Liechtenstein, Switzerland, Slovenia, Macao-China, Poland, Ireland
512	Slovenia	Netherlands, Switzerland, United Kingdom, Macao-China, Poland, Ireland, Belgium
511	Macao-China	Switzerland, United Kingdom, Slovenia, Poland, Ireland, Belgium
508	Poland	United Kingdom, Slovenia, Macao-China, Ireland, Belgium, Hungary, United States
508	Ireland	United Kingdom, Slovenia, Macao-China, Poland, Belgium, Hungary, United States, Czech Republic, Norway
507	Belgium	Slovenia, Macao-China, Poland, Ireland, Hungary, United States, Czech Republic, Norway, France
503	Hungary	Poland, Ireland, Belgium, United States, Czech Republic, Norway, Denmark, France, Sweden, Austria
502	United States	Poland, Ireland, Belgium, Hungary, Czech Republic, Norway, Denmark, France, Iceland, Sweden, Austria, Latvia, Portugal
500	Czech Republic	Ireland, Belgium, Hungary, United States, Norway, Denmark, France, Iceland, Sweden, Austria, Latvia, Portugal
500	Norway	Ireland, Belgium, Hungary, United States, Czech Republic, Denmark, France, Iceland, Sweden, Austria, Latvia, Portugal
499	Denmark	Hungary, United States, Czech Republic, Norway, France, Iceland, Sweden, Austria, Latvia, Portugal
498	France	Belgium, Hungary, United States, Czech Republic, Norway, Denmark, Iceland, Sweden, Austria, Latvia, Portugal, Lithuania, Slovak Republic
496	Iceland	United States, Czech Republic, Norway, Denmark, France, Sweden, Austria, Latvia, Portugal, Lithuania, Slovak Republic
495	Sweden	Hungary, United States, Czech Republic, Norway, Denmark, France, Iceland, Austria, Latvia, Portugal, Lithuania, Slovak Republic, Italy
494	Austria	Hungary, United States, Czech Republic, Norway, Denmark, France, Iceland, Sweden, Latvia, Portugal, Lithuania, Slovak Republic, Italy, Spain, Croatia
494	Latvia	United States, Czech Republic, Norway, Denmark, France, Iceland, Sweden, Austria, Portugal, Lithuania, Slovak Republic, Italy, Spain, Croatia
493	Portugal	United States, Czech Republic, Norway, Denmark, France, Iceland, Sweden, Austria, Latvia, Lithuania, Slovak Republic, Italy, Spain, Croatia
491	Lithuania	France, Iceland, Sweden, Austria, Latvia, Portugal, Slovak Republic, Italy, Spain, Croatia
490	Slovak Republic	France, Iceland, Sweden, Austria, Latvia, Portugal, Lithuania, Italy, Spain, Croatia
489	Italy	Sweden, Austria, Latvia, Portugal, Lithuania, Slovak Republic, Spain, Croatia
488	Spain	Austria, Latvia, Portugal, Lithuania, Slovak Republic, Italy, Croatia, Luxembourg
486	Croatia	Austria, Latvia, Portugal, Lithuania, Slovak Republic, Italy, Spain, Luxembourg, Russian Federation
484	Luxembourg	Spain, Croatia, Russian Federation
478	Russian Federation	Croatia, Luxembourg, Greece
470	Greece	Russian Federation, Dubai (UAE)
466	Dubai (UAE)	Greece
455	Israel	Turkey, Chile
454	Turkey	Israel, Chile
447	Chile	Israel, Turkey, Serbia, Bulgaria
443	Serbia	Chile, Bulgaria
439	Bulgaria	Chile, Serbia, Romania, Uruguay
428	Romania	Bulgaria, Uruguay, Thailand
427	Uruguay	Bulgaria, Romania, Thailand
425	Thailand	Romania, Uruguay
416	Mexico	Jordan
415	Jordan	Mexico, Trinidad and Tobago
410	Trinidad and Tobago	Jordan, Brazil
405	Brazil	Trinidad and Tobago, Colombia, Montenegro, Argentina, Tunisia, Kazakhstan
402	Colombia	Brazil, Montenegro, Argentina, Tunisia, Kazakhstan
401	Montenegro	Brazil, Colombia, Argentina, Tunisia, Kazakhstan
401	Argentina	Brazil, Colombia, Montenegro, Tunisia, Kazakhstan, Albania
401	Tunisia	Brazil, Colombia, Montenegro, Argentina, Kazakhstan
400	Kazakhstan	Brazil, Colombia, Montenegro, Argentina, Tunisia, Albania
391	Albania	Argentina, Kazakhstan, Indonesia
383	Indonesia	Albania, Qatar, Panama, Azerbaijan
379	Qatar	Indonesia, Panama
376	Panama	Indonesia, Qatar, Azerbaijan, Peru
373	Azerbaijan	Indonesia, Panama, Peru
369	Peru	Panama, Azerbaijan
330	Kyrgyzstan	

Source: OECD, PISA 2009 Database.


StatLink  <http://dx.doi.org/10.1787/888932343152>

Figure A.4

Relationship between school average socio-economic background and school resources

- Disadvantaged schools are more likely to have more or better resources, in **bold** if relationship is statistically different from the OECD average
 Advantaged schools are more likely to have more or better resources, in **bold** if relationship is statistically different from the OECD average
 Within country correlation is not statistically significant

		Simple correlation between the school mean socio-economic background and:					
		Percentage of full-time teachers	Percentage of certified teachers among all full-time teachers	Percentage of teachers with university-level (ISCED 5A) among all full-time teachers	Index of quality of school's educational resources	Computer/student ratio	Student/teacher ratio ¹
OECD	Australia	-0.21	-0.05	0.02	0.31	0.01	-0.07
	Austria	-0.13	0.21	0.64	0.03	-0.05	-0.07
	Belgium	-0.18	0.05	0.58	0.02	-0.23	0.66
	Canada	0.01	0.14	0.03	0.18	-0.05	0.09
	Chile	-0.04	-0.01	0.25	0.35	0.32	-0.05
	Czech Republic	-0.32	0.29	0.37	0.00	0.15	0.08
	Denmark	0.01	-0.17	0.16	0.04	-0.08	0.27
	Estonia	0.14	0.00	0.00	0.10	-0.09	0.43
	Finland	0.17	-0.01	-0.01	0.13	-0.01	0.08
	France	c	c	c	c	c	c
	Germany	-0.15	-0.02	-0.02	0.06	-0.18	0.28
	Greece	-0.11	0.06	0.24	0.16	-0.12	0.25
	Hungary	-0.33	0.07	0.07	0.11	-0.20	0.02
	Iceland	0.20	0.39	0.30	0.06	-0.41	0.40
	Ireland	0.12	-0.10	-0.08	0.16	-0.03	0.49
	Israel	-0.08	-0.06	0.20	0.25	0.08	-0.20
	Italy	-0.06	0.16	0.13	0.15	-0.19	0.50
	Japan	-0.14	0.04	0.20	0.17	-0.34	0.38
	Korea	-0.14	0.00	-0.03	-0.04	-0.53	0.30
	Luxembourg	-0.16	-0.01	0.39	0.13	-0.13	0.28
	Mexico	-0.09	-0.13	-0.04	0.59	0.14	0.03
	Netherlands	-0.34	-0.12	0.62	0.06	-0.16	0.38
	New Zealand	-0.04	0.08	0.07	0.16	-0.02	0.11
	Norway	-0.05	0.04	0.15	0.14	-0.02	0.19
	Poland	-0.02	0.03	-0.05	0.06	-0.16	0.01
	Portugal	0.14	-0.05	0.04	0.24	-0.02	0.39
	Slovak Republic	-0.09	0.28	-0.21	-0.05	-0.06	0.00
	Slovenia	0.46	0.32	0.55	0.13	-0.21	-0.25
	Spain	-0.29	c	c	0.10	-0.16	0.45
	Sweden	0.05	0.01	-0.04	0.26	0.13	0.12
Switzerland	-0.11	-0.07	0.24	0.10	0.03	0.06	
Turkey	0.12	-0.04	0.04	0.04	-0.06	-0.26	
United Kingdom	-0.36	0.05	-0.03	0.00	0.01	-0.10	
United States	-0.42	-0.24	0.10	0.22	0.06	-0.17	
OECD average	-0.07	0.04	0.15	0.13	-0.08	0.15	
Partners	Albania	-0.25	0.00	0.38	0.44	0.24	0.15
	Argentina	0.13	0.13	0.22	0.51	0.21	-0.02
	Azerbaijan	0.05	-0.06	0.44	0.19	0.17	0.23
	Brazil	-0.03	0.10	0.03	0.52	0.25	-0.20
	Bulgaria	-0.08	0.17	0.17	0.09	-0.17	0.21
	Colombia	-0.24	-0.16	-0.08	0.53	0.19	-0.14
	Croatia	0.09	0.02	0.28	0.09	0.17	0.32
	Dubai (UAE)	0.32	0.61	-0.01	0.34	0.47	-0.27
	Hong Kong-China	-0.19	-0.06	0.12	0.06	0.04	0.02
	Indonesia	0.24	0.27	0.16	0.44	0.14	-0.16
	Jordan	-0.04	0.00	-0.02	0.26	0.05	0.06
	Kazakhstan	0.23	0.04	0.34	0.21	-0.12	0.44
	Kyrgyzstan	0.17	0.08	0.35	0.27	0.13	0.27
	Latvia	0.19	-0.03	0.19	0.14	0.00	0.38
	Liechtenstein	-0.15	0.02	0.57	-0.91	0.79	0.70
	Lithuania	0.21	0.09	0.19	-0.02	-0.49	0.21
	Macao-China	0.11	0.05	-0.18	0.26	0.22	0.17
	Montenegro	0.07	0.32	0.38	-0.11	-0.19	0.33
	Panama	-0.51	-0.47	-0.13	0.68	0.38	0.03
	Peru	-0.21	0.08	0.48	0.53	0.46	-0.02
	Qatar	0.03	-0.04	-0.07	0.23	0.19	0.11
	Romania	0.05	0.10	0.11	0.20	-0.07	-0.02
	Russian Federation	0.18	0.08	0.31	0.26	0.02	0.29
	Serbia	0.10	0.06	0.06	-0.01	0.00	0.11
	Shanghai-China	0.14	0.13	0.32	0.16	-0.10	-0.13
	Singapore	-0.13	0.00	0.22	0.10	-0.18	-0.14
	Chinese Taipei	0.12	0.34	0.29	0.19	-0.04	-0.07
	Thailand	0.07	0.06	0.16	0.39	0.00	-0.02
	Trinidad and Tobago	-0.19	0.09	0.56	0.12	0.08	0.38
	Tunisia	-0.06	0.00	0.20	0.13	0.15	-0.02
Uruguay	-0.01	0.27	0.08	0.33	0.30	0.13	

1. In contrast to the other columns, negative correlations indicate more favorable characteristics for advantaged students.

Source: OECD, PISA 2009 Database, Table II.2.2.


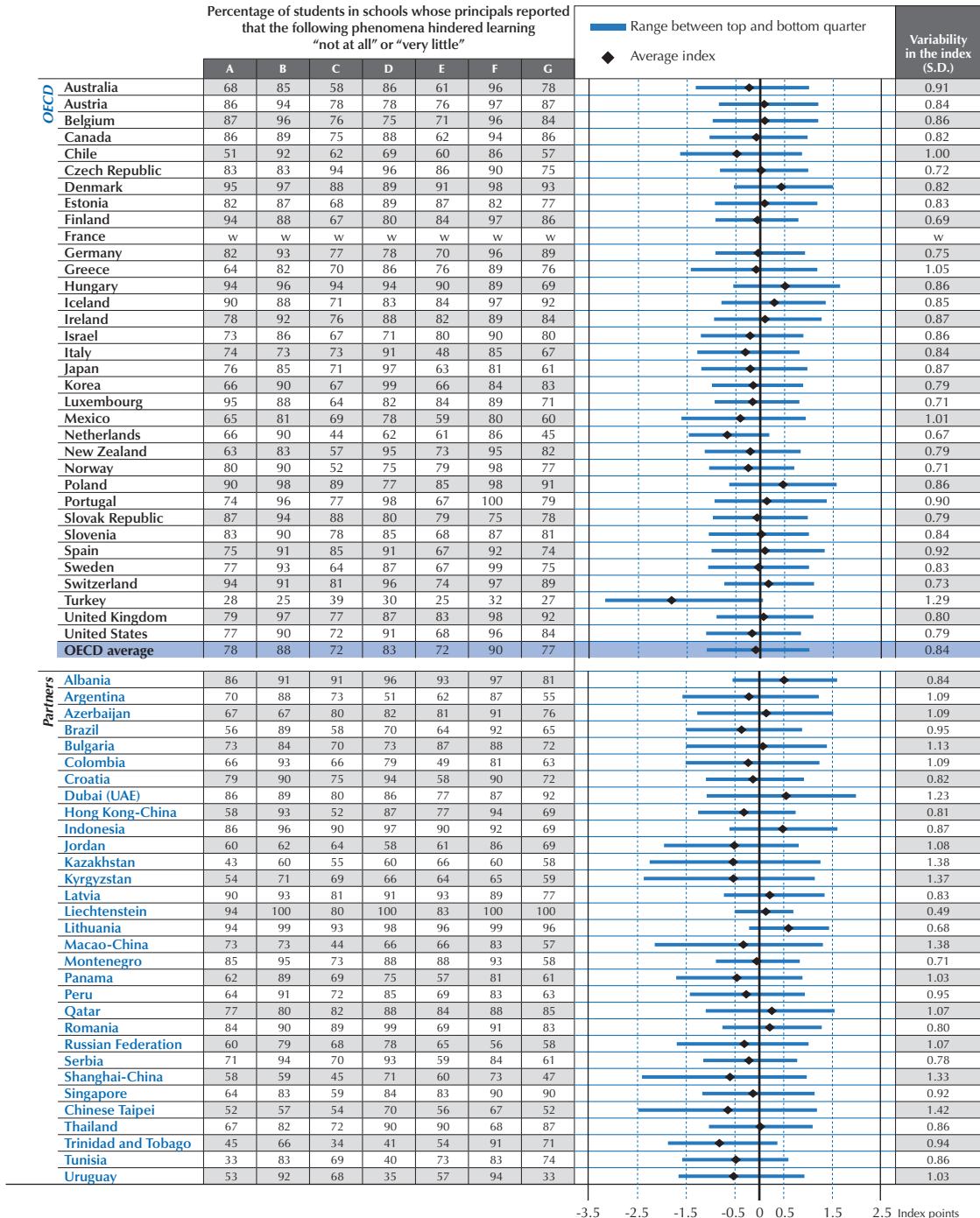
StatLink  <http://dx.doi.org/10.1787/888932366636>

Figure A.5

School principals' views of how teacher behavior affects students' learning

Index of teacher-related factors affecting school climate based on school principals' reports

- A Teachers' low expectations of students
- B Poor student-teacher relations
- C Teachers not meeting individual students' needs
- D Teacher absenteeism
- E Staff resisting change
- F Teachers being too strict with students
- G Students not being encouraged to achieve their full potential



Note: Higher values on the index indicate a positive teacher behavior.

Source: OECD, PISA 2009 Database, Table IV.4.5.

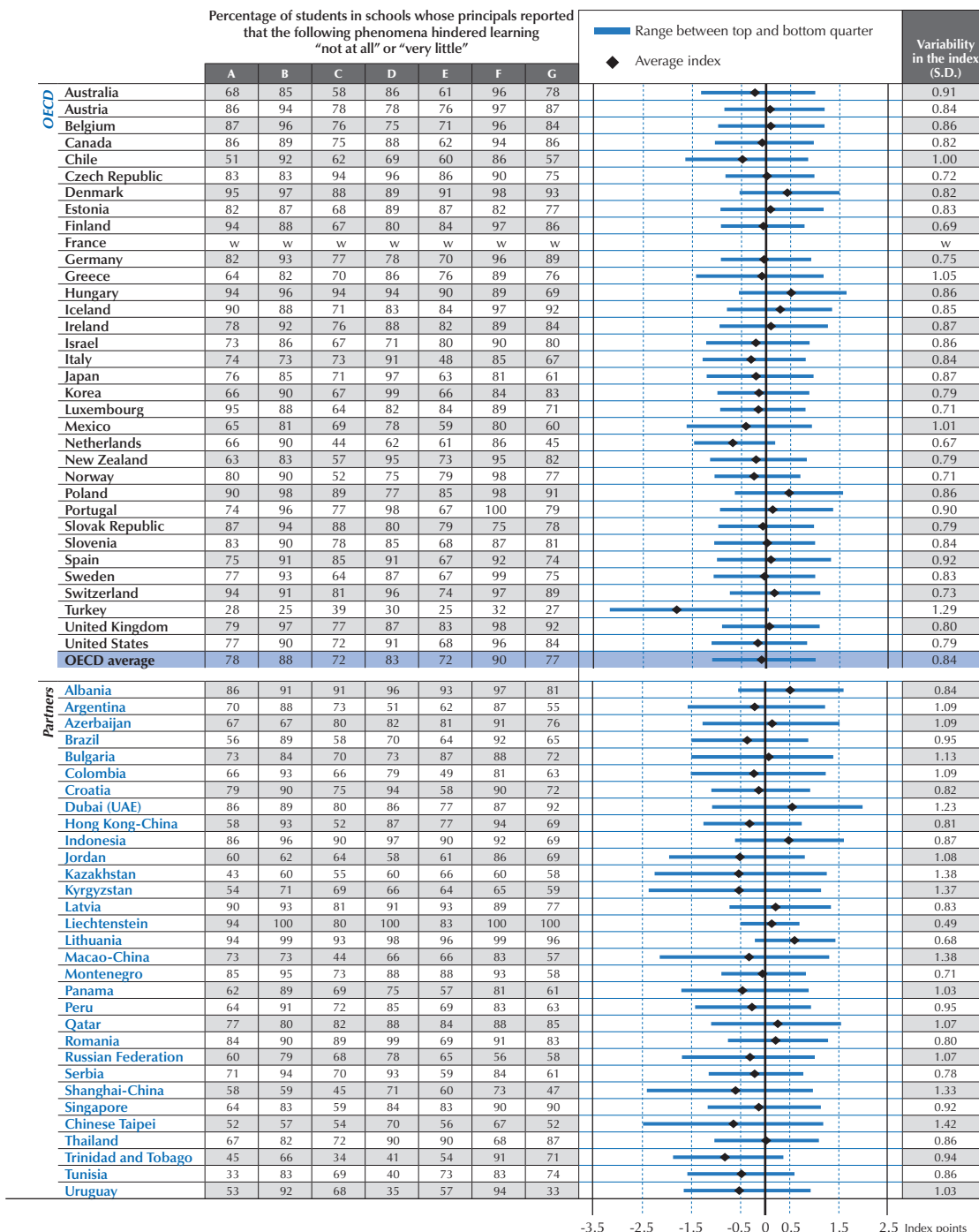
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Figure A.6

School principals' views of how teacher behavior affects students' learning
Index of teacher-related factors affecting school climate based on school principals' reports

- A Teachers' low expectations of students
- B Poor student-teacher relations
- C Teachers not meeting individual students' needs
- D Teacher absenteeism
- E Staff resisting change
- F Teachers being too strict with students
- G Students not being encouraged to achieve their full potential



Note: Higher values on the index indicate a positive teacher behavior.

Source: OECD, PISA 2009 Database, Table IV.4.5.

StatLink <http://dx.doi.org/10.1787/888932343418>

Figure A.7

Compulsory and intended instruction time in public institutions (2009)

Average number of hours per year of total compulsory and non-compulsory instruction time in the curriculum for 7-8, 9-11, 12-14 and 15-year-olds

	Ending age of compulsory education	Age range at which over 90% of the population are enrolled	Average number of hours per year of total compulsory instruction time					Average number of hours per year of total intended instruction time				
			Ages 7-8	Ages 9-11	Ages 12-14	Age 15 (typical program)	Age 15 (least demanding program)	Ages 7-8	Ages 9-11	Ages 12-14	Age 15 (typical program)	Age 15 (least demanding program)
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
OECD												
Australia	15	5 - 16	972	971	983	964	932	972	971	983	964	932
Austria	15	5 - 16	690	766	913	1 005	960	735	811	958	1 050	1 005
Belgium (Fl.)	18	3 - 17	a	a	a	a	a	831	831	955	955	448
Belgium (Fr.) ¹	18	3 - 17	840	840	960	m	m	930	930	1 020	m	m
Canada	16 - 18	6 - 17	m	m	m	m	m	m	m	m	m	m
Chile	18	6 - 15	675	675	709	743	743	855	855	855	945	945
Czech Republic ²	15	5 - 17	624	713	871	950	683	624	713	871	950	683
Denmark	16	3 - 16	701	803	900	930	900	701	803	900	930	900
England	16	4 - 16	893	899	925	950	a	893	899	925	950	a
Estonia	15	4 - 17	595	683	802	840	m	595	683	802	840	m
Finland	16	6 - 18	608	640	777	856	a	608	683	829	913	a
France	16	3 - 17	847	847	971	1 042	a	847	847	1 065	1 147	a
Germany	18	4 - 17	643	794	898	912	m	643	794	898	912	m
Greece	14 - 15	5 - 17	720	812	821	798	a	720	812	821	798	a
Hungary	18	4 - 17	555	601	671	763	763	614	724	885	1 106	1 106
Iceland	16	3 - 16	720	800	872	888	a	720	800	872	888	a
Ireland	16	5 - 18	941	941	848	802	713	941	941	907	891	891
Israel	17	4 - 16	914	991	981	964	m	914	991	981	1 101	m
Italy	16	3 - 16	891	913	1 001	1 089	m	990	1 023	1 089	1 089	m
Japan	15	4 - 17	709	774	868	m	a	709	774	868	m	a
Korea	14	7 - 17	612	703	867	1 020	a	612	703	867	1 020	a
Luxembourg	15	4 - 15	924	924	908	900	900	924	924	908	900	900
Mexico	15	4 - 14	800	800	1 167	1 058	a	800	800	1 167	1 058	a
Netherlands	18	4 - 17	940	940	1 000	1 000	a	940	940	1 000	1 000	a
New Zealand	16	4 - 16	m	m	m	m	m	m	m	m	m	m
Norway	16	3 - 17	700	756	829	859	a	700	756	829	859	a
Poland	16	6 - 18	446	563	604	595	a	486	603	644	635	a
Portugal	14	5 - 16	875	869	908	893	m	910	898	934	945	m
Scotland	16	4 - 16	a	a	a	a	a	a	a	a	a	a
Slovak Republic	16	6 - 17	687	767	813	926	926	715	785	842	926	926
Slovenia	14	6 - 17	621	721	791	908	888	621	721	791	908	888
Spain	16	3 - 16	875	821	1 050	1 050	1 050	875	821	1 050	1 050	1 050
Sweden ³	16	4 - 18	741	741	741	741	a	741	741	741	741	a
Switzerland	15	5 - 16	m	m	m	m	m	m	m	m	m	m
Turkey	14	7 - 13	720	720	750	810	a	864	864	846	810	a
United States	17	6 - 16	m	m	m	m	m	m	m	m	m	m
OECD average	16	5 - 16	749	793	873	902	860	775	821	907	941	889
EU21 average	16	4 - 17	746	790	865	897	865	767	815	902	935	880
Other G20												
Argentina ⁴	17	5 - 15	m	720	744	m	m	m	m	m	m	m
Brazil	17	7 - 15	m	m	m	m	m	m	m	m	m	m
China	m	m	531	613	793	748	m	m	m	m	m	m
India	m	m	m	m	m	m	m	m	m	m	m	m
Indonesia	15	6 - 14	m	551	654	m	m	m	m	m	m	m
Russian Federation	17	7 - 14	493	737	879	912	m	493	737	879	912	m
Saudi Arabia	m	m	m	m	m	m	m	m	m	m	m	m
South Africa	m	m	m	m	m	m	m	m	m	m	m	m

1. "Ages 12-14" covers ages 12-13 only.

2. Minimum number of hours per year.

3. Estimated minimum numbers of hours per year because breakdown by age not available.

4. Year of reference 2008.


Source: OECD (2011), *Education at a Glance 2011: OECD Indicators*, OECD Publishing.Please refer to the Reader's Guide in *Education at a Glance 2011* (www.oecd.org/edu/eag2011) for information concerning the symbols replacing missing data.StatLink  <http://dx.doi.org/10.1787/888932465094>



Figure A.8

Average class size, by type of institution and level of education (2009)

Calculations based on number of students and number of classes

	Primary education					Lower secondary education (general programs)				
	Public institutions	Private institutions			Total: Public and private institutions	Public institutions	Private institutions			Total: Public and private institutions
		Total private institutions	Government-dependent private institutions	Independent private institutions			Total private institutions	Government-dependent private institutions	Independent private institutions	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
OECD										
Australia	23.2	24.8	24.8	a	23.7	23.0	24.7	24.7	a	23.7
Austria	18.8	20.5	x(2)	x(2)	18.9	22.4	24.3	x(7)	x(7)	22.6
Belgium	m	m	m	m	m	m	m	m	m	m
Belgium (Fr.)	19.6	20.7	20.7	m	20.1	m	m	m	m	m
Canada	m	m	m	m	m	m	m	m	m	m
Chile	28.1	30.8	32.4	22.4	29.6	28.6	30.8	32.2	23.9	29.7
Czech Republic	20.0	15.9	15.9	a	19.9	22.0	19.6	19.6	a	22.0
Denmark	20.0	16.3	16.3	a	19.4	20.5	17.3	17.3	a	19.9
Estonia	18.2	16.8	a	16.8	18.1	20.3	15.9	a	15.9	20.1
Finland	19.8	18.4	18.4	a	19.8	20.0	21.7	21.7	a	20.1
France	22.6	23.0	x(2)	x(2)	22.7	24.3	25.1	25.4	14.1	24.5
Germany	21.7	22.0	22.0	x(3)	21.7	24.6	25.2	25.2	x(8)	24.7
Greece	16.8	20.7	a	20.7	17.0	21.5	24.5	a	24.5	21.6
Hungary	20.8	19.2	19.2	a	20.7	21.9	20.6	20.6	a	21.7
Iceland	17.9	14.3	14.3	n	17.8	19.6	12.4	12.4	n	19.5
Ireland	24.2	m	a	m	m	m	m	a	m	m
Israel	27.4	a	a	a	27.4	32.2	a	a	a	32.2
Italy	18.7	20.2	a	20.2	18.8	21.4	22.4	a	22.4	21.5
Japan	28.0	32.1	a	32.1	28.0	32.9	35.2	a	35.2	33.0
Korea	28.6	30.5	a	30.5	28.6	35.3	34.1	34.1	a	35.1
Luxembourg	15.3	19.4	19.7	19.4	15.6	19.1	21.0	21.0	21.1	19.5
Mexico	19.9	20.4	a	20.4	19.9	28.7	24.7	a	24.7	28.3
Netherlands ¹	22.4	m	m	m	m	m	m	m	m	m
New Zealand	m	m	m	m	m	m	m	m	m	m
Norway	a	a	a	a	a	a	a	a	a	a
Poland	19.0	11.9	11.5	12.1	18.7	23.5	18.0	24.4	16.2	23.3
Portugal	20.2	20.8	23.2	20.0	20.2	22.3	24.6	23.9	25.8	22.6
Slovak Republic	18.5	17.8	17.8	n	18.4	21.2	20.2	20.2	n	21.1
Slovenia	18.5	20.2	20.2	n	18.5	19.8	24.0	24.0	n	19.8
Spain	19.8	24.5	24.5	24.5	21.1	23.5	25.8	26.0	24.2	24.3
Sweden	m	m	m	n	m	m	m	m	n	m
Switzerland	19.4	m	m	m	m	18.7	m	m	m	m
Turkey	25.8	19.2	a	19.2	25.6	a	a	a	a	a
United Kingdom	25.7	13.0	25.7	12.9	24.5	21.0	15.2	19.1	10.5	19.6
United States	23.8	19.3	a	19.3	23.3	23.2	19.1	a	19.1	22.8
OECD average	21.4	20.5	20.4	20.7	21.4	23.5	22.8	23.0	21.3	23.7
EU21 average	20.0	19.0	19.6	18.5	19.8	21.9	21.7	22.0	19.8	21.9
Other G20										
Argentina ²	25.5	26.3	29.8	24.0	26.2	27.8	28.1	29.7	26.9	28.1
Brazil	26.5	17.7	a	17.7	25.0	30.2	25.0	a	25.0	29.5
China	36.9	42.5	x(2)	x(2)	37.1	54.9	51.8	x(7)	x(7)	54.6
India	m	m	m	m	m	m	m	m	m	m
Indonesia	27.5	21.4	a	21.4	26.4	36.5	33.4	a	33.4	35.3
Russian Federation	16.2	10.9	a	10.9	16.2	18.0	10.1	a	10.1	17.9
Saudi Arabia	m	m	m	m	m	m	m	m	m	m
South Africa	m	m	m	m	m	m	m	m	m	m
G20 average	24.7	22.9	~	~	24.5	26.8	24.9	~	~	26.6

1. Year of reference 2006.

2. Year of reference 2008.

Source: OECD (2011), *Education at a Glance 2011: OECD Indicators*, OECD Publishing.Please refer to the Reader's Guide in Education at a Glance 2011 (www.oecd.org/edu/eag2011) for information concerning the symbols replacing missing data.StatLink <http://dx.doi.org/10.1787/888932465170>

Figure A.9 (1/2)

Teachers' salaries (2009)

Annual statutory teachers' salaries in public institutions at starting salary, after 10 and 15 years of experience and at the top of the scale, by level of education, in equivalent USD converted using PPPs

	Primary education				Lower secondary education				Upper secondary education			
	Starting salary/ minimum training	Salary after 10 years of experience/ minimum training	Salary after 15 years of experience/ minimum training	Salary at top of scale/ minimum training	Starting salary/ minimum training	Salary after 10 years of experience/ minimum training	Salary after 15 years of experience/ minimum training	Salary at top of scale/ minimum training	Starting salary/ minimum training	Salary after 10 years of experience/ minimum training	Salary after 15 years of experience/ minimum training	Salary at top of scale/ minimum training
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
OECD												
Australia	34 664	48 233	48 233	48 233	34 664	48 233	48 233	48 233	34 664	48 233	48 233	48 233
Austria	30 998	36 588	41 070	61 390	32 404	39 466	44 389	63 781	32 883	35 539	45 712	67 135
Belgium (Fl.)	32 429	40 561	45 614	55 718	32 429	40 561	45 614	55 718	40 356	51 323	58 470	70 382
Belgium (Fr.)	31 545	m	44 696	54 848	31 545	m	44 696	54 848	39 415	m	57 613	69 579
Canada	m	m	m	m	m	m	m	m	m	m	m	m
Chile	15 612	19 982	22 246	29 179	15 612	19 982	22 246	29 179	16 296	20 895	23 273	30 548
Czech Republic	17 705	22 279	23 806	25 965	17 711	22 750	24 330	26 305	18 167	24 000	25 537	28 039
Denmark	46 950	52 529	54 360	54 360	46 950	52 529	54 360	54 360	47 664	62 279	62 279	62 279
England	32 189	47 047	47 047	47 047	32 189	47 047	47 047	47 047	32 189	47 047	47 047	47 047
Estonia	14 881	15 758	15 758	21 749	14 881	15 758	15 758	21 749	14 881	15 758	15 758	21 749
Finland ¹	32 692	37 632	41 415	50 461	34 707	40 550	44 294	54 181	35 743	45 444	49 237	61 089
France	24 006	31 156	33 359	49 221	27 296	33 653	35 856	51 833	27 585	33 942	36 145	52 150
Germany	46 446	m	57 005	61 787	51 080	m	62 930	68 861	55 743	m	68 619	77 628
Greece	27 951	31 858	34 209	41 265	27 951	31 858	34 209	41 265	27 951	31 858	34 209	41 265
Hungary ¹	12 045	13 838	14 902	19 952	12 045	13 838	14 902	19 952	13 572	16 211	17 894	25 783
Iceland	28 767	31 537	32 370	33 753	28 767	31 537	32 370	33 753	26 198	30 574	32 676	34 178
Ireland ¹	36 433	53 787	60 355	68 391	36 433	53 787	60 355	68 391	36 433	53 787	60 355	68 391
Israel	18 935	27 262	28 929	42 425	17 530	24 407	27 112	39 942	16 715	22 344	25 013	37 874
Italy	28 907	31 811	34 954	42 567	31 159	34 529	38 082	46 743	31 159	35 371	39 151	48 870
Japan	27 995	41 711	49 408	62 442	27 995	41 711	49 408	62 442	27 995	41 711	49 408	64 135
Korea	30 522	45 269	52 820	84 650	30 401	45 148	52 699	84 529	30 401	45 148	52 699	84 529
Luxembourg	51 799	67 340	74 402	113 017	80 053	100 068	111 839	139 152	80 053	100 068	111 839	139 152
Mexico	15 658	15 768	20 415	33 582	19 957	20 618	25 905	42 621	m	m	m	m
Netherlands	37 974	45 064	50 370	55 440	39 400	51 830	60 174	66 042	39 400	51 830	60 174	66 042
New Zealand	m	m	m	m	m	m	m	m	m	m	m	m
Norway ¹	35 593	40 392	43 614	43 861	35 593	40 392	43 614	43 861	38 950	42 258	46 247	46 495
Poland	9 186	12 809	15 568	16 221	10 340	14 520	17 732	18 479	11 676	16 585	20 290	21 149
Portugal	34 296	38 427	41 771	60 261	34 296	38 427	41 771	60 261	34 296	38 427	41 771	60 261
Scotland ¹	32 143	51 272	51 272	51 272	32 143	51 272	51 272	51 272	32 143	51 272	51 272	51 272
Slovak Republic	12 139	13 352	13 964	15 054	12 139	13 352	13 964	15 054	12 139	13 352	13 964	15 054
Slovenia	29 191	32 385	35 482	37 274	29 191	32 385	35 482	37 274	29 191	32 385	35 482	37 274
Spain	40 896	44 576	47 182	57 067	45 721	49 807	52 654	63 942	46 609	50 823	53 759	65 267
Sweden ¹	30 648	34 086	35 349	40 985	30 975	35 146	36 521	41 255	32 463	36 983	38 584	44 141
Switzerland ²	48 853	62 903	m	76 483	55 696	71 456	m	86 418	64 450	83 828	m	98 495
Turkey	25 536	26 374	27 438	29 697	a	a	a	a	26 173	27 011	28 076	30 335
United States ¹	36 502	42 475	44 788	51 633	36 416	42 566	44 614	54 725	36 907	43 586	47 977	54 666
OECD average	29 767	36 127	38 914	48 154	31 687	38 683	41 701	51 317	33 044	40 319	43 711	53 651
EU21 average	30 150	35 912	39 735	47 883	32 306	38 721	42 967	50 772	33 553	40 204	45 442	53 956
Other G20												
Argentina	m	m	m	m	m	m	m	m	m	m	m	m
Brazil	m	m	m	m	m	m	m	m	m	m	m	m
China	m	m	m	m	m	m	m	m	m	m	m	m
India	m	m	m	m	m	m	m	m	m	m	m	m
Indonesia	1 564	m	1 979	2 255	1 667	m	2 255	2 450	1 930	m	2 497	2 721
Russian Federation	m	m	m	m	m	m	m	m	m	m	m	m
Saudi Arabia	m	m	m	m	m	m	m	m	m	m	m	m
South Africa	m	m	m	m	m	m	m	m	m	m	m	m

1. Actual salaries.

2. Salaries after 11 years of experience for Columns 2, 6 and 10.

Source: OECD (2011), *Education at a Glance 2011: OECD Indicators*, OECD Publishing.

Please refer to the Reader's Guide in *Education at a Glance 2011* (www.oecd.org/edu/eag2011) for information concerning the symbols replacing missing data.


StatLink  <http://dx.doi.org/10.1787/888932465246>

Figure A.9 (2/2)

Teachers' salaries (2009)

Annual statutory teachers' salaries in public institutions at starting salary, after 10 and 15 years of experience and at the top of the scale, by level of education, in equivalent USD converted using PPPs

	Ratio of salary at top of scale to starting salary			Years from starting to top salary (lower secondary education)	Salary per hour of net contact (teaching) time after 15 years of experience			Ratio of salary per teaching hour of upper secondary to primary teachers (after 15 years of experience)
	Primary education	Lower secondary education	Upper secondary education		Primary education	Lower secondary education	Upper secondary education	
	(13)	(14)	(15)		(16)	(17)	(18)	
OECD								
Australia	1.39	1.39	1.39	9	55	59	61	1.10
Austria	1.98	1.97	2.04	34	53	73	78	1.47
Belgium (Fl.)	1.72	1.72	1.74	27	57	66	91	1.60
Belgium (Fr.)	1.74	1.74	1.77	27	61	67	94	1.55
Canada	m	m	m	m	m	m	m	m
Chile	1.87	1.87	1.87	30	18	18	19	1.05
Czech Republic	1.47	1.49	1.54	32	29	39	43	1.50
Denmark	1.16	1.16	1.31	8	84	84	165	1.97
England	1.46	1.46	1.46	10	74	66	66	0.89
Estonia	1.46	1.46	1.46	7	25	25	27	1.09
Finland ¹	1.54	1.56	1.71	16	61	75	90	1.46
France	2.05	1.90	1.89	34	36	56	58	1.58
Germany	1.33	1.35	1.39	28	71	83	96	1.36
Greece	1.48	1.48	1.48	33	58	80	80	1.38
Hungary ¹	1.66	1.66	1.90	40	25	25	30	1.20
Iceland	1.17	1.17	1.30	18	53	53	60	1.12
Ireland ¹	1.88	1.88	1.88	22	64	82	82	1.29
Israel	2.24	2.28	2.27	36	37	46	48	1.30
Italy	1.47	1.50	1.57	35	46	62	63	1.37
Japan	2.23	2.23	2.29	34	70	82	99	1.41
Korea	2.77	2.78	2.78	37	63	85	87	1.38
Luxembourg	2.18	1.74	1.74	30	101	177	177	1.75
Mexico	2.14	2.14	m	14	26	25	m	m
Netherlands	1.46	1.68	1.68	17	54	80	80	1.48
New Zealand	m	m	m	m	m	m	m	m
Norway ¹	1.23	1.23	1.19	16	59	67	89	1.50
Poland	1.77	1.79	1.81	10	32	37	42	1.31
Portugal	1.76	1.76	1.76	34	48	54	54	1.14
Scotland ¹	1.60	1.60	1.60	6	60	60	60	1.00
Slovak Republic	1.24	1.24	1.24	32	17	22	23	1.35
Slovenia	1.28	1.28	1.28	13	51	51	56	1.09
Spain	1.40	1.40	1.40	38	54	74	78	1.45
Sweden ¹	1.34	1.33	1.36	a	m	m	m	m
Switzerland ²	1.57	1.55	1.53	27	m	m	m	m
Turkey	1.16	a	1.16	a	43	a	50	1.15
United States ¹	1.41	1.50	1.48	m	41	42	46	1.12
OECD average	1.64	1.64	1.64	24	51	62	71	1.34
EU21 average	1.58	1.57	1.61	24	53	65	74	1.38
Other G20								
Argentina	m	m	m	m	m	m	m	m
Brazil	m	m	m	m	m	m	m	m
China	m	m	m	m	m	m	m	m
India	m	m	m	m	m	m	m	m
Indonesia	1.44	1.47	1.41	32	2	3	3	2.16
Russian Federation	m	m	m	m	m	m	m	m
Saudi Arabia	m	m	m	m	m	m	m	m
South Africa	m	m	m	m	m	m	m	m

1. Actual salaries.

2. Salaries after 11 years of experience for Columns 2, 6 and 10.


Source: OECD (2011), *Education at a Glance 2011: OECD Indicators*, OECD Publishing.Please refer to the Reader's Guide in *Education at a Glance 2011* (www.oecd.org/edu/eag2011) for information concerning the symbols replacing missing data.StatLink  <http://dx.doi.org/10.1787/888932465246>

Figure A.10

Teachers' salaries and pre-service teacher training requirements (2009)

Annual statutory teachers' salaries at 15 years of experience and system-level information on teacher training program

	Ratio of salary after 15 years of experience (minimum training) to earnings for full-time, full-year workers with tertiary education aged 25 to 64			Duration of teacher training program in years			ISCED type of final qualification ¹			Percentage of current teacher stock with this type of qualification		
	Primary education	Lower secondary education	Upper secondary education	Primary education	Lower secondary education	Upper secondary education	Primary education	Lower secondary education	Upper secondary education	Primary education	Lower secondary education	Upper secondary education
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
OECD												
Australia ²	0.85	0.85	0.85	4	4	4	5A	5A	5A	87%	91%	x(11)
Austria	0.58	0.63	0.65	3	5.5	5.5	5A	5A	5A	94%	95%	78%
Belgium (Fl.)	0.89	0.89	1.14	3	3	5	5B	5B	5A, 5B	98%	97%	96%
Belgium (Fr.)	0.87	0.87	1.12	3	3	5	5B	5B	5A	100%	m	m
Canada	m	m	m	m	m	m	m	m	m	m	m	m
Chile	m	m	m	m	m	m	m	m	m	m	m	m
Czech Republic	0.51	0.52	0.55	5	5	5	5A	5A	5A	87%	88%	87%
Denmark	0.93	0.93	1.06	4	4	6	5A	5A	5A	100%	100%	100%
England	0.81	0.81	0.81	3, 4	3, 4	3, 4	5A	5A	5A	98%	95%	95%
Estonia	0.82	0.82	0.82	4.5	4.5	4.5	5A	5A	5A	69%	75%	81%
Finland ^{2, 3}	0.85	0.91	1.01	5	5	5	5A	5A	5A	89%	89%	93%
France ⁴	0.78	0.85	0.85	5	5	5, 6	5A	5A	5A	m	m	m
Germany	0.88	0.97	1.06	5.5	5.5, 6.5	6.5	5A	5A	5A	m	m	m
Greece	m	m	m	4	4	4, 5	5A	5A	5A	m	96%	98%
Hungary ³	0.45	0.45	0.54	4	4	5	5A	5A	5A	95%	100%	100%
Iceland ⁴	0.50	0.50	0.61	3, 4	3, 4	4	5A	5A	5A	87%	87%	78%
Ireland ³	0.88	0.88	0.88	3, 5.5	4, 5	4, 5	5A, 5B	5A, 5B	5A, 5B	m	m	m
Israel	0.75	0.70	0.64	3, 4	3, 4	3, 4	5A	5A	5A	82%	92%	86%
Italy ⁵	0.59	0.64	0.66	4	4-6	4-6	5A	5A	5A	100%	100%	100%
Japan	m	m	m	2, 4, 6	2, 4, 6	4, 6	5A+5B, 5A, 5A	5A+5B, 5A, 5A	5A	18%, 78%, 1%	7%, 91%, 2%	72%, 28%
Korea ⁵	1.08	1.08	1.08	4	4	4	5A	5A	5A	m	m	m
Luxembourg	0.79	1.18	1.18	3, 4	5	5	5B	5A	5A	95.6%, 4.5%	100%	100%
Mexico	m	m	m	4	4, 6	4, 6	5A	5A, 5B	5A, 5B	96%	90%	91%
Netherlands ⁵	0.67	0.81	0.81	4	4	5, 6	5A	5A	5A	100%	100%	100%
New Zealand	m	m	m	m	m	m	m	m	m	m	m	m
Norway ^{3, 6}	0.66	0.66	0.70	4	4	4	5A	5A	5A	47%	47%	21%
Poland ⁵	0.59	0.68	0.78	3, 5	3, 5	3, 5	5A, 5B	5A	5A	99%	99%	97%
Portugal	1.19	1.19	1.19	3, 4, 6	5, 6	5, 6	5B, 5B, 5A	5A	5A	97%	91%	93%
Scotland ³	0.89	0.89	0.89	4, 5	4, 5	4, 5	5A	5A	5A	m	m	m
Slovak Republic	0.44	0.44	0.44	4, 7	5, 7	5, 7	5A	5A	5A	93%, 7%	91%, 9%	87%, 13%
Slovenia	0.81	0.81	0.81	5	5-6	5-6	5A	5A	5A, 5B	m	m	m
Spain ⁵	1.16	1.27	1.32	3	6	6	5A	5A	5A	100%	100%	100%
Sweden ^{3, 5}	0.74	0.75	0.81	3.5	4.5	4.5	5A	5A	5A	84%	84%	72%
Switzerland ⁷	m	m	m	3	5	6	5A	5A	5A	m	m	m
Turkey	m	m	m	4-5	a	4-5	5A	a	5A	90%	a	97%
United States ³	0.61	0.61	0.65	4	4	4	5A	5A	5A	99%	99%	99%
OECD average	0.77	0.81	0.85									
EU21 average	0.78	0.83	0.88									
Other G20												
Argentina	m	m	m	m	m	m	m	m	m	m	m	m
Brazil	m	m	m	m	m	m	m	m	m	m	m	m
China	m	m	m	m	m	m	m	m	m	m	m	m
India	m	m	m	m	m	m	m	m	m	m	m	m
Indonesia	m	m	m	m	m	m	m	m	m	m	m	m
Russian Federation	m	m	m	m	m	m	m	m	m	m	m	m
Saudi Arabia	m	m	m	m	m	m	m	m	m	m	m	m
South Africa	m	m	m	m	m	m	m	m	m	m	m	m

1. Tertiary-type A programs are largely theory-based and are designed to provide qualifications for entry into advanced research programs and professions with high knowledge and skill requirements. Tertiary-type B programs are classified at the same level of competence as tertiary-type A programs but are more occupationally oriented and usually lead directly to the labor market.

2. Year of reference 2010 for Columns 10 to 12.

3. Actual salaries for Columns 1, 2 and 3.

4. Year of reference 2006 for Columns 1, 2 and 3.

5. Year of reference 2008 for Columns 1, 2 and 3.

6. Year of reference 2007 for Columns 1, 2 and 3.

7. Salaries after 11 years of experience for Columns 1, 2 and 3.

Source: OECD (2011), *Education at a Glance 2011: OECD Indicators*, OECD Publishing.

Please refer to the Reader's Guide in Education at a Glance 2011 (www.oecd.org/edu/eag2011) for information concerning the symbols replacing missing data.


StatLink  <http://dx.doi.org/10.1787/888932465265>

Figure A.11

Organization of teachers' working time (2009)

Number of teaching weeks, teaching days, net teaching hours, and teachers' working time over the school year, in public institutions

	Number of weeks of instruction			Number of days of instruction			Net teaching time in hours			Working time required at school in hours			Total statutory working time in hours		
	Primary education	Lower secondary education	Upper secondary education, general programs	Primary education	Lower secondary education	Upper secondary education, general programs	Primary education	Lower secondary education	Upper secondary education, general programs	Primary education	Lower secondary education	Upper secondary education, general programs	Primary education	Lower secondary education	Upper secondary education, general programs
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
OECD															
Australia	40	40	40	197	197	193	874	812	797	1 201	1 204	1 186	a	a	a
Austria	38	38	38	180	180	180	779	607	589	a	a	a	1 776	1 776	a
Belgium (Fl.)	37	37	37	178	179	179	801	687	642	926	a	a	a	a	a
Belgium (Fr.)	38	38	38	183	183	183	732	671	610	a	a	a	a	a	a
Canada	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
Chile	40	40	40	191	191	191	1 232	1 232	1 232	1 760	1 760	1 760	1 760	1 760	1 760
Czech Republic	40	40	40	189	189	189	832	624	595	a	a	a	1 664	1 664	1 664
Denmark ¹	42	42	42	200	200	200	648	648	377	648	648	377	1 680	1 680	1 680
England ¹	38	38	38	190	190	190	635	714	714	1 265	1 265	1 265	1 265	1 265	1 265
Estonia	39	39	39	175	175	175	630	630	578	1 540	1 540	1 540	a	a	a
Finland	38	38	38	188	188	188	677	592	550	a	a	a	a	a	a
France ¹	35	35	35	m	m	m	918	642	628	a	a	a	a	a	a
Germany	40	40	40	193	193	193	805	756	713	a	a	a	1 775	1 775	1 775
Greece	36	32	32	177	157	157	589	426	426	1 140	1 170	1 170	a	a	a
Hungary	37	37	37	181	181	181	597	597	597	a	a	a	1 864	1 864	1 864
Iceland ¹	36	36	35	176	176	171	609	609	547	1 650	1 650	1 720	1 800	1 800	1 800
Ireland	37	33	33	183	167	167	915	735	735	1 036	735	735	a	a	a
Israel	43	42	42	183	176	176	788	589	524	1 069	802	704	a	a	a
Italy	39	39	39	172	172	172	757	619	619	a	a	a	a	a	a
Japan ¹	40	40	40	201	201	198	707	602	500	a	a	a	1 899	1 899	1 899
Korea	40	40	40	220	220	220	836	618	605	a	a	a	1 680	1 680	1 680
Luxembourg	36	36	36	176	176	176	739	634	634	900	828	828	a	a	a
Mexico	42	42	36	200	200	172	800	1 047	843	800	1 167	971	a	a	a
Netherlands	40	m	m	195	m	m	930	750	750	a	a	a	1 659	1 659	1 659
New Zealand	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
Norway	38	38	38	190	190	190	741	654	523	1 300	1 225	1 150	1 688	1 688	1 688
Poland	37	37	37	181	179	180	489	483	486	a	a	a	1 480	1 464	1 472
Portugal	37	37	37	175	175	175	875	770	770	1 289	1 289	1 289	1 464	1 464	1 464
Scotland	38	38	38	190	190	190	855	855	855	a	a	a	1 365	1 365	1 365
Slovak Republic	38	38	38	187	187	187	832	645	617	m	m	m	1 560	1 560	1 560
Slovenia	40	40	40	190	190	190	690	690	633	a	a	a	a	a	a
Spain	37	37	36	176	176	171	880	713	693	1 140	1 140	1 140	1 425	1 425	1 425
Sweden	a	a	a	a	a	a	a	a	a	1 360	1 360	1 360	1 767	1 767	1 767
Switzerland	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
Turkey	38	a	38	180	a	180	639	a	567	870	a	756	1 808	a	1 808
United States ¹	36	36	36	180	180	180	1 097	1 068	1 051	1 381	1 381	1 378	1 913	1 977	1 998
OECD average	38	38	38	186	185	183	779	701	656	1 182	1 198	1 137	1 665	1 660	1 663
EU21 average	38	38	37	184	181	181	755	659	628	1 124	1 108	1 078	1 596	1 594	1 580
Other G20															
Argentina ²	36	36	36	170	171	171	680	1 368	1 368	m	m	m	m	m	m
Brazil	40	40	40	200	200	200	800	800	800	800	800	800	800	800	800
China	35	35	35	175	175	175	m	m	m	m	m	m	m	m	m
India	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
Indonesia	44	44	44	251	163	163	1 255	734	734	m	m	m	m	m	m
Russian Federation ¹	34	35	35	164	169	169	615	507	507	a	a	a	a	a	a
Saudi Arabia	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
South Africa	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m

1. Actual teaching and working time.

2. Year of reference 2008.

Source: OECD (2011), *Education at a Glance 2011: OECD Indicators*, OECD Publishing.

Please refer to the Reader's Guide in Education at a Glance 2011 (www.oecd.org/edu/eag2011) for information concerning the symbols replacing missing data.


StatLink  <http://dx.doi.org/10.1787/888932465398>

Figure A.12

Number of teaching hours per year (2000, 2005-09)

Net statutory contact time in hours per year in public institutions by level of education from 2000, 2005 to 2009

	Primary level						Lower secondary level						Upper secondary level					
	2000	2005	2006	2007	2008	2009	2000	2005	2006	2007	2008	2009	2000	2005	2006	2007	2008	2009
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
OECD																		
Australia	882	888	884	877	873	874	811	810	818	815	812	812	803	810	817	813	810	797
Austria	m	774	774	774	779	779	m	607	607	607	607	607	m	589	589	589	589	589
Belgium (Fl.)	826	806	797	806	810	801	712	720	684	691	695	687	668	675	638	645	649	642
Belgium (Fr.)	804	722	724	724	724	732	728	724	662	662	662	671	668	664	603	603	603	610
Canada	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
Chile	m	m	864	860	m	1 232	m	m	864	860	m	1 232	m	m	864	860	m	1 232
Czech Republic	650	813	854	849	849	832	650	647	640	637	637	624	621	617	611	608	608	595
Denmark ¹	640	640	648	648	648	648	640	640	648	648	648	648	560	560	364	364	364	377
England ¹	m	m	m	631	654	635	m	m	m	714	722	714	m	m	m	714	722	714
Estonia	630	630	630	630	630	630	630	630	630	630	630	630	578	578	578	578	578	578
Finland	656	677	677	677	677	677	570	592	592	592	592	592	527	550	550	550	550	550
France ¹	907	918	910	914	926	918	639	639	634	632	644	642	611	625	616	618	630	628
Germany	783	808	810	806	805	805	732	758	758	758	756	756	690	714	714	714	715	713
Greece	609	604	604	590	593	589	426	434	429	426	429	426	429	430	421	423	429	426
Hungary	583	583	583	583	597	597	555	555	555	555	597	597	555	555	555	555	597	597
Iceland ¹	629	671	671	671	671	609	629	671	671	671	671	609	464	560	560	560	560	547
Ireland	915	915	915	915	915	915	735	735	735	735	735	735	735	735	735	735	735	735
Israel	731	731	731	731	731	788	579	579	579	579	579	589	524	524	524	524	524	524
Italy	744	739	735	735	735	757	608	605	601	601	601	619	608	605	601	601	601	619
Japan ¹	635	578	m	705	709	707	557	505	m	600	603	602	478	429	m	498	500	500
Korea	865	883	864	848	840	836	570	621	588	612	616	618	530	605	596	599	604	605
Luxembourg	m	774	774	774	739	739	m	642	642	642	634	634	m	642	642	642	634	634
Mexico	800	800	800	800	800	800	1 182	1 047	1 047	1 047	1 047	1 047	m	848	843	843	848	843
Netherlands	930	930	930	930	930	930	867	750	750	750	750	750	867	750	750	750	750	750
New Zealand	985	985	985	985	985	m	968	968	968	968	968	m	950	950	950	950	950	m
Norway	713	741	741	741	741	741	633	656	654	654	654	654	505	524	523	523	523	523
Poland	m	m	m	m	513	489	m	m	m	m	513	483	m	m	m	m	513	486
Portugal	815	855	860	855	855	875	595	564	757	752	752	770	515	513	688	684	752	770
Scotland	950	893	893	855	855	855	893	893	893	855	855	855	893	893	893	855	855	855
Slovak Republic	m	m	m	m	m	832	m	m	m	m	m	645	m	m	m	m	m	617
Slovenia	m	697	697	682	682	690	m	697	697	682	682	690	m	639	639	626	626	633
Spain	880	880	880	880	880	880	564	713	713	713	713	713	548	693	693	693	693	693
Sweden	a	a	a	a	a	a	a	a	a	a	a	a	a	a	a	a	a	a
Switzerland	884	m	m	m	m	m	859	m	m	m	m	m	674	m	m	m	m	m
Turkey	639	639	639	639	639	639	a	a	a	a	a	a	504	567	567	567	567	567
United States ¹	m	1 080	1 080	1 080	1 097	1 097	m	1 080	1 080	1 080	1 068	1 068	m	1 080	1 080	1 080	1 051	1 051
OECD average	773	781	792	780	770	779	693	696	711	706	696	701	620	653	662	657	649	656
OECD average for countries with data available for all reference years	764	772	773	770	771	771	679	681	684	683	685	684	609	625	618	616	622	623
EU21 average for countries with data available for all reference years	770	776	778	775	777	778	659	662	668	665	669	670	629	635	626	623	632	634
Other G20																		
Argentina	m	m	m	m	680	m	m	m	m	m	1 368	m	m	m	m	m	1 368	m
Brazil	800	800	800	800	800	800	800	800	800	800	800	800	800	800	800	800	800	800
China	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
India	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
Indonesia	m	m	m	m	1 260	1 255	m	m	m	m	738	734	m	m	m	m	738	734
Russian Federation ¹	m	615	615	615	615	615	m	507	507	507	507	507	m	507	507	507	507	507
Saudi Arabia	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
South Africa	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m

1. Actual teaching and working time.


Source: OECD (2011), *Education at a Glance 2011: OECD Indicators*, OECD Publishing.Please refer to the Reader's Guide in Education at a Glance 2011 (www.oecd.org/edu/eag2011) for information concerning the symbols replacing missing data.StatLink  <http://dx.doi.org/10.1787/888932465417>

Figure A.13

Participation of teachers in professional development in the previous 18 months (2007-08)

Participation rates, average number of days and average of compulsory days of professional development undertaken by teachers of lower secondary education in the 18 months prior to the survey

	Percentage of teachers who undertook some professional development in the previous 18 months		Average days of professional development across all teachers		Average days of professional development among those who participated		Average percentage of professional development days taken that were compulsory	
	%	(S.E.)	Mean	(S.E.)	Mean	(S.E.)	%	(S.E.)
Australia	96.7	(0.43)	8.7	(0.19)	9.0	(0.20)	47.3	(1.17)
Austria	96.6	(0.37)	10.5	(0.17)	10.9	(0.16)	31.4	(0.66)
Belgium (Fl.)	90.3	(0.73)	8.0	(0.38)	8.8	(0.42)	33.6	(0.95)
Brazil	83.0	(1.21)	17.3	(0.70)	20.8	(0.79)	40.2	(1.17)
Bulgaria	88.3	(1.17)	27.2	(1.65)	30.8	(2.04)	46.9	(2.11)
Denmark	75.6	(1.26)	9.8	(0.34)	12.9	(0.40)	34.6	(1.43)
Estonia	92.7	(0.50)	13.1	(0.29)	14.2	(0.31)	49.2	(1.20)
Hungary	86.9	(1.77)	14.5	(0.50)	16.7	(0.41)	46.1	(1.58)
Iceland	77.1	(1.10)	10.7	(0.44)	13.9	(0.56)	49.9	(1.30)
Ireland	89.7	(0.78)	5.6	(0.21)	6.2	(0.21)	41.4	(0.99)
Italy	84.6	(0.76)	26.6	(0.98)	31.4	(1.17)	40.0	(1.08)
Korea	91.9	(0.59)	30.0	(0.57)	32.7	(0.55)	46.9	(0.85)
Lithuania	95.5	(0.40)	11.2	(0.21)	11.8	(0.21)	56.6	(0.98)
Malaysia	91.7	(0.67)	11.0	(0.32)	11.9	(0.33)	88.1	(0.64)
Malta	94.1	(0.75)	7.3	(0.25)	7.8	(0.26)	78.4	(1.07)
Mexico	91.5	(0.60)	34.0	(1.60)	37.1	(1.78)	66.4	(1.22)
Norway	86.7	(0.87)	9.2	(0.30)	10.6	(0.34)	55.5	(1.25)
Poland	90.4	(0.67)	26.1	(1.10)	28.9	(1.20)	41.0	(1.14)
Portugal	85.8	(0.87)	18.5	(0.89)	21.6	(1.01)	35.1	(0.99)
Slovak Republic	75.0	(1.13)	7.2	(0.30)	9.6	(0.38)	44.1	(1.19)
Slovenia	96.9	(0.35)	8.3	(0.20)	8.6	(0.20)	60.5	(0.93)
Spain	100.0	(0.03)	25.6	(0.51)	25.6	(0.51)	66.8	(0.99)
Turkey	74.8	(2.09)	11.2	(0.52)	14.9	(0.65)	72.8	(1.65)
TALIS average	88.5	(0.20)	15.3	(0.14)	17.3	(0.16)	51.0	(0.25)

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*, OECD Publishing.


StatLink  <http://dx.doi.org/10.1787/607807256201>



Figure A.14

Amount of professional development undertaken by teachers in the previous 18 months (2007-08) – teacher characteristics

Average number of days of professional development undertaken by teachers of different characteristics [among those teachers of lower secondary education who took some professional development]

	Female teachers		Male teachers		Teachers aged under 30 years		Teachers aged 30-39 years		Teachers aged 40-49 years		Teachers aged 50+ years	
	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)
Australia	9.0	(0.24)	9.0	(0.28)	9.0	(0.52)	8.9	(0.41)	9.1	(0.34)	9.1	(0.31)
Austria	11.2	(0.20)	10.3	(0.23)	12.4	(0.72)	10.5	(0.47)	11.3	(0.25)	10.5	(0.25)
Belgium (Fl.)	8.5	(0.55)	9.5	(0.48)	8.7	(0.62)	8.8	(0.79)	8.6	(0.61)	9.2	(0.88)
Brazil	20.7	(0.88)	21.2	(1.02)	22.2	(1.51)	22.3	(1.15)	19.7	(0.85)	17.0	(1.40)
Bulgaria	30.7	(2.00)	31.5	(3.79)	27.3	(5.36)	34.2	(4.29)	33.6	(4.21)	26.8	(1.67)
Denmark	13.4	(0.53)	12.3	(0.68)	17.3	(3.02)	13.4	(0.70)	15.8	(1.07)	10.3	(0.50)
Estonia	14.6	(0.36)	11.6	(0.51)	15.3	(1.19)	16.8	(0.80)	15.2	(0.55)	11.8	(0.36)
Hungary	16.6	(0.52)	16.9	(1.28)	15.4	(1.05)	16.3	(0.95)	18.3	(0.80)	15.4	(1.29)
Iceland	14.4	(0.68)	12.7	(0.83)	11.5	(1.41)	12.9	(0.84)	15.2	(0.96)	14.2	(0.99)
Ireland	6.0	(0.23)	6.7	(0.45)	5.8	(0.49)	6.6	(0.49)	6.8	(0.45)	5.7	(0.30)
Italy	30.5	(1.12)	34.8	(2.52)	64.1	(12.08)	50.1	(3.36)	30.4	(1.54)	24.1	(1.04)
Korea	34.2	(0.69)	30.0	(0.91)	43.3	(1.61)	36.7	(1.01)	30.3	(0.82)	24.3	(1.51)
Lithuania	12.1	(0.24)	10.1	(0.46)	11.2	(0.75)	11.5	(0.41)	12.5	(0.34)	11.4	(0.31)
Malaysia	11.8	(0.39)	12.3	(0.44)	12.0	(0.56)	11.7	(0.43)	12.2	(0.37)	11.9	(0.65)
Malta	7.9	(0.39)	7.6	(0.32)	7.7	(0.51)	7.5	(0.42)	8.6	(0.86)	7.9	(0.50)
Mexico	39.9	(2.17)	33.9	(2.72)	48.5	(5.64)	41.8	(3.88)	34.5	(2.27)	28.1	(2.26)
Norway	10.9	(0.49)	10.1	(0.47)	10.2	(0.95)	10.4	(0.58)	12.6	(0.86)	9.7	(0.55)
Poland	29.9	(1.40)	25.6	(1.60)	35.2	(3.22)	33.2	(2.08)	25.5	(1.45)	17.9	(1.64)
Portugal	20.3	(1.06)	24.8	(1.95)	38.5	(5.51)	21.3	(1.29)	20.2	(1.12)	17.7	(2.21)
Slovak Republic	9.9	(0.43)	8.3	(0.61)	9.8	(1.05)	9.7	(0.52)	10.9	(0.53)	8.5	(0.45)
Slovenia	8.7	(0.23)	8.3	(0.34)	9.4	(0.54)	9.7	(0.49)	8.4	(0.25)	7.2	(0.26)
Spain	26.7	(0.64)	24.2	(0.60)	29.4	(1.51)	25.7	(0.91)	26.8	(0.73)	23.0	(0.69)
Turkey	13.6	(0.82)	16.2	(1.29)	16.9	(1.13)	13.6	(0.74)	14.4	(1.91)	10.6	(1.18)
TALIS average	17.5	(0.18)	16.9	(0.29)	20.9	(0.72)	18.9	(0.34)	17.4	(0.28)	14.4	(0.23)

	Teachers with qualification at ISCED level 5B or below		Teachers with an ISCED level 5A Bachelor degree		Teachers with an ISCED level 5A Master degree or a higher level of qualification	
	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)
Australia	9.8	(1.24)	8.7	(0.20)	10.6	(0.51)
Austria	11.3	(0.22)	14.1	(2.72)	10.2	(0.25)
Belgium (Fl.)	8.6	(0.44)	15.5	(4.03)	8.0	(0.72)
Brazil	18.9	(2.00)	20.8	(0.87)	24.8	(2.87)
Bulgaria	28.0	(4.37)	28.4	(3.40)	32.3	(2.93)
Denmark	12.8	(4.47)	12.4	(0.39)	18.7	(1.83)
Estonia	14.7	(1.02)	13.3	(0.43)	14.9	(0.43)
Hungary	23.2	(6.28)	17.1	(0.53)	15.7	(0.59)
Iceland	10.4	(0.79)	15.1	(0.74)	17.8	(2.41)
Ireland	5.9	(0.66)	5.9	(0.25)	7.9	(0.65)
Italy	28.4	(1.53)	26.3	(3.81)	32.0	(1.25)
Korea	55.5	(11.32)	31.5	(0.65)	34.4	(0.82)
Lithuania	11.1	(0.54)	11.5	(0.32)	12.5	(0.34)
Malaysia	10.5	(0.65)	12.0	(0.34)	13.6	(0.76)
Malta	7.6	(0.57)	7.8	(0.30)	8.0	(0.67)
Mexico	27.4	(2.62)	36.4	(2.26)	53.1	(5.31)
Norway	16.0	(3.02)	9.9	(0.39)	12.7	(0.81)
Poland	28.7	(8.87)	27.5	(4.46)	29.0	(1.21)
Portugal	21.1	(3.54)	19.8	(1.07)	35.3	(3.34)
Slovak Republic	12.4	(2.90)	9.9	(2.81)	9.6	(0.37)
Slovenia	7.7	(0.22)	9.3	(0.31)	14.0	(2.98)
Spain	23.8	(2.20)	22.1	(1.22)	26.2	(0.49)
Turkey	10.6	(1.07)	15.0	(0.76)	19.3	(2.95)
TALIS average	17.6	(0.80)	17.0	(0.41)	20.0	(0.41)

Denotes categories that include less than 5% of teachers.

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*, OECD Publishing.

StatLink <http://dx.doi.org/10.1787/607807256201>

Figure A.15

Amount of professional development undertaken by teachers in the previous 18 months (2007-08) – school characteristics

Average number of days of professional development undertaken by teachers in schools of different characteristics [among those teachers of lower secondary education who took some professional development]

	Teachers in private schools		Teachers in schools in a village		Teachers in schools in a small town		Teachers in schools in a town		Teachers in schools in a city		Teachers in schools in a large city			
	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)		
Australia	8.9	(0.24)	9.2	(0.32)	10.1	(0.57)	9.4	(0.74)	9.0	(0.35)	8.8	(0.40)	9.0	(0.32)
Austria	11.0	(0.19)	10.2	(0.55)	11.3	(0.44)	10.2	(0.24)	12.1	(0.58)	11.2	(0.45)	11.3	(0.40)
Belgium (Fl.)	12.2	(1.31)	7.6	(0.34)	15.6	(4.07)	7.7	(0.46)	9.1	(0.86)	10.3	(0.88)	a	a
Brazil	21.1	(0.91)	19.0	(1.36)	22.8	(3.01)	19.5	(1.18)	20.2	(1.42)	21.3	(1.23)	20.2	(1.19)
Bulgaria	30.9	(2.08)	20.5	(9.36)	27.5	(3.54)	32.9	(6.88)	32.1	(2.56)	30.6	(3.18)	30.2	(2.55)
Denmark	13.4	(0.49)	12.4	(0.99)	11.7	(0.98)	14.0	(1.45)	12.1	(0.77)	15.0	(1.37)	15.4	(1.74)
Estonia	14.2	(0.31)	14.9	(3.11)	13.9	(0.45)	14.1	(0.76)	14.8	(0.85)	14.3	(0.64)	a	a
Hungary	16.6	(0.50)	17.0	(0.81)	16.7	(1.17)	17.6	(1.06)	16.2	(1.04)	17.0	(0.91)	16.0	(0.81)
Iceland	14.3	(0.65)	6.9	(2.27)	13.3	(0.71)	14.9	(1.21)	15.4	(1.37)	13.3	(1.09)	a	a
Ireland	6.4	(0.33)	5.7	(0.35)	5.9	(0.45)	5.9	(0.40)	6.2	(0.57)	6.7	(0.97)	5.9	(0.51)
Italy	30.8	(1.20)	44.5	(7.40)	30.4	(2.91)	33.0	(2.38)	29.5	(1.48)	29.2	(2.43)	35.3	(3.84)
Korea	34.3	(0.76)	25.1	(1.29)	32.9	(2.74)	33.0	(2.12)	32.2	(1.58)	32.2	(1.43)	33.1	(0.94)
Lithuania	11.8	(0.22)	11.4	(1.58)	10.9	(0.32)	11.7	(0.54)	12.3	(0.53)	12.2	(0.38)	a	a
Malaysia	12.0	(0.33)	10.0	(1.45)	12.1	(0.60)	11.6	(0.47)	12.3	(0.96)	11.9	(1.04)	13.4	(0.41)
Malta	7.5	(0.34)	8.2	(0.36)	8.6	(0.78)	7.9	(0.33)	7.6	(0.54)	a	a	a	a
Mexico	35.3	(1.57)	44.0	(6.21)	30.6	(7.64)	38.6	(4.31)	35.6	(3.13)	32.2	(2.47)	38.4	(2.43)
Norway	10.7	(0.36)	7.1	(1.14)	11.8	(0.78)	10.4	(0.64)	10.6	(0.59)	8.7	(0.57)	a	a
Poland	29.0	(1.26)	27.9	(3.86)	26.5	(1.32)	31.7	(3.33)	28.1	(1.92)	29.7	(3.70)	45.1	(7.16)
Portugal	21.9	(1.22)	17.9	(1.49)	23.8	(2.18)	20.2	(2.00)	22.9	(1.74)	19.9	(3.23)	18.0	(3.57)
Slovak Republic	9.7	(0.39)	10.0	(1.19)	10.6	(1.07)	9.4	(0.66)	8.9	(0.46)	10.3	(1.19)	a	a
Slovenia	8.6	(0.21)	a	a	8.9	(0.42)	8.4	(0.29)	9.0	(0.63)	8.6	(0.73)	a	a
Spain	27.1	(0.62)	21.1	(0.79)	25.4	(1.50)	27.0	(0.88)	25.3	(0.86)	25.5	(1.28)	24.6	(1.18)
Turkey	15.0	(0.72)	14.9	(1.13)	15.1	(2.42)	17.4	(3.05)	14.9	(1.48)	14.4	(0.83)	15.8	(1.32)
TALIS average	17.5	(0.18)	16.6	(0.66)	17.2	(0.50)	17.7	(0.46)	17.2	(0.28)	17.4	(0.34)	22.1	(0.44)

Denotes categories that include less than 5% of teachers.

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*, OECD Publishing.
StatLink <http://dx.doi.org/10.1787/607807256201>

Figure A.16

Types of professional development undertaken by teachers (2007-08)

Percentage of teachers of lower secondary education undertaking specified professional development activities in the previous 18 months

	Courses and workshops		Education conferences and seminars		Qualification programs		Observation visits to other schools		Professional development network		Individual and collaborative research		Mentoring and peer observation		Reading professional literature		Informal dialogue to improve teaching	
	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)
Australia	90.6	(0.81)	64.0	(1.34)	11.7	(0.80)	22.2	(1.42)	60.1	(1.38)	36.6	(1.21)	48.6	(1.30)	82.4	(1.09)	93.7	(0.70)
Austria	91.9	(0.56)	49.2	(0.97)	19.9	(0.68)	10.3	(0.55)	37.6	(0.98)	25.9	(0.82)	18.4	(0.84)	89.4	(0.57)	91.9	(0.60)
Belgium (Fl.)	85.2	(0.89)	32.6	(1.33)	17.8	(0.83)	15.1	(1.06)	25.7	(1.05)	31.8	(0.87)	22.1	(0.92)	79.6	(0.98)	91.3	(0.71)
Brazil	80.3	(1.31)	61.0	(1.52)	40.8	(1.27)	32.5	(1.03)	21.9	(0.95)	54.7	(1.17)	47.5	(1.37)	82.5	(0.78)	94.2	(0.58)
Bulgaria	73.7	(2.07)	42.2	(3.44)	50.2	(2.56)	22.5	(2.03)	19.8	(2.22)	24.5	(1.73)	35.4	(3.01)	93.5	(0.96)	94.7	(0.70)
Denmark	81.2	(1.33)	41.6	(1.56)	15.4	(1.47)	10.4	(0.92)	43.5	(1.65)	52.3	(1.51)	17.5	(1.66)	77.3	(1.50)	90.4	(0.89)
Estonia	92.5	(0.66)	50.6	(1.29)	27.7	(0.96)	62.8	(1.37)	42.8	(1.16)	26.6	(1.00)	31.5	(1.35)	87.7	(0.85)	93.8	(0.58)
Hungary	68.7	(1.66)	39.9	(1.64)	26.1	(1.13)	34.6	(2.15)	43.7	(1.83)	17.0	(0.84)	46.7	(1.93)	88.4	(1.11)	79.1	(1.39)
Iceland	72.1	(1.30)	52.1	(1.25)	18.8	(1.02)	60.0	(1.27)	82.6	(1.11)	18.2	(1.08)	33.4	(1.16)	82.8	(1.05)	94.9	(0.65)
Ireland	85.7	(0.88)	42.0	(1.41)	11.4	(0.67)	7.6	(0.75)	51.1	(1.20)	26.3	(1.17)	18.2	(1.12)	60.3	(0.96)	87.4	(0.81)
Italy	66.3	(1.10)	43.5	(1.03)	10.8	(0.50)	16.0	(0.89)	20.0	(0.75)	56.5	(0.92)	27.4	(0.93)	66.2	(0.81)	93.1	(0.46)
Korea	85.0	(0.86)	46.9	(1.24)	27.5	(0.88)	66.8	(1.26)	39.6	(1.00)	50.1	(1.03)	69.4	(1.15)	52.5	(1.06)	90.0	(0.63)
Lithuania	95.7	(0.43)	67.6	(1.10)	43.9	(1.16)	57.1	(1.21)	37.6	(1.05)	48.1	(1.00)	39.7	(1.16)	93.5	(0.50)	96.7	(0.38)
Malaysia	88.6	(0.71)	32.4	(0.93)	22.0	(1.01)	30.0	(1.40)	47.8	(1.25)	21.7	(1.08)	41.8	(1.26)	61.5	(1.63)	95.7	(0.36)
Malta	90.2	(0.96)	51.8	(1.88)	18.1	(1.36)	14.8	(1.23)	39.0	(1.70)	37.4	(1.85)	16.5	(1.19)	61.1	(1.90)	92.3	(1.05)
Mexico	94.3	(0.57)	33.1	(1.23)	33.5	(1.21)	30.5	(1.30)	27.5	(1.13)	62.9	(1.05)	38.1	(1.37)	67.4	(1.05)	88.9	(0.86)
Norway	72.5	(1.40)	40.4	(1.61)	17.6	(0.71)	19.1	(1.49)	35.3	(1.55)	12.3	(0.72)	22.0	(1.50)	64.1	(1.12)	94.0	(0.57)
Poland	90.8	(0.77)	64.3	(1.18)	35.0	(0.95)	19.7	(0.84)	60.7	(1.43)	40.0	(1.08)	66.7	(1.40)	95.2	(0.46)	95.8	(0.36)
Portugal	77.0	(0.91)	51.6	(1.31)	29.5	(0.87)	26.4	(1.03)	15.0	(0.82)	47.1	(1.15)	14.6	(0.84)	73.3	(0.97)	94.2	(0.49)
Slovak Republic	50.1	(1.45)	38.2	(1.38)	38.1	(1.28)	33.1	(1.41)	34.6	(1.46)	11.8	(0.83)	64.8	(1.27)	93.2	(0.64)	95.9	(0.48)
Slovenia	88.1	(0.70)	74.7	(1.05)	10.2	(0.65)	7.7	(0.58)	71.9	(1.38)	22.5	(0.97)	29.1	(0.87)	86.4	(0.73)	97.0	(0.35)
Spain	83.9	(0.86)	36.2	(1.10)	17.2	(0.62)	14.7	(0.75)	22.6	(0.84)	49.2	(0.96)	21.4	(1.00)	68.1	(0.93)	92.6	(0.49)
Turkey	62.3	(1.51)	67.8	(1.99)	19.2	(1.09)	21.1	(1.66)	39.4	(1.67)	40.1	(1.35)	32.2	(2.15)	80.6	(2.14)	92.8	(0.82)
TALIS average	81.2	(0.23)	48.9	(0.32)	24.5	(0.23)	27.6	(0.26)	40.0	(0.28)	35.4	(0.24)	34.9	(0.30)	77.7	(0.23)	92.6	(0.14)

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*, OECD Publishing.
StatLink <http://dx.doi.org/10.1787/607807256201>



Figure A.17

Teachers who wanted to participate in more development than they did in the previous 18 months (2007-08)

Percentage of teachers of lower secondary education who wanted to take more professional development than they did in the previous 18 months, by certain teacher and school characteristics

	All teachers		Female teachers		Male teachers		Teachers aged under 40 years		Teachers aged 40+ years		Teachers with qualification below ISCED level 5A		Teachers with qualification at ISCED level 5A Bachelor degree		Teachers with qualification at ISCED level 5A Masters degree or higher		Teachers in public schools		Teachers in private schools	
	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)
Australia	55.2	(1.37)	57.9	(1.67)	51.3	(1.89)	59.0	(1.70)	52.5	(1.70)	24.6	(11.05)	55.0	(1.37)	58.9	(2.83)	55.5	(1.49)	54.8	(2.49)
Austria	44.7	(0.93)	46.0	(1.17)	41.9	(1.36)	48.8	(1.83)	43.5	(1.00)	40.3	(1.18)	41.8	(8.01)	51.9	(1.43)	43.9	(1.01)	53.4	(2.05)
Belgium (Fl.)	30.5	(0.98)	32.3	(1.40)	26.5	(2.50)	34.9	(1.22)	25.6	(1.34)	30.4	(1.02)	23.0	(3.04)	36.0	(3.42)	32.7	(1.17)	29.7	(1.36)
Brazil	84.4	(0.77)	85.9	(0.88)	80.5	(1.30)	85.8	(1.05)	82.6	(1.21)	86.4	(2.41)	83.9	(0.85)	83.3	(3.56)	84.8	(0.89)	83.6	(1.52)
Bulgaria	68.9	(1.77)	69.5	(1.62)	65.8	(4.77)	70.9	(2.83)	68.0	(1.87)	67.6	(4.25)	71.6	(3.98)	68.5	(2.33)	68.9	(1.78)	64.5	(12.29)
Denmark	47.6	(1.39)	49.6	(1.93)	44.8	(2.50)	47.3	(2.41)	47.8	(1.90)	18.0	(6.30)	47.8	(1.37)	52.9	(5.58)	48.0	(1.80)	45.8	(3.01)
Estonia	48.7	(1.07)	48.6	(1.16)	49.2	(2.38)	48.3	(1.90)	48.8	(1.26)	48.7	(2.89)	49.8	(1.74)	47.8	(1.49)	48.6	(1.10)	50.4	(9.40)
Hungary	40.2	(2.00)	39.9	(2.45)	41.0	(2.10)	41.1	(3.19)	39.6	(1.81)	39.3	(18.39)	38.6	(2.07)	44.6	(2.22)	40.1	(1.63)	40.3	(5.22)
Iceland	37.9	(1.47)	40.6	(1.93)	32.0	(2.36)	36.3	(2.23)	39.0	(1.84)	36.5	(2.33)	39.4	(1.80)	32.9	(5.74)	37.5	(1.61)	35.0	(12.03)
Ireland	54.1	(1.37)	55.7	(1.54)	50.7	(2.56)	54.8	(1.87)	53.5	(1.61)	46.5	(5.83)	54.6	(1.45)	53.6	(2.85)	53.6	(2.28)	53.8	(1.81)
Italy	56.4	(0.98)	58.4	(1.08)	49.2	(1.78)	57.0	(1.85)	56.2	(1.07)	54.0	(2.38)	62.9	(3.09)	56.1	(1.07)	56.5	(1.03)	48.5	(5.20)
Korea	58.2	(1.16)	60.5	(1.28)	54.1	(1.92)	67.6	(1.57)	52.5	(1.53)	68.1	(13.27)	58.5	(1.42)	57.6	(1.72)	59.6	(1.41)	50.8	(3.98)
Lithuania	44.7	(1.10)	45.4	(1.12)	40.9	(2.80)	47.9	(1.79)	43.3	(1.28)	44.0	(2.18)	45.2	(1.40)	44.2	(1.84)	45.0	(1.10)	31.6	(6.43)
Malaysia	82.9	(0.95)	83.8	(1.10)	81.1	(1.30)	86.5	(1.12)	77.3	(1.28)	75.0	(2.21)	83.9	(1.05)	85.8	(2.12)	83.0	(0.97)	66.9	(11.42)
Malta	43.3	(1.79)	44.4	(2.33)	41.4	(3.10)	42.5	(2.22)	44.6	(3.04)	40.5	(4.26)	43.3	(1.99)	48.0	(5.52)	41.1	(2.44)	47.7	(2.04)
Mexico	85.3	(0.85)	86.3	(1.04)	84.1	(1.15)	88.0	(1.04)	83.3	(1.15)	80.8	(3.10)	86.1	(0.88)	86.6	(2.15)	85.7	(0.80)	84.8	(3.28)
Norway	70.3	(1.13)	72.5	(1.43)	67.1	(1.76)	70.3	(1.72)	70.4	(1.45)	52.6	(12.23)	71.1	(1.36)	68.6	(2.11)	70.6	(1.16)	72.9	(8.17)
Poland	43.6	(1.04)	45.1	(1.28)	38.9	(2.07)	49.5	(1.54)	37.3	(1.26)	40.7	(8.80)	47.5	(4.38)	43.3	(1.07)	43.5	(1.01)	45.2	(7.26)
Portugal	76.2	(0.91)	77.5	(1.04)	73.1	(1.56)	77.3	(1.22)	75.1	(1.43)	70.7	(4.35)	76.0	(0.99)	79.8	(2.52)	77.0	(0.98)	66.0	(3.51)
Slovak Republic	43.2	(1.34)	44.3	(1.37)	38.6	(2.98)	48.4	(1.90)	39.6	(1.78)	38.4	(7.68)	47.3	(15.00)	43.6	(1.40)	42.6	(1.35)	46.3	(3.89)
Slovenia	35.1	(1.18)	34.9	(1.23)	36.0	(2.38)	39.5	(1.82)	32.2	(1.36)	28.8	(1.48)	40.7	(1.50)	36.0	(7.85)	34.9	(1.14)	a	a
Spain	60.6	(1.02)	63.8	(1.28)	56.4	(1.43)	68.6	(1.59)	56.0	(1.29)	47.6	(3.83)	56.5	(2.53)	62.0	(1.16)	60.6	(1.23)	59.5	(2.31)
Turkey	48.2	(2.21)	51.3	(2.13)	44.8	(3.22)	51.2	(2.40)	37.2	(3.56)	26.2	(5.62)	48.8	(2.23)	58.8	(6.69)	48.4	(2.51)	41.6	(3.71)
TALIS average	54.8	(0.27)	56.3	(0.32)	51.7	(0.49)	57.5	(0.40)	52.4	(0.36)	48.1	(1.47)	55.4	(0.85)	56.6	(0.74)	54.9	(0.31)	53.3	(1.26)

■ Denotes categories that include less than 5% of teachers.

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*, OECD Publishing.

StatLink <http://dx.doi.org/10.1787/607807256201>



Figure A.18

Teachers' high professional development needs (2007-08)

Percentage of teachers of lower secondary education indicating they have a "High level of need" for professional development in the following areas and overall index of need

	Overall index of development need (Maximum=100) ¹		Content and performance standards		Student assessment practices		Classroom management		Subject field		Instructional practices	
	Index	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)
Australia	44	(0.35)	8.3	(0.64)	7.5	(0.60)	5.2	(0.52)	5.0	(0.53)	3.6	(0.40)
Austria	51	(0.31)	13.9	(0.69)	12.2	(0.53)	13.6	(0.64)	14.8	(0.59)	18.6	(0.75)
Belgium (Fl.)	47	(0.39)	12.0	(0.65)	15.6	(0.74)	12.1	(0.59)	17.5	(0.74)	14.1	(0.77)
Brazil	58	(0.55)	23.1	(1.31)	21.1	(1.15)	13.7	(0.98)	14.9	(1.06)	14.8	(1.06)
Bulgaria	50	(0.59)	25.7	(2.33)	16.1	(1.45)	12.7	(1.46)	21.2	(1.53)	18.3	(1.67)
Denmark	44	(0.59)	17.1	(1.25)	13.6	(0.97)	2.3	(0.55)	4.6	(0.54)	4.7	(0.57)
Estonia	55	(0.49)	17.7	(0.95)	10.4	(0.65)	13.4	(0.76)	22.6	(1.01)	18.2	(0.78)
Hungary	45	(0.51)	9.2	(0.55)	5.9	(0.51)	3.3	(0.36)	7.4	(0.64)	14.7	(0.81)
Iceland	52	(0.48)	7.3	(0.74)	14.3	(1.00)	11.6	(0.90)	10.3	(0.91)	8.2	(0.76)
Ireland	49	(0.48)	6.7	(0.52)	8.2	(0.77)	6.4	(0.59)	4.1	(0.49)	5.4	(0.60)
Italy	63	(0.30)	17.6	(0.69)	24.0	(0.83)	18.9	(0.84)	34.0	(0.75)	34.9	(0.89)
Korea	70	(0.30)	26.8	(0.92)	21.5	(0.79)	30.3	(0.91)	38.3	(0.96)	39.9	(0.91)
Lithuania	62	(0.41)	39.2	(1.01)	37.3	(1.03)	27.9	(0.96)	43.4	(0.89)	44.5	(0.90)
Malaysia	72	(0.64)	49.8	(1.59)	43.8	(1.43)	41.6	(1.41)	56.8	(1.53)	55.2	(1.47)
Malta	48	(0.57)	8.1	(1.00)	7.2	(0.82)	5.3	(0.78)	6.7	(0.86)	3.9	(0.60)
Mexico	50	(0.59)	13.7	(0.77)	15.0	(0.83)	8.8	(0.66)	11.0	(0.88)	12.3	(0.92)
Norway	55	(0.51)	12.9	(0.85)	21.9	(1.29)	7.7	(0.66)	8.6	(0.70)	8.2	(0.61)
Poland	49	(0.50)	11.9	(0.74)	12.8	(0.77)	17.6	(0.95)	17.0	(0.87)	17.5	(0.75)
Portugal	56	(0.31)	9.8	(0.62)	6.9	(0.51)	5.8	(0.47)	4.8	(0.43)	7.7	(0.54)
Slovak Republic	48	(0.56)	8.2	(0.66)	9.0	(0.57)	9.8	(0.81)	17.2	(0.96)	13.4	(0.89)
Slovenia	57	(0.35)	13.4	(0.67)	22.3	(0.89)	24.0	(0.79)	15.9	(0.78)	19.9	(0.80)
Spain	49	(0.44)	6.0	(0.38)	5.8	(0.42)	8.1	(0.57)	5.0	(0.47)	5.5	(0.39)
Turkey	43	(0.72)	9.8	(0.81)	9.2	(0.90)	6.7	(1.29)	8.9	(0.93)	9.0	(0.92)
TALIS average	53	(0.10)	16.0	(0.20)	15.7	(0.19)	13.3	(0.18)	17.0	(0.18)	17.1	(0.18)

	ICT teaching skills		Teaching special learning needs students		Student discipline and behavior problems		School management and administration		Teaching in a multicultural setting		Student counseling	
	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)
Australia	17.8	(0.94)	15.1	(0.98)	6.6	(0.71)	5.9	(0.53)	4.0	(0.43)	7.3	(0.61)
Austria	23.8	(0.64)	30.3	(0.94)	32.6	(1.03)	3.9	(0.37)	10.0	(0.68)	13.1	(0.65)
Belgium (Fl.)	14.8	(0.72)	12.8	(0.76)	11.8	(0.71)	2.4	(0.31)	3.7	(0.46)	11.0	(0.68)
Brazil	35.6	(1.33)	63.2	(1.21)	26.5	(1.12)	20.0	(0.78)	33.2	(1.22)	20.7	(1.14)
Bulgaria	26.9	(1.58)	24.4	(1.47)	14.9	(1.82)	8.5	(0.95)	15.5	(2.35)	10.4	(1.30)
Denmark	20.1	(1.67)	24.6	(1.44)	9.8	(1.21)	3.9	(0.49)	7.1	(0.98)	5.5	(0.66)
Estonia	27.9	(0.91)	28.1	(0.95)	23.6	(1.02)	4.6	(0.37)	9.7	(0.77)	21.5	(0.95)
Hungary	23.0	(1.15)	42.0	(1.57)	31.2	(1.50)	3.4	(0.96)	10.7	(0.68)	8.4	(0.83)
Iceland	17.3	(1.08)	23.2	(1.16)	20.0	(0.97)	7.9	(0.84)	14.0	(0.92)	12.9	(0.86)
Ireland	34.2	(1.30)	38.3	(1.32)	13.9	(0.98)	11.8	(0.94)	24.3	(1.31)	24.9	(1.33)
Italy	25.8	(0.81)	35.3	(1.05)	28.3	(1.04)	8.6	(0.49)	25.3	(0.85)	19.7	(0.87)
Korea	17.7	(0.67)	25.6	(0.88)	34.6	(0.92)	10.8	(0.62)	10.4	(0.61)	41.5	(1.04)
Lithuania	36.1	(0.93)	25.4	(0.95)	24.3	(0.89)	9.8	(0.68)	9.8	(0.79)	18.6	(1.09)
Malaysia	43.8	(1.18)	25.9	(1.08)	41.6	(1.41)	29.9	(1.14)	30.3	(1.35)	35.1	(1.21)
Malta	22.8	(1.51)	34.4	(1.56)	10.5	(1.18)	12.9	(1.31)	14.0	(1.36)	15.8	(1.29)
Mexico	24.9	(1.09)	38.8	(1.27)	21.4	(1.04)	11.9	(0.71)	18.2	(0.93)	25.9	(1.12)
Norway	28.1	(1.19)	29.2	(1.04)	16.5	(0.93)	5.8	(0.57)	8.3	(0.75)	7.8	(0.63)
Poland	22.2	(0.90)	29.4	(1.28)	23.5	(0.94)	7.8	(0.57)	6.6	(0.58)	25.4	(1.01)
Portugal	24.2	(0.89)	50.0	(1.06)	17.4	(0.88)	18.2	(0.90)	17.0	(0.73)	8.5	(0.61)
Slovak Republic	14.8	(0.97)	20.1	(0.97)	19.2	(1.26)	4.8	(0.46)	4.6	(0.52)	7.9	(0.58)
Slovenia	25.1	(0.81)	40.4	(1.09)	32.0	(1.04)	7.0	(0.59)	9.9	(0.68)	21.1	(0.83)
Spain	26.2	(1.08)	35.8	(1.04)	18.3	(0.76)	14.2	(0.64)	17.5	(0.73)	12.0	(0.62)
Turkey	14.2	(0.85)	27.8	(1.70)	13.4	(1.44)	9.3	(0.78)	14.5	(1.10)	9.5	(1.16)
TALIS average	24.7	(0.23)	31.3	(0.25)	21.4	(0.23)	9.7	(0.15)	13.9	(0.21)	16.7	(0.20)

1. Index derived from aggregating the development need for each teacher over all of the aspects of their work: 3 points for a high level of need; 2 points for a moderate level of need, 1 point for a low level of need and no points for cases where teachers noted no development need at all. These were then aggregated and divided by the maximum possible score of 33 and multiplied by 100.

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*, OECD Publishing.

StatLink <http://dx.doi.org/10.1787/607807256201>



Figure A.19

Support for professional development undertaken by teachers (2007-08)

Percentage of those teachers of lower secondary education who undertook professional development and received the following types of support

	Teacher contribution to the cost of professional development undertaken						Teacher received scheduled time		Teacher received salary supplement	
	Paid none of the costs		Paid some of the costs		Paid all of the costs		%	(S.E.)	%	(S.E.)
Australia	74.5	(1.24)	24.3	(1.24)	1.2	(0.26)	85.5	(0.86)	5.5	(0.57)
Austria	43.7	(1.00)	49.7	(1.01)	6.6	(0.45)	89.0	(0.72)	11.7	(0.68)
Belgium (Fl.)	81.4	(1.32)	15.3	(1.10)	3.2	(0.46)	78.1	(1.63)	2.2	(0.49)
Brazil	54.8	(1.59)	26.9	(1.36)	18.3	(1.22)	56.2	(1.67)	10.9	(0.88)
Bulgaria	73.4	(2.06)	20.5	(2.16)	6.1	(0.68)	40.4	(1.88)	8.1	(0.91)
Denmark	77.3	(1.45)	16.3	(1.13)	6.4	(0.93)	71.8	(2.34)	9.2	(1.64)
Estonia	72.5	(0.98)	25.6	(0.93)	2.0	(0.28)	64.2	(1.37)	12.0	(0.88)
Hungary	71.5	(1.99)	20.5	(1.76)	8.0	(0.76)	44.4	(2.95)	5.9	(0.85)
Iceland	67.8	(1.34)	27.8	(1.42)	4.5	(0.61)	70.3	(1.39)	17.9	(1.24)
Ireland	79.3	(1.03)	17.5	(0.99)	3.2	(0.46)	94.7	(0.53)	5.8	(0.67)
Italy	68.7	(1.04)	13.7	(0.65)	17.6	(0.78)	30.9	(1.38)	9.6	(0.74)
Korea	27.1	(1.07)	58.5	(1.06)	14.4	(0.79)	24.3	(0.94)	19.8	(1.02)
Lithuania	65.2	(1.75)	30.0	(1.48)	4.8	(0.57)	69.1	(1.26)	6.5	(0.58)
Malaysia	43.5	(1.52)	52.7	(1.54)	3.9	(0.38)	88.6	(0.80)	2.5	(0.31)
Malta	87.1	(1.29)	10.6	(1.18)	2.2	(0.51)	78.2	(1.62)	48.7	(1.94)
Mexico	43.2	(1.31)	38.0	(1.12)	18.8	(1.14)	71.1	(1.52)	2.9	(0.45)
Norway	79.8	(1.14)	17.0	(1.05)	3.3	(0.44)	66.3	(1.56)	7.2	(0.74)
Poland	44.2	(1.30)	45.1	(1.12)	10.7	(0.85)	57.0	(1.68)	5.4	(0.61)
Portugal	50.3	(1.43)	25.2	(1.14)	24.5	(1.24)	25.1	(1.68)	2.0	(0.33)
Slovak Republic	70.4	(1.37)	24.1	(1.21)	5.5	(0.57)	69.2	(1.47)	28.3	(1.72)
Slovenia	85.3	(0.91)	13.7	(0.87)	1.0	(0.22)	79.3	(1.28)	29.7	(1.18)
Spain	54.8	(1.33)	29.6	(1.00)	15.6	(0.87)	29.5	(1.48)	3.3	(0.41)
Turkey	82.9	(1.87)	12.1	(1.90)	5.0	(0.95)	61.2	(2.96)	6.9	(1.19)
TALIS average	65.2	(0.29)	26.7	(0.27)	8.1	(0.15)	62.8	(0.34)	11.4	(0.20)

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*, OECD Publishing.

StatLink <http://dx.doi.org/10.1787/607807256201>

Figure A.20

Frequency of mentoring and induction programs (2007-08)

Percentage of teachers of lower secondary education whose school principal reported the existence of induction processes and mentoring programs for teachers new to the school

	Existence of formal induction process in school						Existence of a mentoring program or policy in school					
	Yes, for all teachers new to the school		Yes but only for those in their first teaching job		No formal induction process		Yes, for all teachers new to the school		Yes but only for those in their first teaching job		No formal mentoring process	
	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)
Australia	93.1	(2.41)	5.6	(2.21)	1.3	(0.96)	70.4	(4.59)	23.8	(4.27)	5.8	(1.84)
Austria	32.1	(3.15)	23.6	(2.61)	44.3	(2.99)	23.0	(2.73)	23.0	(2.64)	54.1	(3.24)
Belgium (Fl.)	94.4	(1.69)	3.9	(1.21)	1.7	(1.08)	90.5	(2.08)	8.8	(2.02)	0.7	(0.49)
Brazil	19.8	(2.38)	6.5	(1.42)	73.7	(2.46)	17.7	(2.11)	11.7	(2.03)	70.7	(2.91)
Bulgaria	53.2	(4.94)	30.7	(6.13)	16.2	(3.85)	29.6	(3.95)	53.5	(4.87)	16.9	(3.51)
Denmark	47.7	(5.22)	23.5	(4.51)	28.8	(3.81)	62.6	(4.52)	27.0	(3.77)	10.4	(2.65)
Estonia	23.1	(3.68)	59.1	(4.19)	17.8	(3.14)	25.8	(3.49)	64.9	(3.81)	9.2	(1.98)
Hungary	34.8	(5.06)	46.4	(5.26)	18.8	(3.46)	44.8	(4.50)	44.2	(4.68)	11.0	(2.40)
Iceland	72.8	(0.17)	15.7	(0.13)	11.5	(0.12)	44.7	(0.17)	48.4	(0.16)	6.9	(0.04)
Ireland	83.7	(3.67)	7.2	(2.68)	9.0	(2.64)	63.8	(4.21)	10.7	(2.44)	25.5	(4.10)
Italy	36.6	(2.87)	34.4	(2.91)	29.0	(2.81)	26.3	(2.70)	61.3	(2.99)	12.4	(2.16)
Korea	33.6	(3.33)	49.8	(3.75)	16.6	(3.03)	26.8	(3.76)	44.3	(4.37)	29.0	(4.18)
Lithuania	17.1	(2.61)	14.0	(2.49)	68.9	(3.26)	29.0	(3.59)	50.6	(4.08)	20.4	(3.13)
Malaysia	43.0	(3.62)	40.9	(4.00)	16.2	(2.87)	45.0	(3.71)	38.1	(3.82)	16.9	(2.61)
Malta	25.3	(0.17)	11.8	(0.11)	62.9	(0.18)	22.4	(0.18)	12.3	(0.12)	65.3	(0.20)
Mexico	22.7	(3.35)	14.7	(2.91)	62.6	(3.94)	19.2	(3.47)	20.4	(3.52)	60.5	(4.14)
Norway	29.9	(3.83)	18.3	(3.25)	51.8	(4.27)	43.3	(3.85)	25.4	(3.67)	31.3	(3.67)
Poland	14.3	(3.13)	79.4	(3.63)	6.3	(2.15)	23.5	(3.97)	71.9	(4.32)	4.6	(1.87)
Portugal	73.1	(3.52)	4.2	(1.69)	22.7	(3.20)	41.3	(4.48)	20.4	(3.53)	38.3	(4.32)
Slovak Republic	62.1	(3.85)	35.5	(3.67)	2.4	(1.53)	26.4	(4.06)	71.3	(4.22)	2.4	(1.32)
Slovenia	41.1	(3.83)	51.5	(4.06)	7.4	(2.01)	23.5	(3.55)	64.6	(4.02)	11.9	(2.65)
Spain	20.9	(3.22)	15.7	(2.71)	63.4	(3.70)	17.6	(2.77)	18.1	(2.74)	64.3	(3.60)
Turkey	50.2	(5.27)	16.2	(4.04)	33.6	(5.10)	22.3	(4.85)	69.6	(5.51)	8.1	(3.22)
TALIS average	44.5	(0.73)	26.5	(0.70)	29.0	(0.62)	36.5	(0.75)	38.4	(0.76)	25.1	(0.60)

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*, OECD Publishing.

StatLink <http://dx.doi.org/10.1787/607807256201>

Figure A.21 (1/2)

Recruitment of principals, 2006-07, public schools

	Level of decision making		Criteria		Procedure
	Level of decision making on hiring the principal	How autonomously is the decision taken?	Eligibility criteria	Selection criteria	Recruitment procedure
Australia	State government	In full autonomy	Teaching qualification Teaching experience Experience in school-wide leadership and management responsibilities	m	m
Austria	State government or provincial government (depending on type of school)	Within a framework set by the central government	Teaching qualification Teaching experience	Seniority as a teacher. Management/leadership experience Quality of work proposal for the school Vision/values for school leadership Additional qualifications	Interview Presentation of work proposal Assessment center Potential analysis
Belgium (Fl.)	School boards	m	Teaching qualification	At the discretion of school boards	At the discretion of school boards
Belgium (Fr.)	Provincial / regional authorities	In full autonomy	Teaching qualification Teaching experience	m	Interview "Brevet de chef d'établissement"
Chile	Local authorities	Within a framework set by the central government	Teaching qualification Teaching experience (5 years)	Quality of work proposal for the school	Public contest Presentation of work proposal
Denmark	Local authorities	In full autonomy	Pedagogical qualification Teaching experience	Management/leadership experience Interpersonal skills assessed in interview Vision/values for school leadership	Interview
England	School, school board or committee	After consultation with local authorities	Candidate must hold or be working towards NPQH	At the discretion of school governing bodies	At the discretion of school governing bodies
Finland	Local authority	In full autonomy	Teaching qualification Teaching experience Knowledge of educational administration assessed in exam Other formal qualifications	At the discretion of local authorities	At the discretion of local authorities
France (secondary schools)	Central government	After consultation with provincial/regional authorities	Teaching qualification Teaching experience (5 years)	Knowledge and skills assessed in exam and interview	National exam ("concours") Interview
Hungary	Local authorities	After consultation with school	Teaching qualification Teaching experience (5 years) (As of 2015: successful completion of school leadership training)	Quality of work proposal for the school (application document)	Application document with work proposal for the school
Ireland	School, school board or committee	With involvement/ approval of Trustees or Patron	Teaching qualification Teaching experience (5 years)	Management/leadership experience Interpersonal and other skills assessed in interview Vision/values for school leadership Additional academic qualifications	Public competition Interview



Figure A.21 (2/2)

Recruitment of principals, 2006-07, public schools


	Level of decision making		Criteria		Procedure
	Level of decision making on hiring the principal	How autonomously is the decision taken?	Eligibility criteria	Selection criteria	Recruitment procedure
Israel	m	m	Teaching qualification, (Master's degree for high school leadership positions) Teaching experience Successful completion of a two-year leadership preparation program	Management/leadership experience Vision/values for school leadership	Questionnaire Personal evaluation Interview
Korea	Provincial/regional authorities	Within a framework set by the central government	m	m	Promotion or Invitation
Netherlands	School, school board or committee	In full autonomy	None	m	m
New Zealand	School, school board or committee	In full autonomy	Current registration as a teacher	At the discretion of the Board of Trustees	At the discretion of the Board of Trustees
Northern Ireland	School, school board or committee	m	Teaching qualification	Management/leadership experience Vision/values for the school Personal skills and professional knowledge assessed in interview Additional qualification (may include PQH(NI))	Interview (often including presentation of a pre-selected topic)
Norway	Local authorities	Within a framework set by the central government	At the discretion of local authorities	At the discretion of local authorities	Interview
Portugal	School, school board or committee	In full autonomy	Management experience or training on school management	Candidates without experience in school management need to have an academic qualification in school management (250 hours)	Election (as of 2008, the school board will designate principals)
Scotland	Local authorities	m	m	m	m
Slovenia	School, school board	In full autonomy	Teaching qualification. Teaching experience (5 years) Acquired second promotion title of first promotion (5 years) Headship licence (can be acquired up to one year after starting the post)	Opinions of teaching staff, local community, parents and Minister must be sought by the school governing body before selection	Presentation of work proposals for the school
Spain	School, school board or committee	Within a framework set by state governments	Teaching qualification Teaching experience as a civil servant teacher (5 years) Current employment as a state school teacher Successful completion of school leadership training or at least 2 years leadership experience	Date of application Seniority as a teacher Management/leadership experience Quality of work proposal for the school Preference is given to candidates from the school Additional academic qualifications	Presentation of work proposal for the school Assessment of academic and professional merits
Sweden	Local authorities	In full autonomy	Educational experience ("pedagogical insight")	At the discretion of local authorities	Interview

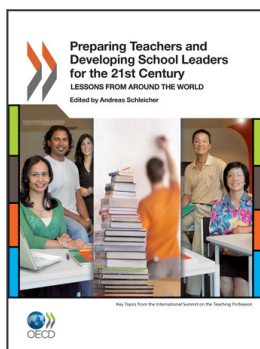
Figure A.22

Reasons for not participating in more professional development (2007-08)

Percentage of teachers of lower secondary education who wanted more professional development and gave the following reasons for not undertaking more

	Reason for not undertaking more professional development											
	Did not have the pre-requisites		Too expensive		Lack of employer support		Conflict with work schedule		Family responsibilities		No suitable professional development	
	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)
Australia	3.2	(0.59)	32.6	(1.61)	26.5	(1.52)	61.7	(1.93)	27.6	(1.73)	40.5	(1.80)
Austria	2.6	(0.46)	18.0	(0.93)	9.3	(0.79)	41.5	(1.34)	29.0	(1.21)	64.2	(1.15)
Belgium (Fl.)	3.6	(0.86)	11.8	(1.33)	10.9	(1.40)	43.2	(1.69)	40.6	(1.70)	38.8	(1.73)
Brazil	5.1	(0.46)	51.0	(1.46)	24.6	(1.35)	57.8	(1.46)	18.4	(0.92)	27.0	(1.22)
Bulgaria	7.0	(1.61)	34.6	(2.41)	2.9	(0.47)	24.4	(1.46)	16.6	(1.22)	48.3	(2.35)
Denmark	1.8	(0.44)	29.6	(1.94)	38.3	(1.76)	23.7	(1.90)	15.4	(1.21)	42.1	(1.99)
Estonia	4.2	(0.62)	35.1	(1.59)	15.3	(1.30)	60.5	(1.65)	25.2	(1.35)	52.3	(1.61)
Hungary	5.6	(0.85)	46.9	(2.40)	23.0	(1.90)	40.3	(1.88)	24.5	(1.77)	25.9	(1.89)
Iceland	1.8	(0.70)	18.6	(1.61)	6.7	(1.18)	43.0	(2.41)	35.4	(1.99)	47.0	(2.36)
Ireland	5.5	(0.75)	12.2	(0.96)	13.9	(1.47)	42.6	(1.53)	29.4	(1.57)	45.2	(1.83)
Italy	5.1	(0.44)	23.5	(1.23)	5.8	(0.50)	43.1	(1.47)	40.8	(1.38)	47.2	(1.37)
Korea	11.9	(0.95)	19.9	(0.98)	8.7	(0.93)	73.3	(1.26)	32.7	(1.30)	42.2	(1.28)
Lithuania	7.7	(0.90)	25.7	(1.45)	15.9	(1.19)	46.7	(1.63)	26.4	(1.20)	53.2	(1.60)
Malaysia	28.4	(1.38)	22.2	(1.41)	13.7	(1.14)	58.9	(1.30)	31.3	(1.32)	45.9	(1.25)
Malta	4.7	(1.06)	18.4	(2.06)	10.2	(1.73)	38.8	(2.37)	45.4	(2.85)	40.5	(2.84)
Mexico	17.2	(1.07)	49.0	(1.44)	21.1	(1.01)	48.7	(1.31)	37.4	(1.29)	20.3	(0.97)
Norway	2.5	(0.38)	31.6	(1.36)	26.4	(1.79)	50.4	(1.44)	26.5	(1.37)	30.0	(1.36)
Poland	3.4	(0.51)	51.2	(1.72)	12.3	(1.20)	40.7	(1.90)	32.6	(1.63)	38.7	(1.84)
Portugal	6.5	(0.63)	36.3	(1.14)	10.4	(0.66)	65.5	(1.26)	35.6	(1.28)	48.2	(1.23)
Slovak Republic	9.5	(0.96)	18.8	(1.48)	12.8	(1.32)	38.2	(1.95)	20.6	(1.35)	58.0	(1.81)
Slovenia	3.7	(0.74)	35.9	(1.57)	18.2	(1.48)	47.8	(1.75)	22.3	(1.25)	32.6	(1.52)
Spain	6.7	(0.67)	19.2	(0.99)	6.3	(0.66)	50.3	(1.23)	48.4	(1.43)	38.4	(1.25)
Turkey	16.9	(2.03)	12.4	(1.48)	11.9	(1.51)	34.7	(3.47)	31.2	(2.68)	46.6	(2.22)
TALIS average	7.2	(0.19)	28.5	(0.32)	15.0	(0.27)	46.8	(0.37)	30.1	(0.33)	42.3	(0.36)

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*, OECD Publishing.
 StatLink  <http://dx.doi.org/10.1787/607807256201>



From:
**Preparing Teachers and Developing School
Leaders for the 21st Century**
Lessons from around the World

Access the complete publication at:
<https://doi.org/10.1787/9789264174559-en>

Please cite this chapter as:

Schleicher, Andreas (ed.) (2012), "Selected comparative data on education from OECD sources", in *Preparing Teachers and Developing School Leaders for the 21st Century: Lessons from around the World*, OECD Publishing, Paris.

DOI: <https://doi.org/10.1787/9789264174559-7-en>

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