

Teachers' well-being through the lens of TALIS and PISA data

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Teacher well-being

- **DEFINITION:** Teachers' responses to the cognitive, emotional, health and social conditions pertaining to their work and their profession
- **FACTORS:** Teacher job satisfaction, feelings of stress, self-efficacy
- **FOCUS:** Teacher job satisfaction with the working environment (in some countries around 20 % of the variance in this indicator is explained by school-level factors)

Contents

1) Teacher job satisfaction

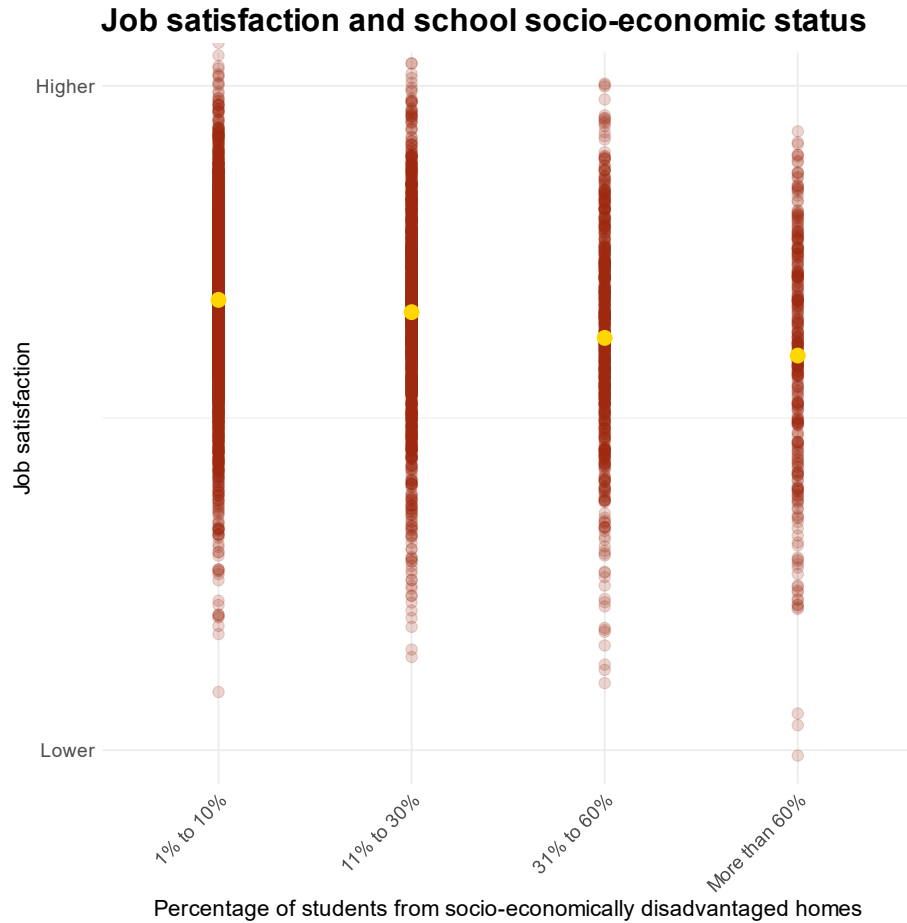
2) Policy implications

- Student segregation
- Teacher allocation

Teacher job satisfaction

Satisfaction with the working environment

Factors that influence job satisfaction



Teachers who teach in schools with more advantaged students show higher levels of job satisfaction

OECD-31

Policy implications

What can shape teacher job satisfaction?

Student segregation

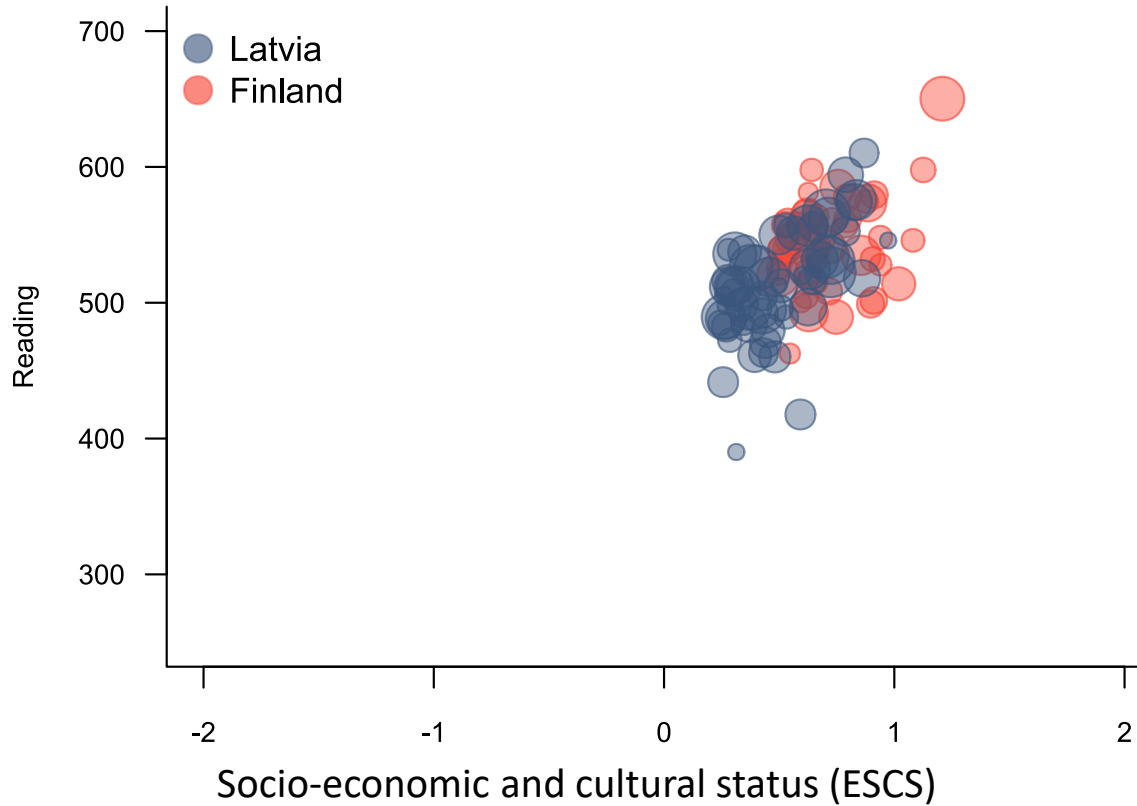
In 2018, 51 % of 15 year-old ISCED 2 students in Latvia attended schools that sometimes or always consider a student's academic performance as part of admission criteria (PISA 2018)

Can create a ***segregated system*** where students from advantaged and disadvantaged backgrounds are concentrated in separate schools

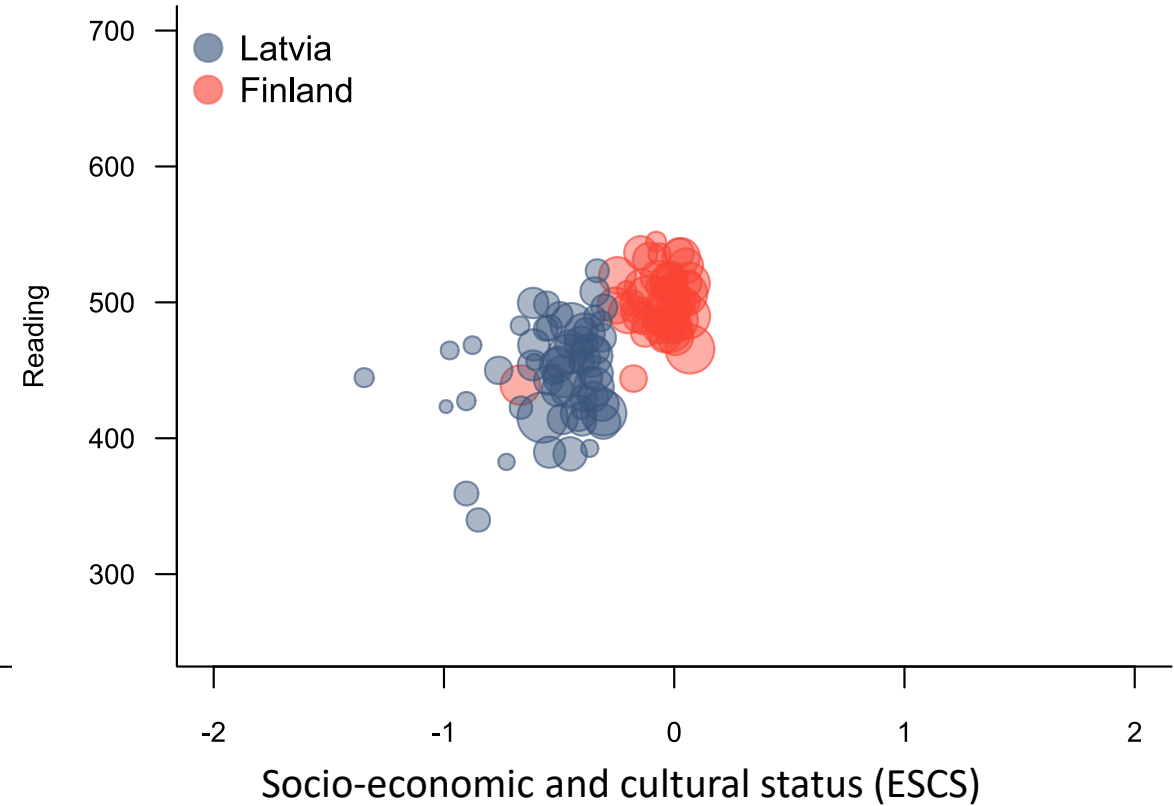
In Finland, the figure is 11 % of students, with more emphasis given to geographic intake

School-level achievement and students' socio-economic and cultural status (ESCS)

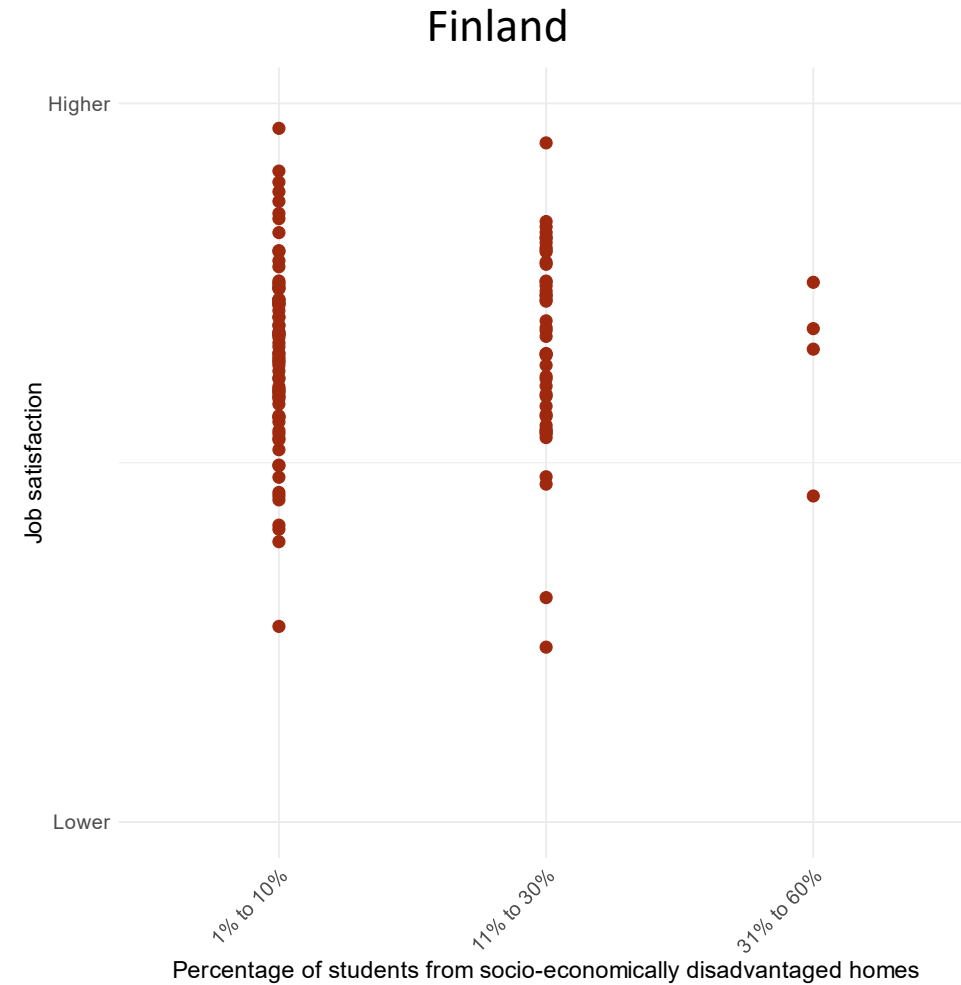
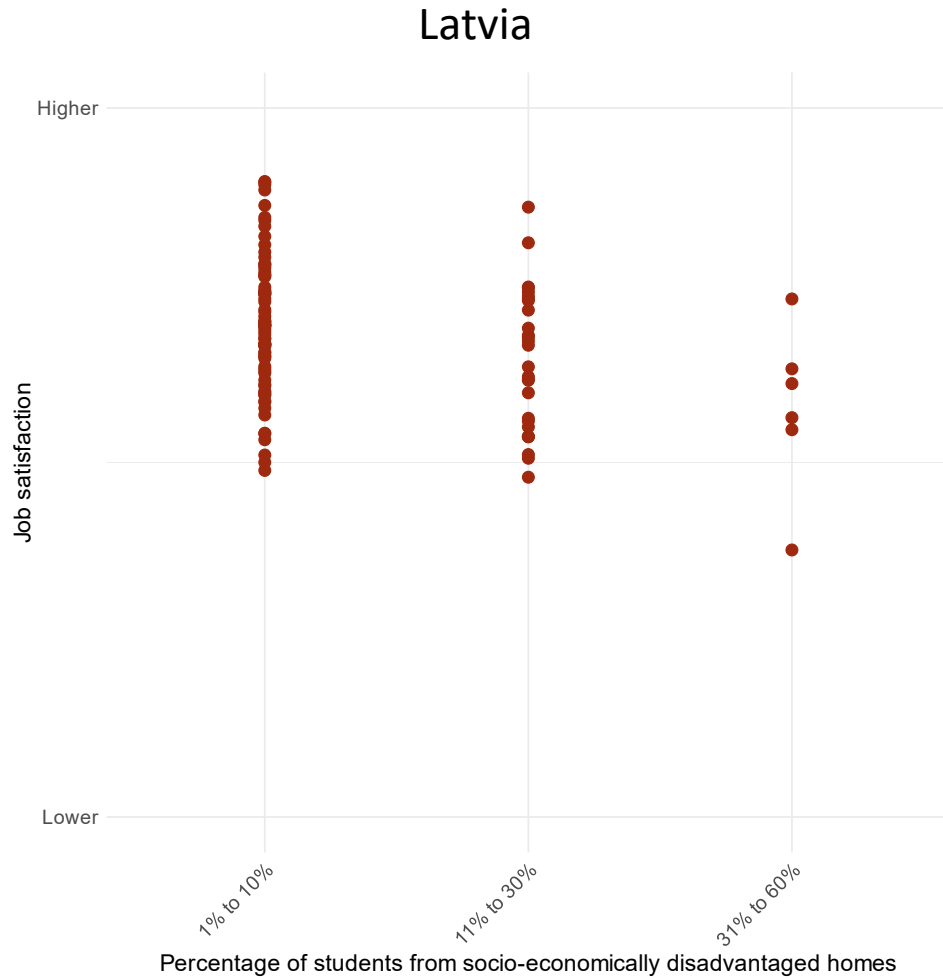
Top quartile of ESCS



Bottom quartile of ESCS



Job-satisfaction and socio-economic status



Teacher allocation

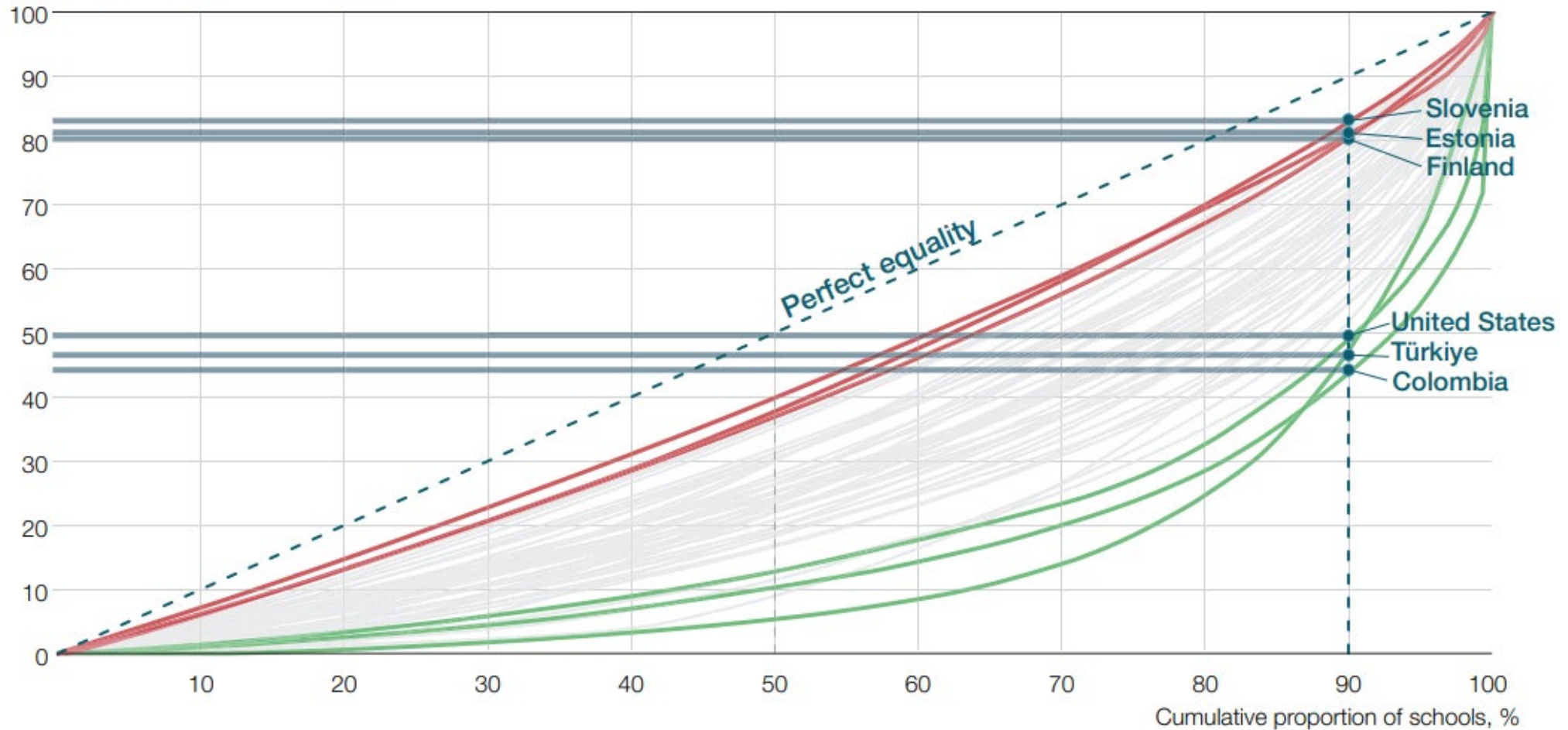
How to determine which
teachers work in which schools?

It is important that governments:

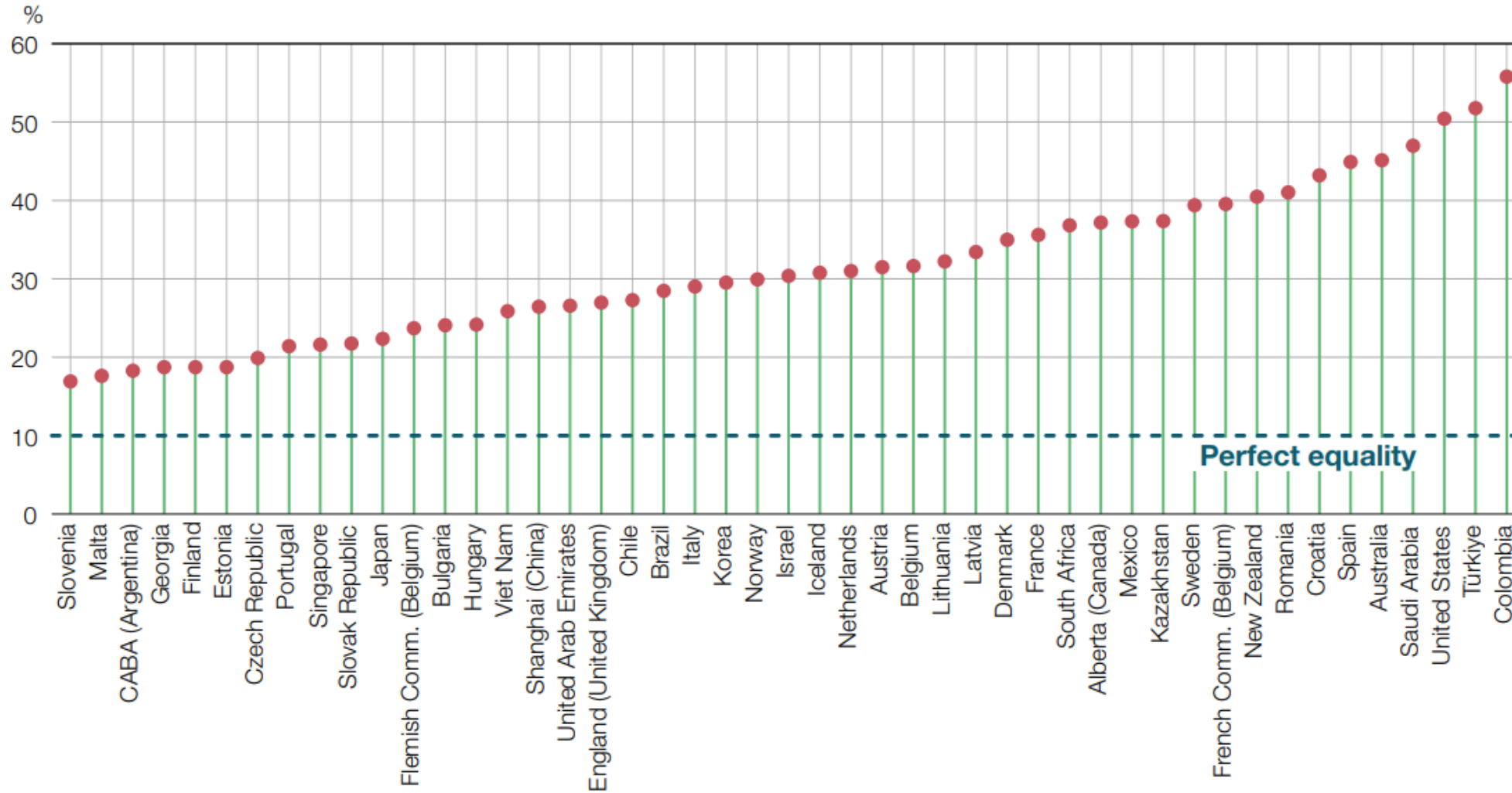
1) fairly allocate teachers to
schools and 2) support them

Distribution of experienced teachers across schools

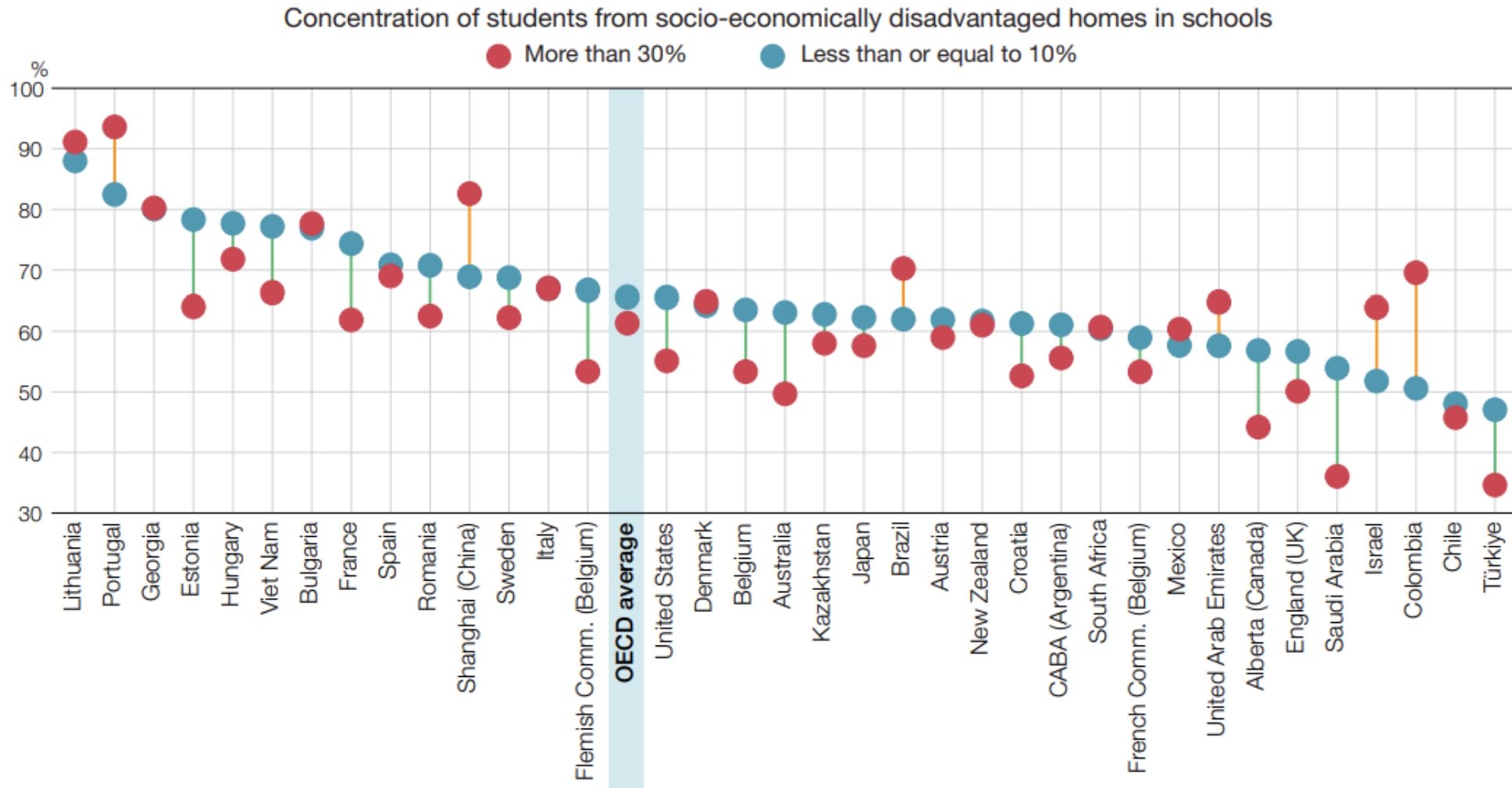
Cumulative proportion of teachers with more than ten years of experience, %



Share of experienced teachers working in uppermost 10% of schools



Share of experienced teachers by concentration of socio-economic disadvantage in schools



Conclusions

Teacher job satisfaction is influenced by their school environment

Education systems can address teacher job satisfaction by considering how they allocate students and teachers to schools

Thank for your attention

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