

## Attracting and retaining top teachers

● significant priority in the country, best-in-class practices

Policy	Singapore	Finland	S. Korea	United States
<b>Selective admissions to teacher training</b>	●	●	●	Most programs not selective
<b>Government paid teacher training</b>	●	●		Students finance own education
<b>Government regulates supply of teacher to match demand</b>	●	●	●	Oversupply of teachers
<b>Professional working environment</b>	●	●	●	Variable working conditions
<b>Competitive compensation</b>	●		●	Compensation not attractive to many students
<b>Cultural respect accorded to teaching</b>	●	●	●	Respect not comparable to other nations
<b>Teaching considered as a career</b>	●	●	●	Relatively high attrition in early years
<b>Robust opportunities for career advancement</b>	●			Limited opportunities for advancement
<b>Performance pay for teachers</b>	●		●	Limited performance pay

Source: McKinsey & Company

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