



Session 5: Proposed indicators to monitor the Estonian education strategy 2014-2020



Overview

- What indicators and data could help monitor progress towards meeting strategic goals?
 - Existing data and indicators (at the national and international level)
 - Indicators that may need to be developed
- What does the data tell us about how close Estonia is to meeting the objectives?



Choice of indicators included

- Indicators from the 2014-2020 strategy
- Indicators from Haridussilm
- New proposals to address some of the gaps

Suggested indicators and data sources to monitor outcome 2.2

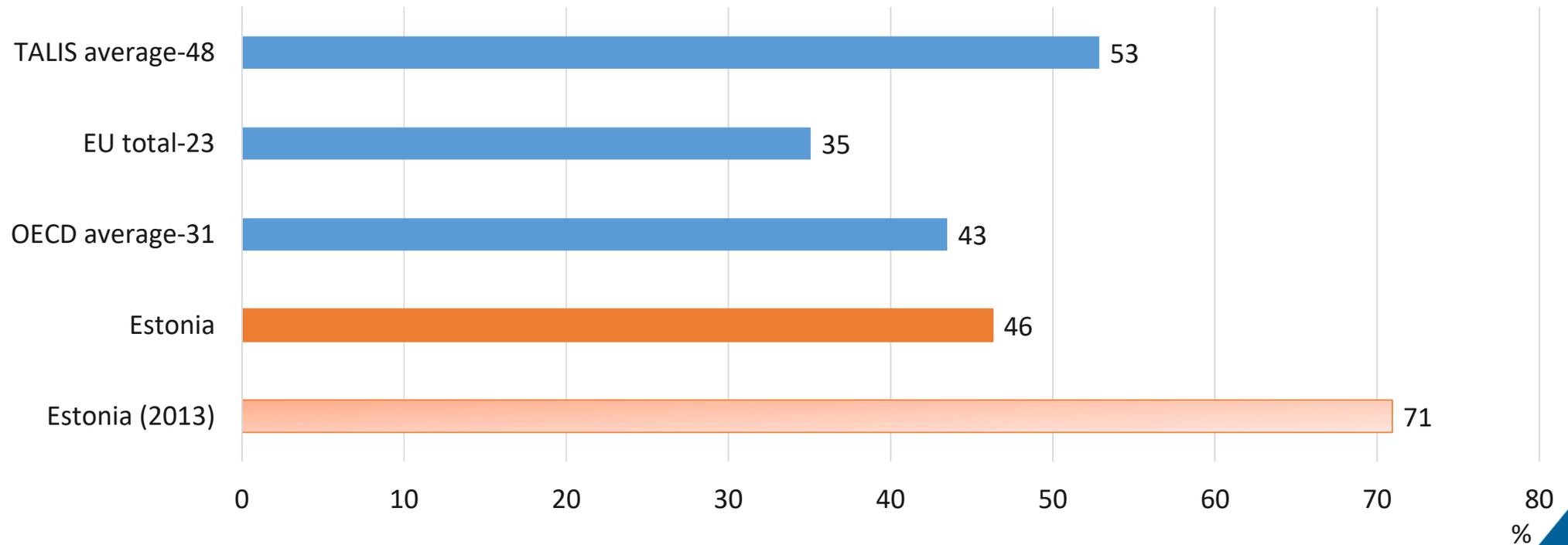
2.2. Evaluating the performance of teachers

	Responsible actors		Indicators	Sources	Reach the target? Estonia's position compared to average?	OECD Comments
	National/local	School (school heads)				
INPUT						
School leaders' associations and higher education institutions to define national teacher standards and evaluation models for schools and higher education	X	X				
Launch self-evaluation portal for teachers		X				
Launch student evaluations of teachers		X				
Spread actual working time more evenly among teachers		X				
Encourage teachers' participation in school development		X	Percentage of school leaders who took steps to support teacher involvement in school management			Is this type of data/indicator available?
PROCESS						
Teacher participation in self-evaluation			Percentage of teachers who have received feedback based on the following methods: Self-assessment of the teacher's work	TALIS	+	Estonia: 43% / EU: 35% (Nota: Estonia (2013): 71%)
Teacher participation in evaluation by school leaders			Percentage of teachers who have received feedback from the school principal or member(s) of the school management team	TALIS	++	Estonia: 88% / EU: 71%
Teacher participation in evaluation by students (higher education only)			Percentage of teachers who have received feedback based on the following method: Student survey responses related to the teacher's teaching	TALIS	++	Estonia: 64% / EU: 46%
Teacher participation in school development programmes			Teachers' overall responsibilities for school policies, curriculum and instruction, by school characteristics			Is this type of data/indicator available?
OUTPUT						
Teachers receive useful feedback, in accordance to national standards, that keeps them accountable and helps them develop themselves			Percentage of teachers who comply with education requirements	HARIDUSSILM	+	No target but the values increase at all levels of education
School development plans take into account teachers' views			Percentage of teachers who report that the feedback they received led to a positive change in teaching practices, by type of practice	TALIS	++	Above EU averages for all the practices
			Percentage of teachers who "agree" or "strongly agree": this school provides staff with opportunities to actively participate in school decisions	TALIS	++	Estonia: 87% / EU: 76%



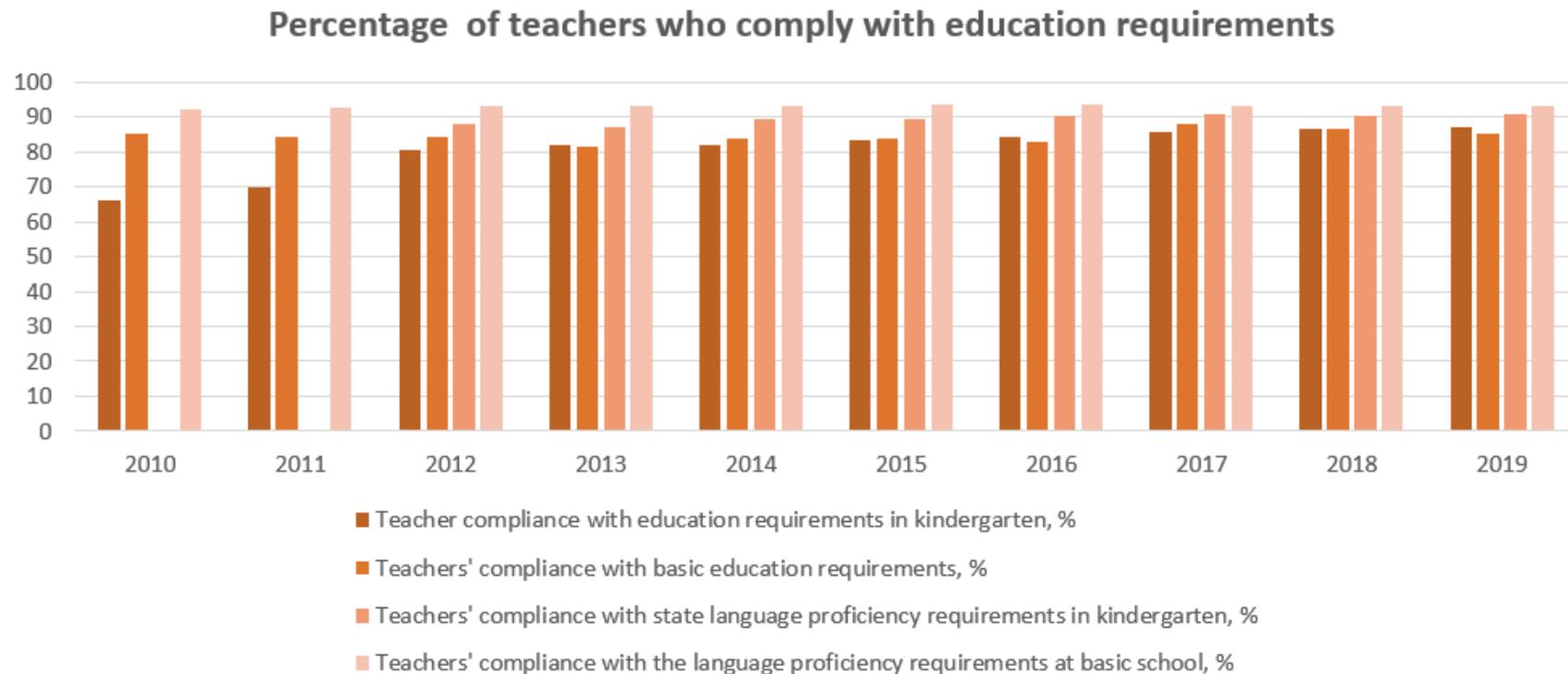
Self-assessment of teachers: How does Estonia compare to the OECD and EU averages?

Percentage of teachers who have received feedback based on the following methods:
Self-assessment of the teacher's work





How the share of teachers who comply with education requirements has evolved?





QUESTIONS



PREPARATION FOR THE BREAKOUT SESSION



Overview of “national” indicators to monitor goal 2 at the input, process and output level

Policy action that can be **directly changed by the actors** to facilitate the process

What needs to happen or **how must actors use the input** in order to achieve the output?

What is the **desired goal of this input + process?**

Outcomes		INPUT	PROCESS	OUTPUT
2.1	Adjusting the average salaries of teachers	Ratio of salaries to earnings for full-time, full-year workers with tertiary education		Average salary of teachers in municipal schools compared to national average (Percentage)
2.2	Evaluating the performance of teachers			Percentage of teachers who comply with education requirements
2.3	Evaluating the performance of school leaders			
2.4	Increasing the popularity of the teaching profession	Ratio of salaries to earnings for full-time, full-year workers with tertiary education		Share of teachers below age 30
				Gender distribution in the teaching profession
				Higher competition to enter teacher programmes
				If I could decide again, I would still choose to work as a teacher
				Percentage of teachers who find the profession valued in society
				Average salary of teachers in municipal schools compared to national average (Percentage)





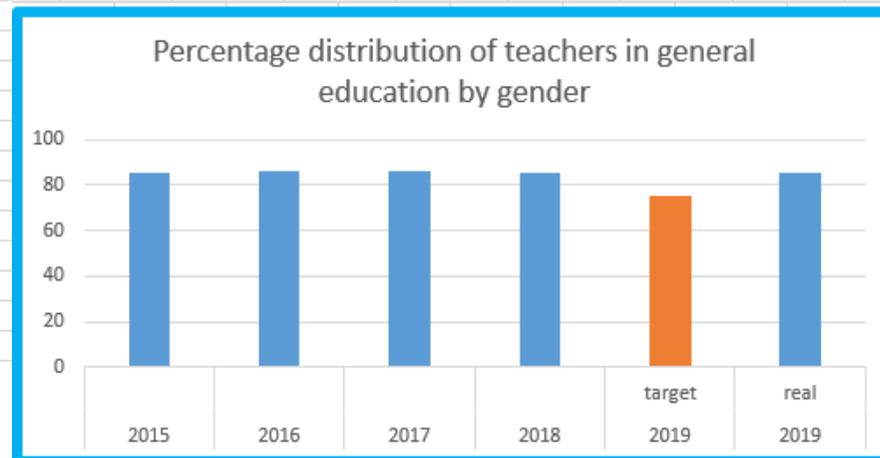
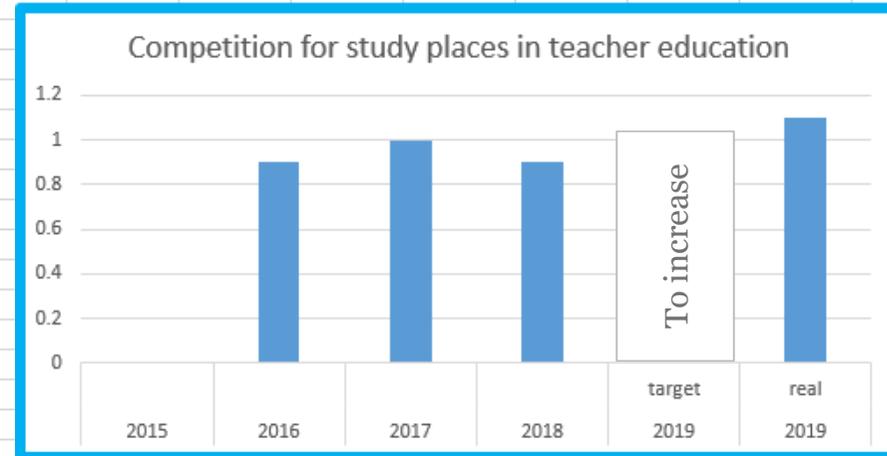
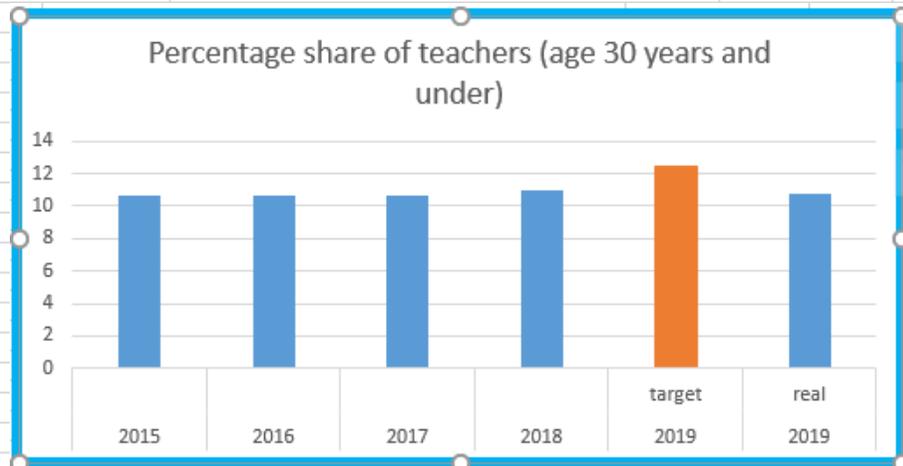
Overview of “goal” indicators to monitor goal 2

[Go back to Summary](#)

Competent and motivated teachers and school leadership

List of the goal indicators:

		Reach the target?
1	Percentage share of teachers (age 30 years and under)	No
2	Competition for study places in teacher education	Yes
3	Percentage distribution of teachers in general education by sex	No



Are these goal indicators relevant to capture goal 2? Are the targets relevant?



Possible questions to answer during the breakout session

- Which indicators were used the most?
- Which indicators are missing?
- Is there a need to develop input, process or output indicators?
- Which indicators should be adjusted?
- How relevant are the targets?



What is next?

- For the rest of the session, participants will be sorted automatically in break out rooms.
- Each room has a specific topic:
 - Change in the approach to learning
 - Competent and motivated teachers and school leadership
 - Concordance of lifelong learning opportunities with the needs of labour market
 - A digital focus in lifelong learning.
 - Equal opportunities and increased participation in lifelong learning
 - Key indicators
- At the end of the session, the break-out rooms will close and everybody will come back automatically for the plenary discussion.



There are six types of sheets:

- The “Summary” sheet contains the links to all Goal X.X sheets.
- The “Key indicators” sheet presents charts related to the main key indicators.
- The “All indicators” sheet displays a table on the list of all national indicators presented in the framework.
- The “Goal X indicators” sheets present charts related to the goal indicators set in the Estonian strategy.
- The “Outcome X.X” sheets are the transcription of Tool C, with additional information on the source of the indicators and the associated raw data.
- The “Figures sheets” help visualise existing data