


ONDERWJS raad





Excellence in a flat country

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The state of the country

- *No mountains*
- *No top salaries*
- *No role models*
- *No appreciation of excellence ('Act normal')*



No incentives to excel

- *Employers are not interested in high marks*
- *Career in education solely via management*
- *Schoolleaders are reluctant to differentiate*
- *Young teachers have no role models*
- *Careeists are not appreciated in education*



Excellent teachers as role models

- *Colleagues know who are the best*
- *School leaders should know who are the best*
- *Young colleagues should benefit from the best*



How to identify excellence?

- *Peer review*
- *Student evaluation*
- *Alumni*



Competences to identify excellence

- *Interpersonal*
- *Pedagogical*
- *Master in his subject*
- *Organisational*
- *Team cooperation*
- *Open to outside world*
- *Reflective and innovative*



How to use excellent teachers

- *Put them on positions where they can make the difference*
- *Use them for coaching purposes*
- *Use them for advice*





How to honor excellent teachers?

- *More freedom*
- *More responsibility*
- *More credits*
- *Raise their salary*
- *But, do it for a limited period*

How to change mentality?

- *Raise entry requirements for professional education*
- *Increase the self-awareness of the profession*
- *Stimulate professional organisations*





How was this advice received?

- *'This does not work in education' (teachers)*
- *'This will create inequality' (labor unions)*
- *'This will cause headaches' (school leaders)*
- *'This is what can make a career in education attractive' (students and young teachers)*



Discussion

- *Do you recognize this picture in your country?*
- *Are you aware of alternative approaches?*

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