

Attracting and retaining top teachers

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

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

Source: McKinsey & Company

DAN AGUAYO/THE OREGONIAN