Teacher Certification and Selection in Sweden

OECD Workshop: International Perspectives on Teacher Certification and Selection Mechanisms
9 July 2009, Mexico City

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Teacher Certification and Selection in Sweden

- Basic information about education in Sweden
- Teacher Certification and Selection in Sweden: The past
- Teacher Certification and Selection in Sweden: The present
- Teacher Certification and Selection in Sweden: The future
- General development
## Some basic information

<table>
<thead>
<tr>
<th>Country</th>
<th>Population (million)</th>
<th>Population /km²</th>
<th>Surface</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sweden</td>
<td>9</td>
<td>20</td>
<td>449 964 km²</td>
</tr>
<tr>
<td>Mexico</td>
<td>108</td>
<td>55</td>
<td>1 958 201 km²</td>
</tr>
<tr>
<td>USA</td>
<td>309</td>
<td>33</td>
<td>9 372 614 km²</td>
</tr>
<tr>
<td>Argentina</td>
<td>40</td>
<td>15</td>
<td>2 780 400 km²</td>
</tr>
<tr>
<td>Chile</td>
<td>17</td>
<td>22</td>
<td>756 945 km²</td>
</tr>
</tbody>
</table>
Sweden: Number of teachers:

- **Pre-school:**
  75 000

- **Primary and lower secondary education:**
  85 000

- **Upper secondary education:**
  30 000
Sweden: Investment in education

• % of GDP: 7.3

• % of national budget: 12.8
Sweden: Education system

• **Pre-school classes**: 1 year, compulsory for the municipalities

• **Compulsory school**: 9 years, a unified system with some options to chose during the last years

• **Upper secondary school**: 3 years, not compulsory, most students continue, different tracks
Sweden: Levels in the system

- Three levels in the system: National – Municipal (290 municipalities) - School
- Municipalities get income from taxes and state grants
- Municipalities usually have a municipal school board
Sweden: Responsibilities of the municipalities

- Municipalities determine how to allocate the resources and how to organize education
- Teacher salaries are usually determined by the schools (the principals) after negotiations with the local unions
- Municipalities develop school plans based on the national curriculum
Sweden: School management

- Every school should have a principal
- The Principal: responsible for the daily work and for the development of the education in the school
- The municipalities often delegate responsibilities to the principals
Co-operation and consultations with stakeholders

- **Co-determination act**: general law applicable for all employers, guarantees on-going information from employer to recognised unions, negotiations about all major decisions taken by the employer
- **Students**: influence on the work in the classroom, representation in local school boards
- **Parents**: Co-operation with parent associations, meeting with parents, representation in local school boards
- **Staff**: representation in local school boards
Teacher Certification and Selection : the past (1)

• When compulsory education was introduced in 1842 it was the responsibility of the municipalities to recruit teachers.
• The state had the responsibility to see that qualified teachers were available. A number of teacher training seminars were established.
Teacher Certification and Selection: the past (2)

- Teacher education was regulated by the state in 1862 and gradually the number of teacher training seminars expanded.
- Municipalities were often criticized because of religious and political preferences when teachers were employed.
- Gradually, national regulations on who the municipalities should employ as teachers became more detailed.
Teacher Certification and Selection: the past (3)

• A system was developed where the teachers were employed by the municipalities, but employment was regulated nationally.

• With the school decree in 1971 the selection of teachers reached its highest level of central regulation.

• About 40 different types of teaching positions existed within primary and secondary education.
Teacher Certification and Selection: the past (4)

- For each teaching position a corresponding diploma was offered by teacher education institutions.
- To be eligible for a permanent teaching position a person needed to have a relevant and recognized diploma from a teacher education institution.
- Among eligible applicants the most qualified (education) and experienced (years as teacher) teachers should be selected by the municipal school board.
Teacher Certification and Selection: the past (5)

• Complains about decisions could be directed to the regional school inspection.
• In 1988 teacher education was reformed and different programs became broader.
• In 1989 the municipalities got the full responsibility for the teachers
Teacher Certification and Selection: the present (1)

• The municipalities/schools hire teachers.
• The Education Act prescribes that to be permanently appointed as a teacher an applicant must have 1) teaching diploma from a university, 2) knowledge of the Swedish language 3) an appreciation of the regulations applicable to the school system.
• The municipality/school chose between the eligible applicants.
Teacher Certification and Selection: the present (2)

- The final decision is taken by the municipal school board or the principal after negotiations with local teacher unions.
- There are limited opportunities to complain over a municipal decision on a teacher appointment.
- In extreme cases a decision can be brought to an administrative court
- – mainly in cases when non-qualified persons have been permanently employed as teachers.
Teacher Certification and Selection: the present (3)

- Teacher education institutions issues after the completion of a program a degree certificate to the student stating which orientations and specializations the student has completed and for what teaching it is intended.
- Depending on subjects and orientation towards different ages teacher education takes 3.5 – 5.5 years.
- All teachers get a common basic competence combined with specialization in particular subjects and/or age groups.
Teacher Certification and Selection: the future

• The teacher education will probably be reformed – a new system with a number of programs corresponding to different teacher positions.

• A proposal is being prepared which will introduce an new type of additional teacher certification that will be awarded teachers after some years of teaching.

• A government proposal for a new Education Act has been presented.
General development

• Teacher certification and selection in Sweden should be seen in the context of an on-going process of decentralization from national level to municipal level

• New reforms concerning teacher education and certification may be steps towards some centralization

• Municipalities have been criticized because they have not always employed qualified teachers.
Summary

• The education in Sweden has gone through a process of decentralization, which has been reflected in the procedures for teacher selection.
• Municipalities have gained more power over education, including the recruitment of teachers.
• Teachers are certified by teacher education institutions and the municipalities select among the certified teachers.
• Changes in the education system may bring back more elements of central regulation.
Thank you!

Gracias!

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