Group discussion: reporting back to plenary – session 7

“Workforce quality”

GROUP “Highly centralised countries”

12th OECD ECEC Network Meeting
Monitoring workforce quality and staff performance

Indicators used:
- Level of staff qualifications
- Process quality (staff-child interactions)
- Implementation of child development evaluation
- Planning skills
- Management of the environment
- Child outcomes (qualitative, not based on standardised testing)
Monitoring workforce quality

Also important to look at:

- Turnover rates
- Share of staff with minimum education requirements
- Participation in in-service training
- Staff-child ratio’s
Monitoring workforce quality

Instruments used:

- Observation is a common tool (and providing recommendations based on observations)
- Workforce quality and performance in provisions in general: Inspections (Chile; France; JAP)
- Monitoring process quality: through checklists and scales to be completed after observation for one day (KOR)
- Contractual obligations (IRE)
- Professional registration used to monitor number of qualified staff (NZL)
Improving staff quality and performance

- Setting a minimum: % of staff that need the minimum requirement (LUX)
- Licensing staff as to ensure they a minimum educ. Qualification (JAP; LUX)
- Making in-service training obligatory (LUX)
- Producing reports on performance of individual teachers through inspections (FR)
- Development of support guidance materials regarding evaluation of wf quality (ROU)
- Having early learning standards in place can support staff in their performance (ROU)

- **Challenge:** knowing the level of quality of ECEC programme (NZL)
Outputs for strand 1

- Best practices on monitoring workforce quality, as well as staff performance
- How to improve monitoring systems
- Impacts/effects on monitoring systems (how are results used, and what can they be used for)
- Taking different governance systems into account
- Clarification of what age groups are covered in project
- Use TALIS results/findings
- Use INES findings
Outputs for strand 2

Indicators to collect data on:

- Qualifications staff have
- Staff turnover rates
- What staff stays, what staff leaves
- Organisation of working time of staff (contact time with children; preparatory time; contact time with parents etc.)
- What skills staff acquire
- Indicator for quality of staff performance