



(OECD, 2012) Equity and Quality in Education: Supporting Disadvantaged Students and Schools

SPOTLIGHT REPORT: GREECE

www.oecd.org/edu/equity



This spotlight report draws upon the OECD report [Equity and Quality in Education: Supporting Disadvantaged Students and Schools](#). The first section reproduces the executive summary of the report. The second section presents a snapshot of some variables on equity in education and school failure in Greece based on the indicators used in the comparative report. It also outlines some recent policy developments and suggested policy options for Greece, which are also informed by the Country Background Report prepared by Greece.

More information is available at www.oecd.org/edu/equity.

EXECUTIVE SUMMARY

Reducing school failure pays off for both society and individuals. It can also contribute to economic growth and social development. Indeed the highest performing education systems across OECD countries are those that combine quality with equity. Equity in education means that personal or social circumstances such as gender, ethnic origin or family background, are not obstacles to achieving educational potential (fairness) and that that all individuals reach at least a basic minimum level of skills (inclusion). In these education systems, the vast majority of students have the opportunity to attain high level skills, regardless of their own personal and socio-economic circumstances.

OECD countries face the problem of school failure and dropout

Across OECD countries, almost one of every five students does not reach a basic minimum level of skills to function in today's societies (indicating lack of inclusion). Students from low socio-economic background are twice as likely to be low performers, implying that personal or social circumstances are obstacles to achieving their educational potential (indicating lack of fairness). Lack of inclusion and fairness fuels school failure, of which dropout is the most visible manifestation – with 20% of young adults on average dropping out before finalising upper secondary education.

Improving equity and reducing school failure pays off

The economic and social costs of school failure and dropout are high, whereas successful secondary education completion gives individuals better employment and healthier lifestyle prospects resulting in greater contributions to public budgets and investment. More educated people contribute to more democratic societies and sustainable economies, and are less dependent on public aid and less vulnerable to economic downturns. Societies with skilled individuals are best prepared to respond to the current and future potential crises. Therefore, investing in early, primary and secondary education for all, and in particular for children from disadvantaged backgrounds, is both fair and economically efficient.

Policies require investing in students early and through upper secondary education

In the path to economic recovery, education has become a central element of OECD countries' growth strategies. To be effective in the long run, improvements in education need to enable all students to have access to quality education early, to stay in the system until at least the end of upper secondary education, and to obtain the skills and knowledge they will need for effective social and labour market integration.

One of the most efficient educational strategies for governments is to invest early and all the way up to upper secondary. Governments can prevent school failure and reduce dropout using two parallel approaches: eliminating system level practices that hinder equity; and targeting low performing disadvantaged schools. But education policies need to be aligned with other government policies, such as housing or welfare, to ensure student success.

Avoid system level policies conducive to school and student failure

The way education systems are designed can exacerbate initial inequities and have a negative impact on student motivation and engagement, eventually leading to dropout. Eliminating system level obstacles to equity will improve equity and benefit disadvantaged students, without hindering other students' progress. Five recommendations can contribute to prevent failure and promote completion of upper secondary education:

1. Eliminate grade repetition

Grade repetition is costly and ineffective in raising educational outcomes. Alternative strategies to reduce this practice include: preventing repetition by addressing learning gaps during the school year; automatic promotion or limiting repetition to subject or modules failed with targeted support; and raising awareness to change the cultural support to repetition. To support these strategies, complementary policies need to reinforce schools and teachers' capacities to respond appropriately to students' learning needs, and to provide early, regular and timely support. Decreasing grade retention rates also requires raising awareness across schools and society about the costs and negative impact on students and setting objectives and aligning incentives for schools.

2. Avoid early tracking and defer student selection to upper secondary

Early student selection has a negative impact on students assigned to lower tracks and exacerbates inequities, without raising average performance. Early student selection should be deferred to upper secondary education while reinforcing comprehensive schooling. In contexts where there is reluctance to delay early tracking, suppressing lower-level tracks or groups can mitigate its negative effects. Limiting the number of subjects or duration of ability grouping, increasing opportunities to change tracks or classrooms and providing high curricular standards for students in the different tracks can lessen the negative effects of early tracking, streaming and grouping by ability.

3. Manage school choice to avoid segregation and increased inequities

Providing full parental school choice can result in segregating students by ability, socio economic background and generate greater inequities across education systems. Choice programmes can be designed and managed to balance choice while limiting its negative impact on equity. There are different options possible: introducing controlled choice schemes can combine parental choice and ensure a more diverse distribution of students. In addition, to ensure balance, incentives to make disadvantaged students attractive to high quality schools, school selection mechanisms and vouchers or tax credits can be alternative options. Policies are also required to improve disadvantaged families' access to information about schools and to support them in making informed choices.

4. Make funding strategies responsive to students' and schools' needs

Available resources and the way they are spent influence students' learning opportunities. To ensure equity and quality across education systems, funding strategies should: guarantee access to quality early childhood education and care (ECEC), especially for disadvantaged families; use funding strategies, such as weighted funding formula, that take into consideration that the instructional costs of disadvantaged students may be higher. In addition it is important to balance decentralisation/local autonomy with resource accountability to ensure support to the most disadvantaged students and schools.

5. Design equivalent upper secondary education pathways to ensure completion

While upper secondary education is a strategic level of education for individuals and societies, between 10 and 30 percent of young people starting do not complete this level. Policies to improve

the quality and design of upper secondary education can make it more relevant for students and ensure completion. To this end there are different policy options: making academic and vocational tracks equivalent by improving the quality of vocational education and training, allowing transitions from academic to vocational studies and removing dead ends; reinforcing guidance and counselling for students and designing targeted measures to prevent dropout - such as additional pathways to obtain an upper secondary qualification or incentives to stay in school until completion.

Help disadvantaged schools and students improve

Schools with higher proportions of disadvantaged students are at greater risk of challenges that can result in low performance, affecting education systems as a whole. Low performing disadvantaged schools often lack the internal capacity or support to improve, as school leaders and teachers and the environments of schools, classrooms and neighbourhoods frequently fail to offer a quality learning experience for the most disadvantaged. Five policy recommendations have shown to be effective in supporting the improvement of low performing disadvantaged schools:

1. Strengthen and support school leadership

School leadership is the starting point for the transformation of low performing disadvantaged schools but often, school leaders are not well selected, prepared or supported to exercise their roles in these schools. To strengthen their capacity, school leadership preparation programmes should provide both general expertise and specialised knowledge to handle the challenges of these schools. Coaching, mentoring and networks can be developed to further support leaders to achieve durable change. In addition, to attract and retain competent leaders in these schools, policies need to provide good working conditions, systemic support and incentives.

Support for restructuring schools should be considered whenever necessary. Splitting low performing disadvantaged schools, merging small ones and closing recurrently failing ones can be policy options in certain contexts.

2. Stimulate a supportive school climate and environment for learning

Low performing disadvantaged schools are at risk of difficult environments for learning. Policies specific for these schools need focus more than other schools on the following: prioritise the development of positive teacher-student and peer relationships; promote the use of data information systems for school diagnosis to identify struggling students and factors of learning disruptions; adequate student counselling, mentoring to support students and smoother their transitions to continue in education. In addition, these schools may benefit from alternative organisation of learning time, including the duration of the school week or year, and in terms of the size of schools. In some cases, creating smaller classrooms and schools can be a policy to reinforce student-student and student-teacher interactions and better learning strategies.

3. Attract, support and retain high quality teachers

Despite the large effect of teachers on student performance, disadvantaged schools are not always staffed with the highest quality teachers. Policies must raise teacher quality for disadvantaged schools and students by: providing targeted teacher education to ensure that teachers receive the skills and knowledge they need for working in schools with disadvantaged students; providing mentoring programmes for novice teachers; developing supportive working conditions to improve teacher effectiveness and increase teacher retention; and develop adequate financial and career incentives to attract and retain high quality teachers in disadvantaged schools.

4. Ensure effective classroom learning strategies

Often, there are lower academic expectations for disadvantaged schools and students, while there is evidence that certain pedagogical practices can make a difference for low performing students. To improve learning in classrooms, policies need to ensure and facilitate that disadvantaged schools promote the use of a balanced combination of student-centred instruction with aligned curricular and assessment practices. Schools and teachers should use diagnostic tools and formative and summative assessments to monitor children's progress and ensure they are acquiring good understanding and knowledge. Ensuring that schools follow a curriculum promoting a culture of high expectations and success is highly relevant.

5. Prioritise linking schools with parents and communities

Disadvantaged parents tend to be less involved in their children's schooling, for multiple economic and social reasons. Policies need to ensure that disadvantaged schools prioritise their links with parents and communities and improve their communication strategies to align school and parental efforts. The more effective strategies target parents who are more difficult to reach and identify and encourage individuals from the same communities to mentor students. Building links with the communities around schools, both business and social stakeholders, can also strengthen schools and their students.

Equity and Quality in Education: Supporting Disadvantaged Students and Schools Spotlight on Greece

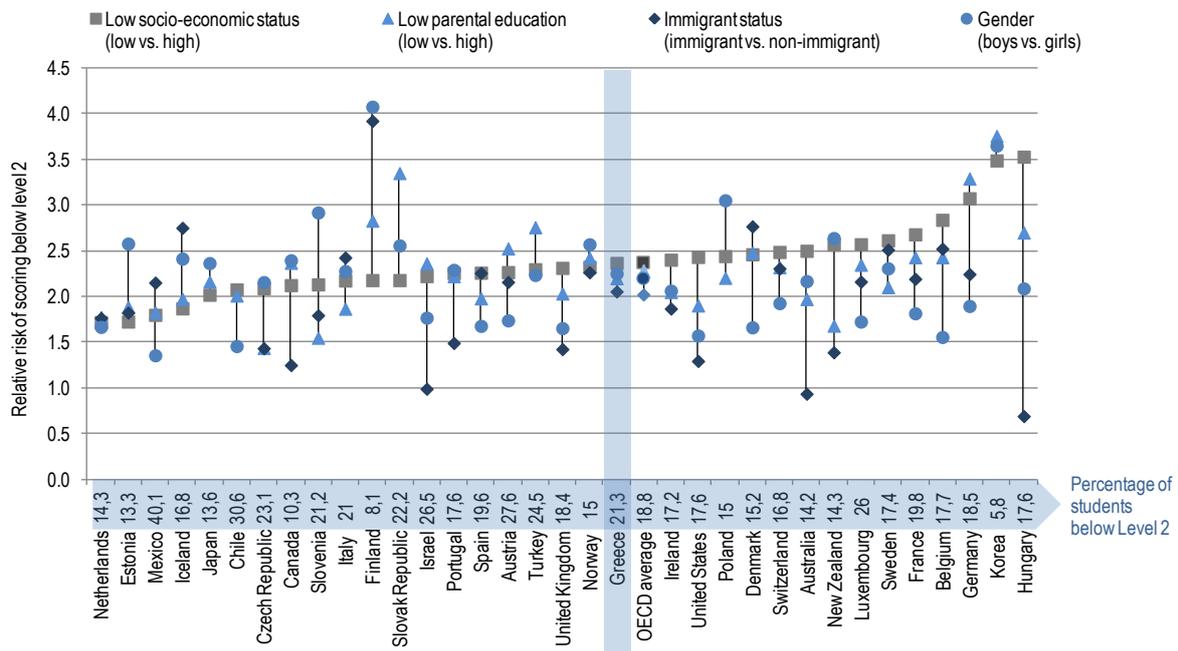
A snapshot of equity and school failure

Greece has made a significant effort to build a high quality and equitable education system but, as in all education systems, there is still room for improvement. The mean performance of Greek students in the most recent PISA test is below the OECD average, while the impact of students' socio-economic background is below the OECD average ([Figure 1.1](#)).

- **Low performance:** One in four students (21.3%) in Greece performed below level 2 in Reading in PISA 2009 ([Figure 1.2](#)). This means these students may lack the skills needed to function in today's labour market and can be at risk of leaving school early and struggling to find a good job. This compares to an OECD average of one in five students (18.8%).
- **Students' socio-economic background:** In Greece, students from low socio-economic backgrounds are 2.37 times more likely to be low performers than their peers with high socio-economic status, according to PISA 2009, which is equivalent to the OECD average (2.37 times). Students whose parents have low educational attainment have a 2.20 times higher risk of low performance and, as in most other OECD countries, students with an immigrant background are also at higher risk of low performance by 2.05 times, and so are boys in comparison to girls (2.25 times) ([Figure 1.3](#), see below).
- **Disadvantaged schools:** In Greece, there are major differences in performance of 15 year-olds between schools ([Figure 3.2](#)). Part of this variance in performance is explained by students' socio-economic background. Disadvantaged schools tend to reinforce students' socio-economic inequalities ([Figure 3.3](#)), since they do not mitigate the negative impact of the students' disadvantaged background on educational attainment.
- **Student dropout:** Greece has a higher than average dropout rate, with 25% of 25 to 34 years-old not having completed upper secondary education, compared to 19% across OECD countries ([Figure 1.4](#), see below).
- **Benefits of education:** The benefits of investing early and up to upper secondary education outweigh the costs for both individuals and society: individuals with upper secondary education have at least 8 points higher employment rate ([Figure 1.8](#)). In the current economic crisis, youth unemployment has increased and unemployment rates are higher for those without upper secondary education ([Figure 1.11](#)). Across OECD countries, education has become a key investment in the path to economic recovery and long term growth.

1.3 How many students are at risk of low performance?

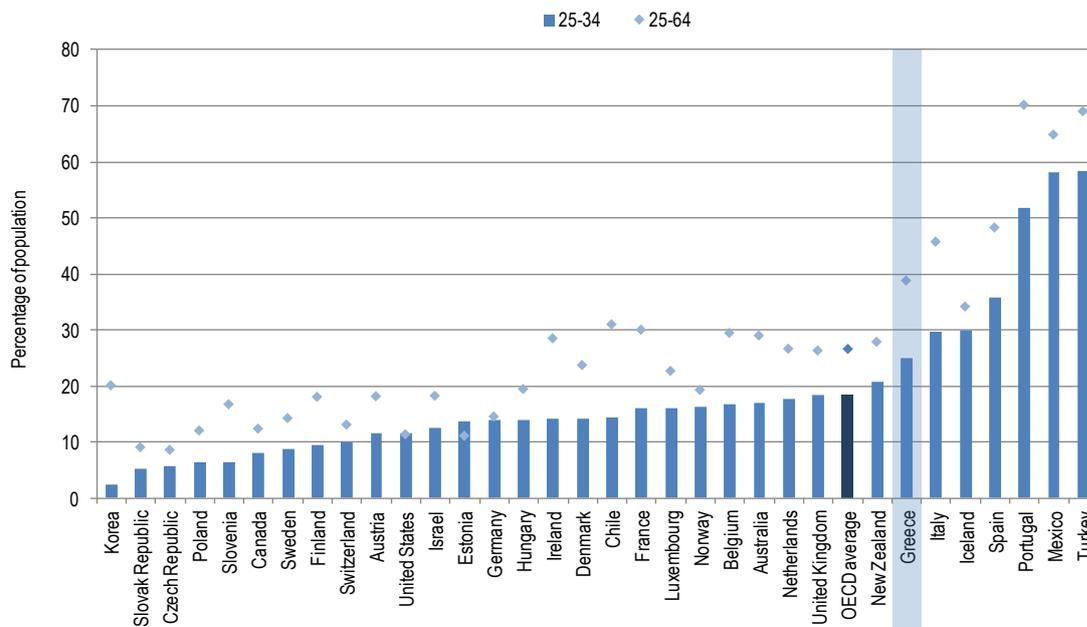
PISA scores below Level 2 and relative risk of certain student sub-groups (2009)



Source: OECD (2010), *PISA 2009 Results: Volume II, Overcoming Social Background: Equity in Learning Opportunities and Outcomes*, OECD, Paris.

1.4 How many individuals have not attained upper secondary education?

Proportion of 25-34 and 25-64 years-old who have not completed upper secondary education (2009)



Source: OECD (2011), *Education at a Glance 2011: OECD Indicators*, OECD, Paris.

Recent policy developments and suggested policy options

Improving the quality and equity of education in times of budgetary constraints is challenging for any country, but education is a key lever to reduce unemployment and foster sustainable economic growth and social progress. This requires providing access to quality education early on and enabling all students to complete at least upper secondary education. A special focus is relevant for disadvantaged students and schools to prevent school failure and drop out, and aligned with other policies, education can contribute to break the link between socio-economic background and life prospects. Within this context, the following are some of the key policy issues for Greece:

- **Grade repetition.** In Greece, only 5.7% of students have repeated at least one school year by the time they reach 15 years old ([Figure 2.1](#)), which is below the OECD average of 13%. Strengthening individual support to students falling behind could raise their educational outcomes. In Greece, strategies to address students' learning needs are part of a new programme for teachers' in-service training and all day schools will allow time to help students with homework during school working hours.
- **Student selection.** In Greece, students are kept together until the age of 15, when they choose academic and vocational tracks. Principals report that only 15% of students in schools are grouped according to ability, the lowest amongst all the OECD countries ([Table 2.2](#)). Ensuring that groups are only made on the basis of academic ability in certain subjects, on a temporary basis and with specific academic purposes is key to mitigate the negative effects of grouping by ability.
- **School choice.** In Greece, school choice is based on place of residence and parents cannot apply to another public school even if places are available ([Table 2.3](#)), which suggests that school composition reflects the extent of residential segregation. More recently, initiatives have been taken to provide better learning options to students and more parental choice. These include the transformation of existing intercultural schools with the aim of providing not only intercultural education where it is needed but also of guaranteeing a social mix; and special categories of schools such as specialist and experimental schools. When enhancing choice, it is important to ensure an even distribution of students by designing school choice schemes that provide parental choice and limit the negative impact on equity as well as ensuring that disadvantaged students are attractive to high quality schools and making these affordable for students from disadvantaged families.
- **Education funding.** Taking into account the different instructional costs of students is key to ensure that schools receive sufficient funding to support disadvantaged students. In Greece, to address the needs of disadvantaged students and schools, Zones of Educational Priority (ZEP) are a new policy initiative to direct resources to the most disadvantaged regions. This is the result of shifting the focus from targeting designated populations (Roma, immigrants and Muslim minority) to whole areas and pulling together resources to tackle social and regional inequities.
- **Upper secondary completion.** In Greece, about half of students entering vocational education dropout according to official statistics. Raising the quality of vocational education and training, reinforcing student guidance and counseling and targeting disadvantaged students who are at risk of dropping out are ways to increase upper secondary education completion rates.
- **Low performing disadvantaged schools.** In Greece, a higher proportion of disadvantaged students attend schools with students from better-off backgrounds than the OECD average ([Figure 3.4](#)). Improving education in disadvantaged schools can mitigate the impact of disadvantaged students' background and reduce school failure. To do this, policy makers

need to help disadvantaged schools by developing and supporting specialised school leadership, fostering positive and supportive school environments, training, recruiting and retaining quality teachers with incentives for these schools, ensuring effective learning strategies and linking them to parents and communities.

- **School climate/Schooling time.** The organisation of learning time can be reconfigured to cater for the fact that disadvantaged children may have learning gaps and less educationally supportive home learning environments. In Greece, all primary schools are gradually becoming all-day schools and the duration of the school year has been also slightly extended. Children, and in particular those with disadvantaged backgrounds, can benefit from extra study support (individual and group) and an enriched curriculum with creative activities (foreign language classes, ICT skills, sports, among others).
- **Teachers.** Initial teacher education and continuous professional development are critical to ensure that teachers acquire the skills and knowledge which allows them to be responsive to every classroom situation. In Greek disadvantaged schools, teachers are confronted with very heterogeneous groups of students and consequently more demanding social, economic and educational challenges. Reinforcing the content and practice of student-centred learning in both initial and continuous education could increase teachers' preparation to support students more effectively. This is particularly relevant for secondary teachers who can benefit from programmes with stronger pedagogical components.

Key policy recommendations for OECD countries

One of the most efficient educational strategies for governments is to invest early and all the way up to upper secondary. Governments can prevent school failure and reduce dropout using two parallel approaches: eliminating education policies and practices that hinder equity; and targeting low performing disadvantaged schools. But education policies need to be aligned with other government policies, such as housing or welfare, to ensure student success.

Eliminate education policies and practices that contribute to school failure

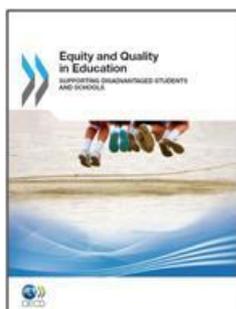
The way education systems are designed can exacerbate initial inequities and have a negative impact on student motivation and engagement, eventually leading to dropout. Making education systems more equitable benefits disadvantaged students without hindering other students' progress. Five recommendations can contribute to prevent failure and promote completion of upper secondary education:

1. Eliminate grade repetition.
2. Avoid early tracking and defer student selection to upper secondary.
3. Manage school choice to avoid segregation and increased inequities.
4. Make funding strategies responsive to students' and schools' needs.
5. Design equivalent upper secondary education pathways to ensure completion.

Help disadvantaged students and schools improve

Schools with higher proportions of disadvantaged students are at greater risk of low performance, affecting education systems as a whole. Low performing disadvantaged schools often lack the internal capacity or support to improve, as school leaders and teachers and the environments of schools, classrooms and neighbourhoods frequently fail to offer a quality learning experience for the most disadvantaged. Five policy recommendations have shown to be effective in supporting the improvement of low performing disadvantaged schools:

1. Strengthen and support school leadership
2. Stimulate a supportive school climate and environment for learning
3. Attract, support and retain high quality teachers
4. Ensure effective classroom learning strategies
5. Prioritise linking schools with parents and communities



More information on [OECD Equity and Quality in Education: Supporting Disadvantaged Students and Schools](http://www.oecd.org/edu/equity) is available at www.oecd.org/edu/equity. For further comment, please contact Beatriz Pont (beatriz.pont@oecd.org) or Francisco Benavides (francisco.benavides@oecd.org) from the OECD Directorate for Education.

For more information on OECD's work on Greece, please visit www.oecd.org/greece.