



RESULTS FROM TALIS 2018: VOLUME II

The OECD Teaching and Learning International Survey (TALIS) is an international, large-scale survey of teachers, school leaders and the learning environment in schools. This note presents findings based on the reports of lower secondary teachers and their school leaders in mainstream public and private schools.

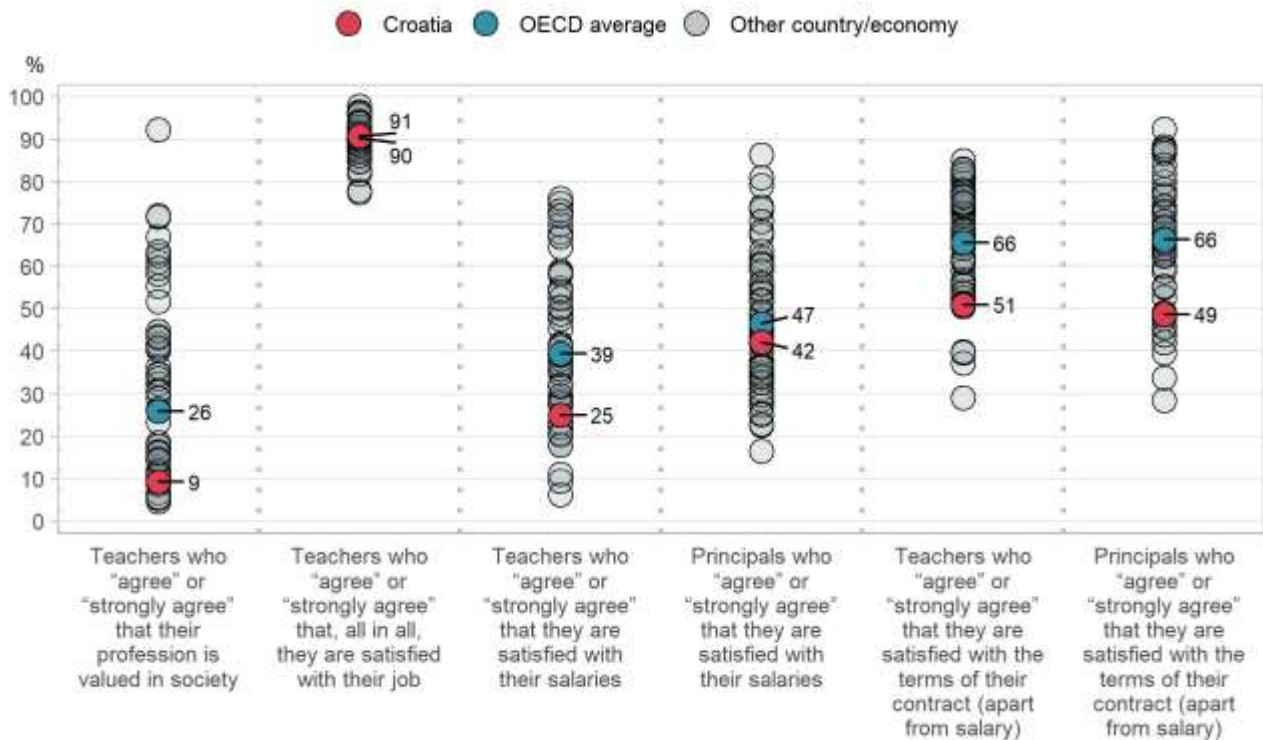
Croatia

I. What teachers and school leaders say about their jobs

- The status of the teaching profession can be an important factor for recruiting and retaining teachers. To get a sense of the perceived status of the teaching profession, TALIS 2018 asked teachers whether the teaching profession is valued in society. In Croatia, 9% of teachers “agree” or “strongly agree” with the statement that their profession is valued in society, which is lower than the average across OECD countries and economies participating in TALIS (26%).

Figure 1. Teachers’ and school leaders’ satisfaction with their jobs

Results based on responses of lower secondary teachers and principals



Note: Only countries and economies with available data are shown.

Source: OECD, TALIS 2018 Database, Tables II.2.1, II.2.16, II.3.56, II.3.65, II.3.59 and II.3.66.

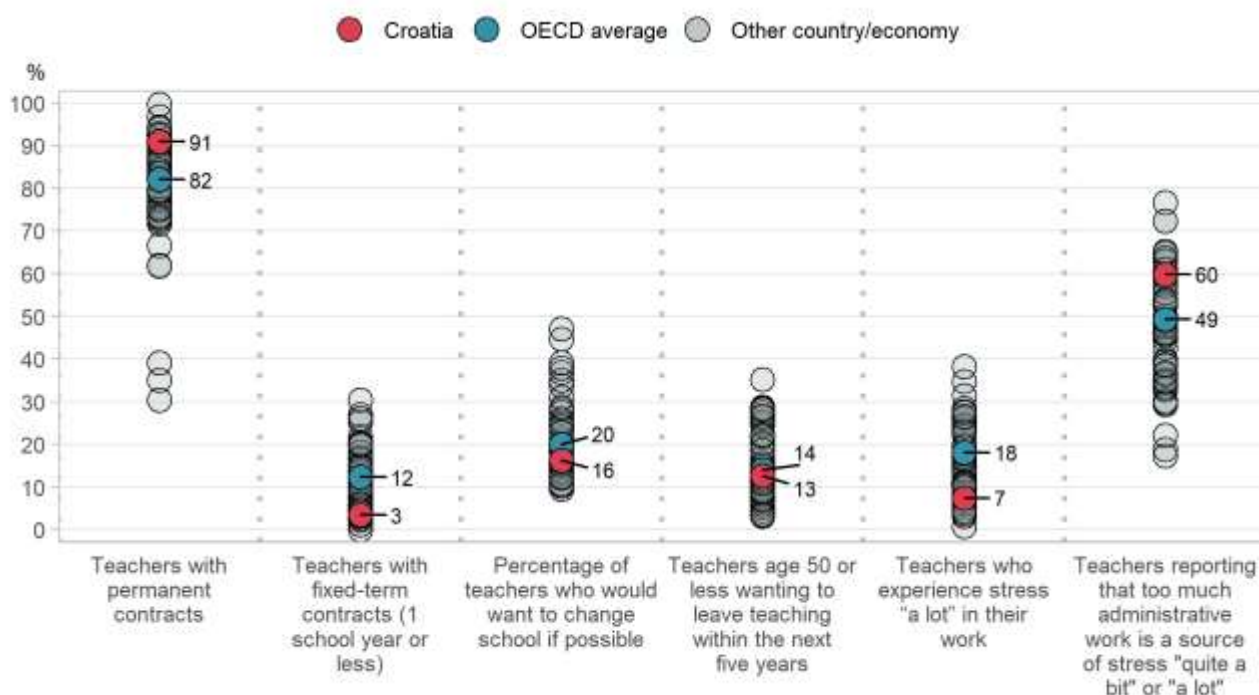
- Teachers' views of the way society values their profession varies by gender and by years of teaching experience. In Croatia, 14% of male teachers consider that their profession is valued in society (OECD average 29%), compared to 8% of female teachers (OECD average 24%). However, the gender gap observed in Croatia is slightly smaller than the one observed in systems with similar results, such as CABA (Argentina) and Portugal where the gap is around 7 percentage points.
- Likewise, in Croatia, 15% of novice teachers report that the teaching profession is valued in society (OECD average 30%), in contrast to about 8% of more senior teachers (OECD average 25%). When compared to systems with similar results, Croatia is the only country showing a significant difference with respect teachers' experience.
- The mass media play a crucial role in shaping society's perceptions of teachers and their work. In Croatia, only 6% of teachers report that the media in their country/region value their profession (OECD average 19%). In this respect, Croatia, together with the French Community of Belgium, are the systems with the lowest values among the countries and economies in TALIS.
- Making teaching careers attractive and prestigious also entails empowering teachers and offering them the possibility to be actors of change through advocacy and advising on educational reforms. In Croatia, as in Slovenia, 3% of teachers consider that policy makers value their view (OECD average 14%) and 11% believe that they can influence educational policies in their country/region, as in the Czech Republic, England (UK), the Slovak Republic and Sweden (OECD average 24%).
- Between 2013 and 2018, the percentage of teachers reporting that the profession is valued in society has increased in almost half of the countries and economies with available data. In Croatia, over the same period, the percentage of teachers reporting that the teaching profession is valued in society has remained stable.
- TALIS defines job satisfaction as the sense of fulfilment and gratification that teachers get from their work. Job satisfaction may have a positive association with teachers' attitudes towards their work and with their performance. In Croatia, 91% of teachers report that, all in all, they are satisfied with their job (OECD average 90%). Moreover, 51% of teachers are satisfied with the terms of their teaching contract (apart from salary) (OECD average 66%). In Croatia, 25% of teachers report being satisfied with their salaries, which is lower than the OECD average (39%).
- In Croatia, 95% of school leaders report that, all in all, they are satisfied with their job (OECD average 95%). Moreover, 49% of school leaders report to be satisfied with the terms of their contract (apart from salary) (OECD average 66%). In Croatia, 42% of school leaders are satisfied with their salaries, which is statistically not significantly different from the OECD average (47%).

## II. Working conditions, career mobility and risk of attrition

- What factors could be shaping teachers' satisfaction? As well as career stability, mobility and working conditions could be playing a large role in teachers' reported levels of satisfaction. Regarding career stability, commitments to increase the financial remuneration of teachers and principals and to secure it through permanent contracts can compete with the need to limit costs and ensure flexibility in government expenditure.

**Figure 2. Teachers' working conditions, mobility and risk of attrition**

Results based on responses of lower secondary teachers



Note: Only countries and economies with available data are shown.

Source: OECD, TALIS 2018 Database, Tables II.3.1, II.2.16, II.2.63, II.2.36, and II.2.43.

- In Croatia, 91% of teachers have a permanent contract (an ongoing contract with no fixed end-point before the age of retirement) (OECD average 82%). At the same time, 3% of teachers in Croatia are employed on contracts of one year or less, which is lower than the average in the OECD countries and economies participating in TALIS (OECD average 12%). In the last five years in Croatia, the proportion of teachers with a contract of one year or less has remained stable. In Croatia, teachers who are employed on this type of contract tend to report lower levels of self-efficacy for teaching.
- Regarding teacher mobility, in Croatia, 16% of teachers would like to change to another school if that were possible (OECD average 20%). On average across the OECD, teachers who would like to change to another school are more likely to be dissatisfied with the profession, did not pick teaching as a first-choice career and are slightly younger and less experienced in their current school than other teachers. They are also more likely to work full-time and to report teaching in a target class with a slightly higher concentration of disadvantaged students, low academic achievers and students with behavioural problems.
- Attrition is another factor related to teachers' mobility. Attrition among teachers may affect student achievement by having a negative impact on the school climate and on implementation of the curriculum. Attrition can also lead to significant financial costs for educational systems brought by the need to replace qualified teachers in affected schools. As a proxy measure for the risk of attrition, TALIS uses the intention of teachers to remain in teaching. Twenty-one percent of teachers in Croatia report that they would like to leave teaching within the next five years (OECD average 25%). Furthermore, 13% of teachers age 50 or less in Croatia would like to leave teaching in the next five years, which is statistically not significantly different from the OECD average (14%).

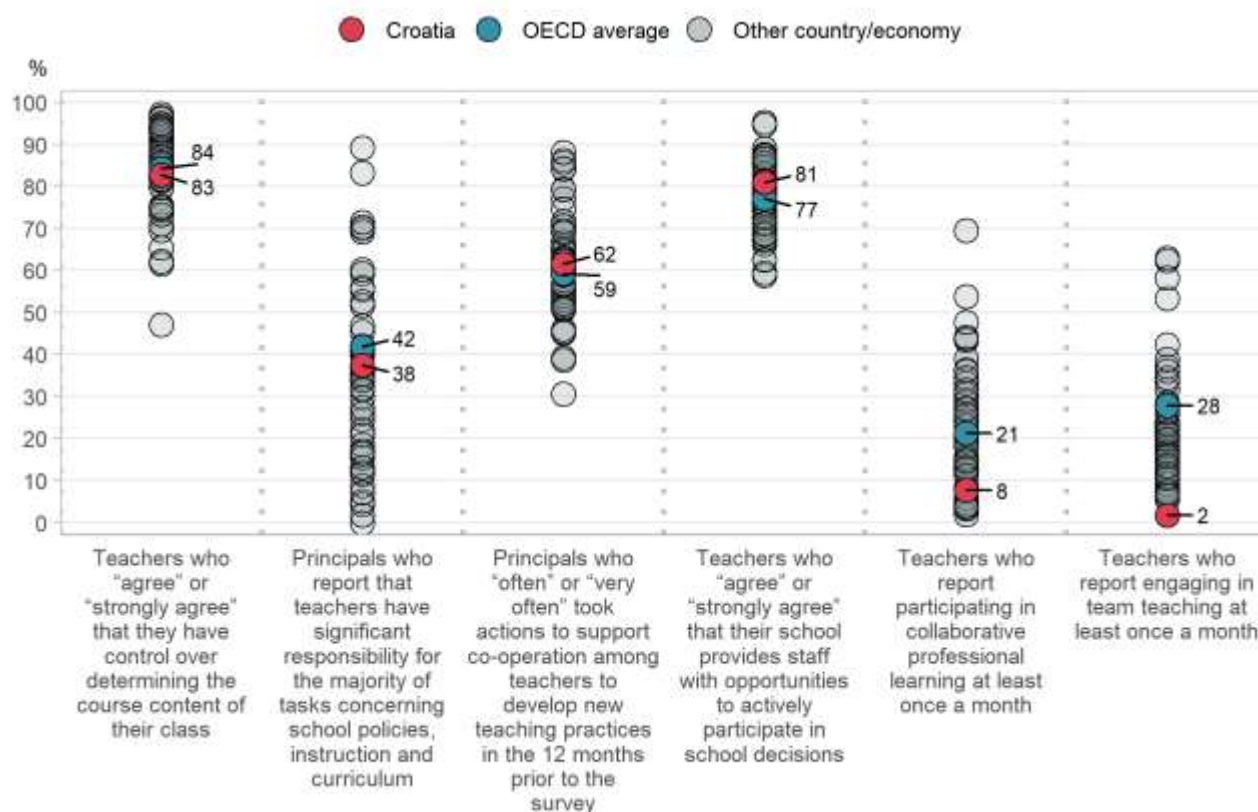
- Acute stress at work can be associated with teachers' job satisfaction and their intention to continue teaching. Furthermore, stressful environments and situations may affect the practices and motivation of teachers and principals, and even student achievement. In Croatia, 7% of teachers report experiencing stress in their work "a lot" which is lower than the OECD average (18%).
- Almost half of the teachers in the OECD countries and economies participating in TALIS report that having too much administrative work is a source of stress they experience at work "quite a bit" or "a lot". In Croatia, the three most prevalent sources of stress teachers experience at work "quite a bit" or "a lot" are administrative tasks (60%, OECD average 49%), being held responsible for students' achievement (56%, OECD average 44%) and modifying lessons for students with special needs (37%, OECD average 31%). For principals, the three most prevalent sources of stress are having too much administrative work to do, keeping up with changing requirements from local, municipal/regional, state or national/federal authorities and being held responsible for students' achievement.
- On average across the OECD countries and economies in TALIS, teachers who report experiencing stress in their work "a lot" are twice as likely as colleagues with lower levels of stress to report that they will stop working as teachers in the next five years. In Croatia, teachers who report experiencing stress at their work "a lot" are between three and four times more likely to want to leave teaching in the next five years.
- When considering school leaders, Croatia is one of the few TALIS countries and economies, together with Japan and Korea, where all school leaders work full-time and do not have teaching obligations. On average across the OECD countries and economies participating in TALIS, 31% of school leaders work full-time and have teaching obligations.
- In Croatia, 85% of school leaders report that having too much administrative work to do is a source of stress "quite a bit" or "a lot" (OECD average 69%), followed by keeping up with changing requirements from local or national stakeholders (62%, compared to 56%, on average across the OECD countries and economies participating in TALIS), being held responsible for students' achievements (54% in Croatia, OECD average 46%) and addressing parents' or guardians' concerns (54% in Croatia, OECD average 47%).
- In addition, more than half of school leaders (51%) state that they cannot influence decisions that are important for their work (OECD average 33%), that they need more support from authorities (83%, OECD average 67%), but that they are satisfied with the support they receive from the staff in their school (97%, OECD average 92%). Croatia, together with the Czech Republic and Shanghai (China), are the systems with the highest share of school leaders in all these three indicators.

### III. Supporting professional autonomy, collegiality and collaboration

- TALIS shows promising directions to take to make the job of teachers more rewarding and fulfilling. Teachers' autonomy is an important factor for promoting experimentation in the classroom. In Croatia, 83% of teachers report having control over determining course content in their class, compared to 84% on average across the OECD countries and economies participating in TALIS. In Croatia, teachers reporting higher levels of control over their class are more likely to report working in innovative school environments.
- Opportunities for teachers to have a voice in developing the school vision and goals are an integral component of teacher leadership. In Croatia, only 38% of principals report that their teachers have significant responsibility for the majority of the tasks related to school policies, curriculum and instruction, which is statistically not significantly different from the OECD average (42%).
- Being represented in school management teams can encourage teachers to grow in their role and to take on leadership responsibilities. In Croatia, 82% of principals who report having a management team also report that teachers are members of their school management team (OECD average 56%).

**Figure 3. Autonomy, collegiality and collaboration**

Results based on responses of lower secondary teachers and principals



Note: Only countries and economies with available data are shown.

Source: OECD, TALIS 2018 Database, Tables II.5.32, II.5.31, II.5.12, II.4.24 and II.4.1.

- Innovation in schools requires the support of peers and the guidance of school leaders. In Croatia, 79% of teachers say that they work in a collaborative school culture characterised by mutual support (OECD average 81%). Furthermore, 62% of principals in Croatia took actions on a regular basis to support co-operation among teachers to develop new teaching practices in the 12 months prior to the survey, which is statistically not significantly different from the OECD average (59%). In this regard, the share of school principals engaged in these activities is significantly larger in schools with a high concentration of students with special needs (85%, OECD average 63%), compared to schools with a lower concentration of students with special needs (60%, OECD average 58%).
- School leaders can foster collegial and participative working environments. In Croatia, 81% of teachers report that their school provides staff with opportunities to actively participate in school decisions (OECD average 77%). On average across the OECD, teachers reporting that their school provides

staff with opportunities to actively participate in school decisions tend to engage more often in some forms of collaboration.

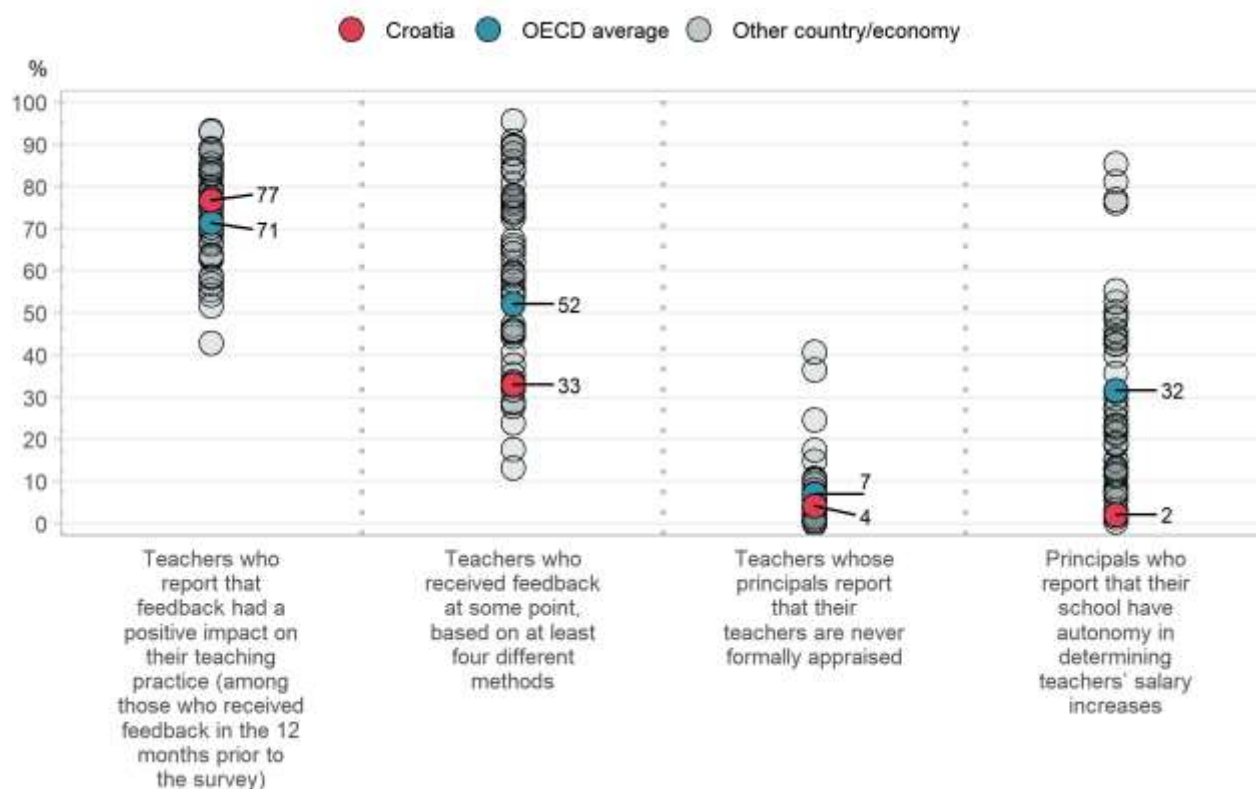
- Professional collaboration can become a solid foundation for innovative and effective practices. On average across the OECD, teachers who engage in professional collaboration, which involves a higher degree of interdependence among teachers, also tend to report more frequent use of effective teaching practices, such as cognitive activation. However, professional collaboration is not a frequent practice across the OECD countries and economies participating in TALIS. In Croatia, only 8% of teachers report participating in collaborative professional learning at least once a month (OECD average 21%) and 2% engage in team teaching with the same frequency (OECD average 28%).

#### IV. Making the most of feedback and appraisal systems

- Teacher feedback is an important lever for improving teaching quality, since it aims to improve teachers' understanding of their methods and practices. Feedback can improve teachers' effectiveness by both recognising teachers' strengths and addressing weaknesses in their pedagogical practices. In Croatia, only 5% of teachers report that they have never received feedback in their schools (OECD average 10%). However, this share is significantly higher for those who work in schools characterised by a high concentration of students from socio-economically disadvantaged homes: 94% of teachers working in schools with less than or equal to 30% of students from socio-economically disadvantaged homes, compared to 98% of teachers working in schools with more than 30% of students from socio-economically disadvantaged homes).
- On average across the OECD, the forms of feedback most commonly used are based on classroom observations and students' school-based and classroom-based results. In Croatia the forms of feedback most commonly used are based on observation of the teacher's classroom teaching, school-based and classroom-based results and external results of students the teacher teaches.
- In Croatia, 77% of teachers who received feedback in the 12 months prior to the survey report that it had a positive impact on their teaching practice (OECD average 71%). In all countries and economies participating in TALIS, including Croatia, teachers who report receiving feedback based on multiple methods are more likely to find that the feedback they received had a positive impact on their teaching. Furthermore, 33% of teachers in Croatia report having received feedback at some point, based on at least four different types of methods, which is lower than the OECD average (52%). Furthermore, 21% of teachers report having received feedback through only one method, compared to 9% on average across the OECD countries and economies in TALIS.

**Figure 4. Feedback and appraisal**

Results based on responses of lower secondary teachers and principals



Note: Only countries and economies with available data are shown.

Source: OECD, TALIS 2018 Database, Tables II.4.48, II.4.47, II.3.30 and II.5.1.

- Appraisal systems, used to formally evaluate teachers, encourage continuous improvement of their practice by providing opportunities to acknowledge and reward teachers for their efforts. In Croatia, 4% of teachers are in schools where school principals report that their teachers are never formally appraised, which is lower than the OECD average (7%).
- For appraisal to be effective, it must lead to the right consequences. For example, consequences such as appointing a mentor to improve teaching or drafting a plan for professional development are well aligned with the formative function of appraisal. In Croatia, 99% of teachers work in schools where the elaboration of professional development or a training plan is a common occurrence after an assessment (OECD average of 90%), and 49% of teachers work in schools where the appointment of a mentor is a common occurrence after an assessment (OECD average of 71%).
- The consequences of teacher appraisal are changing over time across countries and economies but it seems that Croatia is an exception to this trend. Between 2013 and 2018, in all education systems with available data except for Croatia, Finland and France, there was a significant change in the occurrence of at least one of the consequences of teacher appraisal.
- Based on principals' responses, in Croatia, 2% of schools have autonomy over determining salary increases or bonuses for teachers, which is lower than the OECD average (32%).

## V. Key features of TALIS 2018

TALIS uses questionnaires administered to teachers and their school principals to gather data. Its main goal is to generate internationally comparable information relevant to developing and implementing policies focused on school leaders, teachers and teaching, with an emphasis on those aspects that affect student learning.

First, TALIS helps policy makers to review and develop policies that promote the teaching profession and the best conditions for effective teaching and learning. Second, TALIS helps teachers, school leaders, and education stakeholders to reflect upon and discuss their practice and find ways to enhance it. Third, TALIS builds upon past research, while informing the future work of researchers.

- Nine main themes were selected for inclusion in the TALIS 2018 survey: teachers' instructional practices; school leadership; teachers' professional practices; teacher education and initial preparation; teacher feedback and development; school climate; job satisfaction; teacher human resource issues and stakeholder relations; and teacher self-efficacy. Two cross-cutting themes were added to this list: innovation; and equity and diversity.
- The international target population for TALIS is composed of lower secondary teachers and their school leaders in mainstream public and private schools. TALIS 2018 offered three additional options: 15 countries and economies also surveyed teachers and school leaders in their primary schools (ISCED level 1), 11 countries and economies, including Croatia, did so in their upper secondary schools (ISCED level 3) and 9 countries and economies conducted the survey in schools that participated in the 2018 OECD Programme for International Student Assessment (PISA).
- In each country, a representative sample of 4 000 teachers and their school principals from 200 schools was randomly selected for the study. Across all survey components, approximately 260 000 teachers responded to the survey, representing more than 8 million teachers in 48 participating countries and economies. In Croatia, 3 358 lower secondary teachers and 188 principals completed the TALIS questionnaires.
- The first volume of TALIS 2018, *Teachers and School Leaders as Lifelong Learners*, published on 19 June 2019, explored the knowledge and skills dimension of teachers and school leaders' professionalism. The second volume, *Teachers and School Leaders as Valued Professionals*, published on 23 March 2020, explored prestige, career opportunities, collaborative culture and autonomy.
- All data reported in this note comes from the second report. The additional sources of the data (besides the one shown on the figures) for Section I are: Tables II.2.1, II.2.5, II.2.27 and II.5.47; for Section II are: Tables II.3.6, II.3.16, II.2.22, II.2.63, II.2.43, II.2.47, II.2.67, II.5.25 and 5.47; for Section III are: Tables II.5.10, II.5.15, II.5.37, II.4.24 and II.4.17; and for Section IV are: Tables II.4.37, II.4.38, II.4.44, II.4.47, II.4.55, II.3.42 and II.3.52.

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### References

OECD (2020), *TALIS 2018 Results (Volume II): Teachers and School Leaders as Valued Professionals*, TALIS, OECD Publishing, Paris, <https://doi.org/10.1787/19cf08df-en>.

For more information on TALIS 2018 visit <http://www.oecd.org/education/talis/>

Data can be found also on line by following the **StatLinks**  under the tables and charts in the publication.

Explore, compare and visualise more data and analysis using: <http://gpseducation.oecd.org/>.

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