

**GOVERNMENT
KEY PROJECT**

TEACHERS AND TEACHER EDUCATION IN FINLAND

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1. TEACHERS IN FINLAND

- Most teachers are fully qualified
 - 95 % in basic education
 - 98 % in general upper secondary education
 - 90 % in vocational education
 - 82 % in liberal adult education
- Teachers are required a master's degree, pedagogical studies and guided teaching practice.
- Education providers – municipalities – are responsible for appointing new teachers.
- Conditions of service are negotiated nationally between teachers' union and local government employers with an interval of few years.



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- Teachers' salaries are based on the tasks and their requirements, the results of work and work experience. Employers can pay a personal bonus on the basis of the outcomes of individual teacher's work.
- Teaching duties vary between 16 and 24 weekly lessons according the type of institution and subject.
- Continuing education is compulsory for teachers. In general education teachers are obliged to participate in training for a minimum of 3 days per year. There is no formal link between continuing education and promotion.
- Teachers are not evaluated through external or formal measures. The principals of the institutions and teachers conduct development talks annually, where they discuss the past year and the objectives for the coming year. Many teachers have individual training and development plan.

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2. TEACHER EDUCATION IN FINLAND

- 11 universities offer teacher education. The provision of teacher education is spread evenly throughout Finland. This has a positive effect on the availability of teachers in different parts of the country.
- Teacher education is funded as part of university education.
- Finnish universities have great autonomy in their decisions about contents and methods. Teacher education has no national curriculum.
- Teacher education has no trouble attracting applicants. Less than a quarter of applicants admitted to teacher education 2016.
- Teacher education is evaluated either in connection with institutional and disciplinary reviews or by means of a specific teacher education evaluation.
- The future quantitative demand for teachers is predicted every fourth year in forecasting projects.

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3. STRENGTHS AND CHALLENGES IN TEACHER EDUCATION

- + Teacher education is one of the most attractive programs at the universities
- + Attention to the applicant's aptitude and motivation
- + Research-based education
- + Master's degree
- + Solid knowledge of the subjects taught
- + Teaching practice during studies
- + Teacher education is funded as part of university education.

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- Collaboration with other teachers
- School-society-family partnerships
- Continuous life-long professional development
- Using digital tools and resources in teaching and learning
- School leadership

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