



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.

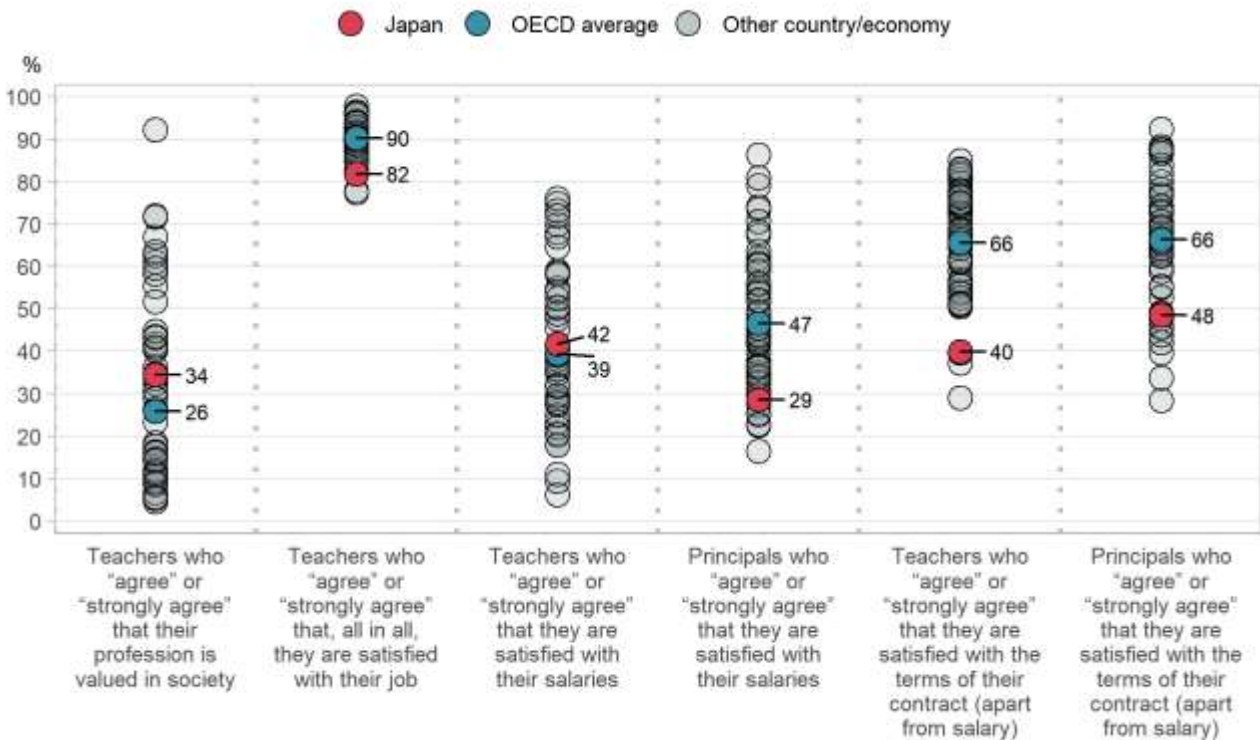
Japan

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 Japan, 34% of teachers “agree” or “strongly agree” with the statement that their profession is valued in society, which is higher 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.

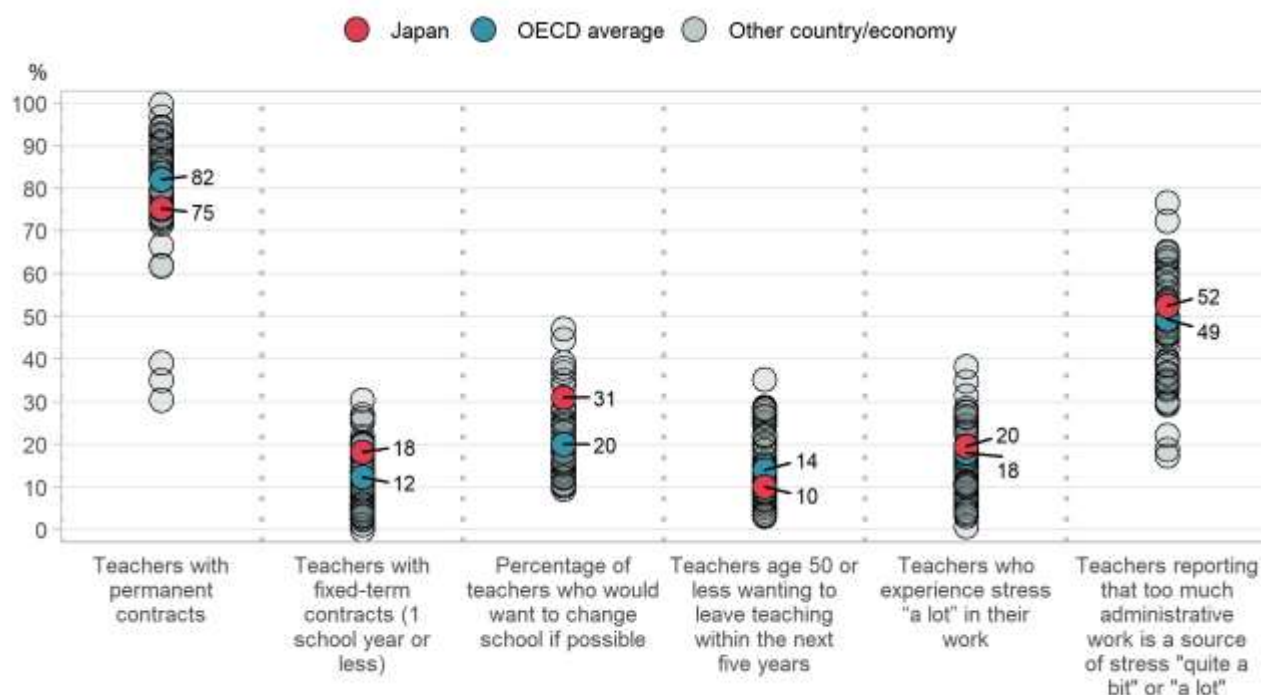
- Between 2013 and 2018, the percentage of teachers reporting that the profession is valued in society has increased in almost half of the countries and economies with available data. In Japan, over the same period, the percentage of teachers reporting that the teaching profession is valued in society has increased by six percentage points.
- 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 Japan, 82% of teachers report that, all in all, they are satisfied with their job (OECD average 90%). However, Japan ranks among the countries with the lowest percentage of satisfied teachers. This difference with the other countries may result from the satisfaction with the terms of their teaching contract (apart from salary). Indeed, only 40% of teachers in Japan report to be satisfied with their teaching contract, compared to 66%, on average, in OECD countries and economies. In contrast, 42% of teachers in Japan report being satisfied with their salaries, which is higher than the OECD average (39%).
- In Japan, 93% of school leaders report that, all in all, they are satisfied with their job (OECD average 95%). Similarly to teachers, school leaders tend to be less satisfied with the terms of their contract (apart from salary), compared to the other countries (48% of satisfied principals, while 66% for the OECD average). Likewise, 29% of school leaders are satisfied with their salaries in Japan, which is lower than 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 Japan, 75% 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, 18% of teachers in Japan are employed on contracts of one year or less, which is higher than the average in the OECD countries and economies participating in TALIS (OECD average 12%). In the last five years in Japan, the proportion of teachers with a contract of one year or less has increased by five percentage points. In Japan, teachers who are employed on this type of contract tend to report lower levels of self-efficacy for teaching.
- Regarding teacher mobility, in Japan, 31% of teachers would like to change to another school if that were possible, compared to only 20% of teachers for the OECD average. 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. 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.
- This high percentage of teachers willing to change schools could be explained by the low satisfaction of Japanese teachers with current work environment. Indeed, the country is among the lowest in the proportion of teachers reporting that "I enjoy working at this school" (78% versus the OECD average of 90%) and "I would recommend this school as a good place to work" (62% versus the OECD average of 83%). Concurrently, Japan is the only country that shows a majority of teachers disagreeing with "I am satisfied with my performance in this school" (51% versus the OECD average of 7%). Even more striking is the difference of 30 percentage points between Japan and the penultimate country. Because of this relative dissatisfaction with the current work environment, barely half of the teachers in Japan (55%) report that "If I could decide again, I would still choose to work as a teacher", compared to 76% of teachers reporting so, on average in the OECD.

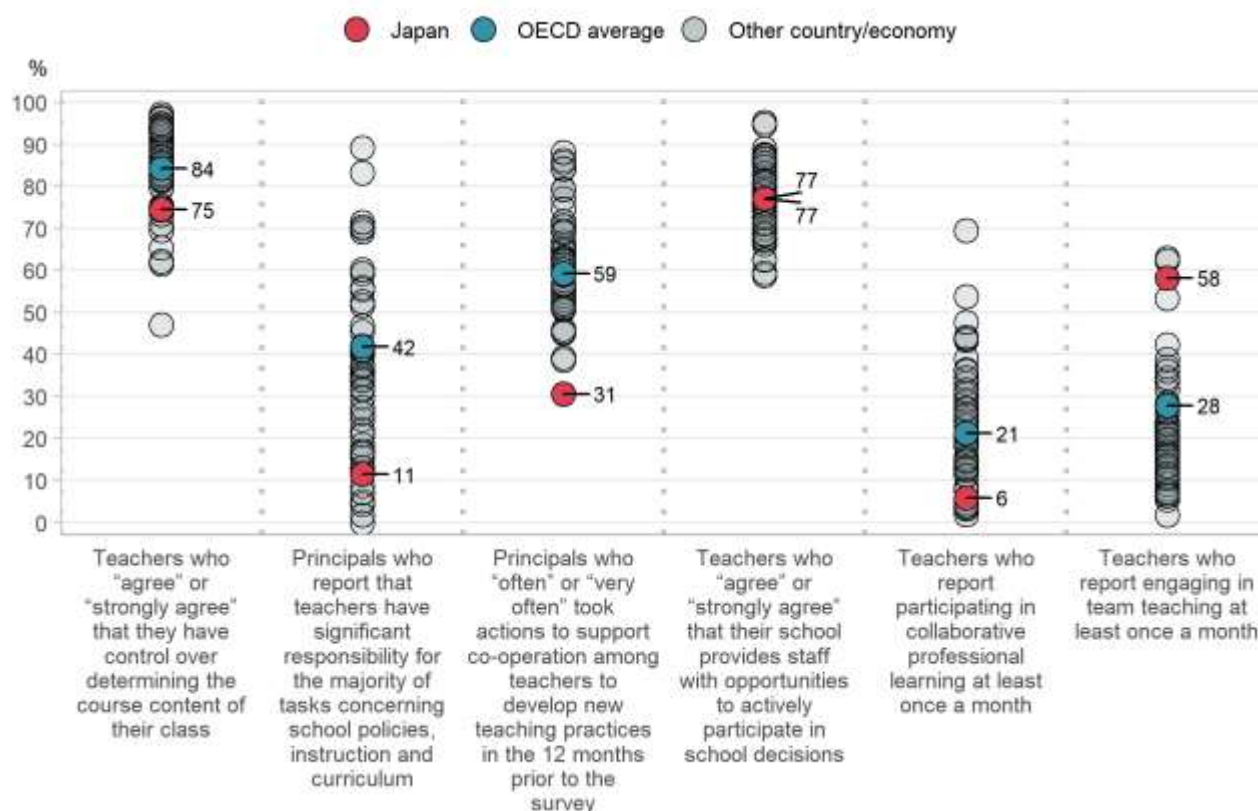
- Attrition is another factor related to teachers' mobility. Attrition among teachers may affect student achievement by having a negative impact on the school climate and on implementation of the curriculum. Attrition can also lead to significant financial costs for educational systems brought by the 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-five percent of teachers in Japan report that they would like to leave teaching within the next five years, a similar proportion to the OECD average. Furthermore, 10% of teachers age 50 or less in Japan would like to leave teaching in the next five years, which is lower than 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 Japan, 20% of teachers report experiencing stress in their work "a lot" which is statistically not significantly different from 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 Japan, the three most prevalent sources of stress teachers experience at work "quite a bit" or "a lot" are administrative tasks, addressing parent or guardian concerns and being held responsible for students' achievement. It can be explained by the burdensome administrative workload reported by teachers in Japan, which is five hours per week or more. Principals indicate experiencing the three most prevalent sources of stress are being held responsible for students' achievement, addressing parent or guardian concerns and having too much administrative work to do.
- 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 Japan, teachers who report experiencing stress at their work "a lot" are between two and three times more likely to want to leave teaching in the next five years.

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 Japan, 75% 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 Japan, 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 Japan, only 11% of principals report that their teachers have significant responsibility for the majority of the tasks related to school policies, curriculum and instruction, which is lower than the OECD average (42%).
- Similarly, Japan faces low instructional leadership for principals as only a minority of them report that they engage in the three corresponding activities ("actions to ensure that teachers feel responsible for their students' learning outcomes" [30% versus the OECD average of 68%], "actions to ensure that teachers take responsibility for improving their teaching skills" [45% versus the OECD average of 63%] and "actions to support co-operation among teachers to develop new teaching practices" [31% versus the OECD average of 59%]).

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 Japan, 83% of teachers say that they work in a collaborative school culture characterised by mutual support (OECD average 81%). Furthermore, Japan is the country where the fewest principals report taking actions on a regular basis to support co-operation among teachers to develop new teaching practices in the 12 months prior to the survey. While this proportion reaches 59% for the OECD average, this is the case for only 31% of principals in Japan.
- School leaders can foster collegial and participative working environments. In Japan, 77% of teachers report that their school provides staff with opportunities to actively participate in school decisions, which is the same proportion as the OECD average. 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 Japan is one of the countries where the fewest teachers report participating in collaborative professional learning at least once a

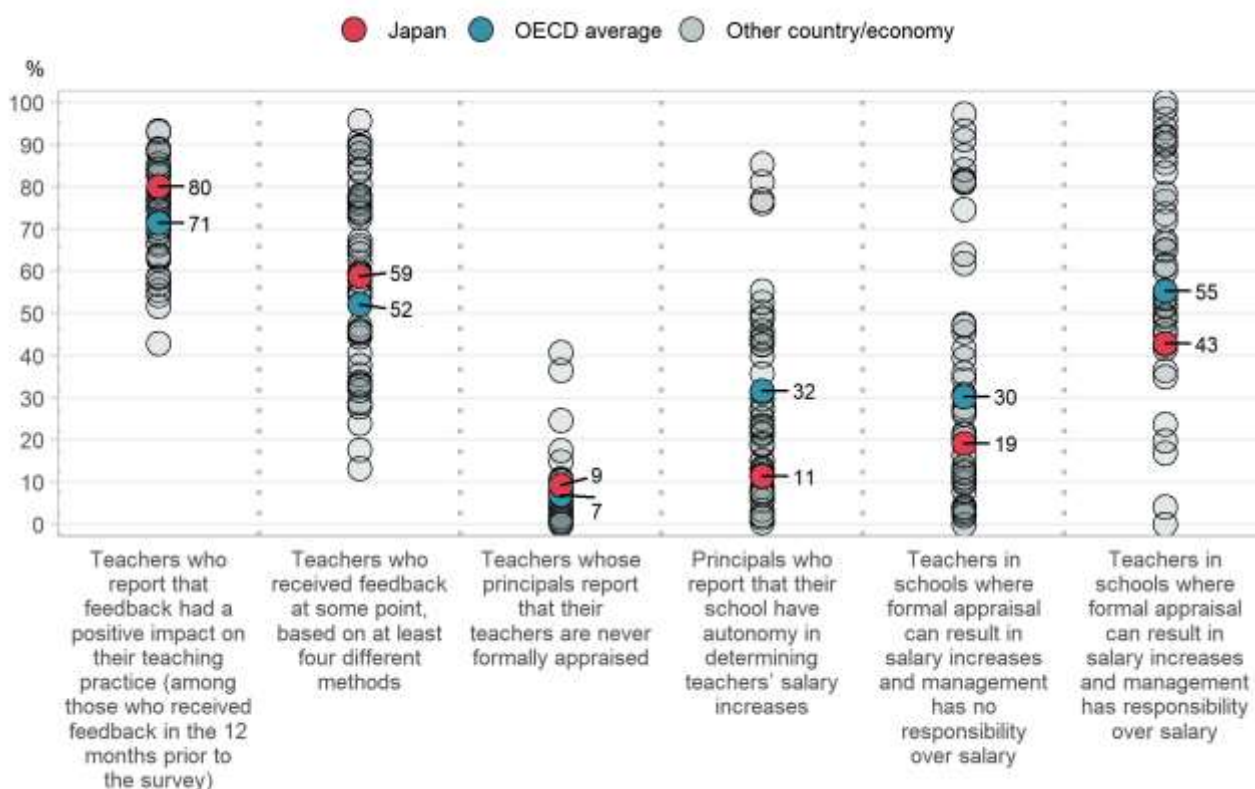
month (only 6% in Japan compared to the OECD average of 21%). On the other hand, 58% of teachers report being engaged in team teaching with the same frequency, which is far better than the OECD average of 28%. This is mainly the case for teachers working in publicly managed schools, as there is a significant difference of 29 percentage points between publicly managed schools and privately managed schools

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 Japan, only 6% of teachers report that they had never received feedback in their schools, which is an encouraging result regarding the OECD average of 10%. 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 Japan, 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 Japan, 80% 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 Japan, 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. Fifty-nine percent of teachers in Japan report having received feedback at some point, based on at least four different types of methods, which is higher than the OECD average (52%).

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, II.5.1 and II.3.48.

- 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 Japan, 9% of teachers are in schools where school principals report that their teachers are never formally appraised, which is statistically not significantly different from the OECD average (7%). Nevertheless, this proportion has significantly increased by 5 percentage points between 2013 and 2018 in Japan. In Japan, teachers working in schools without appraisal procedures are significantly less likely to report that the feedback they received in the 12 months prior to the survey had a positive impact on their teaching practices.
- 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 Japan, 94% 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 only 49% of teachers work in schools where the appointment of a mentor is a common occurrence after an assessment (OECD average of 71%). In contrast, barely 1% of teachers in Japan work in schools where appraisal is “always” followed by a discussion with the teacher about measures to remedy any weaknesses in teaching.
- The goal of ensuring good performance and compliance with standards can be linked to performance incentives, such as wage increases and financial bonuses. In the last five years in Japan, the proportion of teachers working in schools where appraisal sometimes results in a salary increase or a financial bonus increased by 13 percentage points.
- Based on principals’ responses, in Japan, 11% of schools have autonomy over determining salary increases or bonuses for teachers, which is lower than the OECD average (32%).
- In Japan, the proportion of teachers who work in schools where appraisal can result in a salary increase or financial bonus is 43% in schools where school management has responsibility over salaries (OECD average 55%). In Japan, in schools where school management does not have responsibility over salaries, the proportion of teachers where appraisal can result in a salary increase or financial bonus is 19% (OECD average 30%). These differences with the OECD averages can be explained by the low level of autonomy principals have over staffing. Based on principals’ responses, only 11% of schools have such responsibility over salary increases or bonuses, 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, including Japan, also surveyed teachers and school leaders in their primary schools (ISCED level 1), 11 countries and economies 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 Japan, 3 555 lower secondary teachers and 195 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.2.5 and II.2.27; for Section II are: Tables II.3.6, II.2.22, II.2.63, II.2.43, II.2.47 and II.2.67; for Section III are: Tables II.5.37, II.4.24 and II.4.17; and for Section IV are: Tables II.4.37, II.4.44, 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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