



## **Annex A**

### **Selected comparative data from OECD sources**



Figure A.1

## Comparing countries' performance in reading

Mean	Comparison country	Countries whose mean score is NOT statistically significantly different from that of the comparison country
556	Shanghai-China	
539	Korea	Finland, Hong Kong-China
536	Finland	Korea, Hong Kong-China
533	Hong Kong-China	Korea, Finland
526	Singapore	Canada, New Zealand, Japan
524	Canada	Singapore, New Zealand, Japan
521	New Zealand	Singapore, Canada, Japan, Australia
520	Japan	Singapore, Canada, New Zealand, Australia, Netherlands
515	Australia	New Zealand, Japan, Netherlands
508	Netherlands	Japan, Australia, Belgium, Norway, Estonia, Switzerland, Poland, Iceland, United States, Liechtenstein, Sweden, Germany
506	Belgium	Netherlands, Norway, Estonia, Switzerland, Poland, United States, Liechtenstein
503	Norway	Netherlands, Belgium, Estonia, Switzerland, Poland, Iceland, United States, Liechtenstein, Sweden, Germany, Ireland, France
501	Estonia	Netherlands, Belgium, Norway, Switzerland, Poland, Iceland, United States, Liechtenstein, Sweden, Germany, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Hungary
501	Switzerland	Netherlands, Belgium, Norway, Estonia, Poland, Iceland, United States, Liechtenstein, Sweden, Germany, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Hungary
500	Poland	Netherlands, Belgium, Norway, Estonia, Switzerland, Iceland, United States, Liechtenstein, Sweden, Germany, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Hungary
500	Iceland	Netherlands, Norway, Estonia, Switzerland, Poland, United States, Liechtenstein, Sweden, Germany, Ireland, France, Chinese Taipei, Hungary
500	United States	Netherlands, Belgium, Norway, Estonia, Switzerland, Poland, Iceland, Liechtenstein, Sweden, Germany, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Hungary
499	Liechtenstein	Netherlands, Belgium, Norway, Estonia, Switzerland, Poland, Iceland, United States, Sweden, Germany, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Hungary
497	Sweden	Netherlands, Norway, Estonia, Switzerland, Poland, Iceland, United States, Liechtenstein, Germany, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Hungary, Portugal
497	Germany	Netherlands, Norway, Estonia, Switzerland, Poland, Iceland, United States, Liechtenstein, Sweden, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Hungary
496	Ireland	Norway, Estonia, Switzerland, Poland, Iceland, United States, Liechtenstein, Sweden, Germany, France, Chinese Taipei, Denmark, United Kingdom, Hungary, Portugal
496	France	Norway, Estonia, Switzerland, Poland, Iceland, United States, Liechtenstein, Sweden, Germany, Ireland, Chinese Taipei, Denmark, United Kingdom, Hungary, Portugal
495	Chinese Taipei	Estonia, Switzerland, Poland, Iceland, United States, Liechtenstein, Sweden, Germany, Ireland, France, Denmark, United Kingdom, Hungary, Portugal
495	Denmark	Estonia, Switzerland, Poland, United States, Liechtenstein, Sweden, Germany, Ireland, France, Chinese Taipei, United Kingdom, Hungary, Portugal
494	United Kingdom	Estonia, Switzerland, Poland, United States, Liechtenstein, Sweden, Germany, Ireland, France, Chinese Taipei, Denmark, Hungary, Portugal
494	Hungary	Estonia, Switzerland, Poland, Iceland, United States, Liechtenstein, Sweden, Germany, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Portugal
489	Portugal	Sweden, Ireland, France, Chinese Taipei, Denmark, United Kingdom, Hungary, Macao-China, Italy, Latvia, Slovenia, Greece
487	Macao-China	Portugal, Italy, Latvia, Greece
486	Italy	Portugal, Macao-China, Latvia, Slovenia, Greece, Spain
484	Latvia	Portugal, Macao-China, Italy, Slovenia, Greece, Spain, Czech Republic, Slovak Republic
483	Slovenia	Portugal, Italy, Latvia, Greece, Spain, Czech Republic
483	Greece	Portugal, Macao-China, Italy, Latvia, Slovenia, Spain, Czech Republic, Slovak Republic, Croatia, Israel
481	Spain	Italy, Latvia, Slovenia, Greece, Czech Republic, Slovak Republic, Croatia, Israel
478	Czech Republic	Latvia, Slovenia, Greece, Spain, Slovak Republic, Croatia, Israel, Luxembourg, Austria
477	Slovak Republic	Latvia, Greece, Spain, Czech Republic, Croatia, Israel, Luxembourg, Austria
476	Croatia	Greece, Spain, Czech Republic, Slovak Republic, Israel, Luxembourg, Austria, Lithuania
474	Israel	Greece, Spain, Czech Republic, Slovak Republic, Croatia, Luxembourg, Austria, Lithuania, Turkey
472	Luxembourg	Czech Republic, Slovak Republic, Croatia, Israel, Austria, Lithuania
470	Austria	Czech Republic, Slovak Republic, Croatia, Israel, Luxembourg, Lithuania, Turkey
468	Lithuania	Croatia, Israel, Luxembourg, Austria, Turkey
464	Turkey	Israel, Austria, Lithuania, Dubai (UAE), Russian Federation
459	Dubai (UAE)	Turkey, Russian Federation
459	Russian Federation	Turkey, Dubai (UAE)
449	Chile	Serbia
442	Serbia	Chile, Bulgaria
429	Bulgaria	Serbia, Uruguay, Mexico, Romania, Thailand, Trinidad and Tobago
426	Uruguay	Bulgaria, Mexico, Romania, Thailand
425	Mexico	Bulgaria, Uruguay, Romania, Thailand
424	Romania	Bulgaria, Uruguay, Mexico, Thailand, Trinidad and Tobago
421	Thailand	Bulgaria, Uruguay, Mexico, Romania, Trinidad and Tobago, Colombia
416	Trinidad and Tobago	Bulgaria, Romania, Thailand, Colombia, Brazil
413	Colombia	Thailand, Trinidad and Tobago, Brazil, Montenegro, Jordan
412	Brazil	Trinidad and Tobago, Colombia, Montenegro, Jordan
408	Montenegro	Colombia, Brazil, Jordan, Tunisia, Indonesia, Argentina
405	Jordan	Colombia, Brazil, Montenegro, Tunisia, Indonesia, Argentina
404	Tunisia	Montenegro, Jordan, Indonesia, Argentina
402	Indonesia	Montenegro, Jordan, Tunisia, Argentina
398	Argentina	Montenegro, Jordan, Tunisia, Indonesia, Kazakhstan
390	Kazakhstan	Argentina, Albania
385	Albania	Kazakhstan, Panama
372	Qatar	Panama, Peru
371	Panama	Albania, Qatar, Peru, Azerbaijan
370	Peru	Qatar, Panama, Azerbaijan
362	Azerbaijan	Panama, Peru
314	Kyrgyzstan	

Source: OECD, PISA 2009 Database.


StatLink  <http://dx.doi.org/10.1787/888932343133>



Figure A.2

## Comparing countries' performance in mathematics

	Statistically significantly <b>above</b> the OECD average
	Not statistically significantly different from the OECD average
	Statistically significantly <b>below</b> the OECD average

Mean	Comparison country	Countries whose mean score is NOT statistically significantly different from that of the comparison country
600	Shanghai-China	
562	Singapore	
555	Hong Kong-China	Korea
546	Korea	Hong Kong-China, Chinese Taipei, Finland, Liechtenstein
543	Chinese Taipei	Korea, Finland, Liechtenstein, Switzerland
541	Finland	Korea, Chinese Taipei, Liechtenstein, Switzerland
536	Liechtenstein	Korea, Chinese Taipei, Finland, Switzerland, Japan, Netherlands
534	Switzerland	Chinese Taipei, Finland, Liechtenstein, Japan, Canada, Netherlands
529	Japan	Liechtenstein, Switzerland, Canada, Netherlands, Macao-China
527	Canada	Switzerland, Japan, Netherlands, Macao-China
526	Netherlands	Liechtenstein, Switzerland, Japan, Canada, Macao-China, New Zealand
525	Macao-China	Japan, Canada, Netherlands
519	New Zealand	Netherlands, Belgium, Australia, Germany
515	Belgium	New Zealand, Australia, Germany, Estonia
514	Australia	New Zealand, Belgium, Germany, Estonia
513	Germany	New Zealand, Belgium, Australia, Estonia, Iceland
512	Estonia	Belgium, Australia, Germany, Iceland
507	Iceland	Germany, Estonia, Denmark
503	Denmark	Iceland, Slovenia, Norway, France, Slovak Republic
501	Slovenia	Denmark, Norway, France, Slovak Republic, Austria
498	Norway	Denmark, Slovenia, France, Slovak Republic, Austria, Poland, Sweden, Czech Republic, United Kingdom, Hungary
497	France	Denmark, Slovenia, Norway, Slovak Republic, Austria, Poland, Sweden, Czech Republic, United Kingdom, Hungary
497	Slovak Republic	Denmark, Slovenia, Norway, France, Austria, Poland, Sweden, Czech Republic, United Kingdom, Hungary
496	Austria	Slovenia, Norway, France, Slovak Republic, Poland, Sweden, Czech Republic, United Kingdom, Hungary, United States
495	Poland	Norway, France, Slovak Republic, Austria, Sweden, Czech Republic, United Kingdom, Hungary, Luxembourg, United States, Portugal
494	Sweden	Norway, France, Slovak Republic, Austria, Poland, Czech Republic, United Kingdom, Hungary, Luxembourg, United States, Ireland, Portugal
493	Czech Republic	Norway, France, Slovak Republic, Austria, Poland, Sweden, United Kingdom, Hungary, Luxembourg, United States, Ireland, Portugal
492	United Kingdom	Norway, France, Slovak Republic, Austria, Poland, Sweden, Czech Republic, Hungary, Luxembourg, United States, Ireland, Portugal
490	Hungary	Norway, France, Slovak Republic, Austria, Poland, Sweden, Czech Republic, United Kingdom, Luxembourg, United States, Ireland, Portugal, Spain, Italy, Latvia
489	Luxembourg	Poland, Sweden, Czech Republic, United Kingdom, Hungary, United States, Ireland, Portugal
487	United States	Austria, Poland, Sweden, Czech Republic, United Kingdom, Hungary, Luxembourg, Ireland, Portugal, Spain, Italy, Latvia
487	Ireland	Sweden, Czech Republic, United Kingdom, Hungary, Luxembourg, United States, Portugal, Spain, Italy, Latvia
487	Portugal	Poland, Sweden, Czech Republic, United Kingdom, Hungary, Luxembourg, United States, Ireland, Spain, Italy, Latvia
483	Spain	Hungary, United States, Ireland, Portugal, Italy, Latvia
483	Italy	Hungary, United States, Ireland, Portugal, Spain, Latvia
482	Latvia	Hungary, United States, Ireland, Portugal, Spain, Italy, Lithuania
477	Lithuania	Latvia
468	Russian Federation	Greece, Croatia
466	Greece	Russian Federation, Croatia
460	Croatia	Russian Federation, Greece
453	Dubai (UAE)	Israel, Turkey
447	Israel	Dubai (UAE), Turkey, Serbia
445	Turkey	Dubai (UAE), Israel, Serbia
442	Serbia	Israel, Turkey
431	Azerbaijan	Bulgaria, Romania, Uruguay
428	Bulgaria	Azerbaijan, Romania, Uruguay, Chile, Thailand, Mexico
427	Romania	Azerbaijan, Bulgaria, Uruguay, Chile, Thailand
427	Uruguay	Azerbaijan, Bulgaria, Romania, Chile
421	Chile	Bulgaria, Romania, Uruguay, Thailand, Mexico
419	Thailand	Bulgaria, Romania, Chile, Mexico, Trinidad and Tobago
419	Mexico	Bulgaria, Chile, Thailand
414	Trinidad and Tobago	Thailand
405	Kazakhstan	Montenegro
403	Montenegro	Kazakhstan
388	Argentina	Jordan, Brazil, Colombia, Albania
387	Jordan	Argentina, Brazil, Colombia, Albania
386	Brazil	Argentina, Jordan, Colombia, Albania
381	Colombia	Argentina, Jordan, Brazil, Albania, Indonesia
377	Albania	Argentina, Jordan, Brazil, Colombia, Tunisia, Indonesia
371	Tunisia	Albania, Indonesia, Qatar, Peru, Panama
371	Indonesia	Colombia, Albania, Tunisia, Qatar, Peru, Panama
368	Qatar	Tunisia, Indonesia, Peru, Panama
365	Peru	Tunisia, Indonesia, Qatar, Panama
360	Panama	Tunisia, Indonesia, Qatar, Peru
331	Kyrgyzstan	

Source: OECD, PISA 2009 Database.


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Figure A.3

## Comparing countries' performance in science

Mean	Comparison country	Countries whose mean score is NOT statistically significantly different from that comparison country
575	Shanghai-China	
554	Finland	Hong Kong-China
549	Hong Kong-China	Finland
542	Singapore	Japan, Korea
539	Japan	Singapore, Korea, New Zealand
538	Korea	Singapore, Japan, New Zealand
532	New Zealand	Japan, Korea, Canada, Estonia, Australia, Netherlands
529	Canada	New Zealand, Estonia, Australia, Netherlands
528	Estonia	New Zealand, Canada, Australia, Netherlands, Germany, Liechtenstein
527	Australia	New Zealand, Canada, Estonia, Netherlands, Chinese Taipei, Germany, Liechtenstein
522	Netherlands	New Zealand, Canada, Estonia, Australia, Chinese Taipei, Germany, Liechtenstein, Switzerland, United Kingdom, Slovenia
520	Chinese Taipei	Australia, Netherlands, Germany, Liechtenstein, Switzerland, United Kingdom
520	Germany	Estonia, Australia, Netherlands, Chinese Taipei, Liechtenstein, Switzerland, United Kingdom
520	Liechtenstein	Estonia, Australia, Netherlands, Chinese Taipei, Germany, Switzerland, United Kingdom
517	Switzerland	Netherlands, Chinese Taipei, Germany, Liechtenstein, United Kingdom, Slovenia, Macao-China
514	United Kingdom	Netherlands, Chinese Taipei, Germany, Liechtenstein, Switzerland, Slovenia, Macao-China, Poland, Ireland
512	Slovenia	Netherlands, Switzerland, United Kingdom, Macao-China, Poland, Ireland, Belgium
511	Macao-China	Switzerland, United Kingdom, Slovenia, Poland, Ireland, Belgium
508	Poland	United Kingdom, Slovenia, Macao-China, Ireland, Belgium, Hungary, United States
508	Ireland	United Kingdom, Slovenia, Macao-China, Poland, Belgium, Hungary, United States, Czech Republic, Norway
507	Belgium	Slovenia, Macao-China, Poland, Ireland, Hungary, United States, Czech Republic, Norway, France
503	Hungary	Poland, Ireland, Belgium, United States, Czech Republic, Norway, Denmark, France, Sweden, Austria
502	United States	Poland, Ireland, Belgium, Hungary, Czech Republic, Norway, Denmark, France, Iceland, Sweden, Austria, Latvia, Portugal
500	Czech Republic	Ireland, Belgium, Hungary, United States, Norway, Denmark, France, Iceland, Sweden, Austria, Latvia, Portugal
500	Norway	Ireland, Belgium, Hungary, United States, Czech Republic, Denmark, France, Iceland, Sweden, Austria, Latvia, Portugal
499	Denmark	Hungary, United States, Czech Republic, Norway, France, Iceland, Sweden, Austria, Latvia, Portugal
498	France	Belgium, Hungary, United States, Czech Republic, Norway, Denmark, Iceland, Sweden, Austria, Latvia, Portugal, Lithuania, Slovak Republic
496	Iceland	United States, Czech Republic, Norway, Denmark, France, Sweden, Austria, Latvia, Portugal, Lithuania, Slovak Republic
495	Sweden	Hungary, United States, Czech Republic, Norway, Denmark, France, Iceland, Austria, Latvia, Portugal, Lithuania, Slovak Republic, Italy
494	Austria	Hungary, United States, Czech Republic, Norway, Denmark, France, Iceland, Sweden, Latvia, Portugal, Lithuania, Slovak Republic, Italy, Spain, Croatia
494	Latvia	United States, Czech Republic, Norway, Denmark, France, Iceland, Sweden, Austria, Portugal, Lithuania, Slovak Republic, Italy, Spain, Croatia
493	Portugal	United States, Czech Republic, Norway, Denmark, France, Iceland, Sweden, Austria, Latvia, Lithuania, Slovak Republic, Italy, Spain, Croatia
491	Lithuania	France, Iceland, Sweden, Austria, Latvia, Portugal, Slovak Republic, Italy, Spain, Croatia
490	Slovak Republic	France, Iceland, Sweden, Austria, Latvia, Portugal, Lithuania, Italy, Spain, Croatia
489	Italy	Sweden, Austria, Latvia, Portugal, Lithuania, Slovak Republic, Spain, Croatia
488	Spain	Austria, Latvia, Portugal, Lithuania, Slovak Republic, Italy, Croatia, Luxembourg
486	Croatia	Austria, Latvia, Portugal, Lithuania, Slovak Republic, Italy, Spain, Luxembourg, Russian Federation
484	Luxembourg	Spain, Croatia, Russian Federation
478	Russian Federation	Croatia, Luxembourg, Greece
470	Greece	Russian Federation, Dubai (UAE)
466	Dubai (UAE)	Greece
455	Israel	Turkey, Chile
454	Turkey	Israel, Chile
447	Chile	Israel, Turkey, Serbia, Bulgaria
443	Serbia	Chile, Bulgaria
439	Bulgaria	Chile, Serbia, Romania, Uruguay
428	Romania	Bulgaria, Uruguay, Thailand
427	Uruguay	Bulgaria, Romania, Thailand
425	Thailand	Romania, Uruguay
416	Mexico	Jordan
415	Jordan	Mexico, Trinidad and Tobago
410	Trinidad and Tobago	Jordan, Brazil
405	Brazil	Trinidad and Tobago, Colombia, Montenegro, Argentina, Tunisia, Kazakhstan
402	Colombia	Brazil, Montenegro, Argentina, Tunisia, Kazakhstan
401	Montenegro	Brazil, Colombia, Argentina, Tunisia, Kazakhstan
401	Argentina	Brazil, Colombia, Montenegro, Tunisia, Kazakhstan, Albania
401	Tunisia	Brazil, Colombia, Montenegro, Argentina, Kazakhstan
400	Kazakhstan	Brazil, Colombia, Montenegro, Argentina, Tunisia, Albania
391	Albania	Argentina, Kazakhstan, Indonesia
383	Indonesia	Albania, Qatar, Panama, Azerbaijan
379	Qatar	Indonesia, Panama
376	Panama	Indonesia, Qatar, Azerbaijan, Peru
373	Azerbaijan	Indonesia, Panama, Peru
369	Peru	Panama, Azerbaijan
330	Kyrgyzstan	

Source: OECD, PISA 2009 Database.


StatLink  <http://dx.doi.org/10.1787/888932343152>



Figure A.4

## Relationship between school average socio-economic background and school resources

- Disadvantaged schools are more likely to have more or better resources, in **bold** if relationship is statistically different from the OECD average
- Advantaged schools are more likely to have more or better resources, in **bold** if relationship is statistically different from the OECD average
- Within country correlation is not statistically significant

Simple correlation between the school mean socio-economic background and:						
	Percentage of full-time teachers	Percentage of certified teachers among all full-time teachers	Percentage of teachers with university-level (ISCED 5A) among all full-time teachers	Index of quality of school's educational resources	Computer/student ratio	Student/teacher ratio <sup>1</sup>
<b>OECD</b>						
Australia	-0.21	-0.05	0.02	<b>0.31</b>	0.01	-0.07
Austria	-0.13	<b>0.21</b>	<b>0.64</b>	0.03	-0.05	-0.07
Belgium	<b>-0.18</b>	0.05	<b>0.58</b>	0.02	<b>-0.23</b>	<b>0.66</b>
Canada	0.01	<b>0.14</b>	0.03	0.18	-0.05	0.09
Chile	-0.04	-0.01	<b>0.25</b>	<b>0.35</b>	<b>0.32</b>	-0.05
Czech Republic	<b>-0.32</b>	<b>0.29</b>	<b>0.37</b>	0.00	0.15	0.08
Denmark	0.01	-0.17	0.16	0.04	-0.08	<b>0.27</b>
Estonia	0.14	0.00	0.00	0.10	-0.09	<b>0.43</b>
Finland	<b>0.17</b>	-0.01	-0.01	0.13	-0.01	0.08
France	c	c	c	c	c	c
Germany	-0.15	-0.02	-0.02	0.06	-0.18	<b>0.28</b>
Greece	-0.11	0.06	0.24	0.16	-0.12	0.25
Hungary	<b>-0.33</b>	0.07	0.07	0.11	<b>-0.20</b>	0.02
Iceland	<b>0.20</b>	<b>0.39</b>	<b>0.30</b>	<b>0.06</b>	<b>-0.41</b>	<b>0.40</b>
Ireland	0.12	-0.10	-0.08	0.16	-0.03	<b>0.49</b>
Israel	-0.08	-0.06	0.20	0.25	0.08	<b>-0.20</b>
Italy	-0.06	<b>0.16</b>	0.13	0.15	<b>-0.19</b>	<b>0.50</b>
Japan	-0.14	0.04	0.20	0.17	<b>-0.34</b>	<b>0.38</b>
Korea	-0.14	0.00	-0.03	-0.04	<b>-0.53</b>	0.30
Luxembourg	<b>-0.16</b>	<b>-0.01</b>	<b>0.39</b>	0.13	<b>-0.13</b>	<b>0.28</b>
Mexico	-0.09	<b>-0.13</b>	-0.04	<b>0.59</b>	<b>0.14</b>	0.03
Netherlands	<b>-0.34</b>	<b>-0.12</b>	<b>0.62</b>	0.06	-0.16	<b>0.38</b>
New Zealand	-0.04	0.08	0.07	0.16	-0.02	0.11
Norway	-0.05	0.04	0.15	0.14	-0.02	0.19
Poland	-0.02	0.03	-0.05	0.06	-0.16	0.01
Portugal	<b>0.14</b>	-0.05	0.04	0.24	-0.02	<b>0.39</b>
Slovak Republic	-0.09	<b>0.28</b>	<b>-0.21</b>	-0.05	-0.06	0.00
Slovenia	<b>0.46</b>	<b>0.32</b>	<b>0.55</b>	0.13	<b>-0.21</b>	<b>-0.25</b>
Spain	<b>-0.29</b>	c	c	0.10	<b>-0.16</b>	<b>0.45</b>
Sweden	0.05	0.01	-0.04	0.26	<b>0.13</b>	0.12
Switzerland	-0.11	-0.07	0.24	0.10	0.03	0.06
Turkey	0.12	-0.04	0.04	0.04	-0.06	<b>-0.26</b>
United Kingdom	<b>-0.36</b>	0.05	-0.03	0.00	0.01	-0.10
United States	<b>-0.42</b>	-0.24	0.10	0.22	0.06	<b>-0.17</b>
OECD average	-0.07	0.04	0.15	0.13	-0.08	0.15
<b>Partners</b>						
Albania	<b>-0.25</b>	0.00	<b>0.38</b>	<b>0.44</b>	<b>0.24</b>	0.15
Argentina	0.13	0.13	0.22	<b>0.51</b>	<b>0.21</b>	-0.02
Azerbaijan	0.05	-0.06	<b>0.44</b>	0.19	0.17	0.23
Brazil	-0.03	0.10	0.03	<b>0.52</b>	<b>0.25</b>	<b>-0.20</b>
Bulgaria	-0.08	0.17	0.17	0.09	-0.17	0.21
Colombia	<b>-0.24</b>	<b>-0.16</b>	-0.08	<b>0.53</b>	<b>0.19</b>	-0.14
Croatia	0.09	0.02	<b>0.28</b>	0.09	0.17	0.32
Dubai (UAE)	<b>0.32</b>	<b>0.61</b>	<b>-0.01</b>	<b>0.34</b>	<b>0.47</b>	<b>-0.27</b>
Hong Kong-China	-0.19	-0.06	0.12	0.06	0.04	0.02
Indonesia	<b>0.24</b>	<b>0.27</b>	0.16	<b>0.44</b>	0.14	<b>-0.16</b>
Jordan	-0.04	0.00	-0.02	0.26	0.05	0.06
Kazakhstan	<b>0.23</b>	0.04	<b>0.34</b>	0.21	-0.12	<b>0.44</b>
Kyrgyzstan	<b>0.17</b>	0.08	<b>0.35</b>	0.27	<b>0.13</b>	0.27
Latvia	<b>0.19</b>	-0.03	0.19	0.14	0.00	<b>0.38</b>
Liechtenstein	<b>-0.15</b>	0.02	<b>0.57</b>	<b>-0.91</b>	<b>0.79</b>	<b>0.70</b>
Lithuania	<b>0.21</b>	0.09	0.19	-0.02	<b>-0.49</b>	0.21
Macao-China	<b>0.11</b>	<b>0.05</b>	<b>-0.18</b>	<b>0.26</b>	<b>0.22</b>	<b>0.17</b>
Montenegro	0.07	<b>0.32</b>	<b>0.38</b>	-0.11	-0.19	<b>0.33</b>
Panama	<b>-0.51</b>	<b>-0.47</b>	-0.13	<b>0.68</b>	<b>0.38</b>	0.03
Peru	-0.21	0.08	<b>0.48</b>	<b>0.53</b>	<b>0.46</b>	-0.02
Qatar	<b>0.03</b>	<b>-0.04</b>	<b>-0.07</b>	<b>0.23</b>	<b>0.19</b>	<b>0.11</b>
Romania	0.05	0.10	0.11	0.20	-0.07	-0.02
Russian Federation	<b>0.18</b>	0.08	0.31	<b>0.26</b>	0.02	<b>0.29</b>
Serbia	0.10	0.06	0.06	-0.01	0.00	0.11
Shanghai-China	<b>0.14</b>	0.13	<b>0.32</b>	0.16	-0.10	<b>-0.13</b>
Singapore	-0.13	0.00	<b>0.22</b>	<b>0.10</b>	<b>-0.18</b>	<b>-0.14</b>
Chinese Taipei	0.12	<b>0.34</b>	0.29	0.19	-0.04	-0.07
Thailand	0.07	0.06	0.16	<b>0.39</b>	0.00	-0.02
Trinidad and Tobago	<b>-0.19</b>	<b>0.09</b>	<b>0.56</b>	0.12	<b>0.08</b>	<b>0.38</b>
Tunisia	-0.06	0.00	0.20	0.13	0.15	-0.02
Uruguay	-0.01	<b>0.27</b>	0.08	<b>0.33</b>	<b>0.30</b>	0.13

1. In contrast to the other columns, negative correlations indicate more favourable characteristics for advantaged students.

Source: OECD, PISA 2009 Database, Table II.2.2.


StatLink  <http://dx.doi.org/10.1787/888932366636>

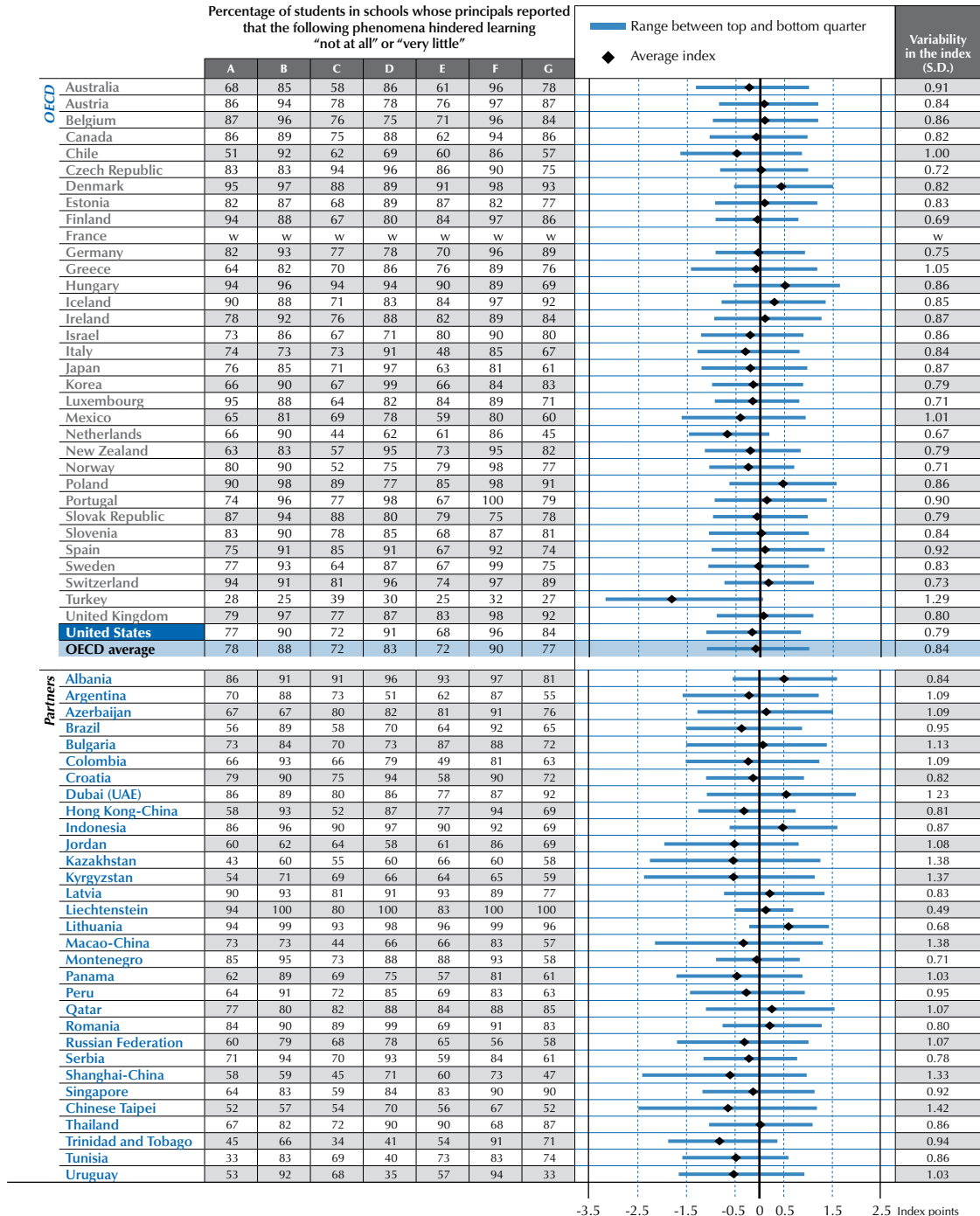


Figure A.5

### School principals' views of how teacher behaviour affects students' learning

Index of teacher-related factors affecting school climate based on school principals' reports

- A Teachers' low expectations of students
- B Poor student-teacher relations
- C Teachers not meeting individual students' needs
- D Teacher absenteeism
- E Staff resisting change
- F Teachers being too strict with students
- G Students not being encouraged to achieve their full potential



Note: Higher values on the index indicate a positive teacher behaviour.

Source: OECD, PISA 2009 Database, Table IV.4.5.

StatLink <http://dx.doi.org/10.1787/888932366636>

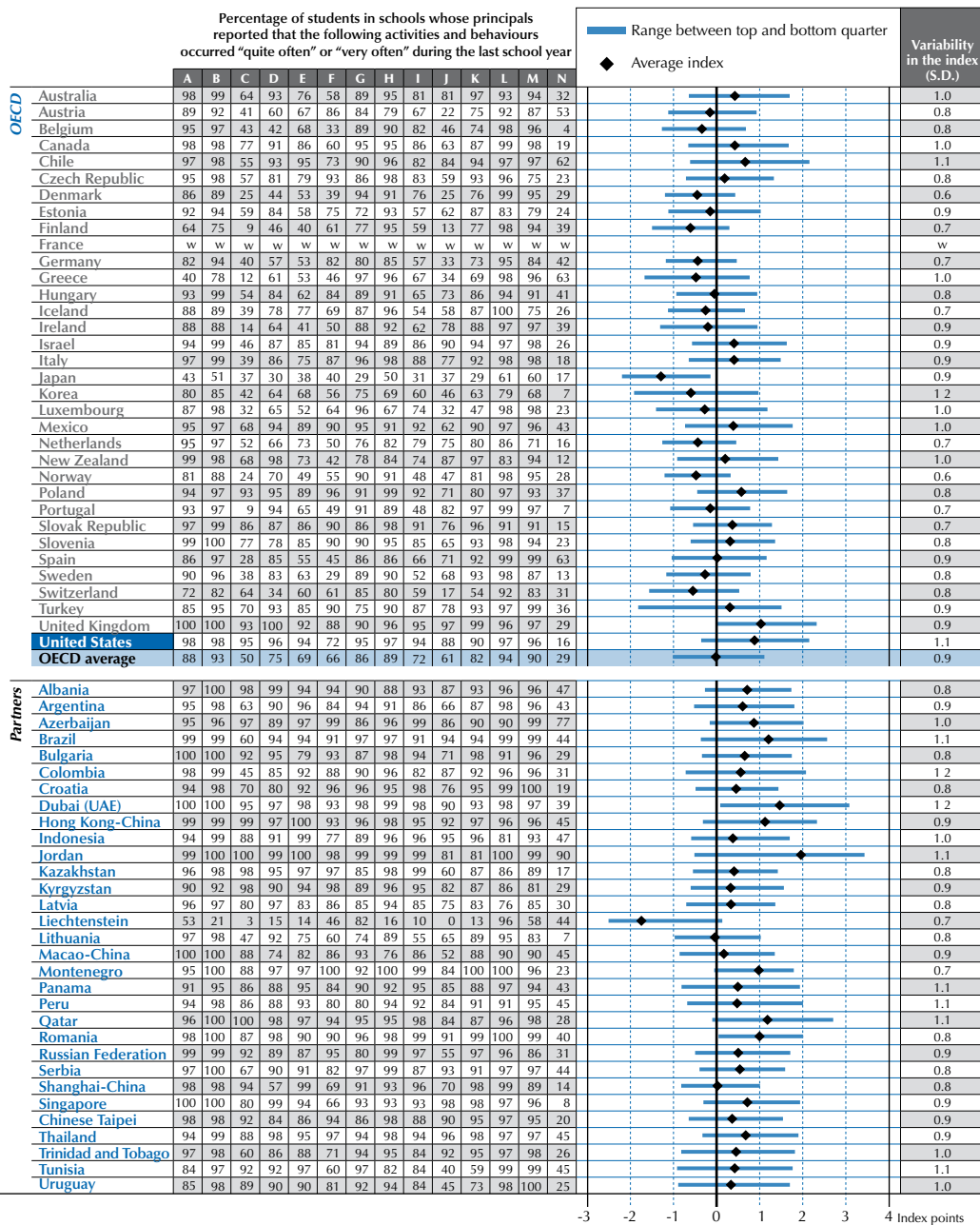


Figure A.6

### School principals' views of their involvement in school matters

Index of school principal's leadership based on school principals' reports

- A I make sure that the professional development activities of teachers are in accordance with the teaching goals of the school.
- B I ensure that teachers work according to the school's educational goals.
- C I observe instruction in classrooms.
- D I use student performance results to develop the school's educational goals.
- E I give teachers suggestions as to how they can improve their teaching.
- F I monitor students' work.
- G When a teacher has problems in his/her classroom, I take the initiative to discuss matters.
- H I inform teachers about possibilities for updating their knowledge and skills.
- I I check to see whether classroom activities are in keeping with our educational goals.
- J I take exam results into account in decisions regarding curriculum development.
- K I ensure that there is clarity concerning the responsibility for co-ordinating the curriculum.
- L When a teacher brings up a classroom problem, we solve the problem together.
- M I pay attention to disruptive behaviour in classrooms.
- N I take over lessons from teachers who are unexpectedly absent.



Note: Higher values on the index indicate greater involvement of school principals in school matters.  
Source: OECD, PISA 2009 Database, Table IV.4.8.

StatLink <http://dx.doi.org/10.1787/888932366636>



Figure A.7

## Selected characteristics of school systems with reading performance above the OECD average

		Four areas						
		1. Selecting and grouping students (Figure IV.3.2)						
		2. Governance of schools (Figure IV.3.5)						
		3. Assessment and accountability policies (Figure IV.3.6)						
		4. Resources invested in education (Figure IV.3.7)						
		Strength of relationship between students' socio-economic background and reading performance (% variance explained)						
		Four areas						
		1. Selecting and grouping students (Figure IV.3.2)						
		2. Governance of schools (Figure IV.3.5)						
		3. Assessment and accountability policies (Figure IV.3.6)						
		4. Resources invested in education (Figure IV.3.7)						
Country	Reading performance (score points)	Strength of relationship between students' socio-economic background and reading performance (% variance explained)	1. Selecting and grouping students (Figure IV.3.2)	2. Governance of schools (Figure IV.3.5)	3. Assessment and accountability policies (Figure IV.3.6)	4. Resources invested in education (Figure IV.3.7)	Countries with similar system characteristics in the four areas	
Hong Kong-China	533	4.5	v + h + hsc	A + C	B + D	e + S	—	
Iceland	500	6.2	v + h + hsc	A + c	B + D	E + s	Australia, Canada, Sweden, United Kingdom, United States	
Estonia	501	7.6	v + h + hsc	A + c	B + D	e + s	New Zealand, Poland, Latvia, Lithuania, Russian Federation	
Finland	536	7.8	v + h + hsc	A + c	b + d	E + s	—	
Japan	520	8.6	v + h + hsc	A + c	b + D	E + S	—	
Canada	524	8.6	v + h + hsc	A + c	B + D	E + s	Australia, Iceland, Sweden, United Kingdom, United States	
Norway	503	8.6	v + h + hsc	A + c	B + d	E + s	—	
Korea	539	11.0	v + h + hsc	A + C	B + D	E + S	—	
Shanghai-China	556	12.3	v + h + hsc	A + c	B + D	e + S	Thailand	
Australia	515	12.7	v + h + hsc	A + C	B + D	E + s	—	
Netherlands	508	12.8	V + H + Hsc	A + C	b + d	E + s	—	
Switzerland	501	14.1	V + H + Hsc	A + c	b + d	E + s	—	
Poland	500	14.8	v + h + hsc	A + c	B + D	e + s	Estonia, New Zealand, Latvia, Lithuania, Russian Federation	
Singapore	526	15.3	v + H + hsc	A + c	B + D	e + S	—	
New Zealand	521	16.6	v + h + hsc	A + c	B + D	e + s	Estonia, Poland, Latvia, Lithuania, Russian Federation	
Belgium	506	19.3	V + H + hsc	A + C	b + d	E + s	—	

Note: Cells shaded in grey are the most prevailing patterns among school systems with above-average reading performance and below-average impact of socio-economic background on reading performance within each of the four areas.

Source: OECD, *PISA 2009 Database*, Tables IV.1.1a and IV.1.1b.

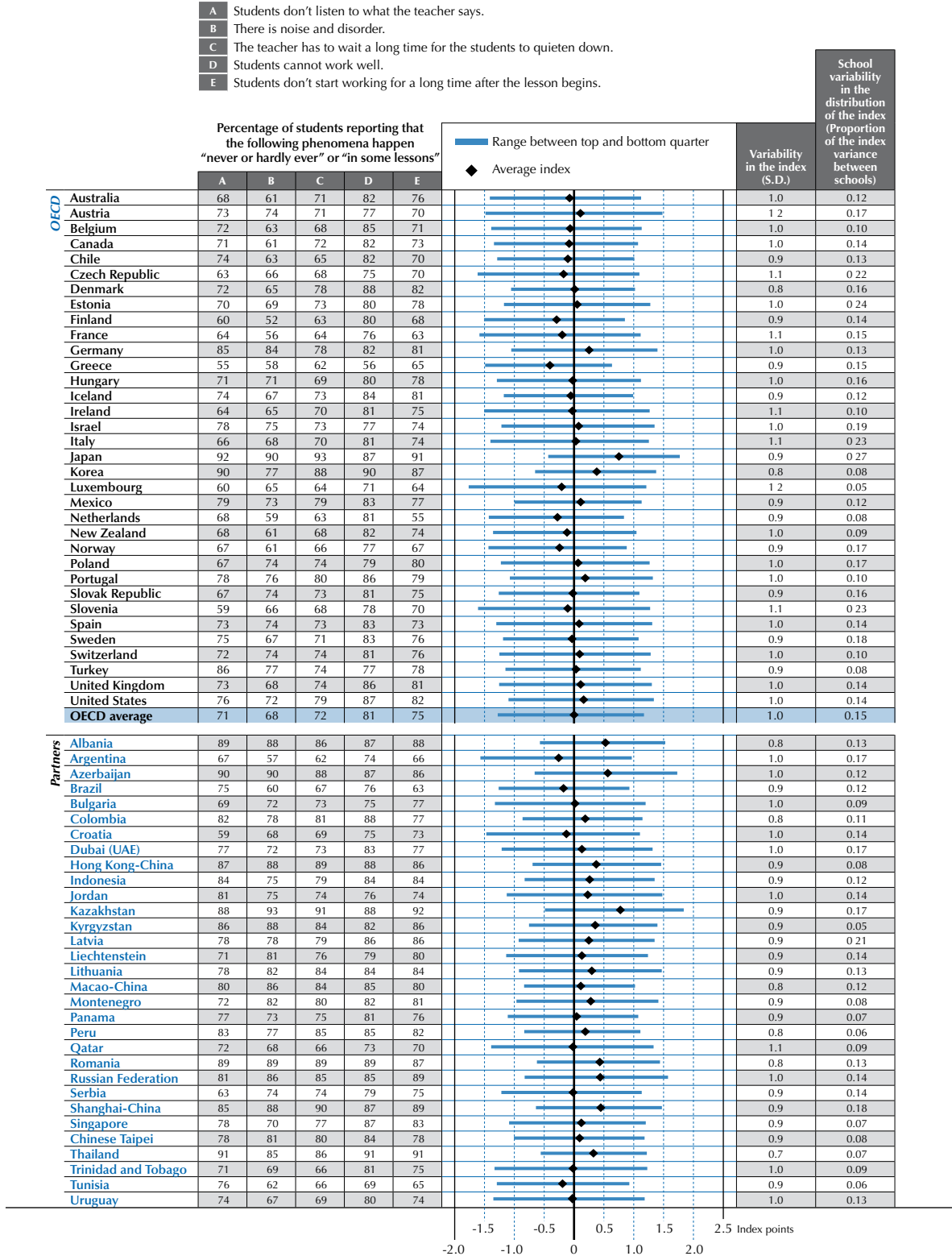
StatLink <http://dx.doi.org/10.1787/888932343361>





Figure A.8

**Students' views of how conducive classrooms are to learning**  
*Index of disciplinary climate based on students' reports*



Note: Higher values on the index indicate a better disciplinary climate.

Source: OECD, PISA 2009 Database, Table IV.4.2.

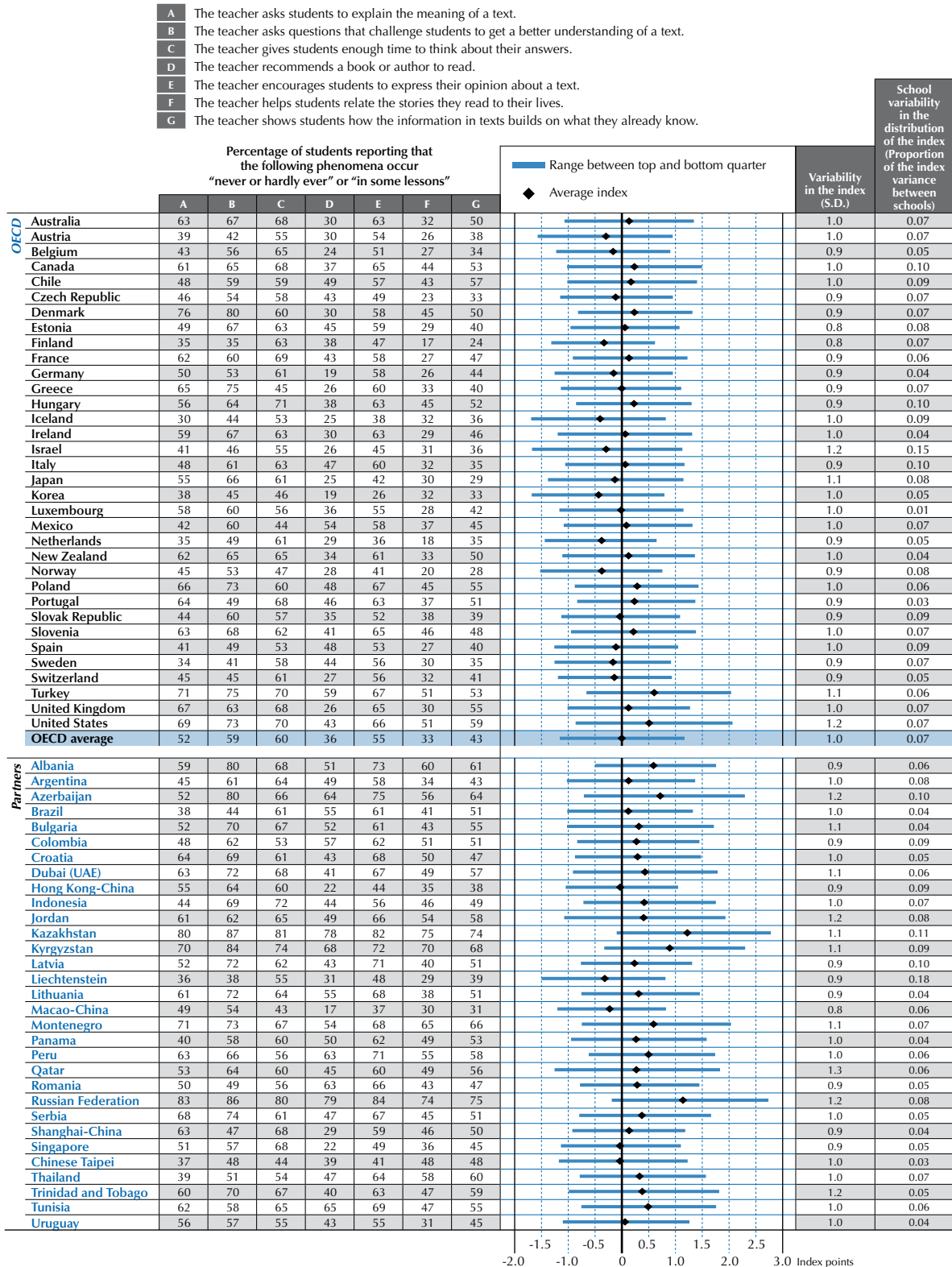
StatLink <http://dx.doi.org/10.1787/888932343418>



Figure A.9

## Students' views of how well teachers motivate them to read

Index of teachers' stimulation of students' reading engagement based on students' reports



Note: Higher values on the index indicate higher teacher stimulation of reading engagement.

Source: OECD, PISA 2009 Database, Table IV.4.3.


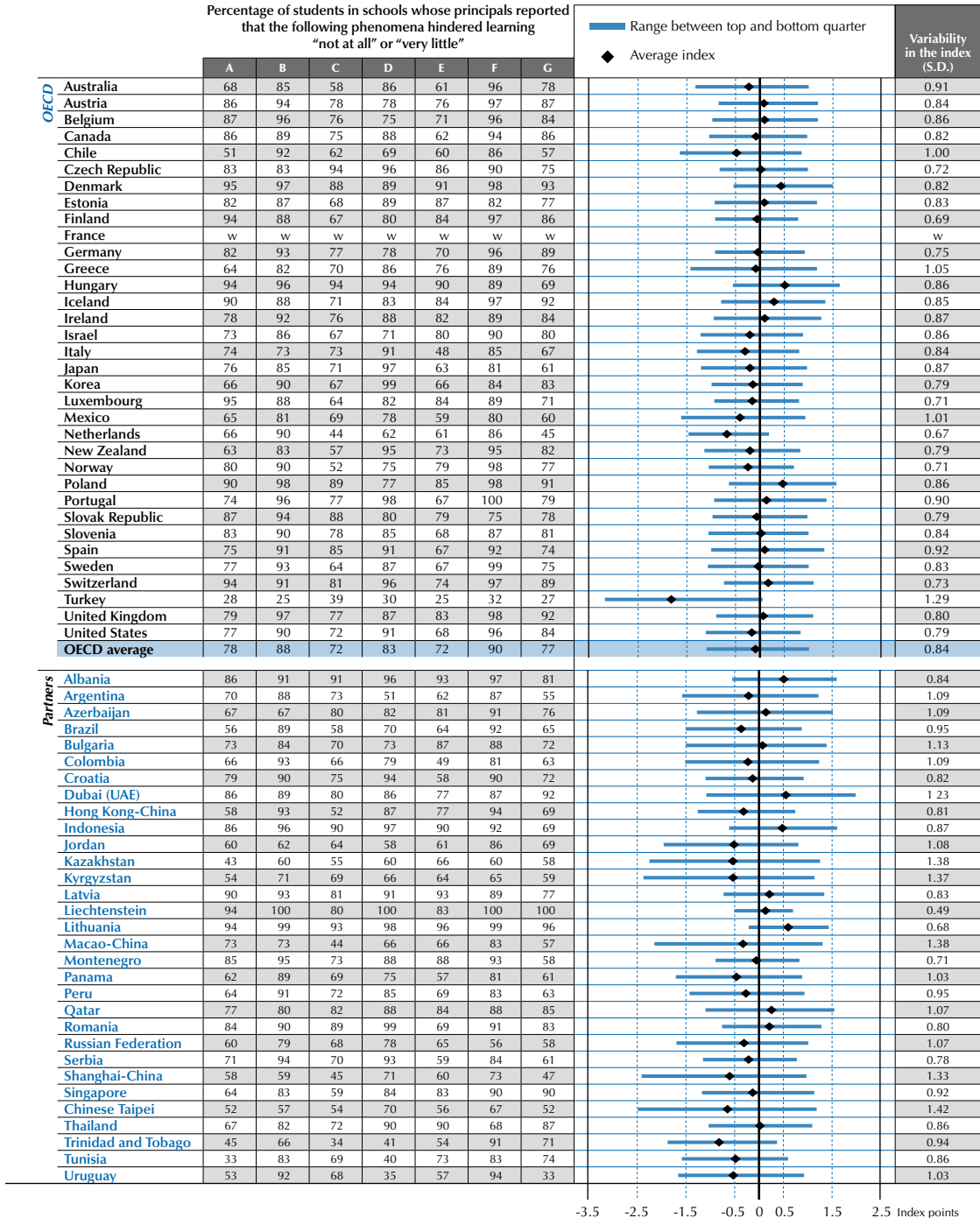
StatLink  <http://dx.doi.org/10.1787/888932343418>



Figure A.10

**School principals' views of how teacher behaviour affects students' learning**  
*Index of teacher-related factors affecting school climate based on school principals' reports*

- A Teachers' low expectations of students
- B Poor student-teacher relations
- C Teachers not meeting individual students' needs
- D Teacher absenteeism
- E Staff resisting change
- F Teachers being too strict with students
- G Students not being encouraged to achieve their full potential



Note: Higher values on the index indicate a positive teacher behaviour.

Source: OECD, PISA 2009 Database, Table IV.4.5.

StatLink <http://dx.doi.org/10.1787/888932343418>







Table A.1

## Average class size, by type of institution and level of education (2008)

Calculations based on number of students and number of classes

	Primary education					Lower secondary education (general programmes)				
	Public institutions	Private institutions			Total: Public and private institutions	Public institutions	Private institutions			Total: Public and private institutions
		Total private institutions	Government-dependent private institutions	Independent private institutions			Total private institutions	Government-dependent private institutions	Independent private institutions	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
<b>OECD countries</b>										
Australia	23.2	24.9	24.9	a	23.7	23.0	24.7	24.7	a	23.6
Austria	19.3	20.6	x(2)	x(2)	19.3	23.3	24.0	x(7)	x(7)	23.4
Belgium	m	m	m	m	m	m	m	m	m	m
Belgium (Fr.)	19.7	20.8	20.8	a	20.2	m	m	m	a	m
Canada	m	m	m	m	m	m	m	m	m	m
Chile	28.8	31.6	33.3	23.8	30.3	29.5	31.6	33.0	24.6	30.5
Czech Republic	20.0	16.2	16.2	a	19.9	22.5	20.3	20.3	a	22.5
Denmark	20.0	16.8	16.8	a	19.6	20.4	18.1	18.1	a	20.0
Finland	19.8	18.4	18.4	a	19.8	20.0	21.7	21.7	a	20.1
France	22.7	23.1	x(2)	x(2)	22.7	24.1	25.1	25.3	13.3	24.3
Germany	21.9	22.4	22.4	x(3)	21.9	24.7	25.5	25.5	x(8)	24.7
Greece	16.6	20.4	a	20.4	16.8	21.7	25.6	a	25.6	21.9
Hungary	21.4	19.3	19.3	a	21.2	22.8	21.3	21.3	a	22.6
Iceland	18.0	14.4	14.4	n	17.9	19.8	13.0	13.0	n	19.7
Ireland	24.3	m	a	m	m	m	m	a	m	m
Italy	18.6	20.1	a	20.1	18.7	20.9	22.0	a	22.0	21.0
Japan	28.0	32.8	a	32.8	28.1	33.0	35.5	a	35.5	33.2
Korea	29.9	30.9	a	30.9	30.0	35.5	34.4	34.4	a	35.3
Luxembourg	15.6	18.1	20.1	18.0	15.7	19.5	21.2	20.9	21.6	19.8
Mexico	19.7	20.7	a	20.7	19.8	29.1	24.9	a	24.9	28.7
Netherlands <sup>1</sup>	22.4	m	a	m	m	m	m	a	m	m
New Zealand	m	m	m	m	m	m	m	m	m	m
Norway	a	a	a	a	a	a	a	a	a	a
Poland	19.3	12.7	14.4	12.1	19.0	24.0	18.1	25.1	16.3	23.2
Portugal	18.6	20.1	24.3	19.1	18.8	22.2	23.4	23.6	23.0	22.3
Slovak Republic	19.4	18.3	18.3	n	19.3	22.0	21.1	21.1	n	22.0
Spain	19.7	24.4	24.3	24.8	21.0	23.6	26.2	26.3	24.9	24.4
Sweden	m	m	m	m	m	m	m	m	m	m
Switzerland	19.5	m	m	m	m	18.9	m	m	m	m
Turkey	27.3	18.0	a	18.0	27.0	a	a	a	a	a
United Kingdom	25.7	13.6	25.7	13.5	24.6	21.3	12.8	21.3	11.2	20.4
United States	23.8	19.3	a	19.3	23.3	23.2	19.1	a	19.1	22.8
<b>OECD average</b>	<b>21.6</b>	<b>20.8</b>	<b>20.9</b>	<b>21.0</b>	<b>21.6</b>	<b>23.7</b>	<b>23.2</b>	<b>23.5</b>	<b>21.8</b>	<b>23.9</b>
<b>EU19 average</b>	<b>20.3</b>	<b>19.1</b>	<b>20.1</b>	<b>18.3</b>	<b>19.9</b>	<b>22.2</b>	<b>21.8</b>	<b>22.5</b>	<b>19.7</b>	<b>22.2</b>
<b>Partner countries</b>										
Brazil	27.1	17.8	a	17.8	25.5	30.5	25.0	a	25.0	29.8
China	36.6	41.8	x(2)	x(2)	36.8	55.5	51.6	x(7)	x(7)	55.2
Estonia	18.4	15.1	a	15.1	18.3	21.6	15.6	a	15.6	21.4
India	m	m	m	m	m	m	m	m	m	m
Indonesia	27.4	22.8	a	22.8	26.6	37.7	33.1	a	33.1	35.9
Israel	27.6	a	a	a	27.6	32.5	a	a	a	32.5
Russian Federation	15.8	10.4	a	10.4	15.7	17.9	9.8	a	9.8	17.8
Slovenia	18.5	17.0	17.0	n	18.5	20.4	23.5	23.5	n	20.4

1. Year of reference 2006.


Source: *Education at a Glance 2010: OECD Indicators*, OECD Publishing. India, Indonesia: UNESCO Institute for Statistics (World Education Indicators Programme). China: Based on the *Educational Statistics Yearbook in China 2008*. See Annex 3 for notes ([www.oecd.org/edu/eag2010](http://www.oecd.org/edu/eag2010)).StatLink  <http://dx.doi.org/10.1787/888932310491>



Table A.2

## Ratio of students to teaching staff in educational institutions (2008)

By level of education, calculations based on full-time equivalents

	Pre-primary education		Primary education	Secondary education			Post-secondary non-tertiary education	Tertiary education			
	Students to contact staff (teachers and teacher aides)	Students to teaching staff		Lower secondary education	Upper secondary education	All secondary education		Tertiary-type B	Tertiary-type A and advanced research programmes	All tertiary education	
											(1)
<b>OECD countries</b>											
Australia <sup>1, 2</sup>	m	m	15.8	x(6)	x(6)	12.0	m	m	15.2	m	
Austria	12.0	16.3	12.9	9.9	10.5	10.2	10.6	x(10)	x(10)	14.6	
Belgium <sup>3</sup>	15.9	15.9	12.6	8.1	10.8	9.9	x(5)	x(10)	x(10)	19.0	
Canada <sup>2</sup>	m	x(6)	x(6)	x(6)	x(6)	16.3	m	m	m	m	
Chile	11.9	13.7	24.1	24.1	25.2	24.8	a	74.2	21.6	30.0	
Czech Republic	13.5	13.7	18.1	11.8	12.2	12.0	18.2	16.2	19.4	19.1	
Denmark	m	6.2	x(4)	10.1	m	m	m	m	m	m	
Finland	m	11.4	14.4	10.6	15.9	13.6	x(5)	n	15.8	15.8	
France <sup>3</sup>	19.0	19.0	19.9	14.6	9.4	11.9	x(8)	16.7	16.1	16.2	
Germany	10.7	13.8	18.0	15.0	14.0	14.7	14.8	12.0	11.5	11.5	
Greece	m	m	m	m	m	m	m	m	m	m	
Hungary	m	10.9	10.6	10.9	12.3	11.6	13.1	19.5	17.0	17.1	
Iceland	7.2	7.2	x(4)	10.0	10.6	10.2	x(5, 10)	x(10)	x(10)	10.1	
Ireland <sup>2</sup>	4.7	10.3	17.8	x(6)	x(6)	12.8	x(6)	x(10)	x(10)	15.9	
Italy <sup>2</sup>	11.2	11.2	10.6	9.7	11.8	10.8	m	7.5	19.7	19.5	
Japan	15.8	16.5	18.8	14.7	12.3	13.4	x(5, 10)	7.5	11.8	10.4	
Korea	17.9	17.9	24.1	20.2	16.5	18.2	a	m	m	m	
Luxembourg <sup>2</sup>	m	12.2	12.1	x(6)	x(6)	9.1	m	m	m	m	
Mexico	27.1	27.1	28.0	33.9	25.8	30.7	a	13.3	14.5	14.4	
Netherlands <sup>2</sup>	m	x(3)	15.8	x(6)	x(6)	15.8	x(6)	n	14.9	14.9	
New Zealand	9.6	9.6	17.1	16.2	12.8	14.5	17.1	17.3	17.9	17.8	
Norway <sup>2</sup>	m	m	10.8	10.1	9.9	10.0	x(5)	x(10)	x(10)	9.3	
Poland	m	18.8	10.5	12.9	12.2	12.5	14.1	11.5	16.8	16.7	
Portugal	m	14.7	11.3	8.1	7.3	7.7	x(5, 10)	x(10)	x(10)	13.8	
Slovak Republic	13.2	13.3	18.6	14.5	15.1	14.8	9.3	10.5	15.5	15.4	
Spain	m	13.1	13.1	10.3	8.7	9.8	a	8.8	11.6	11.1	
Sweden	6.1	6.1	12.2	11.4	14.7	13.1	12.5	x(10)	x(10)	8.5	
Switzerland <sup>1, 2</sup>	m	16.6	15.4	12.1	10.4	11.7	m	m	m	m	
Turkey	m	27.1	24.4	a	17.0	17.0	a	80.8	20.0	25.7	
United Kingdom	16.8	17.9	20.2	15.0	12.4	13.4	x(5)	x(10)	x(10)	16.9	
United States	11.0	13.4	14.3	14.8	15.6	15.1	14.7	x(10)	x(10)	15.0	
<b>OECD average</b>	<b>13.1</b>	<b>14.4</b>	<b>16.4</b>	<b>13.7</b>	<b>13.5</b>	<b>13.7</b>	<b>13.8</b>	<b>19.7</b>	<b>16.2</b>	<b>15.8</b>	
<b>EU19 average</b>	<b>12.3</b>	<b>13.2</b>	<b>14.6</b>	<b>11.5</b>	<b>12.0</b>	<b>12.0</b>	<b>13.2</b>	<b>12.8</b>	<b>15.8</b>	<b>15.4</b>	
<b>Partner countries</b>											
Brazil	14.0	18.8	24.5	21.2	18.4	20.0	a	x(10)	x(10)	15.9	
China	m	22.4	17.9	16.0	17.5	16.7	m	10.1	m	m	
Estonia	m	m	16.4	16.0	12.4	13.8	x(5)	m	m	m	
India	m	m	m	m	m	m	m	m	m	m	
Indonesia	m	14.9	21.4	15.4	18.1	16.4	a	x(10)	x(10)	17.6	
Israel <sup>2</sup>	11.1	21.9	16.3	12.2	10.9	11.4	m	m	m	m	
Russian Federation <sup>2, 4</sup>	m	m	17.3	x(6)	x(6)	8.7	x(6)	10.2	13.5	12.6	
Slovenia	9.4	9.4	15.8	8.9	13.7	11.3	x(5)	x(10)	x(10)	20.8	

1. Includes only general programmes in upper secondary education.

2. Public institutions only (for Australia, for tertiary-type A and advanced research programmes only; for Ireland, at pre-primary and secondary levels only; for Italy, from pre-primary to secondary level; for Israel, at pre-primary level only; for the Russian Federation, at primary level only).

3. Excludes independent private institutions.

4. Excludes part-time personnel in public institutions at lower secondary and general upper secondary levels.

Source: *Education at a Glance 2010: OECD Indicators*, OECD Publishing. India, Indonesia: UNESCO Institute for Statistics (World Education Indicators Programme). China: Based on the *Educational Statistics Yearbook in China 2008*. See Annex 3 for notes ([www.oecd.org/edu/eag2010](http://www.oecd.org/edu/eag2010)).

StatLink <http://dx.doi.org/10.1787/888932310491>



Table A.3 (1/2)

## Teachers' salaries (2008)

Annual statutory teachers' salaries in public institutions at starting salary, after 15 years of experience and at the top of the scale, by level of education, in equivalent USD converted using PPPs

	Primary education				Lower secondary education				Upper secondary education				Years from starting to top salary (lower secondary education)
	Starting salary/ minimum training	Salary after 15 years of experience/ minimum training	Salary at top of scale/ minimum training	Ratio of salary at top of scale to starting salary	Starting salary/ minimum training	Salary after 15 years of experience/ minimum training	Salary at top of scale/ minimum training	Ratio of salary at top of scale to starting salary	Starting salary/ minimum training	Salary after 15 years of experience/ minimum training	Salary at top of scale/ minimum training	Ratio of salary at top of scale to starting salary	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	
<b>OECD countries</b>													
Australia	33 153	46 096	46 096	1.39	33 336	46 908	46 908	1.41	33 336	46 908	46 908	1.41	9
Austria	28 622	37 914	56 709	1.98	29 928	40 993	58 921	1.97	30 353	42 177	62 045	2.04	34
Belgium (Fl.)	29 223	41 093	50 190	1.72	29 223	41 093	50 190	1.72	36 360	52 667	63 391	1.74	27
Belgium (Fr.)	28 115	39 430	48 163	1.71	28 115	39 430	48 163	1.71	34 885	50 541	60 838	1.74	27
Chile	m	m	m	m	m	m	m	m	m	m	m	m	m
Czech Republic	16 013	21 652	23 693	1.48	15 976	22 084	24 049	1.51	16 587	23 540	25 846	1.56	32
Denmark	37 449	42 308	42 308	1.13	37 449	42 308	42 308	1.13	39 085	51 034	51 034	1.31	8
England	30 534	44 630	44 630	1.46	30 534	44 630	44 630	1.46	30 534	44 630	44 630	1.46	10
Finland	29 386	38 217	47 976	1.63	32 513	40 953	51 512	1.58	32 731	44 919	57 925	1.77	16
France	23 735	31 927	47 108	1.98	26 123	34 316	49 607	1.90	26 400	34 593	49 912	1.89	34
Germany	43 524	54 184	58 510	1.34	48 004	59 156	65 925	1.37	51 722	63 634	72 876	1.41	28
Greece	25 974	31 946	38 658	1.49	25 974	31 946	38 658	1.49	25 974	31 946	38 658	1.49	33
Hungary	12 175	15 049	20 208	1.66	12 175	15 049	20 208	1.66	13 226	18 079	25 523	1.93	40
Iceland	24 266	27 226	30 774	1.27	24 266	27 226	30 774	1.27	25 503	31 983	33 483	1.31	18
Ireland	32 657	54 100	61 304	1.88	32 657	54 100	61 304	1.88	32 657	54 100	61 304	1.88	22
Italy	26 074	31 520	38 381	1.47	28 098	34 331	42 132	1.50	28 098	35 290	44 041	1.57	35
Japan	27 545	48 655	61 518	2.23	27 545	48 655	61 518	2.23	27 545	48 655	63 184	2.29	34
Korea	31 532	54 569	87 452	2.77	31 407	54 444	87 327	2.78	31 407	54 444	87 327	2.78	37
Luxembourg	48 793	67 723	101 163	2.07	71 508	98 849	124 231	1.74	71 508	98 849	124 231	1.74	30
Mexico	14 552	19 072	31 557	2.17	18 620	24 261	40 094	2.15	m	m	m	m	14
Netherlands	35 428	45 916	51 226	1.45	36 403	50 227	55 929	1.54	36 762	67 105	73 964	2.01	17
New Zealand	25 964	38 412	38 412	1.48	25 964	38 412	38 412	1.48	25 964	38 412	38 412	1.48	8
Norway	29 635	37 023	37 023	1.25	29 635	37 023	37 023	1.25	31 652	39 016	39 016	1.23	16
Poland	7 127	14 094	14 686	2.06	8 076	16 137	16 818	2.08	9 173	18 548	19 334	2.11	10
Portugal	21 677	35 486	55 654	2.57	21 677	35 486	55 654	2.57	21 677	35 486	55 654	2.57	31
Scotland	30 475	48 611	48 611	1.60	30 475	48 611	48 611	1.60	30 475	48 611	48 611	1.60	6
Slovak Republic	m	m	m	m	m	m	m	m	m	m	m	m	m
Spain	37 172	42 796	52 391	1.41	40 729	46 794	56 728	1.39	42 440	48 945	59 234	1.40	38
Sweden	28 409	33 055	37 967	m	28 984	33 885	38 431	m	30 533	36 163	41 131	m	a
Switzerland	44 308	56 493	69 354	1.57	50 427	64 580	78 801	1.56	58 781	76 207	89 655	1.53	27
Turkey	m	m	m	m	m	m	m	a	m	m	m	m	m
United States	35 999	44 172	50 922	m	35 915	44 000	53 972	m	36 398	47 317	53 913	m	m
<b>OECD average</b>	<b>28 949</b>	<b>39 426</b>	<b>48 022</b>	<b>1.71</b>	<b>30 750</b>	<b>41 927</b>	<b>50 649</b>	<b>1.70</b>	<b>32 563</b>	<b>45 850</b>	<b>54 717</b>	<b>1.74</b>	<b>24</b>
<b>EU19 average</b>	<b>28 628</b>	<b>38 582</b>	<b>46 977</b>	<b>1.69</b>	<b>30 731</b>	<b>41 519</b>	<b>49 700</b>	<b>1.67</b>	<b>32 059</b>	<b>45 043</b>	<b>54 009</b>	<b>1.75</b>	<b>25</b>
<b>Partner countries</b>													
Brazil	m	m	m	m	m	m	m	m	m	m	m	m	m
China	m	m	m	m	m	m	m	m	m	m	m	m	m
Estonia	11 981	12 687	17 510	1.46	11 981	12 687	17 510	1.46	11 981	12 687	17 510	1.46	7
India	m	m	m	m	m	m	m	m	m	m	m	m	m
Indonesia	1 617	2 046	2 331	1.44	1 723	2 331	2 532	1.47	1 995	2 582	2 813	1.41	32
Israel	18 199	19 868	27 680	1.52	18 199	22 410	27 680	1.52	18 199	22 410	27 680	1.52	36
Russian Federation	m	m	m	m	m	m	m	m	m	m	m	m	m
Slovenia	27 470	32 075	33 967	1.24	27 470	32 075	33 967	1.24	27 470	32 075	33 967	1.24	13

Note: Ratio of salary at the top of the scale to starting salary has not been calculated for Sweden and the United States because the underlying salaries are estimates derived from actual rather than statutory salaries.

Source: *Education at a Glance 2010: OECD Indicators*, OECD Publishing. China, India and Indonesia: UNESCO Institute for Statistics (World Education Indicators Programme). See Annex 3 for notes ([www.oecd.org/edu/eag2010](http://www.oecd.org/edu/eag2010)).


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Table A.3 (2/2)

## Teachers' salaries (2008)

Annual statutory teachers' salaries in public institutions at starting salary, after 15 years of experience and at the top of the scale, by level of education, in equivalent USD converted using PPPs

	Ratio of salary after 15 years of experience (minimum training) to GDP per capita			Ratio of salary after 15 years of experience (minimum training) to earnings for full-time full-year workers with tertiary education aged 25 to 64			Salary per hour of net contact (teaching) time after 15 years of experience			Ratio of salary per teaching hour of upper secondary to primary teachers (after 15 years of experience)
	Primary education (14)	Lower secondary education (15)	Upper secondary education (16)	Primary education (17)	Lower secondary education (18)	Upper secondary education (19)	Primary education (20)	Lower secondary education (21)	Upper secondary education (22)	
<b>OECD countries</b>										
Australia <sup>1</sup>	1.25	1.27	1.27	0.93	0.94	0.94	53	58	58	1.10
Austria <sup>1</sup>	1.02	1.10	1.13	0.72	0.77	0.79	49	68	72	1.47
Belgium (Fl.) <sup>1</sup>	1.17	1.17	1.51	0.90	0.90	1.14	51	59	81	1.60
Belgium (Fr.) <sup>1</sup>	1.13	1.13	1.44	0.86	0.86	1.10	54	60	84	1.54
Chile	m	m	m	m	m	m	m	m	m	m
Czech Republic <sup>2</sup>	0.89	0.91	0.97	0.49	0.50	0.53	25	35	39	1.52
Denmark <sup>1</sup>	1.16	1.16	1.40	0.85	0.85	1.06	65	65	140	2.15
England <sup>2</sup>	1.26	1.26	1.26	0.82	0.82	0.82	68	62	62	0.91
Finland <sup>3</sup>	1.07	1.15	1.26	0.87	0.93	1.02	56	69	82	1.45
France <sup>1</sup>	0.97	1.05	1.05	0.78	0.85	0.85	34	53	55	1.59
Germany <sup>2</sup>	1.55	1.69	1.82	0.89	0.97	1.04	67	78	89	1.32
Greece <sup>1</sup>	1.13	1.13	1.13	0.74	0.74	0.74	54	75	75	1.38
Hungary <sup>2</sup>	0.78	0.78	0.94	0.50	0.50	0.60	25	25	30	1.20
Iceland <sup>1</sup>	0.74	0.74	0.87	0.50	0.50	0.61	41	41	57	1.41
Ireland	1.26	1.26	1.26	m	m	m	59	74	74	1.25
Italy <sup>1</sup>	1.01	1.10	1.13	0.54	0.58	0.60	43	57	59	1.37
Japan	1.44	1.44	1.44	m	m	m	69	81	97	1.42
Korea <sup>3</sup>	2.01	2.01	2.01	0.82	0.81	0.81	65	88	90	1.39
Luxembourg	0.81	1.18	1.18	m	m	m	92	156	156	1.70
Mexico	1.33	1.69	m	m	m	m	24	23	m	m
Netherlands <sup>1</sup>	1.14	1.25	1.66	0.73	0.80	1.07	49	67	89	1.81
New Zealand <sup>2</sup>	1.42	1.42	1.42	0.97	0.97	0.97	39	40	40	1.04
Norway <sup>3</sup>	0.66	0.66	0.69	0.66	0.66	0.70	50	57	75	1.49
Poland <sup>2</sup>	0.84	0.96	1.10	0.59	0.68	0.78	27	31	36	1.32
Portugal <sup>1</sup>	1.55	1.55	1.55	0.72	0.72	0.72	42	47	47	1.14
Scotland <sup>2</sup>	1.38	1.38	1.38	0.89	0.89	0.89	57	57	57	1.00
Slovak Republic	m	m	m	m	m	m	m	m	m	m
Spain <sup>3</sup>	1.36	1.49	1.56	1.12	1.26	1.28	49	66	71	1.45
Sweden <sup>3</sup>	0.90	0.92	0.98	0.90	0.93	0.99	m	m	m	m
Switzerland	1.34	1.53	1.80	m	m	m	m	m	m	m
Turkey	m	m	m	m	m	m	m	m	m	m
United States <sup>2</sup>	0.94	0.94	1.01	0.60	0.60	0.65	40	41	45	1.12
<b>OECD average</b>	<b>1.16</b>	<b>1.22</b>	<b>1.29</b>	<b>0.77</b>	<b>0.79</b>	<b>0.86</b>	<b>50</b>	<b>60</b>	<b>71</b>	<b>1.39</b>
<b>EU19 average</b>	<b>1.12</b>	<b>1.18</b>	<b>1.29</b>	<b>0.77</b>	<b>0.81</b>	<b>0.89</b>	<b>51</b>	<b>63</b>	<b>73</b>	<b>1.43</b>
<b>Partner countries</b>										
Brazil	m	m	m	m	m	m	m	m	m	m
China	m	m	m	m	m	m	m	m	m	m
Estonia <sup>2</sup>	0.61	0.61	0.61	0.70	0.70	0.70	20	20	22	1.09
India	m	m	m	m	m	m	m	m	m	m
Indonesia	0.51	0.59	0.65	m	m	m	m	m	m	m
Israel <sup>2</sup>	0.73	0.82	0.82	0.49	0.56	0.56	26	37	41	1.57
Russian Federation	m	m	m	m	m	m	m	m	m	m
Slovenia <sup>1</sup>	1.18	1.18	1.18	0.55	0.55	0.55	47	47	51	1.09

1. Year of reference 2006 for Columns 17, 18 and 19.

2. Year of reference 2008 for Columns 17, 18 and 19.

3. Year of reference 2007 for Columns 17, 18 and 19.

Source: *Education at a Glance 2010: OECD Indicators*, OECD Publishing. China, India and Indonesia: UNESCO Institute for Statistics (World Education Indicators Programme). See Annex 3 for notes ([www.oecd.org/edu/eag2010](http://www.oecd.org/edu/eag2010)).


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Table A.4

### Organization of teachers' working time (2008)

Number of teaching weeks, teaching days, net teaching hours, and teacher working time over the school year, in public institutions

	Number of weeks of instruction			Number of days of instruction			Net teaching time in hours			Working time required at school in hours			Total statutory working time in hours		
	Primary education	Lower secondary education	Upper secondary education, general programmes	Primary education	Lower secondary education	Upper secondary education, general programmes	Primary education	Lower secondary education	Upper secondary education, general programmes	Primary education	Lower secondary education	Upper secondary education, general programmes	Primary education	Lower secondary education	Upper secondary education, general programmes
<b>OECD countries</b>															
Australia	40	40	40	196	196	196	873	812	810	1 207	1 228	1 228	a	a	a
Austria	38	38	38	180	180	180	779	607	589	a	a	a	1 776	1 776	a
Belgium (Fl.)	37	37	37	180	181	181	810	695	649	936	a	a	a	a	a
Belgium (Fr.)	37	37	37	181	181	181	724	662	603	a	a	a	a	a	a
Chile	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
Czech Republic	40	40	40	193	193	193	849	637	608	a	a	a	1 688	1 688	1 688
Denmark	42	42	42	200	200	200	648	648	364	1 306	1 306	m	1 680	1 680	1 680
England	38	38	38	190	190	190	654	722	722	1 265	1 265	1 265	1 265	1 265	1 265
Finland	38	38	38	188	188	188	677	592	550	a	a	a	a	a	a
France	36	36	36	m	m	m	926	644	630	a	a	a	a	a	a
Germany	40	40	40	193	193	193	805	756	715	a	a	a	1 775	1 775	1 775
Greece	36	32	32	178	158	158	593	429	429	1 140	1 170	1 170	a	a	a
Hungary	37	37	37	185	185	185	611	611	611	a	a	a	1 864	1 864	1 864
Iceland	36	36	35	180	180	175	671	671	560	1 650	1 650	1 720	1 800	1 800	1 800
Ireland	37	33	33	183	167	167	915	735	735	1 036	735	735	a	a	a
Italy	38	38	38	167	167	167	735	601	601	a	a	a	a	a	a
Japan	40	40	40	201	201	198	709	603	500	a	a	a	1 899	1 899	1 899
Korea	40	40	40	220	220	220	840	616	604	a	a	a	1 680	1 680	1 680
Luxembourg	36	36	36	176	176	176	739	634	634	900	828	828	a	a	a
Mexico	41	41	36	200	200	173	800	1047	848	800	1 167	971	a	a	a
Netherlands	40	m	m	195	m	m	930	750	750	a	a	a	1 659	1 659	1 659
New Zealand	39	39	38	197	194	190	985	968	950	985	968	950	a	a	a
Norway	38	38	38	190	190	190	741	654	523	1 300	1 225	1 150	1 688	1 688	1 688
Poland	38	38	38	185	185	185	513	513	513	a	a	a	1 520	1 520	1 520
Portugal	37	37	37	171	171	171	855	752	752	1 261	1 261	1 261	1 432	1 432	1 432
Scotland	38	38	38	190	190	190	855	855	855	a	a	a	1 365	1 365	1 365
Slovak Republic	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
Spain	37	37	36	176	176	171	880	713	693	1 140	1 140	1 140	1 425	1 425	1 425
Sweden	a	a	a	a	a	a	a	a	a	1 360	1 360	1 360	1 767	1 767	1 767
Switzerland	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
Turkey	m	a	m	m	a	m	m	a	m	m	a	m	m	a	m
United States	36	36	36	180	180	180	1 097	1 068	1 051	1 381	1 381	1 378	1 913	1 977	1 998
<b>OECD average</b>	<b>38</b>	<b>38</b>	<b>37</b>	<b>187</b>	<b>186</b>	<b>184</b>	<b>786</b>	<b>703</b>	<b>661</b>	<b>1 178</b>	<b>1 192</b>	<b>1 166</b>	<b>1 659</b>	<b>1 662</b>	<b>1 657</b>
<b>EU19 average</b>	<b>38</b>	<b>37</b>	<b>37</b>	<b>184</b>	<b>181</b>	<b>181</b>	<b>763</b>	<b>661</b>	<b>632</b>	<b>1 149</b>	<b>1 133</b>	<b>1 108</b>	<b>1 601</b>	<b>1 601</b>	<b>1 585</b>
<b>Partner countries</b>															
Brazil	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
China	35	35	35	175	175	175	m	m	m	m	m	m	m	m	m
Estonia	39	39	39	175	175	175	630	630	578	1 540	1 540	1 540	a	a	a
India	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m
Indonesia	44	44	44	252	164	164	1 260	738	738	m	m	m	m	m	m
Israel	43	42	42	185	178	178	755	598	541	981	783	712	a	a	a
Russian Federation	34	35	35	164	169	169	738	761	761	a	a	a	a	a	a
Slovenia	40	40	40	188	188	188	682	682	626	a	a	a	a	a	a


Source: *Education at a Glance 2010: OECD Indicators*, OECD Publishing, India, Indonesia: UNESCO Institute for Statistics (World Education Indicators Programme). China: The Ministry of Education, *Notes on the Experimental Curriculum of Compulsory Education*, 19 November 2001. See Annex 3 for notes ([www.oecd.org/edu/eag2010](http://www.oecd.org/edu/eag2010)). StatLink  <http://dx.doi.org/10.1787/888932310529>



Table A.5

## Number of teaching hours per year (1996, 2008)

Net contact time in hours per year in public institutions by level of education, and index of change from 1996 to 2008

	Primary education			Lower secondary education			Upper secondary education, general programmes		
	2008	1996	Index of change 1996-2008 (1996 = 100)	2008	1996	Index of change 1996-2008 (1996 = 100)	2008	1996	Index of change 1996-2008 (1996 = 100)
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
<b>OECD countries</b>									
Australia	873	m	m	812	m	m	810	m	m
Austria	779	684	114	607	658	92	589	623	95
Belgium (Fl.)	810	841	96	695	724	96	649	679	96
Belgium (Fr.)	724	858	84	662	734	90	603	677	89
Chile	m	m	m	m	m	m	m	m	m
Czech Republic	849	w	m	637	607	105	608	580	105
Denmark	648	640	101	648	640	101	364	560	65
England	654	w	m	722	w	m	722	m	m
Finland	677	m	m	592	m	m	550	m	m
France	926	900	103	644	647	100	630	636	99
Germany	805	772	104	756	715	106	715	671	106
Greece	593	780	76	429	629	68	429	629	68
Hungary	611	w	m	611	473	129	611	473	129
Iceland	671	m	m	671	m	m	560	m	m
Ireland	915	915	100	735	735	100	735	735	100
Italy	735	735	100	601	601	100	601	601	100
Japan	709	m	m	603	m	m	500	m	m
Korea	840	m	m	616	w	m	604	w	m
Luxembourg	739	m	m	634	m	m	634	m	m
Mexico	800	800	100	1 047	1 182	89	848	m	m
Netherlands	930	930	100	750	867	87	750	867	87
New Zealand	985	985	100	968	968	100	950	950	100
Norway	741	713	104	654	633	103	523	505	104
Poland	513	m	m	513	m	m	513	m	m
Portugal	855	783	109	752	644	117	752	574	131
Scotland	855	975	88	855	m	m	855	917	93
Slovak Republic	m	m	m	m	m	m	m	m	m
Spain	880	900	98	713	a	m	693	630	110
Sweden	a	624	m	a	576	m	a	528	m
Switzerland	m	871	m	m	850	m	m	669	m
Turkey	m	m	m	a	a	a	m	m	m
United States	1 097	w	m	1 068	w	m	1 051	w	m
<b>OECD average</b>	<b>786</b>	<b>817</b>		<b>703</b>	<b>716</b>		<b>661</b>	<b>658</b>	
<b>EU19 average</b>	<b>763</b>	<b>810</b>		<b>661</b>	<b>661</b>		<b>632</b>	<b>649</b>	
<b>Partner countries</b>									
Brazil	m	m	m	800	m	m	800	m	m
Estonia	630	m	m	630	m	m	578	m	m
Israel	755	m	m	598	m	m	541	m	m
Russian Federation	738	m	m	761	m	m	761	m	m
Slovenia	682	m	m	682	m	m	626	m	m


Source: Education at a Glance 2010: OECD Indicators, OECD Publishing. See Annex 3 for notes ([www.oecd.org/edu/eag2010](http://www.oecd.org/edu/eag2010)).  
StatLink  <http://dx.doi.org/10.1787/888932310529>



Table A.6

### Participation of teachers in professional development in the previous 18 months (2007-08)

Participation rates, average number of days and average of compulsory days of professional development undertaken by teachers of lower secondary education in the 18 months prior to the survey

	Percentage of teachers who undertook some professional development in the previous 18 months		Average days of professional development across all teachers		Average days of professional development among those who participated		Average percentage of professional development days taken that were compulsory	
	%	(S.E.)	Mean	(S.E.)	Mean	(S.E.)	%	(S.E.)
Australia	96.7	(0.43)	8.7	(0.19)	9.0	(0.20)	47.3	(1.17)
Austria	96.6	(0.37)	10.5	(0.17)	10.9	(0.16)	31.4	(0.66)
Belgium (Fl.)	90.3	(0.73)	8.0	(0.38)	8.8	(0.42)	33.6	(0.95)
Brazil	83.0	(1.21)	17.3	(0.70)	20.8	(0.79)	40.2	(1.17)
Bulgaria	88.3	(1.17)	27.2	(1.65)	30.8	(2.04)	46.9	(2.11)
Denmark	75.6	(1.26)	9.8	(0.34)	12.9	(0.40)	34.6	(1.43)
Estonia	92.7	(0.50)	13.1	(0.29)	14.2	(0.31)	49.2	(1.20)
Hungary	86.9	(1.77)	14.5	(0.50)	16.7	(0.41)	46.1	(1.58)
Iceland	77.1	(1.10)	10.7	(0.44)	13.9	(0.56)	49.9	(1.30)
Ireland	89.7	(0.78)	5.6	(0.21)	6.2	(0.21)	41.4	(0.99)
Italy	84.6	(0.76)	26.6	(0.98)	31.4	(1.17)	40.0	(1.08)
Korea	91.9	(0.59)	30.0	(0.57)	32.7	(0.55)	46.9	(0.85)
Lithuania	95.5	(0.40)	11.2	(0.21)	11.8	(0.21)	56.6	(0.98)
Malaysia	91.7	(0.67)	11.0	(0.32)	11.9	(0.33)	88.1	(0.64)
Malta	94.1	(0.75)	7.3	(0.25)	7.8	(0.26)	78.4	(1.07)
Mexico	91.5	(0.60)	34.0	(1.60)	37.1	(1.78)	66.4	(1.22)
Norway	86.7	(0.87)	9.2	(0.30)	10.6	(0.34)	55.5	(1.25)
Poland	90.4	(0.67)	26.1	(1.10)	28.9	(1.20)	41.0	(1.14)
Portugal	85.8	(0.87)	18.5	(0.89)	21.6	(1.01)	35.1	(0.99)
Slovak Republic	75.0	(1.13)	7.2	(0.30)	9.6	(0.38)	44.1	(1.19)
Slovenia	96.9	(0.35)	8.3	(0.20)	8.6	(0.20)	60.5	(0.93)
Spain	100.0	(0.03)	25.6	(0.51)	25.6	(0.51)	66.8	(0.99)
Turkey	74.8	(2.09)	11.2	(0.52)	14.9	(0.65)	72.8	(1.65)
<b>TALIS average</b>	<b>88.5</b>	<b>(0.20)</b>	<b>15.3</b>	<b>(0.14)</b>	<b>17.3</b>	<b>(0.16)</b>	<b>51.0</b>	<b>(0.25)</b>


Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*.  
 StatLink  <http://dx.doi.org/10.1787/607807256201>



Table A.7

### Amount of professional development undertaken by teachers in the previous 18 months (2007-08) – teacher characteristics

*Average number of days of professional development undertaken by teachers of different characteristics [among those teachers of lower secondary education who took some professional development]*

	Female teachers		Male teachers		Teachers aged under 30 years		Teachers aged 30-39 years		Teachers aged 40-49 years		Teachers aged 50+ years	
	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)
Australia	9.0	(0.24)	9.0	(0.28)	9.0	(0.52)	8.9	(0.41)	9.1	(0.34)	9.1	(0.31)
Austria	11.2	(0.20)	10.3	(0.23)	12.4	(0.72)	10.5	(0.47)	11.3	(0.25)	10.5	(0.25)
Belgium (Fl.)	8.5	(0.55)	9.5	(0.48)	8.7	(0.62)	8.8	(0.79)	8.6	(0.61)	9.2	(0.88)
Brazil	20.7	(0.88)	21.2	(1.02)	22.2	(1.51)	22.3	(1.15)	19.7	(0.85)	17.0	(1.40)
Bulgaria	30.7	(2.00)	31.5	(3.79)	27.3	(5.36)	34.2	(4.29)	33.6	(4.21)	26.8	(1.67)
Denmark	13.4	(0.53)	12.3	(0.68)	17.3	(3.02)	13.4	(0.70)	15.8	(1.07)	10.3	(0.50)
Estonia	14.6	(0.36)	11.6	(0.51)	15.3	(1.19)	16.8	(0.80)	15.2	(0.55)	11.8	(0.36)
Hungary	16.6	(0.52)	16.9	(1.28)	15.4	(1.05)	16.3	(0.95)	18.3	(0.80)	15.4	(1.29)
Iceland	14.4	(0.68)	12.7	(0.83)	11.5	(1.41)	12.9	(0.84)	15.2	(0.96)	14.2	(0.99)
Ireland	6.0	(0.23)	6.7	(0.45)	5.8	(0.49)	6.6	(0.49)	6.8	(0.45)	5.7	(0.30)
Italy	30.5	(1.12)	34.8	(2.52)	64.1	(12.08)	50.1	(3.36)	30.4	(1.54)	24.1	(1.04)
Korea	34.2	(0.69)	30.0	(0.91)	43.3	(1.61)	36.7	(1.01)	30.3	(0.82)	24.3	(1.51)
Lithuania	12.1	(0.24)	10.1	(0.46)	11.2	(0.75)	11.5	(0.41)	12.5	(0.34)	11.4	(0.31)
Malaysia	11.8	(0.39)	12.3	(0.44)	12.0	(0.56)	11.7	(0.43)	12.2	(0.37)	11.9	(0.65)
Malta	7.9	(0.39)	7.6	(0.32)	7.7	(0.51)	7.5	(0.42)	8.6	(0.86)	7.9	(0.50)
Mexico	39.9	(2.17)	33.9	(2.72)	48.5	(5.64)	41.8	(3.88)	34.5	(2.27)	28.1	(2.26)
Norway	10.9	(0.49)	10.1	(0.47)	10.2	(0.95)	10.4	(0.58)	12.6	(0.86)	9.7	(0.55)
Poland	29.9	(1.40)	25.6	(1.60)	35.2	(3.22)	33.2	(2.08)	25.5	(1.45)	17.9	(1.64)
Portugal	20.3	(1.06)	24.8	(1.95)	38.5	(5.51)	21.3	(1.29)	20.2	(1.12)	17.7	(2.21)
Slovak Republic	9.9	(0.43)	8.3	(0.61)	9.8	(1.05)	9.7	(0.52)	10.9	(0.53)	8.5	(0.45)
Slovenia	8.7	(0.23)	8.3	(0.34)	9.4	(0.54)	9.7	(0.49)	8.4	(0.25)	7.2	(0.26)
Spain	26.7	(0.64)	24.2	(0.60)	29.4	(1.51)	25.7	(0.91)	26.8	(0.73)	23.0	(0.69)
Turkey	13.6	(0.82)	16.2	(1.29)	16.9	(1.13)	13.6	(0.74)	14.4	(1.91)	10.6	(1.18)
<b>TALIS average</b>	<b>17.5</b>	<b>(0.18)</b>	<b>16.9</b>	<b>(0.29)</b>	<b>20.9</b>	<b>(0.72)</b>	<b>18.9</b>	<b>(0.34)</b>	<b>17.4</b>	<b>(0.28)</b>	<b>14.4</b>	<b>(0.23)</b>

	Teachers with qualification at ISCED level 5B or below		Teachers with an ISCED level 5A Bachelor degree		Teachers with an ISCED level 5A Master degree or a higher level of qualification	
	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)
Australia	9.8	(1.24)	8.7	(0.20)	10.6	(0.51)
Austria	11.3	(0.22)	14.1	(2.72)	10.2	(0.25)
Belgium (Fl.)	8.6	(0.44)	15.5	(4.03)	8.0	(0.72)
Brazil	18.9	(2.00)	20.8	(0.87)	24.8	(2.87)
Bulgaria	28.0	(4.37)	28.4	(3.40)	32.3	(2.93)
Denmark	12.8	(4.47)	12.4	(0.39)	18.7	(1.83)
Estonia	14.7	(1.02)	13.3	(0.43)	14.9	(0.43)
Hungary	23.2	(6.28)	17.1	(0.53)	15.7	(0.59)
Iceland	10.4	(0.79)	15.1	(0.74)	17.8	(2.41)
Ireland	5.9	(0.66)	5.9	(0.25)	7.9	(0.65)
Italy	28.4	(1.53)	26.3	(3.81)	32.0	(1.25)
Korea	55.5	(11.32)	31.5	(0.65)	34.4	(0.82)
Lithuania	11.1	(0.54)	11.5	(0.32)	12.5	(0.34)
Malaysia	10.5	(0.65)	12.0	(0.34)	13.6	(0.76)
Malta	7.6	(0.57)	7.8	(0.30)	8.0	(0.67)
Mexico	27.4	(2.62)	36.4	(2.26)	53.1	(5.31)
Norway	16.0	(3.02)	9.9	(0.39)	12.7	(0.81)
Poland	28.7	(8.87)	27.5	(4.46)	29.0	(1.21)
Portugal	21.1	(3.54)	19.8	(1.07)	35.3	(3.34)
Slovak Republic	12.4	(2.90)	9.9	(2.81)	9.6	(0.37)
Slovenia	7.7	(0.22)	9.3	(0.31)	14.0	(2.98)
Spain	23.8	(2.20)	22.1	(1.22)	26.2	(0.49)
Turkey	10.6	(1.07)	15.0	(0.76)	19.3	(2.95)
<b>TALIS average</b>	<b>17.6</b>	<b>(0.80)</b>	<b>17.0</b>	<b>(0.41)</b>	<b>20.0</b>	<b>(0.41)</b>

Denotes categories that include less than 5% of teachers.

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*.


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Table A.8

### Amount of professional development undertaken by teachers in the previous 18 months (2007-08) – school characteristics

Average number of days of professional development undertaken by teachers in schools of different characteristics [among those teachers of lower secondary education who took some professional development]

	Teachers in public schools		Teachers in private schools		Teachers in schools in a village		Teachers in schools in a small town		Teachers in schools in a town		Teachers in schools in a city		Teachers in schools in a large city	
	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)	Mean	(S.E.)
Australia	8.9	(0.24)	9.2	(0.32)	10.1	(0.57)	9.4	(0.74)	9.0	(0.35)	8.8	(0.40)	9.0	(0.32)
Austria	11.0	(0.19)	10.2	(0.55)	11.3	(0.44)	10.2	(0.24)	12.1	(0.58)	11.2	(0.45)	11.3	(0.40)
Belgium (Fl.)	12.2	(1.31)	7.6	(0.34)	15.6	(4.07)	7.7	(0.46)	9.1	(0.86)	10.3	(0.88)	a	a
Brazil	21.1	(0.91)	19.0	(1.36)	22.8	(3.01)	19.5	(1.18)	20.2	(1.42)	21.3	(1.23)	20.2	(1.19)
Bulgaria	30.9	(2.08)	20.5	(9.36)	27.5	(3.54)	32.9	(6.88)	32.1	(2.56)	30.6	(3.18)	30.2	(2.55)
Denmark	13.4	(0.49)	12.4	(0.99)	11.7	(0.98)	14.0	(1.45)	12.1	(0.77)	15.0	(1.37)	15.4	(1.74)
Estonia	14.2	(0.31)	14.9	(3.11)	13.9	(0.45)	14.1	(0.76)	14.8	(0.85)	14.3	(0.64)	a	a
Hungary	16.6	(0.50)	17.0	(0.81)	16.7	(1.17)	17.6	(1.06)	16.2	(1.04)	17.0	(0.91)	16.0	(0.81)
Iceland	14.3	(0.65)	6.9	(2.27)	13.3	(0.71)	14.9	(1.21)	15.4	(1.37)	13.3	(1.09)	a	a
Ireland	6.4	(0.33)	5.7	(0.35)	5.9	(0.45)	5.9	(0.40)	6.2	(0.57)	6.7	(0.97)	5.9	(0.51)
Italy	30.8	(1.20)	44.5	(7.40)	30.4	(2.91)	33.0	(2.38)	29.5	(1.48)	29.2	(2.43)	35.3	(3.84)
Korea	34.3	(0.76)	25.1	(1.29)	32.9	(2.74)	33.0	(2.12)	32.2	(1.58)	32.2	(1.43)	33.1	(0.94)
Lithuania	11.8	(0.22)	11.4	(1.58)	10.9	(0.32)	11.7	(0.54)	12.3	(0.53)	12.2	(0.38)	a	a
Malaysia	12.0	(0.33)	10.0	(1.45)	12.1	(0.60)	11.6	(0.47)	12.3	(0.96)	11.9	(1.04)	13.4	(0.41)
Malta	7.5	(0.34)	8.2	(0.36)	8.6	(0.78)	7.9	(0.33)	7.6	(0.54)	a	a	a	a
Mexico	35.3	(1.57)	44.0	(6.21)	30.6	(7.64)	38.6	(4.31)	35.6	(3.13)	32.2	(2.47)	38.4	(2.43)
Norway	10.7	(0.36)	7.1	(1.14)	11.8	(0.78)	10.4	(0.64)	10.6	(0.59)	8.7	(0.57)	a	a
Poland	29.0	(1.26)	27.9	(3.86)	26.5	(1.32)	31.7	(3.33)	28.1	(1.92)	29.7	(3.70)	45.1	(7.16)
Portugal	21.9	(1.22)	17.9	(1.49)	23.8	(2.18)	20.2	(2.00)	22.9	(1.74)	19.9	(3.23)	18.0	(3.57)
Slovak Republic	9.7	(0.39)	10.0	(1.19)	10.6	(1.07)	9.4	(0.66)	8.9	(0.46)	10.3	(1.19)	a	a
Slovenia	8.6	(0.21)	a	a	8.9	(0.42)	8.4	(0.29)	9.0	(0.63)	8.6	(0.73)	a	a
Spain	27.1	(0.62)	21.1	(0.79)	25.4	(1.50)	27.0	(0.88)	25.3	(0.86)	25.5	(1.28)	24.6	(1.18)
Turkey	15.0	(0.72)	14.9	(1.13)	15.1	(2.42)	17.4	(3.05)	14.9	(1.48)	14.4	(0.83)	15.8	(1.32)
<b>TALIS average</b>	<b>17.5</b>	<b>(0.18)</b>	<b>16.6</b>	<b>(0.66)</b>	<b>17.2</b>	<b>(0.50)</b>	<b>17.7</b>	<b>(0.46)</b>	<b>17.2</b>	<b>(0.28)</b>	<b>17.4</b>	<b>(0.34)</b>	<b>22.1</b>	<b>(0.44)</b>

a Denotes categories that include less than 5% of teachers.

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*.

StatLink <http://dx.doi.org/10.1787/607807256201>

Table A.9

### Types of professional development undertaken by teachers (2007-08)

Percentage of teachers of lower secondary education undertaking specified professional development activities in the previous 18 months

	Courses and workshops		Education conferences and seminars		Qualification programmes		Observation visits to other schools		Professional development network		Individual and collaborative research		Mentoring and peer observation		Reading professional literature		Informal dialogue to improve teaching	
	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)
Australia	90.6	(0.81)	64.0	(1.34)	11.7	(0.80)	22.2	(1.42)	60.1	(1.38)	36.6	(1.21)	48.6	(1.30)	82.4	(1.09)	93.7	(0.70)
Austria	91.9	(0.56)	49.2	(0.97)	19.9	(0.68)	10.3	(0.55)	37.6	(0.98)	25.9	(0.82)	18.4	(0.84)	89.4	(0.57)	91.9	(0.60)
Belgium (Fl.)	85.2	(0.89)	32.6	(1.33)	17.8	(0.83)	15.1	(1.06)	25.7	(1.05)	31.8	(0.87)	22.1	(0.92)	79.6	(0.98)	91.3	(0.71)
Brazil	80.3	(1.31)	61.0	(1.52)	40.8	(1.27)	32.5	(1.03)	21.9	(0.95)	54.7	(1.17)	47.5	(1.37)	82.5	(0.78)	94.2	(0.58)
Bulgaria	73.7	(2.07)	42.2	(3.44)	50.2	(2.56)	22.5	(2.03)	19.8	(2.22)	24.5	(1.73)	35.4	(3.01)	93.5	(0.96)	94.7	(0.70)
Denmark	81.2	(1.33)	41.6	(1.56)	15.4	(1.47)	10.4	(0.92)	43.5	(1.65)	52.3	(1.51)	17.5	(1.66)	77.3	(1.50)	90.4	(0.89)
Estonia	92.5	(0.66)	50.6	(1.29)	27.7	(0.96)	62.8	(1.37)	42.8	(1.16)	26.6	(1.00)	31.5	(1.35)	87.7	(0.85)	93.8	(0.58)
Hungary	68.7	(1.66)	39.9	(1.64)	26.1	(1.13)	34.6	(2.15)	43.7	(1.83)	17.0	(0.84)	46.7	(1.93)	88.4	(1.11)	79.1	(1.39)
Iceland	72.1	(1.30)	52.1	(1.25)	18.8	(1.02)	60.0	(1.27)	82.6	(1.11)	18.2	(1.08)	33.4	(1.16)	82.8	(1.05)	94.9	(0.65)
Ireland	85.7	(0.88)	42.0	(1.41)	11.4	(0.67)	7.6	(0.75)	51.1	(1.20)	26.3	(1.17)	18.2	(1.12)	60.3	(0.96)	87.4	(0.81)
Italy	66.3	(1.10)	43.5	(1.03)	10.8	(0.50)	16.0	(0.89)	20.0	(0.75)	56.5	(0.92)	27.4	(0.93)	66.2	(0.81)	93.1	(0.46)
Korea	85.0	(0.86)	46.9	(1.24)	27.5	(0.88)	66.8	(1.26)	39.6	(1.00)	50.1	(1.03)	69.4	(1.15)	52.5	(1.06)	90.0	(0.63)
Lithuania	95.7	(0.43)	67.6	(1.10)	43.9	(1.16)	57.1	(1.21)	37.6	(1.05)	48.1	(1.00)	39.7	(1.16)	93.5	(0.50)	96.7	(0.38)
Malaysia	88.6	(0.71)	32.4	(0.93)	22.0	(1.01)	30.0	(1.40)	47.8	(1.25)	21.7	(1.08)	41.8	(1.26)	61.5	(1.63)	95.7	(0.36)
Malta	90.2	(0.96)	51.8	(1.88)	18.1	(1.36)	14.8	(1.23)	39.0	(1.70)	37.4	(1.85)	16.5	(1.19)	61.1	(1.90)	92.3	(1.05)
Mexico	94.3	(0.57)	33.1	(1.23)	33.5	(1.21)	30.5	(1.30)	27.5	(1.13)	62.9	(1.05)	38.1	(1.37)	67.4	(1.05)	88.9	(0.86)
Norway	72.5	(1.40)	40.4	(1.61)	17.6	(0.71)	19.1	(1.49)	35.3	(1.55)	12.3	(0.72)	22.0	(1.50)	64.1	(1.12)	94.0	(0.57)
Poland	90.8	(0.77)	64.3	(1.18)	35.0	(0.95)	19.7	(0.84)	60.7	(1.43)	40.0	(1.08)	66.7	(1.40)	95.2	(0.46)	95.8	(0.36)
Portugal	77.0	(0.91)	51.6	(1.31)	29.5	(0.87)	26.4	(1.03)	15.0	(0.82)	47.1	(1.15)	14.6	(0.84)	73.3	(0.97)	94.2	(0.49)
Slovak Republic	50.1	(1.45)	38.2	(1.38)	38.1	(1.28)	33.1	(1.41)	34.6	(1.46)	11.8	(0.83)	64.8	(1.27)	93.2	(0.64)	95.9	(0.48)
Slovenia	88.1	(0.70)	74.7	(1.05)	10.2	(0.65)	7.7	(0.58)	71.9	(1.38)	22.5	(0.97)	29.1	(0.87)	86.4	(0.73)	97.0	(0.35)
Spain	83.9	(0.86)	36.2	(1.10)	17.2	(0.62)	14.7	(0.75)	22.6	(0.84)	49.2	(0.96)	21.4	(1.00)	68.1	(0.93)	92.6	(0.49)
Turkey	62.3	(1.51)	67.8	(1.99)	19.2	(1.09)	21.1	(1.66)	39.4	(1.67)	40.1	(1.35)	32.2	(2.15)	80.6	(2.14)	92.8	(0.82)
<b>TALIS average</b>	<b>81.2</b>	<b>(0.23)</b>	<b>48.9</b>	<b>(0.32)</b>	<b>24.5</b>	<b>(0.23)</b>	<b>27.6</b>	<b>(0.26)</b>	<b>40.0</b>	<b>(0.28)</b>	<b>35.4</b>	<b>(0.24)</b>	<b>34.9</b>	<b>(0.30)</b>	<b>77.7</b>	<b>(0.23)</b>	<b>92.6</b>	<b>(0.14)</b>

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*.

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Table A.10

### Teachers who wanted to participate in more development than they did in the previous 18 months (2007-08)

Percentage of teachers of lower secondary education who wanted to take more professional development than they did in the previous 18 months, by certain teacher and school characteristics

	All teachers		Female teachers		Male teachers		Teachers aged under 40 years		Teachers aged 40+ years		Teachers with qualification below ISCED level 5A		Teachers with qualification at ISCED level 5A Bachelor degree		Teachers with qualification at ISCED level 5A Masters degree or higher		Teachers in public schools		Teachers in private schools	
	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)
Australia	55.2	(1.37)	57.9	(1.67)	51.3	(1.89)	59.0	(1.70)	52.5	(1.70)	24.6	(11.05)	55.0	(1.37)	58.9	(2.83)	55.5	(1.49)	54.8	(2.49)
Austria	44.7	(0.93)	46.0	(1.17)	41.9	(1.36)	48.8	(1.83)	43.5	(1.00)	40.3	(1.18)	41.8	(8.01)	51.9	(1.43)	43.9	(1.01)	53.4	(2.05)
Belgium (Fl.)	30.5	(0.98)	32.3	(1.40)	26.5	(2.50)	34.9	(1.22)	25.6	(1.34)	30.4	(1.02)	23.0	(3.04)	36.0	(3.42)	32.7	(1.17)	29.7	(1.36)
Brazil	84.4	(0.77)	85.9	(0.88)	80.5	(1.30)	85.8	(1.05)	82.6	(1.21)	86.4	(2.41)	83.9	(0.85)	83.3	(3.56)	84.8	(0.89)	83.6	(1.52)
Bulgaria	68.9	(1.77)	69.5	(1.62)	65.8	(4.77)	70.9	(2.83)	68.0	(1.87)	67.6	(4.25)	71.6	(3.98)	68.5	(2.33)	68.9	(1.78)	64.5	(12.29)
Denmark	47.6	(1.39)	49.6	(1.93)	44.8	(2.50)	47.3	(2.41)	47.8	(1.90)	18.0	(6.30)	47.8	(1.37)	52.9	(5.58)	48.0	(1.80)	45.8	(3.01)
Estonia	48.7	(1.07)	48.6	(1.16)	49.2	(2.38)	48.3	(1.90)	48.8	(1.26)	48.7	(2.89)	49.8	(1.74)	47.8	(1.49)	48.6	(1.10)	50.4	(9.40)
Hungary	40.2	(2.00)	39.9	(2.45)	41.0	(2.10)	41.1	(3.19)	39.6	(1.81)	39.3	(18.39)	38.6	(2.07)	44.6	(2.22)	40.1	(1.63)	40.3	(5.22)
Iceland	37.9	(1.47)	40.6	(1.93)	32.0	(2.36)	36.3	(2.23)	39.0	(1.84)	36.5	(2.33)	39.4	(1.80)	32.9	(5.74)	37.5	(1.61)	35.0	(12.03)
Ireland	54.1	(1.37)	55.7	(1.54)	50.7	(2.56)	54.8	(1.87)	53.5	(1.61)	46.5	(5.83)	54.6	(1.45)	53.6	(2.85)	53.6	(2.28)	53.8	(1.81)
Italy	56.4	(0.98)	58.4	(1.08)	49.2	(1.78)	57.0	(1.85)	56.2	(1.07)	54.0	(2.38)	62.9	(3.09)	56.1	(1.07)	56.5	(1.03)	48.5	(5.20)
Korea	58.2	(1.16)	60.5	(1.28)	54.1	(1.92)	67.6	(1.57)	52.5	(1.53)	68.1	(13.27)	58.5	(1.42)	57.6	(1.72)	59.6	(1.41)	50.8	(3.98)
Lithuania	44.7	(1.10)	45.4	(1.12)	40.9	(2.80)	47.9	(1.79)	43.3	(1.28)	44.0	(2.18)	45.2	(1.40)	44.2	(1.84)	45.0	(1.10)	31.6	(6.43)
Malaysia	82.9	(0.95)	83.8	(1.10)	81.1	(1.30)	86.5	(1.12)	77.3	(1.28)	75.0	(2.21)	83.9	(1.05)	85.8	(2.12)	83.0	(0.97)	66.9	(11.42)
Malta	43.3	(1.79)	44.4	(2.33)	41.4	(3.10)	42.5	(2.22)	44.6	(3.04)	40.5	(4.26)	43.3	(1.99)	48.0	(5.52)	41.1	(2.44)	47.7	(2.04)
Mexico	85.3	(0.85)	86.3	(1.04)	84.1	(1.15)	88.0	(1.04)	83.3	(1.15)	80.8	(3.10)	86.1	(0.88)	86.6	(2.15)	85.7	(0.80)	84.8	(3.28)
Norway	70.3	(1.13)	72.5	(1.43)	67.1	(1.76)	70.3	(1.72)	70.4	(1.45)	52.6	(12.23)	71.1	(1.36)	68.6	(2.11)	70.6	(1.16)	72.9	(8.17)
Poland	43.6	(1.04)	45.1	(1.28)	38.9	(2.07)	49.5	(1.54)	37.3	(1.26)	40.7	(8.80)	47.5	(4.38)	43.3	(1.07)	43.5	(1.01)	45.2	(7.26)
Portugal	76.2	(0.91)	77.5	(1.04)	73.1	(1.56)	77.3	(1.22)	75.1	(1.43)	70.7	(4.35)	76.0	(0.99)	79.8	(2.52)	77.0	(0.98)	66.0	(3.51)
Slovak Republic	43.2	(1.34)	44.3	(1.37)	38.6	(2.98)	48.4	(1.90)	39.6	(1.78)	38.4	(7.68)	47.3	(15.00)	43.6	(1.40)	42.6	(1.35)	46.3	(3.89)
Slovenia	35.1	(1.18)	34.9	(1.23)	36.0	(2.38)	39.5	(1.82)	32.2	(1.36)	28.8	(1.48)	40.7	(1.50)	36.0	(7.85)	34.9	(1.14)	a	a
Spain	60.6	(1.02)	63.8	(1.28)	56.4	(1.43)	68.6	(1.59)	56.0	(1.29)	47.6	(3.83)	56.5	(2.53)	62.0	(1.16)	60.6	(1.23)	59.5	(2.31)
Turkey	48.2	(2.21)	51.3	(2.13)	44.8	(3.22)	51.2	(2.40)	37.2	(3.56)	26.2	(5.62)	48.8	(2.23)	58.8	(6.69)	48.4	(2.51)	41.6	(3.71)
<b>TALIS average</b>	<b>54.8</b>	<b>(0.27)</b>	<b>56.3</b>	<b>(0.32)</b>	<b>51.7</b>	<b>(0.49)</b>	<b>57.5</b>	<b>(0.40)</b>	<b>52.4</b>	<b>(0.36)</b>	<b>48.1</b>	<b>(1.47)</b>	<b>55.4</b>	<b>(0.85)</b>	<b>56.6</b>	<b>(0.74)</b>	<b>54.9</b>	<b>(0.31)</b>	<b>53.3</b>	<b>(1.26)</b>

Denotes categories that include less than 5% of teachers.

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*.


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Table A.11

**Teachers' high professional development needs (2007-08)**

Percentage of teachers of lower secondary education indicating they have a "High level of need" for professional development in the following areas and overall index of need

	Overall index of development need (Maximum=100) <sup>1</sup>		Content and performance standards		Student assessment practices		Classroom management		Subject field		Instructional practices	
	Index	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)
Australia	44	(0.35)	8.3	(0.64)	7.5	(0.60)	5.2	(0.52)	5.0	(0.53)	3.6	(0.40)
Austria	51	(0.31)	13.9	(0.69)	12.2	(0.53)	13.6	(0.64)	14.8	(0.59)	18.6	(0.75)
Belgium (Fl.)	47	(0.39)	12.0	(0.65)	15.6	(0.74)	12.1	(0.59)	17.5	(0.74)	14.1	(0.77)
Brazil	58	(0.55)	23.1	(1.31)	21.1	(1.15)	13.7	(0.98)	14.9	(1.06)	14.8	(1.06)
Bulgaria	50	(0.59)	25.7	(2.33)	16.1	(1.45)	12.7	(1.46)	21.2	(1.53)	18.3	(1.67)
Denmark	44	(0.59)	17.1	(1.25)	13.6	(0.97)	2.3	(0.55)	4.6	(0.54)	4.7	(0.57)
Estonia	55	(0.49)	17.7	(0.95)	10.4	(0.65)	13.4	(0.76)	22.6	(1.01)	18.2	(0.78)
Hungary	45	(0.51)	9.2	(0.55)	5.9	(0.51)	3.3	(0.36)	7.4	(0.64)	14.7	(0.81)
Iceland	52	(0.48)	7.3	(0.74)	14.3	(1.00)	11.6	(0.90)	10.3	(0.91)	8.2	(0.76)
Ireland	49	(0.48)	6.7	(0.52)	8.2	(0.77)	6.4	(0.59)	4.1	(0.49)	5.4	(0.60)
Italy	63	(0.30)	17.6	(0.69)	24.0	(0.83)	18.9	(0.84)	34.0	(0.75)	34.9	(0.89)
Korea	70	(0.30)	26.8	(0.92)	21.5	(0.79)	30.3	(0.91)	38.3	(0.96)	39.9	(0.91)
Lithuania	62	(0.41)	39.2	(1.01)	37.3	(1.03)	27.9	(0.96)	43.4	(0.89)	44.5	(0.90)
Malaysia	72	(0.64)	49.8	(1.59)	43.8	(1.43)	41.6	(1.41)	56.8	(1.53)	55.2	(1.47)
Malta	48	(0.57)	8.1	(1.00)	7.2	(0.82)	5.3	(0.78)	6.7	(0.86)	3.9	(0.60)
Mexico	50	(0.59)	13.7	(0.77)	15.0	(0.83)	8.8	(0.66)	11.0	(0.88)	12.3	(0.92)
Norway	55	(0.51)	12.9	(0.85)	21.9	(1.29)	7.7	(0.66)	8.6	(0.70)	8.2	(0.61)
Poland	49	(0.50)	11.9	(0.74)	12.8	(0.77)	17.6	(0.95)	17.0	(0.87)	17.5	(0.75)
Portugal	56	(0.31)	9.8	(0.62)	6.9	(0.51)	5.8	(0.47)	4.8	(0.43)	7.7	(0.54)
Slovak Republic	48	(0.56)	8.2	(0.66)	9.0	(0.57)	9.8	(0.81)	17.2	(0.96)	13.4	(0.89)
Slovenia	57	(0.35)	13.4	(0.67)	22.3	(0.89)	24.0	(0.79)	15.9	(0.78)	19.9	(0.80)
Spain	49	(0.44)	6.0	(0.38)	5.8	(0.42)	8.1	(0.57)	5.0	(0.47)	5.5	(0.39)
Turkey	43	(0.72)	9.8	(0.81)	9.2	(0.90)	6.7	(1.29)	8.9	(0.93)	9.0	(0.92)
<b>TALIS average</b>	<b>53</b>	<b>(0.10)</b>	<b>16.0</b>	<b>(0.20)</b>	<b>15.7</b>	<b>(0.19)</b>	<b>13.3</b>	<b>(0.18)</b>	<b>17.0</b>	<b>(0.18)</b>	<b>17.1</b>	<b>(0.18)</b>

	ICT teaching skills		Teaching special learning needs students		Student discipline and behaviour problems		School management and administration		Teaching in a multicultural setting		Student counselling	
	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)
Australia	17.8	(0.94)	15.1	(0.98)	6.6	(0.71)	5.9	(0.53)	4.0	(0.43)	7.3	(0.61)
Austria	23.8	(0.64)	30.3	(0.94)	32.6	(1.03)	3.9	(0.37)	10.0	(0.68)	13.1	(0.65)
Belgium (Fl.)	14.8	(0.72)	12.8	(0.76)	11.8	(0.71)	2.4	(0.31)	3.7	(0.46)	11.0	(0.68)
Brazil	35.6	(1.33)	63.2	(1.21)	26.5	(1.12)	20.0	(0.78)	33.2	(1.22)	20.7	(1.14)
Bulgaria	26.9	(1.58)	24.4	(1.47)	14.9	(1.82)	8.5	(0.95)	15.5	(2.35)	10.4	(1.30)
Denmark	20.1	(1.67)	24.6	(1.44)	9.8	(1.21)	3.9	(0.49)	7.1	(0.98)	5.5	(0.66)
Estonia	27.9	(0.91)	28.1	(0.95)	23.6	(1.02)	4.6	(0.37)	9.7	(0.77)	21.5	(0.95)
Hungary	23.0	(1.15)	42.0	(1.57)	31.2	(1.50)	3.4	(0.96)	10.7	(0.68)	8.4	(0.83)
Iceland	17.3	(1.08)	23.2	(1.16)	20.0	(0.97)	7.9	(0.84)	14.0	(0.92)	12.9	(0.86)
Ireland	34.2	(1.30)	38.3	(1.32)	13.9	(0.98)	11.8	(0.94)	24.3	(1.31)	24.9	(1.33)
Italy	25.8	(0.81)	35.3	(1.05)	28.3	(1.04)	8.6	(0.49)	25.3	(0.85)	19.7	(0.87)
Korea	17.7	(0.67)	25.6	(0.88)	34.6	(0.92)	10.8	(0.62)	10.4	(0.61)	41.5	(1.04)
Lithuania	36.1	(0.93)	25.4	(0.95)	24.3	(0.89)	9.8	(0.68)	9.8	(0.79)	18.6	(1.09)
Malaysia	43.8	(1.18)	25.9	(1.08)	41.6	(1.41)	29.9	(1.14)	30.3	(1.35)	35.1	(1.21)
Malta	22.8	(1.51)	34.4	(1.56)	10.5	(1.18)	12.9	(1.31)	14.0	(1.36)	15.8	(1.29)
Mexico	24.9	(1.09)	38.8	(1.27)	21.4	(1.04)	11.9	(0.71)	18.2	(0.93)	25.9	(1.12)
Norway	28.1	(1.19)	29.2	(1.04)	16.5	(0.93)	5.8	(0.57)	8.3	(0.75)	7.8	(0.63)
Poland	22.2	(0.90)	29.4	(1.28)	23.5	(0.94)	7.8	(0.57)	6.6	(0.58)	25.4	(1.01)
Portugal	24.2	(0.89)	50.0	(1.06)	17.4	(0.88)	18.2	(0.90)	17.0	(0.73)	8.5	(0.61)
Slovak Republic	14.8	(0.97)	20.1	(0.97)	19.2	(1.26)	4.8	(0.46)	4.6	(0.52)	7.9	(0.58)
Slovenia	25.1	(0.81)	40.4	(1.09)	32.0	(1.04)	7.0	(0.59)	9.9	(0.68)	21.1	(0.83)
Spain	26.2	(1.08)	35.8	(1.04)	18.3	(0.76)	14.2	(0.64)	17.5	(0.73)	12.0	(0.62)
Turkey	14.2	(0.85)	27.8	(1.70)	13.4	(1.44)	9.3	(0.78)	14.5	(1.10)	9.5	(1.16)
<b>TALIS average</b>	<b>24.7</b>	<b>(0.23)</b>	<b>31.3</b>	<b>(0.25)</b>	<b>21.4</b>	<b>(0.23)</b>	<b>9.7</b>	<b>(0.15)</b>	<b>13.9</b>	<b>(0.21)</b>	<b>16.7</b>	<b>(0.20)</b>

1. Index derived from aggregating the development need for each teacher over all of the aspects of their work: 3 points for a high level of need; 2 points for a moderate level of need, 1 point for a low level of need and no points for cases where teachers noted no development need at all. These were then aggregated and divided by the maximum possible score of 33 and multiplied by 100.

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*.


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Table A.12

### Support for professional development undertaken by teachers (2007-08)

Percentage of those teachers of lower secondary education who undertook professional development and received the following types of support

	Teacher contribution to the cost of professional development undertaken						Teacher received scheduled time		Teacher received salary supplement	
	Paid none of the costs		Paid some of the costs		Paid all of the costs		%	(S.E.)	%	(S.E.)
	%	(S.E.)	%	(S.E.)	%	(S.E.)				
Australia	74.5	(1.24)	24.3	(1.24)	1.2	(0.26)	85.5	(0.86)	5.5	(0.57)
Austria	43.7	(1.00)	49.7	(1.01)	6.6	(0.45)	89.0	(0.72)	11.7	(0.68)
Belgium (Fl.)	81.4	(1.32)	15.3	(1.10)	3.2	(0.46)	78.1	(1.63)	2.2	(0.49)
Brazil	54.8	(1.59)	26.9	(1.36)	18.3	(1.22)	56.2	(1.67)	10.9	(0.88)
Bulgaria	73.4	(2.06)	20.5	(2.16)	6.1	(0.68)	40.4	(1.88)	8.1	(0.91)
Denmark	77.3	(1.45)	16.3	(1.13)	6.4	(0.93)	71.8	(2.34)	9.2	(1.64)
Estonia	72.5	(0.98)	25.6	(0.93)	2.0	(0.28)	64.2	(1.37)	12.0	(0.88)
Hungary	71.5	(1.99)	20.5	(1.76)	8.0	(0.76)	44.4	(2.95)	5.9	(0.85)
Iceland	67.8	(1.34)	27.8	(1.42)	4.5	(0.61)	70.3	(1.39)	17.9	(1.24)
Ireland	79.3	(1.03)	17.5	(0.99)	3.2	(0.46)	94.7	(0.53)	5.8	(0.67)
Italy	68.7	(1.04)	13.7	(0.65)	17.6	(0.78)	30.9	(1.38)	9.6	(0.74)
Korea	27.1	(1.07)	58.5	(1.06)	14.4	(0.79)	24.3	(0.94)	19.8	(1.02)
Lithuania	65.2	(1.75)	30.0	(1.48)	4.8	(0.57)	69.1	(1.26)	6.5	(0.58)
Malaysia	43.5	(1.52)	52.7	(1.54)	3.9	(0.38)	88.6	(0.80)	2.5	(0.31)
Malta	87.1	(1.29)	10.6	(1.18)	2.2	(0.51)	78.2	(1.62)	48.7	(1.94)
Mexico	43.2	(1.31)	38.0	(1.12)	18.8	(1.14)	71.1	(1.52)	2.9	(0.45)
Norway	79.8	(1.14)	17.0	(1.05)	3.3	(0.44)	66.3	(1.56)	7.2	(0.74)
Poland	44.2	(1.30)	45.1	(1.12)	10.7	(0.85)	57.0	(1.68)	5.4	(0.61)
Portugal	50.3	(1.43)	25.2	(1.14)	24.5	(1.24)	25.1	(1.68)	2.0	(0.33)
Slovak Republic	70.4	(1.37)	24.1	(1.21)	5.5	(0.57)	69.2	(1.47)	28.3	(1.72)
Slovenia	85.3	(0.91)	13.7	(0.87)	1.0	(0.22)	79.3	(1.28)	29.7	(1.18)
Spain	54.8	(1.33)	29.6	(1.00)	15.6	(0.87)	29.5	(1.48)	3.3	(0.41)
Turkey	82.9	(1.87)	12.1	(1.90)	5.0	(0.95)	61.2	(2.96)	6.9	(1.19)
<b>TALIS average</b>	<b>65.2</b>	<b>(0.29)</b>	<b>26.7</b>	<b>(0.27)</b>	<b>8.1</b>	<b>(0.15)</b>	<b>62.8</b>	<b>(0.34)</b>	<b>11.4</b>	<b>(0.20)</b>

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*.


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Table A.13

### Frequency of mentoring and induction programmes (2007-08)

Percentage of teachers of lower secondary education whose school principal reported the existence of induction processes and mentoring programmes for teachers new to the school

	Existence of formal induction process in school						Existence of a mentoring programme or policy in school					
	Yes, for all teachers new to the school		Yes but only for those in their first teaching job		No formal induction process		Yes, for all teachers new to the school		Yes but only for those in their first teaching job		No formal mentoring process	
	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)
Australia	93.1	(2.41)	5.6	(2.21)	1.3	(0.96)	70.4	(4.59)	23.8	(4.27)	5.8	(1.84)
Austria	32.1	(3.15)	23.6	(2.61)	44.3	(2.99)	23.0	(2.73)	23.0	(2.64)	54.1	(3.24)
Belgium (Fl.)	94.4	(1.69)	3.9	(1.21)	1.7	(1.08)	90.5	(2.08)	8.8	(2.02)	0.7	(0.49)
Brazil	19.8	(2.38)	6.5	(1.42)	73.7	(2.46)	17.7	(2.11)	11.7	(2.03)	70.7	(2.91)
Bulgaria	53.2	(4.94)	30.7	(6.13)	16.2	(3.85)	29.6	(3.95)	53.5	(4.87)	16.9	(3.51)
Denmark	47.7	(5.22)	23.5	(4.51)	28.8	(3.81)	62.6	(4.52)	27.0	(3.77)	10.4	(2.65)
Estonia	23.1	(3.68)	59.1	(4.19)	17.8	(3.14)	25.8	(3.49)	64.9	(3.81)	9.2	(1.98)
Hungary	34.8	(5.06)	46.4	(5.26)	18.8	(3.46)	44.8	(4.50)	44.2	(4.68)	11.0	(2.40)
Iceland	72.8	(0.17)	15.7	(0.13)	11.5	(0.12)	44.7	(0.17)	48.4	(0.16)	6.9	(0.04)
Ireland	83.7	(3.67)	7.2	(2.68)	9.0	(2.64)	63.8	(4.21)	10.7	(2.44)	25.5	(4.10)
Italy	36.6	(2.87)	34.4	(2.91)	29.0	(2.81)	26.3	(2.70)	61.3	(2.99)	12.4	(2.16)
Korea	33.6	(3.33)	49.8	(3.75)	16.6	(3.03)	26.8	(3.76)	44.3	(4.37)	29.0	(4.18)
Lithuania	17.1	(2.61)	14.0	(2.49)	68.9	(3.26)	29.0	(3.59)	50.6	(4.08)	20.4	(3.13)
Malaysia	43.0	(3.62)	40.9	(4.00)	16.2	(2.87)	45.0	(3.71)	38.1	(3.82)	16.9	(2.61)
Malta	25.3	(0.17)	11.8	(0.11)	62.9	(0.18)	22.4	(0.18)	12.3	(0.12)	65.3	(0.20)
Mexico	22.7	(3.35)	14.7	(2.91)	62.6	(3.94)	19.2	(3.47)	20.4	(3.52)	60.5	(4.14)
Norway	29.9	(3.83)	18.3	(3.25)	51.8	(4.27)	43.3	(3.85)	25.4	(3.67)	31.3	(3.67)
Poland	14.3	(3.13)	79.4	(3.63)	6.3	(2.15)	23.5	(3.97)	71.9	(4.32)	4.6	(1.87)
Portugal	73.1	(3.52)	4.2	(1.69)	22.7	(3.20)	41.3	(4.48)	20.4	(3.53)	38.3	(4.32)
Slovak Republic	62.1	(3.85)	35.5	(3.67)	2.4	(1.53)	26.4	(4.06)	71.3	(4.22)	2.4	(1.32)
Slovenia	41.1	(3.83)	51.5	(4.06)	7.4	(2.01)	23.5	(3.55)	64.6	(4.02)	11.9	(2.65)
Spain	20.9	(3.22)	15.7	(2.71)	63.4	(3.70)	17.6	(2.77)	18.1	(2.74)	64.3	(3.60)
Turkey	50.2	(5.27)	16.2	(4.04)	33.6	(5.10)	22.3	(4.85)	69.6	(5.51)	8.1	(3.22)
<b>TALIS average</b>	<b>44.5</b>	<b>(0.73)</b>	<b>26.5</b>	<b>(0.70)</b>	<b>29.0</b>	<b>(0.62)</b>	<b>36.5</b>	<b>(0.75)</b>	<b>38.4</b>	<b>(0.76)</b>	<b>25.1</b>	<b>(0.60)</b>

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*.


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Table A.14

## Reasons for not participating in more professional development (2007-08)

Percentage of teachers of lower secondary education who wanted more professional development and gave the following reasons for not undertaking more

	Reason for not undertaking more professional development											
	Did not have the pre-requisites		Too expensive		Lack of employer support		Conflict with work schedule		Family responsibilities		No suitable professional development	
	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)
Australia	3.2	(0.59)	32.6	(1.61)	26.5	(1.52)	61.7	(1.93)	27.6	(1.73)	40.5	(1.80)
Austria	2.6	(0.46)	18.0	(0.93)	9.3	(0.79)	41.5	(1.34)	29.0	(1.21)	64.2	(1.15)
Belgium (Fl.)	3.6	(0.86)	11.8	(1.33)	10.9	(1.40)	43.2	(1.69)	40.6	(1.70)	38.8	(1.73)
Brazil	5.1	(0.46)	51.0	(1.46)	24.6	(1.35)	57.8	(1.46)	18.4	(0.92)	27.0	(1.22)
Bulgaria	7.0	(1.61)	34.6	(2.41)	2.9	(0.47)	24.4	(1.46)	16.6	(1.22)	48.3	(2.35)
Denmark	1.8	(0.44)	29.6	(1.94)	38.3	(1.76)	23.7	(1.90)	15.4	(1.21)	42.1	(1.99)
Estonia	4.2	(0.62)	35.1	(1.59)	15.3	(1.30)	60.5	(1.65)	25.2	(1.35)	52.3	(1.61)
Hungary	5.6	(0.85)	46.9	(2.40)	23.0	(1.90)	40.3	(1.88)	24.5	(1.77)	25.9	(1.89)
Iceland	1.8	(0.70)	18.6	(1.61)	6.7	(1.18)	43.0	(2.41)	35.4	(1.99)	47.0	(2.36)
Ireland	5.5	(0.75)	12.2	(0.96)	13.9	(1.47)	42.6	(1.53)	29.4	(1.57)	45.2	(1.83)
Italy	5.1	(0.44)	23.5	(1.23)	5.8	(0.50)	43.1	(1.47)	40.8	(1.38)	47.2	(1.37)
Korea	11.9	(0.95)	19.9	(0.98)	8.7	(0.93)	73.3	(1.26)	32.7	(1.30)	42.2	(1.28)
Lithuania	7.7	(0.90)	25.7	(1.45)	15.9	(1.19)	46.7	(1.63)	26.4	(1.20)	53.2	(1.60)
Malaysia	28.4	(1.38)	22.2	(1.41)	13.7	(1.14)	58.9	(1.30)	31.3	(1.32)	45.9	(1.25)
Malta	4.7	(1.06)	18.4	(2.06)	10.2	(1.73)	38.8	(2.37)	45.4	(2.85)	40.5	(2.84)
Mexico	17.2	(1.07)	49.0	(1.44)	21.1	(1.01)	48.7	(1.31)	37.4	(1.29)	20.3	(0.97)
Norway	2.5	(0.38)	31.6	(1.36)	26.4	(1.79)	50.4	(1.44)	26.5	(1.37)	30.0	(1.36)
Poland	3.4	(0.51)	51.2	(1.72)	12.3	(1.20)	40.7	(1.90)	32.6	(1.63)	38.7	(1.84)
Portugal	6.5	(0.63)	36.3	(1.14)	10.4	(0.66)	65.5	(1.26)	35.6	(1.28)	48.2	(1.23)
Slovak Republic	9.5	(0.96)	18.8	(1.48)	12.8	(1.32)	38.2	(1.95)	20.6	(1.35)	58.0	(1.81)
Slovenia	3.7	(0.74)	35.9	(1.57)	18.2	(1.48)	47.8	(1.75)	22.3	(1.25)	32.6	(1.52)
Spain	6.7	(0.67)	19.2	(0.99)	6.3	(0.66)	50.3	(1.23)	48.4	(1.43)	38.4	(1.25)
Turkey	16.9	(2.03)	12.4	(1.48)	11.9	(1.51)	34.7	(3.47)	31.2	(2.68)	46.6	(2.22)
<b>TALIS average</b>	<b>7.2</b>	<b>(0.19)</b>	<b>28.5</b>	<b>(0.32)</b>	<b>15.0</b>	<b>(0.27)</b>	<b>46.8</b>	<b>(0.37)</b>	<b>30.1</b>	<b>(0.33)</b>	<b>42.3</b>	<b>(0.36)</b>

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*.  
 StatLink <http://dx.doi.org/10.1787/607807256201>

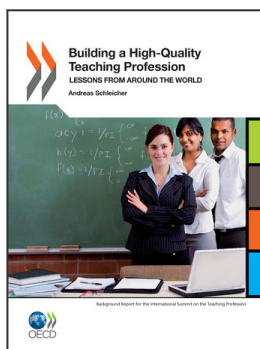
Table A.15

## Impact of different types of professional development undertaken by teachers (2007-08)

Percentage of teachers of lower secondary education reporting that the professional development undertaken in the previous 18 months had a moderate or high impact upon their development as teachers

	Courses and workshops		Education conferences and seminars		Qualification programmes		Observation visits to other schools		Professional development network		Individual and collaborative research		Mentoring and peer observation		Reading professional literature		Informal dialogue to improve teaching	
	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)	%	(S.E.)
Australia	78.5	(1.04)	67.6	(1.32)	78.6	(2.67)	72.2	(2.26)	73.5	(1.27)	85.8	(1.53)	72.5	(1.40)	66.4	(1.28)	86.0	(0.85)
Austria	75.7	(0.89)	55.5	(1.24)	89.0	(1.21)	61.0	(2.99)	68.6	(1.33)	88.4	(0.96)	72.7	(1.63)	82.4	(0.69)	84.9	(0.71)
Belgium (Fl.)	52.9	(1.26)	42.6	(1.82)	67.0	(2.01)	47.0	(2.84)	53.9	(1.92)	67.6	(1.52)	48.1	(2.64)	57.8	(1.20)	71.7	(1.05)
Brazil	76.1	(1.07)	72.9	(1.32)	89.9	(0.93)	67.5	(1.49)	73.4	(1.91)	80.9	(1.26)	65.8	(1.66)	82.6	(1.09)	76.5	(0.99)
Bulgaria	84.2	(1.58)	80.6	(1.67)	88.0	(2.06)	79.3	(3.00)	86.2	(1.83)	87.1	(1.70)	86.0	(1.68)	92.3	(1.21)	86.3	(1.20)
Denmark	86.0	(0.96)	82.9	(1.70)	96.8	(1.18)	83.6	(3.34)	88.1	(1.32)	94.6	(0.86)	78.7	(3.45)	84.9	(1.14)	92.8	(0.89)
Estonia	86.4	(0.74)	70.4	(1.52)	90.4	(0.99)	69.9	(1.27)	84.3	(1.06)	90.5	(1.04)	76.8	(1.58)	87.3	(0.70)	81.8	(0.94)
Hungary	86.0	(1.04)	78.2	(1.46)	93.1	(0.93)	81.4	(1.74)	84.8	(1.11)	93.8	(1.30)	91.1	(1.00)	92.6	(0.78)	92.9	(0.89)
Iceland	83.0	(1.13)	73.7	(1.75)	92.4	(1.76)	80.5	(1.37)	90.6	(0.85)	94.2	(1.70)	77.8	(2.09)	88.7	(0.97)	91.8	(0.85)
Ireland	81.9	(0.96)	74.5	(1.55)	92.5	(1.53)	81.0	(4.35)	78.7	(1.36)	86.8	(1.41)	71.3	(2.81)	71.0	(1.55)	83.0	(1.00)
Italy	81.9	(1.17)	78.5	(1.16)	86.8	(1.58)	82.6	(2.06)	86.6	(1.06)	95.1	(0.45)	89.6	(1.03)	90.9	(0.60)	90.6	(0.47)
Korea	79.2	(0.87)	75.1	(1.36)	84.2	(1.37)	65.2	(1.15)	85.4	(1.01)	89.9	(0.82)	69.5	(1.17)	77.4	(1.22)	85.8	(0.67)
Lithuania	91.4	(0.62)	83.2	(1.03)	88.2	(1.26)	90.7	(0.81)	90.0	(0.94)	91.4	(0.78)	85.2	(1.24)	96.2	(0.41)	92.0	(0.64)
Malaysia	94.4	(0.48)	89.1	(1.05)	95.0	(0.88)	87.6	(1.30)	90.3	(0.97)	88.8	(1.17)	89.9	(0.89)	86.4	(0.78)	92.2	(0.49)
Malta	73.9	(1.65)	70.0	(2.47)	94.4	(1.56)	69.8	(3.87)	75.2	(2.45)	89.8	(1.57)	67.8	(3.78)	78.1	(1.83)	84.3	(1.29)
Mexico	85.4	(0.77)	82.2	(1.54)	91.3	(1.03)	77.7	(1.65)	81.3	(1.69)	91.0	(0.69)	78.3	(1.59)	84.0	(0.98)	81.6	(0.92)
Norway	79.3	(0.96)	73.7	(1.46)	93.7	(1.24)	71.9	(2.39)	81.1	(1.83)	95.3	(1.39)	77.9	(2.62)	78.1	(0.93)	95.7	(0.44)
Poland	86.3	(0.73)	75.8	(1.31)	92.1	(0.97)	78.2	(2.29)	88.3	(0.91)	92.8	(0.90)	77.9	(1.11)	93.4	(0.49)	90.0	(0.70)
Portugal	82.8	(0.88)	73.0	(1.38)	87.0	(1.12)	67.4	(1.82)	80.7	(2.04)	94.0	(0.76)	87.6	(1.84)	78.9	(1.04)	88.1	(0.68)
Slovak Republic	75.5	(1.57)	75.9	(1.44)	83.0	(1.43)	66.0	(2.02)	78.0	(1.93)	83.8	(3.72)	78.6	(1.10)	88.8	(1.03)	85.9	(0.85)
Slovenia	83.3	(0.73)	78.6	(0.91)	80.2	(2.43)	77.3	(2.74)	64.1	(1.30)	89.9	(1.44)	76.1	(1.53)	81.5	(0.85)	87.0	(0.74)
Spain	76.5	(0.94)	71.8	(1.75)	73.1	(1.97)	76.2	(2.31)	81.5	(1.49)	89.9	(0.89)	81.1	(1.49)	74.4	(1.01)	80.2	(0.74)
Turkey	72.9	(1.78)	74.1	(1.65)	79.3	(3.77)	87.8	(1.99)	80.5	(1.43)	92.3	(2.11)	84.8	(1.77)	91.3	(1.17)	92.8	(1.01)
<b>TALIS average</b>	<b>80.6</b>	<b>(0.23)</b>	<b>73.9</b>	<b>(0.31)</b>	<b>87.2</b>	<b>(0.35)</b>	<b>74.9</b>	<b>(0.50)</b>	<b>80.2</b>	<b>(0.31)</b>	<b>89.3</b>	<b>(0.30)</b>	<b>77.6</b>	<b>(0.41)</b>	<b>82.8</b>	<b>(0.22)</b>	<b>86.7</b>	<b>(0.18)</b>

Source: OECD (2009), *Creating Effective Teaching and Learning Environments: First Results from TALIS*.  
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