# CONTENTS

Foreword \hspace{1em} v  
Acknowledgments \hspace{1em} xi  
About the Sponsoring Organizations \hspace{1em} xiii  
About the Lead Authors \hspace{1em} xv  
Online Documents and Videos \hspace{1em} xvii  

## Chapter 1 Teaching Policy Around the World
What Kinds of Policies Affect Teaching? 3  
Why Study International Teaching Policy? 5  
Why Study These Jurisdictions? 8  
What We Found 12  
Developing Both Teacher Quality and Teaching Quality 17  
Organization of This Book 19  

## Chapter 2 Contexts for Teaching and Learning Systems
Australia 22  
Canada 26  
Finland 32  
Shanghai 36  
Singapore 43  
Summary 47  

## Chapter 3 Recruiting and Preparing Profession-Ready Teachers
Recruiting the Best 50  
Financial Compensation 50  
Attractiveness of the Profession 53  
Selection Practices 55  
Preparing Professionals 61  
Preparation That Enables Professional Practice 68  
Induction 88  
Lessons Learned 100  

## Chapter 4 Developing High-Quality Teaching
Incentives and Infrastructure for Learning 107  
Time and Opportunity for Collaboration 111  
Curriculum Development and Lesson Study 116  
Teacher Research 123
## CONTENTS

*Teacher-Led Professional Development* 127  
*Feedback and Appraisal* 132  
*Lessons Learned* 146  

### Chapter 5  
**The Teaching Career and Leadership for the Profession** 149  
*Career Pathways* 150  
*Opportunities to Lead Professional Learning* 163  
*Recruiting and Developing School Leaders* 168  
*Lessons Learned* 182  

### Chapter 6  
**Perseverance in the Pursuit of Equity** 185  
*Resourcing Student Learning* 186  
*Recruiting and Supporting Teachers in High-Needs Schools* 193  
*Lessons Learned* 208  

### Chapter 7  
**Global Learning for Ongoing Improvement** 211  
*Policy Borrowing: Learning From Success* 212  
*New Horizons* 224  
*Conclusion* 232  

### Appendix A  
*Research Methodology* 241  

### Appendix B  
*Qilun Elementary School Lesson Plan* 243  

### Appendix C  
*Qibao Teaching Contest Evaluation Form* 249  

*References* 253  
*Index* 271