Focus to Flourish

Five Actions to Accelerate Progress in Learning

There has been tremendous progress toward ensuring that every child has access to school —and now that most children are in school, the focus must shift to ensuring universal learning, which requires fundamental changes.

Align Measure
Commit Support
Adapt

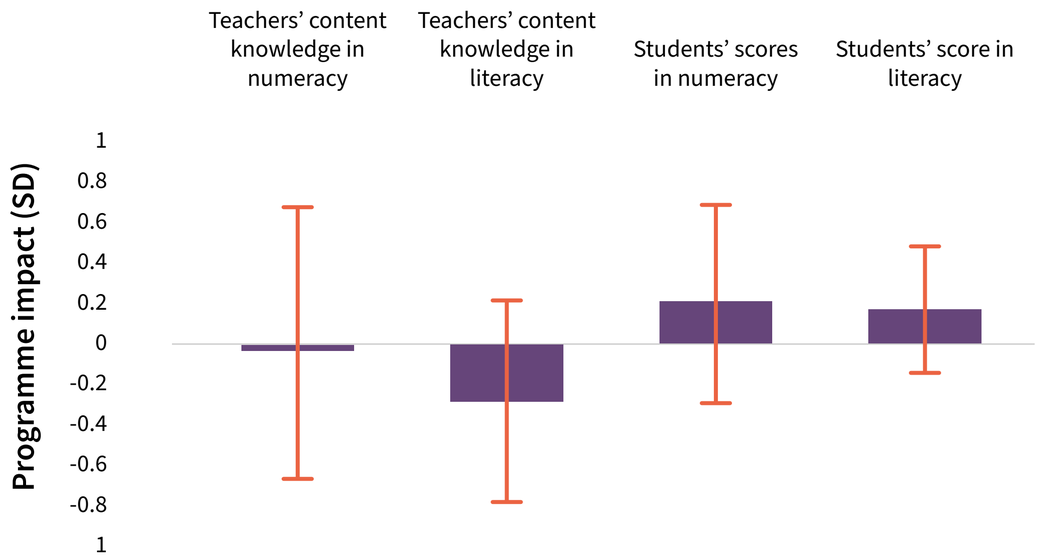
Support

teaching

RISE

In many education systems, neither teacher training nor teacher compensation support teaching that cultivates student learning

In Indonesia, a one-year pre-service teacher education programme had no impact on either teachers' or students' learning.



Source: Figures 2, 4, and 5 from Yusrina et al., 2022.
See also Revina et al., 2020.

In Punjab, Pakistan, teachers in the public sector earned higher salaries if they had more educational qualifications or more years of experience—but not if they made larger contributions to children's learning.

> **Higher quality teachers are not rewarded with higher salaries in the public sector.** This finding would be of limited interest if salaries were entirely determined through a "lock-step" schedule, but in fact, there is substantial room for salaries that reflect performance.
>
> Bau & Das, 2020, p. 86

Source: Bau & Das, 2020. See also de Ree et al., 2018; Leaver et al., 2021; and Filmer, Nahata, & Sabarwal, 2021.

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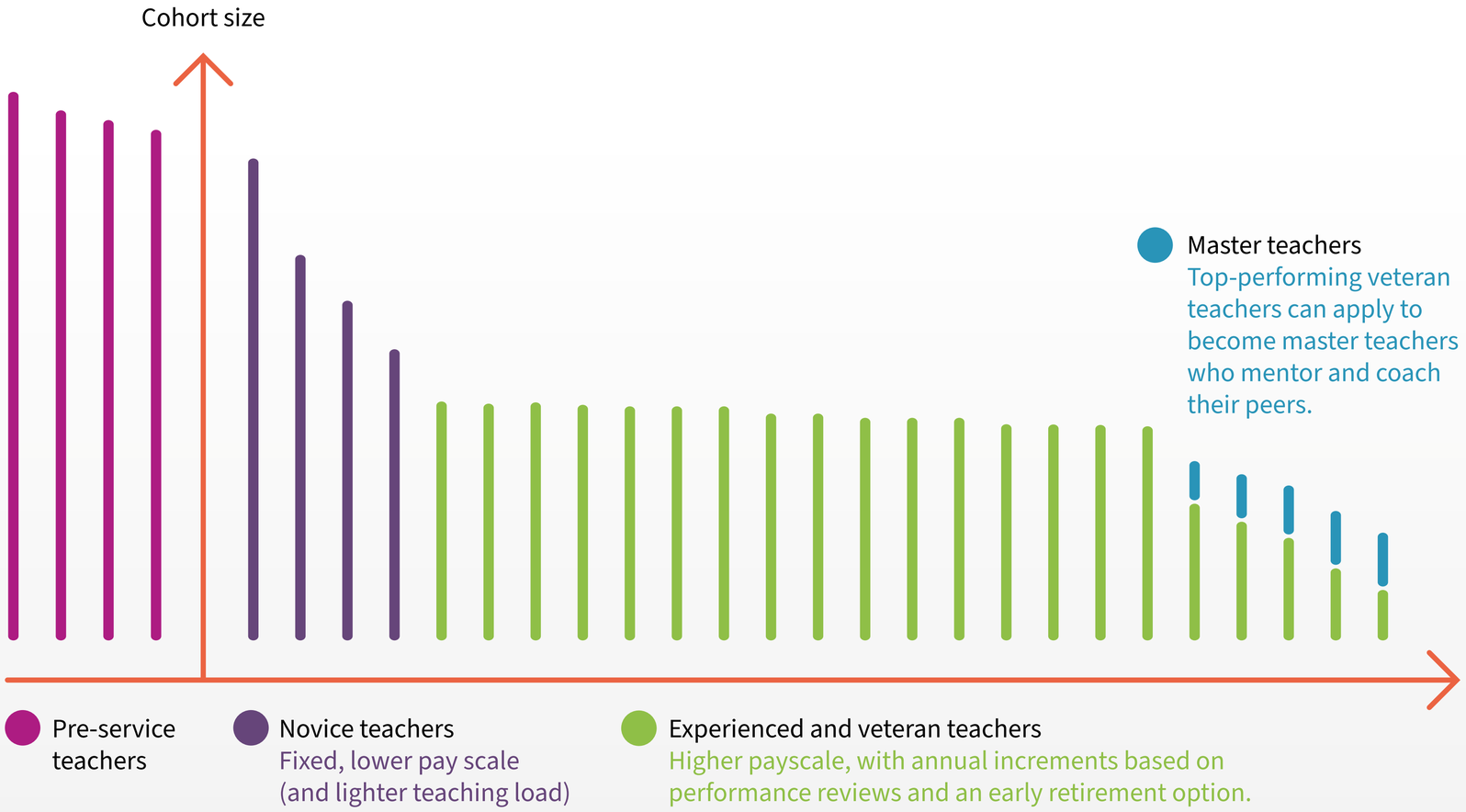
Teacher career structures may need to be reformed in order to attract, retain, and motivate quality teaching



Teacher career structures should incorporate:

- More support and more selectivity during the pre-service and novice phases
- Long-term employment for teachers who have demonstrated capability and commitment
- Compensation packages that appeal to the teachers who are most committed to children's learning

Source: Hwa & Pritchett, 2021.
See also Siddiqi, 2022; Huang et al., 2020; and Bano, 2022.

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Align Measure Commit Support Adapt

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RISE

Align Measure
Commit Support
Adapt

Commit to universal, early foundational learning

Measure learning regularly, reliably, and relevantly

Align systems around learning commitments

Support teaching

Adapt what you adopt as you implement

RISE