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## Things the U.S. Can Learn From Top Performers About Teacher Pay



### Start Competitive

Singapore's starting salary for teachers is roughly equivalent to the starting salary of other university-educated workers, and equivalent to that of engineers, and teachers start receiving a full monthly salary when they begin pre-service education.



### Provide Opportunities to Advance

In Ontario, teachers can increase their salary by earning additional qualifications. As a result, the salary curve for teachers rises more sharply than it does for other professions. After 10 years of teaching, teachers in Ontario are close to the 90th percentile of salaries for university-educated full-time workers.



### Don't Neglect Working Conditions

In Finland, teacher salaries are just under the average for college graduates. Nonetheless, because the status and working conditions of the occupation are so attractive, the vast majority of teachers who enter the profession stay in it. A national survey in 2013 found that only 1 in 10 Finnish teachers leaves teaching.