

# TEACHER AT A FOCUS

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# A TYPICAL TEACHER'S PORTRAIT IN LATVIA

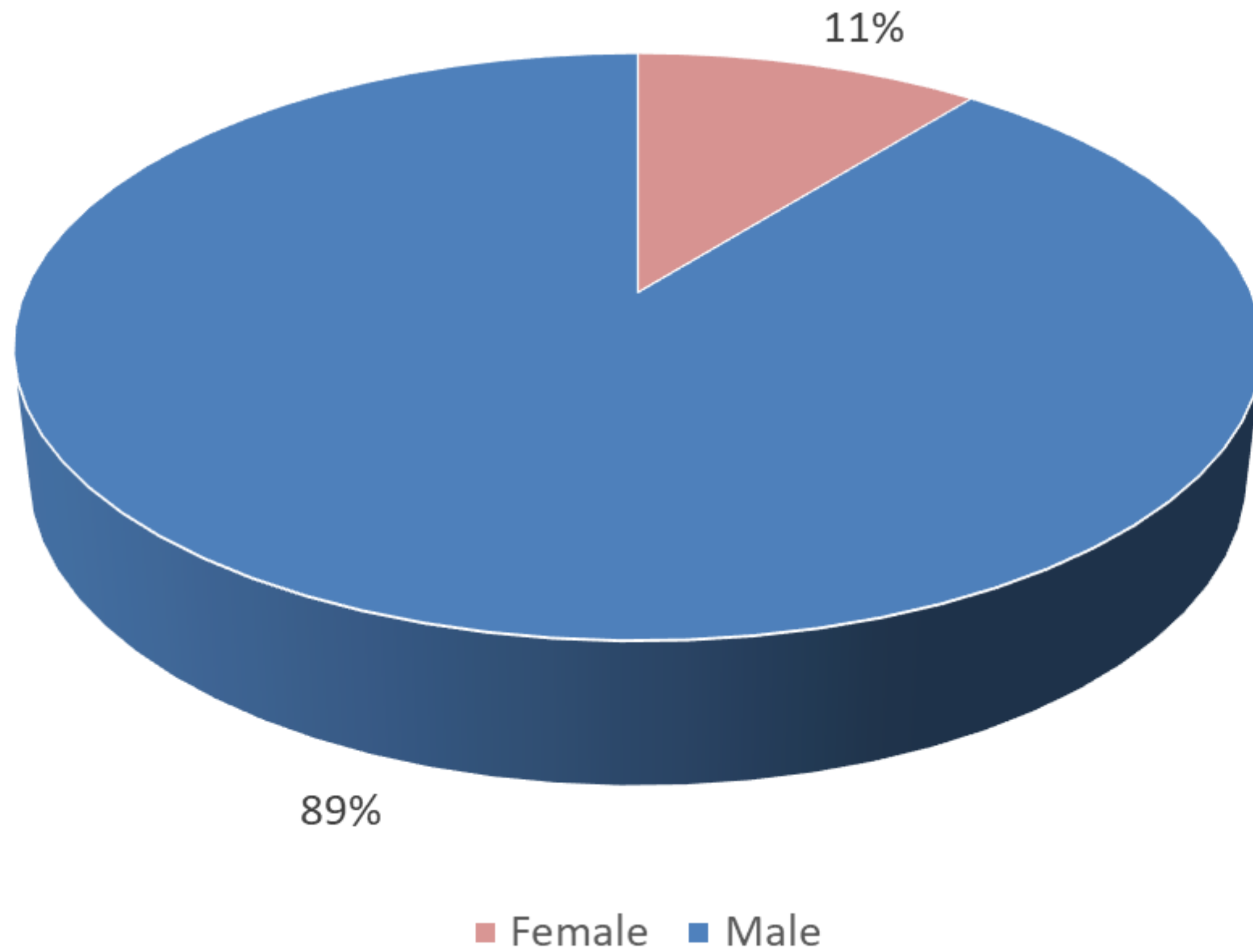
- 1 Female
- 2 49 yr young
- 3 Aprox 19 years in education
- 4 Works as a teacher in school for 0,7-0,8 load
- 5 Bachelor degree in pedagogy

# **TEACHER – A PROFESSION AND A MISSION**

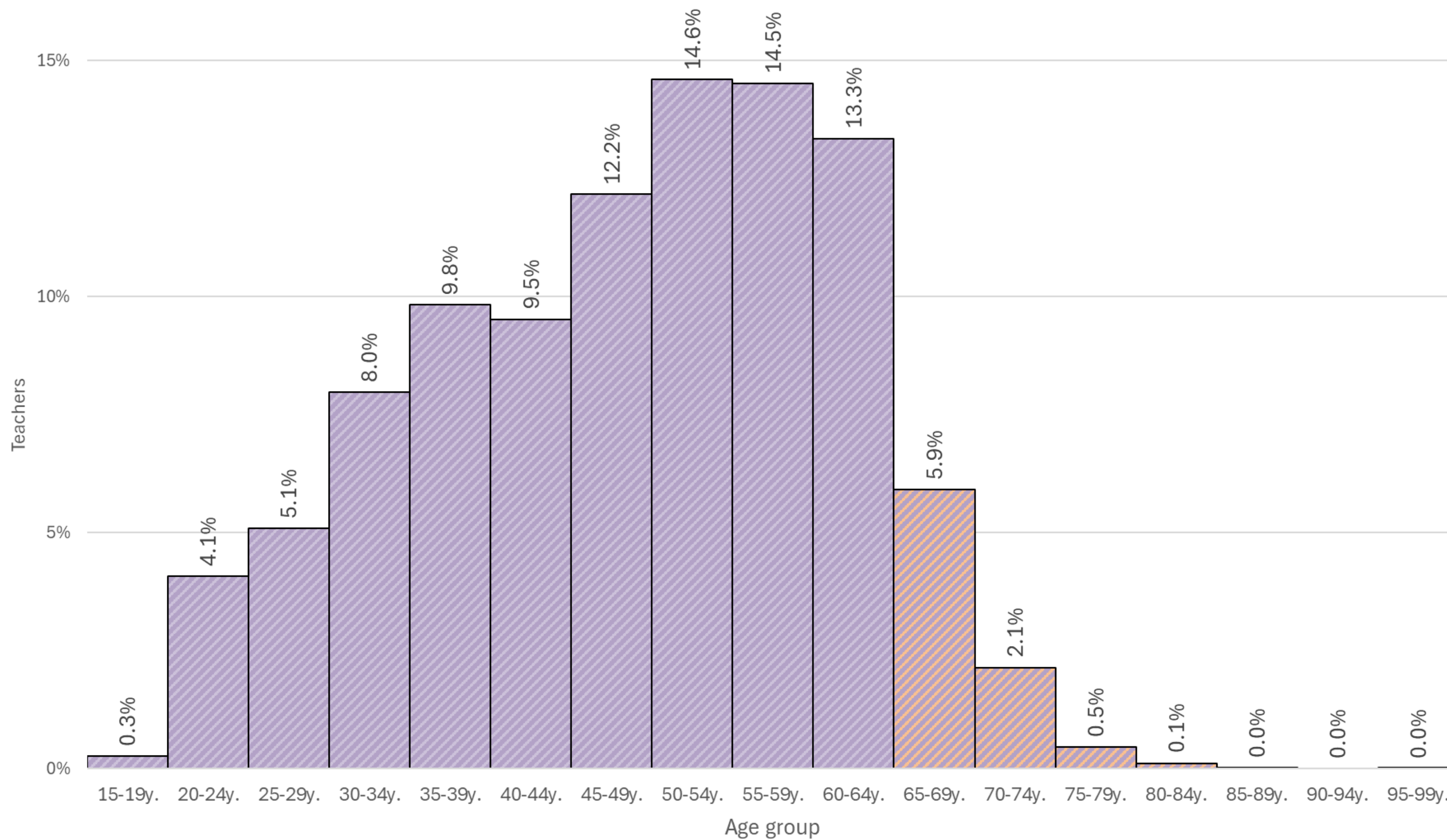
**Regulated profession standard**  
**Qualification requirements**  
**High level of operational regulation**

**Preschool Education TEACHER (EQF 5/6)**  
**Vocational Education TEACHER (EQF 5/6)**  
**Upper Secondary Education TEACHER (EQF 6)**  
**Lower Secondary Education TEACHER (EQF 6)**  
**Primary Education TEACHER (EQF 6)**  
**Special Education TEACHER (EQF 6)**

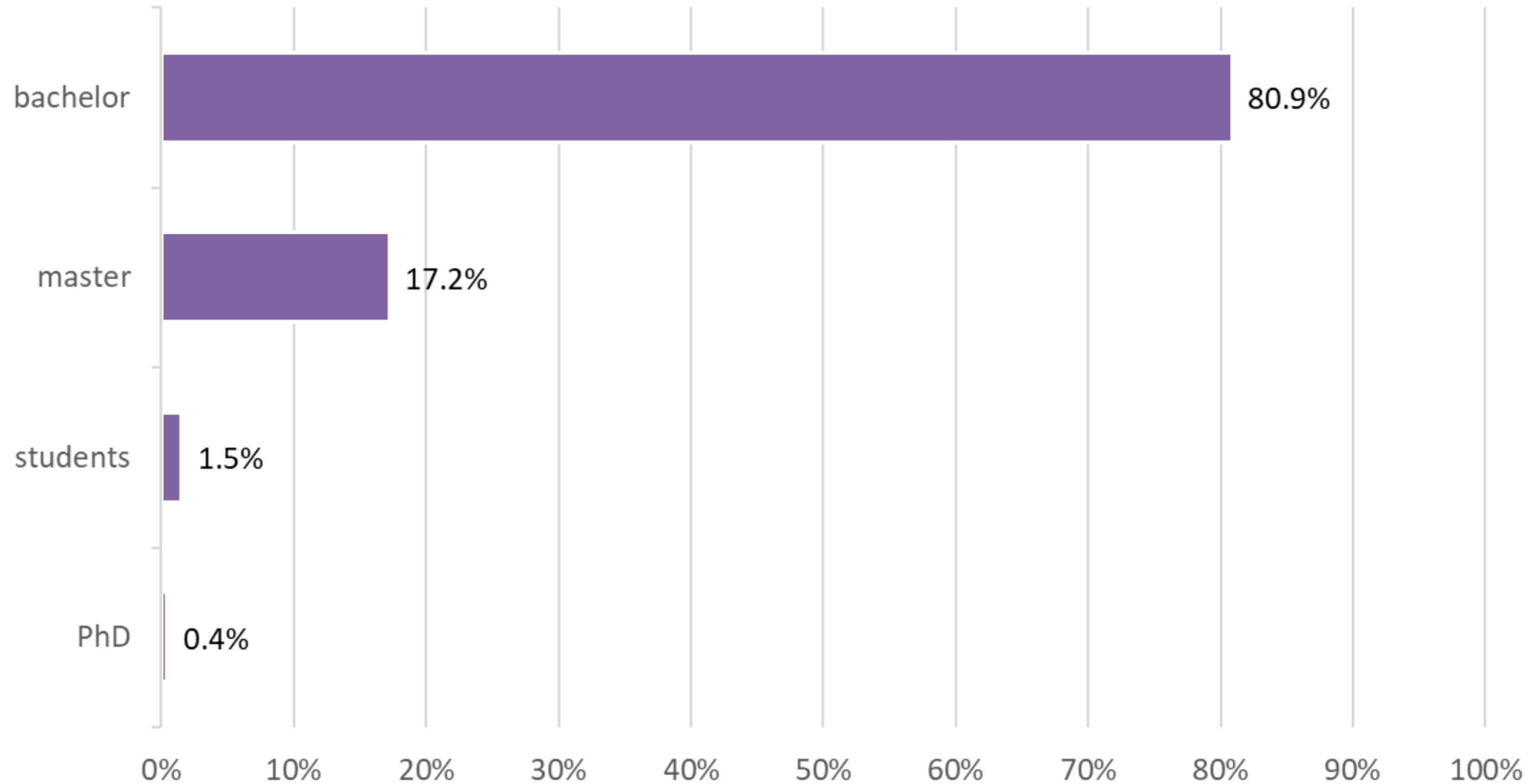
# Teachers by Gender



## Teachers by age 01.09.2024., %

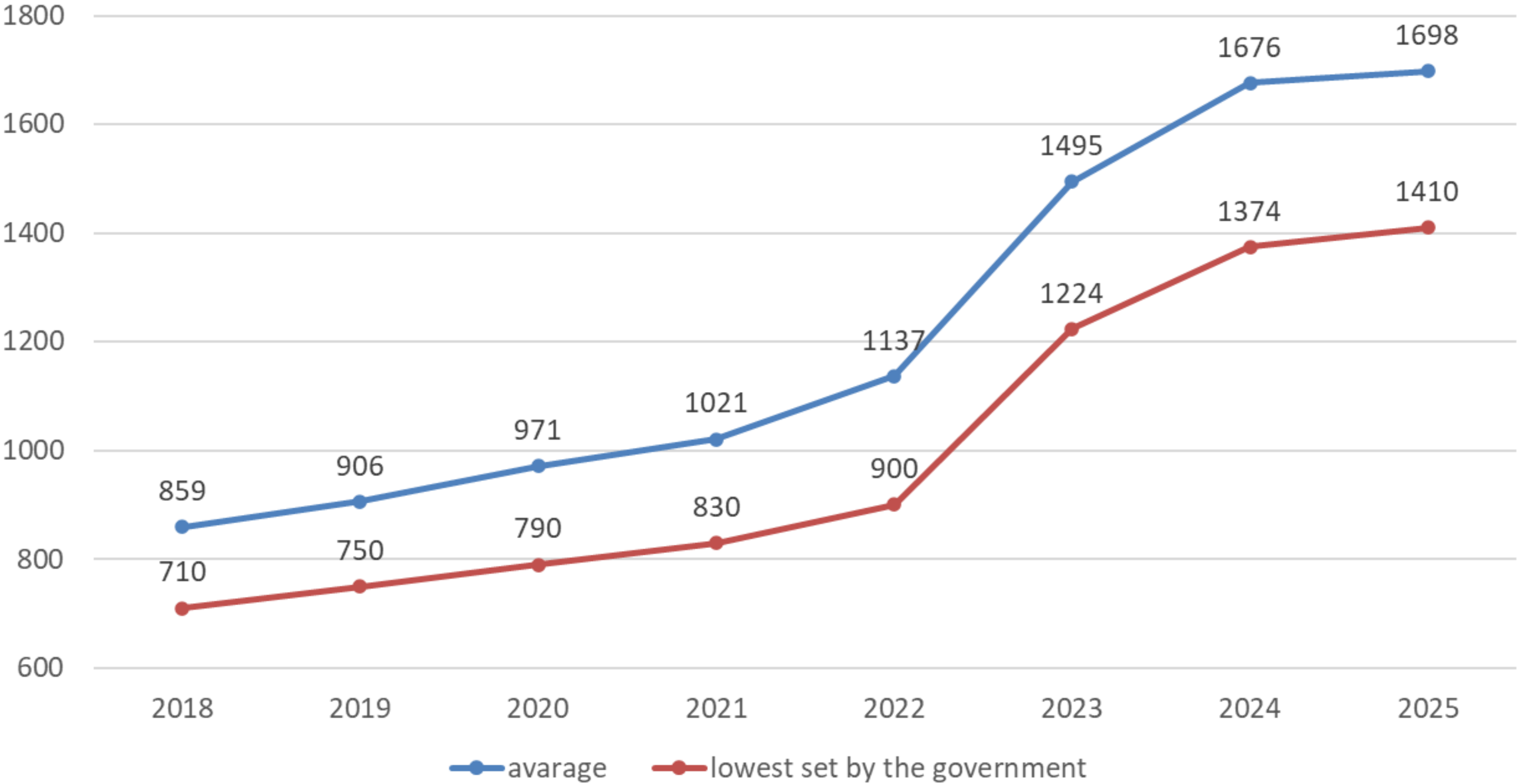


# Teachers by education degree

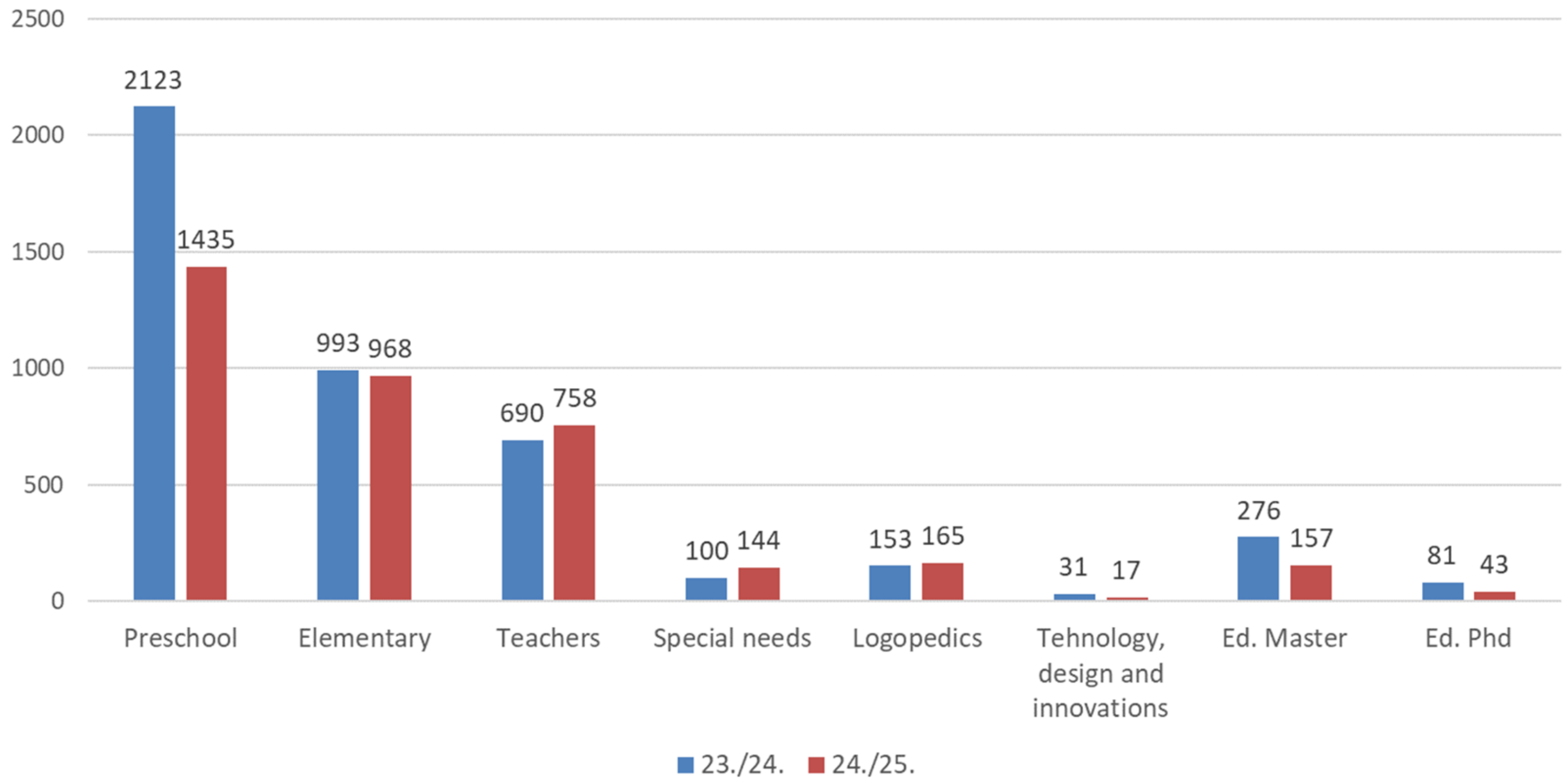


*Last year, a total of 81 teachers with PhD degrees worked in schools/pre-schools.*

# Class Teacher Salaries (full load)



## Teachers in Higher Education Training programs



# WHAT WORRIES OUR NEW TEACHERS

**Heavy workload in the first year**

**Parents' lack of trust, excessive interference**

**The microclimate within the existing staff/faculty**

**Lack of adequate mentoring**

**Availability of methodological resources and thematic plans**

**Short-term material incentives at the start of employment**

*Latvian Trade Union of Education and Science Employees, 2022*

# HOW WE EMPOWERING OUR TEACHERS

Health insurance

Various housing and transport support by municipality

Municipal scholarships

Study Honor scholarship

State-funded study places, even for part-time

Induction year support on-site

School internal environment

Municipal annual awards

Bonuses, monetary awards by schools

Vocation for two months per year

At least three weeks for professional development per year

Workload balancing

Increase in funding

Latvia's Teacher of the Year

Strong trade union