

Teachers Administrators



### Expert Teacher

To get promoted to this rank you should have:

- Previous rank of First Teacher.
- Taught for 12 years in the Ministry of Education schools.
- Hold a higher diploma (such as Master's or PhD) not less than one year since Bachelor's.
- Hold the Civil Service Bureau (CSB) Regulation Second level in the First (4 year University Degree or higher) category of the salary scale.
- Successful (pass) completion of 80 training hours of the in-service training program.
- Performance rating of Very Good or above for previous three years.
- Completed Enjaz/Achievement file (Self Evaluation, 360 Evaluations, Annual Achievements)
- Passing score of 60% or more of the professional test, professional abilities test, or both, conducted by the Training and Educational Supervision Department.
- Passing score of 50% or more of the Multilateral Assessment, related to the results of professional practice according to the Ranking Score Model.
- Must have authored at least one educational or academic field book, or published an educational process article in a scientific journal.

#### Benefits

- 65 % Increment from basic salary
- Weekly load 20 classes

Career Path Tracking Tool ©USAID Pre-Service Teacher Education in Jordan Activity

# Career Path Tracking Tool Fact Sheet

## OVERVIEW

According to the Pre-Service Teacher Education in Jordan activity's 2021 National Perceptions of the Teaching Profession survey, Jordanians do not regard the teaching profession among the prestigious careers for its low salaries, and limited advancement opportunities. Furthermore, prospective teachers and current educators do not have an effective resource about the requirements of this profession and its status quo, in addition to its path. Additionally, due to the absence of an integrated data-driven mechanism, Ministries and universities are unable to take proper actions improving the teaching profession's situation or take constructive recruitment and placement actions.

Therefore, in collaboration with the Ministry of Education (MoE) and the Ministry of Higher Education and Scientific Research (MoHSER), the activity is building an Online Career Path Tracking Tool (CPTT) to track the progress of Pre-Service Teacher Education graduates and their career paths and illustrate the in-demand subjects, the locations of need, in addition to the duration teachers spend in this profession, and ministries and universities will have tailored outreach, awareness, and engagement to future teachers by identifying and segmenting cross-sections of existing recruitment pools.

## GOALS

- Introducing predictability and scalability into the teacher hiring pipeline.
- Providing prospective teachers with the opportunity to visualize and plan their potential career paths.
- Supporting MoE's retention efforts of current through mapping out concrete professional growth opportunities
- Supporting both the MoE and the MoHESR in identifying teaching gaps and filling them, updating formal training plans.
- Encouraging flexibility and cross-functional and lateral career moves as a viable alternative to leaving the profession.

## ANTICIPATED RESULTS

- The CPTT will provide a comprehensive picture of the local education market to ministries and government agencies, enabling them to make data-informed decisions as part of a wider human resources strategy for teacher recruitment and retention, placing teachers into the best fitting positions.
- Access to real-time data, incentives and other strategies will encourage students to choose the teaching profession and improve career advice and mapping for prospective and current teachers.
- University partners can better prepare their students, the future teachers of Jordan, by using the CPTT in career counseling sessions to talk through different career paths and opportunities for career development.
- Students in pre-service programs will be empowered to chart their own professional careers, using the tool to see starting salary, required time in rank and the path to Leader Teacher, as well as opportunities to transition to other roles within the MoE.
- Education sector administrators from the MoE, MoHESR, Civil Service Bureau, Yarmouk University, University of Jordan, Mutah University and Hashemite University are trained in data sciences and prepared to take data-driven approaches in policy making to address the need to improve the teaching profession in Jordan.

### FOR MORE INFORMATION, PLEASE CONTACT

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