



## D7.3. The Teacher Wellbeing and Career Observatory

### Executive Summary

The Teacher Wellbeing and Career Observatory (TWCO), established by CARDET and the Institute of Development, aims to promote teacher wellbeing and career advancement across Europe. Through ongoing policy research, data collection, and collaboration with stakeholders, the TWCO seeks to advocate for teacher wellbeing and provide recommendations for policy and practice. Officially launched during the Final Conference of the ProW project in February 2024, the TWCO is now accepting partners to join various roles outlined in the report, and it is accessible through the website [www.twco.prowproject.eu](http://www.twco.prowproject.eu).

The Teacher Wellbeing and Career Observatory (TWCO) envisions high-quality education systems across Europe, where teachers are respected and thrive. The TWCO's objectives include promoting teacher wellbeing, advancing professional learning and career progression, establishing a Teacher Wellbeing & Career Index, conducting research and data collection, offering policy recommendations and advocacy, fostering collaboration and networking, and driving long-term systemic impact.

The Policy Research Agenda of the TWCO focuses on four key areas: teacher wellbeing, professional learning, career progression, and systemic factors influencing education. Prioritizing teacher wellbeing is emphasized, as supported educators create positive learning environments. Professional learning and career progression are vital for teachers' growth and effectiveness. Understanding systemic factors such as curricula, policies, and school leadership is crucial. The operational structure includes a Secretariat, Coordination Committee, Country Focal Points, and Policy Advisory Group, ensuring effective management, coordination, and policy guidance for the observatory's activities.

The pilot study aimed to adapt tools and frameworks tested and validated in partner countries to establish an Index for teacher well-being in Europe. The TWCO Index collects data on demographics, career progression, professional development, and wellbeing measures. It includes subjective wellbeing questionnaires, burnout assessments, and open-ended questions. Biennial reports will be generated from this data. Pilot testing included 599 teachers from Cyprus, Greece, and Romania.

The TWCO aims to continue its efforts beyond the ProW project, contributing to its aims and objectives in alignment with its vision, mission, and objectives. Through collaborative efforts and sustained engagement, it seeks to bring about positive change in education systems and support the wellbeing and career progression of teachers across Europe. To fundraise effectively for the TWCO, a multifaceted approach is essential. Strategies include seeking grants from foundations and governmental programs, engaging corporate sponsorships aligned with education and CSR, utilizing crowdfunding platforms, forming academic partnerships, organizing fundraising events, and launching targeted campaigns. Tailored messaging emphasizing the importance and impact of TWCO's work is crucial to engage potential funders successfully. An open call invites organizations and individuals to join as Country Focal Points, teacher education institutions, or individual educators and researchers. Benefits include networking opportunities, access to funding, collaboration on research and capacity-building programs, opportunities for publications and presentations, involvement in policy reforms, and contributing to the improvement of the teaching profession and education quality. Country Focal Points play a vital role in shaping discussions and initiatives at the national level.

