INDICE

Foreword	V
Acknowledgments	vii
Executive summary	ix
1. Introduction	1
2. Review of the literature on secondary teacher and principal	
recruitment, retention, and retracting	3
Introduction to the literature review	
Teacher supply and demand	4
Teacher recruitment	9
Teacher retention and attrition	12
Teacher deployment	17
Teacher remuneration	22
Teacher education	26
Teaching as a career: Morale, development, and support	30
Governance	31
Gender	35
School leaders: principals and head teachers	37
Summary of findings from the literature review	39
3. Field study of secondary teachers, principals, and	
decisionmakers	43
Introduction to the field study	
Recruitment and development of teachers	45
Conditions service	47
Teacher retention	50
Teacher professional development	52
Recruitment and training of principals	57
Special issues	58
Summary of findings from the field study	61
4. Recommendations	
Recommendations for strengthening the quality of teachers	63
Recommendations for strengthening the quality of principals (head	
teachers)	66
Recommendations for action on critical crosscutting issues	66
Recommendations for action on critical crosscutting issues Recommendations for further research on secondary teachers and	
Recommendations for action on critical crosscutting issues	66 68 69