

September 2008

Dear Colleagues:

We are pleased to present you with the *INEE Guidance Notes on Teacher Compensation in Fragile States, Situations of Displacement and Post-Crisis Recovery* (INEE Guidance Notes on Teacher Compensation). These Guidance Notes have been developed in a widely consultative manner to address a critical challenge to quality education, and as such, provide a suggested framework for compensating teachers. Intended for education authorities and staff within UN agencies, teachers unions, community-based organizations, NGOs and donors, the INEE Guidance Notes provide points for stakeholders to reflect upon as they plan and implement education programs. They are organised around the following three themes:

- Policy and Coordination of Teacher Compensation
- Management and Financial Aspects of Teacher Compensation
- Teachers' Motivation, Support and Supervision as Forms of Non-Monetary Teacher Compensation

With the pilot launch this month, all actors are invited to use the INEE Guidance Notes within their context and provide feedback. Piloting the INEE Guidance Notes will encompass not only using them but also giving feedback on their relevance and applicability in order to inform the final printed version. See the *Initial Feedback Form* on the back of this letter; please provide such feedback by 1 February 2009. At that time, the INEE Guidance Notes on Teacher Compensation will be reviewed once more before they are launched at the INEE Global Consultation, 31 March – 2 April 2009, in Istanbul, Turkey. For more information, go to: [www.ineesite.org/teachercomp](http://www.ineesite.org/teachercomp).

Several organisations have already expressed interest in using the INEE Guidance Notes in Afghanistan, Central African Republic, Chad, DRC, Kenya, Pakistan, Sierra Leone and Southern Sudan. If your organisation is interested in joining in this process to utilize the INEE Guidance Notes in one of these or in another country, please let the INEE Secretariat know immediately by emailing [info@ineesite.org](mailto:info@ineesite.org).

It is critical that discussions on teacher compensation be carried out in consultation with a wide variety of partners from the government as well as the humanitarian, education and development communities, including representatives from UN agencies and NGOs, donors, teachers unions and community education committees. Effective piloting of the INEE Guidance Notes on Teacher Compensation will therefore require working with multiple actors at education sector meetings, such as IASC Education Cluster meetings and education sector coordination and planning meetings, in order to introduce, disseminate and utilize them in a collaborative manner. Given the differences in teacher compensation issues and in potential solutions in different contexts, it is expected that there will be discussions about how to contextualize the guidelines in order to address context-specific issues in the piloting process.

Sincerely,

Co-sponsors of the Teacher Compensation initiative:

**INEE**, represented by Allison Anderson

**International Rescue Committee**, represented by Jennifer Sklar

**Save the Children Alliance**, represented by Eluned Roberts-Schweitzer

**UNESCO**, represented by Christopher Talbot

**UNHCR**, represented by Eva Ahlen

**UNICEF**, represented by Pilar Aguilar

**Women's Commission for Refugee Women and Children**, represented by Jenny Perlman Robinson

# INEE Guidance Notes on Teacher Compensation in Fragile States, Situations of Displacement and Post-Crisis Recovery

## INITIAL FEEDBACK FORM

Thank you for sharing your experience using the INEE Guidance Notes on Teacher Compensation. This feedback will inform an update of and strategy for promotion of these Guidance Notes. **Please fill in this questionnaire and return it to the INEE Secretariat at [info@ineesite.org](mailto:info@ineesite.org) by 1 February 2009<sup>1</sup>.** Please type your answers directly below each question and save your completed version on your computer prior to submitting it to INEE. Your feedback can be sent as one collaborative submission from a group of agencies working together on piloting OR it may be completed by a representative of one agency involved in the piloting.

Date:

Name:

Organisation and job title:

Address:

Phone/fax:

E-mail:

1. Have you or your organization used the INEE Guidance Notes on Teacher Compensation (yes or no)? If not, why?
2. Please list the ways in which you used the INEE Guidance Notes on Teacher Compensation. Be as specific as possible and include the ways (if any) in which you adapted the Guidance Notes to your context and to the work of your project/ organization/ coordination structure etc.
3. What challenges have you encountered while using the INEE Guidance Notes on Teacher Compensation and how did you overcome or work around them?
4. Can you share any lessons learned and/or examples of good practice from your experience using the INEE Guidance Notes on Teacher Compensation? What has been the impact of using the INEE Guidance Notes on addressing teacher compensation?
5. Based on your experience, what additional information and/or tools would make the INEE Guidance Notes on Teacher Compensation more relevant and easily applicable to addressing teacher compensation issues?
6. Please provide any additional comments or feedback on the INEE Guidance Notes on Teacher Compensation:

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<sup>1</sup> Additional information that you would like to share on the issue of teacher compensation, for example in the form of a longer case study, would be welcome and would be compiled and shared on the INEE website for wide readership. Contact: [info@ineesite.org](mailto:info@ineesite.org)