


PROFESSIONAL AUTONOMY

Use it or lose it!

Naptosa Conference

8 November 2022

 [pasi_sahlberg](#)

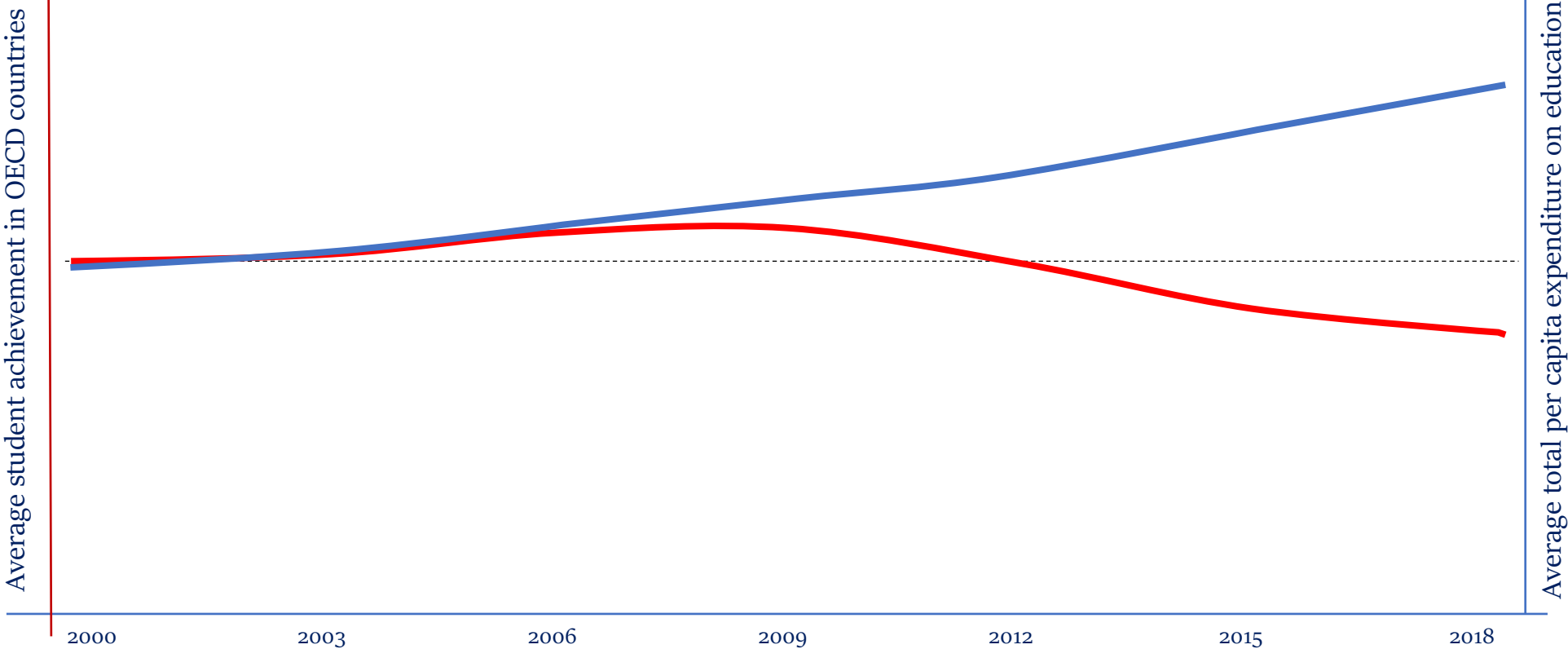


**Southern Cross
University**

The State of Global Education

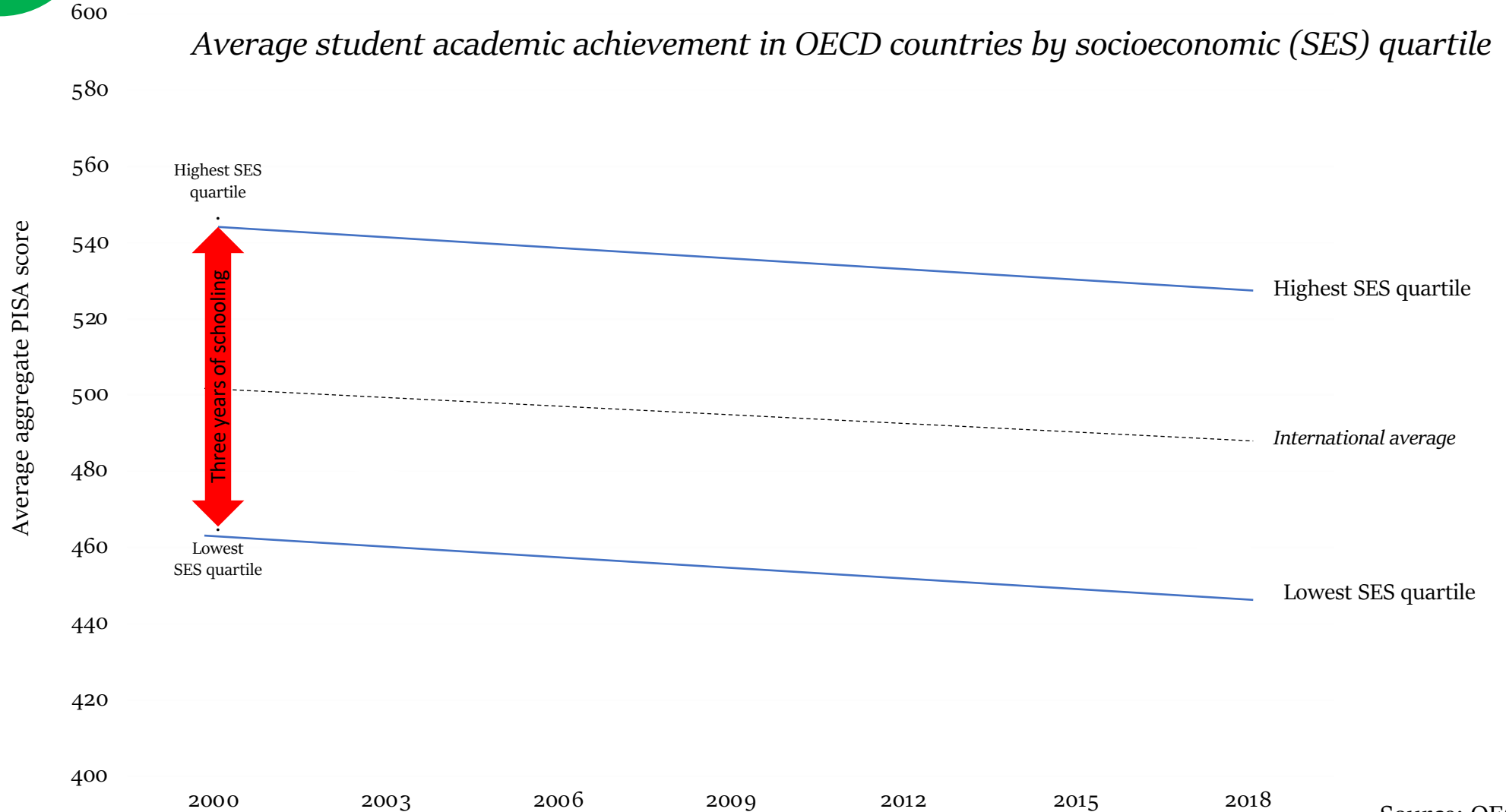
1

Education Outcomes vs. Spending



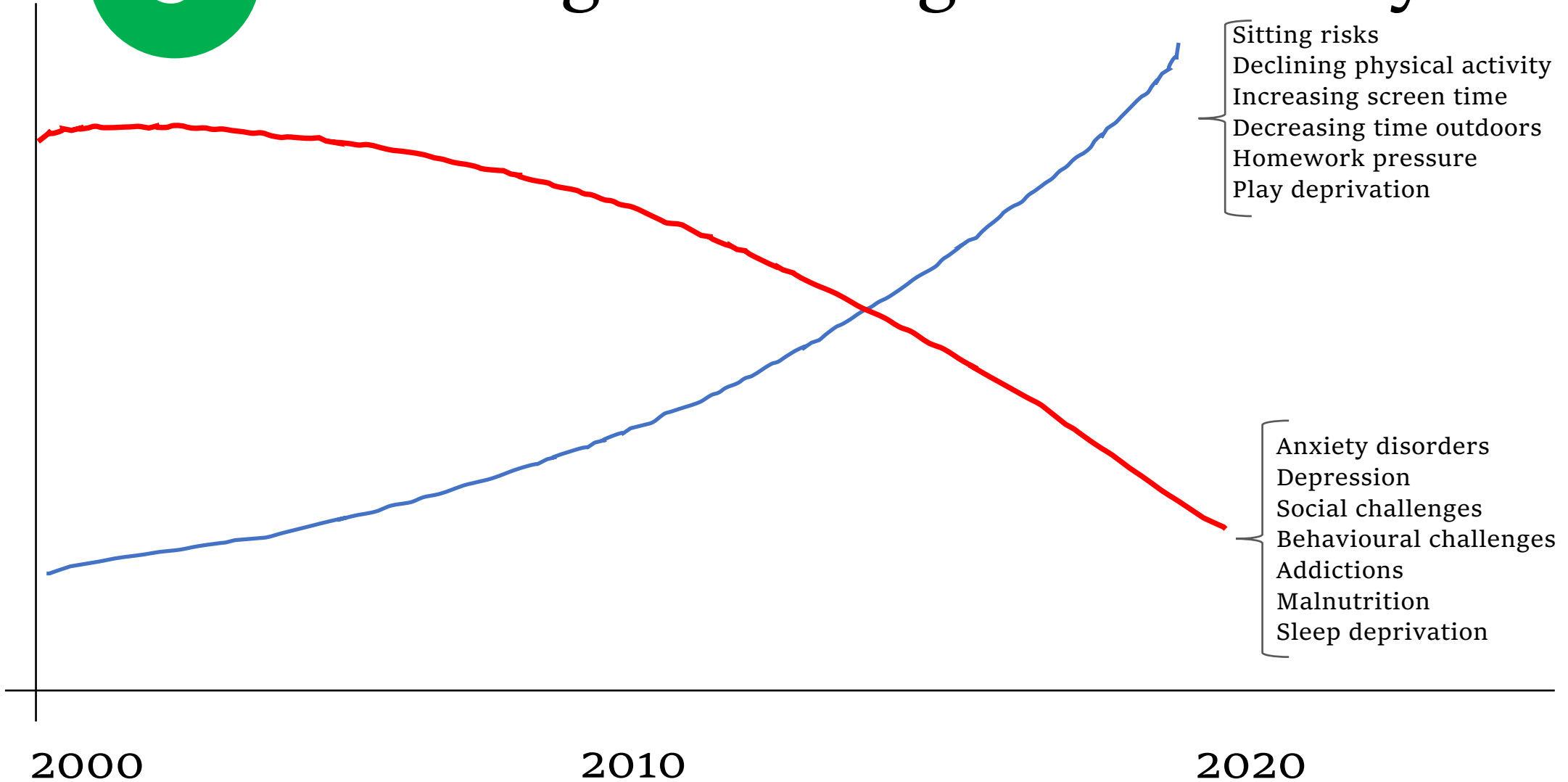
2

Large Inequalities



3

Declining Wellbeing vs. Sedentary Time



What does this mean?

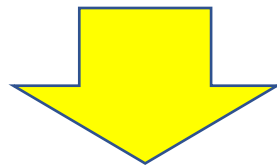
1. Wicked problems can't be solve using the same logic that created them.
2. Complex challenges require collective engagement of all stakeholders.
3. This means smarter professional autonomy and shared leadership.

Let's rethink professional autonomy
(in post-pandemic recovery)

TWO EXAMPLES

AUSTRALIA

Incoherent initial teacher education
Low public confidence in the teaching profession
De-professionalisation of teaching
Declining trust in teachers
Eroding professional autonomy



Teaching as craft

FINLAND

Academic initial teacher education
High public confidence in the teaching profession
Continuous professionalisation of teaching
High trust in teachers
Collective professional autonomy



Teaching as profession

Curriculum

The diagram consists of three colored ovals: a blue oval at the top left labeled 'Curriculum', a green oval at the top right labeled 'Assessment', and a yellow oval at the bottom left labeled 'Pedagogy'. Three red arrows point from each of these ovals towards the central text 'PROFESSIONAL AUTONOMY:'. The arrow from 'Curriculum' points down and slightly right. The arrow from 'Assessment' points down and left. The arrow from 'Pedagogy' points up and right.

Assessment

PROFESSIONAL AUTONOMY:

Freedom to make individual decisions and act in accordance with one's professional experience, knowledge, and judgement.

Pedagogy

Collaboration



COLLECTIVE AUTONOMY:

More freedom from bureaucracy, less autonomy from one another.

Improvement



Culture



Professional autonomy is not about avoiding accountabilities.

It is:

- Building moral purpose and collective responsibilities
- Enhancing creative problem-solving and systems flexibility
- Protecting and strengthening the teaching profession

Q: How can we solve the wicked problems?

A: Through collective professionalism.

Q: How can schools cope with uncertainty?

A: Through flexibility, creativity, and autonomy.

IN *Teachers* WE TRUST



**THE FINNISH WAY TO
WORLD-CLASS SCHOOLS**

PASI SAHLBERG

Author of Finnish Lesson

TIMOTHY D. WALKER

Author of Teach Like Finland

FOREWORD BY ANDY HARGREAVES

Thank you!
