

ŠVIETIMO,
MOKSLO IR SPORTO
MINISTERIJA

Teacher Attraction and Retention Plan for Lithuania

Following latest OECD *Education at a Glance* report

29 September 2026



The Ministry of Education, Science and Sport, in consultation with social partners, has developed a **2026-2028 action plan to attract and retain teachers.**

The goal is to systematically increase the recruitment of teachers through comprehensive measures, improve the quality of teacher preparation and support for early career development, improve teachers' working conditions, and enhance the competitiveness of the profession in the labor market.

The actions fall into two categories:



Attracting new teachers



Improving teachers' working conditions

Main directions



**Professional
safety and
psychological
well-being of
teachers**



**Faster entry into
the profession
and attracting
qualified
professionals to
schools**



**The attractiveness of
pedagogical studies
and the integration of
graduates into the
education system; the
position of student
trainee**



**Support and
mentoring of new
teachers**

Teachers' line



**TEACHER
SUPPORT LINE**

- Emotional support and legal consultations
- Support with stress, workplace conflicts, legal rights, and employment-related issues

The *Teacher Support Line* is scheduled to start operating 9 October 2026

Zero tolerance for violence in schools



Training for school principals on responding to cases of violence in schools, organizing and implementing intervention and preventive measures



Recommendations on the recognition of violence at schools and the implementation of anti-bullying programs are being reviewed and updated



National professional development programme for education professionals aimed at strengthening their social-emotional competencies

A faster and more flexible teaching career

ŠMSM



1.

The qualification category achieved by a teacher is also counted when the teacher acquires the right to teach another subject. For example, if a biology teacher-methodologist gains the right to teach chemistry, their qualification category would apply to both subjects.

2.

Highly qualified specialists—those with a master's or doctoral degree—will be able to start working as teachers and acquire a higher qualification category more quickly, which will lead to higher salaries.

3.

Teachers at an early stage of their careers will also be eligible to apply for higher qualification categories. Moreover, teachers who obtained a qualification category, then left their jobs, and returned to teaching after several or even more years will not lose their previously obtained qualification category.

More flexible pathways into teaching



Foreign languages can also be taught by native speakers or other individuals who speak the language at a high level

In schools lacking teachers with the necessary qualifications, EU foreign languages (English, German, French, Spanish) could also be taught by specialists from other fields who demonstrate advanced proficiency in the language—both native speakers with higher education and other individuals who can provide proof confirming proficiency in the relevant language at least at C1 level.

The teacher qualification must be acquired within two years from the start of working at the school, and subject competencies within four years.



- 1. Proposal to pilot digital tools aimed at reducing administrative burden.**



- 2.**

The Ministry of Education, Science and Sport, together with social partners, has formed a working group reviewing the legal acts regulating the activities of teachers and schools and will identify regulations and administrative requirements that should be repealed or amended.

Support for students

In the 2026–2027 academic year, the list of priority specializations in pedagogy studies, for which admitted students can apply for targeted support, has been expanded.

Scholarships are also available to students in three additional specializations:

English

Spanish

Social
Pedagogy



As before, the scholarship is also available to those admitted to other priority pedagogy **specializations**: Mathematics, Lithuanian language and literature, French and German languages, Physics, Chemistry, Biology, History, Geography, IT, Special Pedagogy, and Primary Education.

Differentiated support

***In 2026, the targeted support procedure for pedagogy students remains unchanged.**

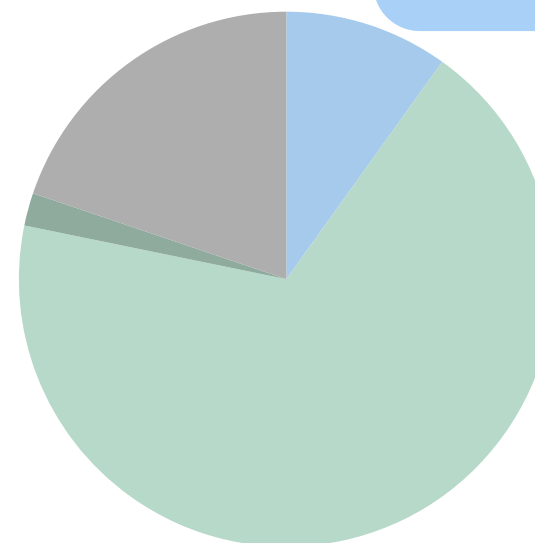
From 2027:

**1st year – 300 Eur / month,
2nd year – 300 Eur / month,
3rd year – 400 Eur / month,
final year – 500 Eur/month.**

It is important not only to attract students to pedagogy studies but also to ensure that graduates come to work in schools.

About 2,000 students are admitted to pedagogy studies.

In the first year, 10% dropped off.



About 70% come to work at the school.

Of these, 69% work in schools two years after finishing their studies.

Support for Early-Career Teachers

(from 2027)



During their first two years in the profession, new teachers will continue to receive support from their higher education institution. Graduates who take up a teaching position and sign an agreement with their university will benefit from mentoring provided by the institution, as well as a targeted state scholarship of EUR 200 per month.



Graduating students who enrolled before 2026 can also choose the currently offered 814 EUR support in their final year of study, provided that, as now, they commit to working at the educational institution for at least three years within a five-year period with at least a 0.7 full-time equivalent workload after graduation.

Teaching internship progra & Student teacher role



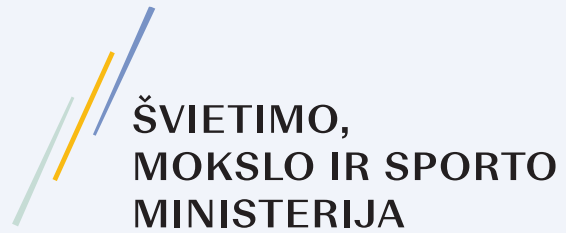
Mentorship is strengthened during pedagogical practice and in the first years of work.



National professional development program for new teachers' mentors.



New student teacher role.



**Respect teachers –
trust schools**

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