Abstract
This paper analyses the selection of teachers in basic and media education in Colombia under an adverse selection model. We monitor the teacher's wages and the institutional change, and the results of one of the contests for Medellin. The relative wages of attachment to the teaching profession are competitive, but the incentives are limited in time. In the analyzed contest the non-teaching professionals are going relatively well in the written tests, but lose that advantage in the analysis of their curriculum vitae and the interview, evidencing a high interference by local authorities in those results. We conclude that a change in management and valuation, as in the administration of both activities, delegating in independent institutions increase the efficiency.

Keywords
Adverse selection, teaching selection, incentives, wages, education quality. JEL Classification: A21, D82, J31.