

Provide flexible professional learning options

A suggestion for implementing the strategy 'Develop effective recruitment, induction, and PLD processes' from the Guide: [Teacher aide practice](#)

Includes:

- Offer options staff can personalise
- Allocate collaborative planning time
- Encourage teachers to model effective approaches
- Utilise the skills of your learning community
- Build knowledge across the curriculum
- Useful resources

Inclusive Education

From

Guide: [Supporting effective teacher aide practice](#)

Strategy: [Develop effective recruitment, induction, and PLD processes](#)

Suggestion: [Provide flexible professional learning options](#)

Date

05 July 2026

Link

inclusive.tki.org.nz/guides/supporting-effective-teacher-aide-practice/provide-flexible-professional-learning-options

Offer options staff can personalise

Match the learning preferences of support staff with the professional learning options you offer.

Be creative and partner with local networks.



Video hosted on Vimeo <http://vimeo.com/159137822>

Closed Captions

Source:

[Ministry of Education videos, teacher aide effective practice \(NZ\)](#)
<https://vimeo.com/album/3852400/>

[Inclusive Education](#)

From

Guide: [Supporting effective teacher aide practice](#)

Strategy: [Develop effective recruitment, induction, and PLD processes](#)

Suggestion: [Provide flexible professional learning options](#)

Date

05 July 2026

Link

inclusive.tki.org.nz/guides/supporting-effective-teacher-aide-practice/provide-flexible-professional-learning-options

Allocate collaborative planning time

For the teacher and TA partnership to be most effective, they need regular time for liaison and planning.

Consider:

- freeing up the teacher when the TA is available – have someone cover the class once a week to give the teacher and teacher aide time to meet
- enabling the TA to spend 15–30 minutes less time in the class to allow time to meet after or before school with the teacher
- supporting teachers and TAs on a rotation basis to meet during combined class activities (for example, during assembly).

Inclusive Education

From

Guide: [Supporting effective teacher aide practice](#)

Strategy: [Develop effective recruitment, induction, and PLD processes](#)

Suggestion: [Provide flexible professional learning options](#)

Date

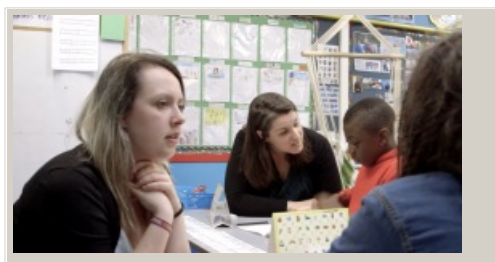
05 July 2026

Link

inclusive.tki.org.nz/guides/supporting-effective-teacher-aide-practice/provide-flexible-professional-learning-options

Encourage teachers to model effective approaches

Support teachers to create opportunities for in-depth learning within the context of the classroom.



Video hosted on Vimeo <http://vimeo.com/159143471>

Closed Captions

Source:

Ministry of Education videos, teacher aide effective practice (NZ)
<https://vimeo.com/album/3852400/>

[Inclusive Education](#)

From

Guide: [Supporting effective teacher aide practice](#)

Strategy: [Develop effective recruitment, induction, and PLD processes](#)

Suggestion: [Provide flexible professional learning options](#)

Date

05 July 2026

Link

inclusive.tki.org.nz/guides/supporting-effective-teacher-aide-practice/provide-flexible-professional-learning-options

Utilise the skills of your learning community

Take a community building approach to supporting professional learning.

Consider how you can:

- invite skilled staff to run workshops for their colleagues
- support attendance at cluster meetings at neighbouring schools
- support participation in networks related to their area of work
- set up buddying systems to share skills
- support visits to other classrooms or schools to observe practice.

Inclusive Education

From

Guide: [Supporting effective teacher aide practice](#)

Strategy: [Develop effective recruitment, induction, and PLD processes](#)

Suggestion: [Provide flexible professional learning options](#)

Date

05 July 2026

Link

inclusive.tki.org.nz/guides/supporting-effective-teacher-aide-practice/provide-flexible-professional-learning-options

Build knowledge across the curriculum

Create opportunities for teacher aides to learn more about:

- ✓ the New Zealand Curriculum
- ✓ subject areas and cross-curricular approaches
- ✓ understanding the needs/characteristics of students
- ✓ scaffolding and questioning approaches
- ✓ facilitating interaction with peers
- ✓ behaviour management strategies
- ✓ detailed understanding of lesson plans and learning objectives
- ✓ detailed understanding of teaching approaches needed for specific programmes such as literacy or numeracy support programmes
- ✓ how to ensure their presence or proximity to a student does not stigmatise the student with peers
- ✓ providing physical and personal care.

[Inclusive Education](#)

From

Guide: [Supporting effective teacher aide practice](#)

Strategy: [Develop effective recruitment, induction, and PLD processes](#)

Suggestion: [Provide flexible professional learning options](#)

Date

05 July 2026

Link

inclusive.tki.org.nz/guides/supporting-effective-teacher-aide-practice/provide-flexible-professional-learning-options

Useful resources



Teachers and teachers' aides working together: Module 7 – Understanding the New Zealand Curriculum

This resource includes a workbook and presentation for teachers and teacher aides to work through together to develop a shared understanding of The New Zealand Curriculum.

Publisher: Ministry of Education NZ

[Visit website](#)

This information was downloaded/printed from the Ministry of Education's website "Inclusive Education". Except where otherwise noted it is Crown Copyright 2018.

Information on the Inclusive Education website is regularly updated so we recommend you check the website version of this information to ensure it remains current.