

# Provide flexible professional learning options

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

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## **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

18 September 2025

Link

[inclusive.tki.org.nz/guides/supporting-effective-teacher-aide-practice/provide-flexible-professional-learning-options](https://inclusive.tki.org.nz/guides/supporting-effective-teacher-aide-practice/provide-flexible-professional-learning-options)

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# 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/>

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## 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).

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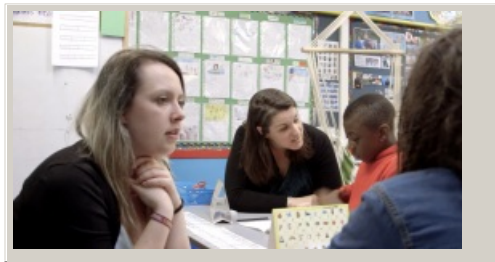
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# Encourage teachers to model effective approaches

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/>

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## 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.

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# 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.

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## 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](#)

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