

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
- Provide regular time to teacher/TA planning
- 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

04 October 2021

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/>

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Provide regular time to teacher/TA planning

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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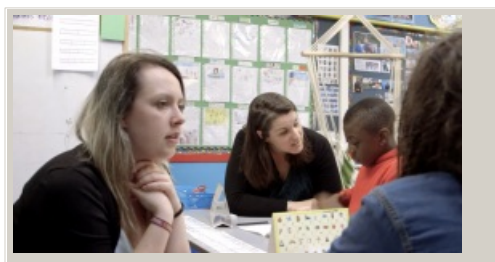
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Encourage teachers to model effective approaches

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



Planning for changes to practice

Publisher: Centre for Inclusive Education

[Download PDF](#)



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

Publisher: Ministry of Education | Te Tāhuhu o te Mātauranga

[Visit website](#)



Non-teaching staff appraisal booklet

Publisher: Teaching Excellence New Zealand

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