

# Recruit staff who can support your school vision and values

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

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## **Includes:**

- Target to needs
- Look for an affinity for inclusion
- Value experience
- Value language skills
- Value community connections
- Utilising bilingual skills of TAs

Inclusive Education

From

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

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

Suggestion: [Recruit staff who can support your school vision and values](#)

Date

05 July 2026

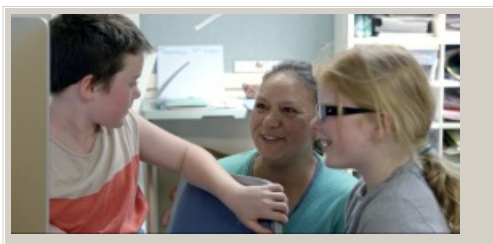
Link

[inclusive.tki.org.nz/guides/supporting-effective-teacher-aide-practice/recruit-staff-who-can-support-your-school-vision-and-values](http://inclusive.tki.org.nz/guides/supporting-effective-teacher-aide-practice/recruit-staff-who-can-support-your-school-vision-and-values)

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## Target to needs

Take a flexible approach to finding the right people to meet the changing needs of your community of learners.



Video hosted on Vimeo <http://vimeo.com/159138181>

Closed Captions

**Source:**

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

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## Look for an affinity for inclusion

Search out staff who have an affinity with your vision for your learning community.



Video hosted on Vimeo <http://vimeo.com/159137810>

Closed Captions

Source:

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

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## Value experience



Source:

Ministry of Education | Te Tāhuhu o te Mātauranga

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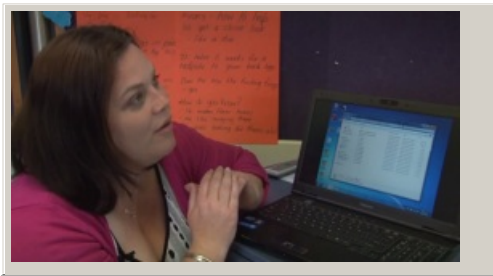
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## Value language skills

Teacher Bridget Harrison explains the benefits of the teacher aide speaking in Tongan with a student to support their writing.



Video hosted on Vimeo <http://vimeo.com/106083606>

Closed Captions

Source:

[Enabling e-Learning](#)

<https://elearning.tki.org.nz/Teaching/Future-focused-learning/Digital-stories/Bilingual-digital-stories>

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## Value community connections

Consider recruiting support staff who will bring the knowledge and understanding that may result in:

- ✓ a culture of greater understanding and respect
- ✓ an improved level of engagement and trust with the local community
- ✓ a window into the needs and priorities of the community
- ✓ personal introductions to community members or activities that can provide support and advice
- ✓ student success.

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## Utilising bilingual skills of TAs

Bilingual classroom assistants are uniquely placed to make links for children who share a cultural heritage similar to their own.

[They] are able to build on the form of knowledge and the cultural capital that children bring from home in ways in which few monolingual class teachers are able to do.

**Martin-Jones M. & Saxena M. (2003)**

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