

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](#)

-
- 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

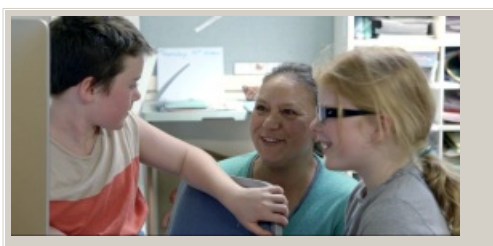
06 June 2026

Link

inclusive.tki.org.nz/guides/supporting-effective-teacher-aide-practice/recruit-staff-who-can-support-your-school-vision-and-values

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>

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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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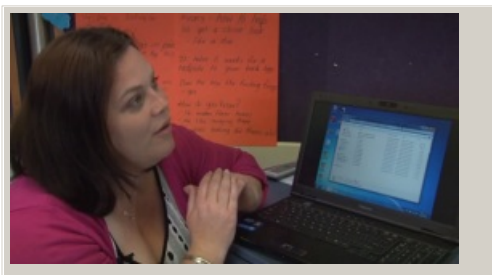
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Value language skills

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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