

# Working and Learning Together: Rethinking Human Resource Policies for Schools

## KAZAKHSTAN

Country profile

What types of staff work in schools?



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Further information can be found on the project website:

[www.oecd.org/education/schoolresourcesreview.htm](http://www.oecd.org/education/schoolresourcesreview.htm)

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## Kazakhstan

This country profile describes the central framework for the provision of staff, working primarily within schools (with the exception of resource centres), for lower secondary education (ISCED 2). It is based on information available through country background and country review reports as well as Eurydice descriptions of national education systems. Resource centres refer to institutions operated by education authorities that provide centralised services and specialised staff, typically to ensure effective provision of staff to schools and communities. Responsibility for employment describes the natural or legal person with whom the employee has an employment relationship and with whom the employee has established an employment contract. For the definition of types of staff and levels of governance and administration, see Annex B in the full report.

### Instructional and leadership staff

| Staff type     | Roles defined in regulations    | Basis for creating positions | Responsibility for employment                |
|----------------|---------------------------------|------------------------------|--|
| Teachers       | x                               | Based on central regulations | Schools                                      |
| Teacher aides  | x                               | x                            | x  |
| School leaders | Principals<br>Deputy principals | Based on central regulations | Local education authorities ( <i>Rayon</i> ) |

### Professional support staff

Staff positions primarily created directly in schools

| Staff type                             | Roles defined in regulations                             | Basis for creating positions | Responsibility for employment |
|--|--|------------------------------|-------------------------------|
| Professional pedagogical support staff | Chief librarians   | Based on central regulations | Schools                       |
| Health and social support staff        | Nurses, Medical attendants,<br>Educational psychologists | Based on central regulations | Schools                       |

Resource centres providing specialised staff for

|  |   |
|--|---|
| Professional pedagogical support       | x |
| Professional health and social support | x |

## Administrative, maintenance and operations staff

| Staff type                       | Roles defined in regulations   | Basis for creating positions | Responsibility for employment |
|----------------------------------|--|------------------------------|-------------------------------|
| Administrative staff             | Heads of households, Chief accountants, Accountants, Clerks, Secretaries | Based on central regulations | Schools                       |
| Maintenance and operations staff | Staff for work on complex maintenance of buildings, Guards, Doormen      | Based on central regulations | Schools                       |

x: not applicable

1. The "Standard Staffing of Public Educational Organizations and List of Teaching Positions and Equal-Status Employees" (Decree no. 77, 2008) establishes the number staff required in each school on the basis of its type, education level, and number of consolidated classes.

2. The number and type of teaching positions is strictly regulated by central norms, especially through curriculum requirements, typical staff structures and student numbers. The overall number of teaching hours is used to determine the number of teachers needed as well as their teaching workload, once up to nine teaching hours have been allocated to each school leader. Also the number and types of deputy principals and their specific tasks are set in legislation.