

Working and Learning Together: Rethinking Human Resource Policies for Schools

BELGIUM (Flemish Community)

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

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Belgium (Flemish Community)

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	At discretion of schools, in consultation with school providers	School providers (school boards)
Teacher aides	x	x	x
School leaders	Promotion positions: Principals, Technical advisers-co-ordinators	Principals: based on state regulations (in all schools)	School providers (school boards)
	Selection positions: Assistant principals, Technical advisers and Co-ordinators		
	In groups of schools: Managing directors	Other school leaders: At discretion of school providers	
	In combined schools: Co-ordinating directors		

Professional support staff

Staff positions primarily created directly in school

Staff type	Roles defined in regulations	Basis for creating positions	Responsibility for employment
Professional pedagogical support staff	x	x	x
Health and social support staff	x	x	x

Resource centres providing specialised staff for

Professional pedagogical support	72 Centres for Student Guidance (<i>Centrum voor Leerlingenbegeleiding, CLB</i>) (run by state education authorities): Career guidance services
Professional health and social support	72 Centres for Student Guidance (<i>Centrum voor Leerlingenbegeleiding, CLB</i>) (run by state education authorities): Psychologists, Social workers, Medical doctors and Nurses 25 support networks (for students with specific needs) (run by state education authorities)

Administrative, maintenance and operations staff

Staff type	Roles defined in regulations	Basis for creating positions	Responsibility for employment
Administrative staff	Administrative assistants (e.g. Secretaries, Accountants)	At discretion of school providers	School providers (school boards)
Maintenance and operations staff	Maintenance staff (e.g. Cooks, Repairmen)	At discretion of school providers	School providers (school boards)

x: not applicable

1. For public schools, the school provider is an autonomous public body. Teachers are employed by school providers, but salaries are paid directly by the state authorities.
2. Since the late 1990s, the Flemish education authorities have encouraged collaboration between schools. School associations receive additional resources which can be used for the employment of additional leadership and administrative staff.