

Working and Learning Together: Rethinking Human Resource Policies for Schools

CZECH REPUBLIC

Country profile

What types of staff work in schools?



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The country profile is drawn from:

OECD (2019), *Working and Learning Together: Rethinking Human Resource Policies for Schools*, OECD Publishing, Paris, <https://doi.org/10.1787/b7aaf050-en>.

Further information can be found on the project website:

www.oecd.org/education/schoolresourcesreview.htm

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Czech Republic

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	Schools (as legal entity)
Teacher aides	Pedagogue's assistants, Educators	At discretion of schools	Schools (as legal entity)
School leaders	Principals	Based on central regulations (in all schools)	School founders
	Deputy principals	At discretion of schools	Schools (as legal entity)

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	School education (career) advisers Prevention specialists School special educational needs specialists	At discretion of schools, but based on central regulations	Schools (as legal entity)
Health and social support staff	School psychologists	At discretion of schools	Schools (as legal entity)

Resource centres providing specialised staff for

Professional pedagogical support	Pedagogical and psychological counselling centres (<i>pedagogicko-psychologická poradna</i>) and special education centres (<i>speciálně pedagogické centrum</i>) (run by regional education authorities or other legal entities): Career guidance Career Guidance Centre of the National Institute for Education (run by central education authority) Information and guidance centres of the Labour Office (run by central authority)		
Professional health and social support	Pedagogical and psychological counselling centres (<i>pedagogicko-psychologická poradna</i>) and special education centres (<i>speciálně pedagogické centrum</i>) (run by regional education authorities or other legal entities)		

Administrative, maintenance and operations staff

Staff type	Roles defined in regulations	Basis for creating positions	Responsibility for employment
Administrative staff	Not centrally regulated	At discretion of schools	Schools (as legal entity)
Maintenance and operations staff	Not centrally regulated	At discretion of schools	Schools (as legal entity)

x: not applicable

1. School founders of the second stages of basic education (ISCED 2) are typically municipalities. While regions are mainly founders of schools offering secondary education (ISCED 3) (regions), some also provide the second stage of basic education. A significant part of funding for the remuneration of school staff comes from the national budget, so there are rules which regulate the conditions of this financing, while it is up to schools to organise their particular staffing.

2. Students are entitled through the Education Act to get a form of education that respects their individual educational needs. The positions of school education adviser and prevention specialist are to be established in all schools; school education advisers carry a reduced teaching load (1-5 hours depending on school size).

3. There are two types of pedagogue's assistant: i) pedagogue's assistant who performs a direct pedagogical activity in a class in which students with special educational needs are educated, or in a school providing for the education of students in the form of individual integration, ii) pedagogue's assistant who performs a direct pedagogical activity consisting of auxiliary educational work at school, in a school facility providing for interest education, in a school educational or accommodation facility, in a school facility for institutional or protective education or in a school facility for preventive and educational care. Educators provide mainly interest, educational and recreational activities, including learning support, in line with the school educational programme.