

Working and Learning Together: Rethinking Human Resource Policies for Schools

DENMARK

Country profile

What types of staff work in schools?



This work is published under the responsibility of the Secretary-General of the OECD. The opinions expressed and arguments employed herein do not necessarily reflect the official views of the Organisation or of the governments of its member countries.

This document and any map included herein are without prejudice to the status of or sovereignty over any territory, to the delimitation of international frontiers and boundaries and to the name of any territory, city or area.

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

© OECD 2019

You can copy, download or print OECD content for your own use, and you can include excerpts from OECD publications, databases and multimedia products in your own documents, presentations, blogs, websites and teaching materials, provided that suitable acknowledgment of the source and copyright owner is given.

All requests for public or commercial use and translation rights should be submitted to rights@oecd.org. Requests for permission to photocopy portions of this material for public or commercial use shall be addressed directly to the Copyright Clearance Center (CCC) at info@copyright.com or the Centre français d'exploitation du droit de copie (CFC) at contact@cfcopies.com.

Denmark

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, sometimes based on local frameworks	Local education authorities (municipalities)
Teacher aides	Teaching assistants	At discretion of schools, sometimes based on local frameworks	Local education authorities (municipalities)
School leaders	Principals	At discretion of schools, sometimes based on local frameworks	Local education authorities (municipalities)

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	Pedagogues Behaviour, contact and well-being counsellors (<i>Adfærd-Kontakt-Trivsel</i> , AKT) Counsellors	At discretion of schools	Schools
Health and social support staff	Psychologists, School nurses, Welfare officers	At discretion of schools, sometimes based on local frameworks	Schools

Resource centres providing specialised staff for

Professional pedagogical support	52 Youth guidance centres (<i>Uddannelses- og erhvervsvejledere</i>) (run by local authorities)
Professional health and social support	Specialised knowledge and counselling organisations (<i>Videns - og Specialrådgivningsorganisation</i> , VISO) (run by central authorities) Pedagogical-psychological counselling units (<i>Pædagogisk-psykologisk rådgivning</i> , PPR) (run by local authorities)

Administrative, maintenance and operations staff

Staff type	Roles defined in regulations	Basis for creating positions	Responsibility for employment
Administrative staff	Secretaries	At discretion of schools, sometimes based on local frameworks	Schools
Maintenance and operations staff	Caretakers, Cleaning staff, Computer technicians	At discretion of schools, sometimes based on local frameworks	Schools

x: not applicable

1. According to the Folkeskole Act, it is the responsibility of each school (ISCED 1-2) to provide variation in teaching methods, teaching materials, subjects etc. in order to meet the needs and prerequisites of each student.

2. As defined in legislation, the municipality is the employer of instructional and leadership staff. However, municipalities may delegate this responsibility to schools. In some municipalities, there are a minimum number of teachers required, based on the number of classes the municipality determines a school should have. Otherwise, the school principal can typically determine which types of and how many staff members are employed.

3. Local authorities may define additional leadership positions at their own discretion.

4. AKT counsellors (*Adfærd-Kontakt-Trivsel*) are specialist teachers with a focus on social processes in schools and areas related to behaviour, psychology and well-being. They can support individual students in and outside of classrooms and work together with teachers in the classroom to help offer differentiated teaching according to students' needs. AKT counsellors can also initiate training in schools related to social issues, the development of social skills and inclusive communities, or general health education with a focus on social well-being and the prevention of bullying and violence at school.

5. Pedagogues might be compared to recreational instructors, play workers or social workers in other contexts. In all of their work, pedagogues focus on the importance of play and children's and young people's comprehensive development, which includes their intellectual, social, emotional, neuromuscular, ethical, moral and aesthetic development.