

Working and Learning Together: Rethinking Human Resource Policies for Schools

SLOVENIA

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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Slovenia

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, based on central regulations and subject to approval of local education authority (as school founder)	School (principal)
Teacher aides	School laboratory assistants	At discretion of schools, based on central regulations and subject to approval of local education authority (as school founder)	School (principal)
School leaders	Head teachers	Based on central regulations	School (school board)
	Assistant Head Teachers	Based on central regulations (based on school size, with at least 18 classes)	School (principal)
	Heads of Unit or Branch	At discretion of school, based on central regulations	School (principal)

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	Counselling services providing career guidance, School librarians	Based on central regulations, and subject to central approval	Schools
Health and social support staff	Counselling services, School meals organisers	Based on central regulations, and subject to central approval	Schools

Resource centres providing specialised staff for

Professional pedagogical support	Employment service (public institutions run by central authority): Career guidance
Professional health and social support	Counselling Centres for Children, Adolescents and Parents; Community Health Centres (run by local authorities): Speech therapists, Psychologists, Medical doctors, Nurses National Institute of Public Health, National Education Institute (for procedures for the placement of SEN students), Centres for Education of SEN children, Social Work Centres (run by central authority)

Administrative, maintenance and operations staff

Staff type	Roles defined in regulations	Basis for creating positions	Responsibility for employment
Administrative staff	Secretaries, Accountants, Bookkeepers, Administrators	At discretion of schools, based on central regulations, and subject to central approval	Schools
Maintenance and operations staff	Janitors, Cooks, Cleaners	At discretion of schools, based on central regulations, and subject to central approval	Local education authorities/Schools

x: not applicable

1. In Slovenia, the principal is referred to as the head teacher, the assistant principal as assistant head teacher.

2. Central criteria and standards (Rules on norms and standards for the implementation of the basic school programme) specify teaching responsibilities of teaching staff, the criteria for the provision of the counselling service, libraries, administrative, account-keeping and technical services and the classroom and grouping criteria. School principals are responsible for organising and managing their staff, but must do so according to central norms and regulations, and require the approval of the central ministry before publishing a vacancy notice. Schools propose their staff placement and structure, based on central regulations. Local education authorities (municipalities) and the central education authority approve the suggested job structure and final number of student groups.

3. Counselling services and a librarian are required by law in all schools. Counselling services are made up of psychologists, social pedagogues, education specialists, social workers, special and rehabilitation pedagogues, and inclusive pedagogues.