

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

## TURKEY

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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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	Central education authority
Teacher aides	x	x	x
School leaders	School principals, Chief deputy principals, Deputy principals	Based on central regulations	Central education authority

### Professional support staff

Staff positions primarily created directly in schools

Staff type	Roles defined in regulations	Basis for creating staff positions	Responsibility for employment
Professional pedagogical support staff	Counsellors	At discretion of central education authority	Central education authority
Health and social support staff	x	x	x

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 staff positions	Responsibility for employment
Administrative staff	Accountants, Officers, Data Preparation and Control Operators	At discretion of central education authority	Central education authority
Maintenance and operations staff	Cleaning staff, Technicians	At discretion of central and regional education authorities	Central and regional education authorities

x: not applicable

1. The number of teachers and deputy principals to be assigned to schools are determined by the size of the school (number of students, number of classrooms). There is one principal for each school.