

TEACHING ASSISTANTS SCALES 5 - 8

GENERAL CHARACTERISATION

This job family relates to the educational support posts occurring in secondary education. These posts occur exclusively within teaching teams. They include educational support workers, teaching assistants, technical teaching assistants, teacher support workers and instructors.

Teaching assistants support the teacher in (practical) lessons and in providing care. In day-to-day practice, teaching assistants are functionally directed by the teacher. The teaching assistant provides educational support, student guidance or instruction as directed by the teacher.

Every post-holder in secondary education is expected to work on their own professional development, in order to keep the competencies required for the post up to date, including through training.

Disclaimer: The terms 'idem' and 'idem, plus' are used in the job family. This means that the preceding level must be fully mastered in order to qualify for the next level.

	Teaching Assistant A	Teaching Assistant B	Teaching Assistant C	Teaching Assistant D
Salary scale	Salary scale 5	Salary scale 6	Salary scale 7	Salary scale 8
General profile	Teaching assistant A carries out varied executing educational support (technical) tasks that contribute to the educational process, planning and determining the approach to their own work on the basis of a defined assignment. In carrying out the tasks, standard situations and known problems arise which require interpretation in order to resolve them. The effect of the tasks is visible in the very short term.	Teaching assistant B carries out varied and broad operational educational support (technical) tasks with a somewhat substantive component , which contribute to the educational process, and in doing so takes decisions on the basis of interpreting specific situations . In carrying out the tasks, new situations and simple problems arise which require interpretation in order to resolve them.	Teaching assistant C carries out more complex operational subject-specific educational support (technical) tasks, which include instruction tasks . More insight is required into the coherence between work processes and their own activities . In carrying out the tasks, new situations arise involving complex problems. The consequences of decisions on resolving these problems are weighed up against each other .	Teaching assistant D carries out complex, substantive operational educational support (technical) tasks, consisting of delivering self-contained parts of the lesson programme . The effect of the tasks is visible in the short term .

Job Classification System

	Teaching Assistant A	Teaching Assistant B	Teaching Assistant C	Teaching Assistant D
Results to be achieved Educational support	- On the basis of a specific assignment, gives extended instructions to individual students or small groups of students, based on instructions previously given by the teacher; - Chooses a known approach that suits the student or small group of students; - On the basis of their own judgement, makes proposals for the guidance of students and discusses this with the teacher; - Draws up a schedule; - Carries out administrative tasks, manages stocks, carries out simple maintenance work and repairs to equipment and checks work carried out by third parties; - Identifies and corrects (un)desirable behaviour and discusses this with the teacher; - Responds to known situations and makes choices about the order, prioritisation and substantive contributions to improving the (day-to-day) course of events.	Idem, plus: - Gives instructions and demonstrations, on the basis of general directions, to individual and/or larger groups of students on a defined subject; Responds to specific situations and acts at their own discretion; Plans and organises the tasks at their own discretion; - Responds to new situations, interprets them and makes proposals for improving the content and the educational support tasks, and discusses these with the teacher; - Advises on the purchase of learning aids and resources.	Idem, plus: Independently provides routine practical or technical instruction and develops practicals within the given frameworks; Draws up (parts of) instruction material, safety regulations and the like and contributes to modules or other teaching material, with the emphasis on the practical component; Gives simple demonstrations under the supervision of the teacher; Keeps up to date with developments in their own specialist area; Guides students with research assignments, such as profile projects; Contributes to classroom management and the pedagogical climate; In consultation with the teacher, encourages and develops students' social skills.	Idem, plus: - Develops and delivers self-contained, coherent practical or technical parts of the lesson programme and ensures that they are aligned with the educational programme; Gives demonstrations and instructions, together with familiar introductions on the theoretical background; As part of a working group, contributes to the renewal and development of teaching.
Decisions	Decisions relate to carrying out educational support tasks and, in doing so, independently assessing and interpreting which situation applies and which standard approach or already known solution is required for it. The result of the choice made is apparent in the very short term.	Idem, plus: Decisions relate to carrying out educational support tasks and independently making choices, on the basis of interpreting situations, from known or less well-known solutions .	Idem, plus: Decisions relate to carrying out educational support tasks and, in doing so, making choices with a large degree of independence, and on the basis of interpreting situations, from known or less well-known solutions and weighing up the consequences of these against each other .	Idem.

Job Classification System

	Teaching Assistant A	Teaching Assistant B	Teaching Assistant C	Teaching Assistant D
Framework	Working arrangements, rules and regulations.	Idem.	Idem.	Idem.
Responsibilities	Responsibilities relate to the correctness and timeliness of the delivery of the tasks.	Responsibilities relate to the quality of the delivery of the tasks.	Idem.	Idem.
Knowledge	• Technical knowledge of the specialist area within which the tasks are carried out (vmbo+/mbo working and thinking level); • Insight into the organisation and working method of the school.	Idem.	• General theoretical and practical knowledge of the specialist area within which the tasks are carried out (mbo+/hbo working and thinking level).	Idem.
Competencies	• Competency in supporting teachers with standard teaching duties; • Competency in dealing with and guiding individual students and small groups of students; • Competency in acting practically, didactically and pedagogically towards students.	Idem, plus: • Competency in dealing with and guiding individual students and larger groups of students.	• Pedagogical and didactic skills; • Competency in developing instruction material.	Idem.
Contacts	Contacts are characterised by exchanging information for the purposes of the delivery and progress of the educational support tasks.	Contacts are characterised by making agreements about the delivery of the educational support tasks and the mutual cooperation involved .	Idem.	Contacts are characterised by obtaining alignment on the preparation and delivery of the educational support tasks.
Score profile	Classification level IIc Characteristic scores 32222 23222 22 22 Total score 30	Classification level IIb Characteristic scores 32232 23223 22 32 Total score 33	Classification level IIIc Characteristic scores 32232 33223 33 32 Total score 36	Classification level IIId Characteristic scores 33332 33223 33 33 Total score 39