Pursuant to Article 134 of the Law on Child Protection care for and education of children at pre-school age are provided by professional support service staff (pedagogue, psychologist, social worker, defectologist/special teacher and rehabilitator, speech therapist, medical doctor or dentist), pre-school teachers, caregivers and professional associates (musical pedagogue, visual arts pedagogue, PE teacher, foreign language teacher, higher medical nurse and social worker). The professional support service staff require higher education degree with 240 ECTS credits / VII/1 level of qualifications and a valid professional support service staff licence.

Article 147 of the Law on Child Protection establishes that professional support service members, teachers and professional associates in public kindergartens can advance in their career following their initial employment.

The Ministry of Labour and Social Policy (MoLSP) forms a commission for issuance, renewal, extension or revoking of licences for work to persons involved in care for and education of children at pre-school age. The main goal of the Licencing Programme is development of staff competences. To this end, the MoLSP has developed a Rulebook and a Code of Conduct for Professional Support Staff.

Requirements and Criteria for Staff Working in Primary Schools

Pursuant to Article 77 of the Law on Primary Education, educational work in a primary school is conducted by teachers, supported by professional support service staff (pedagogue, psychologist, sociologist, social worker, defectologist, librarian), who are required to have completed appropriate higher education. The type of initial education of the persons responsible for educational work in primary school is regulated through regulation on primary school staff, adopted by the Minister of Education and Science.

Article 85 of the said Law stipulates that a teacher or professional support service member who enters into the profession in a primary school is hired as an apprentice teacher or apprentice professional support service staff member, respectively. During this apprenticeship period, he/she is supported by a mentor, and after this period he/she takes a professional exam in front of a commission established by the Minister.

Requirements and Criteria for Staff Working in Lower and Upper Secondary Schools

Two categories of teachers carry out teaching in secondary education:

- teachers of general subjects, educated to teach one or a group of subjects;
- experts in a given field who deliver vocational-theoretical teaching or practical training and have not had any teacher training education.

In order to maintain the required quality in secondary education, the teachers of the second category need to have, at least, a one year programme of pedagogical qualification that will include contents of
pedagogy, psychology, andragogy and subject didactics, with a special emphasis on training in application of the modern trends in vocational-theoretical teaching and practical training. For the educational problems for which there is no appropriate higher education for practical training, it is necessary to enable the respective teachers to be employed if they have completed adequate post-secondary college education and after they have completed the abovementioned one-year pedagogical qualification programme; the possibility should also be considered of them to follow a special two-year programme for practical trainers which, in addition to the programme for pedagogical qualification, will also have contents from the vocation in question.

Since 1995/1996 the initial education of all teachers (except for the practical classes) has been raised to university level with duration of 4 years. Lower primary school teachers are educated at the Pedagogical Faculty at the Ss Cyril and Methodius University in Skopje (the languages of instruction are Macedonian, Albanian and Turkish), at the Pedagogical Faculties at the State University Tetovo, Faculty of Educational Sciences at the Goce Delchev University in Shtip, Faculty of Education at the St Clement of Ohrid University in Bitola, and at the Institute of Pedagogy within the Faculty of Philosophy Pedagogical Faculty at the Ss Cyril and Methodius University in Skopje. They all have the same or very similar curricula, which include education subjects of general and specific nature, pedagogical subjects, psychology and didactics. Subject teachers for upper primary education are educated at 6 faculties: the Faculties of Philosophy, Philology, National Sciences and Mathematics, Physical Culture, Arts and Music, and also at the University of South-East Europe in Tetovo.

The training of the general subject teachers in secondary vocational schools follows the same lines, whereas vocational teachers come from among the ranks of university graduates from respective faculties such as economy, agriculture or engineering. Whilst there is legal obligation and practice that they complete a minimal pedagogical, psychological and subject didactics education if they are to work as teachers, the current institutional solution provides them with insufficient pre-service preparation for the array of tasks teaching requires.

**Source URL:**