

Leraar+

## Infographic – Attractive Employership

### Think of:

- Using teachers' strengths and expertise in teaching and in task allocation; creating roles that match talents.
- Providing support for complex tasks (e.g., challenging student behaviour, difficult parent interactions).
- Strengthening professional autonomy: shared leadership, decision-making authority, room for professional judgement.
- Preventing overload: prioritising tasks, acting as a safeguard against excessive burden, reducing administrative workload.
- Ensuring a safe and open professional climate: respectful relationships, clear



### Think of:

- Creating opportunities to grow into expert or leadership roles (positions or responsibilities).
- Recognising and rewarding professional growth and expertise (e.g., salary steps, job roles, incentives).
- Offering additional challenges or specialised roles for expert teachers.

### Think of:

- Providing courses or training programmes that help teachers improve and continue learning.
- Organising collective learning: professional learning communities, co-teaching, collaborative lesson design, peer consultation, etc.
- Building a learning culture: encouraging learning from mistakes, stimulating feedback-seeking behaviour.