

Case study

Law on teacher training and teacher education

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Case Title

Dismissal from job of the school psychologist

The area and level of education from which the case was taken

Training and qualification of the school psychologist

Pre University education

Description of the Case Problem

In October 2013, DAR-Elbasan, dismissed Mrs. A. N, school psychologist since November 2004, with the motive: Lack of adequate education for the psychologist's profession, pursuant to Law 69/2012 on Pre University Education.

Case evidence

On 11.10.2004, the Ministry of Education and Science, issued the decree no. 321, "Experimenting the psychological service in the compulsory education system in the school years 2004-2005-2006" (MASH, 2004). The instruction no.30, issued 11.10.2004 that accompanies this decision, defines the degree criteria of the psychological service employees and their specific education:

- *Psychological service in schools will be carried out by a specialist. The psychological service specialists should have completed their undergraduate studies in psychology or be a postgraduate specialist in this field. In absence of employees who fulfil these criteria, social-political sciences or other affiliated field specialists will be selected”.*

In November 2004, the first jobs of the psychological service began in the main cities of Albania, following the competition for the job position announced by the Regional Education Directorate.

A.N. was employed as a school psychologist, as she fulfilled the criteria predetermined by the Ministry of Education and Science. She earned a bachelor degree as a teacher for the primary cycle of education (1st -4th grade) in 1990. During the 2003-2005 period she earned a master's degree in psychology. In 2010 A.N. started her doctorate studies in the psychology field, with the topic: “The impact of divorce on children's behaviour disorder”.

After two experimental years, in 2006, the psychological service became available in all the schools in the country.

A.N continued to work as a school psychologist, part-time lecturer in the psychology discipline and attended trainings for school psychologists.

Guideline No. 18, dated 21.4.2008 "On the Functioning of the School Psychological Service in the compulsory Education System", requires the Regional Education Directorate to take all the measures that:

At the beginning of the new school year 2008-2009, all Psychologists who do not have the appropriate education, will be replaced. The Law on Pre University Education 69/2012 foresees the establishment of the psychological and social service in educational institutions.

In 2013, pursuant to Law 69/2012, A.N was dismissed from her job as a school psychologist because she did not have a Bachelor's Degree in psychology and was appointed as a teacher in one of the city's schools.

A.N did not take the case to court, but left the job to start another one.

Discussion of the case

The person has started to work as a school psychologist based on all rules and decisions applicable at the time of appointment of psychological service employees in schools. The completed qualifications all were in accordance to the profession she practiced.

The ten years of the work experience in this profession, and the professional development during this time are facts that testify in favour of maintaining the employment. Meanwhile, the employment as a teacher, is more conflicting in relation to the PU law, as the person in question possessed a greater experience as a school psychologist than as a teacher, as well as her further post-graduate qualifications were not suitable in the field of teaching.

However, the RED has formally implemented the 2013 Ministry's decree.