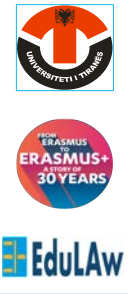


**Case on administration and governance of schools at central and/or regional level**

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Prepared by  
Gerda Sula



**Case Title**

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Sharing responsibility of preschool teacher management between national government and local government

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**Field and level of education of the case**

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Preschool education human resources administration and governance dispute between the central and the local level

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**Legal background**

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- Teacher hiring and firing for pre-university level
- Human resources management on local level

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## Description of the Case Problem

- Teachers in the pre-university level in Albania are hired and fired based on the pre-university law, which foresees a national procedure and a school-based procedure. No involvement of local government is included.
- The responsibility for managing the preschool teachers has been transferred to the Municipalities. Based on inter-sectorial strategy on decentralization and local government 2015-2020)
- However, the only step taken towards this decentralization is that the Ministry of Education and Sports has transferred payment funds to the Municipalities.
- There are no legal and sublegal acts to regulate the hiring and firing of preschool teachers.

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## Case from Municipality Tirana

- Tirana Municipality manages only the ongoing payment of the salaries for the teachers hired based by the Central government.
- The Economical Center of Children's Development and Education (ECDCE), a structure of the Municipality of Tirana is responsible for the infrastructure of the Education institutions, the economic aspects of food and consumables, as well as paying teachers' salaries, based on the list that they receive from LEA Tirana. No decisions are taken by them.

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## Case from Municipality Elbasan

The Municipality of Elbasan has set up the Directorate for Preschool Education Policies responsible for assuring the quality of the preschool education service in Elbasan Municipality. Its main functions are:

- Supports the Municipality for designing development policies on preschool education
- Manages human resources
- Checks on the quality of the preschool education service, taking measures for the improvement of the access and quality
- Completes the actual assessment of the service quality
- Organizes and holds training and qualification of the training personnel of the preschool institutions under its responsibility.

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## Conclusion

Lack of specific bylaws to regulate the responsibility of staff quality check bring about lack of clarities on shared responsibility.

Due to the fact that teachers are hired by the Central Government, but paid by the local government, such a dual responsibility needs to be very carefully regulated, so that there is an alignment of human resources quality control, ongoing professional development, and designated responsible bodies.

The cases of the Municipality Tirana and Municipality Elbasan show a very diverging viewpoint, which can produce discrepancies on the quality of teachers, directly affecting the quality of education and development for the children under their care.

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## References

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Article 102, point 4 of the Constitution of the Republic of Albania

Article 54, 55 and 60, law 69/2012 "On pre-university education system in the Republic of Albania"

Law no. 139/2015 on Local self-governance

Inter sectorial strategy on decentralization and local government 2015-2020 No. 691, date 29.7.2015

Municipal Council of Tirana Decision no. 32, dt.01.07.2004 "For implementing the regulations, organization, functioning, duties and competencies of the Administration of ECDC

Order of the Mayor of Tirana Nr.7244, dt.04.03.2016 "For the organization of the Organizational structure of Economical Center of Children's Development and Education.

**THANK YOU!**