



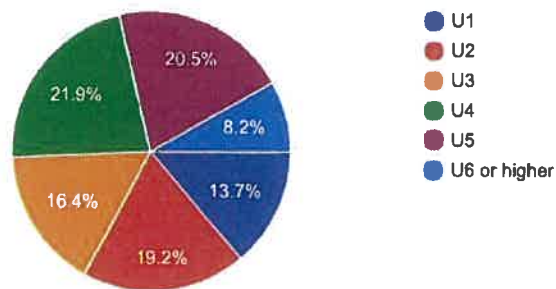
Feedback to NZEI to prepare for Principal collective bargaining in May 2018

73 responses

Waikato

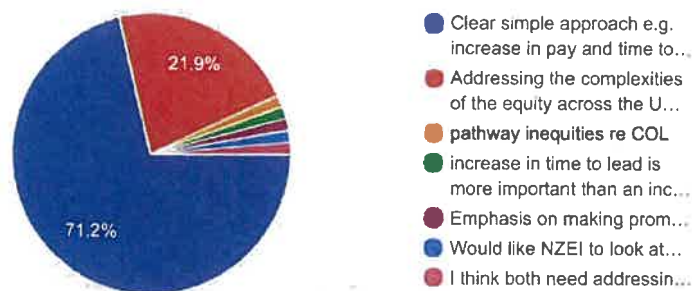
What is your schools U grade ?

73 responses



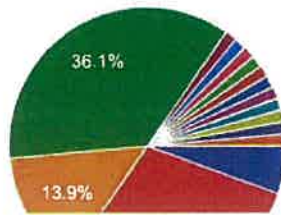
What kind of bargaining do you think should applied ?

73 responses



What does a pay jolt look like to you over the term of your next collective agreement?

72 responses



- 4%
- 6%
- 8%
- 10%
- At least 20%
- While I would not say no to...
- It has to be relative to teach...

What does time to lead look like for you?

66 responses

Greater support to deal with the administrative day to day tasks allowing time to lead the school in moving forward.

We are getting a lot of info about well being of leaders and teachers but what is being done to support this within schools.

Greater management allocation within your staffing would be an excellent way to support leaders within all school sizes.

Teaching principals, should at least get an increase of release time to round it to a even amount. This would make it a lot easier to juggle release teacher. 0.3-0.4, 0.5-0.6. At a minimum.

because already full release, the time to lead would be additional leadership release (not necessarily units) to allow wider middle leadership, increased time for increased SENCO roles etc

Full release ... or at least 0.8

Full time

Less Bureaucratic compliance.

Something where we can leave site and network with other leaders - learning together to take back to school.

As a teaching principal trying to do both jobs well is extremely challenging, less teaching time would help, let someone else focus on the children me on running the school

less compliance and form filling. a higher trust model so i can just get on with the job. less time evidencing everything.

Funding to release key leaders - leadership learning also requires reliever costs to cover when we are out of the school

There is insufficient time. Increased work has to be delegated but there is no spare capacity. More release time for senior leaders within the school.

Time and resourcing to focus on leading so support for students who require assistance with behaviour can occur.

staffing increment to enable release of staff to enable Principal to delegate some responsibilities to enable time for focused 'lead' time reflection, professional reading, collective collaboration with colleagues, Principal professional development, planning, project/inquiry planning & implementation.

Providing more staffing for release of dps and senior leaders.

More FTTE to allow the development of other leaders. To really be able to grow distributed and shared leadership to grow teaching and learning.

Teaching principals have greater release time.

More resource to release potential leaders for collaboration and professional development.

Time to spend building quality relationships with staff, students and whanau.

having more management allowance to enable teaching principals to lead

No less than .6 no matter the size of your school

Time to privilege developing people, pastoral support of staff, focused support targeted at administrative release, time to do the col lead role to minimise impact on lead school

Additional staffing for school leadership teams, school admin being transferred to FTTE budget (as with teachers) while keeping the school dollar operational grant staying the same and so releasing dollars back into the school budget

More release time from teaching (currently 0.5)

As a sole charge beginning principal, less contact time in class in order to concentrate on the leadership and administrative requirements. Availability of relievers and release staff - remote rural schools struggle with this and have to pay additional travel to get people to come out to us.

increased management time allocated - more resources to provide you to lead

What I need is the staff to cover other duties so I can lead

For a school like ours at least 0.6 release

Less pressure from MOE, ERO to conform to what they think works. Resourcing that meets the needs of our school so we don't have to spend half our time social working, dealing with extreme behaviour and needs etc

0.6 I am entitled to 0.5 but I have given myself an extra 0.1 this term and will deal with Banked staffing next year - it has made a big difference to my coping with the administrative part of my position though at times I could do with 1.0!

Extra day a term

More release for U1 and 2 school leaders

Funding to cover the 'extras' that come along as a rural school Principal, less compliance based tasks that get in the way of leading and literally time itself!

Increased staffing for leadership so workload spread wider

Time to focus in depth on the vision for the school and plan with others the management or pathway of perceived changed.

Time to listen and hear from staff about their teaching and learning.

More capability within Boards the really support the learning and teaching efforts of the school by reducing those tasks that are not within Principal's skill sets.

Clarity across schools re data gathering for reporting.

Systems that a shared rather than watching Principals re-invent the wheel all the time re administration.

Actual release in FTTE's for principals - 0.8 dedicated would be great

Principal release for U1 schools - same workload but also teaching. Minimum release of 0.5 regardless of size of school

SENCO full time release by staffing entitlement.

DP staffing entitlement full time release.

SWIS and counsellors in school. So with the above not taking Principal time then we can be timely actively leading teaching and learning

More staffing so we can release people to take on responsibilities and support our students needs.

Increase in middle leadership release

0.1 time off site for professional reading and reflection or personal rejuvenation.

Less compliance and paperwork. Less MOE intervention and greater freedom to move our schools forward in all areas without having to jump through hoops. Let teachers teach, and school leaders lead without compliance.

Less teaching time for U1 - 3, release for others carrying responsibilities.

More management time so my DP/AP can have release time also.

Designated time for working with teachers on issues related to teaching and learning

More release time and enough money to employ a teacher aid at least.

Cut down on paperwork so that release time can be used for professional readings, leadership inquiries etc. If the paperwork isn't reduced then increase release time for teaching principals.

Staffing allocation increased in U1 schools as roll increases rather than having to hit 26 students

.2

40 hours without the need to have a catch up time in weekends and evenings.

Release time for U1 and U2 Teaching Principals as well as for Deputy Principals in U3 schools so that the leadership responsibilities are shared and future leaders developed.

Unmanageable at the moment 60 hours + is common

An increase of 0.1 release per U grade would be a great start. i.e. U5=0.5 FTTE additional leadership/management release

High quality admin support- a designated Principals PA

AN extra 0.2

Time to meet with teachers. More time to spend in classes with kids. Time to meet with parents. Free from supporting SENCO. Walking DP. More teacher aide time funding to support behaviour and learning in and out of classes which will free up time to lead. Freeing up time to lead means resourcing our schools with the appropriate levels of staffing.

A strong focus on our broad curriculum and multi-level/layer success. More autonomy as a school to meet local needs without layers of government / COL bureaucracy. Working together for the right reasons.

Additional admin support/FTTE for SENCO/DPs etc so principals can lead learning

Release from the classroom.

Sufficient additional staffing so others can be released to assist me with the regular tasks - and give me thinking time.

More leadership/management release time in staffing entitlement

More release for DP

Increased staffing in U1 and U2 schools

Really hard to answer - it is uninterrupted time - so needs to be offsite???

I will now have time to lead so pay increases must be the focus and not 2% here and 2% there. A significant increase on settlement.

Unless my Board pays I am in the classroom trying to do a stellar

Less administrative requirements, less creating a paper trail - just in case of ...

What other claims would you like to see raised?

50 responses

Additional compensation to account for workload and stress levels. These are out of control for many of us.

Address the inequity for U1 schools, with comparison to DPs in large schools and CoL Teachers Across Schools ridiculous!

Travel allowance in line with State Sector 77c per km

The imbalance in salaries caused by the COL. Second highest paid is not DP nor in leadership team. DP/AP and team leaders much less than in school COL person. Not comparable work load.

health and safety for sole charge principals - alone on site !!!

relativity in pay within the sector and with secondary. More release time which means more staffing entitlements. more units incl SENCO. passionate and committed teachers/principals make it work but we shouldn't have to!

Consideration given to workload and related health and well-being e.g. compulsory sabbatical, a reduction in administration and compliance regulation, free annual (and comprehensive) medical check up. The ability to be paid out a % of sick leave on retirement or if made redundant. A redundancy package. Consistent allowances with PPTA including COL if it continues. Remuneration or consideration given to all principals who are actively engaged in their COLS. There is additional work in this that does not recognise another layer of complex work, travel and meetings and implementation.

Access to Principal sabbaticals over and above what is already provided to alleviate burn out and health issues related to the stress of the Principal role.

Release time cover admin requirements, special ed provision

Appointments of principals... what is going on?!?! Consultants generating more work for themselves by supporting appointments of lesser qualified people to positions. Boards appointing without external support! Ftps in u4+ school's!!!!

Professional support for leaders in schools but into the collective. Mentorship for all principals.

Small school principals increase in release time so that they can lead more rather than teach if they want.

Hours of work; principal retention

Pay equity for u1 Principals who may be earning less than across school teachers or walking DPs

col lead school - 0.4 is not reflective of the footprint it leaves in a school

pay remuneration for teachers increased and restored back to equivalence to what back bench politicians receive ... Principals proportionally to higher levels

Pay out of accumulated sick leave.

Payment or able to use sick leave near end of career

Workload for teachers and the extra pressure being added by EDUCANZ requirement. I accept that we need to tighten things up but they need to be more specific on their requirements as some teachers are doing a lot of extra work!

More classroom release time to teachers can work more collaboratively

Targeted support for rural/small school Principals, funding for collaboration/PD opportunities such as conferences.

Kahui Ako - across school leaders/within school leaders and the DP/AP situation. It seems that there are various stories out there as to what is possible or not.

Teaching principals receiving tutor teacher remuneration, we do the work and nothing!

Career pathways from U1 school into larger schools

Principal refreshment again by right minimum each 5 years. With no strings e.g. producing a paper.

Special needs Student Support is crucial we get \$15,000 in our seg grant and with MOE funding this goes to \$55,000 we spend over \$110,000 to support our special children with Teacher Aide Support. If their salaries go up and our OPs grant doesn't we will have a huge problem.
Kahui Ako - let us do what we think is best place for funding to go.

More crt for teachers

Leadership support advisors for all principals, not just beginning principals

More sabbaticals for senior leadership personnel in larger schools. DPs & APs are missing out, and are burning out and hence do not aspire to Principalship.

Pay parity, primary seem to do more hours, have less release!

Anomalies in the present contract which do not allow for people who do not fit the boxes

Release time. Funds to employ staff to run a school effectively.

Mentor teacher allowance for U1-2 principals. Often these schools can only employ PRTs and the principal has to be the mentor teacher. It is unfair that principal's are not paid for this.

Sole charge principals need to be paid for the hours they do and the responsibility they hold.

nil

Paid sabbatical after length of service; payouts if sick leave is not used at end of career; Unit holders given extra release time for leadership

Address the discrepancy between what is available for Deputy Principals and Across School Specialists
Parity of management units with secondary schools

Phone is essential piece of kit - would be good to have an allowance. Would also like to see guaranteed Sabbatical instead of contestable

A right to a sabbatical every 5 years for principal's.

Sabbaticals every 5 years as of right and without the obligation to present reports etc.

paid refreshment leave for a term for principals after 5 or 6 years service, not linked to a sabbatical. This is time to refresh only.

work stress levels addressed

Standard pay comparator - for example linked to an MP's salary? Or other comparable profession so that the 'bargaining' can be based on terms and conditions not simply decent into a scrum about % pay increase every few years.

Weekends and holidays been taken off sick leave entitlement. I was diagnosed with cancer last year and was supposed to be off for 6 weeks but had to return after 4 weeks so that holidays would not be counted against my sick leave.

One term's refreshment leave after 7 years - as of right- to all principals and teachers. This should not be linked to sabbatical tasks, or have any Ministry reporting expectations.

Addressing the unnecessary administrative demands on Principal's time

Addressing the complexities of the equity across the U grades and career structure
CoL Lead Principal inequities with PPTA

Nothing apart from pay increases across the board.

I would like NZEI to focus on a better deal in our pay packets, I took a significant drop in salary to take a principal's job. My job is bigger, harder and I don't have the luxury of a management team to support me, do the work, bounce ideas off etc.

I also know middle managers in schools that earn more than me without my job description. It also annoys me that I am not entitled to receive payments such as Tutor Teacher, at our school it's logical that most of the time it's the principal doing it and we do but without remuneration. NZEI must focus on our pay and conditions.

Better support for all principals - even experienced ones through mentoring and easy to access advice and guidance that is practical and supportive

Number of daily responses

