

DECD School and Preschool Sector Leadership (Schools and Non School based) – Summary

Issue 6 – June 2017

Prepared by: Workforce Planning & Reporting, P & C Operations, People and Culture Division

The following is a profile of the DECD School and Preschool Sector Leadership (school and non-school based) who were actively employed or on paid leave (unless otherwise stated) as at the last pay day in June 2017.

The school and preschool leaders (schools and non-school based) identified in this analysis are employed by DECD under the (Education Act and Children's Services Act) and include the classification of Leader Band A (Principals and Preschool Directors) and Leader Band B (Deputy Principals and Senior Leaders).

Source: Data presented in this report is based on the June 2017 Workforce Information Collection prepared for the Department of Premier and Cabinet (DPC). A series of adjustments are undertaken in relation to the data to comply with DPC standards. Therefore totals may vary from other internal DECD publications sourced directly from the HRM system.

Note:

Permanent/Temporary profiles include employees on leave but exclude claim paid employees therefore, data presented for the Permanent/Temporary profiles may vary from other internal DECD publications.

"Full time" are employees who worked greater or equal to 0.98 full time equivalent (FTE).

Leader Band B includes the 'Senior' classification.

Any use of, or interpretation of data other than what is represented in this report is not the responsibility of P&C.

Overview

Key characteristics of the workforce include:

- 3181 school and preschool sector leaders (school and non-school based) or 3097.1 full time equivalents (FTEs) were employed by DECD. This included 561 Principals, 293 Deputy Principals, 2021 Leader Band B (includes the 'Senior' classification) and 306 Preschool Directors.
- The average age of the workforce was 47 years and 58% of the workforce were aged 45 years and over, compared to almost 53.2% for the total DECD workforce.
- Females accounted for 69.3% of the school and preschool sector leaders. The classification with the highest proportion of females (97.7%) was Preschool Directors.
- 9.3% of school and preschool sector leaders were employed in a part-time capacity. Of the part-time employees (297), the majority were working in the Leader Band B classification range (including 'Senior' classifications) at 59.6%.
- 63 employees were on unpaid leave (in addition to the 3181 leaders stated above).
- 108 employees separated during 2016/2017 (including contract expired).¹

¹ Some of these employees have a separation reason of "contract expired" and may be re-employed at a later stage.



Comparison between 2013 and 2017 School and Preschool Sector Leadership

Table 1: School and Preschool Sector Leadership Demographics over last 5 years

Trend Over the Last 5 Years	Persons	2013	2014	2015	2016	2017	% change since 2013
	School Sector						
	Principal Band A	610	603	600	591	561	-8.0%
	Deputy Principal Band B	294	297	288	289	293	-0.3%
	Leader Band B	2208	2167	2069	2002	2021	-8.5%
	PreSchool Sector						
	Preschool Director Band A	307	307	308	311	306	-0.3%

Trend Over the Last 5 Years	FTE	2013	2014	2015	2016	2017	% change since 2013
	School Sector						
	Principal Band A	607.4	601.0	597.3	588.6	560.2	-7.8%
	Deputy Principal Band B	290.1	292.7	284.2	283.6	287.4	-0.9%
	Leader Band B	2153.7	2111.9	2013.5	1950.3	1973.9	-8.3%
	PreSchool Sector						
	Preschool Director Band A	270.1	269.4	272.5	278.7	275.6	2.0%

Trend Over the Last 5 Years	Females (Persons)	2013	2014	2015	2016	2017	% change since 2013
	School Sector						
	Principal Band A	364	358	358	372	350	-3.8%
	Deputy Principal Band B	196	201	194	185	202	3.1%
	Leader Band B	1441	1426	1363	1324	1353	-6.1%
	PreSchool Sector						
	Preschool Director Band A	301	298	300	305	299	-0.7%

Trend Over the Last 5 Years	Males (Persons)	2013	2014	2015	2016	2017	% change since 2013
	School Sector						
	Principal Band A	246	245	242	219	211	-14.2%
	Deputy Principal Band B	98	96	94	104	91	-7.1%
	Leader Band B	767	741	706	678	668	-12.9%
	PreSchool Sector						
	Preschool Director Band A	6	9	8	6	7	16.7%



Trend Over the Last 5 Years	Full-Time (Persons)	2013	2014	2015	2016	2017	% change since 2013
	School Sector						
	Principal Band A	602	597	591	583	558	-7.3%
	Deputy Principal Band B	279	284	273	273	273	-2.2%
	Leader Band B	2006	1958	1868	1813	1844	-8.1%
	PreSchool Sector						
	Preschool Director Band A	202	196	200	213	209	3.5%

Trend Over the Last 5 Years	Part-Time (Persons)	2013	2014	2015	2016	2017	% change since 2013
	School Sector						
	Principal Band A	8	6	9	8	3	-62.5%
	Deputy Principal Band B	15	13	15	16	20	33.3%
	Leader Band B	202	209	201	189	177	-12.4%
	PreSchool Sector						
	Preschool Director Band A	105	111	108	98	97	-7.6%

Trend Over the Last 5 Years	Average Age	2013	2014	2015	2016	2017	% change since 2013
	School Sector						
	Principal Band A	53	53	53	53	52	-1.0%
	Deputy Principal Band B	51	51	50	50	50	-1.9%
	Leader Band B	47	47	46	46	45	-4.3%
	PreSchool Sector						
	Preschool Director Band A	48	48	48	48	48	0.2%

Note: The dot on the lines in the tables above indicates the highest figure(s) reported over the last 5 years.



Table 2: School and Preschool Leadership by Temporary/Permanent over last 5 years

Trend Over the Last 5 Years	Permanent (Persons)	2013	2014	2015	2016	2017	% change since 2013
<i>School Sector</i>							
	Principal Band A	587	572	574	565	524	-10.7%
	Deputy Principal Band B	291	283	279	276	283	-2.7%
	Leader Band B	2019	1967	1861	1824	1817	-10.0%
<i>PreSchool Sector</i>							
	Preschool Director Band A	237	232	246	236	233	-1.7%

Trend Over the Last 5 Years	Temporary (Persons)	2013	2014	2015	2016	2017	% change since 2013
<i>School Sector</i>							
	Principal Band A	30	34	34	36	41	36.7%
	Deputy Principal Band B	15	20	20	21	21	40.0%
	Leader Band B	231	226	239	219	244	5.6%
<i>PreSchool Sector</i>							
	Preschool Director Band A	78	87	72	85	81	3.8%

Note: The dot on the lines in the table above indicated the highest figure(s) reported over the last 5 years.

Profile by Legislative Act by General Employment Category

Education Act

- In total, there were 17,518 teachers and leaders employees employed under the Education Act as at 30 June 2017. There were 2,875 (16.4%) school sector leadership classification including Principals, Deputy Principals and Leader Band B (including the 'Senior' classifications).

Children's Services Act

- There were 974 preschool sector teachers and leaders employed under the Children's Services Act as at 30 June 2017. There were 306 (31.4%) preschool sector leaders with classification of Preschool Director.

A lower level breakdown of each Legislative Act or Award is shown in the table below:

Table 3: School and Preschool Sector Leadership Persons and FTE by Legislative Act, June 2017

Legislative Act or Award	Persons	FTE
Education Act (Total)	2875	2821.5
Principal Band A	561	560.2
Deputy Principal Band B	293	287.4
Leader Band B	2021	1973.9
Children's Services Act (Total)	306	275.6
Preschool Director Band A	306	275.6
TOTAL	3181	3097.1



Profile by Salary (Full Time Equivalent)

All schools and preschool sector leaders receive a salary greater or equal to \$96,500. The highest proportion of leaders received a salary between \$96,500 and \$121,399. The salary bracket of \$121,400 plus includes leadership from the Education Act only; 56.7% of Principals, 9.6% of Deputy Principals and 1.4% of Leader Band B.

As indicated in the graph below, females represent 70.6% within the \$96,500 to \$121,399 salary bracket with males representing 29.4%. In the \$121,400 plus salary bracket, females represented 59.1% and males represented 40.9%.

Table 4: School and Preschool Sector Leadership by Salary Bracket and Gender, June 2017

Salary Bracket	Female	Male	Total	Salary Bracket Numbers (including Gender)	
				Female	Male
\$0 - \$59,199	0	0	0		
\$59,200 - \$75,499	0	0	0		
\$75,500 - \$96,499	0	0	0		
\$96,500 - \$121,399	1983	824	2807	70.6%	29.4%
\$121,400 +	221	153	374	59.1%	40.9%
TOTAL	2204	977	3181		

Age and Gender Profile

The average age of the various leadership positions have remained relatively constant since June 2013.

As at June 2017:

- The average age of Principals were 52 years with females averaging 53 years and males averaging 52 years.
- Deputy Principals average age was 50 years with both females and males also averaging 50 years.
- Leader Band B average age was 45 years with females averaging 45 years and males averaging 44 years.
- The average age of Preschool Directors were 48 years, with females averaging 48 years and males at 46 years.

Of all age brackets, the highest proportion of leaders (15.7%) was aged between 55-59 years.

Females represented 77% of all DECD employees. Of the total number of female DECD employees, 9.7% were working as school and preschool sector leaders.

Since 2016, there has been:

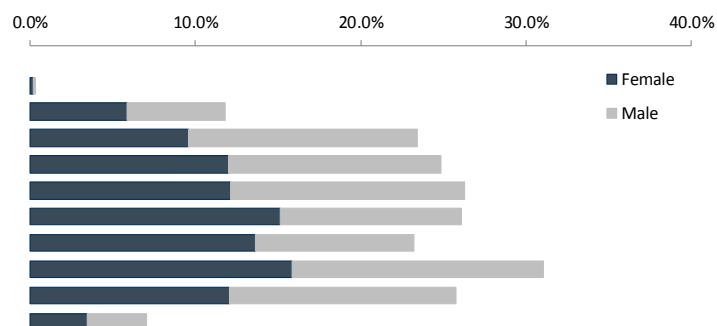
- Overall female leadership has increased slightly by 0.8%. However, when comparing the leadership groups individually, there was a growth between 2016 and 2017 for female Deputy Principal Band B (9.2%) and Leader Band B (2.2%).
- There has also been a small decrease (3.0%) in the overall male leadership between 2016 and 2017. This has been most noticeable for the male Deputy Principal Band B (12.5%) decrease (representing 13 employees).



In June 2017, females were prominent in all age brackets with the largest percentage between 55-59 years (15.8%). The highest percentage of males was also between 55-59 years (15.3%).

Figure 1: Age Bracket by Gender, June 2017

Age Group	Females	Males	TOTAL
15 - 19	0	0	0
20 - 24	5	1	6
25 - 29	130	58	188
30 - 34	212	135	347
35 - 39	264	126	390
40 - 44	268	138	406
45 - 49	334	107	441
50 - 54	300	94	394
55 - 59	349	149	498
60 - 64	266	134	400
65+	76	35	111
TOTAL	2,204	977	3,181



Full-time/Part-time Profile

In June 2017, 9.3% of school and preschool sector leaders (school and non-school based) were employed in a part-time capacity (employees who worked less than 0.98FTE).

Of the part-time employees (297 or 9.3%):

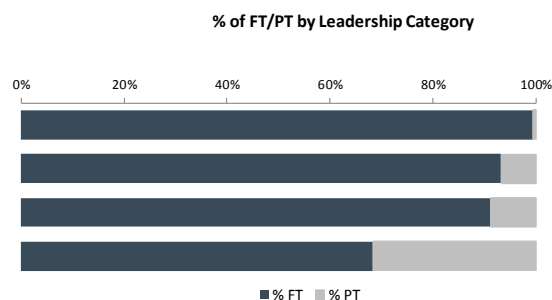
- 93.6% were female
- The largest proportion of part time leaders is within the Preschool Director Band A category (31.7%)
- Only 0.5% of Principals, 6.8% of Deputy Principals Band B and 8.8% of Leader Band B were working part-time.

Of the full-time employees (2,884 or 90.7%):

- 66.8% are female
- Apart from Preschool Director Band A, all other leadership categories had more than 90% employed in a full time capacity.
- The highest level of full time employment was in the Principal category (99.5%).
- Just over two thirds (68.3%) of Preschool Directors were working full time.

Table 5: School and Preschool Sector Leadership by Full Time/Part Time and Leadership Category, June 2017

Leadership Category	Full-Time	% FT	Part-Time	% PT
Principal Band A	558	99.5%	3	0.5%
Deputy Principal Band B	273	93.2%	20	6.8%
Leader Band B	1844	91.2%	177	8.8%
Preschool Director Band A	209	68.3%	97	31.7%
TOTAL	2884	90.7%	297	9.3%



Temporary and Permanent Profile

The workforce on unpaid leave as at the last payday in June 2017 has been included into this analysis to give a more accurate representation of the total permanent/temporary profile.

Of school and preschool sector leaders (school and non-school based) 88.1% are permanent which is relatively consistent with 2016 (88.9%).

69.1% (1,974) of permanent school and preschool sector leaders were females, compared to 67.7% in 2016.

Table 6: School and Preschool Sector Leadership by Temporary/Permanent, June 2017

Legislative Act or Award	Number of Permanent	Number of Temporary	% of permanent employees
Education Act (Total)	2624	306	91.8%
Principal Band A	524	41	18.3%
Deputy Principal Band B	283	21	9.9%
Leader Band B	1817	244	63.6%
Children's Services Act (Total)	233	81	8.2%
Preschool Director Band A	233	81	8.2%
TOTAL	2857	387	88.1%

Portfolio Profile

The following tables provide a comparative analysis of key workforce demographics across DECD Portfolios.

Table 7 School and Preschool Sector Leadership characteristics by Portfolio

Portfolio	FTE	Persons	Full-time	Part-time	Female	Male	ATSI	Average age	<30 years	30-49 years	50+ years
Berri	101.6	105	94	11	72	33	0	45	8	59	38
Felixstow 1	181.1	184	174	10	129	55	0	49	11	71	102
Felixstow 2	221.0	224	215	9	155	69	<5	49	11	100	113
Flinders Park 1	108.6	110	104	6	73	37	<5	47	9	45	56
Flinders Park 2	218.9	225	200	25	141	84	5	49	6	99	120
Gawler	162.5	169	150	19	118	51	0	47	5	92	72
Kadina	101.9	106	91	15	81	25	0	45	10	58	38
Mount Barker 1	135.6	140	126	14	95	45	<5	48	6	69	65
Mount Barker 2	211.3	216	196	20	140	76	<5	49	6	100	110
Mount Gambier	135.0	141	119	22	105	36	0	45	9	86	46
Murray Bridge	124.9	129	116	13	93	36	<5	47	9	65	55
Noarlunga 1	162.1	168	149	19	121	47	<5	47	7	90	71
Noarlunga 2	172.4	176	163	13	114	62	0	46	11	85	80
Para Hills 1	156.6	160	148	12	105	55	<5	45	15	86	59
Para Hills 2	166.3	169	159	10	124	45	0	46	11	93	65
Para Hills 3	217.1	221	206	15	153	68	0	47	11	120	90
Para Hills 4	136.4	141	125	16	95	46	<5	47	8	71	62
Port Lincoln	112.8	118	98	20	85	33	<5	47	8	64	46
Port Pirie	84.0	89	74	15	70	19	<5	48	6	41	42
Whyalla	147.4	150	139	11	107	43	<5	43	27	77	46
Other ²	39.6	40	38	<5	<5	12	0	53	0	13	27
TOTAL	3097.1	3181	2884	297	2204	977	24	NA	194	1584	1403
% or average of school and preschool leadership workforce	147.5	151	90.7%	9.3%	69.3%	30.7%	3.3%	47 years	6.1%	49.8%	44.1%

Note: Includes employees active or on paid leave only

²Other includes Administrative and Educational locations that are non-school or preschool sites.



Table 8 School and Preschool Sector Leadership by Portfolio and employment characteristics

Portfolio	Permanent	Temporary	Separations	Unpaid leave
Berri	95	12	<5	<5
Felixstow 1	167	19	<5	<5
Felixstow 2	195	32	<5	<5
Flinders Park 1	102	11	<5	<5
Flinders Park 2	193	34	9	<5
Gawler	145	26	<5	<5
Kadina	95	14	<5	<5
Mount Barker 1	125	17	8	<5
Mount Barker 2	190	28	9	<5
Mount Gambier	128	14	6	<5
Murray Bridge	112	22	6	5
Noarlunga 1	152	20	7	<5
Noarlunga 2	151	30	7	5
Para Hills 1	154	9	<5	<5
Para Hills 2	154	16	<5	<5
Para Hills 3	202	23	5	<5
Para Hills 4	132	10	6	<5
Port Lincoln	103	15	0	0
Port Pirie	83	8	<5	<5
Whyalla	131	23	<5	<5
Other ²	48	<5	14	12
TOTAL	2857	387	108	63
% of school and preschool leadership workforce	88.1%	11.9%	N/A	N/A

²Other includes Administrative and Educational locations that are non-school or preschool sites.



Table 9 School and Preschool Sector Leadership by Portfolio and classification

Portfolio	School Sector			PreSchool Sector	TOTAL
	Principal Band A	Deputy Principal Band B	Leader Band B	Preschool Director Band A	
Berri	24	8	65	8	105
Felixstow 1	26	14	123	21	184
Felixstow 2	26	16	163	19	224
Flinders Park 1	25	7	72	6	110
Flinders Park 2	31	19	156	19	225
Gawler	37	16	99	17	169
Kadina	23	7	65	11	106
Mount Barker 1	35	10	79	16	140
Mount Barker 2	25	22	147	22	216
Mount Gambier	33	13	77	18	141
Murray Bridge	30	15	70	14	129
Noarlunga 1	25	21	101	21	168
Noarlunga 2	26	24	108	18	176
Para Hills 1	25	13	109	13	160
Para Hills 2	24	20	110	15	169
Para Hills 3	25	18	165	13	221
Para Hills 4	27	11	91	12	141
Port Lincoln	27	9	67	15	118
Port Pirie	21	7	49	12	89
Whyalla	33	17	84	16	150
Other ²	13	6	21	0	40
TOTAL	561	293	2021	306	3181
% of school & preschool sector leadership workforce	17.6%	9.2%	63.5%	9.6%	100.0%

²Other includes Administrative and Educational locations that are non-school or preschool sites.

For Further Information

Contact: Workforce Planning and Reporting

Ph: 8463 7592

Email: DECD.WorkforceDataandPlanning@sa.gov.au

A copy of the report can be found at

<https://www.decd.sa.gov.au/departments/research-and-data/workforce-reports/workforce-profiles>

