

# Department for Education school and preschool sector leadership (schools and non-school based) – summary

## Issue 7 – June 2018

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The following is a profile of the Department for Education 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 2018.

The school and preschool leaders (schools and non-school based) identified in this analysis are employed by Department for Education 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 2018 Workforce Information Collection prepared for the Department of the 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 Department for Education publications sourced directly from the HRM system.*

#### Notes:

Where the term “contingent” is used within this document it is to be noted that this refers to employees who are employed on a non-permanent basis.

“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:

- 3254 school and preschool sector leaders (school and non-school based) or 3168.5 full time equivalents (FTEs) were employed by Department for Education. This included 571 principals, 306 deputy principals, 2082 leader band B (includes the ‘senior’ classification) and 295 preschool directors.
- The average age of the workforce was 46 years and 55% of the workforce were aged 45 years and over, compared to almost 51.8% for the total Department for Education workforce.
- Females accounted for 69.4% of the school and preschool sector leaders. The classification with the highest proportion of females (98.3%) was preschool directors.
- 9.9% of school and preschool sector leaders were employed in a part-time capacity. Of the part-time employees (322), the majority were working in the leader band B classification range (including ‘senior’ classifications) at 66.5%.



- 40 employees were on unpaid leave (in addition to the 3254 leaders stated above).
- 99 employees separated during 2017/2018 (including contract expired).<sup>1</sup>

## Comparison between 2014 and 2018 school and preschool sector leadership

Table 1: School and preschool sector leadership characteristics over last 5 years

Trend over the last 5 years	Persons	2014	2015	2016	2017	2018	% change since 2014
<i>School sector</i>							
	Principal band A	603	600	591	561	571	-5.3%
	Deputy principal band B	297	288	289	293	306	3.0%
	Leader band B	2167	2069	2002	2021	2082	-3.9%
<i>Preschool sector</i>							
	Preschool director band A	307	308	311	306	295	-3.9%
Trend over the last 5 years	FTE	2014	2015	2016	2017	2018	% change since 2014
<i>School sector</i>							
	Principal band A	601.0	597.3	588.6	560.2	569.0	-5.3%
	Deputy principal band B	292.7	284.2	283.6	287.4	302.7	3.4%
	Leader band B	2111.9	2013.5	1950.3	1973.9	2027.8	-4.0%
<i>Preschool sector</i>							
	Preschool director band A	269.4	272.5	278.7	275.6	269.0	-0.1%
Trend over the last 5 years	Females (persons)	2014	2015	2016	2017	2018	% change since 2014
<i>School sector</i>							
	Principal band A	358	358	372	350	363	1.4%
	Deputy principal band B	201	194	185	202	208	3.5%
	Leader band B	1426	1363	1324	1353	1396	-2.1%
<i>Preschool sector</i>							
	Preschool director band A	298	300	305	299	290	-2.7%
Trend over the last 5 years	Males (persons)	2014	2015	2016	2017	2018	% change since 2014
<i>School sector</i>							
	Principal band A	245	242	219	211	208	-15.1%
	Deputy principal band B	96	94	104	91	98	2.1%
	Leader band B	741	706	678	668	686	-7.4%
<i>Preschool sector</i>							
	Preschool director band A	9	8	6	7	5	-44.4%

<sup>1</sup> Some of these employees have a separation reason of “contract expired” and may be re-employed at a later stage.



Trend over the last 5 years	Full time (persons)	2014	2015	2016	2017	2018	% change since 2014
	<b>School sector</b>						
	Principal band A	597	591	583	558	565	-5.4%
	Deputy principal band B	284	273	273	273	293	3.2%
	Leader band B	1958	1868	1813	1844	1868	-4.6%
	<b>Preschool sector</b>						
	Preschool director band A	196	200	213	209	206	5.1%

Trend over the last 5 years	Part time (persons)	2014	2015	2016	2017	2018	% change since 2014
	<b>School sector</b>						
	Principal band A	6	9	8	3	6	0.0%
	Deputy principal band B	13	15	16	20	13	0.0%
	Leader band B	209	201	189	177	214	2.4%
	<b>Preschool sector</b>						
	Preschool director band A	111	108	98	97	89	-19.8%

Trend over the last 5 years	Average age	2014	2015	2016	2017	2018	% change since 2014
	<b>School sector</b>						
	Principal band A	53	53	53	52	52	-1.9%
	Deputy principal band B	51	50	50	50	48	-5.9%
	Leader band B	47	46	46	45	44	-6.4%
	<b>Preschool sector</b>						
	Preschool director band A	48	48	48	48	49	2.1%

The workforce on unpaid leave as at 30 June 2018 has been included in the below analysis to give a more inclusive representation of the permanent/contingent cohorts. Therefore data presented for the permanent/contingent workforce may vary from other internal Department for Education publications.

**Table 2: Permanent/contingent workforce over last 5 years**

Trend over the last 5 years	Permanent (persons)	2014	2015	2016	2017	2018	% change since 2014
	<b>School sector</b>						
	Principal band A	572	574	565	524	531	-7.2%
	Deputy principal band B	283	279	276	283	293	3.5%
	Leader band B	1967	1861	1824	1817	1859	-5.5%
	<b>Preschool sector</b>						
	Preschool director band A	232	246	236	233	235	1.3%

Trend over the last 5 years	Contingent (persons)	2014	2015	2016	2017	2018	% change since 2014
<b>School sector</b>							
	Principal band A	34	34	36	41	42	23.5%
	Deputy principal band B	20	20	21	21	23	15.0%
	Leader band B	226	239	219	244	244	8.0%
<b>Preschool sector</b>							
	Preschool director band A	87	72	85	81	67	-23.0%

## Profile by legislative act by general employment category

### Education Act

- In total, there were 17,798 teachers and leaders employees employed under the *Education Act* as at June 2018. There were 2,959 (16.6%) school sector leadership classification including principals, deputy principals and leader band B (including the 'senior' classifications).

### Children's Services Act

- There were 956 preschool sector teachers and leaders employed under the *Children's Services Act* as at June 2018. There were 295 (30.9%) 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 2018**

Legislative act or award	Persons	FTE
<b>Education Act (total)</b>	<b>2959</b>	<b>2899.5</b>
Principal band A	571	569.0
Deputy principal band B	306	302.7
Leader band B	2082	2027.8
<b>Children's Services Act (total)</b>	<b>295</b>	<b>269.0</b>
Preschool director band A	295	269.0
<b>Total</b>	<b>3254</b>	<b>3168.5</b>

### Profile by salary (full time equivalent)

All schools and preschool sector leaders receive a salary greater or equal to \$99,029. The highest proportion of leaders received a salary between \$99,029 and \$125,000. The salary bracket of \$125,001 plus includes leadership from the *Education Act* only; 58.5% of principals, 10.1% of deputy principals and 1.1% of leader band B.

As indicated in the graph below, females represent 70.8% within the \$99,029 to \$125,000 salary bracket with males representing 29.2%. In the \$125,001 plus salary bracket, females represented 58.9% and males represented 41.1%.

**Table 4: School and preschool sector leadership by salary bracket and gender, June 2018**

Salary bracket	Female	Male	Total	Salary bracket numbers (including gender)	
\$0 - \$60,810	0	0	0	0%	
\$60,811 - \$77,385	0	0	0	0%	
\$77,386 - \$99,028	0	0	0	0%	
\$99,029 - \$125,000	2029	838	2867	~78%	
\$125,001+	228	159	387	~22%	
<b>Total</b>	<b>2257</b>	<b>997</b>	<b>3254</b>		

### Age and gender profile

The average age of the various leadership positions have remained relatively constant since June 2014.

**Table 5: School and preschool sector leadership by average age and gender, June 2018**

Leadership Category	Female	Male	Ave. of category
Principal band A	53	52	52
Deputy principal band B	49	47	48
Leader band B	44	43	44
Preschool director band A	49	52	49
<b>Grand Total</b>	<b>47</b>	<b>46</b>	<b>46</b>

Of all age brackets, the highest proportion of leaders (14.6%) was aged between 55-59 years.

Females represented 77.5% of all Department for Education employees. Of the total number of female department employees, 9.6% were working as school and preschool sector leaders.

Since 2017:

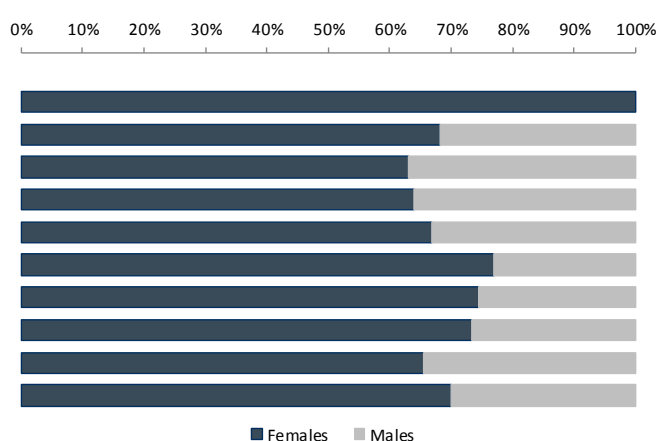
- Overall female leadership has increased by 2.4%. However, when comparing the leadership groups individually, there was a growth between 2017 and 2018 for female principal band A (3.7%), leader band B (3.2%) and deputy principal band B (3.0%).
- There has also been an increase (2.0%) in the overall male leadership between 2017 and 2018. This has been most noticeable for the male deputy principal band B (7.7%) increase (representing +7 employees).

In June 2018, females were prominent in all age brackets with the largest percentage between 55-59 years (15.4%). The highest percentage of males was between 35-39 years (15.4%).



**Table 6: Age bracket by gender, June 2018**

Age group	Females	Males	Total
15 - 19	0	0	0
20 - 24	4	0	4
25 - 29	150	70	220
30 - 34	239	140	379
35 - 39	274	154	428
40 - 44	290	144	434
45 - 49	345	103	448
50 - 54	281	96	377
55 - 59	348	126	474
60 - 64	249	131	380
65+	77	33	110
<b>Total</b>	<b>2,257</b>	<b>997</b>	<b>3,254</b>



### Full time/part time profile

In June 2018, 9.9% of school and preschool sector leaders (school and non-school based) were employed in a part-time capacity (employees who worked less than 0.98 FTE).

Of the part time employees (322 or 9.9%):

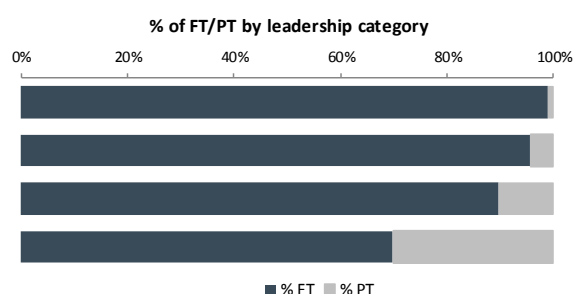
- 94.4% were female
- The largest proportion of part time leaders is within the preschool director band A category (30.2%)
- Only 1.1% of principals, 4.2% of deputy principals band B and 10.3% of leader band B were working part time.

Of the full-time employees (2,932 or 90.1%):

- 66.6% are female
- Apart from preschool director band A, all other leadership categories had more than 89% employed in a full time capacity.
- The highest level of full time employment was in the principal band A category (98.9%).
- Just over two thirds (69.8%) of preschool directors were working full time.

**Table 7: School and preschool sector leadership by full time/part time and leadership category, June 2018**

Leadership category	Full time	% FT	Part time	% PT
Principal band A	565	98.9%	6	1.1%
Deputy principal band B	293	95.8%	13	4.2%
Leader band B	1868	89.7%	214	10.3%
Preschool director band A	206	69.8%	89	30.2%
<b>Total</b>	<b>2,932</b>	<b>90.1%</b>	<b>322</b>	<b>9.9%</b>



## Permanent/contingent workforce

The workforce on unpaid leave as at 30 June 2018 has been included in this analysis to give a more inclusive representation of the permanent/contingent cohorts. Therefore data presented for the permanent/contingent workforce may vary from other internal Department for Education publications.

Of school and preschool sector leaders (school and non-school based) 88.6% are permanent which is relatively consistent with 2017 (88.1%).

**Table 8: Permanent/contingent workforce, June 2018**

Legislative act or award	Number of permanent	Number of contingent	% of permanent employees
<b>Education Act (total)</b>	<b>2683</b>	<b>309</b>	<b>91.9%</b>
Principal band A	531	42	18.2%
Deputy principal band B	293	23	10.0%
Leader band B	1859	244	63.7%
<b>Children's Services Act (total)</b>	<b>235</b>	<b>67</b>	<b>8.1%</b>
Preschool director band A	235	67	8.1%
<b>Total</b>	<b>2918</b>	<b>376</b>	<b>88.6%</b>

Permanency relates to the status of the employee, not the appointment the employee is holding. At any point in time a proportion of the permanent workforce will be on leave (paid and unpaid). In this instance a vacancy may result. However, the permanent employee still retains the right to permanent employment with the department resulting in the vacancy only being able to be filled on a temporary basis. The overall impact of the permanent workforce taking leave is an increase in the temporary workforce to cover many of the vacancies that result.

The impact is illustrated below.

**Table 9: Leadership permanency rate, June 2018**

	June 2018
Permanent	2918
Temporary	376
- minus backfill for school and preschool leaders who were permanent and on leave	123
- minus backfill for school and preschool leaders who were permanent, seconded to a non-school/preschool site and actively employed	16
<b>Revised temporary</b>	<b>237</b>
Total	3155
<b>% Permanent</b>	<b>92.5</b>

*N.B. The formula may vary depending on the classification profiled.*

## Portfolio profile

The following tables provide a comparative analysis of key workforce characteristics across Department for Education portfolios.

**Table 10: 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	80.9	83	73	10	59	24	0	46	3	50	30
Felixstow 1	234.2	238	225	13	161	77	1	50	8	102	128
Felixstow 2	142.3	145	136	9	112	33	0	46	8	80	57
Felixstow 3	108.6	112	99	13	75	37	0	47	3	68	41
Flinders Park 1	26.8	27	26	1	17	10	1	48	4	9	14
Flinders Park 2	168.3	171	158	13	113	58	4	48	3	85	83
Flinders Park 3	136.6	138	133	5	80	58	0	48	6	64	68
Flinders Park 4	148.5	152	136	16	107	45	1	48	8	71	73
Gawler 1	133.6	138	121	17	97	41	0	46	7	76	55
Gawler 2	65.3	69	57	12	50	19	0	45	3	41	25
Kadina	71.2	75	62	13	55	20	0	43	10	41	24
Mount Barker 1	89.1	93	80	13	64	29	1	50	2	41	50
Mount Barker 2	131.8	135	123	12	93	42	0	49	8	54	73
Mount Gambier 1	108.1	110	101	9	79	31	2	44	6	72	32
Mount Gambier 2	47.6	52	37	15	40	12	0	47	5	24	23
Murray Bridge 1	44.4	47	37	10	35	12	2	47	3	24	20
Murray Bridge 2	76.8	78	72	6	53	25	1	44	6	46	26
Noarlunga 1	122.9	127	111	16	93	34	0	46	9	68	50
Noarlunga 2	138.8	144	127	17	96	48	0	47	6	72	66
Noarlunga 3	95.3	98	87	11	67	31	2	45	7	61	30
Noarlunga 4	122.6	127	111	16	83	44	2	46	6	67	54
Para Hills 1	127.2	130	121	9	89	41	3	42	18	71	41
Para Hills 2	127.9	129	123	6	93	36	0	44	14	71	44
Para Hills 3	144.1	146	137	9	93	53	2	47	8	73	65
Para Hills 4	83.8	87	76	11	63	24	0	44	6	54	27
Pirie	58.4	61	52	9	48	13	1	43	8	35	18
Port Augusta 1	86.4	88	81	7	59	29	4	42	20	43	25
Port Augusta 2	82.3	83	80	3	67	16	2	44	14	44	25
Port Lincoln 1	71.2	75	62	13	53	22	1	46	7	37	31
Port Lincoln 2	42.9	44	39	5	29	15	0	44	7	25	12
Other <sup>2</sup>	50.7	52	49	3	34	18	1	52	1	20	31
<b>Total</b>	<b>3168.5</b>	<b>3254</b>	<b>2932</b>	<b>322</b>	<b>2257</b>	<b>997</b>	<b>31</b>	<b>NA</b>	<b>224</b>	<b>1689</b>	<b>1341</b>
<b>% or average of school and preschool leadership workforce</b>	<b>102.2</b>	<b>105</b>	<b>90.1%</b>	<b>9.9%</b>	<b>69.4%</b>	<b>30.6%</b>	<b>1.0%</b>	<b>46 years</b>	<b>6.9%</b>	<b>51.9%</b>	<b>41.2%</b>

<sup>2</sup>Other includes administrative and educational locations that are non-school or preschool sites.



**Table 11: School and preschool sector leadership by portfolio and employment characteristics**

Portfolio	Permanent	Contingent	Separations	Unpaid leave
Berri	76	9	2	2
Felixstow 1	206	33	7	1
Felixstow 2	128	19	5	2
Felixstow 3	107	6	5	1
Flinders Park 1	24	4	3	1
Flinders Park 2	150	23	4	2
Flinders Park 3	127	16	5	5
Flinders Park 4	140	14	1	2
Gawler 1	118	21	3	1
Gawler 2	62	8	2	1
Kadina	68	8	5	1
Mount Barker 1	79	15	0	1
Mount Barker 2	121	15	5	1
Mount Gambier 1	103	7	3	0
Mount Gambier 2	43	9	1	0
Murray Bridge 1	41	8	2	2
Murray Bridge 2	67	11	2	0
Noarlunga 1	110	17	2	0
Noarlunga 2	120	24	2	0
Noarlunga 3	79	19	3	0
Noarlunga 4	117	10	2	0
Para Hills 1	121	11	3	2
Para Hills 2	118	11	3	0
Para Hills 3	141	7	5	2
Para Hills 4	79	8	2	0
Pirie	54	8	2	1
Port Augusta 1	78	12	2	2
Port Augusta 2	76	7	0	0
Port Lincoln 1	69	6	0	0
Port Lincoln 2	38	6	0	0
Other <sup>2</sup>	58	4	18	10
<b>Total</b>	<b>2918</b>	<b>376</b>	<b>99</b>	<b>40</b>
<b>% of school and preschool leadership workforce</b>	<b>88.6%</b>	<b>11.4%</b>	<b>3%</b>	<b>1%</b>

<sup>2</sup>Other includes administrative and educational locations that are non-school or preschool sites.

**Table 12: 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	20	8	49	6	83
Felixstow 1	26	17	175	20	238
Felixstow 2	21	16	88	20	145
Felixstow 3	14	6	84	8	112
Flinders Park 1	13	3	11	0	27
Flinders Park 2	24	12	125	10	171
Flinders Park 3	17	14	90	17	138
Flinders Park 4	22	12	109	9	152
Gawler 1	28	13	86	11	138
Gawler 2	22	5	33	9	69
Kadina	14	6	48	7	75
Mount Barker 1	25	8	49	11	93
Mount Barker 2	16	14	92	13	135
Mount Gambier 1	24	12	66	8	110
Mount Gambier 2	17	4	23	8	52
Murray Bridge 1	15	7	21	4	47
Murray Bridge 2	18	5	50	5	78
Noarlunga 1	18	14	79	16	127
Noarlunga 2	19	21	90	14	144
Noarlunga 3	15	11	62	10	98
Noarlunga 4	19	12	84	12	127
Para Hills 1	15	12	94	9	130
Para Hills 2	16	13	90	10	129
Para Hills 3	22	14	100	10	146
Para Hills 4	20	6	54	7	87
Pirie	12	7	35	7	61
Port Augusta 1	18	10	52	8	88
Port Augusta 2	18	6	50	9	83
Port Lincoln 1	15	7	43	10	75
Port Lincoln 2	11	3	26	4	44
Other <sup>2</sup>	17	8	24	3	52
<b>Total</b>	<b>571</b>	<b>306</b>	<b>2082</b>	<b>295</b>	<b>3254</b>
<b>% of school &amp; preschool sector leadership workforce</b>	<b>17.5%</b>	<b>9.4%</b>	<b>64.0%</b>	<b>9.1%</b>	<b>100.0%</b>

<sup>2</sup>Other includes administrative and educational locations that are non-school or preschool sites.

### For further information

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**A copy of the report can be found at**

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

