

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

Issue 5 – June 2016

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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 2016.

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 2016 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).

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:

- 3193 school and preschool sector leaders (school and non-school based) or 3101.2 full time equivalents (FTEs) were employed by DECD. This included 591 Principals, 289 Deputy Principals, 2002 Leader Band B (includes the Senior classifications) and 311 Preschool Directors.
- The average age of the workforce was 48 years and 60.2% of the workforce were aged 45 years and over, compared to almost 54% for the total DECD workforce.
- Females accounted for 68.5% of the school and preschool sector leaders. The classification with the highest proportion of females (98.1%) was Preschool Directors.
- 9.7% of school and preschool sector leaders were employed in a part-time capacity. Of the part-time employees (311), the majority were working in the Leader Band B classification range (including Senior classifications) at 65.9%.
- 69 employees were on unpaid leave (in addition to the 3193 leaders stated above).
- 97 employees separated during 2015/2016 (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.

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Comparison between 2012 and 2016 School and Preschool Sector Leadership

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

Trend Over the Last 5 Years	Persons	2012	2013	2014	2015	2016	% change since 2012
	School Sector						
	Principal Band A	630	610	603	600	591	-6.2%
	Deputy Principal Band B	326	294	297	288	289	-11.3%
	Leader Band B	2090	2208	2167	2069	2002	-4.2%
	PreSchool Sector						
	Preschool Director Band A	305	307	307	308	311	2.0%

Trend Over the Last 5 Years	FTE	2012	2013	2014	2015	2016	% change since 2012
	School Sector						
	Principal Band A	628.2	607.4	601.0	597.3	588.6	-6.3%
	Deputy Principal Band B	323.1	290.1	292.7	284.2	283.6	-12.2%
	Leader Band B	2036.2	2153.7	2111.9	2013.5	1950.3	-4.2%
	PreSchool Sector						
	Preschool Director Band A	268.1	270.1	269.4	272.5	278.7	3.9%

Trend Over the Last 5 Years	Females (Persons)	2012	2013	2014	2015	2016	% change since 2012
	School Sector						
	Principal Band A	367	364	358	358	372	1.4%
	Deputy Principal Band B	204	196	201	194	185	-9.3%
	Leader Band B	1341	1441	1426	1363	1324	-1.3%
	PreSchool Sector						
	Preschool Director Band A	297	301	298	300	305	2.7%

Trend Over the Last 5 Years	Males (Persons)	2012	2013	2014	2015	2016	% change since 2012
	School Sector						
	Principal Band A	263	246	245	242	219	-16.7%
	Deputy Principal Band B	122	98	96	94	104	-14.8%
	Leader Band B	749	767	741	706	678	-9.5%
	PreSchool Sector						
	Preschool Director Band A	8	6	9	8	6	-25.0%

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Trend Over the Last 5 Years	Full-Time (Persons)	2012	2013	2014	2015	2016	% change since 2012
	School Sector						
	Principal Band A	625	602	597	591	583	-6.7%
	Deputy Principal Band B	316	279	284	273	273	-13.6%
	Leader Band B	1898	2006	1958	1868	1813	-4.5%
	PreSchool Sector						
	Preschool Director Band A	198	202	196	200	213	7.6%

Trend Over the Last 5 Years	Part-Time (Persons)	2012	2013	2014	2015	2016	% change since 2012
	School Sector						
	Principal Band A	5	8	6	9	8	60.0%
	Deputy Principal Band B	10	15	13	15	16	60.0%
	Leader Band B	192	202	209	201	189	-1.6%
	PreSchool Sector						
	Preschool Director Band A	107	105	111	108	98	-8.4%

Trend Over the Last 5 Years	Average Age	2012	2013	2014	2015	2016	% change since 2012
	School Sector						
	Principal Band A	53	53	53	53	53	0.0%
	Deputy Principal Band B	51	51	51	50	50	-2.0%
	Leader Band B	48	47	47	46	46	-4.2%
	PreSchool Sector						
	Preschool Director Band A	48	48	48	48	48	0.0%

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

Note:

- From 01/02/2013 onwards, Leader classification was changed.
Principal – PC01 translated to Principal Band A-1, Principal - PC02 translated to Principal Band A-2 and so on.
- From 01/02/2013 onwards, Other Leader classification also changed.
Coordinator Level 2 translated to Leader Band B-0, Coordinator Level 3 translated to Leader Band B-1.
- Deputy Principal – PC01 translated to Deputy Principal Band B-2, Deputy Principal –PC02 translated to Deputy Principal Band B-3, Deputy Principal – PC03 translated to Deputy Principal Band – 4 and Deputy Principal – PC04 translated to Deputy Principal Band B -5.
- Senior Leader Level 1 translated to Leader Band B-2, Senior Leader Level 2 translated to Leader Band B-3, Senior Leader Level 3 translated to Leader Band 4 B-4 and Senior Leader Level 4 translated to Leader Band B-5.
- Assistant Principal Levels were translated to Senior Leader Levels in 2011 and then translated to Leader Band Levels in 2013.

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

Trend Over the Last 5 Years	Permanent (Persons)	2012	2013	2014	2015	2016	% change since 2012
<i>School Sector</i>							
	Principal Band A	605	587	572	574	565	-6.6%
	Deputy Principal Band B	331	291	283	279	276	-16.6%
	Leader Band B	1946	2019	1967	1861	1824	-6.3%
<i>PreSchool Sector</i>							
	Preschool Director Band A	248	237	232	246	236	-4.8%

Trend Over the Last 5 Years	Temporary (Persons)	2012	2013	2014	2015	2016	% change since 2012
<i>School Sector</i>							
	Principal Band A	27	30	34	34	36	33.3%
	Deputy Principal Band B	12	15	20	20	21	75.0%
	Leader Band B	177	231	226	239	219	23.7%
<i>PreSchool Sector</i>							
	Preschool Director Band A	74	78	87	72	85	14.9%

Includes employees on paid and unpaid leave, excludes claim paid employees

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 17,311 teachers and leaders employees employed under the Education Act as at 30 June 2016. There were 2,882 (16.7%) school sector leadership classification including Principals, Deputy Principals and Leader Band B (including Senior classification).

Children's Services Act

- There were 935 preschool sector teachers and leaders employed under the Children's Services Act as at 30 June 2016. There were 311 (33.3%) 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 2016

Legislative Act or Award	Persons	FTE
Education Act (Total)	2882	2822.5
Principal Band A	591	588.6
Deputy Principal Band B	289	283.6
Leader Band B	2002	1950.3
Children's Services Act (Total)	311	278.7
Preschool Director Band A	311	278.7
TOTAL	3193	3101.15

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Profile by Salary

All schools and preschool sector leaders receive a salary greater than \$93,799. The highest proportion of leaders received a salary between \$93,800 and \$118,399. The salary bracket of \$118,400 plus includes leadership from the Education Act only; 54.5% of Principals, 9.3% of Deputy Principals and 1.6% of Leader Band B (includes Senior classifications).

As indicated in the graph below, females represent 69.8% within the \$93,800 to \$118,399 salary bracket with males representing 30.2%. In the \$118,400 plus salary bracket, females represented 58.8% and males represented 41.2%.

Table 4: School and Preschool Sector Leadership by Salary Bracket and Gender, June 2016

Salary Bracket	Female	Male	Total	Salary Bracket Numbers (including Gender)	
				Female	Male
\$0 - \$57,599	0	0	0		
\$57,600 - \$73,299	0	0	0		
\$73,300 - \$93,799	0	0	0		
\$93,800 - \$118,399	1962	850	2812	69.8%	30.2%
\$118,400 plus	224	157	381	58.8%	41.2%
TOTAL	2186	1007	3193		

Age and Gender Profile

The average age of the various leadership positions have remained relatively constant since June 2012.

As at June 2016:

- The average age of Principals were 53 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 (includes Senior classification) average age was 46 years with females averaging 46 years and males averaging 45 years.
- The average age of Preschool Directors were 48 years, with females averaging 48 years and males at 49 years.

Of all age brackets, the highest proportion of leaders (17.5%) was aged between 55-59 years.

Females represented 77% of all DECD employees. Of the total number of female DECD employees, 9.4% were working as school and preschool sector leaders.

Since 2015, there has been:

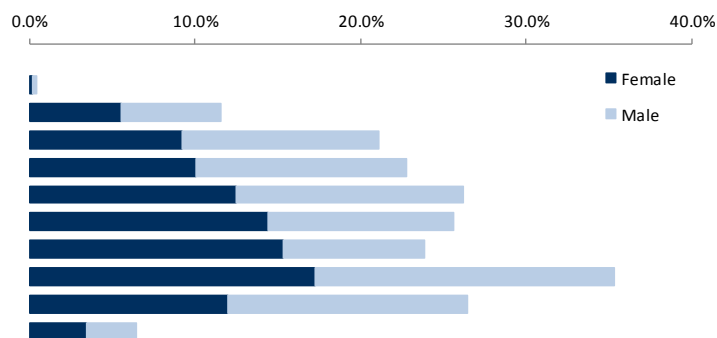
- A slight decrease in the overall female leadership except for Principal Band A where there has been a growth of 3.9% between 2015 and 2016, and Preschool Director Band A where there has been a growth of 1.7% between 2015 and 2016.
- There has also been a slight decrease (4.1%) in the overall male leadership between 2015 and 2016. This has been most noticeable for the Preschool Director Band A category with a 25.0% decrease (representing 2 employees).

In June 2016, females were prominent in all age brackets with the largest percentage between 55-59 years (17.2%). The highest percentage of males was also between 55-59 years (18.1%).

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Figure 1: Age Bracket by Gender, June 2016

Age Group	Females	Males	TOTAL
15 - 19	0	0	0
20 - 24	5	2	7
25 - 29	121	61	182
30 - 34	202	120	322
35 - 39	220	128	348
40 - 44	273	138	411
45 - 49	316	113	429
50 - 54	335	86	421
55 - 59	377	182	559
60 - 64	262	146	408
65+	75	31	106
TOTAL	2,186	1,007	3,193



Full Time/Part Time Profile

In June 2016, 9.7% 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 (311 or 9.7%):

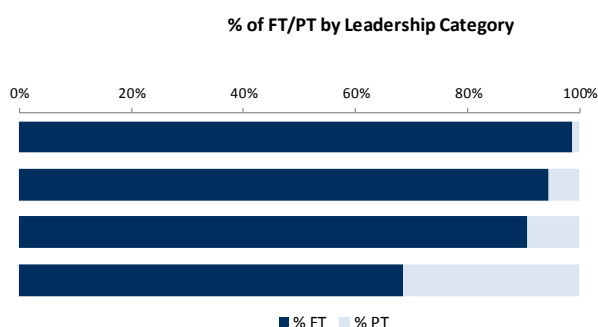
- 92.0% were female
- The largest proportion of part time leaders is within the Preschool Director Band A category (31.5%)
- Only 1.4% of Principals and 5.5% of Deputy Principals Band B were working part-time.

Of the full-time employees (2,882 or 90.3%):

- 65.9% 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 (98.6%).
- Just over two thirds (68.5%) of Preschool Directors were working full time.

Table 5: School and Preschool Sector Leadership by Full Time/Part Time and Leadership Category, June 2016²

Leadership Category	Full-Time	% FT	Part-Time	% PT
Principal Band A	583	98.6%	8	1.4%
Deputy Principal Band B	273	94.5%	16	5.5%
Leader Band B	1813	90.6%	189	9.4%
Preschool Director Band A	213	68.5%	98	31.5%
TOTAL	2882	90.3%	311	9.7%



² Note: The calculation of full time/part time percentages changed from 2014 onwards to represent a percentage across classification.

Temporary and Permanent Profile

The workforce on unpaid leave as at the last payday in June 2016 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) 88.9% are permanent which is relatively consistent with 2015 (89.0%).

67.7% (1,965) of permanent school and preschool sector leaders were females, compared to 67.2% in 2015.

Table 6: School and Preschool Sector Leadership by Temporary/Permanent, June 2016

Legislative Act or Award	Number of Permanent	Number of Temporary	% of permanent employees
Education Act (Total)	2665	276	91.9%
Principal Band A	565	36	19.5%
Deputy Principal Band B	276	21	9.5%
Leader Band B	1824	219	62.9%
Children's Services Act (Total)	236	85	8.1%
Preschool Director Band A	236	85	8.1%
TOTAL	2901	361	88.9%

For Further Information

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A copy of the report can be found at

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