



NSWPPA

New South Wales Primary Principals' Association

www.nswppa.org.au

NSWPPA POSITION | Teaching Principal & Small School Staffing

Background

Small schools provide unique learning opportunities for our students. Our small and unique settings, inclusive of Environmental Education Centres (EECs) and Hospital Schools, are located in metropolitan, regional, rural and remote locations across the state.

Rationale

The NSWPPA advocates for equity of access to education for students in all small school settings. Aligning with the Department of Education values, school leaders ensure access to high quality education for all students, celebrate diversity within our contexts and firmly believe that an education system is based on fairness, high expectations and mutual respect. Resourcing, including executive release time, is a pivotal feature of ensuring Teaching Principals are enabled to deliver effective, high quality education.

Recommendation 1: Second Educator Onsite

To increase the teacher entitlement in all schools to a minimum of 1.0 FTE to ensure continuity of learning and all duty of care, child protection and staff wellbeing needs are met.

Recommendation 2: Maximum 0.5 FTE Teaching Load for Teaching Principals

To increase release for all Teaching Principals to ensure a maximum of 0.5 FTE teaching load. This release will be provided to schools as a staffing entitlement.

Recommendation 3: Principal Classification

Teaching Principals should be paid in line with the recommendation of the NSWPPA Principal Classification Position Paper and paid at a rate above that of a Deputy Principal in recognition of the complexities and accountabilities of the Teaching Principal role.

Recommendation 4: Every School To Have A Full Time SAM

Small schools, including EECs and hospital schools, should receive a SAM entitlement of 1.0 FTE to reflect the administrative requirements of all schools. This will ensure consistency in the school's administration and communication processes and allow teaching staff to focus on teaching and learning.

Recommendation 5: Name Classification Change (P1-P7)

The term 'teaching' to be removed from the Teaching Principal title by reclassifying Principal positions from P1 to P7. The purpose for the removal of the term 'teaching' is to give recognition and focus to the entire complexity and accountability of our role, to value our professional expertise and the multifaceted, nuanced leadership skills required to lead and manage a school.

NSWPPA President: Robyn Evans

Teaching Principals Reference Group Chair: Andrew Rodgers

Teaching Principals Reference Group Executive Liaison: Leah Martin

Date Ratified: 6 September 2024