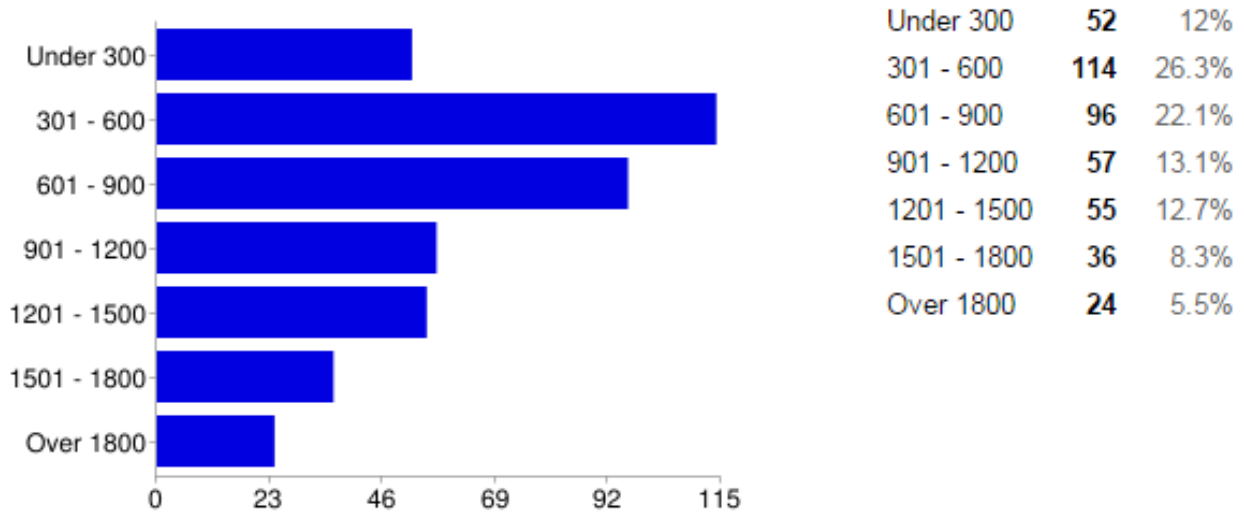


NASDAP Survey Responses May 2015

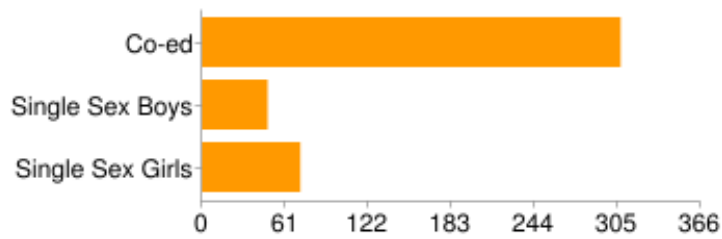
Key Points

- Over 430 Responses
- Big variation in Conditions – For schools of a similar size there is much variation in the size of the Senior Leadership Teams, the number of Salary Units and teaching hours attached to an AP or DP role.
- The majority of Senior Leadership members are working 50 – 60 hours per week.
- About 82% of Senior Leaders are members of PPTA.
- About 72% of Senior Leaders do not feel that PPTA effectively represents their interests.
- Not surprisingly over 96% of Senior Leaders feel that the number and value of the Senior Management allowance should be increased by a good margin. (The median was \$3000).
- The Higher Duties Allowance should kick in sooner – the median response was after 5 days.
- The most common salary enhancement was the payment of the monthly Cell Phone bill. This was reported by 42% of respondents.
- Successful applications for a Teacher Study Award showed a gender balance
- Successful applications for a DP & AP Study Award showed a slight bias towards female applicants.
- I have included all the individual comments at the end as they give a flavour of the feelings out there.

School Roll information

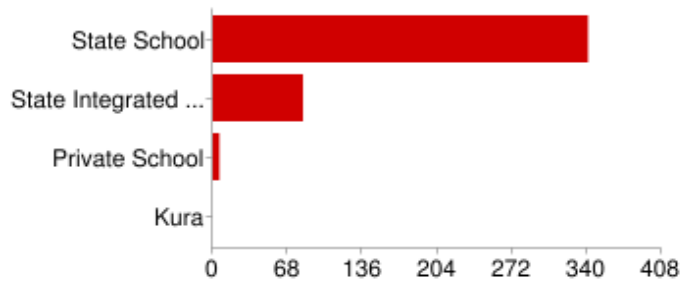


School Type



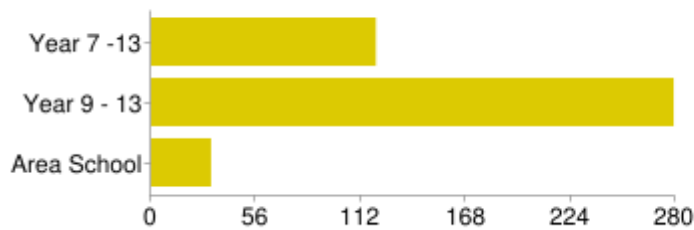
Co-ed	307	71.9%
Single Sex Boys	48	11.2%
Single Sex Girls	72	16.9%

School Type



State School	341	79.5%
State Integrated School	82	19.1%
Private School	6	1.4%
Kura	0	0%

School Type

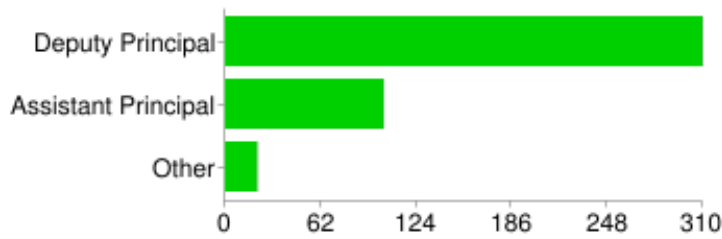


Year 7 -13	120	27.8%
Year 9 - 13	279	64.7%
Area School	32	7.4%

DECILE RATING OF RESPONDENTS

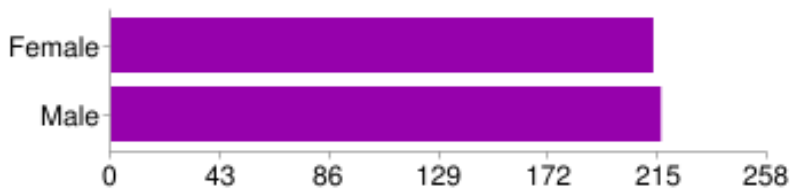
Decile Rating	Number	Percentage
1	22	5.1%
2	37	8.5%
3	62	14.3%
4	40	9.2%
5	34	7.8%
6	59	13.6%
7	48	11.1%
8	46	10.6%
9	35	8.1%
10	37	8.5%
Not given	13	3%

Position Title



Deputy Principal	310	71.8%
Assistant Principal	103	23.8%
Other	21	4.9%

Gender



Female	213	49.7%
Male	216	50.3%

Size of the Senior Leadership Team including the Principal

Size of the Team	Number	Percentage
2	2	0.4%
3	91	21.0%
4	155	35.8%
5	108	24.9%
6	47	10.9%
7	11	2.5%
8	10	2.3%
9	0	0.0%
10	2	0.4%
Not given	7	1.6%

Structure of the Leadership Team

The most common structures are:

Vertical -Principal vertical to DP vertical to AP vertical to next AP etc.

Principal vertical to DP then vertical to AP's which are horizontal

Flat - Principal vertical DP's/AP's which are all horizontal

3 Person Senior Leadership Teams

Vertical -Principal vertical to DP vertical to AP vertical to next AP etc. 45 49.5%

Principal vertical to DP then vertical to AP's which are horizontal

Flat - Principal vertical DP's/AP's which are all horizontal	43	47.3%
No answer	3	3.2%

4 Person Senior Leadership Teams

Vertical -Principal vertical to DP vertical to AP vertical to next AP etc.	30	19.4%
Principal vertical to DP then vertical to AP's which are horizontal	59	38.1%
Principal down to 2 equal DP's then down to AP	16	10.3%
Flat - Principal vertical DP's/AP's which are all horizontal	47	30.3%
No answer	3	1.9%

5 Person Senior Leadership Teams

Vertical -Principal vertical to DP vertical to AP vertical to next AP etc.	20	18.5%
Principal vertical to DP then vertical to AP's which are horizontal	33	30.5%
Principal down to 2 equal DP's then down to 2 AP's	20	18.5%
Flat - Principal vertical DP's/AP's which are all horizontal	33	30.5%
No answer or unique Structure	2	2.0%

6 Person Senior Leadership Teams

Vertical -Principal vertical to DP vertical to AP vertical to next AP etc.	6	12.5%
Principal vertical to DP then vertical to AP's which are horizontal	17	35.4%
Principal down to Associate Principal down to DP down to 3 AP's	3	6.3%
Principal down to 2 equal DP's then down to 3 AP's	3	6.3%
Principal down to Associate Principal down to 2 D.P.'s then 2 AP's	5	10.4%
Flat - Principal vertical DP's/AP's which are all horizontal	7	14.6%
No answer or unique structure	7	14.6%

7 Person Senior Leadership Teams

Vertical -Principal vertical to DP vertical to AP vertical to next AP etc.	2	18.2%
Principal vertical to DP then vertical to AP's which are horizontal	3	27.3%
Flat - Principal vertical DP's/AP's which are all horizontal	4	36.4%
No answer or unique	2	18.2%

8 & 9 Person Senior Leadership Teams

All had unique structures

School Size and Leadership Team size

School Size	Team of 3	Team of 4	Team of 5	Team of 6	Team of 7	Team of 8	Team of 10
Under 300	60%	32%	8%				
301 - 600	36%	46%	15%	3%			
601 - 900	18%	54%	23%	3%	2%		
901 - 1200	5%	45%	37%	7%	2%	4%	
1201 - 1500		20%	43%	17%	7%	13%	
1501 - 1800			31%	69%			
Over 1800			48%	22%	17%	13%	

Number of Units Attached to Position and Teaching Hours

School Size	Position	Team Size	Total Units	Teaching Hours
Under 300	AP	3	4 68%	8 16%
			5 16%	13-15 83%
			6 16%	
	DP	3	3 4%	5 - 6 15%
			4 0%	7 - 8 45%
			5 48%	9 -10 10%
			6 39%	11 -12 20%
			7 9%	13 -14 10%
	AP	4	-3 33%	10-11 50%
			4 17%	12-13 17%
			5 33%	14-15 33%
			6- 17%	
	DP	4	2 17%	-6 25%
			3 0%	7-8 17%
			4 17%	9-10 25%
			5 58%	11-12 0%
			6 25%	13-14 17%
				15-16 17%

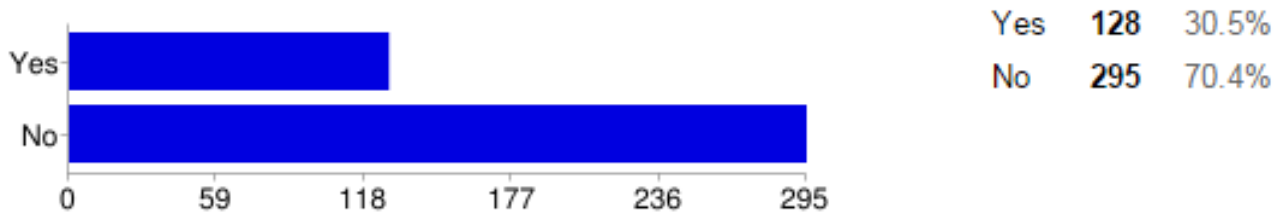
301 -600	AP	3	4 44% 5 56%	3 -4 22% 5 34% 10 22% 12 22%
	DP	3	5 37% 6 37% 7 23% 8 7%	0 -3 6% 4 20% 5 6% 6 -7 6% 8 30% 9 10% 10 10% 11 - 15 12%
	AP	4	4 13% 5 62% 6 25%	3 6% 4 31% 8-9 13% 10-11 13% 12 37%
	DP	4	5 29% 6 40% 7 29% 8 2%	0 - 3 9% 4 17% 5 9% 6 12% 8 34% 10 17% 14 2%
	AP	5	3 33% 5 50% 6 17%	0 17% 1 50% 2 33%
	DP	5	5 33% 6 33% 7 9% 8 16% 12 9%	4 58% 5 9% 8 16% 9 9% 10 8%
601 - 900	AP	3	4 25% 5 25% 6 25% 7 25%	4 25% 8 25% 9 25% 12 25%
	DP	3	0 8% 5 16% 6 8% 7 46% 8 22%	0 - 3 16% 4 30% 5 30% 10 8% 12-14 16%
	AP	4	0 - 2 22% 5 50% 6 14% 7 14%	0-6 21% 8 21% 9-11 15% 12-13 28% 14 -15 15%
	DP	4	2 2% 5 31% 6 25% 7 36% 9 6%	0 - 1 3% 4 39% 5 19% 6 - 7 6% 8 22% 9 8% 10 3%

	AP	5	4 50%	0 12%
			5 12%	4 13%
			6 25%	8 50%
			7 13%	9 13%
				10 12%
	DP	5	3 8%	3 14%
			5 21%	4 58%
			6 29%	5 7%
			7 21%	8 7%
			8 21%	9 14%
901 -1200	AP	4	4 17%	3 33%
			6 66%	4 50%
			7 17%	6 17%
	DP	4	6 22%	0 5%
			7 56%	3 22%
			8 11%	4 56%
			9 11%	6 17%
	AP	5	6 100%	6 25%
				8 75%
	DP	5	5 8%	3.5 29%
			6 21%	4 36%
			7 29%	5 29%
			8 21%	6 65
			9 21%	
1201 -1500	DP	4	7 88%	3 12%
			10 12%	4 75%
				5 13%
	DP	5	5 5%	0 5%
			7 53%	2 5%
			8 37%	4 69%
			10 5%	5 5%
				8 5%
				10 11%
	DP	6	5 25%	3 25%
			6 50%	4 50%
			9 25%	8 25%
1501 - 1800	DP	5	7 14%	4 86%
			8 86%	7 14%
	AP	6	5 33%	4 17%
			7 67%	5 16%
				8 50%
				10 17%
	DP	6	6 20%	0 13%
			7 13%	4 40%
			8 20%	5 27%
			9 13%	7 7%
			10 13%	8 13%
			11 13%	
			14 8%	

Over 1800	AP	5	6 50%	4 50%
			7 50%	8 50%
	DP	5	5 11%	4 33%
			6 0%	5 0%
			7 11%	6 56%
			8 56%	7 11%
			9 22%	
	DP	6	8 40%	0 20%
			9 0%	1 20%
			10 40%	4 60%
			13 20%	
	DP	7	7 33%	4 33%
			8 33%	5 66%
			9 33%	

Is there a separate Professional Development budget attached to your role?

Professional Development



Value of PLD Budget attached to your role as a Senior Leader

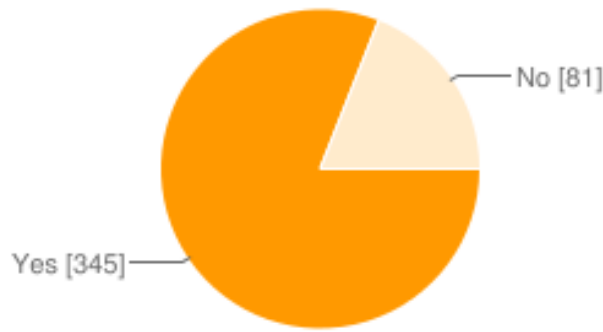
Don't Know	31%
\$0	28%
\$1000 - \$2000	29%
\$2001 - \$4000	8%
Over \$4000	4%

Hours of Work

Estimate of the hours worked per week.

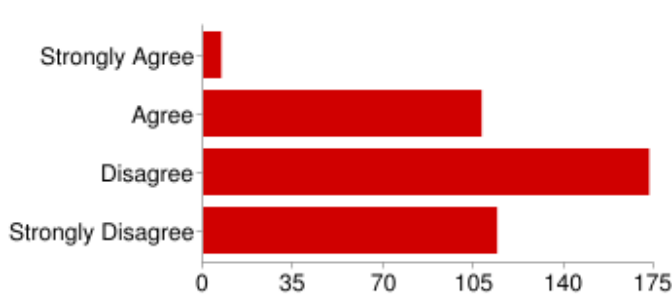
Hours Worked per Week	% of Respondents
40 -49	4%
50 - 55	40%
56 - 60	31%
61 - 65	14%
66 - 70	6%
Over 70	5%

PPTA Membership



Yes	345	81%
No	81	19%

I feel the PPTA effectively represents the interests of DP's & AP's [Representation from the PPTA]

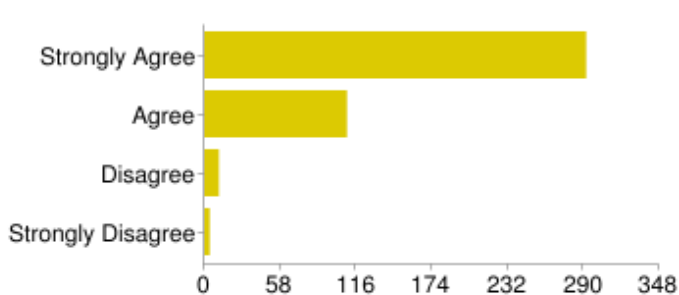


Strongly Agree	7	1.7%
Agree	108	26.9%
Disagree	173	43%
Strongly Disagree	114	28.4%

Cutting the data to remove non PPTA members (i.e., PPTA members only)

Strongly Agree	7	2.1%
Agree	98	28.8%
Disagree	150	44.1%
Strongly Disagree	85	25.0%

The number and value of the Senior Management Allowance should be increased by a good margin.



Strongly Agree	292	70.2%
Agree	109	26.2%
Disagree	11	2.6%
Strongly Disagree	4	1%

What should the value of a Senior Management Allowance be?

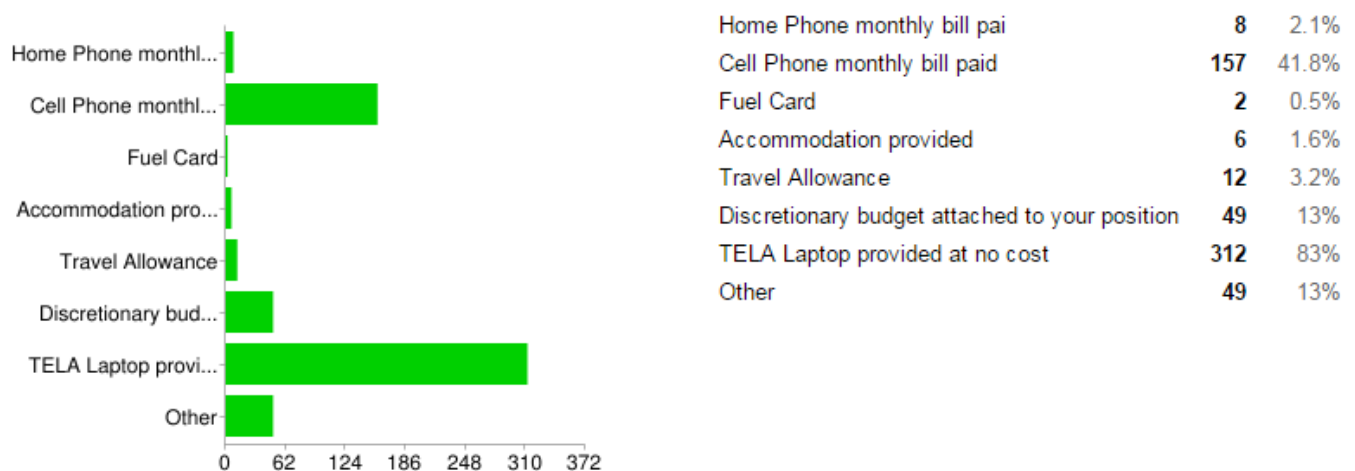
Value of a SMA should be:	% of Respondents
\$1500	1%
\$2000	22%
\$2500	10%
\$3000	20%
\$3500	7%
\$4000	28%
\$4500	1%
\$5000	10%
Over \$5000	1%

Acting up Allowance stand-down period

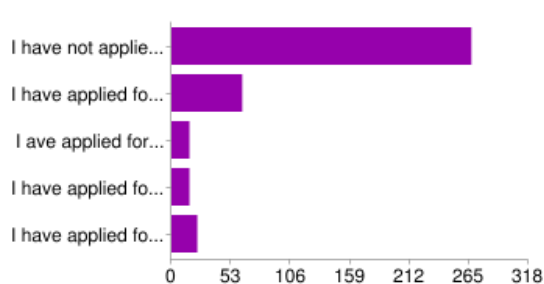
Currently there is a 14 day stand-down period for the acting up allowance when filling in for an absent Principal. How many days do you think the stand-down period should be?

Length of Stand-down period in days	% of Respondents
0 (any day Principal is away allowance should be paid)	12%
1	3%
2	3%
3	10%
4	1%
5	33%
6	1%
7	32%
8	1%
10	1%
14	3%

Salary Enhancements



Study Awards



I have not applied for either of these	267	70.6%
I have applied for a Teacher Study Award and was successful	63	16.7%
I have applied for a Teacher Study Award and was unsuccessful	16	4.2%
I have applied for a DP & AP Study Award and was successful	16	4.2%
I have applied for a DP & AP Study Award and was unsuccessful	23	6.1%

More Useful Statistics for Study awards

Teacher Study Award

	Applied and was Successful	Applied and was unsuccessful
Male	32/40 = 80%	8/40 = 20%
Female	30/36 = 83%	6/36 = 17%

DP & AP Study Award

	Applied and was Successful	Applied and was unsuccessful
Male	7/20 = 35%	13/20 = 65%
Female	9/19 = 47%	10/19 = 53%

Steve Read

Otago Southland Representative

NASDAP

Individual Comments (As they are spelling mistakes and all)

If you have any further comments please write them in the following box.

Higher Duties Allowance should be accruable so that people who 'act up' regularly for shorter periods could be recognised for the extra responsibility.

:)

Applied for Teacher study award twice while undertaking further study. Strong endorsement from lecturers but missed both times. Had to give up due to workload, esp following CHCH earthquakes. Not a very transparent process and seemed to favour certain age group.

As a new AP I do not feel there is enough support and am considering moving schools to go back to middle management

Cannot find the time to apply for study award also if it means taking time out of teaching this would make it impossible for the school to get adequate cover short or long term due to rural location and long distance travel for those intending to be relievers.

Chose not to take up study award. Hours of work is my main concern.

Didn't know DP and AP awards existed!

DP and AP should have their own pay structure. We are looked at as MANAGEMENT by PPTA and therefore are basically treated with contempt

DPS are grossly underpaid and significantly overworked. It's time something was done to rectify this situation given the demands of the role.

For what we do, and the responsibility we have, we are woefully underpaid. my Principal gets more than \$25 000 more than me and delegates huge amounts.

Further options for study would be fantastic. I've completed my Masters in Ed Leadership but cannot see myself having the time to move onto further study. A programme that gave credit for the work we are doing on a daily basis (obviously with some associated formal 'study') would be great.

Good to see someone is addressing this area in PPTA

Great to be surveyed, but this has been done often in the past, with little change, especially at PPTA level. Good luck.

Great to see something happening. All too often AP/DP hit in CAPNA because of lack of itemized job descriptions

Grossly underpaid

Have been awarded sabbatical leave

Having been under a micro-management Principal style, we have only just started to consider remuneration for cell phone use. not happened yet

How do you expect to keep people in teaching if our pay is not commensurate with our Tasman neighbours?

Huge work load issues

Huge workload for managers in Area Schools as we have few people who can take on responsibility

I am continually frustrated at the failure to address the value of MUs and SMAs. by the PPTA. Our school roll has climbed very significantly in the last few years and with it the demands of my job. The college has more MUs than it knows what to do with. All HODs have one extra unit as do I (only fixed term though) so proportionally they have received a bigger pay rise than our SMT. In effect my job is paid \$12000 a year more than the HOD English for instance. I've done both jobs and believe me the levels of work, pressure and responsibility are worth a whole lot more than that

I am not sure whether you are interested in Associate Principal positions but we are on the Teachers' Collective like APs & DPs and hence why I belong to PPTA

I believe study awards for senior positions should consider time spent as a SM not just time teaching as current PPTA awards do. To see APs with 2 years service and an intention to retire in a year getting a SM award over someone with 17 years SM service does not seem to reflect long serving SM's are getting a fair deal

I certainly think that DPs/APs fall between the cracks as far as support from PPTA is concerned. I feel like I pay a lot of subs for nothing.

I congratulate you for carrying out this survey! Much appreciated. The value of DP/AP's is being relentlessly downgraded by the educational establishment/govt as they introduce their PLGs & SCT's & IES's...and by Principals not acknowledging our contribution to the success of their students & schools. We are pretty much now classified as 'admin' -ie no brains, robotic tasks irrelevant to student success and welfare. There is no recognition of our high level of professional skill, knowledge and educational credentials -despite most of us coming in as highly skilled and

knowledgeable classroom teachers/HODs at the peak of the profession. THus DP/APs have no 'conditions' of service or payscales (like Ps have). We are totally at the whim of our Principals. PPTA take more money per head from us - and then ignore us totally. We don't have time to be in PPTA....And, in case you are wondering - no, am not bitter and twisted -I get job satisfaction helping kids deal usefully with their issues/lives and helping teachers teach/manage kids positively. Just annoys me when am reminded how we are treated like rubbish by all and sundry despite our amazing skills and contributions!!!! Good luck with your project!

I don't belong to the PPTA because it does nothing for DP's and AP's...I am on 5MU's for a job that is worth 10MU's so I am not happy. I also think the distribution and fairness of those MU's are skewed, we all do the same amount of work yet one DP is paid more than us...I can't see the justification except for nepotism. Also there needs to be more PD for DP's...we miss out because the perception is that teachers should do more PD cos we are already DP's...hullo!

I feel my job is very stressful - it is underresourced with no admin support and it is grossly underpaid as compared to other professions. I believe you could have asked a question about future career plans. If you are not planning on giving your life to a school in terms of principalship it seems to me we would be mad to remain dps. It would have been interesting to know how many dps hope to move into something other than what they are currently doing.

I feel my pay should be about \$20,000 more for what I do, either 1 SMA worth that or be allowed more than one to equate to that value & provide variation across seniority of DPS

I got a 16 week study award

I have applied for long service and was not successful. Trying again this year!!

I have been a DP for 2 1/2 years. In that time I expected the workload to decrease as I got better at doing the job. This has not been the case. The workload is getting out of hand. In order to support our staff we need to be able to actually take time to do our jobs effectively. Money is not the issue although the gap is too small from middle to senior management.

I have been awarded Teach NZ Earthquake study grant

I have been DP & PN for 18 years and the job has just got bigger and bigger.

I have heard that most of these awards are going to men so have at this point not put in the effort of applying

I have meticulously recorded my hours of work on a daily, weekly and yearly basis, if you are interested, back to 2002.

I hope this becomes more than just talk.

I know two people who got DP study awards for term each. Both left the country for 8 weeks of the term and neither visited overseas schools. Where is the accountability.

I love my job!

I think a DP position deserves better remuneration that reflects the role responsibility of the position The role is much closer to a Principal role.

I think refreshment leave should be available for Senior Managers at a figure like \$500 per week

I think there definitely needs to be more attention paid to the huge number of responsibilities DP/AP take on especially in Area Schools and smaller schools.

I was DP in a state school of 750 students prior to my current role. My current job is probably three times the size of the last.

I was unaware that there are specific DP / AP study awards

I would like to apply for a study award in the future

I wrote "disagree" regarding the gap between Principals and senior managers as I believe principals are grossly underpaid for what they do. Difficult to comment on senior management units as if you are on a good number of

PMU's then it does not matter. I believe we have got ours about right on 7 management units. For me it's not the money issue but the workload!! We are doing far too many hours to get the job done, as are normal teachers now with NCEA and the expectations to "track" all students and assist and report on priority learners. Each year we add more and more things we do at a school but never take anything out. This is the same for all schools.

I'm new to the position and do not believe the 'package' matches the role.

I'm too busy to prioritise applying for one.

In a medium sized state coeducational school DPs are expected to be specialists in a wide range of areas and all the functions and responsibilities expected in large schools have to be functionally carried by the DPs. This is unachievable and more MUs need to be made available to such schools to create a more horizontal structure of functional responsibility within the middle leadership. The DP/AP salary structure should also be reviewed to be better aligned with Principal salary and benefits.

In a small school, the DP will often be given many different roles which would normally be spread amongst a few people in a bigger school. This creates a heavy, multi-faceted work load.

Increased demands on schools to provide a diversity of courses to meet the educational needs of students means more 'Teacher time' is committed to the classroom therefore this increases workload for the administration of the school for the senior management which is also being pressured by the increase demand for accountability to NZQA, MOE and the community, yet this is not being recognised by increased staffing allowances.

It is time Deputy Principals should be recognised financially outside the MU structure to bring their salaries closer to that of a Principal

It is time MMA's were looked at too

Job too big and not paid enough - love but getting out soon. Not healthy

Keep up the good work.

More consideration needs to be put to roles and expectations on APs in particular. DP, in a vertical structure has wage advantage yet when they are out of school no consideration is given to the AP who does both his and the DP's job. Given many DPs.

NAPP 2015

Note - teacher study award was at a previous school and previous position.

Our Principal is away early every week sometimes for two days hence no higher duties - needs to be looked at. Also is it time for us to join SPANZ as PPTA are useless for AP/DPs

Our roles have significantly changed. We are regarded senior managers and manage a group of 8 staff. We don't necessarily lead anything any more, but we represent senior managers on the various committees such as the PD committee. As the DP I attend most of these committees.

Over recent years the role of DP/AP is getting more pressurized with little to no relief available. At the risk of DP/AP's health and or resignations this issue must be addressed.

PPTA have regressed back to old unionised approach, Branch us and them approach at times has been combative. DPs asked to cover for other PPTA members so they can attend meetings, unacceptable.

Rather than raising the value for just the SMA, increasing the value of all PR would spread the love.. Another alternative would be a specific salary scale for DP/AP that maintains a margin between principal and senior HOF/HOD roles

re the Acting up Allowance - Principal work is on top of doing one's own portfolios - this demands compensation for the workload and the increased responsibility of dealing with Principal matters

Recently completed the NAPP programme

School life has got very busy and complicated for senior managers in the last 5 years

Senior college - year 11 to 13

Should be entitled to sabbatical leave i.e. term every 5 years of service.

SMA should be given to all irrespective of units held.

Some of your boxes were not big enough for my answer.

some questions have been left blank because they dont apply in the indep school sector

Sport, Call backs in the evening

Successful in 3rd time of trying

Thank you for asking the questions

Thank you for looking into the workload of Deputy Principals, mine has grown over the 7 years, shifting from 4 DPs to 2 is herendous!

Thank you for thinking of us.

Thanks for the chance

Thanks for thinking about workload and remuneration and doing this research

The expectations on DP's is growing exponentially every year but the remuneration is clearly not keeping track. The long hours are exhausting with very little reward.

The higher duties allowance should be paid once the number of days as acting principal have been reached even if it is over a number of different time periods.

The monetary value of the SMU should be higher and increased according to teacher salary increases. Currently each unit should be \$5000 not \$4000

The role of the DP/AP in the smooth operation of the school is often under-estimated.

The SMA is currently ridiculous, especially in view of the length of time you can be acting principal without extra pay, and also because it doesn't adequately reflect the nature of the work we do. If acting as leader of the school on a regular basis is worth \$1000 a year, it is a miserable reflection on what we do.

the sma's are no use for us in area schools,(PLEASE dont let us slip through the net..instead... what must happen is the MU increase from the current \$4000pa to ...\$6 or \$7000. The recognition for the extra work and responsibility is being eroded so fast that people are not prepared to move in to senior positions.

There are few add on to a DP job - they are regarded as part of the job

There needs to be a distinct difference between SLT and Teachers. Unofficially, we are treated as if the same conditions of employment afforded to teachers re contact vs non-contact time as an example is not afforded to SLT. Most days, we do not get to have morning tea or lunch as we are constantly busy completing work.

think DP in low decile schools should be looked at more carefully in responsibility

This was in 2004 before I gained the role as DP

twice for above and still unsuccessful

Was unable to Get specific feedback why application for study award was turned down.

When I was in a state school I received a PPTA study award. After this year of post-graduate study, I completed my masters degree. It was transformational and I believe that it enabled me to further my career considerably.

wish to apply for next year

Workload unsustainable

Would be good to have a clearly defined relationship to the BOT - especially useful when issues exist between the Principal and the BOT