

Paths to Promotion

“The job has become more administrative and takes away from my educational leadership role”

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Objectives

- Investigate promotional pathways open for TAFE NSW Teachers and Head Teachers
- Gather information about the role of the Head Teacher from their perspective
- Determine the most important aspects of the role and future challenges
- Consider the skills and capabilities Head Teachers currently have and those they feel they need to successfully meet these challenges.

Means

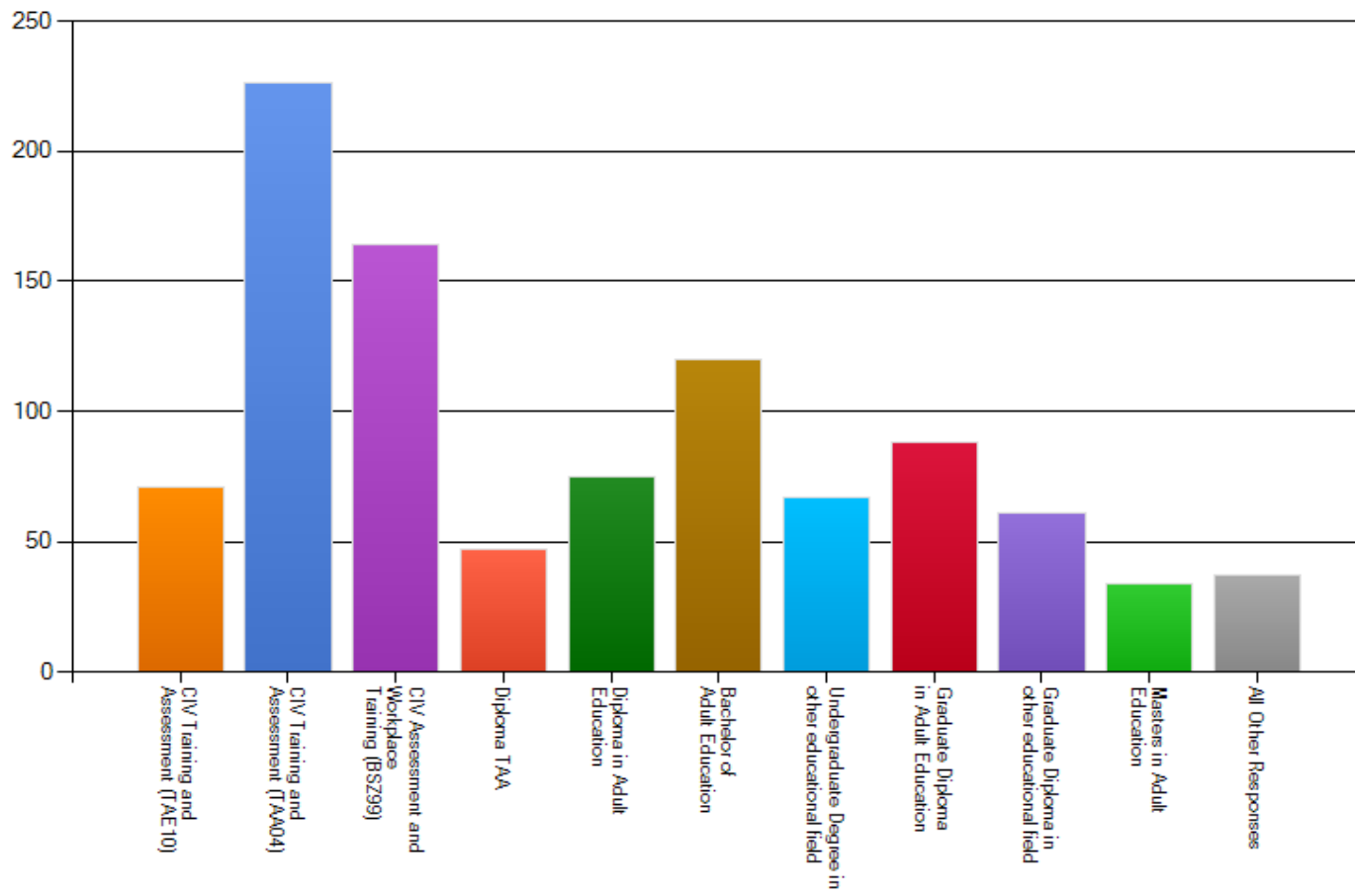
- Online survey of TAFE NSW Head Teachers and others with 420 responses
- Reference to previous work undertaken in this area.
- Plan to compare with relevant positions in other RTOs
- Plan to investigate through focus groups of Head Teachers the issue of relevant qualifications.

Respondents

- 59% Female
- 62% aged 50 – 59 years
- 6% under 39 years
- 75% supervised more than 10 teachers in their sections
- 23% supervised over 20 teachers
- All institutes and all vocational areas.

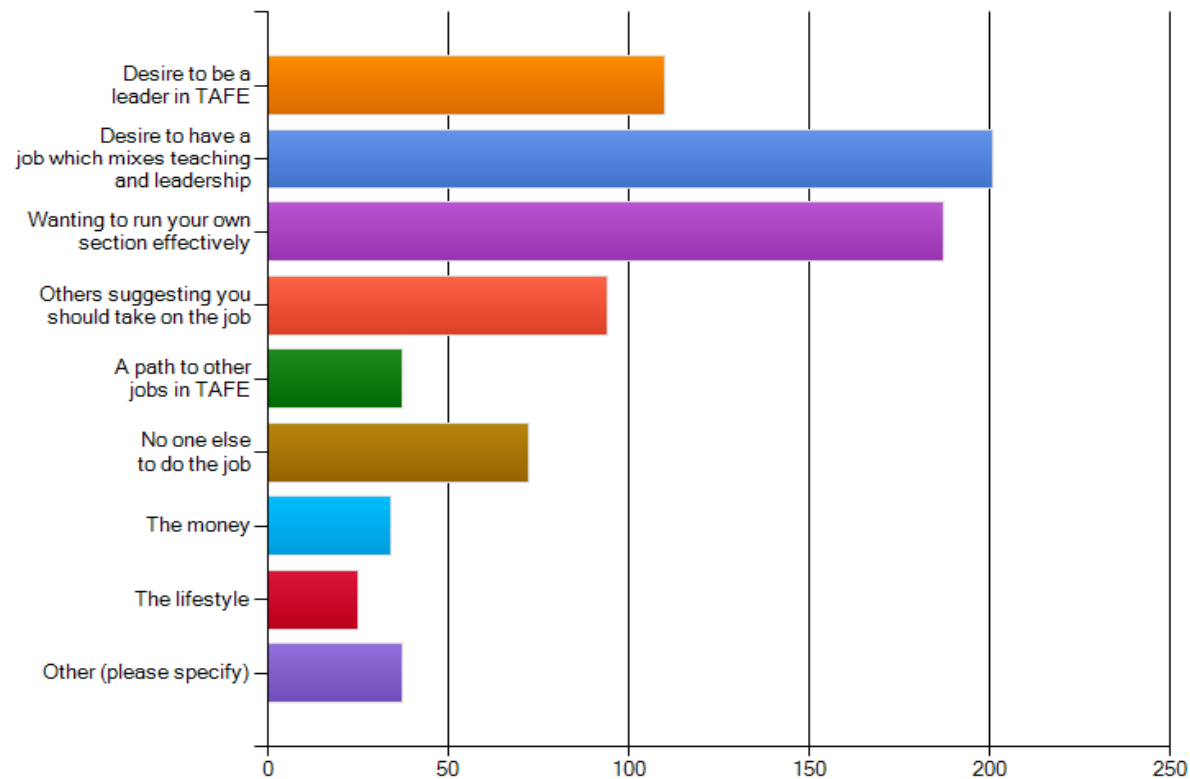
Teaching Qualifications Held

What teaching qualifications do you hold? Tick all that apply



Reasons for becoming a Head Teacher

What were your main reasons for becoming a Head Teacher? (Choose those that apply)

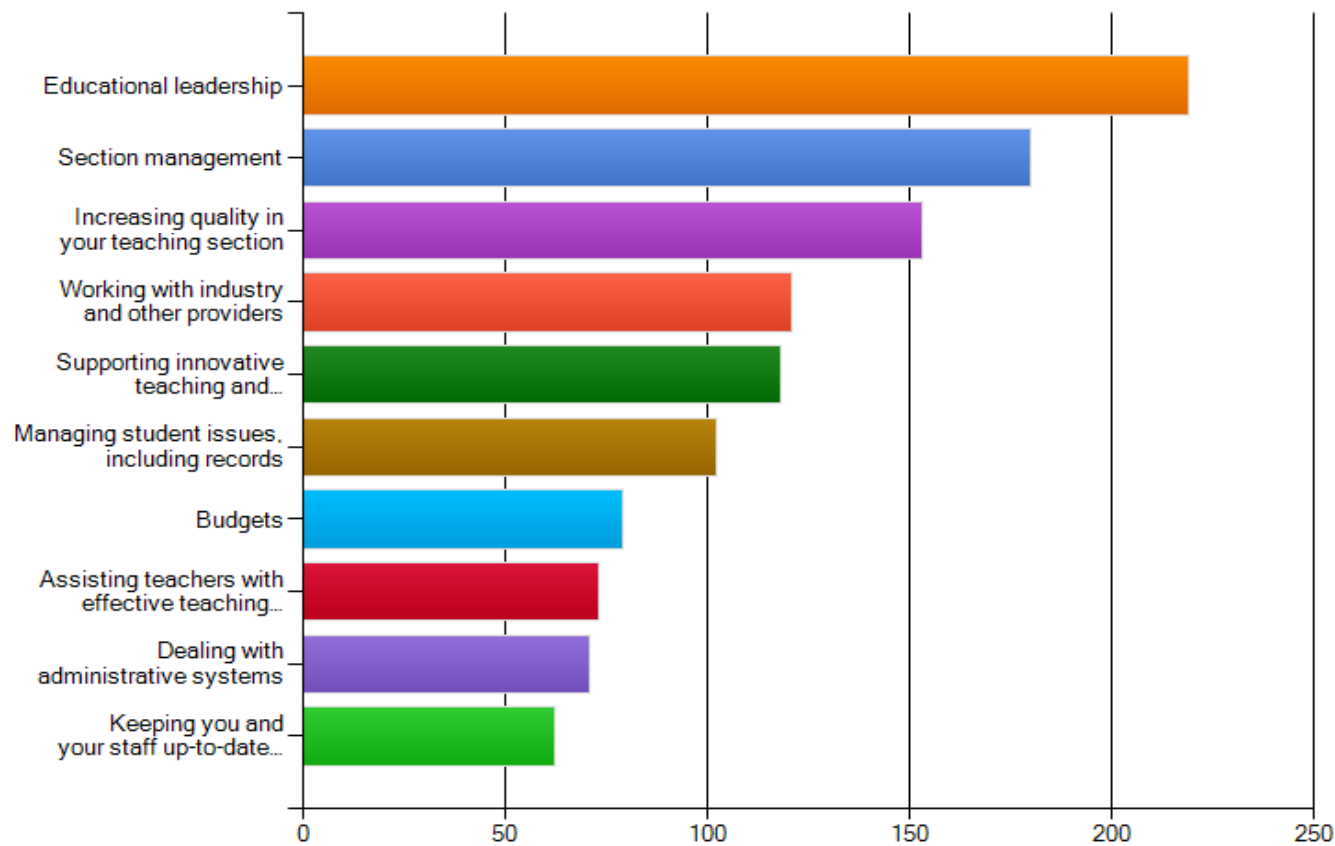


Do these still hold? 70% said YES

- “I have been a Head Teacher for 17 years. The job has changed. The role in the section is still fulfilling and valuable, but the pressure from senior management and the lack of understanding of the realities in the section make it very difficult”
- “I like the combination and responsibility, and the opportunity to be creative”
- “Because the Head Teacher role gives me the opportunity to make a big contribution to my students and community”
- “I’ve regressed to a teaching role having become exhausted by the demands and frustrations of the Head Teacher role. I’m much happier now and have regained a balanced life style and am regaining my health”
- “This is such a dreadful job nobody will take it on. They see the amount of work I have to do on top of my teaching load, and with the erosion of technical and clerical support the job of Head Teacher is very difficult”.

Most important aspects of their role

What do you see as the most important aspects of your role? Choose the five (5) top issues.
(Requires at most five (5) responses.)

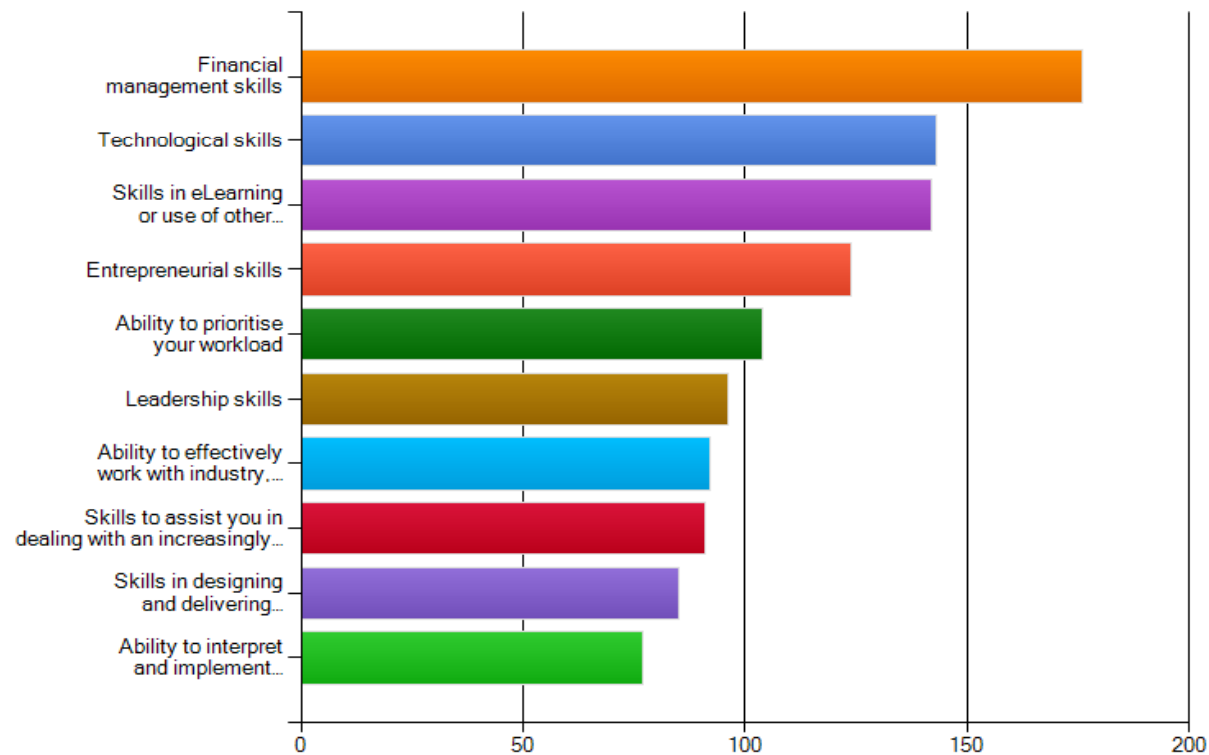


Main Challenges for the future

- Funding and budgets
- Marketing and Commercial activities
- Applying for external funding
- Technological changes and new systems
- Succession planning
- Support for new staff
- Assisting teachers without tertiary teaching qualifications
- E-learning / online/ flexible delivery

Needed skills and capabilities

Are there additional skills/capabilities you think you will need to meet these challenges? Tick those that are most important.

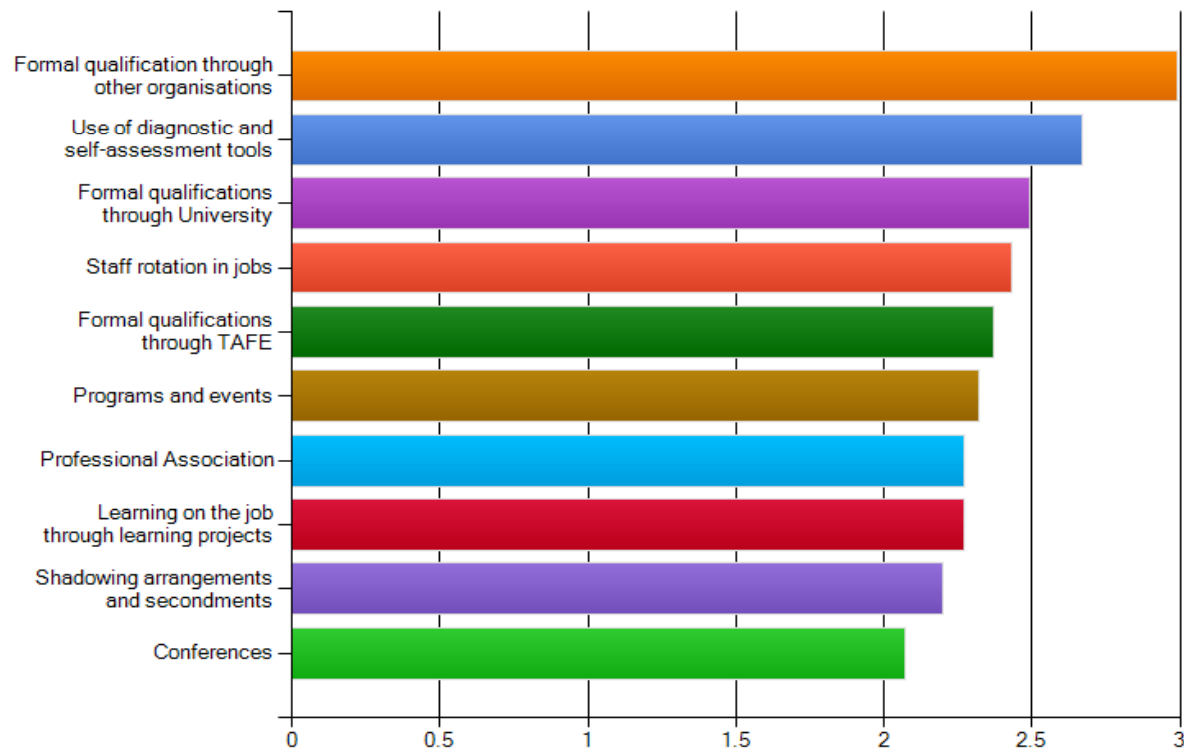


Issues of concern

- Workload
- Funding
- TAFE systems
- Finding alternate funding sources
- Increasing competition
- Up to date facilities and equipment
- Paperwork overload
- Lack of qualified teachers
- Ever-changing VET policies

Continuing leadership development

How would you like to be able to continue to develop your leadership skills? In order of usefulness.





What next?

Given that 70% of respondents agreed that educational leadership is the most important part of their role, why is this not the primary focus of professional development?

What skill and capability development opportunities should be available for current and aspiring Head Teachers and other Educational Managers?