

To	Executive [Schools committee]	HX20/029
	Te Huarahi	Strategic Plan Ref: Advocacy
		30 April 2020
From	Fran Renton, Advisory Officer	

Recommendations:

1. That the report be received.
2. That the executive approve the participation of the PPTA in the Health and Wellbeing survey for principals and the initial payment of \$19,000 in 2020 out of budget lines organising plans and membership recruitment. With further payment to complete the project budgeted for 2021 and 2022.
3. That the executive recommend that the wellbeing taskforce be advised of the project and the possibility that it could be extended to teachers, so that the taskforce can explore this option.

Health and Wellbeing survey – Principals and Deputy Principals

In 2018, the Executive approved the first payment towards PPTA participation in a Health and Wellbeing survey for principals run by Professor Philip Riley of Deakin University.

The intent was that the survey would start its three-year cycle in 2019, however, the negotiations and staffing movement meant that the project was not followed through.

Wellbeing has, however, continued to be an issue for principals, as it is for teachers and there are outstanding issues from the 2019 negotiations round that haven't been addressed. To add to this is the pandemic and the multitude of professional and personal stressors that this has brought with it.

The Industrial Strategy paper highlights that wellbeing will continue to be a priority area of work for us in the lead up to the 2020 negotiations round. Having robust, recent and independent data would help inform this work for senior leaders.

We have also identified that our membership density amongst principals is dropping and anecdotally that it may also be dropping at the DP level; this is an opportunity for us to take a tangible step to claim the wellbeing space for senior leaders and make some meaningful change in this area.

About Phil Riley

Phil Riley is Professor of Education Leadership at Deakin University's Research for Educational Impact (REDI) strategic research centre, where he researches the overlapping space of psychology, education and leadership. He is a registered

psychologist and was a former school principal, spending 16 years in schools before moving to the tertiary sector.

About the survey

The Principal Health and Wellbeing Survey was developed as an independent research project to map the occupational health, safety and wellbeing of Australian principals and senior leaders. The annual longitudinal survey was developed in response to growing concerns about principal and teacher welfare and is now conducted in Australia, Ireland, New Zealand (with primary principals) and most recently Finland.

The survey is completed annually, in term three for three years and looks at the following cognitive, behavioural, affective and existential dimensions of leadership:

1. Occupational health, safety and wellbeing of school leaders and teachers.
2. Organisational culture.
3. The overlap between leadership, leader-member exchange and psychological processes.
4. Interpersonal relationships within the classroom and in the staffroom.
5. The impact of Attachment Styles on the leadership of teachers and students.
6. The “secure base” as a mediator between school leadership and teachers’ coping.

The survey also collects school and personal demographics and history. While some parts of the survey are not flexible, the research team will collaborate with PPTA to ensure that the survey is tailored to our needs as much as possible. The research team are currently designing questions to gather information specifically related to the impacts of COVID-19. The survey is conducted online and ethics approval is managed through Deakin University.

There is some survey information available about principal wellbeing, available through the NZCER survey of Secondary Schools. It gives a valuable snapshot every three years of some areas of principal job satisfaction and turnover; it doesn't include area school principals or deputy principals. The proposed survey would significantly deepen our understanding of the different elements of health and wellbeing, how they change over time, and the impact of the COVID-19 crisis. This information will be highly valuable for design and campaigning for necessary interventions.

Participants

Participants will be Secondary and Area School principals and deputy principals that are PPTA Te Wehengarua members.

Reporting

A significant element in this research is the recognition by Professor Riley of the need for organisations like the PPTA to use the survey process and also the results in a political and organising context. This means that:

1. Every participant will receive individual feedback immediately after completing the survey on 36 dimensions of their personal state of wellbeing. They will be able to compare their results with both the general population and school leaders aggregated results from the research groups existing database; if their results show significant areas of concern in their wellbeing this can trigger recommendations for support services for them to be included with their results.
2. Feedback will be presented to the PPTA as a detailed report on the aggregated results including recommendations for interventions for improving the wellbeing of the workforce. The first report would be received before the end of 2020. Professor Riley is available to brief governments on the outcomes of the research and implications as part of the proposal.

Costs

The full proposal is **attached** – note that it is in Australian dollars and includes optional travel payments which we are not anticipating needing. The initial costs to be paid on signing the research agreement are \$19,000 New Zealand dollars, then another \$12,300 in 2021 and \$12,300 in 2022, so a total of \$43,600 New Zealand dollars over the three years.

The proposal has phasing for payments in January, however, we have been advised that phasing for the 2021 and 2022 payments in April of those years can be agreed. We have asked for an updated proposal that reflects this. Costs include the survey design, ethics approval, set up, technical management and support including a help desk for participants, analysis and reporting.

It is proposed that the budget for the initial payment be split across organising plans and membership recruitment.

Teachers

We understand that NZEI TRR having completed an initial three-year cycle of this survey with primary principals has now started it with primary teachers. This may be an option that the PPTA wishes to explore further through the wellbeing taskforce.