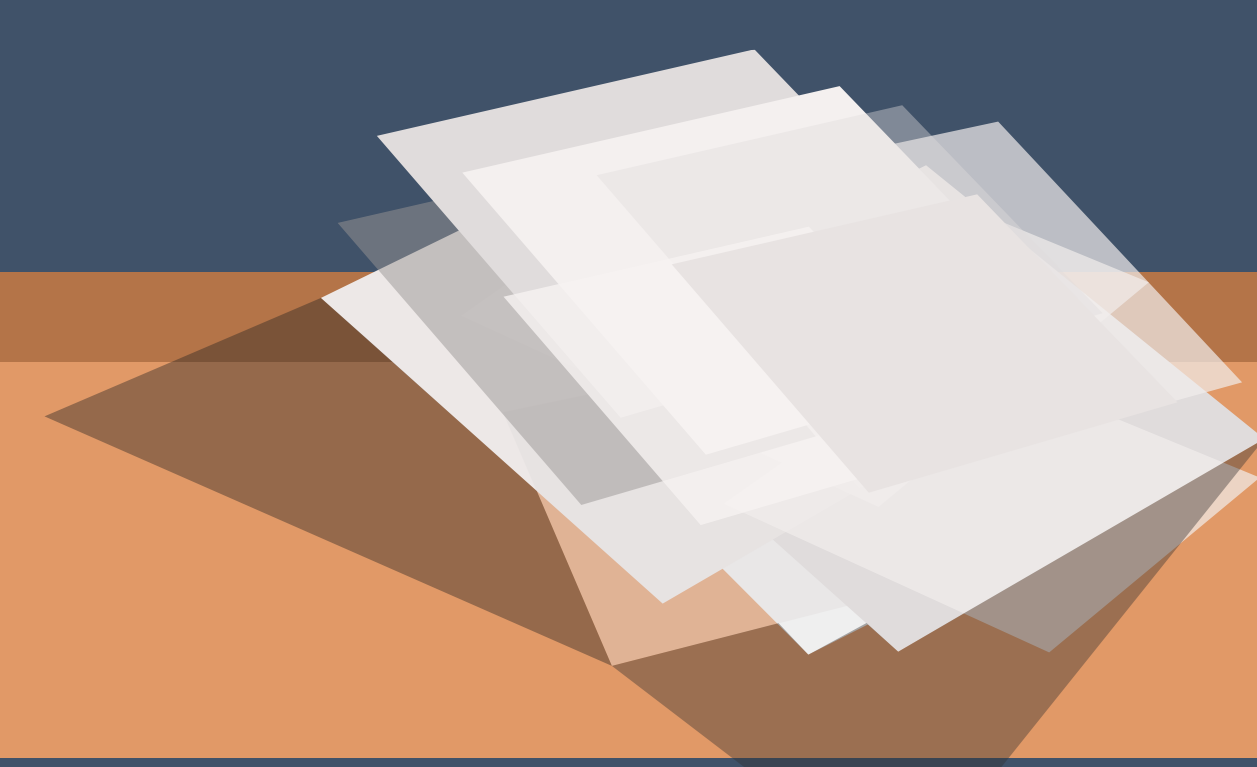


LEADING A SCHOOL

THE DECISIONS, CHALLENGES AND REWARDS

Data from the Staff in Australia's Schools 2013 survey
 'Leaders' defined as Principals, Deputy/Vice Principals or equivalents



CHOOSING THE ROLE

Factors in a leader's decision to take on a school leadership role



- I was encouraged and supported by my school leaders
- I was confident in my ability to do the job
- I was encouraged and supported by colleagues



- The salary and other financial benefits
- I had helpful prior preparation and training
- The high standing of school leaders in the community

JOB SATISFACTION

Aspects of the job that leaders were 'very satisfied' or 'satisfied' with

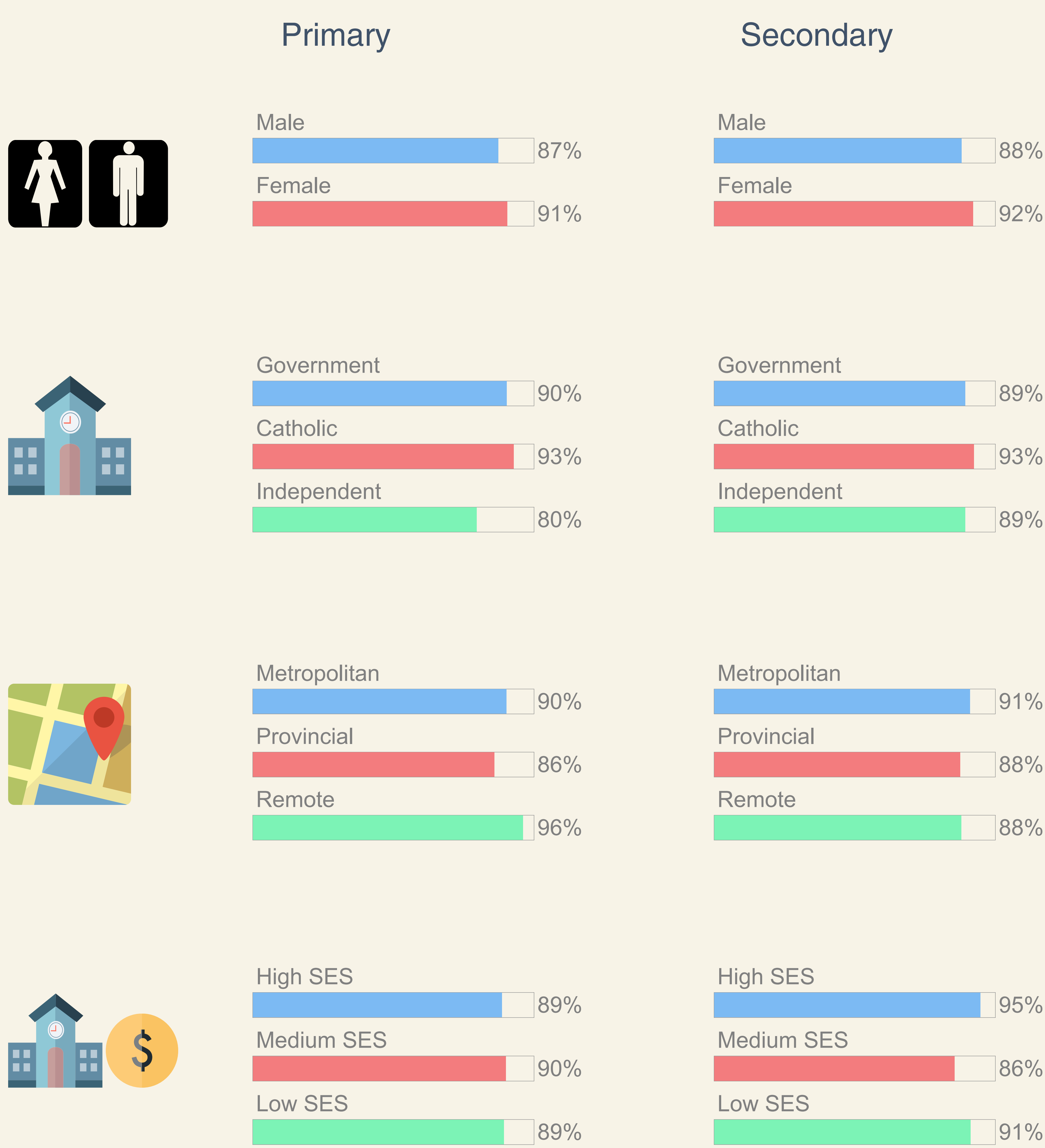


- Working relationships with teaching colleagues
- Working relationships with parents/guardians
- Opportunity to influence student learning and development



- The value society places on the leadership role
- The staffing resources at school
- The balance between working time and private life

Overall job satisfaction by gender, school sector, location and school SES
 (Leaders who were 'very satisfied' or 'satisfied')



Despite most expressing high levels of job satisfaction, only ...

58% of primary leaders



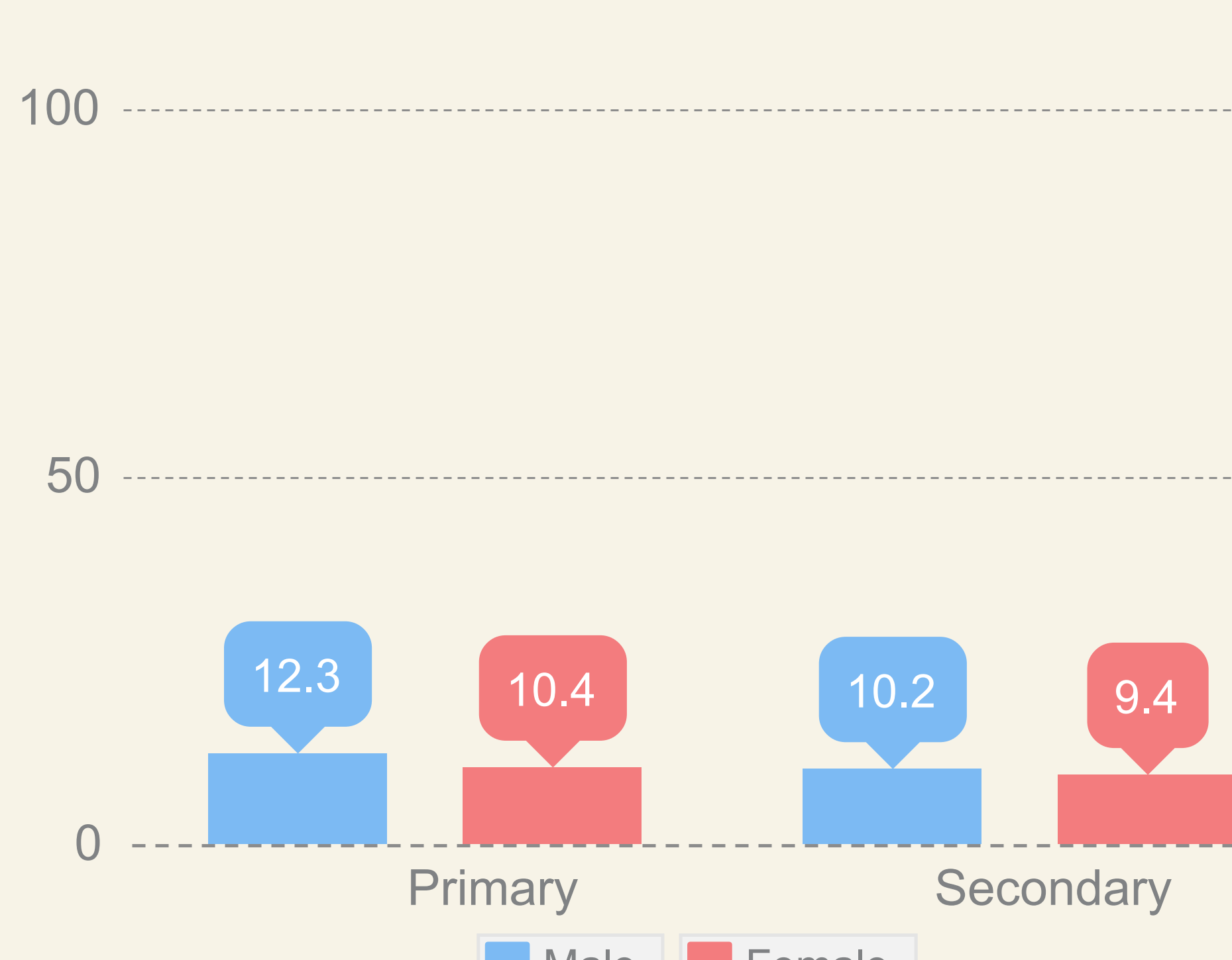
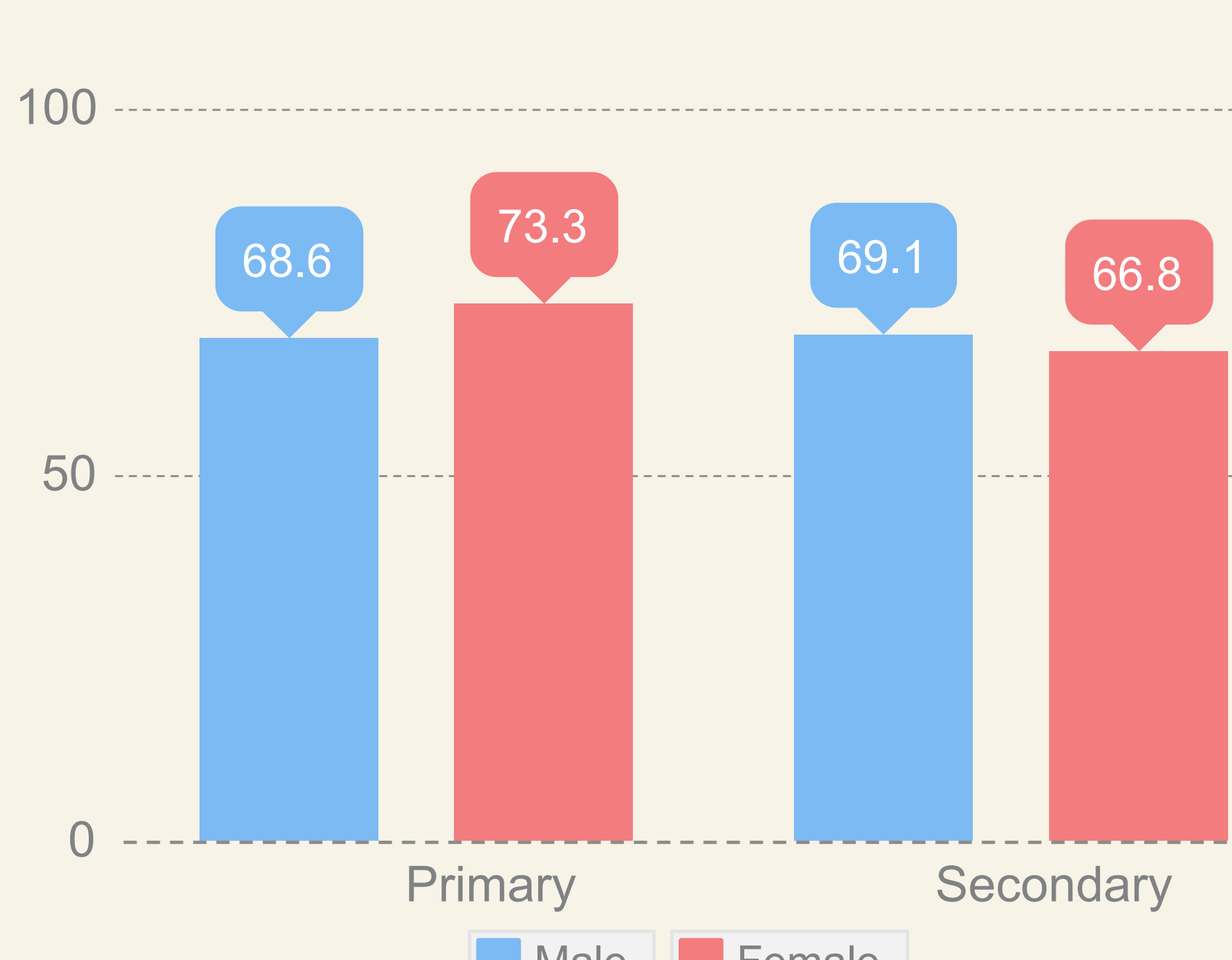
69% of secondary leaders

... think school leadership positions are 'attractive' or 'very attractive' to qualified applicants

CAREER PLANS

Percentage of leaders who expect teaching to be their lifetime career

Percentage of leaders thinking about an alternative career



RETAINING LEADERS

Leaders' views on strategies to help retain leaders in the profession
 (Those who 'strongly agreed' or 'agreed' with the suggested changes)



- More support staff
- A more positive public image of the leadership profession
- Reduced workload



- Superannuation amendments to encourage leaders to work longer
- Other changes
- Higher pay for leaders whose students achieve specific goals