

School leader attraction and retention

The Australian School Education Leaders Sentiment Index, by Slade Group, explores the priorities and drivers for school leaders when considering a new role. It draws on findings from interviews and a survey with 60 principals, from which 5 key themes emerged.

Voice and influence



Input of others matters

All participants value employers who treat them with consideration and respect

94% valued schools that listen to students' ideas and opinions

92% valued schools that take suggestions from teachers, parents and other stakeholders

Professional learning



Choice and opportunity

93% valued autonomy in choosing professional learning

90% rated professional learning as a top priority in attracting and retaining staff

90% rated the professional learning culture as a top priority in attracting and retaining staff

Career progression and salary



Pay isn't the priority

92% would prioritise a school with a dedicated budget for their own professional development

90% said other motivations are more important than remuneration

82% rated career progression as more important than salary

Reputation of the school



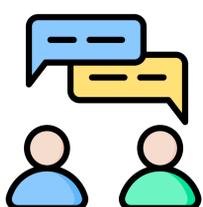
Reputation matters

86% would research the reputation of the school when looking for a new role

82% said the reputation was an important factor when considering applying

75% would be dissuaded from applying by a poor reputation

Mentoring and coaching



75% had a desire to mentor or coach a colleague in their next leadership role

70% had a desire to mentor or coach teachers

50% had a desire to be mentored or coached

Helping others is important