

QASSP Position Statement: School Leader Workload



Supporting State School Leaders Since 1966
Queensland Association of State School Principals

QASSP Position:

Workload and its representation is site and role description specific.

Rationale

- Workload is measured and ascribed a value in Queensland state schools via an independent body.
- This process does not support the range of school sizes and complexity of state primary schools.
- In teaching principal schools, with no other supports available, the principal is responsible for everything including student learning, professional responsibilities including Annual Implementation Plans, strategic planning, infrastructure, etcetera. This then constitutes workload rather than work value as it is a system expectation that this work is done.
- Workload includes Human Resources, teaching and learning, operation of the centre, departmental expectations and government directives.
- If the principal has sole responsibility for the totality of the school's work, then workload is all encompassing and becomes work value. This should be scaled into the measure.
- The current allocative model limits the human resources a primary school attracts hence increasing the range and variety of roles primary school leaders are accountable for.
- Reasonable workload must be limited to 50 hours per week including meeting times.

Details

- The role and responsibilities of the principal must be reviewed taking into account departmental expectations with a focus on teaching and learning as described in Excellence and Equity.
- Workload in primary schools must be re-evaluated with the aim of changing the allocative model so as to recognise the work of primary school principals in all school contexts.

Opportunities for QASSP to achieve the desired position

- Advocacy with the Queensland Teachers' Union.
- Partnerships with the Department of Education, including through QASSP's advocacy subcommittees.
- Community awareness raising in collaboration with P&Cs Queensland.

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