

SURVEY OF PRINCIPALS ON SECONDARY TEACHER SHORTAGES

A REPORT FROM NZSPC/SPANZ, NOVEMBER 2018



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THE SURVEY

The Secondary Principals Council (SPC) of PPTA and the Secondary Principals Association of New Zealand (SPANZ) surveyed secondary and composite school principals about their current experience of secondary teacher shortages and anticipated staffing requirements for the start of 2019.

The survey was an online questionnaire and this was open from 29 October 2018 to 9 November 2018.

This report summarises the responses to the survey nationally, in major metropolitan regions and in other regions, and extrapolates the results to all secondary and composite schools.

DEFINING 'REGIONS'

The NZPPTA regional boundaries were used for this analysis and report.

'All regions' includes each region, including those groups listed separately below.

'Auckland/Manukau region' (A/CM) is defined as the schools covered by the Auckland and the Counties Manukau regions.

'Metropolitan regions' (Metro) are those which include cities/conurbations with populations of over 100,000, that is:

- Auckland/Manukau
- Wellington/Hutt Valley
- Canterbury
- Waikato
- Western Bay of Plenty
- Hawkes Bay
- Otago

'Other metropolitan regions' are the 7 areas above, excluding Auckland/Counties Manukau.

'Other regions' are the all regions excluding the seven metropolitan regions as defined above.

RESPONSES

The number of schools and the number of responses to the survey in each regional grouping are:

	All regions	Auckland/Manukau	Other metropolitan regions	Other regions
Schools	453	92	162	199
Responses	155	28	54	73
Responses	34%	30%	33%	37%

There were 126 from secondary schools (39%) and 29 responses from composite schools (18%).

EXECUTIVE SUMMARY

Problems filling secondary teacher vacancies are country wide, but more intense in the major metropolitan regions and currently most intense in Auckland/Manukau.

A majority of schools across the country regard the appointment of secondary teaching staff as more difficult than in 2017.

This year schools indicated around 570 positions have not been able to be filled with external appointments.

More than 630 positions are indicated to have been filled only by compromising on the qualifications or qualities of the appointees.

Most principals are still reporting that they are sometimes or often unable to find external relief cover for absent teachers.

Around 380 positions permanent and long term relieving nationally are filled by day relievers because they could not be filled by longer term teachers.

Around 145 positions (or approximately 1 position in every three schools) filled by a teacher who has deferred retirement because they could not be replaced.

The information provided suggests that schools currently expect to have to find around 1480 secondary teachers will need to fill their expected vacancies for the start of 2018.

GENERAL INDICATIONS OF STAFFING DIFFICULTIES

A majority of principals in all regional groupings are finding the supply situation more difficult than in 2017. Just 5% have found it easier.

Filling vacancies for the new school year (other than short term reliving vacancies) compared to the same time in 2017

	All regions	A/CM	Other metro	Other
Much easier than 2017	0%	0%	0%	0%
Easier than 2017	5%	4%	6%	4%
About the same as 2017	38%	25%	39%	41%
Harder than 2017	23%	17%	20%	29%
Much harder than 2017	31%	50%	31%	21%
Unsure/don't know	4%	4%	3%	5%

A majority of principals in all regional groupings are finding that they cannot access day relievers at least some of the time.

Access to secondary-trained day relievers for absences

	All regions	A/CM	Other metro	Other
Always have more than needed	5%	0%	11%	0%
Can find external cover when required	22%	25%	23%	29%
Sometimes cannot find external cover	58%	46%	81%	57%
Often cannot find external cover	13%	29%	19%	11%
Do not have access to external cover	1%	0%	2%	2%
Other*	1%	0%	2%	2%

*We team teach / We can usually find cover but the quality of some of our relievers is not great.

VACANCIES WHICH COULD NOT BE FILLED BY EXTERNAL APPOINTMENT

Principals indicated the number of secondary teaching positions they have been unable to fill with external appointments. This does not include positions which were filled by a strong internal candidate against external competition.

The responses indicate that there were 570 such secondary teaching positions around the country.

Advertised permanent positions which could not be filled externally

	Positions ¹	Schools ²	Positions per school ³
All regions	125	46%	0.84
Auckland/Manukau	23	44%	0.85
Other metropolitan	67	48%	1.05
Other regions	35	44%	0.61

The projected number for all secondary and composite schools is 370.⁴

Advertised long term positions which could not be filled externally

	Positions	Schools	Positions per school
All regions	63	31%	0.44
Major metropolitans	39	28%	0.42
Auckland/Manukau	16	38%	0.62
Other metropolitan	23	24%	0.34
Other regions	24	33%	0.44

The projected national number for such positions is 200.

¹ This is the total number of positions indicated by all the schools responding from the region.

² This is the proportion of all the schools responding from the region with such vacancies.

³ This is the total number of positions indicated by all the schools responding from the region divided by the number of schools responding from the region.

⁴ This is the average number of positions per secondary school responding times the total number of schools schools weighted by region.

All advertised positions which could not be filled externally

	Positions	Positions per school
All regions	188	1.28
Auckland/Manukau	62	1.47
Other metropolitan	90	1.39
Other regions	59	1.05

The projected national number for all such positions is 570.

COMPROMISE APPOINTMENTS

Principals indicated how many positions they have had to fill with compromises on the appointments. Compromises are those made when the appointee:

- Lacked appropriate subject qualifications
- Lacked appropriate subject qualifications at the level they were to teach at
- Caused concerns that would normally have precluded their appointment

Their responses indicate that this year 631 positions around the country that principals had been filled with compromise appointments

Permanent appointments which required compromises to fill

	Positions	Schools	Positions per school
All regions	113	47%	0.78
Auckland/Manukau	31	64%	1.24
Other metropolitan	45	43%	0.71
Other regions	37	45%	0.66

The projected national number for such positions is 361.

Long term appointments which required compromises to fill

	Positions	Schools	Positions per school
All regions	77	38%	0.55
Auckland/Manukau	19	46%	0.79
Other metropolitan	23	27%	0.37
Other regions	35	51%	0.69

The projected national number for such positions is 270.

All appointments which required compromises to fill

	Positions	Positions per school
All regions	190	1.33
Auckland/Manukau	50	2.03
Other metropolitan	68	1.08
Other regions	72	1.35

The projected combined national total is 631.

PLUGGING GAPS

Principals indicated how many positions they have plugged using day relievers or deferred retirements because other teachers could not be found for the jobs. Nationally this is indicated to be 425 positions.

The long term use of day relievers to plug gaps contributed to the shortage of day relievers experienced by schools.

Permanent / long term positions filled by day relievers because other teachers could not be found

	Positions	Positions per school
All regions	115	0.80
Auckland/Manukau	35	1.46
Other metropolitan	38	0.59
Other regions	42	0.75

The projected national number for such positions is 380.

Teachers deferring retirement this year because the school was unable to find a replacement

	Positions	Positions per school
All regions	44	0.32
Auckland/Manukau	7	0.30
Other metropolitan	17	0.28
Other regions	20	0.36

The projected national number for such positions in secondary schools is 145.

ANTICIPATED APPOINTMENTS REQUIRED FOR 2019

Including the existing vacancies, principals expect to have to fill a number of permanent and fixed term secondary teaching positions for the start of the 2019 year. They gave their best indication of the number of such positions.

The responses indicate that principals currently expect to have to find 1,484 secondary teachers around the country to fill staffing positions for 2019.

Expected teacher numbers to fill permanent positions for 2019

	Positions	Schools	Positions per school
All regions	271	80%	1.88
Auckland/Manukau	69	92%	2.88
Other metropolitan	106	77%	1.66
Other regions	118	80%	2.15

The projected national number for such positions is 962.

Expected teacher numbers to fill long term positions for 2019

	Positions	Schools	Positions per school
All regions	157	64%	1.11
Auckland/Manukau	32	71%	1.33
Other metropolitan	59	55%	0.95
Other regions	64	65%	1.23

The projected national number for such positions schools is 552.

Expected teacher numbers to fill all positions for 2019

	Positions	Positions per school
All regions	428	3.00
Auckland/Manukau	101	4.21
Other metropolitan	165	2.61
Other regions	182	3.38

The projected national number for such positions in secondary schools is 1,484.