



# It's About Time

**2023 - 2025**

# TOOLKIT

**Findings of the Secondary School  
Staffing Group 2012 (Appendix 2)**

## Appendix 2: Findings of the Secondary School Staffing Group 2012

The Secondary School Staffing Group found that larger and junior high schools are disadvantaged by the existing staffing formula and recommended that the delivery mechanism (formula) is reviewed in relation to larger schools and junior high schools, and that the review seeks to neutralise the disproportionate effect of the formula on these schools.

The group found that as roll size increases so does:

- ❖ Average class size at each year level
- ❖ The proportion of learning groups of over 30 students
- ❖ The proportion of teachers with average class sizes of more than 26, and
- ❖ The proportion of teachers with average class size more than 30 students

This will apply unless schools use other funding sources (e.g. fee paying student income) to hire teachers beyond their entitlement staffing.

Larger schools will therefore tend to have many teachers with average class sizes above 26, and have some teachers with average class sizes significantly above 26. This is a function of the inequity in the existing staffing formula. It is a fault of government funding. For large schools and junior high schools the staffing allocated by the Ministry, when not subsidised by school funded staffing, may constitute a genuine reason why average class sizes can exceed 26.

### **Implications of these findings for compensatory mechanisms in large schools.**

The SSSG findings have no implications with respect to non-contact time and any compensatory mechanisms applying with respect to non-contact time, but they may have implications for compensatory mechanisms associated with exceeding the individual teacher average class size of 26 in large schools.

All secondary schools are bound to balance teacher workload either by ensuring average class sizes of 26 or less, or by operating a compensatory mechanism when they exceed 26. However, in large schools members are encouraged, where employers are working in goodwill to apply the resources they have to keeping group sizes down, to consider what no/low cost compensatory workload mechanisms are appropriate.

No-cost compensations may include (but not be limited to):

Whole staff

- ❖ Reduced contact time (e.g. operating 5\*50 minute periods per day instead of 5\*60)
- ❖ Periodic early finishes/late starts

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## Individual

- ❖ Release from sports days/swimming sports days
- ❖ No form group
- ❖ No/reduced grounds duty
- ❖ Release from attendance at assemblies
- ❖ Release for periods when day relievers are available for cover
- ❖ No extracurricular activity
- ❖ Release from exam supervision

