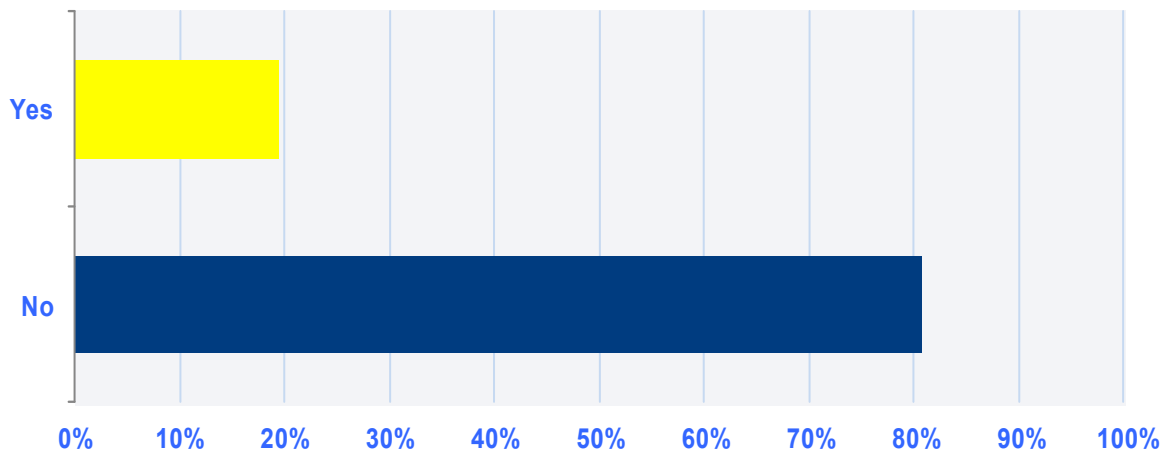




Do You Agree With Paying Under-Performing Teachers \$50,000 To Quit?



2017 has already seen a number of claims and proposals for public education. Recently, SAASSO asked parents and educators their thoughts on the developments in education so far this year.

Burnout Bonus

SAASSO asked if you agree with the Weatherill Government's plan to offer another round of \$50,000 (tax free) bonuses to encourage teachers to quit.

- 19.26% Yes - make way for new teachers.
- 80.74% No - you don't reward under-performance.

- More than 90% of parents voted no to the bonus.
- 36% of school staff voted yes.
- Just over 70% of principals opposed the idea.
- Teachers were the most supportive, with 60% supporting financial incentives to remove under-performing colleagues.
- Only 14% of school support staff were in favour.

Comments from parents were clear that they find it ridiculous to have to financially induce under-performers and people who were no longer invested, to stop teaching their children.

School staff were frustrated that money was available for bonuses for under-performing teachers when so many essential resources are unavailable.

Asked if the government should instead reward good teachers and make it easier to remove under-performing teachers:

- 86.13% voted 'Yes'
- 13.87% voted 'No'.

92% of parents agree - compared with three quarters of school staff.

86% of principals surveyed also favour supporting good teachers rather than offering bonuses to under-performing teachers.

While teachers were most supportive of the bonus, the majority (56%) still believe rewards and good performance management are preferable. 90% of school support staff voted to replace the bonuses.

First Names

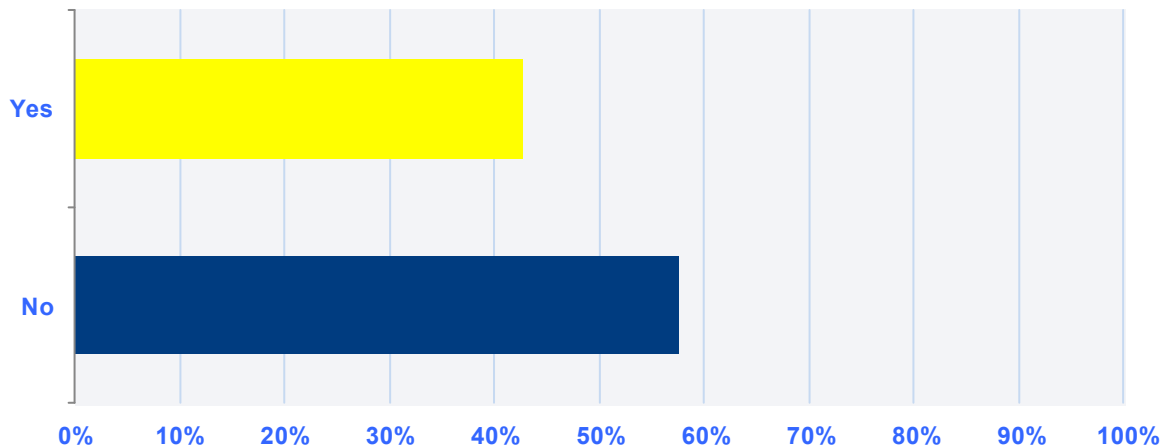
Recently, it has been proposed that students should call teachers by their first names. Results were:

- 30.24% Yes - it makes teachers more accessible
- 69.76% No - it undermines respect.

Only one in four parents want the change. 40% of school staff are supportive of the idea. 40% of principals agree, with 48% of teachers supporting a more casual relationship.



Is Your School's Bullying Policy / Program Effective?



Preschool Vaccination Ban

The Federal Government is planning a complete ban on unvaccinated children attending preschool.

- 77.21% of respondents support the ban.
- 22.79% oppose the ban.

Over 80% of parents want unvaccinated children banned from preschool. 65% of principals also want unvaccinated students kept out of kindy. Teachers were similarly concerned with 62% voting for the ban.

Many comments expressed sympathy for parents fearful of vaccination, but believed a better information campaign from the government was needed to combat what they consider 'scare campaigns'.

NAPLAN Emojis

Asked if Emojis should be included in high school NAPLAN:

- 13.27% voted 'Yes'
- 86.73% voted 'No'.

Less than 10% of parents see value in including emojis in NAPLAN, compared with 20% of school staff and principals.

Bullying

With new data showing one in five Year 4 students are bullied each week, SAASSO asked if you were aware of a bullying policy / program in your school:

- 71.54% said they were aware,
- 28.46% said they were not aware of any policy.

Over a third of parents (36.89%) were not aware of a bullying policy or program in their child's school.

Nearly 15% of school staff were also not aware of a program in their school to deal with bullying.

Asked if their school's bullying policy was effective:

- 42.49% voted 'Yes',
- 57.51% voted 'No'.

Only a quarter (26.92%) of parents considered their school's bullying policies to be effective.

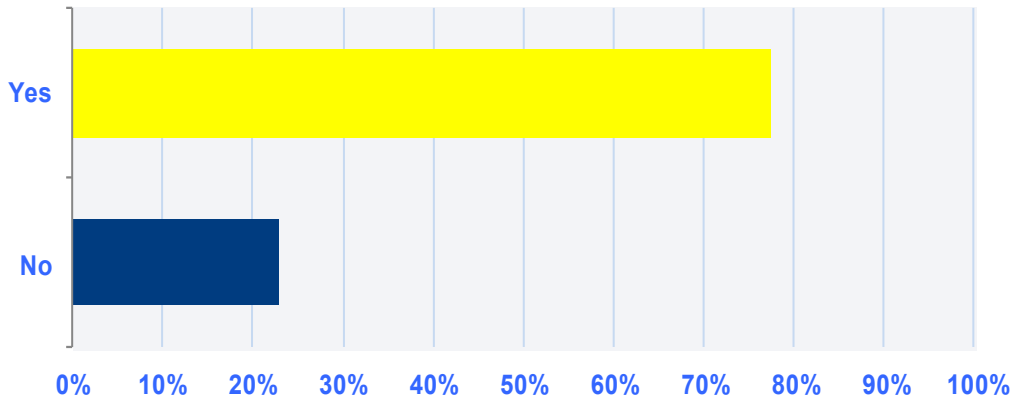
One in ten principals and 43% of teachers did not believe their school's plans were effectively dealing with bullying.

Comments showed parents do not believe schools are making a genuine effort, while frustrated school staff blamed a lack of resources.

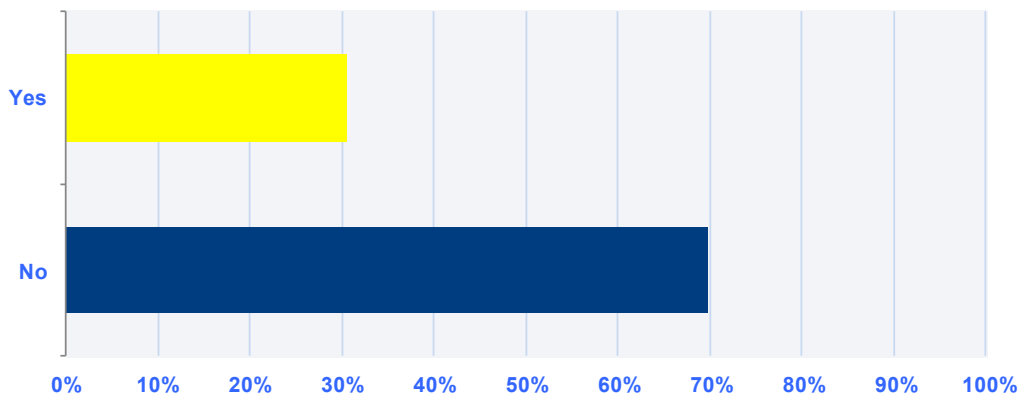
“...How do I tell parents there is no money for programs for their children, but we have money for bonuses for uninterested teachers?”



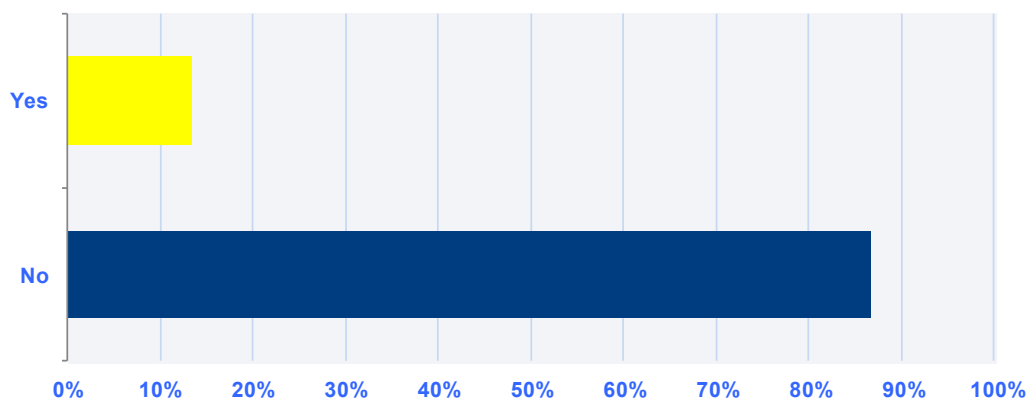
Should unvaccinated children be banned from preschool?



Should students call teachers by their first names?



Should emojis be part of high school NAPLAN?



Selected Comments



DECD have never been able to address or effectively manage underperformance of their employees, especially any in leadership positions.

Q7 we have a new principal at our school. He is working very hard to establish a rapport with the school community to bring the bullying issue under control.

I think first name is OK where teachers have indicated they find it acceptable. I only agree to pay \$50K to get rid of underperforming teachers, currently the alternative is near impossible. It is not the kids fault the parent choose not to vaccinate. Emojis, I have not issue with them for texting, but seriously do we need to test kids on them, I think students should still learn correct grammar for other aspects of life like the workforce, so they know how to write a sensible letter/memo.

I am a grandparent carer. Obviously one shouldn't get paid if not doing job properly. Reward teachers for doing their job! They get paid surely, and it is their chosen profession. Bullying, seems to go unnoticed in some areas, as teachers do not LISTEN to the child.

Underperforming teachers should be dealt with the same in any other employment role OR find their strengths and where their performance would increase along with their passion for the job etc. Not sure what the point of emojis would be in a test?

Q7 should have had the option for comment : that even with a program in place there are some students who just don't understand or care about bullying as it is often in there homes and so see it as a every day normal occurrence.....:(

Calling them burn out packages in insulting - would it be used with other sectors of employment.

Teachers need to be able to have more discipline measures, that promotes respect and authority. Too many teachers try to be a students friend rather than a mentor. The current anti bullying tactics utilising counselling methods don't work for every child.

There are two sides to these questions that can't be answered with a yes / no!

What about underperforming principals who use their position for benefit of family. Employ family as staff and when they fail in their role any attempt to hold them to standards is met with reprimands.

I have been with dept many years and the current environment is always volatile. The children are not afraid to hit or abuse students and teachers. I think there are teachers that would love to leave their careers.

Burn out packages for teachers shouldn't have strings attached. The training and development clause should be removed as ALL teachers are required to do professional development to satisfy the TRB and therefore should have completed some PD each year.

the protocols are there but they only work if people use them and some kids need to respect teachers and how can that happen when some of these kids parents don't respect teachers.

Many of the teachers who left our school in the last round of payouts were excellent teachers, but they just couldn't stand working for the dullard principal any longer, and he wanted to get rid of them because they were onto him.

If these teachers stopped trying three years ago, shouldn't they be paying us back rather than us paying them more?

Paying for hospital that isn't open. Paying for power plants that don't keep the lights on. And now paying teachers not to teach? When was the last time Jay had a checkup?

Sadly emojis are the language of the world today's children will be working in.

Like everything else that goes on in our school bullying is kept under wraps.

Schools need qualified psychologists or at least "counsellors" with a psychology degree. At the moment, any idiot can be "the counsellor", especially in small/rural schools, and have no idea what advice to give or how to identify serious mental health issues, and if they do they are not required to advise parents.

Principals need to be given more power when it comes to managing under performing teachers.

Bullying is tricky. I think the use of chaplains especially in primary schools is one of the better ways for schools to handle bullying as the relationship formed helps the bullied child build esteem and confidence and has a trusted confidante who is NOT part of the school system. Kids don't like to be known for telling tales and so don't go to designated school authorities. And let's face it - schools can't be the solution for all the social issues of our culture. They are there to educate and share knowledge.

I've neve been told of a bullying policy. Whatever it is it isn't working.

I'm a principal. I don't 'agree' with paying bad teachers to leave - but I'll take it because it is the only was to get a consistently lazy, underperforming teacher out of my school!

We can't get toilets fixed, but disinterested teachers get \$50000 to not do their job?

Where else but a public school would you get paid to stop pretending you care about your job?

The only thing we are told about by our school is sports results.

In the first few years of schooling calling a teacher by their first name would make school less scary.

Getting some bad teachers out of schools won't keep excellent teachers in schools.

Burnout bonuses are an insult to all of us who spend hours every week planning lessons, counselling children and volunteering on sports teams for no money.

Our schools bullying policy assumes all the kids are named Brady.

The protocols around bullying don't have a chance of working because the staff don't take them seriously.

The bullying policy was obviously authored by people who had never set foot in a public school.

Disgraceful waste of money! How do I tell parents there is no money for programs for their children, but we have money for bonuses for uninterested teachers?