

## The Agreement and its Impact on the Principal Class

With the registration of the Agreement in the WA Industrial Relations Commission it is time to outline what it means for Principals and Deputy Principals. The Agreement is for two years, expiring on 5 December 2021. Firstly, the role of the PFWA during the bargaining period is to have oversight of the SSTUWA log of claims to assess the impact on school leader workload if the DoE was to agree with the claims being made. In this role the PFWA influenced the DoE's response to three significant items.

1. Primary teachers' DOTT has been increased by thirty minutes. The original request from the SSTUWA was for twenty minutes, but the PFWA argued that this would create a timetabling nightmare for primary school leaders, particularly if the SSTUWA insisted on it being allocated weekly. The DoE agreed to thirty minutes and now it is time for Principals to consult with their staff as to how this can be allocated effectively.
2. Performance Management is not a one-size fits all strategy. The PFWA view is that Principals will negotiate with their staff as to the appropriate model to be used according to the needs of each individual. Classroom observation is a strategy to be used, but where a teacher opts for a peer to be the observer, the peer needs to be adequately trained for the role. This maybe viewed as an opportunity for Principals to upskill those staff who wish to participate as trained observers.
3. The five hours of after school meetings are recognised as important to effective school operations. They may involve whole of staff meetings, but can also include faculty or team meetings. The PFWA stance is that Principals need to consult with staff in relation to timing and content. The meetings should commence as close to the end of the instructional day as is practicable.

Secondly, the PFWA presented its own log of claims. The onset of COVID-19 significantly changed the position the Council had adopted, and any notion of a salary claim had to be deferred to another time. Items from the PFWA log of claims that were agreed to included:

1. A review of the classification system for Principals and Deputy Principals with the first goal to achieve a clear separation of entry level Principal Class salaries from those of Level 3 classroom teachers. The second goal is to simplify the structure with a view to eventual parity with Victoria.
2. A revised Grievance Procedure with involvement of the PFWA in determining the status of a complaint from the time a grievance is registered with a RED.
3. The establishment of a central complaints management body to resolve ongoing, unreasonable and persistent parent complaints which have not achieved resolution at the school level.