

**INQUIRY INTO MEASUREMENT AND OUTCOME-BASED  
FUNDING IN NEW SOUTH WALES SCHOOLS**

**Name:** Name suppressed

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Partially  
Confidential

## Submission for Inquiry into Performance Based Funding

### Background

1. I am a founding member of The Bullied Teachers Support Network and although not a teacher, have obtained significant input from a number of teachers for this submission.
2. Teachers have in fact supplied me with copies of reports from the Department's Scout computer system.
3. Teachers have also verbally explained to me the defective Local Schools/Local Decisions policy that at a recent State Conference, the Deputy President of the NSW Teachers Federation clearly stated "Had to go". It is very clear to me that this policy gives too much power to a School Principal to manipulate funding. Any implementation of performance based funding must be assisted by the mandatory establishment of a School Finance Committee in all Schools to ensure funding is used and allocated correctly.

#### (b) Existing state of measurement in NSW education systems

4. I can only speak for the NSW State Schools and it appears the main measurement system in use is based on data available from the SCOUT computer system and the Myschools website. The graphs I have seen detail median NAPLAN and HSC Statistics as well as student suspensions.
5. The problem is that there is very little responsibility or accountability for poor performance. One example that was given to me by an anonymous teacher was that in Coffs Harbour in 2018, 94 percent of HSC English results were below State average. I suggest your Committee ask the Minister and Local Director who is going to take responsibility for these statistics and in reality would increased funding really achieve the desired result?
6. It could be argued that such poor HSC Results could in fact contribute to the reason why there is such a high volume of Youth Unemployment yet it appears the Department and Local Director do nothing at all to ensure improvement in statistics the next year.
7. Another statistic apparently not used by the Department is the reduction of student numbers in a school. This can also be a clear indication of problems at the school with students transferring to another nearby school. In the case of Morriset High School, a lot of students have transferred to Toronto High School which has a full allocation of students. Yet Morriset High School has received over \$1 Million in Ram Funding in 2018. Definitely transfer or removal statistics must be included in any funding equation.
8. I maintain that all MP's must have access to these statistics and be briefed by Local Directors concerning school performance in their Electorates.

**(c) Consequences of Outcome based Funding in NSW**

i. Impact on Disadvantaged Students

9. Please include Aboriginal Students. Under Local School/Local Decisions (LSLD), the Principal has the power to utilise funds allocated for disadvantaged students for other so called projects.
10. In \_\_\_\_\_ High School, the Principal sacked an Aboriginal Elder so that he could use the funds for other tasks. Perhaps you should interview the Principal and ask why this happened? Aboriginal students have much greater respect for an Elder than they have for a younger person.
11. I have been verbally advised that in \_\_\_\_\_ High School in 2018, the funding for support of Aboriginal Students in Year 11 was totally used for other projects but I do not have the actual proof that this happened. But under current LSLD this could very well happen.

ii. Impact on Students with Disabilities

12. Any funding using LSLD has to be seriously questioned since the Principal has the power to use the funding whichever way they choose. In \_\_\_\_\_ High School a Parent had to complain because funding for support of his child was withdrawn.
13. Any funding allocated for Students with Disabilities must not be able to be used for anything else.
14. In \_\_\_\_\_ High School, I was informed that the Special Needs Students had been without Soap for at least 6 months. I ask the Committee how this could have happened?

iii. Parental/Community involvement in School Accountability

15. Each School has an Annual Report but my understanding is that this Annual Report is approved by the Local Director without any actual audit.
16. Most Schools should have a working Financial Committee consisting of Parents/Students/Community members without the involvement of the Principal. The Principal should be the final signatory on the use of funds but not the one deciding exactly how funds should be utilised.
17. Perhaps your Committee should ask the Principal in \_\_\_\_\_ who purchased two sofa beds, one for his office and one for the Staff Room? Were these more important than using the funds for other things?

iv. Status of NSW Teaching Profession

18. There was a recent inquiry by the Federal Government into the Teaching Profession and a Public Hearing was held in Sydney.
19. The link is as follows:

[https://www.aph.gov.au/Parliamentary\\_Business/Committees/House/Employment\\_Education\\_and\\_Training/TeachingProfession](https://www.aph.gov.au/Parliamentary_Business/Committees/House/Employment_Education_and_Training/TeachingProfession)

20. It is obvious that the current intention of the NSW Department of Education is to remove as many older experienced teachers and replace them with less experienced casual teachers who cost less to employ. The Department must be asked why this is happening and why the Deputy Secretary of School Operations openly states that they should "get rid of older" teachers.
21. Suggest the Committee fully examine \_\_\_\_\_ Public School where this has happened and the result has been a serious reduction in NAPLAN results. An ex-teacher, \_\_\_\_\_, has accumulated the statistics to actually prove what has happened and I understand that she is trying to complete a submission to your inquiry. I suggest that at the very least your Committee interview \_\_\_\_\_ so that you can see for yourselves exactly what has happened.
22. The use of the so called Teachers Improvement Program as a means of quickly removing good older teachers must be fully examined and the Department must be forced to supply full statistics on the ages and numbers of teachers placed on the Program together with the actual percentage of failure. A NSW Teachers Federation representative recently stated that 99 percent of teachers placed on the Program fail and are dismissed or forced to resign.
23. In my opinion the Program is very easily manipulated by the Principal and Director to ensure that a good older teacher fails and even if a teacher raises a 69 page appeal with evidence, the appeal is rejected without a full detailed assessment of the evidence supplied.
24. Currently you have a Principal with no teaching experience at all observing and assessing a teacher who has more experience. Once again I suggest you ask the Principal of \_\_\_\_\_ High School how this can be happening and how she can be expected to assess a teacher who has significant more experience as a teacher.
25. There are serious deficiencies in the Selection/Interviewing processes regarding the promotion and transfer of Principals and Directors. Local Directors must NOT be included on panels for Principals in their Area. The current Principal should not be the only referee permitted and 360 degree feedback must be introduced within the Department.
26. Principals should not be transferred without the Parents of a School clearly seeing that they are getting the best Principal for the position. More so in a High School where their teenagers will sit the HSC that determines their future lives.

27. Feedback from Parents, Students or co-workers must be given equal weight compared to references from Principals. There are examples of Principals signing fraudulent references to enable removal of underperforming Deputy Principals.
  28. There are examples of where a number of parents want a teacher back at a school and the Department takes no notice at all and gives preference to what the Principal desires.
  29. Teachers are expected to comply with Lesson Plans with no flexibility allowed otherwise they fail a Teachers Improvement Program. Submission of a Lesson Plan 7 minutes late when the teacher was in fact helping a troubled student is counted as a failure. When reported to EPAC no action is taken against the Principal concerned and it is still counted as a failure.
  30. You have a school like \_\_\_\_\_ Public School in the \_\_\_\_\_ where there have been 7 Principals in 11 years and where there is currently a Casual Teacher acting as Principal. Is this really consistency in the standard of Education being given to the Students? The Minister must be asked to explain why this is so.
- v. I am unable to comment on this aspect.
- vi. Effectiveness of Local Schools/Local Decisions (LSLD)
31. Either the LSLD is abandoned immediately or there is a complete Public Review of the operation of this Policy. It is strongly suggested that the operation of School funding be audited every year and that a system of financial coding be implemented to prevent misuse of funding.
  32. To allow a Principal in \_\_\_\_\_ to purchase those sofa beds without any disciplinary action taken against him must be seriously questioned.
  33. CSE undertook a review of LSLD but it appeared that in reality only Principals actually participated. A review must include Parents and members of the Public.
  34. Joan Lemaire, Vice- President of the NSW Teachers Federation at a recent State Conference openly stated that LSLD had to go. I suggest that your Committee invite her to give you all a briefing why and how she reached this decision. There has been no Public Review of LSLD since its introduction and there must be a full Public Review.
  35. Attached is the RAM funding model issued by the Minister for 2019. The problem remains that from Page 4 "Principals use their school's total resources flexibly, including combining loadings, to respond to the learning needs of the students in the school." Where does this mention assistance to teachers? Where does this mention ensuring disability and disadvantaged students funding is not cut for use on other tasks?
  36. There MUST be a School Finance Committee established to assess and ensure best possible use of School funds. This committee must consist of Parents, Students and Community members who are elected by Parents and Students. The Principal must not take part in this Election or in the operation of this Committee.

## vii. Future Funding

37. All I know is that future funding must not be via LSLD at all and must be clearly associated with both NAPLAN and HSC results but at the same time responsibility and full accountability for the previous results must be provided and stipulated.
38. Any funding must be based on a planned course of action to achieve improvements in results and even more so if the previous results were that 94 percent of students were below the State average.
39. Those responsible for such horrendous figures must be held fully accountable and if necessary actually demoted as its rather obvious they are not performing their job duties at all. Indeed the relevant Executive Director must also be held accountable. Remember it is the lives of these Students that are being affected by this extremely poor performance.
40. It is also rather obvious that the LSLD policy and the RAM funding is not efficient at all and is easily able to be misused by Principals and therefore must be replaced at the very least by a Financial Committee responsible for the management of School funding.
41. It is totally unacceptable for the use of funding to support and enable training of a new teacher to be used for something else.
42. All Schools must be audited each year with the use of funding fully examined and the audit report published to Parents and the Community. Likewise the Annual School Report must be authorised and those signing held fully responsible for any so called errors.
43. Funding for Disabled Students, Aboriginal Students and Disadvantaged Students must NOT be able to be used for anything else.
44. Funding should also be provided for each School, especially High Schools to have a fully operational and working Work, Health and Safety Committee which has the ability to investigate all incidents in a School without the approval of the Principal. This Committee MUST have the training to be able to issue improvement orders on the Principal. This should be a mandatory requirement for all High Schools so that the Principal or a nominated Staff member cannot act as the W, H & S Delegate and the Committee must be elected by all Staff, Students and Parents. I very much doubt any such funding is supplied at all. Surely the option of a fully functional Work, Health and Safety Committee would in fact result in a reduction of Staff in the W, H & S Section of the Department?

Yours Sincerely,