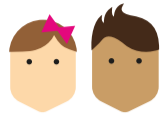


Getting the **right teacher** in the right place, at the right time



776,815 students¹
attended our schools last year.



63,189 teachers & 5,141 principals, deputy & assistant principals²
were responsible for their learning.

So it's important that schools can get the right teacher, in the right place, at the right time.

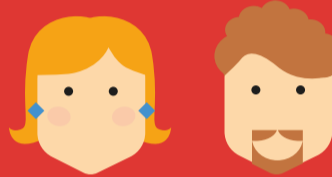
But principals are telling us this is more challenging because teacher supply is changing.

¹ Figures from April 2015
² Number employed over 2015

Principals are saying things like



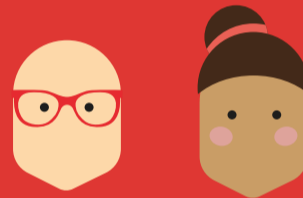
We're struggling to find quality experienced teachers for new entrant and junior one classes, and Beginning Teachers can't fill that gap.
- Auckland Primary Principals



Principal vacancies are increasing, but there are few suitable applicants and teachers have little interest moving into leadership.
- Secondary Principal



It's difficult to find secondary teachers of Maths, Science, Physics, Chemistry, Technology and Te Reo.
- Auckland Secondary Principals, and some Principals in other regions



Recruiting to fill middle and senior management positions is getting more difficult.
- Primary and Secondary Principals' groups



The situation could suddenly become much worse. We've got an ageing workforce so there are plenty of teachers who will retire in the next few years.
- Auckland Secondary Principals



We need a talent management approach....There is goodwill out here to make the changes needed, principals are up for it.
- Secondary Principal

THEY HAVE EXPLAINED THAT

STM graduates do not choose teaching as a career

The cost of study for teaching qualifications is a disincentive

Teacher training organisations are not selecting students that match school needs

The status of teaching influences graduate and teacher choices

Teachers are not attracted to management and leadership roles

Solutions we are exploring with principals

Sharing expertise across Communities of Learning

Immediate help to recruit where schools have problems right now

Growing beginning teachers' expertise in junior classes

More flexible support for schools that employ beginning teachers



Recruiting and advertising to bring more STM graduates into teaching

Scholarships and bonding for STM graduates who undertake teacher training

Opportunities for existing teachers to strengthen their STM qualifications and practice

Events in the UK promoting teaching in NZ, focussed first on bringing NZ teachers home

What the **data** tells us about teachers

103,000

teachers are registered with the Education Council.

68,330

teachers and principals were working in our state and state integrated schools over the year 2015 in a variety of different ways.

▶ **39,250**

were permanent full-time teachers.

▶ **29,080**

were working part time, fixed term and relieving roles.

48,281³

Full-time principal and teacher equivalents were funded in April 2015.

Overall the workforce is stable

Over the last 10 years the mix of teachers by gender and ethnicity has remained stable overall.

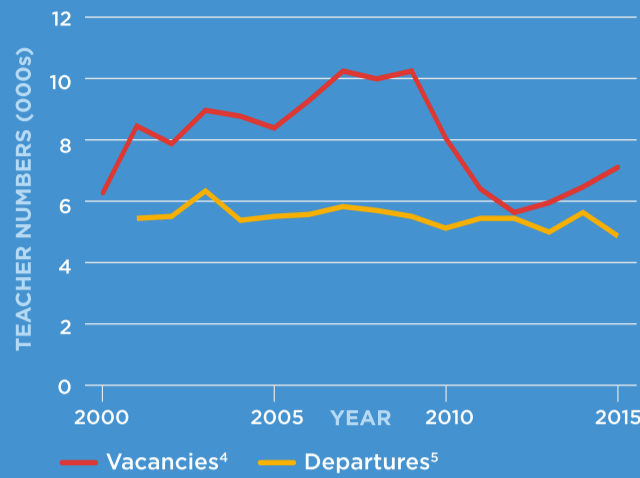
Female teachers make up a little over 70% of all teachers.

Principals are almost equally male and female.

³ In the future teacher data will be taken from New Zealand Schools: Ngā Kura o Aotearoa

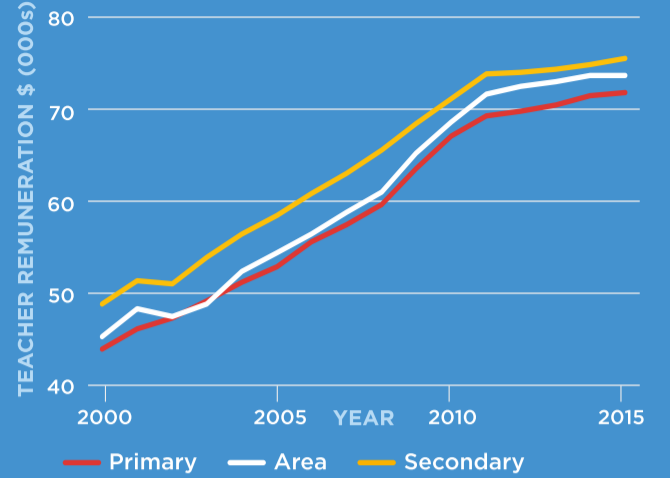
Departures and vacancies

Teachers are moving between roles but the numbers leaving remain low



⁴ Although vacancies have increased, they are well below earlier numbers
⁵ The number of teachers leaving the workforce is low relative to other workforces

Average teacher remuneration (salary and allowances)



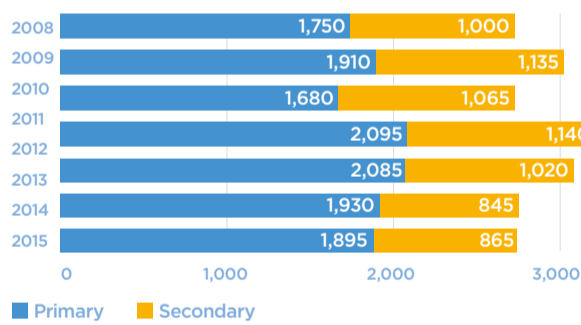
WE HAVE A LOT OF TEACHERS - THIS IS WHAT THE STORY WITHIN OUR DATA SAYS



The New Teacher Story

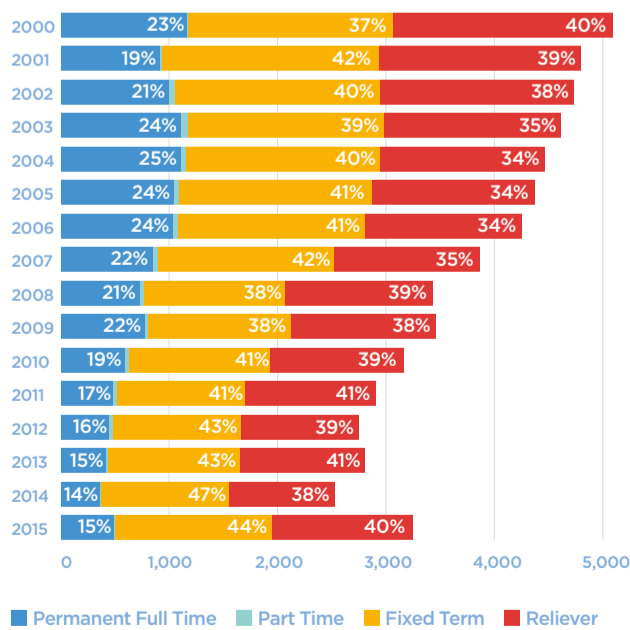
The number of new teacher graduates appears to be declining, particularly the number of secondary graduates. Our data does not tell us how many are graduating in different subjects.

NEW TEACHERS GRADUATING



Graduating teachers are struggling to find full time, long term roles.

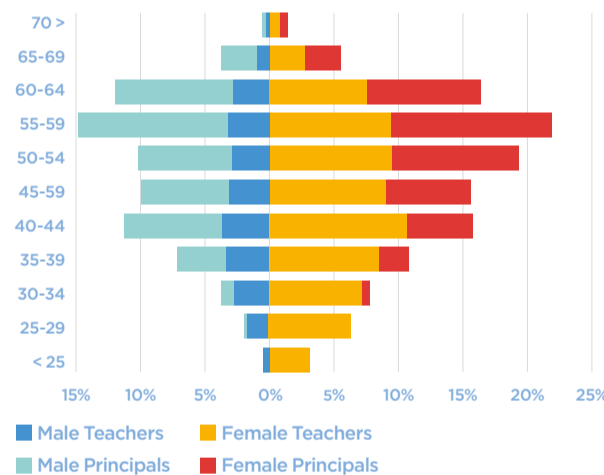
NEW TEACHERS IN SCHOOLS



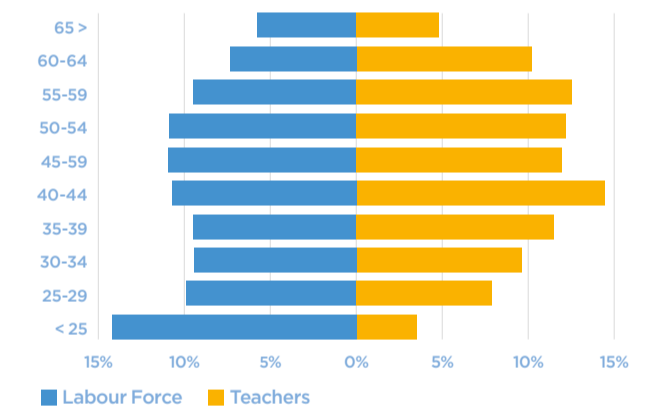
The Older Teacher Story

The teaching workforce is ageing, but...

AGE OF TEACHERS & PRINCIPALS

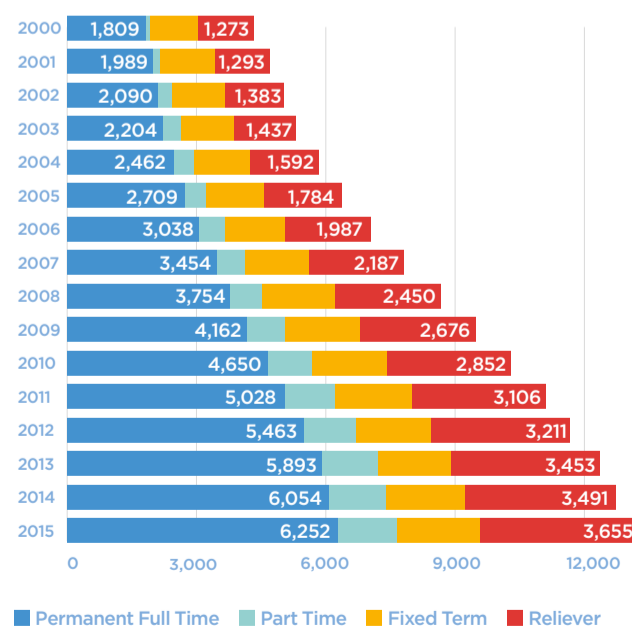


AGE OF WORKFORCE, ALL NZ VS TEACHERS



...Older teachers are staying longer in more flexible roles.

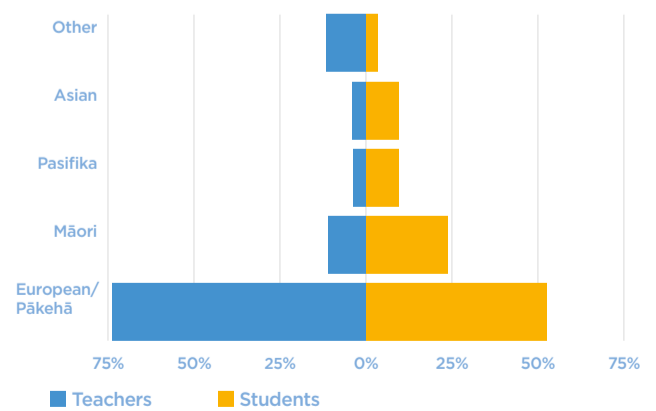
TEACHERS 60 - 79 YEARS



Student and Teacher Ethnicity Story

Ethnicity of students and teachers is not in step.

TEACHERS & STUDENTS BY ETHNICITY



And in the Future

Population changes suggest a small increase in primary school rolls over the next five years (up to 5%), peaking in 2019 and followed by a similar increase in secondary rolls that peaks in 2025. This means there will be limited demand for additional teacher numbers.

TURN OVER TO SEE WHAT THE DATA DOESN'T SAY ▶