



VPA Position Paper

'Your Job, Your Say' Survey Instrument

The Victorian Principals Association (VPA) is concerned about the DEECD's apparent decision to discontinue implementation of the 'Your Job, Your Say' principal feedback tool.

Purpose

The VPA advocates for the right and responsibility of Victorian government school Principal Class Officers to provide detailed feedback to the DEECD on key initiatives. The VPA endeavours to ensure that principals have the opportunity to provide valuable feedback to the regions and central office on the level of support provided to principals in carrying out their responsibilities and other aspects of their role. The DEECD provides a mechanism for staff, student and parent feedback on schools, leadership and Principals via opinion surveys. Principals, however, do not have the opportunity to provide appropriate feedback to Regional and Central management. The powerful model of 'walking the talk' through symbolic leadership needs to be demonstrated at each level in the system.

Background to the VPA Position

The VPA position has been determined in the following context:

DEECD needs feedback from principals on key initiatives – the 'Your Job, Your Say' survey provided this feedback but it has not been administered for over two years. It needs to be reinstated so that the system is fully appraised, including the effectiveness of Regional and Central management.

VPA Position

- Feedback needs to be quite specific for school improvement to occur
- An accountability framework must be created for Regional and Central management similar to the school based processes
- The symbolism of DEECD deciding not to administer the survey was very negative and not well received
- All personnel need to be accountable in the education system in Victoria not just principal class and staff
- Feedback data should be readily accessible across all the system
- The DEECD must provide an opportunity for constructive feedback from principals to assist regional and central management with enhancing their support and service provision to schools
- The survey would aid in determining whether policies / practices have contributed to improved learning outcomes
- If DEECD does not reintroduce the 'Your Job, Your Say' survey then the VPA will consider creating and administering its own 'Their Job, Our Say' survey. The feedback data would be analysed and published in an open and transparent manner.