

ABERDEENSHIRE EDUCATION & RECREATION

SNCT 14; THE POSITION OF ASSISTANT PRINCIPAL AND SENIOR TEACHERS AT AUGUST 2003

1 Introduction

- 1.1 The Authority's proposal for the implementation of SNCT 14 is based on three principles.
- High quality curriculum development and delivery.
 - Efficient and effective management in primary and secondary schools.
 - Cost effectiveness/value for money.

2 Secondary Schools

- 2.1 Annex B of "*A Teaching Profession for the 21st Century*" states the duties of all teachers includes developing the school curriculum. This is set within the wider context of collegiate working.
- 2.2 Annex B also establishes Principal Teachers' responsibility for the leadership, good management and strategic direction of colleagues. The job-sizing process was conducted on that basis with Principal Teachers credited for all management functions and responsibilities.
- 2.3 Consequently the duties of Principal Teachers should include all aspects of departmental management while responsibilities for curriculum development and delivery are shared and addressed in a collegiate manner. In general it should be possible for the current duties of Assistant Principal and Senior Teachers to be addressed within that framework.
- 2.4 It is possible however that, for larger departments, namely English and Mathematics, the cessation of Assistant Principal and Senior Teacher (Equalisation) posts may result in a significant increase in the non-management responsibilities of Principal Teachers in those subjects.
- 2.5 It is proposed that, in English and Mathematics departments, Assistant Principal Teachers who have indicated a preference to become Principal Teachers be offered the option of becoming Principal Teachers (Curriculum Support). These posts will be personal appointments, are non-transferable between schools, and will cease when the holder leaves the school or is appointed to a Principal Teacher (Curriculum) post within the school.

- 2.6 In schools where the Assistant Principal Teachers in English and/or Mathematics choose to revert to teacher status the school will be allocated an additional 0.1FTE above linear formula for each Assistant Principal Teacher of English and Mathematics who exercises that option. It will be recommended to Head Teachers that the additional 0.1 be added to the appropriate Principal Teachers' non-contact time to address additional duties that may arise as a consequence of the implementation of SNCT 14. The Authority will meet the funding of the additional pointages. This arrangement will be subject to review during any future revision of management structures within secondary schools.
- 2.7 When a Principal Teacher (Curriculum Support) in English and Mathematics leaves a school, or is appointed to a Principal Teacher (Curriculum) post within the school, the situation will be reviewed within the context of 2.6(above).
- 2.8 Assistant Principal Teachers and Senior Teachers (Equalisation) in subjects other than English and Mathematics who indicate a preference to become Principal Teachers should also be offered the possibility of becoming Principal Teachers (Curriculum Support). These posts will also be personal appointments, are non-transferable between schools, and will cease when the holder leaves the school or is appointed to a Principal Teacher (Curriculum) post within the school.
- 2.9 The remit for the post of Principal Teacher (Curriculum Support) is likely to be very similar to that for present Assistant Principal Teachers. It is proposed a short life working party be formed to establish a generic job description for the post and to submit it to the Local Negotiating Committee for Teachers (LNCT) for consideration and agreement. In the meantime the relevant postholders will continue with their existing duties.
- 2.10 All such posts will be job-sized by the end of September 2003 and the outcome conveyed to the relevant member of staff prior to their agreeing to move to these posts on a permanent basis. If at this point the member of staff decides to not continue in the post they may revert to being a class teacher and retain full rights under SNCT 14.
- 2.11 In situations where Assistant Principal Teachers and/or Senior Teachers (Equalisation) in subjects other than English and Mathematics indicate a preference to revert to teacher status the post will cease. Similarly when a Principal Teacher (Curriculum Support) in subjects other than English and Mathematics leaves the school or is appointed to another post within the school, the post will also cease to exist.
- 2.12 While the additional 0.1 FTE will not be available in subjects other than English and Mathematics, Head Teachers will be expected to monitor the effects of the cessation of posts in those subjects. Where appropriate, adjustments may be made in the non-contact time of Principal Teachers in those curricular areas.

- 2.13 The post of Senior Teacher (Whole School) will cease to exist from 1 August 2003. Head Teachers will wish to discuss with their staff the implications of the cessation of these posts.
- 2.14 Members of staff who relinquish their Assistant Principal Teacher or Senior Teacher post and assume the role of class teacher will undertake duties as outlined in Annex B of *“A Teaching Profession for the 21st Century”*.

3 Primary Schools

- 3.1 The position in primary schools in relation to the establishment of Principal Teacher posts is currently being addressed but in the meantime it has been agreed to establish Principal Teacher (Curriculum Support) posts on a temporary basis. Senior Teachers who have indicated a wish to become a substantive Principal Teacher will be granted this option on a temporary basis pending further discussions on a revised management structure for primary schools.
- 3.2 It is proposed a short life working party be formed to establish a generic job description for the post of Acting Principal Teacher (Curriculum Support) and to submit it to the LNCT for consideration and agreement. In the meantime these postholders will continue with their existing duties.
- 3.3 These posts will be job-sized by the end of September 2003 and the outcome conveyed to the relevant member of staff. If at this point the member of staff decides to not continue in the post they may revert to being a class teacher and retain full rights under SNCT 14.
- 3.4 Senior Teachers, who accept the revised job description and wish to remain as Acting Principal Teachers (Curriculum Support) will continue in these posts until the Authority establishes a revised management structure for its primary schools which is likely to incorporate principal teachers. When such posts become available they will be advertised and open in the first instance to Acting Principal Teachers (Curriculum Support), on a ring-fenced basis, to apply.
- 3.5 The authority will conduct a review of the likely implications of the cessation of senior teacher posts where the holders have assumed specific roles in
- support for learners
 - nurseries
- 3.6 Where a post ceases to exist Head Teachers will be consulted to assess the implications of that cessation.

- 3.7 Senior Teachers who relinquish their current post and assume the role of class teacher will undertake duties as outlined in Annex B of “A Teaching Profession for the 21st Century”.

4 Assistant Head Teachers

- 4.1 From 1 August 2003 all Assistant Head Teachers in Primary and Secondary schools will be redesignated as Deputy Head Teachers. The salary of all Deputy Head Teachers will be determined by the job-sizing exercise.

5 Communication with Staff

- 5.1 The staff involved have been informed of this agreement by letter and given the opportunity to reconsider their options. Copies of these letters are attached as appendices.

Letter 1 To all Senior Teachers in Primary Schools who have indicated that they would wish to relinquish the role of Senior Teacher and assume the role of class teacher.

Letter 2 To all Senior Teachers in Primary Schools who have indicated that they would wish to become a substantive Principal Teacher.

Letter 3 To Assistant Principal Teacher and Senior Teachers in Secondary Schools who have indicated that they would wish to relinquish the role of Senior Teacher and assume the role of class teacher.

Letter 4 To Senior Teachers (Whole School), Secondary, who have indicated that they would wish to become a substantive Principal Teacher. (This request has not been granted, see 2.13 above).

Letter 5 To Assistant Principal Teacher and Senior Teachers who have indicated that they would wish to become a substantive Principal Teacher and granting this request.

6 Disputes Procedure

- 6.1 Any disputes arising out of this agreement should, in the first instance, be referred to the Joint Secretaries of the LNCT and thereafter, if necessary, be taken forward through the normal grievance procedure.

June, 2003.