



Boiling Point: Principals struggle to sustain Ontario schools

July 4, 2024

As the 2023-24 school year comes to a close, Ontario's principals and vice-principals (P/VPs) have ended another stressful and challenging year. Data collected from school leaders across the province demonstrates the negative impact that current working conditions are having on them. Since this data was collected in October 2023, additional factors have contributed to the difficulty of the role.

- 13 new initiatives have been introduced by the government since September 2023, each requiring numerous additional duties for P/VPs.
- Teachers' salaries have increased, and in many cases will exceed the salary of P/VPs, who are their supervisors.
- The health and dental benefits of P/VPs will be cut in the coming months, since the government has failed to provide adequate funding to sustain the plan.
- P/VPs are required to perform duties of other employee groups and rely on unqualified adults to supervise students daily due to the ongoing critical shortages of teachers and support staff. Those shortages have also led to cancelled classes, and less instructional time and support for students, particularly those with special needs.

We committed to our members to head to the negotiating table with the intention to encourage the government and school board Trustee Associations to bargain in good faith, and to fairly and adequately compensate and demonstrate their support for the school leaders who are held accountable for the smooth operation of over 5,000 publicly funded schools across Ontario.

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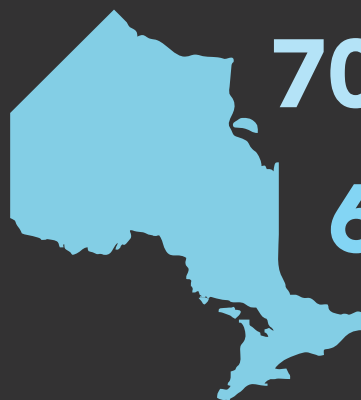
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In October 2023, 3,738 principals and vice-principals from all three provincial P/VP associations took part in a survey conducted by the external firm of Abacus Data. The following stats are highlights from the survey data.



72%
can retire within **5 years**



70% believe school board doesn't value them

60% do not feel supported by school board



84% feel that workload pressures are impacting their well-being

97% say workload is unmanageable

99% report workload has increased **since 2019**

83% have personally witnessed violence or threats of violence by a student toward a staff person



72% have experienced a traumatic event in their school in the past 3 years

76% say level of violence is increasing at school



65% have accessed mental health services



92% of their time is **not** related to student achievement