

# School Workforce Pressure & Funding Allocation

Analysis of 120 NSW Schools | Academic Years 2022-2024 | Performance & Resource Allocation Insights

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**120**

No. of School

**14.43**

Average of Class Size

**90.4%**

Average Attendance %

**527.18**

Average NAPLAN Score

**\$2,594K**

Sum of Amount

**7.59**

Funding per Student

Overview

Workforce Pressure

Student Engagement

Funding Allocation

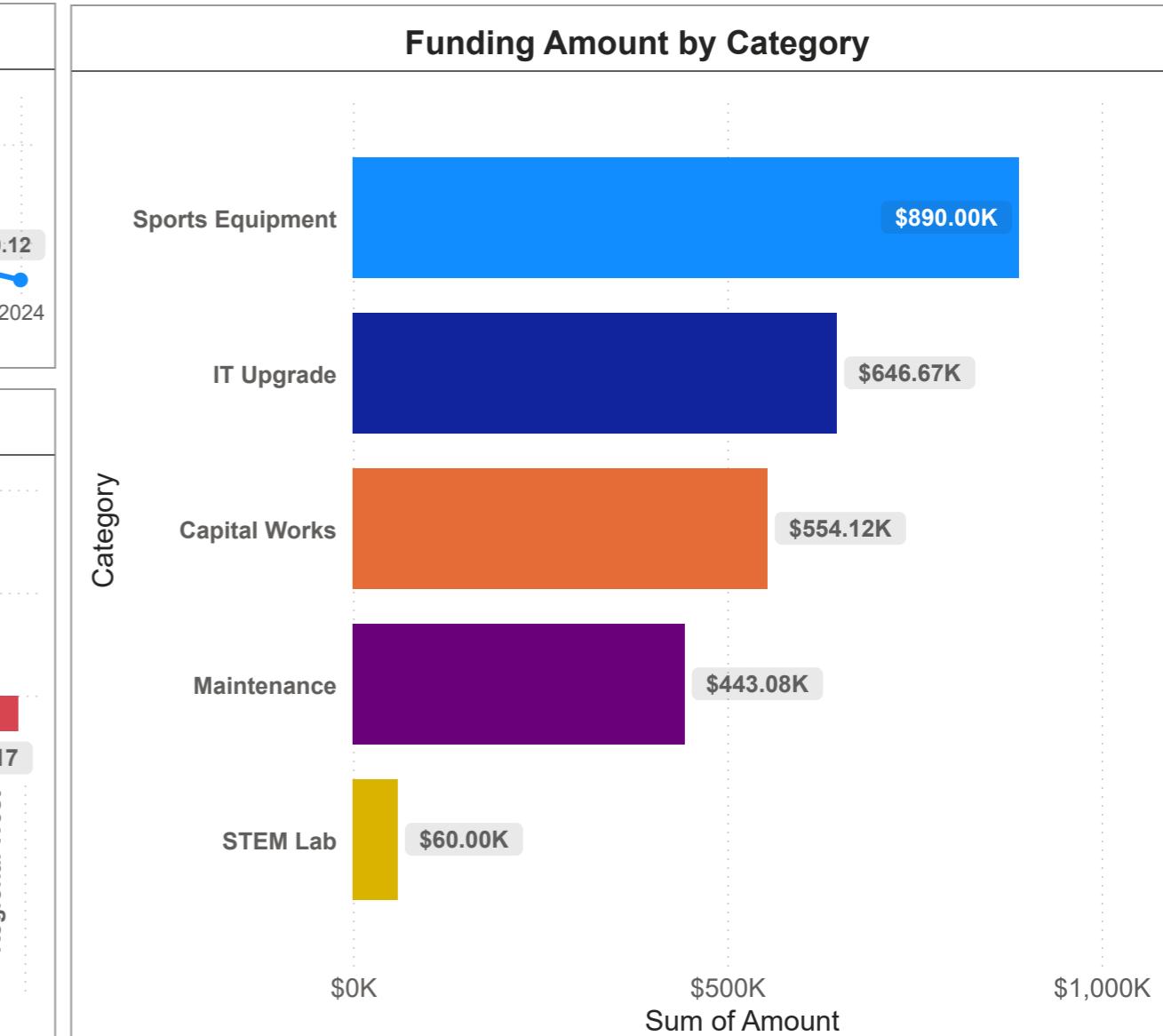
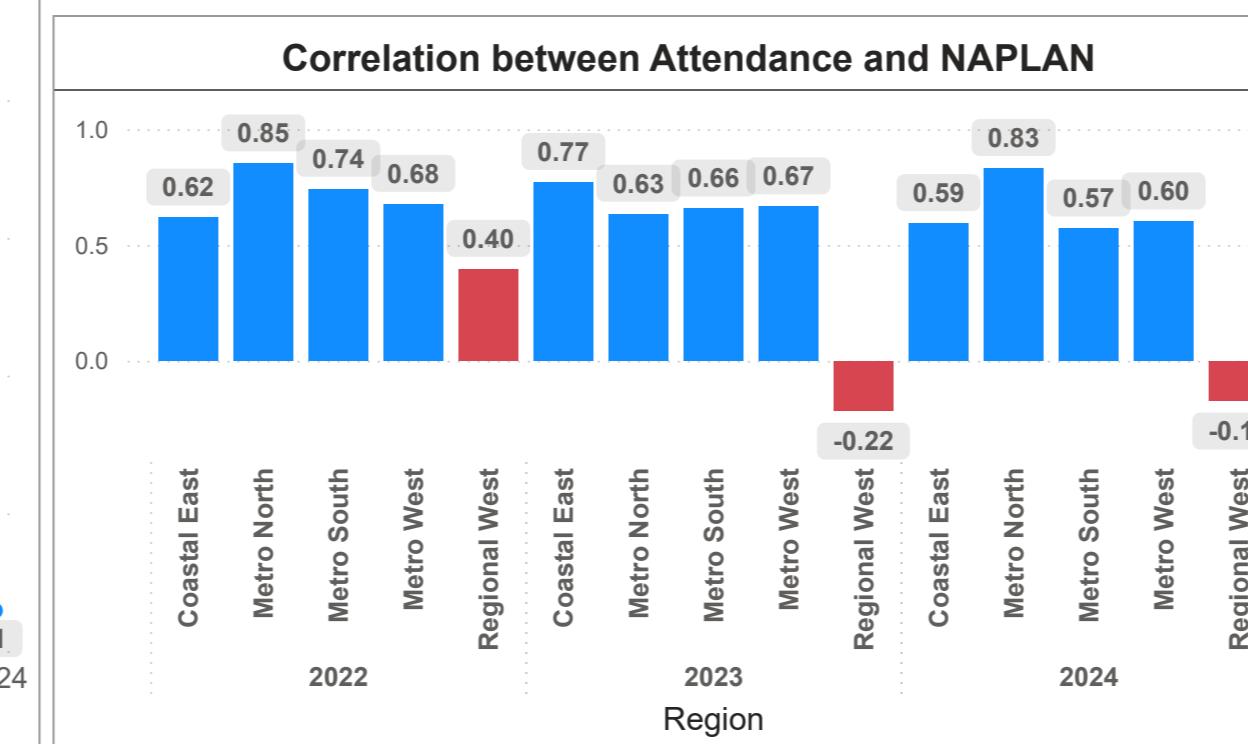
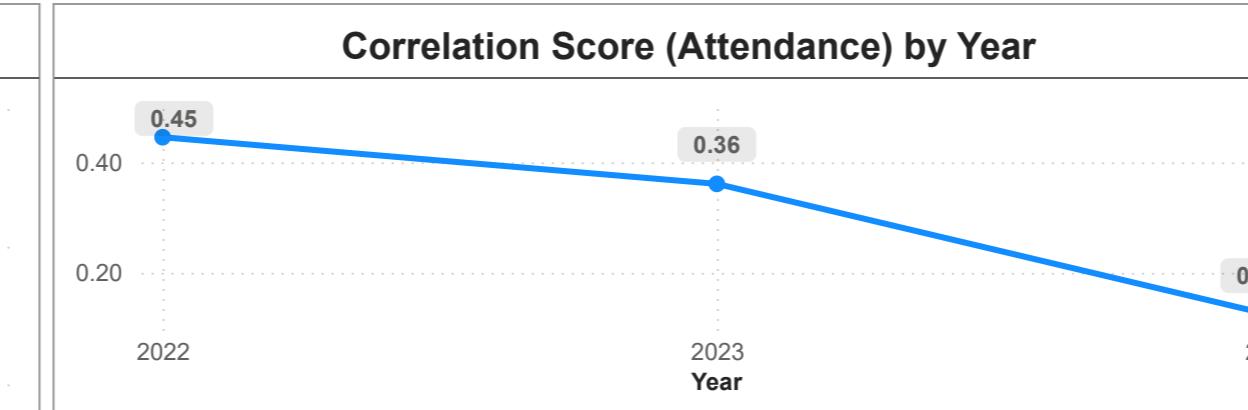
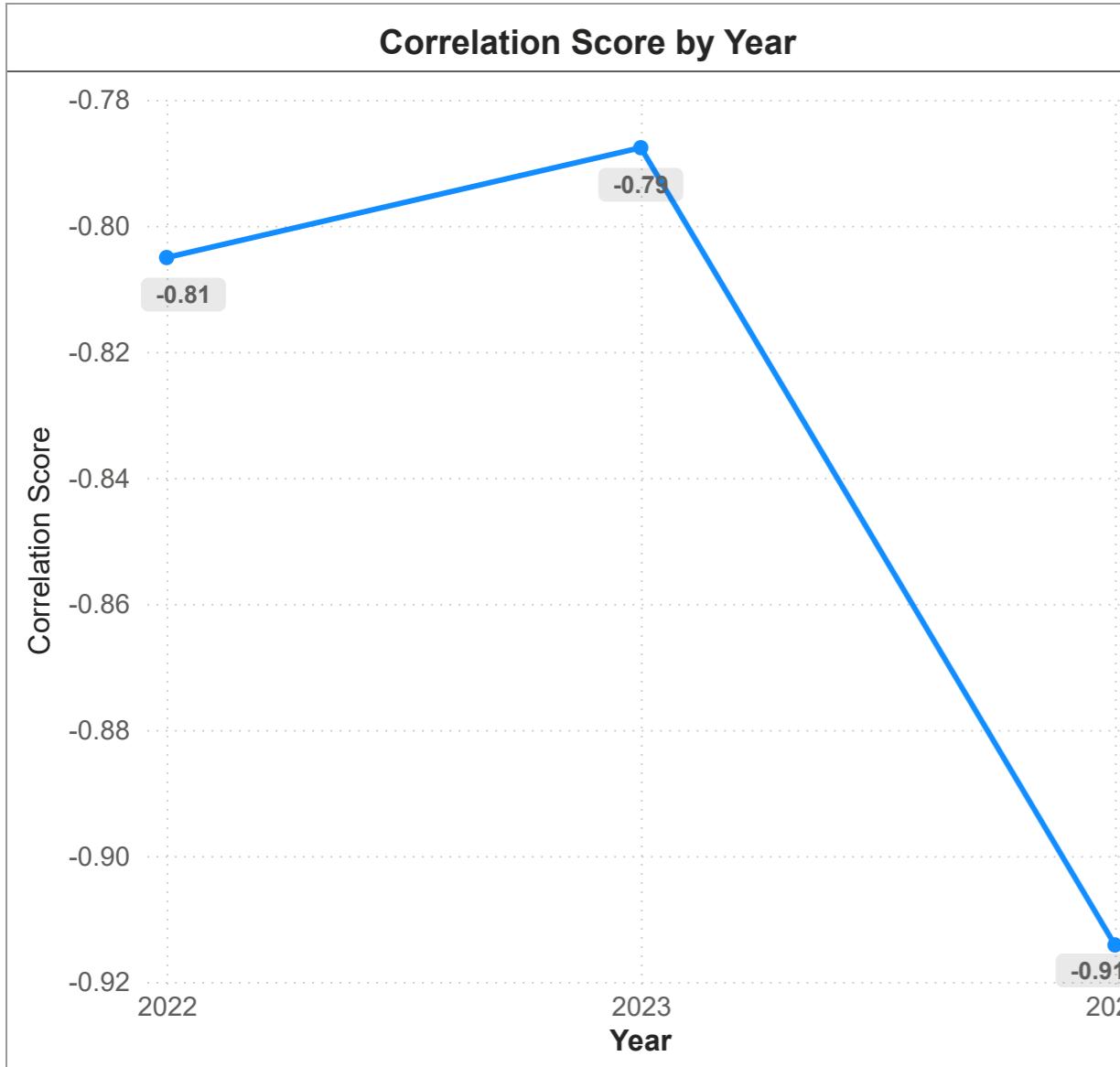
Criteria

## Key Findings

**Workforce Pressure: -0.85 correlation**  
Higher class sizes → Lower scores

**Student Engagement: 0.31 correlation weakening over time**  
Regional West shows inverse pattern

**Funding Allocation: Categorical needs drive allocation (5x variance)**

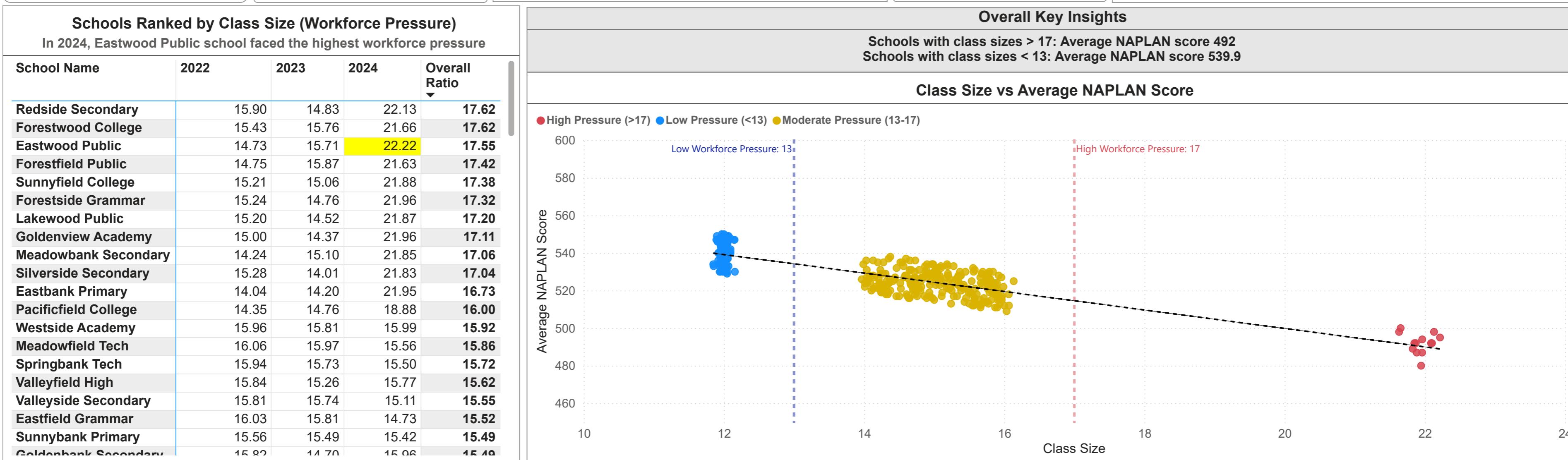
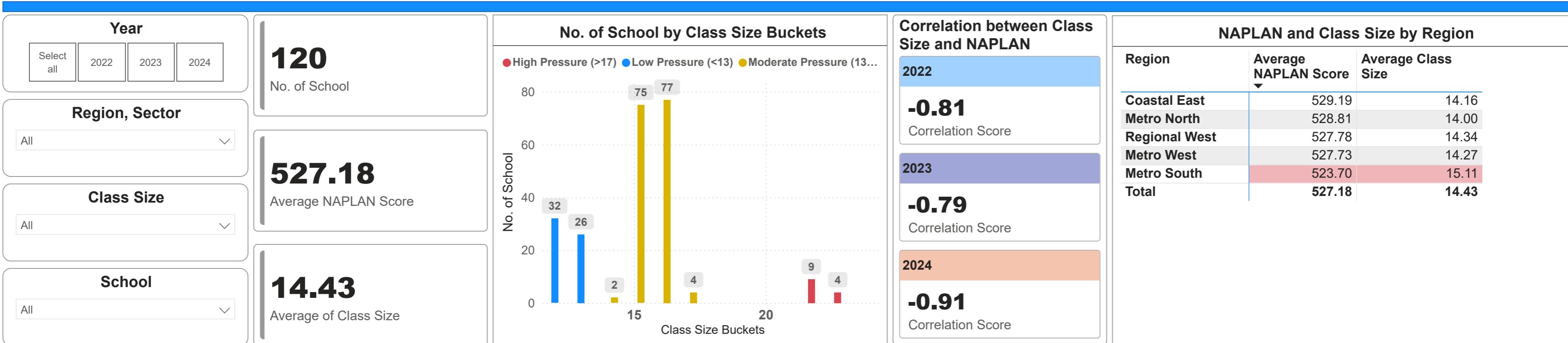




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## Staffing Shortage Impact on Academic Performance

Class sizes above 17 students result in 47-point NAPLAN gaps — 13 schools require immediate attention





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## Student Engagement: Attendance vs Academic Performance

Moderate correlation (0.27 overall, declining to 0.12) — attendance impact is weaker than workforce pressure

Year				<b>120</b>	<b>Regional West Insight:</b> Achieves strong NAPLAN scores (527.78) despite lowest attendance (81.8%), demonstrating that effective teaching practices can compensate for attendance challenges. Note: Regional West also maintains moderate class sizes (14.34), supporting the finding that teacher availability matters more than student presence.	Correlation between Attendance and NAPLAN					Attendance % by Region Over Year		
Select all	2022	2023	2024	No. of School	Region	2022	2023	2024	Total	Region	Average Attendance %	Average NAPLAN Score	Average Class Size
All	All	All	All	<b>527.18</b>	Average NAPLAN Score	0.85	0.63	0.83	<b>0.78</b>	Coastal East	92.1%	529.19	14.16
All	All	All	All	<b>90.4%</b>	Average Attendance %	0.62	0.77	0.59	<b>0.66</b>	Metro North	92.7%	528.81	14.00
All	All	All	All			0.68	0.67	0.60	<b>0.64</b>	Regional West	81.8%	527.78	14.34
All	All	All	All			0.74	0.66	0.57	<b>0.53</b>	Metro West	91.8%	527.73	14.27
All	All	All	All			0.40	-0.22	-0.17	<b>-0.05</b>	Metro South	92.6%	523.70	15.11
All	All	All	All			<b>0.45</b>	<b>0.36</b>	<b>0.12</b>	<b>0.27</b>	Total	<b>90.4%</b>	<b>527.18</b>	<b>14.43</b>

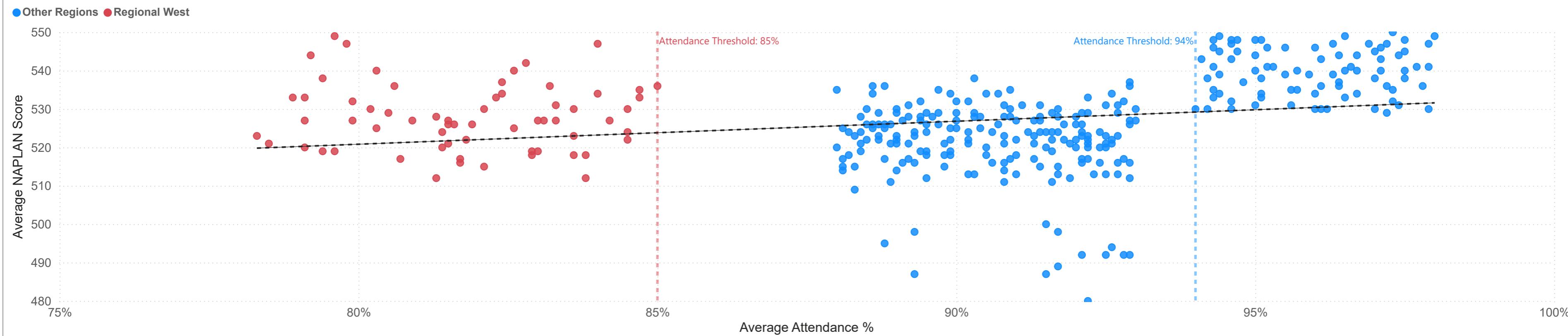
### Overall Key Insights

Schools with attendance > 94%: Average NAPLAN score 539.82

Schools with attendance < 85%: Average NAPLAN score 527.78

**Gap: 13 points (vs. 47-point gap for class size) — attendance impact is moderate compared to workforce pressure**

### Average Attendance % vs Average NAPLAN Score





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## School Workforce Pressure & Funding Allocation

Funding disparity not explained by enrolment differences alone

Year

All

Category

All

Region

All

School

All

31

No. of School

7.59

Funding per Student

342K

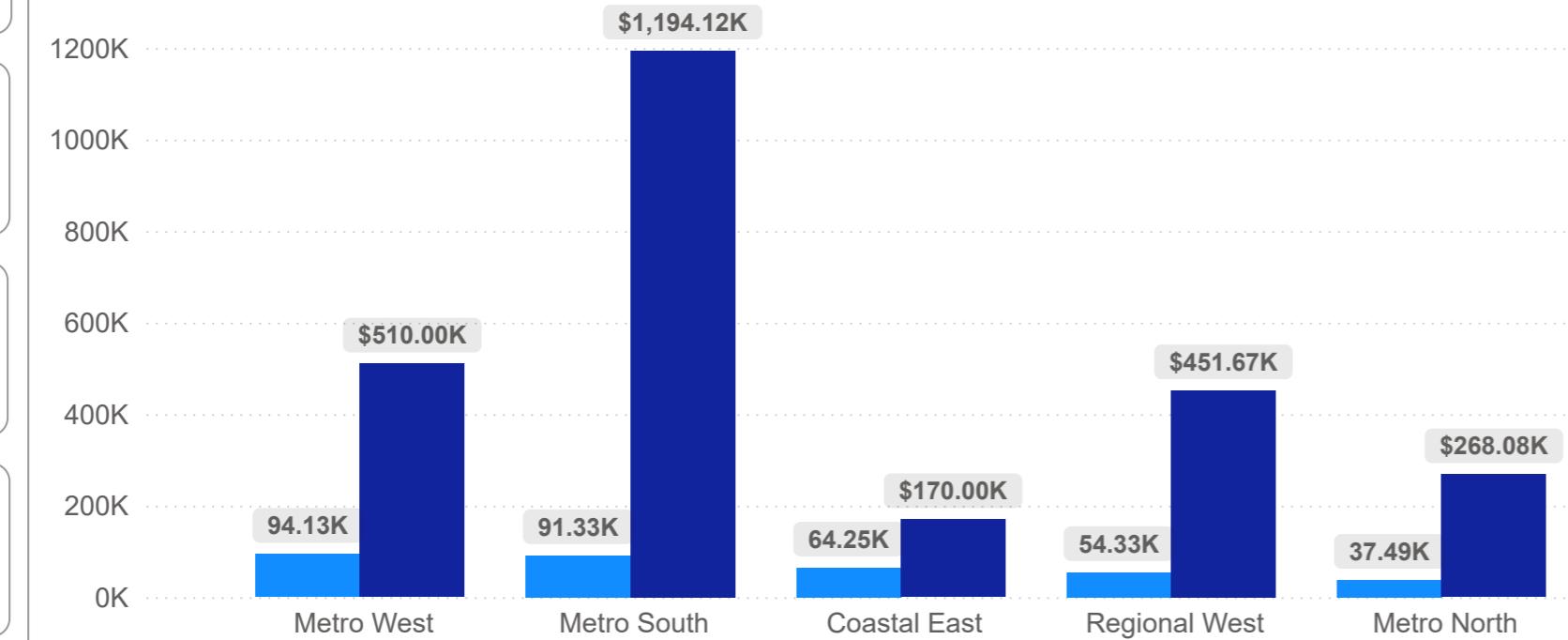
Sum of Enrolments FTE

\$2,594K

Sum of Amount

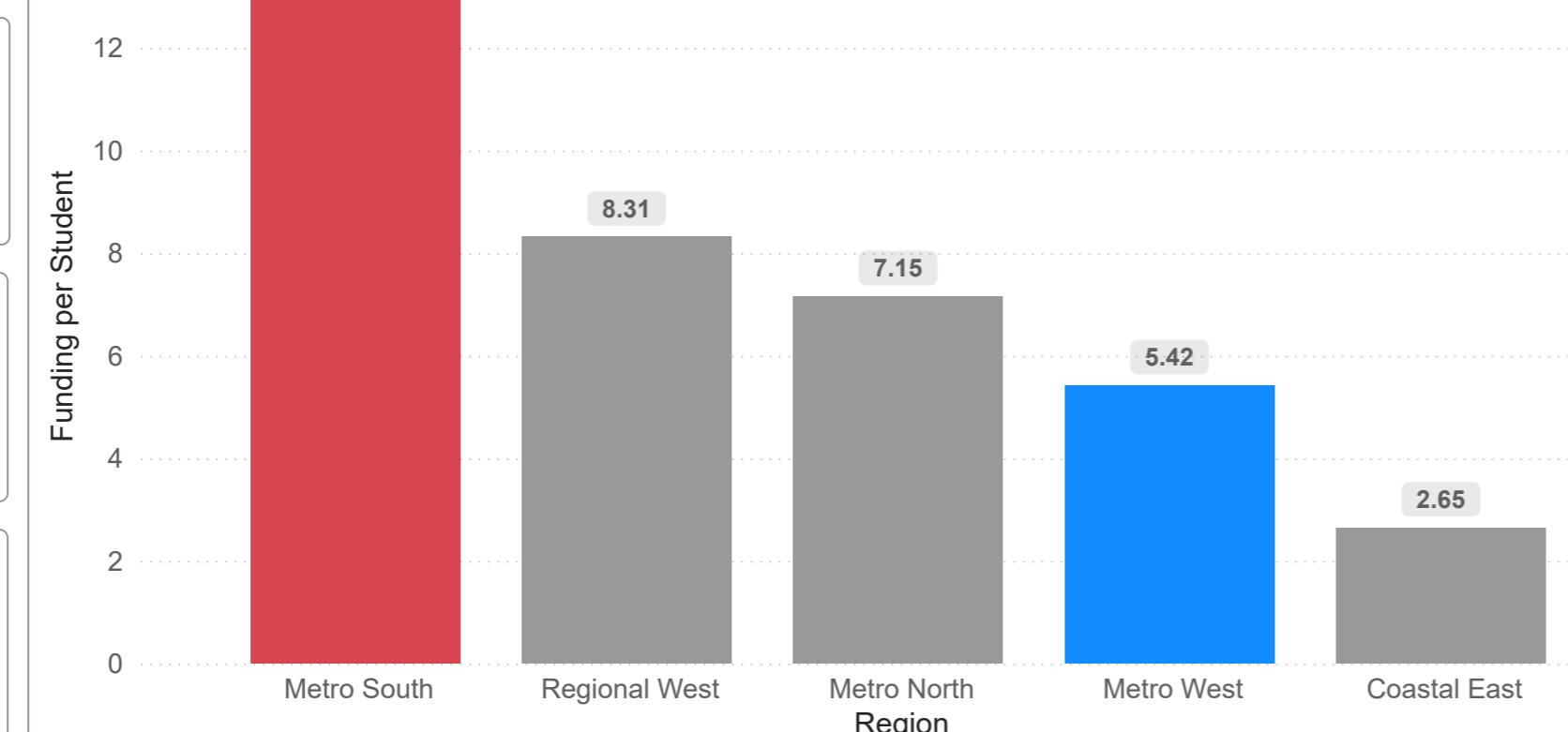
### Student Enrolment vs Approved Funding by Region

● Sum of Enrolments FTE ● Sum of Amount



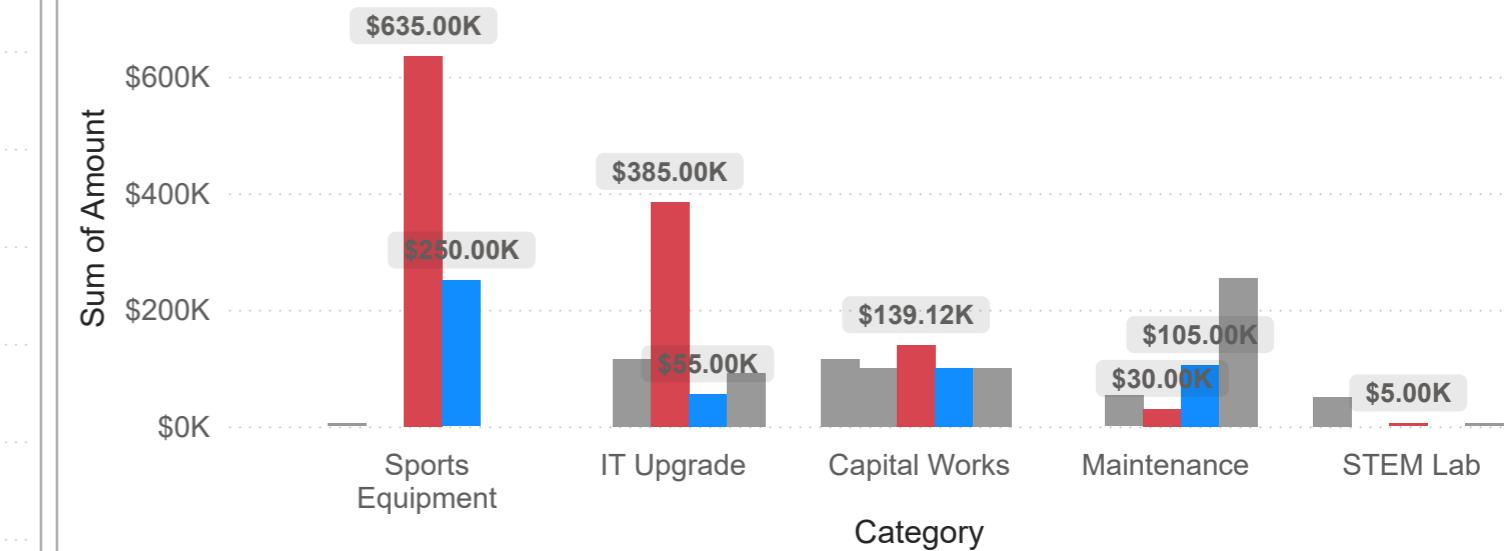
### Funding per Student by Region

Metro South receives 5x more than Coastal East



### Funding Amount by Category

Region ● Coastal East ● Metro North ● Metro South ● Metro West ● Regional West



### Approved Fundings by Region and Category

Region	Capital Works	IT Upgrade	Maintenance	Sports Equipment	STEM Lab	Total
Metro South	\$139,118	\$385,000	\$30,000	\$635,000	\$5,000	\$1,194,118
Metro West	\$100,000	\$55,000	\$105,000	\$250,000		\$510,000
Regional West	\$100,000	\$91,667	\$255,000		\$5,000	\$451,667
Metro North	\$100,000	\$115,000	\$53,077			\$268,077
Coastal East	\$115,000			\$5,000	\$50,000	\$170,000
<b>Total</b>	<b>\$554,118</b>	<b>\$646,667</b>	<b>\$443,077</b>	<b>\$890,000</b>	<b>\$60,000</b>	<b>\$2,593,862</b>

### Attendance % by School Over Year

Region	Average NAPLAN Score	Average Class Size	Sum of Amount
Coastal East	529.19	14.16	\$170,000
Metro North	528.81	14.00	\$268,077
Regional West	527.78	14.34	\$451,667
Metro West	527.73	14.27	\$510,000
Metro South	523.70	15.11	\$1,194,118
<b>Total</b>	<b>527.18</b>	<b>14.43</b>	<b>\$2,593,862</b>

## School Workforce Pressure & Funding Allocation - Analysis Framework

### Purpose

Support the budget review by identifying:

- Schools under the **class size pressure** (Student/Teacher ratio)
- Whether workforce pressure has an observable relationship with **NAPLAN** performance
- How **approved funding** is distributed across regions and categories, and whether it aligns with enrolment demand

### Scope

- **All schools** in the dataset (expected ~120 schools)
- **2022 - 2024 records** for staffing/enrolment/academic outcomes/funding
- Analysis focuses on **approved** funding requests only. Pending and submitted requests were excluded as they represent unvalidated amounts subject to negotiation and have not been processed through the allocation system.

### Validation Logic

- 1) Class Size Pressure (Workforce Pressure)
  - **Student/Teacher Ratio = Total Students ÷ Total Teachers (or Teacher FTE)**
  - Higher ratio = higher pressure
  - Schools are ranked to highlight **top pressure schools** in 2024
- 2) Workforce Pressure vs Academic Results
  - The dashboard shows the **relationship** between Student/Teacher Ratio and NAPLAN outcomes
  - **Interpretation note:** this is a correlation view to flag patterns — **not causal proof**
- 3) Funding Ranking & Cost Drivers
  - Provides a **ranked list of schools within each region** by **Total Funding Approved**
  - Breaks down funding by **Category** to identify the largest cost drivers
- 4) Enrolment vs Funding by Region
  - Compares **Total Enrolment vs Total Funding Approved** by region
  - Flags regions where funding does **not** scale with enrolment (over/under allocation signals)

### Limitations & Considerations

- Cost inflation analysis not feasible due to limited repeat observations (35 approved requests, no year-over-year school+category matches)
- Correlation analysis identifies patterns but does not prove causation — requires controlled studies for causal claims
- Dataset covers approved funding only; declined/pending requests not analyzed for cost comparison

### Recommended Actions

- Prioritize teacher recruitment for 13 schools with class sizes >17 to improve NAPLAN outcomes
- Investigate **Regional West's** effective teaching practices that compensate for lower attendance
- Review funding allocation criteria to ensure categorical equity across regions