# QUALITY of LIFE and ATTENDANCE in PRIMARY SCHOOLS

### **Carl Anthony Robert Leonard**

B.Ed (Music) - Hons. 1st Class Grad. Dip. Spec Ed. (With Merit) M.Ed. A.Mus.A

Submitted to the Faculty of Education and Arts
The University of Newcastle, December 2002,
in fulfilment of the requirements for the
award of the degree of Doctor of Philosophy.

## **DECLARATION**

I hereby certify that the work embodied in this thesis is the result of original research and has not been submitted for a higher degree to any other University or Institution.

(Signed) Carl Leonard

#### **ACKNOWLEDGMENTS**

Sincere thanks to the institutions that have supported me:

Thank you to my academic supervisors, Professor S.F. Bourke and Doctor N.J. Schofield of the School of Education, The University of Newcastle, for their excellent counsel, guidance, and friendship.

Thank you to the principals, staff, students, and parents of the four Lower Hunter Valley primary schools who participated in the study. Their cooperation was greatly appreciated.

Thank you to my wife, Jeanette, my children, Nathaniel and Olivia, and my extended family, for their support and understanding during this project.

# **Table of Contents**

Table of List of	owledgments of Contents Tables Figures Acronyms and Abbreviations	i ii iii iv xi xv xvi xvii
CHAP	TER 1 - Introduction	1
1.1 1.2 1.3 1.4 1.5 1.6	Background to the Study Conceptualising the Study Rationale for the Study Significance of Proposed Research Definitions Overview of the Dissertation Structure	2 3 4 5 6 6
СНАР	TER 2 - Contextualising the Study	7
2.1 2.2 2.3 2.4 2.5 2.6 2.7 2.8 2.9 2.10 2.11 2.12	Introduction Definitions of School Effectiveness Identifying and Defining the Attributes of Effective Schools 2.3.1 Introduction 2.3.2 Definition of Effective Schools 2.3.3 Attributes of Effective Schools The Development of School Effectiveness Research The Relevance of Criteria for Business Effectiveness to Schools Recent Trends in School Effectiveness Research - Multilevel Modelling School Improvement Quality Education, Quality Schools, and Quality of Life Linking School Effectiveness, School Improvement, and School Quality Affective Student Outcomes in the Context of School Reform School Reform in the Context of Societal Change Summary - The Purpose of the Present Study	8 10 12 12 13 13 16 17 18 19 20 26 27 28 30
СНАР	TER 3 - Quality of Life, Schools as Workplaces, and Absence Literature	32
3.1 3.2 3.3	Introduction - Identifying the Significance of Quality of Life Research Quality of Life - Definition Contextualising and Defining Stress Within Quality of Life 3.3.1 Definition of Stress 3.3.2 The Nature of Childhood Stress 3.3.3 Definition and Indicators of Occupational Stress	33 34 35 35 39 41
3.4 3.5 3.6 3.7	The Implications of Workplace Theory and Quality of Work Life Workplace Occupational Health Schools and Classrooms - Workplaces for Students Definition of Workplace Absence	42 43 44 47

3.8	Quality of Life, Worker Health and Absenteeism	48
3.9	School Attendance and Non-Attendance	49
3.10	Student Background and Absence	51
3.11	Student Absenteeism and the Role of Schools	52
3.12	Student Dropout	53
3.13	Quality of School Life	54
3.14	Components of Quality of School Life	56
5.1 .	3.14.1 Negative Affect / Stress	56
	3.14.2 Symptoms of Student Reactions to Negative Factors	20
	Impacting on Student Quality of School Life	59
	3.14.3 Satisfaction	62
3.15	Linking Positive and Negative Aspects of Student Quality of School Life	63
3.16	Student Characteristics and Quality of School Life	64
3.17	Learning Environment Relationships and Quality of School Life	66
	3.17.1 The Relationship Between Schools and Students	66
	3.17.2 Transition - The Focus on Years 5 and 6 (Stage 3)	71
	3.17.3 The Relationship Between Teachers and Students	72
3.18	Summary	72
	3.18.1 Truancy, Absenteeism, and Reduced Student Quality of School	
	Life	73
	3.18.2 Enhancing School Effectiveness Through Student Outcomes and	
	Quality of Life	74
TEAC	HER QUALITY OF LIFE, STRESS, SATISFACTION, AND ABSENCE	78
3.19	Teacher Quality of Work Life	78
3.20	Components of Teacher Quality of Work Life	80
	3.20.1 Occupational Stress in Teaching - Introduction and Definition	80
	3.20.2 Extent and Sources of Teacher Stress	81
	3.20.3 Stress and Burnout	88
	3.20.4 Evidence of Symptoms and Effects of Teacher Stress and Burnout	
	3.20.5 Teacher Satisfaction	92
3.21	Linking Teacher Workplace Variables and Teacher Quality of Life	95
3.22	•	93
3.22	The Effect of Teacher Stress, Dissatisfaction, and Negative Affect on	06
2 22	Students Suppose of Openity of Life and Alexand Literature	96
3.23	Summary of Quality of Life and Absence Literature	98
CHAP	TER 4 - Coping and Methods of Improving Quality of School Life	101
4.1	Coping - Introduction and Definition	102
4.2	Children and Coping	103
4.3	Coping and Individual Child Characteristics	104
4.4	Children and Coping with School	105
4.5	Intervention and Prevention	107
4.6	Specific Intervention and Prevention Techniques	108
4.0	1	
	4.6.1 Relaxation	108
	4.6.2 Music Therapy	110
4.7	4.6.3 Communication Skills and Group Work	112
4.7	The Role of School Communities in Facilitating Student Coping	114
4.8	School-Based Intervention and Prevention Strategies	115
4.9	Positive Programs to Reduce Dropout and Student Absence	119

4.10	Teachers Facilitating Student Coping	120
4.11	Techniques to Facilitate Teacher Coping and Quality of Life	123
	4.11.1 Coping and Stress Management for Individual Teachers	124
	4.11.2 Teaching Method and the Selection of Coping Strategies	124
	4.11.3 Inservice Courses as a Strategy for Facilitating Teacher Coping	126
	4.11.4 Assisting Colleagues	127
	4.11.5 The Role of Education Unions	128
	4.11.6 The Role of Schools and Educational Authorities	128
4.12	Summary	133
	4.12.1 Enhancing Student Coping	133
	4.12.2 Enhancing Coping at all Levels	134
CHAP	PTER 5 - Development of the Model for Analysis and Research Procedures	137
5.1	Focus of the Study	138
5.2	Specific Research Questions	139
5.3	The Quality of School Life (QSL)	140
5.4	Other Student Data	143
5.5	The Teacher Stress and Teacher Satisfaction Questionnaires	144
	5.5.1 Teacher Background Survey	144
	5.5.2 Teacher Stress Questionnaire	144
	5.5.3 Teacher Satisfaction Questionnaire	145
5.6	Other Teacher Data	146
5.7	The Intervention Techniques	147
5.8	Analyses to be Undertaken	148
5.9	Experimental Procedure and Data Collection	149
	5.9.1 School Access, Subject Consent, the Sample, and Response Rates	149
	5.9.2 Student and Teacher Questionnaires and Absence Data	151
	5.9.3 Assigning of the Intervention Strategies	151
5.10	Summary	153
СНАР	PTER 6 - Student Descriptions and Relationships	154
6.1	Introduction	155
6.2	Biographical Variables	155
6.3	Relationships and Differences in and between the Student Variables	157
6.4	The Quality of School Life (QSL) Scales	159
	6.4.1 QSL Scale Means	159
	6.4.2 Relationships between QSL Scales	161
6.5	Student Variables and the QSL Scales	163
6.6	Student Absence and the QSL Scales	164
6.7	Chapter Summary	166
СНАР	PTER 7 - Teacher Descriptions and Relationships	168
7.1	Introduction	169
7.2	Biographical Variables	169
7.3	Relationships and Differences between the Teacher Background	
	Variables	172
7 1	The Teacher Cooles	173

	7.4.1	Teacher Stress Questionnaire  Teacher Setisfaction Questionnaire	173
	7.4.2 7.4.3	· · · · · · · · · · · · · · · · · · ·	174
7.5		Satisfaction Scales	176
7.5		her Background Variables and the Teacher Stress and Teacher action Scales	180
7.6		her Absence and the Teacher Stress and Teacher Satisfaction Scales	181
7.0 7.7		er Summary	182
	•	- Analysis of the Model	183
8.1	The N	Andal to be Analyzed	184
8.2		Model to be Analysed	186
		ring for the Analysis	
8.3		Ferm 3 General QSL Scales and Student Absence	188
		Term 3 Total (%) Student Absence as the Response Variable	188
		Term 3 General Satisfaction Scale as the Response Variable	190
	8.3.3		191
0.4	8.3.4	Multilevel Path Model No.1	193
8.4		erm 3 Specific QSL Scales and Student Absence	194
	8.4.1	Student Absence as the Response Variable	194
	8.4.2	ı.	194
	8.4.3	Term 3 Opportunity Scale as the Response Variable	195
	8.4.4	Term 3 Achievement Scale as the Response Variable	196
	8.4.5		197
	8.4.6	Term 3 Adventure Scale as the Response Variable	198
	8.4.7	Multilevel Path Model No.2	199
8.5	Sumn	nary of Multilevel Path Model	201
	8.5.1	Level 1 Variables	201
	8.5.2	Level 2 Variables	202
	8.5.3	Level 3 Variables	203
	8.5.4	Technical Considerations of the Analysis Undertaken	203
CHAl	PTER 9	- Further Investigation of the Impact of the Interventions	205
9.1	Impac	et of the Intervention Strategies	206
9.2	The S	tudent Analysis	206
9.3	The T	eacher Analysis	209
9.4	Impac	et of the Intervention Strategies - Focus on Two Individual Classes	211
	9.4.1	•	212
	9.4.2	The Teacher Scales	213
	9.4.3	Summary	215
CHAI	PTER 1	0 - Conclusions, Recommendations and Implications	216
10.1	Introd	luction	217
10.2		esearch Problem and Methods Used	217
10.3		nary of Conclusions in Terms of Literature Reviewed	217
10.4		Possible Interpretations of the Results	228
10.5		iption of the Differences in Findings Between the Present Study	
		revious Studies	228

	10.5.1 Single Level Student Data Analysis	229
	10.5.2 Single Level Teacher Data Analysis	229
10.6	10.5.3 Multilevel Analysis	230
10.6	Limitations of the Study, External Validity, and Generalisability of	221
	Results	231
	10.6.1 The Sample	231
	10.6.2 Response Rates	231
	10.6.3 Teacher Data	232
10.5	10.6.4 Generalisability of Conclusions	232
10.7	Areas for Future Research	232
10.8	Final Summary of the Study	236
REFE	RENCES	R-1
APPE	NDICES	A-1
APPF	NDIX 1 - Student Data Collection	A-2
71111	TOTAL Student Butta Concection	11 2
(i)	Quality of School Life Questionnaire	A-3
(ii)	Quality of School Life - Scales and Corresponding Items	A-5
APPE	NDIX 2 - Teacher Data Collection	A-6
(i)	Teacher Background Survey	A-7
(ii)	Teacher Stress Questionnaire	A-8
(iii)	Teacher Stress - Scales and Corresponding Items	A-9
(iv)	Teacher Satisfaction Questionnaire	A-10
(v)	Teacher Satisfaction - Scales and Corresponding Items	A-11
(vi)	Teacher Intervention Assessment	A-12
APPE	NDIX 3 - Information and Consent	A-13
(i)	Principal Information and Consent Form	A-14
(ii)	Teacher Information and Consent Form	A-16
(iii)	Parent Information and Consent Form	A-19
APPE	NDIX 4 - Intervention Strategy One: Action - Reaction	A-22
APPE	NDIX 5 - Intervention Strategy Two: Progressive Relaxation	A-44
APPE	NDIX 6 - Intervention Strategy Three: Background / Mood Music	A-47
APPE	NDIX 7 - The Pilot Study	A-49
APPE	NDIX 8 - Student Absence Data	A-95
APPE	NDIX 9 - Student Variables	A-99
A9.1	Introduction	A-100
A9.2	School and Gender	A-100

A9.3	Other Student Variables and Absence	A-101
	A9.3.1 The Analysis	A-101
	A9.3.2 Student Absence by School	A-101
	A9.3.3 Student Absence by Year	A-103
	A9.3.4 Student Absence by Gender	A-103
	A9.3.5 Student Absence by Class	A-104
	A9.3.6 Student Absence by Class Composition	A-106
	A9.3.7 Student Absence by Class Streaming	A-107
	A9.3.8 Student Absence by Class Type	A-107
A9.4	Summary	A-109
APPE	NDIX 10 - Student Variables and the QSL Scales	A-110
A101	The Analysis	A-111
	QSL by Gender	A-111
	QSL by School	A-112
	QSL by Year Level	A-122
	QSL by Class	A-123
	QSL by Class Composition	A-132
		A-132
	QSL by Class Streaming	
	QSL by Class Type Summary	A-134 A-141
	NDIX 11 - Teacher Variables	A-143
A11.1	Introduction	A-144
A11.2	Correlations between Teacher Background Variables	A-144
A11.3	Gender, Qualifications, Position, Stress Item, School, Class	
	Composition, Class Streaming, and Class Type	A-145
A11.4	Years Teaching, Years at School, Teaching Load, Absence, School,	
	Class Composition, Class Streaming, and Class Type	A-148
	A11.4.1 The Analysis	A-148
	A11.4.2 Teacher Variables by School	A-149
	A11.4.3 Teacher Variables by Class Composition	A-150
	A11.4.4 Teacher Variables by Class Streaming	A-150
	A11.4.5 Teacher Variables by Class Type	A-151
A11.5	Summary	A-151
	,	
APPE	NDIX 12 - Teacher Variables, Stress, and Satisfaction Scales	A-153
A12.1	Introduction	A-154
	Teacher Gender, Qualifications, Position, Years Teaching, Years at	
	School, Teaching Load, Stress Item, and the Teacher Stress and Teacher	
	Satisfaction Scales	A-154
	A12.2.1 The Analysis	A-154
	A12.2.2 Teaching Background and the Teacher Stress and Teacher	
	Satisfaction Scales	A-154
	A12.2.3 Perceived Stress and the Teacher Stress and Teacher Satisfaction	
	Scales	A-155

A12.3	Teacher School, Class Composition, Class Streaming, Class Type,	
	and the Teacher Stress and Teacher Satisfaction Scales	A-156
	A12.3.1 The Analysis	A-156
	A12.3.2 Teacher School and the Stress and Satisfaction Scales	A-156
	A12.3.3 Class Composition and the Stress and Satisfaction Scales	A-161
	A12.3.4 Class Streaming and the Stress and Satisfaction Scales	A-163
	A12.3.5 Class Type and the Stress and Satisfaction Scales	A-164
APPE	NDIX 13 - Intervention ANOVA Post-Hoc Analyses Data	A-166

## **List of Tables**

Table 5.1	School Based Response Rates for Teachers and Students	150
Table 5.2	Class Based Response Rates for Students	150
Table 5.3	Intervention Technique Assigned to Each Class	152
Table 6.1	Student Variables	156
Table 6.2	Student Absence - Summary Statistics	156
Table 6.3	Student Absence by other Student Variables ANOVA -	100
14010 0.5	Between Groups F-Values	158
Table 6.4	QSL - Term 2 and 3 - Scale Mean Scores, Standard Deviations and	
1 4010 0.1	Reliabilities	159
Table 6.5	QSL Scale Statistics Obtained by Ainley and Bourke	160
Table 6.6	QSL Scale Correlations	162
Table 6.7	QSL Scale Mean Scores by other Student Variables ANOVA -	102
1 4010 0.7	Between Groups F-Values	164
Table 6.8	QSL Scale Mean Scores with Student Variables Absence -	104
1 abic 0.6	Correlation Coefficients	165
Table 7.1	Teacher Biographical Characteristics	169
Table 7.1	Teacher Absence	171
Table 7.2	Teacher Stress - Scale Statistics and Mean Scores	173
Table 7.3	Stress Scale Statistics Obtained by Smith (1990)	174
	Teacher Satisfaction - Scale Statistics and Mean Scores	
Table 7.5		175
Table 7.6	Satisfaction Scale Statistics Obtained by Smith (1990)	175
Table 7.7	Teacher Stress and Teacher Satisfaction Scale Mean Scores -	177
T 11 7 0	Correlation Coefficients	177
Table 7.8	Teacher Stress and Teacher Satisfaction Scales, and Teacher	101
T 11 01	Absence - Means and Correlation Coefficients	181
Table 8.1	Term 3 Total (%) Student Absence (Normalised) as Response	100
m 11 0 4	Variable: Variance Components and Explanatory Models	188
Table 8.2	Term 3 General Satisfaction Scale (Normalised) as Response	
	Variable: Null and Explanatory Models	190
Table 8.3	Negative Affect Scale (Normalised) as Response Variable:	
	Null and Explanatory Models	192
Table 8.4	Term 3 Teacher Scale (Normalised) as Response Variable:	
	Null and Explanatory Models	195
Table 8.5	Term 3 Opportunity Scale (Normalised) as Response Variable:	
	Null and Explanatory Models	196
Table 8.6	Term 3 Achievement Scale (Normalised) as Response Variable:	
	Null and Explanatory Models	197
Table 8.7	Term 3 Social Integration Scale (Normalised) as Response	
	Variable: Null and Explanatory Models	198
Table 8.8	Term 3 Adventure Scale (Normalised) as Response Variable:	
	Null and Explanatory Models	199
Table 8.9	Multilevel Regression Analysis - Summary of Results	201
Table 9.1	Student Term 3 and Term 2 QSL Scale and Absence Differences	
	by Intervention - Means and Standard Deviations and ANOVA	
	F-Ratios and Significance Levels	207
Table 9.2	Student Term 3 and Term 2 General Satisfaction and Achievement	t
	QSL Scales Differences by Intervention ANOVA Post-Hoc	
	Analysis - Mean Differences and Significance Levels	208

Table 9.3	Teacher Term 3 and Term 2 Stress, Satisfaction, and Absence Scales Differences by Intervention - Means and Standard	
Table 9.5	Deviations and ANOVA F-Ratios and Significance Levels Action 1 and Action 3 - Differences Between the Term 3 and	210
	Term 2 Student QSL and Absence Scales - Means and Standard Deviations	212
Table 9.6	Action 1 and Action 3 - Differences Between the Term 3 and Term 2 Teacher Stress, Teacher Satisfaction, and Teacher	
	Absence Scales Means and Standard Deviations	214
Table A8.1	Student Absence for Illness - Terms 2 and 3	A-96
Table A8.2	Total Student Absence - Terms 2	A-97
Table A8.3	Total Student Absence - Terms 3	A-98
Table A9.1	School Variables and Gender Chi-square Results	A-100
Table A9.2	Terms 2 and 3 Sick (%) and Terms 2 and 3 Total (%) by	
	School - Means and Standard Deviations	A-102
Table A9.3	Term 2 Total (%) as Dependant Variable -	
	Significant School Mean Differences and Level of Significance	A-102
Table A9.4	Terms 2 and 3 Sick (%) and Terms 2 and 3 Total (%) by	
	Year - Means and Standard Deviations	A-103
Table A9.5	Terms 2 and 3 Sick (%) and Terms 2 and 3 Total (%) by	
	Gender - Means and Standard Deviations	A-104
Table A9.6	Terms 2 and 3 Sick (%), and Terms 2 and 3 Total (%) by	
	Class - Means and Standard Deviations	A-105
Table A9.7	Terms 2 and 3 Sick (%) and Terms 2 and 3 Total (%) by	
	Class Composition - Means and Standard Deviations	A-106
Table A9.8	Terms 2 and 3 Sick (%), and Terms 2 and 3 Total (%) by	
	Class Streaming - Means and Standard Deviations	A-107
Table A9.9	Terms 2 and 3 Sick (%), and Terms 2 and 3 Total (%) by	
	Class Type - Means and Standard Deviations	A-108
Table A9.10	Term 2 Total (%) as Dependant Variable - Significant Class	
	Type Mean Differences and Level of Significance	A-109
Table A9.11	Student Absence by other Student Variables ANOVA -	
	Between Groups F-Values	A-109
Table A10.1	QSL Scales by Gender - Means and Standard Deviations	A-112
Table A10.2	QSL Scales by School ANOVA - F-Ratios and Significance	A-113
Table A10.3	QSL Scales by School - Means and Standard Deviations	A-113
Table A10.4	Term 2 General Satisfaction QSL Scale as Dependant Variable -	
	Significant School Mean Differences and Level of Significance	A-114
Table A10.5	Term 2 Teacher QSL Scale as Dependant Variable -	
	Significant School Mean Differences and Level of Significance	A-115
Table A10.6	Term 2 Opportunity QSL Scale as Dependant Variable -	
	Significant School Mean Differences and Level of Significance	A-115
Table A10.7	Term 2 Achievement QSL Scale as Dependant Variable -	
	Significant School Mean Differences and Level of Significance	A-116
Table A10.8	Term 2 Social Integration QSL Scale as Dependant Variable -	
	Significant School Mean Differences and Level of Significance	A-117
Table A10.9	Term 2 Adventure QSL Scale as Dependant Variable -	
	Significant School Mean Differences and Level of Significance	A-117
Table A10.10	Term 3 General Satisfaction QSL Scale as Dependant Variable -	
	Significant School Mean Differences and Level of Significance	A-118

Table A10.11	Term 3 Negative Affect QSL Scale as Dependant Variable -	
	Significant School Mean Differences and Level of Significance	A-119
Table A10.12	Term 3 Teacher QSL Scale as Dependant Variable -	
	Significant School Mean Differences and Level of Significance	A-119
Table A10.13	Term 3 Opportunity QSL Scale as Dependant Variable -	
	Significant School Mean Differences and Level of Significance	A-120
Table A10.14	Term 3 Achievement QSL Scale as Dependant Variable -	
	Significant School Mean Differences and Level of Significance	A-120
Table A10.15	Term 3 Social Integration QSL Scale as Dependant Variable -	
	Significant School Mean Differences and Level of Significance	A-121
Table A10.16	Term 3 Adventure QSL Scale as Dependant Variable -	
	Significant School Mean Differences and Level of Significance	A-122
Table A10.17	QSL Scales by Year - Means and Standard Deviations	A-123
Table A10.18	QSL Scales by Class ANOVA - F-Ratios and Significance Levels	A-124
Table A10.19	QSL Scales by Class - Means and Standard Deviations	A-125
Table A10.20	Term 2 General Satisfaction QSL Scale as Dependant Variable -	
	Significant Class Mean Differences and Level of Significance	A-126
Table A10.21	Term 2 Teacher QSL Scale as Dependant Variable -	
	Significant Class Mean Differences and Level of Significance	A-127
Table A10.22	Term 3 General Satisfaction QSL Scale as Dependant Variable -	
	Significant Class Mean Differences and Level of Significance	A-129
Table A10.23	Term 3 Teacher QSL Scale as Dependant Variable -	
	Significant Class Mean Differences and Level of Significance	A-130
Table A10.24	QSL Scales by Class Composition - Means and Standard	
	Deviations	A-132
Table A10.25	QSL Scales by Class Streaming - Means and Standard Deviations	A-134
Table A10.26	QSL Scales by Class Type - Means and Standard Deviations	A-135
Table A10.27	Term 2 Teacher QSL Scale as Dependant Variable - Significant	
	Class Type Mean Differences and Level of Significance	A-136
Table A10.28	Term 2 Opportunity QSL Scale as Dependant Variable - Significant	ıt
	Class Type Mean Differences and Level of Significance	A-137
Table A10.29	Term 3 General Satisfaction QSL Scale as Dependant Variable -	
	Significant Class Type Mean Differences and Level of	
	Significance	A-138
Table A10.30	Term 3 Negative Affect QSL Scale as Dependant Variable -	
	Significant Class Type Mean Differences and Level of	
	Significance	A-138
Table A10.31	Term 2 Teacher QSL Scale as Dependant Variable - Significant	
	Class Type Mean Differences and Level of Significance	A-139
Table A10.32	Term 2 Opportunity QSL Scale as Dependant Variable - Significant	ıt
	Class Type Mean Differences and Level of Significance	A-140
Table A10.33	Term 2 Opportunity QSL Scale as Dependant Variable - Significant	ıt
	Class Type Mean Differences and Level of Significance	A-140
Table A10.34	QSL Scale Mean Scores by other Student Variables ANOVA -	
	Between Groups F-Values	A-142
Table A11.1	Teacher Background Variables Correlation Coefficients	A-144
Table A11.2	Teacher Gender, Qualifications, Position, Stress Item, Class Type,	
	and School Chi-square Results	A-146
Table A11.3	Teacher Gender, Qualifications, Position, Stress Item, and Class	
	Composition Chi-square Results	A-147

Table A11.4	Teacher Gender, Qualifications, Position, Stress Item, and Class Streaming Chi-square Results	A-147
Table A11.5	Teacher Gender, Qualifications, Position, Stress Item, and Class	
	Type Chi-square Results	A-148
Table A11.6	Other Teacher Background Variables by School, Class	
	Composition, Class Streaming and Class Type ANOVA Between	
	Groups F-Values	A-149
Table A11.7	Teacher Background Variables by School -	
	Means and Standard Deviations	A-149
Table A11.8	Teacher Background Variables by Class Composition -	
	Means and Standard Deviations	A-150
Table A11.9	Teacher Background Variables by Class Streaming -	
	Means and Standard Deviations	A-150
Table A11.10	Teacher Background Variables by Class Type -	
	Means and Standard Deviations	A-151
Table A12.1	Teacher Background Variables, Teacher Stress and Teacher	
	Satisfaction Scale Mean Scores - Correlation Coefficients	A-155
Table A12.2	Teacher Stress and Teacher Satisfaction Scales by Teacher	
	Background Variables ANOVA - Between Groups F-Values	A-157
Table A12.3	Teacher Stress and Teacher Satisfaction Scales by School -	
	Means and Standard Deviations	A-158
Table A12.4	Term 2 Time Pressures Teacher Stress Scale as Dependant Variabl	e
	- Significant School Mean Differences and Level of Significance	A-159
Table A12.5	Term 2 Rewards and Recognition Teacher Stress Scale as	
	Dependant Variable - Significant School Mean Differences and	
	Level of Significance	A-159
Table A12.6	Term 3 Time Pressures Teacher Stress Scale as Dependant Variabl	
1 4010 1112.0	- Significant School Mean Differences and Level of Significance	A-160
Table A12.7	Term 3 Rewards and Recognition Teacher Stress Scale as	11 100
14010 1112.7	Dependant Variable - Significant School Mean Differences and	
	Level of Significance	A-161
Table A12.8	Teacher Stress and Teacher Satisfaction Scales by Class Type -	71 101
14010 1112.0	Means and Standard Deviations	A-162
Table A12.9	Teacher Stress and Teacher Satisfaction Scales by Class	71 102
14010 1112.9	Streaming - Means and Standard Deviations	A-163
Table <b>A12</b> 10	Teacher Stress and Teacher Satisfaction Scales by Class Type -	11 103
14010 1112.10	Means and Standard Deviations	A-164
Table A13.1	Student Term 3 and Term 2 QSL and Absence Scales Differences	71 101
Table A15.1	by Intervention ANOVA Post-Hoc Analysis - Mean Differences	
	and Significance Levels	A-167
Table A13.2	Teacher Term 3 and Term 2 Stress, Satisfaction, and Absence	11-10/
Table ATJ.2	Scales Differences by Intervention ANOVA Post-Hoc Analysis -	
	Mean Differences and Significance Levels	A-168
	IVICAN IZITICI CIICOS ANA DIZINICANCO LOVOIS	73-100

# **List of Figures**

Figure 2.1	School Effectiveness Literature - Examples of Significant Class,	
	School, and Class and School Effects on Student Variables	9
Figure 2.2	Attributes of Effective Schools	14
Figure 2.3	School Improvement Strategies	20
Figure 2.4	Features of Quality Schools	24
Figure 3.1	Summary of Stress Definitions	36
Figure 3.2	Negative Stress - Typical Manifestations	38
Figure 3.3	Briner's Categories of Worker Absence	47
Figure 3.4	Types of Student Absence	49
Figure 3.5	Message's Indicators of Chronic Stress	60
Figure 3.6	Student Variables and Quality of School Life	65
Figure 3.7	The Nature of the Learning Environment and Quality of School	
	Life	68
Figure 3.8	Aspects of Teacher Quality of Work Life	79
Figure 3.9	Extent of Teacher Stress	82
Figure 3.10	Sources of Teacher Occupational Stress	84
Figure 3.11	Teacher Burnout and Related Factors	89
Figure 3.12	Teacher Stress - Symptoms and Effects	91
Figure 3.13	Variables Related to Teacher Attrition	92
Figure 3.14	Workplace Variable Effects on Teacher Satisfaction	93
Figure 3.15	Teacher Satisfaction and Teacher Variables	94
Figure 3.16	Examples of Research Examining Multiple Workplace Variables	96
Figure 4.1	Music Therapy - Effects on Bodily Functioning	111
Figure 4.2	Strategies to Enhance Effective Peer Relationships	114
Figure 4.3	Enhancing Student Coping and Quality of Life -	
	School-Based Methods	118
Figure 4.4	Reducing Student Dropout - Methods and Interventions	120
Figure 4.5	Classroom-Based Intervention and Prevention Methods	122
Figure 4.6	Strategies to Enhance Individual Teacher Coping	125
Figure 4.7	Methods to Facilitate Teacher Coping in Schools	130
Figure 5.1	Student Absence Variables	143
Figure 5.2	Teacher Absence Variables	147
Figure 8.1	Schematic Diagram of the Model to be Tested	185
Figure 8.2	The Data Set to be Analysed	187
Figure 8.3	Multilevel Path Model Explaining Variation in the Term 3	
	General QSL Scales and Student Absence	193
Figure 8.4	Multilevel Path Model Explaining Variation in the Term 3	
	Specific QSL Scales and Student Absence	200

## List of Acronyms and Abbreviations

ACTU Australian Council of Trade Unions

DE&T Department of Education and Training, Victoria
HREOC Human Rights and Equal Opportunity Commission

MCEETYA Ministerial Council on Education, Employment, Training and

Youth Affairs

NSWDET New South Wales Department of Education and Training

NSWIEU New South Wales Independent Education Union

NSWTF New South Wales Teachers Federation
QSL Quality of School Life Instrument

VIEU Victorian Independent Education Union
Workcover Workcover Authority of New South Wales

#### **ABSTRACT**

This dissertation presents the results of a study to assess the impact of a stress management, a self-development, and a relaxation technique on the quality of school life and attendance of 448 Year 5 and 6 students in 16 classes at 4 Lower Hunter Valley primary schools in New South Wales, Australia, in 2000. The importance of contextualising student quality of school life as a key indicator of school effectiveness and measure of school improvement, is also argued.

The Quality of School Life questionnaire (Ainley & Bourke, 1992) scales were used pre- and post- intervention as indicators of student perception of aspects of their school life including stressful and satisfying elements. Various student, teacher, and class contextual variables were also investigated.

Overall, the interventions implemented in this study appeared to have had some small impact on student quality of school life, student absence, teacher stress, teacher satisfaction, and teacher absence. Of particular interest are the apparent differential effects of some of the interventions for: teachers and students, classes, schools, and, at least in part, the effectiveness of the implementation of the interventions. Possible explanations of these differences are discussed while implications including the apparent importance of positive peer relationships and an exciting and enjoyable curriculum in ensuring students have a high quality of school life are described.

In the broader context of school effectiveness and school improvement, it is hoped that further investigation will be undertaken of the intervention strategies explored and refined in this study, and perhaps other strategies intended to enhance student quality of school life. In particular, interventions are needed that facilitate the establishment of classroom environments where students and teachers want to be, where educational outcomes are enhanced, and students are led to a broader life experience.