

Staffing & Recruitment Update

October 11, 2017

VSB

We inspire student success by providing an innovative, caring and responsive learning environment

VSB
2021
Shaping Our Future, Together.



Strategic Plan Connection

Goal 4:

Provide effective leadership, governance, stewardship.

Objective:

Effectively utilize school district resources.



Recruitment and Hiring of Teachers

The recruitment challenges being experienced by the Vancouver School Board this year are unprecedented.

The situation is very fluid and changes hourly with postings being filled and new resignations being received.



Recruitment and Hiring of Teachers

Since the Spring:

- 342.9 FTE teaching positions were added to the district as a result of the Memorandum of Agreement and Classroom Enhancement Fund
- 179* teachers resigned, many of these to take jobs in other districts
- 119 teachers retired (up from the average of about 80)

*The district continues to receive resignations as teachers take assignments in other districts.



Recruitment and Hiring of Teachers

Since the Spring:

- 351 teachers have been hired
- 35 retired teachers have been rehired as limited Teachers Teaching on Call (TTOC)
- 677 teachers are currently on the TTOC list, including 118 retired teachers



Recruitment and Hiring of Teachers

- As of October 10th there were 113 full and part time postings (84.09 FTE). This is an increase from 72 (53 FTE) noted in the September 15th report to Committee IV.
- 677 teachers are currently on the Teacher on Call (TOC) list.
- 82* teachers on the TOC list did not accept an assignment in September. 46 worked less than 7 days.
- Most difficult areas to fill are French immersion, special education, math, sciences, counselling, tech studies, Mandarin.

*Employee services is contacting these individuals to determine if they are still interested in working of Vancouver.



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Recruitment and Hiring of Teachers

Enhancing Recruitment and Hiring Efforts:

- Retired administrators and additional staff have been brought in to assist with interviews and reference checks.
- Unfilled assignments are being posted to Make a Future. External applicants are now being interviewed directly at the school.
- Recruitment teams are being sent to Ontario, Quebec, Alberta and Saskatchewan.
- Early hiring of December SFU graduates.
- The Educators Professional Inventory (EPI) has been suspended pending assessment for effectiveness.
- Part time teachers have been allowed to increase their teaching time.



Recruitment and Hiring of Teachers

Enhancing Recruitment and Hiring Efforts:

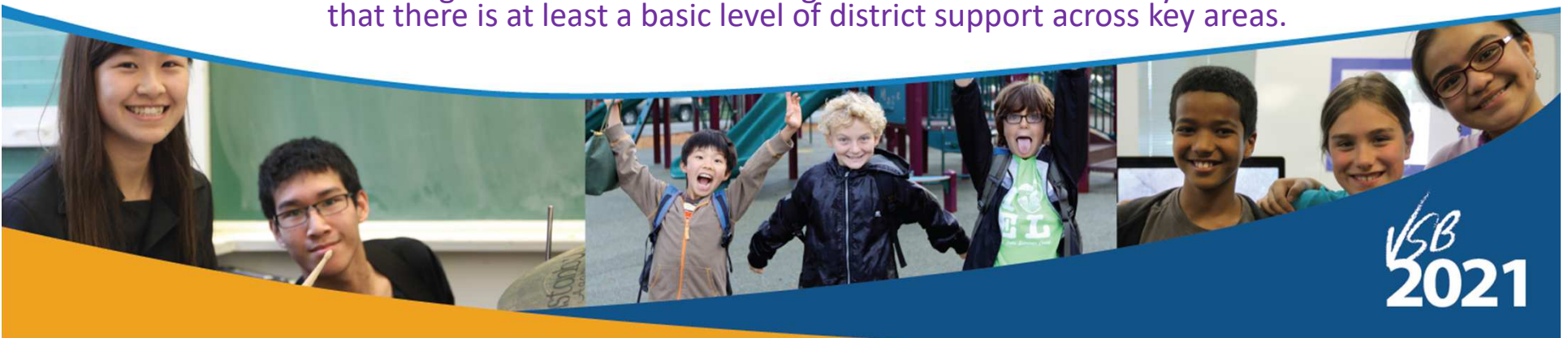
- BCPSEA is working with Employee Services to support the recruitment of TTOCs from both BC and from across Canada.
- The VSB is working with BCPSEA to determine how to fund moving allowances to out of province teacher candidates.
- An agreement between the VSB and the VTF will enable the hiring of continuing TTOCs and for part time teachers to increase their teaching time.



Deployment of District Learning Services Teachers

In order to ensure every enrolling classroom has a consistent teacher in place and that the educational program is being fully implemented the district has deployed district teaching staff to support schools and students.

- 35 district teaching staff have been assigned to schools to provide support.
- District staff are currently supporting educational programming in 50 schools.
- The assignment of district teaching staff is monitored closely to ensure that there is at least a basic level of district support across key areas.



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Acknowledgements

The Employee Services Team

School, District, and Employee Services

District Learning Services

School Principals and Vice Principals

Teachers and school teams

