



# Memorandum

vancouver school board



Date: April 11, 2018

**ITEM 1**

To: Committee IV – Personnel and Staff Services

From: Chris Hudson, Executive Director – Employee Services

Re: **Teacher & Support Staff**

## REFERENCE TO STRATEGIC PLAN:

Goal 4: Provide effective leadership, governance, stewardship.

Objectives: Effectively utilize school district resources.

## INTRODUCTION:

This report provides Employee Services recruitment update information. This report is provided for information.

## BACKGROUND:

This report contains a summary of hiring for the period of March 7 to April 11, 2018 for both teacher and student support positions.

Our current focus is directed at interviewing secondary practicum students to start work in September. Information sessions are being held for practicum students where we introduce key members of our Recruitment Teams and Management, develop / deepen contacts and relationships with candidates, and answer any questions they may have about the recruitment process. One hundred fifteen (115) UBC teacher candidates attended one of our after-school information meetings and interviews are in progress. We are finding significant enthusiasm from students to join the Vancouver School Board, but of course, there is strong competition from other districts. We continue to interview out of province candidates and student teachers from other local universities.

The Langara EA practicums will finish at the end of April and interviews have started. In addition, we recently contacted Burnaby School District to learn about their in-house EA training program. Another meeting is being scheduled with Burnaby, and potentially several other school districts to further collaborate and to discuss opportunities.

Exit interviews were sent out to over 300 former teachers and SSA's on March 20. We thanked former employees for their service and contributions and asked them to return completed forms by April 13. In total, we have received approximately 40 forms. Over the coming weeks, the data will be analyzed, and further analysis, consultation and reporting will occur around the reasons why people decided to leave. We anticipate sharing all verbatim comments with stakeholders

(names will not be provided) and engaging in further discussions around appropriate retention strategies based on the information received.

**UNFILLED TEACHING JOBS AS OF April 11, 2018:**

Job Category	# of unfilled jobs	FTE (full-time equivalent)
Elementary(Enrolling/Prep)	2	2.0
Elementary Resource	9*	8.5253
Secondary(Enrolling)	2	0.8571
French Imm.(Enrolling, Res.)	4*	1.9926

There are currently 17 vacancies, significantly reduced from 280 in August 2017, and 7 fewer than last month. This is the fewest number of vacancies achieved since the MOA implementation, and we are very pleased with this progress.

\*These jobs have been posted since the fall with few qualified applicants: FI and Resource.

**HIRING SUMMARY – March 7, 2018 – April 11, 2018:**

Nineteen (19) teachers have been hired (contracted, Permanent TTOC's and regular TTOC's and Limited TTOC) in the last month. Since January 2017, the VSB has hired approx. 650 teachers.

Unfilled TOC jobs (daily average for the month of March) across the district was fifty (50). The two months previous were sixty-seven (67) and fifty-eight (58) respectively.

Our Student Support positions hiring summary is as follows:

Job Category	# of unfilled jobs
SSA	1
SSB	0

During this time-frame, we have hired eleven (11) new SSA's. Since January 2017, the VSB has hired approximately 170 SSA's.

Unfilled SSA jobs (daily average for the month of March) across the district was sixty-eight (68). The two months previous were (61) and (77) respectively.

**RESIGNATIONS AND RETIREMENTS:**

Following is a summarization of all resignations and retirements since 2015 for both teaching and support positions.

This year, we anticipate retirements will be similar to the 2016/2017 year. Most of these retirements will occur at the end of the school year.

**Teachers**

Year	Resignations				Retirements				Leaving
	Elem	Sec	Dist	Tot	Elem	Sec	Dist	Tot	
2017/18	60	31	4	95	7	13	2	22	111
2016/17	62	30	6	98	73	45	10	128	226
2015/16	20	12	5	37	60	42	4	106	143

In addition, there have been over 100 TTOC resignations since January 1, 2017 to date. In 2015 / 2016 there were 28 TTOC resignations.

**Support Positions**

Year	Resignations			Retirements			Leaving
	SSA	SSB	Total	SSA	SSB	Total	
2017/18	81	5	86	14	4	18	104
2016/17	32	3	35	12	4	16	51
2015/16	38	8	46	3	5	8	54

**CONCLUSION:**

Employee Services will continue to provide the information summarized in this report on a monthly basis.

This report is for information.