



Memorandum

vancouver school board



Date: May 16, 2018

ITEM 3

To: Committee IV – Personnel and Staff Services

From: David Nelson, Associate Superintendent

Re: **Teacher & Support Staff**

REFERENCE TO STRATEGIC PLAN:

Goal 4: Provide effective leadership, governance, stewardship.

Objective: 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 April 11, 2018 to May 14, 2018 for both teacher and student support positions.

Teacher Recruitment:

In April staff attended the Education Career Fair at SFU and the Apply to Education event in Toronto. The VSB received positive media coverage while in Toronto.

We have nearly finished interviewing, conducting reference checks and reviewing practicum reports for almost 120 UBC secondary teacher candidates. In addition, there are approximately 100 elementary teacher candidates from UBC currently completing practicums in VSB schools. Approximately 70 of these future teachers attended information meetings last week to learn about VSB opportunities. Employee Services staff also continue to interview out of province candidates, student teachers from other local universities, and experienced teachers from other districts.

SSA Recruitment:

Employee Services staff have been busy interviewing students who recently graduated from the Langara Education Assistant program (34 graduates). We are hopeful that Langara will be able to offer a part-time EA program starting in January 2019. We have also met with Vancouver Career College who intend to launch an EA program in Vancouver shortly. Staff are also exploring the possibility of working with Langara to expand their full-time EA program in order to increase the number of graduates.

HIRING SUMMARY – April 11 - May 14, 2018:

72 teachers have been hired (contracted, Permanent TTOC's and regular TTOC's and Limited TTOC's) in the last month, the majority will be starting work in September. Since January 2017, the VSB has hired approximately 722 teachers.

Unfilled TTOC jobs (daily average for the month of April) across the district was 50. This number includes requests for remedy coverage. The three months previous averaged 67, 58 and 50 respectively.

All unfilled jobs are now TTOC assignments and not temporary contracts as there are less than 3 months and a day left in the school year.

During this time-frame we have hired 18 new SSA's. Since January 2017 the VSB has hired approximately 188 SSA's.

Unfilled SSA jobs (daily average for the month of April) across the district was 49. The three months previous were 61, 77 and 68 respectively.

RESIGNATIONS AND RETIREMENTS:

Following is a summary of all resignations and retirements since 2015 for both teaching and support staff 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	<i>Resignations</i>				<i>Retirements</i>				Leaving
	Elem	Sec	Dist	Tot	Elem	Sec	Dist	Tot	
2017/18	63	32	4	99	10	14	2	26	125
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	<i>Resignations</i>			<i>Retirements</i>			Leaving
	SSA	SSB	Total	SSA	SSB	Total	
2017/18	83	5	88	14	4	18	106
2016/17	32	3	35	12	4	16	51
2015/16	38	8	46	3	5	8	54