



Memorandum

vancouver school board



Date: March 8, 2018

ITEM 1

To: Committee IV – Personnel and Staff Services

From: Chris Hudson, Executive Director – Employee Services

Re: **Teacher & Teacher Support Staffing Update**

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 February 14 to March 7, 2018 for both teacher and student support positions.

The recruitment team continues to follow up with many candidates that they met at the 10 university career fairs across the country. Representatives will also attend two more fairs in April: SFU and Apply to Education in Toronto.

We have 115 Secondary teacher candidates from UBC completing their 10-week practicum in our schools. We have held two after school information meetings already and interviews are currently being scheduled. The interviews will be either at the board office with recruitment staff or at the school level with administrators. About 100 Elementary teacher candidates will begin their practicum after spring break.

We continue to interview out of province candidates and student teachers from other local universities.

Thirty-four students will graduate from Langara's Educational Assistance (EA) program in May 2018. Last week, the recruitment team presented to the Langara EA students. Many will apply and be hired by the Vancouver School Board.

Exit interview forms will be sent out to former teachers and SSA's who have resigned from the District starting from January 1, 2016. In total, more than 300 surveys will be sent.

UNFILLED TEACHING JOBS AS OF March 6, 2018:

Job Category	# of unfilled jobs	FTE (full-time equivalent)
Elementary(Enrolling/Prep)	4	3.5904
Elementary Resource	11*	10.5233
Secondary(Enrolling)	4	2.8571
French Imm.(Enrolling, Res.)	6*	3.5852

There are currently 25 vacancies, significantly reduced from 280 in August 2017.

*Many of these jobs have been posted on Make a Future (MAF) since September 2017 with very few qualified applicants.

These jobs have already been posted internally on our On-Line Application Management System with no qualified applicants.

HIRING SUMMARY – February 15, 2018 – March 6, 2018:

Twenty-six (26) teachers have been hired (contracted, Permanent TTOC's and regular TTOC's and Limited TTOC). Since January 2017, the VSB has hired over 600 teachers.

Unfilled TOC jobs (daily average for the month of February) across the district was 67.

Our Student Support positions hiring summary is as follows:

Job Category	# of unfilled jobs
SSA	0
SSB	0

During this time-frame, we have hired eight (8) new SSA's. Since January 2017, over 150 SSA's have been hired. We still require up to another 80 on call SSA positions.

Unfilled SSA jobs (daily average for the month of February) across the district was 61.

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	<i>Resignations</i>				<i>Retirements</i>				Leaving
	Elem	Sec	Dist	Tot	Elem	Sec	Dist	Tot	
2017/18	57	28	4	89	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.