



REPORT TO

STUDENT ACHIEVEMENT AND WELL BEING, CATHOLIC EDUCATION AND HUMAN RESOURCES COMMITTEE

UPDATE ON STAFFING FOR ELEMENTARY SCHOOLS 2018-2019

*“Just as a body, though one, has many parts, but all its many parts from one body, so it is with Christ.”
1 Corinthians 12:12*

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December 6, 2018	December 6, 2018	Click here to enter a date.

Adrian Della Mora – Superintendent of Education, Human Resources and Employee Relations

INFORMATION REPORT

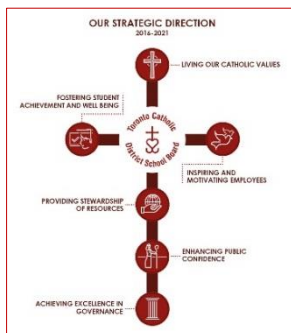
Vision:

At Toronto Catholic we transform the world through witness, faith, innovation and action.

Mission:

The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.

We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.



Rory McGuckin
Director of Education

D. Koenig
Associate Director
of Academic Affairs

T. Robins
Acting Associate Director
of Planning and Facilities

L. Noronha
Executive Superintendent
of Business Services and
Chief Financial Officer

A. EXECUTIVE SUMMARY

This report provides to the Board of Trustees an update of open permanent and long term occasional positions that are still unfilled as of December 6, 2018.

The cumulative staff time required to prepare this report was 5 hours

B. PURPOSE

1. Staff in the Human Resources department has been diligently working to fill all open and long term occasional positions within TCDSB elementary schools. The Board of Trustees need to be aware of all positions that continue to be unfilled at this point of the 2018-2019 school year.

C. BACKGROUND

1. This report is a follow up from the May 31st, 2019 report that was entitled “Update on the Status of French Teacher Staffing”.
2. There continues to challenges associated with the staffing of French and Music programs within the TCDSB for our elementary programs. These challenges for hiring and placing French teachers were previously highlighted in the May 31, 2019 report to the Board.

D. EVIDENCE/RESEARCH/ANALYSIS

FRENCH TEACHER VACANCIES

1. Currently TCDSB requires an **FTE of 16.6 French permanent teachers** to fill open elementary French positions. Of these permanent open positions, there is an FTE of 1.0 for French Immersion, an FTE of 11.0 for Core French positions and an FTE of 4.6 for French Specialty positions. There were a total FTE of 434 French teachers allocated to the elementary panel in the 2017-2018 school year.
2. TCDSB currently requires an **FTE of 4.0 French elementary long term occasional positions** that remain open at this particular point in time.

3. Given the lack of French qualified teachers, recruitment efforts have focussed on hiring uncertified, French speaking candidates. Based on these efforts, 43 uncertified candidates express an interest in teaching within the TCDSB elementary panel. Based on job criteria, 23 of the candidates were interviewed and 11 were successful. Of these 11 candidates, 6 were in-serviced and have been placed in open French positions in our schools. The other 5 successful candidates will be ready for placement in a school by December 17, 2018.
4. There are another 5 uncertified French candidates that will be interviewed between December 10-14, 2018.
5. As of January 1, 2019, TCDSB will have another 4 recent Faculty of Education graduates (French qualified) ready to be placed in our elementary French programs.

MUSIC TEACHER VACANCIES

6. In the area of staffing for permanent elementary music programs, we have an **FTE 5.6 permanent teacher positions** that are currently open.

LONG TERM OCCASIONAL REGULAR CLASSROOM TEACHER VACANCIES

7. There are currently an **FTE of 34.0 for elementary long term occasional positions** that remain open at this point in time. These positions are ones in which teachers may be on a maternity, personal or medical leave.

E. METRICS AND ACCOUNTABILITY

1. The Human Resources department continues to recruit both certified and uncertified teachers in the area of French. They continue to attend all recruitment fairs within the GTA and throughout the province of Ontario.
2. In the recruitment of French teachers, the Human Resources staff are also posting ads on employment boards and through social media at all of the Faculties of Education across Canada.
3. Staff are also collaborating with Niagara University, Canisius College and Medaille College in order to recruit teachers with qualifications in French. We currently have an agreement with these schools to place their students as part of the practicum portion of their teaching degree.

4. Other recruitment strategies for acquiring French teaching staff were described in the May 31, 2018 report for Student Achievement.

F. CONCLUDING STATEMENT

This report is for the consideration of the Board.