

2016 Multi-Year Recovery Plan Consultation Survey Results

(February 12, 2016)

TABLE 1**Survey Respondents (Total: 765)**

Staff	190	(25.0%)
Parent	119	(15.5%)
Student	25	(3.2%)
Catholic Ratepayer	28	(3.6%)
Other	4	(0.5%)
Unidentified (chose not to self-identify)	399	(52.2%)
Total Respondents:	765	

TABLE 2:**Reponses by Option Selected**

Option	Responses	%
Option 1 (Aggressive reductions over 2 years):	208	27%
Option 2 (Reductions spread evenly over 3 years):	169	22%
Option 3 (Reductions over 3 years, back-ended):	357	47%
*No option selected, comments submitted only:	31	4%

TABLE 3:
Respondent Details by Option Selected

OPTION 1:

Summary: Budget reductions totaling \$19.1M spread out over each of the next two (2) years (\$13.M in 2016-17 and \$6.1M in 2017-18). Represents 27% of survey respondents.

Option 1 Total Respondents	208	
Staff	45	(22%)
Parent	29	(14%)
Student	3	(1%)
Catholic Ratepayer	11	(5%)
Other	2	(1%)
Unidentified	118	(57%)

OPTION 2

Summary: Proposes budget reductions totaling \$25.7M, spread out evenly over the next three (3) years beginning in 2016-17 (\$8.6M in 2016-17 and 2017-18, \$8.5M in 2018-2019). Represents 22% of survey respondents

Option 2 Total Respondents	169	
Staff	33	(20%)
Parent	23	(14%)
Student	4	(2%)
Catholic Ratepayer	4	(2%)
Other		
Unidentified	105	(62%)

OPTION 3

Summary: Proposes incremental budget reductions to be spread out over the next three (3) years by making a smaller cut in the first year and defers eliminating the accumulated deficit until the final year (\$7.3M in 2016-17, \$8.5M in 2017-18, and \$12.6M in 2018-2019). Represents 47% of survey respondents

Option 3 Total Respondents	357	
Staff	107	(30%)
Parent	61	(17%)
Student	18	(5%)
Catholic Ratepayer	11	(3%)
Other	2	(0.5%)
Unidentified	158	(44%)

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Budget reductions totaling \$19.1M spread out over each of the next two (2) years. \$13.M in 2016-17 and \$6.1M in 2017-18.

Respondent	Comment
	My impression is that if you defer the elimination of the deficit we will really suffer as a system and your error will even more negatively impact the system and the children. The longer we wait the harder it will get. We will still need to dig deep into the system - 28.4 is a huge amount of money. Politicians need to bite the bullet.
	I support this option. It is important to get the financial situation in order as quickly as possible. Decisions need to be made and this will force the Board to make difficult decisions that are outside of the classroom. A closer look at the Board expenditures is warranted - challenge what has been done in the past and streamline what is required to do internally to support classroom and classroom facing roles. Look at required to do not the nice to do's.
	Like ripping off a bandaid, let's make this financial pain-that is hurting our kids - as quick to end as possible.
	Administrative waste is the cause of the deficit, together with the expensive initiatives of 21st century learning, student success, and special education. The ipad initiative is also questionable, at best. Until we seriously address these costs, deficits will also be a concern.
	The trustees need to be fiscally responsible and close all of the undersubscribed elementary and secondary schools. The Ministry of Education is not going to change the way it funds school boards. The TCDSB lost the most money out of all Catholic Boards in the province because they have too many half empty schools. DO YOUR JOB!

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	Sell the CEC and move the board to Loretto Abbey,
	Short Term Pain for Long Term Gain.
	Allows us to cut the least amount possible in total. Also allows debt reduction to be complete quicker which looks better for the public. Also, no new influx of teachers graduating reduces amount of new hires being affected.
	The main reason I have chosen this option is because there is less money overall to be cut. However, I was wondering why it is \$13 M the first year and only 6.1 the second. Why not make it more even? I also worry about what services will be cut to achieve this result. We have so many vulnerable children in our system (i.e. special needs/Identified Students/students with behavior problems/students from less advantaged homes/neighbourhoods, etc.) and I worry about how these children will cope with less support/less front line services from teachers/support staff/CYW's/etc.
	Any and all cuts should come from the highest administration areas, ie, assistant director, superintendents, assistant managers of any departments, etc. before ever looking at cuts at the school level. New Program initiations that have costs associated, should be put on hold for the two years, Fee payments for permits should be revisited to generate income. The higher ups caused the problem and they should be the ones to fix it, not the schools, and support staff.
	Take the Band-Aid off quickly, why paid more. Let us see what is going to be cut and deal with it.
	It's the least expensive. 9.3 million is a lot of money. So is 2.7 million.
	Why prolong the inevitable and cost the system even more? Let's take our "knocks" now and get the system back in order quickly. This also means those at the top better make sure this BS doesn't happen ever again or maybe get rid of them and hire people who actually know what they are doing.

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	I support any option that eliminates International languages. It is a pedagogically unsound venture that needs to end. The savings would be over \$2 Million. It is very difficult to see programs like 5th block and JLI be chopped in favour of saving the IL programs which runs haphazardly and without a curriculum or accountability. If it survives, it needs to be replaced with a pay-as-you go model that operates afterschool or on weekends for families who truly want it and recovers its own costs through the tuition fee.
	Let's get it done and move on!
	Stop giving away permit time to "NON PROFIT" organizations, it costs more in some cases to keep the lights on in the facility. Close all facilities for 1 month during the summer except for maintenance, consolidate day cares to certain schools for that month.
	Please fix this mess
	I prefer the faster method however you should qualify what exactly is being cut and not just the amounts and timeline. I certainly hope it is board overhead cuts and not front-of-line school staff who must once again bear the brunt of overspending measures. My children and all Canadian children deserve the best education. It is a very well funded system and I think there is a lot of waste on non-education related initiatives and overhead. Thanks Daniel Martins
	Short term pain, long term gain. I hope our board will return to providing education to students that is quality following paying down the deficit. This year and the cuts made has been tough on all those employed by our board. We await a return to form. Thank you.
	we think that if guidance teachers coach the teachers it will be a bad idea because they might not have the skill to teach like the guidance teachers do
	I choose all the options
	Option 1 is the least expensive therefore it makes the most sense. There are going to be adjustments in the three options anyway. This is the most positive.

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	Radical change is required to ensure student success. The continuous reduction are being implemented in classroom, student support when in fact there is more opportunity in non essential services, examples include duplicate services in TCDSB vs Tdsb. tThe plans to reduce EA support and guidance will continue to erode student success.
	im having a really hard time understanding why our kids have to pay for the stupidity and negligence of the TCDSB wasteful spending habits. our schools are falling apart, programs are being cut..why? because no one is held accountable for the ignorant spending!! after so many years you finally realize that the hole you dug needs to be fixed, and the only people who benefit yet again are the bureaucrat at the board ..definitely not our kids! SHAME ON YOU TCDSB!!!
	Some suggestions for cutbacks: 1. Stop giving teachers credit for non-teaching experience. Why should teachers get credit for training staff in non-classroom environments. It is stupid. 2. Reduce long-term disability payments for non-work-related problems from 90% to 50%. There will be double savings from the payments and from abuse of the system. 3. Cut the prep time of specialty teachers. Their job is much less time consuming than classroom teachers. 4. Replace half the special ed teachers with EAs. Once the programs have been set up, almost anyone could work with the small groups and one on one situations they deal with.
	Hurry up.

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	There is so much room for cost cutting without hurting programs. Teachers are getting paid for related work experience that isn't in the classroom which is ridiculous. Specialists such as French, Music, Spec Ed get the same amount of prep time as classroom teachers despite far less responsibilities. Teachers are abusing sick days as if they are owed days off. They should get 5 days off without a doctor's not and then require one for each additional day. Teachers are abusing long term disability 90% for non-work caused problems is too much. 50% to not work is more than fair. This would cut the cost of payout to those teachers as well as the number of teachers abusing the system. Half of the special ed teachers could be replaced with two times the number of EAs. After programming is created, working with one to three students at a time does not require such a highly paid individual.
Parent	Get rid of the trustees and their expense accounts
Parent	If teachers unions were not always so greedy, we could have more money in the classroom. Suggest we ask the government to rollback our teacher salaries to the Ontario average.
Staff	Keep as many support staff in the school as possible (cyw and ea's) Reach out to parents to become partners in the year of austerity. Help them understand they have to make concessions too and provide help to get us through without too much damage. Too many parents see the school system as their own personal private school and the board has not been very good at changing that perception. Make parents accountable for expecting more of their child, not more services from the school. They could make a huge difference in filling in gaps in the short term. f
Parent	You have provided no detail on what would be cut, making it essentially impossible to weigh the pros and cons. I hope this is not how you teach critical thinking skills to our students.
Parent	When will the trustees and educational leaders advocate publicly for increased funding to ensure that the needs of the most vulnerable students are met? It is not acceptable to shrug your shoulders and hope that others will take up this cause.

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Staff	Time is money. All plans lead to the same surplus at the end, and we do not know what other impacts will or will not occur in the future. Aggressive stance now will result in a more financially stable Board, which then can better serve our Teachers.
Staff	Why isn't the Gifted Program being cut !?! Why is it that Spec.Ed Teachers, EAs and 5th Block and guidance counselors have to be cut and put more pressure on classroom teachers through differentiated instruction, yet no where does the board cut the Gifted Program - that could save \$\$\$ and those students wouldn't suffer because they are already excelling in the classroom and can receive differentiated instruction, and the board saves money by not paying those Gifted Teachers, the bussing, the entire program, and you redirect the Gifted Teachers into schools and utilize their expertise within the school. The Gifted Program should be fully cut out. It could be provided as an after school or Saturday school enrichment option. I also think taking out International Languages during regular school hours is a great idea, and have those classes after school or on the weekends for a nominal fee.
Staff	International Language Program should be after school program that parents should pay for. It is an optional program that often has negative impact on the regular program.
Staff	Will be very difficult for us but we can get back to normal quicker and not accumulate additional costs getting there.
Parent	reducing the deficit quickly so that it doesn't grow any bigger
Staff	Cut from the top. I still don't understand why we need so many superintendents and "management" people. ALL cuts impact student programs and as a result the TCDSB quality of education continues to slip, slip, slip... Might as well merge the two boards so ALL students get equal funding and programming.

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Staff	Special Ed is valuable but could be run much more efficiently. After programming is complete, spec ed teachers typically spend their time teaching one to three students at a time in between breaks. Often students don't even go to them as the classroom teacher is conducting a full class activity. Many spec Ed positions could be replaced with two EAs who can be used to reach many more students. The amount of prep time compared to the actual time spec ed teachers have contact with students is ludicrous and a hugely wasteful.
Catholic Ratepayer	Rethink how Special Education classes are structured to save millions of dollars!
Staff	Many teachers try to use their sick days up whether they need to or not. This abuse of the system can be curbed by requiring a doctor's note after the first 5 or days have been used up. Simple, yet effective.
Staff	Spec Ed and ESL specialists work with one to three students at a time typically and are often not used at all when a teacher wants all his or her students to be present for an activity. ESL teachers should be replaced entirely with EAs and the prep time for spec ed teachers should be all but eliminated. There is no way they require the same amount of time as classroom teachers with 20-30 students in a room.
Staff	P.E, French and Music teachers do not require the amount of prep time they are given as they do not have the same follow-up to do with students as classroom teachers do. If a student has a problem, the specialty teacher usually tells the classroom teacher who has to handle the situation. Let's get them helping out more with the special needs students. Special ed and ESL are also highly inefficient for the reasons mentioned above, plus they only deal with a handful of students at a time. Most positions could be replaced with double the EAs to the benefit of the entire school system. Classroom teachers would welcome the additional support they so desperately need.

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Staff	Thousands of teachers are making thousands of dollars for non-classroom related experience. That's millions right there be wasted. Training employees in a non-classroom environment counting as teaching experience is insulting to the work teachers do in the classroom. That money could be used to make education better. So simple. Also, sick days and long term disability are being abused. Require a doctor's note after 5 days are used and reduce the payment for injury and sickness from 90% to 75%. Stress should not be a valid reason for ltd. If you can't take the heat, get out of the kitchen. There are a lot of young teachers starving for jobs.
Staff	How are non-teaching board employees entitled to the same holidays as teachers? It doesn't seem right.
Staff	Substitute teachers are a wasted source of information in regards to what is happening across schools since they see so many and are less likely to simply defend their own territory as most people do. Their experience could be used to audit schools and find where cuts could be made and where further investments might be required.
Staff	As an experienced substitute teacher, I think I have a wider perspective on the needs of the school system than typical employees who are in one school or office every day. These are four observations I have to share: 1. Without a doubt, classroom teachers require help dealing with multitudes of behavior and learning challenges. 2. In contrast, I see Spec Ed teachers and ESL teachers being highly underused. They work with small groups in low-stress settings yet enjoy the same amount salary and prep time of their highly stressed classroom counterparts. EAs could be much more cost effective. 3. French, Music, and Phys Ed teachers have the luxury of reporting issues to the classroom teacher and walking away while enjoying their 'prep' time. 4. Many teachers call to use up their sick days when they are not sick.

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Staff	Teachers moving up the pay grid for non-teaching experience is ridiculous. Training other workers in a non-classroom environment is costing money that could be used to keep vital jobs and programs. 1000s of teachers times 1000s of dollars equals the deficit. Let teachers who have benefited from this unfair pay rise keep what they have already received but repeal the credit they have for non-classroom experience immediately! They may complain, but they should consider themselves lucky for the money they have already unfairly pocketed.
Staff	Simply stop paying thousands of teachers thousands of dollars for 'work related experienced' that really isn't work related. If it's not in a classroom with more than 15 kids of various abilities, behaviours and motivations, it's not like being a teacher.
Catholic Ratepayer	Eliminates accumulated and annual deficits at lowest cost. Although potentially more disruptive to the system from a service and operations perspective, once the deficit is eliminated there would appear to be greater flexibility to make budget adjustments to best support service and operations in future years, provided balanced budgets and non-deficit actual results are achieved. It would be most undesirable for a cycle of accumulating deficits and then having to develop and implement plans to eliminate them to recur. We are parents of four children who successfully graduated from the TCDSB, understand the high quality and very special nature of Catholic education in Toronto. Thank you for this opportunity to provide input.

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Staff	<p>I am also a parent of two children in the elementary level. I find it disturbing that the person in charge of this does not offer an Option 4 so I will deal with that later on in these comments. I have picked Option 1 in the meantime because it will insure that my comments get through. These documents do not easily explain why there is a discrepancy of 9.3 million dollars between option 1 and option 3. Does the board owe 19.1 million or 28.4 million? Also each option works on the assumption/trend that costs for occasional teachers, bussing/transportation, teachers moving up the grid and energy costs will rise. While enrollment may or may not change. I know that if you cut important programs like 5th Block and parents feel their child's education is in jeopardy then they may choose another option for their child's education and the board will begin to shed enrollment of children already in the system. Pushing the board into a more dire situation. If these students remain and are given "intervention support...in a classroom setting" then we will have a problem later on when they do less well on subsequent provincial tests. If this was good pedagogy the board would already be doing it. It is not. The need is to retain all of the students we currently have and continue our tradition of taking care of our most needy. Unfortunately like any institution the person(s) responsible for the problem in the first place are also the ones who are tasked with fixing it or at least that is the impression one gets. For example, when the director came to our school to explain the problem - and no one is clear on whether there is one or two problems here but there is an on-going problem - she was either unwilling or incapable of saying that she was sorry; did not answer the reasonable questions that were asked of her by the staff and only offered a limited number of options - all of which involved cuts to services for the most needy students. We are a Catholic school board after all and forgiveness is part of our value system. As a teacher my vocation is to educate the students who are assigned to me. The leadership within the board is expected to perform their duties not only to allow me to do the best job that I can but also to ensure that Catholic education continues and continues to thrive well into the 21st century. My solution is that a savings of between 2 and 4 million dollars could be realized by cutting administrators personal service contracts by between 7 and 15%. With the</p>
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director and associate directors on the upper end and VP's on the lower end. Once this is done you invite teachers who are at the top of the pay grid to make a similar sacrifice in the neighbourhood of 5-7% of their salary. This will almost mirror the amount from the admin and get the board back to where it needs to be in a financial sense. This will not be an easy task. The push back will be considerable. But it is imperative that it be done by the top down, to show everyone below them that they are willing to submit to this humbling yet transformative act in order to protect Catholic education. My parents were a product of this board, as were all of my siblings. If this exercise is done haphazardly the risk is the very existence of Catholic education as we currently know it. If this is done right then the parents of our current and future students will see that we are a truly Catholic school board in both name and deed. Thank you for taking the time to read this.

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Parent	Managed to implement \$29M already, which is more than would be done over the two years. Better to address now rather than delay some of the "easier" decisions - feels too much like we are putting off making the tough decisions which admittedly is due to the incompetence of people who are hopefully no longer around or are part of the cuts.
Catholic Ratepayer	You need to fire the Trustees and TCDSB staff responsible for budget management and put in place people who know how to handle money. These yearly budget shortfalls are indicative of a Board that doesn't know how to manage finances.
	Stop wasting taxpayers' money, bite the bullet and reduce the deficit immediately! If this were your household budget, you wouldn't think twice about making drastic cuts to stop accumulating more debt!
	Get rid of the ridiculous spending in special education!! Too much money spent on a very small group that will not be productive in society anyway!
	Get rid of the ridiculous spending in special education!! Too much money spent on a very small group that will not be productive in society anyway!
	Teacher salaries should be frozen until all the deficits are eliminated. you can't just keep spending and spending. The budget needs to be balanced NOW!!
	Cut out all special needs and freeze and reduce teacher salaries and cut in half all administrative staff and superintendents, contract out janitorial and maintenance, eliminating obscene union wages and non productivity.
Catholic Ratepayer	No more waste, press reset and then, no more waste.
Staff	Special Education should not have further reductions as these students need all the support necessary for their well being and future. We are experiencing greater needs which require additional supports. Please reconsider.
	We need to control our own destiny as quickly as possible. Spreading out inefficient spending is wasteful and these wasted funds could be used were they are needed on a more timely basis.

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If these are the only three choices we have then I would have to vote for option one. The Board needs to get on this as quickly as possible and also prepare contingencies as there will be variances that many of us fear will be negative to both costs and revenues as the plan is implemented. Some of us are surprised that Deloitte did not or was not instructed to organize forums for input and feedback and speak with parents and guardians who have an outside perspective of what is working and is not. If they, did many of us are not aware of it taking place as we were not invited to any sessions in our communities be it for elementary or high schools to speak to what our ideas might be. We are after all the customers of the system. For those of us that have experience in reengineering matters and who have hired and used Deloitte, KPMG, McKinsey, Booz Allen and other consulting firms I'm sure the board and consultants would receive very valuable info from an outsiders perspective as to what can be done in terms of needs, service and costs. Working with just insiders is not going to get you all of the major restructuring ideas that might be possible. And an invitation to a Townhall just doesn't get it done. What we need are organized focus groups in key communities with parents and guardians that are organized, knowledgeable, informed and who wish to be engaged. A major problem confronting the school board is an operating model that has a declining revenue stream in large part not only because of because of shifting demographics but also major dissatisfaction levels. It is a major reason for the increase in demand for private schools. Now the school board is looking to bolster its revenue by bringing in international students at what we understand are significant fees. The school board needs to stop the incredible degree of segmentation that goes on the across schools and inside schools. Focus on delivering three levels of service in education particularly at the high school level; University, College, general/special education. All these other specialty programs like gifted, AP, IB and halo type programs that are marketed to parents and have them bussing kids out of their communities in their neighborhoods to other schools are a very significant cost to the system and community. If parents want the special programs or the special halo curriculums have them pay for it. But do not take the resources away from special-education, the kids that absolutely need it. We

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	<p>did after all drop grade 13, another year of preparation and maturity for many of the students that may require more time. You're also pitting schools against one another when all schools are supposed to provide excellent consistent education. So not only are you running the risk of additional costs and possibly also compromising the academic and grading integrity across schools. Just saying that it's consistent doesn't make it so. Schools are creating halos to have their facilities filled. Another point, why is there no real mention of the headquarters or the shared services staff units like finance, human resources, communications, systems, HQ Facilities etc. or senior staff expense reductions in the reengineering plan. Surely there must be significant savings in these groups and opportunities to work with the other school boards in order to gain a shared services environment while at the same time protecting the Catholic school brand and delivery of education at local levels. One final point many of us believe that there's much more that can be done and strongly urge that the most vulnerable students/families i.e.those in the most need who require more time to learn and develop are not those who suffer from a reduction in resources. To state the obvious, this will have serious and irreversible consequences for the future of these students in post secondary who are future adult citizens and hopefully supporters of the system as they raise their own families.</p>
Staff	Makes sense to have to pay less.

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Parent	We need to get the system to the right state and not delay the inevitable. If more dollars come in or additional sources of revenue made it can be applied to the priority of the day or directly to the related program.
	Start selling off some properties Cuts to maintenance workers
Parent	Although painful at first, it doesn't mortgage our future for the additional year and who knows what lies ahead.
	The benefits of limiting the total cost vastly outweigh the systemic disruption that this option might impose.
Staff	Can the board not sell underperforming assets: idle land, empty buildings...etc. Coupled with retirements? What about reducing the discretionary budgets of principals? I work at a place where food is constantly being purchased for Staff members and administration; and where money is spent in ways that does not directly benefit student lives.
Staff	I do not support any of these options, but the lesser of the evils is number 1. Cut early and save people the stress of wondering what's going to happen to them and when. Then get on with running the Board in a responsible manner.
Parent	Important to get rid of the deficit quickly and option 1 so the most cost effective way. We don't need to incur additional costs by spreading it over 2 or 3 years. It's appalling that the board is in this position to begin with.

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Proposes budget reductions totaling \$25.7M, spread out evenly over the next three (3) years beginning in 2016-17 (\$8.6M in 2016-17 and 2017-18, \$8.5M in 2018-2019).

	Please do NOT make cuts to Elementary Guidance positions. Thank you :)
	Mental Health wellness plays a critical role in the elementary school life of students. In order to ensure the emotional, psychological, and social well-being of our students these services: elementary guidance, psychologists, and social workers must be non-negotiable during these budgetary cuts.
	Due to a system that does not appear to know how to fix the PROBLEM they created. (accounting mistake)? We are all made to suffer. This is how I see it... When the option of two school boards is eliminated from Ontario. Both the government and school Boards will no longer have a deficit problem.. Cuts should apply to everyone maybe even at the top. Cutting wages at the top will help too try it as an option?
	Please keep current guidance counsellors on. They are a great benefit to the intermediate students as they transition to high school.
	I strongly advocate looking at the top of the salary grid in the TCDSB to make cuts. The cuts you are making at the other end of the grid are having a direct and immense impact on our students. Not to mention the fact that the standard of education also decreases with such poor decisions. Also, programs such as the Gifted, need to be looked at as a potential area for cuts or restructuring, to serve the more vulnerable students.
	I strongly advocate looking at the top of the salary grid in the TCDSB to make cuts. The cuts you are making at the other end of the grid are having a direct and immense impact on our students. Not to mention the fact that the standard of education also decreases with such poor decisions. Also, programs such as the Gifted, need to be looked at as a potential area for cuts or restructuring, to serve the more vulnerable students.

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	get rid of the busses!
	Please do not reduce the number of Elementary Guidance Counsellors! They have a direct impact on student achievement snipe well-bring!!
	1. Is the TCDSB looking to replace teacher librarians with librarian techs? 2. Does employee absenteeism contribute significantly to deficits? I ask only because I have noticed more TCDSB employees are using more of their sick days. Is there any way to address this concern to help alleviate the deficit? Employee absenteeism may have a significant impact on student learning, success, well-being and acheievment.
	We cannot rush the process of reductions. Students are the ones who will suffer most - taking away their most vital resources in the span of two years is simply too soon.
	You need to find a way to keep 5th Block in low economic schools...those are the children that need it the most.
	As much as these options are great, all I see are different numbers spread over the years, but no real measure of what is really being cut.
	do not cut staff but rather all the costly P.D workshops and special projects prepared to make few feel good about what they are doing at the cost of many. Back to Basics please!
	Still very aggressive and damaging no wonder moral is so low more detail is neede to know where cuts will be made> how programs will be affected.
	very devastating no wonder moral is so low more details neede as to where cuts will be made and impacts
	If we need to cut we have to do it sooner rather than later. Full inclusion and boundaries for all children including sped kids with one resource room per school for them would save money. One sped teacher in resource room for 15 kids in it at the time. Sped class contained for kids who aren't toilet trained only.
	Please do not make cuts to elementary guidance or other educator positiins

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	As a student I want guidance counsellor because I think it's a good experience for kids and teachers
	As a student I think If you pick option 3 it will cost you more money but it will be slower. If you pick option 1 it will cost you less money and it will be faster. So if you do option 2 it will be in between more money and less. Kids need guidance because they learn stuff from the guidance teacher, it teaches kids to express your feelings and the teachers don't need guidance the kids do.
	I think that guidance is for students, DO NOT CUT GUIDANCE COUNCILLERS!!!
	do not cut the guidance counselor because it is a good experience for kids and teachers don't need guidance and kids need help for high school. i like guidance counselling
	We do not want to make budgetary cuts which involve cutting guidance counselors as they play an integral role in the educational system as well as the social, emotional, and psychological well-being of the students.
	students need guidance directly from the guidance counsellor
	As a student I want Guidance classes because I think it's a good expedients for us students and I think I will understand more if the Guidance Counselors teach me then the teachers.
	I agree with cutting guidance counselor.
	we should not cut guidance counselors because they play an important role and they teach us things that we can not find in a book
	I don't agree with cutting guidance counselor.
	I agree to cutting the guidance counselor
	Hi, I am a student and I hope the trustees do not cut the guidance counselors because the students need them😞😞😞😞
	do not cut guidance counselors
	do not cut guidance teachers they help kids with their problems

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	I think making most of the cuts to special education is a very big mistake as more and more students require help with education and emotional services. They have no where else to go and if EA are cut they will not get the service they need.
	While I stated that I supported option 2, I'm not sure that it is a truly informed decision, given that the proposed options do not outline where the cuts come from. I would have liked to have had more detailed information regarding where exactly the cuts would be coming from (vs. just an outline of how much would be saved).
	The total reduction is not as high as the third option and the transition seems smoother than the first option.
	There should be no more school buses since not all families and children benefit. As someone whose children either lived too close, or too far from each school, I would prefer my taxes to be spent on teaching rather than student transportation. Student transportation by the school board should be supported by user fees for those who use the system. All students with a valid student card should ride the TTC for free during the day as is done in some American cities.
Staff	My concern is making sure that there are staff that understand all implications of budget. Initially declaring a surplus and then turning around and declaring a huge deficit was embarrassing to every staff member of the TCDSB. The impact of this error was/is huge and how many decisions were made based on the board having a surplus, now to be in a deficit position,.....scary
	As mental health is a priority within our Catholic schools, it is imperative that we maintain the staff who can address such situation as a child with suicidal ideation or self harm. I strongly recommend that all elementary guidance, secondary guidance, social work and psychology staff are maintained. In addition, I recommend that senior staff and the trustees allow for the opportunity to speak to these groups around their roles and responsibilities in ensuring safe and caring school which nurture the achievement and wellbeing of all students (K-12).

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Parent	Option 2 is more feasible-though there is an additional 6.6 M compare to Option 1- the budget cuts will be spread out evenly thus the impact will not as drastic as Option 1 (i.e.staff layoffs,short of teachers). Option 3 which is also good though the most expensive but will creates jobs for the newly grad teachers/staff because of the retirees.
	That would relieve some pressure already now existing from cuts made to special education. Board can remove underutilized schools in the mean time to find money and stop cutting from special education. More time to approach non-profit organizations to help with special education needs that Board has not been fulfilling
Staff	I can not believe that once again cuts are being made at the front lines. All over the world mental health is being highlighted yet educational assistants are once again the target of these reductions. There are many other options such as closing schools with low enrolment and selling the properties, just to mention one. Leave the front line workers alone because that's who the kids depend on.
Staff	Shame on the Board for once again cutting important and valuable programs, particularly 5th Block...children, especially those in poor neighbourhoods, need this program.
Staff	As a 5th Block teacher I know first hand that early literacy intervention is important. From what I observe at my school half of the students need extra help in Reading in grade's 1 and 2. The 5th Block programme is an essential service. The possession of good reading skills is important for a child's success in the world.
Parent	I hope you start at the top with the cuts. I'm sure there is a lot of cost cutting to be done at the main office of TCDSB. I was there few times, and it seems a lot coffee breaks... There needs to be cuts there. Also every time some retirees at the main office cut the Salary so if the pay was 160k a year make it 145k. Or when someone retirees they job that person did get spread out to the remaining staff until the budget is paid off. If this works then don't change it. I feel there is more waste at the top levels then the bottom. But it seems like the cuts always happens at the

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	bottom which is not far. or Cut salary for all staff at the main office that make over 100k a year. Thank you.
	Any cuts should not affect our students, especially those most in need! Do not expect teachers to carry the load for these budget reductions as this will always negatively impact the children.
Staff	Programs that are in place to promote student achievement should NOT be subject to elimination. Data supports the benefits in student achievement which is evident in EQAO, CAT scores.
Staff	I believe that Extras such as field trips will need to be entirely cut back. Bussing and 'extra's' to events such as a far away church for the school will need to be eliminated for the short term of three-five years. This is a suggestion only; however, this will assist with some costs. There could still be "guests" who come to the schools, such as Scientists in the school or theatre productions. The elimination of transportation costs will assist. Hopefully, jobs will NOT be negatively impacted.
Staff	Don't understand how one can vote on a option of how to eliminate the debt when you first don't know what is going to be cut. Regardless of option students are getting hurt.
Staff	Could this impact the future of publically funded Catholic education in Ontario? If services do not meet the needs of our students who then go to alternative boards for their education?
Parent	This cuts are affecting the success and safety of our children specially special needs students. As a parent I'm willing to participate in events to collect money to rescue our schools.

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Parent	It's ridiculous that a school board could be this far in debt. 1st item in cost reduction should be trustee salaries and pensions.
	Why are the cuts coming from front line employees like Special Education ? (valuable programs that are required). Superintendents received a pay increase in 2010 145000 to 175 0000 (a public record). Their salaries are higher than superintendents in other Boards? Greater accountability and transparency is required in positions of authority.
Staff	As a Fifth Block teacher I can tell you that I see first-hand the students that will be impacted by cutting this program. These students are not able to read at grade level and will never do so unless they have the specific, intensive intervention that the fifth block program provides. Cutting the program will definitely increase (multi-fold) the number of illiterate individuals in our school system. What a shameful disaster!!! What a hopeless future. This could all be avoided if the program is kept in place.
Staff	For clarity, could there be a statement made to stakeholders re: actual deficit? (Number kept changing last year!)

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Parent	<p>A reduction of EAs to meet provincial benchmarks is unethical when one considers a large component of special needs is Autism which is projected to increase. It means the most vulnerable students will be given an education that will not meet their requirements. AS we all know from countless studies, the rate of Autism in Canada is now estimated to be somewhere between 1:94 and 1:100. Similar U.S studies indicate a 30% growth since their last large scale studies. Different studies have argued that DSM IV reclassifications and physician awareness have been responsible for some of the increase. However, while there is some disagreement over the magnitude of the increase, there is widespread consensus among medical professionals that autism is on the increase. The one thing we ethically cannot do is cut existing service to a vulnerable sector where there is established evidence of increased incidence. If you proceed with these cuts...you must be at peace with the knowledge that you have made the decision to provide a level of service to these students that will never meet their needs. The result will be stressed staff trying to meet IEP goals that will be unattainable. Alternatively, we lower the IEP goals to match service delivery and shortchange these students. Implement the Deloitte recommendations and you subject vulnerable children to a substandard education that will impact their lives long after these cuts.</p>
Staff	<p>Without the 5th Block program, literacy will suffer in our board. The loss of this program would be detrimental to the students who are in the most need. Reading is one of the most essential skills which is cross curricular and losing this program would be damaging. Students, teachers and parents appreciate the help and support this program provides primary students at their most vulnerable. Please take this into consideration.</p>
Catholic Ratepayer	<p>Reasonably flexible option where all stakeholders can see "the light at the end of the [deficit] tunnel".</p>

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Staff	With the purposed cuts to Spec Ed - those students in ME/DD programs and those with IEP's who are serviced through the extra support of Educational Assistants are the ones who need the support in order to strive and success through their education will utterly suffer the most with the cuts. It's not fair to those students who cannot help themselves by having learning disabilities and being identified, shouldn't haven't support taken away from them succeeding and working through daily endeavours.
Staff	I strongly believe that programs such as the 5th Block are needed. We must keep this program in order to support many of our students who require this intense literacy intervention in order to strengthen their skills. and succeed in all areas of the curriculum. It's our home grown program that is proven effective and yields great results. It's a program we are very proud of and should do everything we can to preserve it. I overheard one grade two student stating after the program was over "How can it be done...5th Block is my life"

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Option 3

Proposes incremental budget reductions to be spread out over the next three (3) years by making a smaller cut in the first year and defers eliminating the accumulated deficit until the final year (\$7.3M in 2016-17, \$8.5M in 2017-18, and \$12.6M in 2018-2019).

	Why don't the supers give back their car allowances? Why are you hiring more supers?
	Make sure that elementary schools do not bear the brunt of the cuts. Ensure that BOTH the elementary and secondary panel bear the pain of cuts equitably. Ensure equity in cuts throughout the system, at all levels. Optics projecting fairness is essential.
	Take it easy and take it slowly for the betterment of our services to the students under our care now. Three years of aggressive cost cuts following recent significant measures affects services provided to our high school students whose years with us may be seriously undermined and I do not want to see them exploited to build the system for future students. Therefore I do not favour any aggressive cost cutting following so closely upon recent cuts as it will affect a generation of students in our secondary system who need the teachers and support as a priority.
	Reductions should not affect students who are most vulnerable. That is no cuts to Education Assistants who are already in short supply.
	Split one principal between two schools for additional savings. Eliminate vice-principal positions in all but largest high schools.
	There has been such a great disruption this past year we cannot continue to make drastic cuts. The students are suffering. We do not have the supports we need in schools. Any future cuts should be done with the least possible disruption.
	The impact of option 3 is less invasive than the other two options.

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	Will E.A's get more pay for doing more and being retrained in certain areas? What about those that are permanently accommodated how do they fit into the new model?
	financially option 1 seems the obvious choice, but this is about people, (students and educators), and the effect on them/us needs to be lessened, caring and compassionate, especially in light of the pain and turmoil of the changes in our current school year, brought on us through no fault of our own
	Save teachers jobs. Parents will switch boards and go to the private system.
	We should not be looking to reduce the number of EA's, guidance counsellors, special needs programs. There are already many students in the board that have been affected by your previous reductions. These children need and deserve help more than anything and if you have to hurt them because of your own "accounting errors" you should not be leading this board. Take this into account please.
	This is more costly, but a very worthy investment. Attrition and surplusings are far less disruptive to students, families, and the special needs students that we have a legal and ethical responsibility to accommodate. It is also less disruptive to the dedicated teachers in schools with vulnerable populations, albeit these teachers may have less seniority. Certainly, many of the principals are also very aware of that reality.
	This is more costly, but a very worthy investment. Attrition and surplusings are far less disruptive to students, families, and the special needs students that we have a legal and ethical responsibility to accommodate. It is also less disruptive to the dedicated teachers in schools with vulnerable populations, albeit these teachers may have less seniority. Certainly, many of the principals are also very aware of that reality.

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	Why hasn't the Board looked at/studied a revenue tool such as Solar Panels? How much savings would there be to return the iPads prior to the end of the lease? I find them difficult to manage. It consumes too much time and effort to deploy apps on to them individually. There are so many glitches with them from them being individual based. iPads are meant for individual users and not group of students to share. We can't even load dropbox or Google Drive for students to save their work.
	Take into consideration about special education and the workers who make it possible!
	Co-op teachers should be replaced with content specialists (actual carpenters or plumbers or electricians). Bring back vocational. As it stands now, we have so many coop teachers whose sole role is to 'monitor' and not "teach". My son has a coop teacher who knows nothing of carpentry, yet he makes 100k while the carpenter associated with my son in coop makes less than the teacher! My son also states that the coop teachers have max case loads of two dozen students (for the whole semester) while regular teachers can have 30 or more kids in EACH of three classes.
	Some suggestions: 1) Make one PA Day an unpaid PA Day 2) Reduce the amount of Professional Developments being run throughout the school year 3) Eliminate LOYOL PD for 2017-2019 and perhaps focus on school improvement plan/literacy/numeracy strategies for the day 4) Narrow sick days down to 12 (which INCLUDES UPB, and Non-Personal Illness)
	I don't know how you think small elementary schools will be able to provide a safe environment for their students when you plan to slash almost all of our EA's - they are in our classrooms to make sure children who have been identified can come to school and be safe and stimulated while attending this school board.
	Personally I propose the dissolution or severe reduction of the number of trustees who have obviously not done their job in preventing this deficit in the first place. This would be an enormous cost savings and would then eliminate the need to raise this money on the backs of the students and staff.

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	The proposed cuts to Special Education staff and programming will be devastating to TCDSB students. The current staff are already stretched thin and students are unable to access the supports we need. This is in the context of having increased Mental Health diagnoses and issues board wide. Classroom teachers will be expected to meet the needs of students who legally (IEP/IPRC) require more service. This will undoubtedly deter parents from enrolling students in Catholic education and further drive the public outcry to amalgamate the boards. The cuts need to be as soft as possible because we are talking about the education of children here. It is not their fault that the Board made accounting errors or that the Ministry is cutting their funding. The children's learning needs to be of paramount importance.
	The information provided here does not specify where the cuts are coming from. It is impossible to make an informed decision without appropriate information. As a teacher, I would fail a student that handed in this type of work.
	Thank you for your efforts to present an option that tries to preserve job loss by allowing retirements to take place instead of cutting people.
	this needs to be a slow process...cuts to the low economic schools will be the most difficult...try to keep early literacy in those schools, as those children come to school already behind...get them when they are young...you are in a very difficult position...morale will be affected, as it already is
	Cut teacher's salaries. They are all overpaid
	We have too many children who will be hurt in these options and what will cost to our society be then. If we really are saving 10 million by option one be sure to give it back to our students.
Parent	I selected option#3 because it has a plan - natural staff attrition/retirements, while other 2 options have no clue on what is going to happen. I think the survey was not setup in a fair hypothesis.
	There will always be debt there are always ways to cut without affecting the most vulnerable students.

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Staff	Make cafeterias healthier and run by the school having all profit go to the tcdsb. Charge for parking in prime locations for residents in after school hours and on weekends.
Staff	Staffing who work with children with special needs should not be cut. There are medical and safety needs for these children and any cuts will effect this greatly. Things students should not take the brunt of over budgeting errors. Our students do not equate dollar signs. They deserve more than what is being thrown at them.
Staff	Special needs students should not be taking the brunt of the cuts when there are many other places you can cut from. It becomes a medical and safety concern for the special needs students when you remove their support in the classroom. Look higher up instead of cutting from the bottom.
	My grave concern is that these cuts will affect the Fifth Block Reading Program for Primary children. It is critical for these children at the grade 1 and grade 2 levels to learn crucial literacy skills and experience success. It is one of the few programs that meet the needs of primary children in literacy. The 5th Block Program is very, very successful. The children move up 2-3reading levels in the few months that the program is offered to them. Thank you for the survey. Marlene Colla
	Language and Math skills are the fundamental and basic building blocks for all other learning skills and should not be compromised, particularly in the primary years. The 5th Block program is a highly successful program (based on statistical data) which provides an opportunity for grade 1 & 2 students, who would otherwise "fall through the cracks", to achieve success in reading. Studies show that the primary years are the most important for children to develop appropriate reading skills, which furthermore is an indicator of future overall success. The BENEFITS of this program GREATLY outweigh the costs of 3.1M! This program is an INVESTMENT in children's learning. The "RISK AND IMPACT" is great for the children who would otherwise benefit from this program, both immediately and in the long-run.

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Staff	I support option 3 because it includes the explicit elimination of International Languages. Option 1 and Option 2 do not make clear what is being cut. If option 1 or 2 include that cut, my preference would be to have less years of cuts but more severe cuts in the year the budget is cut. Take the Band-Aid off quickly, and begin to rebuild.
Parent	I support the illumination on International Languages. It is very imperialistic that I am not of the decent of the language being taught to my child (Italian) but am forced to have my child learn it.

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Although I have selected option 3 I am not in agreement with all the proposed cuts. The reduction in guidance teachers and the reduced time the present guidance teachers have in the school has been a noticeable difference. We have some students who were seeing the guidance teacher last year and were making good progress and this year the issues have escalated to requiring social work support. Also, I do not see the need for guidance coaching for teachers. I am capable of providing the guidance, its the out of classroom time for intensive discussion with these students that is needed which requires extra personnel. I am also concerned about the 5th block programming loss and reduction of special education teachers. Early intervention is crucial for student success. Grade 1 and 2 teachers struggle to find the time to differentiate and meet the literacy needs of the students in their classroom. I believe that many teachers have the skills to teach early literacy but the intensive support required for students needs additional personnel. Asking teachers to be all things to all students is a recipe for disaster. To be educational assistance to special needs students, special education teachers, guidance teachers and specialized literacy teachers will result in either lower student achievement or increased teacher absents due to poor mental health. Teachers do not do well when they are not achieving success and this will result in teachers focusing on what they have not been able to do well as opposed to which students are achieving well. Lastly the absentee police is a waste of money. I am entitled to 15 sick days and will use them as needed and I am not afraid of anyone asking me to explain my reasons for absents. This is in my opinion, fear mongering and bullying. I believe that there will be an increase in teacher leaves do to stress if the personal supports for students is decreased anymore than it is now. I also do not believe that there are no further administrative costs that can be reduced. I believe that the money is not spent effectively and efficiently.

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	I do agree all the cuts you are making to the EA:s,why just us I think the support staff is important we are needed the children will lose out a lot.It seems were the ones that get hit first in the budgets,I guess to the board were nobody when it comes the budget cuts to save money. It:s so sad for some this hits home badly this is their income. This is my opinion I had to put my two cent worth in. Thanks for listening.....
Staff	Very little impact on students
	Will you be cutting EA and CYW jobs ? If so , will you be going by seniority this time ? Unlike last year where you surplused many jobs not taking into consideration the number of years the employees had worked at the TCDSB .
Parent	As a parent, my children (2) benefitted from the 5 th block program...they became confident readers and are not struggling now...I think this program needs to continue as is. I really believe my kids would be in a special class had they not had this class. You have to find. a way to save it, if not in all the schools that have it, but at least in those communities where the kids need it most.
Staff	This is going to hugely impact morale iin a negative way. This current school year has been difficult with last year's cuts. How can additional lose of good programs not impact staff morale? There needs to be a way to fund the programs in those schools that really need it, especcially in the low income neighbourhoods. Surely, some schools could keep 5th block. Can Empower not be brought to more schools(via Sick Kids)? The kids will suffer, even though you say you are committed to them.
	I feel that students with special educational needs are going to suffer with these cuts. Whether by cutting literacy intiatives or removing support from specialist teachers and support workers, the board will be doing a disservice to the children with the most need. I understand that financial pressures must be dealt with, but it shouldn't be at the expense of stuggling children. If schools don't meet these needs now, society will be forced to support them financially for many years with government aid.

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Staff	Option 3 is the best option. This way student needs will be but less affected than if we were to opt for either Option 1 or 2.
Staff	Option 3 is one of the better options so that students are not affected that much if option 1 or 2 were selected.
Parent	the 1st one is very ideal. If it could be done it would be the best. But there is a big deficit already showing the cuts cannot be that easy. it's only looking at having no deficit but not at looking at the progress ,(which is important) to this particular avenue. I chose the last one because its giving time to get used to the cuts and make it more practical and when it comes to the 3rd year may be one would have found ways to increase the cuts, and the income or profit as well.
Staff	Since the deficit error was made CEC upper management originally, as an EA who makes less than \$38,000. annually, I feel that the cuts should be made over the next three years. We pride ourselves on being the Toronto Catholic school board, and since this is the catholic year of the family. We should follow in the words of the great St. Francis and the Holy Father where our actions speak much louder than our words. This would also be in accordance with our board's mantra, of love, faith and charity in dealing with EAs and cuts to our employees and student needs. The three year proposal would allow some of our support staff to seek alternate employment and /or earlier retirement options and less drastic disruptions to the Catholic board and its encompassing the Catholic school families. Laureen Bellio Education Assistant
	Try to minimize the damage and protect programmes for students - where possible cut in areas that do not affect student learning. Cutting ea's and teachers hurts kids.
Staff	Please try to maintain as many of the programs as possible...phase them out over the course of the 3 years, but try not to eliminate at once...you are in a difficult situation.
	You want to cut staff who are directly working with children. Have you really looked at reduciing, at the board level where there are overlapping / duplication in positions? What about when you retire -- bringing back the 85 factor?

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Parent	you have to find a way to save and keep 5th block in the schools where they kids are poor...it's their only way out of poverty
	Cut librarians. Cut special ed \$500 bonuses. Cut the number if guidance councillors. Cut non-teaching teachers (coop and Spec ed). Cut the number of secretaries and VP in each school. Cut board office coordinators. Cut youth workers per school. Cut EAs. School is about teachers and students. Period. Cut the coattails.
Parent	I do not agree with the plan of the board of cutting 130 EA's (Educational Assistants) and 20 Special Education Teachers in the next 3 years across the board. This will affect terribly our Special Ed children not only because they may loose some of the skills that with so much effort they have been able to achieve but because they wont have available the proper support at school to successfully complete their elementary or high school education. I believe that our Special Ed children have already been affected with the cuts that we suffered last year, we cannot afford any more cuts, not in the Special Education area, this children really need and deserve the support that Special Ed teachers and EA's provide them. As parents and educators we are responsible to do what is within our power to provide our children with the best possible education, values and empower them to be the best they can be, for them and for the future generations. I kindly request for the board to reconsider these cuts that affect the most needed, that are our Special Education Children and maybe consider the cuts starting at the Top or other areas where they do not affect our children's wellbeing.
Staff	cuts should not be made to ea's in the schools. They are very vital to the childrens needs. Other cuts should be looked at before reducing the ea's in the schools.
	Support staff is essential to students with challenges. Currently many children with needs are falling through the cracks. How does the board plan on meeting the needs of these needy children and families?
	No layoffs; shortened work period/week for EAs;

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Parent	It was extremely difficult to select an option as the first two options do not show where the reductions are coming from. The 3rd option is the only one that shows where the reductions would come from. If I could see where the reductions are coming from for Option 1 and 2 my decision may have been different. (i.e. more aggressive approach may be beneficial from my perspective depending on where the reductions are coming from).
Staff	Get rid of the trustees first
	Expecting classroom teachers to handle their students with special needs without the support of 5th Block and Special Education services will drastically reduce the potential future success of these students and may save short term monies now, but will tax our school and social services not far down the road. Teachers will burn out and the system will get out of control...quickly.
Parent	you are in a bind...definitely reduce guidance...eliminate heritage classes...but you have to keep some 5th block programs...it works, as I know via my own kids...how does TDSB fund Reading Recovery classes, which is similar to 5th Block...you are running the risk of losing more kids when all these cuts are done...I would not enrol my kids in the TCDSB after all this...the public school offers more...tough times ahead...feel badly for staff and kids
	I feel forced to vote for an option that I do not support. Every option 1 through 3 proposes the elimination of the 5th Block Reading Intervention Program by the end of the year 2018. There is no price you can put on early literacy. A strong literacy foundation sets children up on the road to academic success. It is incumbent on all stakeholders to find a way to balance this budget so that our students can achieve reading proficiency. That is not a privilege. It is a right. It is clear that most of the cuts are affecting elementary school children. It is time to look at making additional cuts in other areas and to other programs (ex. gifted programs) and to close schools with small enrolment. If cuts are going to be made to 5th Block, they should be made elsewhere as well and be minimal for 5th Block in order to sustain a program that has

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	proven to impact student achievement and build student confidence. There is a narrow window of opportunity. Let's not shut it on our struggling readers.
Staff	Strong literacy skills form the basis of learning in all subject areas. With low Math scores, why would we support the elimination of the 5th Block program? Meanwhile our literacy scores have improved every year.
Staff	The 5th Block program supports our struggling readers. The program is an Early Intervention reaching students at a critical stage. The success of our students is the success of our board. Some suggestions for areas to make cuts include cuts at the board level or closing schools with low enrolment such as St. Catherine and Holy Redeemer.
Parent	Let's make sure to put the current students first. Not the administration, not the teachers but the students. They have four years in high school. Let's make sure that they get the best possible education possible in the Catholic environment !! All talk of budget cuts and reductions don't appear to put the impact on the students front and centre. Why are we here after all??? Wholly oppsed to option #1 for this reason.
Staff	What is the intention behind sick days? Is there a tacit understanding that these can be used for other purposes? More importantly what does it cost the board when a teacher (or a staff member) calls in sick? Perhaps if teachers were made aware of the costs they would be less likely to use them for non-sick purposes.

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	I have seen the benefits of a reading intervention program for students in our school. I feel that cutting any of these programs would jeopardize this critical need for support. I am in favor of continuing to have the 5th Block program in our schools.
Parent	Why are we even contemplating cuts to our funding when this government pissed away 700 million with Hydro?
Staff	
Staff	Board should look into utilizing vacant school parking lots on the weekend (starting Friday after 6 to Sunday 11pm) at all downtown schools.
Parent	I don't truly support any of the above as all of the options will be reducing services and programming at the secondary level, and the impact of these reductions will be felt down the road when these students are part of the general population, which will serve to cause issues anyway.
Catholic Ratepayer	this is unfortunate...my children were enrolled in your schools...the board as it is known, will no longer exist. This is devastating. You need to find a way to save the early literacy program, especially in the poor neighbourhoods.

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Staff	I am an itinerant teacher, and I would be more than willing to give up the mileage I am paid in order to help the current budgetary crisis. I have not submitted any mileage so far this year, and I will not submit any in the remainder of the year. I support option 3, as I like how it is spread out over a longer time frame, in order to take advantage of other options and hard numbers that may come forth over that time frame. I am not in favour of the reduction of itinerant teachers, nor the idea of keeping itinerant teachers in one school. I am a new teacher (4 yrs) and am very happy driving around and working only in my specialty. I would not be happy being forced to teach many different subjects during the day to many different levels of students. My wife works for another board, where they have prep teachers in the school, and they have had many problems with this situation, where the classroom teacher pawns off whatever they may not feel like teaching on the prep teacher, and the prep teacher ends up with a huge workload of marking in core subjects like math, language and science. I am worried that this is what is going to happen to me, and I am very worried and upset about it.
Staff	It's difficult to select an option that proposes massive cuts to the 5th Block program. We have a moral responsibility to ensure that students can read with competency. In order to lead student achievement in our Board, it's imperative to keep the 5th Block program in our schools. Through the 5th Block program, students make many gains in their reading ability. These gains are the building blocks to becoming successful, strategic and effective life-long learners. Providing students with the 5th Block early literacy intervention program should be non-negotiable. Please consider the long term benefits of keeping the 5th Block program in our schools. Thank you for your time and interest in reading my comments.
	keep the 5th block the children need it. Children are number one
Staff	Aside from a temporal schedule the plan doesn't outline specific budget cuts. That, as a stakeholder, would impact my decision more than the rate that the budget is re-calibrated.

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Staff	Please consider eliminating the Gifted Testing. There are a ton of resources spent on these students, while students with significant behaviour, medical and other special needs are neglected. Consider reducing transportation costs, children should walk to school as it is good for their whole being. Eliminate the APT positions, teachers should work in the classrooms teaching students, not processing paperwork.
	Please do not eliminate any 5th Block positions. I have witnessed first hand the outstanding results of this program. What a shame for a program such as this to be eliminated!
Staff	I do not support any of the options, but have selected option 3 for the purpose of completing the survey. I think that it is time that the Board considers other programs to cut, rather than the ones that affect our most needy children. Why is the gifted program not being eliminated? Why are there not significant cuts being made at the secondary level? Why are schools with low enrolment not being closed down? 5th a Block is a lifeline for those children struggling to read. It is proven to positively affect student achievement, and yet it is facing elimination? Serious, serious consideration needs to be given to saving the 5th Block program.
	I don't agree with any of the options so I am forced to choose #3.
	Fifth block should not be cut. It's an outstanding program that has changed numerous lives. Gifted students will succeed regardless. Please keep Fifth Block for the sake of the kids!
Staff	Save 5th Block!! It is a vital program for early intervention for non readers!!