

# Sustainable Teacher Workforce Labour Market Project

## Sector Labour Market Partnership Report



• BRITISH  
COLUMBIA  
PUBLIC  
SCHOOL  
EMPLOYERS'  
ASSOCIATION

Canada



*Funding provided through the Canada-British Columbia  
Labour Market Development Agreement.*



## Prepared by the BC Public School Employers' Association

The BC Public School Employers' Association (BCPSEA) supports public education through innovative human resource practices, partnerships, and services. As the employers' association and accredited bargaining agent for the province's 60 public boards of education, BCPSEA provides a full range of human resource services with a focus on the development, coordination, and facilitation of human resources best practices.

BCPSEA, along with the other employers' associations in the public sector, is a member of the Public Sector Employers' Council (PSEC), established by the provincial government to provide a link between the government and public sector bodies on human resource management issues.

## Research was conducted by the Queenswood Consulting Group



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# Appendices

## Appendix 1: Teacher Interview Questions

**Name:**

**School District:**

**Current Role:**

1. Please describe your pathway to your current role.
2. Did you do a practicum in the district where you were first employed as a teacher?
3. When you were searching for your first position, what did you find helpful in the search process?
4. Have you ever worked as a TTOC? If yes, what benefits and challenges did that present for you?
5. Are you still working in the same district where you were first employed? If not, what factors influenced your decision to move to another district?
6. Have you worked in an area requiring special qualifications?
7. If not, have you ever considered going into an area of specialization?
8. Do you work in a rural or remote school?
9. [If not currently teaching in rural or remote school], have you ever considered moving to a rural or remote area? What would motivate you to teach in a rural and remote area?
10. What suggestions do you have for attracting teachers to rural and remote areas?
11. What suggestions do you have for retaining teachers to rural and remote areas?
12. [If currently a TTOC], what portion of time do you work as a TTOC?
13. [If currently a TTOC], how satisfied are you with the amount you are working?
14. [If currently a TTOC], are you seeking a full-time or part-time contract?
15. What suggestions do you have for supporting people working as TTOCs?
16. What supports were/are in place for you as a new teacher?
17. Do you have any suggestions for additional support for new teachers?
18. What supports are in place for more experienced teachers in your district?
19. Do you have any suggestions for additional supports for experienced teachers?
20. What suggestions do you have for attracting people into the profession?
21. How do you think the profession of teaching is perceived by the public? Would you recommend the profession?
22. If you were to leave your position, have you given any thought to where you would go?
23. What final thoughts do you have about the issues of teacher recruitment and/or retention?

## Appendix 2: Survey — Teacher Education Program students

This survey is part of a Sustainable Teacher Workforce Sector Labour Market Project exploring the underlying causes of labour shortages being experienced across the BC K-12 school sector. The project is being led by the BC Public School Employers' Association, guided by a Steering Committee of education partners, including the Association of BC Deans of Education. The survey will take approximately 3 minutes to complete.

This survey has been sent to all BC teacher education program students. There are no known risks associated with participating in this research study. Your responses remain anonymous and confidential and your IP address or other identifying details will never be collected nor made available to the researchers or any other persons or organizations. At the end of the survey, you will be given the option to enter for a draw for one of two \$100 prizes. Contact information entered into this draw is not linked to your survey responses.

If you have questions about this survey, please contact Jane Worton at Queenswood Consulting Group at [jworton@queenswoodconsulting.com](mailto:jworton@queenswoodconsulting.com). You may withdraw your participation in this study at any time by clearing the page and exiting the survey. By submitting this survey you are consenting to participate in this research study. We thank you for your time and interest in this survey.

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### What post-secondary institution are you attending?

- ☐ College of the Rockies
- ☐ Vancouver Island University
- ☐ UBC Okanagan
- ☐ Simon Fraser University
- ☐ Trinity Western University
- ☐ University of British Columbia
- ☐ Thompson Rivers University
- ☐ University of Northern British Columbia
- ☐ University of Victoria
- ☐ University of the Fraser Valley
- ☐ Yukon College

### Are you completing:

- ☐ A post-degree professional program (PDPP)
- ☐ A Bachelor of Education as a first degree
- ☐ A Bachelor of Education as a post-degree program
- ☐ Other - Write In: \_\_\_\_\_

### Do you identify as either First Nations, Métis, or Inuit?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say



**Are you hoping to teach in: (please choose all that apply)**

- ☐ Elementary school
- ☐ Middle school
- ☐ Elementary / middle school
- ☐ K-12 school
- ☐ Secondary school
- ☐ Don't know

**Which of the following are your teachable subjects? (please choose all that apply)**

- ☐ Art
- ☐ Biology
- ☐ Business
- ☐ Chemistry
- ☐ Computer Science
- ☐ Culinary Arts / Chef
- ☐ Dance
- ☐ Drama
- ☐ Earth Science
- ☐ English
- ☐ English Language Learning
- ☐ First Nations Studies
- ☐ French
- ☐ General Science
- ☐ Geography
- ☐ German
- ☐ History
- ☐ Home Economics
- ☐ Italian
- ☐ Japanese
- ☐ Korean
- ☐ Mandarin
- ☐ Mathematics
- ☐ Music
- ☐ Physical Education
- ☐ Physics
- ☐ Punjabi
- ☐ Russian
- ☐ Social Studies
- ☐ Spanish
- ☐ Special Education
- ☐ Technology (Industrial) Education
- ☐ Other - Write In: \_\_\_\_\_

**Which of the following education system(s) will you look for jobs in: (please choose all that apply)**

- ☐ Public schools in BC
- ☐ First Nations schools
- ☐ Independent schools
- ☐ Canadian schools outside BC
- ☐ Schools outside Canada

**What motivated you to begin training to become a teacher? (please check all that apply)**

- ☐ Encouraged by a K-12 teacher
- ☐ Encouraged by a post-secondary teacher
- ☐ Encouraged by family or friends
- ☐ Love of subject
- ☐ Wanted to give back to my community
- ☐ Wanted to make a difference in children's lives
- ☐ Wanted a job with good job security
- ☐ Teaching is my calling
- ☐ Inspired by a teacher
- ☐ Childhood goal
- ☐ Work / life balance available for teachers
- ☐ Summer holidays
- ☐ Experience in job related to teaching
- ☐ Job opportunities
- ☐ Other - Write In: \_\_\_\_\_

**What motivated you to begin training to become a teacher? (please check all that apply)**

- ☐ Encouraged by a K-12 teacher
- ☐ Encouraged by a post-secondary teacher
- ☐ Encouraged by family or friends
- ☐ Love of subject
- ☐ Wanted to teach our language and culture
- ☐ Wanted to give back to my community
- ☐ Wanted to make a difference in children's lives
- ☐ Wanted a job with good job security
- ☐ Teaching is my calling
- ☐ Inspired by a teacher
- ☐ Childhood goal
- ☐ Work / life balance available for teachers
- ☐ Summer holidays
- ☐ Experience in job related to teaching
- ☐ Job opportunities
- ☐ Other - Write In: \_\_\_\_\_

**Have you worked in the education system before? (please choose all that apply)**

- ☐ Yes, as an Education Assistant
- ☐ Yes, as an Early Childhood Educator
- ☐ Yes, in another position
- ☐ No

**Are you planning on pursuing further training for positions requiring specialized qualifications such as a master's degree, diploma or additional coursework?**

- ☐ No
- ☐ Yes, Special Education
- ☐ Yes, Teacher Librarian
- ☐ Yes, First Nations Language and Culture
- ☐ Yes, Counsellor
- ☐ Yes, Psychologist
- ☐ Yes, Speech & Language Pathologist
- ☐ Yes, English Language Learning
- ☐ Yes, Learning Support
- ☐ Don't know
- ☐ Other - Write In

**What would need to be in place for you to consider taking additional training for a position requiring special qualifications? (please check all that apply)**

- ☐ Better knowledge about specialist roles
- ☐ Subsidy for training
- ☐ Completion of training resulting in differential pay
- ☐ Reduction in job stability for generalists
- ☐ Support from school administration
- ☐ Other - Write In: \_\_\_\_\_
- ☐ Training I can take while working as a teacher
- ☐ Financial stability
- ☐ Training availability in my geographic area
- ☐ Educational leave
- ☐ More experience teaching

**What would need to be in place for you to consider taking additional training for a position requiring special qualifications? (please check all that apply)**

- ☐ Better knowledge about specialist roles
- ☐ Subsidy for training
- ☐ Mentorship with Elders or knowledge keepers
- ☐ Completion of training resulting in differential pay
- ☐ Reduction in job stability for generalists
- ☐ Support from school administration
- ☐ Other - Write In: \_\_\_\_\_
- ☐ Training I can take while working as a teacher
- ☐ Financial stability
- ☐ Training availability in my geographic area

- ☐ Educational leave
- ☐ More experience teaching

**How comfortable are you in French?**

- ☐ French is my first language
- ☐ I have the native-like fluency needed to teach French Immersion
- ☐ I would be able to teach core French in secondary school
- ☐ I would be able to teach core French in elementary school
- ☐ I speak some French, but not comfortable teaching in French
- ☐ Do not speak French

**Are you considering teaching in a: (please choose all that apply)**

- ☐ Francophone school
- ☐ French Immersion school
- ☐ Core French
- ☐ None of the above

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**LOOKING FOR WORK**

**Have you ever lived in a rural community (outside of Greater Victoria, the Lower Mainland and Kelowna areas)?**

- ☐ Yes
- ☐ No

**What communities will you search for work in? (please check all that apply)**

- ☐ Community I am now living in
- ☐ Community where you complete(d) your practicum
- ☐ Community where my family lives
- ☐ Community that I grew up in
- ☐ Don't know

**What would need to be in place for you to consider moving to a rural community (outside of Greater Victoria, the Lower Mainland and Kelowna areas) to teach? (please check all that apply)**

- ☐ Job for my spouse / partner
- ☐ Orientation and connection to the community
- ☐ Loan repayment
- ☐ Teacherage / housing subsidy
- ☐ Subsidy for annual travel home
- ☐ Access to specialised health or community services
- ☐ Other - Write In: \_\_\_\_\_
- ☐ I am not interested in moving to a rural community
- ☐ Mentorship
- ☐ Rural allowance
- ☐ Help finding housing

**Why are you not interested in moving to a rural community?**

**When you look for your first teaching job, are you hoping to:**

- ☐ Work part time as a TTOC
- ☐ Work full time as a TTOC
- ☐ Work part time in a continuing contract
- ☐ Work full time in a continuing contract
- ☐ Don't know

**What are the top 3 suggestions you have for attracting people into the teaching profession?**

- 1.: \_\_\_\_\_
- 2.: \_\_\_\_\_
- 3.: \_\_\_\_\_

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#### ABOUT YOU

*The final few questions gather some additional information about you. A reminder that you may choose not to answer any question.*

**Do you identify as a visible minority? (e.g. persons, other than First Nations, Métis, Inuit, Aboriginal, or Indigenous peoples, who are non-Caucasian, or are people of colour)**

- ☐ Yes
- ☐ No

**Your age:**

- ☐ 25 and younger
- ☐ 26-30 years old
- ☐ 31-35 years old
- ☐ 36-40 years old
- ☐ 41-45 years old
- ☐ 46-50 years old
- ☐ 51-55 years old
- ☐ 56-60 years old
- ☐ 61-65 years old
- ☐ Over 65

**Your gender:**

- ☐ Woman
- ☐ Man
- ☐ Transgender
- ☐ Other gender

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Thank You!

*Thank you for taking the time to complete this survey. By submitting this survey you are consenting to participate in this research study. If you would like to, you may click on the link below to provide your contact information to enter into a draw for one of two \$100 prizes. Contact information provided will only be used to notify the prize winners. This information is not connected to your survey responses.*

## Appendix 3: Survey — All Active Teachers, Including TTOCs

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This survey is part of a Sustainable Teacher Workforce Sector Labour Market Project exploring the underlying causes of labour shortages being experienced across the BC K-12 school sector. The project is being led by the BC Public School Employers' Association, guided by a Steering Committee of education partners, including the BC Teachers' Federation, Federation of Independent Schools Association, and First Nations Education Steering Committee. The survey will take approximately 8 minutes to complete.

This survey has been sent to all BC teachers. There are no known risks associated with participating in this research study. Your responses remain **anonymous and confidential** and your IP address or other identifying details will never be collected nor made available to the researchers or any other persons or organizations. At the end of the survey, you will be given the option to enter for a draw for one of two \$100 prizes. Contact information entered into this draw is not linked to your survey responses.

If you have questions about this survey, please contact Jane Worton at Queenswood Consulting Group at [jworton@queenswoodconsulting.com](mailto:jworton@queenswoodconsulting.com). You may withdraw your participation in this study at any time by clearing the page and exiting the survey. By submitting this survey you are consenting to participate in this research study. We thank you for your time and interest in this survey.

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### TEACHING ROLE

*Most of the questions in this survey are optional, and you may choose to leave them blank and continue on. The exceptions are the first three questions, which are used to determine further questions you will be asked.*

#### **Are you working as:\***

- ☐ a temporary or continuing contract teacher
- ☐ a TTOC (Teacher on Call)
- ☐ both

#### **Are you working in:\***

- ☐ public school(s)
- ☐ First Nations school(s)
- ☐ independent school(s)

#### **Do you identify as either First Nations, Métis, or Inuit?\***

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

**What school district(s) are you working in?**

**Note: this question, and all questions which follow, are optional to answer.**

- ☐ SD 5 Southeast Kootenay
- ☐ SD 6 Rocky Mountain
- ☐ SD 8 Kootenay Lake
- ☐ SD 10 Arrow Lakes
- ☐ SD 19 Revelstoke
- ☐ SD 20 Kootenay-Columbia
- ☐ SD 22 Vernon
- ☐ SD 23 Central Okanagan
- ☐ SD 27 Cariboo-Chilcotin
- ☐ SD 28 Quesnel
- ☐ SD 33 Chilliwack
- ☐ SD 34 Abbotsford
- ☐ SD 35 Langley
- ☐ SD 36 Surrey
- ☐ SD 37 Delta
- ☐ SD 38 Richmond
- ☐ SD 39 Vancouver
- ☐ SD 40 New Westminster
- ☐ SD 41 Burnaby
- ☐ SD 42 Maple Ridge-Pitt Meadows
- ☐ SD 43 Coquitlam
- ☐ SD 44 North Vancouver
- ☐ SD 45 West Vancouver
- ☐ SD 46 Sunshine Coast
- ☐ SD 47 Powell River
- ☐ SD 48 Sea to Sky
- ☐ SD 49 Central Coast
- ☐ SD 50 Haida Gwaii
- ☐ SD 51 Boundary
- ☐ SD 52 Prince Rupert
- ☐ SD 53 Okanagan Similkameen
- ☐ SD 54 Bulkley Valley
- ☐ SD 57 Prince George
- ☐ SD 58 Nicola-Similkameen
- ☐ SD 59 Peace River South
- ☐ SD 60 Peace River North
- ☐ SD 61 Greater Victoria
- ☐ SD 62 Sooke
- ☐ SD 63 Saanich
- ☐ SD 64 Gulf Islands
- ☐ SD 67 Okanagan Skaha
- ☐ SD 68 Nanaimo-Ladysmith
- ☐ SD 69 Qualicum
- ☐ SD 70 Alberni
- ☐ SD 71 Comox Valley

- ☐ SD 72 Campbell River
- ☐ SD 73 Kamloops/Thompson
- ☐ SD 74 Gold Trail
- ☐ SD 75 Mission
- ☐ SD 78 Fraser-Cascade
- ☐ SD 79 Cowichan Valley
- ☐ SD 81 Fort Nelson
- ☐ SD 82 Coast Mountains
- ☐ SD 83 North Okanagan-Shuswap
- ☐ SD 84 Vancouver Island West
- ☐ SD 85 Vancouver Island North
- ☐ SD 87 Stikine
- ☐ SD 91 Nechako Lakes
- ☐ SD 92 Nisga'a
- ☐ SD 93 Conseil scolaire francophone

**What region are you working in?**

**Note: this question, and all questions which follow, are optional to answer.**

- ☐ Gitksan / Wet'suwet'en
- ☐ Haida / Tsimshian / Haisla / Nisga'a
- ☐ Kaska / Dene / Tahltan / Tagish / Inland Tlingit / Tsek'ene
- ☐ Kootenay / Okanagan
- ☐ Kwakwaka'wakw / Heiltsuk / Nuxalk / Oweekeno
- ☐ Nuuchah-nulth / Coast Salish
- ☐ Secwepemc / St'at'imc / Nlaka'pamux
- ☐ Tsilhqot'in / Carrier / Sekani

**What region are you working in?**

**Note: this question, and all questions which follow, are optional to answer.**

- ☐ Cariboo
- ☐ Kootenay
- ☐ Mainland / Southwest
- ☐ North Coast & Nechako
- ☐ Northeast
- ☐ Thompson-Okanagan
- ☐ Vancouver Island / Coast

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**TEACHERS TEACHING ON CALL**

**How many days a week do you usually work as a Teacher Teaching on Call (TTOC)?**

- ☐ Less than one
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5



**How many days a week do you usually work as a continuing contract teacher?**

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5

**Are you working as many hours as you would like to as a Teacher on Call?**

- ☐ Yes
- ☐ No, not enough
- ☐ No, too many

**How many years of experience do you have as a teacher?**

- ☐ 1 year
- ☐ 2 years
- ☐ 3 to 4 years
- ☐ 5 to 9 years
- ☐ 10 to 14 years
- ☐ 15 to 24 years
- ☐ Over 25 years

**Are you a retired teacher who has returned to TTOC?**

- ☐ Yes
- ☐ No

**Are you interested in a continuing contract teaching position?**

- ☐ Yes, full-time (1.0 FTE)
- ☐ Yes, part-time (0.9 FTE and below)
- ☐ No

**Why not?**

- ☐ Working on call allows me to achieve the right work life balance
  - ☐ Contracted teaching positions require more work outside school hours
  - ☐ I want more time to teach on call before I feel ready for a continuing contract teaching position
  - ☐ Contracted teaching positions are not available in the community where I want to live
  - ☐ Other - Write In: \_\_\_\_\_
- 

## **TEACHER EXPERIENCE**

**What motivated you to become a teacher? (please check all that apply)**

- ☐ Encouraged by a K-12 teacher
- ☐ Encouraged by a post-secondary teacher
- ☐ Encouraged by family or friends
- ☐ Love of subject
- ☐ Wanted to give back to my community
- ☐ Wanted to make a difference in children's lives

- ☐ ] Wanted a job with good job security
- ☐ ] Teaching is my calling
- ☐ ] Inspired by a teacher
- ☐ ] Childhood goal
- ☐ ] Work / life balance available for teachers
- ☐ ] Summer holidays
- ☐ ] Experience in job related to teaching
- ☐ ] Other - Write In: \_\_\_\_\_

**What motivated you to become a teacher? (please check all that apply)**

- ☐ ] Encouraged by a K-12 teacher
- ☐ ] Encouraged by a post-secondary teacher
- ☐ ] Encouraged by family or friends
- ☐ ] Love of subject
- ☐ ] Want to teach our language and culture
- ☐ ] Wanted to give back to my community
- ☐ ] Wanted to make a difference in children's lives
- ☐ ] Wanted a job with good job security
- ☐ ] Work / life balance available for teachers
- ☐ ] Summer holidays
- ☐ ] Experience in other job related to teaching
- ☐ ] Teaching is my calling
- ☐ ] Childhood goal
- ☐ ] Inspired by a teacher
- ☐ ] Other - Write In: \_\_\_\_\_

**Where did you complete your teacher training?**

- ☐ ) In BC
- ☐ ) Another Canadian province or territory
- ☐ ) Outside of Canada

**Thinking about your first job as a teacher, were you working in the community where you completed your practicum?**

- ☐ ) Yes
- ☐ ) No

**Thinking about your first job as a teacher, were you working in your home community?**

- ☐ ) Yes
- ☐ ) No

**Have you ever taught outside of BC? (please check all that apply)**

- ☐ ] Other Canadian province or territory
- ☐ ] Outside of Canada
- ☐ ] No

**What brought you to come to teach in BC? (please check all that apply)**

- ☐ Better teaching job opportunity
- ☐ Partner / spouse job opportunity
- ☐ Moving closer to family
- ☐ Community affordability
- ☐ Lifestyle or recreation opportunities
- ☐ Access to specialised health or community services
- ☐ Better job security
- ☐ Opportunity to receive a higher salary
- ☐ Moving back home
- ☐ Climate
- ☐ Other - Write In: \_\_\_\_\_

**Within BC, have you ever taught in: (please check all that apply)**

- ☐ an Independent School
- ☐ a First Nations school
- ☐ None of the above

**Within BC, how many school districts have you taught in?**

- ☐ Only 1
- ☐ 2
- ☐ 3
- ☐ 4+

**What factors did you consider when moving to another school district or system? (please check all that apply)**

- ☐ Better teaching job opportunity
- ☐ Partner / spouse job opportunity
- ☐ Moving closer to family
- ☐ Community affordability
- ☐ Lifestyle or recreation opportunities
- ☐ Access to specialised health or community services
- ☐ Opportunity to receive a higher salary
- ☐ Climate
- ☐ Shorter commute
- ☐ Other - Write In: \_\_\_\_\_

**Within BC, have you ever taught in: (please check all that apply)**

- ☐ a public school
- ☐ an Independent School
- ☐ None of the above

**Within BC, how many First Nations schools have you taught in?**

- ☐ Only 1
- ☐ 2
- ☐ 3
- ☐ 4+

**What factors did you consider when moving to another school? (please check all that apply)**

- ☐ Better teaching job opportunity
- ☐ Partner / spouse job opportunity
- ☐ Moving closer to family
- ☐ Community affordability
- ☐ Lifestyle or recreation opportunities
- ☐ Access to specialised health or community services
- ☐ Better job security
- ☐ Opportunity to receive a higher salary
- ☐ Climate
- ☐ Shorter commute
- ☐ Other - Write In: \_\_\_\_\_

**Within BC, have you ever taught in: (please check all that apply)**

- ☐ a public school
- ☐ a First Nations school
- ☐ None of the above

**Within BC, how many Independent schools have you taught in?**

- ☐ Only 1
- ☐ 2
- ☐ 3
- ☐ 4+

**What factors did you consider when moving to another school? (please check all that apply)**

- ☐ Better teaching job opportunity
  - ☐ Partner / spouse job opportunity
  - ☐ Moving closer to family
  - ☐ Community affordability
  - ☐ Lifestyle or recreation opportunities
  - ☐ Access to specialised health or community services
  - ☐ Opportunity to receive a higher salary
  - ☐ Climate
  - ☐ Shorter commute
  - ☐ Other - Write In: \_\_\_\_\_
- 

## **TEACHING IN RURAL COMMUNITIES**

**Have you ever taught in a school in a rural community (outside of Greater Victoria, the Lower Mainland and Kelowna areas)?**

- ☐ Yes, currently in a rural community
- ☐ Yes, previously in a rural community
- ☐ No

**What would need to be in place for you to consider moving to a rural community to teach? (please check all that apply)**

- ☐ Job for my spouse / partner
- ☐ Orientation and connection to the community
- ☐ Loan repayment
- ☐ Teacherage / housing subsidy
- ☐ Subsidy for annual travel home
- ☐ Access to specialised health or community services
- ☐ Other - Write In: \_\_\_\_\_
- ☐ I am not interested in moving to a rural community

**Why are you not interested in moving to a rural community?**

**What conditions were in place to support you teaching in a rural community? (please check all that apply)**

- ☐ Returned to home community to teach
  - ☐ Returned to practicum community to teach
  - ☐ Job for my spouse / partner
  - ☐ Orientation and connection to the community
  - ☐ Teacherage / housing subsidy
  - ☐ Subsidy for annual travel home
  - ☐ Improved quality of life
  - ☐ Reduced cost of living in rural community
  - ☐ Access to specialised health or community services
  - ☐ Teaching job opportunity
  - ☐ Other - Write In: \_\_\_\_\_
- 

**SPECIALIST TEACHER POSITIONS**

**Do you have training or subject matter expertise to teach any of the following specific courses? (please check all that apply)**

- ☐ Art
- ☐ Drama
- ☐ English
- ☐ French
- ☐ Home Economics
- ☐ Languages other than English / French
- ☐ Music
- ☐ Physical Education
- ☐ Senior math
- ☐ Senior sciences
- ☐ Social studies
- ☐ Other - Write In: \_\_\_\_\_

**Do you have any training (master's degree, diploma, or course work) that qualify you as a specialist teacher?**

- ☐ No
- ☐ Yes, Special Education
- ☐ Yes, Teacher Librarian
- ☐ Yes, First Nations Language and Culture
- ☐ Yes, Counsellor
- ☐ Yes, Psychologist
- ☐ Yes, Speech & Language Pathologist
- ☐ Yes, English Language Learning
- ☐ Yes, Learning Support
- ☐ Yes, French Immersion
- ☐ Yes, Technical Education
- ☐ Yes, Teacher of Deaf and Hard of Hearing students
- ☐ Other - Write In: \_\_\_\_\_

**Do you have any training (master's degree, diploma or course work) or traditional knowledge (fluent speaker, cultural teachings) that qualify you as a specialist teacher? [ ]**

**No**

- ☐ Yes, Special Education
- ☐ Yes, Teacher Librarian
- ☐ Yes, First Nations Language and Culture
- ☐ Yes, Counsellor
- ☐ Yes, Psychologist
- ☐ Yes, Speech & Language Pathologist
- ☐ Yes, English Language Learning
- ☐ Yes, Learning Support
- ☐ Yes, French Immersion
- ☐ Yes, Technical Education
- ☐ Yes, Teacher of Deaf and Hard of Hearing students
- ☐ Other - Write In: \_\_\_\_\_

**What motivated you to seek training as a specialist teacher? (please check all that apply)**

- ☐ Better knowledge about specialist roles
- ☐ Subsidy for training
- ☐ Saw a need for specialist teachers
- ☐ Training availability in my geographic area
- ☐ Completion of training resulting in differential pay
- ☐ Support from school administration
- ☐ Commitment to lifelong learning
- ☐ Interest in specialist area
- ☐ Job opportunity
- ☐ Other - Write In: \_\_\_\_\_

**What motivated you to seek training as a specialist teacher? (please check all that apply)**

- ☐ Better knowledge about specialist roles
- ☐ Subsidy for training
- ☐ Training availability in my geographic area
- ☐ Completion of training resulting in differential pay
- ☐ Support from school administration
- ☐ Commitment to lifelong learning
- ☐ Saw a need for specialist teachers
- ☐ Support from Elders or knowledge keepers
- ☐ Interest in specialist area
- ☐ Job opportunity
- ☐ Other - Write In: \_\_\_\_\_

**When did you begin your first training which enabled you to work as specialist teacher?**

- ☐ Prior to my teacher education program
- ☐ During my teacher education program
- ☐ Immediately following my teacher education program
- ☐ 1-3 years after my teacher education program
- ☐ 4-6 years after my teacher education program
- ☐ 7-9 years after my teacher education program
- ☐ 10+ years after my teacher education program

**When did you begin your first training which enabled you to work as specialist teacher?**

- ☐ Prior to my teacher education program
- ☐ During my teacher education program
- ☐ Immediately following my teacher education program
- ☐ 1-3 years after my teacher education program
- ☐ 4-6 years after my teacher education program
- ☐ 7-9 years after my teacher education program
- ☐ 10+ years after my teacher education program

**Have you completed any additional training as a specialist teacher?**

- ☐ Yes
- ☐ No

**If yes, when did you begin your additional training as a specialist teacher?**

- ☐ Immediately following my teacher education program
- ☐ 1-3 years after my teacher education program
- ☐ 4-6 years after my teacher education program
- ☐ 7-9 years after my teacher education program
- ☐ 10+ years after my teacher education program

**Are you currently working as a specialist teacher? E.g. a position which usually requires additional training such as a master's degree, diploma or coursework.**

- ☐ No
- ☐ Yes, Special Education
- ☐ Yes, Teacher Librarian
- ☐ Yes, First Nations language and culture
- ☐ Yes, Counsellor
- ☐ Yes, Psychologist
- ☐ Yes, Speech & Language Pathologist
- ☐ Yes, English Language Learning
- ☐ Yes, Learning Support
- ☐ Yes, Technical Education
- ☐ Yes, Teacher of Deaf and Hard of Hearing students
- ☐ Yes, French Immersion
- ☐ Other - Write In: \_\_\_\_\_

**Are you currently working as a specialist teacher? e.g. a position which usually requires training (master's degree, diploma or course work) or traditional knowledge (fluent speaker, cultural teachings)**

- ☐ No
- ☐ Yes, Special Education
- ☐ Yes, Teacher Librarian
- ☐ Yes, First Nations language and culture
- ☐ Yes, Counsellor
- ☐ Yes, Psychologist
- ☐ Yes, Speech & Language Pathologist
- ☐ Yes, English Language Learning
- ☐ Yes, Learning Support
- ☐ Yes, French Immersion
- ☐ Yes, Technical Education
- ☐ Yes, Teacher of Deaf and Hard of Hearing students
- ☐ Other - Write In: \_\_\_\_\_

**What would need to be in place for you to consider training as a specialist teacher? (please check all that apply)**

- ☐ Better knowledge about specialist roles
- ☐ Subsidy for training
- ☐ Training availability in my geographic area
- ☐ Completion of training resulting in differential pay
- ☐ Support from school administration
- ☐ Other - Write In: \_\_\_\_\_



**What would need to be in place for you to consider training as a specialist teacher? (please check all that apply)**

- ☐ Better knowledge about specialist roles
- ☐ Subsidy for training
- ☐ Training availability in my geographic area
- ☐ Completion of training resulting in differential pay
- ☐ Support from school administration
- ☐ Mentorship with Elders or knowledge keepers
- ☐ Other - Write In: \_\_\_\_\_

**How comfortable are you with French?**

- ☐ French is my first language
- ☐ I have the native-like fluency needed to teach French Immersion
- ☐ I would be able to teach core French in secondary school
- ☐ I would be able to teach core French in elementary school
- ☐ I speak some French, but not comfortable teaching in French
- ☐ Do not speak French

**Do you have any experience teaching in French? (please check all that apply)**

- ☐ Yes, currently teaching in Francophone school
- ☐ Yes, currently teaching in French immersion
- ☐ Yes, currently teaching core French in secondary school
- ☐ Yes, currently teaching core French in elementary school
- ☐ Yes, taught French immersion in the past
- ☐ Yes, taught core French in the past
- ☐ No

**Did you feel your abilities in French were/are appropriate to teach the level of French you were assigned?**

- ☐ Yes
- ☐ No

**Have you considered transitioning to a leadership position at any time in your career? (please check all that apply)**

- ☐ Yes, local union representatives/executive
- ☐ Yes, vice principal or principal
- ☐ Yes, district staff
- ☐ Yes, department head
- ☐ Yes, faculty advisor
- ☐ None of the above
- ☐ Other - Write In: \_\_\_\_\_

**Have you completed any training which would support your transition to a leadership position? (please check all that apply)**

- ☐ Yes, BCTF leadership training
- ☐ Yes, Masters degree
- ☐ Yes, BCPVPA Professional Development
- ☐ Yes, professional development offered by the First Nations Schools Association
- ☐ None of the above
- ☐ Other - Write In: \_\_\_\_\_

**What are the top 3 barriers which prevented you from considering a leadership position?**

- 1.: \_\_\_\_\_
- 2.: \_\_\_\_\_
- 3.: \_\_\_\_\_

**Indigenous students now make up 11% of BC's population, yet Indigenous teachers are not equally represented. What can you suggest to increase the number of Indigenous educators? (please check all that apply)**

- ☐ Encourage Indigenous high school students to become teachers
  - ☐ Develop partnerships between School Districts or First Nations schools and Teacher Education Programs to support more Indigenous students to begin teacher training
  - ☐ Develop partnerships between School Districts and local First Nations to promote education occupations
  - ☐ Provide Education Assistants with credit towards a teaching degree
  - ☐ Other - Write In: \_\_\_\_\_
- 

## **TEACHER RETENTION SUPPORTS**

**What supports are available in your community to help orient and retain new teachers? (please check all that apply)**

- ☐ District or school led mentorship program
- ☐ BCTF led mentorship program
- ☐ District orientation
- ☐ School orientation
- ☐ District network of new teachers
- ☐ New teacher focused professional learning
- ☐ Professional growth plan
- ☐ Don't know
- ☐ Other - Write In: \_\_\_\_\_

**What supports are available in your community to help orient and retain new teachers?  
(please check all that apply)**

- ☐ School led mentorship program
- ☐ Professional learning communities
- ☐ Orientation to local First Nation(s) to build awareness of local culture and protocol
- ☐ School / community orientation
- ☐ Networking for new teachers
- ☐ New teacher focused professional learning
- ☐ Professional growth plan
- ☐ Other - Write In: \_\_\_\_\_
- ☐ Don't know

**What additional supports would you like to see to help orient and retain new teachers?  
(please check all that apply)**

- ☐ District or school led mentorship program
- ☐ Provincially coordinated mentorship program
- ☐ District orientation
- ☐ School orientation
- ☐ Orientation to local First Nation(s) to build awareness of local culture and protocol
- ☐ District network of new teachers
- ☐ Professional growth plan
- ☐ New teacher focused professional learning
- ☐ Beginning teachers conference
- ☐ Other - Write In: \_\_\_\_\_
- ☐ Don't know

**What additional supports would you like to see to help orient and retain new teachers?  
(please check all that apply)**

- ☐ School mentorship program
- ☐ FNSA coordinated mentorship program
- ☐ School / community orientation
- ☐ Orientation to local First Nation(s) to build awareness of local culture and protocol
- ☐ Networking for new teachers
- ☐ Professional growth plan
- ☐ New teacher focused professional learning
- ☐ Beginning teachers conference
- ☐ Other - Write In: \_\_\_\_\_
- ☐ Don't know

**What are the top 3 suggestions you have for attracting people into the teaching profession?**

- 1.: \_\_\_\_\_
- 2.: \_\_\_\_\_
- 3.: \_\_\_\_\_

**Is there anything else about teacher recruitment or retention which you would like to share, but haven't had an opportunity to raise in the survey so far?**

---

### **ABOUT YOU**

*The final few questions gather some additional information about you. A reminder that you may choose not to answer any question.*

#### **Are you teaching:**

- ☐ Part-time (0.9 FTE and below)
- ☐ Full-time (1.0 FTE)

#### **How many years of experience do you have as a teacher?**

- ☐ 1 year or less
- ☐ 2 years
- ☐ 3 to 4 years
- ☐ 5 to 9 years
- ☐ 10 to 14 years
- ☐ 15 to 24 years
- ☐ Over 25 years

#### **At what age do you anticipate retiring?**

#### **Have you considered leaving teaching for another occupation?**

- ☐ Yes
- ☐ No

#### **What are the top 3 reasons you would consider leaving teaching for another occupation?**

- 1.: \_\_\_\_\_
- 2.: \_\_\_\_\_
- 3.: \_\_\_\_\_

#### **Do you identify as a visible minority? (e.g. persons, other than First Nations, Métis, or Inuit peoples, who are non-Caucasian or are people of colour)**

- ☐ Yes
- ☐ No

#### **Your age:**

- ☐ 25 and younger
- ☐ 26-30 years old
- ☐ 31-35 years old
- ☐ 36-40 years old
- ☐ 41-45 years old
- ☐ 46-50 years old
- ☐ 51-55 years old
- ☐ 56-60 years old
- ☐ 61-65 years old
- ☐ Over 65

**Your gender:**

- ☐ Woman
- ☐ Man
- ☐ Transgender
- ☐ Other gender

---

Thank You!

*Thank you for taking the time to complete this survey. By submitting this survey you are consenting to participate in this research study. If you would like to, you may click on the link below to provide your contact information to enter into a draw for one of two \$100 prizes. Contact information provided will only be used to notify the prize winners. This information is not connected to your survey responses.*

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## Appendix 4: Survey — Education Administrators

This survey is part of a Sustainable Teacher Workforce Sector Labour Market Project exploring the underlying causes of labour shortages being experienced across the BC K-12 school sector. The project is being led by the BC Public School Employers' Association, guided by a Steering Committee of education partners, including the BC School Superintendents Association, the Federation of Independent Schools Association, the First Nations Education Steering Committee, and the BC Principals' and Vice Principals' Association. The survey will take approximately 15 minutes to complete.

There are no known risks associated with participating in this research study. Your responses remain anonymous and confidential and your IP address or other identifying details will never be collected nor made available to the researchers or any other persons or organizations. At the end of the survey, you will be given the option to enter for a draw for one of two \$100 prizes. Contact information entered into this draw is not linked to your survey responses.

If you have questions about this survey, please contact Jane Worton at Queenswood Consulting Group at [jworton@queenswoodconsulting.com](mailto:jworton@queenswoodconsulting.com). You may withdraw your participation in this study at any time by clearing the page and exiting the survey. By submitting this survey you are consenting to participate in this research study. We thank you for your time and interest in this survey.

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### ADMINISTRATOR ROLE

*Most of the questions in this survey are optional, and you may choose to leave them blank and continue on. The exceptions are the first three questions, which are used to determine further questions you will be asked.*

#### Are you working as a:\*

- ☐ Principal
- ☐ Vice Principal
- ☐ Head of School
- ☐ Superintendent
- ☐ Assistant Superintendent
- ☐ Education Coordinator or Director
- ☐ Secretary Treasurer
- ☐ District Principal
- ☐ Director of Instruction – Curriculum
- ☐ Director of Instruction – HR
- ☐ Other - Write In: \_\_\_\_\_

#### Are you working in the:\*

- ☐ public school system
- ☐ First Nations schools
- ☐ independent school system

**Do you identify as either First Nations, Métis, or Inuit?\***

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

**What school district(s) are you working in?**

**Note: this question, and all questions which follow, are optional to answer**

- ☐ SD 5 Southeast Kootenay
- ☐ SD 6 Rocky Mountain
- ☐ SD 8 Kootenay Lake
- ☐ SD 10 Arrow Lakes
- ☐ SD 19 Revelstoke
- ☐ SD 20 Kootenay-Columbia
- ☐ SD 22 Vernon
- ☐ SD 23 Central Okanagan
- ☐ SD 27 Cariboo-Chilcotin
- ☐ SD 28 Quesnel
- ☐ SD 33 Chilliwack
- ☐ SD 34 Abbotsford
- ☐ SD 35 Langley
- ☐ SD 36 Surrey
- ☐ SD 37 Delta
- ☐ SD 38 Richmond
- ☐ SD 39 Vancouver
- ☐ SD 40 New Westminster
- ☐ SD 41 Burnaby
- ☐ SD 42 Maple Ridge-Pitt Meadows
- ☐ SD 43 Coquitlam
- ☐ SD 44 North Vancouver
- ☐ SD 45 West Vancouver
- ☐ SD 46 Sunshine Coast
- ☐ SD 47 Powell River
- ☐ SD 48 Sea to Sky
- ☐ SD 49 Central Coast
- ☐ SD 50 Haida Gwaii
- ☐ SD 51 Boundary
- ☐ SD 52 Prince Rupert
- ☐ SD 53 Okanagan Similkameen
- ☐ SD 54 Bulkley Valley
- ☐ SD 57 Prince George
- ☐ SD 58 Nicola-Similkameen
- ☐ SD 59 Peace River South
- ☐ SD 60 Peace River North
- ☐ SD 61 Greater Victoria
- ☐ SD 62 Sooke

- ☐ SD 63 Saanich
- ☐ SD 64 Gulf Islands
- ☐ SD 67 Okanagan Skaha
- ☐ SD 68 Nanaimo-Ladysmith
- ☐ SD 69 Qualicum
- ☐ SD 70 Alberni
- ☐ SD 71 Comox Valley
- ☐ SD 72 Campbell River
- ☐ SD 73 Kamloops/Thompson
- ☐ SD 74 Gold Trail
- ☐ SD 75 Mission
- ☐ SD 78 Fraser-Cascade
- ☐ SD 79 Cowichan Valley
- ☐ SD 81 Fort Nelson
- ☐ SD 82 Coast Mountains
- ☐ SD 83 North Okanagan-Shuswap
- ☐ SD 84 Vancouver Island West
- ☐ SD 85 Vancouver Island North
- ☐ SD 87 Stikine
- ☐ SD 91 Nechako Lakes
- ☐ SD 92 Nisga'a
- ☐ SD 93 Conseil scolaire francophone

**What region are you working in?**

**Note: this question, and all questions which follow, are optional to answer.**

- ☐ Gitksan / Wet'suwet'en
- ☐ Haida / Tsimshian / Haisla / Nisga'a
- ☐ Kaska / Dene / Tahltan / Tagish / Inland Tlingit / Tsek'ene
- ☐ Kootenay / Okanagan
- ☐ Kwakwaka'wakw / Heiltsuk / Nuxalk / Oweekeno
- ☐ Nuuchahnulth / Coast Salish
- ☐ Secwepemc / St'at'imc / Nlaka'pamux
- ☐ Tsilhqot'in / Carrier / Sekani

**What region are you working in?**

**Note: this question, and all questions which follow, are optional to answer.**

- ☐ Cariboo
- ☐ Kootenay
- ☐ Mainland / Southwest
- ☐ North Coast & Nechako
- ☐ Northeast
- ☐ Thompson-Okanagan
- ☐ Vancouver Island / Coast



**Are you, or have you ever been, certified to teach in BC?**

☐ Yes

☐ No

**How many years did you teach prior to going into administration?**

**In addition to your work as an administrator, do you also have a teaching assignment?**

☐ Yes

☐ No

**What motivated you to become an administrator in the education system? (please check all that apply)**

☐ Encouraged by school administration

☐ Encouraged by district administration

☐ Subsidy for leadership training

☐ Encouraged by colleagues

☐ Wanted to give back to my community

☐ Wanted to make a difference in children's lives

☐ Wanted to support teachers

☐ Wanted a job with good job security

☐ Opportunity to receive a higher salary

☐ Other - Write In: \_\_\_\_\_

**Did you complete any training which supported your transition to a leadership position? (please check all that apply)**

☐ Yes, BCTF leadership training

☐ Yes, Masters in Leadership

☐ Yes, BCPVPA Professional Development

☐ Yes, my District's sponsored leadership program

☐ Yes, professional development offered by the First Nations Schools Association

☐ None of the above

☐ Other - Write In: \_\_\_\_\_

**Have you ever worked as a teacher or education administrator outside of BC? (please check all that apply)**

☐ Other Canadian province or territory

☐ International school

☐ BC offshore school

☐ No

**What brought you to teach or work as an education administrator in BC? (please check all that apply)**

☐ Better job opportunity

☐ Partner / spouse job opportunity

☐ Moving closer to family

☐ Community affordability

☐ Lifestyle or recreation opportunities

☐ Access to specialised health or community services

- ☐ Better job security
- ☐ Opportunity to receive a higher salary
- ☐ Other - Write In: \_\_\_\_\_

**Within BC, have you ever worked as a teacher or education administrator in: (please check all that apply)**

- ☐ an Independent School
- ☐ a First Nations school
- ☐ None of the above

**Within BC, how many school districts have you taught or worked as an education administrator in?**

- ☐ Only 1
- ☐ 2
- ☐ 3
- ☐ 4+

**What factors did you consider when moving to another school district or education system? (please check all that apply)**

- ☐ Better job opportunity
- ☐ Partner / spouse job opportunity
- ☐ Moving closer to family
- ☐ Community affordability
- ☐ Lifestyle or recreation opportunities
- ☐ Access to specialised health and community services
- ☐ Better job security
- ☐ Opportunity to receive a higher salary
- ☐ Other - Write In: \_\_\_\_\_

**Within BC, have you ever taught or worked as an education administrator in: (please check all that apply)**

- ☐ a public school
- ☐ an Independent School
- ☐ None of the above

**Within BC, how many First Nations schools have you taught or worked as an education administrator in?**

- ☐ Only 1
- ☐ 2
- ☐ 3
- ☐ 4+

**What factors did you consider when moving to another school or education system? (please check all that apply)**

- ☐ Better job opportunity
- ☐ Partner / spouse job opportunity

- ☐ Moving closer to family
- ☐ Community affordability
- ☐ Lifestyle or recreation opportunities
- ☐ Access to specialised health or community services
- ☐ Better job security
- ☐ Opportunity to receive a higher salary
- ☐ Other - Write In: \_\_\_\_\_

**Within BC, have you ever taught or worked as an education administrator in: (please check all that apply)**

- ☐ a public school
- ☐ a First Nations school
- ☐ None of the above

**Within BC, how many Independent schools have you taught or worked as an education administrator in?**

- ☐ Only 1
- ☐ 2
- ☐ 3
- ☐ 4+

**What factors did you consider when moving to another school or education system? (please check all that apply)**

- ☐ Better job opportunity
- ☐ Partner / spouse job opportunity
- ☐ Moving closer to family
- ☐ Community affordability
- ☐ Lifestyle or recreation opportunities
- ☐ Opportunity to receive a higher salary
- ☐ Access to specialised health and community services
- ☐ Other - Write In \_\_\_\_\_

**Have you ever taught or worked as an education administrator in a school in a rural community?**

- ☐ Yes, currently in a rural community
- ☐ Yes, previously in a rural community
- ☐ No

**What would need to be in place for you to consider moving to a rural community? (please check all that apply)**

- ☐ Job for my spouse / partner
- ☐ Orientation and connection to the community
- ☐ Teacherage / housing subsidy
- ☐ Subsidy for annual travel home
- ☐ Access to specialised health and community services
- ☐ Other - Write In \_\_\_\_\_
- ☐ I am not interested in moving to a rural community

**Why are you not interested in moving to a rural community?**

**What conditions were in place to support you teaching or working as an education administrator in a rural community? (please check all that apply)**

- ☐ Returned to home community
- ☐ Returned to practicum community
- ☐ Job for my spouse / partner
- ☐ Orientation and connection to the community
- ☐ Teacherage / housing subsidy
- ☐ Subsidy for annual travel home
- ☐ Improved quality of life
- ☐ Reduced cost of living in rural community
- ☐ Other - Write In

**What supports are available in your school or district to help orient and retain new teachers? (please check all that apply)**

- ☐ District or school led mentorship program
- ☐ BCTF led mentorship program
- ☐ District orientation
- ☐ School orientation
- ☐ District network of new teachers
- ☐ New teacher focused professional learning
- ☐ School safety policies and supports
- ☐ Other - Write In
- ☐ Don't know

**What supports are available in your school or district to help orient and retain new teachers? (please check all that apply)**

- ☐ School mentorship program
- ☐ Orientation to local First Nation(s) to build awareness of local culture and protocol
- ☐ School / community orientation
- ☐ Networking for new teachers
- ☐ New teacher focused professional learning
- ☐ School safety policies and supports
- ☐ Other - Write In
- ☐ Don't know

**What additional supports would you like to see to help orient and retain new teachers? (please check all that apply)**

- ☐ School mentorship program
- ☐ Provincially coordinated mentorship program
- ☐ School / community orientation
- ☐ Orientation to local First Nation(s) to build awareness of local culture and protocol

- ☐ New teacher focused professional learning
- ☐ Beginning teachers conference
- ☐ School safety policies and supports
- ☐ Other - Write In: \_\_\_\_\_
- ☐ Don't know

**What additional supports would you like to see to help orient and retain new teachers?  
(please check all that apply)**

- ☐ School mentorship program
- ☐ FNSA coordinated mentorship program
- ☐ School / community orientation
- ☐ Orientation to local First Nation(s) to build awareness of local culture and protocol
- ☐ Networking for new teachers
- ☐ New teacher focused professional learning
- ☐ Beginning teachers conference
- ☐ School safety policies and supports
- ☐ Other - Write In: \_\_\_\_\_
- ☐ Don't know

**What additional supports would you like to see to help orient and retain new teachers?  
(please check all that apply)**

- ☐ School or district led mentorship program
- ☐ Provincially coordinated mentorship program
- ☐ District orientation
- ☐ School orientation
- ☐ Orientation to local First Nation(s) to build awareness of local culture and protocol
- ☐ District network of new teachers
- ☐ New teacher focused professional learning
- ☐ Beginning teachers conference
- ☐ School safety policies and supports
- ☐ Other - Write In: \_\_\_\_\_
- ☐ Don't know

**What are the top 3 suggestions you have for attracting people into the teaching profession?**

- 1.: \_\_\_\_\_
- 2.: \_\_\_\_\_
- 3.: \_\_\_\_\_

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**HR QUESTIONS**

**Approximately what number of Teachers Teaching on Call (TTOCs) do you have on your roster?**

**Approximately what percentage of your TTOC lists are teachers who had previously retired as of today's date:**

	0%	10% or less	11% - 20%	21% - 30%	31% - 40%	41% - 50%	51% or more	Don't know
Current school year	( )	( )	( )	( )	( )	( )	( )	( )
Last school year	( )	( )	( )	( )	( )	( )	( )	( )

**Did your TTOC list, as of April 1, 2018, include any non-certified teachers?**

	Yes	No	Don't know
Current school year	( )	( )	( )
Last school year	( )	( )	( )

**What has been your school's experience with filling daily TTOC assignments?**

	Able to fill all daily assignments most days	Unable to fill a few	Unable to fill some (16- 30%) daily assignments most days	Unable to fill many (31- 50%) daily assignments most days	Don't know
Current school year	( )	( )	( )	( )	( )
Last school year	( )	( )	( )	( )	( )

**Which factors do you feel are contributing to your school's current challenge with filling daily TTOC assignments? (please check all that apply)**

- ☐ Unable to hire enough TTOCs
- ☐ TTOCs have been hired by public school system
- ☐ Don't know
- ☐ TTOCs have been hired to continuing contract positions
- ☐ More TTOCs than in the past are not looking for full-time work

☐ Unable to hire a diverse enough pool of TTOCs (teachers with training for positions requiring special qualifications or content expertise)

☐ Other - Write In: \_\_\_\_\_

**What strategies do you use to cover the classes if you don't have enough TTOCs? (please check all that apply)**

☐ Principal fills in

☐ Redeploy non-enrolling teachers

☐ Redeploy teachers with prep blocks

☐ Cancel training or meetings

☐ Recall teachers from training or meetings

☐ Schedule training and meetings outside of school hours

☐ Don't know

☐ Other - Write In \_\_\_\_\_

**For which of the following grades can you speak to recruiting?**

☐ Elementary / Middle

☐ Secondary

☐ K-12

**In the current school year, how challenging, on a scale of 1-10 (1 being easy, 10 being extremely challenging) have you found it to hire elementary or middle school teachers in the following areas?**

	1	2	3	4	5	6	7	8	9	10	N/A
Generalist classroom positions (full time)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Generalist classroom positions (part time)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Language or Culture Teacher	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teacher Librarian	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Special Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resource Teacher/Learning Assistance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
English Language Learner (ELL)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Counsellors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Psychologist	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speech Language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Pathologists											
French Immersion positions (full time)	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
French Immersion positions (part time)	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Core French/FSL (full time)	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Core French/FSL (part time)	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Indigenous generalist teacher	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Indigenous specialist teacher	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
First Nations Language and Culture teacher	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )

**In the current school year, how challenging, on a scale of 1-10 (1 being easy, 10 being extremely challenging) have you found it to hire elementary or middle school teachers in the following areas?**

	1	2	3	4	5	6	7	8	9	10	N/A
Generalist classroom positions (full time)	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Generalist classroom positions (part time)	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Indigenous generalist teacher	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Indigenous specialist teacher	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
First Nations Language and Culture Teacher	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Teacher Librarian	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )



Special Education	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Resource Teacher/Learning Assistance	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
English Language Learner (ELL)	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Counsellors	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Psychologist	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Speech Language Pathologists	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )

**Are there any other positions in elementary / middle school for which you have found recruitment difficult?**

**In the current school year, how challenging, on a scale of 1-10 (1 being easy, 10 being extremely challenging) have you found it to hire secondary school teachers in the following areas?**

	1	2	3	4	5	6	7	8	9	10	N/A
Indigenous generalist teacher	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Indigenous specialist teacher	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
First Nations Language and Culture Teachers	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Senior Physics or Chemistry (full time)	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Senior Physics or Chemistry (part time)	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )

Senior Biology (full time)	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Senior Biology (part time)	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Senior Math (full time)	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Senior Math (part time)	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Tech Ed (full time)	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Tech Ed (part time)	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Teacher Librarian	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Special Education	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Resource Teacher/Learning Assistance	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
English Language Learner (ELL)	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Counsellors	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Psychologist	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Speech Language Pathologists	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Art	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Home Economics	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Social Studies	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )

**In the current school year, how challenging, on a scale of 1-10 (1 being easy, 10 being extremely challenging) have you found it to hire secondary school teachers in the following areas?**

	1	2	3	4	5	6	7	8	9	10	N/A
Senior Physics or Chemistry (full time)	()	()	()	()	()	()	()	()	()	()	()
Senior Physics or Chemistry (part time)	()	()	()	()	()	()	()	()	()	()	()
Senior Biology (full time)	()	()	()	()	()	()	()	()	()	()	()
Senior Biology (part time)	()	()	()	()	()	()	()	()	()	()	()
Senior Math (full time)	()	()	()	()	()	()	()	()	()	()	()
Senior Math (part time)	()	()	()	()	()	()	()	()	()	()	()
Tech Ed (full time)	()	()	()	()	()	()	()	()	()	()	()
Tech Ed (part time)	()	()	()	()	()	()	()	()	()	()	()
French Immersion positions (full time)	()	()	()	()	()	()	()	()	()	()	()
French Immersion positions (part time)	()	()	()	()	()	()	()	()	()	()	()
Core French/FSL (full time)	()	()	()	()	()	()	()	()	()	()	()
Core French/FSL (part time)	()	()	()	()	()	()	()	()	()	()	()
Language or Culture (full time)	()	()	()	()	()	()	()	()	()	()	()
Language or Culture (part time)	()	()	()	()	()	()	()	()	()	()	()
Teacher Librarian	()	()	()	()	()	()	()	()	()	()	()
Special Education	()	()	()	()	()	()	()	()	()	()	()

Resource Teacher/Learning Assistance	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
English Language Learner (ELL)	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Counsellors	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Psychologist	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Speech Language Pathologists	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Art	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Home Economics	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Social Studies	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Indigenous generalist teacher	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
Indigenous specialist teacher	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )
First Nations Language and Culture Teachers	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )	( )

**Are there any other positions in secondary school for which you have found recruitment difficult?**

**If you are unable to fill positions requiring special qualifications, what do you do? (please check all that apply)**

- ☐ Cancel electives
- ☐ Hire teachers with reduced qualifications and provide training
- ☐ Hire teachers willing to begin training
- ☐ Other - Write In: \_\_\_\_\_
- ☐ Don't know

**What strategies do you use to increase the number of teachers trained and willing to work in positions requiring special qualifications? (please check all that apply)**

- ☐ Offer subsidies for training for in-demand positions
- ☐ Offer educational leave for training for in-demand positions
- ☐ Encouragement from school administration

- ☐ Other - Write In: \_\_\_\_\_
- ☐ Don't know

**What strategies do you have to increase the proportion of Indigenous educators in any subject, grade, or specialist in your school? (please check all that apply)**

- ☐ Encourage Indigenous high school students to become teachers
- ☐ Develop partnerships between School Districts or First Nations schools and Teacher Education Programs to support more Indigenous students to begin teacher training
- ☐ Develop partnerships between School Districts and local First Nations to promote education occupations
- ☐ Encourage Indigenous Education Assistants to pursue teaching
- ☐ Human Rights exemptions to hire teachers of Indigenous ancestry
- ☐ Other - Write In: \_\_\_\_\_
- ☐ Don't know

**ABOUT YOU**

*The final few questions gather some additional information about you. A reminder that you may choose not to answer any question.*

**How many years of experience do you have as an administrator, including your current year?**

- ☐ 1 year or less
- ☐ 2 years
- ☐ 3 to 4 years
- ☐ 5 to 9 years
- ☐ 10 to 14 years
- ☐ 15 to 24 years
- ☐ Over 25 years

**At what age do you anticipate retiring?**

**Do you identify as a visible minority? (e.g. persons, other than First Nations, Métis, Inuit peoples, who are non-Caucasian or people of colour)**

- ☐ Yes
- ☐ No

**Your age:**

- ☐ 25 and younger
- ☐ 26-30 years old
- ☐ 31-35 years old
- ☐ 36-40 years old
- ☐ 41-45 years old
- ☐ 46-50 years old
- ☐ 51-55 years old
- ☐ 56-60 years old

- ☐ 61-65 years old
- ☐ Over 65

**Your gender:**

- ☐ Woman
- ☐ Man
- ☐ Transgender
- ☐ Other gender

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Thank You!

*Thank you for taking the time to complete this survey. By submitting this survey you are consenting to participate in this research study. If you would like to, you may click on the link below to provide your contact information to enter into a draw for one of two \$100 prizes. Contact information provided will only be used to notify the prize winners. This information is not connected to your survey responses.*

## Appendix 5: Survey — Teachers Who May Have Left Teaching

This survey is part of a Sustainable Teacher Workforce Sector Labour Market Project exploring the underlying causes of labour shortages being experienced across the BC K-12 school sector. The project is being led by the BC Public School Employers' Association, guided by a Steering Committee of education partners. The survey will take approximately 3 minutes to complete.

This survey is intended to reach certified teachers who may no longer be teaching in the K-12 system in BC, to better understand their experiences.

There are no known risks associated with participating in this research study. Your responses remain anonymous and confidential and your IP address or other identifying details will never be collected nor made available to the researchers or any other persons or organizations. At the end of the survey, you will be given the option to enter for a draw for one of two \$100 prizes. Contact information entered into this draw is not linked to your survey responses.

If you have questions about this survey, please contact Jane Worton at Queenswood Consulting Group at [jworton@queenswoodconsulting.com](mailto:jworton@queenswoodconsulting.com). You may withdraw your participation in this study at any time by clearing the page and exiting the survey. By submitting this survey you are consenting to participate in this research study. We thank you for your time and interest in this survey.

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### Are you currently working as a teacher in the K-12 system?

- ☐ No
- ☐ Yes, in BC
- ☐ Yes, in another Canadian province or territory
- ☐ Yes, in an international school

### Are you currently working at a paid job or business?

- ☐ Yes
- ☐ No

### What is the main reason you are not working?

- ☐ Maternity or parental leave
- ☐ Caring for children
- ☐ Other personal or family responsibilities
- ☐ Illness or disability
- ☐ Retired
- ☐ Returned to school
- ☐ Other - Write In: \_\_\_\_\_

### Have you continued to pay your annual practice fee to the BC Teacher Regulation Branch to maintain your BC certification?

- ☐ Yes
- ☐ No

**How related is your main job to the teacher education program from which you graduated from? Would you say:**

- ☐ Very related
- ☐ Somewhat related
- ☐ Not very related
- ☐ Not at all related

**What is your current occupation?**

- ☐ Education policy researchers, consultants, and program officers
- ☐ University professor or lecturer
- ☐ College and other vocational instructors
- ☐ Early Childhood educator or assistant
- ☐ Educational counsellor
- ☐ Occupation in art, culture, recreation, or sport
- ☐ Other - Write In: \_\_\_\_\_

**Do you intend to return to teaching in the K-12 system in BC?**

- ☐ Yes
- ☐ No
- ☐ Don't know

**What are the top 3 reasons which led to you leaving the teaching profession?**

- 1.: \_\_\_\_\_
- 2.: \_\_\_\_\_
- 3.: \_\_\_\_\_

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## **ABOUT YOU**

**What was your most recent teaching position? (please choose all that apply)**

- ☐ Part time continuing contract teacher (0.9 FTE and below)
- ☐ Full time continuing contract teacher (1 FTE)
- ☐ Part time TTOC (0.9 FTE and below)
- ☐ Full time TTOC (1 FTE)

**Which of the following education system(s) did you work in: (please choose all that apply)**

- ☐ BC Public schools
- ☐ First Nations schools
- ☐ BC Independent schools
- ☐ Schools outside of Canada

**Where did you complete your teacher training?**

- ☐ In BC
- ☐ Another Canadian province or territory
- ☐ Outside of Canada



**Have you ever taught in the K-12 system outside of BC? (please check all that apply)**

- ☐ Yes, in other Canadian province or territory
- ☐ Yes, outside of Canada
- ☐ No

**How many years of experience do you have as a teacher?**

- ☐ 1 year or less
- ☐ 2 years
- ☐ 3 years
- ☐ 4 years
- ☐ 5 years +

**Did you ever work as a specialist teacher? E.g. a position which usually requires additional training such as a master's degree, diploma or coursework. (please choose all that apply)**

- ☐ No
- ☐ Yes, Special Education
- ☐ Yes, Teacher Librarian
- ☐ Yes, First Nations language and culture
- ☐ Yes, Counsellor
- ☐ Yes, Psychologist
- ☐ Yes, Speech & Language Pathologist
- ☐ Yes, English Language Learning
- ☐ Yes, Learning Support
- ☐ Yes, French Immersion
- ☐ Yes, other, please specify

**What are the top 3 suggestions you have for attracting people into the teaching profession?**

- 1.: \_\_\_\_\_
- 2.: \_\_\_\_\_
- 3.: \_\_\_\_\_

**Please share any additional points you wanted to raise about teacher recruitment and retention that you haven't had a chance to discuss yet.**

**Do you identify as either First Nations, Métis, or Inuit?**

- ☐ Yes
- ☐ No

**Do you identify as a visible minority? (e.g. persons, other than First Nations, Métis, Inuit, Aboriginal, or Indigenous peoples, who are non-Caucasian or are people of colour)**

☐ Yes

☐ No

**Your age:**

☐ 25 and younger

☐ 26-30 years old

☐ 31-35 years old

☐ 36-40 years old

☐ 41-45 years old

☐ 46-50 years old

☐ 51-55 years old

☐ 56-60 years old

☐ 61-65 years old

☐ Over 65

**Your gender:**

☐ Woman

☐ Man

☐ Transgender

☐ Other gender

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Thank You!

*Thank you for taking the time to complete this survey. By submitting this survey you are consenting to participate in this research study. If you would like to, you may click on the link below to provide your contact information to enter into a draw for one of two \$100 prizes. Contact information provided will only be used to notify the prize winners. This information is not connected to your survey responses.*

## Appendix 6: Posted Specialist Teacher Positions by School District

Subject Area: Core French		Count of Postings (2017): 75
School District #10 (Arrow Lakes)		2
School District #20 (Kootenay-Columbia)		5
School District #22 (Vernon)		6
School District #46 (Sunshine Coast)		2
School District #48 (Sea to Sky)		11
School District #49 (Central Coast)		2
School District #53 (Okanagan Similkameen)		3
School District #54 (Bulkley Valley)		1
School District #58 (Nicola-Similkameen)		3
School District #6 (Rocky Mountain)		1
School District #60 (Peace River North)		6
School District #70 (Alberni)		1
School District #71 (Comox Valley)		4
School District #72 (Campbell River)		2
School District #73 (Kamloops/Thompson)		7
School District #74 (Gold Trail)		1
School District #75 (Mission)		4
School District #8 (Kootenay Lake)		3
School District #81 (Fort Nelson)		4
School District #82 (Coast Mountains)		1
School District #85 (Vancouver Island North)		6
Subject Are: French Immersion		Count of Postings (2017): 291
School District #20 (Kootenay-Columbia)		6
School District #22 (Vernon)		8
School District #27 (Cariboo-Chilcotin)		4
School District #28 (Quesnel)		1
School District #47 (Powell River)		1
School District #48 (Sea to Sky)		23
School District #50 (Haida Gwaii)		1
School District #52 (Prince Rupert)		1
School District #53 (Okanagan Similkameen)		1
School District #57 (Prince George)		29
School District #58 (Nicola-Similkameen)		14
School District #59 (Peace River South)		4

School District #60 (Peace River North)	5
School District #64 (Gulf Islands)	3
School District #67 (Okanagan Skaha)	1
School District #68 (Nanaimo-Ladysmith)	5
School District #69 (Qualicum)	8
School District #70 (Alberni)	2
School District #71 (Comox Valley)	25
School District #72 (Campbell River)	7
School District #73 (Kamloops/Thompson)	19
School District #75 (Mission)	6
School District #79 (Cowichan Valley)	4
School District #8 (Kootenay Lake)	4
School District #82 (Coast Mountains)	1
School District #83 (North Okanagan-Shuswap)	2
School District #91 (Nechako Lakes)	6

**Subject Area: Counselling**

**Count of Postings (2017): 115**

School District #10 (Arrow Lakes)	1
School District #20 (Kootenay-Columbia)	3
School District #22 (Vernon)	22
School District #28 (Quesnel)	1
School District #46 (Sunshine Coast)	1
School District #47 (Powell River)	2
School District #48 (Sea to Sky)	4
School District #49 (Central Coast)	3
School District #51 (Boundary)	2
School District #54 (Bulkley Valley)	2
School District #57 (Prince George)	5
School District #58 (Nicola-Similkameen)	3
School District #59 (Peace River South)	2
School District #6 (Rocky Mountain)	1
School District #60 (Peace River North)	4
School District #67 (Okanagan Skaha)	1
School District #68 (Nanaimo-Ladysmith)	7
School District #69 (Qualicum)	5
School District #70 (Alberni)	1
School District #71 (Comox Valley)	5
School District #72 (Campbell River)	3
School District #74 (Gold Trail)	5
School District #75 (Mission)	4
School District #79 (Cowichan Valley)	1
School District #8 (Kootenay Lake)	9

School District #81 (Fort Nelson)	2
School District #82 (Coast Mountains)	1
School District #83 (North Okanagan-Shuswap)	4
School District #84 (Vancouver Island West)	3
School District #85 (Vancouver Island North)	4
School District #87 (Stikine)	1
School District #91 (Nechako Lakes)	1
School District #92 (Nisga'a)	1
School District #93 (Conseil scolaire francophone de a C-B)	1

<b>Subject Area: Psychologist</b>	<b>Count of Postings (2017): 32</b>
School District #48 (Sea to Sky)	12
School District #5 (Southeast Kootenay)	1
School District #53 (Okanagan Similkameen)	2
School District #57 (Prince George)	2
School District #68 (Nanaimo-Ladysmith)	1
School District #69 (Qualicum)	1
School District #70 (Alberni)	1
School District #71 (Comox Valley)	4
School District #72 (Campbell River)	1
School District #75 (Mission)	6
School District #82 (Coast Mountains)	1

<b>Subject Area: Special Education</b>	<b>Count of Postings (2017): 30</b>
School District #46 (Sunshine Coast)	1
School District #48 (Sea to Sky)	1
School District #49 (Central Coast)	4
School District #50 (Haida Gwaii)	1
School District #51 (Boundary)	2
School District #70 (Alberni)	2
School District #73 (Kamloops/Thompson)	3
School District #74 (Gold Trail)	1
School District #8 (Kootenay Lake)	10
School District #87 (Stikine)	2
School District #91 (Nechako Lakes)	3

<b>Subject Area: Teacher-Librarian/Learning Commons</b>	<b>Count of Postings (2017): 123</b>
School District #10 (Arrow Lakes)	1
School District #20 (Kootenay-Columbia)	8
School District #22 (Vernon)	9
School District #27 (Cariboo-Chilcotin)	1

School District #46 (Sunshine Coast)	2
School District #48 (Sea to Sky)	12
School District #50 (Haida Gwaii)	1
School District #51 (Boundary)	1
School District #53 (Okanagan Similkameen)	3
School District #57 (Prince George)	12
School District #58 (Nicola-Similkameen)	1
School District #59 (Peace River South)	6
School District #6 (Rocky Mountain)	3
School District #60 (Peace River North)	3
School District #69 (Qualicum)	1
School District #71 (Comox Valley)	6
School District #72 (Campbell River)	8
School District #73 (Kamloops/Thompson)	6
School District #74 (Gold Trail)	3
School District #75 (Mission)	4
School District #8 (Kootenay Lake)	7
School District #82 (Coast Mountains)	1
School District #84 (Vancouver Island West)	2
School District #85 (Vancouver Island North)	15
School District #91 (Nechako Lakes)	6
School District #92 (Nisga'a)	1

<b>Subject Area: Learning Assistance/Resource/ELL</b>	<b>Count of Postings (2017): 349</b>
School District #10 (Arrow Lakes)	3
School District #19 (Revelstoke)	1
School District #20 (Kootenay-Columbia)	14
School District #22 (Vernon)	48
School District #27 (Cariboo-Chilcotin)	6
School District #28 (Quesnel)	1
School District #48 (Sea to Sky)	22
School District #49 (Central Coast)	3
School District #51 (Boundary)	5
School District #53 (Okanagan Similkameen)	17
School District #57 (Prince George)	37
School District #58 (Nicola-Similkameen)	4
School District #59 (Peace River South)	8
School District #60 (Peace River North)	30
School District #69 (Qualicum)	1
School District #70 (Alberni)	6
School District #71 (Comox Valley)	18
School District #72 (Campbell River)	5
School District #73 (Kamloops/Thompson)	16
School District #75 (Mission)	11

School District #79 (Cowichan Valley)	1
School District #8 (Kootenay Lake)	53
School District #81 (Fort Nelson)	2
School District #82 (Coast Mountains)	2
School District #83 (North Okanagan-Shuswap)	1
School District #84 (Vancouver Island West)	16
School District #85 (Vancouver Island North)	7
School District #87 (Stikine)	6
School District #92 (Nisga'a)	5
<b>Grand Total</b>	<b>915</b>

## Appendix 7: Rural School Districts

The following districts meet the definition of a rural school district as outlined in the Ministry of Education's memo announcing the Rural and Remote Workforce Sustainability Fund (RRWSF) (May 25, 2017).

5	Southeast Kootenay	60	Peace River North
6	Rocky Mountain	64	Gulf Islands
8	Kootenay Lake	67	Okanagan Skaha
10	Arrow Lakes	68	Nanaimo-Ladysmith
19	Revelstoke	69	Qualicum
20	Kootenay-Columbia	70	Alberni
22	Vernon	71	Comox Valley
27	Cariboo-Chilcotin	72	Campbell River
28	Quesnel	73	Kamloops/Thompson
46	Sunshine Coast	74	Gold Trail
47	Powell River	75	Mission
48	Sea to Sky	78	Fraser-Cascade
49	Central Coast	79	Cowichan Valley
50	Haida Gwaii/Queen Charlotte	81	Fort Nelson
51	Boundary	82	Coast Mountains
52	Prince Rupert	83	North Okanagan-Shuswap
53	Okanagan Similkameen	84	Vancouver Island West
54	Bulkley Valley	85	Vancouver Island North
57	Prince George	87	Stikine
58	Nicola-Similkameen	91	Nechako Lakes
59	Peace River South	92	Nisga'a



## Appendix 8: Remote Schools and School Districts

### Schedule A to Provincial Letter of Understanding No. 5 Re: Teacher Supply and Demand Initiatives

#### Schedule A - List of Approved School Districts or Schools

School Name	Town/Community
<b>05 - Southeast Kootenay (only part of district approved)</b>	
Jaffray Elementary	Jaffray
Grasmere	Grasmere
Elkford Secondary School	Elkford
Rocky Mountain Elem School	Elkford
District Learning Centre - Elkford	Elkford
Sparwood SS	Sparwood
Frank J Mitchell	Sparwood
Mountain View Elementary	
Fernie Sec School	Fernie
Isabella Dickens	Fernie
District Learning Centre - Fernie	Fernie
District Learning Centre - Sparwood	Sparwood
<b>06 - Rocky Mountain (entire district approved)</b>	
<b>08 - Kootenay Lake (entire district approved)</b>	
<b>10- Arrow Lake (entire district approved)</b>	
<b>20 - Kootenay Columbia (entire district approved)</b>	
<b>27 - Cariboo Chilcotin (only part of district approved)</b>	
Anahim Lake	Anahim Lake
Tatla Lake Elem and Jr Sec	Tatta Lake
Forest Grove Elementary	
Alexis Creek	Alexis Creek
Likely Elem	Likely
Naghatanqued Elem	Nemiah
Dog Creek Elem Jr Sec	Dog Creek
Big Lake Elem	Big Lake
Bridge Lake Elem	Bridge Lake
Horsefly Elem	Horsefly
Buffalo Creek Elem	Buffalo Creek
<b>28 - Quesnel (only part of district approved)</b>	
Narcosli Elem	Narcosli
Red Bluff Elem	
Nazko Valley Elem	Nazko
Wells Elem	Wells
Kersley Elem	Kersley

Lakeview Elem	Lakeview
Barlow Creek Elem	Barlow Creek
Parkland Elem	Moose Heights
Bouchie Lake	Bouchie Lake
<b>47 - Powell River (only part of district approved)</b>	
Texada Elem	Texada Island
Kelly Creek Elem	
<b>49 - Central Coast (Entire District)</b>	
<b>50 - Haida Gwaii/Queen Charlotte (Entire District)</b>	
<b>51 - Boundary (only part of district approved)</b>	
Beaverdell Elementary	Beaverdell
Big White Elementary	Big White
Christina Lake Elementary School	
Dr. DA Perley Elementary School	
Grand Forks Secondary School	Grand Forks
Greenwood Elem	Greenwood
John A Hutton Elementary School	
Midway Elementary	Midway
Boundary Central Secondary	Midway
West Boundary Elem	Rock Creek
<b>52 - Prince Rupert (Entire District)</b>	
<b>54 - Bulkley Valley (entire district approved)</b>	
<b>57 - Prince George (only part of district approved)</b>	
Dunster Elem	Dunster
Mackenzie Elem	Mackenzie
Mackenzie Secondary	Mackenzie
Morfee Elem	Mackenzie
McBride Sec	McBride
McBride Elem	McBride
Hixon Elem	Hixon
Giscome Elem	Giscome
Valemount Secondary	Valemount
Valemount Elementary	Valemount
<b>59 - Peace River South (Entire District)</b>	
<b>60 - Peace River North (Entire District)</b>	
<b>64 - Gulf Islands (only part of district approved)</b>	
Saturna Elementary	Saturna
<b>69 - Qualicum (only part of district approved)</b>	
False Bay School	Lasqueti
<b>70 - Alberni (only part of district approved)</b>	
Bamfield	Bamfield
Wickanninish	Tofino

Ucluelet Elem	Ucluelet
Ucluelet Sec	Ucluelet
<b>72 - Campbell River (only part of district approved)</b>	
Surge narrows	Read Island
Sayward Elem	Village of Sayward
Cortes Island	Cortes island
<b>73 - Kamloops/Thompson (only part of district approved)</b>	
Blue River Elem	Blue River
Vavenby Elem	Vavenby
Brennan Creek	Brennan Creek
<b>74 - Gold Trail (only part of district approved)</b>	
Gold Bridge Community	Gold Bridge/ Bralorne
Sk'il' Mountain Community	Seton Portage/South Shalalth/Shalalth
Lytton Elementary	
Kumsheen Secondary	
Venables Valley Community	Venables Valley
Cayoosh Elementary	Lillooet/Pavilion/ Fountain/Band Communities
George M. Murray Elementary	Lillooet/ Pavilion / Fountain/Band communities
Lillooet Secondary	Lillooet / Pavilion / Fountain/Band communities
<b>81 - Fort Nelson (Entire District)</b>	
<b>82 - Coast Mountain (Entire District)</b>	
<b>84 - Vancouver Island West (entire district approved)</b>	
<b>85 - Vancouver Island North (Entire District)</b>	
<b>87 - Stikine (Entire District)</b>	
<b>91 - Nechako Lakes (Entire District)</b>	
<b>92 - Nisga'a (Entire District)</b>	
<b>93 - Conseil Scolaire Francophone (only part of district approved)</b>	
Ecole Jack Cook	Terrace

