



North Vancouver
Teachers' Association

NVTA Budget Priorities

April 5, 2022



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Teachers' Association

Significant Increases to:

Counselling
Learning Support Teachers (LSTs)
Teaching Resources

Counselling

- ❖ There has been a significant impact of the pandemic on mental health, but this increased need has not led to increased staffing
- ❖ Increased staffing is needed for a trauma-informed approach, not only training and increased awareness

Counselling

- ❖ The preliminary staffing allocation for counselling for the 2021/22 year for the Districts' 26 elementary schools and approximately 9240 elementary students this year was 7.5 FTE.
- ❖ This meant that there was approximately one counsellor at the elementary level allocated for every 1232 elementary students.
- ❖ An additional 4.4 FTE was allocated through the Special Needs Schools Committee; however, this is meant to supplement already sufficient staffing

Counselling

- ❖ Our counsellor colleagues are amazing, but also do more than any person could realistically be asked to fit into a day.
- ❖ Our students need a much higher allocation of counselling at the elementary level than what is in the collective agreement, and waiting for a change at the provincial bargaining table is not supportive of the mental health and well-being of staff and students.

LSTs

- ❖ Our LSTs, like Counsellors, are staffed under a district ratio bargained thirty years ago. Again, the staffing is done to ratio, but the ratio does not speak to caseload for LSTs or student need in any way
- ❖ Significant unfilled vacancies in LST. This school year alone, there have been six elementary schools with 5.0 FTE total that have had LST postings that have gone unfilled since September

LSTs

- ❖ When the LAC and LST jobs were combined, there was a significant attrition. Many trained LAC teachers did not wish to do the combined duties, and vice versa, and so these teachers chose to leave their specialist position.
- ❖ We have a high number of teachers with graduate level training in Inclusive Education who currently teach in a classroom.
- ❖ The District has struggled to maintain LST staffing since the LST role became a combined one, and the attrition from this role, as well as positions going unfilled continues to be significant.

Teaching Resources

- ▶ A wide variety of updated resources are needed in schools.
- ▶ Teachers cannot reasonably find all the resources needed simply by searching the internet and those resources they can find are not the high quality, purpose-made, audience appropriate resources that can be purchased.
- ▶ Beyond the subject based lessons, updated resources support teachers to meaningfully incorporate important social justice learning.

Resources

- ▶ Textbooks - include extensive supports
- ▶ On-line resources
- ▶ Library books
- ▶ Classroom books
- ▶ Teacher Guides
- ▶ Resource kits - locally developed
 - ▶ Subject specific
 - ▶ Issue Specific

How do the presented priorities fit with the strategic plan?



Student-Centred Education



Innovative Instruction



Welcoming and Inclusive Culture



Mental Health and Well-Being



Truth, Healing and Reconciliation



Environmental Stewardship