

NOTICE OF MEETING

Vancouver School Board
Secretary-Treasurer's Office
October 21, 2020

Personnel Committee

Estrellita Gonzalez
Barb Parrott
Carmen Cho
Oliver Hanson

Suzanne Hoffman, Superintendent of Schools
J. David Green, Secretary Treasurer

Notice of Meeting

A Meeting of the **Personnel Committee** will be held on Teams Live Broadcast on **Wednesday, October 21, 2020 at 6:30 pm**

Trustees:	Fraser Ballantyne Lois Chan-Pedley Janet Fraser	Jennifer Reddy Allan Wong
Student Trustee:	Ricky Huang	
Senior Management Staff:	Carmen Batista Pedro da Silva Jody Langlois	David Nelson Rob Schindel
Reps:	Treena Goolieff, VSTA Darren Tereposky, VESTA Paul Godfrey, VASSA Ankie Carswell, VEPVPA Melissa Werfl, PASA Karen Tsang, DPAC Tim DeVivo, IUOE Cynthia Schadt, CUPE 15 Neil Munro, Trades Brent Boyd, CUPE 407 Ricky Huang, VDSC	Alt. Alyssa Reid, VSTA (Alt.) Ranjit Bains, VASSA Karen Noel-Bentley, VEPVPA (Alt) Krista Sigurdson, DPAC (Alt. 1) Sandra Bell, DPAC (Alt. 2) Tim Chester, IUOE
Other Staff:	Lorelei Russell	

COMMITTEE MEETING

PERSONNEL COMMITTEE
Wednesday, October 21, 2020 at 6:30 pm
Teams Live Broadcast and Room 114

REVISED AGENDA

The meeting is being held on the traditional unceded territory of the Musqueam, Squamish and Tsleil-Waututh Nations. The meeting is being live-streamed and the audio and visual recording will also be available to the public for viewing after the meeting. The footage of the meeting may be viewed inside and outside of Canada.

Meeting Decorum:

The Board has a strong commitment to ethical conduct. This includes the responsibility of committee members to conduct themselves with appropriate decorum and professionalism. As Chair of the Committee it is my responsibility to see that decorum is maintained. To do that I ask that:

- i. All members/delegates request to speak through the chair;
- ii. Civility towards others is maintained as stakeholder representatives and Trustees share perspectives and participate in debate;
- iii. Staff be able to submit objective reports without influence or pressure as their work is acknowledged and appreciated;
- iv. Committee members refrain from personal inflammatory/accusatory language/action;
- v. Committee members, Trustees, representatives and /staff present themselves in a professional and courteous manner.

Please see reverse for the Purpose/Function and Powers and Duties of this Committee.

- | | |
|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| 1. <u>Delegations – re: Anti-Racism Training for All VSB Employee Groups</u> | <u>Estimated Time</u> |
| 1.1 CUPE Local 15 – Warren Williams | 6:30 – 6:40 PM |
| 1.2 Thien Phan | 6:40 – 6:50 PM |
| 1.3 Meagan Baldini | 6:50 – 7:00 PM |
| 1.4 Denis Agar | 7:00 – 7:10 PM |
| 2. <u>Information Items</u> | <u>Presenters</u> |
| 2.1 Staffing and Recruitment Update | Carmen Batista, Associate Superintendent |
| 2.2 Wellness and Employee Engagement | Carmen Batista, Associate Superintendent
Lorelei Russell, Director – People Services |
| 3. <u>Discussion Items</u> | |
| None | |
| 4. <u>Items for Approval</u> | |
| 4.1 Notice of Motion: Anti-Racism Training for All VSB Employee Groups | Jennifer Reddy, Trustee |
| 5. <u>Information Item Requests</u> | |

Date and Time of Next Meeting

Wednesday, December 2, 2020 at 6:30 PM

Personnel Committee

4.1 Purpose/Function:

- 4.1.1 To ensure ongoing, appropriate recognition, and acknowledgements are provided by the Board and a productive, and caring work environment permeates the District.
- 4.1.2 To provide a forum to provide for discussion of the unintended consequences associated with personnel related Administrative Procedures, and collective agreement clauses.
- 4.1.3 To provide a forum for discussion of personnel related issues such as, but not limited, to sick leave, attendance, staff turnover/retention patterns, recruitment issues and health and safety issues.

4.2 Powers and Duties:

- 4.2.1 Annually review the Superintendent's Personnel Accountability Report including trends and issues and directions.
- 4.2.2 Recommend worthy VSB candidates to be nominated for awards and recognition external to the District.
- 4.2.3 Review section 400 "Personnel and Employee Relations" Administrative Procedures and provide feedback when warranted.
- 4.2.4 Personnel Matters Referred to the Committee by the Board:
 - 4.2.4.1 Review matters referred and make recommendations as requested.

Good Evening

My name is Warren Williams, and I have the privilege and honour to speak to you this evening on behalf of our 7000 strong Cupe Local 15 membership in support of this motion.

What is Racism?

Racism is a set of mistaken assumptions opinions and actions resulting from the belief that one group of people categorized by colour or ancestry is inherently superior to another. Racism may be present in organizational and institutional policies, programs, and practices, as well as in the attitudes and behaviour of individuals.

How does racism affect victims?

All racism is hurtful. People who are victims of racial discrimination can often feel excluded, lonely, angry, and sad.

It may make them so uncomfortable that they feel alienated and will not participate in their communities.

While I know I shouldn't need to begin my comments with these opening words, I do believe it is necessary for us all to reflect on the type of education we as providers want our students to have and experience at the VSB. But it is also incumbent upon us as citizens of the world to ensure we work as hard as we can to eliminate racism in our schools and in our communities.

I have witnessed students who don't wish to be identified in their classes as being Indigenous for fear of reprisal from other students.

No child should ever have to feel ashamed or embarrassed for their ethnicity, NOT ONE, and especially NOT ONE in the VSB.

We are overdue in bringing forward anti-racism training that specifically highlights the need for focus on anti-Black, anti-Indigenous and anti-Asian racism. Our schools are a beautiful mosaic of students that are from Black, Indigenous, Asian and many other ethnic and cultural communities, and they need our support.

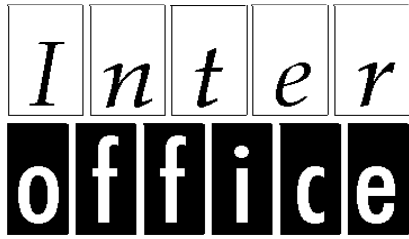
But before we can do that, we need to benefit from the expertise of individuals who can guide and teach us best practices for being better able to help our students.

I am speaking in support of this motion and a review of positions of authority throughout the VSB including senior management shows this motion is long overdue. I often have been asked the question / questions from well meaning individuals who clearly see racism as a societal stigma that works against all of us. The question can generally be compiled in one simple but complex query. "What's it like to be Black, Indigenous, Asian etcetera". It's a great question and there are many answers I think about it all the time but for the purpose of this motion I will say alienated. I would also ask what's it like to be white and would bet that most if not all of your life you have never had to think about it except when a motion like this comes forward and maybe not even then.

My challenge to you is to ask yourself that question because the answer to fighting back against racism starts with you.

Thank you for allowing me to speak before you this evening.

Warren Williams
President Cupe
Local 15



Memorandum

vancouver school board



Date: October 21, 2020

Item 2.1

TO: Personnel Committee

FROM: Carmen Batista, Associate Superintendent

RE: **Staffing and Recruitment Update**

Reference to Strategic Plan

Goal 4: Provide effective leadership, governance, stewardship.

Objectives: Effectively utilize school district resources.

Introduction

This report provides information on staffing and recruitment in the 2019-20 school year.

This report is provided for information.

Background

The Staffing and Recruitment teams in Employee Services work year-round to post and fill jobs in the District.

At the start of the 2019-20 school year, teams worked to fill vacant positions and staff schools with qualified employees across all employee groups as per usual practice. With the news of COVID-19, changes to travel, and the Provincial Health Officer declaring a public health emergency on March 17, 2020, Employee Services reacted quickly to shift hiring practices to allow them to proceed virtually.

Recruitment faced further challenges with the suspension of classes and impacts to both teaching and Student Support Worker practica in schools. Recruitment continued to interview virtually and hire candidates. Remote information sessions were offered to local student teachers. Almost 90 Education Assistant practicums (Burnaby and Langara) were postponed to this fall which delayed the hiring of Special Education Assistants and resulted in fewer applicants than in previous years.

In 2019-20, 694 new employees were hired compared to the 700 that were hired in the 2018-19 school year. In August 2020, 110 teaching jobs were posted which is slightly higher than the 91 which were posted in August 2019 and the 86 posted in August 2018. This number of postings is a significant reduction from the 290 postings in August of 2017.

Employee Services continues to focus on hiring qualified Student Support Assistants (SSA). This continues to be an area of need, primarily for on-call staff. Last year there were 168 SSA vacancies in July and August. This number of vacancies was due to an increased number of resignations and the creation of new permanent positions. In July and August of 2020 the number of vacancies decreased to 33. The District and CUPE 15 recently renewed a Letter of Understanding which enables the employer to offer continuing contracts to newly recruited employees as soon as they are hired. This recruitment strategy has helped in filling both short and long term vacancies quickly.

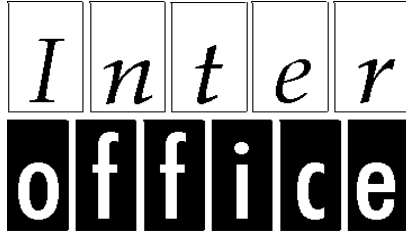
As part of the Districts continued partnerships with Burnaby Continuing Education and Langara College, we are pleased with the addition of an Indigenous Education Assistant program. Working with Burnaby Continuing Education and ACCESS (www.accessfutures.com), 14 Indigenous students are completing their Education Assistant training and are scheduled to graduate on March 1, 2021.

With the 2020-21 school year underway Employee Services continues to work closely with school administrators to identify upcoming vacancies and ensure they are filled as quickly as possible.

Conclusion

Employee Services will continue to provide staffing and recruitment updates at future Personnel Committee meetings.

This report is provided for information.



Memorandum

vancouver school board



Date: October 21, 2020

Item 2.2

TO: Personnel Committee

FROM: Carmen Batista – Associate Superintendent, Employee Services
Lorelei Russell – Director, People Services

RE: **Wellness and Employee Engagement**

REFERENCE TO STRATEGIC PLAN:

Goal 3: Create a culture of care and shared social responsibility.

Objective: Encourage and enhance practices that support cultural, emotional, physical and mental well-being for district staff.

INTRODUCTION:

The District's Well-being Strategy is intended to proactively support employees. Targeted, comprehensive well-being programs have positive impacts on health outcomes, productivity, employee engagement and improved learning environment for students.

This report is provided for information.

MENTAL HEALTH TRAINING:

The District trained twelve employees to become certified trainers to co-facilitate the four hour employee workshops or the eight hour manager version of the Working Mind.

The train-the-trainer course was held from March 9-13, 2020. It was an intensive full five day training that includes education and evaluations led by masters from the Mental Health Commission of Canada.

The final day of the training was postponed on March 13, 2020 to September 2020 due to the pandemic. A new three hour virtual training delivery module has also just been released by the Canadian Mental Health Commission which all twelve trainers will have to take for future virtual deliveries of the workshops.

The twelve trainers are:

- Two CUPE 15 members
- One IUOE 963 member
- One CUPE 407 member
- Two VESTA members
- One VSTA member
- One PASA member
- One Principal Association member
- One Director of Instruction
- Two Wellness Staff

Three dates planned during the Summer for Working Mind for Leaders workshops were all postponed due to competing priorities with the K12 Restart Plan. The first Employee Workshop is being delivered on October 23, 2020.

EDUCATION and PREVENTION

The Wellness team organized twenty-two webinars in May and June that were attended virtually by nearly 200 employees.

The topics were:

- Thinking Traps
- Boosting your Positive Outlook
- Overcoming Burnout
- Stress Relaxation Techniques
- Welcoming Change into your life
- Budgeting 101
- Mental Fitness 101 for Leaders

EMPLOYEE ENGAGEMENT

In February 2020, an Employee Wellness Sharepoint site was launched on the VSB Hub to provide a one stop shop for all the Wellness resources available for staff. By June 30, 2020 there were 20,574 visits to the site which represented 6848 unique employee ID's. During the Pandemic, information was refreshed on a weekly basis so that staff could promote topics and free apps that provided online yoga, mindfulness, meditation and exercise routines virtually. Links were also provided to COVID 19 information and highlighted Employee Family Assistance counselling services to assist employees with anxiety, fear, stress and isolation since March 17, 2020.

SUMMARY

The 2019/2020 school year Employee Annual Evaluation Report is attached for your information.

This report is provided for information.

Employee Wellness Annual Evaluation Report

July 1, 2019 to June 30, 2020



Workshops / Webinars



1169
Participants

45
sessions
hosted

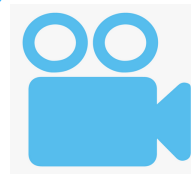
SharePoint



20574
Lifetime Visits

6848
Unique Daily Visits
New Pages Added:
*COVID-19
*LifeWorks

LifeSpeak Video Library



460
Views
(Equivalent to 36 Hours)

37 health
volumes
available

Other Wellness Programs

2019 Flu Campaign



23 Clinics
927 Vaccines provided



100% increase in vaccine uptake and
19 more clinics offered compared to
2018

Biometric Screening (NEW)



1 Clinic*
67 Health Screens

*2 clinics postponed
due to COVID-19

Employee Health Fair (NEW)



15 Workshops
14 Health organizations/vendors
1 Biometric Screening Clinic



450 Employees in
attendance
(approx)

Program Satisfaction and Feedback

"My counsellor was very sensitive to my needs, was patient, and very helpful. I was able to improve my understanding of my own thinking and behaviour patterns, and gain strategies to move forward with confidence. Thank you."
*EFAP Services User

"This workshop could not have come at a better time for me! Thank you so much, I am so appreciative!"
*Wellness Webinar Participant

"I'm thinking about how staff and admin can get together to make plans to implement changes that would help mental health of staff"
*Bill Howatt Resilience Pro-D Nov 8th Participant

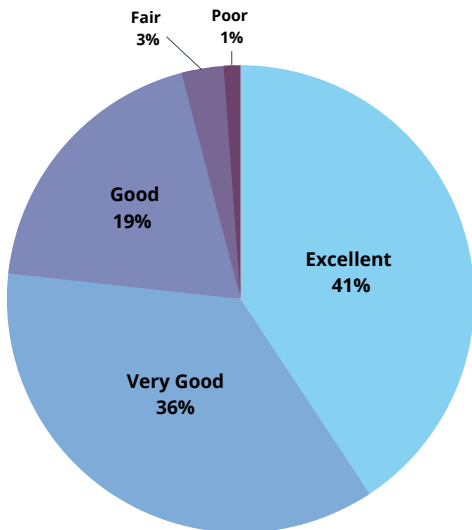
"This was one of my favourite workshops I have ever been to. It not only made me feel valued as a VSB employee knowing that my health is important but also gave me so many ideas and perspectives on so many topics."
*Feb 14th Health Fair Pro-D Participant

"Many of our staff who did not receive the flu shot in previous years did so this year because it was convenient for them."
*Flu Clinic Host

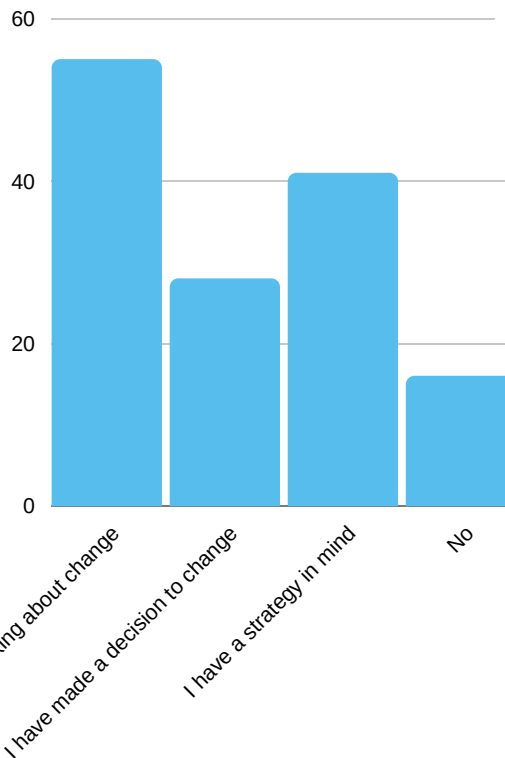
"Thank you to the VSB for providing all of these wonderful wellness workshops! I have really been enjoying them."
*Wellness Webinar Participant

I thought this would be a lot more information than it was. It was nice to know my BMI but I felt that I could have learned some of the information on my own. I was hoping for a more in depth screening but it was still nice it was offered to us."
*Biometric Screening Participant

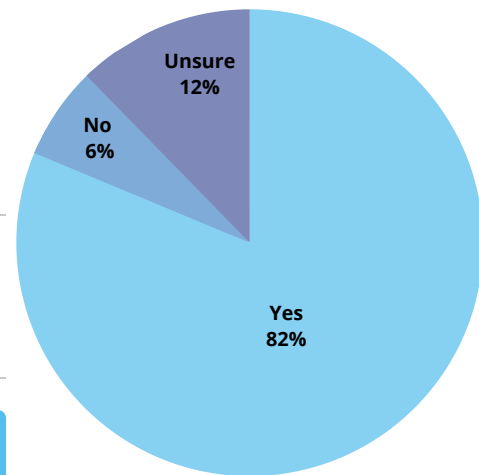
Overall, how would you rate the initiative?*



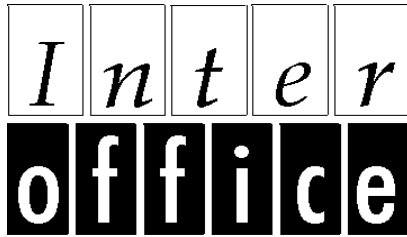
As a result of this initiative, do you plan to make any changes to your perspective, behaviour, or lifestyle?*



Would you recommend this initiative?*



*All initiatives combined



Memorandum

vancouver school board



Date: October 21, 2020
TO: Personnel Committee
FROM: Jennifer Reddy, Trustee

**Item 4.1
(Revised)**

RE: **Notice of Motion from the June 22, 2020 Board Meeting – Anti-Racism Training for All VSB Employee Groups**

The attached Notice of Motion was presented at the June 22, 2020 Board meeting. It was moved and seconded to amend the wording of the motion. It was then referred to the Personnel Committee, for consideration and feedback.

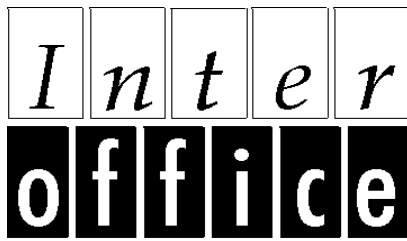
The amended wording of the motion is shown in an excerpt from the approved June 22, 2020 Board minutes as below:

That the Vancouver Board of Education engages independent experts to design and deliver anti-racism training for all educators with a focus on anti-Black, anti-Indigenous, and anti-Asian racism

And that this training be at least the equivalent of one full day of mandatory training, reference child rights, VSB policies and procedures on discrimination, hate, racism, SOGI, and incident reporting and response.

And that this training be mandatory for all employee groups in the 2020-2021 school year.

Attachment: original Notice of Motion as presented, with rationale



Memorandum

vancouver school board



Date: June 22, 2020
TO: Board of Education
FROM: Jennifer Reddy, Trustee

ATTACHMENT

RE: Notice of Motion – Anti-Racism Training for All VSB Employee Groups

REFERENCE TO STRATEGIC PLAN:

Goal 1: Engage our learners through innovative teaching and learning practices.

Goal 2: Build capacity in our community through strengthening collective leadership.

Goal 3: Create a culture of care and shared social responsibility.

Goal 4: Provide effective leadership, governance and stewardship.

PROPOSED MOTION:

That the Vancouver Board of Education engages independent experts to design and deliver anti-racism training for all educators with a focus on anti-Black, anti-Indigenous, and anti-Asian racism.

And that this training be at least one full day of professional development, reference child rights, VSB policies and procedures on discrimination, hate, racism, SOGI, and incident reporting and response.

And that this training be mandatory for all employee groups in the 2020-2021 school year.

RATIONALE:

WHEREAS Vancouver is experiencing a spike in hate and racist incidents in the midst of a global pandemic¹

WHEREAS VSB employee groups have indicated their commitment to anti-racism and desire for anti-racism professional development

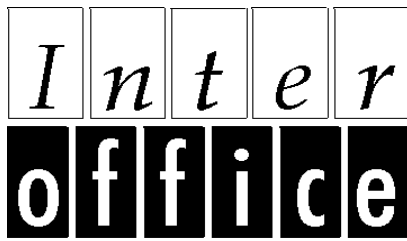
WHEREAS An intentional anti-racist stance by all VSB employees is necessary to ensure the rights and safety of students and staff

WHEREAS Children and youth who experience hate and racism in school report a higher drop-out rate² and VSB's Indigenous student drop-out rate remains high³

¹ <https://vancouversun.com/news/covid-19-vancouver-police-provide-update-on-rise-in-hate-crimes>

² Defining racism as “a series of persistent practices that systematically and unjustly allocate advantages to certain groups and individuals” (Ryan, 1998, p. 2) acknowledges both the harm that results from racism, perpetuated in the context of power imbalance, and the systematic nature of power-based racism.

³ 2019, May. Superintendent's Report. Vancouver School Board. Vancouver, BC.



Memorandum

vancouver school board



Date: June 22, 2020
TO: Board of Education
FROM: Jennifer Reddy, Trustee

ATTACHMENT

RE: Notice of Motion – Anti-Racism Training for All VSB Employee Groups

REFERENCE TO STRATEGIC PLAN:

Goal 1: Engage our learners through innovative teaching and learning practices.

Goal 2: Build capacity in our community through strengthening collective leadership.

Goal 3: Create a culture of care and shared social responsibility.

Goal 4: Provide effective leadership, governance and stewardship.

PROPOSED MOTION:

That the Vancouver Board of Education engages independent experts to design and deliver anti-racism training for all educators with a focus on anti-Black, anti-Indigenous, and anti-Asian racism.

And that this training be at least one full day of professional development, reference child rights, VSB policies and procedures on discrimination, hate, racism, SOGI, and incident reporting and response.

And that this training be mandatory for all employee groups in the 2020-2021 school year.

RATIONALE:

WHEREAS Vancouver is experiencing a spike in hate and racist incidents in the midst of a global pandemic¹

WHEREAS VSB employee groups have indicated their commitment to anti-racism and desire for anti-racism professional development

WHEREAS An intentional anti-racist stance by all VSB employees is necessary to ensure the rights and safety of students and staff

WHEREAS Children and youth who experience hate and racism in school report a higher drop-out rate² and VSB's Indigenous student drop-out rate remains high³

¹ <https://vancouversun.com/news/covid-19-vancouver-police-provide-update-on-rise-in-hate-crimes>

² Defining racism as “a series of persistent practices that systematically and unjustly allocate advantages to certain groups and individuals” (Ryan, 1998, p. 2) acknowledges both the harm that results from racism, perpetuated in the context of power imbalance, and the systematic nature of power-based racism.

³ 2019, May. Superintendent's Report. Vancouver School Board. Vancouver, BC.

VANCOUVER SCHOOL DISTRICT PERSONNEL COMMITTEE

October 21, 2020

6:30 PM

The meeting is being held on the traditional unceded territory of the Musqueam, Squamish and Tsleil-Waututh Nations.



Live-streamed

The meeting is being live-streamed and the audio and visual recording will also be available to the public for viewing after the meeting.

The footage of the meeting may be viewed inside and outside of Canada.

Meeting Decorum

The Board has a strong commitment to ethical conduct. This includes the responsibility of committee members to conduct themselves with appropriate decorum and professionalism. As Chair of the Committee it is my responsibility to see that decorum is maintained. To do that I ask that:

- i. All members/delegates request to speak through the chair;
- ii. Civility towards others is maintained as stakeholder representatives and Trustees share perspectives and participate in debate;
- iii. Staff be able to submit objective reports without influence or pressure as their work is acknowledged and appreciated;
- iv. Committee members refrain from personal inflammatory/accusatory language/action;
- v. Committee Members, Trustees, representatives and /staff present themselves in a professional and courteous manner.

Committee Roll Call

- Please all unmute
- Once your name is called please confirm your presence and mute yourself

ITEM 1.1

Delegation – CUPE Local 15

Warren Williams

ITEM 1.2

Delegation – Thien Phan

ITEM 1.3

Delegation – Meagan Baldini

ITEM 1.4

Delegation – Denis Agar

ITEM 4.1

Notice of Motion: Anti-Racism Training for all VSB Employee Groups

Jennifer Reddy, Trustee

Amended Notice of Motion at June 22, 2020 Board Meeting

The amended wording of the motion is shown in an excerpt from the approved June 22, 2020 Board minutes as below:

That the Vancouver Board of Education engages independent experts to design and deliver antiracism training for all educators with a focus on anti-Black, anti-Indigenous, and anti-Asian racism

And that this training be at least the equivalent of one full day of mandatory training, reference child rights, VSB policies and procedures on discrimination, hate, racism, SOGI, and incident reporting and response.

And that this training be mandatory for all employee groups in the 2020-2021 school year.

Proposed Changes

That the Vancouver Board of Education engages independent experts to design and deliver anti-racism training for all educators with a focus on anti-Black, anti-Indigenous, and anti-Asian racism.

And that this training be at least ~~the equivalent of~~ one full day of ~~mandatory~~ training, **including** reference child rights, VSB policies and procedures on discrimination, hate, racism, SOGI, and incident reporting and response.

And that this training be mandatory for all employee groups (teachers, support staff, principals, senior staff, trustees) in the 2020-2021 school year with a follow-up in the same year to obtain feedback and make needed changes.

QUESTIONS?

ITEM 4.1

Notice of Motion:

Anti-Racism Training for all VSB
Employee Groups

ITEM 2.1

Staffing and Recruitment Update

Carmen Batista, Associate Superintendent

Staffing and Recruitment Update

- Employee Services continues to work diligently to ensure schools are staffed with qualified employees in all areas.
- Recruitment goes on all year with peak periods. The District continues to review trends and work proactively to provide stability and ensure we have proper succession plans in place.
- The Recruitment team continued to shortlist, interview, hire and onboard throughout the Spring, Summer and into the Fall virtually and online.

Posted Teaching Jobs

	2017/18	2018/19	2019/20	2020/21
June	505	397	321	259
August	291	86	91	110
September	113	56	109	105

Posted SSA Jobs

June positions held for
displacement process

	2017/18	2018/19	2019/20	2020/21
June	37 (displaced placements)	24 (displaced placements)	27 (include displaced placements)	78 (displaced placements)
July	79	46	102	8
August	44	19	66	25
September	19	22	34	40

Posted IUOE Jobs (Custodians/Building Engineers)

	2017/18	2018/19	2019/20	2020/21
June	6	3	24	24
July	0	0	0	0
August	0	0	0	0
September	26	23	28	40

Posted IUOE Jobs (Supervision Aides)

	2017/18	2018/19	2019/20	2020/21
June	4	1	4	2
July	0	0	0	0
August	0	0	0	0
September	25	16	22	19

Teacher Resignations & Retirements July 1 to June 30

Year	Resignations				Retirements				Leaving
	Elem	Sec	Dist	Tot	Elem	Sec	Dist	Tot	
2020/21	21	9	4	34	5	4	0	9	43
2019/20	25	25	7	57	51 + 4 AE	29	3	87	144
2018/19	87 + 1AE	41	8	137	56 +2AE	23	8	89	226
2017/18	60	31	4	95	7	13	2	22	117
2016/17	62	30	6	98	73	45	10	128	226

SSA/SSB Resignations & Retirements
July 1 to June 30


Year	Resignations			Retirements			Leaving
	SSA	SSB	Total	SSA	SSB	Total	
2020/21	16	0	16	9	4	13	29
2019/20	23	2	25	16	8	24	49
2018/19	32	3	35	15	4	19	54
2017/18	81	5	86	14	4	18	104
2016/17	32	3	35	12	4	16	51

IUOE Resignations & Retirements July 1 to June 30 (Custodians/Building Engineers/Supervision Aides)

Year	Resignations			Retirements			Leaving
	Operations	Supervision Aides	Total	Operations	Supervision Aides	Total	
2020/21	2	6	8	6	7	13	21
2019/20	7	11	18	25	6	31	49
2018/19	10	11	21	23	4	27	48

Principal/Vice Principal & Exempt Resignations & Retirements July 1 to June 30

Resignations				Retirements			
Year	Principal/Vice Principal	Exempt	Total	Principal/Vice Principal	Exempt	Total	Leaving
2020/21	2	5	7	7	5	12	19
2019/20	9	4	13	12	4	16	29
2018/19	4	0	4	2	6	8	12
2017/18	5	13	18	25	5	30	48



Teacher Teaching on Call (TTOC) Update

We continue to offer, in agreement with the Vancouver Teachers Federation, permanent continuing contracts in specialty areas as needed (Special Education, French Immersion).

As of October we currently have close to 750 active TTOC's working in the District.

We continue to work with our universities to offer school practica that were delayed in the Spring due to COVID

50 interviews already scheduled for November for students in the SFU fall practicum



SSA on call

We continue to offer, in agreement with the CUPE 15, permanent continuing contracts.

As of October, we have approximately 200 on call SSA's.

We continue to work with our local continuing education programs (Burnaby/Langara) to offer school practica that were delayed in the Spring due to COVID

Approximately 50 interviews are being scheduled for November for our Burnaby EA students set to graduate

Support Staff On Call (EOC's) Update

- SSA's – 200
- Office Support – 61
- Supervision Aides – 73
- Food/Cafeteria – 20
- Custodians - 86
- This fall our First Indigenous EA program began on September 14th at Garibaldi
- Since the inception of our Burnaby partnership over 80 students have graduated and we have hired 59!

10/15/2020

Recruitment

The last out of province Career Fair was attended by the Recruitment Team on March 6th in Toronto. Since then our team has worked online and virtually for hiring. Some universities are organizing virtual Career Fairs and we did one with the University of Toronto in July.



Recruitment

July 2019- July 2020:

- 694 Employees hired (not including Summer School or Community School Programs)

Ongoing areas of need:

- French Immersion, Special Education, Student Support Assistants, ABE1's

10/15/2020

Exit information

Reasons for recent resignations include:

- Relocation (10)
- Expired work visas (2)
- Pursuing higher education (7)
- Pursued other employment (6)
- Family obligations (2)
- COVID (1)

Staff

Appreciation

THANK YOU
**Teachers and
Staff**

for all you do in building our learners of tomorrow...

10/15/2020

QUESTIONS?

ITEM 2.1

Staffing and Recruitment Update

ITEM 2.2

Wellness and Employee Engagement

Carmen Batista, Associate Superintendent
Lorelei Russell, Director – People Services

Wellness and Employee Engagement

Pre-pandemic wellness program



- Employee Wellness Framework 2019-2022
- Regular Wellness Stakeholder meetings
- Investment in Working Mind Training Program
- Health Expo with Biometric Testing
- Mindfulness, Yoga, Meditation classes
- Sun Run Team
- Keynote Speakers for Wellness Pro D workshops
- Enhanced Employee Family Assistance Program
- Attendance Support Program

Employee Wellness Sharepoint

The screenshot shows the SharePoint interface for Employee Services. At the top, there are navigation links for VSB Hub, District Departments, Education Insider, Ed Centre, and District FAQ. The main header includes the 'Employee Services' logo and a dropdown menu with options like Staffing, Employee Wellness, Payroll Alignment Project, Recruitment, Labour Relations, and Edit. Below the header, there's a 'New' button, a 'Send by email' option, and a 'Page details' link. The main content area features a banner image of pumpkins and a title 'Wellness Update - October 2020' by Ericka-Jade Mulhern. The update text mentions Mental Illness Awareness Week and Workplace Month. Below the text are three featured articles: 'Mental Health Microsite from LifeWorks: Depression, the Pandemic, A Deep Dive', 'October LifeSpeak Campaign: Mental Illness, Trauma, and Resilience', and 'Flu Vaccination Clinics are Coming to Every Worksite This Year'.

▶ <https://vsbworld.sharepoint.com/sites/EmployeeServices>

- ▶ Go to VSB HUB
- ▶ Select District Departments
- ▶ Choose Employee Services from the drop-down menu

Measurable Effectiveness



The Working Mind



Mental Health Continuum Model



Signs and Indicators

<ul style="list-style-type: none"> ▶ Normal mood fluctuations ▶ Calm/confident ▶ Good sense of humour ▶ Takes things in stride ▶ Can concentrate/focus ▶ Consistent performance ▶ Normal sleep patterns ▶ Energetic, physically well, stable weight ▶ Physically and socially active ▶ Performing well ▶ Limited alcohol consumption, no binge drinking ▶ Limited/no addictive behaviours ▶ No trouble/impact due to substance use 	<ul style="list-style-type: none"> ▶ Nervousness, irritability ▶ Sadness, overwhelmed ▶ Displaced sarcasm ▶ Distracted, loss of focus ▶ Intrusive thoughts ▶ Trouble sleeping, low energy ▶ Changes in eating patterns, some weight gain/loss ▶ Decreased social activity ▶ Procrastination ▶ Regular to frequent alcohol consumption, limited binge drinking ▶ Some to regular addictive behaviours ▶ Limited to some trouble/impact due to substance use 	<ul style="list-style-type: none"> ▶ Anxiety, anger, pervasive sadness, hopelessness ▶ Negative attitude ▶ Recurrent intrusive thoughts/images ▶ Difficulty concentrating ▶ Restless, disturbed sleep ▶ Increased fatigue, aches and pain ▶ Fluctuations in weight ▶ Avoidance, tardiness, decreased performance ▶ Frequent alcohol consumption, binge drinking ▶ Struggle to control addictive behaviours ▶ Increase trouble/impact due to substance use 	<ul style="list-style-type: none"> ▶ Excessive anxiety, panic attacks, easily enraged, aggressive ▶ Depressed mood, numb ▶ Non compliant ▶ Cannot concentrate, loss of cognitive ability ▶ Suicidal thoughts/intent ▶ Cannot fall asleep/stay asleep ▶ Constant fatigue, illness ▶ Extreme weight fluctuations ▶ Withdrawal, absenteeism ▶ Can't perform duties ▶ Regular to frequent binge drinking ▶ Addiction ▶ Significant trouble/impact due to substance use
---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------



Mental Health
Commission
of Canada

Commission de
la santé mentale
du Canada

Flu Vaccination Clinics

- ▶ 100% schools will host a clinic
- ▶ Pre-scheduled appointments
- ▶ Mandatory masks



QUESTIONS?

ITEM 2.2

Wellness and Employee Engagement

Information Item Request

Date and Time of Next Meeting

Wednesday, December 2, 2020 at 6:30 pm

Thank you for your time,

The End

