

# SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

*"Inspiring Our Students to Succeed and Make a Difference"*

**Report No: 32**

**Date:** April 15, 2019

**TO:** Chair and Members of the  
Superior-Greenstone District School Board

**FROM:** Charles Bishop, Superintendent of Education

**SUBJECT:** Proposed Elementary Teaching Staffing and Organization for September 2019

## **STRATEGIC**

**PRIORITY:** Student Achievement, Well Being, Stewardship

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### **Current Situation**

Consultation with principals regarding the staffing of elementary schools began in March with each Principal/Vice-Principal submitting potential plans for the organization of the school for the 2019-2020 academic year. These proposals were then discussed with Senior Administration and all possibilities explored. This report is based on funding information that we presently have, and as such, it is recognized that there could be changes once the funding for the next school year is made apparent, and the impacts are understood. While this report represents a spartan approach, the following principles were used to guide these discussions:

- Low pupil teacher ratio for multi-grade classrooms; an attempt to reduce the number of quadruple grades in the literacy and numeracy blocks. Where quadruple grades are necessary, scheduling the curricular areas that may be more conducive to a quadruple grade (e.g. language based subjects such as FSL and NL as they are oral in nature).
- The number of high needs students in particular classrooms.
- Ensuring that the time allocations for Special Education are precise.
- Flexibility in responding to the needs of schools that may experience an increase in enrollment in September 2019.
- The continuation of "Special Programs" (such as the Hockey Academy) to support the learning environment for students.

The recommendations put forth in this report continue to meet the cognitive, emotional and physical needs of our students. However, funding will be further analyzed in order to ensure the fiscal responsibility of this staffing proposal.

**Table 1: Projected Enrollment September 2019**

<b>Total FTE by School</b>	<b>2018-2019 March FTE</b>	<b>JK</b>	<b>SK</b>	<b>Gr. 1-3</b>	<b>Gr. 4-6</b>	<b>Gr. 7-8</b>	<b>2018-2019 Projected FTE</b>
B.A. Parker Public School	126.00	10.00	10.00	34.00	35.00	34.00	123.00
Beardmore Public School	19.00	5.00	2.00	6.00	2.00	6.00	21.00
Dorion Public School	46.00	4.00	5.00	15.00	16.00	7.00	47.00
George O'Neill Public School	145.00	16.00	15.00	40.00	42.00	39.00	152.00
Manitouwadge Public School	40.00	7.00	6.00	8.00	13.00	12.00	46.00
Margaret Twomey Public School	183.00	13.00	15.00	54.00	59.00	36.00	173.00
Marjorie Mills Public School	58.00	5.00	1.00	16.00	21.00	13.00	56.00
Nakina Public School	16.00	0.00	1.00	6.00	5.00	2.00	14.00
Schreiber Public School	52.00	6.00	4.00	16.00	21.00	10.00	57.00
Terrace Bay Public School	88.00	8.00	15.00	23.00	33.00	15.00	94.00
Total FTE	<b>773.00</b>						<b>783.00</b>
Total FTE by Grade		74.00	70.00	218.00	247.00	174.00	

Table 2 outlines the recommended classroom staffing compared to the 2018/2019 school year and Table 3 outlines the recommended Special Education, French, Native Language and Primary Planning staffing. The additional column titled "Other" represents special programs. Table 4 provides a suggested classroom configuration based on the staffing allocations in this report. This is only a suggestion as schools may decide to configure the classrooms differently.

**Table 2: Recommended Classroom Staffing for September 2019**

School	2018/2019		September 2019		
	Actual Enrollment (Mar 31/2019)	Classroom Teachers	Projected Enrollment (Oct. 31/2019)	Classroom Teachers	Change in Teachers
B.A. Parker	126.00	7.00	123.00	6.00	-1.00
Beardmore	19.00	3.00	21.00	3.00	0
Dorion	46.00	4.00	47.00	4.00	0
George O'Neill	145.00	7.00*	152.00	7.00	0
Manitouwadge	40.00	4.00	46.00	4.00	0
Margaret Twomey	183.00	10.00	173.00	9.00	-1.00
Marjorie Mills	58.00	4.50	56.00	4.50	0
Nakina	16.00	2.50	14.00	2.50	0
Schreiber	52.00	4.00	57.00	4.00	0
Terrace Bay	88.00	5.00	94.00	5.00	0
<b>Total FTE</b>	<b>773.00</b>	<b>51.00</b>	<b>783.00</b>	<b>49.00</b>	<b>-2.00</b>

**Table 3: French, Special Education Teachers, Native Language Teacher and Other Program Staff**

School	2018/2019						2019/2020						Change
	SET/EI	Primary Planning	French	Native Language /Other	Other	Total	SET/EI	Primary Planning	French	Native Language /Other	Other	Total	
B.A. Parker	2.55*++	0.57	0.38	0.5**	0	4.0	1.55	0.57	0.38	0.5**	0	3.0	-1.00
Beardmore+	0.43	0.19	0.19	0.19	0	1.0	0.43	0.19	0.19	0.19	0	1.0	0
Dorion^	0.43	0.19	0.38	0	0	1.0	0.43	0.19	0.38	0	0	1.0	0
George O'Neill	1.37++	0.76	0.57	0.57	0.23	3.5	1.00	0.63	0.57	0.57	0.23	3.0	-0.50
Manitouwadge +	0.93	0.19	0.38	0	0	1.5	0.43	0.19	0.38	0	0	1.0	-0.50
Margaret Twomey	1.50++	1.00	1.00	0	0	3.5	1.00	1.00	1.00	0	0	3.0	-0.50
Marjorie Mills	0.86	0.38	0.38	0.38	0	2.0	0.86	0.38	0.38	0.38	0	2.0	0
Nakina ***	0.12	0.19	0.19	0	0	0.5	0.12	0.19	0.19	0	0	0.5	0
Schreiber+	0.70+++	0.38	0.42	0	0	1.5	0.20	0.38	0.42	0	0	1.0	-0.50
Terrace Bay^	0.70++	0.38	0.42	0	0.5****	2.0	0.70++	0.38	0.42	0	0.5****	2.0	0
<b>Total FTE</b>	<b>8.09</b>	<b>4.23</b>	<b>4.31</b>	<b>1.64</b>	<b>2.23</b>	<b>20.5</b>	<b>6.22</b>	<b>4.10</b>	<b>4.31</b>	<b>1.64</b>	<b>1.23</b>	<b>17.5</b>	<b>-3.00</b>

\*SET includes 0.50 Teacher of the Visually Impaired.

^ (0.5 FTE) Administration Multi-Disciplinary Team Assignment in this school.

\*\*Includes other assignments qualification dependent.

\*\*\*Administration Teaching Assignment (0.5 FTE) in this school.

+Administration Teaching Assignment (0.5 FTE) in this school for 2019-2020 school year.

\*\*\*\*English as a Second Language Program

++Additional Special Education Resource Teacher (SET) Board Funded.

+++Additional Special Education Resource Teacher (SET) ETFO Funded.

Once our finances for next year are known, and should we be able, priority will be given to the restoration of Special Education staffing. Administration at BEPS, MNPS, and SCPS all have (0.5 FTE) teaching assignments for 2019-2020, representing a 0.5 FTE reduction of ETFO teaching staff in each school.

**Table 4: September 2019 Tentative Classroom Configurations**

School	Class By Grade	Numbers By Grade	Totals per Class	Projected Enrolment
<b>BA Parker</b>	JK/SK*	10/10	20	
	1/2	7/15	22	
	3/4	12/10	22	
	5/6	13/7	20	
	6/7	5/15	20	
	8	19	19	<b>123</b>
<b>Beardmore</b>	JK/SK/1	5/2/1	8	
	2/3/4	3/2/1	6	
	5/6/7/8	1/0/5/1	7	<b>21</b>
<b>Dorion</b>	JK/SK	4/5	9	
	1/2	5/7	12	
	3/4/5	3/10/2	15	
	6/7/8	4/5/2	11	<b>47</b>
<b>George O'Neill</b>	JK/SK*	16/8	24	
	SK/1	7/11	18	
	2/3	13/7	20	
	3/4	9/14	23	
	5/6	11/4	15	
	6/7	13/11	24	
	7/8	7/21	28	<b>152</b>
<b>Manitouwadge</b>	JK/SK	7/6	13	
	1/2	2/5	7	
	3/4/5	1/6/5	12	
	6/7/8	2/4/8	14	<b>46</b>
<b>Margaret Twomey</b>	JK/SK*	13/11	24	
	1	17	17	
	2	17	17	
	3	20	20	
	4	20	20	
	5/6	13/6	19	
	6	20	20	
	7	19	19	
	8	17	17	<b>173</b>
<b>Marjorie Mills</b>	JK/SK/1	5/1/5	11	
	2/3	5/6	11	
	4/5/6	4/9/4	17	
	6/7/8	4/6/7	17	<b>56</b>
<b>Nakina</b>				
	Morning	JK/SK/1/2/3	0/1/4/1/1	7
		4/5/6/7/8	0/2/3/1/1	7

Afternoon	JK/SK/1	0/1/4	5	
	2/3/4/5	1/1/0/2	4	
	6/7/8	3/1/1	5	<b>14</b>
<b>Schreiber</b>	JK/SK	6/4	10	
	1/2/3	6/4/6	16	
	4/5	10/4	14	
	6/7/8	4/6/7	17	<b>57</b>
<b>Terrace Bay</b>	JK/SK*	8/15	23	
	1/2	5/10	15	
	3/4	8/13	21	
	5/6	11/9	20	
	7/8	8/7	15	<b>94</b>

\*Classes include a Registered Early Childhood Educator (DECE)

**Administrative Recommendations**

*That, the report No. 32 entitled, "Proposed Elementary Teaching Staffing and Organization for September 2019", be received by the Board for information.*

Respectfully submitted by:

Charles Bishop  
Superintendent of Education