

## Q2 STAFFING

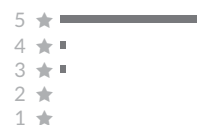
Ottawa-Carleton District School Board  
Building Brighter Futures Together @OCDSB

### Q2 What are some ways that the OCDSB could improve how we support learning and well-being?

**Inequity in staffing elementary schools vs. secondary schools needs to be addressed.**

Elementary schools are vastly understaffed as compared to the secondary panel. This needs to change given the need for smaller classes in elementary.

4.5 ★★★★★ (23 👤)



*Elementary Staff*

**Have enough staff, specialty staff, EAs etc.,**

Making lofty goals without the manpower to execute them is ridiculous

4.4 ★★★★★ (23 👤)



*Elementary Staff*

**Ensuring that absent staff are replaced**

If absent staff are not replaced then the added stress on other staff is not well-received and increases burnout and reduces school morale

4.3 ★★★★★ (23 👤)



*Elementary Staff*

**Increase in Human Resources in the schools to better support our students; EA support, Learning Resource Teachers, Psychologists and Social workers**

The demands on classroom teachers are greater and the support is weak. The concerns students and families are facing seem to be heightened.

4.3 ★★★★★ (11 👤)



*Elementary Staff*

**Ensure that ECE and EA absences are filled**  
Most ECE and EA absences are left unfilled or filled with unqualified staff. This risks student safety and is demeaning to the employees.

*Elementary Staff*

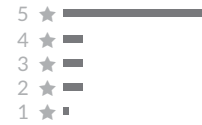
4.2 ★★★★★ (23)



**Staffing needed** Far too many unfilled vacancies across the board. Not enough ECE's, or EA's. Leaves schools scrambling.

*Elementary Staff*

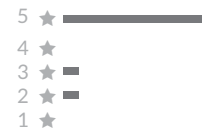
4.1 ★★★★★ (30)



**PLEASE< PLEASE sort out the supply teacher issue! Having schedules disrupted, French/Spec. Ed support constantly disappearing because teachers are cal led upon to supply is unacceptable!**

*Elementary Staff*

4.1 ★★★★★ (11)



**Review under-staffed central departments.**  
Many central admin departments are understaffed and the demands increase every year as resources decline.

*District Office and Centrally Assigned Staff*

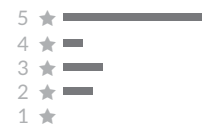
4.1 ★★★★★ (7)



**Smaller class sizes in junior grades** We can't do what the ministry tells us to do (well) and for a sustained period) with the needs of students today. smaller class = more attention.

*Elementary Staff*

4.0 ★★★★★ (23)



**Avoid subjecting students to multiple teachers when regular teacher is away for extended period. Bring in a single supply who knows material/language kids' had numerous cases over the years where teachers went on sick or parental leave. Multiple supply teachers with no regularity caused high stress**

*Elementary Parents and Guardians - 3*

4.0 ★★★★★ (18)



**Ensuring staff are replaced when absent.** This poses significant safety issues and also greatly impacts student learning.

*District Office and Centrally Assigned Staff*

4.0 ★★★★★ (18)



**Retention of teachers for a full year.** Many teachers move around during the year as full-time positions become available and this is hugely disruptive to students.

*Elementary Parents and Guardians - 1*

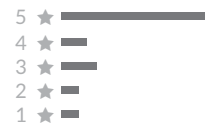
4.0 ★★★★★ (18)



**Manage the ever-expanding scope of teachers' job descriptions; they need to be healthy, truly engaged, and focused on the job.** Hire more resources to manage extracurriculars, limit class sizes, redirect senior student volunteer hours to after-school programs, engage parents.

*Secondary Parents and Guardians - 4*

3.9 ★★★★★ (27)



**Poor supports and services offered to ESL Students** We have a growing ESL population in our Board but we don't adjust and hire additional workers who can help assess (at the FRC) and teach these student

*Elementary Staff*

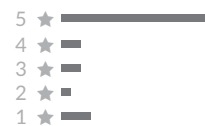
3.9 ★★★★★ (24)



**Reducing the number of teachers our students see every day in Elementary School.** Our students are literally bombarded with multiple teachers every day causing fragmentation of learning and great stress to both teachers and students

*Elementary Staff*

3.9 ★★★★★ (22)



**We need more staff - office and support** Many students out of control. Unfair that Office staff have to supervise these students. Students who do behave are afraid, and learning disrupted

*Elementary Staff*

3.9 ★★★★★ (10)



**Get staffing sorted prior to the start of school year to eliminate multiple changes to teachers for the same class** Multiple changes in staffing causes stress to children who have developed repore and leaves parents in the dark about how the child is progressing

*Elementary Parents and Guardians - 2*

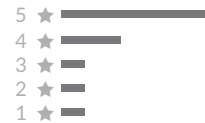
3.8 ★★★★★ (25)



**Eliminate teaching positions that are centralized. They are accessible to very few and the value of their work is negligible. The funds saved by eliminating these non school teaching positions can be used to increase staff in schools with actual needs**

*Elementary Staff*

3.8 ★★★★★ (23)



**Teacher exit interviews to inform the Board's decision-making. What organization would skip this glorious opportunity? Get front-line feedback on what helps/hinders quality of instruction, sick-leave, etc.**

*Elementary Staff*

3.8 ★★★★★ (23)



**More stable jobs for teachers; my children have had too many teachers over the last semester, as teachers bounce around trying to find stable work.**

*Elementary Parents and Guardians - 2*

3.8 ★★★★★ (18)



**The path to in school leadership positions should be transparent. We all want the best people in leadership positions**

*Secondary Staff*

3.8 ★★★★★ (17)



**ECE absences are going unfilled leaving the teacher alone with almost 30 children. ELAs are not ECEs**

*Elementary Staff*

3.8 ★★★★★ (11)



**You really need to rethink the system of assigning supply teachers. Way too often, there are no supply teachers for a given absence. Then, spec. ED and Core French teachers are pulled to fill the void. Not acceptable.**

*Elementary Staff*

3.8 ★★★★★ (9)



**Reviewing the way you prioritise spending. Kids don't need tech, they need teachers. You need more staff to meet wide range of needs.**

Kids can teach adults all we need to know about using tech. They need more staff time, more personalised attention, more course options, less tech!

*Secondary Parents and Guardians - 4*

3.7 ★★★★★ (27)



**Stop hiring so many VP/Ps to work at the Board Office. Move VP/Ps back into schools to work with students and staff** The most important work gets done where the students are. More VP help in schools (especially elementary) is much more meaningful to student success.

*Secondary Parents and Guardians - 4*

3.7 ★★★★★ (26)



**Elementary schools need more administration time.** Have vice-principal allocations increased is very important.

*Elementary Staff*

3.7 ★★★★★ (22)



**ECE positions should be compensated fairly to encourage quality candidates are hired, not just baby sitters** I think it's clear why.

*Elementary Parents and Guardians - 1*

3.7 ★★★★★ (19)



**More consistency in teachers. Too much turnover in teachers with temp contracts and backfills** The lack of consistency is especially challenging for younger students whose learning is negatively impacted and schedules are disrupted.

*Elementary Parents and Guardians - 3*

3.7 ★★★★★ (19)



**Establish a mechanism for employees to evaluate their supervisors. Have Exit Interviews.**

*District Office and Centrally Assigned Staff*

3.7 ★★★★★ (18)



**Provide greater stability in teaching staff to ensure a lower rate of turnover during a given academic year** High turnover in the classroom, especially at the early levels, has a deleterious impact upon learning outcomes in the later years

*Elementary Parents and Guardians - 2*

3.7  (14 )



**Hire more OT's!** Teachers are losing their prep time at the last minute (yes paid back but what a scramble!) this causes chaos in the kindergarten class

*Elementary Staff*

3.7  (11 )



**LTO's need to accrue benefits after 60 concurrent days as employees with the Board, not per school placement. This is important for teacher well being** Short term LTO positions do not look attractive to staff and do not get filled because there are no accrued benefits for employees for being in them.

*Elementary Staff*

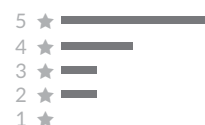
3.7  (10 )



**Additions to OT lists ESSENTIAL!** too often positions not covered, staff has to give up prep time to cover

*Elementary Staff*

3.7  (8 )



**Develop a sustainable and attainable solution to the OT shortage so educators can receive valuable PD**

*District Office and Centrally Assigned Staff*

3.7  (7 )



**Casual staff in all areas should be hired. Staff need to know that if they are ill or have a medical appointment they will be replaced. It is important that equally qualified staff replace us when we are away. Currently and for years many of us are not replaced.**

*Elementary Staff*

3.6  (30 )



**Hire more teachers as class are so very complicated and one teacher per class can't possibly meet all the needs.**

*Elementary Staff*

3.6 ★★★★★ (25 👤)



**Kids should have 1 or 2 teachers max per day. Having 4 or 5 or 6 teachers in one day is confusing and disrupting to young kids. It also makes it difficult for teachers to see who is failing**

*Elementary Parents and Guardians - 2*

3.6 ★★★★★ (25 👤)



**Put an end to hiring a teacher per so many students. That is just ridiculous as it doesn't take into account the needs of each of the students.**

*Elementary Staff*

3.6 ★★★★★ (25 👤)



**a better system for getting supply teachers to schools when and where they are needed; too often it's a scramble to cover internally**

*Elementary Staff*

3.6 ★★★★★ (24 👤)



**ECE positions can not be filled properly and we constantly have ELA's. Smaller classroom sizes and no ECE's would benefit more or go to one ECE. No ECE's or only one ECE in each class would eliminate the need to seek out an unqualified body to fill a position.**

*Elementary Staff*

3.6 ★★★★★ (22 👤)



**Examine the composition of students at each school and have principals decide their staff needs. They are the experts and they have the knowledge**

*Elementary Staff*

3.6 ★★★★★ (22 👤)



**Less teacher turn over - my JK had 9 teachers last year The teachers didn't get to know the children so how could they support their learning?**

*Elementary Parents and Guardians - 2*

3.6 ★★★★★ (12 👤)



**Better staffing** There is a lack of staff across all departments and areas. And I think all work we do will improve if staffing is improved.

*District Office and Centrally Assigned Staff*

3.6  (6 )

