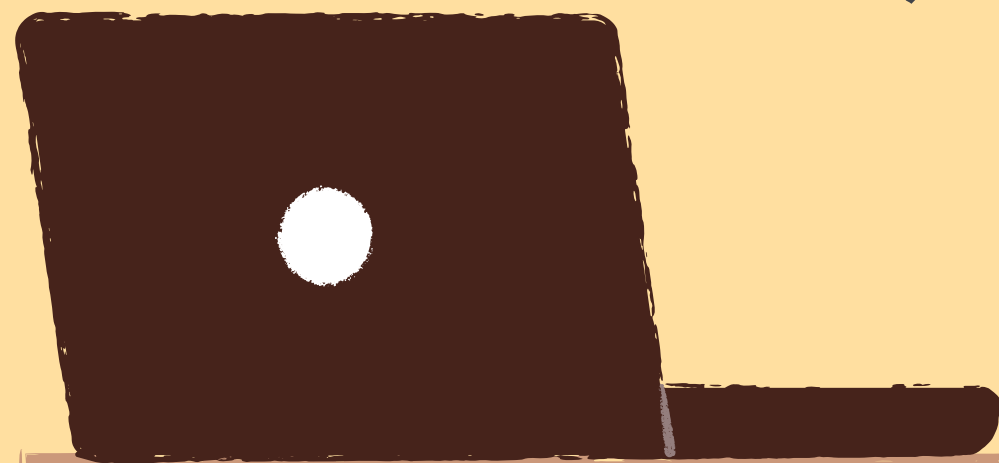


Teacher Shortage in BC

Erin, Sondra, Corey, & Zak





Trends, Challenges, & Issues



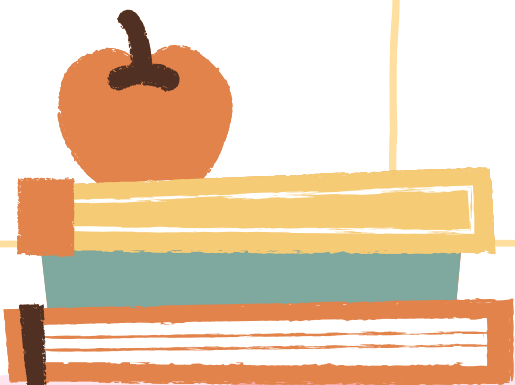
- Rural and northern districts are hit hard
 - Smaller communities often have fewer applicants
 - Multi-grade teaching environment
 - Housing, cost of living/travel distance, accessibility and support are greater
- Specialist roles are especially hard to fill
 - Districts often need learning support teachers, counsellors, French teachers, and secondary specialists
- Urban districts tend to have less severe shortages than rural districts
 - For example the greater Vancouver area receive lots of applicants compared to Northern BC



Impact on New Teachers



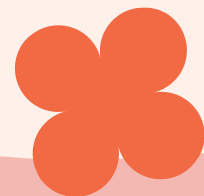
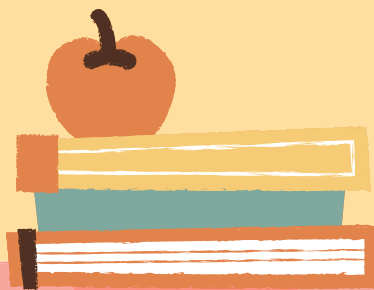
- More job opportunities, especially in rural BC districts
- May need to teach outside your strongest subject area
- Could face heavier workload if TTOCs/support staff are limited





Navigating the Shortage

- Funding programs, financial incentives, and housing assistance for rural and remote locations
- Protect workloads and establish work-life boundaries so teaching can remain sustainable
- Mentorship and support for retaining beginning teachers and supporting returning teachers
- In-house programming and expanded BC teacher training programs for remote locations, Indigenous communities, or already-working uncertified teachers and EAs to become qualified



Ideas & Questions

- How can the teaching certification and application process be streamlined to facilitate teacher recruitment?
- Is the shortage mostly about recruitment, or is it more about retention?
- Are current bonuses and incentives effectively reducing the shortage?
- What supports could help new teachers stay in the profession?
- How can districts reduce burnout for new teachers?





Thank You

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