Staffing our schools is extremely important to the lives of our students, teachers, administrators and communities. Intervention programs and school organization contributes to the positive learning environments that we celebrate in each of our schools. It is necessary to examine each school in our Board to determine staffing levels that will best meet the needs of our students and at the same time align resources to benefit our students. Our commitment to the three core priorities of the Ministry of Education; increased levels of student achievement, reducing the gap in student achievement and increased public confidence continues to be our focus as we move forward in this process.

In consultation with school administrators, the following guiding principles have been used to staff our school in September 2013:

- Low pupil teacher ratio is a major consideration when determining staffing for multi-age classrooms;
 An attempt to eliminate quadruple grades in the literacy and numeracy blocks and limit the pupil-teacher ratio to 15:1 will be a focus
- Flexibility in responding to the needs of schools experiencing an increase in enrolment in September 2013

Although there are many multiple grade classroom configurations in our elementary schools, this staffing proposal continues to meet the cognitive, emotional and physical needs of our students.

Table 1: Projected Enrolment September 2013

	Number of Bodies						
	JK	SK	Gr. 1-3	Gr. 4-6	Gr. 7-8	TOTAL	FTE
B. A. Parker Public School	18.0	8.0	56.0	42.0	35.0	159.0	146.0
Beardmore Public School	1.0	0.0	11.0	13.0	7.0	32.0	31.5
Caramat Public School	0.0						
Manitouwadge Public School	3.0	3.0	14.0	5.0	19.0	44.0	41.0
Margaret Twomey Public School	13.0	25.0	74.0	72.0	40.0	224.0	205.0
Marjorie Mills Public School	4.0	3.0	19.0	22.0	16.0	64.0	60.5
Nakina Public School	5.0	4.0	7.0	6.0	8.0	30.0	25.5
Red Rock Public School	4.0	3.0	6.0	2.0	6.0	21.0	17.5
Schreiber Public School	4.0	3.0	9.0	14.0	9.0	39.0	35.5
Terrace Bay Public School	6.0	4.0	11.0	13.0	8.0	42.0	37.0
Total FTE							724.5

Table 2 outlines the recommended classroom staffing compared to the 2012/2013 school year and Table 3 outlines the recommended Special Education and French/Primary planning staffing. 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 2013

School	2012/2	2013	September 2013			
	FTE Enrolment (Oct. 31/2012)	Classroom Teachers	FTE Enrolment (Budget)	Classroom Teachers	Change in Teachers	
B.A. Parker	154.00	8.00	146.00	8.00	0.00	
Beardmore	32.50	3.00	31.50	3.00	0.00	
Caramat	0.00	0.00	0.00	0.00	0.00	
Dorion	40.00	3.50	41.0	3.00	-0.50	
George O'Neill	85.50	6.00	84.00	5.00	-1.00	
Manitouwadge	41.50	3.50	41.00	3.00	-0.50	
Margaret Twomey	211.50	11.00	205.00	11.00	0.00	
Marjorie Mills	64.50	4.50	60.50	4.00	-0.50	
Nakina	22.50	3.00	25.50	3.00	0.00	
Red Rock	27.00	3.00	17.50	3.00	0.00	
Schreiber	35.50	3.00	35.50	3.00	0.00	
Terrace Bay	38.50	3.50	37.00	3.50	0.00	
Total FTE	753.00	52.00	724.50	49.50	-2.50	

Table 3: French, Special Education and Other Program Staffing

2012/2013 Se3226.66

School

Administrative Summary

The report entitled, Elementary Teaching Staff Proposal for September 2013" is presented to the Superior-Greenstone DSB for information.

Respectfully submitted by:

Nancy Petrick Superintendent of Education