



Memorandum

Date: September 11, 2019
To: Board of Education
From: Kevin Kaardal, Superintendent of Schools/CEO
Re: **2019 School Opening Report – Part 1**

1. RELEVANT BOARD MOTION/DIRECTION

Annual report requested by the Board.

2. BACKGROUND

This report covers the time period of July 1 through September 6, 2019 and provides an update regarding the first days of the 2019/2020 school year. There will be additional adjustments and refinements in the coming weeks, and these will be reported at the next Public Board Meeting on September 25, 2019. It is also important to note that data coming from the middle and secondary schools is subject to significant variation at this time. Elementary school enrolment information is more accurate, however, several schools still have new registration issues to resolve which will impact enrolment numbers at neighbouring schools. Once school enrolments are confirmed, individual school information will be provided.

3. SUPERINTENDENT'S COMMENTS

School Opening

All 44 schools in the District, including the new Canyon Falls Middle School, reported a smooth and orderly opening this year. Admin Council reports it has been a very positive start and commend school staffs for their efforts in preparing schools to be safe learning communities. To date, the majority of schools appear to be at or exceeding enrolment projections.

There have been issues with transportation which are being addressed.

There will still be adjustments to enrolment from the International and Adult student populations that will have a positive impact on overall enrolment. Once all of the adjustments are made, it is anticipated that the District will experience a significant overall increase in enrolment over last year.

4. INFORMATION STATEMENT

District Enrolment Trends

In the spring of 2019, the projected headcount for September 30, 2019 was 22,163, which represented an anticipated increase of 322 students from the same time last year. As of September 6, 2019, 22,297 students were registered in our system, representing an increase of 134 over projections and 456 over last year's September 30, 2018 numbers (21,841). These numbers do not include International students or Alternate Education students. Having noted this, it is important to recognize that schools are continuing to accept registrations and following up with student absences/withdrawals. A more accurate count of student enrolment will be provided in Part 2 of the 2019 School Opening Report at

the September 25th Public Board Meeting, as well as following the September 30th 1701 submission to the Ministry of Education.

International Education Program and The Welcome Centre

The Central Okanagan Public Schools **International Education Program** continues to attract students from around the world due to the outstanding efforts of our staff, our quality schools and welcoming community. The District's personalized approach to servicing our international students results in a boutique feel in a larger program. We currently have 514 fee paying students registered for the 2019/2020 school year. This number, consisting of long-term and short-term program students, represents approximately 383 FTE students. Staff are very confident that we will meet the budget target of 400 FTE for the 2019/20 school year as registrations will continue to be processed throughout the year. The students in the international program represent 34 countries and jurisdictions including: Australia, Austria, Belgium, Brazil, Chile, China, Czech Republic, Columbia, Egypt, Finland, France, Germany, Hong Kong, Italy, Jamaica, Japan, Macau, Mexico, Netherlands, New Zealand, Portugal, Republic of China (Taiwan), Republic of Korea, Russia, Slovakia, South Africa, Spain, Switzerland, Thailand, Turkey, Ukraine, United Kingdom, United States, and Vietnam.

The Central Okanagan Public Schools' **Welcome Centre** helped to settle 189 students and their families into the District and community in 2018/19, and so far this year staff have welcomed 183 students from 35 countries into Central Okanagan schools. There are currently a total of 1,228 newly-immigrated children attending Central Okanagan schools - all of whom are supported through the Welcome Centre and the Settlement Workers in Schools (SWIS) program. The Central Okanagan has become a settlement destination and has seen a steady influx of families from an ever growing number of countries around the world. We currently have students from 75 different countries attending Central Okanagan Public Schools. The countries represented include: Afghanistan, Argentina, Australia, Austria, Bangladesh, Barbados, Belgium, Brazil, Bulgaria, Burkina, Burundi, Cambodia, Chile, China, Colombia, Congo, Croatia, Cuba, Dominican Republic, Egypt, El Salvador, Ethiopia, France, Germany, Ghana, Greece, Honduras, Hong Kong, Hungary, India, Indonesia, Iran, Iraq, Ireland, Israel, Italy, Jamaica, Japan, Jordan, Kazakhstan, Lebanon, Lithuania, Malaysia, Mexico, Morocco, Nepal, Netherlands, New Zealand, Nigeria, Pakistan, Peru, Philippines, Poland, Portugal, Republic of China, Republic of Korea, Romania, Russia, Saudi Arabia, Serbia, Singapore, Slovakia, South Africa, Spain, Sri Lanka, Sudan, Switzerland, Syria, Thailand, Turkey, Ukraine, United Kingdom, United States, Venezuela, Vietnam and Zambia.

The large numbers of newly arrived students and their families are having a positive impact through the creation of a much more culturally diverse and globally aware local community. Our students, teachers and schools are enriched through the exchange of ideas and infusion of culture from around the world and Central Okanagan Public Schools benefits financially from international program revenues.

Human Resources Recruitment

The Human Resources Department has completed the initial placement of teaching staff for school start-up. To date, additional staff has been added to Anne McClymont Elementary, Shannon Lake Elementary, Peachland Elementary, École Kelowna Secondary, Okanagan Mission Secondary and George Elliot Secondary.

Staffing at the elementary, middle and secondary levels has surpassed projections. With classes starting on September 3rd, the secondary schools are still working to balance class size and composition requirements.

With the requirements for staffing outlined in the Letter of Understanding 17 with respect to District ratios, we are still working to recruit school psychologists, a resource teacher and an elementary counsellor.

During the months of May and June, a total of 302 teacher postings were filled. This summer approximately 196 full-time temporary contracts were awarded to teachers. There were 145 part-time temporary contracts and additions awarded. The majority of these temporary assignments were created due to unfilled postings or teachers taking a leave of absence for a variety of reasons (maternity and parental leaves, medical leaves, leaves to participate in job share assignments and self-funded leaves). Since September 2018, approximately 148 new teachers were hired into temporary contracts or placed on our Teachers Teaching on Call (TTOC) list. We anticipate a need to continue hiring with an emphasis on French Immersion, Learning Assistance, Resource and Counselling, as well as School Psychologists.

Our partnership with the Teacher Education Program at the University of British Columbia-Okanagan (UBC-O) continues to provide our District with high quality beginning teachers throughout K-12. We expect a graduating class of approximately 122 elementary, middle and secondary teachers in December 2019. We are currently hosting a large majority of the teacher candidates from UBC-O, as well as student teachers from the University of Victoria, Thompson Rivers University, University of Lethbridge and University of British Columbia – Vancouver.

Over the months of September and October, we will be recruiting CEA's, Bus Drivers, Student Support Service staff and Teachers.

During the 2018/2019 school year, the Human Resources Department processed:

- 405 support staff postings, which included 104 CEA postings
- 302 teacher postings during the Spring staffing period
- 44 Principal and Vice-Principal changes (retirements, resignations, appointments, reassignments)

The selection process for the following senior staff and management positions were concluded:

- Secretary-Treasurer
- Human Resources Manager (2)
- Executive Assistant to the Secretary-Treasurer/CFO
- Executive Assistant to the Deputy Superintendent
- International Homestay Coordinator

We now employ close to 3,400 employees (head count) which includes 37 senior staff, 92 administrators (Principals/Vice-Principals), 1,727 teachers/teachers teaching on call and 1,521 support staff. Hiring teachers teaching on call or Certified Education Assistants for vacant positions is continuing.

Financial

The external auditors have concluded their year-end review of the District's financial reports. The fiscal and accounting and control processes were once again found to be comprehensive and appropriate.

Facility Updates

Throughout the summer season, the Operations Department completed a substantial number of projects. This work was in addition to normal summer clean-up that took place at every school in the District. During this same period, routine maintenance of facilities, grounds and custodial summer cleaning was carried out. Highlights of the summer projects include:

- Student Support Services Handicap Requirements – various locations
- Boiler replacements at South Kelowna Elementary, Anne McClymont Elementary and Chief Tomat Elementary
- Exterior façade upgrades at École Glenmore Elementary, South Rutland Elementary and École Dorothea Walker Elementary

- Link renovation between the School Board Office and Hollywood Road Education Services
- Indigenous portable installation at South Rutland Elementary
- 2 Sanitary Product Dispensers at all middle and secondary schools
- 5 new portables:
 - 2 to Mount Boucherie Secondary
 - 2 to École Dr. Knox Middle
 - 1 to Constable Neil Bruce Middle
- 5 portable moves:
 - 1 to Black Mountain Elementary
 - 1 to Rutland Middle
 - 2 to Springvalley Middle
 - 1 to Constable Neil Bruce Middle
- 5 new reconfigurations/upgrades completed at:
 - Quigley Elementary – classroom reconfiguration
 - Rutland Senior Secondary – Foods room upgrade
 - Rutland Senior Secondary – Music room design
 - Davidson Road Elementary – Office upgrade
 - Mount Boucherie Secondary School – Phase 2 Washroom Upgrade
- Installation of Gaga Ball Pits:
 - École Dr. Knox Middle
 - École Glenrosa Middle
 - Hudson Road Elementary
- Playground Updates:
 - Shannon Lake Elementary
 - Rutland Elementary
- Roof and Roof Top Unit Replacements:
 - École Glenrosa Middle
 - Rutland Middle
 - École Kelowna Secondary
- Portable Roof Replacements:
 - Black Mountain Elementary
 - Rutland Middle
 - Springvalley Middle
 - Constable Neil Bruce Middle
 - École Casorso Elementary
 - Hudson Road Elementary
- Propane to Natural Gas change at 3 schools
- Hot Water Tank replacements at 5 schools
- Patch Panel Upgrades at 3 schools

Transportation

A separate update on Transportation will be provided.

5. NEXT STEP

An update will be provided at the next meeting of the Board of Education on September 25, 2019.

6. APPENDIX

None.