

Staffing Analysis and Comparison Langley and Similar Districts

* data prepared by the Ministry of Education

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Staffing Analysis and Comparison - Langley and Similar Districts

When staff presented our Deficit Elimination Plan Ministry staff raised the issue of where we stood in staffing compared to similar districts. On their own, Ministry staff prepared a staffing analysis and provided it to the District for the years 2002-2008. At our request they recently added 2009-10 once that information was available in late November.

The following districts were used to form the subset:

SD23 – Central Okanagan	SD34 - Abbotsford
SD36 – Surrey	SD37 - Delta
SD38 – Richmond	SD39 - Vancouver
SD41 – Burnaby	SD43 - Coquitlam
SD61 – Greater Victoria	

The source of information is Form 1530 from the Funding Allocation system.

CONCLUSIONS

Conclusions that Ministry of Education staff have brought to our attention:

- The district's enrolment has steadily declined from 19,260 FTE (Full Time Equivalents) in 2002, to 18,153 FTE in 2009, a decline of 1,107 FTE or 5.7 percent of enrolment.
- Although the district had lost more than 1,100 FTE students, it had more teachers in place in 2008 than in 2002 – 1062 FTE compared to 999 FTE. In 2009 the district reported a reduction of 16.9 FTE teaching staff.
- In 2009 the district had 83.5 FTE administrators, six less than the previous year. The district has more administrators compared to similar sized districts. In the current year there has been a reduction of three administrative positions.
- In 2009 the district had 39 FTE 'excluded' professional staff, a level comparable to other districts. This group, made up mostly of non-educational staff, who perform managerial functions, was scaled back to 2006 levels by 2009, and has been reduced in the current year as well.
- The number of support staff in the district has been nearly constant since 2002, even though student numbers have declined by more than 1,100 FTE in the same period. Langley had about 50 FTE more support staff employed in 2009 than similar sized districts. The 2009 data was collected after the support staff reductions due to cancellation of the Annual Facilities Grant.
- Compared to similarly sized districts Langley has about 11 more educational assistants.
- Comparing Langley School District's 2009 staffing levels to a subset of similar sized districts, Langley has almost 77 FTE more staff. Staff increases that the district made in 2008 were reversed in 2009, resulting in 1,865 FTE employed by the district, 30 less than the previous year. However, the district had 143 FTE more staff in 2009 than in 2004, even though enrolment declined by nearly 600 FTE over the same period.

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A comparative summary of staffing levels to students for School District No. 35 Langley, the Province, and a subset of school districts with similar enrolments from 2002 to 2009 is provided in the tables below.

Teachers

	2002	2003	2004	2005	2006	2007	2008	2009
Student/Teacher Ratio								
SD 35	19.28	19.23	19.18	18.77	17.73	17.55	17.16	17.36
Province	18.41	18.53	18.39	17.95	17.40	17.33	17.31	17.42
Subset	18.28	18.39	18.22	17.82	17.36	17.36	17.36	17.35

Total FTE Teachers

SD 35	998.90	992.64	977.62	997.22	1,038.79	1,046.39	1,062.26	1,045.96
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of Teachers SD 35 requires to provide an identical level of service:

Province	1,046.27	1,029.86	1,019.65	1,043.23	1,058.29	1,059.99	1,052.87	1,042.28
Subset	1,053.57	1,038.16	1,028.95	1,050.47	1,060.64	1,058.00	1,050.05	1,046.42

SD 35 Over/(Under) serviced in terms of FTE Teachers

Province	(47.37)	(37.22)	(42.04)	(46.00)	(19.51)	(13.60)	9.39	3.69
Subset	(54.68)	(45.53)	(51.34)	(53.25)	(21.85)	(11.62)	12.21	(0.46)

Administrators

	2002	2003	2004	2005	2006	2007	2008	2009
Student/Administrator Ratio								
SD 35	207.90	204.78	205.91	209.03	200.80	203.36	203.83	217.47
Province	221.81	222.64	221.66	215.37	204.53	202.57	201.74	204.48
Subset	259.05	262.43	259.78	255.47	246.80	246.17	246.17	245.43

Total FTE Administrators

SD 35	92.64	93.21	91.05	89.57	91.72	90.31	89.43	83.47
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of Administrators SD 35 requires to provide an identical level of service:

Province	86.83	85.73	84.58	86.93	90.04	90.67	90.35	88.78
Subset	74.35	72.74	72.17	73.29	74.62	74.61	74.05	73.96

SD 35 Over/(Under) serviced in terms of FTE Administrators

Province	5.81	7.48	6.47	2.64	1.68	(0.35)	(0.92)	(5.31)
Subset	18.29	20.48	18.88	16.28	17.10	15.71	15.38	9.51

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Other Professionals

	2002	2003	2004	2005	2006	2007	2008	2009
Student/Other Professionals Ratio								
SD 35	535.00	502.31	488.25	492.70	472.22	437.29	416.98	465.47
Province	378.46	376.80	391.39	368.39	344.50	333.15	331.09	331.41
Subset	545.50	594.85	584.63	559.16	520.69	516.94	516.94	531.49

Total FTE Other Professionals

SD 35	36.00	38.00	38.40	38.00	39.00	42.00	43.71	39.00
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of Other Professionals SD 35 requires to provide an identical level of service:

Province	50.89	50.66	47.90	50.82	53.46	55.13	55.05	54.78
Subset	35.31	32.09	32.07	33.48	35.37	35.53	35.26	34.16

SD 35 Over/(Under) serviced in terms of FTE Other Professionals

Province	(14.89)	(12.66)	(9.50)	(12.82)	(14.46)	(13.13)	(11.34)	(15.78)
Subset	0.69	5.91	6.33	4.52	3.63	6.47	8.45	4.84

Support Staff

	2002	2003	2004	2005	2006	2007	2008	2009
Student/Support Staff Ratio								
SD 35	47.90	48.10	48.19	46.69	44.94	45.92	45.51	45.38
Province	51.26	53.36	52.13	50.34	49.54	48.57	47.93	47.48
Subset	54.55	55.90	55.01	53.75	53.91	53.59	53.59	52.16

Total FTE Support Staff

SD 35	402.09	396.81	389.06	400.97	409.78	399.99	400.50	399.99
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of Support Staff SD 35 requires to provide an identical level of service:

Province	375.73	357.75	359.63	371.91	371.72	378.15	380.29	382.37
Subset	353.07	341.47	340.85	348.34	341.64	342.72	340.15	348.04

SD 35 Over/(Under) serviced in terms of FTE Support Staff

Province	26.36	39.05	29.43	29.06	38.06	21.84	20.21	17.61
Subset	49.01	55.34	48.21	52.62	68.14	57.26	60.35	51.94

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Educational Assistants

	2002	2003	2004	2005	2006	2007	2008	2009
Student/Educational Assistants Ratio								
SD 35	90.51	85.92	82.93	73.67	67.44	63.31	60.95	61.26
Province	84.26	81.41	78.74	72.90	67.81	65.02	60.94	60.19
Subset	91.38	87.93	84.95	77.67	72.67	69.47	69.47	63.56

Total FTE Educational Assistants

SD 35	212.80	222.17	226.07	254.14	273.09	290.12	299.05	296.35
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of Educational Assistants SD 35 requires to provide an identical level of service:

Province	228.58	234.46	238.12	256.84	271.59	282.46	299.09	301.59
Subset	210.76	217.08	220.70	241.06	253.41	264.38	262.40	285.61

SD 35 Over/(Under) serviced in terms of FTE Educational Assistants

Province	(15.78)	(12.28)	(12.06)	(2.70)	1.50	7.66	(0.04)	(5.24)
Subset	2.03	5.09	5.36	13.08	19.68	25.74	36.65	10.73

All Staff

	2002	2003	2004	2005	2006	2007	2008	2009
Student/All Staff Ratio								
SD 35	11.05	10.95	10.89	10.52	9.94	9.83	9.62	9.73
Province	10.77	10.85	10.71	10.35	9.98	9.84	9.71	9.71
Subset	11.15	11.22	11.06	10.72	10.43	10.35	10.35	10.15

Total FTE All Staff

SD 35	1,742.43	1,742.83	1,722.19	1,779.90	1,852.37	1,868.81	1,894.95	1,864.77
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of All Staff SD 35 requires to provide an identical level of service:

Province	1,788.30	1,758.46	1,749.89	1,809.73	1,845.10	1,866.40	1,877.66	1,869.80
Subset	1,727.07	1,701.54	1,694.74	1,746.65	1,765.68	1,775.25	1,761.90	1,788.20

SD 35 Over/(Under) serviced in terms of FTE All Staff

Province	(45.87)	(15.63)	(27.69)	(29.83)	7.27	2.41	17.29	(5.02)
Subset	15.36	41.29	27.45	33.25	86.69	93.56	133.05	76.57

Notes:

Subset refers to average ratios for districts 23, 34, 36, 37, 38, 39, 41, 43, 44 and 61

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combined, which are each similar in student population size to SD 35.

Sources: Form 1530, Funding Allocation System.