



September 28, 2017

Dear Parents/Guardians:

As you are likely aware, there have been challenges around the province, as well as here in Langley, securing permanent, qualified teachers for some positions. In Langley, we have local teacher contract language that existed prior to 2001 that is unique and the District is working within those constraints to meet contractual obligations that have been recently reinstated in the province. We appreciate your patience as we work through this process.

Every student in Langley is being taught by a qualified teacher though, in some cases, a permanent teacher may not yet be placed. In these cases, measures have been put in place to facilitate student learning and mitigate disruption, including placement of District Teachers in classrooms, reaching out to retired teachers to temporarily cover classes and utilizing administrators in the classroom.

Teaching positions that have proven especially challenging to fill include French Immersion, Trades, Special Education as well as secondary Math and Science. Competition for qualified teachers is at an all-time high as districts around the province vie for teachers but our Human Resources Department continues to actively recruit applicants and fill postings daily.

Restored local contract language has resulted in over 140 new teaching positions in Langley, in addition to the challenges presented by year-after-year growth in student enrolment that continues to exceed expectations. To put that into perspective, there have been 966 postings to date this year, while there were 692 for all of last year. Recruitment efforts include maintaining close relationships with teacher training programs at universities and attending job fairs across the country, postings on 'Make a Future' (an online teacher position posting site) and social media advertising in select markets to attract qualified applicants.

Again, thank you for your patience as District Human Resources staff and local school administrators work diligently to find permanent solutions to placement deficiencies. If you have any questions or concerns, please contact your school principal.

Sincerely,

A handwritten signature in black ink that reads "Gord Stewart". The signature is written in a cursive style with a large, stylized "S" at the end.

Gord Stewart  
Superintendent of Schools