

# BCTF Research Report

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SECTION IV  
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## Teacher-Administrator ratios: A decade of change

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This research report examines changes in FTE teachers, FTE administrators, and teacher-administrator ratios, drawing on two data sources over two time periods.

The Ministry of Education collects statistics about administrators from two different data sources. Teacher Statistics<sup>1</sup>, an annual report published by the ministry uses data collected in Forms 2001 and 2003. Form 1530: FTE Employees by Program<sup>2</sup> collects data to assist school districts in planning staffing levels and for budgeting purposes. Administrators are defined differently in each data collection form. Each of these measures provides unique insights into changes in the employment of school-based and district-level administrators.

### Change in teachers and administrators over the last five years (2004–05 to 2008–09)

#### Teacher Statistics

The Ministry of Education collects data as of September 30 of each school year on the characteristics of public school educators. Form 2001 collects data on age, gender, type of teaching certificate and years/months of teaching experience. Form 2003 collects data used to calculate average salaries (basic and with allowances) for each educator type (Director of Instruction, Principal and Vice-principal, District Office based Teachers, and School-based Teachers). Each year, the BC Ministry of Education publishes a five-year summary of educator data called Teacher Statistics.

The report provides employment statistics on teachers, administrators, and educators, including FTE and full-time/part-time employment, age, years of experience, and average salary. The glossary in Teacher Statistics provides detailed definitions of which positions are included within teacher and administrator categories.

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<sup>1</sup> Ministry of Education. Teacher Statistics: 2004/05 – 2008/09, Full-year summary report. January 2009. Published report using data collected in Form 2001: Public school Educator information as at September 30 and Form 2003: Report on Educator salaries as at September 30.

<sup>2</sup> Ministry of Education. Form 1530: FTE employees by program. Staff by year and program code: 1997/98 – 2007/08.

A teacher is defined as:

a person who has a valid BC teaching certificate and is employed by a school board to provide an educational program to students or to administer or supervise the provision of an educational program to students.

The category “Teachers” includes “Regular Teachers, Department Heads, and Teachers who have administration duty (but are not Department Heads). Teachers may be employed in more than one district; therefore, the total number of teachers reported at the provincial level may exceed the actual number of teachers in the province.”

Administrators, referred to as Principals, Vice-Principals, and other District Administrative Staff, include Director of Instruction, Supervisor of Instruction, Teacher Consultant, Co-ordinator, Helping Teacher, Other Instructional Support, Testing & Assessment - Professional Staff, Principal, and Vice-Principal.

### **Trend toward hiring more administrators relative to teachers**

Table 1 (Appendix) shows changes in FTE teachers, FTE administrators, and the teacher-administrator ratio between 2004–05 and 2008–09 by district, based on the data in Teacher Statistics. Data was not available for two school districts (Central Coast and Nisga’a).

An analysis of this data reveals a shift toward the employment of administrators (+ 7.1%) relative to teachers (+ 0.8%) over the last five years. Between 2004–05 and 2008–09, FTE teaching positions decreased in 39 districts and increased in 19 districts. Over the same period, employment of administrators increased in 40 districts, decreased in 15 districts, and remained the same in 3 districts.

Table 1 also shows the change in the teacher-administrator ratio between 2004–05 and 2008–09. A decrease in the ratio means there are fewer teachers for each administrator. This provides the clearest measure of the relative increase (decrease) of administrators to teachers over the time period. The data shows a clear trend towards the hiring of administrators. Since 2004–05, the teacher-administrator ratio decreased in 42 districts and increased in 16 districts.

### **Form 1530 data shows changes in school-based and district administrators between 2001–02 and 2007–08**

#### **Form 1530: FTE Employees by Program**

The Ministry of Education also collects data from schools using Form 1530 to document the FTE staffing level of teachers, administrators, other professionals, education assistants, and support staff. These figures reflect staffing levels as at September 30 of the relevant year. Temporary employees who are replacing regular employees are not included. This data is available up to 2007–08.

Two of the Form 1530 staffing categories relate to administrators, each capturing a different aspect of educational administration.

#### **Principals and Vice-Principals (AOs)**

The first category is Principals and Vice-Principals (Administrative Officers – AOs). The Ministry of Education instructions for completion of Form 1530 define this category to include all staff who hold a valid certificate or qualification or a Letter of Permission and who are

employed by a Board under an Administrative Officer contract, such as Principals, Vice-Principals, and Directors of Instruction.

Table 2 (Appendix) shows the change in teachers and AOs between 2001–02 and 2007–08 by district, based on the Form 1530 data. An analysis of this data confirms the shift toward the employment of Principals and Vice-Principals (AOs) relative to teachers over the last decade.

Table 2 shows that FTE teachers decreased by 5.94% over the seven-year period while FTE AOs increased by 0.33%. As a result, the teacher-administrator ratio decreased in 48 districts and increased in 12 districts.

### **Other Professionals (includes district administrators)**

The second category is Other Professionals. This group of employees includes district-level administrators, defined in the ministry instructions as Superintendents, Assistant Superintendents, Secretary-Treasurers, Trustees, and any other board employee who is excluded from a union agreement.

Table 3 shows changes in FTE Teachers, Principals and Vice-Principals (AOs), and Other Professionals (OPs) between 2001–02 and 2007–08 for the province. As this table compares employment changes between 2001–02 and 2007–08, it captures the impact of regressive educational policies on job loss among educators early in the decade.

Almost 2,000 FTE teaching positions were lost over seven years, most of them between 2001–02 and 2003–04. While there was a significant loss of both teaching and administrative positions early in the decade, Table 3 shows that Principals and Vice-Principals (AOs) recovered these lost positions by 2007–08 while teachers did not. Table 3 also shows that employment of district-level administrators (OPs) increased significantly more than school-based administrators (AOs) between the years 2001–02 and 2007–08.

Other Professionals are not included in the usual calculations of teacher-administrator ratios. Table 3 shows the teacher-administrator ratio would be considerably lower in 2007–08 were this group of district-level administrators included (11.69 vs. 7.27).

**Table 3: Change in FTE Teachers, Principals and Vice-Principals (AOs), and Other Professionals (OPs)**

	Number of Employees				Teacher-administrator ratios	
	Teachers*	Principals and Vice-Principals (AOs)	Other Professionals (OPs)	AOs and OPs	AOs only	AOs and OPs
<b>2001–02</b>	33,275.44	2,668.43	1,562.61	4,231.04	12.47	7.86
<b>2007–08</b>	31,298.78	2,677.17	1,627.79	4,304.96	11.69	7.27
<b>Change</b>	<b>- 1,976.66</b>	<b>+ 8.74</b>	<b>+ 65.18</b>	<b>+ 73.92</b>	<b>- 0.78</b>	<b>- 0.59</b>

Source: BCTF Research calculations with data from: Ministry of Education. Form 1530: FTE employees by program. Staff by year and program code: 1997/98 – 2007/08.

\*2001-02 figures for FTE teachers include PCA trust positions.

## What does the future hold for teachers and administrators?

While teachers did not recover the FTE teaching positions lost early in the decade, teaching employment stabilized in the past few years (about a 1% increase since 2004–05). This stability will be short-lived as many school districts are planning to eliminate teaching positions in 2009–10 to offset budget shortfalls (as reported in the media coverage). The BC Teachers' Federation estimates that at least 500 FTE teaching positions may be lost in 2009–10.

These shortfalls are in part due to districts receiving a smaller increase in operating grants for 2009–10 than in 2008–09. As the Ministry of Education plans to freeze operating grants in 2010–11 and 2011–12, districts are likely to experience larger shortfalls in future years<sup>3</sup>. This will result in further reductions in classroom teachers and support staff.

The Ministry of Education instructed school boards, as part of its Budget 2009 plan, to reduce costs by \$12.5 million province-wide<sup>4</sup>, by reducing administrative costs by 3% and shifting these savings to the classroom<sup>5</sup>. This may not be feasible in districts that reduced administrative staff or non-instructional costs to balance the budget in previous years. Nor is it clear that savings due to a reduction in administrators or other cost savings will be diverted to classrooms. It is more likely these savings will be applied to budget shortfalls.

It appears the public education system is moving backwards into another era of employment cutbacks. As teachers did not recover from employment losses early in the decade, future job losses in 2009–10 and onward will further erode working and learning conditions. In contrast, administrators (as defined in Teacher Statistics) restored lost positions and experienced a 7.1% increase in employment since 2004–05, with the teacher-administrator ratio increasing in 42 districts. In these districts, administrators are better placed to absorb employment losses in the coming years than classroom teachers.

**Note:** The Ministry of Education and the BC Public School Employers' Association are implementing a new system for collecting K-12 data called the Employment Data and Analysis System (EDAS). The ministry indicates that this new data exchange system will streamline existing forms, reduce duplication of requests and automate the data extraction and transfer process. Thus the information provided in this research report is useful for interpreting information prior to 2009–10. For further information on the new the EDAS system for K-12 data collection, go to: <http://www.bced.gov.bc.ca/datacollections/edas/>.

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<sup>3</sup> BCTF Research Department. Updated analysis of the Budget 2009 announcement. April 21, 2009. Available at: [http://bctf.ca/uploadedFiles/Education/Education\\_funding/PrelimAnalysis-Budget2009.pdf](http://bctf.ca/uploadedFiles/Education/Education_funding/PrelimAnalysis-Budget2009.pdf).

<sup>4</sup> Ministry of Education. News Release. Education funding rises despite declining enrolment. March 13, 2009.

<sup>5</sup> Myers, Christina. Budget not enough for schools; Burnaby school board chair worried about plan for districts to make cuts to administrative costs. Burnaby Now, February 21, 2009.

## Appendix

**Table 1: Teacher/Administrator Ratio: 2004-05 to 2008-09 (FTE Public Schools only) - Teacher Statistics data**

							Change: 2004-05 to 2008-09	
#	District Name	2004/05	2005/06	2006/07	2007/08	2008/09	Number	Percent
<b>5</b>	<b>Southeast Kootenay</b>							
	Administrative Staff	29.50	34.00	37.00	35.00	33.10	3.60	12.2%
	Teachers	302.80	302.60	302.00	304.80	305.50	2.70	0.9%
	Teacher/Administrator Ratio	10.26	8.90	8.16	8.71	9.23	-1.03	-10.1%
<b>6</b>	<b>Rocky Mountain</b>							
	Administrative Staff	27.40	25.40	24.00	24.00	25.60	-1.80	-6.6%
	Teachers	187.80	188.10	186.30	182.90	177.60	-10.20	-5.4%
	Teacher/Administrator Ratio	6.85	7.41	7.76	7.62	6.94	0.08	1.2%
<b>8</b>	<b>Kootenay Lake</b>							
	Administrative Staff	37.80	37.00	37.80	41.30	37.00	-0.80	-2.1%
	Teachers	304.00	303.00	288.10	297.20	285.20	-18.80	-6.2%
	Teacher/Administrator Ratio	8.04	8.19	7.62	7.20	7.71	-0.33	-4.2%
<b>10</b>	<b>Arrow Lakes</b>							
	Administrative Staff	5.00		5.00	5.00	5.00	0.00	0.0%
	Teachers	40.60	39.70	40.00	38.90	39.10	-1.50	-3.7%
	Teacher/Administrator Ratio	8.12		8.00	7.78	7.82	-0.30	-3.7%
<b>19</b>	<b>Revelstoke</b>							
	Administrative Staff	8.00	7.00	7.00	8.00	9.00	1.00	12.5%
	Teachers	75.20	74.20	73.60	68.80	64.30	-10.90	-14.5%
	Teacher/Administrator Ratio	9.40	10.60	10.51	8.60	7.14	-2.26	-24.0%
<b>20</b>	<b>Kootenay-Columbia</b>							
	Administrative Staff	20.00	24.00	25.00	26.00	26.00	6.00	30.0%
	Teachers	245.40	245.80	238.50	233.50	221.50	-23.90	-9.7%
	Teacher/Administrator Ratio	12.27	10.24	9.54	8.98	8.52	-3.75	-30.6%
<b>22</b>	<b>Vernon</b>							
	Administrative Staff	47.60	51.40	51.80	50.00	53.60	6.00	12.6%
	Teachers	468.90	470.30	468.20	475.40	468.30	-0.60	-0.1%
	Teacher/Administrator Ratio	9.85	9.15	9.04	9.51	8.74	-1.11	-11.3%
<b>23</b>	<b>Central Okanagan</b>							
	Administrative Staff	70.60	72.00	74.00	73.00	75.00	4.40	6.2%
	Teachers	1,095.20	1,126.30	1,144.60	1,149.50	1,132.00	36.80	3.4%
	Teacher/Administrator Ratio	15.51	15.64	15.47	15.75	15.09	-0.42	-2.7%
<b>27</b>	<b>Cariboo-Chilcotin</b>							
	Administrative Staff	55.10	54.00	56.60	50.60	50.40	-4.70	-8.5%
	Teachers	337.10	342.20	336.40	339.30	321.40	-15.70	-4.7%
	Teacher/Administrator Ratio	6.12	6.34	5.94	6.71	6.38	0.26	4.2%
<b>28</b>	<b>Quesnel</b>							
	Administrative Staff	30.30	30.80	32.20	33.10	34.00	3.70	12.2%
	Teachers	222.30	222.70	224.50	221.60	208.10	-14.20	-6.4%
	Teacher/Administrator Ratio	7.34	7.23	6.97	6.69	6.12	-1.22	-16.6%

							Change: 2004-05 to 2008-09	
33	Chilliwack	2004/05	2005/06	2006/07	2007/08	2008/09	Number	Percent
	Administrative Staff	62.20	63.00	66.20	69.90	72.90	10.70	17.2%
	Teachers	611.10	621.60	640.80	644.90	663.60	52.50	8.6%
	Teacher/Administrator Ratio	9.82	9.87	9.68	9.23	9.10	-0.72	-7.3%
<b>34</b>	<b>Abbotsford</b>							
	Administrative Staff	103.70	109.30	113.80	115.20	108.30	4.60	4.4%
	Teachers	969.00	991.10	979.20	980.60	1,009.30	40.30	4.2%
	Teacher/Administrator Ratio	9.34	9.07	8.60	8.51	9.32	-0.02	-0.3%
<b>35</b>	<b>Langley</b>							
	Administrative Staff	103.80	107.00	108.00	111.00	111.40	7.60	7.3%
	Teachers	978.80	980.00	1,019.50	1,019.00	1,042.90	64.10	6.5%
	Teacher/Administrator Ratio	9.43	9.16	9.44	9.18	9.36	-0.07	-0.7%
<b>36</b>	<b>Surrey</b>							
	Administrative Staff	254.90	274.50	285.30	289.70	291.70	36.80	14.4%
	Teachers	3,330.90	3,413.00	3,494.20	3,570.90	3,628.40	297.50	8.9%
	Teacher/Administrator Ratio	13.07	12.43	12.25	12.33	12.44	-0.63	-4.8%
<b>37</b>	<b>Delta</b>							
	Administrative Staff	77.50	80.10	81.90	81.50	88.20	10.70	13.8%
	Teachers	889.50	888.40	898.00	904.80	877.50	-12.00	-1.3%
	Teacher/Administrator Ratio	11.48	11.09	10.96	11.10	9.95	-1.53	-13.3%
<b>38</b>	<b>Richmond</b>							
	Administrative Staff	133.70	142.40	159.60	150.60	126.80	-6.90	-5.2%
	Teachers	1,171.30	1,186.90	1,174.50	1,183.50	1,206.10	34.80	3.0%
	Teacher/Administrator Ratio	8.76	8.33	7.36	7.86	9.51	0.75	8.6%
<b>39</b>	<b>Vancouver</b>							
	Administrative Staff	280.00	299.90	295.30	292.80	293.90	13.90	5.0%
	Teachers	3,059.50	3,131.20	3,110.70	2,993.70	2,986.60	-72.90	-2.4%
	Teacher/Administrator Ratio	10.93	10.44	10.53	10.22	10.16	-0.76	-7.0%
<b>40</b>	<b>New Westminister</b>							
	Administrative Staff	24.00	26.00	26.00	26.00	25.00	1.00	4.2%
	Teachers	345.60	369.50	377.60	372.50	372.60	27.00	7.8%
	Teacher/Administrator Ratio	14.40	14.21	14.52	14.33	14.90	0.50	3.5%
<b>41</b>	<b>Burnaby</b>							
	Administrative Staff	86.00	96.60	109.60	114.50	122.50	36.50	42.4%
	Teachers	1,329.30	1,363.00	1,388.40	1,397.30	1,409.80	80.50	6.1%
	Teacher/Administrator Ratio	15.46	14.11	12.67	12.20	11.51	-3.95	-25.5%
<b>42</b>	<b>Maple Ridge-Pitt Meadows</b>							
	Administrative Staff	64.20	68.50	74.50	69.90	74.40	10.20	15.9%
	Teachers	826.50	830.60	832.20	818.40	802.50	-24.00	-2.9%
	Teacher/Administrator Ratio	12.87	12.13	11.17	11.71	10.79	-2.09	-16.2%
<b>43</b>	<b>Coquitlam</b>							
	Administrative Staff	124.50	132.50	118.90	134.00	138.00	13.50	10.8%
	Teachers	1,716.20	1,718.80	1,723.60	1,709.40	1,688.30	-27.90	-1.6%
	Teacher/Administrator Ratio	13.78	12.97	14.50	12.76	12.23	-1.55	-11.2%

							Change: 2004-05 to 2008-09	
44	North Vancouver	2004/05	2005/06	2006/07	2007/08	2008/09	Number	Percent
	Administrative Staff	90.00	89.80	91.80	95.00	90.10	0.10	0.1%
	Teachers	880.40	893.60	915.60	906.80	898.50	18.10	2.1%
	Teacher/Administrator Ratio	9.78	9.95	9.97	9.55	9.97	0.19	1.9%
45	West Vancouver							
	Administrative Staff	39.60	41.80	40.80	42.20	41.80	2.20	5.6%
	Teachers	347.10	349.40	361.20	369.00	371.90	24.80	7.1%
	Teacher/Administrator Ratio	8.77	8.36	8.85	8.74	8.90	0.13	1.5%
46	Sunshine Coast							
	Administrative Staff	17.90	19.00	21.00	20.40	19.00	1.10	6.1%
	Teachers	207.90	210.30	211.80	205.20	199.00	-8.90	-4.3%
	Teacher/Administrator Ratio	11.61	11.07	10.09	10.06	10.47	-1.14	-9.8%
47	Powell River							
	Administrative Staff	15.80	17.00	18.00	17.00	17.00	1.20	7.6%
	Teachers	136.90	129.60	129.80	132.00	128.70	-8.20	-6.0%
	Teacher/Administrator Ratio	8.66	7.62	7.21	7.76	7.57	-1.09	-12.6%
48	Sea to Sky							
	Administrative Staff	23.00	24.00	24.60	27.20	27.70	4.70	20.4%
	Teachers	213.40	222.40	226.70	215.30	214.10	0.70	0.3%
	Teacher/Administrator Ratio	9.28	9.27	9.22	7.92	7.73	-1.55	-16.7%
49	Central Coast							
	Administrative Staff		5.00				no data	no data
	Teachers		26.30				no data	no data
	Teacher/Administrator Ratio		5.26				no data	no data
50	Haida Gwai'i/Queen Charlotte							
	Administrative Staff	8.00	6.00	8.00	9.90	8.90	0.90	11.3%
	Teachers	50.40	51.60	51.00	52.40	52.00	1.60	3.2%
	Teacher/Administrator Ratio	6.30	8.60	6.38	5.29	5.84	-0.46	-7.3%
51	Boundary							
	Administrative Staff	12.00	14.00	14.00	13.00	12.00	0.00	0.0%
	Teachers	96.00	94.10	91.10	93.20	90.80	-5.20	-5.4%
	Teacher/Administrator Ratio	8.00	6.72	6.51	7.17	7.57	-0.43	-5.4%
52	Prince Rupert							
	Administrative Staff	26.80	29.30	30.10	34.60	17.00	-9.80	-36.6%
	Teachers	173.50	161.30	163.80	155.80	159.10	-14.40	-8.3%
	Teacher/Administrator Ratio	6.47	5.51	5.44	4.50	9.36	2.88	44.6%
53	Okanagan Similkameen							
	Administrative Staff	19.30	18.30	19.10	17.10	16.80	-2.50	-13.0%
	Teachers	147.90	151.70	147.70	148.80	143.90	-4.00	-2.7%
	Teacher/Administrator Ratio	7.66	8.29	7.73	8.70	8.57	0.90	11.8%
54	Bulkley Valley							
	Administrative Staff	15.00	16.80	17.80	18.00	18.00	3.00	20.0%
	Teachers	144.40	141.70	143.40	142.10	138.40	-6.00	-4.2%
	Teacher/Administrator Ratio	9.63	8.43	8.06	7.89	7.69	-1.94	-20.1%

							Change: 2004-05 to 2008-09	
57	Prince George	2004/05	2005/06	2006/07	2007/08	2008/09	Number	Percent
	Administrative Staff	79.00	84.80	79.00	82.90	84.40	5.40	6.8%
	Teachers	831.20	841.30	845.40	818.70	780.50	-50.70	-6.1%
	Teacher/Administrator Ratio	10.52	9.92	10.70	9.88	9.25	-1.27	-12.1%
<b>58</b>	<b>Nicola-Similkameen</b>							
	Administrative Staff	18.80	19.80	20.00	20.00	20.00	1.20	6.4%
	Teachers	161.20	157.60	151.90	151.80	153.30	-7.90	-4.9%
	Teacher/Administrator Ratio	8.57	7.96	7.60	7.59	7.67	-0.91	-10.6%
<b>59</b>	<b>Peace River South</b>							
	Administrative Staff	40.80	41.00	43.00	42.00	35.00	-5.80	-14.2%
	Teachers	227.70	227.90	219.40	214.70	212.60	-15.10	-6.6%
	Teacher/Administrator Ratio	5.58	5.56	5.10	5.11	6.07	0.49	8.8%
<b>60</b>	<b>Peace River North</b>							
	Administrative Staff	32.00	32.00	34.00	35.00	37.00	5.00	15.6%
	Teachers	303.80	318.50	325.10	337.50	328.50	24.70	8.1%
	Teacher/Administrator Ratio	9.49	9.95	9.56	9.64	8.88	-0.62	-6.5%
<b>61</b>	<b>Greater Victoria</b>							
	Administrative Staff	115.80	116.80	114.80	114.80	112.00	-3.80	-3.3%
	Teachers	1,011.10	1,011.90	1,021.60	1,018.90	1,033.30	22.20	2.2%
	Teacher/Administrator Ratio	8.73	8.66	8.90	8.88	9.23	0.49	5.7%
<b>62</b>	<b>Sooke</b>							
	Administrative Staff	67.50	72.90	72.80	73.90	78.30	10.80	16.0%
	Teachers	419.10	425.80	428.60	408.10	411.90	-7.20	-1.7%
	Teacher/Administrator Ratio	6.21	5.84	5.89	5.52	5.26	-0.95	-15.3%
<b>63</b>	<b>Saanich</b>							
	Administrative Staff	41.90	39.90	42.00	43.00	42.00	0.10	0.2%
	Teachers	436.00	431.50	434.90	431.20	433.20	-2.80	-0.6%
	Teacher/Administrator Ratio	10.41	10.81	10.35	10.03	10.31	-0.09	-0.9%
<b>64</b>	<b>Gulf Islands</b>							
	Administrative Staff	16.70	16.10	16.10	15.50	14.60	-2.10	-12.6%
	Teachers	87.30	85.70	80.00	82.10	84.10	-3.20	-3.7%
	Teacher/Administrator Ratio	5.23	5.32	4.97	5.30	5.76	0.53	10.2%
<b>67</b>	<b>Okanagan Skaha</b>							
	Administrative Staff	36.00	38.00	38.00	38.70	38.30	2.30	6.4%
	Teachers	361.80	364.60	365.00	362.40	359.20	-2.60	-0.7%
	Teacher/Administrator Ratio	10.05	9.59	9.61	9.36	9.38	-0.67	-6.7%
<b>68</b>	<b>Nanaimo-Ladysmith</b>							
	Administrative Staff	77.50	101.00	98.40	94.60	87.90	10.40	13.4%
	Teachers	759.10	768.30	767.90	754.60	746.40	-12.70	-1.7%
	Teacher/Administrator Ratio	9.79	7.61	7.80	7.98	8.49	-1.30	-13.3%
<b>69</b>	<b>Qualicum</b>							
	Administrative Staff	25.00	27.00	28.00	27.90	30.70	5.70	22.8%
	Teachers	260.90	259.70	265.90	258.00	242.90	-18.00	-6.9%
	Teacher/Administrator Ratio	10.44	9.62	9.50	9.25	7.91	-2.52	-24.2%



							Change: 2004-05 to 2008-09	
70	Alberni	2004/05	2005/06	2006/07	2007/08	2008/09	Number	Percent
	Administrative Staff	30.00	31.00	32.00	31.00	27.50	-2.50	-8.3%
	Teachers	247.30	248.10	245.40	242.90	235.50	-11.80	-4.8%
	Teacher/Administrator Ratio	8.24	8.00	7.67	7.84	8.56	0.32	3.9%
71	Comox Valley							
	Administrative Staff	52.00	50.00	54.00	53.00	49.00	-3.00	-5.8%
	Teachers	481.10	481.00	469.30	464.60	461.40	-19.70	-4.1%
	Teacher/Administrator Ratio	9.25	9.62	8.69	8.77	9.42	0.16	1.8%
72	Campbell River							
	Administrative Staff	31.80	32.80	35.70	36.70	34.00	2.20	6.9%
	Teachers	326.60	335.60	334.90	328.10	323.60	-3.00	-0.9%
	Teacher/Administrator Ratio	10.27	10.23	9.38	8.94	9.52	-0.75	-7.3%
73	Kamloops Thompson							
	Administrative Staff	92.30	87.30	94.80	92.50	91.80	-0.50	-0.5%
	Teachers	758.00	781.80	780.00	784.40	777.20	19.20	2.5%
	Teacher/Administrator Ratio	8.21	8.96	8.23	8.48	8.47	0.25	3.1%
74	Gold Trail							
	Administrative Staff	14.00	16.80	15.20	16.00	16.00	2.00	14.3%
	Teachers	111.60	119.50	122.00	118.20	111.20	-0.40	-0.4%
	Teacher/Administrator Ratio	7.97	7.11	8.03	7.39	6.95	-1.02	-12.8%
75	Mission							
	Administrative Staff	40.00	39.00	43.00	42.00	38.00	-2.00	-5.0%
	Teachers	360.90	364.40	368.70	350.80	333.60	-27.30	-7.6%
	Teacher/Administrator Ratio	9.02	9.34	8.57	8.35	8.78	-0.24	-2.7%
78	Fraser-Cascade							
	Administrative Staff	14.00	15.00	16.00	18.50	21.00	7.00	50.0%
	Teachers	126.50	129.80	125.60	118.00	116.50	-10.00	-7.9%
	Teacher/Administrator Ratio	9.04	8.65	7.85	6.38	5.55	-3.49	-38.6%
79	Cowichan Valley							
	Administrative Staff	50.40	50.60	50.60	49.00	49.00	-1.40	-2.8%
	Teachers	484.10	496.60	479.30	461.20	442.50	-41.60	-8.6%
	Teacher/Administrator Ratio	9.61	9.81	9.47	9.41	9.03	-0.57	-6.0%
81	Fort Nelson							
	Administrative Staff	7.00	8.00	8.00	8.00	8.00	1.00	14.3%
	Teachers	65.00	61.30	59.30	59.20	56.10	-8.90	-13.7%
	Teacher/Administrator Ratio	9.29	7.66	7.41	7.40	7.01	-2.27	-24.5%
82	Coast Mountains							
	Administrative Staff	33.00	36.00	42.00	40.00	45.70	12.70	38.5%
	Teachers	346.50	339.80	333.20	306.00	291.10	-55.40	-16.0%
	Teacher/Administrator Ratio	10.50	9.44	7.93	7.65	6.37	-4.13	-39.3%
83	North Okanagan-Shuswap							
	Administrative Staff	41.50	44.00	45.50	46.70	46.10	4.60	11.1%
	Teachers	394.50	393.30	382.20	380.70	369.60	-24.90	-6.3%
	Teacher/Administrator Ratio	9.51	8.94	8.40	8.15	8.02	-1.49	-15.7%

							Change: 2004-05 to 2008-09	
84	Vancouver Island West	2004/05	2005/06	2006/07	2007/08	2008/09	Number	Percent
	Administrative Staff	6.40	6.00	5.50	6.40	6.00	-0.40	-6.3%
	Teachers	37.90	34.10	39.10	38.60	38.60	0.70	1.8%
	Teacher/Administrator Ratio	5.92	5.68	7.11	6.03	6.43	0.51	8.6%
85	Vancouver Island North							
	Administrative Staff	14.90	16.00	15.00	16.00	15.00	0.10	0.7%
	Teachers	99.40	96.80	98.40	102.90	97.00	-2.40	-2.4%
	Teacher/Administrator Ratio	6.67	6.05	6.56	6.43	6.47	-0.20	-3.1%
87	Stikine							
	Administrative Staff	5.00		6.00	5.00	5.00	0.00	0.0%
	Teachers	23.00		22.00	21.00	17.00	-6.00	-26.1%
	Teacher/Administrator Ratio	4.60		3.67	4.20	3.40	-1.20	-26.1%
91	Nechako Lakes							
	Administrative Staff	29.60	30.80	34.80	34.00	32.00	2.40	8.1%
	Teachers	273.50	273.60	273.00	268.80	279.20	5.70	2.1%
	Teacher/Administrator Ratio	9.24	8.88	7.84	7.91	8.73	-0.51	-5.6%
92	Nisga'a							
	Administrative Staff	7.00	8.00	7.00			no data	no data
	Teachers	43.00	40.00	46.00	46.00		no data	no data
	Teacher/Administrator Ratio	6.14	5.00	6.57			no data	no data
93	Francophone Education Authority							
	Administrative Staff	30.00	33.00	36.00	45.00	40.00	10.00	33.3%
	Teachers	211.60	232.20	266.90	293.20	305.00	93.40	44.1%
	Teacher/Administrator Ratio	7.05	7.04	7.41	6.52	7.63	0.57	8.1%
PROVINCIAL TOTALS								
	Administrative Staff	2,965.90	3,117.80	3,206.20	3,227.40	3,177.30	211.40	7.1%
	Teachers	30,179.90	30,583.00	30,759.40	30,573.50	30,408.10	228.20	0.8%
	Teacher/Administrator Ratio	10.18	9.81	9.59	9.47	9.57	-0.61	-5.9%

Source: BCTF Research table with data from: Ministry of Education. Teacher Statistics: 2004/05-2008/09, Full-year summary report (for districts and province), January 2009.

## Glossary

Term	Definition
Full-time Equivalent (FTE) Educators/Teachers/Administrators	A measure equivalent to the number of educators/teachers/administrators who work full time in a school district.
Principals, Vice-Principals and other District Administrative Staff (Administrators)	Includes Director of Instruction, Supervisor of Instruction, Teacher Consultant, Co-ordinator, Helping Teacher, Other Instructional Support, Testing & Assessment - Professional Staff, Principal, and Vice-Principal.
Teacher	A person who has a valid BC teaching certificate and is employed by a school board to provide an educational program to students or to administer or supervise the provision of an educational program to students. Includes: Regular Teachers, Department Heads, and Teachers who have administration duty (but are not Department Heads). Teachers may be employed in more than one district; therefore, the total number of teachers reported at the provincial level may exceed the actual number of teachers in the province.

**Table 2: Teacher / Administrator Ratios, 2001-02 and 2007-08 - Form 1530 data**

#	District	2001-02 FTEs			2007-08 FTEs			2001-02 to 2007-08		
		Teachers	AOs	Ratio Teachers/AOs	Teachers	AOs	Ratio Teachers/AOs	% Change Teachers	% Change AOs	Ratio +/- since 2001
5	Southeast Kootenay	364.14	35.18	0.35	311.55	32.00	9.74	-14.44%	-9.04%	-0.61
6	Rocky Mountain	239.08	32.00	7.47	181.50	24.00	7.56	-24.08%	-25.00%	0.09
8	Kootenay Lake	339.97	37.21	9.14	298.42	30.75	9.70	-12.22%	-17.36%	0.56
10	Arrow Lakes	50.67	5.00	10.13	39.17	5.00	7.83	-22.70%	0.00%	-2.30
19	Revelstoke	83.67	6.00	13.95	68.51	8.00	8.56	-18.12%	33.33%	-5.39
20	Kootenay-Columbia	290.25	28.00	10.37	239.45	22.00	10.88	-17.50%	-21.43%	0.51
22	Vernon	490.62	42.60	11.52	482.25	43.20	11.16	-1.71%	1.41%	-0.36
23	Central Okanagan	1,160.21	79.60	14.58	1,166.69	74.00	15.77	0.56%	-7.04%	1.19
27	Cariboo-Chilcotin	419.13	48.46	8.65	351.31	42.90	8.19	-16.18%	-11.47%	-0.46
28	Quesnel	255.54	26.00	9.83	232.16	25.50	9.10	-9.15%	-1.92%	-0.73
33	Chilliwack	629.86	51.70	12.18	655.18	58.70	11.16	4.02%	13.54%	-1.02
34	Abbotsford	1,044.07	79.87	13.07	965.75	79.70	12.12	-7.50%	-0.21%	-0.95
35	Langley	1,099.03	95.14	11.55	1,046.39	90.31	11.59	-4.79%	-5.08%	0.04
36	Surrey	3,496.10	213.25	16.39	3,731.64	233.80	15.96	6.74%	9.64%	-0.43
37	Delta	907.71	60.00	15.13	915.35	60.00	15.26	0.84%	0.00%	0.13
38	Richmond	1,344.31	106.20	12.66	1,241.97	111.89	11.10	-7.61%	5.36%	-1.56
39	Vancouver	3,479.07	183.00	19.01	3,189.22	190.00	16.79	-8.33%	3.83%	-2.22
40	New Westminster	341.43	27.43	12.45	373.04	26.20	14.24	9.26%	-4.48%	1.79
41	Burnaby	1,371.09	75.60	18.14	1,386.11	83.25	16.65	1.10%	10.12%	-1.49
42	Maple Ridge-Pitt Meadows	863.57	62.17	13.89	841.29	61.00	13.79	-2.58%	-1.88%	-0.10
43	Coquitlam	1,838.13	113.00	16.27	1,716.73	108.00	15.90	-6.60%	-4.42%	-0.37
44	North Vancouver	1,002.80	92.60	10.83	918.74	89.84	10.23	-8.38%	-2.98%	-0.60
45	West Vancouver	355.44	35.00	10.16	370.80	40.40	9.18	4.32%	15.43%	-0.98
46	Sunshine Coast	231.53	17.00	13.62	204.99	19.40	10.57	-11.46%	14.12%	-3.05
47	Powell River	160.51	16.00	10.03	132.10	15.00	8.81	-17.70%	-6.25%	-1.22
48	Sea to Sky	253.68	21.00	12.08	228.03	24.80	9.19	-10.11%	18.10%	-2.89
49	Central Coast	31.50	3.00	10.50	25.00	3.00	8.33	-20.63%	0.00%	-2.17
50	Haida Gwaii/Queen Charlotte	62.58	9.18	6.81	52.34	9.86	5.31	-16.36%	7.36%	-1.50
51	Boundary	111.18	10.00	11.12	93.19	13.00	7.17	-16.18%	30.01%	-3.95
52	Prince Rupert	210.00	18.17	11.56	167.73	21.00	7.99	-20.13%	15.61%	-3.57
53	Okanagan Similkameen	172.43	19.00	9.08	149.83	16.00	9.36	-13.10%	-15.79%	0.28

#	District	2001-02 FTEs			2007-08 FTEs			2001-02 to 2007-08		
		Teachers	AOs	Ratio Teachers/AOs	Teachers	AOs	Ratio Teachers/AOs	% Change Teachers	% Change AOs	Ratio +/- since 2001
54	Bulkley Valley	162.92	17.00	9.58	143.23	17.00	8.43	-12.08%	0.00%	-1.15
57	Prince George	1,008.76	95.00	10.62	807.77	78.90	10.24	-19.92%	-16.95%	-0.38
58	Nicola-Similkameen	173.52	17.00	10.21	158.42	17.00	9.32	-8.70%	-0.01%	-0.89
59	Peace River South	242.84	31.00	7.83	218.89	37.00	5.92	-9.86%	19.35%	-1.91
60	Peace River North	308.31	29.80	10.35	337.43	36.00	9.37	9.44%	20.81%	-0.98
61	Greater Victoria	1,144.08	115.23	9.93	1,035.21	100.13	10.34	-9.52%	-13.10%	0.41
62	Sooke	460.50	49.00	9.40	434.10	52.00	8.35	-5.73%	6.12%	-1.05
63	Saanich	465.30	37.80	12.31	438.97	37.00	11.86	-5.66%	-2.12%	-0.45
64	Gulf Islands	98.36	14.60	6.74	84.84	14.60	5.81	-13.75%	0.00%	-0.93
67	Okanagan Skaha	400.80	38.50	10.41	371.54	38.70	9.60	-7.30%	0.52%	-0.81
68	Nanaimo-Ladysmith	896.56	68.59	13.07	782.81	69.86	11.21	-12.69%	1.85%	-1.86
69	Qualicum	277.17	25.60	10.83	265.00	26.85	9.87	-4.39%	4.88%	-0.96
70	Alberni	272.38	38.00	7.17	246.12	31.00	7.94	-9.64%	-18.42%	0.77
71	Comox Valley	515.31	50.35	10.23	478.92	51.00	9.39	-7.06%	1.29%	-0.84
72	Campbell River	380.67	37.60	10.12	334.19	33.00	10.13	-12.21%	-12.23%	0.01
73	Kamloops/Thompson	903.38	71.00	12.72	801.38	67.00	11.96	-11.29%	-5.63%	-0.76
74	Gold Trail	144.43	18.00	8.02	113.92	14.00	8.14	-21.12%	-22.22%	0.12
75	Mission	397.62	33.87	11.74	358.98	42.00	8.55	-9.72%	24.02%	-3.19
78	Fraser-Cascade	140.23	16.00	8.76	116.41	17.00	6.85	-16.99%	6.25%	-1.91
79	Cowichan Valley	559.76	49.90	11.22	470.68	44.53	10.57	-15.91%	-10.76%	-0.65
81	Fort Nelson	73.21	7.03	10.41	59.15	8.00	7.39	-19.20%	13.75%	-3.02
82	Coast Mountains	393.73	37.00	10.64	307.98	38.00	8.10	-21.78%	2.70%	-2.54
83	North Okanagan-Shuswap	442.27	42.00	10.53	386.10	42.70	9.04	-12.70%	1.67%	-1.49
84	Vancouver Island West	51.17	5.00	10.23	37.24	6.40	5.82	-27.22%	28.00%	-4.41
85	Vancouver Island North	143.76	21.00	6.85	100.18	15.00	6.68	-30.31%	-28.57%	-0.17
87	Stikine	26.00	4.00	6.50	20.00	5.00	4.00	-23.08%	25.00%	-2.50
91	Nechako Lakes	263.49	24.20	10.89	269.21	32.00	8.41	2.17%	32.23%	-2.48
92	Nisga'a	46.00	5.00	9.20	44.00	6.00	7.33	-4.35%	20.00%	-1.87
93	Conseil scolaire francophone	183.67	21.00	8.75	299.68	37.00	8.10	63.16%	76.19%	-0.65
	<b>Provincial Total</b>	<b>33,275.44</b>	<b>2,668.43</b>	<b>12.47</b>	<b>31,298.78</b>	<b>2,677.17</b>	<b>11.69</b>	<b>-5.94%</b>	<b>0.33%</b>	<b>-0.78</b>

Source: BCTF Research table with data from Ministry of Education. Form 1530 data: FTE employees by program. Staff by year and program code: 1997/98 – 2007/08.