

## Staffing Allocation

### What is our goal?

- To ensure the equitable distribution of the Board's staff allocations in order to support the needs of all students.
- To distribute the most appropriate human resources in an intentional way that serves all students with a focus on our most underserved students.
- To be transparent in these processes.

### How will we achieve it?

- Assess historical/unique allocation practices to determine those practices which may not be equitable so changes can be made in preparation for the 2020-2021 school year (June 2019)
- Examine ways to increase the opportunity (where appropriate) for staffing to be allocated through the Learning Centres with a focus on increasing equitable staff allocations using common guiding criteria in preparation for the 2020-2021 school year (November 2019)
- Allocate resources intentionally and transparently with a focus on meeting the needs of those who are underserved while supporting quality public education for all
- Review system formulas used for staff allocations aligned with our commitments to equity (November 2019)
- Revise staffing resources in the 2020-2021 school staff allocation process in a manner that is strategic and equitable

### How will we know we are successful?

- Staffing will be allocated to schools so the achievement and well-being gap will decrease while expectations remain high for all students because we are providing access to the programs, resources and learning opportunities that all students require.