

Chapter 3: The Province’s Teachers

As a result of declining student enrolment, fewer teachers are needed in the province. A gradual decline in the number of full-time equivalent² (FTE) teachers has continued over the past six years, decreasing from 6,065 in 2002/03, to 5,498³ in 2007/08 (see

The 2007/08 teaching workforce

During 2007/08, 5,498 full-time equivalent educators were working in the province’s schools. The majority (62.2%) were classroom teachers with an additional 15.5% as special education teachers (see *figure 3.2a*). The

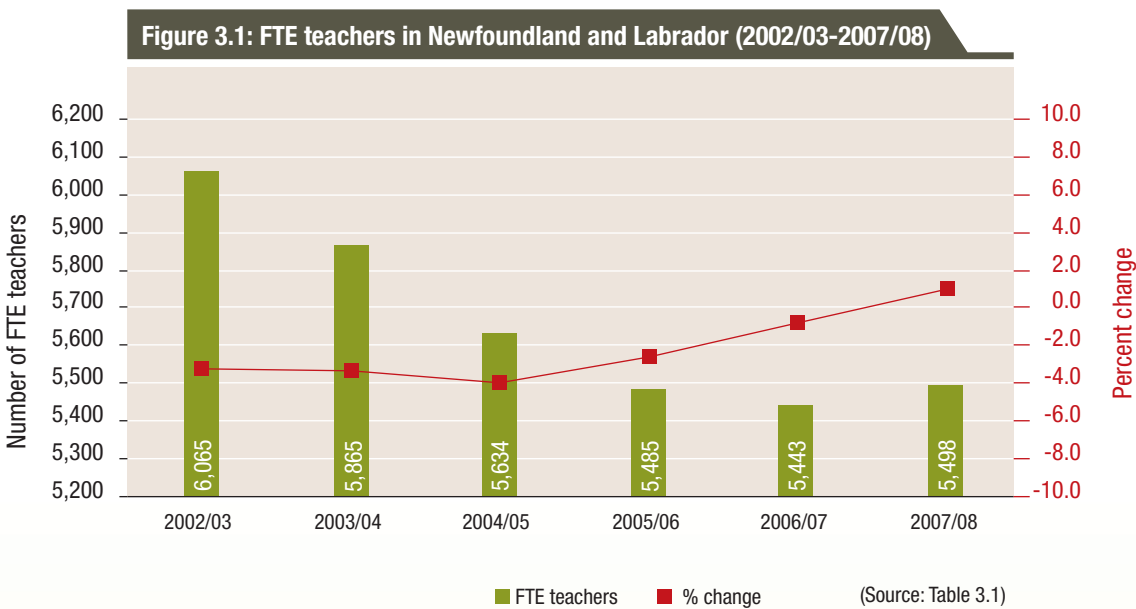
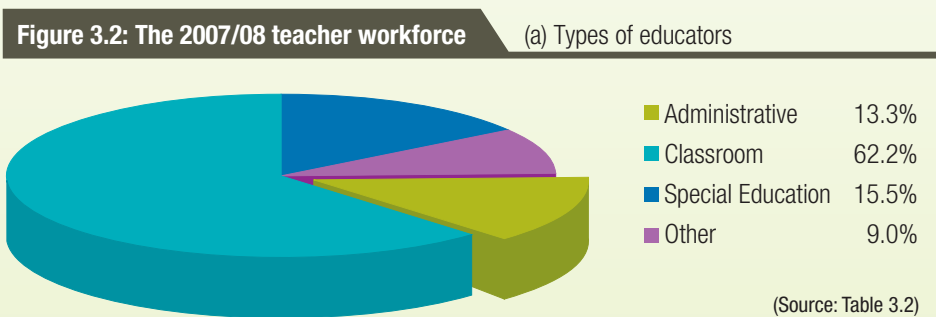


figure 3.1). In fact, this decline has been seen since 1983/84 when the number of FTE teachers peaked at 8,191. However, recent initiatives, such as setting class size maximums in the younger grades, have resulted in an increase in the number of teachers in the province.

‘other’ category in the following figure includes positions such as itinerant teachers, guidance counsellors and English as second language (ESL) teachers. These positions account for less than 10% of all teaching positions. Along gender lines, women make up a larger proportion of the province’s teachers. For example, in 2007/08, over two-thirds (68.6%)

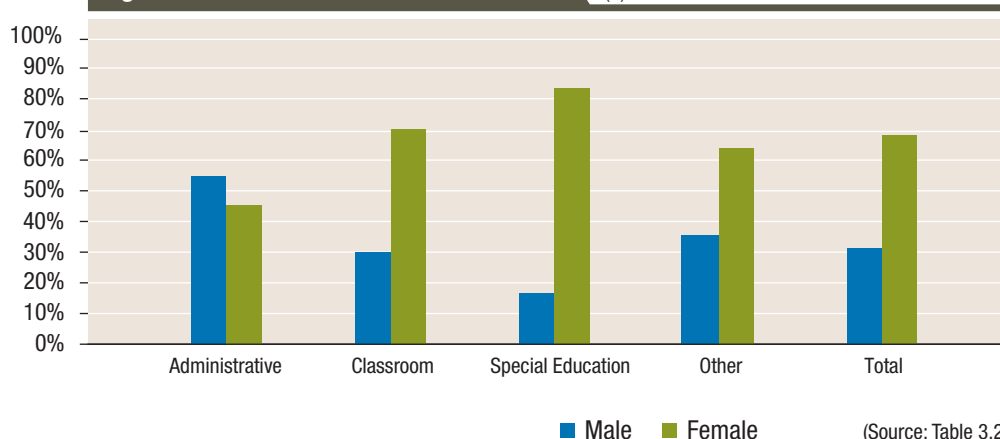


² This refers to the head count of full-time teachers, that is, those employed as 100% of an allocated unit, plus part-time teachers according to the percent of an allocated unit. Teachers who are employed less than full-time are counted in accordance with the percentage employed. In other words, a teacher who is employed in a 75% position is counted as 0.75 of a full-time equivalent teacher.

³ The number of FTE positions may differ from the number of allocated units due to such factors as teacher vacancies at the time of publication.



Figure 3.2: The 2007/08 teacher workforce (b) Gender breakdown



of the total number of teachers were women. It is only the administrative positions (i.e., principal, assistant principal and departmental head) where a higher percentage of males was present (see *figure 3.2b*).

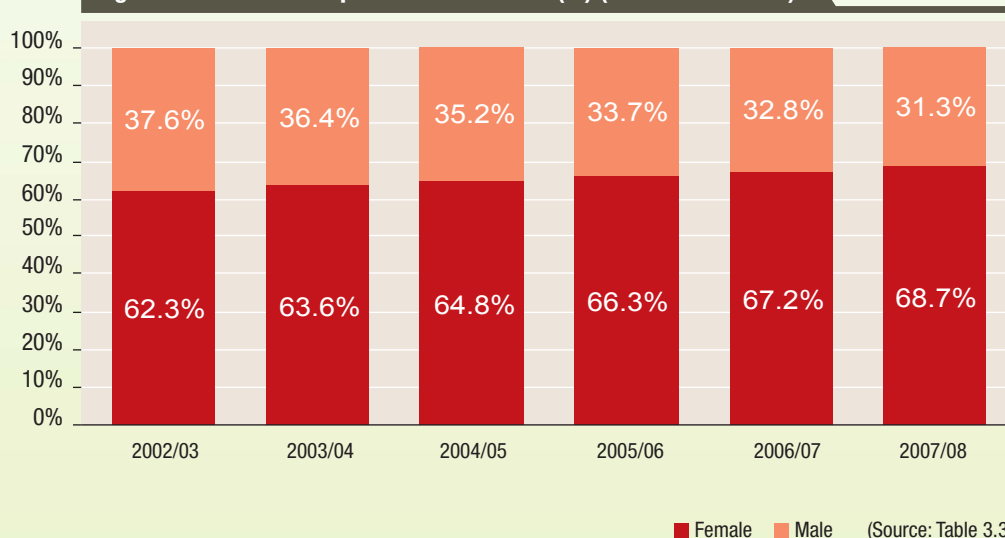
The changing profile of the province's teachers

Throughout the years, the composition of the teacher workforce has been changing. As shown in the following sections, increasing numbers of the province's teachers are younger and are more likely women.

Gender

The gender composition of the province's teachers has changed. The percentage of female teachers has steadily increased during the past six years. In 2002/03, 62.3% of the province's 6,065 teachers were women. By 2007/08, this percentage had increased to over two-thirds (68.7%) of the 5,498 teachers (see *figure 3.3*).

Figure 3.3: Gender composition of teachers (%) (2002/03-2007/08)



Age

Since 2002/03, the majority of teachers have been between 40 and 49 years of age. During this time, only the percentage of teachers under 30 years of age steadily increased from 8.2% in 2002/03, to 12.1% in 2007/08. The other age groups have remained somewhat stable or declined during this time (see *figure 3.4*).

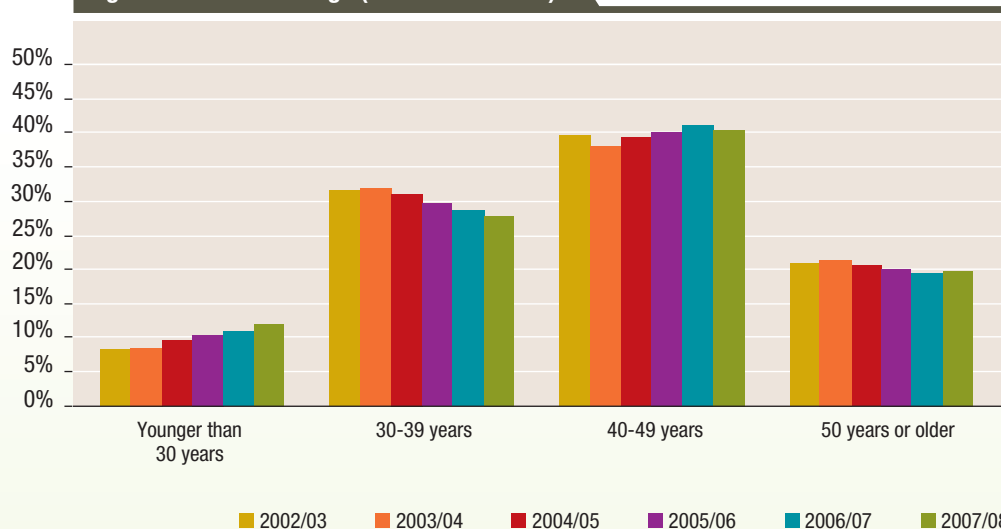
New teachers

With the increase in the number of younger teachers, there has been an increase in the number of first-time teachers (i.e., those

with less than one year of teaching experience). The number of new teachers has grown by 32.6% from 187 in 2002/03 to 248 in 2007/08. The percentage of new teachers has also steadily increased over the past six years growing from 3.1% in 2002/03, to 4.5% in 2007/08.

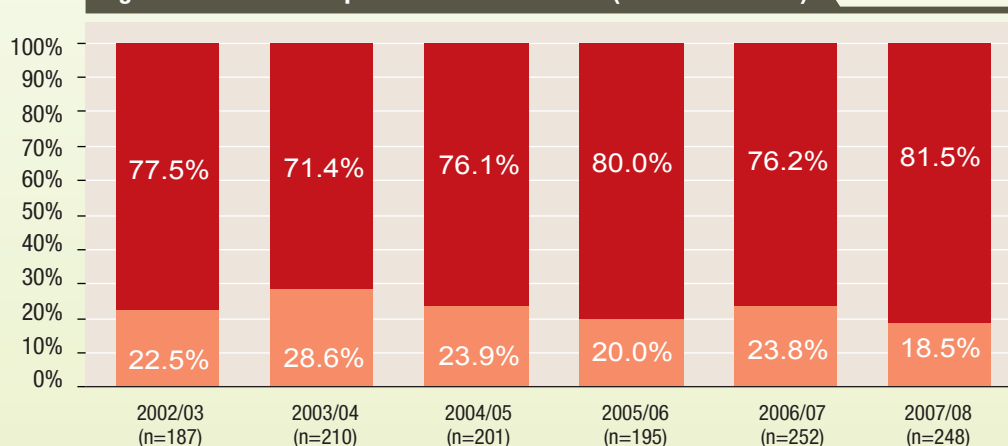
Along gender lines, the majority of new teachers are women. Overall, about three-quarters of the new teachers are female compared to approximately one quarter male. This gender difference is consistent over the past several years (see *figure 3.5*).

Figure 3.4: Teacher's age (2002/03-2007/08)



(Source: Table 3.4)

Figure 3.5: Gender composition of new teachers (2002/03-2007/08)



(n) number of new teachers ■ Female ■ Male

(Source: Table 3.5)

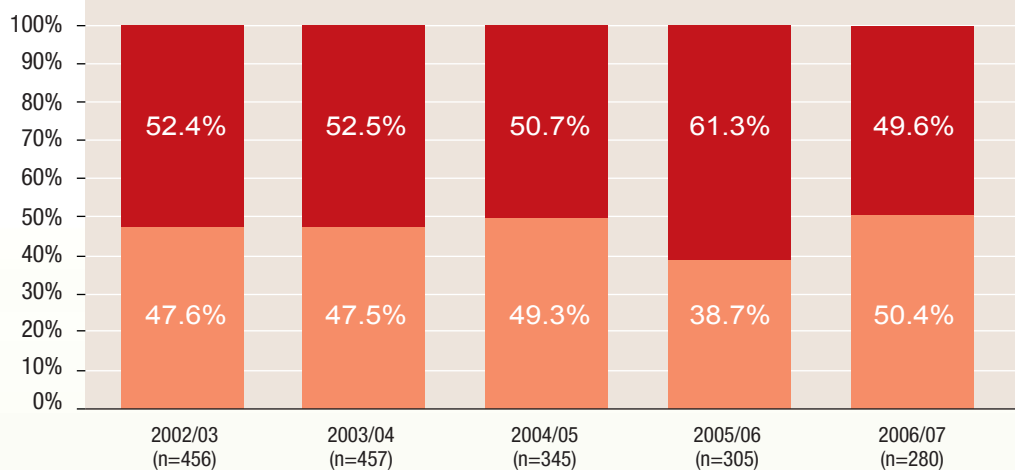


Retirements

Between 2002/03 and 2006/07, 1,843 teachers retired from the teaching profession. During this time, fewer teachers had been retiring each year, dropping from 456 in 2002/03 to 280 in 2006/07. With the exception of 2005/06, the percentage of male and female teachers retiring each year was virtually equal (see *figure 3.6*).

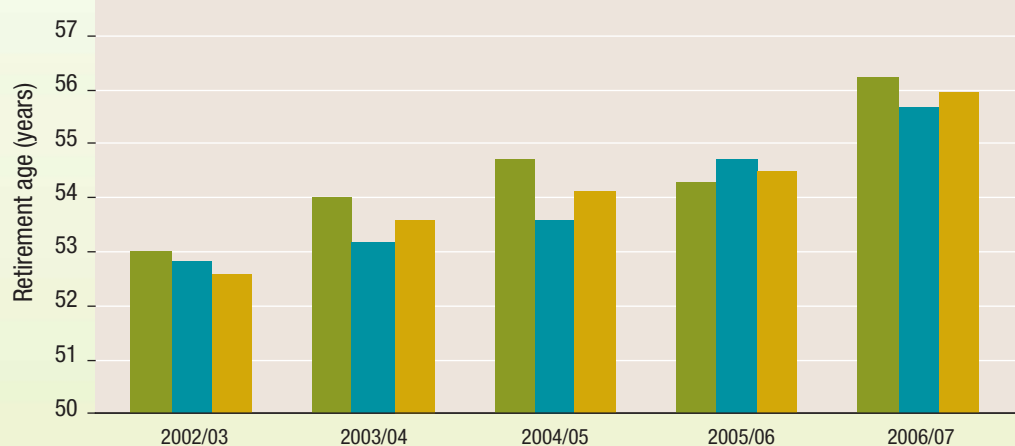
During the same time frame, the average retirement age of teachers increased by over three years, from 52.6 years to 56.0 years. Along gender lines, male teachers are typically older than female teachers when they retire (see *figure 3.7*).

Figure 3.6: Gender composition of retirees (2002/03-2006/07)



(n) number of retired teachers ■ Female ■ Male (Source: Table 3.6)

Figure 3.7: Gender difference in average retirement age (2002/03-2006/07)



■ Male ■ Female ■ Province (Source: Table 3.7)