British Columbia School Trustees Association

Monday, August 25, 2025

The Honourable Lisa Beare
Minister of Education and Child Care
PO Box 9045, Stn Prov Govt
Victoria, BC V8W 9E2

Sent via email to: ECC.Minister@gov.bc.ca

RE: Implementation of the K-12 Workforce Plan

Good day, Minister,

The British Columbia School Trustees Association is a champion of good governance practices among school boards, providing exceptional professional development and working with partners to ensure the success of every student across British Columbia. As the sole nonpartisan organization representing democratically and locally elected boards of education, BCSTA has been a steadfast champion for good governance in public education for 120 years.

We were grateful that you were able to join us at BCSTA AGM 2025 in April of this year. During the business portion of our event, members passed a motion requesting that the Ministry of Education and Child Care enact the K-12 Workforce Plan, given the critical provincial challenges in retention and recruitment.

In northern rural and remote districts, there is a history of recruitment and retention challenges. Elements of the workforce plan reflect strong advocacy work. When implemented, this plan would benefit all districts. ECC and BCPSEA have begun some three-year pilot projects related to pre-employment incentives and rural practicum placements. The lessons learned from these pilots need to be applied because they have made a significant difference in recruitment.

Measures related to retention embedded in the workforce plan will help retain staff within the system. The unfortunate reality is that an increasing number of districts now depend on teachers working on letters of permission to keep schools fully staffed.

Many districts are also struggling to find certified educational assistants to support their most vulnerable learners. When certified assistants are unavailable, individuals who may not possess the appropriate skill set or training are sometimes hired.

Your help in this matter can make a tangible difference in the lives of students, families and communities, especially in our rural and remote areas.

www.bcsta.org
bcsta@bcsta.org
t 604 734 2721
f 604 732 4559
4th Floor - 1580 W. Broadway
Vancouver, BC V6J 5K9

BCSTA British Columbia School Trustees Association

Thank you for your attention to this matter.

Tracy Loffler
President
British Columbia School Trustees Association

CC: BCSTA Board of Directors
Trevor Davies, CEO