



July 17, 2024

Ref: 300238

Carolyn Broady, President  
British Columbia School Trustees Association  
**Email: [cbroady@bcsta.org](mailto:cbroady@bcsta.org)**

Dear Carolyn:

Thank you for your letter of June 25, 2024, addressed to the Honourable David Eby, Premier, regarding recruitment and retention challenges in BC school districts and the need for additional investments to address these staffing pressures. As the Minister of Education and Childcare I am pleased to respond on behalf of Premier Eby.

Ensuring that students have the supports and services they need to thrive is a priority for our government and I know this is a priority we share with the BC School Trustees Association (BCSTA). Teachers, support staff, and administrators play an essential role in helping the young people of BC succeed in their school years and beyond, and I appreciate the considerations you have raised in your letter to better support students and staff.

As referenced in your letter, the Ministry of Education and Child Care is currently working with sector partners on the development of a K-12 Workforce Plan. I know the BCSTA has been involved in this project since its inception last year and I would like to thank you for your contributions to this work. I am pleased to see that actions implemented so far, thanks to investments from the StrongerBC Future Ready Action Plan, are having a positive impact on the sector and I look forward to seeing the results of initiatives being rolled out for next school year. These include the continuation of hiring incentives for teachers in rural and remote schools, placement awards for teacher candidates to complete their practicum in a school in Northern BC, the creation of a second cohort of teachers through UBC's rural and remote teacher education program, as well as supports for teacher mentorship.

I know more work is needed to finalize the K-12 Workforce Plan and determine a path forward and I look forward to continuing to work with you and the BCSTA on this important project. If you would like more details on the status of the K-12 Workforce Plan and next steps pertaining to this work, we are more than happy to set up a meeting for you with Cloe Nicholls, Assistant Deputy Minister, Government and Analytics Division. And of course, you are always welcome to contact me directly or raise issues at our regular meetings. I deeply value our partnership and appreciate your perspective.

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Again, thank you for writing.

Sincerely,

A handwritten signature in black ink, appearing to read 'R Singh', with a horizontal line underneath the 'h'.

Rachna Singh  
Minister

cc: Cloe Nicholls, Assistant Deputy Minister, Government and Analytics Division  
Suzanne Hoffman, CEO, British Columbia School Trustees Association  
Maggie Yuen, Executive Administrator, British Columbia School Trustees Association