



2014-2015 BUDGET DRAFT 3

SCHOOL DISTRICT NO. 8 (KOOTENAY LAKE)

By **Kim Morris, Secretary Treasurer**
April 1, 2014

GOALS/EXPECTATIONS

How will our Preliminary Budget Ensure:

Student **learning** is at the forefront

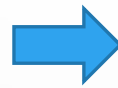
Resources are **aligned** with goals

Meaningful input and consultation

Sustainability

SHIFTS...

BUDGET IN FRONT OF DECISIONS ABOUT
RESOURCES TO SUPPORT LEARNING



STUDENT LEARNING AT THE FOREFRONT OF
RESOURCE ALLOCATION DECISIONS AND
CHOICES

TECHNOLOGY LOCATED AWAY FROM THE
CLASSROOM



MOBILITY AND STANDARDS; UBIQUITOUS
ACCESS

EMPHASIS ON 21C SKILLS AND
COMPETENCIES AND PERSONALIZATION
(THESE ARE NOW BASIC REQUIREMENTS)



EMPHASIS ON GLOBAL SUSTAINABILITY AND
CITIZENSHIP – CHANGING SKILLSETS REQUIRED
TO EMERGE AS ADULTS WITH THE ABILITY TO
PARTICIPATE FULLY IN EFFORTS TOWARD GLOBAL
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TOWARD A NEW PEDAGOGY

ADULTS AS LEARNING LEADERS



STUDENTS AS LEARNING LEADERS

FOCUS ON BRINGING EFFECTIVE
PRACTICE TO SCALE



FOCUS ON BRINGING CRITERIA FOR
EFFECTIVE LEARNING ENVIRONMENTS
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CONTENT AS CURRICULUM

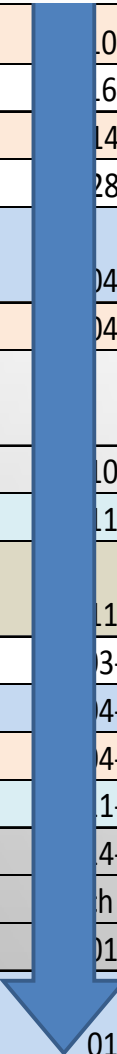


DEVELOPMENT OF SKILLS AND
COMPETENCIES AS CURRICULUM

SKILLS AND COMPETENCIES STUDENTS
NEED IN ORDER TO DEVELOP NEW
KNOWLEDGE AND USE THIS NEW
KNOWLEDGE TO SOLVE COMPLEX
WORLD ISSUES AND CHALLENGES?

ALIGNMENTS

- Board Goals
- Student Expectations
- Portfolio Strategic Plans
- Family of Schools Goals
- School Growth Plans
- **Achievement Data Gaps**



0-Dec-13	Creston	5:00 PM	Regular Open Board Meeting	Board
6-Dec-13			Invitations Distributed	Partners/Public
14-Jan-14	SBO	5:00 PM	Regular Open Board Meeting	Board
28-Jan-14			Presentation Reminder	Partners/Public
04-Feb-14	SBO	1:00 PM	Finance Committee Meeting	Committee Members
04-Feb-14	SBO	5:00 PM	Regular Open Board Meeting	Board
			Survey/Thought Stream	Principals/Vice-Principals
10-Feb-14			Enrolment Completed (all categories)	
11-Feb-14	SBO		Principal/Vice-Principal Meeting	Staff/P-VP's
11-Feb-14	TBA	4:30 PM	Board Working Session - Talking Tables	PVP's/Sr Mgmt/Trustees
13-Mar-14	SBO	8:00 AM	Senior Leadership Meeting	Senior Staff
14-Mar-14	Kaslo	11:00 AM	Finance Committee Meeting	
14-Mar-14	Kaslo	5:00 PM	Regular Open Board Meeting - First Reading	Board
11-Mar-14			Principal/Vice-Principal Meeting	Staff/P-VP's
14-Mar-14			Ministry Funding Announcement	
h 17-28, 2014			Spring Break - NO MEETINGS	
01-Apr-14			Budget Request/Instructions from MOE	
01-Apr-14	SBO	1:00 PM	Finance Committee	Committee Members



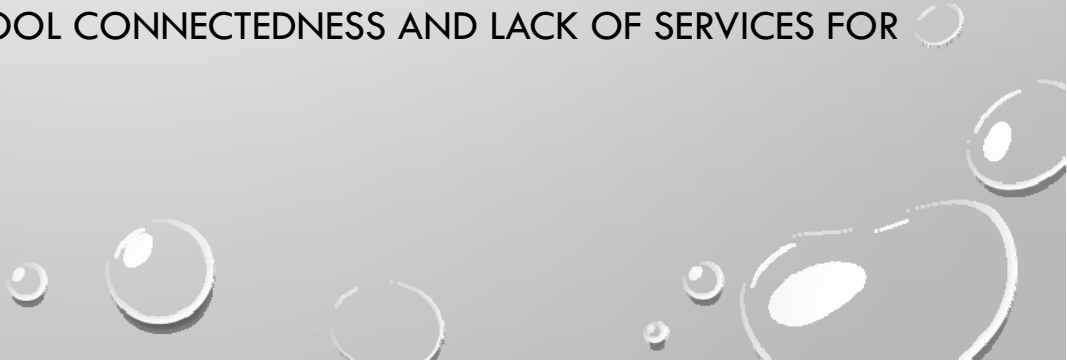
INNOVATIVE LEARNING SERVICES 2014/15 ACHIEVEMENT INITIATIVES

“THE ONLY WAY TO IMPROVE LEARNING IS TO IMPROVE INSTRUCTION”
HOW THE BEST PERFORMING SCHOOL SYSTEMS COME OUT ON TOP

MCKINSEY ET AL, 2007



WHAT CAN WE PAY ATTENTION TO?

- GENDER GAP –BOYS NOT PERFORMING AS WELL AS GIRLS.
 - HIGHER ORDER THINKING SKILLS
 - IN LANGUAGE ARTS: **INFORMATIONAL TEXT**
 - POVERTY – IMPLICATIONS FAR BEYOND FOOD AND ACCESS TO ACTIVITIES
 - SOCIAL/EMOTIONAL ISSUES – ANXIETY, STRESS AND DEPRESSION
 - ABORIGINAL LEARNERS – GAP IN MANY OF OUR MEASURES BETWEEN ABORIGINAL AND NON-ABORIGINAL LEARNERS.
 - TRUE NON-COMPLETERS – DRUG/ALCOHOL USE, PREGNANCY, FAMILY DYSFUNCTION, TRANSITIONS, LOW LEVELS OF SCHOOL CONNECTEDNESS AND LACK OF SERVICES FOR AT-RISK YOUTH.
- 

HOW DO WE PROPOSE TO WORK ON THIS?

LEARNING NETWORKS

LEADERSHIP	\$24 500
INQUIRY/PBL	\$34 500
TECH FOR LNG	\$36 500
CAPACITY BLDG	\$44 000
CURRICULUM	\$47 000
TOTAL	\$186 500

POOL OF RESOURCES RATHER THAN SET INITIATIVES FOR 14/15 DIRECTOR OF INNOVATIVE LEARNING SERVICES TO ALLOW FLEXIBILITY?

REPRESENTS APPROXIMATE \$15,000 REDUCTION FROM 13/14

OTHER BUDGET ALLOCATIONS

- ACE IT \$20 000
- DISTRICT PRO-D ~~\$20 000~~ \$ 15 000
- CULTURAL ACTIVITIES \$27 500
- EARLY LEARNING \$300 000
- TECHNOLOGY EVERGREEN ~~\$200 000~~ \$175 000
- INNOVATIVE PRACTICE GRANTS \$30 000
- DEPARTMENTAL TRAVEL ~~\$10 000~~ \$ 8 000
- HEALTH PROMOTING SCHOOLS COORDINATOR \$ 5 000
- SD8LEARNS MAINTENANCE \$10 000

- REPRESENT STATUS QUO 13-14 WITH REDUCTION TO TECH EVERGREEN

COMMUNITYLINK

- **COMMUNITYLINK IS MONEY THAT IS TARGETED TO SUPPORT VULNERABLE LEARNERS, WITH THE FOLLOWING TAKEN INTO CONSIDERATION:**
 - **MONEY IS TARGETED FOR NUTRITION, ACADEMIC AND BEHAVIORAL/EMOTIONAL SUPPORT**
 - **IT IS EXPECTED THAT COMMUNITY PARTNERSHIPS BE DEVELOPED.**

- **PROPOSED BUDGET:**

• SCHOOL MEALS	\$110 000
• READ BY GRADE 3	\$195 000
• READING ASSESSMENT (5/8)	\$ 20 000
• FAMILY OF SCHOOLS (INCL WEG)	\$240 685
TOTAL	\$565 685

Achievement Goals Comparison 2012-2013 to 2013-2014 to 2014-2015						
	Cost			TOC Days		
	12-13	13-14	14-15	12-13	13-14	14-15
Inquiry/Project Based Learning	-	-	34,500	0	0	90
Leadership Development	86,000	22,500	24,500	240	60	60
Tech to Support Learning	120,000	63,750	36,500	0	150	90
Curriculum Implementation	-	-	47,000	0	0	120
Success For All/Capacity Building	64,600	44,000	44,000	180	120	120
Critical Thinking	15,000	50,000		0	120	
Teacher Librarians	15,000	22,500		0	60	
Gender/Boys	-	34,250		0	90	
Resiliency	37,000	34,250		30	90	
Grad for All	9,300	-		24	0	
Innovative Practice	70,000	30,000	30,000	0	0	
Collective Conversations	35,000	30,000		0	0	
Early Learning	220,000	200,000	300,000	0	0	
ACE IT	15,000	20,000	20,000	0	0	
Total:	686,900	551,250	536,500	474	690	480



CAPACITY BUILDING & TRAINING 2014/15

INDEPENDENT LEARNING

2014/15 INITIATIVES

- COUNSELLORS
- EA TRAINING MODULES
- PBS TRAINING AND IMPLEMENTATION FOR SCHOOL TEAMS

PROJECTED COSTS:

• COUNSELLORS (2-3 DAYS)	\$9,000
• EA TRAINING (10 HOURS)	\$5,000
• PBS TRAINING (3 DAYS)	\$11,000
• MANDT TRAINING	\$15,000
TOTAL	\$40,000

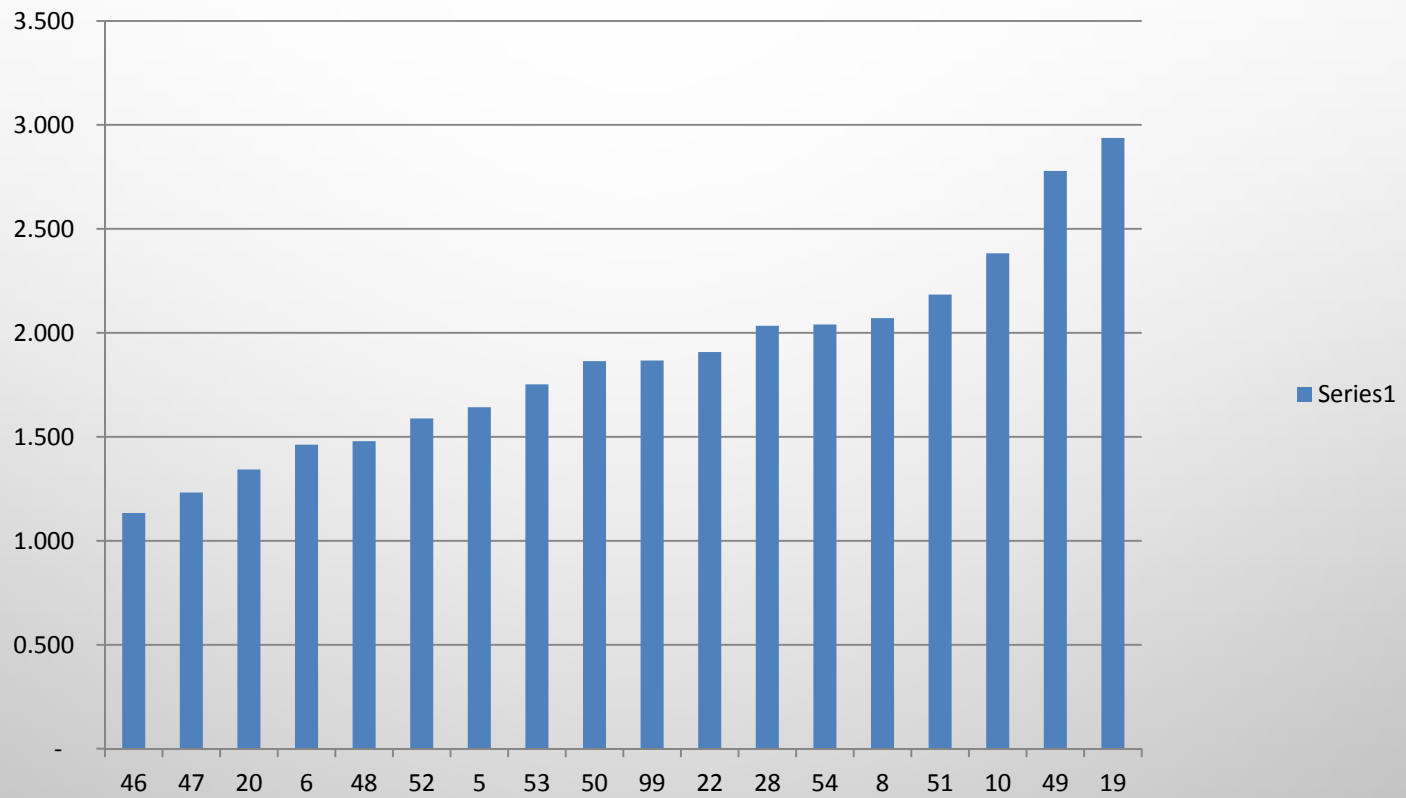
INCLUDED IN DRAFT 3:

CAPACITY BUILDING	\$25,000
MANDT TRAINING	\$ 5,000
TOTAL	\$30,000

Function 110 (Student Support Services) Spending Comparison

District	Budgetted Expenditure 2013-2014	Operating Grant 2013-2014	District	Ratio: Expense: Funding
46	7,003,379	6,176,400	46	1.134
47	3,660,487	2,970,000	47	1.232
20	3,310,568	2,464,400	20	1.343
6	3,173,806	2,171,000	6	1.462
48	5,600,829	3,785,800	48	1.479
52	3,593,940	2,262,100	52	1.589
5	8,263,983	5,031,200	5	1.643
53	3,596,370	2,052,000	53	1.753
50	1,212,061	650,200	50	1.864
99	753,697,230	403,711,900	99	1.867
22	10,288,248	5,392,700	22	1.908
28	5,383,402	2,646,800	28	2.034
54	2,783,208	1,364,300	54	2.040
8	6,807,854	3,287,600	8	2.071
51	2,079,989	952,500	51	2.184
10	915,833	384,400	10	2.383
49	432,373	155,600	49	2.779
19	1,962,033	668,000	19	2.937

110 Student Support- Expense:Funding (13-14)



COMMUNITY & STAKEHOLDER INPUT

- THOUGHT STREAM PROCESS: MAJOR THEMES
- SUPPORTS FOR LEARNING
- THOUGHTFUL DEPLOYMENT OF HUMAN RESOURCES IN SCHOOLS, AND SUPPORTING SCHOOLS;
- WELL-RESOURCED CLASSROOMS AND SCHOOLS;
- UP-TO-DATE AND AVAILABLE TECHNOLOGY;
- ARRAY OF LEARNING OPPORTUNITIES INCLUDING ACCESS TO COURSES, AND SUPPORT;
- SUPPORT FOR AT-RISK AND VULNERABLE STUDENTS;
- POSITIVE AND SAFE LEARNING ENVIRONMENTS.
-

COMMUNITY & STAKEHOLDER INPUT

- THOUGHT STREAM PROCESS: MAJOR THEMES
- WHAT STUDENTS SHOULD BE LEARNING
- HELPING STUDENTS BECOME INDEPENDENT THINKERS;
- LITERACY AND NUMERACY;
- SOCIAL DEVELOPMENT;
- CITIZENSHIP;
- ACADEMIC ENGAGEMENT; RELEVANCY;
- CRITICAL INQUIRY SKILLS;
- ARTS

COMMUNITY & STAKEHOLDER INPUT

- CONSULTATION TO BE DONE:
 - STAFFING CONSULTATIONS WITH PVP
 - PVP MEETING TO DISCUSS DRAFT 3
 - BOARD-PVP TALKING TABLES APRIL 8
 - SURVEY:
 - BALANCING STRATEGIES AND LONG LIST OTHER IDEAS, WISH LIST ITEMS, THOUGHT STREAM THEMES
 - TOP - WHAT IS MOST IMPORTANT?
 - BOTTOM – WHAT CAN'T YOU LIVE WITH?

2014-2015 DRAFT 3

DRAFT 3

- COMMITS TO STUDENT LEARNING BY SUPPORTING:
- EARLY LEARNING INITIATIVES:
 - \$300,000 OPERATING
 - \$195,000 LINKS
 - \$495,000 TOTAL
- MINIMAL ADJUSTMENT TO TEACHER STAFFING FOR DECLINE IN ENROLMENT
- SYSTEMIC REPLACEMENT BUDGETS:
 - \$175,000 TECHNOLOGY
 - \$ 72,000 SHOP EQUIPMENT
 - \$ 40,000 VEHICLES
 - \$207,000 TOTAL
- SCHOOL ALLOCATIONS AND CARRY FORWARDS
- CUPE SAVINGS PLAN
- FLEXIBILITY FOR POTENTIAL CHANGES IN PROVINCIAL CONTEXT
- ASSET MAINTENANCE AND RENEWAL

REVENUE

- FUNDING ANNOUNCEMENT RECEIVED
- FORMULA STATIC; NO MAJOR CHANGE
- BIG SWINGS FROM ESTIMATE WERE
TEACHER AVERAGE SALARY DIFFERENTIAL
- OPERATING GRANT DECREASE OF
\$879,000
- USE OF 13-14 SURPLUS PROJECTIONS



STAFFING - TEACHERS

- TEACHER STAFFING 2013-2014 245
- LESS: 5 FTE ADJUSTMENTS FOR ENROLMENT DECLINE (5)
- TOTAL DRAFT 3 TEACHER STAFFING 14-15 240

- CONSERVATIVE APPROACH GIVEN THE UNKNOWN LANDSCAPE OF THE PROVINCIAL CONTEXT FOR 14-15

- FLEXIBLE AND NIMBLE

- TO BE DONE:
- CONSULT WITH PVP AND FAMILY OF SCHOOLS AROUND STAFFING NEEDS
- FINALIZE RETURNS FROM LEAVE, LEAVE REQUESTS AND RETIREMENTS

STAFFING – INDEPENDENT LEARNING

- EDUCATION ASSISTANTS
- BASED ON LEVEL 1/2/3 ESTIMATED FEBRUARY 2014 ENROLMENT
- EARLY LEARNING EA'S MOVED FROM STAFFING TO SERVICE & SUPPLIES
- ABORIGINAL EDUCATION YOUTH AND FAMILY WORKERS 13-14 STATUS QUO
- **DRAFT 3 – ALL EA'S AND CCW'S RESULTING FROM LEVEL 1/2/3 FUNDING ARE INCLUDED IN OPERATING**
- **LONG LIST OF BALANCING STRATEGIES - COULD WE MOVE SOME CHILDCARE WORKER STAFFING FROM OPERATING TO LINKS?**

STAFFING - PVP'S

- REDUCTION OF 1 DISTRICT PRINCIPAL (CONVERTED TO TEACHER TIME)
- REDUCTION OF 1 VP (ARES)

- IN THE WISH LIST SENIOR STAFF CONTEMPLATES VP'S IN EACH SCHOOL TO:
 - BUILD CAPACITY
 - ~~POTENTIALLY REDUCE COSTS (TIC/TOG)~~
 - FREE UP PRINCIPALS TO FURTHER LEAD LEARNING
 - SUCCESSION PLANNING

- **REMAINS ON WISH LIST – SMALL COST OF APPROXIMATELY \$9,000 PER ELEMENTARY SCHOOL; WHAT IS THE COST/BENEFIT OF A VP IN EACH ELEMENTARY SCHOOLS WHEN CONSIDERING THE ABOVE CONTEMPLATIONS?**

- **LONG LIST OF BALANCING STRATEGIES INCLUDES: REDUCTION OF 2 VP'S AT SECONDARY AND/OR DISTRIBUTED LEARNING AND DISTRICT PRINCIPAL OF INNOVATIVE LEARNING**

STAFFING - CLERICAL

- CLERICAL
- FORMULA APPLIED TO ALL SCHOOLS BUT NOT FINAL ALLOCATION
- PART OF THE HR/INNOVATIVE/INDEPENDENT DIRECTORS' MEETINGS WITH PVP AROUND STAFFING
- STATUS QUO 13-14 FOR FINANCE, HR & MAINTENANCE
- **BALANCING STRATEGY:**
- **REDUCE CLERICAL POSITIONS FROM 12 MONTH TO 10 MONTH AND FROM 40 HOURS TO 35 HOURS/WEEK**
- **LONG LIST:**
- **REDUCE FINANCE DEPARTMENT (WOULD REQUIRE A CAPITAL OUTLAY)**

BENEFITS

- MSP INCREASE – 4% OF PREVIOUS PREMIUM EFFECTIVE JAN 1/15 INSTEAD OF JULY 1/14

SERVICES & SUPPLIES

- INCLUDE CHANGES TO:
- ELECTIONS BUDGET
- ELL INCLUDED IN TEACHER STAFFING
- DEPARTMENTAL STATUS QUO WITH INCREASES/DECREASES IDENTIFIED AS COMPULSORY (NO CHOICE - MUST BE DONE)
- DEPARTMENTAL BUDGETS WHERE SAVINGS WERE IDENTIFIED
- INTERNATIONAL PROGRAM BUDGET RECEIVED
- CORRECTION TO INNOVATIVE LEARNING 13-14 STATUS QUO
- ALL OTHER CONTEMPLATIONS REGARDING INCREASES OR DECREASES ARE INCLUDED ON THE "WISH LIST"

- **BALANCING STRATEGIES INCLUDE REDUCTIONS TO:**
- **EVERGREENING INITIATIVES: TECHNOLOGY, SHOP EQUIPMENT AND FLEET VEHICLES**
- **INDEPENDENT LEARNING CONTINGENCY**

CONTINGENCIES 2014-2015

- INDEPENDENT LEARNING \$127,000
- BENEFITS \$166,094
- MAINTAINS RESERVE OF \$500,000

DRAFT 3 SUMMARY 2014-2015

- ENROLMENT DOWN 147 FTE
- REVENUE DOWN \$1,664,801
- EXPENSES DOWN \$1,628,992
- SHORTFALL \$35,809



BALANCING STRATEGIES

• 2013-2014 SURPLUS APPROPRIATION	\$400,000
• TEACHER FTE REDUCTION	\$483,287
• REPLACEMENT BUDGET REDUCTION	\$ 50,000
• CLERICAL REDUCTION	\$ 22,753
• INDEPENDENT LEARNING CONTINGENCY	\$ 50,000
• NON-REPLACEMENT OF IT TECHS	\$ 11,847
• EVERGREEN TECHNOLOGY	\$ 25,000
• EVERGREEN SHOP EQUIPMENT	\$ 10,000
• EVERGREEN VEHICLE FLEET	\$ 40,000
• SUMMER CREWS	\$143,499
• TRADES STAFFING TO AFG	\$ 81,950
• ESL INCLUDED IN TEACHER STAFFING 240 FTE	\$ 22,780

BALANCING STRATEGIES - IMPACTS

INDEPENDENT LEARNING

- CLERICAL REDUCTION \$ 22,753
- INDEPENDENT LEARNING CONTINGENCY \$ 50,000

BALANCING STRATEGIES - IMPACTS

OPERATIONS & TRANSPORTATION

- EVERGREEN VEHICLE FLEET \$ 40,000
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LONG LIST - Possible Balancing Strategy Options		
1.0 Itinerant Staff Reduction	Independent	(96,647)
0.2 FTE Reduction in Itinerant Staffing	District	(19,329)
Transportation Coordinator to 10 months	Trans	(14,060)
Trans Coordinators to Asst Trans Coords	Trans	(48,800)
Increase Rentals to Cost Recovery	District	24,000
3.6 FTE CCW/CWYF to LINKS	District	(168,542)
Reduction of 0.5 FTE Finance Position	Finance	(23,493)
VOIP (Voice over Internet)	District	
District Principal	District	
Bus Ridership Review (unpaid fees = no need for service/seat?)	Trans	
Photocopier Tender	District	
Audit Tender	District	
EFAP Tender	District	
Reduction 2 FTE VP	Schools	
Bus Washer/Fueler Position	Trans	
Custodial 11 month employees vs 12 month employees	Schools	
Application of CA - 12 Month Employees Vacation during in session times	District	
PVP Pro-D TOC's paid by Group Pro-D vs. District Absorbed	District	
School equipment allocations Vs Evergreen Technology	Schools	
Policy Change - Criminal Records Checks Employee Vs District Cost	District	
Departmental Travel	District	
Trustee Pro-D	Governance	
PVP Meetings - Implementing maximum TOC district paid coverage	District	
PVP Meetings - Changing time of meetings to reduce TOC costs	District	

BREAKOUT

- BALANCING STRATEGIES
- LONG LIST
- OTHER?
- DO YOU UNDERSTAND THE ITEMS IN DRAFT 3 IN ORDER TO PRIORIZE?
- IS ANY CLARIFICATION NEEDED?

NEXT STEPS

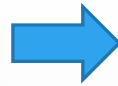
- CONSULTATION WITH FAMILY OF SCHOOLS TO **ORGANIZE FOR LEARNING**
- SURVEY OF PRIORITIES
- FINALIZE STAFFING
- CONTINUE TO MONITOR CUPE SAVINGS PLAN
- BE AWARE OF SHIFTING SANDS: STAY OF COURT RULING, POTENTIAL INCREASE TO WAGES

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QUESTIONS?



THANK YOU

