



ANSWERS to Emails received at information@7oaks.org regarding the Seven Oaks School Division Public Budget Meeting on February 26, 2024

Q: You have 900 teachers of 1500 staff - how do you calculate the percent staff devoted to direct support?

A: The calculation of direct support (83%) as presented comes from the Financial Reporting and Accounting in Manitoba Education and Early Childhood Learning (FRAME). Direct support is made of all costs dedicated to regular instruction, student services along with Instructional and Support Services. For further detail view the expense definitions at the following link [2022/23 BUDGET FRAME REPORT \(gov.mb.ca\)](#)

Q: How much does the Punjabi and Filipino bilingual program cost? What limit have you set on the number of bilingual programs that SOSD can afford to support.

A: Seven Oaks operates four bilingual programs: Filipino, Ojibwe, Ukrainian and Punjabi. All the bilingual programs operate with the same or similar class sizes as English and French Immersion so there isn't an additional cost to operate them.

Q: What is the cost of the swim, bike, and skate programming?

A: Based on our most recent and complete enrolment data the costs for rentals, instructors and transportation on a per pupil basis are as follows: Learn to Swim \$97.93, Learn to Skate \$89.39, Learn to Bike \$80.37.

Q: What research supports a class size of 20 for grades 5-8?

A: The relationship between class size and student achievement is complex and influenced by many factors. The Ontario Class Size Study and British Columbia Class Size and Student Achievement Report suggest the positive impact of smaller class sizes on student achievement. Additionally, feedback from current administrators in Seven Oaks also speaks to the positive impact.

Q: Are there increases to senior management salaries (superintendents' team)?

A: No. All non-unionised staff, including senior management are linked to one of our union groups for salary increases and all our unions groups are currently out of contract.

Q: What was the budget impact of adding a superintendent position?

A: There was a reorganization of senior leadership for 2023/2024. This included the addition of an Assistant Superintendent of Indigenous Excellence, while two Divisional Team Lead positions (Indigenous Education and Curriculum and Instruction) were not fulfilled. The net savings is approximately \$90,000.

Q: Where does funding for Wayfinders and Settlement Program come from? Does the division provide funding for this or give in-kind costs?

A: Funding for Wayfinders comes from the Province of MB, the Federal Government, private donors, and the Seven Oaks School Division. Funding for the Immigrant Settlement Services program comes from the Federal Government. There are in-kind costs related to payroll, accounting, and human resource management for both programs.

Q: Are you increasing the size of the admin team (principals and vice-principals)?

A: No increase is planned for the 2024-2025 school year.

Q: What were the cost implications of resigning senior management (Superintendents and Assistants), the cost of paying out vacations or other leaves while paying additional persons for the job?

A: Any earned and accrued leave that resigning staff were entitled to the time of their resignation were paid out in accordance with Manitoba labour standards.

Q: What is the division's approach towards literacy?

A: Seven Oaks has prioritized early literacy instruction in many ways. This year we had several schools participate in Early Years Support Training with a Reading Clinician. These teams met regularly and worked towards the goal of learning reading recovery intervention strategies that they could then take back to their classrooms to help readers who need it most. This pilot has had impact not only for students who struggle in reading, but it has also been impactful for the teachers who experienced growth in their practice and professional learning.

In addition, Early Years schools have committed themselves to a 3-year long residency with Regie Routman and Sandra Figueroa. Schools have had the focus on transformative teaching practices that are grounded in the early literacy interventions and responsive instruction, feedback, and assessment. In all schools, administrators and teachers report stronger reading and writing in almost all students. This data is reported on page 3 of Seven Oaks by the Numbers, and trends to increased improvement over time.

In Seven Oaks we have a growing community of EAL learners (35% of Grade 3 students in 2022) and consider this when we look at Provincial Assessment data. We look to the Grade 8 data and note that our EAL learners show significant improvement in their reading and writing Provincial Assessment feedback as compared to their Grade 3 results. This indicates that growth in numeracy and literacy in as an additional language can take several years. As such, we have bolstered our supports for EAL learners as another layer of our work in early literacy.

We feel these learning models are examples of collective efficacy, whereby teachers can grow their practice in sustained ways, working with reading experts and collaborating with colleagues. This is work we continue to do, using Provincial Assessment as only one measure of success in this area.

Q: Why are school plans being kept secret?

A: To date we have not required school plans to be posted. Our communications and priorities can be viewed on our website under the **Helpful Links** tab. Included are the 2023/2024 Divisional Plan and Seven Oaks by the Numbers. Additionally, we distribute school based and divisional Report to the Community publications each June.