

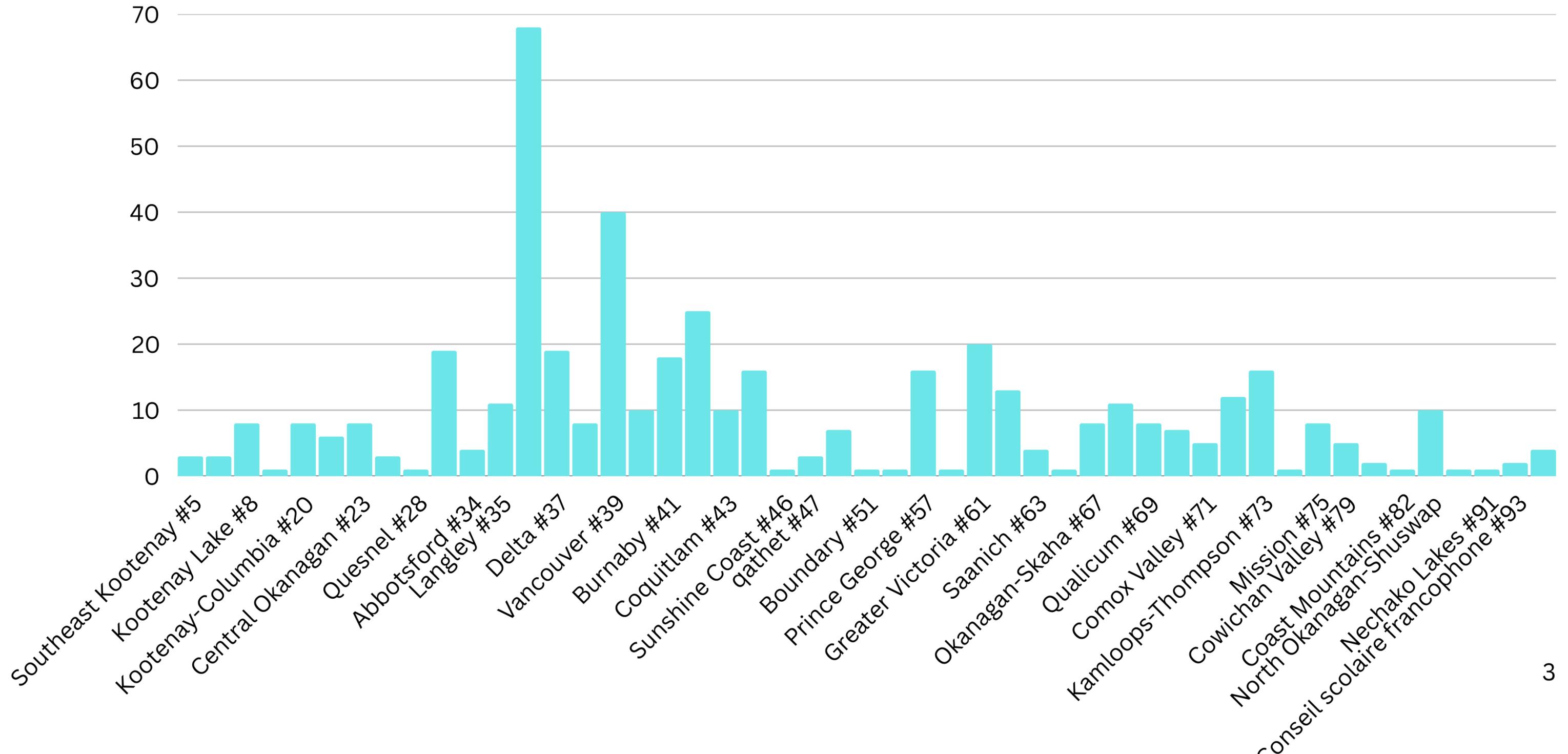


Working & Learning Conditions Report 2025

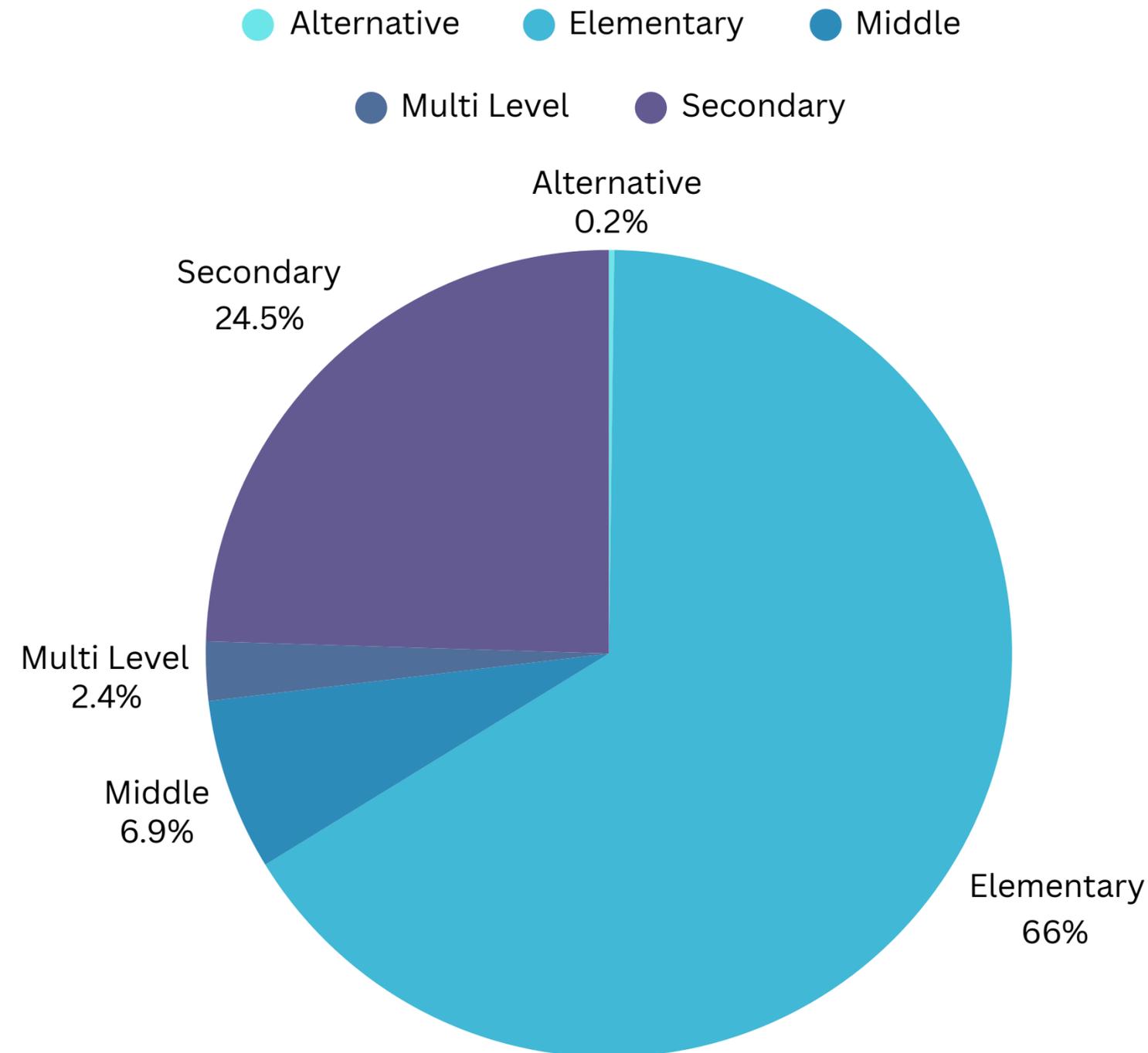
Who Are the Teacher-Librarians in BC?

We come from all over BC

We had 466 responses to our survey

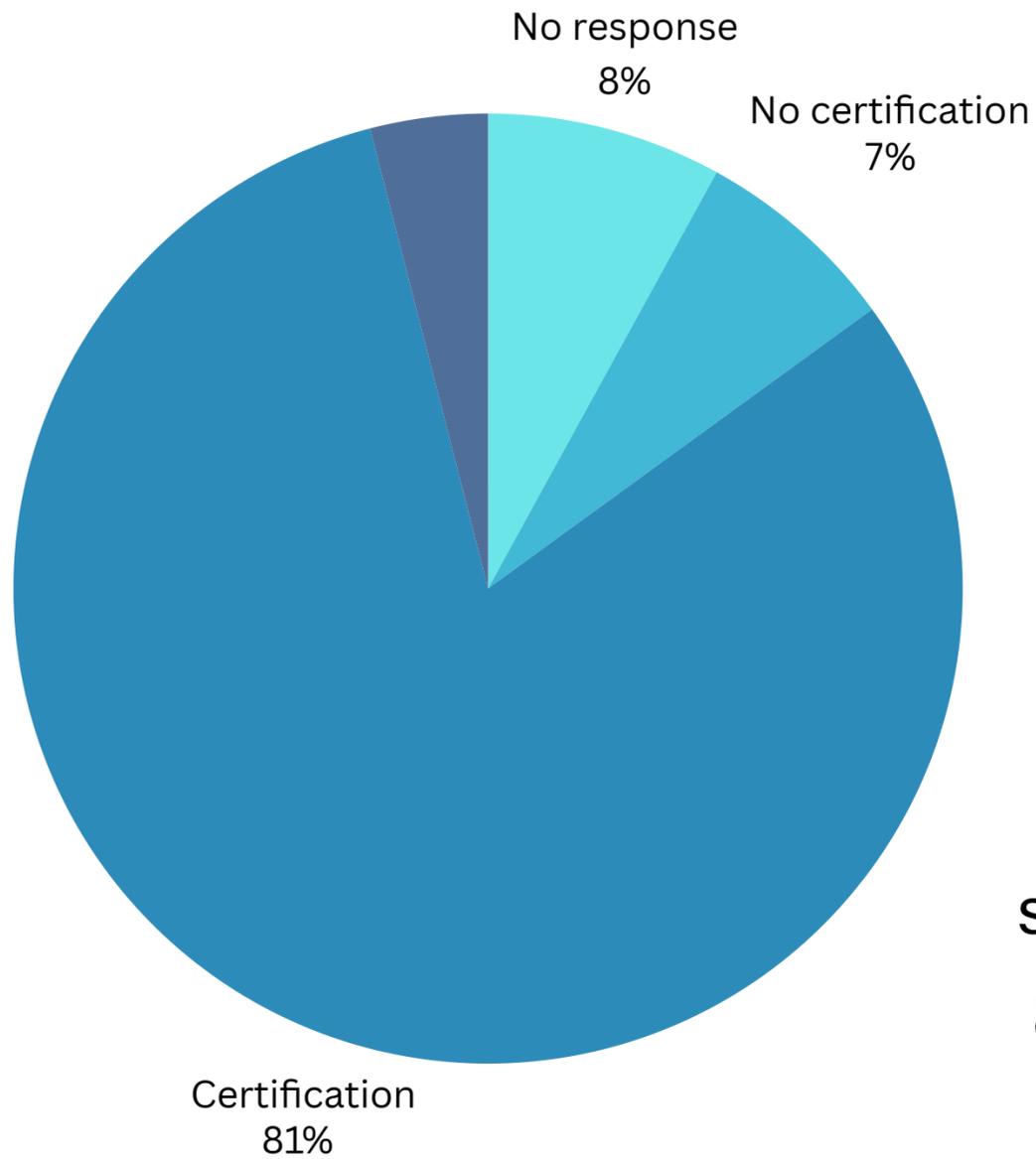


We represent all K - 12 schools



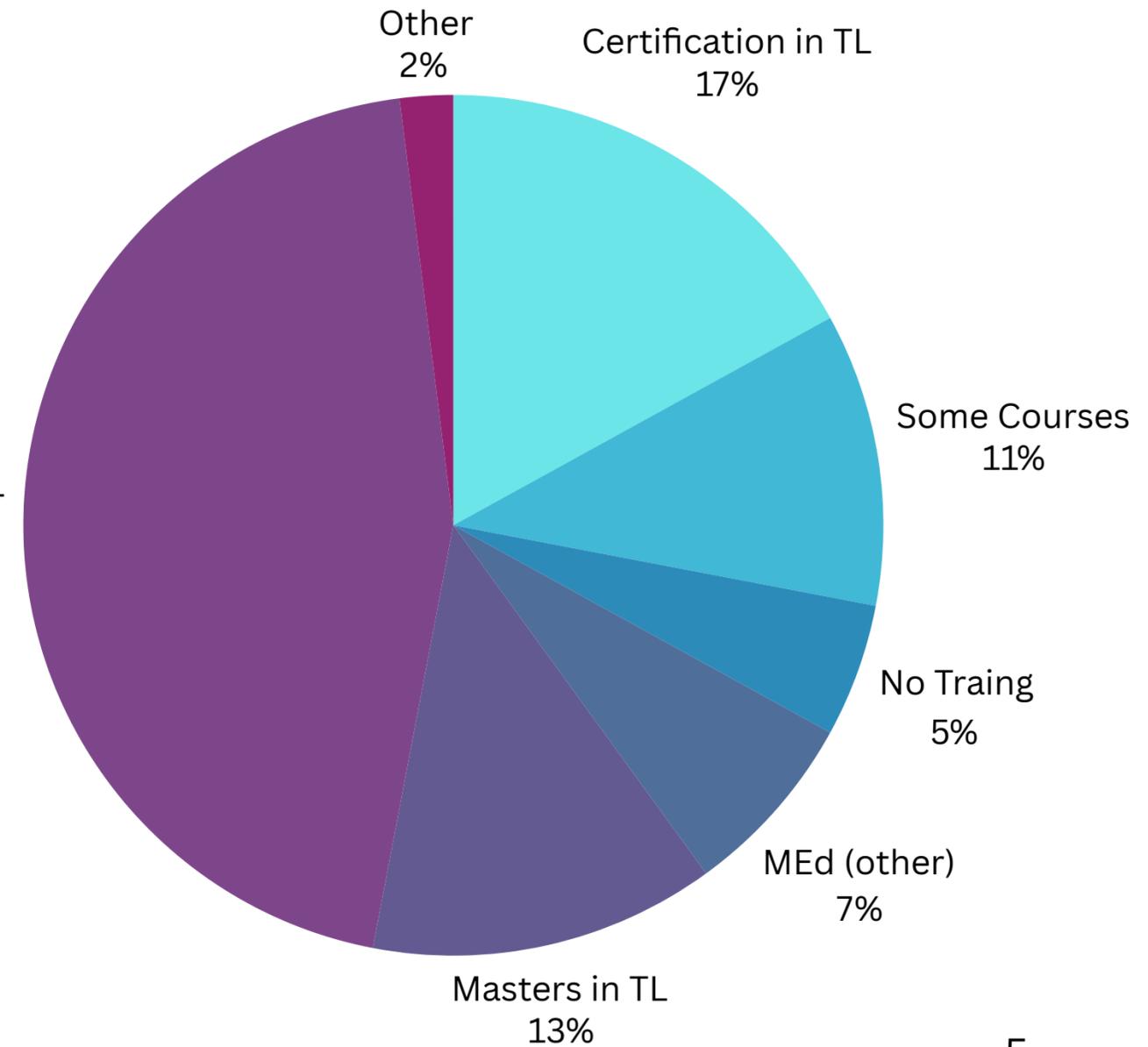
It's not surprising most of the responses came from elementary schools as they make up the majority of schools in B.C. Multi Level are schools that have more than eight grades together.

We are highly educated



Teacher-Librarian Qualified

Teacher-Librarians are highly educated, specialist teachers. Over 80% of them have post-graduate education.



Education Level

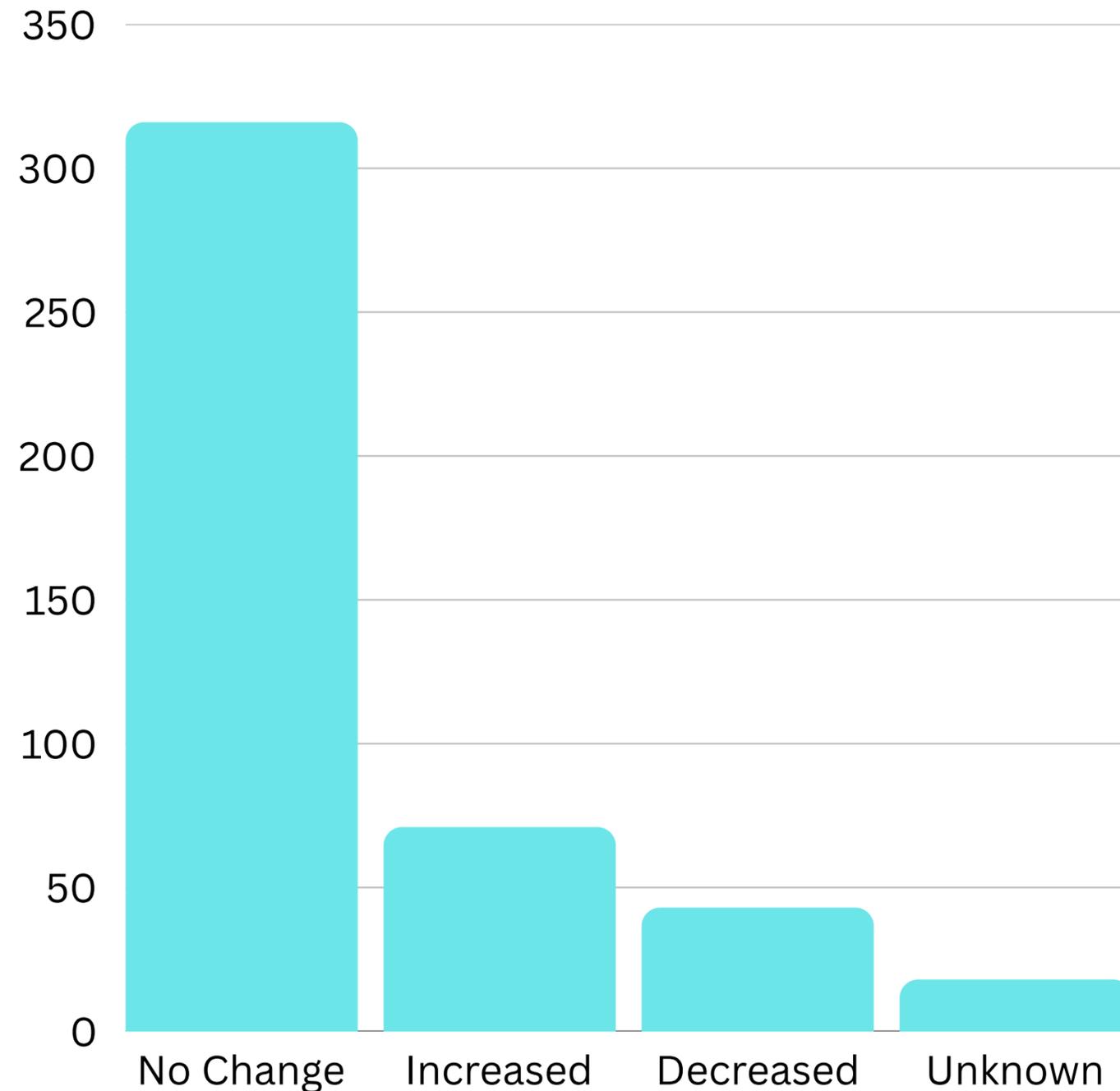
**What do Teacher-Librarians'
schools look like in BC?**

The students we teach

# Students to TL Ratio by School Type							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Elementary	621	544	472	548	560	516	512
Middle	797	761	722	814	780	645	652
Secondary	1047	1066	795	1192	1208	1034	1081
Multi-level	804	644	600	610	1642	544	951

Based on the survey, the overall provincial ratio is 716.⁷

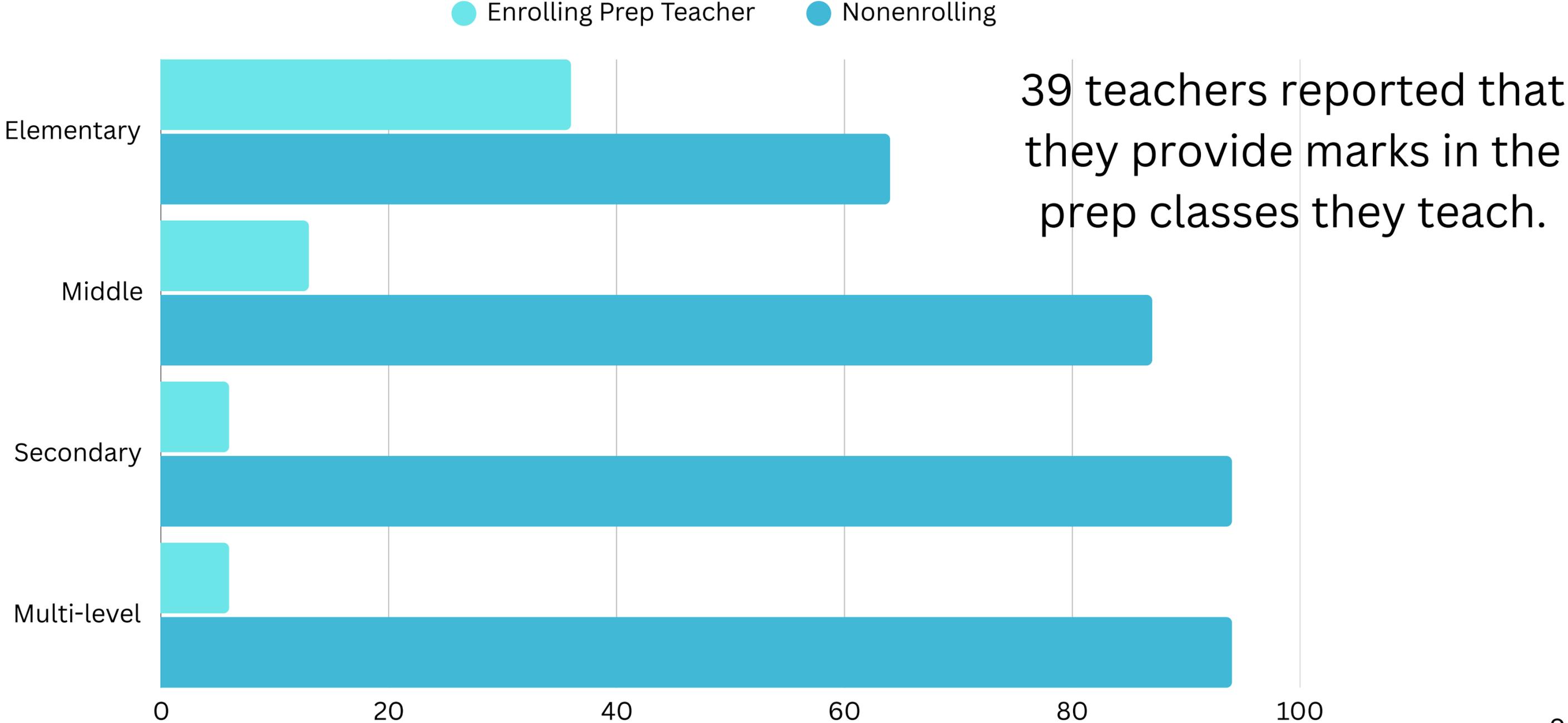
Our FTE changes



30 of the 43 respondents with decreased FTE stated it negatively affected their colleagues.

Even without changes in FTE, 8 respondents said their staff has been negatively affected. This could be increases in students population without FTE increase.

Our Non-enrolling vs Enrolling Assignments



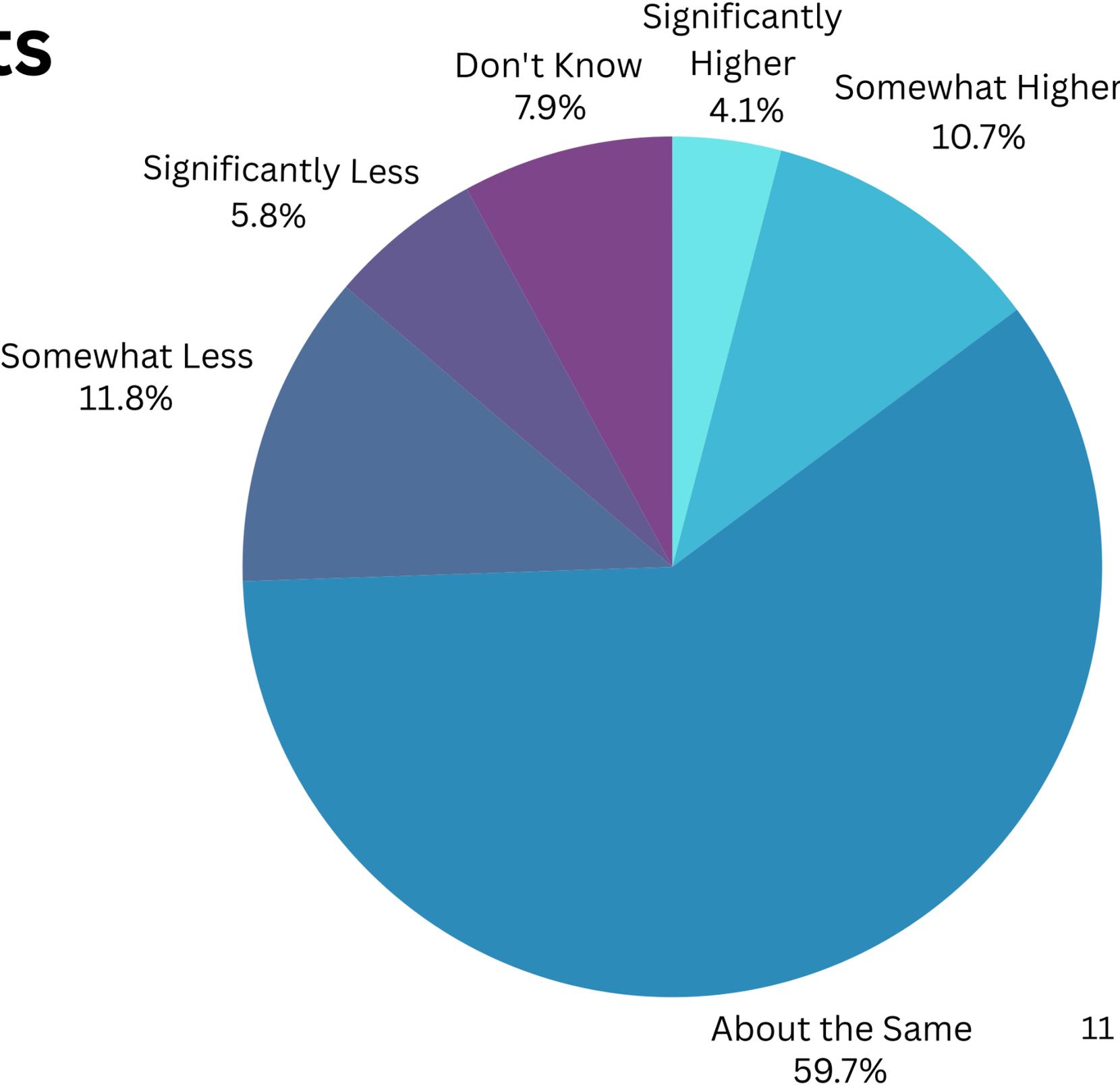
Our budgets

Average Library Learning Commons Budgets (\$)							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Elementary	2280	3240	3010	3149	2960	3141	2730
Middle	3840	4195	4606	4760	4125	4776	4643
Secondary	8620	10672	9187	8411	8569	8536	9341
Multi-level	4020	4141	2240	2500	3111	4434	2337

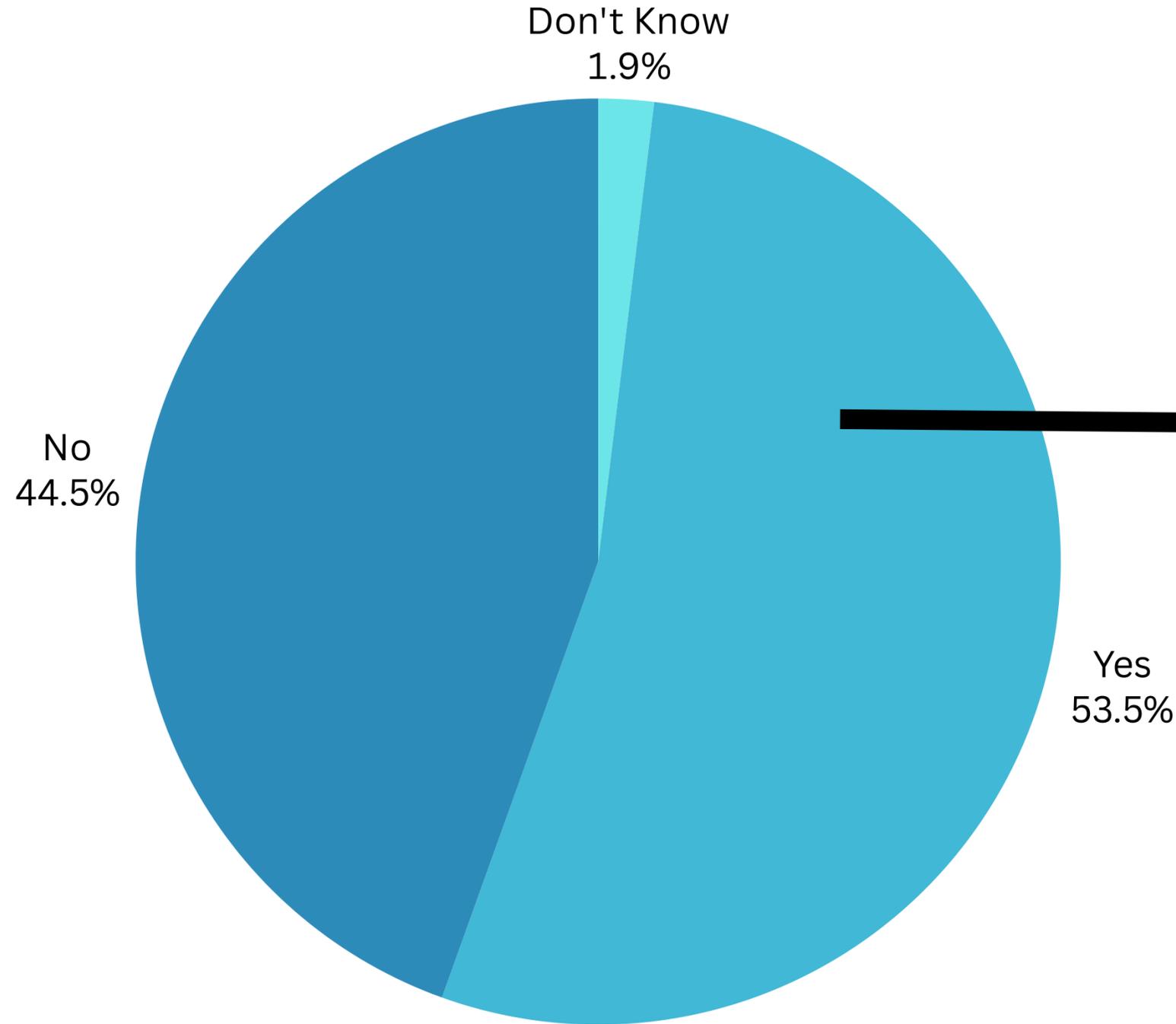
The overall provincial average is \$4442 per schools and \$7.67 per student

Changes to our budgets

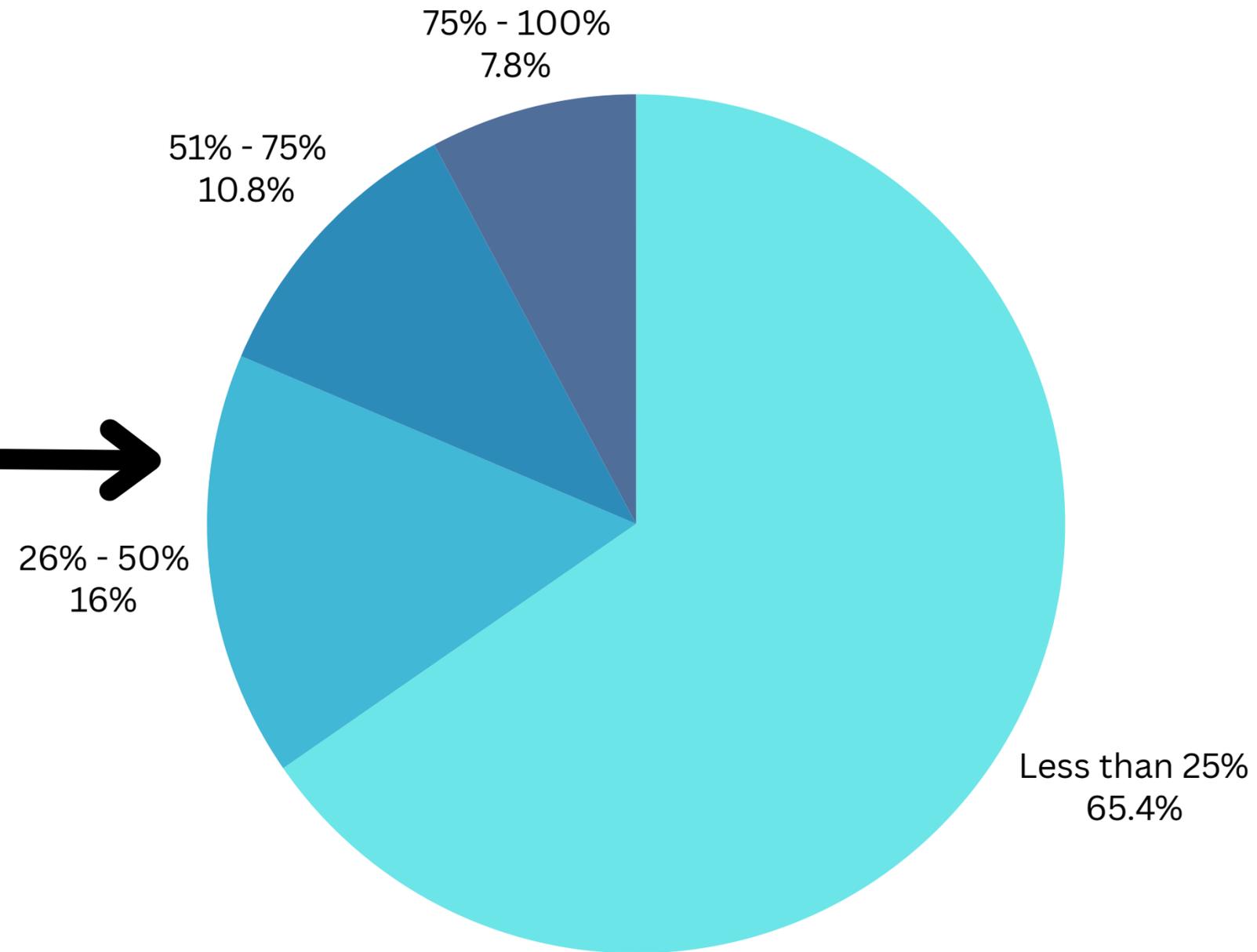
While most of our members have budgets that have remained the same, it's important to note that purchasing power has decreased over the last few years. Inflation and the value of the Canadian Dollar has increased the cost of books and resources.



Our Collaboration

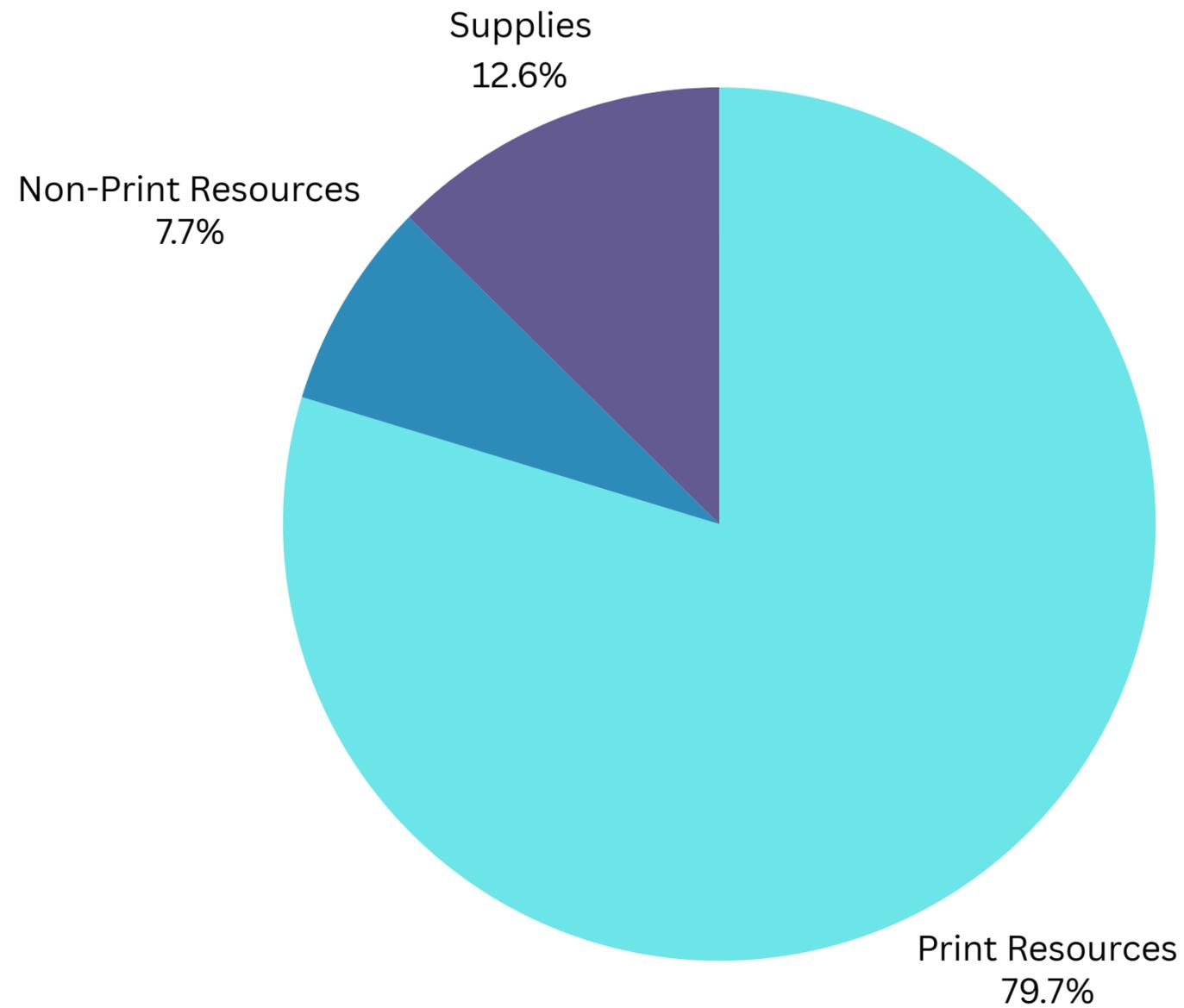


Collabroration Time in the Schedule

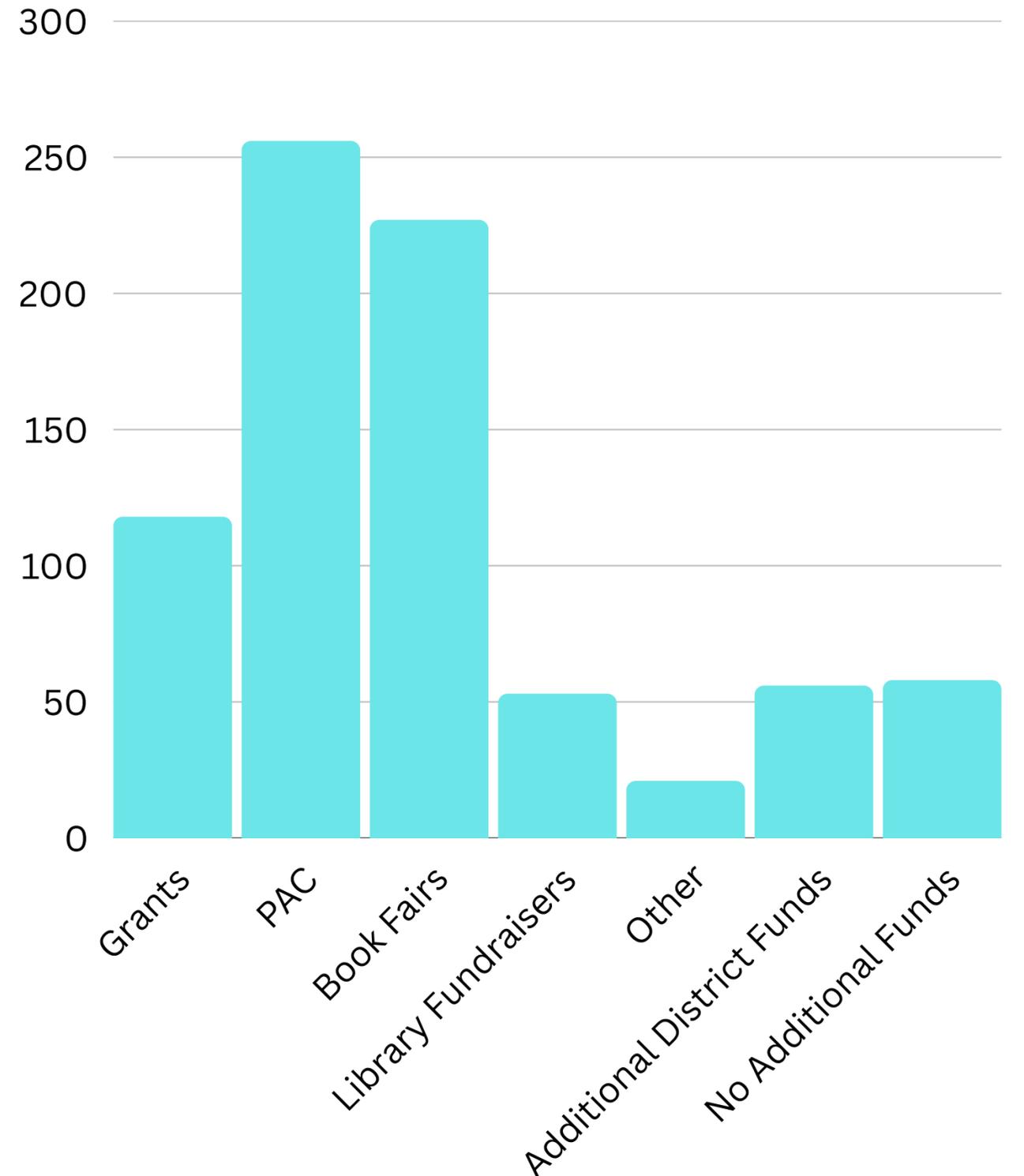


Of the TLs that have collaboration in their schedule, this is the percent of the FTE they work on it.

How we spend our budgets

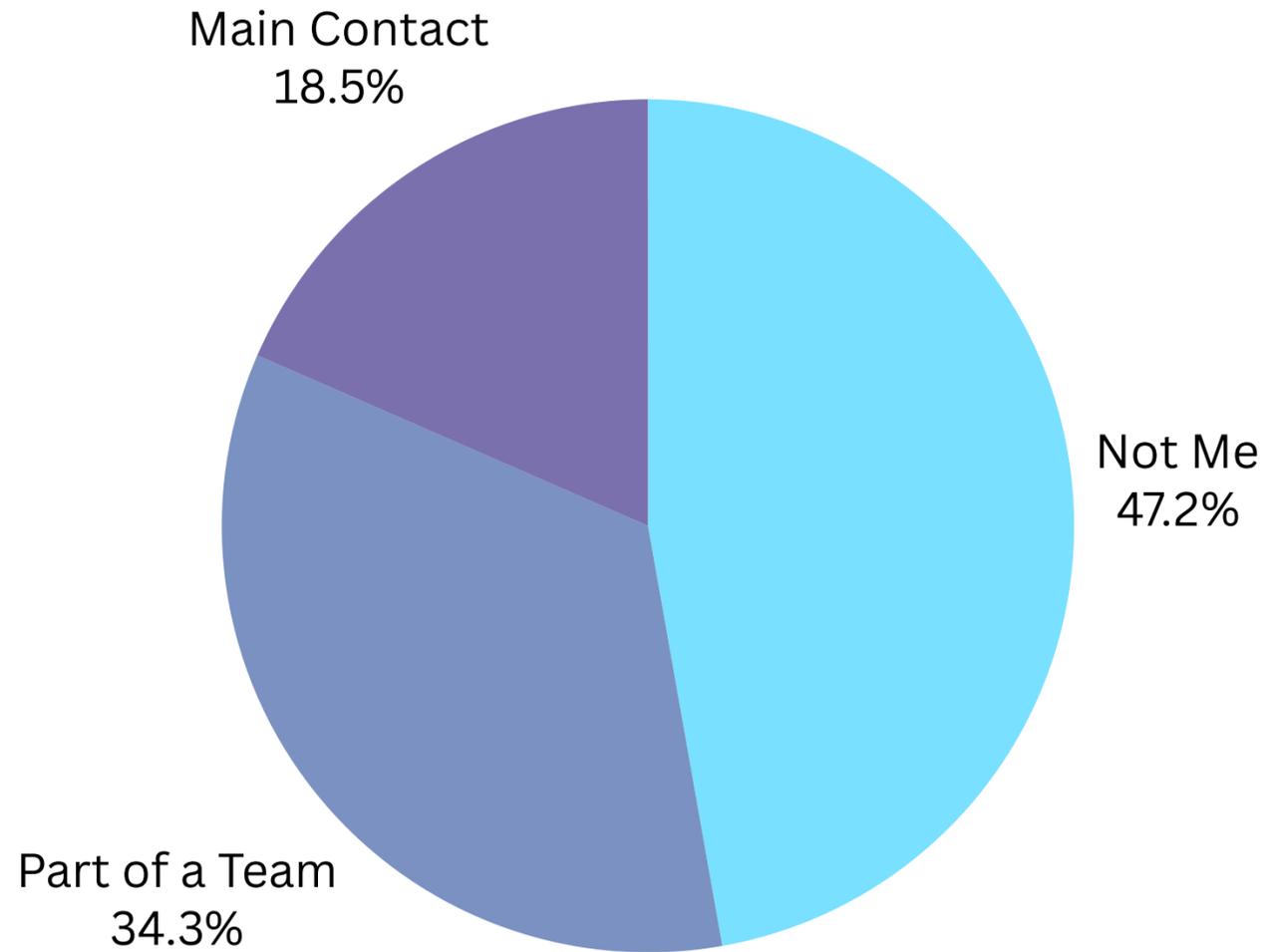


How Budgets Are Spent

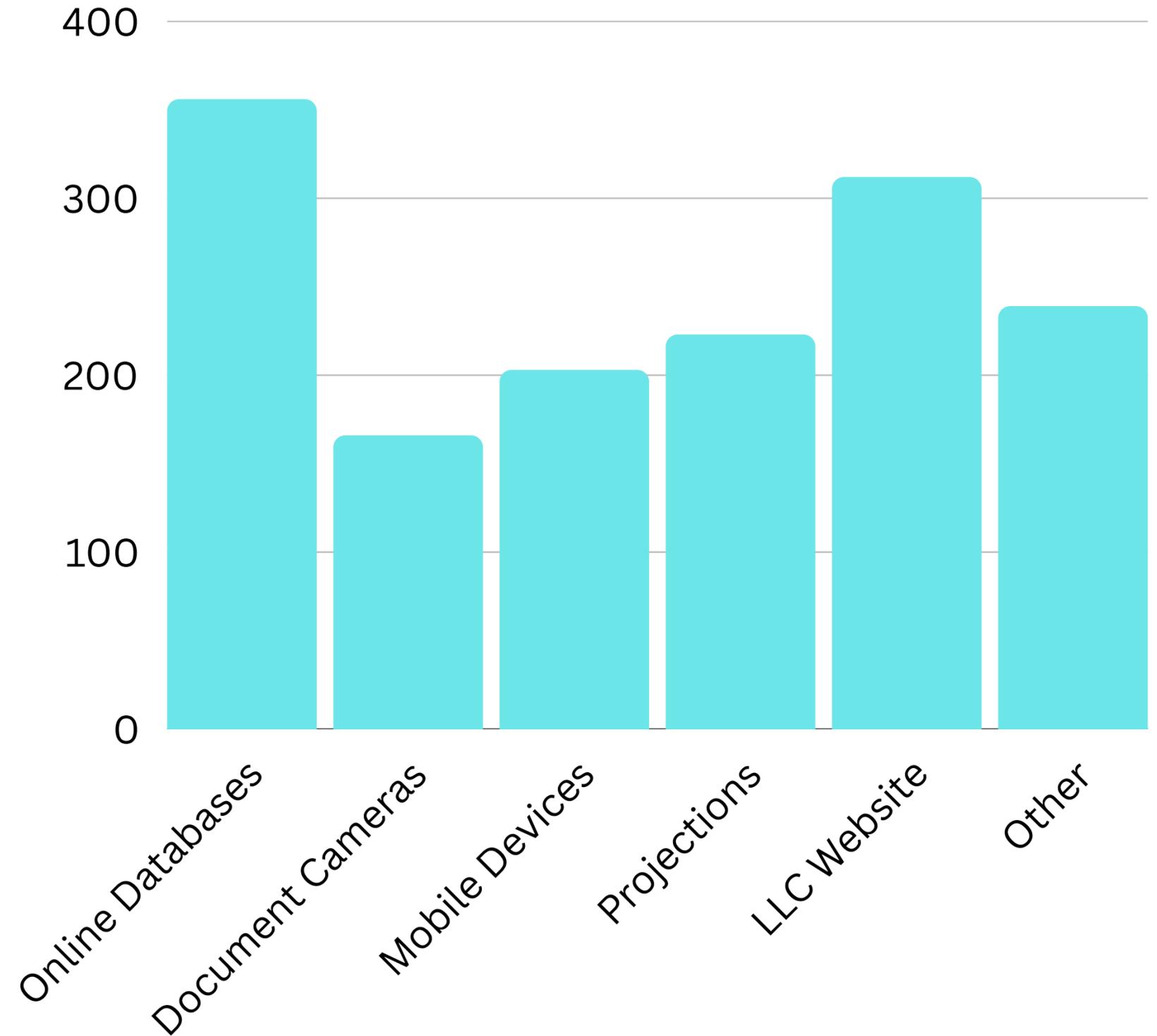


Funding Outside of School Budgets

Technology in our LLC



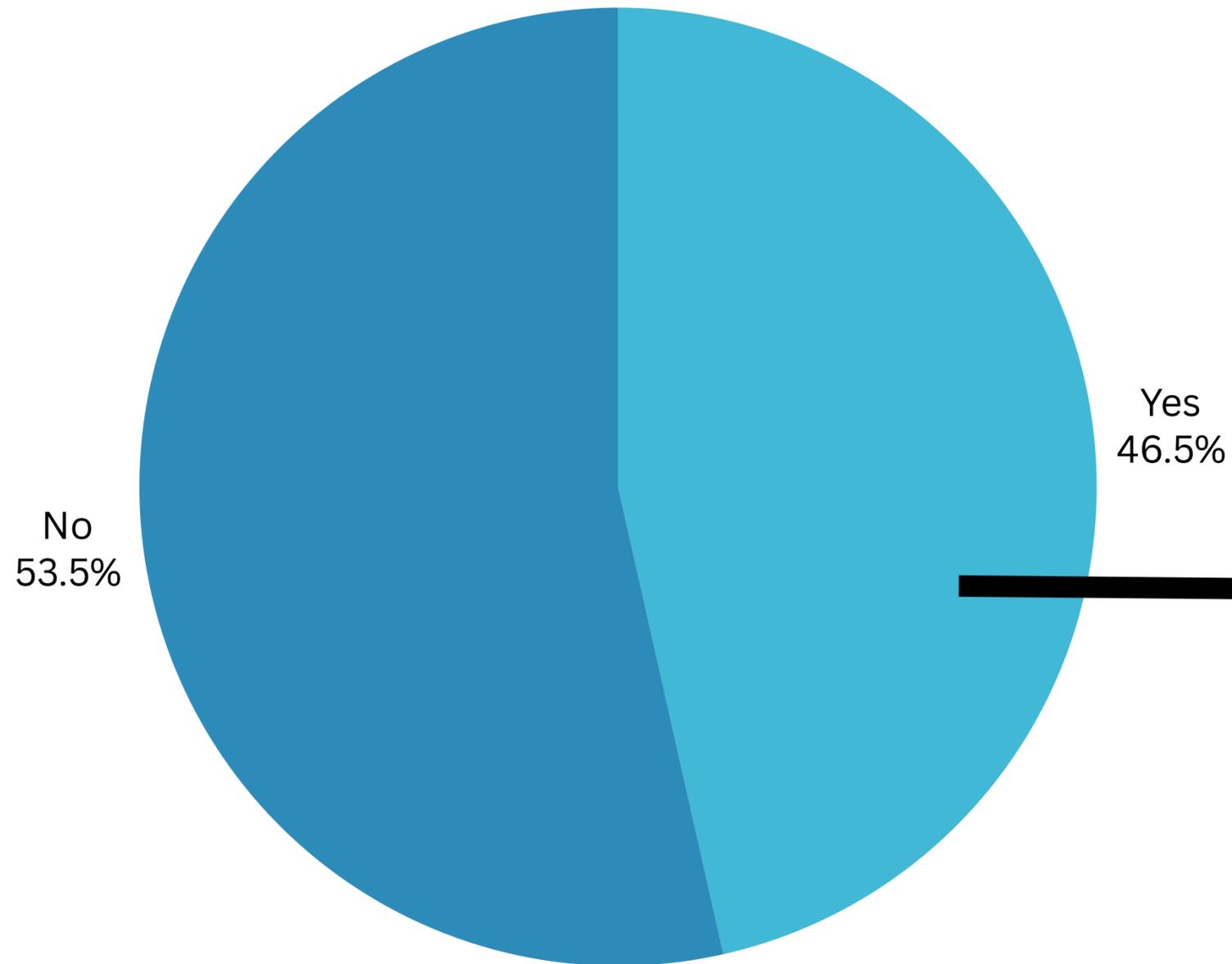
Teacher-Librarians who are responsible for technology at their school.



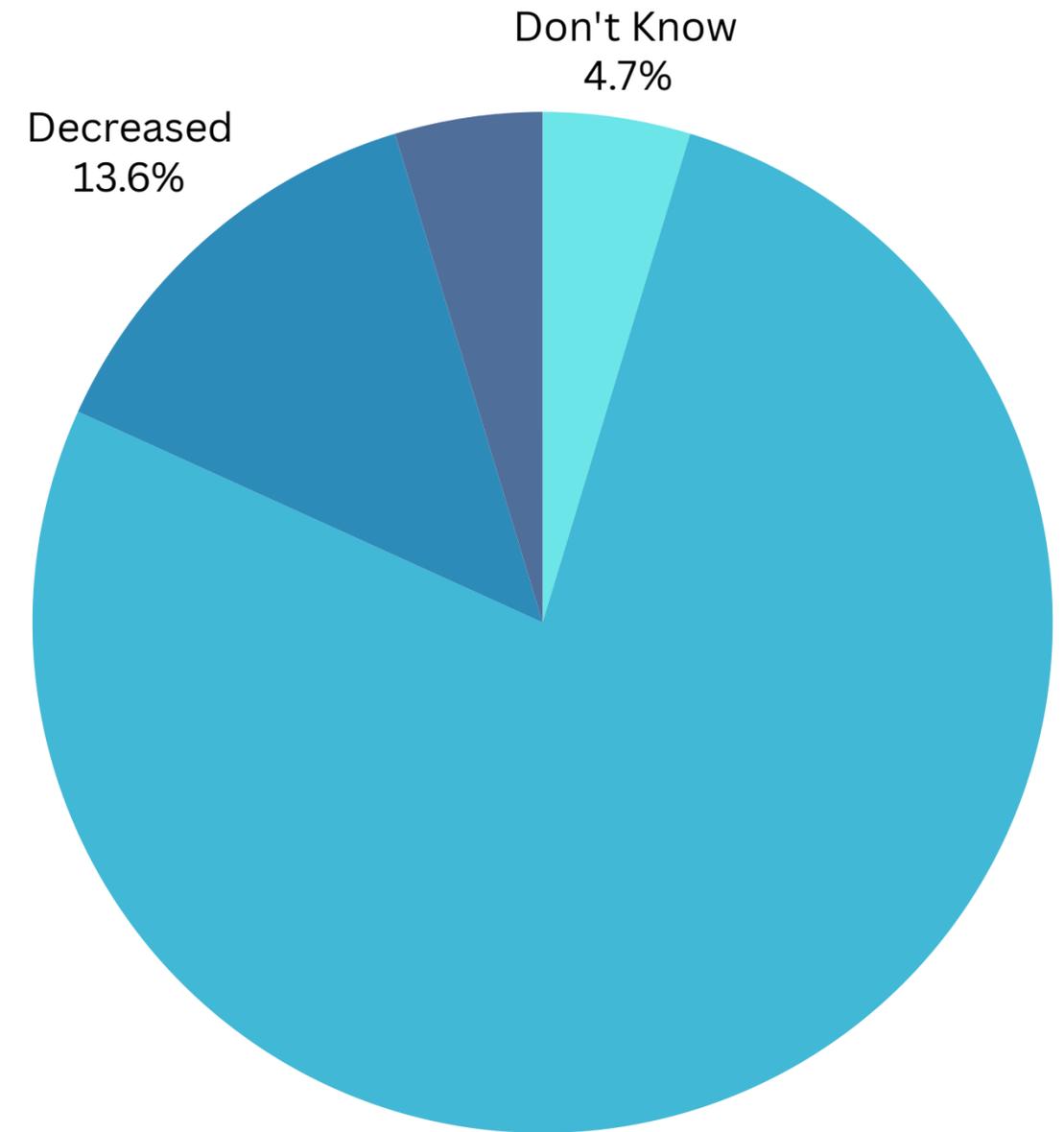
Technology offered in LLCs

**What does
Teacher-Librarian workload
in BC look like?**

Our Assistants in the LLC

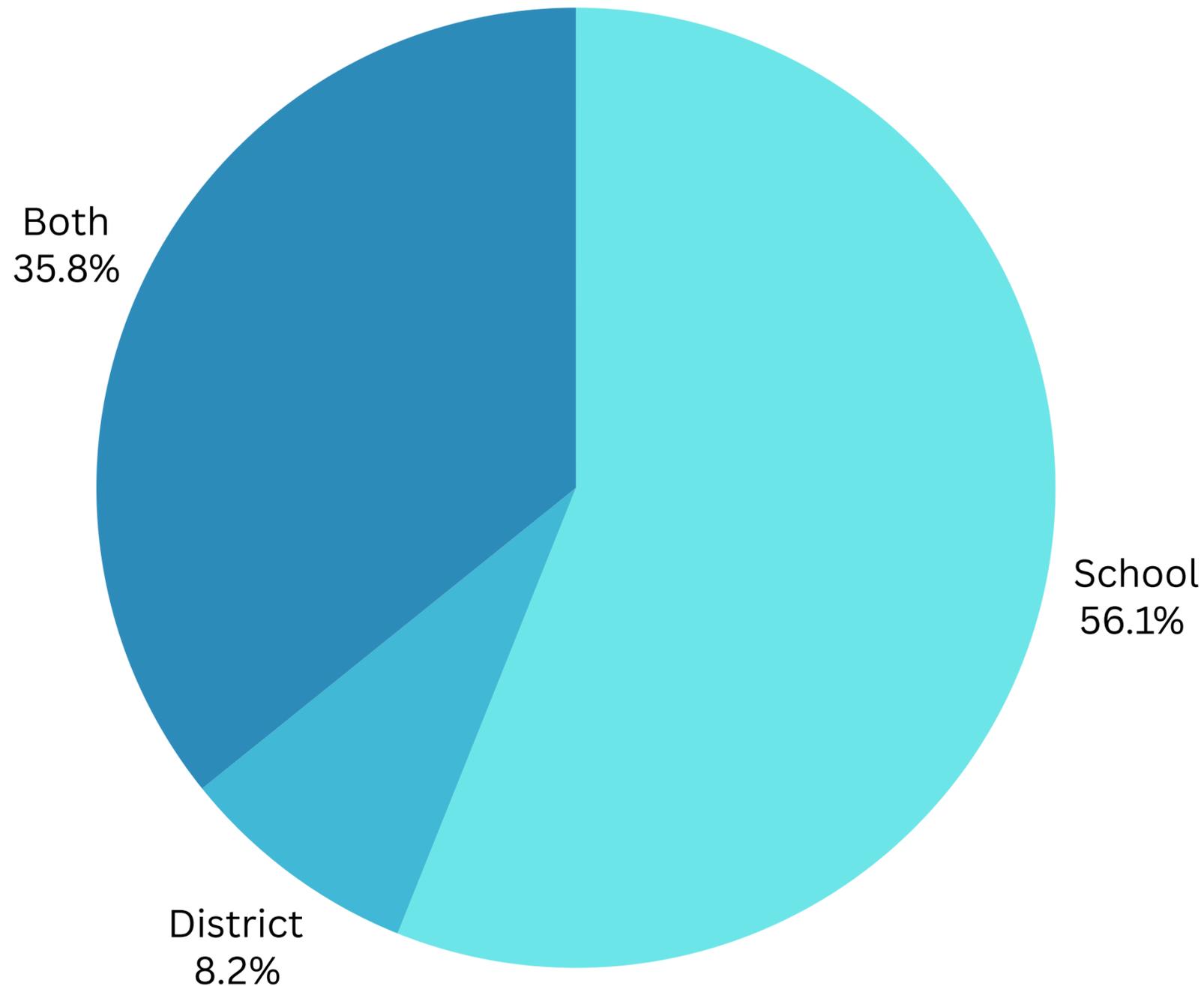


Changes to clerk/tech help to the
Teacher-Librarian in the LLC



Changes in assistance from 2023/2024

How books are processed

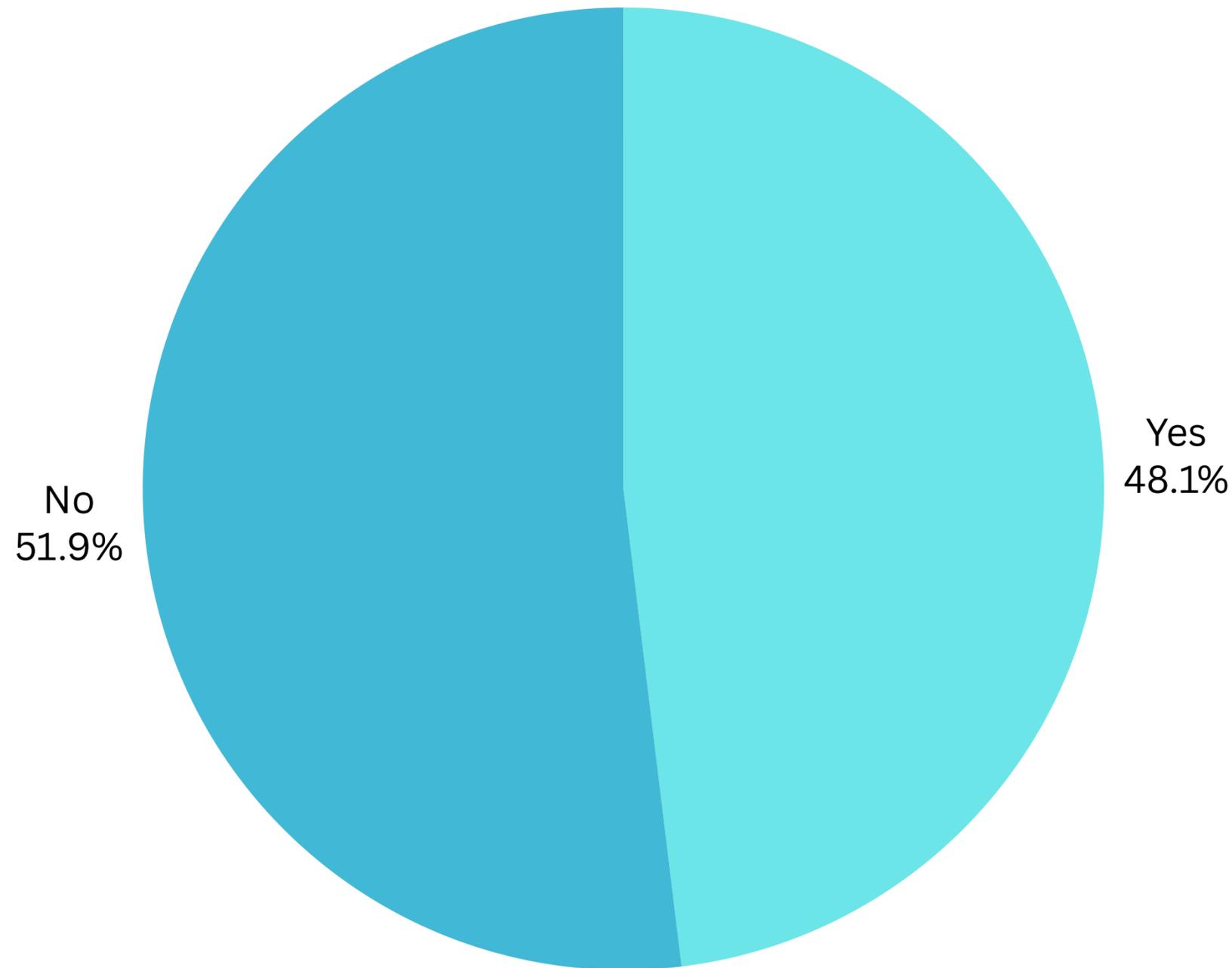


Book processing encompasses all or some of the following:

- purchasing a book;
- cataloging;
- classifying;
- labeling;
- adding security tags.

Some TLs do this work by themselves, others have someone at the district level to do it, and some have both.

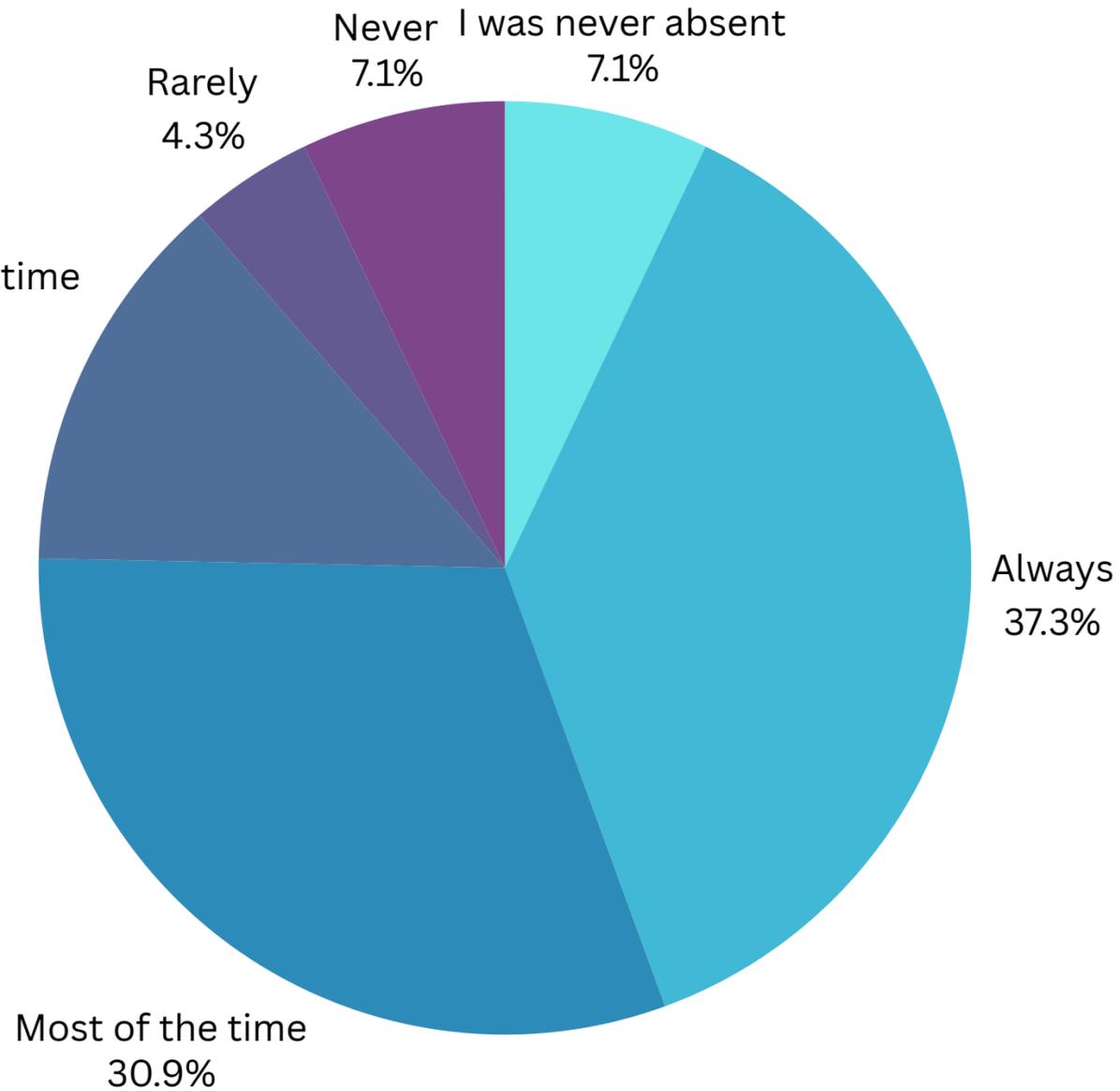
Covering Failures-to-Fill



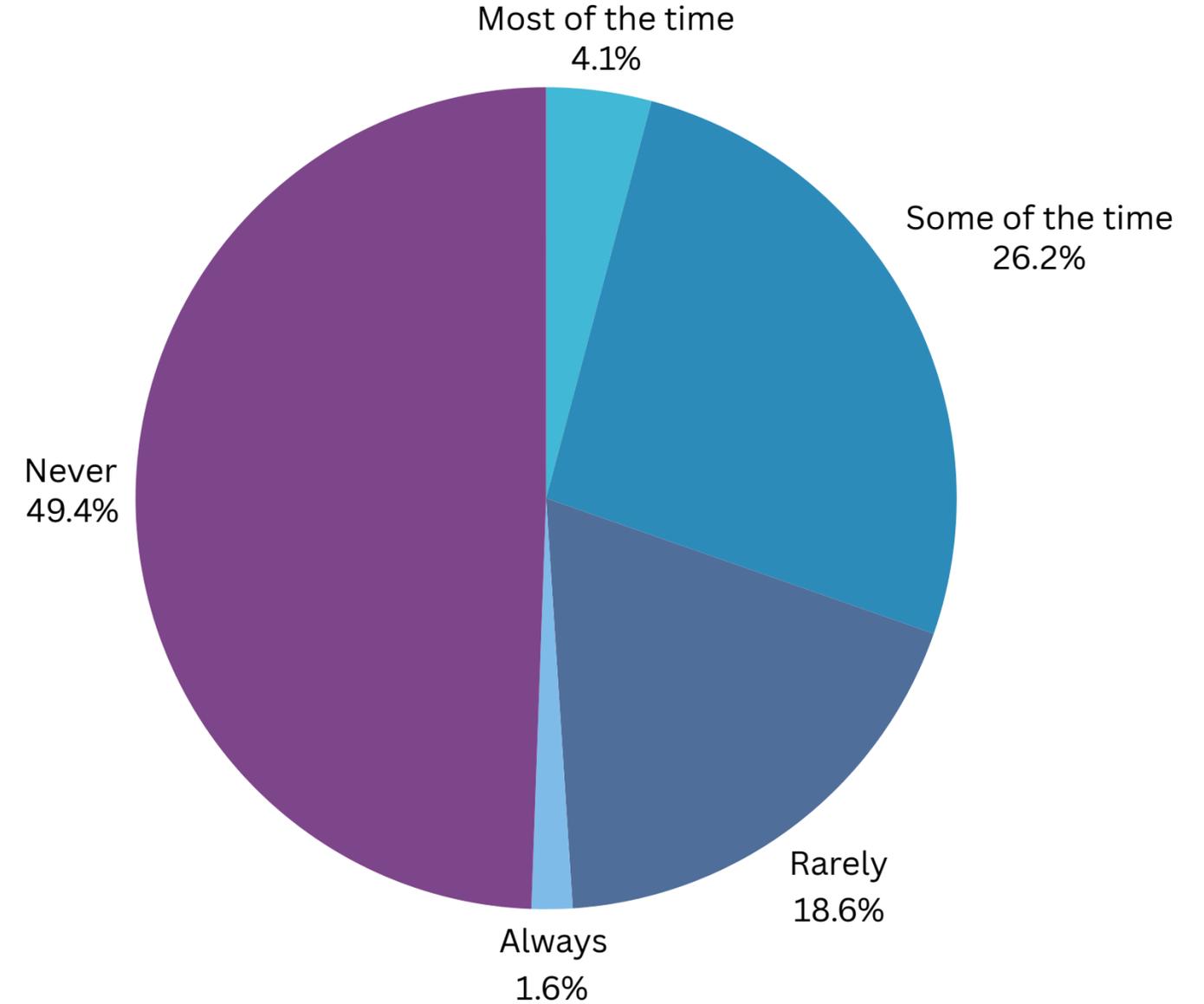
From September to December 2024, there were 224 respondents were pulled from their Teacher-Librarian role to cover classroom teachers' absences due to Failures-to-Fill.

This was an accumulation of more than **1080 hours** of lost service to students.

Our own absences and TTOCS



Only 37% of all TL absences were covered

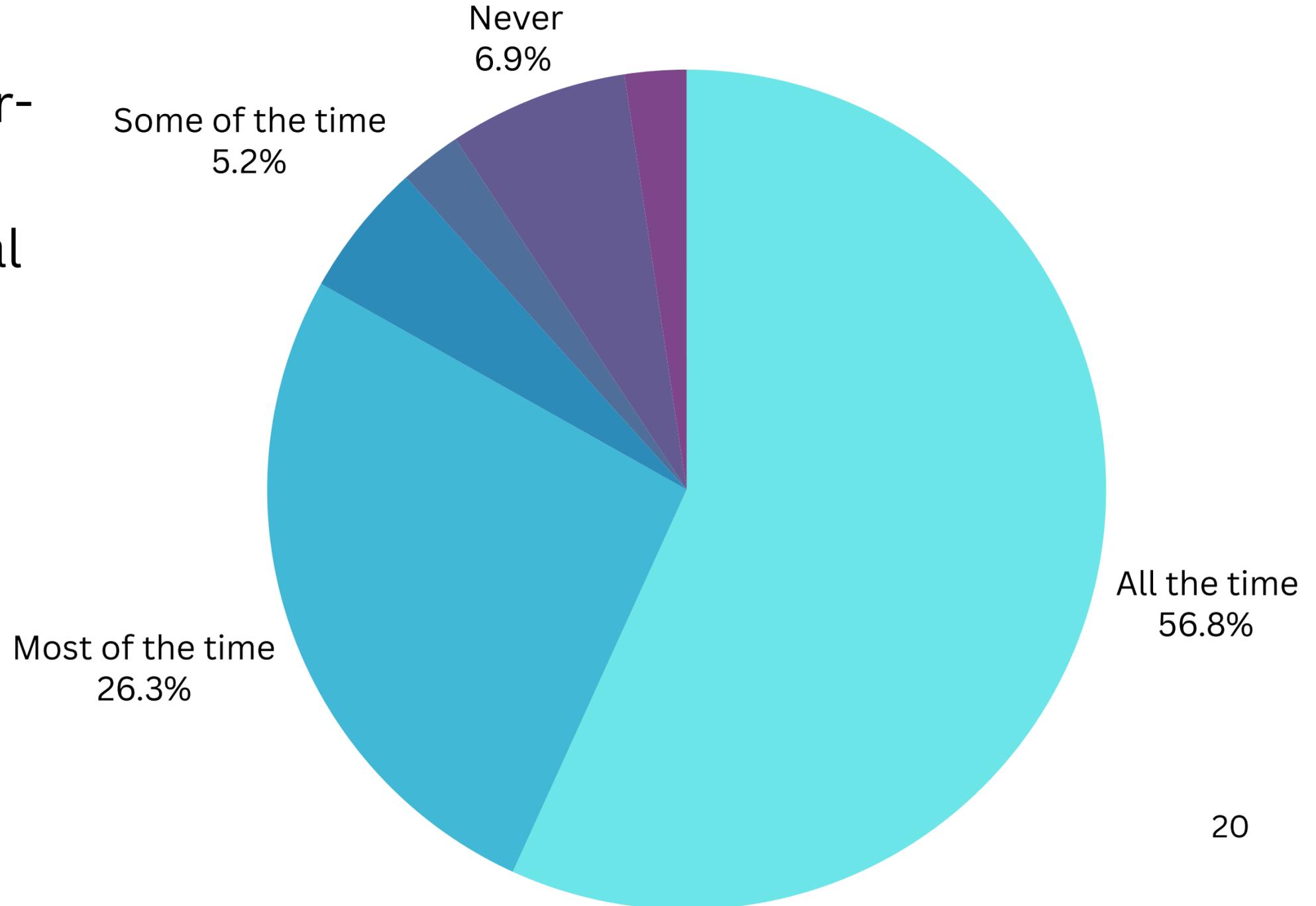


This is the representation of when there was a TTOC for a TL, but they were pulled to cover a classroom position.

Our Preparation Time

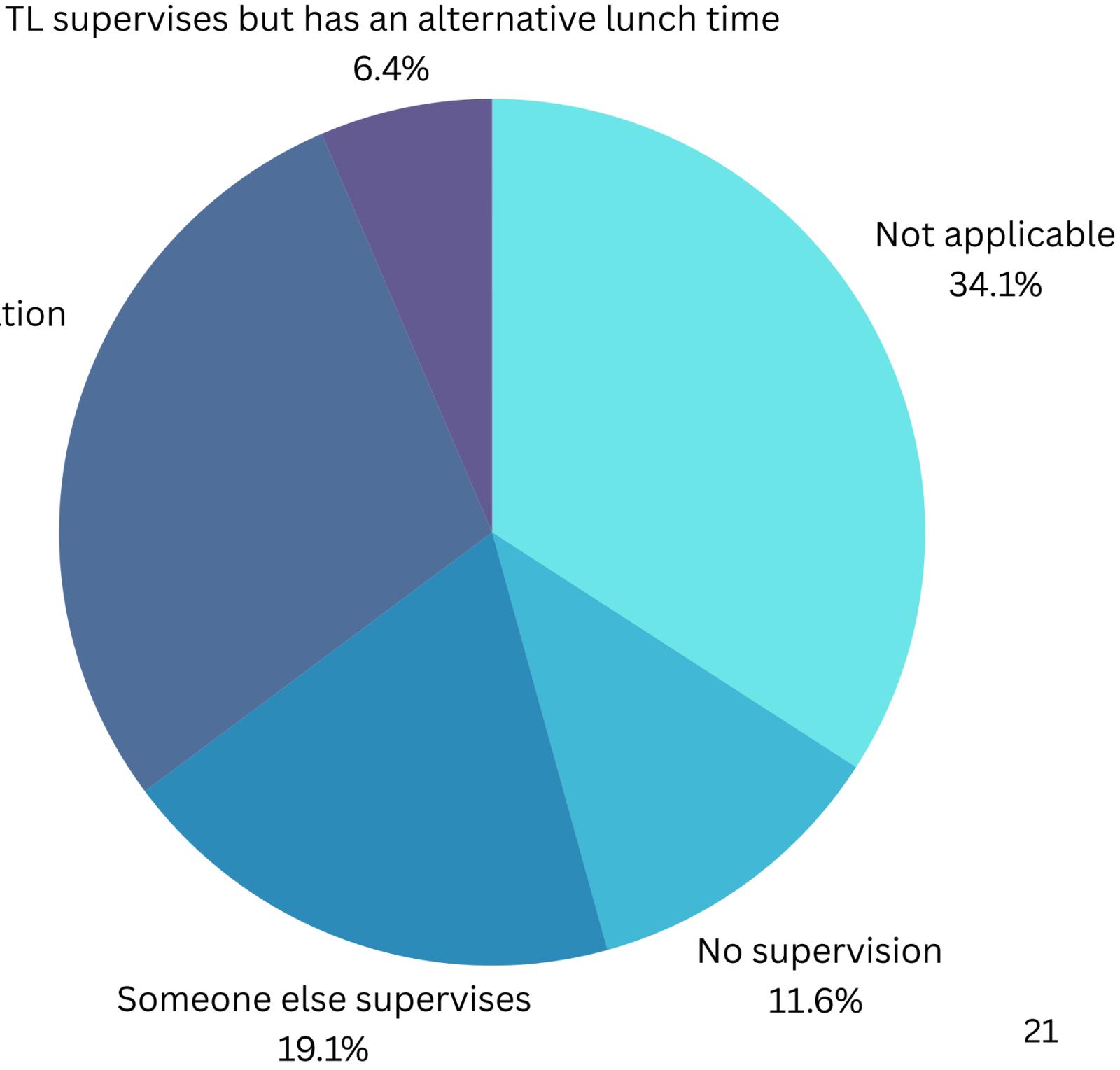
25% of the Secondary Teacher-Librarians reported rarely or never getting their contractual preparation time.

- All the time
- Most of the time
- Some of the time
- Rarely
- Never
- Not applicable



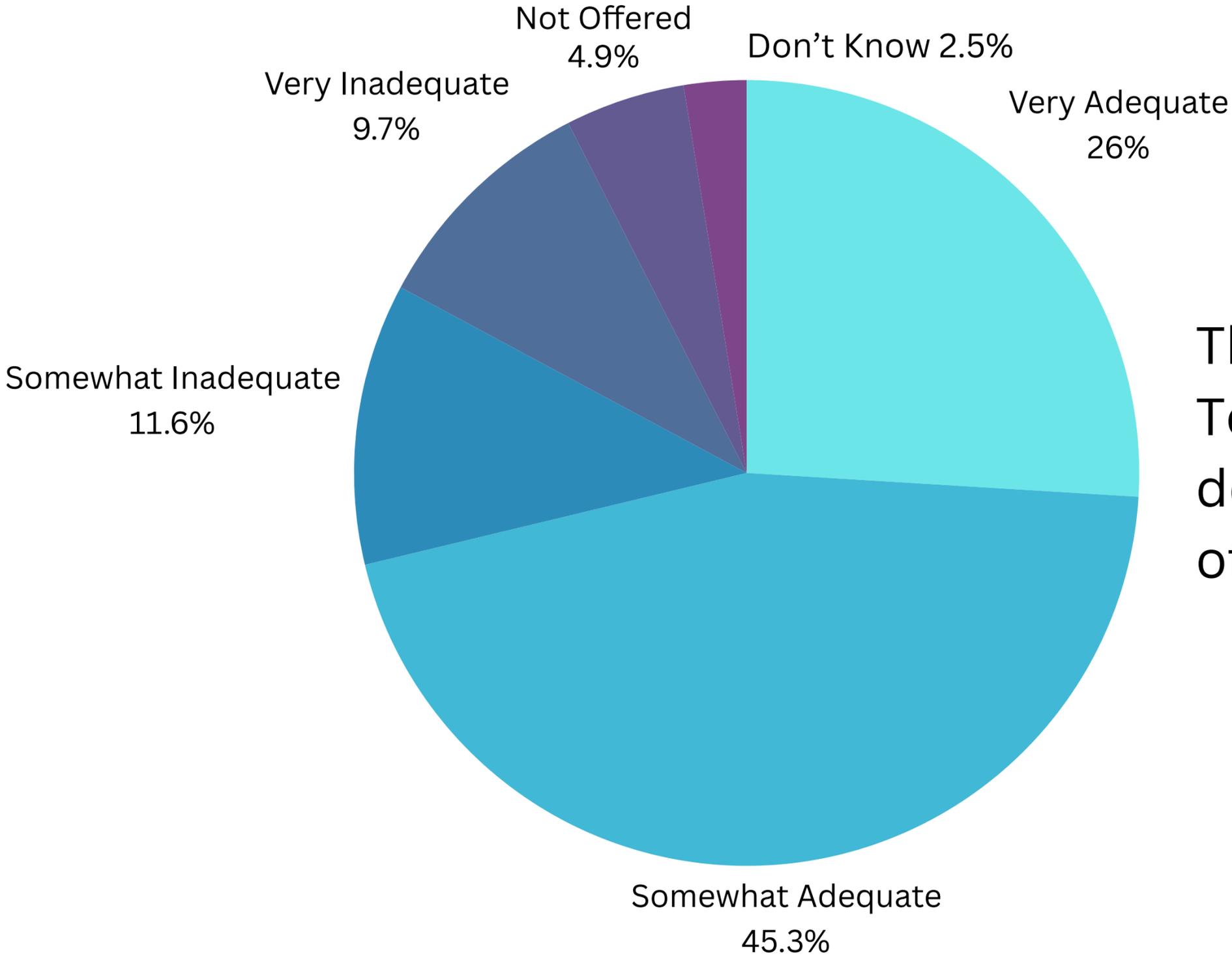
Supervising lunch time

It is concerning that almost 30% of the respondents give up their lunches to keep the LLC open at lunch time. Teachers respond that they do it because they know their students need safe places to be. Some wrote that they enjoy leading clubs during lunch and don't see it as "giving up" their lunch.



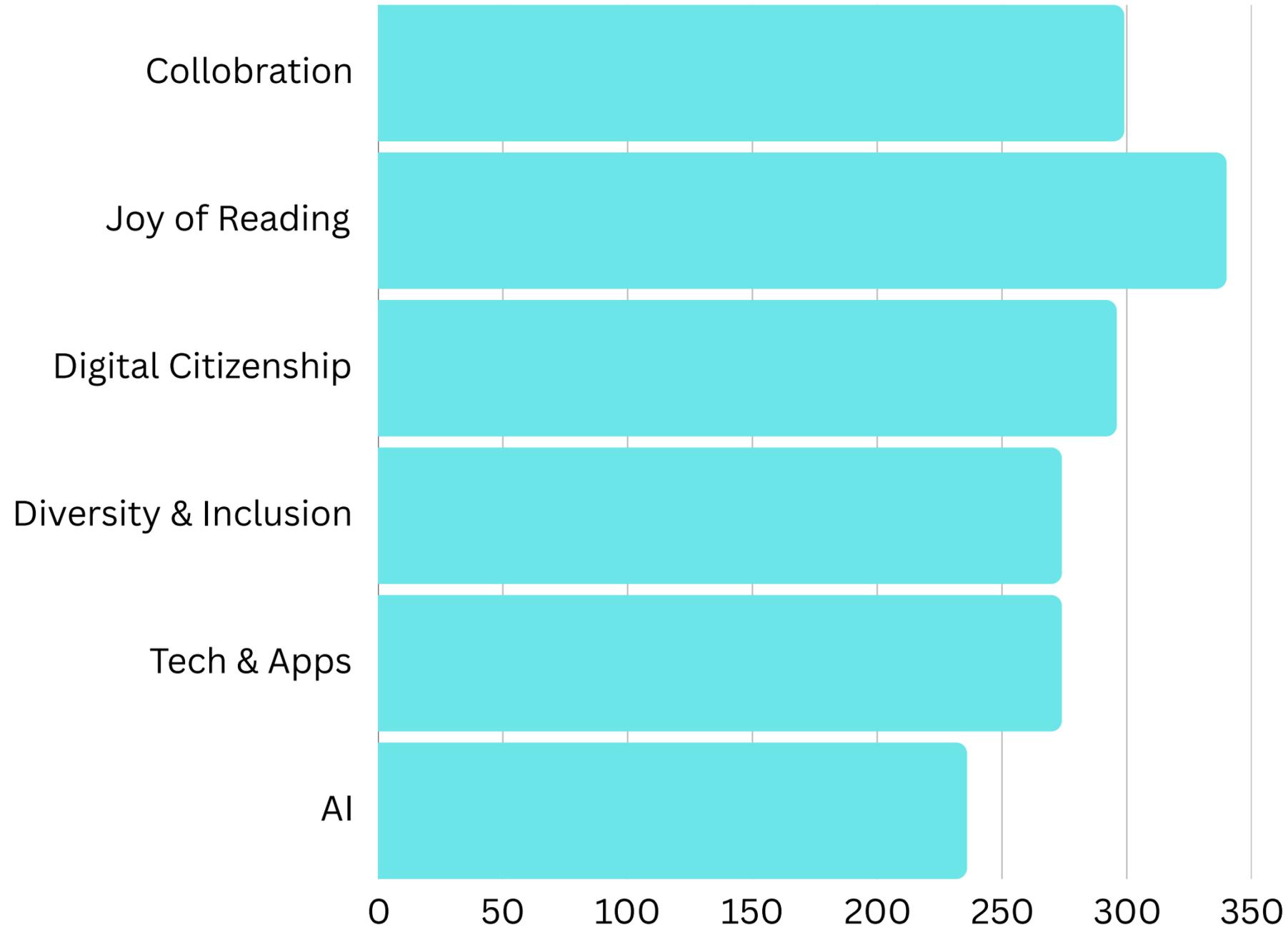
**How can the BCTLA
support Teacher-Librarians
in our province?**

District Professional Development



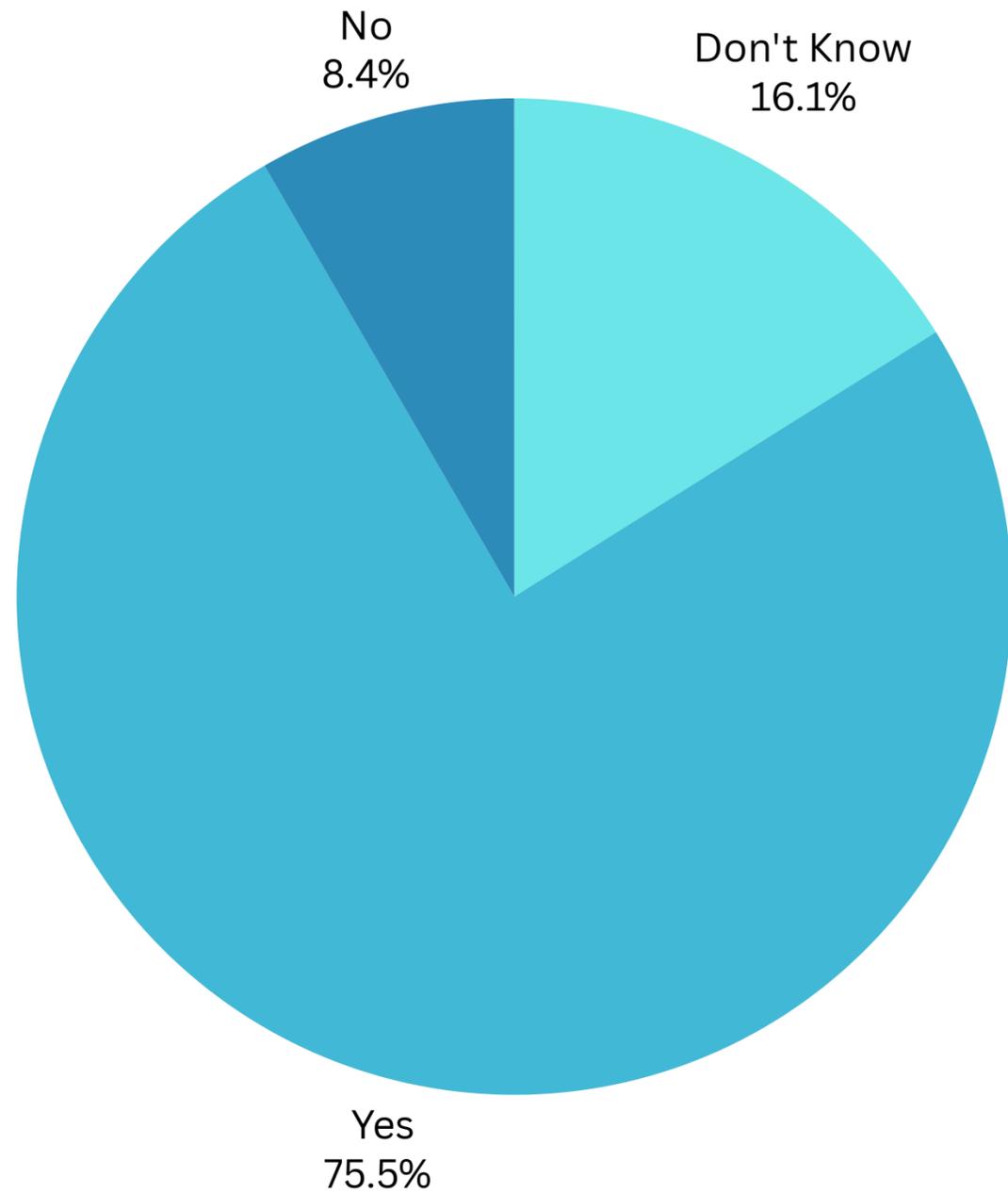
The bigger the district, the more Teacher-Librarian professional development opportunities are offered by their employer.

Kinds of Professional Development we want



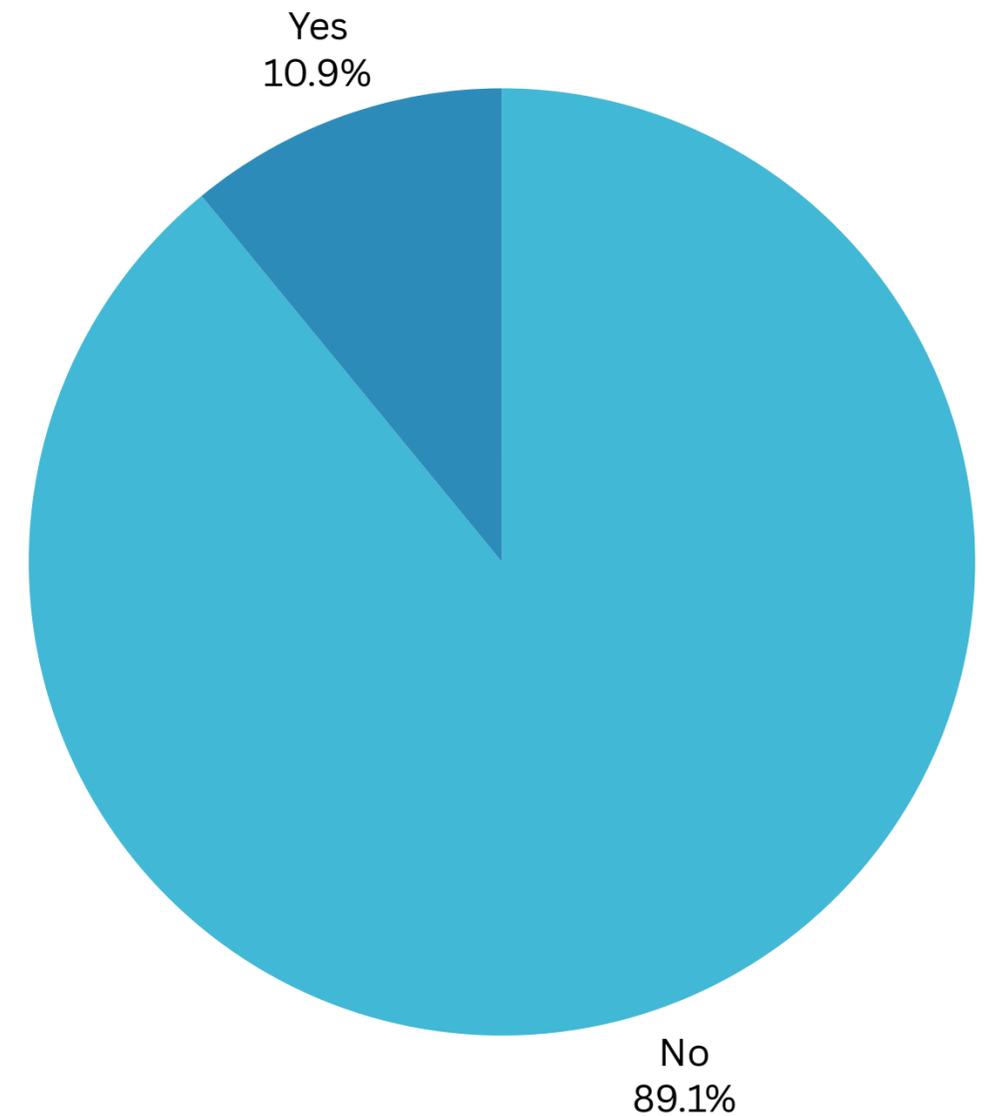
Teacher-Librarians love to take part in professional development oppurtunities. Here are the top six topics members hope to see at the BCTLA conference and after school workshops.

Book Challenges at our schools



Districts with Book Challenge Policies

There were 51 formal and informal book challenges including books representing 2SLGBTQIA+ lived experiences, WWII, racism and body science.



TL With Book Challenges

**Thank you for reading the
BCTLA WLC report**

If you have questions, please email bctla@bctf.ca

Not part of the official report

If you want to make this report for your own district, email Nicole at nhurtubise@gmail.com and she will send you the raw data (excel) and a editable copy of this report. You must have had a minimum of 50% participation in the survey.