



## Backgrounder: Student Educator Ratio in Nunavut Schools

**Student Educator Ratio (SER)** is the number of students who attend a school divided by the number of educators in the institution. For example, a student to educator ratio of 10:1 indicates that there are 10 students for every one educator.

To ensure that each education district receives the necessary number of teachers to effectively provide instruction the *Education Act* requires that Nunavut's SERs stay below the national average. Student educator ratios are calculated by Statistics Canada. For each jurisdiction it compares the number of teachers and support staff to the number of students enrolled. We use the national average SER to determine the number of teachers that we assign to each education district.

In order to determine the number of educators to student ratio in Nunavut, we must define 'educator' in the Nunavut context. The Nunavut formula for the **SER** implementation includes school principals, vice principals, student support teachers, and teachers, including guidance counselors and librarians.

Support staffs, such as Student Support Assistants and Language Specialists, are not considered a part of this calculation. This benefits Nunavummiut by ensuring that we have a healthy ratio of teachers to students in our schools. The purpose of having SER requirements is to ensure that Nunavut students have an advantage.

Student enrolment which is known as the Full-Time Equivalent or FTE count is a very important factor in this process. The Full-Time Equivalent or FTE count is used from the previous year's data to determine the number of teaching staff assigned to each community.

The *Education Act* requires that Student Educator Ratio in every community be better than the national average, which is currently set at 13.8 to 1. Student enrolment is used to determine the funding provided to each DEA and the number of teaching positions allotted to each community. Because of this, fluctuating student numbers directly affect the SER every year. The final SER for the 2019/20 school year, for example, was based on applying Nunavut SER to the student enrollment of September 2018.

We then use a formula to determine the number of teachers that each community will receive. This formula weights the ratio for smaller communities to ensure that student needs are being met in all communities.



Using a straight student educator ratio does not account for the needs of smaller schools to offer varied programming to students across a variety of grade levels. The weighted Nunavut SER is based on ensuring staffing in smaller schools can offer mandated core programs for graduation and multiple options for students. It will also assist in the provision for sufficient administration time for small schools.

### **Nunavut SER Formula**

- **Communities with K-12 schools and a student full-time equivalent population between 100 and 150 students.**  
(The ratio becomes 12.8:1).
- **Communities with K-6 schools with a student full-time equivalent population under 50.**  
(The ratio becomes 11.8:1).
- **Communities with K-12 schools and a student full-time equivalent population under 100 students.**  
(The ratio becomes 10.8:1).
- **Communities with K-12 schools and a student full-time equivalent population over 150 students.**  
(The ratio becomes 13.8:1).

It is important to note that neither the *Education Act* nor Nunavut SER mandate class sizes.

Our vision is to have more well-educated and self-reliant Nunavummiut. We aim for our high school graduation rates to be on par with the rest of Canada and for the majority of Nunavut youth to graduate from high school, college or university, with the same level of skills, knowledge and abilities as graduates from anywhere in Canada.

Ensuring our SER is at a rate most beneficial to our students provides support for student achievement. This also ensures equity and standardization to all schools by ensuring individual schools needs are being met.

## Department of Education School Staffing 2019-2020

Teachers (in Person Years – PY)

### **Qikiqtani**

<i>Location</i>	<i>2017-2018 Teachers</i>	<i>2018-2019 Teachers</i>	<i>2019-2020 Teachers</i>	<i>Changes</i>
Arctic Bay	17.0	16.5	17.5	1.0
Qikiqtarjuaq	8.0	8.0	9.0	1.0
Cape Dorset	25.0	28.5	29.0	0.5
Clyde River	21.0	20.0	20.5	0.5
Grise Fiord	4.0	4.0	4.0	-
Hall Beach	19.5	16.0	19.5	3.5
Igloodik	38.5	39.5	43.0	3.5
Apex	3.5	4.0	4.0	-
Iqaluit	91.5	95.0	97.5	2.5
Kimmirut	11.0	10.0	9.5	(0.5)
Pangnirtung	30.5	27.5	28.5	1.0
Pond Inlet	32.5	36.0	34.0	(2.0)
Resolute Bay	5.0	5.0	5.0	-
Sanikiluaq	22.5	21.0	19.5	(1.5)
<b>Total Qikiqtani</b>	<b>329.5</b>	<b>331.0</b>	<b>340.5</b>	<b>9.5</b>

### **Kivalliq**

Arviat	57.0	55.0	60.5	5.5
Baker Lake	38.0	37.5	40.0	2.5
Chesterfield Inlet	9.0	8.0	9.0	1.0
Coral Harbour	21.0	19.0	21.0	2.0
Rankin Inlet	48.5	48.0	47.5	(0.5)
Repulse Bay	27.0	28.5	28.5	-
Whale Cove	10.5	11.5	11.0	(0.5)
<b>Total Kivalliq</b>	<b>211.0</b>	<b>207.5</b>	<b>217.5</b>	<b>10.0</b>



**Kitikmeot**

<i>Location</i>	<i>2017-2018 Teachers</i>	<i>2018-2019 Teachers</i>	<i>2019-2012 Teachers</i>	<i>Changes</i>
<b>Cambridge Bay</b>	29.5	29.0	<b>29.5</b>	0.5
<b>Kugluktuk</b>	29.0	29.0	<b>30.0</b>	1.0
<b>Gjoa Haven</b>	24.0	27.5	<b>25.5</b>	(2.0)
<b>Kugaaruk</b>	21.5	23.5	<b>23.5</b>	-
<b>Taloyoak</b>	20.5	20.5	<b>21.0</b>	0.5
<i>Total Kitikmeot</i>	<b>124.5</b>	<b>129.5</b>	<b>129.5</b>	-

**French**

<b>Iqaluit - French</b>	7.5	8.0	<b>9.0</b>	1.0
<i>Total French</i>	<b>7.5</b>	<b>8.0</b>	<b>9.0</b>	<b>1.0</b>

<b>GRAND TOTALS</b>	<b>672.5</b>	<b>676.0</b>	<b>696.5</b>	<b>20.5</b>
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