



SO MANY REASONS
TO BE PROUD



PROFESSIONAL DEVELOPMENT New Teacher Mentorship Program

We provide new teachers the opportunity to participate in our mentorship program. In this program, new teachers are paired with teacher mentors. During the school year, the program provides the following:

- Six professional learning sessions throughout the year
- A support network for mentees and mentors to connect and collaborate
- Access to one day of release for mentors and mentees to engage collaborative learning such as co-planning, co-teaching, and observing each other's practice
- Mentor training session(s)
- Ongoing support sessions scheduled at the convenience of mentors and mentees

Professional Growth Program Unique to the Burnaby School District

With the support of the Burnaby Teachers Association (BTA), the Burnaby Principals and Vice Principals Association (BPVPA), and the District, temporary contract and continuing contract teachers participate in an annual Professional Growth Program that allows teachers to be self-determining and reflective about their growth and learning as teaching professionals. This program is built on the belief that teachers will strive to be the best educator they can be.

Employees are supported throughout their careers through professional development opportunities such as professional development days, professional development workshops, and the opportunity for reimbursement of external professional development.

Staff Development Team

The Staff Development Team is an interdisciplinary instructional support team that supports enhanced professional learning within our schools. The Team's mission is to nurture the development of communities of practice to amplify student learning in key priority areas from Kindergarten to Grade 12.

Key priority areas include: Assessment & Reporting, Indigenous Education, Learning Support Services, Advanced Learning, Education Technology, Numeracy, French, SOGI, Literacy, Physical Health & Education, English Language Learners, and My Ed Resources.

Job Opportunities

We welcome employees to take the opportunity to develop their careers within our District. There are many opportunities for those employees that possess the qualifications and capability to access positions of advancement.

We recruit for specific positions, including Teachers Teaching on Call (TTOC's) through www.makeafuture.ca. To view opportunities, create a Make a Future account and apply by completing an application.

Candidates also have the option of applying to the Burnaby School District by emailing applications@burnabyschools.ca.

Along with your application, please submit the following:

- A cover letter indicating the position applied for (grade or subject)
- A resume including contact information, education, work history, and professional references
- Copies of your teachers' certificate, transcripts, and final practicum reports
- A statement of your teaching philosophy

For more information, contact us in Human Resources at
Email: humanresources@burnabyschools.ca
Phone: 604-296-6900 extension 3

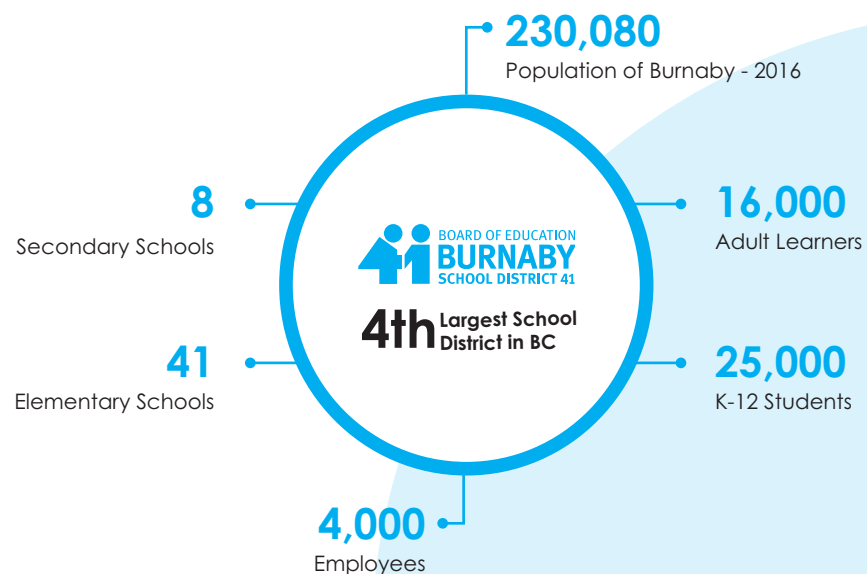
Employees

The Burnaby School District employs 4,000 dedicated staff who are committed to providing students with a wide variety of innovative, high-quality programs to ensure student achievement in areas that include academics, athletics, trades training, visual and performing arts, social responsibility and leadership. In addition, our staff support the successful operation of our school facilities.

We have exceptional talent in our District and pride ourselves on being an engaging, collaborative, and supportive employer, as well as a progressive leader in education.

Our Commitment to our Employees

The Burnaby School District values inclusion and embraces diversity as a strength. Our goal is for all individuals to feel a sense of belonging in a safe, supportive and welcoming community. We encourage applications from all qualified individuals, including Indigenous, Black, people of colour, all genders, LGBTQ2+ and persons with disabilities.





Burnaby School District

The Burnaby School District is on the traditional, ancestral, and unceded territory of the Coast Salish Peoples, including the territories of the Musqueam, Squamish, and Tsleil-Waututh Nations

Burnaby is located at the geographical centre of Metro Vancouver. It borders the City of Vancouver on the west and Port Moody, Coquitlam and New Westminster on the east. With 50% of Burnaby's population born outside of Canada and more than 100 languages spoken by its students, it is one of the most culturally diverse school districts in Canada.

The Burnaby School District is the 4th largest district in British Columbia.

Our Vision

A premier learning community where we engage and innovate to inspire global citizenship

Our Values

- Students Come First
- The Power of Diversity
- Equity, Access, Inclusion
- Collaboration and Partnership
- Curiosity, Innovation, Discovery
- Excellence, Success, Improvement

Schools

The Burnaby School District operates 41 elementary and 8 secondary schools, including a range of district and provincial resource programs.

During the summer months, our District provides students the opportunity to take various courses. Summer session is an opportunity for teachers, who choose to, to continue working during the summer months.

Students

The Burnaby School District supports and provides learning to **25,000 Kindergarten to Grade 12 (K-12) students** and **to more than 6,000 adult learners.**

Action Against Racism

Since June 2020, the Burnaby School District has engaged in a process to learn from the insight and lived/living experience of students, families, staff, and community partners – particularly those affected by systemic racism. The process included extensive engagement and is part of the broader goal of **supporting a learning and working environment where everyone feels welcome, safe, and respected.**

As we continue our collective journey to creating a better path forward, much grassroots anti-racism work and additional system-wide leadership and advocacy continues. Throughout the year, there are many opportunities in schools across the District to celebrate culture, traditions, and how diversity strengthens our communities. From classroom explorations to honouring special occasions, students and staff take pride in sharing their culture, heritage and authentic selves with such initiatives as Black Excellence Day, Black History Month, Lunar New Year, Asian Heritage Month, Eid Celebrations, student affinity spaces, and Equity/Anti-Racism Staff groups.

Indigenous Education Team

Burnaby School District's Indigenous Education Program provides culturally relevant programming and services to students of Indigenous ancestry. Our enhanced services are intended to create pathways to success for each student of Indigenous ancestry within Burnaby schools.

These programs and services are in congruence with the Indigenous Enhancement Agreement, which is built on the foundation of mutual respect, understanding, and collective responsibility for the success of students of Indigenous ancestry. The Agreement has three main goals:

- To increase Indigenous learners' connection to school and community with a sense of place and belonging that supports and reflects Indigenous cultural values and perspectives
- To increase the knowledge and understanding of Indigenous history, traditions and cultures for all learners, supported by the wider school and community
- To enhance academic achievement of all Indigenous learners within the Burnaby School District

The Indigenous Education Team is comprised of our District Principal of Indigenous Education, Indigenous Enhancement Teachers, Indigenous Resource Teachers, and Indigenous Youth Engagement Workers.

The Indigenous Education Team works collaboratively with school and District staff to provide ongoing services to Indigenous youth that support the goals of the Indigenous Enhancement Agreement and students long term success.

By acknowledging the traditional territories of the Coast Salish Nations of Musqueam, Tsleil Waututh and Squamish, our programs and services look to provide awareness of the rich history of our community, while respecting the diversity of our urban Indigenous community within Burnaby.



Human Rights Exemption for Indigenous Educators

The Burnaby School District and the Burnaby Teachers' Association have jointly agreed to the following, with the support of the Human Rights Commissioner:

- Preference is given to candidates of Indigenous ancestry over other candidates, provided they are qualified and meet/exceed the qualifications and/or experience of other candidates
- Indigenous Educator positions may require Indigenous ancestry as a qualification
- Self-Identified Indigenous Educators are exempt from lay-off

LGBTQ+

The Burnaby School District celebrates gender diversity. In June 2011, our Board of Education established a Sexual Orientation and Gender Identity (SOGI) policy.

The District is committed to providing a work atmosphere of respect and safety regardless of sexual orientation or gender identity or expression. District staff receive professional development to

- increase their awareness and understanding of the scope and impact of discrimination against LGBTQ+ people, and
- to increase their SOGI knowledge in promoting respect for human rights, supporting diversity, and addressing discrimination in schools

In schools, learning materials and curriculum reflect and value the diversity in the district, so that all students including LGBTQ+ students see themselves and their lives positively reflected in the curricula.

There are several events and activities in our schools that honour and celebrate diversity such as: Pink Shirt Day, Rainbow Crosswalks, Diversity Dance, and the International Day Against Homophobia & Transphobia (IDAHAT).

Accessibility

We are committed to supporting our staff and students with their accessibility needs so they can fully participate in activities. Our workplaces are suited to provide support to those that may require them (i.e. ramps, washrooms, wide door openings, etc...).

