

# 2021 Fall BCTF Health and Safety Membership Survey

Regional health authority report



BCTF Research, November 5, 2021

# Contents

- Contents ..... 1
- 2021 Fall BCTF Health and Safety Membership Survey ..... 2
  - Fraser Health ..... 7
  - Vancouver Coastal Health ..... 11
  - Vancouver Island Health ..... 14
  - Interior Health ..... 17
  - Northern Health ..... 20
- Appendix A: Methodology and Technical Notes ..... 23
- Appendix B.1: Demographic Breakdown of the Provincial Sample ..... 25
- Appendix B.2: Provincial Tables ..... 28
- Appendix C.1: Fraser Health Subsample Technical Notes and Demographic Breakdown ..... 41
- Appendix C.2: Fraser Health Tables ..... 45
- Appendix D.1: Interior Health Subsample Technical Notes and Demographic Breakdown ..... 58
- Appendix D.2: Interior Health Tables ..... 61
- Appendix E.1: Northern Health Subsample Technical Notes and Demographic Breakdown ..... 70
- Appendix E.2: Northern Health Tables ..... 74
- Appendix F.1: Vancouver Coastal Health Subsample Technical Notes and Demographic Breakdown ..... 84
- Appendix F.2: Vancouver Coastal Health Tables ..... 88
- Appendix G.1: Vancouver Island Health Subsample Technical Notes and Demographic Breakdown ..... 99
- Appendix G.2: Vancouver Island Health Tables ..... 103

# 2021 Fall BCTF Health and Safety Membership Survey

## Regional health authority report

BCTF Research, November 5, 2021

In 2021, as teachers moved into the third school year impacted by the pandemic, the British Columbia Teachers' Federation (BCTF) wanted to construct a general picture of members' perceptions of health and safety, focusing on key health and safety measures, including vaccination.<sup>1</sup>

The preliminary report of the 2021 Fall BCTF Health and Safety Membership Survey,<sup>2</sup> released October 22, 2021, summarized key provincial findings in four key themes.

- 1. There are ongoing gaps in measures to keep everyone safe in BC schools.** Teachers have different perspectives as to how safe they feel in schools, and how adequate they feel health and safety measures are for keeping everyone in our school communities safe. 18 months into the pandemic, 50.7% of teachers feel that health and safety precautions in their workplace are not adequate for keeping everyone safe.<sup>3</sup>
- 2. The pandemic has negatively affected teachers' well-being.** Teachers in BC continue to report that their mental and physical health has worsened during the COVID-19 pandemic.
- 3. The experience of teaching during a pandemic is exacerbating already acute recruitment and retention challenges.** Over a quarter of teachers in BC (27.0%) report that the experience of the COVID-19 pandemic has made it more likely that they will leave teaching within the next two years.<sup>4</sup>
- 4. BC teachers are doing their part to keep everyone safe.** Vaccination rates are very high among BC public school teachers, with 94.1% of teachers reporting that they are fully vaccinated.<sup>5</sup>

This report expands on these themes at the level of the five Regional Health Authorities in BC: Fraser Health, Vancouver Coastal Health, Vancouver Island Health, Interior Health, and Northern Health.<sup>6</sup>

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<sup>1</sup> The BCTF represents all K–12 public school teachers.

<sup>2</sup> Gacoin, A. and Watts, B. (2021) *2021 Fall BCTF Health and Safety Membership Survey: Preliminary report*. BCTF Research. Available at [www.bctf.ca/docs/default-source/for-news-and-stories/report-2021fallsurvey.pdf](http://www.bctf.ca/docs/default-source/for-news-and-stories/report-2021fallsurvey.pdf).

<sup>3</sup> See Appendix B.2, Table B11.

<sup>4</sup> See Appendix B.2, Table B22.

<sup>5</sup> See Appendix B.2, Table B8.

<sup>6</sup> See [www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/partners/health-authorities/regional-health-authorities](http://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/partners/health-authorities/regional-health-authorities).

Parents and teachers look to their district and local health authority for information about what’s happening in their schools. While many health and safety measures apply across the province, differences in community transmission may necessitate regionally appropriate safety measures.

The methodology used for the 2021 Fall BCTF Health and Safety Membership survey included a sample size that enabled gathering representative data at the regional health authority level (see Appendix A for more about the methodology). As such, this report contributes valuable insight into teacher perspectives on pandemic-related measures within specific regions of the province.<sup>7</sup>

For example, there are significant inconsistencies in defining and declaring COVID-19 events in BC’s K–12 education sector. Anecdotal accounts suggest that teachers and others in school communities often find out about exposures in their school or classroom from community sources rather than being formally notified through regional health authority exposure and contact tracing notifications in a clear and timely manner. Further, there also appears to be a lack of a standardized definition of or process for reporting school exposures to COVID-19, which can lead to speculation and anxiety.

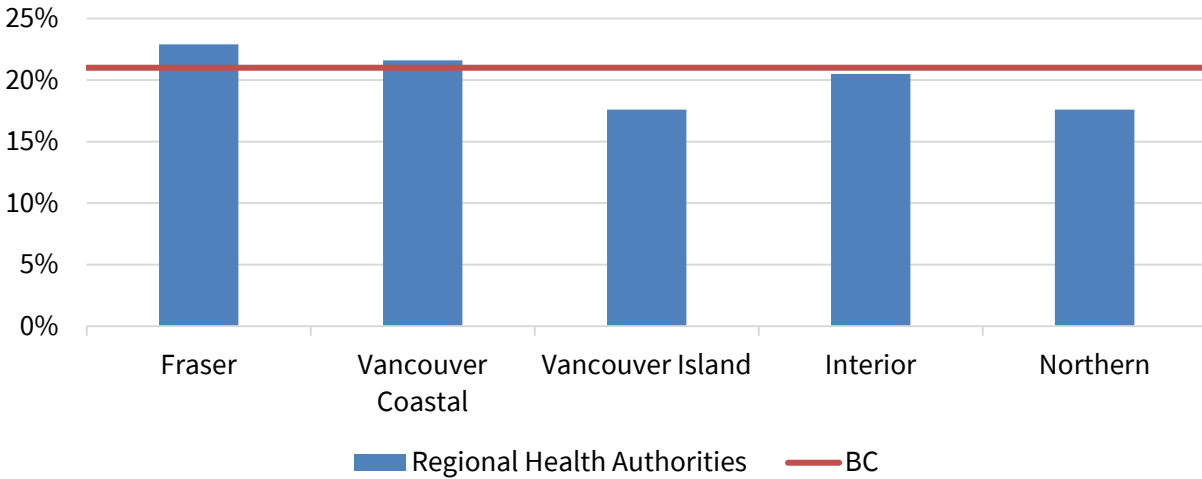
This variation is evident in regional differences within the current survey. Provincially, less than a quarter (21.0%) of teachers feel that they have received adequate information about COVID-19 exposures and the number of cases in their school and district. Teachers in Fraser Health are the most likely to agree that they have received adequate information (22.9% agree), compared to other regions (see chart on next page).<sup>8</sup>

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<sup>7</sup> Each of the reports highlights significant bivariate findings relevant to each regional health authority. As such, the reported data are specific to that regional health authority and comparative data may not be provided in each case.

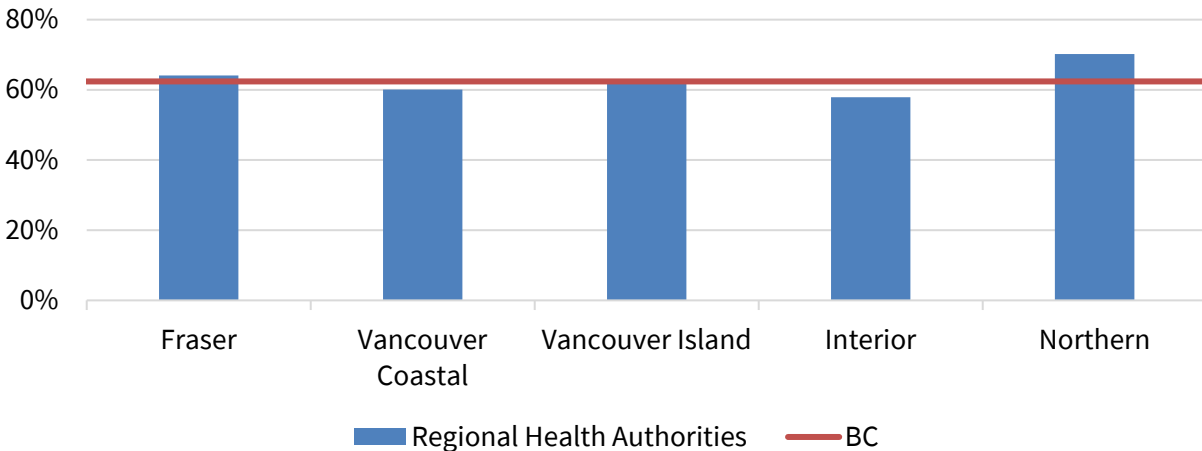
<sup>8</sup> See Appendix B.2, Table B23

Percent of teachers who felt they have received adequate information about COVID-19 exposures



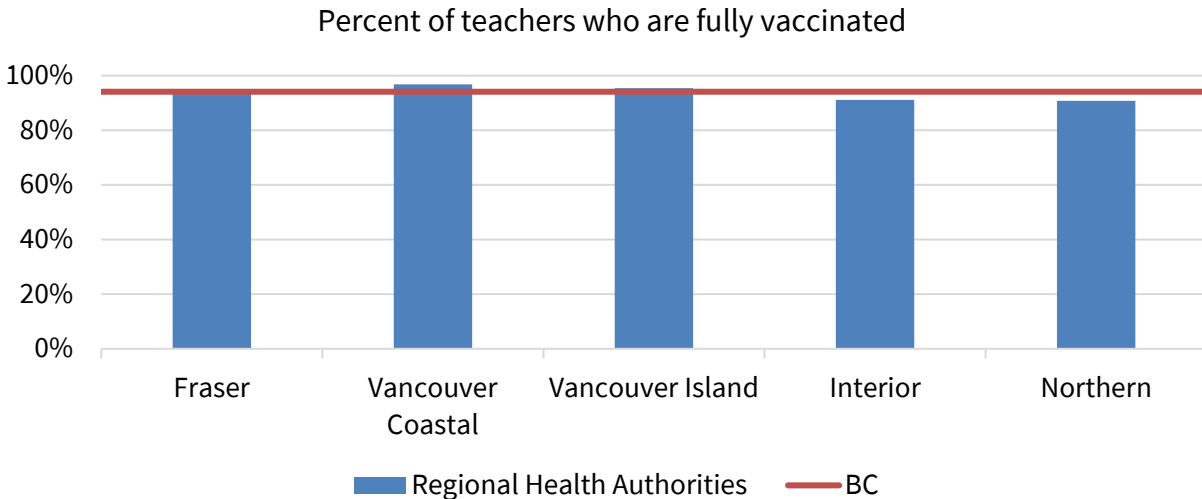
Regional differences are also evident in access to information about ventilation. Adequate ventilation and filtration systems are a key measure for reducing the airborne spread of COVID-19, as well as decreasing the transmission of other common respiratory viruses such as influenza. Fewer teachers in Northern Health than in other regions feel that they have received adequate information about the quality of ventilation in their workplace and the status of any in-progress ventilation upgrades or updates.<sup>9</sup>

Percent of teachers who feel they **have not** received adequate information about the quality of ventilation and the status of any in-progress ventilation upgrades/updates



<sup>9</sup> See Appendix B.2, Table B24.

The regional analysis also illustrates that vaccination rates among teachers are very high across the province. Provincially, 94.1% of teachers were fully vaccinated as of mid-October, with a further 0.7% reporting having had one dose of the vaccine and intending to get the second dose. While there is some variation across Regional Health Authorities, at least 90.8% of all teachers in all regions report being fully vaccinated.<sup>10</sup>



Overall, the themes explored in this report are ones that the BCTF has been advocating around since the beginning of the pandemic, and this advocacy is working. As compared to data collected in January 2021,<sup>11</sup> in which only 34.9% of teachers felt safe working in person, almost half (46.2%) reported feeling safe at the beginning of the 2021 school year.<sup>12</sup>

However, the areas that show no substantial change are also the ones that will potentially have the longest-lasting impact on teachers, students, and public education more broadly.

Teachers continue to report:

- An increasing workload due to the COVID-19 pandemic (71.3% in January, 68.4% in October).<sup>13</sup>
- Worsening mental health (81.8% in January, 79.0% in October).<sup>14</sup>

<sup>10</sup> See Appendix B.2, Table B25.

<sup>11</sup> BCTF Research (2021). Keeping Safe Schools Open in a Pandemic: What BC teachers say we still need. Available at [files.eric.ed.gov/fulltext/ED613704.pdf](https://files.eric.ed.gov/fulltext/ED613704.pdf).

<sup>12</sup> See Appendix B.2, Table B26.1 and Table B26.2.

<sup>13</sup> See Appendix B.2, Table B27.1 and Table B27.2.

<sup>14</sup> See Appendix B.2, Table B28.1 and Table B28.2.

- Increased likelihood to leave the teaching profession in the next two years (27.1% in January and 27.0% in October).<sup>15</sup>

Since the beginning of the pandemic, teachers have been at the front-line of witnessing what is needed to keep BC schools as safe as possible, and to move from a crisis-reactive response to one that is focused on prevention and allows public education to thrive. It is past time to listen to them.

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<sup>15</sup> See Appendix B.2, Table B29.1 and Table B29.1.

## Fraser Health

There was a total of 2,204 respondents from the Fraser Health Authority, with 66.1% indicating their primary teaching position as classroom teachers, 22.1% indicating specialist teachers, and 6.9% indicating their primary position as Teachers Teaching on Call (TTOC).<sup>16</sup> The margin of error for a sample of this size is +/- 2.1%, 19 times out of 20.

### There are ongoing gaps in measures to keep everyone safe in schools

Many of the well-known health and safety measures that the public has been practicing since the early days of the pandemic need to be maintained in combination with vaccinations, such as masking, maintaining physical distancing, increased cleaning and overall hygiene, and staying home when sick.

There remain substantial gaps in many of these measures. Within Fraser Health:

- fewer than half (43.3%) of teachers feel that the quality and availability of personal protective equipment is adequate to reduce the spread of COVID-19 in their schools.<sup>17</sup>
- over half of teachers (57.2%) feel that cleaning and sanitation is inadequate in their workplaces.<sup>18</sup>
- those teaching K–6 were less confident in the adequacy of cleaning and sanitation than those teaching Grades 7–12 or adult education. 64.6% of respondents teaching in K–6 disagree that cleaning and sanitation are adequate at their workplace as compared to 49.2% of respondents teaching Grades 7–12 and adults ( $p < 0.001$ ,  $\gamma = 0.21$ ).<sup>19</sup> This may be because those teaching Kindergarten through Grade 6 work with students who are too young to be vaccinated and thus rely on cleaning and sanitation measures more, perhaps resulting in those teachers having a higher level of scrutiny of those measures.
- three-quarters (77.6%) of teachers indicated that class sizes are not adequate for effective physical-distancing.<sup>20</sup>
- only a quarter of teachers (24.3%) feel that their workplace ventilation system is adequate to help reduce the spread of COVID-19.<sup>21</sup>

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<sup>16</sup> See Appendix C.1, Table C5.

<sup>17</sup> See Appendix C.2, Table C12.

<sup>18</sup> See Appendix C.2, Table C13.

<sup>19</sup> See Appendix C.2, Table C28.

<sup>20</sup> See Appendix C.2, Table C14.

<sup>21</sup> See Appendix C.2, Table C16.



- a solid majority (64.3%) of teachers *do not* feel that they have received adequate information about the quality of ventilation in schools.<sup>22</sup> This is slightly higher than the province-wide trend, where 62.4% of BC teachers report not getting adequate information on ventilation.<sup>23</sup>
- more than two-thirds (69.9%) of teachers feel that they *have not* received adequate information about COVID-19 exposures and the number of cases in their school and district.<sup>24</sup>

The recently announced expansion of the mask mandate is a welcomed improvement to school-based health and safety measures. Teachers in Fraser Health overwhelmingly support more widespread mask-wearing in elementary grades, with a strong majority (72.7%) agreeing that students should be required to wear a face mask in indoor areas, including those in Kindergarten to Grade 3.<sup>25</sup> This is noticeably higher than the provincial trend, where 69.3% of teachers agree with an expanded mask mandate.<sup>26</sup>

Overall, there are roughly equal numbers of teachers who feel safe and unsafe in Fraser Health, with 45.1% reporting feeling safe at work and 42.7% reporting that they *do not* feel safe at work.<sup>27</sup> Teachers who identify as women in Fraser Health are more likely to report feeling *less safe* than teachers who identify as men, with 46.0 % of women reporting they do not feel safe, as compared to 30.4 % of men ( $p < 0.001$ ,  $\gamma = 0.25$ ).<sup>28</sup> Only 38.1% of teachers in Fraser Health feel that current health and safety precautions are adequate to keep everyone safe.<sup>29</sup>

### **The pandemic has negatively affected teachers' well-being**

Taking into account the key issues addressed above—inadequate implementation of key health and safety measures, a lack of transparency and information related to COVID-19 exposures, and insufficient information and progress improving the state of school buildings' ventilation systems—it is unsurprising that the pandemic has continued to impact teachers' well-being and day-to-day work in considerable ways.

Within Fraser Health:

- 69.4 % of teachers report increased workload during the pandemic.<sup>30</sup>

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<sup>22</sup> See Appendix C.2, Table C17.

<sup>23</sup> See Appendix B.2, Table B17.

<sup>24</sup> See Appendix C.2, Table C18.

<sup>25</sup> See Appendix C.2, Table C15.

<sup>26</sup> See Appendix B.2, Table B15.

<sup>27</sup> See Appendix C.2, Table C10.

<sup>28</sup> See Appendix C.2, Table C23.

<sup>29</sup> See Appendix C.2, Table C11.

<sup>30</sup> See Appendix C.2, Table C19.

- teachers who identify as women report a greater increase in workload than teachers who identify as men (74.4% vs 63.1% respectively;  $p < 0.001$ ;  $\gamma = -0.18$ ).<sup>31</sup>
- teachers who identify as women are more likely to report worsened physical health as compared to teachers who identify as men (53.8% vs 44.5%;  $p < 0.001$ ;  $\gamma = 0.19$ ).<sup>32</sup>
- teachers who identify as women are more likely than teachers who identify as men to report worsened mental health (83.5 % and 69.1 % respectively;  $p < 0.001$ ;  $\gamma = 0.31$ ).<sup>33</sup>

### **The experience of teaching during a pandemic is exacerbating already acute recruitment and retention challenges**

In line with provincial trends, 25.2% of teachers in Fraser Health reported that they were now more likely to leave teaching within the next two years due to their experience of the COVID-19 pandemic.<sup>34</sup>

Teachers who identify as women in Fraser Health are more likely to report an intention to leave teaching (33.4%) than teachers who identify as men (26.0%) as a result of their experience teaching during the pandemic ( $p < 0.001$ ,  $\gamma = -0.21$ ).<sup>35</sup>

### **Teachers are doing their part to keep everyone safe**

BC teachers in every health authority are doing their part to keep everyone as safe as possible. 94.1% of teachers in Fraser Health are already fully vaccinated.<sup>36</sup> This is the same vaccination rate as teachers provincially. Further, the rate of vaccination for teachers is higher than the general population (of those 12 years and older) in Fraser Health, 94.1% to 85% comparatively.<sup>37</sup>

Additionally, 0.5% of teachers in Fraser Health indicated they are partially vaccinated and plan to receive a second dose. This is slightly lower—but in line with—the provincial trend (0.7% of teachers are partially vaccinated and planning to receive their second dose).

It's important to note that the 5.9% of respondents in Fraser Health who are not fully vaccinated includes those who may not be eligible, those who have received one dose but not yet the second, those who were unsure at the time of the survey, and those who chose not to

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<sup>31</sup> See Appendix C.2, Table C24.

<sup>32</sup> See Appendix C.2, Table C25.

<sup>33</sup> See Appendix C.2, Table C26.

<sup>34</sup> See Appendix C.2, Table C22.

<sup>35</sup> See Appendix C.2, Table C27.

<sup>36</sup> See Appendix C.2, Table C8; Appendix B.2, Table B8.

<sup>37</sup> Rate of full vaccination in Fraser Regional health authority as of October 25, 2021. See [www.bccdc.ca/health-professionals/data-reports/covid-19-surveillance-dashboard](http://www.bccdc.ca/health-professionals/data-reports/covid-19-surveillance-dashboard).

disclose their vaccination status in the survey. Only 1.7 % of teachers in Fraser Health indicated that they are not vaccinated and have no plans to do so.<sup>38</sup>

In addition to being highly vaccinated as a group, teachers are also overwhelmingly supportive of a vaccination mandate. A very strong majority (81.5%) of teachers in Fraser Health agree that all eligible adults working in BC schools should be required to be vaccinated against COVID-19. This is in line with the overall trend province-wide amongst BC teachers (81.6% in support of a vaccination mandate).<sup>39</sup>

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<sup>38</sup> See Appendix C.2, Table C8.

<sup>39</sup> See Appendix C.2, Table C9; Appendix B.2, Table B9.

## Vancouver Coastal Health

There was a total of 1,120 respondents from Vancouver Coastal Health, with 67% indicating their primary teaching position as classroom teachers, 21.1 % indicating specialist teachers, and 7.4% indicating their primary position as Teachers Teaching on Call (TTOC). The margin of error for a sample of this size is +/- 2.9%, 19 times out of 20.

### There are ongoing gaps in measures to keep everyone safe in schools

Many of the well-known health and safety measures that the public has been practicing since the early days of the pandemic need to be maintained in combination with vaccinations, such as masking, physical distancing, increased cleaning and overall hygiene, and staying home when sick.

There remain substantial gaps in many of these measures. Within Vancouver Coastal Health:

- only 42.3% of teachers feel that the quality and availability of personal protective equipment is adequate to reduce the spread of COVID-19 in their schools.<sup>40</sup>
- about half of teachers (51.7%) report that cleaning and sanitation is *inadequate* in their workplaces (38.0% of respondents report adequate cleaning and sanitation).<sup>41</sup>
- teachers who identify as women are *more likely* to report inadequate cleaning and sanitation at their workplaces than teachers who identify as men, with 56.7% of women reporting inadequate frequency as compared to 38.4% men ( $p < 0.001$ ; gamma = 0.21).<sup>42</sup>
- more than three-quarters (79.9%) of teachers indicated that class sizes are not adequate for effective physical-distancing.<sup>43</sup>
- only 28.6% of teachers feel that their workplace ventilation system is adequate to help reduce the spread of COVID-19.<sup>44</sup>
- a solid majority (60.3%) of teachers *do not* feel that they have received adequate information about the quality of ventilation in schools.<sup>45</sup> This is in line with the province-wide trend, where 62.4% of BC teachers report not getting adequate information on ventilation.<sup>46</sup>

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<sup>40</sup> See Appendix F.2, Table F12.

<sup>41</sup> See Appendix F.2, Table F13.

<sup>42</sup> See Appendix F.2, Table F23.

<sup>43</sup> See Appendix F.2, Table F14.

<sup>44</sup> See Appendix F.2, Table F16.

<sup>45</sup> See Appendix F.2, Table F17.

<sup>46</sup> See Appendix D.2, Table B17.

- more than two-thirds (70.8%) of teachers feel that they *have not* received adequate information about COVID-19 exposures and the number of cases in their school and district.<sup>47</sup>

The recently announced expansion of the mask mandate is a welcomed improvement to school-based health and safety measures. Teachers in Vancouver Coastal Health overwhelmingly support more widespread mask-wearing in elementary grades, with a strong majority (75.4%) agreeing that students should be required to wear a face mask in indoor areas, including those in Kindergarten to Grade 3.<sup>48</sup> This is noticeably higher than the provincial trend, where 69.3% of teachers agree with an expanded mask mandate.<sup>49</sup>

Overall, there are roughly equal numbers of teachers in Vancouver Coastal Health who feel safe and unsafe, with 45.4% reporting that they feel safe at work and 42.5% saying they *do not*.<sup>50</sup> Only 37.4% of teachers in Vancouver Coastal Health feel that current health and safety precautions are adequate to keep everyone safe.<sup>51</sup>

### **The pandemic has negatively affected teachers' well-being**

Taking into account the key issues addressed above—inadequate implementation of key health and safety measures and a lack of transparency and information related to COVID-19 exposures and the state of school buildings' ventilation systems—it is unsurprising that the pandemic has continued to impact teachers' well-being and day-to-day work in considerable ways.

Within Vancouver Coastal Health:

- overall, three-quarters (75.8 %) of teachers reported increased workload during the pandemic.<sup>52</sup>
- more than three-quarters (78.1%) of teachers reported worsened mental health during the COVID-19 pandemic.<sup>53</sup>
- teachers who identify as women are more likely than teachers who identify as men to report worsened mental health, 81.9% of women compared to 68.4% of men ( $p < 0.001$ ,  $\gamma = 0.24$ ).<sup>54</sup>

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<sup>47</sup> See Appendix F.2, Table F18.

<sup>48</sup> See Appendix F.2, Table F15.

<sup>49</sup> See Appendix B.2, Table B15.

<sup>50</sup> See Appendix F.2, Table F10.

<sup>51</sup> See Appendix F.2, Table F11.

<sup>52</sup> See Appendix F.2, Table F19.

<sup>53</sup> See Appendix F.2, Table F21.

<sup>54</sup> See Appendix F.2, Table F24.

## **The experience of teaching during a pandemic is exacerbating already acute recruitment and retention challenges**

In line with provincial trends, 28.4% of teachers in Vancouver Coastal Health reported that they were now more likely to leave teaching within the next two years due to their experience of the COVID-19 pandemic.<sup>55</sup>

Teachers who identify as women with Vancouver Coastal Health are more likely to report an intention to leave teaching (38.3%) than teachers who identify as men (27.2%) as a result of their experience teaching during the pandemic ( $p < 0.001$ ,  $\gamma = -0.28$ ).<sup>56</sup>

## **Teachers are doing their part to keep everyone safe**

BC teachers in every health authority are doing their part to keep everyone as safe as possible. 96.8% of teachers in Vancouver Coastal Health are already fully vaccinated, slightly higher than the provincewide trend for BC teachers (94.1%).<sup>57</sup> Further, the rate of vaccination for teachers in Vancouver Coastal Health is higher than the general population (of those 12 years and older) in that same health authority, 96.8% to 89% respectively.<sup>58</sup>

Additionally, 0.5% of teachers in Vancouver Coastal Health indicated they are partially vaccinated and plan to receive a second dose. This is slightly lower—but in line with—the provincial trend (0.7% of teachers partially vaccinated planning to receive their second dose).

It's important to note that the 3.2% of respondents in Vancouver Coastal Health who are not fully vaccinated includes those who may not be eligible, those who have received one dose but not yet the second, those who were unsure at the time of the survey, and those who chose not to disclose their vaccination status in the survey. Only 1.2% of teachers indicated that they are not vaccinated and have no plans to do so.<sup>59</sup>

In addition to being highly vaccinated as a group, teachers are also overwhelmingly supportive of a vaccination mandate. A very strong majority (86.5%) of teachers in Vancouver Coastal Health agree that all eligible adults working in BC schools should be required to be vaccinated against COVID-19, slightly higher than the overall trend provincewide amongst BC teachers (81.6%).<sup>60</sup>

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<sup>55</sup> See Appendix F.2, Table F22.

<sup>56</sup> See Appendix F.2, Table F25.

<sup>57</sup> See Appendix F.2, Table F8; Appendix B.2, Table B8.

<sup>58</sup> Rate of full vaccination in Fraser Regional health authority as of October 25, 2021. See [www.bccdc.ca/health-professionals/data-reports/covid-19-surveillance-dashboard](http://www.bccdc.ca/health-professionals/data-reports/covid-19-surveillance-dashboard).

<sup>59</sup> See Appendix F.2, Table F8.

<sup>60</sup> See Appendix F.2, Table F9; Appendix B.2, Table B9.

## Vancouver Island Health

There was a total of 1,013 respondents from Vancouver Island Health, of whom 56.9% indicated they are classroom teachers, 20.8% specialist teachers and 15.7% Teachers Teaching on Call (TTOC).<sup>61</sup> The margin of error for a sample of this size is +/- 3.1%, 19 times out of 20.

### There are ongoing gaps in measures to keep everyone safe in schools

Many of the well-known health and safety measures that the public has been practicing since the early days of the pandemic need to be maintained in combination with vaccinations, such as masking, physical distancing, increased cleaning and overall hygiene, and staying home when sick.

Teachers in Vancouver Island Health report ongoing gaps in these measures:

- Fewer than half of teachers (40.7%) feel that the quality and availability of personal protective equipment is adequate to reduce the spread of COVID-19 in their schools.<sup>62</sup>
- Only one-third of teachers (37.0%) feel that cleaning and sanitation is adequate in their workplaces.<sup>63</sup>
- A strong majority (78.8%) of teachers indicated that class sizes are not adequate for effective physical distancing.<sup>64</sup>
- Teachers who identify as women are more likely to find physical distancing inadequate (82.4%) than teachers who identify as men (70.9%) ( $p < 0.001$ , gamma = 0.28).<sup>65</sup> This may reflect differences in elementary versus secondary school conditions, as teachers who identify as men are more likely to teach in secondary schools.
- Only a quarter of teachers (25.3%) feel that their workplace ventilation system is adequate to help reduce the spread of COVID-19.<sup>66</sup>
- Only 17.4% of teachers feel that they have received adequate information about COVID-19 exposures and the number of cases in their school and district.<sup>67</sup>

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<sup>61</sup> See Appendix G.1, Table G5.

<sup>62</sup> See Appendix G.2, Table G12.

<sup>63</sup> See Appendix G.2, Table G13.

<sup>64</sup> See Appendix G.2, Table G14.

<sup>65</sup> See Appendix G.2, Table G23.

<sup>66</sup> See Appendix G.2, Table G16.

<sup>67</sup> See Appendix G.2, Table G18.

The recently announced expansion of the mask mandate is a welcomed improvement to school-based health and safety measures. A majority of teachers (66.6%) in Vancouver Island Health support more widespread mask-wearing, and that students should be required to wear a face mask in indoor areas, including those in Kindergarten to Grade 3.<sup>68</sup> This is slightly lower than the provincial trend, where 69.3% of teachers agree with an expanded mask mandate.<sup>69</sup>

Overall, there are slightly more teachers who feel safe than unsafe in Vancouver Island Health, with 45.3% reporting feeling safe at work and 43.3% reporting that they do not feel safe at work.<sup>70</sup> Only one-third (40.6%) of teachers in Vancouver Island Health feel that current health and safety precautions are adequate to keep everyone safe.<sup>71</sup>

### **The pandemic has negatively affected teachers' well-being**

Taking into account the key issues addressed above—inadequate implementation of key health and safety measures and a lack of transparency and information related to COVID-19 exposures and the state of school buildings' ventilation systems—it is unsurprising that the pandemic has continued to impact teachers' well-being and day-to-day work in considerable ways.

Within Vancouver Island Health:

- 63.7% of teachers report increased workload during the pandemic.<sup>72</sup>
- almost half of teachers (48.1%) indicated their physical health has worsened since the start of the COVID-19 pandemic.<sup>73</sup>
- 80.2% of teachers indicated that their mental health has worsened during the pandemic.<sup>74</sup>
- teachers who identify as women were more likely to report worsened mental health (85.3%) than teachers who identify as men (68.9%) ( $p < 0.001$ ,  $\gamma = 0.35$ ).<sup>75</sup>
- teachers who self-identified as Black, Indigenous and people of color (BIPOC) were also more likely to indicate worsened mental health due to the COVID-19 pandemic (90.3%;  $p < 0.026$ ,  $\gamma = 0.29$ ).<sup>76</sup>

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<sup>68</sup> See Appendix G.2, Table G15.

<sup>69</sup> See Appendix B.2, Table B15.

<sup>70</sup> See Appendix G.2, Table G10.

<sup>71</sup> See Appendix G.2, Table G11.

<sup>72</sup> See Appendix G.2, Table G19.

<sup>73</sup> See Appendix G.2, Table G20.

<sup>74</sup> See Appendix G.2, Table G21.

<sup>75</sup> See Appendix G.2, Table G25.

<sup>76</sup> See Appendix G.2, Table G26.



## **The experience of teaching during a pandemic is exacerbating already acute recruitment and retention challenges**

In line with provincial trends, 25.5% of teachers in Vancouver Island reported that they were now more likely to leave teaching within the next two years due to their experience of the COVID-19 pandemic.<sup>77</sup>

### **Teachers are doing their part to keep everyone safe**

BC teachers in every provincial health authority are doing their part to keep everyone as safe as possible. 95.6% of teachers in Vancouver Island Health are already fully vaccinated, slightly more than teachers province-wide.<sup>78</sup> The rate of vaccination for teachers is higher than the general population (of those 12 years and older) in Vancouver Island Health, 95.6% to 86% comparatively.<sup>79</sup>

Additionally, 0.8% of teachers in Vancouver Island Health indicated they are partially vaccinated and planning to receive a second dose. This is in line with the provincial trend (0.7% of BC teachers who are partially vaccinated plan to receive their second dose).

It's important to note that the 4.4% of respondents who are not fully vaccinated includes those who may not be eligible, those who have received one dose but not yet the second, and those who chose not to disclose their vaccination status in the survey. Only 1.4% (14 of 1,013 survey respondents) indicated that they are not vaccinated and have no plans to do so.<sup>80</sup>

In addition to being highly vaccinated as a group, teachers are also overwhelmingly supportive of a vaccination mandate. A strong majority (84.3%) of teachers in Vancouver Island Health agree that all eligible adults working in BC schools should be required to be vaccinated against COVID-19, only slightly lower than the overall trend provincially (81.6% in support of a vaccination mandate).<sup>81</sup>

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<sup>77</sup> See Appendix G.2, Table G22.

<sup>78</sup> See Appendix G.2, Table G8; Appendix B.2, Table B8.

<sup>79</sup> Rate of full vaccination in Interior Health Authority as of October 25, 2021. See [www.bccdc.ca/health-professionals/data-reports/covid-19-surveillance-dashboard](http://www.bccdc.ca/health-professionals/data-reports/covid-19-surveillance-dashboard).

<sup>80</sup> See Appendix G.2, Table G8.

<sup>81</sup> See Appendix G.2, Table G9; Appendix B.2, Table B9.

## Interior Health

There was a total of 893 respondents from Interior Health, of whom 64.2% indicated they are classroom teachers, 18.7% specialist teachers and 12.3% Teachers Teaching on Call (TTOC).<sup>82</sup> The margin of error for a sample of this size is +/- 3.3%, 19 times out of 20.

### There are ongoing gaps in measures to keep everyone safe in schools

Many of the well-known health and safety measures that the public has been practicing since the early days of the pandemic need to be maintained in combination with vaccinations, such as masking, physical distancing, increased cleaning and overall hygiene, and staying home when sick.

However, teachers in Interior Health report continued challenges in implementing many of these measures:

- Fewer than half of teachers (48.8%) feel that the quality and availability of personal protective equipment is adequate to reduce the spread of COVID-19 in their schools.<sup>83</sup>
- Fewer than half of teachers (46.7%) feel that cleaning and sanitation is adequate in their workplaces.<sup>84</sup>
- A strong majority (71.6%) of teachers indicated that class sizes were not adequate for effective physical distancing.<sup>85</sup>
- More than half of teachers (58.4%) do not feel that they have received adequate information about the quality of ventilation in schools.<sup>86</sup> This is slightly better than the province-wide trend, where 62.4% of BC teachers report not getting adequate information on ventilation.<sup>87</sup>
- Only 20.2% of teachers feel that they have received adequate information about COVID-19 exposures and the number of cases in their school and district.<sup>88</sup>

The recently announced expansion of the mask mandate is a welcomed improvement to school-based health and safety measures. A majority of teachers (60.2%) in Interior Health support more widespread mask-wearing, and that students should be required to wear a face

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<sup>82</sup> See Appendix D.1, Table D6.

<sup>83</sup> See Appendix D.2, Table D12.

<sup>84</sup> See Appendix D.2, Table D13.

<sup>85</sup> See Appendix D.2, Table D14.

<sup>86</sup> See Appendix D.2, Table D17.

<sup>87</sup> See Appendix B.2, Table B17.

<sup>88</sup> See Appendix D.2, Table D18.

mask in indoor areas, including those in Kindergarten to Grade 3.<sup>89</sup> This is somewhat lower than the provincial trend, where 69.3% of teachers agree with an expanded mask mandate.<sup>90</sup>

Overall, there are more teachers who feel safe than unsafe in Interior Health, with 48.8% reporting feeling safe at work and 40.1% reporting that they do not feel safe at work.<sup>91</sup> At the same time, less than half (44.5%) of teachers in Interior Health feel that current health and safety precautions are adequate to keep everyone safe.<sup>92</sup>

### **The pandemic has negatively affected teachers' well-being**

Taking into account the key issues addressed above—inadequate implementation of key health and safety measures and a lack of transparency and information related to COVID-19 exposures and the state of school buildings' ventilation systems, it is unsurprising that the pandemic has continued to impact teachers' well-being and day-to-day work in considerable ways.

Within Interior Health:

- 66.6% of teachers report increased workload during the pandemic.<sup>93</sup>
- 80.5% of teachers report that their mental health has worsened during the COVID-19 pandemic.<sup>94</sup>
- teachers who identify as women are somewhat more likely than teachers who identify as men to report worsened mental health, 83.9% and 75.3% respectively ( $p < 0.001$ ;  $\gamma = 0.23$ ).<sup>95</sup>

### **The experience of teaching during a pandemic is exacerbating already acute recruitment and retention challenges**

In line with provincial trends, almost one-third (30.1%) of teachers in Interior Health are more likely to report an intention to leave teaching as a result of their experience teaching during the pandemic.<sup>96</sup>

### **Teachers are doing their part to keep everyone safe**

BC teachers in every regional health authority are doing their part to keep everyone as safe as possible. 91.2% of teachers in Interior Health are already fully vaccinated, slightly less than

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<sup>89</sup> See Appendix D.2, Table D15.

<sup>90</sup> See Appendix B.2, Table B15.

<sup>91</sup> See Appendix D.2, Table D10.

<sup>92</sup> See Appendix D.2, Table D11.

<sup>93</sup> See Appendix D.2, Table D19.

<sup>94</sup> See Appendix D.2, Table D21.

<sup>95</sup> See Appendix D.2, Table D23.

<sup>96</sup> See Appendix D.2, Table D22.

teachers province-wide.<sup>97</sup> The rate of vaccination for teachers is higher than the general population (of those 12 years and older) in Interior Health, 91.2% to 85% comparatively.<sup>98</sup>

It's important to note that the 8.8% of respondents in Interior Health who are not fully vaccinated includes those who may not be eligible, those who have received one dose but not yet the second, and those who chose not to disclose their vaccination status in the survey.

1.2% of teachers in Interior Health indicated they are partially vaccinated and planning to receive a second dose. This is slightly higher but in line with the provincial trend (0.7% of BC teachers who are partially vaccinated plan to receive their second dose. Only 2.3% (20 of 893 survey respondents) indicated that they are not vaccinated and have no plans to do so.<sup>99</sup>

In addition to being highly vaccinated as a group, teachers are also overwhelmingly supportive of a vaccination mandate. A strong majority (76.4%) of teachers in Interior Health agree that all eligible adults working in BC schools should be required to be vaccinated against COVID-19, slightly lower than the overall trend province-wide (81.6% in support of a vaccination mandate).<sup>100</sup>

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<sup>97</sup> See Appendix D.2, Table D8; Appendix B.2, Table B8.

<sup>98</sup> Rate of full vaccination in Interior Health Authority as of October 25, 2021. See [www.bccdc.ca/health-professionals/data-reports/covid-19-surveillance-dashboard](http://www.bccdc.ca/health-professionals/data-reports/covid-19-surveillance-dashboard).

<sup>99</sup> See Appendix D.2, Table D8.

<sup>100</sup> See Appendix D.2, Table D9; Appendix B.2, Table B9.

## Northern Health

There was a total of 776 respondents from Northern Health, with 62.5% indicating their primary teaching position as classroom teachers, 22.9% indicating specialist teachers, and 5.8% indicating their primary position as Teachers Teaching on Call (TTOC).<sup>101</sup> The margin of error for a sample of this size is +/- 3.5%, 19 times out of 20.

### There are ongoing gaps in measures to keep everyone safe in schools

Many of the well-known health and safety measures that the public has been practicing since the early days of the pandemic need to be maintained *in combination with* vaccinations, such as masking, physical distancing, increased cleaning and overall hygiene, and staying home when sick.

There remain substantial gaps in many of these measures in Northern Health:

- Only 48.1% of teachers feel that the quality and availability of personal protective equipment is adequate to reduce the spread of COVID-19 in their schools.<sup>102</sup>
- A little more than half of teachers (56.4%) report that cleaning and sanitation is *inadequate* in their workplaces (33.3% report adequate cleaning and sanitation).<sup>103</sup>
- Teachers who identify as women are more likely to report *inadequate* cleaning and sanitation at their workplaces than teachers who identify as men, with 62.1% of women reporting inadequate frequency as compared to 42.2% for men ( $p < 0.001$ ; gamma = 0.27).<sup>104</sup>
- 75.8% of teachers indicate that class sizes are not adequate for effective physical distancing.<sup>105</sup>
- A strong majority (70.6%) of teachers *do not* feel that they have received adequate information about the quality of ventilation in schools.<sup>106</sup> This is considerably higher than the province-wide trend, where 62.4% of BC teachers report not getting adequate information on ventilation.<sup>107</sup>

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<sup>101</sup> See Appendix E.2, Table E5.

<sup>102</sup> See Appendix E.2, Table E12.

<sup>103</sup> See Appendix E.2, Table E13.

<sup>104</sup> See Appendix E.2, Table E23.

<sup>105</sup> See Appendix E.2, Table E14.

<sup>106</sup> See Appendix E.2, Table E17.

<sup>107</sup> See Appendix B.2, Table B17.

- Three-quarters (77.5%) of teachers feel that they *have not* received adequate information about COVID-19 exposures and the number of cases in their school and district.<sup>108</sup>

The recently announced expansion of the mask mandate is a welcomed improvement to school-based health and safety measures. Teachers in Northern Health are generally supportive of more widespread mask-wearing in elementary grades, with little more than half (59.4%) agreeing that students should be required to wear a face mask in indoor areas, including those in Kindergarten to Grade 3.<sup>109</sup> However, this is noticeably lower than the provincial trend, where 69.3% of teachers agree with an expanded mask mandate.<sup>110</sup> Further, those who teach at least one grade where students are under 12 years (Grades K–6) are more likely to disagree with a mask requirement extension to Grades K–3 than their colleagues teaching Grades 7–12 (34.4% of those teaching K–6 disagreeing with mask mandate extension vs. 19.0% of those teaching 7–12, respectively;  $p < 0.001$ ,  $\gamma = 0.29$ ).<sup>111</sup>

Overall, there are equal numbers of teachers in Northern Health who feel safe and unsafe, with 45.5% reporting that they feel safe at work and 45.1% saying they *do not*.<sup>112</sup> Only one-third (35.5%) of teachers in Northern Health feel that current health and safety precautions are adequate to keep everyone safe.<sup>113</sup>

### **The pandemic has negatively affected teachers’ well-being**

Taking into account the key issues addressed above—inadequate implementation of key health and safety measures and a lack of transparency and information related to COVID-19 exposures and the state of school buildings’ ventilation systems—it is unsurprising that the pandemic has continued to impact teachers’ well-being and day-to-day work in considerable ways.

Within Northern Health:

- almost two-thirds (64.5%) of teachers report increased workload during the pandemic.<sup>114</sup>
- more than three-quarters (76.6%) of teachers report worsened mental health during the COVID-19 pandemic.<sup>115</sup>
- 48.0% of teachers report worsened physical health.<sup>116</sup>

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<sup>108</sup> See Appendix E.2, Table E18.

<sup>109</sup> See Appendix E.2, Table E15.

<sup>110</sup> See Appendix B.2, Table B15.

<sup>111</sup> See Appendix E.2, Table E24.

<sup>112</sup> See Appendix E.2, Table E10.

<sup>113</sup> See Appendix E.2, Table E11.

<sup>114</sup> See Appendix E.2, Table E19.

<sup>115</sup> See Appendix E.2, Table E21.

<sup>116</sup> See Appendix E.2, Table E20.

## **The experience of teaching during a pandemic is exacerbating already acute recruitment and retention challenges**

In line with provincial trends, 28.0% of teachers in Northern Health reported that they are now more likely to leave teaching in the next two years as a result of their experience teaching during the pandemic.<sup>117</sup>

### **Teachers are doing their part to keep everyone safe**

BC teachers in every health authority are doing their part to keep everyone as safe as possible. 90.5 % of teachers in Northern Health are already fully vaccinated. This is slightly lower than the province-wide trend for BC teachers (94.1%),<sup>118</sup> but *substantially higher* than the vaccination rate for the general population (of those 12 years and older) in Northern Health, which stands at about 71% fully vaccinated.<sup>119</sup>

Additionally, 0.5% of teachers indicated they are partially vaccinated and plan to receive a second dose. This is slightly lower—but in line with—the provincial trend (0.7% of teachers partially vaccinated planning to receive their second dose).

It's important to note that the 9.5% of respondents in Northern Health who are not fully vaccinated includes those who may not be eligible, those who have received one dose but not yet the second, those who are unsure, and those who chose not to disclose their vaccination status in the survey. Only 2.8% indicated that they are not vaccinated and have no plans to do so.<sup>120</sup>

In addition to being highly vaccinated as a group, teachers are also supportive of a vaccination mandate. A very strong majority (74.8%) of teachers in Northern Health agree that all eligible adults working in BC schools should be required to be vaccinated against COVID-19 (16.8% of respondents disagree with a vaccine mandate).<sup>121</sup> While support for a vaccination mandate among teachers in Northern Health is strong, it is lower than the overall trend province-wide amongst BC teachers, which is 81.6% in support.<sup>122</sup>

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<sup>117</sup> See Appendix E.2, Table E22.

<sup>118</sup> See Appendix B.2, Table B8.

<sup>119</sup> Rate of full vaccination in Fraser Regional health authority as of October 25, 2021. See [www.bccdc.ca/health-professionals/data-reports/covid-19-surveillance-dashboard](http://www.bccdc.ca/health-professionals/data-reports/covid-19-surveillance-dashboard).

<sup>120</sup> See Appendix E.2, Table E8.

<sup>121</sup> See Appendix E.2, Table E9.

<sup>122</sup> See Appendix B.2, Table B9.

## Appendix A: Methodology and Technical Notes

### Survey Methodology

The 2021 Fall BCTF Membership Survey was conducted online by Strategic Communications Inc. (Stratcom) from September 22 to October 11, 2021. Stratcom is bound by federal privacy rules, regulations, and standards imposed by PIPEDA, and the global market research industry association—ESOMAR. Stratcom researchers were responsible for the random selection of participants and all survey responses were completely confidential. The BCTF received the survey results with no identifying member information.

Unique survey invites were emailed to a random sample of 15,378 active BCTF members who were currently employed in September 2021, resulting in 6,183 completed surveys and a response rate of 40.2%. After initial data cleaning, the final provincial analytical sample is made up of 5,996 currently working BCTF members. During the survey, a Broadcast Voice Message (BVM) was sent to the 2,966 members in the random sample with phone numbers on file alerting them of the survey. Reminder emails and text messages were also sent out to potential participants during the fielding period. The final survey data were statistically weighted to ensure that the proportions of gender, age, and Regional Health Authority (based on school district) match their proportions in the BCTF member population. Margin of error for a sample of this size is +/- 1.1%, 19 times out of 20. The margin of error increases when analyzing subsamples of the data.

A random sample methodology was chosen by the BCTF to build a statistically representative picture of the experiences and needs of teachers across the province, while minimizing the overall disruption caused by data collection. Our very large sample allows us to generalize these survey results to the overall member population with a high degree of accuracy and with a very small margin of error. Increasing the size of the sample any further would not have substantially improved the accuracy or reliability of our statistics, but it would have greatly increased the overall burden of participation placed on our membership. Furthermore, if the survey had been open to all members (a census survey), there would have been substantial self-selection bias. Without mandatory participation to ensure a response rate approaching 100%, an attempted census is less likely to provide statistically representative data for a population (here, the teachers of BC).

For a demographic breakdown of the provincial sample, see Appendix B.1 and for Provincial tables, see Appendix B.2.

### Regional Subsamples

In addition to the overall provincial sample (outlined above), this report also makes use of five different regional subsamples (Fraser, Interior, Northern, Vancouver Coastal and Vancouver Island) to provide representative results at the level of each individual regional health authority. These regional subsamples retain their gender and age weights but are not weighted by region. As a result, the total number of cases contained in each regional subsample vary slightly from their totals in the overall provincial sample (which incorporates regional weights).



Additional information about each regional subsample and results tables containing regional figures are located within the separate appendices for each region (Fraser—Appendix C; Interior—Appendix D, Northern—Appendix E, Vancouver Coastal—Appendix F, Vancouver Island—Appendix G).

## Northern RHA Systematic Oversample

To increase the power of our Northern subsample, we integrated a systematic oversample into our methodology. As a result, we have more accurate data and a smaller margin of error for the Northern regional subsample, and we are still able to provide unbiased data at the provincial level by adjusting for this targeted oversampling using regional weights. For more information about the Northern regional oversample, see Appendix E.1.

For questions, please contact [research@bctf.ca](mailto:research@bctf.ca).

## Appendix B.1: Demographic Breakdown of the Provincial Sample

**Table B1**

**Which gender do you most identify with?**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>1 Man</b>	1479	24.7	25.1	25.1
	<b>2 Woman</b>	4359	72.7	74.1	99.2
	<b>3 Non-binary</b>	28	.5	.5	99.7
	<b>4 Two Spirited</b>	9	.2	.2	99.9
	<b>5 Other term you prefer (specify)</b>	8	.1	.1	100.0
	<b>Total</b>	5884	98.1	100.0	
<b>Missing</b>	<b>6 Prefer not to answer</b>	112	1.9		
<b>Total</b>		5996	100.0		

**Table B2**

**[Gender Binary] Which gender do you most identify with?**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>1 Man</b>	1479	24.7	25.3	25.3
	<b>2 Woman</b>	4359	72.7	74.7	100.0
	<b>Total</b>	5838	97.4	100.0	
<b>Missing</b>	<b>97 Not included in gender binary</b>	46	.8		
	<b>99 Prefer not to answer</b>	112	1.9		
	<b>Total</b>	158	2.6		
<b>Total</b>		5996	100.0		

**NOTE:** This gender binary version of gender was constructed to allow the comparison of the results for men and woman using ordinal measures of associations and tests of significance.

**Table B3**

**What is your age?**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>1 24 years or younger</b>	71	1.2	1.2	1.2
	<b>2 25-34 years</b>	1210	20.2	20.4	21.6
	<b>3 35-44 years</b>	1868	31.1	31.6	53.2
	<b>4 45-54 years</b>	1820	30.4	30.8	84.0
	<b>5 55-64 years</b>	849	14.2	14.4	98.3
	<b>6 65 years or older</b>	99	1.6	1.7	100.0
	<b>Total</b>	5917	98.7	100.0	
<b>Missing</b>	<b>7 Prefer not to answer</b>	79	1.3		
<b>Total</b>		5996	100.0		

**Table B4**

**Regional Health Authority (based on school districts and with SEPF members placed according to their physical school district)**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>1 Fraser</b>	2404	40.1	40.2	40.2
	<b>2 Vancouver Coastal</b>	1175	19.6	19.7	59.8
	<b>3 Vancouver Island</b>	1038	17.3	17.3	77.2
	<b>4 Interior</b>	971	16.2	16.2	93.4
	<b>5 Northern</b>	392	6.5	6.6	100.0
	<b>Total</b>	5981	99.8	100.0	
<b>Missing</b>	<b>88 Missing</b>	15	.2		
<b>Total</b>		5996	100.0		

**Table B5**

**What is your current teaching position? If you fit into multiple categories, pick the position that forms the majority of your appointment**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>1 Classroom Teacher</b>	3829	63.9	64.1	64.1
	<b>2 Specialist Teacher*</b>	1251	20.9	20.9	85.0
	<b>3 Teacher Teaching on Call (TTOC)</b>	594	9.9	9.9	94.9
	<b>4 Adult/Continuing Education</b>	24	.4	.4	95.3
	<b>5 Distributed-Learning (DL) Teacher</b>	57	.9	.9	96.3
	<b>6 District Coordinator or District Helping Teacher</b>	86	1.4	1.4	97.7
	<b>7 Local Officer or Local Executive Officer</b>	31	.5	.5	98.2
	<b>8 On Leave°</b>	17	.3	.3	98.5
	<b>9 Retired°</b>	8	.1	.1	98.7
	<b>10 Other Position</b>	80	1.3	1.3	100.0
<b>Total</b>	5975	99.7	100.0		
<b>Missing</b>	<b>11 Prefer not to answer</b>	20	.3		
<b>Total</b>		5996	100.0		

\*NOTE: Full list for Specialist Teacher category includes “Learning Assistance, Special Education, Teacher-Librarian, Counsellor, English language Learning Teacher, Aboriginal/Indigenous Culture Teacher, etc.”

°NOTE: The sample contains only those who are actively working. Though a few respondents indicated “On Leave” or “Retired” as their primary position, they also had a secondary position that constituted active employment.

**Table B6**

How many years of teaching experience do you have as a teacher? Please include years of teaching in all jurisdictions, including outside of Canada.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Less than 1 year	147	2.4	2.5	2.5
	2 1 to 5 years	1012	16.9	16.9	19.4
	3 6 to 10 years	988	16.5	16.5	35.9
	4 11 to 20 years	1883	31.4	31.5	67.4
	5 21 to 30 years	1489	24.8	24.9	92.3
	6 31 to 40 years	425	7.1	7.1	99.4
	7 Over 40 years	34	.6	.6	100.0
	Total	5979	99.7	100.0	
Missing	8 Not applicable	17	.3		
Total		5996	100.0		

**Table B7**

Self-identify as Indigenous, Black or Person of Colour

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 Self-identified as NOT Indigenous, Black or Person of Colour	4738	79.0	84.0	84.0
	1 Self-identified as Indigenous, Black or Person of Colour	899	15.0	16.0	100.0
	Total	5637	94.0	100.0	
Missing	99 Prefer not to answer	359	6.0		
Total		5996	100.0		

## Appendix B.2: Provincial Tables

### Frequency Tables

**Table B8**

At present, have you received any vaccination against COVID-19?\*

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, I am fully vaccinated (you have received two doses or one dose of a single-shot vaccine)	5645	94.1	94.1	94.1
	2 Yes, I am partially-vaccinated (one dose of vaccine) and currently planning to receive a second dose	41	.7	.7	94.8
	3 Yes, I am partially-vaccinated (one dose of vaccine) and I am unsure whether I will receive a second dose	15	.3	.3	95.1
	4 Yes, I am partially-vaccinated (one dose of vaccine) and not currently planning to receive a second dose	8	.1	.1	95.2
	5 No, I am not eligible for vaccination	5	.1	.1	95.3
	6 No, I am not vaccinated, but I am currently planning to do so	4	.1	.1	95.4
	7 No, I am not vaccinated, and I am unsure whether I will do so	22	.4	.4	95.7
	8 No, I am not vaccinated, and I do not currently plan to do so	104	1.7	1.7	97.5
	9 Other (please specify)	40	.7	.7	98.1
	10 Prefer not to answer/Not applicable	112	1.9	1.9	100.0
<b>Total</b>		5996	100.0	100.0	

**\*Full Question:** “Anecdotal accounts suggest that most teachers in BC schools are vaccinated. The BCTF would like to get a better understanding of where vaccination rates currently stand among our membership. The resulting data will be used to inform our ongoing advocacy for robust and complimentary prevention and protection measures (e.g. masks, ventilation and cleaning) in schools.

A reminder that your responses in this survey are confidential. The BCTF will receive the survey results with no identifying information, meaning that your individual responses will remain anonymous and will not be reported back to the BCTF.

At present, have you received any vaccination against COVID-19?”

**Table B9**

**Do you agree/disagree that all eligible adults working in BC schools should be required to be vaccinated against COVID-19?\***

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	4025	67.1	67.1	67.1
	2 Somewhat agree	868	14.5	14.5	81.6
	3 Neither agree nor disagree	331	5.5	5.5	87.1
	4 Somewhat disagree	204	3.4	3.4	90.5
	5 Strongly disagree	519	8.7	8.7	99.2
	6 Don't know/Not applicable	49	.8	.8	100.0
	<b>Total</b>	5996	100.0	100.0	

**Full Question:** “There has been a great deal of discussion lately by the government, the public and media about mandatory vaccination in the context of the COVID-19 pandemic. Some groups and individuals have suggested that all adults working in BC schools should be vaccinated.

Do you agree/disagree that all **eligible** adults working in BC schools should be **required** to be vaccinated against COVID-19?”

**Table B10**

**I feel safe at work**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	834	13.9	14.3	14.3
	2 Somewhat agree	1865	31.1	31.9	46.1
	3 Neither agree nor disagree	687	11.5	11.7	57.9
	4 Somewhat disagree	1627	27.1	27.8	85.7
	5 Strongly disagree	833	13.9	14.2	99.9
	6 Don't know/Not applicable	4	.1	.1	100.0
	<b>Total</b>	5849	97.5	100.0	
Missing*	System	147	2.5		
<b>Total</b>		5996	100.0		

**\*NOTE:** Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table B11**

**Overall, I feel that health and safety precautions in my workplace are adequate to keep everyone safe**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	647	10.8	11.1	11.1
	2 Somewhat agree	1666	27.8	28.5	39.5
	3 Neither agree nor disagree	550	9.2	9.4	48.9
	4 Somewhat disagree	1691	28.2	28.9	77.9
	5 Strongly disagree	1274	21.2	21.8	99.6
	6 Don't know/Not applicable	21	.3	.4	100.0
	<b>Total</b>	5849	97.5	100.0	
Missing*	System	147	2.5		
<b>Total</b>		5996	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table B12**

**I feel that the overall quality and availability of personal protective equipment (PPE) supplied to individuals within my workplace is adequate to help reduce the spread of COVID-19**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	836	13.9	14.3	14.3
	2 Somewhat agree	1738	29.0	29.7	44.0
	3 Neither agree nor disagree	654	10.9	11.2	55.2
	4 Somewhat disagree	1337	22.3	22.9	78.0
	5 Strongly disagree	1206	20.1	20.6	98.7
	6 Don't know/Not applicable	78	1.3	1.3	100.0
	<b>Total</b>	5849	97.5	100.0	
Missing*	System	147	2.5		
<b>Total</b>		5996	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table B13**

I feel that the frequency of cleaning/sanitation in my workplace is adequate to help reduce the spread of COVID-19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	750	12.5	12.8	12.8
	2 Somewhat agree	1434	23.9	24.5	37.3
	3 Neither agree nor disagree	502	8.4	8.6	45.9
	4 Somewhat disagree	1422	23.7	24.3	70.2
	5 Strongly disagree	1665	27.8	28.5	98.7
	6 Don't know/Not applicable	75	1.3	1.3	100.0
	Total	5849	97.5	100.0	
Missing*	System	147	2.5		
Total		5996	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table B14**

I feel that class sizes in my workplace are adequate for effective physical-distancing to help reduce the spread of COVID-19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	331	5.5	5.7	5.7
	2 Somewhat agree	696	11.6	11.9	17.6
	3 Neither agree nor disagree	271	4.5	4.6	22.2
	4 Somewhat disagree	1180	19.7	20.2	42.4
	5 Strongly disagree	3311	55.2	56.6	99.0
	6 Don't know/Not applicable	59	1.0	1.0	100.0
	Total	5849	97.5	100.0	
Missing*	System	147	2.5		
Total		5996	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.



**Table B15**

Currently in BC, teachers and students are required to wear masks from grade 4 and up.° I feel that ALL students in my workplace should be required to wear a face mask in indoor areas, including those in kindergarten to grade 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	3015	50.3	51.6	51.6
	2 Somewhat agree	1034	17.2	17.7	69.2
	3 Neither agree nor disagree	437	7.3	7.5	76.7
	4 Somewhat disagree	514	8.6	8.8	85.5
	5 Strongly disagree	672	11.2	11.5	97.0
	6 Don't know/Not applicable	178	3.0	3.0	100.0
	Total	5849	97.5	100.0	
Missing*	System	147	2.5		
Total		5996	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

°NOTE: The mask requirement was expanded to include students in kindergarten to Grade 3 on October 4, 2021 (about a week before the end of the data collection period).

**Table B16**

I feel that the ventilation system in my workplace is adequate to help reduce the spread of COVID-19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	513	8.6	8.8	8.8
	2 Somewhat agree	1026	17.1	17.5	26.3
	3 Neither agree nor disagree	893	14.9	15.3	41.6
	4 Somewhat disagree	1182	19.7	20.2	61.8
	5 Strongly disagree	1580	26.3	27.0	88.8
	6 Don't know/Not applicable	655	10.9	11.2	100.0
	Total	5849	97.5	100.0	
Missing*	System	147	2.5		
Total		5996	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table B17**

I feel that I have received adequate information about the quality of ventilation in my workplace and the status of any in-progress ventilation upgrades/updates

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	502	8.4	8.6	8.6
	2 Somewhat agree	916	15.3	15.7	24.2
	3 Neither agree nor disagree	649	10.8	11.1	35.3
	4 Somewhat disagree	1284	21.4	22.0	57.3
	5 Strongly disagree	2364	39.4	40.4	97.7
	6 Don't know/Not applicable	134	2.2	2.3	100.0
	Total	5849	97.5	100.0	
Missing*	System	147	2.5		
Total		5996	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table B18**

I feel that I have received adequate information about COVID-19 exposures and the number of cases in my school and district

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	443	7.4	7.6	7.6
	2 Somewhat agree	790	13.2	13.5	21.1
	3 Neither agree nor disagree	377	6.3	6.4	27.5
	4 Somewhat disagree	1193	19.9	20.4	47.9
	5 Strongly disagree	2981	49.7	51.0	98.9
	6 Don't know/Not applicable	65	1.1	1.1	100.0
	Total	5849	97.5	100.0	
Missing*	System	147	2.5		
Total		5996	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table B19**

Do you agree or disagree with the following statement? Compared to before the COVID-19 pandemic, my overall workload has increased.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	2152	35.9	35.9	35.9
	2 Somewhat agree	1949	32.5	32.5	68.4
	3 Neither agree nor disagree	1074	17.9	17.9	86.3
	4 Somewhat disagree	381	6.3	6.3	92.7
	5 Strongly disagree	197	3.3	3.3	96.0
	6 Don't know/Not applicable	242	4.0	4.0	100.0
	Total	5996	100.0	100.0	

**Table B20**

Has your physical health improved or worsened during the COVID-19 pandemic?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Improved a lot	114	1.9	1.9	1.9
	2 Improved somewhat	708	11.8	11.8	13.7
	3 No change	2139	35.7	35.7	49.4
	4 Worsened somewhat	2409	40.2	40.2	89.6
	5 Worsened a lot	550	9.2	9.2	98.7
	6 Prefer not to answer	76	1.3	1.3	100.0
	Total	5996	100.0	100.0	

**Table B21**

Has your mental health improved or worsened during the COVID-19 pandemic?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Improved a lot	23	.4	.4	.4
	2 Improved somewhat	172	2.9	2.9	3.3
	3 No change	1001	16.7	16.7	19.9
	4 Worsened somewhat	3207	53.5	53.5	73.4
	5 Worsened a lot	1529	25.5	25.5	98.9
	6 Prefer not to answer	64	1.1	1.1	100.0
	Total	5996	100.0	100.0	

**Table B22**

Has the experience of the COVID-19 pandemic made it more or less likely that you will leave teaching within the next two years?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 I'm now more likely to leave teaching	1621	27.0	27.0	27.0
	2 I'm now no more or less likely to teaching	3048	50.8	50.8	77.9
	3 I'm now less likely to leave teaching	90	1.5	1.5	79.4
	4 Don't know	987	16.5	16.5	95.8
	5 Not Applicable	250	4.2	4.2	100.0
	Total	5996	100.0	100.0	

## Regional Comparison

**Table B23**

**I feel that I have received adequate information about COVID-19 exposures and the number of cases in my school and district \* Regional Health Authority (based on school districts and with SEPF members placed according to their physical school district) Crosstabulation**

			Regional Health Authority (based on school districts and with SEPF members placed according to their physical school district)					
			1 Fraser	2 Vancouver Coastal	3 Vancouver Island	4 Interior	5 Northern	Total
I feel that I have received adequate information about COVID-19 exposures and the number of cases in my school and district	1 Strongly agree or Somewhat agree	Count	540 <sub>a</sub>	249 <sub>a, b</sub>	177 <sub>b</sub>	193 <sub>a, b</sub>	66 <sub>a, b</sub>	1225
		% within	22.9%	21.6%	17.6%	20.5%	17.6%	21.0%
	3 Neither agree nor disagree	Count	152 <sub>a</sub>	80 <sub>a</sub>	76 <sub>a</sub>	51 <sub>a</sub>	19 <sub>a</sub>	378
		% within	6.4%	6.9%	7.6%	5.4%	5.1%	6.5%
	5 Strongly disagree or somewhat disagree	Count	1644 <sub>a</sub>	810 <sub>a, b</sub>	738 <sub>a, b</sub>	686 <sub>a, b</sub>	288 <sub>b</sub>	4166
		% within	69.7%	70.2%	73.5%	72.8%	77.0%	71.4%
6 Don't know/Not applicable	Count	23 <sub>a</sub>	15 <sub>a</sub>	13 <sub>a</sub>	12 <sub>a</sub>	1 <sub>a</sub>	64	
	% within	1.0%	1.3%	1.3%	1.3%	0.3%	1.1%	
Total	Count	2359	1154	1004	942	374	5833	
	% within	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

**Pairwise Z-tests of Significance:** Each subscript letter denotes a subset of Regional Health Authority categories whose column proportions do not differ significantly from each other at the .05 level.

**Table B24**

**I feel that I have received adequate information about the quality of ventilation in my workplace and the status of any in-progress ventilation upgrades/updates \* Regional Health Authority (based on school districts and with SEPF members placed according to their physical school district) Crosstabulation**

			Regional Health Authority (based on school districts and with SEPF members placed according to their physical school district)					
			1 Fraser	2 Vancouver Coastal	3 Vancouver Island	4 Interior	5 Northern	Total
I feel that I have received adequate information about the quality of ventilation in my workplace and the status of any in-progress ventilation upgrades/updates	1 Strongly agree or Somewhat agree	Count	554 <sub>a, b</sub>	317 <sub>b</sub>	231 <sub>a, b</sub>	246 <sub>b</sub>	65 <sub>a</sub>	1413
		% within	23.5%	27.5%	23.0%	26.1%	17.3%	24.2%
	3 Neither agree nor disagree	Count	242 <sub>a</sub>	124 <sub>a</sub>	124 <sub>a</sub>	119 <sub>a</sub>	39 <sub>a</sub>	648
		% within	10.3%	10.7%	12.4%	12.6%	10.4%	11.1%
	5 Strongly disagree or somewhat disagree	Count	1512 <sub>a, b</sub>	694 <sub>b, c</sub>	623 <sub>a, b, c</sub>	545 <sub>c</sub>	264 <sub>a</sub>	3638
		% within	64.1%	60.1%	62.1%	57.9%	70.2%	62.4%
6 Don't know/Not applicable	Count	51 <sub>a</sub>	19 <sub>a</sub>	25 <sub>a</sub>	31 <sub>a</sub>	8 <sub>a</sub>	134	
	% within	2.2%	1.6%	2.5%	3.3%	2.1%	2.3%	
Total	Count	2359	1154	1003	941	376	5833	
	% within	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

**Pairwise Z-tests of Significance:** Each subscript letter denotes a subset of Regional Health Authority categories whose column proportions do not differ significantly from each other at the .05 level.

**Table B25**

**At present, have you received any vaccination against COVID-19? \* Regional Health Authority (based on school districts and with SEPF members placed according to their physical school district) Crosstabulation**

		Regional Health Authority (based on school districts and with SEPF members placed according to their physical school district)						
		1 Fraser	2 Vancouver Coastal	3 Vancouver Island	4 Interior	5 Northern	Total	
At present, have you received any vaccination against COVID-19?	1 Yes, I am fully vaccinated (you have received two doses or one dose of a single-shot vaccine)	Count	2261 <sub>a, b</sub>	1138 <sub>c</sub>	991 <sub>b, c</sub>	885 <sub>d</sub>	356 <sub>a, d</sub>	5631
		% within	94.1%	96.8%	95.4%	91.1%	90.8%	94.1%
	2 Yes, I am partially-vaccinated (one dose of vaccine) and currently planning to receive a second dose	Count	12 <sub>a</sub>	6 <sub>a</sub>	9 <sub>a</sub>	12 <sub>a</sub>	2 <sub>a</sub>	41
		% within	0.5%	0.5%	0.9%	1.2%	0.5%	0.7%
	3 Yes, I am partially-vaccinated (one dose of vaccine) and I am unsure whether I will receive a second dose	Count	7 <sub>a</sub>	2 <sub>a</sub>	3 <sub>a</sub>	2 <sub>a</sub>	1 <sub>a</sub>	15
		% within	0.3%	0.2%	0.3%	0.2%	0.3%	0.3%
	4 Yes, I am partially-vaccinated (one dose of vaccine) and not currently planning to receive a second dose	Count	5 <sub>a</sub>	0 <sub>a</sub>	1 <sub>a</sub>	1 <sub>a</sub>	1 <sub>a</sub>	8
		% within	0.2%	0.0%	0.1%	0.1%	0.3%	0.1%
	5 No, I am not eligible for vaccination	Count	2 <sub>a</sub>	1 <sub>a</sub>	0 <sub>a</sub>	1 <sub>a</sub>	1 <sub>a</sub>	5
		% within	0.1%	0.1%	0.0%	0.1%	0.3%	0.1%
	6 No, I am not vaccinated, but I am currently planning to do so	Count	1 <sub>a</sub>	1 <sub>a</sub>	1 <sub>a</sub>	0 <sub>a</sub>	1 <sub>a</sub>	4
		% within	0.0%	0.1%	0.1%	0.0%	0.3%	0.1%
	7 No, I am not vaccinated, and I am unsure whether I will do so	Count	7 <sub>a, b</sub>	0 <sub>b</sub>	2 <sub>a, b</sub>	7 <sub>a</sub>	5 <sub>a</sub>	21
		% within	0.3%	0.0%	0.2%	0.7%	1.3%	0.4%
	8 No, I am not vaccinated, and I do not currently plan to do so	Count	41 <sub>a</sub>	14 <sub>a</sub>	15 <sub>a</sub>	23 <sub>a</sub>	11 <sub>a</sub>	104
		% within	1.7%	1.2%	1.4%	2.4%	2.8%	1.7%
	9 Other (please specify)	Count	18 <sub>a</sub>	4 <sub>a</sub>	7 <sub>a</sub>	8 <sub>a</sub>	4 <sub>a</sub>	41
		% within	0.7%	0.3%	0.7%	0.8%	1.0%	0.7%
	10 Prefer not to answer/Not applicable	Count	50 <sub>a, b, c, d</sub>	10 <sub>c, d</sub>	10 <sub>b, d</sub>	32 <sub>a</sub>	10 <sub>a, b, c, d</sub>	112
		% within	2.1%	0.9%	1.0%	3.3%	2.6%	1.9%
Total		Count	2404	1176	1039	971	392	5982
		% within	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

**Pairwise Z-tests of Significance:** Each subscript letter denotes a subset of Regional Health Authority categories whose column proportions do not differ significantly from each other at the .05 level.

## Survey Wave Comparisons

### Perceptions of Safety:

**Table B26.1—January 2021**

		I feel safe working in-person			Cumulative Percent
		Frequency	Percent	Valid Percent	
Valid	1 Strongly agree	378	10.1**	10.1	10.1
	2 Somewhat agree	928	24.8**	24.8	34.8
	3 Neither agree nor disagree	276	7.4**	7.4	42.2
	4 Somewhat disagree	1164	31.0**	31.0	73.2
	5 Strongly disagree	1001	26.7**	26.7	99.9
	6 Don't know/Not Applicable	2	.1	.1	100.0
	Total	3750	100.0	100.0	

Z-tests of Statistical Significance vs. September/October Proportions: \*\* p < .01; \* p < .05.

**Table B26.2—September/October 2021**

		I feel safe at work			Cumulative Percent
		Frequency	Percent	Valid Percent	
Valid	1 Strongly agree	834	14.3**	14.3	14.3
	2 Somewhat agree	1865	31.9**	31.9	46.1
	3 Neither agree nor disagree	687	11.7**	11.7	57.9
	4 Somewhat disagree	1627	27.8**	27.8	85.7
	5 Strongly disagree	833	14.2**	14.2	99.9
	6 Don't know/Not applicable	4	.1	.1	100.0
	Total	5849	100.0	100.0	

Z-test of Statistical Significance vs. January Proportions: \*\* p < .01; \* p < .05.

### Workload Increase:

**Table B27.1—January 2021**

**Do you agree or disagree with the following statement? Compared to before the COVID-19 pandemic, my overall workload has increased.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	1533	38.1*	38.1	38.1
	2 Somewhat agree	1335	33.2	33.2	71.3
	3 Neither agree nor disagree	541	13.4**	13.4	84.7
	4 Somewhat disagree	334	8.3**	8.3	93.0
	5 Strongly disagree	166	4.1*	4.1	97.1
	6 Don't know/Not Applicable	115	2.9**	2.9	100.0
	Total	4024	100.0	100.0	

Z-tests of Statistical Significance vs. September/October Proportions: \*\* p < .01; \* p < .05.

**Table B27.2—September/October 2021**

**Do you agree or disagree with the following statement? Compared to before the COVID-19 pandemic, my overall workload has increased.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	2152	35.9*	35.9	35.9
	2 Somewhat agree	1949	32.5	32.5	68.4
	3 Neither agree nor disagree	1074	17.9**	17.9	86.3
	4 Somewhat disagree	381	6.3**	6.3	92.7
	5 Strongly disagree	197	3.3*	3.3	96.0
	6 Don't know/Not applicable	242	4.0**	4.0	100.0
	Total	5996	100.0	100.0	

Z-test of Statistical Significance vs. January Proportions: \*\* p < .01; \* p < .05.

**Mental Health Worsened/Improved:**

**Table B28.1—January 2021**

**Has your mental health improved or worsened during the COVID-19 pandemic?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Improved a lot	15	.4	.4	.4
	2 Improved somewhat	84	2.1*	2.1	2.5
	3 No change	585	14.5**	14.5	17.0
	4 Worsened somewhat	2081	51.7	51.7	68.7
	5 Worsened a lot	1213	30.1**	30.1	98.8
	6 Prefer not to answer	46	1.2	1.2	100.0
	Total	4024	100.0	100.0	

Z-tests of Statistical Significance vs. September/October Proportions: \*\* p < .01; \* p < .05.

**Table B28.2—September/October 2021**

**Has your mental health improved or worsened during the COVID-19 pandemic?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Improved a lot	23	.4	.4	.4
	2 Improved somewhat	172	2.9*	2.9	3.3
	3 No change	1001	16.7**	16.7	19.9
	4 Worsened somewhat	3207	53.5	53.5	73.4
	5 Worsened a lot	1529	25.5**	25.5	98.9
	6 Prefer not to answer	64	1.1	1.1	100.0
	Total	5996	100.0	100.0	

Z-test of Statistical Significance vs. January Proportions: \*\* p < .01; \* p < .05.



**Turnover Intention:**

**Table B29.1—January 2021**

**Has the experience of the COVID-19 pandemic made it more or less likely that you will leave teaching within the next two years?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 I'm now more likely to leave teaching	1089	27.1	27.1	27.1
	2 I'm now no more or less likely to leave teaching	2007	49.9	49.9	76.9
	3 I'm now less likely to leave teaching	56	1.4	1.4	78.3
	4 Don't know	689	17.1	17.1	95.4
	5 Not applicable	183	4.6	4.6	100.0
	Total	4024	100.0	100.0	

**Z-tests of Statistical Significance vs. September/October Proportions: \*\* p < .01; \* p < .05.**

**Table B29.2—September/October 2021**

**Has the experience of the COVID-19 pandemic made it more or less likely that you will leave teaching within the next two years?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 I'm now more likely to leave teaching	1621	27.0	27.0	27.0
	2 I'm now no more or less likely to teaching	3048	50.8	50.8	77.9
	3 I'm now less likely to leave teaching	90	1.5	1.5	79.4
	4 Don't know	987	16.5	16.5	95.8
	5 Not Applicable	250	4.2	4.2	100.0
	Total	5996	100.0	100.0	

**Z-test of Statistical Significance vs. January Proportions: \*\* p < .01; \* p < .05.**

## Appendix C.1: Fraser Health Subsample Technical Notes and Demographic Breakdown

As mentioned in Appendix A, this section uses the Fraser subsample. The Fraser subsample retains gender and age weights from the provincial level but is not weighted by region. As a result, the total number of Fraser cases contained in this regional subsample varies from the provincial sample.

Overall margin of error for a sample of this size is about +/- 2.1%, 19 times out of 20. The margin of error increases when analyzing subsamples of the data and varies for each individual survey item.

For more information about the general survey methodology, see Appendix A.

For questions, please contact [research@bctf.ca](mailto:research@bctf.ca).

**Table C1**

Regional Health Authority (based on school districts and with SEPF members placed according to their physical school district)

	Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b> 1 Fraser	2204	100.0	100.0	100.0

## Demographics

**Table C2**

Which gender do you most identify with?

	Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b> 1 Man	484	22.0	22.4	22.4
2 Woman	1664	75.5	76.8	99.2
3 Non-binary	11	.5	.5	99.7
4 Two Spirited	2	.1	.1	99.8
5 Other term you prefer (specify)	4	.2	.2	100.0
<b>Total</b>	2165	98.3	100.0	
<b>Missing</b> 6 Prefer not to answer	38	1.7		
<b>Total</b>	2204	100.0		

**Table C3****[Gender Binary] Which gender do you most identify with?**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>1 Man</b>	484	22.0	22.6	22.6
	<b>2 Woman</b>	1664	75.5	77.4	100.0
	<b>Total</b>	2148	97.5	100.0	
<b>Missing</b>	<b>97 Not included in gender binary</b>	17	.8		
	<b>99 Prefer not to answer</b>	38	1.7		
	<b>Total</b>	56	2.5		
<b>Total</b>		2204	100.0		

**NOTE:** This gender binary version of gender was constructed to allow the comparison of the results for men and woman using ordinal measures of associations and tests of significance.

**Table C4****What is your age?**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>1 24 years or younger</b>	13	.6	.6	.6
	<b>2 25-34 years</b>	440	20.0	20.2	20.8
	<b>3 35-44 years</b>	723	32.8	33.2	54.0
	<b>4 45-54 years</b>	709	32.2	32.6	86.6
	<b>5 55-64 years</b>	272	12.3	12.5	99.1
	<b>6 65 years or older</b>	20	.9	.9	100.0
	<b>Total</b>	2177	98.8	100.0	
<b>Missing</b>	<b>7 Prefer not to answer</b>	27	1.2		
<b>Total</b>		2204	100.0		

**Table C5**

**What is your current teaching position? If you fit into multiple categories, pick the position that forms the majority of your appointment**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Classroom Teacher	1457	66.1	66.3	66.3
	2 Specialist Teacher*	487	22.1	22.1	88.4
	3 Teacher Teaching on Call (TTOC)	152	6.9	6.9	95.3
	4 Adult/Continuing Education	12	.6	.6	95.9
	5 Distributed-Learning (DL) Teacher	7	.3	.3	96.2
	6 District Coordinator or District Helping Teacher	37	1.7	1.7	97.9
	7 Local Officer or Local Executive Officer	4	.2	.2	98.0
	8 On Leave°	8	.4	.4	98.4
	9 Retired°	3	.2	.2	98.6
	10 Other Position	31	1.4	1.4	100.0
	<b>Total</b>	2198	99.8	100.0	
Missing	11 Prefer not to answer	5	.2		
<b>Total</b>		2204	100.0		

\*NOTE: Full list for Specialist Teacher category includes “Learning Assistance, Special Education, Teacher-Librarian, Counsellor, English language Learning Teacher, Aboriginal/Indigenous Culture Teacher, etc.”

°NOTE: The sample contains only those who are actively working. Though a few respondents indicated “On Leave” or “Retired” as their primary position, they also had a secondary position that constituted active employment.

**Table C6**

**How many years of teaching experience do you have as a teacher? Please include years of teaching in all jurisdictions, including outside of Canada.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Less than 1 year	53	2.4	2.4	2.4
	2 1 to 5 years	348	15.8	15.8	18.2
	3 6 to 10 years	365	16.6	16.6	34.8
	4 11 to 20 years	734	33.3	33.4	68.2
	5 21 to 30 years	556	25.2	25.3	93.5
	6 31 to 40 years	134	6.1	6.1	99.6
	7 Over 40 years	8	.4	.4	100.0
		<b>Total</b>	2199	99.8	100.0
Missing	8 Not applicable	5	.2		
<b>Total</b>		2204	100.0		

**Table C7****Self-identify as Indigenous, Black or Person of Colour**

		<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
<b>Valid</b>	<b>0 Self-identified as NOT Indigenous, Black or Person of Colour</b>	1656	75.1	80.2	80.2
	<b>1 Self-identified as Indigenous, Black or Person of Colour</b>	409	18.6	19.8	100.0
	<b>Total</b>	2065	93.7	100.0	
<b>Missing</b>	<b>99 Prefer not to answer</b>	138	6.3		
<b>Total</b>		2204	100.0		

## Appendix C.2: Fraser Health Tables

### Frequency Tables

**Table C8**

At present, have you received any vaccination against COVID-19?\*

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, I am fully vaccinated (you have received two doses or one dose of a single-shot vaccine)	2073	94.1	94.1	94.1
	2 Yes, I am partially-vaccinated (one dose of vaccine) and currently planning to receive a second dose	12	.5	.5	94.6
	3 Yes, I am partially-vaccinated (one dose of vaccine) and I am unsure whether I will receive a second dose	6	.3	.3	94.9
	4 Yes, I am partially-vaccinated (one dose of vaccine) and not currently planning to receive a second dose	5	.2	.2	95.1
	5 No, I am not eligible for vaccination	2	.1	.1	95.2
	6 No, I am not vaccinated, but I am currently planning to do so	1	.0	.0	95.2
	7 No, I am not vaccinated, and I am unsure whether I will do so	7	.3	.3	95.5
	8 No, I am not vaccinated, and I do not currently plan to do so	38	1.7	1.7	97.3
	9 Other (please specify)	16	.7	.7	98.0
	10 Prefer not to answer/Not applicable	44	2.0	2.0	100.0
<b>Total</b>		2204	100.0	100.0	

**\*Full Question:** “Anecdotal accounts suggest that most teachers in BC schools are vaccinated. The BCTF would like to get a better understanding of where vaccination rates currently stand among our membership. The resulting data will be used to inform our ongoing advocacy for robust and complimentary prevention and protection measures (e.g. masks, ventilation and cleaning) in schools.

A reminder that your responses in this survey are confidential. The BCTF will receive the survey results with no identifying information, meaning that your individual responses will remain anonymous and will not be reported back to the BCTF.

At present, have you received any vaccination against COVID-19?”

**Table C9**

**Do you agree/disagree that all eligible adults working in BC schools should be required to be vaccinated against COVID-19?\***

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	1457	66.1	66.1	66.1
	2 Somewhat agree	339	15.4	15.4	81.5
	3 Neither agree nor disagree	123	5.6	5.6	87.1
	4 Somewhat disagree	69	3.1	3.1	90.2
	5 Strongly disagree	197	9.0	9.0	99.2
	6 Don't know/Not applicable	18	.8	.8	100.0
	<b>Total</b>	2204	100.0	100.0	

**Full Question:** “There has been a great deal of discussion lately by the government, the public and media about mandatory vaccination in the context of the COVID-19 pandemic. Some groups and individuals have suggested that all adults working in BC schools should be vaccinated.

Do you agree/disagree that all **eligible** adults working in BC schools should be **required** to be vaccinated against COVID-19?”

**Table C10**

**I feel safe at work**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	319	14.5	14.8	14.8
	2 Somewhat agree	654	29.7	30.3	45.0
	3 Neither agree nor disagree	264	12.0	12.2	57.2
	4 Somewhat disagree	582	26.4	26.9	84.1
	5 Strongly disagree	342	15.5	15.8	100.0
	6 Don't know/Not applicable	1	.0	.0	100.0
	<b>Total</b>	2162	98.1	100.0	
Missing*	System	41	1.9		
<b>Total</b>		2204	100.0		

**\*NOTE:** Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table C11**

**Overall, I feel that health and safety precautions in my workplace are adequate to keep everyone safe**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	248	11.3	11.5	11.5
	2 Somewhat agree	576	26.1	26.6	38.1
	3 Neither agree nor disagree	202	9.2	9.3	47.5
	4 Somewhat disagree	634	28.8	29.3	76.8
	5 Strongly disagree	499	22.6	23.1	99.8
	6 Don't know/Not applicable	3	.1	.2	100.0
	<b>Total</b>	2162	98.1	100.0	
Missing*	System	41	1.9		
<b>Total</b>		2204	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table C12**

**I feel that the overall quality and availability of personal protective equipment (PPE) supplied to individuals within my workplace is adequate to help reduce the spread of COVID-19**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	319	14.5	14.7	14.7
	2 Somewhat agree	618	28.0	28.6	43.3
	3 Neither agree nor disagree	231	10.5	10.7	54.0
	4 Somewhat disagree	486	22.0	22.5	76.4
	5 Strongly disagree	479	21.7	22.1	98.6
	6 Don't know/Not applicable	31	1.4	1.4	100.0
	<b>Total</b>	2162	98.1	100.0	
Missing*	System	41	1.9		
<b>Total</b>		2204	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.



**Table C13**

I feel that the frequency of cleaning/sanitation in my workplace is adequate to help reduce the spread of COVID-19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	256	11.6	11.8	11.8
	2 Somewhat agree	454	20.6	21.0	32.8
	3 Neither agree nor disagree	183	8.3	8.5	41.3
	4 Somewhat disagree	530	24.1	24.5	65.8
	5 Strongly disagree	706	32.0	32.7	98.5
	6 Don't know/Not applicable	33	1.5	1.5	100.0
	Total	2162	98.1	100.0	
Missing*	System	41	1.9		
Total		2204	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table C14**

I feel that class sizes in my workplace are adequate for effective physical-distancing to help reduce the spread of COVID-19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	119	5.4	5.5	5.5
	2 Somewhat agree	239	10.8	11.0	16.6
	3 Neither agree nor disagree	103	4.7	4.8	21.3
	4 Somewhat disagree	426	19.3	19.7	41.0
	5 Strongly disagree	1253	56.8	57.9	99.0
	6 Don't know/Not applicable	22	1.0	1.0	100.0
	Total	2162	98.1	100.0	
Missing*	System	41	1.9		
Total		2204	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table C15**

**Currently in BC, teachers and students are required to wear masks from grade 4 and up.° I feel that ALL students in my workplace should be required to wear a face mask in indoor areas, including those in kindergarten to grade 3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	1199	54.4	55.4	55.4
	2 Somewhat agree	373	16.9	17.3	72.7
	3 Neither agree nor disagree	151	6.8	7.0	79.7
	4 Somewhat disagree	155	7.1	7.2	86.9
	5 Strongly disagree	223	10.1	10.3	97.1
	6 Don't know/Not applicable	62	2.8	2.9	100.0
	Total	2162	98.1	100.0	
Missing*	System	41	1.9		
Total		2204	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

°NOTE: The mask requirement was expanded to include students in kindergarten to Grade 3 on October 4, 2021 (about a week before the end of the data collection period).

**Table C16**

**I feel that the ventilation system in my workplace is adequate to help reduce the spread of COVID-19**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	177	8.0	8.2	8.2
	2 Somewhat agree	347	15.8	16.1	24.2
	3 Neither agree nor disagree	291	13.2	13.4	37.7
	4 Somewhat disagree	462	21.0	21.4	59.0
	5 Strongly disagree	647	29.3	29.9	88.9
	6 Don't know/Not applicable	239	10.9	11.1	100.0
	Total	2162	98.1	100.0	
Missing*	System	41	1.9		
Total		2204	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table C17**

I feel that I have received adequate information about the quality of ventilation in my workplace and the status of any in-progress ventilation upgrades/updates

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	164	7.4	7.6	7.6
	2 Somewhat agree	340	15.4	15.7	23.3
	3 Neither agree nor disagree	222	10.1	10.3	33.6
	4 Somewhat disagree	451	20.5	20.9	54.4
	5 Strongly disagree	939	42.6	43.4	97.8
	6 Don't know/Not applicable	47	2.1	2.2	100.0
	<b>Total</b>	2162	98.1	100.0	
Missing*	System	41	1.9		
<b>Total</b>		2204	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table C18**

I feel that I have received adequate information about COVID-19 exposures and the number of cases in my school and district

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	184	8.4	8.5	8.5
	2 Somewhat agree	306	13.9	14.2	22.7
	3 Neither agree nor disagree	138	6.3	6.4	29.1
	4 Somewhat disagree	431	19.5	19.9	49.0
	5 Strongly disagree	1082	49.1	50.0	99.0
	6 Don't know/Not applicable	22	1.0	1.0	100.0
	<b>Total</b>	2162	98.1	100.0	
Missing*	System	41	1.9		
<b>Total</b>		2204	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table C19**

Do you agree or disagree with the following statement? Compared to before the COVID-19 pandemic, my overall workload has increased.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	798	36.2	36.2	36.2
	2 Somewhat agree	732	33.2	33.2	69.4
	3 Neither agree nor disagree	379	17.2	17.2	86.6
	4 Somewhat disagree	135	6.1	6.1	92.8
	5 Strongly disagree	83	3.8	3.8	96.5
	6 Don't know/Not applicable	77	3.5	3.5	100.0
	Total	2204	100.0	100.0	

**Table C20**

Has your physical health improved or worsened during the COVID-19 pandemic?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Improved a lot	43	2.0	2.0	2.0
	2 Improved somewhat	254	11.5	11.5	13.5
	3 No change	751	34.1	34.1	47.6
	4 Worsened somewhat	900	40.8	40.8	88.4
	5 Worsened a lot	226	10.3	10.3	98.7
	6 Prefer not to answer	29	1.3	1.3	100.0
	Total	2204	100.0	100.0	

**Table C21**

Has your mental health improved or worsened during the COVID-19 pandemic?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Improved a lot	7	.3	.3	.3
	2 Improved somewhat	67	3.0	3.0	3.4
	3 No change	355	16.1	16.1	19.4
	4 Worsened somewhat	1155	52.4	52.4	71.8
	5 Worsened a lot	598	27.1	27.1	99.0
	6 Prefer not to answer	23	1.0	1.0	100.0
	Total	2204	100.0	100.0	

**Table C22**

Has the experience of the COVID-19 pandemic made it more or less likely that you will leave teaching within the next two years?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 I'm now more likely to leave teaching	556	25.2	25.2	25.2
	2 I'm now no more or less likely to teaching	1154	52.4	52.4	77.6
	3 I'm now less likely to leave teaching	29	1.3	1.3	78.9
	4 Don't know	381	17.3	17.3	96.2
	5 Not Applicable	84	3.8	3.8	100.0
	<b>Total</b>	2204	100.0	100.0	

## Crosstabulations

**Table C23**

[Gender Binary] Which gender do you most identify with? \* I feel safe at work Crosstabulation

			I feel safe at work					
			1 Strongly agree	2 Somewhat agree	3 Neither agree nor disagree	4 Somewhat disagree	5 Strongly disagree	Total
[Gender Binary] Which gender do you most identify with?	1 Man	Count	111	148	73	99	46	477
		% within	23.3%	31.0%	15.3%	20.8%	9.6%	100.0%
	2 Woman	Count	195	498	187	469	283	1632
		% within	11.9%	30.5%	11.5%	28.7%	17.3%	100.0%
<b>Total</b>		Count	306	646	260	568	329	2109
		% within	14.5%	30.6%	12.3%	26.9%	15.6%	100.0%

### Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	59.823 <sup>a</sup>	4	<.001
Likelihood Ratio	58.290	4	<.001
Linear-by-Linear Association	44.888	1	<.001
N of Valid Cases	2109		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 58.81.

### Symmetric Measures

		Value	Asymptotic Standard Error <sup>a</sup>	Approximate T <sup>b</sup>	Approximate Significance
Ordinal by Ordinal	Gamma	.250	.036	6.756	<.001
	Spearman Correlation	.146	.021	6.795	<.001 <sup>c</sup>
<b>N of Valid Cases</b>		2109			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

**Table C24**

[Gender Binary] Which gender do you most identify with? \* Do you agree or disagree with the following statement?  
 Compared to before the COVID-19 pandemic, my overall workload has increased. Crosstabulation

			Do you agree or disagree with the following statement? Compared to before the COVID-19 pandemic, my overall workload has increased.					Total
			1 Strongly agree	2 Somewhat agree	3 Neither agree nor disagree	4 Somewhat disagree	5 Strongly disagree	
[Gender Binary] Which gender do you most identify with?	1 Man	Count	144	152	110	39	24	469
		% within	30.7%	32.4%	23.5%	8.3%	5.1%	100.0%
	2 Woman	Count	630	566	260	94	57	1607
		% within	39.2%	35.2%	16.2%	5.8%	3.5%	100.0%
Total		Count	774	718	370	133	81	2076
		% within	37.3%	34.6%	17.8%	6.4%	3.9%	100.0%

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	24.386 <sup>a</sup>	4	<.001
Likelihood Ratio	23.690	4	<.001
Linear-by-Linear Association	20.282	1	<.001
N of Valid Cases	2076		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 18.30.

**Symmetric Measures**

		Value	Asymptotic Standard Error <sup>a</sup>	Approximate T <sup>b</sup>	Approximate Significance
Ordinal by Ordinal	Gamma	-.183	.039	-4.505	<.001
	Spearman Correlation	-.101	.022	-4.603	<.001 <sup>c</sup>
N of Valid Cases		2076			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

**Table C25**

[Gender Binary] Which gender do you most identify with? \* Has your physical health improved or worsened during the COVID-19 pandemic? Crosstabulation

			Has your physical health improved or worsened during the COVID-19 pandemic?					Total
			1 Improved a lot	2 Improved somewhat	3 No change	4 Worsened somewhat	5 Worsened a lot	
[Gender Binary] Which gender do you most identify with?	1 Man	Count	20	76	171	178	36	481
		% within	4.2%	15.8%	35.6%	37.0%	7.5%	100.0%
	2 Woman	Count	22	171	565	700	184	1642
		% within	1.3%	10.4%	34.4%	42.6%	11.2%	100.0%
Total		Count	42	247	736	878	220	2123
		% within	2.0%	11.6%	34.7%	41.4%	10.4%	100.0%

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	32.169 <sup>a</sup>	4	<.001
Likelihood Ratio	29.607	4	<.001
Linear-by-Linear Association	26.727	1	<.001
N of Valid Cases	2123		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 9.52.

**Symmetric Measures**

		Value	Asymptotic Standard Error <sup>a</sup>	Approximate T <sup>b</sup>	Approximate Significance
Ordinal by Ordinal	Gamma	.190	.040	4.609	<.001
	Spearman Correlation	.102	.022	4.715	<.001 <sup>c</sup>
N of Valid Cases		2123			

- a. Not assuming the null hypothesis.
- b. Using the asymptotic standard error assuming the null hypothesis.
- c. Based on normal approximation.

**Table C26**

[Gender Binary] Which gender do you most identify with? \* Has your mental health improved or worsened during the COVID-19 pandemic? Crosstabulation

			Has your mental health improved or worsened during the COVID-19 pandemic?					Total
			1 Improved a lot	2 Improved somewhat	3 No change	4 Worsened somewhat	5 Worsened a lot	
[Gender Binary] Which gender do you most identify with?	1 Man	Count	5	25	119	242	91	482
		% within	1.0%	5.2%	24.7%	50.2%	18.9%	100.0%
	2 Woman	Count	2	39	231	884	491	1647
		% within	0.1%	2.4%	14.0%	53.7%	29.8%	100.0%
Total		Count	7	64	350	1126	582	2129
		% within	0.3%	3.0%	16.4%	52.9%	27.3%	100.0%

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	62.308 <sup>a</sup>	4	<.001
Likelihood Ratio	58.176	4	<.001
Linear-by-Linear Association	57.159	1	<.001
N of Valid Cases	2129		

a. 1 cells (10.0%) have expected count less than 5. The minimum expected count is 1.58.

**Symmetric Measures**

		Value	Asymptotic Standard Error <sup>a</sup>	Approximate T <sup>b</sup>	Approximate Significance
Ordinal by Ordinal	Gamma	.306	.041	7.031	<.001
	Spearman Correlation	.155	.022	7.259	<.001 <sup>c</sup>
N of Valid Cases		2129			

- a. Not assuming the null hypothesis.
- b. Using the asymptotic standard error assuming the null hypothesis.
- c. Based on normal approximation.



**Table C27**

**[Gender Binary] Which gender do you most identify with? \* Has the experience of the COVID-19 pandemic made it more or less likely that you will leave teaching within the next two years? Crosstabulation**

		Has the experience of the COVID-19 pandemic made it more or less likely that you will leave teaching within the next two years?			Total	
		1 I'm now more likely to leave teaching	2 I'm now no more or less likely to teaching	3 I'm now less likely to leave teaching		
<b>[Gender Binary] Which gender do you most identify with?</b>	<b>1 Man</b>	<b>Count</b>	106	283	18	407
		<b>% within</b>	26.0%	69.5%	4.4%	100.0%
	<b>2 Woman</b>	<b>Count</b>	433	853	11	1297
		<b>% within</b>	33.4%	65.8%	0.8%	100.0%
<b>Total</b>		<b>Count</b>	539	1136	29	1704
		<b>% within</b>	31.6%	66.7%	1.7%	100.0%

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
<b>Pearson Chi-Square</b>	29.194 <sup>a</sup>	2	<.001
<b>Likelihood Ratio</b>	25.224	2	<.001
<b>Linear-by-Linear Association</b>	15.132	1	<.001
<b>N of Valid Cases</b>	1704		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 6.93.

**Symmetric Measures**

		Value	Asymptotic Standard Error <sup>a</sup>	Approximate T <sup>b</sup>	Approximate Significance
<b>Ordinal by Ordinal</b>	<b>Gamma</b>	-.212	.059	-3.599	<.001
	<b>Spearman Correlation</b>	-.087	.024	-3.604	<.001 <sup>c</sup>
<b>N of Valid Cases</b>		1704			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

**Table C28**

**Teaches at least one grade including children under the age of vaccine eligibility (12) \* I feel that the frequency of cleaning/sanitation in my workplace is adequate to help reduce the spread of COVID-19 Crosstabulation**

			I feel that the frequency of cleaning/sanitation in my workplace is adequate to help reduce the spread of COVID-19					
			1 Strongly agree	2 Somewhat agree	3 Neither agree nor disagree	4 Somewhat disagree	5 Strongly disagree	Total
Teaches at least one grade including children under the age of vaccine eligibility (12)	0 Teaches only grades 7-12 or Adult	Count	115	198	90	179	211	793
		% within	14.5%	25.0%	11.3%	22.6%	26.6%	100.0%
	1 Teaches at least one grade between Kindergarten and Grade 6	Count	128	227	88	335	472	1250
		% within	10.2%	18.2%	7.0%	26.8%	37.8%	100.0%
<b>Total</b>		<b>Count</b>	243	425	178	514	683	2043
		<b>% within</b>	11.9%	20.8%	8.7%	25.2%	33.4%	100.0%

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
<b>Pearson Chi-Square</b>	50.059 <sup>a</sup>	4	<.001
<b>Likelihood Ratio</b>	50.023	4	<.001
<b>Linear-by-Linear Association</b>	41.507	1	<.001
<b>N of Valid Cases</b>	2043		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 69.09.

**Symmetric Measures**

		Value	Asymptotic Standard Error <sup>a</sup>	Approximate T <sup>b</sup>	Approximate Significance
<b>Ordinal by Ordinal</b>	<b>Gamma</b>	.213	.032	6.543	<.001
	<b>Spearman Correlation</b>	.143	.022	6.535	<.001 <sup>c</sup>
<b>N of Valid Cases</b>		2043			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

## Appendix D.1: Interior Health Subsample Technical Notes and Demographic Breakdown

As mentioned in Appendix A, this section uses the Interior subsample. The Interior subsample retains gender and age weights from the provincial level but is not weighted by region. As a result, the total number of Interior cases contained in this regional subsample varies from the provincial sample.

Overall margin of error for a sample of this size is about +/- 3.3%, 19 times out of 20. The margin of error increases when analyzing subsamples of the data and varies for each individual survey item.

For more information about the general survey methodology, see Appendix A.

For questions, please contact [research@bctf.ca](mailto:research@bctf.ca).

**Table D1**

**Regional Health Authority (based on school districts and with SEPF members placed according to their physical school district)**

	Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b> 4 Interior	893	100.0	100.0	100.0

## Demographics

**Table D2**

**Which gender do you most identify with?**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	1 Man	229	25.7	26.1	26.1
	2 Woman	650	72.8	73.9	100.0
	<b>Total</b>	879	98.4	100.0	
<b>Missing</b>	6 Prefer not to answer	14	1.6		
<b>Total</b>		893	100.0		

**Table D3**

**[Gender Binary] Which gender do you most identify with?**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	1 Man	229	25.7	26.1	26.1
	2 Woman	650	72.8	73.9	100.0
	<b>Total</b>	879	98.4	100.0	
<b>Missing</b>	99 Prefer not to answer	14	1.6		
<b>Total</b>		893	100.0		

**NOTE:** This gender binary version of gender was constructed to allow the comparison of the results for men and woman using ordinal measures of associations and tests of significance.

**Table D4****What is your age?**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>1 24 years or younger</b>	4	.5	.5	.5
	<b>2 25-34 years</b>	155	17.4	17.5	18.0
	<b>3 35-44 years</b>	271	30.3	30.6	48.6
	<b>4 45-54 years</b>	315	35.2	35.6	84.2
	<b>5 55-64 years</b>	123	13.8	13.9	98.1
	<b>6 65 years or older</b>	17	1.9	1.9	100.0
	<b>Total</b>	885	99.1	100.0	
<b>Missing</b>	<b>7 Prefer not to answer</b>	8	.9		
<b>Total</b>		893	100.0		

**Table D5****How many years of teaching experience do you have as a teacher? Please include years of teaching in all jurisdictions, including outside of Canada.**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>1 Less than 1 year</b>	14	1.6	1.6	1.6
	<b>2 1 to 5 years</b>	126	14.1	14.1	15.7
	<b>3 6 to 10 years</b>	133	14.9	14.9	30.6
	<b>4 11 to 20 years</b>	283	31.7	31.7	62.4
	<b>5 21 to 30 years</b>	252	28.2	28.3	90.6
	<b>6 31 to 40 years</b>	77	8.6	8.6	99.3
	<b>7 Over 40 years</b>	7	.7	.7	100.0
	<b>Total</b>	892	99.9	100.0	
<b>Missing</b>	<b>8 Not applicable</b>	1	.1		
<b>Total</b>		893	100.0		

**Table D6**

What is your current teaching position? If you fit into multiple categories, pick the position that forms the majority of your appointment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Classroom Teacher	573	64.2	64.3	64.3
	2 Specialist Teacher*	167	18.7	18.7	83.0
	3 Teacher Teaching on Call (TTOC)	110	12.3	12.4	95.4
	4 Adult/Continuing Education	1	.1	.1	95.5
	5 Distributed-Learning (DL) Teacher	11	1.2	1.2	96.7
	6 District Coordinator or District Helping Teacher	11	1.2	1.2	98.0
	7 Local Officer or Local Executive Officer	8	.9	.9	98.9
	8 On Leave°	1	.1	.1	99.0
	10 Other Position	9	1.0	1.0	100.0
	<b>Total</b>	891	99.8	100.0	
Missing	11 Prefer not to answer	2	.2		
<b>Total</b>		893	100.0		

\*NOTE: Full list for Specialist Teacher category includes “Learning Assistance, Special Education, Teacher-Librarian, Counsellor, English language Learning Teacher, Aboriginal/Indigenous Culture Teacher, etc.”

°NOTE: The sample contains only those who are actively working. Though a few respondents indicated “On Leave” as their primary position, they also had a secondary position that constituted active employment.

**Table D7**

Self-identify as Indigenous, Black or Person of Colour

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 Self-identified as NOT Indigenous, Black or Person of Colour	789	88.3	93.8	93.8
	1 Self-identified as Indigenous, Black or Person of Colour	52	5.9	6.2	100.0
	<b>Total</b>	841	94.2	100.0	
Missing	99 Prefer not to answer	52	5.8		
<b>Total</b>		893	100.0		

## Appendix D.2: Interior Health Tables

### Frequency Tables

Table D8

At present, have you received any vaccination against COVID-19?\*

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1 Yes, I am fully vaccinated (you have received two doses or one dose of a single-shot vaccine)	814	91.2	91.2	91.2
2 Yes, I am partially-vaccinated (one dose of vaccine) and currently planning to receive a second dose	11	1.2	1.2	92.4
3 Yes, I am partially-vaccinated (one dose of vaccine) and I am unsure whether I will receive a second dose	2	.2	.2	92.6
4 Yes, I am partially-vaccinated (one dose of vaccine) and not currently planning to receive a second dose	1	.1	.1	92.7
5 No, I am not eligible for vaccination	1	.1	.1	92.8
7 No, I am not vaccinated, and I am unsure whether I will do so	7	.8	.8	93.6
8 No, I am not vaccinated, and I do not currently plan to do so	20	2.3	2.3	95.9
9 Other (please specify)	7	.8	.8	96.7
10 Prefer not to answer/Not applicable	30	3.3	3.3	100.0
<b>Total</b>	<b>893</b>	<b>100.0</b>	<b>100.0</b>	

\***Full Question:** “Anecdotal accounts suggest that most teachers in BC schools are vaccinated. The BCTF would like to get a better understanding of where vaccination rates currently stand among our membership. The resulting data will be used to inform our ongoing advocacy for robust and complimentary prevention and protection measures (e.g. masks, ventilation and cleaning) in schools.

A reminder that your responses in this survey are confidential. The BCTF will receive the survey results with no identifying information, meaning that your individual responses will remain anonymous and will not be reported back to the BCTF.

At present, have you received any vaccination against COVID-19?”

**Table D9**

**Do you agree/disagree that all eligible adults working in BC schools should be required to be vaccinated against COVID-19?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	550	61.6	61.6	61.6
	2 Somewhat agree	132	14.8	14.8	76.4
	3 Neither agree nor disagree	62	6.9	6.9	83.3
	4 Somewhat disagree	29	3.3	3.3	86.5
	5 Strongly disagree	113	12.6	12.6	99.1
	6 Don't know/Not applicable	8	.9	.9	100.0
	<b>Total</b>	893	100.0	100.0	

**Full Question:** “There has been a great deal of discussion lately by the government, the public and media about mandatory vaccination in the context of the COVID-19 pandemic. Some groups and individuals have suggested that all adults working in BC schools should be vaccinated.

Do you agree/disagree that all **eligible** adults working in BC schools should be **required** to be vaccinated against COVID-19?”

**Table D10**

**I feel safe at work**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	143	16.0	16.5	16.5
	2 Somewhat agree	280	31.4	32.3	48.8
	3 Neither agree nor disagree	95	10.6	10.9	59.8
	4 Somewhat disagree	250	28.0	28.8	88.6
	5 Strongly disagree	98	11.0	11.3	99.9
	6 Don't know/Not applicable	1	.1	.1	100.0
	<b>Total</b>	867	97.1	100.0	
Missing	System	26	2.9		
<b>Total</b>		893	100.0		

**\*NOTE:** Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table D11**

**Overall, I feel that health and safety precautions in my workplace are adequate to keep everyone safe**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	113	12.6	13.0	13.0
	2 Somewhat agree	273	30.6	31.5	44.5
	3 Neither agree nor disagree	63	7.0	7.3	51.7
	4 Somewhat disagree	253	28.3	29.2	80.9
	5 Strongly disagree	162	18.2	18.7	99.6
	6 Don't know/Not applicable	3	.4	.4	100.0
	<b>Total</b>	867	97.1	100.0	
Missing	System	26	2.9		
<b>Total</b>		893	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table D12**

**I feel that the overall quality and availability of personal protective equipment (PPE) supplied to individuals within my workplace is adequate to help reduce the spread of COVID-19**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	150	16.8	17.3	17.3
	2 Somewhat agree	273	30.5	31.5	48.8
	3 Neither agree nor disagree	86	9.7	10.0	58.7
	4 Somewhat disagree	186	20.8	21.5	80.2
	5 Strongly disagree	159	17.8	18.3	98.5
	6 Don't know/Not applicable	13	1.4	1.5	100.0
	<b>Total</b>	867	97.1	100.0	
Missing	System	26	2.9		
<b>Total</b>		893	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.



**Table D13**

I feel that the frequency of cleaning/sanitation in my workplace is adequate to help reduce the spread of COVID-19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	131	14.6	15.1	15.1
	2 Somewhat agree	274	30.7	31.6	46.7
	3 Neither agree nor disagree	62	6.9	7.1	53.8
	4 Somewhat disagree	205	23.0	23.7	77.5
	5 Strongly disagree	183	20.5	21.1	98.6
	6 Don't know/Not applicable	12	1.3	1.4	100.0
	Total	867	97.1	100.0	
Missing	System	26	2.9		
Total		893	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table D14**

I feel that class sizes in my workplace are adequate for effective physical-distancing to help reduce the spread of COVID-19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	64	7.2	7.4	7.4
	2 Somewhat agree	127	14.2	14.6	22.0
	3 Neither agree nor disagree	47	5.3	5.5	27.5
	4 Somewhat disagree	177	19.8	20.4	47.9
	5 Strongly disagree	444	49.7	51.2	99.1
	6 Don't know/Not applicable	8	.9	.9	100.0
	Total	867	97.1	100.0	
Missing	System	26	2.9		
Total		893	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table D15**

Currently in BC, teachers and students are required to wear masks from grade 4 and up. I feel that ALL students in my workplace should be required to wear a face mask in indoor areas, including those in kindergarten to grade 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	361	40.4	41.6	41.6
	2 Somewhat agree	161	18.0	18.6	60.2
	3 Neither agree nor disagree	76	8.5	8.8	69.0
	4 Somewhat disagree	93	10.4	10.7	79.6
	5 Strongly disagree	150	16.8	17.3	96.9
	6 Don't know/Not applicable	27	3.0	3.1	100.0
	Total	867	97.1	100.0	
Missing	System	26	2.9		
Total		893	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

°NOTE: The mask requirement was expanded to include students in kindergarten to Grade 3 on October 4, 2021 (about a week before the end of the data collection period).

**Table D16**

I feel that the ventilation system in my workplace is adequate to help reduce the spread of COVID-19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	89	9.9	10.2	10.2
	2 Somewhat agree	182	20.4	21.0	31.2
	3 Neither agree nor disagree	160	17.9	18.5	49.7
	4 Somewhat disagree	143	16.1	16.5	66.2
	5 Strongly disagree	176	19.7	20.3	86.5
	6 Don't know/Not applicable	117	13.1	13.5	100.0
	Total	867	97.1	100.0	
Missing	System	26	2.9		
Total		893	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table D17**

I feel that I have received adequate information about the quality of ventilation in my workplace and the status of any in-progress ventilation upgrades/updates

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	90	10.1	10.4	10.4
	2 Somewhat agree	135	15.1	15.6	26.0
	3 Neither agree nor disagree	107	11.9	12.3	38.3
	4 Somewhat disagree	189	21.1	21.8	60.0
	5 Strongly disagree	318	35.6	36.6	96.7
	6 Don't know/Not applicable	29	3.2	3.3	100.0
	Total	867	97.1	100.0	
Missing	System	26	2.9		
Total		893	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table D18**

I feel that I have received adequate information about COVID-19 exposures and the number of cases in my school and district

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	68	7.6	7.8	7.8
	2 Somewhat agree	107	12.0	12.4	20.2
	3 Neither agree nor disagree	46	5.2	5.3	25.5
	4 Somewhat disagree	171	19.1	19.7	45.2
	5 Strongly disagree	464	52.0	53.5	98.8
	6 Don't know/Not applicable	11	1.2	1.2	100.0
	Total	867	97.1	100.0	
Missing	System	26	2.9		
Total		893	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table D19**

Do you agree or disagree with the following statement? Compared to before the COVID-19 pandemic, my overall workload has increased.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	297	33.3	33.3	33.3
	2 Somewhat agree	297	33.3	33.3	66.6
	3 Neither agree nor disagree	155	17.3	17.3	83.9
	4 Somewhat disagree	71	7.9	7.9	91.9
	5 Strongly disagree	34	3.8	3.8	95.6
	6 Don't know/Not applicable	39	4.4	4.4	100.0
	Total	893	100.0	100.0	

**Table D20**

Has your physical health improved or worsened during the COVID-19 pandemic?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Improved a lot	13	1.5	1.5	1.5
	2 Improved somewhat	101	11.3	11.3	12.8
	3 No change	346	38.7	38.7	51.5
	4 Worsened somewhat	346	38.8	38.8	90.2
	5 Worsened a lot	80	9.0	9.0	99.2
	6 Prefer not to answer	7	.8	.8	100.0
	Total	893	100.0	100.0	

**Table D21**

Has your mental health improved or worsened during the COVID-19 pandemic?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Improved a lot	3	.3	.3	.3
	2 Improved somewhat	23	2.5	2.5	2.9
	3 No change	140	15.7	15.7	18.6
	4 Worsened somewhat	496	55.5	55.5	74.1
	5 Worsened a lot	224	25.0	25.0	99.2
	6 Prefer not to answer	8	.8	.8	100.0
	Total	893	100.0	100.0	

**Table D22**

Has the experience of the COVID-19 pandemic made it more or less likely that you will leave teaching within the next two years?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 I'm now more likely to leave teaching	269	30.1	30.1	30.1
	2 I'm now no more or less likely to teaching	424	47.5	47.5	77.6
	3 I'm now less likely to leave teaching	15	1.7	1.7	79.3
	4 Don't know	143	16.0	16.0	95.3
	5 Not Applicable	42	4.7	4.7	100.0
	Total		893	100.0	100.0

## Crosstabulations

Table D23

[Gender Binary] Which gender do you most identify with? \* Has your mental health improved or worsened during the COVID-19 pandemic? Crosstabulation

			Has your mental health improved or worsened during the COVID-19 pandemic?					Total
			1 Improved a lot	2 Improved somewhat	3 No change	4 Worsened somewhat	5 Worsened a lot	
[Gender Binary] Which gender do you most identify with?	1 Man	Count	1	11	44	128	43	227
		% within	0.4%	4.8%	19.4%	56.4%	18.9%	100.0%
	2 Woman	Count	2	11	91	365	176	645
		% within	0.3%	1.7%	14.1%	56.6%	27.3%	100.0%
Total		Count	3	22	135	493	219	872
		% within	0.3%	2.5%	15.5%	56.5%	25.1%	100.0%

### Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	14.320 <sup>a</sup>	4	.006
Likelihood Ratio	13.643	4	.009
Linear-by-Linear Association	12.869	1	<.001
N of Valid Cases	872		

a. 2 cells (20.0%) have expected count less than 5. The minimum expected count is .78.

### Symmetric Measures

		Value	Asymptotic Standard Error <sup>a</sup>	Approximate T <sup>b</sup>	Approximate Significance
Ordinal by Ordinal	Gamma	.226	.065	3.391	<.001
	Spearman Correlation	.115	.034	3.422	<.001 <sup>c</sup>
N of Valid Cases		872			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

# Appendix E.1: Northern Health Subsample Technical Notes and Demographic Breakdown

As mentioned in Appendix A, this section uses the Northern subsample. The Northern subsample retains gender and age weights from the provincial level but is not weighted by region. As a result, the total number of Northern cases contained in this regional subsample varies from the provincial sample.

In the specific case of the Northern subsample, the total number of cases is almost twice as that of the provincial sample (Northern subsample—776; Northern portion of provincial sample—392). This is a direct result of a systematic oversampling of BCTF members from the Northern RHA built into our survey methodology.

By estimating the likely margins of error for each of our regional health authority subsamples ahead of time, we found that the likely margin of error for the Northern subsample was likely to be considerably wider than other regions (due to fewer Northern members with a proportionately smaller chance of random selection). To increase the representative power of our Northern subsample, we sampled about twice as many of these members as would normally be included due to random chance. As a result, we have more accurate data and a smaller margin of error for this regional subsample. In addition, we are still able to provide unbiased data at the provincial level by adjusting for this systematic oversample by proportionately reducing the influence of these cases when calculating provincial statistics (using regional weights).

Overall margin of error for a sample of this size is about +/- 3.5%, 19 times out of 20. The margin of error increases when analyzing subsamples of the data and varies for each individual survey item.

For more information about the general survey methodology, see Appendix A.

For questions, please contact [research@bctf.ca](mailto:research@bctf.ca).

**Table E1**

**Regional Health Authority (based on school districts and with SEPF members placed according to their physical school district)**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>5 Northern</b>	776	100.0	100.0	100.0

## Demographics

**Table E2**

**Which gender do you most identify with?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Man	197	25.4	25.9	25.9
	2 Woman	561	72.2	73.5	99.4
	3 Non-binary	3	.4	.4	99.9
	4 Two Spirited	1	.1	.1	100.0
	Total	762	98.2	100.0	
Missing	6 Prefer not to answer	14	1.8		
Total		776	100.0		

**Table E3**

**[Gender Binary] Which gender do you most identify with?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Man	197	25.4	26.0	26.0
	2 Woman	561	72.2	74.0	100.0
	Total	758	97.7	100.0	
Missing	97 Not included in gender binary	4	.5		
	99 Prefer not to answer	14	1.8		
	Total	18	2.3		
Total		776	100.0		

**NOTE:** This gender binary version of gender was constructed to allow the comparison of the results for men and woman using ordinal measures of associations and tests of significance.

**Table E4**

**What is your age?**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 24 years or younger	10	1.3	1.3	1.3
	2 25-34 years	158	20.3	20.7	22.0
	3 35-44 years	241	31.1	31.6	53.6
	4 45-54 years	233	30.0	30.5	84.1
	5 55-64 years	109	14.1	14.3	98.4
	6 65 years or older	12	1.6	1.6	100.0
	Total	763	98.4	100.0	
Missing	7 Prefer not to answer	13	1.6		
Total		776	100.0		



**Table E5**

What is your current teaching position? If you fit into multiple categories, pick the position that forms the majority of your appointment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Classroom Teacher	485	62.5	63.1	63.1
	2 Specialist Teacher*	178	22.9	23.1	86.2
	3 Teacher Teaching on Call (TTOC)	45	5.8	5.8	92.1
	4 Adult/Continuing Education	3	.3	.3	92.4
	5 Distributed-Learning (DL) Teacher	19	2.5	2.5	94.9
	6 District Coordinator or District Helping Teacher	12	1.5	1.6	96.5
	7 Local Officer or Local Executive Officer	8	1.0	1.0	97.5
	8 On Leave <sup>o</sup>	2	.3	.3	97.7
	10 Other Position	17	2.2	2.3	100.0
	Total	768	99.0	100.0	
Missing	11 Prefer not to answer	8	1.0		
Total		776	100.0		

\*NOTE: Full list for Specialist Teacher category includes “Learning Assistance, Special Education, Teacher-Librarian, Counsellor, English language Learning Teacher, Aboriginal/Indigenous Culture Teacher, etc.”

<sup>o</sup>NOTE: The sample contains only those who are actively working. Though a few respondents indicated “On Leave” as their primary position, they also had a secondary position that constituted active employment.

**Table E6**

How many years of teaching experience do you have as a teacher? Please include years of teaching in all jurisdictions, including outside of Canada.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Less than 1 year	21	2.7	2.7	2.7
	2 1 to 5 years	121	15.6	15.7	18.4
	3 6 to 10 years	151	19.4	19.6	38.0
	4 11 to 20 years	232	29.9	30.1	68.1
	5 21 to 30 years	170	21.8	22.0	90.2
	6 31 to 40 years	67	8.6	8.7	98.8
	7 Over 40 years	9	1.2	1.2	100.0
	Total	770	99.2	100.0	
Missing	8 Not applicable	6	.8		
Total		776	100.0		

**Table E7****Self-identify as Indigenous, Black or Person of Colour.**

		<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
<b>Valid</b>	<b>0 Self-identified as NOT Indigenous, Black or Person of Colour</b>	644	82.9	89.2	89.2
	<b>1 Self-identified as Indigenous, Black or Person of Colour</b>	78	10.0	10.8	100.0
	<b>Total</b>	721	92.9	100.0	
<b>Missing</b>	<b>99 Prefer not to answer</b>	55	7.1		
<b>Total</b>		776	100.0		

## Appendix E.2: Northern Health Tables

### Frequency Tables

Table E8

At present, have you received any vaccination against COVID-19?\*

	Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>				
1 Yes, I am fully vaccinated (you have received two doses or one dose of a single-shot vaccine)	702	90.5	90.5	90.5
2 Yes, I am partially-vaccinated (one dose of vaccine) and currently planning to receive a second dose	4	.5	.5	91.1
3 Yes, I am partially-vaccinated (one dose of vaccine) and I am unsure whether I will receive a second dose	3	.4	.4	91.4
4 Yes, I am partially-vaccinated (one dose of vaccine) and not currently planning to receive a second dose	3	.4	.4	91.8
5 No, I am not eligible for vaccination	2	.3	.3	92.1
6 No, I am not vaccinated, but I am currently planning to do so	1	.1	.1	92.2
7 No, I am not vaccinated, and I am unsure whether I will do so	11	1.4	1.4	93.6
8 No, I am not vaccinated, and I do not currently plan to do so	22	2.8	2.8	96.5
9 Other (please specify)	8	1.0	1.0	97.5
10 Prefer not to answer/Not applicable	20	2.5	2.5	100.0
<b>Total</b>	<b>776</b>	<b>100.0</b>	<b>100.0</b>	

\***Full Question:** “Anecdotal accounts suggest that most teachers in BC schools are vaccinated. The BCTF would like to get a better understanding of where vaccination rates currently stand among our membership. The resulting data will be used to inform our ongoing advocacy for robust and complimentary prevention and protection measures (e.g. masks, ventilation and cleaning) in schools.

A reminder that your responses in this survey are confidential. The BCTF will receive the survey results with no identifying information, meaning that your individual responses will remain anonymous and will not be reported back to the BCTF.

At present, have you received any vaccination against COVID-19?”

**Table E9**

**Do you agree/disagree that all eligible adults working in BC schools should be required to be vaccinated against COVID-19?\***

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	465	60.0	60.0	60.0
	2 Somewhat agree	115	14.8	14.8	74.8
	3 Neither agree nor disagree	57	7.3	7.3	82.1
	4 Somewhat disagree	30	3.9	3.9	86.0
	5 Strongly disagree	100	12.9	12.9	98.9
	6 Don't know/Not applicable	8	1.1	1.1	100.0
	<b>Total</b>	<b>776</b>	<b>100.0</b>	<b>100.0</b>	

**Full Question:** “There has been a great deal of discussion lately by the government, the public and media about mandatory vaccination in the context of the COVID-19 pandemic. Some groups and individuals have suggested that all adults working in BC schools should be vaccinated.

Do you agree/disagree that all **eligible** adults working in BC schools should be **required** to be vaccinated against COVID-19?”

**Table E10**

**I feel safe at work**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	110	14.2	14.9	14.9
	2 Somewhat agree	227	29.2	30.6	45.4
	3 Neither agree nor disagree	69	8.9	9.3	54.7
	4 Somewhat disagree	204	26.3	27.5	82.2
	5 Strongly disagree	131	16.8	17.6	99.9
	6 Don't know/Not applicable	1	.1	.1	100.0
	<b>Total</b>	<b>742</b>	<b>95.6</b>	<b>100.0</b>	
Missing*	System	34	4.4		
<b>Total</b>		<b>776</b>	<b>100.0</b>		

**\*NOTE:** Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table E11**

**Overall, I feel that health and safety precautions in my workplace are adequate to keep everyone safe**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	80	10.3	10.8	10.8
	2 Somewhat agree	183	23.6	24.7	35.5
	3 Neither agree nor disagree	56	7.2	7.5	43.0
	4 Somewhat disagree	207	26.6	27.9	70.9
	5 Strongly disagree	209	27.0	28.2	99.1
	6 Don't know/Not applicable	6	.8	.9	100.0
	<b>Total</b>	742	95.6	100.0	
Missing*	System	34	4.4		
<b>Total</b>		776	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table E12**

**I feel that the overall quality and availability of personal protective equipment (PPE) supplied to individuals within my workplace is adequate to help reduce the spread of COVID-19**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	116	15.0	15.6	15.6
	2 Somewhat agree	241	31.0	32.5	48.1
	3 Neither agree nor disagree	69	8.9	9.3	57.4
	4 Somewhat disagree	155	19.9	20.8	78.3
	5 Strongly disagree	150	19.3	20.2	98.5
	6 Don't know/Not applicable	11	1.4	1.5	100.0
	<b>Total</b>	742	95.6	100.0	
Missing*	System	34	4.4		
<b>Total</b>		776	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table E13**

I feel that the frequency of cleaning/sanitation in my workplace is adequate to help reduce the spread of COVID-19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	94	12.2	12.7	12.7
	2 Somewhat agree	152	19.6	20.6	33.3
	3 Neither agree nor disagree	71	9.1	9.5	42.8
	4 Somewhat disagree	178	23.0	24.0	66.9
	5 Strongly disagree	241	31.0	32.4	99.3
	6 Don't know/Not applicable	5	.7	.7	100.0
	<b>Total</b>	742	95.6	100.0	
Missing*	System	34	4.4		
<b>Total</b>		776	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table E14**

I feel that class sizes in my workplace are adequate for effective physical-distancing to help reduce the spread of COVID-19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	48	6.2	6.5	6.5
	2 Somewhat agree	81	10.4	10.9	17.3
	3 Neither agree nor disagree	39	5.1	5.3	22.6
	4 Somewhat disagree	133	17.2	18.0	40.6
	5 Strongly disagree	428	55.2	57.8	98.3
	6 Don't know/Not applicable	12	1.6	1.7	100.0
	<b>Total</b>	742	95.6	100.0	
Missing*	System	34	4.4		
<b>Total</b>		776	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table E15**

Currently in BC, teachers and students are required to wear masks from grade 4 and up.° I feel that ALL students in my workplace should be required to wear a face mask in indoor areas, including those in kindergarten to grade 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	300	38.6	40.4	40.4
	2 Somewhat agree	141	18.2	19.0	59.4
	3 Neither agree nor disagree	75	9.6	10.1	69.5
	4 Somewhat disagree	87	11.2	11.8	81.2
	5 Strongly disagree	115	14.9	15.6	96.8
	6 Don't know/Not applicable	24	3.1	3.2	100.0
	Total	742	95.6	100.0	
Missing*	System	34	4.4		
Total		776	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

°NOTE: The mask requirement was expanded to include students in kindergarten to Grade 3 on October 4, 2021 (about a week before the end of the data collection period).

**Table E16**

I feel that the ventilation system in my workplace is adequate to help reduce the spread of COVID-19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	57	7.3	7.7	7.7
	2 Somewhat agree	94	12.1	12.6	20.3
	3 Neither agree nor disagree	110	14.1	14.8	35.1
	4 Somewhat disagree	146	18.8	19.6	54.7
	5 Strongly disagree	252	32.5	34.0	88.7
	6 Don't know/Not applicable	84	10.8	11.3	100.0
	Total	742	95.6	100.0	
Missing*	System	34	4.4		
Total		776	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table E17**

I feel that I have received adequate information about the quality of ventilation in my workplace and the status of any in-progress ventilation upgrades/updates

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	56	7.2	7.5	7.5
	2 Somewhat agree	73	9.4	9.8	17.4
	3 Neither agree nor disagree	74	9.5	10.0	27.3
	4 Somewhat disagree	160	20.6	21.5	48.8
	5 Strongly disagree	364	46.9	49.1	98.0
	6 Don't know/Not applicable	15	2.0	2.0	100.0
	<b>Total</b>	742	95.6	100.0	
Missing*	System	34	4.4		
<b>Total</b>		776	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table E18**

I feel that I have received adequate information about COVID-19 exposures and the number of cases in my school and district

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	54	6.9	7.2	7.2
	2 Somewhat agree	74	9.5	9.9	17.2
	3 Neither agree nor disagree	38	4.9	5.1	22.2
	4 Somewhat disagree	117	15.1	15.8	38.1
	5 Strongly disagree	457	58.9	61.7	99.7
	6 Don't know/Not applicable	2	.3	.3	100.0
	<b>Total</b>	742	95.6	100.0	
Missing*	System	34	4.4		
<b>Total</b>		776	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.



**Table E19**

Do you agree or disagree with the following statement? Compared to before the COVID-19 pandemic, my overall workload has increased.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	246	31.7	31.7	31.7
	2 Somewhat agree	255	32.8	32.8	64.5
	3 Neither agree nor disagree	167	21.5	21.5	86.0
	4 Somewhat disagree	43	5.5	5.5	91.5
	5 Strongly disagree	31	4.0	4.0	95.5
	6 Don't know/Not applicable	35	4.5	4.5	100.0
	Total	776	100.0	100.0	

**Table E20**

Has your physical health improved or worsened during the COVID-19 pandemic?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Improved a lot	15	2.0	2.0	2.0
	2 Improved somewhat	82	10.5	10.5	12.5
	3 No change	294	37.9	37.9	50.3
	4 Worsened somewhat	303	39.0	39.0	89.4
	5 Worsened a lot	70	9.0	9.0	98.4
	6 Prefer not to answer	13	1.6	1.6	100.0
	Total	776	100.0	100.0	

**Table E21**

Has your mental health improved or worsened during the COVID-19 pandemic?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Improved a lot	7	.9	.9	.9
	2 Improved somewhat	20	2.5	2.5	3.4
	3 No change	148	19.1	19.1	22.5
	4 Worsened somewhat	383	49.4	49.4	71.8
	5 Worsened a lot	203	26.2	26.2	98.0
	6 Prefer not to answer	15	2.0	2.0	100.0
	Total	776	100.0	100.0	

**Table E22**

Has the experience of the COVID-19 pandemic made it more or less likely that you will leave teaching within the next two years?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 I'm now more likely to leave teaching	217	28.0	28.0	28.0
	2 I'm now no more or less likely to teaching	384	49.5	49.5	77.4
	3 I'm now less likely to leave teaching	9	1.2	1.2	78.6
	4 Don't know	124	15.9	15.9	94.5
	5 Not Applicable	42	5.5	5.5	100.0
	Total	776	100.0	100.0	

## Crosstabulations

Table E23

[Gender Binary] Which gender do you most identify with? \* I feel that the frequency of cleaning/sanitation in my workplace is adequate to help reduce the spread of COVID-19 Crosstabulation

			I feel that the frequency of cleaning/sanitation in my workplace is adequate to help reduce the spread of COVID-19					Total
			1 Strongly agree	2 Somewhat agree	3 Neither agree nor disagree	4 Somewhat disagree	5 Strongly disagree	
[Gender Binary] Which gender do you most identify with?	1 Man	Count	30	54	23	36	42	185
		% within	16.2%	29.2%	12.4%	19.5%	22.7%	100.0%
	2 Woman	Count	60	97	45	138	193	533
		% within	11.3%	18.2%	8.4%	25.9%	36.2%	100.0%
Total		Count	90	151	68	174	235	718
		% within	12.5%	21.0%	9.5%	24.2%	32.7%	100.0%

### Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	22.890 <sup>a</sup>	4	<.001
Likelihood Ratio	22.809	4	<.001
Linear-by-Linear Association	19.544	1	<.001
N of Valid Cases	718		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 17.52.

### Symmetric Measures

		Value	Asymptotic Standard Error <sup>a</sup>	Approximate T <sup>b</sup>	Approximate Significance
Ordinal by Ordinal	Gamma	.267	.057	4.429	<.001
	Spearman Correlation	.164	.037	4.442	<.001 <sup>c</sup>
N of Valid Cases		718			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

**Table E24**

Teaches at least one grade including children under the age of vaccine eligibility (12) \* Currently in BC, teachers and students are required to wear masks from grade 4 and up. I feel that ALL students in my workplace should be required to wear a face mask in indoor areas, including those in kindergarten to grade 3 Crosstabulation

			Currently in BC, teachers and students are required to wear masks from grade 4 and up. I feel that ALL students in my workplace should be required to wear a face mask in indoor areas, including those in kindergarten to grade 3					
			1 Strongly agree	2 Somewhat agree	3 Neither agree nor disagree	4 Somewhat disagree	5 Strongly disagree	Total
Teaches at least one grade including children under the age of vaccine eligibility (12)	0 Teaches only grades 7-12 or Adult	Count	137	47	29	25	25	263
		% within	52.1%	17.9%	11.0%	9.5%	9.5%	100.0%
	1 Teaches at least one grade between Kindergarten and Grade 6	Count	145	84	43	57	86	415
		% within	34.9%	20.2%	10.4%	13.7%	20.7%	100.0%
<b>Total</b>		Count	282	131	72	82	111	678
		% within	41.6%	19.3%	10.6%	12.1%	16.4%	100.0%

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	26.674 <sup>a</sup>	4	<.001
Likelihood Ratio	27.473	4	<.001
Linear-by-Linear Association	23.995	1	<.001
N of Valid Cases	678		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 27.93.

**Symmetric Measures**

		Value	Asymptotic Standard Error <sup>a</sup>	Approximate T <sup>b</sup>	Approximate Significance
Ordinal by Ordinal	Gamma	.292	.056	5.160	<.001
	Spearman Correlation	.191	.037	5.046	<.001 <sup>c</sup>
N of Valid Cases		678			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

## Appendix F.1: Vancouver Coastal Health Subsample Technical Notes and Demographic Breakdown

As mentioned in Appendix A, this section uses the Vancouver Coastal subsample. The Vancouver Coastal subsample retains gender and age weights from the provincial level but is not weighted by region. As a result, the total number of Vancouver Coastal cases contained in this regional subsample varies from the provincial sample.

Overall margin of error for a sample of this size is about +/- 2.9%, 19 times out of 20. The margin of error increases when analyzing subsamples of the data and varies for each individual survey item.

For more information about the general survey methodology, see Appendix A.

For questions, please contact [research@bctf.ca](mailto:research@bctf.ca).

**Table F1**

Regional Health Authority (based on school districts and with SEPF members placed according to their physical school district)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 Vancouver Coastal	1120	100.0	100.0	100.0

## Demographics

**Table F2**

Which gender do you most identify with?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Man	259	23.1	23.6	23.6
	2 Woman	824	73.6	75.2	98.8
	3 Non-binary	7	.7	.7	99.5
	4 Two Spirited	4	.4	.4	99.9
	5 Other term you prefer (specify)	1	.1	.1	100.0
	Total	1096	97.8	100.0	
Missing	6 Prefer not to answer	24	2.2		
Total		1120	100.0		

**Table F3****[Gender Binary] Which gender do you most identify with?**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>1 Man</b>	259	23.1	23.9	23.9
	<b>2 Woman</b>	824	73.6	76.1	100.0
	<b>Total</b>	1083	96.7	100.0	
<b>Missing</b>	<b>97 Not included in gender binary</b>	13	1.1		
	<b>99 Prefer not to answer</b>	24	2.2		
	<b>Total</b>	37	3.3		
<b>Total</b>		1120	100.0		

**NOTE:** This gender binary version of gender was constructed to allow the comparison of the results for men and woman using ordinal measures of associations and tests of significance.

**Table F4****What is your age?**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>1 24 years or younger</b>	6	.5	.5	.5
	<b>2 25-34 years</b>	215	19.2	19.6	20.1
	<b>3 35-44 years</b>	330	29.5	30.1	50.2
	<b>4 45-54 years</b>	363	32.4	33.0	83.2
	<b>5 55-64 years</b>	164	14.7	15.0	98.2
	<b>6 65 years or older</b>	20	1.8	1.8	100.0
	<b>Total</b>	1098	98.0	100.0	
<b>Missing</b>	<b>7 Prefer not to answer</b>	22	2.0		
<b>Total</b>		1120	100.0		

**Table F5**

**What is your current teaching position? If you fit into multiple categories, pick the position that forms the majority of your appointment**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Classroom Teacher	750	67.0	67.1	67.1
	2 Specialist Teacher*	236	21.1	21.1	88.2
	3 Teacher Teaching on Call (TTOC)	83	7.4	7.4	95.6
	4 Adult/Continuing Education	7	.6	.6	96.3
	5 Distributed-Learning (DL) Teacher	8	.7	.7	97.0
	6 District Coordinator or District Helping Teacher	14	1.2	1.2	98.2
	7 Local Officer or Local Executive Officer	2	.2	.2	98.4
	8 On Leave°	2	.1	.2	98.6
	9 Retired°	2	.2	.2	98.8
	10 Other Position	14	1.2	1.2	100.0
	<b>Total</b>	1118	99.8	100.0	
Missing	11 Prefer not to answer	2	.2		
<b>Total</b>		1120	100.0		

\*NOTE: Full list for Specialist Teacher category includes “Learning Assistance, Special Education, Teacher-Librarian, Counsellor, English language Learning Teacher, Aboriginal/Indigenous Culture Teacher, etc.”

°NOTE: The sample contains only those who are actively working. Though a few respondents indicated “On Leave” or “Retired” as their primary position, they also had a secondary position that constituted active employment.

**Table F6**

**How many years of teaching experience do you have as a teacher? Please include years of teaching in all jurisdictions, including outside of Canada.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Less than 1 year	10	.9	.9	.9
	2 1 to 5 years	202	18.1	18.1	19.1
	3 6 to 10 years	175	15.6	15.7	34.7
	4 11 to 20 years	337	30.1	30.2	64.9
	5 21 to 30 years	314	28.1	28.2	93.1
	6 31 to 40 years	72	6.4	6.4	99.6
	7 Over 40 years	5	.4	.4	100.0
		<b>Total</b>	1116	99.6	100.0
Missing	8 Not applicable	5	.4		
<b>Total</b>		1120	100.0		

**Table F7****Self-identify as Indigenous, Black or Person of Colour**

		<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
<b>Valid</b>	<b>0 Self-identified as NOT Indigenous, Black or Person of Colour</b>	812	72.4	76.5	76.5
	<b>1 Self-identified as Indigenous, Black or Person of Colour</b>	249	22.2	23.5	100.0
	<b>Total</b>	1061	94.7	100.0	
<b>Missing</b>	<b>99 Prefer not to answer</b>	60	5.3		
<b>Total</b>		1120	100.0		



## Appendix F.2: Vancouver Coastal Health Tables

### Frequency Tables

Table F8

At present, have you received any vaccination against COVID-19?\*

	Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>				
1 Yes, I am fully vaccinated (you have received two doses or one dose of a single-shot vaccine)	1085	96.8	96.8	96.8
2 Yes, I am partially-vaccinated (one dose of vaccine) and currently planning to receive a second dose	5	.5	.5	97.3
3 Yes, I am partially-vaccinated (one dose of vaccine) and I am unsure whether I will receive a second dose	2	.1	.1	97.5
5 No, I am not eligible for vaccination	1	.1	.1	97.6
6 No, I am not vaccinated, but I am currently planning to do so	1	.1	.1	97.6
8 No, I am not vaccinated, and I do not currently plan to do so	13	1.2	1.2	98.8
9 Other (please specify)	4	.3	.3	99.2
10 Prefer not to answer/Not applicable	9	.8	.8	100.0
<b>Total</b>	1120	100.0	100.0	

**\*Full Question:** “Anecdotal accounts suggest that most teachers in BC schools are vaccinated. The BCTF would like to get a better understanding of where vaccination rates currently stand among our membership. The resulting data will be used to inform our ongoing advocacy for robust and complimentary prevention and protection measures (e.g. masks, ventilation and cleaning) in schools.

A reminder that your responses in this survey are confidential. The BCTF will receive the survey results with no identifying information, meaning that your individual responses will remain anonymous and will not be reported back to the BCTF.

At present, have you received any vaccination against COVID-19?”

**Table F9**

**Do you agree/disagree that all eligible adults working in BC schools should be required to be vaccinated against COVID-19?\***

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	815	72.7	72.7	72.7
	2 Somewhat agree	155	13.8	13.8	86.5
	3 Neither agree nor disagree	48	4.3	4.3	90.8
	4 Somewhat disagree	41	3.6	3.6	94.4
	5 Strongly disagree	53	4.7	4.7	99.1
	6 Don't know/Not applicable	10	.9	.9	100.0
	<b>Total</b>	1120	100.0	100.0	

**Full Question:** “There has been a great deal of discussion lately by the government, the public and media about mandatory vaccination in the context of the COVID-19 pandemic. Some groups and individuals have suggested that all adults working in BC schools should be vaccinated.

Do you agree/disagree that all **eligible** adults working in BC schools should be **required** to be vaccinated against COVID-19?”

**Table F10**

**I feel safe at work**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	130	11.6	11.8	11.8
	2 Somewhat agree	370	33.0	33.6	45.4
	3 Neither agree nor disagree	133	11.9	12.1	57.5
	4 Somewhat disagree	328	29.3	29.8	87.3
	5 Strongly disagree	140	12.5	12.7	100.0
	<b>Total</b>	1100	98.2	100.0	
Missing*	System	20	1.8		
<b>Total</b>		1120	100.0		

**\*NOTE:** Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table F11**

**Overall, I feel that health and safety precautions in my workplace are adequate to keep everyone safe**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	105	9.4	9.6	9.6
	2 Somewhat agree	305	27.2	27.8	37.3
	3 Neither agree nor disagree	125	11.1	11.3	48.7
	4 Somewhat disagree	336	30.0	30.6	79.3
	5 Strongly disagree	222	19.8	20.1	99.4
	6 Don't know/Not applicable	7	.6	.6	100.0
	<b>Total</b>	1100	98.2	100.0	
Missing*	System	20	1.8		
<b>Total</b>		1120	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table F12**

**I feel that the overall quality and availability of personal protective equipment (PPE) supplied to individuals within my workplace is adequate to help reduce the spread of COVID-19**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	126	11.3	11.5	11.5
	2 Somewhat agree	338	30.2	30.8	42.2
	3 Neither agree nor disagree	142	12.7	12.9	55.1
	4 Somewhat disagree	268	24.0	24.4	79.5
	5 Strongly disagree	210	18.7	19.1	98.6
	6 Don't know/Not applicable	15	1.4	1.4	100.0
	<b>Total</b>	1100	98.2	100.0	
Missing*	System	20	1.8		
<b>Total</b>		1120	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table F13**

**I feel that the frequency of cleaning/sanitation in my workplace is adequate to help reduce the spread of COVID-19**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	140	12.5	12.7	12.7
	2 Somewhat agree	279	24.9	25.3	38.0
	3 Neither agree nor disagree	104	9.3	9.5	47.5
	4 Somewhat disagree	282	25.2	25.7	73.2
	5 Strongly disagree	286	25.5	26.0	99.2
	6 Don't know/Not applicable	9	.8	.8	100.0
	<b>Total</b>	1100	98.2	100.0	
Missing*	System	20	1.8		
<b>Total</b>		1120	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table F14**

**I feel that class sizes in my workplace are adequate for effective physical-distancing to help reduce the spread of COVID-19**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	51	4.5	4.6	4.6
	2 Somewhat agree	115	10.2	10.4	15.1
	3 Neither agree nor disagree	44	4.0	4.0	19.1
	4 Somewhat disagree	217	19.4	19.7	38.8
	5 Strongly disagree	662	59.1	60.2	99.0
	6 Don't know/Not applicable	11	1.0	1.0	100.0
	<b>Total</b>	1100	98.2	100.0	
Missing*	System	20	1.8		
<b>Total</b>		1120	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table F15**

Currently in BC, teachers and students are required to wear masks from grade 4 and up.° I feel that ALL students in my workplace should be required to wear a face mask in indoor areas, including those in kindergarten to grade 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	647	57.7	58.8	58.8
	2 Somewhat agree	183	16.3	16.6	75.4
	3 Neither agree nor disagree	63	5.6	5.7	81.1
	4 Somewhat disagree	80	7.2	7.3	88.4
	5 Strongly disagree	90	8.0	8.2	96.6
	6 Don't know/Not applicable	37	3.3	3.4	100.0
	Total	1100	98.2	100.0	
Missing*	System	20	1.8		
Total		1120	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

°NOTE: The mask requirement was expanded to include students in kindergarten to Grade 3 on October 4, 2021 (about a week before the end of the data collection period).

**Table F16**

I feel that the ventilation system in my workplace is adequate to help reduce the spread of COVID-19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	108	9.6	9.8	9.8
	2 Somewhat agree	207	18.5	18.8	28.6
	3 Neither agree nor disagree	158	14.1	14.3	43.0
	4 Somewhat disagree	226	20.2	20.6	63.5
	5 Strongly disagree	298	26.6	27.1	90.6
	6 Don't know/Not applicable	103	9.2	9.4	100.0
	Total	1100	98.2	100.0	
Missing*	System	20	1.8		
Total		1120	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table F17**

I feel that I have received adequate information about the quality of ventilation in my workplace and the status of any in-progress ventilation upgrades/updates

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	101	9.0	9.2	9.2
	2 Somewhat agree	202	18.0	18.3	27.5
	3 Neither agree nor disagree	116	10.4	10.6	38.1
	4 Somewhat disagree	256	22.8	23.2	61.3
	5 Strongly disagree	408	36.5	37.1	98.5
	6 Don't know/Not applicable	17	1.5	1.5	100.0
	<b>Total</b>	1100	98.2	100.0	
Missing*	System	20	1.8		
<b>Total</b>		1120	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table F18**

I feel that I have received adequate information about COVID-19 exposures and the number of cases in my school and district

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	72	6.4	6.5	6.5
	2 Somewhat agree	161	14.4	14.7	21.2
	3 Neither agree nor disagree	74	6.6	6.7	27.9
	4 Somewhat disagree	257	23.0	23.4	51.3
	5 Strongly disagree	521	46.5	47.4	98.7
	6 Don't know/Not applicable	14	1.3	1.3	100.0
	<b>Total</b>	1100	98.2	100.0	
Missing*	System	20	1.8		
<b>Total</b>		1120	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table F19**

Do you agree or disagree with the following statement? Compared to before the COVID-19 pandemic, my overall workload has increased.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	504	45.0	45.0	45.0
	2 Somewhat agree	345	30.8	30.8	75.8
	3 Neither agree nor disagree	165	14.8	14.8	90.5
	4 Somewhat disagree	54	4.8	4.8	95.3
	5 Strongly disagree	24	2.2	2.2	97.5
	6 Don't know/Not applicable	28	2.5	2.5	100.0
	Total	1120	100.0	100.0	

**Table F20**

Has your physical health improved or worsened during the COVID-19 pandemic?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Improved a lot	23	2.0	2.0	2.0
	2 Improved somewhat	132	11.8	11.8	13.8
	3 No change	392	35.0	35.0	48.8
	4 Worsened somewhat	459	40.9	40.9	89.8
	5 Worsened a lot	101	9.1	9.1	98.8
	6 Prefer not to answer	13	1.2	1.2	100.0
	Total	1120	100.0	100.0	

**Table F21**

Has your mental health improved or worsened during the COVID-19 pandemic?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Improved a lot	1	.1	.1	.1
	2 Improved somewhat	36	3.2	3.2	3.3
	3 No change	198	17.7	17.7	21.0
	4 Worsened somewhat	604	53.9	53.9	74.9
	5 Worsened a lot	271	24.2	24.2	99.1
	6 Prefer not to answer	10	.9	.9	100.0
	Total	1120	100.0	100.0	

**Table F22**

Has the experience of the COVID-19 pandemic made it more or less likely that you will leave teaching within the next two years?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 I'm now more likely to leave teaching	319	28.4	28.4	28.4
	2 I'm now no more or less likely to teaching	560	49.9	49.9	78.4
	3 I'm now less likely to leave teaching	18	1.6	1.6	79.9
	4 Don't know	183	16.3	16.3	96.2
	5 Not Applicable	42	3.8	3.8	100.0
	Total	1120	100.0	100.0	



## Crosstabulations

Table F23

[Gender Binary] Which gender do you most identify with? \* I feel that the frequency of cleaning/sanitation in my workplace is adequate to help reduce the spread of COVID-19 Crosstabulation

			I feel that the frequency of cleaning/sanitation in my workplace is adequate to help reduce the spread of COVID-19					Total
			1 Strongly agree	2 Somewhat agree	3 Neither agree nor disagree	4 Somewhat disagree	5 Strongly disagree	
[Gender Binary] Which gender do you most identify with?	1 Man	Count	37	83	37	48	50	255
		% within	14.5%	32.5%	14.5%	18.8%	19.6%	100.0%
	2 Woman	Count	96	186	65	227	228	802
		% within	12.0%	23.2%	8.1%	28.3%	28.4%	100.0%
Total		Count	133	269	102	275	278	1057
		% within	12.6%	25.4%	9.6%	26.0%	26.3%	100.0%

### Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	28.282 <sup>a</sup>	4	<.001
Likelihood Ratio	28.046	4	<.001
Linear-by-Linear Association	16.764	1	<.001
N of Valid Cases	1057		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 24.61.

### Symmetric Measures

		Value	Asymptotic Standard Error <sup>a</sup>	Approximate T <sup>b</sup>	Approximate Significance
Ordinal by Ordinal	Gamma	.207	.049	4.100	<.001
	Spearman Correlation	.124	.030	4.064	<.001 <sup>c</sup>
N of Valid Cases		1057			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

**Table F24**

**[Gender Binary] Which gender do you most identify with? \* Has your mental health improved or worsened during the COVID-19 pandemic? Crosstabulation**

			Has your mental health improved or worsened during the COVID-19 pandemic?					Total
			1 Improved a lot	2 Improved somewhat	3 No change	4 Worsened somewhat	5 Worsened a lot	
<b>[Gender Binary] Which gender do you most identify with?</b>	<b>1 Man</b>	Count	1	14	67	125	52	259
		% within	0.4%	5.4%	25.9%	48.3%	20.1%	100.0%
	<b>2 Woman</b>	Count	0	21	127	458	211	817
		% within	0.0%	2.6%	15.5%	56.1%	25.8%	100.0%
<b>Total</b>		Count	1	35	194	583	263	1076
		% within	0.1%	3.3%	18.0%	54.2%	24.4%	100.0%

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
<b>Pearson Chi-Square</b>	24.505 <sup>a</sup>	4	<.001
<b>Likelihood Ratio</b>	22.930	4	<.001
<b>Linear-by-Linear Association</b>	18.297	1	<.001
<b>N of Valid Cases</b>	1076		

a. 2 cells (20.0%) have expected count less than 5. The minimum expected count is .24.

**Symmetric Measures**

		Value	Asymptotic Standard Error <sup>a</sup>	Approximate T <sup>b</sup>	Approximate Significance
<b>Ordinal by Ordinal</b>	<b>Gamma</b>	.236	.059	3.862	<.001
	<b>Spearman Correlation</b>	.123	.031	4.049	<.001 <sup>c</sup>
<b>N of Valid Cases</b>		1076			

- a. Not assuming the null hypothesis.
- b. Using the asymptotic standard error assuming the null hypothesis.
- c. Based on normal approximation.

**Table F25**

[Gender Binary] Which gender do you most identify with? \* Has the experience of the COVID-19 pandemic made it more or less likely that you will leave teaching within the next two years? Crosstabulation

		Has the experience of the COVID-19 pandemic made it more or less likely that you will leave teaching within the next two years?			Total	
		1 I'm now more likely to leave teaching	2 I'm now no more or less likely to teaching	3 I'm now less likely to leave teaching		
[Gender Binary] Which gender do you most identify with?	1 Man	Count	61	151	12	224
		% within	27.2%	67.4%	5.4%	100.0%
	2 Woman	Count	247	392	6	645
		% within	38.3%	60.8%	0.9%	100.0%
Total		Count	308	543	18	869
		% within	35.4%	62.5%	2.1%	100.0%

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
<b>Pearson Chi-Square</b>	22.642 <sup>a</sup>	2	<.001
<b>Likelihood Ratio</b>	20.428	2	<.001
<b>Linear-by-Linear Association</b>	15.105	1	<.001
<b>N of Valid Cases</b>	869		

a. 1 cells (16.7%) have expected count less than 5. The minimum expected count is 4.64.

**Symmetric Measures**

		Value	Asymptotic Standard Error <sup>a</sup>	Approximate T <sup>b</sup>	Approximate Significance
<b>Ordinal by Ordinal</b>	<b>Gamma</b>	-.282	.076	-3.654	<.001
	<b>Spearman Correlation</b>	-.123	.033	-3.649	<.001 <sup>c</sup>
<b>N of Valid Cases</b>		869			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

## Appendix G.1: Vancouver Island Health Subsample Technical Notes and Demographic Breakdown

As mentioned in Appendix A, this section uses the Vancouver Island subsample. The Vancouver Island subsample retains gender and age weights from the provincial level but is not weighted by region. As a result, the total number of Vancouver Island cases contained in this regional subsample varies from the provincial sample.

Overall margin of error for a sample of this size is about +/- 3.1%, 19 times out of 20. The margin of error increases when analyzing subsamples of the data and varies for each individual survey item.

For more information about the general survey methodology, see Appendix A.

For questions, please contact [research@bctf.ca](mailto:research@bctf.ca).

**Table G1**

Regional Health Authority (based on school districts and with SEPF members placed according to their physical school district)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3 Vancouver Island	1013	100.0	100.0	100.0

## Demographics

**Table G2**

Which gender do you most identify with?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Man	255	25.1	25.7	25.7
	2 Woman	727	71.7	73.3	99.0
	3 Non-binary	5	.5	.5	99.6
	4 Two Spirited	2	.2	.2	99.8
	5 Other term you prefer (specify)	2	.2	.2	100.0
	Total	991	97.8	100.0	
Missing	6 Prefer not to answer	22	2.2		
Total		1013	100.0		

**Table G3****[Gender Binary] Which gender do you most identify with?**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>1 Man</b>	255	25.1	25.9	25.9
	<b>2 Woman</b>	727	71.7	74.1	100.0
	<b>Total</b>	982	96.9	100.0	
<b>Missing</b>	<b>97 Not included in gender binary</b>	10	.9		
	<b>99 Prefer not to answer</b>	22	2.2		
	<b>Total</b>	32	3.1		
<b>Total</b>		1013	100.0		

**NOTE:** This gender binary version of gender was constructed to allow the comparison of the results for men and woman using ordinal measures of associations and tests of significance.

**Table G4****What is your age?**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>1 24 years or younger</b>	5	.5	.5	.5
	<b>2 25-34 years</b>	177	17.4	17.6	18.1
	<b>3 35-44 years</b>	362	35.8	36.1	54.2
	<b>4 45-54 years</b>	318	31.4	31.7	85.8
	<b>5 55-64 years</b>	129	12.7	12.9	98.7
	<b>6 65 years or older</b>	13	1.3	1.3	100.0
	<b>Total</b>	1004	99.1	100.0	
<b>Missing</b>	<b>7 Prefer not to answer</b>	9	.9		
<b>Total</b>		1013	100.0		

**Table G5**

**What is your current teaching position? If you fit into multiple categories, pick the position that forms the majority of your appointment**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Classroom Teacher	577	56.9	57.1	57.1
	2 Specialist Teacher*	211	20.8	20.9	78.1
	3 Teacher Teaching on Call (TTOC)	159	15.7	15.7	93.8
	5 Distributed-Learning (DL) Teacher	19	1.8	1.8	95.7
	6 District Coordinator or District Helping Teacher	15	1.5	1.5	97.2
	7 Local Officer or Local Executive Officer	11	1.1	1.1	98.3
	8 On Leave°	4	.4	.4	98.7
	9 Retired°	1	.1	.1	98.8
	10 Other Position	12	1.2	1.2	100.0
	<b>Total</b>	1009	99.6	100.0	
Missing	11 Prefer not to answer	4	.4		
<b>Total</b>		1013	100.0		

\*NOTE: Full list for Specialist Teacher category includes “Learning Assistance, Special Education, Teacher-Librarian, Counsellor, English language Learning Teacher, Aboriginal/Indigenous Culture Teacher, etc.”

°NOTE: The sample contains only those who are actively working. Though a few respondents indicated “On Leave” or “Retired” as their primary position, they also had a secondary position that constituted active employment.

**Table G6**

**How many years of teaching experience do you have as a teacher? Please include years of teaching in all jurisdictions, including outside of Canada.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Less than 1 year	31	3.0	3.0	3.0
	2 1 to 5 years	161	15.9	15.9	18.9
	3 6 to 10 years	173	17.1	17.1	36.1
	4 11 to 20 years	356	35.1	35.2	71.2
	5 21 to 30 years	226	22.3	22.4	93.6
	6 31 to 40 years	61	6.0	6.0	99.6
	7 Over 40 years	4	.4	.4	100.0
	<b>Total</b>	1011	99.8	100.0	
Missing	8 Not applicable	2	.2		
<b>Total</b>		1013	100.0		

**Table G7****Self-identify as Indigenous, Black or Person of Colour**

		<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
<b>Valid</b>	<b>0 Self-identified as NOT Indigenous, Black or Person of Colour</b>	873	86.2	91.0	91.0
	<b>1 Self-identified as Indigenous, Black or Person of Colour</b>	86	8.5	9.0	100.0
	<b>Total</b>	959	94.7	100.0	
<b>Missing</b>	<b>99 Prefer not to answer</b>	54	5.3		
<b>Total</b>		1013	100.0		

## Appendix G.2: Vancouver Island Health Tables

### Frequency Tables

Table G8

At present, have you received any vaccination against COVID-19?\*

	Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>				
1 Yes, I am fully vaccinated (you have received two doses or one dose of a single-shot vaccine)	968	95.6	95.6	95.6
2 Yes, I am partially-vaccinated (one dose of vaccine) and currently planning to receive a second dose	8	.8	.8	96.4
3 Yes, I am partially-vaccinated (one dose of vaccine) and I am unsure whether I will receive a second dose	3	.2	.2	96.6
4 Yes, I am partially-vaccinated (one dose of vaccine) and not currently planning to receive a second dose	1	.1	.1	96.7
6 No, I am not vaccinated, but I am currently planning to do so	1	.1	.1	96.8
7 No, I am not vaccinated, and I am unsure whether I will do so	2	.2	.2	97.0
8 No, I am not vaccinated, and I do not currently plan to do so	14	1.4	1.4	98.4
9 Other (please specify)	6	.6	.6	99.1
10 Prefer not to answer/Not applicable	9	.9	.9	100.0
<b>Total</b>	1013	100.0	100.0	

**\*Full Question:** “Anecdotal accounts suggest that most teachers in BC schools are vaccinated. The BCTF would like to get a better understanding of where vaccination rates currently stand among our membership. The resulting data will be used to inform our ongoing advocacy for robust and complimentary prevention and protection measures (e.g. masks, ventilation and cleaning) in schools.

A reminder that your responses in this survey are confidential. The BCTF will receive the survey results with no identifying information, meaning that your individual responses will remain anonymous and will not be reported back to the BCTF.

At present, have you received any vaccination against COVID-19?”



**Table G9**

**Do you agree/disagree that all eligible adults working in BC schools should be required to be vaccinated against COVID-19?\***

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	727	71.8	71.8	71.8
	2 Somewhat agree	126	12.5	12.5	84.3
	3 Neither agree nor disagree	47	4.6	4.6	88.9
	4 Somewhat disagree	37	3.7	3.7	92.6
	5 Strongly disagree	69	6.8	6.8	99.4
	6 Don't know/Not applicable	6	.6	.6	100.0
	<b>Total</b>	1013	100.0	100.0	

**Full Question:** “There has been a great deal of discussion lately by the government, the public and media about mandatory vaccination in the context of the COVID-19 pandemic. Some groups and individuals have suggested that all adults working in BC schools should be vaccinated.

Do you agree/disagree that all **eligible** adults working in BC schools should be **required** to be vaccinated against COVID-19?\*

**Table G10**

**I feel safe at work**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	121	11.9	12.3	12.3
	2 Somewhat agree	324	31.9	33.0	45.3
	3 Neither agree nor disagree	110	10.9	11.3	56.6
	4 Somewhat disagree	279	27.6	28.5	85.1
	5 Strongly disagree	145	14.3	14.8	99.9
	6 Don't know/Not applicable	1	.1	.1	100.0
	<b>Total</b>	980	96.7	100.0	
Missing*	System	33	3.3		
<b>Total</b>		1013	100.0		

**\*NOTE:** Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table G11**

Overall, I feel that health and safety precautions in my workplace are adequate to keep everyone safe

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	93	9.1	9.4	9.4
	2 Somewhat agree	306	30.2	31.2	40.6
	3 Neither agree nor disagree	83	8.2	8.5	49.1
	4 Somewhat disagree	270	26.6	27.5	76.6
	5 Strongly disagree	226	22.3	23.0	99.7
	6 Don't know/Not applicable	3	.3	.3	100.0
	<b>Total</b>	980	96.7	100.0	
Missing*	System	33	3.3		
<b>Total</b>		1013	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table G12**

I feel that the overall quality and availability of personal protective equipment (PPE) supplied to individuals within my workplace is adequate to help reduce the spread of COVID-19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	128	12.6	13.0	13.0
	2 Somewhat agree	271	26.8	27.7	40.7
	3 Neither agree nor disagree	112	11.1	11.5	52.2
	4 Somewhat disagree	238	23.5	24.3	76.4
	5 Strongly disagree	221	21.8	22.5	99.0
	6 Don't know/Not applicable	10	1.0	1.0	100.0
	<b>Total</b>	980	96.7	100.0	
Missing*	System	33	3.3		
<b>Total</b>		1013	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table G13**

**I feel that the frequency of cleaning/sanitation in my workplace is adequate to help reduce the spread of COVID-19**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	121	11.9	12.3	12.3
	2 Somewhat agree	242	23.9	24.7	37.0
	3 Neither agree nor disagree	76	7.5	7.8	44.8
	4 Somewhat disagree	236	23.3	24.1	68.9
	5 Strongly disagree	291	28.7	29.7	98.6
	6 Don't know/Not applicable	14	1.4	1.4	100.0
	Total	980	96.7	100.0	
Missing*	System	33	3.3		
Total		1013	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table G14**

**I feel that class sizes in my workplace are adequate for effective physical-distancing to help reduce the spread of COVID-19**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	47	4.7	4.8	4.8
	2 Somewhat agree	114	11.2	11.6	16.4
	3 Neither agree nor disagree	38	3.7	3.9	20.3
	4 Somewhat disagree	215	21.2	21.9	42.2
	5 Strongly disagree	557	55.0	56.9	99.1
	6 Don't know/Not applicable	9	.9	.9	100.0
	Total	980	96.7	100.0	
Missing*	System	33	3.3		
Total		1013	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table G15**

**Currently in BC, teachers and students are required to wear masks from grade 4 and up.° I feel that ALL students in my workplace should be required to wear a face mask in indoor areas, including those in kindergarten to grade 3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	479	47.2	48.8	48.8
	2 Somewhat agree	174	17.2	17.8	66.6
	3 Neither agree nor disagree	81	8.0	8.3	74.9
	4 Somewhat disagree	108	10.7	11.0	86.0
	5 Strongly disagree	111	10.9	11.3	97.2
	6 Don't know/Not applicable	27	2.7	2.8	100.0
	Total	980	96.7	100.0	
Missing*	System	33	3.3		
Total		1013	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

°NOTE: The mask requirement was expanded to include students in kindergarten to Grade 3 on October 4, 2021 (about a week before the end of the data collection period).

**Table G16**

**I feel that the ventilation system in my workplace is adequate to help reduce the spread of COVID-19**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	82	8.1	8.4	8.4
	2 Somewhat agree	166	16.4	16.9	25.3
	3 Neither agree nor disagree	161	15.9	16.4	41.7
	4 Somewhat disagree	205	20.2	20.9	62.6
	5 Strongly disagree	246	24.2	25.1	87.7
	6 Don't know/Not applicable	121	11.9	12.3	100.0
	Total	980	96.7	100.0	
Missing*	System	33	3.3		
Total		1013	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table G17**

**I feel that I have received adequate information about the quality of ventilation in my workplace and the status of any in-progress ventilation upgrades/updates**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	86	8.5	8.8	8.8
	2 Somewhat agree	140	13.8	14.2	23.0
	3 Neither agree nor disagree	120	11.8	12.2	35.2
	4 Somewhat disagree	221	21.8	22.6	57.8
	5 Strongly disagree	389	38.4	39.7	97.5
	6 Don't know/Not applicable	25	2.4	2.5	100.0
	<b>Total</b>	980	96.7	100.0	
Missing*	System	33	3.3		
<b>Total</b>		1013	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table G18**

**I feel that I have received adequate information about COVID-19 exposures and the number of cases in my school and district**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	60	5.9	6.1	6.1
	2 Somewhat agree	111	10.9	11.3	17.4
	3 Neither agree nor disagree	72	7.1	7.4	24.7
	4 Somewhat disagree	203	20.1	20.8	45.5
	5 Strongly disagree	521	51.4	53.2	98.7
	6 Don't know/Not applicable	13	1.3	1.3	100.0
	<b>Total</b>	980	96.7	100.0	
Missing*	System	33	3.3		
<b>Total</b>		1013	100.0		

\*NOTE: Only those who confirmed that they were currently working in-person were asked the in-person health and safety questions. Remote workers and others who did not indicate current in-person work were not shown this question, making up the missing cases.

**Table G19**

Do you agree or disagree with the following statement? Compared to before the COVID-19 pandemic, my overall workload has increased.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly agree	313	30.9	30.9	30.9
	2 Somewhat agree	332	32.8	32.8	63.6
	3 Neither agree nor disagree	212	20.9	20.9	84.6
	4 Somewhat disagree	77	7.6	7.6	92.2
	5 Strongly disagree	31	3.0	3.0	95.2
	6 Don't know/Not applicable	48	4.8	4.8	100.0
	Total	1013	100.0	100.0	

**Table G20**

Has your physical health improved or worsened during the COVID-19 pandemic?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Improved a lot	19	1.9	1.9	1.9
	2 Improved somewhat	130	12.8	12.8	14.7
	3 No change	360	35.5	35.5	50.2
	4 Worsened somewhat	408	40.2	40.2	90.4
	5 Worsened a lot	80	7.9	7.9	98.3
	6 Prefer not to answer	17	1.7	1.7	100.0
	Total	1013	100.0	100.0	

**Table G21**

Has your mental health improved or worsened during the COVID-19 pandemic?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Improved a lot	7	.7	.7	.7
	2 Improved somewhat	20	2.0	2.0	2.7
	3 No change	161	15.9	15.9	18.5
	4 Worsened somewhat	565	55.7	55.7	74.3
	5 Worsened a lot	249	24.5	24.5	98.8
	6 Prefer not to answer	12	1.2	1.2	100.0
	Total	1013	100.0	100.0	

**Table G22**

Has the experience of the COVID-19 pandemic made it more or less likely that you will leave teaching within the next two years?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 I'm now more likely to leave teaching	258	25.5	25.5	25.5
	2 I'm now no more or less likely to teaching	545	53.8	53.8	79.3
	3 I'm now less likely to leave teaching	15	1.5	1.5	80.8
	4 Don't know	155	15.3	15.3	96.1
	5 Not Applicable	40	3.9	3.9	100.0
	Total		1013	100.0	100.0

## Crosstabulations

Table G23

[Gender Binary] Which gender do you most identify with? \* I feel that class sizes in my workplace are adequate for effective physical-distancing to help reduce the spread of COVID-19 Crosstabulation

			I feel that class sizes in my workplace are adequate for effective physical-distancing to help reduce the spread of COVID-19					Total
			1 Strongly agree	2 Somewhat agree	3 Neither agree nor disagree	4 Somewhat disagree	5 Strongly disagree	
[Gender Binary] Which gender do you most identify with?	1 Man	Count	21	42	8	62	111	244
		% within	8.6%	17.2%	3.3%	25.4%	45.5%	100.0%
	2 Woman	Count	25	70	28	147	425	695
		% within	3.6%	10.1%	4.0%	21.2%	61.2%	100.0%
Total		Count	46	112	36	209	536	939
		% within	4.9%	11.9%	3.8%	22.3%	57.1%	100.0%

### Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	26.467 <sup>a</sup>	4	<.001
Likelihood Ratio	25.213	4	<.001
Linear-by-Linear Association	23.431	1	<.001
N of Valid Cases	939		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 9.35.

### Symmetric Measures

		Value	Asymptotic Standard Error <sup>a</sup>	Approximate T <sup>b</sup>	Approximate Significance
Ordinal by Ordinal	Gamma	.281	.056	4.541	<.001
	Spearman Correlation	.154	.034	4.774	<.001 <sup>c</sup>
N of Valid Cases		939			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.



**Table G24**

**[Gender Binary] Which gender do you most identify with? \* I feel that I have received adequate information about COVID-19 exposures and the number of cases in my school and district Crosstabulation**

			I feel that I have received adequate information about COVID-19 exposures and the number of cases in my school and district					
			1 Strongly agree	2 Somewhat agree	3 Neither agree nor disagree	4 Somewhat disagree	5 Strongly disagree	Total
<b>[Gender Binary] Which gender do you most identify with?</b>	<b>1 Man</b>	<b>Count</b>	23	44	28	55	96	246
		<b>% within</b>	9.3%	17.9%	11.4%	22.4%	39.0%	100.0%
	<b>2 Woman</b>	<b>Count</b>	35	66	41	141	408	691
		<b>% within</b>	5.1%	9.6%	5.9%	20.4%	59.0%	100.0%
<b>Total</b>		<b>Count</b>	58	110	69	196	504	937
		<b>% within</b>	6.2%	11.7%	7.4%	20.9%	53.8%	100.0%

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
<b>Pearson Chi-Square</b>	37.278 <sup>a</sup>	4	<.001
<b>Likelihood Ratio</b>	36.227	4	<.001
<b>Linear-by-Linear Association</b>	33.493	1	<.001
<b>N of Valid Cases</b>	937		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 15.23.

**Symmetric Measures**

		Value	Asymptotic Standard Error <sup>a</sup>	Approximate T <sup>b</sup>	Approximate Significance
<b>Ordinal by Ordinal</b>	<b>Gamma</b>	.334	.052	5.776	<.001
	<b>Spearman Correlation</b>	.194	.033	6.051	<.001 <sup>c</sup>
<b>N of Valid Cases</b>		937			

- a. Not assuming the null hypothesis.
- b. Using the asymptotic standard error assuming the null hypothesis.
- c. Based on normal approximation.

**Table G25**

[Gender Binary] Which gender do you most identify with? \* Has your mental health improved or worsened during the COVID-19 pandemic? Crosstabulation

			Has your mental health improved or worsened during the COVID-19 pandemic?					Total
			1 Improved a lot	2 Improved somewhat	3 No change	4 Worsened somewhat	5 Worsened a lot	
[Gender Binary] Which gender do you most identify with?	1 Man	Count	5	7	66	133	40	251
		% within	2.0%	2.8%	26.3%	53.0%	15.9%	100.0%
	2 Woman	Count	2	11	93	420	195	721
		% within	0.3%	1.5%	12.9%	58.3%	27.0%	100.0%
Total		Count	7	18	159	553	235	972
		% within	0.7%	1.9%	16.4%	56.9%	24.2%	100.0%

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	40.042 <sup>a</sup>	4	<.001
Likelihood Ratio	37.598	4	<.001
Linear-by-Linear Association	35.406	1	<.001
N of Valid Cases	972		

a. 2 cells (20.0%) have expected count less than 5. The minimum expected count is 1.81.

**Symmetric Measures**

		Value	Asymptotic Standard Error <sup>a</sup>	Approximate T <sup>b</sup>	Approximate Significance
Ordinal by Ordinal	Gamma	.352	.058	5.624	<.001
	Spearman Correlation	.183	.032	5.806	<.001 <sup>c</sup>
N of Valid Cases		972			

- a. Not assuming the null hypothesis.
- b. Using the asymptotic standard error assuming the null hypothesis.
- c. Based on normal approximation.

**Table G26**

**Self-identify as Indigenous, Black or Person of Colour \* Has your mental health improved or worsened during the COVID-19 pandemic? Crosstabulation**

			C4_re Has your mental health improved or worsened during the COVID-19 pandemic?					Total
			1 Improved a lot	2 Improved somewhat	3 No change	4 Worsened somewhat	5 Worsened a lot	
BIPOC Self-identify as Indigenous, Black or Person of Colour	0 Self-identified as NOT Indigenous, Black or Person of Colour	Count	6	17	145	496	204	868
		% within	0.7%	2.0%	16.7%	57.1%	23.5%	100.0%
	1 Self-identified as Indigenous, Black or Person of Colour	Count	1	1	6	45	30	83
		% within	1.2%	1.2%	7.2%	54.2%	36.1%	100.0%
<b>Total</b>		Count	7	18	151	541	234	951
		% within	0.7%	1.9%	15.9%	56.9%	24.6%	100.0%

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	9.818 <sup>a</sup>	4	.044
Likelihood Ratio	10.243	4	.037
Linear-by-Linear Association	6.760	1	.009
N of Valid Cases	951		

a. 2 cells (20.0%) have expected count less than 5. The minimum expected count is .61.

**Symmetric Measures**

		Value	Asymptotic Standard Error <sup>a</sup>	Approximate T <sup>b</sup>	Approximate Significance
Ordinal by Ordinal	Gamma	.294	.094	2.910	.004
	Spearman Correlation	.095	.032	2.949	.003 <sup>c</sup>
N of Valid Cases		951			

- a. Not assuming the null hypothesis.
- b. Using the asymptotic standard error assuming the null hypothesis.
- c. Based on normal approximation.

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