tdsb
Toronto District School Board

www.tdsb.on.ca

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mySENIORITY

TDSB's Elementary Teaching seniority verification is an online Fiori app. This assists Employee Services with the validation of teaching records in our Human Resources Information System. It also provides the teachers with an automated record sent directly to their email.

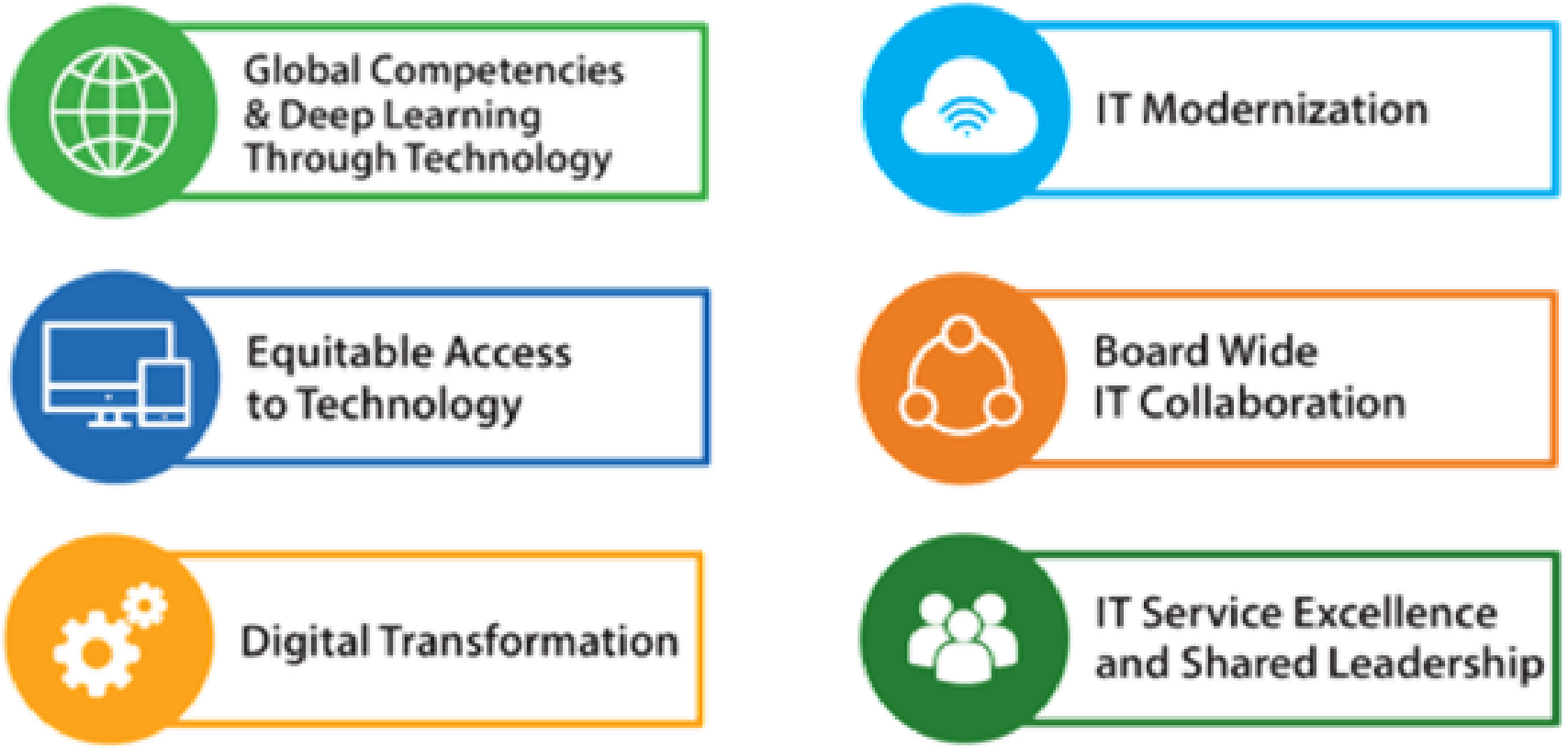
TDSB Quick Facts

The Toronto District School Board is the largest school board in Canada and one of the largest in North America. We have nearly 600 schools and serve approximately 247,000 students each year.

The TDSB employs approximately 42,000 individuals

- **16,360 permanent teachers** (11,360 Elementary, 5,000 Secondary)
- **6,350 occasional teachers** (4,310 Elementary, 2,040 Secondary)
- **15,500 permanent support staff and 4,200 supply/casual employees** (including Designated Early Childhood Educators, professional support workers, caretakers, maintenance staff, IT support, administrators, etc.).

TDSB ITS Strategic Pillars



TDSB ITS Strategic Pillars

Assist in the digital transformation of TDSB by developing innovative new ways to digitize, automate and streamline classroom and administrative processes.

SENIORITY PROCESS Timeline

1998 - 2020

The original process

- Process took several months to complete
- No way to track progress
- Manual process that required up to 10 staff members
- High printing and courier costs
- Room for human errors

2020 - 2022

During the Pandemic

- Required to send large files to Principals
- Relied on Principals to print, distribute and collect forms
- Principals had to locate teachers across all Virtual Schools
- Room for human errors

2022-2023

The new process

- Process is completed in less than a month
- All submissions and changes can be tracked and reported on
- Minimal manual intervention required
- No printing and courier costs
- Minimal errors

Seniority Verification Completion Rates in 2023

24 hours
25% completed

24 hours
25% completed

3 weeks
80% completed

24 hours
25% completed

3 weeks
80% completed

1 month
97% completed

Our clients spoke and we listened.

Our client's story

Meet June.

Our client's story

> We needed a change.

Our client's story

> The process is transformed.

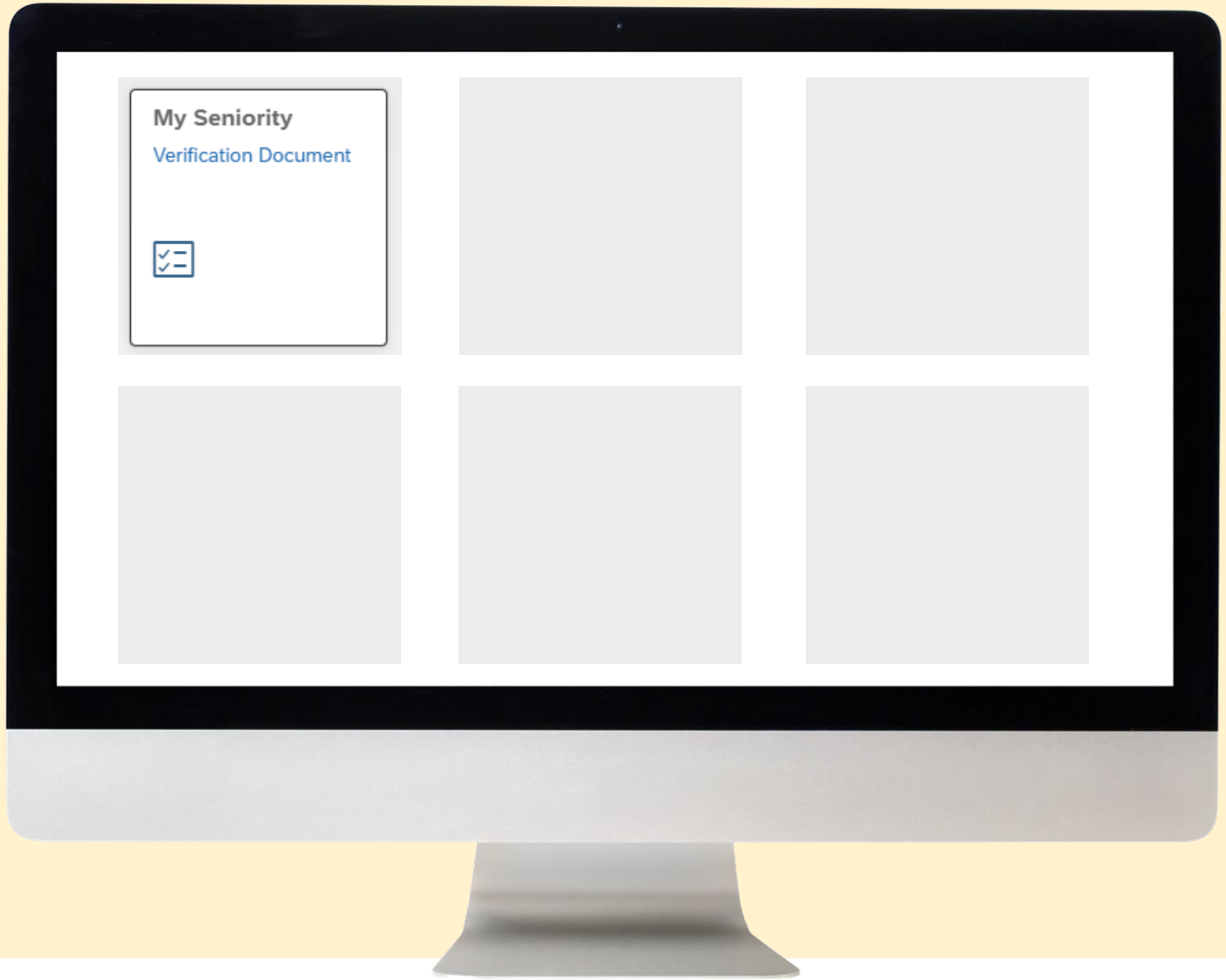
Our client's story

What's next?

Completing the mySENIORITY Verification process

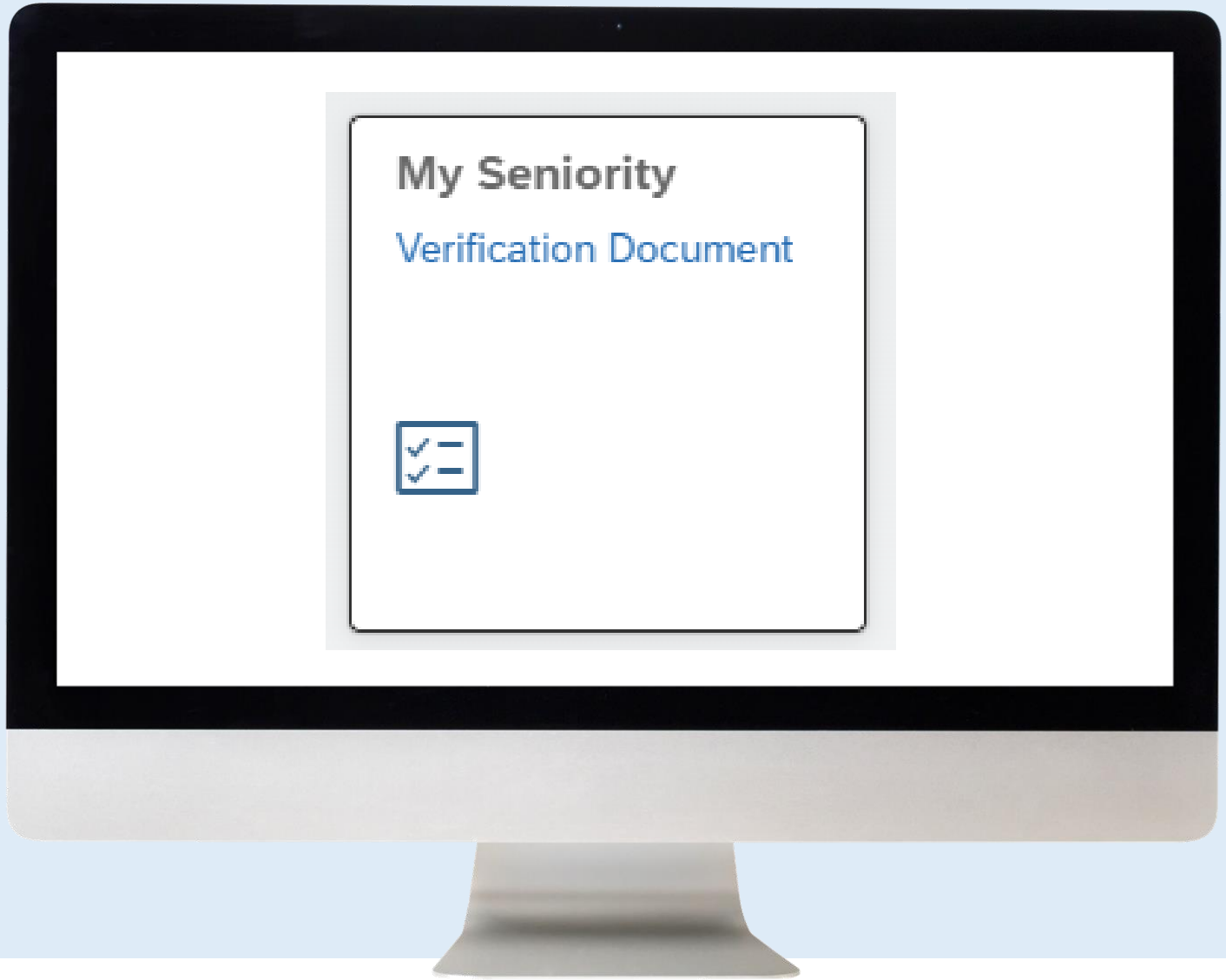
Elementary Teaching seniority verification process

We worked with our ABAP team to create a custom Fiori tile



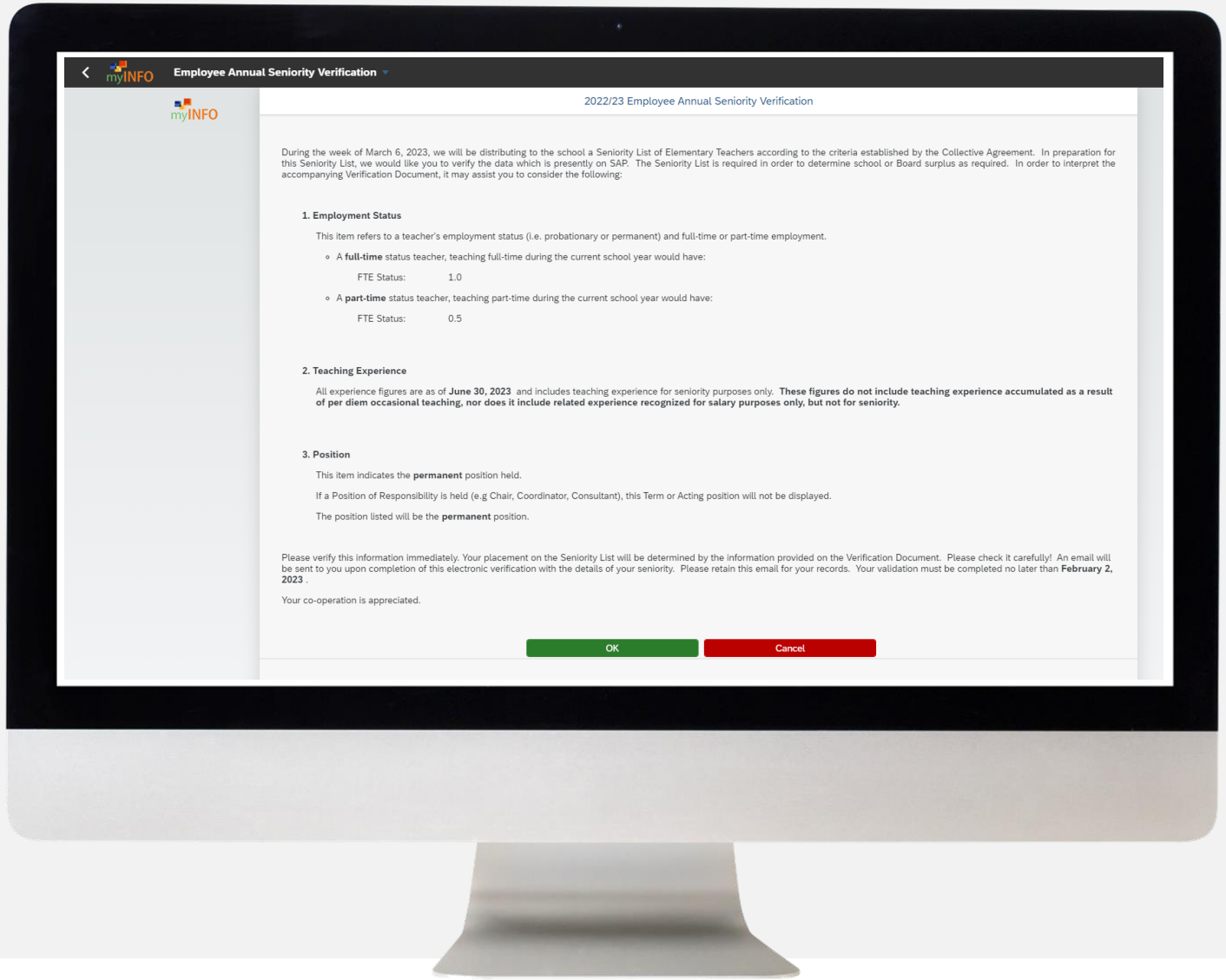
Elementary Teaching seniority verification process

The tile is only available to Elementary Teachers



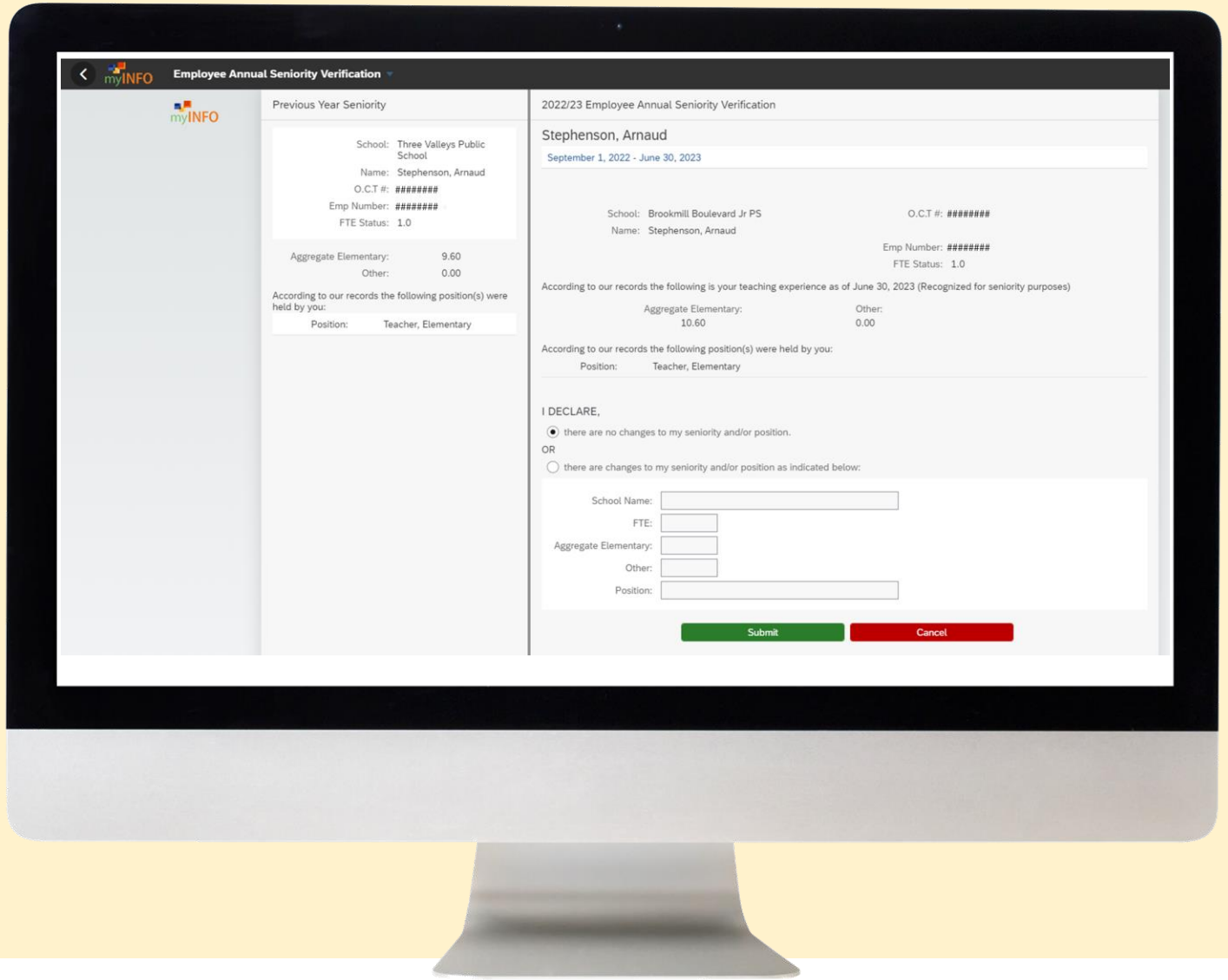
Elementary Teaching seniority verification process

The teacher reviews/verifies their seniority information



Elementary Teaching seniority verification process

The teacher either declares that the data is correct or that there are changes required



Elementary Teaching seniority verification process

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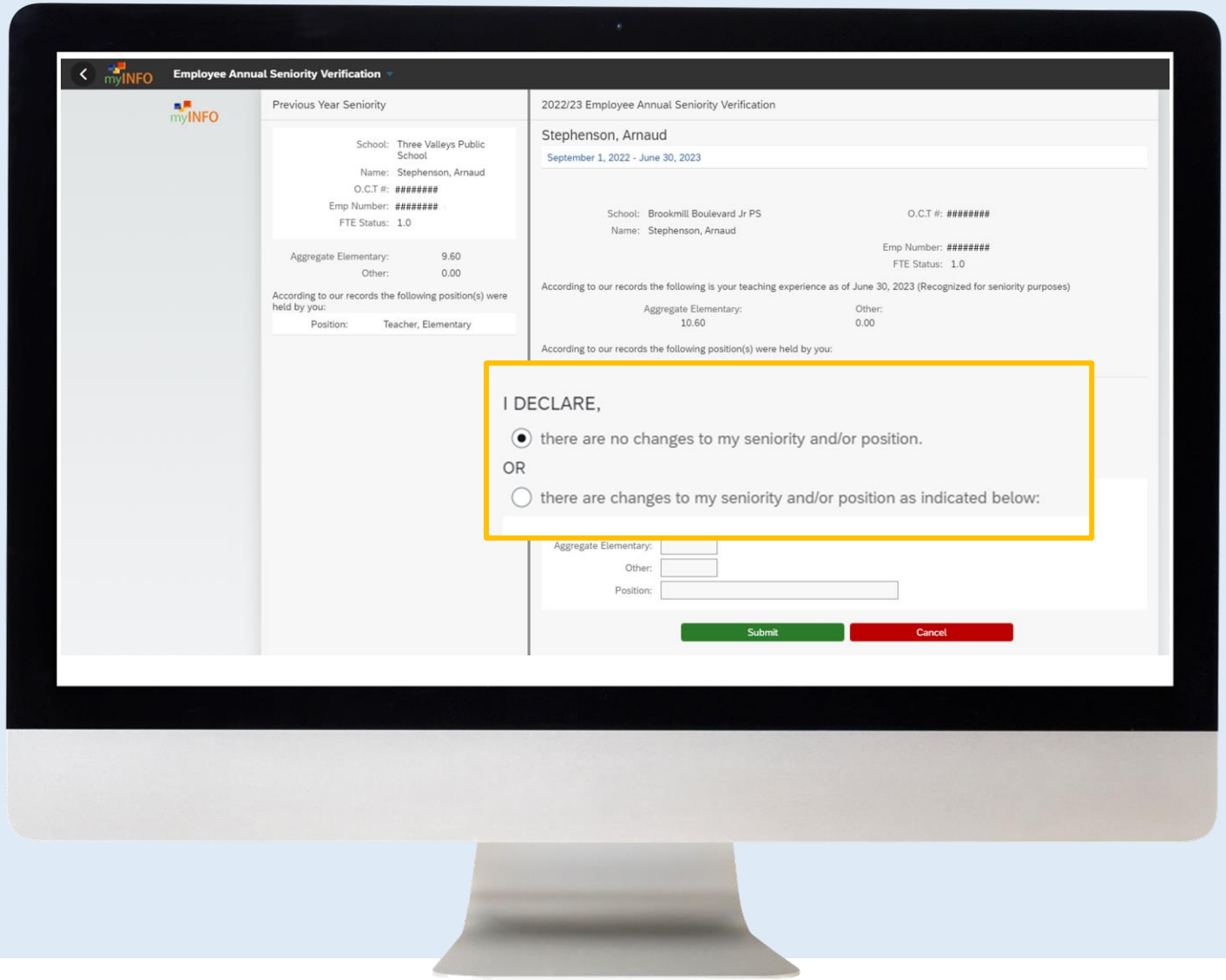
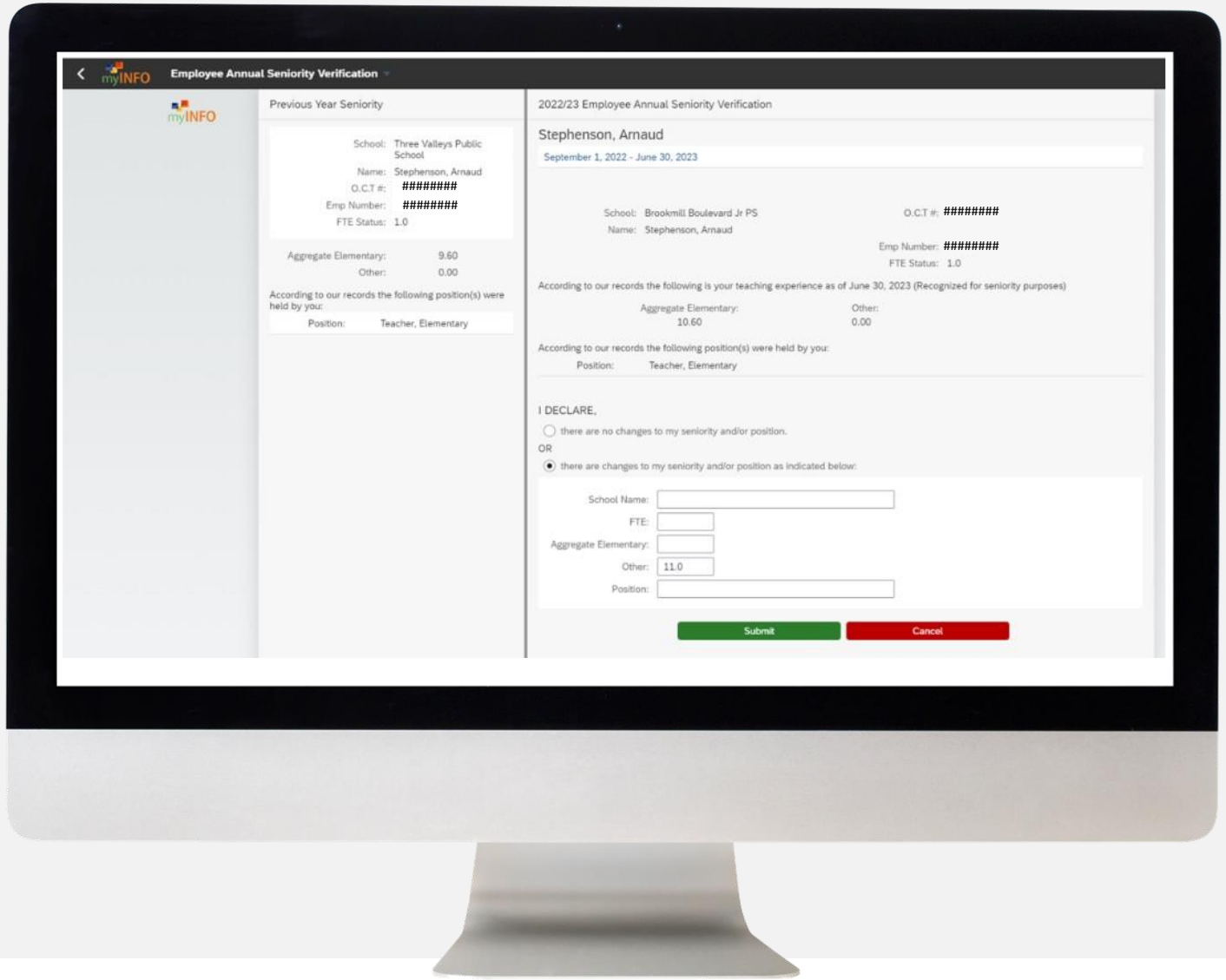


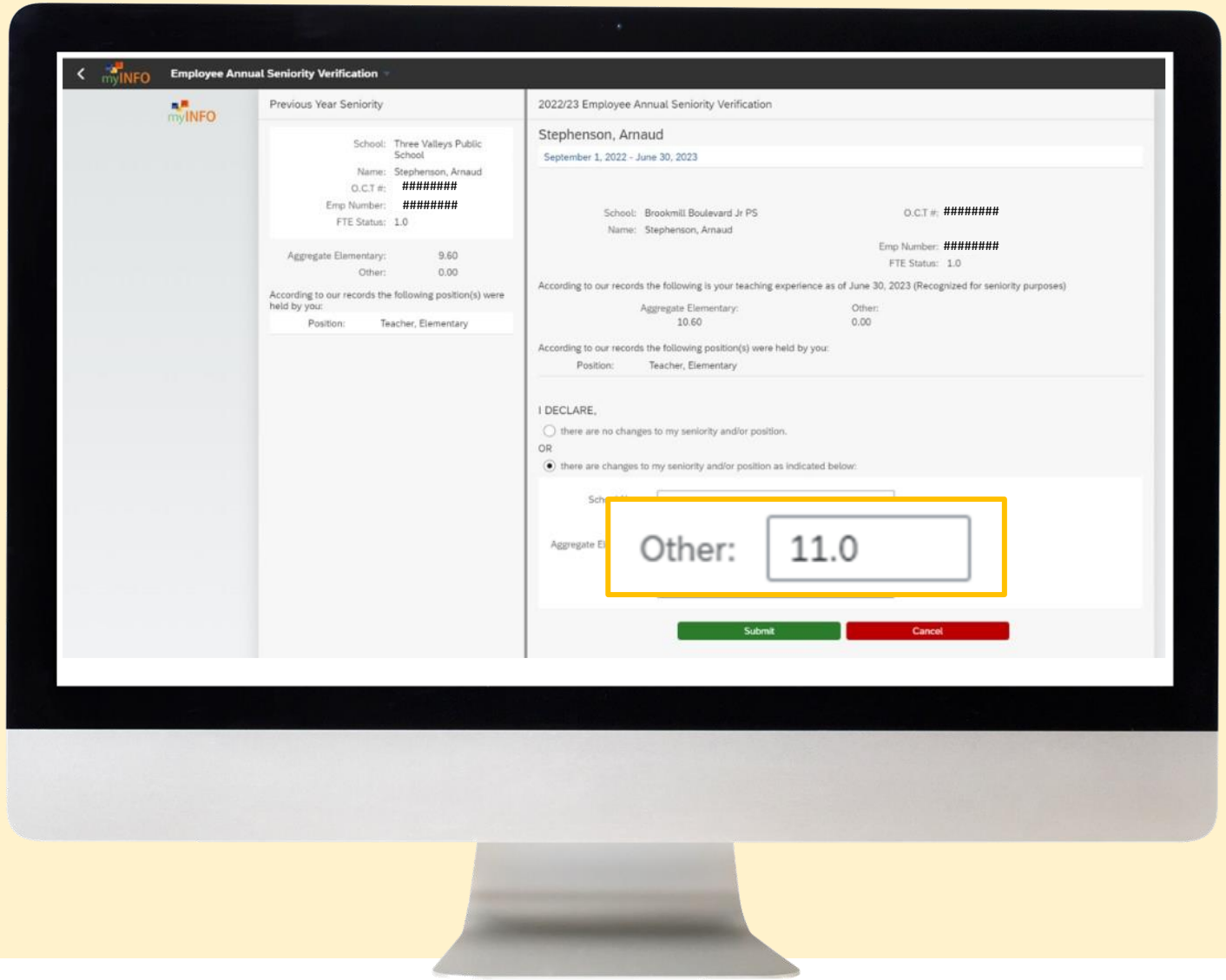
Elementary Teaching seniority verification process

The teacher enters the required changes to their position or seniority



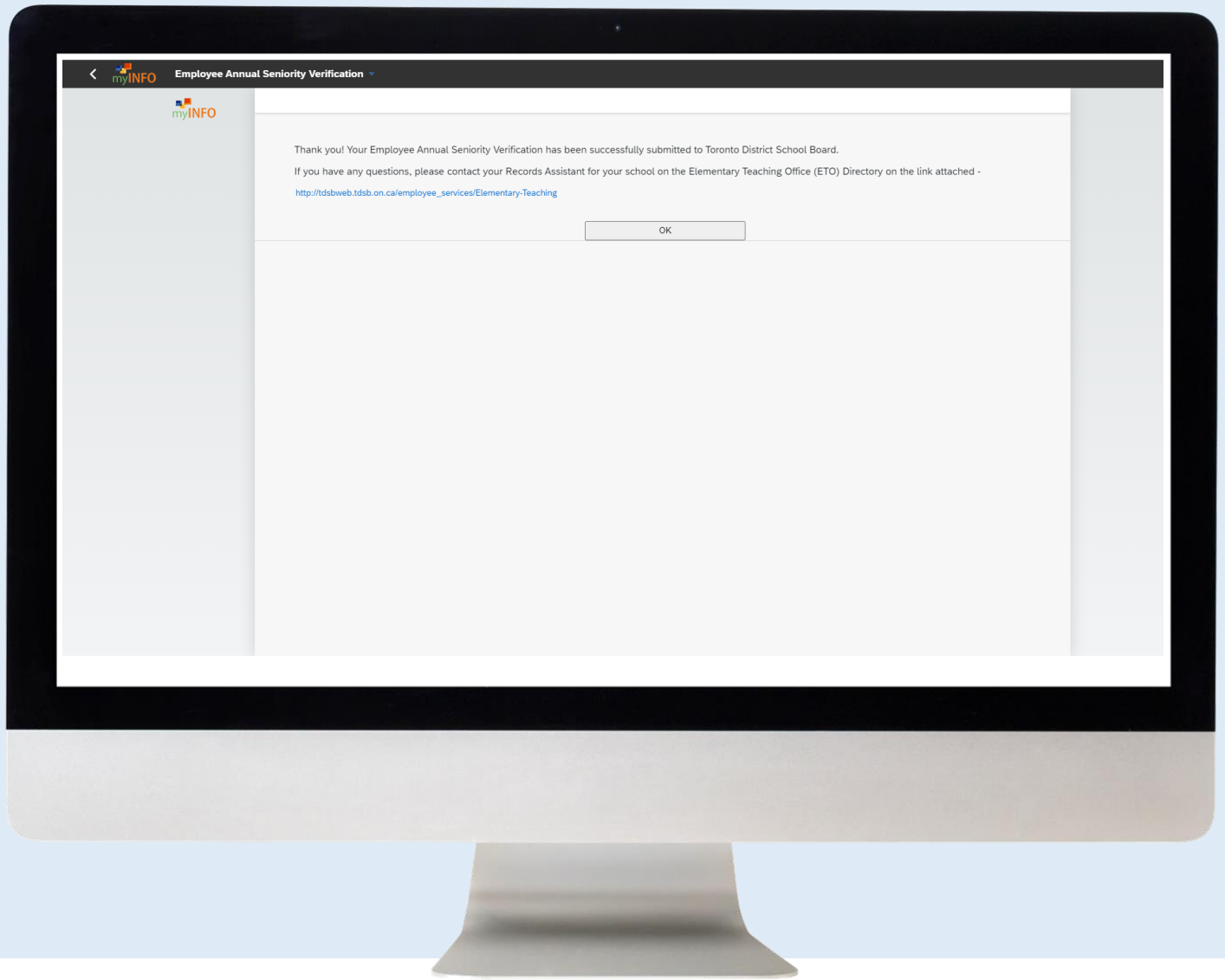
Elementary Teaching seniority verification process

The teacher enters the correct seniority data



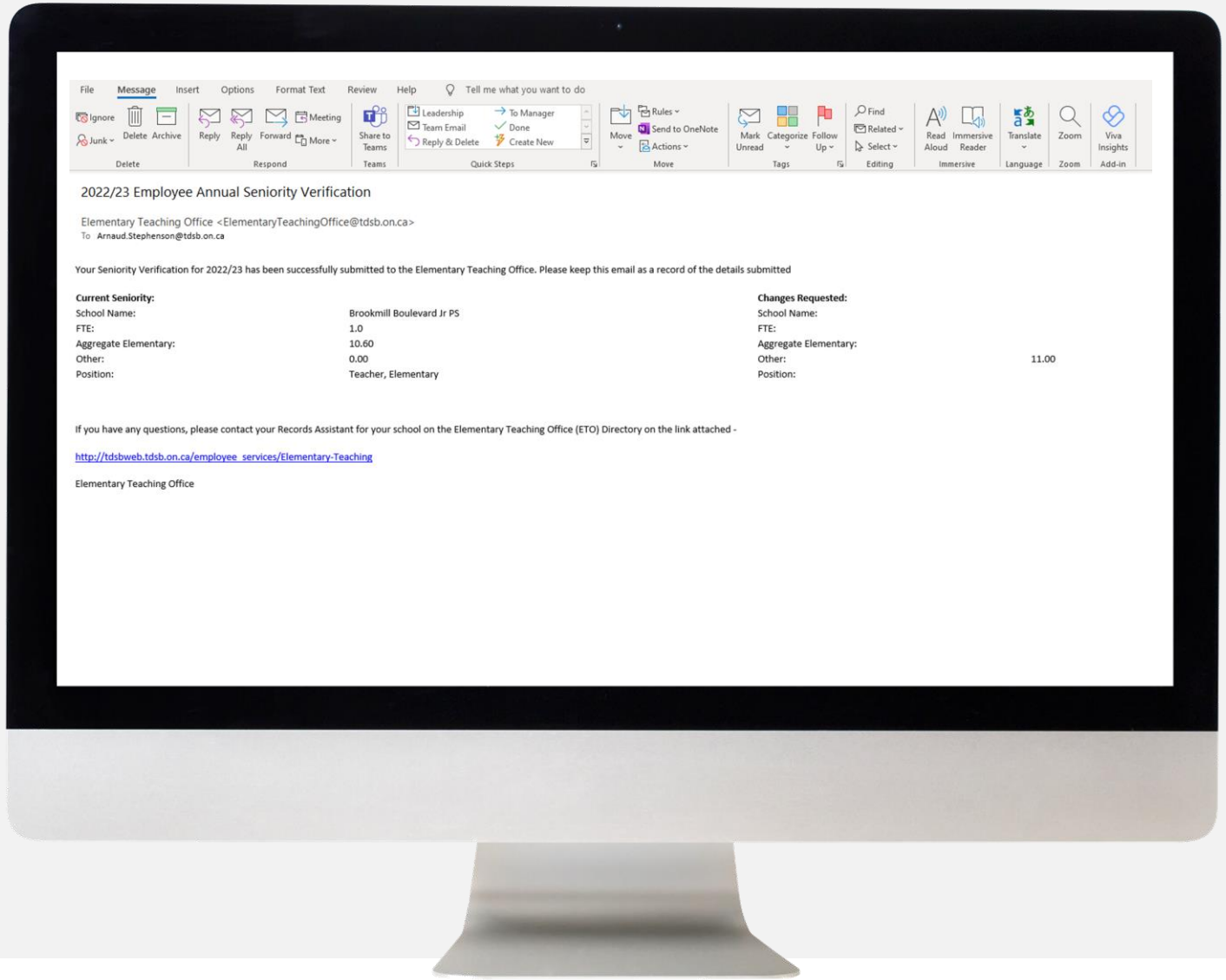
Elementary Teaching seniority verification process

The updated seniority information is submitted



Elementary Teaching seniority verification process

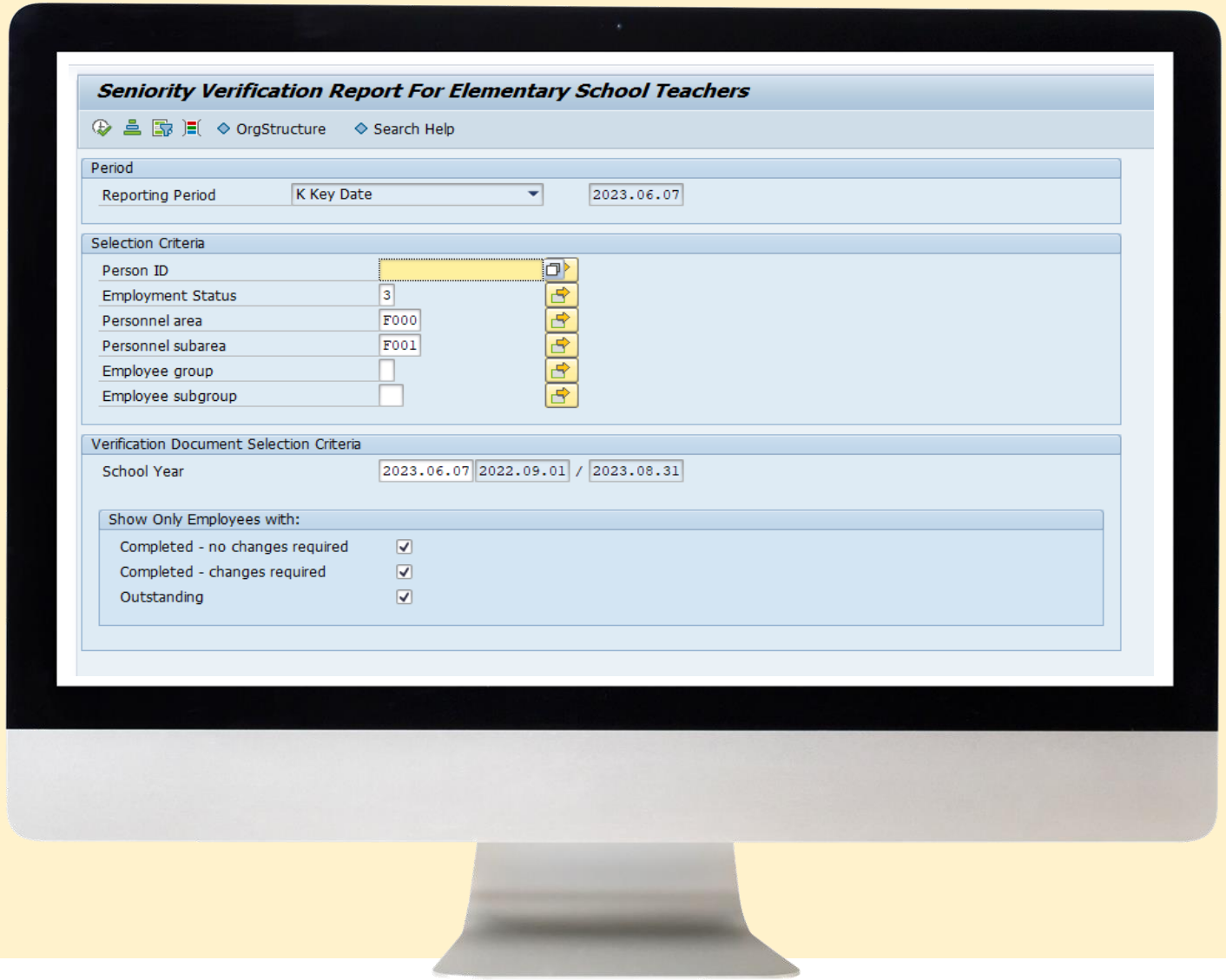
The teacher receives an email confirmation of the requested changes via email



Elementary Teaching seniority verification process

Report to show details of Seniority Verification in SAP:

ZHPA877 - Seniority Report Sec/Elem Teachers



How did we communicate this change to our staff?

Any
questions?