

# FRENCH TEACHER RECRUITMENT AND RETENTION

## Building for Sustainable French Education Programs in B.C. Schools

### Promotion and recruitment

### Continuous learning and professional development

### Enhanced teacher training and capacity building

#### FIRST PHASE

- ✓ B.C. participation at more than 20 domestic education career fairs
- ✓ Online advertising campaign, reaching more than 40,000 prospective teacher candidates
- ✓ French-speaking recruiter hired at *Make a Future* to ensure a provincial coordinated approach to recruitment
- ✓ Dedicated French teacher evaluators at Teacher Regulation Branch resulting in 75% increase in efficiency
- ✓ Identification of French-speaking candidates now requested on teacher certification applications.

- ✓ Delivery of more than 50 professional learning workshops and conferences for B.C. French teachers
- ✓ More than \$200,000 of additional professional development bursary monies to support French teacher engagement.
- ✓ Creation of innovative early-career French Immersion teacher mentorship initiative
- ✓ Development of a provincial shared networking platform for B.C. French teachers to provide professional support and foster teacher retention

- ✓ Creation of 130 additional seats in French teacher training programs by 2024
- ✓ Launch of teacher practicum program in rural regions
- ✓ Expansion of undergraduate and graduate studies programs in French education at UBC, UBCO and SFU
- ✓ Expanded human resources capacity to address teacher turnover in B.C.'s Francophone school district
- ✓ Public engagement initiative with over 6000 French Immersion families to deepen understanding of program drivers

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#### SECOND PHASE

- Streamline immigration process for French speaking teachers through the Provincial Nomination Program
- Increase provincial representation at domestic and international career fairs, including Destination Canada (France) in spring 2022
- Establish recruitment fund to support school districts to attract and retain French teachers
- Creation of simplified “how to apply” guide for out of province teacher applicants
- Host bimonthly information sessions for out-of-province teachers interested in teaching in B.C.

- Targeted learning for early career French teachers’ professional, pedagogical and linguistic development for increased retention
- Support for rural and remote B.C. school districts to attract French teachers through provision of social and professional supports
- Creation of Educational Administration and Leadership certificate program for the Francophone school district

- Continued investment in French teacher training programs at B.C. post secondary institutions, including exploration of program expansion
- Increased provincial capacity for certification of international French-speaking teachers
- Promotion of French teacher career options in B.C. French Immersion secondary schools
- Collection of data on French teacher specialization to enhance workforce intelligence
- Ongoing consultation with French education partners to address French teacher recruitment and retention