Enhanced Francophone and French Language Teacher Recruitment, Mobility and Retention: A Call to Action

We're putting data to work to fulfill FSL/FML teaching requirements across Canada.

The project

Development of a Pan-Canadian Data Infrastructure to Support Teacher Recruitment and Retention in Minority French Language Schools and French Second Language Programs

The plan

Gather information and collaborate to develop a sustainable and accessible pan-Canadian data infrastructure.

The databank will collect and house accurate, standardized data that can be used to address the Francophone and French Second Language teacher shortage and enhance their recruitment, mobility and retention.

Vision

- ☑ Robust pan-Canadian partnerships for French language and Francophone education.
- ☑ Effective and sustainable nation-wide data infrastructure for FSL and FML teacher recruitment and retention.
- ☑ Data-informed strategies for school systems and other stakeholders
- ☑ Report and recommendations to Patrimoine Canada Heritage.

Why this plan?

School system administrators, governments, professional associations and advocacy groups have recognized the need to address **French language and francophone teacher shortages and the challenges of recruitment and retention in both Minority French Language settings and in French Second Language Programs.**

These shortages impact FSL and FLM programs in every provincial/territorial setting in Canada. Many stakeholders have already independently gathered evidence to examine the issue, but there remains a **lack of standardized data** to support coherent and cost-effective teacher recruitment and retention strategies at the local level.

Our timeline

January 4 – July 31st 2021
Grow our partnership; raise awareness; perform environmental scan; design database

August 1st - December 31 2021
Pilot database strategy; data collection and data analysis

January 4- March 31st 2022
Share findings with stakeholders; report and recommendations

Here's why you should participate…

School systems

- aid in teacher recruitment, immigration, certification and mobility
- provide opportunity for benchmarking and comparative analysis of data
- support access to federal funding and programming
- develop a pool of qualified teachers who understand the needs of Francophone and Second Language learners

Governments

reliable data to inform targeted programming and resource allocation

Universities

reliable data for planning teacher education programs and continuing professional development

Teachers

improved career preparation, mobility and professional experiences

Families & advocates

improved collaboration and advocacy for Francophone and French language programming

Everyone

- standardized data for human resource planning
- improved resource sharing and knowledge exchange across Canada and internationally
- stronger voice for French language programming across Canada
- open dialogue among ministries, professional associations, and local school systems to address challenges and safeguard existing programs