

FOUNDATIONAL COMPONENTS

Collectively, there is a sense of urgency to the development of a provincial recruitment and retention strategy, given the severity of the French language teacher shortage.

The foundational components included in this strategy are borne out of research and dialogue. These components, which include guiding principles and critical elements, are the foundation upon which the strategy and implementation plan were developed and will direct the actions undertaken as this work moves forward.

GUIDING PRINCIPLES

To respond to the shortage of French-language teachers, the following guiding principles are foundational to the successful implementation of this strategy. They articulate a commitment to

- collective development, intentional alignment, and collaborative implementation of actions
- focus on equitable access to quality FL1 and FL2 programs and resources for all school divisions across Manitoba
- use of data and research to identify evidence-based strategies and approaches to increase the number of qualified, competent, and confident teachers more likely to remain both in the profession and in Manitoba
- build on Manitoba's own capacity to produce competent and confident French language teachers and enhance the recruitment of qualified teachers from abroad
- ensure actions of the strategy address the unique aspects of the Français and French Immersion programs, as well as the French (English Program) teacher shortages

CRITICAL ELEMENTS

The following critical elements are essential components of *Manitoba's Recruitment and Retention Strategy for French Language Teachers*:

Training and Professional Learning: To ensure a supply of teachers who will remain teaching in Manitoba, it is key to ensure a strong supply of teacher candidates and sufficient training capacity in Manitoba universities, including increased access to professional learning for current certified teachers.

Recruitment: To build a robust supply of teacher candidates, the promotion of French-language teaching careers needs to be strong and recruitment practices need to be concerted and updated to welcome and expand the potential pool of candidates through equitable hiring practices.

Retention: To ensure that teachers remain in the profession teaching French, retention strategies and appropriate supports need to be in place throughout their entire career cycle: beginning, mid, and near exit.

Data Collection and Analysis: To effectively and efficiently target all initiatives, a clear data collection and analysis plan needs to be in place to monitor and evaluate the effectiveness of actions and to ensure system accountability and responsiveness to emerging needs.

Loyalty Development: To reduce staff turnover, it is important to implement positive practices to foster a work environment that promotes personal development and job satisfaction, which motivates employees to stay in their current organization. (Office québécois de la langue française, 2006)