

IMPLEMENTATION PLAN

The following implementation plan is the result of a collective commitment and ongoing collaborative engagement of key sector education partners of the French language system in Manitoba. The focus areas, the related objectives, as well as the identified actions provide a path forward to respond to the increasing demand for French teachers of FL1 and FL2 programs.

The Bureau de l'éducation française (BEF) of Manitoba Education and Early Childhood Learning will provide system-level leadership to support the implementation of the strategy, in partnership with French education stakeholders over the next three years. As a living document, the implementation plan will be updated as needed. As priorities shift and change, new actions may also be added.

There are many actions, and not all will begin immediately. Over the next three years, we will focus on implementing these actions across two time periods:

- **Underway:** to be initiated in the 2023–2024 fiscal year
- **Upcoming:** to be initiated in the 2024–2025 fiscal year

FOCUS AREA 1

Encourage more people, especially high school students, to choose a career in teaching French (FL1 and FL2).

Objective 1.1: Increase the number of initiatives designed to stimulate the interest of high school students in a career teaching in French (FL1 and FL2).

Action	Area(s) of Intervention	Role/Responsibilities			Progress
		Manitoba	School Divisions	External Partners	
A provincial campaign to stimulate FL1 and FL2 students' interest in a career teaching in French	Recruitment	✓	✓	✓	Underway
A school-initiated course (SIC) for high school credit or an introduction to education course for dual credit	Recruitment	✓	✓	✓	Upcoming

Objective 1.2: Increase the number of initiatives designed to stimulate newcomers' interest in careers teaching in French (FL1 and FL2).

Action	Area(s) of Intervention	Role/Responsibilities			Progress
		Manitoba	School Divisions	External Partners	
Career exploration and training programs in relation to the field of education	Recruitment	✓		✓	Underway
Increase opportunities to promote the career of teaching in French to newcomers	Recruitment	✓		✓	Upcoming

Objective 1.3: Promote the career of teaching in French (FL1 and FL2) in Manitoba.

Action	Area(s) of Intervention	Role/Responsibilities			Progress
		Manitoba	School Divisions	External Partners	
A financial incentive program (bursaries, tuition reduction, grants, etc.) for diverse groups including urban, rural, and northern high school students as well as newcomers	Recruitment	✓	✓	✓	Underway
Provincial campaign to promote and valorize the career of teaching in French (social media, success stories, testimonials, key messages, etc.)	Recruitment Retention	✓	✓	✓	Underway
Exploration of possible expansion of list of recognized teachable subjects (e.g., nursing, social work, etc.)	Recruitment	✓		✓	Upcoming

FOCUS AREA 2

Add to the current university training offered in education for teaching in French (FL1 and FL2).

Objective 2.1: Add to the methods of delivering university training in education to meet the varied needs of diverse groups of students.

Action	Area(s) of Intervention	Role/Responsibilities			Progress
		Manitoba	School Divisions	External Partners	
A market study leading to an implementation plan on the current and future needs of diverse student groups and on alternative teaching methods (e.g., part-time, hybrid, remote, satellite, etc.)	Recruitment	✓		✓	Underway
Diversify delivery/training models to allow more students to access learning (cohorts, clusters)	Recruitment	✓	✓	✓	Upcoming
Individualized programming that will target specific gaps in training towards certification	Recruitment	✓		✓	Upcoming
An educational assistant program leading to certification	Recruitment		✓	✓	Underway

Objective 2.2: Increase the number of Faculty of Education students in Manitoba every year.

Action	Area(s) of Intervention	Role/Responsibilities			Progress
		Manitoba	School Divisions	External Partners	
Strategies within existing Université de Saint-Boniface programs to promote the Bachelor of Education program	Recruitment			✓	Underway
A provincial strategy to augment supply and increase participation in diverse practicum placements throughout Manitoba, especially in rural and northern areas	Recruitment	✓	✓	✓	Underway
Exploration of conditions for a successful partnership with other Manitoba universities to increase the number of places in education	Recruitment	✓		✓	Upcoming

FOCUS AREA 3

Create equitable recruitment, hiring, and certification practices responsive to the realities of varied candidates, including those arriving through immigration.

Objective 3.1: Update the recruitment, hiring, and certification processes for all candidates, including those arriving through immigration.

Action	Area(s) of Intervention	Role/Responsibilities			Progress
		Manitoba	School Divisions	External Partners	
Review of certification process for all teachers including internationally educated teachers	Recruitment	✓	✓	✓	Underway
Hiring of additional staff to assist in the coordination of varied recruitment, retention, and loyalty-development projects	Recruitment	✓			Underway
Provide clear roadmaps and processes towards certification for internationally educated teachers	Recruitment	✓		✓	Upcoming
Training for school divisions and internationally educated teachers in relation to recruitment, hiring, and certification processes	Recruitment	✓	✓	✓	Upcoming

Objective 3.2: Increase opportunities to recruit new teachers.

Action	Area(s) of Intervention	Role/Responsibilities			Progress
		Manitoba	School Divisions	External Partners	
Increase opportunities to promote career opportunities in teaching in French in Manitoba, especially in rural and northern areas	Recruitment	✓		✓	Upcoming
Targeted recruitment activities based on the specific profiles of individuals likely to change professions, provinces, or programs	Recruitment	✓		✓	Upcoming
Bridging programs towards certification	Recruitment	✓		✓	Upcoming

FOCUS AREA 4

Establish orientation and support programs for all teachers, including those at the beginning of their career and for teachers at various career stages.

Objective 4.1: Increase the number and quality of initiatives that target the successful integration of new teachers (FL1 and FL2).

Action	Area(s) of Intervention	Role/Responsibilities			Progress
		Manitoba	School Divisions	External Partners	
Providing access to an array of formalized mentorship, coaching, and job shadowing programs	Retention	✓	✓	✓	Underway
Training for school administrators on supporting new teachers	Retention	✓	✓	✓	Underway
An orientation kit specifically designed for FL1 and FL2 teachers	Retention	✓	✓		Upcoming

Objective 4.2: Increase the number of new teachers (FL1 and FL2) who feel supported in the first years of their career and who benefit from continued support.

Action	Area(s) of Intervention	Role/Responsibilities			Progress
		Manitoba	School Divisions	External Partners	
Publication of successful mentorship and retention practices already used in schools and school divisions	Retention	✓	✓	✓	Underway
Providing a positive employee experience for all teachers	Retention Loyalty development	✓	✓	✓	Upcoming
A provincial networking event for new FL1 and FL2 teachers every two years	Retention	✓	✓		Upcoming
Increase opportunities to recognize the excellent work occurring in the field of education across the province	Retention Loyalty development	✓	✓	✓	Upcoming

Objective 4.3: Increase the number of internationally educated teachers benefiting from support measures adapted to their needs.

Action	Area(s) of Intervention	Role/Responsibilities			Progress
		Manitoba	School Divisions	External Partners	
Providing access to formal socio-professional integration programs for internationally educated teachers	Retention Loyalty development	✓	✓	✓	Underway
Training for school administrators on supporting internationally educated teachers	Retention	✓	✓	✓	Underway