

## INTRODUCTION

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### One Goal: Respond to the Increasing Demand for FL1 and FL2 Teachers in Manitoba

French language programs in Manitoba continue to experience unprecedented growth. Over the past decade, student enrolment in the Français (FL1) program and the French Immersion (FL2) program have increased 15 per cent and 23 per cent, respectively.

This increase in student enrolment, combined with high teacher attrition rates, has led to a shortage of qualified French language teachers in Manitoba and throughout Canada. There is urgency to act in response to this longstanding issue, as it continues to have an impact on the full implementation of French language programs in schools and, in some cases, threatens the capacity to offer these programs at all.

Throughout the extensive engagements of the Manitoba Commission on Kindergarten to Grade 12 Education (2020), the call to strengthen the delivery of French language education was heard. The Commission made a number of recommendations to advance this work, including the recommendation to develop a comprehensive and coordinated strategy to address the shortage of French language teachers.

In response to these recommendations, *Manitoba's K to 12 Education Action Plan* committed to creating a workforce planning framework focused on the recruitment/retention of school staff in a number of areas, including among French language teachers.

Through the creation of this comprehensive provincial strategy, Manitoba Education and Early Childhood Learning commits to continued collaborative work with l'Université de Saint-Boniface, the Division scolaire franco-manitobaine, school divisions offering French Immersion programming, and other education sector partners to collectively respond to the challenges of recruiting and retaining teachers for the Français and French Immersion programs in Manitoba. The Bureau de l'éducation française will provide the system-level leadership to coordinate and oversee its implementation.

This strategy leverages the best practices shared by French language partners in the recruitment and retention of French language teachers, and articulates opportunities for inter-sectoral collaborative engagements to strengthen and align our collective efforts.

Critical to the development of this strategy was the commitment to engage with key sector partners and leaders of the French education system in Manitoba. Feedback shared throughout the engagements has affirmed that there are many shared priorities across the system, and this strategy builds upon these to move forward, to action, together.

## TYPES OF ENGAGEMENT



**One-on-one virtual meetings** with key French language education sector partners to articulate the current state.

**Focus Questions:**

*What is going well in relation to the recruitment and retention of teachers?*

*What are challenges in relation to the recruitment and retention of teachers?*



**An online survey** for key French language education sector leaders to gather

- feedback on identified areas of focus and objectives
- successful recruitment and retention actions already under way in respective organizations
- suggestions for new recruitment and retention actions and required supports



**In-person working group sessions** composed of representatives from school divisions, associations, organizations, community groups, as well as year 1 students from the Faculty of Education at l'Université de Saint-Boniface.

**Focus:** *to provide feedback on a draft strategy and identify recruitment and retention actions that would be the most feasible and have the highest impact*



**Virtual group think tank** with participants from school divisions, associations, organizations, and community groups.

**Focus:** *to continue to collaborate on paths of action to inform the development of an implementation plan based on the insights and experience of each stakeholder group/organization*