

1

FOCUS AREA

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

OBJECTIVES

- 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). ○◇
- 1.2** Increase the number of initiatives designed to stimulate newcomers' interest in careers teaching in French (FL1 and FL2). ○
- 1.3** Promote the career of teaching in French (FL1 and FL2) in Manitoba. ○◇

ACTIONS

- A provincial campaign to stimulate FL1 and FL2 students' interest in a career teaching in French.
- A school-initiated course (SIC) for high school credit or an introduction to education course for dual credit.
- Career exploration and training programs for newcomers in relation to the field of education.
- Increase opportunities to promote the career of teaching in French to newcomers.
- A financial incentive program for diverse groups including urban, rural, and northern high school students as well as newcomers.
- Provincial campaign to promote and valorize the career of teaching in French.
- Exploration of possible expansion of list of recognized teachable subjects.

4

FOCUS AREA

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

OBJECTIVES

- 4.1** Increase the number and quality of initiatives that target the successful integration of new teachers (FL1 and FL2). □◇
- 4.2** Increase the number of teachers (FL1 and FL2) who feel supported in the first years of their career and who benefit from continued support. ◇
- 4.3** Increase the number of internationally educated teachers benefiting from support measures adapted to their needs. □◇

ACTIONS

- Providing access to an array of formalized mentorship, coaching, and job shadowing programs.
- Training for school administrators on supporting new teachers.
- An orientation kit specifically designed for FL1 and FL2 teachers.
- Publication of successful mentorship and retention practices already used in schools and school divisions.
- Providing a positive employee experience for all teachers.
- A provincial networking event for new FL1 and FL2 teachers every two years.
- Increase opportunities to recognize the excellent work occurring in the field of education across the province.
- Providing access to formal socio-professional integration programs for internationally educated teachers.
- Training for school administrators on supporting internationally educated teachers.

Recruitment, retention, and loyalty-development strategy



2023-2026

2

FOCUS AREA

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

OBJECTIVES

- 2.1** Add to the methods of delivering university training in education to meet the varied needs of diverse groups of students. ○
- 2.2** Increase the number of Faculty of Education students in Manitoba every year. ○

ACTIONS

- A market study leading to an implementation plan on the current and future needs of diverse student groups and on alternative teaching methods.
- Diversify delivery/training models to allow more students to access learning.
- Individualized programming that will target specific gaps in training towards certification.
- An educational assistant program leading to certification.
- Strategies within existing Université de Saint-Boniface programs to promote the Bachelor of Education program.
- A provincial strategy to augment supply and increase participation in diverse practicum placements throughout Manitoba, especially in rural and northern areas.
- Exploration of conditions for a successful partnership with other Manitoba universities to increase the number of places in education.

3

FOCUS AREA

Adapt recruitment, hiring, and certification practices to the multiple realities of varied candidates, including those arriving through immigration.

OBJECTIVES

- 3.1** Update the recruitment, hiring, and certification processes for all candidates, including those arriving through immigration. ○◇
- 3.2** Increase opportunities to recruit new teachers. ○

ACTIONS

- Review of certification process for all teachers including internationally educated teachers.
- Hiring of additional staff to assist in the coordination of varied recruitment, retention, and loyalty-development projects.
- Provide clear roadmaps and processes towards certification for internationally educated teachers.
- Training for school divisions and internationally educated teachers in relation to recruitment, hiring, and certification processes.
- Increase opportunities to promote career opportunities in teaching in French in Manitoba, especially in rural and northern areas.
- Targeted recruitment activities based on the specific profiles of individuals likely to change professions, provinces, or programs.
- Bridging programs towards certification.