

INTERVIEW QUESTIONS

French (English Program)



VISION OF FRENCH (ENGLISH PROGRAM)

French courses aim to provide all students in Manitoba with quality French instruction that enables them to communicate in the French language and to appreciate Francophone cultures.

GOAL OF THE TOOL

The goal of this tool is to provide leaders with support for interviewing teachers who will be teaching French in the English Program.

PURPOSE OF THE TOOL

This tool provides interview questions to help determine the extent to which the candidate possesses the required competencies to successfully deliver French courses.

BENEFITS OF THE TOOL

The interview questions allow school leaders to assess the following:

- **Language Proficiency:** The questions help to assess the candidate's fluency, vocabulary range, pronunciation, and ability to communicate effectively in French, and may include both spoken and written French.
- **Teaching Methodology:** The questions help to assess the candidate's understanding of the curriculum and a [balanced approach](#) to language learning.
- **Cultural Competence:** The questions help to assess the candidate's awareness of Francophone cultures and how to integrate elements of culture into lessons to enrich the learning experience of students.
- **Assessment and Evaluation:** The questions help to assess the candidate's approach to assessment and evaluation of the three skill areas: oral communication, reading, and writing.
- **Professional Development:** The questions help to assess the candidate's commitment to ongoing professional development related to teaching practices, as well as to the continued development of language skills as required.
- **Value of Learning French:** The questions help to assess the candidate's understanding of the value of learning French and how to communicate this to students and to the school community.



USES OF THE TOOL

This tool is divided into the following three sections:

Section 1 – Language Competencies

- This section is intended for all candidates. It is designed to assess the candidates' oral language competencies, which include message, fluency, and accuracy. The questions need to be asked in French; therefore, it is important to ensure that a French-speaking person be present during the interview.

Section 2 – Knowledge of a Balanced Approach to Language Learning, Integration of Culture, and the Value of Learning French

- This section is intended for classroom teachers (K – 8) who will be teaching French and is meant to accompany the school division interview process. It is designed to assess the candidate's knowledge of the effective teaching of French. Questions can be asked in French or in English.

Section 3 – French Specialist Full Interview

- This section is intended for French specialists at all grade levels. It is designed to assess competencies required for a specialist and provides questions for a complete interview. Questions can be asked in French or in English.

AFTER THE INTERVIEW

School leaders should encourage selected candidates to contact the [Bureau de l'éducation française](#) for professional learning opportunities and to register at the [Direction des ressources éducatives française](#) for access to French language learning resources.

CONNECTION TO OTHER TOOLS



School leaders may encourage the newly hired teacher to use the *Teacher Guide for Self-Reflection* to consider best teaching practices and to help develop a professional growth plan.



School leaders may consider using the *Classroom Observation and Discussion* to support the effective teaching of French and to facilitate productive dialogue.



SECTION 1 – Language Competencies

This section is intended to assess the candidate's language competencies. Ensure that a French-speaking person is present in the interview process to ask questions in French and assess applicant's French language skills. Candidates could also be asked to provide a written answer.

Question en français	Question in English	What to Look for in Responses
Les niveaux M à 3 Parlez-nous de vous et de votre famille.	Kindergarten to Grade 3 Tell us about yourself and your family.	These questions are designed to assess the candidate's ability to communicate in French.
Les niveaux 4 à 6 Décrivez-nous une activité que vous aimez (loisir, sport ou autre).	Grades 4 to 6 Describe an activity that you enjoy (pastime, sport, or other).	The candidate should communicate in complete sentences with the following considerations:
Les niveaux 7 et 8 Parlez-nous d'un voyage que vous avez fait et un que vous allez faire prochainement.	Grades 7 and 8 Tell us about a trip that you enjoyed and about one you are going to do in the near future.	K to 3: simple sentences in the present tense with limited vocabulary
Les niveaux 9 à 12 Parlez-nous d'un endroit, d'un livre, d'un film, d'une activité ou autre, que vous recommanderiez. Justifiez votre réponse.	Grades 9 to 12 Tell us about a place, a book, a movie, an activity, or something else that you would recommend. Justify your response.	4 to 6: simple sentences in the present tense with adjectives and expanded vocabulary
		7 to 8: sentences in the past, present, and future with increasing detail
		9 to 12: complex sentences in all verb tenses with rich vocabulary and idiomatic expressions; can justify viewpoints
Tous les niveaux Veuillez partager votre expérience d'apprentissage du français. Souhaitez-vous continuer votre formation en langue française? Si oui, comment?	All Grades Provide an overview of your experience learning French. Are you interested in continuing to develop your French language skills? If yes, how?	These questions provide an understanding of the candidate's French language learning experiences, as well as their willingness to continue to develop language skills.



SECTION 2 – Knowledge of a Balanced Approach to Language Learning, Integration of Cultural, and the Value of Learning French

This section is intended to assess the teacher’s knowledge of effective teaching of French using a balanced approach, including an integration of culture. This section is also designed to assess the teacher’s understanding of the value of learning French and how to communicate this to students and the wider school community.

Question en français	Question in English	What to Look for in Responses
APPROCHE ÉQUILBRÉE Comment enseignez-vous la communication, la lecture, et l’écriture dans vos cours de français?	BALANCED APPROACH How do you teach oral communication, reading, and writing in your French courses?	A balanced approach to language learning involves oral communication (50%), reading (25%), and writing (25%), with an integration of culture: • Oral communication (listening and speaking) is emphasized with a focus on authentic interactions. • In Early and Middle Years, the teacher first provides a model that students then reuse and adapt to express their own personal variations. • For high school, students speak with independence and engage in sustained conversations. • Readings reflect oral communication while enriching vocabulary, linguistic structures and ideas. • Writing integrates the knowledge and skills acquired through oral communication and reading activities. • Elements of Francophone cultures are integrated.
CULTURE Comment intégrez-vous des éléments des cultures Francophones dans votre enseignement?	CULTURE How do you integrate elements of Francophone cultures into your teaching?	The candidate should demonstrate an understanding of culture as a broad set of distinctive features of a society. The teacher may • invite Francophone guests • plan field trips to Francophone destinations • participate in Francophone community events • incorporate various Francophone music • explore visual art • read stories and texts by Francophone authors • explore celebrations, traditions, food, and historical events • highlight idiomatic expressions and regional language differences • invite students to share about their own cultures
VALORISATION DE L’APPRENTISSAGE DU FRANÇAIS Quelle est la valeur d’apprendre le français et comment allez-vous promouvoir cette valeur auprès de vos élèves et de la communauté scolaire?	VALUE OF LEARNING FRENCH Why is learning French important and how will you promote the value of learning French with your students and the school community?	Learning French is important for reasons that include • enhanced cognitive development • opportunities to engage in the French community locally, nationally, and internationally • enhanced professional opportunities • awareness of and sensitivity to other cultures in our bilingual and multicultural society Ways to promote the value of learning French include • classroom discussions • making connections to Francophone communities • communication with parents • school displays • school presentations



SECTION 3 – French Specialist Full Interview

This section is intended for French specialists at all grade levels. It is designed to assess competencies required for a specialist and provides questions for a complete interview. It is important to include questions that can be asked in French or in English for assessing language competencies.

Questions	Notes
Contexte linguistique • Veuillez partager votre expérience d'apprentissage du français. • Depuis combien de temps parlez-vous français? • Comment intégrez-vous la culture francophone dans votre vie? Language Background • Provide an overview of your experience learning French. • How long have you been speaking French? • How do you incorporate Francophone culture into your life?	
Expériences en enseignement • Qu'est-ce qui vous a inspiré à devenir enseignant de français? • Qu'est-ce qui vous plaît le plus dans l'enseignement du français? • Depuis combien de temps enseignez-vous le français? • À quels niveaux avez-vous enseigné? Teaching Experience • What inspired you to become a French teacher? • What do you enjoy most about teaching French? • How long have you been teaching French? • What levels have you taught?	
Curriculum et méthodologie • Comment intégrez-vous la communication orale, la lecture et l'écriture dans vos leçons? Comment structurez-vous vos leçons? • Décrivez les stratégies pour développer les compétences en communication orale. Curriculum and Methodology • How do you integrate oral communication, reading, and writing into your lessons? How do you structure your lessons? • Describe strategies you use to develop oral communication skills.	



Questions	Notes
Compétences culturelles • Comment intégrez-vous les cultures francophones dans vos leçons? Donnez un exemple d'activité ou de projet culturel. • Comment incitez-vous vos élèves à apprécier la langue et les cultures francophones ainsi que d'autres cultures? Cultural Competency • How do you incorporate Francophone cultures into your lessons? Give an example of a cultural activity or project. • How do you inspire your students to appreciate the French language and culture, as well as other cultures?	
Évaluation • Comment offrez-vous des rétroactions formatives aux élèves afin de les aider à améliorer leurs compétences en français? • Comment évaluez-vous la communication orale, la lecture et l'écriture? Donnez des exemples. Evaluation • How do you provide formative feedback to students to help them improve their French language skills? • How do you evaluate oral communication, reading, and writing? Give examples.	
Différenciation et inclusion • Comment structurez-vous vos leçons pour vous adapter aux différents styles d'apprentissage et niveaux de compétence des élèves? • Comment vous assurez-vous que les élèves de milieux et de capacités divers se sentent inclus et valorisés dans votre salle de classe de français? Differentiation and Inclusion • How do you structure your lessons to accommodate different learning styles and proficiency levels among students? • How do you ensure that students of diverse backgrounds and abilities feel included and valued in your French classroom?	



Questions	Notes
Gestion de classe • Quelles stratégies de gestion de classe utilisez-vous et comment favorisez-vous un environnement d'apprentissage positif pour tous les élèves? • Quelles stratégies utilisez-vous pour encourager la participation active et l'engagement dans les activités en français? Classroom Management • What classroom management strategies do you use and how do you encourage a positive learning environment for all students? • What strategies do you use to encourage active participation and engagement in French language activities?	
Communication et collaboration • Comment communiquez-vous avec les parents/tuteurs concernant le progrès des élèves en français? • Comment collaborez-vous avec d'autres enseignants ou membres du personnel pour soutenir l'apprentissage des élèves? Communication and Collaboration • How do you communicate with parents/guardians regarding students' progress in French? • How do you collaborate with other teachers or staff members to support student learning?	
Apprentissage professionnel • Comment vous tenez-vous au courant des tendances actuelles et des meilleures pratiques en matière d'enseignement du français? • Avez-vous récemment assisté à des ateliers, des conférences ou des cours liés à l'enseignement de la langue française? Si oui, lesquels? Professional Learning • How do you stay updated with current trends and best practices in teaching French? • Have you attended any workshops, conferences, or courses related to French language teaching recently? If yes, which ones?	



Notes