



REPORT TO

STUDENT ACHIEVEMENT AND WELL BEING, CATHOLIC EDUCATION AND HUMAN RESOURCES COMMITTEE

UPDATE ON THE STATUS OF FRENCH TEACHER STAFFING

“Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ”

1 Corinthians 12:12

Created, Draft	First Tabling	Review
May 22, 2018	May 31, 2018	Click here to enter a date.

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INFORMATION REPORT

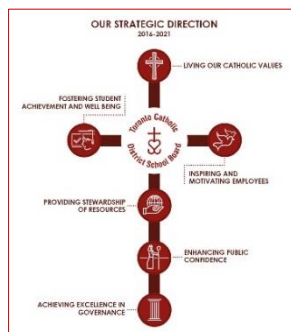
Vision:

At Toronto Catholic we transform the world through witness, faith, innovation and action.

Mission:

The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.

We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.



Rory McGuckin
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A. EXECUTIVE SUMMARY

This report responds to a Board motion, which requested an action plan to address the recruitment of teaching staff for French language teaching positions. It provides a summary of the current challenges associated with a rapidly growing local and provincial demand for French teachers. The report will also highlight concerns related to projected TCDSB demand for French teachers, which are compounded by recent and projected TCDSB French teacher retirement rates. Finally, it will endeavour to delineate other anticipated challenges as well as strategies to improve the TCDSB's ability to attract and retain qualified and dedicated French teachers.

The cumulative staff time required to prepare this report was 10 hours

B. PURPOSE

1. At the April 5th Student Achievement & Well Being Committee Meeting, Trustees approved the following motion:

That staff bring a report back to the May 31, 2018 Student Achievement & Well Being Meeting that presents an action plan to address the recruitment of teaching staff for French positions.

C. BACKGROUND

1. The TCDSB has always supported core French instruction in our schools, and has deliberately advocated for the enhanced value associated with the role that specialized French programs (Immersion and Extended French) play in our Board.
2. In the 2017-2018 school year, all of our secondary schools offered a French program with a total of FTE 85.17 French teachers allocated to the secondary panel. In this same year, FTE 289 core French teachers and FTE 145 Extended French and French Immersion teachers were allocated to the elementary panel.
3. In the 2017-18 academic year, the TCDSB had three secondary French Immersion school programs and seven secondary Extended French school

programs. In this same year, the TCDSB had 32 elementary French Specialty (Immersion and Extended) school programs.

D. EVIDENCE/RESEARCH/ANALYSIS

The information included below summarizes the elementary Extended French/French Immersion programs introduced in September 2017 and those scheduled to begin in September 2018.

ELEMENTARY FRENCH IMMERSION PROGRAMS INTRODUCED IN 2017/2018:

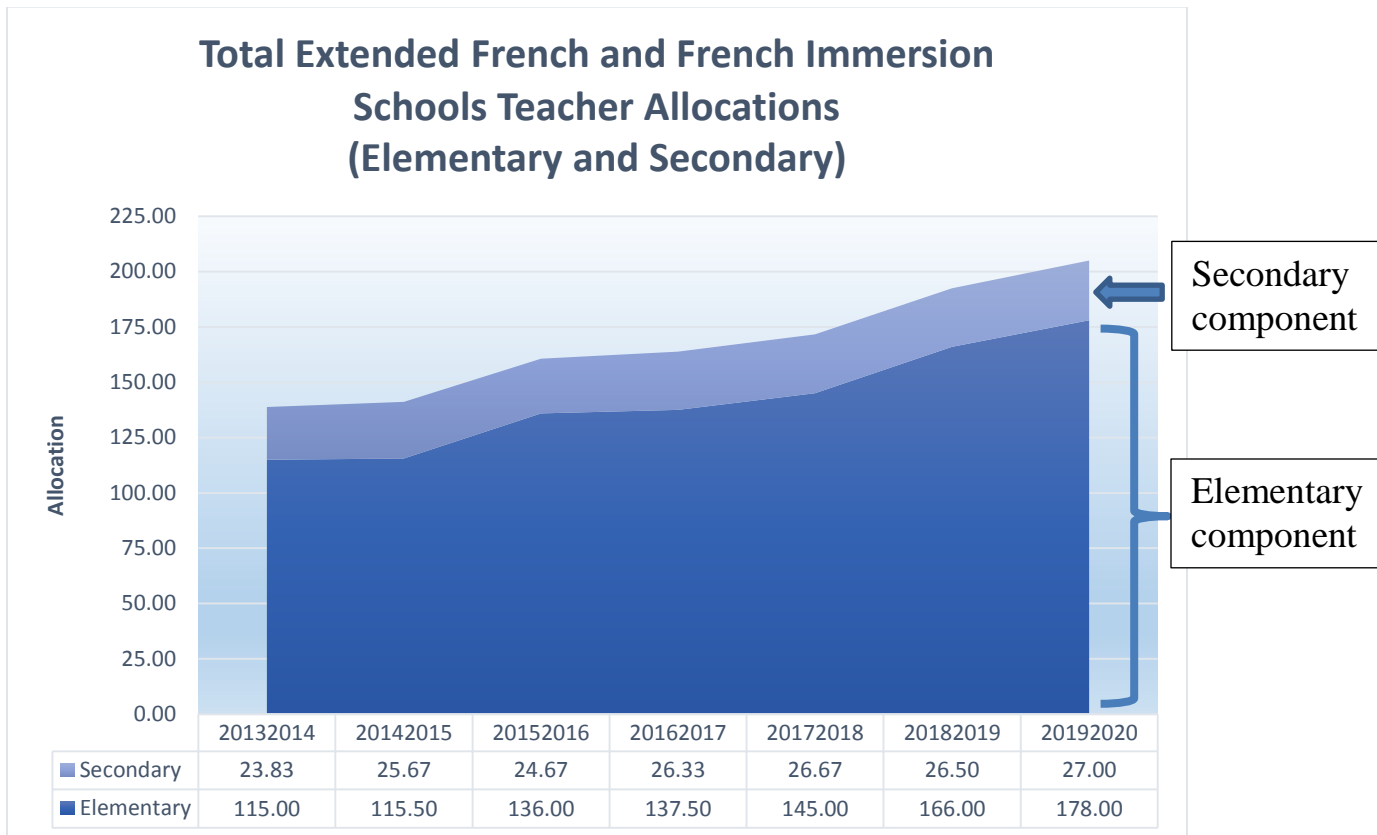
1. Cardinal Leger
2. St. Benedict
3. St. Eugene
4. St. Gerald
5. St. Jerome

NEW ELEMENTARY FRENCH IMMERSION PROGRAMS FOR 2018/2019:

1. St. Mary Catholic School
2. St. Alphonsus Catholic School
3. St. Brigid Catholic School
4. St. Louis Catholic School
5. Holy Name Catholic School

The above noted data reflects a **33% increase in the number of elementary French Immersion programs introduced by the TCDSB since September 2017.**

2. The graph on the following page summarizes the **current and projected Extended French / French Immersion program teacher need (elementary and secondary) extended out to the 2019 – 2020 academic year.**



The above table reveals a projected *increase of 30% in Extended French / French Immersion elementary French teachers required and a 10% increase in Extended French / French Immersion secondary French teachers required from 2015-2016 to 2019-2020.*

- The data highlighted below summarizes recent and projected French teacher retirement rates.

Retirement Year: 2014/2015 (as of June 30/2015)	FTE French Teachers
ELEMENTARY	30
SECONDARY	10
Retirement Year: 2015/2016(as of June 30/2016)	FTE
ELEMENTARY	9
SECONDARY	3

Retirement Year: 2016/2017 (as of June 30/2017)	FTE
ELEMENTARY	9
SECONDARY	4
TOTAL French Retirements 2014-2017	65

The above noted figures suggest a consistent attrition rate, which will further compound our demand for French teachers.

4. In response to the above noted decisions to introduce new programs and demand for new teachers, the TCDSB Human Resources recruitment team has used its staff to recruit and on-board new French qualified teachers. The information below summarizes both recruitment statistics for the last two years as well as data, which summarizes the TCDSB's ability to on-board French, qualified teachers over this same period.

**RECRUITMENT STATISTICS (OCCASIONAL TEACHER ROSTER) –
LAST SCHOOL YEAR AND CURRENT (UP TO MAY 4, 2018):**

	2016/2017		2017/2018	
	Actual Numbers	%	Actual Numbers	%
Total number of French interviews	109		84	
Total number that successfully passed the interview	68	62%	54	64%
Total number that were unsuccessful in passing the interview	40	37%	23	27%
Number of candidates that did not show up for the interview	1	1%	7	8%
Total number of French hires (those onboarded)	54	50%	29	35%
Total number of retained French Teachers (those currently on the OT Roster)	44	40%	29	35%

FRENCH TEACHERS HIRED INTO PERMANENT POSITIONS:

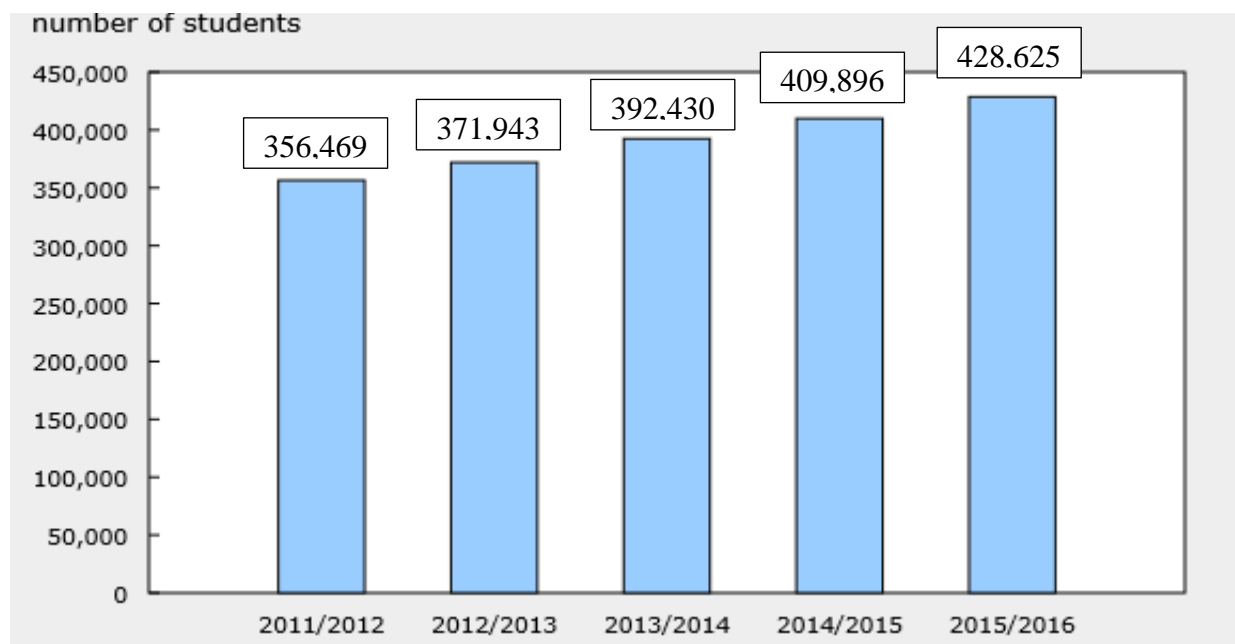
- 2016/2017 – total of FTE **36.90** French Teachers hired
- 2017/2018 – total of FTE **35.40** French Teachers hired

Note that the Board continues to deal with the challenge of attracting qualified French teachers to interview for positions at the Board (approximately 100 interviewed per year). It also highlights the low success rate for candidates who are interviewed by French speaking recruitment staff. Significant to note is the dramatic decrease in the TCDSB's on-boarding rates.

E. METRICS AND ACCOUNTABILITY

1. Canadian Stats show that enrolments in French immersion programs have increased over the years across Canada: <https://www.statcan.gc.ca/daily-quotidien/171103/cg-c001-eng.htm> (see graph below)

Enrolments in French Immersion programs, public elementary and secondary schools, Canada



2. Ontario experiences similar trends which compound the French demand dilemma (See statistics summarized below - The French Presence in Ontario)

<http://www.officiallanguages.gc.ca/en/statistics/infographics/french-presence-ontario>

Sources: Statistics Canada, 2016 Census of Population

- 979,269 children are learning French in publicly funded English-language school boards in Ontario (2015–2016)
 - 766,555 students are enrolled in core French (40.6% of eligible enrolment) (2015–2016)
 - 212,714 students are enrolled in French immersion (11.3% of eligible enrolment) (2015–2016)
 - Over 103,490 students are enrolled in French language schools (kindergarten to grade 12) in 12 school boards (2015–2016)
 - Number of French-language educational institutions: 351 elementary schools, 104 high schools
3. The TCDSB competes with other Ontario schools boards as well as other provinces for qualified French teachers. Of particular concern is the fact that provinces like British Columbia are offering financial incentives (i.e. paying for housing and moving expenses) to attract Ontario French qualified teachers.
 4. The Ontario Ministry of Education (November 2017) is pursuing a new collaborative approach to recruitment, supply, and retention of French teachers, which will involve the Ministry of Education, the Ministry of Advanced Education and Skills Development, as well as provincial agencies involved in Francophone immigration. Actions will include promotion and refinements to FSL teaching career paths and support for FSL teachers as well as broad outreach that will look not just to human resources within Canada but also internationally as well. It has also established a new French as a Second Language Teacher Supply Working Group. The working group is being created to foster greater collaboration within the system and to inform the next steps.
 5. As a strategic response to this situation, the TCDSB HR Recruitment Team has posted a job advertisement in 3 Francophone churches within the GTA

(Mississauga, North York, Oshawa), in the last month. We are working on connecting with 2 more Francophone churches within the GTA. An advertisement was approved for the Catholic Register newspaper – this will be released in the May 13th issue. We are also collaborating with the Toronto Star on getting an ad drafted and priced.

6. The Human Resources department is supporting the introduction of several French experiential learning programs for TCDSB French teachers designed to enhance French language proficiency, French instructional practice and a passion for French instruction among existing and aspiring French teachers. This will include a French Conversation Program offered to teachers in the summer of 2018 and two intensive experiential programs in Quebec in 2019. The TCDSB is also aggressively pursuing the option of having our French teachers deliver the French As A Second Language (FSL) Part 1 additional qualification within our board by the summer of 2019. The department is also exploring Canadian (Quebec and Nova Scotia) and international sources that may provide additional qualified French qualified applicants.
7. There exist regulatory restrictions to hiring, as the TCDSB continues to diligently adhere to regulatory requirements (Regulation 274) relating to rules associated with hiring French teachers to permanent positions. French teachers who are competing for permanent teaching positions must wait until the job posting cycles through the staged posting process (three rounds of posting) until they can apply for the position. This has limited our ability to aggressively hire qualified French teachers into permanent positions.
8. The Human Resources Department continues to intensively utilize HR staff to conduct maximum number of interviews in order to bolster the supply pool for all employee groups. Staff have included in preliminary 2018-2019 budget estimates a request to hire two new Talent Acquisition Specialists to enhance the department's ability to recruit and onboard various new employees.
9. The HR Department continues to liaise directly with University program coordinators to ensure that we are attracting and inviting new French qualified graduates to interviews at the CEC.
10. HR Department staff are completing all Ministry requirements that will allow us to hire, if necessary, uncertified French teachers for the 2018 – 2019 academic year.

F. CONCLUDING STATEMENT

This report is for the consideration of the Board.