



REPORT TO

REGULAR BOARD

POSSIBLE EXPANSION OF FRENCH IMMERSION TO GRADE ONE

*"Let the little children come to me; do not stop them; for it is to such as these that the kingdom of God belongs."
Mark 10:14 (NRSVCE)*

Created, Draft	First Tabling	Review
June 4, 2018	June 14, 2018	Click here to enter a date.

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RECOMMENDATION 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.



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Executive Superintendent
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Chief Financial Officer

A. EXECUTIVE SUMMARY

This report is in response to the delegation at the May 31, 2018 Student Achievement and Well-Being committee meeting of the board.

This report outlines the implications of offering French Immersion to grade 1 students at Holy Name for September 2018. The decision to increase the FI program allocation at Holy Name could set a precedent for other new FI programs.

The report recommends that there be no increase to the French Immersion programming at Holy Name for 2018-2019.

The cumulative staff time required to prepare this report was 8 hours

B. PURPOSE

1. At the May 31, 2018 Student Achievement and Well-Being committee meeting of the board, a delegate requested consideration for allowing grade 1 students in September 2018 at Holy Name to also participate in French Immersion. The Board of Trustees received the delegation and requested a report regarding Grade One French Immersion.

C. BACKGROUND

1. At the March 6, 2014 Student Achievement and Well-Being committee meeting of the board, with regard to item 10a) French Immersion Review, a motion was passed:
With approval of the plan that French Immersion schools, including those identified in the chart..., begin French Immersion in Junior Kindergarten during the 2015-2016 school year to be aligned with Full Day Learning.
2. Similar requests from other school communities have come forward in the year in which the school was to begin implementation of French Immersion in Kindergarten. Based on the Board approved motion from March 6, 2014 (above) these requests were not implemented.
3. In the 2017-2018 year, the TCDSB had difficulty filling many open elementary French teaching positions due to the issues of recruiting qualified French speaking teachers.

4. At the May 31, 2018 Student Achievement and Well-Being committee meeting the report 'Update on the Status of French Teacher Staffing' highlighted the following concerns:
- low success rates for the candidates interviewing for French teaching positions;
 - the challenges associated with recruiting and hiring new certified French teachers.

These two factors have contributed to the TCDSB having difficulty hiring French speaking teachers.

5. This request constitutes a change in the delivery model of French Immersion. Since staffing models for 2018-2019 are already established, a change such as this would normally occur after consultation with appropriate stakeholders.
6. Families, who may miss out with the implementation of a new FI program in Kindergarten for their older children, still have the option to enrol their child in an extended French program in grade 5.
7. Elementary French Teacher Positions (full time equivalent) in the TCDSB:

Position	2017-2018 (A)	2018-2019 (B)	Difference (B-A)
Core French	289	299	10
Extended French	37	37	0
French Immersion	108	125.5	17.5
French Specialty	35.7	39.2	3.5
Total	469.7	500.7	31

The difference in the number of required French teachers from 2017-2018 to 2018-2019 is attributed to the following reasons:

- Changes in the International Languages delivery model (+10)
- French Immersion new programs, and program expansions (adding a new grade to programs that have started in the last 8 years) (+17.5)

Based on the changes cited above there will be a need to hire 31 elementary French speaking teachers for 2018-2019 to cover existing classes for September. We will also have to hire an additional 20 French teachers to

cover existing open French positions in our elementary schools resulting in approximately 51.0 FTE open French positions.

8. As of this time, we are aware of 6 retirements and 2 resignations, of French speaking teachers in the elementary panel.

D. STAFF RECOMMENDATION

Staff recommend that French Immersion not be extended to grade one at Holy Name for the 2018-2019 school year.