



REPORT TO

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

UPDATE ON THE HR STRATEGY FOR THE RECRUITMENT OF FRENCH TEACHERS

“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
October 6, 2019	November 7, 2019	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:

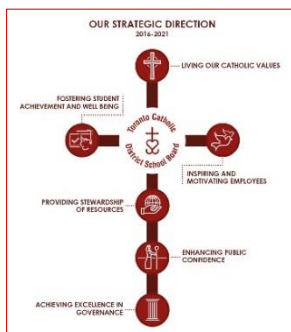
The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.

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

Rory McGuckin
 Director of Education

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 Associate Director of Facilities, Business and Community Development, and Chief Financial Officer



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 Human Resources recruitment strategies to respond to the increasing demand for qualified French teachers. The demand significantly outpaces the current and projected supply of qualified French teachers, both provincially and nationally. Consequently, TCDSB's recruitment strategy targets both qualified and uncertified French teachers.

The cumulative staff time required to prepare this report was 15 hours

B. PURPOSE

1. At the October 2, 2019, Student Achievement & Well Being Committee Meeting, Trustees approved the following motion:

The Superintendent of Human Resources prepares a report on the HR strategy for the recruitment of French teachers for the November SAWB meeting.

2. This report presents an action plan to address the recruitment of teaching staff for French language teaching positions.

C. BACKGROUND

1. At the May 22, 2018 SAWB meeting, the Executive Superintendent of HR presented a report entitled Update On The HR Strategy For The Recruitment of French Teachers. The report provided a summary of the current challenges associated with a rapidly growing local and provincial demand for French teachers. It also highlighted concerns related to projected TCDSB demand for French teachers, which is compounded by TCDSB French teacher retirement and leaves of absence.
2. On Monday, August 26, 2019, the Executive Superintendent of HR issued a Briefing Note to Trustees regarding anticipated staffing concerns including a summary of French teacher-related challenges. The note also highlighted recruitment efforts to address these issues.

D. EVIDENCE/RESEARCH/ANALYSIS

1. ELEMENTARY FRENCH IMMERSION PROGRAMS INTRODUCED IN THE 2018/2019 ACADEMIC YEAR:

St. Mary Catholic School	St. Louis Catholic School
St. Alphonsus Catholic School	Holy Name Catholic School
St. Brigid Catholic School	

NEW ELEMENTARY FRENCH IMMERSION (FI) PROGRAMS INTRODUCED FOR THE 2019/2020 ACADEMIC YEAR: 0

- The expansion of the French Immersion programs introduced in the 2018/2019 academic year will add to the demand for French teachers in the 2019/2020 and subsequent school years. The migration of French teachers out of French assignments into English teaching assignments, as permitted under the Collective Agreement, will also further complicate the French teacher recruitment challenge.
- Normal attrition due to retirements, as highlighted in Table A, will further add to the need for French teachers. In the 3 years highlighted in Table A, the data shows a 92% increase (13 to 24) in the retirement of French teachers from 2016/17 to 2018/19. The year over year increase in retirements was, on average approximately 35%. The need to replace French teachers as a result of long-term personal/medical leaves is also an additional complicating factor.

Table A	
Retirement Year: 2016/2017 (June 30/17)	FTE French Teachers
ELEMENTARY	9
SECONDARY	4
Retirement Year: 2017/2018 (June 30/18)	FTE
ELEMENTARY	7
SECONDARY	11
Retirement Year: 2018/2019 (June 30/19)	FTE
ELEMENTARY	17
SECONDARY	7

- The TCDSB continues to compete with other Public and Catholic Ontario school boards as well as other provinces for qualified French teachers. The

national scale of the recruitment challenge, as reported by the CBC and other media for both French and English language school boards, is reflected in 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.

5. The Ontario Ministry of Education (November 2017) is pursuing a new collaborative approach to recruit and retain 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. The Superintendent of HR continues to liaise with the appropriate Ministry contacts and continues to express a desire to participate in any pilot programs.
6. The TCDSB HR Department continues to invest in the following French teacher recruitment strategies and practices:
 - a) Capacity building within the Human Resources Department's Recruitment team by staffing a Talent Acquisition position with a bilingual (English/French) candidate, which, among other things, augments our ability to participate in bilingual career fairs.
 - b) The development of French interview and assessment tools.
 - c) Utilization of a retired bilingual French Resource teacher to assist the Recruitment team by serving on interview panels for French teacher positions.
 - d) Job advertisements posted on the TCDSB portal, external on-line job boards, Canadian university websites, Francophone churches within the GTA (Mississauga, North York, Oshawa), as well as in the Catholic Register newspaper.
 - e) Participation in local and provincial career fairs;
 - f) Relationship-building with local universities with teacher education programs (e.g. Glendon College – York Campus and Niagara University).
 - g) The utilization of retired administrators to serve on interview panels.

- h) Exploring the expansion of the French teacher candidate pool by offering and supplementing the cost of FSL Part 1 at the CEC for candidates who meet the required criteria.
- i) Explored international French teacher recruitment in 2018 with a delegation from the Strasburg Education Authority in France, which administers 1687 schools and 320,000 students. Researching other international recruitment options that could provide Catholic certified teachers.
- j) Utilization of retired French teachers as well as the Ministry’s guidelines to recruit uncertified French teachers (with an emphasis on native French speakers) to respond to the significant demand for French teachers (see Table B below).
- k) Capacity-building activities, including professional development sessions in areas such as assessment and classroom management, to support the recruitment and retention of both uncertified and certified French teachers. A retired French Resource teacher has been retained for this purpose.

Table B		
Academic Year	Number of Retired French Teachers Utilized	Number of Uncertified French Teachers utilized
2018 - 2019	11	23
2019 – 2020 *	7	20
*Note the sustained need for additional strategic support.		

- l) Continue to explore the feasibility of delivering French experiential learning and conversation programs for TCDSB French teachers in the summer to enhance French language proficiency and instructional practice. TCDSB has conducted one experiential summer program to date.

E. METRICS AND ACCOUNTABILITY

The information in Table C below summarizes French teacher recruitment statistics for the last two years. The number of interviews conducted by the Recruitment team increased by 44% year over year. The data also indicates that the TCDSB's ability to hire successful interview candidates increased from 54% in 2017/2018 to 83% in 2018/2019.

Table C

RECRUITMENT STATISTICS - OCCASIONAL TEACHER ROSTER 2017/2018 & 2018/2019 (UP TO AUGUST 31, 2019):

	2017/2018		2018/2019	
	Actual Numbers	%	Actual Numbers	%
Number of French candidates invited to an interview	84		126	
Number of candidates who did not show-up for the interview	7		15	
Number of French interviews conducted	77		111	
Total number of successful interview candidates	54	70%	72	65%
Total number of unsuccessful interview candidates	23	30%	39	35%
Number of French hires (those onboarded) relative to interviewed	29	38%	60	54%
Number of retained French Teachers (those currently on the OT Roster) relative to interviewed	29	38%	58	52%

F. CONCLUDING STATEMENT

This report is for the consideration of the Board