Use the following table to conduct a review of the use of Post-Secondary Partnerships:

|  |  |  |
| --- | --- | --- |
| **RECRUITMENT STRATEGY #2** | **POST-SECONDARY PARTNERSHIPS BOARD SELF-ASSESSMENT** |  |
| **Conduct job fairs at faculties of education** | Be visual! Consider a bilingual banner that expresses your need/appreciation of FSL teachers.  Have board information about FSL programs at the board available in French and English.  Include information about hiring practices and language proficiency assessments.  Celebrate what your board has to offer FSL teachers- professional development opportunities, regional attributes, support systems, etc.  If you have current openings, bring the job ad to the session.  Ensure that there is someone at the job fair representing your board that speaks French.  Do you have a mechanism to conduct French proficiency testing on-site during the fair or to flag promising candidates for follow-up? | |
| **ACTION(S)** | |
| **ESTIMATED TIME / TARGET DATE FOR COMPLETION** |  |
| **Virtual job fairs** | Ensure that you have French-speaking staff online.  Do you have a district promotional video that can be viewed?  Do you have a mechanism to conduct French proficiency testing on-site during the fair or to flag promising candidates for follow-up?  Are you promoting the job fair in multiple venues and media to ensure strong attendance? | |
| **ACTION(S)** | |
| **ESTIMATED TIME / TARGET DATE FOR COMPLETION** |  |

|  |  |  |
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| **RECRUITMENT STRATEGY #2** | **POST-SECONDARY PARTNERSHIPS BOARD SELF-ASSESSMENT** |  |
| **Build capacity of potential FSL candidates in your region through post-secondary partnerships offering FSL courses** | Advertise these opportunities through social media and other channels.  Support the candidates throughout the course. | |
| **ACTION(S)** | |
| **ESTIMATED TIME / TARGET DATE FOR COMPLETION** |  |
| **Support student placements in your board** | Strengthen relationships with universities offering FSL qualifications to increase teacher practicum / co-op placements.  Make early connections with faculty of education students currently in placements with your schools.  Connect student teachers with mentor FSL educators.  Develop a recruitment relationship with these student-teacher candidates.  Set up recruitment presentations, information nights, etc.  Ensure there is a method of centrally tracking student placements so that ongoing communication can occur with these students. | |
| **ACTION(S)** | |
| **ESTIMATED TIME / TARGET DATE FOR COMPLETION** |  |
| **Hire FSL teachers to a pool in anticipation of emerging job vacancies** | While attending job fairs, do you hire FSL teachers to a pool?  Yes  No | |
| **ACTION(S)** | |
| **ESTIMATED TIME / TARGET DATE FOR COMPLETION** |  |