Use the following table to conduct a review on Creating an FSL-Friendly Culture:

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| **RECRUITMENT STRATEGY #5** | **CREATING FSL-FRIENDLY CULTURE BOARD SELF-ASSESSMENT** |  |
| **Partnering with unions to address challenges on teacher recruitment by****enhancing the FSL culture within the school district.** | [ ]  Does your board work with teacher federations/ associations/unions to discuss how to enhance FSL culture to recruit and retain teachers? |
| **ACTION(S)** |
| **ESTIMATED TIME / TARGET DATE FOR COMPLETION** |  |
| **Addressing recruitment issues through system supports for French.** | [ ]  Do you have a French program consultant in your district?[ ]  Do your school administrators have training specific to understanding French second language instruction and supporting FSL teachers?[ ]  Do you have French-speaking administrators in the school?[ ]  Do you gather input from FSL teachers when considering new resources, technology, and licenses? |
| **ACTION(S)** |
| **ESTIMATED TIME / TARGET DATE FOR COMPLETION** |  |
| **Use of technology to support professional learning.** | [ ]  Do you use technology to support mentorship and networking opportunities for FSL teachers that do not have access to on-site FSL colleagues?[ ]  Do you use technology to provide professional development opportunities in French for FSL teachers? |
| **ACTION(S)** |
| **ESTIMATED TIME / TARGET DATE FOR COMPLETION** |  |

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| **RECRUITMENT STRATEGY #5** | **CREATING FSL-FRIENDLY CULTURE BOARD SELF-ASSESSMENT** |  |
| **Internal staff development to enhance skill proficiency in FSL** | [ ]  Do you offer financial or in-kind support to teachers who have a French language proficiency that could potentially be increased to a level sufficient for teaching FSL?[ ]  Do you conduct surveys and/or establish focus groups based on a professional learning framework of FSL teachers at the beginning of the year to identify professional learning needs and guide professional learning planning?[ ]  Do you organize networking opportunities to promote professional learning? [ ]  Do you offer learning institutes focusing on the CEFR to support FSL teachers?[ ]  Do you promote and enhance leadership opportunities for FSL teachers at school and system level?[ ]  Do you promote and encourage face-to-face networking opportunities, where possible, within and across schools for FSL teachers? |
| **ACTION(S)** |
| **ESTIMATED TIME / TARGET DATE FOR COMPLETION** |  |
| **Conduct awesome interviews** | [ ]  Does your interview process reflect the culture of your district?[ ]  Does your interview process put candidates at ease?[ ]  Are your interview questions established to reflect the job the candidate is being interviewed for? |
| **ACTION(S)** |
| **ESTIMATED TIME / TARGET DATE FOR COMPLETION** |  |

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| **RECRUITMENT STRATEGY #5** | **CREATING FSL-FRIENDLY CULTURE BOARD SELF-ASSESSMENT** |  |
| **Dedicated French interview team that looks for candidates, shortlists, and interviews on a regular basis.** | [ ]  Do you have a dedicated French interview team?[ ]  Do you have representatives on your interview team that have a sound understanding of the teaching of FSL?[ ]  Does the makeup of your interview team allow candidates to speak in the language of their choice for part or all of the interview process? |
| **ACTION(S)** |
| **ESTIMATED TIME / TARGET DATE FOR COMPLETION** |  |
| **Create a support system through dedicated FSL teacher mentorship****/ professional development** | [ ]  Do you have a new teacher induction program that supports the specific needs of new FSL teachers?[ ]  Do you provide support to understand the CEFR and its relation to instruction and assessment of second language acquisition?[ ]  Do you have an organized, professional learning network for novice FSL teachers and occasional teachers to establish mentorship/ networking relationships?[ ]  Do you access retired FSL teachers to mentor new FSL teachers?[ ]  Do French teachers receive instructional and language-based professional development? |
| **ACTION(S)** |
| **ESTIMATED TIME / TARGET DATE FOR COMPLETION** |  |

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| **RECRUITMENT STRATEGY #5** | **CREATING FSL-FRIENDLY CULTURE BOARD SELF-ASSESSMENT** |  |
| **Out-of-town candidates** | [ ]  Have you provided information about living in the area and /or info pertinent to the geographic areas of the school?[ ]  Have you created a promotional video that speaks to your district and the benefits of living in your region? |
| **ACTION(S)** |
| **ESTIMATED TIME / TARGET DATE FOR COMPLETION** |  |
| **International candidates****/ newcomers** | [ ]  Are you able to provide support for provincial accreditation?[ ]  Are you able to support candidates' relocation?[ ]  Do you have a strategy to help with acclimatizing candidates to Canadian practices? [ ]  Are you able to provide a mentor? |
| **ACTION(S)** |
| **ESTIMATED TIME / TARGET DATE FOR COMPLETION** |  |