



Project Lead - Supporting Principals to Address Challenges in Retention and Professional Support of French as a Second Language Teachers

Contract ends March 31, 2021

The Ontario Public School Boards' Association (OPSBA) has been approved to lead a project that addresses the issues of the FSL teacher shortage as part of the FSL teacher recruitment and retention strategy funded in part by the Department of Canadian Heritage and the Province of Ontario. This project is a 3-year initiative, which will be approved on a year-to-year basis depending on the successful completion of annual deliverables. This initiative, *Supporting Principals to Address Challenges in Retention and Professional Support of French as a Second Language Teachers*, recognizes the important role of school administrators in facilitating FSL teacher retention and professional support. The overall 3-year goal is to facilitate school administrator engagement to share innovative practices and ultimately build a compendium of strategies that positively affect FSL teacher retention. The successful candidate will be supported by OPC/CPCO association leads for the project and will report to the OPSBA Director of Program Policy/ Project Manager.

Specific responsibilities for Year 1 of this project include coordinating, monitoring and reporting on:

- expansion of the offering of the current on-line module developed by OPC/CPCO to support school administrators titled, *Leading a French Immersion School* to include all FSL programs (including core French) in both dual track and single track schools to promote teacher retention;
- integration of modules into existing Additional Qualifications courses/programs;
- school administrator participation levels in the module(s) and summary feedback;
- raising awareness of the resources that currently exist for school principals to support FSL teachers and programs;
- completion of two brief interim and one final comprehensive report due January 31, 2021 as outlined in the project workplan.

In addition the project lead will:

- guide and support the work of the project researcher to:
 - develop a research plan that includes a review of current relevant literature, and a methodology to gather effective leadership practices that support the retention of FSL teachers in Ontario and nationally;
 - complete a report of findings to be incorporated into the project's final report.



- be responsible to:
 - meet with the OPSBA project manager and the project researcher on a biweekly basis or as required to provide progress updates regarding workplan milestones/timelines, status of the research and reports to date;
 - regularly liaise with OPC/CPCO association leads and other related staff to help coordinate workplan activities.

Qualifications and Skills:

- Graduate level degree with a focus in educational research methods, and demonstrated report writing skills is an asset
- Minimum 8 to 10 years of recent leadership experience in public education (retired/retiring school and system leaders)
- Understanding of both English Catholic and English public education systems
- Experience with leading and supporting FSL teachers and FSL programs to optimize teacher retention
- Experience supervising staff and understanding project budgets is required
- Excellence in a range of professional abilities including but not limited to: organization, communication, facilitation, collaboration, digital tools/virtual platforms and interpersonal skills
- Ability to work as a team member in a dynamic, progressive, multi-faceted environment

SALARY: \$ 45,000.00 plus HST. Duties are to commence as soon as possible.

Applications in writing, including a cover letter and resumé, no later than 4:30 p.m. on June 17, 2020. Please submit documentation to Judith Nyman at jnyman@opsba.org. We appreciate the interest of all applicants, but will only be interviewing candidates whose skills, experience and qualifications best meet the requirements of the position.

The Ontario Public School Boards' Association is committed to equity in employment and to equitable hiring practices. We will make any reasonable accommodation, based on any of the human rights protected grounds, to support candidates to participate in the hiring process.