

A COLLABORATIVE PROJECT

# PUTTING DATA TO WORK

To determine the extent of Canada's  
francophone, FSL and French Immersion  
teacher shortage

Presentation for Members of the NTFSL  
April 2023

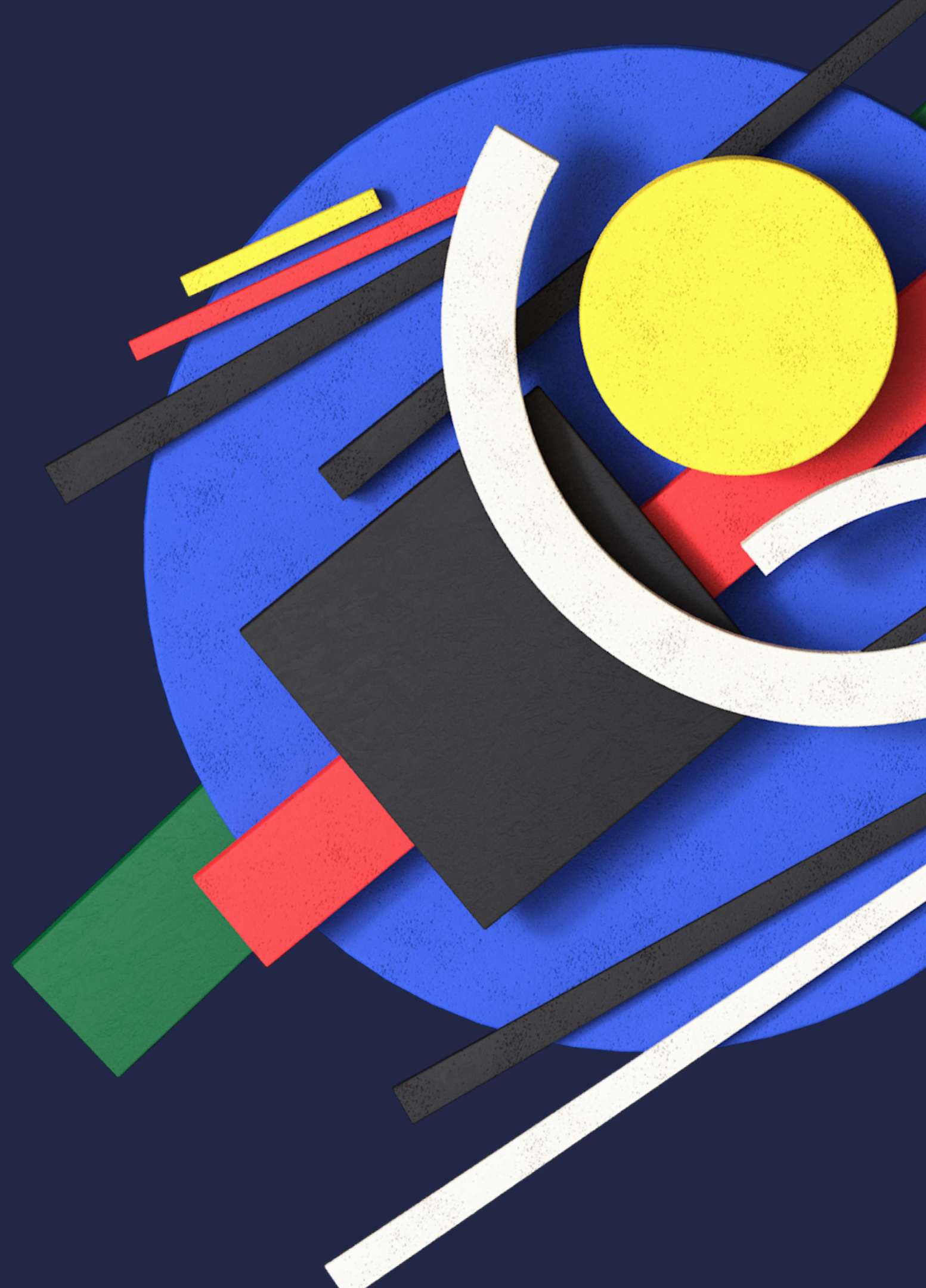
Putting Data to Work - Faisons parler les données



Funded by the  
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Canada

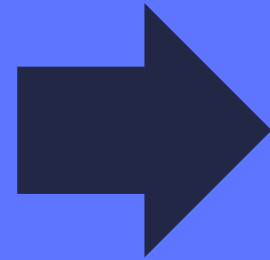




# What is this project about?

## *Canada's French Teacher Shortage*

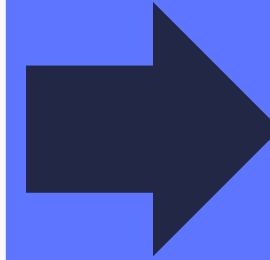
The lack of existing quantitative data re recruitment, mobility, and retention of French language teachers across Canada



Led by CSBA-ACCCS and FNCSF



In close collaboration with CASSA-ACGCS and RNDGE

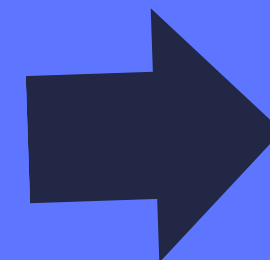


Financed by Canadian Heritage

Partnering in technology and AI development with CLÉ and SCIANCE.Inc



Mobilizing key partners in education (i.e. universities, ministries)



Targeting the development of a nationwide cloud-based, automated technology framework



# Value Added for Education in Canada



## Understand

Gain a better understanding of the variables affecting the FSL teacher shortage across Canada

## Inform

Inform HR decision-making in all matters of recruitment and retention of French teachers

## Access

Access accurate standardized data across Canada

## Influence

Influence decision-making in the allocation of government financing

## Develop

Develop a versatile technology framework that allows for further data collection in other areas of education

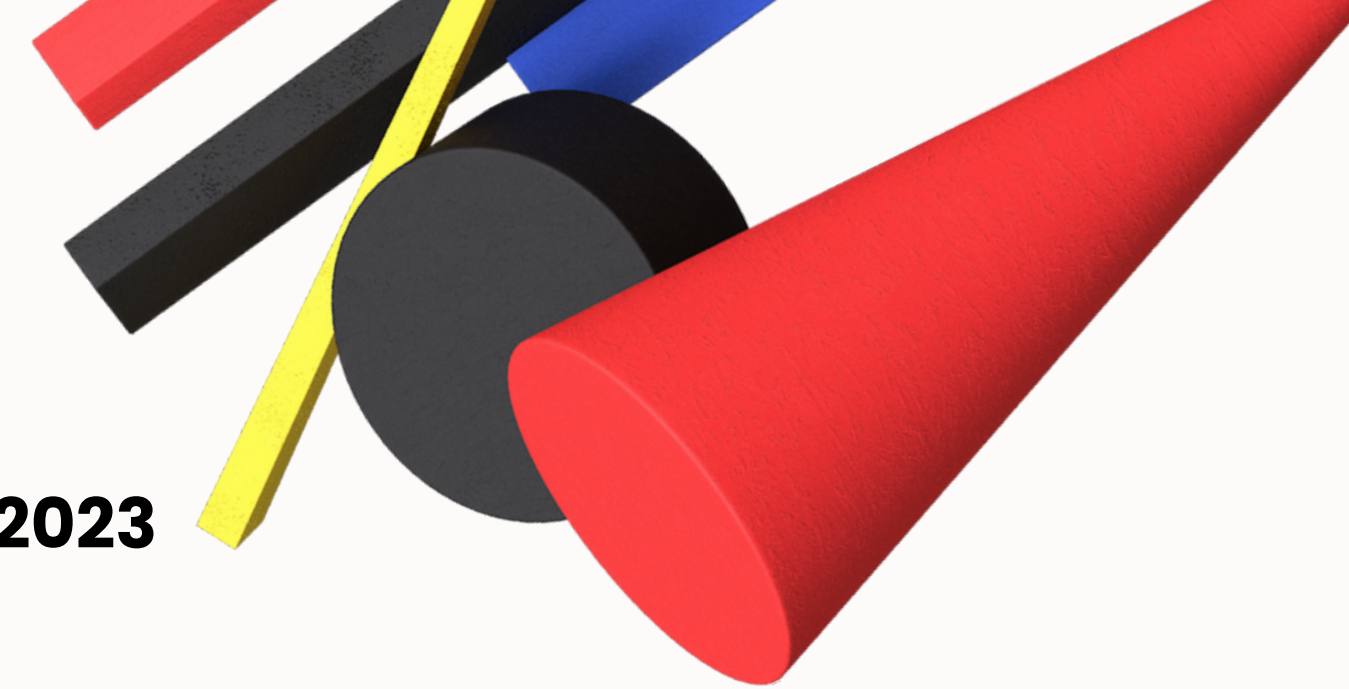
## Promote

Promote open dialogue between ministries, universities and school systems to collaborate in meeting challenges and preserving programs



# What have we done so far?

February 2021 – March 2023



Defined the problem



Promoted awareness



Took action

- Gathered research from across the country
- Brought our partners in education to the table

- Developed buy-in within national associations in education
- Presented to various stakeholder groups
- Developed ongoing relationships with partners
- Identified pertinent metrics with target groups in admin and HR

- Surveyed school systems for feedback on metrics
- Launched 5 pilots in francophone systems across the country
- Created the cloud-based infrastructure
- Designed a platform for small school systems to connect directly to the national database



# What now?

2023-2024

Promote

Promote the database in provinces, territories and local jurisdictions



Expand

Expand participation from 5 pilots to all 29 francophone systems



Design

Design and test local dashboards within 5 pilot anglophone systems

Identify

Identify provincial integrators for larger jurisdictions



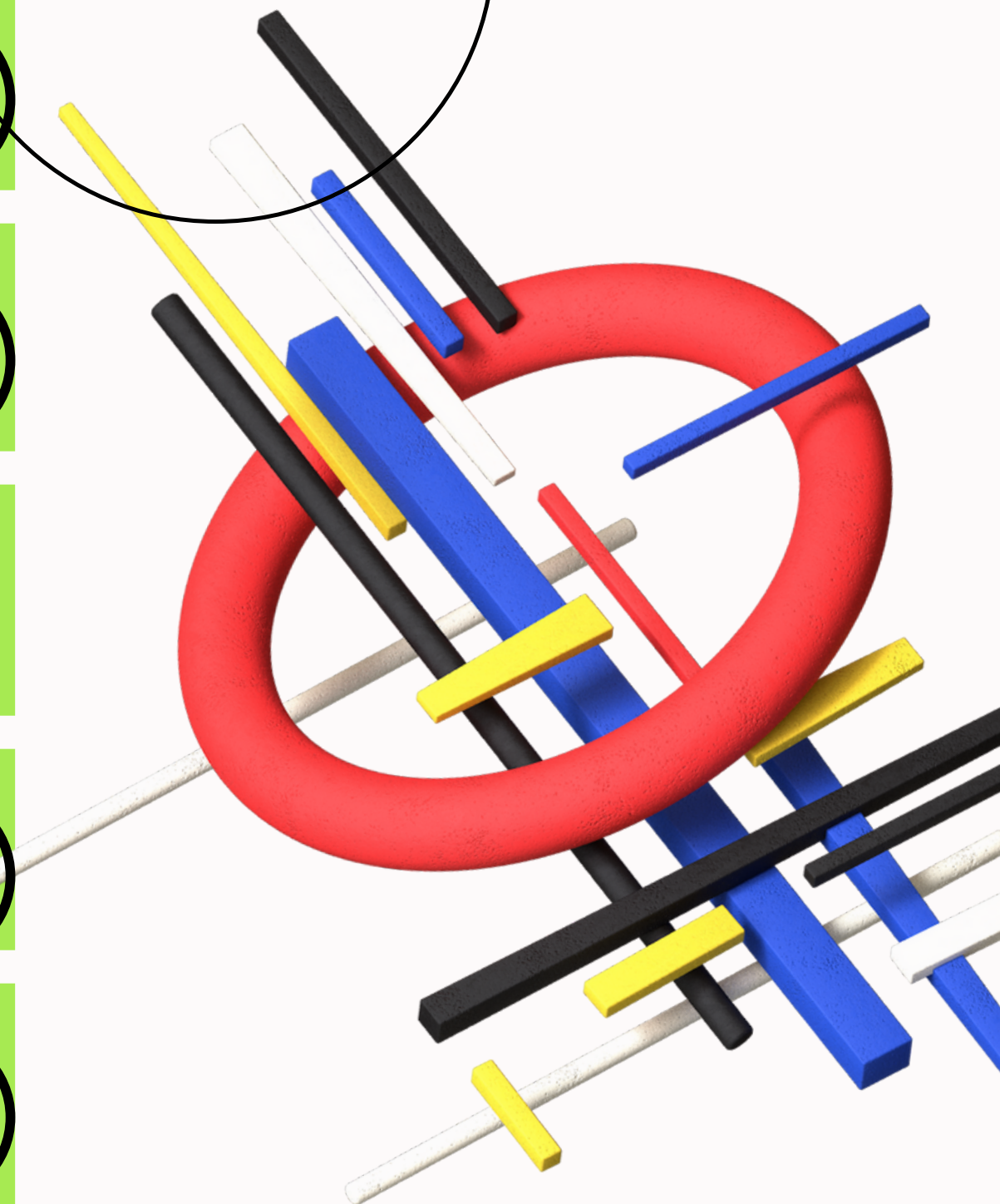
Create

Create a secure, cloud-based framework for integrating the data



Launch

Launch national data collection





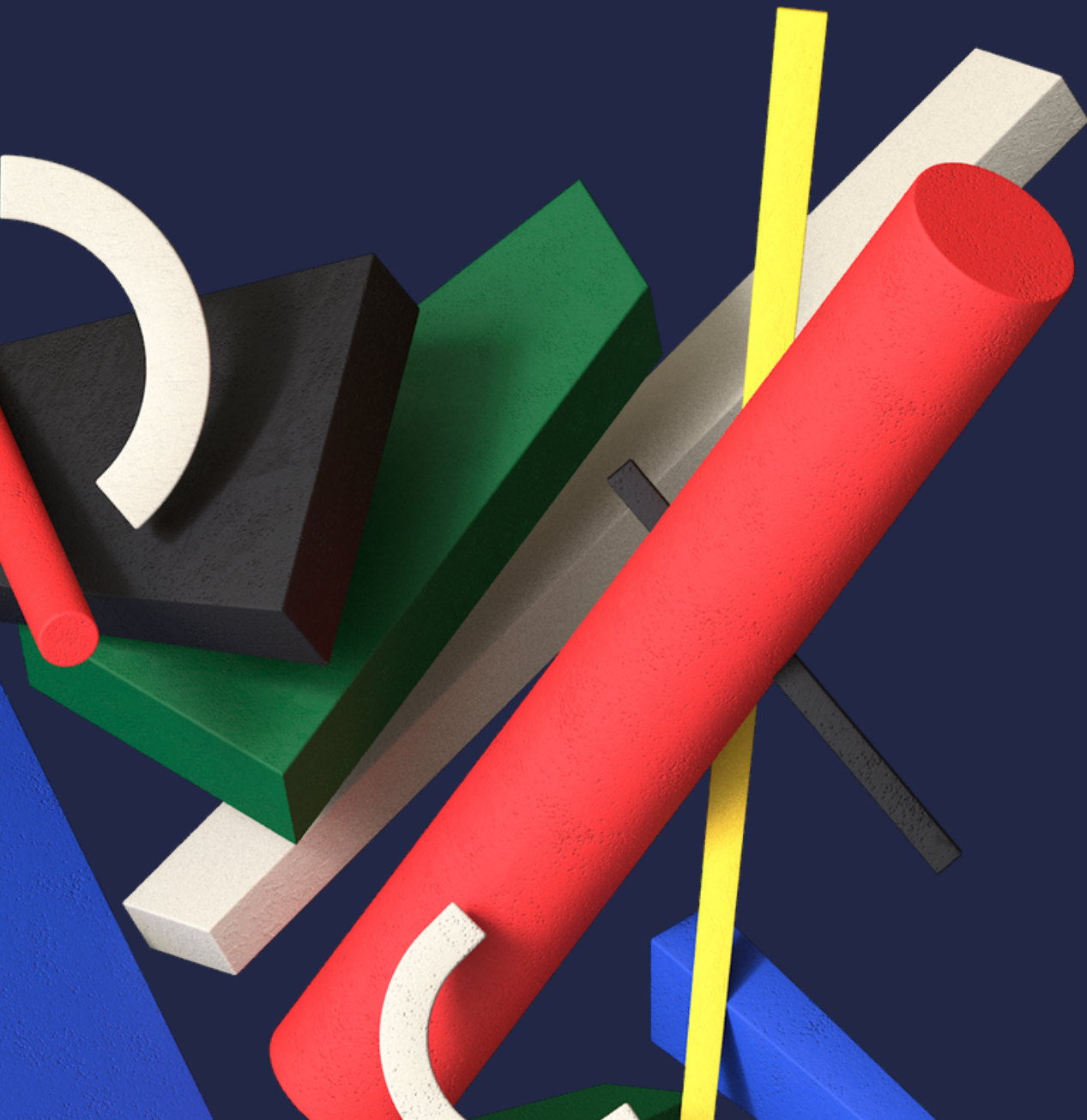
- Scope of the project
- Mobilization of key partners
- Reworking the entire process
- Avoiding duplication of efforts
- Pathways for communication
- Implications of health measures
- Workforce issues in Ontario
- Confidentiality agreements (NDA)
- Considerations for the cloud-based infrastructure
- Merging of two projects (CLÉ / CSBA)
- Cross-referencing of metrics
- Level of satisfaction for varied users





# The Metrics

Data pertinent to HR in a first year of collection, as validated by system administrators



## School System Profile (by year and by school)

- Number of students
- Immersion and non immersion schools
- Type of school
- School postal code

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## Available Positions (by posting)

- Type of position (full time or part time)
- Elementary or secondary FSL or FI
- Date of posting
- Filled or unfilled
- School postal code

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## Staffing Profile (by teacher & grade level)

- Certified or non-certified
- Hired in-province/terr. or out of province/terr.
- Full time or part time
- Years of service
- Retirements (actual and anticipated)
- Resignations
- School postal code



# THE PATHWAY TO FINDING ANSWERS TO CRITICAL QUESTIONS

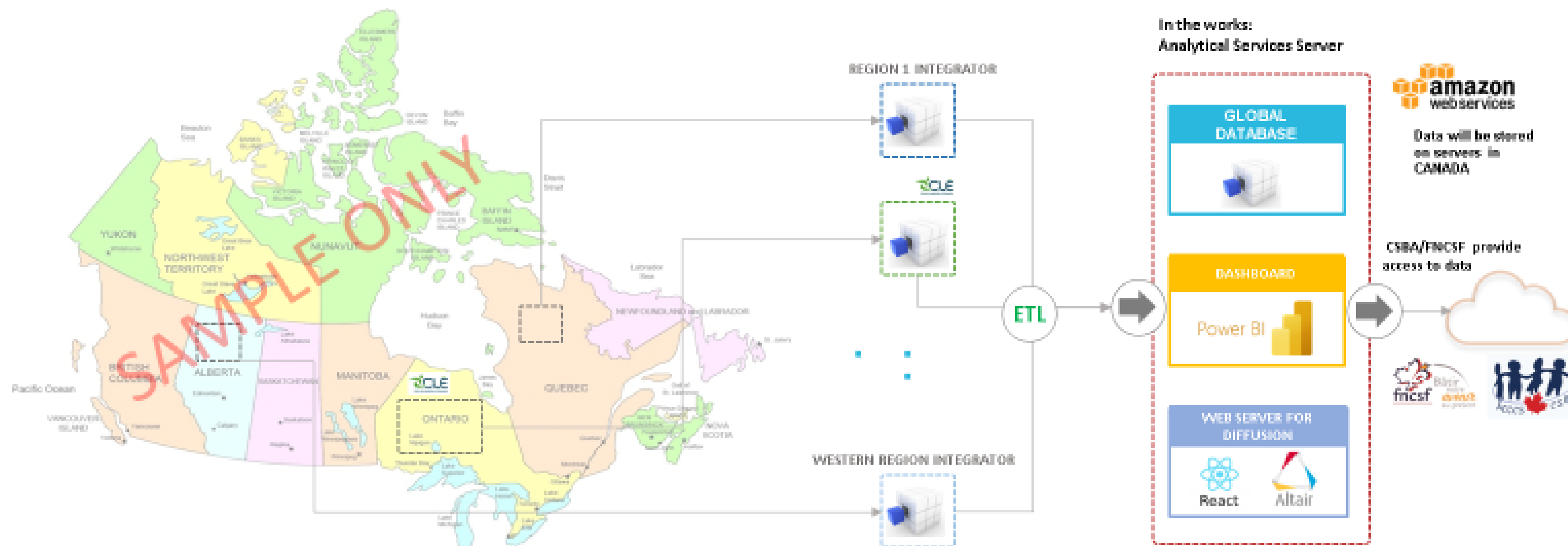
- What is the teacher retention rate in elementary as compared to secondary schools?
- What is the average number of years of service for resignations at the elementary level?
- What has been the resignation trend over the past five (5) years?
- Is the rate of retirement different in urban schools than in rural schools?
- Where does each school system stand in relation to the provincial/territorial/national picture?

**Cross-referencing multiple data provides rich information!**





# Anatomy of the Infrastructure



Regional integrators will be used to amalgamate data from across the country.

The technological specifications and processes are available on request



No. TEACHERS

7900



QUALIFIED TCHRS.

3700



NON-QUALIFIED TCHRS.

4200



No. STUDENTS

110000

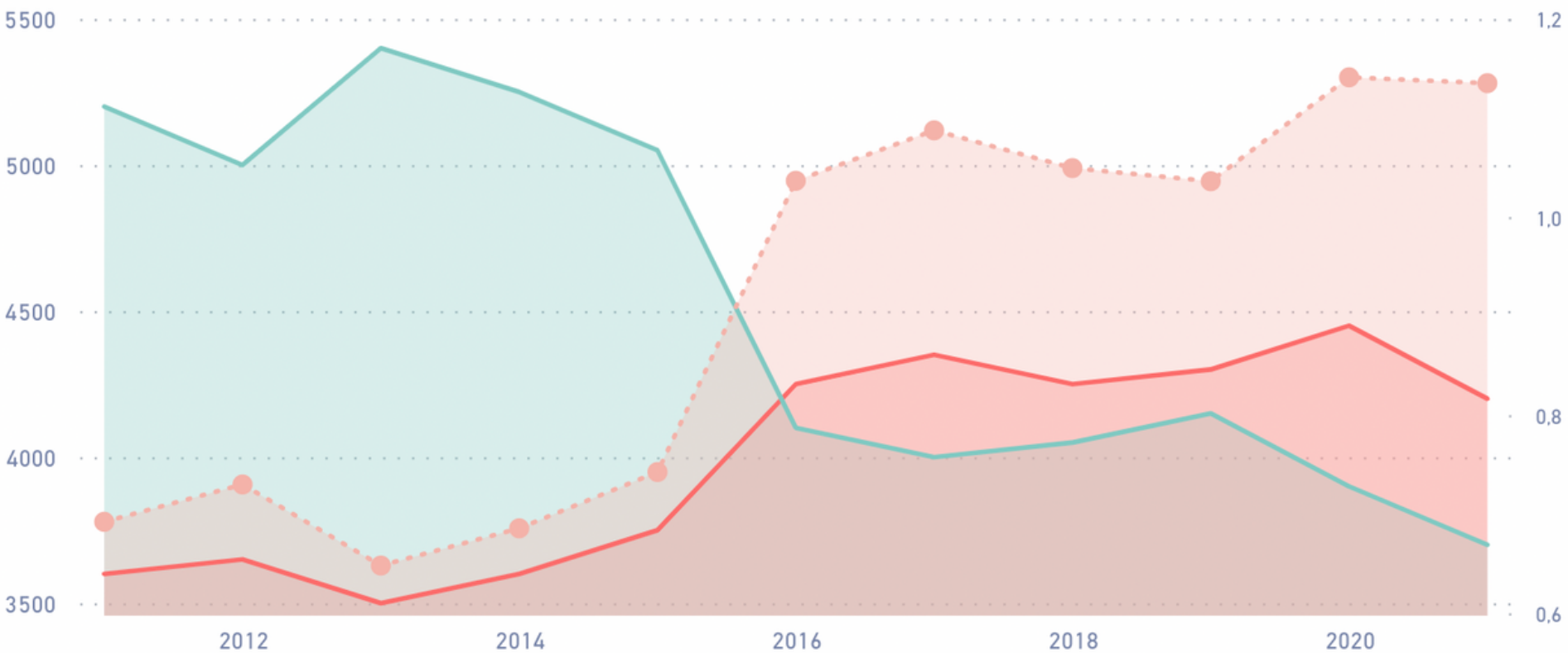
## TEACHERS

YEARS

2011

2021

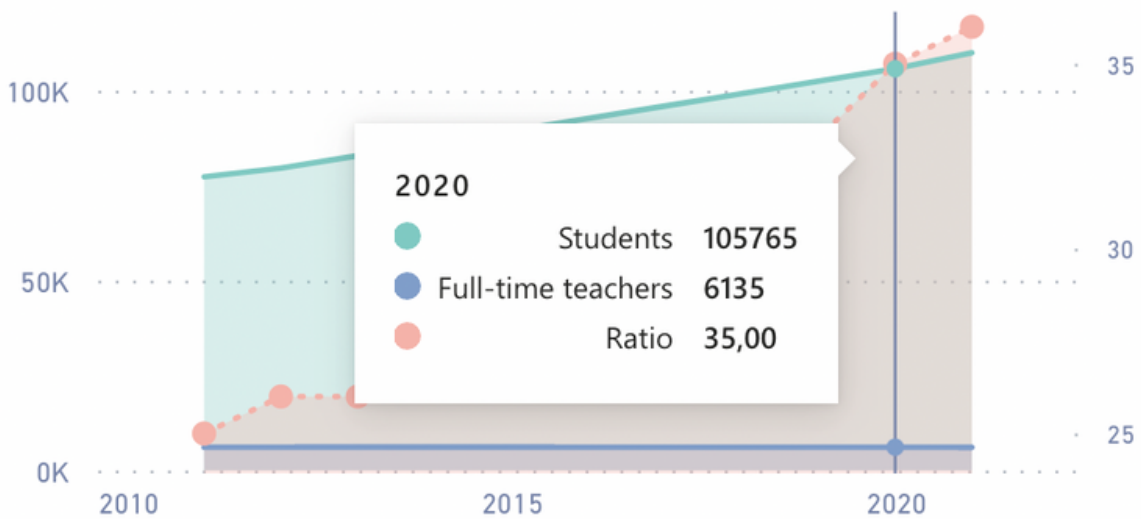
Non-Qualified Qualified Ratio



## FULL-TIME TEACHERS AND STUDENTS

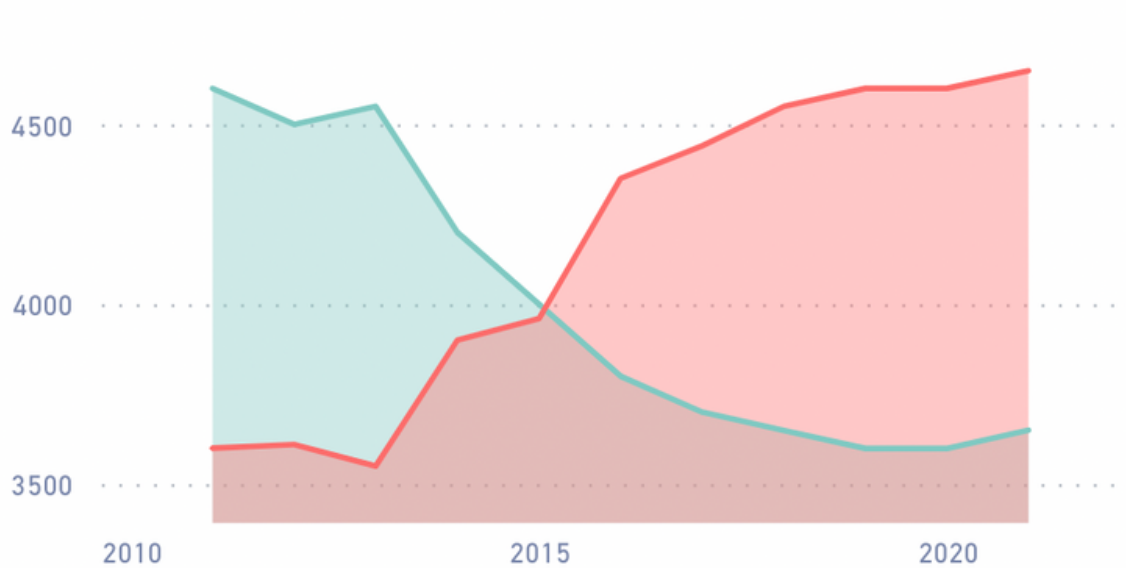
BY YEAR

Students Full-time teachers Ratio



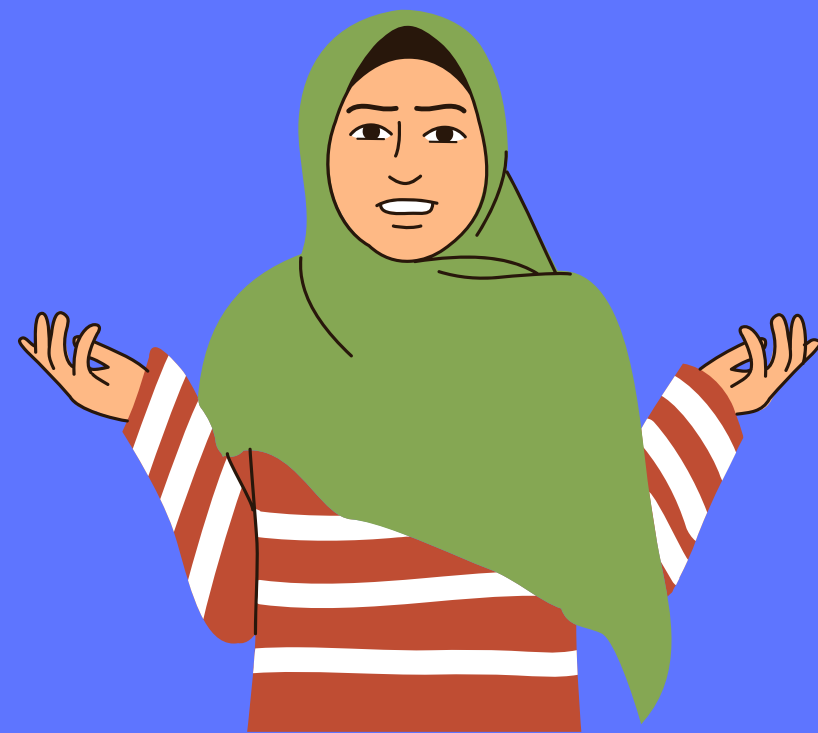
## JOB POSTINGS

Status Filled Unfilled





# Why? put data to work?



1

**Predictability:** Reliable recruitment and retention trends will allow HR to confidently make projections for future hiring

2

**Career Pathway:** Accurate data will inform and support the career pathway from teacher education to retirement or resignation.

3

**Reliability:** Standardizing data will increase their value and reliability for school systems

4

**Funding:** Quantitative data will influence decision making in the allocation of government funding

# How school systems are collaborating with us!



- 1 Inviting us to present to local teams
- 2 Joining us in raising awareness at the local level
- 3 Identifying key collaborators (HR and IT) within their system
- 4 Sharing our project updates with their teams
- 5 Working with us to feed the database – considering a pilot



# CSBA Website

[cdnsba.org/french-language-teachers](https://cdnsba.org/french-language-teachers)

## PUTTING DATA TO WORK

### How Can You Help?

- ENCOURAGE YOUR SCHOOL SYSTEM'S PARTICIPATION IN THE PROJECT
- TALK ABOUT THE TECHNOLOGY FRAMEWORK AT YOUR PROVINCIAL/TERRITORIAL TABLE
- RAISE AWARENESS AT YOUR LOCAL LEVEL BY SHARING PROJECT INFORMATION

INVITE OUR TEAM TO PRESENT  
THE PROJECT!

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[www.cassa-acgcs.ca](https://www.cassa-acgcs.ca)







# Questions ?

Send them to us!

We want to provide you with the information you need!

[mazauhar@gmail.com](mailto:mazauhar@gmail.com)



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