

Approved MAPC Resolution

Develop a Comprehensive Strategy to Hire/Recruit/Retain French Speaking Teachers, Educational Assistants, and Support Staff in Manitoba

- *Respectfully submitted by MAPC member École Harrison Parent Council, Brandon School Division, for consideration at the Annual General Meeting*

-

Background

- There are 22,106 students or approximately 12% of Manitoba's total student population enrolled in French Immersion based on 2013 – 2014 stats. That is up 892 students from 2012 – 2013.
- This is the 13th consecutive year that Manitoba has seen a growth in French Immersion enrolment.
- The French Immersion program exists in 22 of 37 school divisions across the province.
- There are 106 French Immersion schools in Manitoba. Of these 106 schools, 5 are new since 2010.

These are just a few stats to support the growing demand for French Immersion in our province. There are 106 schools fighting to hire qualified, French speaking teachers in Manitoba. School divisions are spending money sending administrators on recruiting trips within Manitoba and outside of in hopes of recruiting qualified teachers. These 106 schools are often fighting for the same handful of recruits.

Introduction

Many schools throughout the province, and the country for that matter, struggle to find and retain French speaking teachers to teach at our French Immersion schools. The French Immersion program continues to grow at a rapid pace and our province/country can't keep up with staffing the program. For example, the Brandon School Division has to staff 4 French Immersion schools and has troubles doing this each year. In fact, each school is 1 maternity/sick leave away from falling apart. This is a natural crisis that needs to be addressed at the provincial level. A French education is the right of every child and it is a growing demand in every division that offers French Immersion across the province.

Action Request

That Manitoba Association of Parent Councils request the Minister of Education and Advanced Learning to take a proactive approach and develop a strategy to help in the staffing process for ALL French Immersion schools in the province of Manitoba. The Minister of Education needs to come up with a comprehensive strategy, short term and long term, to attract and retain French speaking teachers, educational assistants, and other staff across the province. For example, offer tax incentives like the province did for physicians, come up with creative ways to teacher share across the province using current technology, recruiting outside the province for qualified teachers.