

Appendix H

**Guiding Questions to Review School Boards' Websites**  
**Re: Promoting Employment Opportunities for FSL Teachers**

Criterion 1: Value of and Supports provided to the teaching and learning of French	Comments/Observations/ Action Items
<p><b>Guiding Questions:</b> <i>What is the information regarding FSL programming on the board website?</i></p> <ul style="list-style-type: none"><li>• Are FSL programs portrayed in a positive light?</li><li>• Are the benefits of learning a second language visible to promote all the FSL programs offered by the school board?</li><li>• Are there supports put in place to support new FSL teachers as they may not have had the benefit of an LTO or occasional teaching opportunities?</li></ul>	

Appendix H

**Guiding Questions to Review School Boards' Websites**  
**Re: Promoting Employment Opportunities for FSL Teachers**

Criterion2: Visibility of FSL-specific employment opportunities	Comments/Observations/ Action Items
<p><b>Guiding Questions:</b>  <i>How easy is it for teachers to find the employment opportunities on the school board website?</i>  <i>How many clicks does it take to find the information?</i></p> <ul style="list-style-type: none"> <li>• Would prospective FSL teachers find our hiring information complete?</li> <li>• Through the eyes of a new prospective FSL teacher, what information is made available to them?</li> <li>• What questions might they have?</li> <li>• Which job might they want to respond to?</li> <li>• Who would they contact for more information?</li> <li>• Is it clear that the school board is recruiting and/or hiring FSL teachers?</li> <li>• Is the information available in English and in French?</li> </ul> <p><b>Considering part time opportunities:</b></p> <ul style="list-style-type: none"> <li>• Is it possible to combine the positions with others to allow for a full time or less part-time offering?</li> <li>• Is the part-time position between schools?</li> <li>• Is this a positive first-time offering for a new teacher?</li> </ul>	

**Guiding Questions to Review School Boards' Websites**  
**Re: Promoting Employment Opportunities for FSL Teachers**

Criterion 3: Application process	Comments/Observations/ Action Items
<p><b>Guiding Questions:</b></p> <p><i>Is there a clear outline for the process for hiring FSL teachers?</i></p> <p><i>What is the Application Deadline?</i></p> <p><i>What platform is used for hiring?</i></p> <p><i>Is there a link to the platform on the website?</i></p> <p><i>Are we using the online platform to its full potential?</i></p> <p><i>How do applicants see the posting?</i></p> <p><i>Is it easy to read? Is the information complete?</i></p> <ul style="list-style-type: none"> <li>• the type of FSL program for the position?</li> <li>• the name of the school attached to the position?</li> <li>• the duration and percentage of position, e.g., part-time/full-time, including if the position is rotary and/or on a cart, if known?</li> <li>• who can apply (i.e. internal, external, LTO, occasional)?</li> <li>• necessary AQ requirements?</li> <li>• language proficiency requirements and assessment?</li> <li>• the hiring process (stages of the hiring process, dates, online interview, etc.)?</li> <li>• links to the board website- (i.e. French teaching opportunities at the board, Teach en Français information sessions, FAQs?</li> <li>• a bilingual posting?</li> </ul>	

Appendix H

**Guiding Questions to Review School Boards' Websites  
Re: Promoting Employment Opportunities for FSL Teachers**

Criterion 4: Statement of FSL qualifications required to teach in the various FSL programs	Comments/Observations/ Action Items
<p><b>Guiding Questions:</b>  <i>What are the qualifications required to teach FSL in the school board? (e.g., Additional Qualifications FSL Parts 1, 2, or Specialist; Junior/Intermediate Basic Qualifications in French; Intermediate/Senior Basic Qualifications in French; other equivalency?)</i></p> <ul style="list-style-type: none"> <li>• Are there specific proficiency levels for FSL positions? [e.g., CEFR (DELF, DALF)]</li> <li>• Is there an evaluation of language proficiency? Is there a test? What are the proficiency expectations FSL teachers? Are they different for elementary and secondary? Are they different for the type of FSL program?</li> <li>• Do we have current policies in place that a new FSL teacher would consider prohibitive?</li> <li>• Are the conditions of employment (e.g., if the teacher must teach FSL for a specific # years, call in requirements for occasional teachers, etc.)</li> </ul>	