

Researcher Position - *Supporting School Principals to Address Challenges in Retaining FSL Teachers*

Ontario is experiencing a shortage of teachers for the French as a Second Language (FSL) program in the English-language school system. As part of the FSL teacher recruitment and retention strategy, projects that help to address this issue are being supported. Funding was provided by the Department of Canadian Heritage and the Province of Ontario under the *Teacher Recruitment and Retention Strategy in French Immersion and French Second-Language Programs*.

This research position is supporting an FSL project entitled, *Supporting School Principals to Address Challenges in Retaining FSL Teachers*. The successful candidate will report to the project leads and project manager and be responsible for the project's key research questions:

1. During professional dialogues with school leaders on this topic, what unique leadership challenges and opportunities emerge that affect FSL instruction in schools?
2. During professional dialogues with school leaders what are effective FSL teacher retention and professional support strategies that can be shared and replicated provincially.
3. How can OPC/CPCO better support principals to address challenges in retaining and developing FSL teachers?
4. What is the impact of the professional learning module, *Leading a French Immersion School*, on principals' capacity to retain and support French as a Second Language teachers?

Specific responsibilities include providing leadership in designing and conducting research germane to the project using a broad range of quantitative and qualitative methods to support effective recommendations, hiring and supervising supplementary research staff as required, and contributing a research report (to include a relevant literature review, methodology, findings, and analysis) to the project's draft final report due December 31, 2020.

Qualifications and Skills:

- Graduate level degree with a focus in educational research methods, program evaluation, statistical and qualitative analysis and demonstrated research report writing skills
- Related experience in public education, research, evaluation, accountability or assessment
- Excellent data analysis and knowledge of database management software
- Knowledge of current research methods, qualitative and quantitative analysis and statistics is required
- A range of professional abilities including but not limited to: organization, communication, group facilitation, collaboration, interpersonal skills, computer skills and conducting virtual meetings
- Ability to work as a team member in a dynamic, progressive, multi-faceted environment
- Given the nature of the current project, functional bilingualism in French is an asset



Researcher Salary: \$40,000 plus HST

Duties are to commence as soon as possible.

Applications in writing, including a cover letter and resumé, must be received as email attachments no later than **4:30 p.m., May 25, 2020**. Please submit documentation to Judith Nyman at jnyman@opsba.org. **In the subject line of your email, please indicate the position being sought.**

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.