

Researcher Position – French Language Proficiency Assessment for 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 position will support the Project Lead for an initiative entitled, *French Language Proficiency Assessment for FSL Teachers - developing a framework and user guide towards a common assessment toolkit*. The successful candidate will report to the Project Lead and Project Manager and be responsible for the project's key research questions:

1. What assessment tools and procedures are currently in use during the recruitment and hiring process in Canadian school boards for assessing French language proficiency of FSL teachers?
2. What assessment tools and procedures are currently in use during the admission to and/or graduation from Canadian FSL teacher education programs?
3. How does current research intersect with existing French language proficiency assessment practices for FSL teachers to create a framework for effective assessment of French language proficiency needed in FSL teaching?

Specific responsibilities include providing support to the project lead and manager in all required elements of research (developing tools, gathering data, analyzing/interpreting results). Leadership in designing and conducting research germane to the project using a broad range of quantitative and qualitative methods to support the development of an assessment framework and contribute to the research report (to include a relevant literature review, methodology, findings, and analysis) 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 collection, management, and analysis skills
- Knowledge of current research methods, program evaluation, qualitative and quantitative analysis and statistics is required
- Knowledge of computer-oriented research and evaluation software – Excel, Access, SPSS, NVivo
- A range of professional abilities including but not limited to: organization, communication, group facilitation, collaboration, interpersonal skills and computer skills
- 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



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Researcher Salary: \$30,000 plus HST

Duties are to commence as soon as possible.

Applications in writing, including a cover letter, resumé, and CV 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.