



INSIGHTS AND REFLECTIONS FOR ADMINISTRATORS IN SUPPORT OF VIBRANT IMMERSION PROGRAMS

CONSEILS ET RÉFLEXION POUR LES DIRECTIONS D'ÉCOLE POUR SOUTENIR DES PROGRAMMES D'IMMERSION DYNAMIQUES



SPÉCIALISTE SPECIALIST

Martin Poirier
Calgary Board of Education



TYPE DE RESSOURCE RESOURCE TYPE

Balado / Podcast



LANGUE DE LA RESSOURCE LANGUAGE OF RESOURCE

Français / French



BALISES TAGS

- Leadership
- Retention/Recruitment
- Promotion
- School Culture
- Professional Learning
- Attrition



TEMPS ESTIMÉ REQUIS ESTIMATED TIME REQUIRED

Depending on goals of use-
anywhere from 10 – 60 minutes



APERÇU DU CONTENU CONTENT OVERVIEW

In this podcast, Martin Poirier of the Calgary School Board, the 2nd largest school board in Canada, shares three elements that explain the success of the French immersion program in this Alberta school board. Whether it's a dynamic program, ongoing promotion or how to support your teachers, there are many good ideas: proactive approaches to recruitment, school development plans or professional development coaching.



MESSAGES CLÉS KEY MESSAGES

1. Dynamic programming
 - a. Recruitment: encourage students to continue in French
 - b. Create a relationship with universities and faculties of education to support the development and hiring of new teachers. Offer students an opportunity to visit them as well.
 - c. Support a love of languages: develop a relationship with international supports
 - d. Develop a professional learning plan for teachers
2. Ongoing promotion of French immersion programs
 - a. Even though it's a program that is very popular, it's important to continue to promote. Talk about its successes.
 - b. Websites need to include French immersion: celebrate on social media what is happening in your FI program
3. Supporting French immersion educators
 - a. Offer professional learning specifically for immersion teachers based on current immersion pedagogy in French
 - b. Offer opportunities for bursaries for language proficiency development
 - c. Principals are offered professional development workshops throughout the year

Recommendation for smaller school boards:

- Avoid isolation, work with other boards to offer professional learning, resources etc. Virtual learning opportunities will help





PRINCIPAUX ÉLÉMENTS

MAIN FEATURES

2:15 - A dynamic program

- Recruitment
- Relationships with universities and faculties
- Student visits

3:22 - Support a love of languages

- Develop international partners

6:20 - Promotion of FI programs

- Parents, daycares, etc.
- Websites, social media

8:25 - Plan for professional development of FI teachers

- FSL pedagogy
- Evaluation
- Language Bursaries

10:10 - Support directly school principals

- Summer institutes for aspiring leaders
- Language bursaries
- Workshops

12:30 - Recommendations for smaller boards



LES TROIS PREMIERS CONSEILS D'UTILISATION TOP THREE SUGGESTIONS FOR USE:

1. Administrators in the French immersion program who are looking for suggestions and resources can listen to this podcast to assist in individual and school professional growth planning
2. French immersion administrator groups in identifying goals and priorities, guiding school district planning, and program reform
3. Faculty of Education programs for the professional learning and development in courses which target French immersion administrators
4. Discussion points to have with Human Resources

