

**June 17, 2021**

**Memorandum to:** Chairs of District School Boards  
Directors of Education  
School Authorities

**From:** Stephen Lecce  
Minister of Education

Nancy Naylor  
Deputy Minister of Education

**Subject:** Release of Ontario's French Teacher Recruitment and Retention Strategy

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Earlier today, the Ontario government announced a four-year strategy to strengthen French-language education and help address the French language teacher shortage by recruiting, training and retaining more teachers.

French as a Second Language (FSL) Education, a crucial aspect of our province's English-language education system and an inestimable source of future success for our students, will also benefit from the new strategy.

Our province has been experiencing challenges with regards to the supply of qualified French teachers for several years. In response, we are pleased to announce the release of the [French Teacher Recruitment and Retention Strategy](#) which was developed in collaboration with the Ministry of Colleges and Universities and the Ministry of Francophone Affairs. This new Strategy is a four-year, multi-pronged approach that will help to address these challenges in both the French and English school systems.

This Strategy is organized under four spheres of actions:

1. Building awareness of teaching pathways, including recruitment efforts in French-speaking jurisdictions abroad
2. Removing barriers to teacher training programs
3. Improving flexibility of teacher training programs
4. Ensuring supportive teaching environments

The actions in this Strategy have been informed through extensive consultations with the Working Group on the Teacher Shortage in the French-Language Education System, which included representatives from the teacher federations, Association des enseignantes et des enseignants franco-ontariens (AEFO), Association franco-ontarienne des conseils scolaires catholiques (AFOCSC) and Association des conseils

scolaires des écoles publiques de l'Ontario (ACÉPO), as well as school boards and the Ministry of Education.

Other stakeholders were consulted, such as the Ontario College of Teachers, the two French Language faculties of education (University of Ottawa and Laurentian University), the French principals' association and the Centre Franco.

The Strategy is also aimed at addressing the growing shortage of French as a Second Language teachers. The FSL actions in the Strategy are informed by key findings and recommendations from the FSL Ontario Labour Market Partnership (OLMP) Project (2017-2020). Several multi-year initiatives in FSL teacher recruitment and retention are currently being implemented with ministry funding by FSL partner organizations representing parents, teachers and school boards. In addition to those initiatives that leverage K-12 sector expertise and leadership, the ministry will undertake the new FSL actions of the Strategy by engaging with the postsecondary sector (i.e. English language faculties of education) and by piloting overseas recruitment of FSL teachers.

Your support and collaboration are essential in the success of this Strategy. We look forward to working together with French and English education stakeholders, respectively, on these important initiatives which will ensure that our students are receiving quality French education across the province.

If you have questions or require further information regarding the Strategy, please contact Francine Bouchard, [Francine.bouchard@ontario.ca](mailto:Francine.bouchard@ontario.ca)

Sincerely,

Stephen Lecce  
Minister

Nancy Naylor  
Deputy Minister

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