



Ontario
College of
Teachers
Annual Review of
French-Language
Services
March 2008

The Ontario College of Teachers remains committed and diligent in ensuring that all regulatory services are available in both French and English. The implementation of a three year French-Language Services Review Plan is now in its second year. The momentum is ongoing and the value added of the initiatives is already evident. The following report highlights the achievements of 2007 and proposed initiatives for 2008 in the following key areas: Human Resources, French-language publications, Information Technology, liaison with the Francophone community, Membership Services, Standards and Accreditation, and Investigation and Hearings.

Key:



Partially achieved
and ongoing



Fully achieved
and ongoing

Office of the Registrar

- Bilingual staff is at two, which is the projected target.
- French-language capacity allows full bilingual services when required.

- Maintain two bilingual positions within the department.
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Corporate and Council Services

Number of bilingual staff in Corporate and Council Services department: eight (10 by 2009).

Human Resources

- Bilingual positions have gone from 26 to 45 and should reach 61 by 2009.
- Bilingual proficiency evaluations have been developed for the recruitment of qualified bilingual candidates.
- French-language capacity development initiatives are made available to staff: biweekly lunch time French language training, multiweek immersion sessions.
- Recruitment strategies for bilingual staff have been enhanced: use of French publications, networking with French-language agencies and associations.

- Through attrition and natural turnover, continue to fill designated positions with bilingual staff.
 - Continue to build French-language capacity among staff with different learning initiatives.
 - Ensure the best possible networking with stakeholders and consultants for recruitment purposes.
 - Implement language assessment tool to ensure best possible staff selection.
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French-Language Publications

- All publications continue to be released simultaneously in both languages.
- The francophone character of our magazine *Pour parler profession* has been enhanced by adapting magazine articles, graphics and publicity.
- All College publications have been reviewed to ensure the francophone character is present.
- All French-language publications are reviewed for feminization and terminology.

- Ensure that adopted recommendations in the last two years become the standard so that the French publications reflect the distinctiveness of the francophone culture.
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Information Technology

- Installation of 20 French and bilingual keyboards.

- Continue to explore technological applications for French-language users.
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2007 ACHIEVEMENTS

Margaret Wilson Library

- Number of French-language publications has doubled.

French-Language Services

- Bilingual staff is presently at three (four by 2009); all other staff members have some level of French-language capacity.
- Meetings with French-language community partners have occurred in order to present and receive feed back on the three-year French-Language Services Review Plan.
- Staff participated in bilingual and French-language career fairs in Ontario, Quebec, Manitoba and New Brunswick.
- Collaboration with la Fédération nationale des conseils scolaires de langue française by providing college brochures for recruitment of French-language candidates abroad, as well as providing input on the Ontario context for the development of this association's recruitment brochure.
- Two Career in Education forums were held in Timmins and Ottawa for senior French-language students in association with la Fédération de la jeunesse franco-ontarienne (FESFO) in order to encourage a career in teaching and help counter the teacher shortage in the French-language domains.
- An official three-year partnership for the development of a common educational lexicon has been established with the following partners: the Ministry of Education, the Education, Quality and Accountability Office (EQAO) and le Centre franco-ontarien de ressources pédagogiques (CFORP). A working protocol has been developed. The director of French-language services is the lead for this project.
- Ensuring French-language representation in College initiatives is ongoing.

2008 PROJECTED INITIATIVES

- Liaise with French-language faculties of education to anticipate future needs of francophone educators.
- Work with other universities and course providers to increase our French-language library resources.
- Adjust French-language services plan in light of fall and winter consultation of French-language stakeholders.
- Attend annual stakeholder conferences such as l'Association des conseils scolaires hors Québec and the Ministry's conference on la politique d'aménagement linguistique (PAL).
- Develop a database of bilingual stakeholders for outreach purposes.
- Ensure systematic contacts with French-language stakeholders.
- Support all departments to ensure seamless French-language services to our membership.
- Organize education career days with la FESFO in five additional Ontario regions.
- Work on the development of a glossary of French educational terms with other educational agencies.

2007 ACHIEVEMENTS

2008 PROJECTED INITIATIVES

Membership Services

- Bilingual staff is presently at 23 (31 by 2009).
 - Annual revision of standard documents is ongoing.
 - Ensuring seamless French-language services in the department by ongoing cross-training and strategic scheduling.
 - Weekly French-language lunch sessions with interested staff.
- Track process to ensure that francophone applications are processed in the same time frame as English applications. 

Standards of Practice and Accreditation

- Bilingual staff is presently at 5.75 (8 by 2009).
 - Revision of all translated documents is ongoing to ensure quality and College standards for feminization and terminology.
 - Translation of the Supervisory Officer's Qualification Program guideline.
 - Presentations of the ethical standards and the standards of practice are conducted in both languages.
- Continue developing bilingual materials as well as French-language capacity in the department in order to ensure equal services in both French and English. 
 - Develop strategies and network in order to ensure French-language input in all initiatives such as the development of AQ courses.

Investigations and Hearings

- Bilingual staff is presently 2.25 (4.25 by 2009).
 - Agendas and materials for inter-staff meetings with affiliates and principals' organizations are available in French and English.
 - Templates for legal documents have been developed in French with legal firm.
 - Training and committee materials and legal opinions requested by committees are available in French and English.
- Continue developing bilingual materials as well as French-language capacity in the department in order to ensure equal services in both French and English. 

Conclusion

During the past 12 months, staff has endeavored to fulfill the mandate described in the French-Language Services Plan. The leadership and dedication demonstrated is commendable. A second consultation with the French-language community occurred in the fall of 2007. All stakeholder groups confirmed that the College efforts regarding French-language services were evident and promising. The recommendations gathered will help direct the next phase of activities in this area. Our duty to offer services of equal quality in both official languages is central to our public service ethics. For 2008, we will continue working together, forging ahead to meet our remaining challenges.

This report highlights the achievements of 2007 and proposed initiatives for 2008 in the following key areas: Human Resources, French-Language Publications, Information Technology, Liaison with the Francophone community, Membership Services, Standards and Accreditation and Investigation and Hearings.



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Ordre des
enseignantes et
des enseignants
de l'Ontario

Ce document est également disponible en français sous le titre
Bilan annuel sur les services en français.

For additional information:
Ontario College of Teachers
121 Bloor Street East
Toronto ON M4W 3M5
Telephone: 416-961-8800
Toll-free in Ontario: 1-888-534-2222
Fax: 416-961-8822
E-mail: info@oct.ca
www.oct.ca