

Researcher Position – Mobilizing Knowledge from the FSL Labour Market Partnership

Since 2017, the Ontario Public School Boards' Association (OPSBA) has been leading the work of the FSL Labour Market Partnership in developing workable solutions to the interrelated challenges in recruiting, hiring, supporting and retaining FSL teachers in Ontario. Given the complexities in addressing these common challenges, it is important that promising practices underway in one board be shared with others. The successful candidate will chronicle, as described below, school boards' efforts to address these challenges using a case study approach. The case studies will then be shared so that other Ontario school boards can learn from these experiences, successes, and challenges.

This position will support the project team for an initiative entitled, *Mobilizing Knowledge from the FSL Labour Market Partnership*. The successful candidate will report to Judith Nyman, OPSBA Director of Program Policy, the project co-leads, and be responsible for:

- a. becoming familiar with the Phase I, II & III reports of the Labour Market Partnership Project available at <https://www.opsba.org/advocacy-and-action/french-as-a-second-language-fsl/>;
- b. collaborating with appropriate personnel in participating school boards to gather the following information:
 - i. contextual information about 3 - 5 participating school boards;
 - ii. descriptions of the challenge(s) specific to FSL teacher recruitment, hiring, support and retention in the participating boards in the past 5 years, e.g., enrolment growth, teacher vacancy rates, professional learning opportunities, other;
 - iii. strategies underway to improve Recruitment and Hiring, as well as Professional Support and Retention;
 - iv. descriptions of the successes and barriers experienced to date;
 - v. school boards' planned next steps.
- c. identifying common patterns across participating school boards.
- d. complete a final report synthesizing the information gathered using accepted case study format.

Preferred Qualifications and Skills:

- Graduate level degree with a focus in educational research methods, quantitative and qualitative analysis skills, 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, program evaluation, qualitative, quantitative and case study analysis are required
- Knowledge of computer-oriented research and evaluation software, e.g., Excel, Access, SPSS, NVivo, GIS mapping software
- 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, work experience in a school board is an asset.

Salary: \$20,000 including HST

Duties are to commence August 1, 2022; end date January 31, 2023.

Applications in writing, including a cover letter and resumé must be received as email attachments no later than **July 8, 2022**. Please submit documentation via e-mail to Judith Nyman at jnyman@opsba.org.

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. 