

**STRATEGIC PLAN 2001 – 2006
FRENCH IMMERSION DEVELOPMENT TEAM**

GOAL: Increase awareness of French Immersion programs and the enrollment of students in French Immersion program

DESIRABLE OUTCOMES	ACTIONS/STRATEGIES	RESPONSIBILITY	TIMELINE
<p>Growth in the number of students registered in French Immersion Programs.</p> <p>Increase enrollment by 10% in 5 years.</p>	<ul style="list-style-type: none"> Promote French Immersion programs in community newsletters and provide French Immersion information for future kindergarten and Grade 1 students. Develop a strategic plan to implement the communication and marketing plan. Include Marketing plan in the budget 2002-2003. Track and report annually to the system regarding enrollment 	<p>Principals with school councils and Communication Dept.</p> <p>Marketing committee</p> <p>CBE Senior Administration</p> <p>System Principal</p>	<p>2001-2006</p> <p>2001-2006</p> <p>2002-2006</p> <p>2001-2006</p>
<p>Parents are knowledgeable about the opportunities for French Immersion in the Calgary Board of Education.</p>	<ul style="list-style-type: none"> Implement the communication and marketing plan. Provide information sessions to parents and school councils. 	<p>Schools Communications Department</p> <p>CBE leadership</p>	<p>2001 – 2006</p>
<p>Increase enrolment in the Late Immersion program.</p>	<ul style="list-style-type: none"> Continue to inform the elementary principals, staff and students about opportunities in French Immersion in the Calgary Board of Education. Track enrolment in Late Immersion. 	<p>French Immersion Support team CLC Directors Communication Department French Immersion Jr. High Schools</p> <p>System Principal</p>	<p>2001-2006</p>
<p>French as a Second Language is offered in all elementary schools.</p>	<ul style="list-style-type: none"> Establish an FSL task force to develop a plan so that FSL can be offered in all elementary schools. 	<p>Trustees CBE Administration</p>	<p>2001-2002</p>
<p>French Immersion programs will be identified as “Ecole ...”</p>	<ul style="list-style-type: none"> Encourage schools to promote the program by using “Ecole...” whenever possible on school publications. 	<p>Principals and School Councils</p>	<p>2001-2006</p>

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GOAL: Plan for Strategic Location of French Immersion Programs

DESIRABLE OUTCOMES	ACTIONS/STRATEGIES	RESPONSIBILITY	TIMELINE
French Immersion programs are located strategically in all sectors of the city. This will result in shorter transportation time and increased enrolment.	<ul style="list-style-type: none"> Analyze the present geographic locations of existing French Immersion programs. Redefine boundary lines of all French Immersion programs. Identify sites for French Immersion programs in all areas of the city. Plan for the establishment of French Immersion programs in the new areas of the city as part of the new school construction plan. Present plan for public consultation before implementation. 	<p>Student Accommodation with French Immersion Senior administration.</p> <p>CBE Administration</p> <p>CBE Administration</p> <p>Planning Department with French Immersion Senior administration</p> <p>CBE Administration School Councils and Principals</p> <p>Trustees CBE Administration</p>	<p>2001 – 2002</p> <p>2002 - 2003</p> <p>2002 - 2003</p> <p>2002 - 2003</p>
Students in new areas will have access to French Immersion programs.			
Students in French Immersion programs will remain as a group as they move from one division to another.			
All programs in multi-track schools will be viable (in terms of numbers of students and staffing needs).	<ul style="list-style-type: none"> Define “viable” as it pertains to the continuing validity of all programs in a multi-track school. 	CBE Administration	2001-2002

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GOAL: Develop a plan for recruitment, staffing and deployment that will support excellence in our French Immersion programs

DESIRABLE OUTCOMES	ACTIONS/STRATEGIES	RESPONSIBILITY	TIMELINE
All French Immersion programs will have one French-speaking administrator (Principal, Assistant Principal or Curriculum Leader).	<ul style="list-style-type: none"> Address a succession plan of leadership in French Immersion programs. Recruit French Immersion from outside of the Calgary Board of Education when necessary. 	Administrative Staffing French Immersion Support team CLC Directors Administrative Staffing	2002 - 2006
Support staff in French Immersion programs will be French-speaking (e.g., one secretary in office, classroom and education assistants.)	<ul style="list-style-type: none"> Hire French speaking support staff. Advertise for French speaking Support Staff. Address the needs of French Immersion programs with the Staff Association. 	Principals Principals and Support Staffing French Immersion Support team	2002-2006 2002-2006 2001-2006
All teachers hired for French Immersion programs will be proficient in oral and written French and will have training in Second Language methodology.	<ul style="list-style-type: none"> Recruit aggressively and give early contracts. Include an evaluation of oral and written language skills in the recruitment of French Immersion teachers. Ensure that one member of the teacher staffing team in Human Resources will be proficient in French or contract the service. 	Human Resources Administrative Staffing French Immersion Support team	2001 – 2006 2001-2002
Quality English Language Arts instruction to French Immersion students is ensured through appropriate deployment of staff.	<ul style="list-style-type: none"> Deploy staff to ensure quality English Language Arts instruction to French Immersion students. 	Principals	2002 - 2006

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GOAL: Create a staff development plan that will ensure excellence in French Immersion Programs

DESIRABLE OUTCOMES	ACTIONS/STRATEGIES	RESPONSIBILITY	TIMELINE
Excellence in leadership in French Immersion programs.	<ul style="list-style-type: none"> Allocate Staff development dollars to support French Immersion. 	School Support Services Superintendents' team Trustees	2001 – 2006
Expand the French Immersion Support team and the International Languages team.	<ul style="list-style-type: none"> Hire additional specialists to support students, staff and administration. 	Superintendents' team School Support Services Trustees	2001 – 2006
All staff development initiatives within the Calgary Board of Education should consider the needs of staff in French Immersion programs.	<ul style="list-style-type: none"> Implement a leadership program for all administrators new to French Immersion programs. 	French Immersion Support team	2001 – 2006
	<ul style="list-style-type: none"> Address the topic of leadership in French Immersion programs in the Leadership Development Program. 	Administrative Staffing French Immersion Support team	2001-2006
	<ul style="list-style-type: none"> Provide Summer Institutes for administrators in French Immersion programs. 	French Immersion Support team	2002-2006
	<ul style="list-style-type: none"> Provide Summer Institutes for teachers new to CBE French Immersion programs. 	French Immersion Support team	2002 – 2006
	<ul style="list-style-type: none"> Provide French Immersion camps for Calgary Board of Education administrators. 	French Immersion Support team	2002 – 2006
	<ul style="list-style-type: none"> Articulate French Immersion issues with CLC Directors. 	French Immersion Support team	2001 – 2006
	<ul style="list-style-type: none"> In-service secondary counsellors on French Immersion programs and needs of French Immersion students. 	French Immersion Support team	2001 – 2006

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GOAL: Provide optimal linguistic and cultural opportunities for students in French Immersion Programs

DESIRABLE OUTCOMES	ACTIONS/STRATEGIES	RESPONSIBILITY	TIMELINE
Language acquisition at all entry levels (eg. K, Gr.1 & Gr. 7 Late Immersion) will be enhanced.	<ul style="list-style-type: none"> Staff French Immersion programs to provide low pupil/teacher ratio in entry level classrooms to maximize language acquisition. 	Superintendents' team Principals Human Resources	2002 –2006
Students in French Immersion programs will have a rich language experience across the curriculum.	<ul style="list-style-type: none"> Provide French Immersion students with music, drama and other opportunities in French. 	French Immersion Support team Teacher Staffing Principals	2002 - 2006
French is an essential language of communication in French Immersion programs.	<ul style="list-style-type: none"> Create a culture where French is used by staff as a language of communication in the school. 	Principals and teachers	2001 - 2006
French Immersion will provide a wide variety of French cultural experiences for students.	<ul style="list-style-type: none"> Offer cultural learning opportunities including field trips and presentations in French to students. These opportunities should be systemic and occur on a continuum throughout K-12. 	French Immersion Principals and teachers French Immersion Support team	2001 – 2006
French Immersion High School students are offered an extended variety of courses in French.	<ul style="list-style-type: none"> Recruit the necessary teachers to teach these courses. 	Teacher Staffing Principals	2001

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GOAL: Ensure equitable access to resources to students in French Immersion Programs

DESIRABLE OUTCOMES	ACTIONS/STRATEGIES	RESPONSIBILITY	TIMELINE
Students with special needs will remain in the French Immersion programs.	<ul style="list-style-type: none"> • Provide support in French to special needs students within French Immersion programs. 	Principals Student Services	2002 – 2006
	<ul style="list-style-type: none"> • Establish special setting classes for special needs students in French Immersion programs. • Provide inservicing to teachers for special needs students in a French Immersion setting. 	Student Services French Immersion Support team	2002 – 2006
Students in French Immersion programs will have equitable access to materials, texts and other resources.	<ul style="list-style-type: none"> • Continue to assign federal grants to schools' decentralized budgets to reflect the needs for resources in both languages as well as the higher cost of French materials. 	Superintendents' team & Directors Finance Department	2002 – 2006
	<ul style="list-style-type: none"> • Ensure that the implementation of new initiatives within the CBE provide access to French Immersion students. 	Superintendents' team Directors	2002- 2006