

**AMENDMENT TO THE CANADA–ALBERTA AGREEMENT ON
MINORITY-LANGUAGE EDUCATION AND
SECOND-LANGUAGE INSTRUCTION
2020–21 TO 2022–23**

AMENDMENT NUMBER 2

BETWEEN: **HIS MAJESTY THE KING IN RIGHT OF CANADA,**
represented by the Minister of State (Official Languages), hereinafter called
“Canada,”

AND: **HIS MAJESTY THE KING IN RIGHT OF ALBERTA,** represented by the
Minister of Education and the Minister of Advanced Education, hereinafter called
“Alberta,”

Hereinafter referred to individually as a “Party” or collectively as the “Parties”.

THIS AMENDMENT ATTESTS that, in consideration of the mutual commitments herein, the Parties agree to amend the *Canada–Alberta Agreement on Minority-Language Education and Second-Language Instruction 2020–21 to 2022–23*, hereinafter referred to as the “Canada–Alberta Agreement 2020–21 to 2022–23” signed on May 4th, 2021, as follows:

Subject to the provisions of the Canada–Alberta Agreement 2020–21 to 2022–23, this Amendment provides additional investments included in Budget 2021 to support students across the country in achieving greater levels of bilingualism through second-language learning and to increase support for postsecondary minority-language education. The funding will support Alberta in enhancing French immersion programs and French as a second-language courses from kindergarten to postsecondary.

The terms of the Canada–Alberta Agreement 2020–21 to 2022–23 will continue to apply, subject to the following provisions.

CONSEQUENTLY, the Parties agree as follows:

1. Maximum Amount of Canada’s Financial Contribution

Section 5 of the Canada–Alberta Agreement 2020–21 to 2022–23 is deleted and replaced by the following:

5. MAXIMUM AMOUNT OF CANADA’S FINANCIAL CONTRIBUTION

- 5.1 Subject to all terms and conditions indicated in this Agreement being met, Canada agrees to contribute to the eligible expenditures incurred by Alberta for the purposes described in section 2 of this Agreement. Canada’s total financial contribution shall be the lesser of forty-two million six hundred and seventeen thousand four hundred and seventy-five dollars (\$42,617,475) or the amount of 50 percent of the total eligible expenditures incurred during the term of this Agreement.
- 5.2 Solely for the 2020–21 to 2022–23 period, and subject to all terms and conditions indicated in this Agreement being met, Canada agrees to make available to Alberta an additional contribution totalling the lesser of six million three hundred and ninety-three thousand six hundred and ninety-two dollars (\$6,393,692) or 50 percent of the total eligible expenditures incurred during the term of this Agreement to increase support for minority-language education.
- 5.3 Solely for the 2022–23 period, and subject to all terms and conditions indicated in this Agreement being met, Canada agrees to make available to Alberta an additional contribution totalling the lesser of ten million nine hundred and eight-one thousand and sixty four dollars (\$10,981,064) or 50 percent of the total eligible expenditures incurred during the 2022–23 period to increase support for French second-language instruction.

- 5.4 Solely for the 2022–23 period, and subject to all terms and conditions indicated in this Agreement being met, Canada agrees to make available to Alberta an additional contribution totalling the lesser of six hundred and fifty thousand dollars (\$650,000) or 50 percent of the total eligible expenditures incurred during the 2022–23 period to increase support for postsecondary education.
- 5.5 Payment of the additional contributions described in subsections 5.2, 5.3 and 5.4 of this Agreement does not result in any adjustment to the funding provided for within the budgetary limits described in subsection 5.1.
- 5.6 In the event that Canada provides an increase in federal funding in addition to that identified in subsection 5.1 for minority-language education or second-language instruction during the term of this Agreement, the Agreement may be amended accordingly. In the interest of transparency, Canada shall advise the provincial and territorial governments of the breakdown of additional funds paid.

5.7 Breakdown of the Maximum Amount

- 5.7.1 Subject to subsection 5.1 of this Agreement and from within Canada’s financial contribution described therein, Canada shall make the following annual contributions to Alberta for the implementation of the measures described in its action plan (Schedule 3):

Fiscal Year	Minority-Language	Second-Language	Total
2020–21	\$5,310,966	\$8,894,859	\$14,205,825
2021–22	\$6,303,701	\$7,902,124	\$14,205,825
2022–23	\$6,303,701	\$7,902,124	\$14,205,825
Total	\$17,918,368	\$24,699,107	\$42,617,475

- 5.7.2 Subject to subsection 5.2 of this Agreement and from within Canada’s financial contribution described therein, Canada shall make the following additional contributions to Alberta annually to increase support for minority-language education:

Fiscal Year	Minority-Language	Total
2020–21	\$3,196,846	\$3,196,846
2021–22	\$1,598,423	\$1,598,423
2022–23	\$1,598,423	\$1,598,423
Total	\$6,393,692	\$6,393,692

- 5.7.3 Subject to subsection 5.3 of this Agreement and from within Canada’s financial contribution described therein, Canada shall make the following additional contributions to Alberta to increase support for French second-language instruction:

Fiscal Year	Second-Language	Total
2022–23	\$10,981,064	\$10,981,064
Total	\$10,981,064	\$10,981,064

- 5.7.4 Subject to subsection 5.4 of this Agreement and from within Canada’s financial contribution described therein, Canada shall make the following additional contributions to Alberta to increase support for postsecondary minority-language education and postsecondary second-language instruction:

Fiscal Year	Postsecondary Minority-Language	Postsecondary Second-Language	Total
2022–23	\$410,000	\$240,000	\$650,000
Total	\$410,000	\$240,000	\$650,000

- 5.7.5 The additional contributions in paragraphs 5.7.2, 5.7.3 and 5.7.4 are subject to an equivalent or greater annual provincial contribution and will not result in any adjustment to the funding provided in the budgets described in paragraph 5.7.1.

5.8 Canada's financial contributions as described in paragraphs 5.7.1, 5.7.2, 5.7.3 and 5.7.4 are conditional on Alberta providing, for each area of intervention and each linguistic objective, a financial contribution equivalent to or greater than that of Canada for the implementation of its action plan (Schedule 3).

5.9 Subject to the appropriation of funds by the Legislative Assembly of Alberta and the maintenance of current and forecasted budgetary levels for the Ministry of Education and the Ministry of Advanced Education, Alberta shall contribute to the eligible expenditures incurred under the terms of its action plan (Schedule 3) for the period covered by this Agreement.

5.10 Complementary Contributions

5.10.1 Canada reserves the right to approve complementary contributions in addition to the amounts described in subsections 5.1, 5.2, 5.3 and 5.4 of this Agreement for the duration of this Agreement. For the purposes of this Agreement, the complementary contributions include the funding available to provincial and territorial governments, in particular for:

5.10.1.1 one-time and non-recurring projects in minority-language education or second-language instruction;

5.10.1.2 projects targeting a recruitment and retention strategy for teachers in minority French-language schools and for teachers in immersion and French second-language programs;

5.10.1.3 infrastructure projects related to minority-language schools or postsecondary institutions.

5.10.2 Unless otherwise specified, any complementary contributions from Canada are conditional on Alberta making a financial contribution equivalent to or greater than that of Canada during the project period in question.

5.10.3 Canada agrees to honour multi-year commitments made for specific projects with Alberta during the term of this Agreement. The payment terms described in this Agreement will continue to apply unless the Parties mutually agree to amend them in the subsequent bilateral Agreement with Alberta. Any payment for these projects shall be conditional on a bilateral Agreement with Alberta being in place, covering the period targeted by the payment.

5.10.4 Canada agrees to honour the multi-year commitments contracted under specific Agreements with Alberta before 2020–21 that shall be completed during the years covered by this Agreement. The contributions provided for in those Agreements shall be made from the complementary contributions for the 2020–21 to 2022–23 period. These contributions shall be made in addition to Canada's financial contribution provided for in subsections 5.1, 5.2, 5.3 and 5.4 of this Agreement. The terms of payment described in the *Canada–Alberta Agreement on Minority-Language Education and Second-Language Instruction 2013-2014 to 2018-2019* and the *Canada–Alberta Agreement on Minority-Language Education and Second-Language Instruction 2019-2020* shall continue to apply unless both Parties mutually agree to amend or terminate them.

5.10.5 The provision of complementary contributions as described in subsection 5.10 shall not result in any adjustment to the funding provided for and within the budgets described in subsections 5.1, 5.2, 5.3 and 5.4 of this Agreement.

5.10.6 In the interest of transparency, Canada shall provide Alberta annually with the breakdown of the amounts paid and information about complementary contributions made to provincial and territorial governments for the duration of this Agreement.

2. Terms of Payment

Subsection 1.1 of Schedule 1 of the Canada–Alberta Agreement 2020–21 to 2022–23 is modified and replaced by the following:

1.1 Action Plan

Canada's annual financial contributions to Alberta's action plan (Schedule 3) referred to in paragraphs 5.7.1, 5.7.2, 5.7.3 and 5.7.4 of this Agreement shall be made as follows:

Subsection 1.2 of Schedule 1 of the Canada–Alberta Agreement 2020–21 to 2022–23 is modified and replaced by the following:

1.2 Complementary Projects

Canada’s financial contribution to Alberta for infrastructure projects funded under this Agreement shall be made in accordance with the administrative procedures set out in Schedule 2 of this Agreement. Canada’s complementary contributions to Alberta for projects funded under the provisions of subsection 5.10 of this Agreement shall be made as follows:

3. Eligible Expenditures

Subsection 4.2 of Schedule 1 of the Canada–Alberta Agreement 2020–21 to 2022–23 is deleted and replaced by the following:

4.2 Alberta may also allocate funds to the Explore, Destination Clic and Odyssey programs of the CMEC, through Canada’s financial contribution received under subsections 5.1, 5.2, 5.3 and 5.4 of this Agreement for the same linguistic objective. Where applicable, Alberta shall reflect this funding in its action plan (Schedule 3).

4. Transfers

Section 7 of Schedule 1 of the Canada–Alberta Agreement 2020–21 to 2022–23 is deleted and replaced by the following:

7. TRANSFERS

7.1 Transfers Within the Multi-Year Action Plan

7.1.1 For each fiscal year covered, and subject to the provisions set out in paragraphs 5.7.1, 5.7.2, 5.7.3 and 5.7.4 of this Agreement, Alberta may transfer a portion of the funds provided for in the multi-year action plan (Schedule 3) as follows:

7.1.1.1 Alberta may, at its discretion, transfer a portion of the funds between the areas of intervention under the same linguistic objective, but Canada must be informed.

7.1.1.2 The Parties may agree in writing, no later than February 15th of the fiscal year in question, to transfer a portion of the funds between the linguistic objectives.

7.1.2 Notwithstanding paragraph 7.1.1 of this Schedule, Alberta agrees not to make any transfers between the funds provided for in paragraph 5.7.2 and 5.7.4. of this Agreement for programs in minority-language education and the funds provided for in paragraphs 5.7.1, 5.7.3 and 5.7.4 of this Agreement for programs in second-language instruction and postsecondary second-language instruction.

7.1.3 Notwithstanding paragraph 7.1.1 of this Schedule, Alberta agrees not to make any transfers between the funds provided for in paragraph 5.7.3 and 5.7.4. of this Agreement for programs in second-language instruction and the funds provided for in paragraphs 5.7.1, 5.7.2 and 5.7.4 of this Agreement for programs in minority-language education and postsecondary minority-language education.

7.1.4 Notwithstanding paragraph 7.1.1 of this Schedule, Alberta agrees not to make any transfers between the funds provided for in paragraph 5.7.4 of this Agreement for programs in postsecondary education and the funds provided for in paragraphs 5.7.1, 5.7.2 and 5.7.3 of this Agreement for programs in second-language instruction and minority-language education.

7.1.5 Alberta recognizes the importance of respecting, for the duration of this Agreement, the overall distribution of funding between the linguistic objectives provided in paragraphs 5.7.1, 5.7.2, 5.7.3 and 5.7.4 of this Agreement.

7.2 Transfers Between the Multi-Year Action Plan and Complementary Projects

7.2.1 Alberta agrees to make no transfer between the funding provided in subsection 5.7 of this Agreement for the multi-year action plan and the complementary contributions provided by Canada as part of the provisions of subsection 5.10 of this Agreement.

7.2.2 Alberta agrees to make no transfer between the action plans funded through the complementary contributions referred to in subsection 5.10 of this Agreement.

5. Schedule 3 (Alberta's Action Plan)

Schedule 3 of the Canada–Alberta Agreement 2020–21 to 2022–23 is deleted and replaced by the attached Schedule 3.

6. General

This Amendment is concluded in English and French with both versions being equally authoritative.

7. Precedence

All other clauses contained in the original Canada–Alberta Agreement 2020–21 to 2022–23 remain unchanged, and in the event of any inconsistencies, the provisions of this Amendment take precedence over those of the original Canada-Alberta Agreement 2020-21 to 2022-23.

8. Counterparts

This Amendment may be executed in counterparts, in which case (i) the counterparts together shall constitute one original amendment, and (ii) communication of execution emailed in PDF shall constitute good delivery.

This is page 6 of the *Amendment to the Canada–Alberta Agreement on Minority-Language Education and Second-Language Instruction 2020-21 to 2022-23*.

IN WITNESS WHEREOF, the Parties hereto have signed this Amendment through their duly authorized representatives on the following dates:

ON BEHALF OF CANADA

Original signed

The Honourable Ginette Petitpas Taylor
Minister of State (Official Languages)

2023/03/13
Date

Witness

Name in block letters

Original signed

Signature

2023/03/14
Date

ON BEHALF OF ALBERTA

Original signed

The Honourable Adriana LaGrange
Minister of Education

March 10, 2023
Date

Original signed

The Honourable Demetrios Nicolaidis
Minister of Advanced Education

March 14, 2023

Date

**Approved Pursuant to the *Government
Organization Act (Alberta)*:**

Original signed

Intergovernmental Relations, Executive
Council

March 22, 2023
Date

ALBERTA'S 2020-2021 to 2022-2023 ACTION PLAN

PREAMBLE

Since 1970, the federal government has provided supplementary funding for significant costs incurred by provinces and territories for providing education in French or English where French or English are the language of the minority in Canada. Alberta utilizes the financial support to enhance learning opportunities to students who are in minority-language education programs and to students who are in French as a second language programs, from Kindergarten to the post-secondary level.

The Ministry of Alberta Education and the Ministry of Advanced Education work together to provide a seamless and comprehensive service for Albertan learners of all ages. Within the provincial government's overall commitment of providing the best possible education for all, Alberta students' language learning receives special consideration in an officially bilingual country, a multicultural and pluralistic society, and a global economy.

In alignment with the Government of Alberta's *French Policy*, through leadership and collaboration with community groups both within and outside its borders, Alberta ensures that opportunities are made available for learners to be engaged thinkers and ethical citizens with an entrepreneurial spirit so that they are able to contribute to a democratic, evolving and prosperous society.

Kindergarten – Grade 12

Introduction

In accordance with Alberta's *Education Act*, the Government of Alberta believes in and is committed to one publicly funded education system that provides a choice of educational opportunities to students and honors the rights guaranteed under the Constitution of Canada in respect of minority-language and minority denominational education through the dimensions of public, separate and Francophone schools. As such, the Government of Alberta recognizes public schools, separate schools, Francophone schools, private schools, charter schools, early childhood programs and home education programs as being valued and integral in providing choice in education to students and parents.

As per Education's *Business Plan 2020-2023*, Alberta Education has the following responsibilities:

- develop curriculum and set standards;
- evaluate curriculum and assess outcomes;
- teacher development and certification;
- support students with diverse learning needs;
- fund and support school boards;
- First Nations, Metis and Inuit and Francophone education; and
- oversee basic education policy and regulations.

Alberta Education values language learning and through significant investment, provides opportunities for francophone students to study in their first language (minority-language education) and for other Alberta students to learn French as their second official language through French Immersion programming or French as a second language courses.

To achieve these goals, Alberta Education provides further detail and instruction to all recognized schools and education programs through the *Funding Manual for School Authorities*, the *Guide to Education: ECS to Grade 12*, and the *Education Act* and associated regulations.

Responsibilities of recognized schools and education programs identified above are identified in the *Education Act*, which includes the appropriate allocation of public funds provided by the Government of Alberta each year. The *Funding Manual for School Authorities* provides details on the funding available for the school year including applicable formulas, funding rates, criteria and reporting requirements.

Current Situation

Alberta has a number of French-language programs to accommodate its diverse and evolving student population. **Minority-language (francophone) education, French as a second language courses and French Immersion** programs offer students many opportunities for exploration and growth in the French language and culture.

a) Minority-language education

Francophone education is intended for children of parents who meet the criteria of Section 23 of the *Canadian Charter of Rights and Freedoms* and Section 14(1) of Alberta's *Education Act*. These parents have the right to have their children receive primary and secondary school instruction in French.

Alberta Education develops the Program of Studies in French for Kindergarten to Grade 12 students in francophone programs. All courses, except for English Language Arts, are offered entirely in French by four Francophone Regional Authorities. Francophone education is designed to help students identify with, and be part of the francophone culture and community.

As of January 2021, 42 schools operated by the four Francophone Regional Authorities provide francophone education programs to approximately 8,448 students. This compares with 1,600 students in ten schools operated by three Francophone Regional Authorities when francophone governance was implemented in Alberta in 1994.

Since 2013, significant improvements have been made in reinforcing Alberta's francophone students' identity, sustaining the existing curricular programs and developing bold cultural initiatives offered by the francophone authorities. Federal funding provided through the Canada-Alberta amending agreements 2018-2019 and 2019-2020 provided further support for francophone schools to implement new strategies through funding special projects, which address a recurrent need such as the *La Francisation* program for new immigrant students. Federal financial investments have further supported Alberta's capacity in renovating and expanding francophone school spaces under the Infrastructure funding stream.

Each year, hundreds of certified francophone Albertan teachers benefit from the Individual Teacher Bursary program. This funding program enables our teachers to take part in a variety of French professional development opportunities such as Association canadienne d'éducation de langue française (ACELF), De mots et de craies in Sherbrooke, credit French university courses across Canada to improve not only their teaching skills in French but also enrich their cultural experience.

Alberta Education continues to work closely with Francophone Regional Authorities across the province to support quality education to francophone students and to engage in cultural activities with francophone community groups and various network connections.

b) French as a second language (FSL)

According to Section 17 of the *Education Act*, a board may authorize the use of French or any language as a language of instruction. French as a second language is not a compulsory course to students enrolled in Alberta because there is no provincial language mandate. However, every board offering alternative language programs such as FSL shall implement these courses in a manner consistent with provincial Curriculum requirements.

French second-language courses are intended for students whose first language is not French. These courses allow students to develop a good foundation in French and an appreciation of the French-language and francophone cultures.

Many Alberta schools offer FSL courses from Grade 4 to Grade 12. In these schools, French is taught as a subject, usually from 30 to 40 minutes a day in elementary and junior high school and 125 hours per year in senior high school. Although mandatory enrolment is not required, the majority of school authorities in Alberta offer FSL courses.

As of January 2021, 125,361 students are enrolled in French second-language courses in 983 Alberta schools operated by 82 school authorities. Alberta aims to maintain or increase the student enrolment in French second-language courses. Alberta Education also provides funding to the Alberta Regional Professional Development Consortia to support professional development for second-language teachers.

The impact of funding provided under the *Canada–Alberta Agreement on Minority-Language Education and Second-Language Instruction* on FSL programming is significant on student recruitment, support for educational staff and administrators, enhancement of French course delivery, language credentialing through DELF/DALF (including French immersion), and the expansion of partnerships with educational institutions in Canadian French speaking provinces.

Our province developed an aggressive recruitment campaign to maintain FSL enrolment at the current level that enabled jurisdictions to focus on Intensive and Post-intensive French approach as well as the Neurolinguistic Approach. This has resulted in a growth of enrolment in the major school jurisdictions (e.g. Calgary Board of Education). Data shows that enrolment of FSL students remained steady and trends towards continued growth. The seven regional consortia throughout the province planned and implemented professional learning opportunities in collaboration with their respective school stakeholders. While each consortia offered specific opportunities to meet the needs of their individual communities, there were many similarities throughout the province. Professional learning opportunities are offered and co-sponsored by the funding provided under the *Canada–Alberta Agreement on Minority-Language Education and Second-Language Instruction*. Due to limited FSL teachers in certain geographical regions in Alberta, those teachers working in remote schools are provided the same opportunity to attend and become involved in professional learning opportunities. Many of the learning opportunities tied directly to the development of teacher's pedagogy. The learning topics strive, when possible, to link to Alberta's initiatives and school jurisdictions priorities in any given area.

The Individual Teacher Bursary program also offered a funding supplement to FSL teachers who wished to attend French courses, on-line or in-person, throughout the school year at Alliance Française, Athabasca University, the University of Calgary and French summer camp sessions. The bursary continues to be increasingly popular among French teachers.

c) French Immersion

Alternative French-language instruction aims to support students enrolled in French Immersion programs. French programming demonstrates an increased interest in French-language learning from parents and learners. French Immersion programs are intended for students whose first language is not French. These programs allow students to be functionally fluent in French and develop an appreciation of the French-language and francophone cultures. These programs also prepare students who want to pursue post-secondary education in French.

Students are usually introduced to early immersion in Kindergarten or Grade 1. Late immersion is typically introduced at the Grade 7 level. French is used as the language of instruction in most subject areas for a significant part of each school day.

As of January 2021, 45,186 students were enrolled in the alternative French Immersion programs offered in 230 schools operated by 46 school authorities. Alberta seeks to maintain or increase student enrolment in French Immersion programs. School jurisdictions offering French Immersion in Alberta continue playing an active role in ensuring the vitality and growth of this program.

Through the collaborative effort of numerous French Immersion consultants across many school authorities, teachers from a large range of grade levels worked together to develop cross-curricular unit plans which focused on integrating literacy into all subject areas. A coaching model allowed time for reflection of practice in a variety of areas such as collaborative learning, formative assessment, and high level thinking using cross-curricular themes with the goals of improving language competency.

Many projects focusing on learning centres, resources and credentialing were co-funded by Alberta Education and Canada through the *Canada–Alberta Agreement on Minority-Language Education and Second-Language Instruction 2013-2014 to 2017-2018* and subsequent one-year interim Amending Agreements for 2018-2019 and 2019-2020. The Metropolitan Edmonton Regional French Immersion Program (MERFIP) project served as hub in providing a wide range of student services to numerous school jurisdictions in the Edmonton area. In the province's southern area, multiple projects funded under the previous bilateral agreement resulted in the implementation of various portfolios to enhance and assist second-language proficiency.

Alberta also has 11 DELF/DALF exam centres, the highest number in Canada. Alberta's students and teachers continue to take advantage of the DELF/DALF opportunity.

With regard to French immersion programs and French as a second language courses, the 2020-2021 school year was marked by difficulties in maintaining existing programs, and in particular, student enrolments. The challenge was mainly due to the COVID-19 pandemic, which has disrupted the activities of school jurisdictions offering French language education.

In 2020-2021, while student enrolment in French immersion had dropped slightly by 3%, (approximately 1,405 fewer students compared to the previous school year), the gap in French as a second language was more pronounced with a fall of 15% (a deficit of 22,000 enrolled students).

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Several schools in Alberta directed their resources towards core programming to mitigate learning loss, and towards other urgent needs of students, staff and the school community such as mental health supports, hygiene requirements, and reconfiguration of classrooms. This in turn has affected non-essential programs and courses.

With the announcement by Canadian Heritage of additional regular funding dedicated to French second language instruction on February 11, 2022, Alberta is taking full advantage of this funding to strengthen its existing French programs disrupted by the pandemic, whose effects still exist. This additional funding will support the province's recovery strategy to maintain French curricular programs. It will increase, above all, learner participation by intensifying student recruitment and retention efforts in urban and remote regions. It will bring about opportunities to expand programming, such as opening up new classes and providing DELF examination services and French resources to staff and students. Educational staff will have additional support to implement the new Mathematics curriculum and pilot the French Immersion Language Arts and Literature curriculum in September 2022. Finally, enriching cultural activities and professional learning opportunities can thrive because of this additional funding.

This new batch of additional regular funding for French second language is intended to be a crucial financial component in supporting the province's priorities through the initiatives already identified under the current action plan of the *Canada-Alberta Agreement on Minority-language Education and Second-Language Instruction*.

Post-secondary Education

Introduction

French-language education is an important feature of Alberta's post-secondary system. Advanced Education supports Albertans by providing education and training opportunities to prepare them for the workforce. Through Advanced Education's investments in people, infrastructure, and research capacity, the post-secondary sector helps drive job creation, innovation, and the development of skilled and adaptive workers who contribute to a competitive Alberta economy.

Alberta Advanced Education is responsible for an adult learning system that provides accessible, affordable and high quality education for Albertans. It prepares Albertans for lifelong success through education by:

- approving post-secondary programs of study;
- funding public post-secondary institutions and other adult learning providers;
- providing financial aid for learners;
- registering and certifying apprentices; and
- supporting academic research and innovation.

Under the *Post-Secondary Learning Act*, Alberta's publicly funded post-secondary institutions operate under the authority of their Boards of Governors, who are responsible for the day-to-day management of the institution. The Ministry of Advanced Education approves programs, provides funding, strategic guidance and direction to Alberta's post-secondary system, but does not intervene in institutional matters. This includes not dictating to institutions how they should spend their base operating grants.

Current Situation

Advanced Education supports the provision of French-language programming via OLEP funding at 7 institutions across Alberta. Through its various functions, it is estimated that the ministry helps enable over 10,000 students a year pursue post-secondary learning opportunities in French, and to develop the skills they need to secure employment and contribute to their communities. It is well documented that second-language proficiency provide individuals with advantages in competing for certain job opportunities, both at home in Alberta, Canada and abroad.

As the University of Alberta's (U of A) French-language faculty, Campus Saint-Jean (CSJ) is the province's post-secondary bilingual hub. This unique academic, linguistic, and cultural environment provides students with the academic preparation; language competencies and other essential skills (i.e. personal, critical thinking, ethical responsibility, collaboration) needed to become the leaders of the future. CSJ's vision is to be recognized as the centre of choice for French language university-level education in Western Canada, and a major centre of choice for French language university-level education in Canada and worldwide.

CSJ offers high quality degree programming in diverse fields including education, language and literature, arts and science. CSJ has partners with other U of A faculties to provide successful joint bilingual degree programs in nursing, environmental science, engineering and business. In recent years, CSJ's mandate has expanded to college-level programs in order to fill critical gaps in the labour market.

CSJ also offers conversational French and language skills professional development training for teachers and other professionals. CSJ's facilities include a curriculum materials centre, a multimedia

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lab, a vocal acoustics laboratory, student residence, an academic and cultural centre, and a library with one of the most comprehensive collections of French language books in Western Canada. CSJ continues to invest in multimedia and technology to improve both student access and student supports.

In 2019-2020, Campus Saint-Jean offered seven programs at the undergraduate/graduate level in Arts, Business, Education and Science, two graduate degree programs and four college level credentials. There were no changes to programs delivered by CSJ from the previous year - 2018-2019.

The Bachelor of Arts offers majors in French language, French and Franco-Canadian Literature, as well as added minors in Drama, Music, and Translation. Specializations in the Bachelor of Education degree include Elementary Education and Secondary Education. CSJ also offers a BEd After Degree and a five-year combined Bachelor of Education-Bachelor of Science.

Students in BEd degree program can focus in preparing themselves for a career in either a French Immersion or Francophone Education environment. Students in the BSc General Program can select a major or double major and a minor in Biology, Chemistry, Mathematics, Physics, Psychology and Statistics.

The University of Alberta (through Centre collégial de l'Alberta located at CSJ) is continuing to collaborate with stakeholders to work on activities aimed at increasing student access to college level programming in French, either online or through onsite delivery.

The University of Calgary is another key stakeholder that offers French as a second-language programming and opportunities through its French Centre. The French Centre of the U of C has been in existence since 1979. Its aim is to promote the French language and Francophone culture through a variety of courses, projects and activities. Immersion weekends, professional development for teachers, language enrichment programming for both students and instructors, and a French-language Instruction Program (FLIP), providing credit courses taught in French covering a variety of subject areas depending primarily upon Faculty language expertise, are also offered. Through the Werklund School of Education and the Faculty of Arts, the U of C will continue to offer conversational courses, a certificate in French Studies, undergraduate majors and minors in French, and a Master of Arts in French.

The U of A (Department of Modern Languages and Cultural Studies), the University of Lethbridge (U of L), the Grande Prairie Regional College (GPRC), Lakeland College (LC), Concordia University of Edmonton and St. Mary's University are also key stakeholders who offer French as a second language programming or activities and whose initiatives will be supported through Alberta's 2020–2021 to 2022–2023 action plan.

During the 2020-2021 academic year, the COVID-19 pandemic created many unforeseen challenges and disruptions for post-secondary students and staff alike. The pandemic impacted enrolments and program delivery as all post-secondary institutions had to pilot delivering classes online. Classes resumed on-campus in the fall of 2021 with some restrictions such as masking and mandatory vaccine mandates. In addition to the challenges that those restrictions brought, there were additional hurdles to overcome. For example, at the University of Alberta, CSJ, and several other post-secondary institutions, all programs with practicums were dealing with issues associated with continuing to provide in-person experiences while maintaining the safety of both the student intern and those with whom they work (e.g. students and school personnel). However, it was under the Enriched Learning Environments area of intervention that post-secondary institutions experienced the greatest disruption as cultural events on

campus or in the community were postponed and all activity in terms of student exchanges, visiting speaker series, outreach to high schools, conferences, etc. were either cancelled or taking place via online modalities.

Despite the challenges presented as a result of the pandemic, student numbers were positive given that enrolment in the Alberta public post-secondary system overall (26 post-secondary institutions) was down by about 2% from the previous year. We hypothesize this growth is a direct result of Alberta's post-secondary systems' ability to adapt to online delivery of courses. The method in which programs are now being delivered has opened the door to many potential post-secondary students who may not have been able to previously attend in-person classes. For example, transportation or childcare was previously holding a student back from completing their education and they are now able to attend due to online delivery.

The additional funding for French-second language programs announced on February 11, 2022 will support the province's post-secondary institutions in all of their existing initiatives. Alberta is proud to have five post-secondary institutions join areas of intervention in which they had not previously participated. Activities of Alberta's post-secondary institutions will contribute towards strengthening the delivery and promotion of French second-language programming, and doubling Alberta's efforts to recruit and attract students into French second-language post-secondary programs across the province. Additional regular funding will allow institutions flexibility and creativity to carry out recruitment activities. For example, the University of Alberta – CSJ plans to increase the development of their online French programs and to maintain the digital strategy for teaching and training. Another activity planned by the university is the development of a social media strategy for French as Second Language instruction, enhancing institutional ability to address a broader range of language learning needs, including those in rural and remote communities.

In 2022-2023, to strengthen and maintain French Language programming at the University of Alberta's CSJ, Alberta received a one-time regular funding offer from the federal government. With Alberta's matching contribution, the additional funding provides increased support totalling \$1,300,000 for both French Second Language and French Minority Language programming. The funds provided to CSJ will strengthen existing initiatives such as Learner Participation by increasing cultural activities and events for students, and by targeting increased enrollment in Arts and Science programs through the development of a new recruitment strategy and a redesign to its Arts and Science program offerings. The funding also will support training and professional development for French educational staff at CSJ, which has been identified as a priority area for Alberta's Francophone stakeholders. In order to support both student and staff achievement and success, the University of Alberta intends to add two temporary staff, a social worker and a facilitator to the existing CSJ staff complement.

2013-2014–2019-2020 Achievements

Five post-secondary institutions including the University of Alberta (U of A), University of Calgary (U of C), University of Lethbridge (U of L), Grande Prairie Regional College (GPRC) and Lakeland College (LC) participated in the previous 5-year *Canada–Alberta Agreement on Minority-Language Education and Second-Language Instruction 2013-2014 to 2017-2018* and subsequent one-year interim Amending Agreements for 2018-2019 and 2019-2020.

The following cumulative enrolments in French-language courses/programs were reported by the institutions in the period from 2013–2014 to 2019–2020:

- Close to 22,000 students were enrolled in either conversational French-language courses (beginner, intermediate and advanced), French related specializations (major and minor level) or other degree credit courses (e.g. history, economics, philosophy) offered in French at the U of A (Department of Modern Languages), U of C, U of L, GPRC or LC.
- About 5,530 students were enrolled in undergraduate programming (diploma and degree) at the U of A - Campus Saint-Jean (CSJ) including about 290 at the graduate level.

Centre collégial de l'Alberta was successfully established at the U of A (CSJ) to deliver college level certificate and diploma programming. Three diplomas including Business Administration, Tourism Management, and Early Childhood Education as well as two certificate programs – Health Care Aide and Early Childhood Education – were approved for implementation by the ministry of Alberta Advanced Education during the period from 2013–2014 to 2019–2020. Enrolments in these programs up to 2019–2020 totalled 263 students.

A partnership agreement between the University of Alberta (CSJ) and Lakeland College also allowed for opportunities for students across the province to access Lakeland College's Early Learning and Child Care certificate and diploma and Educational Assistant certificate programs in French via online distance learning. From 2013–2014 to 2019–2020, close to 500 students were enrolled in these programs.

The past academic year (2019–2020) has been challenging with post-secondary institutions dealing with both the COVID-19 pandemic and significant budget cutbacks due to Alberta's current economic situation. Despite these challenges, overall enrolment in French-language programs/courses for 2019-2020 year at the five institutions identified above was over 3,000 students with close to 1,000 students at the University of Alberta – Campus Saint Jean. These five institutions have made significant adjustments to ensure that students interested in pursuing French language learning opportunities have safe, face-to-face and alternate (i.e. online) access to courses/programs for the 2020-2021 academic year.

Access to federal funding

In response to the *Investing in our Future 2018-2023: Action Plan for official languages* and under the *Canada–Alberta Agreement on Minority-Language Education and Second-Language Instruction 2020–2021 to 2022–2023* ensuing from the *Protocol for Agreements for Minority-Language Education and Second-Language Instruction 2020–2021 to 2022–2023* (herein after referred to as the Protocol) between the Government of Canada and the Council of Ministers of Education, Canada, Alberta has developed an action plan for the 2020–2021 to 2022–2023 fiscal years to access federal funding.

Consultation Process - Education

In the same spirit of the Amending Agreement 2019-2020 and its one-year action plan granted to Alberta, this 2020-2021 to 2022-2023 action plan was developed with respect to the *Canada–Alberta Agreement on Minority-Language Education and Second-Language Instruction 2020–2021 to 2022–2023* and its most updated Schedules. This current action plan, including the additional funding for minority-language education, takes into consideration consultations with key educational stakeholders, including Alberta's newly established Provincial Advisory Committee (PAC) on Official Languages in Education Programs. PAC membership consists of provincial regional representation from both

minority-language education and school authorities providing French as a second language instruction who meet on a quarterly basis to discuss issues of importance to the vitality of minority-language education and second language instruction in the province.

In addition to PAC, Alberta Education hosts an annual OLEP webinar, where representatives from Francophone Regional Authorities and school authorities providing French as a second language programming, as well as educational organizations/associations, come together to discuss official languages in education throughout Alberta. Discussions include content and context of the ratified Protocol and Canada–Alberta bilateral agreement, including the allocation of federal funding to Alberta and the subsequent allocations to funding recipients across the province. An additional webinar is held annually to discuss current projects, share best practices, strategies and collaborative approaches to further support francophone and French teacher recruitment and retention.

Given the local autonomy of school authorities, they advise the Department of Education through annual commitment forms how federal funding will be allocated within their respective schools. The commitment form also provides the department with information to ensure matching funding is allocated from the previously allocated provincial budget. At the end of each school year, all funding recipients provide report backs, which act to confirm funding was allocated as advised in the respective commitment forms and enable Alberta Education to make any necessary changes to its action plan. For the 2019-2020 school year alone, there were 4 report backs received from the Francophone Regional Authorities and 76 from school authorities offering French Immersion and French as a second language instruction. The information provided valuable data on school operational activities and emerging trends, reflected in the following action plan.

The Department of Education has also established regular communication with key stakeholders in the province. This includes quarterly OLEP updates, a centralized email address for educational partners to raise opportunities, questions or concerns, and regular phone calls between department staff and educational partners to share information and maintain open communication on official languages in education in Alberta. The Department of Education has also established a public OLEP website, an online platform operating as a one-stop shop where all funded projects, funding allocations, resources and informative materials are shared to increase transparency and accountability to Albertans. The website is constantly evolving to ensure materials provided are meeting the needs of Alberta's educational partners.

Consultation Process – Advanced Education

In addition to participating with Alberta Education on cross-ministry discussions, Advanced Education has been in consultation with post-secondary institutions, post-secondary students making inquiries and some of the same community stakeholders noted above.

Early in 2019, Advanced Education developed an application package explaining the Protocol and the areas of intervention and then sent notification out to all twenty-six publicly funded post-secondary institutions inviting four-year proposals. Proposals were received from seven institutions (the five that have participated previously plus Concordia University of Edmonton and St. Mary's University in Calgary). The ministry has since worked with all of these institutions to adjust their proposals, including additional funding for minority-language education, where applicable, to three years beginning in 2020-2021. Similar to Education, Advanced Education receives information from post-secondary funding recipients multiple times each year to ensure compliance with the *Canada–Alberta Agreement on Minority-Language Education and Second-Language Instruction*.

2020-2021 to 2022-2023 Action Plan Orientation/Priorities/Performance

The 2020-2021 to 2022-2023 Alberta action plan is aligned with Alberta's business and fiscal plans, with the aspirations of its community groups, and with the objectives outlined in the Agreement. It recognizes the role of learning as essential to providing Albertans with the competencies necessary to keep Alberta strong and to foster its evolution.

The 2020-2021 to 2022-2023 action plan benefits in many ways from its antecedents: the implementation of previous actions plans has led to a sustainable student enrolment, the number and distribution of schools offering French-language programs, and purchase of resources. With the COVID-19 however, the focus shifted quickly away from any in-person activities. In-person classes and events hugely suffered from COVID-19 regardless of the type of instruction. Smaller entities with limited resources are further affected in their operational capacity to deliver educational services. Many activities on the K-12 side were cancelled, including professional development sessions, cultural enrichment activities, DELF exams, and provincial achievement exams. School authorities pivoted to online learning in March 2020, and with in-person and online learning both being options for students for the 2020-2021 school year, much of the focus has remained on providing online learning supports for teachers and students. On the post-secondary side, many work-integrated learning opportunities (i.e. practicums, internships, etc.) had to be postponed, rescheduled or cancelled altogether. Extra-curricular and cultural activities as well as visiting scholars programs have been set back. The response by both K-12 school authorities and post-secondary institutions has been exemplary. Post-secondary institutions along with school authorities pivoted early in the pandemic, and have worked tirelessly to provide enhanced access to online learning instruction, with both face-to-face classroom delivery and online learning being options for students for the 2020-2021 academic/school year. In addition, a focus has been on ensuring online learning supports for both teachers/instructors and students. For several initiatives in the 2020-2021 to 2022-2023 action plan, 2018-2019 baseline data is used, as it reflects a more typical situation that has not been affected by these unforeseeable circumstances.

Despite the challenges as a result of COVID-19, there have been significant improvements made to the efficacy of the OLEP file in Alberta. To ensure equitable outcomes and equal opportunities for all students in our province, francophone school authorities are treated according to the circumstances and needs of their communities in order to provide an overall educational experience that is substantively equivalent to that of the majority. As such, after months of significant consultation and discussions with the PAC members and other stakeholders, Alberta will gradually transition to a 50-50 funding ratio for minority-language and second-language education by the 2021-2022 school year. This decision comes with careful consideration of the needs of both minority-language and second-language education in the province and the opportunities for on-going collaboration that could develop. For many decades, Alberta has allocated significantly more federal funding to FSL over FML, especially within the K-12 education system. While this decision was based upon factors in play at that time of the decision, given the considerable growth of student enrolment in FML K-12 education in the province (60% over the past 10 years comparing 2009-2010 student enrolment of 5,575 with 2019-2020 student enrolment of 8,902), Alberta believes that an increase in funding for FML is required. There has also been no change in the allocation over the past few decades, despite this significant enrolment growth in francophone minority-language education. There is a need to ensure substantive equivalency between francophone minority-language education and French as a Second Language instruction in Alberta.

SCHEDULE 3

A significant review of allocations for French second-language school authorities was also made along with consultations with the PAC. In order to ensure a more equitable distribution, student full-time equivalent (FTE) funding will be on a sliding scale. School authorities with a lower number of FTE funded students will receive slightly more per FTE funded student. This is to ensure school authorities with smaller French immersion programs and French as a second-language courses receive adequate funding for their programs. Further details are provided in Alberta Education's *Funding Manual for School Authorities*, for the applicable school year.

Alberta has also improved the transparency of the OLEP file in working to ensure that both the public and stakeholders are able to access resources and clear information through an improved OLEP webpage, regular email updates, webinars, and engagements sessions. School authorities now have a much more straightforward, streamlined reporting process that will make tracking OLEP dollars and final reports far simpler, and these reports will also be made available on the OLEP webpage. Post-secondary institutions will continue to provide detailed narrative and financial reporting to Advanced Education as they have done in the past. The emphasis in post-secondary related reporting to the federal government will be in accurately aggregating institutional data related to performance measures and targets for each area of intervention.

The 2020-2021 to 2022-2023 action plan will pursue building on the existing success stories resulting from previous agreements and will work to address emerging needs as a result of the COVID-19 situation. It will also help to address other emerging issues such as program cost challenges and review of learning strategies as well as investing in our goals to develop a focused provincial-wide plan in retaining and recruiting French teachers. Alberta and Advanced Education worked collaboratively to emphasize these provincial goals in shaping permanent strategies with school jurisdiction and post-secondary institutions to assess current needs and propose solutions. One of the ideas that emerged from this collaboration is to collect a provincial data reflecting concerns and challenges as well as focusing on factors which make the profession attractive to new students. In addition, the availability of French resources in the remote regions will be addressed, including with the new *Southern Alberta French Resource Centre* funding initiative.

This action plan identifies initiative descriptions, performance measures, performance targets, and planned investments based on promising practices identified from kindergarten to post-secondary education. Its development involved synthesizing extensive amounts of information gathered from diverse sources, including face-to-face consultations, proposals submitted to Alberta Education, results of provincial assessments, enrolment data, professional development activities and community learning initiatives.

As with all plans, this action plan attempts to incorporate the flexibility necessary for it to adapt to an ever-changing environment, while maintaining its focus on its primary goal, that of contributing to the growth of French-language education in Alberta. In order to provide this flexibility, funding recipients will indicate at the beginning of each school year how they intend to allocate their federal French funding and the Alberta action plan will be adjusted accordingly.

This action plan also includes initiatives for pre-Kindergarten and Kindergarten to post-secondary to support the French minority-language and French second-language programs under the following Areas of Intervention: Learner Participation, Provision of Programs, Academic Achievement of Learners, Enriched Learning Environment, Support for Educational Staff, and Research.

SCHEDULE 3

The 2020-2023 initiatives were designed taking into consideration the various consultations held to have a positive impact on:

- 1) Enrolment in French minority–language, French Immersion programs and FSL courses in an inclusive learning environment;
- 2) Expansion and sustainability of French minority–language, French Immersion programs and FSL courses;
- 3) Students’ results in Grade 12;
- 4) Scope and quality of cultural enrichment offered within the school environment;
- 5) Teacher and education support services;
- 6) Teacher and specialist recruitment and retention;
- 7) Enrolment and retention of students at the post-secondary level;
- 8) Access to post-secondary education;
- 9) Support for educational staff; and
- 10) Research.

ACTION PLAN - PERFORMANCE MEASUREMENT

Alberta
2020-2023 Performance Measurement

Linguistic Objective	Area of Intervention	Level(s)	Initiative Title	Performance Indicator	Performance Target	Baseline
FML	Learner Participation	Kindergarten, Elementary and Secondary	Promotion and Marketing	Number of students enrolled in francophone programs from Pre-Kindergarten to Grade 12	Maintain or increase the number of students enrolled in francophone programs - Annually	2019-2020: 8,757 students from Pre-Kindergarten & Kindergarten to Grade 12
FML	Learner Participation	Secondary	Student Recruitment and Retention Strategies	Number of students enrolled in francophone programs from Grades 7 to 12	Maintain or increase the number of students enrolled in francophone programs from Grades 7 to 12 - Annually	2019-2020: 2,390 students from Grade 7 to Grade 12: - Grade 7: 554 - Grade 8: 526 - Grade 9: 398 - Grade 10: 303 - Grade 11: 246 - Grade 12: 363
FML	Learner Participation	Secondary	Regional Logistics Strategies: Students	Percentage of students enrolled in francophone programs in Grade 6 who stay until the end of Grade 12	Maintain or increase the percentage of students enrolled in francophone programs in Grade 6 that stay until the end of Grade 12 - Annually	2019-2020: 50% - Grade 6: 719 students - Grade 12: 363 students
FML	Learner Participation	Post-secondary	Promotion and Access to Post-Secondary French Education	Number of students enrolled in post-secondary programs at CSJ and LC	Increase enrolment in post-secondary programs at Lakeland College by a minimum of 5% from 2020-2021 to 2022-2023 - Annually • Increase enrolment in post-secondary programs at CSJ by a minimum of 5% from 2020-2021 to 2021-2022 and by 7% in 2022-2023.	2020-2021: 583 students were enrolled - Campus Saint-Jean: 510 - Lakeland College: 73
FML	Provision of Programs	Kindergarten	Full-Day Kindergarten	Number of schools that offer full-day Kindergarten	Maintain or increase the number of schools that offer full-day Kindergarten - Annually	2019-2020: 36 schools
FML	Provision of Programs	Kindergarten	Support for Kindergarten Programs	Number of students enrolled in Preschool (Pre-Kindergarten and Kindergarten)	Maintain or increase the number of students enrolled in Preschool (Pre-Kindergarten and Kindergarten) - Annually	2019-2020: 1,390 students
FML	Provision of Programs	Secondary	Develop learning objects for online courses	Number of learning objects developed for online courses	Increase the number of learning objects developed for online courses by creating 25 learning objects per year	2019-2020: 10 learning objects

ACTION PLAN - PERFORMANCE MEASUREMENT

**Alberta
2020-2023 Performance Measurement**

Linguistic Objective	Area of Intervention	Level(s)	Initiative Title	Performance Indicator	Performance Target	Baseline
FML	Provision of Programs	Elementary and Secondary	Development of tools and resources to support the teaching of the history of Alberta's Francophonie and francophone perspectives	Number of tools/resources developed	Develop 5 tools and resources per year	No existing baseline. This is a new initiative.
FML	Provision of Programs	Post-secondary	Programs for Students to Improve their French Language Proficiency	<ul style="list-style-type: none"> • Number of courses • Number of programs 	<ul style="list-style-type: none"> • Increase the number of French post-secondary courses offered by a minimum of 5% by the end of the agreement period in 2022-2023 • Increase the number of post-secondary programs by a minimum of 2 by the end of the agreement period in 2022-2023 	2018-2019: 330 courses were offered 2018-2019: 13 programs <ul style="list-style-type: none"> • diploma: 4 • bachelor degrees: 7 • masters degrees: 2
FML	Academic achievement of learners	Secondary	French language development of Grade 12 students	Grade 12 diploma exam results (number of Acceptable Standards and Standards of Excellence) in <i>Français</i>	Maintain or increase Grade 12 students' diploma exam results in <i>Français</i> - Annually	2018-2019: 98.7% of students achieved or surpassed the acceptable standard, including 27.6% students who achieved the standard of excellence
FML	Academic achievement of learners	Elementary and Secondary	Student Access to Specialized Services and Pedagogical Supports	Number of students who receive specialized services in speech-language pathology, occupational therapy, psychology and mental health	Offer between 130 and 160 formal evaluations per year with a continuous monitoring	2019-2020: 145 formal evaluations but with less follow-up from specialists
FML	Academic achievement of learners	Secondary	Assessment of Learning to Guide Concept-Based Teaching Practices	Number of resources developed and/or adapted to support assessment of learning and to guide pedagogy	Develop and/or adapt 20 concept-based assessment tools per year, for a total of 60 tools by 2022-2023	2019-2020: 25 assessment tools

ACTION PLAN - PERFORMANCE MEASUREMENT
Alberta
2020-2023 Performance Measurement

Linguistic Objective	Area of Intervention	Level(s)	Initiative Title	Performance Indicator	Performance Target	Baseline
FML	Academic achievement of learners	Kindergarten, Elementary and Secondary	Assessment tools for online learning	Number of assessment tools adapted for online learning	Develop 20 assessment tools in 2020-2021: 2 tools will be developed for each grade level from Kindergarten, Grade 1 to 9 (one for formative assessment and one for summative assessment)	No existing baseline. This is a new initiative.
FML	Enriched Learning Environments	Kindergarten, Elementary and Secondary	Cultural and Leadership Activities	Number of cultural activities organized in collaboration with the francophone community	Maintain or increase the number of cultural activities per year	2018-2019: 697 cultural activities
FML	Enriched Learning Environments	Secondary	Mental Health Related Activities	Number of students participating in mental health related activities	Maintain or increase the number of students participating in mental health related activities, targeting Grade 9 and 10 students - Annually	2019-2020: 25 students (Note: the forum was held in English)
FML	Support for Educational Staff	Kindergarten, Elementary and Secondary	Individual Teacher Bursaries	Number of Individual Teacher Bursaries approved*	Maintain or increase the number of continuing education and professional development bursaries approved annually	2019-2020: 16 bursaries approved
FML	Support for Educational Staff	Kindergarten, Elementary and Secondary	Professional Development	Number of professional development activities	Maintain or increase the number of professional development activities - Annually	2018-2019: 231 professional development activities
FML	Support for Educational Staff	Kindergarten, Elementary and Secondary	Collaborative Approach	Number of schools and teachers participating in the collaborative approach	Maintain or increase the number of schools and teachers participating in the collaborative approach - Annually	2019-2020: 40 schools 2019-2020: 60 participating teachers
FML	Support for Educational Staff	Post-secondary	Training and Professional Development for French Educational Staff	<ul style="list-style-type: none"> Number of professional workshops, professional training Number of staff (sessional, faculty and academic administrative staff) who support program delivery 	<ul style="list-style-type: none"> Increase the professional development training opportunities for staff per year to 5 Increase the number of staff supporting the delivery of French programs by 17 in 2022-23 	2020-2021: 2 professional development training activities delivered 2020-2021: 137 total staff supporting the delivery of French programs

ACTION PLAN - PERFORMANCE MEASUREMENT

Alberta
2020-2023 Performance Measurement

Linguistic Objective	Area of Intervention	Level(s)	Initiative Title	Performance Indicator	Performance Target	Baseline
FML	Support for Educational Staff	Elementary and Secondary	Logistics Strategies: Teachers	Number of initiatives that support the recruitment of teachers and specialists	Maintain or increase the number of initiatives that support the recruitment of teachers and specialists - Annually	2018-2019: 15 initiatives
FML	Research	Post-secondary	Academic Endeavours and Research in French	<ul style="list-style-type: none"> • Number of publications • Number of Research institutes/centres • Dollar value of research grants awarded 	<ul style="list-style-type: none"> • Publish 2 journal issues by 2022-2023 • Add one new research institute/centre/group by 2022-2023 • Increase the dollar value of research grants awarded by a minimum of 2% by 2022-2023 	2018-2019: 0 publications 2018-2019: 3 research centres/institutes/groups 2018-2019: \$991,523 awarded in research grants

ACTION PLAN - PERFORMANCE MEASUREMENT
Alberta
2020-2023 Performance Measurement

Linguistic Objective	Area of Intervention	Level(s)	Initiative Title	Performance Indicator	Performance Target	Baseline
FSL	Learner Participation	Kindergarten, Elementary and Secondary	French Immersion Student Recruitment and Retention	Number of FIM students*	Increase the number of students enrolled in French Immersion programs from 2020-21 to 2022-23	2020-2021: 45,186 students enrolled
FSL	Learner Participation	Elementary and Secondary	French Immersion High School Retention	FIM retention rate from Grade 9 to 10*	Maintain or increase retention rate of French Immersion students going from Grade 9 to 10 from 2020-21 to 2022-23	2020-2021: 77% retention rate
FSL	Learner Participation	Elementary and Secondary	French as a Second Language Student Recruitment and Retention	Number of FSL students*	Increase the number of students enrolled in FSL courses from 2020-21 to 2022-23.	2020-2021: 125,364 students enrolled
FSL	Learner Participation	Post-secondary	Promotion and Access to Post-Secondary French Education	Number of students enrolled	Increase enrolment in post-secondary programs from 2020-21 to 2022-23	2020-2021: 2,780 students were enrolled - Other institutions: 2,270 - Campus Saint-Jean: 510

ACTION PLAN - PERFORMANCE MEASUREMENT
Alberta
2020-2023 Performance Measurement

Linguistic Objective	Area of Intervention	Level(s)	Initiative Title	Performance Indicator	Performance Target	Baseline
FSL	Provision of Programs	Kindergarten, Elementary and Secondary	French Immersion Expansion: Adding Classes	Number of FIM classes*	Increase the number of additional French Immersion classes from 2020-21 to 2022-23	2020-2021: 23 classes added
FSL	Provision of Programs	Elementary and Secondary	DELFDALF Exam Centres	Maintain number of DELFDALF exam centres	Maintain or increase the number of French Language Credentialing Centres from 2020-2021 to 2022-2023	2019-2020: 11 Centres
FSL	Provision of Programs	Elementary and Secondary	DELFDALF Students Writing Exams	Maintain number of students writing DELFDALF exams	Increase the number of students writing D.E.L.F./D.A.L.F. exams from 2020-2021 to 2022-2023	2020-2021: 1,235 students
FSL	Provision of Programs	Elementary and Secondary	French Resource Centres: Resources	Number of resources	Increase the number of resources available at French resource centres from 2020-2021 to 2022-2023 - FLRC: 800 additional resources - IISLE: 940 additional resources - SAFRC: 1,800 additional resources	2019-2020: French Learning Resource Centre: 7,500 2019-2020: Institute for Innovation in Second Language Education: 23,329 2019-2020: Southern Alberta French Resource Centre: No data - new initiative
FSL	Provision of Programs	Elementary and Secondary	French Resource Centres: Partnerships	Number of educational partners collaborating around French resource centres in Alberta	Increase the number of educational partners collaborating around French resource centres from 2020-2021 to 2022-2023.	2019-2020: French Learning Resource Centre: 13 2019-2020: Institute for Innovation in Second Language Education: 1 2019-2020: Southern Alberta French Resource Centre: 3

ACTION PLAN - PERFORMANCE MEASUREMENT
Alberta
2020-2023 Performance Measurement

Linguistic Objective	Area of Intervention	Level(s)	Initiative Title	Performance Indicator	Performance Target	Baseline
FSL	Provision of Programs	Post-secondary	Programs for Students to Improve their French Language Proficiency	<ul style="list-style-type: none"> • Number of programs • Number of courses 	<ul style="list-style-type: none"> • Maintain the number of French post-secondary courses offered - Annually • Increase the number of post-secondary programs by a minimum of 2 - 3 years target 	2018-2019: 480 courses were offered 2018-2019: 17 programs were offered
FSL	Academic achievement of learners	Elementary and Secondary	Literacy for French Immersion Learners	FIM gr.6, 9, 12 PAT/Diploma results (number of Acceptable Standards and Standards of Excellence) in FLA*	Maintain or increase French Immersion students' results in Grade 6, 9 and 12 French Language Arts - Annually	2018-2019: - Grade 6: 89.7% (Acceptable Standard) 16.1% (Standard of Excellence) - Grade 9: 85.6% (Acceptable Standard) 12.8% (Standard of Excellence) - Grade 12: 94.8% (Acceptable Standard) 11.8% (Standard of Excellence)
FSL	Academic achievement of learners	Elementary and Secondary	Numeracy for French Immersion	FIM gr.6, 9, 12 PAT/Diploma results (number of Acceptable Standards and Standards of Excellence) in <i>Mathématiques</i> *	Maintain or increase French Immersion students' results in Grade 6, 9 and 12 <i>Mathématiques</i> - Annually	2018-2019: - Grade 6: 88.1 % (Acceptable Standard) 22% (Standard of Excellence) - Grade 9: 81.2% (Acceptable Standard) 23.3% (Standard of Excellence) - Grade 12 : + Math 30-1: 88.1% (Acceptable Standard) 44.2% (Standard of Excellence) + Math 30-2: 87.4% (Acceptable Standard) 22.6% (Standard of Excellence)
FSL	Enriched Learning Environments	Elementary and Secondary	Cultural Activities	Number of community/cultural enrichment activities	Increase the number of cultural and enrichment activities for students from 2020-21 to 2022-23	2020-2021: 220 cultural activities
FSL	Enriched Learning Environments	Secondary	Quebec Student Exchange	Number of students involved in Quebec Student Exchange Program*	Maintain or increase the number of students involved yearly in the Quebec-Alberta exchanges - Annually	2019-2020: 6 students

ACTION PLAN - PERFORMANCE MEASUREMENT

Alberta

2020-2023 Performance Measurement

Linguistic Objective	Area of Intervention	Level(s)	Initiative Title	Performance Indicator	Performance Target	Baseline
FSL	Enriched Learning Environments	Post-secondary	Outreach, promotion and community enhancement of French language and culture	<ul style="list-style-type: none"> • Number of cultural events and workshops held • Number of students participating in exchanges and field events • Number of attendees and visitors to cultural events and French Centres 	<ul style="list-style-type: none"> • Increase number of cultural events by one every two years • Maintain the number of students who participate in field events and student exchange programs annually • Participation will be maintained for attendance and visits to cultural events and French centres annually 	2020-2021: 7 cultural events and workshop held <ul style="list-style-type: none"> • 120 students participated in events • 4,919 visitors at French centres • There were 128,891 visits to the U of C's Repsit resource repository website - significantly higher than in previous years
FSL	Enriched Learning Environments	Post Secondary	Teaching for tomorrow: Mastering Essential Competencies in Education & Everything to Succeed	Rate of students completing their programs on time* Number of participants	<ul style="list-style-type: none"> • Increase on-schedule program rates • 150 participants across all programs in first year 	No existing baseline. This is a new initiative
FSL	Support for Educational Staff	Kindergraten, Elementary and Secondary	Individual Teacher Bursaries	Number of Individual Teacher Bursaries approved*	Maintain or increase the number of continuing education and professional development bursaries approved. - Annually	2019-2020: 61 bursaries approved

ACTION PLAN - PERFORMANCE MEASUREMENT

Alberta
2020-2023 Performance Measurement

Linguistic Objective	Area of Intervention	Level(s)	Initiative Title	Performance Indicator	Performance Target	Baseline
FSL	Support for Educational Staff	Kindergarten, Elementary and Secondary	Professional Learning for Teachers and School Administrators	Number of participants in PD activities	<ul style="list-style-type: none"> • Maintain or increase the number of participants in professional development activities - Annually 	2019-2020: Alberta Regional Professional Development Consortia (ARPCD): 2,834 2019-2020: French Learning Resource Centre: 361 2019-2020: Institute for Innovation in Second Language Education: 416
FSL	Support for Educational Staff	Post-secondary	Training and Professional Development for French Educational Staff	<ul style="list-style-type: none"> • Number of professional workshops, professional training • Number of staff (sessional, faculty and academic administrative staff) who support program delivery 	<ul style="list-style-type: none"> • Increase the professional development training opportunities for staff per year to 2 • Increase the number of staff supporting the delivery of French programs by 15 per year 	<ul style="list-style-type: none"> • 2018-2019: 1 professional development training opportunity delivered • 2018-2019: 150 total staff - including 134 at Campus Saint-Jean (CSJ)
FSL	Research	Post-secondary	Academic endeavours and Research in French	• Number of publications	• Publish 2 journal issues by 2022-2023	2018-2019: 0 publications
*Alberta Education or Advance Education data source						

ACTION PLAN - PLANNED INITIATIVES

Alberta

2020-2023 Planned Initiatives

Linguistic Objective	Area of Intervention	Level(s)	Title of Planned Initiative	Description of Planned Initiative	2020-2021 Total Planned Contributions	2020-2021 Planned Federal Contribution	2020-2021 Portion of Federal Contribution to Key Stakeholders	2021-2022 Total Planned Contributions	2021-2022 Planned Federal Contribution	2021-2022 Portion of Federal Contribution to Key Stakeholders	2022-2023 Total Planned Contributions	2022-2023 Planned Federal Contribution	2022-2023 Portion of Federal Contribution to Key Stakeholders
FML	Learner Participation	Kindergarten, Elementary and Secondary	Promotion and Marketing	<p>The francophone regional authorities and the Fédération des conseils scolaires francophones des l'Alberta (FCSFA) will undertake promotion and marketing activities and initiatives to increase the visibility of the francophone system among eligible parents throughout the province. These marketing activities, which will be carried out through traditional media and digital media, will increase the reach of francophone school authorities, their schools, the programming available, the recognized benefits of bilingualism and the provision of quality French-first language and second-language learning. Early childhood services, school facilities, student performance and transportation will be highlighted. These activities will enable francophone regional authorities to recruit a growing proportion of children whose parents are French-language education right-holders.</p> <p>The following activities will be undertaken by FCSFA:</p> <ul style="list-style-type: none"> - Maintain and update the website; - Operations on social media platforms; - Enhancement of FCSFA's promotional videos in order to increase their effectiveness and dissemination rate in campaigns to promote francophone education at the provincial level and at the level of each board. <p>Francophone regional authorities will:</p> <ul style="list-style-type: none"> - increase use of social media the board and school level such as facebook, Instagram and Twitter; - update on a regular basis the board and school websites; - advertise using various operational modes: billboards, newspapers, radio, internet and others; - create and distribute video clips. 	\$ 637,001.52	\$ 318,500.76	\$318,500.76 Francophone regional authorities	\$ 628,272.74	\$ 314,136.37	\$314,136.37 Francophone regional authorities	\$ 628,272.74	\$ 314,136.37	\$314,136.37 Francophone regional authorities
FML	Learner Participation	Kindergarten, Elementary and Secondary	Student Recruitment and Retention Strategies	<p>The francophone regional authorities will further develop strategies with the aim of pooling initiatives to address emerging francophone education issues/initiatives in Alberta, including student recruitment and retention from Grade 7 to 12. Retention strategies are part of schools' education plan.</p> <p>In 2020-2021, the francophone regional authorities and the FCSFA came together to offer a virtual education program to students from Kindergarten to Grade 9, in addition to the programming already available to students from Grade 10 to 12. This initiative has been essential to the retention of our students. It is being considered for the next school year as well.</p>	\$ 64,578.70	\$ 32,289.35	\$32,289.35 Francophone regional authorities	\$ 55,848.92	\$ 27,924.46	\$27,924.46 Francophone regional authorities	\$ 55,848.92	\$ 27,924.46	\$27,924.46 Francophone regional authorities
FML	Learner Participation	Secondary	Regional Logistics Strategies: Students	<p>Francophone regional authorities and francophone schools will provide logistical support for student exchanges and group activities between francophone schools and schools from other francophone regional authorities. The resources used will promote activities that develop a sense of belonging and solidarity among all Franco-Albertan students from Grades 7 to 12. By supporting different means of communication, student transportation and common activities, francophone regional authorities will develop and strengthen students' sense of belonging to a provincial community.</p> <p>However, due to challenges caused by COVID-19 and uncertainty factors to come along in schooling context, in 2020-2021, francophone regional authorities and schools had to review their strategies and opted for virtual activities and meetings to develop a sense of belonging and solidarity with the francophone community.</p>	\$ 64,578.70	\$ 32,289.35	\$32,289.35 Francophone regional authorities	\$ 105,849.92	\$ 52,924.96	\$52,924.96 Francophone regional authorities	\$ 105,849.92	\$ 52,924.96	\$ 52,924.96 Francophone regional authorities

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FML	Learner Participation	Post-secondary	Promotion and Access to Post-Secondary French Education	This initiative aims to promote access to post-secondary French education at institutions in various regions in a way to maintain or increase student enrolment in minority-language instruction. This initiative is being undertaken by the University of Alberta (Campus Saint-Jean (CSJ) and Lakeland College. Access to post-secondary education will be promoted by developing online programs and developing a digital strategy for teaching and training as well as acquiring the human resources necessary for integrating social media, training and online content management, and web platforms to increase the institution's outreach and recruitment. The additional funding provided to the UofA-CSJ will be used to target promotions to students enrolling in the Arts and Science programs. Activities expected include the development of a new recruitment strategy and a redesign of the Arts and Science programs.	\$ 2,252,758.00	\$ 1,125,879.00	\$970,379.00 - CSJ \$155,500.00 - Lakeland College	\$ 2,163,032.00	\$ 1,081,516.00	\$954,516.00 - CSJ \$127,000.00 - Lakeland College	\$ 2,381,536.00	\$ 1,189,768.00	\$1,094,768 - CSJ \$95,000.00 - Lakeland College
FML	Provision of Programs	Kindergarten	Full-Day Kindergarten	Francophone regional authorities will maintain the full-day Kindergarten programs in all elementary schools.	\$ 6,739,315.80	\$ 3,369,657.90	\$3,369,657.90 Francophone regional authorities	\$ 6,459,314.76	\$ 3,229,657.38	\$3,229,657.38 Francophone regional authorities	\$ 6,459,314.76	\$ 3,229,657.38	\$3,229,657.38 Francophone regional authorities
FML	Provision of Programs	Kindergarten	Support for Kindergarten Programs	Francophone regional authorities will provide the necessary resources and support for Kindergarten programs, including the purchase of educational resources, the recruitment of teachers and the provision of relevant training.	\$ 730,605.92	\$ 365,302.96	\$365,302.96 Francophone regional authorities	\$ 667,146.72	\$ 333,573.36	\$333,573.36 Francophone regional authorities	\$ 667,146.72	\$ 333,573.36	\$333,573.36 Francophone regional authorities
FML	Provision of Programs	Secondary	Develop learning objects for online courses	In partnership with CFÉD (Centre francophone d'éducation à distance), which is overseen by Conseil scolaire Centre-Est, interactive learning objects for Grades 10 to 12 will be developed to better meet the challenges of online learning. A learning object is a digital interactive tutorial that explains a key concept in one or more courses.	\$ 150,000.00	\$ 75,000.00	\$75,000 Conseil scolaire Centre-Est	\$ 150,000.00	\$ 75,000.00	\$75,000 Conseil scolaire Centre-Est	\$ 150,000.00	\$ 75,000.00	\$75,000 Conseil scolaire Centre-Est
FML	Provision of Programs	Elementary and Secondary	Development of tools and resources to support the teaching of the history of Alberta's francophonie and francophone perspectives	The new Alberta program of studies will include francophone perspectives. In order to properly equip teachers, the FCSFA will collaborate with the Société historique francophone de l'Alberta (SHFA) to develop tools and resources to support the teaching of the history of Alberta's francophonie and francophone perspectives. The development of standard lessons by level that will be available online is an example of the expected results. This initiative will be implemented progressively in 3 groups from Grade 1-6, Grade 7-9, to Grade 10-12 students.	\$ 40,000.00	\$ 20,000.00	\$20,000.00 Francophone regional authorities	\$ 40,000.00	\$ 20,000.00	\$20,000.00 Francophone regional authorities	\$ 40,000.00	\$ 20,000.00	\$20,000.00 Francophone regional authorities
FML	Provision of Programs	Post-secondary	Programs for Students to Improve their French Language Proficiency	This initiative involves the delivery of various programs and courses in French language in a way to maintain and increase programs and courses options available to students. This initiative is being undertaken by Campus Saint-Jean (CSJ) and it aims to continue the development of graduate studies with the creation of a PhD in Interdisciplinary Studies as well as the creation of a division for non-credit Continuing Education and Training to offer various training programs in French.	\$ 358,490.00	\$ 179,245.00	179,245.00-CSJ	\$ 348,932.06	\$ 174,466.03	174,466.03-CSJ	\$ 350,965.38	\$ 175,482.69	175,482.69 CSJ
FML	Academic achievement of learners	Secondary	French language development of Grade 12 students	Teachers will be given time to work with small groups to facilitate the language development of Grade 12 students in reading and writing. Where appropriate, they will be provided with assistance to facilitate the development of oral communication skills. Also, through updated meetings, sessions and resources, teachers will have the opportunity to learn and share promising practices. In addition, digital and print resources will be purchased to support this initiative.	\$ 1,367,401.06	\$ 683,700.53	\$683,700.53 Francophone regional authorities	\$ 1,184,435.14	\$ 592,217.57	\$592,217.57 Francophone regional authorities	\$ 1,184,435.14	\$ 592,217.57	\$592,217.57 Francophone regional authorities

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FML	Academic achievement of learners	Elementary and Secondary	Student Access to Specialized Services and Pedagogical Supports	Services from specialists will be offered to students to meet their needs and those of their families. Offering these services in French often incurs additional costs. Services in speech therapy, occupational therapy, psychology and mental health will be offered.	\$ 991,778.80	\$ 495,889.40	\$495,889.40 Francophone regional authorities	\$ 811,779.94	\$ 405,889.97	\$405,889.97 Francophone regional authorities	\$ 811,779.94	\$ 405,889.97	\$405,889.97 Francophone regional authorities
FML	Academic achievement of learners	Secondary	Assessment of learning to guide concept-based teaching practices	The assessment of student learning remains one of the essential aspects of pedagogy. Although resources and professional development opportunities that meet the requirements of the curriculum redesign are available in English, these remain scarce for educators working in the francophone school environment. In the context of curriculum redesign in Alberta, francophone regional authorities will develop an approach that will make full use of learning assessment opportunities to guide teaching practices that focus on concept-based learning.	\$ 150,000.00	\$ 75,000.00	\$75,000.00 Francophone regional authorities	\$ 150,000.00	\$ 75,000.00	\$75,000.00 Francophone regional authorities	\$ 150,000.00	\$ 75,000.00	\$75,000.00 Francophone regional authorities
FML	Academic achievement of learners	Kindergarten, Elementary and Secondary	Assessment tools for online learning	The francophone regional authorities and the FCSFA have established new virtual programming for students from Kindergarten to Grade 9 for the 2020-2021 school year. This programming is done through CFÉD (Centre francophone d'éducation à distance). More than 600 students have taken advantage of this option. This project will address the need for online assessment tools for these students.	\$ 100,000.00	\$ 50,000.00	\$50,000.00 Francophone regional authorities	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
FML	Enriched Learning Environments	Kindergarten, Elementary and Secondary	Cultural and Leadership Activities	In collaboration with the francophone community, staff members in each region of the province will organize and coordinate cultural activities for students in all age groups from Kindergarten to Grade 12. Under this initiative, students will also have the opportunity to meet students from other francophone schools during one-day gatherings. These gatherings will provide them with the opportunity to discover their culture and speak French in a broader context. In 2020-2021, francophone regional authorities and schools had to adapt to the reality of the pandemic and had to review their plan for this initiative. Whether it is the cultural performers or the teaching staff, they have organized several activities adapted to the reality of this year. There have already been presentations by artists, authors, composers (virtually). francophone regional authorities are making every effort to make their students' learning environment as rich as possible.	\$ 1,044,042.86	\$ 522,021.43	\$522,021.43 francophone regional authorities	\$ 955,170.00	\$ 477,585.00	\$477,585.00 Francophone regional authorities	\$ 955,170.00	\$ 477,585.00	\$477,585.00 Francophone regional authorities
FML	Enriched Learning Environments	Kindergarten, Elementary and Secondary	Mental Health Related Activities	From 2020-2021 to 2022-2023, the francophone regional authorities had expected to facilitate the participation of students in Grade 9 to 10 in mental health related activities, including through the HEADSTRONG program of the Mental Health Commission of Canada. The participation of young people in training activities followed by the dissemination of awareness and education activities in their school are elements of this program. (Note: In 2018-19, students participated in activities in this program but in English. The objective of this funding is to have the ability to do so in French.). Considering the particularity of the 2020-2021 school year with logistical challenges due to COVID-19 health measures as well as an increased need for all students, on-line and in-classroom alternative sessions were provided to students from Kindergarten to Grade 12.	\$ 40,000.00	\$ 20,000.00	\$20,000.00 Francophone regional authorities	\$ 40,000.00	\$ 20,000.00	\$20,000.00 Francophone regional authorities	\$ 40,000.00	\$ 20,000.00	\$20,000.00 Francophone regional authorities

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FML	Support for Educational Staff	Kindergarten, Elementary and Secondary	Individual Teacher Bursaries	Educators including teachers, administrators, librarians, counsellors, and other professional staff holding a valid teaching certificate and working with K-12 students who are learning French can access bursaries for courses and conferences of their choice. These bursaries will cover professional development opportunities courses taken in Canada and in French.	\$ 60,000.00	\$ 30,000.00	\$30,000.00 Alberta Education	\$ 110,000.00	\$ 55,000.00	\$55,000.00 Alberta Education	\$ 110,000.00	\$ 55,000.00	\$55,000.00 Alberta Education
FML	Support for Educational Staff	Kindergarten, Elementary and Secondary	Professional Development	The learning and professional development opportunities offered by the <i>Consortium provincial francophone pour le perfectionnement professionnel (CPFPP)</i> as well as by francophone regional authorities will enable teachers working with K-12 students to acquire the tools and knowledge they need to help students reach their full potential. This initiative will support the planning and delivery of professional development sessions in French.	\$ 467,528.00	\$ 233,764.00	\$233,764.00 Francophone regional authorities	\$ 394,982.00	\$ 197,491.00	\$197,491.00 Francophone regional authorities	\$ 394,982.00	\$ 197,491.00	\$197,491.00 Francophone regional authorities
FML	Support for Educational Staff	Kindergarten, Elementary and Secondary	Collaborative Approach	This initiative will support teachers by facilitating collaboration on practical issues arising from emerging or ongoing themes. For example, in 2020-21 and beyond, the application and implementation of the new K-12 curriculum will be a critical task for staff. Collaboration between teachers and school boards will be necessary. Other current issues are the challenges of the francization of immigrant students from an exogamous family with low French proficiency, the increased use of technology in a minority context, the techniques for developing self-efficacy and mentorship approaches to stress management and work-life balance. The francophone regional authorities undertake this initiative with the support of the CPFPP.	\$ 266,230.00	\$ 133,115.00	\$133,115 Francophone regional authorities	\$ 236,230.00	\$ 118,115.00	\$118,115 Francophone regional authorities	\$ 236,230.00	\$ 118,115.00	\$118,115 Francophone regional authorities
FML	Support for Educational Staff	Post-secondary	Training and Professional Development for French Educational Staff	This initiative is undertaken by CSJ and it aims to enhance quality of staff by strategically enhancing their capacity in minority-language teaching and learning through personal and professional development in the form of training workshops, conferences and other networking events. The additional funding provided to the UofA-CSJ will be used to increase the leadership training opportunities for CSJ staff and faculty. Additionally, the funds will support francophone-minority recruitment efforts to hire two temporary staff and a social worker and facilitator. Strategic Sessional staff will be appointed to better meet the needs of students.	\$ 666,414.00	\$ 333,207.00	333,207.00-CSJ	\$ 660,663.54	\$ 330,331.77	330,331.77-CSJ	\$ 1,261,304.89	\$ 630,652.11	630,652.11-CSJ

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FML	Support for Educational Staff	Elementary and Secondary	Logistics Strategies: Teachers	Given that it is becoming increasingly difficult to hire teachers from Quebec, the promotion of French-language education specialists (such as speech-language pathologists and psychologists) in Alberta is an urgent issue and, as with student recruitment, will require more intensive efforts than in the past. By using both traditional and new media, the Alberta francophone regional authorities will engage in national and international outreach to meet their growing needs. Considering the challenges due to COVID-19, in 2020-2021, hiring efforts of teachers in francophone schools were shifted to focus on national level recruitment through posting of positions on professional sites (e.g. colleges and professional orders in speech therapy, occupational therapy, social work, and others); partnerships; participation in job fairs (virtual for 2020-2021).	\$ 188,968.64	\$ 94,484.32	\$94,484.32 Francophone regional authorities	\$ 180,239.86	\$ 90,119.93	\$90,119.93 Francophone regional authorities	\$ 180,239.86	\$ 90,119.93	\$90,119.93 Francophone regional authorities
FML	Research	Post-secondary	Academic endeavours and Research in French	This initiative is undertaken by CSJ and aims to create a research centre in French minority-language at CSJ and reinforce existing research institutes, research groups and undergraduate research initiatives. This initiative also aims for foster various research activities such as publication of peer-reviewed journal, presentations, academic conferences, etc. Research will also be supported through the provision of annual research grants for French related-research.	\$ 636,932.00	\$ 318,466.00	318,466.00-CSJ	\$ 462,350.40	\$ 231,175.20	231,175.20-CSJ	\$ 463,172.40	\$ 231,586.20	231,586.20 CSJ
				K-12 FML TOTAL	\$ 13,102,030.00	\$ 6,551,015.00		\$ 12,169,270.00	\$ 6,084,635.00		\$ 12,169,270.00	\$ 6,084,635.00	
				POSTSEC FML TOTAL	\$ 3,914,594.00	\$ 1,956,797.00		\$ 3,634,978.00	\$ 1,817,489.00		\$ 4,456,978.67	\$ 2,227,489.00	
				TOTAL FML	\$ 17,016,624.00	\$ 8,507,812.00		\$ 15,804,248.00	\$ 7,902,124.00		\$ 16,626,248.67	\$ 8,312,124.00	

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FSL	Learner Participation	Kindergarten, Elementary and Secondary	French Immersion Student Recruitment and Retention	School authorities will continue to recruit K-12 students for the French Immersion programs and better meet their needs by promoting and enhancing services offered in French. In Promotion: - Collaborative projects between feeder schools to promote transitions - Increased marketing that promotes benefits of second language learning - Parent engagement evenings specific to French language learning - Presentations that promote benefits of being bilingual (Commissioner of Official Languages) - Utilize social media platforms Enhancement: - Offer late French immersion programming with a Grade 7 start in select school divisions and create more resources to enrich French teaching and learning.	\$ 65,458,146.21	\$ 1,478,889.73	\$1,478,889.73 33 school authorities	\$ 23,130,299.00	\$ 1,009,183.54	\$1,009,183.54 33 school authorities	\$ 41,038,284.37	\$ 3,082,367.99	\$3,082,367.99 32 school authorities
FSL	Learner Participation	Kindergarten, Elementary and Secondary	French Immersion High School Retention	School authorities will focus on strategies to increase French Immersion program retention rate from Grades 9 to 10. This initiative is paired with the "French Immersion Student Recruitment and Retention" strategies and resources and includes: - Collaborative projects between feeder schools to promote transitions; - Increased marketing that promotes benefits of second language learning for K-12 students; - Parent engagement evenings specific to French language learning for K-12 students; - Presentations that promote benefits of being bilingual (Commissioner of Official Languages); - Utilize social media platforms. Enhancement: - Offer late French immersion programming with a Grade 7 start in select school divisions and create more resources to enrich French teaching and learning; - Expand high school French immersion program from Grade 10-12 in a number of school divisions to include additional French immersion courses such as science, biology, chemistry and math.	\$ 3,724,289.91	\$ 218,037.80	\$218,037.80 12 school authorities	\$ 2,682,203.46	\$ 101,664.50	101,664.50 12 school authorities	\$ 9,881,417.59	\$ 304,770.59	\$304,770.59 16 school authorities

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FSL	Learner Participation	Elementary and Secondary	French as a Second Language Student Recruitment and Retention	<p>School authorities will continue to recruit students for the French as a second language courses and better meet their needs by promoting and enhancing services offered in French.</p> <p>Promotion:</p> <ul style="list-style-type: none"> - Promote benefits of learning French because of its importance as an official language and the positive impacts of second language learning. - Create resources to enrich French as a second language teaching and learning. - Promote online and in-person cultural events and activities. - Encourage partnership in offering language exchange programs and expand the reach of pan-Canadian programs such as Explore. <p>Enhancement:</p> <ul style="list-style-type: none"> - Research, exploration and preparation of the Intensive French model for French as a second language. - Continue second-language learning mandate from Grade 4-6 or Grade 4-9, depending on capacity, for a number of school divisions. 	\$ 54,630,395.09	\$ 650,207.13	\$650,207.13 34 school authorities	\$ 53,857,121.70	\$ 565,000.00	\$565,000 34 school authorities	\$ 39,862,763.03	\$ 1,390,880.90	\$1,390,880.90 39 school authorities

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FSL	Learner Participation	Post-secondary	Promotion and Access to Post-Secondary French Education	This initiative aims to promote access to post-secondary French education at institutions in various regions in a way to maintain or increase student enrolment in second-language instruction. This initiative is undertaken by a number of institutions, including Concordia University of Edmonton, Northwestern Polytechnic (NWP), University of Lethbridge (UofL), St. Mary's University (SMU), University of Calgary (Faculty of Arts and Education) and the University of Alberta (Faculty of Arts - Department of Modern Languages and CSJ). Some examples of initiatives being undertaken by these institutions include: developing online programs and developing a digital strategy for teaching and training, provision of pedagogical training (lesson planning and delivery) for the instruction of French at different levels, expansion and development of the DELF/DALF, recruiting and promoting the French Programs offered at post-secondary institutions to high school students in order to increase student enrollment and retention levels.	\$ 1,813,856.00	\$ 895,169.00	\$6,550.00 - Concordia University of Edmonton \$89,200.00 - UofL \$18,750.00 - GPRC \$25,113.00 - SMU \$106,332.00 - UofC (Faculty of Arts (FoA)) \$1,500.00 - UofA (Dept. of Modern Languages) \$647,724.00 - CSJ	\$ 1,225,282.00	\$ 602,266.00	\$9,775.00 - Concordia University of Edmonton (CUE) \$89,200.00 - UofL \$18,750.00 - GPRC \$14,960.00 - SMU \$113,802.00 - UofC (FoA) \$1,500.00 - UofA (Dept. of Modern Languages) \$354,279.00 - CSJ	\$ 2,586,321.00	\$ 1,282,795.00	\$9,775 - CUE \$89,200 - UofL \$18,750 - Northwestern Polytechnic (NWP) (Former Grande Prairie Regional College) \$16,336 - SMU \$108,062 - UofC (FoA) \$1,500 - UofA (Dept. of Modern Languages) \$1,034,172 - UofA (CSJ) \$5,000 UofC (Education)
FSL	Provision of Programs	Kindergarten, Elementary and Secondary	French Immersion Expansion: Adding Classes	School authorities will be continuing to expand the French Immersion programs by adding K-12 French Immersion classes and equipping classrooms with necessary print and digital teaching and learning resources.	\$ 8,570,309.93	\$ 858,633.31	\$858,633.31 21 school authorities	\$ 8,841,827.97	\$ 782,033.92	\$782,033.92 21 school authorities	\$ 14,487,858.71	\$ 2,083,048.90	\$2,083,048.90 22 school authorities
FSL	Provision of Programs	Elementary and Secondary	DELF/DALF Exam Centres	The eleven French Language Credentialing Centres will continue to maintain and to expand DELF/DALF opportunities for students and teachers.	\$ 179,322.76	\$ 122,332.76	\$20,624.76 FLRC (Peace Wapiti) \$68,258 IISLE (Edmonton School Division) \$33,450 to 5 school authorities	\$ 167,582.76	\$ 112,132.76	\$20,624.76 FLRC (Peace Wapiti) \$68,258 IISLE (Edmonton School Division) \$23,250 to 5 school authorities	\$ 4,233,063.67	\$ 124,870.00	\$20,000 FLRC (Peace Wapiti) \$104,870 to 5 school authorities
FSL	Provision of Programs	Elementary and Secondary	DELF/DALF: Students Writing Exams	The French Language Credentialing Centres will continue to offer opportunities for students to write the DELF/DALF exams.	\$ 170,700.94	\$ 101,700.94	\$19,544 to FLRC \$82,156.94 to 14 FSL and FIM school authorities	\$ 137,700.94	\$ 83,700.94	\$83,700.94 \$19,544 to FLRC \$64,156.94 to 14 FSL and FIM school authorities	\$ 4,751,062.78	\$ 359,693.11	\$40,000 to FLRC \$319,693.11 to 21 school authorities
FSL	Provision of Programs	Elementary and Secondary	French Resource Centres: Resources	The pedagogical resources available from the Grande Prairie French Language Resource Centre (FLRC), the Institute for Innovation in Second Language Education (IISLE) and the Southern Alberta French Centre (SAFRC) contribute towards the enrichment of French immersion programs and French as a second language courses. This initiative will support the acquisition and development of province-wide French teaching and learning resources at the French Resource Centres.	\$ 395,544.00	\$ 222,238.00	\$62,750 FLRC (Peace Wapiti) \$105,306 SAFRC (Medicine Hat School Division) \$49,182 IISLE (Edmonton School Division) \$5000 Grande Prairie School District	\$ 395,544.00	\$ 222,238.00	\$62,750 FLRC (Peace Wapiti) \$105,306 SAFRC (Medicine Hat School Division) \$49,182 IISLE (Edmonton School Division) \$5000 Grande Prairie School District	\$ 4,751,924.20	\$ 533,116.01	\$61,268.99 FLRC (Peace Wapiti) \$118,659.22 SAFRC (Medicine Hat School Division) \$347,026.52 IISLE (Edmonton School Division) \$6,161.28 to 3 school authorities

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2020-2023 Planned Initiatives

Linguistic Objective	Area of Intervention	Level(s)	Title of Planned Initiative	Description of Planned Initiative	2020-2021 Total Planned Contributions	2020-2021 Planned Federal Contribution	2020-2021 Portion of Federal Contribution to Key Stakeholders	2021-2022 Total Planned Contributions	2021-2022 Planned Federal Contribution	2021-2022 Portion of Federal Contribution to Key Stakeholders	2022-2023 Total Planned Contributions	2022-2023 Planned Federal Contribution	2022-2023 Portion of Federal Contribution to Key Stakeholders
FSL	Provision of Programs	Elementary and Secondary	French Resource Centres: Partnerships	The pedagogical resources available from the FLRC and IISLE contribute towards the enrichment of French immersion programs and French as a second language courses. This initiative will support the collaboration between school authorities for the following activities: - Collaborate through various means: Alberta French Language Education Consortium (AFLEC), Multi-District Assessment Think Tank (includes 16 school districts as of 2020-21); - Maintaining formal partnerships to support French language programs. Examples of formal partnerships include: Académie de Grenoble, Alberta French Language Education Consortia, Alliance Française, Canadian Association of Second Language Teachers (CASLT), Language Research Centre at the University of Calgary.	\$ 361,370.50	\$ 187,770.50	\$146,587.50 FLRC \$39,183 IISLE \$2,000 Foothills School Division	\$ 361,370.50	\$ 187,770.50	\$146,587.50 FLRC \$39,183 IISLE \$2,000 Foothills School Division	\$ 4,499,305.67	\$ 253,912.00	\$146,000 FLRC \$90,412 IISLE \$17,500 to 3 school authorities

ACTION PLAN - PLANNED INITIATIVES

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2020-2023 Planned Initiatives

Linguistic Objective	Area of Intervention	Level(s)	Title of Planned Initiative	Description of Planned Initiative	2020-2021 Total Planned Contributions	2020-2021 Planned Federal Contribution	2020-2021 Portion of Federal Contribution to Key Stakeholders	2021-2022 Total Planned Contributions	2021-2022 Planned Federal Contribution	2021-2022 Portion of Federal Contribution to Key Stakeholders	2022-2023 Total Planned Contributions	2022-2023 Planned Federal Contribution	2022-2023 Portion of Federal Contribution to Key Stakeholders
FSL	Provision of Programs	Post-secondary	Programs for Students to Improve their French Language Proficiency	This initiative involves the delivery of various programs and courses in French in a way to maintain and increase programs and courses options available to students. This initiative is being undertaken by Northwestern Polytechnic (NWP), University of Lethbridge (UofL), University of Alberta (Faculty of Arts and CSJ), University of Calgary (Werklund School of Education and Faculty of Arts). Some examples of initiatives include: hiring of French assistants, development of new French courses, new programs (such as graduate certificates) and supporting the delivery of existing programs.	\$ 1,416,163.00	\$ 651,954.00	\$34,000.00 - UofL \$93,750.00 - GPRC \$119,000.00 - UofC (Education) \$145,322.00 - UofC (FoA) \$80,637.00 - UofA(Dept. of Modern Languages) \$179,245.00 - CSJ	\$ 1,543,255.20	\$ 702,038.00	\$34,000.00 - UofL \$93,750.00 - GPRC \$163,656.00 - UofC (Education) \$155,530.00 - UofC (FoA) \$80,637.00 - UofA(Dept. of Modern Languages) \$174,465.00 - CSJ	\$ 2,597,973.38	\$ 1,224,737.00	\$34,000 - UofL \$100,000 - NWP (former GPRC) \$157,569 - UofC (Education) \$147,685 - UofC (FoA) \$60,000 - UofA (Dept. of Modern Languages) \$675,483 - UofA (CSJ) \$50,000 - CUE
FSL	Academic Achievement of Learners	Kindergarten, Elementary and Secondary	Literacy for French Immersion Learners	School authorities will continue to support literacy initiatives for Kindergarten and Grade 1 to 12 French Immersion learners by making available the necessary resources and supports for learners and teacher specialists, such as modeling literacy strategies in classroom visits. With the piloting of the new French Immersion Language Arts and Literature curriculum for K-6, which will be implemented for K-3 students in the 2023/24 school year, school authorities will be developing, renewing and purchasing new teaching and learning resources as well as supporting additional professional development opportunities for teachers.	\$ 1,609,143.84	\$ 685,875.70	\$685,875.70 24 school authorities	\$ 1,578,352.75	\$ 664,883.93	\$664,883.93 24 school authorities	\$ 4,828,270.15	\$ 1,988,067.61	\$1,988,067.61 27 school authorities
FSL	Academic Achievement of Learners	Kindergarten, Elementary and Secondary	Numeracy for French Immersion Learners	School authorities will support numeracy initiatives for Kindergarten and Grade 1 to 12 French Immersion learners by making available the necessary resources and supports for learners and teacher specialists, such as modeling numeracy strategies in classroom visits. With the new Mathematics curriculum for K-3 being implemented in the 2022/23 school year and the piloting of the 4-6 curriculum to be implemented in the 2023/24 school year, school authorities will be developing, renewing and purchasing new teaching and learning resources and supporting additional professional development opportunities for teachers.	\$ 608,831.80	\$ 423,111.97	\$423,111.97 18 school authorities	\$ 586,129.30	\$ 417,357.15	\$417,357.15 18 school authorities	\$ 2,859,036.93	\$ 997,207.78	\$997,207.78 21 school authorities
FSL	Enriched Learning Environments	Elementary and Secondary	Cultural Activities	The FLRC, SAFRC, IISLE and school authorities will continue to organize cultural and enrichment activities such as le Carnaval, la semaine de la francophonie, theatrical groups, etc. for French as a second language (FSL) and French immersion (FIM) students from Grade 1 to 12.	\$ 445,898.17	\$ 240,933.68	\$13,580.75 FLRC \$7000 SAFRC \$77,621 IISLE \$142,731.93 24 FSL and FIM school authorities	\$ 439,898.17	\$ 238,933.68	\$13,580.75 FLRC \$7000 SAFRC \$77,621 IISLE \$140,731.93 24 FSL and FIM school authorities	\$ 21,689,108.19	\$ 911,886.27	\$25,000 FLRC \$7,000 SAFRC \$448,468 Edmonton Public Schools \$431,418.27 to 30 school authorities
FSL	Enriched Learning Environments	Secondary	Quebec-Alberta Exchange	The Quebec-Alberta Student Exchange Program is facilitated by Alberta Education. Students from Alberta are paired with students in Quebec. Participants are all high school students studying FSL or high school students who are in FIM. This initiative takes place over one school year. Paired students will attend school together in the same location at the same time for 12 weeks each. Students normally apply during their Grade 10 year to participate in the exchange during their Grade 11 year.	\$ 141,175.00	\$ 45,500.00	Alberta Education: \$20,000 St-Albert Catholic Schools: \$500 Peace Wapiti: \$21,000 Holy Family Catholic: \$2,000 Red Deer Catholic: \$2,000	\$ 101,175.00	\$ 25,500.00	Alberta Education: \$20,000 St-Albert Catholic Schools: \$500 Peace Wapiti: \$1,000 Holy Family Catholic: \$2,000 Red Deer Catholic: \$2,000	\$ 200,549.00	\$ 94,837.00	Alberta Education: \$20,000 Calgary School Division: \$35,000 Fort McMurray Catholic: \$500 Holy Family Catholic: \$2,300 Lloydminster Roman Catholic: \$8,000 FLRC: \$29,037

ACTION PLAN - PLANNED INITIATIVES

Alberta

2020-2023 Planned Initiatives

Linguistic Objective	Area of Intervention	Level(s)	Title of Planned Initiative	Description of Planned Initiative	2020-2021 Total Planned Contributions	2020-2021 Planned Federal Contribution	2020-2021 Portion of Federal Contribution to Key Stakeholders	2021-2022 Total Planned Contributions	2021-2022 Planned Federal Contribution	2021-2022 Portion of Federal Contribution to Key Stakeholders	2022-2023 Total Planned Contributions	2022-2023 Planned Federal Contribution	2022-2023 Portion of Federal Contribution to Key Stakeholders
FSL	Enriched Learning Environments	Post-secondary	Outreach, promotion and community enhancement of French language and culture	Promotion of community outreach and culture enrichment of second-language learning programs. This will enable students to engage with each other and for interested community members and students to participate in cultural events, visiting speaker series, conferences and be able to access French resources. This initiative is undertaken by the University of Alberta (Faculty of Arts & CSJ), University of Calgary (Werklund School of Education and Faculty of Arts), the University of Lethbridge and Northwestern Polytechnic (NWP). It is important to note that all the initiatives and activities carried out in 2020-2021 have been impacted by COVID-19 to some extent. For activities involving community outreach, events, etc., institutions are adapting by undertaking these activities (for now) via online means. The additional funding allocated to UofA-CSJ will support community engagement between Francophile professionals and French language students to enhance and encourage the French "know-how" necessary to thrive in daily professional interactions, including a number of cultural events and activities.	\$ 269,578.00	\$ 129,789.00	\$102,789.00 - University of Calgary (FoA) \$17,000.00 - University of Lethbridge (UofL) \$10,000.00 - UofA (Dept. of Modern Languages)	\$ 358,065.00	\$ 144,009.00	\$110,009.00 - University of Calgary (FoA) \$17,000.00 - UofL \$10,000 - UofA (Dept. of Modern Languages) \$7,000.00 - UofC (Education)	\$ 1,255,728.00	\$ 594,906.00	\$104,460.00 - University of Calgary (FoA) \$17,000.00 - University of Lethbridge \$10,000.00 - UofA (Dept. of Modern Languages) \$17,196.00 - UofC (Education) \$6,250 - NWP \$440,000 - UofA (CSJ)
FSL	Enriched Learning Environments	Post-secondary	Teaching for Tomorrow: Mastering Essential Competencies in Education and Everything to Succeed	(1) Year-round language support and professional development programs: Provide tailored language support and content to education students at no cost to ensure that future educators from FSL background are fully prepared to undertake language proficiency tests and undertake confidently their practicums. (2) French language summer institute for educators. Offer common and parallel stream programming on building or maintaining French-language competencies of teachers and education students and integrating Indigenous values and teachings into the program and activities to make them relevant to Indigenous participants and at the same time provide opportunities for non-Indigenous participants to learn more about the history and culture of Indigenous peoples and their perspectives. (3) Transition to university program for FSL students. This program will provide an academic orientation that will guide students through essential skills that will help build a strong foundation for their academic journey and training, offer preparation for students' professional careers, and before students start their program, assess their mastery of the French language to properly identify their learning needs as per the "Year round language support and professional development program".	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 985,616.48	\$ 492,808.24	\$492,808.24 - UofA (CSJ)
FSL	Support for Educational Staff	Kindergarten, Elementary and Secondary	Individual Teacher Bursaries	Educators including teachers, administrators, librarians, counsellors, and other professional staff holding a valid teaching certificate and working with K-12 students who are learning French can access bursaries for courses and conferences of their choice. These bursaries will cover professional development opportunities courses taken in Canada and in French.	\$ 180,000.00	\$ 90,000.00	\$90,000.00 Alberta Education	\$ 310,000.00	\$ 155,000.00	\$155,000.00 Alberta Education	\$ 226,571.64	\$ 113,285.82	\$113,285.82 Alberta Education

ACTION PLAN - PLANNED INITIATIVES

Alberta

2020-2023 Planned Initiatives

Linguistic Objective	Area of Intervention	Level(s)	Title of Planned Initiative	Description of Planned Initiative	2020-2021 Total Planned Contributions	2020-2021 Planned Federal Contribution	2020-2021 Portion of Federal Contribution to Key Stakeholders	2021-2022 Total Planned Contributions	2021-2022 Planned Federal Contribution	2021-2022 Portion of Federal Contribution to Key Stakeholders	2022-2023 Total Planned Contributions	2022-2023 Planned Federal Contribution	2022-2023 Portion of Federal Contribution to Key Stakeholders
FSL	Support for Educational Staff	Kindergarten, Elementary and Secondary	Professional Learning for Teachers and School Administrators	The professional development and other learning opportunities offered through the Alberta Regional Professional Development Consortia (ARPD), the FLRC and IISLE equip teachers and administrators from FSL and FIM schools with the tools and knowledge they need to help K-12 students reach their full potential. This initiative will support the planning and the offering of professional development sessions, providing release time for teachers to participate in professional development and collaborative planning activities, engaging with teachers to work on projects to develop French resources, maintaining memberships in local, provincial and national organizations that support French teachers (e.g., Second Language Intercultural Council and Le Conseil français de the Alberta Teachers Association, Canadian Association of Second Language Teachers, etc.), employing consultants and support staff to support French language programming, and developing a series of professional learning digital tools for beginning language teachers and make them available to the public for free.	\$ 3,656,645.54	\$ 1,523,809.48	\$291,032.55 ARPD \$20,950 FLRC \$130,940.33 IISLE \$1,080,886.60 26 school authorities	\$ 3,644,072.14	\$ 1,519,236.08	\$210,000 ARPD \$20,950 FLRC \$130,940.33 IISLE \$1,157,345.75 26 school authorities	\$ 25,563,522.69	\$ 2,302,110.78	\$234,969.06 ARPD \$20,000 FLRC \$20,253.21 MERFIP \$2,026,888.51 36 school authorities
FSL	Support for Educational Staff	Post-secondary	Training and Professional Development for French Educational Staff	This initiative is being undertaken by Northwestern Polytechnic (NWP), the University of Calgary (Education), and the University of Alberta (FoA, Dept. of Modern Languages and CSJ). It aims to enhance quality of staff by strategically enhancing their capacity in second-language teaching and learning through personal and professional development through training workshops, conferences and other networking events. This initiative also aims at recruiting and supporting the retention of qualified staff at these various institutions.	\$ 722,251.00	\$ 351,206.00	\$12,500.00 - GPRC \$5,500.00 - UofC (Education) \$333,206.00 - CSJ	\$ 368,368.00	\$ 348,332.00	\$12,500.00 - GPRC \$5,500.00 - UofC (Education) \$330,332.00 - CSJ	\$ 1,583,888.00	\$ 956,152.00	\$12,500 - NWP (former GPRC) \$13,000 - UofC (Education) \$830,652 - UofA (CSJ) \$100,000 UofA (FoA - Dept Modern languages)
FSL	Research	Post-secondary	Academic endeavours and Research in French	This initiative aims to foster various research activities such as the publication of peer-reviewed journals, presentations, academic conferences, etc. This initiative is being undertaken by the University of Lethbridge and the University of Calgary (Werklund School of Education).	\$ 54,529.00	\$ 17,700.00	\$10,700.00 - UofC (Education) \$7,000.00 - UofL	\$ 55,185.00	\$ 20,844.00	\$13,844.00 - UofC (Education) \$7,000.00 - UofL	\$ 70,855.00	\$ 31,735.00	\$24,735.00 - UofC (Education) \$7,000.00 - UofL
				K-12 FSL TOTAL	\$ 140,131,773.69	\$ 6,849,041.00		\$ 96,233,277.69	\$ 6,084,635.00		\$ 178,872,738.62	\$ 14,540,054.76	
				POSTSEC FSL TOTAL	\$ 4,276,377.00	\$ 2,045,818.00		\$ 3,550,155.20	\$ 1,817,489.00		\$ 9,080,381.86	\$ 4,583,133.24	
				TOTAL FSL	\$ 144,408,150.69	\$ 8,894,859.00		\$ 99,783,432.89	\$ 7,902,124.00		\$ 187,953,120.48	\$ 19,123,188.00	

ACTION PLAN - PLANNED CONTRIBUTIONS

Alberta
2020-2023 Planned Contributions

Area of Intervention	2020-21 Canada	2020-21 Alberta	2020-21 Total	2021-22 Canada	2021-22 Alberta	2021-22 Total	2022-23 Canada	2022-23 Alberta	2022-23 Total	Total Canada	Total Alberta	Grand Total
FML - Learner Participation	\$1,508,958	\$1,509,958	\$3,018,917	\$1,476,502	\$1,476,502	\$2,953,004	\$1,584,754	\$1,586,754	\$3,171,508	\$4,570,214	\$4,573,214	\$9,143,428
FML - Provision of Programs	\$4,009,206	\$4,009,206	\$8,018,412	\$3,832,697	\$3,832,697	\$7,665,394	\$3,833,713	\$3,833,713	\$7,667,427	\$11,675,616	\$11,675,616	\$23,351,232
FML - Academic Achievement of Learners	\$1,304,590	\$1,304,590	\$2,609,180	\$1,073,108	\$1,073,108	\$2,146,215	\$1,073,108	\$1,073,108	\$2,146,215	\$3,450,805	\$3,450,805	\$6,901,610
FML - Enriched Learning Environments	\$542,021	\$542,021	\$1,084,043	\$497,585	\$497,585	\$995,170	\$497,585	\$497,585	\$995,170	\$1,537,191	\$1,537,191	\$3,074,383
FML - Support for Educational Staff	\$824,570	\$824,570	\$1,649,141	\$791,058	\$791,058	\$1,582,115	\$1,091,378	\$1,091,379	\$2,182,757	\$2,707,006	\$2,707,007	\$5,414,013
FML - Research	\$318,466	\$318,466	\$636,932	\$231,175	\$231,175	\$462,350	\$231,586	\$231,586	\$463,172	\$781,227	\$781,227	\$1,562,455
FSL - Learner Participation	\$3,242,304	\$122,384,384	\$125,626,687	\$2,278,114	\$78,616,792	\$80,894,906	\$6,060,814	\$87,307,972	\$93,368,786	\$11,581,232	\$288,309,147	\$299,890,379
FSL - Provision of Programs	\$2,144,630	\$8,948,782	\$11,093,411	\$2,089,914	\$9,357,367	\$11,447,281	\$4,579,377	\$30,741,811	\$35,321,188	\$8,813,921	\$49,047,960	\$57,861,881
FSL - Academic Achievement of Learners	\$1,108,988	\$1,108,988	\$2,217,976	\$1,082,241	\$1,082,241	\$2,164,482	\$2,985,275	\$4,702,032	\$7,687,307	\$5,176,504	\$6,893,261	\$12,069,765
FSL - Enriched Learning Environments	\$416,223	\$440,428	\$856,651	\$408,443	\$490,695	\$899,138	\$2,094,438	\$22,036,564	\$24,131,002	\$2,919,103	\$22,967,688	\$25,886,791
FSL - Support for Educational Staff	\$1,965,015	\$2,593,881	\$4,558,897	\$2,022,568	\$2,299,872	\$4,322,440	\$3,371,549	\$24,002,434	\$27,373,982	\$7,359,132	\$28,896,187	\$36,255,319
FSL - Research	\$17,700	\$36,829	\$54,529	\$20,844	\$34,341	\$55,185	\$31,735	\$39,120	\$70,855	\$70,279	\$110,290	\$180,569
FML Total	\$8,507,812	\$8,508,812	\$17,016,624	\$7,902,124	\$7,902,124	\$15,804,248	\$8,312,124	\$8,314,125	\$16,626,249	\$24,722,060	\$24,725,061	\$49,447,121
FSL Total	\$8,894,859	\$135,513,292	\$144,408,151	\$7,902,124	\$91,881,309	\$99,783,433	\$19,123,188	\$168,829,932	\$187,953,120	\$35,920,171	\$396,224,533	\$432,144,704
Total	\$17,402,671	\$144,022,104	\$161,424,775	\$15,804,248	\$99,783,433	\$115,587,681	\$27,435,312	\$177,144,057	\$204,579,369	\$60,642,231	\$420,949,594	\$481,591,825