

**2021/2022
CALL FOR PROPOSALS**

**First Nations Language Teacher
Mentor-Apprentice Program**

October 2021

1. Introduction

The First Nations Education Steering Committee (FNESC) is pleased to continue supporting BC First Nations schools' First Nations Language and Culture programming through the First Nations Language Teacher Mentor Apprentice Program (FNLTMAP).

The central goal of the FNLTMAP is to utilize a successful language learning approach to increase the fluency of teachers in First Nations schools in the language they are (or will be) teaching.¹ This approach will support both First Nations language revitalization and languages education, as the apprentice language learner will positively impact their community and family and will also become a more effective language teacher, offering an immersive experience to their learners.

This effort will also contribute to succession planning by schools and communities as our language champions, and fluent speakers transition into retirement. This program seeks to build on and enhance the oral language skills of second-language speaking teachers, strengthening the ability of schools and communities to offer more First Nations language immersion programs, which many communities have indicated they would like to do.

2. Program Overview

- The FNLTMAP will support **one-on-one** teams that include a language Mentor (a fluent or highly proficient language speaker) and an Apprentice (a language learner).
- The Mentor and Apprentice will jointly complete 300 hours of language immersion work over eight months.
- The Mentor and Apprentice will spend their 300 hours together doing everyday activities using the language at all times.
- In this program, learners will become more fluent in an immersion environment, which is an especially valuable approach for revitalizing languages with a small number of fluent speakers remaining.
- We encourage applicants to conduct some research about the program to understand the approach and commitment required fully.

Space is available for **up to 20 FNLTMAP teams** in 2021/2022.

¹ Education Assistants (EAs) who are working in an instructional capacity can also apply to participate as an Apprentice with support from the FNLTMAP. In this Call for Proposals, the term teacher therefore may include EAs, where relevant.

3. FNLTMAP Objectives

The primary objective of this initiative is to increase the fluency of First Nations language teachers working in First Nation schools. Additional objectives include:

- To increase the number of fluent speakers of BC First Nations languages
- To support BC First Nations language revitalization
- To enhance the quality of instruction and learning within First Nations language education programs
- To support First Nations language education programs of all types to become more immersive
- To assist schools in succession planning for First Nations language teachers

4. Program Commitments / Contributions

- **FNESC will provide coaching, training, and administration.** Training and coaching in the mentor-apprentice model have proven to be critical for success, especially for teams that are new to the approach. FNESC will cover the costs of an FNLTMAP Coach and training sessions throughout the school year. In addition, FNESC will cover the costs of administering the program. FNESC will oversee the progress of the FNLTMAP teams, provide schedules, and support the completion of progress reports.
- **First Nation schools funded through this program will be expected to provide Team Grants (cost of approximately \$14,200 per team).** This funding will be used to pay the Mentor and Apprentice for their time, including a small amount for supplies and panel sessions.

First Nation schools are encouraged to sponsor the Team Grants using funding provided through the First Nations Language and Culture Program (FNLCP) administered by FNESC and the FNSA. Team Grants for the FNLTMAP are considered an eligible expense for the FNLCP funding.

5. Eligibility

- All BC First Nations schools are eligible to apply for sponsorship for FNLTMAP Teams.
- As the purpose of this program is to support fluency building for educators, only teachers (including EAs, as applicable) working in a First Nations school will be eligible for sponsorship.
- Schools may apply for sponsorship of multiple teams, but it may not be possible for FNESC to support numerous applicants.
- The regional representation will be taken into consideration in making final selection decisions.

6. Proposal Criteria

To be considered, applicants must confirm the following:

- That the Apprentice is a teacher or an EA who is working in an instructional capacity within a First Nation school (to be confirmed via a support letter from the community and/or First Nations school)
- That the Mentor is a fluent *or* highly proficient speaker of the First Nations language (to be confirmed via a support letter from the community and/or First Nations school)
- That the team will attend all required training sessions (***to be held virtually via Zoom***)
- That the team will confirm their commitment to learning and implementing the mentor-apprentice model in their work
- That the First Nations school or community will commit to contributing at least \$14,200 for FNLTMAP Team payments to the Mentor and Apprentice per the FNLTMAP schedule and requirements

7. Review and Approval Process

Applications will be reviewed by an Adjudication Committee, which will review proposals based on the objectives of the program and the criteria described above.

Key proposal assessment criteria:

- All required proposal elements are submitted and fully completed
- Both the Mentor and the Apprentice demonstrate knowledge about the mentor-apprentice language learning method, or a willingness to learn
- Both the Mentor and the Apprentice demonstrate their commitment to the program and passion for First Nations language revitalization
- There is demonstrated support from the community and school for the Mentor-Apprentice Team, as shown through letters of support and /or contributions to the program
- The team has a sound plan to ensure they have enough time available to complete the program

For this program, applicants will be required to identify the name of their First Nations language, and the Adjudication Committee may consider language family distribution in the selection decisions.

Overall proposal quality and the confidence of the Adjudication Committee in the FNLTMAP teams to complete the work will be the primary factor in making selection decisions, but language vitality and language family distribution will also be considered.²

- Only complete proposals submitted before the deadline will be reviewed
- Meeting the criteria does not guarantee applicant approval for the FNLTMAP
- A written response will be sent to applicants to confirm selection decisions

8. Application Summary

Who Can Apply:	BC First Nation schools
Spots Available:	Up to 20
Application Method:	Submission of the completed FNLTMAP Proposal Template, with accompanying required forms and letters, via email or fax
Application Deadline:	<u>October 13, 2021 by 4:30PM</u>

Late proposals will not be considered

9. Selection Process

- Deadline for proposal submission: **October 13th, 2021**
- Acceptance decision notifications: **October 15th, 2021**
- FNLTMAP Virtual Training Session: **October 22, 2021**
- Program completion: **June 24, 2022**

The program manager will contact school principals of successful applicants to review the commitment requirements for participation in the FNLTMAP.

10. Reporting Requirements

- FNLTMAP Teams are required to provide written reports following every 50 hours of language learning time.
- Teams are also required to maintain regular contact with the FNLTMAP Coach.
- Reporting templates and timelines will be provided to successful applicants.

² In determining the language family of an applicant and language vitality, the Adjudication Committee will refer to the First People's language map and First Peoples' Status Report (2018)

11. Contact Information

If you have any questions, feel free to contact Jacqueline Jim at jacquelinej@fnesc.ca

12. Submission of Proposals

Proposal submissions can be sent to the following address:

First Nations Education Steering Committee
113 -100 Park Royal South West Vancouver, BC V7T 1A2
Fax: 604-925-6097
Email: languages@fnesc.ca

2021/2022
First Nations Language Teacher
Mentor-Apprentice Program

Proposal Template and
Required Forms & Letters



2021/2022
FIRST NATIONS LANGUAGE TEACHER MENTOR-APPRENTICE PROGRAM

Proposal Application Checklist

- Proposal template is correctly completed
- All forms are completed
- Required letters are submitted
 - Mentor letter
 - Apprentice letter
 - A letter of support on First Nations community and/or school on letterhead and signed by an authorized representative demonstrating support for the proposal³
- Proposal and supporting documentation submitted to FNEC by deadline date of **October 13th, 2021 at 4:30pm**– LATE PROPOSALS WILL NOT BE ACCEPTED**
- PROPOSAL FAXED TO FNEC: 604-925-6097 or PROPOSAL EMAILED TO: languages@fnesc.ca**
- All forms and letters are submitted at the same time**
- All pages submitted in the following order:**
 - **Completed template**
 - **Mentor letter**
 - **Apprentice letter**
 - **Community or School letter(s) of support**

³ Both the Mentor and Apprentice are required to submit a commitment letter and a letter of support as described in the application form.

First Nations Language Teacher Mentor-Apprentice Program 2021/2022 Proposal Template

1. First Nation School Information:

School Contact Name:
Mailing Address:
City:
Postal Code:
Phone number:
Email:

2. Mentor-Apprentice Team Information:

Apprentice Name:	Mentor Name:
Apprentice Mailing Address:	Mentor Mailing Address:
City:	City:
Postal Code:	Postal Code:
Phone number:	Phone number:
Email:	Email:

3. Which BC First Nations language will you be learning/teaching?

4. FNLTMAP Training Session:

I confirm that our sponsored team will be able to participate in the *virtual* FNLTMAP training session via Zoom on October 22nd, 2021.

Yes, we will be able to attend.

5. Required documents

Part 1 - Letters

Each Apprentice is required to submit a letter which:

- describes their role as a First Nations language teacher or Education Assistant (EA);
- demonstrates their understanding of the mentor-apprentice approach to language learning;
- describes their need to build their First Nations language fluency, and how it will enhance their First Nations language teaching capacity;
- explains why their Mentor-Apprentice Team will be able to work together successfully over a full year.

Each Mentor is required to submit a letter which:

- describes their experience and knowledge of their First Nations language;
- demonstrates their understanding of the mentor-apprentice approach to language learning;
- demonstrates their commitment to language revitalization and to the completion of a successful mentor-apprentice program; and
- explains why their Mentor-Apprentice Team will be able to work together successfully over a full year.

A letter of support from an authorized community or school representative on letterhead is required, which:

- recognizes the Apprentice as a teacher of a BC First Nations language or as an EA working with students in an instructional capacity, and the Mentor as a speaker of that language with high proficiency;
- expresses support for the Mentor-Apprentice Team and their efforts; and
- confirms the school's commitment to provide the FNLTMAP team payment amount (\$14,200).

**The inclusion of additional letters of support is encouraged.*