

**2022/2023
CALL FOR PROPOSALS**

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

September 2022

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 Apprenticeship 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 time.
- 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 **2022/2023**.

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 and virtual coaching sessions
- 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 proposal template is available at www.fnesc.ca/programs
- 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:	September 30, 2022 by 4:30 pm

Late applications will not be accepted

9. Selection Process

Deadline for proposal submission	September 30, 2022
Acceptance decision notifications	Will be notified on your acceptance
FNLTMAP Training Session	October 13 - 14, 2022
Program completion	June 30, 2023

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

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)

10. Reporting Requirements

- FNLTMAP Teams are required to provide written reports following every 60 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.

11. Contact Information

If you have any questions, feel free to contact **Beverly Azak, Manager, First Nations Languages Programs and Funding, beverlya@fnesc.ca**

12. Submission of Proposals

Proposal submissions can be sent to

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