



THE FUTURE OF TESL CANADA STRATEGIC PLAN 2023 - 2028

TESL Canada's Mission

- > To promote excellence in the teaching and learning of English as a second or additional language in partnership with its constituent provincial and territorial associations, and like-minded national and international organizations.

TESL Canada's Strengths, Weaknesses, Opportunities, & Threats

Strengths	Weaknesses
<p>We continue to accredit and provide standards for Teacher Training Programs</p> <p>Teachers continue to reach out to TESL Canada to become accredited - this has been growing over the past couple years</p> <p>Strong board (members from across the country), we have the continuation of the Past President and provincial representations</p> <p>National organization</p> <p>Membership pool</p> <p>Accreditation process for schools and teachers - without this, they do not qualify</p>	<p>Fractured national voice.</p> <p>The lack of national events has led to the lack of national voice - missing out on the visual and recognition of everyone joining together and having those conversations, etc.</p> <p>The uncertainty of positions from year to year in the TESL field - government funding changes, etc.</p> <p>The pandemic has only exacerbated that</p> <p>Across the country and nationally, the ability to rebuild boards from term to term has not been easy or simple</p> <p>Is there a national and/or provincial understanding or valuing of what we offer? Why it's beneficial to join your provincial or national organization</p> <p>TC does not seem as dynamic as some other organizations</p> <p>Fragmentation in the field with provincial organizations</p> <p>ESL learners and government representatives may need to be included in similar committees (similarly to a university board)</p> <p>Stability</p> <p>Some programs are receiving federal funding though offering provincial accreditation</p>

<p>Opportunities</p> <ul style="list-style-type: none"> Finding a way to bring back a national voice with BC and Ontario part of it - in a way that makes sense to all parties (what kind of cooperation or common goals could be developed) Diversity of members (in every way! places where people teach, cultural diversity, linguistic diversity, etc.) Re-building a relationship with Languages Canada Opportunities to be the voice for the TESL Community - this needs to be built on (advocacy) Develop relationships with TESOL, CASLT, government relationships, union leadership, settlement sector and other organizations that support the interests of newcomers and refugees, etc. (Languages Canada, ARAISA, NLAB) Communication opportunity to better tell our story Collaboration with government to promote stability and public-private partnerships Actively encourage and promote the involvement of persons with disabilities Strengthen collaboration between the federal organization and provincial bodies Actively encourage and promote the involvement of K-12 teachers Offer direct memberships to TC to organizations like TESL London (for example) 	<p>Threats</p> <ul style="list-style-type: none"> Languages Canada has removed the language of being accredited by TESL Canada as an equivalent (i.e., they are not directing people to TC anymore) The pandemic has been a threat in terms of shutting down programs across the country, planning live events, etc. Lack of internal cohesion Technology demands for teachers and students Future change in government funding Advocacy for the need to exist in a country of immigrants Contracts reduce stability and attractiveness of the field to new and current teachers Some online teachers do not require certification - will this continue to expand? How will we counter this?

Strategic Value #1: Advocating for the recognition of the English Language Teaching profession as a skilled profession.

- Advocating for salary range based on relevant education and experience by collecting data on existing salaries.

Strategic Value #2: Promoting ongoing professional development

- Requiring teacher training programs to provide professional development to in service teachers.
- Recommend that employers seek employees who have taken at least 25 hours of PD in the past five years, and actively encourage current employees to engage in at least 5 hours per year.

Strategic Value #3: National standards for professional certification and teacher training program recognition

- Present a public education campaign for understanding about TESL Canada approved institutions and the certification process for newcomers to Canada.
- Provide pathways for further certification between standards.
- Advocating for more specific national standards for teachers in LINC programs.

Strategic Value #4: Advocating for continuing government funding for English language education

- Publicizing the positive impacts between English language education and economic prosperity.
- Advocating that Canada needs teachers certified according to Canadian standards.

Strategic Value #5: Advocating for stable employment for language professionals

- Advocating for more salaried ranges based on experience and qualifications
- Advocating for LINC fulltime positions for stable employment in LINC

Strategic Value #6: Excellence in language, settlement, and refugee programs.

- Advocating for national certification standards set by the Government of Canada
- Advocating/Providing for LINC vulnerable sector training
- TESL Canada taking a stance for K-12 professionalization in language, settlement, and refugee programs.