

Candidates seeking positions in core French Grades 9-12 and/or French Immersion K-12 are required to submit an official Test de Français International (TFI) score or a Diplôme D'études en Langue Française (DELF) score (please see SD63 minimum proficiency levels below). For candidates wishing to teach core French K-12 or French Immersion K-12, who have not completed the tests above; a separate District French Competency Test, in lieu of the TFI/DELF, will be scheduled by the Human Resources Coordinator and marked by the District Language Coordinator. All candidates, who are selected for further screening, will take part in a 40-minute employment interview conducted in French. If your French proficiency level has been assessed with a different tool, please contact hr_teaching@saanichschools.ca.

Minimum TFI Proficiency Levels for SD63:

- French Immersion K-12 (Oral: 395 and Written: 420)
- Core French Grades 9-12 (Oral: 305 and Written: 305)

Minimum DELF Proficiency Levels for SD63:

- French Immersion K-12 ([B2](#) - 75%)
- Core French Grades K-5 ([A2](#) - 75%)
- Core French Grades 6-12 ([B1](#) - 75%)

Employment Interview Conducted in French:

- French Immersion K-12 (*Advanced, native-like fluency)
- Core French Grades 9-12 (*Advanced, native-like fluency)
- Core French K-8 (**Proficient, functionally bilingual)

**Advanced (native-like fluency)*

- *comfortable speaking spontaneously in a wide variety of situations and contexts*
- *responds appropriately to questions and rarely makes errors related to faux amis*
- *uses a variety of conversation strategies (circumlocution, intonation, self-correction, body language and verbal cues) and seldom resorts to English*
- *speech flows well, is clear and pronunciation is native-like*
- *vocabulary range is good for everyday conversations and for conversations related to an educational context but is more limited to topics that are infrequent or unusual*
- *uses idiomatic expressions (some English-like structures are still present)*
- *errors do not affect comprehensibility and are rare; however, Anglicisms are more frequent*

***Proficient (functionally bilingual)*

- *is willing to initiate a spontaneous conversation and can respond to questions and ask questions in common and familiar situations*
- *approx. 80% of the time is able to comprehend questions and respond to them*
- *strongly relies on conversational strategies (circumlocution, intonation, self-correction, body language and verbal cues) to convey 25% or more*
- *requires prompting and assistance to maintain communication and sometimes resorts to English*
- *vocabulary is limited*
- *pronunciation is sometimes inaccurate and at times renders communication incomprehensible*
- *most common idiomatic expressions are used*
- *speech often contains an Anglophone turn of phrase and can be stilted or interspersed with English*
- *overall, errors do not affect comprehensibility*

DELF Testing Site for Victoria:

- University of Victoria: <https://www.uvic.ca/humanities/french/delf-dalf/index.php>