

ANNUAL REPORT

2024-2025

Education

Message from the Minister

As Minister of Education and Early Childhood Development, I am pleased to present the 2024-25 Annual Report for the Department of Education, which was prepared in accordance with the **Transparency and Accountability Act**. This report covers the department's annual objectives for April 1, 2024, to March 31, 2025.

During the 2024-25 reporting period, the department's mandate encompassed Early Learning and Child Care, K-12 Education, Education Operations, Post-Secondary Education, and Education Transformation.

I would like to take this opportunity to recognize the exceptional efforts of our departmental staff, partners, and stakeholders. Their dedication and hard work have been crucial in achieving our 2024-25 objectives.

Following are key accomplishments of the department for 2024-25:

- Continued implementation of actions from the Federal and Provincial Early Learning and Child Care Action Plans;
- Continued enhancing a new model of assessment and evaluation for high school students; and,
- Continued development of a new model for the Adult Basic Education Program.

My signature below is indicative of my accountability for the results reported.



Hon. Bernard Davis
Minister of Education and Early Childhood Development

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Departmental Overview

Organizational Structure

The name of the department changed from the Department of Education to the Department of Education and Early Childhood Development in May 2025; however, the structure of the department remains the same.

The Department of Education (the department) is a category one Government of Newfoundland and Labrador entity under the **Transparency and Accountability Act**. In 2024-25, it was responsible for achieving outcomes with respect to provincial early learning and child care, K-12 education, and post-secondary education. The department has the objective of building an education system in Newfoundland and Labrador to foster safe, inclusive, and healthy school environments for all children and youth in early childhood settings, licensed child care, and family resources centers, all students in kindergarten to grade 12 and post-secondary education, and all adult learners.

During 2024-25, programs and services were provided through six branches:

Early Learning, Inclusion and Child Development

Previously known as the Early Learning and Child Care branch, the branch name changed in January 2025 to reflect inclusion and alignment to support children's transition from early learning into the K-12 system.

This branch includes the divisions of Early Learning and Child Care; K-12 Inclusion; Regional Services; and Accountability and Reporting.

Kindergarten to Grade 12 Education

This branch includes the divisions of Evaluation and Research; Program Implementation; and Programs and Services.

Education Operations

This branch includes the divisions of Teaching Services; School Operations; and School Services.

Post-Secondary Education

This branch includes the divisions of Literacy and Institutional Services; and Student Financial Services.

Corporate Services

This branch includes the divisions of Financial Services; and Policy and Information Management.

Education Transformation

This branch does not have any divisions and is focused solely on education transformation in the K-12 education system.

Location of Department of Education

The main offices of the Department of Education are located on the 3rd and 4th floor in the West Block of the Confederation Building, 100 Prince Philip Drive, St. John's.

The Learning Resources Distribution Centre is in Building 909, Pleasantville, St. John's, and the Student Aid Office is located at Coughlan College, 216 Prince Philip Drive, Memorial University, St. John's Campus.

Early learning and child care services are provided throughout the province in offices located in St. John's, Whitbourne, Harbour Grace, Clarenville, Gander, Grand Falls-Windsor, Springdale, Corner Brook, Stephenville, Happy Valley-Goose Bay, and Labrador City.

The headquarters for NLSchools and the Avalon Region office is located on the 3rd floor of West Block in St. John’s with regional offices located in Gander, Corner Brook, and Happy Valley-Goose Bay.

Additional information on the Department of Education can be found at <https://www.gov.nl.ca/education/>.

Staff and Budget

As of March 31, 2025, the Department of Education had 7,114 employees. For the 2024-25 fiscal year, the departmental budget was \$1,094,693,800.

Branch	# of Employees	Budget
Executive Services ¹	15	\$1,619,500
Corporate Services	25	\$25,732,700
Early Learning and Child Care	99	\$22,512,600
K-12 Education ²	6,933	\$641,402,100
Post-Secondary Education	42	\$403,426,900
Total	7,114	\$1,094,693,800

¹ This number includes communications and executive support staff.

² This number includes staff from K-12 Education, Education Operations, and Education Transformation, including applicable NLSchools staff.

NLSchools Employees

NLSchools employed 12,164 full-time, part-time, and casual employees and support staff to deliver curricula and programs and to support the business functions of the public K-12 English schools.

NLSchools employees fall within Education Operations Branch and K-12 Education Branch.

Note that NLSchools employees working in student transportation and school facilities are with the Department of Transportation and Infrastructure (TI), and employees working in procurement are with the Public Procurement Agency (PPA).

The following numbers reflect NLSchools staffing levels in all government departments as of **March 31, 2025**.

Employee Group	Labrador	Western	Central	Avalon	(2024-25) Number of Employees
Teaching Staff	360	1058	1353	2947	5,718
Student Assistants	48	277	274	472	1,071
Support Staff	121	285	473	436	1,315
Program Specialists/Itinerants	24	45	70	151	290
Teaching and Learning Assistants	14	50	63	145	272
Regional Offices/ Headquarters	17	53	42	178	286
Total Number of Full-Time Employees	8,952 ¹				
Substitute Teachers	55	306	399	1026	1,786
Substitute Student Assistants	37	162	145	240	584
Substitute Teaching and Learning Assistants	0	18	21	47	86
Casual Support Staff	55	256	292	153	756
Total Number of Substitutes/Casuals Employees	3,212 ²				
Total Number of Employees	12,164				

¹ 1071 TI employees and 14 PPA employees of the total **8,952 NLSchools full-time employees** may be listed in TI and PPA's organizational structure.

² 602 TI employees of the total **3,212 NLSchools Casuals Employees** may be listed in TI and PPA's organizational structure.

Vision

Effective and modern learning environments that foster inclusive and healthy communities for all learners in the province.

Mandate

The Minister is responsible for all matters relating to a high-quality educational system in the province, from early learning and child care to K-12 education and post-secondary education.

The mandate for the department is primarily established under the Departmental Notices under the **Executive Council Act**. Additionally, the following acts (including any associated regulations) support the department's mandate:

- **Child Care Act;**
- **College Act, 1996;**
- **Council on Higher Education Act;**
- **Degree Granting Act;**
- **Memorial University Act;**
- **Memorial University Pensions Act;**
- **Private Training Institutions Act;**
- **Public Libraries Act;**
- **Schools Act, 1997;**
- **Student Financial Assistance Act, 2019;**
- **Teacher Training Act;** and,
- **Teachers' Association Act.**

Lines of Business

Departmental programs and services enable a high-quality learning environment from early learning and child care to K-12 to post-secondary education, focused on ensuring all Newfoundlanders and Labradorians have a bright start in life and continued opportunities for learning.

What we do:

Early Learning, Inclusion and Child Development:

- Develop and monitor legislation, policies, and programs to support licensed child care services and early learning programs.
- Provide financial support for the development and operation of child care centres, family child care homes, family child care agencies, and community agencies, such as family resource centres.
- Support children with diverse learning needs in early learning environments.
- License, monitor, and inspect early learning and child care services.
- Monitor and evaluate the early learning and child care system through data collection, analysis, planning, and research.
- Support children's transition from licensed early learning and child care to the K-12 education system.
- Provide parent resources and supports such as the child care subsidy and parent resource kits.
- Support early literacy through funded positions within public libraries which support early childhood educators.
- Develop and monitor policies related to student services and safe and caring schools.
- Overseeing the effective and efficient provincial implementation, monitoring and evaluation of the full range of student services programs and practices that

enhance the learning for students with diverse learning needs including technologies to support teaching and learning.

K-12 Education:

- Oversee K-12 educational policies and legislation.
- Fund and support programs of study for the K-12 schools in English and French.
- Provide learning resource materials for the K-12 schools in English and French.
- Develop and monitor English and French curricula and programs.
- Provide distance education.
- Create and/or select curriculum documents and teaching resources.
- Evaluate curriculum and assess outcomes.
- Monitor education system performance through data collection and analysis, planning, and research.
- Set requirements for student diplomas and certificates.
- Set requirements for teacher certification.
- Collaborate with other branches regarding program implementation, student assessment and evaluation and teacher professional learning.
- Fund and support public libraries.

Education Operations:

- Responsible for the delivery of programs and curriculum, student assessment and evaluation, student placement, and teacher professional learning.
- Offer personal and career guidance and counselling in the NLSchools system.
- Support the provision of extra-curricular and co-curricular programs and activities.
- Manage fiscal, human, and other resources to ensure quality teaching and learning, appropriate programs and services, and safe and healthy learning and teaching environments beneficial to students and NLSchools staff.

Post-Secondary Education:

- Support the delivery of post-secondary education through Memorial University of Newfoundland, College of the North Atlantic, and private training institutions.
- Fund public post-secondary institutions.
- Regulate and monitor private training institutions.
- Administer the student financial assistance programs.
- Provide support to the Council on Higher Education.
- Provide programs and services for adult learning.

Highlights and Partnerships

The details below illustrate some of the key accomplishments and partnerships of the Department of Education in the 2024-25 fiscal year.

Highlights

Efforts on Early Learning and Child Care Spaces: The Government of Newfoundland and Labrador has extended the federal Canada-Wide Early Learning and Child Care Agreement to 2031, maintaining the \$10-a-day child care program. More than 11,200 child care spaces in the province operate at \$10-a-day¹. Continued efforts are ongoing to prioritize child care for health care workers based on need.

New Medical Benefits Program for Early Childhood Educators: To support the recruitment and retention of early childhood educators, the Government of Newfoundland and Labrador introduced a cost-shared medical benefits program offering coverage for medical, dental, and employee assistance services. This initiative aligns with the government's commitment to expanding access to affordable child care and fostering an inclusive, thriving province.

The Early Learning and Child Care Medical Benefits Program launched on October 23, 2024. It is available to early childhood educators, trainees, other early learning and child care staff, and regulated Family Child Care providers who work at least 20 hours per week and have been employed for a minimum of three months at a regulated child care service participating in the Operating Grant Program².

¹ Early Learning and Child Care Update

<https://www.gov.nl.ca/releases/2025/education/0312n06/>

² Medical Benefits Program for Early Childhood Educators

<https://www.gov.nl.ca/releases/2024/education/1023n01/>

Administered by the Association of Early Childhood Educators of Newfoundland and Labrador in partnership with Dougan Insurance Group, the program currently supports 940 members. It plays a key role in strengthening the early learning and child care workforce by enhancing employee well-being and helping build a high-quality child care system across the province.

Early Childhood Educators' Week and Early Childhood Education Scholarship:

On May 26, 2024, the Minister of Education joined the Association of Early Childhood Educators Newfoundland and Labrador to proclaim May 26 to June 1 as Early Childhood Educators' Week. The week recognizes the important role early childhood educators play in supporting children's development through responsive care and play-based learning.

In 2024-25, Carla Saunders of Baie Verte was the recipient of the Joanne Juteau Early Childhood Education Scholarship³.

Awards for Teaching Excellence: In recognition of teaching excellence at the primary, elementary, and secondary levels, the Government of Newfoundland and Labrador announced the recipients of the 2024 Premier's Award for Teaching Innovation and the Minister of Education's Award for Compassion in Teaching⁴.

The 2024 Premier's Award recipients were:

- Christina Manning, Holy Trinity Elementary, Torbay
- Laura Elliott, Forest Park Primary, Grand Falls-Windsor

The following were the 2024 Minister of Education's Award recipients:

- Lesley Castella, Larkhall Academy, St. John's

³ 2024 Joanne Juteau Early Childhood Education Scholarship recipient

<https://www.gov.nl.ca/releases/2024/education/0527n03/>

⁴ Recipients of Awards for Teaching Excellence can be found at:

<https://www.gov.nl.ca/releases/2024/exec/0618n05/>

- S. Nicole McLean, Amos Comenius Memorial Hopedale
- Sean Kennedy, St. Paul's Junior High, St. John's
- Stacey Luscombe, A.P. Low Primary, Labrador City.

Confederation 75 Resources: To commemorate the 75th anniversary of Confederation, new K-12 lesson plans were added to the provincial curriculum in 2024-25⁵. The resources explore topics such as diversity, citizenship, and Canadian history.

Council of the Federation Literacy Award for Newfoundland and Labrador: The Learning Disabilities Association of Newfoundland and Labrador was the 2024 recipient of the Council of the Federation Literacy Award for Newfoundland and Labrador⁶.

The Learning Disabilities Association of Newfoundland and Labrador is a non-profit organization dedicated to working closely with schools, educators, health care professionals, and the community to enhance the understanding and support for individuals with learning disabilities to help empower them to achieve their full potential.

Governor General's History Award for Excellence in Teaching: In 2024-25, Jo Anne Broders of Smallwood Academy received the Governor General's History Award for Excellence in Teaching⁷. Broders' Grade 8 class worked with community and Indigenous leaders to research and commemorate a Mi'kmaq burial site in their town, resulting in the design and installation of a memorial plaque. This national recognition highlights her dedication to culturally responsive education and student-led learning.

⁵ Confederation 75 Resources

<https://www.gov.nl.ca/releases/2024/education-en/1017n02/>

⁶ 2024 recipient of the Council of the Federation Literacy Award for Newfoundland and Labrador:

<https://www.gov.nl.ca/releases/2024/exec/0906n01/>

⁷ 2024 recipient of Governor General's History Award:

<https://www.gov.nl.ca/releases/2024/education/1128n02/>

Inclusive Education Award: This Award is presented each year to a K-12 school in the province that has shown exceptional spirit in creating a school that is welcoming and inclusive for students with intellectual disabilities.

Avoca Collegiate in Badger received the Inclusion Canada NL 2024 Inclusive Education Award based on its work to design and implement programs and activities that are inclusive of all students⁸. The school was recognized for creating full academic programs, extracurricular activities and school events to promote participation of all students.

Prime Minister's Award for Teaching Excellence: The Prime Minister's Awards recognize exceptional educators across Canada for their dedication to student success and innovation in teaching.

In 2024-25, the Government of Newfoundland and Labrador congratulated one recipient of a Certificate of Excellence, and two recipients of Certificates of Achievement⁹.

- Jennifer O'Neill-Riggs, a teacher at MacDonald Drive High in St. John's, received a Certificate of Excellence in Teaching.
- Thomas Ayre, a teacher at St. Michael's Elementary School in Stephenville Crossing, received a Certificate of Achievement in Teaching.
- Bernadine Kent, an early childhood educator at Astros Learning Centre in Bay Roberts, received a Certificate of Achievement in Early Childhood Education.

These national honours reflect the outstanding commitment of Newfoundland and Labrador educators to student development and learning.

⁸ Inclusion Canada NL 2024 Inclusive Education Award recipient:

<https://www.gov.nl.ca/releases/2024/education/0626n02/>

⁹ Recipients of Prime Minister's Award for Teaching Excellence and Excellence in Early Childhood Education

<https://www.gov.nl.ca/releases/2024/exec/0621n05/>

Provincial Scholarships: In 2024-25, more than \$275,000 in provincial scholarships were awarded to 276 recent high school graduates across Newfoundland and Labrador. Scholarships ranged from \$1,000 to \$2,500 and recognized outstanding academic performance among the graduating class¹⁰.

The scholarships awarded included:

- The Junior Jubilee Scholarship (\$2,500): Awarded to the student with the highest overall scholarship score.
- The Constable W.C. Moss Scholarship (\$1,000): Awarded to a child of a police officer with the highest score, excluding the Junior Jubilee recipient.
- Electoral District Scholarships (\$1,000): Awarded to three top-scoring graduates per electoral district.
- Centenary of Responsible Government Scholarships (\$1,000): Awarded to the next highest-scoring graduates.

The Confederation 75th Anniversary Scholarships are presented to 75 graduating students to commemorate the province becoming a part of Canada.

Loran Scholarship: The Loran Scholarship is Canada's most prestigious and comprehensive undergraduate award, valued at over \$100,000. It is designed to recognize and support students who demonstrate exceptional character, leadership potential, and a strong commitment to service, placing greater emphasis on personal integrity and community involvement than on academic achievement alone.

In 2024-25, one of the 2025 Loran Scholars is Madison Anstey¹¹, a student at Prince of Wales Collegiate in Portugal Cove–St. Philip's, Newfoundland and Labrador.

¹⁰ Recipients of Provincial Scholarships

<https://www.gov.nl.ca/releases/2024/education/1118n01/>

¹¹ Loran Scholarship:

<https://loranscholar.ca/2025-loran-finalists/>

Safe and Inclusive School Grants: In January 2025, 11 schools each received \$1,000 through the Safe, Caring and Inclusive Schools Special Initiatives Grants. These grants support student-focused projects that promote equity, diversity, inclusion, and accessibility while helping foster positive and inclusive school environments¹².

Safe, Caring and Inclusive Schools Graduating Student Leadership Bursary: The Safe, Caring and Inclusive Schools Graduating Leadership Bursary promotes student awareness of the Safe and Caring Schools Policy and supports efforts to challenge harmful behaviour and foster a culture of belonging and acceptance throughout the school community.

In 2024, there were fourteen recipients of the Safe, Caring and Inclusive Schools Graduating Student Leadership Bursary¹³. Each recipient received \$500 for their leadership in fostering inclusive, respectful, and empathetic school communities.

Research Inspired Student Enrichment (RISE) Awards: In April 2024, 20 Level II students received RISE Awards in recognition of their academic excellence in science, technology, engineering, and mathematics (STEM). Award recipients receive tuition and support to attend summer enrichment programs. This year marked a record number of applications and an expansion of awards from 15 to 20 recipients, reflecting growing interest and excellence in STEM across the province¹⁴.

2024 Lester B. Pearson Scholar: Ayesha Mekawy, a Level II student from Roncalli Central High, received the 2024 Lester B. Pearson Scholarship for two years of pre-university study at Pearson College in British Columbia. The department contributed

¹² Recipients of Safe, Caring and Inclusive Schools Special Initiatives Grants:

<https://www.gov.nl.ca/releases/2025/education/0107n01/>

¹³ 2024 list of Safe, Caring and Inclusive Schools Graduating Student Leadership Bursary recipients can be found:

<https://www.gov.nl.ca/releases/2024/education/0617n06/>

¹⁴ A list of the RISE Awards recipients can be found at:

<https://www.gov.nl.ca/releases/2024/education/0424n05/>

\$34,000 toward the \$50,000 scholarship, which supports academic and leadership development through the United World College¹⁵.

Partnerships

Government of Newfoundland and Labrador Increases Funding by \$300,000 for Academic Programming at the Murphy Centre: The Government of Newfoundland and Labrador is committed to ensuring that educational services are available to meet the needs of all students and learners.

The Murphy Centre provides three options to complete a high school or equivalency diploma, as well as a wide range of career services designed to meet the unique needs of individuals. The Centre provides effective, person-centred adult education, as well as career and personal development services to over 800 participants annually¹⁶.

On May 3, 2024, the department announced an additional \$300,000 in annual funding to the Centre to further support the Centre's operations. This brings the total operating grant for high school academic services to over \$1.16 million provided by the Government of Newfoundland and Labrador.

Government of Newfoundland and Labrador Signs Memorandum of Understanding with Republic of Korea to Support Early Childhood Education: The department signed a five-year Memorandum of Understanding with the Republic of Korea and the College of North Atlantic to support international early childhood education work placements in Newfoundland and Labrador¹⁷.

¹⁵ 2024 Lester B. Pearson Scholar recipient:

<https://www.gov.nl.ca/releases/2024/education/0614n03/>

¹⁶ Government of Newfoundland and Labrador Increases Funding by \$300,000 for Academic Programming at the Murphy Centre

<https://www.gov.nl.ca/releases/2024/education-en/0503n03/>

¹⁷ Signs Memorandum of Understanding with Republic of Korea to Support Early Childhood Education

<https://www.gov.nl.ca/releases/2024/education/0613n08/>

Government of Newfoundland and Labrador Provides \$200,000 to Support

Educational Programming at Thrive: On February 5, 2025, Minister of Education announced \$200,000 in funding for Thrive Community Youth Network to support its educational programs and the delivery of the new Canadian Adult Education Credential test, which replaces the GED¹⁸.

Thrive supports youth aged 12–18 with limited access to mainstream programs and services. Starting in 2025-26, Thrive will receive \$175,000 annually to help cover operational costs including outreach outside the Northeast Avalon region. Over the past 15 years, Thrive has supported over 1,000 young people improving their educational outcomes and pursuing post-secondary education and employment.

Support for Adult Literacy Enhancement: The Government of Newfoundland and Labrador provided funding to the Learning Disabilities Association of Newfoundland and Labrador to improve adult literacy¹⁹. This support includes services such as screening, one-on-one tutoring, assistive technology training, advocacy support, and empowerment programs designed to increase literacy skills and workplace readiness. Over 1,600 one-on-one tutoring sessions were delivered in 2024.

Education Accord NL: In January 2025, the Government of Newfoundland and Labrador released Education Accord NL's interim report, A Vision for the Future: Transforming and Modernizing Education²⁰. The report outlines progress to date, key findings, and foundational elements that will inform the final 10-year vision for education in Newfoundland and Labrador. Developed through collaboration with Indigenous

¹⁸ Government of Newfoundland and Labrador Provides \$200,000 to Support Educational Programming at Thrive
<https://www.gov.nl.ca/releases/2025/education/0205n03/>

¹⁹ Recognizes Learning Disabilities Association of Newfoundland and Labrador Adult Literacy Initiative
<https://www.gov.nl.ca/releases/2024/education/0523n05/>

²⁰ Education Accord NL Interim Report Released
<https://www.gov.nl.ca/releases/2025/education/0109n05/>

Governments and Organizations, educators, students, and community members, the interim report lays the foundation for a responsive, equitable, and learner-focused education system.

NLSchools

NLSchools is committed to preparing all students to achieve to their fullest potential in an inclusive, safe and caring environment.

Student Engagement and Success

Personal Electronic Devices Policy: As of January 6, 2025, a new Personal Electronic Devices Policy is in effect for English K-12 public schools throughout Newfoundland and Labrador²¹. Students in grades K-6 are not permitted to have devices at school, while students in grade 7 to Level IV must keep devices turned off and out of sight during school hours. The policy supports positive learning environments and student well-being.

Government of Newfoundland and Labrador Provides \$260,500 to Momma Moments Program at Choices for Youth: On January 30, 2025, Education Minister announced a one-time \$260,500 grant to the Momma Moments program at Choices for Youth²². The funding supports operational costs, including materials and staffing, for the program, which offers wrap-around and peer-to-peer support to young mothers and their children. In 2024-25, the program supported 122 moms and 126 children, providing health services, emotional support, and community connection. This initiative is part of over \$4.6 million in total provincial funding to Choices for Youth in 2024-25, reflecting the government's commitment to children's learning, development, and well-being.

²¹ New Personal Electronic Devices Policy Proposed to Enhance Learning and Well-Being in K-12 Schools
<https://www.gov.nl.ca/releases/2024/education/1127n02/>

²² Government of Newfoundland and Labrador Provides \$260,500 to Momma Moments Program at Choices for Youth
<https://www.gov.nl.ca/releases/2025/education/0130n05/>

Increased equitable access to Duke of Edinburgh Program: The Duke of Edinburgh International Award program supports young people from the province aged 14-24 in developing life skills that lead to personal growth through co-curricular education, getting physically active, positive citizenship, experiential learning, and experiencing adventure. In the past, parents were responsible to support their children to participate in this program. In 2024-25, as part of a co-curricular framework partnership, the department partnered with organization to cover the cost for students participating in this program.

Increased Student Assistant Support: A \$3 million investments in Budget 2024 added approximately 104 full-time equivalent student assistant positions to the K-12 system and standardized a five-hour minimum workday²³. These additional supports help address the diverse needs of students and contribute to inclusive, responsive learning environment.

Introduced a new Teaching and Learning Assistant position: NLSchools created a new Student Services Teaching and Learning Assistant position for school support services in 2024-25. This new position not only offers regular classroom support to students, but also provides overall support on student engagement, student behaviour management, social and emotional learning, and assisting school administration staff to foster a positive school environment.

School Bussing Available to all K-12 Students: In 2024-25, the Government of Newfoundland and Labrador fully eliminated the 1.6-kilometre rule for school bussing²⁴. All K-12 students in Newfoundland and Labrador who attend schools with bus service

²³ Budget 2024 Provides \$3 Million to Increase Student Assistants in K-12 Education System:

<https://www.gov.nl.ca/releases/2024/education/0502n03/>

²⁴ School Bussing Now Available to all K-12 Students

<https://www.gov.nl.ca/releases/2024/exec/0903n01/>

are eligible for transportation to their zoned school. To support this change, Budget 2024 allocated nearly \$20 million to add 45 new buses and 33 replacement busses.

Equity, Health and Well-being

Funding Announced to Train Educators in Identifying and Addressing Sexual Violence: The Government of Newfoundland and Labrador signed a four-year bilateral agreement with Women and Gender Equality Canada, resulting in \$13.6 million in new funding to invest in violence prevention-related initiatives throughout the province.

On May 23, 2024, \$200,000 was announced to offer an online training program to Grades 7 to 12 teachers, guidance counsellors, and school administrators to address sexual violence²⁵.

The Commit to Kids program, developed by the Canadian Centre for Child Protection, addresses child sexual abuse, addresses key aspects of child sexual abuse, including grooming, disclosure, impacts, and prevention strategies. Successful completion of the Commit to Kids program (also known as the Sexual Abuse Prevention Program) is a certification requirement in Ontario for individuals applying to or currently certified by the Ontario College of Teachers. Approved by the Ontario College of Teachers and supported by the Newfoundland and Labrador Teachers' Association, the department aims to expand the training to all K-12 educators and school staff.

STELLAR Program Supports Math Educators: The Government of Newfoundland and Labrador is committed to supporting teaching professionals to enhance math education for students in the K-12 public education system. The STELLAR Program is designed to be a flexible model to promote professional learning opportunities in mathematics education.

²⁵ Funding Announced to Train Educators in Identifying and Addressing Sexual Violence

<https://www.gov.nl.ca/releases/2024/education/0523n01/>

In 2024-25, there are five funding routes available through the STELLAR Program²⁶:

- Availing of a K-12 mathematics bursary
- Engaging in self-directed learning
- Establishing a professional learning community
- Participating in a mentorship program
- Attending an institute or conference

Expansion of Kids in the Know Safety Program: In 2024-25, the Government of Newfoundland and Labrador continued expanding the Kids in the Know program to support student body safety. As of September 2024, the program reached 58 schools and remained on track to be available in all K-3 classrooms by the end of the school year, with full K-9 rollout planned for September 2025. The program helps students build skills to stay safe online and offline²⁷.

Provincial Advisory Council on Education (PACE): In 2024-25, the Government of Newfoundland and Labrador enacted the PACE Regulations, officially establishing the Provincial Advisory Council on Education²⁸. PACE will include members representing regions throughout the province and will provide advice to the Minister of Education on K-12 education matters. The Council strengthens connections between families, school communities, and the department.

Retention and Recruitment of Educational Staff: The department started a new initiative to support educational staff recruitment and retention. Budget 2024 allocated \$850,000 to recruit and retain teachers to address teacher shortages for the province, primarily focusing on rural and remote areas.

²⁶ STELLAR Program for Mathematics Educators

<https://www.gov.nl.ca/releases/2024/education/0925n01/>

²⁷ Kids in the Know Body Safety Program in Classrooms

<https://www.gov.nl.ca/releases/2024/education/1009n04/>

²⁸ Provincial Advisory Council on Education Regulations Now in Force

<https://www.gov.nl.ca/releases/2024/education/0725n02/>

School Safety Coalition with Partners: The School Safety Coalition was formed in 2024-25 to foster increased safety in K-12 schools. The coalition includes representatives from the Newfoundland and Labrador Teachers Association, the RNC and RCMP, as well as the Department of Education, Justice and Public Safety, and the former Children, Seniors and Social Development. The goal is to have all partners in education better understand our collective role on how we collaborate to ensure safe and inclusive school system.

As the subset of this coalition, NLSchools leadership established a K-6 and 7-12 administrator cohort to focus on gaining a better understand of activities involving intentional and non-intentional violence in our schools.

Shoppers Drug Mart Donates 4.7 Million Menstrual Products to Advance Menstrual Equity in Newfoundland and Labrador: As of January 2025, the Government of Newfoundland and Labrador entered an agreement with Shoppers Drug Mart to support menstrual equity in the province²⁹.

A donation of 4.7 million menstrual products, valued at \$1.9 million, will be distributed over three years to K-12 schools, post-secondary institutions, and community organizations. This initiative builds on earlier efforts to remove barriers to education and well-being, positioning Newfoundland and Labrador as the first jurisdiction in Canada to deliver on this scale.

²⁹ Shoppers Drug Mart Donates 4.7 Million Menstrual Products to Advance Menstrual Equity

<https://www.gov.nl.ca/releases/2025/wge/0127n01/>

Report on Performance

Throughout the 2024-25 reporting period, the Department of Education made substantial efforts to achieve the second year objectives of its 2023-26 strategic plan.

Strategic Issue One: Early Learning and Child Care

The Department of Education is responsible for supporting residents' learning throughout the lifespan and is committed to promoting early learning and child care across Newfoundland and Labrador. The department undertook significant steps to improve equitable access to early learning opportunities, supporting the developmental potential of children, supporting families, caregivers and early learning professionals, supporting early learning and child care operations and family resource centers, providing more available and affordable licensed early learning and child care services, and facilitating a more seamless transition into the K-12 education system.

In the 2024-25 reporting period, the department achieved significant milestones, including continued implementation of the recommendations in the federal and provincial Early Learning Action Plans. The department had continued early childhood education workforce strategies to increase the number of trained professionals in the early learning and child care sector. These significant achievements align with the department's strategic directions for better living and a bright future.

Goal

By March 31, 2026, the Department of Education will have an accessible, high-quality, affordable, flexible, and inclusive early learning and child care system.

2024-25 Objective

By March 31, 2025, the Department of Education will have implemented initiatives to better support high-quality early learning and child care programs and services.

Discussion of Objective Indicator Results

Released the Federal and Provincial Early Learning and Child Care Action Plans and continued implementation of actions

The Newfoundland and Labrador Early Learning and Child Care Action Plan 2024–2026 was officially announced on August 9, 2024, by both provincial and federal governments.

1. Affordability

In 2024–25, the department maintained its commitment to affordable child care by continuing the \$10-a-day rate for regulated child care services.

- As of February 2025, families in Newfoundland and Labrador have access to approximately 11,200 early learning and child care spaces at a cost of \$10-a-day or less. Additional spaces are in development to further improve affordability for early learning and child care.

2. Access

In 2024-25, the department increased accessibility, to enroll more children in affordable child care services.

- Started work to ensure child care services receiving the operating grant are supported to provide optimal workplace conditions for staff.
- Commenced efforts in developing and implementing a rural and remote plan to increase access to general and Indigenous operated early learning and child care services through Family Resource Centres.
- Implemented a new child care IT System (i.e., the Early Learning Gateway) to ensure families seeking child care are linked with child care spaces, and to provide administrative supports for child care services.

- Explored two public post-secondary institutions (i.e., College of the North Atlantic campuses in Clarenville and Gander) and determined the feasibility of using the locations to increase child care spaces.
- Supported child care centres and family child care providers through ‘right-sizing’ licenses for them to work at maximum capacity, and auditing to ensure they are operating at maximum capacity linked to the Operating Grant Program and provide business growth incentives.
- Continued supporting Family Resource Centres to ensure families have access to quality, evidence based early learning, parent support programs and approved food security initiatives. Work is in progress with the three-year initiative funded in partnership with Maple Leaf Foods and through the response to the Family Resource Centre Review, which also indicates a need for programming to help ensure food security for families. In 2024-25, sixteen Family Resource Centres were selected to participate in a food security project funded by the department and the Maple Leaf Centre for Food Security. This initiative will enter its second year of a three-year funding cycle in May 2025.

3. Inclusion and Diversity

The following 2024-25 initiatives supported more families across Newfoundland and Labrador with access to inclusive early learning and child care opportunities.

- Distributed augmentative and alternate communication devices and visual aids to child care centres in the province and provided relevant training.
- Commenced developing Pre-Kindergarten curriculum that promotes environmental stewardship, social, emotional, responsive, and play-based learning. The Pyramid Model was implemented to test the concept on 15 sites.
- Started revision of KinderStart program and its approach, with a focus on Pre-Kindergarten, to ensure children and families receive the supports they need to transition from Pre-Kindergarten to K-12 schools.
- Started revising post-secondary standards which will include the provision of cultural competency training opportunities for early learning professionals, embedded in post-secondary curriculum.

- Collaborated with Indigenous communities to help ensure that Indigenous children and families have access to affordable, high quality, and culturally responsive early learning and child care services. Meetings were held with Indigenous communities interested in offering regulated child care to support local, culturally responsive programming.

4. Quality

The department continued efforts in enhancing the quality of early learning and child care. These included wage increases for early childhood educators, the introduction of new medical benefits, and expanded access to training and bursary opportunities. These measures are designed to strengthen the early childhood educator workforce, improve retention, and ultimately raise the standard of care provided to children.

In 2024-25, further actions to support the early learning workforce included:

- Launched a new medical benefits program for early childhood educators.
- Established a rural and remote allowance for child care centres in eligible regions.
- Introduced wage grid bonuses for early childhood educators and administrators in Labrador, Francophone early childhood educators, and a separate bonus for administrators.
- Streamlined paid closure days and statutory holidays for services participating in the Operating Grant Program.
- Created an infant incentive providing \$91 per day, per infant-aged space for providers participating in the Operating Grant Program.
- Completed additional four recommendations from the Operating Grant Program Review Final Report, with work underway to complete the remaining four recommendations.
- Completed an external review of Family Resource Centres and work has commenced to implement the approved recommendations.
- Planned for a review of the early childhood educator certification process to ensure it aligns with best practice and evidence. Work is underway to develop a competency-

based model to certify early childhood educators, and a report with recommendations is expected in 2025-26.

- Work has continued toward the creation of new child care spaces to meet the commitments outlined in the Canada-Wide Early Learning and Child Care Agreement.
- Provided professional development and mentoring in brain science, intercultural child development, and responsiveness training to early learning professionals.
- Provided funding for fifteen regulated services to hire a Quality, Inclusivity, Diversity, Equity and Accessibility Coordinator and provide on-site support to improve quality, inclusion and accessibility within child care centres. Lessons learned from this initiative are helping inform other initiatives, including the establishment of new Early Learning Assistant positions within the department.
- Completed work towards developing provincial post-secondary curriculum for early childhood educators and updating related policies and standards.
- Work has commenced in developing standards and policies for Family Resource Centres.
- Revised approach to Parent Resource Kits in 2024-25. Kits will be distributed through Family Resource Centres starting in 2025-26.

5. Accountability

In 2024-25, the department launched the Early Learning Gateway and continued to implement updates and improvements to the system. This IT system has specific functionality for child care services, early childhood educators, and families in the province. The use of the Early Learning Gateway ensures that early learning and child care data is captured and tracked for evaluation and monitoring, that families seeking child care are linked with child care spaces, and that administrative supports area available for child care services.

The department also conducted regular town halls and engagement opportunities for early learning professionals, parents and caregivers, and key stakeholders in the early learning and child care sector. This included six Early Learning Gateway training

sessions, three Child Care Menu Planning Guidelines information sessions in October 2024, three Early Learning and Child Care Medical Benefits information sessions in November 2024, and two Early Childhood Educators Wage Grid information sessions in December 2024.

Continued implementation of the Pre-Kindergarten Program

In 2024-25, the Government of Newfoundland and Labrador invited not-for-profit organizations to submit expressions of interest (EOIs) to operate one or more of 12 new Pre-Kindergarten sites across Newfoundland and Labrador. This marked the next phase of the province's Pre-Kindergarten Program, which aims to create over 3,000 regulated child care spaces by March 31, 2026.

In 2024-25, the department expanded its Pre-Kindergarten programs. Eleven Pre-Kindergarten programs became operational, for a total of 34 sites in operation and 24 sites in development. A further 52 EOIs were received to implement Pre-Kindergarten programming in schools, and evaluations are underway to determine the next steps. An additional 182 Pre-Kindergarten spaces were created in 2024-25 for a total of 639 spaces.

Launched second phase of the Early Learning Gateway

The Early Learning Gateway online platform supports the province's goal of delivering high-quality, affordable, and inclusive early learning and child care. In 2024-25, the department launched the second phase of the Early Learning Gateway, featuring a digital waitlist system that connects parents and guardians with regulated child care providers, streamlining administrative tasks and enhancing efficiency.

New features of the Early Learning Gateway will be added in the near future to further support equitable access to early learning and child care services in the province in 2025-26.

Continued implementation of the remaining seven recommendations from the OGP Review Report

In 2024-25, the department worked on implementing the recommendations from Operating Grant Program Review Report.

As of March 31, 2025, the following recommendations were implemented:

- Created mechanisms that allow parents to seek support and enhance their role in driving accountability.
- Revisited financial accountability measures.
- Explored enhanced employee benefits.
- Expanded training and professional education opportunities.

The following recommendations are in progress for implementation in 2025-26:

- Streamline operational funding across the department into a "one-stop shop" for child care service providers.
- Ensure flexibility in funding allocations to drive desired behaviours.
- Continue efforts to professionalize the early childhood educator role.
- Develop a pre-approved list of community partners.

Completed the review of Family Resource Centres and respond to recommendations from Family Resource Centre Program Review Report

In 2024-25, the department completed a comprehensive review of Family Resource Centres, conducted by Goss Gilroy Inc. The results were presented to Family Resource Centres and included a proposed three-year work plan aimed at enhancing the effectiveness, governance, and service delivery of Family Resource Centres throughout the province. The review resulted in 28 recommendations, all of which were accepted for implementation.

Preliminary meetings were held with Family Resource Centres to support the establishment of a Family Resource Centre Review Committee, and a Family Resource Centres Project Manager was hired in January 2025 to support implementation of the report recommendations. The Review Committee is expected to be established in May

2025. A draft mission, vision, mandate, and set of guiding principles were drafted to align future initiatives with the strategic direction recommended in the Report. These were shared with all FRCs for initial input in advance of finalizing in collaboration through the Family Resource Centre Review Committee.

Issue Summary

In the 2024-25 reporting period, the department made significant progress with the Newfoundland and Labrador Play, Learn and Grow Action Plan. The completed actions demonstrate the province's commitment to improving early learning and child care. The department will continue efforts to implement actions from the federal and provincial action plans and to address recommendations from the Family Resource Centres Review Report in 2025-26.

2025-26 Objective

By March 31, 2026, the Department of Education will have increased resources and support to improve access to regulated child care services and to create more early learning opportunities for children.

Indicators:

- Continued implementation of actions from the Federal and Provincial Early Learning and Child Care Action Plans
- Continued implementation of recommendations from the Family Resource Centres Review Report
- Developed a competency-based approach to certify early childhood educators with a plan for implementation
- Continued implementation of the Pre-Kindergarten Program, including space creation and development of curriculum

Strategic Issue Two: K-12 Education

The department is committed to ensuring that all children in the province have access to a safe, inclusive, and healthy school environment and an education system responsive to students' strengths and needs. Improvements in the programs and services offered in the provincial K-12 system support the learning needs of students and help prepare them for future educational and career opportunities, as well as participation in their communities and society.

In the 2024-25 reporting period, the department continued developing a new modular assessment and evaluation for high school students, implemented a revised Assessment, Evaluation, and Reporting Policy, and trialed a computer-based platform to support future provincial assessments.

Goal Statement

By March 31, 2026, the Department of Education will modernize the K-12 system towards improved learning outcomes for students.

2024-25 Objective

By March 31, 2025, the Department of Education will have implemented a modernized assessment and evaluation practice.

Discussion of Objective Indicator Results

Introduced a new Model of Assessment and Evaluation for high school students

In 2024-25, the department continued development of a new model of assessment and evaluation for high school students. Through this new approach, modular evaluations will take place throughout the 2025-26 school year for all students enrolled in academic and advanced 3000-level courses in mathematics, laboratory science, and English.

These evaluations were designed and constructed throughout 2024-25 using modern best practices for large scale, curriculum based evaluations including careful attention to balancing question complexity to assess higher order thinking and synthesis. Working groups of classroom teachers were involved at key steps in the process including item writing, validation, field testing, and marking panel. This ensures that the evaluations are reflective of current teaching and learning practices.

Field testing of the new evaluations began in October 2024 and has continued through spring 2025. This process involves students in a sample of classrooms completing the new evaluations under teachers and the department's supervision, the gathering of feedback from teachers and students, and a group of teachers grading the results as part of a marking panel. The data gathered from these field tests is used to finalize evaluation that will be used operationally in the 2025-26 school year.

Implemented a new Assessment, Evaluation, and Reporting Policy

In 2024-25, a committee was formed to conduct a comprehensive review of the current Assessment, Evaluation, and Reporting Policy. The revised Policy was implemented across K-12 system in September 2024.

This policy included very specific guidance to teachers and school administrators on how to conduct student assessments, report to parents/guardians on student achievement, and how to respond when students have late or missing assignments. It also directed all schools grades 7 to 12 to conduct mid-course and end-of-course examinations as follows:

- Grade 7: Mathematics
- Grade 8: Mathematics and Science
- Grade 9: Mathematics, Science and English Language Arts
- Grades 10-12 academic and advanced-level Mathematics, Science, English Language Arts, Français, and Social Studies courses.

Each examination is worth 10% of the final grade for the course, covers half of the course curriculum and lasts no longer than one hour.

Feedback was collected from stakeholders (e.g., school administrators, teachers, students, and department staff) throughout the 2024-25 school year to inform changes to the policy. Feedback was carefully reviewed and collated. In April a new committee will be formed that will take all of feedback and recommended edits as needed so that an updated policy will be introduced in September 2025 that incorporates feedback from stakeholders.

Commenced developing a computer-based assessment system for provincial assessments

In July 2024, Vretta was awarded the contract to develop a computer-based testing platform for provincial assessments including the new high school evaluations. Vretta is a Canadian company that specializes in online testing and its products are in use in other Canadian jurisdictions including British Columbia, Alberta, Ontario, and New Brunswick.

Accelerated training began immediately for the assessment development specialists at the department with support and oversight from the OCIO. Extensive work was done with Vretta to ensure that the software was customized to the needs of our new high school evaluations. By October 2024 the first field tests of the software were conducted in selected schools by students in their classrooms. Based on feedback from those field tests, staff from the department worked with Vretta to make modifications to the software to ensure it would perform as needed in the school setting.

In early December, the first online marking panel was successfully conducted using the marking panel system built into the Vretta platform. This was a key test of critical functionality needed for the new high school evaluations in 2025-26. The platform is currently being used to support the ongoing field testing for the high school evaluations. System modifications will continue throughout the summer as additional feedback is

gathered, with the target of full implementation of computer based online high school evaluations in 2025-26.

Issue Summary

In the 2024-25 reporting period, the department advanced efforts to modernize assessment and evaluation practices across the K-12 system. This work included the continued development of new modular high school evaluations in academic and advanced 3000-level courses in mathematics, laboratory science, and English; implementation of a revised Assessment, Evaluation, and Reporting Policy with a plan to incorporate changes based on feedback; and the launch of an online, computer-based provincial assessment system. These initiatives aim to strengthen consistency and modernization in assessment and student evaluation practices.

2025-26 Objective

By March 31, 2026, the Department of Education will have commenced implementation of an interactive and integrated digital curriculum platform.

Indicators:

- Implemented full access to the new curriculum digital portal eNLighTenED by September 2025
- Continued gathering user feedback to support the curriculum platform enhancements
- Introduced additional features to improve the curriculum platform accessibility and user experience

Strategic Issue Three: Post-Secondary Education

The department is dedicated to partnering with institutions, businesses, and the Federal Government to enhance post-secondary education, thereby fostering a brighter future and strengthening the province's economic foundation. To this end, the department offers direct support to Memorial University (MUN) and College of the North Atlantic (CNA), while also regulating and monitoring private training institutions. Additionally, the department is responsible for assisting students through the administration of the Newfoundland and Labrador Student Financial Assistance Program.

In 2024-25, the department continued modernizing and improving oversight of the adult literacy programming, continued enhancing the provincial student aid program, and supported initiatives focused on labour market priorities.

Goal Statement

By March 31, 2026, the Department of Education will have supported the development of a robust and responsive post-secondary system that is foundational to economic diversity and innovation.

2024-25 Objective

By March 31, 2025, the Department of Education will have supported sector alignment with labour market priorities and increased accountability and evaluation measures.

Discussion of Objective Indicator Results

Continued enhancing student financial assistance programs to alleviate financial barriers for eligible post-secondary students

In 2024-25, the department continued to offer the Tuition Relief Grant to reduce financial barriers for eligible undergraduate students attending Memorial University whose families were qualified as low- or middle-income (based on family size and income).

The Tuition Relief Grant offered up to \$345 per course to eligible applicants, with up to \$3,450 available per academic year. In addition, eligible students could receive up to \$100 per week in both non-repayable grants and interest-free loans. Provincial loan debt may be fully forgiven under the Debt Reduction Grant Program for eligible graduates. These supports contributed to an average provincial debt in repayment of \$903 per borrower as of March 31, 2025.

Throughout 2024-25, the department continued to review student financial assistance programs to identify opportunities for improvement and ensure alignment with student needs. One closely monitored indicator is the amount of student debt graduates carry when entering the labour market. In 2024-25, the average student debt in repayment was \$12,363, comprising \$11,437 in federal student debt and \$926 in provincial student debt. Additionally, the provincial Debt Reduction Grant Program, introduced in 2004, remains the most generous student debt relief initiative in Canada, offering full elimination of accumulated provincial student debt for eligible graduates.

Continued enhancing and expanding the Adult Literacy Pilot Projects

In 2024-25, the department continued its support for Adult Literacy Pilot Projects aimed at improving access to literacy services and strengthening foundational literacy skills. These projects focused on individuals with learning disabilities and others facing barriers to accessing essential literacy supports.

During the reporting year, an investment of \$935,440 supported three targeted initiatives: the Murphy Centre Expansion, the Murphy Centre at The Gathering Place, and adult literacy services delivered by the Learning Disabilities Association of Newfoundland and Labrador. In 2024-25, these projects reached 476 individuals and delivered more than 3,000 hours of instructional programming, helping to meet diverse learning needs and expand access to essential literacy supports across the province.

Introduced a new model for the Adult Basic Education Program

The Adult Basic Education (ABE) program offers provincial high school equivalency education for adult learners across three levels: Level I (basic literacy training), Level II (transitional skills similar to grades 7-9), and Level III (equivalent to grades 10-12, requiring 36 credits for graduation).

There are 35 approved ABE sites province-wide, providing services to learners improving their literacy and high school equivalency.

In 2024-25, the department worked to systematically align foundational literacy and high school equivalency operations. The department will continue with ongoing consultations and reviews, including site visits, to ensure comprehensive evaluation and compliance with established objectives for the more than 1,300 participants in adult high school equivalency programming in the province.

To increase awareness of and access to adult literacy programs and services, and enhance learning opportunities for adults with literacy barriers, the department is actively working with partner providers to explore opportunities for modernized program delivery and student supports. Further guidance for the future of adult literacy programming is anticipated to be informed by the Education Accord.

Supported inter- and intra-governmental initiatives focused on labour market priorities

In this reporting year, the department supported initiatives aligned with labour market priorities through programming and strategic partnerships. The department administrated the Adult Learner Career Exploration Program, which received \$1,944,015 in federal funding through the Skills for Success program. The Adult Learner Career Exploration Program focused on six labour market high-demand sectors in the province: health care, social enterprise, digital literacy, technology, the green economy, and oceans. The program partnered with community organizations to provide adult learners with career exposure, training, and hands-on learning. In 2024-25, a total of 579 participants enrolled, with 287 completing their program, which would include both training and career placement components.

The department also signed a new five-year inter-provincial agreement with the Atlantic Provinces to co-fund the operations of the Atlantic Veterinary College at the University of Prince Edward Island. The Atlantic Veterinary College offers a Doctor of Veterinary Medicine and Master of Science in Veterinary Medicine and provides specialized programs and services in animal and fish health. The renewed agreement supports continued responsiveness to veterinary care labour market needs in the province.

Issue Summary

The department remained committed to fostering a brighter future and strengthening the province's economic foundation. In the 2024–25 reporting period, key accomplishments included reducing barriers for students accessing post-secondary education via financial aid programs; investing in initiatives to expand access to essential literacy supports to address diverse learning needs; and supporting workforce development through the Adult Learner Career Exploration Program and a veterinary education agreement renewal, reinforcing its commitment to lifelong learning and alignment with labour market needs.

2025-26 Objective

By March 31, 2026, the Department of Education will have strengthened the foundations of the post-secondary education system.

Indicators:

- Continued work to enhance student financial assistance programming
- Continued modernization of oversight for the Adult Basic Education Program
- Continued enhancing and expanding the Adult Foundational Literacy programming

Opportunities and Challenges

The department faces substantial opportunities and challenges as it strives to provide high-quality, accessible, and inclusive education to all learners in the province.

Challenges

The early learning and child care sector faces ongoing challenges in providing accessible and inclusive child care services. A shortage of early childhood educators is limiting the availability of child care spaces, particularly for children with diverse needs. Addressing these challenges requires continued review of existing programs and policies, as well as increased investment in child care centres and Family Resource Centres. Efforts are required to create an accessible, affordable, and inclusive system for all families.

In the K–12 education system, student engagement, chronic absenteeism, mental health and well-being, rising incidents of school violence and bullying, and other societal factors continue to impact learning environments. These issues highlight the urgent and diversified needs for responsive curriculum modernization, enhanced in-school supports, and improved communication and collaboration among departments and partners. In addition, continued declining student enrollment in rural areas continues to provide unique challenges for the school system.

Aging IT infrastructure and inequitable high-speed network access create challenges for a modern teaching and learning environment for students and staff. For example, the move to computer based testing will require upgrades to school IT infrastructure including Wi-Fi and switching systems. This will ensure system stability and a standard of capability for all schools with high school grades.

In post-secondary education, students face a range of challenges, including mental health concerns and difficulties transitioning from high school to post-secondary.

Stakeholder engagement sessions held by the Education Accord NL: Post-secondary and Learning Across the Lifespan Pillar highlighted that mental health challenges significantly affect both learners and educators in post-secondary settings. These challenges - stemming from both personal pressures (i.e., academic stress, lack of job satisfaction) and external factors (i.e., housing, food insecurity, etc.) - can negatively impact teaching, learning, and overall educational outcomes for post-secondary learners.

Furthermore, while progress has been made in improving data collection across the education system, gaps remain. Insufficient data limits our understanding of developmental milestones, learning outcomes, and effective teaching strategies. Without sufficient data, it becomes challenging to identify at-risk learners, evaluate program effectiveness, or allocate resources efficiently.

Opportunities

While challenges persist, the department is excited to leverage the opportunities ahead to enhance and modernize our education system.

Following lists are not intended to be exhausted but highlight some significant initiatives that would have a positive impact on our education systems and outcomes.

- The Education Accord NL will present a transformative path forward, enabling the department to implement evidence-based recommendations that prioritize early learning, student well-being, inclusive practices, and lifelong learning. Once released, these initiatives will help address current challenges and better prepare our students for future success. The Accord will also encourage deeper collaboration with communities and stakeholders, ensuring a responsive and equitable education system aligned with the evolving needs of society.

- Federal and provincial investment in early learning and child care programs offer various opportunities by supporting children's development and empowering families. These programs help children build strong foundations in language, social and emotional skills, setting them up for long-term life success. At the same time, these programs support working parents/guardians with reliable, high-quality care that reduces stress and enables greater participation in the workforce. The impact of these programs strengthens family well-being and contributes to a more inclusive and resilient society.
- Artificial Intelligence (AI) presents transformative opportunities in education by personalizing learning experiences, supporting diverse student needs, and enhancing school operations. The department is exploring the responsible and effective integration of AI across all domains to support educators and address the diverse needs of learners.
- Upgrading IT infrastructure for high schools as part of the computer based testing work will allow teachers and students to better engage with online resources and software including AI.
- Continued investment in modernization of curriculum in K-12 can increase student choices to create increased engagement. The [eNLightenED](#) digital platform will provide all educators with interactive access to the K-12 curriculum, helping to modernize teaching and learning in classrooms.
- Investment announced in 2025-26 budget, include additional education units for the K-12 school system, effective distribution of the units will help the system to address concerns like reducing class sizes, expanding resources, creating stronger, more inclusive learning environments throughout Newfoundland and Labrador.
- Investing in school food programming can significantly enhance students' health, academic success, and emotional well-being through consistent and equitable

access to healthy food and beverages in schools. Well-nourished students tend to be more focused, attend school more regularly, and perform better academically due to increased concentration and energy levels.

Future Outlook

The department is dedicated to continuously evolving and adapting to meet the diverse educational needs of all learners. By embracing technological advancements, promoting inclusive practices, and investing in professional recruitment and retention, and infrastructure development and enhancement, the department aims to build a dynamic and responsive education system that equips our learners with the skills needed for long-term success.

Financial Information

STATEMENT OF EXPENDITURE AND RELATED REVENUE (UNAUDITED) FOR THE YEAR ENDED MARCH 31, 2025^{1, 2}

Area	Estimates		
	Actual (\$)	Amended (\$)	Original (\$)
Executive Services (1.1.01 - 1.2.01)			
Executive Services (1.1.01 - 1.2.01)	\$1,724,129	\$1,744,700	\$1,619,500
Total	\$1,724,129	\$1,744,700	\$1,619,500
Corporate Services (2.1.01 - 2.2.02)			
General Administration (2.1.01 – 2.1.03)	\$11,834,776	\$12,779,500	\$12,910,400
Provincial Information and Library Resources Board (2.2.01 – 2.2.02)	\$13,023,490	\$13,023,500	\$12,822,300
Total	\$24,858,266	\$25,803,000	\$25,732,700
Kindergarten to Grade 12 Education (3.1.01 - 3.3.01)			
Program Development (3.1.01 – 3.1.02)	\$19,175,756	\$8,442,200	\$8,939,600
Student Support Services (3.2.01)	\$7,124,773	\$7,574,600	\$6,315,300
Educational Programs (3.3.01)	\$3,887,950	\$4,048,800	\$4,268,800
Total	\$30,188,479	\$20,065,600	\$19,523,700
Early Childhood Development (3.4.01)			
Early Learning (3.4.01)	\$32,799,990	\$15,843,400	\$22,512,600
Total	\$32,799,990	\$15,843,400	\$22,512,600
Education Operations (4.1.01 – 4.2.01)			
Education Operations (4.1.01 – 4.1.03)	\$630,716,548	\$623,257,400	\$612,215,600
Francophone Schools (4.2.01)	\$10,151,315	\$10,184,100	\$9,347,100
Total	\$640,867,863	\$633,441,500	\$621,562,700
Post-Secondary Education (5.1.01 – 5.4.02)			
Literacy and Institutional Services (5.1.01)	\$5,666,655	\$5,743,100	\$5,484,100
Memorial University (5.2.01 – 5.2.02)	\$303,332,372	\$305,832,300	\$302,612,200
College of the North Atlantic (5.3.01 – 5.3.02)	79,899,300	\$79,899,300	\$72,049,300
Student Financial Services (5.4.01 – 5.4.02)	\$14,258,240	\$14,696,600	\$23,281,300
Total	\$403,156,567	\$406,171,300	\$403,426,900
Education Transformation (6.1.01)			
Education Transformation (6.1.01)	\$404,938	\$408,100	\$315,700
Total	\$404,938	\$408,100	\$315,700
Total Department	\$1,134,000,232	\$1,103,477,600	\$1,094,693,800

1. Expenditure and revenue figures included in this document are based on public information provided in the Report

on the Program Expenditures and Revenues of the Consolidated Revenue Fund for the Year Ended March 31, 2025.

2. Audited financial statements are a requirement at the government level and are made public through the Public Accounts process. The Department of Education is not required to provide an audited financial statement.