

# 2021-2022 ANNUAL REPORT



## Education





## MESSAGE FROM THE MINISTER

As Minister of Education, I am pleased to present the 2021-22 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, 2021 to March 31, 2022.

During the 2021-22 reporting period, the mandate for the Department of Education covered early childhood development, regulated child care, the K-12 education system, public libraries, and post-secondary education.

I want to acknowledge the efforts of our departmental staff, our partners, and stakeholders towards achieving this year's objectives. Key specific achievements included:

- Signing a Canada-Wide Early Learning and Child Care Bilateral Agreement;
- Continuing implementation of the remaining recommendations in the Education Action Plan; and
- Continuing to enhance services provided by the provincial student aid program.

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

Sincerely,

A handwritten signature in blue ink, appearing to read 'John Haggie', written over a light blue horizontal line.

Hon. John Haggie  
Minister of Education



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## Departmental Overview

### Organizational Structure

The Department of Education is a category one Provincial Government entity under the **Transparency and Accountability Act**. In 2021-22, it was responsible for achieving outcomes with respect to provincial early learning and child development, the K-12 education system, and post-secondary education.

During 2021-22, the Department's programs and services were provided through its three branches:

#### **Kindergarten to Grade 12 Education and Early Childhood Development Branch**

This branch includes the divisions of Early Learning and Child Development; Evaluation and Research; and Programs and Services.

#### **Post-Secondary Education Branch**

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

#### **Corporate Services and School Infrastructure Branch**

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

Additional information on the Department of Education can be found at [www.gov.nl.ca/education](http://www.gov.nl.ca/education).

## Staff and Budget

As of March 31, 2022, the Department of Education had 208 employees. The Department is headquartered in St. John's, with regional child care offices throughout the province to deliver its programs and services. In addition, the Learning Resources Distribution Centre is located in Pleasantville, St. John's and Student Aid Offices are located in Coughlan College, Memorial University. For the 2021-22 fiscal year, the departmental budget was \$1,258,016,100.

Division	# of Employees	Budget
Executive Services <sup>1</sup>	9	\$1,196,600
Corporate Services	19	\$3,737,200
K-12 Education and Early Childhood Development	143	\$855,677,000
Post-Secondary Education	37	\$397,405,300
<b>Total</b>	<b>208</b>	<b>\$1,258,016,100</b>

<sup>1</sup> This number includes communications and executive support staff.

## Vision

Building an educational community in Newfoundland and Labrador that fosters safe, inclusive, and healthy learning environments for all educators and students in the early learning, K-12 and post-secondary education systems.



## Mandate

The Minister of Education 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:

- The Departmental Notice under the **Executive Council Act**;
- **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

Our programs and services enable a high quality educational system from early learning 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.

### **Early Learning and Child Care:**

- Develop and monitor policy and programs to support child care and early years programs.

- Provide financial support for the development and operation of child care centres, family child care homes, family child care agencies, and family resource centres.
- License, monitor, and inspect child care services.
- Support children's transition from child care to the K-12 education system.

**K-12 Education:**

- Oversee K-12 educational policy, legislation and regulations.
- Fund and support school boards.
- Develop and monitor English and French curricula and programs.
- Create and/or select curriculum documents and teaching resources.
- Evaluate curriculum and assess outcomes.
- Support students with diverse learning needs.
- Monitor education system performance through data collection and analysis, planning and research.
- Set requirements for student diplomas and certificates.
- Set requirements for teacher development and certification.
- Fund and support public libraries.

**Post-Secondary Education:**

- Support the delivery of post-secondary education through Memorial University of Newfoundland, College of North Atlantic and private training institutions.
- Fund public post-secondary institutions.
- Regulate and monitor private training institutions.
- Administer the student financial assistance programs.
- 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 2021-22.

### Highlights

**Provincial Scholarships:** In 2021-22, more than \$200,000 in provincial scholarships were awarded to 201 high school graduates across Newfoundland and Labrador<sup>1</sup>. The scholarships ranged in value from \$1,000 to \$2,500 and are intended to help students pursue post-secondary education. Due to COVID-19, the June 2021 public exams were cancelled. For this reason, the scholarship process was applied to the marks students receive based on school examinations in the relevant subject areas for all members of the class of 2021. Normally, marks from school examinations and public exams are shared 50/50 toward final marks. Previous public exam results were not considered in this calculation.

The scholarships awarded include:

- The Junior Jubilee Scholarship, valued at \$2,500, was awarded to the student who attained the highest overall marks in the province.
- The Constable W.C. Moss Scholarship, valued at \$1,000, was awarded to the son or daughter of a member of the Royal Newfoundland Constabulary or the Royal Canadian Mounted Police (active, retired or deceased) who, other than the Junior Jubilee winner, achieved the highest marks.
- The Electoral District Scholarships, valued at \$1,000 each, were awarded to the three high school graduates with the highest marks in each electoral district.
- The Centenary of Responsible Government Scholarships, valued at \$1,000 each, were awarded to 55 high school graduates with the highest marks who did not

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<sup>1</sup> A complete list of the Provincial Government Scholarship winners can be found at

<https://www.gov.nl.ca/releases/2021/education/1122n02/>

qualify for the Junior Jubilee, Constable W.C. Moss, or the Electoral District Scholarships.

**Safe and Inclusive Schools Awards:** Every year, the Department sponsors the Safe and Inclusive Schools Awards. This award aims to promote awareness of the Safe and Caring Schools Policy and support districts and schools with policy implementation. Specifically, the goal is to:

- Support the implementation of safe and caring school action(s) identified in school development plans; and
- Support the implementation of key components of the Safe and Caring Schools Policy such as school-wide positive behaviour supports, code of conduct, violence/bullying prevention, social/emotional learning, inclusive education and/or digital citizenship, and help sustain partnerships and effective actions that support a positive school climate.

For the 2021-22 fiscal year, 31 schools received a Safe and Inclusive Schools Award and shared \$12,500 in award funding<sup>2</sup>.

**Awards for Teaching Excellence:** In recognition of primary, elementary or secondary teachers in all disciplines who have demonstrated exceptional innovation in instruction or compassion in teaching, the Provincial Government announced the first-ever recipients of the Premier's Award for Teaching Innovation and the Minister of Education's Award for Compassion in Teaching.

The Premier's Award for Teaching Innovation recognizes primary, elementary or secondary teachers in all disciplines who have demonstrated innovation in instruction and who have gone above and beyond to find innovative ways to deliver the curriculum resulting in greater educational outcomes for their students.

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<sup>2</sup> A complete list of recipients can be found at

[https://www.gov.nl.ca/education/files/Special\\_Project\\_Awards\\_2020\\_21.pdf](https://www.gov.nl.ca/education/files/Special_Project_Awards_2020_21.pdf)

The 2021 Premier's Award recipients were:

- Colin Barry, St. Matthew's, St. John's
- Matthew Grant, Holy Trinity High, Torbay
- Stacey Hopkins, Leary's Brook Junior High, St. John's
- Lindsay Janes, Crescent Collegiate, Blaketown
- Céline Monnier – École des Grands Vents, St. John's
- Sam Paterson, Brookside Intermediate, Portugal Cove-St. Philip's

The Minister of Education's Award for Compassion in Teaching recognizes inspirational and compassionate teachers at the primary, elementary or secondary level who have gone above and beyond to support the social, emotional and mental health of their students, colleagues or school community as a whole.

The following were the 2021 Minister of Education's Award recipients:

- Pamela Avery, Swift Current Academy, Swift Current
- Kim Bonnell, Eric G. Lambert School, Churchill Falls
- Nathalie Brunet, Macdonald Drive Junior High, St. John's
- Erin Coates, Mount Pearl Senior High, Mount Pearl
- Dustin Rideout, ConnectED
- Gail Spicer, St. James Regional High, Port Aux Basques
- Catherine Tansley, Mount Pearl Intermediate, Mount Pearl
- Sara Toope, Beachy Cove Elementary, Portugal Cove-St. Philips<sup>3</sup>

**K-6 Mathematics Bursary Program:** The program aims to build capacity among K-6 teachers and enhance mathematics pedagogy skills in primary and elementary schools. The Department introduced a bursary program to assist and encourage teacher

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<sup>3</sup> The detail of recipients can be found at <https://www.gov.nl.ca/releases/2021/exec/1028n05/>

participation in university-level courses to improve their mathematics content and pedagogy skills required for Grades K-6. The Department is providing \$40,000 in funding annually for a K-6 Mathematics Bursary Program until 2024. Since 2018, more than \$250,000 has been invested in mathematics professional learning opportunities for educators, including 110 K-6 teachers availing of \$65,750 in bursaries. From April 1, 2021 until March 31, 2022, 22 bursaries were awarded for a total of \$11,000.

**Council of the Federation Literacy Award:** The Council of the Federation Literacy Award celebrates the valuable contributions made by Canadians in the field of literacy, as well as adult learners who demonstrate an exceptional commitment to literacy. The award is presented each year to learners, educators, volunteers, community organizations, and businesses in each province and territory. Ashley King was the recipient of the 2021 Council of the Federation Literacy Award for Newfoundland and Labrador. In 2018, Ms. King made the life-changing decision to return to school to obtain her high school diploma, with the goal of having a career and being a positive role model for her young children.

**Teacher Training Act and Regulations:** The Department commenced consultations through EngageNL for a review of the **Teacher Training Act** and Regulations. The review is an opportunity to modernize the Act and Regulations and address challenges identified by the Premier's Task Force on Improving Educational Outcomes.

The Department is responsible for administering the Act, which governs the certification of teachers within the province as it relates to training, classification and professional standards.

**Teacher Allocation Review Committee:** On December 21, 2021, the Minister of Education appointed a committee to review the current Teacher Allocation Model consisting of Dr. Marian Fushell, Dr. Ross Elliott, and Mr. David Brown. In the Terms of Reference, the committee was asked to review the current resources; consult with parents, students, teachers, and other stakeholders; consider innovative approaches to

delivery of education services; recommend allocations of resources and class sizes for different schools; and recommend ways to meet unexpected or emerging needs.

The Teacher Allocation Review Committee completed planning to start consultations which commenced in May 2022. The plans included inviting teachers and other educators, parents, students, education stakeholders, and the public to offer their thoughts and ideas on class size and composition. Input would include completing an online questionnaire, submitting a written submission, or participating in virtual facilitated meetings, from a home, office or classroom.

**Access to Period Products in Schools:** According to Plan International Canada, women and individuals who menstruate face challenges in accessing and affording period products, and many still feel stigmatized by this basic health function.

Starting January 2022, period products were available in at least one bathroom in every school that has students in Grades 4 and above. Students have been provided with posters indicating in which bathroom(s) the products can be found in their school. This is being supported through an investment of \$30,000 as announced in Budget 2021.

## Partnerships

**Support for Early Learning and Child Care Sector:** As part of the joint provincial and federal Early Learning and Child Care Action Plan, on January 1, 2022, the cost of regulated child care reduced from \$25 per day to \$15 per day. A number of measures support anticipated staffing pressures as a result of the reduction in child care costs:

Effective January 1, 2022, the base rate of pay for Early Childhood Educators (ECEs) working in regulated child care services under the Operating Grant Program increased from \$14 to \$15 per hour, while the base rate of pay for administrators increased from \$16 to \$17 per hour.

The new Primary Teacher Program will permit child care centres to hire provincially-certified primary teachers (active or retired) to fill short-term vacancies and absences. Unlike the existing Casual Caregiver Program, participating primary teachers: are permitted to work as a single caregiver in a preschool or toddler age room; do not require supervision from a qualified ECE; and are not limited to a number of consecutive working days or working days per year.

The Casual Caregiver Program was first introduced in November 2020. During the first year of the pilot, 21 per cent of regulated child care services in the province participated and hired either one or two casual staff. To expand eligibility for the program, going forward long-term employment and workforce impacts of COVID-19 will be accepted as a reason for participation, as will the filling of short-term vacancies. To improve the effectiveness of the program, participating centres with more than five homerooms will be permitted to hire a third casual caregiver, and casual caregivers can be used as part of the caregiver-to-child ratio for covering short-term vacancies, breaks and lunches.

**Atlantic Ministers of Education and Training Provide More Tools and Strategies to Assist Students in Career Choices:** Students attending schools, universities, and community colleges, as well as families have access to current and valuable information and resources that can help them explore careers and identify the required skills for entry into the labour force. All these resources will help students plan and make sense of jobs and people who do those jobs which can be found in one location at [www.careersatlanticcanada.ca](http://www.careersatlanticcanada.ca), launched on October 25, 2021 by the Council of Atlantic Ministers of Education and Training.

The website contains four key sections – The Basics of Labour Market Information, Families, Secondary Education, and Post-Secondary Education. Each section consists of a general introduction and resources to support individuals across the Atlantic Provinces in their understanding of what it means to successfully enter the labour market. In addition to the general resources, links can be found in each section targeting resources specific to each of the four Atlantic Provinces.



## Report on Performance

During the 2021-22 reporting period, the Department of Education made significant progress during the second year of the 2020-23 strategic plan in implementing initiatives to fulfill its performance indicators.

### Issue One: Early Learning and Child Care

The Department of Education is responsible for supporting children's learning from birth through school leaving. The Department is committed to enhancing early learning and child care throughout Newfoundland and Labrador. The Department took significant steps to improve children's early learning and development, support parental/caregiver involvement, and provide quality, sufficient and affordable regulated child care, and smooth transition into the K-12 education system. In 2021-22, the Department continued planning for a Pre-Kindergarten program, initiated a review of the **Child Care Act** and Regulations, launched the Early Learning and Child Care Quality Enhancement Program, and negotiated and signed a Canada-Wide Early Learning and Child Care Bilateral Agreement with the Government of Canada. These accomplishments support Government's Strategic Directions for a better economy and healthier people.

### Goal

By March 31, 2023, the Department of Education will have enhanced provincial early learning opportunities and child care programs and services for children.

### 2021-22 Objective

By March 31, 2022, the Department of Education will have continued to implement programs and services in support of provincial early childhood learning and child care.

## Discussion of Results

### **Continued work toward the implementation of Junior Kindergarten**

Consultations with the public, parents, teachers, early childhood educators, child care licensees, family child care providers, and other stakeholders were conducted and, in 2020-21, a foundational document and implementation plan for Junior Kindergarten was developed.

The Junior Kindergarten initiative has been renamed the Pre-Kindergarten pilot. The Pre-Kindergarten pilot is being launched under the Canada-Wide Canada-NL Early Learning Child Care Agreement and will be fully implemented by 2025-26. The Department is in process of choosing pilot sites at regulated Early Learning and Child Care program service providers. These sites are not part of K-12 public school system. However, K-12 schools may offer pilots where space permits.

### **Initiated a legislative review of the Child Care Act and Regulations including public consultations**

Phase I of the Public consultations regarding the **Child Care Act** and Regulations were held via EngageNL in July 2021 which was a year earlier than required by the legislation. Responses totalled 129 and were received via the portal and by email.

Phase II of the consultation is slated for early fall 2022 via focus groups with stakeholder groups based on findings from the July 2021 consultations.

Proposed regulatory changes to enable the Pre-Kindergarten pilot sites to be licensed for fall 2022 are currently being drafted in consultation with the Department of Justice and Public Safety. The full legislative review will be completed after the Pre-Kindergarten regulatory changes have been proclaimed and will be initiated with the commencement of Phase II of the consultations.

### **Launched the Early Learning and Child Care Quality Enhancement Program**

In July 2021, the Department launched a new Early Learning and Child Care Quality Enhancement Program. Through the program, all regulated child care services can gain access to dedicated Quality Child Care Consultants who will provide guidance and consultation in areas such as program design, learning processes, interactions with children and their families and enhancements to physical environments.

Child care services participating in the Operating Grant Program will automatically be part of the program. In working with the services, the consultants provide supports such as:

- Enhancing program quality of early learning and child care;
- Identifying professional learning opportunities;
- Structural aspects of the learning environment;
- Facilitating access to tools and services; and
- Mentorship and dialogue.

Providers can also work with the program consultants to access Quality Enhancement Grants that support a range of quality improvements, including:

- Professional learning for early childhood educators and parents, including associated in-province travel costs and resources;
- Program outings and community engagement activities;
- Program design enhancement, technology and materials;
- Equipment, furniture and material upgrades; and
- Mentorship affiliated in-province travel, materials and substitute staff costs.

### **Negotiated and signed a Canada-Wide Early Learning and Child Care Bilateral Agreement with the Government of Canada**

During 2021-22, the Department of Education negotiated and signed a Canada-Wide Early Learning and Child Care Bilateral Agreement. On July 28, 2021, the Governments of Canada and Newfoundland and Labrador announced an agreement that will transform early learning and child care in the province starting in 2022. Through this agreement, Newfoundland and Labrador will receive more than \$347 million between 2021-22 and 2025-26 to implement an ambitious Early Learning and Child Care Action Plan in key areas.

#### Access

- Create approximately 5,800 additional regulated child care spaces by 2025-26.
- Introduce a new Pre-Kindergarten program starting in fall 2022 to be fully implemented by 2025-26.

#### Affordability

- Further reduce the cost of regulated child care to \$15 per day on January 1, 2022 and to \$10 per day in 2023.

#### Quality

- Develop an Early Childhood Educator (ECE) wage-grid by the end of 2022, with full implementation by 2023.
- Create an Early Learning and Child Care Advisory Committee by March 31, 2023.
- Increase the percentage of fully certified ECEs working in the sector by 15 per cent by the end of 2023 and to at least 60 per cent by the end of 2025.
- Increase bursary funding for ECEs through the ECE Graduate Bursary Program, the ECE Trainee Bursary Program and the ECE On-Campus Field Placement Bursary.

### Inclusivity

- Enhance the existing Child Care Capacity Initiative, with a focus on creating additional spaces in rural communities, linguistic minority communities and Indigenous communities.
- Make specific allowances for space creation, bursaries and ECE training for groups from diverse populations including Indigenous, black and other racialized people, 2SLGBTQ+, newcomers to Canada, individuals with exceptionalities and official language minorities.

### Issue Summary

During the COVID-19 pandemic, the employees of the Department worked diligently to support child care operators and early childhood educators. The Department was successful in further providing for the needs of families by continuing plans for the Pre-Kindergarten pilot, commencing consultations on the **Child Care Act**, and implementing a new Early Learning and Child Care Quality Enhancement Program. Signing a new Canada-Wide Early Learning and Child Care Bilateral Agreement with the Government of Canada will lead to numerous improvements in the access, affordability, quality and inclusivity of programming in related areas.

### Objective 2022-2023

By March 31, 2023, the Department of Education will have further implemented programs and services in support of provincial early childhood learning and child care.

#### Indicators:

- Continued a legislative review of the **Child Care Act** and Regulations
- Continued initiatives to improve the affordability, quality and inclusivity of early learning and child care programming
- Continued work toward implementing the Pre-Kindergarten pilot

## Issue Two: K-12 Education

The Department of Education is committed to ensuring that all children in Newfoundland and Labrador 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 2021-22, the Department of Education continued implementing the remaining recommendations in the **Education Action Plan**, completed an implementation plan for the Multicultural Education Framework, continued implementation of the Social Emotional Learning program, and continued modernization of teaching and learning through integration of Information and Communication Technology. This work will result in a more inclusive learning environment responsive to students' strengths and needs. These accomplishments also support Government's Strategic Directions for a better economy and a bright future.

### Goal

By March 31, 2023, the Department of Education will have enhanced the provincial K-12 education system

### 2021-22 Objective

By March 31, 2022, the Department of Education will have completed the implementation of the Education Action Plan.

### Discussion of Results

**Continued implementation of remaining recommendations in Education Action Plan**

In 2020-21, key actions undertaken to implement the remaining recommendations in the **Education Action Plan** included:

- A Committee, consisting of program specialists at the Department, commenced developing revisions to the language arts curriculum, to ensure that it sets clear expectations to inform teaching and learning. Progressions for K-6 will outline the sequence of skills in a particular area that students can be expected to develop at each grade level. They will provide a basis for observation and discussion of students' growth and learning and a means to provide clarity within language arts curriculum documents. K-4 progression documents were piloted in four schools. Work is underway on grades 7-9 documents. Grades 10-12 progressions will be drafted by the end of 2022.
- The Special Education Case Management System (SECM) is a customized electronic information system that manages student data and information for educators. It is a framework for managing the workflow of information related to the work of teaching and learning teams, service delivery teams and program planning teams. The Responsive Teaching and Learning Database is currently live in four test schools. Implementation plans are underway for commencement in all K-12 schools during the 2022-23 to 2023-24 school years.
- The Newfoundland and Labrador Standards of Practice for Mathematics Teaching (NLSPMT) provides teachers and instructional leaders with a clear and concise resource with which to engage in personal reflection of their current practices; recognize and affirm the excellent teaching and learning already occurring; identify and address professional learning needs; and inform the collaborative work of professional learning communities. In 2020-21, the NLSPMT was completed, including professional learning plan, Supporting Teachers/Educators in Lifelong Learning and Reflection (STELLAR). Implementation of both the standards and new professional learning initiatives will commence in 2022-23.

The primary human resources support within the K-12 education system for 2021-22 included:

- \$26 million, an increase of \$3.8 million from Budget 2020, to continue implementation of the **Education Action Plan** actions to support better outcomes for students. Since 2018, \$68 million has been invested to support the EAP. In 2021-22 funding facilitated the hiring of 104 new school-based reading specialists to support literacy development in the early years; 200 teaching and learning assistants to support learning in K-6; 39 additional teacher-librarians to support learning across the grades; and 12 additional English as a Second Language teachers to support newcomers.

To support the implementation of new policies and frameworks, new learning resources, and new teaching methodologies, approximately \$1 million was invested in professional learning for K-12 educators.

Other key investments included:

- \$40,000 in bursary programs to assist K-6 educators to upgrade their mathematics and reading qualifications;
- \$242,900 to provide experiential learning opportunities for intermediate and high school students in both traditional and emerging career fields, such as various areas of technology, health and wellness, skilled trades, engineering, and aerospace; and,
- \$277,000 in a digital student record management system that reduces the time required by educators to document student information, and provides immediate information on a timely basis to inform students' learning plans.

### **Implemented the Multicultural Education Framework**

The Multicultural Education Framework is a commitment to support the diverse educational needs of newcomer students and all students with culturally and linguistically diverse backgrounds and ensure that a multicultural perspective informs the education of all students. In 2020-21, the final draft of the Multicultural Education Framework was completed. The framework was not implemented in 2021-22 due to continued disruptions associated with the COVID-19 pandemic. An implementation plan



for the framework was completed and implementation will commence during the 2022-23 school year.

### **Continued implementation of Social Emotional Learning program**

During 2021-22, implementation of the Social and Emotional Learning (SEL) program continued in key areas:

#### Policy Development

- Work continued on the final draft of the Foundation Document which articulates the nature of the program area, describes the underlying philosophy, and delineates the scope of curriculum related to SEL in Newfoundland and Labrador.
- Work continued on Foundation Document for Health Curriculum in Newfoundland and Labrador. SEL outcomes are embedded in this document.
- The Responsive Teaching Policy, now in full implementation in K-6, has SEL as a pillar, along with Literacy and Numeracy.

#### Implementation

- Health Kindergarten and Health Grade 1 curriculum were implemented in September 2021. Plans to implement Health curriculum for Grades 2 and 3 have been impacted by the COVID-19 pandemic, however, are underway.

#### Curriculum Resources

- Health Kindergarten and Health Grade 1 curriculum have received Promoting Alternative Thinking Strategies SEL resources in both English and French. Health Grades 2 and 3 SEL resources have been secured for September 2022.

#### Health Pilots

- Pilots for Health Grades 2 and 3 curriculum began in September 2021, and will continue until June 2022. The related SEL Progressions document (K-3) outlines the sequence of SEL skills in the Health curriculum which students are expected

to develop. The skills are articulated with a degree of specificity which identifies exactly where the student is on the continuum of their development. The document is a basis for observation and discussion of students' growth and learning. This document was developed and piloted in four schools during 2021-22. This will be continued and expanded during 2022-23.

#### Curriculum Development

- Health curriculum for Grades 4-9 is in the early stages of development.

#### Services

- SEL Interventions and Behavioural Support Plan documents have been drafted.

### **Continued modernization of teaching and learning through integration of Information and Communication Technology (ICT)**

The Department of Education made progress to modernize teaching and learning through integration of Information and Communication Technology (ICT) in a number of areas.

Brilliant Labs is an Atlantic Canadian organization that supports coding, computational thinking and Maker Education in schools. The Provincial Government continued its support for Brilliant Labs in 2021-22. This program provides educational technologies and teacher professional learning to K-12 schools in Newfoundland and Labrador, engaging students with interface equipment, sensors, programming languages and 3D printing. In 2021-22:

- 44,135 youth experiences were provided in the province, which included a wide range of activities (e.g., workshops, summer camps, full classes entered by teachers who do classroom projects on the web portal, and youth taking advantage of the lending library and stock materials for projects);
- 2961 teacher support experiences were provided, which included teacher participation in direct professional learning sessions; teachers using the project

portal; and single support calls, collaborating with teachers on projects or makerspace proposals;

- 19 school Makerspaces were created and supported;
- 441 school support visits helped teachers and students learn digital skills and competencies;
- 139 professional learning sessions were provided to teachers;
- 129 free summer camp sessions were provided to youth in Newfoundland and Labrador; and
- Over 187 Innovative student projects were supported.

To cultivate homegrown talent and the growth of a diverse workforce in the technology and innovation industry, the Department continued its commitment to the Technology Career Pathway (TCP) program. This collaboration between the College of the North Atlantic (CNA), NLESD and the Department is offering academic opportunities and other incentives to support interested students to more easily transition into careers in the Technology and Innovation Industry. Currently there are approximately 350 students in 14 schools engaged in the TCP program.

In September 2021, the Department implemented a new Computer Science module in Grade 8. This module has students learning to code physical sensors and actuators. A significant portion of the module is devoted to an Innovation Challenge where students use their new coding skills to develop technological solutions to real world problems.

## Issue Summary

During the 2021-22 reporting period, the Department took significant steps to overcome the challenges due to the COVID-19 pandemic and to provide opportunities for the success of students in the K-12 education system. The Department collaborated with multiple stakeholders to implement the long-term recommendations included in the **Education Action Plan** during 2020-21. The continued successful implementation of

the **Education Action Plan**, as well as work in the other areas noted, is resulting in a more inclusive learning environment that is more responsive to students' strengths and needs

### Objective 2022-2023

By March 31, 2023, the Department of Education will have identified and implemented further enhancements in the K-12 education system.

#### Indicators:

- Continued implementation of remaining recommendations in the Education Action Plan
- Continued implementation of Social Emotional Learning program
- Continued modernization of teaching and learning through integration of Information and Communication Technology (ICT)
- Commenced integration of NLESD with the Department of Education

### Issue Three: Post-Secondary Education

The Department of Education is committed to collaborate with institutions, businesses, and the Federal Government in supporting post-secondary education to build a brighter future and a more robust economic foundation for the province. Accordingly, the Department provides support for post-secondary education that involves direct support to Memorial University (MUN), College of the North Atlantic (CNA), and the regulation and monitoring of private training institutions. In addition, the Department also has responsibility for assisting students through the administration of the Newfoundland and Labrador Student Financial Assistance Program.

In 2021-22, the Department addressed findings and recommendations from reviews of the public post-secondary education system to inform future amendments to the **Memorial University Act**, commenced work to introduce amendments to post-

secondary education legislation to support a responsive system, continued to enhance services provided by the provincial student aid program, and commenced implementing the year-three initiatives in the **Adult Literacy Action Plan**. These accomplishments support Government's Strategic Directions for a better economy and a bright future.

## Goal

By March 31, 2023, the Department of Education will have worked to advance the responsiveness of post-secondary education.

## 2021-22 Objective

By March 31, 2022, the Department of Education will have continued initiatives to improve the responsiveness of post-secondary education.

## Discussion of Results

### **Addressed findings and recommendations from reviews of the public post-secondary education system**

The Public Post-Secondary Education Review (PPSER) report was received by the Department in April 2021. The Department continues to assess the findings of the review. Work completed to date includes consideration of the report's recommendations to inform future amendments to the **Memorial University Act**.

Initial meetings were held between CNA officials and Government regarding findings from the Public Post-Secondary Education Review. CNA further engaged a consultant to consider structural options to enhance CNA's autonomy in its relationship with Government, based on the PPSER and Premier's Economic Recovery Team report recommendations. CNA submitted its findings to the Minister of Education in November 2021. The Department anticipates introducing potential amendments to the **College Act, 1996** once potential amendments to the **Memorial University Act** are completed.

**Introduced amendments to post-secondary education legislation to support a responsive system**

Departmental officials met with officials from Memorial University, and received submissions from the University and the Memorial University Faculty Association with respect to proposed amendments to the **Memorial University Act**. In November of 2021, Government brought forward amendments to the **Auditor General Act**, and the **Memorial University Act**, to give the Auditor General unfettered access to the University. Government noted that with the significant level of taxpayer investment involved in subsidizing the university, an unbiased overview of how the university allocates this investment is critical before changes to the Act are brought forward that would provide the university with greater autonomy. Further amendments to the **Memorial University Act** will be considered once the Auditor General has completed an audit of the University.

Potential amendments to the **College Act, 1996** were paused while CNA was waiting for its commissioned report on structural options to enhance autonomy, based on the recommendations of the PPSEER and PERT reports. In addition there are overlapping areas between the acts that govern CNA and MUN, and thus it would be premature to make changes to the **College Act, 1996** before the potential amendments to the **Memorial University Act** are determined. The Department anticipates introducing potential amendments to the **College Act, 1996** once potential amendments to the **Memorial University Act** are completed.

**Continued to enhance services provided by the provincial student aid program**

Building on the work completed in 2020-21, the online application has been modernized to remove outdated material to reflect a more user-friendly and mobile-friendly experience for applicants. As well, the online student account layout has been updated to better organize and display information for students. The new layout and configuration allows for easier adoption of future improvements to occur.

In 2021-22, the Department further enhanced the online application for returning student aid applicants by including a function which pre-populates basic information, such as date of birth, gender, disability status, and marital status. Applicants simply confirm the information has not changed. This will make the process more efficient for returning students.

The Department issues a substantial volume of notifications regarding a number of aspects of the program. The process of issuing electronic notifications began several years ago with the goal that, over time, all system-generated notices would be in electronic form and deposited into the students' online account. The student would receive an email communications indicating that there was updated information in their online account. Continuing with this strategy, the Department collaborated with the Office of the Chief Information Officer in 2021-22 to move notices associated with the Debt Reduction Grant Program (approximately 700) to an electronic format.

### **Commenced year-three initiatives in the Adult Literacy Action Plan**

The Department continued implementing The Way Forward on Adult Literacy, supported by a \$60 million investment. The plan identifies 30 actions Government and its partners will take to support adult literacy in the province. Originally published in 2019, actions were reprioritized in 2020, with priority given to actions related to economic recovery and actions supporting learners and educators affected by the global pandemic.

During 2021-22, the implementation of **Adult Literacy Action Plan** initiatives was impacted by the COVID-19 pandemic. However, various activities continued as conditions permitted:

- Networking with various stakeholders to assist connecting stakeholders with adult literacy resources.
- Providing funding for adult literacy pilot projects that support the goals of the plan, including:

- \$113,550 for Brilliant Labs' digital literacy, cybersecurity, and coding program;
  - \$149,050 for Newfoundland and Labrador Public Libraries expansion of print and digital collections to support adult and family literacy initiatives; and
  - \$219,242 in funding to fill a current gap in service for adults with learning disabilities including additional supports for adults with learning disabilities training and support in assistive technology, as well as peer support groups for adults with learning disabilities through the Learning Disabilities Association of Newfoundland and Labrador.
- Identifying partnership opportunities with the Federal Government to explore initiatives supporting individuals connecting to the labour market.
  - Facilitating professional development for Adult Basic Education (ABE) and literacy tutoring service providers.
  - Supporting ABE and literacy tutoring service providers in pivoting to more flexible programming options during the COVID-19 pandemic.

The Department continues to monitor and support the Murphy Centre and Gathering Place on the implementation of their Foundational Literacy initiative, which was extended for a second year and is currently proceeding. This pilot program provides participants with individualized training that focuses on building and enhancing basic literacy and numeracy skills, as well as technology, time management and organizational skills. This collaborative partnership provides accessible, low barrier, adult literacy services for marginalized persons in a safe and welcoming environment.

## Issue Summary

The Department of Education made significant progress in supporting the delivery of post-secondary education through MUN, CNA and private training institutions during 2021-22. In addition, the successful commencement of the year-three initiatives of the



**Adult Literacy Action Plan** provides adult learners with increased opportunities to strengthen their literacy skills by improving the province's adult literacy system.

The second year of the COVID-19 pandemic has created challenges for the delivery of programs and services within the Department, and significant collaboration took place to overcome the unprecedented challenges over the past year.

### **Objective 2022-2023**

By March 31, 2023, the Department of Education will have further implemented initiatives to improve the responsiveness of post-secondary education.

#### **Indicators:**

- Continued addressing findings and recommendations from reviews of the public post-secondary education system
- Continued work toward amending the **Memorial University Act**
- Commenced year-four initiatives in the **Adult Literacy Action Plan**

## Financial Information

### STATEMENT OF EXPENDITURE AND RELATED REVENUE (UNAUDITED) SUMMARY FOR THE YEAR ENDED 31 MARCH 2022<sup>1, 2</sup>

Area	Estimates		
	Actual (\$)	Amended (\$)	Original (\$)
Executive Services (13.1.1.01 - 13.1.2.01)			
Executive Services (13.1.1.01 & 13.1.2.01)	1,281,963	1,331,600	1,196,600
<b>Total</b>	<b>1,281,963</b>	<b>1,331,600</b>	<b>1,196,600</b>
Corporate Services (13.2.1.01 - 13.2.1.02)			
General Administration (13.2.1.01 – 13.2.1.02)	3,415,604	3,645,700	3,737,200
<b>Total</b>	<b>3,415,604</b>	<b>3,645,700</b>	<b>3,737,200</b>
Kindergarten to Grade 12 Education and Early Childhood Development (13.3.1.01 – 13.3.6.01)			
Financial Assistance (13.3.1.01 – 13.3.1.04)	828,212,844	830,356,000	769,256,700
Program Development (13.3.2.01 – 13.3.2.02)	6,382,860	3,262,700	3,198,200
Student Support Services (13.3.3.01 – 13.3.3.02)	2,356,393	2,366,100	2,336,100
Educational Programs (13.3.4.01)	2,508,816	2,811,000	2,851,000
Child and Family Development (13.3.5.01)	46,353,346	66,047,500	66,742,500
Provincial Information and Library Resources Board (13.3.6.01)	11,417,966	11,564,700	11,292,500
<b>Total</b>	<b>897,232,255</b>	<b>916,408,000</b>	<b>855,677,000</b>
Post-Secondary Education (13.4.1.01 – 13.4.4.02)			
Post-Secondary Education (13.4.1.01 & 13.4.1.02)	5,678,298	6,302,700	6,350,200
Memorial University (13.4.2.01 & 13.4.2.02)	321,347,187	334,380,800	319,319,600
College of the North Atlantic (13.4.3.01 & 13.4.3.02)	67,586,500	67,586,500	64,723,900
Student Financial Services (13.4.4.01 & 13.4.4.02)	4,972,357	4,406,100	7,011,600
<b>Total</b>	<b>399,584,342</b>	<b>412,676,100</b>	<b>397,405,300</b>
<b>Total Department</b>	<b>1,301,514,164</b>	<b>1,334,061,400</b>	<b>1,258,016,100</b>

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 31 March 2022.

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.

