

Education and Early Childhood  
Development

# STRATEGIC PLAN

2017-20







## MESSAGE FROM THE MINISTER

As Minister of Education and Early Childhood Development, and in accordance with my responsibilities under the Transparency and Accountability Act, I am pleased to present the 2017-20 Strategic Plan for the Department of Education and Early Childhood Development covering April 1, 2017 to March 31, 2020.

As a category one Provincial Government entity, the Department of Education and Early Childhood Development is responsible for outcomes respecting early childhood development and the K-12 education system. The goals and objectives included in this Strategic Plan were prepared in consideration of the strategic directions detailed in Annex A and Government's vision document, The Way Forward.

The Department of Education and Early Childhood Development has identified two strategic issues that will guide its work over the next three years: Early Learning and Child Care and K-12 Education. I look forward to working with the department's staff and entities to implement these initiatives over the 2017-20 planning period.

My signature below is indicative of my accountability for the preparation of this plan and the achievement of the identified goals and objectives.

A handwritten signature in black ink, appearing to read "Dale Kirby". The signature is fluid and cursive, with a large initial "D" and "K".

Honourable Dale Kirby  
Minister of Education and Early Childhood Development



# Departmental Overview

The Department of Education and Early Childhood Development was established under the Executive Council Act. It is a category one Provincial Government entity under the Transparency and Accountability Act and is responsible for achieving outcomes with respect to early childhood development and the K-12 education system. The programs and services are provided through the department's two 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.

## **Corporate Services Branch**

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

The main offices of the Department of Education and Early Childhood Development are located in the West Block of the Confederation Building in St. John's, with additional services being provided by the Learning Resources Distribution Centre located in Pleasantville, St. John's. Child care services are provided throughout the province in offices located in St. John's, Conception Bay South, Harbour Grace, Whitbourne, Clarenville, Gander, Grand Falls-Windsor, Corner Brook, Stephenville, Happy Valley-Goose Bay and Labrador City.

Additional information on the Department of Education and Early Childhood Development can be found at [www.gov.nl.ca/edu](http://www.gov.nl.ca/edu).

## Staff and Budget

Branch	Employees	Budget
Executive Services	9 <sup>1</sup>	\$1,056,000
Corporate Services	33	\$4,853,300
K-12 Education and Early Childhood Development	129	\$794,700,200
<b>Total</b>	<b>171</b>	<b>\$800,609,500</b>

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

### Staff Distribution

Location	Employees
Clareville	2
Corner Brook	6
Gander	3
Grand Falls-Windsor	5
Happy Valley-Goose Bay	4
Harbour Grace	3
Labrador City	1
St. John's Metro Area	145
Stephenville	1
Whitbourne	1
<b>Total</b>	<b>171</b>

## Issue One – Early Learning and Child Care

The Department of Education and Early Childhood Development is committed to enhancing early learning and child care throughout the province of Newfoundland and Labrador. This is achieved by supporting healthy child development through early childhood learning initiatives, ensuring a system of quality, sufficient and affordable regulated child care and supporting strong family resource programs. The importance of early learning experiences in shaping children's development throughout their lives is well documented. The department strives to enhance children's early learning and development, support parental/caregiver involvement, and offer a smooth transition into the K-12 education system.

### **GOAL:**

By March 31, 2020, the Department of Education and Early Childhood Development will have enhanced provincial early learning and child care programs and services.

### **Indicators:**

- Enhanced standards and policies
- Enhanced early learning opportunities

### **Objective 1:**

By March 31, 2018, the Department of Education and Early Childhood Development will have implemented initiatives in support of provincial early learning and child care programs and services.

## **Indicators:**

- Enacted new Child Care Act
- Increased eligibility levels and revised Subsidy Program
- Commenced revisions to Operating Grant Program
- Supported family resource centres to implement early literacy programming
- Commenced mid-point review of Caring for our Future, the 10-year child care strategy
- Introduced an Early Childhood Learning Framework

## **Objective 2:**

By March 31, 2019, the Department of Education and Early Childhood Development will have continued to implement initiatives in support of provincial early learning and child care programs and services.

## **Objective 3:**

By March 31, 2020, the Department of Education and Early Childhood Development will have further implemented initiatives in support of provincial early learning and child care programs and services.

## Issue Two – K-12 Education

The Department of Education and Early Childhood Development is committed to ensuring that all children in Newfoundland and Labrador have access to safe, caring and inclusive learning environments and an education system that is 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, help prepare them for future educational and career opportunities, and to participate in their communities and society.

The Way Forward outlined a number of action items related to K-12 Education in Newfoundland and Labrador for the coming years. These initiatives are i) proceed with the Premier's Task Force on Improving Educational Outcomes; ii) increase revenue to the province through international education; and iii) provide increased educational support to disengaged and at-risk students and youth. The department will also collaborate with other Government departments to further their initiatives such as engaging schools to create settings that support healthy living and implementing child health risk assessments for school-aged children.

The Premier's Task Force on Improving Educational Outcomes was announced on November 8, 2016 and was tasked with examining the provincial K-12 education system and providing recommendations to Government. These recommendations will lead to the development of a comprehensive Education Action Plan to better engage students in learning and improve educational outcomes.

**GOAL:**

By March 31, 2020, the Department of Education and Early Childhood Development will have enhanced the provincial K-12 education system.

**Indicators:**

- Enhanced educational programs and services

**Objective 1:**

By March 31, 2018, the Department of Education and Early Childhood Development will have reviewed the recommendations of the Premier's Task Force on Improving Educational Outcomes and commenced development of an Education Action Plan

**Indicators:**

- Commenced development of an Education Action Plan

**Objective 2:**

By March 31, 2019 the Department of Education and Early Childhood Development will have commenced implementation of select initiatives in the Education Action Plan.

**Objective 3:**

By March 31, 2020, the Department of Education and Early Childhood Development will have continued implementation of select initiatives in the Education Action Plan.

## Annex A: Strategic Directions

Strategic directions are the articulation of desired physical, social, or economic outcomes that normally require action by, or involvement of, more than one government entity. These directions are generally communicated by Government through platform documents, throne and budget speeches and policy documents. The Transparency and Accountability Act requires entities to consider these strategic directions in the preparation of their performance-based plans. This facilitates the integration of planning practices across Government and ensures entities are moving forward on key commitments.

### **Strategic Direction #1: Early Learning and Child Care**

Outcome: Supported a continuum of early learning opportunities for children through enhanced early learning and child care services.

This outcome supports the policy direction of government and will require focus in the following areas:

- Early childhood learning programs and services
- Progress on 10-year child care strategy

### **Strategic Direction #2: K-12 Education**

Outcome: An improved K-12 education system.

This outcome supports the policy direction of government and will require focus in the following areas:

- Curriculum
- Teaching and Learning

### **Strategic Direction #3: Library Services**

Outcome: Improved public library services

This outcome supports the policy direction of government and will require focus in the following areas:

- Provincial public library services

# Annex B: Inactive Entities

## Teacher Certification Board of Appeals

As per sections 14 and 15 of the Teacher Training Act, a Board of Appeals may hear two types of appeals:

1. Where a teacher remains aggrieved by a decision of the Registrar of Teachers following a re-examination of an application; and
2. Where a teacher or the Teacher Certification Committee remains aggrieved by a decision of the Teacher Certification Review Panel.

Subject to the regulations, a Board of Appeals shall:

1. Notify the teacher or the committee, or both, of the time the appeal is to be heard;
2. Hear the appeal;
3. Upon conclusion of the hearing, confirm, vary or set aside the finding or decision of the registrar or review panel; and
4. Communicate in writing its finding or decision to the teacher affected and/or the committee.

A Teacher Certification Board of Appeals is only appointed and convened by the Minister of Education and Early Childhood Development as required. If convened, a board will carry out its duties as per its mandate and will prepare an activity plan and report on its annual activities in accordance with the Transparency and Accountability Act.