

2020-2021 ANNUAL REPORT



Education



MESSAGE FROM THE MINISTER

As Minister of Education, I am pleased to present the 2020-21 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, 2020 to March 31, 2021.

During the 2020-21 reporting period, the mandate for the Department of Education covered early childhood development, regulated early learning and child care, the K-12 education system, public libraries, and post-secondary education.

The COVID-19 pandemic and public health measures have impacted the progress of some of the Department's programs and services over the last year. I truly appreciate the efforts of our departmental staff in being responsive given the unprecedented challenges. I want to acknowledge their efforts and the efforts of our partners and stakeholders towards achieving this year's objectives. Specific achievements included:

- Implementing a \$25-per-day child care initiative under the Operating Grant Program;
- Expanding the Operating Grant Program to include regulated family home child care providers;
- Continuing implementation of Phase Three initiative from the Education Action Plan to address the recommendations to improve educational outcomes in the K-12 education system; and,
- Continuing implementation of year-two initiatives in the Adult Literacy Action Plan.

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

A handwritten signature in blue ink, which appears to read "Tom Osborne". The signature is fluid and cursive, written over a white background.

Hon. Tom Osborne
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 2020-21, 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 2020-21, 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

<https://www.gov.nl.ca/education/>.

Staff and Budget

As of March 31, 2021, the Department of Education had 204 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 the Student Aid Office is located in Coughlan College at the St. John's campus of Memorial University. For the 2020-21 fiscal year, the departmental budget was \$1,305,930,500.

Division	# of Employees	Budget
Executive Services ¹	10	\$1,172,200
Corporate Services	19	\$3,679,700
K-12 Education and Early Childhood Development	137	\$837,735,200
Post-Secondary Education	38	\$463,343,400
Total	204	\$1,305,930,500

¹ 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 2020-21.

Highlights

\$25 a Day Child Care Program: To help ease the financial pressures on families, the \$25 a day child care initiative began in January 2021. The program is delivered through the established Operating Grant Program. Regulated child care services that participate in the program are provided with a grant to offset the reduced fees they charge families. That grant amount is increased to further reduce charges to just \$25 a day. As part of the \$25 a day child care program, the Operating Grant Program was extended to regulated Family Child Care Homes. The Provincial Government provided \$3 million for the current fiscal year, with an approximate \$15 million annual investment going forward to support this initiative.

Allocation of Safe Restart Funding for Child Care Operators and Early Childhood Educators: The allocation of the \$10.2 million from the COVID-19 Safe Restart Agreement funding for child care operations in Newfoundland and Labrador was announced in January 2021. This Federal Government investment supported regulated child care service providers and Early Childhood Educators (ECEs) for their essential roles in providing early learning and child care amidst the COVID-19 pandemic. Programs funded under this grant were retroactive to July 1, 2020, and ended on March 31, 2021, and included COVID-19 Related Expenditures Grant, COVID-19 One-Time ECE Grant, and COVID-19 Human Resources Grant.

COVID-19 Enhancements to the Provincial Student Aid Program: The provincial enhancements align with recent changes to the federal Canada Student Loans Program and help mitigate the impacts the COVID-19 public health emergency is having on students. They include increasing the weekly loan limit to \$100 per week of study from \$40, bringing the combined provincial loan and grant weekly limit to \$200, and exempting student and spousal contributions when assessing applications for provincial student aid. This program was successfully launched in June 2020.

Provincial Scholarships: In 2020-21, more than \$202,000 in provincial scholarships were awarded to 201 high school graduates across Newfoundland and Labrador¹. 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 2020 public exams were cancelled. For this reason, the scholarship process was applied to the school shared mark in the relevant subject areas for all members of the class of 2020. 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 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

¹ A complete list of the Provincial Government Scholarship winners can be found at

<https://www.gov.nl.ca/releases/2020/education/1112n04/>

- 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 2020-21 fiscal year, 31 schools received a Safe and Inclusive Schools Award and shared \$12,500 in award funding².

Prime Minister’s Award for Teaching Excellence: This annual award honours exceptional elementary and secondary school teachers for their remarkable achievements in education and their commitment to keeping students engaged in Science, Technology, Engineering, and Mathematics – STEM learning. In 2020-21, a Grade 4 Vanier Elementary French Immersion teacher was the recipient of the Prime Minister’s Award for Teaching Excellence; and, a Mount Pearl Senior High physics and science teacher was a recipient of the Prime Minister’s Award for Teaching Excellence in STEM³. These awards demonstrate how Newfoundland and Labrador educators are among the best in the country, and have a continued focus on the province’s young learners.

Council of the Federation Literacy Award: This award recognizes the valuable contributions made by Canadians in the field of literacy, as well as adult learners who demonstrate exceptional commitment to literacy. Ms. Elaine Johnson-Chafe, recipient of the 2020 Council of the Federation Literacy Award for Newfoundland and Labrador, made the life-changing decision to obtain her high school diploma in 2019. Her positive attitude, passion for learning, hard work and determination to succeed have allowed her to improve her literacy skills and progress through the Adult Basic Education program at

² A complete list of recipients can be found at https://www.gov.nl.ca/education/files/Special_Project_Awards_2020_21.pdf

³ The detail of recipients can be found at <https://www.gov.nl.ca/releases/2020/education/1021n03/>

a rapid pace. Ms. Johnson-Chafe is close to achieving her high school diploma and plans to enroll in a post-secondary education program.

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 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 72 K-6 teachers availing of \$46,750 in bursaries.

Virtual Programming at The Fluvarium: The Fluvarium is a public environmental education centre in St. John's that provides programming to students to learn about the importance of freshwater ecology and habitats. In a typical year, approximately 10,000 students visit The Fluvarium to participate in school programs. In 2020-21, \$25,000 was provided in support of the Quidi Vidi/Rennie's River Development Foundation to deliver virtual programs for students and teachers at The Fluvarium. The funding allowed The Fluvarium to continue offering programming to students during the COVID-19 pandemic.

New Foundation Literacy Program: In 2020-21, a \$195,000 investment was provided to support introducing a foundational Adult Literacy Pilot Program for guests of The Gathering Place. The Gathering Place is a non-profit, street-level community service centre that provides health care services and social supports to more than 2,000 guests weekly who are homeless or precariously housed. This pilot program, delivered through a partnership with the Murphy Centre, 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. Many guests of The Gathering Place have experienced challenges that can present barriers to participation in learning

programs. This new program allows guests to participate in training when they could not otherwise access it.

Partnerships

Canada-Newfoundland and Labrador Early Learning and Child Care Agreement:

On December 18, 2017, the Provincial and Federal Governments signed a bilateral agreement that allocated approximately \$22 million over three years to Newfoundland and Labrador early learning and child care investments. In 2020-21, the bilateral agreement continued to assist the Department in developing and implementing innovative approaches to address early learning and child care challenges through subsidies, grants, bursaries and professional learning opportunities. An extension of this agreement is being negotiated for the period of 2021-2024.

In addition to provincial budget allocations, the bilateral agreement helps to ensure that Newfoundland and Labrador children have access to programs and services to support their best start in life. As well, these initiatives will assist the Department in enhancing child care quality and access.

Foster Youth Innovation through Coding and Technology: The Provincial Government is committed to advancing technology in the classroom. In January 2021, an additional \$282,000 was announced to support a partnership between the Provincial Government and Brilliant Labs to provide students in K-12 schools with hands-on participation in science, technology, engineering and mathematics-focused activities.

Brilliant Labs is an Atlantic Canadian organization that supports coding, computational thinking and Maker Education in schools. This funding helped Brilliant Labs provide educational technologies in Newfoundland and Labrador schools such as interface equipment, sensors, programming languages, and 3D printing. Brilliant Labs engaged and supported students and educators in elementary schools throughout the province, and this partnership will allow students to reach their full potential.

In 2020-21:

- There were 5,495 youth experiences in NL, which included a wide range of activities (i.e., 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);
- There were 1,968 teacher support experiences in NL, which included teachers participating in direct professional learning sessions; teachers using the project portal; and single support calls, collaborating with teachers on projects or makerspace proposals;
- 140 technology projects were approved since April 1, 2020 with a total value of \$61,000;
- 15 Makerspaces were approved during 2020-21 fiscal year with a total value of \$40,000; and
- Brilliant Labs was working or has worked with 100% of schools in Newfoundland and Labrador.

Report on Performance

During the 2020-21 reporting period, the Department made significant progress during the first 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 2020-21, the Department accomplished this by extending the Operation Grant Program to regulated family child care, launching a \$25-per-day child care initiative, and commencing work to launch an Early Learning and Child Care Quality Enhancement Program and Grant.

Goal Statement

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

2020-21 Objective

By March 31, 2021, the Department of Education will have implemented programs and services in support of provincial early childhood learning and child care.

Discussion of Results

Continued to develop a plan toward the implementation of Junior Kindergarten

The public consultation with the public, parents, teachers, early childhood educators, child care licensees, family child care providers, and other stakeholders has been conducted. In 2020-21, a foundational document and implementation plan for Junior Kindergarten had been developed. It is expected that planning for the implementation of Junior Kindergarten will continue in 2021-22.

Implemented a \$25-per-day child care initiative under the Operating Grant Program

The \$25-per-day child care initiative launched in January 2021 to help ease the financial pressures on families, especially on women, in Newfoundland and Labrador. The \$25-per-day child care is delivered through the established Operating Grant Program. Regulated child care services that participate in the program are provided with an increased grant amount to reduce fees and only charge \$25 a day. \$3 million are provided for the current fiscal year, with an approximate \$15 million annual investment going forward to support this initiative. In addition, the Department also spent significant provincial funding to support the Essential Worker Child Care Program and the Compensation Grant Program for regulated child care services.

Expanded the Operating Grant Program to include regulated family home child care providers

The Operating Grant Program was extended to regulated family child care homes as part of the \$25-per-day child care initiative in 2020-21. The Department encouraged child care centres and regulated family child care homes that were not participating in the program to register and encouraged unregulated child care providers to become regulated and join the Operating Grant Program. Regulated child care services (child care centres and family child care homes) that participate in the program are provided with a grant to lower their rates to \$25 per day for Infants, Toddlers, Preschoolers and

Full-Day School-Age children. Details can be found in <https://www.gov.nl.ca/education/childcare/operating/>.

Commenced the Family Home Child Care Capacity Initiative

The Child Care Capacity Initiative (CCCI) for regulated Family Child Care (FCC) providers is a commitment under the Canada-Newfoundland and Labrador Early Learning and Child Care (bilateral) Agreement. The intent of this initiative is to increase access to quality, affordable child care programs for young children and their families, particularly in diverse, rural, and underserved areas of the province. This initiative was launched in January 2021.

Launched a consultation regarding a legislative review of the Child Care Act and Regulations

A legislative review (with public consultations) of the **Child Care Act** and Regulations is required by July 2022. A Consultation Plan regarding the legislative review was drafted and approved in late 2020-21; however, the launch was delayed due to the pandemic challenges this fiscal year. The public consultations will engage parents, child care service providers, key sector groups and organizations, intergovernmental departments and other stakeholders for feedback on ways to help to improve NL's early learning and child care sector through the regulatory process and for input on ways to help NL becoming an active participant in a national child care system. With the launch of consultations taking place in summer 2021, a follow-up with key stakeholder and focus groups is planned for fall 2021.

Launched an Early Learning and Child Care Quality Enhancement Program and Grant

The Early Learning and Child Care (ELCC) Quality Enhancement Program is a commitment under the Canada-Newfoundland and Labrador Early Learning and Child Care (bilateral) Agreement. The purpose of the ELCC Quality Enhancement Program is to enhance early learning and child care quality through consultation that targets program design, learning processes, interactions with children and their families, and

physical environments. A budget of \$1 million is available annually for the program under the bilateral agreement. The ELCC Quality Enhancement Program offers an opportunity to raise the province's overall quality of early learning and care programs. The ELCC Quality Enhancement Program includes a Quality Enhancement Grant, available to child care services participating in the OGP who register for the program, to offset a percentage of costs for professional learning; assessment tools; and/or minor structural enhancements. A draft of the ELCC Quality Enhancement Program Policy has been developed, but the launch of the program was delayed due to the delay in consultation, which targets program design, learning processes, interactions with children and their families, and physical environments. The program is anticipated to be launched in July 2021.

Issue Summary

During the COVID-19 pandemic, the employees of the Department worked diligently to support child care operators and early childhood educators and to ensure that regulated child care services were provided to meet the needs of families in 2020-21.

Objective 2021-2022

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.

Indicator:

- Continued work toward the implementation of Junior Kindergarten
- Initiated a legislative review of the **Child Care Act** and Regulations including public consultations
- Launched the Early Learning and Child Care Quality Enhancement Program
- Negotiated and signed a Canada-Wide Early Learning and Child Care Bilateral Agreement with the Government of Canada

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, and participation in their communities and society. In 2020-21, the Department continued implementation of Phase 3 of the **Education Action Plan** as well as continued work on longer-term recommendations. This work will result in a more inclusive learning environment responsive to students' strengths and needs.

Goal Statement

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

2020-21 Objective

By March 31, 2021, the Department of Education will have continued implementation of initiatives in the **Education Action Plan** and will have continued enhancements in the K-12 education system.

Discussion of Results

Commenced implementation of the Phase 3 initiatives from the Education Action Plan

In 2020-21, the remaining 11 long-term recommendations included in the **Education Action Plan** were either completed or substantially underway. Key actions undertaken in 2020-21 include:

- In June 2020, 118 Phase 3 School Administrators in the Newfoundland and Labrador English School District (NLESD) availed of professional learning on the Responsive Teaching and Learning (RTL) Policy. In August/September 2020, new Teaching and Learning Assistants, school-based Reading Specialists and Teacher Librarians participated in professional learning specific to their new roles. Administrators had the opportunity to attend an additional two-hour virtual session on the implementation of Teaching and Learning Assistants. In addition, 22 small schools in Phase 3 were supported with online meetings. Their self-appointed literacy leader was invited to join school-based reading specialists and teacher-librarian professional learning opportunities.
- A two-day closeout for the RTL policy occurred in late Fall 2020. Approximately 2000 educators in NLESD Phase 3 schools participated in synchronous and asynchronous sessions exploring the RTL policy and delving into the philosophical shift. Three Conseil scolaire francophone provincial (CSFP) Phase 3 Schools also began professional learning opportunities for the RTL policy, starting with new School-based Reading Specialists, Phase 3 Administrators and Administrators new to Phase 3 schools. In January 2021, approximately 20 Phase 3 educators from CSFP and district support personnel availed of a two-day closeout to explore the RTL policy.
- Virtual support from district personnel was available throughout the year. In addition, monthly virtual invitational meetings for all phase schools in NLESD began in January 2021. These meetings provided educators with an opportunity to share questions and best practices for responsive teaching and learning.
- Throughout 2020-21, School-based Reading Specialists, Teacher Librarians, and literacy leaders in small schools were provided professional learning opportunities specific to their role and personal learning requests.
- In 2020-21, the Department piloted the Provincial Reading and Mathematics Assessment, with a focus on reading, for grades three, six and nine students. The assessment was piloted in 12 schools throughout the province with representation from each region in NLESD. The first provincial administration of the assessment is scheduled for spring 2022.

Approximately 80 per cent of the 82 **Education Action Plan** recommendations were either completed or substantially underway by the end of September 2020.

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 (CLD) 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 reviewed by the Multicultural Education Advisory Committee. The framework was not implemented in 2020-21 due to competing priorities associated with the COVID-19 pandemic. An implementation plan for the framework is under development and implementation will commence during the 2021-22 school year.

Piloted a Social Emotional Learning program

In 2020-21, the Department piloted Kindergarten and Grade 1 Health (Health K and Health 1) in schools in each region in NLESD. In spring 2020, the Department and NLESD met to plan the pilot. The new Health K and Health 1 have social and emotional learning (SEL) outcomes embedded within the curricula. The Department and NLESD specialists met with pilot teachers to discuss feedback on the pilot editions of the curriculum guides. Revised curriculum guides will become the authorized editions for implementation in September 2021. The SEL program, PATHS®, is integrated into Health curriculum guides to support SEL skill development and will be the authorized SEL resource for Health K and Health 1.

Created Standards in Mathematic Teaching and Learning

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 May 2020, the NLSPMT was shared for review within the Department.

In addition, supporting the NLSPMT, the accompanying professional learning proposal, Supporting Teachers/Educators in Lifelong Learning and Reflection (STELLAR) was also shared for review.

Implemented the Indigenous Education Framework and the Indigenous Local Course Policy

In 2020-21, an Indigenous Education Framework was developed with full participation from the Department and the five Indigenous Governments/Organizations in NL. In addition, the Indigenous Course Policy was developed by the Indigenous Education Advisory Committee and was implemented in the 2020-21 school year. This policy is being used to guide the development of Indigenous local courses.

Modernized teaching and learning through integration of Information and Communication Technology (ICT)

The Department partnered with Brilliant Labs to help integrate technology into the K-12 system. During the 2020-21 fiscal year, Brilliant Labs led technology integration activities with 5,495 students; sponsored technology professional learning sessions for 1,968 teachers; approved 140 technology integration projects valued at \$61,000 and approved fifteen maker spaces valued at \$40,000. As of the 2020-21 school year, Brilliant Labs had a presence in the majority of public schools in Newfoundland and Labrador. In the Technology Education curriculum, the Department piloted two new junior high technology modules in 2020-21, which are Computer Science 8 and Communications 7. The Department continues to support the expansion of Computer Science 1204 and purchased new resources to meet the demand for the course in 2020-21.

Provided additional technology and human resources for students within the K-12 education system

In 2020-21, there was an investment of \$20 million for the purchase of laptops for all teachers, and Chromebooks for all junior high and high school students across the K-12 education system. The investment in Chromebooks and other school-based devices are

preparing the K-12 system for a move toward digital learning environment, with classroom learning supported by modern technology.

The primary human resources support within the K-12 education system for 2020-21 include:

Teaching and Learning Assistants (TLA)

- In September 2020, 91 new TLA positions were added to the K-12 system for the 2020-21 school year, bringing the total to 190 TLA positions (189 in NLESD and one with CSFP).
- Professional learning was offered to all newly hired TLAs prior to the 2020-21 school year.

School-based Reading Specialist

- 92 School-based Reading Specialists were added to the K-6 system for the 2020-21 school year. That brings the total to 104 full-time equivalent School-based Reading Specialists to support literacy development in the early years.
- Professional learning was offered to all School-based Reading Specialists throughout the 2020-21 school year.

Issue Summary

During the 2020-21 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 several Government departments, the two school districts (NLESD and CSFP) and the Faculty of Education at Memorial University to implement the long-term recommendations included in the **Education Action Plan** during 2020-21. The continued successful implementation of the **Education Action Plan** is resulting in a more inclusive learning environment that is more responsive to students' strengths and needs.

Objective 2021-2022

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

Indicator:

- Continued implementation of remaining recommendations in Education Action Plan
- Implemented the Multicultural Education Framework
- Continued implementation of Social Emotional Learning program
- Continued modernization of teaching and learning through integration of Information and Communication Technology (ICT)

Issue Three: Post-Secondary Education

The Department of Education is committed to the strategic directions of the Provincial Government 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 the Student Loan Corporation of Newfoundland and Labrador, which provides financial administration for the Newfoundland and Labrador Student Financial Assistance Program.

The **Adult Literacy Action Plan** was publicly released on October 17, 2019. This five-year plan identified 30 actions the Provincial Government and its partners will take to provide adult learners with increased opportunities to strengthen their literacy skills by improving the province's adult literacy system. In 2020-21, the Department continued implementing the year-two initiatives in the Adult Literacy Action Plan.

Goal Statement

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

2020-21 Objective

By March 31, 2021, the Department of Education will have commenced initiatives to improve the responsiveness of post-secondary education.

Discussion of Results

Began addressing findings and recommendations from the public post-secondary education system review

The Public Post-Secondary Education Review Report was not received by the Department of Education prior to March 31, 2021. This independent review was completed by a committee of experts and was released on April 29, 2021. Therefore, during 2020-21, the Department was unable to begin addressing the findings and recommendations from the review.

Provided policy support for infrastructure improvements at public post-secondary institutions

In 2020-21, the Department continued to play a critical role in supporting public post-secondary institutional infrastructure improvements. The signed Strategic Infrastructure Fund (SIF) Contribution Agreement with the Federal Government allowed federal funding support to continue flowing to MUN and CNA. The Department continued to receive regular reports on MUN post-secondary SIF projects and provided reports to the Federal Government as required under the terms of the SIF Agreement. During 2020-21, the Department attended infrastructure project meetings, provided policy support and received project updates as progress continued on the Animal Resource Centre.

The Animal Resource Centre will improve biomedical research by providing state-of-the-art facilities supporting the co-location of health sciences and biomedical researchers to enhance interdisciplinary collaboration. In December 2020, the Animal Resource Centre was substantially complete. In addition, work continued on MUN's new Core Science Facility (CSF), and the Department attended CSF project oversight committee meetings and received project status updates from MUN.

Continued to review post-secondary education legislation to support a responsive system

In fall 2020, the Department completed a prioritization exercise to assist the Provincial Government in informing the implementation of its Legislative Review and Development Policy. It has been determined that any reviews of and changes to post-secondary education legislation should align with recommendations and associated actions arising from the Independent Review of the Public Post-Secondary Education System and the Premier's Economic Recovery Team (PERT). Accordingly, the Department also commenced reviewing the Private Training Institutions Act and Regulations in 2020-21 with an aim to update and modernize the legislation in 2021-22.

Enhanced online services provided by the provincial student aid program

Implemented in June 2020, the online application for student aid was enhanced by creating a more elaborate "Student Profile" section which would only require applicants to provide specified information upon their first application (i.e., name; date of birth; SIN; etc.). When students applied in the future, applications would capture this information and auto-fill the application where warranted, resulting in students providing the specific information a single time. Furthermore, there were some provincial enhancements launched in June 2020 to help mitigate the impacts that the COVID-19 public health emergency is having on students. These enhancements include increasing the weekly loan limit to \$100 per week of study from \$40, bringing the combined provincial loan and grant weekly limit to \$200, and exempting student and spousal contributions when assessing applications for provincial student aid.

Commenced year-two initiatives in the Adult Literacy Action Plan

During 2020-21, the implementation of **Adult Literacy Action Plan** initiatives was impacted by the COVID-19 pandemic. However, various activities continued as conditions permitted, including conducting plain language reviews for public-facing Provincial Government documents; networking with various stakeholders to explore and facilitate potential literacy pilot projects for targeted groups; facilitating professional development for Adult Basic Education (ABE) and literacy tutoring service providers; and supporting ABE and literacy tutoring service providers in pivoting to more flexible programming options during the COVID-19 pandemic. The Department also provided \$195,000 to support the Murphy Centre to pilot a foundational literacy program for guests of The Gathering Place during 2020-21.

Issue Summary

The Department made significant progress in supporting the delivery of post-secondary education through Memorial University, College of the North Atlantic and private training institutions during 2020-21. In addition, the continued successful implementation of the year-two initiatives of the Adult Literacy Plan provides adult learners with increased opportunities to strengthen their literacy skills by improving the province's adult literacy system.

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 2021-2022

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

Indicator:

- Addressed findings and recommendations from reviews of the public post-secondary education system
- Introduced amendments to post-secondary education legislation to support a responsive system
- Continued to enhance services provided by the provincial student aid program
- Commenced year-three initiatives in the **Adult Literacy Action Plan**

Financial Information

STATEMENT OF EXPENDITURE AND RELATED REVENUE (UNAUDITED) SUMMARY FOR THE YEAR ENDED 31 MARCH 2021^{1, 2}

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)	1,708,603	1,757,200	1,172,200
Total	\$1,708,603	\$1,757,200	\$1,172,200
Corporate Services (13.2.1.01 - 13.2.1.02)			
General Administration (13.2.1.01 – 13.2.1.02)	3,035,335	3,297,000	3,599,700
Total	3,035,335	3,297,000	3,599,700
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)	732,632,558	764,057,900	751,174,100
Program Development (13.3.2.01 – 13.3.2.02)	2,955,091	3,213,600	3,213,600
Student Support Services (13.3.3.01 – 13.3.3.02)	2,019,503	2,477,800	2,477,800
Educational Programs (13.3.4.01)	2,100,825	2,870,400	2,870,400
Child and Family Development (13.3.5.01)	51,436,764	58,307,900	54,787,900
Provincial Information and Library Resources Board (13.3.6.01)	11,062,500	11,292,500	11,292,500
Total	802,207,241	842,220,100	825,816,300
Post-Secondary Education (13.4.1.01 – 13.4.4.02)			
Post-Secondary Education (13.4.1.01 & 13.4.1.02)	5,580,194	6,785,800	6,408,500
Memorial University (13.4.2.01 & 13.4.2.02)	342,683,952	357,583,600	347,959,500
College of the North Atlantic (13.4.3.01 & 13.4.3.02)	65,497,572	65,514,200	65,514,200
Student Financial Services (13.4.4.01 & 13.4.4.02)	7,049,016	1,957,100	5,559,500
Total	420,810,734	431,840,700	425,441,700
Total Department	\$1,227,761,913	\$1,279,115,000	\$1,256,029,900

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 2021.

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.

