

ANNUAL REPORT 2018-19

Education and Early Childhood Development





MESSAGE FROM THE MINISTER

As Minister of Education and Early Childhood Development, I am pleased to present the 2018-19 Annual Report for the Department of Education and Early Childhood Development, which covers the department's annual objectives for April 1, 2018 to March 31, 2019.

In the past fiscal year, the mandate for the Minister of Education and Early Childhood Development covered early childhood development, regulated child care, the K-12 education system and public libraries.

Departmental staff worked towards achieving success on all objectives. The Department commenced work on the development of a Quality Enhancement Program for regulated child care services; developed Family Child Care components for the Operating Grant Program and the Child Care Capacity Program; increased eligibility thresholds under the Child Care Subsidy Program; and implemented a second increase in the Early Learning and Child Care Supplement.

The Department also commenced implementation of the Education Action Plan to address the recommendations of the Premier's Task Force on Improving Educational Outcomes, which was a key commitment in **The Way Forward**.

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

A handwritten signature in black ink, appearing to read 'B. Warr', written over a light grey rectangular background.

Hon. Brian Warr

Minister of Education and Early Childhood Development

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Departmental Overview

Organizational Structure

The Department of Education and Early Childhood Development (EECD) 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 provincial early childhood development and the K-12 education system.

During 2018-19, the department's programs and services were provided through its two branches:

Kindergarten to Grade 12 Education and Early Childhood Development

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

Corporate Services and School Infrastructure

This branch included the divisions of: Financial Services, which also managed student transportation and teachers' payroll; and Policy and Information Management.

Additional information on the Department of Education and Early Childhood Development can be found at www.gov.nl.ca/eecd.

Staff and Budget

Division	# of Employees	Budget
Executive Services ¹	10	\$1,125,400
Corporate Services	36	\$4,220,300
K-12 Education and Early Childhood Development	133	\$820,669,900
Total	179	\$826,015,600

¹ This number includes communications and executive support staff.

Highlights and Partnerships

Highlights

Public Examinations: Public examinations are based on the provincial curriculum and provide a common standard to assess proficiency in Level III academic language, mathematics, science and social studies courses. They are administered yearly in June, August and November and are scored by an independent panel made up of practicing teachers. Successful completion of at least four public examination courses is required to graduate with academic or honours status. The Department is responsible for exam development, exam administration (in conjunction with school officials) and reporting summary results to all stakeholders.

During the 2018-19 fiscal year there were 19,342 public exams written by 7,565 high school students. Compared to previous years there was an improvement in most subject areas. It is significant to note that there was a 95.5 per cent graduation rate and 73.6 per cent of graduating students achieved honours or academic diplomas, an increase of almost two percentage points from last year. Honours or academic status enables young people to pursue a wide range of post-secondary opportunities.

Provincial Scholarships: In 2018-19, 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. Eligibility for scholarships is based on public examination results.

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.

¹ A complete list of the Provincial Government Scholarship winners can be found at <https://www.releases.gov.nl.ca/releases/2018/edu/1119n07.aspx>.

Outstanding Principals: An exemplary school principal in Newfoundland and Labrador was named among The Learning Partnership’s Canada’s Outstanding Principals for 2019. The Learning Partnership is a national organization devoted to strong public education systems.

Principals are nominated for Canada’s Outstanding Principals by their peers, school staff and community members in each province and territory. Nominations are reviewed and final winners selected on a representation-by-population basis by a national selection committee made up of a group of education, community and private sector leaders.

The 2019 recipient of the honour from Newfoundland and Labrador was Gerald Morgan of Stephenville Primary School in Stephenville. He received his award at a ceremony in Toronto on February 27, 2019.

Improvements in Child Care Services: During the 2018-19 fiscal year, a number of organizations noted improvements in the province’s system of regulated child care:

- Early Childhood Education Report 2017 (published 2018) - The Atkinson Foundation’s “Early Childhood Education Report 2017” is the third assessment of provincial and territorial frameworks for early childhood education in Canada. Nineteen benchmarks, organized into five equally weighted categories, evaluate governance structures, funding levels, access, quality in early learning

environments and the rigour of accountability mechanisms. In this report Newfoundland and Labrador was the most improved since the first report in 2012, ranking 5th across Canada in 2018.

- Canadian Child Care Fees - The Canadian Centre for Policy Alternatives published “Developmental Milestones - Child care fees in Canada’s big cities 2018.” It compared child care fees in 28 major cities in Canada. The study found that child care costs have risen faster than inflation in 61 per cent of Canadian cities since 2017. The report provided a detailed analysis of child care fees for infants, toddlers and preschoolers in the country’s 28 largest cities. Fee-reduction efforts through a number of programs in Newfoundland and Labrador appear to be lowering costs for parents. Also, St. John’s reported the highest reduction in median fees, which are down 13 per cent for preschoolers, from the previous year. At the time of the report, St. John’s remained in the middle of all cities surveyed for all age categories in 2018 fee ranking.

Funding for Child Care Capacity Initiative: The Child Care Capacity Initiative provides developmental and start-up funding to not-for-profit or community groups to increase affordable, high-quality child care spaces in underserved areas of the Province. Projects completed this year include:

- Happy Valley-Goose Bay: funding of \$905,062 was provided to the Early Childhood Development Association to increase the number of spaces they provide in the community. With more than 120 child care spaces now available for toddler, preschool and afterschool programs, more families in Happy Valley-Goose Bay will now have access to high-quality, affordable child care.
- Labrador City: funding of \$195,922 was provided to Labrador West Child Care Incorporated (LWCC). With this funding, LWCC created 36 new preschool child care spaces, increasing the centre’s capacity to 93 children. In addition, funds were used to develop a new outdoor play area and to purchase homeroom materials and equipment.

School Openings: In 2018-19, the Department opened Bayview Academy, a K-12 school with an enrolment capacity of approximately 272 students in St. George's. It opened in the combined building formerly occupied by Our Lady of Mercy Elementary and Appalachia High.

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 2018-19 fiscal year, 30 schools received a Safe and Inclusive Schools Award and shared \$12,600 in award funding².

² A complete list of recipients can be found at <https://www.releases.gov.nl.ca/releases/2019/edu/0227n02.aspx>

K-6 Mathematics Bursary Program: The Department introduced a bursary program to encourage teacher participation in university level courses in mathematics content and pedagogy required for Grades K-6. The Department is providing \$40,000 in funding annually for a K-6 Mathematics Bursary Program for the next five years. The purpose of the program is to build capacity among K-6 teachers and to enhance mathematics pedagogy in primary and elementary schools.

Public Consultations: In 2018-19, the Department launched two public consultations:

- Review of Schools Act – The **Schools Act, 1997** is legislation which governs the operation of schools in the province. While a number of amendments have been made to the Act since 1997, an overall review ensures legislation is current and reflects The Way Forward commitment and the Education Action Plan to improve outcomes for students. Public consultations were launched on February 27, 2019 and concluded on March 29, 2019. All input received will help inform the comprehensive review of the Act, which will continue in 2019-20.
- Junior Kindergarten – In keeping with a recommendation in the Education Action Plan, public consultations to inform the development of a guiding document and phased-in implementation plan for Junior Kindergarten commenced on March 25, 2019. Work toward this Education Action Plan recommendation will continue in 2019-20.

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 allocates approximately \$22 million over three years to Newfoundland and Labrador for early learning and child care investments. The funding will support the remaining five years of the 10-year child care strategy and will assist the Department in further developing and implementing innovative approaches to address early learning and child care challenges through subsidies, grants, bursaries and professional learning opportunities. The bilateral agreement, in addition to provincial budget allocations, helps to ensure that Newfoundland and Labrador children have access to programs and services to support their best start in life. These initiatives will assist the Department in achieving The Way Forward commitment to improve child care quality and access.

Foster Youth Innovation through Coding and Technology: The Provincial Government is committed to the advancement of technology in the classroom. In April 2018, \$250,000 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. In addition, EECD provided \$150,000 aimed specifically at professional learning and resources for schools, and the provision of two itinerant teaching units to support Brilliant Labs' work.

Brilliant Labs is an Atlantic Canadian organization that supports coding, computational thinking and Maker Education in schools. This funding assisted Brilliant Labs to 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 give students an opportunity to reach their full potential.

Report on Performance

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. The Department took significant steps to enhance children's early learning and development; to support parental/caregiver involvement; and to provide quality, sufficient and affordable regulated child care. In 2018-19, this was achieved through the development of the Quality Enhancement Program and the development of new components for the Child Care Subsidy, Child Care Capacity, and Operating Grant programs.

Goal Statement

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

2018-19 Objective

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.

Developed a Quality Enhancement Program for regulated child care services

As part of a Quality Enhancement Program funded through the Canada-Newfoundland and Labrador Early Learning and Child Care (bilateral) Agreement, a one-year Capital Renovation Grant was developed and launched for child care centres and family child care homes that had received waivers or that had been required to remove non-commercial grade climbing structures from outdoor play spaces under the new **Child Care Act** introduced July 31, 2017. During 2018-19, approximately 60 child care

services received funding (total \$6.5 million) under this grant to improve the quality of their indoor and outdoor spaces.

The remaining component of the Quality Enhancement Program is in the final stages of development and will be launched in 2019-20. All regulated child care services will have access to regional quality child care consultant support on request and child care services participating in the Operating Grant Program (OGP) will be eligible to apply for a quality enhancement grant (with a recommendation from the regional quality child care consultant).

Developed a Family Child Care component in the Operating Grant Program

The Operating Grant Program (OGP) is a voluntary program which provides operational funding to both non-profit and commercial child care centres. Participating centres are required to set their child care fees at provincial daily child care subsidy rates, and not surcharge for any services, thereby making child care more affordable for all families using those services.

During 2018-19, the Department completed substantial work in developing the Family Child Care component of the OGP including a cross-jurisdictional review of other provinces and territories, and a literature review. Due to competing priorities, the development of this component was not completed in 2018-19; however, it is in the final stages of development and will be launched in 2019-20. The Family Child Care homes choosing to participate in this grant program will be required to lower their fees to provincial child care subsidy program rates in exchange for the grant.

Developed a Family Child Care component for rural and remote communities under the Child Care Capacity Program

The Child Care Capacity Program provides funding to not-for-profit community groups to develop child care spaces in underserved areas and covers such things as: needs assessments; renovation/building costs; and equipment purchase, based on the number

of spaces to be created. Once the service is operational it receives funding under the Operating Grant Program to make the spaces affordable for families.

During the 2018-19 fiscal year, the Department was unable to complete the development of a family child care component for this program due to competing priorities. Expansion of this program to include regulated Family Child Care is in the early stages of development. A cross-jurisdictional review of other provinces and territories and a literature review were completed as of March 2019. It is anticipated that this new component will be launched in 2019-20.

Increased eligibility thresholds under the Child Care Subsidy Program

The Child Care Subsidy Program is an income-tested program designed to assist families with the cost of child care fees at regulated child care services. The Child Care Subsidy Program enables eligible families to access regulated child care services by eliminating or reducing cost within available resources.

The Child Care Subsidy net family income eligibility threshold increase (for full subsidy) was approved with an effective date of July 1, 2019. The increase will move the net family income threshold for full subsidy from \$32,000 to \$35,000; however, families with higher net family income may be eligible for a partial subsidy. Families eligible to receive full subsidy, who register with a child care service participating in the OGP, receive free child care.

Implemented a second increase in the Early Learning and Child Care Supplement

The Early Learning and Child Care (ELCC) Supplement Program provides funding to eligible Early Childhood Educators working in regulated child care services (i.e., child care centres, family child care homes, and family child care agencies). The intent of the program is to attract a greater number of qualified individuals to work with children in regulated child care settings.

Three annual increases in ELCC Supplement Program (totaling approximately \$3.00 per hour over three years) were included as part of the Minister's Mandate letter in 2017-18. The second of the three increases in the ELCC Supplement Program became effective April 1, 2018. This increase provided a \$2,100 per annum increase across all eligible categories.

2019-20 Objective and Indicators

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.

Indicators:

- Implemented a third increase in the Early Learning and Child Care Supplement
- Launched a second component in the Quality Enhancement Program for regulated child care services
- Launched the Family Child Care components of the Operating Grant Program and the Child Care Capacity Program
- Released a foundational document with an implementation plan for a Junior Kindergarten Program

Issue Two: K-12 Education

The Department of Education and Early Childhood Development is committed to ensuring 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.

Stemming from the recommendations of the Premier’s Task Force on Improving Educational Outcomes, the department released and commenced implementation of the Education Action Plan in 2018-19.

Goal Statement

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

2018-19 Objective

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

Released the Education Action Plan

The Education Action Plan was publicly released on July 13, 2018. The Education Action Plan guides actions to implement 82 recommendations from the Premier’s Task Force on Improving Educational Outcomes. These 82 recommendations are grouped under nine areas in the education system: mental health and wellness; inclusive education; mathematics; reading; Indigenous education; multicultural education; co-operative education; early years; and teacher education and professional development. It also specifies timelines and responsibilities for implementation of the task force’s recommendations.

Implementation of the Education Action Plan will occur over three phases:

- Short-term: 31 recommendations to be completed or substantially underway within year one;
- Medium-term: an additional 40 recommendations to be completed or substantially underway within years two to four (by September 2021); and

- Long-term: the remaining 11 recommendations to be completed or substantially underway by year five (by September 2022).

The Education Action Plan is available at www.gov.nl.ca/eecd/files/eap-report.pdf.

Commenced implementation of Phase 1 initiatives from the Education Action Plan

In 2018-19, all 31 short-term recommendations included in the Education Action Plan were already completed or substantially underway. Key actions undertaken in 2018-19 include:

- Twenty-one reading specialists were hired and learning resources provided to support children's reading development in the primary grades. This will increase to 104 over the next two years.
- A new position, teaching and learning assistant, supports teachers in primary and elementary schools. Fifty-four teaching and learning assistants were hired with a plan to hire another 146 over the next two years.
- Funding was provided to school districts as part of Budget 2018 for Learning Commons. 13.5 additional Teacher-Librarians were hired this year, increasing to 39 over the next two years.
- Six permanent K-6 mathematics program specialists with qualifications in mathematics, mathematics education, and where possible, qualifications in primary/elementary education were hired.
- Five permanent program specialists with expertise in reading instruction to provide leadership and curriculum support to the school-based reading specialists were hired.

Implementation of the Education Action Plan is resulting in a more inclusive learning environment that is more responsive to students' strengths and needs. Continued successful implementation of the remaining recommendations will require commitment and collaboration among government departments, school districts, regional health authorities, post-secondary institutions and other community partners.

2019-20 Objective and Indicators

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

Indicators:

- Commenced implementation of the Phase 2 initiatives from the Education Action Plan

Financial Information

Statement of Expenditure and Related Revenue (unaudited)

Summary for the Year ended 31 March^{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)	1,234,045	1,269,600	1,125,400
Total	1,234,045	1,269,600	1,125,400
Corporate Services (13.2.1.01 - 13.2.2.01)			
General Administration (13.2.1.01 – 13.2.1.03)	3,960,685	4,234,800	4,220,300
Youth Interns (13.2.2.01)	-	(391,500)	-
Total	3,960,685	3,843,300	4,220,300
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)	762,791,718	768,578,000	746,254,500
Program Development (13.3.2.01 – 13.3.2.02)	2,386,566	3,640,100	3,593,200
Student Support Services (13.3.3.01 – 13.3.3.02)	2,338,297	2,485,900	2,485,900
Educational Programs (13.3.4.01)	2,678,172	2,840,300	2,840,300
Child and Family Development (13.3.5.01)	48,542,780	53,787,300	54,203,500
Provincial Information and Library Resources Board (13.3.6.01)	12,172,419	12,352,400	11,292,500
Total	830,909,952	843,684,000	820,669,900
Total Department	836,104,682	848,796,900	826,015,600

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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 2019.

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

