



DEPARTMENT OF EDUCATION ANNUAL REPORT 2008-09




Newfoundland
Labrador



2009

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Message from the Minister

July 31, 2009

Honourable Roger Fitzgerald, M.H.A.
Speaker of the House of Assembly

Dear Mr. Speaker:

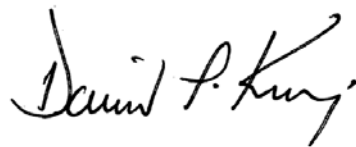
I am pleased to submit the 2008-09 Annual Report for the Department of Education in accordance with its requirements as a category one government entity under the *Transparency and Accountability Act*.

My mandate, as Minister of Education, includes all matters relating to education in the K-12 system; school construction and maintenance; literacy development; monitoring and ensuring progress of post-secondary education; training, certifying and setting qualifications for apprentices and journeypersons; and providing financial assistance to qualified students pursuing post-secondary education.

In 2008-09, staff, working in collaboration with the department's entities, addressed the 2008-09 initiatives contained in the Strategic Plan 2008-11. The major themes addressed were: increased access to education resources; an enhanced K-12 school system; and enhanced opportunities.

The following report covers the period April 1, 2008 to March 31, 2009. The outcomes reported reflect government's strategic directions for education and my signature below is indicative of my accountability for the reported results.

Respectfully submitted,



DARIN T. KING, Ph.D.
MHA, District of Grand Bank
Minister





The Department of Education was established under the *Executive Council Act*. It is a category one government entity under the *Transparency and Accountability Act* and is responsible for achieving outcomes with respect to the education of all citizens from pre-school to post-secondary and beyond. The programs and services offered are provided through three branches:

Primary, Elementary & Secondary Branch

This branch includes responsibility for K-12 education including the divisions of school services; program development; student support services; evaluation and research; distance learning and innovation; and early childhood learning.

Advanced Studies Branch

This branch includes responsibility for post-secondary education, including the divisions of institutional and industrial education; student financial assistance; skills development; and adult learning and literacy.

Corporate Services Branch

This branch includes responsibility for the divisions of design and construction; financial services which also manages student transportation and teachers' payroll; international education; policy, planning and accountability; and federal-provincial agreements.

The Department of Education web site is www.gov.nl.ca/edu.

VISION

The vision of the Department of Education is citizens with the values, knowledge and skills necessary to be productive and contributing members of society.

MISSION

By 2011, the Department of Education will have maintained an education system for the people of Newfoundland and Labrador which is of high quality, safe and affordable.

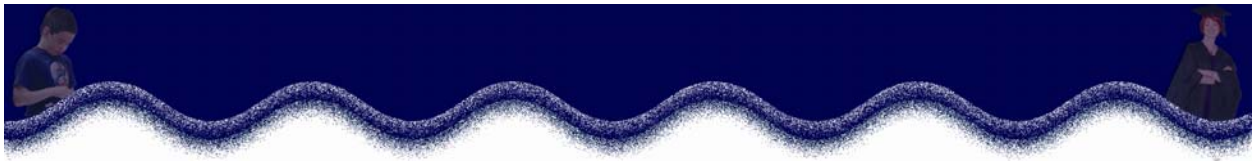
(Readers should note that the department's mission statement has changed slightly from the 2006-08 Strategic Plan and the most current version can be found in the Department of Education Strategic Plan 2008-11.)

LINES OF BUSINESS

The Department of Education has eight main program and service areas:

1. Curriculum and Programs

In the K-12 system, responsibilities include developing and monitoring the curriculum, creating or selecting learning resources, developing and implementing distance learning



activities, developing programs for improved teaching and learning, developing and supporting school development, developing programs and resources for Aboriginal students, and providing teacher professional development. In addition, support services to children with special needs are provided by administering student support programs and the allocation of a full range of personnel to school districts. The department also fosters improved pre-school learning opportunities through cooperation with other departments.

In the public post-secondary system, responsibilities include developing and monitoring curriculum for entry-level and advanced-level apprenticeship training, Adult Basic Education Levels I, II and III, and supporting Memorial University of Newfoundland and College of the North Atlantic. The department administers student financial assistance programs, and monitors the operations and approves the curriculum of private training institutions.

2. Educational Policy and Direction

In the K-12 and the public post-secondary systems, the department sets the strategy and vision. Decision-making is informed through the development of briefing and other support materials, and the provision of statistical indicators and background information.

3. Student Assessment and Certification

Responsibilities include the evaluation, monitoring, test development and certification processes for the K-12 system, and the administration of journeyman certification examinations for designated trades, including the Interprovincial Standards Examinations for Red Seal trades.

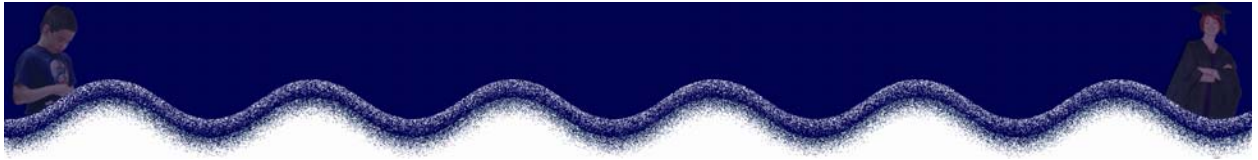


4. Research, Records, Reporting and Accountability

Responsibilities include all major functions related to education system performance such as education statistics, planning, evaluation, accountability, policy development and research. The department collects data and manages databases for core areas such as enrolment and graduate outcomes.

5. Support to Federal, Provincial and Territorial Agreements and Initiatives

The department coordinates the activities of a number of federal-provincial agreements for which it is a key stakeholder such as Official Languages in Education, the Community Access Program, Skills Development under the Labour Market Development Agreement



including the Contribution Agreement, and agreements pertaining to Aboriginal schools. The department's broader roles and interests are advanced by collaboration at a regional and pan-Canadian level through organizations such as the Council of Ministers of Education, Canada; the Forum of Labour Market Ministers; the Council of Atlantic Ministers of Education and Training; the Atlantic Provinces Special Education Authority; and their sub-committees and working groups.

6. Finance, Administration and Corporate Services

Responsibilities include preparation and monitoring of the annual budget, financial management, legislation and regulations, school construction, public libraries, teacher certification, teacher payroll, international education, and financing the K-12 and public post-secondary systems.

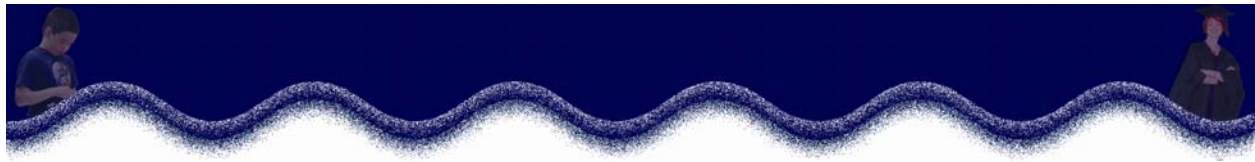
7. Student Financial Assistance

The department is responsible for major functions related to student aid for post-secondary education, including the assessment of eligibility for student loans and grants.

8. Horizontal Commitments

The department is responsible for contributing to a number of government-wide initiatives such as the Innovation Strategy, the Poverty Reduction Strategy, the Violence Prevention Initiative, the Infrastructure Strategy, the Red Tape Reduction Initiative, the Youth Retention and Attraction Strategy, the Healthy Aging Framework and the Northern Strategic Plan.





NUMBER OF EMPLOYEES

On March 31, 2009, the Department of Education employed 287 individuals in its three branches.

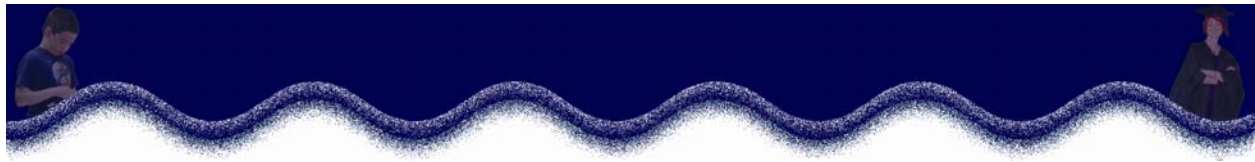
Branch	Female	Male	Total
Primary, Elementary & Secondary ¹	66	35	101
Advanced Studies	73	34	107
Corporate Services ²	57	22	79
Total	196	91	287

- ¹ The Centre for Distance Learning and Innovation also had 11 female and 23 male teachers instructing students which are not included in this number.
 - ² These numbers include communications and ministerial staff.
- The department had 54 management positions (27 female and 27 male) which include members of the executive, directors and managers.
 - The department had 269 employees working in urban areas and 18 employees working in rural areas. The definition of an urban area is based on the Statistics Canada definition of a Census Metropolitan Area. For the purpose of this report, urban is defined as the St. John's Census Metropolitan Area.

PHYSICAL LOCATION

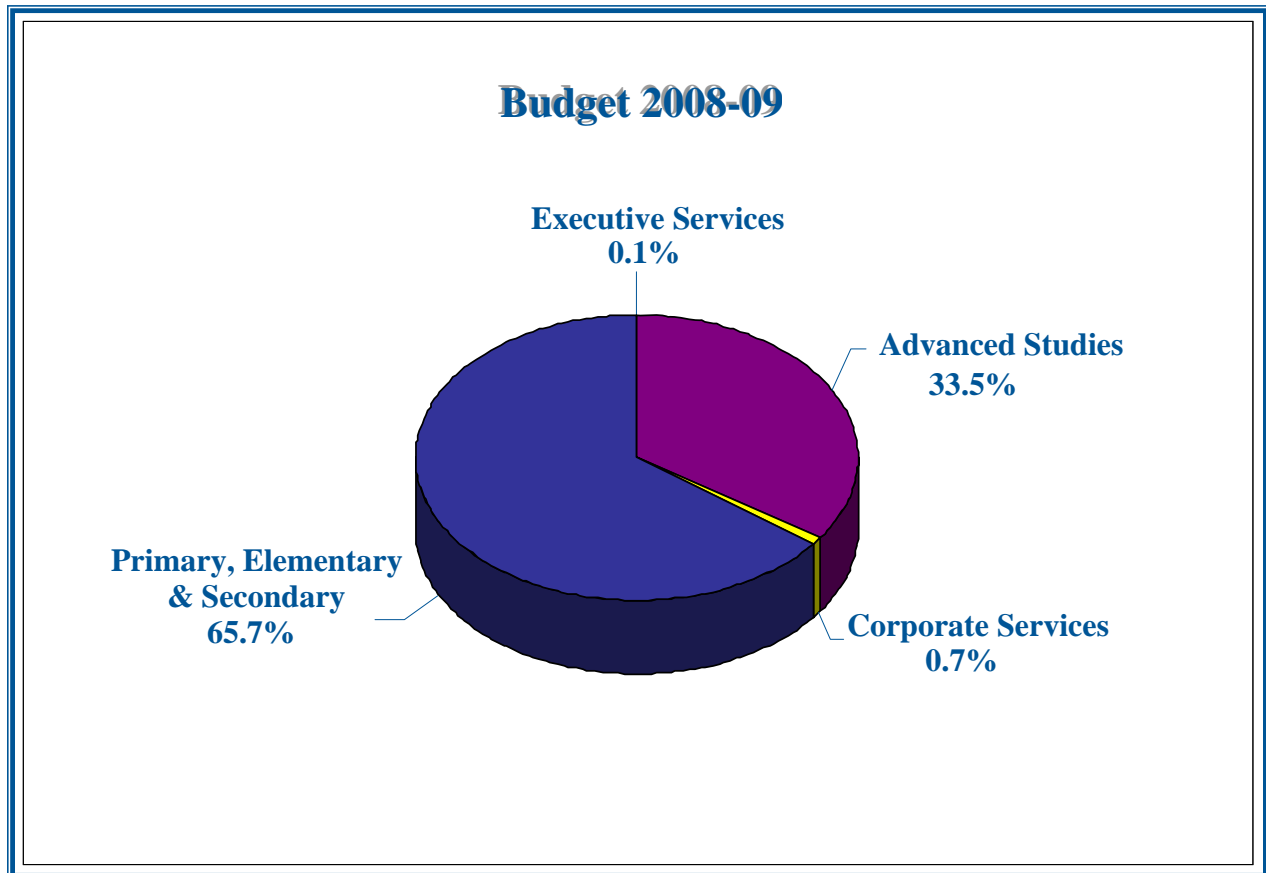
The main offices of the Department of Education are located in the West Block of the Confederation Building in St. John's with additional services being provided from Coughlan College at Memorial University's campus and in Pleasantville. Regional offices, delivering provincial apprenticeship services, are located in Clarenville, Corner Brook, Grand Falls-Windsor and Happy Valley-Goose Bay. The Centre for Distance Learning and Innovation has offices on Memorial University's St. John's campus, and in Gander and Stephenville.





BUDGET

The department's budget for fiscal year 2008-09, as published in *Estimates 08* from the Department of Finance, was \$1.128 billion.



MANDATE

The Minister of Education is responsible for all aspects of K-12 and post-secondary education in Newfoundland and Labrador. The mandate for the Minister of Education is primarily established under:

- The Department of Education Notice under the *Executive Council Act*;
- The *Schools Act, 1997*;
- Sections 6 and 7 of the *Teacher Training Act*;
- Section 15.(2) of the *College Act, 1996*;
- Section 11 of the *Apprenticeship and Certification Act*; and,
- Sections 3, 4, 5, 6, 7, 11, 14, 15 and 19 of the *Student Financial Assistance Act*.

For a complete listing of these sections, please refer to appendix C of the Department of Education Strategic Plan 2008-11.



Shared Commitments

To ensure that the delivery of education in Newfoundland and Labrador is efficient, effective and of high quality, the Department of Education works in partnership with numerous organizations to ensure the strategic direction of government is implemented. The strategic directions were communicated by the Minister of Education on March 19, 2008 to all entities with the exception of Memorial University. These directions do not apply to the university as their strategic direction is set by the Board of Regents. However, all education entities partner with the department in the achievement of the goals set in accordance with the minister's mandate.

SCHOOL BOARDS

The five school boards (Eastern, Nova Central, Western, Labrador and Conseil scolaire francophone provincial) are directly responsible for the administration and operation of the province's schools and school districts including:

- staffing;
- distributing resources, including human resources;
- evaluating, acquiring, distributing and maintaining technology resources;
- acquiring, maintaining and repairing buildings;
- transporting students; and,
- developing instructional policies and practices.

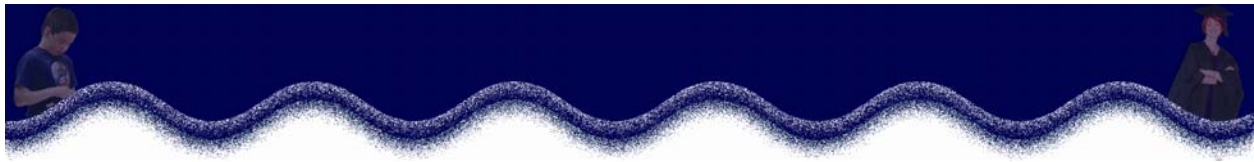
K-12 Statistics for 2008-09			
Five School Boards – 279 Public Schools			
	Female	Male	Total
Students	34,499	36,132	70,631
Teachers	3,912	1,660	5,572

SCHOOL COUNCILS

The *Schools Act, 1997* requires each school principal to establish a school council that will represent the school's educational interests; advise on the quality of teaching and learning in the school; facilitate parent and community involvement; and advise the school board on matters of concern. The councils also recommend, and then support and promote, a plan for improving teaching and learning as approved by the school board; approve and monitor fund-raising activities; consider and monitor performance standards; and make recommendations to school principals on various issues.

POST-SECONDARY EDUCATION INSTITUTIONS

Public post-secondary education is delivered in the province through two main institutions. Memorial University operates four campuses (St. John's, Sir Wilfred Grenfell College in Corner Brook, Marine Institute in St. John's, and Harlow, England) while College of the North Atlantic operates 17 campuses in the province and one campus in the State of Qatar in the Middle East. In



addition to the public post-secondary system, the department regulates private training institutions. The department also works with apprentices, employers, and the federal government to help apprentices receive the work experience and technical training required to become certified journeypersons.

The following table presents post-secondary enrolment as of fall 2008:

Post-Secondary Students	
Institution	Fall 2008
Memorial University	16,835
Marine Institute	816
College of the North Atlantic	6,607
Private training institutions	3,141
Total	27,399

LABOUR MARKET DEVELOPMENT

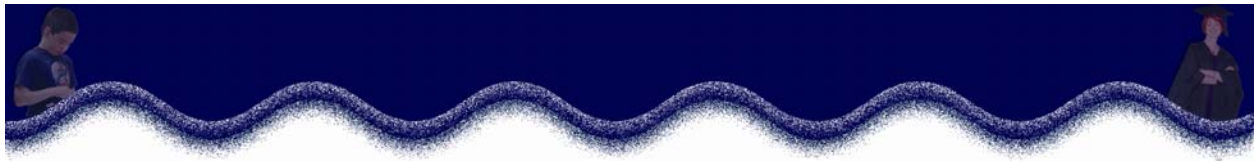
The department partners with other provincial and federal government departments regarding the development of labour market policies and programs, particularly on training programs related to skills development. Partnering provincial departments include Human Resources, Labour and Employment, and Innovation, Trade and Rural Development. Partnering federal departments include Human Resources and Skills Development Canada, Industry Canada, and the Atlantic Canada Opportunities Agency.

POVERTY REDUCTION STRATEGY

Reducing poverty is essential to ensuring a healthy and prosperous future for our province. In June 2006 the Government of Newfoundland and Labrador released the Poverty Reduction Strategy, *Reducing Poverty: An Action Plan for Newfoundland and Labrador*. Developed through an extensive research and consultation process, the strategy outlines a plan for a long-term integrated approach based on the principles of social inclusion and collaboration.

Twelve provincial government departments and agencies work together to identify and develop policies and programs designed to help those groups most vulnerable to long-term poverty. These include: families led by single mothers; single people in general; older adults in particular; persons with disabilities; and Aboriginal people.

Government's strategic plan for reducing poverty in Newfoundland and Labrador incorporates initiatives to reduce the depth and level of poverty, alleviate its negative effects, and help break the cycle of inter-generational dependency. Under the strategy students have been provided with textbooks free of charge for the prescribed curriculum in Grade 9 to Level III, common school fees and charges for consumable text books have been eliminated, school food guidelines have



been established, and the high school *Futures in Skilled Trades and Technology* program has been introduced.

OTHER ORGANIZATIONS

The department funds and works with the Provincial Information and Library Resources Board, the Student Loan Corporation of Newfoundland and Labrador, the Private Training Corporation, and the Provincial Apprenticeship and Certification Board. The department works with the federal Department of Canadian Heritage, Infrastructure Canada, Statistics Canada, and the Red Seal Secretariat. Funding is also provided to community-based centres that deliver Adult Basic Education Level I or coordinate one-to-one adult literacy tutoring programs.

The department regularly consults with associations such as the Newfoundland and Labrador Teachers' Association, the Newfoundland and Labrador Association of Public and Private Employees, the Canadian Union of Public Employees, the Newfoundland and Labrador School Boards Association, Literacy Newfoundland and Labrador, the Newfoundland and Labrador Federation of School Councils, the Canadian Federation of Students, provincial student organizations, and other stakeholders. With respect to apprenticeship, the department consults with industry associations, advisory committees and national groups such as the Canadian Council of Directors of Apprenticeship, the Canadian Apprenticeship Forum and the Atlantic Apprenticeship Council. During these consultations, valuable information is shared by the department and its stakeholders. Furthermore, they help shape the department's policy development and decision-making processes, and assist stakeholders meet their respective mandates.



The Department of Education identified three strategic issues that would guide its work for the three-year period April 1, 2008 to March 31, 2011. These areas are: increased access to education resources; an enhanced K-12 school system; and enhanced opportunities.

Increased Access to Education Resources

One of the most desirable assets upon which to build the future of our province is an educated population. To ensure that our students are given every opportunity to excel, the Department of Education provided greater access to education resources in 2008-09 through distance education, tuition freezes, electronic library resources, a new regional office to serve apprentices, and initial steps toward greater Sir Wilfred Grenfell College autonomy. This is in line with government's strategic directions for the primary, elementary and secondary, and post-secondary education systems.

Goal

By March 31, 2011, the Department of Education will have improved access to the provincial education system.

Measure: Improved access
Indicator: Increased resources
Increased supports

Strategic Plan Objective for 2008-09

The Department of Education's objective for 2008-09 was to have increased access to education resources in an effort to educate a population that will help build the future of our province.

By March 31, 2009, the Department of Education will have increased resources and support throughout the education system to improve access.

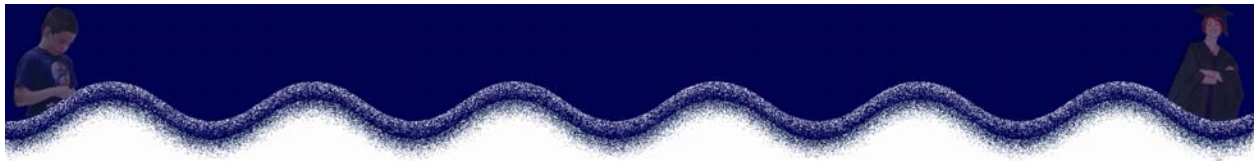
Measure: Increased resources and supports

The following details the department's achievement of each of the initiatives for 2008-09 with some noted variances.

Indicators:

Enhanced programming for the Centre for Distance Learning and Innovation (CDLI) to accommodate a growing demand for service

A growing demand for service was accommodated with additional funding in 2008-09 to enhance programming in the Centre for Distance Learning and Innovation. More than \$1.6 million in additional funding was allocated in Budget 2008 to ensure the centre could continue to meet the expanding needs of students and teachers throughout the province. With this funding CDLI expanded its teaching workforce by 2.25 units; updated equipment in schools to accommodate distance education students through the replacement of existing equipment with LCD TVs, the purchase of thirty-four new videoconference units and the provision of optimum Internet connectivity; and assisted school districts with the delivery of distance education.



Furthermore, in 2008-09 CDLI provided for the first time a French first language course to provincial Francophone students as well as science lab support.

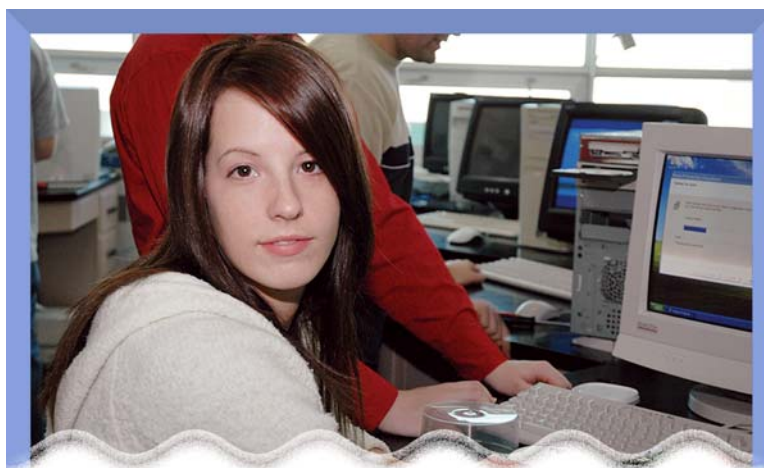
CDLI has grown significantly since it was established in 2001. Thirty-six high school courses are now available and 103 schools offer courses through CDLI. There has been a 69 per cent increase in course registrations, a 65 per cent increase in the number of teachers, and a 100 per cent increase in the number of high school courses offered.

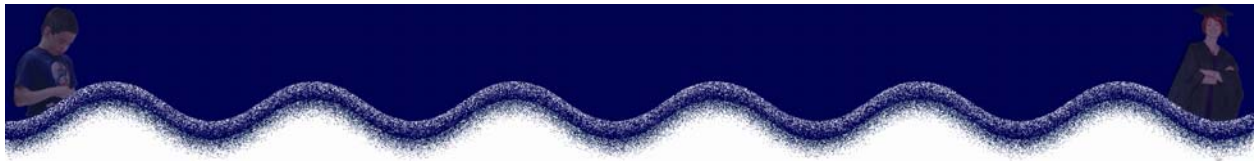
Maintained the tuition freeze for Memorial University and College of the North Atlantic to enhance the affordability of a post-secondary education

To enhance the affordability of a post-secondary education, Budget 2008 allocated \$4.2 million to Memorial University and \$800,000 to College of the North Atlantic to maintain the tuition freeze. Tuition in Newfoundland and Labrador is 41 per cent lower than the national average, which ensures that students have access to an affordable, high-quality education. The affordability of post-secondary education in this province has contributed to a 108 per cent increase in full-time students coming from the Maritimes since 2004, as well as a 54 per cent decrease over the past five years in the number of students leaving to study elsewhere in Atlantic Canada. Since 2005, the total investment by government to the tuition freeze initiative is approximately \$46 million.

Increased access to electronic library resources, so that all areas throughout the province have access to required education materials

To ensure that all areas throughout the province have access to required education materials, Budget 2008 allocated \$150,000 to the Provincial Information and Library Resources Board (PILRB) to increase electronic resources. This funding allowed the board to permanently subscribe to resources that had been used on a trial basis in 2007-08 including ESBCO Host, a multi-resource database that allows users to search several online database resources; World Book Encyclopedia Online; Oxford English Dictionary; Oxford Music Online; Oxford Language Dictionaries; and Magill's Medical Guide. The PILRB also now subscribes to the Chilton Auto Repair Manuals.





Enhanced support to apprentices, employers and post-secondary institutions through the development of a new standards and curriculum unit for apprenticeship, with an office in Clarenville

On October 1, 2008, the Division of Institutional and Industrial Education began to provide service in Clarenville through the newly-formed standards and curriculum unit for apprenticeship. The establishment of this office, while not in its permanent location, has enhanced support to apprentices, employers and post-secondary institutions.

Improved opportunities for students on the province's west coast by taking initial steps toward the granting of increased autonomy for Sir Wilfred Grenfell College

Budget 2008 allocated a \$500,000 increase to the college's base budget as an initial step to improve opportunities and begin implementation of the accepted option from the Sir Wilfred Grenfell College Review conducted by Professor John Davies and Professor John Kelly. The accepted option recommended the establishment of a separate, autonomous university in Corner Brook with its own governance structure and academic senate, while sharing a common Board of Regents with Memorial University, St. John's. Additional analysis will be completed in 2009-10 toward this indicator.



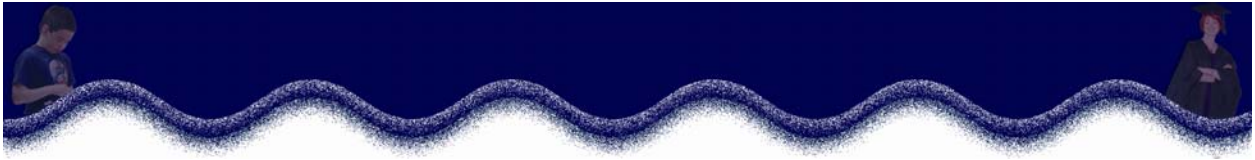
Strategic Plan Objective for 2009-10

By March 31, 2010, the Department of Education will have further increased the resources and support throughout the education system to improve access.

Measure: Increased resources and supports

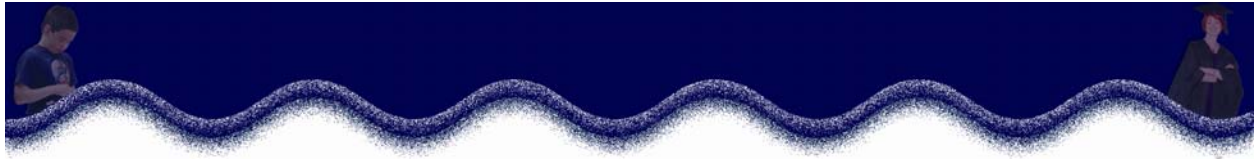
Indicators:

- Maintained the tuition freeze for Memorial University and College of the North Atlantic to enhance the affordability of a post-secondary education



- Improved opportunities for students on the province's west coast by taking additional steps toward the granting of increased autonomy for Sir Wilfred Grenfell College
- Improved post-secondary student financial assistance package to enhance access to post-secondary education through further debt reduction initiatives
- Improved access to graduate degrees and research opportunities through graduate school fellowships





An Enhanced K-12 School System

A strong K-12 education helps to foster lifelong learners and cultivates the minds that will shape the future of Newfoundland and Labrador. To ensure that all our students are given the best possible start in their education, the Department of Education strives to continuously improve the system by responding to the changing needs of society. Enhanced programming and improved facilities with increased health and safety standards will ensure that all students receive a high quality education in a dynamic environment. This will benefit them in the future as per the strategic direction of government for primary, elementary and secondary education.

Goal

By March 31, 2011, the Department of Education will have enhanced the K-12 education system through program developments and enhanced school facilities.

Measure: Enhanced education system

Indicator: Enhanced programming
Enhanced school facilities

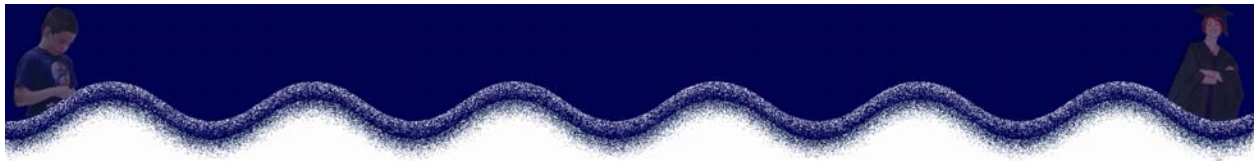
Strategic Plan Objective for 2008-09

The Department of Education's objective for 2008-09 was to improve programming and enhance facilities in the provincial K-12 education system. This was in an effort to ensure that all students achieve their unique potential and receive a quality education experience that will benefit them in shaping the future of our province. The department has met this objective.

By March 31, 2009, the Department of Education will have enhanced school facilities and improved programming in K-12 schools throughout the province.

Measure: Improved programming and facilities





The following details the department's achievement of each of the initiatives for 2008-09.

Indicators:

Encouraged healthy living through the continued implementation of the Healthy Students Healthy Schools program

The Provincial Government is committed to a comprehensive health and physical education program in its K-12 schools and encourages healthy living. Budget 2008 allocated \$500,000 for the continued implementation of the Healthy Students Healthy Schools program. This funding was used to replace existing cafeteria equipment, such as deep fryers, with equipment for the preparation and storage of healthy foods, such as convection ovens and coolers. The School Food Guidelines were revised to reflect healthier food choices for students. This funding continued support to the districts' health promotion liaison consultants to carry out work in schools throughout the province, including funding for *Living Healthy Commotions*. These commotions are school-based events that celebrate achievements in creating healthy school environments. Activities are designed to encourage students to be active, eat healthy and stay smoke-free.

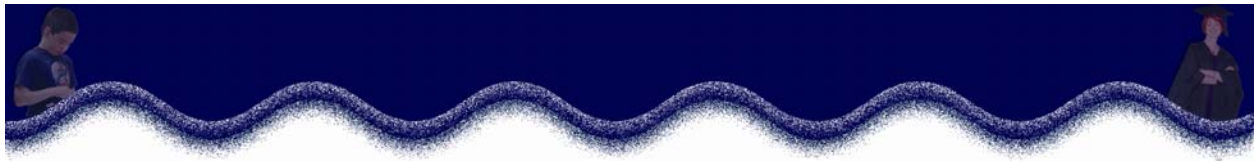
Improved student supports through the implementation of the recommendations from the Teacher Allocation Commission and ISSP/Pathways reports

Student supports were improved through the implementation of the recommendations of the Teacher Allocation and ISSP/Pathways reports.

Under the new teacher allocation model, there were an additional 65 teachers in the system for the 2008-09 school year, despite declining student enrolment. The new model is based on two key elements – a focus on programming and teaching needs, and maximum class sizes in the K-9 system. Budget 2008 allocated \$3.56 million to help school districts with their individual planning for school programming and teaching needs.

An investment of \$2.4 million was allocated in 2008-09 to make changes to the current ISSP/Pathways system for delivering programming and services to students with special needs. The department is working with educators and other partners in education across the province to effect change in almost every aspect





of special needs services. This includes the development of resources, training and a comprehensive and sustainable professional development plan for teachers.

Enhanced K-12 facilities throughout the province

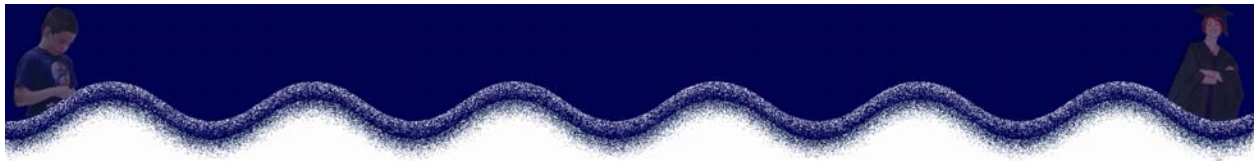
Budget 2008 allocated \$88.8 million to enhance K-12 facilities throughout the province, including new school construction, and repair and maintenance projects. This was an increase of \$39.5 million over 2007-08. This funding helped to move forward the nine new schools that have been announced for the communities of L'Anse au Loup, Port Saunders, Baie Verte, Torbay, Placentia, Happy Valley-Goose Bay, Port Hope Simpson, and two facilities in Paradise. It also funded the enhanced repair and maintenance program.

In February 2009, Corner Brook Regional High opened its doors after an \$18 million redevelopment. This state-of-the-art facility, which is now one of the most modern in the province, has been extended to include a new gymnasium complete with change rooms; biology, chemistry and physics labs; and two skilled trades suites. Improvements include a music room as well as a multi-purpose music/theatre arts room; two computer rooms; two special education rooms; and two guidance suites. The school is now accessible.

In March 2009, the department awarded a tender of \$27.4 million to begin construction of the new K-6 school for Torbay and the new K-6 school for Paradise. A similar floor plan is being used for the design of both facilities and will provide enhanced learning environments which will include learning resource centres, recycling rooms, cafeterias and multi-purpose lunch rooms, gymnasiums with change rooms, two guidance suites each, special education suites and medical rooms.

Finally, in 2008-09, over 400 repair and maintenance projects were initiated, which included repairs to, or replacement of, windows, roofs and siding, and the construction of extensions. The department spent \$27 million compared to the \$16.7 million spent in 2007-08.





Enhanced access to skilled trades training through the upgrade of high school *Futures in Skilled Trades and Technology* suites

The *Futures in Skilled Trades and Technology* program exposes students to the skilled trades using the same calibre of equipment that is found on job sites across the country. It is currently offered in 72 high schools across the province. Six courses have been developed to support the program. Budget 2008 saw an additional investment of \$750,000 for the *Futures in Skilled Trades and Technology* program. This funding enhanced access to skilled trades. State-of-the-art equipment, including computer-controlled routers and lathes, sliding compound mitre saws and a wide variety of power tools, were shipped to schools and used to enhance the suites for the 2008-09 school year.

Strategic Plan Objective for 2009-10

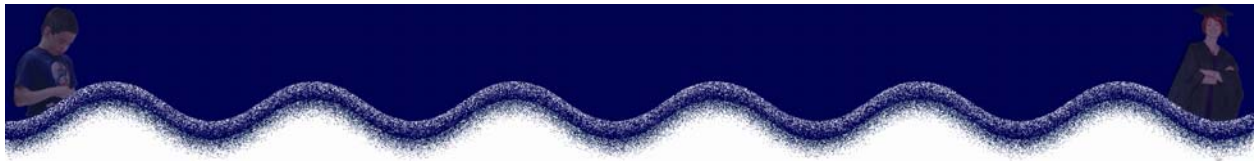
By March 31, 2010, the Department of Education will have further enhanced school facilities and improved programming in K-12 schools throughout the province.

Measure: Improved facilities and programming

Indicators:

- Encouraged healthy living through the continued implementation of the Healthy Students Healthy Schools program
- Improved math curriculum through the continued implementation of the *Excellence in Mathematics* strategy
- Increased repairs and maintenance projects in K-12 facilities
- Initiated additional K-12 school facility capital construction projects
- Expanded the K-12 skilled trades programming to additional schools, using the Centre for Distance Learning and Innovation for small and remote schools





Enhanced Opportunities

Newfoundland and Labrador's economic turnaround in recent years can be attributed to activity in- and leadership and sound management of- the oil and gas industry, and mining and construction sectors. The demand for highly skilled tradespeople in this province, as well as in the rest of Canada and around the world, has never been greater. Despite the global economic downturn, demand in Newfoundland and Labrador remains very high. As such, the Department of Education is committed to enhancing the opportunities for skilled tradespeople by investing in the programs and facilities that promote these occupations. Furthermore, in response to the needs of the province in the areas of business, engineering, marine management, nursing and social work, investment is also being made in these areas. The department is committed to enhancing the opportunities for all post-secondary students in the province in order to prepare them to make valuable contributions to society as per government's strategic direction for skilled trades.

Goal

By March 31, 2011, the Department of Education will have enhanced opportunities for Newfoundlanders and Labradorians to obtain the skills and knowledge to participate in society.

Measure: Enhanced opportunities

Indicator: Increased post-secondary resources and supports

Strategic Plan Objective for 2008-09

The Department of Education's objective for 2008-09 was to enhance opportunities for the citizens of Newfoundland and Labrador by investing in the public post-secondary education system in order to ensure a sustainable workforce, and that citizens are provided with the educational opportunities they require to contribute to the future of the province.

By March 31, 2009, the Department of Education will have enhanced opportunities by investing in various public post-secondary and apprenticeship initiatives.

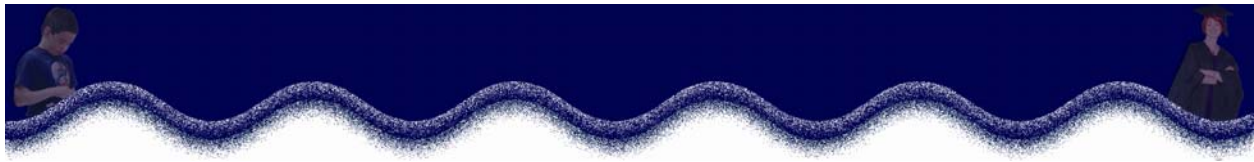
Measure: Enhanced post-secondary education system

The following details the department's achievement of each of the initiatives for 2008-09 with some noted variances.

Indicators:

Increased the number of graduates from the School of Nursing and the School of Social Work

Budget 2008 allocated \$1.126 million to increase the number of seats in the Schools of Nursing and Social Work, thereby increasing the number of graduates from these programs. The undergraduate class size in the School of Nursing has been increased by 10 students. Both the undergraduate and graduate class sizes in the School of Social Work have been increased by 15 students each. While the number of graduates cannot be increased in the initial year of funding,



the framework has been put in place to increase the number of graduates and to successfully achieve this indicator. These actions will ensure an increased supply of new front-line nurses and social workers, as well as address the increased demand for social workers with advanced qualifications.

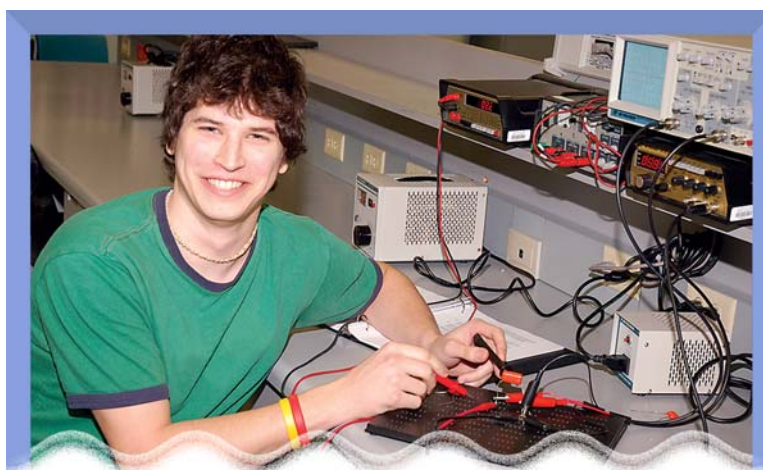
Enhanced professional schools through investments in the Faculties of Business and Engineering, as well as the new graduate programs at Marine Institute

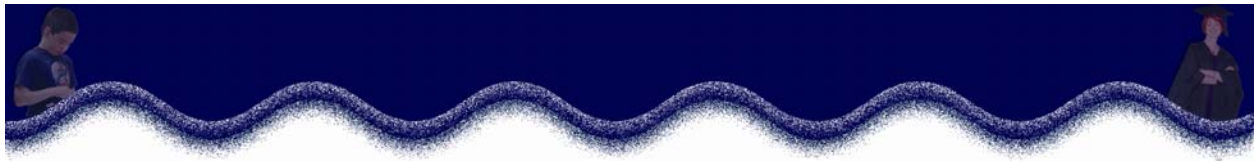
Budget 2008 allocated \$980,000 to enhance the professional schools at Memorial University and the Marine Institute.

Funding of \$350,000 was allocated to expand the Faculty of Business at Memorial University. This allowed the faculty to develop groups that are focused on specific areas of practice, such as marketing, organizational behaviour and labour relations. In order to support the work of the area groups, two positions were created – director of graduate programs and undergraduate student liaison officer. As well, the number of faculty was increased by five to ensure that a faculty member will facilitate the area groups in leading required curriculum change; provide a focus for research and participation in the newly-approved PhD program; and provide support to new and part-time faculty.

Funding of \$330,000 was allocated to expand the Faculty of Engineering. This allowed for the hiring of new faculty to lead course development and research in areas identified as high priorities by the province and industry. As well, it provided salary and laboratory support to ensure the continuation of 12 externally funded chair positions once the external funding ends.

Funding of \$300,000 was allocated to expand graduate programs at the Marine Institute. There will be 15 new graduate students per year in the Master of Maritime Management, which is offered in collaboration with the Faculty of Business. Furthermore, there will be 30 new graduate students per year in the Master of Technology Management, which will be offered in collaboration with the Faculty of Business.





Enhanced public post-secondary infrastructure at select sites: student residences in St. John's and Corner Brook; academic building in Corner Brook; and College of the North Atlantic campus in Labrador West

In St. John's and Corner Brook, preparatory work continued for the construction of new student residences and it is anticipated that tenders will be called in 2009-10 to commence the process. In October 2008 Memorial University re-opened Barnes House on the St. John's campus after a \$3.6 million renovation. Barnes House is the first residence to be upgraded in a series of scheduled renovations of student residences and other campus facilities.

Preparatory work has also begun for the new academic building in Corner Brook. A series of tender documents have been developed and are anticipated to be issued in early and mid 2009-10. The delays in construction were the result of additional analysis undertaken to leverage federal funding for this project under the Knowledge Infrastructure Program.

Preparatory work for the new College of the North Atlantic campus in Labrador West continued. The site has been approved for construction which will commence in 2009-10. Delays in construction were the result of additional required site testing and analysis undertaken to leverage federal funding for this project under the Knowledge Infrastructure Program.

Enhanced programming on the province's west coast through the development of the Centre for Environmental Excellence

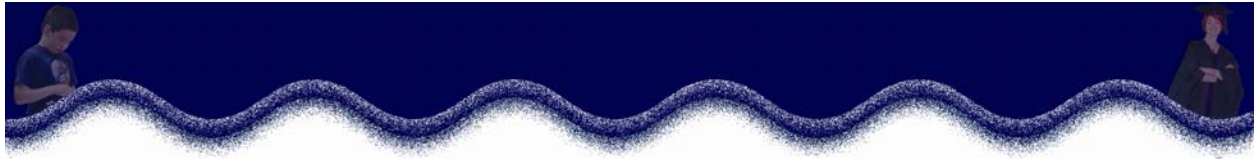
The department provided funding in 2008-09 to Sir Wilfred Grenfell College for the development of graduate programming which is in its initial stages. However, to ensure maximum connectivity at the local level, the development of the Centre for Environmental Excellence will now come under the direction of the Forestry Branch of the Department of Natural Resources located in Corner Brook. As such, funding and progress toward this initiative will now be undertaken by that department.

Enhanced skilled trades opportunities through continued implementation of the recommendations of the Skills Task Force

In 2008-09, government again enhanced skilled trades opportunities through the continued implementation of the recommendations of the Skills Task Force report. In December 2008, government accepted a change to the journeyman to apprentice ratio as recommended by the Provincial Apprenticeship and Certification Board. Under a Memorandum of Understanding (MOU), for every 1:1 ratio an employer currently has, an additional final year apprentice can now be hired. In addition, if the employer's current MOU is already with a final year apprentice, the employer can hire a first, second, or third year apprentice.



As well, Budget 2008 allocated \$1.3 million annually to support the hiring of apprentices in



government boards and agencies. This builds on the more than \$2.3 million over the past two years to hire apprentices across government.

Enhanced trades shops at College of the North Atlantic through the establishment of base funding for annual upgrades to select campuses as part of the shop industrialization program

The process was put in place to ensure that trade shops at College of the North Atlantic are enhanced through the establishment of \$1 million in base funding in Budget 2008 for annual upgrades to select campuses. The ongoing shop modernization program will address occupational health and safety, accreditation, and accessibility issues. Furthermore, it will replace outdated equipment and help trade shops meet industry standards.

Strategic Plan Objective for 2009-10

By March 31, 2010, the Department of Education will have further invested in various public post-secondary and apprenticeship initiatives.

Measure: Enhanced post-secondary education system

Indicators:

- Enhanced public post-secondary infrastructure at select sites: student residences in St. John’s and Corner Brook; academic building in Corner Brook; and College of the North Atlantic campus in Labrador West
- Enhanced professional schools through continued investments in the Faculties of Business and Engineering
- Increased opportunities for post-secondary students through the creation of a post-degree fast-track social work program
- Enhanced ocean technology programming
- Enhanced awareness of skilled trades and opportunities for apprentices through continued implementation of Skills Task Force action items



Student Aid Initiatives

Accessing information and updates on student loans became easier in 2008 with the introduction of a toll-free phone number. Students can call 1-888-657-0800 free-of-charge during regular work hours to speak with a student aid representative. Prior to the introduction of this new service, those outside the St. John's area would incur long-distance fees if they needed to speak directly to a student aid official.

Second Roundtable on Student Debt

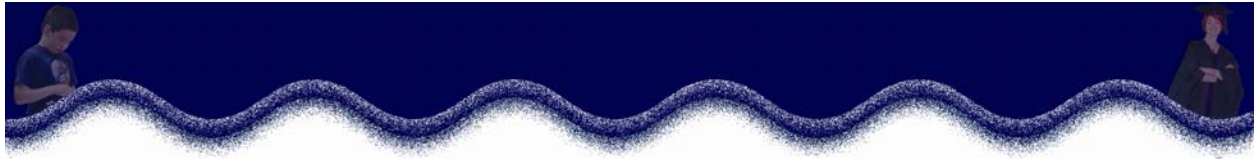
On Saturday, January 24, 2009 the Minister of Education hosted a second roundtable on student debt with representatives of student groups and graduates from the province's public and private post-secondary institutions. The roundtable provided an opportunity for government to solicit input respecting preferred ways to reduce student debt. Government will address recommendations stemming from the roundtable in 2009-10.

Adult Learning Opportunities

Government provided funding in 2008-09 to nine community-based organizations for the delivery of Adult Basic Education Level I. Interest earned on the Literacy Endowment Fund is also used to operate two community-based literacy tutoring programs. These programs facilitate individual growth and enable people to pursue post-secondary education with an eventual goal of participation in our province's growing economy. Funding of \$50,000 was also provided for the Successful Post-Secondary Transition Scholarship program. Twenty-five, \$2000 scholarships were provided to recent graduates of Adult Basic Education, Comprehensive Arts and Science College Transition programs, and the General Educational Development test, who are beginning a full-time program at a university or college. Recipients were chosen based on academic excellence and the quality of their written submission.



In June 2008, a discussion paper was released to help facilitate public input into the Strategic Adult Literacy Plan and ensure the diverse needs of the province's various regions are reflected. The Strategic Adult Literacy Plan will respect community differences and the different forms of literacy programming such as family literacy, transitional employment training, workplace basic skills upgrading, Aboriginal programming and adult tutoring. The new plan will aim to improve numeracy skills as well as reading and writing. It will include detailed goals, actions and performance measures on an annual basis to 2013.



Women in Skilled Trades

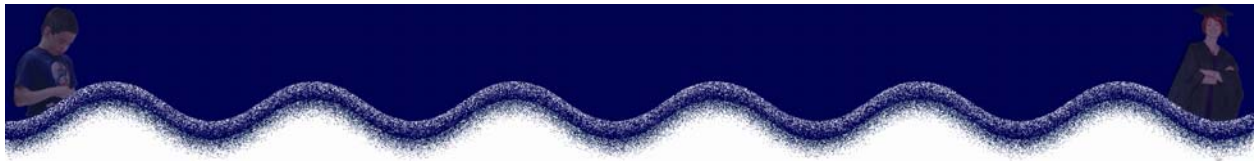
In December 2008, the Department of Education signed a \$100,000 contract with the Council of Carpenters, Millwrights and Allied Workers. With this funding, the union will establish an office of women in apprenticeship; develop an inventory of women apprentices; and establish a work placement program to ensure women apprentices are finding the training they need to complete their programs. The union will also work with employers and companies to ensure their commitments to hire female apprentices have been met. In addition, the union will design a provincial awareness campaign highlighting the need to expand female participation in apprenticeship, targeting post-secondary institutions, workplaces, industry associations and trade unions.

The *Jump Start Your Life* promotional campaign is designed to encourage female junior high students to register for skilled trades courses at the high school level. As of September 2008, six courses have been developed under the *Futures in Skilled Trades and Technology* program – Skilled Trades, Design and Fabrication (levels I and II), Residential Construction, Energy and Power, and Robotics. Females represented 25 per cent of course registrations in these courses.

Innu Education

A partnership between the Department of Education and the Innu Nation has resulted in a social studies curriculum and resources specifically designed for Innu Kindergarten students. The Kindergarten social studies curriculum was adapted by a working group of representatives from the Innu Nation, the Labrador School District and the Department of Education. It is the first time that the Innu have been so actively involved in resource development, which also included hands-on professional development for Innu participants. This effort has resulted in a curriculum for Kindergarten that is uniquely adapted to the Innu, as well as a framework for modifying other subject areas for Innu students at different grade levels and in different subjects.





Career Development Support

In September 2008, ten career resource professionals were hired as part of a partnership with the Department of Human Resources, Labour and Employment. These professionals have a direct link with the education system and help to ensure young people across the province understand and prepare for emerging opportunities in today's labour market. The career resource professionals in these positions work with teachers and guidance counsellors in the secondary school system. Furthermore, they collaborate with others involved in various career and employment initiatives with the Department of Human Resources, Labour and Employment and the Department of Education, and partners at the community level including business and labour.

Public Libraries

Public libraries in several communities throughout Newfoundland and Labrador received various upgrades with additional funding of \$260,000 provided by the Provincial Government in late 2008-09. The funding included the modernization of Kindale Public Library in Stephenville; the purchase of appropriate shelving for libraries in Deer Lake, Botwood and St. John's; and upgrades to the children's area in 35 locations throughout the province.



Community Access Program

The Community Access Program (CAP) continued to provide public Internet access at 153 locations throughout the province with approximately \$800,000 in direct funding to maintain and upgrade the services provided at each CAP site. Additionally, through the CAP Youth Initiative, 63 youth were provided with employment at CAP sites, primarily in rural and remote locations. In 2008-09, approximately 400,000 computer sessions were logged at CAP sites and over 2600 computer training sessions were provided to 7300 participants.

CDLI Broadband Initiative

The CDLI broadband initiative was fully completed in December 2008. The governments of Newfoundland and Labrador and Canada each provided \$5 million to this initiative under the Canada Strategic Infrastructure Fund. EastLink, in partnership with the province, contributed more than \$27 million towards this broadband Internet access initiative that provided services to 66 schools and 99 communities. The benefits include facilitating online and distance learning; improving access to health care and home care services; and enhancing the ability of citizens to participate in local, regional and national issues of interest.



THE POWER ENGINEERING EXAMINATION COMMITTEE

The provincial power engineering examination committee consists of three members who are first class power engineers with backgrounds in various industries. This committee provides examination review and marking services to the department as required. In addition, members provide advice regarding applicants' eligibility for examination. Each classification of power engineering requires each candidate to write and pass a series of examinations before being issued a certificate.

In fiscal year 2008-09, a total of 260 power engineering examination papers were written by 172 candidates. The total number of examinations passed was 108 and 44 new power engineering certificates were issued. There were 203 multiple choice and 57 essay exams written. Once completed, the essay exams are forwarded to the examination committee for marking. In order to improve service to clients, the power engineering examination committee now marks essay exams as the need arises instead of at the quarterly meeting of the committee.

TEACHER CERTIFICATION BOARD OF APPEALS

In accordance with section 14(1) of *The Teacher Training Act*, the Minister of Education may convene a board of appeals to hear two types of appeals where a teacher remains aggrieved by the decision of the registrar of teacher certification and records following a re-examination of an application; and, where a teacher or the teacher certification committee remains aggrieved by a decision of the teachers' review panel. The board of appeals appointed by the Minister of Education consists of one member nominated by the Newfoundland and Labrador Teachers' Association; two members nominated by the teacher certification committee; one member who is an employee of the Department of Education; and one member nominated by the above four members to be chairperson of the board of appeals. Members of a board of appeals are appointed on an ad-hoc basis. The finding or decision of the board is final and binding on the parties to an appeal. The minister was not requested to convene a board of appeals during fiscal year 2008-09.

COUNCIL ON HIGHER EDUCATION

The *Council on Higher Education Act* was proclaimed on January 26, 2007. The council is currently inactive pending revision of its membership to incorporate the new role Sir Wilfred Grenfell College will have with its greater autonomy. Once activated, the Council on Higher Education will consider the strategic directions of government, and identify and develop business issues which will guide its work in accordance with its legislated mandate.



Financial Statements

Expenditure and revenue figures included in this document are based on public information. Financial information contained in this document is based on Program Expenditures and Revenues (unaudited) of the Consolidated Revenue Fund for Fiscal Year Ended 31 March 2009.

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 a separate audited financial statement.

STATEMENT OF EXPENDITURE AND RELATED REVENUE (UNAUDITED) SUMMARY FOR THE YEAR ENDED MARCH 31, 2009

	Estimates		
	Actual (\$)	Restated (\$)	Original (\$)
Executive Services(13.1.1.01 & 13.1.2.01)			
Total	1,283,350	1,341,700	1,278,400
Corporate Services (13.2.1.01 - 13.2.2.01)			
General Administration (13.2.1.01 - 13.2.1.04)	7,592,329	7,832,900	7,421,100
Community Access Program (13.2.2.01)	1,507,868	555,300	555,300
Total	9,100,197	8,388,200	7,976,400
Primary, Elementary and Secondary Education (13.3.1.01 - 13.3.5.01)			
Financial Assistance (13.3.1.01 - 13.3.1.07)	653,601,897	701,444,300	679,942,300
Program Development (13.3.2.01 - 13.3.2.02)	3,015,942	3,550,600	3,385,200
Student Support Services (13.3.3.01 - 13.3.3.03)	2,770,491	2,874,500	2,804,500
Educational Programs (13.3.4.01 - 13.3.4.06)	24,103,337	24,786,700	21,846,600
Public Libraries & Information Services (13.3.5.01)	10,147,300	10,147,300	9,458,200
Total	693,638,967	742,803,400	717,436,800
Advanced Studies (13.4.1.01 - 13.4.5.02)			
Post-Secondary Education (13.4.1.01- 13.4.1.04)	4,778,428	5,444,500	5,258,300
Memorial University (13.4.2.01 - 13.4.2.02)	253,012,471	269,231,500	266,887,300
College of the North Atlantic (13.4.3.01 - 13.4.3.02)	74,278,599	83,290,600	73,977,000
Student Financial Services(13.4.4.01 - 13.4.4.03)	12,291,954	18,227,300	18,267,400
Industrial Training (13.4.5.01-13.4.5.02)	1,238,342	1,647,400	1,131,700
Total	345,599,794	377,841,300	365,521,700
Total Department	1,049,622,308	1,130,374,600	1,092,213,300

Newfoundland
Labrador



DEPARTMENT OF EDUCATION ANNUAL REPORT 2008-09