

Education

Strategic Plan

2020 - 2023



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MESSAGE FROM THE MINISTER

In accordance with my responsibilities under the **Transparency and Accountability Act**, I am pleased to present the 2020-23 Strategic Plan for the Department of Education covering April 1, 2020 to March 31, 2023.

As a Category One public body, the Department of Education is responsible for outcomes respecting early childhood development, the K-12 education system, and the post-secondary education system. The goals and objectives included in this Strategic Plan were prepared in consideration of the strategic directions of Government detailed in Annex A.

The Department of Education has identified three strategic issues that will guide its work over the next three years: Early Learning and Child Care, K-12 Education, and Post-Secondary Education. I look forward to working with the department's staff and entities to implement these initiatives over the 2020-23 planning period.

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

Respectfully submitted,

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

Hon. Tom Osborne
Minister of Education

Overview

Departmental restructuring in August 2020 combined the former Department of Education and Early Childhood Development with the post-secondary education functions housed within the former Department of Advanced Education, Skills and Labour, with the exception of apprenticeship and trades certification and industrial training.

The Department of Education was established under the **Executive Council Act**. It is a category one Provincial Government entity under the **Transparency and Accountability Act** and is responsible for achieving outcomes with respect to early learning and child development, the K-12 education system, and post-secondary education. The programs and services are provided through three branches of the department:

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.

The main offices of the Department of Education are located in the West Block of the Confederation Building in St. John's. The Learning Resources Distribution Centre is located in Pleasantville, St. John's and Student Aid Offices are located in Coughlan College, Memorial University. Early learning and child care services are provided throughout the province in offices

located in St. John's, Conception Bay South, Harbour Grace, Whitbourne, Clarenville, Gander, Grand Falls-Windsor, Corner Brook, Stephenville, Happy Valley-Goose Bay and Labrador City.

Additional information on the Department of Education can be found at

www.gov.nl.ca/education.

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**.

Budget

Branch	Employees	Budget
Executive Services ¹	10	\$1,172,200
Corporate Services	18	\$3,679,700
K-12 Education and Early Childhood Development	125	\$837,735,200
Post-Secondary Education	45	\$463,343,400
Total	198	\$1,305,930,500

¹ This number includes communications and executive support staff.

Staff Distribution

Location	Employees
St. John's	173
Conception Bay South	1
Whitbourne	1
Harbour Grace	3
Clarenville	1
Gander	2
Grand Falls-Windsor	7
Corner Brook	6
Stephenville	1
Happy Valley-Goose Bay	3
Total	198

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.

What we do:

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.

Primary Clients

The Department of Education's primary clients are child care services, early childhood educators, educators, students, youth and their families, school boards, post-secondary educational institutions, and other departments/agencies.

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.

Strategic Issues

Strategic Issue 1 - 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 the province of Newfoundland and Labrador. This is achieved by taking significant steps to improve children's early learning and development; to support parental/caregiver involvement; to provide quality, sufficient and affordable regulated child care; and, to provide a smooth transition into the K-12 education system.

Children's experiences in the early years have a substantial impact on their lifelong learning experiences. High quality early learning and child care programs provide developmental opportunities that set children, particularly those who are vulnerable to poor outcomes, on a positive learning pathway.

Goal

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

Goal Indicator

- Enhanced early learning opportunities
- Enhanced child care programs and services

Objective 2020-2021

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

Indicator

- Continued to develop a plan toward the implementation of Junior Kindergarten
- Implemented a \$25-per-day child care initiative under the Operating Grant Program
- Expanded the Operating Grant Program to include regulated family home child care providers
- Commenced the Family Home Child Care Capacity Initiative
- Launched a consultation regarding a legislative review of the Child Care Act and Regulations
- Launched an Early Learning and Child Care Quality Enhancement Program and Grant

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.

Objective 2022-2023

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

Strategic Issue 2 - 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 that is responsive to students' strengths and needs. Improvements in the programs and services offered in the provincial K-12 system support the learning needs of students, help prepare them for future educational and career opportunities, and to participate in their communities and society. The department also collaborates with other Provincial Government departments to further their initiatives such as engaging schools to create settings that support healthy living and implementing child health risk assessments for school-aged children.

The Education Action Plan was publicly released on July 13, 2018. The department committed to implementing the 82 recommendations in the plan over a five-year implementation timeline (2018-2022). Continued successful implementation of the Education Action Plan will result in a more inclusive learning environment that is responsive to students' strengths and needs.

Goal

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

Goal Indicator

- Enhanced educational programs and services
- Enhanced curricula

Objective 2020-2021

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

Indicator

- Commenced implementation of the Phase 3 initiatives from the Education Action Plan
- Implemented the Multicultural Education Framework
- Piloted a Social Emotional Learning program
- Created Standards in Mathematic Teaching and Learning
- Implemented the Indigenous Education Framework and the Indigenous Local Course Policy
- Modernized teaching and learning through integration of Information and Communication Technology (ICT)
- Provided additional technology and human resources for students within the K-12 education system

Objective 2021-2022

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

Objective 2022-2023

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

Strategic Issue 3 - Post-Secondary Education

The Department of Education is committed to the strategic directions of 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. The department provides support regarding post-secondary education that involves direct support to Memorial University (MUN), College of the North Atlantic (CNA), the regulation and monitoring of private training institutions.

The Adult Literacy Action Plan was publicly released on October 14, 2019. This five-year plan identified 30 actions the Provincial Government and its partners will take to provide adult learning with increased opportunities to strengthen their literacy skills by improving the province's adult literacy system.

Goal

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

Goal Indicator

- Worked to ensure provincial post-secondary education is effective and sustainable
- Implemented a new approach to adult literacy

Objective 2020-2021

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

Indicator

- Began addressing findings and recommendations from the public post-secondary education system review
- Provided policy support for infrastructure improvements at public post-secondary institutions
- Continued to review post-secondary education legislation to support a responsive system
- Enhanced online services provided by the provincial student aid program
- Commenced year-two initiatives in the Adult Literacy Action Plan

Objective 2021-2022

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

Objective 2022-2023

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

Annex A: Strategic Directions

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

The Government of Newfoundland and Labrador has identified the following strategic directions for the 2020-2023 planning cycle. These themes should be considered, as appropriate and applicable, to each government entity in the development of the entity's plan.

- A Better Economy
- Healthier People
- Better Living
- A Bright Future
- A More Efficient Public Sector

