

# Business Plan

## 2022-23

MINISTRY OF EDUCATION

*Saskatchewan!* 

# Statement from the Minister



***The Honourable Dustin Duncan  
Minister of Education***

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I am pleased to present the 2022-23 Ministry of Education Business Plan to keep Saskatchewan classrooms, child care facilities, libraries and literacy programs *On Track*.

As we head into a new fiscal year, I am proud that we are once again prioritizing our investments in the classroom, in supporting families' access to affordable child care and continuing to support our library and literacy sectors.

The Government of Saskatchewan is committed to making life more affordable for families with young children. This year's early years investments will support further reducing parent fees for regulated child care of children under age six. This is on top of the 50 per cent on average reduction in fees that was rolled out in 2021-22 and puts Saskatchewan ahead of schedule towards our commitment of reaching an average of \$10 a day child care by 2025-26.

We are also committed to increasing supports for our students and classrooms. Our government is providing school divisions with funding to hire 200 new educational assistants that will support student needs and assist teachers in managing our diverse classrooms.

We are focused on supporting students with learning and mental health supports as we come through the COVID-19 pandemic. This builds upon the successful launch of our *Take a Break* public education initiative, which reminds students and parents of the importance of taking a break from our screens to support our mental and physical health.

This year, the Ministry of Education is working collaboratively with education stakeholders to develop an online learning policy that will support province-wide consistency when accessing and delivering online learning.

We are continuing to invest in safe and inclusive learning environments for students. The 2022-23 Budget includes funding to support ongoing capital projects to build 15 new schools and renovate five existing schools, as well as create a new minor capital program that will support renovations at two schools in Kyle and Moose Jaw.

Public libraries and family literacy programs continue to play an important role in supporting learners of all ages around the province. This ultimately supports a strong economy and a strong Saskatchewan for us all.

# 2022-23 Budget Highlights

|   |   |
|---|---|
| 1 | <b>2022-23 Budget</b> <p>The 2022-23 Budget is keeping Saskatchewan classrooms, child care facilities, libraries and family literacy programs <i>On Track</i> with a record \$2.88 billion Education Budget. This is an increase of \$219.9 million or 8.3 per cent over last year.</p>   |
| 2 | <b>School Operating Grant</b> <p>Saskatchewan's 27 school divisions will receive \$1.99 billion in school operating funding for the 2022-23 school year, an increase of \$29.4 million or 1.5 per cent. This will provide an additional \$6.0 million for classroom supports and fully fund the 2 per cent teacher salary increase.</p>   |
| 3 | <b>School Capital</b> <p>The Government of Saskatchewan is continuing to provide safe and inclusive learning environments for students with an investment of \$168.6 million in school infrastructure. This includes funding to support ongoing capital projects to build 15 new schools and renovate five existing schools, as well as a new minor capital program that will support renovations at two schools in Kyle and Moose Jaw.</p> |
| 4 | <b>Qualified Independent and Historical High Schools</b> <p>For the 2022-23 school year, there is \$17.5 million in operating grants for qualified independent schools and historical high schools. This includes an increase of \$2.6 million to support increased enrolment and the creation of a new funded independent school category.</p>   |
| 5 | <b>Early Learning and Child Care</b> <p>Funding for early learning and child care is \$309.6 million. This includes funding to further reduce parent fees for regulated child care, create 6,100 new child care spaces as part of the province's five-year goal to create 28,000 new spaces and further support child care operators and early childhood educators.</p>   |
| 6 | <b>Sustainability in the Library Sectors</b> <p>The 2022-23 Budget provides \$11.3 million in ongoing supports for public libraries and \$1.06 million for literacy initiatives.</p>  |

# Response to Government Direction

*Saskatchewan is back on track.* The Government of Saskatchewan is protecting and strengthening our province, carefully managing spending while investing in priority programs and services and into a strong and growing economy. Government is helping build a better Saskatchewan, investing in needed infrastructure – hospitals, schools, highways and municipal and crown capital projects.

Saskatchewan’s financial picture is improving, with a fiscal plan to return the budget to balance. The resurgent economy helps ensure the services, programs and infrastructure Saskatchewan people value are sustainable today and into the future. Saskatchewan is back on track.

## Saskatchewan’s Vision

*“...to be the place in Canada - to live, to work, to start a business to get an education, to raise a family and to build a life.”*

>> Government Goals

A Strong Economy

Strong Communities

Strong Families

Saskatchewan’s vision and three goals provide the strategic direction for organizations to align their programs and services to build a strong Saskatchewan.

All organizations will report on progress in their 2022-23 annual reports.

## Mandate

The Ministry of Education provides leadership and direction to the early years, Prekindergarten through Grade 12 education, family literacy and library sectors. The ministry supports the sectors through funding, governance and accountability, with a focus on improving student achievement.

The ministry is committed to improving the learning success and well-being of all Saskatchewan children and youth and the enhancement of family literacy.

## Mission

The Ministry of Education provides strategic, innovative and collaborative leadership to the early learning and child care, Prekindergarten through Grade 12 education, literacy and library sectors. It promotes student success, well-being for Saskatchewan children and youth and improved family literacy as a foundation of the province’s social and economic growth.

## Goal 1: Saskatchewan citizens of all ages learn, develop and experience improved quality of life.

This ministry goal supports the government direction from *Saskatchewan's Growth Plan 2020-2030*: delivering on the purpose of growth by ensuring growth builds a better quality of life for Saskatchewan families and communities; growing a skilled labour force through education and training; improving education and child care; and building an accessible Saskatchewan for people with disabilities.

### Strategy 1.1: *The approach we will take to achieve our goal*

Strengthen relevance and responsiveness.

#### Key Actions: *What we will do to get there*

- Strengthen partnerships and encourage the development of skills and knowledge that will prepare students and citizens for post-secondary education, entrepreneurship, business and self-management of their careers.
- Work with the sectors to collect, analyze and use learner experience data to improve the experience and engagement of all learners.
- Ensure the early years sector and Kindergarten to Grade 12 system provide students with necessary foundational skills, knowledge and competencies.
  - ◊ A new \$7 million fund will allow school divisions to hire up to 200 new educational assistants for the 2022-23 school year.

### Strategy 1.2: *The approach we will take to achieve our goal*

Improve access to services and programs.

#### Key Actions: *What we will do to get there*

- Implement actions to achieve the affordability, quality, access and inclusion targets created in the federal-provincial *Early Learning and Child Care Agreement* and the *Canada-Wide Child Care Agreement*.
  - ◊ There is an increase of approximately \$212.2 million from the *Canada-Wide Early Learning and Child Care Agreement* and the *Canada-Saskatchewan Bilateral Early Learning and Child Care Agreement*.
- Continue to advance accessibility to supports and services in the Prekindergarten to Grade 12 education sector by working with other human services ministries, school divisions, the Saskatchewan Health Authority and First Nations and Métis partners.

**Strategy 1.3:** *The approach we will take to achieve our goal*

Improve services and supports by identifying and sharing innovative practices.

**Key Actions:** *What we will do to get there*

- Support and pilot innovative approaches in all sectors to increase citizens' quality of life and success.
- Respond to the impact of the COVID-19 pandemic to understand long-term impacts and resulting innovation in the sectors.
  - ◊ An increase of \$655,000 to the Early Childhood Intervention Program to address the waitlist pressure allowing for more children to receive early intervention.

**Performance Measures:** *What success looks like*

**Graduation Rates**

Percentage of students who graduate within three years, five years and eight years or more of starting Grade 10.

**Credit Attainment**

Percentage of grades 10 to 12 students attaining eight or more credits per year.

**Reading Levels**

Percentage of students grades 1 to 3 reading at or above grade level.

**Early Learning Readiness**

Percentage of children whose learning and development is typical for children of the same age in Kindergarten, according to an observational early childhood readiness screening tool.

## Goal 2: Indigenous learners experience equitable opportunities toward improved outcomes.

This ministry goal supports the government direction from *Saskatchewan's Growth Plan 2020-2030*: delivering on the purpose of growth by ensuring growth builds a better quality of life for Saskatchewan families and communities; and growing a skilled labour force through education and training.

This goal aligns with the goals of *Inspiring Success: First Nations and Métis Prekindergarten to Grade 12 Education Policy Framework* including: First Nations and Métis languages and cultures are valued and supported; equitable opportunities and outcomes for Indigenous learners; and, all learners demonstrate knowledge and understanding of the worldviews and historical impact of Indigenous people.

### Strategy 2.1: *The approach we will take to achieve our goal*

Enhance and support partnerships and relationships.

#### Key Actions: *What we will do to get there*

- Engage with First Nations and Métis partners to: ensure respectful relationships and equitable partnerships; identify opportunities for collaboration and shared planning; identify and develop potential synergies in programming and services; gain insight and perspectives to improve cultural relevance and responsiveness; and share access to training, network connectivity, security, and licensed applications and resources.
- Work closely with Indigenous partners and the Government of Canada to maximize support for Indigenous learners.

### Strategy 2.2: *The approach we will take to achieve our goal*

Support action toward reconciling our shared history with factual information and honouring the contributions of First Nations, Métis and Inuit people.

#### Key Actions: *What we will do to get there*

- Provide additional opportunities for ministry staff to develop cultural capacity and learn about reconciliation and Indigenous world views and perspectives.
- Support the Multitype Library Board priorities which assist the library sector in creating diverse, equitable and inclusive organizations, including those initiatives specific to truth and reconciliation.
- Plan and implement actions in the ministry and sectors that advance progress on the Truth and Reconciliation Commission's Calls to Action and Principles of Reconciliation.
- Plan and implement initiatives that respond to the Calls for Justice from the *Final Report of the National Inquiry on Missing and Murdered Indigenous Women and Girls*.

**Strategy 2.3:** *The approach we will take to achieve our goal*

Focus supports and programs to improve outcomes for Indigenous learners.

**Key Actions:** *What we will do to get there*

- Promote, support and monitor progress of the goals and principles of *Inspiring Success: First Nations and Métis Pre-K-12 Education Policy Framework* to guide actions at all levels of the Prekindergarten to Grade 12 education system.
- Identify and focus supports on schools and communities with a significant Indigenous population.
- Support/enhance opportunities for student learning and family literacy in northern Saskatchewan.

**Performance Measures:** *What success looks like*

***Following Their Voices***

Number of teachers and provincial and First Nations schools participating in *Following Their Voices*.

Three-year and five-year graduation rates, attendance and credit attainment rates for schools that have implemented *Following Their Voices*.

***Inspiring Success***

Number of school divisions that reported actions in relation to five, four, three, two or one goal(s) of *Inspiring Success*.

**Professional Development**

Number of individuals in Multitype Libraries having completed the *4 Seasons of Reconciliation* professional development modules.

Number of school divisions with staff who have completed *Leading to Learn* training, a capacity building professional learning and development opportunity to build administrators' knowledge and skills to best support First Nations, Métis and Inuit student learning.

### Goal 3: Saskatchewan citizens of all ages feel valued, safe and supported in their learning and development.

This ministry goal supports the government direction from *Saskatchewan's Growth Plan 2020-2030*: ensuring the Prekindergarten to Grade 12 education system builds resiliency in students and the foundational skills, knowledge and competencies through the completion of a high school diploma; and supporting mental health and wellness in schools.

This goal aligns with the four pillars of the *Framework for a Provincial Education Plan 2020-2030*: skills and knowledge for future learning, life and participation in society; mental health and well-being; connections among people and relationships between systems and structures; and inclusive, safe and welcoming learning environments.

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#### Strategy 3.1: *The approach we will take to achieve our goal*

Support safe, respectful, inclusive and culturally affirming environments for learning, growing and developing.

##### **Key Actions:** *What we will do to get there*

- Engage with sector partners to identify and address areas of focus for safety, respect, inclusivity and cultural affirmation in supports and services.
  - ◊ An increase of \$6.0 million for learning supports for students who require intensive supports, students with vulnerable circumstances, students who require English as an additional language supports, and student refugees.
  - ◊ There is \$168.6 million for school infrastructure to continue to provide safe and inclusive learning environments for students.
- Work with sector partners to identify and address systemic discrimination (race, gender, socio-economic).

#### Strategy 3.2: *The approach we will take to achieve our goal*

Foster physical, mental/intellectual, emotional and spiritual health and well-being in learners of all ages.

##### **Key Actions:** *What we will do to get there*

- Plan, implement and monitor the effectiveness of initiatives that support health and wellness in schools.
- Ensure the Prekindergarten to Grade 12 education system builds resiliency in students.
- Increase access to well-being and mental health services in the province by building on best practices and working with other ministries and third parties.

**Performance Measures:** *What success looks like*

**Safety** (perceptual survey)

Percentage of students that report feeling safe at school.

Percentage of students that report being a victim of bullying i.e., physical, verbal, social, cyber.

Percentage of students that report positive peer-to-peer relationships.

Percentage of students that report positive teacher-student relationships.

**Positive Sense of Belonging** (perceptual survey)

Percentage of grades 7 to 12 students reporting positive sense of belonging.

Percentage of grades 4 to 6 students reporting positive sense of belonging.

**Mental Health** (perceptual survey)

Percentage of grades 7 to 12 students reporting positive mental health.

Percentage of grades 4 to 6 students reporting positive mental health.

## Goal 4: Saskatchewan's early years, Prekindergarten to Grade 12, library and literacy sectors are effective and sustainable.

This ministry goal supports the government direction from *Saskatchewan's Growth Plan 2020-2030*: delivering on the purpose of growth by ensuring growth builds a better quality of life for Saskatchewan families and communities; and growing a skilled labour force through education and training.

### Strategy 4.1: *The approach we will take to achieve our goal*

Provide responsive leadership and strategic direction.

#### Key Actions: *What we will do to get there*

- Foster an engaged, healthy, high performing, representative workforce within the Ministry of Education.
- Work with all sectors to improve the recruitment and retention of Indigenous staff toward a representative workforce.
- Ensure effective stewardship and oversight of sector delivery partners through: transparent reporting and accountability; effective governance and administration; and effective communication within the sectors.
- Leverage federal and provincial-territorial relationships and agreements to further government, Ministry of Education and sectoral priorities.

### Strategy 4.2: *The approach we will take to achieve our goal*

Work with the sectors to identify provincial priorities and develop plans.

#### Key Actions: *What we will do to get there*

- Work with partners in the early years, Prekindergarten to Grade 12 and provincial library sectors to develop, implement, monitor and report on progress on sector strategic plans.
- Ensure federal-provincial agreements and action plans are aligned with Ministry of Education priorities and the *Growth Plan*.

### Strategy 4.3: *The approach we will take to achieve our goal*

Encourage and support equity, efficiency and effectiveness.

#### Key Actions: *What we will do to get there*

- Support sector partners in developing and implementing projects aimed at achieving efficiencies.
- Ensure programs, policies and resources are strategic, relevant and achieving objectives and expectations.
  - ◊ There is \$4.5 million for the creation of a new minor capital renewal program that will allow school divisions to address structural repairs, renovations and additions to prolong the life of schools across the province.
- Explore and implement improvements to ministry systems and programs to improve client service.

**Performance Measures:** *What success looks like*

**Professional Development**

Percentage of staff that completed the *4 Seasons of Reconciliation* module.

**Recruitment and Retention**

Percentage of ministry staff that self-identify as Aboriginal or Persons with a Disability.

**Employee Engagement**

Percentage of employees completing the employee engagement survey.

Percentage of engaged employees as measured by an employee values index.

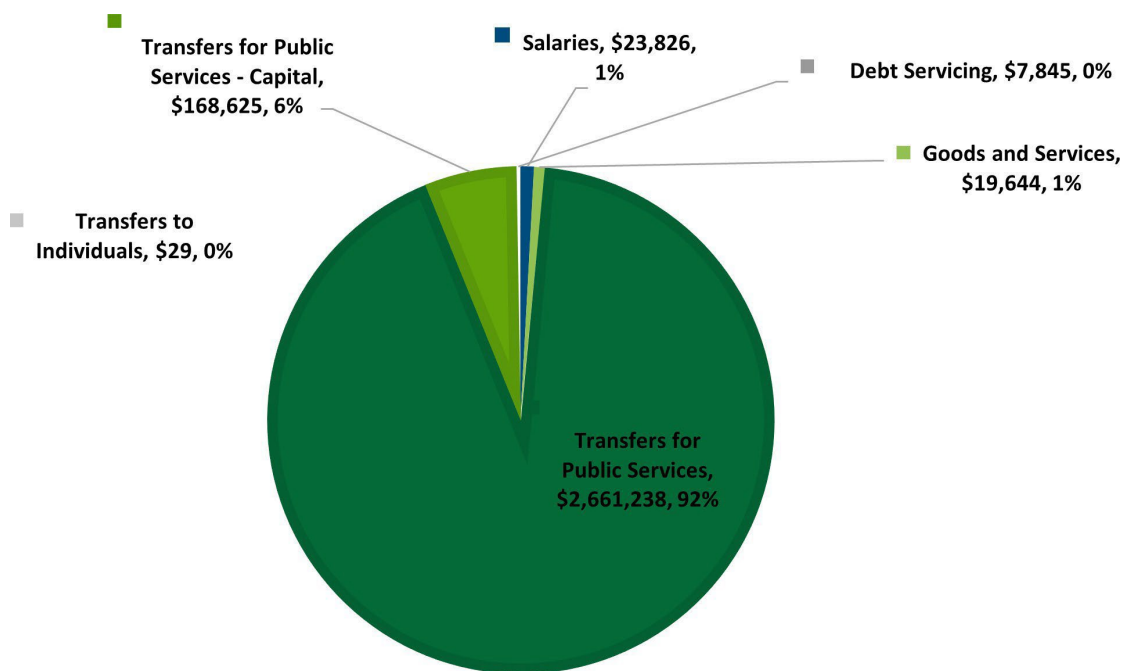
**Safety Survey**

Percentage increase in the physical and psychological safety climate scores.

# Financial Summary

| Ministry of Education 2022-23 Estimates | (in thousands of dollars) |
|---|---------------------------|
| Central Management and Services         | \$14,286                  |
| K-12 Education                          | \$2,117,017               |
| Early Years                             | \$314,129                 |
| Provincial Library and Literacy         | \$14,446                  |
| <b>Appropriation</b>                    | <b>\$2,459,878</b>        |
| Non-Appropriated Expense Adjustment     | \$-                       |
| <b>Expenses</b>                         | <b>\$2,459,878</b>        |
| Teachers' Pension and Benefits          | \$421,329                 |
| <b>Total Expenses</b>                   | <b>\$2,881,207</b>        |
| <b>Total Appropriation</b>              | <b>\$2,881,207</b>        |

Ministry Spending by Category (\$000s)



## Links to More Information

[Ministry of Education](#)

[Government of Saskatchewan Budget, Planning and Reporting](#)