

Business Plan

2023-24

MINISTRY OF EDUCATION

Saskatchewan! 

Statement from the Minister



*The Honourable Dustin Duncan
Minister of Education*

I am honoured to present the 2023-24 Ministry of Education Business Plan.

Our continued partnership with our education, early years and library and literacy sectors benefits all Saskatchewan students and families. These partnerships support our growing and diverse province.

In the 2023-24 school year, we are proud to offer Kindergarten to Grade 12 classes to any Saskatchewan school student who chooses to study online, through the Saskatchewan Distance Learning Corporation (Sask DLC). The Sask DLC will ensure a consistent high-quality and flexible education, with greater course choices for all students accessing online classes, no matter where they live in the province.

Preparing students to embrace the opportunities that lie ahead is at the heart of everything we do in education. We are working collaboratively with Boards of Education, First Nations Education Authorities and education sector partners to create the new Provincial Education Plan. The Plan will be implemented in the 2023-24 school year and will guide the sector until 2030. The Plan will focus on the key areas of skills and knowledge; mental health and well-being; relationships among people and systems; and inclusive, safe and welcoming learning environments.

We have committed to making life more affordable for Saskatchewan families. Investments in early years will reduce regulated child care fees to \$10 a day, beginning April 1, 2023.

Our government is continuing to prioritize inclusive and safe learning environments for students by investing in school infrastructure projects around the province. Planning will begin for eight new school projects. Work will continue on building 15 new schools and completing seven renovations around the province.

Libraries and the literacy sector in Saskatchewan give everyone an opportunity for continuous life-long learning. We will continue to strengthen the provincial public library system to support operations and ensure that libraries continue to provide high-quality services throughout the province.

This plan is *Growth that Works for Everyone*. Thank you for allowing us to continue to serve Saskatchewan child care facilities, libraries, students, school staff, families and communities.



2023-24 Budget Highlights

<p>1</p>	<p>The Government of Saskatchewan is prioritizing Saskatchewan families, students and youth with an historic investment of \$3.1 billion in Education. This is an increase of \$192.8 million or 6.7 per cent over last year in support of Prekindergarten to Grade 12 schools, early learning and child care and libraries across the province.</p>
<p>2</p>	<p>Saskatchewan’s 27 school divisions will receive \$2.04 billion in school operating funding for the 2023-24 school year, an increase of \$49.4 million or 2.5 per cent compared to last year’s Budget Day allocation.</p> <p>The province is also providing \$7 million to school divisions to retain the more than 200 Educational Assistants that have been hired since September 2021.</p>
<p>3</p>	<p>School infrastructure also continues to be a key priority with \$147.3 million allocated to capital projects for safe and inclusive learning environments and to address enrolment growth. This includes funding to begin planning eight new school infrastructure projects in Carlyle, Prince Albert, Saskatoon, Balgonie, Regina, Kelvington and Medstead.</p> <p>These new infrastructure projects are in addition to the 15 new school builds and seven renovations that are underway around the province.</p>
<p>4</p>	<p>There is \$23 million to support the start-up and operation costs of the new Saskatchewan Distance Learning Corporation (Sask DLC) for the 2023-24 school year.</p>
<p>5</p>	<p>The 2023-24 budget provides \$382.4 million, an increase of \$72.1 million over last year, for early learning and child care that supports young families in our province. This funding will reduce child care fees for families of children up to the age of six to \$10 per day as of April 1, 2023. It will also be used to further increase the number of regulated home-based and centre-based child care spaces in the province, as part of the ongoing goal of ensuring families have access to regulated child care.</p>
<p>6</p>	<p>The 2023-24 budget provides \$11.6 million to support the provincial public library system. This includes a \$254,000 increase to the grants the public libraries receive to support resource sharing services throughout the province.</p> <p>Additionally, supports to the public libraries will include a new investment of \$200,000 to refresh the province’s central collection of multilingual materials and add materials in Indigenous languages as well as literacy resources in support of our growing and diverse province.</p>

Government Vision and Goals

Saskatchewan's Vision

"...to be the best 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 2023-24 annual reports.

Ministry of Education Overview

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*: supporting and developing lifelong learning and participation in the economy through a skilled labour force; building better communities and stronger families through improved education and training; greater access to child care and early learning; and building an inclusive and diverse community for people from all walks of life, giving Saskatchewan residents a better quality of life.

Strategy 1.1:

Strengthen responsiveness to the needs of all learners.

Key Actions:

- Strengthen partnerships and encourage the development of skills and knowledge that will prepare learners for post-secondary education, entrepreneurship, business and self-management of their careers.
- Work with the Prekindergarten to Grade 12 education sector to implement actions in the Provincial Education Plan.
- Ensure the early years sector and Prekindergarten to Grade 12 education system provide learners with necessary foundational skills, knowledge and competencies.
- Support the transition of newcomer students and families to life in Saskatchewan.

Strategy 1.2:

Improve access to services and programs.

Key Actions:

- Implement actions to achieve the affordability, quality, access and inclusion targets established in the *Canada-Saskatchewan Bilateral Early Learning and Child Care Agreement* and the *Canada-Saskatchewan Canada-Wide Early Learning and Child Care Agreement*.
 - Increase access to early learning and child care spaces by 2025-26 through a space expansion strategy.
- Enhance opportunities for children's early years education by developing new early years family resource centres and implementing mobile early learning services to more rural communities.
- Continue to advance access to supports and services that improve quality of life by working with other human services ministries, school divisions, libraries, early learning and child care providers, the Saskatchewan Health Authority and First Nations and Métis partners.
- Launch a Provincial Online Learning Model.
 - Starting in the 2023-24 school year, all Saskatchewan students will have access to the Saskatchewan Distance Learning Corporation (Sask DLC). As with face-to-face education, online learning through the Sask DLC will be provided at no cost to Saskatchewan students up to the age of 22.

- With the main Sask DLC office located out of Kenaston, nine additional regional campuses will be established in the communities of Estevan, La Ronge, Moose Jaw, Neilburg, Nipawin, Prince Albert, Saskatoon, Swift Current and Yorkton.
- Implement the Quality Assurance Framework for all approved online learning providers.
- Expand online resources for learners of all ages.
- Support Saskatchewan’s library system and literacy sector by encouraging resource sharing, enhancing collaboration and investing in multilingual material and Indigenous language materials.

Strategy 1.3:

Improve services and supports by identifying and sharing innovative practices.

Key Actions:

- Identify, support, pilot and expand innovative approaches in all sectors served by the ministry to increase citizens’ quality of life and success.

Performance Measures:

We are committed to improved outcomes year- over- year through the following performance measures:

Graduation Rates

Percentage of students graduating within three years and five years 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 in Grade 3 reading at or above grade level.

Early Learning Readiness

Percentage of children in Kindergarten whose learning and development is typical for children of the same age.

Goal 2: Indigenous learners experience improved outcomes.

This ministry goal supports the government direction from *Saskatchewan's Growth Plan 2020-2030*: delivering on the growth of the economy, communities and families through equitable opportunities for all residents including First Nations and Métis peoples. We achieve this goal by working in partnership with Indigenous peoples, recognizing our shared history and honouring Indigenous voice and contribution.

Strategy 2.1:

Enhance and support partnerships and relationships.

Key Actions:

- Engage with First Nations and Métis partners to:
 - ensure respectful relationships and equitable partnerships;
 - identify opportunities for collaboration and shared planning;
 - identify and develop coordination between 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:

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

Key Actions:

- Demonstrate our commitment to working together to respond to the Truth and Reconciliation Commission's Calls to Action and Principles of Reconciliation.
 - Continue to include the topics of residential schools, Treaties, and the historical and contemporary contributions of Indigenous peoples to Canada as the ministry renews and develops new curricula.
 - Continue to provide dedicated funding through the First Nations and Métis Education Achievement Fund (FNMEAF) specifically for the improvement of Indigenous education outcomes in the province.
- Assist the library sector in creating diverse, equitable and inclusive organizations, including initiatives specific to truth and reconciliation such as the Indigenous Subject Headings Project.
- Strengthen services and supports through Indigenous Literacy Hubs, digital resources and connections to Indigenous languages.
- Continue to respond to the Calls for Justice from the *Final Report of the National Inquiry on Missing and Murdered Indigenous Women and Girls*.
 - Continue to support educators to learn and teach about reconciliation related topics such as Missing and Murdered Indigenous Women and Girls through the Ministry of Education's web portal: *Supporting Reconciliation in Saskatchewan Schools*.

- Continue to work with First Nations and Métis education authorities and Elders in the development and implementation of the Provincial Education Plan.
- Support Indigenous education and learning opportunities for ministry employees.

Strategy 2.3:

Focus supports and programs to improve outcomes for Indigenous learners.

Key Actions:

- Work with the Prekindergarten to Grade 12 education sector to actualize the vision and goals of *Inspiring Success: Prekindergarten to Grade 12 First Nations and Métis Education Policy Framework*.
- Expand *Following Their Voices* (FTV), an approach shown to make a difference for Indigenous students.
- Work with First Nations and Métis partners to deliver education to Indigenous learners that is centered on student needs, grounded in culture and inclusion and guided by Indigenous leaders.
- Enhance opportunities for student learning and family literacy in northern Saskatchewan.

Performance Measures:

We are committed to improved outcomes year-over-year through the following performance measures:

Following Their Voices

Increase the percentage of teachers and students in provincial and First Nation schools participating in *Following Their Voices*.

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

Actualize Inspiring Success

Increase the number of school divisions that reported actions in relation to the goals of *Inspiring Success*.

Professional Development

Increase the 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 skill to best support First Nations, Métis and Inuit student learning.

Increase the number of *Invitational Shared Services Initiative (ISSI)* partnerships and their areas of focus.

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 that the Prekindergarten to Grade 12 education system builds resiliency in students through fostering physical, mental, emotional, and spiritual health and well-being in learners of all ages. It aims to build foundational skills, knowledge, and competencies through the completion of a high school diploma.

This goal aligns with the four areas of focus 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.

Strategy 3.1:

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

Key Actions:

- Ensure quality learning environments through investments in early years and Kindergarten to Grade 12 operations and infrastructure.
- Engage with sector partners to identify and address areas of focus for safety, respect and inclusivity in supports and services.
- Work with sector partners to create safe, inclusive learning environments that respect learners' diverse cultures, experiences and world views.

Strategy 3.2:

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

Key Actions:

- Plan, implement and continuously improve initiatives that support health and wellness of learners.
 - Work with the Prekindergarten to Grade 12 education sector to implement actions that will enrich and enhance mental health and well-being capacity in students.

Performance Measures:

We are committed to improved outcomes year- over- year through the following performance measures:

Safety (perceptual survey)

Percentage of students that report feeling safe at school.

Positive Sense of Belonging (perceptual survey)

Percentage of students reporting a positive sense of belonging.

Percentage of students that report positive peer- to- peer relationships and positive student-teacher relationships.

Mental Health (perceptual survey)

Percentage of 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 a transparent strategic direction, effective governance and communication and mechanisms to monitor growth and accountability in the education sector. Through collaboration with partners and stakeholders, the ministry aims to deliver programs and services that are meeting the needs of Saskatchewan students and their families.

Strategy 4.1:

Provide leadership and strategic direction.

Key Actions:

- Cultivate an engaged, healthy, high performing, representative workforce through recruitment strategies and professional development opportunities.
- Build a representative workforce including Indigenous staff and persons experiencing a disability.
- Ensure effective stewardship and oversight of sector delivery partners through:
 - transparent reporting and accountability;
 - efficient governance and administration; and,
 - collaborative communication within the sectors.

Strategy 4.2:

Work with the sectors to identify provincial priorities.

Key Actions:

- Work with partners in the early years, Prekindergarten to Grade 12 and provincial library and literacy sectors to develop, implement, monitor and report on progress for sector strategic plans.

Strategy 4.3:

Encourage and support equity, efficiency and effectiveness.

Key Actions:

- Support sector partners in developing and implementing projects aimed at achieving efficiencies.
- Review and implement improvements to programs, policies and processes to ensure they are achieving objectives and expectations.

Performance Measures:

We are committed to improved outcomes year- over- year through the following performance measures:

Recruitment and Retention

Percentage of ministry staff who self-identify as Indigenous.

Percentage of ministry staff who self-identify as Persons experiencing a Disability.

Employee Engagement

Target: 80 per cent of employees complete the employment engagement survey.

Increased percentage of engaged employees year- over- year (as measured by an employee values index).

Safety Survey

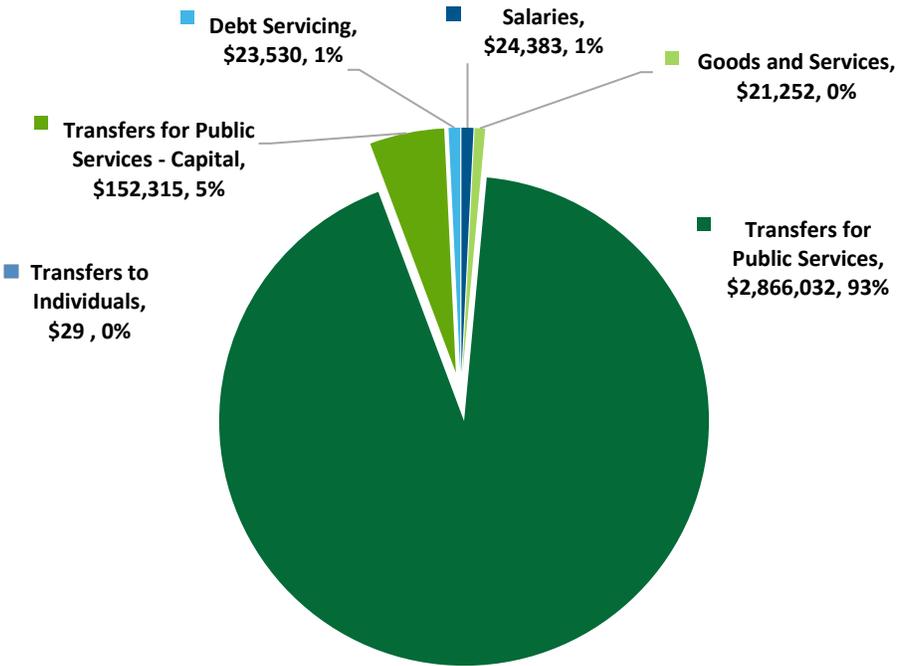
Target: 80 per cent of employees complete the physical and psychological safety survey.

Percentage increase in the physical and psychological safety climate scores.

Financial Summary

Ministry of Education 2023-24 Estimates (\$3,087,541)	(in thousands of dollars)
Central Management and Services	\$14,356
K-12 Education	\$2,232,780
Early Years	\$386,879
Provincial Library and Literacy	\$14,917
Appropriation	\$2,648,932
Non- Appropriated Expense Adjustment	(\$13,500)
Expenses	\$2,635,432
Teachers’ Pension and Benefits	\$438,609
Total Expenses	\$3,074,041
Total Appropriation	\$3,087,541

Ministry Spending by Category (\$000s)
\$3,087,541



Links to More Information

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