

# Departmental Briefing

October 2023

## EDUCATION AND EARLY CHILDHOOD LEARNING



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# Education and Early Childhood Learning

## Vision

*All Manitoba children and students succeed, no matter where they live, their backgrounds, or their individual circumstances*

## Mission

To ensure responsive, equitable and high-quality child care and learning from early childhood through to high school graduation to support all children and students to reach their full potential

## Values

- ✓ Truth and Reconciliation
- ✓ Equity and Inclusion
- ✓ Collaboration and Engagement
- ✓ Learning and Continuous Improvement
- ✓ Transparency and Accountability

## Federal, Provincial and Territorial Involvement

- The Council of Ministers of Education, Canada (CMEC) - K to 12 Education
- Federal, Provincial Territorial for Early Learning and Child Care

## The minister is responsible for

<b>70</b>	ABC appointments
<b>9</b>	Statutes
<b>72,032</b>	Regulatory Requirements

## 2023/24 Quick Facts

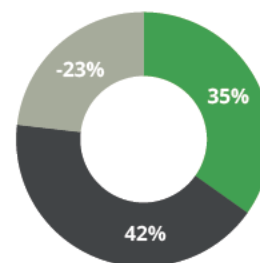
<b>BUDGET</b>	<b>\$3.7</b> billion	<b>STAFF</b>	<b>28,834</b> Full Time Equivalents (FTEs)
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## Responsibilities

- Policy direction, standards and funding for Early Learning and Child Care and the K to 12 education system
- Curriculum development, implementation and assessment
- Certification of teachers, school professionals, early childhood educators, and licensing of child care facilities
- French language education and service delivery
- Indigenous education and Truth and Reconciliation Calls to Action
- Research and continuous improvement to ensure high quality learning, achievement, and well-being

## Summary Budget

thousands



	Budget	FTEs
Core	\$2,386,561	479
OREs	\$2,880,156	28,355
Consolidation and Other Adjustments	(\$1,587,861)	
<b>Total</b>	<b>\$3,678,914</b>	<b>28,834</b>

## Other Reporting Entities

- Public school divisions

# Education and Early Childhood Learning

## Operating Budget by Main Appropriation

Part A (thousands)

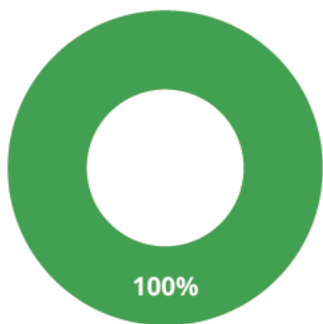


2023/24 Budget

<span style="color: green;">■</span> Administration and Finance	\$6,531
<span style="color: darkgrey;">■</span> Student Achievement and Inclusion	\$42,549
<span style="color: lightgrey;">■</span> System Performance and Accountability	\$9,453
<span style="color: orange;">■</span> Support to Schools	\$1,759,967
<span style="color: brown;">■</span> Corporate Services	\$17,088
<span style="color: maroon;">■</span> Early Learning and Child Care	\$445,644
<span style="color: pink;">■</span> Costs Related to Capital Assets	\$105,387

## Capital, Loans and Guarantees

Part B, C, and D (thousands)



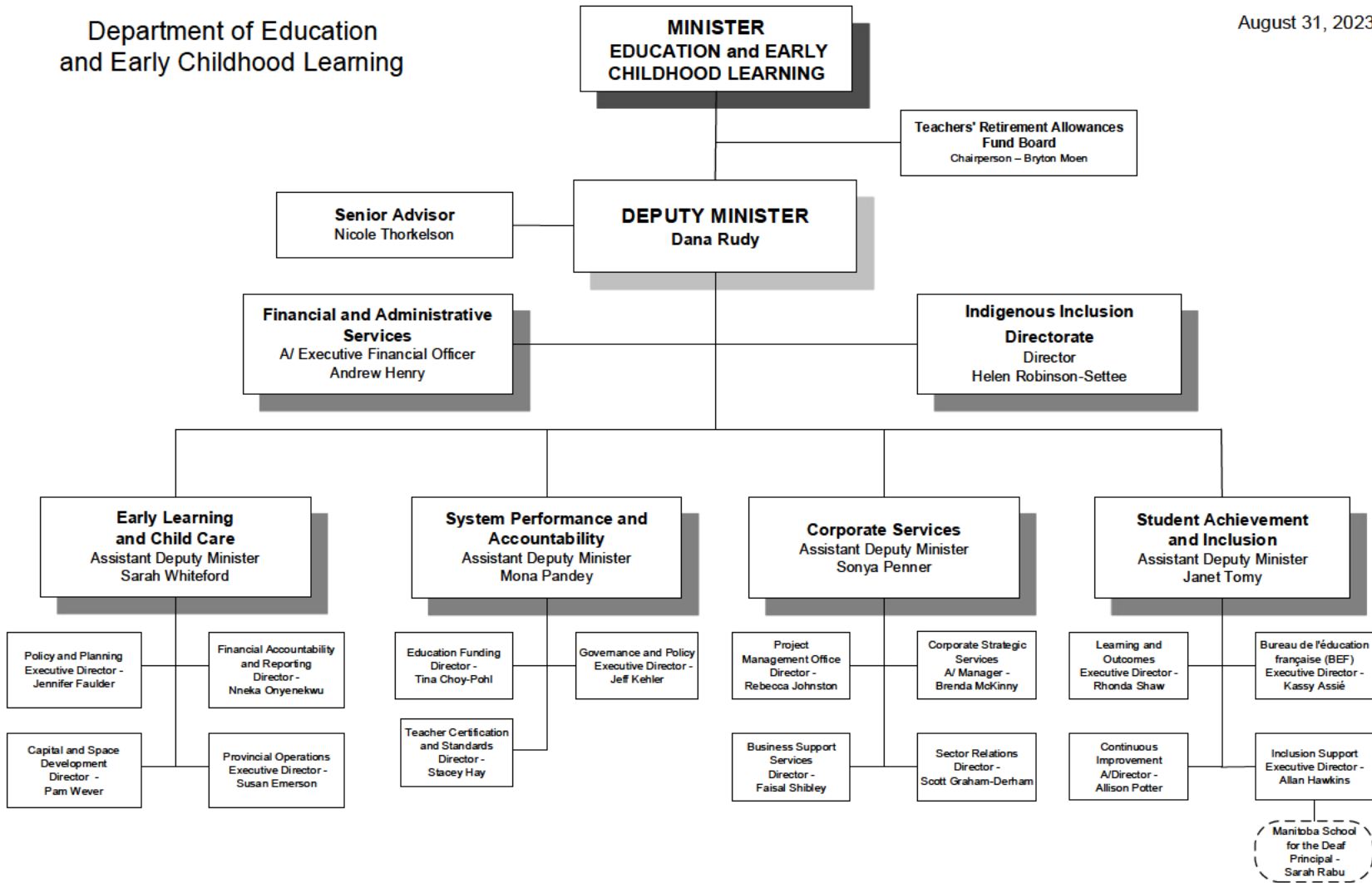
	Budget
Departmental Capital (Part B)	-
Loan and Guarantee Programs (Part C)	-
<span style="color: green;">■</span> ORE Capital (Part D)	\$260,385

## 2. Department Organization

### Organizational Chart

Department of Education  
and Early Childhood Learning

August 31, 2023



## Deputy Minister

### Dana Rudy

Dana Rudy has worked within the public service since 2005 and has been the department's Deputy Minister since 2020. Before joining Education and Early Childhood Learning, she worked in an integrated senior leadership role with the department of Families, Community Health Services (Winnipeg Regional Health Authority) and the Victoria General Hospital. Dana also worked at the Faculty of Social Work, University of Manitoba, as the coordinator of an international project between Canada and Ukraine, as well as a sessional instructor, where she conducted program evaluations within the Child and Family Services Research Group and taught in the undergraduate and graduate programs.



Dana holds a Masters of Social Work (Administration, Policy, and Program Evaluation), a Masters Certificate in Project Management and takes French Language courses at the Université de Saint-Boniface.

Dana is committed to inclusion and service excellence for all Manitobans, system improvement, advancing Truth and Reconciliation, and supporting the achievement and well-being of children, families and communities.

## Department Strategy Map

### Vision

All Manitoba children and students succeed, no matter where they live, their backgrounds, or their individual circumstances.

### Mission

To ensure responsive, equitable and high-quality child care and learning from early childhood through to high school graduation to support all children and students to reach their full potential.

### Values

- Truth and Reconciliation
- Equity and Inclusion
- Collaboration and Engagement

- Learning and Continuous Improvement
- Transparency and Accountability

### Priorities and Objectives

#### **Quality of Life – Improving Outcomes for Manitobans**

1. Advance Truth and Reconciliation
2. Support High-Quality Learning and Well-Being
3. Strengthen the Education and Early Learning Workforce

#### **Working Smarter – Delivering Client-Centred Services**

4. Reduce Red Tape
5. Strengthen Communication Across the System

#### **Public Service – Delivering Client-Service Excellence**

6. Build Our Capacity
7. Advance Inclusion
8. Strengthen Respect at Work

#### **Value For Money – Protecting Manitoba’s Bottom Line**

9. Effective Stewardship of Resources
10. Balance the Budget

## **Department Responsibilities**

The department’s mandate is to set the overall strategic and operational policy direction, establish standards and allocate funding for Early Learning and Child Care, and Kindergarten to Grade 12 education, ensuring accountability for outcomes.

The overall responsibilities of the minister and Education and Early Childhood Learning are to:

- set policy direction and standards for Early Learning and Child Care, and for the K to 12 education system,
- develop legislation, regulation, and policy,
- administer funding, grants, and child care subsidies,
- provide oversight to ensure compliance and monitoring for outcomes,
- develop and evaluate curriculum to support implementation and assessment of curricular outcomes,
- ensure inclusive child care and K to 12 education,

- certify teachers, school professionals, early childhood educators, and child care assistants and license child care facilities,
- advance French language education and child care services (with responsibilities that also extend from early childhood education into post-secondary education),
- support Indigenous education and advance Truth and Reconciliation, and
- develop, research, and evaluate initiatives to ensure high quality learning, achievement, and well-being.

The minister is also responsible for:

- Public school divisions

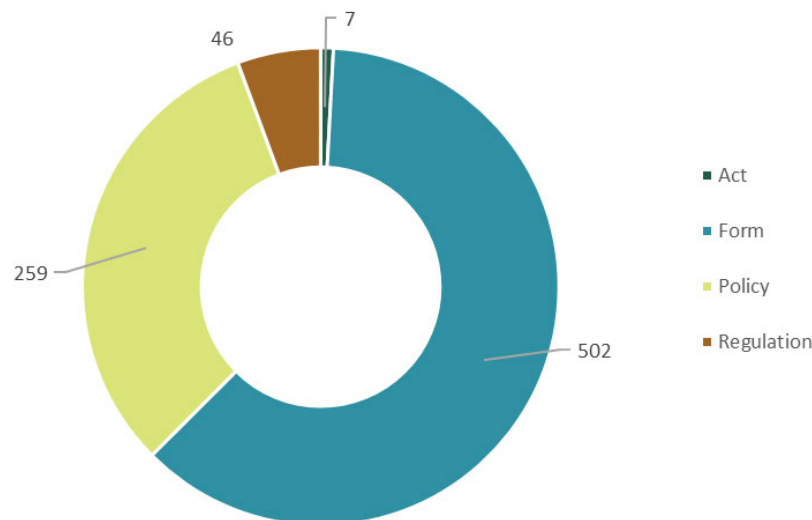
## Policy Instruments

*As of March 31, 2023*

A regulatory requirement is an action that must be taken by a Manitoba resident, local government, non-profit or business in order to access a program or service of the government or government agency, carry on business, or participate in a regulated activity. Regulatory requirements are found in statutes, regulations, policies, or forms made by government departments or government agencies.

The department currently administers **72,032** regulatory requirements through **814** policy instruments. A chart of the policy instruments by type is included below.

### Count of Department's Regulatory Instruments by Type



\* Note that a list of statutory responsibilities of the minister is included in the appendix.

## Program Descriptions

**Financial and Administrative Services** provides executive planning, management, and administrative support to the department, including policy and program direction, central comptrollership, and financial support.

**Indigenous Inclusion Directorate** provides leadership and coordination of departmental initiatives that pertain to Indigenous education and training. Coordinates the development of *Mamàhtawisiwin: The Wonder We Are Born With*, the Indigenous Education Policy Framework to remove systemic barriers to Indigenous student success and advance Truth and Reconciliation. Oversees the Community Schools Program. Coordinates the work, priorities and annual reporting for the Indigenous Inclusion Directorate Advisory Council (K to 12) and the Kiskentamowin Advisory Council (Post-secondary).

**Student Achievement and Inclusion** provides leadership, coordination, and support for primary, elementary and secondary education to improve lifelong learning outcomes for all students, including those with diverse learning needs, across the English, French Immersion, Français, and Senior Years Technology Education programs. Develops and implements provincial policies, standards and supports, focusing on achievement, literacy and numeracy, equity, inclusion, citizenship, sustainability, well-being, Truth and Reconciliation and public engagement. Provides leadership for inclusion support, student services, and Manitoba School for the Deaf. Oversees French Language education, the French Language Services Plan and the Official Languages Program for the K to 12 education and post-secondary institutions.

**System Performance and Accountability** provides leadership and design for the governance structures, funding, legislation, and policy for Manitoba's K to 12 education system. Oversees the certification of teachers in Manitoba. Leads the policy and oversight for independent schools, international education and remote learning. Designs, disburses, and ensures accountability for the operating and capital funding for Manitoba's K to 12 education system.

**Corporate Services** provides centralized support and leadership for corporate planning, reporting, measurement, communication, and project delivery. This includes support to manage major projects, initiatives and business processes, management of information technology systems, oversight of internal and external communications and engagements, strategic and operational planning and centralized support for emergency preparedness and business continuity planning. The division also coordinates cross-departmental planning, other government reporting requirements, the department's Accessibility Plan and employee engagement strategies.

**Early Learning and Child Care** provides policy leadership for Manitoba’s Early Learning and Child Care (ELCC) system, ensuring the provision of high-quality, inclusive, safe, and healthy early learning environments for children. Responsible for policy development, funding, licensing of facilities, quality assurance, capital and space expansion, curriculum including diversity and inclusion programming, establishing qualifications for education and training programs, workforce development, and certifying Early Childhood Educators.

## Human Resources

### Staffing Overview

Education and Early Childhood Learning

Full Time Equivalent (FTE) and Salaries and Employee Benefits by Appropriation

<b>Main Appropriations</b>	<b>2023/24</b>		<b>2022/23</b>	
	<b>FTEs</b>	<b>\$(000s)</b>	<b>FTEs</b>	<b>\$(000s)</b>
Administration and Finance	<b>39.00</b>	<b>3,520</b>	38.00	3,251
Student Achievement and Inclusion	<b>198.35</b>	<b>18,531</b>	195.35	17,565
System Performance and Accountability	<b>64.00</b>	<b>5,796</b>	57.00	5,004
Corporate services	<b>54.00</b>	<b>4,615</b>	54.00	4,441
Early Learning and Child Care	<b>124.00</b>	<b>9,787</b>	124.00	9,496
<b>TOTAL</b>	<b>479.35</b>	<b>42,249</b>	468.35	39,757

Minister's and Deputy Minister's Staff <sup>a</sup>

<b>List of Non-Political Staff</b>		
<b>Branch</b>	<b>Title</b>	<b>Employee Name</b>
Minister's Office	Admin Assistant To Minister	Joynt, Debbie
Minister's Office	Correspondence Secretary	Sumayod, Romina
Minister's Office	Correspondence Secretary	Friesen, Melissa
Deputy Minister's Office	Senior Advisor To The Deputy Minister	Thorkelson, Nicole
Deputy Minister's Office	Executive Assistant To Deputy Minister	Yakel, Jade
Deputy Minister's Office	Deputy Minister	Rudy, Dana
Deputy Minister's Office	Administrative Secretary To The DM	Ferris, Crystal
<b>Total</b>	<b>7</b>	

<b>List of Political Staff</b>	
<b>Branch</b>	<b>Title</b>
Minister's Office	Executive Assistant To The Minister
Minister's Office	Special Assistant To The Minister
<b>Total</b>	<b>2</b>

**Notes**

\* As of August 31, 2023

<sup>a</sup> List of Minister's and Deputy Minister's staff is based on employee's position title, cost center and fund center.

Vacancies \*

<b>Type</b>	<b>Count</b>
Total FTEs	479.4
Total Value of Vacant FTEs	84.3

<b>17.6%</b>
<b>Vacancy Rate</b>

Appointments \*\*

<b>Competitive Appointments</b>	<b>Count</b>
Competition - Closed	2
Competition - Open	64
<b>Total</b>	<b>66</b>

<b>Direct Appointments</b>	<b>Count</b>
Acting Status to Regular	2
Other Direct Appoint	2
<b>Total</b>	<b>4</b>

<b>Event Type</b>	<b>Count</b>
Acting Status	6
In-Service Appointment	37
New Appointment	34
<b>Total</b>	<b>77</b>

Terminations \*\*

<b>Type</b>	<b>Count</b>
Retirements	6
Other Terminations	10
<b>Total</b>	<b>16</b>

Employment Equity \*

<b>Employment Equity Group</b>	<b>Percent</b>
Woman	75.7%
Indigenous Peoples	8.4%
Person with Disabilities	8.2%
Visible Minority	19.0%

**Notes**

\* As of August 31, 2023

\*\* From April 1, 2023 to August 31, 2023

Glossary of Human Resources Terms

<b>Term / Acronym</b>	<b>Definition</b>
Acting Status	Temporary assignment of an employee to another position with a higher maximum rate of pay.
Acting Status to Regular	Appointment of an individual previously in acting status to a position on a regular (permanent) basis.
Competition – Closed	Competition in which only current employees are eligible to apply.
Competition – Internal	Competitions in which only current employees within a specific department or work area are eligible to apply.
Competition – Open	Competition for which anyone eligible to work in Canada may apply.

Competitive Appointments	Appointments resulting from a competition (Open, Closed, Internal); excluding secondments.
Difficult to Recruit Position	Appointment of an individual to a position that is determined to be difficult to recruit (including difficult to recruit location).
Direct Appointments	Appointment made outside of a competitive process.
Employment Equity Group	Inclusive of four groups recognized by the Manitoba government for employment equity initiatives: women, Indigenous peoples, persons with disabilities and visible minorities.
Employment Equity Initiative	Appointment of an individual who is a member of a designated group for the purposes of advancing public service employment equity goals and objectives.
Former Employee Returning	Appointment of an individual previously terminated, generally to a similar position.
Full-Time Equivalent (FTE)	A measurement for number of positions. Every full-time regular position represents one full-time equivalent position.
Indigenous People	Employee who identifies as a person of North American Aboriginal ancestry including First Nation, (status and non-status Indians), Inuit and Metis
In-Service Appointments	Appointment of existing employees in a new/different position.
New Appointment	Appointments of individuals who are not pre-existing employees (ie. member of the public).
Other Direct Appointments	Appointment of an individual where other reason codes do not apply.
Persons with Disabilities	Employee who identifies as a persons whose functional limitations owing to their impairment have been accommodated or may require accommodation in their job or workplace, and/or persons who have a long-term or recurring impairment and believe an employer or potential employer is likely to consider them to be disadvantaged in employment by reasons of that impairment, or persons who have a long-term or recurring impairment and consider themselves to be disadvantaged in employment by reasons of that impairment.
Retirement	Employees who end their employment, and who typically begin to collect entitlements from the Civil Service Superannuation Board.
SAPEX	Sapex is a database hosted on an Oracle Server where major employee information were appended monthly. Data from this database are never changed once uploaded and are used for reports that requires consistency.

Political Employee	A political staff member appointed by the Lieutenant Governor in Council under section 59(1) of The Public Service Act.
Termination	Employees whose employment has ended with the Manitoba government, with or without cause.
Total FTEs	Total value of all FTEs, including full time and part-time positions.
Total Value of Vacant FTEs	Sum of vacant FTEs excluding Minister's position and Career Opportunity for Student FTEs.
Vacancy Rate	Percentage of vacant FTEs.
Visible Minorities	Employee who identifies, because of their race or colour, as a visible minority
Women	Employee who identifies as a woman

### **3. Strategic Overview**

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#### **Urgent Matters**

The following items require action or attention by the end of the calendar year:

1. Funding Model Review
2. Teacher Certification and Standards
3. Student Information System
4. Early Learning and Child Care Workforce/Wages
5. School Ventilation

Issue notes follow on the next pages.

**1. Issue Title:** Funding Model Review**Timeline for Action:** November 2023**High Level Summary:**

The department launched a review of the K to 12 Education funding model in June 2021 to improve how operating funding is allocated to public school divisions in a fair, transparent and equitable way.

**Current Status:**

- The funding model has not been reviewed in over 20 years. A new funding model was recommended by the Commission on K to 12 Education and committed to in the Manitoba K to 12 Education Action Plan.
- The department has developed a draft new model informed by extensive research, several rounds of consultation with the education sector, and regular feedback from the Funding Model Review Team comprised of representatives from the sector.
- In December 2022, a decision was made to defer implementation to allow time for further consultation with the sector.
- Key messages to date include a commitment to take time to get this right and that no division will see a decrease as a result of the implementation of the new funding model.
- The department is incorporating feedback received from the May-July 2023 one to one consultations held with all 37 school divisions. A What We Heard Report is planned for release following the blackout period.


**Confidential Advice to Minister:**

23(1)(a)

**Options and Recommendations:**

23(1)(a)

23(1)(a)



**Contact Person:**

Mona Pandey, ADM, System Performance and Accountability, 204-470-2782

## 2. Issue Title: Teacher Certification and Standards

**Timeline for Action:** Continue sector consultations after the blackout period and select an independent Commissioner winter 2023.

### High Level Summary:


Bill 35 enhances the legislative framework for the regulation of the teaching profession, including addressing teacher misconduct. The Bill received Royal Assent on May 30, 2023.

### Current Status:

- The department has publicly committed to establishing the Commissioner's office to handle all matters related to teacher misconduct, and to create a teacher registry by fall 2024. The establishment of the Commissioner's office is required upon the coming into force of Bill 35, *The Education Administration Amendment Act*.
- The Commissioner is to be appointed by the Lieutenant Governor in Council on the recommendation of the Minister for a five-year term.
- The department has committed to working with the sector to develop standards for the teaching professional before the sections of the Act pertaining to professional competencies are proclaimed. As such, proclamation is planned in three phases.
- The department is reviewing the requirements and processes for teacher certification to reduce barriers and help get more teachers in the classroom. Following initial consultations with stakeholders, the department made four interim amendments, which became effective on August 31, 2023. A letter has been sent to the sector outlining these changes. The department will publicly communicate these changes after the blackout period and continue to engage with the sector in fall 2023 on the broader review of the certification requirements.
- The department has identified the following key milestones:
  - **Fall 2023** – Continue stakeholder consultations; Draft a submission to bring the Bill into force in fall 2024, assessing regulatory requirements at that time.
  - **Winter 2023** – Select an independent Commissioner and develop supporting policies and procedures. Implement an interim teacher registry while the longer-term solution as part of the Provincial Student Information System is established.
  - **Spring 2024** – Hire all new staff for Teacher Certification and Standards.
  - **Fall 2024** – Proclaim Bill 35, appoint the Commissioner, launch the teacher registry and enable the Commissioner to address matters of misconduct.

**Options and Recommendations:**

23(1)(a)



**Contact Person:**

Mona Pandey, ADM, System Performance and Accountability, 204-470-2782

### 3. Issue Title: Student Information System

**Timeline for Action:** Award tender by November 2023

#### High Level Summary:

As part of the commitment in the K to 12 Education Action Plan, and in response to the recommendations from the Commission on K to 12 Education (2020), Manitoba Advocate for Children and Youth (2019), and the Office of the Auditor General (2022), the department is in the process of establishing a Provincial K to 12 Student Information System (SIS). This will integrate 37 different public school divisions, Manitoba Institute of Trades and Technology (MITT) and the department's existing legacy Education Information System (EIS) into one unified system. The system will facilitate accurate, real-time and secure data storage, collection, information management, and reporting at the local division and provincial level.

#### Current Status:

- A provincial SIS will bring Manitoba in line with most other provinces and territories.
- 23(1)(a), 23(1)(f) [REDACTED]  
[REDACTED]  
[REDACTED] The majority of the system will be delivered over a three-year period, beginning in 2024/25.
- The 2023/24 year includes a pilot project, a development phase, data migration, minimum viable product and interim teacher registry platform
- The current year also includes contracts for consultants to support project governance and execution, the development of a data warehouse and scoping related to First Nations School System, funded independent schools and adult learning centres.


#### Confidential Advice to Minister:

23(1)(a)



**Options and Recommendations:**

23(1)(a)



**Contact Person:**

Sonya Penner, ADM, Corporate Services, 204-250-3102

#### 4. Issue Title: Early Learning and Child Care Workforce/Wages

**Timeline for Action:** Sector consultations in November 2023

#### High Level Summary:

Under the Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement, Manitoba has committed to creating 23,000 new child care spaces by March 31, 2026. This increase in child care spaces can only succeed with a proportionate increase in the workforce. Manitoba has engaged consultants to support 28(1)(b); 28(1)(c)(i)(ii) to support the growth of the workforce: 28(1)(b); 28(1)(c)(i)(ii)(iii) 28(1)(b); 28(1)(c)(i)(ii)(iii) modernizing the workforce competencies and certification requirements and processes.


#### Current Status:

- The department estimates that at least 2,000 Early Childhood Educators and 1,000 Child Care Assistants will be needed to support the expansion of spaces across Manitoba.
- Manitoba has implemented several initiatives to support the workforce:
  - Wage Grid promoting wage equity across the sector with 18% increase to funding to support increases to wages aligned with the Wage Grid.
  - Multi-year expansion plan to create almost 1,000 new training seats.
  - Tuition reimbursement program and expanded workforce training grants.
  - Pension and retirement supports.
- Qualified vendors have been contracted through competitive processes to 28(1)(b); 28(1)(c)(i)(ii)(iii) 28(1)(b); 28(1)(c)(i)(ii)(iii) modernize the certification system. Stakeholder consultation is planned for fall 2023.
- Additional strategies to recruit and retain professionals in the sector are in development, and Manitoba is working cross-jurisdictionally on a Federal-Provincial-Territorial Workforce Strategy, as well as with the Minister's Consultation Table comprised of providers and stakeholders.

#### Confidential Advice to Minister:


23(1)(a)

23(1)(a)



**Options and Recommendations:**

23(1)(a)



**Contact Person:**

Sarah Whiteford, ADM, Early Learning and Child Care, 204-794-1684

**5. Issue Title:** School Ventilation

**Timeline for Action:** Communication to align with timing of release of research study findings.

**High Level Summary:**


Given the COVID-19 pandemic and the heat wave in June 2023, there is heightened interest in ventilation systems within schools and child care centres.

**Current Status:**

- Public Health continues to advise schools and child care centres to inspect all mechanical heating, ventilation and air conditioning (HVAC) systems regularly and seek solutions from qualified experts as needed to take actions as required.
- In 2023/24, the province has committed \$24M towards new Heating, Ventilation & Air Conditioning (HVAC) projects. The Province is prioritizing air conditioning (A/C) in schools based on need and integrating with other system upgrades, such as building retrofits.
- The Department of Consumer Protection and Government Services is conducting a survey with all school divisions to support the development of a multi-year plan to expand A/C and improve ventilation in schools.
- Many child care centers do not own the building where they are housed, limiting their ability to address capital requirements related to ventilation.
- In February 2023, the Manitoba government allocated \$60 million in Quality Enhancement Grants to existing licensed child care providers. Flexibility was given to facilities in addressing infrastructure upgrades, including HVAC improvements.

**Confidential Advice to Minister:**

23(1)(a)



**Options and Recommendations:**

It is recommended that Manitoba review the survey information to determine options, timelines and funding requirements to have A/C in all schools. It is also recommended that the departments prepare a communication plan to align with the timing of the research study underway. This survey will provide information on the timelines and funding requirements to have A/C in all schools.

**Contact Person:**

Mona Pandey, ADM, System Performance and Accountability, 204-470-2782

## **Strategic Priorities and Opportunities**

The following items are matters for consideration in the longer term that may pertain to organizational changes, strategic plans, multi-year projects, emerging issues and other topics:

1. High Quality, Affordable and Accessible Early Learning and Child Care System
2. Indigenous Education
3. Manitoba's Kindergarten to 12 Education Action Plan
4. Student Achievement and Well-Being
5. School Capital


Issue notes follow on the next pages.

**1. Issue Title:** High Quality, Affordable and Accessible Early Learning and Child Care System**Timeline for Action:** By March 2026**High Level Summary:**

Manitoba is signatory to two agreements with Canada valued at over \$1.3 billion: the Canada-Manitoba Canada-Wide Early Learning and Child Care (Canada-Wide) Agreement 2021-2026, and the Canada-Manitoba Early Learning and Child Care (Bilateral) Agreement 2021-2025. Corresponding action plans are in place for both agreements, identifying how Manitoba will achieve its commitments, including developing 23,000 more child care spaces, reducing parent fees to \$10/day, increasing wages for the workforce, and improving quality and inclusivity in child care settings. The renewed Action Plan was approved in July 2023.

**Current Status:**

- Manitoba has made significant strides toward the key deliverables in the agreements including: implementing \$10/day parent fees for licensed, funded child care (regular periods of care), approving expansion projects for 8,226 spaces for children 0-6, and increasing wages for the sector (18% increase through operating grants).
- Manitoba has simultaneously invested significant provincial funding to extend many initiatives and priorities under the agreements to school-age programs, including committing to another 4,272 spaces for children ages 7-12 and supporting operating grant increases not covered by the federal agreements.
- Manitoba is also focusing on quality and inclusion initiatives, including a review of the Early Returns curriculum framework.

**Confidential Advice to Minister:**23(1)(a)  
**Options and Recommendations:**

It is recommended that Manitoba continue working with Canada on the implementation of the existing agreements, as well as releasing its own provincial strategy to better communicate Manitoba's vision for early learning and child care and focus on workforce.

**Contact Person:**

Sarah Whiteford, ADM, Early Learning and Child Care, 204-794-1684

## 2. Issue Title: Indigenous Education

**Timeline for Action:** Spring 2024

### High Level Summary:

Indigenous education is a core priority of the department and several key initiatives have been launched to respond to the Truth and Reconciliation Commission of Canada (TRCC) Calls to Action. The foundation to this work is *Mamàhtawisiwin: The Wonder We Are Born With – An Indigenous Education Policy Framework (2022)*. This framework supports the holistic achievements of First Nations, Métis, and Inuit learners by helping educators incorporate languages, cultures, and identities into their teaching and practice.

### Current Status:

- In April 2023, Manitoba released the *Mamàhtawisiwin Tools for Reflection, Planning, and Reporting* to support school division, school and classroom planning and reporting.
- In April 2023, Manitoba released *the Elders and Knowledge Keepers in Schools Guidelines*. \$2.23M is provided to divisions to support the initiative.
- In June 2023, Manitoba partnered with the Treaty Relations Commission of Manitoba and education stakeholders to launch the *Treaty Education for All* plan that requires all K to 12 teachers and school staff to complete Treaty Education training by December 31, 2025. Since 2019, Manitoba has funded \$250K annually to the Treaty Relations Commission to provide Treaty Education 23(1)(a)

█ In 2023, Manitoba allocated \$1.3M to purchase Treaty Education Resource Kits to distribute kits to all provincially funded schools.

- Curriculum for K to 12 Education and early learning and child care are being updated to reflect true histories, Indigenous ways of knowing, being and doing, Indigenous Languages and Treaty Education.
- The K to 12 Education Action Plan also commits to a strategy to recruit and retain more Indigenous educators, alongside a commitment to increase recruitment for French Language educators.

### Confidential Advice to Minister:

23(1)(a)

**Options and Recommendations:**

It is recommended that Manitoba continue with the implementation of these policy directives and report on progress made towards the TRCC Calls to Action in the spring of 2024.

**Contact Person:**

Helen Robinson-Settee, Director, Indigenous Inclusion Directorate, 204-945-4763

### 3. Issue Title: Manitoba's Kindergarten to 12 Education Action Plan

**Timeline for Action:** End of fiscal 2026/27

#### High Level Summary:

Manitoba's K-12 Education Action Plan (Action Plan) was launched in April 2022 and has an estimated five-year horizon; meaning to the end of fiscal year 2026/27. The Action Plan sets out the path for responding to the recommendations from the Manitoba Commission on Kindergarten to Grade 12 Education and outlines a vision for student success and action items that will strengthen and improve the achievement and well-being for all Manitoba students - no matter where they live, their background, or their individual circumstances.


#### Current Status:

- The action plan is based on extensive province-wide consultations with Manitobans education partners, school divisions, school leaders, teachers, students and parents/caregivers.
- The Action Plan has 43 initiatives organized by four pillars: High-Quality Learning; Student Engagement and Well-Being; Excellence in Teaching and Leadership; and Responsive Systems. 60 per cent of the actions are either complete or underway as reported in the May 2023 annual report.
- Key highlights to date include:
  - Creating a transparent, accountable process to define, prevent and address teacher misconduct and a public registry of teachers' certificates.
  - Supporting teaching and learning through Manitoba's Framework for Learning, which establishes cohesion across the four K to 12 provincial programs and provides one website access point into curriculum, assessment and reporting.
  - Launching the French Language Teacher Recruitment and Retention Strategy.
  - Strengthening the Français and French Immersion program policy.
  - Conducting a review of the K to 12 funding model.
  - Implementing the Indigenous Education Policy Framework.
  - Creating a remote learning strategy to improve access to high-quality learning.
  - Planning for the provincial Student Information System.
  - Implementing new Safe and Caring Policy directives, including exclusions, suspensions and student presence/engagement.
  - Coordinating a task force to identify actionable strategies for reducing the impact of poverty on education.
  - Releasing the final report of the Minister's Advisory Council on Inclusive Education.

- Enhancing the provincial assessment program through initiation of a Grade 10 provincial evaluation, in addition to resuming Grade 12 provincial tests that were paused in 2020.

**Options and Recommendations:**

23(1)(a)



**Contact Person:** Janet Tomy, ADM, Student Achievement and Inclusion, 204-430-3429

**4. Issue Title:** Student Achievement and Well-Being**Timeline for Action:** Ongoing**High Level Summary:**

Initiatives focused on improving student outcomes, ensuring equity, and promoting well-being and inclusion in K to 12 schools in response to the commission on K to 12 Education.

**Current Status:**

The department is implementing the following initiatives in 2023/24:

- Enhancing the provincial assessment program through initiation of a Grade 10 provincial evaluation, and resuming Grade 12 provincial tests paused in 2020.
- Providing all divisions with access to the Pearson Canada Digital Assessment Library to support the early identification of student learning needs.
- Leading a 3-year pilot for the Early Years Evaluation in Kindergarten support in-year learning needs, focusing on literacy.
- Enhancing K-12 English Language Arts curriculum with the addition of grade level learning outcomes and Global Competencies.
- Continuing mental health initiatives, including the Health Behaviour in School Aged Children Survey, Teachers' Idea Fund focus on mental health, as well as developing a mental health in schools strategy with Mental Health and Community Wellness.
- Continue expansion of Senior Years Technology Education program in French.
- Releasing Guiding Principles for a Comprehensive Approach to Reading Instruction with guidance for instruction responsive to individual needs of students. The guidelines are based on the Standards for Appropriate Educational Programming in Manitoba.

**Confidential Advice to Minister:**

23(1)(a)

**Options and Recommendations:**

23(1)(a)

23(1)(a)

**Contact Person:**

Janet Tomy, ADM, Student Achievement and Inclusion, 204-430-3429

**5. Issue Title:** School Capital**Timeline for Action:** For 2024/25 budget deliberations**High Level Summary:**

Manitoba has committed to building 23 new schools by 2027, while also investing in the maintenance of existing schools.

**Current Status:**

- The province has allocated over \$1 billion in the past four years towards school capital.
- Fourteen of the 23 new schools are either in design, in construction or complete. Eight schools are currently in operation including the previously completed 9-12 school in Niverville, the recently completed high school in Waverley West, and K-8 schools in Winkler, Brandon, Waverley West and two in north Winnipeg. The Division Scolaire Franco-Manitobaine (DSFM) has established a new K-8 Français school, in a former private school in North East Winnipeg. École Voix Des Prairies is currently offering grades K-3 and is being renovated to suit the full K-8 requirements.
- The remaining schools are planned for Winnipeg, Morden, Brandon, and Steinbach.

**Confidential Advice to Minister:**

23(1)(a)

## Options and Recommendations:

23(1)(a)

### Contact Person:

Mona Pandey, ADM, System Performance and Accountability 204-470-2782

## Renewing Relationships and Advancing Indigenous Reconciliation

Advancing Truth and Reconciliation is one of the key guiding principles underpinning the department's K to 12 Education Action Plan and is core to the department's Framework for Learning, Framework for Continuous Improvement and *Mamàhtawisiwin – The Wonder We are born With – An Indigenous Education Policy Framework*. While this work is rooted in all priorities and areas of the department, the Indigenous Inclusion Directorate provides leadership and coordination of departmental initiatives that pertain to Indigenous education and training, infusing Indigenous ways of knowing, being and doing in all of our work and removing systemic barriers to Indigenous student success.

Through a partnership with the Treaty Relations Commission of Manitoba, the Treaty Education for All plan supports Manitoba's response to the Truth and Reconciliation Call to Action #62(i) and is in alignment with Calls to Action #s 12, 63, and 64. This plan requires all K to 12 teachers and school staff to complete training by December 31, 2025. Planning for the Early Learning and Child Care system across Manitoba is underway.

The department also implemented the Elders and Knowledge Keepers in Schools Initiative across all school divisions in 2022/23. The initiative supports students, educators, and families to learn First Nations, Métis and Inuit histories, cultures, traditional values, contemporary lifestyles and traditional knowledge systems across all learning environments through authentic engagement.

The department is actively working to build a strategy specific to early learning and child care which will help Manitoba Early Childhood Educators understand Indigenous perspectives, true histories and shared responsibilities as well as support them to incorporate Indigenous languages, cultures, and identities into their programming and practices.

# Federal, Provincial and Territorial Overview

## Representation at FPTs

### **Federal, Provincial and Territorial Ministers Most Responsible for Early Learning and Child Care**

Description: The Federal, Provincial and Territorial (FPT) Ministers Most Responsible for Early Learning and Child Care is a forum whereby Ministers come together to discuss common priorities and issues of shared interest in the immediate and long-term, including information sharing, best practices, and potential opportunities for further discussion and collaboration on early learning and child care to improve the lives of children and families across Canada.

Other information: The FPT Ministers Forum will typically meet on an annual basis in July, with additional meetings/calls scheduled on an as-needed basis. The work of the FPT Ministers Forum is supported by the following committees and groups:

- FPT Deputy Ministers (DM) Steering Committee
- FPT Officials Working Group
- FPT Forum Secretariat Support

### **Council of Ministers of Education, Canada (CMEC)**

Description: The Council of Ministers of Education, Canada (CMEC) is an intergovernmental body founded in 1967 by ministers of education. Given that education is a provincial responsibility, CMEC serves as:

- a forum to discuss policy issues
- a mechanism to undertake activities, projects and initiatives in areas of mutual interest
- a means to consult/cooperate with education organizations and the federal government
- an instrument to represent the education interests of the provinces/territories internationally.

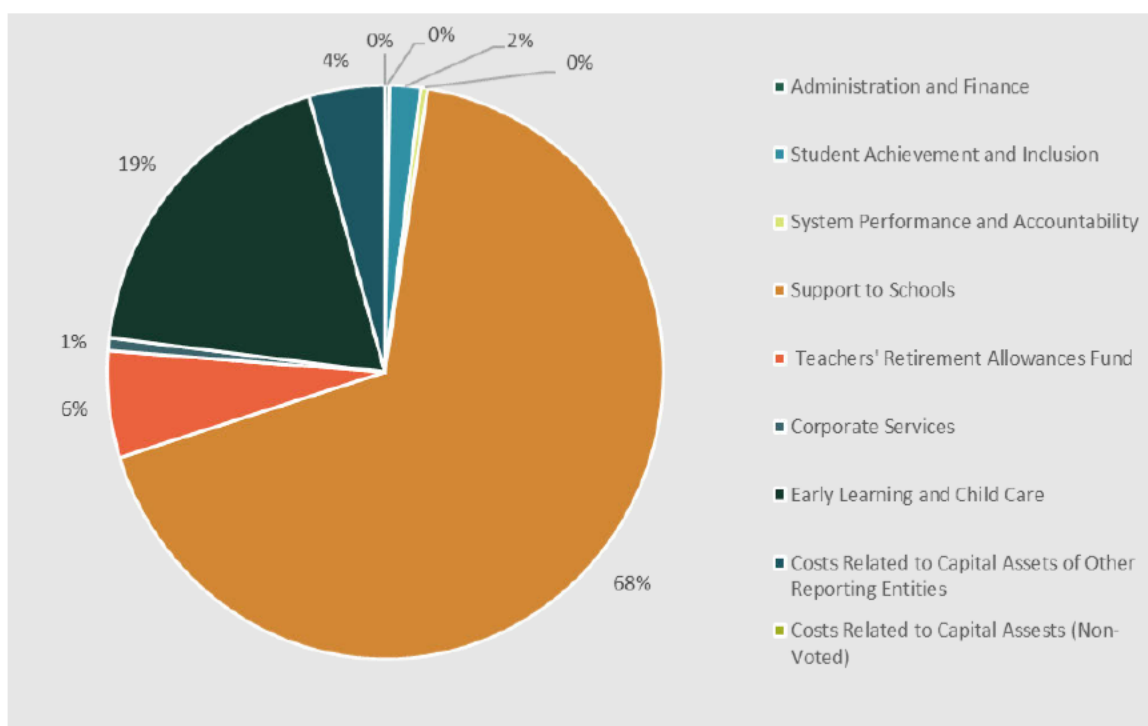
Other information: CMEC ministers usually meet annually in person in July. Manitoba's Minister of Education and Early Childhood Learning co-chairs the Indigenous Education Committee along with Saskatchewan, with the department as a co-chair of the officials working group.

CMEC also has a Board of Directors for the Corporation of CMEC. This year, Manitoba education Minister position became one of the Board of Directors (July 2023 to July 2025) for the Corporation of the CMEC. The members of the Corporation of CMEC Board of Directors rotate every two years.

## 4. Fiscal Overview

The following information reflects spending appropriations approved for the department in fiscal year 2023/24 by the Legislature. The annual Estimates process to determine the budget for the next fiscal year (2024/25) is currently underway.

### Percentage Distribution of Departmental Operating Budget (2023/24)




### Summary Budget Overview

Ministry Expenditure by Appropriation					
Main Appropriations	Part A- Operating	Other Reporting Entities	Consolidation and Other Adjustments	2023/24 Summary	2022/23 Summary
\$(000s)					
Administration and Finance	6,531			6,531	5,627
Student Achievement and Inclusion	42,549			42,549	37,783
System Performance and Accountability	9,453			9,453	8,628
Support to Schools	1,616,577	2,765,491	(1,524,117)	2,857,951	2,749,689
Teachers' Retirement Allowances Fund	143,390		90,000	233,390	243,707
Corporate Services	17,088			17,088	15,514
Early Learning and Child Care	445,644			445,644	434,960
Costs Related to Capital Assets of Other Reporting Entities	105,329		(105,329)	-	-
Costs Related to Capital Assets (Non-Voted)	58	114,665		114,723	112,030
Interfund Activity	-		(48,415)	(48,415)	(42,383)
<b>TOTAL</b>	<b>2,386,619</b>	<b>2,880,156</b>	<b>(1,587,861)</b>	<b>3,678,914</b>	<b>3,565,555</b>

\*Education and Early Childhood Learning’s Summary Budget Proposal includes the following Other Reporting Entities: 36 public school divisions and the School District of Whiteshell. All are public bodies that provide education services (pre-Kindergarten to Grade 12) to residents within their geographic location in accordance with the Public-School Act.

Pressures, Risks and Other Considerations

23(1)(a)



## List of Major Grants/Grant Programs

Recipient	2023/24 Budget Authority \$(000s)	Grant Title/Name
<b>16-1d - Indigenous Inclusion Directorate</b>		
School Divisions	2,175.0	Elders and Knowledge Keepers Initiative
The Winnipeg School Division	120.4	Family Resource Program (William Whyte)
Parent Child Programs in Community Schools	80.3	General Support Grant
Centre for Aboriginal Human Resources	65.0	Shine on Initiative
Full Circle for Indigenous Education	40.0	Aboriginal Circle of Educators
Brandon University	10.0	Brandon Mini-U Aboriginal Youth Project
Manito Ahbee Festival Inc.	10.0	Manito Ahbee Festival
<b>16-2c - Learning and Outcomes Branch</b>		
Creative Manitoba Inc.	125.0	Careers in the Arts mentorship program
Computers for Schools and Libraries	96.0	General Support Grant
Manitoba Association of Parent Councils	93.4	General Support Grant
Winnipeg Aboriginal Sport Achievement Centre	82.3	Southeast Training Academic Recreation Students (STARS) and The Student Mentor Aboriginal Role Model Tutorship (SMART)
Fort Whyte Foundation Inc.	75.0	General Support Grant
Harry J Enns Wetland Discovery Centre	40.0	Oak Hammock Marsh Education Programs
Manitoba Association of School Superintendents	40.0	Professional Learning Support Grant
Arts Education (Various School)	20.0	Educational Awards Program
Manitoba Association of Parent Councils	13.4	Project Support (Advocacy)
Manitoba Council for International Cooperation	13.0	General Support Grant
ArtsJunktion Manitoba Inc.	10.0	General Support Grant
Manitoba Teachers of German Association	8.0	General Support Grant
Agriculture in the Classroom	5.0	General Support Grant
The Kelsey School Division	5.0	Science Ambassadors Program
Manitoba Schools Science Symposium	2.4	Science Fair Support Grants
<b>16-2d - Inclusion Support Branch</b>		
Career Trek Inc.	1,260.0	Bright Futures Fund
Manitoba School Improvement Program	1,006.0	Bright Futures Fund
Wayfinders Manitoba Inc.	876.0	Bright Futures Fund
Boys & Girls Clubs of Winnipeg	806.0	Bright Futures Fund
Marymount Inc.	726.0	School Program for Managed Care Youth
Canadian Mental Health Association	550.0	Education Workforce Mental Health Initiative

Community Education Development Association	550.0	Bright Futures Fund
Marymount Inc.	365.0	Project Grant
Red River College Polytechnic	180.0	After School Leaders Program
SEED Winnipeg Inc.	150.0	Bright Futures Fund
Pan Am Clinic Foundation Inc.	136.0	Bright Futures Fund
Frontier College	100.0	Project Grant
The Pembina Trails School Division	100.0	CSI Program
Immigrant and Refugee Community Organization of Manitoba (IRCOM)	94.0	Bright Futures Fund
Broadway Neighborhood Centre	90.0	After School Leaders Program
Sierra Leone Refugee Resettlement Inc.	80.0	Project Grant
Rosbrook House Inc. - General Support Grant	72.0	General Support Grant
Graffiti Art Programming Inc.	60.0	After School Leaders Program
Ka Ni Kanichihk Inc.	60.0	After School Leaders Program
The Kelsey School Division	60.0	Northern Learning & Resource Centre
Manitoba Theatre for Young People	60.0	After School Leaders Program
Winnipeg Repair Education & Cycling Hub	60.0	After School Leaders Program
Manitoba First Nations Education Resource Centre	40.0	Youth Suicide Prevention
University College of the North	40.0	Summer Learning Enrichment Program - Rural and Northern
Sport Manitoba	10.0	Substance Use in Sport (SUSH) Program
Canadian National Institute for the Blind	5.0	Queen Elizabeth Insight II Scholarship

#### 16-2e - Bureau de l'éducation française

Programmes de Langues Officielles	3,800.0	Project Grants
French Language Project Grants	1804.0	Project Grants
French Language Revitalization Program	1,553.0	Project Grants
Post-Secondary Students	396.0	Bursaries
French Language Teachers	112.0	Bursaries

#### 16-4a - Schools Operating Grants

School Divisions	1,068,591.0	Public Schools - Schools Operating Grant
School Divisions	196,525.0	Public Schools - Schools Other Support Grant
School Divisions	180,052.0	Public Schools - Education Support Levy
Independent Schools	92,415.0	Schools Operating Grants
School Divisions	37,428.0	Tax Incentive Grant

#### 16-4b - General Support Grants

School Divisions	36,521.0	General Support Grant
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16-4c - Other Grants		
School Divisions	5,000.0	Teacher Idea Fund
Local Government District of Pinawa	45.0	Community Development Grant Program
16-6d - Early Learning and Child Care		
Daycare Centres and Homes - Early Learning and Child Care – Canada-Wide Agreement	244,749.0	General Support Grant
Daycare Centres and Homes	123,601.8	General Support Grant
Daycare Centres and Homes - Early Learning and Child Care – Canada-Manitoba Agreement	21,592.0	General Support Grant
Daycare Centres and Homes	18,331.8	Inclusion Support Program
Early Learning and Child Care Program	2,033.3	Capital Funding
Child Care Sustainability Fund	500.0	General Support Grant
Manidoo Gi Miini Gonaan - Community and Family Supports	362.0	Abecedarian Program
IRCOM Inc. - Community and Family Supports	91.3	Early Childhood Development HUB
New Directions - Community and Family Supports	65.9	Reaching Out Program
Red River College - Community and Family Supports	51.0	Abecedarian Program
16-7a - Capital Funding		
School Divisions	105,329.0	Capital Funding
Rounding	0.7	
TOTAL - Education and Early Childhood Learning		2,151,615.0

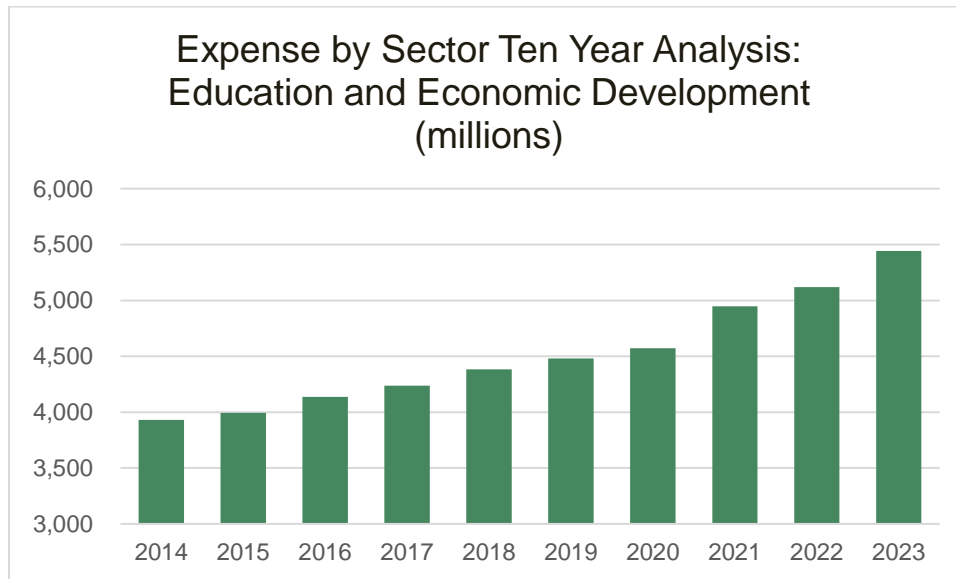
### List of Major Contracts

Vendor Name	Contract Amount	Contract Term	Description	Type
St. James-Assiniboia School Division	\$2,000,000.00	Sept 1/23-Jun 30/24	Continue to support InformNet to provide remote learning options to students of Manitoba for grades 9-12. InformNet will provide remote learning options for grades 9-12, with a capacity for up to 10,000 course seats.	Direct Award - 19(1)(a)
Treaty Relations Commission of Manitoba	\$1,388,000.00	Jul 18-Sept 30/23	The purchase of 2,313 Treaty Education resource kits to be distributed to all provincially funded schools.	Direct Award - 19(1)(a)
Manitoba Metis Federation	\$1,000,000.00	Apr 1, 2023-Mar 31, 2025	Newcomer Training and Tuition Reimbursement Initiative.	Direct Award - 19(1)(a)

Pearson Canada	\$604,203.00	Aug 1/23-Jul 31/26	Purchase and implement the Digital Assessment Library from Pearson Clinical Assessment Canada to ensure equal access to clinical supports and services including early identification, assessment and intervention for all students across Manitoba.	Direct Award - 19(1)(a)
St. Amant	\$560,000.00	Apr 1/23-Mar 31/25	The Fulfilling Workshop Series includes Applied Behaviour Analysis Training/workshops. Applied Behaviour Analysis training provides strategies to support children with Autism Spectrum Disorder attending child care centres within Manitoba.	Sole Source - 19(1)(a)

Historical Expenditures in Sector (\$000s)

The chart below shows expenditures by area rather than by department to capture expenditures in a sector unaffected by departmental reorganizations over time. This 10-year analysis includes expenditures for Advanced Education and Training, Education and Early Childhood Learning, and Economic Development, Investment and Trade.



## **5. Impending Legislative and Regulatory Changes**

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The following items have been passed by the Assembly and will come into force on the date specified:

No impending legislative and regulatory changes.

## 6. Scheduled Events

Event Name	Date/Location	Description	Expectation of Minister
Dyslexia Awareness Month – Mark it Read Event	October	Annual event where buildings and monuments are lit red to signify October as Dyslexia Awareness Month.	23(1)(a)
Manitoba School Library Day	October 16, 2023	Highlights the work of school libraries in the province.	
MTS S.A.G.E. Professional Development Day	October 20, 2023	MTS event/conference day attended for training purposes by most SDs either in person, or remotely.	
Minister's Consultation Table on Early Learning and Child Care	October 22, 2023	A committee of child care sector stakeholders who provide guidance and recommendations on child care priorities and initiatives.	
MASS Executive meetings (in person)	October 26, 2023, and December 8, 2023	Executive members meetings,	
Student Advisory Council	October 27 ,2023	Second Quarter Meeting for the 2023/24 student advisory council – Virtual	

Financial Literacy Month	November	The Financial Consumer Agency of Canada and the Financial Literacy Action Group launched Literacy Month in November 2011. In March 2012, the Parliament of Canada officially designated November as Financial Literacy Month.
Take Our Kids to Work Day	November 1, 2023	Annual Take Our Kids to Work program that gives grade 9 students from across Canada an opportunity to spend the day at a workplace, shadowing a parent, relative, friend or volunteer host.
International Education Week and Reception	November 13-17  November 16, 2023 Legislative Building	Hosted by Manitoba Council for International Education (MCIE). Includes student and representatives of schools with international student. Students are presented with awards
Bullying Awareness and Prevention Week	November 13 – 17	To heighten awareness in school of what constitutes bullying, the impact it can have on the overall school environment, and its effect on student learning and well-being.

Mamàhtawisiwin Symposium	November 14 &15, 2023	Symposium will include Superintendents, Schools Division Senor Leadership, Principals, School Division Indigenous Leads, Elders and Knowledge Keepers, School Trustees, School Support Teams, Childcare Directors, Child Care Home-Based Providers, and Early Learning Educators in session and presentations.
Manitoba Education Council Meeting	November 20, 2023 (2pm to 4:00pm, 1577 Dublin Ave.)	An intersectoral Council representing 34 diverse members, appointed by the Minister promoting collaboration on system-wide planning.
Manitoba Association of School Business Officials (MASBO)	November 22, 2023	MASBO hosts a Professional Development Conference each Fall.
Fall Professional Development Day and/or Annual General Meeting of MSBA.	November 23 -24, 2023	The Fall PD Day and the AGM are big annual events organized by MSBA. Many MASS and MASBO members attend these two days as well.
Fall 2-Day ELCC Division Provincial Staff Meeting	November 23 -24, 2023	ELCC hosts 2 staff meetings per year (Spring and Fall). Purpose is to update staff, team building and learning/professional

		development activities.
Stay and Study Fair	December 5, 2023 Winnipeg Art Gallery	Hosted by Manitoba Council for International Education (MCIE) Includes student. To provide international students with information on post-secondary studies in Manitoba.
Child Care Parent Advisory Committee	December 6, 2023	A committee of parents from across the province who provide guidance and perspectives on child care priorities and initiatives.

## 7. Appendices

### Acronyms

Acronym	Full Terms
ACSL	Advisory Council on School Leadership
AEP	Appropriate educational programming
AETLACC	Aboriginal Education Training and Literacy Aboriginal Advisory Council
BEF	Bureau de l'éducation française
BIP	Behaviour Intervention Plan
BSSB	Business Support Services Branch
BVI	Blind/Visually Impaired
CSDB	Capital and Space Development Branch
CIB	Continuous Improvement Branch
COSL	Council of School Leaders
CPF	Canadian Parents for French
CS	Corporate Services (division)
CSP	Community Schools Program
DHH	Deaf/Hard of Hearing
DREF	Direction des ressources éducatives françaises (French Library)
DSFM	Division scolaire franco-manitobaine
DTS	Digital Technology Services
EAA	Education Administration Act
EAL	English as an Additional Language
ECD	Early Childhood Development
ECE	Early Childhood Educator
EIS	Education Information System
EFB	Education Funding Branch
ELCC	Early Learning and Child Care (division)
FAS	Financial and Administrative Services
FARB	Financial Accountability and Reporting Branch
FRAME	Financial Reporting and Accounting in Manitoba Education
GPB	Governance and Policy Branch
HSAP	High School Apprenticeship Program
IAA	Indigenous Academic Achievement (grant)
IEP	Individualized Education Plan
IID	Indigenous Inclusion Directorate
IIDAC	Indigenous Inclusion Directorate Advisory Council
ISB	Inclusion Support Branch
LMS	Learning Management System
LOB	Learning and Outcomes Branch
MACY	Manitoba Advocate for Children and Youth

MAPC	Manitoba Association of Parent Councils
MASBO	Manitoba Association of School Business Officials
MASH	Manitoba Association for Schooling at Home
MASS	Manitoba Association of School Superintendents
MCCA	Manitoba Child Care Association
MCHP	Manitoba Centre for Health Policy
MCT	Minister's Consultation Table (ELCC)
MEECL	Manitoba Education and Early Childhood Learning
MERLIN	Manitoba Education Research and Learning Information Networks
MFIS	Manitoba Federation of Independent Schools
MFNERC	Manitoba First Nations Education Resource Centre Inc.
MFNSS	Manitoba First Nations School System
MITT	Manitoba Institute of Trades and Technology
MRLC	Manitoba Rural Learning Consortium
MSBA	Manitoba School Boards Association
MSD	Manitoba School for the Deaf
MTS	The Manitoba Teachers' Society
OAG	Office of the Auditor General
PPB	Policy and Planning Branch (ELCC)
POB	Provincial Operations Branch (ELCC)
PMO	Project Management Office
PSA	Public Schools Act
RAS	Regulatory Accountability Secretariat
SAI	Student Achievement & Inclusion (division)
SIC	School-Initiated Course
SIP	Student-Initiated Project
SIS	Student Information System
SPA	System Performance and Accountability (division)
SSAAM	Student Services Administrators' Association of Manitoba
TIF	Teachers' Idea Fund
TRAF	Teachers' Retirement Allowances Fund
TRC	Truth and Reconciliation Commission (of Canada)
TRCM	Treaty Relations Commission of Manitoba

## Stakeholder Contact List

Organization	Contact Name	Title
<b>Agencies, Boards and Commissions</b>		
Board of Reference	Lynne Champagne	Chair
Teachers' Retirement Allowances Fund (TRAF)	Jeff Norton Bryton Moen	President & CEO Chairperson
Manitoba's Student Advisory Council	New co-chairs will be appointed in the fall)	Co-Chairs
<b>Early Learning and Child Care</b>		
Manitoba Child Care Association (MCCA)	Jodie Kehl Lynda Raible	Executive Director President
Minister's Consultation Table (for ELCC)	Bonnie Ash	Co-Chair along with ADM ELCC (Sarah Whiteford)
<b>K to 12 Education Stakeholder Associations</b>		
Council of School Leaders (COSL)	Rob Fisher	Chairperson
Fédération des Parents de la Francophonie Manitobaine (FPFM)	Brigitte L'heureux Zoé Therrien	Executive Director President
Manitoba Association of Parent Councils (MAPC)	Precious Gauthier Brenda Brazeau	Interim President Executive Director
Manitoba Association of School Business Officials (MASBO)	Lori Slepicka Paul Ilchena	President Executive Director
Manitoba Association of School Superintendents (MASS)	Christian Michalik and Jason Young Barb Isaak	Co-Presidents Executive Director
Manitoba Catholic Schools (MCS)	Robert Praznik	Superintendent
Manitoba Federation of Independent Schools Inc. (MFIS)	Lori Binder Fred Pauls	Chair Executive Director
Manitoba First Nations Education Resources Centre (MFNERC) and Manitoba First Nations School System	Charles Cochrane	Executive Director

Manitoba Independent First Nations Education Partnership	Paula Havixbeck	Advisor/Consultant
Manitoba School Boards Association (MSBA)	Sandy Nemeth Josh Watt	President Executive Director
The Manitoba Teachers' Society (MTS)	Nathan Martindale Danielle Fullan-Kolton	President General Secretary
<b>Indigenous Governing Bodies</b>		
Manitoba Métis Federation (MMF) Early Learning and Child Care	Francis Chartrand Jackie Schapansky	Minister responsible Senior Director
Manitoba Métis Federation (MMF) K to 12 Education	Joan Ledoux Jesse Gair	Minister responsible Senior Director
Assembly of Manitoba Chiefs (AMC)	Cathy Merrick Howard Burston Lyn Blackburde	Grand Chief Executive Director Director of Education
Southern Chiefs' Organization (SCO)	Jerry Daniels	Grand Chief
Manitoba Keewatinowi Okimakanak (MKO)	Garrison Settee	Grand Chief
Manitoba Inuit Association (MIA)	Nastania Mullin	Chief Executive Officer
<b>School Divisions As of Aug 31, 2023</b>		
Beautiful Plains School Division	Jason Young Richard Manns	Superintendent Chair
Border Land School Division	Krista Curry Patricia Wiebe	Superintendent Chair
Brandon School Division	Mathew Gustafson Dr. Linda Ross	Superintendent Chair
Division scolaire franco-manitobaine School Division	M. Alain Laberge Bernard Lesage	Superintendent Chair
Evergreen School Division	Scott Hill Penny Helgason	Superintendent Chair
Flin Flon School Division	Tammy Ballantyne Leslie Fernandes	Superintendent Chair
Fort La Bosse School Division	Barry Pitz Craig Russell	Superintendent Chair

Frontier School Division	Reg Klassen Linda Ballantyne	Chief Superintendent Chair
Garden Valley School Division	Dan Ward Leah Klassen	Superintendent/CEO Chair
Hanover School Division	Shelley Amos Ron Falk	Superintendent/CEO Chair
Interlake School Division	Margaret Ward Alan Campbell	Superintendent Chair
Kelsey School Division	Cully Robinson Cheryl Sinclair	Superintendent Chair
Lakeshore School Division	Darlene Willetts Donald Nikkel Donny Thorkelson	Superintendent Superintendent Chair
Lord Selkirk School Division	Jerret Long Lena Kublick	Superintendent Chair
Louis Riel School Division	Christian Michalik Sandy Nemeth	Superintendent Chair
Mountain View School Division	Stephen Jaddock Floyd Martens	Superintendent Chair
Mystery Lake School Division	Angèle Bartlett Lorie Henderson Lindsay Anderson	Co-Superintendents Co-Superintendents Chair
Park West School Division	Stephen David Sandy Szwaluk	Superintendent Chair
Pembina Trails School Division	Lisa Boles Tim Johnson	Superintendent Chair
Pine Creek School Division	Sandra Meilleur Susan Voesenek	Superintendent Chair
Portage La Prairie School Division	Todd Cuddington Helene Hoggarth	Superintendent Chair
Prairie Rose School Division	Terry Osowy Elaine L. Owen	Superintendent Chair
Prairie Spirit School Division	Cheryl Mangin Jan McIntyre	Superintendent Chair
Red River Valley School Division	Brad Curtis Heather Poirier	Superintendent Chair
River East Transcona School Division	Sandra Herbst Colleen Carswell	Superintendent Chair
Rolling River School Division	Jason Cline Crystal Erickson	Superintendent Chair
Seine River School Division	Ryan Anderson Wendy Bloomfield	Superintendent Chair

Seven Oaks School Division	Brian O'Leary Maria Santos	Superintendent Chair
Southwest Horizon School Division	Stephanie Emberly Cheryl Rushing	Superintendent Chair
St. James Assiniboia School Division	Jeness Moffatt Cheryl Smukowich	Superintendent Chair
Sunrise School Division	Cathy Tymko Paul Magnan	Superintendent Chair
Swan Valley School Division	Cameron Mateika Kathy Highmoor	Superintendent Chair
Turtle Mountain School Division	Grant Wiesner Garth Nichol	Interim Superintendent Chair
Turtle River School Division	Bev Szymesko Karey Wilkinson	Superintendent Chair
Western School Division	Stephen Ross Brian Fransen	Superintendent Chair
Whiteshell School Division	Tim Stefanishyn Jeff Miller	Superintendent Chair
Winnipeg School Division	Matt Henderson Betty Edel	Chief Superintendent Chair
Manitoba Institute of Trades and Technology	Neil Cooke Chantal Simard  Ken Webb Jana Thorsteinson	President Principal - secondary school Chair Associate VP External and Corporate Relations

## Agencies, Boards and Commissions Appointments

Statutory Boards with all members appointed by Lieutenant Governor in Council:

- Board of Reference
- Teachers' Retirement Allowances Fund Board

Statutory Boards with all members appointed by the Minister:

- Dispute Resolution Review Committee
- Childcare Qualification and Training
- Certificate Review Committee

Non-statutory Boards with all members appointed by the Minister:

- Student Advisory Council
- Education Council
- Funding Model Review Team
- Curriculum Advisory Panel
- Minister's Consultation Table (ELCC)
- Child Care Parent Advisory Committee

## Statutory Responsibilities of the Minister

*Any statutes that are not assigned to a particular Minister are the responsibility of the Minister of Justice, as are any amendments to those statutes.*

- The Community Child Care Standards Act (C158)
  - To be repealed by The Early Learning and Child Care Act (E1)
- The Community Schools Act (C168)
- The Early Learning and Child Care Act (E1)
  - This Act is not yet in force. It is to come into force on a date to be fixed by proclamation.
- The Education Administration Act (E10)
- The Income Tax Act (I10) [section 7.20]
- The Property Tax and Insulation Assistance Act (P143) [Part III.2]
- The Public Schools Act (P250)
- The Teachers' Pensions Act (T20)
- The Manitoba Teachers' Society Act (T30)

Please be advised that section 76.2(2)(a) of *The Freedom of Information and Protection of Privacy Act* (FIPPA) states the government must make available “within 60 days after a minister assumes office, the table of contents and index for the package of briefing materials that is prepared for a minister for the purpose of enabling the minister to assume the powers, duties and functions of their office”.

Therefore, the table of contents and index of this transition binder will be fully disclosed on InfoMB within 60 days of the minister assuming office.

Additionally, the remaining contents of the binder may be requested through an access to information request under FIPPA. In response to such a request, the binder will be disclosed subject to limited and specific exceptions to disclosure under FIPPA.