

From: Lacey, Susan E.
Sent: Monday, September 29, 2025 3:45 PM s. 40(1)
To: [REDACTED]
Subject: HPRM: Education Accord NL implementation.pdf s. 40(1)
Attachments: [REDACTED] - Education Accord NL implementation.pdf

Please see attached Response from Scott Linehan re: Education Accord NL Implementation.

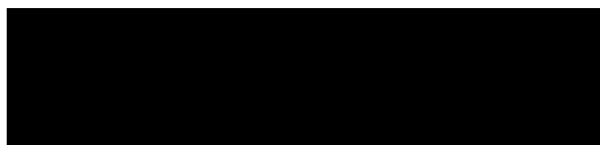
Susan Lacey
Administrative Assistant to:
Scott Linehan - ADM K-12 Education
Dept. of Education & Early Childhood Development
3rd Floor, West Block, Confederation Bldg.
Telephone: 709-729-5720



Government of Newfoundland and Labrador
Department of Education and Early Childhood Development
Office of the Assistant Deputy Minister

EXC/25/9/1336

September 29, 2025



s. 40(1)

Dear



s. 40(1)

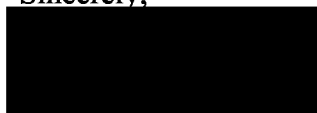
I am writing in response to your email of September 18, 2025, regarding how your organization could potentially contribute to the implementation of initiatives resulting from the Education Accord NL. Due to the provincial election currently underway in Newfoundland and Labrador, government is in caretaker status. This period commenced once the House of Assembly was dissolved, and the writ issued for the election; it will continue until after the election reveals a clear result.

Your correspondence will be shared with department officials; should any further information be required we will reach out to you.

Thank you for your interest in education.

Sincerely,

s. 40(1)



SCOTT LINEHAN, Ph.D.
Assistant Deputy Minister
K-12 Education

From: Sullivan, Angela
Sent: Wednesday, October 1, 2025 12:09 PM
To: O'Dea, Jamie
Cc: Hall, Terence
Subject: RE: Information
Attachments: Information - K-12 - September 26, 2025.docx

Please see attached for updated doc; there has been an update to one bullet (highlighted in aqua).
Thanks.

Angela Sullivan (she/her)
Director of Communications
Department of Education and Early Childhood Development
Government of Newfoundland and Labrador
Office: (709) 729-3879

[REDACTED]
angelasullivan@gov.nl.ca

s. 40(1)



From: Sullivan, Angela
Sent: Wednesday, October 1, 2025 11:44 AM
To: O'Dea, Jamie <JamieODea@gov.nl.ca>
Cc: Hall, Terence <TerenceHall@gov.nl.ca>
Subject: RE: Information

Thanks Jamie. Doc updated with input from Katrina. See highlighted section.

Angela Sullivan (she/her)
Director of Communications
Department of Education and Early Childhood Development
Government of Newfoundland and Labrador
Office: (709) 729-3879

[REDACTED]
angelasullivan@gov.nl.ca

s. 40(1)



From: O'Dea, Jamie <JamieODea@gov.nl.ca>
Sent: Wednesday, October 1, 2025 11:23 AM
To: Sullivan, Angela <angelaSullivan@gov.nl.ca>
Cc: Hall, Terence <TerenceHall@gov.nl.ca>
Subject: RE: Information

s. 29(1)(a)

Thanks Angela. [REDACTED]

From: Sullivan, Angela <angelaSullivan@gov.nl.ca>
Sent: Wednesday, October 1, 2025 10:22 AM
To: O'Dea, Jamie <JamieODea@gov.nl.ca>
Cc: Hall, Terence <TerenceHall@gov.nl.ca>
Subject: Information

Hi Jamie,

Please see attached for information as requested.

Thank you,
Angela

Angela Sullivan (she/her)
Director of Communications
Department of Education and Early Childhood Development
Government of Newfoundland and Labrador
Office: (709) 729-3879

s. 40(1)

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Teacher Recruitment & Retention

- There are about 5,500 teachers (approx. 7000+ including subs and retired teachers) working in the English school system. **The current vacancy rate is approximately 7 per cent.** Recruitment efforts remain ongoing. These vacancies represent a variety of positions including classroom teachers, itinerant teachers, school counsellors, educational psychologists, and other roles.
- This school year, we have **added 400 more educational positions** (teachers and TLAs) to the K-12 system and are having success filling those positions.
- **Teacher allocations are provided earlier** in the year, and housing incentives were offered for positions that were historically hard-to-fill.
- For the current school year, **close to 100 per cent of teaching positions in the hard-to-fill areas** were accepted.
- In some schools, **we continue to have permanent substitutes in place** to ensure coverage during teacher absences and to support continuity of learning for students.
- **Additional housing units** were secured last year to ensure housing options were available to meet the needs of teachers in Labrador West.
- The department **subsidizes internships in Labrador West** for students in Memorial University's Faculty of Education. This supports creation of connections to the community and a network of schools and teachers in the area.
- The department is funding a **new Rural Education Cohort program** at Memorial for individuals who want to learn, train and work in communities closer to their home.
- The department funded a cohort of **20 teachers to train as English as an Additional Language (EAL) teachers** through Memorial University. Training is currently underway.
- The department provides annual opportunities for **educational leave for teachers** to advance skills and gain specialty in their field.
- Budget 2025 allocated **\$850,000 to support recruitment and retention** in hard-to-fill positions to support travel subsidies, paid educational leave, allowances for accommodations, and signing bonuses.
- The **NLTA Collective Agreement provides additional financial incentives** for new and existing staff in Labrador West going forward. This Collective Agreement also merged the former Labrador West Agreement with the Provincial Agreement, which will support continuity across agreements for those NLTA members.

School Violence

- School resources, programs, education, and policies work together to build an environment where violence is actively prevented and never accepted.
- Resources in the K-12 system have steadily increased:
 - Class sizes in grades 1–9 have been reduced, and 400 new educational positions were added this year.
 - The teacher-to-student ratio continues to improve, and there are more student assistants in schools than ever before.
 - Last year, student services teaching and learning assistants (SS TLAs) were introduced province-wide to support students, enhance school environments, and help prevent incidents.
- Education fosters decision-making, body safety, respect, and social values through:
 - The K-12 curriculum,
 - Violence prevention campaigns,
 - The D.A.R.E. program, and
 - The Kids in the Know program.
- Programs that support students' social, emotional, and physical well-being include:
 - School breakfast,
 - School lunch, and
 - School bus access for all students.
- Policies define expectations for behaviour and actions in schools, including:
 - Safe and Caring Schools Policy,
 - Bullying Prevention Protocol,
 - Responsible Student Use of Personal Electronic Devices, and
 - Student Code of Conduct.
- What happens in schools often mirrors broader societal issues. Preventing violence requires all of us to model respectful behaviour.
- I chair the safety coalition formed by the NLTA to address school violence. It includes representatives from multiple departments, the RNC, and the RCMP.
- We're working directly with schools to implement solutions tailored to their students, staff, and communities.

Class Composition/Resource Allocation

- The education system aims to foster independence where appropriate while supporting the overall needs of the student population.

- We've seen a steady increase in the number of educational positions in the K-12 system, including teachers and student assistants, over the past number of years.
- For the current school year, approximately 5600 student assistant hours – the equivalent of 1120 full time positions – operate in the school system each day.
- We continue to work closely with school administrations to ensure staffing allocations reflect the assessed needs of each school community.
- The new Child and Youth Community Health model was recently announced and will help reduce wait times and will improve care by establishing a user-friendly point of access for parents and caregivers, educators, and health professionals. This model will support the well-being of students.

Class Size

- This year, class sizes decreased for grades 1-9 and now align with other jurisdictions in Canada.
- Improved class sizes aim to better meet students' needs and support increased student engagement and achievement in the early grades.

Mental Health

- Last year, we provided a \$450,000 grant to the NLTA to help expand mental health supports and initiatives for teachers.
- Beginning last year, one paid mental health day per school was provided to teachers. This is a three-year commitment.
- The department continues to support the annual Beginning Teachers Conference by funding this initiative for teachers entering the profession to foster connections with other teachers.
- We are exploring a new teacher induction program with the NLTA which will include a mentorship component to support teachers in the first few years of their career.

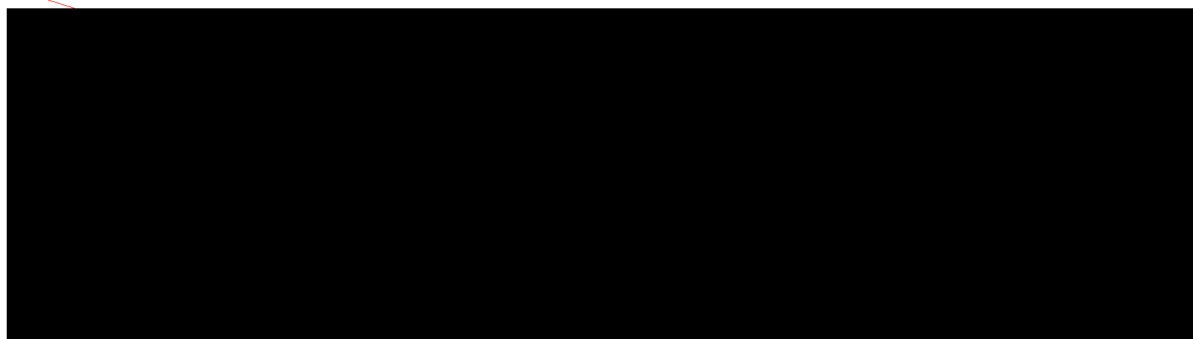
Education Accord NL

- The Education Accord sets out a 10-year vision to transform and improve the entire education ecosystem in Newfoundland and Labrador.
- The Education Accord was co-authored by the co-chairs, with significant written input from pillar co-chairs and feedback from pillar committee members and the

thousands of voices from throughout Newfoundland and Labrador who shared their input and experiences. Any suggestion otherwise is inaccurate.

- After the report's publication, some references and corresponding citations were found to be inaccurate.
- We appreciate that these inaccuracies were identified. The concerns are being addressed, and the online report will be made available as the errors are rectified.

s. 29(1)(a)



- The 110 calls for transformation outlined in the document came from the ideas and solutions put forward by the people of the province.
- We have heard clearly from our community that there are improvements needed in our education system. We look forward to seeing how we can implement these calls to improve and enhance education in Newfoundland and Labrador.

From: Sullivan, Angela
Sent: Thursday, October 2, 2025 1:30 PM
To: O'Dea, Jamie
Cc: Robinson, Lynn, Hall, Terence, Linehan, Scott, Hayes, Robyn, Baker-Worthman, Lisa, Noseworthy, Tanya
Subject: For Review - KMs
Attachments: [REDACTED] KM - Education Accord NL Final Report - September 23, 2025.docx, [REDACTED]

Non Responsive

Hi Jamie,

Please see attached for KM docs for your review. Appropriate ADMs for each file have reviewed, and Katrina reviewed doc regarding Education Accord.

Thank you,
Angela

Angela Sullivan (*she/her*)
Director of Communications
Department of Education and Early Childhood Development
Government of Newfoundland and Labrador
Office: (709) 729-3879

angelasullivan@gov.nl.ca

s. 40(1)



Education and Early Childhood Development Education Accord NL Final Report September 23, 2025

Summary

Concerns have been raised about errors with references in the Education Accord NL final report.

Anticipated Questions

- Why did these errors occur in the document given the amount of time put into its development?
- How does this affect the public perception of the overall content of the report?

Key Messages

- The Education Accord sets out a 10-year vision to transform and improve the entire education ecosystem in Newfoundland and Labrador.
- The Education Accord was co-authored by the co-chairs, with significant written input from pillar co-chairs and feedback from pillar committee members and the thousands of voices from throughout Newfoundland and Labrador who shared their input and experiences. Any suggestion otherwise is inaccurate.
- After the report's publication, some references and corresponding citations were found to be inaccurate. The errors occurred during the last stages of the editing and formatting process.
- We appreciate that these inaccuracies were identified. The concerns are being addressed, and the online report will be made available as the errors are rectified.

Secondary Messages

- The content of the accord was developed through extensive engagement and consultation.
- The voices, experiences and collaborative input from thousands of experts, educators, students, community-based organizations, and individuals' lived experience is reflected in the document.
- The 110 calls for transformation outlined in the document came from the ideas and solutions put forward by the people of the province.
- We look forward to seeing how the Education Accord will be implemented to improve and enhance education in Newfoundland and Labrador.

From: Katrina Moores <katrinamoores@nlschools.ca>
Sent: Thursday, November 6, 2025 12:07 PM
To: Pike, Darrin, Hearn, Judith
Subject: [REDACTED]
Attachments: [REDACTED]

s. 29(1)(a)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Darrin and Judith,

s. 29(1)(a)

I am including both of you because the Education Accord spans Early Learning to Post-Secondary.

[REDACTED]

[REDACTED]

Prior to the recent changes, Yvonne Barry and Michael Hayley (worked in K-12 Transformation Branch) were reassigned to work with me a few weeks ago, to identify which policies, frameworks, legislation, guidelines, & reports will need to be reviewed and possibly updated to align with the Accord recommendations. [REDACTED]

s. 29(1)(a)

I am currently identifying the high yield, no cost, short term recommendations from all 4 Pillars and identifying the specific policy and curriculum transformations recommended in the Accord to modernize Early Learning, K-12, and Post-secondary education. Once this work is completed, I would be happy to share it and arrange an opportunity for us to chat, if you are interested.

Please let me know if you would like any further detail.

Thank you,
Katrina

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Katrina Moores (she/her)
Senior Advisor Education Accord NL
Department of Education
Government of Newfoundland and Labrador

Education Accord NL
katrinamoores@nlschools.ca
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