

Departmental Program and Financial Operating Information – Part A Expenditure and FTEs

Administration and Finance (Res. No. 16.1)

Main Appropriation Description

Provides executive planning, management, and administrative support to the department, including policy and program direction, central comptrollership, and financial support.

Administration and Finance (16.1)

Sub-appropriations	2024/25		2023/24		Expl.
	FTEs	\$(000s)	FTEs	\$(000s)	
Minister's Salary	1.00	47	1.00	42	
Executive Support	8.00	879	8.00	879	
Financial and Administrative Services	21.00	1,813	20.00	1,813	1
TOTAL	30.00	2,739	29.00	2,734	
Expense by Type					
Salaries and Employee Benefits	30.00	2,446	29.00	2,441	1
Other Expenditures	-	293	-	293	
TOTAL	30.00	2,739	29.00	2,734	

1. Increase of 1.00 FTE and salary for a Financial Analyst position. Increase is fully offset by funding under the Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement.

Sub-Appropriation Description

Minister's Salary (16.1a)

Provides for the additional compensation to which an individual appointed to the Executive Council is entitled.

Executive Support (16.1b)

Provides leadership to the Department of Education and Early Childhood Learning, from child care and early childhood through to Grade 12.

Key Objective

- To represent the corporate interests and present the department's priorities in Manitoba and beyond.
- To provide effective leadership for the achievement of high quality, affordable and accessible early childhood and K-12 programs.
- To ensure the most effective and efficient use of human, physical and financial resources available in the department.

Main Activities

- Develop strategies to ensure that the department's corporate interests and priorities are clearly identified and communicated in Manitoba and beyond.
- Provide effective and timely policy and program implementation advice to the Minister of Education and Early Childhood Learning.
- Provide effective direction and guidance to senior management respecting the use of available human, physical, and financial resources.

Expected Results

- Stakeholder and partners in Manitoba and beyond understand the department's corporate interests and priorities.
- Effective policy and programming that supports and promotes high quality education and child care and early learning opportunities for all Manitoba's children.
- Effective and efficient operation of the Department of Education and Early Childhood Learning as reflected in the results of each division in the department.

Financial and Administrative Services (16.1c)

Financial and Administrative Services provides leadership on financial and administrative matters for the department. Responsibilities include ensuring that the comptrollership function of the department is appropriately maintained and meets the needs for financial control and accountability. The branch is responsible for reporting on and safeguarding financial and physical assets. The branch also provides comprehensive support services in assessing resource requirements and allocations to programs and branches, including direction and support in financial and business planning, reporting, monitoring, and control policies, processes, and procedures.

Key Objective

- To provide leadership related to financial and administrative requirements, offer support in assessing resource requirements, and lead effective comptrollership practices that meet the need for financial control, accountability, reporting and safeguarding of assets.

Main Activities

- Develop, review and evaluate administrative and financial policies for the management of the department's programs and resources, enabling effective monitoring, control and reporting that is consistent with government requirements.
- Provide direction on financial management policies, procedures and practices. Advise executive management of emerging financial and program management issues in a timely manner.
- Support the development of the department's estimates, cash flow and annual reporting requirements, and provide analytical and evaluative advice on new programming, financial proposals and ongoing operations.

Expected Results

- Financial and administrative practices that contribute to the effective and efficient operation of each program and branch within the department.
- A comptrollership function that is effective, efficient and aligned with the financial management requirements of the department and of government.
- Existing or emerging financial and program management issues are identified and addressed effectively.

Key Initiatives:

- Continue to administer grant funding effectively by monitoring and assessing the usage of funded resources to ensure accountability, efficient allocation, and compliance with government requirements.

Student Achievement and Inclusion (Res. No. 16.2)

Main Appropriation Description

The Student Achievement and Inclusion Division is responsible for leadership in the English and Senior Years Technology Education school programs of Manitoba's K–12 education system. Guided by Manitoba's philosophy of inclusion, the division leads continuous improvement through research, development, monitoring, and evaluation of provincial curriculum, assessment, policy, and standards to ensure excellence in teaching and leadership. The division is also responsible for system accountability by monitoring and reporting on student achievement and well-being of all students, including students with diverse learning needs, through the development and oversight of school division planning and reporting guidelines in the K–12 Framework for Continuous Improvement. The division develops and maintains partnerships with external organizations to support the delivery of professional learning and works collaboratively with early childhood and post secondary partners to strengthen connections and to support students and families as they move into, throughout, and beyond the K–12 education system.

Indigenous Excellence provides leadership and co-ordination for departmental initiatives in the areas of Indigenous education and training. Indigenous Excellence operates from within Education and Early Childhood Learning. The role of Indigenous Excellence is in research, policy development and strategic initiatives which is guided by the Truth and Reconciliation Calls to Action.

Student Achievement and Inclusion (16.2)

Sub-appropriations	2024/25		2023/24		Expl.
	FTEs	\$(000s)	FTEs	\$(000s)	
Division Administration	4.00	622	4.00	622	
Manitoba School for the Deaf	37.35	3,410	37.35	3,410	
Learning and Outcomes	41.00	10,313	41.00	10,438	
Inclusion Support	50.00	14,266	50.00	14,266	
Continuous Improvement	14.00	1,664	14.00	1,664	
Indigenous Excellence	12.00	4,253	12.00	4,253	
TOTAL	158.35	34,528	158.35	34,653	

Expense by Type

Salaries and Employee Benefits	158.35	15,212	158.35	15,212
Other Expenditures	-	8,482	-	8,607
Grant Assistance	-	10,754	-	10,754
Financial Assistance	-	80	-	80
TOTAL	158.35	34,528	158.35	34,653

Sub-Appropriation Description

Division Administration (16.2a)

The Student Achievement and Inclusion Division Administration office works collaboratively with the Bureau de l'éducation française division to provide oversight to the department's leadership in the four official school programs of Manitoba's K-12 education system. The office is responsible for budget development and implementation, facilitation of intra-divisional, inter-divisional and inter-departmental collaboration, and coordination of human resources for the division.

Manitoba School for the Deaf (16.2b)

The Manitoba School for the Deaf is responsible for providing Junior K to Grade 12 bilingual-bicultural educational programming in an American Sign Language milieu environment for students attending the school.

Key Objectives

- Provide high quality programming to students who are Deaf and hard of hearing (DHH) to support them in reaching their full potential with the involvement of instructional staff, school intervention services and families to facilitate the transition to post-secondary education, workplace, or community-based programs.

Main Activities

- Provide students who are Deaf and hard of hearing (DHH) with the opportunity to attend a bilingual-bicultural Junior Kindergarten to Grade 12 school that offers academic programming and specialized instruction in American Sign Language (ASL).
- Provide language intervention and Literacy Academics and Language (LAL) education in ASL and/or spoken English for students from Junior Kindergarten to Grade 12 who are language-deprived and/or late language learners.
- Establish partnerships across Manitoba with school divisions and Manitoba First Nations Education Resource Centre to support deaf and hard of hearing students and their families.
- Create and maintain resources for students and their families to learn ASL, fostering the acquisition of social skills, mental health tools, and strategies, alongside other essential concepts crucial for growth and development.

Expected Results

- Children and youth who attend the Junior K-12 program at the Manitoba School for the Deaf receive educational programming that follows the Manitoba curriculum in a cultural and linguistic environment.
- Students enrolled in bilingual-bicultural/bimodal programming progress through the grades with opportunities to develop and use both spoken English and ASL.

Learning and Outcomes (16.2c)

The Learning and Outcomes Branch is responsible for education policy related to K–12 curriculum development, implementation, student formative assessment, the Senior Years Technology Education Program, and the Provincial Assessment Program. The branch examines best practices in education and develops education policy. The branch collaborates with the Teaching and Learning Branch in Bureau de l'éducation française to ensure alignment between Manitoba's four school programs and co-leads the development and implementation of Manitoba's Framework for Learning which provides Manitoba educators one access point for curriculum, assessment, evaluation, reporting, policy and implementation.

Key Objectives

- Improve learning outcomes for all students through the development and implementation of education policies and curricula that are modern, relevant, inclusive and responsive to our complex and rapidly changing world.
- Support student learning through the development and implementation of a robust provincial assessment program that informs teacher practice and system level policy and decision-making.

Main Activities

- Enhance system cohesion by providing K to 12 educators with a single access point for provincial curriculum, curriculum implementation resources and policy related to student assessment and evaluation.
- Cyclically review curricula to ensure it is aligned with current educational research and societal trends and is responsive to the evolving provincial and global contexts.
- Provide provincial leadership by applying current research of evidence-based teaching and assessment practices in the development of curriculum implementation resources.
- Conduct ongoing research and evaluation to ensure the development and implementation of provincial assessments align with provincial curriculum and evidence-based best practices.
- Promote and expand access to quality educational opportunities in Technical-Vocational Education, Industrial Arts, Human Ecology, High School Apprenticeship, and Work Experiences Programs for senior years students.
- Collaborate with the Teaching and Learning Branch to ensure alignment between French-language programs of study and the English program.

Expected Results

- Modern provincial curriculum.
- Improved student outcomes in reading and numeracy.
- A strong, cohesive K to 12 education system for all learners.

Inclusion Support (16.2d)

The Inclusion Support Branch is responsible for all department matters related to students with diverse learning needs. The branch supports the Philosophy of Inclusion as a fundamental principle of the education system in Manitoba for children with diverse learning needs and works collaboratively with other government departments with a mandate that includes children and youth.

Key Objectives

- Support inclusive education and appropriate educational programming of students with diverse needs, including students with sensory, health and mental health needs; physical, emotional and behavioural, and cognitive (intellectual, learning) needs; and/or students experiencing barriers to success in school.

Main Activities

- Support appropriate educational programming for students with diverse learning needs, in alignment with provincial priorities, policy, standards and regulations.
- Support student inclusion in schools through administration of the Review and Reporting accountability process, funding for students with special needs, and program funding agreements with school divisions/outside agencies.
- Provide enhanced consultation services and clinical supervision for rural and northern clinicians to meet the requirements of the department's professional certification for school clinicians.
- Provide accessible materials, technology and teaching to ensure that blind/visually impaired and Deaf/hard of hearing students receive appropriate educational programming.
- Produce and update provincial regulations, standards, policies and programs that enable school divisions to create safe, caring and inclusive learning environments for students.

Expected Results

- Students have access to appropriate educational programming in their neighbourhood schools with peers of their own age.
- Reduced use of exclusionary practices, such as suspension.
- Reduced severe chronic absenteeism in Manitoba schools.

Continuous Improvement (16.2e)

The Continuous Improvement Branch is responsible for strategic policy development, action planning, and sector engagement to advance continuous improvement in the K–12 education system. The branch is responsible for the oversight and governance of the department's accountability and assurance framework for school division planning and reporting and the provincial data and performance measurement strategy, including a public reporting framework to measure, monitor, and report on student success, well-being, engagement, and satisfaction.

Key Objectives

- Enhance understanding and knowledge on the intersection of data, evidence, and planning/reporting across the Kindergarten to Grade 12 system.
- Ensure system alignment with provincial priorities, including setting measurable targets for improving student achievement and well-being by providing coordination and monitoring the implementation of the K–12 Framework for Continuous Improvement school division planning and reporting guidelines.

Main Activities

- Analyze annual school division reports on continuous improvement and engage regularly with school divisions and education partners.
- Develop data collection policies, processes, and tools, and provide data analysis support within the department and across government, to inform solutions to complex policy issues impacting student outcomes.
- Coordinate the collection, disaggregation, and analysis of provincial education achievement data.
- Implement the K–12 Framework for Continuous Improvement school division planning and reporting guidelines to inform practice, ensure accountability and improve student numeracy and literacy achievement.

Expected Results

- Increased alignment of school division planning with provincial priorities.
- Improved student achievement and well-being as evidenced by measurable targets.
- Enhanced utilization of provincial student achievement data for decision-making.

Indigenous Excellence (16.2f)

Indigenous Excellence provides leadership and co-ordination for departmental initiatives in the areas of Indigenous education and training. Indigenous Excellence operates from within Education and Early Childhood Learning. The role of the Indigenous Excellence is to lead planning, development and implementation of strategic initiatives, policies, programs and resources that directly and equitably contribute to Indigenous student success and wellness.

This is accomplished in the spirit of cooperation and consultation with many groups and individuals, such as school division administrators, early learning and child care directors, educators, students, parents/families, Indigenous leadership, community organizations and other government departments. Indigenous Excellence works in partnership with First Nations, Métis, and Inuit organizations in Manitoba. The branch's work is supported by the guidance of two advisory councils from the Indigenous community.

Key Objectives

- Research, policy development and strategic initiatives are the key objectives of the Indigenous Excellence to support Indigenous student success and wellness in school and beyond.

Main Activities

- Leads and coordinates Indigenous education initiatives.
- Works in cooperation and consultation with First Nations, Métis, and Inuit organizations and governments, families, communities, education sector, and across Manitoba government.

Expected Results

- Successful learning outcomes (attendance, achievement, graduation) for First Nations, Métis, and Inuit students and for all students in Manitoba
- Research, policies and initiatives are developed alongside caregivers, families, communities, and educational partners.

Key Initiatives

- Support universally accessible nutrition programming in every public school in Manitoba.
- Develop an anti-racism policy for the Kindergarten to Grade 12 system.
- Develop a companion guide for the provincial Student Presence and Engagement policy directive to support student belonging.
- Initiate work on the development of a comprehensive mental health in schools framework.
- Initiate work on the development of provincial guidelines for technology use in Manitoba classrooms.
- Pilot the renewed K to 10 Science and K to 12 Physical and Health Education curricula in 2024/25.
- Launch the Framework for Learning website that will provide teachers with a single, modernized online access point for all provincial curricula.
- Initiate work to renew the Grade 5 to 12 Industrial Arts curricula and the K to 12 Social Studies curriculum including mandatory Holocaust education learning outcomes.
- Continue development of a senior years Land and Treaty Relationships and Responsibilities elective.
- Continue development of a provincial data performance and measurement framework to measure and report on student achievement and well-being.
- Initiate redevelopment of the provincial assessment program.
- Continuation of Mamàhtawisiwin: The Wonder We Are Born With – An Indigenous Education Policy Framework implementation in K-12
- Treaty Education
- System-wide progress towards the achievement of Truth and Reconciliation Calls to Action.
- Elders and Knowledge Keepers in Schools
- Consultation and implementation of Mamàhtawisiwin: The Wonder We Are Born With- An Indigenous Education Policy Framework for ELCC
- Manitoba's Aboriginal Languages Strategy
- Community Schools Program
- Building Student Success with Indigenous Parents
- Indigenous Academic Achievement grant
- Indigenous and Northern teacher, Indigenous languages teachers recruitment and retention
- Strengthen financial accountability, analytics and reporting capacity in the department and across the early learning and K to 12 education systems.
- Reduce budget variances through more accurate and routine forecasting.

Bureau de l'éducation française (Res. No. 16.3)

Main Appropriation Description

The Bureau de l'éducation française Division is responsible for leadership in the Français, French Immersion school programs, as well as French courses in the English program. The division develops, reviews, and administers policies, programs, priorities, and services related to all aspects of French-language education in Manitoba. Guided by Manitoba's philosophy of inclusion and the Standards for Appropriate Educational Programming, the Division co-leads the development and implementation of the K to 12 provincial policy framework that informs the development of French-language curriculum, curriculum implementation resources, and the provincial assessment program.

Through the Official Languages Program, the Division provides system-wide leadership and coordination to ensure francophones have the opportunity to be educated in their first language and experience cultural enrichment associated with that community; to ensure that Anglophones have the opportunity to learn French as an additional language and in so doing benefit from cultural enrichment.

The Division also leads the development and implementation of the multi-year strategy for French Language Services, in adherence to legislation and government policy.

Bureau de l'Éducation française (16.3)

Sub-appropriations	2024/25		2023/24		Expl.
	FTEs	\$(000s)	FTEs	\$(000s)	
Division Administration	2.00	173	2.00	170	
Teaching and Learning	17.00	2,485	17.00	2,485	
System Support	23.00	9,797	23.00	9,797	
Library and Materials Production	12.00	1,015	12.00	1,015	
TOTAL	54.00	13,470	54.00	13,467	

Expense by Type

Salaries and Employee Benefits	54.00	4,925	54.00	4,922	
Other Expenditures	-	2,380	-	2,380	
Grants Assistance	-	6,165	-	6,165	
TOTAL	54.00	13,470	54.00	13,467	

Sub-Appropriation Description

Division Administration (16.3a)

The Bureau de l'éducation française division administration office works collaboratively with the Student Achievement and Inclusion Division Administration office to provide oversight to the department's leadership in the four official school programs of Manitoba's K-12 education system. The office is responsible for budget development and implementation, facilitation of intra-divisional, inter-divisional and inter-departmental collaboration, and coordination of human resources for the division.

Teaching and Learning (16.3b)

The Teaching and Learning Branch of the Bureau de l'éducation française is responsible for French-language education policy related to K–12 curriculum development, implementation, and the Provincial Assessment Program. The branch collaborates with the Learning and Outcomes Branch in the Student Achievement and Inclusion Division to ensure alignment between Manitoba's four official school programs and co-leads the development and implementation of Manitoba's Framework for Learning which provides Manitoba educators one access point for curriculum, assessment, evaluation, reporting, policy and implementation.

Key Objectives

- Improve learning outcomes for students in French language programs through the development of education policies and curricula that are modern, relevant, inclusive and responsive to our complex and rapidly changing world.
- Enhance and support the capacity of educators across the province to embed goals, foundations, and principles of French language education for effective curriculum implementation and instruction.

Main Activities

- Lead the development and implementation of all Français and French immersion curricula, as well as French courses within the English program.
- Develop and monitor policies related to K–12 French-Language provincial curricula in order to meet student needs in French first language and second language learning settings.
- Conduct ongoing research and evaluation to ensure the development and implementation of provincial assessments align with provincial curriculum and evidence-based best practices.
- Design, and administer provincial assessments in Mathématiques and Français arts langagiers.
- Collaborate with the Learning and Outcomes Branch to ensure alignment between French-language programs of study and the English program.

Expected Results

- Modern provincial curriculum in French language programs.
- Improved student outcomes in reading and numeracy.
- A strong, cohesive K to 12 education system for all learners.

System Support (16.3c)

The System Support Branch provides system-wide leadership and coordination to ensure Francophones have the opportunity to be educated in their first language while experiencing the associated cultural enrichment and to ensure Anglophones have the opportunity to learn French as an additional language and benefit from cultural enrichment.

Key Objectives

- Strengthen relationships, partnerships and collaborations with school divisions and francophone educational stakeholders to support the strong and coordinated delivery of French-language education in Manitoba.

Main Activities

- Represent Manitoba in negotiations with the federal government to support minority language education.
- Collect, analyze, and report on data for student enrolment and student performance related to Français, French Immersion programs, and French courses in the English program.
- Develop and deliver professional learning opportunities for school leaders, as well as resources to support the implementation of French language programs.
- Administer grant programs to fund educational and cultural programs/activities.
- Administer bursary programs for teachers and post-secondary students, the Odyssey language-assistant program, and the Destination Clic and Explore language exchange programs for francophones and French as a second language learners.
- Develop policies, guidelines and plans to facilitate the delivery of official languages programs and services for all aspects of French-language education in collaboration with other branches, divisions and departments as well as education stakeholders and the Francophone community.

Expected Results

- Improved outcomes for students enrolled in the Français and French Immersion programs as well as in French (English Program).
- Increased capacity among school leaders to support the full implementation of French language programs of study.

Library and Materials Production (16.3d)

The Direction des ressources éducatives françaises (DREF) is responsible for providing French educational teaching resources (physical and digital), information and library services, consultations and innovative teaching practices to K-12 educators and pre-service teachers.

Key Objectives

- Strengthen implementation of the Français and French Immersion programs, as well as the delivery of French courses in the English program, through the provision of culturally-appropriate resources aligned with Manitoba curricula, as well as educational research and professional development opportunities.
- Coordinate the implementation of Manitoba's Recruitment and Retention Strategy for French Language Teachers.

Main Activities

- Research, acquire, and distribute educational resources in a variety of formats to support K-12 curriculum implementation for the Français and French Immersion programs, and Français courses (English program).
- Produce audiovisual French-language resources related to curricula that are not readily available on the market. Maintain and enhance digital resources and online services.
- Provide a Français and French Immersion outreach program targeted primarily to northern and rural areas.
- Offer professional development opportunities and other supports to K-12 educators delivering the Français and French Immersion programs, and French courses in the English program.
- Collaborate with sector partners and stakeholders to implement a variety of French language teacher recruitment and retention initiatives.

Expected Results

- Access for all educators to library and information services and educational resources, including increased access to these services and resources in northern and rural areas.
- Increase the supply of qualified French language teachers.

Key Initiatives

- Initiate work to renew the K to 12 English Language Arts curriculum for the French Immersion Program and the K to 12 Anglais curriculum for the Français Program.
- Reinstate the Assistant Deputy Minister position for Bureau de l'éducation française.
- Initiate redevelopment of the provincial assessment program.
- Launch the Framework for Learning website that will provide teachers with a single, modernized online access point for all provincial curricula.
- Implement Manitoba's Recruitment and Retention Strategy for French Language Teachers.
- Continue development of curriculum implementation resources for the delivery of French in the English Program.
- Lead negotiation and implementation of the Manitoba-Canada bilateral agreement to support French language education.

System Performance and Accountability (Res. No. 16.4)

Main Appropriation Description

The System Performance and Accountability Division is responsible for the governance structures, policies, and planning for the K–12 education system, and is responsible for the stewardship of education funding and resources, including the design of sustainable funding structures. The division oversees the requirements and certification for the teaching profession in Manitoba and leads the policy and oversight of independent and international education, home schools and remote learning. It also ensures that the K–12 education system in Manitoba is aligned and accountable in order to drive better student outcomes. The division is also responsible for working closely with the Department of Consumer Protection and Government Services on the capital program for the K-12 system.

System Performance and Accountability (16.4)

Sub-appropriations	2024/25		2023/24		Expl.
	FTEs	\$(000s)	FTEs	\$(000s)	
Division Administration	5.00	945	5.00	945	
Governance and Policy	35.00	6,634	35.00	7,381	1
Education Funding	14.00	4,660	14.00	4,660	
Teacher Certification and Standards	14.00	1,190	14.00	1,190	
TOTAL	68.00	13,429	68.00	14,176	

Expense by Type

Salaries and Employee Benefits	68.00	6,417	68.00	6,417	
Other Expenditures	-	7,012	-	7,759	1
TOTAL	68.00	13,429	68.00	14,176	

1. Reduction applied to Continuing Service Agreement for Remote Learning.

Sub-Appropriation Description

Division Administration (16.4a)

The Division Administration office provides overall leadership respecting the department's development of legislative and regulatory initiatives and evidence-based policy formation. The office is also responsible for budget development and implementation, facilitation of intra-divisional and inter-divisional linkages, and

coordination of human resources for the division. Divisional and branch activities support the overall vision, mission, goals, and priorities of the department.

Governance and Policy (16.4b)

The Governance and Policy Branch is responsible for the design and innovation of governance structures, workforce planning, and policy for Manitoba's K–12 education system. The branch leads administrative policy for the public school system and provides regulatory oversight of the independent, international and home school systems. The branch develops policy and supports divisions in the provision of remote learning and utilization of online learning tools. The Governance and Policy Branch also has responsibility for the department's legislative agenda, including supporting program areas in progressing legislative and regulatory projects and supporting the minister as bills move through the Legislature. The branch is also responsible for developing and representing the department's policy on international education, including affiliated overseas schools.

Key Objectives

- Ensure the effective governance of the public school system.
- Oversee the independent, international, and homeschool systems.
- Support divisions in developing remote and hybrid learning opportunities.

Main Activities

- Launch the small classes initiative to ensure that Manitoba's youngest students are provided the one-on-one attention they need to succeed.
- Support independent, international, and home schools to provide quality education.
- Provides support to homeschooling parents and caregivers in the development of program outlines and progress reports and in complying with policy requirements.
- Work with program areas to ensure that programs and policies are properly authorized in law
- Review and update the Manitoba School Administration Handbook.
- Supports school divisions in the interpretation and fulfillment of K–12 education administration requirements.
- Administers the department's Learning Management System, including the delivery of training and supports.
- Issue provincial high school transcripts and maintain student records.
- Train bus driver trainers and manage centralized bus procurement to support school divisions to maintain a safe, efficient, and economical pupil transportation system.

Expected Results

- Ensure students in kindergarten to grade three are provided with adequate one-on-one educator attention to succeed.
- Increased transparency and clarity regarding administrative policies.

Education Funding (16.4c)

Designs and disburses the operating and capital funding for Manitoba's K to 12 education system and ensures appropriate accountability. The capital funding program is administered in close partnership with the Department of Consumer Protection and Government Services.

Key Objectives

- Ensure effective stewardship of resources.
- Disburse funding in accordance with regulations, agreements and established formulae.
- Design funding allocation model in alignment with government priorities.

Main Activities

- Review education funding model and key revenue drivers.
- Collaborate with educational partners and stakeholders, including with other branches, divisions, and departments, to identify issues, priorities, and potential solutions in K–12 education funding.
- Consolidate, review and report on school division and funded independent school financial information.
- Ensure that grants are paid in accordance with established formulae and timelines for both school divisions and funded independent schools.
- Issue promissory notes for long-term financing.
- Track, consolidate and forecast expenditures for capital projects.

Expected Results

- Education funding that is responsive to sector needs.
- Ensuring timely and accurate disbursement of funding.
- Ensuring accountability in the use of public funds.

Teacher Certification and Standards (16.4d)

This Branch acts as the professional certification body and regulator for the teaching profession in Manitoba. It oversees the issuance, suspension and cancellation of teacher certification, school clinician certification and limited teaching permits; and evaluates teacher classification and the recognition and collection of experience. It administers the appeal process with respect to certification, salary classification, and recognition of experience, and the process for reviewing matters of professional misconduct. Teacher Certification and Standards also provides policy support regarding professional certification, conduct and standards and makes recommendations regarding post-secondary teacher education programs.

Key Objectives

- Provide certification services to teachers and clinicians.
- Regulate the teaching profession.

Main Activities

- Recommend standards for teacher certification (professional teachers, school clinicians, specialists, and limited teaching permits).
- Develop policies and procedures to support the establishment of an independent Commissioner office to oversee issues related to teacher misconduct.

- Issue professional certification and limited teaching permits.
- Determine teachers' and clinicians' academia for salary classification purposes.
- Collect and evaluate teachers' and clinicians' experience for recognition.
- Administer appeals process for certification, salary classification, and recognition of experience.
- Address matters of professional misconduct.
- Review teacher education programs and make recommendations.

Expected Results

- Improved accountability and transparency related to educator misconduct.
- Streamlined framework for teacher certification and recognition that maintains high standards for professional teachers and clinicians and is aligned with standards in other jurisdictions.

Key Initiatives

- Ensure that our youngest learners are provided with the one-on-one attention they need to succeed through the roll out of the smaller school initiative.
- Review education funding model and key revenue drivers.
- Implement new education funding model.
- Work with other divisions to consult with Indigenous partners towards enshrining *Mamathawisiwin – The Wonder We Are Born With – An Indigenous education Policy Framework* in law.
- Establish an independent commissioner and a teacher registry to oversee matters of teacher professional conduct.
- Update the Teaching Certificates and Qualifications Regulation to ensure continued high standards for professional teachers and clinicians that are better aligned with standards in other jurisdictions.
- Reduce barriers for children to enrol in their local school.

Support to Schools (Res. No. 16.5)

Main Appropriation Description

Provides funding for schools’ operating grants and for the employer’s share of current teacher service contributions.

Support to Schools (16.5)

Sub-appropriations	2024/25		2023/24		Expl.
	FTEs	\$(000s)	FTEs	\$(000s)	
Schools' Operating Grants	-	1,676,430	-	1,577,386	1
General Support Grants	-	36,521	-	36,521	
Other Grants	-	5,045	-	5,045	
Teachers' Retirement Allowances Fund	-	148,294	-	143,390	2
TOTAL	-	1,866,290	-	1,762,342	

Expense by Type

Other Expenditures	-	150,769	-	145,865	2
Grant Assistance	-	1,715,521	-	1,616,477	1
TOTAL	-	1,866,290	-	1,762,342	

1. Increase in grant funding for public and independent schools.
2. Increased funding to cover employer portion of current teacher service contributions.

Sub-Appropriation Description

Schools’ Operating Grants (16.5a)

Provides operating support to Manitoba’s 36 public K to 12 school divisions and one special revenue school district, as well as funded independent schools, through the Funding of Schools Program, along with other grants that advance specific educational priorities, on an equitable basis and in a manner that enhances the delivery of public school education. Funding for K to 12 education is supported by a wide variety of revenue sources. Operating grants are supported by general revenues and the Education Support Levy.

General Support Grants (16.5b)

Provides unconditional grant support to school divisions in accordance with formulae related to payroll tax on staff remuneration.

Other Grants (16.5c)

Provides payment of grants to various organizations that deliver specialized educational services or are involved in department-related projects.

Teachers' Retirement Allowances Fund (16.5d)

Provides funding for the employer's share of current teacher service contributions.

Key Initiatives

- Ensure that support to schools is in alignment with change in enrolments.
- Ensure that operating grants and other supporting grants are allocated appropriately in accordance with regulations, agreements and / or established formulae.
- Monitor and forecast cash flow requirements.

Corporate Services (Res. No. 16.6)

Main Appropriation Description

Supports the department to achieve its mandate, including central government priority initiatives, through coordination and support to executive strategic planning, project management, communications and public correspondence, as well as the development, implementation, and ongoing maintenance and control of corporate policies and business processes. Provides the management and delivery of departmental shared services including business analysis, information technology, emergency preparedness and business continuity planning, and inter-governmental relations.

Corporate Services (16.6)

Sub-appropriations	2024/25		2023/24		Expl.
	FTEs	\$(000s)	FTEs	\$(000s)	
Division Administration	4.00	319	4.00	308	
Business Support Services	6.00	889	6.00	889	
Sector Relations	25.00	2,142	25.00	2,142	
Policy and Planning	11.00	3,256	11.00	7,279	1
TOTAL	46.00	6,606	46.00	10,618	

Expense by Type

Salaries and Employee Benefits	46.00	3,927	46.00	3,916	
Other Expenditures	-	2,679	-	6,702	1
TOTAL	46.00	6,606	46.00	10,618	

1. Reduction applied to information technology and project management funding.

Sub-Appropriation Description

Division Administration (16.6a)

Provides overall leadership to the Corporate Services Division and is responsible for budget development and implementation, and human resource management. Is a critical component of the departmental Executive Management Committee providing a corporate, central government, and policy lens. The divisional and branch activities support the overall vision, mission, goals and priorities of the entire department.

Business Support Services (16.6b)

Provides information and communications technology (ICT) services and business analysis support for the department. The branch provides support for the department's ICT systems/applications, development and maintenance services and, coordination of desktop, technology and software licensing services. The branch is responsible for planning departmental technology investments and the prioritization of ICT projects, in collaboration with the Digital Technology Solutions (DTS) division in Consumer Protection and Government Services.

Key Objectives

- Develop, implement, and oversee the effectiveness of departmental ICT policies and procedures.
- Coordinate the prioritization and execution of ICT projects and provide business analysis support to technology projects/initiatives.
- Support the ongoing operations of the department's major IT applications.
- Coordinate desktop, IT assets and software licensing services across the department.
- Assist in the collecting, maintaining and reporting of analytical data to assist the department in program planning, operations, and service delivery.

Main Activities

- Research industry best practices and government requirements in order to create, implement and maintain department specific ICT policies and procedures.
- Provide business analysis services, direct support to and/or liaison with DTS for the ongoing maintenance, improvement or new implementation of systems and applications (e.g. Education Information System, Child Care Online, Manitoba Child Care Search).
- Develop the annual departmental IT demand plan.
- Develop and oversee the business and administrative processes to systematically manage all IT assets in the department including but not limited to desktops, laptops, mobile devices, meeting room equipment, etc.
- Maintain an inventory of software used in the department, manage software licensing and renewals.

Expected Results

- ICT and business analysis services, tools, policies, processes and application systems that contribute to the effective and efficient operations of the department and that are compliant with government standards and central agency policies/processes (i.e. DTS).
- Purposeful and intentional investment of resources (time, money, and staff) on ICT systems and infrastructure that are aligned to the strategic direction of the department and government as well as appropriately linked to the annual Estimates process.
- Secure, reliable, and stable operation of ICT systems/ applications that meet the administrative and strategic requirements for the department by liaising with DTS.

Sector Relations (16.6c)

Responsible for leading, overseeing, and coordinating on public communication, issues management, sector engagement, business continuity and emergency preparedness. It leads, supports and oversees all external and public communications and engagement efforts within the department, including translation services, document design and production, website, newsletters, correspondence and the Student Advisory

Council. It also maintains the department's website and leads the development of the web services strategy (intranet and Internet). The branch also provides the administrative support and coordination of the work of the Minister's Student Advisory Council.

Key Objectives

- Support consistent, modern, transparent, and accessible departmental communications.
- Support effective engagement efforts with departmental partners.
- Minimize disruptions to critical and essential departmental functions and services.
- Position the department, and sectors, to prepare, respond, recover, and mitigate emergencies.

Main Activities

- Coordinate and support public communications, issues management and sector engagement activities.
- Develop and distribute departmental newsletters.
- Ongoing maintenance of the departmental internet and intranet to ensure content is relevant, up to date, and presented in a manner that is aligned to and promotes the strategic goals of the department.
- Ensures public communications materials and website content are available in English and French and meet accessibility standards.
- Lead departmental business continuity planning, including plan development, maintenance, training, and execution.
- Oversees development, implementation and maintenance of comprehensive emergency management program for the department and sector.

Expected Results

- Improved relations between the department and sector partners.
- Greater awareness of departmental initiatives, among partners and the public.
- Reduced caring and learning disruptions among children and students.
- Minimized disruption to essential and critical services.

Policy and Planning (16.6d)

Policy and Planning provides internal services to the department in the areas of department-wide strategic planning, the delivery of central government directives and priorities, project management, space planning, and corporate policy and procedure development. This area also oversees intergovernmental relations and leads the coordination and delivery of Manitoba's role with the Council of Ministers of Education (CMEC). It coordinates special initiatives that are temporary in nature and provides corporate support to the Executive Management Committee (EMC) and departmental Senior Leadership Team (SLT).

Key Objectives

- Lead departmental strategic planning and ensure alignment with central government priorities, commitments, and goals (mandate letter items, Throne Speech, Budget, etc.).
- Oversee intergovernmental relations, lead the coordination of CMEC activities and, provide policy advice and recommendations on issues that are inter and intra departmental in nature.

- Coordinate the consistent application of common business process and operating frameworks throughout the department.

Main Activities

- Strategic departmental document preparation and coordination (e.g supplement, annual report, Housebook materials, etc.).
- Develop and maintain the departmental performance measurement framework.
- Coordination of CMEC activities.
- Facilitate cross-department learning opportunities and planning sessions.
- Provide corporate support and advice to EMC and SLT.
- Develop, promote, and maintain standardized and reusable project management and change management processes and tools in order to advance departmental and government priorities.
- Develop and maintain corporate and internal standard operating procedures.
- Apply a corporate lens to space planning.

Expected Results

- The department will deliver on broader strategic goals and ensure strategic alignment with central government priorities and commitments.
- Positive change will improve overall alignment among all divisions creating a cohesive efficient department.
- A framework that supports all divisions and project teams will exist and will be used everyday, ultimately improving the probability of successful project delivery and outcomes having a positive impact on delivery of services to the sector.
- Common tools and processes based on government standards and best practices are embedded in the department to ensure compliance and consistency.

Key Initiatives

- Systemize the execution of the multiple components of the annual planning and reporting cycle including the new performance measurement framework.
- Launch the renewed business continuity planning cycle.
- Develop a comprehensive emergency preparedness program to support preparation, response, recovery and mitigation capacity.
- Strengthen the coordinated approach to corporate activities through standardized corporate operating procedures utilizing project management best practices.
- Contribute to transparency and stakeholder engagement through regular public communications and modernized web site.
- Coordinate compliance to central policies, standards or legislation (e.g. accessibility and diversity, translation, F/P/T).
- Build policy and procedure to ensure the department's input into the annual IT demand plan for the government is aligned to the overall strategic direction of the department.

Early Learning and Child Care (Res. No. 16.7)

Main Appropriation Description

The Early Learning and Child Care division provides policy leadership for Manitoba's Early Learning and Child Care (ELCC) system, ensuring high-quality, inclusive, safe, and healthy early learning environments for children. The division is responsible for policy development, funding, licensing of facilities, workforce development including certification, capital and space expansion, curriculum design, diversity and inclusion programming, and establishing qualifications for education and training programs.

Early Learning and Child Care (16.7)

Sub-appropriations	2024/25		2023/24		Expl.
	FTEs	\$(000s)	FTEs	\$(000s)	
Division Administration	5.00	441	5.00	390	
Policy and Planning	33.00	3,094	33.00	3,029	
Provincial Operations	60.00	5,274	60.00	5,274	
Funding and Financial Assistance	36.00	450,177	33.00	437,320	1
Capital and Space Expansion	6.00	520	6.00	514	
TOTAL	140.00	459,506	137.00	446,527	
Expense by Type					
Salaries and Employee Benefits	140.00	10,826	137.00	10,605	2
Other Expenditures	-	2,846	-	2,846	
Grant Assistance	-	422,939	-	410,181	3
Financial Assistance	-	22,895	-	22,895	
TOTAL	140.00	459,506	137.00	446,527	

1. Increase in Canada-Manitoba Early Learning and Child Care Agreements. Increase also reflects 3.00 FTEs related to the administration of the Child Care Subsidy program. Increase in FTEs is fully offset by funding from the Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement.
2. Increase reflects 3.00 FTEs related to the administration of the Child Care Subsidy program. Increase is fully offset by funding from the Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement.
3. Increase in Canada-Manitoba Early Child Care Agreements.

Sub-Appropriation Description

Division Administration (16.7a)

The Division Administration office provides overall leadership to the Early Learning and Child Care Division, and is responsible for budget development and implementation, facilitation of intra-divisional and inter-divisional linkages, and coordination of human resources for the division. Divisional and branch activities support the overall vision, mission, goals and priorities of the department.

Policy and Planning (16.7b)

The Policy and Planning branch leads the design and innovation of strategic policy and planning initiatives for Manitoba's early learning and child care system. The branch is responsible for workforce development, federal-provincial-territorial relations, and divisional leadership for engagement, communications and information technology infrastructure.

Key Objectives

- Ensure an effective legislative, regulatory and policy framework for early learning and child care.
- Strengthen the early learning and child care workforce.
- Foster collaborative partnerships with stakeholders and other levels of government.
- Provide stable and effective information technology business platforms and processes for the early learning and child care sector.

Main Activities

- Develop and maintain a legislative, regulatory and policy framework that supports effective governance and administration in the early learning and child care sector.
- Lead negotiations, planning, and reporting associated with Manitoba's bilateral agreements with Canada on early learning and child care.
- Lead the design and execution of a robust engagement strategy with the early learning and child care sector and other stakeholders.
- Develop a comprehensive strategy for recruiting and retaining early childhood educators including improved certification pathways, and a comprehensive framework for wages and benefits.
- Issue certificates for Early Childhood Educators and Child Care Assistants, and administer the Early Childhood Education Tuition Reimbursement program.
- Implement a comprehensive communication strategy including a public multi-media information campaign focused on promoting a career in early learning and child care.
- Maintain and enhance the information technology business platforms, Child Care Online and Manitoba Child Care Search.
- Oversee the data and research strategy for the division to ensure accuracy and consistency.

Expected Results

- Increased number of qualified Early Childhood Educators and Child Care Assistants working in Manitoba's early learning and child care sector.
- Positive stakeholder relationships.
- Enhanced information technology platforms and processes.

Provincial Operations (16.7c)

The Provincial Operations branch supports over 1,150+ child care facilities across all regions of the province to ensure regulatory compliance under The Community Child Care Standards Act and its regulations. Facilities include full-time child care centres, nursery schools and home-based child care program.

Key Objectives

- Ensure high-quality, inclusive, safe, and healthy early learning environments for children.

Main Activities

- Ensure licensing and compliance of early learning and child care facilities under The Community Child Care Standards Act and its regulations.
- Administer the Inclusion Support Program and child development services supporting children with a range of abilities and additional/exceptional support needs to meaningfully and effectively participate in programming and activities.
- Design programs and initiatives that support quality early learning and child care.
- Respond to inquiries from the general public and service providers.
- Lead operational policy and procedure development.
- Support the development and implementation of initiatives under Manitoba's bilateral agreements with Canada on early learning and child care.

Expected Results

- Increase in the number of facilities complying with regulations.
- Increase in the number of facilities offering diverse and inclusive programs.
- Increase in the number of Early Childhood Educators completing additional training and professional development in diversity and inclusion.
- Increase in the delivery of programs and initiatives that support quality early learning and child care.

Funding and Financial Assistance (16.7d)

The Funding and Financial Assistance branch oversees the design of funding policies and implementation of programs in Manitoba's early learning and child care system. The branch is also responsible for Manitoba's Child Care Subsidy Program, supporting licensed providers and thousands of families in accessing affordable child care. Consistent with the role and mission of the department and Manitoba's Comptrollership Framework, the branch carries out functions associated with controlling and reporting on divisional financial activities and resources, ensuring accountability and providing financial management oversight for the division.

Key Objectives

- Fund the provision of high-quality and cost-effective regulated early learning and child care.
- Ensure that resource allocation and utilization is consistent with approved budget.
- Ensure alignment of program funding with government objectives and commitments.
- Establish and maintain collaborative relationships with all stakeholders.

Main Activities

- Leads funding design and program delivery.

- Oversees data and governance of financial systems.
- Oversees development and implementation of financial policies and procedures.
- Leads annual planning and budgeting processes.
- Oversees financial and non-financial reporting on established outcomes.
- Establishes and reviews financial reporting requirements of child care facilities.

Expected Results

- Financially sustainable early learning and child care system.
- Effective and efficient management of resources.
- Transparency in reporting on outcomes and financial results.

Capital and Space Expansion (16.7e)

The Capital and Space Expansion Branch oversees Manitoba's early learning and child care capital and space expansion programs. It is responsible for delivering on Manitoba's commitment to create 23,000 new child care spaces under Manitoba's bilateral agreements with Canada on early learning and child care. Working collaboratively with internal and external partners, the branch leads capital development projects and supports all expansion proponents with wrap-around and coordinated resources to ensure on-time opening and sustainability of programs.

Key Objectives

- Increase access to affordable, high quality, inclusive child care programs.

Main Activities

- Design and implement the capital development program.
- Support all capital and non-capital space expansion projects from initiation to opening.
- Program design and budgeting.
- Project planning and management with proponents.
- Coordination with division branches to ensure licensing and compliance of new and expansion spaces.
- Meet capital commitments under the Canada-Manitoba Early Learning and Child Care agreement.

Expected Results

- Increased number of new and expanded child care spaces.
- Reduced timelines of capital and non-capital space expansion projects for initiation to opening while maintaining quality and affordability.
- More children ages 0-12 have access to quality licensed and funded early learning and child care programs.

Key Initiatives

- Improve Access and Affordability of Child Care Spaces.
- Grow and Support Early Learning and Child Care Professionals.
- Enhance Access to Culturally Appropriate and Inclusive Early Learning Environments.
- Build a Stable and Resilient Early Learning and Child Care System.

Costs Related to Capital Assets of Other Reporting Entities (Res. No. 16.8)

Main Appropriation Description

Provides for funding to school divisions for principal repayment on approved capital borrowing, equipment purchases, and other capital expenditures.

Cost Related to Capital Assets of Other Reporting Entities (16.8)

Sub-appropriations	2024/25		2023/24		Expl.
	FTEs	\$(000s)	FTEs	\$(000s)	
School Divisions	-	109,301	-	105,329	1
TOTAL	-	109,301	-	105,329	
Expense by Type					
Grant Assistance	-	109,301	-	105,329	1
TOTAL	-	109,301	-	105,329	

1. Increased requirement for principal repayment on borrowing for school division capital projects.

Sub-Appropriation Description

School Divisions (16.8a)

Capital grants provided for principal repayment on capital borrowings for school divisions, as well as school division equipment purchases and other school division capital expenditures.

Costs Related to Capital Assets (non-voted)

Sub-Appropriation (16.9a)

Costs Related to Capital Assets

Provides for the amortization expense related to the department's capital assets.

Costs Related to Capital Assets (Non-Voted)

Sub-appropriations	2024/25		2023/24		Expl.
	FTEs	\$(000s)	FTEs	\$(000s)	
Costs Related to Capital Assets	-	58	-	58	
TOTAL	-	58	-	58	
Expense by Type					
Amortization	-	58	-	58	
TOTAL	-	58	-	58	

