

2021–2022 Annual Report

Department of Education





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Minister's Message

I am pleased to present the Department of Education's annual report for the 2021-2022 school year. This was an important year for the department, with several key milestones and accomplishments, as the territory slowly transitioned away from the restrictions and precautions put in place to control the spread of COVID-19.

I am very proud of our staff, who, throughout the COVID-19 pandemic, worked tirelessly to keep students, children, and staff engaged in learning while also staying healthy and safe. We continued this important work in the 2021-2022 school year. This year, we made the shift to recovery and learning to live with COVID-19, while also continuing to ensure schools had tools to support remote learning when it was needed.

Highlights of how schools were supported with remote learning included the creation of a document "*Learning to be Together Again: Support for Nunavut Schools in 2021-22*" to guide educators and School Leaders as students returned. The department also implemented the use of the online learning management system "Edsby" in some schools, along with the distribution of remote learning devices for use by students in Grades 7-12 and their teachers across Nunavut, as needed.

Despite the challenges faced by our schools as well as child care centres throughout the pandemic, I have seen the resilience of Nunavummiut. Nunavut schools, students, and their families continued to prioritize learning and we were proud to see 257 students graduate from Grade 12 in the 2021-2022 school year.

Other important accomplishments during the 2021-2022 school year include the first phase of implementation of the department's revised school staff funding formula. This meant we were able to add 42 Student Support Assistant positions to Nunavut schools. Student Support Assistants are critical school staff who work directly with students in the classroom, helping them learn.

This year, the department also made important progress towards our commitment to delivering a new culturally and linguistically relevant made-in-Nunavut curriculum. We continued to develop drafts of kindergarten-Grade 6 curricula for Inuktitut, as well as drafts of the kindergarten-Grade 6 curricula for Physical Education, Health and Wellness, Social Studies, and English as a second language. In addition to work on the curriculum, the department also developed and distributed books, and teaching and learning resources. A total of 90 new resources

were developed this year in Inuktitut and English. We also purchased and distributed nearly 20,000 books across the territory in all official languages.

We know that early learning and child care plays an important role in supporting childhood development. It is the foundation of a child's education and prepares children for school. In 2021-2022, we entered into key agreements with our federal government partners to support Nunavut's youngest learners and our early learning and child care system. The most significant of these agreements is the Canada-Nunavut Canada-wide Early Learning and Child Care Agreement, signed in January 2022. Through this agreement, the department secured \$66.1 million in funding over five years to transform the child care sector in Nunavut. This includes funding to eventually lower child care fees in licenced centres across the territory to only \$10/day. Such an achievement will have significant positive impacts on our youngest Nunavummiut, as well as on the territory's workforce and economy.

For our adult learners, the department continued to enhance the Financial Assistance for Nunavut Students (FANS) program. Building on the increase to the basic program grant amount in 2020-2021 to \$9,885 per year, the department helped implement

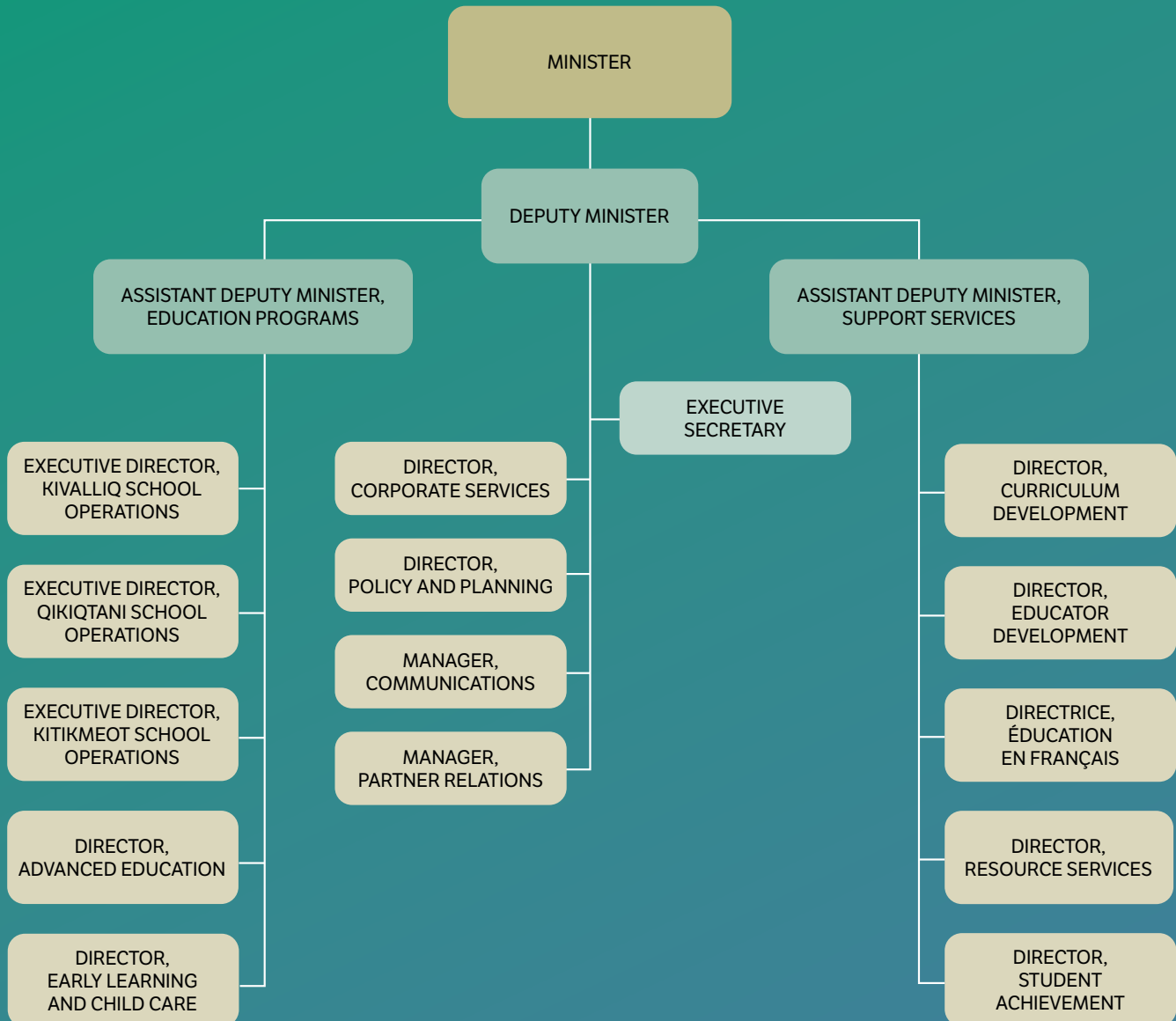
additional FANS supports including a housing supplement to help cover rising rent costs and increases in loan benefits to match the maximum grant amounts that FANS recipients can receive.

I am proud of the work of the Department of Education this year, and I look forward to what we can continue to accomplish for our children, youth, and adult learners as we learn to "be together again".

Quana,

Honourable Pamela Gross
Minister of Education

Organizational Structure



Summary of Divisions Within the Department

Directorate

The Division:

- Manages the overall operation of the department
- Recommends goals, objectives, and standards to the Minister
- Provides strategic direction to the department
- Ensures that the government mandate and Ministerial directions are implemented consistently

Communications

The Division:

- Provides broad communications advice and support across the department including strategic communications counsel to the Minister, Deputy Minister and divisional leads
- Handles all media relations and translation requests for the department
- Manages, develops and implements all internal and external communication plans and related activities
- Oversees the Department of Education main website and social media activities

Corporate Services

The Division:

- Provides strategic financial management for the department
- Oversees the development, design, and planning of capital infrastructure projects
- Oversees facility and vehicle management
- Provides a full range of administrative support services to the department in the areas of strategic human resources including orientation, staffing, corporate training, and programming
- Provides occupational health and safety support services
- Provides information technology/information system supports in the areas of system planning, database management, and system analysis

Partner Relations

The Division:

- Maintains interdepartmental, academic, Inuit organization, and business relationships
- Provides administrative support to the Elders Advisory Committee, the Coalition of Nunavut District Education Authorities, and District Education Authorities
- Provides support for community engagement
- Develops and manages agreements that support formal relationships between partners
- Develops partner communications

Policy and Planning

The Division:

- Manages policy and legislation development
- Is responsible for meeting departmental obligations under the Access to Information and Protection of Privacy Act (ATIPPA) including actions to assess and respond to Access to Information requests
- Coordinates the preparation of information for the Minister and Deputy Minister to represent the department within the government, the territory, nationally and internationally
- Leads the department's strategic and business planning including: the development and management of an accountability framework; the oversight of a comprehensive framework for evaluating programs; and setting and monitoring performance measurements and targets

Advanced Education

The Division:

- Guides the development of governance, policy, and strategic planning for adult learning in Nunavut, including work to increase the availability of quality post-secondary educational opportunities within the territory and ensuring that existing programs and services are of high quality for the benefit of students and government
- Guides the implementation of the Nunavut Adult Learning Strategy as well as the *Education Act* as it relates to adult education
- Is responsible for adult programs that support equality of opportunity and encourage adult literacy, numeracy, and essential employability skills
- Administers the Financial Assistance for Nunavut Students (FANS) program, which provides financial support to Nunavut students to attend post-secondary education programs

Curriculum Development

The Division:

- Manages and develops the department's curriculum including regular review and replacement, when necessary
- Ensures that all schools have access to and are using the grade appropriate programs of study for each of the Nunavut's curriculum strands
- Is responsible, through the *Education Act* and the *Inuit Language Protection Act*, for ensuring that the Nunavut Education Program promotes Inuit culture and languages

Early Learning and Child Care

The Division:

- Promotes and supports early childhood development and early learning for children zero to six years of age
- Promotes quality care and education for children by inspecting and licensing, and providing guidance and support to all licensed child care centres to ensure compliance with the *Child Day Care Act and Regulations*
- Promotes early childhood development by providing support for children with diverse needs, developing linguistically and culturally relevant resources and providing training opportunities for early childhood program educators, staff, and parents
- Is responsible for governance, policy, and planning of early learning and child care initiatives under the *Child Day Care Act and Regulations*

Éducation en français

The Division:

- Provides services to the francophone community
- Supports the commission scolaire francophone du Nunavut in their delivery of the French first language curriculum, projects,

and programs in French pursuant to the Department of Education's obligations under the *Education Act*, the *Official Languages Act of Nunavut* and the *Canadian Charter of Rights and Freedoms*, which recognizes the status of the francophone minority

- Is responsible for the delivery of the French Additional Language curriculum in Nunavut schools

Educator Development

The Division:

- Designs and delivers a professional development framework for employees in Nunavut's school system
 - Including: orientation for new employees; mentorship opportunities; and delivery of training designed to improve professional practice so that instructional, assessment, and inclusive schooling practices are of the highest standard possible
- Is responsible for certification and standards for teachers

Kindergarten to Grade 12 (K-12) School Operations

The Division:

- Supervises and supports the delivery of Nunavut's Education Program in schools across the territory including through supervision and guidance to principals, teachers, and other school staff to ensure that high quality instructional, assessment, and student support practices are occurring as required by the Minister
- Is responsible for the day-to-day operation of schools, supervision of school staff, operational liaison with District Education Authorities, and overseeing the delivery of the Education Program and educational services for K-12
- Hires, relocates, supervises, and oversees performance management of school employees

Resource Services

The Division:

- Creates, publishes, and distributes teaching resources and learning materials and other operational resources as approved by the Minister, ensuring these resources align with and support the curricular outcomes outlined in the approved curriculum
- Manages funding for Inuit Language Implementation to ensure materials in Inuktitut languages are developed and made available per the *Education Act* and *Inuit Language Protection Act*
- Is responsible for inventory and supply chain management of teaching and learning resources, including copyright management, and the digitizing and archiving of educational materials

Student Achievement

The Division:

- Oversees Iilitaunnikiliriniq, overall student support, and assessment
- Manages the development of student assessment and reporting policies, procedures, and standards; designing, developing, implementing, and evaluating assessment tools; and for student records and registration
- Implements Inuglugijaittuq, inclusive schooling in Nunavut through the development of policies, procedures, and standards to enhance staff skills and knowledge, and to provide education support services
- Oversees home schooling by establishing policies, procedures, and standards
- Is responsible for Makittatiarniq, providing health and wellness guidance and supports to ensure schools are trauma-informed, safe, and welcoming environments.

Employment Summary by Category

Table 1: Employment Summary 2021-2022

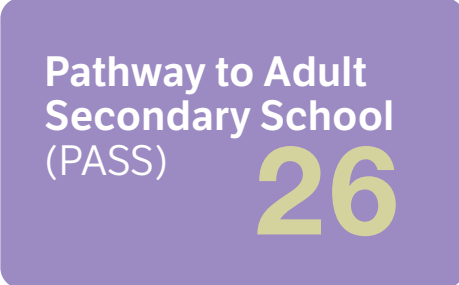
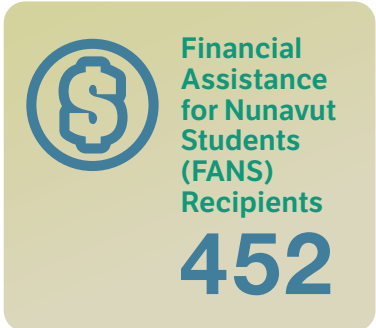
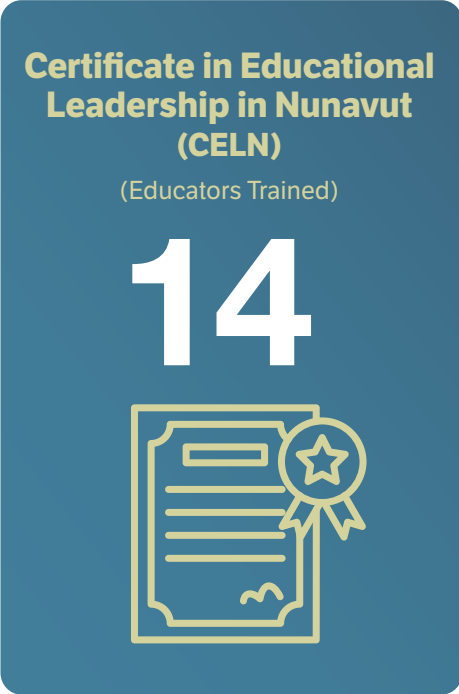
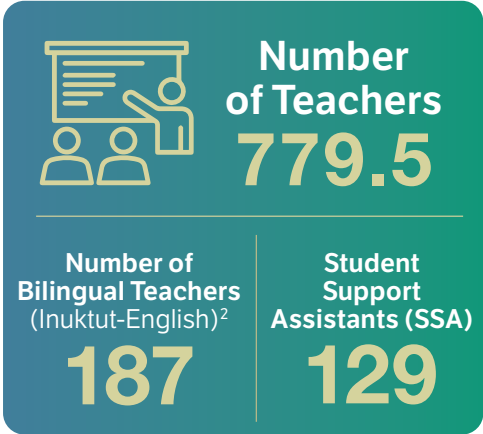
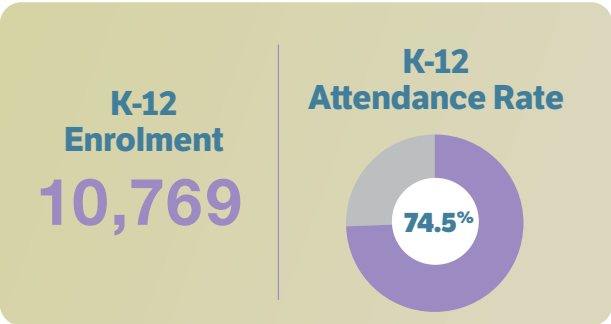
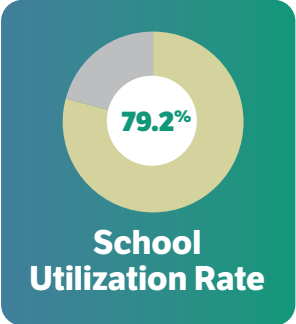
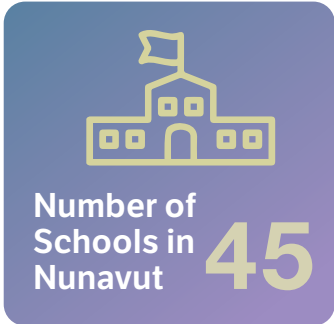
	Total Positions				Nunavut Inuit	
	Total Positions	Vacancies	Filled	% Capacity	Hired	% IEP ¹
Executive	3.00	-	3.00	100%	1.00	33%
Senior Management	20.00	2.00	18.00	90%	2.00	11%
Middle Management	75.00	14.00	61.00	81%	14.00	23%
Professional	801.53	106.00	695.53	87%	200.53	29%
Paraprofessional	174.00	40.50	133.50	77%	114.50	86%
Administrative Support	364.29	130.11	234.18	64%	213.18	91%
Total Employment Categories	1437.82	292.61	1145.22	80%	545.22	48%

Table 2: Inuit Employment Detail

Number of Inuit educators employed	267
Number of Inuit non-educator school staff	221
Number of employees receiving the Inuktitut Language Incentive	324

¹ Inuit Employment Plan

2021-2022 School Year in Review



Budget	Actual	Variance
\$243,594,000	\$226,222,437	\$17,371,563

² Teachers receiving the Inuktitut Language Incentive

Department of Education

Key Achievements

2021-2022

Staff Funding Formula – Student Educator Ratio

In 2020-2021, the department made a critical and impactful change to the way that schools are funded. This year, Nunavut's schools saw the direct benefit of this new funding formula.

In developing a new school staff funding formula, the Department of Education reviewed how schools were staffed before, which led to several significant changes. In the review, education partners and stakeholders explained some of the challenges they had with school staffing. The new school staff funding formula addresses these challenges, and helps students succeed by ensuring:

- All schools have a minimum number of teaching and non-teaching staff by position
- Schools have additional teaching and non-teaching staff based on school needs
- Staffing is more stable from year to year

The new school staff funding formula also creates new positions. We will add these staff over a three-year period. Starting after the third year, we will run the formula again every year and make changes if needed.

In 2021-2022, the department funded more school staff than ever before, adding 42 Student Support Assistants to Nunavut schools. Student Support Assistants play a key role in supporting education and student progress by helping teachers implement and deliver education in the classroom, especially to students who need accommodations or an individualized program.

Schools and students will continue to see the benefits as the department implements the new formula. Additional support staff such as secretaries and custodians will be added in 2022-2023 and additional teachers will be added in 2023-2024.

Early Learning and Child Care

Canada-Nunavut Canada-wide Early Learning and Child Care Agreement

The Department of Education recognizes that quality early learning and child care (ELCC) is key to making sure children experience educational opportunities in their language and reflective of their culture from a young age, preparing children for school, and ensuring that they develop and thrive as healthy individuals.

This year, together with the federal government, the Department of Education made a tremendous step towards supporting and transforming child care in Nunavut. In January 2022, the Government of Nunavut and the Government of Canada signed the Canada-Nunavut Canada-wide Early Learning and Child Care Agreement – 2021 to 2026. The agreement provides \$66.1 million of funding over five years to help advance the child care sector in Nunavut.

Under this unprecedented agreement, the Department of Education will receive funding to ensure families can access high quality, affordable, flexible, and inclusive ELCC services. Key objectives in the agreement include:

1. Making child care more affordable
2. Increasing the number of child care spaces
3. Enhancing child care quality by standardizing education programs, monitoring progress, and upholding educator excellence through licensing requirements and a wage grid
4. Ensuring that diverse and vulnerable children and families have equitable access to child care spaces
5. Monitoring the indicators above to measure progress

Although the agreement was signed in January 2022, the department immediately began work to meet the key objectives in the agreement. Regarding child care spaces, six new licensed child care spaces for children ages zero to six and two afterschool spaces were created. Work also began to identify potential community venues that could be converted to child care spaces. To increase inclusion, support to initiate development of a strategic action plan for inclusion and equity was secured and plans to engage with partners and stakeholders were created. The department successfully completed several actions and started to meet the other objectives in 2021-2022. For example, the department completed the first draft of Nunavut's first ELCC Quality Framework. Plans were also developed for assisting unlicensed family home daycares to become licensed and creation of a manual to assist with the start-up process for new service providers began.

Canada-Nunavut Early Learning and Childcare Bilateral Agreement Renewal

Another important step to support child care and early learning in Nunavut is the Government of Nunavut and the Government of Canada's renewal of the Canada-Nunavut Early Learning and Child Care Bilateral Agreement (the "Extension Agreement") in 2021-2022, extending it for four years from 2021-2025. This renewal secured approximately \$2.4 million annually for Nunavut to:

- Support the operation and maintenance of existing centres
- Provide funding for communities without enough child care to re-open licensed child care programs
- Enhance educator training
- Develop culturally and linguistically appropriate early learning materials and resources

The Department of Education made significant progress in achieving its targets under the agreement over the 2021-2022 fiscal year. Some key achievements include:

1. **Access:** The Department of Education helped ensure 1,112 children ages zero to six had access to licensed and regulated child care across the territory.
2. **Affordability:** Most operating licensed child care centres (84%) received top-up funding and the Department of Education helped ensure there were no child care fee increases for any parents.
3. **Keeping and Creating Child Care in Communities Without Enough Child Care:** The Department of Education provided funding for five centres in five communities with a total of 122 licensed spaces to remain open and care for the children of essential workers during COVID-19 restrictions.
4. **Educational Materials:** The department distributed ELCC resources and materials to all licensed child care centres in Nunavut in all official languages in 2021-2022.

One-time Early Childhood Workforce Funding

In 2021-2022, the federal government also provided one-time funding to support the attraction and retention of workers in the ELCC sector. Nunavut received \$2.8 million and provided a \$4.50/hour wage subsidy to employees at licensed child care centres. There was an increase of 31.5% in the number of licensed child care centre employees from the first to the last quarter of the fiscal year and 333 employees at 40 centres received the subsidy. The wage subsidy contributed to revitalizing the sector as Nunavut was emerging from the public health restrictions of the COVID-19 pandemic.

Collaboration with the Qikiqtani Inuit Association on Resource Development

The Department of Education recognizes the importance of partners in the development of culturally relevant and linguistically appropriate resources, both for schools and child care centres. Following significant collaboration at the staff level between the department and the Qikiqtani Inuit Association (QIA), the two organizations solidified their relationship in June 2021, with the signing of a memorandum of understanding (MOU). The MOU between the department and QIA demonstrates a joint commitment to collaborate on the development, production, and distribution of educational resources that are grounded in Inuit culture and Inuktitut.

Changes to Financial Assistance for Nunavut Students

The Department of Education oversees the Financial Assistance for Nunavut Students (FANS) program, which aims to reduce the barriers to educational success for Nunavummiut (and Inuit in particular) by providing financial support to help students cover the cost of post-secondary education and pursue the career of their choice.

The department is committed to continually improving supports for students and made important increases to FANS funding this year. The following enhancements to the FANS program were successfully implemented in 2021-2022:

- Additional housing supplement to help cover rising rent costs
- Extending travel benefits for non-Inuit post-secondary students
- Extending travel benefits to the commercial transit hub nearest their post-secondary institution
- Increasing loan benefits to match the maximum amount of grants FANS recipients can receive

These changes build on the increase to the FANS basic grant amount that was made in 2020-2021 from \$6,855/year to \$9,885/year. The basic grant is designed to help students with the cost of tuition, fees, and books.

Collaboration with Nunavut Tunngavik Incorporated to Support Students with Internet-Ready Devices

The COVID-19 pandemic created valuable opportunities for cooperation and collaboration in a few areas. In 2021-2022, the Department of Education and Nunavut Tunngavik Incorporated (NTI) worked together to ensure that students and teachers in Nunavut would have the devices they need to learn remotely when in-person learning in schools was limited. Partnering with the Department of Education, NTI received \$1.5 million from the federal Indigenous Community Support Fund, allowing the purchase of an additional 600 internet-ready digital devices to provide access and internet data coverage to students.

Language Nest

Language learning at an early age enhances children's core cognitive skills and retention of the language. This builds a strong foundation for success in their future academic years. The department is committed to finding unique ways to support the use of Inuktitut to enhance early learning and set our future students and families up for success.

With this in mind, the Department of Education, through funding from the Department of Culture and Heritage, was proud to collaborate with Ilitagsiniq and the Naujaat District Education Authority (DEA) to deliver the first Family Literacy/Language Nest pilot program in Naujaat in 2021-2022.

The pilot project is a 12-week family literacy program for stay-at-home parents and children 0-5 years old to strengthen Inuktitut skills. A total of six local workers, seven Elder instructors, eight parents and 16 children participated in the program.

The department hopes to continue to fund the expansion or replication of the Language Nest program in other communities in coming years.

Building Capacity

The Department of Education is focused on strengthening the professional practice of educators so they can provide high quality instruction and assessment as well as inclusive schooling. In the 2021-2022 school year, the department successfully continued to offer orientation training to all educators and School Leaders on an online platform called "Ning". Through Ning, participants were able to access a variety of course materials including readings and videos and to discuss the training through online forums.

In addition, Student Support Teachers, Learning Coaches, and School Leaders were offered online courses, book studies, and videoconference training sessions depending on their role. This included training on topics such as:

- Building resilience
- Coaching skills
- Improving instruction
- Presentation skills

Student Support Assistants were offered training on a range of topics such as self-regulation and supporting reading instruction during Professional Development Week in 2021-2022.

Good News Story

Council of the Federation Literacy Award

The Council of the Federation awarded the 2021 Council of the Federation Literacy Award for Nunavut to Nunia Anoe. Nunia Anoe is an elementary school teacher at Levi Angmak Elementary School in Arviat. She has more than 30 years of experience teaching grades from elementary to high school and developing Inuktitut curriculum for the Department of Education. Nunia is passionate about promoting Inuktitut to students across Nunavut. The department is proud of Nunia Anoe and the many dedicated teachers like her across the territory who are committed to helping every student thrive.



Nunia Anoe

Department's Response to COVID-19

Learning to Be Together Again

In the 2021-2022 school year, Nunavut's Chief Public Health Officer (CPHO) shifted away from using the four-stage approach to school closures. The CPHO focused instead on learning to live with COVID-19, mitigating risk and responding to outbreaks by community. The CPHO considered the following factors to decide any changes to school operations:

- COVID-19 status in a community including the transmission of COVID-19 variants
- Healthcare capacity to respond to COVID-19 in a community
- Public health capacity to test, trace, and isolate cases of COVID-19
- Vaccine coverage in certain age groups, schools, and communities

Based on these factors, schools were either fully open to students for in-class instruction, open for students to be in the class 50% of the time or closed with remote learning instead during the school year.

Supports to Schools

Schools across the territory welcomed our students back to the classroom when safe to do so and supported students from a distance when students were unable to be present in school. The Department of Education developed the guide "Learning to Be Together Again: Support for Nunavut Schools in 2021-22" and the "Educator Toolbox" to help schools understand the new approach to COVID-19, as well as to plan and implement recovery learning, assessment, and remote instruction in 2021-2022.

The Toolbox also included practical supports and guidance around how to respond to the social and emotional needs of the school community and focused on helping schools think about opportunities, relationships, and their own health and well-being.

Teachers also planned for remote instruction at the beginning of the 2021-2022 school year and worked hard to create learning packages and assessments that met their students' needs in case they were needed. Teachers supported students through remote learning and assessment with phone calls, online assignments, physical learning packages and other communication. Schools, together with students, their families, and communities, continued to work together to make sure students were able to keep learning under changing conditions.

IT Supports

With funding from the Government of Canada through NTI, the department succeeded in purchasing over 5,000 internet-ready digital devices to support remote learning across the territory. The department was pleased to be able to distribute enough devices for all students in Grades 7 to 12 and their teachers.

The Department of Education also adopted and implemented the online learning management system, "Edsby", to support remote learning in 2021-2022.

Health and Safety Supports

Health and safety protocols were a key part of the Department of Education's approach to keeping students safe and learning in 2021-2022. The department provided the "2021-22 Health and Safety Guidelines for Nunavut Schools" to guide schools on topics including:

- student cohorts
- physical distancing
- classroom set-up
- land-based instruction
- physical education classes
- gatherings and assemblies
- accommodations for students at risk

All schools had physical distancing measures in place for students and staff. Masks were mandatory on school buses and in school, with a few exceptions (e.g., while eating or drinking). Schools also implemented additional cleaning and disinfecting to prevent the spread of COVID-19 and were fully supplied with health and safety supplies such as:

- cloth and disposable medical grade, child, and adult masks
- cleaning supplies
- hand sanitizer and hand sanitizer wipes
- rapid access COVID-19 test kits
- isolation gowns and illness response kits
- gloves

Vaccine Roll-Outs

The Department of Education partnered with the Department of Health to provide COVID-19 vaccine clinics from August to September 2021. The departments held vaccine clinics for students aged 12 to 17 years old at many Nunavut schools across communities in all three regions to help protect students, their families, and communities against COVID-19.





Report on Inclusive Education

The Department of Education implements its Inuglugijaittuq Model of Inclusion and its Education Support Services Program so that every student can progress continuously and successfully while in school. Education support services providers work with teachers in the classroom to enhance school programs by providing resources for students – individually, in groups, or for whole schools or classes. These services include but are not limited to:

- speech language therapy
- occupational therapy
- physiotherapy
- Deaf and Hard of Hearing education
- American Sign Language education
- educational psychology
- school-based mental health

These support services are delivered to all students in-person and virtually.

Support and Services Provided

The department successfully provided education support services in 2021-2022 as shown in the table below. Between 12 and 349 students received one or more of the following services:

Table 3: Education Support Services 2021-2022

Support Service	Number of students who received individualized services
Speech Language Therapy	344
Occupational Therapy	349
Physiotherapy	111
School-Based Mental Health Services and Supports	135
Deaf and Hard of Hearing Education	94
American Sign Language Education	12
Educational Psychology	28

Trends

Although a virtual education support service delivery model was used, education support services continued to be disrupted from 2019-2020 through 2021-2022 due to COVID-19. There was a slight decrease in the number of students who received individualized speech language therapy (-19%) and occupational therapy (-6%) from 2019-2020 to 2021-2022 relative to 2019-2020. At the same time, the number of students who received physiotherapy from 2019-2020 to 2021-2022 increased by 56% relative to 2019-2020.

In 2021-2022, school-based mental health support services included individualized services to 135 students. This is an increase from 2019-2020, when the department provided targeted and/or individualized on-site and remote mental health support services to 104 children and youth. The department was able to provide additional supports to students with additional funding over this period.

Report on Inuit Qaujimajatuqangit

In 2021-2022, the department continued to take action to ensure that Inuit societal values and the principles of Inuit Qaujimajatuqangit were incorporated and fostered by the education system. The following highlights are some of the department's key actions to foster Inuit Qaujimajatuqangit in 2021-2022.

COVID-19 Recovery

Inuit societal values guided the department's approach to supporting schools and students to recover from COVID-19 in 2021-2022. Actions in the "RESTORE Toolkit for Nunavut Schools", which was part of an "Educator Toolbox", were guided by the Inuit Qaujimajatuqangit principles of:

- **Pilimmaksarniq:** Developing skills and knowledge acquisition.
- **Inuuqatigiitsiarniq:** Sharing respect and a caring attitude for others.
- **Qanuqtuurniq:** Being resourceful to solve problems.
- **Tunnganarniq:** Being welcoming to others, open in communications and inclusive.
- **Pijitsirniq:** Demonstrating the concept of serving.

Nunavut Curriculum

The revised *Education Act* 2020 sets Inuit Qaujimajatuqangit as the foundation for the goal of a bilingual education system in Nunavut and is supported by an Inuit Qaujimajatuqangit Framework for curriculum development. The Curriculum Development division, with support from a team that focuses on culture and heritage, ensures that the curriculum is informed by Inuit Qaujimajatuqangit, particularly as it relates to made in Nunavut curriculum.

During the 2021-2022 school year, the department successfully advanced development of the following language curricula as part of its curriculum development plan:

- Inuktit first Language Kindergarten to Grade 6 (K-6) curriculum: final draft submitted for approval
- Inuktitut second Language K-6 curriculum : final draft submitted for approval
- Inuktitut Language Immersion K-6: first draft submitted for internal review

Locally Developed Courses and Programs

The department also continued to support locally developed courses and programs to meet the unique needs of students and communities. As per the *Education Act*, DEAs or the Commission scolaire francophone du Nunavut can offer courses that go beyond the standard curriculum. Schools continued to be able to offer locally developed courses where possible such as hunting and trapping, science camp with a focus on regional geography, and traditional clothing making with different materials and designs depending on the community.

Professional Development

All educators and School Leaders were offered a new course introducing them to Inuit Qaujimajatuqangit in fall 2021 and during Professional Development Week in February 2022. The new course “Orientation to Teaching in Nunavut with a focus on an Introduction to the Inuit Qaujimajatuqangit Education Framework for Nunavut Curriculum” helped educators develop a greater understanding of:

- Inuit Qaujimajatuqangit
- The role of Inuit Qaujimajatuqangit in the curriculum
- How educators can deliver instruction that reflects Inuit Qaujimajatuqangit

The course also provided educators with information and strategies to incorporate Inuit Qaujimajatuqangit as the foundation for all classroom activities.



Report on Language of Instruction

Implementation of the Bilingual Model

As required in the *Education Act*, the DEAs choose the languages of instruction (LOI) (Inuit Language and either French or English) and the bilingual education model for their community.* There are three bilingual education models used in Nunavut schools:

- **The Qulliq Model** meets the needs of Nunavut communities where Inuktitut is the first language of the community. Inuktitut is the LOI in most subject areas initially and subjects taught in English are gradually introduced.
- **The Immersion Model** is for communities that have experienced significant language loss. This model focuses on reversing language loss. Most subjects are taught in Inuktitut and subjects taught in English are gradually introduced.
- **The Dual Model** is for communities that have many strong Inuktitut first-language speakers and English first-language speakers. In the Inuit Language Stream, most subjects are initially taught in Inuktitut and subjects taught in English are gradually introduced. In the Non-Inuit Language Stream, most subjects are initially taught in English and subjects taught in Inuktitut are gradually introduced. This aims to allow students to learn in their first language and also ensure graduates are bilingual.

*As per section 23 of the Canadian Charter of Rights and Freedoms and section 169 of the Education Act, the Commission scolaire francophone du Nunavut is excluded from this requirement.



The following table shows the language model selected by the DEA in each community.

Table 4: LOI Model by Community

Community	LOI Model
Cambridge Bay	Immersion
Gjoa Haven	Immersion
Kugaaruk	Immersion
Kugluktuk	Immersion
Arviat	Qulliq
Baker Lake	Qulliq
Chesterfield Inlet	Qulliq
Coral Harbour	Qulliq
Naujaat	Qulliq
Taloyoak	Qulliq
Whale Cove	Qulliq
Apex	Qulliq
Arctic Bay	Qulliq
Clyde River	Qulliq
Grise Fiord	Qulliq
Igloolik	Qulliq
Kimmirut	Qulliq
Kinngait	Qulliq
Pangnirtung	Qulliq
Pond Inlet	Qulliq
Qikiqtarjuaq	Qulliq
Resolute Bay	Qulliq
Sanikiluaq	Qulliq
Sanirajak	Qulliq
Iqaluit	Dual
Rankin Inlet	Dual

In June 2022, the *Interim Language of Instruction Act* received assent. Under the Act, the department is committed to completing the development of revised *Language of Instruction Regulations* by July 2025. While the Act is in force until July 2025, the bilingual education model that applied to a school in 2021-2022 will continue to apply. During this period, limited sections of the *Language of Instruction Regulations*, such as the schedule of instructional time for each language under each model, will continue to apply to students in kindergarten to Grade 3 only.



Capacity To Provide Instruction in Inuktitut

The department's capacity to provide instruction under the selected bilingual education models depends on the number of school staff with the required language and instructional skills. During the 2021-2022 school year, there were 187² bilingual teachers across all schools in Nunavut including 72 Language Specialists. This was an increase from the 183 bilingual teachers in 2020-2021. The department is continually working on recruitment efforts and identifying approaches to develop more Inuit and bilingual educators to support Inuktitut in our schools.

Curricula Development, Resources, Assessment, Training, Certification and Professional Development: Kindergarten to Grade 3 & Grades 4-12

The Department of Education is creating a Nunavut-made curriculum that will support the development of a fully bilingual education system in Inuktitut and English or French. To achieve this goal, the department has developed a comprehensive 20-year LOI Implementation Plan to identify the scope of work and timelines for a made-in-Nunavut curriculum and resources in all subjects and grades. This includes phasing in implementation of the LOI requirements in the *Education Act* for Grades 4-12. The department's plan for curriculum development aligns with the schedule set out in the *Education Act 2020*, by which the department must produce curricula, teaching materials, and training with respect to Inuktitut Language Arts by 2039. This new, more culturally relevant curriculum will enhance the delivery of courses in Inuktitut.

In 2021-2022, the department successfully continued the development and renewal of the K-6 curriculum. The following curricula drafts were under development as part of the department's curriculum development plan:

- Inuktitut first Language K-6: final draft submitted for approval
- Inuktitut second Language K-6: final draft submitted for approval
- Inuktitut Language Immersion K-6: final draft submitted for approval

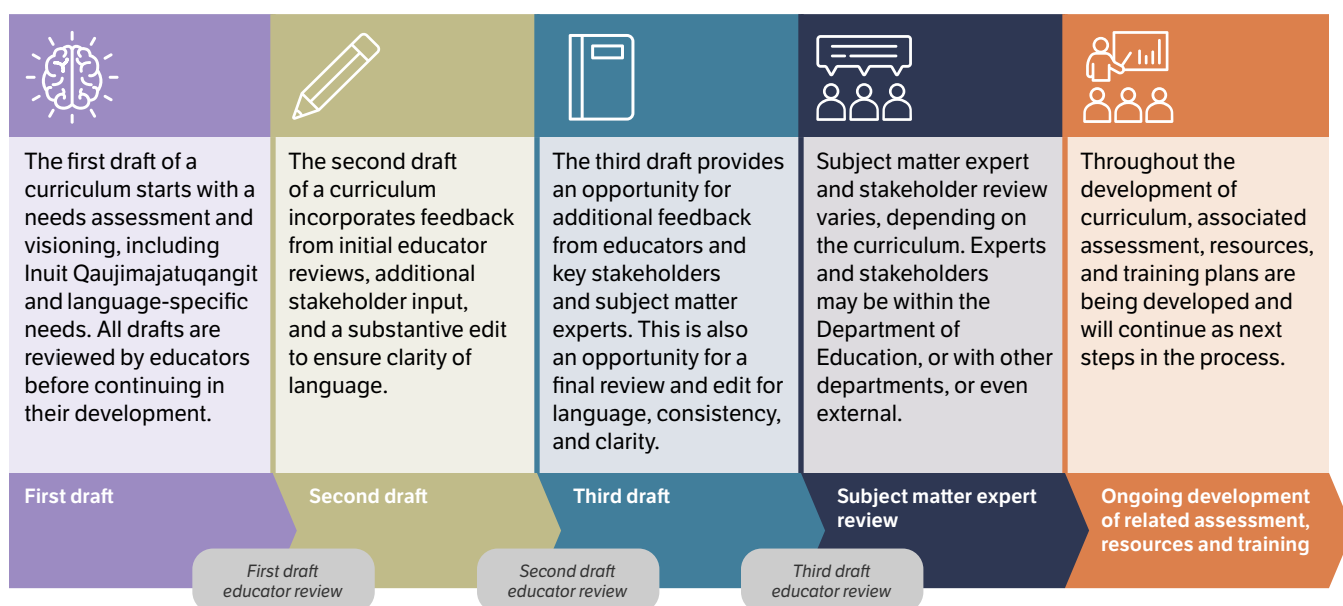
The following curricula drafts were also completed in 2021-2022:

- Physical Education, Health, and Wellness K-6: first draft submitted for internal review
- Social Studies K-6: first draft submitted for internal review
- English second Language K-6: first draft submitted for internal review

² Teachers receiving the Inuktitut Language Incentive

Once the curriculum has been developed, the department will create assessment, evaluation, and reporting tools that align with the curriculum expectations. It is expected this will include the development of competency targets (learning outcomes) under the curriculum development plan. Resources that align with curriculum expectations are concurrently being developed. Finally, once the curriculum, assessment, and resources are ready, the department will develop and deliver training to support teachers in implementing the new curriculum. The figure below shows the steps in the curriculum development process.

Figure 1: Made-in-Nunavut Curriculum Development Process



While the made-in-Nunavut curriculum remained in-progress in 2021-2022, the department delivered Inuit Language instruction in schools using the existing curriculum, resources, and training materials. In addition, the department has accelerated the creation of resources to support the new Inuktitut Language Arts K-6 curriculum. In 2021-2022, the Department of Education, with funding from the Department of Culture and Heritage, continued to generate new Inuktitut readers and teacher resources under Inuktitut Titiqqiriniq. These readers and teacher resources will support the new K-6 curriculum. Literacy resources for middle and high school students were also established. The department produced 90 new resources and printed 115 new resources, including resources in Inuktitut. The development of new resources in different school subjects was supported by holding eight meetings, four days each, to focus on Inuktitut and Inuinnaqtun terminology. A total of nearly 20,000 books were also purchased and distributed across the territory in all official languages.

Further, the department offered training for educators on the Inuktitut Titiqqiriniq literacy program with a series of webinars as well as training for staff in Inuktitut on “Improving Language and Literacy Achievement”.

During this development phase, the department continued to support the following professional training and education programs, to help ensure Inuit Language instruction:

- The Nunavut Teacher Education Program (NTEP) focuses on preparing Nunavummiut to become elementary school teachers.
- The Sivummuakpaallirutiksat Education Leave Program, allows staff to participate in full-time studies and supports staff to become educators.

Retention and Recruitment

In 2021-2022, the department continued its efforts to develop, recruit, and retain Inuit educators. This included ongoing collaboration with Nunavut Arctic College to support the NTEP. A total of 151 students from all three regions enrolled in the NTEP program in the 2021-2022 academic year.

The department also continued to support staff who wish to pursue advanced education through the Sivummuakpaallirutiksat Education Leave Program. Under the program, staff receive leave and funding to participate in full-time studies at a recognized post-secondary, vocational, professional or technical institution. In September 2021, seven new employees enrolled in the program.

Department of Education

BUDGET

The following is a break down of the department's budget and actual spending for 2021-2022 by division.

Directorate	Budget	Actual	Variance
Deputy Minister's Office	\$ 1,080,000	\$ 417,542	\$ 662,458
Assistant Deputy Minister (ADM), Education Programs	255,000	323,910	-68,910
ADM, Support Services	246,000	269,640	-23,640
Communications	579,000	545,175	33,825
Partner Relations	906,000	1,268,676	-362,676
Elders Advisory	296,000	0	296,000
Coalition Nunavut DEAs	665,000	665,000	0
	\$ 4,027,000	\$ 3,489,943	\$ 537,057

Policy & Planning	Budget	Actual	Variance
Director's Office (Policy & Planning)	\$ 873,000	\$ 662,368	\$ 210,632
Inuit Qaujimagajatuqangit / Inuit Employment coordinator	136,000	2,536	133,464
Sivummuakpaallirutiksats Program	420,000	48,019	371,981
Legislation	402,000	68,320	333,680
Planning, Reporting & Evaluation	705,000	518,808	186,192
	\$ 2,536,000	\$ 1,300,051	\$ 1,235,949

Corporate Services	Budget	Actual	Variance
Director's Office (Corporate Services)	\$ 658,000	\$ 1,878,033	\$ -1,220,033
Finance & Administration	1,161,000	1,322,687	-161,687
Information Systems Planning	2,087,000	2,412,840	-325,840
Human Resources	376,000	416,771	-40,771
Capital Planning	264,000	333,244	-69,244
Health & Safety	564,000	1,421,650	-857,650
	\$ 5,110,000	\$ 7,785,225	\$ -2,675,225

Student Achievement	Budget	Actual	Variance
Director's Office (Student Achievement)	\$ 756,000	\$ 787,640	\$ -31,640
Student Support	1,360,000	869,903	490,097
Student Assessment	873,000	664,013	208,987
Inclusive Education	2,857,000	1,917,529	939,471
	\$ 5,846,000	\$ 4,239,085	\$ 1,606,915

Advanced Education	Budget	Actual	Variance
Director's Office (Advanced Education)	\$ 227,000	\$ 309,165	\$ -82,165
Pre-Employment Training	2,687,000	1,870,000	817,000
Adult and Post-Secondary Education	135,000	0	135,000
Adult Program Evaluation & Monitoring	126,000	0	126,000
General Education Diploma	4,000	0	4,000
Adult Program (Pathway to Adult Secondary School Graduation)	395,000	218,558	176,442
Adult Literacy and Basic Education	392,000	175,491	216,509
FANS - Administration	1,254,000	1,747,941	-493,941
FANS - Program	8,916,000	7,123,644	1,792,356
	\$ 14,136,000	\$ 11,444,799	\$ 2,691,201

Resource Services	Budget	Actual	Variance
Resource Services	\$ 1,179,000	\$ 970,574	\$ 208,426
Resource Services, Inuktitut	2,517,000	2,605,915	-88,915
	\$ 3,696,000	\$ 3,576,489	\$ 119,511

Curriculum Development	Budget	Actual	Variance
Director's Office (Curriculum Development)	\$ 304,000	\$ 374,103	\$ -70,103
Team Lead Pathways Program	523,000	52,535	470,465
Team Lead Culture & Heritage	385,000	148,180	236,820
Team Lead Iqqaqqukkariniq	443,000	25,550	417,450
Team Lead Nunavusiutit	440,000	15,050	424,950
Team Lead Aulajaaqtut	440,000	72,991	367,009
Team Lead Uqausiliriniq	440,000	169,386	270,614
	\$ 2,975,000	\$ 857,795	\$ 2,117,205

Éducation en français	Budget	Actual	Variance
Director's Office (Éducation en français)	\$ 822,000	\$ 440,342	\$ 381,658
	\$ 822,000	\$ 440,342	\$ 381,658

Educator Development	Budget	Actual	Variance
Director's Office (Educator Development)	\$ 1,530,000	\$ 1,590,976	\$ -60,976
Education Training Resources	3,302,000	708,826	2,593,174
Nunavut Teachers Association Professional Development Fund	4,169,000	3,768,467	400,533
Program Implementation & Training Kugluktuk	850,000	209,514	640,486
Educator Development	938,000	165,843	772,157
Teacher Certification	300,000	215,253	84,747
Program Implementation & Training Pond Inlet	1,073,000	3,730	1,069,270
	\$ 12,162,000	\$ 6,662,609	\$ 5,499,391

Early Learning & Child Care	Budget	Actual	Variance
Director's Office (Early Learning & Child Care)	\$ 1,305,000	\$ 589,149	\$ 715,851
Early Childhood Resources	707,000	276,316	430,684
Early Childhood Development	691,000	575,035	115,965
Healthy Children Initiative	908,000	322,491	585,509
Daycare Grants and Services	2,150,000	2,166,705	-16,705
Early Childhood Support	170,000	33,424	136,576
Young Parents Stay Learning	170,000	56,186	113,814
	\$ 6,101,000	\$ 4,019,306	\$ 2,081,694

Kindergarten to Grade 12 School Operations	Budget	Actual	Variance
Headquarter School Operations	\$ 1,520,000	\$ 543,452	\$ 976,548
Qikiqtani School Operations	90,549,000	87,893,837	2,655,163
Kivalliq School Operations	57,851,000	57,940,554	-89,554
Kitikmeot School Operations	34,040,000	34,396,559	-356,559
Commission scolaire francophone du Nunavut	2,223,000	1,632,391	590,609
	\$ 186,183,000	\$ 182,406,793	\$ 3,776,207

Appendix

Report on Student Assessments and Progression

Table 5: Grade 12 Graduates by Region and Community 2021-2022

NUNAVUT	257
KITIKMEOT	25
Cambridge Bay	8
Gjoa Haven	0
Kugaaruk	7
Kugluktuk	9
Taloyoak	1
KIVALLIQ	109
Arviat	33
Baker Lake	16
Chesterfield Inlet	3
Coral Harbour	5
Nauyasat	3
Rankin Inlet	41
Whale Cove	8
QIKIQTANI	123
Arctic Bay	2
Clyde River	11
Grise Fiord	0
Igloolik	5
Iqaluit	65
Kimmirut	4
Kinngait	10
Pangnirtung	13
Pond Inlet	3
Qikiqtarjuaq	1
Resolute Bay	0
Sanikiluaq	3
Sanirajak	6

Note: In addition to the information shared in this appendix, the department is in the process of increasing its capacity to collect and report data on student assessment and progression across the territory.

Additional Statistics

Table 6: Licensed Early Childhood Education Facilities by Region

	KITIKMEOT	KIVALLIQ	QIKIQTANI	NUNAVUT
Licensed Daycares	5	9	19	33
Aboriginal Head Starts	3	2	2	7
Licensed Preschools	1	3	4	8
Licensed Afterschool Programs	0	0	7	7
Licensed Home Daycares	0	0	6	6
Licensed Childhood Programs	9	14	38	61

Table 7: Licensed Early Childhood Education Spaces by Region

	KITIKMEOT	KIVALLIQ	QIKIQTANI	NUNAVUT
Full-time Preschool Spaces	102	161	347	610
Part-time Preschool Spaces	82	60	108	250
Full-time Infant Spaces	31	53	136	220
Afterschool Spaces	0	0	167	167
Licensed Spaces	215	274	758	1247

Table 8: Healthy Children Initiative Applicants and Proposals

Region	Number of approved proposals processing new agreements
KITIKMEOT	2
KIVALLIQ	4
QIKIQTANI	10
TOTAL	16

Table 9: Student Head Count by Region, Community and School

KITIKMEOT		2,016
Cambridge Bay	Kiiliniq High School (KCBHS)	202
	Kullik Ilihakvik (KIS)	211
Gjoa Haven	Qiqirtaq Ilihakvik (QHS)	162
	Quqshuun Ilihakvik (QIS)	250
Kugaaruk	Arviligruaq Iliniarvik (KSK)	385
Kugluktuk	Jimmy Hikok Ilihakvik (JHS)	199
	Kugluktuk High School (KHS)	257
Taloyoak	Netsilik Ilihakvik (NES)	350
KIVALLIQ		3,367
Arviat	John Arnalukjuak High School (JAHS)	293
	Levi Angmak Elementary School (LAES)	396
	Qitiqliq Middle School (QAS)	201
Baker Lake	Jonah Amitnaaq Secondary School (JAS)	365
	Rachel Arngnamaktiq Elementary (RAES)	207
Chesterfield Inlet	Victor Sammurtok School (VSS)	113
Coral Harbour	Sakku School (SCHS)	328
Naujaat	Tusarvik Elementary (TNES)	274
	Tuugaalik High School (TNHS)	239
Rankin Inlet	Leo Ussak Elementary School (LUS)	303
	Maani Ulujuk Iliniarvik (MUHS)	363
	Simon Alaittuq School (SAS)	125
Whale Cove	Inuglak School (IWCS)	160

QIKIQTANI		5,386
Apex	Nanook School (NIAS)	48
Arctic Bay	Inuujaq School (IABS)	330
Cape Dorset	Peter Pitseolak School (PPS)	201
	Sam Pudlat School (SPS)	234
Clyde River	Quluqaq School (QCRS)	376
Grise Fiord	Umimmak School (UGFS)	26
Igloolik	Ataguttaaluk Elementary School (AES)	304
	Sivuniit Middle School (SMS)	148
	Amaqjuaq High School (AIS)	194
Iqaluit	Aqsarniit Ilinniarnvik (AMS)	355
	École des Trois-Soleils (ETS)	99
	Inuksuk High School (IHS)	450
	Joamie School (JIS)	251
	Nakasuk School (NIS)	372
Kimmirut	Qaqqalik School (QKS)	146
Pangnirtung	Alookie School (APS)	204
	Attagoyuk Illisavik (ATS)	256
Pond Inlet	Nasivvik High School (NAS)	276
	Ulaajuk School (ULS)	279
Qikiqtarjuaq	Inuksuit School (IQS)	130
Resolute Bay	Qarmartaluk School (QRBS)	50
Sanikiluaq	Nuiyak School (NSS)	163
	Paatsaali School (PAS)	159
Sanirajak	Arnaqjuaq School (AHBS)	335
NUNAVUT TOTAL		10,769

Table 10: Financial assistance for Nunavut Students

	NUNAVUT
Total FANS Applicants	722
Total FANS Recipients	452
Recipients studying at in-territory post secondary institutions	247
Recipients studying at out-of-territory post secondary institutions	205





