

EXC/23/5/718

May 31, 2023

Dear Staff:

As the new Deputy Minister of Education, I am pleased to provide you with an update on the work related to the integration of the Newfoundland and Labrador English School District (NLES) into the Provincial Government. We are committed to completing this important initiative and are moving ahead in a timely manner with the anticipation that all employees will become part of government by December 31, 2023.

I know that changes like this can be difficult. I want to assure you that you are valued and your work will not be negatively impacted by this integration. The goals of integration are to improve educational outcomes by aligning program and curriculum development to help students excel in areas of critical thinking, as well as improve service delivery and operational efficiency. I want to reiterate this is not about job loss or cutting costs.

The transition is highly complex and we have many dedicated and knowledgeable people from within government and the NLES working together to support a successful integration.

Since the integration was announced in 2021, we have made good progress.

- Legislation was updated to reconfigure senior leadership at the district, as well as change the Director of Education title to Superintendent, to help facilitate the integration process.
- The legislation also allowed for the creation of the Provincial Advisory Council on Education. This will provide parents and the community with a stronger voice on educational matters.
- An Integration Team of staff from key Provincial Government departments and leadership staff from within the NLES was created.
- Six working groups were established to analyze current operations at the district and gain an understanding of how those processes can best integrate within government. The working groups mirrored the operational structure of the NLES – Academic (Programs), Facilities and Student Transportation, Information Technology, Finance, Human Resources and Policy and Legislation. Leaders from the NLES and government are looking at such things as asset management, computer system integration, busing, maintenance procedures, corporate services, administration and policy development, as well as ensuring all staff are able to be successful in their jobs following integration.
- Additional legislative changes will be coming in the fall to finalize the integration process.

An integration of this nature takes time. As such, these divisions will transition into government at varying points in time during the year. This is due to a variety of reasons, some of which include contract renewals and service delivery requirements. With respect to the day-to-day work of employees in the district or government departments, your work will not substantively change and you can expect leaders to communicate progress with their teams as things move forward.

We understand you will have questions about the integration process and the progress we are making. Going forward, we are committed to communicating with you and your respective unions on a regular basis - at least monthly - to provide updates and opportunities to share your feedback. Your perspective is invaluable to making this transition successful and as seamless as possible.

If you have questions please contact us at [integrationfeedback@gov.nl.ca](mailto:integrationfeedback@gov.nl.ca) and a member of the integration team will get back to you within two business days.

I am very pleased to be part of the team as integration progresses and look forward to working together to create a new and exciting future for education in the province. I would also like to thank Dr. Greg O'Leary for his work on integration, and look forward to collaborating with him in his new role as Deputy Minister of Education Transformation.

In the meantime, please watch for another update before the end of the school year.

Sincerely,

A handwritten signature in blue ink that reads "T. King".

**TRACY KING**  
Deputy Minister