

Action Plan 2024-2025												
Schedule 4												
Nova Scotia												
Performance Measurement and Initiatives												
Linguistic Objective	Level	Title of Planned Initiative	Description of Planned Initiative	Performance Indicator	Performance Target	Baseline	Total Planned Annual Contributions in 2024-2025	Planned Annual Federal Contribution in 2024-2025	Planned Annual Provincial/Territorial Contribution in 2024-2025	Initiative Funded by Supplementary Federal Contribution in 2024-2025	Share of Planned Annual Federal Contribution Paid to Main Stakeholders in 2024-2025	Stakeholder in 2024-2025
FML	Post-Secondary	Academic and Guidance Council	Offering the services of an academic council and a new guidance system to all USA students will promote student success and retention in their programs of studies at the institution and encourage self-knowledge, goal-setting, studies planning, the choice of post-Bachelor French-language professional and graduate programs at USA and in other French-language universities, and the embrace of a career in French.	Number of individual meetings with students	400 individual meetings with students per year	0 in 2023/24 (new initiative)	\$ 150 444	\$ 75 222	\$ 75 222	Yes	\$ 45 222	USA
FML	Elementary and Secondary	Centre provincial des ressources pédagogiques	The Centre provincial de ressources pédagogiques (CPRP) intends to increase access to its resources and enable all Francophone minority communities to have better access to print and digital educational resources in order to improve learning experiences for students. Efforts will focus on: – implementing community-based partnerships; – optimizing CPRP services and visibility through an exploration of potential satellite sites, family resources, summer programming, etc. A review of service delivery will ensure that resources and materials are fully beneficial.	Number of resources available at the CPRP Number of resources borrowed per year for all CSAP schools communities	10% increase in the number of resources available at the CPRP by 2027/28, to reach a total of 97,900 15% increase in the number of resources borrowed per year for all CSAP schools communities by 2027/28, for a total of 22,225	89,000 resources available at the CPRP in December 2023 19,326 resources borrowed per year for all CSAP schools communities in 2023/24	\$ 662 000	\$ 331 000	\$ 331 000	No	\$ 331 000	CSAP
FML	Elementary and Secondary	Cultural and linguistic programming	Community organizations provide cultural and linguistic activities in order to offer authentic opportunities to foster the development of spoken French skills in students from pre-school to Grade 12 in their community. Activities include concerts, dances, theatre, visual arts, and summer camps.	Number of community-based programs	Maintaining at 26 the number of community-based programs by 2027/28	26 in 2023/24	\$ 460 000	\$ 230 000	\$ 230 000	No	\$ 230 000	Community organizations

FML	Elementary and Secondary	Curriculum development	The CSAP's curriculum development process relies on an innovative and transformative pedagogic approach that is designed to adapt and respond to the specific needs of our Francophone communities in a minority environment. The goal is to develop curricula that are consistent with the linguistic and cultural reality for our students and their Francophone communities, while stimulating their creativity, their critical thinking, and their openness to the world. By valuing French teaching in its minority context, this process contributes to strengthening the students' language culture.	High school retention rate for the CSAP Number of students enrolled in education programs in the minority language	Increasing to 96% the student retention rate in high school by 2027/28 Maintaining at 6,728 or increasing the number of students enrolled in education programs in the minority language by 2027/28	94,81% student retention rate in high school in 2023/24 6,728 students enrolled in education programs in the minority language in 2023/24	\$ 1 425 000	\$ 712 500	\$ 712 500	No	\$ 712 500	CSAP
FML	Post-Secondary	Developing and implementing a new recruitment strategy	Université Sainte-Anne's recruiting office develops and implements a new recruiting strategy for Canadian and international students (within the parameters identified by the government). The new strategy is implemented by the Recruiting and Admissions Director and their team. It focuses on the Atlantic provinces and consists of activities such as visits in schools, fairs, student fairs, etc. Campus visits with the families of prospective students are held.	Enrolment per year in college- and university-level programs as of Oct. 1 of the year	3% per year increase of enrolment in college- and university-level programs (from 538 to 555) by 2027/28	538 students enrolled in college- and university-level programs as of October 1, 2023	\$ 424 556	\$ 212 278	\$ 212 278	No	\$ 212 278	USA
FML	Pre-School	Early childhood services	Three positions are created to increase EECD's internal capacity: 1 bilingual evaluation officer, 1 bilingual staff manager, and 1 bilingual professional development consultant. These positions are intended to develop Francophone partnerships, provide direct support to the Early Childhood sector, and offer professional development opportunities. In addition to supporting the sector, these positions will have an impact on the retention of Francophone children in such programs and support the retention of qualified Francophone staff members.	Percentage of papers, evaluations, course descriptions, requests for information on bursaries, and offers of professional development opportunities in French Number of preschool children enrolled in the minority school system	100% of papers, evaluations, course descriptions, requests for information on bursaries, and offers of professional development opportunities in French by 2027/28 Maintaining at 497 per year or increasing the number of preschool children enrolled in the minority school system.	40% of papers, evaluations, course descriptions, requests for information on bursaries, and offers of professional development opportunities in French in 2023/24 497 preschool children enrolled in the minority school system in 2023/24	\$ 344 000	\$ 172 000	\$ 172 000	No	\$ -	
FML	Elementary and Secondary	Equitable and enriching Francophone education in Nova Scotia	In order to provide members of the French-language minority with a quality education in their own language, EECD provides programs and services to help offer opportunities that ensure that students will reach a level of achievement that is equivalent to that of the Anglophone majority, while celebrating and incorporating Francophone culture in the students' daily life. Programs and services include, among other things, supporting the French as a minority language education system for student services, equity, FML pedagogy, translating resources and communications in French, and establishing strong and successful partnerships with our community organizations and at all grade levels.	Number of EECD staff members working on programs and services for French as a minority language education	Increasing to 10 the number of EECD staff members by 2027/28	8 EECD staff members in 2023/24	\$ 3 122 366	\$ 1 561 183	\$ 1 561 183	No	\$ -	
FML	Post-Secondary	Expanding college- and university-level programs	This initiative will enable Université Sainte-Anne to increase its number of university-level programs offered to students in Nova Scotia's Acadian and Francophone community, including Master's Degree programs, as well as college-level programs in business administration.	Number of Master's Degree programs offered Number of college-level programs offered	Increasing to 3 the number of Master's Degree programs offered by 2027/28 Increasing to 7 the number of college-level programs offered by 2027/28	2 Master's Degree programs offered in 2023/24 6 college-level programs offered in 2023/24	\$ 352 000	\$ 176 000	\$ 176 000	Yes	\$ 176 000	USA

FML	Post-Secondary	Improving university- and college-level program offerings	This USA-led initiative aims to adapt their programs and delivery models in order to improve university- and college-level program offerings throughout the province. For university-level programming, this will enable the institution to provide programs — including education programs — that meet the needs of Nova Scotia’s Acadian and Francophone community. For college-level programming, this will enable the institution to keep existing programs up to date and meet the requirements of government and professional organizations, as well as the needs of the Francophone labour market in Nova Scotia.	Number of undergraduate programs in education (BEd, BA/BEEd, BSc/Bed) Number of sites where BEd is offered Number of college programs in vocational technical subjects Number of graduates in education	Maintaining at 3 per year the number of undergraduate programs in education (BEd, BA/BEEd, BSc/BEEd) Maintaining at 5 per year the number of sites where BEd is offered Increasing to 7 the number of college programs in vocational technical subjects increases by 2027/28 Increasing to 3 the number of graduates by 2027/28	3 undergraduate programs in education (BEd, BA/BEEd, BSc/BEEd) in 2023/24 5 sites where BEd is offered in 2023/24 6 college programs in vocational technical subjects in 2023/24 27 graduates in 2023/24	\$ 840 000	\$ 420 000	\$ 420 000	No	\$ 420 000	USA
FML	Elementary and Secondary	Literacy success plan	Since literacy is the cornerstone of education and the most significant factor in FML student success and development, this initiative is intended to implement a literacy success plan in CSAP schools, based on the following five strategies: – implementing a Multi-Tiered Support System (MTSS) including effective instructional practices and early and ongoing interventions in literacy; – universal screening in literacy and systematic use of data; – strong, comprehensive, research-based curricula; – professional development; – collaboration designed to promote the active and sustained engagement of families and community partners.	Reading success rates for CSAP students in Grade 3 and Grade 6 Nova Scotia Assessments	70% reading success rate for CSAP students in Grade 3 and Grade 6 Nova Scotia Assessments by 2027/28	60% (Grade 3) and 65% (Grade 6) reading success rate for CSAP students in Nova Scotia Assessments in 2022/23	\$ 150 000	\$ 75 000	\$ 75 000	No	\$ 75 000	CSAP
FML	Elementary and Secondary	Pedagogical innovation: Building tomorrow’s education	Our goal is to implement an innovative and transformative pedagogic approach that is research-based and focuses on student success and the delivery of an inclusive education, so as to allow for authentic learning experiences for FML students. This initiative will be supported and implemented through the CSAP’s vision for 2030. More specifically, our efforts will focus on: – research and access to evidence; – standardizing teaching practices across all classrooms in our school system; – providing professional development opportunities to our teachers and educational leaders.	Number of teachers trained on our vision of effective instruction Percentage of schools achieving their Student Success Plan goals with respect to evidence-based teaching practices	340 teachers trained on our vision of effective instruction by 2027/28 80% of schools achieving their Student Success Plan goals with respect to evidence-based teaching practices by 2027/28	0 teachers trained on our vision of effective instruction in June 2023 0% in June 2023	\$ 550 000	\$ 275 000	\$ 275 000	No	\$ 275 000	CSAP
FML	Post-Secondary	Pedagogical support for professors	The dean maintains and updates a professional development kit. The kit includes a variety of effective resources for preparing and delivering courses in areas including: approaches and practices; educational technology tools; tips and tricks; and external links to resources that could be useful to our faculty. A new section containing resources on artificial intelligence will be created. The Committee on Teaching Quality will develop a series of online and in-person workshops on artificial intelligence and technological tools in education. These workshops will be offered in a schedule that doesn’t conflict with any courses	Number of workshops offered Number of resources in the professional development kit	Maintaining at 3 per year the number of workshops offered by 2027/28 Increasing to 22 the number of resources in the professional development kit by 2027/28	3 workshops in 2023/24 10 resources in the kit in 2023/24	\$ 305 000	\$ 152 500	\$ 152 500	Yes	\$ 152 500	USA

FML	Elementary and Secondary	Promotion and partner engagement for education in a minority French environment	Promoting education in a minority French environment relies on developing and strengthening dynamic partnerships designed to highlight how important teaching in French is. Such partnerships enable us to support and enrich French education, raise public awareness of how rich Francophone education is, celebrate the success of school communities, and promote wider access to a quality education in French, while mobilizing and valuing our partners' engagement.	Number of partnerships	Number of partnerships is double to 8 by 2027/28	4 partnerships in 2023/24	\$ 23 000	\$ 11 500	\$ 11 500	No	\$ 11 500	CSAP
FML	Educational Staff	Recruitment and retention of skilled and competent teachers in the Francophone minority environment	Recruitment and retention of teachers in FML schools are intended to ensure quality instruction and meet the needs of Nova Scotia's Francophone schools. This initiative focuses on three areas: 1) hiring a dedicated specialist in charge of attracting qualified teachers through targeted recruitment campaigns; 2) training and coaching all new teachers on teaching practices. D2L training featuring coaching by experienced mentors; 3) promoting their development through ongoing training and development opportunities, including designing an ongoing orientation program with training and networking, and with a specific component for foreign teachers.	Percentage of CSAP teaching positions to be filled at the beginning of the school year	Reduction to 2.9% of the percentage of CSAP teaching positions to be filled at the beginning of the school year by 2027/28	5.7% CSAP teaching positions filled at the beginning of the school year in 2024/25	\$ 477 170	\$ 238 585	\$ 238 585	Yes	\$ 238 585	CSAP
FML	Post-Secondary	Research in languages and social studies	Université Sainte-Anne intensifies its research effort in languages and in social studies in order to improve knowledge on education in a minority environment (EME)*.	Number of research papers and publications by faculty that improve knowledge on EME	Increasing to 6 the number of research papers and publications by faculty that improve knowledge on EME by 2027/28	3 research papers and publications by faculty that improve knowledge on EME in 2023/24	\$ 175 000	\$ 87 500	\$ 87 500	Yes	\$ 87 500	USA
FML	Post-Secondary	Research on education in a	Members of the education faculty at Université Sainte-Anne devote an increasing share of their time to research. In	Number of research papers and publications by faculty that	Maintaining at 4 the number of research papers and	4 research papers and publications by faculty that	\$ 115 000	\$ 57 500	\$ 57 500	No	\$ 57 500	USA
FML	Elementary and Secondary	School and community development	This initiative is intended to strengthen the ties between the school and the community, in order to promote Francophone culture, develop student leadership, and ensure academic success. One of the main catalysts for this initiative is the CSAP's school-community development officers, who support a dynamic process and involve students, families, and all school staff members, along with community organizations and community members. They make the community more welcome in schools and, with their partners, they improve school involvement in the community. This initiative's implementation will cover four	Number of actions involving well-being and identity development	5 actions involving well-being and identity development by 2027/28	0 actions involving well-being and identity development in 2023/24	\$ 1 690 000	\$ 845 000	\$ 845 000	Yes	\$ 845 000	CSAP
			* Published research findings will be shared with Canadian Heritage.				\$ 11 265 536	\$ 5 632 768	\$ 5 632 768			
							\$ 11 265 536	\$ 5 632 768	\$ 5 632 768			
							\$ -					

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FSL	Educational Staff	Pedagogical approaches promoting student success and language skills in FSL	This initiative will equip teachers so that they can enrich their teaching of language skills and the use of such skills in subjects taken in FSL. It will foster the achievement of language outcomes as well as the understanding of learning concepts. The initiative will include developing research-based learning tools and training sessions that support research-based instruction and assessment and are consistent with the language skills outlined in the Common European Framework of Reference (CEFR) for languages. The toolbox includes a carefully selected series that connects pedagogy, instruction, and learning, with “tools” such as asynchronous professional development, resources, guidelines, supporting materials, and web site links. It will provide a one-stop shop to support and unite Francophone teachers from all programs, subject areas, themes, etc.	Number of research-based training sessions for Educational Staff Number of tools in pedagogical “toolbox” for FSL Educational Staff Number of writing exemplars for Grades 3, 6, 8 and 10 based on CEFR descriptors	10 research-based training sessions for Educational Staff by 2027/28 7 tools in pedagogical “toolbox” for FSL Educational Staff by 2027/28 16 writing exemplars for Grades 3, 6, 8 and 10 based on CEFR descriptors by 2027/28	3 research-based training sessions for Educational Staff by 2027/28 0 tools in pedagogical “toolbox” for FSL Educational Staff by 2027/28 0 writing exemplars for Grades 3, 6, 8 and 10 based on CEFR descriptors by 2027/28	\$ 693 250	\$ 346 625	\$ 346 625	Yes	\$ -			
FSL	Educational Staff	Improving professional development for Educational Staff	This initiative will improve professional learning offerings in French for Educational Staff. There will be more options for flexible learning (synchronous and asynchronous). Such options will be added to the learning management system for the professional development of Educational Staff. Options will be guided by EECD’s educational objectives and RCE needs.	Creating and implementing a province-wide learning management system (LMS) in French Number of units and (synchronous and asynchronous) professional development sessions for FSL Educational Staff	1 province-wide learning management system (LMS) in French created by 2024/25 12 units or (synchronous and asynchronous) professional development sessions in French Educational Staff by 2027/28	0 province-wide learning management system (LMS) in French created in 2023/24 7 units or (synchronous and asynchronous) professional development sessions in French Educational Staff in 2023/24	\$ 684 290	\$ 342 145	\$ 342 145	Yes	\$ 217 145	\$ 217 145		
FSL	Educational Staff	Recruitment and retention strategies for FSL teachers	Access to a professional network for FSL Educational Staff that includes group support, professional development, and personalized coaching. Recruitment and retention strategies intended to improve retention for FSL Educational Staff will enable them to increase their language skills through ongoing professional development. Every year, there will be a program for new teachers, online virtual sessions for all French teachers in order to bring them together to speak and learn French, and professional development based on their needs. The ultimate goal is to counter the sense of isolation in teachers who work in French within mostly Anglophone schools.	Number of teachers with access to a provincial professional network Number of teachers who engage in group coaching and professional collaboration initiatives in Nova Scotia	400 teachers with access to a provincial professional network by 2027/28 100 teachers who engage in group coaching and professional collaboration initiatives in Nova Scotia by 2027/28	25 teachers with access to a provincial professional network in 2023/24 20 teachers who engage in group coaching and professional collaboration initiatives in Nova Scotia in 2023/24	\$ 866 069	\$ 433 035	\$ 433 035	Yes	\$ 373 035	\$ 373 035		

FSL	Post-Secondary	Support system for FSL students in order to help them experience success in their post-secondary studies at Université Sainte-Anne	Université Sainte-Anne will: – develop and offer “bridging” French courses in order to meet the needs and profiles of Anglophone students wishing to pursue post-secondary studies in an immersion context; – implement a new recruiting and marketing strategy targeting students from immersion schools; – develop and offer socio-cultural and Francization experiences that focus on the specific needs of students from immersion schools.	Number of students enrolled in “bridging” courses per year Number of applications by students from immersion schools Number of experiences provided	Increasing from 5 to 10 per year the number of students enrolled in “bridging” courses Increasing from 15 to 20 per year the number of applications by students from immersion schools Increasing from 2 to 5 per year the number of	5 students enrolled in 2023/24 15 applications in 2023/24 2 experiences in 2023/24	\$ 150 000	\$ 75 000	\$ 75 000	Yes	\$ 75 000		\$ 75 000	
FSL	Elementary and Secondary	Expanding French programming	This initiative will enrich French learning offerings in Nova Scotia from Primary to Grade 12. With an increased number of optional courses and online courses in French, we will provide students with a greater variety of choices and more personalized learning. Such changes will enable us to better meet the needs of all learners. We will renew courses and learning resources in order to make them consistent with the latest educational standards and to better represent the diversity of Nova Scotia’s communities.	Number of students in optional FSL courses Number of virtual courses (NSIOL, NSVS) available in French Number of renewed courses available in French along with recommended resources	Maintaining or increasing the number of students in optional FSL courses by 2027/28 21 virtual courses (8 via NSIOL and 13 via NSVS) available in French by 2027/28 15 renewed courses available in French along with recommended resources available in French by 2027/28	17,780 students in optional FSL courses in 2023/24 0 courses via NSIOL and 9 courses via NSVS available in French in 2023/24 3 renewed courses available in French in 2023/24	\$ 2 746 943	\$ 1 373 472	\$ 1 373 472	No	\$ -			
FSL	Elementary and Secondary	Promoting FSL learner success through MTSS	As part of the Multi-Tiered System of Support (MTSS), our wish is to meet the unique needs of students learning French. We will use an approach that relies on evidence about French teaching to ensure that resources, instruction, and interventions support students learning FSL. With this initiative, we will develop tools and interventions in order to support high quality learning that is specific to their needs.	Number of assessment tools for language skills Number of plans for monitoring performance in reading and writing Number of research-based interventions and pedagogical approaches	3 assessment tools for language skills by 2027/28 2 plans for monitoring performance in reading and writing by 2027/28 18 research-based interventions and pedagogical approaches by 2027/28	1 assessment tool for language skills in 2023/24 0 plans for monitoring performance in reading and writing in 2023/24 10 research-based interventions and pedagogical approaches	\$ 5 677 606	\$ 2 838 803	\$ 2 838 803	No	\$ 2 838 803	\$ 2 838 803		
FSL	Elementary and Secondary	Accessing equitable and inclusive resources and experiences in FSL	With a view to promoting FSL programs and student retention in such programs, EECD will work with RCEs and community organizations in order to identify their needs in inclusive resources and cultural and linguistic experiences, so as to provide more equitable and inclusive access to FSL programs and resources, as well as cultural enrichment.	Implementing a network of cultural and linguistic experiences Number of cultural and linguistic experiences for FSL students and Educational Staff Number of book series for Grades 10-12 FSL programs that are representative of Nova Scotia’s student population, including historically under-represented cultures and perspectives Number of students in Core French in high school	Network of cultural and linguistic experiences in place in 2024/25 20 cultural and linguistic experiences for FSL students and Educational Staff by 2027/28 1 book series for Grades 10-12 FSL programs that is representative of Nova Scotia’s student population, including historically under-represented cultures and perspectives by 2027/28 Maintaining or increasing the number of students in Core French in high school	0 network of cultural and linguistic experiences in 2023/24 7 cultural and linguistic experiences for FSL students and Educational Staff in 2023/24 0 book series for Grades 10-12 FSL programs that are representative of Nova Scotia’s student population, including historically under-represented cultures and perspectives in 2023/24 899 students in Core	\$ 2 193 052	\$ 1 096 526	\$ 1 096 526	Yes	\$ 1 096 526	\$ 505 226	\$ 591 300	

FSL	Pre-School	Pre-Primary kits	With this initiative, a French resource kit will be sent to all Pre-Primary schools in RCEs. This kit will support early learning in French by providing teachers and students with pedagogical tools that are enriching and adapted to their needs. It will include videos and supporting materials for Anglophone early childhood Educational Staff to introduce French to young Anglophones, as well as music, musical instruments, and French educational games.	Number of pre-school students who are in contact with French language and cultural resources in Pre-Primary classrooms in Anglophone schools	6000 pre-school students who are in contact with French language and cultural resources in Pre-Primary classrooms in Anglophone schools by 2027/28	Fewer than 500 students who are in contact with French language and cultural resources in Pre-Primary classrooms in Anglophone schools in 2023/24 due to pilot phases	\$ 15 000	\$ 7 500	\$ 7 500	No	\$ -			
						Total contributions in FSL Action Plan	\$ 13 026 210	\$ 6 513 105	\$ 6 513 105		\$ 4 600 509	\$ 3 934 209	\$ 75 000	\$ 591 300
						Total contributions under Agreement for FSL	\$ 13 026 210					\$ 4 600 509		
						Gap between Action Plan contributions and contributions under Agreement	\$ -							

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FML	Post-Secondary	Academic and Guidance Council	Offering the services of an academic council and a new guidance system to all USA students will promote student success and retention in their programs of studies at the institution and encourage self-knowledge, goal-setting, studies planning, the choice of post-Bachelor French-language professional and graduate programs at USA and in other French-language universities, and the embrace of a career in French.	Number of individual meetings with students	400 individual meetings with students per year	0 in 2023/24 (new initiative)	\$ 150 444	\$ 75 222	\$ 75 222	Yes	\$ 75 222	USA
FML	Elementary and Secondary	Centre provincial des ressources pédagogiques	The Centre provincial de ressources pédagogiques (CPRP) intends to increase access to its resources and enable all Francophone minority communities to have better access to print and digital educational resources in order to improve learning experiences for students. Efforts will focus on: – implementing community-based partnerships; – optimizing CPRP services and visibility through an exploration of potential satellite sites, family resources, summer programming, etc. A review of service delivery will ensure that resources and materials are fully beneficial.	Number of resources available at the CPRP Number of resources borrowed per year for all CSAP schools communities	10% increase in the number of resources available at the CPRP by 2027/28, to reach a total of 97,900 15% increase in the number of resources borrowed per year for all CSAP schools communities by 2027/28, for a total of 22,225	89,000 resources available at the CPRP in December 2023 19,326 resources borrowed per year for all CSAP schools communities in 2023/24	\$ 662 000	\$ 331 000	\$ 331 000	No	\$ 331 000	CSAP
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FML	Elementary and Secondary	Curriculum development	The CSAP's curriculum development process relies on an innovative and transformative pedagogic approach that is designed to adapt and respond to the specific needs of our Francophone communities in a minority environment. The goal is to develop curricula that are consistent with the linguistic and cultural reality for our students and their Francophone communities, while stimulating their creativity, their critical thinking, and their openness to the world. By valuing French teaching in its minority context, this process contributes to strengthening the students' language, culture, and identity, all the while preparing students for tomorrow's challenges in a globalized environment. By 2027/28, pedagogical innovations will be focused on P-8 French, high school programming, and the P-8 Social and Personal Development curriculum, with an emphasis on diversity and treaty education.	High school retention rate for the CSAP Number of students enrolled in education programs in the minority language	Increasing to 96% the student retention rate in high school by 2027/28 Maintaining at 6,728 or increasing the number of students enrolled in education programs in the minority language by 2027/28	94,81% student retention rate in high school in 2023/24 6,728 students enrolled in education programs in the minority language in 2023/24	\$ 1 425 000	\$ 712 500	\$ 712 500	No	\$ 712 500	CSAP
FML	Post-Secondary	Developing and implementing a new recruitment strategy	Université Sainte-Anne's recruiting office develops and implements a new recruiting strategy for Canadian and international students (within the parameters identified by the government). The new strategy is implemented by the Recruiting and Admissions Director and their team. It focuses on the Atlantic provinces and consists of activities such as visits in schools, fairs, student fairs, etc. Campus visits with the families of prospective students are held.	Enrolment per year in college- and university-level programs as of Oct. 1 of the year	3% per year increase of enrolment in college- and university-level programs (from 538 to 555) by 2027/28	538 students enrolled in college- and university-level programs as of October 1, 2023	\$ 424 556	\$ 212 278	\$ 212 278	No	\$ 212 278	USA
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FML	Post-Secondary	Expanding college- and university-level programs	This initiative will enable Université Sainte-Anne to increase its number of university-level programs offered to students in Nova Scotia's Acadian and Francophone community, including Master's Degree programs, as well as college-level programs in business administration.	Number of Master's Degree programs offered Number of college-level programs offered	Increasing to 3 the number of Master's Degree programs offered by 2027/28 Increasing to 7 the number of college-level programs offered by 2027/28	2 Master's Degree programs offered in 2023/24 6 college-level programs offered in 2023/24	\$ 352 000	\$ 176 000	\$ 176 000	Yes	\$ 176 000	USA
FML	Post-Secondary	Improving university- and college-level program offerings	This USA-led initiative aims to adapt their programs and delivery models in order to improve university- and college-level program offerings throughout the province. For university-level programming, this will enable the institution to provide programs — including education programs — that meet the needs of Nova Scotia's Acadian and Francophone community. For college-level programming, this will enable the institution to keep existing programs up to date and meet the requirements of government and professional organizations, as well as the needs of the Francophone labour market in Nova Scotia.	Number of undergraduate programs in education (BEEd, BA/BEEd, BSc/Bed) Number of sites where BEEd is offered Number of college programs in vocational technical subjects Number of graduates in education	Maintaining at 3 per year the number of undergraduate programs in education (BEEd, BA/BEEd, BSc/BEEd) Maintaining at 5 per year the number of sites where BEEd is offered Increasing to 7 the number of college programs in vocational technical subjects increases by 2027/28 Increasing to 3 the number of graduates by 2027/28	3 undergraduate programs in education (BEEd, BA/BEEd, BSc/BEEd) in 2023/24 5 sites where BEEd is offered in 2023/24 6 college programs in vocational technical subjects in 2023/24 27 graduates in 2023/24	\$ 840 000	\$ 420 000	\$ 420 000	No	\$ 420 000	USA
FML	Elementary and Secondary	Literacy success plan	Since literacy is the cornerstone of education and the most significant factor in FML student success and development, this initiative is intended to implement a literacy success plan in CSAP schools, based on the following five strategies: – implementing a Multi-Tiered Support System (MTSS) including effective instructional practices and early and ongoing interventions in literacy; – universal screening in literacy and systematic use of data; – strong, comprehensive, research-based curricula; – professional development; – collaboration designed to promote the active and sustained engagement of families and community partners.	Reading success rates for CSAP students in Grade 3 and Grade 6 Nova Scotia Assessments	70% reading success rate for CSAP students in Grade 3 and Grade 6 Nova Scotia Assessments by 2027/28	60% (Grade 3) and 65% (Grade 6) reading success rate for CSAP students in Nova Scotia Assessments in 2022/23	\$ 150 000	\$ 75 000	\$ 75 000	No	\$ 75 000	CSAP
FML	Elementary and Secondary	Pedagogical innovation: Building tomorrow's education	Our goal is to implement an innovative and transformative pedagogic approach that is research-based and focuses on student success and the delivery of an inclusive education, so as to allow for authentic learning experiences for FML students. This initiative will be supported and implemented through the CSAP's vision for 2030. More specifically, our efforts will focus on: – research and access to evidence; – standardizing teaching practices across all classrooms in our school system; – providing professional development opportunities to our teachers and educational leaders.	Number of teachers trained on our vision of effective instruction Percentage of schools achieving their Student Success Plan goals with respect to evidence-based teaching practices	340 teachers trained on our vision of effective instruction by 2027/28 80% of schools achieving their Student Success Plan goals with respect to evidence-based teaching practices by 2027/28	0 teachers trained on our vision of effective instruction in June 2023 0% in June 2023	\$ 550 000	\$ 275 000	\$ 275 000	No	\$ 275 000	CSAP
FML	Post-Secondary	Pedagogical support for professors	The dean maintains and updates a professional development kit. The kit includes a variety of effective resources for preparing and delivering courses in areas including: approaches and practices; educational technology tools; tips and tricks; and external links to resources that could be useful to our faculty. A new section containing resources on artificial intelligence will be created. The Committee on Teaching Quality will develop a series of online and in-person workshops on artificial intelligence and technological tools in education. These workshops will be offered in a schedule that doesn't conflict with any courses and will be led, in rotation, by members of the faculty. A survey will be administered after each workshop to assess satisfaction levels. A collaboration agreement with Université de Moncton was signed in 2023 in order to increase the number of workshops offered on education.	Number of workshops offered Number of resources in the professional development kit	Maintaining at 3 per year the number of workshops offered by 2027/28 Increasing to 22 the number of resources in the professional development kit by 2027/28	3 workshops in 2023/24 10 resources in the kit in 2023/24	\$ 305 000	\$ 152 500	\$ 152 500	Yes	\$ 152 500	USA

FML	Elementary and Secondary	Promotion and partner engagement for education in a minority French environment	Promoting education in a minority French environment relies on developing and strengthening dynamic partnerships designed to highlight how important teaching in French is. Such partnerships enable us to support and enrich French education, raise public awareness of how rich Francophone education is, celebrate the success of school communities, and promote wider access to a quality education in French, while mobilizing and valuing our partners' engagement.	Number of partnerships	Number of partnerships is double to 8 by 2027/28	4 partnerships in 2023/24	\$ 23 000	\$ 11 500	\$ 11 500	No	\$ 11 500	CSAP
FML	Educational Staff	Recruitment and retention of skilled and competent teachers in the Francophone minority environment	Recruitment and retention of teachers in FML schools are intended to ensure quality instruction and meet the needs of Nova Scotia's Francophone schools. This initiative focuses on three areas: 1) hiring a dedicated specialist in charge of attracting qualified teachers through targeted recruitment campaigns; 2) training and coaching all new teachers on teaching practices. D2L training featuring coaching by experienced mentors; 3) promoting their development through ongoing training and development opportunities, including designing an ongoing orientation program with training and networking, and with a specific component for foreign teachers.	Percentage of CSAP teaching positions to be filled at the beginning of the school year	Reduction to 2.9% of the percentage of CSAP teaching positions to be filled at the beginning of the school year by 2027/28	5.7% CSAP teaching positions filled at the beginning of the school year in 2024/25	\$ 476 810	\$ 238 405	\$ 238 405	Yes	\$ 238 405	CSAP
				Percentage of teachers who express a favourable opinion of CSAP coaching and orientation	Increase the percentage of teachers who express a favorable opinion of CSAP coaching and orientation to 80% by 2027/28.	70% of teachers who express a favourable opinion of CSAP coaching and orientation in 2020/21						
FML	Post-Secondary	Research in languages and social studies	Université Sainte-Anne intensifies its research effort in languages and in social studies in order to improve knowledge on education in a minority environment (EME)*.	Number of research papers and publications by faculty that improve knowledge on EME	Increasing to 6 the number of research papers and publications by faculty that improve knowledge on EME by 2027/28	3 research papers and publications by faculty that improve knowledge on EME in 2023/24	\$ 115 000	\$ 57 500	\$ 57 500	No	\$ 57 500	USA
FML	Post-Secondary	Research on education in a minority environment	Members of the education faculty at Université Sainte-Anne devote an increasing share of their time to research. In addition, the institution offers an increasing number of resources and services to those researchers. A significant portion of the research contributes to knowledge on education in a minority environment (EME)*.	Number of research papers and publications by faculty that support EME	Maintaining at 4 the number of research papers and publications by faculty that support EME by 2027/28	4 research papers and publications by faculty that support EME in 2023/24	\$ 175 000	\$ 87 500	\$ 87 500	Yes	\$ 87 500	USA
FML	Elementary and Secondary	School and community development	This initiative is intended to strengthen the ties between the school and the community, in order to promote Francophone culture, develop student leadership, and ensure academic success. One of the main catalysts for this initiative is the CSAP's school-community development officers, who support a dynamic process and involve students, families, and all school staff members, along with community organizations and community members. They make the community more welcome in schools and, with their partners, they improve school involvement in the community. This initiative's implementation will cover four areas: – cultural facilitation; – social awareness; – bidirectional partnerships with the Acadian/Francophone community; – Francophone school outreach in a minority environment.	Number of actions involving well-being and identity development	5 actions involving well-being and identity development by 2027/28	0 actions involving well-being and identity development in 2023/24	\$ 1 690 000	\$ 845 000	\$ 845 000	Yes	\$ 845 000	CSAP
				Number of summer programs (camps, forums, etc.) supporting our communities in a minority Francophone context throughout the year	3 summer programs by 2027/28	1 summer program in 2023/24						
						Total contributions in FML Action Plan	\$ 11 271 112,00	\$ 5 635 556,00	\$ 5 635 556,00			
						Total contributions under Agreement for FML	\$ 11 271 112,00	\$ 5 635 556,00	\$ 5 635 556,00			
						Gap between Action Plan contributions and contributions under Agreement	\$ -					

Action Plan	2025-2028														
Schedule 4															
Nova Scotia															
Performance Measurement and Initiatives															
													Stakeholders		
Linguistic Objective	Education Level	Title of Planned Initiative	Description of Planned Initiative	Performance Indicator	Performance Target	Baseline	Total Planned Annual Contributions in 2025-2028	Planned Annual Federal Contribution in 2025-2028	Planned Annual Provincial/Territorial Contribution in 2025-2028	Initiative Funded by Supplementary Federal Contribution in 2025-2028	Part de la contribution fédérale annuelle prévue versée aux principaux intervenants in 2025-2028	Regional Centres for Education in 2025-2028	Université Sainte-Anne in 2025-2028	Community Organizations in 2025-2028	
FSL	Educational Staff	Pedagogical approaches promoting student success and language skills in FSL	This initiative will equip teachers so that they can enrich their teaching of language skills and the use of such skills in subjects taken in FSL. It will foster the achievement of language outcomes as well as the understanding of learning concepts. The initiative will include developing research-based learning tools and training sessions that support research-based instruction and assessment and are consistent with the language skills outlined in the Common European Framework of Reference (CEFR) for languages. The toolbox includes a carefully selected series that connects pedagogy, instruction, and learning, with "tools" such as asynchronous professional development resources guidelines	Number of research-based training sessions for Educational Staff Number of tools in pedagogical "toolbox" for FSL Educational Staff Number of writing exemplars for Grades 3, 6, 8 and 10 based on CEFR descriptors	10 research-based training sessions for Educational Staff by 2027/28 7 tools in pedagogical "toolbox" for FSL Educational Staff by 2027/28 16 writing exemplars for Grades 3, 6, 8 and 10 based on CEFR descriptors by 2027/28	3 research-based training sessions for Educational Staff by 2027/28 0 tools in pedagogical "toolbox" for FSL Educational Staff by 2027/28 0 writing exemplars for Grades 3, 6, 8 and 10 based on CEFR descriptors by 2027/28	\$ 693 250	\$ 346 625	\$ 346 625	Yes	\$ -				
FSL	Educational Staff	Improving professional development for Educational Staff	This initiative will improve professional learning offerings in French for Educational Staff. There will be more options for flexible learning (synchronous and asynchronous). Such options will be added to the learning management system for the professional development of Educational Staff. Options will be guided by EECD's educational objectives and RCE needs.	Creating and implementing a province-wide learning management system (LMS) in French Number of units and (synchronous and asynchronous) professional development sessions for FSL Educational Staff	1 province-wide learning management system (LMS) in French created by 2024/25 12 units or (synchronous and asynchronous) professional development sessions in French Educational Staff by 2027/28	0 province-wide learning management system (LMS) in French created in 2023/24 7 units or (synchronous and asynchronous) professional development sessions in French Educational Staff in 2023/24	\$ 684 290	\$ 342 145	\$ 342 145	Yes	\$ 217 145	\$ 217 145			
FSL	Educational Staff	Recruitment and retention strategies for FSL teachers	Access to a professional network for FSL Educational Staff that includes group support, professional development, and personalized coaching. Recruitment and retention strategies intended to improve retention for FSL Educational Staff will enable them to increase their language skills through ongoing professional development. Every year, there will be a program for new teachers, online virtual sessions for all French teachers in order to bring them together to speak and learn French, and professional development based on their needs. The ultimate goal is to counter the sense of isolation in teachers who work in French within mostly Anglophone schools.	Number of teachers with access to a provincial professional network Number of teachers who engage in group coaching and professional collaboration initiatives in Nova Scotia	400 teachers with access to a provincial professional network by 2027/28 100 teachers who engage in group coaching and professional collaboration initiatives in Nova Scotia by 2027/28	25 teachers with access to a provincial professional network in 2023/24 20 teachers who engage in group coaching and professional collaboration initiatives in Nova Scotia in 2023/24	\$ 866 067	\$ 433 034	\$ 433 034	Yes	\$ 373 035	\$ 373 035			

FSL	Post-Secondary	Support system for FSL students in order to help them experience success in their post-secondary studies at Université Sainte-Anne	Université Sainte-Anne will: – develop and offer “bridging” French courses in order to meet the needs and profiles of Anglophone students wishing to pursue post-secondary studies in an immersion context; – implement a new recruiting and marketing strategy targeting students from immersion schools; – develop and offer socio-cultural and Francization experiences that focus on the specific needs of students from immersion schools.	Number of students enrolled in “bridging” courses per year Number of applications by students from immersion schools Number of experiences provided	Increasing from 5 to 10 per year the number of students enrolled in “bridging” courses Increasing from 15 to 20 per year the number of applications by students from immersion schools Increasing from 2 to 5 per year the number of experiences provided	5 students enrolled in 2023/24 15 applications in 2023/24 2 experiences in 2023/24	\$ 150 000	\$ 75 000	\$ 75 000	Yes	\$ 75 000		\$ 75 000	
FSL	Elenentary and Secondary	Expanding French programming	This initiative will enrich French learning offerings in Nova Scotia from Primary to Grade 12. With an increased number of optional courses and online courses in French, we will provided students with a greater variety of choices and more personalized learning. Such changes will enable us to better meet the needs of all learners. We will renew courses and learning resources in order to make then consistent with the latest educational standards and to better represent the diversity of Nova Scotia’s communities.	Number of students in optional FSL courses Number of virtual courses (NSIOL, NSVS) available in French Number of renewed courses available in French along with recommended resources	Maintaining or increasing the number of students in optional FSL courses by 2027/28 21 virtual courses (8 via NSIOL and 13 via NSVS) available in French by 2027/28 15 renewed courses available in French along with recommended resources available in French by 2027/28	17,780 students in optional FSL courses in 2023/24 0 courses via NSIOL and 9 courses via NSVS available in French in 2023/24 3 renewed courses available in French in 2023/24	\$ 2 746 943	\$ 1 373 472	\$ 1 373 472	No	\$ -			
FSL	Elenentary and Secondary	Promoting FSL learner success through MTSS	As part of the Multi-Tiered System of Support (MTSS), our wish is to meet the unique needs of students learning French. We will use an approach that relies on evidence about French teaching to ensure that resources, instruction, and interventions support students learning FSL. With this initiative, we will develop tools and interventions in order to support high quality learning that is specific to their needs.	Number of assessment tools for language skills Number of plans for monitoring performance in reading and writing Number of research-based interventions and pedagogical approaches	3 assessment tools for language skills by 2027/28 2 plans for monitoring performance in reading and writing by 2027/28 18 research-based interventions and pedagogical approaches by 2027/28	1 assessment tool for language skills in 2023/24 0 plans for monitoring performance in reading and writing in 2023/24 10 research-based interventions and pedagogical approaches in 2023/24	\$ 5 677 606	\$ 2 838 803	\$ 2 838 803	No	\$ 2 838 803	\$ 2 838 803		
FSL	Elenentary and Secondary	Accessing equitable and inclusive resources and experiences in FSL	With a view to promoting FSL programs and student retention in such programs, EECD will work with RCEs and community organizations in order to identify their needs in inclusive resources and cultural and linguistic experiences, so as to provide more equitable and inclusive access to FSL programs and resources, as well as cultural enrichment.	Implementing a network of cultural and linguistic experiences Number of cultural and linguistic experiences for FSL students and Educational Staff Number of book series for Grades 10-12 FSL programs that are representative of Nova Scotia’s student population, including historically under-represented cultures and perspectives Number of students in Core French in high school	Network of cultural and linguistic experiences in place in 2024/25 20 cultural and linguistic experiences for FSL students and Educational Staff by 2027/28 1 book series for Grades 10-12 FSL programs that is representative of Nova Scotia’s student population, including historically under-represented cultures and perspectives by 2027/28 Maintaining or increasing the number of students in Core French in high school by 2027/28	0 network of cultural and linguistic experiences in 2023/24 7 cultural and linguistic experiences for FSL students and Educational Staff in 2023/24 0 book series for Grades 10-12 FSL programs that are representative of Nova Scotia’s student population, including historically under-represented cultures and perspectives in 2023/24 899 students in Core French in high school in 2023/24	\$ 2 193 052	\$ 1 096 526	\$ 1 096 526	Yes	\$ 1 096 526	\$ 505 226	\$ 591 300	

FSL	Pre-School	Pre-Primary kits	With this initiative, a French resource kit will be sent to all Pre-Primary schools in RCEs. This kit will support early learning in French by providing teachers and students with pedagogical tools that are enriching and adapted to their needs. It will include videos and supporting materials for Anglophone early childhood Educational Staff to introduce French to young Anglophones, as well as music, musical instruments, and French educational games.	Number of pre-school students who are in contact with French language and cultural resources in Pre-Primary classrooms in Anglophone schools	6000 pre-school students who are in contact with French language and cultural resources in Pre-Primary classrooms in Anglophone schools by 2027/28	Fewer than 500 students who are in contact with French language and cultural resources in Pre-Primary classrooms in Anglophone schools in 2023/24 due to pilot phases	\$ 15 000	\$ 7 500	\$ 7 500	No	\$ -			
						Total contributions in FSL Action Plan	\$ 13 026 208	\$ 6 513 104	\$ 6 513 104		\$ 4 600 509	\$ 3 934 209	\$ 75 000	\$ 591 300
						Total contributions under Agreement for FSL	\$ 13 026 208				\$ 4 600 509			
						Gap between Action Plan contributions and contributions under Agreement	\$ -							

Planned Contributions							
Nova Scotia							
Summary of Planned Contributions – 2024/25 and 2025/26 to 2027/28							
FML							
2024/25				2025/26 to 2027/28			
Education Level	Planned Annual Federal Contribution	Planned Annual Provincial/Territorial Contribution	Total Planned Annual Contributions	Education Level	Planned Annual Federal Contribution	Planned Annual Provincial/Territorial Contribution	Total Planned Annual Contributions
Educational Staff	\$ 238 585	\$ 238 585	\$ 477 170	Educational Staff	\$ 238 405	\$ 238 405	\$ 476 810
Post-Secondary	\$ 1 181 000	\$ 1 181 000	\$ 2 362 000	Post-Secondary	\$ 1 181 000	\$ 1 181 000	\$ 2 362 000
Pre-School	\$ 172 000	\$ 172 000	\$ 344 000	Pre-School	\$ 172 000	\$ 172 000	\$ 344 000
Elementary and Secondary	\$ 4 041 183	\$ 4 041 183	\$ 8 082 366	Elementary and Secondary	\$ 4 044 151	\$ 4 044 151	\$ 8 088 302
Total	\$ 5 632 768	\$ 5 632 768	\$ 11 265 536	Grand Total	\$ 5 635 556	\$ 5 635 556	\$ 11 271 112
FSL							
2024/25				2025/26 to 2027/28			
Education Level	Planned Annual Federal Contribution	Planned Annual Provincial/Territorial Contribution	Total Planned Annual Contributions	Education Level	Planned Annual Federal Contribution	Planned Annual Provincial/Territorial Contribution	Total Planned Annual Contributions
Elementary and Secondary	\$ 5 308 801	\$ 5 308 801	\$ 10 617 601	Educational Staff	\$ 1 121 804	\$ 1 121 804	\$ 2 243 607
Educational Staff	\$ 1 121 805	\$ 1 121 805	\$ 2 243 609	Post-Secondary	\$ 75 000	\$ 75 000	\$ 150 000
Post-Secondary	\$ 75 000	\$ 75 000	\$ 150 000	Pre-School	\$ 7 500	\$ 7 500	\$ 15 000
Pre-School	\$ 7 500	\$ 7 500	\$ 15 000	Elementary and Secondary	\$ 5 308 801	\$ 5 308 801	\$ 10 617 601
Total	\$ 6 513 105	\$ 6 513 105	\$ 13 026 210	Total	\$ 6 513 104	\$ 6 513 104	\$ 13 026 208
Total FML & FSL	\$ 12 145 873	\$ 12 145 873	\$ 24 291 746	Total FML & FSL	\$ 12 148 660	\$ 12 148 660	\$ 24 297 320