Action Plan	2024-2025											
Schedule 4												
Nova Scotia												
Performand	e 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	Federal	Provincial/Territ		Annual Federal Contribution Paid to Main	
FML	Post-Secondary	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 Frenchlanguage 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	\$ 150 444	USA
FML	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;	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	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	\$ 662 000	CSAP
FML	Elementary and Secondary	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

	•	1		1		T					T	1		
FML	Elementary and		The CSAP's curriculum development process relies on an	High school retention rate for the			\$ 1 42	5 000	\$ 712 500	\$ 712 500	No	\$	1 425 000	CSAP
	Secondary			CSAP	retention rate in high school by	in high school in 2023/24								
			designed to adapt and respond to the specific needs of our		2027/28									
			Francophone communities in a minority environment. The	Number of students enrolled in		6,728 students enrolled in								
			goal is to develop curricula that are consistent with the	education programs in the	Maintaining at 6,728 or	education programs in the								
			linguistic and cultural reality for our students and their	minority language	_	minority language in 2023/24								
			Francophone communities, while stimulating their creativity,		students enrolled in education									
			their critical thinking, and their openness to the world. By		programs in the minority									
			valuing French teaching in its minority context, this process		language by 2027/28									
FML	Post-Secondary	Developing and	contributes to strengthening the students' language culture. Université Sainte-Anne's recruiting office develops and	Enrolment per year in college-	3% per year increase of	538 students enrolled in	\$ 42	4 556	\$ 212 278	\$ 212 278	No	Ś	424 556	USA
	,		implements a new recruiting strategy for Canadian and	and university-level programs as		college- and university-level			,	,		*		
			international students (within the parameters identified by	of Oct. 1 of the year	university-level programs (from									
		strategy	the government).	or our for the year	538 to 555) by 2027/28	2023								
		StrateBy	The new strategy is implemented by the Recruiting and		330 to 333, 27 202,720	2023								
			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.											
FML	Pre-School	Early childhood	Three positions are created to increase EECD's internal	Percentage of papers,	100% of papers, evaluations,	40% of papers, evaluations,	\$ 34	4 000	\$ 172 000	\$ 172 000	No	Ś	_	
		-	capacity: 1 bilingual evaluation officer, 1 bilingual staff	evaluations, course descriptions,	· · · · · · · · · · · · · · · · · · ·	course descriptions, requests				•		'		
			manager, and 1 bilingual professional development	requests for information on	for information on bursaries,	for information on bursaries,								
			consultant. These positions are intended to develop	bursaries, and offers of	and offers of professional	and offers of professional								
			Francophone partnerships, provide direct support to the	professional development	development opportunities in	development opportunities in								
			Early Childhood sector, and offer professional development	opportunities in French	French by 2027/28	French in 2023/24								
			opportunities. In addition to supporting the sector, these											
			positions will have an impact on the retention of	Number of preschool children										
			Francophone children in such programs and support the	enrolled in the minority school	Maintaining at 497 per year or	497 preschool children								
			retention of qualified Francophone staff members.	system	increasing the number of	enrolled in the minority school								
					preschool children enrolled in	system in 2023/24								
					the minority school system.									
FML	Elementary and	Equitable and	In order to provide members of the French-language	Number of EECD staff members	Increasing to 10 the number of	8 EECD staff members in	\$ 312	2 366	\$ 1561183	\$ 1561183	No	\$	-	
	Secondary	enriching	minority with a quality education in their own language,	working on programs and	EECD staff members by	2023/24								
		Francophone	EECD provides programs and services to help offer	services for French as a minority	2027/28									
		education in Nova	opportunities that ensure that students will reach a level of	language education										
		Scotia	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.											
FML				Number of Master's Degree	Increasing to 3 the number of		\$ 35	2 000	\$ 176 000	\$ 176 000	Yes	\$	352 000	USA
			its number of university-level programs offered to students	programs offered	0 , 0	offered in 2023/24								
			in Nova Scotia's Acadian and Francophone community,		offered by 2027/28									
			including Master's Degree programs, as well as college-level	_		6 college-level programs								
			programs in business administration.	programs offered	Increasing to 7 the number of	offered in 2023/24								
					college-level programs offered									
					by 2027/28									

FML	Post-Secondary	university- and college-level	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.	programs in education (BEd, BA/BEd, BSc/Bed Number of sites where BEd is offered Number of college programs in vocational technical subjects	Maintaining at 3 per year the number of undergraduate programs in education (BEd, BA/BEd, BSc/BEd) 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	education (BEd, BA/BEd, BSc/BEd) in 2023/24 5 sites where BEd is offered in 2023/24 6 college programs in vocational technical subjects in 2023/24	\$40 000 \$	420 000 \$	420 000	No	\$ 840 000	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.	education Reading success rates for CSAP students in Grade 3 and Grade 6 Nova Scotia Assessments	graduates by 2027/28 70% reading success rate for CSAP students in Grade 3 and Grade 6 Nova Scotia Assessments by 2027/28	27 graduates in 2023/24 60% (Grade 3) and 65% (Grade 6) reading success rate for CSAP students in Nova Scotia Assessments in 2022/23	\$ \$	75 000 \$	75 000	No	\$ 150 000	CSAP
FML	Elementary and Secondary	innovation: Building tomorrow's	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.	Percentage of schools achieving their Student Success Plan goals with respect to evidence-based	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	\$ \$50,000	275 000 \$	275 000	No	\$ 550 000	CSAP
FML	Post-Secondary	support for	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 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	\$ \$ \$	152 500 \$	152 500	Yes	\$ 305 000	USA

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FML	Elementary and		Promoting education in a minority French environment	Number of partnerships	Number of partnerships is	4 partnerships in 2023/24	\$	23 000	\$ 115	00 \$	11 500	No	\$	23 000	CSAP
	Secondary	partner	relies on developing and strengthening dynamic partnerships designed to highlight how important teaching in French is.		double to 8 by 2027/28										
		engagement for education in a	Such partnerships enable us to support and enrich French												
		minority French	education, raise public awareness of how rich Francophone												
			education is, celebrate the success of school communities,												
		environment	· ·												
			and promote wider access to a quality education in French,												
			while mobilizing and valuing our partners' engagement.												
FML	Educational	Recruitment and	Recruitment and retention of teachers in FML schools are	Percentage of CSAP teaching	Reduction to 2.9% of the	5.7% CSAP teaching positions	ċ	477 170	\$ 238 5	oe ¢	238 585	Voc	ć	238 585	CCAD
I IVIL	Staff		intended to ensure quality instruction and meet the needs of		percentage of CSAP teaching	filled at the beginning of the	٦	4//1/0	2 کو ک	د رد	230 303	1 53	Ş	230 383	COMF
	Stall				1.										
		and competent	Nova Scotia's Francophone schools.	beginning of the school year	positions to be filled at the	school year in 2024/25									
		teachers in the	This initiative focuses on three areas:		beginning of the school year by										
		Francophone	1) hiring a dedicated specialist in charge of attracting		2027/28										
		minority	qualified teachers through targeted recruitment campaigns;	Davis into an of the other wilder	In average the management of	700/ of too ob one who assumes a									
		environment	2) training and coaching all new teachers on teaching	Percentage of teachers who	Increase the percentage of	70% of teachers who express a									
			practices. D2L training featuring coaching by experienced	express a favourable opinion of	teachers who express a	favourable opinion of CSAP									
			mentors;	CSAP coaching and orientation	favorable opinion of CSAP	coaching and orientation in									
			3) promoting their development through ongoing training		coaching and orientation to	2020/21									
			and development opportunities, including designing an		80% by 2027/28.										
			ongoing orientation program with training and networking,												
			and with a specific component for foreign teachers.												
FML	Post-Secondary	Research in	Université Sainte-Anne intensifies its research effort in	Number of research papers and	Increasing to 6 the number of	3 research papers and	Ś	175 000	\$ 87.5	00 \$	87 500	Yes	Ś	175 000	USA
	l oot occomunity	languages and	languages and in social studies in order to improve	publications by faculty that	research papers and	publications by faculty that	*	275 555	Ψ 0. 5	, ,	0, 500	. 65	Ť	2,5 000	33,1
		social studies		improve knowledge on EME	publications by faculty that	improve knowledge on EME in									
		Social Stadies	knowledge on education in a minority environment (EWE).	Improve knowledge on Livie	improve knowledge on EME by										
					2027/28	2023/24									
FML	Post-Secondary	Research on	Members of the education faculty at Université Sainte-Anne	Number of research papers and	Maintaining at 4 the number of	4 research papers and	\$	115 000	\$ 57.5	00 \$	57 500	No	\$	115 000	USA
		education in a	devote an increasing share of their time to research. In	nublications by faculty that	research naners and	nublications by faculty that							_		
FML	Elementary and		This initiative is intended to strengthen the ties between the		5 actions involving well-being	0 actions involving well-being	\$ 2	1 690 000	\$ 845 0	00 \$	845 000	Yes	\$	1 690 000	CSAP
	Secondary	community	school and the community, in order to promote	being and identity development	and identity development by	and identity development in									
		development	Francophone culture, develop student leadership, and		2027/28	2023/24									
			ensure academic success. One of the main catalysts for this												
			initiative is the CSAP's school-community development	(camps, forums, etc.) supporting		1 summer program in 2023/24									
			officers, who support a dynamic process and involve	· ·	2027/28										
				Francophone context throughout											
			community organizations and community members. They	the year											
			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												
			* Published research findings will be shared with Canadian			Total contributions in FML	\$ 1	1 265 536	\$ 5 632 7	8 \$	5 632 768				
	1		Heritage.			Action Plan Total contributions under	¢ 14	1 265 536	\$ 5 632 7	58 ¢	5 632 768				
						Agreement for FML	ع ا	1 203 330	/ 5032 ر	ج ا در	3 032 /08				
						Gap between Action Plan	Ś	_		-					
						contributions and	7	-							
						contributions under									
						Agreement									
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Action Plan 20	125-2028				T	I	1					
Schedule 4	123-2028											
Nova Scotia												
	Measurement and Init	iatives										
Linguistic Objective	Level	Title of Planned Initiative	Description of Planned Initiative	Performance Indicator	Performance Target	Baseline	Total Planned Annual Contributions in	Planned Annual Federal Contribution in 2025-2028	Planned Annual Provincial/Territorial			Stakeholder in 202 2028
							2025-2028	III 2025-2026	2028	in 2025-2028	Main Stakeholders in 2025-2028	
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	\$ 150 444	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.		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 yea for all CSAP schools communities in 2023/24					\$ 662 000	
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		i i	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, 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.	Number of students enrolled in		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					\$ 1425 000	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	\$ 424 556	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.	of professional development opportunities in French	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	of professional development opportunities in French in 2023/24 497 preschool children enrolled in	;	\$ 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	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	\$ 3 128 302	\$ 1 564 151	\$ 1 564 151			
			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									
ENAL	Post Secondary	Evpanding college, and university	organizations and at all grade levels.	Number of Master's Degree	Increasing to 2 the number of	2 Master's Dogree programs offered	\$ 252,000	¢ 176,000	¢ 176,000	Voc	¢ 252,000	LICA
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	Number of Master's Degree programs offered Number of college-level programs	Increasing to 3 the number of Master's Degree programs offered by 2027/28	2 Master's Degree programs offered in 2023/24 6 college-level programs offered in	\$ 352 000	\$ 176 000	\$ 176 000	Yes	\$ 352 000	USA
			administration.	offered	Increasing to 7 the number of college-level programs offered by 2027/28	2023/24						
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	Number of undergraduate programs in education (BEd, BA/BEd, BSc/Bed	Maintaining at 3 per year the number of undergraduate programs in education (BEd, BA/BEd, BSc/BEd)	3 undergraduate programs in education (BEd, BA/BEd, BSc/BEd) in 2023/24	\$ 840 000	\$ 420 000	\$ 420 000	No	\$ 840 000	USA
			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		Maintaining at 5 per year the number of sites where BEd is offered	5 sites where BEd is offered in 2023/24						
			well as the needs of the Francophone labour market in Nova Scotia.	Number of college programs in vocational technical subjects	Increasing to 7 the number of college programs in vocational technical subjects increases by 2027/28	6 college programs in vocational technical subjects in 2023/24						
				Number of graduates in education	Increasing to 3 the number of graduates by 2027/28	27 graduates in 2023/24						
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.	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		\$ 150 000	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.	vision of effective instruction	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		\$ 550 000	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	Number of workshops offered	Maintaining at 3 per year the number of workshops offered by 2027/28	3 workshops in 2023/24	\$ 305 000	\$ 152 500	\$ 152 500	Yes	\$ 305 000	USA
			resources that could be useful to our faculty. A new section containing resources on artificial intelligence will be created.	professional development kit	Increasing to 22 the number of resources in the professional development kit by 2027/28	10 resources in the kit in 2023/24						
			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.									

ENAL	Elementary and	Dromotion and partner engagement	Promoting education in a minority French environment relies on	Number of partnerships	Number of partnerships is double	4 partnerships in 2023/24	\$ 23 000	\$ 11500 5	11 500		\$ 23 000	CCAD
FIVIL	Secondary	Promotion and partner engagement for education in a minority French	•	Number of partnerships	to 8 by 2027/28	4 partnerships in 2023/24	\$ 23 000	\$ 11500	11 500		\$ 23 000	CSAP
	Secondary	environment	developing and strengthening dynamic partnerships designed to		to 8 by 2027/28							
		environment	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.									
ML	Educational Staff	Recruitment and retention of skilled	Recruitment and retention of teachers in FML schools are intended to	Percentage of CSAP teaching	Reduction to 2.9% of the	5.7% CSAP teaching positions filled	\$ 476 810	\$ 238 405	238 405	Yes	\$ 238 405	CSAP
		and competent teachers in the	ensure quality instruction and meet the needs of Nova Scotia's	positions to be filled at the	percentage of CSAP teaching	at the beginning of the school year						
		Francophone minority environment	Francophone schools.	beginning of the school year	positions to be filled at the	in 2024/25						
			This initiative focuses on three areas:		beginning of the school year by							
			1) hiring a dedicated specialist in charge of attracting qualified		2027/28							
			teachers through targeted recruitment campaigns;									
			2) training and coaching all new teachers on teaching practices. D2L	Percentage of teachers who express	Increase the percentage of teachers	70% of teachers who express a						
			training featuring coaching by experienced mentors;	a favourable opinion of CSAP	who express a favorable opinion of	favourable opinion of CSAP						
			3) promoting their development through ongoing training and	coaching and orientation	CSAP coaching and orientation to	coaching and orientation in 2020/21						
			development opportunities, including designing an ongoing		80% by 2027/28.							
			orientation program with training and networking, and with a specific									
			component for foreign teachers.									
FML	Post-Secondary	Research in languages and social	Université Sainte-Anne intensifies its research effort in languages and		Increasing to 6 the number of	3 research papers and publications	\$ 115 000	\$ 57 500	57 500	No	\$ 115 000	USA
		studies	in social studies in order to improve knowledge on education in a		research papers and publications by							
			minority environment (EME)*.	knowledge on EME	faculty that improve knowledge on	on EME in 2023/24						
					EME by 2027/28							
ML	Post-Secondary	Research on education in a minority	Members of the education faculty at Université Sainte-Anne devote an		Maintaining at 4 the number of	4 research papers and publications	\$ 175 000	\$ 87 500	87 500	Yes	\$ 175 000	USA
		environment	increasing share of their time to research. In addition, the institution	publications by faculty that support	research papers and publications by	by faculty that support EME in						
			offers an increasing number of resources and services to those	EME	faculty that support EME by	2023/24						
			researchers. A significant portion of the research contributes to		2027/28							
			knowledge on education in a minority environment (EME)*.									
ML	Elementary and	School and community development	This initiative is intended to strengthen the ties between the school	Number of actions involving well-	5 actions involving well-being and	0 actions involving well-being and	\$ 1690000	\$ 845 000 \$	845 000	Yes	\$ 1690000	CSAP
2	Secondary	concer and community development	and the community, in order to promote Francophone culture,	being and identity development	identity development by 2027/28	identity development in 2023/24	1 050 000	0.5000	0.5000		100000	
	Scoomaary		develop student leadership, and ensure academic success. One of the	being and identity development	identity development by 2027, 20	identity development in 2020, 2 :						
			main catalysts for this initiative is the CSAP's school-community	Number of summer programs	3 summer programs by 2027/28	1 summer program in 2023/24						
			development officers, who support a dynamic process and involve	(camps, forums, etc.) supporting								
			students, families, and all school staff members, along with	our communities in a minority								
			community organizations and community members. They make the	Francophone context throughout								
			community more welcome in schools and, with their partners, they	the year								
			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.									
						Total contributions in FML Action	\$ 11 271 112,00	\$ 5 635 556,00	5 635 556,00			
						Plan						
						Total contributions under	\$ 11 271 112,00	\$ 5 635 556,00	5 635 556,00			
						Agreement for FML						
						Gap between Action Plan	\$ -			1		
						contributions and contributions						
						under Agreement					ĺ	1

Action Plan	2024-2025													
Schedule 4														
Nova Scotia														
Performanc	e Measurement	and Initiatives												
													Stakeholders	
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/Ter ritorial Contribution in 2024-2025	Initiative Funded by Supplementar y Federal Contribution in 2024-2025	Share of Planned Annual Federal Contribution Paid to Main Stakeholders in 2024-2025	Regional Centres for Education in 2024-2025	Université Sainte-Anne in 2024-2025	Community Organizations in 2024-2025
FSL	Educational Staff	Pedagogical approaches promoting student success and language skills in FSL	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.	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	Grades 3, 6, 8 and 10 based on CEFR descriptors by 2027/28	training sessions for Educational Staff by 2027/28 0 tools in pedagogical "toolbox" for FSL Educational Staff by 2027/28 0 writing exemplars for		\$ 346 625			1 2024 2023			
FSL	Educational Staff Educational	Educational Staff Recruitment and		province-wide learning management system (LMS) in French	management system (LMS) in French created by 2024/25 12 units or (synchronous and asynchronous) professional development sessions in French Educational Staff by 2027/28 400 teachers with access	reated in 2023/24 7 units or (synchronous and asynchronous) professional development sessions in French Educational Staff in 2023/24 25 teachers with access	n F				\$ 217 145 \$ 373 035			
	Staff		and retention strategies intended to improve retention for FSL Educational Staff will enable them to increase their language skills through ongoing professional	nccess to a provincial professional network Number of teachers who engage in group coaching and professional collaboration initiatives in Nova Scotia	to a provincial professiona network by 2027/28 100 teachers who engage in group coaching and professional collaboration initiatives in Nova Scotia by 2027/28	professional network in 2023/24 20 teachers who engage in group coaching and professional collaboration initiatives in Nova Scotia in 2023/24	е							

FSL	Post-	Support system	Université Sainte-Anne will:	Number of students enrolled	Increasing from 5 to 10	5 students enrolled in	\$	150 000	5 75 000	\$ 75 000	Yes	\$ 75 000		\$ 75 000	
	Secondary	for FSL students	 develop and offer "bridging" French courses in order to 	in "bridging" courses per	per year the number of	2023/24									
		in order to help	meet the needs and profiles of Anglophone students	year	students enrolled in										
		them experience	wishing to pursue post-secondary studies in an		"bridging" courses	15 applications in									
		success in their	immersion context;	Number of applications by		2023/24									
		post-secondary	– implement a new recruiting and marketing strategy	students from immersion	Increasing from 15 to 20	,									
		studies at	targeting students from immersion schools;	schools	per year the number of	2 experiences in									
		Université Sainte-	– develop and offer socio-cultural and Francization	Seriodis	applications by students	2023/24									
		Anne	experiences that focus on the specific needs of students	Number of experiences	from immersion schools	2023/24									
		Aime	The state of the s	<u>-</u>	ITOTT ITTITIET STOTT SCHOOLS										
			from immersion schools.	provided											
					Increasing from 2 to 5 per										
ECI	Elana antana	Europe din e Europele	This intelliging will provide Formula Learning officials in	Niverban of streducts in	year the number of	47 700	<u> </u>	2.746.042	4 272 472	ć 4 272 472	NI -				
FSL	Elementary		This initiative will enrich French learning offerings in	Number of students in	Maintaining or increasing	17,780 students in	Ş	2 746 943	3 13/34/2	\$ 1373472	NO				
	and	programming	Nova Scotia from Primary to Grade 12. With an	optional FSL courses	the number of students in	optional FSL courses in									
	Secondary		increased number of optional courses and online courses		optional FSL courses by	2023/24									
			in French, we will provided students with a greater	Number of virtual courses	2027/28										
			variety of choices and more personalized learning. Such	(NSIOL, NSVS) available in		0 courses via NSIOL and									
			changes will enable us to better meet the needs of all	French	21 virtual courses (8 via	9 courses via NSVS									
			learners. We will renew courses and learning resources		NSIOL and 13 via NSVS)	available in French in									
			in order to make then consistent with the latest	Number of renewed courses	available in French by	2023/24									
			educational standards and to better represent the	available in French along	2027/28										
			diversity of Nova Scotia's communities.	with recommended		3 renewed courses									
				resources	15 renewed courses	available in French in									
					available in French along	2023/24									
					with recommended	2023/21									
					resources available in										
					French by 2027/28										
FSL	Elementary	Promoting FSL	As part of the Multi-Tiered System of Support (MTSS),	Number of assessment tools	3 assessment tools for	1 assessment tool for	ċ	E 677 606 S	2 020 002	\$ 2838803	No	\$ 2838803	¢ 2 020 002		
F3L		_					٦	3 077 000	2 030 003	\$ 2 030 003	INO	\$ 2 030 003	\$ 2 030 0U3		
	and	learner success	our wish is to meet the unique needs of students	for language skills	language skills by 2027/28										
	Secondary	through MTSS	learning French. We will use an approach that relies on			2023/24									
			evidence about French teaching to ensure that	Number of plans for	2 plans for monitoring										
			resources, instruction, and interventions support	monitoring performance in	performance in reading	0 plans for monitoring									
			students learning FSL. With this initiative, we will	reading and writing	and writing by 2027/28	performance in reading									
			develop tools and interventions in order to support high			and writing in 2023/24									
			quality learning that is specific to their needs.	Number of research-based	18 research-based										
				interventions and	interventions and	10 research-based									
				pedagogical approaches	pedagogical approaches by	interventions and									
					2027/28	pedagogical approaches									
FSL	Elementary	Accessing	With a view to promoting FSL programs and student	Implementing a network of	Network of cultural and	0 network of cultural	\$	2 193 052	\$ 1 096 526	\$ 1096526	Yes	\$ 1501526	\$ 691 526		\$ 810 000
	and	equitable and	retention in such programs, EECD will work with RCEs	cultural and linguistic	linguistic experiences in	and linguistic									
	Secondary	inclusive	and community organizations in order to identify their	experiences	place in 2024/25	experiences in 2023/24									
	,	resources and	needs in inclusive resources and cultural and linguistic												
		experiences in	experiences, so as to provide more equitable and	Number of cultural and	20 cultural and linguistic	7 cultural and linguistic									
		FSL	inclusive access to FSL programs and resources, as well	linguistic experiences for FSL	_	experiences for FSL									
			as cultural enrichment.		students and Educational	students and									
			as carear ar emicriment.	Staff	Staff by 2027/28	Educational Staff in									
				Starr	July 2027/20	2023/24									
				Number of book series for	1 hook carios for Crade	2023/24									
				Number of book series for	1 book series for Grades	O book or size f									
				Grades 10-12 FSL programs	10-12 FSL programs that is										
				that are representative of	representative of Nova	10-12 FSL programs that									
				Nova Scotia's student	Scotia's student	are representative of									
				population, including	population, including	Nova Scotia's student									
				historically under-	historically under-	population, including									
				represented cultures and	represented cultures and	historically under-									
				perspectives	perspectives by 2027/28	represented cultures									
						and perspectives in									
				Number of students in Core	Maintaining or increasing	2023/24									
				French in high school	the number of students in										
				0	Core French in high school	899 students in Core									

FSL	Pre-School	Pre-Primary kits	With this initiative, a French resource kit will be sent to	Number of pre-school	6000 pre-school students	Fewer than 500	\$ 15 000 \$	7 500	\$ 7500	No			
			all Pre-Primary schools in RCEs. This kit will support early	students who are in contact	who are in contact with	students who are in							
			learning in French by providing teachers and students	with French language and	French language and	contact with French							
			with pedagogical tools that are enriching and adapted to	cultural resources in Pre-	cultural resources in Pre-	language and cultural							
			their needs. It will include videos and supporting	Primary classrooms in	Primary classrooms in	resources in Pre-							
			materials for Anglophone early childhood Educational	Anglophone schools	Anglophone schools by	Primary classrooms in							
			Staff to introduce French to young Anglophones, as well		2027/28	Anglophone schools in							
			as music, musical instruments, and French educational			2023/24 due to pilot							
			games.			phases							
						Total contributions in	\$ 13 026 210 \$	6 513 105	\$ 6513105	\$ 5 005 509	\$ 4 120 509	\$ 75 000	\$ 810 000
						FSL Action Plan							
						Total contributions							
						under Agreement for					\$		5 005 509
						FSL	\$ 13 026 210						
						Gap between Action	\$ -						
						Plan contributions and							
						contributions under							
						Agreement							

Action Plan	2025-2028													
Schedule 4														
Nova Scotia														
Performanc	e Measureme	nt and Initiative	es											
													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	2025-2028	Planned Annual Provincial/Territ orial Contribution in 2025-2028	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
		approaches promoting student success and	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, recourses, guidelings	training sessions for Educational Staff Number of tools in pedagogical "toolbox" for FSL Educational Staff	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	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						
		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.	(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	O 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				\$ 217 145			
FSL			professional development, and personalized coaching. Recruitment and retention	collaboration initiatives in Nova Scotia	network by 2027/28 100 teachers who engage in group coaching and	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- Seconda	students in order to help them experience success in their post- secondary studies at Université Sainte-Anne	in order to meet the needs and profiles of	Number of students enrolled in "bridging" courses per year Number of applications by students from immersion schools Number of experiences provided	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	15 applications in 2023/24 2 experiences in 2023/24	\$ 150 000	\$ 75 000	\$ 75 000		\$ 75 000		\$ 75 000	
FSL	and Seconda	French ary programming	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 virtual courses (NSIOL, NSVS) available in French Number of renewed courses available in French along with recommended resources	15 renewed courses available in French along with recommended resources available in French by 2027/28	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								
FSL	Elenenta and Seconda	learner success	L 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.	tools for language skills Number of plans for	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	\$ 2838803		\$ 2838803	\$ 2838803		
FSL	Elenenta and Seconda	ary Accessing equitable and inclusive resources and experiences i	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	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 underrepresented cultures and perspectives	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 underrepresented cultures and perspectives by 2027/28 Maintaining or increasing the number of students in Core French in high school by	O network of cultural and linguistic experiences in 2023/24 7 cultural and linguistic experiences for FSL students and Educational Staff in 2023/24 O book series for Grades 10-12 FSL programs that are representative of Nova Scotia's student population, including historically underrepresented cultures and perspectives in 2023/24	\$ 2 193 052	\$ 1096526	\$ 1096526	Yes	\$ 1501526	\$ 691526		\$ 810 000

FSL	Pre-School	Pre-Primary	With this initiative, a French resource kit will	Number of pre-school	6000 pre-school students	Fewer than 500 students	\$ 15 000	\$ 7500	\$ 7500	(
		kits	be sent to all Pre-Primary schools in RCEs. This	students who are in	who are in contact with	who are in contact with										
			kit will support early learning in French by	contact with French	French language and cultural	French language and										
			providing teachers and students with	language and cultural	resources in Pre-Primary	cultural resources in Pre-										
			pedagogical tools that are enriching and	resources in Pre-Primary	classrooms in Anglophone	Primary classrooms in										
			adapted to their needs. It will include videos	classrooms in Anglophone	schools by 2027/28	Anglophone schools in										
			and supporting materials for Anglophone early	schools		2023/24 due to pilot										
			childhood Educational Staff to introduce			phases										
			French to young Anglophones, as well as													
			music, musical instruments, and French													
			educational games.													
						Total contributions in FSL	\$ 13 026 208	\$ 6513104	\$ 6513104		\$ 5	5 005 509 \$	4 120 509	\$ 75	000 \$	810 000
						Action Plan										
						Total contributions under						ć				5 005 509
						Agreement for FSL	\$ 13 026 208					۲				3 003 303
						Gap between Action Plan	\$ -									
						contributions and										
						contributions under										
						Agreement										

Plant de Cartella de	T					1		I	
Planned Contributions				\square					
Nova Scotia									
Summary of Planned Contribu	tions – 2024/25 and 2025/26 to	2027/28		Ш					
				Ш					
			F	M	L				
	2024,	/25				2025/26 to	2027/28		
		Planned Annual					Planned Annual		
	Planned Annual Federal	Provincial/Territorial	Total Planned Annual			Planned Annual Federal	Provincial/Territorial	Total Planned Annual	
Education Level	Contribution	Contribution	Contributions		Education Level	Contribution	Contribution	Contributions	
Educational Staff	\$ 238 585	\$ 238 585	\$ 477 170		Educational Staff	\$ 238 405	\$ 238 405	\$ 476 81	
Post-Secondary	\$ 1 181 000	\$ 1 181 000	\$ 2 362 000		Post-Secondary	\$ 1 181 000	\$ 1 181 000	\$ 2 362 00	
Pre-School	\$ 172 000	\$ 172 000	\$ 344 000		Pre-School	\$ 172 000	\$ 172 000	\$ 344 00	
Elementary and Secondary	\$ 4 041 183	\$ 4 041 183	\$ 8 082 366		Elementary and Secondary	\$ 4 044 151	\$ 4 044 151	\$ 8 088 30	
Total	\$ 5 632 768	\$ 5 632 768	\$ 11 265 536		Grand Total	\$ 5 635 556	\$ 5 635 556	\$ 11 271 11	
				FSL					
	2024.	/25			-	2025/26 to	2027/28		
	Planned Annual					1	Planned Annual		
	Planned Annual Federal	Provincial/Territorial	Total Planned Annual			Planned Annual Federal	Provincial/Territorial	Total Planned Annual	
Education Level	Contribution	Contribution	Contributions		Education Level	Contribution	Contribution	Contributions	
Elementary and Secondary	\$ 5 308 801				Educational Staff	\$ 1 121 804	\$ 1121804		
Educational Staff	\$ 1121805		'		Post-Secondary	\$ 75 000	\$ 75 000		
Post-Secondary	\$ 75 000	'	'		Pre-School	\$ 7500	•	<u>'</u>	
Pre-School	\$ 7500	'			Elementary and Secondary	\$ 5 308 801	•		
Total	\$ 6513105				Total	\$ 6513104	•		
Total FML & FSL	\$ 12 145 873	\$ 12 145 873	\$ 24 291 746		Total FML & FSL	\$ 12 148 660	\$ 12 148 660	\$ 24 297 32	
LLOTAL FIAIL & E2F	13 12 145 873	12 145 8/3	13 24 291 /46	1 1	TOTAL FIVIL & EXF	1.3 17.148 pp/	12 148 660	15 /4/9/3/	