

MANITOBA SCHOOL LEADERSHIP FRAMEWORK CONNECTIONS TO PROVINCIAL POLICY AND GUIDELINES

As school leaders, it is important to be informed regarding the latest policies and resources that impact schools. This comprehensive document compiles key department policies, guidelines, and program requirements for schools in Manitoba. The resources linked within the document have been organized according to the five focus areas of the *Manitoba School Leadership Framework*, to facilitate access. This organizational structure is not intended to silo the documents. The resources are often applicable to more than one focus area, and, in some cases, the resource is referenced in multiple focus areas.

At the local level, school divisions have created policies, procedures, and support documents that align with provincial policy and guidelines, while taking into consideration local context. Whether you are a principal, vice-principal, or other school leader, making sure you are informed about these resources—along with locally developed policies, procedures, and support documents—will assist you in making informed decisions and creating safe, caring, and positive learning environment for all students.

Focus Area	Relevant Department Policies, Guidelines and Resources	Website
Leading a Vision for Continuous Improvement The school leader is responsible for the process of co-creating a vision, strategies, and goals for high-quality education, taking into consideration local, divisional, and provincial priorities. This co-created vision is shared and reflects the commitment to all students reaching their full potential and cultivating a strong sense of well-being and belonging.	K-12 Framework for Continuous Improvement (2015)	https://www.edu.gov.mb.ca/k12/ssdp/framework.html
	Manitoba Education and Early Childhood Learning – Mandate, Mission, and Vision	https://www.edu.gov.mb.ca/aboutus.html

Note: Due to the evolving nature of URLs, some links may become broken or unusable. Please report such links by sending an email to SAI-ADM@gov.mb.ca so that they may be updated.

Focus Area	Relevant Department Policies, Guidelines and Resources	Website
Leading a Vision for Continuous Improvement <i>(continued)</i>	French Immersion Program Manitoba <ul style="list-style-type: none"> ■ A Renewed Vision (2017) ■ The French Immersion Policy in Manitoba (2023) ■ French Immersion in Manitoba, A Handbook for School Leaders (2007) 	https://www.edu.gov.mb.ca/k12/docs/french_imm/vision/index.html https://www.edu.gov.mb.ca/k12/docs/policy/frenchimm/index.html https://www.edu.gov.mb.ca/k12/docs/fr_imm_handbook/index.html
	Graduation Requirements: English, French Immersion, Français, and Senior Years Technology Programs, as well as international students	https://www.edu.gov.mb.ca/k12/policy/grad_require.html
	Mature Student Graduation Requirements: English, French Immersion, Français, and Senior Years Technology Programs (2003)	https://www.edu.gov.mb.ca/k12/docs/policy/mature/index.html
	Education for Sustainable Development (2014)	https://www.edu.gov.mb.ca/k12/esd/poster_activities/index.html
	Manitoba Commission on Kindergarten to Grade 12 Education (2020)	https://www.edu.gov.mb.ca/educationreview/index.html
	Their Voices Will Guide Us: Student and Youth Engagement Guide – National Inquiry into Missing and Murdered Indigenous Women and Girls	https://www.mmiwg-ffada.ca/commemoration-art-and-education/their-voices-will-guide-us/

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<p>Building Relationships</p> <p>The school leader cultivates and supports trusting and meaningful relationships in the school, with the community and with colleagues. They demonstrate effective interpersonal skills, build and strengthen relationships in the school, and pursue meaningful engagement with families, Elders, Knowledge Keepers and Grandparents, newcomer communities, diverse cultural groups, and the community.</p>	School Partnerships: A Guide for Parents, Schools and Communities. (2005)	https://www.edu.gov.mb.ca/k12/docs/support/school_partnerships/index.html
	Child and Family Services Act	https://web2.gov.mb.ca/laws/statutes/ccsm/c080.php?lang=en
	Protecting Children (Information Sharing Act)	https://web2.gov.mb.ca/laws/statutes/ccsm/p143-5.php?lang=en
	Planning with Partners – Protocols and Initiatives (2015)	https://www.edu.gov.mb.ca/k12/specedu/plan_part.html
	Elders and Knowledge Keepers in Schools Initiative (2023)	https://www.edu.gov.mb.ca/iid/elders.html
	Mamàhtawisiwin: The Wonder We Are Born With (2022)	https://www.edu.gov.mb.ca/iid/mamahtawisiwin.html

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<p>Leading a Safe, Caring and Inclusive School Community</p> <p>The school leader creates a school community that is welcoming, safe, and caring for all students, staff, and community. Effective leaders care for the mental health and well-being of students, staff, and themselves. They create culturally safe and responsive schools, ensuring a safe learning and working environment.</p>	<p>Safe and Caring Schools Documents:</p> <ul style="list-style-type: none"> ■ Supporting Transgender and Gender Diverse Students in Manitoba Schools (2017) ■ Responding to Religious Diversity in Manitoba's Schools: A Guide for Educators (2018) ■ Safe and Caring Schools: A Policy Directive and Action Plan to Enhance Student Presence and Engagement (2023) ■ Safe and Caring Schools: A Policy Directive Enhancing Proactive Supports to Minimize the Use of Seclusion (2021) ■ Safe and Caring Schools: A Policy Directive Enhancing Proactive Supports to Minimize the Use of Suspension (2023) ■ Safe and Caring Schools: A Whole-School Approach to Planning for Safety and Belonging (2017) ■ Safe and Caring Schools: Respect for Human Diversity Policies (2015) ■ Safe and Caring Schools: Taking Action Against Bullying (2014) ■ Safe and Caring Schools: Provincial Code of Conduct (2017) ■ Safe and Caring Schools: A Resource for Equity and Inclusion in Manitoba Schools (MB MYGSA) 	<p>https://www.edu.gov.mb.ca/k12/safe_schools/links.html</p>
	<p>Mamàhtawisiwin: The Wonder We Are Born With (2022)</p>	<p>https://www.edu.gov.mb.ca/iid/mamahtawisiwin.html</p>
	<p>Treaty Education for All (2023)</p>	<p>https://www.edu.gov.mb.ca/iid/treaty_education.html</p>

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Leading a Safe, Caring and Inclusive School Community <i>(continued)</i>	<p>Appropriate Educational Programming</p> <ul style="list-style-type: none"> ■ Standards for Appropriate Education Programming in Manitoba (2022) ■ Appropriate Educational Programming in Manitoba: A Formal Dispute Resolution Process (2006) <p>Involving Parents, Families and Communities</p> <ul style="list-style-type: none"> ■ Working Together: A Guide to Positive Problem Solving for Schools, Families and Communities (2004) ■ Working Together: A Handbook for Parents of Children with Special Needs in Schools (2004) ■ School Partnerships: A Guide for Parents, Schools and Communities (2005) 	<p>https://www.edu.gov.mb.ca/k12/specedu/aep/index.html</p>
	<p>Planning with Positive Behaviour Interventions and Supports</p>	<p>https://www.edu.gov.mb.ca/k12/specedu/programming/behaviour.html</p>
	<p>School Mental Health</p> <ul style="list-style-type: none"> ■ Mental Health Promotion in Schools 	<p>https://www.edu.gov.mb.ca/k12/specedu/smh/index.html</p>
	<p>Manitoba Healthy Schools</p>	<p>https://www.gov.mb.ca/healthyschools/</p>
	<p>Reporting of Child Protection and Child Abuse: Handbook and Protocols for Manitoba Service Providers (2013)</p>	<p>https://www.gov.mb.ca/fs/childfam/pacca.html</p>
	<p>Respect in Sport</p>	<p>https://www.sportmanitoba.ca/coaching/respect-in-sport/</p>
	<p>Respect in Schools</p>	<p>https://mbed-school.respectgroupinc.com/</p>
	<p>The Poverty and Education Task Force (2023)</p>	<p>https://www.edu.gov.mb.ca/k12/action_plan/povertyandeducationtaskforce.html</p>
	<p>Smudging Protocol and Guidelines (2019)</p>	<p>https://www.edu.gov.mb.ca/iid/publications/smudge.html</p>
	<p>Elders and Knowledge Keepers in Schools Initiative (2023)</p>	<p>https://www.edu.gov.mb.ca/iid/elders.html</p>

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Leading a Safe, Caring and Inclusive School Community <i>(continued)</i>	Protocol for Early Childhood Transition to School for Children with Additional Support Needs (2015)	https://www.gov.mb.ca/education/childcare/resources/pubs/transition_protocol.pdf
	Developing Enhanced Safety Plans and Codes of Conduct: A Guide to Safety Charter Requirements for Child Care Centres	https://www.gov.mb.ca/education/childcare/resources/pubs/safety_charter_guide_centres.pdf
	Developing Enhanced Safety Plans and Codes of Conduct: A Guide to Safety Charter Requirements for Family and Group Child Care Homes	https://www.gov.mb.ca/education/childcare/resources/pubs/safety_charter_guide_homes.pdf
	Routine Practices Guidelines and Resources: Guide to Creating a Healthy Environment and Preventing Infections within Child Care Facilities and Schools (2023)	https://www.edu.gov.mb.ca/k12/routine_practices/index.html
	Bed Bug Guide for Licensed Child Care Facilities	https://www.gov.mb.ca/education/childcare/resources/pubs/bed_bug_guide.pdf
	<p>Early Learning and Child Care: Summer Safety Information</p> <ul style="list-style-type: none"> ■ Count Your Children and Check Attendance (2024) ■ Sun Safety (2024) ■ Water Safety (2024) ■ Enhanced Experiences and Outings (2024) ■ Field Trip Information Sheet (2024) 	<p>https://www.gov.mb.ca/education/childcare/resources/pubs/elcc_count_children.pdf</p> <p>https://www.gov.mb.ca/education/childcare/resources/pubs/elcc_sun_safety.pdf</p> <p>https://www.gov.mb.ca/education/childcare/resources/pubs/elcc_water_safety.pdf</p> <p>https://www.gov.mb.ca/education/childcare/resources/pubs/elcc_experiences.pdf</p> <p>https://www.gov.mb.ca/education/childcare/resources/pubs/elcc_field_trip.pdf</p>
	Nutrition Handbook for Early Learning and Child Care	https://www.gov.mb.ca/education/childcare/resources/pubs/nutrition_handbook.pdf
	Caring for Children with Anaphylaxis in Community Program Settings (2013)	https://www.gov.mb.ca/education/childcare/resources/pubs/anaphylaxis.pdf

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<p>Leading Learning</p> <p>The school leader plays an integral role in creating and sustaining a learning environment that supports the success of all students. They develop a learner-focused school climate and engage in instructionally focused interactions and processes of inquiry with staff. The school leader continually works to build the capacity of staff and themselves.</p>	<p>Provincial Curriculum Guides</p> <ul style="list-style-type: none"> ■ Framework for Learning (2023) ■ Education and Early Childhood Learning: Kindergarten to Grade 12 Curriculum: English, French Immersion, Français, and Senior Years Technology Programs ■ Guiding Principles for a Comprehensive Approach to Reading Instruction in Manitoba (2023) ■ School Leaders' Guide to Early Years Curricula (2010) ■ School Leaders' Guide to Middle Years Curricula (2010) ■ Senior Years Technology Education Program <ul style="list-style-type: none"> * Includes area overviews, curricula, and program graduation requirements. ■ Curriculum: Français ■ Curriculum: French Immersion/Immersion Française ■ International and Heritage Languages, including current and past offerings of bilingual programming in Manitoba. ■ EAL/LAL* Curriculum <ul style="list-style-type: none"> * Literacy, academics and language: programming for English as an Additional Language students who have also experienced significant interruptions to their schooling in any language ■ Literacy with ICT Across the Curriculum 	<p>https://www.edu.gov.mb.ca/k12/cur/framework/index.html</p> <p>https://www.edu.gov.mb.ca/k12/cur/index.html</p> <p>https://www.edu.gov.mb.ca/k12/cur/docs/guide_principle_approp_read_instr.pdf</p> <p>https://www.edu.gov.mb.ca/k12/docs/support/ey_guide/index.html</p> <p>https://www.edu.gov.mb.ca/k12/docs/support/my_guide/index.html</p> <p>https://www.edu.gov.mb.ca/k12/cur/teched/sy_tech_program.html</p> <p>https://www.edu.gov.mb.ca/m12/progetu/fl2/doc_cur.html</p> <p>https://www.edu.gov.mb.ca/k12/cur/languages/index.html</p> <p>https://www.edu.gov.mb.ca/k12/cur/eal/curriculum.html</p> <p>https://www.edu.gov.mb.ca/k12/tech/lict/index.html</p>

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Leading Learning <i>(continued)</i>	French Immersion Program in Manitoba <ul style="list-style-type: none"> ■ A Renewed Vision (2017) ■ The French Immersion Policy in Manitoba (2023) ■ French Immersion in Manitoba, A Handbook for School Leaders (2007) 	https://www.edu.gov.mb.ca/k12/docs/french_imm/vision/index.html https://www.edu.gov.mb.ca/k12/docs/policy/frenchimm/index.html https://www.edu.gov.mb.ca/k12/docs/fr_imm_handbook/index.html
	Assessment and Evaluation <ul style="list-style-type: none"> ■ Provincial Assessment Policy for Kindergarten to Grade 12: Academic Responsibility, Honesty and Promotion/Retention ■ Role of Assessment in Learning ■ Provincial Assessment Initiative ■ Provincial Assessment Program: English, French Immersion, Français Programs ■ Provincial Report Card - English, French Immersion, and Français Programs ■ Provincial Results ■ Publications - General ■ Archived Tests and Support Documents ■ Provincial Assessment Policy ■ Rethinking Classroom Assessment with Purpose in Mind ■ Communicating Student Learning Guidelines for Schools ■ Interpreting and Using Results from Provincial Tests and Assessments 	https://www.edu.gov.mb.ca/k12/assess/index.html
	Indigenous Excellence	https://www.edu.gov.mb.ca/iid/
	Creating Racism-Free Schools through Critical/Courageous Conversations on Race (2017)	https://www.edu.gov.mb.ca/k12/docs/support/racism_free/index.html
	Residential Schools: Resources for Educators (2021)	https://www.edu.gov.mb.ca/k12/cur/socstud/residential_schools/index.html

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Leading Learning <i>(continued)</i>	Mamàhtawisiwin: The Wonder We Are Born With (2022)	https://www.edu.gov.mb.ca/iid/mamahtawisiwin.html
	Locally Developed Curricula: School-Initiated Courses and Student-Initiated Projects	https://www.edu.gov.mb.ca/k12/policy/sics_sips.html
	Work Placement	https://www.edu.gov.mb.ca/k12/policy/work_ed.html
	High School Apprenticeship Program (HSAP)	https://www.edu.gov.mb.ca/k12/cur/teched/sy_app_option.html
	Safety Preparation for Student Career Learning and Work Experiences. * Includes materials to assist school administrators with their own workplace safety and health roles and responsibilities	https://www.edu.gov.mb.ca/k12/cur/teched/safety.html
	Appropriate Educational Programming <ul style="list-style-type: none"> ■ Standards for Appropriate Education Programming in Manitoba ■ Appropriate Educational Programming in Manitoba: A Formal Dispute Resolution Process Involving Parents, Families and Communities ■ Working Together: A Guide to Positive Problem Solving for Schools, Families and Communities (2004) ■ Working Together: A Handbook for Parents of Children with Special Needs in Schools (2004) ■ School Partnerships: A Guide for Parents, Schools and Communities (2005) 	https://www.edu.gov.mb.ca/k12/specedu/aep/index.html
	Planning and Programming for Students with Special Learning Needs	https://www.edu.gov.mb.ca/k12/specedu/programming/index.html

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Leading Learning <i>(continued)</i>	Planning with Partners – Protocols and Initiatives	https://www.edu.gov.mb.ca/k12/specedu/plan_part.html
	Services for Students Who are Blind or Visually Impaired	https://www.edu.gov.mb.ca/k12/specedu/blind/index.html
	Clinician/Counselling Services	https://www.edu.gov.mb.ca/k12/specedu/services.html
	Deaf and Hard of Hearing Services	https://www.edu.gov.mb.ca/k12/specedu/dhh/index.html
	Unified Referral and Intake System (URIS)	https://www.edu.gov.mb.ca/k12/specedu/uris/index.html
	Educational Assistants in Manitoba (2009)	https://www.edu.gov.mb.ca/k12/docs/support/ed_assistants/index.html
	Successful Futures for All Students: A Guide to Career Development Programming for Manitoba School Leaders (2011)	https://www.edu.gov.mb.ca/k12/docs/support/success_futures/index.html
	Remote Learning	https://www.edu.gov.mb.ca/k12/dl/wbc/index.html
	Professional Learning – Workshops, SAGE, etc.	https://www.edu.gov.mb.ca/k12/proflearn/index.html
	Learning Resources	https://www.edu.gov.mb.ca/k12/learnres.html
	My Learning at Home – Online Learning Resources: English, French Immersion, Français Programs	https://www.edu.gov.mb.ca/k12/mylearning/onlinelearning/
	Adult Learning and Literacy	https://www.edu.gov.mb.ca/all/index.html
	Early Returns: Manitoba's Early Learning and Child Care Curriculum Framework for Preschool Centres and Nursery Schools	https://www.gov.mb.ca/education/childcare/resources/pubs/early_returns.pdf
Early Returns: Manitoba's Early Learning and Child Care Curriculum Framework for Infant Programs	https://www.gov.mb.ca/education/childcare/resources/pubs/early_returns_infant_curriculum.pdf	

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<p>Leading the Organization</p> <p>The school leader strategically manages the organization, its operations, and resources to support positive school and student outcomes. Leaders develop strong political astuteness that includes the legal, socio-economic, and societal contexts of education in Manitoba. They ensure the equitable allocation of resources, strategically manage personnel, and are stewards of quality public education.</p>	Administrative Handbook for Schools (2016)	https://www.edu.gov.mb.ca/k12/docs/policy/admin/index.html
	School Administration Forms	https://www.edu.gov.mb.ca/k12/forms/edadmin/index.html
	Funding for Temporary Residents Policy (2022)	https://www.edu.gov.mb.ca/k12/finance/temprespolicy.pdf
	Going to School in Manitoba	https://www.edu.gov.mb.ca/k12/schools/gts.html
	Subject Table Handbook: English, French Immersion, Français, and Senior Years Technology Programs	https://www.edu.gov.mb.ca/k12/policy/sth.html
	Educational Funding/Grants	https://www.edu.gov.mb.ca/k12/finance/fund_grant.html
	Funding for Student Services	https://www.edu.gov.mb.ca/k12/specedu/funding/index.html
	Manitoba's Recruitment and Retention Strategy for French Language Teachers: Moving to Action 2023-2026 (2023)	https://www.edu.gov.mb.ca/k12/docs/retention_teachers/index.html
	Joint Use of School and Community Facilities	https://www.edu.gov.mb.ca/k12/docs/reports/use_facilities/index.html
	Manitoba Public School Fee Policy (1998)	https://www.edu.gov.mb.ca/k12/finance/feepolicy.html
	Manitoba Pupil File Guidelines (2012)	https://www.edu.gov.mb.ca/k12/docs/policy/mbpupil/index.html
The Public Schools Act	https://web2.gov.mb.ca/laws/statutes/ccsm/p250.php?lang=en	

Focus Area	Relevant Department Policies, Guidelines and Resources	Website
Leading the Organization <i>(continued)</i>	The Education Administration Act	https://web2.gov.mb.ca/laws/statutes/ccsm/e010.php
	Funding of Schools Program Regulation	https://web2.gov.mb.ca/laws/regs/current/160-2022.php?lang=en
	School Buses Regulation	https://web2.gov.mb.ca/laws/regs/current/465-88r.php?lang=en
	School Days, Hours and Vacations Regulation	https://web2.gov.mb.ca/laws/regs/current/101-95.php?lang=en
	The Community Schools Act	https://web2.gov.mb.ca/laws/statutes/ccsm/c168.php?lang=en
	The Manitoba Teachers' Society Act	https://web2.gov.mb.ca/laws/statutes/ccsm/t030.php?lang=en
	The Manitoba Teachers' Society Code of Professional Practice	https://www.mbteach.org/mtscms/2016/05/06/code-of-professional-practice-english/
	The Accessibility for Manitobans Act	https://web2.gov.mb.ca/laws/statutes/ccsm/a001-7.php?lang=en
	The International Education Act	https://web2.gov.mb.ca/laws/statutes/ccsm/i075.php?lang=en
	The Labour Relations Act	https://web2.gov.mb.ca/laws/statutes/ccsm/l010.php?lang=en
	The Workplace Safety and Health Act	https://web2.gov.mb.ca/laws/statutes/ccsm/w210.php?lang=en
	Lead in Drinking Water	https://www.gov.mb.ca/sd/water/drinking-water/lead/
	Manitoba Physical Activity Safety in Schools	https://www.edu.gov.mb.ca/k12/docs/support/pehe_safety/index.html
	The Personal Health Information Act	https://web2.gov.mb.ca/laws/statutes/ccsm/p033-5.php?lang=en

Focus Area	Relevant Department Policies, Guidelines and Resources	Website
Leading the Organization <i>(continued)</i>	Freedom of Information and Protection of Privacy Act	https://www.gov.mb.ca/fippa/
	The Human Rights Code	https://web2.gov.mb.ca/laws/statutes/ccsm/h175.php
	The Charter of Rights and Freedoms	https://www.justice.gc.ca/eng/csj-sjc/rfc-dlc/ccrf-ccdl/
	The Community Child Care Standards Act	https://web2.gov.mb.ca/laws/regs/index.php?act=c158
	Early Learning and Child Care Services in Manitoba	https://www.gov.mb.ca/education/childcare/resources/pubs/elcc_services.pdf
	Understanding Custody Arrangements and Court Orders Issued by the Criminal or Family Law Courts	https://www.gov.mb.ca/education/childcare/resources/custody_arrangements.html
	Manitoba Advocate for Children and Youth	https://manitobaadvocate.ca/