



MANITOBA SCHOOL LEADERSHIP FRAMEWORK CONFERENCE

School Leaders *Really* Matter: Leadership for
Student Learning and Well-Being

Date of Engagement: May 28, 2024

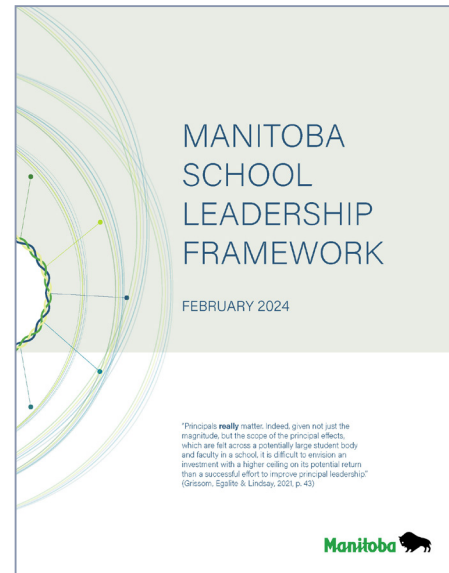
WHAT WE HEARD

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Introduction

In February 2024, Manitoba Education and Early Childhood Learning released the *Manitoba School Leadership Framework* (the Framework). The Framework was co-created with educational partners, school division/district leaders, and school leaders, and received input from Indigenous Rights Holders and organizations, parents, and students. The Framework is a tool to support current and aspiring school leaders in identifying the attributes and skill sets that best promote student learning and well-being in inclusive, safe, and caring school environments where every student belongs. Reflecting the most current thinking and best practices of effective school leadership, the Framework further builds a collective vision for school leadership in Manitoba.



In early March, Manitoba Education and Early Childhood Learning hosted three Manitoba introductory sessions on the Framework. The sessions were facilitated by Dr. Steven Katz, a renowned educational thought leader. These sessions were designed to provide school and system leaders with an opportunity to review the contents of the Framework and begin to reflect on how they might use the Framework within their local context to support leadership development.

To assist school and system leaders in gaining a deeper understanding of the Framework, Manitoba Education and Early Childhood Learning hosted a one-day conference, on May 28, 2024. The goal of the conference was to provide participants an opportunity to learn together and explore the various components of the *Manitoba School Leadership Framework* through presentations and workshops.

Conference Overview

The Manitoba School Leadership Framework Conference: *School Leaders Really Matter: Leadership for Student Learning and Well-Being*, included 235 school and system leaders and educational partners. Participants were provided an opportunity to network with colleagues, to explore the Framework and to consider the question, "How might I, as a school leader, a school division leader, or an education partner, use the *Manitoba School Leadership Framework* to guide my own professional learning, and/or support other's school leadership development?"

Highlights of the day included the following:

- An opening prayer by Elder Mary Wilson, highlighting the importance of coming together in relationship with others.
- Greetings from the Minister of Education and Early Childhood Learning, Honourable Nello Altomare, welcoming participants to a day of learning and dialogue focused on the important role of school leaders.
- A keynote address by Dr. Steven Katz and Evelyn Giannopoulos regarding the importance and impact of school leadership on student and school outcomes, linking the implementation of *Manitoba's School Leadership Framework* in contextually relevant ways to build school leadership capacity with the goal to create effective, safe, and responsive learning environments for all students.
- An overview of the Framework and breakout sessions deepened understandings of the Framework focus areas through exploration and introduction to corresponding self-reflection tools.
- The voices of students from across Manitoba were heard through a video that highlighted the importance of school leaders in creating welcoming, culturally safe, positive learning environments for all students, as described through the eyes of the learner.
- Dr. Steven Katz and Evelyn Giannopoulos moderated a panel discussion with superintendents and principals from across the province focused on how the provincial Framework can be used to support school leadership development.
- The closing, led by Dr. Steven Katz and Evelyn Giannopoulos, encouraged participants to engage with the Framework and use it to guide school leadership development, within local contexts. Participants were asked to respond to the following question, "What should be considered or prioritized, as leaders, to ensure student learning and well-being occurs in an inclusive, safe, and caring environment?"

Respondents shared the following:

- *The conference was super engaging and informative.*
- *The student video was the highlight for me.*
- *This conference was exceptionally well organized. Steven Katz' presentation left me wanting to hear more. The Framework is a masterpiece of best practice with actionable steps for all leaders!*
- *The panel was a powerful way to gain insights into many perspectives.*

Conference Material

Participants were asked to rate to what degree the conference material will assist them in using the *Manitoba School Leadership Framework* to strengthen their professional learning and/or support the leadership development of others.

Respondents indicated that the Conference Notebook and Manitoba School Leadership at-a-Glance Poster were the most helpful materials to assist them in using the Framework, with 85% indicating these materials were 'very' or 'extremely' useful.

- *The self-reflection tools have a lot of potential to guide leadership development, and overall system planning.*
- *The reflective questions provide a ready-to-go resource for engaging with the Framework on a personal level.*
- *I like the notebook and the resources provided as they will be helpful as we parlay this information to principals and leaders not in attendance.*
- *The connections to provincial policy documents will be helpful to those starting out in administrative roles. It is very well written.*

Overall Conference Impact

Over 73% of participants responded 'very' or 'extremely' to the question of what degree they feel better equipped in using the *Manitoba School Leadership Framework* to support their professional learning and/or the leadership development of others.

- *Very good understanding of how the Framework is structured, the rationale behind all the components, and how to use the Framework as a guide to self-reflection and personal growth.*
- *I appreciated the information, the conversations, and the tools to help me in finalizing my plan for implementation next year.*

- *The conference design facilitated deeper understanding of the Framework by exploring the theoretical foundations (Steven Katz) as well as the practical possibilities (breakout sessions).*
- *I thought the conference was a very worthwhile use of time (away from school) today. I liked that the document was so well thought through and intentional in its set up.*

Implementation Strategies and Supports

Participants were asked to share what type of initiatives, collaborations, or materials would assist them in using the *Manitoba School Leadership Framework* to support their professional learning and/or the leadership development of others. Respondents highlighted the need for greater exploration and collaborative reflections at the divisional level, for opportunities to participate in provincial principal leadership networks, and the need to connect the Framework to leadership development initiatives at the local and provincial levels.

- *Time as a division to share understanding and to further explore the components and the reflection tools.*
- *I look forward to collaborative work to move us forward with alignment—for example, examining our administrative procedures, interview questions, evaluation framework/growth goals, etc.*
- *I would like to see the Framework adopted into policy by local school divisions.*
- *Alignment with a growth plan template, as well as a classroom profile and school profile template to show how these all nest into each other would be very helpful for implementation.*
- *Ongoing opportunities to connect and collaborate while building deeper understanding.*
- *Would love to see principal groups province-wide working through the self-reflection tools together and sharing their implementation strategies and feedback.*
- *I wonder about ways to connect the Framework to supports provided at school leadership professional development, such as COSL, mRLC, and University leadership development courses.*

Conclusion and Next Steps

The *Manitoba School Leadership Framework* conference was successful in supporting school and division leaders and educational partners in gaining a deeper understanding of the Framework and providing ideas on how the Framework and supporting resources can be used to enhance school leadership development. Participants reported that the conference was well organized, and the resources shared will help build their leadership capacity and create effective, safe, and responsive learning environments for all students.

The Manitoba School Leadership Framework Implementation Working Group will analyze the feedback from conference participants, consult with education partner organizations, and strive to develop a comprehensive implementation plan that takes into consideration the mandates of the educational partner organizations and utilizes the strengths, structures, and processes of each.

Thank you to all who attended. Your rich conversations and collective exploration of the Framework contributed to the success of the conference.