

**NANAIMO LADYSMITH PUBLIC SCHOOLS  
EDUCATION COMMITTEE  
PUBLIC MEETING  
INFORMATION SHEET**

DATE: June 1, 2022  
TO: Education Committee  
FROM: Laura Tait, Assistant Superintendent  
SUBJECT: Compassionate Systems Leadership – Managers Learning Series

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**Overview**

In response to the Covid-19 Pandemic and the resulting impacts affecting everyone emotionally, socially, psychologically and myriad other ways, the district created a leadership series to support leaders in approaching this work with compassion. This is a cross-departmental initiative.

**Background**

**Continuous Improvement of Instruction and Assessment**

The district recognizes that learning is most successful when approached holistically, for both adults and students.

**Safe, caring and health learning and working environment that is inclusive of the diversity of our entire learning community**

Covid-19 has provided us many unexpected pathways over the last several years. We are more than aware of Covid-19 from a medical perspective. Over time, however, what we are learning is that the impacts of Covid-19 run quite deep. We are now seeing that this pandemic is affecting everyone emotionally, socially, psychologically and myriad other ways. It is these impacts that we are responding to currently and have been for the past year, from a systems perspective. We are responding by learning and becoming more compassionate. Not only as individuals, but as a system. Compassion is typically referenced, as pertaining to people, so understanding how compassion pertains to a system was the goal of this learning series.

To this end, we built and continue to build our understanding together in a leadership learning series. The hope was then, that departments would then continue the dialogue between the gatherings, while at the school level, there is also a focus on social/emotional learning and well-being.

**Compassionate Systems Leadership (CSL)**

The CSL approach comprises an integrated framework for the development of capabilities and knowledge that strengthen the capacity of individuals and collectives to effectively progress systems change initiatives. CSL draws on practices that are effective in building individual insight and well-being and extends them to include the strengthening of interpersonal relationships while deepening the understanding of how the whole system contributes to outcomes.

**Compassionate Systems Leadership Series Learning Intentions:**

- Understanding deeply, what Compassionate Systems Leadership is
- Sharing tools and techniques that enable systems thinking
- Build trust and relationship with our leader colleagues

**Number of Participants:** 105

**Participant Groups:** Superintendent, Principal/Vice-principals, Learning Services, Facilities, Operations, Transportation, Finance, Human Resources and Information Technology.

This is a four-part series that will wrap up on July 5<sup>th</sup>, 2022. This will include a survey to all participants to gauge the impact of the series on professional practice.

