



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

DATE: January 4, 2023
TO: Education Committee
FROM: Laura Tait, Deputy Superintendent & Shawn Johnston, Executive Director of HR
SUBJECT: Report on District Operational Plan – Manager’s Learning Series

Board Goal:

Safe, Caring and Health learning and working environment that is inclusive of diversity of our entire learning community.

District Operational Plan Objectives:

Increase leadership capacity and excellence

Strategies:

Build leadership capacity for educational leaders: Manager’s Learning Series

Overview

The work of Justice, Equity, Diversity and Inclusion (JEDI) will frame the Manager’s Learning Series for the 2022/23 school year. This framework of JEDI reflects the beliefs and values of NLPS and are ever present in our Board Strategic Plan.

Each session will be planned with advancing the capacity of our leaders to drive positive change in Justice, Equity, Diversity, and Inclusion in all that we do.

Please note that JEDI is not a stand alone topic or a program, it is a way of being. While specific JEDI training is important and is forthcoming, it is equally important that we are considering the JEDI aspects of the work we do every day. Each time we address a student issue, talk to a parent, interview a job applicant, or do any of the thousands of other tasks done in our system on a daily basis, we engage aspects of JEDI. Our goal is to continually advance education and awareness of JEDI in order to imbed JEDI into all that we do. This is the focus of our Managers’ Learning Series.

The first session from this year focused on the topic of Justice. We explored what justice means, the various types of justice our system owes to various individuals and stakeholder groups, and how we can maximize justice in our system. We discussed approaching this challenge by first acknowledging the need for our processes to offer fair, equitable access to everyone, and a commitment to work towards that.

As a group we debriefed an arbitration decision where the finding was that the employer had failed to provide procedural fairness to the employee. Working backwards from the consequences of this mistake provided an opportunity to learn from the mistakes of another and strengthen our JEDI lens.

Training was provided on the topic of having difficult conversations. The focus of this was to identify that frequent, constructive conversations are an important tool in managing for success and addressing issues, as well as tips to on how to structure these discussions to provide safe spaces and maximize success for all. Particular emphasis was given to the skill of deep listening, which is important in giving voice to all.

Finally, Chanelle Tye, the contractor working with NLPS on our JEDI initiative introduced herself to the group, provided a short presentation on JEDI in education, and an outline of our JEDI plan for this year.

A survey was provided to participants to gauge the relevancy and helpfulness of each session, the structure of the sessions, and future topics that District managers feel would be helpful. We have collected this data, and will use it to plan the future sessions.

Background

The Manager's Learning Series is a professional learning opportunity where leaders from across the district, in all departments come together on a variety of topics related to leadership. This year, there are three sessions distributed throughout the school year. Justice is about how we treat each other, how we distribute opportunities, and ensuring our processes are fair and equitable; Equity is each person getting what they need to learn, work and succeed; Diversity is a representation of people's identities and experiences, not only in NLPS but the world overall; Inclusion is making this diversity meaningful. Inclusion is embracing these differences and using them to inform what we do.

Last year, the focus was on 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.

This was a four-part series with a focus on Compassionate approaches to leadership during the pandemic and beyond, including a focus on interpersonal and intrapersonal capacities while maneuvering through systems change.

The Series Learning Intentions:

- Understand deeply, what Compassionate Systems Leadership is
- Share 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.