

Manitoba's K to 12 Education Action Plan



Update: May 2023

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Message from the Minister



I am very pleased to present *Manitoba's K to 12 Education Action Plan Update*, reporting on the progress made since the plan was first launched in April 2022.

Much progress has been made in the first year of a five-year implementation plan with 60 per cent of the actions already completed or under way.

Manitoba has worked closely and diligently with education partners—school divisions, schools, teachers, school staff, students, families, and communities—to advance the priorities in

the Action Plan. We established a Student Advisory Council, launched a first-of-its-kind Indigenous-inclusion strategy, expanded the Elders and Knowledge Keepers in Schools Initiative to all school divisions, and advanced the new Framework for Learning that prioritizes global competencies. We also identified actionable strategies to reduce the impact of poverty on education as part of an inter-sectoral task force, and initiated work to strengthen the Philosophy of Inclusion across Manitoba schools and classrooms to ensure all students have access to high-quality education. These are just a few examples of our progress, and more will be highlighted within this update.

I am excited about our progress and the positive impacts for students.

Manitoba's K to 12 Education Action Plan outlines a vision for student success and action items that will strengthen and improve the education sector for all Manitoba students—no matter where they live, their background, or their individual circumstances. It's a vision we can all get behind.

I want to thank education leaders, teachers, and staff for collaborating with us to advance the actions in Manitoba's K to 12 Action Plan. I look forward to what is yet to come. All the very best ahead!

Honourable Wayne Ewasko
Minister of Education and Early Childhood Learning

Introduction

Launched in April 2022, [Manitoba's K to 12 Education Action Plan](#) builds on the strengths of the K to 12 education system and sets out the path for responding to the recommendations from the [Manitoba Commission on Kindergarten to Grade 12 Education](#).

In releasing the Action Plan, Manitoba committed to building upon existing strengths and implementing actions to improve the education system across the province, and to investing in education to achieve shared goals and a vision of an education system where **all Manitoba students succeed, no matter where they live, their background, or their individual circumstances.**

While student success will look different for every child, they should be prepared to reach their full potential and to live **The Good Life** in which they

- ✓ have hope, belonging, well-being, and purpose
- ✓ have a voice
- ✓ feel safe and supported
- ✓ are prepared for their individual paths beyond graduation
- ✓ have capacity to play an active role in shaping their future and be active citizens
- ✓ live in relationships with others and the natural world
- ✓ honour and respect Indigenous ways of knowing, being, and doing with a commitment to, and understanding of, Truth and Reconciliation

The Action Plan serves as a roadmap to guide our work in partnership with education stakeholders over the next five years, with updates on an annual basis.

Manitoba's first annual *K to 12 Education Action Plan Update* summarizes progress since the Action Plan was released. It remains on target and, in some cases, ahead of schedule. Sixty per cent of the 43 actions are either complete or under way. Completed actions include the following:

- ✓ the launch of *Mamàhtawisiwin: The Wonder We Are Born With—An Indigenous Education Policy Framework*
- ✓ the expansion of the Elders and Knowledge Keepers in Schools Initiative

- ✓ the release of the final report of the Minister's Advisory Council on Inclusive Education
- ✓ the launch of a provincial attendance program, policy directive, and action plan for student presence and engagement
- ✓ the implementation of the Student Advisory Council
- ✓ the work of the Poverty and Education Task Force
- ✓ the creation of the new Education Council

This update describes these accomplishments, as well as work under way, and looks forward to what lies ahead for Year 2 of the Action Plan.

The department acknowledges that the implementation of the Action Plan work is supported by several active advisory bodies, including the following:

- ✓ Manitoba Education Council, in coordination with the Provincial Implementation Team
- ✓ Provincial School Leadership Framework Advisory Team
- ✓ Education Funding Model Review Team
- ✓ Indigenous Inclusion Directorate Advisory Council
- ✓ Student Advisory Council
- ✓ Curriculum Advisory Panel
- ✓ Student Information System Steering Committee
- ✓ Student Services Inclusive Education Committee

The Poverty and Education Task Force, the Attendance Task Force, and the Minister's Advisory Council on Inclusive Education have concluded their work. We thank them for the tremendous efforts they have made towards the progress outlined in this report.

Implementation Update



High-Quality Learning

Improve learning and outcomes for all students through responsive and relevant curriculum and learning experiences in safe and inclusive learning environments.

For updates and more information on high-quality learning actions that are complete or under way, please visit www.edu.gov.mb.ca/k12/action_plan/highquality.html.

ACTIONS

Framework for Learning

To create a common vision and shared understanding of teaching and learning among Manitoba educators, a **Framework for Learning** is being developed. The Framework for Learning brings cohesion to Manitoba's K to 12 education system by aligning the principles of curriculum and student assessment development and implementation. It fosters a common vision and shared understandings of teaching and learning among educators in Manitoba.

PROGRESS TO DATE

Manitoba has made the following progress in the development of the new Framework for Learning:

- ✓ introduced the [Framework for Learning](#) to school and division leaders across the province in sessions that provided an opportunity for leaders to explore the definitions of Manitoba's global competencies, which include citizenship, collaboration, communication, connection to self, critical thinking, and creativity
- ✓ aligned the Framework for Learning with the principles of *Mamàhtawisiwin: The Wonder We Are Born With—An Indigenous Education Policy Framework*
- ✓ engaged with educator teams to redevelop the language arts, K to 10 science, and K to 12 physical education/health education curricula (Parallel yet distinct work is under way for the Français, French Immersion, and English programs.)

Minister's Advisory Council on Inclusive Education

The **Minister's Advisory Council on Inclusive Education** was established to improve access to high-quality education for all students and to support the Philosophy of Inclusion. The council focuses on timely access to assessments, learning supports, and clinical services for students with diverse learning needs, as well as reviewing investments and professional learning needs to enhance classroom supports. The council's work supports our vision by ensuring all students have access to the resources and tools they need to succeed at reaching their individual full potential.

PROGRESS TO DATE

With the establishment of the Minister's Advisory Council on Inclusive Education, there has been progress in the following areas:

- ✓ coordinated activities of the Minister's Advisory Council throughout 2021/22, with members from diverse organizations dedicated to the practice of inclusion and inclusivity
- ✓ released the council's final report, [*On the Path to Inclusion in Manitoba's K to 12 Education System: Supporting Our Diverse Learners in Achieving Their Full Potential*](#), which includes many recommendations that are under way and will serve to revitalize and enhance the Philosophy of Inclusion across Manitoba schools
- ✓ initiated the development of an implementation plan to respond to these recommendations through the Student Services Inclusive Education Committee

French Immersion Program Policy

To increase enrolment, retention, and graduation rates within French programs, the **French Immersion Program Policy** is being renewed. A revised policy will strengthen shared understandings of what full implementation of the French Immersion Program in schools means. The policy will provide indicators of success, as well as recommendations and best practices needed to achieve the renewed vision for the French Immersion Program in Manitoba.

PROGRESS TO DATE

The province has made progress in French immersion education in the following areas:

- ✓ consulted with school divisions and school leaders in November and December 2022 on the updates needed to the program policy for French Immersion
- ✓ organized the French Immersion conference on May 3, 2023, to introduce Manitoba's updated French Immersion Program Policy to school leaders, school division administrators, and French-language education partners
- ✓ designed and launched a professional learning pilot project for new leaders of the French Immersion Program for fall 2022 and again in fall 2023—this year-long professional learning opportunity provides leaders the opportunity to engage with the renewed policy and tools to support full implementation of the French Immersion Program in their schools

Cyclical Curriculum Renewal

Manitoba's Framework for Learning includes a curriculum development and renewal process to ensure contemporary, relevant, inclusive, and responsive curricula that establish a consistent structure for all provincial curricula. All provincial curricula will align with the elements of the Framework for Learning.

PROGRESS TO DATE

The province has made the following progress with regard to curriculum renewal in Manitoba:

- ✓ held validation sessions with English, French Immersion, and Français teachers to review and obtain feedback on discipline/grade-level overviews, discipline-specific big ideas, and discipline-specific global competencies
- ✓ initiated work to align all provincial curriculum to the elements of the Framework for Learning, and provincial curricula for the English, French Immersion, Français, and Senior Years Technology Education programs will be available at a new Framework for Learning website that is currently under construction

Integrating Content on Residential Schools, Treaties, Land-Based Education, Indigenous Languages, and Indigenous Peoples

The department is committed to strengthening achievement and well-being for Indigenous students and deepening our collective commitment to Truth and Reconciliation for all. The department is working with the Treaty Relations Commission of Manitoba and a Steering Committee comprising the Manitoba First Nations Education Resource Centre, the Manitoba Association of School Superintendents, The Manitoba Teachers' Society, Manitoba Federation of Independent Schools, and the Indigenous Inclusion Directorate Advisory Council to achieve the goal that all school staff and students receive treaty education in Manitoba.

PROGRESS TO DATE

Manitoba has made progress in Indigenous education in the province, as follows:

- ✓ ensured that the curriculum development and renewal process for all subject-area curricula and assessment reflects the full diversity of Manitoba's peoples with a focus on the inclusion of Indigenous perspectives
- ✓ collaborated with the Treaty Relations Commission of Manitoba to start development of a 40S capstone course to ensure that all students leave the K to 12 education system with an opportunity to learn about the treaties and treaty relationship, and Indigenous land entitlements
- ✓ developed a plan for all school staff and students to participate in treaty education, in partnership with the Treaty Relations Commission of Manitoba and the Treaty Education Steering Committee

Mamàhtawisiwin: The Wonder We Are Born With

To lay the foundations for an Indigenous-inclusive education system, ***Mamàhtawisiwin: The Wonder We Are Born With—An Indigenous Education Policy Framework*** helps Manitoba educators to incorporate Indigenous languages, cultures, and identities into their teaching and practices. This policy framework outlines guiding principles, strategies, and actions for closing achievement gaps and realizing improved learning outcomes, not only for First Nations, Métis, and Inuit learners but for all students in Manitoba. Manitoba students and parents will see increased focus on student engagement through authentic involvement with families, Elders, Knowledge Keepers, and communities. This will contribute to a holistic approach of physical, spiritual, and intellectual well-being with a growing focus on mental health and well-being at school. Students and families are encouraged to work with a good heart and mind for learning and relationship-building in culturally safe ways while fostering student success.

Indigenous Education Policy Framework resources are linked to school divisions' planning as part of the *K-12 Framework for Continuous Improvement*. The resources are designed to provide educators, support staff, and administrators with opportunities for reflection, planning, and reporting related to the policy directions of the policy framework, including

- ✓ authentic involvement
- ✓ putting students at the centre
- ✓ understanding worldviews, values, identities, traditions, and contemporary lifestyles
- ✓ inclusive and culturally safe learning environments

PROGRESS TO DATE

Progress has been made in implementing Manitoba's new *Indigenous Education Policy Framework*, as follows:

- ✓ launched [*Mamàhtawisiwin: The Wonder We Are Born With—An Indigenous Education Policy Framework*](#), including engagement with key stakeholders and Indigenous Rights holders
- ✓ developed [*Mamàhtawisiwin: The Wonder We Are Born With: Tools for Reflection, Planning, and Reporting*](#) in collaboration with Elders, Knowledge Keepers, and advisory councils

- ✓ held orientation sessions with educational organizations and community partners through the Manitoba Rural Learning Consortium on the policy framework from October 2022 to March 2023 for rural school division superintendents, Indigenous divisional leaders, and teachers
- ✓ scheduled regional orientation sessions for spring 2023 with school divisions and districts on the *Tools for Reflection, Planning, and Reporting* for the policy framework and the *Elders and Knowledge Keepers in Schools Guidelines*

Provincial Assessment Program

The **Provincial Assessment Program** supports learning by

- ✓ providing feedback to students, teachers, and parents about student learning
- ✓ informing instructional planning and helping to determine the need for changes or student-specific interventions
- ✓ providing system-wide information that assists in identifying trends and making decisions about resources and support
- ✓ providing the public with general information about student achievement to sustain confidence in the education system

The Provincial Assessment Program is being enhanced to include Manitoba curriculum-based assessments in the Early Years (Grade 4), Middle Years (Grade 7), and Grade 10. The new annual Grade 10 provincial evaluation will be implemented in the 2023/24 school year to assess cumulative learning outcomes to end of Grade 9 in mathematics, reading, comprehension, and writing.

Evaluating students early in Grade 10 creates an important benchmark for every student, and it will help teachers and schools respond to the needs of students who may require additional supports to stay on track for graduation.

PROGRESS TO DATE

Manitoba has made the following progress in renewing the Provincial Assessment Program:

- ✓ began pilot testing the Grade 10 provincial evaluation with engagement of 40 teachers and approximately 500 students—the mathematics evaluation is expected to take one hour to complete and the reading, comprehension, and writing evaluation will take two hours
- ✓ started actions to resume, in the 2023/24 school year, administration of Grade 12 provincial tests in language arts and mathematics every year in January and June, following a two-year suspension due to the COVID-19 pandemic
- ✓ continued the existing formative assessments in Early (Grades 3/4) and Middle Years (Grades 7/8) with plans to develop provincial evaluations in Grades 4 and 7 at a later date, following the implementation of the new Grade 10 evaluations and the resumption of the Grade 12 provincial tests

Provincial Code of Conduct and Exclusionary Practices

Manitoba Education and Early Childhood Learning is updating the **Manitoba Provincial Code of Conduct**. Manitoba schools and school divisions will be required to revise or develop policies related to their code of conduct and related policies. The updated Manitoba Provincial Code of Conduct will align language and terminology with associated policy directives, legislation, regulations, *Standards for Appropriate Educational Programming in Manitoba, 2022*, as well as other current support documents.

PROGRESS TO DATE

The department has begun updates to the Provincial Code of Conduct, as follows:

- ✓ released the [Safe and Caring Schools policy directive to minimize the use of seclusion](#), and an update to the directive is currently being developed

Early Years Assessments

To establish **consistent Early Years assessments that meet province-wide system needs**, the department is working with school divisions to implement the Early Development Instrument (EDI). The department is further exploring the implementation of an additional annual Early Years assessment tool that will provide classroom teachers with current student-specific data to enable in-year response to identified learning needs of Kindergarten students. Collectively, these Early Years assessments will be components of the provincial data and performance measurement framework.

PROGRESS TO DATE

Manitoba has accomplished the following in improving Early Years assessment in the province:

- ✓ collected EDI data in winter 2023. This population-level data measures children's readiness to learn across five developmental domains (The Early Development Instrument supports data-informed decisions at the school and school division levels, as well as broader early childhood policy decisions.)
- ✓ engaged with school division leaders to discuss current practices in early identification of learning needs at the school division level, and explored interest in the provincial-wide implementation of an Early Years evaluation tool





Student Engagement and Well-Being

Respond to diverse life experiences, engage students, promote well-being, support successful transitions, and leverage inter-sectoral partnerships. Focusing on mental health and wellness and the impacts of poverty on learning, this pillar aims to support students, whatever their background, experience, or place of residence, to create safe and supportive learning environments to ensure their future success.

For updates and more information on student engagement and well-being actions that are complete or under way, please visit www.edu.gov.mb.ca/k12/action_plan/studentengagement.html.

ACTIONS

Student Advisory Council

Students are the heart of Manitoba's education system and their opinions play an important role in the decisions that affect them. The **Student Advisory Council** ensures Manitoba students from across the province have a platform to contribute their voices in shaping the education system in Manitoba. Council members bring forward student perspectives and valuable insights to ensure a vibrant future for Manitoba's education system.

PROGRESS TO DATE

After two successful terms through the 2021/22 and 2022/23 school years, the Student Advisory Council can report the following:

- ✓ presented the first council's annual report to the Minister of Education and Early Childhood Learning in August 2022
- ✓ provided valuable input on various topics
- ✓ helped to inform several of Manitoba's K to 12 Education Action Plan priority items, including the following:
 - science and physical education curriculum renewal
 - teacher misconduct
 - youth leadership and empowerment
 - provincial remote learning strategy and online high school programming
 - student engagement
- ✓ issued a call for applications for the 2023/24 council in February 2023

Elders and Knowledge Keepers in Schools

The **Elders and Knowledge Keepers in Schools Initiative** brings forward respectful and relational learning opportunities led by Elders and Knowledge Keepers. The initiative aligns with the Action Plan's vision that "all students succeed, no matter where they live, their background, or individual circumstances" by focusing on achieving equity, ensuring inclusion, striving for excellence, prioritizing well-being, and enhancing accountability.

PROGRESS TO DATE

The following progress was made in the Elders and Knowledge Keepers in Schools Initiative:

- ✓ expanded the Elders and Knowledge Keepers in Schools Initiative province-wide to enhance the inclusion of First Nations, Métis, and Inuit histories, cultures, traditional values, contemporary lifestyles, and traditional knowledge in the curricula across all divisions (Budget 2023 increased this funding to \$2.2 million per school year.)
- ✓ held the first Elders and Knowledge Keepers Symposium in the fall of 2022 and released [*Elders and Knowledge Keepers in Schools Initiative Symposium—What We Heard*](#) on January 24, 2023—the International Day of Education
- ✓ developed [*Elders and Knowledge Keepers in Schools Guidelines*](#) in March 2023, grounded in the 4 Rs: relevance, relationship, respect, and reciprocity
- ✓ created an Elders and Knowledge Keepers staff position within the department to continue to support the initiative



Poverty and Education Task Force

To address the impacts of poverty on education, the **Poverty and Education Task Force** was formed to create an all-systems approach to improve social inclusion and educational and well-being outcomes.

The task force focused on developing tangible solutions and actions to support students disproportionately affected by poverty to ensure equitable educational access, opportunities, and success.

PROGRESS TO DATE

Manitoba accomplished the following with regard to poverty and education:

- ✓ engaged with more than 2000 youth, school staff, and community members on a variety of issues related to poverty and education
- ✓ supported the [Poverty and Education Task Force](#) in the development of the [final report](#), with recommendations and actionable strategies for the classroom, school, school division, community, and government at all levels (A report back from education partners is currently under way.)
- ✓ committed to ongoing reviews of progress to implement report recommendations, including the following:
 - review of in-school meal programs
 - development of a clear anti-racism policy directive
 - expansion of the Community Schools Program
- ✓ launched a report back on recommendations of the Poverty and Education Task Force across key stakeholders including school divisions and government departments
- ✓ launched the Access to Menstrual Products Initiative, a project that resulted in an agreement to have 3.3 million products donated each year for three years (As of March 31, 2023, 1.8 million products have been disbursed.)
- ✓ increased funding by \$1.3 million, for a total of \$2.5 million, to the Child Nutrition Council of Manitoba to support school-based meal and snack programs

Mental Health in Schools Strategy

To improve student mental health and well-being, a **Mental Health in Schools Strategy** was launched in collaboration with the Department of Mental Health and Community Wellness. The strategy focused on the [5Ts framework](#) for mental health education in schools: TALKING about mental health, providing appropriate TRAINING for teachers and staff, incorporating mental health into TEACHING, providing helpful TOOLS for students, and TAKING CARE of teachers.

PROGRESS TO DATE

Manitoba has engaged in the following initiatives to support mental health:

- ✓ promoted mental health initiatives through the 2022/23 [Teachers' Idea Fund](#), with \$3.2 million invested this year for 38 new projects that support mental health and well-being of students and staff (This focus will continue for the 2023/24 projects with new projects for next year to be announced later this spring.)
- ✓ continued financial support for core mental health programs, including the Care for All in Education Initiative, Sources of Strength, and safeTALK, as well as an expanded partnership with the Manitoba Rural Learning Consortium to offer professional learning on trauma-informed practices for rural and northern school staff
- ✓ initiated the Health Behaviour in School-Aged Children Survey for students in Grades 6 to 10, in partnership with the department of Mental Health and Community Wellness, to discover important information on student mental health and well-being in a post-pandemic context

Attendance Policy Directive and Action Plan

To remove barriers and support student success, a provincial **attendance policy directive and strategy** has been developed in collaboration with the Attendance Task Force. Being present in class is a strong predictor of student success. Going to school regularly helps children and youth do well academically, feel better about themselves, develop healthy lifestyle habits, avoid unsafe behaviours, and graduate from high school.

PROGRESS TO DATE

Manitoba has been active in promoting attendance through the following initiatives:

- ✓ engaged stakeholders to develop and launch [*Safe and Caring Schools: A Policy Directive and Action Plan to Enhance Student Presence and Engagement*](#)
- ✓ launched the public awareness campaign "[*School. Keep Going.*](#)" to provide students and parents with more information about the benefits of regular school attendance, and to create public discourse as school divisions and schools discuss and update their local policies (The campaign was recommended by the Attendance Task Force, and youth were engaged in its development.)



Provincial Remote Learning Strategy

Planning is under way to develop a **provincial remote learning strategy** and provincial online high school programming that will reduce geographic inequities and improve access to online courses for students across Manitoba. This brings certain learning experiences and courses to students who would not otherwise have the opportunity—especially students in smaller schools across rural and northern Manitoba. The enhanced provincial remote learning programming for students in Grades 9 to 12 will ensure all Manitoba students have access to high-quality learning, flexibility in their course timetables, and the opportunity to continue studies in French Immersion and French.

The department will also leverage the work of provincial teachers and leaders who came together to collaborate and co-create the *Manitoba Remote Learning Framework*. Thousands of educators from every region of the province engaged with this framework, and learned about its guiding principles and strategies for the classroom and community. The teaching resources developed through the Remote Learning Support Centre will continue to be available through an updated remote learning website. The department will continue discussions regarding school, division, or provincial supports needed for student-specific planning to ensure K to 8 students continue to engage in learning when they are not able to attend school in person.

PROGRESS TO DATE

The department has made the following progress in improving remote learning in Manitoba:

- ✓ continued support and partnerships with high school learning leaders, such as InformNet, Teacher Mediated Option (TMO), and Division scolaire franco-manitobaine (DSFM)
- ✓ held virtual and in-person engagement sessions in fall 2022 with superintendents, teachers, education leaders and experts, and students' stakeholder groups, totalling 575 participants (The overall findings and themes are summarized in the [Provincial Online High School—What We Heard Report and Next Steps](#).)
- ✓ researched remote learning strategies, leveraging the [Manitoba Remote Learning Framework](#) and the departmental [Standards for Remote Learning](#)

Interdepartmental Protocols for Student and School Transitions

The review of **interdepartmental protocols for student and school transitions** will guide successful partnerships to better support students with exceptional needs who require supports from the provincial government, its agencies, and/or regional health authorities. The revised transition protocols, informed by engagement, consultation, and input from stakeholders and partners, will provide a strong and renewed focus to ensure appropriate transitions for students into, through, and out of school.

PROGRESS TO DATE

Manitoba has revised interdepartmental transition protocols as follows:

- ✓ updating the interdepartmental protocol *Bridging to Adulthood: A Protocol for Transitioning Students with Exceptional Needs from School to Community*





Excellence in Teaching and Leadership

Ensure teachers, school staff, and leaders have the knowledge, skills, and tools to support student achievement and well-being.

For updates and more information on excellence in teaching and leadership actions that are complete or under way, please visit www.edu.gov.mb.ca/k12/action_plan/excellence.html.

ACTIONS

School Leadership Framework

The development of a provincial **School Leadership Framework** is under way, guided by a Provincial School Leadership Framework Advisory Team and a provincial working team of Manitoba school and division leaders. This work is further supported and informed by Dr. Steven Katz and 12 Principal Learning Networks, and consists of English and French school leaders from across the province. The School Leadership Framework reflects the most current thinking and best practices in effective school leadership. Grounded in research, the School Leadership Framework builds a collective vision of school leadership for Manitoba. It will identify the evidence-based knowledge, skills, and behaviours necessary to enhance student learning and well-being in an inclusive, safe learning environment.

PROGRESS TO DATE

Manitoba has made the following progress in the development of a School Leadership Framework:

- ✓ engaged with the advisory team and working team to research and identify evidence-informed effective school leadership skills, knowledge, and behaviours that enhance student learning and well-being
- ✓ identified draft effective school leadership skills, knowledge, and behaviours based on current research and sample frameworks from Manitoba school divisions, other provinces, and abroad
- ✓ leveraged regular meetings of the Principal Learning Networks, which provide a structured forum for current principals and vice-principals to engage in professional dialogue
- ✓ prepared to launch a survey for parent advisory councils, the Student Advisory Council, and sector leadership to inform next steps

Regulatory Body to Guide Teacher Practice and Certification

Manitoba is committed to protecting students and preventing teacher misconduct by improving accountability and transparency. These measures are being pursued as a next step to enhance safety for students and will be incorporated into any future changes related to the **regulatory body to guide teacher practice and certification**. As the Manitoba government considers changes to teacher certification and regulatory structures, consultations will be held with all relevant stakeholders to get perspectives from students, parents, guardians, teachers, and school administrators.

PROGRESS TO DATE

Manitoba has accomplished the following in improving the regulatory structure for teacher practice and certification:

- ✓ completed research on approaches to addressing teacher misconduct in other jurisdictions and conducted consultations on measures to better address and prevent teacher misconduct with students, parents, guardians, advocates, teachers, and school administrators
- ✓ developed an improved regulatory framework that will strengthen the response to teacher misconduct, including increasing transparency and accountability to contribute to safer schools for all students, parents, caregivers, and staff
- ✓ drafted legislative amendments to [The Education Administration Act](#), proposing the creation of an independent commissioner to investigate and respond to reports of teacher misconduct and incompetency, and a public registry of teachers to provide information on the status of a teacher's certificate, which will bring Manitoba in line with other provinces

Workforce Planning Framework

To improve long-term provincial recruitment and retention of school staff, a **Workforce Planning Framework** is being developed. This framework will particularly focus on educators for rural and northern communities, as well as French, Indigenous, and Indigenous-language educators. The framework will also increase the capacity and ability to implement the French Immersion Program fully, ensuring equitable access for students and increasing retention rates in French Immersion.

PROGRESS TO DATE

The department has engaged in the following efforts to improve the recruitment of educators in Manitoba:

- ✓ established an advisory team made up of representatives from educational organizations and associations to inform and guide the development of the French language component of the Workforce Planning Framework
- ✓ consulted with key French-language education sector partners to conceptualize and develop recruitment and retention strategies
- ✓ drafted a French language teacher recruitment and retention strategy, including implementation and evaluation plans
- ✓ continued as a lead partner on the Manitoba Aboriginal Languages Strategy and completed the *Manitoba Aboriginal Languages Strategy Aboriginal Languages Teacher Education Program (ALTEP)* final research report
- ✓ released the [Manitoba School Survey on Indigenous Languages Teaching](#) report, which targeted 1180+ teachers of Indigenous languages that are needed in provincially funded Manitoba schools

Concrete Actions to Improve Achievement of Indigenous Students

To build an Indigenous-inclusive education system, every principal in every school will take concrete actions to improve the achievement of Indigenous students, and include improvements as part of their annual school plans. All school and district leaders will assess progress towards building an inclusive school community.

PROGRESS TO DATE

Manitoba has made the following progress in creating an Indigenous-inclusive education system:

- ✓ incorporated *Mamàhtawisiwin: The Wonder We Are Born With: An Indigenous Education Policy Framework* into the *K-12 Framework for Continuous Improvement* planning and reporting guidelines, moving the system one step closer to ensuring that every principal takes concrete actions to improve the achievement of Indigenous students and to include these improvements as part of their annual school plans





Responsive Systems

Ensure an equitable, aligned, and effective public education system with a focus on engagement, inclusion, and planning for both provincial and local needs.

For updates and more information on responsive systems actions that are complete or under way, please visit www.edu.gov.mb.ca/k12/action_plan/responsivesystems.html.

ACTIONS

Funding Model Review

To improve how provincial funding is allocated to school divisions, the department is collaborating with key education stakeholders in reviewing the Kindergarten to Grade 12 education funding model. The existing model is long overdue for revision, with the last update implemented over 20 years ago. The new funding model will ensure funding is allocated to school divisions with a focus on student needs rather than on property values. This will help ensure all students get the resources they need to succeed, regardless of where they live, their background, or their individual circumstances.

Consultations will resume this spring with one-to-one school division meetings planned as a next step.

PROGRESS TO DATE

Manitoba has made the following improvements in how school funding is allocated:

- ✓ established a [Funding Model Review Team](#) with representatives from a number of external organizations
- ✓ consulted and engaged with education partners and stakeholders from all 37 school divisions and the education sector at large, including Indigenous representatives, school trustees, superintendents, secretary-treasurers, the Manitoba Association of Parent Councils, and the Manitoba Teachers' Society

- ✓ presented a draft framework for the new funding model to the Student Advisory Council, school divisions, and previously engaged stakeholders
- ✓ released [*K to 12 Education Funding Model Review: What We Heard from Stakeholders*](#)—a report outlining the key input that stakeholders provided to inform the development of the new model

Provincial Student Information System

The **provincial student information system** will improve information management within the education sector, including data collection, analysis, and reporting, which will help improve collaboration and evidence-informed decision-making between the department and school divisions related to policy and practice in education.

A provincial student information system will put students at the centre by providing timely and consistent access to student information and data, such as student registration and student attendance. The following items are examples of what will be enhanced with the new system:

- ✓ student information management
- ✓ gradebook/report card management
- ✓ timetable management
- ✓ program/curriculum management
- ✓ student and parent portal
- ✓ attendance management
- ✓ analysis and reporting

A provincial student information system will have many benefits for families, including easy access to timely information about class schedules, their child's progress in schoolwork, report cards, and school activities. It will also improve planning and decision-making at the provincial level, bringing Manitoba in line with other provinces that have already implemented a provincial system.

PROGRESS TO DATE

Manitoba has made the following progress in establishing a new provincial student information system:

- ✓ led the scoping phase of the project to gather key business requirements for the system, which included 21 engagement sessions with all 37 school divisions and the education sector at large, including the Manitoba Association of Educational Technology Leaders and Manitoba First Nations Education Resource Centre, to define requirements that meet all stakeholder needs
- ✓ established a Student Information System Steering Committee with representatives from 10 organizations, as listed on the [department website](#)

Framework for Continuous Improvement

To enhance and strengthen provincial, school division, and school-level planning, the **K-12 Framework for Continuous Improvement** is being renewed. This framework continues to strengthen and build on the use of data in planning, monitoring, and reporting on student achievement and well-being to parents/caregivers and to the public. This framework strengthens communication among the department and all 37 school divisions, facilitating a system-wide focus on continuous improvement.

PROGRESS TO DATE

Manitoba has strengthened school-level planning with the following initiatives:

- ✓ engaged with all 37 school divisions to identify key themes and priority areas to inform the renewal of the *K-12 Framework for Continuous Improvement*
- ✓ completed jurisdictional scans and initial research on best practices in school division planning and reporting
- ✓ drafted preliminary framework enhancements based on feedback from school division engagements, including the infusion of *Mamàhtawisiwin: The Wonder We Are Born With* in the *K-12 Framework for Continuous Improvement*

Education Council

The **Manitoba Education Council** has been established to bring inter-sectoral partners together to facilitate system-level planning and collaboration. The council is a forum to raise, discuss, and plan for issues facing children and youth, families, teachers, school staff, and early childhood educators; to advise how Manitoba can improve student achievement and well-being across the education sector; and to promote inter-sectoral engagement, collaboration, and partnership.

PROGRESS TO DATE

Manitoba has made progress in the following areas with regard to the Manitoba Education Council:

- ✓ issued a call for applications for parents/caregivers of students in Kindergarten to Grade 12 publicly funded schools, and reached out to the education system, Indigenous leaders, and inter-sectoral partners to recommend individuals to join the Education Council
- ✓ in January 2023, the Minister of Education and Early Childhood Learning appointed members to the Education Council for two-year terms
- ✓ held the inaugural meeting of the [Education Council](#) in February 2023
- ✓ launched a Provincial Implementation Team comprising all school divisions to support the implementation of the K to 12 Action Plan

Work on Essential and Foundational Orientation and Development for School Board Members

The department is working with the Manitoba School Boards Association to provide new and incumbent trustees with a basic understanding of their mandate and of the supports and services available to them. This collaboration includes defining key essentials and foundations to ensure there is a clear understanding of the relationship between government and school boards on shared priorities and objectives.

PROGRESS TO DATE

The Manitoba School Boards Association has made progress in its efforts to improve professional development for its members, as follows:

- ✓ hosted professional development opportunities where new and incumbent board members were provided with basic training regarding their mandate and the supports available to them
- ✓ facilitated opportunities for trustees to receive content and themes related to
 - Truth and Reconciliation Commission of Canada Calls to Action
 - trauma-informed practice for students dealing with adverse childhood experiences
 - student voice in local governance
 - supporting youth and staff mental health
 - advancing accessibility
 - implementing social-emotional learning
 - nurturing community partnerships to support educational opportunities

Family and Community Partnerships and Engagement

As part of its commitment to continue to explore how we can better engage and support parents and family members within the school community, the department has created a new School and Community Support Unit, and there is a strong desire to embed the community school philosophy as part of this work. This will also help to advance the important work on student presence, engagement, and well-being.

PROGRESS TO DATE

The department's initiatives to engage parents and families in their child's education include the following:

- ✓ began updating [*School Partnerships: A Guide for Parents, Schools, and Communities*](#), in alignment with current research and best practices

Looking Ahead

Manitoba remains committed to strengthening the education system and preparing students for success through investments in funding and initiatives that strengthen literacy and numeracy, focus on Indigenous education, and promote the well-being and inclusion of all students.

Key priorities for the 2023/24 year include the following:

- ✓ implementing **Grade 10 evaluations (based on Grade 9 outcomes) and Grade 12 provincial tests**
- ✓ **strengthening French language education** with a new French Immersion Program Policy and a French Language Teacher Recruitment Strategy
- ✓ **renewing Manitoba's curriculum** for a consistent look and feel with a focus on strengthening literacy and numeracy, and Indigenous education and inclusion (The department is also enhancing the language arts curriculum with the addition of grade-level outcomes, and is renewing the K to 10 science and physical education/health education curriculum.)
- ✓ implementing the new **Provincial School Leadership Framework**
- ✓ planning for the establishment of an independent commissioner for **addressing professional conduct and establishing a teacher registry**
- ✓ continuing consultations on the new **Education Funding Model**
- ✓ initiating the implementation of the **provincial student information system**
- ✓ expanding **treaty education** for school staff, teachers, and students
- ✓ reviewing requirements and processes to **streamline certification for teachers** educated outside of Manitoba
- ✓ supporting the implementation of recommendations from the **Poverty and Education Task Force, the policy directive on student presence and engagement**, and the **Minister's Advisory Council on Inclusive Education**
- ✓ advancing work on **Indigenous languages curricula** and teacher education, in collaboration with the Manitoba Aboriginal Languages Strategy (MALS)

Manitoba remains committed to strengthening the education system and preparing students for success by investing over \$200 million in permanent operating funding.

Input, engagement, and collaboration with stakeholders and partners has been—and remains—critical to advancing the K to 12 Education Action Plan, and to strengthening and improving the education system for all Manitobans. Thank you to the stakeholders and partners who have participated in the engagements and project-level work.

The department will update stakeholders on the Manitoba K to 12 Education Action Plan via

- ✓ an Action Plan website
- ✓ quarterly e-newsletters
- ✓ annual updates

For updates and more information on Manitoba's K to 12 Education Action Plan, please visit www.edu.gov.mb.ca/k12/action_plan/index.html.

Appendix

The table below provides a snapshot of the progress on the 43 actions in Manitoba's K to 12 Action Plan. If you have any questions about specific actions, please reach out to a departmental leader, as listed on the Manitoba Education and Early Childhood Learning [About Us webpage](#).



High-Quality Learning

Improve learning and outcomes for all students through responsive and relevant curriculum and learning experiences in safe and inclusive learning environments.

ACTION ITEM	TIMELINE	PROGRESS
Develop a new Framework for Learning to guide curriculum and assessment development and implementation, with the establishment of a Curriculum Advisory Panel to advise on this work.	Initiated by April 2022	Underway
Establish a Minister's Advisory Council on Inclusive Education to inform timely access to assessment, learning supports, and clinical services for students with special needs, and to advise on changes to the provincial report card that include all students.	Initiated by April 2022	Complete
Strengthen Français and French Immersion program policy and implementation with a distinct and parallel focus.	Initiated by April 2022	Underway
Implement a cyclical curriculum renewal process with an initial focus on physical education/health education and science.	Initiated by April 2022	Underway
Enhance age-appropriate curriculum by integrating content on residential schools, treaties, land-based education, Indigenous languages, and Indigenous Peoples' historical and contemporary contributions.	Initiated by April 2022	Underway

ACTION ITEM	TIMELINE	PROGRESS
Implement <i>Mamàhtawisiwin: The Wonder We Are Born With—An Indigenous Education Policy Framework</i> in partnership with the Indigenous Inclusion Directorate Advisory Council.	Initiated by April 2022	Complete
Expand the provincial assessment program to include Manitoba curriculum-based assessments in Early Years, Middle Years, and Grade 10. Note: A decision has been made to relaunch the Grade 12 exam in January 2024, with two Senior Years evaluations planned on an ongoing basis.	Initiated by April 2023	Underway
Update Manitoba's Provincial Code of Conduct and develop policies on the use of exclusionary practices (seclusion, suspension, and expulsion) for all students.	Initiated by April 2023	Underway
Update the provincial report card to ensure it is inclusive for all learners.	Initiated by April 2024 and beyond	Future
Implement a comprehensive and collaborative approach among schools and families for early and ongoing identification of learning needs and appropriate interventions .	Initiated by April 2024 and beyond	Future
Introduce consistent Early Years assessments , focusing on children entering Kindergarten and students who have experienced disrupted learning.	Initiated by April 2024 and beyond	Underway



Student Engagement and Well-Being

Respond to diverse life experiences, engage students, promote well-being, support successful transitions, and leverage inter-sectoral partnerships.

ACTION ITEM	TIMELINE	PROGRESS
Establish a Student Advisory Council to provide advice and perspectives to the Minister, as part of the development of a broader student engagement framework.	Initiated by April 2022	Complete
Launch an Elder and Knowledge Keepers in Schools Initiative in schools across Manitoba, with the program expanding in the 2022/23 school year to more schools.	Initiated by April 2022	Complete
Establish a Poverty and Education Task Force to identify actions to remove barriers to participation and engagement in learning.	Initiated by April 2022	Complete
Collaborate with the Department of Mental Health and Community Wellness to launch a mental health in schools strategy , focused on the 5Ts: talking, training, teaching, tools, and taking care.	Initiated by April 2022	Underway
Implement a provincial attendance policy and an action plan to support student engagement and presence.	Initiated by April 2023	Complete
Develop a provincial remote learning strategy , including an online high school, to enhance access to programming and learning across the province.	Initiated by April 2023	Underway
In partnership with the Department of Families, review interdepartmental protocols to guide student and school transitions .	Initiated by April 2024 and beyond	Underway
Collaborate with First Nations to explore options for sharing high-level student data to strengthen mobility between federal and provincial education systems.	Initiated by April 2024 and beyond	Future

ACTION ITEM	TIMELINE	PROGRESS
Undertake a needs assessment and program review for STEAM skills, technical-vocational learning experiences, and apprenticeship to explore equitable access for all students, including opportunities in French and throughout rural and remote areas and First Nations.	Initiated by April 2024 and beyond	Future
Work with Advanced Education and Training (formerly Advanced Education, Skills and Immigration) to develop a strategic plan to enhance access to the adult education system to provide adult learners with essential skills and educational upgrades.	Initiated by April 2024 and beyond	Future
Enhance student access to and utilization of career education resources and current labour market information.	Initiated by April 2024 and beyond	Future
Explore inter-sectoral approaches to expand access to the arts, including music, visual arts, dance, drama , and other value-added community activities.	Initiated by April 2024 and beyond	Future



Excellence in Teaching and Leadership

Ensure teachers, school staff, and leaders have the knowledge, skills, and tools to support student achievement and well-being.

ACTION ITEM	TIMELINE	PROGRESS
Develop a School Leadership Framework informed through Principal Learning Networks, research, and stakeholder engagement.	Initiated by April 2022	Underway
Consult on options for a regulatory body to guide teacher practice and certification.	Initiated by April 2023	Underway
Create a Workforce Planning Framework focused on recruitment/retention of school staff in rural and northern communities and increasing French, Indigenous, and Indigenous-language educators.	Initiated by April 2023	Underway
Assess and plan for professional learning needs, including the exploration of a provincial consortium model.	Initiated by April 2023	Future
Ensure that every principal takes concrete actions to improve the achievement of Indigenous students and includes improvements as part of their annual school plans.	Initiated by April 2024 and beyond	Underway
Explore options for preparation and deployment of literacy and numeracy coaches in schools.	Initiated by April 2024 and beyond	Future
Establish professional standards that guide educator development, practice, and evaluation.	Initiated by April 2024 and beyond	Future
Review requirements and processes to streamline certification for internationally educated teachers.	Initiated by April 2024 and beyond	Future



Responsive Systems

Ensure an equitable, aligned, and effective public education system with a focus on engagement, inclusion, and planning for both provincial and local needs.

ACTION ITEM	TIMELINE	PROGRESS
Launch a Funding Model Review Team to lead consultations and design of the new funding model (how funds are distributed across the education system).	Initiated by April 2022	Underway
Initiate scoping for a new provincial student information system .	Initiated by April 2022	Underway
Renew the K-12 Framework for Continuous Improvement to strengthen school, division, and provincial planning, implementation, monitoring, and reporting.	Initiated by April 2022	Underway
Measure system-wide progress towards the achievement of the TRCC Calls to Action .	Initiated by April 2023	Future
Launch an Education Council with representatives from the education system, youth-serving organizations, and partners to support provincial planning and enhance alignment across school divisions and schools.	Initiated by April 2023	Complete
Develop a provincial data and performance measurement strategy that will measure and report on all students' achievement and well-being at the provincial, school division, and school levels.	Initiated by April 2023	Future
Launch a provincial survey for students, their parents, school staff, and leaders regarding their school experience to inform provincial, division, and school-level plans and broader decision-making.	Initiated by April 2023	Future
Clearly define the roles and responsibilities of those responsible for an effective, efficient, and accountable K to 12 public education system , and develop a strategy to assess effectiveness.	Initiated by April 2023	Future

ACTION ITEM	TIMELINE	PROGRESS
Build and promote a user-friendly public platform with access to information, data, and policies about the public education system.	Initiated by April 2024 and beyond	Future
Explore shared-services opportunities to promote equitable access to programming, learning supports, and information technology systems, and to enhance efficiencies within the K to 12 system.	Initiated by April 2024 and beyond	Future
Work with the Manitoba School Boards Association on essential and foundational orientation and development for school board members .	Initiated by April 2024 and beyond	Underway
Consult on strategies to enhance school, family, and community partnerships and engagement , and update the policy framework, building on the recommendations from the Parent Engagement Task Force.	Initiated by April 2024 and beyond	Underway

