



The Senior Leadership Team's Vision

A Louis Riel School Division in which every person is cared for morally, intellectually, physically, socially and emotionally on their journey of learning and well-becoming.

The Senior Leadership Team's Mission

The Senior Leadership Team's central focus is to nurture learning and well-becoming in LRSD by cultivating the conditions for impactful collective practice in all 40 schools in LRSD.

How to bring this vision and mission statement to life?

Nurturing a culture of relational trust and shared leadership will create the conditions for effective professional learning.

The Senior Leadership Team endeavours to build and nurture LRSD's collective leadership capacity. We are asking the question: "What do school leaders need to learn to support what teachers need to learn?" In turn, school leaders are asking the question: "What do teachers need to learn to support what students need to learn?"

Our team's professional obligations are guided by Dr. Ken Leithwood's nine leadership practices:

1. Establish broadly shared mission, vision and goals founded on ambitious images of the educated person.
2. Provide coherent instructional guidance.
3. Build division and school staffs' capacities and commitments to seek out and use multiple sources of evidence to inform decisions.
4. Create learning-oriented organizational improvement processes.
5. Provide job-embedded professional development.
6. Align budgets, personnel policies/procedures and uses of time with district mission, vision and goals.
7. Use a comprehensive performance management system for school and district leadership development.
8. Advocate for and support a policy-governance approach to board of trustee practice.
9. Nurture productive working relationships with staff and stakeholders.

Our team's leadership practices are guided by the following beliefs:

"Professional learning that allows educators to grapple with complex challenges of practice, which grow out of student learning needs, has the best possibility of leading to different and effective ways of thinking and doing in schools." (Steven Katz, Lisa Ain Dack, John Malloy, 2017)

- Through collective action we can help students to achieve in measurable ways.
- School leaders create the conditions for teachers to get better through collaborative inquiry that challenges thinking and practice.
- Cultivating a growth mindset is key to learning at any age and key to learner-centred/learning-focused/inquiry-oriented leadership.