

BETTER EDUCATION  
STARTS **TODAY**

***PUTTING STUDENTS FIRST***

# Our Children's Success, Manitoba's Future: The Commission on K-12 Education

## In 2019, the Commission on K-12 Education conducted extensive consultations across Manitoba, resulting in a March 2020 report

- 2,309 written submissions, 62 briefs, 8,891 survey responses, 1,260 responses from teachers and 159 submissions of best practices. 1,690 people across Manitoba and 137 students participated in workshops.
- The report includes 75 recommendations covering a wide range of topics from school governance to curriculum to inclusivity.

### Ten Imperatives for Change

1. Strengthen Educator Capacity
2. Increase School Leadership Effectiveness
3. Improve Student Engagement and Well-being
4. Close Achievement Gap for Indigenous and Non-Indigenous
5. Commit to Equitable Outcomes for All
6. Ensure Quality in Rural, Northern and Remote
7. Strengthen the Delivery of French Language Education
8. Expand Community Education and Strengthen Public Engagement
9. Improve Foundational Skills
10. Enhance Effectiveness of Governance and Funding

# New challenges, new learnings: the impact of COVID-19 on Manitoba's education system

## The COVID-19 pandemic changed the context of education overnight, and clarified the need for change across Manitoba's education system.

- 37 different governing bodies made it difficult to be agile and quickly respond – yet that is what Manitobans expected and needed. Combined with long-standing inequities in funding, resources and prioritization, the result was vastly different experiences and resources for parents and students across the province.
- Parents and caregivers struggled to access information about changes and to inform and influence decisions.
- A lack of consistent, province-wide data made real-time planning and decision-making difficult, undermining our ability to innovate and continuously improve, and to allocate resources where they are needed most.
- Inconsistent technology and technological capacity across divisions and schools undermined the ability to teach, learn, innovate, problem solve and maintain human connections in a virtual world in a consistent and reliable way.

# The current system works for the system, not for students.

We are among the highest spending per student, yet our student outcomes are at or near the bottom of national and international rankings.

## High on cost, low on results

- In a 2018 international assessment, Manitoba students **ranked 9th (out of 10)** in reading and last in math

## High administration cost in Canada

- Manitoba **spends more on administration** than most other provinces – Ontario spends 2.1% on administration vs. 3.1% in Manitoba (48% more)

## A complex system that does not allow for co-ordinated response

- Manitoba has **the highest number of school divisions and trustees**, per capita

## Failing to finish

- 11 per cent of Manitobans have less than a high school education (2019 data) – one of three provinces that ranked last.
- Only 82% of Manitoba students graduate on-time

# The current system works for the system, not for students.

## Where you live changes how you learn

- School funding is based on a district's ability raise money through property taxes, not where the resources are most needed.

## Weak outcomes in foundational knowledge

- Less than half of Grade 9 students achieve 80 per cent or higher in math and language arts courses. This is concerning as success in Grade 9 math and language arts is a strong indicator of graduation.

## Indigenous students falling behind

- Only 51 per cent of Indigenous students graduate within four years, compared to a 90 per cent graduation rate among their non-Indigenous peers.

## Failing at the fundamentals

- Only 64 per cent of students are meeting expectations in the fundamentals of reading and 55 per cent in math.

## Making it work

- Manitoba businesses consistently say that attracting skilled talent is a significant challenge.

# Building an education system that puts students first

## Better education starts today.

- **Improve student outcomes** – Manitoba students move up national and international rankings
- **Trim at the top** to move resources to the classroom – where they are needed most
- **Simplify governance** and streamline administration to put students first
- **Ensure fair and sustainable funding** to reduce disparities between regions
- **Promote teaching and leadership excellence** to support student performance
- **Engage parents** with a greater role in education

# Managing change, setting expectations

## Modernizing our system while maintaining stability in the classroom for students, parents and teachers

### Students

- No immediate changes in their everyday school life. Policies for school catchment and school of choice remain the same.

### Parents

- More information about learning and outcomes.
- New School Community Councils will provide more meaningful parent engagement.

### Teachers and School Staff

- No staffing impacts at the school level as a result of this change.
- Bargaining will change from school divisions to provincial.
- Improved professional learning and the development of practice standards.

### Principals and Vice-Principals

- Strengthened role as school leaders.
- Removed from the teacher bargaining unit, with protections for the transition.

# BETTER EDUCATION STARTS **TODAY**

Commitment to Priority Actions: Four Pillars of Student Success



**We will increase annual education funding by over \$1.6 billion over 4 years.**

## **Our funding guarantee:**

- 1. All savings from changes will be shifted to supporting frontlines:** estimated up to \$40 million.
- 2. Manitoba will move away from funding education through property taxes and make additional investments in education:** \$1.6 billion over four years.
- 3. We will fulfill our promise to build 20 new schools.**

# BETTER EDUCATION STARTS TODAY

We will build an education system that is classroom-focused, student-centred, parent-friendly and accountable for results.



**Governance and Accountability for Results:** Build a consistent and aligned provincial education system that is accountable for results and engages parents.



**High-Quality Learning and Outcomes:** Improve learning and outcomes for all students across the province.



**Future-Ready Students:** Engage students and build competencies for life-long success.



**Excellence in Teaching and Leadership:** Ensure teachers, school staff and leaders have the knowledge, skills and tools to focus on what students need to learn and implement that in the classroom.



## Governance and Accountability for Results

Manitoba needs a unified system that reduces disparities while responding to local needs

**We will build a consistent and aligned provincial education system that is accountable for results, student-centered, classroom-focused and parent-friendly.**

- Our system is complex, with multiple levels of bureaucracy that result in a great deal of variation in standards, access to programming and learning options depending where you live
- Manitoba has the highest number of school divisions and trustees, per capita, of all the provinces

**A new provincial governance model that is coordinated, accountable and engages parents**

- Establishing a single **Provincial Education Authority** to streamline administrative functions while ensuring school leadership is focused on education
- Strengthening parental voice through new **School Community Councils** and the new **Provincial Advisory Council on Education**
- Consolidating 37 school divisions into 15 regions (plus DSFM)



## Governance and Accountability for Results

Manitoba needs a fair and sustainable funding model

### We will build a consistent and aligned provincial education system with a fair funding model.

- Setting taxes at the school division level means funding per pupil varies greatly among divisions.
- For example in Winnipeg, River East Transcona had the lowest funding per pupil at \$12,990; while St. James Assiniboia had \$15,508 per pupil - \$2,518 more per pupil (19 per cent).

#### A fair and sustainable funding model

- We are committed to maintaining our investments in education, but **resources need to be directed based on need** – not who has the ability to raise the most property tax revenue. We will develop a new funding model that is fair, transparent and sustainable.



## High-Quality Learning and Outcomes

Provide resources and data to make sure all students are learning the right competencies and skills at the expected pace

### We will improve learning and outcomes for all students across the province by:

- Strengthening curriculum with a focus on the essentials – literacy and numeracy
- Improving student assessment and reporting to help teachers and parents monitor performance in real-time
- Shifting resources to enhance learning and inclusion in the classroom
- Increasing achievement and outcomes for Indigenous students to close the gap

#### Some priority actions in this area:

- Launch a Teachers' Idea Fund to promote creativity and innovation
- Implement new provincial assessments and make school-level results available to the community
- Offer more timely assessment, learning supports and clinical services for students with special learning needs
- Create an Elders and Knowledge Keepers in Schools initiative



## Future-Ready Students

Support student engagement, mental health and attendance from Kindergarten through to graduation and beyond

### We will engage students and build competencies for life-long success by:

- Enhancing student engagement, mental health and well-being to support better student outcomes
- Working with partners to reduce disparities and address absenteeism
- Supporting successful student transitions from Kindergarten through to graduation
- Building pathways to postsecondary education, training and employment
- Building a modern, provincial system of remote learning

#### Some priority actions in this area:

- Establish a Provincial Student Advisory Council to provide youth input on education
- Collaborate with First Nations to share student data and transitions between on-reserve and off-reserve schools
- Expand technical-vocational programs based on workforce needs
- Build on COVID-19 investments to launch a provincial online high school



## Excellence in Teaching and Leadership

Build up our education workforce to support better student outcomes

**We will ensure teachers, school staff and leaders have the knowledge, skills and tools to focus on what students need to learn by:**

- Establishing professional standards and a regulatory framework for teacher training and professional practice to strengthen the profession
- Creating a provincial framework for professional learning that is flexible, innovative and results-based
- Enhancing school leadership and strengthening the role of principals in building a learning community, managing teacher performance, driving improved outcomes and engaging parents
- Creating a recruitment and retention strategy that addresses workforce needs in rural, remote and northern communities and ensures more French language and Indigenous educators

# Getting the foundation right.

Simplifying governance and reducing administration to create the conditions for BEST and put students first



# Getting the foundation right

Simplifying governance and reducing administration to create the conditions for BEST and put students first

## High administration costs take away resources from the frontlines – Manitoba's classrooms.

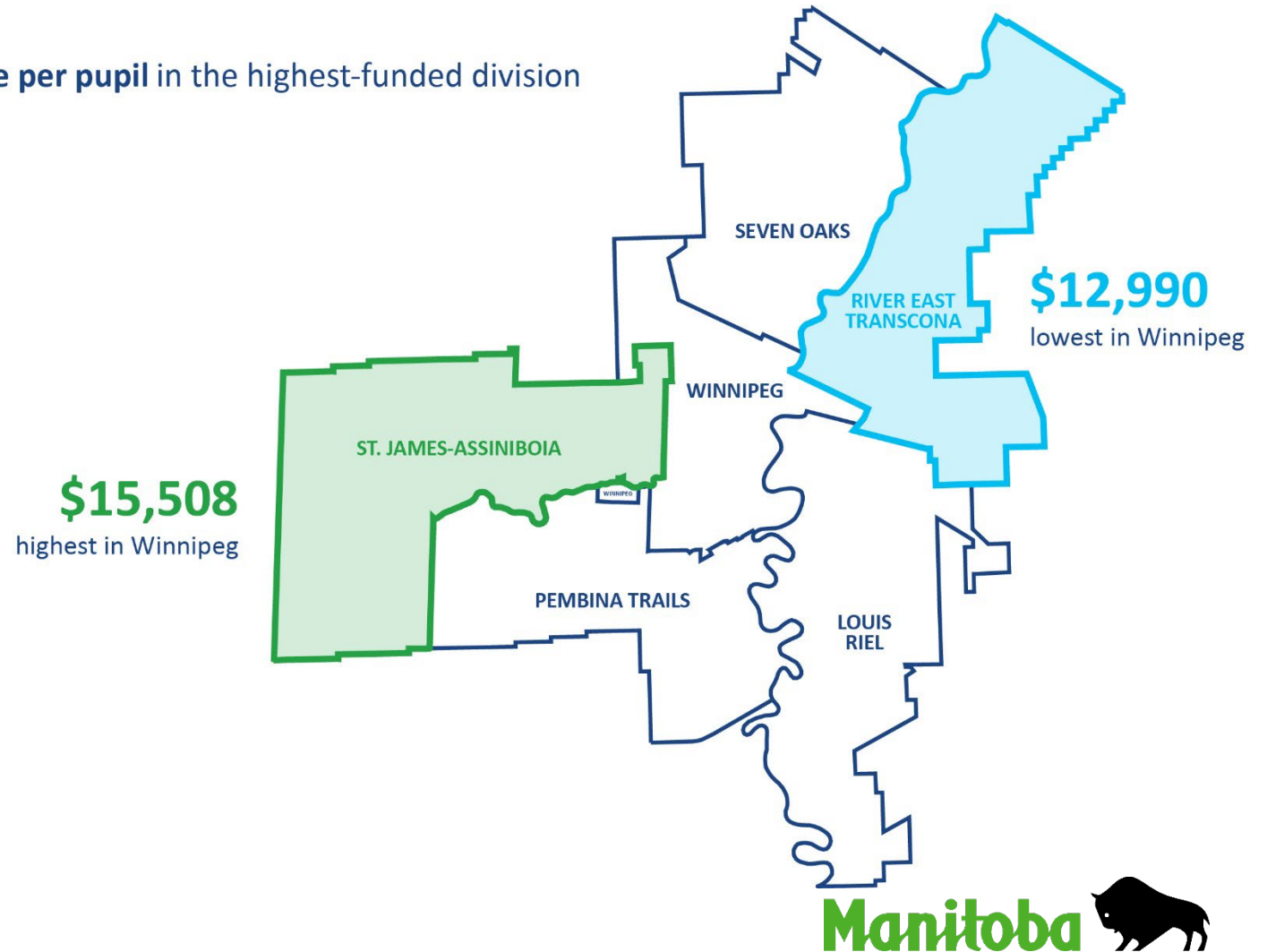
- Currently, Manitoba has **37 school divisions**, each operating large and costly administrative bureaucracies.
- We **spend more on administration** than other provinces – almost 50% more than Ontario. Reducing administration costs will allow us to move resources to classrooms.
- Unequal funding among divisions results in disparities in student resources and programs based on where families live.

# Getting the foundation right

A fair and sustainable funding model

## Unequal funding among divisions results in disparities in student resources and programs based on where families live

19% more per pupil in the highest-funded division



# The current system:

37 school divisions – top-heavy, complicated, with huge disparities in funding and outcomes

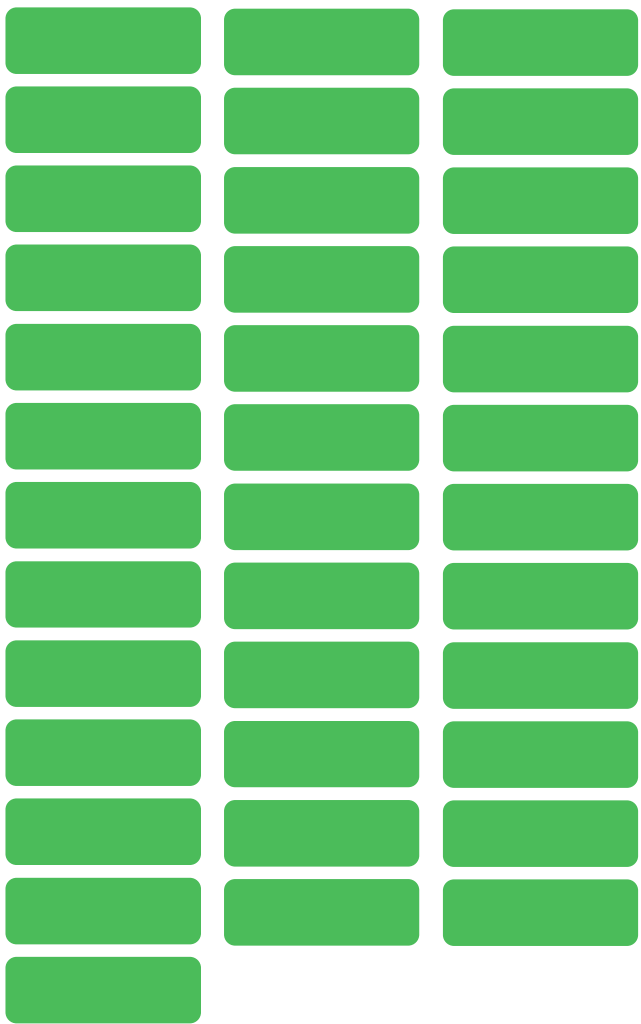
# A complicated, top-heavy structure, unchanged for decades

## MANITOBA EDUCATION

- Strategic planning
- Funding
- Accountability
- Provincial curriculum and assessment
- Oversight of home and independent schools
- Student records
- Teacher certification
- Student inclusion supports
- Program for the Blind and Visually Impaired
- Manitoba School for the Deaf

## 37 SCHOOL DIVISION BOARDS

Superintendent, secretary-treasurer and an average of 8 trustees per board



- Setting mill rates for property taxes
- Collective bargaining
- Human resources
- Procurement
- Capital planning
- IT services
- Remote learning
- Deliver K-12 education and the provincial curriculum
- Conduct student evaluations and monitor achievement
- Assign credits
- Support parent councils and engage communities

Manitoba Association of Parent Councils

Manitoba Association of School Superintendents

Manitoba Association of School Business Officials

Manitoba School Board Association

- Labour relations
- Non-teacher pension
- Risk management and insurance



# Our future system:

Reduce top-heavy administration to move resources to the classroom and improve outcomes

# Modern governance for today's students

## MANITOBA EDUCATION

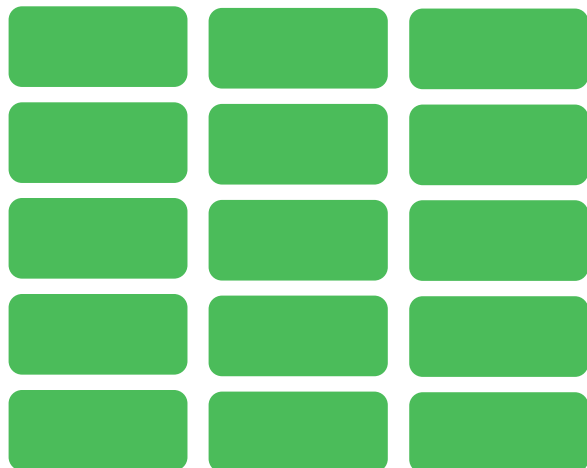
- Strategic planning
- Funding
- Commissioning accountability
- Curriculum, assessment, standards and policy
- Performance targets and measurement
- Oversight of home and independent schools
- Student records
- Teacher certification

## PROVINCIAL EDUCATION AUTHORITY

Governed by a board of up to 11 appointees, including at least two parent representatives from the Provincial Advisory Council on Education.

- Shared services: Labour relations, workforce planning, IT, capital planning, procurement, risk management, insurance
- Provincial education delivery: Remote learning, provincial education and other centralized services for students.

## 15 REGIONS



- Deliver K-12 Education
- Focus on student achievement and addressing achievement gaps
- Support school leaders and manage schools
- Build educator capacity and supports
- Engage parents
- Support School Community Councils for every school

## Manitoba School Benefits Administration Corp.

- Non-teacher pension

## Division Scolaire Franco-Manitobaine (DSFM)

Governed by elected trustees in accordance with obligations under the Charter to protect minority language rights

## PROVINCIAL ADVISORY COUNCIL ON EDUCATION

15 parents elected from School Community Councils and a Trustee from DSFM

# Modern governance for today's students

## CURRENT SYSTEM

Duplication, competition and disparities

### 37 School Divisions

- Collective bargaining
- HR
- IT
- Remote learning
- Procurement
- Capital planning
- Deliver education
- Engage parents
- Report on student achievement and address gaps

## NEW SYSTEM

Education administration and leadership are separated into distinct roles; parents have stronger voice

### Provincial Education Authority

- Collective bargaining
- HR
- IT
- Remote learning
- Procurement
- Capital planning

### 15 Regions

- Deliver education
- Engage parents
- Report on student achievement and address gaps

Division  
scolaire  
franco-  
manitobaine

### Provincial Advisory Council on Education

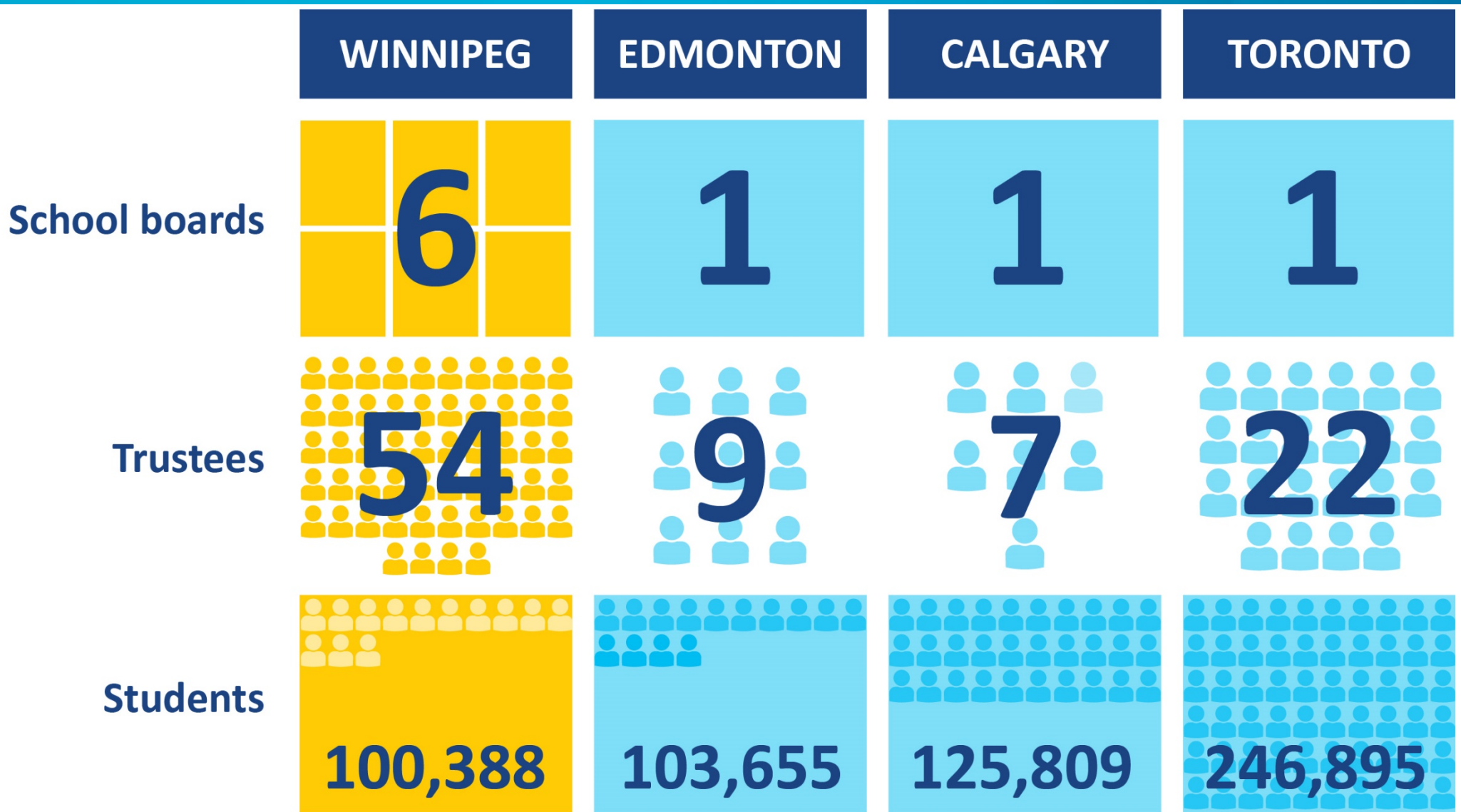
Parents have oversight of system

### School Community Councils

Parents have a formal process to influence decisions

Simplifying administration and governance will save up to \$40 million.

# Manitoba has the highest number of school divisions per capita





# Provincial Education Authority

## A new Provincial Education Authority will increase effectiveness and redirect resources to students.

- The Provincial Education Authority will **unify 37 divisional school boards into 15 regions** (plus DSFM, which remains status quo).
- The Provincial Education Authority will **take responsibility for shared administration** such as bargaining, procurement and IT that will benefit all students by leveraging economies of scale.
- A provincial authority will be able to **target resources to the frontlines, the areas with the most need.**
- Oversee delivery of K-12 education through 15 regions and specialized programs including remote learning and programs for students who are deaf and blind/visually impaired.
- One Board with **up to 11 appointed members, including at least 2 parent representatives** from the Provincial Advisory Council on Education.

# Streamlining governance through regions

## 15 regions focused on education needs and student outcomes at the local level

- 15 regions, as part of the Provincial Education Authority, plus DSFM, replace 37 school divisions to provide a local focus within the provincial system.
- Focus on student achievement and outcomes, while administrative functions are handled provincially (procurement, labour relations, IT).
- With the eventual elimination of property taxes, school division trustees will no longer have to set mill rates. Other responsibilities, like overseeing budgets and collective bargaining, will be done by the new provincial authority.
- 37 school division boards and 300+ trustees will be replaced with one Provincial Education Authority Board, plus DSFM, and a Provincial Advisory Council on Education, made up of parents representing the regions, along with a stronger role for schools and School Community Councils.

# New regions to reflect unique regional needs

## New regions

Winnipeg, St. James-Assiniboia, Louis Riel, Pembina Trails, Seven Oaks, River East Transcona

Frontier, Kelsey, Flin Flon, Mystery Lake

Beautiful Plains, Park West, Rolling River

Mountain View, Swan Valley, Turtle River

Fort La Bosse, Southwest Horizon, Turtle Mountain

Evergreen, Lakeshore

Interlake, Lord Selkirk

Sunrise, Whiteshell

Portage La Prairie, Pine Creek

Prairie Spirit, Prairie Rose

Garden Valley, Western

Border Land, Red River Valley

Brandon

Hanover

Seine River

# From trustees to School Community Councils

## School Community Councils will involve parents in education at the local level.

- School Community Councils will replace trustees as the local voice of schools and communities.
- All parents and caregivers of students will be members of that school community.
- Local decision-making will now focus on student outcomes and mental health and wellness.
- Each school will have a parental engagement officer to support the Council with a budget to support engagement.
- We will consult with parents on the process and role of School Community Councils; there are different models to consider.

# School Community Councils

A voice for parents,  
for the future of our  
students

## A stronger voice for parents – starting with parent input on how to engage them in school decisions

Government will engage parents to better understand how and when they want to be involved in local decision-making. School Community Councils may be involved in:

- needs of the community it serves
- assessing the effectiveness of educational programming at the school
- analyzing the student achievement learning outcomes and determining areas for improvement
- the need to evaluate the performance of any person employed at the school
- proposed capital construction projects at the school site, the proposed annual budget and monthly expenditures
- changes in school programs and activities
- short and long term priorities for the school as set out in the school plan
- transportation of students
- the use of suspensions and expulsions as disciplinary tools at the school
- the policies implemented at the school
- encouraging the involvement of parents at the school

# Provincial Advisory Council on Education

## A provincial council of parents to advise the Minister of Education

- The new Provincial Advisory Council on Education will advise the Minister of Education on areas including:
  - the strengths and needs of students, schools and communities
  - the effectiveness of educational programming and student achievement
  - joint school community council arrangements
- Each region will elect one representative from among its School Community Councils to the Provincial Advisory Council on Education
- The Council will be made up of one parent representative from each of the 15 regions plus one representative from DSFM
- Two members of the Advisory Council will be appointed to the Board of the Provincial Education Authority

# Making it easier for principals to put students first

## From 38 bargaining units to two:

- A single collective agreement with teachers will be negotiated by the Provincial Education Authority. DSFM will maintain its own bargaining unit.
- Level the playing field for teachers and regions – consistent teacher salaries across the province.
- More flexibility for teachers – able to move within the province, not just their division without losing seniority.

## Principals will be removed from teachers' bargaining unit

- Principals are no longer in same bargaining unit with staff they evaluate, giving them greater ability to manage performance.
- Remove perceived or real conflict of interest.
- Confirm and enhance their role as school leaders and managers.

# Bill 64:

## The Education Modernization Act



# Bill 64: A modern legislative framework

## Bill 64 consolidates three existing acts into one and lays the foundation for modernization

- Establishes **The Education Act**, which incorporates The Public Schools Act, The Education Administration Act and The Community Schools Act
- Establishes the **Provincial Education Authority**, Regional Catchment Areas, School Community Councils and the Provincial Advisory Council on Education
- Re-focuses the **Manitoba School Boards Association** on non-teacher pension and school insurance products

# Bill 64: A modern legislative framework

## Transformative change requires a solid legal and legislative foundation that is coherent and effective

- **Expands compulsory school age** from 7 to 18, to 6 to 18 and the **right to attend age** from 6 to 21, to 5 to 21. This aligns with other jurisdictions and current practice.
- **Requires schools to notify parents** when physical/health education curriculum deals primarily and explicitly with human sexuality, substance use and personal safety, and provides options for alternative delivery of this content.
- Requires the Provincial Education Authority to have a **respect for human diversity policy** that accommodates student activities including “gay-straight alliance” or other activities that promote a safe and inclusive environment.
- Establishes **new requirements for non-funded independent schools** to report to government, have an incorporated board, screen employees and undertake fire inspections.

# Next Steps:

Getting it right

# We will consult with Manitobans to build the BEST roadmap

## April-June 2021

- Consult with parents, Parent Advisory Councils and school staff on the role parents can and should play in decision-making, and the role of School Community Councils
- Consult with education staff and stakeholders on priority actions
- Call for proposals and engagement for several large-scale priority actions including: curriculum review panel, new assessment framework, funding review

## Fall 2021

- Release roadmap for implementation of priority actions and timelines for change

## As early as November 2021

- Provincial Education Authority established
- Changes to school trustee system expected later – by July 1, 2022

## Regular updates

- Reporting on progress through BEST Dashboard at [bettereducationMB.ca](https://bettereducationMB.ca)

# Looking forward

## An education system that puts students first and prepares them for a rapidly-changing world

- 100% of schools will improve their student scores for literacy and numeracy, with more students meeting expectations (up from 64% for literacy and 55% for numeracy, provincially)
- Parents will have a stronger voice in decisions at their school and more information about their child's performance
- Teachers and staff will have the knowledge, skills and tools to deliver high-quality learning and supports to all students
- School leaders will be focused on student outcomes and parent engagement
- Schools will receive fair and sustainable funding
- The Provincial Education Authority will provide responsive, consistent services across the province, closing gaps in recruitment and IT
- Every part of the system will be clear on the role they play to ensure accountability for results