LESSONS FROM LEADERS: 
A DECADE OF FLOURISHING IN WINNIPEG SCHOOL DIVISION’S MENTORSHIP AND INDUCTION PROGRAM

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“Knowledge emerges only through invention and re-invention, through restless, impatient, continuing, hopeful inquiry that human beings pursue in the world, with the world, and with each other”

(Freire, 2000, p. 72).
FLOURISHING NEW TEACHERS

“Student learning is facilitated in positive learning communities where teachers feel they belong, they are working from their strengths, and are an important part of that community. Supporting new teachers ... is an investment in their well-being and a way to encourage flourishing of our students, classrooms, schools, and school divisions” (Bayles, Campbell-Chuboda, and Roche, 2018, p. 350).
FLOURISHING IN SCHOOLS: A CONCEPTUAL MODEL (CHERKOWSKI & WALKER, 2016)
Help Shape Our Education System.
Participate in the Manitoba Government K-12 Education Review.
Program Components

Induction to a Career in Teaching in WSD

Mentorship

Professional Learning Conversations

Job-Embedded Learning*

Participant Feedback/Planning for Next Steps

Practitioner Inquiry/Action Research

Supports

- Mentor Training
- Curriculum Documents
- Professional Resources
- Principles of Learning
- External Facilitators
- Release Time

Mentorship Supports
FLOURISHING LEADERS OF WSD TIMP

Kathy Collis, Program Director 2008-2019

Gail Ruta-Fontaine, Current Program Director
SEEK OPPORTUNITIES TO LEAD FROM YOUR SWEET SPOT

LESSON 1
FIND PLACES WHERE PASSION MEETS PURPOSE.
INITIATE AND NURTURE CRITICAL AND COMPASSIONATE FRIENDSHIPS.

LESSON 2
THINK ALONGSIDE OTHER THINKERS.
Conversations can change our world

Listen carefully

Feeling connect
BRAVELY MODEL THE PROCESSES, PRACTICES, AND FRAMES OF MIND THAT YOU WANT TO SEE GROW.

LESSON 3
LIVE WHAT YOU VALUE AS A LEADER.
CULTIVATE GRATITUDE FOR YOUR SHARE OF A COMPLEX SYSTEM’S RESOURCES AND BE GENEROUS IN RE-ALLOCATING YOUR SHARE TO THOSE YOU DIRECTLY SERVE.

LESSON 4
DO WHAT YOU CAN WITH WHAT YOU HAVE AT THE MOMENT.
I think a major act of leadership right now, call it a radical act, is to create places and processes so that people can actually learn together, using our experiences.

-Margaret Wheatley

With thanks to our co-authors Kathy Collis and Dr. Francine Morin.