



# UM | Faculty of Education

## Faculty of Education Strategic Plan

2020-2023

### **Preamble:**

As a result of extensive consultations with students, faculty, staff, and community partners, the Faculty of Education has identified priorities for the next three years. Throughout these consultations, several themes have emerged and, as a result, they have been integrated into one or more of the five pillars of the Faculty’s Strategic Plan that will help us promote a culture of integrity, collaboration, inclusion, innovation, and respect. In particular, the Faculty remains committed to supporting the interests of racialized and minoritized communities and persons with disabilities and taking seriously the role of education in working towards reconciliation. It also reaffirms its commitment to supporting students, faculty, and staff in an environment that can adapt to uncertain times and be responsive to the changing needs of the educational community. Above all, this plan is intended to speak to the value of sustaining a Faculty environment that encourages multiple perspectives and diverse experiences while recognizing and affirming the importance of academic freedom and student voice.

### **Mission:**

The mission of the Faculty of Education is to enhance the study and practice of education through teaching, research, scholarship and service.

### **Vision:**

The Faculty of Education will be recognized as a leader in education for its contributions to teaching, research, scholarship and service. We will continue to provide students, faculty and staff with diverse learning experiences and support their professional growth and well-being. The Faculty will be known as a place for inquiry and innovation designed to encourage ongoing critical dialogue and action regarding education and learning across the lifespan. In pursuing this vision we will foster respect, reciprocity, relationships, and responsibility amongst all members of the University community and beyond.

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## Inspiring Minds through Innovative and Quality Teaching

*The University of Manitoba's Faculty of Education will provide an inclusive environment for innovative and effective teaching that will lead to a high quality student experience across all programs. To achieve this goal, the Faculty will:*

<b>Improve the quality of the student experience.</b>	<ul style="list-style-type: none"><li>- Implement proactive curriculum conversations to avoid unintentional overlap and workload duplication and to allow for the sharing of expertise in our undergraduate and graduate programs.</li><li>- Develop a deliberate approach to the supervision of graduate students that includes a focus on academic rigour and is responsive to feedback from both students and faculty.</li><li>- Commit to ongoing conversations with faculty and students as they relate to their mutual rights, responsibilities, and expectations.</li><li>- Increase awareness of and capacity to provide holistic and accessible student supports (e.g. writing, mental health and well-being, financial).</li><li>- Continue conversations about the capacity of the Faculty to continue to offer high quality blended and remote learning opportunities.</li></ul>
<b>Value and make space for conversations that help us understand each other's perspectives and lived experiences.</b>	<ul style="list-style-type: none"><li>- Continue to raise awareness of the policies and procedures related to a safe and respectful work and learning environment in an intentional and timely manner.</li><li>- Engage in rich discussions on educational issues that are complex and layered. .</li><li>- Develop experiential education opportunities that challenge students' assumptions about teaching, learning, and the communities in which they live and work.</li></ul>
<b>Support reconciliation through the deliberate inclusion of Indigenous perspectives.</b>	<ul style="list-style-type: none"><li>- Increase the number of Indigenous faculty and instructional staff.</li><li>- Engage more frequently with elders and Indigenous knowledge keepers.</li><li>- Develop a series of regular workshops focused on the inclusion of Indigenous perspectives in specific subject and curricular areas.</li></ul>

## Driving Discovery and Insight (Research, Scholarly Work, & Creative Activities)

*The University of Manitoba's Faculty of Education will create an environment that will foster innovative research, creative works, and scholarly activities that are relevant to the many fields of education in regional, national, and international contexts. Therefore, the Faculty will:*

<b>Improve supports to conduct and disseminate research, scholarly work, and creative activities.</b>	<ul style="list-style-type: none"><li>- Address long-standing research ethics board issues in ways that are responsive to graduate student and faculty needs.</li><li>- Increase graduate student research supports (e.g. faculty mentorship and supervision, grant and ethics application mentoring, collaboration, publication).</li><li>- Continue our commitment to faculty research supports in an effort to improve the number of successful applications to Tri-Council and other external funding.</li><li>- Increase the number of research awards to provide more formative research experiences for students across all programs.</li></ul>
<b>Strengthen its capacity to integrate Indigenous perspectives in research and dissemination.</b>	<ul style="list-style-type: none"><li>- Broaden our understanding of Indigenous methodologies through dedicated research seminars and workshops.</li><li>- Prioritize Indigenous researchers as distinguished lecturers to enhance our understanding of Indigenous knowledges and perspectives.</li><li>- Promote collaborative research endeavours that include those with expertise in Indigenous perspectives.</li></ul>
<b>Build partnerships with educational communities in ways that are mutually beneficial.</b>	<ul style="list-style-type: none"><li>- Work with government, community partners, and other institutions to identify high priority educational issues.</li><li>- Establish supports to facilitate the development of collaborative research plans and networks.</li><li>- Provide assistance to share collaborative projects with the educational community. (e.g. communications and promotional plan).</li></ul>

## Creating Pathways to Indigenous Engagement

*The University of Manitoba's Faculty of Education is committed to working with its partners to ensure the success of First Nations, Métis, and Inuit students throughout their educational journey and the growth and success of its Indigenous faculty and staff through research, scholarly work, and creative activities. To achieve this goal, the Faculty will:*

<b>Expand Indigenous educational programming at the Undergraduate and Graduate levels.</b>	<ul style="list-style-type: none"><li>- Complete and gain Senate approval for the Indigenous Teacher Education Concentration in the B.Ed. program.</li><li>- Begin the development of Indigenous-education focused graduate programming.</li><li>- Consider other new Indigenous-education focused courses and programs at all levels.</li><li>- Seek opportunities to collaborate with the other academic units and post-secondary institutions in the province in an effort to improve the accessibility of land-based, online, and distance programs.</li></ul>
<b>Build and strengthen new and existing partnerships to support Indigenous engagement and achievement.</b>	<ul style="list-style-type: none"><li>- Identify and support an Indigenous Lead that will work with the University's new Vice-President (Indigenous Engagement) and other Indigenous Leads across the University.</li><li>- Invite collaboration with the Vice-President (Indigenous Engagement) and explore new Indigenous leadership opportunities.</li><li>- Identify opportunities to work with and learn from other Indigenous initiatives across the University.</li><li>- Continue to partner with external groups with an Indigenous education mandate.</li></ul>
<b>Develop a welcoming and culturally responsive Faculty ecology that is supportive of Indigenous faculty, students, and staff.</b>	<ul style="list-style-type: none"><li>- Support students, faculty, and staff in scholarly activities that are relevant to Indigenous engagement.</li><li>- Recognize the achievements of our Indigenous students, faculty, and staff.</li><li>- Positively affect the climate and culture of the Faculty through an increased Indigenous presence in our physical spaces.</li><li>- Draw on existing University resources to promote the importance and understanding of Indigenous cultures and knowledges.</li></ul>

**Building Community that Creates an Outstanding Work and Learning Environment**

*The University of Manitoba’s Faculty of Education will strive to attract, retain, and support students, faculty, and staff who will contribute to a vibrant, diverse, and inclusive community. To create this environment, the Faculty will:*

<p><b>Promote a respectful Faculty culture in which all voices are valued.</b></p>	<ul style="list-style-type: none"> <li>- Engage faculty, staff, and students in intellectually stimulating dialogue and debate.</li> <li>- In response to the needs expressed by staff, faculty, and students, promote opportunities for leadership development and professional growth.</li> <li>- Identify opportunities for faculty, students, and staff to collaborate across programs and initiatives.</li> </ul>
<p><b>Develop and improve spaces for students, faculty, and staff to come together as an accessible, inclusive, and welcoming learning community.</b></p>	<p>Work collaboratively with the university to develop and improve shared physical spaces for students, faculty, and staff to work and learn together.</p> <ul style="list-style-type: none"> <li>- Improve and prioritize building accessibility through comprehensive consultations with students, faculty and staff who have diverse accessibility needs (e.g. access ramps, gender neutral washrooms, touch pads for access doors).</li> <li>- Continue to develop and improve indoor and outdoor spaces through the lenses of sustainability and well-being.</li> </ul>
<p><b>Implement the supports needed to increase faculty, staff, and student diversity.</b></p>	<ul style="list-style-type: none"> <li>- Find new ways to deepen our engagement with Indigenous students, scholars, staff, and elders.</li> <li>- Engage students, faculty and staff in conversations that work toward a more sophisticated and sensitized understanding of what accessibility and equity mean.</li> <li>- Commit to the use of evidence-based strategies to improve supports for students, faculty, and staff who have diverse backgrounds and perspectives.</li> <li>- Renew our commitment to the Faculty’s B.Ed. Diversity Admissions policy to promote student diversity in ways that reflect the realities of today’s classrooms.</li> </ul>

**Forging Connections to Foster High Impact Community Engagement**

*The University of Manitoba’s Faculty of Education will continue to strengthen partnerships with the educational community, its alumni, and donors. Therefore, the Faculty will:*

<p><b>Continue our commitment to developing partnerships that are meaningful and reciprocal.</b></p>	<ul style="list-style-type: none"> <li>- Increase opportunities for students, faculty, and staff to be involved in community outreach programs that have a social impact</li> <li>- Nurture longstanding partnerships with the educational community and organizations at the local, provincial, and national levels (e.g. Manitoba Teachers’ Society, Manitoba Association of School Superintendents, Manitoba School Boards Association, Canadian Society for the Study of Education).</li> <li>- Consistent with the Faculty’s Internationalization Action Plan, continue to explore international partnerships that provide enhanced opportunities for students, faculty, and staff.</li> </ul>
<p><b>Strengthen connections to Indigenous and Northern communities.</b></p>	<ul style="list-style-type: none"> <li>- Continue our commitment to Indigenous educational initiatives (e.g. the Northern Practicum, Indigenous Teacher Education cohorts).</li> <li>- Work with MFNERC to provide educational opportunities for Indigenous teachers in First Nations communities at the PBDE and Graduate levels.</li> <li>- Raise awareness and promote opportunities for students, faculty, and staff to be involved in events that celebrate Indigenous students (e.g. Indigenous Science Fair, Graduation Pow Wow, Access Graduation).</li> </ul>
<p><b>Enhance opportunities to engage alumni and donors in meaningful conversations about education.</b></p>	<ul style="list-style-type: none"> <li>- Further develop connections to current and relevant educational issues for alumni and donors through Distinguished Lectures and other public events.</li> <li>- Continue to support a social media strategy that aims to engage alumni, donors, and the broader educational community.</li> <li>- Identify ways to better match donor interests with Faculty priorities.</li> </ul>