



Strategic Plan

2025 -2028



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Land Acknowledgement

We acknowledge that the Saskatchewan Educational Leadership Unit is situated on Treaty Six Territory, traditional Homeland of the Cree, Dakota, Dene, Nakota, Sauteaux, and Ojibwe, and home to the Métis Nation. We pay our respects to the First Nations and Metis ancestors of this place and reaffirm our relationship to one another. We recognize that this land has been the site of Indigenous knowledge, cultures, and languages since time immemorial.

We acknowledge the ongoing relationship between Indigenous peoples and their land, and we commit to working towards reconciliation and building respectful relationships with Indigenous communities.



About SELU

The Saskatchewan Educational Leadership Unit (SELU) operates as a University Centre subject to the University of Saskatchewan Policies and Regulations regarding Centre Operation and Assessment. SELU exists within the College of Education, in association with the Department of Educational Administration, under the authority of the Dean of the College.

As a valuable University of Saskatchewan research centre, SELU is a non-profit agency that provides customized consultative services to educational partners, First Nations authorities, and human services agencies that enhance leadership development and educational programs.

While delivering on U of S priorities and the College of Education priorities, SELU is a collaborative and active partner in the PreK–12 and post-secondary education sectors. It is focused on enhancing the quality of leadership in education.



Message from the Dean

The College of Education at USask is proud to be home to the Saskatchewan Educational Leadership Unit (SELU) and to support its strategic plan and objectives. SELU has played an important role provincially since its founding in 1986, perhaps most notably through its leadership consultancy and through its well-known Saskatchewan Principals' Short Course. SELU's work has impacted many schools, school divisions and Indigenous Education partners. It is exciting to see the reaffirmed commitment to educational leadership in and beyond Treaty 6 territory alongside SELU's aspirations for national and international influence and impact. Firmly based in the principles of collaboration; equity, diversity and inclusion; meaningful and respectful relationships; and adaptation and responsiveness, SELU is poised to build on its strong reputation as the place to go for research, professional development and consultancy in educational leadership both here in Saskatchewan and globally.

Message from the Department Head, Educational Administration

The work of the Department of Educational Administration has been closely connected with the Saskatchewan Educational Leadership Unit (SELU) since SELU's establishment in 1986. Over the past 38 years, faculty members of the department have served as SELU directors, research consultants, and advisory board members. The flagship research services SELU offered in its early years (school effectiveness reviews) was based on the scholarly work of department members Drs. Patrick Renihan and Larry Sackney. Current faculty members of the department continue to support SELU through the development of literature reviews, conceptual models, and research approaches to facilitate applied research in diverse educational sectors in the province and beyond. Additionally, SELU has provided training and employment for countless graduate students throughout its existence. The expertise and material support provided by SELU for our students is a significant factor in the success of our department and in the success of our students. The Department of Educational Administration is proud to be a partner with SELU, and we are looking forward to deepening our collaborative research, internationalization, and consulting efforts over the next few years as both SELU and the department "re-vision" our priorities to better serve educational leadership in Saskatchewan and Canada.



Message from the Director

The Saskatchewan Educational Leadership Unit (SELU) has a long history of working with our sector partners in the province. Established by the Ministry of Education in 1986, SELU has served provincial, national, and international clients by designing and providing professional development programs, conducting research for our partners on educational issues, and meeting the consultation needs of our clients. In recognition of our recent experiences during the pandemic and in response to the changes in the education landscape, we have been exploring how SELU should respond in setting its priorities and meeting the needs of our sector partners. Foundational to our work is ensuring that we work towards reconciliation and reparation and intentionally incorporate the principles of equity, diversity and inclusion in all our activities. In our strategic plan, we focus on four types of strategic work: research, internationalization, professional development and consulting. We align with the goals of the university, the college and the priorities of our community partners. Leveraging the strengths of our staff and faculty to meet these ongoing and emergent needs, we enhance our reputation and build upon our legacy of responding to our community, innovating and adapting to new challenges and opportunities.



Message from the Associate Director

The Saskatchewan Educational Leadership Unit has continued to evolve since its inception in 1986. The unit consistently strives to adapt and respond to the needs of the education sector and our non-education sector clients and partners. We are grounded in ensuring we stay relevant, and at the forefront of promising leadership theories and practices. We adapt our consultive services, research activities and professional development events to meet the ever changing needs of our partners and clients. We remain a trusted source of expertise in the sector and we are very proud of the wide array of services, products and projects that we lead. We are very proud of the high quality services that are carried out under the direction and supervision of highly skilled faculty, professional consultants and skilled staff members. We are currently in the process of revising our place in the sector, our role in leadership development, our role as leaders in research and finally our place in supporting a wide array of clients locally, provincially, nationally and internationally. This revisioning will require conversation, reflection and strategic planning to ensure that we maintain our status of being “University based and community aligned”. We value our sector partners, Indigenous Education partners, non-education sector partners and our international partners. SELU has grown in its abilities to support international partners through a strong record of International events and activities.





MISSION

SELU will facilitate opportunities with local, national and international organizations for leadership development through research, professional learning, program development and consulting services.



VISION

SELU will be recognized on the local, national and global stage, as an authority on development of leadership excellence through activities and initiatives.



PRINCIPLES

Collaboration

Promote collaboration with sector partners, researchers, clients, and communities leveraging collective strengths and insights to actualize our mission and goals.

Equity Diversity and Inclusion (EDI)

Embed the principles of equity, diversity and inclusion as foundations in all aspects of our activities and engagements with others.

Meaningful and Respectful Relationships

Build and maintain respectful relationships that are grounded in authentic and meaningful exchanges and connections.

Adaptation and Responsiveness

Transform our processes and services to reflect the principles of reconciliation, EDI, and promising practices that are responsive to changing environments.

2025-2028 Priorities

All of SELU's strategic imperatives are aligned with the Department of Educational Administration, College and the University strategic plans. The following visual represents the interconnected nature of our work while providing a vertical representation of the prioritization of activities within our new strategic plan.

University of Saskatchewan [Strategic Plan](#)
College of Education [Strategic Plan 2025](#)

Leadership Development through:



RESEARCH



Engage in scholarly research in collaboration with sector partners, department, college and university faculty.

❖ **Become active collaborators in Tri-agency grant applications**

- develop a template to guide grant applications that identifies potential research activities with SELU
- develop an inventory of SSHRC opportunities and education related calls for grant applications

❖ **Increase the number of research projects with education sector organizations and First Nations Education Authorities.**

- develop a template for activities and overhead costs that can be used for most applications
- monitor calls for proposals from sector partners
- communicate SELU services to our sector partners through a targeted marketing strategy

❖ **Increase our opportunities to engage in knowledge mobilization and dissemination activities**

- promote our existing activities and services through networking opportunities, social media, website and news stories
- highlight our successes with on-campus, college and sector partners
- expand our capacity to engage in knowledge mobilization through scholarly research publications and academic conferences and symposia

❖ **Expand the opportunities for graduate students to engage in research activities**

- develop a list of ways to involve graduate students in research and activities
- actively advertise opportunities available to graduate students



INTERNATIONALIZATION

Create a global reputation as a leader in developing high quality international activities, programs and partnerships.

- ❖ **Increase international partnerships for the development of programs, and educational opportunities.**
 - work closely with the International Office and other campus partners to ensure we are aware of upcoming calls for proposals and opportunities
 - maintain membership on International Operations Committee (IOC)
 - market our previous partnerships at networking events
 - conduct a market analysis of international requests for projects
- ❖ **Increase our profile and visibility across campus as a broker and secretariat for international programs.**
 - disseminate information through the IOC and other colleges and units on campus
 - explore management opportunities with various colleges and units on campus
 - highlight our success through campus media
- ❖ **Developing expertise and capacity in internationalization and Indigenization connections.**
 - collaborate with the Educational Administration department to leverage opportunities (i.e. research, study abroad, open study topics)
 - collaborate with other campus partners (IOC, International Students and Study Abroad Centre ISSAC)



PROFESSIONAL DEVELOPMENT



Maintain and expand upon high quality professional development offerings.

❖ **Continue to adapt our strong professional development offerings in response to the sector needs.**

- conduct needs assessment for Educational Assistants' Professional Learning Series (EAPLS) module expansion and revision
- respond to stakeholders to continuously improve the Saskatchewan Principals' Short Course (SPSC) event, by enhancing the program and meeting the needs of our participants
- meet twice a year with our Advisory Committee to ensure we are meeting their evolving needs

❖ **Create new and innovative professional development opportunities through consultation with our sector partners.**

- reinvigorate relationships with the K-12 sector through meetings and re-developing our Advisory Committee
- conduct needs assessment with school divisions and educational authorities to identify needs and investigate opportunities regarding leadership development and competencies
- pilot professional development modules with sector partners
- develop leadership modules that are widely accessible across the province

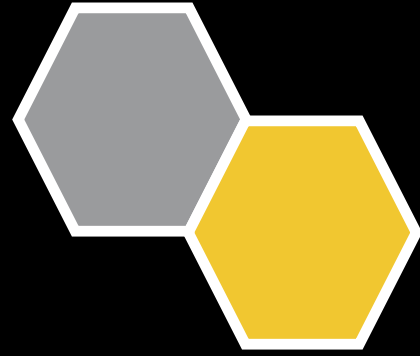


CONSULTING

Serve our sector partner needs through providing impactful consulting services.

- ❖ **Maintain and adapt our consulting services to meet the needs of our constituents.**
 - build frameworks for consultative services processes to streamline request for proposals and request for quotes
 - analyze return on investment and connection to our vision and mission before developing individual Request for Proposals (RFQ)

- ❖ **Engage with Indigenous communities to explore how SELU may be able to support their consultation needs**
 - invite conversations to co-construct consultative processes that support community projects and initiatives
 - transform SELU's approaches to consultation that reflect First Nations principles of ownership, control, access and possession (OCAP principles) and ethical frameworks





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