

Five Year Strategic Plan May 2015 - May 2020

Background

Canadore College recognizes itself as a leader in Indigenous education and is committed to providing quality programs and services to Indigenous learners for more than 25 years. These services have evolved over the years to continue to meet the needs of Indigenous learners. In October 2014, our partners in education and the Indigenous Circle on Education met to develop a five year strategic plan to ensure the continued growth and development of the First Peoples' Centre.

Philosophy and Vision

We believe in integrity. We will be honest in word and action first with ourselves and with others. Therefore, we will build trust by ensuring transparency and honouring our commitments with students, partners and community. We believe our success is built on our healthy relationships; therefore we will build strong relationships by demonstrating trustworthiness, understanding and acceptance. We believe in Mino-Bmaadziwin (Good Life).

Mission

Our mission is to provide a safe and caring space, education pathways and supports to empower this learning journey.

Statement of Purpose:

Our purpose is to provide leadership in cultural competency in the provision of programs, services and strategic direction at Canadore College.

We will honour all of Creation. We will listen with open minds to the viewpoints of others. We will treat everyone with dignity through kindness, honesty and encouragement. We will create a positive environment where everyone feels welcome and a sense of belonging. Based on the Five Pillars, the First Peoples' Centre receives strategic direction from the Indigenous Circle on Education and works collaboratively with academic, support services and administration in the advancement of First Peoples' aspirations, goals and direction.



The Five Pillars

Student Success:

Canadore College exists for its students; to help them maximize their potential, acquire skills for employment, set up a basis for further education, or all three combined.

Program and Service Excellence:

Canadore College will continue to strive to deliver excellent programming and core services in order to prepare graduates to compete locally and globally for jobs.

Connection to Community:

Canadore College is a vital part of the community. The College is committed to maintaining and improving its community connections through our staff and students being involved with local organizations, fundraising, partnerships and more.

Sustainability:

Canadore College will cultivate a culture of sustainability - environmentally and financially. As a publicly-funded institution, the College has a responsibility to set an example of stewardship and accountability to our students and the public.

Innovation:

Canadore College will continually look towards innovation and reinvention in programming, services and technology to be responsive to the community and help our students reach their full potential.

Priorities and Metrics

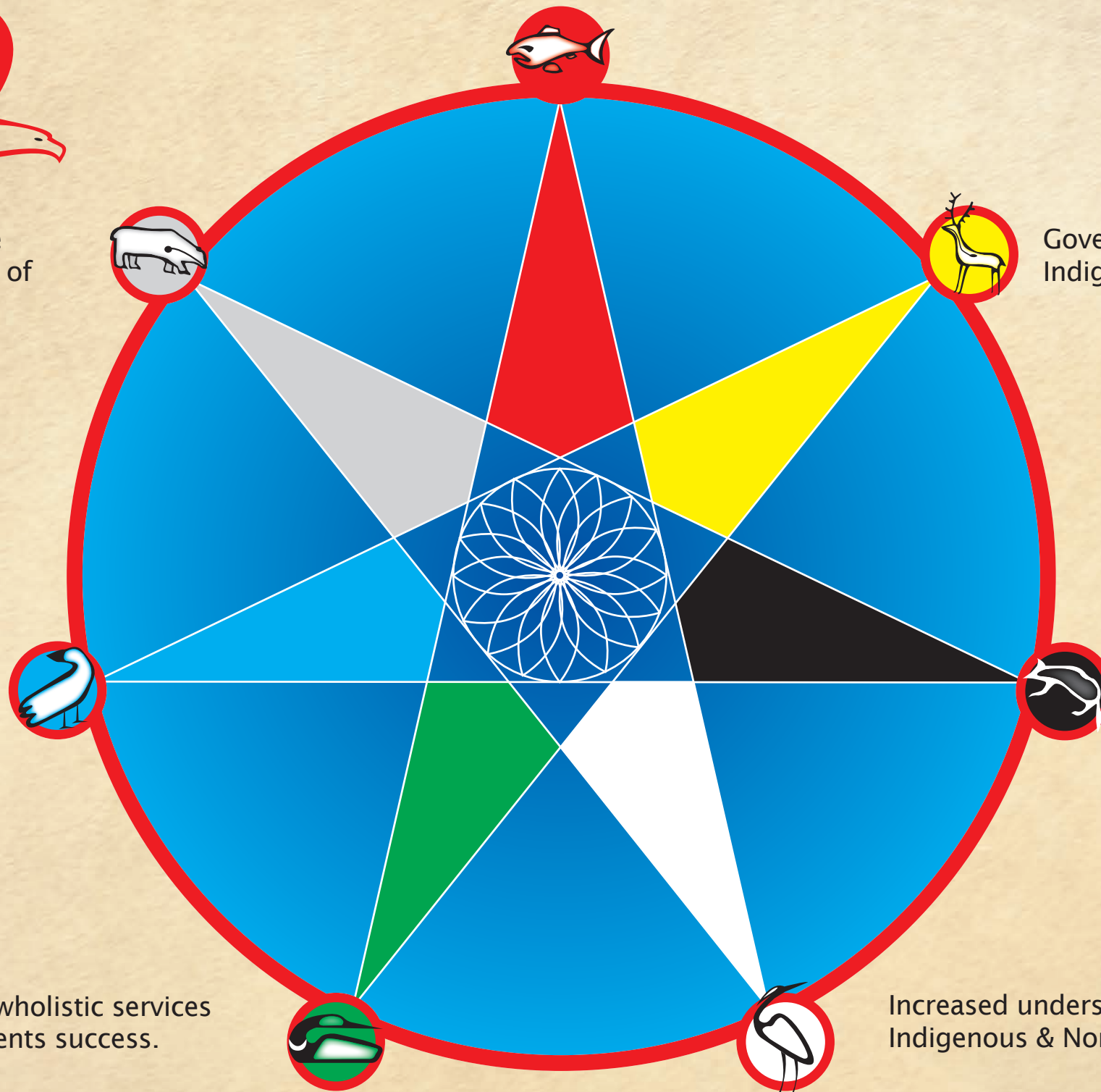
Making Indigenous Education a priority.



Build relationships and be accountable to Indigenous communities in support of self-determination through education, training and established research.

Increasing the the number of Indigenous employees with ongoing appointments.

Indigenous centered wholistic services and learning for students success.



Governance structure respectful of Indigenous people.

Indigenous knowledge & traditions reflected in curriculum and learning approaches.

Increased understanding reciprocity of Indigenous & Non-Indigenous people.

Strategic Plan 2016 - 2017



<p>Priority</p>	<p>Making Indigenous Education a priority</p>	<p>Governance structure recognizes and respects Indigenous Peoples</p>	<p>Intellectual and cultural traditions of Indigenous peoples are reflected through curriculum and learning approaches</p>	<p>Increase the understanding reciprocity of Indigenous and non-Indigenous people</p>
<p>Quick Wins (1-2 years)</p>	<p>Further involvement of Elders to provide guidance and spiritual direction First Peoples' Centre Welcoming At the Door</p>	<p>Develop Values-based Relationship Agreements</p>		
<p>Medium Term (3-4 years)</p>	<p>Increase in Funding to First Peoples' Centre & Indigenous programs & services Establish and enhance communication with Alumni</p>	<p>Establish a Regional Indigenous Council Enhance Board of Governors representation</p>	<p>Recognizing Elders as Wisdom-Keepers</p>	
<p>Long Term (4-5 years)</p>	<p>Developing a long-term plan to identifying the learning needs of students and address academic and student support gaps</p>	<p>Engage Ontario Colleges Quality Assurance Service to explore and include Indigenous ways of learning in Post-Secondary programs and services</p>	<p>Enhance Indigenous Language Offerings</p>	<p>Develop a curriculum review process with an Indigenous lens and a new Program Advisory Council</p>
<p>Continuing</p>	<p>Cultural safety training for all college staff (long term)</p>	<p>Indigenous representation on advisory boards, committees, decision making bodies (medium term) Indigenous knowledge keepers oversight council (long term)</p>	<p>Experiential and land based learning in a cross section of programs (quick win) Experiential learning program for Indigenous Knowledge (long term)</p>	<p>Acknowledge Indigenous knowledge as equally valid, relevant and complementary in academic programs and services at Canadore and are mutually beneficial to students, staff and partners in education. (quick win) Create policies, procedures to empower/support Indigenous Knowledge in the institution and classroom (medium term) Embed Indigenous knowledge across academic Schools and services at Canadore (long term)</p>

Strategic Plan 2016 - 2017



<p>PRIORITY</p>	<p>Establish Indigenous-centered holistic services and learning environments for learner success</p>	<p>Build relationships and be accountable to Indigenous communities in support of self-determination on through education, training and established research.</p>	<p>Increasing the number of Indigenous employees with ongoing appointments</p>
<p>Quick Wins (1-2 years)</p>	<p>Develop and implement an Indigenous Demographics and Satisfaction Survey</p>	<p>Bring the Creation Story to our learning Recognizing and celebrating our accomplishments with our Partners</p>	
<p>Medium Term (3-4 years)</p>	<p>Increasing visibility of First Peoples' Centre in Other Spaces Establish and enhance communication with Alumni</p>	<p>Establish a Regional Indigenous Council Enhance Board of Governors representation</p>	<p>Create an Indigenous Studies Fellowship</p>
<p>Long Term (4-5 years)</p>	<p>Recruit and retain Métis students</p>	<p>Explore the development of new specialized programs that is responsive to community needs to build community capacity</p>	<p>Developing Self-Identification Policy for Faculty and Staff Create an Indigenous Studies Fellowship</p>
<p>Continuing</p>	<p>Increase bursaries, scholarships and support for Indigenous learners (medium term) Expand FPC space to include space for indigenous faculty, knowledge keepers and learning resources (long term)</p>	<p>Expand partnerships for alternative/flexible delivery (medium term) Develop community based Indigenous based administrative programs (long term)</p>	<p>Create mentorship opportunities for staff and professional development opportunities (quick win) Create unconventional college-to-employment transition model (medium term) Recruit and hire more Indigenous teaching faculty (long term)</p>