

Vision: Inspiring students to find their gifts to further succeed in the world.
Mission: KTEI is dedicated to life-long learning by providing an Anishinabewin community based-approach to education, training and business support services and opportunities.
Values: The pursuit of knowledge must be supported by institutional policies that demonstrate the values of commitment, creativity, efficiency, education, honour, respect, and teamwork.

GOAL 1 Quality Assurance

KTEI will develop, adopt and implement standards and processes to ensure standards and processes are culturally relevant, sustainable, fair and equitable.

Rating Scale:

1. Limited: Beginning stages of Planning, Research and Development
2. Some: Work in progress
3. Considerable: Implementation and delivery
4. Thorough: High Degree of Completion

OBJECTIVE	ACTIVITIES/TASKS	OUTPUT	TIME FRAME	RATING	OUTPUTS ACHIEVED & UPDATES
1.1 Anishinaabe Odziwin To create and promote an environment that reflects our language, traditions, and culture in all that we do for staff, students and the communities at large.	a)Coordinate Anishinabe Odziwin with Elders/Knowledge Keepers.	Hours Monthly listing - Tracking	Weekly – AO Fridays		-Review 4 Quarterly Logs Shared at Staff Meeting -Due July, Oct. Jan. April
1.2 Internal Processes and Systems: Policies & Procedures To enhance and maintain professional and accountable systems and policies that will lead to effective operations and quality programs and services: governance, human resources, community engagement, school services, planning, financial management, external relations and IT.	a) Conduct regular Governance meetings b) Strengthen structural systems in Policies; Human Resources; school supports; etc. c) Develop & Implement IT Management Plan d) 4 Committees of the Board: QA;AO;HR;HS; (FNSSP)	a) 4 governance meetings b) Policies Developed; Human Resource Officer; education officer; community liaison c) IM & IT strategic plan completed and implemented d) 3 Committee mtgs	a) Qrtly. b) Ongoing c) 2016 Plan d) 3 committee meetings/yr		-4 Board Meetings -Policies on Portal access for member communities -Educ. Services provided to member schools and FNs including strat. And school plans devel. -IT plan updates and IT HR -Completed Committee workplans annually
1.3 Public Awareness, Linkages and Communications To create an annualized organizational work plan for each staff member to ensure FN linkages with schools and communities using multiple mediums for strengthening community linkages in education and training externally.	a) Staff linkages (Physically) to communities and participating schools	1) Staff in communities 2x working with Dept. Supervisor	Ongoing		-% of staff & departments who completed 2 visits in outreach/relations/support/updates
1.4 Satisfaction and Continuous Improvement To obtain staff, student and partners feedback using multiple avenues to gauge satisfaction and continuously improve.	a) Conduct standard staff satisfaction for programs regularly – MMAK; KTSS, PSE	a) Annual student satisfaction surveys for MMAK; KTSS, PSE and W.Devel.	Annually		-Satisfaction surveys from MMAK, KTSS, PSE and Workplace Development
1.5 Information Technology: IT Management and IT Systems To ensure robust systems are incorporated for current and future needs based on risk management and performance planning, as well as data management systems are implemented, monitored and reviewed regularly.	a) Implement Information student management Systems for all Students b) Risk Management Plan IT c) Integrate LM Platform	1) SMS implemented 2) New IS systems championed, Payroll, etc. c) Selected & Implemented LMS	1) 2016 2) 2016 3) 2017		-IT Risk Management Plan in place -Data mngt systems for HR/Timesheets/Portal -LMS for all programs implemented and supported

Performance Measure: □ KTEI will be a certified and accredited institute by the year 2021. □ By 2017, the newly formed Human Resources & Systems development department will recruit and secure Anishinabek staff and instructors/faculty at a 50% rate, staff satisfaction and short term contracts verses full-time employee status. □ Each year, KTEI employees will increase their fluency in the Ojibwe language as demonstrated by the AO testing tool developed by KTEI and regular learning opportunities for the AO passport to learning; □ KTEI will build internal staff capacity by providing professional development learning opportunities supporting holistic growth and development tracked by an annual growth plan for each staff member.

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GOAL 2 Anishinabek Centre of Learning Excellence

KTEI is a leading Anishinabek Centre of Learning Excellence by providing educational & training opportunities that builds local human resource capital and cultural pride with participating life-long learners, partners and communities.

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OBJECTIVE	ACTIVITIES/TASKS	OUTPUT	TIMEFRAME	RATING	OUTPUTS ACHIEVED & UPDATES
<p>2.1 Educational Programs and Training – Life-Long learning To provide responsive culture based education and training including transition programs to meet the current and future needs of our communities reaching a total of 100 students per year in 2016-17; achieving an overall target graduation rate of 60% of eligible graduates over 5 years for credentials.</p>	a)CBE in K-12; PSE and Transitions; b)Transition programs – 1/yr c)Mnidoo Mnising Innovation & Tech. Centre – Focus on 4 Trades; Language training; culinary training kitchen d)Coordinated and effective student services	1.CBE Tracking Sheets in K-12, PSE 2)1 transition program 3)MMIT Centre 4)Student Services Quarterly Report	a)Annually b)1 Transitions/yr c)2019 d)Quarterly		1)CBE Tracking Sheets to KTEI Anishinabek Standards – 100 students 2)Transition/skills program report 3)Open MMIT Centre 4)Annual Student Services Report
<p>2.2 Life-Long Open Access Learning To provide proactive, meaningful or facilitated workshops, seminars, general interest, professional development and employee development sessions by internal and contracted staff determined by need/request/expertise.</p>	a)Ensure responsiveness to community workplace development needs that supports workplace learning and development	1)# of Workplace Development and learning growth by participants			Annual report of Workplace and GI sessions with learner self-ratings in knowledge growth;
<p>2.3 21st Century Learning - Learner Technology To deliver creative and innovative modes of learning responding to the new era of technological learning in the classroom/anywhere model.</p>	a)Research, plan and implement technological learning environments that are updated to respond to 21 st learning modalities	1)IT learning models researched; in-service and training; IT learning models effectively delivered	2016/2017 2018/19		-Learner models researched 2016-2017 -Pilot innovation classrooms launched 2018, 2019 (e.g. full google suite)
<p>2.4 Integrated Student Services To optimize student support services ensuring creativity, responsiveness, empowerment and distinction to ensure positive learner development, wellness and identity learning using a solidified team based model.</p>	a) Coordinated and integrated student support services	1)Student Support services that is responsive and impactful	Ongoing		Quarterly roll up summaries by Student services

Performance Measure: □ KTEI will positively impact: attendance rates; graduation rates; retention rates, indigenous learning; indigenous pedagogy, experiential learning outcomes and student/participant feedback in all learning opportunities through a quarterly dashboard monitoring procedure. □ KTEI will have quality, core and creative student support services including Anishinabek knowledge keepers that meet the needs of our learners. □ KTEI will offer a balance of both self-accredited and partnership workshops, seminars, training and programs that ensures Anishinabek indigeneity including resources and curricula while continuing to offer opportunities for cultural learning in all its programs and services with response to community and labour market needs adhering to Anishinabek cultural standards (2014).

