



Vision Mino-sami-kinoomaagasiwin! Kina gwaya wiikamigaaso maanpii Anishinaabe kinoomaagasiwin temgak.

Inspired learning! An Anishinabek place of learning is a place for all.

Mission

Wii-aasigaabiwiitaagasiwat nwiiji-bemaadizijig wii-kinoomaagasiwad, wii-mino-kendamooowad kinoomaagewinan miinwa Anishinaabemowin mii-dash ji-de mino-aankendamaagewad wii-mshkwo-gaabiwiitowad noonj gwaji-memi daaying, wii-mino-maajiishkaayin.

To build capacity of individuals through learning opportunities, teachings and language acquisition so that they will positively impact the growth and development of our communities.

1. Engagement and Supports for Learner Success	
1.1 Kenjgewin Teg's place of learning will support learners' personal growth and individual academic success using the teachings of Anishinaabe Aadziwin.	
✓	1.1.1 Create an organizational model of wellness for Kenjgewin Teg
✓	1.1.2 Create and maintain a balance between academics and social, identifying strategies that support Instructors/Learning Coaches/Faculty in creating a welcoming environment
✓	1.1.3 Life skill Development - Plan and offer a series of life skill programs for learners that support their success and their aspirations/goals
✓	1.1.4 Implement a strategy to ensure learner/peer supports are available and provided by learners; ensure learner voice and involvement is present in the provision of services and supports for learners
✓	1.1.5 Work in collaboration with corporate services team to identify and share services to both learners and organizational teams that support overall wellness in the learning and work environment
1.2 Kenjgewin Teg will provide relevant Pathways and Post-secondary learner supports and services based on learner needs, contributing to overall enrolment growth.	
✓	1.2.1 Implement a formal learner case management system to document/record wholistic approach to services, with linkages to the organizational wellness model developed
✓	1.2.2 Develop a process of outreach and external support for learners during and after their learning journey with Kenjgewin Teg
✓	1.2.3 Work with learners to plan prior to graduation and create a plan to support their goals
✓	1.2.4 Determine feasibility of providing childcare services for learners
1.3 Kenjgewin Teg Alumni will continue to be connected and informed of initiatives that will further contribute to their well-being and assist the organization in improving programs and services that best suit the needs of community members.	
✓	1.3.1 Develop a process and utilize a platform that ensures alumni continue to be connected to Kenjgewin Teg; receive feedback from alumni experiences that will assist in making changes or improving processes and services for learners

2. Partnership Enhancement and Anishinabek Program Growth	
2.1 Kenjgewin Teg will continue cultivating a sense of community through program delivery that includes external partnerships, community, and learner voice.	
✓	2.1.1 Develop a plan/strategy to identify and decide core program listings (including micro-credentials) annually and future program offerings in different disciplines
✓	2.1.2 Develop a plan that supports current partnerships to be maintained and supports the development and exploration of new partnerships
✓	2.1.3 Enhance community outreach to seek community needs that will support relationship building with communities and promote Kenjgewin Teg
✓	2.1.4 Work in collaboration with corporate services team to include a strategy that focuses on recruiting employees and faculty for the PSE and Pathways teams, supporting cross-sector programs and service delivery
2.2 Kenjgewin Teg will support internal linkages and programming that encourages personalized learning plans and individual measures of success.	
✓	2.2.1 Enhance processes and program planning to ensure a smooth transition for learners from Pathways to Post-secondary education; this includes other programs in addition to the secondary school programming
✓	2.2.2 Plan program offerings supporting upgrading opportunities for learners (i.e., senior secondary school courses, etc.); offer a suite of courses to support learners for seamless transition to PSE
✓	2.2.3 Curriculum resourcing - revise curriculum to support learners; seek experienced educators (different backgrounds) and maximize/utilize current human resources for efficiency as appropriate
✓	2.2.4 Increase Ontario College of Teacher certified human resources (at least by a minimum of one in Pathways) to enhance seamless learner connections from pathways to PSE
2.3 Kenjgewin Teg will include Anishinaabe Aadziwin framework components in developing program pathways, enhanced by planning and implementation of research opportunities.	
✓	2.3.1 Create a five-year new program development map for Kenjgewin Teg-owned programs to be accredited with a focus on Anishinabemowin (Ojibwe language) and culture
✓	2.3.2 Develop and offer a micro-credentials stream (i.e., may include already developed and/or new program development) that rapidly meets community needs without large investment; develop shorter-term program offerings
✓	2.3.3 Determine annual research opportunities; determine a process to decide what research initiatives to seek and participate in which contributes to the overall vision of Kenjgewin Teg
✓	2.3.4 Anishinabemowin (Ojibwe language) incorporated into programs (part of language strategy); determine mandatory requirement to support a growth in language proficiency; determine a process that identifies which programs will have Anishinabemowin (Ojibwe language) component or percentage requirements incorporated into course delivery

3. Awareness and Marketing: Anishinabek Education	
3.1 Kenjgewin Teg will create a comprehensive and continuously enhanced branding and awareness strategy to become a highly respected and recognized place of learning contributing to Indigenous (Anishinabek) higher education excellence.	
✓	3.1.1 Create a marketing strategy
✓	3.1.2 Create an annual budget for implementing marketing strategy; establish a minimum core budget (revenue and expenses); provide learner gifts/honorariums for contribution/participation
✓	3.1.3 Identify social media and website benchmarks to measure our engagement and awareness success (i.e., metrics of followers/how many followers on various social media platforms, etc.)
✓	3.1.4 Research tools and platforms and related costs required (includes equipment/software, annual costs etc.)
✓	3.1.5 Seek information/feedback on public knowledge and awareness of Kenjgewin Teg – use of informal information gathering methods, informal engagement of individuals or groups
✓	3.1.6 Create a database or tracking system for alumni
✓	3.1.7 Celebration - sharing and recognizing organizational accreditation
3.2 Kenjgewin Teg will create strong public recognition and reputation excellence within its branding and awareness strategy of its' selected niche and core programs.	
✓	3.2.1 Ensure all communications and marketing initiatives meet branding and awareness guidelines and align with marketing strategy
✓	3.2.2 Create and Develop themed branding for niche/core programs to reinforce recognition and awareness for areas of programming (i.e., Trades & Skills, Health & Wellness, Pathways, etc.)
✓	3.2.3 Participate in standard in-person or virtual event(s) to promote awareness and recognition of programs and services (i.e., annual education fair) a minimum of 2x per year due to staggering program start dates
✓	3.2.4 Determine core digital/print/media advertising initiatives to implement annually
3.3 Kenjgewin Teg will create awareness and public messaging on the organization's Anishinabek education worldview together with welcomed diversity in the recruitment and retention of employees (which includes educators).	
✓	3.3.1 Define/Develop Kenjgewin Teg's Anishinabek education worldview
✓	3.3.2 Develop standard key messaging to promote branding and recognition of the Anishinabek education worldviews for organizational teams, educators/instructors, and Board of Directors
✓	3.3.3 Incorporate standard and key messaging of Anishinabek education worldview into human resource recruitment and retention processes
3.4 Kenjgewin Teg will develop specific ongoing marketing and public awareness strategies promoting sector recognition; this includes awareness of quality assurance requirements for Kenjgewin Teg's credential granting requirements in Ontario's higher education system environment.	
✓	3.4.1 Develop key messaging regarding Kenjgewin Teg's path to accreditation, bringing awareness to public and membership
✓	3.4.2 Develop, coordinate and implement a public event to celebrate and recognize accreditation status for Kenjgewin Teg
✓	3.4.3 Develop and define quality assurance processes and messaging for the development and delivery of accredited niche/core programs

4. Foundations for Growth	
4.1 Kenjgewin Teg will effectively conduct organizational planning that ensures management of growth in the work and learning environment by developing and implementing relevant organizational standards, policies & processes for its place of learning.	
✓	4.1.1 Develop a five-year human resource strategy and structure that aligns with the organization's growth prior to and after organization and program accreditation
✓	4.1.2 Identify any new policies required or policies that need to be revised to reflect the current environment on an annual basis
✓	4.1.3 Develop an organizational costing model that will support good financial decision-making by Senior Management
4.2 Kenjgewin Teg will have a balanced, supportive governing body that leads the strategic direction for the organization.	
✓	4.2.1 Implement a relevant governance model supporting the organization as an Anishinabek place of learning for the Anishinabek people and within Ontario's post-secondary education sector

Strategic Measures of Success

Student Growth – Kenjgewin Teg will support learner growth annually by working to implement services and plan to offer programs that engage the learner to meet their individual goals. Data will be collected and reported on key focus areas with specific target rates that will identify changes in program and support service delivery.

- Program specific retention rates – 70% retention rate for all Lifelong Learning programs offered by KT
- Graduation rates – 70% graduation rate annually
- Goal Progression Rate - 60% of pathways learners will take measurable steps towards their individual goals
- Credit accumulation – overall credit accumulation will be reported annually
- Learner enrolment – a minimum of 100 learners enrolled in all Lifelong Learning programs annually

Anishinaabe Aadziwin – Kenjgewin Teg's philosophy of Anishinaabek education will be supported by teams to continuously create an environment and offer opportunities for growth that is reflect of Anishinaabek ways of knowing and being.

- Recognition for Learners – by the end of 2026, 50% of learners will graduate with Anishinaabe Aadziwin Distinction
- Recognition for Human Resources – by the end of 2026, Kenjgewin Teg will offer a minimum of 12 hours of Anishinaabe Aadziwin learning annually to support employees to reach the 24-hour requirement annually
- Language Development – Kenjgewin Teg will support learners and employees to further their growth using the Anishinaabemowin Dbishgaademgak which will be reported overall annually.

Program Development – Kenjgewin Teg will work to strengthen community development and capacity for communities in the North by developing, accrediting, and offering programs that ensure Indigenous content, language development, and community participation.

- Kenjgewin Teg will develop a certificate, diploma, and degree under our own accreditation and delivered by 2026 that includes 75% Indigenous content, 25% language learning, and 25% community participation to encourage community mobilization.

Governance – As of one nine Indigenous Institutes in Ontario recognized in the Indigenous Institutes Act, 2017, Kenjgewin Teg's Board of Directors will be representative of the diverse backgrounds and knowledge that is needed to support the continued emergence of Kenjgewin Teg as the third pillar in the post-secondary education and training sector.

- By 2026, Kenjgewin Teg will have a Board of Directors that will provide strategic direction with representation in the fields of law, finance, business, education, community development, trades, and health. Our representation will be rooted in Indigenous ways of knowing supporting the advancement of communities in the North. Kenjgewin Teg will have a Kinomaaadziwin Council that will approve accredited programs offered.