



KENJGEWIN TEG



Strategic Plan 2021-2026

Approved by Board of Directors: December 8, 2021

www.kenjgewinteg.ca



Inspired Learning!



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Vision

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

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

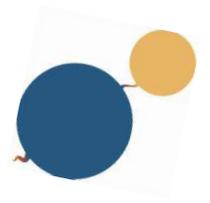
[Anishinabemowin interpretation of English-worded vision statement above: Good/successful determined learning!
All is invited here to the place of Anishinaabe learning].

Mission

Wii-aasigaabiwiitaagasiwat nwiji-bemaadizijig wii-kinoomaagasiwad, wii-mino-kendamooowad kinoomaagewinan miinwa Anishinaabemowin mii-dash ji-de mino-aankendamaagewad wii-mshkwo-gabiwiitowad 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.

[Anishinabemowin interpretation of English-worded vision statement above: To stand in support of humankind through learning, that they will find/receive the teachings in a good way and the Anishinaabe language, then we can all share and pass on what we have received in the learning process, so that we may stand in unity in our communities to move progressively toward good/success].



Values

- **Commitment** to student success
- **Creativity** in the design and delivery of our programs & services
- **Efficiency** by using the best of our resources for the benefit of our membership
- **Education** by providing lifelong learning opportunities to enhance organizational wellness for learner and team success
- **Honour** of our Anishinabek language, culture, history, and heritage
- **Respect** by treating each other equally
- **Teamwork** by working together to ensure success!



Kenjgewin Teg Overview and Strategic Planning Context

In preparing for this strategic cycle, Kenjgewin Teg humbly reflected on its' growth and development over the past two decades; the contributions of education leaders and community voices will continue to be needed, as Kenjgewin Teg strives to reach another important milestone within this new strategic planning cycle 2021-2026: Anishinabek-controlled education and the granting of diplomas, certificates, and degrees by Kenjgewin Teg. As one of nine Indigenous Institutes in Ontario recognized in the Indigenous Institutes Act, 2017, Kenjgewin Teg will use available resources and mechanisms to help action and implement lifelong learning priorities as expressed by community and learner voices captured in this strategic plan.

The 2021-2026 strategic plan has been developed over a 11-month period and has engaged over 70 voices. A strategic planning committee analyzed and discussed themes that were expressed by these many voices, the committee engaged in debate, and as last steps, recommended Kenjgewin Teg's implementation of priorities in the form of a strategic plan for the next five years, 2021-26. Kenjgewin Teg's 2021-26 strategic plan received approval by Board of Directors on December 8, 2021.

Community, partnerships, and strategic sector alliances will continue to be integral and important to Kenjgewin Teg's continued success in 2021-2026. Existing relationships will be enhanced; and new, innovative relationships will be formed to position Kenjgewin Teg as a leader in Indigenous – Anishinabek education programs and services.

In 2022, Kenjgewin Teg will be celebrating 30 years of supporting Mnidoo Mnising (Manitoulin Island) Indigenous communities in education – with many new strategic opportunities arising for its future; each of these opportunities will be thoughtfully considered: *does the opportunity align with our values, our worldview in lifelong learning, and will the opportunity support success for many learners?* Humbly, Kenjgewin Teg's 2021-2026 strategic plan represents another small moment in time to advance the vision originally held by our ancestors; we will do our best to continue holding that vision for Anishinabek education and lifelong learning for future generations of learners.

Our Strategic Goals for 2021-2026

Kenjgewin Teg will contribute to local and regional First Nation community development and wellness through its 2021-2026 strategic plan; to support realization of our vision in the next five years, Kenjgewin Teg will:

- Maintain our identity as an Indigenous Institute with strong programming in Anishinabemowin, Anishinabek culture and worldview in our lifelong teaching and learning programs and services
- Grow our enrolment and programs; and grant new credentials based on community voice priorities
- Support local community development and the growth of their economies by increasing post-secondary graduates in needed disciplines
- Enhance programs for learners, enrolment and retention with strong supports using a continuous improvement approach
- Continue building our human resource capacity including having the right capabilities, processes, and procedures



Strategic Pillars

1. Engagement and Supports for Learner Success

- ☑ By 2026, learners and their successes will help formalize and develop Kenjgewin Teg's organizational wellbeing model, which includes Anishinaabe Aadziwin; alumni voices will further help inform wholistic learner models of success, by engagement and reflection of graduate experiences; learner and alumni voices will continuously inform and influence Kenjgewin Teg's place of learning.

2. Partnership Enhancement and Anishinabek Program Growth

- ☑ By 2026, partnership growth and priorities, including research sector partnerships, will be responsive to community and learner voices; quality programs and new program credentials, which includes Anishinabemowin and Anishinaabe Aadziwin centered programs will contribute to annual Pathways and PSE program and enrolment growth

3. Awareness and Marketing: Anishinabek Education

- ☑ By 2026, Kenjgewin Teg will embrace Indigenous (Anishinabek) education reputation excellence and recognition as a highly respected place of learning; Kenjgewin Teg will be a welcoming and supported place of learning for diversity in teaching and learning in its human resources, learners, and organizational development

4. Foundations for Growth

- ☑ By 2026, solid foundations will begin in governance, standards, polices and processes to ensure and preserve Kenjgewin Teg's identity as an Anishinabek place of learning.

Objectives, specific tasks, timelines, and estimated resources required to achieve these four pillar outcomes are presented in detailed tables, representing strategic and operational implementation of Kenjgewin Teg's strategic plan 2021-2026.



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 Dbishgaadengak 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.

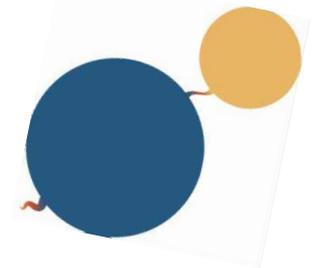
- Kenjgewin Teg will develop a certificate, diploma, and degree under our own accreditation and delivered by 2026 that includes 75% Indigenous content, 25% language learning, and 25% community participation to encourage community mobilization.

Governance – As one of 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 Kinomaadzawin Council that will approve accredited programs offered.

Pillar	Objective	Task	Timeline	Responsibility	Budget
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	2 years 2021-22, 2022-23	Lead – Quality Assurance, Dean of Enrolment & Student Wellness, Dean of PSE, Dean of Pathways	\$25,000/year=\$50,000
		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	5 years: 2021-2026	Lead – Human Resources; Deans	\$5,000/year=\$25,000
		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	5 years: 2021-26	Lead – Dean of Enrolment & Student Wellness; Quality Assurance/Aadziwin	\$12,000 (year 21-22); \$24,000 each year thereafter
		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	5 years: 2021-26	Lead – Dean of Enrolment & Student Wellness, Quality Assurance/Aadziwin	\$5,000 x 5 years; total \$25,000
		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	5 years: 2021-26	Lead – Human Resources; Dean of Enrolment & Student Wellness	\$15,000/year x 5 years; total \$75,000
	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	Research, Implementation – 2021-22, 2021-22 Ongoing annually after 2021-22 2022-23 2023-24 2024-25 2025-26	Lead – Dean of Enrolment & Student Wellness, Quality Assurance/Aadziwin	2021-22: \$1,000 2022-23: \$25,000 2023-24: \$10,000 2024-25: \$10,000 2025-26: \$10,000

Pillar	Objective	Task	Timeline	Responsibility	Budget
		1.2.2 Develop a process of outreach and external support for learners during and after their learning journey with Kenjgewin Teg	5 years: 2021-26	Lead – Dean of Enrolment & Student Wellness	\$10,000 x 5 years; total \$50,000
		1.2.3 Work with learners to plan prior to graduation and create a plan to support their goals	5 years: 2021-26	Lead – Dean of Enrolment & Student Wellness, Deans, PSE Program Coordinators	\$1,000 x 5 years; total \$5,000
		1.2.4 Determine feasibility of providing childcare services for learners	21-22 Research 22-23 Research 23-24 License and Capital Submission 24-25, 25-26 Service Implementation	Lead – Dean of Enrolment & Student Wellness, Quality Assurance/Aadziwin	2021-22: \$5,000 2022-23: \$5,000 2024-25: tbd
	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	2021-22 – Revive Public relations committee, research Orbund 2021-22 – implementation and/or alternative strategy	Public Relations/ Communications Committee, Deans	2021-22: N/A 2021-22: \$5,000



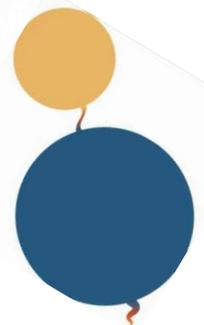
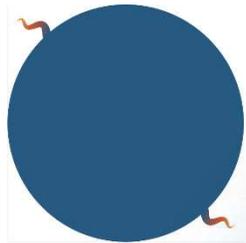
Pillar	Objective	Task	Timeline	Responsibility	Budget
2. Partnership Enhancement and Anishinabek Program Growth	2.1 Kenjgewin Teg will continue cultivating a sense of community through program delivery that includes external partnerships, community, and learner voice.	2.1.1 Develop a plan/strategy to identify and decide core program listings (including micro-credentials) annually and future program offerings in different disciplines	2021-22, & annual review/implementation thereafter	Deans, Quality Assurance, and/or facilitator/consultant (as needed)	2021-22: \$10,000 (facilitator costs for working with team to develop the program strategic plan)
		2.1.2 Develop a plan that supports current partnerships to be maintained and supports the development and exploration of new partnerships	2021-22, & annual review/implementation thereafter	Deans, Quality Assurance, and/or facilitator/consultant (as needed)	Costs may coincide with program planning
		2.1.3 Enhance community outreach to seek community needs that will support relationship building with communities and promote Kenjgewin Teg	2021-22 (2x) 2022-23 (4x – each qtr.) 2023-24 (4x – each qtr.) 2024-25 (4x – each qtr.) 2025-26 (4x – each qtr.)	Lead - Dean of Enrolment & Student Wellness; Deans	\$10,000 annually; total \$50,000
		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	Annually	Director of Human Resources, Deans, Director of Finance	2021-22: N/A; planning and job description development; 2022-23: 2 full-time faculty per discipline(2x4=8)
	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	Ongoing, annually (based on continuous intake)	Dean of Enrolment and Student Wellness; Deans	TBD
		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	2021-22 research and/or purchase 2022-23 development and implementation	Dean of Pathways, Dean of PSE	TBD
		2.2.3 Curriculum resourcing - revise curriculum to support learners; seek experienced educators (different backgrounds) and	2021-22, 2022-23	Dean of Pathways, Dean of PSE	TBD

Pillar	Objective	Task	Timeline	Responsibility	Budget
		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	2021-22	Dean of Pathways, Dean of PSE, Director of Human Resources, Director of Finance	
	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	2021-22, 2022-23	Dean of PSE, Dean of Pathways, Quality Assurance/Aadziwin, Curriculum Developers	2021-23: \$10,000; 2022-26 – min \$125,000 per program developed + \$ (tbd) for quality assurance credential submission
		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	2021-22, 2022-23 research and planning 2023-2026 implementation and offering of micro-credentials (min 5 courses)	Dean of PSE, Dean of Pathways, Quality Assurance/Aadziwin, Curriculum Developers	2021-23: \$15,000 2023-2026: \$500,000
		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	2022-23 Researchers recruited	Director of Human Resources, Quality Assurance/Aadziwin, Researchers	2022-23: \$300,000
		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	2021-22, 2022-23 research and planning 2023-2026 implementation	Quality Assurance/Aadziwin, Dean of PSE	2021-23: TBD

Pillar	Objective	Task	Timeline	Responsibility	Budget
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	Q2, Q3 2021-2022; date for completion December 2023	Lead – Marketing & Communications Specialist, Senior Team	\$50,000
		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	Q4 2021-2022; date for completion March 2023	Lead – Marketing Strategy/Consultant(s), Senior Team	TBD
		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.)	2021-22 as part of strategy development, then annually (July) thereafter	Lead – Marketing Strategy/Consultant, Marketing & Communications Specialist, Senior Team	TBD
		3.1.4 Research tools and platforms and related costs required (includes equipment/software, annual costs etc.)	2021-22 as part of strategy development	Lead – Marketing Strategy/Consultant, Marketing & Communications Specialist	\$10,000
		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	5 years: 2021-26	Marketing & Communications Specialist	\$5,000 annually; total \$25,000
		3.1.6 Create a database or tracking system for alumni.	2021-22 (system creation and/or establishment) 2022-23 (uploading & implementation) 2024-26 maintenance	Lead – Marketing & Communications Specialist, Registrar	\$5,000 annually; total \$25,000
		3.1.7 Celebration - sharing and recognizing organizational accreditation	2021-22	Lead – Quality Assurance, Marketing &	\$10,000

Pillar	Objective	Task	Timeline	Responsibility	Budget
				Communications Specialist, Senior Team	
	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	Ongoing	Lead – Marketing & Communications Specialist	\$5,000 annually; total \$25,000
		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.)	2021-22	Lead – Marketing & Communications Specialist	N/A
		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	Annually (fall/winter) for upcoming programs, and annually (spring) for upcoming programs	Lead – Lifelong Learning teams	\$20,000 annually; total \$100,000
		3.2.4 Determine core digital/print/media advertising initiatives to implement annually	Annually	Lead – Marketing & Communications Specialist, Lifelong Learning, Quality Assurance	\$10,000 annually; total \$50,000
	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	2021-22	Lead – Quality Assurance, Lifelong Learning, Corporate Services	\$5,000
		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	2021-22	Lead – Marketing & Communications Specialist, Lifelong Learning, Quality Assurance	\$5,000
		3.3.3 Incorporate standard and key messaging of Anishinabek education worldview into human resource recruitment and retention processes	2022-23 Then annual refinement and implementation thereafter	Lead – Director of HR, Quality Assurance, Lifelong Learning	\$10,000 annually; total \$50,000

Pillar	Objective	Task	Timeline	Responsibility	Budget
	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	2021-22	Lead – Quality Assurance, Marketing & Communications	\$5,000
		3.4.2 Develop, coordinate, and implement a public event to celebrate and recognize accreditation status for Kenjgewin Teg	2021-22 2022-23	Lead – Quality Assurance, Marketing & Communications	\$10,000
		3.4.3 Develop and define quality assurance processes and messaging for the development and delivery of accredited niche/core programs	2022-23 and annually thereafter	Lead – Quality Assurance, Lifelong Learning, Marketing & Communications	\$10,000



Pillar	Objective	Task	Timeline	Responsibility	Budget
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	2021-22/2022-23 – research and development	Director of HR – Lead, with Deans and Senior Team	\$10,000
		4.1.2 Identify any new policies required or policies that need to be revised to reflect the current environment on an annual basis	2021-22, ongoing annually	Lead – Director of Operations, Quality Assurance/Aadziwin	\$5,000 annually; total \$25,000
		4.1.3 Develop an organizational costing model that will support good financial decision-making by Senior Management	2021-22, review annually	Lead – Director of Finance, Senior Team	\$5,000 annually; total \$25,000
	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	2022-2023	Lead – President, Board of Directors	\$10,000

Performance Measures

Performance Area	Performance Measure(s)	Operational
<p>Engagement and Support for Learners</p>	<p>1. Data management systems will be enhanced or developed to ensure the tracking of data that supports the strategic measures of success and reported quarterly.</p>	<p><input checked="" type="checkbox"/></p>
	<p>2. Learner feedback on the learning environment, programs, and support services will be available annually through a learner satisfaction survey. The information shared will be used to plan for the following academic year to support a “very satisfied” overall rating.</p>	<p><input checked="" type="checkbox"/></p>
	<p>3. Learner voice will be a priority in the development and provision of services and learning environment through participation in learner council activities, planning meetings and the governance table. Reporting on participation will be conducted quarterly.</p>	<p><input checked="" type="checkbox"/></p>
	<p>4. An organizational model of wellness will include a component for the learner population. The model of wellness will include a process for tracking learner growth and reported annually to support the planning and development of programs and services.</p>	<p><input checked="" type="checkbox"/></p>
	<p>5. Planning and learner support will support the transitioning of learners from Pathways to PSE. Feedback in the learner satisfaction survey will identify learner needs and gaps to bridge learner success.</p>	<p><input checked="" type="checkbox"/></p>
<p>Partnership Enhancement and Anishinabek Program Growth</p>	<p>6. A program development map will include a minimum of three of Kenjgewin Teg’s accredited programs by 2026. The programs will include foundational pieces that support Kenjgewin Teg’s our philosophy of Anishinabek education. Program development will also include PSE and Pathway offerings, life skill development opportunities, and micro credentials.</p>	<p><input checked="" type="checkbox"/></p>
	<p>7. Kenjgewin Teg will enhance community partnerships (in Kenjgewin Teg’s geographical area) ensuring community voice by gathering key stakeholders at a minimum of once a year that will be contribute to program development based on community needs.</p>	<p><input checked="" type="checkbox"/></p>
	<p>8. Recruitment and retention for current and future programs will increase annually when community outreach is included in the planning. Community visits (in KENJGEWIN TEG’s geographical area) will be included in recruitment and retention activities.</p>	<p><input checked="" type="checkbox"/></p>
	<p>9. By 2023, Kenjgewin Teg will lead one research project that is relevant to the organization’s philosophy.</p>	<p><input checked="" type="checkbox"/></p>

Performance Area	Performance Measure(s)	Operational
Awareness and Marketing: Anishinabek Education	10. Kenjgewin Teg will have a marketing plan by 2023 that includes a branding and awareness strategy that will promote Kenjgewin Teg as an Indigenous Institute in the PSE sector which individuals across the province will come to know as a place of learning built on Anishinabek education worldviews.	<input checked="" type="checkbox"/>
	11. Kenjgewin Teg alumni will participate in events and/or programs at a 25% participation rate to be targeted based on the information available via an alumni database.	<input checked="" type="checkbox"/>
	12. Marketing will include identifying different target groups bi-annually and data will be available to track participation and awareness via social and media platforms.	<input checked="" type="checkbox"/>
Foundations for Growth	13. Employee feedback on the work environment, job responsibility, and support services will be available bi-annually through an employee satisfaction survey. The information shared will be used to plan for the following fiscal year to support a “satisfied” overall rating.	<input checked="" type="checkbox"/>
	14. Human resource and financial planning annually will support identification and implementation of KENJGEWIN TEG’s Human Resource Structure and will ensure the best use of resources for program and service delivery organization wide.	<input checked="" type="checkbox"/>
	15. By 2026, Kenjgewin Teg will have a new governance model that is implemented and includes Board of Directors with varying backgrounds to lead and guide the future planning	<input checked="" type="checkbox"/>
	16. An organizational model of wellness will include a component for the employees. The model of wellness will include a process for tracking employee growth (professional and personal) and reported annually to support the planning and development of initiatives that focus on the balance of employee wellness.	<input checked="" type="checkbox"/>
	17. Internal processes will continuously be reviewed to identify enhancements or revisions based on organizational needs. These areas will include processes, policies, and procedures that support quality assurance measures internally and externally.	<input checked="" type="checkbox"/>
	18. Monitor and report on the progress and implementation of the organization’s approved Anishinabek standards.	<input checked="" type="checkbox"/>

