



**ANISHINABEK  
EDUCATION SYSTEM**

# *Five Year Strategic Plan*

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*2022-2027*

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# *Vision and Mission of the Anishinabek Education System*

## **Our Vision Statement**

Our vision statement is a concise description of what we are working towards as an education system. It is a long-term, aspirational statement that will guide the work of the Kinoomaadziwin Education Body (KEB) and the Anishinabek Education System (AES) over the next five years.

**All of our students are confident, successful, and strong in their language, culture, and traditional knowledge.**



## **OUR MISSION STATEMENT**

Our mission statement describes what we are doing right now to achieve the vision.

**We support our students in following an Anishinaabe Aadziwin learning path.**

# Core Values and Pillars

## Core Values

The Anishinabek Education System was built on the principles of the Seven Grandfather/Grandmother Teachings. These teachings are the core values that guide the goals and objectives of the strategic plan.

Zaagidwin ~ Love

Debwewin ~ Truth

Mnaadendmowin ~ Respect

Nbwaakaawin ~ Wisdom

Dbaadendiziwin ~ Humility

Gwekwaadiziwin ~ Honesty

Aakedhewin ~ Bravery



## PILLARS

Four pillars make up the foundation of the Anishinabek Education System. These pillars are essential to why the system exists.

**Anishinaabe Aadziwin**

(Anishinaabe Ways of Being)

**Anishinaabe Bimaadziwin**

(Anishinaabe Health and Well-being)

**Anishinaabemowin**

(Anishinaabe Language)

**Ngo Dwe Waangizid Anishinaabe**

(One Anishinaabe Family)

# STRATEGIC GOAL #1

## **Support Anishinaabe Student Success and Bimaadziwin**

### Objectives:

1. Develop shared AES definitions of Student Success and Bimaadziwin.
2. Clearly defined targets and indicators of Student Success and Bimaadziwin.
3. Improved capacity for evaluation of Student Success and Bimaadziwin.
4. Increased community supports for Student Success and Bimaadziwin.

# Strategic Goal #1

## Indicators

### **OBJECTIVE #1:**

Develop shared AES definitions of Student Success and Bimaadziwin.

- Clear and shared AES definitions of student success and bimaadziwin are identified, drafted, and communicated to Participating First Nations (PFNs) and partners.

### **OBJECTIVE #2:**

Clearly defined targets and indicators of Student Success and Bimaadziwin.

- Specific targets for student success and bimaadziwin are identified.
- Specific ways to measure and evaluate progress on targets are defined.
- Annual AES Student Surveys demonstrate progress in student success and bimaadziwin.

### **OBJECTIVE #3:**

Improved capacity for evaluation of Student Success and Bimaadziwin.

- Technology is implemented to support data collection and reporting.
- Adequate resources and training to support technology and data analysis is provided.
- Communities (parents/ caregivers/ students) are supported through education on the importance of evaluation processes; PFNs receive 100% of data sharing consents for on-reserve students and 30% for off-reserve students.

### **OBJECTIVE #4:**

Increased community supports for Student Success and Bimaadziwin.

- Increased number of permanent positions supporting student success and Bimaadziwin.
- AES Student Transitions Protocol is implemented by all District School Boards (DSBs) where AES students attend.
- Regular core funding for community programs to support student success and Bimaadziwin.

# STRATEGIC GOAL #2

## **Incorporate Anishinaabe Aadziwin, Anishinaabe Bimaadziwin, Anishinaabemowin, and Ngo Dwe Waangizid Anishinaabe into the Anishinabek Education System.**

### **Objectives:**

- 1. Incorporate Anishinaabe Aadziwin and Anishinaabe Bimaadziwin into AES learning.**
- 2. Incorporate the use of Anishinaabemowin across the AES.**
- 3. Incorporate Ngo Dwe Waangizid Anishinaabe into AES operations.**

# Strategic Goal #2

## Indicators

### **OBJECTIVE #1:**

Incorporate Anishinaabe Aadziwin and Anishinaabe Bimaadziwin into AES learning.

- List of current curriculum and resources for Anishinaabe Aadziwin and Anishinaabe Bimaadziwin.
- List of curriculum and resource needs for Anishinaabe Aadziwin and Anishinaabe Bimaadziwin.
- Develop Anishinaabe Aadziwin and Anishinaabe Bimaadziwin curriculum and resources for all Anishinaabe learners.
- Increased learning opportunities for Anishinaabe Aadziwin and Anishinaabe Bimaadziwin in provincial schools.

### **OBJECTIVE #2:**

Incorporate the use of Anishinaabemowin across the AES.

- Develop an internal list of current language keepers, speakers, teachers, and language strategies and programs within PFNs.
- A comprehensive language strategy that will guide an evidence-based and coordinated approach to AES work in language over the next 3, 5, or 10 years.
- Increased use of Anishinaabemowin/Lenape across the AES, including use in communications, meetings, and publications.
- Increased number of language and knowledge keepers in PFN communities.

### **OBJECTIVE #3:**

Incorporate Ngo Dwe Waangizid Anishinaabe into AES operations.

- Incorporate Ngo Dwe Waangizid Anishinaabe in daily operations throughout the AES.
- Updated policies and processes to reflect Ngo Dwe Waangizid Anishinaabe.
- Staff performance evaluation tools and Board/Committee evaluations updated to include requirements to support the Ngo Dwe Waangizid Anishinaabe.
- Regular professional development to ensure current and new staff are knowledgeable about Ngo Dwe Waangizid Anishinaabe.



# STRATEGIC GOAL #3

## **Enhance Existing Partnerships and Develop New Partnerships to Support Anishinabek Education System Educational Goals**

### **Objectives:**

1. Improve information sharing and partnerships between the AES, PFNs, and DSBs.
2. Support education services within DSBs based on Anishinabek cultural values and education priorities.
3. Improve information sharing among the KEB and PFNs.
4. Improve education self-government supports for PFNs.

# Strategic Goal #3

## Indicators

### **OBJECTIVE #1:**

Improve information sharing and partnerships between the AES, PFNs, and DSBs.

- Engagement framework and information sharing processes are established and implemented.
- Information and materials developed about the PFNs, AES, and DSBs are shared.
- PFNs and KEB are actively engaged in Indigenous Education Councils or other tables to advocate for AES students in the provincially funded school system.
- AES Trustee positions created for DSBs.

### **OBJECTIVE #2:**

Support the improvement of education services within the DSBs based on Anishinabek cultural values and education priorities.

- Ezhi Kendmaang Anishnaabe Naadziwin cultural training delivered to DSB staff.
- Improve language learning at childcare centres operated by the PFNs.
- Anishinaabemowin and/or Lenape language classes are delivered in PFN schools and childcare centres.
- Anishinaabemowin and/or Lenape language classes are available in lieu of French where DSBs have agreements with PFNs.
- Each DSB offers at least one accredited high school Anishinaabe Aadziwin course.
- Framework to incorporate Anishinaabe Aadziwin from JK to Grade 8.
- More Anishinaabe and Lenape Elders engaged in the Ontario school system.
- DSBs provide students access to space indoors and outdoors to exercise spiritual and ceremonial practices during the school day.

# Strategic Goal #3

## Indicators

### **OBJECTIVE #2:**

Support the improvement of education services within the DSBs based on Anishinabek cultural values and education priorities.

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- DSBs provide and support opportunities for students to express and advance their education priorities, needs, and Anishinaabe identity.
- PFNs participate in the budgeting and reporting of the DSBs Indigenous Education Grant.
- Curriculum strategy to guide KEB involvement and PFN participation in Ontario curriculum review processes.

### **OBJECTIVE #3:**

Improve information sharing among the KEB and PFNs.

- A communication and engagement plan is developed to support the KEB, Regional Education Council (REC), and PFN levels.
  - Continue with newsletter.
  - Updated website developed as a central communication hub for PFNs to easily access information.
  - REC Coordinators provide information monthly.
  - Collaborative PFN meetings on education needs, as required.
  - Annual General Meeting; Niigaan Gdizhaami Forum; PFN Gathering.

### **OBJECTIVE #4:**

Improve education self-government supports for PFNs.

- Each PFN fully implementing their self-government authority.
- PFNs are supported in the development of education strategic plans.
- Education self-government online learning series for PFNs.
- KEB is accredited to offer secondary school credit courses.
- KEB inspects AES secondary private schools to support enhancing programs and services at the PFN level.

# STRATEGIC GOAL #4

## **ENHANCE ORGANIZATIONAL EFFECTIVENESS OF THE KINOOMAADZIWIN EDUCATION BODY**

### Objectives:

1. Improved internal communications and planning to support organizational effectiveness.
2. Succession and talent development plan in place.
3. Defined education service delivery model established to respond to PFN support and information needs.
4. AES organizational structure updated to respond to PFN educational priorities and needs and to maintain effective and successful external relationships.

# Strategic Goal #4

## Indicators

### **OBJECTIVE #1:**

Improved internal communications and planning to support organizational effectiveness.

- Incorporate strategic plan into Board, Board Committee, and staff workplans.
- Commitment to continuous internal reciprocal communications with the Board and staff of the KEB.

### **OBJECTIVE #2:**

Succession and talent development plan in place.

- Succession plan in place that addresses talent development and employee retention program.

### **OBJECTIVE #3:**

Defined education service delivery model established to respond to PFN support and information needs.

- AES education service delivery model is developed and publicly shared with PFNs.
- Increased level of PFN satisfaction with KEB support and information sharing.

### **OBJECTIVE #4:**

AES organizational structure updated to respond to PFN educational priorities and needs and to maintain effective and successful external relationships.

- Addition of New Parties to the Anishinabek Education System.
- Updated AES organizational structure that reflects accountability standards and core values.