



Kaa-anokaatekin

Work that is now carried

A watercolor-style graphic of four stylized human figures holding hands in a circle. The figures are colored in a rainbow gradient: teal, yellow, pink, and orange. The text "Strategic Plan 2020-2025" is overlaid on the figures.

Strategic
Plan
2020-2025

Confederation College is thrilled to embark on a new journey with the unveiling of our 2020-2025 Strategic Plan, Kaa-anokaatekin!

Kaa-anokaatekin (kah-ah-no-kah-tey-kin) is an Anishinaabe word meaning “work that is now carried.”

It was developed through extensive collaboration with our employees, students and community partners. Integrating the voices of our stakeholders was critical in creating a plan that we can all believe in as we continue to change lives through learning.

Our new Strategic Plan will enable us to deliver on our mission, vision and Negahneewin vision. It will be instrumental in ensuring our new values of Courage, Equity and Relationships are demonstrated in the work we do every day. This plan also helps to further distinguish Confederation College as a leader in postsecondary education.

Building on past successes, Kaa-anokaatekin is the catalyst for the work that is now carried. This work is grounded in four strategic pillars: Access and Success, Indigenous Learning, Institutional Excellence and Community Prosperity. Each pillar stands on its own as a significant area of focus, and each works in tandem with the others to form a complete picture of what the future can hold for Confederation College.

We look forward to working with you across these next few years to advance our support of students through our 2020-2025 Strategic Plan, Kaa-anokaatekin!



Kathleen Lynch
President





Land Acknowledgement

As part of the colonial history of Canada, non-Indigenous peoples have derived benefit from what the Royal Commission on Truth and Reconciliation defines as the “cultural genocide” of Indigenous peoples in this country.

At Confederation College, we accept our responsibility in a national reconciliation process and acknowledge that we are accountable for this tragic history. We are working to address injustices against Indigenous peoples and honouring our relationships with communities.

In renewing our relationships and building reconciliation processes, we are respecting the leadership of Indigenous peoples in changing the educational landscape. It is against this backdrop that Confederation College acknowledges that it is on Indigenous land and recognizes the presence of the Métis and Inuit peoples in the area.

Mission

Confederation College inspires students to succeed in their lives and careers.

Vision

Confederation College enriches lives through learning.

Negahneewin Vision

Confederation College commits to realizing the Negahneewin Vision through reconciliation and renewed relationships with Indigenous peoples as partners for change in education. This is achieved by building common ground between Indigenous and non-Indigenous peoples through a mutual understanding of history, a shared vocabulary and rich dialogue. See the full Negahneewin Vision.

Values

Courage: willing to take action or make decisions that may be difficult or challenging.

Equity: facilitating fair and just outcomes for all individuals to achieve their full potential.

Relationships: supporting teamwork and collaboration with the individuals and communities we serve.



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Pillars

**Access
and
Success**

**Indigenous
Learning**

**Institutional
Excellence**

**Community
Prosperity**

Access and Success

Confederation College creates a positive, supportive environment that attracts students and meets their educational objectives.

Goal 1 – Offer multiple pathways for student success through flexible programming.

- 1.1 Expand opportunities for new and unique programming across our campuses, and through partnerships, to meet the needs of students and communities.

Goal 2 - Create a learning environment to support the unique needs of a changing student body.

- 2.1 Create an employment support program for current and graduating students to increase employment opportunities in their field of study.
- 2.2 Create an early alert system and appropriate interventions that support underrepresented students.
- 2.3 Ensure all graduates leave with an appreciation of global citizenship.¹

¹Global citizenship is defined as "... a critical analysis of and an engagement with complex, interdependent global systems and legacies (such as natural, physical, social, cultural, economic, and political) and their implications for people's lives and the earth's sustainability. Through global learning, students should 1) become informed, open-minded, and responsible people who are attentive to diversity across the spectrum of differences, 2) seek to understand how their actions affect both local and global communities, and 3) address the world's most pressing and enduring issues collaboratively and equitably." (Association of American Colleges and Universities, 2015).

Indigenous Learning

Confederation College aspires to be a leader in Indigenous learning in Canada.

Goal 3 - Implement and support the knowledge and cultural traditions of Indigenous peoples as part of our commitment to reconciliation.

- 3.1 Embed Indigenous knowledges, cultures and languages as a foundation of the College's fabric and landscape, through the creation of respectful and affirming spaces for Indigenous students, families and communities on all of our campuses.
- 3.2 Increase the number of Indigenous staff and faculty across the College.
- 3.3 Ensure all students and employees experience and understand the Negahneewin Vision.

Goal 4 - Engage in meaningful relationship building with Indigenous communities and organizations.

- 4.1 Implement the Mino Wijiwidowin (Good Relations)² Model within the College and with identified communities and organizations (also see 1.1).
- 4.2 Build strategies to support the recruitment of Indigenous students following principles of respect, relationships and reciprocity with Indigenous communities, partners and organizations.

²A model for Mino Wijiwidowin – Good Relations – is a transformative model to inform and inspire postsecondary leaders in the work of Truth, Reconciliation and decolonization. This model was developed through a collaboration between the Negahneewin Research Centre at Confederation College and Saskatchewan Polytechnic.

Institutional Excellence

Confederation College is recognized as an excellent and progressive organization.

Goal 5 - Operate and communicate efficiently, effectively and transparently.

- 5.1 Research and implement processes and technological solutions to improve student, employee and external stakeholder experiences.
- 5.2 Develop a COVID-19 recovery plan to support the long-term sustainability of the College (also see 1.1).
- 5.3 Refresh and unify marketing strategies to support recruitment and enrolment.

Goal 6 - Embody and nurture the wisdom, skills and holistic practices needed to foster sustainability* in our community and beyond.

*Sustainability includes interconnected economic, social and environmental dimensions. Our approach to sustainability is guided by Indigenous principles, the United Nations Sustainable Development Goals, and the Sustainability Tracking Assessment & Rating System (STARS) developed by the Association for the Advancement of Sustainability in Higher Education (AASHE).

Community Prosperity

Confederation College enriches the quality of life, prosperity and sustainability of diverse communities.

Goal 7 – Partner with communities to meet the evolving training and development needs of communities (employers, industries).

- 7.1 Engage in community-based partnerships, applied research and training initiatives, promoting relationship building and community development to support the student experience and help communities prosper and diversify (also see 4.1).

Goal 8 - Strengthens relationships with and celebrates Confederation College alumni.

- 8.1 Establish a strategy to engage alumni, grow the College community and celebrate our graduates.





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Strategic Plan

2020-2025

For more information, visit www.confederationcollege.ca/strategicplan