



2023 - 2028

# STRATEGIC PLAN

Vision  
Mission

**yéhełci ~ ǰstcawt**  
our spirit, essence, emotions, intelligence are good

**słəqméyt ~ nak'wúla?mnt**  
sharing our traditional ways

Values

**zəł'zo łwt ~ k'ck'wact**  
Strength

**q'əmq'əmt ~ q'əmq'əmt**  
Balance / beauty

**nkseytkn ~ nəqsilt**  
The all, people you travel with

**sne?m ~ máytwix'w**  
Song / our spirit



## Learner-Centred

NVIT ignites curiosity, highlights opportunities, and supports growth in a welcoming, inclusive, safe space.

### Motivated & Engaged Learners

#### KEY STRATEGY

**An environment where learners are motivated and actively engaged in learning, campus life and governance**

- Promote engagement, personal development and growth
- Provide campus-wide initiatives for former, current and future students
- Celebrate achievements
- Ensure learner-centred environments are culturally safe and relevant

### Commitment to a Learner-Centred Environment

#### KEY STRATEGY

**Create an environment of shared responsibility and accountability**

- Support for students in a collaborative environment
- Implement policies reflecting the collective responsibility of the NVIT community
- Cultivate a respectful environment that is welcoming, supportive and safe
- Nurture a culture of acceptance within an Indigenous environment

### Opportunities for NVIT Learners

#### KEY STRATEGY

**Expand initiatives that promote academic and career pathways**

- Create and implement career pathways
- Collaborate with external agencies to support learner transitions
- Ensure high-quality student services are accessible
- Offer programs/credentials and training that meet the needs of our learners

### Services & Supports Honouring Indigenous Ways of Knowing

#### KEY STRATEGY

**Provide culturally responsive student services and supports**

- Deliver services and program delivery grounded by our Elders
- Honoring culture through language revitalization, ceremony, Elders' teachings, and traditional knowledge
- Practice a holistic environment
- Indigenize the institutional outcomes



## Academic Excellence

We are leaders in academia that value and embrace diversity, grounded in Indigenous pedagogy.

### School of Excellence

#### KEY STRATEGY

**Excellence and relevance in teaching, supports and curriculum**

- Develop and implement the education plan
- Provide culturally relevant programs
- Become a degree-granting institution
- Create opportunities to become an Indigenous research institution

### Academic Integrity

#### KEY STRATEGY

**Deliver transferrable programs that meet or exceed industry standards**

- Conduct program reviews that ensure credentialing and external accreditation
- Uphold and support the work of the Education Council and sub-committees
- Support and develop Program Advisory Committees to ensure industry relevancy
- Representation and participation in external provincial bodies

### Indigenize Education

#### KEY STRATEGY

**Deliver programming that reflects flexible and innovative approaches to teaching and learning**

- Indigenize curriculum and facilitate Indigenous pedagogy
- Create a collaborative space for sharing knowledge
- Hire scholars who embrace Indigenous ways of knowing
- Offer opportunities for employees to increase their knowledge and expertise

### Innovative Programming & Supports

#### KEY STRATEGY

**Provide educators with the tools to effectively facilitate learning**

- Recruit and retain employees with a commitment to Indigenous pedagogy
- Promote and support the use of unique teaching methodologies
- Celebrate and support innovative instructional practices
- Deliver affordable, accessible programming and support services



## Community Relevance

Responding to community needs, NVIT provides access to educational opportunities that champion community advancement.

### Advocate for Indigenous Education

#### KEY STRATEGY

**Provide access and support to meet the needs identified by Indigenous communities**

- Be responsive to the TRC calls to action
- Meet program needs identified by Indigenous communities
- Provide student support in community
- Assist communities in accessing funding opportunities and strengthening capacity

### Indigenous Language Revitalization

#### KEY STRATEGY

**An environment where learners are motivated and actively engaged in learning, campus life and governance**

- Implement our Language Fluency degree framework
- Support Nations in the development of their Language Fluency framework
- Promote the use of Indigenous Languages on campus
- Develop and sustain partnerships with other Post-Secondary Institutions

### Partnerships

#### KEY STRATEGY

**Positive relationships with government, industry, and other stakeholders**

- Maintain relationships with provincial and federal governments and agencies
- Develop and sustain relationships with Indigenous leadership organizations
- Explore business relationships with entities supportive of Indigenous education
- Maintain a strong presence at provincial professional bodies

### Meet the Educational & Training needs of Indigenous Communities & Organizations

#### KEY STRATEGY

**Positive strategic relationships with Indigenous communities and organizations**

- Enhance our relationship with Indigenous and Adult Higher Learning Association
- Develop and maintain relationships with Indigenous organizations
- Explore opportunities with Indigenous people of the world
- Support programs and services being delivered through Indigenous Post-Secondary Institutions



## Organizational Effectiveness

NVIT is an accountable and transparent organization.

### Evidence-Based Planning & Decision-Making

#### KEY STRATEGY

**Create a culture of accountability through planning and informed decision-making**

- Review and update administrative policies, processes and procedures
- Establish clear and concise external communication strategies
- Develop and implement operational plans
- Establish key performance indicators to measure effectiveness

### Transparent Finance Processes

#### KEY STRATEGY

**Ensure that financial processes support the accountability and viability of NVIT**

- Develop annual reporting timelines and mechanisms
- Create a culture of accountability through accurate and responsible budgeting
- Build financial literacy for faculty and staff
- Financial Planning for the growth of NVIT

### Engaged Employees

#### KEY STRATEGY

**Everybody, every day, embraces and models a respectful and positive environment**

- Create and support opportunities for employees to be engaged
- Create a shared responsibility for a positive and informed work environment
- Infuse Indigenous ways of knowing throughout the NVIT community
- Promote respectful and open communication

### Value-Based HR Practices

#### KEY STRATEGY

**Recruit and retain committed employees**

- Create an environment where employees can thrive
- Support and acknowledge employees
- Create opportunities to embrace NVIT's indigeneity
- Develop and implement processes for onboarding and offboarding employees