



2023 - 2028

STRATEGIC PLAN

Vision
Mission

ýehetci ~ ýstcawt
our spirit, essence, emotions, Intelligence are good

słəqméyt ~ nak'wúla?mnt
sharing our traditional ways

Values

zəfwzo ýwt ~ k'ck'act
Strength

Qwamqwəmt ~ q'wamq'wəmt
Balance/Beauty

nkseytkn ~ nəqsilt
The All, People you Travel with

sne?m ~ mhayntwix'w
Song/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 organization

- 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 off-boarding employees