

# STC EDUCATION CORPORATION

STRATEGIC PLAN  
**2020-2025**



*“Our Children, Our Future”*

## INTRODUCTION

Saskatoon Tribal Council Education Corporation (STCEC) is the official name of the Saskatoon Tribal Council Education Unit. Incorporated in 2019, STCEC is recognized by our communities and partners as a way for First Nations to exercise control over education across the Saskatoon Region. Presently 7 First Nations are members of STC Education Corp.

STCEC’s focus is on supporting these communities in enhancing education and student success. This strategy will be foundational to supporting strong First Nation’s Schools and successful students over the next five years.

As Saskatoon’s only First Nations Education Organization, STCEC focusses on facilitating and assisting education systems for both urban and member First Nations communities. In delivering its mandate, STCEC recognizes the differences across communities and their autonomy in the delivery of education.

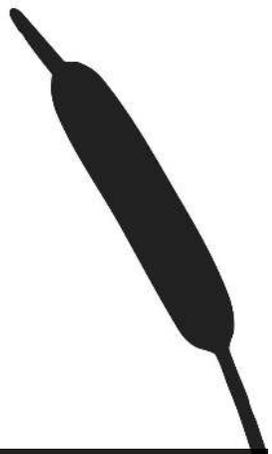
The STCEC Political Accord (2019), recognizes the role of the Tribal Council in supporting local Band schools and their communities in delivering linguistic and culturally rich programs and activities while acknowledging the flexibility required to ensure equitable access to programs and services.

The STCEC is focused on collaborating with communities rather than directing the activities of its members’ local schools enabling the delivery of a full range of education services from Kindergarten to Grade 12.

Over the past 15 years, STCEC has been recognized for establishing successful partnerships, implementing innovative programming, and provided First Nation’s “tailored” services in support of member First Nations schools; it was evolved to meet the needs of First Nations students. While this continuous response to changes in the learning environment is creating opportunities for STCEC in this new exciting phase of Education Transformation, it also creates challenges. To address these challenges, STCEC is working to create a Regional Education Agreement that will support our First Nations education priorities for jurisdiction, funding, and infrastructure. This agreement will help ensure the system is built on First Nations rights from the ground up, that it respects local autonomy and supports operational systems, and is legislated as a full education system that includes supports coordinated needed by communities.

Building on vision of member First Nations leadership, this strategic plan is a roadmap for the next five years. The plan emphasizes wellbeing and wellness; a realigning and improving of second level services; committing to Indigenous education; ensuring decisions are based on best interests of students; and supporting academic success.

Recognizing our reality compels us to action and the stakes are high. However, our success to date strengthens our resolve to continue to make a difference in the lives of First Nations students, families, and communities.



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## LETTER FROM THE BOARD CHAIR

Saskatoon Tribal Council Education Corp (STCEC) is going to improve the well-being of our STC member Nations children and youth – it’s a model developed for our First Nations communities, by our First Nations communities. The strategic education framework developed in consultation with member First Nations is being used to guide our strategic planning activities alongside the priorities of the seven member First Nations which is communicated through Governance House.

Having an independent board oversee the implementation of STCEC in our First Nations schools will ensure our system is responsive and transparent – that we are following a common set of standards, and most importantly, that it operates in the best interests of our children and youth.

Like a regular school board, STCEC will serve as a central coordinating body, provide common services and resources to our members, and act on their behalf in negotiations with funding agencies, including governments. But unlike a school board, the new appointed board will serve the collective members, rather than direct the activities of our schools.

The new strategic plan sets the future of STCEC and will provide us with a unified vision that respects each First Nations’ autonomy and guides our work in support of children, families, and community.



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## LETTER FROM THE STC DIRECTOR OF EDUCATION

As Director of STC Education, it is my privilege to present this strategic plan.

It's been a long road to get here.

In 2012, we were given a mandate by the STC Board of Directors on behalf of our First Nations to create an education system for First Nations children, and that's what we are doing.

Our STC Strategic Education framework is a road map as to how our communities will govern, manage and administer existing and future education programs, services, partnerships and initiatives. It lays out common education standards that have been endorsed by the STC Board of Directors.

In April 2019 our Chiefs signed a Political Accord which solidified our commitment to moving forward. The accord is a collective statement on how member Nations will recognize and implement their education systems while remaining vested in Saskatoon Tribal Council.

Our journey is not over, it's just beginning. With dedication and compassion this organization will continue to serve as we work to build a system that is responsive to the unique needs of our students.

***This strategic plan was crafted based on the voice of our membership. It will improve the well-being of our STC member Nations children and youth – it is a plan developed for our First Nations communities, by our First Nations communities.***

## LETTER FROM THE TRIBAL CHIEF

We're working to fulfill the hopes and dreams of Indigenous people in our communities – that's what this is all about.

The Education Strategic Plan represents how Saskatoon Tribal Council is working to improve the quality of life of First Nations through partnerships with communities.

In March 2012, on behalf of its member Nations, Saskatoon Tribal Council passed a motion to work with our communities to develop a framework by which to organize, manage, govern and operate our First Nations schools.

This “framework” was formally presented in October 2018. It is our collective plan on how member communities will structure and organize education programming and services alongside the Tribal Council. Simply put, the framework outlines what communities require from an education system that is rooted in language, land, culture, and nationhood.



## “Our Children, Our Future”

Community leaders, educators, and representatives across all our seven member Nations were consulted in the drafting of this document. It is our blueprint going forward. It’s our plan when it comes to supporting member First Nation schools and the incredible responsibility they have educating our children and youth. This plan is going to help guide us for the next five years and will ensure our activities are attuned to the needs of First Nations children and youth.

***This Strategic Plan is going to improve the well-being of our STC member Nations children and youth – it’s a plan developed for our communities, by our communities.***

### MISSION, VISION, VALUES

**MISSION:** Saskatoon Tribal Council Education Corporation endeavors to serve member First Nations education systems through innovative, effective, and high quality Indigenous-focused programming and services.

**VISION:** Fostering an innovative, engaging, and responsive Indigenous education corporation which contributes to First Nation’s education success and well-being.

**STC VALUES:** The Tribal Council has four core values that can be summarized as the “FIRE” burning within us. We all share a passion and commitment to client service, and we are committed to working with:



STC EDUCATION CORP ENHANCED PRINCIPLES



Accountability  
nâkatêyimowêwin  
kwayakwâtišiwîn



Transparency  
sâpohwâpahcikâtêwin  
kwayakwâtišiwîn



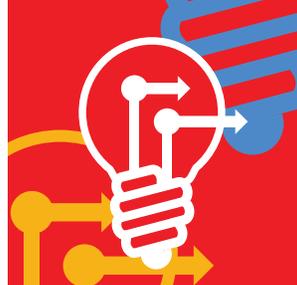
Responsiveness  
naskwâhamowîn  
šēmāk nakwētank  
kēmā tōtank



Stability  
tâpiskôc ê-watapiwihk  
papahkihayāwin



Standardization  
pêyakwan isi-ayāwin  
mîno-tōtamowîn



Innovation  
kwêskitôtāmowîn  
kwayakwâtišiwîn



Equity  
mânacihtowîn  
mîno-wîchitiwîn



Flexibility  
tâpiskôc nîpisiya  
wêwēni mamācînk



Efficiency  
kâskihawisowîn  
wînkêšiwîn

## STRATEGIC GOALS

### GOAL 1: Focus on Wellness and Wellbeing

- All youth, regardless of where they live, will be supported in culture and recreation
- STC will support wrap-around programming and services;
- All stakeholders are trained and empowered to do Trauma Informed Education (TIES) in their positions;
- Kinship ties will be strengthened
- Schools will be prepared for Covid-19

### GOAL 2: Realigning and Improving 2nd Level Services

- All Education stakeholders will be properly trained and prepared for success
- STC will improve how education engages community
- STC will be a leader in good governance, management, and administration
- Early Childhood education will be a central pillar of STCEC
- PSSP – Post secondary supports will be addressed
- Partnerships will be a priority

### GOAL 3: Committing to Indigenous Education

- Schools will receive meaningful language and culture supports
- Treaty Education will be prioritized
- Land Based Education will be prioritized
- First Nations will “occupy the field” regarding Education Jurisdiction

### GOAL 4: All Decisions to be based on best interests of Students

- Student centered IT and Data Management processes will improve student learning
- Facilities and infrastructure will support student needs & school priorities
- Partnerships should increase FN control over Urban Education
- Connectivity to Communities will enable remote/distance learning

### GOAL 5: Supporting Academic Success

- Supports will focus on strengthening numeracy and literacy outcomes
- Schools will have access to Science, technology, engineering, art and math (STEAM) supports
- All teachers are trained and empowered in their professional roles
- Barriers to post-secondary/vocational education will be challenged



*“Our Children, Our Future”*

## **FUTURE STATE (STCEC IN 2025)**

In cooperation and with the guidance of our Elders, the leadership of our seven Chiefs, and the shared wisdom and experience from all our community members, our Mission is to promote the healthy development and wellness of children, families, and communities. This will be accomplished by supporting and respecting families as the center of safety, security and balance through offering housing services, prevention services, family support, child protection, addiction supports, health services, and supports for reunification.

Our vision is to achieve healthy, happy, supportive, and balanced individuals. Recognizing the importance of kinship and family, we want a healthy and prosperous community for our families and children to thrive in. Culture is the foundation for all our work. This includes ensuring the implementation of culturally specific and holistic interventions in order to respect our identity, relationships, language, traditions, ceremony, and connection to the land. Indigenous culture emphasizes the importance of addressing “whole health”, which encompasses the balance of physical, mental, emotional, and spiritual dimensions of self, family, community and creation.

### **BY 2025 WE WANT TO:**

- Be a leader in education data management and be capable of producing and reporting on meaningful outcomes meant to improve all aspects of the education system.
- Provide more Science, Technology, Engineering, Art & Math (STEAM) and language programs, books, and curriculum; increase resource sharing among communities; strengthen language outcomes and celebrate these accomplishments across all communities.
- Provide more specialized teacher training, capacity building and professional development to enhance educational outcomes.
- Provide specialized training for all administration, management, and governance positions to support effective operations.
- Ensure risks are managed in a process that is fair, accountable, and realistic.
- Develop a plan to capture the wisdom of Elders and knowledge keepers in order to preserve this knowledge for future generations and for curricular enrichment.
- Ensure student data is more broadly and effectively used as a tool to guide instruction and measure results.
- Provide more land-based education and experiential learning and stronger cultural connections within the curriculum to enhance student outcomes.
- Establish well-rounded and successful supports - intellectually, spiritually, physically, and emotionally.
- Leverage technology and embrace the importance of digital learning; STC will advocate for effective utilization of computer technology to impact teaching and learning.



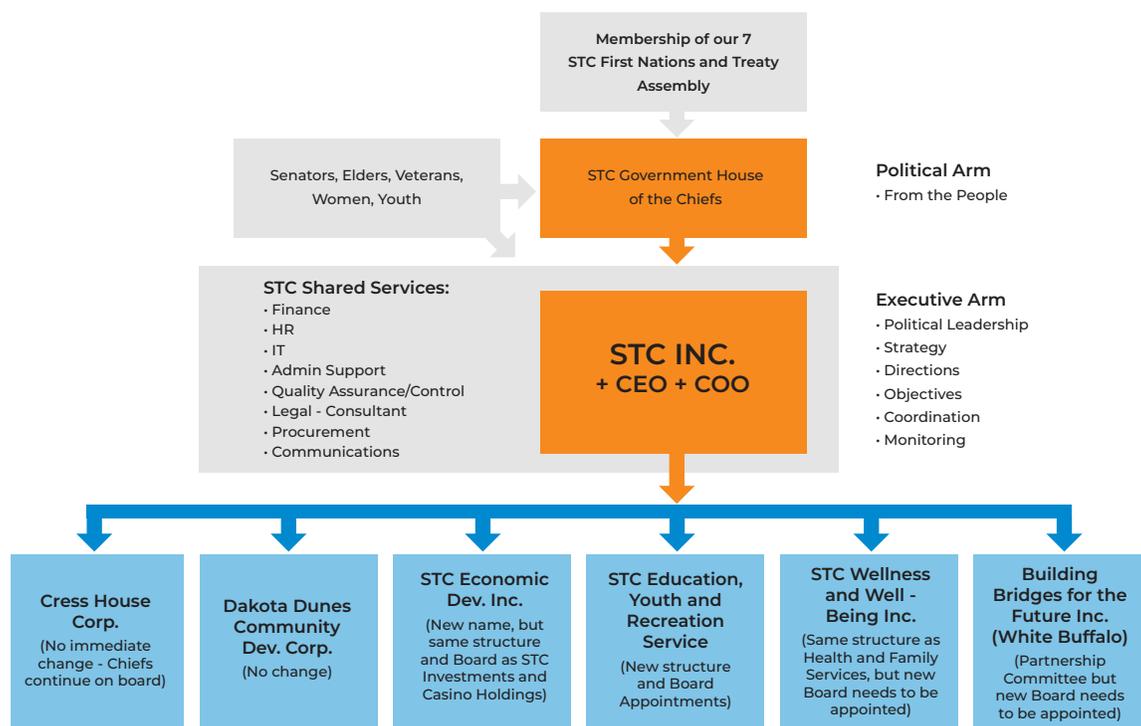
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## ORGANIZATIONAL PROFILE & OPERATIONAL HIGHLIGHTS

Saskatoon Tribal Council (STC) strives to improve quality of life for all Indigenous people through mutually beneficial partnerships with community organizations and industry. Opportunities for improved living are accessed through programs and services in health, safety, economic development, education, and financial investments in the broader community.

There are many reasons why STC is widely recognized as the lead agency for providing Indigenous services and social development in Saskatoon.

- By acting as a representative body for all First Nations that are aligned under our Tribal Council, STC deliver secondary supports, programs and services to 14,000 Band Members from among the seven sovereign First Nations who have members living on reserve in their communities - and in Saskatoon.
- Under agreement through the FSIN and with other First Nations, STC is recognized as the primary provider of Indigenous services in the Saskatoon Region on behalf of the total 74 Bands across the Province. This represents the youngest and fastest growing population in our area, with over 22,000 Indigenous people now living in Saskatoon.
- Due to several other funding and protocol requirements, STC is generally seen as “status blind”, and offers most of its programs to other non-Indigenous urban citizens similarly coping with challenges of transition, poverty, addictions, unemployment and very difficult social conditions, particularly in the core area of the City.



# STC ACHIEVEMENTS IN EDUCATION

## OUR PATH TO SUCCESS



**2013**

STC Education initiates community wide consultations across member First Nations.



**2015 - 2016**

Community consultations and research are ongoing. Central Working Group initiates Finalized Standards Workbook.



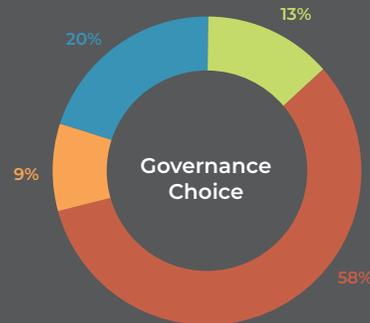
**2018**

Strategic Education Framework is developed and STC Education Political Accord is signed.



**2020**

Pandemic response and reopening plan are developed. Regional Education Agreement is near completion. Edsby Learning Management System is initiated.



● Independent ● STC ● Provincial ● Non-STC

**2014**

Consultations reveal significant support for STC aggregation based on respect for local control and treaty rights.



**2017**

The provincial average rises from 38% to 40.63% from 2007 to 2009. Band high school graduation rates for 2007 to 2009 are 44.34%, 48.46% and 43.56%.

\* STC Developed ST Math Approach yielded success when implemented appropriately.



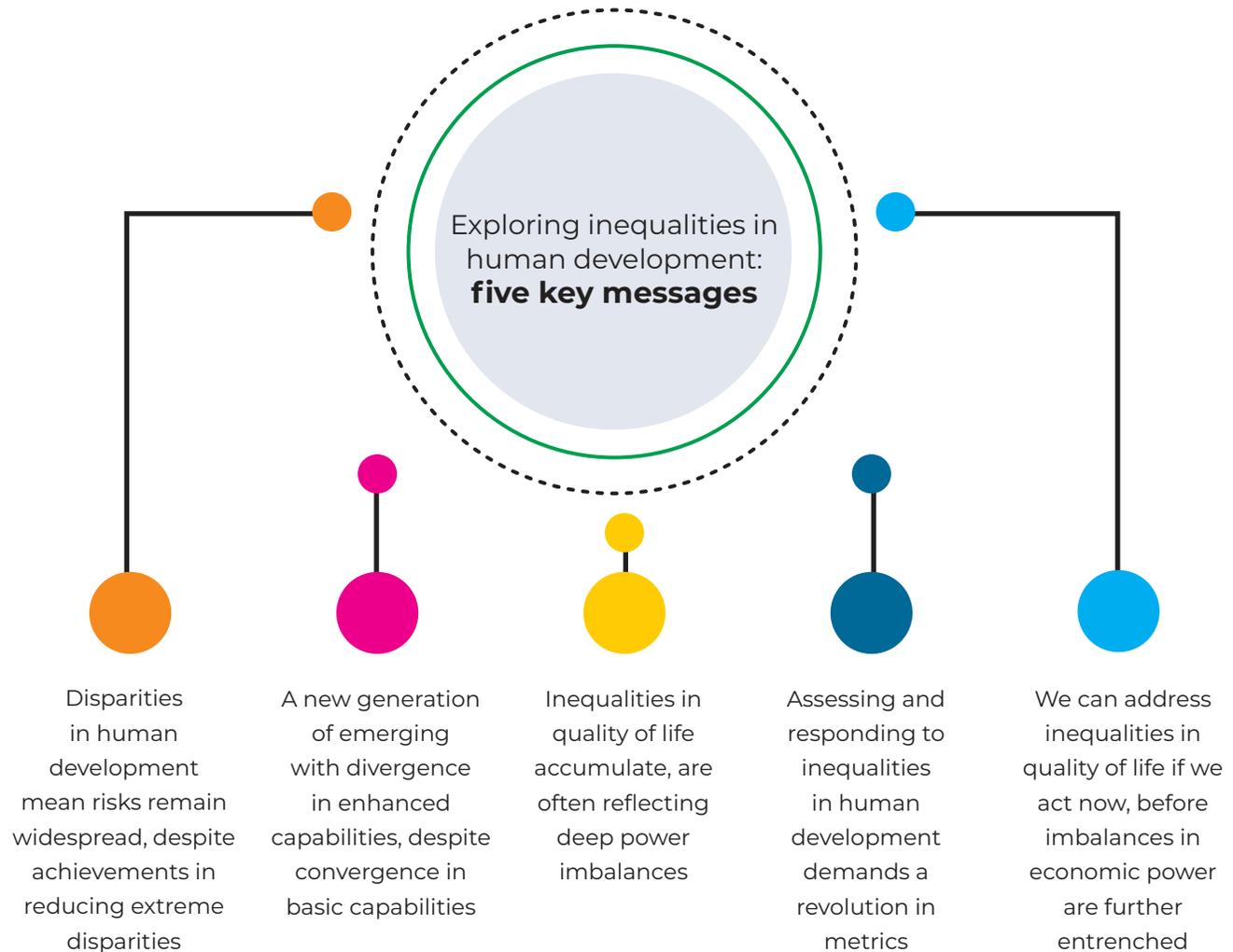
**2019**

STC Education Corp. is incorporated. Healing Centered Engagement Work Begins and comprehensive Strategic Planning is initiated.

## OUR STRATEGY AND APPROACH: STC 2020-2025

This figure illustrates an idea that has been reinforced over several years regarding trauma informed education and the need for schools to respond to the very real harm facing youth, families, and First Nations in general. Research over the past 20 years has continually affirmed the critical role education organizations have in providing supports that address the actual barriers to effective teaching and learning. These barriers are reflected across several domains associated with poverty, food security, systemic racism, mental health, and lack of critical resources to address these problems in a coordinated, evidence based approach.

This observation underscores the importance of First Nations leadership in creating pride and accomplishment in our language, culture and ways of living. It has been a confidence builder for our youth and reflects the importance of Indigenous ownership and control over its institutions and processes.



The work we are undertaking at STC, especially within education, reflects the voice of numerous stakeholders across our nations. They want a system that addresses the unique, yet seemingly shared reality that First Nations across Saskatchewan face.

### DEVELOPED BY:

- Education Board of Directors
- Governance House
- Principals
- Community Education Representatives



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