

**Goal:** Sagamok Anishnawbek (SA) will strengthen community members' participation, engagement and restorative practices in Language & Culture by providing opportunities in language development, learning activities, resource development and teachings.

<b>1. Language and Culture</b>	
<b>Task ID</b>	<b>Rekindling Anishnaabe Inendamowin (thought) through a dedicated space for learning and teaching opportunities.</b>
<b>1.1</b>	Designate the Gathering Place as a temporary site of the Zagamok Wasseyakaan Teg (Language & Cultural Centre) learning centre.
<b>1.2</b>	Revise existing booklets and develop new booklets & resources for families and children based on annual community activities and/or events.
<b>1.3</b>	Incorporate traditional and contemporary music and drama activities through storytelling opportunities with the Elders.
<b>1.4</b>	Implement and support language programming for basic, intermediate and advanced language learning through conversation and/or written form.
<b>1.5</b>	Develop and implement Anishnaabemowin Language (oral) Learning Nests upon requests and through support of the Elder's Council.
<b>1.6</b>	Continue to create a centralized database of Anishnaabemowin resources used within the community for community access.
<b>1.7</b>	Create access to technology for audio/video production and online training of Anishnaabemowin language and resources.
<b>1.8</b>	Continue to participate in teachings and ceremonies for personal well-being of staff.
<b>1.9</b>	Continue to enhance and support professional development opportunities in Anishnaabemowin language learning of Education Unit.
<b>1.10</b>	Develop a resource directory of Language speakers within community a. Certified; b. Fluent Speakers
<b>Goal Manager(s)</b>	
Director of Education; Principal of Biidaaban Kinoomaagegamik; Shki Waase Aaban Binoojiinh Gamik Supervisor; Waawaasnoode Coordinator, ASETS Coordinator	
<b>Execution of Work</b>	
1.1 – Education committee, Chief & Council 1.2 – Anishnaabemowin Resource Support Worker 1.3 – Elders & Teachers 1.4 – Anishnaabemowin Resource Support Worker 1.5 – Anishnaabemowin Resource Support Worker 1.6 – Anishnaabemowin Resource Support Worker; Librarian 1.7 – Anishnaabemowin Resource Support Worker 1.8 – All staff 1.9 – All Staff 1.10 – Anishnaabemowin Resource Support Worker	
<b>Resources Required</b>	
<b>Financial</b> 1.1 – Rental, signage cost 1.2 – Materials and supplies 1.3 – Transportation 1.4 – Materials & Supplies 1.5 – Materials & Supplies, Nutritious Snacks & refreshments 1.6 – Software 1.7 – Computers/Laptops 1.8 – Materials & Supplies 1.9 – Materials & Supplies, Registration Fee(s), Travel & Accommodations	<b>Human Resources</b> 1.1 – Anishnaabemowin Resource Support Worker, resource people 1.2 – Elders 1.3 – Elder's, musicians 1.5 – Elder's Council 1.6 – I.T 1.7 – I.T, Elder's Council 1.8 – Resource People 1.9 – Resource People 1.10 – Participants
<b>Assets</b> 1.1 – Zagamok Wasseyakaan Teg	<b>Other</b>

1.5 – Zagamok Wasseyaankaan Teg 1.6 – Computer/Laptop, Books 1.7 – Computer/Laptop, Zagamok Wasseyaankaan Teg 1.8 – Sagamok Pow Wow Grounds – Arbor & Scared Fire	
<b>Measures for Success</b>	
1.1 – Participation; participation through sign in sheets 1.2 – Number of booklets utilized and distributed 1.3 – Number of participants 1.4 – Number of participants advancing levels 1.5 – Increasing number of participants; number of sessions 1.6 – Completion of functioning database 1.7 – Completion of functioning online training 1.8 – Number of participants; number of ceremonies 1.9 – Number of professional development opportunities 1.10 – Completion of a Directory of Language Speakers	
<b>Key Risks</b>	<b>Mitigation Strategies</b>
1.1 – Lack of funding	Proposal submission
1.2 – Equipment	Purchase coloured photocopier
1.3 – Hesitation by Elder’s	Costumes
1.4 – Lack of participants	Flexible schedule of support worker
1.5 – Lack of participants	Recruitment (“Bring A Friend”)
1.6 – Connectivity, I.T. support	Additional funding
1.7 – Connectivity, I.T, support	Additional funding
1.8 – Availability of resource people	Continued as planned without resource
1.9 – Lack of funding	Additional funding
1.10 – Lack of participation	Promotion
<b>Additional Information or Notes</b>	

## Schedule

ID	2016									2017		
	April	May	June	July	August	September	October	November	December	January	February	March
1.1	■											
1.2			■			■			■			■
1.3					■	■	■					
1.4						■	■	■	■	■	■	■
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1.7	■	■	■	■	■	■	■	■	■	■	■	■
1.8			■			■			■			■
1.9	■	■	■	■	■	■	■	■	■	■	■	■
1.10	■	■	■	■	■							

## Financial Estimate

Salaries & Benefits	\$31,505.76
Space Rental	\$29,199.96
Travel	\$ 2,500.00
Supplies	\$ 3,451.90
Pro. Fess	\$10,080.00
<b>Total</b>	<b>\$76,737.62</b>

\*funding provided by OFNLP Funds

**Goal:** Improve student success through various strategic activities to increase graduation rates for lifelong learning.

<b>2. Student Success</b>	
<b>Task ID</b>	<b>To support, promote and engage students by providing programs and services which will meet the needs, interests and strengths of all students under Sagamok Education.</b>
2.1	To offer parents and families opportunities (career & education planning sessions, secondary/post-secondary orientation sessions, parent/teacher interviews, case conferences, literacy & numeracy activities, careers development, etc....) to participate in all of Sagamok Anishnawbek Education Unit programs and services.
2.2	Continue to support students in the attainment of Grade 12 OSSD or equivalent.
2.3	Continue to deliver and evaluate the career guidance programming to students in Grades 9 to 12. Implement and deliver career guidance programming to students in Grades 6 to 8 in Biidaaban School.
2.4	Monitor, track, and report trends on student attendance and suspensions at Day Care, Biidaaban, EHS, WALC and ASETS on a monthly basis and provide attendance services and referrals as required.
2.5	Complete "Student Transitional and Assessment Check List" for new enrollments and existing students by June 30 <sup>th</sup> of each year. Implement student transition support plan activities, i.e. school visits, orientation, transitional profile review, etc.
2.6	Plan for the development and implementation of the "Student Health Support Services Model" within the SA community.
2.7	Continue to collaborate and implement student programming and supports through an integrated case management process within SA and including external agencies.
2.8	Identify supports and refer students to services for their mental health well-being. Deliver educational/preventative sessions bi-annually to students, parents and families.
2.9	Monitor and track reported incidents of bullying within educational environments/workplaces. Deliver educational/preventative sessions quarterly to students, parents and families.
2.10	Monitor and track all student performance throughout the year and document in an annual report format.
2.11	Continue to deliver addiction's awareness programming through the Ontario health and physical education curriculum, NAAAW activities, Bimaadzewin (Seven Sacred/Grandfather teachings) Program and participate in community workshops.
2.12	Continue to monitor and report on student health related issues and refer to health services as required.
2.13	Continue to celebrate student success through graduation ceremonies, granting of awards, recognitions, incentives, field trips, excursions, and continue to support students through educational levels.
2.14	Continue to build teacher and support staff capacity to improve upon student programming for student success, i.e. effective teaching skills, classroom management, behaviour intervention, assessments and evaluation, duty to report, mental health, etc....
2.15	Develop a terms of reference for a parent liaison committee/council. Build capacity and monitor the performance of the Council and adjust as needed to ensure 2014 comprehensive school evaluation recommendations are being met.
2.16	Promote linkages between Biidaaban Kinoomaagegamik and Library Service to integrate literacy resources and activities.
2.17	Build capacity within the Library service to offer after school reading programs and public usage and accessibility.
2.18	Continue providing students opportunities to enrol in community based homework & tutoring services.
2.19	Continue to provide individual and group based Career & Employment coaching.
2.20	Continue to support individuals accessing employment & training services and resources.
<b>Goal Manager(s)</b>	
Director of Education; Principal of Biidaaban Kinoomaagegamik; Shki Waase Aaban Binoojiinh Gamik Supervisor; Waawaasnoode Coordinator, ASETS Coordinator	

<b>Execution of Work</b>	
2.1 – All Education Staff 2.2 – Student Support Network 2.3 – Student Support Network 2.4 – All Education Staff 2.5 – All Education Staff 2.6 – All Education Staff 2.7 – Student Support Network 2.8 – All Education Staff and Community Wellness Staff 2.9 – Director of Education, Principal of Biidaaban Kinooaagegamik, Shki Waase Aaban Binoojiinh Gamik Supervisor 2.10 – All Staff 2.11 – Elementary Student Support Worker 2.12 – Elementary & Secondary Student Support Worker; Shki Waase Aaban Binoojiinh Gamik Supervisor 2.13 – All staff 2.14 – Principal of Biidaaban Kinooaagegamik; Shki Waase Aaban Binoojiinh Gamik Supervisor 2.15 – Director of Education; Parent Council 2.16 – Principal of Biidaaban Kinooaagegamik; Librarian; Literacy Resource Teacher 2.17 – Librarian 2.18 – Secondary Student Support Worker 2.19 – ASETS Coordinator; ASETS Intake Worker; ASETS Admin. Worker 2.20 – ASETS Coordinator; ASETS Intake Worker; ASETS Admin. Worker	
<b>Resources Required</b>	
<b>Financial</b> 2.1 – Materials, supplies, equipment, training, rental fees, transportation, 2.2 – Materials & supplies, rental fees, food/refreshments 2.3 – Materials, supplies, license fees, food/refreshments, transportation 2.4 – Materials & supplies 2.5 – Materials & supplies, transportation, license fees, 2.6 – Equipment, materials & supplies , transportation, transportation, assessment fees, training 2.8 – Materials & supplies, transportation 2.10 – Printing fees 2.11 – Materials & supplies 2.13 – Funding 2.14 – Funding 2.17 – funding 2.18 – Materials & supplies 2.19 – ASETS funding 2.20 – ASETS funding	<b>Human Resources</b> 2.1 – Professional consultants, facilitators, resource people, Communications Coordinator, Parent Council 2.2 – Student Support, EHS teachers 2.3 – Student Support Network, IT, Waawaasnoode & Enjikendaasang staff, Biidaaban teachers, EHS Guidance/Aboriginal Student Support Worker 2.4 – Student Support Network, EHS Counselor, Biidaaban teachers and support staff, 2.5 – IT, All Education staff 2.6 – Consultants i.e. deaf & blind, speech, OT/PT 2.7 – Director of Community Wellness, Chief Executive Officer 2.8 – Resource people 2.11 – Resource people 2.13 – Resource people 2.14 – Resource people 2.18 – EHS Teacher
<b>Assets</b> 2.1 – MEC, Daycare, Biidaaban, 2.2 – MEC 2.3 – MEC, Biidaaban 2.5 – MEC, Daycare, Biidaaban 2.6 – Biidaaban, Daycare 2.8 – MEC, Biidaaban, Daycare, CWD/Saswin	<b>Other</b> 2.3 – Career Cruising, My Blueprint 2.4 – Attendance Sheets, Trevlac/FNOSR 2.5 – Online Post-Secondary Orientation Program, Student Transition and Assessment Checklist 2.6 – Speech & language, Edu-psychological 2.7 – Relevant Sagamok Anishnawbek documents & forms 2.14 – Speech & language, Edu-psychological

Measures for Success	
2.1 – Number of participants, activities, evaluations/surveys	
2.2 – Number of graduates, monitor/track cohort course completions	
2.3 – Number of activities, evaluations, participants	
2.4 – Monthly attendance summaries	
2.5 – Number of participants, activities, evaluations/surveys	
2.6 – Number of completed assessments, number training sessions, professional visits	
2.7 – Number of collaborated activities	
2.8 – Number of activities, participants	
2.9 – Number of incidents reported; number of sessions; number of participants	
2.10 – Submission of data; completion of Annual Report	
2.11 – Number of activities delivered; number of participants	
2.12 – Number of health related issues reported; number of referrals to health services	
2.13 – Number of events; number of students recognized; number of field trips/excursions	
2.14 – Number of training sessions or related professional development activities	
2.15 – Completion of a Parent Council Terms of Reference; number of meetings attended; number of identified workshops; number of recommendations met	
2.16 – Number of interactions between identified parties	
2.17 – Number of after school programs offered; number of participants in programs; number of participants for library usage	
2.18 – Number of homework club sessions offered; number of participants	
2.19 – Number of sessions offered; number of participants	
2.20 – Number of sessions offered; number of participants	
Key Risks	Mitigation Strategies
2.1 – Lack of participation, time, community events, lack of financial support, childcare, transportation, mental health	Provide transportation and childcare, provide variety of communication methods, survey existing programs and activities to determine time of events, seek support from other departments, additional proposal submissions, life skills training/parenting skills
2.2 – Lack of motivation, lack of resources, parent involvement, addictions, mental health, social relationships, connectivity	Provide transportation, child care, home visits, afterschool programming, additional school supports, additional community supports
2.3 – Time, lack of participation/motivation, lack of parent involvement	Engage parental support mandatory, engage community members
2.4 – Time, lack of resources, parent engagement, motivation,	Consistent communication strategy, external posting/job development
2.5 – Parent engagement, lack of motivation, addictions, mental health	Consistent communication strategy building awareness focus on secondary level, parent council,
2.6 – Funds, lack of space and resources, human and equipment, time, lack of parent involvement/acknowledgement	Additional proposal funding, building external partnerships, mental health,
2.7 – Lack of identified roles; lack of accountability	Development of program delivery binders which includes roles & responsibilities, check list etc.
2.8 – Time, lack of space, lack of professional services, communication, parent denial/non-supportive	Consistent collaboration, training, provide transportation, referrals on a need basis, identification
2.9 – Unreported incidents	Communication on reporting process
2.10 – Performance is not being tracked	Identify reporting requirements
2.11 – Lack of funding	Additional proposals
2.12 – Health related issues not being tracked	Identify reporting requirements
2.13 – Lack of funding	Additional proposals

2.14 – Lack of funding; high staff turnover	Additional proposals; employee recognition
2.15 – Inconsistent parent participation	Attendance incentives (i.e. transportation or childcare)
2.16 – Lack of collaborative efforts	Defining the outcome
2.17 – Lack of funding	Additional proposals
2.18 – Lack of participation; losing EHS Staff member	Annual recognition of EHS Staff member
2.19 – Lack of funding agreement; lack of participation	Funding renewal agreements (increase), training centre
2.20 – Lack of funding agreement; lack of participation; lack of space	Funding renewal agreements (increase), training centre
<b>Additional Information or Notes</b>	

## Schedule

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## Financial Estimates

Goal: Sagamok Anishnawbek will address barriers to ensure effective communication and collaboration.

<b>3. Communication and Collaboration</b>	
<b>Task ID</b>	<b>To promote and deliver programs and services through the use of technology, community events, activities and forums and through a case management process.</b>
3.1	To launch the Zagamok Wasseyaan TEG (Language & Cultural Centre) as Sagamok's Anishnawbemowin Learning Resource Centre at the temporary site formally known as the Gathering Place
3.2	Continue to promote programs and services through monthly and quarterly newsletters, social media, posters, personal invites/memorandums, monthly calendars, forums, home visits, and community newspaper.
3.3	To offer Parents and Families opportunities (career and education planning sessions, secondary/post-secondary orientation sessions, parent/teacher interviews, open houses, case conferences, bring your parent to school, recreational/sports events, literacy and numeracy activities, etc..) to participate in all Education's programs and services.
3.4	Continue to promote career guidance programming and opportunities to members of Sagamok Anishnawbek
3.5	Promote the importance of student attendance at all levels through various media outlets within the community.
3.6	Continue to promote the student transitional support plan from Day Care, Biidaaban, Secondary, Post-Secondary, Literacy and Basic Skills and Employment Services.
3.7	Advance the Student Health Support Services partnership proposal within the community in meeting the developmental needs of children/students.
3.8	Inform parents and community of updated Shki Waase Aaban Biinoojiinh Gamik Capital Feasibility Study.
3.9	Seek approval for Biidaaban Capital design phase and inform community membership of final Capital Feasibility Study.
3.10	Continue to evaluate, assess and promote the Sagamok Anishnawbek Education System and Law.
3.11	Continue to support and collaborate with SA services through an integrated case management process
3.12	Collaborate with internal departments and promote support groups for Mental Health wellbeing, i.e. bullying, addictions, poverty, etc.
3.13	Develop and implement an On-line Post-Secondary Orientation Session for first year students
3.14	Inform community membership on the recommendations on Day Care and Biidaaban School Reviews and/or evaluations.
3.15	Continue to build capacity by networking and building relationships with local, regional (PTOs) and national governments & organizations to stay current in educational trends and best practices
3.16	Continue to build capacity, enhance and support professional development of all staff. Staff to maintain licensing standards with membership affiliations, i.e. OCT, CECE.
<b>Goal Manager(s)</b>	
Director of Education; Principal of Biidaaban Kinoomaagegamik; Shki Waase Aaban Binoojiinh Gamik Supervisor; Waawaasnoode Coordinator, ASETS Coordinator	
<b>Execution of Work</b>	
3.1 – Director of Education; ARS Worker; Librarian	
3.2 – All Education Staff	
3.3 – All Education Staff	
3.4 – Student Support Network; Librarian; Enjikendaasang Instructor	
3.5 – Student Support Network	
3.6 – Student Support Network	
3.7 - Director of Education; Principal of Biidaaban Kinoomaagegamik; Shki Waase Aaban Binoojiinh Gamik Supervisor	
3.8 - Director of Education; Principal of Biidaaban Kinoomaagegamik; Shki Waase Aaban Binoojiinh	

<p>Gamik Supervisor  3.9 – Director of Education  3.10 – Director of Education; Education Committee  3.11 – Education Staff, Community Wellness Staff, Economic Development Officer; Community Justice  3.12 – Education Staff; Community Wellness Staff  3.13 – Post-Secondary Student Support Workers; IT  3.14 – Director of Education; Principal of Biidaaban Kinoomaagegamik; Shki Waase Aaban Binoojiinh Gamik Supervisor  3.15 – All Education Staff  3.16 – All Education Staff</p>	
<b>Resources Required</b>	
<p><b>Financial</b></p> <p>3.1 – Rental fee, resource material, equipment &amp; supplies  3.3– Materials &amp; supplies, transportation, rental fee  3.4 – Materials &amp; supplies, transportation  3.5 – Material &amp; supplies  3.6 – Material &amp; supplies, transportation  3.7 – Equipment, materials &amp; supplies, transportation, assessment fee, training  3.8 – Capital funding  3.10 – Funding  3.11 – Funding, training  3.12 – Materials &amp; supplies, transportation  3.13 – Licensing fee  3.14 – Door to door delivery  3.15 – Funding  3.16 – Financial</p>	<p><b>Human Resources</b></p> <p>3.1– ARS Assistant, IT, Elder’s Council  3.2 – Communications Coordinator  3.3 – Elders, Facilitators  3.4 – Catering Services, Parents  3.5– EHS Attendance Counselor  3.6 – EHS Principal &amp; Guidance Staff  3.7 – Consultants(i.e. Deaf/Blind, OT/PT, Speech,)  3.8 – Consultants  3.9 – Chief and Council  3.10 – Consultants  3.11 – IT  3.12– Resource People  3.13– IT; Communications Coordinator  3.14 – Consultants; delivery person  3.15 – External organization  3.16 – External Training Centres</p>
<p><b>Assets</b></p> <p>3.3 – Multi Educational Centre  3.4 – Multi Educational Centre, Biidaaban Kinoomaagegamik, Shki Waase Aaban Binoojiinh Gamik  3.6 - Multi Educational Centre, Biidaaban Kinoomaagegamik, Shki Waase Aaban Binoojiinh Gamik  3.7 – Biidaaban Kinoomaagegamik  3.8 - Biidaaban Kinoomaagegamik, Shki Waase Aaban Binoojiinh Gamik  3.9 – Biidaaban Kinoomaagegamik  3.12 – Multi Educational Centre, Community Wellness  3.13 – Sagamok Learning Centre</p>	<p><b>Other</b></p> <p>3.4 – Career Cruising; My Blueprint  3.5 – Attendance Sheets; First Nation Online Student Registry (TrevLac)  3.6 – Student Transition Support Plan  3.7 – Speech &amp;Language, Edu-Psychological, OT/PT  3.12 – Nogdawindamin Case Management System, Database  3.13 – MySmart</p>
<b>Measures for Success</b>	
<p>3.1 – Operational; Number of Participants; Number of Resources developed; completion of an internal &amp; external database  3.2 – Number of Articles submitted and posted  3.3 – Number of participants; number of activities; number of evaluations  3.4 – Number of participants; number of activities; number of evaluations  3.5 –Number of Communiques; Monthly Attendance Summaries  3.6 – Number of participants; number of activities; number of evaluations  3.7 – Number of completed assessments; Number of professional visits; Number of training sessions  3.8 – Proposal approval; Expansion completed (or new facility)  3.9 – Communiques release  3.10 – Completion of Draft Education Law  3.11 – Implementation of a Case Management System  3.12 – Number of participants; number of activities; number of evaluations</p>	

3.13 – Implementation of Online Post-Secondary Orientation Session	
3.14 – Number of communiques	
3.15 – Abreast of current trends	
3.16 – Certificate; professional hours; registered	
Key Risks	Mitigation Strategies
3.1 – Lack of finances; lack of participation	Additional proposal submissions; implementation of the KTEI Passport System; more involvement by Elders
3.2 – Connectivity	Additional proposal submission
3.3 – Lack of attendance/participation	Provide transportation, provide childcare, different forms of communication
3.4 – Lack of attendance/participation; time/scheduling	Provide transportation, different forms of communication; after school programming
3.5 – Time, communication, completion deadlines	Home visit, different forms of communication
3.6 – Lack of attendance/participation	Extend second invitations, reminders
3.7 – Lack of funding, lacking of facility	Additional proposal submission
3.8 – Lack of funding	Additional proposal submission
3.9 – No support	Increased opportunity
3.10– Lack of professional consultants, lack of funding	Additional proposal submission
3.11– Lack of participation, existing software	Design of software to meet our needs
3.12– Lack of attendance/participation	Provide transportation, different forms of communication
3.13 – Connectivity, internet access	Attendance at the Post-Secondary Orientation in Sagamok
3.14 – Lack of actual delivered	Other forms of communication
3.15 – Connectivity; timeline relief staff	Additional financial resource
3.16 – Lack of funding	Apply within first quarter
Additional Information or Notes	

## Schedule

ID	2016							2017				
	April	May	June	July	August	September	October	November	December	January	February	March
3.1												
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## Financial Estimates

Goal: Create a governance model with shared/collective vision that includes effective processes, accountability, and self-determining advancement (Education Law)

4. Governance and Leadership	
Task ID	To facilitate and monitor the development of a system that will provide direction and a framework for/in the education system.
4.1	Inform parents, students and community members of the progress and development of the educational system through monthly and quarterly newsletters, social media, posters, personal invites/memorandums, monthly calendars, forums, community newspaper and through the creation of an Education Annual Report. The Education Annual Report will identify data related to graduation & cohorts, attendance, demographics, performance, retention, programming, special needs, academic streams etc.
4.2	Update Shki Waase Aaban Binoojiinh Gamik Capital Feasibility Study.
4.3	Gain support and approval of the Final Biidaaban Kinoomaagegamik Capital Feasibility Study
4.4	Complete Education Law template reviews and secure funding to finalize recommendations
4.5	Leadership to support the collaboration of Sagamok Anishnawbek services through commitment to an integrated case management process
4.6	Research and prepare an options paper for the feasibility of offering twelve month Adult Learning Program.
4.7	Obtain commitment from band council for all departments to integrate language and culture components in all work plans. Develop options paper on delivery of a program (Anishnabe Odziwin Passport) for the Sagamok Anishnawbek organization
4.8	Develop an options paper on the feasibility of implementing drama and music programming within Biidaaban Kinoomaagegamik
4.9	Gain support, from Council, for the final approval and implementation plan of the "Student Health Support Services Model" within the SA community.
4.10	Review of relevant existing policies & procedures and make recommendations for change as necessary (i.e. Shki Waase Aaban Binoojiinh Gamik, Biidaaban Kinoomaagegamik, Personnel etc.).
4.11	Complete five year (2016 – 2021) Strategic Planning processes with Education Staff & Committees.
4.12	Evaluate and assess performance of key positions, programs & services delivery.
4.13	Explore the feasibility for delivery of community based program(s) within SA.
4.14	Explore option of re-instating the Zagamok Wasseyaankaan Teg Corporation vs. Language Committee
<b>Goal Manager(s)</b>	
Director of Education; Principal of Biidaaban Kinoomaagegamik; Shki Waase Aaban Binoojiinh Gamik Supervisor; Waawaasnoode Coordinator, ASETS Coordinator	
<b>Execution of Work</b>	
4.1 – All Education Staff	
4.2 – Director of Education; Shki Waase Aaban Binoojiinh Gamik Supervisor	
4.3 – Director of Education; Chief and Council	
4.4 – Director of Education; Education Committee	
4.5 – Director of Education; Director of Community Wellness, Chief Executive Officer	
4.6 – Director of Education; Waawaasnoode Coordinator; Waawaasnoode Teacher	
4.7 – Director of Education; Senior Managers; Chief and Council	
4.8 – Principal of Biidaaban Kinoomaagegamik; Elementary Student Support Worker	
4.9 – Director of Education; Director of Community Wellness	
4.10 – All staff	
4.11 – All staff; Education Committee; ECD Committee	
4.12 – Director of Education; All staff	
4.13 – ASETS Coordinator; Post-Secondary Student Support Workers	

4.14 – Director of Education	
<b>Resources Required</b>	
<b>Financial</b> 4.1 – Materials & supplies 4.2 – Funding 4.3 – Funding 4.4 – Funding 4.5 – Funding (travel, accommodation) 4.9 – Proposal approval by Federal Government 4.11 – Funding (travel, accommodation)	<b>Human Resources</b> 4.1 – IT, Communications Officer 4.2 – Planning & Infrastructure Manager; Consultants 4.3 – Contractor 4.4 – Consultants, translators 4.5 – Managers 4.7 – Anishnaabemowin Resource Support Worker, All Sagamok Anishnawbek Staff 4.13 – Niigaaniin; Secondary Support Worker; Waawaasnoode Coordinator; Economic Development Officer; ZEI
<b>Assets</b> 4.1 – Sagamok Anishnawbek Newspaper 4.2 – Shki Waase Aaban Binoojiinh Gamik 4.3 – Biidaaban Kinoomaagegamik 4.7 – Anishnaabemowin Resources	<b>Other</b> 4.5 – Commitment from all levels 4.6 – Survey 4.12 – Evaluation Tool
<b>Measures for Success</b>	
4.1 – Number of articles submitted and posted, Annual Report contains all data identified 4.2 – Proposal approval; Construction date identified 4.3 – Option determined; proposal approval; construction date identified 4.4 – Completion of Draft Education Law 4.5 – Development and implementation of a Case Management Protocol 4.6 – Number of survey's completed; options paper is drafted 4.7 – All Sagamok Anishnawbek departments integrate language and culture into 2017 – 2018 work plans 4.8 – Option paper on feasibility is completed 4.9 – Proposal approved for planned implementation 4.10 – Review and recommendations to Sagamok Anishnawbek Policies 4.11 – Completion of the 5 year Strategic Plan 4.12 – Completion of performance evaluations 4.13 – Programs identified; Eligible applicants	
<b>Key Risks</b>	<b>Mitigation Strategies</b>
4.1 – Connectivity	Additional proposal submission; communication strategy document
4.2 – Lack of funding	Additional proposal submission
4.3 – Lack of funding	Additional proposal submission
4.4 – Lack of professional consultants, lack of funding; lack of community approval; language barrier	Additional proposal submission; regular communication; translation
4.5 – Lack of participation/commitment, lack of funding	Written directive from leadership
4.6 – Survey completion/outcome	Survey incentive
4.7 – Lack of commitment	Inclusion on Chief and Council agenda (3 <sup>rd</sup> quarter); ideas on how to incorporate language and culture
4.8 – Understaffed	Assign other staff
4.9 – Funding not approved	Explore other funding options (i.e. Provincial Government)
4.10 – Lack of time; recommendations not considered	Priority of HR

4.11 – All stakeholders understanding of the template	Staff/committee training on template
4.12 – Not identifying which positions, programs and services for this year	Determine key positions and schedule
4.13 – Lack of collaboration; lack of eligible applicants	Identified protocols
<b>Additional Information or Notes</b>	

Schedule

ID	2016							2017				
	April	May	June	July	August	September	October	November	December	January	February	March
4.1	█	█	█	█	█	█	█	█	█	█	█	█
4.2	█	█	█			█	█	█				
4.3										█	█	█
4.4	█	█	█	█	█	█	█	█	█	█	█	█
4.5	█	█	█									
4.6				█	█	█						
4.7										█	█	█
4.8			█	█	█							
4.9						█						
4.10	█			█			█			█		
4.11	█	█	█									
4.12			█			█			█			█
4.13	█	█	█	█	█							
4.14	█	█	█									

Financial Estimates