

Goal: Provide access to education and training resources/opportunities to strengthen community engagement and participation in Anishnawbe restorative and cultural practices.

1. Language and Culture		Execution of Work	Resources Required: Financial, HR, Assets, Other	Measures for Success	Key Risks	Mitigation Strategies	Additional Information	Schedule
Task ID	Rekindling Anishnaabe Inendamowin (thought) through a dedicated space for learning and teaching opportunities.							
1.1	Revise existing booklets and develop new booklets & resources for families and children based on annual community activities and/or events.	Anishnaabemowin Resource Support Worker Curriculum Resource Developer	Financial Materials & supplies Human Resources Elders	*Number of booklets utilized and distributed	*Equipment	*Purchase coloured photocopier	*Fall Harvest – Language Bingo, harvesting (canning, preserving food, cooking) *Sugar Bush – Biidaaban, Daycare, Waawaasnoode *Tasewang *Family Day *Yearly Calendar *Word Charts *Family Relations *Seven Sacred Teachings *Professional publication of resources	June 2017 Sept. 2017 Dec. 2017 March 2018
1.2	Develop, implement and promote, an Elder's role modeling program and Elder's In Residence program to support student cultural curriculum	Director of Education Biidaaban Kinooomaagegamik Principal Shki Waase Aaban Binoojiinh Gamik Supervisor	Financial Transportation Honorarium Human Resources Elder's	*Number of participants *Number of days offered	*Lack of Elder's participation	*Promotion through Elder's Council	*Role Model Program – DC, BK *Elders in Residence – DC, BK, EHS, WALC *Celebrate Elders success in the programs	April 2017 to March 2018

1.3	Continue to implement and support language programming for basic, intermediate and advanced language learning through conversation and/or written form.	Anishnaabemowin Resource Support Worker	Financial Materials & Supplies Workbooks	*Number of participants advancing levels	*Lack of participants	*Flexible schedule of support worker	*Language classes offered throughout Sagamok Anishnawbek Organization	Sept. 2017 - March 2018
1.4	Partnership with Elder's Council to develop and implement Anishnaabemowin Language (oral) Anishnawbemowin Nibwaachweng at Zagamok Wasseyankaan Teg (ZWT)	Anishnaabemowin Resource Support Worker Curriculum Resource Developer	Financial Materials & Supplies, Nutritious Snacks & refreshments Human Resources Elder's Council Assets ZWT	*Increasing number of participants *Number of sessions offered *Number of Elder's Council participants	*Lack of participants	*Recruitment ("Bring A Friend")	* Anishnawbemowin Nibwaachweng Resource Guide & Schedule	April 2017 to March 2018
1.5	Populate and promote the Resource Mate database with Anishnaabemowin resources and link to www.sagamokeducation.ca	Anishnaabemowin Resource Support Worker Librarian	Financial Software Licensing Fee Human Resources I.T Assets Computer/Laptop, Books	*Completion of functioning database	*Connectivity, I.T. support *Additional Funding *Staff reluctance to use database	*IT to update and add guest account *Research and proposal writing *Train Staff on database	*200 resources identified in Resource Mate *August 2017 to link to Education Website	April 2017 to March 2018
1.6	Education Staff will continue to participate in cultural teachings and ceremonies for own personal well-being.	All staff	Financial Materials/supplies Human Resources Resource People Assets Pow Wow Grounds – Arbor & Scared Fire	*Number of participants *Number of ceremonies	*Availability of resource people	*Continued as planned without resource	*Annual Smudge & Feast *Seasonal Ceremonies	June 2017 Sept. 2017 Dec. 2017 March 2018
1.7	Continue to support professional development opportunities in Anishnaabemowin language learning of Education Unit staff.	All Staff	Financial Materials & Supplies, Registration Fee(s),	*Number of professional development opportunities	*Lack of funding	*Additional funding	*KTEI Anishnabe Odziwin Passport *ATEG	April 2017 to March 2018

			Travel & Accommodations Human Resources Resource People				*Colleges & Universities *OCF *Language Camps (Sugar Island)	
1.8	Appointed an Education Administrative position to link the Elder's Council and Education Work plans	Director of Education	Financial Resources Materials/supplies Travel	*Number of meetings attended	*Scheduling of meetings	*Review of Terms of Reference	*Post-Secondary Student Support Worker – Joanne Owl	April 2017 to March 2018
1.9	Track requests made by community of Zagamok Waseyaankaan Teg Staff	Anishnaabemowin Resource Support Worker	Human Resources Executive Assistant	*Number of requests completed	*Incomplete requests/forms	*Monthly review of form	*Biidaaban Kinoomaagegamik *Shki Waase Aaban Binoojiinh Gamik *Sagamok Departments *External Organizations	April 2017 to March 2018
1.10	Promote and support student and Education staff participation in culturally related activities offered within our traditional territory	Biidaaban Kinoomaagegamik Principal/Support Worker Shki Waase Aaban Binoojiinh Gamik Anishnaabemowin Resource Support Worker Waawaasnoode Principal/Teacher	Financial Resources Materials/supplies Transportation Human Resources CWD Staff Elder's Council LRE Staff	*Number of participants *Number of programs attended	*Cancellation of programs *Scheduling of resource people	*Resume daily activity within classroom	*Sugar Bush *Fall Harvest *Tasewang *BK Pow wow *Seven Sacred Teachings & Character Education *Biidaaban Talking Circles *Gr. 7 & 8 Winter Survival *Child/Student/Elder activities *Smelt Fry *Traditional Medicine Walk/Hike	April 2017 to March 2018

1.11	Coordinate and host the 3 rd Annual Anishnaabemowin Enjigbeshing (Language Camp) the third week of July at Fort Laclache	All Staff	Financial Resources Transportation Honorarium Materials/supplies Human Resources Elder's Council CWD Staff LRE Unit P&I Unit External Resource People Assets Fort Laclache	*Number of participants	*Lack of interest/participants	*Promotion of event	*Development of agenda *Identification of required resources	April 2017 to March 2018
1.12	Research and compile documentation for development of Sagamok Anishnawbek History/Land Based Curriculum	Curriculum Resource Developer Biidaaban Kinoomaagegamik Language Teachers	Human Resources Allen Toulouse	*Development of a table of contents	*Time management *Dedication to project	*Direction given for priority in workplace	*Monthly meeting *Curriculum outline for all divisions	April 2017 to March 15, 2018
1.13	Continue to support Biidaaban Kinoomaagegamik and Shki Waase Aaban Binoojiinh Gamik teachers in the translation of curriculum resources.	Anishnaabemowin Resource Support Worker Curriculum Resource Developer Biidaaban Kinoomaagegamik Language Teachers	Financial Materials/supplies Human Resource Elders	*Number of curriculum resources translated for BK and Daycare *Expansion of curriculum resources *Inclusion in Resource Mate	*Lack of participation *Lack of resources developed *Time management	*At least 1 PD session dedicated for task	*Schedules to be reviewed by Principal and Supervisor to determine PD session	September 2017 to March 2018

Goal: Implement strategic programs and services to increase student success and promote lifelong learning.

2. Student Success		Execution of Work	Resources Required: Financial, HR, Assets, Other	Measures for Success	Key Risks	Mitigation Strategies	Additional Information	Schedule
Task ID	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.							
2.1	Offer career & educational opportunities for students/parents to participate in.	All Education Staff	Financial Registration fees, Transportation Meals Human Resources Chaperones Teaching Staff	*Number of student participants *Number of families *Number of opportunities provided	*Lack of student & parental engagement *Lack of financial support *Lack of childcare *Lack of transportation	*Provide transportation and childcare *Provide variety of communication methods *Seek support from other departments	*Career Fairs (M'Chigeeng) *Curriculum and or Career Related Excursions or Field Trips (ex. Indspire) *College & University Visits	April 2017 to March 2018
2.2	Provide parents information, academic progress reports and opportunities to participate in all Educations Program and Services	All Education Staff	Financial Materials/supplies Transportation Assets MEC BK Daycare Human Resources Elders, Facilitators	*Number of parents Involved in programming *Number of participants *Number of activities *Number of evaluations	*Lack of participation	*Provide transportation *Provide childcare *Provide communiques	*Parent Presentation/Workshop *Parent/Teacher Interviews *Open Houses *Case Conference *Bring your parent to school *Recreational/sporting events -Play Day -Biidaaban Classic -Track and Field -Cross Country - 3 Pitch	April 2017 to March 2018

							<ul style="list-style-type: none"> -Spirit Week Activities -Heart & Stroke Jump Day -Public Speaking *Literacy/numeracy sessions *Parent/Child Transition (Daycare Enrollment) *Shki Waase Aaban Binoojiinh Gamik & Biidaaban Kinoomaagegamik Book Fair *Parents as Teachers *Resumes, Interview skills workshops, smart serve *P/T interviews *Info sessions: day or evening literacy/numeracy *Case conference *Student Profiles *Student Assessments -ASQ -DRA -EQAO -CAT 3 -Key Math -OWA/ONA *Special Education Services- referrals, assessments, IPRC, IEP 	
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2.3	Continue to support students in the attainment of Grade 12 OSSD or equivalent.	Student Support Network	Financial Materials/supplies Rental fees Food/refreshments Human Resources Student Support, EHS teachers Assets MEC	*Number of graduates *Monitor/track cohort course completions	*Lack of motivation *Lack of resources *Parent involvement *Addictions *Mental health *Social relationships *Connectivity	*Provide transportation *Provide child care *Home visits *Afterschool programming *Additional school supports *Additional community supports	*Homework Club (BK/EHS/WALC/PS) *Transportation Services *Reengagement Program – EHS & WALC *PLAR/MPLAR *OSSLT	April 2017 to March 2018
2.4	Implement and deliver career guidance to students	Student Support Network	Financial Materials/supplies License fees Food/refreshments Transportation Human Resources IT Waawaasnoode & Enjikendaasang staff Biidaaban teachers EHS Guidance & Aboriginal Student Support Worker Assets MEC, Biidaaban Technology Other Career Cruising, My Blueprint	*Number of activities *Evaluations *Number of participants	*Time *Lack of participation/motivation *Lack of parent involvement		*Career & Education Planning Series - LMI, Career Planning, CAP & Portfolio *Career/Trades Fair – May(Education Month) *My Blueprint – Gr. 7 - 12 *Student Career Research Gr. 6 - 8 * Career Workshops (ASETS, Waawaasnoode, Employment Solutions)	April to May 2017 Sept. 2017 to March 2018

2.5	Monitor, track and report on student progress and attendance on a monthly basis	All Education Staff	Financial Materials/supplies Human Resources EHS Counselor, Biidaaban teachers and support staff, Other Attendance Sheets, Trevlac/FNOSR Microsoft Excel	*Monthly attendance summaries *Monthly nominal roll numbers	*Time *Lack of resources *Parental engagement *Motivation	*Consistent communication	*Trevlac– BK *Excel – WALC *ESIS (EHS) monthly / annual year end *monthly stats required in reports *Nominal Roll	April to June 2017 Sept. 2017 to March 2018
2.6	Student Support Network will continue to implement, monitor and document all student transitional activities throughout the academic year	Student Support Network	Financial Materials/supplies, transportation, license fees, Human Resources IT Assets MEC Daycare Biidaaban Other Student Transition and Assessment Checklist Relevant Sagamok Anishnawbek documents & forms	*Number of collaborated activities	*Lack of identified roles *Lack of accountability	*Development of program delivery binders which includes roles & responsibilities, check list etc.	*Transition Planning *Transition Visits – all levels *Jump Day *Orientations – Secondary & Post-Secondary *Student Transition Support Plan *Completion of Student Transition & Assessment Checklist *Completion of Transitional Profile Review	April to July 2017 Oct. 2017 to March 2018
2.7	Identify supports and refer students to services for their mental health well-being.	All Education Staff and Community Wellness Staff	Financial Materials/supplies Transportation Human Resources Resource people Assets	*Number of activities *Number of participants	*Time *Lack of space *Lack of professional services *Communication *Parent denial/non-supportive	*Consistent collaboration, *Training *Provide transportation *Identification	*Referrals to CWD programs to services	April 2017 to March 2018

			MEC, Biidaaban, Daycare, CWD/Saswin					
2.8	Coordinate and/or deliver educational/preventative sessions bi-annually to students, parents and families on Mental Health Wellness Topics	All Education Staff	Financial Materials/supplies Rental Human Resource Resource people	*Number of sessions provided *Number of participants	*Lack of participation *Time management/scheduling	*Communication of event *Incentives	*Age appropriate topics	May 2017 Nov. 2017
2.9	Monitor and track reported incidents of bullying within educational environments/workplaces.	All Education Staff	Human Resource HR Manager Joint Health & Safety Committee Other Student Incident Report Forms Staff Incident Report Forms	*Number of incidents reported and resolved	*Unreported incidents	*Communicate on proper reporting processes	*Review all relevant policies	April 2017 to March 2018
2.10	Coordinate and/or deliver educational/preventative sessions quarterly to students, parents and families on the topic of bullying	All Education Staff	Financial Materials/supplies Rental Human Resource Resource people	*Number of sessions provided *Number of participants	*Lack of participation *Time management/scheduling	*Communication of event *Incentives	*Age appropriate topics	May 2017 Aug. 2017 Nov. 2017 Feb. 2018
2.11	Monitor, track and document all students' academic performance, throughout the academic year in staff monthly reporting format	All Education Staff	Other Reporting template	*Completion of monthly reports	*All student performance is not documented	*To develop student performance trackers for each educational level	*Credit Attainment *Attendance/Nominal Roll *Student Assessment *Grad Rates *Retention Rates	April to June 2017 Sept. 2017 to March 2018

2.12	Coordinate, deliver and/or participate in addictions awareness programming	All Education Staff	Financial Materials/supplies Human Resources Resource people School Mental Health Worker Other CWD Healing & Addictions Workplan	*Number of activities delivered *Number of participants	*Lack of funding *Lack of human resources	*Additional proposals	*NAAAM (Jo, AJ& MT) *Youth Addictions Talking Circle	April to June 2017 Sept. 2017 to March 2018
2.13	Celebrate student success throughout all education levels	All Education Staff	Financial Funding Human Resources Resource people Biidaaban Parent Committee	*Number of events *Number of students recognized	*Lack of funding	*Additional proposals	*Graduation Ceremony *Student Recognition – EHS Spartan Awards *Anishnaabemowin Teg *FNMI Student Awards *Biidaaban Monthly School Assembly	April to June 2017 Aug. 2017 to March 2018
2.14	Promote linkages between Biidaaban Kinoomaagegamik and Library Service to integrate literacy resources and activity centre in the Library	Principal of Biidaaban Kinoomaagegamik; Librarian; Literacy Resource Teacher	Other Library Space Resources Computers	*Number of interactions between identified parties	*Lack of collaborative efforts *Funding	*Monthly collaborative meetings *Proposal research & submission	*Reading Centre *Technology Centre *Levelled Reading *Tumble Books	April – June 2017 Sept. 2017 – March 2018
2.15	Build capacity within the Library service to offer after school reading programs	Librarian	Financial Funding	*Number of after school programs offered *Number of participants in programs *Number of participants for library usage	*Lack of funding *Staff schedule *Lack of capacity	*Additional proposals *Flex schedule *HR/OW	*Monthly calendar *Storytelling *Puppet show *Reading buddies <small>(secondary student reading for community involvement hours)</small>	April 2017 to March 2018

2.16	Provide and promote Library services for public usage and accessibility	Librarian	Financial Materials/supplies Other Sign in Sheets Resource Mate	*Number of participants	*Staff schedule *Health & Safety Issue	*Flex schedule Security Equipment	*Monthly calendar for September 2017 to March 2018	Aug. 2017
2.17	Continue providing students opportunities to enrol in community based homework & tutoring services.	Education Staff Rotation	Financial Materials & supplies Human Resources EHS Teacher Volunteer/Peer Tutors	*Number of homework club sessions offered *Number of participants	*Lack of participation *Losing EHS Staff member	*Communiques *Annual recognition of EHS Staff member	*Biidaaban *Secondary *WALC *Post-Secondary	*Every Tuesday: 4:30 pm to 6:30 pm *April to June 2017 Oct. 2017 to March 2018
2.18	Continue to provide individual and group based Career & Employment coaching.	ASETS Coordinator; ASETS Intake Worker; ASETS Admin. Worker	Financial ASETS funding	*Number of sessions offered *Number of participants	*Lack of funding agreement *Lack of participation	*Funding renewal agreements (increase) *Training centre	*Career counselling – one on one & groups	April 2017 to March 2018
2.19	Continue to support individuals accessing employment & training services and resources.	ASETS Coordinator; ASETS Intake Worker; ASETS Admin. Worker	Financial ASETS funding	*Number of sessions offered *Number of participants	*Lack of funding agreement *Lack of participation *Lack of space	*Funding renewal agreements (increase) *Training centre	*TWS Career Exploration – ASETS *Summer Job Skills Enhancement Orientation Training *Coop	April 2017 to March 2018
2.20	Offer community based program(s) within SA.	ASETS Coordinator; Post-Secondary Student Support Workers	Human Resources Niigaaniin; Secondary Support Worker; WALC Coordinator; Ec. Dev. Officer; ZEI	Programs identified; Eligible applicants	Lack of collaboration; lack of eligible applicants	Identified protocols	*Early Childhood Education program *Program ideas needed for delivery	April to Aug. 2017

Goal: Exercise effective communications to collaborate and inform students, staff and community of educational opportunities and practices.

3. Communication and Collaboration		Execution of Work	Resources Required: Financial, HR, Assets, Other	Measures for Success	Key Risks	Mitigation Strategies	Additional Information	Schedule
Task ID	To promote and deliver programs and services through the use of technology, community events, activities and forums and through a case management process.							
3.1	Promote programs and services through various media outlets and community events (Newsletter, Website, Monthly calendar, Quarterly Bulletins)	All Education Staff	Financial Materials & supplies, transportation Human Resources Communications Coordinator EHS Principal & Guidance Staff EHS Attendance Counselor Catering Services, Parents Assets MEC, Biidaaban Kinoomaagegamik, Shki Waase Aaban Binoojiinh Gamik Other Career Cruising; My Blueprint Other Attendance Sheets;	Number of Articles submitted and posted Number of participants; Number of activities; Number of evaluations Number of Communiques; Monthly Attendance Summaries	Connectivity Lack of attendance/participation; Time/scheduling Communication Completion deadlines	Additional proposal submission Provide transportation Different forms of communication After school programming Home visits Extend second invitations Send reminders	*Promotion of all programs, services and activities within Education *Community Events -Fall Fun Day (CT & Jen) -Christmas Gathering (CP&AA) -Treaty Day (MS, PO, LL) -Community Health Fair (LS & RT & CE) -Earth Week *Submission of Articles - Exam Stress Relief - Safe Schools Policy - Attendance - Student Transition Support Plan - Career Assessment - Mental Health - Bullying Awareness *Program pamphlet updates	April 2017 to March 2018

			TrevLac (FNOSR) Student Transition Support Plan					
3.2	Update and communicate the status of the First Nation School Support Services Program for the delivery of High Cost Special Education Services	Director of Education	Financial Materials/supplies, Human Resources Director of CWD Wikwemikong M'Chigeeng Whitefish River Assets BK school		Lack of funding	Additional proposal submission	*Monthly Director of Education's report	June 2017 Sept. 2017 Dec. 2017 March 2018
3.3	Promote and conduct a community survey for the Shki Waase Aaban Binoojiinh Gamik Capital Feasibility Study	Director of Education; Shki Waase Aaban Binoojiinh Gamik Supervisor	Financial Capital funding Human Resources Consultants ECDP Committee Assets Other ECDP Workplan				*Survey	April 2017 to March 2018
3.4	Inform community membership of the status of the Biidaaban Kinooaagegamik Capital Feasibility Study.	Director of Education	Human Resources Director of P&I Assets BK school	*Communiqués release	*No support		*Final Feasibility Study	April to June 2017
3.5	Collaborate internally within Education Unit to develop case management protocol development	All Education Staff Enjikendaasang Instructor	Other Meeting schedule	*Protocol developed	*Time Management	*Quarterly meetings	*Responsibilities of workers *Accountability Framework *Tools (forms) development	June 2017 Sept 2017 Dec 2017 March 2018

3.6	Identify the outline of an online post-secondary orientation	Post-Secondary Student Support Workers Executive Assistant	Financial Licensing fee Human Resources IT; Communications Coordinator Andrea Pesci	*Implementation of Online Post-Secondary Orientation Session	*Connectivity Internet access	*Attendance at the Post-Secondary Orientation in Sagamok	*Post-Secondary Orientation Outline	May 2017 – July 2017
3.7	Develop and launch the online post-secondary orientation	Post-Secondary Student Support Workers Executive Assistant	Assets Sagamok Learning Centre MySmart	*Certificate completion of online session	*Connectivity	*Site accessibility	www.sagamoklearning.ca www.sagamokeducation.ca	August 2017
3.8	Inform community on the status of the 5 year Biidaaban Kinoomaagegamik Comprehensive School Evaluation and the Education Governance Review through various media outlets (Newsletter, Website, Monthly calendar, Quarterly Bulletins)	Director of Education	Other Review updates Director of Education Monthly Report Human Resource BK Principal Daycare Supervisor	*Number of communiques	*Time management *No status update	*Annual report *Annual forum		April 2017 to March 2018
3.9	Collaborate, with CWD and Sudbury Health Unit, to implement and facilitate the delivery of Health & Physical well-being programs to students	Director of Education	Human Resource BK Principal Shki Waase Aaban Binoojiinh Gamik Supervisor	*Number of programs *Number of students *Parental Engagement	*Lack of parental engagement *Scheduling *Lack of consent	*Proper notification *Informed consent provided	*Head checks *Diabetes Awareness *Dental Screening & Brushing *Immunization *Emergency Contact Information	April 2017 to March 2018
3.10	Promote the Human Resource Skills inventory	ASETS Coordinator	Human Resource HR Manager Ec. Dev. Officer	*Launch of the Database for community use	*Connectivity *Training on Database *Cost for users	*Site accessibility *Training	*Website(s) *Quarterly Bulletin *Sagamok News	April 2017 to March 2018

	database through various media outlets		Other Export Database			*Budget		
3.11	Report on the Self-Government Initiative Survey and collaborate on implementing recommendations for language immersion delivery model	Principal Education Policy & Research Analyst	Human Resource Education Committee Chief and Council Education Staff	*Acceptance of Final Report and recommendations implementation plan	*Time management *Timing of information distribution	*Present at Staff Meeting *Present at Education Committee *Present at Chief and Council	*Presentation at Education Forum *Recommendation Implementation Plan on Education Website	May 2017
3.12	Provide educational resources & prevention information to parents at program specific activities	All Education Staff	Financial Materials/supplies	*Number of participants *Number of resources provided	*Lack of participants *Lack of resources	*Promotion of event(s) Individual invitations	*Valentine's Day Tea *Easter Dinner *Mother's Day Dinner *Father's Day Dinner *Family Fun Day – August *Grandparent Day *Thanksgiving *Hallowe'en *Remembrance Day *National Child Day *Winter Fun Activities *Festivities Concert *Christmas Breakfast/Luncheon *Parent Night *Home visits *Reading Program *Education Month Activities *Invite a Parent to School *Take your students to Work *Class Dojo	April 2017 to March 2018

3.13	Creation and publication of an Education Annual Report which will include data related to graduation & cohorts, attendance, demographics, performance, retention, programming, special needs, academic streams etc.	All Education Staff	Financial Materials/supplies Human Resources IT, Communications Officer Assets Sagamok Anishnawbek Newspaper	*Number of articles submitted and posted *Annual Report contains all data identified	*Connectivity	*Additional proposal submission *Communication strategy document	*Report from September 2016 to June 2017	August 2017
3.14	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.	Principal of Biidaaban Kinoomaagegamik; Shki Waase Aaban Binoojiinh Gamik Supervisor	Financial Funding Human Resources Resource people Other Speech & language, Edu-psychological	*Number of training sessions or related professional development activities	*Lack of funding *High staff turnover	*Additional proposals *Employee recognition	*PD & PLC	August 2017
3.15	Continue to monitor and report on student health related issues and refer to health services as required.	Elementary & Secondary Student Support Worker; Shki Waase Aaban Binoojiinh Gamik Supervisor	Human Resource Health Manager BK Principal Director of Education	*New Policy and/or form completed for implementation	*All health related issues not being tracked	*Meets identified reporting requirements	*Need to evaluate the current monitoring system and develop a defined health related form	April to June 2017 Sept. 2017 to March 2018
3.16	Produce and distribute the Quarterly Education Unit Newsletter	All Education Staff		*Completion of Newsletter *Distributed to BK students, Sagamok Buildings and Community Stores	Lack of submissions Photocopier issues	Reminders to staff before deadline date	April to June (Lorna) July to September (Colleen) October to December (Marjorie) January to March (Allison)	April 2017 to March 2018

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

4. Governance and Leadership		Execution of Work	Resources Required: Financial, HR, Assets, Other	Measures for Success	Key Risks	Mitigation Strategies	Additional Information	Schedule
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	Continue to develop Education Law template and secure funding to finalize recommendations	Director of Education; Education Committee	Financial Funding Human Resources Consultants, translators	*Completion of Draft Education Law	*Lack of professional consultants *lack of funding *Lack of community approval *Language barrier	*Additional proposal submission *Regular communication *Translation	*Survey Results *Board vs. Authority *Orientation Manual *Review of “Guiding the Leader of the Seventh Fire”	April 2017 to March 2018
4.2	Review existing policies & procedures and make recommendations for change as necessary (i.e. Shki Waase Aaban Binoojiinh Gamik, Biidaaban Kinoomaagegamik, Personnel etc.).	All Education Staff	Other All relevant policies	*Review and provide recommendations to Sagamok Anishnawbek Policies *To include students and membership in the library policy:	*Lack of time *Recommendations not considered	*Priority of HR	*Nutrition – promoting healthy choices *Health & Safety – incidents, injuries, safe arrivals (DC), *Justice Restorative Circles *Review Library policy *PSSS Policy	April 2017 to March 2018

							*Secondary School Policy – EHS & WALC	
4.3	Establish Language Committee with Part Time Coordinator	Director of Education	Financial Honarium Travel	*Position and budget approved under OFNLP	*Lack of interest	*Promotion through various medias	*Established committee *TOR developed	April 2017 to March 2018
4.4	Implementation of an Education Board or Authority	Director of Education	Other “Guiding the Leaders of the Seventh Fire” Report	*Board Implementation Plan approved	*Lack of community support *Lack of Chief and Council Support *Lack of interest	*Community forums *Promotion through various medias	*Board Orientation Manual	April 2017 to March 2018
4.5	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	All Education Staff	Financial Funding Human Resources External organization	*Abreast of current trends	*Connectivity *Timeline *Relief staff	*Additional financial resource	*ONECA *Aboriginal Affairs Committee *LUNEC *NSTC *COO *UOI *FNAC *Training Alliance	April 2017 to March 2018
4.6	Continue to build capacity, enhance and support professional development of all staff.	All Education Staff	Financial Travel Fees Accommodations Other External Training Centres	*Certificate *Professional hours *Registered	*Lack of funding	*Apply within first quarter	*Truth & Reconciliation Dept. Wide Training *Duty to Report *CPI *Team Building	April 2017 to March 2018

4.7	Incorporate Sagamok Anishnawbek Economic Development Strategy within Education Work plan	All Education Staff	Other Approved Economic Development Strategy	*Implementation Plans completed	*Funding *Human Capacity	*Proposals *Various Training	*Review at quarterly staff meetings	April 2017 to March 2018
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