
Annual Action Plan for Indigenous Education 2022-2023

Department/Portfolio: Program Services

Senior Staff Lead(s): Renald Cousineau, Superintendent of Education; Tina Nelson, Vice-Principal of Indigenous Education

Growth Targets: The following objectives have been established for the system:

Increase the number of self-identified students (currently 416) by building awareness and understanding among staff, students and families, system-wide.

Increase the number of successful transitions to post-secondary pathways based upon feedback from former students supported by the Indigenous Graduation Coach Program, including an analysis of the current graduation rate for self-identified students as a baseline, and, the establishment of a growth target for an increase in the graduation rate, moving forward.

Increase the presence of and strengthen the relationships with knowledge carriers, Elders, community partners who share teachings with staff and students across the district.


Area of Focus	Responsibility Centre(s)	Timelines	Resources Required	Notes
Supporting Students				
Supporting Students Transitions from Secondary	Grad Coaches - Judy Ellis, Logan Wright	<u>Sept-Dec</u> Gr.12 Students Indigenous Career Fair <u>Mar-Apr</u> Gr.9-11 Students	- financial support for applications -buses, release, lunch for participants	-Student meetings -share funding info -collaboration with guidance counselors - collaboration with post-secondary recruiters and local employers
Supporting Students Transitions to Secondary	Grad Coaches - Judy Ellis, Logan Wright	<u>Jan-Feb</u> Gr. 8 Students (6,7 where applicable)		Successful pathway transitions
Supporting Students Summer Learning	Indigenous Ed Team	<u>Fall</u> Review feedback from 2022 program to inform plans for 2023 <u>Winter</u> Visit Boundless, consult with community & RCCDSB to co-plan <u>Spring</u> Detailed plans & promotion of summer learning program <u>Summer</u>	-Minimal costs if MoE grant is received -Funds available with Standing Bear (learning materials, honoraria, food, transportation, venue, staff)	-expand for summer 2023 -possible credit rescue/recovery model -possible reach-ahead credits -language & culture -on the land learning -community hours -funded youth positions through Standing Bear creates employment for students

		Delivery of program		
Supporting Students Grow Indigenous Support Team	IEAC, Exec Council, R Cousineau, HR, Finance Dept.	<u>Fall</u> Consult with IEAC, review updated budget <u>Winter</u> Add tutor(s), grad coach	Salary	Addition of Vice-Principal of Indigenous Education, Possible addition of third grad coach and/or cultural coordinator, addition of tutors
Supporting Students Cultural Spaces	Indigenous Ed Team, Plant Dept, Admin, IEAC	<u>Fall</u> Follow up with Bill Murray from last winter's meeting re: Indigenous Spaces (Dec 16) <u>Winter</u> Explore possible locations and projected costs <u>Spring</u> Consultations re: design with FNMI partners	Costs TBD	-enhance existing spaces -ventilation for smudging indoors -accessible for all -indoor/outdoor spaces -local artwork -designed for use (e.g. sharing circles, food, crafting) -consultation with communities
Supporting Students Indigenous Ways of Knowing & Learning in Math - Beading & Coding	Mike Fitzmaurice - TELT-C, Dr. Ruth Beatty -LU, Pikwakanagan Community Artists, Will Mayes - Secondary Coach, Tina Nelson	<u>Nov-Dec</u> EDPS, gr 6 TG <u>Feb</u> FHS, gr 9, CL <u>Mar-Apr</u> KPS, TS	Learning materials for classes, honoraria for community artists	-expand project beyond EDPS -continue with classes at EDPS -expansion to gr.9 at FHS

<p>Supporting Students Culturally Responsive Supports for Mental Health & Well-Being</p>	<p>Indigenous Ed Team, Lisa Lariviere, R Cousineau, J Poirier, J Smith, SSCs, Admin, Staff</p>	<p><u>Fall</u> -MOU with Noojimo, plan w Lisa L re: promoting and referral -consult/plan w FCS re: lodge support & 3 Doors <u>Winter</u> -Finalize processes for Noojimo & communicate w select staff re: registration -Consult with community agencies re: updates to programs & services; Communicate/remind staff, students, families of available supports</p>		<p>-cultural support for Indigenous students in care (program delivered by FCS) -Noojimo Health -We Matter -Child First -Jordan's Principle -Tungasuvvingat Inuit -Wabano -Circle Turtle Lodge -promote Pik events at OHS & EDPS</p>
<p>Supporting Students Virtual Gatherings - Indigenous Student Voice Forum</p>	<p>Indigenous Ed Team, Logan Wright to Facilitate</p>	<p><u>Jan-June</u> Invite participants from each secondary school, plan gatherings (x3)</p>	<p>Materials, honoraria for presenters, food</p>	<p>-lunch n learn model -cultural teachings & workshops -team building -circle of support -build relationships</p>
<p>Supporting Students Awards & Bursaries</p>	<p>Indigenous Ed Team, IEAC, Admin, Staff</p>	<p><u>Winter</u> Discuss plans w IEAC, finance</p>	<p>Details to be worked out at the February IEAC meeting.</p>	<p>-commitment to culture In accordance with the approval process outlined in AP-361 Prizes, Scholarships, Awards, Bursaries,</p>

				<p>recommend the following awards: (gr.8, gr. 12) -academic achievement (gr. 8, gr. 12) -achievement in FNMI Studies -certificate for 3 FNMI Studies courses -contributions to Indigenous community -leadership -7 Grandfather Teachings - awarded across district, any grade, end of year to a student who demonstrates that value</p>
Engagement & Awareness				
Engagement & Awareness - Promoting Indigenous Education Team	Communications Dept - Hannah MacMillan	Update site to reflect new team	Media, communications	Continue to build understanding and awareness of new roles, support available.
Engagement & Awareness - Promoting Self-Identification	Communications Dept, IEAC, Admin, Indigenous Ed Team	<u>Fall</u> -Review process w Senior Admin, Guidance, SSTs, Office	Print costs, plastic form holders, decals	-self-Id form -new pamphlet -posters -social media

		<p>Staff</p> <p>-Ensure forms are available and visible in each school (esp. for open house & meet teacher events)</p> <p><u>Jan</u></p> <p>Self-Id form for kinder pkgs & open houses</p>		-mural
<p>Engagement & Awareness</p> <p>Vetted Guests</p>	Tina Nelson and IEAC	<p><u>Sept-May</u></p> <p>Create digital guidebook with protocol, procedures, bios for vetted community guests.</p> <p><u>Jan</u></p> <p>Send lists to FNMI community partners to confirm available speakers and invite new names to be added.</p> <p><u>Jan-Mar</u></p> <p>Set up meetings with new individuals</p> <p><u>June-Aug</u></p> <p>Share resource with schools; add info to Indigenous Ed page.</p>	Honoraria for community partners	<p>Consult with:</p> <ul style="list-style-type: none"> - Algonquins of Pikwakanagan - Bonnechere Algonquins - Métis Nation Ontario - Okpik Consulting - Tungasuuvingat Inuit - Circle of Turtle Lodge - Inuuqatigiit - MASC
<p>Engagement & Awareness</p>	Tina Nelson	<p><u>Sept- June</u></p> <p>Virtual Visits,</p>	Honoraria for guest presenters	-Elders, knowledge carriers, story keepers,

<p>Learning with Community Partners</p>		<p>Classroom Visits, PD <u>Jan</u> Add request form to Indigenous Ed page (one for staff, one for community to apply)</p>		<p>artists -coordinate guests for classes & special events/assemblies -introduce guests & facilitate visits -deliver materials for workshops -ensure guests are acknowledged -form will facilitate process for inviting guests, and enable us to track visits</p>
<p>Engagement & Awareness Flags - A of P</p>	<p>Board, Chair, Education Manager for AOPFN, IEAC</p>	<p><u>Winter</u> Discuss with IEAC and Ed Manager for AOPFN <u>Spring</u> Letter to Chief, if supported by all <u>Summer</u> -Purchase, if supported by AOPFN -Coordinate Raising for Sept 2023</p>	<p>Funds to purchase flags from Pik, letter to Chief</p>	<p>Link to strategic plan, suggest process to move forward (letter to Chief & Council, our commitment to accompany the flying of flag, TRC connections). Half-masting & ongoing consultation with community.</p>
<p>Supporting Educators</p>				
<p>Supporting Educators Indigenous Ways of</p>	<p>Tina Nelson, Amy Charbonneau,</p>	<p> -PD for NBE 3E/C/U,</p>	<p>-new resources -release time for PD &</p>	<p>-PD in groups -individual planning with</p>

Knowing & Learning	Secondary Coaches, Krista Recoskie, Shelley Gagne	NAC 101, gr 9 Science, gr 9 Geography, gr 9 English, Guidance, Students Success, ECEs -Updated communication re: subsidies (Dec) <u>Winter</u> Beading & Math (community mentors)	co-planning -subsidy for AQs in FNMI Studies & related opportunities -honoraria for Elders, Knowledge Carriers	teachers -authors for speaker series
Supporting Educators Resources, Information, Activities for Important Dates	Tina Nelson, Amy Johnson	<u>Sept- June</u> Monthly to include relevant upcoming dates (e.g. Truth & Reconciliation Week, Secret Path, Treaties Recognition Week, etc.)		-prepare in consultation with other Indigenous Leads & community partners -share directly with staff through email -embed links in Equity calendar -share with Comms team for awareness -add to digital resource bank
Supporting Educators Virtual Speaker Series	Tina Nelson, Communications Dept for promotion, Telt-Cs	<u>Fall</u> Confirm Speakers <u>Jan-Apr</u> Bi-weekly virtual event	Fees for Presenters (shared)	-requested through feedback from last year's participants -co-hosted with RCCDSB

				<ul style="list-style-type: none"> -evening sessions, bi-weekly -open to ALL staff -open to community partners
<p>Supporting Educators Medicine Wheel Publishing - Bilingual Resource Kits</p>	<p>Tina Nelson, Amy Charbonneau, Literacy Coaches, Shelley Gagne</p>	<p><u>Winter</u> Plan strategy for introducing the kits w coaches and community members <u>Spring</u> Distribute & embed learning opportunities</p>	<p>Honoraria for guests & consultation</p>	<ul style="list-style-type: none"> -model & co-teach using the resources -cross-curricular options -on the land options -creative options -next steps
<p>Supporting Educators Ongoing Consultation</p>	<p>Tina Nelson, Amy Charbonneau</p>	<p><u>Sept-June</u> Upon Request</p>	<p>Release Time</p>	<ul style="list-style-type: none"> -co-planning -co-teaching -district wide support -K-12 -all subjects -teachers & admin
<p>Supporting Educators NAC 101</p>	<p>Indigenous Ed Team</p>	<p><u>Sept-June</u> Upon Request</p>	<p>Learning materials, supplies for projects (hide, soapstone, beads, sinew, thread, etc.) Release time for PD</p>	<ul style="list-style-type: none"> -purchase materials -organize supplies for each class -co-plan with teachers -build capacity among staff (e.g. sewing mitts) -support students in classroom -coordinate guest presenters

<p>Supporting Educators Library Audits (elementary schools)</p>	<p>Tina Nelson, Amy Charbonneau, Amy Johnson</p>	<p><u>Sept-June</u> Visit select schools (by invitation), to refresh collections according to Resource Review & Selection Guideline</p>	<p>Release time for school staff, cart/shelf to organize inclusive collections</p>	<p>Champlain (Spet) Valour (October) Killaloe (November) Fellows (January)</p>
<p>Data</p>				
<p>Data Using data to support student achievement</p>	<p>Indigenous Ed Team, Aspen Team</p>	<p><u>Sept-June</u> Collaborate w various depts to track FNMI students -Connect w Aspen Team to create new reports/filters</p>		<p>Self-ID In-Person vs Remote Attendance Credit Accumulation Community Hours OSSLT EQAO IEAP Tool Noojimo Career Fair Post-secondary Applications Co-op, SHSM, OYAP</p>
<p>Data Access to Indigenous Grad Coaches</p>	<p>Indigenous Ed Team</p>	<p><u>Dec-Jan</u> -Update tracking lists to align w Grad Coach report template from MoE <u>Feb</u> -Interim report b/w grad</p>		<p>-track student utilization of available supports & programs -post-sec/career fairs -skilled trades fairs -co-op -grad coach support</p>

		coaches and TN		<ul style="list-style-type: none"> -school tours -OYAP/SHSM -virtual events -funding assistance (grants, bursaries, OSAP, awards, federal funding)
<p>Data Inquiry -Measuring Success Post-Secondary</p>	Indigenous Ed Team	<p><u>Spring</u></p> <ul style="list-style-type: none"> -Distribute “permission to follow up” forms to graduating students -Create mailing list to send forms for updates in 2023+ 		<ul style="list-style-type: none"> -Contact list to get updates after grad, survey, communication with alumni -Communication with AofP Post-Sec Co-ord. -Communication with Continuing Ed Dept