

Core Theme Mission Critical Activities

Core Theme 1: Engage Indigenous Knowledge	
Goal 1: NWIC promotes student self-identity through the tribal college experience Objective 1: Cultural Content in the foundational courses support students' self-identity Indicator 1.1.1: Assessment of NWIC Institutional outcomes #3 & # 5 within CSOV 101 & 300 Indicator 1.1.2: Assessment of NWIC Institutional outcomes #3 & #5 for all bachelor's degree students within capstone classes in their final year	
Mission-Critical Activities (MCA) <i>Activities that are essential to achieving the objective</i>	A-Teach and Report on the Assessment of Foundational Courses
Objective 2: Student satisfaction with the Tribal College experience Indicator 1.2.1: Student Satisfaction Survey regarding overall student satisfaction Indicator 1.2.2: Graduate Survey regarding overall satisfaction	
Mission-Critical Activities	A-Provide NWIC activities which define and promote a positive Tribal college experience and reflect students' ability be self-determined individuals; Assess student satisfaction using the Graduate Survey and Student Satisfaction Survey
Goal 2: Indigenous knowledge is the foundation for all programs of study Objective 1: Foundational courses in all programs of study Indicator 2.1.1: Development of foundational courses Indicator 2.1.2: Implement foundational core into all programs of study	
Mission-Critical Activities	A-Program of Study revisions to include Foundational Courses B-Provide access to Foundational Courses through multiple modalities including site based
Objective 2: NWIC faculty have the capacity to support four year degree programming (quality assurance standards – faculty discipline areas) Indicator 2.2.1: Teaching and Learning Institute Attendance Indicator 2.2.2: Cultural Orientation	

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Mission-Critical Activities	A-Develop and provide culturally accurate and appropriate faculty orientation B-Implement Teaching and Learning Plan including (host T&L annually, professional development, in service with topics including indigenous scholarship).
Goal 3: NWIC actively engages faculty and students in research and scholarship in support of the college's mission and programs Objective 1: NWIC conducts research to increase the Indigenous body of knowledge Indicator 3.1.1: Development of an institutional research agenda Indicator 3.1.2: Development of a publication policy	
Mission-Critical Activities	A-Identification and formation of Indigenous Research Policy, Publication Policy and Research Plan
Objective 2: NWIC builds the capacity for faculty and students to engage in Indigenous scholarship Indicator 3.2.1: Assessment of capstone courses for graduates of bachelor's programs Indicator 3.2.2: Provide in-service/pre-service activities to build capacity of faculty in indigenous scholarship Indicator 3.2.3: Participation rate in the teaching and learning Institute (Survey/evaluation)	
Mission-Critical Activities	A-Define Indigenous scholarship, indicators and report the assessment of Capstone Courses
Objective 3: NWIC Faculty and students publish and disseminate research Indicator 3.3.1: Number of accessible published cultural and historical documents, including both original and reprinted publications Indicator 3.3.2: Capstone project reports are placed in the collections of the Lummi library	

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Mission-Critical Activities	A-Build faculty/student capacity to publish and disseminate research B-Build faculty/student capacity to utilize published research
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Core Theme 2: Commitment to student success	
<p>Goal 4: NWIC prepares students to be successful at the associate, baccalaureate and graduate levels</p> <p>Objective 1: Curriculum prepares students for professional or advanced degree work upon graduation.</p> <p>Indicator 4.1.1: Assessment of bachelor's degree program outcomes</p> <p>Indicator 4.1.2: Assessment of institutional outcomes</p> <p>Indicator 4.1.3: Graduation rate</p> <p>Indicator 4.1.4: Graduation survey results from questions addressing preparation for future occupation or continued education</p>	
Mission-Critical Activities <i>Activities that are essential to achieving the objective</i>	A-Teach and report on the assessment of program and institutional outcomes B-Develop a comprehensive framework for assessment with program and institutional outcomes
<p>Objective 2: Co-curricular activities support students' development appropriate to a four-year college</p> <p>Indicator 4.2.1: Assessment of student support learning outcomes</p> <p>Indicator 4.2.2: Assessment of student development as articulated in student learning outcomes</p>	
Mission-Critical Activities	A-Develop, implement, and report on the Student Learning Outcomes for all co-curricular activities (see co-curricular definition in year 3 report, page 34)
<p>Goal 5: NWIC promotes student success in college-level courses through the First Year Experience (FYE) program, especially for first generation and low-income students</p> <p>Objective 1: Participates in communities of learners that support their educational goals</p> <p>Indicator 5.1.1: Quarter to quarter retention rate</p> <p>Indicator 5.1.2: FYE Fall to Fall retention rate</p>	

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Indicator 5.1.3: Participation rate in Emerging Scholars Symposium Indicator 5.1.4: Participation rate in Emerging Scholars Symposium	
Mission-Critical Activities	A-Implement, assess, and report on student learning outcomes in all FYE courses. B-Implementation of Emerging Scholars symposium in HMDV 110 C-Reporting on retention rate D-(This requires report card and student success report data)
Objective 2: Students complete developmental education and First Year Experience (FYE) courses within their first year Indicator 5.2.1: Completion rate of developmental math Indicator 5.2.2: Completion rate of developmental English Indicator 5.2.3: Completion rate of FYE Core Courses	
Mission-Critical Activities	A-Implement, assess, and report FYE plan, including professional development, updating courses, tutoring support B-Math and Writing Center plan- Develop, implement, and report on tutoring and student success
Objective 3: Students participate in extra-curricular activities that strengthen personal and tribal identity Indicator 5.3.1: Participation in extra-curricular activities Indicator 5.3.2: Assessment of student connection to identity and sense of place	
Mission-Critical Activities	A-Develop, implement, and report on the assessment of student connection to identity and sense of place B-Develop and implement activities and track participation rates

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Core Theme 3: Access to higher education opportunities at all levels for tribal communities	
<p>Goal 6: NWIC offers career and workforce opportunities in response to community and individual needs</p> <p>Objective 1: Offer workforce programs that meet or exceed industry recognized standards and prepare students for employment opportunities.</p> <p>Indicator 6.1.1: Workplace and Computer Literacy</p> <p>Indicator 6.1.2: Student attainment of industry-recognized credentials</p> <p>Indicator 6.1.3: Student employment upon completion of workforce training</p>	
<p>Mission-Critical Activities</p> <p><i>Activities that are essential to achieving the objective</i></p>	<p>A-Develop work force education plan that includes: student learning outcomes; state credential completion rates; and employment rates</p>
<p>Objective 2: Provide career pathways from college entry to associate and baccalaureate programs</p> <p>Indicator 6.2.1: Articulation of career pathways in college publications such as: college catalog, flyer handed out by advisors, etc.</p> <p>Indicator 6.2.2: Rate of students transitioning along career pathways</p>	
<p>Mission-Critical Activities</p>	<p>A-Develop career pathways plan that links work force education and degree programs</p>
<p>Goal 7: NWIC provides access to and opportunities for engagement in the tribal college experience at all entry points</p> <p>Objective 1: Opportunities to access college programs are communicated at all entry points</p> <p>Indicator 7.1.1: Admissions yield (a measure how many students apply to be a student vs. how many actually enroll)</p> <p>Indicator 7.1.2: Online Resources - ongoing improvement of student access to useful online resources at NWIC.</p> <p>Indicator 7.1.3: Percentage of students who declare program of study who previously enrolled as undeclared, including GED, CEU, and Workforce Education</p> <p>Indicator 7.1.4: Increase in the number of transfer students (with recognized associates' degree) who apply, enroll and declare in a baccalaureate</p>	

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degree program at NWIC.	
Mission-Critical Activities	A-Create an access plan that includes conducting a student satisfaction survey, gaps analysis, student orientation, site support and training for advisors
Goal 8: NWIC increases access to program of study courses through distance education modalities and site-based services Objective 1: NWIC provides place-based education at extended campus sites Indicator 8.1.1: Annualized FTE for off-campus program of study students Indicator 8.1.2: On-time graduation rate for off-campus students	
Mission-Critical Activities	A-Develop distance education plan to increase access to programs of study at extended campus sites

Core Theme 4: **Advance place-based community education and outreach**

Goal 9: NWIC promotes healthy living and nutrition, leadership, and financial security

Objective 1: NWIC provides professional development, community education classes, and workshops in support of tribal community training needs

Indicator 9.1.1: Number of professional development and Community education classes and workshops offered each year

Indicator 9.1.2: Number of enrollments each year in professional development and community education classes and workshops

Indicator 9.1.3: Number of Continuing Education Units (CEUs) completed each year by participants

Mission-Critical Activities <i>Activities that are essential to achieving the objective</i>	A-Develop, Implement, and assess a community education plan that includes: i) planning and delivery of activities/classes/workshops in all appropriate departments ii)coordination and training across programs to ensuring all possible CEUs collected iii)creation and publication of a master schedule of all community education activities offered quarterly iv) creation, dissemination, and regular updating of a centralized list of qualified and approved CEU providers
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Objective 2: NWIC conducts research and product development of curriculum resources for professional and community education

Indicator 9.2.1: Number of curriculum resources developed and disseminated

Mission-Critical Activities	A- Develop, implement, and assess a curriculum dissemination plan which coordinates with the Publication Policy and processes and addresses: i) approval process for curriculum and products that addresses cultural intellectual property rights and norms ii) identification of purpose and audience for each iii) evaluation, as appropriate.
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Objective 3: NWIC provides Tribal communities opportunities for leadership development

Indicator 9.3.1: Traditional Leadership Curriculum is available and accessible.

Indicator 9.3.2: Traditional Leadership Curriculum is incorporated into programs of study

Mission-Critical Activities	A- Develop, implement, and assess Native Leadership Development Plan that addresses: i)institutional prioritization of development of the next generation of Native leaders ii)dissemination and use of the Traditional Leadership Curriculum
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	<p>iii)coordination of leadership development across departments iv)coordination with Teaching and Learning Plan and Committee to support development of Native faculty, in coordination with the Coast Salish Institute</p> <p>Note – indicator 9.3.2 is complete A-Develop Traditional Leadership curriculum (Done) B-Develop BANSL program of study (done) C-Incorporate tribal leadership curriculum content into foundational courses (done)</p>
<p>Goal 10: NWIC promotes land grant programming that builds institutional and community capacity in the marine sciences, aquaculture, and natural resources</p> <p>Objective 1: NICMERE maintains positive reciprocal relationships with tribal, state, and federal agencies and institutions of higher learning focused on shared research interests and support of students</p> <p>Indicator 10.1.1: Annual meetings are held with existing and potential partners in collaborative projects</p> <p>Indicator 10.1.2: Number of collaborative projects</p>	
Mission-Critical Activities	<p>A- Develop, implement, and assess NICMERE Plan to include: i)development and documentation of partnerships ii) scheduling of regular partner meetings to include goals and meeting minutes iii)development and implementation of processes to implement goals and assess progress</p>
<p>Objective 2: NICMERE and the Salish Sea Research Center provide a place-based collaborative model for aquaculture and environmental science research and education</p> <p>Indicator 10.2.1: Number of courses in aquaculture, mariculture, and/or the husbandry of freshwater and marine organisms offered by NWIC or through a partner organization</p> <p>Indicator 10.2.2: Number of students participating in aquaculture and environmental science internships at NWIC and outside organizations</p>	
Mission-Critical Activities	<p>B- Develop, implement, and assess plan and processes to coordinate NICMERE and Science Department offerings in research and education, to include: i)creation and revision of courses within the Science Department and other programs that coordinate with NICMERE ii)development and approval of MOU agreements with Bellingham Technical College and other institutions, as appropriate iii)Coordination, maintenance, and extension of internship offerings</p>

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Objective 3: NWIC provides education, training, and workforce developmental opportunities that support the stewardship and management of natural resources through collaboration among the Salish Sea Research Center, NWIC Continuing Education, and NWIC Workforce Training departments

Indicator 10.3.1: Number of coordination meetings between Salish Sea Research Center, NWIC Continuing Education and Workforce Training office

Indicator 10.3.2: Number of new workforce development courses in aquaculture and natural resources offered

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| | <p>A- Develop, implement, and assess coordination plan between NICMERE/Salish Sea Research Institute, Workforce Development, and Continuing Education Departments, which includes:</p> <ul style="list-style-type: none">i) Develop and implement mechanism to gather data from former students and community members to determine which aquaculture and natural resources workforce trainings need to be offered.ii) articulation and implementation of mechanism for collaborate – meetings, incorporation of collaboration goals and activities into each department’s work plan, coordination with workforce pathways (Strategic Plan goal 6, objective 2)iii) implementation of mechanisms for stakeholder inputiv) updating of the 2004 list of desirable trainings identified by Lummi Natural Resources and implementation of coordinated activities to address stated needsv) development and implementation of coordinated effort to offer similar and appropriate trainings at other NWIC extended campus sites |
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