

Institutional Outcomes and Program Outcomes alignment discussion table-2016

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	Institutional outcomes #1 - communication	Program outcomes #1	Notes
<p>Native Leadership- To Acquire a Quality Education</p>	<p>Educated Native leaders are essential to the survival and advancement of Tribes. NWIC graduates are leaders in their own right and have the ability to communicate in diverse situations, <b>listen</b> deeply, <b>think critically</b>, and <b>organize</b> and <b>articulate</b> ideas.</p> <p>Upon degree attainment, a successful student will be able to...</p> <ul style="list-style-type: none"> <li>Effectively <b>communicate in diverse situations</b>, from receiving to expressing information, <b>both verbally and non-verbally</b></li> <li>Use analytical and critical thinking skills to draw and interpret conclusions from multiple perspectives including <b>Indigenous theory and methods-</b></li> </ul> <p>Note: <b>Indigenous theory and methods-(this is research – not a perspective). The Business degree and Science degree do not teach Indigenous theory/methods.</b></p>	<p><u>Skills of Leadership-</u> In Coast Salish Territory, the people of pre-contact times lived in highly complex social and family structures. This required individuals and family groups to exercise extensive effective communication. Every leader was multilingual in order to communicate and collaborate with their neighbors. This remains true today. Students who aspire to become leaders in their own communities will bring their ancestors' skills from traditional times into contemporary settings to achieve strong and sound sovereignty.</p> <p>Upon completion of this program, students will:</p> <ul style="list-style-type: none"> <li>Demonstrate effective <b>communication in diverse situations, both verbally and non-verbally</b>, in ways that are <u>appropriate to our culture(s)</u></li> <li>Demonstrate the ability to <b>speak on behalf</b> of their Tribal communities <u>without</u> expressing individual self-interest</li> </ul>	<p>Inst Outcome bullet #1 aligns with Prog Outcome bullet #1</p> <p><b>*yellow highlight</b> indicates the focus of program outcome #1</p> <p>In the NSL curriculum map; program outcome #1 is aligned with: Csov 301, 410, 499</p> <p>*the background statement also includes listening, thinking critically, organizing &amp; articulating ideas. If we include the background statement then it could include: Csov 101,102,103</p>

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	Inst. outcome #1	Program outcomes #2	Notes
<p>Native Leadership- To Acquire a Quality Education</p>	<p>Educated Native leaders are essential to the survival and advancement of Tribes. NWIC graduates are leaders in their own right and have the ability to communicate in diverse situations, listen deeply, think critically, and organize and articulate ideas.</p> <p>Upon degree attainment, a successful student will be able to...</p> <ul style="list-style-type: none"> <li>Effectively communicate in diverse situations, from receiving to expressing information, both verbally and non-verbally</li> <li>Use analytical and critical thinking skills to draw and interpret conclusions from multiple perspectives including <b>Indigenous theory and methods-</b></li> </ul> <p>Note: <b>Indigenous theory and methods-(this is research – not a perspective). The Business degree and Science degree do not teach Indigenous theory/methods.</b></p>	<p>Values- The Coast Salish people have values that are imprinted from an early age. These values of endurance, honor, integrity, respect and humility allow leaders to make informed decisions based on quality knowledge that supports Indigenouness, sovereignty, and the protection of our homelands.</p> <p>Upon completion of this program, students will:</p> <p>Adhere to traditional values by making quality decisions that defend cultural knowledge, Tribal communities and traditional homelands. This is demonstrated through the use of the values:</p> <ul style="list-style-type: none"> <li>Honor and Integrity</li> <li>Respect</li> </ul> <p>Take an active approach to community building by participating in service learning projects. This is demonstrated through the use of values:</p> <ul style="list-style-type: none"> <li>Endurance</li> <li>Humility</li> </ul>	<p>None</p> <p>*yellow highlight indicates the focus of program outcome #2</p>

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	Inst outcome #1	Program outcome #3	Notes
<p>Native Leadership- To Acquire a Quality Education</p>	<p>Educated Native leaders are essential to the survival and advancement of Tribes. NWIC graduates are leaders in their own right and have the ability to communicate in diverse situations, listen deeply, think critically, and organize and articulate ideas.</p> <p>Upon degree attainment, a successful student will be able to...</p> <ul style="list-style-type: none"> <li>Effectively communicate in diverse situations, from receiving to expressing information, both verbally and non-verbally</li> <li>Use analytical and critical thinking skills to draw and interpret conclusions from multiple perspectives including <b>Indigenous theory and methods-</b></li> </ul> <p>Note: <b>Indigenous theory and methods-(this is research – not a perspective). The Business degree and Science degree do not teach Indigenous theory/methods.</b></p>	<p>Knowledge- The Coast Salish are very intentional in teaching foundational knowledge to their young leaders. In this program, students develop the ability to differentiate between inherent birthright and the acquired rights conferred by the federal government.</p> <p>Upon completion of this program, students will:</p> <ul style="list-style-type: none"> <li>Advocate for their inherent rights based on the origin stories and traditional knowledge that is passed down through the language.</li> <li>Examine, or inspect acquired rights by interpreting, analyzing, and evaluating treaties, federal law and policy as they apply to Indian Country.</li> </ul>	<p>No current alignment</p> <p>*yellow highlight indicates the focus of program outcome #3</p>

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	Inst. outcome #1	Program outcome #4	Notes
<p>Native Leadership- To Acquire a Quality Education</p>	<p>Educated Native leaders are essential to the survival and advancement of Tribes. NWIC graduates are leaders in their own right and have the ability to communicate in diverse situations, listen deeply, think critically, and organize and articulate ideas.</p> <p>Upon degree attainment, a successful student will be able to...</p> <ul style="list-style-type: none"> <li>Effectively communicate in diverse situations, from receiving to expressing information, both verbally and non-verbally</li> <li>Use analytical and critical thinking skills to draw and interpret conclusions from multiple perspectives including <b>Indigenous theory and methods-</b></li> </ul> <p>Note: <b>Indigenous theory and methods-(this is research – not a perspective). The Business degree and Science degree do not teach Indigenous theory/methods.</b></p>	<p>World View</p> <p>Traditional Coast Salish leaders made great sacrifices to defend their inherent sovereignty. Through the language and teachings of their elders, these leaders developed skills, values, and knowledge that ensured the survival of our inherent rights.</p> <p>Upon completion of this program, students will:</p> <ul style="list-style-type: none"> <li>Apply and defend the two guiding principles of <b>Indigenusness and sovereignty -</b></li> <li>Embrace the skills, values, and knowledge that <b>reflect our traditional ideology</b> which allows us to be inherently sovereign.</li> </ul>	<p>No current alignment</p> <p>*yellow highlight indicates the focus of program outcome #4-</p>

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	NWIC outcome #2 - knowledge, service learning	Program outcome #1	Notes
<p>Way of life- to give back</p>	<p>Education is relevant when <b>Indigenous ways of thinking, learning, and doing</b> are <b>infused into the educational framework</b>. NWIC graduates possess the knowledge of <b>how Tribal values are interpreted and practiced</b> through healthy lifestyles, language, and decision making. Upon degree attainment, a successful student will be able to...</p> <ul style="list-style-type: none"> <li>• Demonstrate knowledge of what it means to be a people</li> <li>• Practice community building through service learning</li> </ul> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• indigenous ways can't be just infused into the mainstream framework – they have to 'be' the framework in order to be 'indigenous' -This 'thinking' is upside down</li> <li>• Demonstrate knowledge of what it means to be a people is <b>relationality not 'giving back'</b> ( the title of this outcome above)</li> </ul>	<p>Skills of Leadership- In Coast Salish Territory, the people of pre-contact times lived in highly complex social and family structures. This required individuals and family groups to exercise extensive effective communication. Every leader was multilingual in order to communicate and collaborate with their neighbors. This remains true today. Students who aspire to become leaders in their own communities will bring their ancestors' skills from traditional times into contemporary settings to achieve strong and sound sovereignty. Upon completion of this program, students will:</p> <ul style="list-style-type: none"> <li>• Demonstrate effective communication in diverse situations, both verbally and non-verbally, in ways that are appropriate to our culture(s)</li> <li>• Demonstrate the ability to speak on behalf of their Tribal communities without expressing individual self-interest</li> </ul>	<p>No current alignment</p> <p>*yellow highlight indicates the focus of program outcome #1- bullet pt</p>

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	Inst. outcome #2	Program outcome #2	Notes
<p>Way of life- to give back</p>	<p>Education is relevant when <b>Indigenous ways of thinking, learning, and doing</b> are infused into the educational framework. NWIC graduates possess the knowledge of <b>how Tribal values are interpreted and practiced</b> through healthy lifestyles, language, and decision making. Upon degree attainment, a successful student will be able to...</p> <ul style="list-style-type: none"> <li>• Demonstrate knowledge of what it means to be a people</li> <li>• Practice community building through service learning</li> </ul> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• indigenous ways can't be just infused into the mainstream framework – they have to 'be' the framework in order to be 'indigenous' -This 'thinking' is upside down</li> <li>• Demonstrate knowledge of what it means to be a people is <i>relationality</i> <b>not 'giving back'</b> ( the title of this outcome above)</li> </ul>	<p>Values- The Coast Salish people have values that are imprinted from an early age. These values of endurance, honor, integrity, respect and humility allow leaders to make informed decisions based on quality knowledge that supports Indigenousness, sovereignty, and the protection of our homelands. Upon completion of this program, students will:</p> <p>Adhere to traditional values by making quality decisions that defend cultural knowledge, Tribal communities and traditional homelands. This is demonstrated through the use of the values:</p> <ul style="list-style-type: none"> <li>• Honor and Integrity</li> <li>• Respect</li> </ul> <p>Take an active approach to community building by participating in service learning projects. This is demonstrated through the use of values:</p> <ul style="list-style-type: none"> <li>• Endurance</li> <li>• Humility</li> </ul>	<p>There is an alignment between:</p> <ul style="list-style-type: none"> <li>-Inst outcome #2 and</li> <li>-Prog outcome #2 – bullet 2</li> </ul> <p>*yellow highlight indicates the focus of program outcome #2</p>

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	Inst. outcome #2	Program outcome #3	Notes
Way of life- to give back	<p>Education is relevant when <b>Indigenous ways of thinking, learning, and doing</b> are infused into the educational framework. NWIC graduates possess the knowledge of <b>how Tribal values are interpreted and practiced</b> through healthy lifestyles, language, and decision making. Upon degree attainment, a successful student will be able to...</p> <ul style="list-style-type: none"> <li>• Demonstrate knowledge of what it means to be a people</li> <li>• Practice community building through service learning</li> </ul> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• indigenous ways can't be just infused into the mainstream framework – they have to 'be' the framework in order to be 'indigenous' -This 'thinking' is upside down</li> </ul> <p>Demonstrate knowledge of what it means to be a people is <i>relationality</i> <b>not 'giving back'</b> ( the title of this outcome above)</p>	<p>Knowledge- The Coast Salish are very intentional in teaching foundational knowledge to their young leaders. In this program, students develop the ability to <b>differentiate between inherent birthright</b> and the <b>acquired rights</b> conferred by the federal government.</p> <p>Upon completion of this program, students will:</p> <ul style="list-style-type: none"> <li>• <b>Advocate for their inherent rights based on the origin stories and traditional knowledge that is passed down through the language.</b></li> <li>• Examine, or inspect <b>acquired rights</b> by interpreting, analyzing, and evaluating <b>treaties, federal law</b> and <b>policy</b> as they apply to Indian Country.</li> </ul>	<p>*<b>yellow highlight</b> indicates the focus of program outcome #3</p> <p>*the INST outcome background statement mentions language &amp; *the program outcome <u>Bullet #1</u> says "<i>thru language</i>" CSOV 102</p>

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	Inst. outcome #2	Program outcome #4	Notes
Way of life- to give back	<p>Education is relevant when <b>Indigenous ways of thinking, learning, and doing</b> are infused into the educational framework. NWIC graduates possess the knowledge of <b>how Tribal values are interpreted and practiced</b> through healthy lifestyles, language, and decision making. Upon degree attainment, a successful student will be able to...</p> <ul style="list-style-type: none"> <li>• Demonstrate knowledge of what it means to be a people</li> <li>• Practice community building through service learning</li> </ul> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• indigenous ways can't be just infused into the mainstream framework – they have to 'be' the framework in order to be 'indigenous' -This 'thinking' is upside down</li> </ul> <p>Demonstrate knowledge of what it means to be a people is <i>relationality</i> <b>not 'giving back'</b> ( the title of this outcome above)</p>	<p>World View Traditional Coast Salish leaders made great sacrifices to defend their inherent sovereignty. Through the language and teachings of their elders, these leaders developed skills, values, and knowledge that ensured the survival of our inherent rights.</p> <p>Upon completion of this program, students will:</p> <ul style="list-style-type: none"> <li>• Apply and defend the two guiding principles of <b>Indigenesness and sovereignty-</b></li> <li>• Embrace the skills, values, and knowledge that <b>reflect our traditional ideology</b> which allows us to be inherently sovereign.</li> </ul>	<p>*yellow highlight indicates the focus of program outcome #2- bullet pt</p>



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	Inst. outcome #3 - knowledge, rights??	Program outcome #1	Notes
<p>Inherent rights- To apply indigenous knowledge</p>	<p>Knowledge of Tribal history, language and culture is integral to the advancement of sovereignty and self-determination. NWIC <b>graduates actively engage in the decolonization process</b> using an Indigenous perspective and are able to differentiate between inherent rights and acquired rights. Upon degree attainment, a successful student will be able to...</p> <ul style="list-style-type: none"> <li>• Exhibit a sense of place</li> <li>• Recognize Tribal rights as they relate to human rights</li> </ul> <p><b>How can this happen when systems, academy, curriculums, other programs aren't in a process of decolonization? Or indigenization?? We are doing cultural integration though??</b></p>	<p>Skills of Leadership- In Coast Salish Territory, the people of pre-contact times lived in highly complex social and family structures. This required individuals and family groups to exercise extensive effective communication. Every leader was multilingual in order to communicate and collaborate with their neighbors. This remains true today. Students who aspire to become leaders in their own communities will bring their ancestors' skills from traditional times into contemporary settings to achieve strong and sound sovereignty. Upon completion of this program, students will:</p> <ul style="list-style-type: none"> <li>• Demonstrate effective <b>communication in diverse situations, both verbally and non-verbally</b>, in ways that are appropriate to our culture(s)</li> <li>• Demonstrate the ability to <b>speak on behalf</b> of their Tribal communities without expressing individual self-interest</li> </ul>	<p>Notes: ** if they are trying to describe something that is social justice in <u>Inst. bullet #2 ??</u> – Then we have csov 335, but it isn't one of the courses they use for assesement??</p> <p>*<b>yellow highlight</b> indicates the focus of program outcome #1-</p>

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	Inst. outcome # 3	Program outcome #2	Notes
<p>Inherent rights- To apply indigenous knowledge</p>	<p>Knowledge of Tribal history, language and culture is integral to the advancement of sovereignty and self-determination. NWIC graduates <b>actively engage in the decolonization process</b> using an Indigenous perspective and are able to differentiate between inherent rights and acquired rights. Upon degree attainment, a successful student will be able to...</p> <ul style="list-style-type: none"> <li>• Exhibit a sense of place</li> <li>• Recognize Tribal rights as they relate to human rights</li> </ul>	<p>Values- The Coast Salish people have values that are imprinted from an early age. These values of endurance, honor, integrity, respect and humility allow leaders to make informed decisions based on quality knowledge that supports Indigenousness, sovereignty, and the protection of our homelands. Upon completion of this program, students will:</p> <p>Adhere to traditional values by making quality decisions that defend cultural knowledge, Tribal communities and traditional homelands. This is <b>demonstrated through the use of the values:</b></p> <ul style="list-style-type: none"> <li>• Honor and Integrity</li> <li>• Respect</li> </ul> <p>Take an active approach to community building by participating in <b>service learning</b> projects. This is demonstrated through the use of values:</p> <ul style="list-style-type: none"> <li>• Endurance</li> <li>• Humility</li> </ul>	<p>No alignment currently</p> <p><b>*yellow highlight</b> indicates the focus of program outcome #2</p> <p>*other programs of study do not have courses that include “decolonization nor indigenous perspectives”</p>

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	Inst. outcome #3	Program outcome # 3	Notes
<p>Inherent rights- To apply indigenous knowledge</p>	<p>Knowledge of Tribal history, language and culture is integral to the advancement of sovereignty and self-determination. NWIC graduates <b>actively engage in the decolonization process</b> using an Indigenous perspective and are able to differentiate between inherent rights and acquired rights. Upon degree attainment, a successful student will be able to...</p> <ul style="list-style-type: none"> <li>• Exhibit a sense of place</li> <li>• Recognize Tribal rights as they relate to human rights</li> </ul>	<p>Knowledge- The Coast Salish are very intentional in teaching foundational knowledge to their young leaders. In this program, students develop the ability to differentiate between inherent birthright and the acquired rights conferred by the federal government.</p> <p>Upon completion of this program, students will:</p> <ul style="list-style-type: none"> <li>• Advocate for their <b>inherent rights based</b> on the origin stories and traditional knowledge that is passed down <b>through the language.</b></li> <li>• Examine, or inspect <b>acquired rights</b> by interpreting, analyzing, and evaluating <b>treaties, federal law</b> and <b>policy</b> as they apply to Indian Country.</li> </ul>	<p>** a far reaching assumption could be csov 410 – sacred sites, inherent rights and social justice. But once again, it isn't one of the courses assessed???</p> <p>*<b>yellow highlight</b> indicates the focus of program outcome #3</p>

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	Inst. outcome #3	Program outcome #4	Notes
<p>Inherent rights- To apply indigenous knowledge</p>	<p>Knowledge of Tribal history, language and culture is integral to the advancement of sovereignty and self-determination. NWIC graduates actively <b>engage in the decolonization process</b> using an Indigenous perspective and are able to differentiate between inherent rights and acquired rights. Upon degree attainment, a successful student will be able to...</p> <ul style="list-style-type: none"> <li>• Exhibit a sense of place</li> <li>• Recognize Tribal rights as they relate to human rights</li> </ul>	<p>World View Traditional Coast Salish leaders made great sacrifices to defend their inherent sovereignty. Through the language and teachings of their elders, these leaders developed skills, values, and knowledge that ensured the survival of our inherent rights. Upon completion of this program, students will:</p> <ul style="list-style-type: none"> <li>• Apply and defend the two guiding principles of <b>Indigenousness and sovereignty</b> -</li> <li>• Embrace the skills, values, and knowledge that <b>reflect our traditional ideology</b> which allows us to be inherently sovereign.</li> </ul>	<p>*<b>yellow highlight</b> indicates the focus of program outcome #1- bullet pt 2</p>

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	Nwic outcome #4 -	Program outcome #1	Notes
<p>Community minded- To utilize education through work</p>	<p>Indigenous knowledge advances the capacity of Tribes. NWIC graduates <b>acquire the skills to identify their roles as a community member</b>, including how they are integral to advancing the collective good of the community.</p> <p>Upon degree attainment, a successful student will be able to...</p> <ul style="list-style-type: none"> <li>• Meet the <b>technological</b> challenges of a modern world</li> <li>• Work <b>cooperatively toward a common goal</b></li> </ul>	<p><b>Skills of Leadership-</b> In Coast Salish Territory, the people of pre-contact times lived in highly complex social and family structures. This required individuals and family groups to exercise extensive effective communication. Every leader was multilingual in order to communicate and collaborate with their neighbors. This remains true today. Students who aspire to become leaders in their own communities <b>will bring their ancestors' skills from traditional times into contemporary settings</b> to achieve strong and sound sovereignty.</p> <p>Upon completion of this program, students will:</p> <ul style="list-style-type: none"> <li>• Demonstrate effective <b>communication in diverse situations, both verbally and non-verbally</b>, in ways that are appropriate to our culture(s)</li> <li>• Demonstrate the ability to <b>speak on behalf</b> of their Tribal communities without expressing individual self-interest</li> </ul>	<p>*<b>yellow highlight</b> indicates the focus of program outcome #1</p> <p>Note: re: "community members" We are not just community members – we are federally recognized tribes with unique political status/standing -</p>

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	Nwic outcome # 4	Program outcome #2	Notes
	<p>Indigenous knowledge advances the capacity of Tribes. NWIC graduates <b>acquire the skills to identify their roles as a community member</b>, including how they are integral to advancing the collective good of the community.</p> <p>Upon degree attainment, a successful student will be able to...</p> <ul style="list-style-type: none"> <li>• Meet the <b>technological</b> challenges of a modern world</li> <li>• Work cooperatively toward a <b>common goal</b> -</li> </ul>	<p>Values- The Coast Salish people have values that are imprinted from an early age. These values of endurance, honor, integrity, respect and humility allow leaders to make informed decisions based on quality knowledge that supports Indigenousness, sovereignty, and the protection of our homelands.</p> <p>Upon completion of this program, students will:</p> <p>Adhere to traditional values by making quality decisions that defend cultural knowledge, Tribal communities and traditional homelands. <b>This is demonstrated through the use of the values:</b></p> <ul style="list-style-type: none"> <li>• Honor and Integrity</li> <li>• Respect</li> </ul> <p>Take an active approach to community building by participating in <b>service learning</b> projects. This is demonstrated through the use of values:</p> <ul style="list-style-type: none"> <li>• Endurance</li> <li>• Humility</li> </ul>	<p><b>*yellow highlight</b> indicates the focus of program outcome #2</p> <p>Note: re: “community members” We are not just community members – we are federally recognized tribes with unique political status/standing -</p>

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	Nwic outcome #4	Program outcome #3	Notes
	<p>Indigenous knowledge advances the capacity of Tribes. NWIC graduates <b>acquire the skills to identify their roles as a community member</b>, including how they are integral to advancing the collective good of the community.</p> <p>Upon degree attainment, a successful student will be able to...</p> <ul style="list-style-type: none"> <li>• Meet the <b>technological</b> challenges of a modern world</li> <li>• Work cooperatively toward a <b>common goal</b> -</li> </ul>	<p>Knowledge- The Coast Salish are very intentional in teaching foundational knowledge to their young leaders. In this program, students develop the ability to differentiate between inherent birthright and the acquired rights conferred by the federal government.</p> <p>Upon completion of this program, students will:</p> <ul style="list-style-type: none"> <li>• Advocate for their <b>inherent rights based on the origin stories and traditional knowledge that is passed down through the language.</b></li> <li>• Examine, or inspect <b>acquired rights</b> by interpreting, analyzing, and evaluating <b>treaties, federal law</b> and <b>policy</b> as they apply to Indian Country.</li> </ul>	<p>*<b>yellow highlight</b> indicates the focus of program outcome #1- bullet pt 2</p>

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	Nwic outcome #4	Program outcome # 4	Notes
	<p>Indigenous knowledge advances the capacity of Tribes. NWIC graduates <b>acquire the skills to identify their roles as a community member</b>, including how they are integral to advancing the collective good of the community.</p> <p>Upon degree attainment, a successful student will be able to...</p> <ul style="list-style-type: none"> <li>• Meet the <b>technological</b> challenges of a modern world</li> <li>• Work cooperatively toward a <b>common goal</b> -</li> </ul>	<p>World View</p> <p>Traditional Coast Salish leaders made great sacrifices to defend their inherent sovereignty. Through the language and teachings of their elders, these leaders developed skills, values, and knowledge that ensured the survival of our inherent rights.</p> <p>Upon completion of this program, students will:</p> <ul style="list-style-type: none"> <li>• Apply and defend the two guiding principles of <b>Indigenouness and sovereignty</b></li> <li>• Embrace the skills, values, and knowledge that <b>reflect our traditional ideology</b> which allows us to be inherently sovereign.</li> </ul>	<p>*<b>yellow highlight</b> indicates the focus of program outcome #1- bullet pt 2</p>