
2016 Strategic Plan Assessment Survey

Conducted by NWIC Office
of Institutional Research

Respondents 144

Q1. What best describes you?

Answered: 143; Skipped: 1

Current Student	NWIC alumnus	NWIC Staff	NWIC Administration	NWIC Faculty	Other
6.29%	6.29%	49.65%	20.28%	38.46%	2.8%
9	9	71	29	55	4

Q2. What NWIC site do you most associate yourself with?

Answered: 143 Skipped: 1

Lummi	Nez Perce	Muckleshoot	Nisqually	Port Gamble	Tulalip	Swinomish
77.62%	6.99%	3.50%	3.50%	4.2%	0.70%	3.50%
111	10	5	5	6	1	5

CORE THEME 1: ENGAGE INDIGENOUS KNOWLEDGE

Q3. NWIC Engages in Indigenous Knowledge

Answered 133; Skipped 11

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
42.1%	51.13%	4.51%	0.75%	0	1.5%	133	1.70
56	68	6	1		2		

Commendations

- Local language
- Foundational courses
- Indigenous research policy under development

Recommendations:

- Emphasize hiring Native faculty
- Place-based curriculum at each site
- More language options
- Provide elder mentors in classrooms and for faculty consultation
- Host an annual event “passing on the cultural knowledge”
- Revisit the vision of our ancestors as a continual process
- Reflect, revise, repeat

Q4. NWIC promotes student self-identity through the tribal college experience.

Answered: 133; Skipped: 11

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
33.08%	56.39%	6.7%	0.75%	0	3.01%	133	1.87
44	75	9	1		4		

Commendations

- Four themes identified for “Commitment to Student Success” as part of ATD

Recommendations

- Apply student success themes in all aspects of academic and non-academic programming from the moment students arrive at the college until after they leave.
- Increase opportunities for students to share their own cultures, traditional and non-traditional.
- Be more inclusive of students from other regions besides Lummi/Coast Salish
- Support extend campus sites in development of site-based programming
- More school spirit
- More wellness and behavioral health
- More community engagement projects
- Strengthen MOA’s with tribes to include discretionary funds for cultural or community engagement activities.

Q5. NWIC ensures cultural content in courses that support students’ self-identity and indigenous knowledge.

Answered: 133 Skipped: 11

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
36.09%	49.62%	10.53%	0	0	3.76%	133	1.89
48	66	14			5		

Commendations

- Development of institutional outcomes
- Culturally relevant material is used as a template even when studying math, English, etc.

Recommendations

- Alignment of course, program and institutional learning outcomes; we should be able to look at the curriculum (academic and non-academic) that each student experiences and see a very clear progression that supports student’ cultural identity and the mission of the college.
- Need to make sure all competencies are clearly assessed

Q6. Indigenous knowledge is the foundation for all programs of study.

Answered: 134 Skipped: 10

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
27.61%	47.01%	17.91%	3.73%	0	3.73%	134	2.13
37	63	24	5		5		

Commendations

- Foundational courses are grounded in indigenous knowledge

Recommendations

- Need to strengthen program outcomes and non-foundational courses to also be grounded in indigenous knowledge
- More training/professional development for faculty and staff
- Mentor program for new faculty
- Development at the course level is needed

Q7. NWIC develops and cultivates a body of knowledge that support curriculum, including the NWIC requirements, general education and core Native Studies courses.

Answered: 132 Skipped: 12

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
30.30%	53.03%	8.33%	1.52%	0	6.82%	132	2.08
40	70	11	2		9		

Commendations

- Integration of the foundational courses into all programs of study was a huge step forward but it was only the first step

Recommendations

- Re-envision the general education and NWIC courses in a framework different from the ICRC guidelines
- Include faculty from all sites for curriculum development
- Streamline access to resources for curriculum development (currently have to search too many different places faculty, assessment web locations, etc.)

Q8. NWIC supports four-year degree programs with culturally-competent core Native Faculty.

Answered: 133 Skipped: 11

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
23.31%	52.63%	10.53%	3.76%	0	9.77%	133	2.34
31	70	14	5		13		

Commendations

- Progress in selecting culturally competent department chairs and faculty
- Teaching and Learning Institute offer faculty development activities for faculty
- NWIC has a great faculty with a lot of enrolled tribal members or informed non-Natives that encourage Native culturally relevant activities.

Recommendations

- Develop a shared understanding of what “culturally competent” is.
- Increase salaries to entice competent faculty
- Support to “grow our own” culturally competent faculty
- Improve retention of faculty
- Some faculty need improvement e.g. attendance, canceling classes, grading inaccurately, etc.
- Combine learning from our experts—the people of the places where our campuses are located

Q9. NWIC support high-quality student learning the culturally-competent faculty.

Answered: 131 Skipped: 13

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
24.43%	51.15%	17.56%	2.29%	0	4.58%	131	2.16
32	67	23	3		6		

Commendations

- Teaching and Learning Institute supports developing culturally-competent faculty

Recommendations

- Understanding POSITIONALITY throughout
- E.g. have a Coast Salish artist from a Coastal tribe teach Northwest Coast Salish Art
- Increase number of full-time faculty
- Assessment process resulting in action plans for improvement
- Competitive salaries to attract and retain culturally competent faculty
- Faculty need to follow their syllabi
- Define what is meant by “culturally competent” and have training available for faculty to develop cultural competencies
- Access to resources related to culture
- Move away from the mainstream square hole with our round peg
- Address areas that need improvement e.g. attendance, sharing how to build stronger writing and math skills, etc.

Q10. NWIC makes Native Language foundational for all students’ learning.

Answered: 133 Skipped: 11

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
13.53%	24.81%	33.08%	15.04%	1.50%	12.03%	133	3.02
18	33	44	20	2	16		

Commendations

- The creation of CVOS 102, The Language of Our Ancestors, was a step in the right direction
- Classes with Sam Tso motivated us to use the language everyday
- CVOS 102 (or a native language) is now required

Recommendations

- Need more elders with understanding of the language, such as Tom Sampson, to be assist with program and course development to really make a change
- Make site specific language requirement for all degrees
- Integrate Native language in ways appropriate to each discipline in courses for each program of study

- Include in upper division courses
- Need more interactive language activities, ways we can use the language everyday
- Support sites in developing language teachers

Q11. NWIC actively engages faculty and students in research and scholarship in support of the college’s mission and programs.

Answered: 134 Skipped: 10

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
26.12%	41.79%	17.16%	5.22%	0	9.7%	134	2.40
35	56	23	7		13		

Commendations

- BSNES students do research
- Science research is conducted through the Salish Sea Research Center
- There is a culture of supporting research and scholarship
- Resources are available in library and media center to support research and student presentations
- Swinomish campus has at least one sponsored research project
- Emerging Scholars program encourages students to engage in scholarly activities

Recommendations

- Need funds to sponsor research, especially in non-science programs and at extended campuses
- Increase research in classes
- Share student research experiences e.g. in newsletter or on website

Q12. NWIC increases the indigenous body of knowledge through a supportive environment of scholarship and research.

Answered: 133 Skipped 11

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
23.31%	51.13%	16.54%	2.26%	0	6.77%	133	2.25
31	68	22	3		9		

Commendations

- Student research opportunities are phenomenal
- Vine Deloria Symposium supports the sharing of the indigenous body of knowledge

Recommendations

- Need to build a culture where indigenous research and knowledge is the norm (rather than focusing solely on the standard pedagogical issues of moving students through programs of study)
- Faculty release time and/or adjustment of work load to support faculty research is needed

Q13. NWIC increases capacity for research and scholarship, particularly among students and Native scholars.

Answered: 134 Skipped: 10

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
26.87%	47.76%	16.42%	1.49%	0.75%	6.72%	134	2.22
36	64	22	2	1	9		

Commendations

- We have done much better in the past 7-8 years in this respect. For students the creation of the four year programs has made a huge difference, although we could do better at the two year level.

Recommendations

- Consider creation of two-year program capstones
- Support indigenous research and scholarship of Native staff
- Develop strategies to encourage this including use of Indigenous knowledge of elders or those who are tribal who have experience or knowledge with regard to language or cultural teachings

Q14. NWIC publishes and disseminates research.

Answered: 132 Skipped: 12

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
8.33%	29.55%	33.33%	6.82%	1.52%	20.45%	132	3.25
11	39	44	9	2	27		

Commendations

- I fully believe this statement to be true, but I wonder how broadly we disseminate our students and faculty research.

Recommendations

- The publication and dissemination project started 3 years ago could be reinvigorated and tied to the land grant research policy initiative and the teaching and learning initiative.
- Dissemination of research needs to occur
- Public honor and recognition of research in both Native and non-Native communities.

CORE THEME 2: COMMITMENT TO STUDENT SUCCESS

Q15. NWIC prepares students to be successful at the associate, baccalaureate and graduate levels.

Answered: 131 Skipped: 13

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
14.50%	58.02%	18.32%	6.11%	0.76%	2.29%	131	2.27
19	76	24	8	1	3		

Commendations

- Agree at the AA level, working toward the BA and not yet at the graduate level
- Grant award received from department of education for student support services to increase student success

Recommendations

- Re-envision the general education core appropriate to bachelor’s degree programs
- Increase course rigor e.g. require research to have more than electronic sources along with minimum length, etc.
- Employ faculty with adequate credentials in the area they are teaching (also those teaching at associate degree level should have bachelor’s degree; those teaching upper division courses should have minimum of master’s degree)
- Improve academic advising for students at all locations and modalities; including collaboration between instructors and advisors to ensure appropriate placement and sequence of course enrollment; and do not allow students to move forward unless they are prepared.
- Job placement services for graduates
- Expand service to students to prepare for graduate programs including career services and GRE test practicum; have transfer fairs, etc.
- Encourage/provide “life” support outside of classroom
- Give instructors more time to prepare for academic year

Q16. NWIC enhances the teaching and learning experience through curriculum design that is relevant and current.

Answered: 130 Skipped 14

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
22.31%	61.54%	9.23%	2.31%	0	4.62%	130	2.10
29	80	12	3		6		

Commendations

- The Teaching and Learning Plan stems from the vision of the ancestors
- The NSL program does this very well

Recommendations

- Offer program design workshop focused on putting the longhouse diagram (design, deliver, assess) into practice.
- Chemical Dependency Program needs to be rewritten
- Access to literature of what other groups are doing at other tribal colleges
- Pay faculty to read and research to promote fluency in current materials.
- Designate resources for curriculum development including technical/material fees that go along with it.

Q17. NWIC demonstrates that co-curricular outcomes and activities support students growth and development appropriate to a four-year college.

Answered: 131 Skipped: 13

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
16.79%	47.33%	16.79%	4.59%	0.76%	13.74%	131	2.66
22	62	22	6	1	18		

Commendations

- The creation of indigenous service learning strengthened student development
- Sites are working on this

Recommendations

- Work on integration of service learning in courses, program of study, and institutional level
- More full-time staff to build co-curricular programs
- Advisor encourage students to participate in co-curricular activities and assist them in prioritizing experiences and completion of course work.

Q18. NWIC promotes students success in college-level courses through the First-Year Experience program, especially for first generation and low-income students.

Answered: 131 Skipped: 13

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
22.9%	45.04%	10.69%	0	1.53%	19.85%	131	2.72
30	59	14		2	26		

Commendations

- We have a dedicated and passionate set of instructors working with FYE students. Bravo to them!
- The FYE program is very dynamic and works hard to deal with student issues.

Recommendations

- FYE needs re-envisioning and integration into curriculum as a whole

- A focus on student needs, particularly substance abuse remediation, childcare, and transportation would greatly accelerate student potential.
- FYE advisor training
- Greater emphasis and resources dedicated to support students in areas of personal health, mental wellness, and childcare, instruction that leads students to success and balance in these areas.
- Offer classes that explore healing from educational trauma would be helpful in overcoming barriers, or perceived barriers to learning.
- Ask students how we can improve in this area.

Q19. NWIC builds a community of learners that persists in accomplishing each student’s educational goals.

Answered: 130 Skipped: 14

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
17.69%	57.69%	16.15%	0.77%	0	7.69%	130	2.31
23	75	21	1		10		

Commendations

- There are student communities of learners and faculty communities of learners
- First Year Experience committee has been established to develop, implement, and assess this area
- Emerging Scholars program is an example

Recommendations

- Assess FYE program including reviewing recommendations from Foundations of Excellence to assist in developing action plans for improvement
- Showcase student and faculty accomplishments
- Continue study jams and holding cultural activities for students from other tribes

Q20. NWIC successfully transitions developmental education and First Year Experience core courses to program of study courses.

Answered: 130 Skipped: 14

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
13.08%	46.92%	13.85%	4.61%	0.77%	20.77%	130	2.95
17	61	18	6	1	27		

Commendations

- We have made great strides forward with dev ed math and English to college level courses transitions.
- ECE advisors can serve as model—they continually monitor the progress of their students
- NSL program does this and has developed a process for quality assurance and conduct

Recommendations

- Increase tutoring and peer mentoring
- Increase access to dev ed courses at sites to provide same opportunities as offered to FYE students on main campus
- Do not register students in college-level classes if they have not successfully completed the pre-requisite dev ed courses

Q21. NWIC promotes Native Leadership through exploration of self and tribal identity, connection to place and civic responsibility.

Answered: 131 Skipped: 13

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
26.72%	56.49%	11.45%	0.76%	0.76%	3.82%	131	2.04
35	74	15	1	1	5		

Commendations

- The inclusion of foundational courses has increased the connection to place.
- ISL has helped with civic responsibility
- By the senior capstone project this is accomplished, mainly because of interning and community leadership requirements.

Recommendations

- Self-identity and civic responsibility are actively discouraged for students that are not from this place— this needs to be remedied immediately.
- Help faculty connect better with community supports and programs
- More engagement and partnering between departments would be helpful
- Truthful history; promote reclaiming power, identity, family, culture, tradition

CORE THEME 3: ACCESS TO HIGHER EDUCATION OPPORTUNITIES AT ALL LEVELS FOR TRIBAL COMMUNITIES

Q22. NWIC offers career and workforce opportunities in response to community and individual needs.

Answered: 129 Skipped 15

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
19.38%	43.41%	20.16%	6.99%	0	10.08%	129	2.55
25	56	26	9		13		

Recommendations

- Expand on how NWIC does this in branch locations
- Need more fact finding and networking in this area to develop community-responsive programming
- Advertise career and workforce opportunities in tribal communities

Q23. NWIC offers high-quality workforce programs that support employment opportunities.

Answered: 129 Skipped: 15

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
15.50%	37.98%	24.03%	4.65%	0	17.83%	129	2.89
20	49	31	6		23		

Commendations

- Inventory of workforce opportunities was initiated 5 years ago identified healthcare, computer training, construction trades, etc. but this needs to be updated
- Tribal Vocational Rehabilitation program
- Workforce program is very encouraging

Recommendations

- Need their own building on campus
- Sites need to be included
- Assessment of effectiveness and action planning for improvement
- Planning—resulting in selection of sustainable programs
- Develop a workforce strategic plan

Q24. NWIC develops career ladders articulated with associate and baccalaureate degree-programs.

Answered: 129 Skipped: 15

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
13.18%	34.88%	24.81%	8.53%	0.78%	17.83%	129	3.02
17	45	32	11	1	23		

Recommendations

- Clearly articulate career ladders, and make widely accessible or known to students, staff, faculty, and community.
- The linkages between one, two, and four year programming is not strong. The college’s identity as a two vs. four year college is unclear and needs to be clarified.

Q25. NWIC provides access to and opportunities for engagement in the tribal college experience at all entry points.

Answered: 126 Skipped: 16

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
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22.66%	49.22%	15.63%	3.13%	0	9.38%	128	237
29	63	20	4		12		

Recommendations

- Clearly articulate what the “tribal college experience” is and identify measurable outcomes at every point, assess how we are doing at meeting those outcomes
- Assess all entry points and modalities
- More support for GED students

Q26. NWIC removes barriers to student success at all entry points.

Answered: 128 Skipped: 16

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
17.19%	43.75%	23.44%	7.03%	0	6.59%	128	2.55
22	56	30	9		11		

Commendations

- AR hold process and ATD interventions were implemented to increase student success (need to assess those efforts)
- NWIC has a great supportive atmosphere

Recommendations

- Ensure staff knows proper tribal protocol.
- Offer mentorship programs; support healthy learning environment free from drugs and alcohol
- More counselors at main campus and sites
- Faculty-designed assessment
- Improved advising

Q27. NWIC increases access to programs of study courses through distance education modalities and site-based services.

Answered: 129 Skipped: 15

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
24.03%	61.24%	6.98%	1.55%	0	6.20%	129	2.11
31	79	9	2		8		

Commendations

- Video conferencing via Canvas and other internet-based technologies increase access more successfully than ITV/K-20.

Recommendations

- Develop a comprehensive distance learning plan that addresses all programs of study and a broader instructional technology plan for site-based instruction.
- Sites need to be more engaged with faculty.
- Increase online hybrid courses such as offered by the TGBM program
- Access to foundational courses via distance learning modalities
- Faculty training and support in teaching high quality OL classes

Q28. NWIC provides quality educational programming, especially for rural tribal communities.

Answered: 129 Skipped: 15

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
22.48%	54.26%	13.18%	2.33%	0	7.75%	129	2.26
29	70	17	3		10		

Commendations

- I hear Chehalis Tribe is interested in developing a site in their area
- Videoconferencing can reach any student with a computer, internet connection, and microphone/webcam. Utilizing this technology we can address rural needs.

Recommendations

- Improve technical support to sites
- Improve quality and rigor of course delivery of IL and OL modalities.
- Address staff turn-over at sites
- Site specific assessment, planning, and resource allocation to better meet needs if the respective tribal communities

CORE THEME 4: ADVANCE PLACE-BASED COMMUNITY EDUCATION AND OUTREACH

Q29. NWIC promotes healthy living and nutrition, leadership and financial security.

Answered: 127 Skipped: 17

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
14.17%	48.03%	24.41%	6.30%	0.79%	6.30%	127	2.50
18	61	31	8	1	8		

Commendations

- Financial literacy program is very successful
- Native plants and foods programs are excellent

Recommendations

- Develop comprehensive land grant Indigenous wellness plan
- More emphasis on nutrition

Q 30. NWIC increases professional development and community education offerings that are supportive of tribal community and individual priorities and training needs.

Answered: 127 Skipped: 17

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
16.54%	48.03%	23.62%	1.57%	0.79%	9.45%	127	2.50
21	61	30	2	1	12		

Recommendations

- Include in MOUs with tribes to include support with tribal discretionary funds
- Criteria should be developed with faculty, staff and Site Manager input
- Increase resources to align with community needs
- Provide opportunity for dream building and planning to rise above where they exist

Q31. NWIC conducts research and product development associated with current and new curriculum and training projects.

Answered: 126 Skipped: 18

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
15.87%	38.10%	19.05%	2.38%	1.59%	23.02%	126	3.05
20	46	24	3	2	29		

Recommendations

- Need to hear more stories of success in this area
- Need more in terms of curriculum development, cultural congruency, and community engagement training.

Q32. NWIC increases opportunities for leadership development throughout the NWIC service area.

Answered: 125 Skipped: 19

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
15.20%	51.20%	16.80%	2.40%	0	14.40%	125	2.64
19	64	21	3	0	18		

Commendations

- Train the Trainers and Emergent Leaders programs has been offered in previous years

- Service Learning seems to be a safe place for leadership development

Recommendations

- Develop in partnership with CSI or Coop Ext

Q 33. NWIC promotes Land Grant programming that builds institutional and community capacity in the marine sciences, aquaculture and natural resources.

Answered: 127 Skipped: 17

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
19.69%	33.07%	13.39%	3.15%	0.79%	29.92%	127	3.22
25	42	17	4	1	38		

Commendations

- We have expanded research through the Salish Sea Research Center/NICMERE in recent years

Recommendations

- Develop a comprehensive land grant plan that connects all aspects of the college involved in teaching, research, and extension.
- Develop a land grant agenda that considers the land and surrounding resources more so than an idealized version of “place”
- Needed at the sites
- Work with tribal liaison to improve

Q34. NWIC implements National Indian Center for Marine Environmental Research and Education (NICMERE) Memorandums of Understanding with partners.

Answered: 126 Skipped: 18

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
17.46%	35.71%	7.94%	0	0	38.89%	126	3.46
22	45	10			49		

Commendations

- We have built the relationships between NICMERE and other institutions

Recommendations

- Newsletter featuring students and their research projects to share with the community
- Need more resources to expand partnerships

Q35. NWIC developed the Salish Sea Institute as an overarching institutional approach to natural resource and aquaculture programming.

Answered: 126 Skipped: 18

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
20.63%	40.48%	10.32%	0	0	28.57%	126	3.04
26	51	13			36		

Commendations

- Good start at Lummi, expand to other sites

Recommendations

- Assess and report on effectiveness

Q 36. NWIC provides education, training and workforce development opportunities that support the stewardship and management of natural resources through collaboration among the Salish Sea Institute, NWIC Continuing Education and Workforce Training offices.

Answered: 126 Skipped: 18

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unfamiliar with Topic	Total	Weighted Average
15.08%	34.92%	15.87%	2.38%	0	31.75%	126	3.33
19	44	20	3		40		

Commendations

- These three areas are fully committed to make this a collaborative effort of resources and cohesiveness.

Recommendations

- Need to complete the mission critical activity to develop a plan that connects these parts of NWIC
- Include sites in plans
- The Port Gamble S’Klallam Tribe is interested in developing a relationship in workforce development in the area of cleanup of Port Gamble Bay.