

Core Theme Mission Critical Activities

N Core Theme 1: Engage Indigenous Knowledge	
<p>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</p>	
<p>Mission-Critical Activities <i>Activities that are essential to achieving the objective</i></p>	<ul style="list-style-type: none"> • Teach and Report on the Assessment of Foundational Courses
<p>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</p>	
<p>Mission-Critical Activities</p>	<ul style="list-style-type: none"> • 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
<p>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</p>	
<p>Mission-Critical Activities</p>	<ul style="list-style-type: none"> • Program of Study Revisions to include Foundational Courses • Provide access to Foundational Courses through multiple modalities including site based
<p>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</p>	

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Mission-Critical Activities	<ul style="list-style-type: none"> • Develop and provide culturally accurate and appropriate faculty orientation • Implement Teaching and Learning Plan including (host T&L annually, professional development, in service with topics including indigenous scholarship).
<p>Goal 3: NWIC actively engages faculty and students in research and scholarship in support of the college’s mission and programs</p> <p>Objective 1: NWIC conducts research to increase the Indigenous body of knowledge</p> <p>Indicator 3.1.1: Development of an institutional research agenda</p> <p>Indicator 3.1.2: Development of a publication policy</p>	
Mission-Critical Activities	<ul style="list-style-type: none"> • Identification and formation of Indigenous Research Policy, Publication Policy and Research Plan
<p>Objective 2: NWIC builds the capacity for faculty and students to engage in Indigenous scholarship</p> <p>Indicator 3.2.1: Assessment of capstone courses for graduates of bachelor’s programs</p> <p>Indicator 3.2.2: Provide in-service/pre-service activities to build capacity of faculty in indigenous scholarship</p> <p>Indicator 3.2.3: Participation rate in the teaching and learning Institute (Survey/evaluation)</p>	
Mission-Critical Activities	<ul style="list-style-type: none"> • Define Indigenous scholarship, indicators and report the assessment of Capstone Courses

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<p>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</p>	
<p>Mission-Critical Activities</p>	<ul style="list-style-type: none"> • Build faculty/student capacity to publish and disseminate research • Build faculty/student capacity to utilize published research

<p>Core Theme 2: Commitment to student success</p>	
<p>Goal 4: NWIC prepares students to be successful at the associate, baccalaureate and graduate levels Objective 1: Curriculum prepares students for professional or advanced degree work upon graduation. Indicator 4.1.1: Assessment of bachelor’s degree program outcomes Indicator 4.1.2: Assessment of institutional outcomes Indicator 4.1.3: Graduation rate Indicator 4.1.4: Graduation survey results from questions addressing preparation for future occupation or continued education</p>	
<p>Mission-Critical Activities <i>Activities that are essential to achieving the objective</i></p>	<ul style="list-style-type: none"> • Looking at the rubrics for the program outcomes • Tools we use for assessment • Capstone projects, internships, work-study • Continuous evaluation • Program Review Process • Clearinghouse access • Alumni Survey • Graduate Survey

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<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	<ul style="list-style-type: none"> • Annual Advisor Report • Co-Curricular Activities (Creating a list of key activities) • Service Learning
<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> <p>Indicator 5.1.3: Participation rate in Emerging Scholars Symposium</p> <p>Indicator 5.1.4: Participation rate in Emerging Scholars Symposium</p>	
Mission-Critical Activities	<ul style="list-style-type: none"> • Data Collection • Midterm Grade Analysis • Individual Case Management of Students • Retention Efforts: Faculty, CSS, Retention Committee • HMDV 110 Course- 1st Qtr. • Complete the CCSSE
<p>Objective 2: Students complete developmental education and First Year Experience (FYE) courses within their first year</p> <p>Indicator 5.2.1: Completion rate of developmental math</p> <p>Indicator 5.2.2: Completion rate of developmental English</p> <p>Indicator 5.2.3: Completion rate of FYE Core Courses</p>	
Mission-Critical Activities	<ul style="list-style-type: none"> • Offering the Course (Faculty to teach) • Professional Development • Math and Writing Center • Data Collection

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<p>Objective 3: Students participate in extra-curricular activities that strengthen personal and tribal identity</p> <p>Indicator 5.3.1: Participation in extra-curricular activities</p> <p>Indicator 5.3.2: Assessment of student connection to identity and sense of place</p>	
<p>Mission-Critical Activities</p>	<ul style="list-style-type: none"> • ISL Office • Extra-Curricular Activities • Clubs and Organizations • Place-Based Activities at Orientation • Guest Speaker • Assessment of Institutional Outcomes • Assessment Matrices and Narrative Reports

<p>Core Theme 3: Access to higher education opportunities at all levels for tribal communities</p>	
<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>	<ul style="list-style-type: none"> • Develop work force education plan that includes: student learning outcomes; state credential completion rates; and employment rates

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<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>	
Mission-Critical Activities	<ul style="list-style-type: none"> • Develop career pathways plan that links work force education and degree programs
<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 degree program at NWIC.</p>	
Mission-Critical Activities	<ul style="list-style-type: none"> • Create an access plan that includes conducting a student satisfaction survey, gaps analysis, student orientation, site support and training for advisors
<p>Goal 8: NWIC increases access to program of study courses through distance education modalities and site-based services</p> <p>Objective 1: NWIC provides place-based education at extended campus sites</p> <p>Indicator 8.1.1: Annualized FTE for off-campus program of study students</p> <p>Indicator 8.1.2: On-time graduation rate for off-campus students</p>	
Mission-Critical Activities	<ul style="list-style-type: none"> • Develop distance education plan to increase access to programs of study at extended campus sites

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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

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and workshops Indicator 9.1.3: Number of Continuing Education Units (CEUs) completed each year by participants	
<p>Mission-Critical Activities <i>Activities that are essential to achieving the objective</i></p>	<ul style="list-style-type: none"> • Communicate across programs about activities being offered – need to find out who is NOT collecting CEUs and needs to • Program planning that results in a master schedule of all Community Education activities to be offered each quarter; published in quarterly schedule, website, social media, etc. so that we ensure participation. • Develop a centralized and easy to use systematic process for collecting and managing data, particularly for non-CEU generating classes/workshops/enrollments. • Develop system for follow up and tracking (quarterly) • Plan and offer the CE activities/classes/workshops in all appropriate departments • CEU training for all departments, leadership team, and staff meetings so that all CEUs are captured and ISC increases if within 10% cap. • Create and regularly update centralized list of qualified and approved CEU providers. Make list available to NWIC staff.
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	
<p>Mission-Critical Activities</p>	<ul style="list-style-type: none"> • Develop and implement a formal approval for the development, use, and dissemination of curriculum resources before resources become available; Dean of Indigenous Education oversees process (Sharon K.), which includes establishing committee to review curriculum and products developed, to ensure cultural intellectual property protections are in place. • Develop and implement a dissemination plan which addresses: a) approved curriculum & products, b) goals for dissemination, c) identified end users/audiences & partners, d) evaluation, as appropriate.
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	
<p>Mission-Critical Activities</p>	<ul style="list-style-type: none"> • Develop curriculum (Done) • Develop BANSL program of study (done) • Incorporate tribal leadership curriculum content into foundational courses (done)

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	<ul style="list-style-type: none"> • Create website or use existing Teaching and Learning website • Develop in-service trainings with Teaching and Learning Committee and coordinate with Coast Dean for Indigenous Education (Sharon K), Salish Institute, and NSL program (Lexie T)
<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>	
<p>Mission-Critical Activities</p>	<ul style="list-style-type: none"> • Develop partnerships • Schedule regular meetings • Recording meeting date and arrange with participants • Identify meeting goals • Develop and implement process to follow through on goals and report on progress
<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>	
<p>Mission-Critical Activities</p>	<ul style="list-style-type: none"> • Create appropriate new courses as part of BSNES program and other programs, as appropriate • Develop and approve MOU agreement with Bellingham Technical College • Maintain or expand level of internship offerings by continuing partnership relationships and supporting internal NWIC coordination of internships
<p>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</p>	

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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

Mission-Critical Activities

- Create and implement mechanism for partner NWIC programs to collaborate
- Develop and implement a mechanism for stakeholder input
- Update the 2004 list of desirable trainings identified by Lummi Natural Resources (Marco H)
- NICMERE Dir (Marco H) work with Director of Workforce Education (Tania V) to develop and offer workforce offerings to articulated LNR needs
- Expand offerings to other extended campus sites, as appropriate
- Develop mechanism to survey former students and community members to determine which aquaculture and natural resources workforce trainings they want to be offered.