SIX NATIONS
POLYTECHNIC

2021 | 2022

ANNUAL REPORT

ANNUAL REPORT 2021|22

WHO WE ARE..... 3

ORGANIZATIONAL VALUES..... 4

BOARD OF DIRECTORS..... 4

MESSAGE FROM THE BOARD CHAIR & PRESIDENT..... 5

YEAR AT-A-GLANCE..... 6

ACADEMIC UPDATE..... 7

INSTRUCTORS PROFILES..... 8

SKILLED TRADES..... 9

CONTINUING EDUCATION WORKSHOPS..... 9

POST SECONDARY ENROLMENT..... 10

TRADES PROGRAM..... 12

ACHIEVEMENT CENTRE..... 13

STRATEGIC INITIATIVES..... 14

SNP STEAM ACADEMY..... 14

REVENUE & EXPENDITURES..... 15

WHO WE ARE

Six Nations Polytechnic is a unique Indigenous education organization, recognized by community, government, and institutions of higher learning, as a Centre of Excellence for Indigenous Knowledge.

Established in Canada's most populous First Nation to offer postsecondary and now secondary education and training, SNP currently operates under First Nations jurisdiction in compliance with federal and provincial postsecondary legislation.

SNP has formal partnerships with nine publicly funded Ontario Universities and Colleges and collaborates with five Ontario based Indigenous owned and controlled post-secondary Institutes.

VISION

Our vision is to achieve international distinction for excellence in Indigenous education, Indigenous language revitalization and continuance of Indigenous knowledge.

MISSION

SNP's unique mission is the preservation, application and creation of knowledge specific to Ogwehoweh languages and culture while respectfully interacting with and informing other knowledge systems.

SNP's "two road" epistemology applies in teaching and research that serve the social, cultural and economic needs of our community and society. SNP is committed to the values of Ga'nigǫhi:yo:/Kanikoriio (Respect and the Good Mind) for the benefit of all who share this land. **Established 1993. Registered Charity, 2014**

STRATEGIC OBJECTIVES

1 | Increasing engagement of Six Nations people in the cultural, social and economic systems and structures that sustain our existence.

2 | Closing the knowledge gap that exists in society with respect to the history of the country, the experience of Indigenous peoples, the impacts of colonization and trauma, and the outstanding obligations that remain to be addressed (access to lands, resources, cultural and language revitalization, etc.).

3 | Contributing to a sustainable future for all.

ORGANIZATIONAL VALUES

The Board has identified values to guide the organization. These are stated in Board policy as Hodinǫhsǫ:nih values of Ga'nigǫhi:yo:/Kanikoriio (Values of the Good Mind). The expectation for all (Board, staff, instructors and students) is to operationalize these values in their respective roles and to conduct themselves accordingly and in compliance with organizational policies.

SNP is committed to the values of Ga'nigǫhi:yo: / Kanikoriio (Respect and the Good Mind) for the benefit of all who share this land.

Hodinohsó:ni'
Values of Ga'nigǫhí:yo: / Ka'nikonhrí:io

FAIRNESS
(gędęǫ́hsra') (kentenrónhshera) (odihwagwaíhshyǫ)

SHARING
(degaihwakahsǫ́hsra') (aterihwakhahsiónhshera) (adęnide:sä:)

HONESTY
(odrihwagwaihsǫ́hsra') (aterihwakwarihsióntshera) (gaya'da:denih)

KINDNESS
(adęnidę́ǫhsra') (ateniteróntshera') (adęnidę:sä:)

CONFIDENTIALITY
(adrihwahséhdǫhsra') (aterihwahsehtónshera') (gaihwahséhdih)

CONSISTENCY
(oihwadógędhsra') (aterihwatokéntshera') (gaihwadó:gęh)

INTEGRITY
(oya'dawádǫhsra') (atkwenióntshera') (ganihgǫhęwá:nę)

RESPONSIBILITY
(adrihǫdá:tsra) (aterihontátshera) (gaihwayędáhgwih)

RESPONSIVENESS
(adehsrǫníhsǫhsra') (kariwahserakwáhshera') (gaihwasá:gwęh)

COOPERATION
(gayenawáhsra') (kaienawáhshera') (gayenawáhsä)

OPENNESS
(ganhodǫgwę́hsra') (kanhotonkwénhshera') (ganigohí:yok)

TRUSTWORTHINESS
(oihwadógędhsra') (tekaniahesénhtshera') (hoyada:dę:ni)

BOARD OF DIRECTORS

Alfred Keye
Cultural Advisor

Audrey Powless-Bomberry
Six Nations Council Representative

Bonnie Freeman
Vice Chair

Carol Jacobs
GRPSEO Alternate

D. Kevin Martin
Board Chair

Melba Thomas
Community Member

Michelle Davis
Community Member

Suzie Miller
Secretary/Treasurer

MESSAGE FROM THE PRESIDENT & BOARD CHAIR

Sgę:nǫ Swagwe:gǫh!

We begin by acknowledging the resilience of our board, staff, students, and community as we navigate through a second year of the COVID virus among us. We are thankful that all continued to fulfil their responsibilities as best they could during these challenging times.

We congratulate our learners for their continued success on their learning journeys and wish them well as they go forward to make their contributions to a better society for the benefit of all who share this land. How we teach, learn and work at SNP will be forever impacted by the new skills, abilities, and resources we acquired out of necessity with the pandemic. SNP is now able to offer synchronous and asynchronous learning and is looking to better develop HyFlex learning opportunities so more learners will have access to our programs and services. SNP also worked extensively on implementing other systems and processes to enhance and enrich the student experience.

The energy and commitment of our teachers, instructors and learners continues to be evident in several historic achievements this year including the SNP STEAM Academy inaugural graduation and SNP STEAM Academy inaugural participation in the Outside Looking In (OLI) dance performance in Toronto.

SNP continued to take a leadership role in virtual learning and quality assurance in Indigenous education. SNP staff designed and led several virtual learning projects now shared in the province. SNP continues to contribute to teacher professional development in the province. This year, our Board Chair, D. Kevin Martin and I served on the Board of Accreditation with the World Indigenous Education Higher Education Consortium (WINHEC) and we both serve at the board level with other Indigenous education organizations.

Through all of this, we have maintained SNPs integrity by remaining community driven, focused on our learners and guided by our founding philosophy and organizational values. In doing so, we honour our history, knowledge and the resilience of our people while remaining qualitatively differentiated from other post-secondary, trades, and training institutes in this country.

SNP is honoured to be of service to the Six Nations community and will continue to provide programs and services to meet learner needs while preserving, applying, and creating knowledge specific to Ogwehoweh languages, culture, and world view. SNP will continue to respectfully interact with and inform other knowledge systems. In these ways, SNP will contribute to the restoration of respectful and interdependent relationships needed to sustain peace and life.

We extend sincere nya:wẹh to all who continue to support the success of our learners.

Dá:netoh

Rebecca Jamieson and **Kevin Martin**

President and Board Chair
Six Nations Polytechnic

YEAR AT-A-GLANCE

- **Convocation and Annual Celebration:** This year we were able to celebrate our Convocation and Annual Celebration in person for the first time since 2019. The pandemic has proved to be challenging in many ways, but seeing the perseverance of our students, Instructors, and staff is inspiring. We were so grateful to celebrate in person.

- **Ogwehoweh Storytelling Festival:** In August 2021, the Indigenous Knowledge Centre hosted the first Ogwehoweh (the Original People) Storytelling Festival. Held over two days, the virtual conference featured panels of Hodinohso:ni speakers sharing their experience and knowledge in memoir writing, poetry and spoken word, publishing and distribution, children's stories and literature, and storytelling in film, as well as recounting stories from Hodinohso:ni origins and traditions. Musical breaks, pre-recorded specifically for the event, ran between sessions, and showcased local Six Nations musicians. The overall project, funded by the Ontario Arts Council, also introduced participants to poetry, oral storytelling, language books for kids, graphic novels and comics, and script writing through hands-on workshops in the two years leading up to the event.

- **The Ellucian Colleague ERP implementation:** We are excited to announce that the student pillar went live July 5th, and has its first cohort of students using and exploring SNP's new technology for enhancing the overall experience for our learners. Further implementation of this dynamic system will integrate both finance and human resources functions over the course of the upcoming year

- **SNP announces inaugural Vice President Academic (VPA):** last year SNP welcomed Sara General-Deer as our VPA. This position is our senior academic officer, overseeing the planning, development and administration of all academic affairs. Since joining the SNP in 2012, Sara has contributed significantly to the development of policy, programs, and strategies in the revitalization of Indigenous languages and culture at the postsecondary level as the Director of the Deyohahá:ge: Indigenous Knowledge Centre (IKC) and Research. Welcome Sara!

- **Growing our Health Services College Unit:** In development over the 2021-22 year was the expansion of our Practical Nursing (PN) and Personal Support Worker (PSW) programs as well as a Pre-Health Science Indigenous Pathway Program. Funding opportunities supported our PSW program, providing additional summer intakes, tuition free programming, as well as the provision of lab supplies, supports, and paid clinical placements. We also continue to develop our community partnerships, providing numerous clinical placement opportunities in the Six Nations community and pathways to employment in the local health care system

- **Community Services purchased $25,000.00 in fitness equipment** to support on-campus training for the Community & Justice Services program. This has helped to reduce challenges students experienced in traveling to Mohawk College Hamilton campus to access equipment there.

ACADEMIC UPDATE

While the 2021-2022 academic year can be characterized as another year in which all SNP departments were focused around safely maintaining program delivery and day-to-day operations throughout COVID-19, several strategic initiatives continued to make steady progress. These initiatives include the implementation of SNP's Ellucian Colleague information system, the research and development of tools and frameworks that can guide SNP's approach to academic planning and performance measurement, quality assurance, virtual learning, micro credentialling, enrolment management, and space planning.

The following are some brief highlights representing the collective impact of our staff and instructors and registrar and student affairs office:

- maintained communications with students, instructors and elders through online forums and care packages
- delivered workshops on Haudenosaunee Astronomy and Peacebuilding, as well as introductory workshops in the Mohawk, Cayuga and Oneida language.
- developed new micro-credentials in cultural safety, teaching Ogwehoweh languages, and understanding the impact of residential schools
- advanced work towards an SNP mental health and wellness strategy
- delivered presentations at the World Indigenous Research and Education Conference and eCampus Ontario's 2022 Micro-credential Forum
- began preparing for delivery of Level 2 General Machinist and Welder apprenticeship programs
- collaborated with SNP STEAM Academy to showcase PSE programs
- created language resources and began to establish a resource database for teaching and learning resources

University Update

The vision for SNP language programs was shared with the community via YouTube in March 2021 as part of our celebration for Indigenous languages month and to kick off the International Decade of Indigenous Languages. In this presentation, the University Unit committed to:

- engagement and outreach with the community and the ongoing implementation of community recommendations;
- focus on increasing pathways for language acquisition and proficiency, including accessible opportunities for community to learn the language through a series of workshops;
- increase the well-being of language learners and speakers and continuously ensure the quality of our language programming, curriculum improvements for the Bachelor of Arts in Ogwehoweh Languages (BAOL) and the Honours Bachelor of Arts in Ogwehoweh Languages (HBAOL) launching in September 2022.

Curriculum and quality assurance improvements were made possible by growing our language team with the hiring of Tehakanere Henhawk, Kanyen'kéha language instructor, and Tania Henry, Gayogohọ:nọ language instructor.

INSTRUCTOR PROFILES

Tania Henry, B.Ed., B.A.O.L.

Gayogo̱ho:no̱' Nigawẹno'dẹ: Godeiho̱nyánih | Cayuga Language Instructor
Six Nations Polytechnic, BAOL Program – Cayuga Stream

Goihwaẹ ni gyá:so̱h. Henry degehsẹná:se:. Ganyáhdẹ: niwagehsyaódẹ:, ono̱dowaga: niwagohwẹjodẹ:. Gaho:ka gayogo̱ho:no̱ nigawẹnodẹ: nehẹhne: aso̱h agadewáyẹsta. I:so do:gwa niyóhsrage: naonihse agadewayẹsdo̱ho̱gye Gayogo̱ho:no̱ nigawẹnodẹ: . Sheyada:t tso̱ agwiyaẹ:, Haohyé:nẹs nihohsẹno̱'dẹ: ne' hehá:wahk. Hadewayẹ:sta' gayogo̱ho:no̱' hni. Ono̱dowaga: ganóhsesgeh heyáknehta. Gwahs aohẹ:'ẹh agyadewáyẹsta tsẹh niyogwaihodẹ:. Agadewáyẹnhe ne tsẹh gadeihonyanih Nippissing University odadrihonyaníhta ne gwa:toh I.L.Thomas odadrihonyanihtageh. Gygogyẹhdoh gaeksasho:ah gakeyadeihonyanih. O:nẹh agatsẹnó:ni: shẹh gadeihonyanih B.A.O.L. - Gayogoho:no̱: Nigawẹnó'dẹ: Stream nẹ:toh Six Nations Polytechnicgeh. O:nẹh gei: niyóhsrage: agrihode sẹh gadeihonyanih nẹ:toh Six Nations Polytechnic Odadrihonyanihtageh: Culture 1 & 2, Community 2, Lifelong Learning 1 & 2, Translation, Language 1 & Grammar 1. Gwahs o:weh agadra'swi:yo: shẹh gadogyẹ: o̱gwaiho'de' nẹ:toh SNPgeh.

Sgẹ:no̱' I am Tania Henry, my given name is Goihwaẹ' which means she has important matters, a message. I am Seneca Nation, turtle clan. I speak the Cayuga Language and I'm also continuing to learn. When I started to seriously learn Gayogo̱ho:no̱', I didn't think I'd one day be teaching it. It gives me a great sense of pride to now do this after so much hard work over the years to learn our culture and language. I have one son, Haọhyé:nẹs is his name. He is learning Cayuga too. We go to Seneca Longhouse and so it is extremely important to me that we continue to learn about our culture and way of life, but also to live this way of life. I obtained a B.Ed. from Nipissing University and I did my teaching placements at I.L. Thomas Elementary School in the Cayuga Immersion Program. I first taught language to the kids there. Now, I am happy to be teaching in the B.A.O.L – Cayuga Stream at Six Nations Polytechnic. For four years, I've been working with Six Nations Polytechnic as an Instructor in courses such as: Culture l & ll, Community ll, Lifelong Learning l & ll, Beginner & Advanced Translation, Language l, and Grammar l. I feel overwhelmingly fortunate to be able to work with so many good people, language teachers and students at Six Nations Polytechnic.

Tehakanere is Haudenosaunee (Mohawk Wolf), born and raised on the Six Nations of the Grand River territory. Tehakanere studied some basic language as it was offered on the territory and completed high school in Brantford. From there, he went on to complete a Business degree at Brock with honors and received the Spirit of Brock Medal upon graduating. He served as Youth Program Coordinator with the Southern Ontario Aboriginal Diabetes Initiative (SOADI) for 3 years, building community awareness and engagement opportunities with the help of many talented Indigenous artists for various Indigenous communities through Hip-hop, and other various forms of expression.

Tehakanere then decided to commit his time and energy into language, beginning his journey with the Onkwawenna Kentyohkwa (The Mohawk Language Adult Immersion School in Six Nations) program offered at G.R.E.A.T. He was able to fully immerse himself in the 3-year program, even dedicating his spare time to sitting with elders and knowledge keepers to enhance his language skills. During this time, he also offered language classes to community members to increase his teaching ability, while offering free language lessons to anyone interested in learning. Tehakanere worked tirelessly to revitalize cultural stories only known by certain elders and knowledge keepers so that he may share them with community. After graduating from the Onkwawenna Kentyohkwa program, he began teaching students of all ages within the Six Nations community and beyond. He has taught Mohawk language at high schools, community centers, as well as private institutions.

Tehakanere possesses a love for learning as much as he can about Haudenosaunee people, history, culture, and language as they intersect with one another. He is committed to a life-long journey of language learning and cultural revitalization.

Skilled Trades

Over the past year, the Skilled Trades Unit engaged in the critical evaluation of processes and procedures leading to systems revisions that have strengthened existing programs and provided clarity moving forward. While continuing to successfully deliver the Pre-Apprenticeship programs and We are Welders' programs as an approved Training Delivery Agent (TDA), the Skilled Trades Unit secured new agreements to offer Level Two Apprenticeship in-school training for both Welders and Machinists and also hired a new Program Developer to create signature programs in line with Ministry funding guidelines and initiatives.

Our Onkwenhowe values, student, and community-centered focus, drove many new partnerships and secured our students with offers of apprenticeships and/or continued employment. By listening to student and community desires and needs, the Trades Unit has responsively planned for the development of new learning opportunities in Indigenous Culinary Arts which will embed programming supportive of Indigenous food sovereignty, wellness, and sustainable practices.

The Skilled Trades Unit is not only dedicated to supporting our external community partnerships but also consistently mindful of making connections and supporting internal programming.

Community Services

This year Community Services Programs focused on course revisions and development, and key staffing positions to:

- Ensure Indigenous Knowledge and pedagogical practices are in every course for upcoming new delivery of Concurrent Disorders program
- Improved the course content for Early Childhood Education courses with up-to-date regulatory standards and Indigenous Knowledge and pedagogy for every course in semesters three and four.
- Reviewed and revised 44 courses throughout this academic year
- Universal Design for Learning and accessibility compliance was applied to program courses
- Regulatory standards were reviewed to ensure compliance in respective programs.

Continuing Education Workshops

Through Continuing Education Workshops, two activities come together: The piloting of developed courses, prior to their launch as focused offerings within an accredited program of study; and the extension of the skills and knowledge available to and through SNP programming, in response to community interest and need, outside of formal educational pathways.

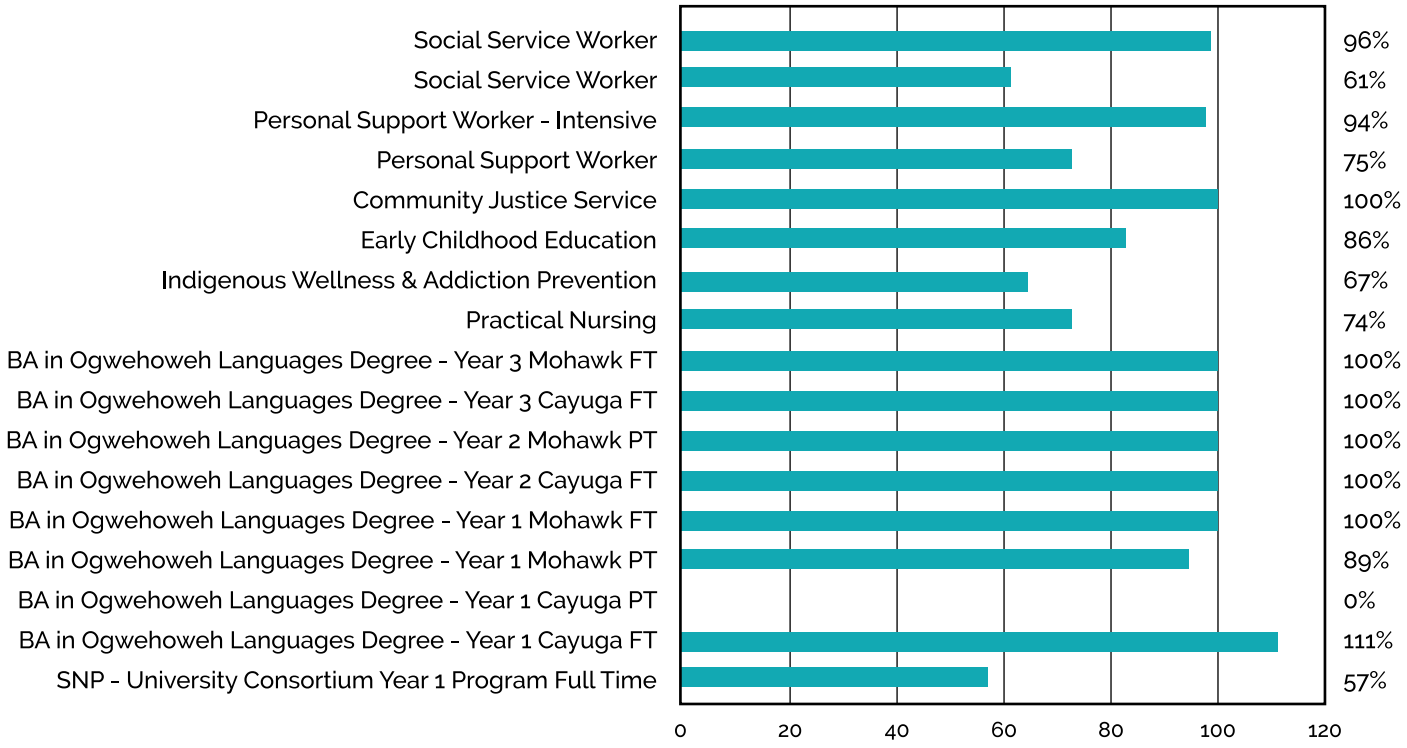
Start Date	Workshop	Registrations
March 23, 2022	Peacebuilding Workshop Series	30
May 12, 2022	Haudenosaunee Astronomy Webinar	301
June 6, 2022	Beginner Oneida Language Workshop, Part 1	18
July 25, 2022	Beginner Oneida Language Workshop, Part 2	21

POST SECONDARY ENROLMENT

Post Secondary Programs	Partnership	Enrolment by Sept 30, 2021	Completed by Aug 31, 2022	Retention Rate
SNP - University Consortium Year 1 Program Full Time	McMaster and Consortium	7	4	57%
BA in Ogwehoweh Languages Degree Year 1 Cayuga FT	SNP	9	10	111%
BA in Ogwehoweh Languages Degree Year 1 Cayuga PT	SNP	1	0	0%
BA in Ogwehoweh Languages Degree Year 1 Mohawk FT	SNP	9	8	89%
BA in Ogwehoweh Languages Degree Year 1 Mohawk PT	SNP	1	1	100%
BA in Ogwehoweh Languages Degree Year 2 Cayuga FT	SNP	5	5	100%
BA in Ogwehoweh Languages Degree Year 2 Mohawk FT	SNP	2	2	100%
BA in Ogwehoweh Languages Degree Year 2 Mohawk PT	SNP	2	2	100%
BA in Ogwehoweh Languages Degree Year 3 Cayuga FT	SNP	1	1	100%
BA in Ogwehoweh Languages Degree Year 3 Mohawk FT	SNP	1	1	100%
Community Justice Service (start date Sept 2020)	Mohawk College	7	7	100%
Early Childhood Education (start date Sept 2021)	Niagara College	7	6	86%
Practical Nursing (start date Sept 2020)	Mohawk College	38	28	74%
Indigenous Wellness & Addiction Program (start date Jan 2020)	Canadore College	6	4	67%
Personal Support Worker (start date Sept 2021)	Mohawk College	4	3	75%
Personal Support Worker - Intensive	Mohawk College	17	16	94%
Social Service Worker (start date Sept 2019)	Mohawk College	26	25	96%
Social Service Worker (start date Sept 2020)	Mohawk College	28	17	61%
Total Enrollment for Post Secondary Programs		**171**	**140**	

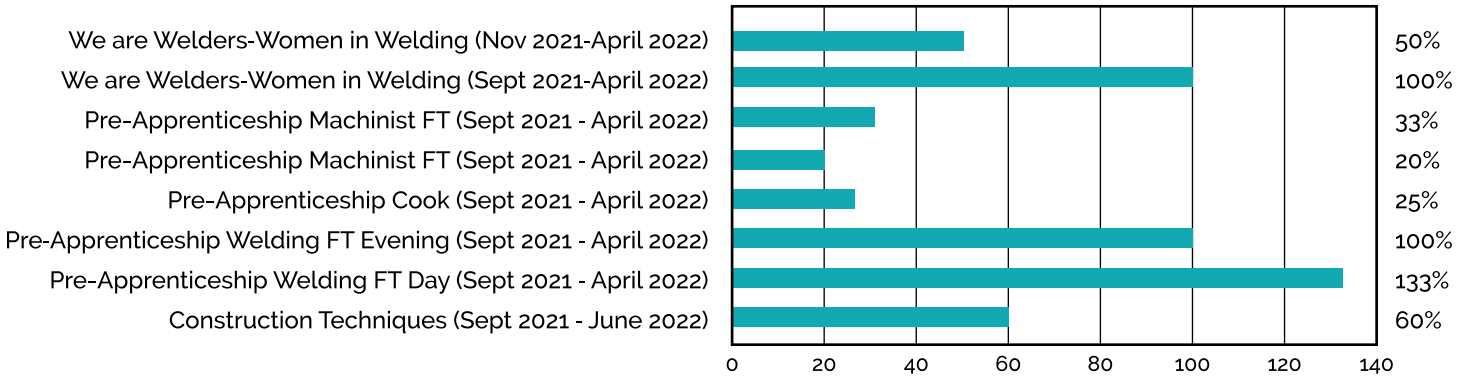
2021-2022 POST SECONDARY PROGRAM

Year of Study Completion Rate



2021-2022 TRADES PROGRAM

Year of Study Completion Rate



Trades Programs	Partnership	Enrolment by Sept 2021	Completed by Oct 2022	Retention Rate
Construction Techniques (Sept 2021 - June 2022)	Mohawk	5	1	20%
Pre-Apprenticeship Welding FT Day (Sept 2021 - April 2022)	SNP	3	4	133%
Pre-Apprenticeship Welding FT Evening (Sept 2021 - April 2022)	SNP	1	1	100%
Pre-Apprenticeship Cook (Sept 2021 - April 2022)	SNP	4	1	25%
Pre-Apprenticeship Machinist FT (Sept 2021 - April 2022)	SNP	5	1	20%
Pre-Apprenticeship Machinist PT (Sept 2021 - April 2022)	SNP	3	1	33%
We are Welders - Women in Welding (Sept 2021 - April 2022)	SNP	2	2	100%
We are Welders - Women in Welding (Nov 2021 - April 2022)	SNP	6	3	50%

Achievement Centre

The **Six Nations Achievement Centre** is a community-based Literacy and Basic Skills (LBS) program that has provided service to the community of Six Nations since March 5, 1990. Funding for the program is provided by the Ministry of Labour, Immigration, Training and Skills Development (MLITSD).

COVID 19, and the inability to provide face-to-face literacy instruction impacted our delivery of LBS services in the 2021/22 fiscal year. Although we were shy of our 40 eligible learner goal for the fiscal year, demand for our services started to rise as we adapted learning to online delivery methodologies.

MLITSD Target Number: 40 Learners April 1, 2021 – March 31, 2022

Program	Learners Served	LBS-eligible New Learners
Introduction to the GED	1	1
ISteam (ONLC & GLA) online	5	5
Pre-Apprenticeship – Cooks	3	2
Pre-Apprenticeship – Welders	7	6
Pre-Apprenticeship – Machinists	6	4
Pre-Apprenticeship – We are Welders	5	4
Mohawk Language	15	2
Cayuga Language	15	1
Arrowmight	2	2
Carryover (continued LBS service into new fiscal year)	4	4
TOTAL	**63**	**31**

Additional Qualification (AQ) Courses

Designed by teachers for teachers and community members in the field of education, Additional Qualification courses are a form of ongoing learning with the goal of improving outcomes for students in Ontario. SNP ensures that our courses meet the highest standards of pedagogical inquiry, enrichment, and engagement. In addition, our AQ courses and Principal's Qualification course offer a unique Indigenous perspective and are designed using the Two Row Wampum philosophy.

Start Date	Course	Applications
Fall 2021	Principal's Qualification, Part 1	3
Fall 2021	Teaching First Nation, Métis & Inuit Children	14
Fall 2021	Mathematics, Primary & Junior, Part 1	2
Winter 2022	Teaching Mohawk	6
Winter 2022	Special Education, Part 1	1
Winter 2022	Science & Technology, Primary & Junior, Part 1	0
Winter 2022	Mathematics, Primary & Junior, Part 2	1
Spring/Summer 2022	Environmental Education	13
Spring/Summer 2022	Principal's Qualification, Part 1	3

Strategic Initiatives

Community Connectivity and High-Speed Internet: Six Nations Polytechnic was an active member of the Six Nations of the Grand River Elected Council Connectivity and Broadband Task Force. This task force was mandated to design a (multi-phase) digital community network that serves the needs of, and brings benefit to, Six Nations of the Grand River and to support the design and implementation of this network by procuring and engaging subject matter experts, technical expertise, partnerships, and financing to support construction, ownership, and potentially the operation and maintenance of the network. SNP remains committed to empowering our educators, students, and researchers through digital infrastructure.

Advancement: SNP works very hard to pursue important project-based funding that helps SNP improve our services to learners and community. In the 2021-2022 fiscal year we had 27 active projects in support of digital skills acquisition, health and wellness, resource development, program delivery, internships, accessibility, homework support, and language revitalization. The Advancement Team secured over $5.4M for these projects (some funds span more than one fiscal) from eleven different funders. We are extremely grateful to all funders for their financial contributions and support.

Six Nations Homework Support – Coordinator; C. Anne Noyes: Homework support has been providing ongoing support to our students and parents since 2006. From grades 5-12, students can attend Homework Support every evening from Monday to Thursday. College and Post-Secondary students attending SNP were welcomed and supported through our team of certified teachers. Since the pandemic began in March 2020, the number of students accessing the program has dropped for a number of reasons; high stress and anxiety, access to technology, access to Wi-Fi, lack of knowledge of the platforms being used (MS Teams, Lexia, Symphony Math, Edmodo) and most importantly a shift in delivery of curriculum and expectations to support wellness and mental health.

The majority of students attending are in secondary school and needed support in Math, Literacy, Research and written essays and reporting. We offered on-line training and guidance for students and parents who access the MS Teams site, along with one-on-one tutoring to ensure learning needs were being addressed. Teacher tutors also engaged in wellness checks with students to ensure they had enough support and gave guidance to community organizations if the need arose.

- 151 Students in 2022 – January – June – remote on MS Teams
- 163 Students in 2021 – January-June/ September - December 2021 – remote on MS Teams

SNP STEAM Academy

SNP STEAM Academy marked its fifth year as a Ministry of Education accredited secondary school. This past year, SNP STEAM Academy offered 92 high school credits with an average course completion success rate of 88% throughout the year. Our grade 12 students have worked diligently to earn their OSSD, and this fall 29 graduates will mark this momentous occasion as they take to the stage in October at the graduation ceremony.

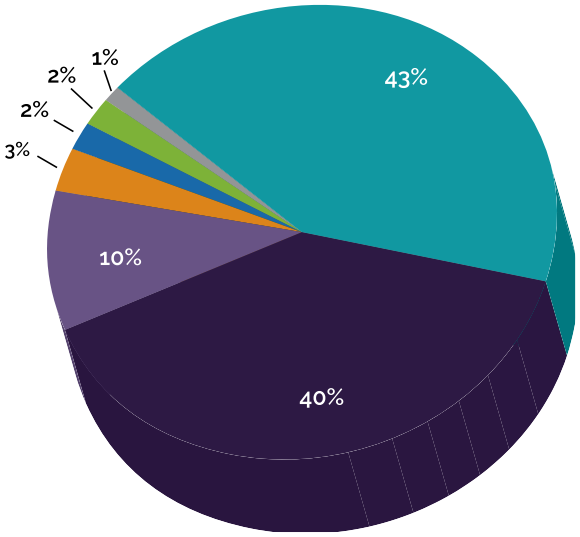
SNP STEAM Academy focuses on the delivery of science, technology, engineering, the arts, and mathematics blended with the goal of increasing Indigenous knowledge, culture, and traditional languages within the learning program. We are pleased and proud to offer Mohawk and Cayuga language courses from grade 9-12. We hold high expectations for all students and provide a positive, supportive learning environment where students feel connected and engaged in their own learning. All students are given technology devices, tools, resources, supports and a variety of hands-on learning opportunities to achieve success. The well-being of every SNP STEAM Academy student is fostered through culturally authentic learning experiences, including land-based learning, and low enrolment classes.

P-TECH (Pathways in Technology, Early College High School)

The P-TECH (Pathways in Technology, Early College High School) education model is offered at SNP STEAM Academy and is an integral part of our overall programming. Through P-TECH students begin earning college level credits in grade 10 culminating in a 5 to 6-year program in which they earn both their high school diploma as well as a 2-year Software Engineering Technician diploma. The P-TECH model continues to progress well with students now taking part in the fifth year of study at Mohawk College, and an IBM summer Internship program located within SNP STEAM Academy. Students participated in a range of related activities such as mentorship opportunities, exploring emerging technologies, and working alongside experts from IBM as well as other leading local and global businesses.

- This past year, students learned more about environmental sustainability, water protection, changing technologies, leadership, creative and social dance, and building healthy relationships
- Students enjoyed highlights such as, “Demo Days”, and discovering more about SNP’s post-secondary options; learning choreography with professionals from “Outside Looking In” and performing at the Meridian Centre in Toronto; participating in Student Council special events; and visits by local elders and craftspeople.

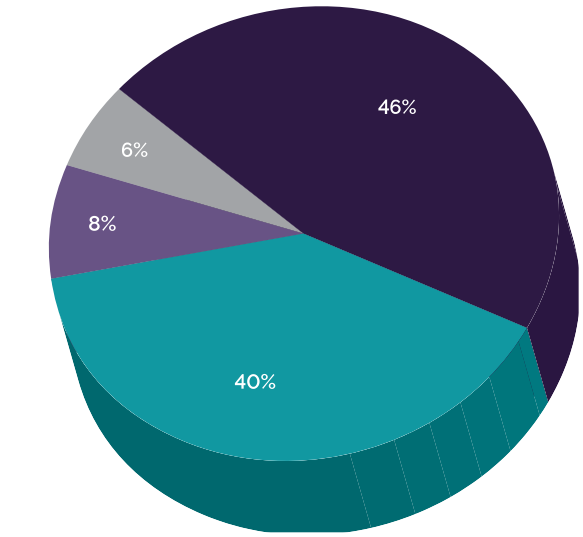
REVENUE & EXPENDITURES



Revenue 2021-2022

- MCU
- Other Funding
- PSPP
- OTF
- Tuition
- Other Income
- Literacy

Revenue	
MCU	4,874,522
Literacy	128,114
PSPP	1,223,884
OTF	320,486
Tuition	230,283
Other Funding	5,336,206
Other Income	223,503
	12,336,998



Expenditures 2021-2022

- Program Costs
- Staffing
- Other Expense
- General Admin

Expenditures	
Staffing	5,293,742
Program Costs	4,655,323
General Admin	905,187
Other Expense	646,397
	11,500,649

Other Expense	
Interest Expense	646,397
	646,397

General Admin	
Student Services	116,815
General Admin	788,372
	905,187

Program Costs	
Facility & Supplies	842,177
Professional Development	388,180
Awards & Bursaries	22,686
Tuition & Program Fees	521,936
Instruction Fees	2,758,826
Program Development	388,180
Education Materials	49,957
Cultural Supports	8,400
	4,655,323

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