



SIX NATIONS
POLYTECHNIC



2022 | 2023

ANNUAL REPORT



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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 Ojwehoweh 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'nigphi: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 Hodinohsō:nih values of Ga'nigohi:yo:/Kanikoriiio (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'nigohi:yo: / Kanikoriiio (Respect and the Good Mind) for the benefit of all who share this land.

Hodinohsō:ni' Values of Ga'nigohi:yo: / Ka'nikonhrí:io

FAIRNESS

(gēdēqhsra') (kentenrónhshera) (odihwagwaihshyq)

SHARING

(degaihwakahsōhsra') (aterihwakahsióhshera) (adēnide:sā:)

HONESTY

(odrihwagwaihshōhsra') (aterihwakwarihsióntshera) (gaya'da:denih)

KINDNESS

(adēnidēqhsra') (ateniteróntshera') (adēnide:sā:)

CONFIDENTIALITY

(adrihwahséhqhsra') (aterihwahsehtónshera') (gaihwahséhdi)

CONSISTENCY

(oihwadógqhsra') (aterihwatokéntshera') (gaihwadó:gēh)

INTEGRITY

(oya'dawádqhsra') (atkwenióntshera') (ganihgqhe'wa:ne)

RESPONSIBILITY

(adrihqdá:tsra) (aterihontátshera) (gaihwagēdáhgwih)

RESPONSIVENESS

(adehsrónihshqhsra') (kariwahserakwáhshera') (gaihwasa:gwēh)

COOPERATION

(gayenawáhshra') (kaienawáhshera') (gayenawáhssä)

OPENNESS

(ganhodógwēhsra') (kanhotonkwénhshera') (ganigohi:yok)

TRUSTWORTHINESS

(oihwadógqhsra') (tekaniahesénhtshera') (hoyada:dē:ni)



BOARD OF DIRECTORS

D. Kevin Martin
Chair

Bonnie Freeman
Vice Chair

Suzie Miller
Secretary/Treasurer

Michelle Davis
Board Member

Melba Thomas
Board Member

Stephanie Burnham
Board Member

Lori Skye
Board Member

Michael Green
Student Rep

Carol Jacobs
GRPSEO Rep

Audrey Powless-Bomberry
*Six Nations of the Grand River
Elected Council*



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MESSAGE FROM THE PRESIDENT & BOARD CHAIR

Sgę:nq Swagwe:goh!

It is an honour to present the 2022-2023 Annual Report highlighting Six Nations Polytechnic's (SNP) vision for the future as well as the many student and organizational accomplishments that have taken place over the past year.

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 continues 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 continues to work extensively on implementing other systems and processes to enhance and enrich the learning experience.

The energy and commitment of our teachers, instructors and learners continues to be evident in several historic achievements this year including 13 graduates (10 Cayuga, 3 Mohawk) from our first cohort of our Honours Bachelor of Arts in Ogwehoweh Languages program. It's an honour to see the determination in students to learn and preserve the language.

SNP continues to take a leadership role in virtual learning and quality assurance in Indigenous education. SNP continues to contribute to teacher professional development in the province. Our Board Chair, D. Kevin Martin and I continue to serve 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:węh 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

Fort Erie Native Friendship Centre Partnership:

- The Early Childhood Education program partnered with the Region of Niagara, Niagara College, and the Fort Erie Native Friendship Centre and piloted a satellite ECE program, which began in January, 2023. Student tuition and operational costs were sponsored by the Region of Niagara, allowing SNP to offer our ECE program right on site at the Friendship Centre. This program was created and delivered to address the needs of the Niagara Community's childcare waitlist by training more ECEs.

Six Nations Polytechnic to Join the ORION Network:

- In 2016, SNP and ORION initiated discussions on the prospect of joining Ontario's private education, research, and innovation network; the challenges could not be overcome at that time. Committed to equity, diversity and inclusion, ORION provided several opportunities to learn from, and with, SNP on the connectivity challenges of rural and remote communities (2020) and the importance of connectivity at Six Nations of the Grand River territory (2021). In 2022, ORION provided SNP with an opportunity to request support from technology leaders, developers, and members of the international research and education network that would enable SNP to join the ORION network and gain access to an array of resources. This year marks an important milestone; SNP is the first Indigenous owned and governed educational institute to join the ORION network.

2023 Annual Celebration and Convocation

- On June 8th, Six Nations Polytechnic hosted the 2023 Annual Celebration at the Gathering Place by the Grand to congratulate our college students on their hard work and achievements! June 16th, 2023 marked yet another milestone in the history of Six Nations Polytechnic with the first-ever convocation of students from the Honours Bachelor of Arts in Ogwehoweh languages program (HBAOL). Additionally, SNP celebrated the largest graduating class from the Bachelor of Arts Ogwehoweh languages (BAOL) class to date since the first convocation in 2017. We are so grateful to celebrate with students, staff, instructors along with their family and friends.

Six Nations Polytechnic Celebrates 30th Anniversary

- Six Nations Polytechnic has had an incredible journey on its road to recognition. Since 1993, SNP has offered a range of college and university programs through agreements with public colleges, universities and more recently, has been granted accreditation to offer our own signature programs. Throughout 30 years of growth and transition SNP has remained committed to its efforts in Ogwehoweh language revitalization and improving access to education and supports for Indigenous learners. We look forward to another 30 years of growth and development for SNP!



ACADEMIC UPDATE

The 2022-2023 academic year has been marked by continued dedication and resilience as we successfully navigated and emerged from the challenges posed by the ongoing COVID-19 pandemic. We welcomed the largest group of students back in person and have made significant progress in various strategic initiatives aimed at enhancing program delivery, flexibility, and academic excellence. This review highlights key achievements and developments in our academic community.



Key Highlights

1 Adapting to the New Normal

Enhanced Learning Flexibility

- Our new normal has been a hybrid model for health services programs, community services programs, University and Language learners with flexible course delivery, some being online, some in person, and some recorded content to be viewed at the learner's convenience.
- This model enables working learners to fulfill critical community roles while simultaneously completing programs to meet the growing demand in the Health, Community Service, and language revitalization sectors.

Reconnecting Indigenous Nurses

- SNP co-hosted Indigenous Nurses Day with McMaster University's Indigenous Learning Lodge, bringing together over 50 attendees, including local nurses, alumni, and community members to informally regroup, reconnect and revitalize relationships after navigating the last few years of COVID 19.

2 Mental Health and Wellness

New Wellness Consultant Position

- At SNP we are dedicated to upholding the importance of Mental Health and Wellness.
- In our ongoing effort to provide learners with essential wellness support, we have introduced a Wellness Consultant position that serves all our campuses.
- This consultant conducts workshops, facilitates group sessions, and offers one-on-one support, reaffirming our commitment to learner well-being.

Opening our Gatherings with a United Good Mind

- In the academic area and organization wide, we recognize that language revitalization is wellness revitalization and positively impacts mental health.
- This year we consistently committed to opening gatherings with the Ganq̓honyq̓hk/ Ohén:ton Karihwatéhkwén (Thanksgiving address) which reaffirms the Hodinohso:ni Values of Ga'nigohi:yo:/ Ka'nikonhri:io (the good mind) to bring about that reminder to ground ourselves in our healthy relationships with each other.

3 Knowledge Sharing and Outreach

Satellite Indigenous ECE Launch

- The Early Childhood Education program partnered with the Region of Niagara, Niagara College, and the Fort Erie Native Friendship Centre and piloted a satellite ECE program, which began in January, 2023.
- Student tuition and operational costs were sponsored by the Region of Niagara, allowing SNP to offer our ECE program right on site at the Friendship Centre.

- This program was created and delivered to address the needs of the Niagara Community's childcare waitlist by training more ECEs.

Vision 2020 Reboot- Ohahadoni' (creating a path)

- The Health Services Unit has been working together with local community organizations to renew the spirit of Vision 2020, now called Ohahadoni', which translates to 'creating a path'.
- The goal of this joint effort involving GREAT, OSTTC, Haudenosaunee Health, Six Nations Health Services, and Grand River Post Secondary Education is to develop a plan to increase the number of health sciences professionals through concentrated student supports.
- Ohahadoni launched its first Six Nations Health Symposium featuring 35 community health booths in partnership with Haudenosaunee health, welcoming over 400 local senior grade elementary students to learn about pathways to exciting health sciences careers by engaging in interactive learning experiences.

Introducing our New Center for Teaching and Learning

- This year marks the launch of our new Center for Teaching and Learning and the creation of a new digital guidance hub full of comprehensive support for teachers, staff, and students.
- The newly hired CTL manager has focused on empowering educators providing workshops, seminars, and resources to foster a culture of teaching excellence and continuous learning.
- Student success has been enhanced with new processes and resources for curriculum development, quality assurance, inclusive assessments, instructional methods, learning strategies, life skills development, digital literacy and more; all to enrich the educational experience.

Indigenous Institute Collaboration for Learner Orientation

- The 'Bright Start' Learner Orientation initiative began development with an Indigenous Targeted Initiatives Fund (ITIF) grant to share best practices and curriculum across seven Indigenous Institutes.
- The goal is to create a fulsome repository of help resources for learners that foster belonging, identity and Indigenous cultural awareness; resilience and empowerment; Indigenous ways of knowing; goal setting and personal growth, holistic wellness and ways of being.
- The project will offer an in person orientation as well as an online resource center to help learners transition to post-secondary and experience a BRIGHT start!

4 Language Revitalization

Welcoming language learning exploration

- The Lifelong Learning team has been offering virtual beginner language courses for five of our six languages with plans to offer all six soon.
- The goal is to welcome in more language exploration and learning opportunities, expanding access to grow appreciation for the connection and perspectives that our original languages fostered!

Advancing Immersive Experiences

- This year the University Language manager and instructors worked hard to develop a 2-year full Cayuga Immersion program that will increase speaker proficiency to address the urgency of first language speaker loss.
- The program is on track for piloting in Fall 2023, and full implementation and accreditation by 2024.
- The Language unit also successfully implemented the HBAOL, 4th year Honors program with 13 graduates.





Fostering Excellence Across a Diversity of Academic Domains

This year we have seen unwavering commitment to excellence in education, innovation, and community engagement. Our diverse landscape comprises several key units, each dedicated to distinct areas of knowledge and service. The accomplishments and initiatives outlined below are a celebration of each unit's unique contributions to our community that synergistically drive our organizational success.

Lifelong Learning

In the 2022-2023 academic year, the Lifelong Learning Unit and the Achievement Centre made significant strides, successfully achieving milestones that were aligned with their goals to enhance educational pathways and upgrading, ignite a passion for learning, and foster meaningful connections within the community.

- We catered to a diverse learner base, with 26 Ontario College of Teachers approved Additional Qualifications (AQ's) learners and 205 continuing education learners participating in various courses. The courses offered included: Beginner Cayuga, Mohawk, Oneida, Seneca, Tuscarora Language classes, a Nursery Rhyme songs in Mohawk and Cayuga course, and the pilot of "Uncovering Residential Schools: Truth and Action" future Micro Credential course.
- Our Peacebuilding Workshop Series returned to in-person sessions for the first time since 2017 with 52 eager learners who responded to the workshop with positive feedback.
- In the spring, we hosted a highly successful Haudenosaunee Astronomy Webinar, drawing interest of over 300 learners.
- We have been actively developing new AQ courses which include:
 - » "First Nations, Metis, and Inuit Peoples- Understanding Traditional Teachings, Histories, Current Issues, and Cultures- Part 1 and Part 2"
 - » "Supporting First Nations, Metis, and Inuit Students: Guidance and Counselling, Part 1 and Part 2"
 - » "Special Education, Part 2"
 - » "Principal's Qualification Program Part 2"
 - » Expanding our offerings, we now provide courses in introductory computers, understanding the G1 handbook, and have even conducted a math refresher course for those in the Trades programs at SNP.
 - » The dedicated staff in the Lifelong Learning Unit have demonstrated remarkable tenure with our Unit manager serving for 3 years, Unit Coordinator for 2 years, Achievement Center Education/ Coordinator for 1 year and the Achievement Center Educator/ Coordinator Assistant for an impressive 26 years, ensuring stability and continuity of services to community.

Center for Teaching and Learning

The newly established Center for Teaching and Learning is a hub for staff and students to get them thinking about and improving their teaching and learning skills, strategies, and accountabilities with the 2022-2023 year marking a year of resource collection, collation, and development.

- This year, the Virtual Learning Grant prompted the creation of the Centre for Teaching and Learning faculty website within SharePoint Microsoft application.
- The continuing expansion of the faculty hub includes additional training resources and workshops for staff in areas including new technologies, Open Education Resource adaptation, Adaptive Learning, and Instructional Techniques among others; additional quality assurance. Resources to support the establishment of our Micro-credential development framework have also been developed with a view to a future of online Continuing Education opportunities that follow the highest quality assessment standards for accreditation.

- The CTL Student Site, now open to all new and returning students, houses culturally rooted activities for students, on-campus, and community event information alongside mental health and study/goal-setting resources for students.
- New training documentation developed for learners housed within the CTL Student site includes D2L-Brightspace, Microsoft 365, and instructions for digital navigation within and between platforms for students enrolled in both signature and partner programs complete with a link from Brightspace to the site.
- The Prior Learning and Recognition (PLAR) initiative continues to evolve with a view to the incorporation of a digital self-evaluation tool to promote empowerment and personal validation of informal learning.
- The BRIGHT Start orientation idea is being developed through the Indigenous Targeted Initiatives Fund (ITIF), to collectively, across all 7 Indigenous Institutes, pool the pedagogical expertise to cultivate preparatory modules in both online and in-person formats within the D2L-Brightspace platform. These modules were designed with an Academic, Wellness and Career focus intended to ease the transition for students entering a post-secondary environment; sessions will continue weekly throughout the year.

Health Services

In the 2022/23 academic year, the Health Services Unit worked diligently to expand our programs and meet community needs.

- During this time, our PSW and PN programs saw a significant increase in enrollment, including a substantial number of Indigenous learners.
- We also planned and successfully launched the Pre-Health Sciences- Indigenous certificate beginning fall 2023. This opportunity will create essential pathways for students to pursue various health careers, addressing critical community needs.
- In addition, through our collaboration for the revitalized Ohahadoni' (formerly known as Vision 2020), GREAT committed to supporting Six Nations Band members' tuition. In total we have had 38 PN students and 23 PSW students supported and enrolled for the 22/23 year.
- We have also developed plans for the delivery of the PSW to PN program, providing a direct pathway for PSW graduates to transition into the PN program.
- To support our program expansion and facilitate the clinical skills development of our health services students, we expanded our facilities and our staffing.
- Our new Simulation lab is equipped with state-of-the-art technology to enhance patient simulation experiences.
- Our team has grown this year to include an additional health services instructor, a unit coordinator, and 2 part-time simulation lab technicians.
- We consistently have SNP PN alumni and other community health services providers return to part-time instructor positions to support the exceptional learning experiences we strive to offer.

Skilled Trades

The Skilled Trades Unit has continued its work to strengthen and streamline existing programs:

- As an approved Training Delivery Agent (TDA), this year we continued to offer the Cook, Welder and General Machinist Pre-Apprenticeship programs and the We are Welders' program to entice women into the Trades professions.
- Skilled Trades was pleased to launch its first cohort of General Machinist Level Two Apprenticeship in-school training, extending the opportunity to develop more advanced skills for our pre-apprenticeship alumni and new learners.
- The demand for Skilled Trades training has continued to grow, with recruitment efforts seeing our popular Welding programs waitlisted this year.
- Community outreach was a focus and we participated in the Ontario Level UP Skilled Trades fairs in Toronto and London. This outreach opportunity fostered a connection with students from grade 7-12. The feedback from students was overwhelmingly positive, they really appreciated "getting a taste of" the trades, using the virtual welder, and solving some trades math game challenges.
- In Fall 2022, students from the York Region District School Board visited the Brantford campus for a day to explore the skilled trade apprenticeships programs with a tour of the campus, a presentation from instructors and students, followed by lunch and social.
- We have initiated an Ontario Youth Apprenticeship Program partnership with Level 1 Welder program which will be approved in collaboration with the STEAM academy and local school boards within the next year! The future of SNP trades is bright!



Community Services

Over the past year, the Community Services Unit has continued to commit itself to program development and student success.

- We initiated a successful supported study hall program over the Fall and Winter Break weeks, offering students access to instructors, academic resources, and snacks. The overwhelmingly positive response from students has led us to continue this valuable initiative.
- In collaboration with the Region of Niagara, Niagara College, and the Fort Erie Native Friendship Centre, we launched a satellite Early Childhood Education (ECE) program, further expanding educational opportunities.
- In January 2023, we proudly inaugurated the Concurrent Disorders program, addressing an essential aspect of mental health and addiction issues.
- In preparation for the evolving landscape of Post-Secondary Education, our Unit is collaborating closely with Information Services Department to launch a fully integrated HyFlex room, ensuring adaptability to the changing needs of learners.
- Our students reconnected with the community in person, with ECE and Social Service Worker (SSW) students participating in on-site placements, SSW students engaging in student-led community projects, and Criminal Justice Studies (CJS) students being hosted by various employers in the field.
- In terms of student placements from September 2022 to April 2023, all our programs collectively secured a total of 90 placements. These included 26 with Six Nations agencies, 8 with the Fort Erie Friendship Center, and 15 within Indigenous organizations/ agencies outside our community, fostering valuable experiential learning opportunities.

Continuing Education Workshops

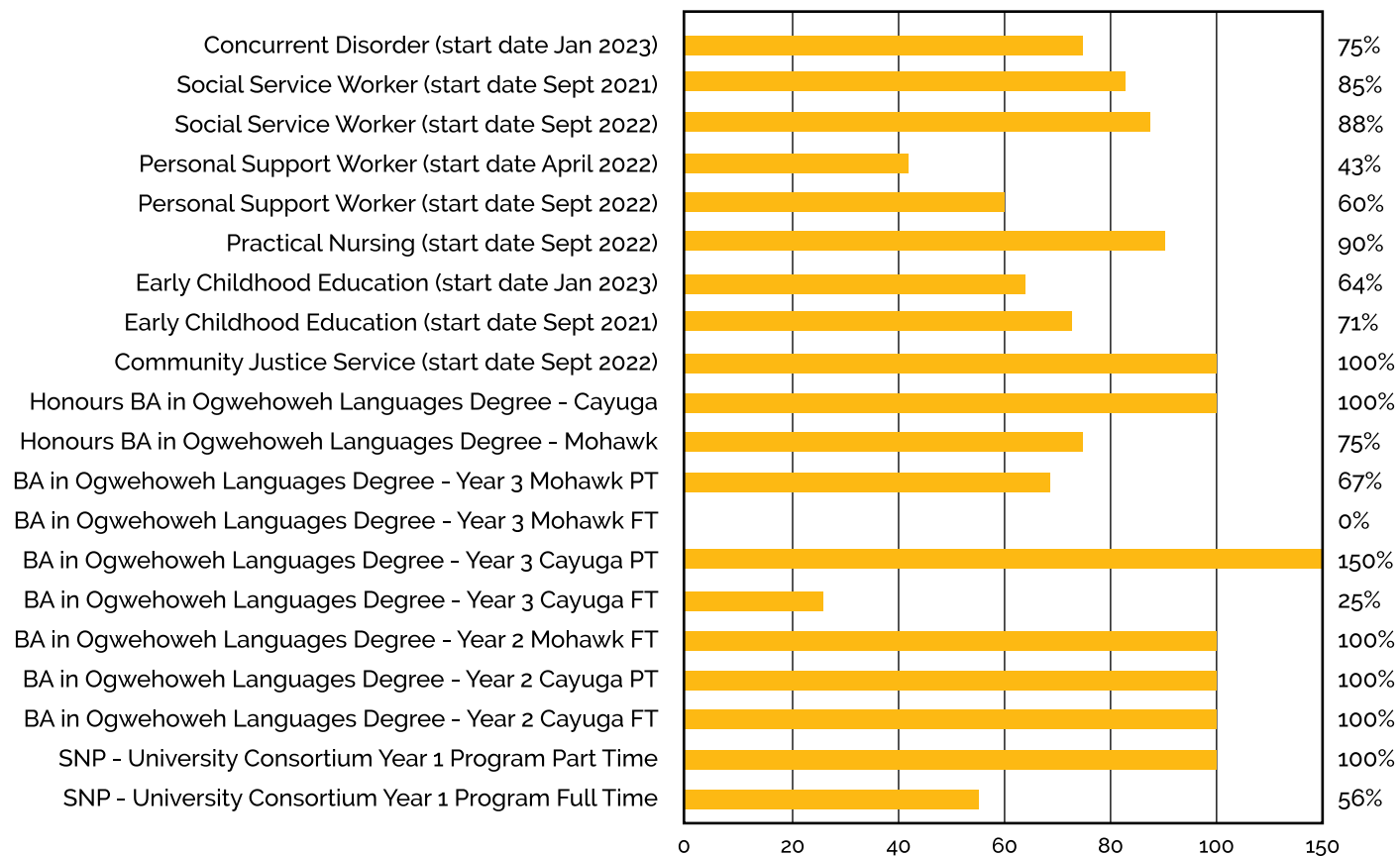
Start Date	Workshop	Registrations
May 17 – May 31, 2023	Peacebuilding Workshop Series	52
Winter 2023	Beginner Seneca Language Workshop	49
Fall 2022	Beginner Mohawk Language Workshop	15 (capped)
Fall 2022	Beginner Cayuga Language Workshop	15 (capped)
Fall 2022	Beginner Tuscarora Language Workshop	18
Fall 2022	Beginner Oneida Language Workshop	19
Winter 2023	Nursery Rhymes in Mohawk Language	54
Spring 2023	Nursery Rhymes in Cayuga Language	26

POST SECONDARY ENROLMENT

Post Secondary Programs	Partnership	Enrolment by Sept 30, 2022	Completed by Aug 31, 2023	Retention Rate
SNP - University Consortium Year 1 Program Full Time	McMaster & Consortium	9	5	56%
SNP - University Consortium Year 1 Program Part Time	McMaster & Consortium	3	3	100%
BA in Ogwehoweh Languages Degree Year 2 Cayuga FT	SNP	7	7	100%
BA in Ogwehoweh Languages Degree Year 2 Cayuga PT	SNP	1	1	100%
BA in Ogwehoweh Languages Degree Year 2 Mohawk FT	SNP	6	6	100%
BA in Ogwehoweh Languages Degree Year 3 Cayuga FT	SNP	4	1	25%
BA in Ogwehoweh Languages Degree Year 3 Cayuga PT	SNP	2	3	150%
BA in Ogwehoweh Languages Degree Year 3 Mohawk FT	SNP	2	0	0%
BA in Ogwehoweh Languages Degree Year 3 Mohawk PT	SNP	3	2	67%
Honours BA in Ogwehoweh Languages Degree - Mohawk	SNP	4	3	75%
Honours BA in Ogwehoweh Languages Degree - Cayuga	SNP	10	10	100%
Community Justice Service (start date Sept 2022)	Mohawk	5	5	100%
Early Childhood Education (start date Sept 2021)	Niagara	7	5	71%
Early Childhood Education (start date Jan 2023)	Niagara	14	9	64%
Practical Nursing (start date Sept 2022)	Mohawk	39	35	90%
Personal Support Worker (start date Sept 2022)	Mohawk	15	9	60%
Personal Support Worker (start date April 2022)	Mohawk	7	3	43%
Social Service Worker (start date Sept 2022)	Mohawk	32	28	88%
Social Service Worker (start date Sept 2021)	Mohawk	26	22	85%
Concurrent Disorder (start date Jan 2023)	Mohawk	4	3	75%
Total Enrollment for Post Secondary Programs		216	160	

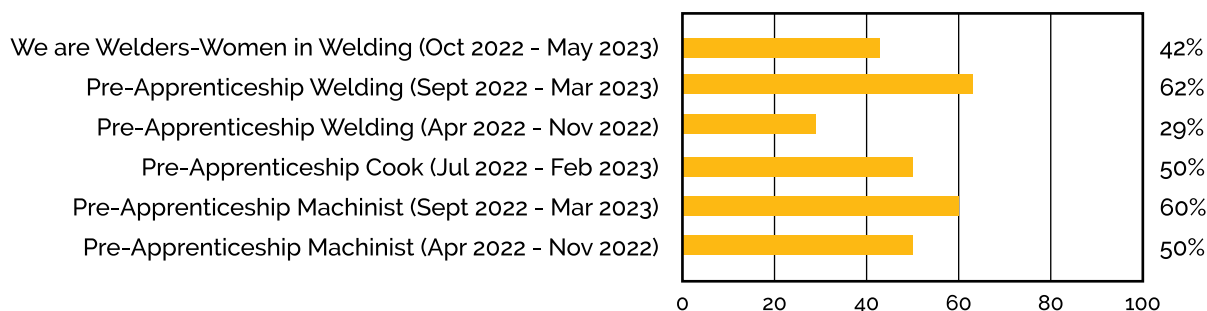
2022-2023 POST SECONDARY PROGRAM

Year of Study Completion Rate



2022-2023 TRADES PROGRAM

Year of Study Completion Rate



Trades Programs	Partnership	Enrolment by Sept 2022	Completed by Oct 2023	Retention Rate
Pre-Apprenticeship Machinist FT (Apr 2022 - Nov 2022)	SNP	2	1	50%
Pre-Apprenticeship Machinist PT (Sept 2022 - Mar 2023)	SNP	10	6	60%
Pre-Apprenticeship Cook (July 2022 - Feb 2023)	SNP	6	3	50%
Pre-Apprenticeship Welding (Apr 2022 - Nov 2022)	SNP	7	2	29%
Pre-Apprenticeship Welding (Sept 2022 - Mar 2023)	SNP	13	8	62%
We are Welders - Women in Welding (Oct 2022 - May 2023)	SNP	12	5	42%

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). Learner numbers are collected from the Employment Ontario Information System, Case Management System (EOIS-CaMS) on the Ontario ONE-Key site.

MLITSD Target Number: 40 Learners April 1, 2022 – March 31, 2023

36 New LBS Learners Served + 7 carryover = 43 Learners Total

Program	Learners Served	LBS-eligible New Learners
One-to-one	4 (3 carryovers)	4
Online (Good Learning Anyway)	5 (2 carryovers)	5
Pre-Apprenticeship – Cooks	4	4
Pre-Apprenticeship – Welders	10	6
Pre-Apprenticeship – Machinists	9	5
Pre-Apprenticeship – We are Welders	10	6
Soft Skills	1	1
Computers	12	4
Arrowmigh	2 (2 carryovers)	2
Crafting Series	6	6
TOTAL	63	43

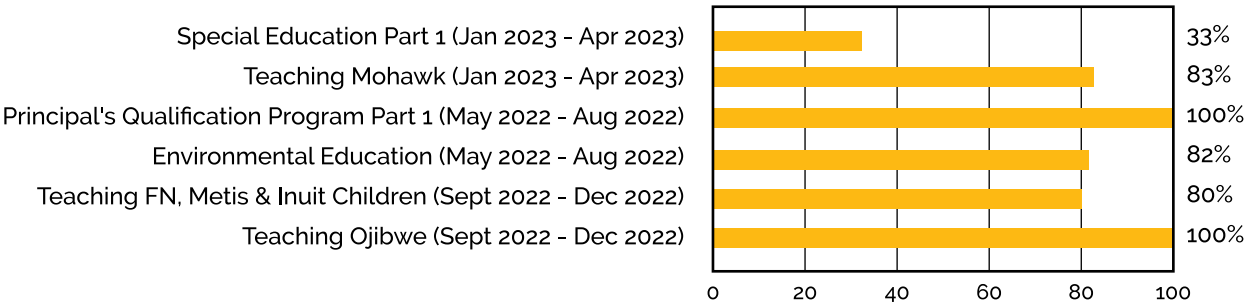


Continuing Teacher Education: Additional Qualification Programs

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.

AQ Programs	Enrolment by June 2022	Completed by Dec 2023	Retention Rate
Teaching Ojibwe (Sept 2022 - Dec 2022)	5	5	100%
Teaching First Nations, Metis, and Inuit Children (Sept 2022-Dec 2022)	5	4	80%
Environmental Education (May 2022 - Aug 2022)	11	9	82%
Principal's Qualification Program Part 1 (May 2022 - Aug 2022)	2	2	100%
Teaching Mohawk (Jan 2023 - Apr 2023)	6	5	83%
Special Education Part 1 (Jan 2023 - Apr 2023)	3	1	33%

2022-2023 AQ Program Year of Study Completion Rate



SNP STEAM Academy

The mission of SNP STEAM Academy is to provide students with the knowledge, abilities, and attitudes to create a pathway that enables them to become confident, proficient, and skilled leaders of their community and society in general. SNP STEAM Academy students experience science, technology, engineering, arts, and math as the focus, along with Ministry of Education accredited courses offered from grades 9 to 12. We foster innovation through the P-TECH learning model, the first of its kind in Canada, bringing together the best elements of high school, college, and career.

During last year, the grade 9 pilot project, “hsáhdok”, a cross-curricular, land-based program rooted in Indigenous ways of knowing and learning was completed successfully by 24 students during its first year of implementation. This program was initiated to assist grade 9 students entering high school after being out of the regular classroom during the COVID pandemic.

STEAM Academy expanded the offering of extra-curricular sports and clubs. Students in all grades had an opportunity to join the Students' Council and assist with planning special events and activities. Students in grades 9 and 11 learned more about Robotics in an accredited course while others joined the champion competitive team. E-sports or competitive gaming is a growing industry and powerful potential hook to attract students to STEAM Academy and technology-adjacent subjects. Many STEAM students joined this after-school club and successfully played against American and Canadian high school teams.

A very successful Land Camp was facilitated in July 2023 at Chiefswood Park located within the Six Nations land base. The focus for this year's camp was Building Community, Digital Agriculture and Leadership. Campers experienced interactive STEM presentations and learned from community resource people including Elders. This year, 14 campers earned a grade 10 high school credit by meeting the requirements of Land Camp.

STEAM's Music program began with a single course that captured both contemporary and Hodinohso'ni language, culture and traditions, allowing our initial Music program to be quite unique.

Student Data for 2022-2023	
Total number of students	123
Number of students in the P-Tech pathway	Gr 10 (16) / Gr 11 (8) / Gr 12 (7)
Number of P-Tech students who completed a summer internship with IBM	13
Total number of grade 12 graduates	20
Total number of grade 9 students who completed the Ehsahdok program	24
Number of courses offered in Semester 1	48
Number of courses offered in Semester 2	48





Deyohahá:ge: Indigenous Knowledge Centre

Deyohahá:ge: was established as the Indigenous Knowledge Centre at SNP in 2010. The Centre was given a clear institutional mandate to provide three main functions:

- Preserve and nurture Indigenous Knowledge and Languages
- Foster and support collaborative research in Indigenous Knowledge
- Provide for the public appreciation and education regarding Indigenous Knowledge

Deyohahá:ge had **105** visitors, **14** donations of materials to house in the Centre, **63** material requests, and **370** people participated in presentations, lunch & learns, workshops, or events.

The IKC is a knowledge mobilization centre that aims to recognize, recover and nurture Hodinohsó:ni knowledge in a variety of ways, including the following goals:

- Preserve and Enhance Hodinohsó:ni Languages
- Cultural Preservation Training
- Indigenous Knowledge Archives
- Accredited Programming & Curriculum Support
- Status Planning for Our Systems of Knowledge & Its Transmission to the Next Generation
- Develop Our Pedagogy
- Recognition of Community Scholars & Knowledge Guardians
- Research & Fellowships
- Chronicle Best Practices
- Dialogue With Others & Relationship Building
- Increase Funding to Existing Programs

In 2022, the Centre hosted the following workshops, referred to as 'Lunch & Learn':

- Exploring Deyohahá:ge
- The Great Law
- Treaties
- Make & Take: 'Paint Party'
- Storytelling
- Putting the Good Mind Into Action
- Cycle of Ceremonies
- Make & Take: Moccasin Key Chain

Indigenous Knowledge Guardians

Six Nations Polytechnic would like to acknowledge our Indigenous Knowledge Guardians who have recently passed:

Manual Johson	2010 – August 18, 2022
Alfred Keye	2010 – September 2022
Germaine General-Myke	2013 – June 17, 2023
Art Johnson	2015 – March 8, 2021
Gloria Sky	2015 – March 12, 2021



Advancement

SNP works diligently to help support our students and community through the funding of important projects and programs enabling SNP to continually improve the delivery of our programs and services. The Advancement Team secured over \$4.7 million dollars this past fiscal from 10 different funders. New projects that SNP could undertake include greater digital access for students, health and wellness, program delivery, infrastructure improvements, internships, athletics, homework support, and the digitization and improvement of student transfer and records. Thanks to funding from Six Nations of the Grand River Development Corporation we've been able to repaint the gymnasium and give the All-Nations Assembly Hall a fresh new look. With support from the Arthur and Audrey Cutten Foundation, we installed a much-needed universal washroom. Thanks to Maple Leaf Sports and Entertainment, the SNP STEAM Academy received funding to pilot a Lacrosse Sport-for-Development Program this year. We of course cannot do this work without the continued support of community and the financial contributions of all funders and private donors – thank you / nia:wen!

Navigating Our Path to Sustainable Growth, 2023-2026 Strategic Roadmap

VISION

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

MISSION

Our mission is to positively influence the well-being of Ogwehoweh and other learners and all those who share the land through the preservation, revitalization, creation and application of knowledge specific to Ogwehoweh languages and culture through respectful interaction and information sharing with other knowledge systems.

We do this by:

- Providing learning opportunities in a culturally safe environment
- Revitalizing Hodinohso:ni culture, teachings and language
- Providing accessible pathways for our people to obtain an education
- Fostering an environment for Reconciliation that values Indigenous ways of knowing and being and all world views



Our two important strategic directions focused on learners and revitalization of Indigenous language can only be achieved through organizational excellence and a strong unified culture.

Foster learner success and well-being

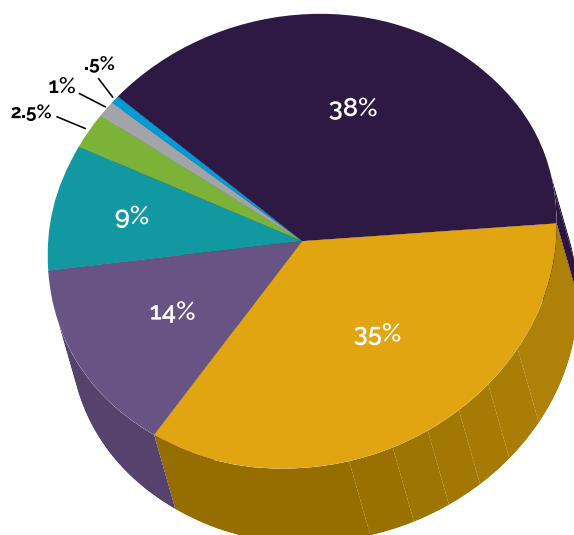
Embed and mobilize Indigenous knowledge, language and ways of knowing and being

Hodinohsó:ni values
of Ga'nigohi:yo/ Kanikoriiio

Everyone at Six Nations Polytechnic - staff, students and instructors - follow the Hodinohsó:ni values of Ga'nigohi:yo/ Kanikoriiio (Respect and Good Mind).

Our 12 values surround everything we do.

REVENUE & EXPENDITURES

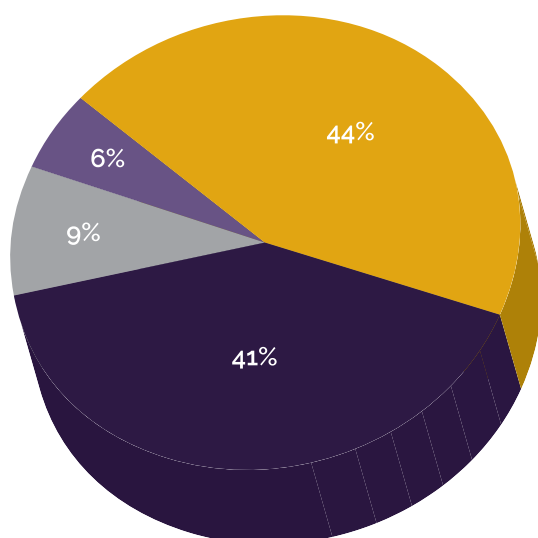


Revenue 2022-2023



Revenue

MCU	6,727,038
Other Funding	6,187,911
Tuition	2,439,037
PSPP	1,728,565
Other Income	471,214
Literacy	128,366
OTF	65,551
	17,747,682



Expenditures 2022-2023



Expenditures

Staffing	5,978,635
Program Costs	5,547,241
General and Administrative	1,236,132
Other Expense	753,325
	13,515,333

Other Expense

Interest Expense	753,325
	753,325

General & Administrative

Student Services	378,768
General & Administrative	857,364
	1,236,132

Program Costs

Facility & Supplies	996,170
Professional Development	377,392
Awards & Bursaries	41,380
Tuition & Program Fees	1,011,758
Instruction Fees	2,690,079
Program Development	352,068
Education Materials	65,802
Cultural Supports	12,592
	5,547,241



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