

# Red Lake Nation College



## Academic Plan 2019-2024

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## Contributors

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## Who We Are

The Red Lake Nation College (RLNC) was chartered by the Red Lake Band of Chippewa Indians in 2001 to provide higher education opportunities for Tribal members living on and near the Red Lake Reservation. Prior to the opening of Red Lake Nation College, Red Lake members were forced to drive two hours round-trip daily in order to attend college. The rural location of the reservation, the high cost of transportation, and daycare costs were all huge barriers to attending college for tribal members. Today, the Red Lake Nation College is a public institution accepting tribal members and non-tribal members.

In the fall of 2018, RLNC enrolled 140 students, 87% of whom were Red Lake tribal members.

The marketing slogan of RLNC is “A Great Place to Start!” RLNC strives to encourage students to attend RLNC and earn an Associate’s degree and move on to attain a Bachelor’s degree, Master’s degree, Doctorate degree, or Professional degree, and eventually return to the reservation community to help it grow and prosper.

Our primary goals are to provide an excellent, culturally relevant higher education that also prepares students for the 21st century job market. During their education at RLNC, students will develop not only a positive sense of pride in their Ojibwe culture and identity, but also, the confidence and academic skills to succeed at higher levels of education.

## Vision

Red Lake Nation College will strive to be a center for academic excellence on the Red Lake Indian Reservation, equipping students with knowledge of their language, culture, and self, and preparing them to carry this knowledge forward into future generations.

## Mission

To provide excellent higher education that is grounded in the Ojibwe language and culture of the Red Lake Nation.

## Core Values

Red Lake Nation College seeks to practice and instill in its students the following traditional Anishinaabe values:

### Dabasendizowin (Humility)

- To recognize oneself as a sacred and equal part of the creation
- To be modest in one's actions
- To demonstrate sensitivity to others
- To be respectful of the thoughts and ideas of others
- To recognize one's strengths and weaknesses and acknowledge the capacity for self-growth and change
- To develop and practice good listening and observation skills

### Debwewin (Truth)

- To speak the most honestly one can, according to his/her perceptions
- To be loyal in all relationships, avoiding hypocrisy

### Zoongide'iwin (Courage)

- To face difficult situations with bravery
- To acknowledge one's personal weaknesses and develop the strength to combat them
- To demonstrate the ability to take initiative and to speak forthrightly

### Gwayakwaadiziwin (Honesty)

- To maintain truthfulness, sincerity, and fairness in all one's actions
- To possess the ability to manage confidential information
- To communicate with others and transmit information fairly and truthfully

### Manaaji'idiwin (Respect)

- To accept cultural, religious, and gender differences
- To maintain high standards of conduct at all times
- To safeguard the dignity, individuality, and rights of others

### Zaagi'idiwin (Love)

- To work cooperatively and harmoniously with others
- To show kindness and compassion
- To demonstrate acceptance and the empowerment of others
- To offer hope, encouragement, and inspiration

### Nibwaakaawin (Wisdom)

- To take time to reflect on all of our experiences
- To acknowledge the opportunity to learn from others
- To persist in acquiring knowledge and improving skills
- To strive for the accomplishment of goals and dreams
- To practice ethical behavior at all times
- To seek guidance from elders and qualified advisors

## Red Lake Nation College Committees

Each committee provides a year-end report, summarizing accomplishments and progress on their annual work plans.

- Assessment Committee
- Curriculum Committee
- Progress Academic Student Success (PASS) Committee
- Governance (Steering) Committee
- Faculty Senate
- Events Committee

## Academic Department Goals

**Goal 1: Red Lake Nation College will enhance teaching and learning through expansion of program offerings and high-quality, innovative instruction.**

**Goal 2: Red Lake Nation College will foster increased student engagement through a**

<b>holistic approach.</b>
<b>Goal 3: Red Lake Nation College will infuse and promote local and global citizenship awareness in course offerings and requirements.</b>
<b>Goal 4: Red Lake Nation College will use technology as a foundation for students to succeed in and adapt to a changing world.</b>
<b>Goal 5: Red Lake Nation College will demonstrate educational equity by promoting practices that support diversity and inclusivity.</b>

**Goal 1: Red Lake Nation College will enhance teaching and learning through expansion of program offerings and high-quality, innovative instruction.**

<b>Objectives</b>	<b>Indicators</b>	<b>Benchmarks and Timeframes</b>	<b>Anticipated Results</b>
1.1. Responsive programming for the community.	1.1.a. Community survey 1.1.b. Employer survey and outreach	1.1.a. Summer 2019 1.1.b. AY 2019-2020	1.1.a. Generate ideas for curricular and co-curricular programming. Identify community needs. 1.1.b. Gather information from local government and employers regarding requirements for educational attainment and employment.
1.2. Integration of “soft skills” for students into college-wide student learning outcomes and across the curriculum.	1.2.a. Graduation rates 1.2.b. Employment/transfer rates 1.2.c. Employer survey 1.2.d. Learning outcome scores	1.2.a. Semester enrollment 1.2.b. Annually 1.2.c. AY 2019-2020 1.2.d. Every semester	1.2.a. Higher graduation rates. 1.2.b. Higher employment/transfer rates 1.2.c. Positive feedback from employers. 1.2.d. Learning outcome scores in Canvas will show improvements in mastery.
1.3. Collaborative learning spaces to connect to students.	1.3.a. Student satisfaction surveys 1.3.b. Student course evaluations 1.3.c. Learning center usage tracking	1.3.a. Annually 1.3.b. Every semester 1.3.c. Annually	1.3.a. Gather ideas from students regarding their needs. 1.3.b. Implement changes to curriculum or teaching methods based on student suggestions.

			1.3.c. Increased use of tutoring services.
1.4. Continuation of meaningful, cyclical assessment of courses to ensure relevance, rigor, and cultural responsiveness.	1.4.a. Assessment of Teaching and Learning report 1.4.b. Course and program learning outcome scores and review 1.4.c. Program review 1.4.d. Portfolio analysis	1.4.a. Annual report 1.4.b. Every semester 1.4.c. Every three years 1.4.d. Annually	1.4.a. Improvements to mastery of curricular and co-curricular outcomes. 1.4.b. Changes to curriculum and/or teaching methods to improve outcomes. 1.4.c. Successful, sustainable programming. 1.4.d. Demonstration of mastery in all MN Transfer Curriculum goal areas.
1.5. Enhanced interdisciplinary work.	1.5.a. SEEDS project 1.5.b. Eportfolios	1.5.a. 2019-2020 SEEDS project annual report 1.5.b. Annually	1.5.a. Improvements to student outcomes when interdisciplinary work is planned and coordinated. 1.5.b. Collaborative projects and/or clear distinctions made between projects in multiple disciplines.
1.6. Ongoing faculty development opportunities and resources in effective pedagogical strategies.	1.6.a. Professional development plans and summaries 1.6.b. Faculty inservice schedules 1.6.c. Professional development funding	1.6.a. Annually 1.6.b. Every semester 1.6.c. \$2000 annually for full-time faculty members	1.6.a. Professional development pedagogy as well as discipline-specific training 1.6.b. Faculty Inservice provides an array of training, including technology, teaching methods, assessment practices, team-building, interdisciplinary projects, Eportfolios, etc.
1.7. Ongoing faculty instruction in innovative teaching methods.	1.7.a. Curriculum committee tracking of innovative teaching methods 1.7.b. Professional development plans	1.7.a. Every semester 1.7.b. Annually	1.7.a. Increase in innovative teaching methods and tools. 1.7.b. Trainings that include innovative teaching methods and tools.
1.8. Adding emphasis areas to the A.A. in Liberal Education degree (environmental science, business management, social and behavioral	1.8.a. Curriculum committee development activities 1.8.b. Degree planning checklists	1.8.a. Ongoing 1.8.b. Annually	1.8.a. Progress reflected in minutes. 1.8.b. Completed degree plans with emphasis areas.

sciences, certificate programs).			
1.9. Increase and diversify high-impact practices.	1.9.a. Service learning tracking 1.9.b. First Year Experience student achievement rates 1.9.c. Internship tracking	1.9.a. Every semester 1.9.b. Annually 1.9.c. Annually	1.9.a. Community connections and a continuation of high employment rates among graduates. 1.9.b. Improvements in achievement rates among first-year experience students through innovative practices. 1.9.c. Community connections and a continuation of high employment rates among interns.

**Goal 2: Red Lake Nation College will foster increased student engagement through a holistic approach.**

<b>Objectives</b>	<b>Indicators</b>	<b>Benchmarks and Timeframes</b>	<b>Anticipated Results</b>
2.1. Increase student-to-student mentoring.	2.1.a. Student mentor training 2.1.b. Student mentor coordination and tracking	2.1.a. Every semester 2.1.b. Every semester	2.1.a. Increased student-to-student connection and support. 2.1.b. Higher persistence rates as a result of intrusive advising.
2.2. Improve student orientation.	2.2.a. Student orientation agenda 2.2.b. Student orientation survey	2.2.a. August and January 2.2.b. August and January	2.2.a. Continue to increase attendance at student orientation. 2.2.b. Utilize student feedback to make improvements to orientation.
2.3. Cross-train student services employees to provide a one-stop student services experience.	2.3.a. Update student services job descriptions	2.3.a. Annually	2.3.a. Improve processes through annual review.
2.4. Enhance placement testing.	2.4.a. Placement testing data (Accuplacer and technology)	2.4.a. Every semester	2.3.a. Continue to assess the efficacy of placement tests and improve processes to effectively assess a student's ability

			to take college-level courses.
2.5. Deliver diverse educational/co-curricular offerings.	2.5.a. Co-curricular offerings 2.5.b. Academic offerings 2.5.c. Curriculum Committee Work 2.5.d. Continuing education	2.5.a. Every semester 2.5.b. Every semester 2.5.c. Ongoing 2.5.d. Ongoing	2.5.a. Increase in co-curricular offerings and increased focus on global awareness. 2.5.b. Course improvements. 2.5.c. Course revisions and additions. 2.5.d. Increase in holistic health and wellness programming.

**Goal 3: Red Lake Nation College will infuse and promote local and global citizenship awareness in course offerings and requirements.**

<b>Objectives</b>	<b>Indicators</b>	<b>Benchmarks and Timeframes</b>	<b>Anticipated Results</b>
3.1. Expand service learning opportunities and internships.	3.1.a. Community-based internships and service learning activities	3.1.a. AY 2020-2021	3.1.a. Increase the number of community based internships. Increase the number of courses that include service learning components.
3.2. Initiate and strengthen regional partnerships with educational institutions and employers.	3.2.a. Aazhoogan Meetings 3.2.b. Curriculum alignment with BSU	3.2.a. AY 2020-2021 3.2.b. AY 2020-2021	3.2.a. Resume Aazhoogan meetings and collaboration. 3.2.b. Continued work with BSU to align coursework.
3.3. Address issues that cross borders while strengthening the traditional emphasis on place-based engagement.	3.3.a. Co-curricular programming 3.3.b. SEEDS grant 3.3.c. Curriculum Committee	3.3.a. Ongoing 3.3.b. AY 2019-2020 3.3.c. AY 2020-2021 Work Plan	3.3.a. Co-curricular programming that focuses on Anishinaabe culture as well as global awareness. 3.3.b. Connection between contemporary recycling practices and traditional containers through interdisciplinary work. 3.3.c. Ongoing discussion and planning among disciplines.
3.4. Fully implement the	3.4.a. Use of	3.4.a. AY 2020-2021	3.4.a. Complete



use of Eportfolios.	Wix/Eportfolios for goal areas		Eportfolios for all graduates beginning in the 2019-2020 academic year.
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**Goal 4: Red Lake Nation College will use technology as a foundation for students to succeed in and adapt to a changing world.**

<b>Objectives</b>	<b>Indicators</b>	<b>Benchmarks and Timeframes</b>	<b>Anticipated Results</b>
4.1. Increase/improve online offerings to accommodate time and place restrictions for students.	4.1.a. Success rates in online courses 4.1.b. Student course evaluations 4.1.c. Community surveys	4.1.a. Annually 4.1.b. Every semester 4.1.c. Survey Schedule	4.1.a. Higher success rates in online courses. 4.1.b. Improvements to courses based on student feedback. 4.1.c. Community feedback regarding readiness and desire for online courses.
4.2. Ensure that graduates have the technology skills to achieve at four-year institutions.	4.2.a. Canvas Usage 4.2.b. Technology requirements in academic coursework 4.2.c. Student workshops and trainings	4.2.a. Annually 4.2.b. Annually 4.2.c. Every semester	4.2.a. Increases in the usage of various Canvas tools and apps. 4.2.b. Increased number of courses requiring the use of various technological tools through innovative teaching methods. 4.2.c. Workshops and trainings available to the students online and from the Director of Library Services.
4.3. Increase students' global awareness and exposure through technological tools.	4.3.a. Technology requirements in academic coursework. 4.3.b. Use of technology in academic, extension, community education, and student success events.	4.3.a. Annually 4.3.b. Annually	4.3.a. Increased number of courses requiring the use of various technological tools through innovative teaching methods. 4.3.b. Increased use of technology to engage students and community members.
4.4. Increase/improve access to emerging technology materials, trends and practices	4.4.a. Technology requirements in academic coursework 4.4.b. Use of technology	4.4.a. Annually 4.4.b. Annually 4.4.c. Annually	4.4.a. Increased number of courses requiring the use of various technological tools

	in academic, extension, community education, and student success events. 4.4.c. Student workshops and trainings		through innovative teaching methods. 4.4.b. Annual student technology innovation event 4.4.c. Workshops and trainings available to the students online and from the Director of Library Services.
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**Goal 5: Red Lake Nation College will demonstrate educational equity by promoting practices that support diversity and inclusivity.**

<b>Objectives</b>	<b>Indicators</b>	<b>Benchmarks and Timelines</b>	<b>Anticipated Results</b>
5.1. Increase the number of opportunities in academic and co-curricular forums to learn about and demonstrate equity, justice, and fairness.	5.1.a. Curricular assignments and co-curricular experiences 5.1.b. Student course evaluations	5.1.a. Annual review in Curriculum Committee 5.1.b. Every semester	5.1.a. Increase in opportunities to engage issues of social justice. 5.1.b. Student feedback
5.2. Highlight the diversity of our staff and students and embrace our differences.	5.2.a. Diversity fact sheets 5.2.b. World Food Fair	5.2.a. Annually 5.2.b. Annually	5.2.a. Greater awareness of diversity on campus. 5.2.b. Increased student participation.
5.3. Develop initiatives to increase inclusivity on campus so students feel welcome and supported.	5.3.a. Safe spaces 5.3.b. Student course evaluations 5.3.c. Student Satisfaction Surveys	5.3.a. Ongoing 5.3.b. Every semester 5.3.c. Annually	5.3.a. Two-spirit logos present around campus 5.3.b. Feedback to assist faculty members in improving inclusivity 5.3.c. Increase in student satisfaction and feelings of acceptance.

# Appendix

Curriculum Map available at:  
[https://docs.google.com/spreadsheets/d/1p4AD6NWjeklSMqMGkM82lk\\_dZIX1C4NWx9Ehf8ReLxY/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1p4AD6NWjeklSMqMGkM82lk_dZIX1C4NWx9Ehf8ReLxY/edit?usp=sharing)