



NORTHLANDS
COLLEGE

STRATEGIC PLAN 2023-2028



MIDCYCLE REFRESH – MARCH 2025

WELCOME

At Northlands College, we are honoured to help educate northern Saskatchewan residents on Treaties 5, 6, 8 and 10 territories and the homeland of the Metis peoples. We respectfully recognize the Indigenous peoples of these lands and are committed to a reconciled future. We acknowledge generations of Indigenous students, staff, faculty, and leaders as integral to our community, and are committed to Indigenization.



CELEBRATING NORTHERN SASKATCHEWAN

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ABOUT NORTHLANDS COLLEGE



Northlands College is a dynamic public regional college in Northern Saskatchewan, offering diverse programs in Health and Wellness, University Studies, Trades and Technology, and Adult Basic Education. Our programs prepare students for careers that align with the evolving needs of northern Saskatchewan's labour market. Committed to Truth and Reconciliation, we foster an inclusive and forward-thinking learning environment.

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PLAN OVERVIEW

Northlands College's refreshed strategic plan provides a roadmap for growth and innovation from March 2025 to June 30, 2028. To remain responsive to labour market shifts and the evolving educational needs of northern residents, periodic reviews will ensure its continued relevance.

This plan establishes a clear goal for the college, supported by four core principles informed by community consultations. These principles will shape both daily operations and long-term planning, ensuring alignment across teams while advancing the college's mission, vision, and values.

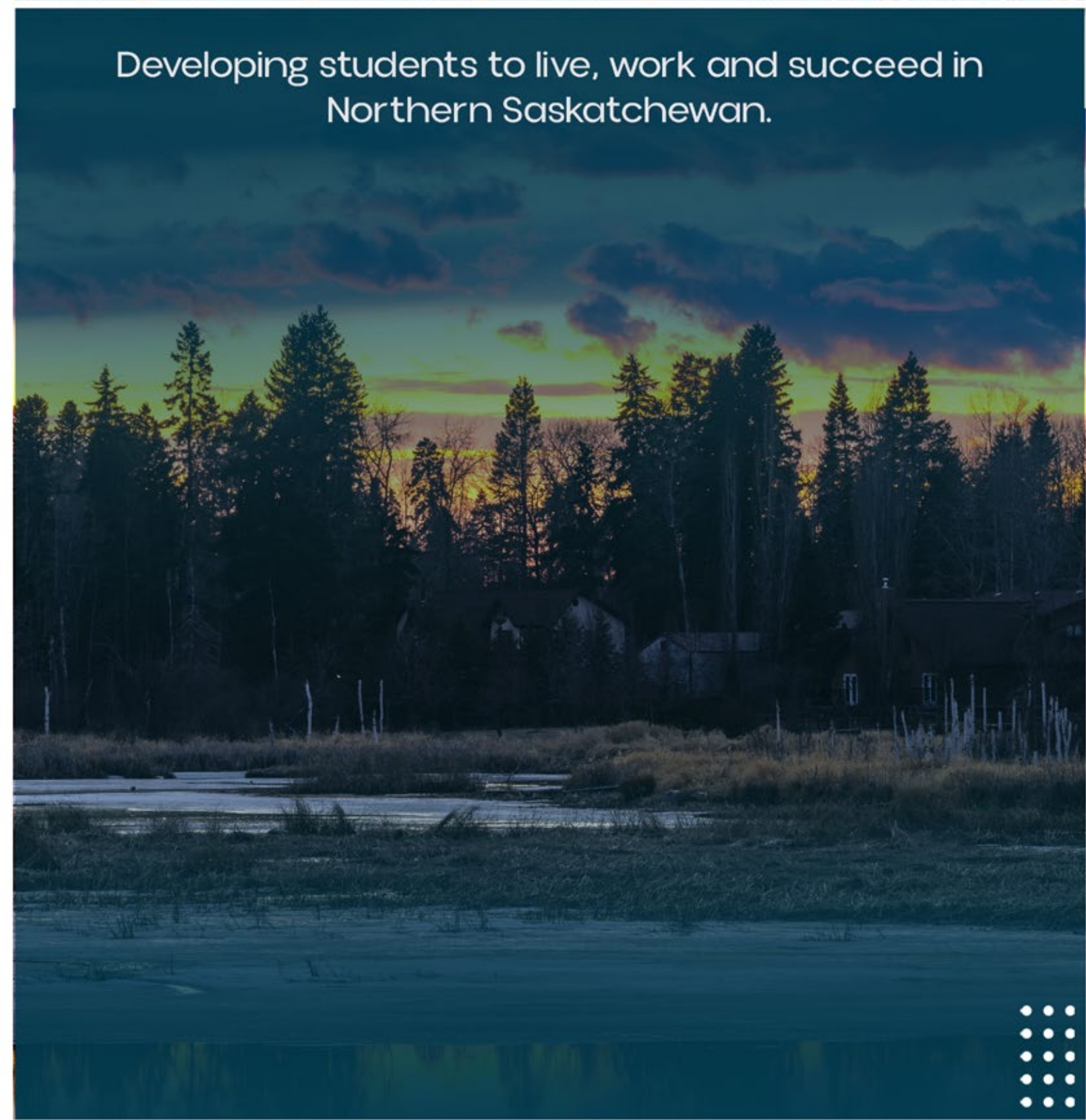
Designed as a living document, this plan will drive the college's annual business planning cycle, guiding yearly objectives and strategic priorities.



OUR VISION



Developing students to live, work and succeed in
Northern Saskatchewan.



OUR MISSION

Nurturing northern students to thrive in their communities and to participate in the northern economy by offering practical, innovative education that embraces cultural identity and meets workforce needs.



DEMONSTRATIVE ACTION

OUR

ACCOUNTABILITY

We believe in being responsible for ourselves, our work, and our shared culture.

INTEGRITY

We believe in doing the right thing even if it's not easy. We speak and act knowing the truth.

LEADERSHIP

We conduct ourselves in a manner aligned with our values and support each other in being accountable leaders.

We speak with truth and accuracy. We will embrace challenges head on and act in the best interest of our college.

FACULTY & STAFF

We align ourselves with our shared values and departmental initiatives. We step up and are accountable for

We approach our work with diligence care. We will and act and speak for the best interests of our students and colleagues.

STUDENT

We hold ourselves and our peers responsible for our actions and work. We follow

We are truth-tellers. We do what is right, not easy. We embrace challenges head on. We act in support of our

VALUES

PEOPLE-FIRST

We believe in putting people first. We promote compassion, understanding and fairness in our relationships.

We put people first. We promote positive, collaborative relationships in support of a positive campus culture.

We are people first. We foster a positive, supportive, student-first environment. We embrace with compassion, empathy, and fairness.

We put other people first. We ground ourselves in a place of support and compassion for others. We collaborate to build a student-first environment.

CULTURE

We believe in a positive campus culture that is rooted in Indigenous worldviews and we are open-minded to all people and their worldviews.

We actively strive toward building a positive campus with our teams and students. We practice inclusivity by making our spaces accessible, welcoming to everyone and violence free.

We embrace and sustain the unique identity of our campus culture. We actively promote inclusion, open-mindedness, and flexibility for our students.

We work together to make our campus a welcoming, positive space for every single person who walks through the door. We promote connection and understanding with each other.

SUSTAINABILITY

We believe in sustainable practices that preserve the land we reside on, the air we breathe, the water we drink, and our finite resources.

We promote sustainable fiscal and environmental practices across our teams and campus. We will collaborate to find innovative ways for the college to secure its long-term future.

We incorporate and promote sustainable practices into day-to-day work. We identify improvements to better sustain our environment and secure the long-term future of the college.

We understand the increasing importance of sustainable living for our environment. We incorporate sustainable practices in our day-to-day living.

FIVE-YEAR GOAL



Northlands College aims to be the college of choice for northerners by delivering practical, innovative programs that reflect northern culture, support workforce development, and drive student success.

CORE PRINCIPLES

These **Principles** emerged from extensive community consultations, reflecting key themes that support continuous improvement at Northlands College.

Over the next five years, the college will focus on four **Core Principles** to drive organizational growth. These Principles embody the aspirations of our community, industry partners, and the Board of Governors, ensuring alignment across departments and institution-wide initiatives.

TRANSFORMATIVE
LEARNING

STUDENT FIRST

OUR PEOPLE

THE NORTH

PRINCIPLE 1

TRANSFORMATIVE

LEARNING

This **Principle** encompasses and inspires the type of programming and informs how the programs will be delivered. The results and initiatives linked to this principle will lead to positive effects for students and broader northern cultures.

BUILDING KNOWLEDGE

- We **acknowledge** that our students come to our college with varying degrees of knowledge, skillsets, life skills, and stories.
- Our **aim** is to transfer the knowledge necessary to build the capacity of our students to participate fully in the northern economy and to lead a good life.
- We are **committed** to long-term strategies, programming, and policies that increase student success. Further, we will encourage students to share their knowledge and build success in Saskatchewan's north.

INSPIRING INNOVATION

- We **acknowledge** that our programs need to be responsive, agile, and adaptable to meet the needs of our entire service region.
- Our **aim** is to develop life-long students and community leaders to find creative solutions to address barriers faced in their own communities.
- We are **committed** to long-term strategies and policies so that we have the right resources in place to deliver our programs at the right place, right time, and in the right way.

NORTHERN LEARNING

- We **acknowledge** that our students come from Indigenous and northern communities, which impacts their life and learnings.
- Our **aim** is to connect students to the northern and Indigenous cultural concepts, values, Elders, leaders, and communities. Further, we will integrate land-based teachings into aligned academic areas (e.g. - applied research and environmental science programs).
- We are **committed** to long-term strategies and policies that promote the incorporation of northern Indigenous worldviews and teachings into our training and education programs.

PRINCIPLE 2

STUDENT FIRST

This **Core Principle** articulates our position of putting students first over ourselves. A positive student experience in our programs, campus culture, and accessing services will build the self-esteem of our students, engage them in their education, and produce positive outcomes.

GOOD RELATIONS

- We **acknowledge** that our students come from many walks of life with varying degrees of connection to their friends and family.
- Our **aim** is to prioritize good relations between our faculty, staff, and students and to emphasize a student-first culture that builds trusting relationships with our students.
- We are **committed** to long-term strategies, policies, and values that promote a relational approach to learning that fosters mutually beneficial outcomes for our faculty, staff, and students.

SENSE OF BELONGING

- We **acknowledge** that students may experience discrimination and disconnection outside of our walls.
- Our **aim** is to foster a learning environment that is accepting, flexible, and creates a space for our students to feel like they belong at our college.
- We are **committed** to long-term strategies and policies that reinforce our commitment to nurture a sense of belonging for our students.

ACCESSIBILITY

- We **acknowledge** that students come to our college with a wide range of needs and face many barriers to access education.
- Our **aim** is to build our capacity to create an accessible environment for our students, meet them where they are at and help them grow. This includes collaborating with partners to address systemic barriers to learning.
- We are **committed** to long-term strategies and policies that foster an accessible learning environment.

PRINCIPLE 3

OUR PEOPLE

This **Core Principle** emphasizes the importance of continuous development for faculty and staff to meet the needs of students and create an inclusive Northlands College. It focuses on lifelong learning opportunities, building an engaged workforce through inclusion and collaboration, and ensuring the right people are in the right roles to achieve the college's vision and mission

LIFELONG LEARNERS

- We **acknowledge** that faculty and staff require ongoing development to meet the needs of our students and to build a Northlands College for everyone.
- Our **aim** is to provide ongoing professional and personal development opportunities for our faculty and staff. We do this with the understanding that there is balance between learning from our students, northern communities, and western educational and professional development.
- We are **committed** to long-term strategies and policies that promote lifelong learning for our faculty and staff in both formal and informal settings.

ENGAGED PEOPLE

- We **acknowledge** that engaged employees are vital to the ongoing success of our students and meeting our college's vision, mission, and goals.
- Our **aim** is to build a workplace that promotes a sense of belonging driven by inclusion, diversity, equity, and accessibility (IDEA). Further, we will make a concerted effort to listen, respond, and collaborate with our teams to create a positive employment experience for all.
- We are **committed** to developing long-term policies that create a framework for a positive work environment, with consideration for best practices towards employees who follow our values and are engaged in, and accountable to, their work.

RIGHT PEOPLE

- We **acknowledge** that being in the north brings a unique set of challenges as it pertains to the recruitment and retention of talent.
- Our **aim** is to ensure we have the right people, in the right place, at the right time to meet our college's vision, mission, and goals.
- We are **committed** to developing long-term strategies and policies that position our college as an attractive place to work, to develop skills locally, to retain people, and to drive the future success of our college.

PRINCIPLE 4

THE NORTH

This **Core Principle** challenges the college to think critically about what it means to live in, for, and by the north. Understanding our geographical context is important for the college's response to the needs of the north, and for the ongoing consideration of how we equitably engage one another.

NORTHERN CULTURE

- We **acknowledge** that being in the north has unique northern and Indigenous cultural considerations for life and learning.
- Our **aim** is to embrace our northern cultural contexts and deeply engage in understanding what it means to be a college in a northern and Indigenous cultural context.
- We are **committed** to long-term strategies and policies that respond to, respect, and are considerate of the realities and barriers of living in the north and to doing our part to support..

NORTHERN WORKFORCE

- We **acknowledge** that being in the north has unique implications for workforce needs.
- Our **aim** is to build the foundations necessary to develop northern people to participate in the northern economy and meet workforce needs.
- We are **committed** to long-term strategies and policies that position us to be a champion for northern learners and help them to find meaningful employment in the north.

NORTHERN COLLABORATION

- We **acknowledge** that being in the north means that there are inherent barriers that require a collaboration among partners to solve.
- Our **aim** is to enter ongoing collaborative relationships toward a unified effort on finding unique solutions to meet the education and training needs of the north.
- We are **committed** to long-term strategies and policies that promote engagement and collaboration with the north to be the college of choice for northerners.

VISION

Developing Students to live, work and succeed in Northern Saskatchewan.



TRANSFORMATIVE LEARNING

STUDENT FIRST

GOAL

Northlands College will be the college of choice for Northerners.

MISSION

Nurturing northern students to thrive in their communities and to participate in the northern economy by offering practical, innovative education that embraces cultural identity and meets workforce needs.

OUR PEOPLE

THE NORTH

GUIDING VALUES

Accountability

Integrity

Sustainability

People-first

Culture

POWERING THE NORTHERN ECONOMY

