

# Skátne Enionkwaió'ten – Draft Organization/Group Language Plan

## Step by Step -

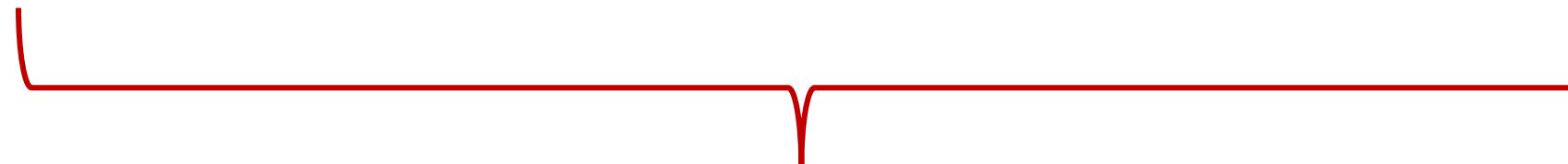
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<i>Mission &amp; Goals</i>	<i>Stakeholders</i>	<i>Partners/Collaboration</i>	<i>Language &amp; Culture Programming</i>
<ul style="list-style-type: none"> <li>“We believe that healthy families are fundamental to a strong community. In an accepting, challenging, and responsible atmosphere, the Center encourages all people to actively build on their individual strengths. In partnership with families and a community of caring people, the Center offers innovative, culturally based, inclusive educational experiences to young children. By offering diverse programs and services in the Center and in the community, the Center lays the foundation for bridging a proud past and a bright future.</li> </ul> <p><u>Profile:</u></p> <ul style="list-style-type: none"> <li>We are teachers and community members providing exposure and supporting language and traditional/cultural learning to the children and families of our center</li> <li>Educating/supporting staff in acquiring language and cultural knowledge.</li> </ul>	<ul style="list-style-type: none"> <li>Families and organizations of our community</li> <li>Children zero to six years old</li> </ul>	<ul style="list-style-type: none"> <li>KMHC</li> <li>KSCS</li> <li>KEC</li> <li>MCK</li> <li>KYC</li> <li>KOR</li> <li>KFB</li> <li>Tewa</li> <li>Karihwanonron</li> <li>Others</li> </ul>	<ul style="list-style-type: none"> <li>SBS provides language and cultural programming through meaningful hand-on activities and experiences that our children and families can be totally engaged in. The Ohén:ton Karihwatehkwen and our cultural teachings hold the foundation for our programming. We also have a Kanien’kéha classroom that helps build a foundation for our children and families who want to learn language.</li> </ul>
<i>Strengths &amp; Resources</i>	<i>Successes</i>	<i>Future Collaborations</i>	<i>Supporting Language Revitalization</i>
<ul style="list-style-type: none"> <li>Having administration support to participate in cultural/language and/or personal and professional development</li> <li>Intro to Kanien’kéha classroom</li> <li>Kanien’kéha culture and Language facilitator (Currently on leave of absence)</li> <li>Collaboration and partnering with team, classes, and parents/families</li> <li>Culturally relevant activities, socials, traditional singers</li> <li>Adapted teaching methods and materials such as P.E.C.S. and translated E.C.E reading materials</li> </ul>	<ul style="list-style-type: none"> <li>Ensure individual child’s needs are met at Center</li> <li>Children leave Step by Step having a good knowledge and grasp of meaning s pertaining to out Ohento Karihwatekwen</li> <li>Cultural experiences such as: <ul style="list-style-type: none"> <li>Following traditional calendar, festivals and activities that go with it</li> <li>Intro to Kanien’kéha</li> <li>Staff permitted to attend two year language immersion program with job security and are grads of Ratiwennahní:rats</li> <li>Participate in community wide cultural activities and events</li> <li>Staff encouraged to participate in and attend cultural programs</li> <li>Cultural observances days allotted to staff to attend festivals and cultural events</li> <li>Mohawk culture and language facilitator/resource</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Collaboration with immersion school, student mentoring with Karihwanonron, Karonhianonha,</li> <li>Ratiwennanirats students</li> <li>Elder guest visits</li> <li>Curriculum (resources, translation)</li> <li>Language Nest</li> </ul>	<ul style="list-style-type: none"> <li>We are teachers and community members providing exposure and supporting language and traditional/cultural learning to the children and families of our center.</li> <li>Educating/supporting staff in acquiring language and culture knowledge</li> </ul>

<i>Obstacles &amp; Challenges</i>	<i>Communication</i>	<i>Monitor, Evaluate, Accountability</i>
<ul style="list-style-type: none"> <li>• Lack of people knowledgeable in both culture and language and Early Childhood Education</li> <li>• Adaptability to every child's needs. Ensure all children are able to participate and learn at their own levels and fostering individual strengths</li> <li>• Summer staff changeover</li> <li>• Lack of time for planning due to hours of operation</li> <li>• Hours of operation</li> <li>• Ratios in classrooms (child / educator)</li> <li>• Staff with many hats</li> <li>• Culture observances limited by needs of the children as staff must compromise which unintentionally inhibits individuals from going.</li> <li>• Lost staff to Ratiwennahní:rats</li> </ul> <p><u>To overcome challenges/obstacles:</u></p> <ul style="list-style-type: none"> <li>• Offer language classes (resources) to staff at centre (at night)</li> <li>• Ped day to plan (not workshop, training)</li> <li>• Break the cycle of judging</li> <li>• Role model, inclusion, and acceptance</li> <li>• More supportive of each other for any attempts we make in regards to culture and language</li> <li>• Offer additional support and not criticize</li> <li>• In-house language and culture committee</li> </ul>	<ul style="list-style-type: none"> <li>• Website</li> <li>• Facebook</li> <li>• Daily interaction with families</li> <li>• Grapevine (electronic)</li> </ul> <p><u>Future:</u></p> <ul style="list-style-type: none"> <li>• Informing families and visitors of culture and language</li> <li>• Social media, internal communication plan</li> <li>• Local media</li> </ul>	<ul style="list-style-type: none"> <li>• In-house culture and language committee</li> <li>• Cultural professional development for staff.</li> <li>• Put into our Strategic Plan</li> <li>• Mechanism for evaluation and follow up</li> <li>• Ensure that we monitor what is happening with regards to culture and language in the center.</li> </ul> <p><u>Accountability:</u></p> <ul style="list-style-type: none"> <li>• Results of Strategic Plan</li> <li>• Indicators</li> <li>• Dedicate resources (HR, Money, time)</li> </ul>
<i>Impact &amp; Effectiveness</i>	<i>Response &amp; Future Directions</i>	
<ul style="list-style-type: none"> <li>• Our programming is effective but we plateaued, we need to expand our definition</li> <li>• Revise mission/vision statement</li> <li>• Communication to community on our cultural programming/activities</li> <li>• Awareness/promotion</li> <li>• We thought our current language and culture programming was effective but upon reflection we realized that we have plateaued and need to expand on our definition of implementing language and culture.</li> </ul>	<p><u>Response:</u></p> <ul style="list-style-type: none"> <li>• Establish committee to monitor and plan</li> <li>• Continue to apply for funding for culture and language</li> <li>• Collaborate with language and culture networks and programs</li> </ul> <p><u>Future Directions:</u></p> <ul style="list-style-type: none"> <li>• Commitment</li> <li>• Making sure Strategic Plan is followed</li> <li>• Monitor, evaluate our program</li> <li>• Make language a priority at our schools/daycare, organization</li> <li>• Collaborate periodically with culture and language groups</li> <li>• Encourage and support each other.</li> </ul>	
<i>Is it unclear to your group/org what your role is in language revitalization?</i>	<i>Does Kahnawà:ke need a community-wide Council or Committee to direct and support language revitalization?</i>	
<ul style="list-style-type: none"> <li>– Yes, not everyone is at the same level of knowledge of language and culture.</li> <li>– Lack of knowledge in culture and language</li> <li>– Not clear on individual role and responsibility for some staff, as opposed to the organization as a whole.</li> </ul>	Yes!	



<b>Year</b>	<b>Vision &amp; Goals</b>	<b>Activities, Action Items...</b>
<b>2017</b>	<ul style="list-style-type: none"> <li>➤ Make staff aware of the community culture and language revised initiative and our role. (continuous as staff turnover)</li> </ul>	
<b>2018</b>	<ul style="list-style-type: none"> <li>➤ Create culture and language committee add language/culture priority in Strategic Plan. Raise level of Kanien'kéha used in building.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Signage</li> <li>✓ Songs</li> <li>✓ Background music</li> <li>✓ Waterdrum</li> <li>✓ Rattles</li> </ul>
<b>2019</b> <i>*UN Year of Indigenous Languages</i>	<ul style="list-style-type: none"> <li>➤ Ensure 2 more staff enroll in Language program</li> </ul>	
<b>2020</b>	<ul style="list-style-type: none"> <li>➤ All of the goals are continuously built upon, ensure Strategic Plan is relevant and on track, HR, Financial and time are prioritized ensure to stay on task with realistic expectations.</li> </ul>	
<b>2021</b> <i>*Prepare for next five-year community language plan.</i>	<ul style="list-style-type: none"> <li>➤ Immersion class fully implemented.</li> </ul>	



Throughout the 5 years we will monitor, evaluate and realign. We will focus on managing change, obstacles and barriers.