



# **INNOVATION IN ACTION**

**Academic Plan  
2021-2026**

## This plan is built in support of miyo wâhkôhtowin.

This Cree phrase expresses the positive value and richness of experience that stems from interconnectedness and relationships. This worldview represents the individual and the community, and encompasses the foundation of all we do at Saskatchewan Polytechnic.

We honour this principle in every interaction, institutional practice, procedure, policy, and service we provide to learners, faculty, staff, alumni and our communities. We work together to create an inclusive, collaborative and respectful environment in which everyone can grow, thrive and lift each other up.

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We would like to acknowledge that Saskatchewan Polytechnic is situated on Treaty 4 and Treaty 6 territories and the ancestral lands of the Cree, Saulteaux, Dene, Dakota, Lakota and Nakoda peoples and the traditional homeland of the Métis.



## Message from the President and CEO

In 2020, Saskatchewan Polytechnic launched its Strategic Plan, *Leading the Rise: Bringing Polytechnic Education to New Heights*.

Key to leading the rise, and to making the commitments within the strategic plan reality, is the work of our Academic Team. Teaching and supporting learners, to prepare them for employment and contribution to their community, is our raison d'être—our reason for being.

The *Academic Plan: Innovation in Action* is the next step in leading the rise of polytechnic education. Building on the strategic plan, as well as the Saskatchewan Growth Plan, it focuses on how teaching, learning, learner supports, and connections to community can be strengthened over the next five years. It also builds on our previously implemented plans, including the Academic Model (2016), the Indigenous Student Strategy (2018), and the Applied Research plans.

We begin this next phase from a place of strength and good relationships, in the spirit of miyo wâhkôhtowin. With decades of applied education that is trusted by industry and learners, as preparation for a wide variety of careers, continuously innovative means of program delivery, and ongoing connection with industry, our Academic Plan is the next natural step in our ongoing pursuit of serving Saskatchewan, its industries, its learners.

As we respond to the evolving nature of employment, technology and post-secondary education, our academic leaders, faculty, and staff can be guided by the Academic Plan as they make *Innovation in Action* transpire.

**Dr. Larry Rosia**  
President and CEO

# Welcome

*Innovation in Action* seeks to elevate the key elements of a polytechnic education.



**Dr. Has Malik**  
Provost and VP, Academic

Saskatchewan Polytechnic's *Academic Plan: Innovation in Action* (2021-26) charts the course for how we will collectively define the future of polytechnic education at our institution. This plan was developed after extensive consultation with faculty, staff, students, businesses and industry. It takes the best of what makes Saskatchewan Polytechnic unique and dynamic, and builds on our strengths to forge a vision for a thriving and purposeful institution committed to meeting the needs of our learners and community. Given the rapid pace of change in society, technology, and economic realities and drivers, the Academic Plan seeks to evolve Saskatchewan Polytechnic's applied education practices for the next generation of learners across the province and beyond.

Saskatchewan Polytechnic's strategic plan aims to "Lead the Rise of Polytechnic Education." The *Academic Plan: Innovation in Action* embraces this vision, and seeks to elevate the key elements of a polytechnic education:

- + Employer-driven programs
- + Learner-focused delivery and support services
- + Career-ready, applied education
- + Flexible learning over a learner's lifetime
- + Globally recognized programs

The *Academic Plan* is a continued demonstration of the nimble, responsive nature of Saskatchewan Polytechnic—proven over the past 75 years in countless changes to programming, learning options and even the institution's name. It builds on the strong foundation implemented under the *Academic Model* (2016-2021), which established key standards and processes to ensure academic quality. The plan also takes into account both Saskatchewan's Growth Plan, which articulates ambitious goals for our province, as well as the defining challenge of the pandemic we collectively faced on a global scale, and from which we have learned a great deal.

Looking forward to a bright, sustainable future, *Innovation in Action* outlines key themes, and commitments within each theme, that will continue the legacy of responding to the changing needs of industry and learners. These commitments don't happen without the efforts and engagement of the entire Saskatchewan Polytechnic community, including faculty, staff and management. An ambitious plan requires work and change, but within the plan there are also commitments to each other in the spirit of miyo wâhkôhtowin, supporting good relationships within Saskatchewan Polytechnic and outward into the community.

I want to extend thanks to all who were part of the 18-month process of creating this vibrant plan, including the Senior Academic Leadership Team for their thoughtful input, as well as learners, industry representatives, faculty and staff for their meaningful and insightful feedback.



# About Saskatchewan Polytechnic

**Saskatchewan Polytechnic has a long, proud history in the province.**

Established in 1959 as the Saskatchewan Technical Institute, we have transformed over six decades from a progression of applied learning institutes and distributed training programs into a single provincial organization. Formally joining Polytechnics Canada in 2012 as the Saskatchewan Institute of Applied Science and Technology (SIAST), the organization officially relaunched as Saskatchewan Polytechnic in 2014.

Saskatchewan Polytechnic is the province's only polytechnic, serving students through applied learning opportunities on Treaty 4 and Treaty 6 Territories and the homeland of the Métis people. Our campuses in four cities—Moose Jaw, Prince Albert, Regina and Saskatoon—serve communities province wide, both in person and through extensive distance education opportunities. Our curricula is as diverse as the people it reaches. With 150+ programs ranging from business to health sciences, trades and technologies, and academic upgrading, Saskatchewan Polytechnic delivers relevant, timely education and training opportunities to learners here in the province and beyond. Our programs serve every economic and public service sector.

As a polytechnic, the organization provides the depth of learning appropriate to employer and student need, including certificate, diploma and degree programs, and apprenticeship training. Saskatchewan Polytechnic engages in applied research, drawing on faculty expertise to support innovation by employers, and providing students the opportunity to develop critical thinking skills.

Saskatchewan Polytechnic is poised to deliver education in new and emerging ways in the coming years. With an expanding range of offerings including micro-credentials, we continue to ensure that what we offer meets the needs of a diverse and growing population of learners.



# Plan development

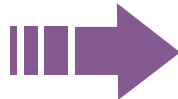
Building on our strategic plan themes, the academic planning process began in November 2019 and involved extensive consultations with faculty, staff, learners and industry partners to help us define what it means for the academic division to lead the rise of polytechnic education.

Led by our Senior Academic Leadership Team, a draft vision, themes and commitments for the academic division were developed and shared widely to gather input on what we need to do to support Saskatchewan Polytechnic's strategic themes and meet the future needs of our community.

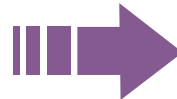
Through the winter of 2020-21, we initiated extensive outreach with our stakeholders: we conducted a survey, held town hall sessions and smaller focus groups with academic leaders and faculty, engaged with our learners and met with external partners to ensure the draft plan elements resonated and inspired. Feedback from these consultations helped to shape the final plan that was endorsed by the Senior Academic Leadership Team and approved by Senior Management Council in June 2021.



**Draft plan created  
by Senior Academic  
Leadership Team**



**Draft plan reviewed by  
community for input**



**Academic Plan  
finalized and approved**

# Alignment to the Saskatchewan Polytechnic strategic plan 2020-2025

This academic plan is focused on achieving Saskatchewan Polytechnic's vision and delivering on the strategic plan's four themes, while staying true to our mission, purpose, values and the ethos of miyo wâhkôhtowin (good relationships).

The five themes outlined in this academic plan align to Saskatchewan Polytechnic's four strategic themes. These five themes, along with the commitments made under each, identify what the academic division pledges to do to make Saskatchewan Polytechnic's strategic themes a reality.

## Saskatchewan Polytechnic Strategic Plan

**Vision:** To lead the rise of polytechnic education

Strategic themes:

Inspiring our future

Investing in our future

Shaping our future

Leading an inclusive future

## Saskatchewan Polytechnic Academic Plan

**Vision:** Every engagement with Saskatchewan Polytechnic positively impacts learners, industry and community.

Strategic themes:

Evolving our academic culture

Enriching the learner experience

Enhancing programming

Innovating in teaching and delivery

Embracing community partnerships

**Our mission:** Inspire success in every learning journey

**Our purpose:** We empower a better Saskatchewan

Our values:



Respect



Integrity



Sustainability



Excellence

**Platform from which we rise:** miyo wâhkôhtowin (good relationships)

## Our vision: To lead the rise of polytechnic education

Our vision defines where we want the strategic plan to take us. As we look forward to this new decade, applied education has never been more critical to our collective success, at home and around the world. Our leadership position comes from a drive to define the reputation of polytechnic education in Canada and establish its role in building a better future.

### Strategic themes:

#### Inspiring our future

Support transformative learning journeys through applied learning and research

#### Investing in our future

Invest in sustainable programming, infrastructure and skills to achieve success

#### Shaping our future

Develop innovators who take on the challenges and opportunities of the future

#### Leading an inclusive future

Support a diverse and inclusive community where everyone belongs

## Our mission: Inspire success in every learning journey

Our mission establishes how we will achieve our vision. Saskatchewan Polytechnic is passionate about creating an environment where lifelong learners gain the knowledge, skills and abilities to achieve and succeed at work, in their communities and in life. We know that by empowering learners to realize their aspirations throughout their learning journey, we are building a better Saskatchewan and a better world.

## Our purpose: We empower a better Saskatchewan

This is why we exist, and the foundation upon which everything we do is built. Saskatchewan Polytechnic is the driving force that empowers and strengthens our province in everything we do. We encourage an economically and socially stronger, more informed and better-prepared Saskatchewan. We realize opportunities for individuals (learners, staff, faculty, employers) and the collective—Saskatchewan at large. And through our leadership position in Saskatchewan, we establish our reputation nationally and around the world. We have an ultimate reason for being, which inspires not only our vision and mission, but hopefully everyone that connects with Saskatchewan Polytechnic.

## Our values

Our values are what guide us. They represent who we are and how we behave in all our actions and interactions with every member of our community. Our values haven't changed from our previous strategic plan; they're enduring because they are true to us and we're committed to them no matter the context we find ourselves in. We engage our community with

**Respect, Integrity, Sustainability and Excellence.**

This enables us to lead the **RISE** of polytechnic education at home, in Canada and around the world.

## miyo wâhkôhtowin (good relationships)

The Cree phrase, miyo wâhkôhtowin, expresses the value and positivity of interconnectedness and relationships. This worldview represents the individual and the community and encompasses the foundation of all we do at Saskatchewan Polytechnic.

We honour this principle in every interaction, institutional practice, procedure, policy and service we provide to learners, faculty, staff, alumni and our communities. We work together to create an inclusive, collaborative and respectful environment in which everyone can grow, thrive and lift each other up.





# ACADEMIC PLAN: VISION, THEMES AND COMMITMENTS



# Academic vision

## **Every engagement with Saskatchewan Polytechnic positively impacts learners, industry and community.**

Members of the Saskatchewan Polytechnic community—our employees, learners, industry partners and alumni—feel they are always connected to Saskatchewan Polytechnic. Because of the significant influence Saskatchewan Polytechnic has had on their lives, they stay involved and let others know about the institution, so that everyone has an opportunity to benefit from the rich experience and meaningful services we offer.

### **Our vision will be realized when Saskatchewan Polytechnic community members:**

- Proudly represent the spirit of Saskatchewan Polytechnic wherever they go.
- Recommend, actively promote and support the work of Saskatchewan Polytechnic.
- Embody our values of Respect, Integrity, Sustainability and Excellence.
- Promote and recognize Saskatchewan Polytechnic's focus on academic quality.
- Return to Saskatchewan Polytechnic for new learning and research experiences.
- Vie to attend our learning, networking, research and showcase opportunities because Saskatchewan Polytechnic is where the best ideas are generated and shared.
- Proactively reach out to us to connect, collaborate or partner.
- Understand and promote the polytechnic advantage and the Saskatchewan Polytechnic advantage in particular.

**Together, the members of the Saskatchewan Polytechnic community proudly contribute to the rise of polytechnic education.**

## Theme 1: Evolving our academic culture



## We will lead the rise of polytechnic education by evolving our academic culture so that we are collaborative, supportive, entrepreneurial and innovative.

**miyo wāhkōhtowin (good relationships)** is evident in how Saskatchewan Polytechnic supports, cares for and develops its faculty and staff so they, in turn, can do the same for colleagues, learners and the community.

### Outcomes

#### Saskatchewan Polytechnic will demonstrate:

- An unwavering focus on the learner experience.
- A continuous improvement mindset—respecting and acknowledging where we have been, the strengths of the present and the need to always strive to do better.
- Looking beyond traditional teaching methods to support learners through active, applied learning and mentorship.
- Valuing instructor knowledge as experts in their subject area, education and applied research.
- Working collaboratively in pursuit of teaching excellence and learning.
- Supporting continuous improvement of learning resources and teaching practice to support each learner's experience.
- Commitment to equity and diversity through a workforce that is reflective of our learner community and society.

### Alignment to the strategic plan

#### Evolving our academic culture will enable Saskatchewan Polytechnic to achieve the following strategic plan themes:

##### INVEST IN OUR FUTURE:

Invest in sustainable programming, infrastructure and skills to achieve success.

- Support employees with lifelong learning and career development.

##### SHAPE OUR FUTURE:

Develop innovators who take on the challenges and opportunities of the future.

- Deliver innovative, market-ready solutions to employers through applied research.

##### LEAD AN INCLUSIVE FUTURE:

Support a diverse and inclusive community where everyone belongs and thrives.

- Recognize the interconnectedness of individuals, communities and natural systems through miyo wāhkōhtowin.
- Foster a learning environment that is responsive to learner needs, and supports learner success.

### Commitments

#### To evolve our academic culture over the next five years Saskatchewan Polytechnic will:

1. Make a great learner experience our number one priority.
2. Develop as a learning organization, consistently demonstrating our belief in continuous improvement in a way that is visible and permeates the organization.
3. Recruit faculty for industry and subject matter expertise, as well as teaching, coaching, learning and research competencies.
4. Support employees through training and resources toward a professional and caring culture, continuously building on existing strengths.
5. Encourage and actively support collegial, interprofessional interactions across schools and departments, building toward a more cohesive and collaborative organization.
6. Create a workforce that is reflective of the learner community and society, and develop appreciation of cultural and socio-demographic diversity throughout Saskatchewan Polytechnic.



## Theme 2: Enriching the learner experience



## We will lead the rise of polytechnic education by creating a caring community that welcomes, supports and respects all learners.

**miyo wāhkôhtowin (good relationships)** is personified in the lifelong, caring community that surrounds our learners and alumni.

### Outcomes

#### **Saskatchewan Polytechnic will be an organization where learners and alumni:**

- See opportunities for education, training, recreation, and self-improvement, no matter their age. Saskatchewan Polytechnic is a lifelong learning partner.
- Engage in innovative learning experiences with cutting-edge tools and approaches.
- Develop skills that help them to be effective citizens, employees, professionals, entrepreneurs and leaders.
- Feel welcome, respected, safe, supported and included.
- Believe in the quality of our supports and holistic approach to wellness.
- Feel connected to the community.
- See Saskatchewan Polytechnic as their first choice for learning, research and partnerships.

### Alignment to the strategic plan

#### **Enriching the learner experience will help Saskatchewan Polytechnic achieve the following strategic plan themes:**

##### **INSPIRE OUR FUTURE:**

##### **Support transformative learning journeys through applied learning and research.**

- Prepare the learners of today for success in the communities and economies of the future.

##### **INVEST IN OUR FUTURE:**

##### **Invest in sustainable programming, infrastructure and skills to achieve success.**

- Ensure physical and digital infrastructure support future-focused training and applied research.

##### **LEAD AN INCLUSIVE FUTURE:**

##### **Support a diverse and inclusive community where everyone belongs and thrives.**

- Recognize the interconnectedness of individuals, communities and natural systems through miyo wāhkôhtowin.
- Foster a learning environment that is responsive to learner needs, and supports learner success.

### Commitments

#### **To enrich the learner experience over the next five years Saskatchewan Polytechnic will:**

1. Support every employee, regardless of their role in the institution, to make the Saskatchewan Polytechnic learner experience their highest priority through decisions made with the learner experience foremost, and by encouraging this mindset to become a way of being—learned, lived and demonstrated.
2. Prioritize learners' personal, psychological and physical wellness and safety.
3. Meet learner needs in an individualized, personalized and lifelong way, guided by a fully developed strategic enrolment management plan.
4. Provide learners with high-quality academic advising.
5. Treat all learners as lifelong members of the Saskatchewan Polytechnic community. We will develop lasting relationships by providing relevant and innovative academic opportunities throughout their lives.

## Theme 3: Enhancing programming





## We will lead the rise of polytechnic education by developing graduates who are job ready and career prepared.

We teach the culture of **miyo wâhkôhtowin (good relationships)** to learners so they will carry it forward in their careers and lives.

### Outcomes

#### Saskatchewan Polytechnic will:

- Support academic quality by rigorously reviewing and continuously improving curriculum.
- Support academic agility by providing multiple entrance points and multiple ways to achieve a desired learning goal, and through learners defining their own pathway to success—drawing on courses from multiple disciplines, toward an individualized career plan.
- Collaborate with employers to inform curriculum in support of industry's strategic needs.
- Develop graduates who are sought out because of their knowledge, skills and capabilities, technical and human. They are recognized as customer/client centred, inquisitive future leaders who seek to improve the workplace and the world.
- Embrace active learning approaches, where learners apply their learning in practical settings, creatively problem solve, work collaboratively and demonstrate professionalism, pride, integrity and safe practice, building positive relationships.

### Alignment to the strategic plan

#### Enhancing programming will help Saskatchewan Polytechnic achieve the following strategic plan themes:

##### INSPIRE OUR FUTURE:

##### Support transformative learning journeys through applied learning and research.

- Foster a culture of creativity and thought leadership by addressing the problems of the future.
- Prepare the learners of today for success in the communities and economies of the future.
- Lead the rise of applied, career-ready education and research to drive Saskatchewan's growth and prosperity.

##### INVEST IN OUR FUTURE:

##### Invest in sustainable programming, infrastructure and skills to achieve success.

- Foster a sustainable future through effective stewardship of resources.

##### SHAPE OUR FUTURE:

##### Develop innovators who take on the challenges and opportunities of the future.

- Strengthen collaboration with partners in future-focused sectors of the economy.

##### LEAD AN INCLUSIVE FUTURE:

##### Support a diverse and inclusive community where everyone belongs and thrives.

- Take an active role in removing barriers to participation of under-represented groups.

### Commitments

#### To enhance programming over the next five years Saskatchewan Polytechnic will:

1. Design vertical and horizontal flexibility into programs, supporting learners to create specializations that suit their career pathways through stackable programs, accessible admission and progress options, and lifelong flexible learning.
2. Design curriculum and programs with a focus on teaching skills and competencies through applied learning, including work-integrated learning experiences for all learners.
3. Continuously connect with industry and peers to review programs and curriculum, and enhance the Program Advisory Committee process to support vibrant, engaged input for well-integrated, strategic and future-focused program content.
4. Foster applied research through industry connections to reinforce critical thinking and problem solving.
5. Build our curriculum in a way that supports positive relationships with all and an appreciation for diverse perspectives. We will promote, support and advance Indigenous perspectives and ways of knowing, cultural diversity, professionalism and interprofessionalism, and interpersonal skills development.

## Theme 4: Innovating in teaching and delivery



**We will lead the rise of polytechnic education by delivering programs that fit our learners’ needs and lives.**

**miyo wâhkôhtowin (good relationships)** is demonstrated by our instructors who connect learners to industry and provide the preparation needed for them to be productive, innovative employees and community members.

**Outcomes**

**Saskatchewan Polytechnic will:**

- Provide interactive delivery methods and teaching approaches.
- Deliver programs and courses that can be accessed in Saskatchewan and beyond, at any time, via multiple delivery modes.
- Connect learners and industry as an applied learning and research hub.
- Incorporate technology in meaningful ways to enhance the learning experience and delivery options.
- Bring curriculum to life through active learning, mentoring and coaching.
- Develop faculty subject matter expertise, as well as teaching, coaching, learning and research competencies and skills.

**Alignment to the strategic plan**

**Innovating in teaching and delivery will help Saskatchewan Polytechnic achieve the following strategic plan themes:**

**INSPIRE OUR FUTURE:**

**Support transformative learning journeys through applied learning and research.**

- Lead the rise of applied, career-ready education and research to drive Saskatchewan’s growth and prosperity.

**INVEST IN OUR FUTURE:**

**Invest in sustainable programming, infrastructure and skills to achieve success.**

- Support employees with lifelong learning and career development.

**SHAPE OUR FUTURE:**

**Develop innovators who take on the challenges and opportunities of the future.**

- Deliver innovative, market-ready solutions to employers through applied research.

**LEAD AN INCLUSIVE FUTURE:**

**Support a diverse and inclusive community where everyone belongs and thrives.**

- Take an active role in removing barriers to participation of under-represented groups.

**Commitments**

**To innovate in teaching and delivery over the next five years Saskatchewan Polytechnic will:**

1. Expand flexibility in our modes of delivery so that learners can fit learning into their lives and interests through program delivery options, including year-round programming, weekend institutes, on-site / off campus delivery.
2. Identify prospective learners’ needs and support their learning through development of critical skills, including digital literacy, language proficiency and numeracy, needed for success in their programs and in the workplace.
3. Design curriculum and programs for learning options, including à la carte via badge, micro-credential or certificate of achievement; an individualized credential; and specific pre-established Saskatchewan Polytechnic credentials.
4. Support learning, collaboration and social connection through teaching and delivery.
5. Shift our teaching philosophy to instructors as facilitators of active learning, coaches and mentors.
6. Develop and implement a comprehensive technology enhanced learning (TEL) strategy.
7. Develop and implement a comprehensive global citizenship plan that enriches campus life and allows learners, faculty and staff to benefit from multiple cultural perspectives.



## Theme 5: Embracing community partnerships



**We will lead the rise of polytechnic education by empowering and being empowered by our community<sup>1</sup>, connecting for the benefit of learners, employees, industry and society.**

**miyo wāhkōhtowin (good relationships)** is evident in how Saskatchewan Polytechnic is attuned to the needs of our community and in how the community turns to Saskatchewan Polytechnic as a respected partner.

**Outcomes**

**Saskatchewan Polytechnic will:**

- Proudly promote the training and applied research we deliver and the expertise and support we provide.
- Embed industry expertise within programs to link learners to industry in value-added ways that encourage innovation.
- Engage industry leaders to provide input on long-term programming and applied research directions to ensure we meet their strategic needs.
- Create a reputation as the “go-to institution” to provide guidance on training, development and applied research.
- Actively participate in informing the direction of industry sectors, licensing bodies and legislation, playing a leadership role in improving our community.
- Support ongoing efforts toward reconciliation through actively working with Indigenous communities and seeking their input.
- Demonstrate global citizenship through support of the United Nations Sustainable Development Goals.

**Alignment to the strategic plan**

**Embracing community partnerships will help Saskatchewan Polytechnic achieve the following strategic plan themes:**

**INSPIRE OUR FUTURE:**

**Support transformative learning journeys through applied learning and research.**

- Foster a culture of creativity and thought leadership by addressing the problems of the future.
- Prepare the learners of today for success in the communities and economies of the future.
- Lead the rise of applied, career-ready education and research to drive Saskatchewan’s growth and prosperity.

**SHAPE OUR FUTURE:**

**Develop innovators who take on the challenges and opportunities of the future.**

- Empower Saskatchewan’s communities to lead, thrive and grow.
- Strengthen collaboration with partners in future-focused sectors of the economy.
- Deliver innovative, market-ready solutions to employers through applied research.

**Commitments**

**To embrace community partnerships over the next five years Saskatchewan Polytechnic will:**

1. Support learners, faculty and staff to create innovative ways to engage with industry and the community, including expanded work integrated learning and applied research opportunities.
2. Prepare and support graduates in their transition to the world of work by fostering connections with industry and community sectors.
3. Connect with community and industry / association leaders as active participants in future sector and community planning.
4. Contribute to the progress of reconciliation, working with Indigenous partners and the community.
5. Acknowledge and embrace the sustainable development goals within Saskatchewan Polytechnic.

<sup>1</sup> Our community includes learners, alumni, Saskatchewan Polytechnic employees, Indigenous peoples, industry leaders, the people of Saskatchewan, post-secondary and K-12 colleagues, federal, provincial and municipal governments.

# Implementation

Creating a plan is only the first step. This working plan outlines desired outcomes and the commitments we are making to achieve these outcomes over the next five years. The commitments are a set of promises to the learners and Saskatchewan Polytechnic community of 2026.

In making these promises, it is acknowledged that not every commitment will be right for every program, school or department in the same way. Each unit will need to prioritize outcomes and commitments somewhat differently, to best fit with its role and to serve learner needs. The means to achieve these outcomes and meet the commitments we have set today may need to change as the world evolves around us. We know we need to be agile as we implement this plan.

To enable flexibility in implementation, each school and department will translate the academic plan for their area and their learners and how they can best make it happen, and articulate their specific plans to meet the outcomes and commitments. Cascading from these school and department plans, every program, area and individual can then identify how to contribute to implementation. This flexibility will help everyone be involved and make an impact.

In parallel, there may be institution-wide work and initiatives to establish and enable collaboration, strengthen linkages and to coordinate work that is common across several areas.

What exact means are used to achieve these outcomes and meet these commitments may vary over time and across schools and departments, but the outcomes and commitments themselves will stand and will be the standards we compare against. Our progress on this plan will be measured by how well the academic division as a whole delivers on these promises to our learners and to the Saskatchewan Polytechnic community.





# Glossary

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**Active learning** – a range of teaching strategies that encourages learners to be active participants in their learning, utilizing activities to engage them with the course material.

**Alumnus or alumna; alumni or alumnae (plural)** – individuals who have completed a course or program through Saskatchewan Polytechnic or its predecessor institutions.

**Applied research (definition from Saskatchewan Polytechnic's Curriculum Framework)** – real-world, commercial and practice-related research principally based on industry and community-driven needs. Applied research is primarily a collaborative process influenced by our partners, who seek help to develop products, processes, advance commercialization readiness, and prototype development as well as to provide evidence-based solutions for productivity, service and other challenges.

**Caring community** – when everyone—learners, faculty and staff—feels a sense of belonging and connectedness to each other including a mutual sense of responsibility, and is treated with respect, empathy and compassion. Caring includes being transparent and committed to having the conversations that matter, no matter how tough they may be. Relationships are the key.

**Community** – all current and potential learners at Saskatchewan Polytechnic, as well as stakeholders with an interest in the success of learners including faculty and staff, employers, alumni, learner family members and supporters, Indigenous communities, government and the public.

**Credential (definition from Saskatchewan Polytechnic's Curriculum Framework)** – a completion document that provides formal recognition from Saskatchewan Polytechnic that the learner has completed all the requirements of a specific program, as defined in Policy #114 Credentials and in the Credential Qualification Framework.

**Cultural diversity** – the existence of a variety of cultural or ethnic groups within our learning community, in combination with recognition of the value of diversity, appreciating that our society includes many different groups with different backgrounds, interests, skills, talents and needs.

**Entrepreneurial** – a mindset attuned to leveraging knowledge to create new opportunities, efficiencies and enhancements. A willingness to take calculated, informed risks others may avoid in order to achieve a goal, including a fiscal goal.

**Holistic approach to wellness (definition from Saskatchewan Polytechnic's Wellness Framework)** – an integrated approach to wellness that addresses a broad spectrum of wellness dimensions including life, mind, body and community.

**Individualized career plan** – both a process and a tool that individuals use by themselves, or in conjunction with advisors, to plan, implement and monitor their career development.

**Industry embedded program** – a program of study where industry and community representatives play an active role in ensuring the success of the program and the learners engaged in the program. This extends beyond the traditional role of the Program Advisory Committee (PAC) to include elements connecting the program to industry and community such as applied research projects, return to industry opportunities for faculty, incorporating employer and customer feedback into program content, work-integrated learning experiences and other activities that connect industry to the program.

**Laddering** – related to stackable programs. The ability of learners to use prior learning to achieve advanced standing toward a credential.

**Learner experience** – the quality of all interactions and relational experiences that a learner has with Saskatchewan Polytechnic, from initial contact through enquiry and application to graduation/completion and continued as an alumna/alumnus.

**Learning organization** – an organization skilled at creating, acquiring, valuing and transferring knowledge, and at modifying its behaviour to reflect new knowledge and insights. Learning organizations encourage employees to be reflective and innovative, to develop new ideas, accept and learn from failures, and share what they have learned with others.

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**Micro-credential** – a form of non-credit, short-duration learning offered by Saskatchewan Polytechnic that may be stacked, with assessment, to form for-credit learning equivalent to a post-secondary course, some of which might be part of a program.

**miyo wāhkōhtowin (from Saskatchewan Polytechnic's Strategic Plan)** – a Cree phrase that expresses the positive value and richness of experience that stems from interconnectedness and relationships.

**Open enrolment** – process whereby an individual is able to register for a course(s), without meeting specific admission requirements or formally being accepted into a program of study. Learners taking courses through open enrolment often have not formally declared an intention to complete a particular program.

**Professionalism** – the competence or skill, along with conduct, ethics and qualities, that characterize a professional.

**Applied research centres** – centres that support applied research and innovation, scholarly activity, and the learner experience by fostering collaboration that facilitates applied research that delivers a solution to our partners. They strengthen, coordinate and facilitate applied research and scholarly activities not readily undertaken within Saskatchewan Polytechnic's program and school structures, and are intended to offer new areas of activity consistent with the strategic direction and priorities.

**Skills development** – development of employment-related skills or competencies through education and training, for the purpose of employment or additional study.

**Stackable learning** – courses or programs of study that are designed to offer, in addition to the learning within them, the foundation for additional credentials (e.g., a certificate meeting year one requirements for a two-year diploma).

**Strategic Enrolment Management (SEM)** – a systematic set of activities designed to shape the enrolment of an institution, and to create a positive relationship with learners throughout their lifetime including prior to their arrival, during their studies and after their departure from the institution.

**Technology Enhanced Learning (TEL)** – the application of technologies to enhance teaching and learning.

**Vertical and horizontal flexibility** – in the context of skill development or credential attainment, the flexibility within programming to allow for a range of options in course and program selection (horizontal) and specialization or additional credential attainment (vertical).

**Work Integrated Learning (WIL) (definition from Saskatchewan Polytechnic's Curriculum Framework)** – a variety of activities that include authentic work experience and integrate learning from the classroom and the workplace through continued access to academic faculty during work placement, and an induction process before the placement.



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