



STRATEGIC PLAN 2026-2030

Leading the Rise:

Bringing polytechnic
education to new heights

Dancers at the 2024 powwow honouring
miyo wāhkôhtowin at Prince Albert campus.



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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.

Our message from leadership

At Saskatchewan Polytechnic, we are architects of possibility, standing at the crossroads of innovation and education. This strategic plan refresh is more than an update, more than a document. It is our commitment to embracing the challenges of today and transforming them into the opportunities of tomorrow.

The role of a polytechnic has never been more vital. At a time when technology is reshaping entire industries, and in the midst of economic and geopolitical uncertainty and ever-shifting priorities, polytechnics are the bridge between dreams and skills, between invention and impact, between viable and visionary. Polytechnics create possibility.

This refresh reflects the voices of our students, faculty, staff, partners, Indigenous advisors, alumni and other stakeholders. It holds true to our organizational values of respect, integrity, sustainability and excellence, and underscores our promise to deliver transformative education, foster innovation and build resilient communities. It provides a roadmap to results, leaving open many individual routes to success.

The strategic plan is built on a commitment to ensure that our graduates receive the education and hands-on learning opportunities they require to succeed in their jobs, in their communities and in life. This refresh underlines that commitment and drives it home with a focus on enhancing our culture of learner success and creating dynamic and innovative learning environments. It emphasizes and energizes our steadfast pursuit of miyo wâhkôhtowin (good relationships) and embracing Indigenous ways of knowing and being, continuing the important work of

Reconciliation. It recognizes the responsibility that every person in our polytechnic family has to keep us moving forward.

This refresh reaffirms our purpose and amplifies our vision. It's our hope that each of you finds within it both inspiration and opportunity to navigate the challenges ahead.

At Saskatchewan Polytechnic, our journey forward has always been about more than staying viable, it is about being visionary. We set a course that inspires confidence while imagining a future that reinvents possibility. Together we shape the workforce, the industries and the communities of tomorrow.



Mitchell Holash, KC
Chair, Board of Directors



Dr. Larry Rosia
President &
Chief Executive Officer



Strategic Plan refresh

Saskatchewan Polytechnic’s prior *Strategic Plan Leading the Rise 2020-2025* included several elements that were built with 2030 in mind. The foundations of this strategy, including our purpose, vision, mission and values, remain intact. In our refreshed strategy, we have updated our strategic objectives to bring a renewed focus to the important work we do as we inspire success in every learning journey and lead the rise of polytechnic education.

The strategy refresh process began by surveying a wide range of stakeholders and community members. We asked for input on what our priorities should be over the next five years, the opportunities and threats we may face, and how we can leverage our strengths and overcome our weaknesses. The results of this survey guided further consultation, research and engagement with the Saskatchewan Polytechnic community throughout 2024.

As a result of this input, we have developed a refreshed strategic plan that continues to be grounded in our enduring values of RISE: Respect, Integrity, Sustainability and Excellence.



The polytechnic advantage

As Saskatchewan's only polytechnic, we are the province's primary institution for applied post-secondary education and research. Our graduates are job-ready for the industries that fuel growth and wellbeing, and our applied research partnerships accelerate innovation, commercialization and knowledge transfer. We offer programming across the post-secondary credential spectrum, including certificate, diploma and degree programs, and apprenticeship training.



Katrina Beatty,
Occupational Health and
Safety certificate alumnus.

Saskatchewan Polytechnic is leading the rise of the polytechnic way of learning, which includes five key characteristics*:

Applied and hands-on

Learners apply and hone their skills in dynamic learning environments, developing industry-specific knowledge that can be applied on the job. Saskatchewan Polytechnic champions work-integrated learning, giving our learners real-world experience and connections to a network of prospective employers.

Industry-driven and learner-focused

Employers and industry experts collaborate with Saskatchewan Polytechnic faculty to co-design curriculum and create work-integrated learning opportunities, ensuring programs are highly relevant and responsive to emerging industry needs.

Flexible and built for lifelong learning

With a breadth of programming spanning micro-credentials to degrees, Saskatchewan Polytechnic serves learners at all stages of their learning journey. We offer flexible delivery options and adaptable programs that support upskilling, reskilling and career transitions.

Innovation-oriented

Saskatchewan Polytechnic learners train on cutting-edge technologies used by industry. Through participation in applied research, learners have the opportunity to work with industry to solve real-world problems and accelerate innovation.

Enhanced learner experience

Saskatchewan Polytechnic's culture is built around learner success. Our small class sizes, caring instructors and range of learner support services create an environment where all learners can thrive.

*Adapted from Polytechnics Canada

Inspired by the past Empowering the future

For more than sixty years, we have been evolving and innovating education in Saskatchewan.

1987

The Government of Saskatchewan announced major changes to its post-secondary educational system. Urban community colleges, the Advanced Technology Training Centre and technical/vocational institutes across Saskatchewan were quickly amalgamated.

2000

The centralized SIAST Wascana Campus opened.

2009

The Ministry of Advanced Education, Employment and Labour approved a new nursing degree program in Saskatchewan jointly offered by SIAST and the University of Regina, to begin September 2011.

1988

The Saskatchewan Institute of Applied Science and Technology (SIAST) launched on January 1, 1988. SIAST was directed to provide adult career-related education, training and retraining at four campuses across the province.

SIAST campus names were announced:

- Saskatoon: Kelsey Campus
- Moose Jaw: Palliser Campus
- Regina: Wascana Campus
- Prince Albert: Woodland Campus



2008

SIAST launched the Simulation Learning Centre, a \$1.05 million reality-based healthcare lab.





2013

SIAST received authorization to grant its first degree, a Bachelor of Psychiatric Nursing.



2018

To help meet the educational needs of our Indigenous communities, Saskatchewan Polytechnic launches a new Indigenous Student Success Strategy that builds on the ten-year Aboriginal Student Achievement Plan.



2023

The new Saskatchewan Polytechnic, Joseph A. Rемаi Saskatoon Campus is announced. This new campus located at Innovation Place will transform the existing network of campuses across Saskatoon into a modern, technology rich learning environment for students.

2014

The Government of Saskatchewan proclaimed the Saskatchewan Polytechnic Act and SIAST officially relaunched as Saskatchewan Polytechnic.

2020

Saskatchewan Polytechnic launches the School of Continuing Education to advance professional development, corporate training and micro-credential programs.

2024

Ground breaking and site preparation for the new Saskatchewan Polytechnic, Joseph A. Rемаi Saskatoon Campus begins.

**SASKATCHEWAN
POLYTECHNIC**

CONCEPTUAL RENDERING



Purpose, vision and mission

Purpose: We empower a better Saskatchewan

This is why we exist and what we do for the province.

Saskatchewan Polytechnic is the force that empowers individuals, industries and communities to thrive. We are proud to say that Saskatchewan runs on Saskatchewan Polytechnic. We recognize our significant impact on the wellbeing and prosperity of Saskatchewan, and we strive to make the province better in all that we do.

Vision: To lead the rise of polytechnic education

Our vision defines where we want the strategic plan to take us.

As we look ahead to 2030, we see that we are living in a polytechnic moment. Industries need what polytechnics produce: highly skilled, job ready graduates and innovative applied research. Our learners build practical skills in a hands-on, work-integrated learning environment and are supported in achieving their career ambitions. As leaders and ambassadors, we have an opportunity to show the world what polytechnic education can do to create a better future.

Mission: Inspire success in every learning journey

Our mission establishes what we do every day to achieve our vision.

We are committed to making Saskatchewan Polytechnic synonymous with learner success. No matter where someone may be in their learning journey, we empower them to acquire the skills needed for success at work, in their communities and in life. Our faculty and staff foster a caring, inclusive learning environment and are passionate about the success of the Saskatchewan Polytechnic community. We know that by helping everyone experience the benefits of a polytechnic education, we are building a better future and a better Saskatchewan.

Values

Our values represent who we are and how we behave in our actions and interactions with every member of our community. Our values are enduring and have not changed from our previous strategic plan; they continue to guide us no matter the context we find ourselves in. We engage our community with RISE: Respect, Integrity, Sustainability and Excellence. This enables us to lead the RISE of polytechnic education at home, in Canada and around the world.



Respect

We show our care for one another and our workplace, striving to build good relationships (miyo wâhkôhtowin). We foster positive and inclusive working and learning environments that celebrate diverse and intersectional perspectives and value all ways of knowing and being. We honour and support each other as one team.

R



Integrity

We are leaders in the global polytechnic community. We are honest and fair in all we do. We are committed to accountability and transparency. We are truthful with one another. We hold ourselves to high standards of ethical behaviour and take responsibility for our actions.

I



Sustainability

We work, live and learn in a socially and environmentally responsible manner. We support the health, safety and wellness of our learners, employees and partners. We are conscientious stewards of our resources and continuously look for innovative ways to strengthen and improve our institution.

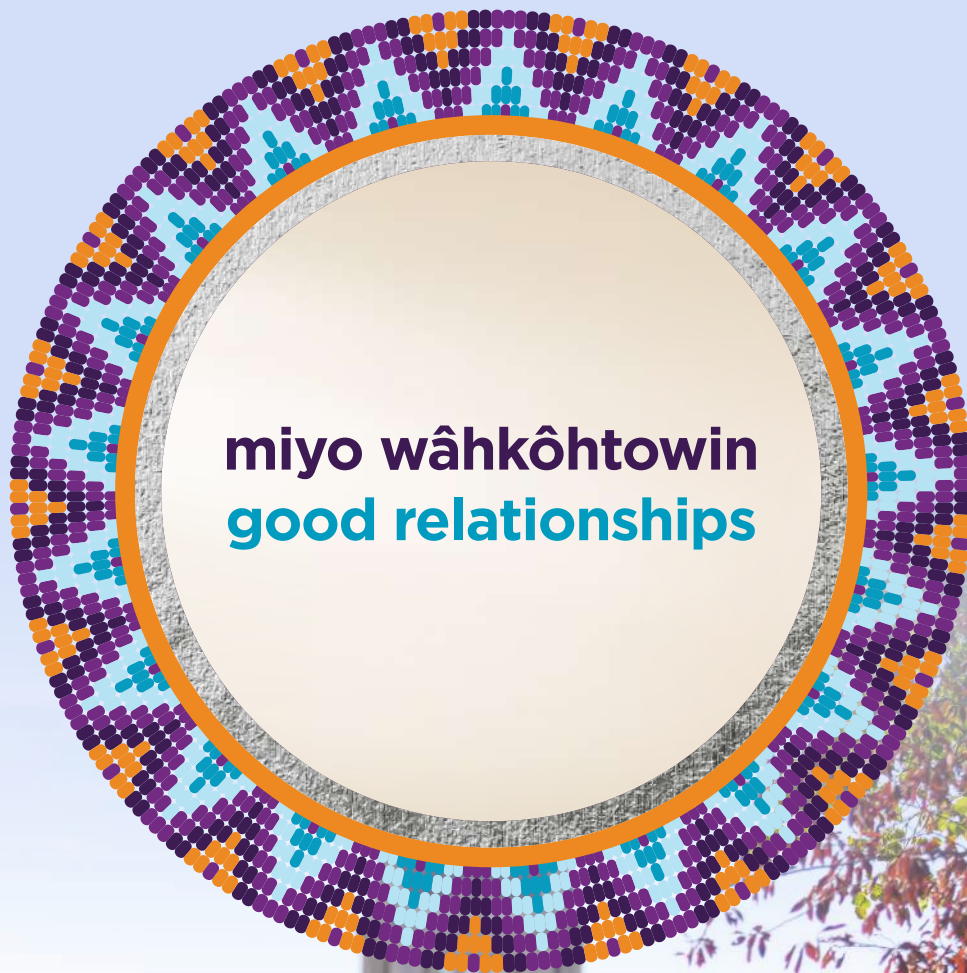
S



Excellence

We strive to achieve the highest levels of quality in our teaching, our programs and our services. We maintain high standards and support continuous improvement in all that we do. We embrace lifelong learning. We are proud of the work that we do and rise to meet the challenges that are presented to us.

E



miyo wâhkôhtowin
good relationships



The platform from which we rise: miyo wâhkôhtowin

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 throughout 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.

**Machinist
program**

**Graphic Communications
program**

Strategic objectives

Strategic objectives guide us in executing our strategy. They are the tangible, meaningful actions that we must take to achieve our mission and vision.

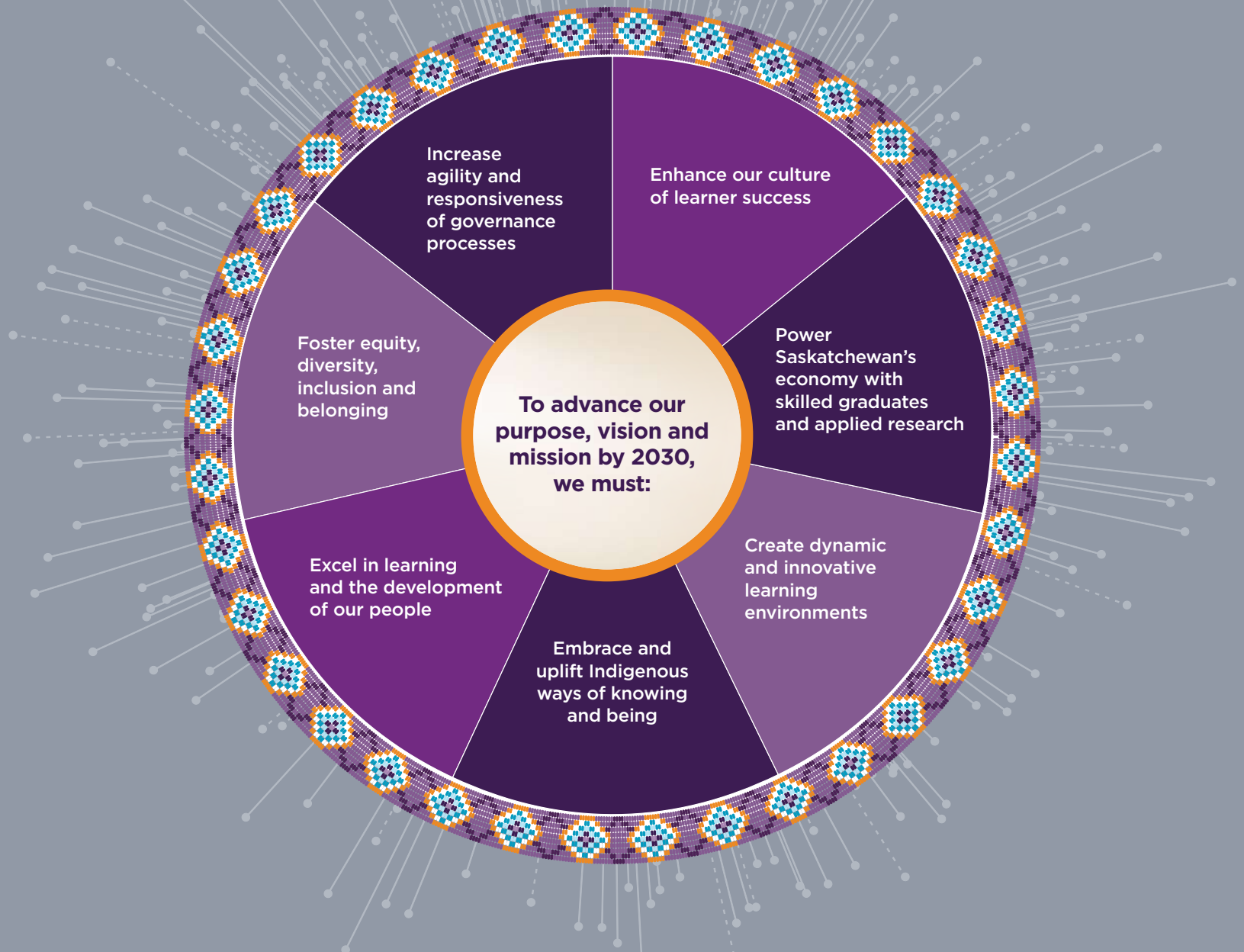
Everyone has an important role to play in executing our strategy. To ensure that we can achieve our objectives by 2030, annual operational plans will be developed by each unit at Saskatchewan Polytechnic. These plans will detail the supporting projects and activities that are taking place across the institution to contribute to our strategic objectives. Key performance indicators for each objective will be monitored, with results reported in our annual report.



Purpose: We empower a better Saskatchewan

Vision: To lead the rise of polytechnic education

Mission: Inspire success in every learning journey



Enhance our culture of learner success

Intended actions and outcomes:

- Empower learners to acquire the skills needed for success in the jobs, industries and communities of the future
- Foster a holistic understanding of the learner experience and the supports needed for success
- Continuously improve all aspects of the learner experience
- Improve flexibility of program offerings to serve learner needs at all stages of their learning journeys

Power Saskatchewan's economy with skilled graduates and applied research

Intended actions and outcomes:

- Increase engagement with employer and industry partners in developing curriculum and learning experiences that respond to current and emerging labour market needs
- Accelerate industry innovation, productivity and knowledge translation through applied research
- Optimize academic program offerings to produce job ready graduates for the industries that fuel growth and wellbeing in Saskatchewan and around the world
- Support upskilling, reskilling and career transitions

Create dynamic and innovative learning environments

Intended actions and outcomes:

- Create technologically advanced learning environments that enhance the learner experience and advance learner success
- Campuses are enhanced to reduce the environmental impact of operations and to improve sustainability
- Campus space is used to advance equity, diversity, inclusion and to support reconciliation with Indigenous people
- Teaching, learning and research spaces foster innovation, collaboration, creativity and interdisciplinary initiatives

Embrace and uplift Indigenous ways of knowing and being

Intended actions and outcomes:

- Achieve the goals of the Wichitowin ahci kaskihtamâsowin ati nikan (Michif): Helping each other with success for the future Indigenous Student Success Strategy 2024-2029:
 - Hóʔą (Dene): welcoming
 - Ombi-ah` (Nakawe): inspiring
 - Mnihéya (Nakoda): empowering
 - Heca (Dakota): belonging
- Honour miyo wâhkôhtowin in all interactions and respect Indigenous concepts of kinship
- Embed Indigenous worldviews and ways of teaching and learning into curriculum, policies and procedures with guidance from Elders, knowledge keepers and diverse Indigenous communities
- Build toward reconciliation and support the implementation of the Truth and Reconciliation Commission of Canada's Calls to Action and Colleges and Institutes Canada Indigenous Education Protocol

Excel in learning and the development of our people

Intended actions and outcomes:

- Enhance opportunities to learn and grow professionally, including mentorship, upskilling and leadership development
- Increase knowledge, skills and abilities in the optimal use of teaching and learning technology for learner success
- Develop the traits of a learning organization:
 - Commit to engaged learning
 - Share knowledge openly
 - Reflect on learning and growth
 - Communicate about our learning interests

Foster equity, diversity, inclusion and belonging

Intended actions and outcomes:

- Strengthen relationships, partnerships and training to improve equity, diversity, inclusion and reconciliation competencies
- Create positive learning and working environments where everyone belongs, thrives and is valued
- Enhance our culture of health, wellness and psychological safety

Increase agility and responsiveness of governance processes

Intended actions and outcomes:

- Financial and non-financial resources are managed sustainably
- Learner success is prioritized when making decisions about stewardship of institutional resources
- Governance processes effectively manage risks and opportunities
- Governance processes embody the values of RISE: Respect, Integrity, Sustainability and Excellence

Thank you

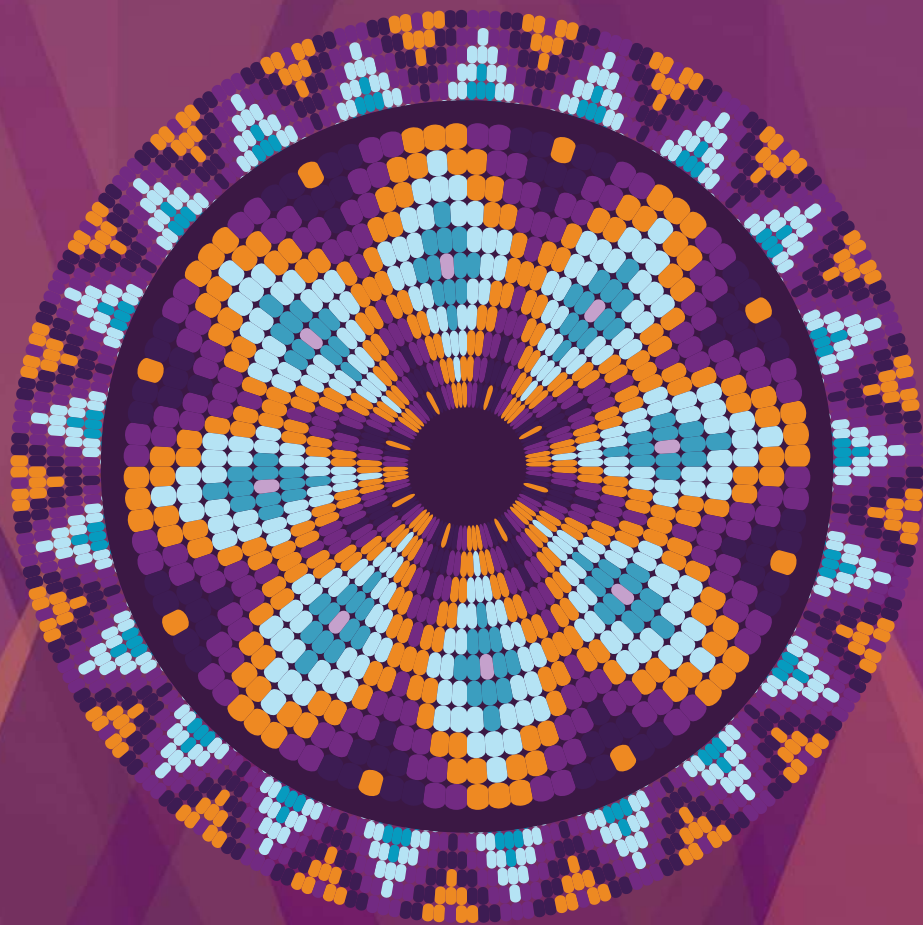
We thank those who contributed their time, energy and insight to developing our strategic plan.

Our refreshed strategic objectives set the course for us to achieve our mission and vision. Working together to operationalize our strategy, we lead with our values of Respect, Integrity, Sustainability and Excellence. Honouring miyo wâhkôhtowin (good relations) helps us create an environment where everyone belongs, thrives and is valued. We know that by empowering learners to succeed – whenever they are in their learning journey – we are empowering a better Saskatchewan.

Thank you to our stakeholder community for your passion, dedication and support as we continue to lead the rise of polytechnic education.

For more information on Saskatchewan Polytechnic's strategic plan, contact [**strategy@saskpolytech.ca**](mailto:strategy@saskpolytech.ca)





saskpolytech.ca