



# STRATEGIC PLAN MEASUREMENT

Benchmarks were calculated based on the weighted average of baseline metrics obtained. Actual results will be measured and compared to the targeted benchmark increases of 2.5% annually.



BENCHMARKS

TARGETS

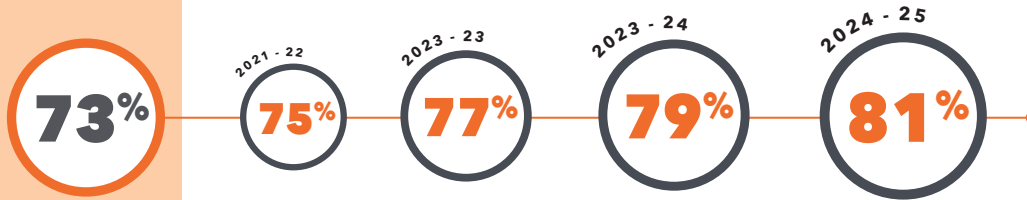
MEASUREMENT SOURCES/BASELINES

The success of delivering on and reaching the goals identified in the Strategic Plan will be evaluated through specific measurement sources. These measurement sources have been weighted and assigned to the appropriate Strategic Direction. The measurement sources and baseline metrics, used in calculating the benchmarks, are detailed below.



## Strategic Direction 1 INDIGENOUS EDUCATION & EMPOWERMENT

We recognize the disparity caused by a lengthy national history of inequality and injustice toward Indigenous peoples of Canada, and we will address the long-term impacts of this colonization upon the organization and the learners.

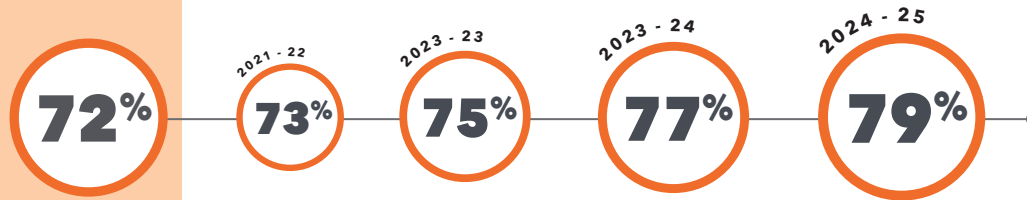


Building A Stronger Fire	19%
Global benchmarks set out by EDI	6%
Graduate Survey (overall grad sat for Indigenous students)	4%
Community Climate Survey (every 3 years)	8%
Employee Survey	9%
Enrolment Distribution	28%



## Strategic Direction 2 INNOVATIVE APPROACHES TO ACCESS

We acknowledge the barriers to learning that exist and the privilege of those decision-makers not experiencing such barriers as we reduce and eliminate these very real challenges by engaging in honest and open discussion about both policy and operations that either support or further inhibit learners.

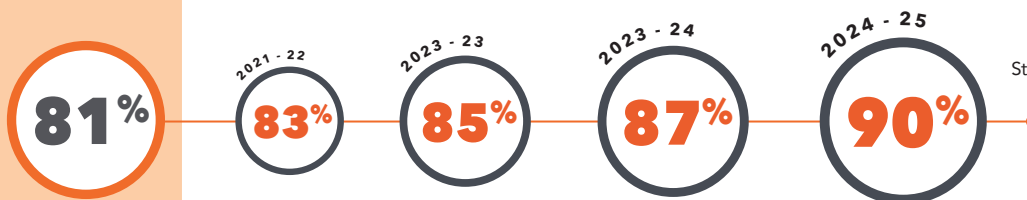


Student Satisfaction	4%
KPI Graduate Satisfaction	4%
KPI Employer Satisfaction	5%
KPI Graduate Employment Rate	4%
KPI Graduation Rate	3%
SMA - Programs of Strength	2%
New TDA Agreements (3 per year)	5%
Program Evolutions (5 per year)	3%
Economic Impact	1%
Enrolment Headcount	0%
Student Feedback Survey (courses)	18%
Faculty Feedback Survey	16%
Employee Climate Survey/Communication Survey	7%



## Strategic Direction 3 INVIGORATING NORTHERN EXPERIENCES

With every one of our post-secondary locations overlooking waterfront, we will maximize the quality of life of our students and staff on Northern College's four campuses by leveraging our proximity to the natural elements by integrating and emphasizing invigorating learning experiences and overall well-being in the communities we serve.



Events and Satisfaction	N/A
Marketing Data (social media, website data)	22%
Student Satisfaction (benefits of attending a smaller College)	5%
SMA - Programs of Strength	10%
SMA - Talent Pipelines	33%
Community Climate Survey (every 3 years)	10%

