



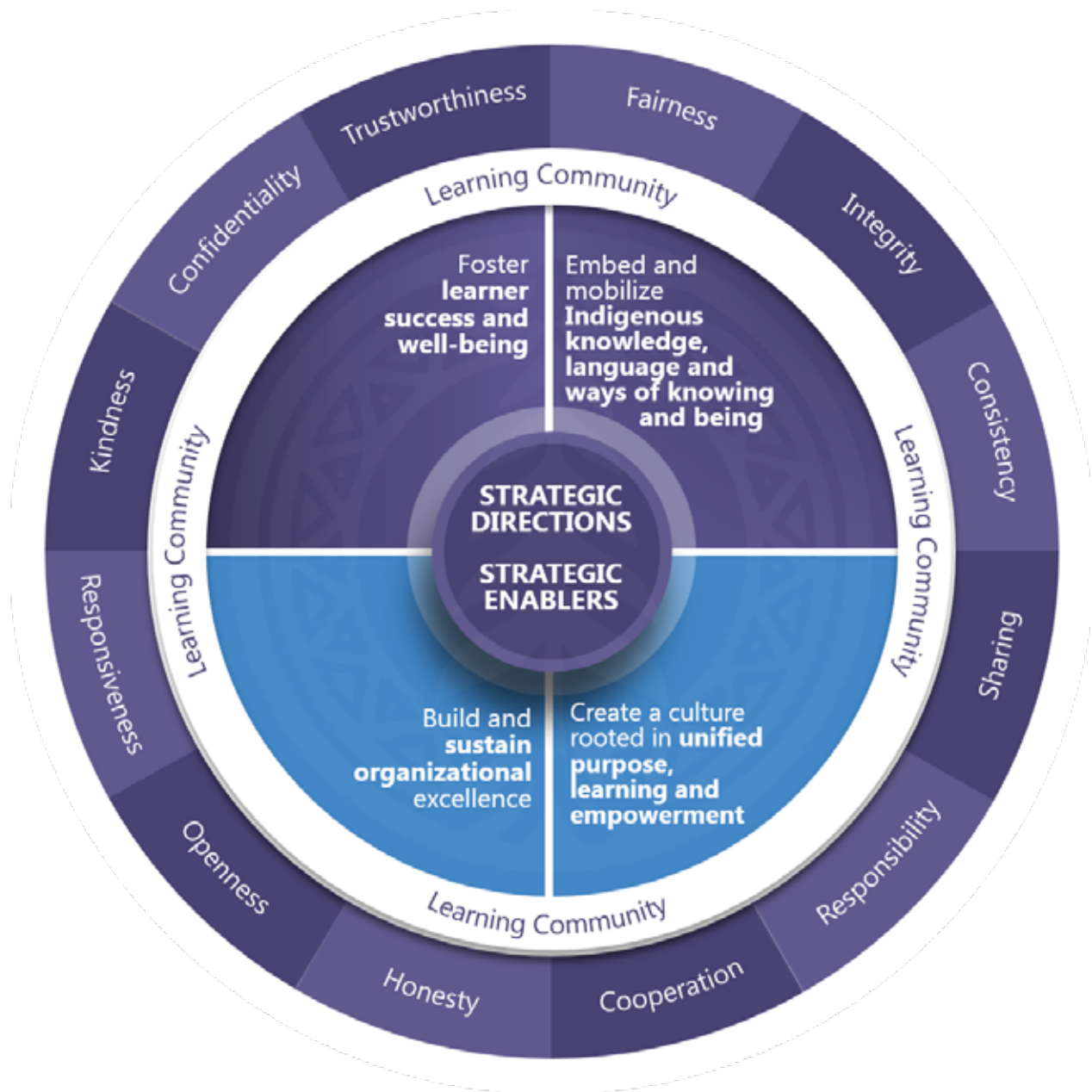
SIX NATIONS
POLYTECHNIC



2023 | 2024

ANNUAL REPORT





Navigating Our Path to Sustainable Growth, 2023-2026 Strategic Roadmap

VISION

Our vision is to achieve international distinction for excellence in Indigenous education, Indigenous language revitalization and continuance of Indigenous knowledge.

MISSION

Our mission is to positively influence the well-being of Ogwehoweh and other learners and all those who share the land through the preservation, revitalization, creation and application of knowledge specific to Ogwehoweh languages and culture through respectful interaction and information sharing with other knowledge systems.

We do this by:

- Providing learning opportunities in a culturally safe environment
- Revitalizing Hodinoḥsó:ni' culture, teachings and language
- Providing accessible pathways for our people to obtain an education
- Fostering an environment for Reconciliation that values Indigenous ways of knowing and being and all world views

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WHO WE ARE

Six Nations Polytechnic is a unique Indigenous education organization, recognized by community, government, and institutions of higher learning, as a Centre of Excellence for Indigenous Knowledge.

Established in Canada's most populous First Nation to offer postsecondary and now secondary education and training, SNP currently operates under First Nations jurisdiction in compliance with federal and provincial postsecondary legislation.

SNP has formal partnerships with nine publicly funded Ontario Universities and Colleges and collaborates with five Ontario based Indigenous owned and controlled post-secondary Institutes.

VISION

Our vision is to achieve international distinction for excellence in Indigenous education, Indigenous language revitalization and continuance of Indigenous knowledge.

MISSION

SNP's unique mission is the preservation, application and creation of knowledge specific to Ojwehoweh languages and culture while respectfully interacting with and informing other knowledge systems.

SNP's "two road" epistemology applies in teaching and research that serve the social, cultural and economic needs of our community and society. SNP is committed to the values of Ga'nigohi:yo:/Kanikoriiio (Respect and the Good Mind) for the benefit of all who share this land. Established 1993. Registered Charity, 2014

STRATEGIC OBJECTIVES

- 1 | Increasing engagement of Six Nations people in the cultural, social and economic systems and structures that sustain our existence.
- 2 | Closing the knowledge gap that exists in society with respect to the history of the country, the experience of Indigenous peoples, the impacts of colonization and trauma, and the outstanding obligations that remain to be addressed (access to lands, resources, cultural and language revitalization, etc.).
- 3 | Contributing to a sustainable future for all.

ORGANIZATIONAL VALUES

The Board has identified values to guide the organization. These are stated in Board policy as Hodinohsó:ni' values of Ga'nigohi:yo:/Kanikorii (Values of the Good Mind). The expectation for all (Board, staff, instructors and students) is to operationalize these values in their respective roles and to conduct themselves accordingly and in compliance with organizational policies.

SNP is committed to the values of Ga'nigohi:yo:/Kanikorii (Respect and the Good Mind) for the benefit of all who share this land.

Hodinohsó:ni'

Values of Ga'nigohi:yo: / Kanikorii

FAIRNESS

(gędeqhsra') (kentenrónhshera) (odihwagwaihshyq)

SHARING

(degaihwakahsqsra') (aterihwakhahsióhshera) (adęnide:sä:)

HONESTY

(odrihwagwaihshsra') (aterihwakwarihsióntshera) (gaya'da:denih)

KINDNESS

(adęnidęqhsra') (ateniteróntshera') (adęnide:sä:)

CONFIDENTIALITY

(adrihwahséhđqhsra') (aterihwahsehtónshera') (gaihwahséhđih)

CONSISTENCY

(oihwadóqhsra') (aterihwatokéntshera') (gaihwadó:qęh)

INTEGRITY

(oya'dawádqhsra') (atkwenióntshera') (ganihqhęwá:neq)

RESPONSIBILITY

(adrihqdá:tsra) (aterihontátshera) (gaihwayqđáhgwih)

RESPONSIVENESS

(adehsrónihshsra') (kariwahserakwáhshera') (gaihwasá:gweq)

COOPERATION

(gayenawáhsra') (kaienawáhshera') (gayenawáhsä)

OPENNESS

(ganhodqgwęhsra') (kanhotonkwénshera') (ganigohi:yok)

TRUSTWORTHINESS

(oihwadóqhsra') (tekaniahesénhtshera') (hoyada:dę:ni)

BOARD OF GOVERNORS

D. Kevin Martin

Board Chair

Michelle Davis

Vice Chair

Suzie Miller

Secretary/Treasurer

Bonnie Freeman

Board Member

Melba Thomas

Board Member

Stephanie Burnham

Board Member

Lori Skye

Board Member

Carol Jacobs

GRPSEO Rep

Audrey Powless-Bomberry

*Six Nations of the
Grand River Elected Council*

Colin Benedict

Student Rep





MESSAGE FROM THE PRESIDENT & BOARD CHAIR

Sgę:nọ Swagwe:gph!

It is an honour to present the 2023-2024 Annual Report highlighting Six Nations Polytechnic's (SNP) vision for the future as well as the many student and organizational accomplishments that have taken place over the past year.

We extend our heartfelt congratulations to our learners for their ongoing achievements in their educational pursuits. As they move forward, we wish them every success in their endeavors to positively impact our society, benefiting all who inhabit this land. At SNP, we remain committed to providing both synchronous and asynchronous learning opportunities, and are actively expanding our HyFlex learning options to ensure greater accessibility to our programs and services. Additionally, SNP is diligently enhancing our systems and processes to further enrich the learning experience for our diverse community of learners.

We were very honoured to celebrate our biggest graduation to date with 115 graduates from SNP programs and partnership programs. Seeing the pride of the students as they walked across receiving their credentials and realizing what they have achieved was fulfilling to see that we are accomplishing our mission to provide a unique Indigenous educational journey for our students.

SNP continues to take a leadership role in virtual learning and quality assurance in Indigenous education. SNP continues to contribute to teacher professional development in the province. As President and Board Chair, we continue to serve on the Board of Accreditation with the World Indigenous Education Higher Education Consortium (WINHEC) and we both serve at the board level with other Indigenous education organizations.

Through all of this, we have maintained SNPs integrity by remaining community driven, focused on our learners and guided by our founding philosophy and organizational values. In doing so, we honour our history, knowledge and the resilience of our people while remaining qualitatively differentiated from other post-secondary, trades, and training institutes in this country.

SNP is honoured to be of service to the Six Nations community and will continue to provide programs and services to meet learner needs while preserving, applying, and creating knowledge specific to Ogwehoweh languages, culture, and world view. SNP will continue to respectfully interact with and inform other knowledge systems. In these ways, SNP will contribute to the restoration of respectful and interdependent relationships needed to sustain peace and life.

Dá:netoh

Rebecca Jamieson & Kevin (Bubba) Martin

President and Board Chair
Six Nations Polytechnic



YEAR AT-A-GLANCE

Six Nations Polytechnic Celebrates the Protectors of our Culture

On September 20, 2023, Six Nations Polytechnic gathered in honour to celebrate the protectors of our culture and present the title of Indigenous Knowledge Guardian to twelve exceptional persons who have strived towards enriching and revitalizing our languages, history and ways of being. It has been a tradition at SNP to recognize individuals in this way with a gathering of gratitude. The individuals are formally recognized as Eihwanósdá:s (Cayuga) or Yerihwanonstats (Mohawk) (Indigenous Knowledge Guardian). This term is linked to the concept of rafters for protection – so this is someone who protects the matters – all of our concerns.

Six Nations Polytechnic Hosts its Largest Annual Celebration and Convocation

On June 13, 2024, Six Nations Polytechnic held its largest Annual Celebration and Convocation to date, where students were recognized for their academic achievements and successful completion of their studies. The Annual Celebration and Convocation at Six Nations Polytechnic (SNP) is a momentous occasion for our students. This year, SNP set a record number of 115 students to celebrate. Each one proudly walked across the stage to receive their degrees, diplomas, and certificates surrounded by their loved ones, friends, and SNP staff and faculty.

Nathan Rowbottom Wins the 2024 Prime Minister's Award for Teaching Excellence in STEM

On June 12, 2024, the Prime Minister's Awards were announced by the Honourable François-Philippe Champagne and the Honourable Jenna Sudds on behalf of the Right Honourable Justin Trudeau, Prime Minister of Canada. That year, 69 of Canada's top educators were recognized for their exceptional work. The award categories included Teaching Excellence; Teaching Excellence in Science, Technology, Engineering and Math (STEM); and Excellence in Early Childhood Education. It is with great honour to share that Nathan Rowbottom, a teacher at Six Nations Polytechnic (SNP) STEAM Academy, was awarded the 2024 Prime Minister's Award for Teaching Excellence in STEM.



ACADEMIC HIGHLIGHTS

The 2023-2024 academic year at Six Nations Polytechnic has been a period of significant growth, collaboration, and innovation. Our focus on integrating Indigenous knowledge, promoting cultural preservation, and fostering academic excellence has driven numerous initiatives across various departments. This review highlights the key achievements and developments in our academic community, showcasing our commitment to continuous improvement and community engagement.

Key Highlights

1 Integrating Indigenous Knowledge and Practices with SNPLOs

Formalizing authentic learning expectations

- Six Nations Polytechnic established seven Six Nations Polytechnic Learning Outcomes (SNPLOs) based on a community consultation.
- The Centre for Teaching and Learning (CTL) team established systems to track delivery of SNPLOs.

2 Expanding Educational Pathways and Programs for Learner Success

SNP continues to expand programming that addresses community workforce needs, creates learner pathways and provides tuition and educational wrap-around student supports.

Enhancing educational opportunities

- Health Services expanded the PSW to PN pathway program, enabling PSW graduates to transition into semester two of the Practical Nursing Program; launched the Pre-Health Sciences pathway program supporting successful admissions and transitions into healthcare programs; expanded the simulation lab space and upgraded clinical skills equipment with support from the Indigenous Education Branch and the Ministry of Health and co-hosted the second annual Ohahodo:ni Health Symposium with Six Nations Health, attracting over 300 attendees who explored diverse health careers and deepened their understanding of community health.
- Community Services integrated Indigenous pedagogical principles into our instructional framework, fostering a holistic and inclusive learning environment; built and implemented authentic assessments designed to be culturally relevant; launched the Indigenous Early Learning in Child Care (IELCC) Micro Credential Project and ECE satellite programs; expanded placement opportunities for Social Service Worker (SSW) students and introduced a Co-op option for the Criminal Justice Studies (CJS) program. The IELCC project aims to create a national framework for IELCC Micro Credentials and offer fee-based courses, contributing to long-term sustainability and growth.
- The University department launched the first intake of the Cayuga Immersion Program, marking a significant step in language revitalization and cultural education.
- Skilled Trades launched the first intake of the General Machinist Apprentice Level 3 Program.
- The Lifelong Learning and Achievement Centre successfully delivered all six Hodinohsó:ni'/Rotinonhshonni beginner language courses, inspiring over 120 participants to reconnect with and preserve the original languages of our communities on Turtle Island. Additionally, a pilot program called Reconnecting: Learning with Culture was produced and it partnered with knowledge keepers in the community.
- The Centre for Teaching and Learning (CTL) focused on formally recognizing informal learning and community engagement through the Prior Learning Assessment Self Evaluation Tool (PLAR).

3 Enhancing Teaching and Learning through Innovation

Innovative approaches to education

- The Centre for Teaching and Learning (CTL), in partnership with Human Resources and Information Services, launched LinkedIn Learning for all SNP employees, revolutionizing professional development with access to a vast array of business, technical, and creative skills training opportunities.
- Community Services transformed their instructional framework by integrating Indigenous pedagogical principles, fostering a holistic and inclusive learning environment. This innovation included the creation and implementation of authentic assessments, enhancing both quality and cultural relevance.

- The Skilled Trades unit, in collaboration with the Workforce Planning Board of Grand Erie (WFPBGE) and the Canadian Welding Bureau (CWB), introduced the "Try A Trade Initiative", focused on the Electric Vehicle Industry. This program is a forward-thinking approach to motivating students towards innovative and sustainable career paths.
- The Indigenous Knowledge Center (IKC) developed and maintained Indigenous Knowledge archives, ensuring the preservation and transmission of cultural heritage through advanced documentation and digital archiving techniques. This initiative secured the longevity and accessibility of invaluable knowledge for future generations.

4 Community Engagement and Collaboration for Responsive Education

Building strong community ties

- Health Services participated in the Traditional Ecological Summit with renowned author of Braiding Sweetgrass, Robin Wall Kimmerer, as well as other workshops facilitated by local Indigenous Knowledge Keepers.
- The University department hosted vibrant SNP Community Language Café nights, fostering connections among community members and families while empowering language learners to showcase their skills beyond the classroom. Additionally, they hosted a packed Language and Wellness Conference on the International Day of Indigenous Languages, celebrating with a full house of enthusiastic community participants.
- The Lifelong Learning and Achievement Center presented the highly acclaimed Peacebuilding Workshop Series, attracting passionate learners from as far away as Wisconsin and earning rave reviews for the impactful content and engaging delivery.
- SNP hosted an event that celebrated and honoured community scholars, associate professors, and Knowledge Guardians who are championing the language and culture revitalization movement, shining a spotlight on their invaluable contributions to preserving and promoting Hodinohsóni/Rotinonhshonni language and cultural heritage.
- The Centre for Teaching and Learning (CTL) led the BRIGHT Start initiative funded by the Indigenous Targeted Initiatives Fund (ITIF) in collaboration with the seven Indigenous Institutes and Training Centers. This collaboration produced a robust learner orientation platform, which continues to grow with new resources and culturally rooted modules which are linked to the evolving competency framework being developed within SharePoint.

5 Infrastructure and Capacity Building for Quality Enhancement

Investing in facilities and quality assurance

- The Health Services unit expanded the simulation lab space to include a second practice suite, doubling the capacity for hands-on experiential learning. This enhancement significantly improves the practical training experience for students, equipping them with essential skills to excel in their healthcare careers and better serve community.
- The Community Services unit developed consistent assessment practices that respect Indigenous knowledges and engaged in active community involvement for curriculum development. By integrating community voices and cultural relevance into curriculum, these efforts ensure that education at SNP remains responsive, inclusive, and aligned with the needs and values of our community.
- The Skilled Trades unit established and ran their first Program Advisory Committee (PAC) with Indigenous Trades experts and Industry leaders for building responsive programming opportunities. This collaboration fosters a dynamic learning environment, ensuring that our programs are aligned with industry standards and community needs, thereby enhancing employability and career readiness of our students.
- The Centre for Teaching and Learning (CTL) offered weekly virtual drop-in sessions and specialized training opportunities were provided to staff, emphasizing Universal Design for Learning (UDL) and the importance of multiple means of engagement for learners.



DEYOHAHÁ:GE:

Indigenous Knowledge Centre

Deyohahá:ge: was established as the Indigenous Knowledge Centre at SNP in 2010. The Centre was given a clear institutional mandate to provide three main functions:

- Preserve and nurture Indigenous Knowledge and Languages
- Foster and support collaborative research in Indigenous Knowledge
- Provide for the public appreciation and education regarding Indigenous Knowledge

In the 2023-2024 academic year, Deyohahá:ge: Indigenous Knowledge Centre continued to fulfill its mandate to preserve and nurture Indigenous Knowledge and languages, support collaborative research, and provide public education regarding Indigenous Knowledge.

The Centre's key goals and activities included:

- Preservation and enhancement of Hodinohsóni'/Rotinonshonni languages
- Cultural preservation training
- Development and maintenance of Indigenous Knowledge archives
- Accredited programming and curriculum support
- Planning for the transmission of knowledge to future generations
- Pedagogy development
- Recognition of Community Scholars and Knowledge Guardians
- Research and fellowships
- Documentation of best practices
- Building relationships and dialogue with others
- Securing increased funding for existing programs

Workshops hosted in 2023-2024 included:

- Planting and Seed exchange
- Make & Take: Harvest painting and food security video
- Storytelling
- Traditional Health Practices
- Make & Take: corn husk ornament
- Two Row on the Grand
- Mini Language Lessons

Events hosted in 2023-2024 included:

- Truth and Reconciliation Day event
- Language and Wellness Conference
- "Unarchived" NFB Film Screening
- Community Awareness Open House
- HARK Digital Archiving Workshop
- Past Perfect Group Quarterly Meeting
- STEAM Academy Land Camp workshop
- 10 other contracted workshops

The IKC welcomed and celebrated our new 2023-2024 Indigenous Knowledge Guardians, Associate Professors, and Community Scholars including:

Indigenous Knowledge Guardians:

- Larry Bomberry, Barb Garlow, Scott PR Hill, George Johnson, Joyce Johnson, Joanne Longboat, Frank Miller, Cleveland Thomas, Eddie Thomas, Ronnie Thomas, Bill Williams and Gloria Williams

Associate Professors:

- Dr. Talena Atfield, Dr. Ki'en Debicki, Dr. Darren Thomas and Dr. Kevin White

Community Scholars:

- Kahentakeron Deer, Elan Henhawk, Richard Hill, Makasa Looking-Horse, Raymond Skye and Michelle Thomas



Deyohahá:ge: had **138** visitors, received **5** material donations, processed **92** material requests, and engaged **476** participants through presentations, lunch & learns, workshops or events.



POST SECONDARY ENROLMENT

Post Secondary Programs	Partnership	Enrolment by Sept 30, 2023	Completed by Aug 31, 2024	Retention Rate
BA in Ogwehoweh Languages Degree - Level 1 Cayuga FT	SNP	18	18	100%
BA in Ogwehoweh Languages Degree - Level 1 Cayuga PT	SNP	2	1	50%
BA in Ogwehoweh Languages Degree - Level 1 Mohawk FT	SNP	8	8	100%
BA in Ogwehoweh Languages Degree - Level 1 Mohawk PT	SNP	2	2	100%
BA in Ogwehoweh Languages Degree - Level 3 Cayuga FT	SNP	8	4	50%
BA in Ogwehoweh Languages Degree - Level 3 Cayuga PT	SNP	3	3	100%
BA in Ogwehoweh Languages Degree - Level 3 Mohawk FT	SNP	5	5	100%
BA in Ogwehoweh Languages Degree - Level 3 Mohawk PT	SNP	1	1	100%
Honours BA in Ogwehoweh Languages Degree - Mohawk FT	SNP	2	2	100%
Honours BA in Ogwehoweh Languages Degree - Mohawk PT	SNP	1	1	100%
Community Justice Service (start date Sept 2023)	Mohawk College	6	6	100%
Early Childhood Education (start date Sept 2023)	Niagara College	4	4	100%
Early Childhood Education (start date Jan 2023)	Niagara College	13	8	62%
Practical Nursing (start date Sept 2022)	Mohawk College	29	29	100%
Personal Support Worker (start date Sept 2023)	Mohawk College	9	4	44%
Pre-Health Sciences Pathway to Advanced Diplomas & Degrees (Indigenous) (start date Sept 2023)	Mohawk College	15	11	73%
Social Service Worker (start date Sept 2022)	Mohawk College	26	23	88%
Social Service Worker (start date Sept 2023)	Mohawk College	17	14	82%
Concurrent Disorder (start date Jan 2023)	Mohawk College	2	1	50%
Construction Techniques (start date Sept 2023)	Mohawk College	8	5	63%
Total Enrollment for Post Secondary Programs		179	150	

Trades Programs	Partnership	Enrolment by Sept 2023	Completed by Oct 2024	Retention Rate
Pre-Apprenticeship General Machinist (May 2023 - Nov 2023)	SNP	4	1	25%
Pre-Apprenticeship General Machinist (Sept 2023 - Mar 2024)	SNP	9	6	67%
Pre-Apprenticeship Cook (May 2023 - Nov 2023)	SNP	4	4	100%
Pre-Apprenticeship Welding (May 2023 - Nov 2023)	SNP	9	9	100%
Pre-Apprenticeship Welding (Sept 2023 - Mar 2024)	SNP	10	9	90%
We are Welders-Women in Welding (Sept 2023 - Mar 2024)	SNP	10	3	30%

Achievement Centre

The Six Nations Achievement Centre is a community-based Literacy and Basic Skills (LBS) program that has provided service to the community of Six Nations since March 5, 1990. Funding for the program is provided by the Ministry of Labour, Immigration, Training and Skills Development (MLITSD). Learner numbers are collected from the Employment Ontario Information System, Case Management System (EOIS-CaMS) on the OPS BPS Secure site.

MLITSD Target Number: 40 Learners April 1, 2023 – March 31, 2024

Program	Learners Served	LBS-eligible Learners
One - to - one	4	1
Pre-Apprenticeship - Cooks	7	4
Pre-Apprenticeship - Welders	21	11
Pre-Apprenticeship - Machinists	8	5
Pre-Apprenticeship – We are Welders	6	3
G1 Study Group	3	3
Computers	6	3
Six Nations & Credit Ontario Works Gear up 4 Success	15	15
*Pilot Project – Reconnecting Learning with Culture	15	
TOTAL	85	45

** Pilot Project for underrepresented groups is not captured on our EOIS CaMS database but was still provided LBS service delivery through the Achievement Centre.*



Continuing Teacher Education: Additional Qualification Programs

Designed by teachers for teachers and community members in the field of education, Additional Qualification (AQ) courses are a form of ongoing learning with the goal of improving outcomes for students in Ontario. SNP ensures that our courses meet the highest standards of pedagogical inquiry, enrichment, and engagement. In addition, our AQ courses and Principal's Qualification course offer a unique Indigenous perspective and are designed using the Two Row Wampum philosophy.

AQ Programs	Enrolment by June 2023	Completed by Dec 2024	Retention Rate
Environmental Education (May 2023 - Aug 2023)	6	4	67%
Teaching Ojibwe (Sept 2023 - Dec 2023)	8	6	75%
Teaching First Nations, Metis, and Inuit Children (Sept 2023-Dec 2023)	8	7	88%
Teaching Cayuga (Jan 2024 - Apr 2024)	3	2	67%
Teaching Mohawk (Jan 2024 - Apr 2024)	10	6	60%
Special Education Part 1 (Jan 2024 - Apr 2024)	2	3	50%

Advancement

The Advancement Team at SNP is dedicated to supporting our students and community by securing funding to enhance programs and services. By advancing these initiatives, we create pathways for students to excel and achieve their full potential. Over the past fiscal year, the team obtained significant funding from various sources, allowing the institution to undertake new projects.

Upcoming projects for this year include enhancing digital access, incorporating AI to accelerate learning, improving health and wellness programs, upgrading infrastructure, expanding internships and athletics, and advancing homework support.

We will also continue to refine our academic programs to meet evolving student needs and ensure a high-quality student experience. This progress is made possible by the continued support of our community, as well as the generous contributions of all funders and private donors.





The mission of SNP STEAM Academy is to provide students with the knowledge, abilities, and attitudes to create a pathway that enables them to become confident, proficient, and skilled leaders of their community and society in general.

SNP STEAM Academy students experience science, technology, engineering, arts, and math as the focus, along with Ministry of Education accredited courses offered from grades 9 to 12. We foster innovation through the P-TECH learning model, the first of its kind in Canada, bringing together the best elements of high school, college, and career.

The grade 9 Ehsáhdok program is a cross-curricular, land-based design rooted in Indigenous ways of knowing and learning. Ehsáhdok has been offered successfully for two years, providing incoming grade nines with the opportunity to build community, ease their way into high school and be immersed in land based, culture and learning.

STEAM Academy is expanding the offering of extra-curricular sports and clubs. Students in all grades have a chance to join the Students' Council, participate in sports intramurals and open gym, and join the ultimate frisbee, cross-country and golf team.

The Brainstorm Robotics team, comprised of students from grade 9-12, participated in the annual competition and was one of the three collaborative teams to win the 2024 First Ontario District McMaster University Event.

The E-sports or competitive gaming team grew this year and allowed students to compete against teams across Turtle Island in Mario Kart, Overwatch and Super Smash Bros.

STEAM Academy's land camp took place in July 2024 at Chiefswood Park located within the Six Nations land base. The theme for this year's camp focused on Building Community, Digital Agriculture and Leadership. Campers experienced interactive STEM presentations and learned from community resource people including Elders. This year, 20 campers earned a grade 10 high school credit (NAC2O) from meeting the requirements of Land Camp.

Student Data for 2023-2024

Total number of students	105
Number of students in the P-Tech pathway	Gr 10 (5) / Gr 11 (4) / Gr 12 (8)
Number of P-Tech students who completed a summer internship with IBM	Level 1 (4) / Level 2 (6)
Total number of grade 12 graduates	25
Total number of grade 9 students who completed the Ehsahdok program	24
Number of courses offered in Semester 1	43
Number of courses offered in Semester 12	44

REVENUE & EXPENDITURES

Revenue	2024	2023
Ministry of Colleges and Universities (MCU)	7,081,647	6,727,038
MCU - Literacy & Basic Skills	219,384	128,366
Post-Secondary Partnership Program	1,715,546	1,728,565
Ontario Trillium Foundation	-	65,551
Tuition	2,222,886	2,439,037
Other Funding	5,532,372	6,187,911
Other Income	791,363	471,214
	17,563,198	17,747,682
Expenses		
Salaries and benefits	7,507,310	5,978,635
Instruction fees	2,472,789	2,690,079
Facility and supplies	1,710,323	996,170
General and administrative	1,236,855	857,364
Interest expense	731,936	753,325
Tuition and program fees	944,284	1,011,758
Program development	549,894	352,068
Student services	680,413	378,768
Professional development	430,101	377,392
Education materials	125,175	65,802
Awards and bursaries	87,561	41,380
Cultural support	1,028	12,592
	16,477,669	13,515,333
Excess of revenue over expenses before the following	1,085,529	4,232,349
Other Expenses (income)		
Ammortization of capital assets	2,382,927	2,517,594
Ammortization of deferred capital contributions	(505,895)	(423,650)
Gain on derivative financial asset	(4,862)	(47,806)
Gain on disposal of capital assets	(73,200)	-
	1,798,970	2,046,138
(Deficiency) excess of revenue over expenses	(713,441)	2,186,211



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