



First Nations Education Administrators Association

FNEAA Professional Development Course Offerings

The First Nations Education Administrators Association (FNEAA) offers several professional development courses designed for First Nations Education Administrators and organizations, based on their needs and priorities. The FNEAA courses are offered using the Zoom Platform or in person in your community.

8 Courses:

- Reconciliation in Education
- Emotional Intelligence
- First Nations Education Agreements
- Negotiating First Nations Education Agreements
- First Nations Education Governance
- First Nations Education Leadership
- Finding and Hiring the Best Talent
- Taking Corrective Action

Customized Courses. FNEAA staff will work with you to deliver a customized course to your staff and elected leaders at a time that is convenient to you.

Registration Fees

One-day courses are \$400 for members and \$500 for non-members.
Two-day courses are \$800 for members and \$1000 for non-members.

Course Descriptions and Outlines

REC-01 – Reconciliation in Education

Innovation for First Nations Education Reconciliation is a two-day course that enables participants to explore reconciliation through the lens of the Truth and Reconciliation Commission (TRC). The TRC calls to actions are a powerful lever for building First Nations control for First Nations education. Although its early days, success ranges from moderate progress on Calls to Action Education 6-12, significant progress on Language and Culture 13-17 and little progress for Education for Reconciliation 62-65. The course is built on evidence-based innovations, best practices, and direction in First Nations education through the principles of reconciliation, First Nations control of First Nations education and First Nations education, cultures and languages. Case studies and innovative programs are used to explore how to close the gap in education, health, etc., through a reconciliation approach. Learn how First Nations schools are applying traditional healing, land- based teaching, language and culture to nurture student identity, resilience and wellness. Critical to reconciliation is reaching out and building and maintaining relations, collaborations and partnerships in schools and communities. The work in schools and communities to become Good Ancestors and applying Seven Generations thinking is important to sustaining the process of reconciliation, dialogue and engagement.

Content Outline

1. Indigenizing First Nations Education
2. Reconciliation as Relationships
3. TRC Education Calls to Action
4. Closing the Gaps
5. Knowledge Keepers
6. The Land is Our Teacher
7. Seven Generations Thinking
8. Innovation for First Nations Education

Course Fee: \$800 for members; \$1000 for non-members

EI-01 – Emotional Intelligence

This two-day course explores the role that emotional intelligence can play in creating a safe learning environment for students. Building on the work on affective education and learning by Dr. Lee Brown, former Director of the Institute of Aboriginal Health in the College of Health Disciplines, UBC, this course features a discussion of the different models of emotional literacy competency and intelligence. The course focuses on how development of your emotional intelligence can help you to achieve personal excellence in education and contribute to emotional well-being in the classroom. The course is structured around Goleman's quadrant of emotional intelligence and Brown's emotional competencies framework. Explore different techniques and exercises to help improve your emotional awareness, manage your emotions, harness them as a source of motivation, show empathy and create healthy relationships. Learn how to bridge communication styles and improve interpersonal communication skill.

Content Outline

1. Introduction to Emotional Intelligence
2. Self-Awareness of Your Emotions
3. Self-Management Using Mindfulness
4. Motivation and Resilience
5. Social Awareness and Empathy
6. Verbal and Non-Verbal Communication
7. Managing Relationships
8. Building an Emotionally Resilient Team

Course Fee: \$800 for members; \$1000 for non-members

EDU-01 – First Nations Education Agreements

This one-day course will provide principals, supervisors and Directors of Education and education administrators (at all levels) with guidance and tools regarding the various local, regional First Nation education agreements across Canada. Learn about the various agreements that have been negotiated by First Nations across the country. Identify which elements of an education agreement are most appropriate for your students and schools. Learn how to apply this knowledge to develop and implement your education agreement for your nation, education organization and/or school.

Content Outline

1. Canada's Historical Approach to First Nations Education Agreements
2. Canada's New Approach to Regional Education Agreements
3. Developing a First Nations Education Agreement – Part A
4. Developing a First Nations Education Agreement – Part B

Course Fee: \$400 for members; \$500 for non-members

EDU-02 – Negotiating First Nations Education Agreements

This one-day course is a follow-up to EDU-01 First Nations Education Agreements and will provide principals, supervisors and Directors of Education and education administrators (at all levels) with guidance and tools on how to move forward to reciprocal agreements with federal and provincial governments. Learn about the negotiation strategies and best practices in this context. Learn about the federal governments past and current approaches to negotiating First Nations education agreements. Learn how to develop a negotiation plan for your education agreement and determine who is to negotiate the agreement. Gain a better understanding of the process and steps to negotiate the agreement using realistic timelines.

Content Outline

1. Negotiation Strategies & Best Practices
2. Negotiation Process for Reciprocal Agreements
3. Negotiation Steps
4. Developing a Negotiation Plan and Implementation Guide

Course Fee: \$400 for members; \$500 for non-members

Gov-01 – First Nations Education Governance

The two-day virtual course will help you gain insight into various techniques to improve your awareness and enhance your knowledge and ability to make significant progress in moving First Nations control of First Nations education forward. You be able to apply First Nations Education Governance framework elements that best fit with your local First Nations governance requirements. You will learn the roles and responsibilities of the First Nations Education Board and the First Nations Education Organization/ Administration and how to apply a First Nations approach when taking control of First Nations education. Learning how to communicate effectively, actively and with empathy is of utmost importance and learning how to best engage principals, teachers, staff, students, parents, and community members and to keep them continuously updated and informed about action being undertaken is critical to your success in moving forward. Reporting on-going results and changes, building long term relationships and partnerships, and applying governance best practices are also key to becoming successful in the governance of First Nations control of First Nations education.

Content Outline

1. Overview of Governance
2. First Nations Education Board Roles & Responsibilities
3. First Nations Education Organization/ Administration Roles & Responsibilities
4. Accountabilities
5. First Nations Lens – First Nations Control of First Nations Education
6. First Nations Communication & Engagement
7. First Nations Relationships and Partnerships
8. First Nations Governance Best Practices

Course Fee: \$800 for members; \$1000 for non-members

LED-01 – First Nations Education Leadership

This one-day course will enable participants to identify and apply the core leadership skills needed in communities, schools, and/or school boards/ organizations to support the work of First Nations Education. Learn about: leadership theories and models; First Nations traditions, cultural practices, and values; and assessing leadership styles. An overview of leadership strengths will be examined, such as self-awareness, influence, and communication. Focus on traditional ways of leading and how this differs from the mainstream approach.

Content Outline

1. Leadership Theories and Perspectives
2. First Nations Leadership Traditions, Cultural Practices, and Strengths
3. Assessing Leadership Styles
4. Applying Leadership Practices at the Local Level to Meet the Needs of Schools, Families, Organizations and Communities

Course Fee: \$400 for members; \$500 for non-members

HR-01 – Finding and Hiring the Best Talent

This two-day course provides an overview for those involved in finding, hiring, and retaining qualified candidates to work in First Nations Education such as administrators, teachers, and other educators. Learn how to effectively develop a recruitment and retention plan, job descriptions, interview guide and manage an effective interview process. Find out how to create a talent pool; negotiate employment contracts; and develop an onboarding program for new employees.

Content Outline

1. Employer Brand
2. Recruitment Strategy
3. Building a Talent Pool
4. Selection Criteria & Screening
5. Interview Questions
6. Testing and Reference Checks
7. The Job Offer & Employment Contract
8. Orientation & On-boarding

Course Fee: \$800 for members; \$1000 for non-members

HR-02 – Taking Corrective Action

This two-day virtual course will provide education administrators, principals, supervisors, and Directors of Education (at all levels) with guidance and tools for corrective action to enhance employee performance. Find out how to manage common reasons for unsatisfactory performance such as lack of knowledge, skills and abilities, and lack of experience and motivation. Learn how to give effective feedback, apply employment law such as disciplinary policy with steps on how to manage termination for cause and not for cause. Understand misconduct; how to effectively discipline in a fair and procedural manner; how to handle harassment allegations; how to conduct an investigation; and understand when to seek legal advice.

Content Outline

1. A Motivated Workplace
2. Organizational Culture
3. Giving Feedback
4. Employee Improvement Plan
5. The Disciplinary Process
6. Dismissal
7. Impartial Investigations
8. The Duty to Accommodate

Course Fee: \$800 for members; \$1000 for non-members

If you have any questions, please contact FNEAA staff by email at info@fneaa.ca