2027–2032 Ojibwe Language Plan Review Guide

Purpose of This Review

Miskwaabikaang is developing the next five-year Ojibwe Language Plan for 2027–2032. The current document is Draft 1. It establishes the direction of the plan but is intentionally incomplete.

The plan is organized around nine major focus areas, with additional sections for specific Tribal operations, Language Speakers, Early Childhood, and the Bayfield School District. The structure builds from the earlier *Pathways on a Language Landscape* planning process while adapting it specifically to Red Cliff.

LINK: DRAFT 1 Miskwaabikaang Ojibwemodaa Endaaso Giizhik Plan 8.31.26.pdf

We need your knowledge of your program, department, division, or leadership area to answer:

What can Red Cliff realistically do between 2027 and 2032 to make Ojibwemowin a normal, visible, spoken and supported part of our community?

How to Review Your Section

For each section that relates to your work, review these three levels:

Guiding Principle — What we believe.
Does this statement accurately describe the role Ojibwemowin should have in this area?

Destination — Where we want to be.
If we reach 2032, what should be noticeably different? Is the destination clear enough that we will know whether we reached it?

Trail — How we intend to get there.
Are the proposed approaches realistic? What should continue? What should change? What is missing? What should be removed?

The plan then moves from those ideas into implementation through **Activities, Outputs, Who, Start, and Measure**.

Filling Out the Workplan Tables

This is where staff and administrators are especially needed.

For every activity your department could reasonably participate in, help complete the five columns:

	What We Need From You	Example
Activity	What specifically will be done?	Hold a 30-minute staff language session twice each month.
Output	What will actually be produced or completed?	24 staff language sessions conducted annually.
Who	Who should lead and who should assist?	Department Director + Language Department
Start	When should this realistically begin?	Year 1 / 2027
Measure	How will we know it happened or made progress?	# sessions, # participating staff, attendance and annual language assessment

A useful test is:

Could someone in 2032 look at this table and determine whether we actually did what we said we would do? If the answer is no, the activity or measure needs to be more specific.

Questions Every Department Should Answer

Please answer these questions from the perspective of your department or program:

1. What are we already doing with Ojibwemowin and Anishinaabe culture that should continue?
2. What did the previous plan propose that was completed, partially completed, never started, or is no longer relevant?
3. Where could Ojibwemowin naturally be used in our everyday work?
4. What could our staff realistically accomplish by 2032?
5. What training, speakers, materials, technology, funding, policy, or partnerships would we need?
6. Who should be responsible for the work?
7. How could progress be measured each year?
8. What is missing from Draft 1?

Do not limit your comments to what the Language Department can do. The purpose of a this plan is to identify the role of the whole Tribal organization and community.

Special Instructions by Area

Tribal Council & Administration

Consider:

Where should Ojibwemowin become standard practice in Tribal government? What requires policy? What can be accomplished administratively? Who should be responsible?

Program Directors & Department Administrators

Your input is especially important for filling in the blank workplan tables.

For your program, identify 3–5 realistic activities that could be accomplished during 2027–2032.

For the statement:

“Staff should learn Ojibwe.”

Instead help us define:

What language should staff learn?, How often?, During work time or outside work?, Who teaches it?, How will staff use it?, How will we measure participation or growth?

Treaty Natural Resources

The draft establishes that Ojibwemowin and Anishinaabe knowledge are connected to relationships with land, water, beings, and treaty-reserved resources. Current trails include staff learning, workshops, and cultural harvest mentorships.

Consider how fishing, hunting, gathering, medicines, sugarbush, plants, water, place names, species names, seasonal activities, and treaty-resource education can become language-learning environments.

Education, ECC & Youth Programs

Think beyond simply “Offering Ojibwe class.”

The plan’s Education destination calls for multiple immersion programs and language classes, including after-school programming, language-based childcare, collaboration with neighboring communities and use of existing curriculum.

For each age group, consider:

What is the pathway from hearing Ojibwemowin → understanding it → using it → speaking it?

Staff should identify where that pathway currently exists and where children are falling through the gaps.

Communications & Media

The current Media section proposes audio and print exposure, multiple social-media platforms, podcasts, Ojibwe audio lessons, cartoons, comic books and other media.

Rather than only identifying platforms, help determine a sustainable production schedule.

For example:

Activity: Produce Ojibwemowin short-form videos.
Output: 2 videos per month.
Who: Language Staff + Communications Staff.
Start: 2027.
Measure: 24 videos/year, audience/use data.

THPO, Elders, Speakers & Knowledge Holders

The Materials and Documentation section establishes that Ojibwemowin knowledge and resources should be created, protected, organized and accessible for future generations, including both physical and digital access.

This area should consider What should be documented, Who owns it? Who can access it? What should not be publicly accessible? Who approves its use? Where is it stored? How are speakers compensated?

One Important Question for Every Reviewer

The current plan still relies heavily on the **2018 baseline information**, including Tribal Census data, staff questionnaires, community surveys and Language Advisory Group meetings.

For that reason, every reviewer should answer:

What information does your department have that can help establish a 2026/2027 baseline?

Examples could include current staff numbers, current Ojibwemowin speakers or learners, programs offered, participation numbers, curriculum, recordings, existing materials, budgets, partnerships, policies, signage, classes, surveys or other data.

This information will help us replace old assumptions with a current picture of the State of the Language.

Final Review Questions

After reviewing your section, please provide a short response to these four questions:

CONTINUE: What should stay?

CHANGE: What needs to be changed or strengthened?

ADD: What is missing?

REMOVE: What is outdated, completed, unrealistic, duplicated, or no longer necessary?

Then complete as much of the **Activities / Outputs / Who / Start / Measure** table as you can.

It is okay if you cannot answer every column. Identifying the right activity, responsible program, existing resource, or missing information is still valuable.

The question guiding all of this work is:

If Miskwaabikaang is successful, what will be noticeably different about Ojibwemowin in our homes, Tribal government, schools, workplaces and community in 2032?

LINK TO COMMENT FORM