

Haítzaqvla Revitalization Strategic Plan

Setting Our Course
for the
Next Five Years 2019-2024



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Vision

Haítzaqv!a thriving for all Haítzaqv.



Mission

To restore the natural transmission of Haíłzaqvł̓a by increasing speaking, understanding, reading and writing of Haíłzaqvł̓a by all Haíłzaqv. To support a high level of community engagement in the revitalization of Haíłzaqvł̓a. To follow a holistic language model that meets the needs of all learners, grounded in Haíłzaqv values, culture, and worldview.



Values

Respect: We place value on our language, our people, and homelands

Reciprocity: We need each other to be successful

Resilience: We are strong, innovative and adaptable

Introduction

This five year strategic plan was created for and by the Haítzaqv. The Haítzaqv are from the Haítzaqv Territory, also known as Haítzaqv Homelands. The Haítzaqv have been in relationship with their homelands since time began. Haítzaqv homelands are on the central coast of what is now called British Columbia, but Haítzaqv people live all over the world. The Haítzaqv have five main tribal groups - Wúyalitx̃v, Qvúqvayáitx̃v, Wúíłitx̃v, Yísdáitx̃v, and X̃íx̃ís.

Haítzaqv̓a is the language of the Haítzaqv people. There are five dialects of Haítzaqv̓a, one from each tribe. Each dialect has distinct pronunciation, tonal variation, and turns of phrase. It is important to note that Haítzaqv̓a is a tonal language, where the tone on any sound in a word changes the meaning of the word. This plan honours and uplifts all five dialects, as distinct but equal. Haítzaqv̓a is a critically endangered language with only thirty fluent language speakers and less than a dozen proficient second language speakers. All fluent speakers are over the age of seventy five.

The Haítzaqv̓a Revitalization Strategic Plan 2019-2024 is meant to set our course, as the Haítzaqv Nation for the next five years, in our language revitalization journey. We are in our most critical time for language revitalization. Never before in the thousands of years of Haítzaqv history have there been so few speakers and no natural transmission from parent to child of Haítzaqv̓a. It is vital that we have a vision, mission, goals, and strategies for Haítzaqv̓a revitalization, if our language is to survive the next decade. It is critical that we are respectful, reciprocal and resilient in our approach to Haítzaqv̓a revitalization.

Goals

The five year strategic plan aims to accomplish the following objectives.

1. Increase the number of fluent and proficient Haítzaqv̓a speakers
2. Build the capacity of the Haítzaqv nation to revitalize Haítzaqv̓a
3. Ensure access to Haítzaqv̓a for all Haítzaqv people
4. Haítzaqv governance of Haítzaqv̓a
5. Uplift the status of Haítzaqv̓a
6. Support intergenerational healing of language trauma
7. Create a dedicated space for language learning within the community
8. Continued preservation of Haítzaqv̓a

Themes

Culture, Community, Collaboration

Themes represent key opportunities for the meaningful revitalization of Haíłzaqvł̓a. These themes will enhance our revitalization efforts and are vital to achieving our vision, mission, and goals. The themes have shaped and informed our strategies.

Culture

Haíłzaqv culture is the foundation of our language work. Hanna Hall said “Our way life is our language. We have words for it all.” Hannah was expressing the importance of Haíłzaqv culture to our language. Haíłzaqv culture and Haíłzaqv language cannot be separated. Haíłzaqv culture and worldview will be the foundation of our curriculum. Our values, relationship with the land and ocean, our stories, our songs, our dances, and our ceremonies will be our guiding light in revitalizing Haíłzaqvł̓a.

Community

The Haíłzaqv people are integral to the success of this plan. We are rich in Haíłzaqv willing to give their time and energy to language work. Our common goal of revitalizing our language will be most successful when our whole community works together. Our core values of respect, reciprocity, and resiliency bind us together as a community. Our community is our most precious resource and source of strength. The Haíłzaqv community extends beyond Bella Bella and includes all Haíłzaqv regardless of where they reside.

Collaboration

Working together and supporting each other is a core Haíłzaqv value. Our Haíłzaqvł̓a revitalization efforts will be strongest when we work together to achieve our vision, mission and goals. Collaboration on language initiatives includes shared decision making with all language stakeholders, resource sharing, open communication, co-developing and partnering on new language initiatives, resource pooling, working from common values, and adhering to guiding principles.

Core Areas

Governance, Capacity Development, Immersion, Káxlá - Promotion, Access, Preservation

The core areas represent the different branches of our revitalization efforts as a community. The core areas form the building blocks of our work to revitalize Haítzaqvla. They are the mechanisms through which we will achieve Haítzaqvla thriving for all Haítzaqv. Our strategies are grouped together under the six core areas.

Governance

Strategy 1: Active Language Authority Board

Haítzaqv are exercising full jurisdiction and governance over Haítzaqvla

The Haítzaqvla Authority Board will be meeting quarterly and working committees will be tasked and delivering objectives, within 12 months. All working committees will have met about each strategy within 6 months. The ultimate jurisdiction over Haítzaqvla lays with the Haítzaqvla Authority Board, which answers the Haítzaqv people. The Haítzaqvla Authority Board is responsible for applying Haítzaqv gvílas in regards to language, therefore the Haítzaqvla Authority Board will be the governing body of our language. There will be no top down dictation from the provincial or federal government on issues of Haítzaqvla revitalization efforts.

The Haítzaqvla Authority Board has the ultimate authority to determine how Haítzaqvla will be preserved, taught and developed. The Haítzaqvla Authority Board has the ability to create and approve new Haítzaqvla words and forms. The Haítzaqvla Authority Board is responsible for the preservation and promotion of Haítzaqvla. The board is also responsible for the qualification of Haítzaqvla teachers and determining methodologies used to teach Haítzaqvla. The Haítzaqvla Authority Board will be responsible for accrediting any organization that engages in teaching Haítzaqvla to ensure best practices are being used. The Haítzaqvla Authority Board will determine how language monies are spent, with the exception of targeted funds. The Haítzaqvla Authority Board will be responsible for determining how Haítzaqvla is used in the public domain.

Strategy 2: Haíʔzaqv̓la Revitalization Centre

Home for the Haíʔzaqv̓la Authority Board and dedicated language revitalization space

In first six months after the reconciliation agreement is signed undertake a feasibility study for a Haíʔzaqv̓la Revitalization Centre. In next six months, create a budget, design, and fund a dedicated space for language learning, preservation, and natural language transmission. Break ground on building in 15 to 24 months, building complete and operating within 36 months. The building will have an large open classroom space, outdoor space for cultural activities, language nest space, self-learning lab, a soundproof recording space, office space, a kitchen and lounge. The language centre will have a fully resourced budget, as well as all of the required supplies, equipment and language learning tools.

Strategy 3: Increase Collaboration Between all Haíʔzaqv̓la Stakeholders

More effective and efficient language programing

All language stakeholders will be collaborating on language revitalization by having all entities attend Haíʔzaqv̓la Authority Board meetings, all curricula is being freely shared, resources are being pooled for professional development, stakeholders are communicating openly, participating in weekly Haíʔzaqv̓la training sessions, collaborating on funding proposals, using a shared calendar, and distributing a weekly bulletin.

Capacity Development

Strategy 4: Invest in Our Language Instructors & Fluent Speakers

Increase language teaching capacity of Haíʔzaqv̓la instructors and fluent speakers

Build capacity for Haíʔzaqv̓la instructors by pooling resources and collaborating on training to ensure all language instructors benefit. There will be professional development opportunities for language instructors, in community, twice a year. There will also be a two week summer intensive language training available to all language instructors, starting in summer 2019. Summer intensive will take place in August before school starts. There will be three weekly Haíʔzaqv̓la-only gatherings for fluent speakers, understanders and language learners centered around a meal, as of April 1, 2019.

Ensure there are continued professional development funds available to all language instructors, including supporting language instructors to attend available immersion programs.

Develop plan and strategy for bridging the divide between fluent speakers and language instructors, bring in necessary resources to ensure fluent speakers and language instructors are working as efficiently as possible to revitalize our language. Develop guidelines for teachers working with fluent speakers in the classroom. Develop guidelines for fluent speakers working in the classroom. The guidelines will clearly define the role and expectations of fluent speakers in the classroom. All language stakeholders, involved in language instruction, should be sponsoring one mentor-apprentice pair, within 12 months; this directive will be set-out by the Haí'tzaqv̓la Authority Board and communicated to language stakeholders by official letter.

Strategy 5: Build Community Language Team

Increase number of people working on language revitalization

We will have a full community language team within five years. The full team will consist of:

- Haí'tzaqv̓la Authority Board (8 fluent speakers, 2 Silent Speakers, 2 Yimas, 2 Wumaqs, 2 community reps, 2 youth reps, 8 Professional Stakeholders)
- Language Revitalization Coordinator
- Language Revitalization Assistant
- First Voices Archive Team (Speakers, Coordinator, Technician, Recorder)
- Full-time Immersion Team (3 Instructors, 3 EAs)
- Language Nest Team (3 ECE, 3 Speakers)
- 10 Fluent Resource Elders
- Digitization Technician
- Documentation Technician
- Linguist (part-time or consultant)
- Curriculum Design Team (Manager, Assistant, Technician-Photographer)

Year 1, the team will consist of Language Revitalization Coordinator, Language Revitalization Assistant, First Voices Archive Team, 5 Fluent Resource Elders and Full-Time Haí'tzaqv̓la Immersion Program Instructor. Linguists, consultants and other professionals will be contracted on a short-term, as needed basis.

Year 2, we will add the curriculum design team, language nest team, 5 more Fluent Resource Elders, digitization technician, documentation technician and one more full-time instructor to the community language team.

Year 3, we will add one more full-time immersion instructor the team. By Year 4, we will have trained a total of 10 language instructors through our immersion program. By the end of year 5 we will have 10 certified language teachers.

Job postings and descriptions, for each position, will be developed by the Haí'tzaqv̓la Revitalization Coordinator and approved by the Haí'tzaqv̓la Authority Board. The job descriptions will include job duties, deliverables, connections to specific strategies in strategic plan, and necessary training.

Strategy 6: Haí'tzaqv̓la Teacher Education Program

10 teachers able to teach BC curriculum in Haí'tzaqv̓la immersion

Develop an action plan for the implementation of this strategy by the end of 2019. This strategy consists of creating an accredited teacher education program for Haí'tzaqv̓la immersion, in partnership with a public university, by 2020. This program will be based on a field centre approach, allowing students to remain in the community for the majority of their degree. Students will graduate with a bachelors of education with a specialization in language immersion, from a public university. Both Simon Fraser University and the University of Victoria have both partnered with other Indigenous communities on similar programs.

Strategy 7: Curriculum Development

All language programs using a cohesive, comprehensive Haí'tzaqv̓la curriculum developed using guiding principles

Develop a cohesive, comprehensive curriculum with a clear scope and sequence of language skills and vocabulary for Haí'tzaqv̓la. Curriculum will be designed using our guiding principles for development of new curriculum. We will utilize a holistic language model that meets the needs of all learners, that is grounded in Hái'tzaqv̓ values, culture and worldview. Curriculum will have strategies to address the challenges of having English as a base language. It will utilize local artists and illustrators to produce high quality learning tools. The curriculum will utilize previously developed resources. The selection of strategies, scope, and sequence will be supported by peer-reviewed

academic research, successful Indigenous revitalization programs and community based research.

We will have years 1 to 3 written in 15 months. Years 4 to 6 written in 36 months and years 7 to 10 written in five years. A separate age appropriate curriculum will be used in the language nest and will be developed in year 2020.

Guiding Principles For Haítzaqv̓ja Curriculum Development

<ul style="list-style-type: none">• Uplifts Haítzaqv̓ Identity• In line with Haítzaqv̓ values• Promotes Haítzaqv̓ worldview• Incorporates Haítzaqv̓ histories and stories• Prepares learners to pass on Haítzaqv̓ja• Inclusive of community voices• Embraces all dialects of Haítzaqv̓ja• Teaches within Haítzaqv̓ seasonal cycle	<ul style="list-style-type: none">• Immersion Model• Incorporates Haítzaqv̓ beliefs and spiritual practices• Revitalizes Haítzaqv̓ customs and culture• Outdoor, place-based education model• Promotes high expectations and high standards of learning• Promotes use of everyday language
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Immersion

Strategy 8: Create Immersion Opportunities Across The Lifespan

Double number of fluent speakers from 30 to 60 in five years

Establish a full-time, university accredited adult immersion program, to begin in September of 2019. Each cohort will consist of ten students with the program being fully funded including tuition, living allowance, instructors, classroom space, and supplies. In five years we will run three cohorts of students. The program will take two academic years to complete. The program will create 10 new fluent speakers in three years, 20 more in 4 years and 30 more in five years. The program will be based out of a field centre in Bella Bella. Through a partnership with a public university in British Columbia students will work first towards a certificate and then diploma in Indigenous Language Revitalization or Proficiency. After two years students will have the option to continue on in a Bachelors of Education in Indigenous Language Revitalization.

Transform one of the current early childhood education settings into a full immersion language nest. In the first year the focus will be on building the capacity of the current ECE workers and language instructors already in the ECE settings. Additionally, curriculum and learning resources will be designed and tested. Launch full immersion program in fall of 2020. The language nest will have up to 12 children enrolled ages 0-6. All parents will commit to attending a week-long land based orientation and weekly language programs with their children. The language nest will use interactive programming utilizing active play, music, food, circle time, and humour in their methods. Children with parents in the adult immersion program will have a space in the language nest, with the goal of creating Haítzaqvł̓a speaking households.

Establish a land-based immersion program, for families. Partner with Qqs (Eyes) Projects society to deliver two, one week immersion family camps in summer of 2019. As funding allows, continue camps each year for five years.

Fluency will be defined as being able to have a natural non-structured conversation in Haítzaqvł̓a. Develop a fluency scale within 12 months.

Strategy 9: Awaken Haítzaqvł̓a in Silent Speakers

Transform 30 silent speakers into fluent speakers

Silent speakers are people who learned Haítzaqvł̓a in childhood and understand 80% to 100% of spoken Haítzaqvł̓a. In the first three months, identify all Haítzaqvł̓a silent speakers. Research, design, and establish a language awakening program for 30 understanders within 6 months. This strategy may or may not make use of the First Peoples' Cultural Council's program - Reclaiming My Language: A Course for Silent Speakers.

Káxlá - Promotion

Strategy 10: Address Intergenerational Language Trauma

Healing of intergenerational language trauma

Launch a community engagement process to design a healing process, including Haítzaqv customs and ceremony, for all Haítzaqv around language trauma. This process should address the impacts of colonial institutes and processes. This initiative should access healing funds targeted at Indian Residential School survivors and their

descendants, as well as health and wellness dollars. The healing initiative should be underway within the first 12 months.

Ensure that encouragement and patience are part of our gentle approach to language instruction to promote healing. We will embrace mistakes as learning opportunities and allow people to speak at their current level of language without fear. Learnings spaces will be safe and promote confidence to communicate in language learners. It will be essential to create a positive classroom environment and use social emotional learning approaches to language.

Strategy 11: Káxlá (Uplift) Haíłzaqvıa

Increase the status and priority of Haíłzaqvıa

Make Haíłzaqvıa the official language of the Haíłzaqv Nation, in the Haíłzaqv Constitution and by drafting a Haíłzaqvıa Declaration. The declaration should be signed by both Heiltsuk Tribal Council and Yımas.

Increase the prioritization and status of Haíłzaqvıa within the community by raising community awareness. We will launch a communication campaign using social media, local ad channel, signage, online videos, and Heiltsuk radio with clear messaging of benefits of speaking Haíłzaqvıa and urgency to preserve language, within 12 months.

Work with all leadership - elected, hereditary, entities - to create buy-in around importance of Haíłzaqvıa. This will include a basic language class for community leadership focused on introductions, welcome speeches, and closing remarks. Additionally, mandatory immersion language training for all boards in community, within 12 months. When high status people within a culture speak a language it raises the status of the language itself. Having leadership as speakers will be key uplifting our language.

Ensure Haíłzaqvıa is included in all other community plans. Ensure resources are dedicated to Haíłzaqvıa and Haíłzaqvıa is listed a community priority.

Strategy 12: Promote Haíłzaqvıa

Increase community-at-large buy-in of Haíłzaqvıa revitalization

Promote Haíłzaqvıa to increase community buy-in to language revitalization. We will have community signs (road signs, buildings, in bandstore) in Haíłzaqvıa within 6

months. We will have 50 QR codes, linked to audio recording, around community within 12 months. We will post on social media 3 times per week in Haítzaqv̓la, within 12 months. We will create Haítzaqv̓la videos as part of our social media strategy. We will have Haítzaqv̓la content on local ad channel within 6 months. We will have our Haítzaqv̓la radio programs active within 6 months. We will launch a community word of the week, with audio and written formats, within 6 months.

The Language Coordinator will send out a monthly update/newsletter to the community on all language work and programs, within 3 months. This update will be posted online and distributed in the community. There will be monthly updates on Heiltsuk radio about language work and programs.

Strategy 13: Increase Use of Haítzaqv̓la in Community

Haítzaqv̓la will be used frequently across many communitiy contexts

There will be increased use of Haítzaqv̓la within cultural settings within 12 months, cultural leaders will be provided Haítzaqv̓la instruction. All prayers at community events will be in Haítzaqv̓la within 12 months. All Haítzaqv̓ leaders will be introducing themselves in Háítzaqv̓la within 12 months, as a result of leadership language classes. All entities will have mandatory Haítzaqv̓la training for all staff within 36 months.

Establish intergenerational language programing, for example a grandchildren Lunch, housed at the Elder's Building and/or Youth Centre, within 12 months, to foster connections between Elders and Children.

The majority of the community will greet each other in Haítzaqv̓la within 36 months, through increased language access and programing. Parents and children will be conversing in Haítzaqv̓la within five years, through language nest and adult immersion programs. Haítzaqv̓la will be used outside of language spaces within 5 years.

Access

Strategy 14: Create More Haítzaqv̓la Learning Opportunities

Increased access for all Haítzaqv̓ to Haítzaqv̓la learning

Increase the number of people learning Haítzaqv̓la by targeting the 18+ and non-school engaged youth, in Bella Bella. Use multiple language learning initiatives to engage adult

learners and urban Heiltsuk - self-guided digital resources, adult immersion program, adult evening class, play-based parent child Haí'tzaqv̓la programs, land-based family immersion camps, staff Haí'tzaqv̓la training, leadership language classes and Haí'tzaqv̓la urban program.

Approximately 1,200 Hátzaqv citizens reside in urban settings and many have requested the opportunity to learn Haí'tzaqv̓la. Haí'tzaqv people have the right to learn their language regardless of where they reside, therefore a community based Haí'tzaqv̓la program will be established in Vancouver. The Urban community-based Haí'tzaqv̓la Program will be meeting on a regular basis within three months.

Strategy 15: Develop Digital Language Learning Tools

Increased access to Haí'tzaqv̓la for urban and non-urban Haí'tzaq

Ensure all Haí'tzaqv have access to Haí'tzaqv̓la through direct instruction or digital self-guided learning tools. Digital self-guided learning tools will included:

- Web-based dictionary with audio of multiple speakers pre-word
- Dictionary app
- Language learning game app
- Language learning website
- First Voices Archive
- Online Intro to Haí'tzaqv̓la course
- Online Intermediate Haí'tzaqv̓la course
- eBooks

The web-based dictionary and app will be complete within 36 months. The language learning game app will be launched within 12 months. The Language learning website will be ready in 12 months. The First Voices Archive will be ready within 24 months. There will be an online introduction to Haí'tzaqv̓la within 12 months, with and intermediate course to follow within 24 months. 20 ebooks will be created in 12 months and 15 more a year for five years, totalling 80 eBooks in five years.

There will be access to physical language tools (vocabulary and grammar texts, CD's, tablets) and in community language lessons for on-reserve members. Of course on-reserve members will also have access the digital tools asl well.

Strategy 16: Create More Haí'tzaqv̓la Learning Resources

Ensure the accessibility of Haí'tzaqv̓la irregardless of access to technology and connectivity

There will be more digital and physical language learning tools developed and available to the community. These tools will include:

- Fully functioning digital archive with sound files, pictures, search functions, and categories (36 months)
- 80 Ebooks within five years (20 in 12 months, +15 every year after 1st year)
 - CD's and physical books for all ebooks
- Online Haí'tzaqv̓la courses (Intro 12 months, Intermediate 24 months)
 - These will also be taught in the community out of the Heiltsuk College
- Animations of stories in Haí'tzaqv̓la (5 years)
- Early literacy tools and picture dictionary (36 months)
- Heiltsuk Radio to host 5 to 7, 30 minute, Haí'tzaqv̓la lessons per week, broadcasted twice per day (6 months)
 - Heiltsuk Radio will have one hour of additional Heiltsuk content broadcasted per day (music, old interviews, etc)
- Learning Tips Sheet (6 months)
- Haí'tzaqv̓la sound and pronunciation learning tool (12 months)
- Haí'tzaqv̓la alphabet song (12 months)
- Text on standard spelling and writing system (24 months)
- Haí'tzaqv̓la anthem (12 months)
- Learning system for Haí'tzaqv̓la orthography (24 months)
- A series of culture and history books (36 months)

Preservation

Strategy 17: Digitization and Activation of Existing Haí'tzaqv̓la Resources

Haí'tzaqv̓la resources will be more accessible to Haí'tzaqv̓

The preservation of Haí'tzaqv̓la has been underway since the early 1970's. Many Haí'tzaqv̓la learning tools and texts have already been created. These texts and tools will be digitized and stored in an online library for access to the community. A plan for access and protection of information will be developed before library is launched.

Strategy 18: Continue Documentation of Haíłzaqvıa

Haíłzaqvıa words, phrases, and structure will be preserved for future generations

The ongoing work of preserving Haíłzaqvıa will continue. The digitization process will be fully funded, including equipment, within 12 months. We will develop a digital language domains tool with pictures and sound files within 36 months. All 400 cassette tapes housed in the Heiltsuk Cultural Education Centre will be digitized and accessible to community.

We will work with first language speakers to create a comprehensive grammar text, within 24 months, building on the work that has already been completed. We will have a best practices for learning Haíłzaqvıa resource within 24 months. We will have decoding materials (phonics for Haíłzaqvıa) within five years.

There will be ongoing recording of fluent speakers, with 10 fluent speakers recorded one or two times within the first 12 months. Conversational Haíłzaqvıa will be recorded and accessible, using natural pairs of speakers within the community, within 24 months. We will record audio and written forms of unrecorded Haíłzaqvıa words, at least 100 unrecorded words a years.

Strategies At A Glance

Governance

Strategy 1: Active Haí'tzaqv̓la Authority Board

Haí'tzaqv̓ are exercising full jurisdiction and governance over Haí'tzaqv̓la

Strategy 2: Haí'tzaqv̓la Revitalization Centre

Home for the Haí'tzaqv̓la Authority board and dedicated language revitalization space

Strategy 3: Increase Collaboration between all Haí'tzaqv̓la Stakeholders

More effective and efficient language programing

Capacity Development

Strategy 4: Invest in Our Language Instructors & Fluent Speakers

Increase language teaching capacity of Haí'tzaqv̓la instructors and fluent speakers

Strategy 5: Build Community Language Team

Increase number of people working on language revitalization

Strategy 6: Haí'tzaqv̓la Teacher Education Program

10 teachers able to teach BC curriculum in Haí'tzaqv̓la immersion

Strategy 7: Curriculum Development

All language programs using a cohesive, comprehensive Haí'tzaqv̓la curriculum

Immersion

Strategy 8: Create Immersion Opportunities Across the Lifespan

Double fluent speakers in 5 years

Strategy 9: Awaken Haí'tzaqv̓la in Silent Speakers

Transform 30 silent speakers into fluent speakers in 5 years

Káx̓la - Promotion

Strategy 10: Address Intergenerational Language Trauma

Healing of intergenerational language trauma

Strategy 11: Káx̓lá (Uplift) Haí'tzaqv̓la

Increase the status and priority of Haí'tzaqv̓la

Strategy 12: Promote Haí'tzaqv̓la

Increase community-at-large buy-in of Haí'tzaqv̓la revitalization

Strategy 13: Increase Use of Haí'tzaqv̓la in Community

Haí'tzaqv̓la will be used frequently across many communtiy contexts

Access

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Strategy 16: Create More Haí'tzaqv̓la Learning Resources

Ensure the accessibility of Haí'tzaqv̓la irregardless of access to technology and connectivity

Preservation

Strategy 17: Digitization and Activation of Exisiting Haí'tzaqv̓la Resources

Haí'tzaqv̓la resources will be more accessible to Haí'tzaqv̓

Strategy 18: Continue Documentation of Haí'tzaqv̓la

Haí'tzaqv̓la words, phrases, and structure will be preserved for future generations

Timeline



Year 1

Haíłzaqv̓la official language of Haíłzaqv̓ Naiton. Haíłzaqv̓la Authority Board operational. Feasibility study and funding for Haíłzaqv̓la revitalization centre complete. Professional development started and ongoing. Guidelines for fluent speaker shared out. Haíłzaqv̓la Coordinator, Assistant, and Instructor working full-time, + First Voices Team. Action plan for teaching education program. Cohort 1 of immersion program. Two language immersion family camps. Silent speakers program. Leadership class & communication campaigns complete. Language game app, Online Intro to Haíłzaqv̓la, and 20 eBooks complete. 100 new recordings of Haíłzaqv̓la speakers.



Year 3

Governance working ongoing. Haíłzaqv̓la Revitaization Centre complete and operating. Professional development ongoing. 3rd Instructor added to team. 1st cohort transitioning to teacher education program. Years 4 to 6 of curriculum complete. Online Dictionary with multiple speakers and Dictionary App complete. Early literacy tools, series of culture & history books complete. Preservation working ongoing.



Year 5

Haíłzaqv̓ exercising full jurisdiction over Haíłzaqv̓la. Significantly increased capacity of community, instructors, and fluent speakers. Curriculum complete to year 10. Status and community buy-in have increased significantly. Access to Haíłzaqv̓la has increased for all Haíłzaqv̓. Parents and children conversing in Haíłzaqv̓la. Haíłzaqv̓la spoken widely in community. Ready to transform school to immersion.



Year 2

Break ground on Haíłzaqv̓la Revitalization Centre. Increased collaboration between language stakeholders. 2nd Instructor, Language Nest Team, 5 Resource Elders, Digitation & Documentation Technicians, and Curriculum Design Team working full-time. Years 1 to 3 of curriculum complete. 2 cohorts of adult immersion program. Language nest is in full-immersion. Fluency scale developed. Healing initiative underway. Increased use of Haíłzaqv̓la in community contexts. Language Learning Website, First Voices Archive, Online Intermediate Haíłzaqv̓la, and 15 more eBooks complete. Grammar text and orthography learning program complete. Preservation work ongoing.



Year 4

Governance work ongoing. Language nest and Adult Haíłzaqv̓la Immersion programs running out of Haíłzaqv̓la Revitalization Centre. Professional development ongoing. Curriculum design team creating learning resources for immersion programs and curriculum tools. 10 new language teachers will be certified. Silent speaker and healing work is ongoing. First Voices Archive work complete. Preservation work is ongoing.

Implementation & Accountability

Governance

Heiltsuk Tribal Council & the Haíłzaqv̓la Authority Board will be the bodies responsible for monitoring and evaluating the strategies under the core area of governance. Fund for these strategies will come directly from Heiltsuk Tribal Council 's Haíłcistut process, under the language priority house post.

Capacity Development

All language stakeholders will invest in our language instructors and fluent speakers. This will be funded partly through the Haíłcistut process and partly through stakeholder budgets. Heiltsuk Tribal Council will decide on the how the community language team is administered. The funding for the language team will come from the Haíłcistut process. The Heiltsuk College, Bella Bella Community School, and the subcommittee “collaborating with external insititutions” of the Haíłzaqv̓la Authority Board will be responsible for the implementation of the Haíłzaqv̓la Teacher Education Program. The following stakeholders will be involved in curriculum development: Bella Bella Community School, Heiltsuk College, Sasum House, Day Care, and Heiltsuk Cultural Education Centre, as well as the subcommittees on “curriculum development” and “new/old language” of the Haíłzaqv̓la Authority Board.

Immersion

The Heiltsuk College and a public university will be the main organizations responsible for the implementation of the full-time adult immersion program. Haíłcistut will fully fund the adult immersion program. The Day Care, Sasum House, and Haíłzaqv̓la Authority Board will be responsible for the implementation of the language nest. Targeted funds and Haíłcistut will fund the language nest. Qqs (Eyes) Project Society and the Haíłzaqv̓la Authority Board will be responsible for implementing the land-based immersion programs. The Heiltsuk College will be responsible for implementing the silent speakers program.

Káx̓la - Promotion

The Haíłzaqv̓la Authority Board, including stakeholders, and the Haíłzaqv̓ people will responsible for implementing these strategies. There will be a once a year community meeting to monitor and evaluate the progress on these strategies. The development of the healing iniative will be funded by the Haíłcistut process, targeted funds will be need to be accessed for the implementation.

Access

The digital language learning tools strategy will be implemented by Bella Bella Community School, Heiltsuk Cultural Education Centre, Language Coordinator and Curriculum Design Team. Funding will flow from FNEESC, Heiltsuk Cultural Education Centre, FPCC and Haíłcistut for these projects. The stakeholders responsible for language instructor will responsible for implementing the creation of more learning opportunities. The Curriculum Design Team will be responsible for the development of more learning resources, funded by Haíłcistut.

Preservation

The documentation and digitization work will be implemented by the Heiltsuk Cultural Education Centre, Documentation Technician, and Digitization Technician. Funds will flow from the Haíłcistut process and Heiltsuk Cultural Education Centre.