

Native American Policies and Procedures

It is the intent of the Plummer-Worley Joint School District that all Native American children of school age have equal access to all programs, services and activities offered within the school district. To this end, the Plummer-Worley Joint School District will consult with local tribal officials and parents of Native American children in the planning and development of Native American Policies and Procedures (IPPs), general education programs, and activities. These policies and procedures will be reviewed annually, and revisions will be made within 90 days of the determination that requirements are not being adequately met.

ATTESTATIONS

The Plummer-Worley Joint School District attests that it has established Native American Policies and Procedures (IPPs) as required in section 7004 of the Impact Aid law for any children claimed who reside on eligible Native American lands. The IPPs have been adequately disseminated to the tribes and parents of children residing on eligible Native American lands. A copy of the current policies and procedures was attached to the FY 2021 Impact Aid application.

The Plummer-Worley Joint School District attests that it has provided a copy of written responses to comments, concerns and recommendations received from tribal Leaders and parents of Native American children through the Native American policies and procedures consultation process and disseminated these responses to tribal Leaders and parents of Native American children prior to the submission of their FY 2021 Impact Aid application.

Parent Advisory Council

The Parent Advisory Council is comprised of parents of Native American students enrolled in the Plummer-Worley School District. The PAC meets a minimum of twice each year.

Native American Policies and Procedures

The following Native American policies and procedures become effective upon school board approval.

POLICY (1): The District will disseminate this policy, relevant applications, evaluations, program plans, and information related to the District's education program and activities at least one week prior to meetings to allow tribes and parents of Native American children the opportunity to review and make recommendations. [34CFR222.94(a)(1)]

Procedure 1: The District Administrator/designee will, as soon as reasonably possible after such information becomes available, but not later than one week in advance of the spring PAC meeting, email to Native American parents and Tribal officials a copy of the following documents:

- Summary of Impact Aid FY 2021 application (without any personally identifiable information);
- Evaluation of all educational programs; and
- Plans for education programs the District intends to initiate or eliminate.

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Information regarding these materials will be included in the District's regular e-newsletter to the community, which is typically distributed on a weekly basis during the school year. Additionally, the information will be posted to the district's webpage and advertised via the district's Facebook page.

Parents of Native American children, tribal officials and the public will be given notice of any and all meetings related to equal participation or the content of the educational program by including information about meeting times and locations in the questionnaire to be disseminated in the fall. The location, date and time of any meeting described above shall be posted in the same manner as a legally posted Board meeting. Information regarding these materials will be included in the District's regular e-newsletter to the community. Additionally, the information will be posted to the district's webpage and advertised via the district's Facebook page.

POLICY (2): The Plummer-Worley Joint School District will provide an opportunity for the Coeur d'Alene Tribe and parents of Native American children to provide their views on the District's educational program and activities, including recommendations on the needs of their children and on how the District may help those children realize the benefits of the educational programs and activities. [34CFR222 .94(a)(2)]. The district will:

- (i) Notify tribes and the parents of Native American children of the opportunity to submit comments and recommendations;
- (ii) Will consult with the Tribe to determine the preferred method of communication and to the extent possible accommodate their preferred method of communication, said communication to be made in writing to the Tribal Chairman with a copy of the director of the Department of Education; and
- (iii) Modify the method of and time for soliciting Native American views, if necessary, to ensure the maximum participation of tribes and parents of Native American children.

Procedure 2: In order to allow Native American parents and tribal officials to make commentary concerning (1) the needs of their children and the ways in which they can assist them in realizing the benefits of the education programs; (2) the overall operation of the District's education program; and (3) the degree of Parent participation allowed in the same, the district will survey parents at the fall (November) and spring (March) parent/teacher conferences. This survey will also be distributed via email to Native American families and Tribal officials.

If participation in the survey results in a low return rate or the established meeting has low participation by the parents of Native American children and tribal officials, the Plummer-Worley Joint School District will re-evaluate its plan and consult with parents of Native American children and tribal officials on ways to improve and enhance participation in the consultation process. The Plummer-Worley Joint School District may re-locate meetings or times to encourage participation.

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The Native American Parent Advisory Committee of the Plummer-Worley Joint School District will meet at least semi-annually, in December and April of each year, for the purpose of reviewing survey results and addressing comments and concerns of parents of Native American children regarding the District's educational programs and activities. The meeting agendas are posted, and all meetings are open to the public allowing for tribal officials as well as parents of Native American children the opportunity to submit comments and recommendations for consideration.

Native American parents and Tribal officials will be given notice of all meetings via email and the district messaging system at least one week in advance of the meetings.

At each of the monthly school board meetings, a section of time is set aside for communications from the public. This is a time to offer comments and suggestions regarding programming for Native American students. Preferred methods of communication have been discussed with tribal officials. Currently, the methods of communication used are email, social media, and regular monthly meetings between the Superintendent and Tribal Chairman. Suggestions for ways to maximize participation from tribal officials and parents of Native American children will be seriously considered.

Information will be included in student handbooks/enrollment packets regarding opportunities to provide input to the District.

The District and Native American Education Committee representatives will schedule meetings with the Coeur d'Alene Tribe to discuss ongoing programming goals.

POLICY (3): The Plummer-Worley Joint School District will annually assess the extent to which Native American children participate on an equal basis with non-Native American children in the District's education program and activities. [34CFR222.94(a)(3) The district will:

- (i) Share relevant information related to Native American children's participation in the District's education program and activities with tribes and parents of Native American children; and
- (ii) Allow tribes and parents of Native American children the opportunity and time to review and comment on whether Native American children participate on an equal basis with non-Native American children.

Procedure 3: The Plummer-Worley Joint School District shall annually analyze participation rates of Native American children compared to other children in all aspects of the educational program and school sponsored activities. The district will:

- (i) Monitor Native American children's participation in the District's academic program, extracurricular, and co-curricular activities;
- (ii) Review student data to assess the extent of Native American children's participation in the above on an equal basis with non-Native American students;

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- (iii) Share its assessment of Native American student participation, related academic achievements, and other related data with the parents of Native American children and the Tribe by posting on the district website.
- (iv) Parents of Native American children, the Tribe, and other interested parties may express their view on participation through direct communication with the district, at monthly school board meetings, electronic surveys or at semi-annual PAC meetings during the months of December and April of each year;
- (v) Email annual School and District Report Cards to the Public to Native American parents and the Tribe.
- (vi) The district will email the assessment to Native American parents and the Tribe at least one week in advance of the spring meeting. If it is determined there are gaps in Native American participation in the District's academic program, extra-curricular, and cocurricular activities, the school board will consider the recommendations of the parent advisory council to modify its program(s) in such a way as to improve Native American participation.

The Plummer-Worley Joint School District's administration, in conjunction with the Native American Parent Advisory Committee, will review semi-annual survey data and comments gathered from families and students.

The results of the data and its comments will be shared with all interested parties in the district. Additionally, discussion of these comments will become part of the Committee's approved minutes. Parents of Native American children and tribal leaders are notified of the opportunity to submit comment through e-newsletter, the district messaging system and on social media and school district websites. Parents of Native American children and tribal officials may make comment on equal participation at the semi-annual PAC meetings or at the January school board meeting.

This data will be utilized to develop appropriate supports for various programs.

During the public hearing in January, the school district will present information relating to Native American children's participation in the District's education programs and activities. This information will also be made available to the parents of Native American children, tribal officials and the Native American Parent Advisory Committee via email and advertised via the district's website and Facebook page at least one week prior to the meeting.

If it is determined that there are gaps in Native American participation in the educational program or activities, the Plummer-Worley Joint School District in consultation with the Native American Parent Advisory Committee and tribal officials, will modify its education program in such a way as to improve Native American participation.

POLICY (4): The Plummer-Worley Joint School District will modify the IPPs if necessary, based upon the results of any assessment or input described in this document. [34CRF222.94(a)(4)]

Procedure 4: During the annual organization meeting of Native American Parent Advisory Committee in December of each year, the Native American Policies and Procedures will be reviewed and revised if necessary. Parents of Native American children and tribal officials may make recommendations to the

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IPPs at this meeting. If modifications are necessary, the district will review recommended modifications at the next regularly scheduled board meeting. All changes approved by the school board become effective upon approval by the school board.

The Plummer-Worley Joint School District will notify parents of Native American children, tribal officials and the public of any changes to the Native American Policies and Procedures by email, posting to the district's webpage, and advertising through the District's Facebook page.

POLICY (5): The Plummer-Worley Joint School District will respond annually in writing to comments and recommendations made by tribes or parents of Native American children and disseminate the responses to the tribe and parents of Native American children prior to the submission of the IPPs by the DISTRICT. [34CRF222 .94(a)(5)]

Procedure (5): All comments, and recommendations received via all consultation methods regarding IPPs, educational program, equal participation assessment, etc. must be tracked and responded to each year. Examples of consultation methods include but are not limited to surveys, parent meetings, advisory meetings, board meetings, and in person consultations. The Plummer-Worley Joint School District will annually respond in writing to comments and recommendations made by the Native American Parent Advisory Committee, tribal officials, or parents of Native American children, and disseminate the responses to all parties by email, posting to the district webpage, and advertising on the District's Facebook page prior to the submission of the IPPs by the District and prior to the submission of the Impact Aid application to the U. S. Department of Education.

POLICY (6): The Plummer-Worley Joint School District will provide a copy of the IPPs annually to the affected tribe or tribes. [34CR F222.94 (a)(6)]

Procedure (6): Plummer-Worley Joint School District will annually provide a copy of the current Native American Policies and Procedures to the Coeur d'Alene Tribe by mail or hand delivery to Tribal Headquarters. This will also be included in the District's regular e-newsletter to the community. Additionally, the information will be posted to the district's webpage and advertised via the district's Facebook page.

- LEGAL REFERENCES:
- 34CFR222.94(a)(1)
 - 34CFR222.94(a)(2)
 - 34CFR222.94(a)(3)
 - 34CRF222.94(a)(4)
 - 34CRF222.94(a)(5)
 - 34CRF222.94(a)(6)

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Policy History:

Adopted on: 12/11/2017

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