

SOVEREIGNTY IN INDIAN EDUCATION (SIEG)



Department of Diné Education

Dr. Tommy Lewis, Superintendent

Mr. Darrick Franklin, Educ. Specialist

Dr. Janet Slowman-Chee, Lead Consultant



PRESENTATION OVERVIEW

- **Invocation**
- **Welcoming and Introduction**
 - Dr. Tommy Lewis, Superintendent of Schools
- **Review: Frequently Asked Questions (FAQ)**
- **Historical points** in Navajo History in regards to Education
- **Diné (Navajo) SIEG Presentation**
- **Public Comments**



FREQUENTLY ASKED QUESTIONS

- Is the Navajo Nation implementing a one grant concept? **NO**
 - One grant concept means all federal funds combined and allocated to Navajo government first, then distributed to schools.
 - Study explored the one grant concept as an options; however it was not feasible at this time.
- Is Department of Diné Education developing all of the plans for transfer of authority? **NO**
 - DoDE sought out expert consultants and stakeholders throughout the Navajo Nation to develop policy and procedures. DoDE continues to be committed to the transfer of BIE authority and to establish the foundation for building a strong Diné nation.



FAQ CONTINUED:

- Is the Department of Diné Education, Navajo Nation, or “Window Rock” taking over the BIE funded schools? **NO**
 - DoDE is a Navajo government agency responsible for establishing regulatory controls and carrying out compliance mandates
 - It is proposed that the Navajo Nation convert the 32 BIE operated schools to “Tribal Controlled Schools” as allowed by P.L. 100-297. The 32 schools will be transferred into a new education system called Diné Consolidated School System
- Will the schools receive their funding? **YES**
 - Schools will receive direct funding from Bureau of Indian Education (BIE) through the regional grantees. The money will not go through the Navajo Nation or DoDE (refer to Chart 1)
 - P.L. 100-297 is the law that governs grant schools funding. ISEP will determine funding levels per school.

FAQ CONTINUED:

- Will a school board still be under the BIE School Governance system when converted to Diné Consolidated School System? **NO**
 - Pursuant to P.L. 95-561, a school board serves in advisory capacity, and are only consulted on all school matters.
 - Once BIE schools are converted to tribally controlled schools within the DCSS, regional school boards will have full governance authority
- Will Diné Consolidated School System be grounded in student achievement and quality education? **YES**
 - Areas of School Reform:
 - Secure Highly effective Teachers and Principals
 - Establish agile school and learning environments
 - Promote self-determination in the education for Diné Nation
 - Develop partnerships with various entities to strengthen schools



FAQ CONTINUED:

- Will the Navajo Nation or DoDE be operating the schools? **NO**
 - Schools will be operated by the Diné Consolidated School System.
- Will the Navajo Nation or DoDE take indirect cost from the schools allocation? **NO**
 - The school will receive their full funding directly from the federal government as authorized by P.L. 100-297



HASTIIN CH'IL HAAJIIN DÓÓ ASDZÁÁ TL'ÓGI




Diné College
Website




The Navajos have a long history of dedication to education for their people. A few days before his death in 1893, the great chief, Hastiin Ch'il Haajiin (Manuelito) said, "*My grandchild, education is the ladder. Tell our people to take it.*" For the past five decades, the Navajos have allocated a relatively large proportion of their efforts and resources to improving educational opportunities for their tribal members.

DINÉ (NAVAJO) EDUCATION

- **1870** Congress appropriates \$100,000 to fund federal industrial schools for American Indians. The appropriation is the first monetary funding of Indian education in general.
 - **1878** Convinced of the necessity of education, Chief Manuelito, sent his sons and a nephew to Carlisle Indian School. However, they all died before they finished school; one son and a nephew died while home on a visit; the other son died at Carlisle.
 - **1887** Policy was adopted which physically forced some of the Navajo Children to attend off reservation schools, built for all Indians in such locations as Albuquerque, Phoenix and Fort Lewis
 - **1900-1910** Boarding schools opened up on the Navajo Reservation; the first six boarding schools were built in Tuba City (1902), Shiprock (1903), Tohatchi (1904), Crownpoint (1909), Leupp (1909) and Chinle (1910).
 - **1926** Secretary of Interior requested a thorough study of Indian conditions in the United States. The result is what is usually referred to as the Merriam Report.
 - **1966** With funding from Office of Economic Opportunity (OEO) and BIA, the Rough Rock Demonstration School began operation, as the first Indian-controlled school in the country.
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DINÉ (NAVAJO) EDUCATION (CONT.)

- **1970** Nixon's "Special Message on Indian Affairs." President Richard M. Nixon delivered a speech to Congress which denounced past federal policies, pronounced the end of termination, and called for a new era of self-determination for Indian Peoples.
 - **1975** Indian Self-Determination and Education Assistance Act (P.L. 93-638). This law recognized the obligation of the US to provide for maximum participation by American Indians in federal services to and programs for Indian communities, established a goal to provide education and services permitting Indian children to achieve, and declared a commitment to maintain the federal government's trust relationship and responsibility to individual Indians and tribes.
 - **1988** P.L. 100-297 "Trially Controlled Schools Act" provided tribal governments or tribal organizations the ability to convert existing BIE-operated (federal) schools into P.L. 100-297 grant schools who total authority over schools. Under P.L. 100-297, funding goes directly to the schools.
 - **2005** Navajo Nation Council passed the Navajo Sovereignty & Education Act of 2005 that established a Navajo Nation Board of Education and Department of Diné Education as the administrative and regulatory agency to oversee operations of all schools under its jurisdiction. (Resolution CJY-37-05)
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PURPOSE OF SIEG

- Strengthen the Navajo Nation to sustain and build capacity for federally funded schools per:
 - P.L. 100-297, Tribally Control Schools Act
 - P.L. 93-638, Indian Self Determination Act
 - Navajo Nation Code Title X
 - Whereby Navajo Nation declares its inherent right to govern the education of its citizens (10 N.N.C SS 1 et seq.)
 - School Reform
 - Revitalize Navajo Language and Culture
- To develop the Diné Consolidated School System (DCSS)
 - Establish excellence in education for all students
 - Revitalize the Navajo Language and Culture Curriculum
 - Establish operation effectiveness in federally funded schools



YEAR ONE: OCT 2014 - SEPT 2015

Desired Outcomes:

1. Transfer of authority and resources of the 32 BIE operated schools to the Navajo Nation
2. Develop a framework of best practices for 32 BIE operated schools in areas of:
 - a. Human Resource
 - b. Finance
 - c. School Governance
 - d. Curriculum

Strong emphasis on

- PL 100-297
- PL 95-561
- PL 93-638
- Navajo Nation Code, Title X
 - School reform (improve Student Achievement/promote College and Career Readiness)
 - Revitalize Navajo language and culture
 - Whereby Navajo Nation declares its inherent right to govern the education of its citizens (10 N.N.C §§1 et seq.)



DESIRED OUTCOMES (CONT.)

3. Increase yearly academic achievement for all students
4. Increase high school graduation rates
5. Decrease the high dropout rate
6. Prepare students to obtain acceptable ACT/SAT scores for admission to college, universities and vocational institutions
7. Build and sustain authority and leadership of the Navajo Education system
8. Conduct research, gather, analyze and dissemination of data
 - Human Resource
 - Finance
 - School Governance
 - Curriculum



SIEG WORK PLAN

- Human Resource, Finance, Governance, Curriculum
 - Technical Design/Framework
 - Research based best practices
 - Calendar of events
 - Plan of Action
 - Policies and Procedures Manual
 - Other



DoDE WILL BE WORKING WITH EXPERTS IN THE THREE AREAS OF SCHOOL OPERATION

Experts from

- DoDE
- Federally funded schools
- Public School
- Retired Educators
- Non Navajos
- Non American Indian
- Others



HUMAN RESOURCE

○ 2 Lead Expert Consultants:

- Current Superintendent
 - Former Human Resource Director
 - Retired Educator

○ Work Documents:

Policies and Procedures

Organizational charts

Position Descriptions

Salary Scale

BIA Manual

Other



FINANCE

- **Lead Expert Consultant:**
 - Retired BIE employee, Very knowledgeable in Finance
- **All SIEG expert consultants and DODE staff review the work**

- **Work Documents:**
 - Organizational chart: Five Grantees, 638 contract
 - Expert on PL 95-561, PL 93-638, PL 100-297
 - Position description
 - Advantages/Disadvantages of PL 93-638, PL 100-297, BIA/BIE funding process



CURRICULUM

•2 Lead Expert Consultants:

◦Administrator Certification, and DoDE Staff

◦DODE Staff: From the Office of Standards, Curriculum and Assessment Development (OSCAD)

•3 Navajo Language Teachers

• From BIE schools and Public schools

•Work Documents:

• Technical Design/Framework

• Research based effective practices

• Integration of Dine Content Standards

• All Common Core disciplines

◦ Language Arts, Reading, Math, Science Exceptional Education, Social Studies, Visual Arts, Technology, other.

• Student academic assessment

• Teacher performance/assessment

• Professional Development




SCHOOL GOVERNANCE

- **2 Lead Expert Consultants:**
 - **Current Superintendent and Current Tribal Leader**
 - Former NN Council Delegate
 - DBOSBA, Executive Director
 - University Professor

 - **Work Documents:**
 - 1. School Board Code of Ethics
 - 2. School Board Policies and Procedures
 - 3. School Board By-laws

 - The foundation for the School Governance will be the Navajo Nation law, Sovereignty in Navajo Education Act, Title 10

 - Navajo Nation Election laws – School Board section
 - PL 100-297
 - PL 93-638
 - PL 95-561
 - Other
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CURRENT STATUS OF FEDERALLY FUNDED SCHOOLS

- 32 BIE operated
- 33 Tribally controlled
- 1 Contract
- **“Pros and Cons”** within:
 - Human Resource
 - Finance/Business
 - School Governance
 - Curriculum/Academics
- Evident in:
 - School audit reports
 - Student academic assessment scores
 - Employment (returning employees vs. high turnover)
 - Certified Employees (Degree vs. License)



SIEG TIMELINE

August 2014, Navajo Board of Education approved submission of SIEG

Quarter 1

October to December, 2014

- November 2014, SIEG funds received by the Navajo Nation. **Completed**
- January 30, 2015, 1st Quarter Report Due to BIE. **Completed**

Quarter 2

January to March, 2015

- January 2015, SIEG funds - 164 Review approved, signed by NN President, **Completed**
 - Met with Lead Consultants, **Completed**
 - Educate and Seek support from Navajo Nation Board of Education (NNBOE) and Health, Education, Human Service Committee (HEHSC) to implement SIEG, **ongoing**
- April 30, 2015, 2nd Quarter Report Due to BIE. **Completed**



SIEG TIMELINE (CONTINUED)

Quarter 3

April to June, 2015

- Team leaders to meet with Expert Consultants
 - Develop Calendar of Events
 - Public Hearing/Meetings
 - Identify Location of Education Resource Centers
 - Develop Plan of Action
 - Framework

Completed
- Secure support from NNBOE and HEHSC
 - NNBOE Disseminate Information to their Regional Areas, **on-going**
- Draft Policies and Procedures, **on-going**
- July 31, 2015, 3rd Quarter Report Due to BIE
- August, 2015, Submit Year Two Proposal to BIE

Quarter 4

July to September, 2015

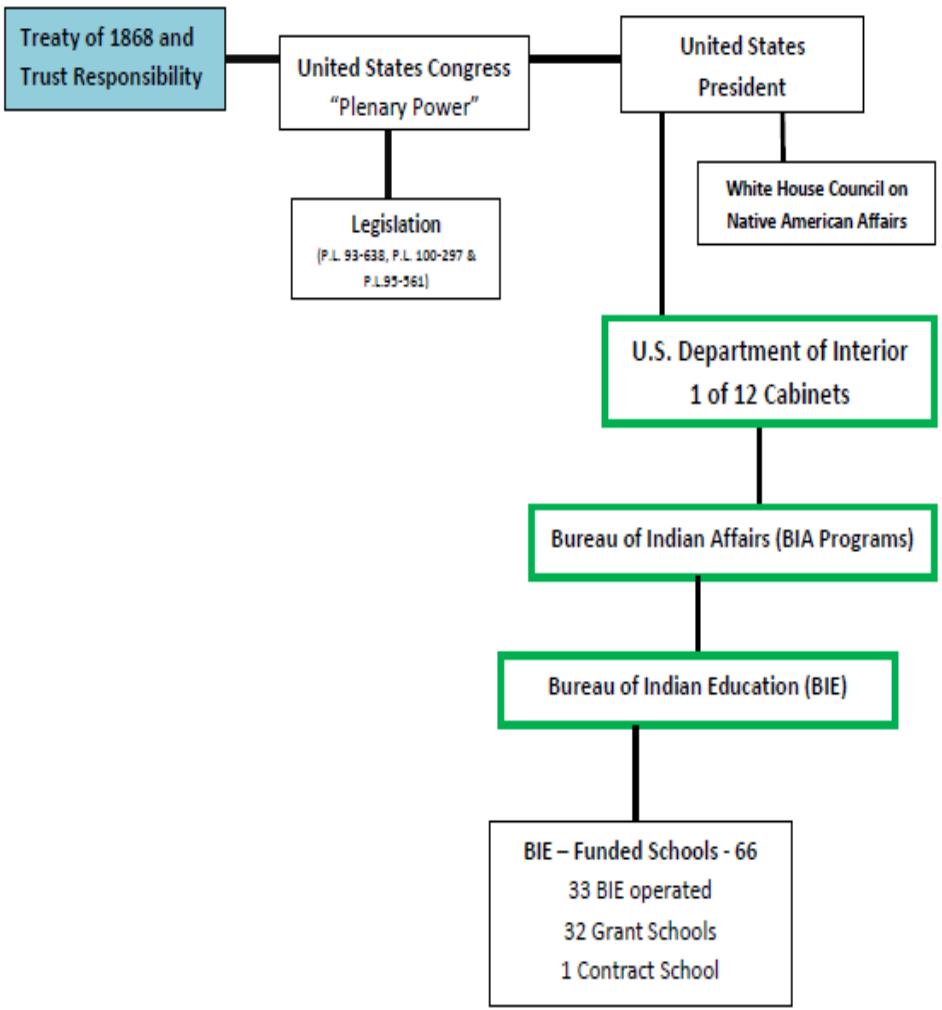
- Finalize Policies and Procedures, **On-going**
- Conduct Public Meetings
 - Finance
 - Human Resource
 - Governance
 - Curriculum

On-going: November, 2015
- August 21, 2015, DoDE to present SIEG report to BIE, Washington DC
- October 31, 2015, 4th Quarter Report Due to BIE

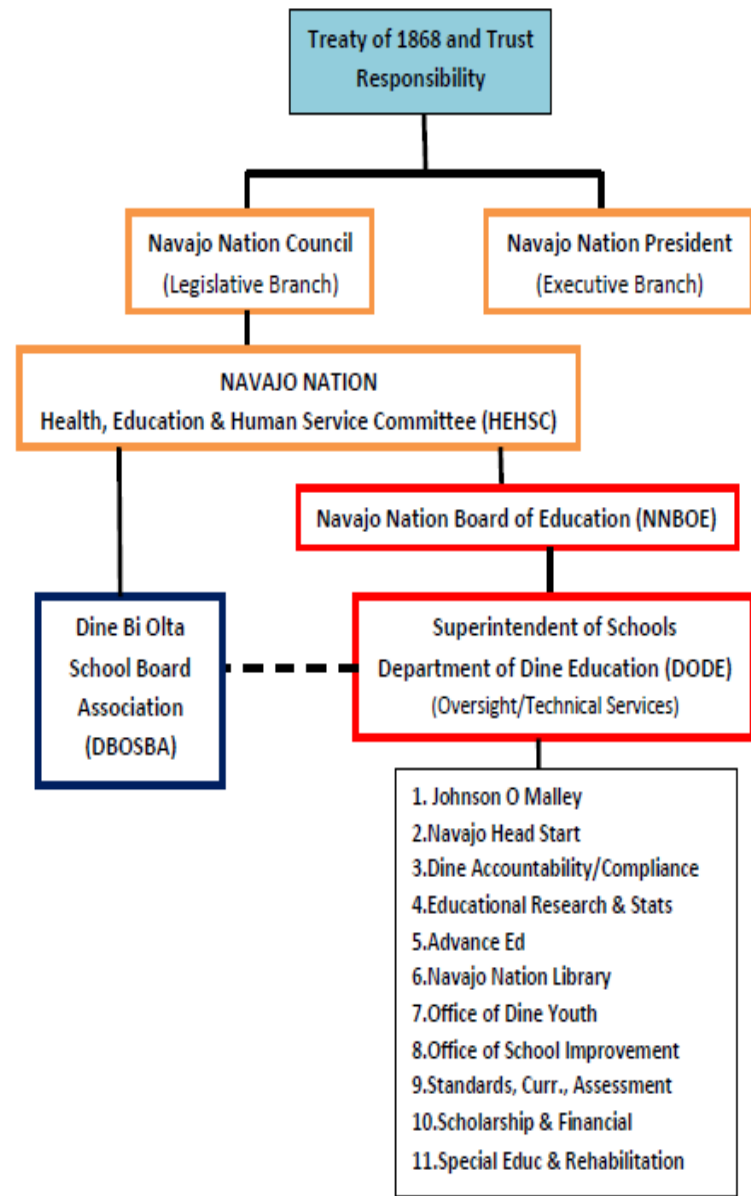


CURRENT STRUCTURE

Bureau of Indian Education



Department of Dine Education



7/7/15
jsc

PROPOSED BIE "TRANSFER OF AUTHORITY" AND RESOURCES

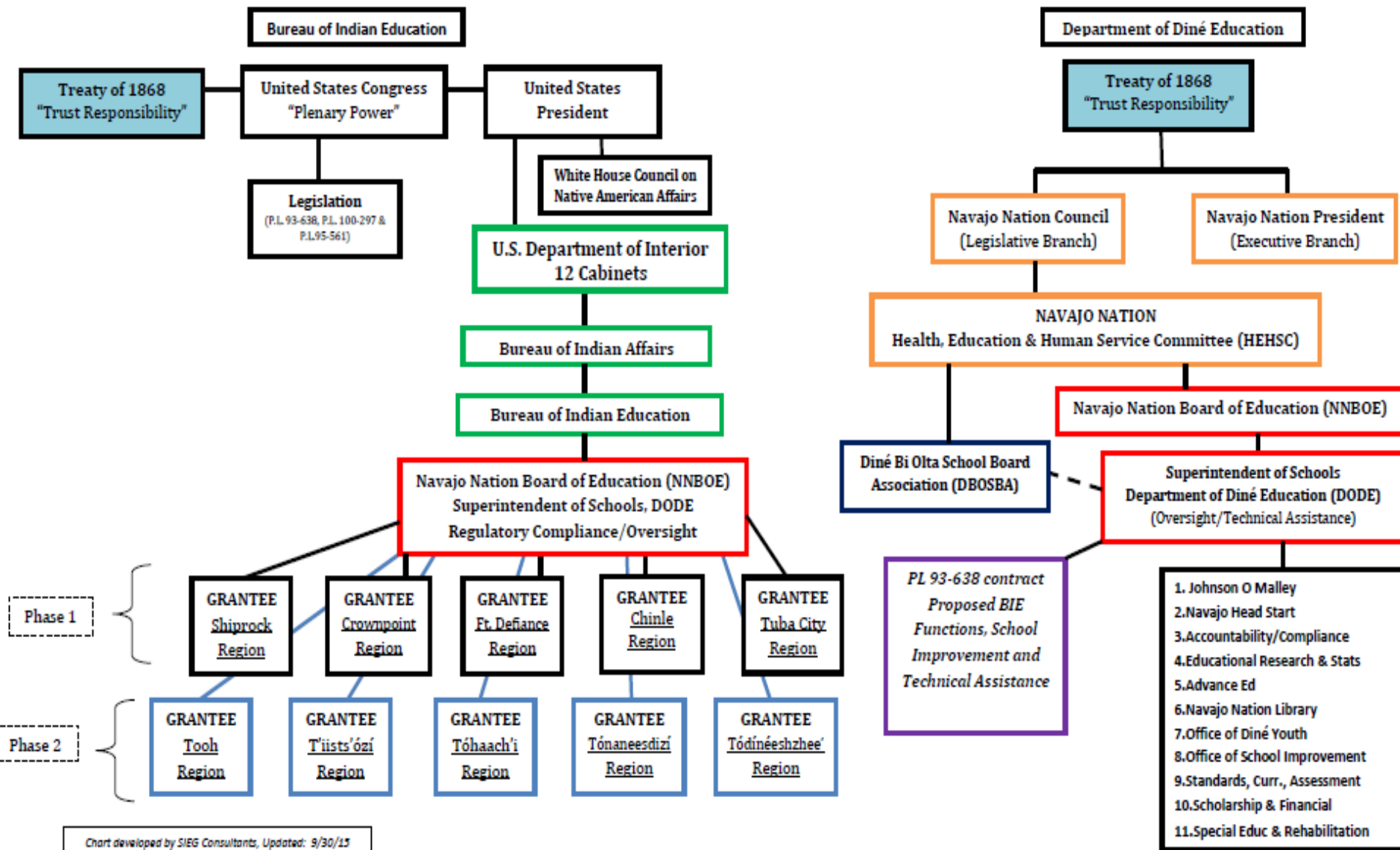
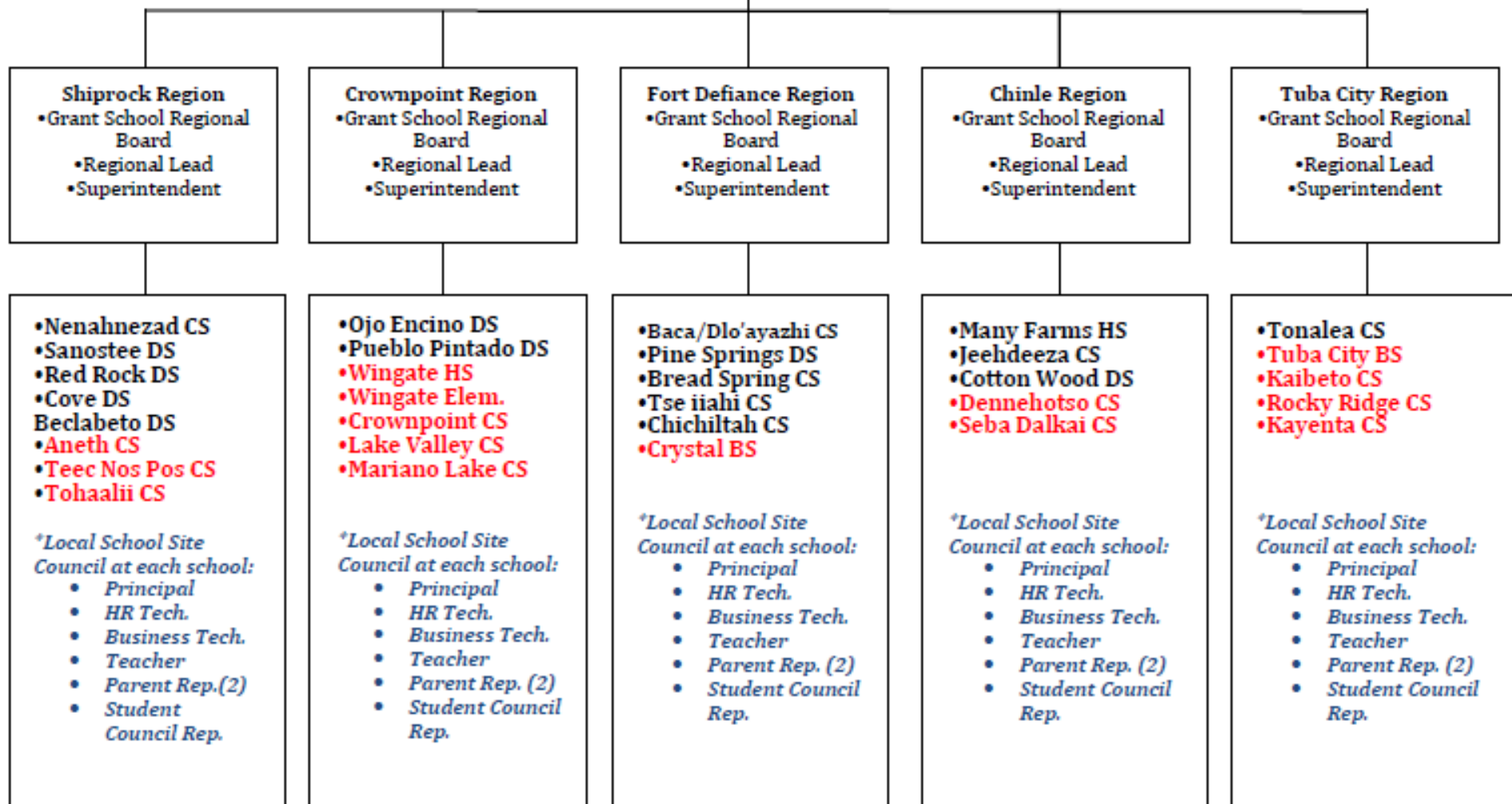


Chart developed by SIEG Consultants, Updated: 9/30/13

Phase 1
(32 BIE Operated Schools)

Diné Consolidated School System

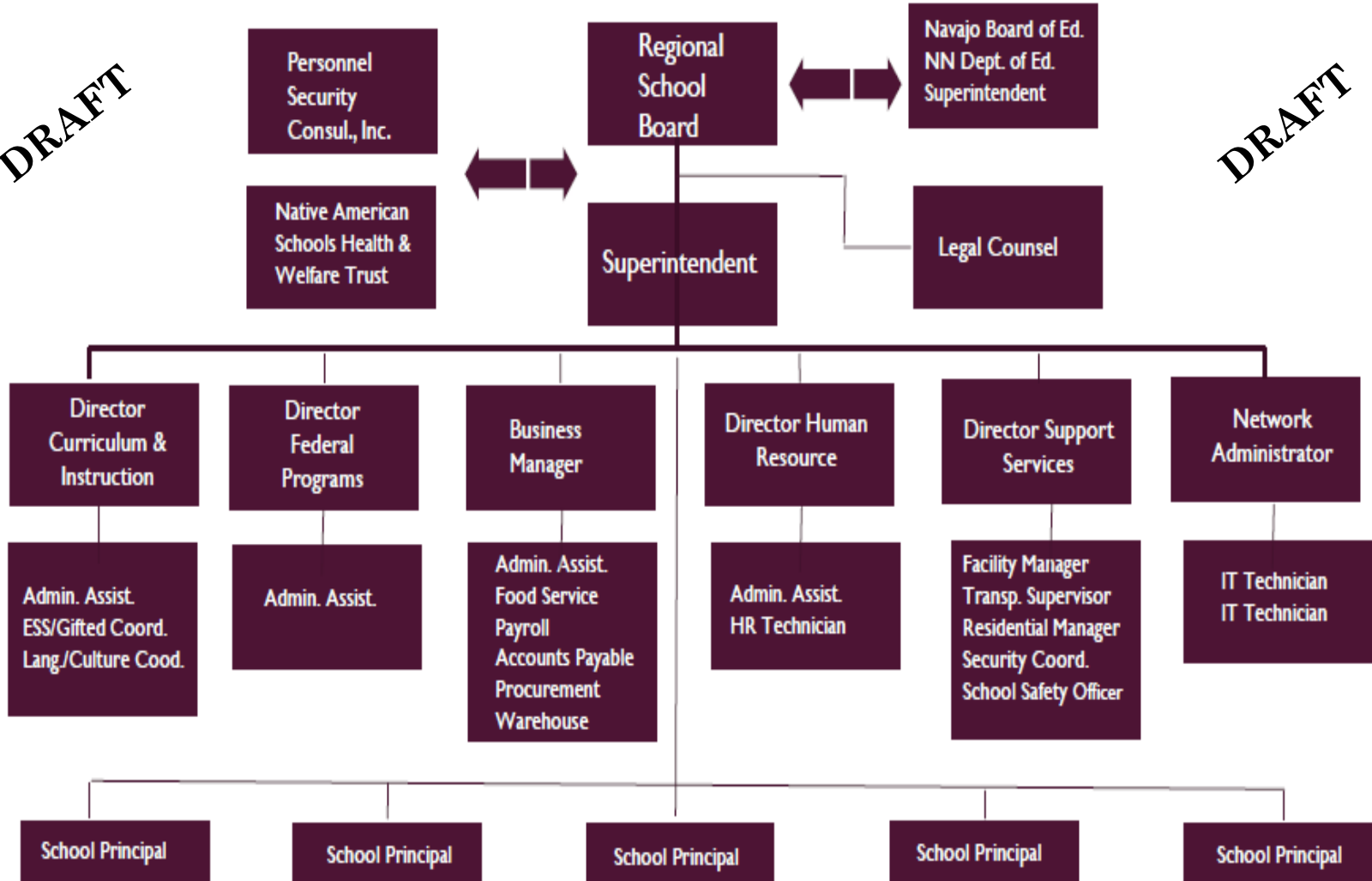


- Schools in "BLACK" are schools without a Residential program
- Schools in "RED" are schools with Residential programs

DINE' CONSOLIDATED SCHOOL SYSTEM (DCSS) ORGANIZATIONAL CHART - REGIONAL GRANTEE

DRAFT

DRAFT



Phase 2

(33 Grant Schools; 1 Contract School)

Diné Consolidated School System

Tooh Region

- Grant School Regional Board
- Regional Lead
- Superintendent

T'iists'ózi Region

- Grant School Regional Board
- Regional Lead
- Superintendent

Tóhaach'í Region

- Grant School Regional Board
- Regional Lead
- Superintendent

Tónaneesdizí Region

- Grant School Regional Board
- Regional Lead
- Superintendent

Tódinéeshzhee' Region

- Grant School Regional Board
- Regional Lead
- Superintendent

- **Shiprock Associated Schools Inc.**
- **Dzil Na'oodelii**
- **Hanaadli School**
- **Kinteel Residential**
- **Navajo Preparatory**
- **Lukachukai CS**

**Local School Site Council at each school:*

- Principal
- HR Tech.
- Business Tech.
- Teacher
- Parent Rep. (2)
- Student Council Rep.

- **Tohaajülee CS**
- **Alamo Navajo SB**
- **Dibe Yazhi Habit'iin**
- **Na'Neelziin CS**
- **Ramah Navajo Schools**

**Local School Site Council at each school:*

- Principal
- HR Tech.
- Business Tech.
- Teacher
- Parent Rep. (2)
- Student Council Rep.

- **Ch'oooshgai CS**
- **Hunters Point BS**
- **Nazlini CS**
- **Kin Dah Lichii' CS**
- **Wide Ruins CS**
- **Greasewood CS**
- **Many Farms CS**

**Local School Site Council at each school:*

- Principal
- HR Tech.
- Business Tech.
- Teacher
- Parent Rep. (2)
- Student Council Rep.

- **Greyhills Academy HS**
- **Kinlani Dormitory**
- **Little Singer CS**
- **Leupp Schools Inc.**
- **Winslow Residential**
- **Tiisyaakin Residential**
- **Dilcon CS**
- **Pinon CS**

**Local School Site Council at each school:*

- Principal
- HR Tech.
- Business Tech.
- Teacher
- Parent Rep. (2)
- Student Council Rep.

- **Shonto Preparatory**
- **Black Mesa CS**
- **Chilchinbeto CS**
- **Richfield Residential**
- **Tse Nitsaa Deez'ahi Dine Bi'Olta**
- **Naa Tsis Aan CS**
- **Rough Rock CS**

**Local School Site Council at each school:*

- Principal
- HR Tech.
- Business Tech.
- Teacher
- Parent Rep. (2)
- Student Council Rep.

- Schools in "BLACK" are schools without a Residential program
- Schools in "RED" are schools with Residential programs
- Institutions in "GREEN" are stand alone Residential Programs

Revised 09/30/15

DISSEMINATION

- Final Report, which includes Policies and Procedures
 - Navajo Nation Public
 - NNBOE
 - HEHSC
 - Naabik'íyáti' Committee
 - Navajo Nation Council
 - BIE, Washington DC, August 21, 2015
 - Public meetings on Navajo will be in August and September 2015



NAVAJO NATION PRESIDENT'S 4 PILLARS AND SIEG

○ *Youth*

- Quality Education
 - NN Accountability Workbook

○ *Infrastructure and Job Creation*

- More jobs within our schools
 - (P.L. 93-638 current BIE Navajo Region)

○ *Veterans*

- Preference to veterans in the hiring process within our schools

○ *Elders*

- Increase/encourage our “Elders” into the schools
 - Enhance our language and culture
 - Language, Culture, History, Government, K'é (Character Development)



SIEG AND THE NAVAJO NATION TEACHER EDUCATION CONSORTIUM (NNTEC)

- Identify strategies to prepare students for college and career readiness.
- Conduct relevant educational research.
- Teacher training and preparation
- Other



SCHEDULED SOVEREIGNTY IN INDIAN EDUCATION GRANT (SIEG) PUBLIC HEARINGS

- Nov. 9, 2015 **Shiprock Chapter House** at
9am Shiprock, NM
- Nov. 10, 2015 **T'iists'oozi Community
School** at 9am Crownpoint, NM
- Nov. 12, 2015 **Many Farms High School** at
9am Many Farms, AZ
- Nov. 13, 2015 **Grey Hills High School** at 9am
Tuba City, AZ
- Nov. 16, 2015 **DoDE Auditorium** at 9am
Window Rock, AZ



AHEHEE'

Questions/Comments

