

A Pathway to State Education Agency Status



The Diné Education Reform:
Integrating the Diné School Accountability Plan into a
Diné Consolidated School System
Draft

The Department of Diné Education

Presentation Overview: Addressing the Following Questions

- State Education Agency addresses:
 - Title 10: Navajo Nation Board of Education Concerns and Issues
 - Reauthorization Process
 - Dine' School Accountability Plan (DSAP)
 - Where is the Plan to Regulate 32 BIE Schools (638)?
 - Every Student Succeeds Act (ESSA): How does the national law complement Tribal Code Title 10?
- Communication Plan and Protocol

In presenting our plan, the Department of Diné Education understands that...

- This is an historic undertaking in self-determination and self-governance.
- The Navajo Sovereignty in Education Act of 2005 states the goal of the Navajo Nation to become an SEA and operate our own school system.
- We are beginning to fulfill this vision.
- Presently, we are not ready to do this overnight and our plan lays out a path forward which focuses on building capacity and adding responsibility in the process.
- This is an exercise in tribal sovereignty that will impact all facets of the Navajo Nation.

Roadmap to a State Education Agency: Title 10 Amendments

- Goal of Amendments is to enhance Title 10 to fix gaps in Accountability
 - Academic Success – *College and Career Ready*
 - Financial Accountability
 - Instruction
 - Unified Diné School Accountability Plan
 - Recruit and Retain Effective and Passionate Principals and Teachers

Roadmap to a State Education Agency: Title 10 Amendments

- Organizational Changes
 - DODE assumes functions of a State Education Agency
 - DODE renames Superintendent of Diné Education
 - NNBOE increases regulatory authority on Diné Education
 - DODE is a quasi-independent enterprise agency
 - DCSS assumes functions of Local Education Agency
 - DCSS establishes a Deputy Assistant Superintendent

Roadmap to a State Education Agency: Title 10 Amendments

- Regulatory Changes
 - NNBOE Authority to Assume Schools (Audit, Accreditation, etc.)
 - NNBOE Remove Reauthorization; Strengthen Monitoring, and Compliance
 - NNBOE Authority to Implement DSAP
 - BIE Operated School Boards fall under the authority of DCSS after 638 Transfer
 - Tribally Controlled/Grant Schools will remain under the authority of NNBOE and will be enhanced

Comprehensive Approach to Address Educational Concerns

- Each element is integrated into the goal of State Education Agency efforts:
 - Title 10: Navajo Nation Board of Education Concerns and Issues
 - Reauthorization Process
 - Diné School Accountability Plan (DSAP)
 - Where is the Plan to Regulate 32 BIE Schools (638)
 - ESSA: Where is that complementary to Title 10?
 - Other Significant Education Concerns and Issues -Open Discussion

No BIE School Conversions in SY 2017-18

Instead...

- Focus on building capacity (638 Contract of BIE Navajo District)
- Focus on financial integrity
- Focus on refining lines of authority
- Focus on accountability structures in place
- Focus on communication with stakeholders
- Focus on refining roles and responsibilities of all parties

Roadmap to Achieve Diné School Reform

- Build capacity and operate...
 - Diné Consolidated School System (DCSS) operates and manages Diné School Accountability Plan (DSAP)
 - DCSS functions through 638 process to uphold “Trust Responsibility”
 - Department of Diné Education to oversee SEA functions over DCSS through the 638 process
 - With the assistance from outside contractors such as local area universities (UNM, ASU, ATUIE, etc.) and United States Department of Education (ED) Technical Assistance providers
 - For the future transfer of school oversight SY 2018-19
- These steps are attained concurrently

Transfer of BIE Functions to the Department of Diné Education Timeline

- **Preparation Stage**

- April 2016 to February 1, 2017 – Finalize contract proposal; Obtain tribal resolution for 638 Contract Proposal.
- February 1, 2017 to September 30, 2017 – Being negotiations with U.S. Department of Interior; Begin assuming functions and staffing of BIE Navajo District

- **Phase I: BIE Navajo District Transfer**

- October 1 2017 to June 30, 2018 – Finalize transfer of BIA and BIE Navajo District functions and staff; Implement new roles and responsibilities of tribal council, HEHSC, NNBOE, DODE, School Boards.

- **Phase II: BIE Operated Schools Transfer**

- TBD – Begin transfer of 32 BIE Operated schools functions and staff; Implement new roles and responsibilities of school boards and school administrators.

Actions for Year 1 - Expansion of Timeline

- Submit Self-Determination Proposal for “ADD” level of BIE functions (no schools)
 - Will articulate phase approach over 3 years
- Negotiate start-up funds to begin process
- Direct BIE to stop filling current vacancies at ADD level
- Develop IPA where necessary to ensure smooth transition and fill vacancies with staff reporting to DODE (IPA)
- Develop and Refine amendments to Title 10 and Title 2
- Develop and Refine organizational structure to meet the new role of the Navajo Nation becoming an SEA
 - Organization
 - Financial
 - Human Resources
 - Governance

Develop Metric and Public Reporting Progress of Dine' School Reform

- Publish quarterly implementation progress report on initiative
- Annual report on academic outcomes for all students within the DCSS
- Annual report Dine' Schools Accountability Plan (DSAP) Requirements
- Begin baseline of systematic program to teach Navajo history, language and culture (5 Dine' content standards)
- Functional analysis of tribal capacity to operate as a State Education Agency (SEA)

Outreach to Schools to Implement DSAP by DODE Team

- Team will sponsor on-going updates, workshops and TA for schools
 - Reservation-wide meetings
 - Education Resource Center (ERC) Level training/meeting with school leadership
 - Individual school trainings at school level
- Funds to be utilized from various sources. First request is from Department of Education for TA funds. Second is Startup 638 funds and final is TED and SIEG funds. Some of these meetings will be done via webinars.

ED/DOI TA Cost:

\$1 million

(Section 8007(2)(c)(3)) *Development of Waiver includes stakeholders engagement*

Outreach to DODE and Incoming IPA Employees to Implement Transfer by DODE Team

- Team will sponsor on-going updates, workshops and TA for employees (DODE and IPA)
 - Reservation-wide meetings
 - Education Resource Center (ERC) Level training/meeting with schools
 - Individual trainings at the regional levels
 - Some of these meetings will be done via webinars
- Funds to be utilized from various sources. Funding source is Startup 638 funds.

Start-up Cost:

\$2 million

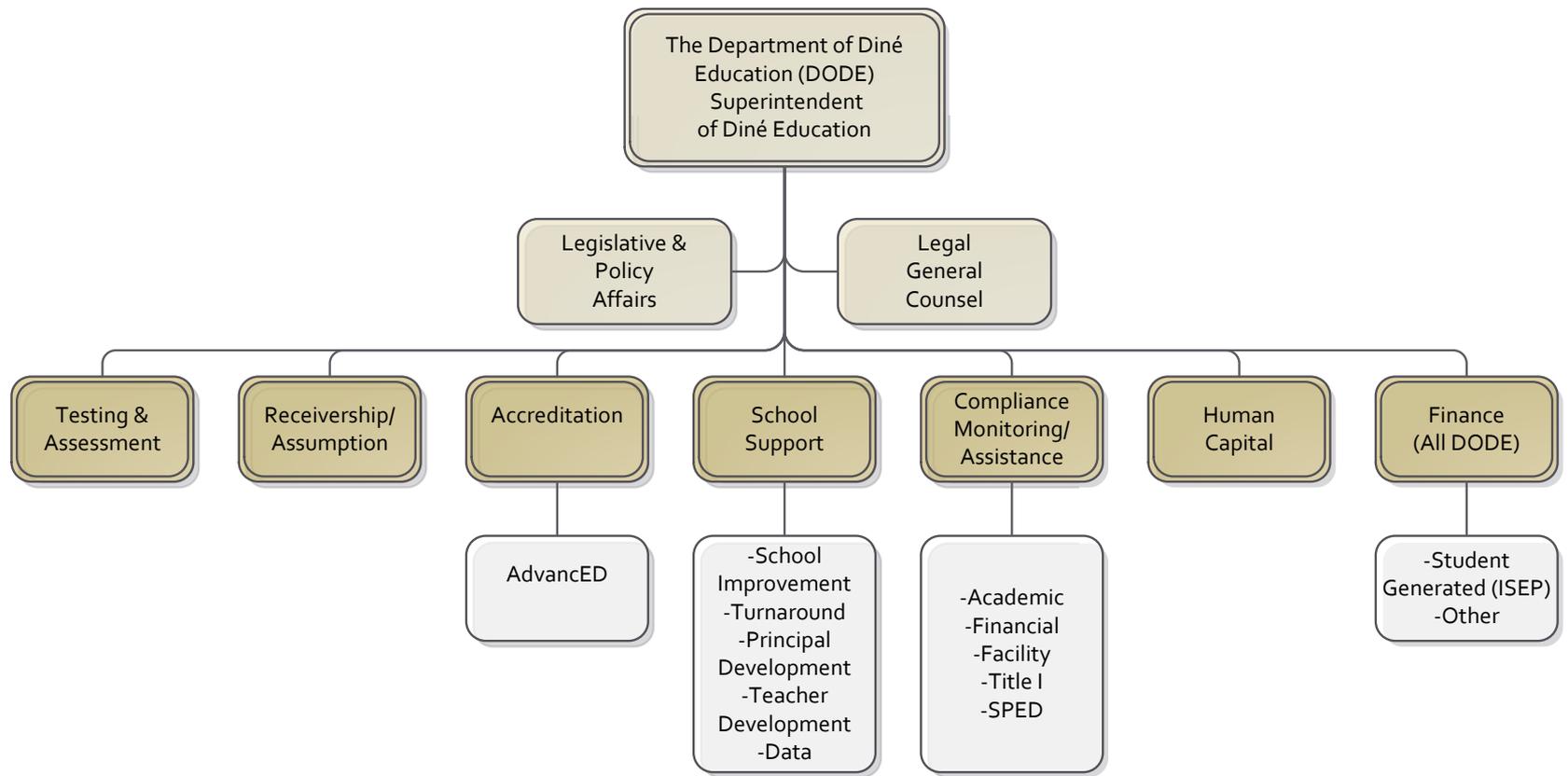
638 Start-Up Funding

DSAP Implementation Committee

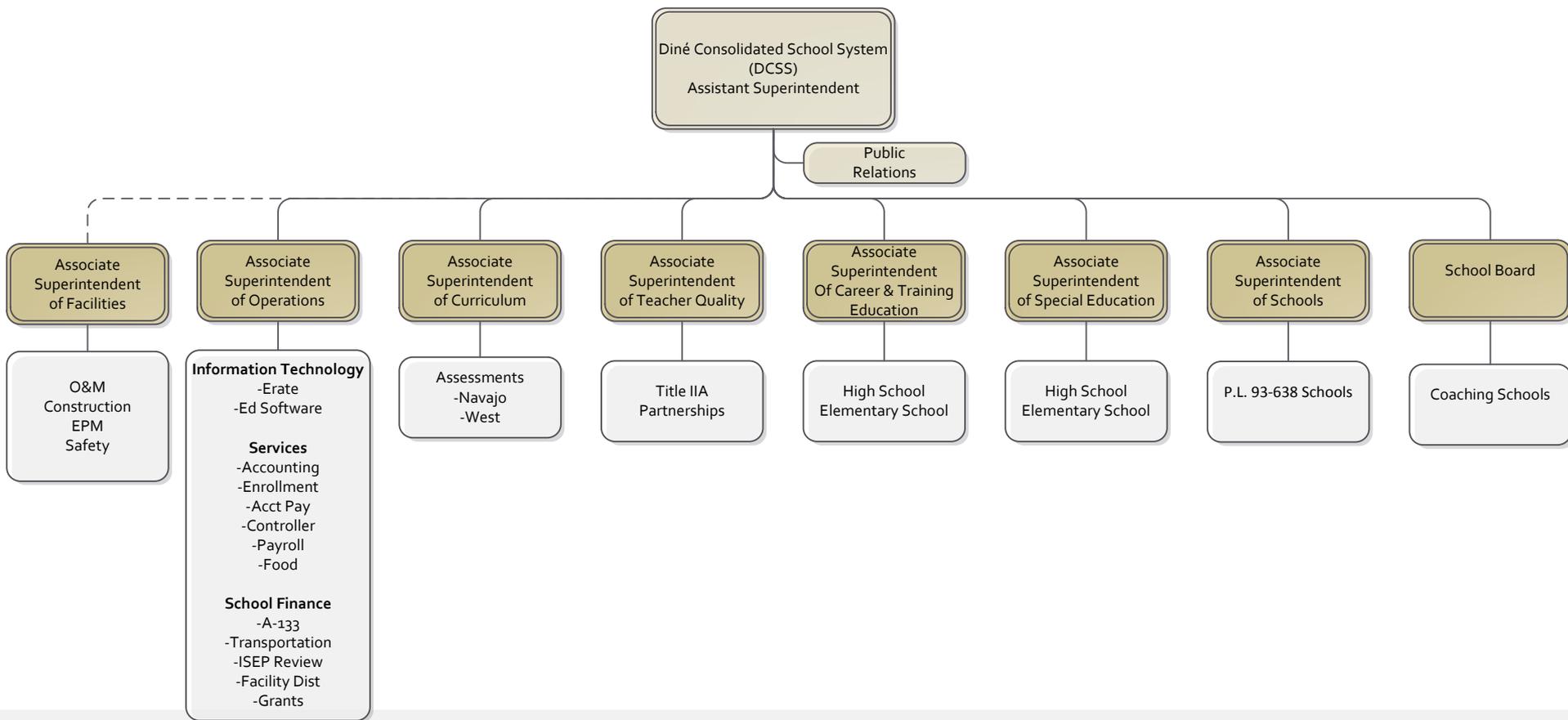
- High School (BIE and Tribal)
 - One Teacher from each school (Ensure all subject are covered)
 - Instructional Leader from each School
 - One Parent from each ERC region
- Elementary School (BIE and Tribal)
 - One Teacher from each school
 - Instructional leader from each school
 - One Parent from each ERC region
- Meetings will be held monthly and discuss issues impacting the implementation. They will also provide the opportunity for schools to know the latest updates and refined timelines.

Year 1 Advisory Committee for Diné School Reform

- One Board Member from each School
- One Instructional Leader from each School
- Appropriate DODE staff
- Expenses will be covered under the start-up funds of the 638 process to meet quarterly (or as needed) and rotate the meetings throughout the Navajo Nation. These meetings will be open meetings and provide the transparency needed to answer questions from the public.



2017 Proposed DODE Organization *State Education Agency*

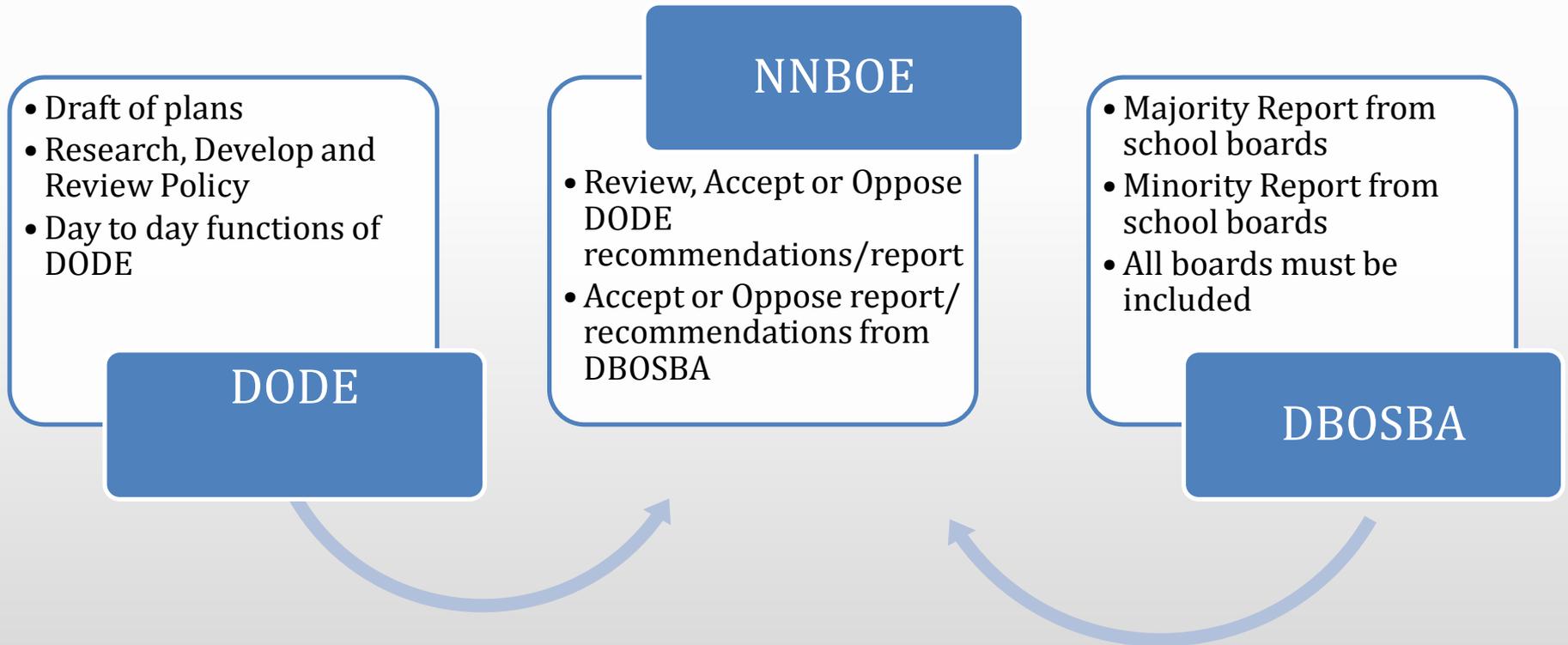


2017 Proposed Dine' Consolidated School System (DCSS) *Local Education Agency*

Every Student Succeeds Act (ESSA)

- SY 2016-2017 – Transition Year into ESSA
 - Negotiated Rulemaking Change
 - Request Separate Negotiated Rulemaking for the Navajo Nation
 - Letter to Bureau of Indian Education State Plan – *Where is the Plan?*
- SY 2017-2018 – ESSA Implementation
 - BIE State Plan – Impact upon Navajo schools?
 - Navajo Nation will have to develop their own State Plan

Flow of Authorities



Title X in Relations to NNBOE, Superintendent of Schools/DoDE and DBOSBA

- **Title 10 is very explicit in the Role and Responsibility of NNBOE; Superintendent of Schools/DoDE; and DBOSBA**
 - Superintendent of Schools/DoDE is the executive arm of the NNBOE
 - All correspondence flows from DoDE to NNBOE
 - DoDE to utilize resources necessary to present an informative presentation to the NNBOE
 - NNBOE provides public opportunity to comment and provide recommendations
 - **DBOSBA power and authority is more clear**
 - **Title 10 states: The “Dine Bi Olta School Board Association shall make recommendations to the NNBOE and Education Committee concerning all BIA-funded schools and local community school boards.”**
 - It DOES NOT state the DBOSBA is required to work with DoDE.
 - DBOSBA has their own advisors to develop recommendations
 - Title 10 does state that “all” school boards must be heard from
 - Not all 60 schools and the 6 residential halls are represented by DBOSBA
 - Question? Does DBOSBA speak for all the school boards???
 - The Recommendations are then presented to NNBOE and Education Committee

Clarifications needed to work productively

- Title 10 states each entity has a role in improving Navajo Education
 - How this is articulated is very important and simple
- Focusing information together is highly needed and recommended
- We must recognize each entity has their own role and responsibility:
 - The results can be an **agreement** OR can lead to **conflict**
 - It is important that all entities work together within the context of Title 10 in order to improve Navajo Education

DBOSBA Powers and Duties

- **§ 302. Powers and duties of the Diné Bi Olta School Board Association**
 - A. The Diné Bi Olta School Board Association shall consider educational programs, problems and issues of a Navajo Nation-wide significance.
 - B. The Diné Bi Olta School Board Association **shall make recommendations** to the Navajo Nation Board of Education and the Education Committee of the Navajo Nation Council concerning all BIA-funded schools and local community school boards. In order to fully address the views and situations of both community controlled school boards and school boards of the schools operated by the Bureau of Indian Affairs, the Association shall establish a procedure that enables both categories of the school boards to fully air their views before the Association **and to attempt to reach a joint recommendation**. If a joint recommendation is not reached, a minority report may be included with the recommendation sent to the Committee and the Board.
 - C. The Diné Bi Olta School Board Association shall plan such activities, including comprehensive school board training programs appropriate for the needs of both Navajo BIA operated schools and community controlled school boards, in order that all such school boards may effectuate the purposes of this chapter.
 - D. The Diné Bi Olta School Board Association shall take all actions necessary to provide opportunities for local community school boards to share educational problems of mutual concern and to assist them in developing solutions to these problems.

Process of being heard

- E. The Diné Bi Olta School Board Association will from time to time meet with the Education Committee of the Navajo Nation Council to review progress of education on the Navajo Nation, **and make any proposals, which in the opinion of the Association would improve education in the Navajo Nation.** In making such proposals, the Association shall use a procedure that enables community-controlled school boards and school boards of BIA operated schools to fully air their views before the Association and to attempt to achieve a joint proposal. If a joint proposal is not achieved, a minority report may be included with the proposal sent to the Committee.
- F. The Diné Bi Olta School Board Association **shall recommend** to the Education Committee of the Navajo Nation Council and the Navajo Nation Board of Education such policies, procedures, goals, and aims or such workshops as are required to implement the intent of this chapter, using a procedure that enables community controlled school boards and school boards of BIA operated schools to fully air their views before the Association and to attempt to reach a joint recommendation. If a joint recommendation is not recommended, a minority report may be included with the recommendation sent to the Committee and the Board.

§ 497. Changes in educational program or operation; discussion; approval

- C. It shall also be the policy of the Navajo Nation that official endorsement of such changes or proposals by the Navajo Nation shall be withheld until every effort has been made by the responsible agency, organization, or group to obtain the approval and endorsement of the Navajo People affected, and Navajo Nation laws regarding the planning and undertaking of such change or proposal have been compiled with. Such endorsement of proposed plans or changes shall be obtained prior to the implementation of such educational programs.

“For Our Children, For Our Future”

Communication: Engaging All Our Stakeholders

Responsibility of Information Transfer

- It is responsibility of each entity and individual to utilize the mechanisms available to ensure all points of view are heard
- DODE and DBOSBA will create the process independent of each other
- Title 10 states, DBOSBA is responsible for a report of both the “majority” view and the “minority” view be shared with NNBOE
- School boards are not the only point of view, ensure ALL stakeholders have an opportunity to voice their opinion
- DODE will provide the forum for Stakeholder Engagement
- DODE will not duplicate the service of DBOSBA but instead focus on parents and other community members
- No guarantees are made that all information submitted will be accepted

Protocol for Stakeholder Engagement

- Post upcoming meeting and notify through media (radio or newspaper and website) at least 5 days prior to meeting
- Create materials for discussion (such as PowerPoint, handouts etc.) Specific information to be discussed
- Meetings across the reservation (No less than two: AZ and NM) DODE staff will be present and be in charge
- Post Information on DODE website
- Meetings will be recorded
- Each speaker has no more than 5 minutes for first round then more if needed

Protocol continued...

- Written materials will be accepted for the record
- All information reviewed and analyzed for proposed action
- Report of the engagement posted to website within 30 days of last meeting
- Recommendation, based on all engagements and research presented to NNBOE
- Last opportunity to provide input is during the discussion of NNBOE approval of proposed action

Questions?

- For any additional questions or concerns, contact us at Department of Dine' Education at (928) 871-7475.
- Please return the presentation form.