

**Gallup-McKinley County Schools
Indian Policies and Procedures
2023-2024 School Year**

It is the intent of the Gallup-McKinley County Schools (GMCS) that all Indian children of school age have equal access to all programs, services and activities offered within the school district. To this end, the Gallup-McKinley County Schools will consult with local tribal officials and parents of Indian children in the planning and development of Indian 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 Gallup-McKinley County Schools attests that it has established Indian Policies and Procedures (IPPs) as required in section 7004 of the Impact Aid law for any children claimed who reside on eligible Indian lands. The IPPs have been adequately disseminated to the tribes and parents of children residing on eligible Indian lands. A copy of the current policies and procedures was attached to the FY 2024 Impact Aid application.

The Gallup-McKinley County Schools attests that it has provided a copy of written responses to comments, concerns and recommendations received from tribal leaders and parents of Indian children through the Indian policies and procedures consultation process and disseminated these responses to tribal leaders and parents of Indian children prior to the submission of their FY 2024 Impact Aid application.

INDIAN POLICIES AND PROCEDURES

Preferred Method of Communication:

Navajo Nation: Use of English and Navajo language during meetings and written copies for meetings sent via email.

Zuni Pueblo: Use of English language during meetings and written copies for meetings sent via email.

Parents: Use of English and Navajo languages during public hearings, meetings and written summaries reference sent via email.

POLICY 1:

The LEA will disseminate relevant applications, evaluations, program plans and information related to the LEA’s education program and activities with 5 working days of advance notice to allow tribes and parents of Indian children the opportunity to review and make recommendations [34CFR222.94(a)(1)]

Procedure 1.1: Gallup-McKinley County Schools will disseminate information, as soon as reasonable possible as soon as information is available, but not later than 5 working days in advance of any meeting by emailing all parties, agendas with information that will be shared, and seek input regarding the following programs on its educational program (including, but no limited

to): Title I, Part A; Title I, Part C; Title I, Part D; Title II, Part A; Title III, Part A; Title IV, Part A; Title VI, Part A; Title VII- Impact Aid Programs and Johnson O'Malley programs through public hearings, meetings, tribal consultations, and posted on our GMCS district website after the meeting, not to exceed five working days of the meeting. The district holds two tribal consultations web meetings with both the Navajo Nation and Zuni tribal councils. All notices and presentations are emailed to the participants five working days before the meetings. Information that will be shared with families and the community, will cover impact aid application and current expenditures, student equal participation analysis within school activities and assessments based on ethnic subgroups, Indian Policies and Procedures, and any plans that directly impact GMCS Native American student populations.

Procedure 1.2: The completed applications, evaluations and programs planning will be made available to parents of Indian students, tribal officials, Advisory School Councils, and District Parent Advisory Committee 5 working days prior to set meeting dates, in person or email. A summary of the evaluations and programs will be prepared and disseminated one week in advance of all meetings. Annual public hearings to be held in person and/or virtually in six GMCS regions (Crownpoint, Thoreau, Ramah, Navajo, Tohatchi and Gallup) to afford all parents and interested parties the opportunity to review the documents with sufficient time to provide thoughtful input at the public meetings. The public hearings will be publicly advertised by radio announcements using the Navajo and English languages, postings at all Navajo chapter houses, notices on the GMCS homepage, and local newspapers to allow all interested parties to attend. The summary of all the documents will be posted on the district's website with contact information of the program managers to allow for ongoing feedback. The applications, Equal Participation Analysis, program planning, and Indian Policies and Procedures will be mailed to all presidents of the Navajo Nation chapters that GMCS students reside in. In addition, representatives from the district will schedule semi-annual fall and spring meetings with the District Parent Advisory Committee (DPAC) to seek input. Finally, input from Navajo Nation and Zuni Pueblo leaders will be sought during formal tribal consultations.

Procedure 1.3: Parents of Indian children and tribal officials and any other interested persons can review assessment data to help develop or modify educational programs and services allowing for participation of Indian students on an equal basis in GMCS.

Procedure 1.4: The summary of public hearings and from meetings with recommendations and input will be posted on the district's website for all patrons and tribal officials for review. This will allow for ongoing dissemination of information and ongoing feedback to program managers.

POLICY 2

The Gallup-McKinley County Schools will provide an opportunity for the Navajo and Zuni Tribes and parents of Indian students to provide their views on educational programs and activities, including recommendations on the needs of their children and how GMCS may help those children realize the benefits of the educational programs and activities [34CFR222.94(a)(2)].

- i. Notify tribes and the parents of Indian children of the opportunity to submit comments and recommendations, considering the tribe's preference for method of communication, and**
- ii. Modify the method of and time for soliciting Indian views, if necessary, to ensure the maximum participation of tribes and parents of Indian children.**

Procedure 2.1: At regular school board meetings, a section of the time is set for comments from the public. This is a time for parents and community members to offer comments and suggestions regarding programming for Indian students. In addition, two public hearings are held, one per semester in six GMCS regions, on school scheduled family nights, so each region of parents and families have an opportunity for input (Tohatchi, Thoreau, Navajo, Crownpoint, Ramah and Gallup). Different team members go to different regions to present. We schedule with the schools as schools schedule are set based on the school site parent input. Based on preferred methods of communication, ideal date, and items for meetings, as well as ways to maximize participation from parents of Indian children, the district will make modifications for communication with parents and community.

Procedure 2.2: GMCS will schedule tribal consultation meetings with Navajo Nation and Zuni Pueblo to discuss ongoing programming goals, preferred methods of communication and ways to maximize participation. Indian parents and Tribes will be given 5 days' notice of any and all meetings by email, in-person communication and mail, if email does not work, to discuss other preferred methods of communication, ideal dates, and items for meetings. The district will make modifications for communication with the Navajo and Zuni tribes. Agendas and topics will be sent to participating members 5 days in advance, of any scheduled meeting, and participants can either email or call the director of Cultural Education.

Procedure 2.3: GMCS will post all applications, evaluations, Equal Participation Analysis, program planning, and Indian Policies and Procedures on the district's website as soon as reasonably possible after such information becomes available but at least 5 days before any scheduled meetings. There will be four meeting with the District Parent Advisory Council each year and two consultations with each Tribal council. Agendas and topics will be sent to participating members 5 days in advance, of any scheduled meeting, and participants can either email or call the director of Cultural Education. A virtual team will be dedicated to the Indian Policies and Procedures team of parents and tribal leaders to add comments 24 hours a day in chat to provide feedback on the IPP. The Navajo and Zuni tribe choose to have all information emailed, discussed in video chat and through in person conversations. Any changes to these methods of communication will happen through additional consultation with tribes and parents through phone calls, in person or virtual meetings. Contact information for program managers will be provided to allow for comments and recommendations from parents and community directly with GMCS staff. Based on preferred methods of communication, ideal dates, times and items for meetings, the district will make modifications for communication with parents to ensure maximum participation via email, in person and mailed, if email fails to send.

Procedure 2.4: GMCS will provide all applications, evaluations, program planning and Indian Policies and Procedures to each school through the sites' Advisory School Councils utilizing paper copies, emails, phone calls, virtual chat, and in person conversations by the end of first semester. The site councils will share that information with their parents and community at their school site parent meetings.

If the consultation participation of Indian children is low, GMCS will reevaluate its consultation process. Specifically, GMCS will take the following measure to improve and enhance participation:

1. Consultant with parents of Indian children and tribes.
2. Change communication methods.
3. Change times for meetings
4. Change methods of meetings: in-person /virtual

POLICY 3

Gallup-McKinley County Schools will annually assess the extent to which Indian children participate on an equal basis with non-Indian children in all the district's education program and activities [34CFR222.94(a)(3)].

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

Procedure 3.1: Gallup-McKinley County Schools will take the following measures to annually assess to extent to which Indian children participate on an equal basis with non-Indian children in the district's education program and activities.

GMCS will assess the extent of Indian student participation in all education programs and cocurricular activities (Career, College, Civic Readiness pathways, high school athletics, school activity participation, and participation in high stakes and standardized assessments) to analyze annually for gaps in Indian children participation. The GMCS District shall annually calculate from its records the ratio of Indian children compared to non-Indian children participating in all academic and co-curricular programs.

- A. This information is being stored on GMCS's student information system. Schools will enter information as students engage in any education programs and cocurricular activities. As stated in policies 1 and 2, GMCS will post all applications, evaluations, Equal Participation Analysis, program planning, and Indian Policies and Procedures on the district's website as soon as reasonably possible after such information becomes available but at least 5 days before any scheduled meetings. GMCS shall annually calculate from its records the ratio of Indian

children compared to non-Indian children participating in all academic and co-curricular programs

- B. GMCS district officials will review school data to assess the extent of Indian children's participation in the district's educational programs on an equal basis and make corrections when gaps are found within the programs. GMCS's student information system has been set up to collect student participation in athletics, extracurricular activities assessments, college, and career readiness. All information will be included in GMCS's Tribal Education Status Report and will be shared with all stakeholders via email, posting on GMCS's webpage, GMCS's DPAC meetings and Tribal consultations, and in person.
- C. GMCS will share its assessment of district funding, Indian student participation, related academic achievements and other related data with the parents of Indian children and tribal officials by posting Equal Participation Analysis data at local Navajo chapter houses and on the district website, mailing of documents to tribal officials, distribution to all Advisory School Councils at all 33 school locations and distribution during all public hearings, meetings and at tribal consultation meetings. The summaries will be distributed one week prior to scheduled public hearings, meetings and tribal consultation meetings which will be held in the Fall, mid-year, and Spring, three times a year.
- D. Parents of Indian children, tribal officials and other interested parties may express their views on participation through direct communication with the GMCS, at any school board meeting, at any public hearing, meetings, or tribal consultation meetings and through email. Data will be utilized to develop appropriate supports for various programs. This information, feedback, questions, and concerns will be summarized and posted on the district website with five working days after each meeting.
- E. Copies of annual reports will be provided to tribal officials on an annual basis.

Procedure 3.2: If it is determined that there are gaps in Indian participation in the educational programs or activities, the GMCS superintendent, in consultation with the GMCS School Board and the District Parent Advisory Committee, tribes, and the parents of Indian children, will modify its education program in such a way as to improve Indian participation. GMCS will provide data of a gap 5 days in advance with the DPAC and send via email to all parents of Indian children for comment.

POLICY 4

Gallup- McKinley County Schools will modify the IPP's if necessary, based upon the results of any assessment or input described in this document [34CFR222.92(a)(4)].

Procedure 4.1: GMCS will establish a committee of one Indian parental representative from the District Parent Advisory Committee (DPAC), two representatives from the Navajo Nation and two representatives from the Zuni Pueblo to meet twice a year, a Fall and Spring meeting. This committee will review the meaningfulness of input, review the extent of opportunity for Indian input and review the district's response to commentary on an annual basis. The committee will review the effectiveness of the district's methods of gathering input of Indian parents and tribal

members, calculate the number of suggestions which are actually implemented, and permit Indian parents and tribal officials to suggest more effective ways of communication on an annual basis. If necessary, the committee shall make recommendations to the Board of Education to modify its Indian Policies and Procedures.

Meetings will be advertised

Procedure 4.2: GMCS Board of Education will hold a board meeting by December 31st of each application year to evaluate and modify the IPP if the DPAC committee indicates modifications are necessary. The changes made by GMCS's school board and DPAC will be implemented in January following the approval of the IPP. Parents will be notified by email, robot text message system, social media posting and GMCS district home page. In addition, the Cultural Education secretary will email, and phone call the DPAC members to guarantee they know all pertinent information of the approval process.

Procedure 4.3: GMCS will notify all parents of Indian children, tribal officials, and the general public of any changes to the IPP through email, in person or virtual meetings at least 30 working days after the school board makes a change. GMCS will also engage in tribal consultations via email or virtual/in-person meetings and by posting updates on the district website. In addition, changes will be posted at local Navajo chapter houses, mailing, and by disseminating to the District Parent Advisory Committee with a meeting that should occur after 30 days after the school board made a potential change. The 30 days is encouraged so the participants have enough time to plan to attend a consultation meeting.

POLICY 5:

Gallup-McKinley County Schools will respond at least annually in writing to comments and recommendations by tribes and parents of Indian children and disseminate the responses to the tribes and parents of Indian children prior to the submission of the Indian Policies and Procedures. 34CFR222.94(a)(5)].

Procedure 5.1: GMCS will respond annually in writing to comments and recommendations gathered from the public hearings and tribal consultations to tribal officials and parents of Indian children by mailing to tribal officials, sharing during the two tribal consultations and all meetings and comments with the DPAC responses will be place on the district website, posting at local Navajo chapter houses and disseminating to the District Parent Advisory Committee through phone calls and emails to all parents prior to the submission of the IPP's by the District. Using GMCS's student information system, any changes, questions, feedback, or information to the IPP will be sent in writing to all parents of Indian children via email and will also be shared at the quarterly DPAC meetings.


POLICY 6

Gallup-McKinley County Schools will provide a copy of the IPP's annually to the affected tribes [34CFR222(a)(6)].


Procedure 6.1: GMCS will annually provide a copy of the current Indian Policies and Procedures document to the Navajo Nation and the Zuni Pueblo leaders at scheduled formal tribal consultation meetings. In addition, the tribal leaders will be emailed a copy of the Indian Policies and Procedures after school board approval and prior to submitting the Impact Aid application.

GMCS Board of Education Approval Date: October 3, 2022



Mr. Val R. Panteah, Sr., Governor
Pueblo of Zuni


Dr. Harold G. Begay Superintendent
Division of Diné Education
Navajo Nation


Mr. Chris Mortensen, President
GMCS Board of Education


Mr. Mike Hyatt, Superintendent
Gallup-McKinley County Schools


McKenzie Jimenez
DPAC student representative


Kaci Begay
DPAC student representative